

JOB DESCRIPTION

JOB TITLE:	Specialist Health Visitor in Perinatal and Infant Mental Health	AFC No. N0998
BAND:	7	
DEPARTMENT:	Health Visiting	
GROUP:	Women and Child Health	
RESPONSIBLE TO:	Clinical Lead	
ACCOUNTABLE TO:	Directorate Lead	

JOB SUMMARY

The purpose of the Specialist Health Visitor for Perinatal and Infant Mental Health is to be responsible for leading and developing Perinatal and Infant Mental Health services across Sandwell and West Birmingham Health Visiting teams.

The post holder will also be responsible for working collaboratively with partner agencies to improve education and training of the workforce and support to the development of pathways, policies and procedures to respond to identified mental health needs of women, infants and their families in the perinatal period

The Specialist Health Visitor will provide relevant consultation, training and support to the universal children's services in relation to Perinatal and Infant Mental Health. The emphasis will be on early intervention, prevention of mental health difficulties, and the promotion of positive relationships between parents and their infants. There will be a 60/40 split between service development and caseload holding.

The post holder will be required to provide leadership; embed up to date research and evidence based practice and ensure effective dissemination to all Public health nursing staff to ensure the efficient delivery of the Healthy Child Programme high impact area. This will include provision and oversight of any required training and Clinical Audit to provide assurance of a competent and confident workforce.

The post holder will be expected to develop therapeutic relationships with clients and work intensively within complex family situations to achieve improved health outcomes, whilst delivering the Healthy Child Programme. They will have highly specialist knowledge of approaches which are supportive to children and families requiring additional complex support and will understand the roles of voluntary and statutory agencies which are available to support these families.

The Specialist Health Visitor for Perinatal and Infant Mental Health will also be competent in using and sharing knowledge and expertise in Triple P Baby and Video Interactive Guidance

MAIN RESPONSIBILITIES:

- To work collaboratively with Sandwell & West Birmingham NHS Trust (SWB) partners and to be a link between Acute and Primary care service and other statutory and voluntary partners where Perinatal Mental Health has been identified to facilitate effective communication.
- To act as a Perinatal Infant Mental Health champion to develop the skills of the workforce through positive leadership.
- To demonstrate and develop evidence-based knowledge in perinatal mental health, and act as an expert resource to staff across the SWB Health Visiting service.
- To complete gap analysis and use this information to plan and deliver an education and training programme to ensure staff across the service receive the correct level of training.
- To be responsible for quality assurance, training and development for SWBH Public health Nursing, embedding evidence based practice.
- Provide strategic support for partner agencies to develop Perinatal Infant Mental health policies to enable SWB Health visiting service to provide a responsive service to all children and families within Sandwell & West Birmingham.
- Develop comprehensive care pathways for women and families affected by mild, moderate and severe maternal mental health problems in collaboration with colleagues, specialist mental health services and other providers of mental health services
- To assess local need and to plan, coordinate and deliver training programmes and workshops to SWB NHS Trust staff, and others as appropriate, to promote best practice standards in all aspects of Perinatal Mental Health.
- To work with other specialist colleagues such as Perinatal mental health Team, Community Psychiatric Service and Early Years to develop integrated protocols which support the Perinatal Mental Health Strategy
- To take the lead with the work streams that involve Perinatal Mental Health and support the development of Perinatal Infant Mental Health steering groups
- To work collaboratively with key stakeholders to develop joint pathways
- To act as a resource for the service according to the HV service model as a specialist, providing expert knowledge and be competent in use and application of Triple P baby and Video Interactive Guidance.
- To participate in planning, carrying out and evaluating audits, research projects and/or innovations following agreed policy and protocol.
- To initiate and to take part in Quality Improvement projects using recognised methodology

- To deliver the Healthy Child Programme through compassionate caring assessment and analysis of need. Develop, implement and evaluating programmes of care using assessment tools in accordance with commissioner service specification for the health visiting service in order to address identified health need and use HCNA to assess and plan care and escalate for additional support where required.
- To formulate and agree with families' packages of care appropriate to need, initiating care plans with supportive interventions and maintain accurate and contemporaneous records
- To monitor and review open care plans in accordance with the record keeping policy, closing when package of care is complete, or when risk assessment identifies that the child needs a universal health visiting service offer.
- To identify and support vulnerable children in need of protection and refer to Children's Services following the Sandwell Safeguarding Partnership Children Board policies in all cases of suspected or actual emotional, physical, sexual abuse and neglect, and to follow up domestic violence notifications in line with Trust policy.
- To attend case conferences, undertake and fulfil the responsibilities that are appropriate to the role of the Perinatal Infant Mental Health Specialist HV agreed in the multi-agency child protection plan
- Use professional and clinical judgement to undertake detailed assessments of clients and their families and analyse complex family situations to develop appropriate clinical interventions including taking the lead professional role, initiating and leading Early Help Assessments & plans.
- To identify, refer and support children and families with special educational needs or disabilities.
- To liaise with other agencies including health and social care to facilitate programmes of care.
- To ensure that there are opportunities for ongoing involvement of children, parents and carers in development of services and quality assurance.
- Work in conjunction with the Team Leaders to motivate and inspire the multidisciplinary team to ensure effective collaborative working is achieved.
- Support the provision of service within finite financial envelope, taking account of competing demands and resources and the unpredictability of the environment.
- They will work to professional codes, standards and guidance at all times ensuring that their practice is grounded in evidence based theoretical and practical knowledge.
- To access professional development through clinical supervision, safeguarding supervision, training, reflective practice mandatory training, self-appraisal and performance review, and to escalate safeguarding concerns in line with local policy.
- To provide caseload data when required for performance monitoring, have oversight of data including analysis of trends, KPI's and audits through available systems and share this information for service improvement.
- To ensure caseload is organised for periods of planned absence e.g. annual leave and study leave and arrange appropriate safeguards and support for vulnerable families.
- To maintain professional registration as Registered Nurse and Health Visitor

- To be a regulated Non-Medical Prescriber and participate in undertaking a full assessment of minor conditions appropriate to the role of the Specialist Health Visitor, and where indicated, prescribe from the formulary appropriate to level of training, and access continuing professional development in prescribing
- Work within the clinical governance framework to ensure that governance is embedded in clinical practice.
- Support and facilitate the training and development of team members who need to improve service delivery. This includes record keeping and improving clinical competency. Through mentorship and preceptorship
- Participate in investigation, problem solving and remedial action where necessary.

Communications & Key Working Relationships

Internal and External

Women & Child Health Group Directorate

Clinical Lead

Health Visiting Teams and Managers

Trust Safeguarding Team

Perinatal Mental Health Team

Public Health Commissioner

General Practice teams

Other Primary Care clinical staff

Child and Adolescent Mental Health Teams

Parents, relatives, carers and the public

Children's & Adult Social Services,

Early years/Education

Voluntary Agencies

Maternity Services

External relationships with other agencies

Finance Manager

Family Hubs Strategic Managers

Communications Teams/he will be expected to communicate in person, face-to-face, in writing and, where appropriate, electronically with all the above contacts.

CONFIDENTIALITY

The post holder must maintain confidentiality of information relating to patients, staff and other Health Service business.

HEALTH AND SAFETY

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act (1974) and the Manual Handling Operations Regulations (1992). This ensures that the agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors to the Trust.

If you are a manager you will be responsible for the Trust's policy on Health and Safety and for taking all reasonable steps to maintain and where necessary to

improve health and safety standards. This will include training to ensure that all employees are able to carry out their health and safety responsibilities effectively.

RISK MANAGEMENT

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

EQUAL OPPORTUNITIES

The trust has a clear commitment to its equal opportunities policy and it is the duty of every employee to comply with the detail and spirit of the policy.

CONFLICT OF INTEREST

The Trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Orders require any officer to declare any interest, direct or indirect with contracts involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.

USE OF INFORMATION TECHNOLOGY:

To undertake duties and development related to computerised information management to meet the changing needs and priorities of the Trust, as determined by your manager and in accordance with the grade of the post

SAFEGUARDING – CHILDREN/YOUNG PEOPLE AND VULNERABLE ADULTS

Every employee has a responsibility to ensure the safeguarding of children and vulnerable adults at all times and must report any concerns immediately as made clear in the Trust's Safeguarding Policies.

INFECTION CONTROL

The Trust is committed to reducing the risk of health care acquired infection. Accordingly it is essential that you adhere to all Trust infection control policies, procedures and protocols (to include hand decontamination, correct use of PPE (Personal Protective Equipment) and care and management of patients with communicable infections). You are required to report any breaches/concerns promptly using the Trust's incident reporting system.

SMOKING

This Trust acknowledges its responsibility to provide a safe, smoke free environment, for its employees, service users and visitors. Smoking is therefore not permitted at any point whilst on duty, in accordance with the guidelines set down within the Trust No-Smoking Policy.

The above duties and responsibilities are intended to represent current priorities and are not meant to be a conclusive list. The post holder may from time to time be asked to undertake other reasonable duties. Any changes will be made in discussion

with the post holder in the light of service needs and will be commensurate with the grade and competencies of the post.