

Trainee Job Description

Job Title	Higher Trainee in Perinatal Psychiatry (ST4-6)					
Educational Supervisor	TPD – Dr John Stevens					
Clinical Supervisor	Dr Catherine Murgatroyd					
Hospital Address as appears on GMC Connect	Hollins Park Hospital, Hollins Lane, Warrington,					
Trust	North West Boroughs Healthcare					
Speciality	Perinatal Psychiatry	Sub Speciality				
Full Time/Part Time	Both	Days Worked		Mon/Tues/Thurs/Fri		
Year of Trainee (Delete those N/A)				4	5	6

Description of Placement

The Cheshire and Mersey Specialist Perinatal Service provides a multidisciplinary specialist community service for the assessment and treatment of women with moderate-severe mental illnesses in pregnancy and postnatally across the footprint of the Cheshire and Mersey Health Care Partnership. In addition to direct clinical care the service provides consultation, supervision and support to a range of other services which treat women who may be experiencing perinatal mental health problems. The service comprises three specialist multidisciplinary community mental health teams in three separate mental health trusts (Cheshire and Wirral Partnership NHS Foundation Trust; Mersey care NHS Foundation Trust; Northwest Boroughs Partnership NHS Foundation Trust). The trainee will work within the team for North West Boroughs Partnership NHS Foundation Trust. The North West Boroughs Specialist Perinatal Service sits within our Halton Borough Leadership Team and provides services across the Boroughs of Halton, Warrington, St Helens and Knowsley.

Roles and Responsibilities of the Trainee

- The post holder will be directly involved with the assessment, diagnosis and management of pregnant and post-natal women referred with severe, complex difficulties or prominent risk issues. They will provide consultation and joint working for pregnant or post-natal women open to other mental health teams
- Utilise a flexible approach to delivery of clinical care so that it best meets the needs of mother and infant at any given time.
- Support colleagues in other specialist mental health services and within primary care – particularly GPs, midwives, health visitors, IAPT and social care services -to facilitate all women receiving evidenced based, good quality mental health care during the perinatal period.
- There will be opportunities to contribute to the education and training of staff from a variety of disciplines that come into contact with women during the perinatal period.
- The will be opportunities to contribute to the development of the service and be actively involved in the evaluation of its effectiveness over time.
- Be readily available during the working week so that medical and nursing staff can communicate and consult freely.
- Ensure that management plans are clearly displayed in the medical records and undertake

administrative duties associated with the care of the patient.

- Foster relationships between staff within each organisation, and also with the local Clinical Commissioning Groups

Core Clinical Work *Include details of where this will be carried out, type of assessments and therapies for which the doctor in training will be responsible (all experience must be appropriate to the level of training provided)*

To attend the weekly multidisciplinary team meetings.

To undertake assessments of women in a variety of settings, including in clinic, at home, on maternity ward or Children's Centres

To participate in CPA reviews and Pre-birth planning meetings.

To undertake joint reviews with care co-ordinators when patients are experiencing a worsening in their mental health (under consultant supervision).

To provide support to members of the Perinatal Team and to see carers/relatives as required.

To maintain up to date electronic and other medical records to a high standard. It is our standard practice to write the majority of clinical letters directly to our patients, copied to professionals, unless there are exceptional reasons not to do so.

Intended Learning outcomes

The Intended Learning outcomes are taken from the Royal College of psychiatry **Competency Based Curriculum for Specialist Training in Perinatal Psychiatry - Pilot Credential Version**, see RCPsych website.

Good Medical Practice, Domain 1: Knowledge, skills and performance

- Develop and maintain professional performance
- Apply knowledge and experience to practice
- Record work clearly, accurately and legibly

Intended learning outcome 1 – Clinical history and patient examination

The doctor will be able to perform specialist assessments of patients and document relevant history and examination on culturally diverse patients to include:

- Presenting or main complaint
- History of present illness
- Past medical and psychiatric history
- Systemic review
- Family history

- **Developmental history**

- **Socio-cultural history**

Knowledge

Demonstrate detailed knowledge of epidemiology and clinical conditions affecting women of childbearing potential and in the perinatal period

Particular emphasis should be given to the following:

- Acute Stress and Adjustment Disorders
- Anxiety Disorders
- Post-traumatic stress disorder including birth trauma
- Postpartum Psychosis
- Bipolar Affective Disorder
- Schizophrenia and schizoaffective disorder
- Depression
- Eating disorders
- Somatoform disorders
- Personality Disorders
- Delirium and other organic states
- Alcohol dependence
- Substance Misuse
- Learning disability in the context of pregnancy and parenthood

Knowledge

Demonstrate detailed knowledge of epidemiology and clinical conditions affecting women of childbearing potential and in the perinatal period

Demonstrate detailed knowledge of the biological, psychological, social and cultural (including stigma) factors which influence the presentation, course and treatment of these conditions in the perinatal period

Demonstrate an understanding of how normal childbearing practices/rituals vary across and within cultures

Demonstrate detailed knowledge of the phenomenology and psychopathology of mental disorders affecting women of childbearing potential and in the perinatal period

Demonstrate understanding of the modifying effects of pregnancy and the postpartum period on pre-existing mental disorders, how the presentation of these disorders may differ from presentations outside the perinatal period and the need to alter thresholds for intervention

Demonstrate ability to predict the risk of mental illness occurring in association with childbearing

Demonstrate knowledge of the importance of and role of the perinatal mental health service in

assisting the prevention of relapse and recurrence of mental disorders in the perinatal period

Demonstrate an understanding of the normal expected emotional experiences of pregnancy including those associated with complex pregnancies including pregnancy through IVF, pregnancy loss, termination of pregnancy and following traumatic birth

Demonstrate knowledge of embryology and foetal development

Demonstrate knowledge of the physical and emotional development of infants

Demonstrate knowledge of mother-infant relationships

Demonstrate knowledge of attachment theory

Demonstrate knowledge of the mechanisms by which maternal mental health has effects on the development of the foetus/infant and reciprocal interactions with child temperament

Demonstrate knowledge of the impact on the partner/ father and significant others of the woman's mental disorder and its treatment, including the need for information and support

Demonstrate knowledge of the epidemiology and clinical conditions affecting partners and fathers in the perinatal period

Demonstrate knowledge of standard, valid and reliable structured assessment tools used in perinatal mental health settings including those related to maternal mental health, infant mental health and the parent-infant relationship

Demonstrate knowledge of the signs and symptoms of the more common physical complications of pregnancy and parturition (e.g. pulmonary embolism, deep vein thrombosis sepsis etc) and know how to refer for rapid and appropriate maternity/ obstetric assessment

Skills

Demonstrate the ability to carry out a comprehensive bio-psychosocial assessment and mental state examination of women of childbearing potential and in the perinatal period with mental health problems, impaired mental wellbeing, or psychological distress

Demonstrate the ability to identify and diagnose disorders described above in maternity, emergency, in-patient, domiciliary or community settings

Demonstrate the ability to think about the woman's needs/mental health, the foetus/infant's needs/mental health, and the mother-infant relationship, as three distinct, but inter-related, areas for consideration

Demonstrate an ability to assess the infant's age appropriate innate behaviour, awareness of its environment and responsiveness to cues

Demonstrate the ability to assess and address the needs of the partner/father

Demonstrate the ability to attend to and respect the needs of the infant

Demonstrate the ability to carry out an assessment of the mother-infant relationship

Note: limitations of the assessment where language or cultural influences affect communication and a shared understanding

Attitudes demonstrated through behaviours

Display willingness and availability to give clinical supervision to colleagues from own team, and associated disciplines and agencies. (NB this competency applies across all the intended learning outcomes and subjects of this domain)

Display an awareness of complex needs and the role of severe and widespread deprivation in poor

outcome

Respecting the woman's dignity and confidentiality

Working collaboratively with women and their partners and families, recognising a shared desire for healthy outcomes of pregnancy and the safety and wellbeing of the infant

Appropriately involving the woman's partner, the father of the foetus/infant, and other family members/significant others.

Demonstrating a flexible approach in the assessment process, taking into account the woman's current physical state eg pregnancy/ postpartum and her caring commitments

Respecting the needs of the infant and older children

Respecting the needs of the woman's partner, father of the foetus/infant and significant others.

Intended learning outcome 2 – Diagnosis, Formulation and Multi-agency working

The doctor will demonstrate the ability to construct formulations of patients' problems that include appropriate differential diagnoses, liaising with other specialists and making appropriate referrals

Knowledge

Develop an awareness of interfaces between Perinatal Psychiatry and other adult psychiatric specialties, CAMHS, psychological therapies, maternity services, primary care, health-visiting, social services, domestic and sexual violence specialist services, multi-agency risk assessment conferences (MARACs) and other service providers including the voluntary sector

Develop an understanding of the roles and skills of other professionals who contribute to the assessment, care and management of women and infants in the perinatal period

Skills

Demonstrate capability in making decisions about access to maternity care and appropriate psychiatric and psychological care (eg rapid physical assessment, crisis intervention, Mother and Baby Unit admission, psychological therapies)

Demonstrate an ability to instigate management, treatment and interventions on the basis of a completed psychiatric assessment (history, examination and diagnosis) while holding in mind the needs of the infant and dyad and the physical needs of the woman

Demonstrate the ability to manage referrals and to assess, prioritise and allocate according to need, in light of available resources and care pathways

Demonstrate the ability to develop and maintain effective relationships and enable joint-working with other adult mental health services, CAMHS, primary care services, maternity services, health-visiting services, psychological therapy services, social services, domestic and sexual violence services, multi-agency risk assessment conferences (MARACs) and other care providers, including the voluntary sector, leading to effective referral mechanisms, care pathways and education

Demonstrate the ability to manage a variety of complex cases which require distribution of clinical responsibility within the multi-disciplinary team

Demonstrate the ability to work in multi-disciplinary and multi-agency settings

Demonstrate the ability to manage a variety of cases which require liaison and close working with other adult psychiatric specialties, CAMHS, psychological therapy services, and primary care, maternity, health visiting and social services, and voluntary organisations

Demonstrate the ability to communicate and document perinatal mental health assessments effectively and succinctly to other healthcare and social care professionals

Attitudes demonstrated through behaviours

Liaise with and make appropriate and timely referral to other services (e.g. other adult psychiatric specialties, CAMHS, psychological therapies, and acute medical, maternity, health-visiting and social services, voluntary organisations)

Show understanding that clinical and service priorities of other disciplines may differ to those of perinatal mental health

Intended learning outcome 3 – Investigation and Treatment planning

The doctor will demonstrate the ability to recommend relevant investigation and treatment in the context of the clinical management plan. This will include the ability to develop and document an investigation plan including appropriate medical, laboratory, radiological and psychological investigations and then to construct a comprehensive treatment plan addressing biological, psychological and socio-cultural domains

Knowledge

Demonstrate contemporary knowledge of the evidence base for physical and psychological treatments during pregnancy and the postpartum period

Demonstrate contemporary knowledge of the risks and benefits to both the woman and the developing foetus/breastfeeding infant of psychotropic medication in women of childbearing potential and the perinatal period

Demonstrate an understanding of the role, risks and benefits of ECT in the treatment of psychosis and severe depression in the perinatal period

Demonstrate an understanding of the current national standards, policies and guidelines in relation to the mental health and social care needs of women in the perinatal period

Demonstrate knowledge of the more common medical conditions in pregnancy and post-delivery (eg gestational diabetes, hypertension, pre-eclampsia, pulmonary emboli etc) and contemporary investigation and management of these conditions

Demonstrate knowledge (including exploration and management) of the co-morbid factors related to mental health problems in the perinatal period. In particular:

- Obesity and wider body issues
- Medical conditions including gestational diabetes
- Smoking
- Intimate partner violence
- Sexual violence
- Sexual health
- Difficulties in sexual function
- History of childhood maltreatment

Demonstrate knowledge regarding the complex needs of socially excluded, disadvantaged, migrant

(including refugee and asylum seeking) and trafficked women

Skills

Demonstrate an ability to safely prescribe, monitor and, where appropriate, deliver the full range of physical treatments that are required to treat psychiatric problems experienced by women of childbearing potential and in the perinatal period

Demonstrate an ability to provide advice and counselling to a woman regarding the risks and benefits of treatments including psychotropic medication, physical treatments and psychological therapies during pregnancy and while breastfeeding

Demonstrate an ability to provide advice and counselling to a woman regarding the risks and benefits of not having a therapeutic intervention

Demonstrate the ability to utilise the principles of motivational interviewing to improve engagement and adherence to treatment and management plans

Demonstrate the ability to correctly interpret the results of physical examination and investigations related to the woman's pregnancy and her physical state post-delivery

Demonstrate the ability to confidently diagnose, manage and coordinate care for women with complex perinatal ill-health in both in-patient (including MBU) and out-patient settings, including the use of a broad range of psychological, social, environmental and biological interventions

Demonstrate the ability to devise and adapt a psychiatric management plan to be used in a non-mental health setting eg maternity ward/delivery suite

Demonstrate the ability to communicate recommended management plans effectively and concisely to other professionals

Demonstrate the ability to organise and communicate appropriate psychiatric follow-up as required

Attitudes demonstrated through behaviours

Advocate on behalf of the woman across other disciplines and agencies

Respect the woman's autonomy while considering the needs of the infant/dependent children

Respect the collaborative nature of decision making with regard to treatments in pregnancy and the perinatal period, understanding that interpretation of risk and benefit varies depending on individual circumstances

Demonstrate an understanding of one's own attitude to risk

Intended learning outcome 4 – Risk Assessment and management

Based on a comprehensive psychiatric assessment, demonstrate the ability to comprehensively assess and document the woman's potential for self-harm or harm to others. This would include an assessment of risk, knowledge of involuntary treatment standards and procedures, the ability to intervene effectively to minimise risk and the ability to implement prevention methods against self-harm and harm to others. This will be displayed whenever appropriate, including in emergencies

Knowledge

Demonstrate knowledge of the distinctive factors in maternal psychiatric deaths including the importance of recent significant changes in mental state or emergence of new symptoms, new thoughts or acts of violent self-harm and new and persistent expressions of incompetency as a

mother or estrangement from the infant

Demonstrate an understanding of the risk factors for feticide, neonaticide, infanticide and filicide in women with mental disorders

Demonstrate an understanding of the role of individual symptoms associated with mental disorders in contributing to risk of neglect or harm to the woman or the infant/other children

Demonstrate knowledge of all relevant and current guidance for the management of risk to self and others

Demonstrate knowledge of legislation and appropriate application of adult safeguarding processes in maternity and mental health settings

Demonstrate knowledge of legislation and processes in relation to the safeguarding and protection of infants and children

Demonstrate practical and contemporary knowledge relating to relevant mental health legislation and to the detention and compulsory treatment of women with mental disorders in the perinatal period

Demonstrate knowledge of national legislation relating to mental capacity and relevant case law, and their applications in the perinatal period and in the maternity setting

Skills

Demonstrate the ability to carry out a comprehensive assessment of risk including:

- Risks associated with the symptomatology of particular mental disorders
- Risk of suicide
- Risk to fetus including feticide/neonaticide
- Risk to infant including infanticide
- Risk to children including filicide
- Risk of emotional or physical neglect to self or the infant/other children
- Risk of physical violence to self or the infant/other children
- Risk of exploitation and abuse by others
- Risk of unintentional physical harm to the infant/other children
- Risk associated with poor perception of safety or inability to protect the infant/older children from harm by others

Demonstrate the ability to communicate and share information from risk assessments effectively and in a timely manner to other health and social care professionals

Demonstrate the ability to develop and negotiate safe, effective and compassionate risk management plans with women; their partners, families and carers; and social and healthcare professionals

Demonstrate a capacity to ensure the well-being of the infant/other children in the family when developing and negotiating a risk management plan

Demonstrate an ability to independently assess and manage women in the perinatal period with mental disorders in emergency situations

Demonstrate expertise in applying the principles of crisis intervention in emergency situations in the perinatal period

Demonstrate an ability to make care plans in urgent situations where information may be incomplete

Demonstrate an ability to advise maternity services with respect to capacity assessment

Demonstrate an ability to assess a woman's capacity with other colleagues (maternity, obstetric, neonatology, anaesthesia etc) when required

Demonstrate an ability to recognise and advise colleagues when it might be appropriate to seek legal advice with regard to safeguarding the adult

Demonstrate an ability to offer advance care planning to women who may be more likely to require mental health or capacity assessments in an acute situation in the perinatal period, in order to facilitate appropriate care in emergency settings

Demonstrate an ability to ensure that the needs of the infant/other children are always borne in mind and that safeguarding children is an essential part of both assessment and management

Demonstrate an ability to ensure that the infant's/other children's needs are met when the woman lacks capacity or is detained compulsorily

Demonstrate the ability to present a medical opinion (as treating psychiatrist) at the Family Courts

Maintaining an ability to think clearly when responding to situations of ambiguity and uncertainty, in the face of clinical pressure

Attitudes demonstrated through behaviours

Recognise the need to act in the best interests of the woman, while ensuring that the safety and welfare of the child is the priority

Willingness to share knowledge as appropriate

Willingness to work collaboratively with non-psychiatric colleagues to facilitate appropriate mental capacity, mental health act and risk assessments in obstetric/maternity and emergency settings

Willingness to work collaboratively with non-psychiatric colleagues to seek specialist legal advice when safeguarding adult concerns arise

Willingness to share any advance care planning with psychiatric and non-psychiatric colleagues who may be involved in the management of emergency care of the woman

Working within appropriate practice guidelines for the use of mental health and capacity legislation

Being prepared to give advice to others on the use of mental health and capacity legislation

Being prepared to work collaboratively with colleagues in other adult mental health services, CAMHS, maternity, primary care, social and health-visiting services as needed

Demonstrating a commitment to understanding and working with the whole family

Intended learning outcome 5 – Psychological therapies

Based on the full psychiatric assessment, demonstrate the ability to conduct therapeutic interviews; this is to collect and use clinically relevant material. The doctor will also demonstrate the ability to conduct a range of individual, group and family therapies using standard accepted models and to integrate these psychotherapies into everyday treatment, including biological and socio-cultural interventions

Knowledge

Demonstrate knowledge of the evidence base for psychological treatments for specific maternal conditions relevant to the perinatal mental health setting (including perinatal depression, birth trauma, perinatal PTSD, tokophobia, obsessive compulsive disorder, generalised anxiety disorder, social phobia, and panic disorder)

Demonstrate knowledge of the evidence base for psychological interventions for bipolar and first-episode psychosis outside the perinatal period and how this evidence base may inform use of psychological interventions within the perinatal period

Demonstrate knowledge of how standard, core strategies are used in empirically supported psychological interventions for perinatal mental health problems

Demonstrate knowledge of key principles behind behavioural approaches, cognitive restructuring, exposure and response prevention, communication and grief related approaches from interpersonal therapy (IPT), mentalisation, dialectical behavioural therapy (DBT), video interaction guidance (VIG) and video feedback interventions to promote positive parenting (VIPPP)

Demonstrate knowledge of the proposed mechanisms of change in empirically supported psychological interventions for perinatal mental health problems (e.g. cognitive behavioural therapy, inter-personal therapy and behavioural activation)

Demonstrate knowledge of the evidence base for combining psychological and pharmacological and other social interventions

Demonstrate knowledge of the process of delivery of psychological interventions

Demonstrate knowledge of how to evaluate the outcomes of delivered psychological treatments

Demonstrate knowledge of the different settings for psychological therapies in the perinatal period, what is available locally and how psychological services are accessed

Demonstrate an understanding that there may be a need to step-up/down psychological treatment based on individual needs and changes in the perinatal period

Demonstrate an awareness of the barriers to women engaging in perinatal psychological therapies and how these may be overcome

Skills

Demonstrate the ability to assess suitability for psychological treatment and which psychological interventions may be most appropriate

Demonstrate an ability to help the woman overcome personal, familial and social barriers to engaging in psychological interventions

Demonstrate an ability to develop and utilise a psychological formulation to inform multi-professional treatment planning

Demonstrate an ability to develop a therapeutic alliance with the woman and her partner, family and significant others as appropriate

Demonstrate an ability to work with the woman when the baby is present

Demonstrate an ability to use strategies to manage the emotional and personal impact of working in perinatal mental health services

Demonstrate the ability to provide expert advice to other health and social care professionals on access to psychological treatment and care for women in the perinatal period

Demonstrate the ability to utilise psychotherapeutic skills in assisting other team members and agencies in the management of complex perinatal situations, including recognising the potential

impact on individual members of the team and team functioning of complex cases

Attitudes demonstrated through behaviours

Display understanding that women may have clear views on what treatment modality they will accept

Display encouragement and support to women (and their partners/families) who are engaged in psychological interventions

Promote and support the development of perinatal psychological services locally and regionally

Acknowledge and support the distinctive skills of other mental health and psychological therapies practitioners

Intended learning outcome 7 - Management of severe and enduring mental illness

Develop the ability to carry out specialist assessment and treatment of patients with chronic and/or severe mental disorders and to demonstrate effective management of these disease states

Knowledge

Demonstrate an understanding of the effects of pregnancy, delivery, breastfeeding and parenting on the course of chronic and/or severe mental disorders

Demonstrate an understanding of how chronic and/or severe mental disorders in women can affect pregnancy, delivery, breastfeeding and parenting

Demonstrate knowledge of specific physical health risks and needs of women with chronic and severe mental disorders during pregnancy, delivery and in the postpartum period

Demonstrate an understanding of the role of co-morbid physical, social and lifestyle factors (eg smoking, poor diet, alcohol/substance misuse, poverty, social isolation, intimate partner violence and sexual violence etc) can affect outcome in the perinatal period for women with chronic and severe mental disorders

Demonstrate the ability to carry out a perinatal specialist (including risk) assessment of women with chronic and severe mental disorders

Demonstrate an understanding of how to contribute to and develop a clear and effective management plan for women with chronic and/or severe mental disorders during pregnancy and in the postpartum period

Demonstrate an understanding of the principles of pre-birth care planning

Demonstrate an understanding of the importance of education regarding contraception and pregnancy planning for women with chronic and/or severe mental disorders

Demonstrate an understanding of pre-pregnancy counselling and early pregnancy assessment for women with chronic and/or severe mental health problems

Demonstrate an understanding of pre-pregnancy counselling for women with a past history of postpartum psychosis

Skills

Demonstrate the ability to conduct a thorough bio-psychosocial assessment and mental state examination of women with chronic and /or severe mental disorders

Demonstrate an ability to advise women with chronic and/or severe mental disorders on the role of psychotropic medication during the perinatal period and the associated risks and benefits of treatment and non-treatment

Demonstrate the ability to sensitively engage, assess and develop a collaborative, multidisciplinary, multi-agency and bio-psychosocial pre-birth care plan for and with women and their partners/families with chronic and /or severe mental disorders

Demonstrate an ability to carry out an assessment of the effects of a woman's mental disorder on capacity to parent and to safeguard the infant and older children

Demonstrate an ability to carry out pre-pregnancy counselling and early pregnancy assessment for women with chronic and/or severe mental health problems and to communicate the assessment and advice clearly and sensitively (orally and written) to the woman and involved mental health and other professionals

Demonstrate an ability to carry out pre-pregnancy counselling and early pregnancy assessment for women with a past history of postpartum psychosis and to communicate the assessment and advice clearly (orally and written) to the woman and involved mental health and other professionals

Demonstrate an ability to develop a therapeutic alliance with women (who have chronic and/or severe mental disorders) and their partners/families during the perinatal period

Demonstrate an ability to assist and guide trainees, and mental health and associated professional colleagues in the assessment and management of patients with chronic and /or severe mental disorders

Attitudes demonstrated through behaviours

Developing therapeutic optimism and instilling hope

Advocating for women with chronic and/or severe mental disorders

Modelling thorough assessment and thoughtful multi-disciplinary/ multi-agency care planning

Supervised learning event

Intended learning outcome 8 – Research Techniques

To develop an understanding of research methodology and critical appraisal of the research literature

Knowledge

Demonstrate knowledge of how to search relevant literature and guidelines for up to date information about safety of medication in pregnancy and breastfeeding

Demonstrate knowledge on how to search for and evaluate literature on the efficacy of psychological therapies with women/ the dyad/ family/ group in the perinatal period

Demonstrate knowledge on how to evaluate literature on the evidence-base around psychosocial approaches to improving parental mental health, infant mental health, parent-infant relationships and parenting during the perinatal period

Demonstrate knowledge on how to search relevant literature and guidelines for up-to-date information about the effects of maternal mental health problems on short and longer-term outcomes for the developing infant

Skills

Demonstrate an ability to translate research findings regarding the epidemiology, short and longer-term effects of maternal mental health and its treatment on the developing foetus/infant into implications for clinical practice and to communicate current knowledge with colleagues and patients tailoring explanations to the individual, or local services

Demonstrate an ability to individualise the assessment of risk to each woman and infant in relation to physical and psychological treatments with her unique illness history, social situation, previous response to medications and the evidence base

Demonstrate an ability to weigh the risks associated with medication for each woman and foetus/infant but also the potential benefits to both of treatment and the risks associated with untreated illness

Demonstrate an ability to appreciate and communicate to women and professionals the uncertainty in our knowledge of the reproductive safety of psychotropic medication

Demonstrate an ability to translate research findings into implications for clinical practice

Demonstrate an ability to translate research findings regarding the short and longer-term effects of maternal mental health and its treatment on the developing foetus/infant into implications for clinical practice and to communicate current knowledge with colleagues and patients tailoring explanations to the individual

Attitudes demonstrated through behaviours

Understand and appreciate the importance of research in active clinical services and the benefits that this brings to teams and to patients

Good Medical Practice, Domain 2: Safety and Quality

- **Contribute to and comply with systems to protect patients**
- **Respond to risks and safety**
- **Protect patients and colleagues from any risk posed by your health**

Intended learning outcome 10 – Audit/Quality Improvement

Develop the ability to conduct and complete audit in clinical practice

Knowledge

Demonstrate knowledge of different audit methods utilised in perinatal mental health settings including those affecting the mother-infant relationship and infant outcomes

Demonstrate knowledge of obtaining feedback from women, their partners, families (including children) and significant others, allied services, organisations and referrers (including other adult mental health, CAMHS, maternity, health-visiting, social care, non-statutory, translating and perinatal teams)

Demonstrate an understanding of the structures and organisation of other NHS services (eg obstetric, maternity, primary care, health-visiting, paediatric); social care services and non-statutory organisations

Demonstrate an understanding of quality improvement methodologies and networks in perinatal mental health

Skills

Demonstrate an ability to set standards for mothers, infants and the mother-infant relationship that can be audited

Demonstrate an ability to monitor against standards for mothers, infants and the mother-infant relationship and measure change

Demonstrate an ability to effectively apply audit principles to own work, to team practice and in a service wide context, including to relevant organisational and management systems

Demonstrate an ability to supervise colleagues and trainees (from adult mental health and CAMHS) audit projects

Attitudes demonstrated through behaviours

Hold a positive attitude to the potential of audit in evaluating and improving the quality of care within perinatal mental health

Show commitment to apply continuous improvement and audit principles to own work and practice

Show commitment to support and encourage others to apply audit principles in perinatal mental health services

Intended learning outcome 11 – Clinical Governance

To develop an understanding of the implementation of clinical governance, the organisational framework for clinical governance and the benefits that patients may expect

Knowledge

Demonstrate a knowledge of relevant risk management issues; including risks to women, their infants and children, their partners and families, staff, allied professionals and members of the public

Demonstrate knowledge of how healthcare governance influences women and infants care, research and educational activities at a local, regional and national level

Demonstrate an understanding of clinical governance structures in maternity settings

Demonstrate an understanding of the CCQI/Perinatal Quality Network (UK)

Demonstrate knowledge of a variety of methodologies for developing creative solutions to improving services and utilising available resources

Demonstrate knowledge of outcome measures that can be used in perinatal mental health settings

Demonstrate a knowledge of patient reported outcomes and experiences tools and processes used in perinatal mental health settings

Skills

Demonstrate an ability to develop and adopt clinical guidelines relevant to maternal and infant mental health

Demonstrate an ability to develop integrated care pathways in perinatal mental health

Demonstrate an ability to report and take appropriate action following serious untoward incidents where perinatal mental health issues are present

Demonstrate an ability to assess and analyse situations, services and facilities in order to minimise risk to women, their infants and children, their partners and significant others, staff and the public

Demonstrate an ability to monitor the safety of perinatal mental health services

Demonstrate an ability to question existing practice to improve perinatal mental health services

Demonstrate an ability to participate in processes to assure and maintain perinatal mental health services standards

Demonstrate the ability to deviate from care pathways when clinically indicated

Demonstrate an ability to utilise outcome measures in perinatal mental health settings

Demonstrate an ability to collect lived experience feedback in perinatal mental health settings

Attitudes demonstrated through behaviours

Commitment to taking responsibility for clinical governance activities, risk management and audit in order to improve the quality of the perinatal mental health service

Commitment to taking responsibility for ensuring equity of access for all women who require input from perinatal mental health services

Commitment to utilise personal and team feedback and management of complaints

Support team members and other colleagues to voice ideas

Good Medical Practice, Domain 3: Communication, partnership and teamwork

- **Treat patients as individuals and respect their dignity**
- **Work in partnership with patients**
- **Work with colleagues in the ways that best serve patients' interests**

Intended learning outcome 14 – Clinical Teamwork

To demonstrate the ability to work effectively with colleagues, including team working

Knowledge

Demonstrate an understanding of how a perinatal mental health team works and develops effectively

Demonstrate an understanding of the role of the psychiatrist and how this relates to the structure and function of the perinatal multidisciplinary team

Demonstrate an understanding of the responsibility of the team with regard to safety of women and their infants

Demonstrate an understanding of models of consultation that enable efficient utilisation of resources within the perinatal mental health service

Demonstrate knowledge of management skills such as understanding the principles of developing a business plan for service development

Demonstrate an understanding of the distinctive structure and functioning of inpatient mother and baby units

Skills

Demonstrate an ability to explain the roles of different disciplines, teams and services involved in the care of women with mental disorders in the perinatal period

Demonstrate an ability to facilitate leadership skills and working practices of other members of the team

Demonstrate an ability to recognise and resolve dysfunction and conflict within the perinatal mental health team when it arises

Demonstrate an ability to manage divergent views about women and their infant's care or interventions within the perinatal team and between the perinatal mental health team and other services

Demonstrate an ability to work with service managers, commissioners and other stakeholders

Demonstrate an ability to manage change and develop services with the involvement of women with lived experience and their partners and significant others

Demonstrate an ability to contribute to the interface between the perinatal mental health team and adult psychiatric, CAMHS, obstetric, maternity, primary care, social care, health visiting and non-statutory service providers by working in a collaborative manner

Develop and maintain effective relationships with adult psychiatric, obstetric, maternity, primary care, social care, health visiting and non-statutory service providers to enable effective referral mechanisms and educational systems

Demonstrate an ability to work with and support adult psychiatric, obstetric, maternity, primary care, social care, health visiting and non-statutory service providers in managing complex cases

Demonstrate an ability to work in collaboration with women, their partners and significant others, and the multi-disciplinary team to enable safe and positive decision-making

Attitudes demonstrated through behaviours

Be prepared to question and challenge the performance of other team members and other services when standards appear to be compromised

Be readily available to team members and other disciplines and agencies for consultation and advice on perinatal mental health issues

Intended learning outcome 15 – Leadership Skills

Develop appropriate leadership skills

Knowledge

Demonstrate an understanding of modern approaches to leadership and management (including situational leadership and the repertoire of leadership styles) and how these can be applied in perinatal mental health services

Demonstrate an understanding of the role, responsibility and accountability of the leader in a perinatal mental health team

Demonstrate an awareness of the effects one has on others

Demonstrate an understanding of the structures of NHS and social care organisations and their functioning as complex adaptive systems

Demonstrate an understanding of current business models in relation to perinatal mental health, maternity and primary care services

Demonstrate an understanding of organisational policy and practice at a national and local level in the wider health and social care economy

Demonstrate an understanding of the principles of change management and transformation

Demonstrate an understanding of the components of high quality perinatal mental healthcare

Demonstrate an understanding of the principles of identifying and managing available financial and personnel resources effectively and how this is applicable to perinatal mental health services

Skills

Demonstrate an ability to design and implement programmes for change, including service innovation within perinatal mental health service provision

Demonstrate an ability to actively contribute to the development of care pathways, service specifications and workforce planning in perinatal mental health provision locally and regionally

Demonstrate an ability to act as an impartial mediator when conflicts arise over roles and responsibilities between professionals and disciplines involved in women's care in the perinatal period

Demonstrate an ability to manage resources within the team/service

Demonstrate an ability to utilise a range of appropriate leadership, management and supervisory

skills within the perinatal mental health setting including:

- Personal effectiveness (including time management, delegation, improving women's care)
- Reflecting on who we become in different contexts
- Engaging with a wide range of colleagues and stakeholders from the enthusiastic to the resistant
- Motivating and inspiring colleagues across disciplines and agencies
- Overcoming differences in language, culture, training and priorities across disciplines and agencies
- Promoting self-reflection in self and others
- Creating a context in which colleagues are comfortable in sharing their difficulties
- Enabling groups to generate solutions to complex problems
- Using quality improvement tools
- Monitoring the effectiveness of team working and performance

Attitudes demonstrated through behaviours

Working collaboratively with colleagues and professionals from the wide range of disciplines and agencies associated with the provision of care to women in the perinatal period

Demonstrating commitment to clinical and managerial leadership through modelling, coaching and mentoring of colleagues in perinatal mental health and other disciplines

Encouraging co-production of perinatal mental health services with women with lived experience and their partners/families

Participating in the wider perinatal mental health community e.g. clinical and quality networks, attendance at scientific meetings and supporting the work of the Perinatal Faculty at the Royal College of Psychiatrists

Intended learning outcome 17 - To develop the ability to teach

The skills, attitudes, behaviours and practices of a competent teacher

Knowledge

Demonstrate an understanding of the basic principles of adult learning and learning styles and how this can be applied when teaching in a multi-disciplinary, multi-agency setting

Demonstrate knowledge of existing teaching materials and resources appropriate for perinatal mental health education and training

Develop a knowledge of different teaching techniques and demonstrate how these can be used effectively in different teaching settings relevant to perinatal mental health

Skills

Demonstrate an ability to adapt or use a variety of teaching methods to facilitate the learning process according to the nature and needs of the audience

Demonstrate an ability to maintain learning within the service and team

Demonstrate an ability to organise educational events in perinatal mental health across a range of disciplines and teams, both locally and regionally

Demonstrate an ability to evaluate learning and teaching events in perinatal mental health

Demonstrate an ability to impart specialist perinatal mental health skills, knowledge, attitudes and behaviours in teaching colleagues across all disciplines through clinical practice

Attitudes demonstrated through behaviours

Commitment to delivering formal teaching to professionals and disciplines from a wide range of professions and agencies about perinatal mental health

Engaging women with lived experience and their families in teaching and training of healthcare professionals

Good Medical Practice, Domain 4: Maintaining Trust

- **Be honest and open and act fairly with integrity**
- **Never discriminate unfairly against patients or colleagues**
- **Never abuse patients' trust or the public's trust in the profession**

Intended learning outcome 19 - To ensure that the doctor acts in a professional manner at all times

Knowledge

Demonstrate an understanding of the concerns of women in relation to a range of information held and communicated about them (eg psychological material, trauma and abuse, their perceptions or perceptions of others in relation to their parenting role/capacity)

Demonstrate an understanding of the principles and legal framework of disclosure and the complexity that arises when safeguarding of infants/children and vulnerable adults conflicts with the woman's care

Demonstrate an understanding of the risks women may face when information regarding intimate

partner abuse, sexual or other abuse is disclosed and communicated

Demonstrate knowledge of where to seek advice and guidance within one's employing organisation when dealing with complex information sharing

Skills

Demonstrate an ability to lead discussions and give advice to others (including non-healthcare professionals) on the safe and appropriate sharing of information regarding the woman's mental health, her past experiences and behaviours, her own vulnerability and her current risks to self and others

Demonstrate the ability to prepare and deliver in a timely manner, medical reports to share with partner agencies (eg social care, where there are significant concerns relating to safeguarding issues) and with the family courts (when requested to do so)

Attitudes demonstrated through behaviours

Commitment to gathering and sharing information safely

On Call Please state frequency of on-call and nature of duties plus arrangements for clinical supervision

1 in 9 non-resident second on call, covering Warrington, Runcorn, St Helens, Knowsley, Wigan and Leigh. Consultant 3rd on call.

Academic Activities (These should include case conferences/Journal Clubs/Lectures etc)

Specialty Trainees have an important role in providing teaching and training opportunities for undergraduate and post graduate doctors and allied disciplines across the trust. Each borough has an active teaching programme including case conferences, journal clubs and lectures and the post holder would be expected to contribute to this.

Facilities

The trainee will have desk space with PC at Hollins Park hospital and will have access to our dedicated band 4 medical secretaries. There is also a trainee's room available for use. There is a canteen and a Wellbeing centre with gym at Hollins Park hospital.

Supervision Arrangements

The Doctor in Training is provided with dedicated weekly supervision by their named clinical

supervisor – Dr Murgatroyd, along with clinical support and supervision at other times during the week as required.

Teaching/Academic Experience

There will be opportunities to teach medical students, FY doctors and core trainees within the trust. Additionally, the Specialist Perinatal Service develops and provides teaching across the region for clinicians working across the perinatal pathway and the trainee would be encouraged to be involved in these activities

Audit/Research Opportunities

The Specialist Perinatal Service is involved in research and quality improvement projects and national and local audit and there will be opportunities to be involved in these activities. Additionally there is an active Trust wide Research and Audit team and forum and audits can be selected from available lists.

Management Opportunities

The Specialist Perinatal Service is a newly developed and expanding service and there will be opportunities to attend regional strategic meetings and contribute to continuing service development projects. There may be opportunities to shadow the team manager and clinical leads in other leadership and management activities, where this can be facilitated.

Other/Additional Experience

There will be opportunities to observe the antenatal mental health clinics at Warrington and Whiston maternity units, the parent infant psychotherapy service in Knowsley and Halton, and to visit the local Mother and Baby units at Wythenshawe and Chorley. We have an active service user forum led by our Occupational Therapist that meets regularly and this would be a great opportunity to observe and be involved in co-production and service user collaboration.

Description of Special Interest Opportunities

Numerous opportunities for special interest opportunities exist within the trust – for example the ADHD service, Eating Disorders, Early Intervention in Psychosis, Personality Disorders, and Learning disabilities.

Trainee timetable

Please ensure trainee and trainer timetable match for supervision arrangements. This timetable is indicative only and can be modified to suit the requirements of individual trainees.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Clinic (may include preconception counselling/prebirth planning meetings/postnatal review and discharge meetings)	Team meeting	Screening/new assessment clinic	Admin	Urgent reviews
PM	Supervision Time / Admin	Academic programme	Admin	Clinic/home visits (may include preconception counselling/prebirth planning meetings/postnatal review and discharge meetings)	Liaison clinic at Warrington Hospital monthly/ Admin.

Trainer timetable

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Clinical lead work	Team meeting	Non working day	Admin	Urgent reviews
PM	Supervision/ Admin	Academic programme/Clinic	Non working day	Clinic/home visits (may include preconception counselling/prebirth planning meetings/postnatal review and discharge meetings)	Liaison clinic at Warrington Hospital monthly/ Admin.