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Perinatal Mental Health

North West IAPT Leadership & Innovation Forum

Developing people
for health and
healthcare

www.hee.nhs.uk

Tuesday 2nd October 2018
Rebecca Burgess-Dawson
Clinical Lead (Mental Health)

NHS
Health Education England

#hello my name is…

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One HEE

North

- North East
- Yorkshire and Humber
- North West

Midlands and East

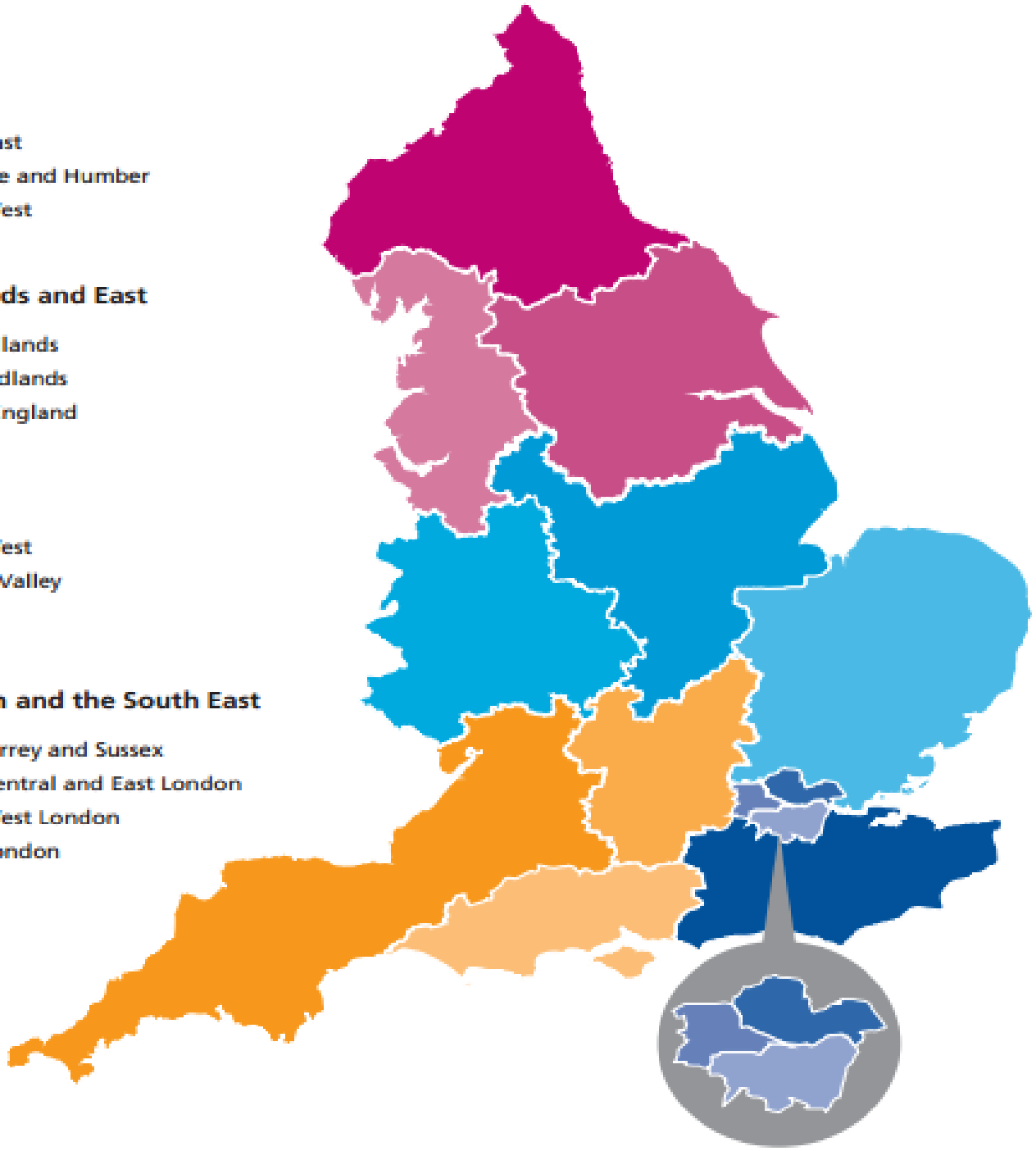
- East Midlands
- West Midlands
- East of England

South

- South West
- Thames Valley
- Wessex

London and the South East

- Kent, Surrey and Sussex
- North Central and East London
- North West London
- South London



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We exist for one reason only.

To support the delivery of excellent healthcare and health improvement to the patients and public of England by ensuring that the workforce of today and tomorrow has the right numbers, skills, values and behaviours, at the right time and in the right place.

Five Year Forward View for Mental Health

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Common mental health problems

Perinatal care

THE NEXT FIVE YEARS

Secure care pathway

Children and young people

Health and justice

Suicide prevention

Community acute and crisis care

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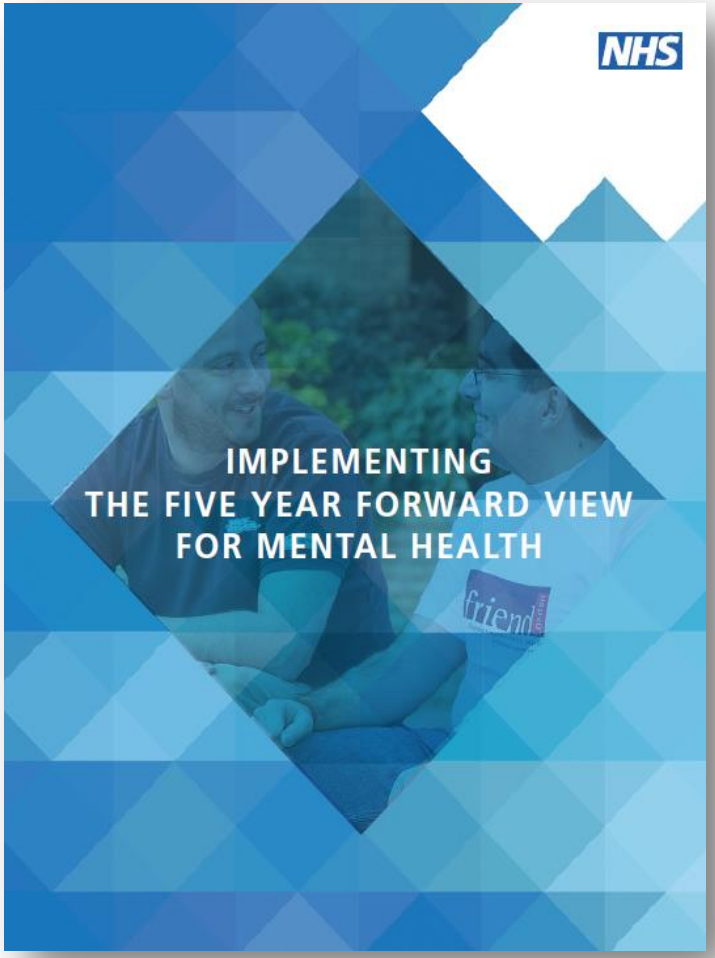

A billion for a million by 2020/21

Reaching the million

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2017

- **21,000** more children accessing treatment
- **500** more women in perinatal period accessing treatment
- **960,000** people accessing psychological therapy
- **7%** acute hospitals reaching Core24 service standard
- **60%** population accessing liaison & diversion

2018

- **35,000** more children accessing treatment
- **2,000** more women in perinatal period accessing treatment
- **1.02m** total people accessing psychological therapies
- **140,000** people with SMI receive physical health check
- **75%** population accessing liaison and diversion
- **50%** EIP receive treatment in 2 weeks

2019

- **49,000** more children accessing treatment
- **8,000** more women in perinatal period accessing treatment
- **1.16m** total people accessing psychological therapies
- **280,000** people with SMI receive physical health check
- **20%** of acute hospitals meeting Core24 service standard
- **83%** population accessing liaison and diversion
- **53%** EIP receive treatment in 2 weeks

2020

- **63,000** more children accessing treatment
- **20,000** more women in perinatal period accessing treatment
- **1.37m** total people accessing psychological therapies
- **280,000** people with SMI receive physical health check
- **40%** of acute hospitals meeting Core24 service standard
- **98%** population accessing liaison and diversion
- **56%** EIP receive treatment in 2 weeks
- 10% less people die by suicide

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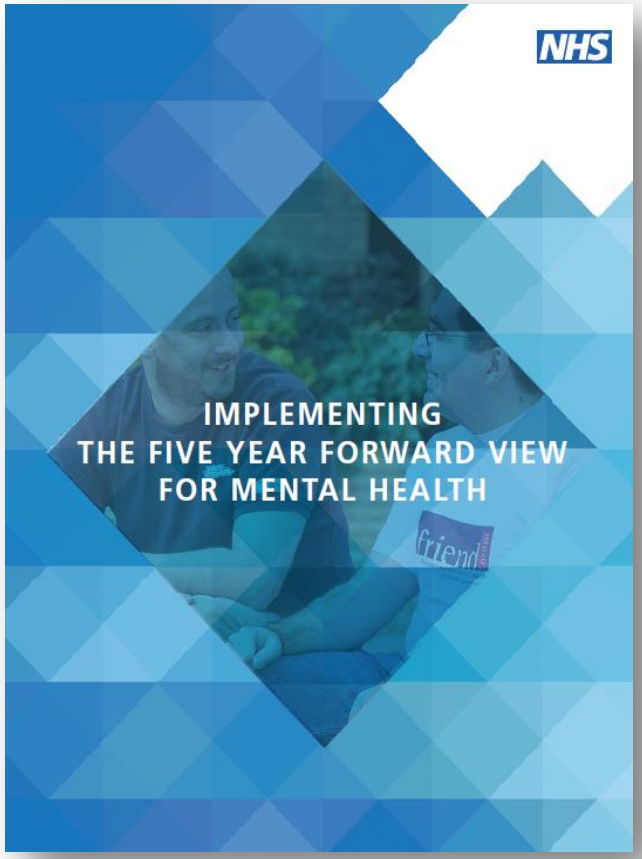
Develop a **competency framework**.

Timely, evidence-based specialist perinatal care for all women who need it

Sufficiently staffed **Multidisciplinary teams** in mother and baby units.

Requirements will vary significantly across England depending on local services.

Support an additional **30,000 women per year** to access specialist care



National Objectives

Costs

- Where & when money will become available

Planning assumptions

Workforce

Data, payment and other system levers

Stepping Forward

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Our existing workforce

- Where are we now?

Our future workforce

- Where do we need to be?

How we will get there

- Agreed actions
- The Delivery Architecture

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Current Posts + Expansion Posts	Medical *	Nursing and Midwifery	Allied Health Professional and Scientific, Therapeutic and Technical Staff	Total Professionally Qualified Clinical Staff	Support to Clinical Staff	Administrative and Infrastructure Staff	Total
CYP	800 (200)	3000 (1200)	4000 (700)	7900 (2000)	1800 (2200)	1700 (200)	11400 (4400)
Adult IAPT	0 (0)	0 (0)	5200 (2900)	5200 (2900)	2600 (1600)	2000 (0)	9700 (4500)
Perinatal	100 (100)	200 (500)	100 (200)	300 (700)	100 (400)	100 (0)	500 (1100)
Crisis[9]	400 (0)	3300 (4600)	500 (200)	4200 (4800)	1000 (2300)	300 (200)	5200 (7100)
Liaison MH	400 (300)	1600 (400)	100 (-100)	2100 (600)	100 (-100)	300 (300)	2500 (600)
EIP	100 (100)	800 (1200)	400 (200)	1300 (1600)	300 (700)	0 (0)	1900 (2600)
Liaison & diversion	0 (0)	200 (300)	100 (0)	300 (400)	0 (0)	0 (0)	400 (400)
Total T.A.s	**1900 (700)**	**9200 (8100)**	**10400 (4200)**	**21400 (13000)**	**5800 (7100)**	**4400 (700)**	**31600 (20900)**

Table 4: Current posts plus expansion posts by 2021

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Assessing the Current Situation

Approximately 194,000 people are employed by the NHS to care for people who use mental health services

- **Only NHS**
- **Many private, voluntary, social and charitable care organisations too**
- **Mental health staff not identified as such**

Workforce Balance

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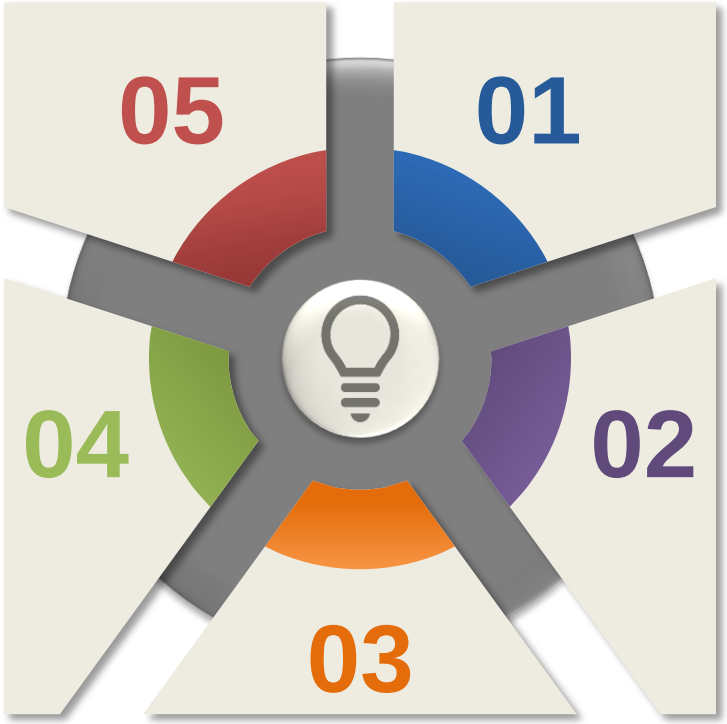
BUILD

Identify and develop talent that already exists within organisations with development programmes.
Ensure attrition is minimised from programmes of learning

BUY

Find and recruit with a clear values base and identify the best candidates for clear roles in healthcare.
Widen participation and offer opportunities
Ensure learning programmes are focused and flexible with a variety of options



BORROW

Use expertise from other partners and consult nationally and internationally in both recruitment but also training and development models.
Look to secondment and career break opportunities.

BOUNCE

Identify staff skills clearly and eliminate unproductive roles or traditionally outdated tasks. Reskill staff for new teams and services.
Make transferring between teams and services easier.

BIND

Develop staff in role; make clear pathways for development and career progression.
Encourage retention and remaining beyond retirement with flexible career options.

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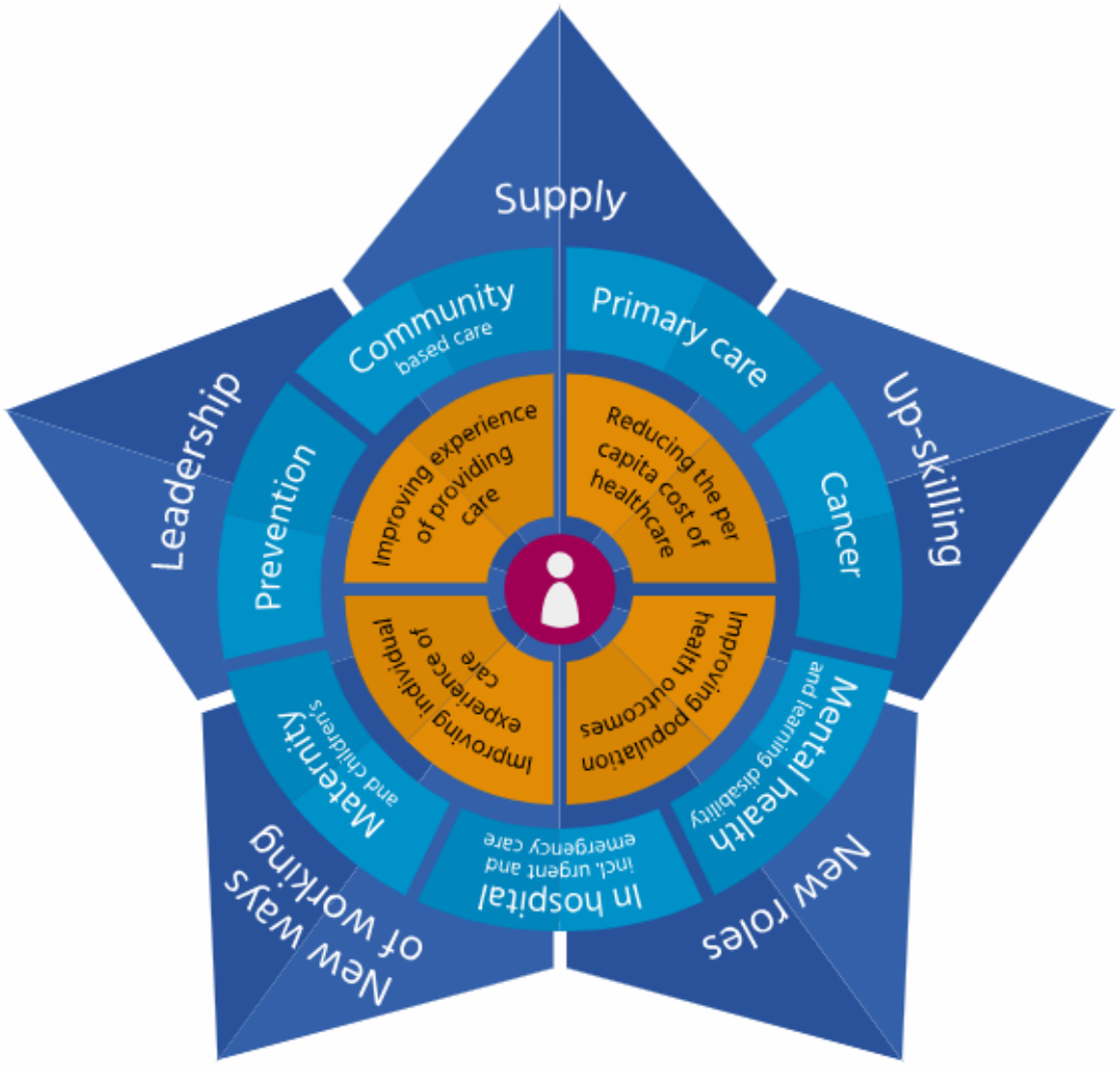

https://hee.nhs.uk/our-work/hee-star

Building a picture of the workforce

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- ESR data collected by workforce planning for HEE
- HEE internal study of roles within perinatal services
- NHS Benchmarking reviewing perinatal across the maternity pathway
- Tavistock & Portman evaluation of funding to clinical networks
- Functional mapping of specialist teams (inpatient and community)
- Power BI collection of the competency framework

Royal College of Obstetricians & Gynaecologists

The Tavistock and Portman NHS
NHS Foundation Trust

IHV Institute of Health Visiting
Excellence in Practice

The Royal College of Midwives

Perinatal Activity

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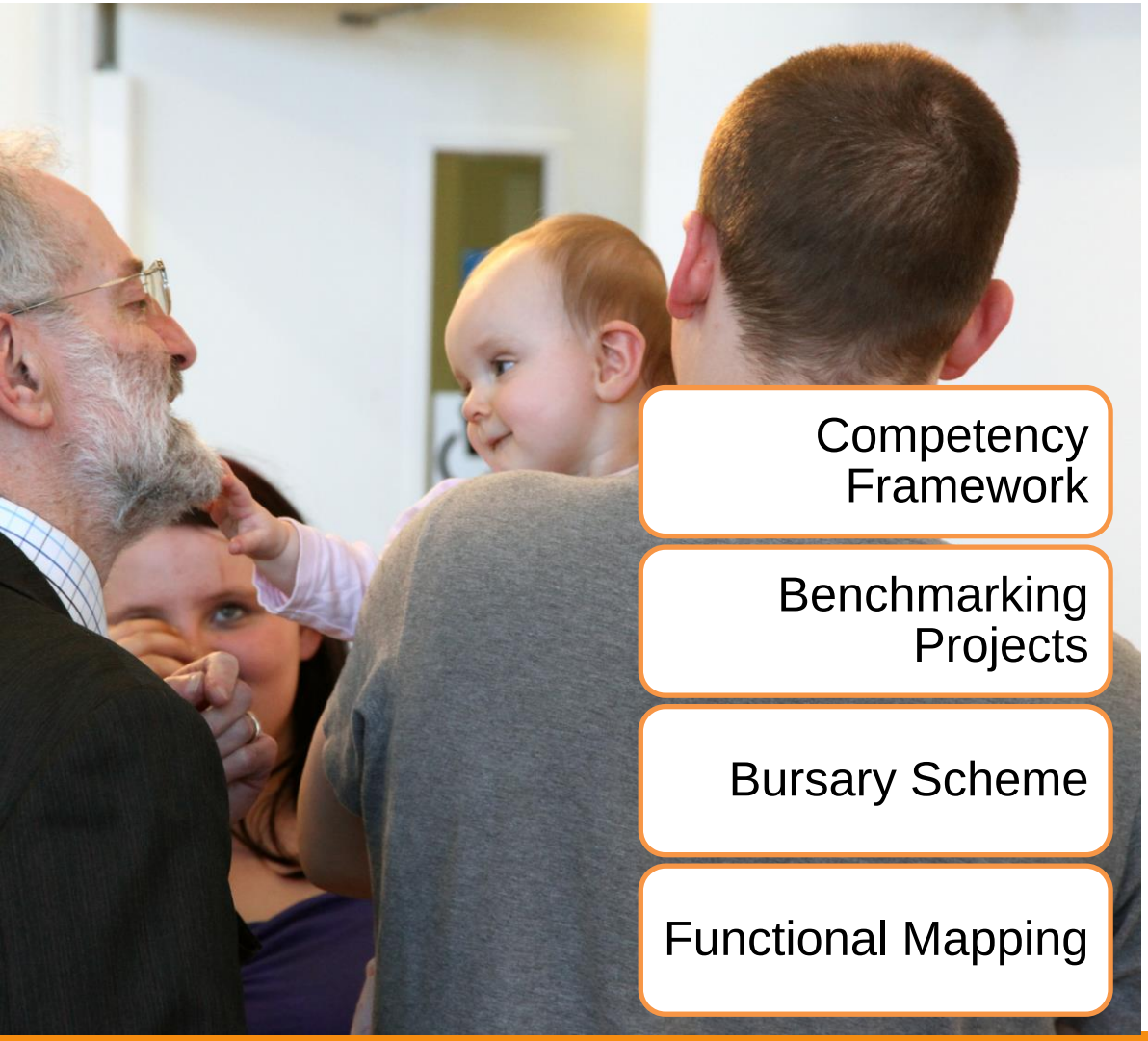

- Competency Framework
- Benchmarking Projects
- Bursary Scheme
- Functional Mapping

RC PSYCH
ROYAL COLLEGE OF PSYCHIATRISTS

The Royal College of Midwives

Royal College of Obstetricians & Gynaecologists

IHV Institute of Health Visiting
Excellence in Practice

The Tavistock and Portman NHS
NHS Foundation Trust

Competency

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The Tavistock and Portman NHS
NHS Foundation Trust

In partnership with the Tavistock and Portman NHS Foundation Trust, Royal Colleges and other key stakeholders

Develop an online multi-professional competency and skills framework across the perinatal care pathway

An Expert Reference Group (ERG) had been established to lead on the development of the competency framework and a workshop took place in May 2016 to agree scope and draft skeleton of competencies.

The writing group developed the framework, which was delivered to HEE in 2017 and published on their website.

HEE then began work with e-Learning for Health and an IT company called Objectivity, in order to digitise the framework.

https://perinatalcompetency.e-lfh.org.uk/

e-LfH

NHS Health Education England

Welcome to the Perinatal Mental Health Competency Framework

This framework from Health Education England outlines the skills, knowledge and abilities required for any healthcare professional to work with all people in the perinatal period.
You can use it to record your own competencies and those you're working towards, or even research other roles in the perinatal field and your ongoing career development.
At Health Education England, we'll be collecting the data you enter and using it to support the delivery of excellent healthcare and health improvement to the patients and public, by ensuring that the workforce of today and tomorrow has the right numbers, skills, values and behaviours, at the right time and in the right place.

Need support?

If you need support please contact e-LfH support email support@e-lfh.org.uk.

For access to the e-Learning for Health Care Perinatal Mental Health learning content: www.e-lfh.org.uk/programmes/perinatal-mental-health/

How to start?

To store your responses, you will need an e-LfH Hub account. The Perinatal Competency Framework tool is developed by e-Learning for Healthcare, part of Health Education England.

Log in — I already have an e-LfH account

Register — I want to register for an e-LfH account

If you don't want to store your responses, you can preview the framework without logging in.

e-LfH is a Health Education England Programme in partnership with the NHS and Professional Bodies

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https://perinatalcompetency.e-lfh.org.uk/

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HEE Competency Framework

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Perinatal Mental Health Problems

Competencies recorded 0/197

Show all recorded

Rebecca Burgess-Dawson Log out

Mental Health Nurse

General Mental Health (Inpatient)

Start typing to search for keyword

CORE

0 CORE competency – The 'Perinatal Frame of Mind'

Competencies recorded 0/18

- Competency C.01
- Competency C.02
- Competency C.03
- Competency C.04
- Competency C.05
- Competency C.06

Save my Framework

C.01

Ability to think about the mother's needs, the infant's needs, and the mother-infant relationship, as three distinct areas of interest for health and wellbeing.

Please rate your level of competence:

- I currently have this competence
- I am working towards this competence
- I do not have this competence
- Not applicable for my role

C.02

Awareness of a tendency in some services/professionals to focus exclusively either on the mother or infant's wellbeing, and an ability to challenge that view when appropriate.

Please rate your level of competence:

https://perinatalcompetency.e-lfh.org.uk/

Please rate your level of competence:

- ○ I currently have this competence
- ○ I am working towards this competence
- ◉ I do not have this competence
- ○ Not applicable for my role

(Optional) Please describe how do you feel about your competence in this area:

0/1000

I am working on improving my competence in this area by:

- ☐ Accessing a formal study course
- ☐ Attending masterclasses or conferences
- ☐ Learning on the job in my workplace
- ☐ Completing distance or e-Learning
- ☐ Other:

0/60

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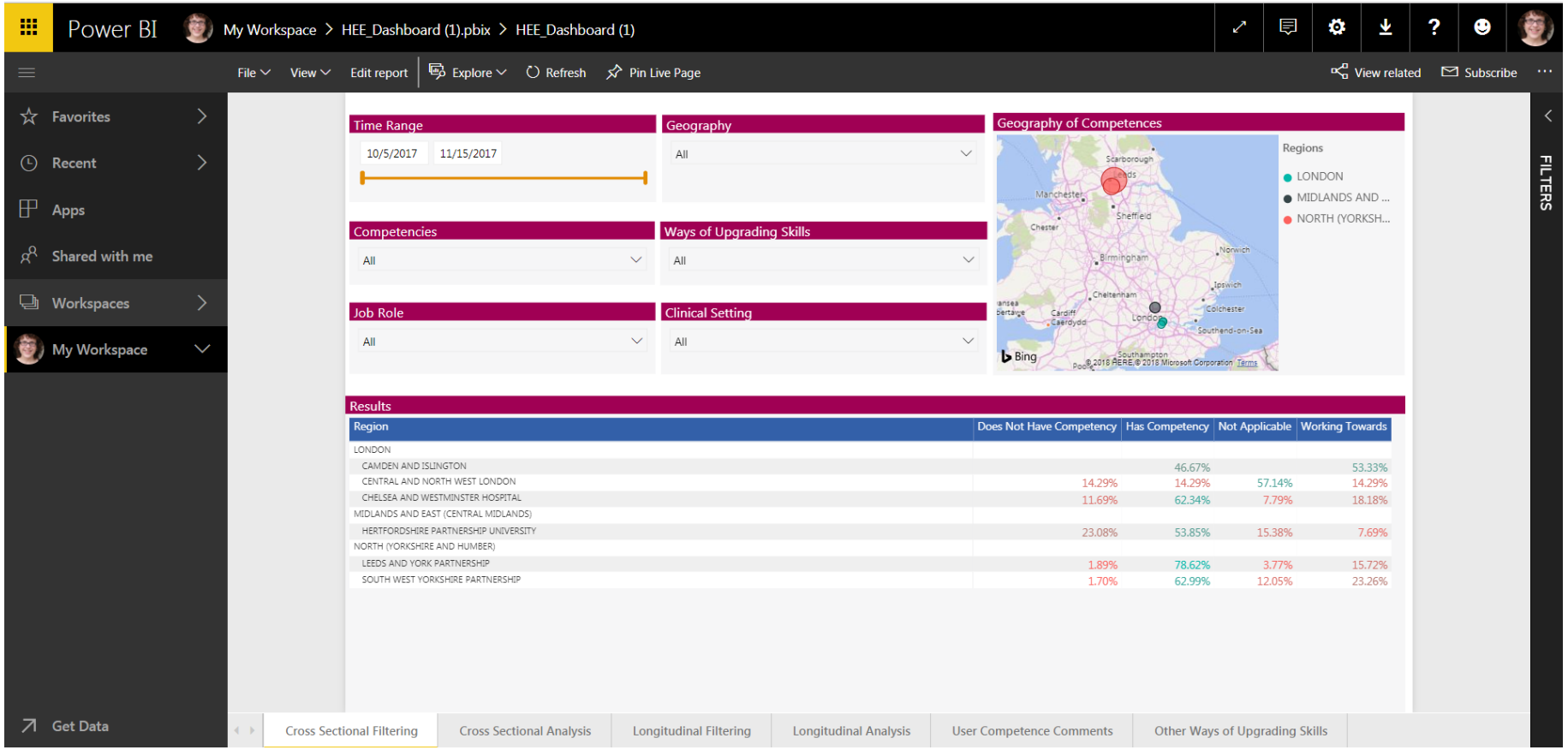

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Considerations for IAPT

- What's the current situation?
- Are there specialist services already?
- Are current IAPT services perinatal friendly?
- What is required next?
- What can be done nationally, and what can be done locally?

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