

# NES Perinatal Mental Health Training Plan

## Who is this training plan for?

Alongside the [NES infant mental health training plan](#), this NES perinatal mental health training plan aims to capture the learning needs of those in the Scottish workforce who may meet with families in the perinatal period, defined as the period of pregnancy, childbirth and the first year after the birth. This includes health, social care and third sector colleagues from all disciplines and agencies.

Important and lasting gains can be made for families who receive the right care at the right time. Parents, carers, partners, and infants who do not access appropriate care when they need it can suffer serious and preventable long-term consequences.

## How has the training plan been developed?

The training plan has been developed in line with the '[NES Perinatal and Infant Mental Health Curricular Framework](#)', published in 2019.

This framework outlines the skills and knowledge required by staff working with families in the perinatal period. It classifies workers as "Informed", "Skilled", "Enhanced", or "Specialist", based on the *kind of contact they have* with families in this period as well as *the setting in which they work*. The framework does not define which staff roles match to which practice level.

**Table 1. Table outlining the practice levels in which colleagues may work with families in the perinatal period, taken from the PIMH Curricular Framework**

<b>INFORMED</b>	Baseline knowledge and skills required by all staff working in health, social care and third sector settings. <b>(All staff)</b>
<b>SKILLED</b>	Knowledge and skills required by staff who have direct and/or substantial contact with women during pregnancy and the postnatal period, their infants, partners and families. <b>(All maternity, health visiting, primary care, children &amp; families social work, relevant third sector)</b>
<b>ENHANCED</b>	Knowledge and skills required by staff who have more regular and intense contact with women who may be at risk of/affected by perinatal mental ill health, their infants, partners and families. <b>(All mental health, including adult, CAMHS, addictions etc. as well as maternity, primary care, health visiting and third sector staff who work in an enhanced role)</b>
<b>SPECIALIST</b>	Knowledge and skills required by staff who, by virtue of their role and practice setting, provide an expert specialist role in the assessment, care, treatment and support of women who may be at risk of/affected by perinatal mental ill health, their infants, partners and families. They will often have leadership roles in education, training and service co-ordination and development. <b>(Staff working within specialist perinatal and infant mental health services)</b>

## 1. Supporting staff knowledge: E-learning Resources

To help address staff PIMH knowledge needs the following e-learning resources have been developed by NES and are freely available:

1. [“Essentials Perinatal and Infant Mental Health” modules](#) :

- a) Introduction to Perinatal and Infant Mental Health
- b) Keeping Baby in Mind
- c) Stigma
- d) Risk
- e) Assessment
- f) Intervention
- g) Pharmacological Intervention



2. [Two Maternal mental health modules: Understanding maternal mental health and The Woman’s Journey](#) .



3. The [NES infant mental health \(IMH\) interactive PDF](#).



### Which resources are right for me?

The nine e-learning modules and interactive PDF, together with the [NES Infant Mental Health offer](#) (including Solihull Approach Training, Solihull Approach online courses, and Warwick University Infant Mental Health online (IMHOL) course), have been benchmarked against the knowledge needs of staff at each level of the NES PIMH framework and divided into:

1. **Essential:** A combination of resources addressing the minimum level of knowledge required by anyone working at each level with PIMH.
2. **Elective:** A combination of resources provides additional learning that has been identified as appropriate for staff or volunteers working at each level with PIMH.

### How do I know which modules I should complete?

1. Look at Table 1 to decide what level describes you or the staff you support. If further information is required to make this decision, please see the [PIMH Curricular Framework](#). Please note, staff members are only required to complete the training outlined for their level (i.e. staff classified as “skilled” do not need to complete “informed” training first).
2. Go to Table 2 to find the **essential learning** recommended for staff working at your level. Use the below links to access these resources or contact NES for further information.
3. Finally, consider if you or your staff would benefit from the identified further **elective training**. This decision may depend on the time you have available for induction or CPD, the training or experience you already have, and the setting in which you work.

### How do I access these resources?

[To conveniently access the following and other resources relevant to PIMH work - such as modules for staff working in neonatal wards - please look at our website: <https://www.nes.scot.nhs.uk/our-work/perinatal-and-infant-mental-health/>](https://www.nes.scot.nhs.uk/our-work/perinatal-and-infant-mental-health/)

1. Set up a free Turas account by following [this link](#) to access whichever of the seven **Essentials Modules** have been recommended for your level. Where **the Maternal Mental Health (MMH) modules and Infant Mental Health (IMH) interactive PDF** are recommended, click here : [MMH](#) and [IMH](#).
2. To access the **Warwick online infant training** or the **2 day Solihull approach foundation level training**, please go to NES IMH website for [contact details](#).
3. To access the **Solihull Approach Online modules**, please use the access code “TARTAN” at for free access to modules on the [website found here](#). You can also access the Solihull Approach Online implementation Guide [here](#).

Please note: It is assumed that all health, social care and third sector colleagues working with parents and families, at whatever level and in whatever context, will have **appropriate training and familiarity with local and national child protection and vulnerable adult procedures**.

**Table 2: Table outlining recommended essential and optional learning for each staff level**

Staff Level	Recommended Resources (Essential)	Further optional learning (Elective)
<b>Informed</b>	<ol style="list-style-type: none"> <li>1. “Essentials” Modules 1 and 3: “Introduction to Perinatal and Infant Mental Health” and “Stigma”</li> </ol> <p style="text-align: center;"><b>AND</b></p> <ol style="list-style-type: none"> <li>2. The NES Infant Mental Health interactive PDF</li> </ol>	<ul style="list-style-type: none"> <li>• “Essentials” Module 2 and 4: “Keeping Baby in Mind” and “Risk in the perinatal period”</li> </ul> <p style="text-align: center;"><b>AND/OR</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Solihull Approach Online Courses</a>: Understanding pregnancy, labour, birth and your baby; Understanding your baby; Understanding your child (Use code TARTAN).</li> </ul>
<b>Skilled</b>	<ol style="list-style-type: none"> <li>1. Both NES Maternal Mental Health e-learning modules</li> </ol> <p style="text-align: center;"><b>AND</b></p> <ol style="list-style-type: none"> <li>2. The NES Infant Mental Health interactive PDF</li> </ol> <p style="text-align: center;"><b>AND</b></p> <ol style="list-style-type: none"> <li>3. “Essentials” modules 3 and 4: “Risk in the perinatal period” and “Stigma”</li> <li>4. 2-day Solihull Approach Foundation Level Training</li> </ol>	<ul style="list-style-type: none"> <li>• Essentials Module 2 and 6: “Keeping Baby in Mind” and “Interventions”</li> </ul> <p style="text-align: center;"><b>AND/OR</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Solihull Approach Online Courses</a>: Understanding pregnancy, labour, birth and your baby; Understanding your baby; Understanding your child (Use code TARTAN).</li> </ul>
<b>Enhanced/ Specialist</b>	<ol style="list-style-type: none"> <li>1. Both NES Maternal Mental Health e-learning modules</li> </ol> <p style="text-align: center;"><b>AND</b></p> <ol style="list-style-type: none"> <li>2. The NES Infant Mental Health interactive PDF</li> </ol> <p style="text-align: center;"><b>AND</b></p> <ol style="list-style-type: none"> <li>3. The full suite (Modules 1-7) of the PIMH Essentials modules</li> <li>4. The 2-day Solihull Approach Foundation Level Training</li> <li>5. NES also provides the Warwick University Infant Mental Health Online (IMHOL) course for staff at the enhanced and specialist level. To register your interest in Solihull 2 day training or IMHOL please see the <a href="#">NES IMH webpage</a></li> </ol>	<ul style="list-style-type: none"> <li>• <a href="#">Solihull Approach Online Courses</a>: Understanding pregnancy, labour, birth and your baby; Understanding your baby; Understanding your child (Use code TARTAN).</li> </ul>

## 2. Skills building in Perinatal Mental Health

### The PIMH context and service expansion

In 2019, the Scottish Government launched a programme of work to increase the provision of perinatal mental health services to women and families in Scotland, driven by the findings of the [Delivering Effective Services](#) report, produced by the Perinatal Managed Clinical Network.

Work is underway to increase capacity across many sectors to address the identified needs of women and their families across a broad range of services. The skills-building section of this NES PMH training plan focuses on the needs of staff in Universal services, Specialist perinatal mental health teams and Primary and Secondary mental health teams.

### 1. Universal Services training offer

Universal services provide a vital role in preventing the development of PIMH difficulties, detecting when there are PIMH difficulties in a family, and supporting the family to receive the right help.

#### NES training offer for universal services

NES are working with the Institute of Health Visiting to offer a train the trainer programme in perinatal and infant mental health for 60 health visitors in 2021. NES will consider the training needs of other colleagues in universal services, including midwifery colleagues.

### 2. Specialist teams

These teams are for parents and/or infants with the most severe or complex mental health difficulties, such as those supported by staff in Mother and Baby Units (MBUs) and Perinatal Community Teams (PCMHTs) as well as Specialist Maternity and Neonatal Psychological Interventions (MNPI) services.

#### NES Training offer for specialist PIMH teams

- The “**Essential perinatal and Infant Mental Health**” e-learning modules are designed to support the induction and CPD of new and existing multi-disciplinary staff working in specialist MBUs, PCMHTs and MNPI teams
- NES NMAHP colleagues have produced two webinars to support induction of new staff to MBUs and CPMHTs on **1. Common complications of late pregnancy and early post-partum period, and 2. Infant feeding, development and health concerns.**
- Following on from this will be practice example based multi-disciplinary induction and CPD training for all staff, beginning in 2021.
- NES will, after consultation, explore what additional profession specific training will be necessary in addition to the multi-disciplinary training described.
- NES Psychology has an ongoing training programme in psychological interventions. Aspects of this programme will be appropriate for staff in perinatal services. [Please see here](#) or contact your psychological therapies training coordinator (PTTC) for further details. A list of all adult mental health and trauma trainings suitable for staff working in perinatal teams is here

### 3. Primary and Secondary Care Mental Health teams

Most parents and carers with mental health problems in the perinatal period will be seen within primary and secondary care mental health teams.

#### NES training offer for primary and secondary care services

- The “**Essential perinatal and Infant Mental Health**” e-learning modules are designed to support the learning needs of all mental health staff as indicated by the PIMH curricular framework.
- To address the need for increased capacity in primary and secondary care mental health services, NES are funding additional pre-qualification places for psychological therapies and working with Higher Education Institute colleagues to support the embedding of perinatal mental health in their training.

#### Third sector training

For information on training and skills building for third sector organisations, please see the Inspiring Scotland [website](#)

#### Do you have any questions or comments?

Please do not hesitate to contact us if you would like to discuss any aspect of the PIMH training plan:

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