



NHS Education for Scotland: Perinatal and Infant Mental Health Programme 2019- 2023

In 2019, the Scottish Government launched a programme to increase provision of perinatal and infant mental health (PIMH) services. The PIMH Programme Board set out to implement the recommendations of the [Delivering Effective Services](#) report produced by the Perinatal Managed Clinical Network.

“We will provide three tiers of support across Scotland, in line with the needs of individuals:

- For those 11,000 women a year who would benefit from help such as counselling we will support the third sector to provide this
- For those 5,500 women in need of more specialist help we will ensure rapid access to psychological assessment and treatment
- For those 2,250 women with the most severe illness we will develop more specialist services and consider the need for a small number of additional inpatient beds or enhanced community provision”

This complements Scottish Government’s commitment to ensuring that all infants have the best possible start in life through the development of strong relationships between parents and infants, in recognition of the life-long impact of the early years. Making basic Infant Mental Health training more widely available to professionals who work with children (Commitment 8, Mental Health Strategy for Scotland 2012-2015) being one key action.

To support these initiatives, NES Psychology developed the [NES Perinatal and Infant Mental Health Curricular Framework](#), has worked with Higher Education Institutes to **increase training places for psychological therapists**, and has developed a range of **multi-disciplinary and uni-disciplinary training**.

The [PIMH training plan](#) aims to help staff identify which training they require to fulfil the competencies outlined in the PIMH Curricular Framework.

Summary of Programme

The NES Perinatal and Infant Mental health Programme has successfully delivered:-

- High quality essential Perinatal and Infant Mental health learning, accessible online for staff in mental health in NHS primary and secondary care, 3rd sector, higher education institutions
- A comprehensive induction programme for new and existing staff in specialist teams
- A Scotland wide network of Health Visitor and midwife PIMH champions delivering awareness training to their local teams
- Up stream interventions in maternity teams to improve Birth Trauma pathways
- Individual disciplines have accessed training to increase specialist knowledge and skills
- Increased uptake of Infant Mental Health offers in universal and specialist services, to support new Infant Mental Health services coming on stream.
- Increased capacity for the delivery of psychological therapy to women in the perinatal period.

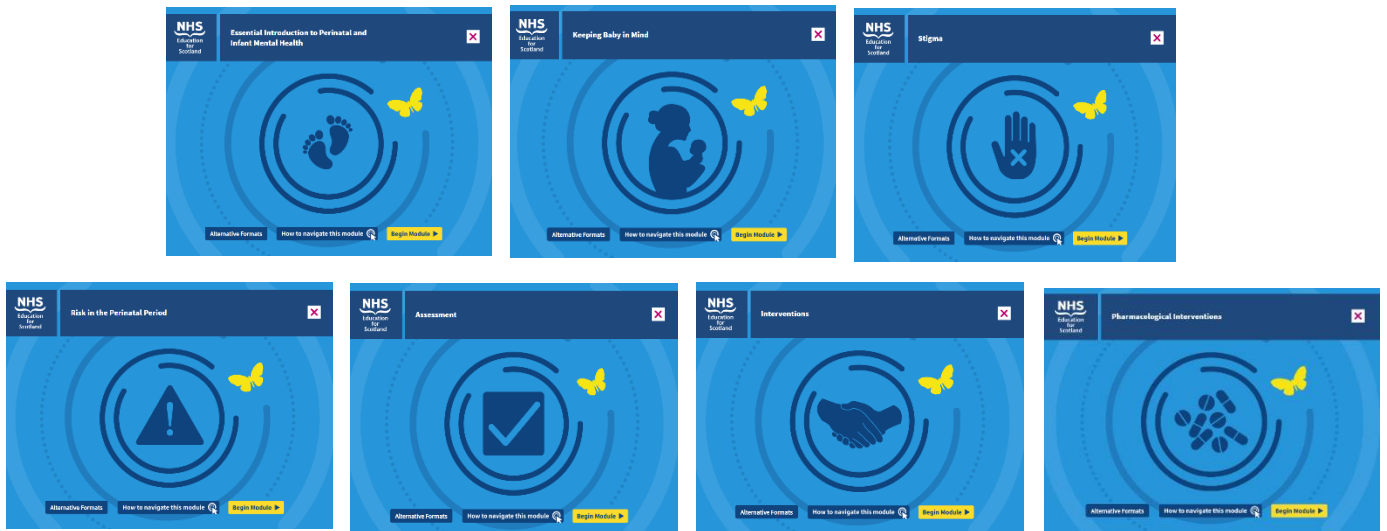
Multi-disciplinary PIMH/MNPI Training

RECOMMENDATION 20. NHS Boards, Integrated Joint Boards, Local Authorities and other relevant organisations should ensure that all staff working with women during pregnancy and the postnatal period have the knowledge, skills and attitudes to ensure they deliver appropriate care.

1. Perinatal and Infant Mental Health Essentials E- learning Modules

These modules, covering seven topic areas of Essential knowledge, were developed for all mental health staff, including e.g., adult, CAMHS, addictions, as well as maternity, primary care, health

visiting and third sector staff who work in an enhanced role, and staff working within specialist PIMH services.



The modules were promoted widely through adult and child mental health networks. We worked in partnership with Inspiring Scotland to promote the modules to the Third Sector organisations receiving grant funding, and with Home Start Scotland’s national officer.

Since the launch across quarter two of 2020/21 **13,529** modules have been completed.

No. of staff who have completed PIMH Essentials E-Learning Modules by discipline	
Nurses (including HV & FNP)	5490
Midwives	1493
Allied Health Professionals	248
Health & Social Care Workers	485
Psychologists	1255
Medics	263
Profession Unknown	4295
Total	13529

Students of more than 10 Higher Education Institutes accessed the modules with three key institutions responsible for nursing, health visiting and midwifery training accounting for the majority of HEI student completed modules; Robert Gordon University **406**, Glasgow Caledonian University **300**, and University of West of Scotland **188**.

Overview of the modules

Introduction: the “introduction to perinatal mental health” and “keeping baby in mind” modules provide an overview of the areas of perinatal and infant mental health; as well as the pathways that have been developed for PIMH services and how to use them.

Risk: the modules are designed for staff in both perinatal-specific and general services, as it is recognised all staff working in health and social care services will encounter women, girls, and families in the perinatal period and require knowledge of the “red flags” and “amber flags” that signal preventative or immediate action must be taken.

Stigma: Repeated MBBRACE reports have added to our growing awareness of the inequality of outcomes for women and families who are BAME, including higher mortality and mental health morbidity rates. Social, cultural and personal ideas of motherhood and mental health can act as a barrier to women feeling able to share when they are struggling in this period. Our “stigma” module supports workers to work in a culturally competent way with families and has helpful resources to address the impact of stigma and discrimination in the perinatal period.

Assessment: Mental health assessment in the perinatal period requires good liaison between services and inclusion of perinatal-specific information, such as a woman’s obstetric history. The “assessment” module is comprehensive and includes a printable PDF of the important areas to cover in a mental health assessment during the perinatal period as well as useful toolkits (e.g. tokophobia toolkit).

Psychological, Pharmacological and Social Interventions: it has been identified that the perinatal period presents women with lots of difficult and confusing decisions with regard their mental health and options for intervention. The two intervention modules (“interventions” and “pharmacological interventions”) help staff to confidently support women and families in choosing a pathway to recovery.

<https://vimeo.com/504875416>

Report on “Essential Perinatal” Modules

Table showing completed modules Q2 2020/21 until January 30th 2023

Name of module	N = completed modules
1. Introduction	3174
2. Keeping Baby in Mind	1971
3. Stigma	2146
4. Risk	1510
5. Assessment	2199
6. Interventions	1347
7. Pharmacological Interventions	1182
Total from all 7	13,529

Learners are invited to **rate the modules out of 5**, the average score across all learners and modules is **4.6/ 5**.

Sample of qualitative feedback on the modules:

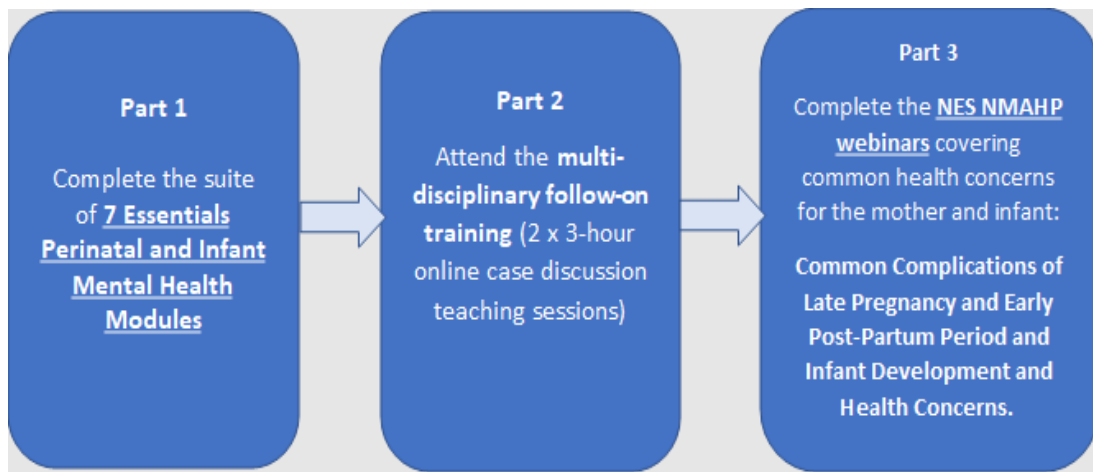
Module	Feedback
Introduction	<i>Good insight into perinatal issues and how to refer and support. Excellent videos to watch, easy to understand.</i>
Keeping Baby in Mind	<i>Very informative module and helpful when thinking about how to support not only mothers but fathers too.</i>
Stigma	<i>Thought provoking statistics and discussion from women from diverse ethnic backgrounds highlighting the ongoing issues with systemic racism in healthcare</i>
Risk	<i>Really helpful to learn more about specific risks and when to refer to specialist perinatal services. As ever, found the videos really helpful.</i>
Assessment	<i>Very good information to update my skills. Interesting.</i>
Interventions	<i>Great resources within this module for sharing with mums and dads. This module helped to recognise the importance of interventions and how they can work together as a family unit to help mothers that are struggling with their mental health.</i>
Pharmacological Interventions	<i>Very interesting course, feel more informed in regards to prenatal and post natal information in regards to medication, will continue to refer back to this.</i>

Dr Caroline Sneddon and her team showcase how NHS Lanarkshire have worked to ensure all relevant staff complete the Essential Perinatal and Infant Mental Health e-learning modules, [February-2022-Spotlight.pdf \(scot.nhs.uk\)](#)

2.Specialist Perinatal and Infant Mental Health Learning Programme

RECOMMENDATION 21. The Scottish Government should work with NHS Education for Scotland and the Perinatal Mental Health Network to develop a suite of educational tools matched to the Curricular Framework competencies, and an induction programme for all staff new to specialist services.

This **NES Specialist Perinatal and Infant Mental Health Learning Programme** allows us to track the progress of staff in Specialist Perinatal and Infant Mental Health Services including Mother and Baby Units, Community Perinatal Mental Health Teams, and Maternity Neonatal Psychological Interventions teams through their multi-disciplinary induction.



The first step is to complete **all seven** of the Essential Perinatal and Infant Mental Health modules. Learners can then apply for the **two-day multi-disciplinary follow-on training**, and access part three, **two webinars**, [Neonatal Physical Health Complications](#) and [Common Complications of Late Pregnancy and Early Post-Partum Period](#).



The **MDT follow-on training** was developed in collaboration with the Perinatal MCN, NHS leaders in perinatal mental health/ Maternity and Neonatal Psychological Intervention Services, and [women with lived experience](#) in partnership with Parent and Infant Mental Health Scotland.

This training builds from the Essentials Modules and is delivered around four case examples representing typical presentations. The training is done across Boards and allows for the development of confidence, skill-building, and networking.

Feedback from staff who completed the Programme

“Completing the modules prior to training was useful - SO MUCH I would like to (need to) go back and review as holds a wealth of info”

“I enjoyed the discussion and input from those from other disciplines and areas of work. Enjoyed hearing different perspectives from those with varying experiences in Perinatal as I am quite new.”

“I really enjoyed this training; I liked discussing each individual case study and it has improved my confidence”

“I am thinking of putting some of the quotes from the women with lived experience and also the reminder points up on the wall in our big room just to remind staff of the importance of not only listening to our patients but also not making assumptions when assessing women.”

Evaluation: April 2021 – November 2022.

Total Number Attended: **221** (This figure is a combined total for both the MNPI and PIMH Follow-on Training, however, please note that 9 individuals completed both training options).

Trainers: MNPI: Dr Alison Robertson, Dr Joan Burns, Dr Marisa Forte.
PIMH: Dr Roch Cantwell, Helen Sloan, Susan McConachie, Dr Donna Mason, Dr Rachel Fraser, Dr Fiona Fraser.
NES: Marie Claire Shankland, Dr Leah Cronin, Dr Julie Stephen.

Health Boards Attended: Participants from all **14 Scottish Health boards** are represented in the evaluation.

Feedback on Training: 154 Pre-evaluations & 123 Post-evaluations were completed. A 58% response rate was obtained. Individuals who completed both training offers were given the opportunity to evaluate the training once.

The **PIMH Follow-on Training**, was first delivered in April 2021. Since then, it has been delivered **10** more times with a total of **167** staff completing this training. The **MNPI Follow-on Training** was delivered initially in January 2022 and has subsequently been delivered **3** more times with a total of **54** staff completing the training. The combined total number of trained staff is **221** and represents the majority of staff specialist services.

Table 1: No. of Staff who have completed MNPI Follow-on Training by Health Board & Profession

Health Board	Profession					Total
	Midwifery	Counselling	Nursing	Psychology	Obstetrician	
GGC	3			7		10
Lanarkshire	1			4		5
Lothian	1			8		9
D&G				1		1
Highland	1		2	1		4
Western Isles	1		1			2
Fife	1			2		3
Forth Valley				2		2
Borders	1		1			2
A&A	3	1	1	1		6
Grampian	1			3	1	5
Tayside				3		3
Orkney				2		2
Total	13	1	5	34	1	54

Table 2: No. of Staff who have completed Perinatal and Infant Mental Health Follow-on Training by Health Board and Profession

Health Board	Profession									Total
	Midwifery	Nursing	Nursery Nurse	Psychology	Psychiatry	Occupational Therapy	Social Work	Music Therapist	Health Visitor	
GGC		29	5	5	3	1				43
Lanarkshire		7	2	4		1	2			16
Lothian	1	14	9	2	4	2	1	1		34
D&G		6		1		1				8
Highland	1	3			1					5
Western Isles	1	3				1				5
Fife	1	5	1	1	1				1	10
Forth Valley		5		1	1	1				8
Borders	1	3		1		1				6
A&A		6		2	1	1				10
Grampian	1	4		3		1			1	10
Tayside	1	4		2	1					8
Shetland	1	1		1					1	4
Total	8	90	17	23	12	10	3	1	3	167

Evaluation: Key Findings

The findings of the evaluation report ([see here for full report](#)) suggest that the **Multi-Disciplinary Specialist Perinatal Follow-on training** is highly valued by staff working in Specialist Perinatal Services. This is reflected in both the positive qualitative feedback provided and the significant increase in confidence levels reported after the training.

More than a twofold increase in confidence ratings in relation to the assessment, intervention, and management of risk both in relation to infants and partners was reported. Confidence levels in relation to mothers also increased.

95% of participants who completed the post-evaluation questionnaire said they would recommend this training to colleagues working in perinatal services (rated 4 or above on Likert Scale).

High levels of satisfaction were reported in relation to the length of training, the quality of facilitators; as well as the level the training was pitched. Participants felt that the training took into

consideration different disciplinary backgrounds; and addressed the participants own goals/expectations.

In addition to the content and delivery of the training, having the opportunity to discuss rich clinical case examples alongside colleagues from other health boards was identified as being one of the most enjoyable aspects of the training.

'I found it very useful to look at case examples and to have break out rooms to discuss these in smaller groups. It allowed us to hear others experiences in different roles and emphasised the complexity of some of these scenarios'.

'All of the training was useful but opportunity to speak to people working in other areas is always valuable'.

Positively, over half of those who responded either offered no further suggestions, stated that no further improvements were required or commented saying that the training was enjoyable in its current format.

'Just the right content'
'No, I really enjoyed it'
'No, I felt it was very helpful'

One of the factors contributing to the overall success of the training, was the effort made by facilitators to actively listen to and act upon feedback where appropriate in a timely way. This has been a continuous process since training began:-

<i>Example</i>	
Feedback	<i>'Presentation and maybe video diaries of what support has meant to people to help us realise the importance of our roles and what interventions that the women and their families have found effective'.</i>
Response	A video reflecting service user experiences was used within the MNPI training to further consolidate learning and highlight the importance of using service user feedback to actively shape service design and delivery.

The positive outcome of this evaluation report provides encouraging data to support the ongoing delivery of training in 2023. Findings strongly indicate that the training has enhanced the confidence levels of staff recruited to perinatal services across Scotland. Having staff who feel confident in undertaking these new and developing roles, who can provide the highest quality of specialist perinatal mental health support when families need it most, is essential in fostering positive long-term outcomes for both mother and baby, mitigating many of the risks associated with perinatal mental illness.

Regional leads will continue to support this training in partnership with NES going forward to ensure all new staff complete this induction into PIMH and MNPI services.



Training for Universal Services

A priority action was identified by the Perinatal Programme Board to support universal services through the development of training for health visitors, midwives and family nurses appropriate to their role, based on the Perinatal and Infant Mental Health Curricular Framework, and complementing the NES [IMH Training Offers](#).

RECOMMENDATION 20. NHS Boards, Integrated Joint Boards, Local Authorities and other relevant organisations should ensure that all staff working with women during pregnancy and the postnatal period have the knowledge, skills and attitudes to ensure they deliver appropriate care.



1. The Institute of Health Visiting PIMH Champions Training

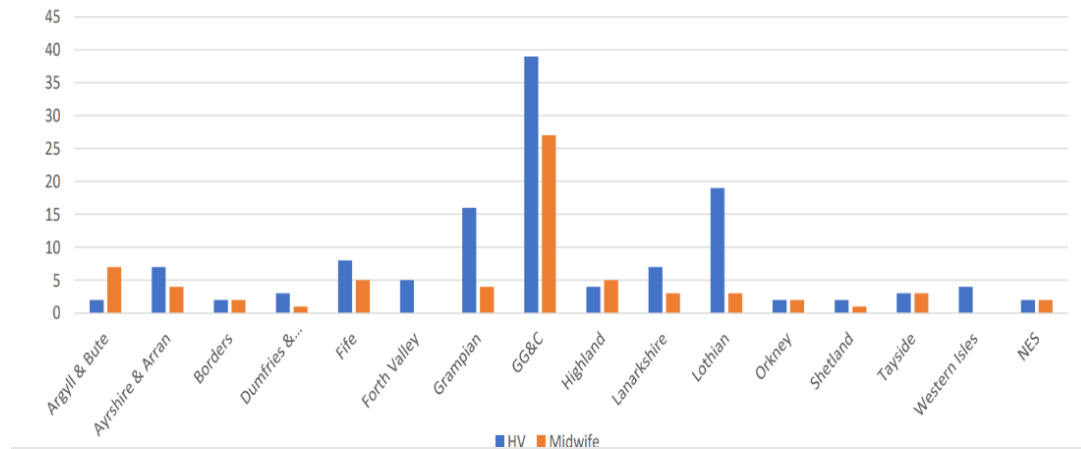
The Institute of Health Visiting Multi-Agency Perinatal & Infant Mental Health Champions training programme was commissioned by NES for Health Visitors and Midwives. It is designed to improve family mental health by:

- increasing competence and confidence in perinatal and infant mental health practice
- developing place-based leadership for perinatal and infant mental health across complex systems of care
- raising awareness of the importance of perinatal and infant mental health across the workforce

“Being a PIMH Champion has given me the confidence to connect with the local specialist teams and support the development of pathways into care.”

iHV PIMH Champions: Board numbers

Completed participant numbers per board (updated 18/01/23)



In total, **216** health visitors and midwives have completed the PIMH Champions training since 2020.

Six cohorts of **PIMH Champions** have started **cascading PIMH awareness training** to their teams locally and have long term plans in place to sustain the cascade. The two cohorts most recently trained are yet to submit plans for their cascade.

Total number of cascade events	48
Total number of professionals received cascade	400

These figures are likely an underestimate, as early cohorts did not have a system for reporting

NES NMAHP and Psychology are working to support the PIMH Champions in their role and to ensure the cascade of awareness training across Scotland, forming a Network of communication and Gathering Events.

In January 2023 two Institute of Health Visiting ‘Fathers & Perinatal Mental Health’ additional training sessions for 20 PIMH Champions were run with excellent feedback from Champions.

By end of March 2023



The final PIMH Champions cohort will be trained in February 2023, and will be open to all Boards. Two Institute of Health Visiting ‘Perinatal Mental Health and People who identify as LGBTQI+’ training events will take place in February/ March 2023.

The second **PIMH Champions Gathering** event will take place in February 2023, a total of six Champions will be leading sessions to share their experiences of rolling out the PIMH awareness training and leading on PIMH in their local areas.

In order to support Perinatal and Infant Mental Health training for [Health Visitors a training plan](#) has been developed.

2. Birth Trauma – pathways training

A key approach to addressing PIMH problems is to reduce the trauma experienced by women during the birth of the child. The Matrix (2023) suggests that “Prevention of trauma and PTSD in the perinatal period is contingent on psychologically informed maternity care.”

The introduction of **Maternity & Neonatal Psychological Interventions** teams throughout Scotland provides an opportunity to explore pathways of care incorporating psychological input for identified birth trauma. Such teams can work closely with maternity staff to identify difficulties and, ideally, promote a birthing environment which minimises the risk of trauma reactions occurring.

In partnership with Dr Emma Webber (NHS Tayside), NES and NHS Tayside commissioned a pathway training from Dr Lainey Fraser, Consultant Clinical Psychologist, Northumbria, who has extensive experience of working in an embedded way with maternity services to provide expert training and support in the development of birth reflections pathways and the identification of birth trauma.

The training is focused on:-

- developing integrated pathways of care
- the content and delivery of birth reflections sessions including experiential exercises
- education on the identification of birth trauma in a birth reflection setting
- supervision of birth reflections staff

The NHS Tayside training took place in January 2023, and was well received by MDT members of the Maternity Team:-

100% of participants identified that they would recommend this training and the trainer

100% of the participants rated the workshop at the highest feedback option of both relevance and interest, and in enjoyment

100% of participants identified that the training had added to their theoretical knowledge and will positively impact on their clinical practice
Feedback by way of 'learning takeaways' correlated fully with identified learning objectives

All attendees who completed evaluations for the two days identified increased confidence in establishing and contributing to birth reflection services

Following a full evaluation of the training NES will consider how to cascade this approach in conjunction with MNPI clinical psychologists across Scotland.



Uni-disciplinary Training

Whilst the Specialist PIMH MDT Learning Programme provides an excellent induction to PIMH/MNPI services, laying the groundwork for transition from other specialities, we recognised that further uni-disciplinary training particularly for psychology, psychiatry, nursery nurses and MNPI Teams is necessary.

1. Psychiatry

NES commissioned the **Royal College of Psychiatrists** masterclass programme for New Consultants in Perinatal Psychiatry, to support Perinatal Mental Health Service development in Scotland.

The masterclasses cover prescribing, safeguarding, infant mental health, forensic and legal issues in the perinatal period, personality dysfunction, lived experience, psychological therapies, all in the context of implementing service development.

In total **7** consultant psychiatrists new to the speciality attended the 10 day training, and **5** higher trainees attended the Royal College Training for higher trainees in PIMH.

2. Clinical Psychology and CBT therapist training

NES is partnering with Oxford Cognitive Therapy Centre to offer a series of one day workshops for **Psychologists and those providing Cognitive Behavioural Psychotherapy** who work in PIMH or MNPI services, or who have a special interest in PIMH/MNPI. We begin this series with Obsessive Compulsive Disorder with Fiona Challacombe, March 7th followed by Trauma with Catherine Green, March 27th. We plan to provide further topics in 2023/24.

NES Psychology is working to improve access to **Interpersonal Psychotherapy (IPT)** by developing an infrastructure to support those in training, and those with an interest, in receiving appropriate specialist supervision.

3. Nursery Nurses

Nursery nurses are well placed to provide information to the MDT about the nature and quality of the interactions between parent and infants. In order to develop a common approach to observing the parent infant interaction, it was proposed that Nursery Nurses train in one of the standardised observational tools available.

In order to assess the suitability of a particular tool for this purpose, the MBU in NHS GG&C agreed to pilot the PIIOS training for **parent infant observation** with a group of 6 staff, co-ordinated between nursery nursing and psychology.

PIIOS training is usually delivered over a 12-15 week period and involves pre-reading activities prior to the two days training. The two days training includes relevant theoretical content, establishing recognition of the three interactional patterns of:

1. sensitive responsivity
2. intrusive and over-engaged
3. unresponsive, un-engaged

Complex patterns of behaviour are then introduced, and practitioners learn how to use the PIIOS scale.

The initial **6** staff completed the Warwick University PIIOS training in **January 2023** with follow-up in **March 2023**. Should the training evaluate well, NES would propose to commission further training for the remaining Nursery Nurse workforce (numbering 15-20) across Scotland.

4. Psychological Interventions Training

NHS Education for Scotland has an ongoing training programme in psychological therapies and interventions. This offer has been highlighted to PIMH/MNPI staff in the training plan, [NES AMH Trauma Training for PIMH staff.docx \(sharepoint.com\)](#). For example, five PIMH and MNPI psychological therapies staff used ring fenced places on the **CBT for Trauma training** and two MNPI Specialist Midwives have completed the **Enhanced Psychological Practitioner training**.



In order to offer a **systematic training pathway** that aligns with a stepped-care delivery model, NES have developed a suite of training offers based on the skills levels detailed in the Perinatal mental health curricular framework- A framework for maternal and infant mental health: [IMH Training Offers](#)

At the informed skills level, the NES module Infant mental health: Developing positive early attachments [https://www.nes.scot.nhs.uk/media/x4lmfskd/final_imh_interactive_pdf_3.pdf] is an introduction to the key aspects of infant mental health and forms a foundation for all of the training offers across further skills levels.

At the skilled level, the Solihull approach foundation level training is the key NES offer and for those practitioners who have completed this training, participation in the Warwick University Infant Mental Health Online (IMHOL) course is offered for practitioners working at enhanced level.

Lots to takeaway back to work, I was initially thinking this course would only be relevant to mothers/babies who I work directly with, however I now realise it has a much wider utility. I am looking forward to applying the concepts within colleague consultations, referral discussions, and supervision, as well as within our MDT meeting discussions as colleagues have attended the training too. (Solihull Approach Foundation Level)

The **pathway** also incorporates training across a range of evidence-based parent-infant interventions including Video Interaction Guidance (VIG), Mellow Parenting and Circle of Security Parenting (COSP), which span the skilled, enhanced and specialist practitioner levels. There is currently work underway to explore the feasibility of an implementation-level Child Parent Psychotherapy training cohort.

This was really interesting training. I have a much better understanding of VIG and confidence in using it. It really promoted VIG as a lovely intervention, lovely for patients and practitioners. (VIG training)

Summary of IMH training delivered to date

Education and Training Offer	Level of Practice	Reach
Solihull Approach Foundation Level training	Skilled	1834
Solihull Approach Train the Trainer training	Skilled	218
Solihull Approach Online	All	15,616
Warwick IMH Online (IMHOL)	Enhanced	389
Video Interaction Guidance (VIG)	Enhanced/Specialist	55
Mellow Parenting	Enhanced/Specialist	3
MSc in Psychoanalytic Observation and Reflective Practice	Specialist	10

It was really interesting to know more about what goes on for my son. I will try to be more understanding with his moods and behaviours. Thank you (Solihull online)



Psychological Therapies Workforce Development

In line with Recommendation 16 of the [Delivering Effective Services](#) report:- “The Scottish Government and NHS boards should develop additional workforce capacity to deliver timely psychological interventions for mild to moderate perinatal mental health disorders in women and men”, NHS Education for Scotland has been expanding training places on their commissioned training programmes, and ensuring additional PIMH training is provided by programmes.

Training Programmes						
		2019-20	2020-21	2021-22	2022-23	2023-24
Doctorate in Clinical Psychology	In training	-	5	10	15	20
	Graduated to WF	-	-	-	-	5
MSc in Psychological Therapy in Primary Care	In training	10	10	10	10	10
	Graduated to WF	-	10	20	30	40
Child and Adolescent Psychotherapy training	In training	-	-	1	1	1
	Graduated to WF	-	-	-	-	-
Cognitive Behavioural Therapy	In training	-	5	5	5	5
	Graduated to WF	-	-	5	10	15

By the end of **22/23** there will be an additional 30 Clinical Associates in Applied Psychology in the workforce and 10 in training; 10 additional Cognitive Behavioural Psychotherapists in the workforce and 5 in training; 15 additional Doctorate in Clinical Psychologists working on the 3 year training course, and 1 additional Child Psychotherapist in training.

To compliment this increase in training places NES has collaborated with the above courses, and local clinical psychologists and CBT Therapists, to provide additional training on PIMH/MNPI, and produced [guidance](#) on how supervisors can support trainees in gaining perinatal experience on placements.



Summary

The NES Perinatal and Infant Mental health Programme has successfully delivered:-

- High quality essential Perinatal and Infant Mental health learning, accessible online for staff in mental health in NHS primary and secondary care, 3rd sector, higher education institutions
- A comprehensive induction programme for new and existing staff in specialist teams
- A Scotland wide network of Health Visitor and midwife PIMH champions delivering awareness training to their local teams
- Up stream interventions in maternity teams to improve Birth Trauma pathways
- Individual disciplines have accessed training to increase specialist knowledge and skills
- Increased uptake of Infant Mental Health offers in universal and specialist services, to support new Infant Mental Health services coming on stream.
- Increased capacity for the delivery of psychological therapy to women in the perinatal period.

Beyond March 2023

- NES will continue to work with the PIMH MCN, to support the promotion of Essential Perinatal and Infant Mental Health e-learning modules within **wider mental health settings**.
- The updated Essential Perinatal and Infant Mental Health **e-learning modules** will go live.
- Work with **specialist services and Regional Leads** will continue to ensure all staff have completed all aspects of the induction learning programme. This includes

- ensuring **MDT follow on training** for MNPI, MBU, CPMHT, and IMH teams as necessary.
- NES will identify **further MDT training** required to support good practice, in line with the **PIMH curricular framework** [NES Perinatal and Infant Mental Health Curricular Framework](#).
 - **PIMH Champions Network** – NES will continue to support the network to roll out training within Universal services with an increased attention to midwifery and primary care multi-disciplinary teams.
 - NES will continue to develop/ commission and delivering necessary additional uni-disciplinary training.
 - Work across NES Psychology and NMAHP will ensure continuation of training for Midwives and Health Visitors in **trauma informed practice**, Connecting with Parents' Motivations, and development of MNPI trauma pathways.
 - NES will continue to **deliver top up education and training** in Infant Mental Health, as required, including the ongoing support for delivering the **Solihull Approach Online Courses**.
 - NES will continue to deliver training in **enhanced/specialist IMH interventions** for the workforce within specialist services and those working at enhanced levels of practice in wider services (such as, Mellow Babies, Circle of Security and Child Parent Psychotherapy).
 - Consideration will be given to the commissioning of a further cohort of trainees to undertake the **MSc in Psychoanalytic Observation and Reflective Practice (or equivalent)**.
 - NES will commission/develop training in **infant observation approaches/skills** as required for the skilled workforce.

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February 2023