

A Multi-Disciplinary Credential in Perinatal Mental Health – Development of a Learning Outcomes Framework

Specification

Contents

A Multi-Disciplinary Credential in Perinatal Mental Health – Development of a Learning Outcomes Framework	1
Specification	1
Contents	1
1. Introduction	2
2. Background.....	2
3. Scope of Contract	2
4. Detailed Requirements	3
5. Service Levels and Key Performance Indicators (KPIs).....	4
6. Contract Management and Review	4
7. General Data Protection Regulations (GDPR) and Privacy Impact Assessments (PIA) .	4
8. Contract Period	4

1. Introduction

Health Education England (HEE) exists 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. Our vision is to provide the right workforce to better meet the needs and wants of patients, both now and in the future.

The NHS Long Term Plan commits 'to improving access to and the quality of perinatal mental health care for mothers, their partners and children'. The significant expansion of perinatal services necessitates a considered approach to skills development for all disciplines engaged. Development of the workforce, via a skills training programme to support capacity and capability building, responds to gaps in service delivery, enhances workforce skills, widens participation (by providing flexibility) and delivers on-going opportunities for professional development. This supports national policy and the commitment to grow mental health services.

2. Background

A scoping exercise was commissioned by HEE to explore the merits of developing an accreditation process/credential in Perinatal Mental Health for the various professional groups who come into contact with women across the perinatal period. The scoping exercise has been concluded, and HEE are looking to commission the development of a learning outcomes framework to support the first truly multi professional credential. This will:

- Be a whole-system approach to skills development
- Be a development tool, recognising decision-making and leadership skills as part of each role and integral to each discipline
- Deliver multi-agency support
- Support and value each role
- Embody competencies reflecting and delivering excellent outcomes for women and their families

3. Scope of Contract

Views expressed in the Scoping report indicate that current perinatal mental health training and services are not sufficiently joined-up across specialties, healthcare organisations, or across England and the devolved nations, to sufficiently meet women's and service need.

The development of a multi-disciplinary credential in Perinatal Mental Health provides an opportunity to synchronise and support the various disciplines with a coordinated approach. This will support and value each role as an essential component to delivering specialist services; supporting a shared way of working; demonstrating a core ethos; and embodying competencies reflecting and delivering excellent outcomes for women and their families. A multidisciplinary credential will ensure equitable distribution of support and funding for the development of the specialist workforce and ensure a training programme supporting a specialist service pathway does not propagate workforce development disparities.

The Scoping report collated evidence supporting a programme that formalises and strengthens a training pathway for specialist services: The development of a credential that meets the needs of the different disciplines within an MDT PMH setting include the following roles; Psychology,

Nursing (to agree, representation of Nursery Nursing), Occupational Therapy, Midwifery, Health Visiting, Obstetrics & Gynaecology and Psychiatry.

Workforce and representative bodies interviewed specifically welcomed the intention to recognise the need for and provide educational opportunities for **all disciplines** engaging in delivering PMH services, ensuring equitable access for all team members.

Phase 1 of development proposes collaborative working with key disciplines (as above) to agree and formalise eligibility and access for their specialist workforce. It is critical that the development of an MDT credential is structured and designed in partnership to ensure expert knowledge is engaged in determining the development of an expert workforce delivering (PMH) specialist services. This demands a transparent and fully participatory process, enlisting expertise and being fully cognisant of specific/tailored development models/modules already available that can enhance and support a credential programme.

4. Detailed Requirements

The requirement is for the development of a learning outcomes framework for a multi-disciplinary Credential in Perinatal Mental Health. HEE is seeking a provider with specialist expertise, with a detailed understanding of the postgraduate curricula to deliver the professional and clinical standards for Psychiatry in England.

Governance Arrangements

The commissioned supplier will report through the Medical Credential leads through to the Medical Education Reform Programme Strategic Oversight Group (MERPSOG) and the Multi Professional Credential Assurance Group (M-CAG). Both groups are governed by the Directorate of Education and Quality Senior Leadership Team (DEQSLT).

Payment Mechanism

- The contract value for this provision is up to £89,000 (excl VAT).
- HEE will make payment upon contract signing subject to receipt of an uncontested invoice.
- Parties agree to implement an information sharing agreement to enable the sharing of information in relation to tracking performance and progression.

Functional Requirements

HEE expects the multi professional element of this credential to sit within level 6 of the advanced practice level framework. Development of the learning outcomes and agreeing access points for all disciplines should be guided by this expectation and delivered accordingly.

It is expected that a credential programme will comprise of a skills development training programme (mentor support providing clinical guidance and oversight, an academic training component both discipline specific and MDT), formal evaluation through demonstration of competency (aligned to higher level learning outcomes and supported by discipline specific competency frameworks which for some roles are already available) and formal evaluation of the portfolio of evidence via an expert panel.

The 'Scoping' exercise reported a consensus across the disciplines for a high-level learning outcomes (6-8 outcomes) framework to support an MDT credential in PMH:

- Develop and agree a PMH specialist service-learning outcomes framework reflecting the (expanded) service pathway in collaboration with key disciplines; supporting workforce skills development, focused on the ethos of learning, respectful of the multiplicity of skills engaged in delivering PMH services and in support of women and their families in the perinatal period.
- The development process will also agree access points per discipline and entry requirements (if necessary). It is beyond the scope of this proposal template to determine and report on individual workforce requirements for participation on an MDT credential programme for PMH; it must be agreed with each discipline via the representative body.
- It is expected that individual disciplines (if required) will (in parallel) develop competency frameworks with aligned learning outcomes; in support of workforce development and discipline-specific skills evaluation.

Performance Requirements

To produce a learning outcomes framework as per the scope of the proposal and within stated timescales.

Mandatory Requirements

As per NHS standard contract terms and conditions

5. Service Levels and Key Performance Indicators (KPIs)

The provider should achieve:

- A learning outcomes framework for a multi-disciplinary credential in Perinatal Mental Health.
- Accurate, timely and effective reporting to HEE.
- Within stated timescales

6. Contract Management and Review

Contract management will be in line with previous contracts whereby there is a designated named project and programme manager who have responsibility to liaise with the supplier on a frequent basis. The contract will be in line with standard NHS terms and conditions.

7. General Data Protection Regulations (GDPR) and Privacy Impact Assessments (PIA)

No data processing of personal information is expected as part of this work. A full data protection screening assessment will take place in conjunction with the supplier.

8. Contract Period

The contract will be for a period of 5 months from award.