

Reinvigorating our workforce & maximizing professional contribution of nurses and midwives

NHS Lothian Community Perinatal Mental Health Team

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Consultant & Agnes Murphy, Team Lead

Reclaiming the Role of the Nurse

- Team established 2007
- Growth of team 2019



Delivering Effective Services:
Needs Assessment and Service Recommendations for Specialist and Universal Perinatal Mental Health Services

- Working in Partnership
- Developing Professional Expertise
- Ensuring Equity of Care
- Delivering Best Outcomes



Connecting our Communities, Realising our Ambitions

Reimagining Nursing and Midwifery in NHS Lothian Strategic Plan 2021-2023

SWOT Analysis



S

Autonomy
Pay
Valued opinion
Holding risk
Team support
Non-medical prescribing
Accredited psychological skills

W

Autonomy
Not using therapeutic skills
Lack of promotion
Visibility
High levels of responsibility

O

Specialist in perinatal care
Defining our Role

T

Autonomy
Defining Nurses Role

What's Preventing us Being Autonomous

- ❖ Team Expansion
- ❖ Only nurses seen as needing support at drop ins
- ❖ NHS Culture
- ❖ Leadership
- ❖ Risk Assessment documentation onus on nurse
- ❖ Risk management holding the risk
- ❖ NHS banding structure
- ❖ Use of psychological skills diminished.



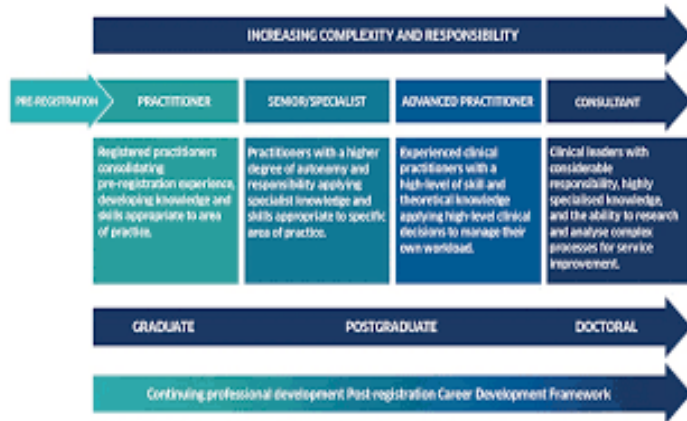
What strategies can we consider for nurses to be more autonomous in the team ?

- Update of Induction Pack
- Review of Roles and Responsibilities in the Team
- Protected CPD time
- Journal Clubs
- Nurses given equal professional courtesy
- Regional and National networking
- QI projects
- Maintain External Supervision for Nurses Delivering Therapies

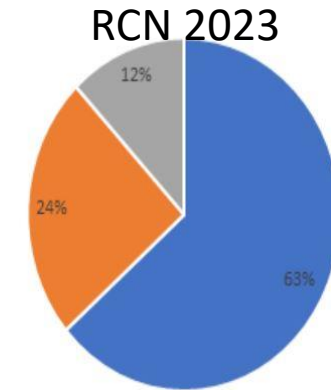


Achievements so far

- ✓ **Templates developed for MDT meetings to include CPN slots**
- ✓ **Increase in nursing leadership visibility**
- ✓ **Increased nursing leadership and ownership of role**
- ✓ **Teams channel for nurses with own resources**
- ✓ **Review of professional slots during the working week to include nurses**
- ✓ **Nurses volunteering to take lead on QI sessions**
- ✓ **Lunch and Learns**
- ✓ **Commitment of ongoing review of barriers**



Are you seeing the dilution of mental health nursing?



■ Yes ■ Unsure ■ No



“
 All of this was 'part of the job', part of being a mental health nurse, 'mucking in' and 'getting on with it'.
 At times I questioned my own decisions, compassion and empathy for others. I continued to work with my team, being led by doctors who it felt like didn't know what was really happening on the ward floor.
 ”

www.ebridgegap.com ebridgegap_uk



I appreciate Mental Health Nurses because...
 of their amazing ability to meet our patients where, and how, they are each day, and nurse them with compassion, care and understanding.
 - Isla Wilson, CWP Chairperson



MENTAL HEALTH NURSES' DAY

NHS Essex Partnership University NHS Foundation Trust

Sipo is a community mental health nurse based in Thurrock.

“I enjoy empowering my patients and supporting them to see life beyond their illnesses.”



Sipo

2024 mental health nurses day