



~~2021!~~
2022!

SIMH-DC 2021
WINTER LEARNING DAY

**4. Who's Who in IMH:
roles, skills and the
workforce**

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Overarching Principles: reminder

- Motivated people! From across services and including families (steering group)
- Understanding of local need and national priorities
- An overarching vision (nationally and locally) and its aims (Theory of Change)
- **A skilled workforce**
- Clear pathways & robust governance structure
- Sufficient funding
- Sustainability
- An understanding of what's needed at Board level to move forward, and how to measure/ track that



A note about
language

“parent-infant
relationship”

Parent-infant mental
health is different from
perinatal mental health



Trauma-informed system



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UK IMH Competency Framework

Part of: [Professional development in Infant Mental Health](#)



More posts from here

[Domain 7: Working with relevant and professional frameworks](#)

[Domain 6: Reflective Practice supervision](#)

Three levels of competencies



1. Knowledge



2. Application in practice



3. Supervision and management

Domain 1: Relationship Based Practice

Domain 2: Normal and Atypical Development

Domain 3: Factors that Influence Caregiving

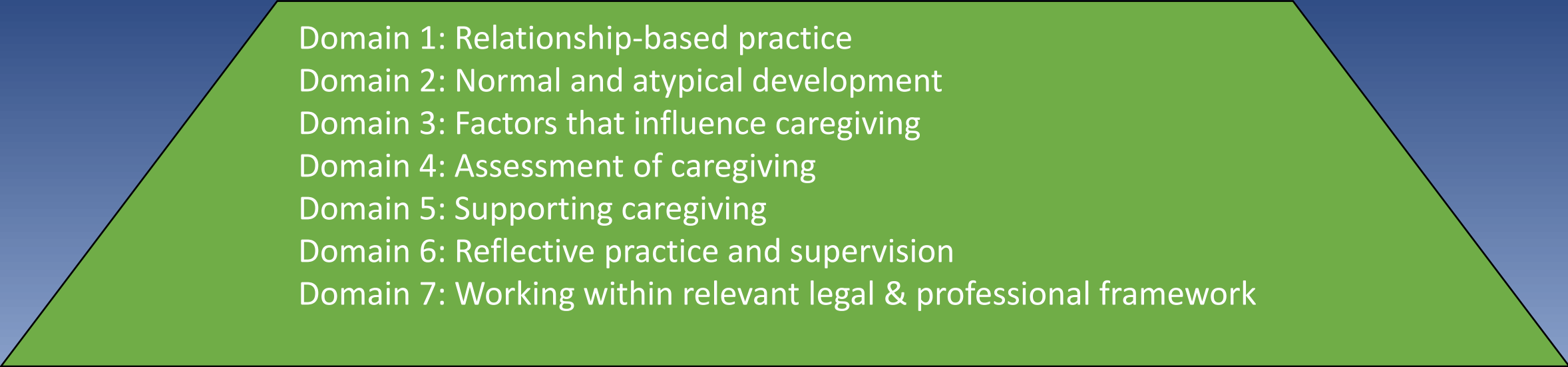
Domain 4: Assessment of Caregiving

Domain 5: Supporting Caregiving

Domain 6: Reflective Practice and Supervision

Domain 7: Working within Relevant and Professional Framework

Each level has 7 domain areas



Domain 1: Relationship-based practice
Domain 2: Normal and atypical development
Domain 3: Factors that influence caregiving
Domain 4: Assessment of caregiving
Domain 5: Supporting caregiving
Domain 6: Reflective practice and supervision
Domain 7: Working within relevant legal & professional framework

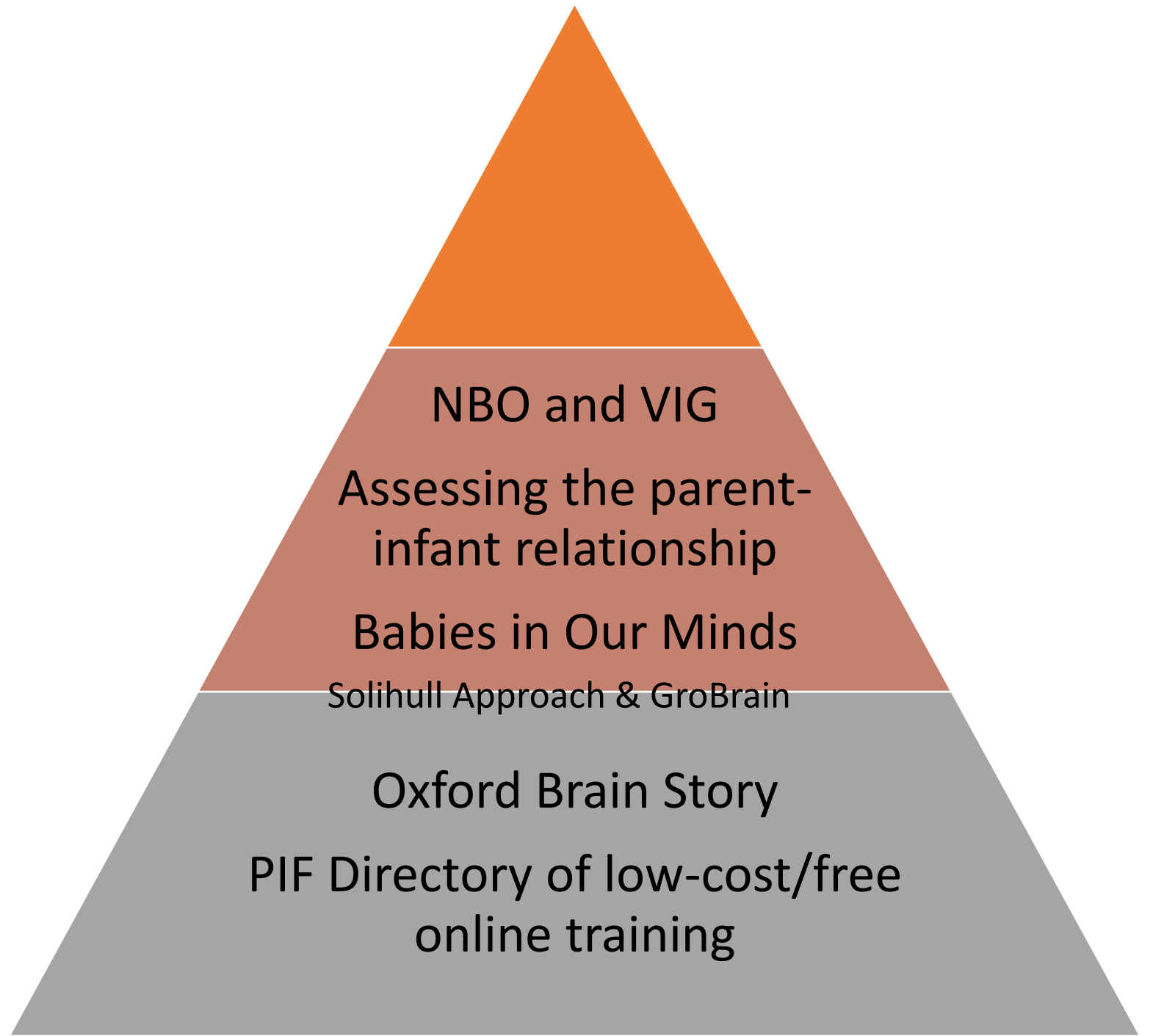
Example: Domain 4 (assessment of caregiving)

Level 1 - “Knowledge of the different methods by which formal assessment can be undertaken (e.g. parent report measures and observational measures)”

Level 2 – “Ability to apply the knowledge and to use standardised assessment methods”

Level 3 - “and to train and supervise other professionals in the use of assessment methods.”

Examples of staff trainings



Great news!!!

There is no workforce development plan

We are already short of level 3 staff

Likely shortages of level 2 staff soon

Start with what you can

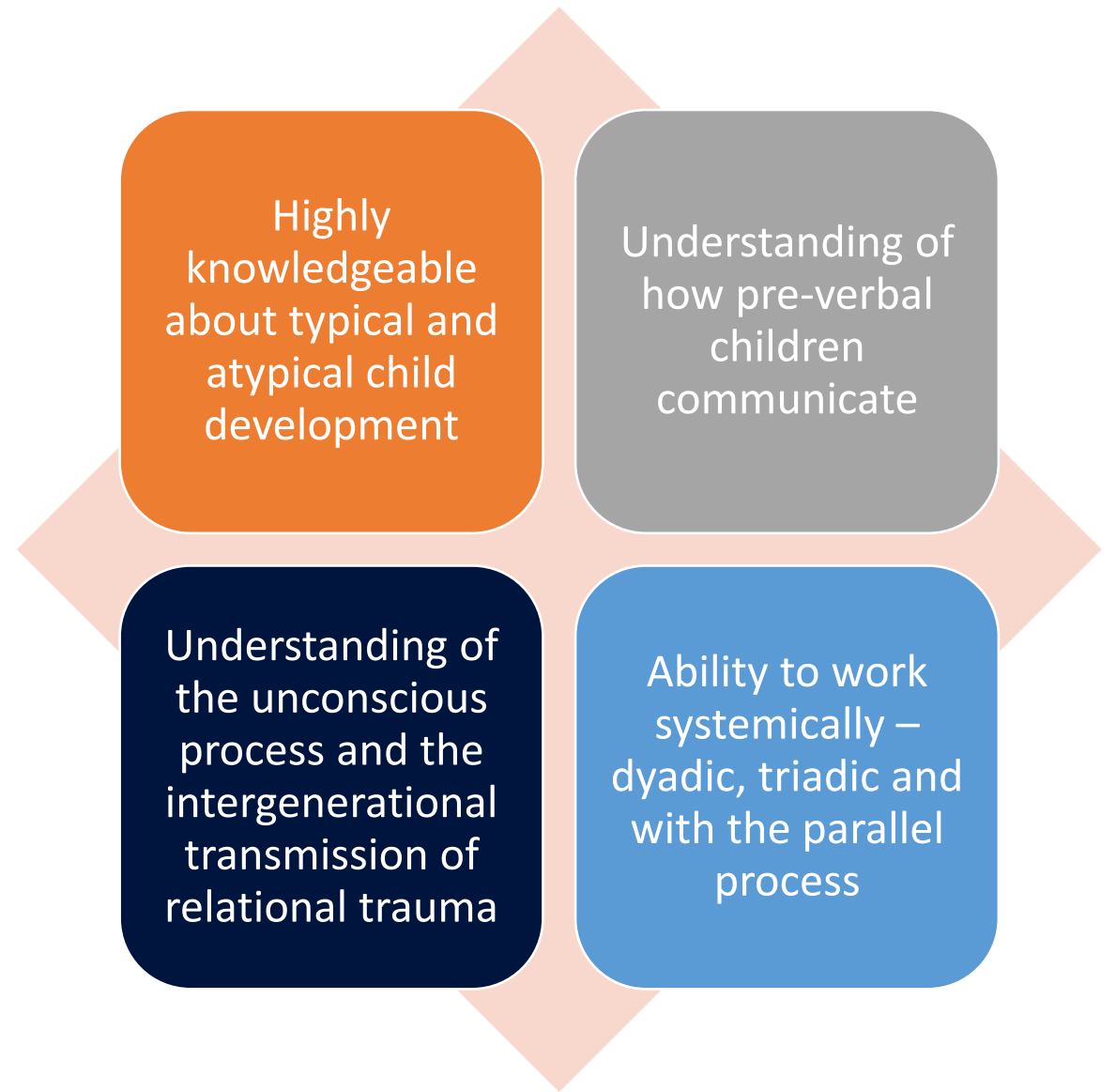
- have a training plan and budget
- secure specialist supervision



Which staff do IMH services need?

- A combination of:
 - Psychologists
 - Parent-Infant Psychotherapist
 - Child Psychotherapist
 - Health Visitor
 - Midwife
 - Occupational Therapist
 - Paediatrician
 - Family Support Worker
 - Parent-Infant Therapist
 - Social worker
- Clinical leadership: a highly experienced consultant psychologist/ psychotherapist, and ideally one of each

What distinguishes 'parent-infant' work?



Who do you need in an IMH service?

- The only sufficient professional pre-qualification training currently is parent-infant psychotherapy. Child psychotherapists and psychologists top-up with a little post-qualification training.
- High-level mental health skills – “birthing a new speciality”
- IMH champions with the desire to learn and be constantly reflective
- Personal qualities suited to complex, team orientated work with highly-risky families.
- Lessons from Queensland – many people have relevant training, skills and qualities – start with what you have and train on the job.



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