

JOB DESCRIPTION

Job Title: Advanced Practitioner- Approved Mental Health Professional (AMHP)

Directorate & Section/Unit: People - Adult Social Care - Mental Health

Reporting to: AMHP Team Manager

Supervisory Responsibility for: AMHP Trainees

Salary Grade: PO2

DMA Management Level: Level 1 Supervisor

DMA Span of Control: 1

Our People Values:

To uphold and act in accordance with Worcestershire County Council's values:

- **Customer Focus** - Ensure delivery of a high-quality service which meets the needs of customers
- **Can Do Culture** - Be proactive to achieve excellence, finding solutions and creative ways of working
- **Freedom within Boundaries** - Make constructive change through cohesive decision making, ensuring services are responsive.

Purpose of job:

- To undertake the statutory roles of an AMHP as laid out in the Mental Health Act 1983 (as amended) and the Code of Practice (Mental Health Act 1983)
- To provide a consultative role within Adults Services based on developing understanding of the Mental Health Act (1983) and the role of the AMHP.
- To work collaboratively with health partners, Police, Courts, West Midlands Ambulance Service to convene and undertake Mental Health Act assessments.
- To use expert knowledge and skills to manage complex / forensic cases
- To Supervise and support Worcestershire AMHP trainees

Main Activities & Responsibilities:

- To ensure statutory requirements are met, working within the requirements of the Mental Health Act 1983, Care Act 2014, Mental Capacity Act 2005, and any other relevant legislation, guidance and codes of practice.
- To make independent judgements about the need to make applications for admission to hospital, Community Treatment orders or Guardianship under the Mental Health Act (1983), ensuring those decisions are informed by comprehensive assessment of risk and risk management options
- To undertake timely Mental Health Act assessments of clients in the community, psychiatric hospitals and any other relevant settings, e.g. Hospital Place of Safety, Police stations, Courts, Prisons and General Hospitals.

- To Prepare reports and make applications to the Magistrates Court for warrants under the Mental Health Act.
- In conjunction with the County Councils Legal team and the AMHP Manager, to prepare reports and present evidence in relation to the appointment of Acting Nearest Relatives.
- To work alongside the Team Manager to ensure effective management and prioritisation of AMHP referrals.
- To deputise for the Team Manager as required.
- To assist with recruitment and selection of staff
- To provide (as required) supervision, reflective practice sessions and support to staff both within the AMHP team and the wider adults social care service.
- Ensure that professional registration is kept up to date alongside AMHP requirements and take ownership of own professional development, attending training, workshops, courses and meetings
- To identify, challenge and, where possible, redress discrimination and inequality in all its forms in relation to AMHP practice
- To have an understanding of and respect for people's qualities, abilities and diverse backgrounds, and be able to identify and counter any decision which may be based on unlawful discrimination
- To provide consistent expert advice in line with changing legislative requirements, government guidance and evolving best practice and keep abreast of developments (RiPFRA, SCIE, DoH)
- To establish mechanisms within the team to promote practice development and ensure opportunities are available for reflective practice.
- To lead on specific projects including service development as required.
- To promote the rights, dignity and self- determination of people we support consistent with their own needs and wishes, to enable them to contribute to the decisions made affecting their quality of life and liberty. To demonstrate a sensitivity to individuals needs for personal respect, confidentiality, choice, dignity and privacy while exercising the AMHP role
- To consider alternatives to informal or compulsory admission where the eligibility criteria are met, to provide tailored advice and information to the person or carers needs and/or situation referring to other agencies where applicable
- To prepare reports of AMHP work within established time frames and guidelines and to utilise appropriate paper and electronic recording or work undertaken
- To identify where it is appropriate to carry out specialist assessments, including but not limited to Mental Capacity assessments, transportation risk assessments and full risk assessments
- To apply legal and professional knowledge and skills balancing protection, risk and support in order to achieve positive outcomes for the person
- To take a professional leadership role in cases where a person's needs/situation is complex or ambiguous, or where there is dispute amongst those who have an interest in the persons welfare
- To identify and be responsible for relevant decision making and intervention required to protect those at risk and undertake any necessary actions proportionate to the need/situation

- Where required to write court reports and give evidence in relation to adults at risk during legal proceedings
- To assist with the training of AMHPs by providing support and feedback during their “shadow” assessment practice
- To attend, participate and periodically lead team discussions and development
- To act as a champion in an area of expertise/special interest
- To attend and utilise supervision and appraisal to identify opportunities for development, new ways of working and reflection on practice
- To follow government guidance and evolving best practice whilst facilitating a culture of innovation, accountability and empowerment amongst staff
- To build professional relationships with organisations, agencies and stakeholders to improve and promote joint working and effective service delivery.
- To work with adults safeguarding policies and procedures ensuring clear concise and accurate recording of work undertaken is maintained whilst interpreting and analysing information that can impact on risk and ensure the safety of adults by explaining clearly, and with sound rationale, highly complex safeguarding information to a wide range of professionals.
- Evidencing understanding of the need to safeguard and promote the well-being of children and adhere to children’s services policies and procedures as necessary

Generic Accountabilities:

- To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff in their development and training
- To undertake other such duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job
- To undertake health and safety duties commensurate with the job and/or as detailed in the Directorate’s Health and Safety Policy
- The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Council’s Equality and Diversity Policy
- Working with some vulnerable children, young people and adults can, at times, be emotionally challenging for which appropriate support will be provided through management supervision. The post holder must be able to deal with such mental demands.
- This post is exempt from the Rehabilitation of Offenders Act and / previously met the definition of Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006) and is therefore subject to an enhanced Criminal Records Check (Via the Disclosure Barring Service, DBS) (as defined by the Police Act).
- This post meets Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012) and is subject to an enhanced Criminal Records Check (Via the Disclosure Barring Service, DBS) and the relevant children and/ adults barred list(s) checks.

- The Code of Practice on the English Language Requirement for Public Sector Workers (the fluency duty) applies to this post. Therefore, an ability to fulfil all spoken aspects of the role with confidence through the medium of English is essential for the post.

Contacts:

In all contacts the post holder will be required to present a good image of the Directorate and the County Council as well as maintaining constructive relationships.

Internal: DMT, Service Managers, Operational Staff, Legal Services, Joint Commissioning Unit

External: Service Users, their carers and family, staff of partnership agencies, e.g. Housing Managers of District Councils, Health Managers and operational staff of these agencies, Senior Police Officers, Care Quality Commission.

Additional Information:

- The ability to travel throughout the county, including areas where there is limited public transport and be able to reach, including but not limited to, families, young people, internal and external clients and within a timely manner
- The Council reserves the right to alter the content of this job description, after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility
- Reasonable adjustments will be considered as required by the Equality Act.

Author: Faith Robsinson-Wain

Date: 4th July 2022

Date of grading confirmation: 5th July 2022

*** WCC is aiming towards a 5-level management organisational structure with level 5 being the Chief Executive.**

PERSON SPECIFICATION

Job Title: Approved Mental Health Professional (AMHP)
Directorate & Section/Unit: People- Adult Social Care- Mental Health
Salary Grade: PO2

EXPERIENCE: (Of delivering outcome/objectives/service improvements etc, not just time served)

It is **essential** that the post holder has:

- Substantial experience working as an AMHP
- Substantial experience of undertaking MHA assessments
- Significant experience of promoting and implementing equality and diversity
- Significant experience of working with health or other agencies to deliver better outcomes for people
- Significant experience and use of IT systems and communications tools.
- Proven experience of producing clear and precise reports.

It is **desirable** that the post holder has:

- Supervisory experience

KNOWLEDGE, SKILLS AND ABILITIES:

It is **essential** that the post holder has:

- Expert knowledge of Mental Health Act (1983), Mental Health Act Code of Practice (1983)
- Expert knowledge of the Care Act 2014 Mental Capacity Act 2005 (and its code of practice) and Deprivation of Liberty Safeguards (and its code of practice), the Mental Health Act 1983 and other key legislation as is applies to people who are deemed to lack capacity.
- Specialist knowledge of theoretical and legislative framework which underpin the Mental Health Code of Practice
- Knowledge and applications of the making safeguarding personal principles
- An ability to work within agreed targets and timeframes
- Ability to stay calm in challenging circumstances
- Excellent verbal and written communication skills and ability to present information appropriately
- Demonstrable ability to work effectively across organisational and professional boundaries.

- Demonstratable understanding of and respect for individuals' qualities, abilities and diverse background
- Ability to chair meetings effectively
- Ability to manage and mentor staff within a Team
- Experience of motivating and supporting staff through change
- Experience of utilising research to develop and inform practice.
- Experience of leading on specific projects.
- Ability to organise and prioritise a complex workload and manage conflicting demands.
- Proven ability to operate within established policies and procedures.
- Proven ability to evaluate the effectiveness of the services to meet outcomes and contribute to development of new ones.

It is **desirable** that the post holder has:

- Understanding of the principles of Adult Social Care funding

QUALIFICATIONS/TRAINING & DEVELOPMENT:

It is **essential** that the post holder has:

- A recognised Social Work, Community Psychiatric Nurse or Occupational Therapy qualification and registration and maintenance of registration with regulatory body.
- Valid Warrant to practice as an AMHP and evidence of maintenance of this.
- Demonstrable commitment to continuing professional development

It is **desirable** that the post holder has:

- Practice Educator Teacher award, PQ6 or enabling others element of the former Specialist award in Social Work or stage 3 of the former postgraduate diploma in Higher Specialist work in Mental Health Services (AMHP)
- Level 1 qualification in Essential Digital Skills or evidence of excellent IT skills in Microsoft Office

ADDITIONAL INFORMATION

It is **essential** that the post holder has:

- Commitment to equal opportunities, anti-discriminatory and anti-oppressive practice
- Commitment to training and professional development
- Ability to travel throughout the county

- May be required to work outside the county
- Commitment to Multi Agency Working
- Commitment to the development of quality services

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