

Job Description

Approved Mental Health Professional(AMHP)



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Job Description

Job Title Approved Mental Health Professional(AMHP)

Location The Avenue Centre/Civic Offices

Grade/Salary Range RGSW7 SCP 33 to SCP 39

Service/Directorate Directorate of Adult Care and Health Services

Job Purpose

- To act as the technical authority with acknowledged depth of expertise in conducting Mental Health Act Assessments and fulfilling any other AMHP related roles and duties across all service user groups.
- Support the Team Manager/Lead AMHP to provide clear and responsive practice, supervision, and promote the highest professional standards in social care practice.
- Promote a culture of continuous professional development across Adult Social Care and with Health colleagues to enhance the quality of practice and staff wellbeing.

Main Duties and Responsibilities

1. Main Duties

- Ensure that the requirements of the MHA 1983 (as amended 2007) are met, it's Code of Practice followed and that service users rights under the ECHR (Human Rights Act 1998) are upheld.
- To consider all requests made for Mental Health Act Assessments, and make independent judgements considering a wide range of external factors and influences.
- To undertake and manage the process of the Mental Health Act Assessments and the management of the environment throughout potentially highly distressing, volatile and emotionally unpredictable situations.
- To ensure the Application of the least restrictive options, social perspectives and values as set out on Schedule 2 of the MHA 1983 (as amended 2007), are always considered.
- To decide whether to make an application for a compulsory admission to hospital under Part 3 or for treatment under Part 2 of the Act(S13)
- To ensure and take responsibility for full compliance with Safeguarding Adults and Safeguarding Children procedures, including making referrals in response to concerns identified at Mental Health Act Assessments and complete Mental Capacity and/or Best Interests Assessment as agreed.

- Ensure full compliance with statutory regulations, policies, procedures, best practice and professional standards within the Directorate including those of relevant partner agencies such as Health, Voluntary Sector or Private Providers.
- Maintain high standards of service user care, ensuring individuality and dignity is always maintained, whilst promoting independence and the possibility of recovery.
- Ensure the timely and accurate recording of relevant data relating to adults/young people and carers on appropriate systems, such as the electronic case management system and document management system, in line with the processes, standards and protocols of the Council.
- To operate within statutory requirements, national, local and Reading Borough Council's policies and procedures to promote and deliver of a safe and excellent service.
- To maintain and develop professional practice consistent with registration by the Social Work England as a social care practitioner.
- To assist in the development of community services by flexible and imaginative practice when considering how to meet identified needs and support others offering advice where required

2 Key accountabilities

2.1 Service Direction

- Support a high-performance culture that drives continual improvement, efficiency savings and high levels of customer satisfaction.
- Operate to the priorities and plans, vision and objectives of the service to ensure effective delivery to the agreed service standards and targets.

2.2 Leadership and Management

- Day to day responsibility for working alongside experienced professional staff and managers.
- In the role of senior/lead practitioner provide practice leadership and case work consultation/advice especially relating to legal issues to social workers and other colleagues operating within a multidisciplinary team, including mentoring and co-working.
- Provide clear, visible, motivational leadership to create a high-performance culture that drives continuous improvement and efficiency savings capable of delivering Service priorities.

- Ensure the Council's values are understood and embraced by the team; recognise and reinforce positive behaviours and address any behaviour that is undesirable.
- Provide cover for the Lead AMHP where appropriate
- Support the department in unpredictable situations where there is a national or local Emergency or incident through consultation with Line Manager.

2.3 Performance and Customer Focus

- Support the Team Manager in developing and implementing rigorous and effective performance management to drive forward service and practice improvements, including managing, monitoring and reporting on service performance standards.
- Support the delivery of high-quality performance and provide value for money with minimum risk. Deliver an outcome-orientated service that maximises productivity and throughput to make best use of finite resources.
- Support effective partnership working with internal and external stakeholders in order to achieve continuous improvement in the provision of services.
- Ensure that outstanding customer service is being delivered on a day to day basis in line with corporate and service standards.
- Work flexibly and respond positively to changing business requirements carrying out other appropriate duties within the scope of the nature and grade of the post.

2.4 Communication & Influence

- Ensure all communications are clear, effective and appropriately targeted in compliance with communication corporate standards. Deal effectively and professionally with challenging situations with all key stakeholders.
- Support the Team Manager to work closely with CCG/Integrated Care Partnership, Hospital Trusts and other partner agencies to ensure that business activities are appropriately integrated and meet the needs of Adults and Carers now and in the future.

2.5 Health and Safety and Data Management

- Promote and safeguard the welfare of adults at risk, ensuring this principle, culture and practice is embedded across the team and in all business processes and communications, in compliance with national and local procedures and protocols.
- Ensure that all personal data is handled securely and in strict compliance with the data protection legislation and local and corporate data management protocols and Caldicott principles.
- Ensure safe and efficient delivery of service by achieving high standards of health and safety and managing risk.

3. Flexibility

- As AMHP the role will operate flexibly across teams and within the service, as required.

4. Commitment to Equality

- Deliver the council's commitment to equality of opportunity both in the provision of services and as an employer. Promote equality in the work place and in the services the council delivers.

5. Corporate Values

- Role model the Council's values and support the principles of Team Reading - Working Together, Showing Efficiency, Being Ambitious and Making a Difference.

Scope of Job (Budgetary/Resource Control/Impact)

1. To implement the requirements of the Mental Health Act 1983 (amended 2007) and it's guidance, in order to inform recommendations for care or treatment.
2. To work in partnership with Direcortates and others in order to ensure efficient and effective outcomes for people.
3. To prepare detailed information and make recommendations about people's mental health needs and resources required to meet them.
4. A wide range of contacts within the Council and other Agencies to promote and deliver effective services for users and carers.
5. Line management of less experienced AMHPs and/or students.

Special/Other Requirements/Responsibilities of this Post

Level of DBS check required for this post Enhanced with a check of the barring lists

Does the post require a check against the list of people barred from working with vulnerable adults? YES

Does the post require a check against the list of people barred from working with children? YES

What other security/safer recruitment clearances are required for this post? None

(excluding standard identity/work permit/education qualification checks)

Is this post “politically restricted”? No

Responsibility for Health & Safety: LEVEL 2

Please specify responsibility for implementing the Council’s risk management strategy as it applies to the service, ensuring risks to service delivery and specific projects or initiatives are recognised and that actions are taken and monitored to mitigate risks identified None

Please specify any other Statutory Duties and/or responsibilities of this post not already covered in the “Main Duties & Responsibilities” above There may be occasions when Care Act 2014 duties overlap the role of AMHP and therefore the postholder would be expected to undertake the necessary duties required by RBC as agreed with the Line Manager.

Person Specification

Qualifications/Education/Training

1. Approved Mental Health Professional (AMHP) / Approved Social Worker (ASW), Psychiatric/Learning Disability Nursing, Occupational Therapy or Chartered Psychologists, Social Work England or Equivalent Registration.
2. Appropriate Post Qualifying Moderated Training eg PQ Level 1 or 2 / Consolidation or Specialist / Practice Teacher of Enabling Learning or equivalent/ DPSP (Developing Professional Specialist Practice) / GCPP (Graduate Certificate in Professional Practice) and CPSP (Consolidation and Preparation for Specialist Practice) in Mental Health.

Experience

1. Qualified as an AMHP.
2. Substantial post qualification experience (minimum of two years post qualification before commencement on the AMHP course) in a statutory mental health services fieldwork environment as the case holder for a range of complex cases
3. Advanced knowledge of the legal and social care policy framework.

Skills, Abilities & Competencies

- Ability to produce high quality and timely assessments and relevant statutory reports.
- Uses advanced analytical, creative and developmental skills to interpret varied and complex information or situations and propose effective interventions.
- Able to produce solutions or strategies to achieve long term objectives for the client and/or their carers/ family with a primary emphasis on the 'Social and Recovery Model'.
- Exercises very highly developed skills in engaging individuals who have an exceptionally demanding range of needs/behaviours
- Commitment to delivery of services to the public in line with equality and diversity policy and procedures.
- Ability to convey wide ranging, complex and contentious information to a range of audiences including colleagues, colleagues in other agencies and members of the public.
- Ability to use supervision for consultation and feedback regarding any areas of delegated authority.
- Sound understanding of the professional, legal and policy issues including safeguarding.
- The ability to identify opportunities for service development and to assist the Team Manager to implement service change.
- Leadership skills to assist the Team Manager in the promotion of a culture of high quality staff support, supervision and appraisal.
- The ability to use coaching skills and enabling approaches whenever possible to support people to maintain or regain independence and to encourage service users and carers to use universal services to meet ineligible and/or unmet needs

- The ability to manage time and workload effectively, prioritising work and raising risks with the Team Manager as appropriate.
- The ability to use own initiative to respond independently to difficult problems and unexpected situations and seek advice when necessary.
- The ability to communicate fluently, verbally and in writing, with a wide range of people.
- The ability to write complex reports, working under pressure, meeting deadlines and dealing with interruptions.
- To be able to operate our electronic social care system and to use an electronic calendar, word processing and spreadsheets.
- The ability to maintain own wellbeing and that of others, possession of emotional resilience in order to manage competing demands and challenging situations.
- Ability to work well with colleagues on all levels and from other disciplines as a member of a team. Demonstrate and communicate a clear understanding of own role and that of others.
- The ability to provide professional supervision and line management to less experienced AMHPs.
- The ability to use supervision effectively and to implement reflective practice.
- The ability to implement the principles of best value and to identify the most cost effective solutions.

Specific Working Requirements

- Be prepared to lead on service development and policy work within the service.
- Be prepared to work outside office hours to respond to specific service requirements.
- Satisfactory Enhanced Criminal Records Bureau Disclosure