

GLPC Job Description

Job Title	Approved Mental Health Professional (AMHP) - Advanced Professional		
Location	Various throughout Devon		
Reporting to (job title)	AMHP Team Manager		
Service/Section/School	Adult Social Care /Children's Services		
Effective date	1 st October 2021		
Evaluated Grade	H	JE Job Number	G.2507-1

Job Purpose

The Approved Mental Health Professional - Advanced Professional will:

- As an Approved Mental Health Professional (AMHP), the postholder will be expected to undertake the full of range of statutory duties and responsibilities in relation to the application of the Mental Health Act (1983) (MHA) and related legislation including the Debt Respite Scheme (Breathing Space Moratorium and Mental Health Crisis Moratorium) (England and Wales) Regulations 2020
- Provide a specialist AMHP role across the organisation, including leadership, supervision, expert advice and support based on good evidenced based and legally robust professional mental health practice.

All AMHP - Advanced Professionals have the responsibilities outlined below

Leadership and Supervision

- Provide countywide professional supervision and guidance to non-AMHP qualified staff and students in relation to the Mental Health Act and associated legal frameworks.
- Provide on the job training, coaching and mentoring of all Trainee AMHP's which may include undertaking direct observations of practice.
- Co-work and coach less experienced workers on cases so they can benefit from the greater experience and expertise of an AMHP.
- Contribute to AMHP associated operational developments within the AMHP Service and partners in line with the expectations of the National AMHP Workforce Strategy (2019), the National AMHP Service Standards (2020) and the aims of the Review of the Mental Health Act (2018).

Day to Day Operations

- Undertake the duties of an AMHP as defined in the Mental Health Act and associated regulations.
- Provide support to Team Managers in:
 - the allocation of cases and workloads
 - resolution of service delivery issues within the service area
 - ensuring case work is appropriately planned, critically evaluated and reviewed
 - the achievement of expected performance according to standards, policies and procedures
 - audit activity across the service, with a particular emphasis on the quality of practice.
- Chair meetings and deputise for Team Managers at practice-based meetings as required.
- Effectively use and manage appropriate financial resources within available budgets.

- Contribute to the induction of new starters under the direction of the Team Manager.

Practice Lead

- To champion high standards of professional practice both within the team and across the county by:
 - encouraging and supporting opportunities for reflection and learning from practice
 - promoting practice which is evidence based and informed by relevant research, legislation and up to date case law
 - maintaining expertise and up-to-date knowledge of developments in the field
 - identifying and making plans to address areas of practice that require development, both for individuals and the team.
- Support the embedding of excellent practice through a variety of learning and development opportunities.
- The post holder must be committed to addressing racial disparity and be able to demonstrate an ability to work in an anti-racist and anti-discriminatory way, and to promote these approaches within their practice.
- Lead and participate in training and development activities as necessary to ensure up to date knowledge and skills to meet national standards including encouraging and supporting opportunities for critical analysis and learning from practice.
- Make links with training/learning providers to maintain up to date knowledge which will promote evidence-based practice and inform relevant research.
- Have a developed knowledge of social care policies and procedures, and maintain up to date knowledge of new, and amended legislation and national guidance.

Specialist AMHP work

- Meet statutory responsibilities of an AMHP, including arranging and undertaking Mental Health Act assessments, the making of application to Magistrates' and County Courts, and carrying out social supervision for those mentally disordered offenders conditionally discharged into the community.
- Ensure timely and legally compliant AMHP reports for all statutory activity, including those assessments that lead to compulsory detention in hospital.
- Ensure attendance at mandatory AMHP update training as required by regulation.
- Undertake AMHP Approval / Re-approval procedures as per statutory and local / national requirements.
- Support others in the management of complex casework including court work.
- Demonstrate and maintain high levels of professional practice in line with professional standards, the relevant codes of practice and the expectations of the organisation.
- Actively promote the independence of the AMHP role both within the organisation and externally and be legally accountable for own decision making.
- Report to the appropriate Line Manager on case progress, risks, areas for escalation and outcomes.

General

- Act in accordance with all relevant legislation and statutory guidelines and Devon's Social Care policies, standards and procedures.
- Comply with the requirements of the organisation's policies, procedures, and staff instructions, including responsibilities under Health and Safety Policy and Procedures.
- Work collaboratively and flexibly in order to be responsive to the wider practice needs of the service, including moving to different teams or having oversight of practice-based work of those outside the team when required.

- Invest in continual professional development in order to properly fulfil the functions within this role (professional capability framework/regulatory body).
- Undertake other duties appropriate to the post as required by the Senior/Line Manager.

Person specification:

Attribute	Essential	Desirable	Method of Assessment
Management	<ul style="list-style-type: none"> ◦ Supervision skills ◦ Knowledge and experience of providing on the job training, coaching and mentoring ◦ Experience of providing professional and legal support to colleagues working with individuals who are deprived of their liberty 	<ul style="list-style-type: none"> ◦ Project management experience ◦ Experience of line management of staff 	Application form/ Interview/ Assessment Centre
Experience	<ul style="list-style-type: none"> ◦ Substantial post-qualifying experience as a Registered Social Worker, Occupational Therapist, First Level Nurse (mental health or learning disability) or Chartered Psychologist ◦ Proven experience as an experienced professional in line with professional standards ◦ In depth knowledge of mental disorder and the application of the Mental Health Act ◦ In depth knowledge of specialist practice within the MCA/DoL/LPS arena ◦ Evidence of substantial post-qualifying training and development commensurate with this role ◦ Understanding of the regulatory and inspection framework within which services operate ◦ Proven collaboration with multi-agency partners ◦ Working and reporting within a legal/court environment ◦ Complex case management ◦ Leading improvement and challenging the quality of social care practice in the application of the standards expected ◦ Ability to develop specific areas of professional practice 	<ul style="list-style-type: none"> ◦ Demonstrable experience of supervising adult learners in practice ◦ Working within at least two different Social Care environments ◦ Knowledge of models of intervention, their effectiveness and outcomes 	Application form/ Interview/ Assessment Centre
Practical Skills	<ul style="list-style-type: none"> ◦ Ability to negotiate, challenge and manage conflict ◦ Ability to exercise individual judgement and consult where and when appropriate ◦ Ability to be flexible and creative ◦ Assessment skills including the ability to undertake robust risk assessments ◦ Facilitate the development of professional judgment and decision-making skills in others 	Experience undertaking assessments under the MHA framework.	Interview/ Assessment Centre

	<ul style="list-style-type: none"> ◦ Ability to make recommendations for action in relation to complex situations including those where there may be significant risks ◦ Innovate and problem solve – open to change view in response to new evidence ◦ Time management and prioritisation skills ◦ Assertiveness in appropriate situations ◦ To lead group learning and development sessions ◦ Assess and analyse service users in the context of complex family situations, networks and communities ◦ Coach and mentor staff on the job to enable them to take responsibility for their own practice depending on their knowledge, experience and skills 		
Communication	<ul style="list-style-type: none"> ◦ Excellent communications skills with a wide variety of people, partners and stakeholders, both verbally and in writing ◦ Ability to provide accurate and timely reports and statutory documentation e.g. AMHP paperwork and reports for the Court/Tribunal ◦ Ability to represent the Council in a professional capacity ◦ Ability to give evidence in court ◦ Identifying situations which provoke media interest or where the reputation of the Council is at stake and to make sure that the Team Manager is informed and kept up to date with developments 	<ul style="list-style-type: none"> ◦ Experience of producing legal reports ◦ Experience of giving evidence in Court ◦ Experience of presenting to groups in a teaching/learning setting 	Interview/ Assessment Centre
Personal Qualities	<ul style="list-style-type: none"> ◦ Ability to remain calm and make decisions in pressured situations when people may be experiencing high levels of stress and expressed emotion ◦ Person centred, with the ability to empathise and relate to the views and needs of the person and their family/ networks ◦ Ability to create effective working relationships with service users and other professionals ◦ Ability to work independently on own initiative and as part of a team ◦ Demonstrate evidence of ongoing learning to meet the regulatory bodies regulations and requirements of the AMHP role 		

	<ul style="list-style-type: none"> ◦ Ability to develop self, with a genuine interest in developing others, including mentoring ◦ High level of commitment to professional education and to the development of others ◦ Demonstrate ability to practice in an anti-discriminatory and anti-racist way 		
Strategic Thinking	<ul style="list-style-type: none"> ◦ Ability to contribute to service development ◦ Awareness of direction of Social Care and Health policy and legislation ◦ Promote a culture of professional curiosity embracing and promoting the involvement of professionals in research and evaluation ◦ Contribute to the identification, planning and meeting of staff development needs within the workplace ◦ Promote, articulate and support a positive AMHP identity within the organisation and through external collaboration with others including people being deprived of their liberty, professionals, carers and family members 		
Technology / IT Skills	<ul style="list-style-type: none"> ◦ Working knowledge of IT systems including Microsoft Office, Internet and Email ◦ Ability to record, evidence and communicate using technology ◦ Application in relation to practice in the role 	<ul style="list-style-type: none"> ◦ Experience of using electronic case management systems 	
Qualifications, Education and Training	<ul style="list-style-type: none"> ◦ Hold a recognised AMHP qualification ◦ Hold a recognised qualification in: Social Work, Occupational Therapy, First Level Nursing (mental health or learning disability) or Psychology ◦ Registration with the appropriate professional regulatory body (Social Work England, The Health and Care Professions Council (HCPC), Nursing and Midwifery Council Chartered Psychology) 	<ul style="list-style-type: none"> ◦ Completion of PQ Award ◦ Evidence of an up-to-date continual professional development log ◦ Have undertaken regulatory approval programmes (e.g. in children's National Assessment and Accreditation Scheme) 	Sight of original qualification certificates and check regulator website for registration
Equal Opportunities	<ul style="list-style-type: none"> ◦ Devon County Council and its staff have a statutory obligation to implement anti-discriminatory and equal opportunities when carrying out their duties 		Demonstrate knowledge at Interview
Physical	<ul style="list-style-type: none"> ◦ Ability to carry out the duties of the post with reasonable adjustments where necessary 		OH1

Other relevant factors	<ul style="list-style-type: none">◦ Commit and conform to DCC Customer Service Standards◦ Have received all required COVID vaccines and boosters unless exempt◦ Applicants must hold a valid UK driving licence and have access to a car (exceptions may apply under the Equality Act 2010)	
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