

LONDON BOROUGH OF HACKNEY

JOB DESCRIPTION

POST TITLE:	Dedicated Approved Mental Health Professional (AMHP)
DIRECTORATE	Adults, Health and Integration
SERVICE	Adult Social Care
GRADE:	PO5
RESPONSIBLE TO:	Team Manager (AMHP)
RESPONSIBLE FOR:	N/A

PURPOSE OF THE JOB

This is a London Borough of Hackney (LBH) role, based at East London NHS Foundation Trust (ELFT). ELFT provides a comprehensive mental health service to people from a diverse range of cultures and ethnic groups covering the City of London, Hackney, Newham and Tower Hamlets. The post holder should be dedicated to providing high-quality mental health social care within diverse, multi-disciplinary teams, with focus on delivering exceptional interventions that achieve the best possible outcomes for individuals with mental health needs.

The post holder will:

- Work collaboratively with health adult social care to convene and undertake Mental Health Act (MHA) Assessments.
- Undertake the statutory role of an AMHP as laid out in the Mental Health Act 1983 (as amended) and Code of Practice (Mental Health Act 1983).
- Ensure that there is the highest standard of service and the provision of high-quality Mental Health Act assessments for the residents of City and Hackney.

ROLES AND RESPONSIBILITIES

To ensure statutory requirements are met, working within the legislative framework of Mental Health Act 1983, Care Act 2014, Mental Capacity Act 2005, and other relevant legislation, guidance and codes of practice.

The post holder will be responsible for ensuring that they work within departmental policies, procedures and guidelines including but not limited to Data Protection Act, confidentiality and

information sharing protocols, multi agency safeguarding procedures, and that these are adhered to and concerns raised in accordance with these policies.

To ensure MHA 1983/2007 and related statutory requirements are met:

- 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 MHA assessments of clients in community, hospital and other relevant settings e.g. Hospital Place of Safety, Police Stations, Courts, Prisons and A&E.
- To prepare reports and make applications to the Magistrates Court for warrants under s135 MHA.
- In conjunction with the Hackney Council's Legal Team and the AMHP Manager, to prepare reports and present evidence in relation to the displacement of Nearest Relatives if required.
- To be responsible for the management and prioritisation of AMHP referrals.
- To identify, challenge and, where possible, redress discrimination and inequality in all its forms in relation to AMHP practice.
- To understand and respect individuals' qualities, abilities and diverse backgrounds, and be able to identify and counter any decision which may be based on unlawful discrimination.
- To promote the rights, dignity and self-determination of patients consistent with their own needs and wishes, and 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.
- To ensure that adequate arrangements are in place for the care of any pets or property following a patient's admission to hospital.
- To prepare reports of AMHP work within established time limits and guidelines and use appropriate systems for recording work undertaken.
- To apply legal and professional knowledge and skills, balancing protection, risk and support in order to achieve positive outcomes for individuals.

PROFESSIONAL LEADERSHIP, DEVELOPMENT, AND WORKING IN BEST PRACTICE

- To take a professional leadership role in cases where individuals' needs/situations are complex or ambiguous, or where there are disputes amongst those who have an

interest in an individual's welfare.

- To assist with the training of student AMHPs by providing support and feedback during their 'shadow' assessment practice.
- To act as AMHP Practice Assessor to student AMHPs.
- To take ownership of own professional development; attending training, workshops, courses and meetings.
- To share learning and expertise across the organisation.
- To attend, participate and periodically lead team discussions and development.
- To attend and utilise supervision, AMHP Forums, peer supervision and reflect on work and practice.
- To contribute to the facilitation of a culture of innovation, accountability and empowerment amongst staff.
- to carry out required annual refresher training to retain appropriate legal literacy and knowledge to practice effectively as an AMHP.

SERVICE DEVELOPMENT

- To contribute to the development of the service i.e. by communicating new ideas or practice issues through means such as briefings, AMHP forum, or team meetings.
- To take opportunities to network and build professional relationships with organisations, agencies and stakeholders to improve and promote joint working and effective service delivery.

PERFORMANCE

- Take ownership of and responsibility for delivering against team and individual performance targets.

TO WORK WITHIN SAFEGUARDING POLICIES AND PROCEDURES

- To ensure clear, concise, and accurate recording of work undertaken, and good electronic file management is maintained whilst interpreting and analysing information that can impact on risk and ensure the safety of vulnerable adults by explaining clearly, and with sound rationale, highly complex safeguarding information to a wide range of professionals.
- To develop and maintain constructive relationships with a broad range of internal and external stakeholders and specifically with the Police, Health, and voluntary sectors.
- To escalate any evidence of ineffective safeguarding arrangements.
- To evidence an understanding of the need to safeguard and promote the well-being of children and adhere to children's services policies and procedures as necessary.

- The nature of this post will require flexibility to meet service needs as they arise which may include some work outside normal office hours including responses to emergencies.

The job description is not intended to be exhaustive. The post holder will be expected to adopt a flexible attitude to the duties which may have to be varied after discussion, subject to the needs of the service and in keeping with the general profile of the post.

Hackney is committed to an Equal Opportunities Policy, which affirms that all staff should be afforded equality of treatment and opportunity in employment irrespective of sex, sexuality, gender identity, age, marital status, ethnic origin or disability. All staff are required to observe this policy in their behaviour to other employees and individuals they work with.

ANTI-RACISM & EQUAL OPPORTUNITIES

Hackney aspires to be an anti-racist organisation. The post holder should demonstrate through personal and professional example, a commitment to dismantling systemic racism, discrimination and injustice. We expect staff to make anti-racism and anti-oppressive ways of working a foundation of their practice.

To demonstrate a commitment to Anti-racism, equality of opportunity for all groups of staff and service users and to challenge discrimination, racism, sexism and other forms of unjust behaviour. Actively cultivating an inclusive, learning environment, celebrating cultural, heritage and religious diversity.

The post holder is expected to be committed to the Council's core values of public service, quality, equality and empowerment and to demonstrate this commitment in the way they carry out their duties

NB: All employees are expected to adhere to the Council's Diversity & Equality and Health and Safety Policies.

Hackney is committed to safeguarding and promoting the welfare of children and vulnerable adults and operates stringent safer recruitment procedures.

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PERSON SPECIFICATION

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ESSENTIAL CRITERIA

- Recognised Professional Core Qualification (Social Work, Community Psychiatric Nurse, Occupational Therapy or Psychology) and registration Professional regulatory body.
- AMHP Qualification.
- Current or recent valid warrant to practice as an AMHP, and maintenance of AMHP refresher training.
- Satisfactory Disclosure and Barring Service (DBS) check.
- At least two years post-qualification experience as an AMHP organising and undertaking MHA assessments in a range of settings.
- Detailed knowledge of 1983 Mental Health Act and related legislation.
- Ability to positively and clearly communicate to a wide range of people.
- Ability to stay calm under pressure.
- Good IT competency.
- Ability to work as part of a multi-disciplinary team and independently.
- Good record keeping skills.
- Experience of liaising and working effectively with service users, their families/carers, other professionals and agencies to achieve the best outcomes for people.
- Experience of working with diverse communities.
- Commitment to anti-oppressive and anti-discriminatory practice.

DESIRABLE CRITERIA

- Experience of acting as AMHP Practice Educator/Assessor for trainee AMHPs.
- Best Interest Assessor Qualification and experience of undertaking DoLs assessments.

NB: All employees are expected to adhere to the Council's Equality & Diversity and Health & Safety Policies.