

Role Profile

Job Title:	Approved Mental Health Professional
Location:	Colindale
Department:	Mental Health
Directorate:	Communities Adults and Health
Grade:	J
Type of Working:	Office based
Reports to:	AMHP Lead/ AMHP Team Manager

Job Purpose:

To act as a full time Approved Mental Health Act Professional (AMHP) for London Borough of Barnet as required by the Mental Health Act, carrying out all AMHP duties, including triaging referrals, liaising with GPs and other key partner agencies to develop and maintain multi-disciplinary and multi-agency working.

To provide a high quality, comprehensive assessments involving as appropriate the views and input from Nearest Relatives, other relatives, other service providers (both NHS Trust and external) and carers.

To assess and where appropriate arrange admissions to hospital either under the Mental Health Act (1983) or on a voluntary basis or refer/signpost to alternative least restrictive alternatives to admission.

To safeguard adults and carers at risk of harm and promote Making Safeguarding Personal principles and their well-being.

To provide unsocial hours by participating in the Out of Hours AMHP Rota

To act or and train as Practice Learning Educator to facilitate training of AMHP's

2. Key accountabilities:

- To act as an AMHP within the scope of both the Mental Health Act 1983 (MHA 1983) (as amended 2007) and the Mental Capacity Act 2005 (MCA 2005) to ensure that legislative requirements for assessment and, where necessary detention, are met whilst ensuring patient's rights are upheld.
- To maintain own AMHP approval as required under the MHA 1983 and within locally agreed policy.
- Conduct appropriate risk assessments with individuals, their families and providers in line with Mental Capacity Legislation and good practice criteria.
- Ensure that the responsibility of safeguarding adults at risk is a fundamental element of the work of your work and that the Making Safeguarding Personal principles are embedded effectively.

- To have a working and applied knowledge of the Care Act (2014) as well as being acquainted with other legislation which may be relevant (e.g. Children Act 1989 and 2004), Mental Capacity Act (2005), Human Rights Act (1998), Trust policies and procedures. To observe the requirements all other legislation affecting the role and duties as an AMHP.
- To make independent judgements relating to disposals under the MHA 1983, taking into account a wide range of external influences and factors.
- To maintain up to date knowledge of mental health legislation as it affects the role of AMHP and to be prepared to account for decisions and judgements made whilst acting under Mental Health/Mental Capacity legislation.
- To ensure the protection of persons and safety of service users property throughout and following application of the MHA 1983.
- To be cognisant with issues relating to people from a wide diversity of backgrounds and to ensure that these are taken into account at all times.
- Ensure compliance with the London multi-agency adult safeguarding policy and procedures and Barnet safeguarding standards in relation to timescales, concerns, enquiries, planning, recording and audits.
- Maintain effective working relationships with partners who operate both within and outside of the council, including health, other care providers and colleagues to achieve an integrated approach to assessment, planning and review.
- Operate to the priorities and plans, vision, and objectives of the service to ensure effective delivery to the agreed service standards and targets.
- Ensure the Council's values are understood and embraced by the team; recognise and reinforce positive behaviours and address any behaviour that is undesirable.
- Work flexibly and respond positively to changing business and adult needs and carry out any other duties within the scope of the nature and grade of the post.
- 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.
- To deliver the service effectively, a degree of flexibility is needed, and the post holder may be required to perform work not specifically referred to above and which is on occasion outside of normal working hours and/or at locations that differ from the primary place of work.
- Such duties, however, will fall within the scope of the post, at the appropriate grade.

3. Financial Responsibilities:

4. Health and Safety Responsibilities:

As an employee of the London Borough of Barnet, you are required to:

- Abide by Barnet's health and safety policy and associated arrangements
- Complete mandatory health and safety training
- Follow safe systems of work and use devices/guards provided for safety.
- Wear/use personal protection equipment were issued and instructed to do so, including lone working devices.
- Report any Accident/Incidents/Hazards.
- Take care of your own and other's safety, health and wellbeing

5. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / Learning to Improve / Inclusive / Collaboration

6. Flexibility

In order to deliver the service effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

7. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

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Location:	Colindale, Barnet wide
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Reports to:	AMHP Lead/ Team Manager

Criteria	Essential/Desirable	Assessed by:
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Professional Membership/Qualification		
Approved Mental Health Professional	Essential	Application
Social Work Degree/ Diploma, Nursing or Occupational Therapy Qualification including registration of relevant professional body	Essential	Application
Experience & Knowledge		
To have a working and applied knowledge of the Mental Health Act (1983) and Care Act (2014) as well as being acquainted with other legislation which may be relevant (e.g. Children Act 1989 and 2004), Mental Capacity Act (2005), Human Rights Act (1998)	Essential	Application/Interview
Competent in the use of case management systems with an understanding and acceptance of how this benefits the efficiency, effectiveness, and safety of the service.	Essential	Application/Interview
Proven competency to handle confidential/sensitive personal information in an appropriate and secure manner in accordance with GDPR and Caldicott principles.	Essential	Application/Interview
To be cognisant of issues relating to people from a wide diversity of backgrounds, particularly in the context of mental health distress, and to ensure that these are taken into account at all times.	Essential	Application/Interview
Skill & Ability		
Proven depth and breadth of professional experience in case management, handling complex cases in a highly professional and effective manner.	Essential	Application/Interview
Ability to write concise and accurate reports, maintain records in accordance with statutory requirements and current records policy, utilise IT.	Essential	Application/Interview
To lead on complex referrals and assessments and disseminate learning	Essential	Application/Interview
To supervise AMHP training candidates and support AMHP colleagues as appropriate	Essential	Application/Interview
To evidence decision making and communicate outcomes and actions effectively	Essential	Application/Interview
Values & Behaviours (only include those that are relevant to the role, must have at least 1 behaviour per value)		

Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential/	Application/Interview
Empathy- I say “thank you” and “well done” where appropriate, and take time to ‘check in’ to see if the people I work with are ok	Essential/	Application/Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential/	Application/Interview
Learning to Improve		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Application/Interview
Agile- I am fully empowered to act within the scope of my role	Essential	Application/Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Application/Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Application/Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential	Application/Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Application/Interview
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Application/Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate	Essential	Application/Interview

Caring for **people**, our **places** and the **planet**

commitment to ensuring these align to what is best for Barnet		
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Application/Interview