

AMHP Advanced Practitioner

JE Code: JE2396



Values – We are dedicated, respectful, collaborative, we are Milton Keynes City Council

Service: Mental Health
Reports to: AMHP Lead / Manager
Job Family Professional/Technical
Grade: I
Political restricted: N
Date: November 2022

Key Deliverables

1.	Be part of the AMHP duty rota and carry out the AMHP's roles, responsibilities and accountabilities under the Mental Health Act as required. This may include needing to work outside of your contractual working hours to ensure they are managed within agreed timescales.
2.	To conduct assessments and manage cases including the need to make applications for compulsory detention in hospital under the Mental Health Act.
3.	Coordinate, manage and take responsibility in conjunction with other professionals for the health and safety of all participants (including Police and ambulance personnel) during the Mental Health Act assessment process.
4.	To adhere to the professional standards and continuous professional development as detailed in MKC policies and procedures and standards set by Social Work England.
5.	Undertake the assessment of adults and children with mental health problems including assessing risk and planning, implementing and reviewing services as appropriate to enable independent functioning and ensure that service users and their carers are protected from harm, referring on to other services where appropriate.
6.	Ensure excellent case management of varying complexity and joint working is delivered by the team, with a multi-disciplinary approach. Develop and implement monitoring and audit processes to ensure continued service improvement, including case reviews in line with national targets.
7.	Where relevant deputising for manager on cases specific to the post. Attending all relevant strategic and operational meetings as directed.
8.	Develop and build strong and productive relationships with colleagues and partner agencies, both internal and external to MKC. This will have the effect of more efficient use of resources, leading to improved outcomes for service users, patients and their families.
9.	Ensure data and information is captured and stored appropriately and to the highest accuracy to inform performance management and quality. Analyse data to provide management reports regarding operational performance and for returns to central government and associated bodies.
10.	The management of complaints allocated to them by the Team Manager regarding AMHP specific cases.

Within reason these key deliverables may evolve to meet service need and it is expected that you will be flexible and adaptable in your delivery to meet both service and council wide needs

Essential Requirements (key skills & qualifications)

1.	Qualified Social Worker registered with Social Work England.
2.	Approved Mental Health Professional (AMHP) Qualification. You will need to have at least two years post qualifying experience, as a warranted AMHP. In order to remain in the role of AMHP Advanced Practitioner, you must maintain your warranted status, or you will regress to H grade experienced social worker.
3.	Expert knowledge of the Care Act, Mental Health Act, Mental Capacity Act and other relevant legislation.
4.	Excellent understanding of mental health issues and possible impact on others.
5.	Excellent assessment and communication skills: able to accurately assess individual's circumstances in relation to the role and service and develop appropriate plans.
6.	To act as a mentor to AMHP trainees and provide high standard written evidence to affiliated University assessment board.
7.	Participate in regular professional supervision, both individual and group and take active responsibility for personal development and appraisal as well as supervising others in line with MKCC Policies and Procedures.

Job Family

Professional/Technical
Grade I

Colleagues expectations

- Be professional at all times
- Work together for the good of the team, council and local people
- Promote a supportive culture
- Challenge assumptions
- Take ownership
- Be willing to change and do things differently
- Always work in a safe manner

Managers expectations

- Be a role model by displaying positive behaviours at all times
- Make well-considered decisions
- Support, coach and communicate with my team
- Be accountable for my team's performance

Professional/Technical job holders rely upon their deep knowledge of the specialism or discipline in which they work to carry out vital tasks and provide authoritative advice to others. Often developing within recognised career paths, their evolving expertise sees them bear increasing responsibility for managing Council assets, the development of policies and procedures and the strategic direction of the functions they support.

Role characteristics

At this level job holders use their extensive experience and postgraduate level professional knowledge to take a lead in complex interactions with others, delivering change by evidence-based argument and persuasion. They exert professional influence on the organisational structures and procedures within their working area to enhance productivity, efficiency and customer satisfaction.

The knowledge and skills required

The advanced theoretical knowledge required to make appropriate judgements and decisions at this level is augmented by ongoing professional development and awareness of external legislative and societal change. Also, by a deeper understanding of the Council operational structures which both support and depend upon the job holder's actions and advice. Roles will be professional experts, providing guidance to those in earlier career stages.

While the majority of roles will have demands for manual dexterity in relation to typing and similar functions, other jobs will use a range of equipment requiring precision in their use and handling.

Thinking, planning and communication

Job holders will use their professional expertise to deal with complex, pressing issues on a day-to-day basis, but will also look well ahead and take a more strategic view of their project and service delivery objectives, shaping their teams' composition, approach and operating procedures in accordance with wider service goals mandated by service management.

The information exchanged at this level will be routinely complex and even contentious in nature. Job holders will, however, have additional demands placed upon them by the need to persuade others to adopt courses of action which they may not otherwise wish to take, based on evidence-based and reasoned argument. This will occur in written interactions but can also be the case in face-to-face verbal exchanges where job holders will advocate a position in response to opposing opinion in a formal or informal setting.

Decision making and innovation

Job holders will have the freedom to interpret policy and broad operating guidelines in order to shape their teams' detailed approach to meeting their corporate objectives and targets. They will deal with escalated, multi-faceted problems independently and will tend to only consult their manager on fundamental policy or resource issues.

Areas of responsibility

With a diverse range of jobs being represented at this level, the precise blend of responsibilities for which the job holder is accountable will depend upon the service in which they operate.

External facing roles will focus on the needs of people, whether external service users or partners and will be responsible for high impact decision making and the implementation of appropriate programmes on behalf of individuals or groups of people or enforcement of regulations which have direct and significant consequences upon those served. Such roles are likely to have at least one other elevated level of responsibility for such elements as finance, information assets, equipment or premises.

Internal facing roles are likely to have this pattern reversed, with the weightiest responsibility for highly valuable or significant financial and non-financial assets, but somewhat less accountability for the assessment of needs of individuals and groups.

Jobs will generally have formal line management responsibility and will not only allocate and check work, but also be directly involved in assessment, recruitment, and other human resource related procedures. Posts that do not have this level of managerial responsibility are likely to have compensatory levels of accountability in relation to the users of Council services, finance or other major asset(s).

Impacts and demands

Tasks and duties will be generally carried out in a sedentary position but there will always be a requirement for standing and walking from time to time, and the occasional need to lift or carry items.

The combination of both tactical and strategic matters that job holders deal with means that roles are inherently complex, demanding of lengthy periods of concentrated mental attention while also managing high levels of work-related pressure from deadlines, interruptions or conflicting demands.

Duties of jobs at this level will not require job holders to develop and maintain working relationships with people who, through their circumstances or behaviour, place particular emotional demands on the job holder.

Job holders find themselves exposed to some disagreeable, unpleasant or hazardous working conditions. Particularly when the needs of their specialism require them to work on external sites exposed to the weather, in or around refuse and waste plant, close to particularly noisy machinery and in similar environments.

Other jobs, such as enforcement roles, may also see job holders exposed to verbal abuse and threatening environments. In all cases, job holders will minimise risk and conform to health and safety regulations to mitigate any negative effects of such exposure.