



AMHP Advanced Practitioner

Service	Reporting to	Location	Grade
Adult Social Care and Health Partnerships	Team Manager	Salford AMHP Hub	4C

Main Purpose

- A main component of the role will be to provide Duty AMHP cover to the rota and carry out the statutory functions of an Approved Mental Health Professional.
- To undertake and promote AMHP practice in accordance with the Mental Health Act (1983, as amended) and the guiding principles of its Code of Practice.
- To lead on complex Mental Health Act assessments.
- To provide positive leadership, management, supervision, support, and advice to Approved Mental Health Professionals.
- To contribute to the effective development of the AMHP service.
- To carry out activities under the direction of the Team Manager.

Main tasks and overview of responsibilities

- To carry out the statutory functions of an Approved Mental Health Professional in accordance with Mental Health Act (1983, as amended), its associated Code Of Practice and other relevant legislation (e.g. Care Act (2014), Mental Capacity Act (2005) and Human Rights Act (1998)).
- To undertake and promote strengths-based assessments with clear outcomes in accordance with the least restrictive principle.
- To lead on the most complex work requiring the highest level of skills, knowledge, and professional expertise.
- To provide written and verbal evidence to Courts (e.g. s.135 warrant applications, applications to appoint / displace Nearest Relatives).
- Represent the team at multi-agency meetings and to liaise effectively with other teams, departments, and agencies to promote better services for people ensuring that the AMHP perspective is represented.
- Assist the Team Manager in ensuring the delivery of effective services through the promotion of high standards of practice that accords to relevant legislation, statutory guidance, and national, regional and local policies and procedures.
- Support the Team Manager in managing day to day operations, ensuring the timely allocation and closure of work.
- Provide professional AMHP supervision, coaching and mentoring to individual staff members under the direction of the Team Manager.
- Take a lead role in the development of staff and act as Practice Educator for AMHP trainees.
- Develop and motivate staff by identifying learning opportunities and offering individual support and guidance on a day-to-day basis.
- To facilitate learning on the team, promoting the value of mandatory and job essential training for staff. Lead on group work and peer support within the team to foster a culture of continuous improvement. Contribute to the planning and delivery of the regular AMHP Practice Issues forum.
- Contribute to delivering staff training with the purpose of promoting best practice and effective service delivery.

- Encourage and promote critical reflection, professional curiosity, and research to facilitate AMHP practice that is up to date with best practice guidance.
- Promote high standards of written documentation, ensuring legal literacy, strengths-based language and evidence based decision making.
- Lead a culture of well-being within the team by promoting healthy and safe working practices, managing time and workload, identifying signs of stress in self and others, and taking appropriate action.
- Maintain the provision of a high-quality AMHP service by reviewing working practices and contributing to service development in line with strategic direction alongside the Team Manager.
- Maintain an awareness of changing policy, political and professional contexts at local and national level and take account of these in the workplace.
- Explore, identify, and communicate to leaders how organisational practice can improve to support better AMHP practice and outcomes.
- Lead and manage the team in the absence of the Team Manager.

Communications and Relationships

- Communicate information effectively by adopting an appropriate style when writing or speaking to individuals or groups or when using information technology.
- Present information and informed opinion in a professional manner, promoting a positive image of AMHP practice.
- Promote customer satisfaction by maintaining a positive impression of Salford's AMHP Service in all circumstances, identifying areas for improvement and challenging poor practice.
- Display confidence in considering those with protected characteristics and asking about their communication preferences.
- Demonstrate effective influencing skills by negotiating 'win/win' solutions, identifying, and promoting potential benefits for others.
- Demonstrate assertiveness and ability to deal with confrontation and conflict by displaying confidence and reasonableness when advising on and discussing issues with customers, colleagues, senior managers, and representatives from other disciplines / organisations.

- Recognise the importance of diversity when communicating with those who have different backgrounds, disabilities or impairments of the mind or brain or anyone who has difficulty communicating their desired outcomes or wishes.

Analytical Skills and Professional Judgement

- To be aware of local performance and quality assurance issues.
- Ensuring the quality of the work of the team using quality assurance tools, and assisting the Team Manager with case file audits.
- Make decisions in accordance with the Approved Mental Health Professional (AMHP) National Service Standards, working in partnership with people who use our services, to challenge inequality, promote strengths and achieve best outcomes.
- To promote the principles of human rights, social justice and economic wellbeing that underpin our practice, using statutory and case law effectively within your work.
- Maintain clear, accurate and up to date records, and document how you have arrived at a decision.
- Seek support through supervision to evaluate your own practice.

Responsibility to Adults, Carers and Families receiving services

- To ensure that effective and safe provision of AMHP services are delivered to people and carers in accordance with statutory responsibilities.

Promote the independence and social inclusion of individuals referred to the AMHP service for assessment.

- Continually assess the quality of referral information received by the service and take steps to work with colleagues to improve this as necessary.
- To record and respond to complaints, member enquiries, comments, and compliments in accordance with the complaints procedure.

Responsibility for Policy/Service Development

Contribute to the development and review of local policies under the direction of the Team Manager.

Have an awareness and involvement in the implementation of strategic initiatives.
To contribute to service development and local implementation of business plans.

To liaise as required with people with lived experience, carers, statutory and independent sector organisations, and all other stakeholders and to be involved in community development initiatives as directed.

Responsibilities for Financial and Physical Resources

Work with the Team Manager to ensure financial and other resources are managed effectively.

Authorise written documentation where this is required.

To highlight any pressures on the budget.

To ensure the service is efficient and provides value for money.

Responsibilities for Human Resources

To support the Team Manager to provide operational management of the team.

To provide professional consultation to AMHPs, ensuring staff are motivated and set realistic objectives with appropriate support including training, mentoring and joint working as appropriate.

Participate in the recruitment and selection of staff.

Facilitate and develop staff induction on the team.

Ensure staff who are line managed at the service are aware of employers' policies and procedures relating to HR.

To deputise for the Team Manager in providing line management to the service's full time AMHPs should this be required, and thereby manage staff disciplinary, grievance, performance and ill health issues in line with policies and procedures as required.

Responsibility for Information Resources

Support the Team Manager to ensure effective use and appropriate sharing of data and information to plan services and improve outcomes for people.

Ensure all data is managed in line with legislation, policy, and procedure.

Support the Team Manager to ensure workforce requirements and resources within your area of responsibility are effectively planned and deployed, considering workforce intelligence.

Responsibilities for Research and Development

Have an awareness of relevant research, new legislation and caselaw, national and regional policy initiatives, and contribute to ensuring AMHPs are updated with respect to these.

Assist with audit work as directed by the Team Manager.

Contribute to the development of the organisation and department, by attending forums or taking a champion role within a specific area of practice.

Liaise with the learning and development team with regards to training and progression opportunities for staff.

Freedom to Act

To work with autonomy and demonstrate expert and effective practice in challenging situations, assessing, and managing higher levels of risk while promoting enablement and self-determination.

To adhere to Professional Standards and role model these.

Partnership Working

To demonstrate an understanding of the roles and demands of colleagues from different professions.

Responsible for maintaining effective professional relationships with colleagues' partners, councillors, and members of the public.

To have a good understanding of the local community, statutory and non-statutory services.

To work in partnership with people with lived experience, carers, and care providers.

To have the confidence to challenge, when necessary, anti-discriminatory practice or decisions and actions that are not in the best interests of the person with lived experience.

Equality and Diversity

Ensure compliance across their service area with Council policies and procedures with respect to Equality and Diversity.

Ensure compliance with mandatory equality and diversity training and seek out any further training relevant to your role.

Recognise diversity and apply anti-discriminatory and anti-oppressive principles.

Be proactive in relation to anti-discriminatory and anti-oppressive practices.

Promote an inclusive culture on the team, celebrate difference and identify people's strengths because of difference.

Making Every Contact Count

Front line staff are in an ideal position to offer support and advice on how to improve health and wellbeing

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Staff should use their interactions with the public to give them additional advice on health and wellbeing

Signpost people to other services which may improve their health and wellbeing.

Do what you say you are going to do. Keep people you are working with up to date.

Health & Safety

Adhere to the Council's Health and Safety policies.

Ensure staff safety and lone working policies are effective and escalate any concerns. Promote well-being by ensuring an environment conducive to healthy and safe working; maintaining pleasant working conditions; managing time and workload; identifying signs of stress in self and others and taking appropriate actions.

To take responsibility for ensuring the safety of others, recording risk within electronic records.

AMHPs should declare to the organisation and their professional regulator, anything that may affect their ability to undertake their role competently or may affect fitness to practise.

Safeguarding

The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.

Be able to recognize the risk indicators for different forms of abuse/neglect and report adult and child safeguarding concerns in accordance with local policy and procedures.

Physical Skills

An ability to use computer systems and maintain skills in information and communication technology and to adapt practice to new ways of working.

What we need from you

Qualifications

- Recognised Social Work Qualification, or
- Recognised Mental Health or Learning Disability Nursing Qualification, or
- Recognised Occupational Therapy Qualification, or Chartered Psychologist

Professional Registration

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- Registered with Social Work England, or registered with equivalent nursing, occupational therapy or psychology professional regulator.
- Approved Mental Health Professional (AMHP) status.

Essential Skills and Experience

- Currently practising as an AMHP.
- Sufficiently experienced AMHP to be able to offer supervision, guidance and leadership to other AMHPs.
- Experience providing guidance to others in applying key legislation and statutory guidance (e.g. Mental Health Act (1983, as amended), Mental Capacity Act (2005)) and associated codes of practice).
- Significant experience of effectively managing complex cases and a thorough understanding of the needs of adults & young people with mental health needs and that of their carers.
- Broad experience of working with people with a range of mental health conditions, and substantial experience working within mental health services.
- Experience of maintaining effective and safe working practices in relation to child and adult safeguarding.
- Experience in adopting trauma informed, strengths based and think family approaches within practice.
- Demonstrate the ability to develop effective working relationships with other professionals, colleagues and partner agencies.
- Experience of coordinating multi-disciplinary assessments and planning meetings.
- Possess skills of negotiation, mediation and de-escalation, seeking constructive approaches to problem solving.
- To demonstrate an awareness and understanding of supporting equality and valuing diversity.
- Able to analyse and make decisions in relation to risk.
- Experience of writing detailed reports (e.g. Court or Tribunal reports).
- Experience of supervising and mentoring staff.
- An understanding of performance management and the ability to improve performance effectively.
- Ability to work within a budgetary framework
- Ability to keep accurate records and communicate complex and/or sensitive information clearly and concisely both verbally and in written form.

- Skilled in organisation and prioritisation of workloads, making informed decisions and evaluating outcomes.
- Computer literacy and word processing skills.
- To be able to drive and hold a full UK driving license.

Desirable Skills and Experience

- Additional qualification such as Practice Education, Best Interests Assessor Qualification.

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](#) website.

A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea website](#).

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride

Passion

People

Personal responsibility

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

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