

## Appendix 5

# Approved Mental Health Professional (AMHP) Service Improvement Plan April 2014

The purpose of this plan is to ensure that Dorset County Council continues to meet its statutory duties with regards to the Approved Mental Health Professional Service. This will be done by achieving the following outcomes.

### To Increase the Number of AMHPs Available to Undertake MHA Assessments on Behalf of DCC

1. Outcome	Timescale	Progress	Issues Dependencies Risks	Review mechanism and Reporting	Owner	RAG status
1.1 Terms & Conditions make working in Dorset more attractive	May 2014	Proposals for AMHP Terms & Conditions are being drafted for consideration by the DCC Job Evaluation Panel.	There is a cost implication for DCC of improving remuneration for AMHPs. If this is not addressed, the recent loss of AMHPs to neighbouring LAs will continue.	MHJOB	Head of Specialist Adult Service	<b>A</b>
1.2 More AMHPs work for DCC	Ongoing	3 candidates identified for next Years' courses. Funding for up to 6 trainees agreed. Candidates identified for Graduate Certificate in Professional Practice (Mental Health).	Cost implication for DCC. The need to increase the number of AMHPs makes this a training priority. Identify sufficient practice placements with MH teams. Confirm funding commitment for next three years	MHJOB	Lead AMHP MCA Manager	<b>A</b>
1.3 Sufficient AMHPs are located in DCC community teams	Ongoing	Heads of Service have agreed for each team to flag at least one post for filling by an AMHP when vacant or identify a volunteer existing worker to train as an AMHP	AMHP duty will impinge on the workload of those in these teams. Not all teams will have staff with an interest in mental health. Having an expert in mental health will add a substantial resource to the team's capabilities	MHJOB	Head of Specialist Adult Service. Head of Adult Service.	<b>A</b>
1.4 Increased number of AMHPs are employed by the NHS	Ongoing	Agreement reached verbally between the Chief Executive DHUFT and the DASS to increase the number of health staff trained and employed as AMHPs.	A formal agreement between DCC and DHUFT is required. Having more DHUFT Nurse or OT AMHPs would add a new perspective to the service that enhances it and improves the experience of service users.	MHJOB	Head of Specialist Adult Services. DHUFT Director for MH Community Services.	<b>A</b>

### To Make More Efficient Use of the Available AMHPs

2. Outcome		Timescale	Progress	Issues Dependencies Risks	Review mechanism and Reporting	Owner	RAG status
2.1	Undertake a trial of an AMHP hub system	March 31st to September 2014	In progress and being monitored with on going evaluation and formal comprehensive evaluation to follow at the end of the Pilot. Very good feedback from key stakeholders at this stage.	The Hub will be staffed by taking AMHPs from the CMHTs. They will need to absorb the loss of the day-to-day presence of the Hub AMHPs. The benefits of the system need to be seen by all stakeholders quite quickly.	MHJOB	Lead AMHP MCA Manager	G

### To Maintain and Update AMHP Skills and Knowledge

3. Outcome		Timescale	Progress	Issues Dependencies Risks	Review mechanism and Reporting	Owner	RAG status
3.1	AMHP refresher training is organised jointly with Bournemouth and Poole Councils	Ongoing at 3 times per year	Training takes place three times a year. All AMHPs attend sufficient training to ensure their knowledge is up to date	While much of the training can be delivered internally, there is a cost implication for DCC. If AMHPs do not attend sufficient formal training, other training opportunities will need to be provided for them. This will involve cooperation with two other Local Authorities.	MHJOB Learning & Development Team	Lead AMHP MCA Manager	G
3.2	An information and advice service is provided by the lead AMHP/Hub AMHPs	Ongoing during working hours, plus when an AMHP is assessing beyond the normal working day.	Information and advice is being provided by the Hub AMHPs. They will develop into a specialist resource which can also provide some AMHP supervision.	A response is often required urgently and ensuring enough availability has been difficult. The Hub has enhanced this response as there will always be a Hub AMHP on call.	MHJOB AMHP County Meeting	Lead AMHP MCA Manager	G
3.3	All AMHPs have access to specialist supervision	By April 2014 and then ongoing	The Hub AMHPs will take on some of this function to support other specialist supervisors	All AMHPs will have regular supervision from someone with the skills, knowledge and experience to offer a specialist perspective on their AMHP work. Group supervision sessions to be established to provide an alternative form of AMHP supervision. Finding enough 'specialist supervisors' to enable this to happen is not straightforward but should be possible.	MHJOB	Lead AMHP MCA Manager	G

**The Quality of AMHP Work is Shown to be of a High Standard**

4. Outcome		Timescale	Progress	Issues Dependencies Risks	Review mechanism and Reporting	Owner	RAG status
4.1	AMHP reports are scrutinised through a Quality Assurance Process	Ongoing	Quality Assurance process already in place and will be enhanced. Lead AMHP receives all AMHP reports. Reports are routinely monitored, with feedback to each AMHP as appropriate and reported to the MH JOB. Peer reviews are to be established with neighbouring Local Authorities to compare and contrast the reports of Dorset AMHPs with their colleagues from other councils	Agreeing peer review processes with neighbouring councils will take time.	MHJOB	Lead AMHP MCA Manager	<b>G</b>

**Communication with AMHPs is clear and up to date**

5. Outcome		Timescale	Progress	Issues Dependencies Risks	Review mechanism and Reporting	Owner	RAG status
5.1	AMHPs are satisfied with the communication they receive and the arrangements	By April and on going	The MCA Manager will Chair the quarterly AMHP county wide meetings from April and ensure with the Lead AMHP a good 2 way flow of information with AMHPs in between the county wide meetings.	The Hub will be a central point for collecting and disseminating relevant information about practice, policy and developments to all AMHPs in a consistent and timely manner	MH JOB	Lead AMHP and MCA Manager	<b>A</b>

**Green = Completed**  
**Amber = In progress**  
**Red = not started**