

AMHP Competency – PCF capability mapping: Experienced level social worker.

1. Professionalism: Identify and behave as a professional social worker, committed to professional development:

Social workers are members of an internationally recognised profession, a title protected in UK law. Social workers demonstrate professional commitment by taking responsibility for their conduct, practice and learning, with support through supervision. As representatives of the social work profession they safeguard its reputation and are accountable to the professional regulator.

PCF Domain Indicators	Mapped AMHP Competence Statements
<ul style="list-style-type: none"> • Be able to meet the requirements of the professional regulator. • Model the social work role, set expectations for others and contribute to the public face of the organisation. • Expect supervision that covers practice, organisational and management aspects of role, applying critical reflection throughout. • Model and help others to demonstrate professionalism. • Model and help others with effective workload management skills. • Model and help others to maintain professional/personal boundaries and skilled use of self. • Maintain awareness of own professional limitations and knowledge gaps. Establish a network of internal and external colleagues from whom to seek advice and expertise. • Contribute to a learning environment for self, team and, colleagues • Recognise and seek ways to promote well-being for team and colleagues. 	<p>5) Whether the practitioner has the ability to–</p> <ul style="list-style-type: none"> d) provide reasoned and clear verbal and written reports to promote effective, accountable and independent AMHP decision making; e) present a case at a legal hearing; f) exercise the appropriate use of independence, authority and autonomy and use it to inform their future practice as an AMHP, together with consultation and supervision; h) make and communicate decisions that are sensitive to the needs of the individual patient; i) keep appropriate records with an awareness of legal requirements with respect to record keeping and the use and transfer of information;

<ul style="list-style-type: none"> Promote up to date expectations about practice norms, identifying and helping resolve poor practice issues. 	
<p>2. Values and Ethics: Apply social work ethical principles and values to guide professional practice: Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making, including through partnership with people who use their services. Social workers are knowledgeable about the value base of their profession, its ethical standards and relevant law.</p>	
PCF Domain Indicators	Mapped AMHP Competence Statements
<ul style="list-style-type: none"> Demonstrate confident and critical application of professional ethical principles to decision-making and practice, supporting others to do so using a legal and human rights framework Model and support others to reflect on and manage the influence and impact of own values on professional practice. Provide guidance and support to analyse, reflect on and work with ethical dilemmas. Demonstrate confident application of an understanding of the benefits and limitations of partnership work, support others to do so, and promote service user and carer participation in developing service delivery. Promote and advance wherever possible individual's rights to autonomy and self-determination, providing support, guidance and challenge to others. 	<ol style="list-style-type: none"> Whether the practitioner has— <ol style="list-style-type: none"> the ability to identify, challenge and, where possible, redress discrimination and inequality in all its forms in relation to AMHP practice; an understanding of and respect for individuals' qualities, abilities and diverse backgrounds, and is able to identify and counter any decision which may be based on unlawful discrimination; the ability to promote the rights, dignity and self determination of patients consistent with their own needs and wishes, to enable them to contribute to the decisions made affecting their quality of life and liberty; (1) Whether the practitioner has— <ol style="list-style-type: none"> appropriate knowledge of and ability to apply in practice—

<ul style="list-style-type: none"> • Demonstrate skills in the sensitive exploration of issues of privacy and information-sharing in complex or high risk situations, offering support and guidance to colleagues in managing delete these dilemmas 	<ul style="list-style-type: none"> i. mental health legislation, related codes of practice and national and local policy guidance, and ii. relevant parts of other legislation, codes of practice, national and local policy guidance, in particular the Children Act 1989(1), the Children Act 2004(2), the Human Rights Act 1998(3) and the Mental Capacity Act 2005(4); <p>5) Whether the practitioner has the ability to–</p> <ul style="list-style-type: none"> f) exercise the appropriate use of independence, authority and autonomy and use it to inform their future practice as an AMHP, together with consultation and supervision;
<p>3. Diversity: Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice:</p> <p>Social workers understand that diversity characterises and shapes human experience and is critical to the formation of identity. Diversity is multidimensional and includes race, disability, class, economic status, age, sexuality, gender and transgender, faith and belief. Social workers appreciate that, as a consequence of difference, a person’s life experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim, and are able to challenge appropriately.</p>	
PCF Domain Indicators	Mapped AMHP Competence Statements
<ul style="list-style-type: none"> • Inform, guide and model good practice in the application of understanding of identity and diversity to practice; identifying and taking up issues when principles of diversity are contravened in the organisation. 	<p>1) Whether the practitioner has–</p> <ul style="list-style-type: none"> a) the ability to identify, challenge and, where possible, redress discrimination and inequality in all its forms in relation to AMHP practice;

- Model critically reflective practice and support others to recognise and challenge discrimination, identifying and referring breaches and limitations in the ability of your own or other organisations' ability to advance equality and diversity and comply with the law.
- Demonstrate and model the effective and positive use of power and authority, whilst recognising and providing guidance to others as to how it may be used oppressively.

- b) an understanding of and respect for individuals' qualities, abilities and diverse backgrounds, and is able to identify and counter any decision which may be based on unlawful discrimination;
- c) the ability to promote the rights, dignity and self determination of patients consistent with their own needs and wishes, to enable them to contribute to the decisions made affecting their quality of life and liberty;

2) (1) Whether the practitioner has—

- a) appropriate knowledge of and ability to apply in practice—
 - i. mental health legislation, related codes of practice and national and local policy guidance, and
 - ii. relevant parts of other legislation, codes of practice, national and local policy guidance, in particular the Children Act 1989(1), the Children Act 2004(2), the Human Rights Act 1998(3) and the Mental Capacity Act 2005(4);
- c) an understanding of, and sensitivity to, race and culture in the application of knowledge of mental health legislation;

4. Rights, Justice and Economic Wellbeing:

Advance human rights and promote social justice and economic well-being Social workers recognise the fundamental principles of human rights and equality, and that these are protected in national and international law, conventions and policies. They ensure these principles underpin their practice. Social workers understand the importance of using and contributing to case law and applying these rights in their own practice. They understand the effects of oppression, discrimination and poverty.

PCF Domain Indicators	Mapped AMHP Competence Statements
<ul style="list-style-type: none"> • Provide guidance and challenge to others about applying the principles of social justice, social inclusion and equality to decision-making. • Demonstrate ability to interpret and use current legislation and guidance to protect and/or advance people’s rights and entitlements, balancing use of different legislation to achieve the best outcomes; support colleagues (both inside and outside the organisation) to do so. • Be able to communicate legislative issues to other professionals and agencies. • Model best practice in applying human and civil rights, providing support to others and challenge where required. • Support others to enable individuals to access opportunities that may enhance their economic status (e.g. education, work, housing, health services & welfare benefits). 	<ol style="list-style-type: none"> 1) Whether the practitioner has— <ol style="list-style-type: none"> b) an understanding of and respect for individuals’ qualities, abilities and diverse backgrounds, and is able to identify and counter any decision which may be based on unlawful discrimination; c) the ability to promote the rights, dignity and self determination of patients consistent with their own needs and wishes, to enable them to contribute to the decisions made affecting their quality of life and liberty; d) a sensitivity to individuals’ needs for personal respect, confidentiality, choice, dignity and privacy while exercising the AMHP role. 2) (1) Whether the practitioner has— <ol style="list-style-type: none"> a) appropriate knowledge of and ability to apply in practice— <ol style="list-style-type: none"> i. mental health legislation, related codes of practice and national and local policy guidance, and

- Promote access to independent advocacy, ensuring best practice and critical review, and contribute to the evaluation of independent advocacy.

- ii. relevant parts of other legislation, codes of practice, national and local policy guidance, in particular the Children Act 1989(1), the Children Act 2004(2), the Human Rights Act 1998(3) and the Mental Capacity Act 2005(4);

4) Whether the practitioner has the ability to—

- h) discharge the AMHP role in such a way as to empower the patient as much as practicable;

5) Whether the practitioner has the ability to—

- c) compile and complete statutory documentation, including an application for admission;
- e) present a case at a legal hearing;
- f) exercise the appropriate use of independence, authority and autonomy and use it to inform their future practice as an AMHP, together with consultation and supervision;

5. Knowledge: Apply knowledge of social sciences, law and social work practice theory:

Social workers understand psychological, social, cultural, spiritual and physical influences on people; human development throughout the life span and the legal framework for practice. They apply this knowledge in their work with individuals, families and communities. They know and use theories and methods of social work practice.

PCF Domain Indicators	Mapped AMHP Competence Statements
<ul style="list-style-type: none"> • Develop knowledge in one or more specialist areas of your practice. Expand your knowledge to inform the connections between this and other settings or areas of practice. • Demonstrate knowledge and application of appropriate legal and policy frameworks and guidance that inform and mandate social work practice. • Apply legal reasoning, using professional legal expertise and advice appropriately, recognising where scope for professional judgement exists. • Demonstrate and apply to practice a working knowledge of human growth and development throughout the life course. • Recognise the short and long term impact of psychological, socio-economic, environmental and physiological factors on people's lives, taking into account age and development, and how this informs practice. • Recognise how systemic approaches can be used to understand the 	<p>2) (1) Whether the practitioner has—</p> <ul style="list-style-type: none"> a) appropriate knowledge of and ability to apply in practice— <ul style="list-style-type: none"> i. mental health legislation, related codes of practice and national and local policy guidance, and ii. relevant parts of other legislation, codes of practice, national and local policy guidance, in particular the Children Act 1989(1), the Children Act 2004(2), the Human Rights Act 1998(3) and the Mental Capacity Act 2005(4); b) a knowledge and understanding of the particular needs of children and young people and their families, and an ability to apply AMHP practice in the context of those particular needs; c) an understanding of, and sensitivity to, race and culture in the application of knowledge of mental health legislation; d) an explicit awareness of the legal position and accountability of AMHPs in relation to the Act, any employing organisation and the authority on whose behalf they are acting;

person-in-the-environment and inform your practice.

- Acknowledge the centrality of relationships for people and the key concepts of attachment, separation, loss, change and resilience.
- Understand forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and apply to practice.
- Demonstrate a critical knowledge of the range of theories and models for social work intervention with individuals, families, groups and communities, and the methods derived from them.
- Demonstrate a critical understanding of social welfare policy, its evolution, implementation and impact on people, social work, other professions, and inter-agency working.
- Recognise the contribution, and begin to make use, of research to inform practice.
- Demonstrate a critical understanding of research methods
- Value and take account of the expertise of service users, carers and professionals.

e) the ability to—

- i. evaluate critically local and national policy to inform AMHP practice, and
- ii. base AMHP practice on a critical evaluation of a range of research relevant to evidence-based practice, including that on the impact on persons who experience discrimination because of mental health.

3) The practitioner has a critical understanding of, and is able to apply in practice—

- a) a range of models of mental disorder, including the contribution of social, physical and development factors;
- b) the social perspective on mental disorder and mental health needs, in working with patients, their relatives, carers and other professionals;
- c) the implications of mental disorder for patients, their relatives and carers, and
- d) the implications of a range of treatments and interventions for patients, their relatives and carers.

5) Whether the practitioner has the ability to—

- a) assert a social perspective and to make properly informed

	independent decisions
<p>6. Critical reflection and Analysis: Apply critical reflection and analysis to inform and provide a rationale for professional decision-making Social workers are knowledgeable about and apply the principles of critical thinking and reasoned discernment. They identify, distinguish, evaluate and integrate multiple sources of knowledge and evidence. These include practice evidence, their own practice experience, service user and carer experience together with research-based, organisational, policy and legal knowledge. They use critical thinking augmented by creativity and curiosity.</p>	
PCF Domain Indicators	Mapped AMHP Competence Statements
<ul style="list-style-type: none"> • Model critical reflection and evidence-based decision-making, and support others in developing these • Provide professional opinion, giving the rationale and knowledge-base 	<p>2) (1) Whether the practitioner has—</p> <p>e) the ability to—</p> <ul style="list-style-type: none"> i. evaluate critically local and national policy to inform AMHP practice, and ii. base AMHP practice on a critical evaluation of a range of research relevant to evidence-based practice, including that on the impact on persons who experience discrimination because of mental health. <p>5) Whether the practitioner has the ability to—</p> <ul style="list-style-type: none"> a) assert a social perspective and to make properly informed independent decisions; b) obtain, analyse and share appropriate information having due regard to confidentiality in order to manage the decision-making process

	<p>including decisions about supervised community treatment;</p> <p>f) exercise the appropriate use of independence, authority and autonomy and use it to inform their future practice as an AMHP, together with consultation and supervision;</p> <p>g) evaluate the outcomes of interventions with patients, carers and others, including the identification of where a need has not been met;</p>
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7. Intervention and Skills:

Use judgement and authority to intervene with individuals, families and communities to promote independence, provide support and prevent harm, neglect and abuse Social workers engage with individuals, families, groups and communities, working alongside people to assess and intervene. They enable effective relationships and are effective communicators, using appropriate skills. Using their professional judgement, they employ a range of interventions: promoting independence, providing support and protection, taking preventative action and ensuring safety whilst balancing rights and risks. They understand and take account of differentials in power, and are able to use authority appropriately. They evaluate their own practice and the outcomes for those they work with.

PCF Domain Indicators	Mapped AMHP Competence Statements
<ul style="list-style-type: none"> • Communicate skilfully and confidently in complex or high risk situations. Model and help others to develop communication skills. • Sustain and model engagement with people in fluctuating circumstances and capacities, including where there is hostility and risk. • Be able to gather information quickly and effectively so as to inform 	<p>1) Whether the practitioner has–</p> <p>d) a sensitivity to individuals’ needs for personal respect, confidentiality, choice, dignity and privacy while exercising the AMHP role.</p> <p>2) (1) Whether the practitioner has–</p> <p>d) an explicit awareness of the legal position and accountability of</p>

judgement for interventions including in crises, and in response to challenge, or in the absence of complete information.

- Use assessment procedures discerningly so as to inform judgement.
- Maintain and expand a range of frameworks for assessment and intervention.
- Demonstrate skilled use of a range of frameworks for assessment and intervention.
- Actively support and initiate community groups and networks, including professional ones.
- Contribute to the development of the organisation's information strategy and systems.
- Model and help others with appropriate information sharing.
- Model and help others to manage changing circumstances.
- Recognise and appropriately manage the authority inherent in your position.
- Anticipate, assess and manage risk, including in more complex cases, and support others to develop risk management skills.
- Undertake assessment and planning for safeguarding in more complex cases, and help others with safeguarding skills.

AMHPs in relation to the Act, any employing organisation and the authority on whose behalf they are acting;

- 4) Whether the practitioner has the ability to—
 - a) articulate, and demonstrate in practice, the social perspective on mental disorder and mental health needs;
 - b) communicate appropriately with and establish effective relationships with patients, relatives, and carers in undertaking the AMHP role;
 - c) articulate the role of the AMHP in the course of contributing to effective inter-agency and inter-professional working;
 - d) use networks and community groups to influence collaborative working with a range of individuals, agencies and advocates;
 - e) consider the feasibility of and contribute effectively to planning and implementing options for care such as alternatives to compulsory admission, discharge and aftercare;
 - f) recognise, assess and manage risk effectively in the context of the AMHP role;
 - g) effectively manage difficult situations of anxiety, risk and conflict, and an understanding of how this affects the AMHP and other people concerned with the patient's care;
 - h) discharge the AMHP role in such a way as to empower the patient as much as practicable;

- i) plan, negotiate and manage compulsory admission to hospital or arrangements for supervised community treatment;
- j) manage and co-ordinate effectively the relevant legal and practical processes including the involvement of other professionals as well as patients, relatives and carers, and
- k) balance and manage the competing requirements of confidentiality and effective information sharing to the benefit of the patient and other persons concerned with the patient's care.

5) Whether the practitioner has the ability to—

- d) provide reasoned and clear verbal and written reports to promote effective, accountable and independent AMHP decision making;
- g) evaluate the outcomes of interventions with patients, carers and others, including the identification of where a need has not been met;
- h) make and communicate decisions that are sensitive to the needs of the individual patient.

8. Contexts and organisations:

Engage with, inform, and adapt to changing contexts that shape practice. Operate effectively within own organisational frameworks and contribute to the development of services and organisations. Operate effectively within multi-agency and inter-professional partnerships and settings. Social workers are informed about and pro-actively responsive to the challenges and opportunities that come with changing social contexts and constructs. They fulfil this responsibility in accordance with their professional values and ethics, both as individual professionals and as members of the organisation in which they work. They collaborate, inform and are informed by their work with others, inter-professionally and with communities.

PCF Domain Indicators	Mapped AMHP Competence Statements
<ul style="list-style-type: none"> • Contribute positively to the dialogue about opportunities and constraints for social work practice arising from changing local and national contexts and model proactive responses. • Model and demonstrate the ability to work within your own organisation, and regularly work with relationship between the organisation, practice and wider changing contexts. • Demonstrate sound working knowledge of delete relevant legal requirements, and their implications for practice; support and advise others to interpret and use the law. • Engage positively with and contribute to organisational development. • Identify the need for the development of specialist roles and their contribution to team learning. • Model and encourage positive working relationships in the team, promoting strategies for collaboration and a supportive team culture 	<p>2) (1) Whether the practitioner has—</p> <ul style="list-style-type: none"> a) appropriate knowledge of and ability to apply in practice— <ul style="list-style-type: none"> i. mental health legislation, related codes of practice and national and local policy guidance, and ii. relevant parts of other legislation, codes of practice, national and local policy guidance, in particular the Children Act 1989(1), the Children Act 2004(2), the Human Rights Act 1998(3) and the Mental Capacity Act 2005(4); b) a knowledge and understanding of the particular needs of children and young people and their families, and an ability to apply AMHP practice in the context of those particular needs; c) an understanding of, and sensitivity to, race and culture in the application of knowledge of mental health legislation; d) an explicit awareness of the legal position and accountability of

- Maintain and develop liaison across agencies at a more senior level

AMHPs in relation to the Act, any employing organisation and the authority on whose behalf they are acting;

- e) the ability to—
 - i. evaluate critically local and national policy to inform AMHP practice, and
 - ii. base AMHP practice on a critical evaluation of a range of research relevant to evidence-based practice, including that on the impact on persons who experience discrimination because of mental health.

4) Whether the practitioner has the ability to—

- c) articulate the role of the AMHP in the course of contributing to effective inter-agency and inter-professional working;
- j) manage and co-ordinate effectively the relevant legal and practical processes including the involvement of other professionals as well as patients, relatives and carers, and

5) Whether the practitioner has the ability to—

- b) obtain, analyse and share appropriate information having due regard to confidentiality in order to manage the decision-making process including decisions about supervised community treatment;

9. Professional Leadership:

Take responsibility for the professional learning and development of others through supervision, mentoring, assessing, research, teaching, leadership and management. The social work profession evolves through the contribution of its members in activities such as practice research, supervision, assessment of practice, teaching and management. An individual's contribution will gain influence when undertaken as part of a learning, practice-focused organisation. Learning may be facilitated with a wide range of people including social work colleagues, service users and carers, volunteers, foster carers and other professionals.

PCF Domain Indicators	Mapped AMHP Competence Statements
<ul style="list-style-type: none"> • Contribute to organisational developments. • Play leading role in practice development in the team and help sustain a learning culture. • Provide supervision to colleagues as organisation determines. • Support others to manage and prioritise work. • Assess and manage the work of social work students and ASYE. 	<p>5) Whether the practitioner has the ability to–</p> <ul style="list-style-type: none"> f) exercise the appropriate use of independence, authority and autonomy and use it to inform their future practice as an AMHP, together with consultation and supervision; g) evaluate the outcomes of interventions with patients, carers and others, including the identification of where a need has not been met;