

Guidance on the support of Mental Health Social Workers and Approved Mental Health Mental Health Professionals (AMHPs) working in NHS, working in NHS, independent or integrated services

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on the support of Mental
Health Social Workers and
Approved Mental Health
Professionals (AMHPs)
working in NHS, independent
or integrated services

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An overview for team leaders



- Why the Guidance is refreshed and updated
- Purpose of the Guidance
- Overview of unique role of mental health social work
- Outline of responsibilities of commissioners developing new services or redesigning systems

Guidance refreshed and updated

- In 2019-20 developed in partnership with Skills for Care and through wide consultation with organisations, professionals and system leaders across health and social care services
- Because of the challenges of the Covid-19 pandemic HEE decided to refresh, update and relaunch it to key audiences in 2022-23
- Designed to support the NHS, the independent sector and other health and social care agencies who employ social workers
- Recognition that social work has been well established in local authorities for many years so not the focus of this Guidance.

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Purpose of the guidance



The guidance complements the LGA Employers' Standards for Social Work and Adult Social Work Health Check Survey 2018,

- Support and enhance the role of social work in health and social care organisations.
- Advise NHS trusts and other organisations how to successfully employ and support social workers in a variety of partnerships.
- Highlight the role of the AMHP, and its added value to an NHS organisation
- Help the NHS and other agencies to embed social workers as a key staff group, and to support registered social workers already employed in generic teams

Purpose of the guidance



- Develop and transform the social work role across mental health services
- Offer timely support for organisations to recruit, retain and support mental health social workers including AMHPs and ensure they can contribute their vital skills to holistic care for patients and service users
- Help expand, develop and support the role of social work in the NHS
- Help achieve NHS Long Term Plan ambitions and alleviate workforce pressure.

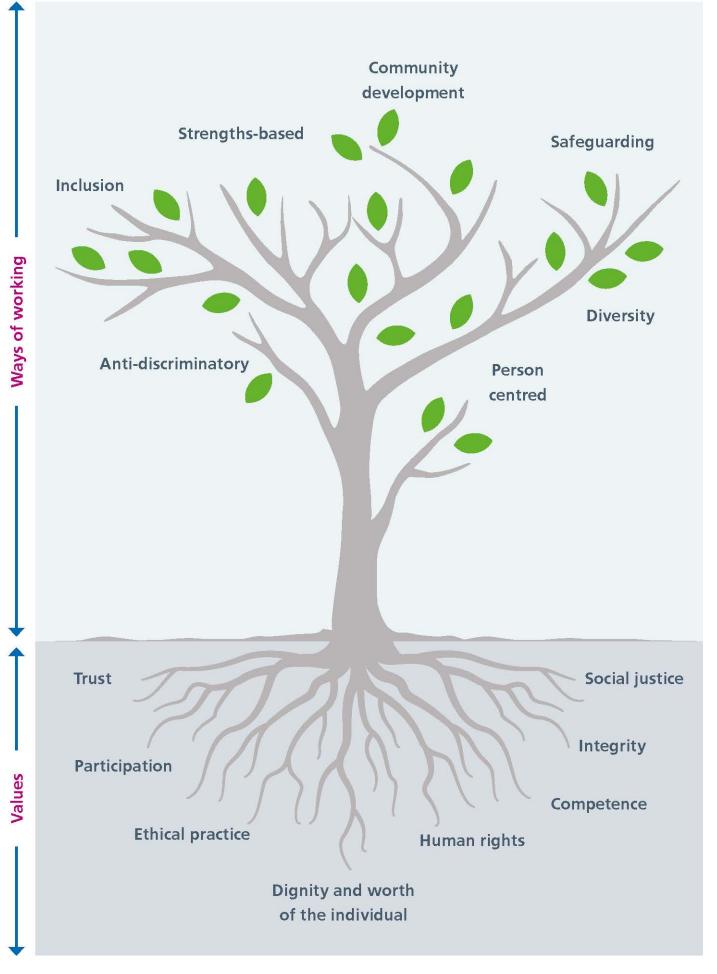
Purpose of the guidance



- Support the NHS and other parts of the health and care system in recruiting, retaining and developing mental health social workers
- identify how to strengthen social work's role in mental healthcare
- outline eight organisational considerations for effective support of the social work profession in mental health services wherever they may work
- demonstrate how the social worker/ AMHP
 role makes a difference in the NHS.

Social workers are an essential part of health and social care for both adults and children.

- transformative, relational and rights-based principles
- anti-discriminatory focus
- promoting diversity and inclusion
- working with communities, families and individuals







The social work contribution to health settings

- Strength-based practice A human rights-based approach A community and family-led approach
- Understanding the social determinants of health Personalised care planning Legal knowledge



Local authority provision

- Older adults
- Learning disabilities
- Asperger's/Autism
- Transitions
- Youth offending teams
- Physical health
- Children's services
- Public health



Hospital-focused social workers

- Co-located in hospital
- · Local authority in-reach
- Reducing Delayed Transfer of Care
- Supporting people in A & E
- Discharge planning for people in mental health units



Social work in a range of health settings

- Hospices
- Palliative care
- Forensic/secure units
- Primary care/GP
- Registered nursing/care homes
- Cancer care support
- Brain injury support
- Prison social work



Third sector services

- Drugs and alcohol
- Sensory
- Domestic
- Crisis services
- Supported housing
- Advocacy
- Advice centres
- Support for women
- Support for BAME groups

Mental health

- Mental health social workers
- Section 75 partnership agreements
- Co-location
- Local authority and NHS -employed social workers
- Approved Mental Health Professional arrangements
- Best interest assessors

Careers and workforce

- Skills for Care
- LGA

• HEI

Think Ahead

HEE

- BASW (careers website) Community mental
 Perinatal teams
 - health framework
 - Mental health crisis services

Rehabilitation

Rough sleeping

NHS Long Term Plan

Supported housing

initiatives

Practice information and resource

- Skills for Care
- BASW
- NICE SCIE
- RiPfA
- Social Work England

Setting standards, leadership and regulation

- Social Work England
 Principal Social
- Work Network Chief Social Worker, DHSC

Acronyms • BASW: British Association of Social Workers • DHSC: Department of Health and Social Care • HEE: Health Education England

- HEI: Higher Education Institutes LGA: Local Government Association NICE: National Institute for Health and Clinical Excellence
- PSW: Principal Social Worker RiPfA: Research in Practice for Adults SCIE: Social Care Institute for Excellence







Team manager responsibilities



- gain direct knowledge from professional leaders about social work and its specific offer and accountabilities
- promote insights into team members individuality, diversity and strengths
- have an informed vision for how distinct professional skills contribute to team outcomes and what good looks like
- encourage social work practice leadership, for instance in
 - advocacy and enablement
 - diversity practice
 - social inequality
 - safeguarding

Team manager responsibilities



- ensure that skills are deployed in a way that is congruent with the role
- establish meaningful team-based case management measures
- develop recruitment and retention strategies that support an effective skill mix
- ensure regular reflection about roles within the team
- advocate the value and parity of esteem for social and community interventions

Team manager responsibilities



- undertake audits of team skills, role and skill utilisation
- promote effective career progression for social work
- recognise the health risks of social work in management and professional supervision, including in the AMHP role, and minimise

Further resources

Full playlist of short films made with and about mental health social workers https://www.youtube.com/playlist?list=PLrVQaAxyJE3fn52TDaw3hXueDiWWXSHdP