



HILLINGDON

LONDON

Job Profile

JOB TITLE:	Approved Mental Health Professional – 24-hour AMHP Hub
GRADE:	POC
POST NO:	28197
JOB TIER:	3
DBS CHECK:	Enhanced
DIRECTORATE:	Adult Social Care and Health
SERVICE:	Mental Health

REPORTING STRUCTURE

Reports to:	Team Manager
Direct Reports:	0
Indirect Reports:	0

ROLE PURPOSE

- To act as an Approved Mental Health Professional (AMHP) on behalf of the local authority, undertaking Mental Health Act (MHA) assessments in accordance with the Mental Health Act 1983 (as amended) and the Mental Health (Approved Mental Health Professionals) (Approval) Regulations 2008.
- To operate as a senior decision-maker within the 24-hour AMHP Hub, taking accountability for complex and high-risk statutory decisions impacting on individuals' liberty, safety and wellbeing.

- During out-of-hours periods, to act as the most senior Adult Social Care professional on duty, providing leadership, oversight and direction in relation to safeguarding, Mental Capacity Act, Care Act and placement emergencies.
- To shape practice, influence service delivery and contribute to service development through professional leadership, supervision, and strategic input.

A. Job Description

1. Resident & Community Contribution

- Provide a responsive, resident-focused statutory mental health service, ensuring lawful, proportionate and rights-based decision-making.
- Take lead responsibility for managing the most complex, sensitive and high-risk situations, including disputes between professionals, escalated safeguarding concerns and contested Mental Health Act decisions.
- Ensure equity of access and non-discriminatory practice, embedding human rights principles and promoting outcomes that reduce inequalities across the Borough.

2. People Management, Supervision & Professional Leadership

- Hold accountability for the quality of professional decision-making by other practitioners through the provision of professional supervision, consultation and sign-off processes.
- Provide regular professional practice supervision to Social Workers and AMHPs including within the Social Work Forum and AMHP Forum, including oversight of assessment quality, risk management and lawful application of statutory powers.
- Take on AMHP trainees, including mentoring, workplace assessment, evaluation of portfolios and recommendations regarding fitness to practise.
- Exercise authority and leadership to challenge practice that does not meet legislative, professional or organisational standards, escalating concerns and directing remedial action where required.
- Support Team Managers in workload prioritisation and workforce planning, contributing to decisions that balance risk, capacity and service pressures.
- Influence professional culture by modelling advanced-level social work practice, reflective supervision and evidence-informed decision-making.

3. Operational Service Delivery & Decision-Making

- Take lead responsibility for coordinating and authorising Mental Health Act assessments, including complex cases involving multiple agencies, high levels of risk, legal challenge or ethical complexity.
- Make autonomous statutory decisions regarding applications for detention, guardianship or use of alternative legal frameworks, with clear accountability for outcomes.
- Direct and coordinate multi-agency professionals (including Police, Health and Ambulance Services) during urgent and emergency situations, determining roles, actions and next steps.
- Apply advanced professional judgement in situations where legal frameworks intersect (e.g. MHA, MCA, Care Act, safeguarding), resolving conflicts and defensibly recording decision rationale.
- Chair multi-agency meetings and panels, setting direction, resolving disagreement and ensuring timely, lawful outcomes.
- Represent the local authority at court and statutory panels, including providing expert evidence, recommendations and organisational assurance.
- Contribute management information and qualitative analysis to support service monitoring, escalation and improvement.

4. Service Planning, Development & Strategic Influence

- Contribute to shaping service direction by providing expert advice to the Team Manager, AMHP Lead and Senior Management Team on emerging risks, themes and legislative changes.
- Influence policy development, pathway redesign and operational protocols within the AMHP Hub and wider Mental Health Service.
- Identify service pressures, gaps or inefficiencies and lead or contribute to improvement initiatives at a service-wide level.
- Act as a senior practice voice within corporate and inter-agency forums, influencing decisions that impact on mental health service delivery and integration.

5. Financial & Resource Management

- Exercise delegated responsibility for decisions relating to the deployment of resources in urgent and high-cost situations, including hospital placements, care packages and emergency accommodation.

- Ensure proportional, defensible and value-for-money decision-making in the use of mental health and social care resources.
- Support managers by providing professional input into resource prioritisation, demand management and pressure-point decision-making.
- Ensure compliance with financial governance arrangements while balancing statutory duties and individual rights.

6. Service Improvement & Quality Assurance

- Take a lead role in promoting a culture of accountability, learning and continuous improvement within Adult Social Care Mental Health Services.
- Lead or contribute to audits, reviews, learning events and investigation responses (e.g. complaints, safeguarding reviews, serious incidents).
- Monitor patterns, risks and outcomes across cases to inform service improvement, training needs and practice guidance.
- Maintain up-to-date knowledge of research, legislation and best practice, translating this into practical guidance for practitioners and managers.

7. Contacts & Stakeholder Influence

- Develop and maintain senior-level working relationships with internal leaders and external partners, including NHS, Police, legal services, regulators and provider organisations.
- Act as a key point of contact for complex, escalated or sensitive matters requiring senior professional input and negotiation.
- Influence outcomes with senior stakeholders through authoritative professional advice, balanced challenge and solutions-focused negotiation.
- Maintain effective liaison with elected members, regulators and partner agencies as required, providing assurance regarding statutory compliance and risk management.

8. Additional Responsibilities

- Undertake on-call duties as part of the 24-hour AMHP rota, acting with full delegated authority during out-of-hours periods.
- Carry out other reasonable duties commensurate with the senior, specialist nature of the role.

9. Key Performance Indicators

- Quality and timeliness of statutory Mental Health Act decision-making.
- Evidence of effective professional supervision, oversight and challenge.
- Appropriate and defensible use of resources in complex and high-cost situations.
- Contribution to service improvement, risk reduction and workforce development.
- Delivery against service, performance and improvement objectives.

B. Person Specification

This person specification will be used for recruitment to this vacancy in LBH. It will form the basis of the application form, and candidates will be also assessed against aspects of this person specification at interview.

1. QUALIFICATIONS	ESSENTIAL ✓	DESIRABLE ✓
Social Work Degree or equivalent (SWE Registered)	✓	
Warranted Approved Mental Health Professional	✓	
Practice Educator Qualification, or willingness to undertake. This training can be offered as part of external appointment where opportunities have not existed in other organisations.	✓	
Best Interest Assessor		✓
2. STATUTORY or ROLE SPECIFIC REQUIREMENTS	ESSENTIAL ✓	DESIRABLE ✓
Able to work on a shift rota to cover 7-day service	✓	
Able to take part in an out of hours rota	✓	
A full UK driving license. Be required to travel as part of the role, including attending community locations, hospitals, police stations and other settings across the Borough and wider area to undertake duties.	✓	
3. EXPERIENCE	ESSENTIAL ✓	DESIRABLE ✓
Experience of applying the relevant legislative frameworks, including: <ul style="list-style-type: none"> • Adult Safeguarding; • Community Care Legislation • Mental Health Act 1983 • Care Act 2014 • Mental Capacity Act 2005 • Deprivation of Liberty Safeguards 2009. • Working with carers • Personalisation / Self Directed Support • Human Rights Act. 	✓	
4. KNOWLEDGE & SKILLS	ESSENTIAL ✓	DESIRABLE ✓
Understanding of confidentiality and data protection requirements.	✓	

Able to demonstrate good organisational, case recording and report writing skills.	✓	
Able to work with individuals, families, carers/carer groups, irrespective of their circumstances and background.	✓	
Must be willing to move across teams according to the needs of the service.	✓	
Able to demonstrate practice which complies with professional standards and organisational codes of practice.	✓	
Sound assessment and interviewing skills.	✓	
Understanding of local resources, and the need to arrange packages of support in accordance with statutory requirements and eligibility criteria.	✓	
Knowledge and application of locally agreed current policies and procedures	✓	
Able to communicate verbally and in writing with a range of people including non-specialists	✓	
Development and management of key internal and external partnership and stakeholder relationships.	✓	

Our values

Respect

We appreciate what makes us different and include everyone.

- We recognise that we all have unique talents, skills and experiences.
- We provide a professional service to our residents and colleagues and lead by example.
- We celebrate diversity and ensure our working practices are inclusive.

Collaborative

We believe in the power of working together.

- We work collaboratively as one council.
- We promote creativity and innovation to improve outcomes for all.
- We recognise the strength of sharing knowledge and experience.

Efficient

We deliver the best possible outcome by carefully managing our resources.

- We are empowered to deliver the most efficient outcome.
- We harness new technology and tools to deliver our services efficiently.
- We look after our finances and maximise value for money for residents.

Integrity

There is no gap between what we say and do.

- We choose what is right over what is easy.
- We trust and support each other to get the job done.
- We are responsible and accountable for our actions, both good and bad.

Open and honest

We are transparent in the actions and decisions we take.

- We provide a safe space to have truthful discussions in a positive way.
- We encourage constructive feedback without fear of judgement.