

**SOCIAL CARE AND ADULT SERVICES SCRUTINY PANEL  
THE PROVISION OF APPROVED MENTAL HEALTH PROFESSIONALS (AMHPs) – ACTION PLAN**

**DATE: 19 JANUARY 2016**

SCRUTINY RECOMMENDATION	PROPOSED ACTION	POST TITLE	BUDGET COST	TIMESCALE
1. That work is undertaken to examine the merits of developing an AMHP protocol to establish joint working across the Tees Valley local authorities.	Meetings with other Tees Valley authorities have commenced to understand the benefits and challenges associated with implementing joint working across the area.	Head of Service: Specialist and Lifelong Services	No cost identified at this time.	March 2016
2. That the Council's Health Scrutiny Panel conducts an investigation of police and ambulance response times and the availability of Section 12 doctors, in respect of the MHA assessment process.	The items will be added to the panel's work programme.	Scrutiny Officer	Nil	May 2016
3. That the salary for Middlesbrough's AMHPs is increased in line with Redcar and Cleveland Council - pt 44 (£38, 405) to pt 46 (£40,217) and that, to coincide with the increase in salary, the AMHP job description and personal specification is reviewed.	HR advice indicates that compliance with this recommendation would breach the current Council policy in regard of Job Evaluation. It is proposed that the department increases remuneration for AMHPs through the proposed Recruitment and Retention Allowance policy that is currently being developed. This will	Assistant Director: Social Care	To be determined following the finalisation of the Recruitment and Retention	February 2016

	address "market pressure" issues.		Allowance policy	
4. That the employment terms and conditions, in respect of AMHPs, are explicit in stating that: in the event that an AMHP, who has been trained and employed by Middlesbrough Council, terminates their employment within a specific timeframe, then repayment of training fees will be required; and that the Council ensures this condition is enforced.	These conditions are now in place and will be adhered to.	Assistant Director: Social Care	No cost	Complete
5. That, if the Council has been unsuccessful in appointing to the recently advertised posts, the posts are re-advertised detailing the increase in salary.	This recommendation will be actioned should the situation arise.	Head of Service: Specialist and Lifelong Services	No cost	Complete
6. That the Council initiates work, across the Tees Valley authorities, to review the current processes for recording and monitoring data/information in respect of the AMHP service.	Meetings with other Tees Valley authorities have commenced to understand the benefits and challenges associated with implementing a consistent model of data recording across the area.	Head of Service: Specialist and Lifelong Services	No cost implication identified at this time	March 2016