

Scottish Social Service Council

Development of the specialist course - Mental Health Social Work Award (MHSWA)

1. Introduction to the (Draft) MHSWA standards and practice competencies

- 1.1 This document sets out the Draft Standards and practice competences which each candidate must achieve to obtain the new MHSWA award.
- 1.2 Training programme providers will use this set of standards when developing their programmes leading to the MHSWA. The standards have been developed by the SSSC in partnership with the Scottish Executive and other stakeholders. These standards will be used primarily:
 - by educational institutions and programme provider partnerships, including service user representatives, to level (SCQF minimum Level 10), design, deliver, monitor and review MHSWA programmes (after 2008)
 - by those responsible for assessing the work of candidates as the criteria for the achievement of the MHSWA award
 - as standards, recognised by the SSSC, which form part of the approval criteria to be met by programme providers in complying with the SSSC's Rules and Requirements for Specialist Training for Social Services Workers in Scotland
 - by social workers and their employers as a basis for planning further professional development and so that local authorities have appropriate numbers of qualified workers to carry out the MHO role.

2. Legal context

- 2.1 The specialist course leading to the MHSWA requires a significant level of detail within the standards framework for the MHSWA, because of the complexity of the legislation, policy and practice context of the MHO role for which candidates are preparing. It should also be noted that some changes in the law, policy and procedure (as determined by national and local bodies) are anticipated which may change aspects of the context at any time in the future. Therefore within the document phrases such as "relevant legislation" are used. Currently, that refers to:
 - Adults with Incapacity (Scotland) Act 2000
 - Mental Health (Care & Treatment) (Scotland) Act 2003
 - amendments to the Criminal Procedures (Scotland) Act 1995 by the 2003 Act and other relevant legislation including the Adult Support and Protection (Scotland) Act 2007

- 2.2 The specialist MHSWA standards framework gives details of the legislation for a specified purpose if necessary. Relevant research and developing knowledge may also need to be reflected in the scope of the proposed framework. A specific expectation and requirement for programme providers will be to focus on the currency and validity of all teaching, learning and assessment strategies within each learning focus of the specialist MHSWA.

3 Learning through practice

- 3.1 Continuing professional development in practice is essential in relation to all core activities of a registered social worker and must be demonstrated and assessed in the context of the specialist role. Practice is a setting for learning, a way of learning and an essential part of the learning and development that candidates must achieve to gain the Specialist MHSWA and therefore, appointment to the MHO role.

4. The nature and scope of the draft MHSWA Standards

- 4.1 These standards provide the proposed framework for the continuing professional development of social workers who work with service users in relation to issues of mental wellbeing and disorder and who wish to achieve the MHSWA and be appointed as MHOs. They set out the learning required to achieve the MHSWA in terms of:
- the relevant extensive critical knowledge and understanding required
 - the appropriate transferable skills required
 - the integrated ethical and professional approach required of a registered social worker
 - the specialist professional competence to be achieved through assessment.
- 4.2 These standards and practice competences have used conditional terms such as 'would' and 'facsimile' as they detail all the tasks a newly qualified MHO can undertake and against which (s)he has been assessed while shadowing an MHO in practice. However, by definition the MHO in training is not eligible to actually perform the role and tasks until (s)he has achieved the MHSWA award.
- 4.3 Abbreviations and acronyms are used in the document in relation to relevant legislation and in various dimensions of this area of social work practice so we have included a glossary of terms.

5. Glossary of terms

For the purposes of the draft standards and competences to achieve the Mental Health Social Work Award

"the 1995 Act" means the Criminal Procedure (Scotland) Act 1995 as amended by the 2003 Act

"the 2000 Act" means the Adults with Incapacity (Scotland) Act 2000

"the 2003 Act" means the Mental Health (Care and Treatment) (Scotland) Act 2003

"the 2007 Act" means the Adult Support and Protection (Scotland) Act 2007

"AMP" means any Approved Medical Practitioner as defined in section 22 of the 2003 Act

"court" means any Scottish civil or criminal court

"CHP" means a Community Health Partnership

"CJA" means any Criminal Justice Authority

"MAPPA" means Multi-Agency Public Protection Arrangements

"mental disorder" means any mental illness, personality disorder or learning disability, however caused or manifested, in accordance with the definition in section 328 of the 2003 Act

"MHO" means Mental Health Officer, being a person appointed under section 32 of the 2003 Act

"MHTS" means the organisation the Mental Health Tribunal for Scotland

"MWC" means the Mental Welfare Commission for Scotland

"patient" means a person who has, or appears to have, a mental disorder as defined in the 2003 Act. The use of the term "patient" is intended to achieve consistency with the terminology in the 2003 Act

"RMA" means Risk Management Authority

"RMO" means Responsible Medical Officer as defined in section 52G of the 2003 Act

"SCR" means a Social Circumstances Report in the form prescribed by regulations under the 2003 Act

"SSSC" means the Scottish Social Services Council

"tribunal" means any tribunal hearing convened by MHTS

Scottish Social Services Council
Draft standards and practice competences to achieve the Mental Health Social Work Award

MHSAW SLWG – Standards Sub-group – Draft

Learning Focus	To achieve MHSW award candidates need extensive critical knowledge and understanding of:	To achieve MHSW award candidates will acquire the transferable skills to:	To achieve the MHSW award candidates will work ethically and professionally to:	To achieve the MHSW award candidates must demonstrate competence to:
1) Mental Wellbeing and Mental Disorder	<ul style="list-style-type: none"> the significance of mental health and well-being for balanced human growth and development the possibilities of improving the mental well-being of vulnerable people affected by mental disorder, including applicable research evidence the ways in which the symptoms and experience of mental disorder impact upon the lives of individuals, families and carers, including drawing on relevant research all component elements of mental disorder as defined in relevant legislation key diagnostic symptoms of mental disorder the legal parameters of capacity and incapacity in relation to mental disorder 	<ul style="list-style-type: none"> apply knowledge and understanding of mental disorder to construct, comment upon and challenge reports and applications apply knowledge and understanding of mental disorder to supervision of restricted patients on conditional discharge apply knowledge of treatment, and alternative perspectives in discussing and challenging views within a multi-disciplinary team apply knowledge of mental disorder, treatment and alternatives to it, in communication with individuals, families and carers. 	<ul style="list-style-type: none"> integrate a high degree of professional confidence, competence and authority in the activities related to the MHO role work within the principles of the relevant legislation in terms of the formal legal protection of the service users human rights as embodied in the ECHR and the HR Act 1998 show sensitivity and understanding in all communications with individuals, families and carers show sensitivity to alternative ways of understanding the experience of mental disorder. 	<ul style="list-style-type: none"> engage with individuals affected by mental disorder, and where appropriate with families, carers and relevant others, in ways appropriate to the performance of the MHO role apply knowledge and understanding of mental disorder in work with individuals, families and carers formulate decisions relating to the legal parameters of capacity and incapacity in relation to mental disorder apply knowledge and understanding of the key diagnostic symptoms of mental disorder, and of the impact they have upon people's lives apply knowledge of the range of treatment for mental disorder and alternatives to it, to the

	<ul style="list-style-type: none"> the range of treatment for mental disorder within the meaning of "treatment" given in the 2003 and 2000 Acts the range of possible treatment and intervention other than compulsion or formal hospital admission the concept of Recovery in relation to the range of mental disorders the diverse ways in which people who have mental disorder will construct and express their experience. 			<p>potential outcomes for vulnerable people at risk of being subject to the powers of the relevant legislation</p> <ul style="list-style-type: none"> apply knowledge and understanding of mental disorder in carrying out the specific duties of the MHO role in relation to relevant legislation apply social models of mental wellbeing in particular the Recovery Model apply knowledge and understanding of mental disorder in the supervision of restricted patients on conditional discharge
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Learning Focus	To achieve MHSW award candidates need extensive critical knowledge and understanding of:	To achieve MHSW award candidates will acquire the transferable skills to:	To achieve the MHSW award candidates will work ethically and professionally to:	To achieve the MHSW award candidates must demonstrate competence to:
2) Powers and Duties	<ul style="list-style-type: none"> aspects of the legislation related to the performance of the role of MHO contained in the 2000 Act, the 2003 Act and the 1995 Act the principles of the relevant legislation in relation to all action and decision making of MHOs in respect of their powers and duties the codes of practice related to relevant legislation the nature, prescribed content and purpose of the full range of statutory reports required of MHOs the rights of individuals, families and carers involved in statutory processes, including those of appeals, termination and maintenance of orders the grounds for making investigations under the 	<ul style="list-style-type: none"> consider, give or withhold consent and make applications to the tribunal and the courts based on professional and legally justifiable assessments present a coherent set of arguments as before a court and tribunal, reflecting the needs of the service user, demonstrating an understanding of real and meaningful alternatives to hospital care where appropriate make recommendations to the court relating to powers under the 1995 Act give evidence, lead evidence from witnesses and cross examine witnesses in the tribunal 	<ul style="list-style-type: none"> work within the SSSC Code of Practice for Social Service Workers in relation to MHO duties work with the degree of autonomy given to MHOs in terms of their assessment and decision making while working with appropriate accountability to their employing authority 	<ul style="list-style-type: none"> apply the principles of the relevant legislation to the actions and decisions which an MHO would make in respect of their powers and duties in MHO Practice apply extensive and critical knowledge to MHO practice in relation to aspects of compulsion under the relevant legislation and associated codes of practice prepare facsimile applications in a cogent manner in relation to the relevant legislation apply lawful interpretations of capacity and incapacity in relation to powers under the relevant legislation write a range of facsimile statutory reports in a cogent manner, reflecting involvement in a range of practice relating to the relevant legislation prepare facsimile warrants in a cogent manner

	<p>2003 Act, inquiries under the 2000 Act and the process of application for warrants under the 2003 Act</p> <ul style="list-style-type: none"> • the role of the designated MHO • lawful interpretations of capacity and incapacity under the relevant legislation • the duties of the Supervising officer in relation to private welfare guardians • the implications of court & tribunal decisions upon practice • the powers of compulsion in relation to care, treatment and detention • the power to make decisions in relation to adults' health safety and welfare in relation to the 2000 Act • the powers of the courts, RMA, CJA and MAPPA in relation to mentally disordered offenders 	<ul style="list-style-type: none"> • write SCRs and court reports in relation to the relevant legislation • work within local and national policy guidance and procedure • supervise restricted patients on conditional discharge • communicate to anyone, potentially subject to the powers in the relevant legislation, their rights and the availability of legal support and advocacy. 		<ul style="list-style-type: none"> • address the rights of the individual and others involved in statutory processes, including those relating to appeals, termination and maintenance orders.
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	<ul style="list-style-type: none"> • Current national and local policy surrounding MHO practice and its influence on the MHO role and relevant mental health service provision, including relevant research • National and local guidance, procedure and the SSSC Code of Practice for Social Service Workers. 			
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Learning Focus	To achieve MHSW award candidates need extensive critical knowledge and understanding of:	To achieve MHSW award candidates will acquire the transferable skills to:	To achieve the MHSW award candidates will work ethically and professionally to:	To achieve the MHSW award candidates must demonstrate competence to:
3) Collaborative Working in relation to roles and organisations	<ul style="list-style-type: none"> • The roles and contributions of each individual with whom an MHO will normally work in carrying out the MHO role (a detailed although not exclusive list is appended for information and guidance) • the functions and contribution of organisations usually involved in the work of the MHO (a detailed although not exclusive list is appended for information and guidance); • relevant research and reports which focus on collaborative practice issues and development in the specialist context 	<ul style="list-style-type: none"> • To develop networking and collaborative practice skills in relation to roles and organisations, including skills related to : <ul style="list-style-type: none"> (i) facilitation (ii) negotiation (iii) problem-solving (iv) coordination – interpersonal and inter-professional leadership • work with inter and intra disciplinary boundaries • work effectively across and between differing resource and funding structures • work effectively with differing communication strategies and approaches • work effectively with differing leadership and management cultures and systems 	<ul style="list-style-type: none"> • recognise and work sensitively in relation to role boundaries/ambivalence and ambiguity • recognise and work with different professional and organisational perspectives • recognise and work with different models of understanding of issues related to mental well-being • manage the responsibility and authority inherent in the MHO role 	<ul style="list-style-type: none"> • Show awareness of the respective professional roles, responsibilities, accountabilities and inter-relationships in the context of the relevant legislation; • Engage and relate ethically and professionally with the relevant professionals, agencies and organisations in undertaking the role of the MHO in the context of relevant mental health related legislation; • Engage and relate effectively with relevant individuals, family and carers; • show leadership in the care management context and in contributing to planning and implementation of interventions, and effectively manage complex conflict and risk

Learning Focus	To achieve MHSW award candidates need critical knowledge and understanding of:	To achieve MHSW award candidates will acquire the Transferable skills to:	To achieve the MHSW award candidates will integrate ethics and professional responsibility to:	To achieve the MHSW award candidates must demonstrate competence to:
4) Assessment and Management of Risk	<ul style="list-style-type: none"> the nature of risk as it affects individuals who experience mental disorder, their friends, families, carers, service providers (including the MHO) and the public the differing perspectives and frameworks, including environmental and social factors as well as psychiatric factors that increase or reduce levels of risk widely used risk assessment tools and the context in which they can be used local and national policy in relation to risk assessment and management Key agencies and services who will be involved in risk management. 	<ul style="list-style-type: none"> undertake a comprehensive risk assessment including those within the context of a care management approach take account of the views of the person, family and other professionals weigh information gathered in relation to individual risk factors to present their assessments verbally and in written format as required for court, tribunal, agency procedures develop risk management plans, implement, monitor and review in accordance with national and local guidelines. 	<ul style="list-style-type: none"> uphold the principles of the relevant legislation under which MHO assessments are made reach assessments which demonstrate ethically sound and therefore, anti-discriminatory practice, in their value base challenge and report actions that are impacting on the management of risk as per the SSSC Codes of Practice for Social Service Workers and Employers balance rights of the individual to make decisions which may involve risk to self and others take account of negative stereotyping and approaches to risk which reduce the scope for positive risk taking. 	<ul style="list-style-type: none"> make comprehensive assessments of risk which take into account knowledge, critical understanding, transferable skills, and competences detailed in other learning areas within the award communicate their formulation of risk assessment in coherent arguments to other professionals in the multidisciplinary setting and to the court and tribunal, verbally and in writing assess and manage risk, planned or in a crisis situation, within the existing risk management frameworks, in conjunction with other disciplines.

	<ul style="list-style-type: none"> • Multidisciplinary approaches to risk assessment and management • Risk in relation to conditions for compulsion under the 2003 Act and the grounds for invoking proxy powers under the 2000 Act and the range of assessments required for and by the court under the 1995 Act. 			
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LEARNING FOCUS 3 APPENDIX

A list of collaborative working in relation to roles and organisations

Roles

- Named person/nearest relative
- Family/carer
- GP/RMO/Approved Medical Practitioner
- Mental Health Tribunal Members
- Sheriff Clerk/Sheriff and Justice of the Peace
- Police constable
- Legal Representative/Legal Adviser
- Curators-ad-litem and Safeguarders
- Advocacy worker
- Allied Health Professionals - community or hospital based
- other relevant social services staff

Organisations:

- Mental Health Tribunal Scotland
- Mental Welfare Commission
- Courts
- Office of Public Guardian
- Scottish Executive
- Local NHS Board - Mental Health Services, Direct and contracted service provision,/Primary Care Services/Local CHPs/Ambulance/Hospital Transport
- Local Authority Social Work Resources, Direct and contracted Local Service Provision
- Advocacy services
- Legal services
- Police