**Section 3: Competency framework for Independent Mental Health Advocates transferring into the role from qualified:**

* **Independent Mental Capacity advocate**
* **Independent advocate with adults**
* **Independent advocate with children**

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| **Learning outcome**  1. Use Codes of Practice and legislation related to mental health to inform practice | | | | |
| **You understand:** | | | | |
| **Criteria** | **Suggested actions** | **Suggested sources of evidence** | **Notes** | **Dated and initialed** |
| 1.1 The **specific role and responsibilities** of an Independent Mental Health Advocate  (IMHA) as outlined within the Mental Health Act Code of Practice | Guided reading  Support from mentor | Discussion in supervision or with mentor |  |  |
| 1.2 The relevant legislation, Codes of Practice and associated guidance and how these  relate to the role of the Independent Mental Health Advocate | Guided reading  Support from mentor | Discussion in supervision or with mentor |  |  |
| 1.3 The rights that Independent Mental Health Advocates have under legislation on behalf of the individuals they are supporting | Guided reading  Support from mentor | Discussion in supervision or with mentor |  |  |
| 1.4 The qualifying criteria for support from an Independent Mental Health Advocate and  who is responsible for providing information about these | Guided reading  Support from mentor | Discussion in supervision or with mentor |  |  |
| **You are able to work in ways that:** | | | | |
| **Criteria** | **Suggested actions** | **Suggested sources of evidence** | **Notes** | **Dated and initialed** |
| 1.5 Use relevant legislation, Codes of Practice and associated guidance to inform  Independent Mental Health Advocacy practice | Job shadowing  Support from mentor | Documents[[1]](#footnote-1)  Feedback from individuals, colleagues and other professionals  Reflection on practice  Discussion in supervision or with mentor |  |  |
| 1.6 Produce reports in line with organisational requirements | Organisational policies and procedures  Job shadowing  Support from mentor | Reports that meet set requirements  Reflection on practice  Discussion in supervision or with mentor |  |  |
| 1.7 Establish when individuals have a right to support from an Independent Mental Health  Advocate | Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| 1.8 Ensure individuals are informed of their **human rights** under the Mental Health Act | Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| **Range:**  **Specific role and responsibilities:** set out under the Mental Health (Wales) Measure 2010  and The Mental Health Act Code of Practice for Wales 2016, Delivering the Independent  Mental Health Advocacy Service in Wales: Guidance for Independent Mental Health Advocacy  Providers and Local Health Board Advocacy Service Planners December 2011  **Human rights:** would include Section 132 of the Mental Health Act | | | | |

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| **Learning outcome**  2. Provide support to individuals using non-instructed advocacy | | | | |
| **You understand:** | | | | |
| **Criteria** | **Suggested actions** | **Suggested sources of evidence** | **Notes** | **Dated and initialed** |
| 2.1 The role of the Independent Mental Health Advocate where individuals are not able to  instruct them | Guided reading  Job shadowing  Support from mentor | Discussion in supervision or with mentor |  |  |
| 2.2 How to establish the views and wishes and preferences of individuals receiving  independent mental health advocacy support | Job shadowing  Support from mentor | Discussion in supervision or with mentor |  |  |
| **You are able to work in ways that:** | | | | |
| **Criteria** | **Suggested actions** | **Suggested sources of evidence** | **Notes** | **Dated and initialed** |
| 2.3 Use agreed referral process for non-instructed advocacy | Job shadowing  Support from mentor  Organisational policies and procedures | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| 2.4 Use a range of sources to identify the views, wishes and preferences of individuals  receiving independent mental health advocacy support | Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| 2.5 Represent individuals where they are unable to do so | Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| 2.6 Use non-instructed advocacy with individuals where they are unable to instruct | Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |

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| **Learning outcome**  3. Support individuals who are referred for Independent Mental Health Advocacy | | | | |
| **You understand:** | | | | |
| **Criteria** | **Suggested actions** | **Suggested sources of evidence** | **Notes** | **Dated and initialed** |
| 3.1 Advocacy issues for which individuals may need the support of an Independent Mental Health Advocate | Guided reading  Support from mentor | Discussion in supervision or with mentor |  |  |
| 3.2 Powers of detention and how these can be applied | Guided reading  Support from mentor | Discussion in supervision or with mentor |  |  |
| 3.3 How to explore **the impact** related to **care and treatment options** on the individual | Guided reading  Support from mentor | Discussion in supervision or with mentor |  |  |
| 3.4 The potential impact of the **physical environment** on individuals | Guided reading  Support from mentor | Discussion in supervision or with mentor |  |  |
| 3.5 **Dilemmas** that the independent mental health advocate may face in practice | Guided reading  Support from mentor | Discussion in supervision or with mentor |  |  |
| **You are able to work in ways that:** | | | | |
| **Criteria** | **Suggested actions** | **Suggested sources of evidence** | **Notes** | **Dated and initialed** |
| 3.6 Support individuals to understand:   * their **rights and safeguards** * the powers of compulsion and how these may impact upon them | Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| 3.7 Work with individuals to explore their views, wishes and preferences about their care and  treatment options | Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| 3.8 Use strategies to support individuals to engage with professionals involved in their care  and treatment | Job shadowing  Support from mentor | Reflection on practice  Discussion in supervision or with mentor |  |  |
| 3.9 Promote the views, wishes and preferences of individuals during the decision-making  process about their care and treatment | Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| 3.10 Promote respect for and practice that meets the cultural needs of individuals | Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| 3.11 Raise concerns where the views, wishes and preferences of individuals have not been taken account of in the decision-making process | Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| 3.12 Support individuals to:   * **appeal** against their detention * review or change their medication * apply for **leave** or discharge from hospital * participate and influence discharge planning * access support following discharge | Guided reading  Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| 3.13 Attend and participate in meetings | Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| **Range:**  **The impact:** risks, benefits and ethical issues  **Care and treatment options:** therapies, medication, ECT  **Physical environment:** locked ward, general hospital environment, limited personal space,  privacy  **Dilemmas:** information sharing, supporting individuals who may experience delusional belief,  supporting individuals who are experiencing mental distress  **Rights and safeguards:** under the Mental Health Act 1983, Mental Health (Wales) Measure  2010  **Appeal:** applications to managers hearing, Ministry of justice and First Tier Tribunal  **Leave:** unsupervised, escorted or extended leave | | | | |

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| **Learning outcome**  4. Support individuals who are referred for issues related to restrictions or deprivation of liberty | | | | |
| **You understand:** | | | | |
| **Criteria** | **Suggested actions** | **Suggested sources of evidence** | **Notes** | **Dated and initialed** |
| 4.1 The roles of the Independent Mental Capacity Advocate and the Independent Mental Health Advocate in relation to Liberty of Protection Safeguards (LiPS) | Guided reading  Job shadowing  Support from mentor | Discussion in supervision or with mentor |  |  |
| 4.2 Routes that can be used for **challenging authorisations** and who would be responsible for undertaking these | Guided reading  Job shadowing  Support from mentor | Discussion in supervision or with mentor |  |  |
| 4.3 Factors which may or may not make a deprivation of liberty the best interest for  Individuals | Guided reading  Job shadowing  Support from mentor | Discussion in supervision or with mentor |  |  |
| **You are able to work in ways that:** | | | | |
| **Criteria** | **Suggested actions** | **Suggested sources of evidence** | **Notes** | **Dated and initialed** |
| 4.4 Explore:   * how restrictions or deprivation of liberty may impact on individuals * the views, wishes and preferences of individuals about the restrictions or   deprivation of liberty and the outcomes that they want   * the least restrictive options | Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| 4.5 Support individuals to access routes to appeal or challenge authorisations | Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| **Range:**  **Challenging authorisations:** rights to request review, complaints, best interest meeting, referring to Court of Protection | | | | |

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| **Learning outcome**  5. Ensure safety when providing independent mental advocacy support | | | | |
| **You understand:** | | | | |
| **Criteria** | **Suggested actions** | **Suggested sources of evidence** | **Notes** | **Dated and initialed** |
| 5.1 Potential **risks to safety** when working in mental health settings | Job shadowing  Support from mentor | Discussion in supervision or with mentor |  |  |
| 5.2 Strategies that should be used to minimise risk | Organisational policies and procedures  Job shadowing  Support from mentor | Discussion in supervision or with mentor |  |  |
| **You are able to work in ways that:** | | | | |
| **Criteria** | **Suggested actions** | **Suggested sources of evidence** | **Notes** | **Dated and initialed** |
| 5.3 Access information from the service setting about potential risks and strategies to ensure  safety | Job shadowing  Support from mentor | Reflection on practice  Discussion in supervision or with mentor |  |  |
| 5.4 Implement strategies to minimise risk and keep people safe | Job shadowing  Support from mentor | Documents  Reflection on practice  Discussion in supervision or with mentor |  |  |
| **Range:**  **Risks to safety**: to the individual, self and others | | | | |

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| I confirm that ……………. has demonstrated achievement of the knowledge and practice learning outcomes set out in this competency framework  Signed: (manager)  Signed: (independent advocate) |

1. Documents could include reports, email correspondence, meeting minutes and so on. Care must be taken to ensure that anything shared is done so in line with GDPR and confidentiality agreements, policies and procedures. This applies to the whole framework. [↑](#footnote-ref-1)