



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

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 Feedback from individuals, colleagues and other professionals Reflection on practice Discussion in supervision or with mentor		

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.

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

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		

<p>3.3 How to explore the impact related to care and treatment options on the individual</p>	<p>Guided reading Support from mentor</p>	<p>Discussion in supervision or with mentor</p>		
<p>3.4 The potential impact of the physical environment on individuals</p>	<p>Guided reading Support from mentor</p>	<p>Discussion in supervision or with mentor</p>		
<p>3.5 Dilemmas that the independent mental health advocate may face in practice</p>	<p>Guided reading Support from mentor</p>	<p>Discussion in supervision or with mentor</p>		

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: <ul style="list-style-type: none"> • 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		

<p>3.9 Promote the views, wishes and preferences of individuals during the decision-making process about their care and treatment</p>	<p>Job shadowing Support from mentor</p>	<p>Documents Reflection on practice Discussion in supervision or with mentor</p>		
<p>3.10 Promote respect for and practice that meets the cultural needs of individuals</p>	<p>Job shadowing Support from mentor</p>	<p>Documents Reflection on practice Discussion in supervision or with mentor</p>		
<p>3.11 Raise concerns where the views, wishes and preferences of individuals have not been taken account of in the decision-making process</p>	<p>Job shadowing Support from mentor</p>	<p>Documents Reflection on practice Discussion in supervision or with mentor</p>		

<p>3.12 Support individuals to:</p> <ul style="list-style-type: none"> • 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 	<p>Guided reading</p> <p>Job shadowing</p> <p>Support from mentor</p>	<p>Documents</p> <p>Reflection on practice</p> <p>Discussion in supervision or with mentor</p>		
<p>3.13 Attend and participate in meetings</p>	<p>Job shadowing</p> <p>Support from mentor</p>	<p>Documents</p> <p>Reflection on practice</p> <p>Discussion in supervision or with mentor</p>		

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

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: <ul style="list-style-type: none"> • 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				

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				

I confirm that.....has demonstrated achievement of the knowledge and practice learning outcomes set out in this competency framework

Signed: (manager).....

Signed: (independent advocate).....