



**General Purposes Committee**  
25 June 2012

**Report from the Director of  
Adult Social Services**

Wards Affected:  
ALL

**Market Factor Supplement Payment –  
Approved Mental Health Practitioners (AMHP's)**

### 1.0 Summary

- 1.1 The Approved Mental Health Practitioners (AMHP's) in Brent Mental Health Services receive a market factor supplement of £1542 (the difference between Inner and Outer London Weighting) and the AMPH's in the Emergency Duty Team and Review Team do not receive this supplement. The market factor supplement is paid in recognition of the additional training and levels of responsibility AMPH's undertake in pursuance of the Council's statutory obligations under the Mental Health Act. The Market Factor Supplement is therefore aimed at paying all AMPH's the same salary.
- 1.2 The AMHP role involves working in highly volatile situations with high levels of client-risk and extended/unsocial working hours. The allowance is to retain the nationally-scarce AMHP role within Brent in order to meet Brent's statutory responsibilities and to attract new staff to Brent to meet the increase in statutory work. The allowance had also been considered a due recognition of their commitment to maintaining a service to high standards and of their loyalty to Brent. Other local boroughs pay more and Brent needs to be competitive in order to retain its current AMHP workforce and be able to recruit new staff in order to maintain the service.
- 1.3 The purpose of this report is to highlight the importance of paying AMPH the allowance of £1542 as a Market Factor Supplement Payment as set out in the attached business case (Appendix 1)

### 2.0 Recommendations

- 2.1 That the annual allowance of £1542 be paid to the Council's AMHPs as a Market Factor Supplement Payment in recognition of the issues summarised below.

### 3.0 Detail

- 3.1 There is a national shortage of AMHP's due to being a more highly-qualified role requiring considerable experience as a social worker before training as an AMHP. The London Council Survey shows that AMHP's are in the extreme difficulty category for both recruitment and retention. Nationally, the majority of AMHPs are above 45 years and tend to remain in posts and therefore less available in the job market.
- 3.2 There have been at least 8 adverts for AMHP's in the last 2 years and we have not been able to recruit to any recent vacancy. Currently agency staff are used and this has been the case for the last 2 years. This has been extremely costly to the Council with agency rates often 1.5 times the normal salary. Furthermore locums tend to move on rapidly to more lucrative opportunities with other boroughs and are also time-consuming to induct.
- 3.3 There has been an increase in AMHP assessments of 30% nationally since the implementation of the new Mental Health Act (MHA) 4 years ago. Brent has seen a significant increase in MHA assessments and AMHP work, particularly through increased use of Community Treatment Orders, Guardianship and revisions to the Code of Practice, which has led to an increase in Section 2. The loss of existing Brent AMHPs would put at risk the Council's ability to meet its statutory obligations under the MHA.
- 3.4 It is therefore essential for Brent to pay the Market Factor Supplement to ensure that the existing experienced AMHP workforce is retained and future recruitment to vacant posts is not jeopardised.

#### **4.0 Financial Implications**

- 4.1 The full year cost of the £1542 Supplement for each of the existing 10 AMHP's is £15,420 and the cost has been accommodated within the operational budget.

#### **5.0 Legal Implications**

- 5.1 The possible loss of a number of the existing workforce and would potentially impact on the Council's ability to meet its statutory responsibilities under the Mental Health Act.

#### **6.0 Diversity Implications**

- 6.1 There are no diversity implications.

#### **7.0 Staffing/Accommodation Implications (if appropriate)**

- 7.1 These are contained in the body of the report.

## **Background Papers**

Market Factor Supplement Business Case - Appendix 1

Equality Impact Assessment – Appendix 2

## **Contact Officers**

Alison Elliott, Director of Adult Social Services

### Application for a Market Factor Supplement Payment

<b>Department:</b>	Adult Social Services
<b>Business Unit:</b>	
<b>Service Manager:</b>	Phil Porter / Senel Arkut
<b>Application Authorised by:</b>	Alison Elliot, Director Adult Social Services
<b>Post(s) for which a payment is required:</b>	Approved Mental Health Professional (AMHP)
<b>Date job description was last reviewed:</b>	2011
<b>Current job evaluated grade of post:</b>	PO3 Spinal Point 40- 43
<b>Annual value of the proposed payment:</b>	£1,542 per annum
<b>Method of payment (e.g. yearly lump sum, monthly payment, etc.):</b>	Monthly
<b>Date payments will commence:</b>	To be backdated to 01/04/2011

**Has this post been advertised previously unsuccessfully? Yes/No**

Yes there have been at least 8 adverts for AMHPs in the last 2 years. The AMHP's in EDT have been retained but we have not been able to fill a recent vacancy. Currently we have to use agency staff and this has been the case for the last 2 years.

There is a national shortage of AMHPs, due to being a more highly-qualified role which requires considerable experience as a social worker before training as an AMHP. Nationally, the majority of AMHPs are above 45 years and tend to remain in posts – they are less available in the job-market.

This is of particular concern as there has been an increase in AMHP assessments of 30% nationally since the new Mental Health Act 2007. In Brent we have seen a significant increase in MH Act assessments and AMHP work -particularly through increased use of Community Treatment Orders, Guardianship and revisions to the Code of Practice which has led to an increase in Section 2. We therefore require more AMHPs to do this work.

The London Council Survey shows that AMHPs are in the extreme difficulty category for both recruitment and retention,

**Has this post experienced high turnover over the last twelve months? Yes/No**

We have been unable to recruit AMHP's in the older adults team and have relied on agency staff. In EDT the staff team has been static, however we have been unable to recruit to a recent vacancy.

AMPH's in Brent Mental Health Service already receive this market supplement and this is inequitable. Due to this high turnover it would be cost-effective for Brent council to retain the market supplement , in line with the other authorities, to keep existing staff and attract new applications.

**Is the Brent salary for this post below the market rate for equivalent jobs? Yes/No**

**London Borough of Brent – up to £35,000**

London Borough of Richmond – up to £42,466

London Borough of Hounslow – up to £41,000

London Borough of Hillingdon – up to £40,961

London Borough of Enfield – up to £42,000

London Borough of Harrow – up to £41,610

Neighbouring boroughs pay higher for the substantive posts. Additionally neighbouring boroughs of Westminster, Camden, Kensington and Chelsea pay Inner London Weighting whereas Brent pays OLW. Locum work through agencies is more highly paid in neighbouring boroughs.

**If the Brent salary for this post is comparable with the market for equivalent jobs, what is the basis for paying a supplement?**

[e.g. If non-pay benefits/conditions of employment offered by other boroughs are better than those of Brent provide details to support this]

Brent is not comparable with the market for equivalent jobs. AMHP staff within the MH service are already receiving this market supplement.

**Are there any other posts in the service and/or department which may be affected by the award of the payment? Yes**

[If yes, provide details]

AMHP staff within the MH service are already receiving this market supplement.

**What benefit to the service/department will result from application of the market supplement?**

[Include details of any proposals to reduce use of agency staff and overtime payments)

Brent would be able to retain existing AMHPs and more easily attract new AMHPs. Without the market supplement, Brent would not be able to fulfil its statutory responsibilities and meet the current increase in statutory work.

**What are the financial implications of making the payment?**

£1,542 Market Pay Supplement would be payable for each of the AMHPs

It would be cost effective to pay this supplement to ensure that we retain the existing experienced AMHP workforce and improve recruitment to vacant posts. Non payment of the allowance will have a negative impact on both recruitment and retention, increasing operational costs as a result since we would need to recruit temporary locum staff to ensure the Council's statutory MHA obligations continue to be met.

We would have to spend more money on recruiting and training staff- who would for the most part be inexperienced and newly-qualified.

Many of the AMHPs in EDT are close to retirement - we do not want to lose them prematurely through the non payment of the allowance as they are the most experienced- and it would leave a much less experienced, skilled or legally knowledgeable workforce, who may also be more susceptible to legal challenges arising from their practice which would also be costly.

**What arrangements are proposed for reviewing the payment?**

Payment would be reviewed after 18 months.

**How will you measure the success of any improvements that are put into place?  
Who will be responsible for measuring the success?**

We would measure the service's ability respond to our statutory obligations in supplying sufficient numbers of AMHPs to maintain the service.

The Head of Service will review progress regarding retention, maintaining delivery of the statutory responsibilities and the filling of vacancies.

**Signed:** Alison Elliott

**Date:** 14 June 2012

**Job Title:** Director of Adult Social Services

**Application for a Market Factor Supplement Payment  
Equality Impact Assessment**

The impact of the proposed market supplement should be assessed with reference to the relevant target groups:

- Gender
- Disability
- Religion or Belief
- Main Occupational Groups
- Race
- Sexual Orientation
- Age
- Part time staff

<b>Department and Division:</b>	Adult Social Care –
<b>Head of Service:</b>	Phil Porter / Senel Arkut
<b>Officer completing assessment:</b>	Phil Porter and Senel Arkut
<b>Details of others involved in the assessment - auditing team/peer review:</b>	
<b>Date:</b>	14 June 2012

**Brief description of market supplement**

Market Supplement would be a monthly allowance equivalent to the difference between the Outer and Inner London Weighting allowances.

**Aims**

Aim is to reduce turnover in the AMHP role and attract new applicants. and Brent to become more competitive in AMHPs recruitment.

**Objectives**

The objective is to have a fully staff-resourced AMPH service in order to meet Brent Council's statutory requirements and responsibilities under the Mental Health Act.



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**What is the justification for taking these measures?**

As evidence that the neighbouring authorities pay for AMHPs are significantly more than Brent. . Brent needs to be competitive in order to retain AMHPs and be able to recruit new staff to maintain good quality Mental Health services.  
As in Brent Mental Health service already receive this market supplement

**Are the aims consistent with the council's Comprehensive Equality Policy?**

Yes.

**Does a third party provide the function or service?**

We have to rely on agency cover as we cannot retain or recruit AMHP-qualified staff.  
CNWL manages the mental health service and the social workers within their organisation

**Is there an adverse impact around race/gender/disability/faith/sexual orientation/health etc? Could the proposals affect people differently so that some groups may not have equal and fair access to rewards? What are the reasons for this adverse impact?**

None. AMHPs come from all sectors of the community and our aim is to continue to ensure we maintain the current staff levels.

We also may lose current AMHPs from specific sectors that may leave to go to other boroughs or agencies so active recruitment of AMHPs from all sectors of the community is essential.

**Describe the evidence (qualitative or quantitative) you have used to make your judgement. Please supply us with the evidence separately by race, gender, disability etc?**

AMHPs come from all sectors of the community. Our AMHP service includes people who are male and female, and are from all groups including different cultures and backgrounds, religions, sexualities orientations, ages and disabilities.

**How do the proposals take into account what might be different needs across different groups of people?**

Not applicable. See above.

**Have you conducted consultations/satisfaction surveys with employees?**

Yes. The feedback from the staff evidenced that they are considering either leaving Brent or taking early retirement if they do not receive this payment, given their colleagues in BMHS already receive it. AMHPs are also aware that the other boroughs are paying more.

**Have you analysed the result of these consultations/surveys to identify any trends across different groups of people? If not, why was the consultation/survey undertaken?**

AMHPs across the board feel this way as the Market Supplement application is based on a positive retention, recruitment and -role-recognition issue, not on an equalities issue.

**If number of responses to consultation/survey has been low, what steps have you taken to ensure a reasonable sample size e.g. taking results over a longer period or conducting surveys over the telephone?**

Not applicable.

**Who will be responsible for monitoring the impact and success of the scheme?**

Head of Service