



## Supporting mental health service users into employment

### The role of NHS Trusts

As a key component of promoting recovery, specialist mental health services are expected to support service users to return to work.

The new Mental Health Strategy, 'No Health without Mental Health', states:

*Employment is generally good for people's mental health and that being out of work carries an increased risk of mental health problems*

The Government plans to improve the employment rates of those with mental health problems. The NHS Outcomes Framework will measure the rate of:

*employment of people with mental illness*

The Adult Social Care Outcomes Framework will measure:

*the proportion of adults in contact with secondary mental health services in employment*

These indicators oblige secondary care mental health services to support service users to retain and return to work.

### Mentally ill people want to work

Research has shown that at least 70% of NHS Trust mental health clients want to work and can work. However, they need the support of their clinical team and specialist employment workers to help them through the process of finding suitable work, attending interviews and managing their condition once they are in work. The Government is expecting secondary mental health services to facilitate this.

### The most effective way to support service users in returning to work is using Individual Placement with Support (IPS) services.

IPS is a proven methodology whereby employment specialists are integrated into mental health teams to support service users to return to work. These employment specialists may be employed by the NHS Trust or a third party specialist provider (often third sector).

### The key principles of an IPS service

1. It is open to all those in secondary mental health services who want to work.
2. It aims to get people into competitive employment.
3. It tries to find jobs consistent with people's preferences.
4. It works quickly (to maintain service users' interest).
5. It integrates employment specialists into clinical teams so the whole team can support the service user's return to work.
6. It provides time unlimited, individualised support for the person and their employer.
7. Support with benefits advice is included.

Sixteen international studies have shown that IPS services are at least 35% more effective in helping individuals with severe mental health conditions return to competitive work than non - IPS employment services.

### **Funding IPS services**

Existing IPS services have been funded through a number of means.

- NHS Trust commissioning
- Local authority one off funds
- Local authority social care funding
- Personalisation - direct payments
- Reconfiguration of existing day services
- Department of Health project funding
- Charitable trusts
- Lottery funding
- European social funds
- DWP - Work Choice job outcome fees
- DWP - Work Choice job sustainment fees
- DWP - Access to Work mentoring fees

In 2011 there will also be access to funding through the DWP Work Programme.

### **Individual Placement with Support is successfully implemented in the UK**

The following NHS Trusts and their partners have successfully implemented IPS services and welcome fact finding visits from potential IPS services.

- CNWL
- Devon Partnership
- North Essex Partnership
- Nottingham Healthcare
- Somerset Partnership
- South Essex Partnership
- Sussex Partnership
- South Staffordshire & Shropshire
- South West London & St George's

### **The Centre for Mental Health**

The Centre for Mental Health aims to help create a society in which people with mental health problems enjoy equal chances in life to those without.

We believe that people with mental health problems should not experience unfair barriers to a fulfilling life.

We aim to find practical and effective ways of overcoming those barriers so that people with mental health problems can make their own lives better with good quality support from the services they need to achieve their aspirations.

We carry out research, policy work and analysis to improve practice and influence policy in mental health as well as public services.

The Centre for Mental Health can support you with:

- guidance and consultancy on how to set up your IPS services;
- training for your IPS leads and employment support workers;
- IPS quality assurance;
- membership to a national best practice support network;
- access to best practice research on IPS services.

For more information on how we can help, please contact:

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