

# Policy into Practice

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Development Unit

# Regional: Yorkshire and the Humber

Secured £1.2m in region

**Service user engagement**

**Training:** Line managers; job retention; intermediaries;

**Academic Network and Research** into the cost of poor mental health

**Information for employers** the HUB

**Regional networks** for practitioners and strategists

# Positive Assets HMHTT

2001 – “to encourage and support people with mental health problems to gain employment with HMHTT”  
(client and organisational involvement)

Expanded to include opportunities in Hull City Council, NHS Hull, Hull CHCP

2009 - Work with Hull based employers; voluntary and private sector: large, medium and SMEs



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# Provision for mental health service users:

## IPS?

Client preference; work focussed; time unlimited support; based within MH services; everyone is eligible.

## Journey

referral; information share; 'assessment'; named worker; signposting; database; notification of jobs; help with applications/ interview; ongoing support; workplace advanced decision (wellness recovery action plan)

# Provision for participating public sector employers

**Training** – induction; recruitment and selection; practitioner training on employment (STR, preceptorship, managers); link to MHFA; job retention; line manager training.

**Recruitment processes**

**Worked closely with OH, HR, E&D**



## Some stats

**Referrals:** 106 -58% from Health 24% employment

**Characteristics:** 62% male; 96% white British; 22% no qualifications; 78% inactive

44 people gained employment

42 undertook training

25 in voluntary work or work experience

28 additional people receiving ongoing support from previous years



# Feedback

*“...feel like a member of society”*

*“Positive Assets at the time changed my life...through them I got my confidence and life back...I’m in full time employment and my life is back on track”*

*“I have moved on to another chapter...”*

*“for the first time in a long time I felt as though I had a lot to offer.”*



# Worker style is key

*“(workers) see positive aspects in my life which I would not have seen myself”*

*“made me feel I may be of value”*

*“being able to see the same adviser each time is very helpful”.*

*“Without Positive Assets I would not be doing the job I’m doing now... they have given me self confidence...they always make me feel special and what I have to say is important”*

# Working with Hull employers

- email updates on mental health at work issues
- quarterly network
- Training: line managers, job retention, MH first aid, MH awareness
- individual and confidential support , advice and information
- support to become a MINDFUL EMPLOYER



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# Any Questions?

The National Mental Health Development Unit (NMHDU) is the agency charged with supporting the implementation of mental health policy in England by the Department of Health in collaboration with the NHS, Local Authorities and other major stakeholders.