



the institute of  
**mental health**  
Nottingham

# Findings from the SESAMI Study

## Justine Schneider

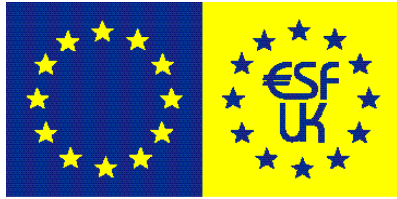
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# Context

## Employment & mental health

A large number of people have reduced productivity due to mild to moderate mental illness, such as depression, anxiety, personality disorder.

A smaller number of people have little chance of working because of severe mental illness, including schizophrenia, bipolar disorder, severe depression (PSA 16).



EUROPEAN COMMUNITY  
European Social Fund



## SESAMI

# Social Inclusion through Employment Support for Adults with Mental Ill health

Department of Work and Pensions

Mental Health Matters

Remploy

Richmond Fellowship Training and  
Employment

Shaw Trust

South West London & St George's Mental  
Health NHS Trust

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Essex Partnership NHS Trust

**Bob Grove**, Director of the Employment Programme  
the Sainsbury Centre for Mental Health.

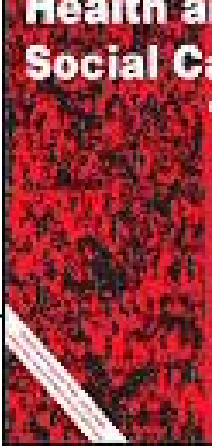
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## Employment support agencies in the UK: current operation and future development needs

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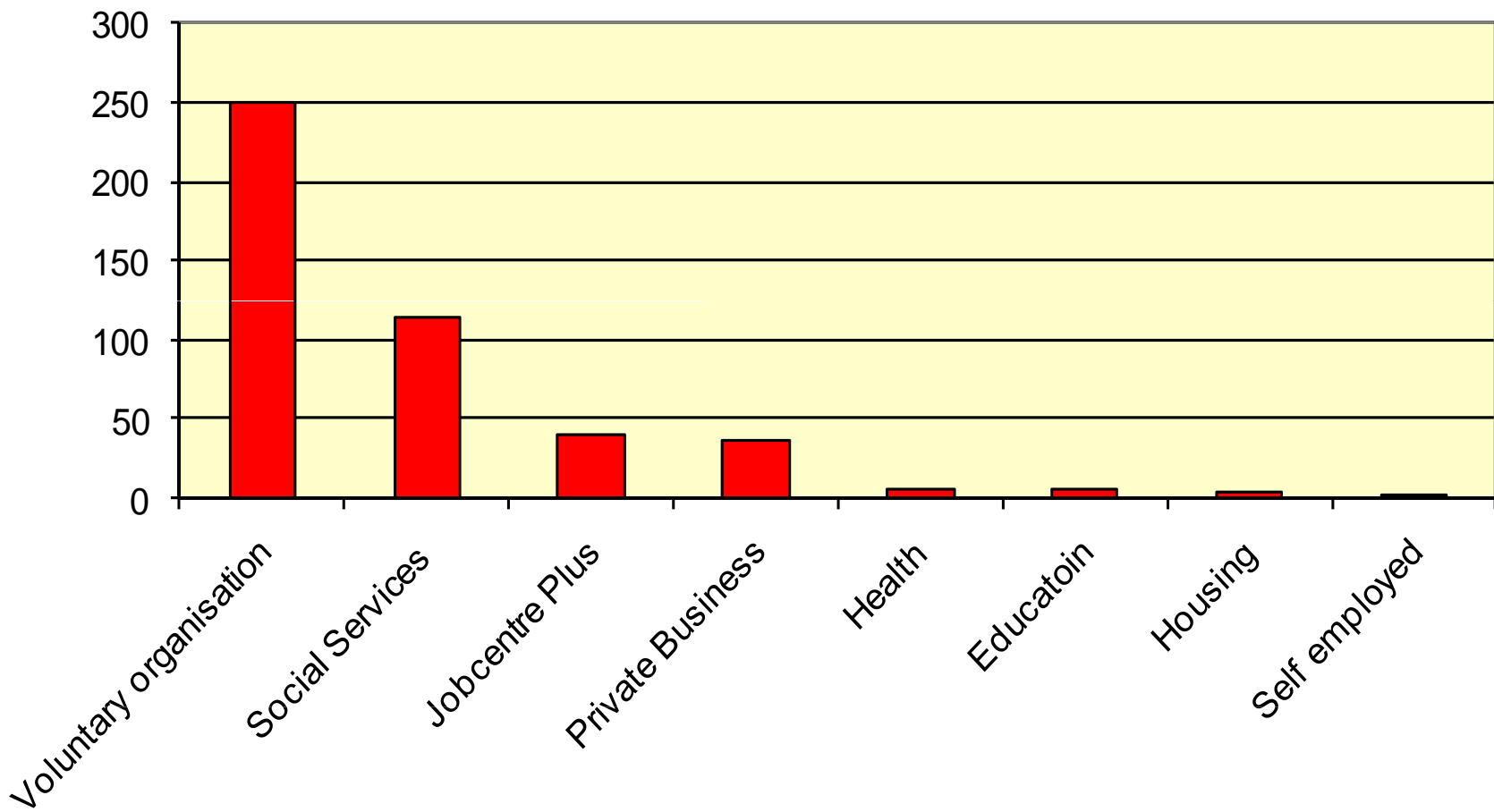
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### Introduction

There is significant demand for employment support agencies in the UK. Government policy (Department for Work and Pensions 2006) aims to increase the employment of people with disabilities. The recent Green Paper (Department for Work and Pensions 2006) marks a shift in policy, acknowledging the benefits of 'inclusion', whilst proposing

### Employers of employment support staff





# What we know

**Employability is not directly related to severity nor diagnosis**

**Service users are more likely to get jobs if they:**

have **worked before**;

have **positive attitudes** towards work & **actively participate** in an occupational intervention

are **placed quickly** in a job of their choice;

receive **preparation for the job** and **ongoing support**; and

are **not worse off** as a result of working.



## Employment for people with mental health problems

This paper summarises findings of a review of research evidence and expert opinion about occupational interventions for people with mental health problems (Schneider, Heyman and Turton, 2002).

Research consisting of:  
(i) a literature review and  
(ii) a consultation with a panel of experts  
was carried out between November 2001 and July 2002.

The research was commissioned by the Department of Health's Policy Research Programme. (See also 'About the study', page 6.)

Putting research evidence within your reach

People with mental health problems are less likely to be employed than any other group of disabled people. In the UK in 2001, people with mental health problems (including common and severe disorders) were almost three times more likely to be unemployed than all other disabled people (Smith and Twomey, 2002). Over half a million people of working age with mental health-related disability or impairment are 'economically inactive', i.e. not seeking work or permanently sick.

Many people with mental health problems may not wish to work, for a variety of reasons. Yet evidence from the US shows that up to a half of service users with severe mental health problems have been helped to obtain paid employment (Drake et al., 1996). What can be done in the UK to bridge the gap between the disabling effect of mental health problems and gainful employment?

mental health questions? **ask NIMHE**  
[www.nimhe.org.uk](http://www.nimhe.org.uk)

# Best practice in employment support

Employment services are more effective when closely **integrated with mental health teams.**

The **Individual Placement & Support** model has unparalleled evidence in its favour but it may not suit everyone at all times.

We wanted to explore how **typical** services performed in non-experimental settings. All but one met IPS standards to some degree.



Department for Work and Pensions  
**Realising ambitions:  
Better employment support  
for people with a  
mental health condition**

partnership of:

# SESAMI

## Social Inclusion through Employment Support for Adults with Mental Ill health

- Undertaken across England in 2005-2006
- Focussed on people with severe mental health issues
- Interviewed 182 clients of six agencies providing employment support – at different stages of engagement
- Followed up 155 one year later
- In-depth interviews with 22 in work throughout study
- Sample not designed to compare agencies



RESEARCH AND EVALUATION

The SESAMI evaluation of employment support in the UK:  
Background and baseline data

THE SESAMI RESEARCH TEAM<sup>1</sup> & PRACTICE PARTNERSHIP<sup>2</sup>

Research team:  
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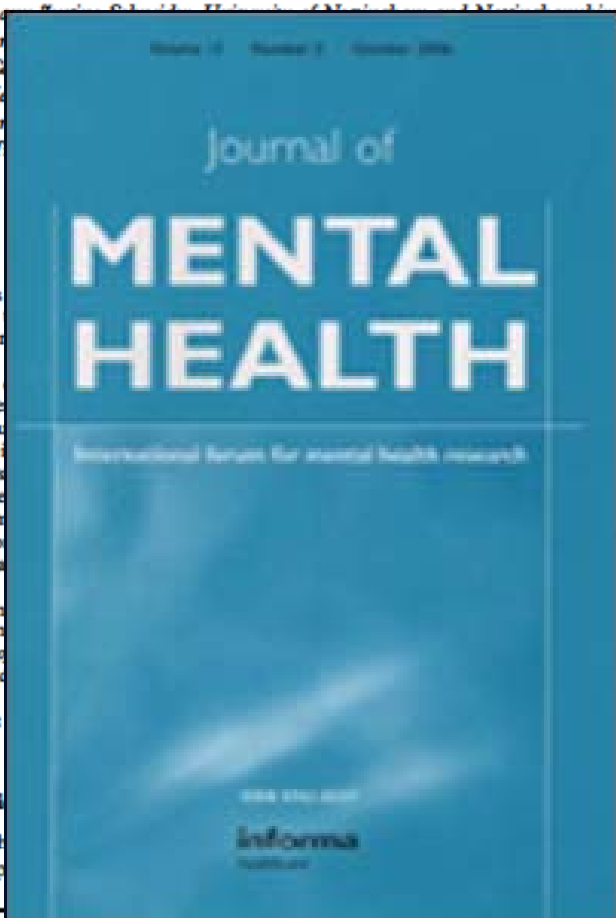
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## Key findings

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Few agencies knew who had a severe mental health issue:  $\frac{3}{4}$  did not pass our screening.

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There was a bias towards men (58%)

25

30

A wide range of jobs

35

People in open, supported employment had higher self-esteem and hope/optimism scores.

40

45

## Mental health service users' experiences of returning to paid employment

Marie Boyce<sup>a,\*</sup>, Jenny Secker<sup>a</sup>, Robyn Johnson<sup>b</sup>, Mike Floyd<sup>b</sup>, Bob Grove<sup>c</sup>, Justine  
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(Received 3 November 2006; final version received 10 March 2007)

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### Keyword

### Introduction

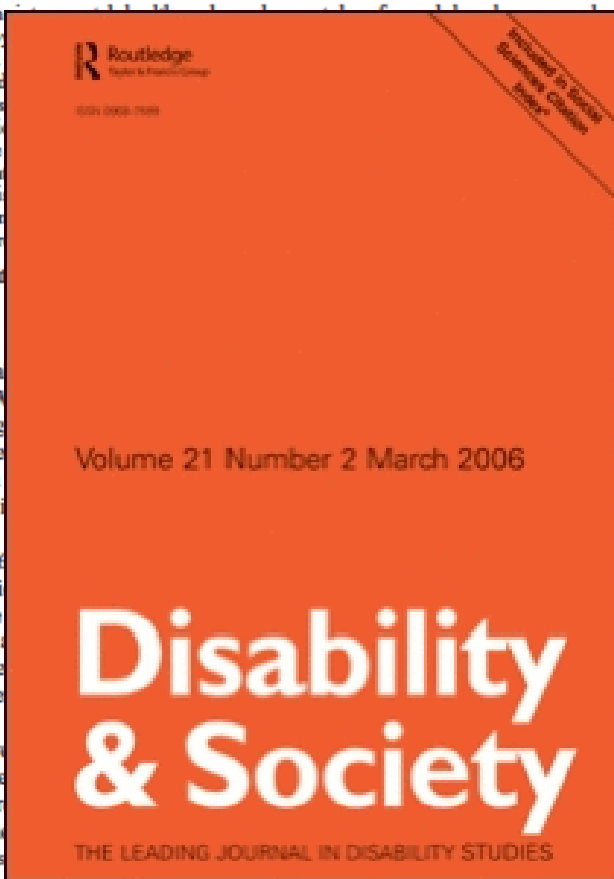
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## Key findings:

People valued advice and counselling, and ongoing support.

Job retention, not just placement, should be a goal of employment support.

The role of Occupational Health can be ambiguous.

Disclosing a mental health issue remains problematic.

## Service users' perceptions of the effective ingredients in supported employment

ROBYN LAUREN JOHNSON<sup>1</sup>, MIKE FLOYD<sup>1</sup>, DORIA PILLING<sup>1</sup>,  
MELANIE JANE BOYCE<sup>2</sup>, BOB GROVE<sup>3</sup>, JENNY SECKER<sup>4</sup>,  
JUSTINE SCHNEIDER<sup>5</sup>, & JAN SLADE<sup>6</sup>

<sup>1</sup>City University, London, <sup>2</sup>Institute of Health & Social Care, Anglia Ruskin University, <sup>3</sup>Sainsbury  
Centre for Mental Health, University of Central Lancashire, <sup>4</sup>University of Durham,  
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**Abstract**  
**Background:** Supported employment (SE) is a key component of mental health recovery models. However, there is a need to develop evidence-based models of SE. This study aims to explore the perceptions of service users of the effective ingredients of SE.  
**Aim:** To explore the perceptions of service users of the effective ingredients of SE.  
**Method:** A qualitative study was conducted with 10 service users with a history of mental health problems. The study used semi-structured interviews to explore their perceptions of SE.  
**Results:** The study identified five key ingredients of SE: emotional support, practical assistance, individualised approach, links to employers and the NHS, and links to the NHS.  
**Conclusion:** The study highlights the importance of emotional support, practical assistance, individualised approach, links to employers and the NHS, and links to the NHS in SE.  
**Declaration of interest:** None.  
**Objective:** To explore the perceptions of service users of the effective ingredients of SE.

**Keywords:** supported employment, service users, mental health, recovery.

### Introduction

The UK has a high prevalence of mental health problems (Mental Health Foundation, 2006). The current approach to mental health care is based on a medical model of care (Placencia et al., 2006). This approach focuses on the treatment of symptoms (p. 3). While this approach has led to improvements in the management of mental health problems, it has also led to a focus on medication and hospital care. This approach has led to a focus on medication and hospital care. This approach has led to a focus on medication and hospital care.

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Work was supported by the City of London Corporation.

ISSN 0963-8237  
DOI: 10.1080/09638237.2009.3174023



help people on supported (IPS) support. employment. mental health issues included in client-centred early through IPS model. Social Fund business, service

help people on guidance is to the Individual Partnership, 2006, the recovery The goal is all training or up support

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Key findings:

Service users valued

Emotional support

Practical assistance

Individualised approach

Links to employers and the NHS

**MI\* study of employment support for people with severe mental health problems: 12-month outcomes**

**Schneider PhD<sup>1,2</sup>, Jan Slade MSc<sup>3</sup>, Jenny Secker PhD<sup>4,5</sup>, Miles Rinaldi BA (Hons) Dip Psych<sup>6</sup>,  
 Boyce MSc<sup>5</sup>, Robyn Johnson BSc<sup>7</sup>, Mike Floyd PhD<sup>7</sup> and Bob Grove PhD<sup>8</sup>**

<sup>1</sup>School of Sociology and Social Policy, University of Nottingham, Nottingham, UK, <sup>2</sup>Nottinghamshire Healthcare NHS Trust, Nottingham, UK, <sup>3</sup>School of Applied Social Sciences, Durham University, Durham, UK, <sup>4</sup>South Essex Partnership NHS Foundation Trust, Essex, UK, <sup>5</sup>Faculty of Health and Social Care, Anglia Ruskin University, Cambridge, UK, <sup>6</sup>South West London and St George's NHS Trust, London, UK, <sup>7</sup>Rehabilitation Resource Centre, City University London, London, UK, <sup>8</sup>Recovery Centre for Mental Health, London, UK

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with disability and 84.1% & Twomey 2002). The took power in Britain ment opportunities for people with a disability, including those with mental health issues, by means of a 'welfare to work' policy agenda. In

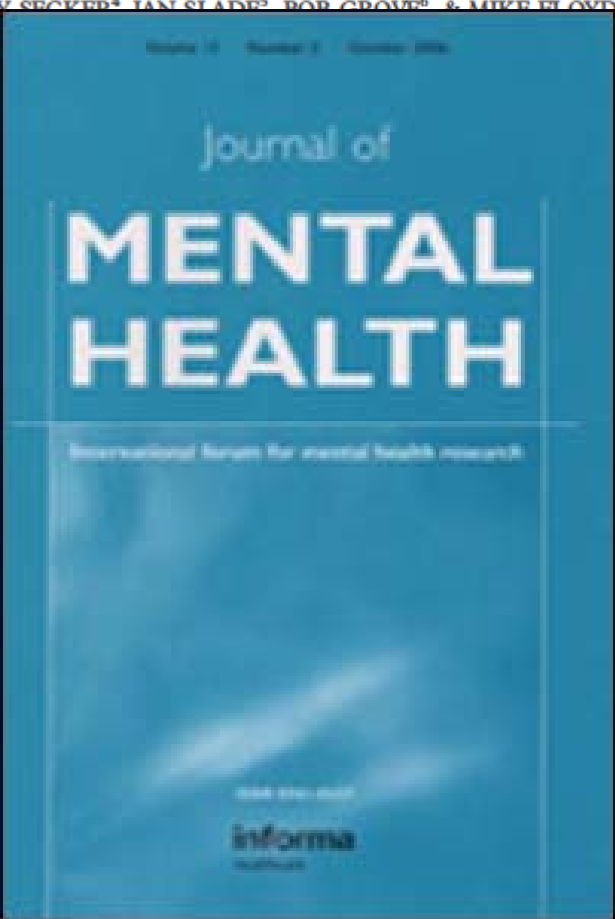
**Key findings:**

- 82% of those working at baseline remained in work
- 25% of the unemployed at baseline obtained work
- Gaining work was associated with higher self-esteem and financial satisfaction
- Visiting a Jobcentre prior to baseline was the best predictor of getting work
- Clients preferred specialist agencies

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## Effect of supported employment on service costs and income of people with mental health needs

JUSTINE SCHNEIDER<sup>1</sup>, MELANIE BOYCE<sup>2</sup>, ROBYN JOHNSON<sup>3</sup>,  
DAVID SECKER<sup>4</sup>, IAN SLADE<sup>5</sup>, BOB CROFT<sup>6</sup> & MIKE FLORES<sup>3</sup>



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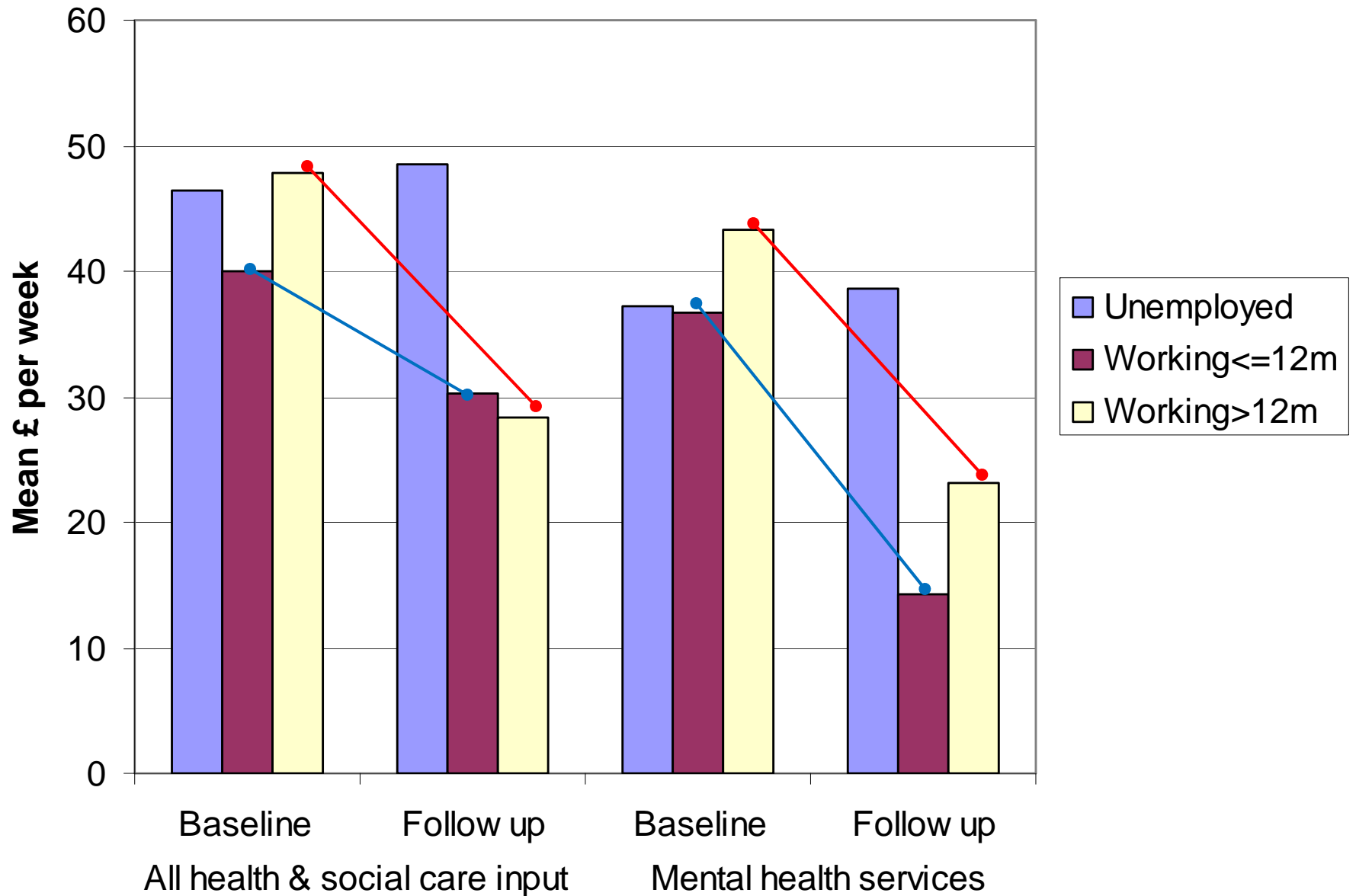
moving into  
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## Key findings for people entering work:

- Increase in earnings was not offset by a reduction in benefits claimed
- Consumption of mental health services decreased
- Use of supported employment did not decline

# Figure 1: Costs by sub-group



# Implications from SESAMI

A job placement target of 25% in 12 months is feasible.

Agencies need to be rewarded for the retention work done with this group.

Longer-term costs of employment support for people with severe mental health problems may be offset by savings in mental health services.

Specialist services seem to work better for this group, but the involvement of JCP is crucial.

# Take-home messages

People with long term severe mental health problems do succeed in all kinds of jobs.

Many benefit from expert support and advice from a range of providers.

Long-term provision of specialist support is likely to be a good investment.

Realising ambitions draws organisational and policy implications from this and other research evidence.



Department for Work and Pensions

**Realising ambitions:  
Better employment support  
for people with a  
mental health condition**



the institute of  
**mental health**  
Nottingham

With thanks to the agencies and individuals who participated in the  
SESAMI study ([www.sesami.org.uk](http://www.sesami.org.uk))