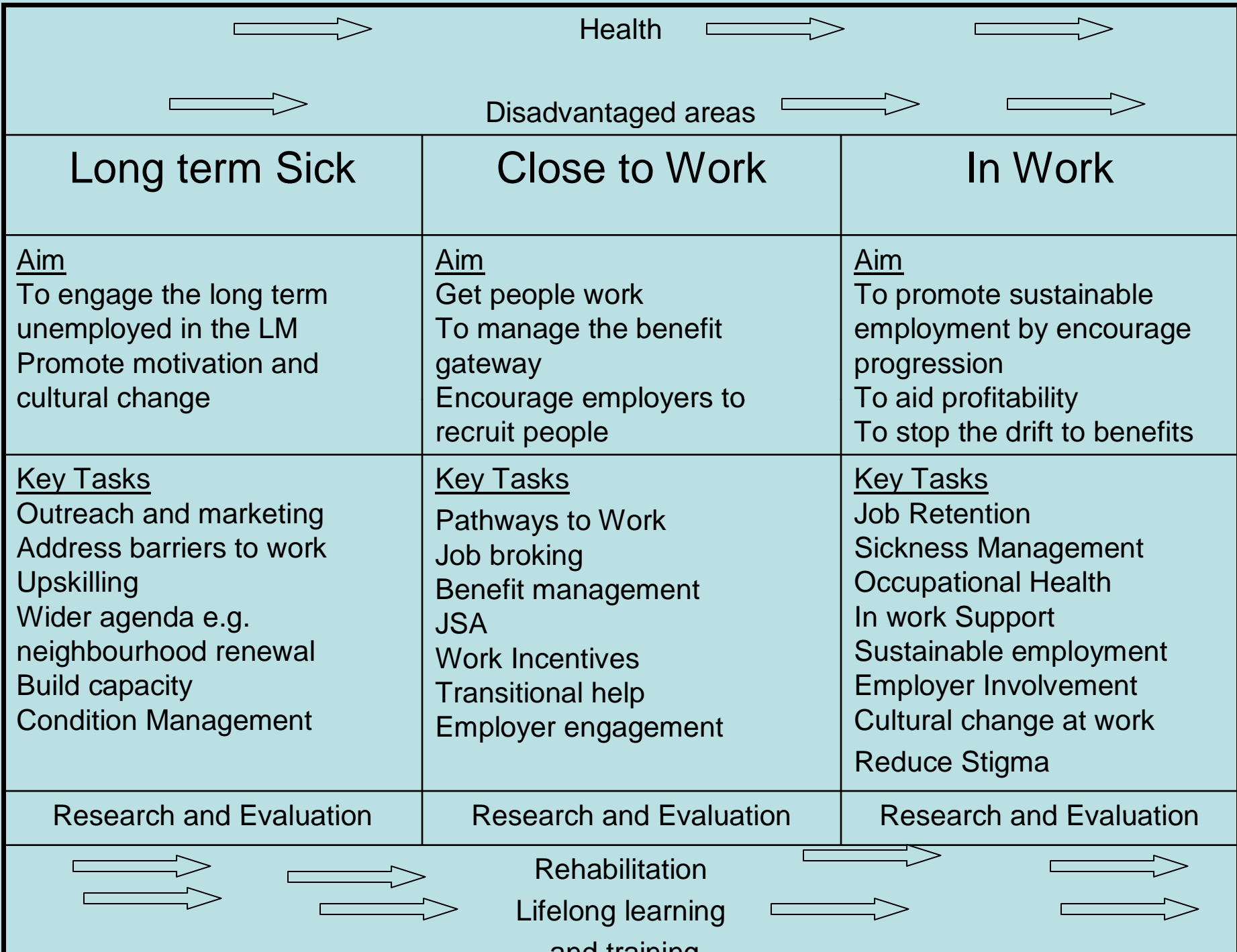


Work, Recovery and Inclusion

Employment support for people with severe mental illness

National Employment and Health Innovations Network
January 2010

Simon Francis





Government social policy interests

- Recession - Youth Unemployment
- Demographic Time Bomb Pensions.
- Citizenship Rights and responsibilities, work for those who can support for those who can't
- Creating the conditions for business to grow. Workplace Mental Health.
- Tackling social exclusion, work is the best way out of poverty.
- Reducing Inequalities
- Active communities
- Tackling Child Poverty target halving child poverty by 2010. Pledge to abolish child poverty in Britain in a generation.

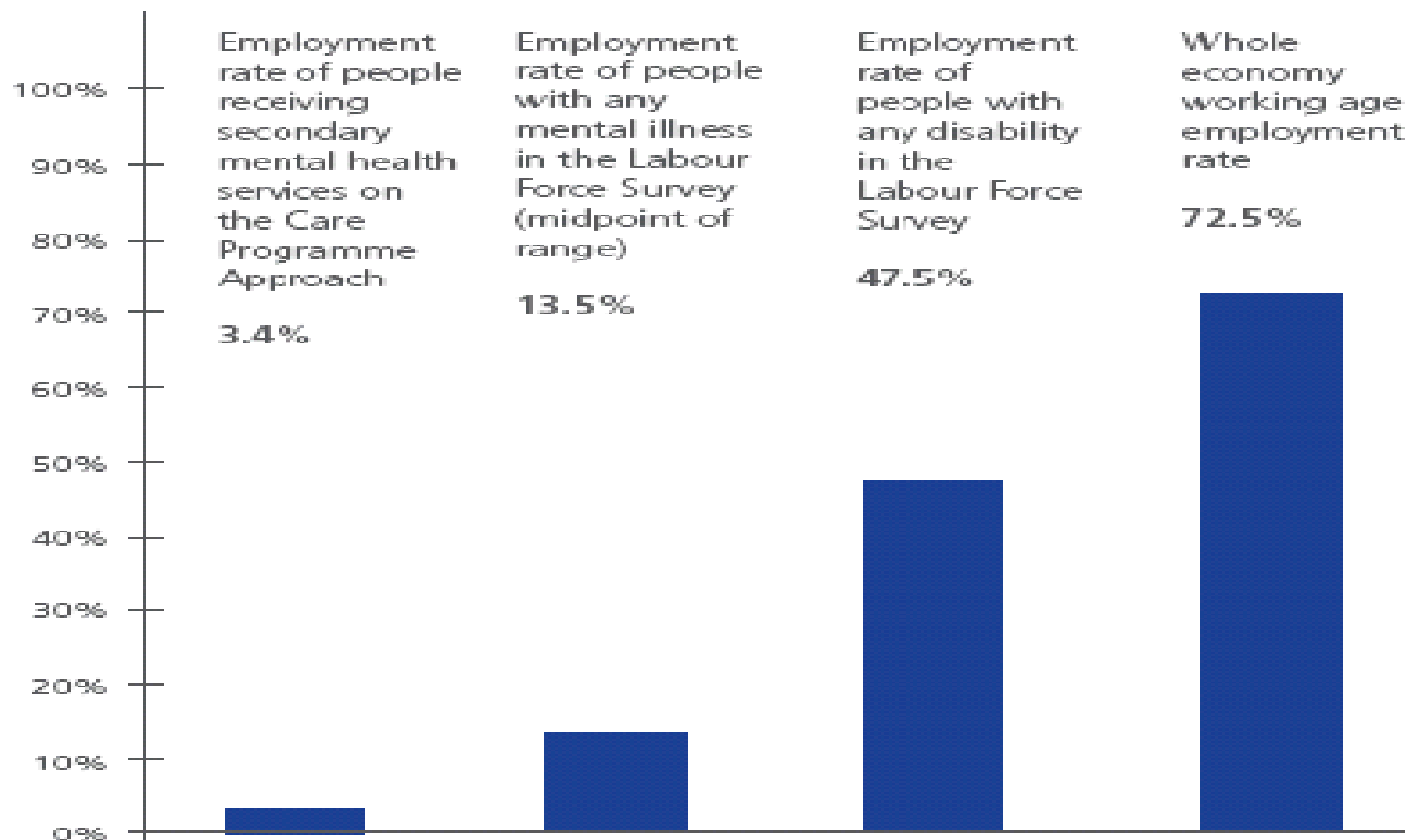


Health

- Promotion of hope, helps people with MH conditions get better
Therapeutic and recovery value of work
- Health value of work, people in work have better health than those out of work, But sometimes work is part of the problem
- Being unemployed carries the same health risks as smoking 200 cigarettes a day, and unemployment itself is a cause of poor Mental Health
- Suicide is one of the main causes of death among young men with strong link with unemployment.



FIGURE 2: RELATIVE EMPLOYMENT RATES FOR PEOPLE WITH MENTAL HEALTH CONDITIONS, THOSE WITH ANY DISABILITY AND THE GENERAL POPULATION





Journey so far...

- Life Chances of Disabled People
- Social Exclusion Unit report Mental Health and Exclusion 2004
- Reaching Out National: Action Plan to Tackle Social Exclusion 2006
- Working for a Healthy Tomorrow 2008
- Welfare Reform
- Public Service Agreement Target PSA 16, Work Recovery and Inclusion. Delivery Strategy.
- Working Our Way to Better Mental Health, Realising Ambitions and New Horizons 2009
- Building Britain's Recovery DWP White Paper 2009



WRI - PSA 16 Mental Health and Employment Delivery Strategy

- Government Departments working jointly to produce a delivery strategy for adults with severe mental illness
- Includes a response to Perkins review for those bits of the report that relate to adults with severe mental illness

HIGH LEVEL VISION

- Make the case for the recovery and health benefits of work
- Work towards close working between health and employment services
- Ensure services act as an enabler to work and social inclusion
- Help lift the hopes and aspirations of employment for this group
- Housing, tackling debt and transport are also important.
- Service user involvement is at the heart of making changes happen
- Use of the best research and evidence.
- Focus on Delivery



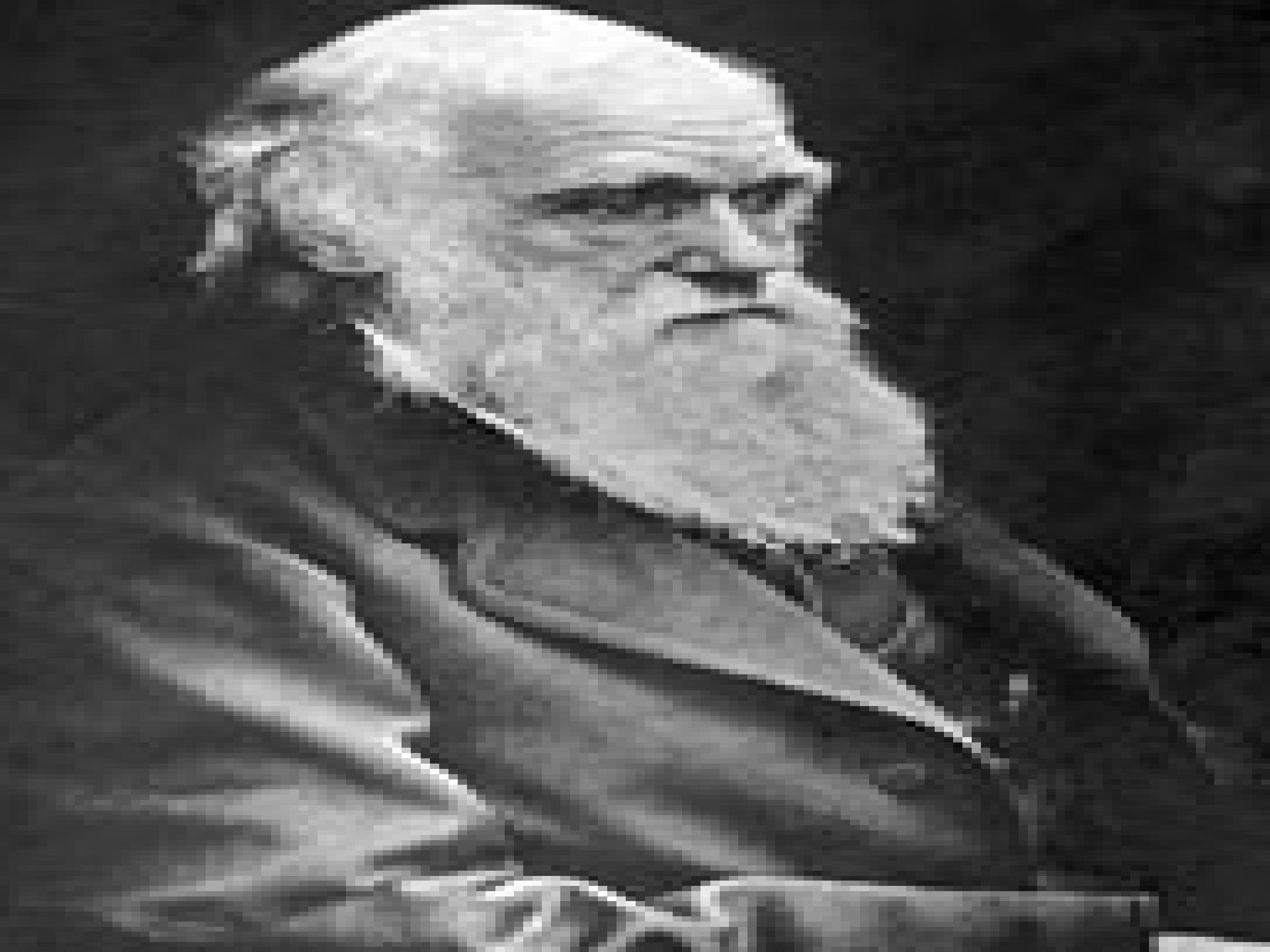
Work Recovery and Inclusion Overview

- Offers a vision for the future for people with severe mental illness
- Sets out principles for services and delivery including actions
- Builds on other policies, including Realising Ambitions
- Sets out a clear delivery model, national, local and regional delivery
- Makes the case for further help and a joined up approach to delivery
- Promoting employment support that works.
- A focus on employment in the health system.
- The benefit system is there to help people work
- The public sector to lead by example



Work, Recovery and Inclusion Actions (General)

- Principle of time unlimited support for people in work in WRI
- Regions to engage with and involve people who use services and their carers in regional planning and delivery of PSA 16 activity.
- Social Exclusion Task Force (SETF) to identify a champion of mental health and employment across government and the public sector.
- SETF to work with civil service departments to develop best practice in employing people in contact with secondary mental health services
- National Mental Health Delivery Unit to consider work on evaluating the added value of in-work interventions focused on mental health.
- Office for Disability Issues will commission, develop, and disseminate a good practice resource for policy makers, delivery partners and practitioners on accessibility and involving disabled people in the development of policies and delivery strategies.



Work, Recovery and Inclusion Actions Health

- Government Office and Strategic Health Authorities (SHAs) to work with mental health providers and commissioners to consider how best to increase access to vocational services in secondary care
- DH to include employment outcome indicators for mental health in the World Class Commissioning assurance framework for Year 2.
- NHS Employers and the NHS Confederation to develop a web site that includes online resources to support organisations to increase the employment rates of people in contact with mental health services.
- NMH DU with partners will explore how many people are using personal budgets for employment and will publish guidance on how to make personalisation a reality for people with mental health needs.
- NMH DU and DRDs will work with SHAs to encourage Clinical Care Pathways Groups to incorporate employment outcomes within their work and highlight good practice on organisation wide approaches to recovery.
- DH to include employment in the draft of the new performance framework for non-Foundation Trust mental health providers.



Work, Recovery and Inclusion Actions DWP and JCP

- DWP and DH will further consider how best to ensure that 'Better off in work' calculations are more broadly available beyond JCP, including where appropriate in health settings and for third sector organisations.
- DWP to ensure Mental Health Co-ordinators build networks between work and health services to spread best practice and ensure consistency of messages around employment.
- DWP will adapt Access to Work to ensure that it is better targeted at people most disadvantaged in the labour market, including mental health conditions, and that its resources can be used in the most cost effective way.
- DWP will further reform Access to Work to trail funding cover to episodic absences for all fluctuating needs, including mental health.



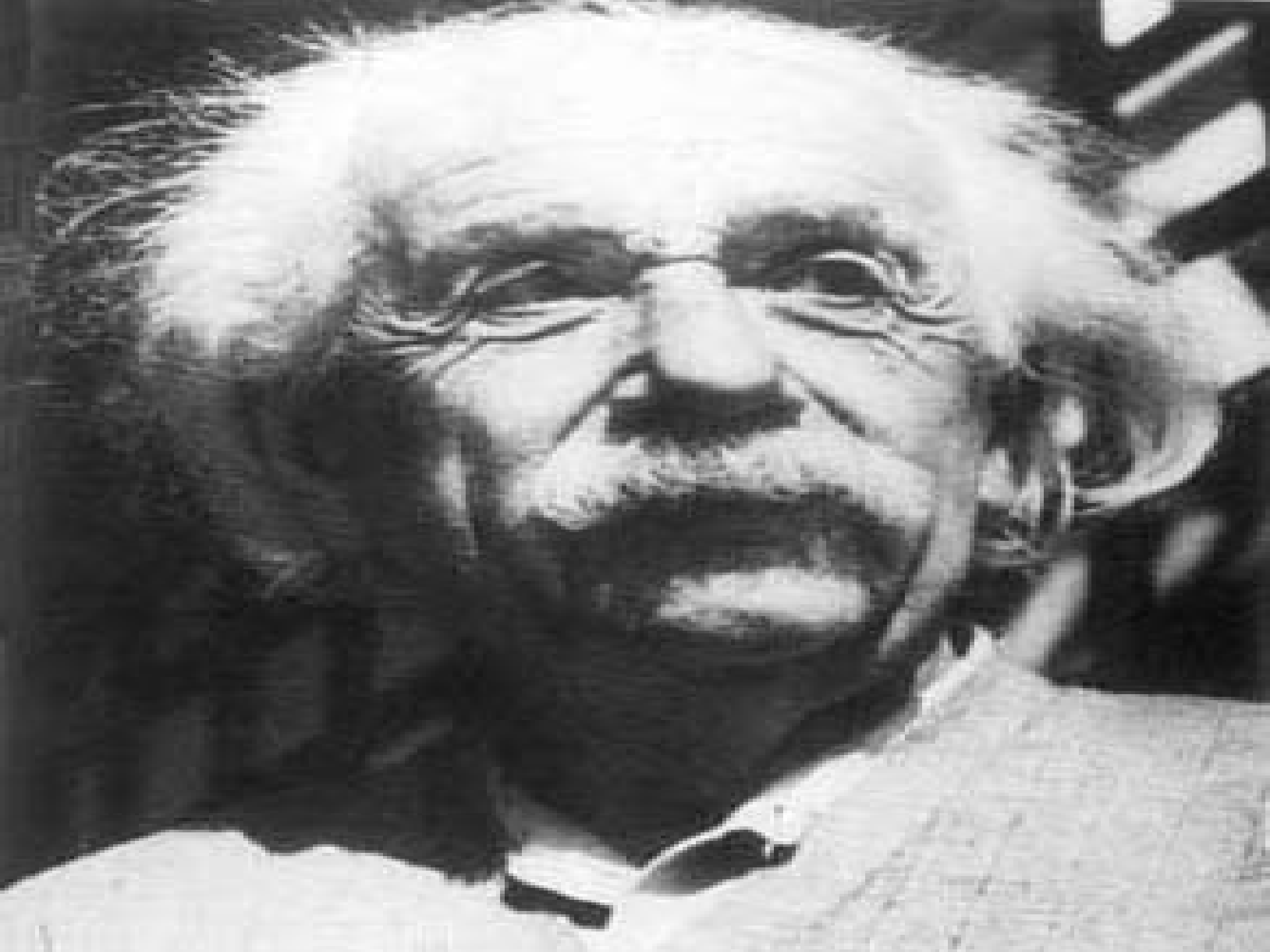
Work, Recovery and Inclusion Actions DWP and JCP

- Jobcentre Plus and SETF to promote *Leading by Example* to all local authorities and encourage authorities to use this as an opportunity to directly employ more people who are in contact with secondary mental health services.
- Regional and local Jobcentre Plus to consider advice and guidance, including where possible and appropriate, training for health and other professionals on the help and support available from Jobcentre Plus.
- DWP will continue to improve the training which JCP personal advisors receive to ensure that their advisors are skilled in helping people to enter and remain in work.
- DWP will ensure that the Business Link website contains information about employing people with a mental health condition.

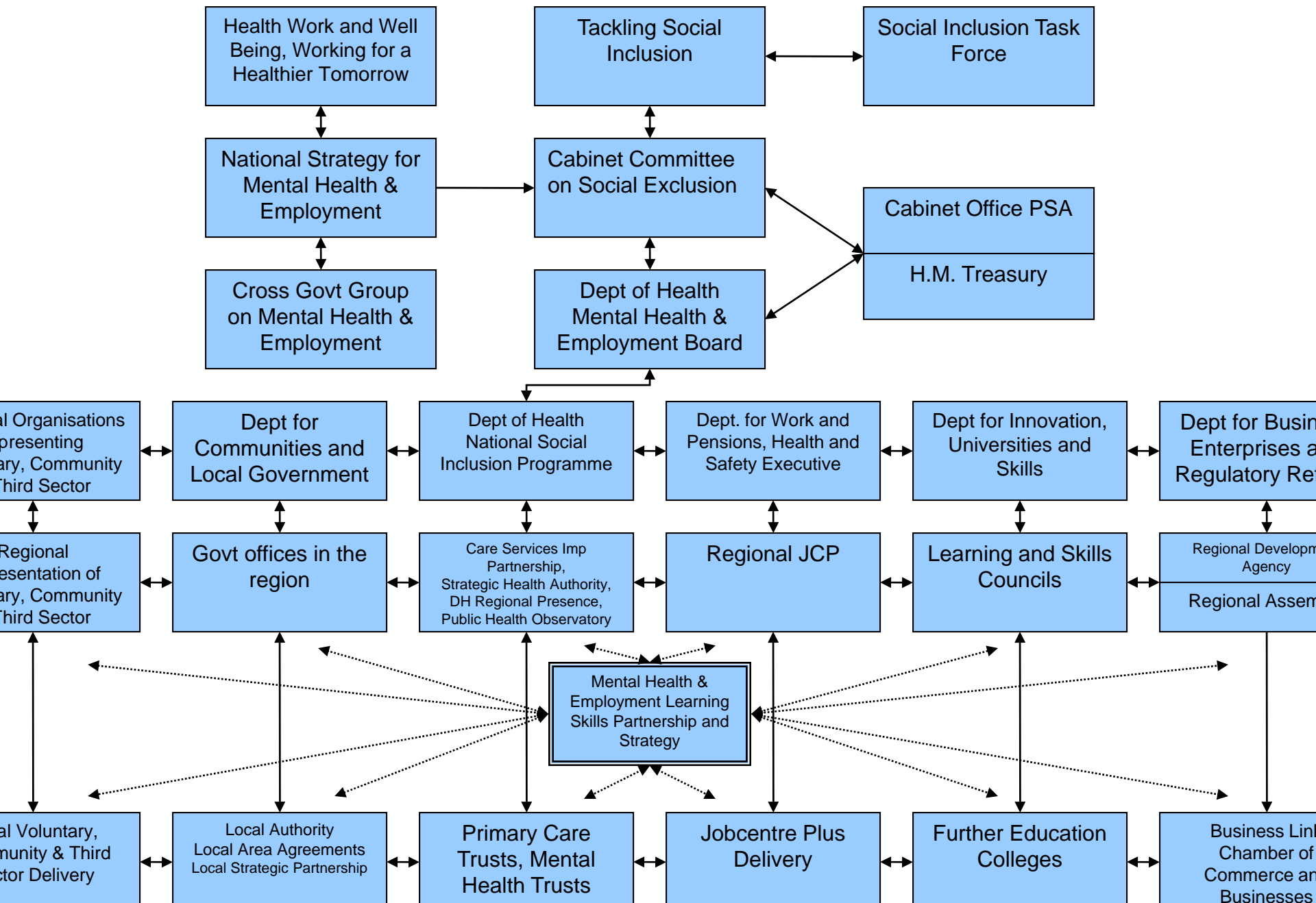


Work, Recovery and Inclusion Actions Skills

- BIS will explore ways to secure more effective models of delivery aimed at supporting vulnerable learners into employment, including those with mental health conditions, by scoping out a short study to explore the current provisions for this group.
- Rollout of the new adult advancement and careers services in 2010 will take account of the needs of people with mental health conditions.
- Higher Education and Further Education institutions should ensure that they have appropriate policies that support learners with mental health conditions to enter into, or stay in, learning, as per Disability Discrimination Act.
- DWP will ensure privacy during interviews whenever possible, including taking advantage of nearby community buildings, scheduling Work Focused Interviews at a less busy times, and offering home visits if appropriate.



Delivering Social Inclusion







Simon Francis

simon.francis@dwp.gsi.gov.uk