



The Work Programme

Supporting individuals with severe mental health conditions into work

Only one in six people with serious mental health conditions currently work, yet eight out of ten wish to do so. This means that there are approximately 356,000 people with severe mental health conditions in the UK who wish to work, but aren't.

In 2008, 44% of those on Incapacity Benefit had a mental or behavioural disorder; many of whom have a severe mental illness such as schizophrenia, bipolar disorder, severe anxiety disorders or severe depression.

What hinders those with mental health conditions from returning to work?

People with severe mental health conditions can work. Research shows that work often assists with their recovery and improves their quality of life. But they face obstacles, including:

- worries about their ability to cope,
- relapses,
- depression and anxiety,
- controlling their symptoms,
- stigma and discrimination,
- a widespread belief that individuals with severe mental health conditions cannot work.

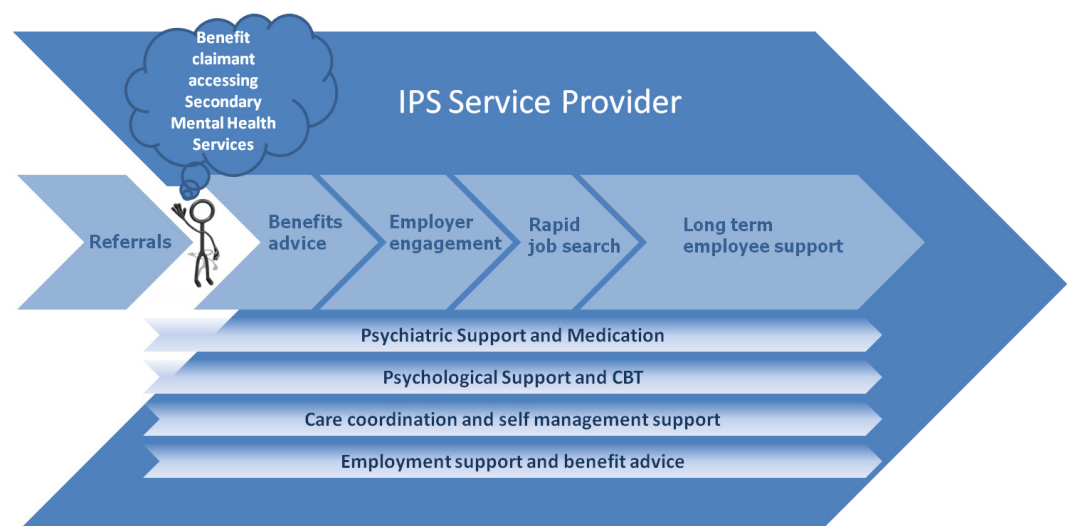
What is the best way to facilitate their return to work?

International research has proven that the most effective way of supporting people with severe mental health conditions into competitive work is through **Individual Placement with Support (IPS)**.

IPS is twice as likely to enable people with severe mental health conditions to enter competitive work than any other type of work programme.

IPS integrates employment specialists into Community Mental Health Teams, where they work with the clinical professionals to ease individuals with mental health conditions into sustainable work. The employment specialist and the mental health team support the individual in the workplace for as long as necessary.

Employment specialists may be employed by the NHS Trust or by a third party IPS service provider.



Why should Work Programme providers work with IPS services?

1. Many individuals with severe mental health conditions will not approach Job Centre Plus.
2. Individuals with severe mental health conditions may require specialist clinical support to facilitate their return to work, for example:
 - support with managing their symptoms in the workplace,
 - adjustments to medication to minimise both symptoms and side effects,
 - psychological therapies.
3. Individuals with severe mental health conditions may need intense employment support, for example:
 - support negotiating adjustments with potential employers,
 - support attending the interview or negotiation of a work based trial,
 - support with managing disclosure of their diagnosis,
 - long term on-going support to keep them in the workplace.
4. IPS services are far more successful than non-integrated employment support.

How can Work Programme providers and IPS services work together?

Working together will be mutually beneficial to both the Work Programme provider and the IPS service provider.

The Work Programme provider will:

- gain access to a segment of DWP payment groups 5,6 and 7 that wouldn't be referred via Job Centre Plus,
- work with the subcontractor that has the best chance of success in helping people with mental health conditions to return to work.

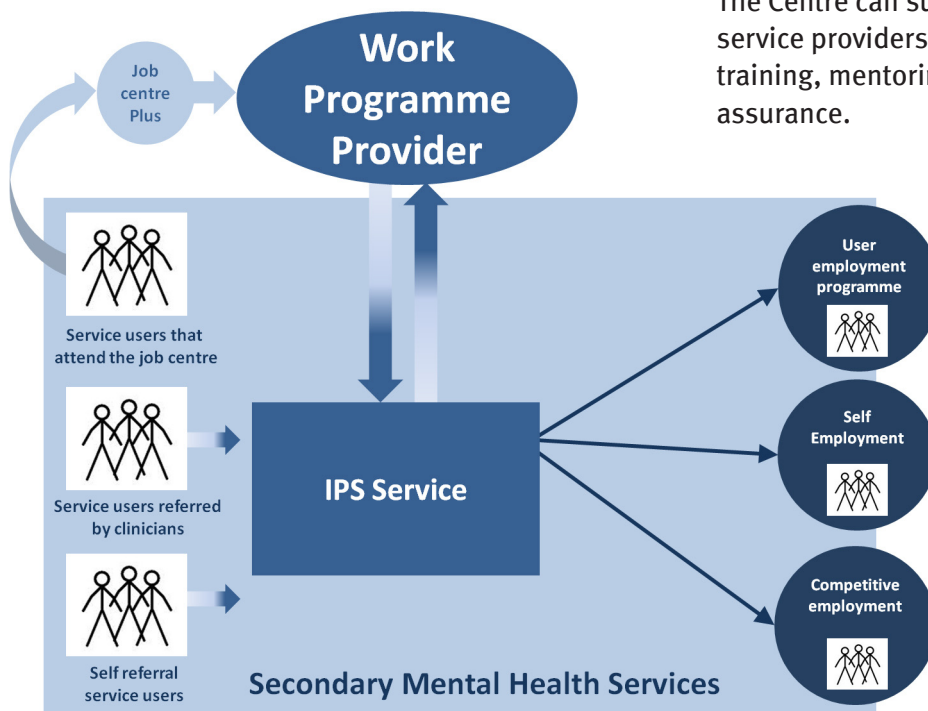
The IPS service provider will:

- gain access to DWP funding to support those with mental health conditions to return to work,
- be able to support individuals that haven't been referred by the mental health team.

What we offer

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

The Centre can support Work Programme and IPS service providers with implementation, consultancy, training, mentoring, a support network and quality assurance.



For more information

For more information about IPS or to locate your local IPS service provider please contact:

Nicola Oliver
IPS Project Co-ordinator
020 7827 8312
nicola.oliver@
centreformentalhealth.org.uk