



Work, Recovery & Inclusion – Employment Support for people in contact with secondary mental health services

Summary

This is a large document (106 pages) which provides responses to the 52 recommendations made in the “Realising ambitions: better employment support for people with a mental health condition” review, published in December 2009.

The document sets out a vision and a series of commitments to support people in contact with secondary mental health services into work.

The purpose of this document is to contribute to the vision set out in Working Our Way to Better Mental Health – A framework for Action, by exploring how employment, health and wider state support might be better targeted to meet the needs of people with mental health conditions who are out of work, regardless of the severity of their condition or the type of benefit they receive.....

The employment rates for people with a mental health condition are low: with an overall rate of around 21% compared to around 74% for the overall working age population and in the region of 47% for all people declaring a disability as defined by the Disability Discrimination Act. Research shows that employment rates for those with a more serious mental health condition are considerably lower and have fallen steadily over four decades.

The needs of people with mental health conditions who are out of work have not been fully recognised or met by existing services.

The Department for Works and Pensions (DWP) has recently appointed Mental Health Coordinators within each Jobcentre Plus District who are charged with building local links and increasing the extent to which services meet the needs of customers with a mental health condition. They, together with Disability Employment Advisors could have a key role in building local networks.

Below are some examples of recommendations made in Realising Ambitions – Perkins review. The Work, Recovery and Inclusion document provides the government's response to those recommendations.

Examples of recommendations

Increasing capacity and dispelling myths

The review recommends that for people of working age, Government ensures that vocational issues form part of initial assessments and of treatment and support plans

The review recommends that Government ensures that the importance of employment in promoting and maintaining health (physical and mental) and well-being and the detrimental impact of unemployment form part of the pre-qualification training of all health professionals, be included in post qualification training and be addressed in guidelines issued by professional bodies.

The review recommends that Government provides support to national anti-stigma campaigns (e.g. Time to Change and See Me) to assist them in addressing the concerns of employers and employees/potential employees with a mental health condition.

The review recommends that Government outlaws the inappropriate use of Pre-employment Health Checks. These should only be conducted:

- after, and independently of, an evaluation of the person's capability to perform the job;
- to ascertain any adjustments that the person might require; and
- to check that the person meets any essential health requirements of the job.

The 'model of more support': implementing Individual Placement and Support in a GB context

The review recommends that Government ensures claimants are fully aware of their entitlements and that entering employment does not trigger a review of Disability Living Allowance.

The review recommends that England follows the examples of Wales and Scotland and ensures all prescriptions are provided free for everyone with a longer term (more than six months) mental health condition.

The review recommends that :

- DWP services should collect data on mental health conditions as part of their equal opportunities monitoring; and
- Health and social services should collect data on employment as part of their key performance indicators.

	<p>Better support and advice to people with a mental health condition and their employers</p> <p>In Scotland and Wales and, to a lesser extent, in England, employers have valued being offered ‘mental health first aid’ or related training to increase their understanding of how to support employees who become mentally distressed in the workplace. This is of particular importance for small employers who do not have access to in-house expertise. Voluntary sector providers have often had a major role to play in delivering such training and the involvement of people with experience of a mental health condition has proved valuable.</p>
<p>Action points</p>	<p>This document is far reaching in its recommendations and organisations will find it useful to refer to when:</p> <ul style="list-style-type: none"> ▪ Considering how to enhance and develop better practice in your organisation ▪ Reviewing policies and procedures in relation to employing staff in the organisation ▪ Developing funding applications – there are number of interesting statements that could be useful to refer to <p>The voluntary sector will already have examples of good practice which could be used to enhance the status of the sector.</p>
<p>Sources of information</p>	<p>Work , Recovery and Inclusion – Employment support for people in contact with secondary mental health services – HM Government – pub 04/12/2009 – www.cabinetoffice.gov.uk</p> <p>Working our way to better mental health; a framework for action Appendix 2 in this document is an interesting list of commitments that might be useful to refer to. www.workingforhealth.gov.uk</p> <p>Realising Ambitions: Better employment support for people with a mental health condition, a review by Rachel Perkins et al. www.dwp.gov.uk</p> <p>New Horizons is a comprehensive programme of action for improving the mental well-being of the population and the services that care for people with poor mental health by 2020 www.dh.gov.uk/en/Healthcare/Mentalhealth/NewHorizons</p>
<p>Circulation</p>	<p>Managers, Boards/Committees, Finance managers/directors</p>
<p>Author</p>	<p>All information taken from review document</p>