SAMH
Individual Placement and Support (IPS)
Key points

- Most people with severe mental health problems want to work
- There is little relationship between employment outcomes and an individual’s diagnosis
- Self-efficacy and motivation are the best predictors of work outcomes
- The Individual Placement and Support (IPS) is one of the most effective models for people with severe mental health problems who wish to gain and sustain employment
- IPS is no more expensive to implement than traditional methods of rehabilitation and the costs of supporting an individual decrease over time the longer the person remains in employment
Individual Placement and Support

- Evidence Based Model of Supported Employment
- Implemented and evaluated across the world including the UK
- Aimed at people with severe and enduring mental health conditions
- Promotes a ‘place then train’ approach
- Up to 50% of individuals using IPS gain work
8 Principles of IPS

- It aims to get people into competitive employment
- It is open to all those who want to work
- It tries to find jobs consistent with people's preferences
- It works quickly
- It brings employment specialists into clinical teams
- Employment specialists develop relationships with employers based upon a person's work preferences
- It provides time unlimited, individualised support for the person and their employer
- Benefits counselling is included.
Problem Statement

• 24% of unemployed people in Scotland are claiming health related benefits
• 45% of these register a mental health problem as the reason they cannot work
• 86% of people using MH services are claiming health related benefits
• Only 5% of people with mental illness on the Work Programme in Scotland found sustainable employment between 2011-2014, compared to 22% of participants without a mental health problem.
• After > 4 weeks off work likelihood of returning to work starts decreasing
• People who are off work for > 3 years are more likely to die than return to work
• People, who are not at work use NHS services more than those who are working
Drivers for change

- The people who use our services want to work
- The evidence says that work is good for us and assists recovery
- Policy requires health professionals to explore work with people at assessment and offer appropriate intervention, signposting or onward referral
- Mental Health Strategy: services must move towards the use of evidence based VR models through service redesign
- Welfare reforms
- People in work = decreased service usage = cost savings
SAMH

• We are Scotland’s largest mental health charity.

• In employment terms, we enable and support people with mental health issues into work.

• Committed staff with significant knowledge of supporting people with mental health issues.
IPS SAMH

- IPS Specialists integrated in CMHTs
- Community Mental Health Teams (CMHTs) and IPS Specialists, all working closely to integrate each individual’s treatment with their employment.
- Employer Engagement: focus/ driven by aspirations
- MH disclosure support
- In Work Support/ Reasonable adjustments/ ongoing support
NHS

- Employment is health outcomes
- Source of referrals
- Culture change
- Right work is good for people’s mental health
- Financial concern (benefits)
Role of Occupational Therapist

- **Vocational Champion**
  - Keep awareness about work high within the team
  - Liaise with and offer support to IPS and NLC workers
  - Inform, advise, signpost

- **Vocational assessment and intervention**
  - Work with individuals who are already in work and need help to retain work role
  - Work with individuals who do not feel ready for paid employment or aspire to other vocational roles and need specialist help
  - Liaise with employers, Occ Health, HR, GPs re return to work
  - Liaison/joint working with employability agencies
Outcomes / finance

• Conversion rate
• Distance travelled
• Duration on the programme
• Unit cost
IPS video Link

https://vimeo.com/143609903
Client stories...

I feel my life is back on track and I'm seeking employment. I think with enough grit and determination, a positive attitude and a willingness to learn you can overcome any catastrophe in life.

Getting this job has …given me a sense of pride and normalising my life.

The people here care about me, not just trying to get me a job, but the perfect job for me. I need to work and it improves my mental health.

Now I can say I’m a chef in one of the best hotels in town.. I’m so much more than just a mental health patient

Having no structure was devastating to my wellbeing, being supported to find work that was right for me has changed how I feel...I have hope.

Getting work has boosted my confidence, changed my perception on things, helped to break the cycle and move forward

You can still have them, symptoms and go to work. I suffer from.. Post Traumatic Stress Disorder, sometimes I get flashbacks and I had one at work, I dealt with it and it was fine. It’s easier to deal with it at work... I just put it to the back of my mind and go on the till or sort the bags

I would say try and get into the working environment as soon as possible, it lifts your self esteem, lifts your confidence I come home from work and I am gleaming for the rest of the day
Happy to work with you

Oxana Macgregor Gunn

Oxana.macgregor-gunn@samh.org.uk

Rachel Stewart

Rachel.stewart@samh.org.uk