The IPS Model:
What works in supporting people with mental health problems into work?

Jan Hutchinson
Unemployment and mental health are linked

- Unemployment can cause poor mental health; people who have been unemployed for six months or more are likely to develop depression.

- And poor mental health is often at least a part of the reason for longer term unemployment.

- (Diette et al. *Causality in the relationship between mental health and unemployment*, 2012)
- (Rinaldi, et al. *Increasing the employment rate for people with longer-term mental health problems*, 2011)
Many people with more severe mental health problems want to work

- The group with the lowest employment rate are those with more severe mental health problems.
- Still dreaming – a survey
- The 2012 Care Quality Commission survey of people who use community mental health services found that 43% of respondents who wanted support to find or keep work had not received it in the past year.

Why is a particular kind of support necessary?

Past negative experiences
   Sacked
   Paranoia
   Big gaps on CV

Afraid of being found out

Worried about stigma

Afraid work will make symptoms worse

Medication side effects

Managing symptoms in workplace

How to ask for help

Worried about benefits

Low self esteem

Difficulties coping with change
Mental health stigma and discrimination in the workplace

- The stigma attached to mental health is still a problem.

- *Time to Change*, the anti-stigma campaign is seeing a very slow improvement in knowledge and behaviour among the general public towards people with mental health needs.

(Smith, *Anti-stigma campaigns: time to change*, 2013.)
In early 90s, for a randomized controlled trial, Dr Bob Drake tried out a new model .... IPS.

Results from first trial were twice as good as existing model

Challenged long and widely-held beliefs that work is not good for some people.
IPS now has an established evidence-base of more than 20 clinical trials conducted across the world.

A six-centre European trial (EQOLISE) found:

- IPS participants were twice as likely to gain employment (55% v. 28%) compared with traditional vocational rehabilitation alternatives;
- IPS participants sustained jobs longer and earned more than those who were supported by the best local vocational rehabilitation alternatives;
- Better results were obtained by implementing all IPS principles in full;
What does an IPS service look like?

- Small caseloads (20)
- No-one excluded
- Employment support and treatment are integrated
- Job search is rapid and intensive
- Minimal pre-work training
- Personalised job search
- Finding understanding employers
- Long-term support in work

Individual Placement and Support
The 8 principles
IPS is successful in NHS community mental health support teams

- Psychiatrist, Nurse
- Social Worker
- Psychologist, Psychotherapist
- Occupational Therapist
- Support worker: housing, daily living, education, volunteering
- Employment Specialist
Getting back to work

I feel ready to work

Referrals

Benefits advice

Employer engagement

Rapid job search

Long term employee support

IPS Employment Specialist

Community Mental Health Co-ordinated support

Psychiatric treatment and medication

Self-management strategies
IPS results compared with Work Choice

Number of paid job outcomes for people with severe mental health problems 2011-2013

2011-2013 % paid job outcomes for people with severe mental health problems
UK Centres of Excellence

Central & North West London
Coventry
Devon
Dudley/Walsall
Essex
Manchester
Nottingham

Shropshire
Somerset
Staffordshire
Stoke on Trent
Sussex
Worcestershire
## Cost per client

<table>
<thead>
<tr>
<th>Vol sector IPS team budget</th>
<th>Unit cost per client per year</th>
<th>Unit cost per job achieved</th>
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<tbody>
<tr>
<td>8 employment specialists &amp; 1 supervisor</td>
<td>£ 400,200.00</td>
<td>£ 1,667.50</td>
</tr>
<tr>
<td>30 clients per year each (20 at any one time)</td>
<td></td>
<td></td>
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<tr>
<td>15 paid work outcomes per year per ES (total 120)</td>
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</tbody>
</table>

- The maximum amount that can be paid to **Work Programme Primes** – usually for sustained employment of eighteen months out of two years includes:
  - £3,700 for ESA claimants who volunteer to join the Work Programme
  - £6,500 for ESA customers within the “Work Related Activity Group” who are expected to be fit for work within 3 months
Could IPS work beyond specialist mental health care services?

- IPS with offenders
- IPS with disabled ex-service personnel
- IPS in IAPT (Improving Access to Psychological Therapy)
- IPS in the Work Programme
  - 100 people project
  - 2 London Work Programme providers
  - Identify people with schizophrenia or bipolar disorder
  - Smaller caseloads, focussed individualised support

And will enough people achieve sustained employment to make it financially viable?
Thank you

Questions?

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## How much IPS costs

### Centre for Mental Health

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<thead>
<tr>
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<th>per worker</th>
<th>total</th>
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<tbody>
<tr>
<td>8 Employment specialists</td>
<td>25000</td>
<td>£200,000</td>
</tr>
<tr>
<td>ES Pension and NI @25%</td>
<td>6250</td>
<td>£50,000</td>
</tr>
<tr>
<td>Supervisor</td>
<td>30000</td>
<td>£30,000</td>
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<tr>
<td>Supervisor Pension and NI</td>
<td>7500</td>
<td>£7,500</td>
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<tr>
<td>Training</td>
<td>750</td>
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<tr>
<td>Travel</td>
<td>3000</td>
<td>£27,000</td>
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<tr>
<td>Premises</td>
<td></td>
<td>£20,000</td>
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<tr>
<td>Equipment and stationery</td>
<td>750</td>
<td>£6,750</td>
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<tr>
<td>Other overheads 15% of total budget</td>
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<td>£51,863</td>
</tr>
<tr>
<td><strong>Total budget</strong></td>
<td></td>
<td><strong>£400,200</strong></td>
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