



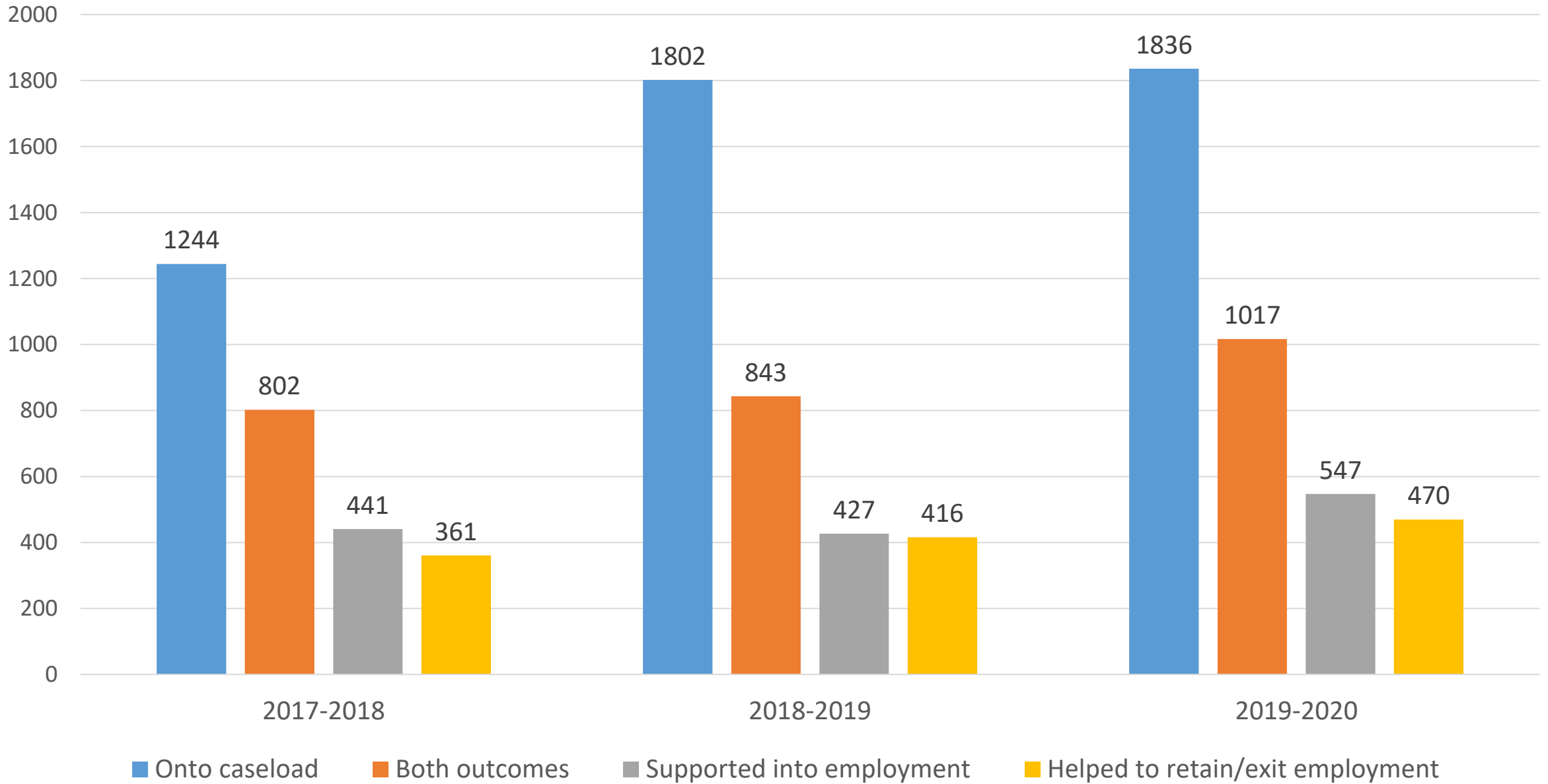
Essex : Supported Employment 2020-23  
Employment Retention Service and HeadsUp

# The same partnership – an expanded service

- An accredited Employment Service (Individual Placement and Support ) **still secondary care only** but now includes Southend
- A new and distinctive **Employment Retention service** that meets the needs for all those in employment with poor mental health in Essex.
- Complemented by HeadsUp a primary level Employment Support programme, that accepts professional and self referrals



## Essex Employment Service data 2017-20



# Employment Retention Service

- For, all, those who are in work and are struggling to retain that employment due to a mental health challenge
- Referral pathway for secondary care stays consistent , and in time refined to distinguish between the job retention and IPS Employment service
- Service will pivot to a right touch approach with a range of interventions led by need that includes telephone and virtual support.
- In time the service will accept; self referrals, from Employers, from GP's , IAPT and range of agencies.





# Employment Retention Service

- The service will respond and provide support at pace when people's jobs are at risk
- In the case of a 'planned exit' the client will receive a warm handover to the Employment Service (IPS) or HeadsUp
- The service will have a Single Point of Access for non secondary referrals including telephone, paper-based referral and email, where limited information is recorded prior to a fuller assessment from a Retention Specialist's.
- Intervention will be tailored to need, urgency and complexity, the support will be client led empowering and enable some whilst intervening more directly if, for instance a client has been hospitalized.

The Service is not available in Southend



**Figure 1: Impact of mental ill health to employees, employers and society**



Sources: (i) Health and Safety Executive, Work related stress, anxiety and depression statistics in Great Britain 2016, HSE, 2016; (ii) Mental health at Work Report 2016, Business in the Community, 2016; (iii) Bringing together physical and mental health, a new frontier for integrated care, The King's Fund, 2016; (iv), Mental health at work: developing the business case, Centre for Mental Health, 2007; (v) Mental health and work, OECD, 2014; (vi) Mental illness 'top reason to claim incapacity benefit', BBC news, 2011

Hampson, E. & Soneji, U. (2017). At a tipping point? Workplace mental health and wellbeing. Retrieved from <https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/public-sector/deloitte-uk-workplace-mental-health-n-wellbeing.pdf>



Since 2015 (when the NHS started to record this data), **GPs** have issued **4,418,235 fit notes** due to mental and behavioural disorders (the most common reason), compared to **2,392,981** for diseases of the musculoskeletal system and connective tissue (the 2<sup>nd</sup> most common).

The most common duration of fit notes for M + B disorders is **5 to 12 weeks (29.7%)**.

Number of fit notes issued by GP's by December of each of the following years due to M + B disorders;

**2015:** 62,234

**2016:** 67,993

**2017:** 67,662

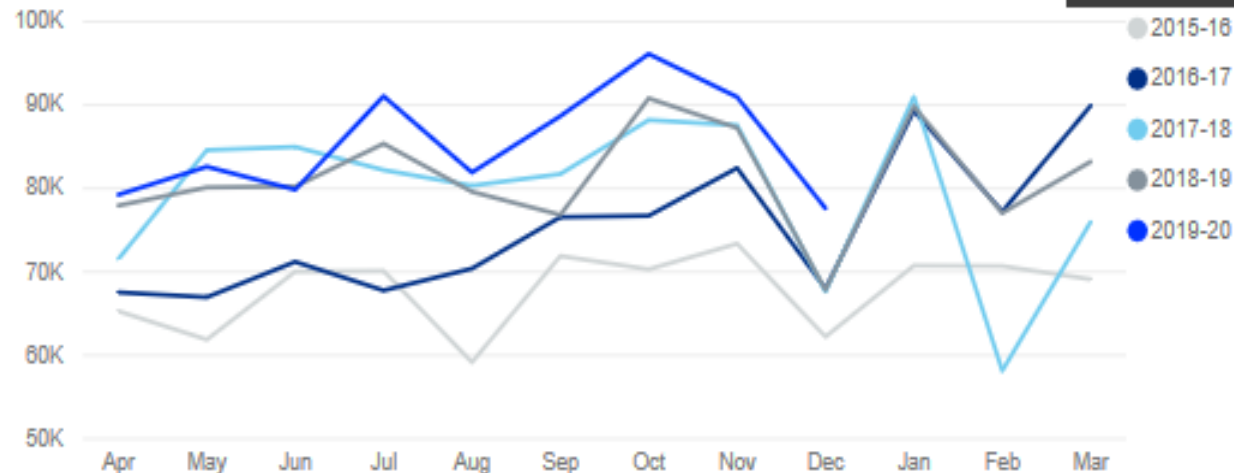
**2018:** 67,850

**2019:** 77,631 (an increase of 12.6% from previous year)

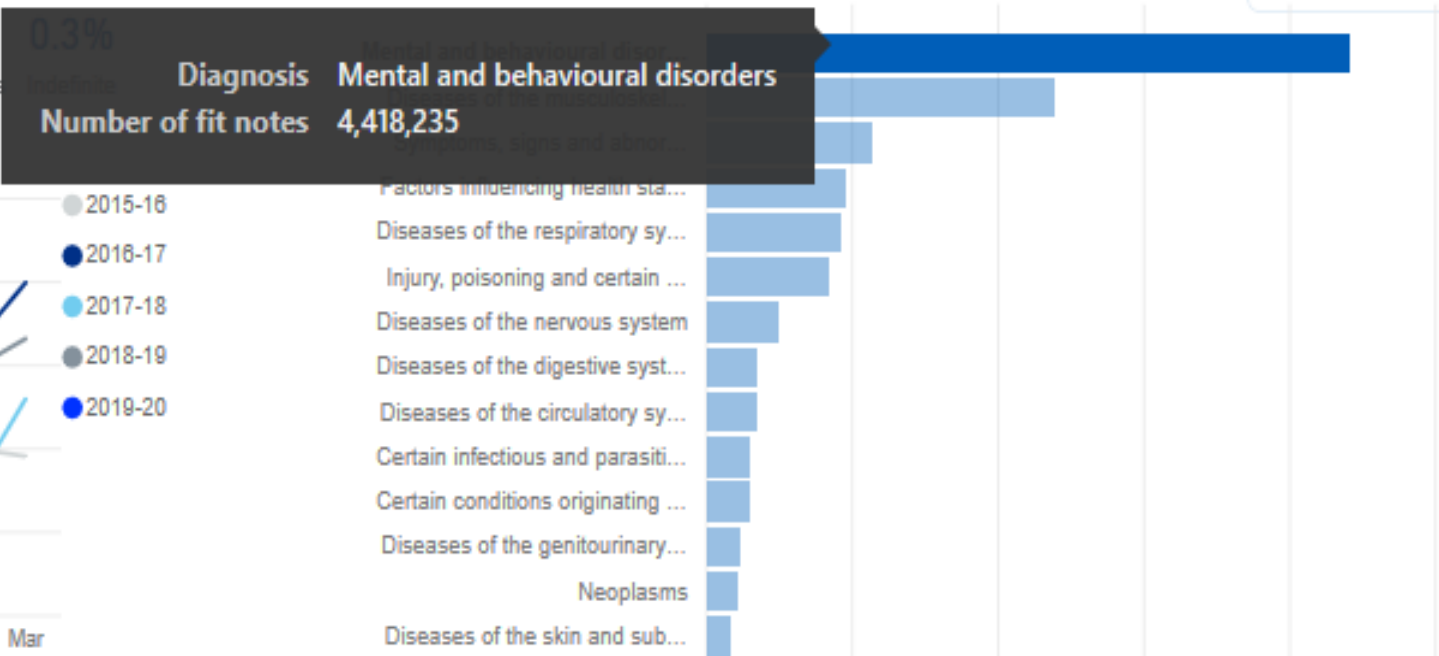
Duration of fit notes (year and diagnosis filters only)



Number of fit notes comparison over time



Fit note diagnosis



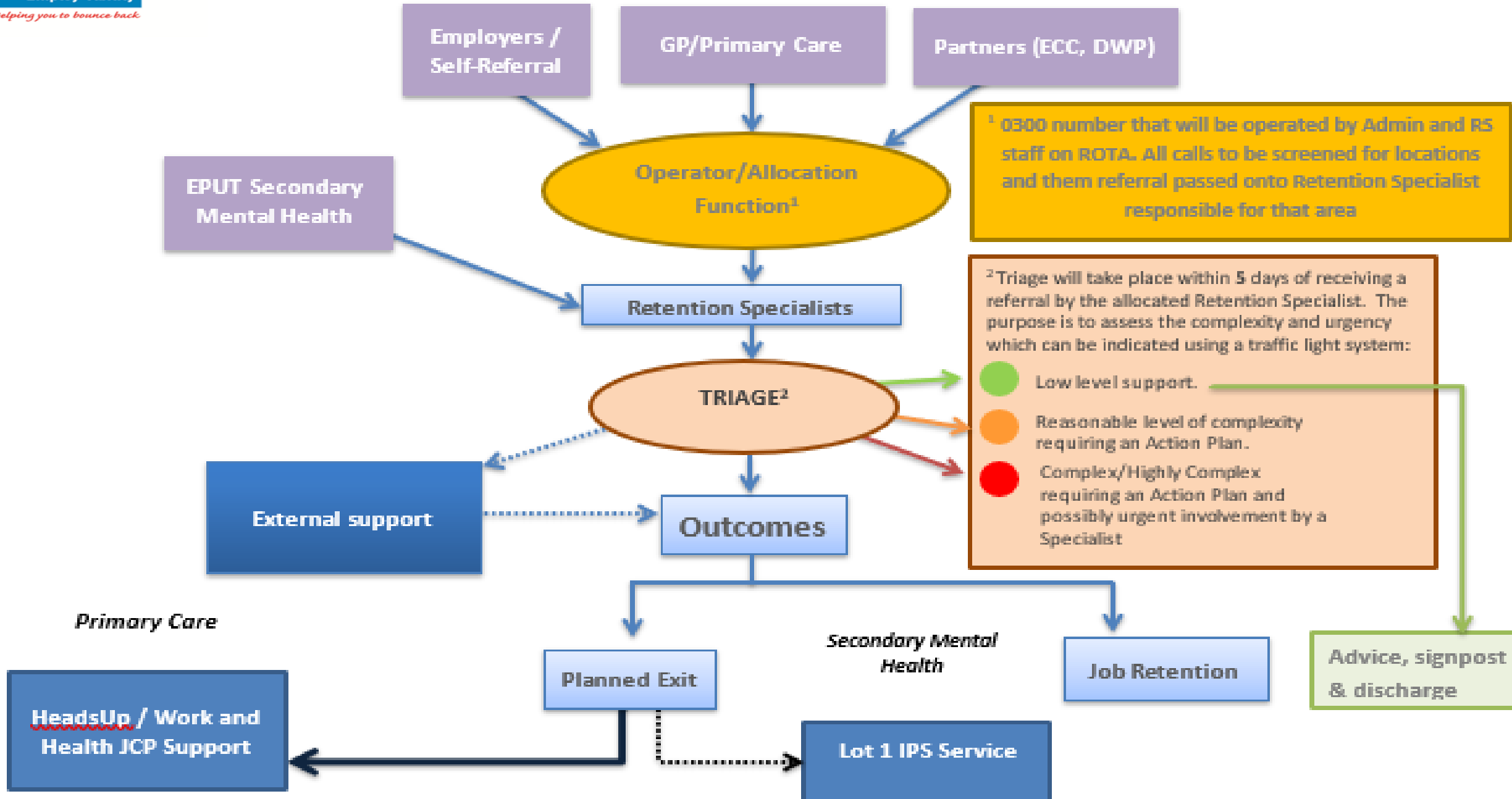
[Fit note data](#)



- Employment Retention Service Case study



# Employment Retention Pathway



# HeadsUp

## Overview:

HeadsUp is funded by the European Social Fund and the National Lottery Community Fund.

HeadsUp is a Peer Support programme which helps people in Essex who have common mental health conditions, such as anxiety or depression, to develop the skills which will help them move into work, education or training, with the support of someone who has been in their shoes.

To compliment the fantastic support of our Peer Support Workers, we have 2 day workshops which help people develop confidence and resilience and our Development and Skills Officers who provide coaching on IT Skills, Mock Interviews and how to navigate gaps on CVs, to name but a few.

## Eligibility:

- unemployed or economically inactive
- Have the right to work in the UK
- Are ready to commit to making a positive change in their life and get back to work or education
- Live in Essex
- Have a common mental health problem such as anxiety or depression

## How to access the service:

Email [info@employ-ability.info](mailto:info@employ-ability.info) or call **01279 450299** with the name, contact number and locality of the person and we will get the local coordinator to give them a call

