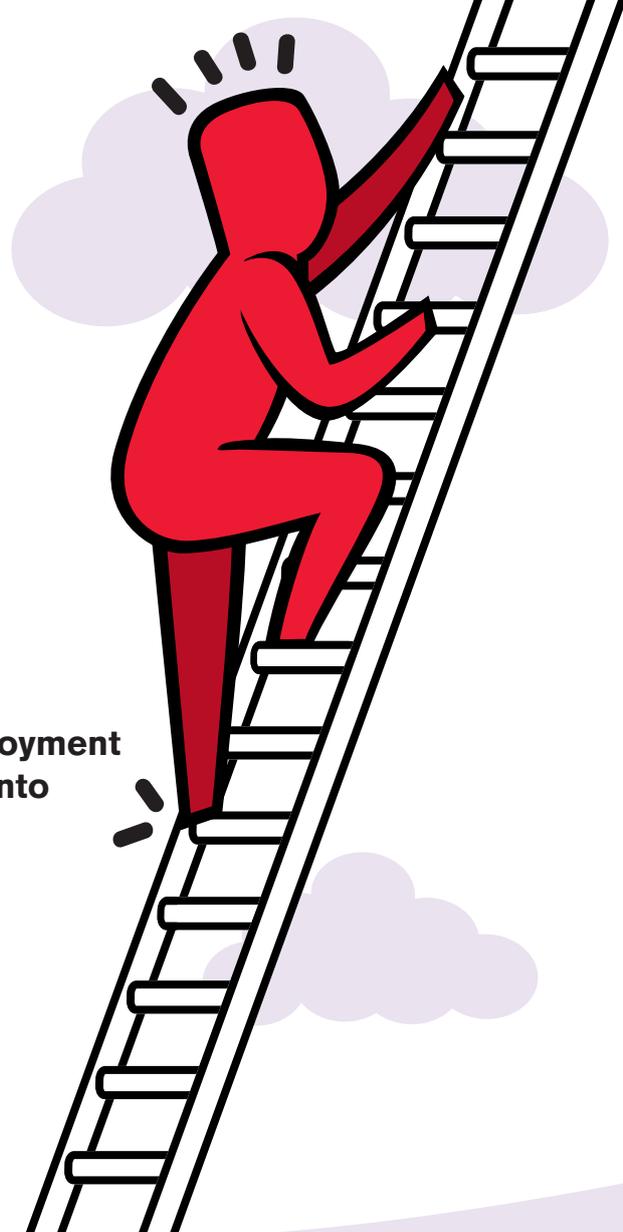


# FIND YOUR WAY BACK TO WORK



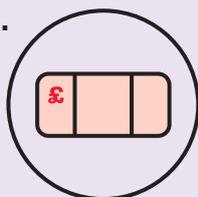
## Individual Placement & Support (IPS) within Primary Care

**IPS is an evidence-based model of supported employment which helps people with mental health conditions into work and provides continued in-work support.**

It has been found to be more successful than other forms of support for people with mental health conditions. The IPS Employment Specialist will work with people on an individual basis following the 8 principles of the IPS model, to help them gain and sustain competitive, paid employment.

### IPS 8 principles:

1.



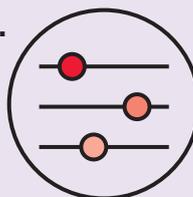
**It aims to get people into competitive employment...** volunteering or sheltered work are not counted as outcomes.

2.



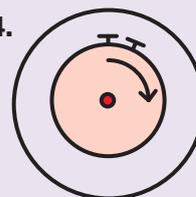
**It is open to all those who want to work...** with no exclusions based on diagnosis, health condition or benefits claim.

3.



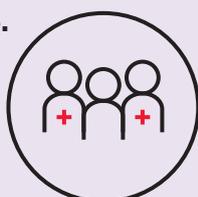
**It tries to find jobs consistent with people's preferences.**

4.



**It works quickly...** job search starts within four weeks, even if a client has been off work for years.

5.



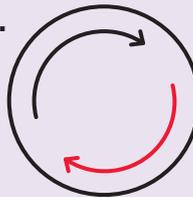
**It brings employment specialists into clinical teams...** so that employment becomes a core part of mental health treatment and recovery.

6.



**Employment specialists develop relationships with employers based on a person's work preferences...** not based on who happens to have jobs going.

7.



**7. It provides ongoing, individualised support for the person and their employer...** helping people to keep their jobs at difficult times.

8.



**8. Benefits counselling is included...** so no one is made worse off by participating.

# HOW DOES THE IPS PROCESS WORK?

## To be referred to the IPS service, clients must:

- › Have mental health conditions which may include psychosis, bipolar disorder, personality disorder diagnosis, eating disorders, depression, and anxiety.
- › Want to gain, re-enter, or retain paid employment.

## The Employment Specialist:

- › Will focus on the clients' preferences and strengths, to identify a preferred role.
- › Will focus on competitive job search.
- › Can offer personalised benefits advice to help consider the impact of earnings on a client financial situation.
- › Engage with employers, with the client's agreement, to facilitate opportunities and / or suggest reasonable adjustments.
- › Will support the client to maintain their job and manage their mental health whilst in work and continue to do so for as long as it is agreed to be necessary.

***“Having a paid job and structure in my life is not part of my recovery, but is my recovery”***

***“IPS have become a part of recovery and it is a great service. I don't know how we managed without IPS all these years.”***

## The IPS service cannot work with clients who:

- › Only have physical health conditions.
- › Only want to look at voluntary work or education.

## Referrals can come from:

- › Self-Referrals, GP's and other Clinicians, Mental health specialists, Job Centers, Other mental health agencies.



## For more information contact:

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**NHS**  
Avon and Wiltshire  
Mental Health Partnership  
NHS Trust

**NHS**  
Bristol, North Somerset  
and South Gloucestershire  
Clinical Commissioning Group

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