

TeamWork



News and information for people with learning & work in mind

Gathering Good Practice

As part of its work on mental health and social inclusion, the National Institute for Mental Health England (NIMHE) South West in conjunction with WorkWAYS has published a summary of good practice about helping people move in to and retain employment. *Mental Health & Social Inclusion – Employment* offers some general employment principles and guidelines, information on supporting people towards gaining employment, a section on job retention and supporting employers, details of national resources and contacts, and examples of local projects.

The document was first made available at a recent conference on supporting people in to employment organised by NIMHE South West. The conference was attended by people working for supported employment projects throughout the South West and beyond together with employers. Over 80 delegates heard from a range of speakers and took part in workshops on benefits, job retention and helping people move on.

Download *Mental Health & Social Inclusion – Employment* from www.workways.org.uk and follow the link from the 'News & Events' page or by post from WorkWAYS (tel: 01392 208833).

... more good practice on page 3

Useful numbers

Connexions	203603
Citizens Advice Bureau	201210
Council Tax & Housing Benefits	265440
Exeter College	205222
Exeter Volunteer Centre	202055
Exeter Mental Health Service Users Group	201218
First Step Project	202055
Hillcrest Growers	823720
Jobcentre Plus	474700
Meadow House	208900
MIND Exeter & East Devon	204499
Nextstep	0845 8 50 50 70
PLUSS	0800 91 777 92
Rethink	01395 224166
St Loye's Foundation	255428
Skills for Life & Learning at Broadclyst	466643
Springboard	204496
Victory Centre	383788
WorkWAYS	208833

All prefixed by 01392 unless shown

The da Vinci Code?

Who says work-related stress is a modern phenomenon?

Every now and then go away and have a little relaxation.

To remain constantly at work will diminish your judgment.

Go some distance away, because work will be in perspective and a lack of harmony is more readily seen.

Leonardo da Vinci

Read TeamWork online at
www.workways.org.uk

From A to Z

Continuing our series about WorkWAYS' Affiliated Organisations.

Trans Plant Mastertrain

Managing Director Geoff Fox writes: 'We are a local training company with a wealth of industrial training expertise. Covering all aspects of commerce and industry, we can train drivers of goods vehicles and operators of mobile plant to nationally recognised standards. We can provide training for operators of fork trucks, telescopic handlers, excavators, rollers, dumpers, work access platforms, lorry loaders and all types of cranes.

'For the transport industry we offer ADR (dangerous goods) training and for the construction industry we offer training for Appointed Person (cranes), crane supervisor and slinger/signaller. In the case of mobile plant, training may be conducted on the customer's site. Programmes have a certain amount of flexibility and you are invited to discuss your particular requirements with us. Don't hesitate to get in touch with us tel 01392 426242. Or visit us on www.transplantmastertrain.co.uk '

Turntable

Turntable is a charitable organisation that collects good quality, donated household items such as 3-piece suites, beds, wardrobes, electrical white goods etc to pass on to families and individuals on very low incomes.

Turntable currently employs long-term unemployed people who volunteer their services to develop their own skills in order to help them secure full-time employment.

Visit www.turntable.org.uk or phone 01392 202032 for more information about this well-established and innovative project.

University of Exeter

WorkWAYS values its many contacts with the University – as well as the Disability Resources Centre which provides support for students, we also work with the Occupational Health Dept in supporting staff for example.

Two affiliated organisations include the Careers and Employment Service and the School of Education and Lifelong Learning.

The **Careers and Employment Service** welcomes all undergraduate and postgraduate students, both home and overseas. It can offer information, advice and guidance on all aspects of planning the future. The services carries hundreds of finalist and graduate vacancies from employers wanting to receive applications from Exeter students. For more information visit www.services.ex.ac.uk/cas/

'The **School of Education and Lifelong Learning** offers part-time, open enrolment courses for adult learners,' writes TJ Pressman, Marketing Officer at the University 'The courses are provided by distance learning via the Internet and provide you the flexibility to schedule your studies around your work and home commitments.

'Courses are available in Environmental Studies, Computing and Humanities. The courses are all accredited by the University of Exeter and can count towards an Undergraduate award.

'For more information, please visit our website at www.exeter.ac.uk/dll '

... Gathering Good Practice

As well as *Mental Health & Social Inclusion – Employment* (see page 1) which is aimed at those supporting people in to employment, three brand new resources for employers can be downloaded from the Good Practice pages of the MINDFUL EMPLOYER website at www.mindfulemployer.net

Mindful Employment Practice Resource List

Building on events run in Taunton, Preston and Birmingham by the Disability Rights Commission (DRC) and Sainsbury Centre for Mental Health (SCMH) in conjunction with MINDFUL EMPLOYER and the National Institute for Mental Health England (NIMHE), the *Mindful Employment Practice Resource List* has been produced to provide information on the employment of people with mental health problems in the NHS and other public sector organisations, reducing stress and promoting mental health at work, job retention, and contains a list of organisations and networks.

What Works, What Doesn't

What Works, What Doesn't offers examples of current employment practice and a stimulus for supporting employees who have mental health issues, their colleagues and managers.

It's a collation of comments from group discussions at the Mindful Employment Practice event in Taunton where delegates comprised HR/Personnel, Occupational Health and Equality & Diversity specialists from a broad range of public sector employers in the South West.

Working for Health

The first 'Working for Health' conference in Exeter in May 2006 brought together doctors and employers. Some 80 delegates comprised GPs, Occupational Health and Human Resources/Personnel specialists, and Directors of Small & Medium Enterprises (SME). Representatives of business networks and supporting organisations were also present. This innovative conference raised a wealth of issues and suggestions for improving communication and understanding.

This document brings together some of the common issues raised by delegates about links between GPs and employers and in managing sickness absence together. It offers statements on good practice and suggestions to assist in building on and improving current procedures.

To be published ...

Leading by Example

Written by Patience Seebohm and Bob Grove, this new book – to be launched at the third Sainsbury Centre for Mental Health (SCMH) employment conference on 13 July in Bristol – provides a very practical guide about for NHS Trusts and the public sector in general in becoming exemplar employers of people with mental health problems.

The publication draws on a wide range of experiences drawn from the Leading by Example programme run by SCMH in conjunction with NIMHE South East and South West London & St George's Mental Health NHS Trust .

Leading by Example is available price £10 plus p&p from Sainsbury Centre for Mental Health, 134-138 Borough High Street, London SE1 1LB Tel: 020 7827 8300 or order online at www.scmh.org.uk

50th Employer Signs Charter

In June, the Royal Devon & Exeter Foundation NHS Trust became the 50th employer to sign the Charter for Employers who are Positive About Mental Health. Employing over 5,500 staff, the Trust is one of the largest employers to make this valuable commitment to their workforce and joins an increasingly long list of organisations and businesses who have done so.

The Charter, which is part of the MINDFUL EMPLOYER initiative, is a set of aspirations about good practice in recruiting and retaining staff who experience mental ill health. The Charter takes a realistic standpoint and acknowledges that companies do already have some good practice in place as well as areas to improve – these things take time – it's all about *working towards* better standards not the immediate fulfilment of them.

Charter signatories – now nearly up to 60 – represent a broad range of small, medium and large employers from the private, public and voluntary sector. Many are located in the South West, a significant number in Yorkshire and a number have bases across the UK – including one who has offices in Dubai! Among the signatories are a specialist packing service, a worldwide lighting company, public and private care services, an estate agent... Any employer, any size, any sector, anywhere in the UK can sign the Charter. What about the organisation you work for? Has it taken this positive step?

For more details visit the Charter page on the website at www.mindfulemployer.net, download an Information Pack from the same site, e-mail info@mindfulemployer.net or contact WorkWAYS on 01392 208833.

Stop Press – Pathways to Work

On 4 July ministers announced the roll out of Pathways to Work to be a national provision by April 2008.

Pathways to Work support was first introduced in October 2003. It provides additional help to new and repeat incapacity benefits customers via five, additional, mandatory, monthly work-focused interviews in the first 8 months of the incapacity benefits claim; and via the 'Choices' programme of employment support and, the new Return to Work Credit. Customers who are expected to return to work within 9 months of their claim and those who are exempt from the personal capability assessment because they are so severely disabled, are not be required to take part in the five additional work focused interviews. However, they may participate in any part of the Pathways service at any time on a voluntary basis.

Roll out by Jobcentre Plus will commence in October 2006 and in October 2007, private and voluntary sector providers will start to help to deliver the Pathways service, extending it to the rest of the country by April 2008. <http://www.gnn.gov.uk/Content/Detail.asp?ReleaseID=212113&NewsAreaID=2>

Advertise in *TeamWork*

Do you provide information, advice, training or support to people with mental health issues, employers or learning and work organisations? You can advertise your service to our readership of over 800 learning and work organisations, employers, social care and health professionals and also on the web. An advert costs just £20 inc VAT per edition. Contact us the address shown below.

Something to say?

If you have any contributions or comments, please get in touch:

TeamWork, WorkWAYS, King Street Business Centre, 7-9 King Street, Exeter EX1 1BQ

Tel/fax: 01392 208833 E-mail: teamwork@workways.org.uk

TeamWork is a photocopiable resource – please make copies for others.

Devon Partnership 
NHS Trust