

Team Work



News and information for people with learning & work in mind

Who's out there?

The National Institute of Mental Health England (NIMHE) South West, which is leading on the implementation of the employment aspects of the Mental Health & Social Exclusion agenda is setting up a Regional Employment Team comprising of major stakeholders. These will be brought together at a summit in September to develop a strategic plan for employment and mental health in the South West.

As part of WorkWAYS' work for NIMHE, we have been asked to develop some earlier research done by ourselves and others around the country to gather information about services in the region who offer employment-related information, advice, guidance and support to people with mental health problems and/or to employers.

To do this, we have started a 'Google Map' and we would like your help in developing it.

We would like to include services, organizations and agencies who offer such assistance - whether specialists in mental health or generic disability or mainstream. We wish to gather information about services who operate in the South West (that is Gloucestershire, Wiltshire, Bristol and former Avon, Somerset, Dorset, Devon and Cornwall) including private, public and voluntary sector organisations and those who provide training, education and voluntary work opportunities.

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
Jobcentre Plus	474700
Meadow House	208900
MIND Exeter & East Devon	204499
Nextstep	0845 8 50 50 70
New Leaf	823720
PLUSS	0800 91 777 92
Rethink	01395 224166
St Loyal's Foundation	255428
Skills for Life & Learning at Broadclyst	466643
Springboard	204496
Victory Centre	383788
WorkWAYS	208833

All prefixed by 01392 unless shown

Please visit www.workways.org.uk and click the 'Quick Link' to 'Other South West Services'.

Please take a look at the map and let us know about:

- organizations who are not shown
- any being shown who no longer exist
- any errors or corrections

Information and corrections can be e-mailed to workways@devonptnrs.nhs.uk

Needless to say, we also hope the availability of this new resource will be valuable to your own work.

Read *Team Work* online at
www.workways.org.uk

Improving The Odds

A very successful conference jointly organised by SWEMPnet (South West Employment Network) and staff of WorkWAYS seconded to CSIP/NIMHE was held at the Exeter Racecourse in May of this year.

Attended by some 80 delegates the conference explored ways people who are working in the field of vocational rehabilitation can help people with mental health issues find or sustain employment.

Lively and inspirational speakers included Sally Bramley, Consultant Occupational Therapist in Vocational Rehabilitation and Mental Health for Sheffield Care Trust and Bill Duggan from Plymouth who gave a frank and entertaining talk on his experience of moving on in employment.

There were workshops on "Asking the work question": a practical session exploring the challenges and the opportunities. Another workshop was on state benefits and how these can be used to help individuals move on. A third session explored the use of Wellness Recovery Action Planning (WRAP) in the workplace. And the fourth workshop was what helped in moving on from a service users perspective.

All these workshops were well attended and the feedback indicated that they had been very helpful and informative. There will be another conference in May 2008 focussing on examples of good practice and very practical ways in which people can be helped to move on.

Employment Skills Course

The Employment Skills course, which is provided by PLUS with support from staff at WorkWAYS, is specifically designed for adults with mental health difficulties who want to move on.

The overall aim is to support adults in developing skills, confidence and motivation to find meaningful work, education or training. The course does this by offering a range of tools and strategies to help individuals identify their strengths, skills and achievements. Throughout the course individuals are supported in improving key skills for employment preparation such as; completing job application forms, interview techniques, writing a CV and searching for work.

All participants are required to keep an ongoing record of their work as completion of this course leads to a NCFE Level 1 Certificate in Employment Skills, (accredited by Qualifications and Curriculum Authority). The group runs for 3 hours a week for 10 weeks with allocated time for individuals to receive individual tutor support.

Moving On Group

The Moving On Group is a six week two hour course, facilitated by staff at WorkWAYS. The overall aim of the course is to enable individuals to gain more clarity on their preferred goals for the future and to develop confidence to move towards these goals. The course supports individuals in exploring their obstacles and developing useful, practical strategies for helping overcome these barriers.

Drawing upon elements of cognitive behavioural theory and positive psychology, the course explores ways of managing anxiety, building self-esteem, improving communication and lifting depression. The course supports individuals in recognising and building upon their own strengths, promoting health and wellbeing and exploring a balanced lifestyle.

By the end of the course individuals will have set realistic goals for moving on to or maintaining meaningful work, employment and training with clear steps and practical tools to do this.



MINDFUL EMPLOYER is now a Registered Trade Mark of Devon Partnership NHS Trust. We are very grateful to Keith Portlock, Chairman of the Trust, whose Chairman's Initiative Fund provided substantial funding towards the process of approval and registration through The Patent Office and also to Ashfords, Solicitors for their legal advice, support and sponsorship.

The name MINDFUL EMPLOYER® and the logo can only be used by signatories to the Charter for Employers who are Positive About Mental Health and supporting organisations who have signed our Partnership Agreement.

As MINDFUL EMPLOYER becomes increasingly well known throughout the UK - and abroad - registration is a significant step in protecting the integrity and brand of the initiative and thus ensuring it is not used inappropriately.

140 employers have now signed the Charter for Employers who are Positive About Mental Health - one of the most recent being Amnesty International UK: a name which gains worldwide recognition and respect.

Some have challenged the validity of the Charter and whether employers do what it says. This criticism is to be expected - after all much the same is said of liP, Disability Symbol, Chartermark and other accreditations. The Charter for Employers takes a realistic approach - attitudes towards mental health in the workplace will take a long time to change, a very long time, and the Charter is a set of aspirations to aim for.

Every signatory is reviewed after two years and, with the initiative being just 2½ years old, we have just started reviewing those employers who made this commitment at a very early stage. The review process is a supportive one also - and if an employer does not complete it, their right to use the logo and MINDFUL EMPLOYER trade mark is revoked. Sadly, we have had to take that step with one employer and we do keep a regular watch on how the mark is used.

For more information about the Charter and to find out which signatories are in your part of the UK, simply visit www.mindfulemployer.net

Action on Stigma: Promoting Mental Health, Ending Discrimination

Action on Stigma was launched in October 2006 as a way of promoting mental health and ending discrimination in the workplace.

The initiative is facilitated by Shift, part of the Dept of Health. Shift have now produced a report giving the feedback from listening events, employer consultations and other views raised since the launch.

You can download both the *Feedback Report* and the *Action for Stigma* report from www.mindfulemployer.net. An Action Plan will be published later in the year.

Team News

In June, we said a sad and fond farewell to Helen Murphy, who had been part of the WorkWAYS team since the very early days of the service. Helen was our centre co-ordinator/secretary/all round admin expert person and joined in May 2002 just after we moved in to our current premises.

Helen was a fundamental and key person in the way the service was developed and provided very clear and strong admin procedures which are so often vital to the smooth running of any organisation. In recent years, Helen and her husband have been running a very successful service for children and young adults who have Asperger Syndrome. Helen's new job is to help set up a new children and family service for Exeter Community Initiatives, a local charity which coincidentally is also a signatory to the Charter for Employers. ECI's gain is very much our loss but is also the right move for Helen and we wish her well.

Congratulations to our manager, Christine on her recent marriage and we wish Jenni Horsfall all the best for her new job in Bristol in September.

New staff who have joined us in recent months are Mel and Kim – yes, honest (for those of you who are old enough to understand that one!). Both bring valuable experience of working with Rethink to their roles as Vocational Coaches here at WorkWAYS. And also Joy who is a new coach as well and Katie who has come on board over the Summer to help us with our admin work until Helen's replacement starts.

We are also grateful to NIMHE South West for a further year's funding – taking us up to March 2008 – to continue our work leading the employment aspects of the mental health and social inclusion agenda.

Change of E-mail Address

Due to high levels of spam, we have now stopped using the @workways.org.uk e-mail addresses.

Our new generic e-mail address is now workways@devonptnrs.nhs.uk

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 1200 learning and work organisations, employers, social care and health professionals and also on the Internet. An advert costs just £25 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: workways@devonptnrs.nhs.uk

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

Devon Partnership 
NHS Trust