

Team Work



News and information for people with learning & work in mind

Pathways to Work

In Devon and Cornwall, Pathways to Work is delivered by A4e in partnership with WorkWAYS and other organisations in the two counties. Pathways to Work provides help towards ensuring that people receiving sickness-related benefits have the support they need to return to work.

Joining Pathways to Work does not affect the amount of benefit received and participation is voluntary. Since March 2008, some new claimants of Incapacity Benefit have had to attend mandatory work-focussed interviews with A4e – this does not apply to people who were receiving Incapacity or other sickness-related benefits before then – and work-focussed interviews are the only mandatory element of Pathways to Work

WorkWAYS provides the **Choices** and **In Work Support** provisions on Pathways to Work. **Choices** is a menu of individually tailored work-focussed support and **In Work Support** is provided for the first year in a new job.

As a specialist provision for people who have experienced mental ill health, WorkWAYS provides advice and support to anyone wanting to move into employment, training, learning or voluntary work.

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
MIND Exeter & East Devon	204499
Nextstep	0845 8 50 50 70
New Leaf	823720
PLUSS	0800 91 777 92
Recovery & Independent Living	208900
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



To supplement the Pathways to Work approach, WorkWAYS provides on-going support for however long it's needed, and in whatever capacity is needed. WorkWAYS is a client-led service and ensures that clients can work at their own pace taking small achievable steps.

For more information about WorkWAYS' role in delivering Pathways to Work please contact Vicky Stratton or Christine Wardle on 01392 208833

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

Providing Evidence-Based Support...

Rob Davey is a Vocational Coach at WorkWAYS and writes about his own experiences that have led him to now be able to offer support for others....

At 48 years of age, and with 28 years service as a police officer completed, I had just two more years to go before I could retire on pension and use my skills abilities and life experiences to explore a second career to put "the icing on the cake", of my "life plan".

As a police inspector, I was responsible for three road policing units across East Somerset with a staff of 30. One of my responsibilities was to lead all fatal road collision investigations, (this averaged about 34 cases per year), from scene attendance through to disposal of cases through the Criminal Justice system.

Another of my roles was that of a Hostage Negotiator, dealing with suicide interventions, hostage taking incidents and attending at all firearms incidents.

A further role was that of Family Liaison Officer, supporting three families of my staff, one of whom had been killed, and two seriously injured in "on duty" incidents.

My premature final day of policing was the result of witnessing another horrific motorcycle crash involving one of the officers engaged in a VIP escort course I was running.

Following a long period of absenteeism from work, I was eventually medically retired, diagnosed with Post Traumatic Stress Disorder. My life had changed beyond all recognition, with a loss of self confidence, self esteem and purpose. I became reclusive, deeply depressed and angry, eventually leading to admission to a psychiatric ward as a voluntary patient.

At this stage I never envisaged I would return to the workplace or be able to return to a "normal life". I had now been diagnosed with a "mental health" illness, and I felt "labelled and disadvantaged".

An excellent Community Psychiatric Nurse supported me through a Cognitive Behavioural Therapy course and went on to introduce me to Opportunities (part of Pluss Ltd), who in turn gave me advice guidance support and encouragement, restoring my self confidence, boosted my self esteem and introduced me to the Disability Employment Advisor at Jobcentreplus.

From this I started Permitted Work as a driver with a car hire firm whilst maintaining my links with, and the support of Opportunities staff, which led to me applying for a job with Pluss as an Employment Support Worker, a very similar role to my current one as a Vocational Coach here at WorkWAYS. To reach this stage had taken over four years.

To be working with WorkWAYS as a Vocational Coach will allow me to continue to help others who may, like me, feel "labelled and disadvantaged", to move forward, and to support them on their journey.

Mental Wellbeing & Access

Last month, we said goodbye to Steve Wincott, who had worked for WorkWAYS, our sister organisation, New Leaf, emerging social firm Clothing Works and Vocational Rehabilitation Services within Devon Partnership NHS Trust for a number of years. Steve is moving on to the Trust's new Mental Wellbeing & Access service...

Who is the Mental Wellbeing and Access function for?

- People presenting with a mental health problem for the first time who need more help than their GP can provide
- People experiencing common mental health problems
- People experiencing a potential first episode psychosis
- People who have previously used specialist mental health services and who have a active self management plan
- People with a long term mental health condition who don't require ongoing care co-ordination through CPA
- People who have previously used specialist mental health services needing a new assessment

Several organisations and providers are commissioned to provide services in this function including Devon Primary Care Trust, Devon Partnership NHS Trust (DPT), a number of psychological therapy providers and some voluntary sector organisations.

What is the role of Devon Partnership NHS Trust in this function?

The Trust's role in this function is to provide:

- Same day specialist assessment, consultation and advice between 8am and 6pm Monday to Friday and which links to urgent care responses out of hours.
- Short term interventions/treatment following up 'duty' routine assessment or in response to a self management plan for up to five sessions (more by negotiation with the multi-disciplinary team)
- Care pathway management: sorting, triaging and signposting routine referrals, arranging specialist assessment and fast track responses for people with a self management plan
- Consultation, specialist advice and support to primary care clinicians
- Active review of a caseload of people with long term stable conditions

The team will consist of specialist mental health clinicians, who will provide psychological therapies within a managed stepped care approach. There will be a same day specialist assessment and advice service between 8.00am and 6.00pm Monday to Friday linking into urgent care responses to out of hours if required.

There will be short term interventions/treatment following initial assessment of up to 5 sessions.

Some of the key principles to the service will be as follows:

- Normal life crisis responses are supported and not medicalised
- Development of mental health roles in the primary care team are to be encouraged and supported.
- Proactive engagement – contact with people who wish to access help should be as "human" as possible for instance telephone contact is preferable to opt in letters.
- Understands the concept of recovery.

Overall the new service will provide a much more streamlined and a much easier access to the DPT Mental Health Services.

Improving the Odds: Sustaining Employment

Following last year's very successful conference jointly organised by SWEMPnet (South West Employment Network) and WorkWAYS, in May of this year a second successful conference was held. Last year's theme was finding and moving into employment and this year's was retaining and sustaining that employment.

A very lively and inspirational opening talk from Steve Mason, A4e Project Director about his own experience of mental health issues and retaining employment, provided the audience with a highly entertaining but at the same time very enlightening insight into some of the issues facing people with complex health issues in employment. Other speakers contributing to the rich agenda included Sally Reynolds, Chief Executive Officer of Social Firms UK; Sue Morrish, Business Services Manager, Co-active Ltd; Eric Marshall, Finance Director of PPC Worldwide and Richard Frost and Lynn Aggett, Vocational Advisors from WorkWAYS.

Comments from the feedback forms from some of the 50 plus delegates indicated a good day was had by all and included:

"A good overall day on specific issues that relate to my position"

"Thank you I had a really enjoyable, informative and inspirational day"

"Very good for networking and checking we're on right track"

"Very thriving discussion and idea sharing"

And finally a little plug for WorkWAYS included on the feedback from a delegate who had travelled from Dorset:

"Disappointed that so few of the excellent organisations e.g. WorkWAYS operate in the Southwest, but that didn't include Dorset – so not available to us"

It is unlikely that there will be conference next year but instead efforts are being targeted to developing the role of SWEMPnet which is a South West charity. The aim of SWEMPnet is to encourage best practice in promoting the employment of people with mental health issues through the sharing of information and skills. Anyone who would like to know more about SWEMPnet should contact Christine Wardle on 01392 208836 or by email at Christine.wardle@nhs.net.

Christine Wardle
Vocational Rehabilitation Services Manager
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Something to say?

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

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

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