The Access to Work Mental Health Support Service

Presented by:

Date:
AIM

Provide a detailed overview of the Access to Work, Workplace Mental Health Support Service (MHSS) for employees and apprentices.

OBJECTIVES

1. Discover the facts and stats around mental health
2. Define the purpose and aim of MHSS
3. Describe the eligibility and referral process for MHSS
4. Learn about the service structure, potential support and interventions
1 in 6 adults are experiencing challenges with mental health at any one time.

Mental health is the leading cause of sickness absence in the UK with 91 million days lost each year due to mental health problems.

The cost to employers is estimated to be £33 billion-£42 billion each year.

41% of employers have seen an increase in mental health related issues.

The cost of poor mental health to the economy is estimated at between £74 billion and £99 billion a year.

Data provided by Thriving at Work Report 2017
Introducing M.H.S.S

- Workplace Mental Health Support Service (MHSS) launched in Dec 2011 and is delivered on behalf of Access to Work.

- Confidential and vocational support for employees with mental illness to retain/regain their ability to participate at work.

- Helped over 10,000 people since launch with a range of mental health conditions. 93% retention rate.

- Delivered by Vocational Rehabilitation Consultants (VRCs) - experts in supporting people with mental health conditions.

- No financial contribution required from employer or employee.
Eligibility Criteria

To access support, the individual must meet the following criteria:

1. **Be in paid employment.**
   - Any hours
   - Permanent or temporary
   - Self employed
   - Attending or signed off sick

2. **Have a mental health condition or have symptoms**
   - Diagnosed or un-diagnosed
   - Mental illness may not be the primary health condition
   - Triggers may not be linked to the workplace
Referral Process

Confidential Helpline: 0300 456 8114

evocationalrehabilitation@remploy.co.uk
Assessment of circumstances

A brief description of the individual’s job role, duties and responsibilities.

Description of the mental health condition and/or the symptoms the individual is experiencing.

How the condition or symptoms are affecting the individual at work.

Details of responsibilities or targets that aren’t being met.

Is the employer aware of the difficulties the individual is experiencing?

What adjustments has the employer already made for the individual?

Does the individual have a clear idea of any help they need?

National insurance number or ILR number in terms of the apprentice.
Client Journey

Month 1
- ATW Eligibility Check
- Telephone assessment with VRC to develop an individual support plan (ISP).

Month 2
- Telephone review to check on clients wellbeing and review actions set in ISP.

Month 3
- Second face to face appointment with VRC
- ISP review and further actions set.

Month 4
- Telephone review to check on clients wellbeing and review actions set in ISP.

Month 5
- Third face to face appointment with VRC
- ISP review and further final actions set.

Month 6
- Exit Report Completed, sent to ATW. Ext to 6 month period if required.
## Supporting and Interventions

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<td>- Self-help</td>
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<td>- Resilience</td>
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<td>- Employer guidance for reasonable adjustments</td>
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<td>- Apply interventions recommended by Occupational Health</td>
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**Remploy**

Putting ability first

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**Signposting**

- Employee Assistance Programs
- GP Support
- Mental Health Charitable Organisations (Mind/Cruise Bereavement)
Coping Strategies

- Dealing with Change
- Communication & Working with Others
- Time Management
- Organisation, Planning & Prioritisation
- Taking Instructions

Remploy

- Relaxation & Fatigue Management
- Memory Aides & Strategies
- Management of Treatment & Medication
- Mood & Behaviour Management
- Anxiety & Stress Management
Aim and Objectives

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Thank you

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