

Work and mental health

Working Win February 2022

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1. Working Win – a summary
2. What works and why
3. Challenges
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Working Win

- [NIHR](#) Randomised Control Trial of a modified version of [Individual Placement Support \(IPS\)](#)
- Working Win trial recruited 6,117 people with mild to moderate mental health conditions, and/or physical health conditions, who wanted to find or stay in work
- Funded by Work and Health Unit and South Yorkshire Mayoral Combined Authority
- Directly supported 3,059 participants
- 1,538 people achieved job outcomes (137% of target)
- Extended as full service

What works

- **Accessible:** Flexible and easy-to-access. Use of social media
- **Integrated:** Co-location and joined-up working (e.g. Text-outs; attaching info to fit notes; steering group)
- **Preventative:** Support for people in-work, as well as out-of-work
- **Strengths-based:** Focusing on what people can do; hope not motivation
- **Holistic:** Allied health staff and wrap-around wellbeing offer
- **Inclusive:** Doing more to engage older people, BME and LGBTQ+

ACCESSIBLE
Broad eligibility criteria. A simple referral process, asking for minimal information. A range of ways to access the service, such as home visits, meetings at community venues and online appointments. Quick response to referrals and the ability to self-schedule.

INTEGRATED
Voluntary scheme to which health professionals feel confident to refer. Co-location and strong feedback loops. Support provided in the places it's most needed. Partnership working between not-for-profits, using, and investing back into, community assets.

PREVENTATIVE
Trial exceeded its outcome target 8 months early, helping 1,153 people to return to work or avoid health-related job loss. Supported employers, with free Mental Health Awareness Training for Line Managers. Now launching Good Work jobs platform to promote Real Living Wage and health-promoting jobs.

STRENGTHS-BASED
Get to know people through their skills, interests and ambitions. Look for work that matches or adapt existing jobs to make the most of people's strengths. Hope, not motivation, the catalyst for change.

HOLISTIC
Every participant can choose from a co-designed menu of wellbeing support. Counselling, 1:1 and group sessions with allied health professionals, online mental health services and a 24/7 GP advice line help people to stay well at work and reduce pressures on the NHS.

INCLUSIVE
Contributing to our region's drive to create a fair and inclusive economy. Dedicated initiatives to recruit older participants and support employers to be more Age Friendly. Extensive programme of engagement with people from BME, refugee and migrant communities.

What works – summary of our learning: [Click here](#)
Blog: [Click here](#)

Challenges

- Engaging busy clinicians, especially during the pandemic
- Negative perceptions or experiences of health and employment provision
- Stop-start delivery
- Language about mental health, especially among BME communities

Primary care feedback



“It’s something we can offer our patients at those times when we feel helpless, and we just give them a sick note.

Actually, this is something really positive and brings about really great results.”

Watch the full video here: [Working Win - How working with GPs created great outcomes - YouTube](#)

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MSK feedback



“The key thing that stood out to me was just how tailored to each individual and to their needs it is. It’s person-centred, which is how we work.”

I’ve worked in NHS services across the country and this is something genuinely different.”

Watch the full video here: [Conversation with Jane Adams \(physio\)](#)

workingwin

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Gratefully funded by the
Government's Work and Health Unit,
and delivered in partnership with the
South Yorkshire Mayoral Combined
Authority and local NHS partners

See the video here: https://youtu.be/j_h2xp2xkSA

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Thank you

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