



**“Mental Disability
and Work: Breaking
the Barriers“**

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The UK Policy and Delivery Perspective

Chris Blackwell
Chief Operating Officer
Ingeus UK



INGEUS

- delivers services in the UK, France, Germany, Sweden, Switzerland and Korea
- to people who are injured or disabled but capable of working
- Ingeus UK provided information services to 30,000 people on disability benefits and helped 6,000 into work in 2009
- achieved parity of outcomes for people with mental disabilities

Disability Benefit and Services in the UK – Similarities to Switzerland?

- 2.6m people on disability benefit – 7% of working age population; in 1979 there were 700,000
- 40% of disability benefit recipients have a mental health condition
- People are mandated to engage with information services; engagement with return to work services is voluntary

The Ingeus Approach to Working with People with Disabilities

1. Flexible approach, dependent on client need (one-to-one appointments or workshops)
2. Employment advisors, focus on employability skills and dealing with practical constraints
3. Embedded health professionals providing condition management services
4. High activity levels despite the voluntary nature of the programme

What is Condition Management?

- Identification of barriers to return to work in relation to biological, psychological and social factors
- Restoring functional capacity
- Challenging unhelpful coping strategies and thinking patterns
- Client centred and collaborative
- Evidence based interventions
- Return to work leads to improvement in health condition if properly managed