

## How does IPS work?

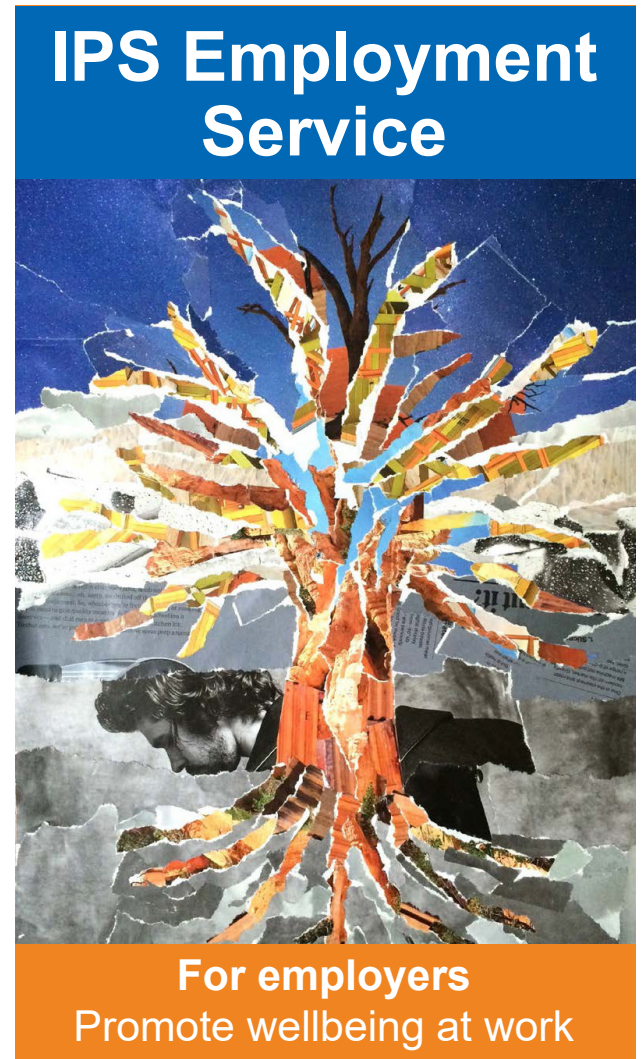
IPS is effective because it follows these simple principles:

- It aims to get people into competitive employment
- It is open to all those who want to work
- It tries to find jobs consistent with people's preferences
- It works quickly
- Employment specialists work closely with NHS clinical teams
- Employment specialists develop relationships with employers based upon a person's work preferences
- It provides time unlimited, individualised support for the person and their employer
- Benefits counselling is included

We welcome the opportunity to work alongside you, helping to meet your recruitment needs and beyond.

## Contact details

For more information, please contact [hpft.employmentreferrals@nhs.net](mailto:hpft.employmentreferrals@nhs.net)



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Cover Artwork:  
Life Ascension by Nisha Ripp

This piece is part of Hertfordshire Partnership University NHS Foundation Trust (HPFT) Art Collection

Hertfordshire Partnership University NHS Foundation Trust works toward eliminating all forms of discrimination and promoting equality of opportunity for all.

We are a smoke free Trust therefore smoking is not permitted anywhere on our premises.

Updated January 2021  
[www.hpft.nhs.uk](http://www.hpft.nhs.uk)



## The IPS team can support you to meet your employment goals

- Find the talent you need
- Enhance your business
- Develop engaged employees
- Promote wellbeing at work

**ALL at no cost to you**

## We can help you with recruitment

- Hire motivated local job-seekers
- Help you overcome some of the hurdles around recruitment
- Ultimately, save your organisation time and money

## What is IPS?

IPS is the leading model to help people with severe mental health issues into work. We aim to support people to find paid jobs within just weeks of being referred to the service. We then continue to work with both employer and employee for as long as you need us.

## What we offer

- Skilled, experienced and matched job-seekers
- Dedicated and motivated employees
- Flexible recruitment possibilities – full time/ part time/ free work trials or modern apprenticeships
- A free and confidential service with a dedicated employment specialist to support you, candidates and employees
- Employment liaison and, if needed, in-work support to employees
- Advice and guidance on the Equality Act, reasonable adjustments for people with disabilities, Access to Work and other schemes and accreditation to support you

**70-90%** of people with mental health issues would like to work, but only **37%** are in paid employment. For people with severe mental health issues, it's just **8%**.

Mental health is an essential business concern

The value added to the economy by people who are at work and have or have had mental health problems is as high as **£225 billion** per year, which represents **12.1%** of the UK's total GDP.

## The benefits to YOU

- Focused, dedicated and motivated employees who are willing and able to start work quickly, reducing recruitment time and costs.
- Engaged employees can lead to increased productivity and allow your organisation to achieve higher levels of output.
- Meet your corporate social responsibility with access to underrepresented groups in the workplace and a more diverse group of employees. Employees from different backgrounds bring individual talents and experiences.
- Staff whose skills and expertise match your needs.
- Improved retention of workers, higher productivity and better employee relations.
- Experienced and locally based employment specialist on hand at every step of the way – from the transition into work to reducing staff turnover.

Almost **1 in 6**



People of working age have a diagnosable mental health condition