

## SFHHM74

### Support employers and others in their work with individuals with mental health needs



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#### Overview

This standard covers supporting the provision of employment for individuals with mental health needs. This standard applies to those who seek to maintain employment opportunities for individuals with mental health needs. The term 'employment opportunities' has been used to indicate the range of ways in which individuals may gain access to employment and improve their employability, including full and part time employment, short term contracts, voluntary work, placement within training schemes and work experience schemes. Schemes may be national or local initiatives.

Users of this standard will need to ensure that practice reflects up to date information and policies.

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#### Performance criteria

*You must be able to:*

- P1 provide information to employers as to how and when they should contact you
- P2 give appropriate and complete information on the relationship between the employment and any other interventions which the individual is receiving
- P3 provide accurate and complete answers to employers' questions where this is within your role and consistent with agreements made with the individual and refer promptly to an appropriate person any questions which you are unable to answer
- P4 maintain contact with employers to a level which enables any issues to be identified
- P5 monitor employers' contribution for
  - P5.1 their effectiveness
  - P5.2 consistency
  - P5.3 individuals' progress and motivation
  - P5.4 resource use
- P6 take the appropriate actions to address any issues which undermine the effectiveness of the employment
- P7 encourage employers to offer feedback on progress, the effectiveness of employment and their feelings about their contribution
- P8 communicate with employers in a way which emphasises their role as partners in the process

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### Knowledge and understanding

*You need to know and understand:*

- K1 the range of local employment, training and education opportunities, the forms these take, who may be eligible and how to access them
- K2 effective methods of identifying and monitoring potentially relevant opportunities and providers
- K3 local agencies (statutory, private and voluntary) which are involved in providing or creating employment opportunities, their roles and responsibilities and how to access them
- K4 the importance of employment as a factor in promoting mental health, ways of maximising individuals' employability and how to access support and services to assist in this
- K5 relevant research into the relationship between employment and mental health
- K6 evidence of effective practice in maximising employment opportunities for those who have mental health needs and how you have applied the evidence in your work
- K7 methods of presenting information about the role of employment in promoting mental health in a manner which encourages employers' interest and participation
- K8 the particular difficulties that those with mental health needs may face in seeking employment opportunities, both in terms of employer concerns, stigmatisation and their own abilities and confidence
- K9 effective ways of motivating individuals to take advantage of employment opportunities
- K10 the potential concerns which employers and other stakeholder may have regarding offering opportunities to those who have mental health needs, why it is important to acknowledge their concerns and how to offer information to help them make informed decisions
- K11 methods of presenting information to employers and other stakeholders in a manner which encourages their interest and participation
- K12 disclosure of mental health and related needs - those which must be disclosed to potential employers by law
- K13 the potential risks of disclosing and of not disclosing information about the individuals mental health and related needs and how to discuss these risks with individuals to assist them to make informed decisions on whether to disclose such information
- K14 how to gauge employers' and stakeholders' level of interest and their willingness to consider offering opportunities to individuals with mental health needs
- K15 the support and resources which may be needed by employers, what is available from your own agency and from other agencies, and how to

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- access them
- K16 the options for supporting individuals and employers which you considered and the reasoning processes you used in determining the most appropriate options for the individual and employer concerned
- K17 the ways in which it is necessary to alter communication when working with different individuals and representatives of different organisations
- K18 methods for assessing and managing risk of harm within the employment context
- K19 the specific legislation, guidelines of good practice, charters and service standards which relate to the work being undertaken and the impact of this on the work
- K20 the role of the agency and its services and how they relate to other agencies and services in the mental health sector
- K21 the agency's policy and procedures regarding confidentiality of information and the disclosure of information to third parties and the specific circumstances under which disclosure may be made
- K22 your own role and responsibilities and from whom assistance and advice should be sought if you are unsure
- K23 how you have applied the principles of equality, diversity and anti-discriminatory practice to your work
- K24 methods of evaluating your own competence, determining when further support and expertise are needed and the measures taken to improve your own competence in this area of work

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### Additional Information

#### External Links

This standard links with the following dimension within the NHS Knowledge and Skills Framework (October 2004):

Dimension: G7 Capacity and capability

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**Relevant occupations** Nursing and Subjects and Vocations Allied; Healthcare and Related Personal Services

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**Suite** Mental Health

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