

A National Commitment on work and mental Health

- **An inclusive workplace – a goal for the government.**
- **Work is important for the individual and for society.**
- **People with mental disorders or problems represent a large element of those excluded from the labour market, or who are in danger of dropping out.**
- **A need for coordinated support from the health and social services and labour and welfare administration.**
- **We need to be able to support employers with good information on how they can be good employers for people with mental health problems.**

Collaboration between NAV and local health-services

- Proper treatment- at the right place and right time
- Cooperation between NAV and health services in helping service-users
 - NAVs responsibility vs responsibility of the health-services
 - NAV is mapping work-ability and offer vocational training, education and support.
 - The health service identify the requirements of health services for mental health treatment and needed support.
 - The importance that the services is well coordinated
 - An Individual plan -a statutory right and a tool for cooperation
 - The Coordination Reform (2012)

National Follow-up Plan on Work and Mental Health 2013-2016

- The Norwegian government recently launched a Follow-up plan of the former National strategic plan for Work and mental health.
- The Follow up plan have a special focus on cooperation between education, labour administration and mental health services.
- It will also support the efforts to provide a more inclusive workplace (the IA Agreement).
- The government want to build a bridge between NAV and the healthcare sector for this group through this strategy.

National Follow-up Plan on Work and Mental Health (2013-2016)

Areas for action

- 1. User participation and self-help**
- 2. Cooperation and coordination of services**
- 3. Competence and attitudes in services and society**
- 4. Research and development**
- 5. Development of learning environment and prevention in education**
- 6. Increase inclusion in labour market**
- 7. Reduce exclusion in labour market**

National Follow-up Plan on Work and Mental Health (2013-2016)

Some examples of the measures that has been successful to be implemented in services:

- **County coordinators and local coordinators for work and mental health**
 - improve cooperation/integration with mental health services
- **Individual Placement and Support (IPS model)**
- **“Job Coping Centre” for people with anxiety and depression**
- **“Supported Education” in universities**
- **“Sees i morgen!” and Employment counsellors**

Individual placement and support (IPS)

Purpose:

To gain knowledge about efficient methods in vocational and mental rehabilitation of people with moderate to severe mental health problems offering IPS to people in mental health care services

7 pilots in Norway, 6 of them has recently started an RCT on implementing this evidence based method which has shown great effect internationally to Norwegian environment.

Principles of IPS Supported Employment

1. Focus on Competitive Employment
2. Eligibility Based on Client Choice
3. Integration of Rehabilitation and Mental Health Services
4. Attention to Client Preferences
5. Personalized Benefits Counseling
6. Rapid Job Search
7. Systematic Job Development:
8. Time-Unlimited and Individualized Support

www.dartmouth.edu/~ips/

”Job Coping Centres” in NAV

- **Purpose:**

To gain knowledge about efficient methods in vocational rehabilitation of people with mild to moderate mental health problems offering service to people:

- **at risk of becoming sick due to anxiety or depression**
 - **on sickleave**
 - **in vocational rehabilitation**
- **Extending the IPS model in vocational rehabilitation of people suffering from mood and anxiety disorders. Combines the CBT and IPS**

coordinators for work and mental health

- **County coordinators**

- dedicated personnel in all regions, who work systematically to coordinate of the services for people with mental health disorders
- improve cooperation/integration with mental health services in/on the system level
- responsible for **(exchanging knowledge/bygge felles kompetanse)** between NAV/Norwegian labour and welfare system and the health services

- **Local coordinators: Follow-up guides**

- Provide support in labour marked in relation to local mental health services.
- A link to the education system for young people
- Provides long term support.