

#### **Appendix 4 - First Episode Psychosis Service – Case Study**

Jenny (not real name) obtained a full time job with a large employer in the city, soon after being referred into the Insight team.

Jenny's care co-ordinator requested that the employment support worker meet with her prior to her starting her new job so that any worries or concerns Jenny had could be identified early and any reasonable adjustments could be made for her at the workplace. At this meeting, Jenny identified adjustments to the working environment and the type of support she would like, which included having a mentor through the first few weeks. As a result, the employment support worker contacted the team leader at the new place of work to pass on this information and to also book a time to meet with the team leaders and managers in person.

The employment support worker explained what the First Episode Psychosis Service do and how they would support Jenny. Jenny's worries about work were discussed, adjustments were planned and a buddy system (supportive managers who would coach her on what to do) were put in place. The employment support worker agreed to go out and meet with Jenny and her managers on a weekly basis for the first month to ensure everything was going smoothly. A practical and notable achievement during this time was to increase Jenny's allocation for sick leave so that should she have problems with her mental health there was no added pressure about breaching her sick leave entitlement.

During Jenny's time at work, there have been a few instances where she has had a slight deterioration in mental health. However, because of the work completed with Jenny and her team prior to starting her new job and in the first few weeks, the employer has contacted the employment support worker to let them know that they have sent Jenny home from work and that she will be coming in to speak with the team. They have not rushed Jenny back to work and have kept in contact with the team to find out if there is anything they can do to help and she has remained in meaningful employment.