



## First Step Employment Advisor

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### Should I employ someone with a mild to moderate mental health condition?

Some employers can focus on the risks when a job applicant discloses a mild to moderate mental health condition.

However, risks are often based upon assumptions about the job applicant's abilities, reliability or fitness to do the job.

Common assumptions:

- more likely to take more time off work.
- don't have the stamina to do the job.
- adjustments will cost the business a lot of money.
- less reliable than other employees.

Consider the evidence. Has the job applicant got the potential to add value to your business?

Remember, it takes a lot of courage for a job applicant to disclose and discuss information about their mental health.

- Ask questions about what the job applicant can do, not what they can't;
- Ask the job applicant if they need any support to settle into the job;
- Consider offering a short work trial.

### Why should I give an opportunity to help a First Step patient into work?

For many of us, work is a major part of our lives. It is where we spend much of our time, where we get our income and often where we make our friends. Having a fulfilling job can be good for your mental health and general wellbeing.

We all have times when we feel down, stressed or frightened. Most of the time those feelings pass, but sometimes they develop into a mental health problem like anxiety or depression, which can impact on our daily lives. For some people, feelings remain for longer and require support and treatment from a service like First Step.



Our Practitioners and Employment Advisors work alongside each other to provide integrated psychological therapy and employment support to help people regain their confidence to apply and secure fulfilling work.

As an employer, you can help by offering opportunities to discuss a job vacancy, a work trial or a job interview.

Our Employment Advisors will be happy to discuss your requirements and offer advice and support.

### **Speak to a First Step employment advisor**

First Step employment advisors can give you expert advice about employing people with mild to moderate mental health conditions. They can also explain reasonable adjustments and how to get the best skills and talents for your business.