



SIXTH INTERNATIONAL CEFEC CONFERENCE

Making Employment A Reality

11th - 17th September 1993

Londonderry, Northern Ireland

Co-Hosted by

The Industrial Therapy Organisation

and

The Area Mental Health Unit

Western Health and Social Services Board

This event is supported by the European Commission.

CEFEC Organising Committee

- | | | |
|-------------------------|---|---|
| Derek McClure | - | Industrial Therapy Organisation (ITO) |
| Gillian Bullar | - | Industrial Therapy Organisation (ITO) |
| Bernard McAnaney | - | The Area Mental Health Unit
Western Health and Social Services Board |
| Frank Murtagh | - | Frank Murtagh Associates |
| Noreen Kettyles | - | Frank Murtagh Associates |

Address of Welcome



Dear CEFEC delegates,

To each of you I extend my warmest greetings as you arrive at the Sixth International CEFEC Conference, in Londonderry Northern Ireland.

You have travelled from many countries worldwide to participate in this conference linked together by our common involvements, concerns, dedication and work in organisations and initiatives aimed at improving vocational and social integration for people suffering from mental illness. We come together under the CEFEC banner, a vehicle which provides the setting for us to exchange ideas, expertise, information, share experiences and give and receive mutual support.

This week Northern Ireland is the centre of the world for anyone interested in mental health. The CEFEC committee has provided us with a marvellous setting which will provide countless opportunities for us to talk, listen, discuss, share and learn from one another during the week of our 6th International Conference.

Our theme is "Making Employment a Reality for People Suffering from Psychiatric Illness" with the aim of changing the social climate for people with psychiatric illness and promoting good mental health in the work place.

On behalf of CEFEC I want to thank the Industrial Therapy Organisation (ITO), and the Area Mental Health Unit of the Western Health and Social Services Board, for their kind support in hosting the conference. Both organisations have put in a tremendous effort to ensure our stay here will be a positive experience for delegates of all ages.

Ireland is a beautiful country, rich in tradition and full of life. As we celebrate our time together, I confidently believe you will use this wonderful occasion to have fun, learn, and strengthen your commitment to caring for people who are mentally ill.

Best Wishes to you during your week in Londonderry.

Paul Baten
CEFEC Chairman

The CEFEC Confederation is a Europe-wide organisation for the vocational integration of people with psychiatric illness. The title stands for the:

"Confederation of European Firms, Employment Initiatives and Cooperatives for Psychiatrically Disabled".



A Message from the Industrial Therapy Organisation



THROUGH WORK TO HEALTH

Having attended many inspiring CEFEC Conferences in previous years the Industrial Therapy Organisation (ITO) is both privileged and honoured to be hosting the sixth International CEFEC Conference in Northern Ireland.

As an active, recognised member of CEFEC, ITO has worked for more than 30 years as a leading innovator in developing training programmes and employment initiatives for people suffering from mental health problems.

During the Conference we will have a special opportunity to explore each others' experiences, to look at different ideas, exchange information and to generate new ideas and employment initiatives for people with mental health problems. The international Conference and Exhibition will give everyone the ideal opportunity to see samples of the high quality work which is produced around the world by people with mental disabilities.

We will also hear the voices of client speakers who have suffered from mental illness. It is their chance to voice their opinions and let us carers know what their needs and aspirations are for the future.

As a privileged host, I welcome you to the CEFEC Conference, and hope that you thoroughly enjoy your stay in Northern Ireland.

Derek McClure
Director of Rehabilitation, Industrial Therapy Organisation (ITO).

ACKNOWLEDGEMENTS

The CEFEC Committee and the Industrial Therapy Organisation would like to thank all our generous and supportive sponsors without whom the conference would not have been possible.

Mental Health Unit - Western Health & Social Services Board

Department of Health and Social Services

Training & Employment Agency

European Commission

Derry City Council

Northern Bank

Northern Ireland Electricity

Ulster Bank

Northern Ireland Tourist Board

Ulster Pension Trust

Bradstock Blunt Insurance Brokers

Modern Tool

Guardian Royal Exchange

Loganair

Hamlet Trust

Charity Know How

Spence Bryson

Nectar Beauty Shops Ltd.

St. Brendans Irish Cream Liqueur Co. Ltd.

Tyrone Crystal

Derry Crystal

Sports Council

Acorn Project

Bannside Unit of Management NHSSB

Frank Murtagh Associates

The Gaymer Group - Babycham

The Broomhill House Hotel



PROGRAMME

Date	Broomhill Hotel Auditorium	Broomhill Restaurant	Guildhall	Workshop 1	Workshop 2	Workshop 3	Workshop 4	Workshop 5	Tour Visits	Foyle Centre	
11th Sat	Arrival of Delegates & Conference Registration	8.00 pm Dinner Followed by Entertainment (Davy Chapman - Keyboard)	9.30am - 12 noon Exhibition Preparation	11.00am - 12.00 Steering Group Meeting 2.00 - 4.00 pm CEPEC Board Meeting 5.00 - 7.00 pm Europsy Board Meeting	4.00 - 5.30 pm The development of further guidelines and principals of CEPEC	4.00 - 5.30 pm Do current EC funding policies meet current Mental Health Needs in caring for the Mentally ill in the community?	4.00 - 5.30 pm What is the role of the Client/family in setting policies for the future.	2.00 - 6.00 pm Cultural Tours		Mental Health Awareness Prog. Exhibitions/Films Talks on Mental Health issues, Workshops	
12th Sun	12.00 Lunch 6.00 pm Dinner & Irish Night "A Taste of Ireland"	12.00 Lunch Exhibition Preparation	9.30am - 12 noon Exhibition Preparation	4.00 - 5.30 pm What can we do to facilitate employers and what can employers do to facilitate placements?	4.00 - 5.30 pm The development of further guidelines and principals of CEPEC	4.00 - 5.30 pm Do current EC funding policies meet current Mental Health Needs in caring for the Mentally ill in the community?	4.00 - 5.30 pm What is the role of the Client/family in setting policies for the future.	2.00 - 6.00 pm Cultural Tours		Mental Health Awareness Prog. Exhibitions/Films, Talks on Mental Health issues, Workshops	
13th Mon	9.30 - 11.00 am Conference Opening "Making Employment a Reality" 11.30 am Departure for Guildhall 2.30 - 3.00 pm Olga Keltosova, Slovak Ministry of Labour, Social Affairs and Family 3.00 - 3.30 pm General Information on CEPEC Workshops 6.00 - 7.30 pm CEPEC Annual General Meeting	Coffee Break 11.00 - 11.30am 1.30 - 2.30 pm Lunch Coffee Break 3.30 - 4.00 pm 8.00 pm Dinner & "Jim McCloskey Sound" "Cabaret by Donna Duffin"	12.00 Noon Official Opening of Exhibition (Phil Coulter) 12.00 Noon until 7.00 pm Exhibition	4.00 - 5.30 pm What can we do to facilitate employers and what can employers do to facilitate placements?	4.00 - 5.30 pm The development of further guidelines and principals of CEPEC	4.00 - 5.30 pm Do current EC funding policies meet current Mental Health Needs in caring for the Mentally ill in the community?	4.00 - 5.30 pm What is the role of the Client/family in setting policies for the future.	4.00 - 5.30 pm What is the role of the Client/family in setting policies for the future.	5.30 - 7.00 pm Open Forum 2 (See separate Programme)		Mental Health Awareness Prog. Exhibitions/Films Talks on Mental Health issues, Workshops
14th Tue	9.15am - 12.45 pm Plenary Session Presentation of the Rehabilitation situations and developments within the CEPEC Network Chairperson Paul Bacon (CEPEC Chairman) Speakers One Representative from each Country 2.00 - 4.00 pm 2nd CHFC Board Meeting (Room may change) 5.00 - 7.00 pm Closing Session & Feedback plus conclusions	Coffee Break 10.45 - 11.15 am 12.45 - 2.15 pm Lunch Coffee Break 3.30 - 4.00 pm 8.00 pm BABYCHAM BANQUET & Entertainment "Just Good Friends"	10.00 am - 7.00 pm Exhibition	2.15 - 5.00 pm Is there a need for career and personal development for the mentally ill client after being placed in employment?	2.15 - 5.00 pm How can we take positive action to change hearts and minds regarding psychiatric illness with regards to its impact on employment?	2.15 - 5.00 pm The applications of new technologies for people with psychiatric disabilities.	2.15 - 5.00 pm Quality of Service - Do they provide the service we want? The Client's Perspective.	2.15 - 5.00 pm Quality Assurance - The Professional's Perspective.		Mental Health Awareness Prog. Exhibitions/Films, Talks on Mental Health issues, Workshops	

Good Met

3-5 → Good Banquet meeting

Good

Date	Broomhill Hotel Auditorium	Broomhill Restaurant	Guilshall	Workshop 1	Workshop 2	Workshop 3	Workshop 4	Workshop 5	Tour Visits	Foyle Centre
15th Wed Europsy Conference <i>new Marty Paul Schmidt Hester</i>	9.30 am - Opening Session 9.45 am - 10.45 am Report from Europsy Board <i>S. Stobber</i> 11.00 am - 12.30 pm Report on the practical co-operation between the EUROPSEY - HORIZON. 12.30 pm - 12.45 pm Introduction to Workshop Themes 6.00 pm - 6.30 pm Reports on results of workshops 6.30 pm - 7.00 pm Plenary Session & Closing the Europsy Conference.	Coffee Break 10.45 - 11.15 am 12.45 pm Lunch Coffee Break 3.30 - 4.00 pm 8.00 pm Dinner & "Jim McCluskey Sound" Cabaret by Irene Bates	10.00 am - 7.00 pm Exhibition <i>See Dublin</i>	2.00 - 5.00 pm The Role of Assessment in Individuals' Action Programmes towards Employment. Chairperson Bernard Jacobs (France) Speakers: 1. Paddy Hanna ITO (N. Ireland) 2. Joe Carlton Training and Employment Agency (N. Ireland) 5.00 - 7.00 pm Open Forum (See separate Programme)	2.00 - 5.00 pm Selling and Marketing your own Products and Services. Chairperson Paul Baten CEFEC Chairman Speakers: Gatz Grauman Integra (Germany) 2. Representative from N. Ireland LEDU	2.00 - 5.00 pm Is normalisation a reality for people suffering from psychiatric disabilities regarding training and employment issues. Chairperson George Fotopoulos Speaker: Donal McAnaney (Ireland) 5.00 - 7.00 pm Horizon Transnational Meeting ?	2.00 - 5.00 pm The influence of the National Legislation on the rehabilitation process of people suffering from Psychiatric Problems. Chairperson Meto Salijevic Faf (Berlin) Speaker:	2.00 - 5.00 pm Eastern European Workshop ?	9.00 - 6.00 pm Technical Visits and Cultural Tours	Mental Health Awareness Prog. Exhibitions/Films, Talks on Mental Health issues, Workshops
16th Thurs Northern Ireland Day Conference	9.30 am - Welcome and Intro 10.00 am - 12.45 pm Morning Session (See CEFEC Booklet) 2.00 - 4.30 pm Afternoon Session (See CEFEC Booklet) 4.30 - 5.00 pm Conclusions	Coffee 11.00 - 11.15 am 12.45 - 2.00 pm Lunch 8.00 pm Dinner & Entertainment "Stanley Swann & Artie Walsh"	10.00 am - 12.00 noon Exhibition (Closing)	5.00 - 7.00 pm 3rd CEFEC Board Meeting <i>↑</i>	5.00 - 7.00 pm Open Forum (See separate Programme)			9.15 am - 6.30 pm Technical Visits Cultural Tours (for those not attending Northern Ireland Day)	Mental Health Awareness Prog. Exhibitions/Films, Talks on Mental Health issues, Workshops	
17th Fri	10.00 am - 12.00 pm Closing of 2nd Vocational Rehabilitation Week Plenary Reports on: CEFEC Conference; Europsy Meetings; CEFEC - Trade Fair; N. Ireland Conference; Open Forums; Conclusions.	Coffee Break 10.15 - 10.45 am 12.45 Lunch							2.00 pm - 8.00 pm Shopping Trips Cultural Tours and Participants Departing	Mental Health Awareness Prog. Exhibitions/Films, Talk on Mental Health issues Workshops

- Conference Opening**
9.30 - 11.00 am
- "Making Employment a Reality"**
Words of Welcome by *Tom Frawley, General Manager, Western Health & Social Services Board.*
Guests present to officially open conference - *Mayor Annie Courtney (Mayor of Londonderry), Paul Baten (Chairman of CEFEC) and Clements Russell (European Commission).*
Speaker 1: Who should do job coaching-selecting, preparing, and keeping effective employment specialists?
Frank Menz, Associate Director/Research Director, Research & Training Centre, University of Wisconsin, USA.
Speaker 2: Innovative Employment Models - An International Perspective.
Alison Albright, University of Calgary, Canada.
- 11.30
All delegates leave Broomhill Hotel for the Official Opening of the International CEFEC Trade and Information Fair.
- 12.00 Noon
Official Opening of the International CEFEC Trade and Information Fair.
- Exhibition**
12.00 - 7.00 pm
2.30 - 3.00 pm
- EXHIBITION - Guildhall**
"Developments in Mental Health in the Slovak Republic"
Speaker: *Olga Keltosova, Minister of Labour, Social Affairs and Family of the Slovak Republic*
- 3.00 - 3.30 pm
General Information on CEFEC Workshops
Chairman: *Paul Baten (CEFEC Chairman)*
Speaker: *Christiane Haerlin (Germany)*
- Workshop 1**
4.00 - 5.30 pm
- What we can do to facilitate employers and what can employers do to facilitate placements**
Chairperson: *Norbert Terres (Luxembourg)*
Speaker: *Marian Heymans (Netherlands)*
- Workshop 2**
4.00 - 5.30 pm
- The development of further guidelines and principals of CEFEC.**
Chairperson: *Christiane Haerlin (Germany)*
Speaker: *Bob Grooves Richmond Fellowship (England)*
- Workshop 3**
4.00 - 5.30 pm
- Do current EC funding policies meet current Mental Health Needs in caring for the mentally ill in the community**
Chairperson: *Dave Anderson Northumberland Mental Health Trust (England)*
Speaker: *Donal McAnaney Rehab Institute (Ireland)*
- Workshop 4**
4.00 - 5.30 pm
- What is the role of the client/family in setting policies for the future.**
Chairperson: *Gayner Reynolds BIIT (England)*
Speaker 1: *Mrs Mary O'Mahony European Regional Council*
Speaker 2: *Carole Castles Freelance Consultant*
- Open Forums**
5.30 - 7.00 pm
- AGM**
6.00 - 7.30 pm
- Open Forums 1 & 2 (See Separate Programme)**
CEFEC Annual General Meeting in the Main Auditorium in the Broomhill Hotel.
Chairperson: *Paul Baten, CEFEC Chairman*
Speaker: *Ursula Dreher*

Plenary Session

9.15 am - 12.45 pm

Presentation of the rehabilitation situations and developments within the CEFEK Network.

Chairman: Paul Baton (CEFEK Chairman)

Speakers: One Representative from each Country

Exhibition

10.00 am - 7.00 pm

EXHIBITION - Guildhall

2.00 - 4.00 pm

2nd CEFEK Board Meeting (Room may change)

Workshop 1

2.15 - 5.00 pm

Is there a need for career and personal development for the mentally ill client after being placed in employment?

Chairperson: Mrs Mary O'Mahony European Regional Council

Speakers 1: Teresa Duarte (Portugal)

Speakers 2: Norman Cardy - Client ITO Northern Ireland

Workshop 2

2.15 - 5.00 pm

How can we take positive action to change hearts and minds regarding psychiatric illness with regards to its impact on employment?

Chairperson: Bob Grooves Richmond Fellowship (England)

Speaker: Olle Sparring (Sweden)

Workshop 3

2.15 - 5.00 pm

The applications of new technologies for people with psychiatric disabilities.

Chairperson: Tom Mulholland (Scotland)

Speaker: Gayner Reynolds BII' (England)

Workshop 4

2.15 - 5.00 pm

Quality of Service - Do they provide the service we want?

Chairperson: Christiane Haerlin (Germany)

Speakers : Clients

Workshop 5

2.15 - 5.00 pm

Quality Assurance - The Professional's perspective.

Chairperson: Athena Frangouli (Greece)

Speaker 1 : Paul Quinn (Northern Ireland)

Speaker 2 : Mike Floyd (England)

Horizon

5.00 - 7.00 pm

Horizon Transnational Meeting

Closing Session

5.00 - 7.00 pm

Closing Session & Feedback plus Conclusions.

Opening Session

9.30 am - 12.30 pm

Report from Europsy Board on: Internal Network Organisation; Network Activities; Contacts with the European Commission; Contacts with the National Horizon Co-ordinators.

Report on the practical co-operation between the EUROPSY - HORIZON

EXHIBITION

10.00 am - 7.00 pm

EXHIBITION - Guildhall

12.30 - 12.45 pm

Introduction to Workshop Themes

Workshop 1

2.00 - 5.00 pm

The Role of Assessment in Individuals' Action Programmes towards Employment.

Chairperson: Bernard Jacobs (France)

Speakers 1: Paddy Hanna (Ireland)

Speakers 2: Joe Carlton Training and Employment Agency (N. Ireland)

Workshop 2

2.00 - 5.00 pm

Selling and Marketing your own Products and Services

Chairperson: Paul Baten CEFEC Chairman

Speaker 1: Gotz Grauman Integra (Germany)

Speaker 2: Representative from N. Ireland LEDU

Workshop 3

2.00 - 5.00 pm

Is normalisation a reality for people suffering from psychiatric disabilities regarding training and employment issues?

Chairperson: George Fotopoulos

Speaker: Donal McAnaney (Ireland)

Workshop 4

2.05 - 5.00 pm

The Influence of the National Legislation on the rehabilitation process of people suffering from Psychiatric Problems

Chairperson: Meto Saljevic Fat (Berlin)

Speaker :

Workshop 5

2.00 - 5.00 pm

Eastern European Workshop

Open Forum

5.00 - 7.00 pm

Open Forum (See separate programme)

Horizon

5.00 - 7.00 pm

Horizon Transnational Meeting

6.00 - 6.30 pm

Reports on results of workshops

Plenary Session

6.30 - 7.00 pm

Plenary Session & Closing the Europsy Conference



THURSDAY 16TH SEPTEMBER 1993
NORTHERN IRELAND DAY CONFERENCE

Morning Session

9.30 am	Registration
9.45 am	Welcome and Introduction
10.00 am	Report on Mental Illness (Department of Health & Social Services)
10.30 am	Development of Services for People with Disabilities (Mr Julian Crozier, Chief Executive Training and Employment Agency)
11.00 am	Coffee
11.15 am	How Industry View People with Mental Illness and What Can Employers Do To Facilitate Placement. (George Mackie, Laganside Corporation)
11.45 am	The Mental Health Professional's View - The Importance of Employment and a Structured Day.
12.15 pm	Clients & Family - Perspective of Mental Health Services
12.45 pm	Lunch

Afternoon Session

2.00 - 4.30 pm	Delegates will have the opportunity to discuss various topics such as: a) Pre-vocational training b) Training and Assessment c) Employment Opportunities
4.30 - 5.00 pm	Conclusions and the Way Forward.
5.00 - 7.00 pm	3rd CEFEC Board Meeting
Open Forum 5.00 - 7.00 pm	Open Forum (See separate Schedule)

FRIDAY 17TH SEPTEMBER 1993

Conference Closing

10.00am - 12.00noon	Closing at the 2nd vocational Rehabilitation Week Plenary Reports on: CEFEC Conference; Europsy meetings; CEFEC Trade and Information Fair; Northern Ireland Day Conference; Open Forums; Conclusions
---------------------	--

The CEFEC Calendar of Events 11th - 17th September 1993

As you can see from the detailed calendar of events the CEFEC Conference week is jam packed with various workshops themes, meetings, Plenary Sessions, and Open Forums. Of course there is also a lighter side to the conference with dinner and entertainment each evening and a plethora of Cultural and Technical tours throughout the conference week.

During all of the Conference Plenary Sessions, simultaneous translation will be provided in English, French and German.

A separate programme is available for the Europsy Conference (Wednesday 15th September 1993), for the Open Forums, for the Mental Health Awareness Programme and a separate detailed list of Cultural and Technical Tours is also available.

Outlined on the next few pages is some more detailed information on some specific events taking place during the conference week, including:

- The Official Conference Opening;
- The CEFEC International Trade and Information Fair;
- Transnational Horizon Meetings;
- The Eastern European Workshop;
- The Northern Ireland Day Conference;
- Congress of the World Association for Psychosocial Rehabilitation (WAPR);

PLEASE NOTE That the CEFEC Committee may change the times and locations of workshops. Could each delegate check that the relevant information area each day. Also could each delegate choose their preferred workshops either the evening before or during the relevant workshop day.

CONFERENCE OPENING Monday 13th September 1993 Main Auditorium, Broomhill Hotel

The International CEFEC Conference will officially open on Monday 13th of September 1993. Mayor Annie Courtney, (the Mayor of the City of Derry,) Paul Baten, (CEFEC Chairman) and Clements Russell (European Commission), will officiate the opening, in the main Auditorium at the Broomhill Hotel.

Fredrick Menz, (Associate Director/Research Director, Research and Training, University of Wisconsin, USA,) and Alison Albright (University of Calgary, Canada), will be just two of the important speakers, presenting on the whole are of "Making Employment a Reality for people suffering from psychiatric illness".

CEFEC INTERNATIONAL TRADE AND INFORMATION FAIR
The Guildhall Londonderry
11th - 16th September 1993

As an integral part of the CEFEC Conference, an International Trade and Information Fair will run for a three day period from Monday 13th September to Thursday 16th September 1993, at the Guildhall, Londonderry.

The international delegates who will be exhibiting at the Fair will represent social firms, rehabilitation centres and initiatives which work with people who are mentally ill to produce a wide range of innovative products and/or services. These delegates will be networking for their organisations by exhibiting samples of their work, thus enabling firms to exchange product ideas, expertise and information. The exhibition will also enable the general public to see the extensive range of high quality products and services produced by people with mental disabilities, in different parts of the world.

The exhibition will officially open on Monday 13th September 1993 at 12.00 noon at the Guildhall Londonderry.

HORIZON TRANSNATIONAL MEETINGS
Tuesday 14th September 1993
Thursday 16th September 1993

According to the World Health Organisation (WHO) the psychiatrically disabled population of the European Community is around 30 million people. It recognises that people with mental health problems face serious problems in obtaining employment. This situation will become more serious with the continuing technological development and ensuing reduction of non-skilled jobs.

The objective of HORIZON is to improve the conditions for access to the labour market for people who are psychiatrically disabled and other disadvantaged groups.

Eligible activities for the psychiatrically disabled / disadvantaged groups include:

- Vocational training, use of technologies eg. Distance Learning;
- Training of trainers
- Creation of SME's and cooperatives by the psychiatrically disabled;
- Starting up of services to help the psychiatrically disabled;
- Pilot projects concerning the adaptation of infrastructure such as transport services.
- Guidance and counselling measures;
- Exchange of social development agents at community level;

Representatives of the network of rehabilitation centres and organisations will discuss with each other and CEFEC member the possibilities of vocational rehabilitation for people with psychiatric disabilities. The exchange of experience and the possibilities for co-operations and shared developments are the main items on the agenda.

EAST EUROPEAN WORKSHOP
Europsy Conference
Broomhill Hotel, Wednesday 15th September 1993

The Eastern European Workshop will be held on Wednesday 15th September at 2.00 - 5.00 pm, in the Broomhill Hotel. The workshop is a direct response to the dramatic and rapid political changes that have occurred in Eastern Europe over the last two years.

This workshop will be a means of helping the countries of Eastern Europe to adapt their training to the new market conditions that prevail. This CEFEC workshop will act as a focus for assistance for vocational training, and continuing education. It will also assist Eastern European Countries in undertaking activities which will promote the development of co-operation between them and partners within other European Countries.

NORTHERN IRELAND DAY CONFERENCE
Main Auditorium, Broomhill Hotel
Thursday 16th September 1993
Co Hosted by
Bannside Unit of Management and
The Training and Employment Agency

Care in the community and the interface between care and training and employment has been a difficult subject for some time. The principle aims of this conference are to:

- Make people aware of the good practices in Northern Ireland;
- To provide a rare opportunity to meet leaders of industry, along with mental health professionals and consumers.
- To open up new channels of communication
- To achieve a realistic way forward.

The topics will range from the disadvantages of having mental illness and its effects on gaining useful employment, through to innovative schemes which are examples of good practice in Northern Ireland.

There will be an open forum for formulating and forming new links among multiple agents involved in rehabilitation, training and employment of people with mental illness, thus making employment a reality.

Congress of the World Association for Psychosocial Rehabilitation (WAPR)

Trinity College, Dublin

26th - 29th September 1993

The 4th Congress of the World Association for Psychosocial Rehabilitation will take place in Trinity College, Dublin on 26th - 29th September 1993.

The Theme of the Congress is

"Towards a Better Future for the Mentally Ill"

The congress will provide a unique forum for exchange of ideas and skills by professionals, families, carers and consumers on the various aspects of psychosocial rehabilitation. It will provide a unparalleled opportunity to help further the rights and needs of those persons and their families throughout the world affected by mental illness.

In keeping with WAPR's global perspective, particular attention will be given to situations in developing countries and emerging democracies. Ethical, political, economical, psychosocial and medical perspectives will all be addressed.

The programme will seek to facilitate and influence the development of concepts and programmes of care, taking full account of the multiplicity of living and working situations and the extraordinary changes occurring in health care organisations as we approach the third millennium.

Special attention will be given to the fact that, in several countries throughout the World, the funding for mental programmes is diminishing, thus creating a near crisis situation.

Further Information on the WAPR Congress is available from:

4th WAPR Congress

C/o AGENDA Communications & Conference Services Ltd.

10 Hagans Court, Lad Lane

Dublin 2

Ireland.

Additional Information

For any additional information on tourist information, cultural and technical tours, workshops, plenary sessions, open forums, or any other information, please do not hesitate to contact the information area at any time.

For delegates not staying at the Broomhill Hotel, please contact: 0504 47995
0374 135263 at anytime during the Conference week

The Conference Committee sincerely hope you enjoy your stay and the calendar of events for the conference week.

*6th CEFEC Conference & Exhibition ~ 16th-22nd September 1993
Northern Ireland*

*MAKING
EMPLOYMENT
A
REALITY
FOR PEOPLE
WITH
MENTAL HEALTH
PROBLEMS*

*Report of the sixth International CEFEC
Conference 1993 Co-hosted by the Industrial
Therapy Organisation and the Western Health and
Social Services Board*

CEFEC Organising Committee

<i>Derek McClure</i>	-	<i>Industrial Therapy Organisation (ITO)</i>
<i>Gillian Bullar</i>	-	<i>Industrial Therapy Organisation (ITO)</i>
<i>Bernard McAnaney</i>	-	<i>The area Mental Health Unit Western Health & Social Services Board</i>
<i>Frank Murtagh</i>	-	<i>Murtagh & Logue Partnership</i>
<i>Noreen Kettles</i>	-	<i>Murtagh & Logue Partnership</i>

CONTENTS

	PAGES
THE CEFEC CONFEDERATION	
INTRODUCTION TO THE SIXTH INTERNATIONAL CEFEC CONFERENCE	
- <i>Host Country and Conference location</i>	3
- <i>A Series Of Events</i>	4
- <i>Conference Theme and Aims</i>	4
- <i>International Recognition</i>	4
CONFERENCE FORMAT AND SUMMARY OF SPEECHES	5
Monday 13th September 1993	5
- <i>Official Opening and Welcome</i>	5
- <i>Opening speech - Frederick Menz</i>	6
- <i>Opening Speech - Alison Albright</i>	8
- <i>Exhibition Opening</i>	9
- <i>Workshop 1</i>	10
- <i>Workshop 2</i>	11
- <i>Workshop 3</i>	12
- <i>Workshop 4</i>	13
Tuesday 14th September 1993	15
- <i>Workshop 1</i>	15
- <i>Workshop 2</i>	15
- <i>Workshop 3</i>	16
- <i>Workshop 4</i>	17
Wednesday 15th September 1993 - EUROPSY DAY	19
- <i>Introduction</i>	23
- <i>Workshop 1</i>	19
- <i>Workshop 2</i>	20
- <i>Workshop 3</i>	20
- <i>Workshop 4</i>	21
Thursday 16th September 1993 - Northern Ireland Day	
- <i>Introduction</i>	23
- <i>Speech by: (Stanley Heron)</i>	23
- <i>Speech by: (Julian Croder)</i>	24
- <i>Speech by: (Michael May)</i>	28
- <i>Speech by: (George Mackie)</i>	26
- <i>Speech by: (Lesley Burnside & Dawn Ferris)</i>	29
- <i>Speech by: (Derek McClure)</i>	29
Friday 17th September 1993 - Closing Session	30
Conclusions and recommendations	
- <i>User Involvement</i>	30
- <i>Co-Operation with Eastern Europe</i>	30
- <i>Co-Operation between Networks</i>	30
- <i>National Organisations</i>	31
- <i>The CEFEC Charter</i>	31
- <i>Keeping Jobs</i>	31
- <i>Evaluation</i>	31
- <i>Social Awareness</i>	31
- <i>CEFEC Organisational Matters</i>	31
- <i>General Issues</i>	32
- <i>Recommendations From the Workshops</i>	32
- <i>CEFEC Trade Fair</i>	32
- <i>Northern Ireland Day Conference</i>	32
- <i>Open Forums</i>	33

MESSAGE FROM THE CHAIRMAN

At the end of our sixth annual conference, I am pleased to report that CEFEC is now an established event and that Europsy is proving to be a very useful network in coordinating the work of professionals and support personnel in the delivery of quality services for people who are suffering from mental illnesses. The sixth CEFEC Conference and Exhibition was held in Londonderry, Northern Ireland, in September 1993, and almost five hundred delegates from twenty-two countries attended the week-long event. Many serious issues and topics were discussed, in relation to the conference theme of **Making Work a Reality for People with a Mental Illness**, and it is hoped that the participating organisations, and the network can continue to progress them in the context of their own organisations and their own national governments.

This is a summary document which outlines the main features of the conference and exhibition, detailing many of the main points of the various addresses, and many of the resolutions explored during the week.

I should like to thank all of you for your support during the period of my Chairmanship, and I should like to take this opportunity to wish my very able successor, Athena Frangouli, my best wishes for the future.

Paul Baten



THE CEFEC CONFEDERATION

CEFEC is a Europe-wide organisation which is a proactive advocate of the vocational integration of people with psychiatric illness and the title stands for "Confederation of European Firms, Employment Initiatives and Cooperatives for Psychiatrically Disabled."

The Confederation maintains a network of organisations, institutions, and initiatives from all over Europe who are united under the CEFEC umbrella in a common search for ways to improve vocational and social integration for people suffering from mental illness.

The CEFEC Confederation recognises that unemployment is a major problem which affects people with psychiatric illness and recently released Clinic patients in particular. The confederation also recognises that those who are psychiatrically ill are particularly dependant on employment and that work and vocational training has a rehabilitative effect providing them with a way back into society.

The confederation and its network of members therefore work together with the aim of addressing the many problems facing sufferers and at developing initiatives which will help overcome many of these problems.

Each year CEFEC member organisations travel to participate in the CEFEC conference linked by their common involvement, concerns, dedication and work in organisations and initiatives aimed at improving vocational and social integration for people suffering from mental illness. The CEFEC Conference provides a unique forum for the exchange of ideas, information, expertise and skills, to share experiences, to give and receive mutual support and to discuss the development of initiatives.

In sum the CEFEC Conference provides an unparalleled opportunity to help further the employment and vocational rights and needs of those persons, throughout the world, who suffer from mental health problems.

INTRODUCTION TO THE SIXTH INTERNATIONAL CEFEC CONFERENCE

Host Country and Conference location

The sixth International CEFEC Conference was held at the Broomhill Hotel, Londonderry, Northern Ireland, from the 11th - 17th September 1993 and was jointly hosted by the Industrial Therapy Organisation (ITO), and the Western Health and Social Services Board.



The Industrial Therapy Organisation, a recognised member of the CEFEC Confederation, has worked for more than 30 years as a leading innovator in developing training programmes and employment initiatives for people suffering from mental health problems. In recognition of the value of this work, and the progressive succession in this field, ITO was presented with the privileged task of co-hosting the 1993 sixth International CEFEC Conference.

The Conference was the first of its kind to be held in the U.K and one of the largest to be held in Northern Ireland, in recent years, attracting nearly 500 delegates from 22 countries worldwide.

INTRODUCTION TO THE SIXTH INTERNATIONAL CEFEC CONFERENCE

A Series Of Events

The CEFEC Conference week was filled with a multitude of workshops, plenary sessions, open forums, and transnational meetings all focusing on a wide variety of themes pertaining to the central theme "Making Employment a Reality for People Suffering from Psychiatric Illness".

The CEFEC International Trade and Information Fair, which ran for a three day period from Monday 13th - 16th September 1993, at the Guildhall, Londonderry was also a main focus of the conference, attracting a wide and varied audience including the general public, health authorities, and other government agencies.

A wide variety of entertainment took place during the week ranging from cabaret artists to folk and Irish nights. The hotel also provided the delegates with a varied menu throughout the week. Also cultural and technical tours offered delegates the opportunity to sample the local hospitality and to learn about Northern Ireland's approach to vocational training, employment and services for people suffering from mental health problems.

Conference Theme and Aims

The CEFEC Conference theme was "Making Employment A Reality for People Suffering from Psychiatric Illness" and focused on addressing important strategic issues including legal, social, technological, cultural, and political issues which have a fundamental effect on the whole area of vocational training and employment for people suffering from mental health problems.

The specific goals of the sixth International Conference were as follows:

- To provide a platform for the exchange of ideas, information, expertise and skills, to share experiences, to give and receive mutual support and to discuss the development of initiatives.
- To focus on discussing issues, and initiatives which are aimed at making employment a reality for people suffering from psychiatric illness, at changing the social climate for people with psychiatric illness and at promoting good mental health in the work place.

International Recognition

The sixth International CEFEC Conference has been recognised as an international success. Derek Mc Clure, Director of Rehabilitation, in the ITO and the main organiser of the conference, has received numerous letters of recognition and support from many organisations throughout Europe and further afield who participated in the various events throughout the conference week. Paul Baten, CEFEC Chairman, concluded that the overall view of the 1993 International CEFEC Conference from CEFEC members was that the conference was a very rewarding week with an enormous amount of information spread, many old contacts renewed and strengthened and new contacts made.

According to Paul Baten:

"Together with the overwhelming hospitality of the organisers, this week will be remembered as one of the highlights in the history of CEFEC."

INTRODUCTION TO THE SIXTH INTERNATIONAL CEFEC CONFERENCE

Many of the themes which were born in Derry will hopefully be developed further at the seventh International CEFEC Conference which is to be held in Liege, Spa, Belgium, in 1994.

The Industrial Therapy Organisation and the Western Health and Social Services Board owe much of this recognition to the many staff who helped to organise the conference, the hotel staff, Derry City Council, the Training and Employment Agency, the CEFEC Board and the many supportive sponsors without whom the conference would not have been possible.

CONFERENCE FORMAT & SUMMARY OF SPEECHES

Monday 13th September 1993

CONFERENCE OPENING - OFFICIAL OPENING AND WELCOME

WELCOMING SPEECHES

The CEFEC Conference was officially opened by Sir Patrick Mayhew on Monday morning 13th September at the Broomhill Hotel, after opening speeches from Mayor Annie Courtney (Mayor of Derry City Council), Clements Russell, (European Commission), Paul Baten (CEFEC Chairman, Netherlands) and Tom Frawley (Western Health and Social Services Board).



Sir Patrick Mayhew speaking at the CEFEC conference opening

Paul Baten welcomed the delegates to the sixth international CEFEC Conference and to Northern Ireland and spoke of the format of the conference, the key topic areas, and the plethora of workshop themes, plenary sessions and open forums which would be taking place during the week.

He also thanked the ITO and the Western Health and Social Services for hosting the conference in Northern Ireland and for the tremendous effort they had made to ensure that the CEFEC Conference would be a success.

Mayor Annie Courtney and Tom Frawley, again welcomed the delegates, and congratulated the ITO on being awarded with the privilege of hosting the conference.

Clements Russell, (European Commission), spoke of the important role of the Commission in supporting initiatives aimed at improving the vocational and employment opportunities for people with disabilities and people suffering from mental health problems.

Sir Patrick Mayhew, welcomed the hundreds of delegates from around the world to Northern Ireland and to Derry City. Sir Patrick complemented the ITO on the huge organisational task which they had in preparing for the CEFEC event. He also recognised the important role, in Northern Ireland, which ITO plays in the whole area of vocational training and employment for people suffering from mental health problems. He also emphasised the importance of organisations like ITO in identifying the vocational needs of people with mental health problems, providing innovative training programmes to suit these needs, finding employment for sufferers, changing public attitudes and improving public awareness about mental health and in sum improving the quality of life for people suffering from mental health problems.

Monday 13th September 1993

CONFERENCE OPENING - MAIN SPEAKERS

FREDERICK MENZ

Who Should be Doing Job Coaching?. Selecting, Preparing and Keeping Effective Employment Specialists.

Frederick Menz - Director of Research/Assistant Director of the Research and Training Centre in the University of Wisconsin USA.

The objectives of the presentation given by Mr Frederick Menz were threefold.

- **To identify and discuss skills and competencies needed to work effectively with individuals with severe disabilities in supported employment from human resource studies conducted in the United States.**
- **To share a conceptual framework with which to guide efforts to create and sustain an adequate workforce, to support community based employment, and other forms of community based rehabilitation.**
- **Propose that there is a major need to develop training, (university degree and in service), and human resource skills to prepare, recruit and sustain professionals capable of working effectively with individuals with various disabilities in community based settings.**

Mr Frederick Menz spoke on the whole area of getting and keeping rehabilitation staff. He spoke of the realisation in the United States of the need to view rehabilitation through a community framework and about rehabilitation practices which work in community settings.



Frederick Menz, Speaking at the conference opening

His central thesis focused on the fact that it is unrealistic, if not irresponsible, to presuppose that community based workers can be hired and somehow prepared, in situ, to engage and to help enable individuals with significant disabilities to be productive and respected participants in community based settings. Further he proposed that it is a disservice and may, in fact, foster a new myth about the advantages of community based employment and community integration practices.

Mr Menz emphasised the changes going on in the United States, and the revolution in human rights. Employment and social opportunities for people with psychiatric and other disabilities will expand greatly over the next decade. People with vastly different disabilities, (from mental retardation, mental illness, disabilities involved with traumatic brain injury and spinal cord injuries) are surviving and coming back into our communities. And they are demanding not just physical restoration, or a job or a good therapeutic environment, they are demanding the same opportunities as "you and I".

As a result of this revolution, traditional thoughts about what could only be accomplished in a sheltered setting, are now found to work better, faster and with greater satisfaction for the individual with a disability when provided in settings that are preferred by them and are more in keeping with where they will eventually apply the skills.

Monday 13th September 1993

Frederick Menz highlighted the problems with this new approach:

- **The complexity involved in designing and sustaining rehabilitation practices in non-traditional settings. The problems brought about by disability when presented into the work and social community and problems brought to programme practices are compounded.**
- **Although findings show some success for some of these community based strategies, findings also show that the burden in human and economic terms does not provide quite so pleasant a picture.**
- **Therefore it takes more ingenuity, more effort and more human energy to get successes and to maintain success over the longer period for individuals coming to us with many different disabilities.**

Research findings also showed that the success of rehabilitation community based programmes are very much contingent on rehabilitation professionals who are available to design, implement and sustain rehabilitation.

The range of skills needs frequently cited for staff working in community settings emphasises substantial training in rehabilitation areas e.g systematic instruction, assessment and planning.

Frederick Menz also emphasised that skills required for community based rehabilitation professionals could be broken down into two major categories:

- **Communication Skills**
- **Technical Skills**

He also proposed that we cannot provide the quality and scope of support that are required when rehabilitation processes are extracted, relocated and governed outside a "rehabilitation facility."

Frederick also drew together what should be looked at in identifying, training, placing

and retaining a qualified rehabilitation cadre. He emphasised, that in identifying the skill and competencies required of staff working in a community based setting, there was a need for "a nucleus of quality" as a basis for deriving and sustaining quality in rehabilitation programming over the long term. In Frederick's opinion a quality nucleus contains seven properties which he proposed must be trained, developed and invested in among staff and students who will become the driving and thriving members of the community's rehabilitation delivery systems. The chart below illustrates what these attributes are:

He emphasised that these are not characteristics of a single individual, but are the heart of the human resource around which and with which responsible rehabilitation can be designed. They are without

exception attributes around which training and selection can be coordinated.

- Humaneness
- Competence
- Intelligence
- Leadership
- Diversity
- Flexibility
- Commitment

Nucleus of Quality



Monday 13th September 1993

CONFERENCE OPENING - MAIN SPEAKERS

ALISON ALBRIGHT



Alison Albright speaking at the GEFC Conference Opening On Monday 13th September 1993

(Self Directed Employment - Options for People with Psychiatric Impairments). (Alison Albright, International Consultant in Vocational Training from Calgary, Canada)

Alison Albright, emphasised that people with disabilities must have the opportunity to participate gainfully in the economies of their countries. The ability to enter and remain in the workforce is a significant indicator of an adult's contribution to society. For most people, work has psychological and economic benefits and is a source of social contact and self esteem.

Alison stated that it is clear that continued development and innovation in the psychiatric vocational rehabilitation field is needed.

Failures to attain and retain employment are not due to disability itself but due to inappropriate job selection or adequate supports.

Barriers stem from:

- **Societal Stereotyping**
- **Lack of support services needed at the worksite**
- **Lack of training and educational opportunities**
- **Lack of grants and/or funding**
- **Public policies - risk of losing benefits**
- **Poor liaison between employers and prospective employees**
- **Mental health legislation does not consider vocational needs.**
- **Coordination of services and provision of support after work is insufficient**

Although many countries are currently directing efforts towards reducing inequalities, this progress has not been translated into a framework that enables people with disabilities to gain access to and remain in the labour force. Almost all attention has been focused on:

- a) **Competitive wage employment and**
- b) **Sheltered or subsidised employment**

There is virtually an endless variety of legitimate work goals that can and should be supported. All people - regardless of the severity of their disability - can do meaningful, productive work in normal settings if they are given the necessary supports. Despite considerable effort to improve access to wage employment, the majority of persons with psychiatric impairments still are not employed. The employment success rate for individuals with psychiatric impairments is traditionally lower than for other disability groups - highest estimates reach only 20 - 25%. New options are required in order to increase the % of individuals with psychiatric disabilities who are able to get and keep jobs.

Self employment is one of the fastest areas of growth in jobs. In economic terms it may be the most cost effective way of creating employment and this option may be the preference of some people with psychiatric impairments for a number of reasons.

Monday 13th September 1993

- *Small enterprises may be home based, therefore, transportation and worksite adjustment problems are minimised.*
- *Family and community support may be maintained.*
- *Self employment lends itself to a flexible schedule which can accommodate individual needs.*
- *Self employment means that the person with a disability is his/her own boss.*

These benefits may also be recognised within co operative work environments and some group enterprises. Such unique advantages plus the rise in social status make self-employment an option of increasing interest.

Research currently being carried out by the University of Calgary, sponsored by Disabled People's International and International Labour Organisation, is based on the premise that increased economic independence through self-employment is a feasible option for many people with disabilities. The focus is on:

- *Micro-enterprise development,*
- *Small business initiatives*
- *And co-operatives in both the formal and informal economies.*

The overall objective of the project is to identify and analyse strategies which lead to successful income generation.

Allison emphasised that research findings to date show that self directed employment is a viable option if the essential support systems are in place. Support is a function not a setting and it is extremely important to engage the assistance of professionals within the business and economic community.

EXHIBITION OPENING - GUILDHALL DERRY

The official opening of the CE FEC Trade and Information Fair took place at the Guildhall Londonderry at 12.00 noon on Monday 13th September 1993, after the official conference opening speeches. Phil Coulter, the internationally renowned pianist and composer, officiated at the opening of the Fair and spoke most sincerely about his support for organisations, like ITO, which help improve employment opportunities and the quality of life for people who are mentally ill.

Mayor Annie Courtney was also there to officiate at the opening and complimented the extensive and varied work of people suffering from mental health problems.

This exhibition ran for 3 days until Thursday, 16th September, and enabled members of the general public to see the extensive range of innovative, high quality products and services produced by people with mental disabilities, in different parts of the world.

Monday 13th September 1993

Workshop 1

What can we do to facilitate employers and what can employers do to facilitate placements?

Speaker: **Dawn Ferris (I.T.O. Northern Ireland)**
Chairperson: **Colin Brady (England)**

In dealing with employers to facilitate placements for people suffering from mental health problems the main issues raised were as follows:

- One must demonstrate a sense of professionalism. It must be a business to business communication. For instance it is essential to do some research into the activities of the company and to know the name of the person you want to talk to.
- It is advisable to make an approach to a potential employer only when you have a specific client in mind. Cold selling either by phone or letter can be a waste of time.
- It pays to be up front with employers and tell them you are trying to place someone who has a disability. It may also help to offer the employer some training in mental health awareness, so that they are better prepared. This can also take away the fear of the unknown.
- There are some benefits to the employer and you should stress them. These are:
 - > Subsidised Work Placement
 - > Possibly free work experience
 - > Help and support in dealing with the ignorance about disabilities.
- You should continue to offer help once the placement has started whether to the employee or employer. Problems can be sorted out early or before they become major.
- You can invite employers to visit you at your own premises and this gives them a confidence in your activities.
- Try and find a key worker at the employer's company who will be the main contact with the client while he is at work. This helps to build up the client's self confidence, especially if he/she hasn't been at work for some time.
- Bear in mind that not every placement will be successful and employers must realise this as well. It is possible for the client sometimes to know the career or job which he/she would like to do and this consequently narrows the choice of career or job for the next placement.



Derek McClure (I.T.O.), John Hutchinson (I.T.O.), Pte Coffey and Mayor Anne Courtney at exhibition opening

Monday 13th September 1993

Workshop 2

Eastern European Workshop.

Speaker: **Olga Keřosova, Ministry of Labour, Social Affairs and Family (Slovak Republic)**
Speaker: **Martin Kantosch, Cracov, Poland**
Speaker: **Peter Nawke, Slovak Republic**
Speaker: **Professor Stephan Leder, Warsaw Poland**
Chairperson: **Bob Groves - Richmond Fellowship (England)**

This workshop was arranged as a result of a decision made at the CEFEC Conference in Delphi that the network should look at ways of including colleagues from the former communist countries in Central and Eastern Europe.

The speakers provided accounts of the situation regarding the rehabilitation of the mentally ill in their countries and also the impact of the changes towards free market capitalism and historically upward levels of unemployment.

As the workshop progressed it became clear that although the process of deinstitutionalisation has scarcely begun the balance sheet of the new changes is not all positive. The command economies were able to sustain full employment and include people who would find it very difficult to get work in capitalist labour markets. The large scale provision of sheltered work in Poland may have echoes of the institutional workshops of the large psychiatric hospitals in other parts of Europe, but the financial catastrophe which has bankrupted them has not improved the lives of the people who use them.

All in all it was felt that CEFEC members have much to learn, as well as much to give from the dialogue with Greater Europe.

The conclusions were:

- **That some steps should be taken towards holding a CEFEC seminar or conference in Poland or one of the other countries.**
- **That access to staff training and staff exchange visits would be of great mutual benefit. The CEFEC connections with MARE and FERMENT could help in themselves.**
- **Colleagues from the new capitalist economies need advice on how to implement business methods in their work schemes and social firms.**
- **They also recognise the need to share experiences of positive collaboration with business and industry.**
- **As the legal systems change in the new democracies, participation in a Europe wide pressure group to review social and employment legislation which affects people with psychiatric disabilities would be of benefit. There is a window of opportunity to influence government which may never recur.**

Monday 13th September 1993

Workshop 3

Do current EC Funding policies meet current mental health needs in caring for the mentally ill in the community?

Speaker: ***Donal Mc Ananey, Rehab Institute (Ireland)***

Chairperson: ***Dave Anderson, Northumberland Mental Health Trust (U.K)***

Dave Anderson outlined a process for considering the issues raised by the workshop theme:

- ***An initial identification of the broad needs of people coping with mental illness and living in the community***
- ***A description of current E.C. policies and programmes and some insights into imminent changes.***
- ***A review of practical experience of E.C procedures.***
- ***Highlight needs which should be targeted by E.C. policies and programmes.***

The following list of needs were identified:

Accommodation
Advice
Advocacy
Assessment
Befriending
Benefits information
Career guidance
Counselling
Civil Rights
Citizenship
Education
Social Networks and Skills
Support services
Financial advice, skills and support
Therapy and Treatment
Transport

Training

- Vocational
- Occupational
- Social Skills
- Mental Health Awareness

Employment

- Open
- Supported
- Co Op /SFI
- Sheltered

Donal Mc Ananey emphasised that all past regulations relate back to the Maastricht Treaty which focused on free movement of labour. For Ireland this is very important particularly for equal opportunities and Health & Safety. However its downfall is with regard to social policy. He detailed 3 major funding policies:

- ***88 - 93 - Operation for disabled***
- ***EUROFORM and HORIZON - To June 1994***
- ***HELIOS II - for last 14 years***

Monday 13th September 1993

He also recognised the new policies for 94/95, including the Community Support Programme (CSP) for the long term unemployed and young people, for training and re-training and for upgrading guidance and counselling.

The workshop also identified priorities for action and it was agreed that the key process is one of integration not of job creation.

- **Setting up of Businesses**
- **Training and Support Services**
- **Networks**
- **Innovation and Experimentation**

Workshop 4

What is the role of the client/family in setting policies for the future?

Speaker: ***Mrs Mary O Mahony - European Regional Council (Ireland)***
Speaker: ***Carole Castles - Freelance Consultant (N. Ireland)***
Chairperson: ***Gaynor Reynolds (BIT England)***



PNP Consultant with ILO staff at CEFEK exhibition

Mary O'Mahony was introduced as the Chief Executive Officer of the Mental Health Association of Ireland (Republic), Founder member of the European Regional Council of the World Federation for Mental Health and is Director of the Organising Committee for the next World Congress which is to be held in Dublin in 1995.

Mary O' Mahony introduced the paper written by Jose Van Remoortel "Flexibility for the Employment of Persons with Mental Health Problems."

Mary O'Mahony indicated that the aim of the paper was to stimulate national and international governmental and non-governmental bodies and in particular national mental health associations in the EC to develop activities and programmes offering more opportunities, rights, and choices in the labour market for users and ex-users of mental health services. In particular, she stresses the need to advance on three specific matters:

- **On-going comprehensive and contemporary research into the position of users and ex-users in the labour market, with ERC acting as a scientific centre;**
- **The development of principles and standards for good practice using Articles 23, 24 and 25 of the Universal Declaration of Human Rights, and the principles developed by MIND, the ILO and CEFEK as reference points;**
- **And the development of pilot projects to determine the needs and difficulties of users and ex-users, with particular reference to the part that can be played by the psychiatric services.**

The workshop was both stimulated by and supportive of the paper and, following a lively discussion, the principles contained in the paper were broadly accepted by those taking part.

Monday 13th September 1993

Carole Castles introduced her paper as "The Role of the Family in Setting Policies for the Future."

Carole immediately captured the workshop with her experience as the mother of a sufferer with a mental health problem. More salutary, for the members of the workshop, were her accounts of being ignored and the general breakdown in communication between the providers and receivers of services.

Carole's paper addressed the experiences which families have of rehabilitation programmes, the gearing of the programmes to a restricted range of patients, the rejection of the troublesome person and the tendency for work programmes to be repetitive and viewed by many clients as boring.

A review of the clients who have attended Carole's groups showed that half of the families were having to be responsible for introducing a structure into the patient's life, as they fell outside that provided by the statutory services. She emphasised the problems of the formerly well educated and able client and the lack of provision both in rehabilitation and work provision for this client.

Carole acknowledged that making employment a reality for people suffering from psychiatric illness is a great ideal - but this ideal must be tempered with realism. Those who can work, gain a great deal of self-respect, but those who are unable to work must also be given some way in which they can gain self-respect and dignity.

She pointed out that families know better than anyone how difficult it is to engage and motivate some clients and that by consulting and involving them in planned programmes, the pitfalls of excluding some clients and setting over ambitious and unrealistic programmes would be avoided. She saw the role of the family as an advisory one and hoped that such a partnership would improve services and the options available to the patient.

A lively discussion followed as the paper both stimulated and challenged those present.

Tuesday 14th September 1993

Workshop 1

Is there a need for career and personal development for the mentally ill client after being placed in employment?

Chairperson: **Professor Jose Ornelas (Portugal)**

Speaker: **Brona Flynn (Ex ITO Trainee)**

Professor Ornelas concluded that during the last three years of work developed by AEIPS (Associação Para O Estudo E Integração Psicossocial), that the success in getting jobs in the competitive worksettings for mentally ill, is only possible when the programme is totally structured in that direction.

In order to explore new opportunities in the labour market for this population, AEIPS has been using the strategy of training in job settings, because it, provides opportunities for the development of new contracts, promotes an employees network and the possibility of enhancing a personal professional career.

Professor Ornelas and AEIPS have realised that this planning strategy is not enough to obtain contracts on a permanent basis, therefore they are now restructuring the programme and conclude that once there is a shift in a new direction that they will have started to increase the number of contract opportunities for our members.

Tuesday 14th September 1993

Workshop 2

How can we take positive action to change hearts and minds regarding psychiatric illness and its impact on employment?

Chairperson: **Bob Groves, Richmond Fellowship (England)**

Speaker: **Olle Sparring (Sweden)**

Olle Sparring began by sharing experiences of integrating mental health projects into the local community. This sparked off a lively discussion on the ways and the difficulties of changing attitudes. A point which came up in the discussion was the paradox in order to change attitudes it is necessary for clients and service users to agree to talk about their illness and therefore raise the risk of being stigmatised or discriminated against.

Many ideas were canvassed including the notion that service users should be supported in forming pressure groups to demand their rights as human beings and citizens. It was by no means clear whether the majority of participants favoured compulsion, (i.e. anti-discrimination legislation, quota systems, allied to stiff penalties for non-compliances), to work along side awareness campaigns to persuade the public and in particular employers to abandon negative stereotypes and take a much broader view of normality.



Phil Coother and Mayor Anita Courtney Officially opening the CEPEC exhibition

Tuesday 14th September 1993

Overall the priorities for action which were canvassed were:

- **Work with employers to promote mental health in the workplace for all employees. It was suggested that offering a mental health service is a very positive way of doing this.**
- **Encouraging Employer Groups to spread the word that people with psychiatric disabilities are often outstanding, good and loyal employees if they are given the right conditions of work.**
- **Allied to this, the provision of support services which help the employee, the employer and work colleagues to understand and cope with recurring psychiatric illness without people losing their jobs.**
- **Research on a full cost benefit analysis of supported employment is dependent on state benefits.**
- **Setting up and supporting pressure groups**
- **Educating psychiatric professionals in the realities of day to day working life for their clients to assist them to promote more positive images.**

Tuesday 14th September 1993

Workshop 3

The applications of new technologies for people with psychiatric disabilities.

Chairperson: **Jacky Ferris, (England)**
Speaker: **Gaynor Reynolds, BIT (England)**

This workshop focused on the two main approaches to working with new technology.

- **Adopting a generic approach (Portugal Prints) which tried to encompass all needs from therapeutic occupation (familiarisation) to training for employment.**
- **Adopting a stepping stone vocational training approach which prepared people for employment.**

It was acknowledged that benefits systems, in various countries, to some extent shaped approaches to the ultimate systems which were adopted. In this sense the U.K. was handicapped because its employment system didn't really facilitate employment training for excluded groups.

Participants recognised that there was a growing need to make the U.K government aware of the problems created by the present benefit system.

Everyone also felt that as a bare minimum it was important to familiarise people with mental health needs with the new technologies so that they did not have an additional disability.

Portugal Prints gave an excellent overview of their training programmes which many people within the audience found extremely useful.

Tuesday 14th September 1993

Workshop 4

Quality Assurance For Professionals.

Chairperson: **Athena Frangouli (Greece)**
Speaker: **Marie Crothers (England)**
Speaker: **Willie Barron (England)**

Marie Crothers introduced the participants to the history and theories of quality assurance systems. Quality in delivery of a service is defined as an attitude of pride in the job, a total commitment from all levels and all departments. However, when the service is delivered from different professions, their individual goals can lead to conflict.

Marie highlighted four important points:

- **The fact that we work in a professional bureaucracy means different professionals have varying and often competing views about mental illness. Unit disciplinary audit is good for improving the quality of the technical care from a range of professionals but in itself it is not enough.**
- **A quality approach unites a range of professionals in the pursuit of a common goal. The increased dialogue with customers improves professional practice - less isolationist and less arrogance.**
- **The initial perceived threat to professional autonomy will be outweighed by the long term benefits to both the professional and more importantly, the user.**
- **The bottom line is that quality is now:**
 - **Demanded by a range of customers**
 - **Backed and supported by management**
 - **And underwritten by government policy**

Willie Barron gave us a description of the reality of implementing Quality Assurance systems on an acute ward in Ulster, on the basis of F.A.C.E. (Functional Analysis of Care in an Environment).

They focused on:

- **The quality of care**
- **Areas of high quality**
- **Potential areas of enhancement**



Clements Aisling, (EC Commissioner), Jörn Hultin, (DPU), Bernhard Wahrens (EC Commissioner), Ailie Hamilton (DED) of the CEPEC conference

Workshops for staff are multi-disciplinary.

The psychiatrists are reluctant participants. Clients/Users were not involved or consulted as this was felt to be too difficult initially. Proposals for environmental improvements came from an external consultancy report.

The analysis of care was therefore prepared without the recommended multi- perspective. Their plan is to consult clients as the next stage.

Tuesday 14th September 1993

Participants in the workshop held widely differing views on the value of quality assurance systems creating "Bumelles of Paper" without real effect was a concern. Some felt that this was an alternative to ensuring good management and adequate funding.

The powerful role of the psychiatrist was felt to be a major problem as were other hierarchical management models. One participant who had come into the mental health services from industry described the attitude of mental health professionals as horrifying.

The benefits identified included:

- **The process of users and staff defining common goals ensured ownership and therefore successful implementation was more likely.**
- **A team spirit was motivating and supportive.**
- **Awareness was highlighted and therefore awareness of when the service fell short.**

**Wednesday 15th September 1993
Europsy Day**

INTRODUCTION

Europsy day took place on Wednesday 15th September, at which hundreds of delegates heard detailed information of the established cooperation between the EC Commission and the Transnational Europsy Network. Europsy is a network which links 93 projects from all the 12 EC member states all of which provide employment and rehabilitation for people who are mentally ill. The network acts as a proactive catalyst for the generation of innovative ideas for the rehabilitation and integration of people with mental illness. This day represented the first community seminar of the Network at which over 100 project employees and staff met together. Representatives of the EC Commission, national HORIZON coordination and representatives from other Horizon Networks took part in the seminar as guests.

**Wednesday 15th September 1993
Europsy Day**

Workshop 1

The role of assessment in individual's programmes towards employment

Chairperson: **Bernhard Jacobs (Belgium)**
Speaker: **Paddy Hanna, ITO (Northern Ireland)**
Speaker: **Joe Carlton, Training and Employment Agency (Northern Ireland)**

The speakers submitted for discussion tools for evaluation. The following questions emerged from the discussion:

- **Is evaluation only of interest to the professional evaluator?**
- **Is self-evaluation by the client conceivable?**
- **Are the current tools adequate for evaluation?**
- **Are there differences between methods of integration organised in a rehabilitation facility or a regular business?**
- **Does permanent evaluation represent an improvement?**
- **Are there techniques of minimizing stress caused through evaluation?**

The following was summarised by the participants of the workshop. Every evaluation at the beginning of an incorporation measure can be difficult and time consuming, but in the long run a great advantage for later success: Through determining individual needs and abilities through evaluation, participants can be attended to flexibly and individually.



Delegates and officers of the Subjychem Banquet

Wednesday 15th September 1993
Europsy Day

Workshop 2

Selling and Marketing your own products and services.

Chairperson: **Paul Balen CE FEC Chairman (Netherlands)**
Speaker: **Gotz Graumann, (Integra - Germany)**



Important EC officials and government representatives at the CE FEC conference

Gotz Graumann presented the marketing approach of his organisation the Integra GME a social firm for people with mental problems. He emphasised the necessity of doing good marketing research and using well trained marketing managers before extending product lines. Using practical cases Gotz Graumann presented some major themes in marketing approach.

During the discussion it was felt, that still too many projects and firms start from the principle of "What type of production line do we like most for our participants", and "for whom shall we produce". A lot of projects came in problems by managing themselves in this way and had to change their way of thinking and working dramatically. It was felt that more market orientated managers should be responsible for running social firms. Also training state members and programmes introducing the principles of marketing goods and services were believed to be very important and necessary to almost all organisations.

Central themes of a marketing approach were discussed like the famous "four P's (price product, place and promotion).

On the issue of transnational exchange of products it was felt, that it would be difficult to establish strong relationships, due to the transport prices that had to be added to the production price.

The conclusion of the workshop was, that during future EUROPSY seminars, exchange of ideas and experiences in the marketing field should be a focus point for attention.

Wednesday 15th September 1993
Europsy Day

Workshop 3

Is normalisation a reality for people suffering from psychiatric disabilities in terms of Training and Employment Issues?

Chairperson: **George Fotopoulos (Greece)**
Speaker: **Donal Mc Ananey, (Rehab Institute, Ireland)**

As a result of this workshop two lists of factors were put together, one list of supporting factors of normalisation, that is to say, integration in work and society, and another list of the typical barriers that have hindered and continue to hinder the integration of people with psychiatric problems.

Wednesday 15th September 1993
Europsy Day

The creation of as normal a work environment as possible, with the most meaningful work possible, and a secure work position, belong to principles of "good practice" in the achievement of normalisation. The principle of empowerment must be a guideline of daily action in dealing with humans, with the goal of strengthening responsibility for oneself, the ability to take initiative and self-determination.

The following strategies for the achievement of normalisation have been proved and must be further built upon:

- **The production and further development of social firms and of protected work positions, enlightenment of decision makers, employers, and unions and support for alternative treatment models.**
- **National, as well as Europe-wide legislation should create and build the basis for successful normalisation on through anti-discrimination laws, equal rights, support for social firms and protected work through a flexible structuring of state welfare legislation.**

The following points were taken up in the list of barriers that hinder normalisation: Protectionism of institutions, frequently insufficient financial support, a lack of flexibility of state welfare, competence disputes between, e.g. health, employment, welfare and housing authorities, inadequate information and prejudices on the part of legislators, politicians, unions, and "the man and woman on the street".

Further hindrances are poor legislation and rising unemployment.

In sum the participants in the workshop agreed that normalisation can represent a reality for many people with psychiatric problems throughout, but it can also be a reality for many more people with psychiatric problems if the appropriate strategies are applied and, simultaneously, the barriers to normalisation are torn down.

Wednesday 15th September 1993
Europsy Day

Workshop 4

The influence of national legislation on the rehabilitation process of people suffering from psychiatric problems.

Chairperson: **Geraid Schwarz**

Speaker: **Clements Russell (European Commission Belgium)**

In this workshop an overview of the current state of legislation in the area of professional rehabilitation of people with psychiatric problems was given. Clements Russell, a member of a team of experts from the HELIOS II contrasted legislation relevant to professional rehabilitation from the different European Countries.

The goal of the workshop was to identify, through a brief survey of the varying, or similar, legal guidelines in the different European states, those legal means that have proved themselves to be useful, effective tools for the promotion of the professional integration of psychiatrically handicapped people.

Wednesday 15th September 1993
Europsy Day

In face of the increasing legislation in Europe it was a matter of concern to stimulate an alignment "toward the top". All efforts toward a Europe wide alignment of legislation should orient itself to the already partially high standards that have already been achieved.

The quota system, (as in France and Germany), and the possibility of financial compensation for limited productivity resulting from psychiatric illness were especially identified as effective means by the participants in the workshops.

The fact that an official certificate to prove psychiatric illness is a basic prerequisite for the utilisation of legal support services was presented as problematic by the users who were present in large numbers. All participants agreed that this problem must be worked on further at the next EUROPSY seminar.

Thursday 16th September 1993 Northern Ireland Day

INTRODUCTION

The Northern Ireland Day conference which was held on Thursday 16th September 1993 was sponsored by the Training and Employment Agency and the Bannside Unit of Management and concentrated on making people aware of the good practices in Northern Ireland with regard to the training of people who are mentally ill.

It provided those attending with a rare opportunity to meet leaders of industry along with mental health professionals and consumers.

People attending this day included senior representatives from the Health Services, the Training and Employment Agency, the Voluntary Sector, industry and most important of all people who have suffered from mental illness.

Thursday 16th September 1993 Northern Ireland Day

Speech by Stanley Herron, Social Services Inspectorate - Department of Health and Social Service.

Stanley Herron focused his speech around the question of whether mental health professionals really understand the complexity of mental health problems.

He recognised that there are three strands in day care:

- **Bed patient facilities which are based in day hospitals;**
- **Day supported rehabilitation centres;**
- **And work therapy facilities which are based in day centres and workshops;**

Work therapy facilities go back to the 40's, 50's and 60's and demonstrate that a structured day with meaningful work offered great benefits to the person suffering from mental health problems. This form of therapy offered great social stimulation, helped social interaction, improved confidence and improved the chances of gaining employment at a later stage.

This strand of care had been successful to such an extent that there were tremendous developments throughout the UK. ITO in England (as opposed to the ITO in Northern Ireland), were the leading innovators in this area and for years they have recognised the benefits of work therapy, giving people with disabilities the time to grow, improve and be successful in employment. In the early days there were two ITO units in England which produced a success rate, in the early 50's, of approximately 50%. i.e 50% of those mentally disabled actually gaining employment of one sort or another. About ten years later, when the same evaluations were carried out again, the success rates were much less, and had actually dropped to approximately 10%.

This unprecedented drop could be attributed to a number of reasons. Firstly, deinstitutionalisation resulted in a different type of client actually moving through the work therapy situation. This resulted in a loss of interest in work and rehabilitation and a loss of direction. ITO did however recognise this over the years and they have persisted in adapting and expanding.



Julian Crozier (Chief Executive T&EA), George MacLure (Sponsor), David McClure (ITO), and Paul Baker (CEPEC Chairman)

**Thursday 16th September 1993
Northern Ireland Day**

Stanley Herron also questioned the theory that anyone who has a mental breakdown should feel able to attend a work rehabilitation programme. He stated that if you look at cross section of the many studies, 20% of the population have some form of mental disorder and most of these disorders are short lived and relatively mild and it would be inappropriate for anyone like this to need on-going rehabilitation. They may need some convalescence, a period focusing on improving their confidence but they don't need the input of a large prolonged rehabilitation programme.

10% of the population will suffer from major depression in their lives but again with regard to treatment, most of these people do not actually have mental health disabilities. Only 2 or 3% of those people will actually have some form of disability which may need on-going rehabilitation.

In looking at manic depressive groups, this affects 1.5% of the population and again people with manic depression will have very disturbed thoughts and a very low source of self esteem and they can be very ill during the acute episodes, but in between the vast majority of these people do not have to stay on a rehabilitation programme.

Schizophrenia is slightly different and sufferers definitely need rehabilitation programmes.

It is essential to ensure that rehabilitation programmes are targeted at the people who need them most. It is also essential to make sure that appropriate steps and treatment is given to people before they start rehabilitation programmes.

Stanley Herron, also carried out research at the Mental Health Department of Queens University when he worked there.



Julian Crozier (Chief Executive, ISEEA), George Mackie (Laganatcha), Derek McCalla (TIC), and Paul Bates (CEPEC Chairman)

This research was conducted on behalf of the Department of Economic Development because of concerns about the success rate of rehabilitation work programmes and Employment Rehabilitation Units.

Stanley concluded that it is extremely important in rehabilitation programmes that clients and patients have a medical assessment, that they have been adequately treated, that the disability is chronic, that there has been adequate preparation, and that there is on-going support for the client involved in open employment.

**Thursday 16th September 1993
Northern Ireland Day**

Presentation by Julian Crozier, Chief Executive, Training and Employment Agency, Northern Ireland.

Mr Crozier started his presentation by giving the international delegates background information on the Training and Employment Agency.

The Training and Employment Agency is concerned with the provision of skills, enhancing the Northern Ireland Skills base, improving employment opportunities for people and helping them to get a job. What the agency is doing with people who are disabled forms part of that. The agency's resources include a network of local offices spread throughout Northern Ireland and within each there is a Disablment Adviser Service.

As far as the disabled are concerned, the Agency is trying to do the same for these groups as for everyone else but with the specialised help, adaptation and flexibility which is essential.

*Thursday 16th September 1993
Northern Ireland Day*

The Training and Employment Agency is a proactive body, and certainly not a stand alone organisation, working in isolation. Rather the agency sees itself with strong catalytic functions, working with various other groups and organisations of interest, employers, the education sector, the community sector and the voluntary sector.

To move more specifically to the services which the agency offers, we have, (as mentioned), the Disablement Advisory Service. There is also an Employment Service which compliments the Advisory Service. Under this Employment Service there is the provision of a number of programmes for disabled people. These include ACE Schemes, which were adapted to allow 18 months of a period for a disabled person. The Youth Training Programme, (YTP), incorporates programmes like Youth Ways and Group Ways which are specifically designed to facilitate people with mental or physical handicaps.

Job Training Programmes, (JTP), are programmes which the agency needs to work much harder on as these offer a range of opportunities for work experience with Northern Ireland Employers and work experience is of fundamental importance to getting a full time job. A new pilot scheme called Job School is currently being tested and if successful will replace both the YTP and JTP.

The Sheltered Placement Scheme, (SPS), is a specialist scheme aimed at the disabled. Currently 50% of the agency's total resources are spent on the disabled in comparison to 3 years ago when this figure was just 30%.

Corresponding to this increase there has been a marked increase also in the resources put into sheltered factory employment through USEL, and the Industrial Therapy Organisation.

Part of the Agency's fundamental policy is to place disabled people in normal employment as far as possible, working along side other people and taking their place in the workforce, not in special situations. Market research findings with disabled people and organisations working with them confirm that this is the best approach.

The Quota System was introduced in 1945 as a means of helping disabled service men returning from the war and the concept means that employers of 20 people or more should employ 3% disabled people in their work force. However, It is not unlawful to employ fewer than 3% and it is well known, that the Quota System hasn't been working very effectively over the years.

The Agency has however been able to build up a register of employers employing 20 people or more (in conjunction with the Fair Employment Commission). The Agency is now approaching every employer who is liable and reminding each of his/her obligations.

Looking to the future, the Training and Employment Agency intends to look at the whole area of legislation concerning disabled people. Certainly the Agency will be taking on a very heavy review of own services and in what way these services have to be adapted to make them more sensitive to expert opinions. About 40% of disabled people have no knowledge whatsoever of the services that the T&EA offer, nor the special assistance that may be available to them and that clearly affects the numbers who are looking for work. It may be the intention of the agency to launch a major marketing promotion.



An Fulkick Mayhew receiving a European Grant

Secondly the question of market research. Identifying the needs which should be met, the products that should be available, the personnel and expertise required and the best ways to make use of the money which is available.

**Thursday 16th September 1993
Northern Ireland Day**

**Presentation by George Mackie, Chief Executive Loganside Corporation, (Northern Ireland)
Chairman, Business in the Community, (Northern Ireland).**

Business in the Community is a National Charity established over 10 years ago in Great Britain and about 4 years ago in Northern Ireland. The thrust behind the organisation is to try to make people who own and operate businesses more aware of their social obligations and help them to appreciate that the success and survival of their business is influenced as much by the social environment in which they operate and that all aspects of the community are of vital importance to them.

The organisation is essentially sculptured to identify themes which reflect perceptions of the needs which exist in the community. There are more than 200 businesses involved of all sizes in Northern Ireland.

A report carried out by Business in Community which is described as an Executive Guide, reflects the perception that businesses need help and support when employing people with disabilities. The members of Business in the Community, who were involved in compiling the report, describe themselves as the Employer's Forum on Disability and the mission statement is to encourage and aid employers in Northern Ireland to successfully employ more people with disabilities by promoting equal opportunity. They go on to say that this goal will be achieved by answering the awareness and understanding of employee and employers with regard to creating employment for people with disabilities. This involves:

- **promoting a code of good practice for employers,**
- **facilitating exchange of information, advice and experience between employers on the recruitment of people;**
- **developing collaboration between employers, government, education and voluntary organisations, to ensure that people with disabilities are provided with the relevant support and training and job opportunities.**

Although there is not a single reference to mental illness in this document, many of the comments contained within it, equally apply to mental illness and mental disability or physical disability.

The document talks about the problem of perceptions of disability and the comments made by people who were in line-management as to the performance and suitability of people with disabilities for employment in industry work. They are perceived as:

- **not being as productive and they have more absences,**
- **that there needs to be more allowance for slower work,**
- **that they weren't very flexible,**
- **that they couldn't cope with new responsibilities**
- **they lacked physical strength and dexterity**
- **that they are expensive to employ because of the provisions that you have to make by way of adaptation to the premises**
- **that there are better people available for employment.**

**Thursday 16th September 1993
Northern Ireland Day**

This was the attitude of the line manager, the person who has the direct responsibility for supervising. Obviously some companies, which are sufficiently large, have Personnel Managers. They of course claim to operate proactive recruitment policies, nevertheless, mental illness does not appear in recruitment. Significantly they are much more pre-occupied with the requirements of the Fair Employment Legislation.

Mr Mackie also emphasised the obligation which companies have to fill the 3% quota and also talked of the fact that mental illness is very much misunderstood.

In a survey carried out by Business in the Community which questioned a sample of its membership companies, the following results were found.

- **57% of the companies said they did employ people with mental illness.**
- **25% offered sheltered employment and work experience.**
- **28% were in regular contact with organisations such as ITO.**
- **Main fears expressed with regard to employing an employee who suffer from mental illness were ranked as follows: the lack of reliability; the absence from work; the reaction of other employees; the ability to do the job and cope with the pressure; safety and work issues.**
- **28% stated that they would firstly recruit someone with a physical disability.**
- **None of them would be prepared to recruit an individual with a mental handicap.**
- **14% stated that they would be willing to recruit people with mental illness.**
- **28% would be willing to recruit a deaf person.**
- **28% stated they had no preference and would rank order of disability.**

Therefore an opportunity exists for much more information to be given out to employers to encourage them to equalise employment opportunities.



George Mackie (Laganside Development), speaking at the N.I. day conference

Thursday 16th September 1993 Northern Ireland Day

Paul Baten, CEPEC Chairperson, Netherlands

Paul Baten started his speech by thanking the ITO and the Western Health and Social Services Board for organising the conference. He stated that this had been a very rewarding week for every one and there had been a tremendous spirit over the conference week.

He commented on the presentations of the morning with particular reference to the discussion about how many people would know about mental illness. International Research has made clear that 1 in 7 people, once in their life, have a severe mental problem which needs to be taken care of. Therefore everyone would have someone in their direct surroundings, who would have a severe mental problem once during their life.

Mental problems also have a large impact on the surrounding people so whenever someone is suffering, it is likely that people who are family, colleagues, friends etc, would notice and experience it also. However the whole subject is taboo, and not spoken about because it makes people so vulnerable, that it can happen to anyone, and therefore it is scary and not to be discussed.

Michael May - Care Co-Ordinator, Northern Health and Social Service Board, Northern Ireland.

Michael May first of all thanked the organisers and Mary Taylor for giving him the opportunity of speaking at the Northern Ireland Day Conference.

He explained his role as Care Co-Ordinator at the Bannside Unit of Management, in the Northern Health and Social Services Board.

He explained that he would be describing the process of Care Co-ordinating regarding assessment and services, interdisciplinary issues and agencies working with users and care involvement.

Mr May talked about the many reforms which have been implemented in all public agencies over the past few years.

He then went on to explain the Care Co-ordinator's process as one of identifying those most in need, co-ordinating the assessment of need, co-ordinating the planning of care and the funding of care and co-ordinating the provision and on-going monitoring and evaluation of that care to provide continuity and accountability of assuring an effective use of resources.

The process of Care Co-ordination is steered by the Care co-ordinator, but it also involves all professional staff in the Unit of Management.

Michael May went on to explain in depth the total process of care, starting with the screening and assessment procedure and ending with the co-ordination of the caring process.

He also concluded that in terms of the theme of this conference, it is important to ensure that social, health and occupational needs are fully assessed and co-ordinated to ensure that effective care is available and implemented. The real involvement of the individual and the care achieved from the outset will enable individual users to obtain control and to avail of their opportunities as opposed to someone else's opportunities.



Officials and delegates at the CEPEC conference

**Thursday 16th September 1993
Northern Ireland Day**

Lesley Burnside - Occupational Therapist Northern Health and Social Services Board, Northern Ireland, Dawn Ferris, Placement Officer, Industrial Therapy Organisation, Northern Ireland.

Lesley Burnside opened the presentation which focused on describing in depth the role of the Antrim Job Clinic. Lesley explained that the project was initiated approximately one year ago and has been both a busy and successful venture, representing a significant step forward in vocational rehabilitation.

Dawn Ferris introduced the Job Clinic and explained that it is a joint venture between the Antrim Training and Employment Agency, the ITO, and the Northern Health and Social Services Board, Bannside Unit of Management.

The clinic consists of three personnel, a representative from each organisation, a Disablement Employment Adviser, an Occupational Therapist, and an ITO Placement Officer.

There were three main aims identified when the project was first initiated.

The first was to offer information, advice and intervention in order to help those with mental health problems to prepare for employment.

Secondly to establish assessment, monitoring and close negotiation within the Mental Health team, Training and Employment Agency, the ITO and the business world.

Thirdly, to provide employment opportunities for clients.

Lesley Burnside then explained the referral process of the job clinic and the training and employment procedure of the clinic. She concluded that employment, which is the goal, provides a sense of purpose, an important part of self esteem and a structure for client's lives. On-going communication, education and close monitoring have been done between the Team and the business world and to date the project has been an efficient and successful method of achieving employment.

Derek Mc Clure - Director of Rehabilitation, Industrial Therapy Organisation (ITO), Northern Ireland.

Derek Mc Clure, Director of Rehabilitation, ITO, launched a major new initiative during the afternoon of Northern Ireland Day.

The initiative focused on the establishment of social firms which could create up to 200 jobs immediately and up to 1,000 within five years in Northern Ireland. Most of the jobs created would be carried out by people with mental illness and would be additional to current employment. He explained that already he has secured some financial support for the establishment of the new initiative from private sources. Derek Mc Clure concluded that the initiative would have major implications for the quality of life of people with mental illness through the United Kingdom and Europe.

Friday 17th September 1993 Closing Session

INTRODUCTION

The closing session of the sixth International CEFEC Conference took place on Friday morning the 17th September 1993. Important issues arising out of the conference were discussed by using the week's programme as a synopsis for the meeting.

CONCLUSIONS AND RECOMMENDATIONS

USER INVOLVEMENT

It was believed to be very important to invite, to the next CEFEC Conference in SPA, Belgium, 1994, the European User Network(s) to organise one or more sessions that are of specific relevance to the users of the centres/firms.

Participants expressed their wish to emphasise the necessity of user involvement in the planning and the evaluation of rehabilitation initiatives.

CO-OPERATION WITH EASTERN EUROPE

The importance of establishing exchange programmes for users and staff members of rehabilitation initiatives in Eastern Europe, was emphasised, especially the use of the FERMENT Network which can be of great importance.



Speakers at the Northern Ireland Day Conference

The CEFEC board and secretariat were requested to organise, within the very near future, a seminar on the possibilities/developments of vocational rehabilitation in one of the Central and Eastern European Countries.

The MARE Foundation were asked to give access to persons from the Central and Eastern European Countries to the training activities.

It was decided that a letter should be written to the Czech Minister of Family and Health, asking her to support the Czech initiatives, to recognise rehabilitation centres and to include the social and vocational rehabilitation of mentally ill persons in the new Czech Health Schemes.

CO OPERATION BETWEEN NETWORKS.

The CEFEC Board was asked to develop co operation between the different networks working within the field of social and vocational rehabilitation of mentally ill people.

Networks like FERMENT, EUROPSY, the ERC (European Regional Council of the World Federation of Mental Health), the HELIOS Programme and others were mentioned.

It was suggested that representatives of these networks should meet regularly and hold joint meetings. Other recommendations included setting up a register of relevant networks and the exchange of information between the newsletter.

Friday 17th September 1993
Closing Session

NATIONAL ORGANISATIONS

The need for strong national support and lobby organisations in order to influence national policy and in particular to have a better national response in the different countries to the programmes of the European Community was emphasised.

All members were requested to be active in this field.

THE CEFEC CHARTER

The CEFEC Board were asked to develop a new proposal for the CEFEC Charter before the next conference in SPA, Belgium, 1994.

KEEPING JOBS

Emphasis was placed on the necessity to undertake and to support actions that are aimed at helping people to keep their jobs when they suffer from mental problems, especially in a time of mass unemployment and recession. A preventative support programme is needed.

EVALUATION

The delegates emphasised the importance of good evaluation of the activities undertaken in social and vocational initiatives for mentally ill people. Both the evaluation of the personal development of the users is very important, and the evaluation of the organisation (on efficiency and effectiveness), are essential for the further developments to be made.

SOCIAL AWARENESS

It was concluded that people awareness campaigns, aimed at changing the public image and social awareness of mental health issues in general were considered very effective.

CEFEC ORGANISATIONAL MATTERS

The CEFEC Executive Committee were asked to organise user participation within the CEFEC organisation and user representation within the CEFEC structure.

In order to get a more appropriate procedure, the CEFEC Committee was asked to propose a new set of procedures concerning the proposition and election of national representatives for the CEFEC executive committees. These new propositions should be decided at the next annual general meeting.

GENERAL ISSUES.

A very positive response came from the exchange of information that took place in the morning session of the Europsy day conference on Wednesday 15th September 1993. The information about HORIZON, HELFOS, and EUROPSY, was considered to be clear and effective.

THE INDUSTRIAL THERAPY ORGANISATION
WISHES TO TAKE THIS OPPORTUNITY OF
EXTENDING THE MANAGEMENT AND BOARD'S
SINCERE THANKS TO ALL OF THOSE WHO
ASSISTED IN THE ORGANISATION OF THE 6TH
CEFEC CONFERENCE AND EXHIBITION. IN
PARTICULAR, THEY WOULD LIKE TO THANK THE
DEDICATION, SUPPORT AND HOSPITALITY OF
THEIR OWN STAFF WHO WORKED SO HARD TO
ENSURE THAT THE EVENT RAN SMOOTHLY AND
THAT ALL DELEGATES HAD AN ENJOYABLE STAY
IN NORTHERN IRELAND.

The CEFEC committee and the Industrial Therapy Organisation would like to thank all our generous and supportive sponsors without whom the conference would not have been possible.

**MENTAL HEALTH UNIT - WESTERN HEALTH & SOCIAL SERVICES BOARD
DEPARTMENT OF HEALTH & SOCIAL SERVICES
TRAINING AND EMPLOYMENT AGENCY
EUROPEAN COMMISSION
DERRY CITY COUNCIL
NORTHERN BANK
NORTHERN IRELAND ELECTRICITY
ULSTER BANK
NORTHERN IRELAND TOURIST BOARD
ULSTER PENSION TRUST
BRADSTOCK BLUNT INSURANCE BROKERS
MODERN TOOL
GUARDIAN ROYAL EXCHANGE
LOGANAIR
HAMLET TRUST
CHARITY KNOW HOW
SPENCE BRYSON
NECTAR BEAUTY SHOPS
ST. BRENDANS IRISH CREAM LIQUEUR CO. LTD.
TYRONE CRYSTAL
DERRY CRYSTAL
SPORTS COUNCIL
ACORN PROJECT
BANSIDE UNIT OF MANAGEMENT
THE MURTAGH AND LOGUE PARTNERSHIP
THE GAYMER GROUP - BABYCHAM
THE BROOMHILL HOUSE HOTEL**



CEFEC



CEFEC Newsletter 1 / 94

*Confederation of European Firms,
Employment Initiatives and Cooperatives for
Psychically Disabled*

Introduction

"Europe is not a bicycle wheel having each member-country supported only by its center i.e. E.E.C. Rather it is like a spider's pole with connections and inter-connections in all levels."

Sir Leon Britton

This reminds of how CEFEC has developed and is developing the last 7 years: Using the energy, the ideas, the philosophy, the willingness of a group of people in each country to fight marginalization and discrimination against the handicapped people especially the psychiatrically handicapped ones. Because E.E.C. is not only an economic European Community, but a human community in which each individual should have equal rights and equal opportunities for life and work.

HELIOS, HORIZON and others prove this new trend and expansion of E.E.C. These transnational programs through the exchange of users' visits in our services in a climate of almost common native country, give us the opportunity to share our satisfaction by working in this field and trying to ameliorate the users' quality of life.

Every year for 3 - 5 days the CEFEC members have the opportunity to get together to exchange knowledge, experience, new methods and techniques in marketing, in other economical issues of social firms, to study and develop areas of common concern, as well as to share happy moments by singing and dancing.

CEFEC is consisted not only by organizations in E.E.C. member countries but by other countries like Canada, Japan and Eastern European ones. With Eastern European countries we hope to start the cooperation on common issues of psychiatric reform and expand EEC's cooperation on issues other than political and legal ones.

The annual CEFEC meetings are like an oasis in the middle of a desert! The desert of bureaucracy! It is the time devoted for investment of ideas, programs, networks, human beings.

Athena Frangouli
Chairperson of CEFEC

Published by: CEFEC, c/o FAF e.V.
Hedemannstr. 14
D - 10969 Berlin

Tel.: +49 30 252 16 88
Fax.: +49 30 251 93 82

Editor: Lisa Blehl, Gerold Schwarz
Printed by: Theta Coopera, Berlin

CEFEC Conference in 1993

- * Short Report from D. McClure
- * Short Report from C. Haerlin

The 7th International CEFEC Conference in Spa

- * Announcement

The Situation in Eastern Europe

- * The Situation in Poland
- * Rehabilitation Day Care Unit in Krakow
- * Psychiatric Day Clinic in Bratislava

CEFEC Survey

- * Results

EU News

- * New Community Initiative: Human Resources

New Technologies

- * Mailbox for CEFEC Members

User Involvement

- * International Organization of Users

Stop Press

- * Re-/Election of the CEFEC Board
- * From the CEFEC Secretariat
- * EU Election Special
- * Conference announcements

The CEFEC Conference in 1993

The sixth International CEFEC Conference in Londonderry

Derek McClure, ITO

A Series of Events

The CEFEC Conference week was filled with a multitude of workshops, plenary sessions, open forums, and transnational meetings all focusing on a wide variety of themes pertaining to the central theme "Making Employment a Reality for People with Mental Health Problems".

The CEFEC International Trade and Information Fair, which ran for a three day period from Monday 13th-16th September 1993, at the Guildhall, Londonderry, was also a main focus of the conference, attracting a wide and varied audience including the general public, health authorities, and other government agencies.

A wide variety of entertainment took place during the week ranging from cabaret artists to folk and Irish nights. The hotel also provided the delegates with a varied menu throughout the week. Also cultural and technical tours offered delegates the opportunity to sample the local hospitality and to learn about Northern Ireland's approach to vocational training, employment and services for people suffering from mental health problems.

Conference Theme and Aims

The CEFEC Conference theme was "Making Employment a Reality for People with Mental Health Problems" and focused on addressing important strategic issues including legal, social, technological, cultural and political issues which have a fundamental effect on the whole area of vocational training and employment for people suffering from mental health problems.

The specific goals of the sixth International Conference were as follows:

- * To provide a platform for the exchange of ideas, information, expertise and skills, to share experiences, to give and receive mutual support and to discuss the development of initiatives.
- * To focus on discussing issues, and initiatives which are aimed at making employment a reality for people suffering from psychiatric illness, at changing the social climate for people with psychiatric illness and at promoting good mental health in the work place.

International Recognition

The sixth International CEFEC Conference has been recognised as an international success. Derek McClure, Director of Rehabilitation, in the ITO and the main organiser of the conference, has received numerous letters of recognition and support from many organisations throughout Europe and further afield who participated in the various events throughout the conference week. Paul Baten, CEFEC Chairman, concluded that the overall view of the 1993 International CEFEC Conference from CEFEC members was that the conference was a very rewarding week with an enormous amount of information spread, many old contacts renewed and strengthened and new contacts made. According to Paul Baten:

"Together with the overwhelming hospitality of the organisers, this week will be remembered as one of the highlights in the history of CEFEC."

For your attention:

An intensive report of the sixth International CEFEC Conference 1993 co-hosted by the Industrial Therapy Organisation and the Western Health and Social Services Board is presently awaiting publication and will be available at the ITO.

Short Report from the sixth International CEFEC Conference in Londonderry

Christiane Haerlin

The sixth CEFEC Congress in Londonderry, Northern Ireland, took place from the 11th to the 17th of September 1993. More than 300 participants from 22 countries took part in the Congress. New members from the Eastern European countries Poland, the Czech Republic, and the Slovakia were present. It will be a strategy of CEFEC in the future to try to include more and more Eastern European countries. There is a great need there for an exchange of experiences (see as well the articles in this newsletter).

The yearly CEFEC Congress has contained for some time the following components:

1. A trade fair for the social firms and their products. It was possible to visit the fair during the course of the whole conference, to become informed about the concrete work of other firms, and to make contacts. An other similar trade fair will also be sponsored this year during the CEFEC Conference in Spa. Aside from mutual acquaintance, these fairs promote the developing trade between the social firms of Europe.

2. A series of workshops, which address the core themes of the conference. The following themes had been offered at this meeting:

- The attitude of workers
- The further development of the CEFEC principles
- Strategies of financing
- The role of users and of their families
- Career planning and the development of psychically disabled employees in the firms
- How can more jobs for people with mental health problems be created ?
- New technologies
- How can the ensurement of quality be guaranteed both from the side of the user and that of the professionals ?

A meeting of the projects of Northern Ireland was also connected with this conference. It has been shown that often in the country that organized the conference an impulse and an initiative for the further founding of social firms for psychiatrically disabled people had been started.

A further qualitative development of CEFEC was introduced through a survey of all members. The results of the survey were presented at the conference and are printed in summary in this newsletter.

Approximately half of those surveyed responded and the four most important trends of the organization were confirmed:

- The projects are predominantly organized especially for the people with mental health problems.
- They are predominantly firms that create jobs in the general job market.
- The projects are for the most part independent of psychiatric clinics.
- The projects stress the role of the employees as opposed to that of the patient.

Even though new members come in the first place from work therapy organizations for the most part, they stand out in that they have the clear goal of creating work for psychiatrically disabled people payed for with taxes. Additionally the member organisations perceive their tasks as lying in the professional rehabilitation in their own centers or integrated into the firms.

The organisation that had organized this meeting, the Industrial Therapy Organisation, is represented in Northern Ireland and in England and has freed in the meantime itself from work therapy in clinics to focus on workshops in communities. Nevertheless, this is more a system that is comparable to sheltered workshops in Germany. The advance to independent projects with work payed for by taxes has not been completed in England and Ireland. There is however enough impetus to lead to this within the next few years.

The Situation in Eastern Europe

The Situation of Psychiatric Care in Poland

Joanna Meder, Theresa Stanczak

Positive changes are gradually occurring in the area of rehabilitative measures and procedures that are being applied in the sector of psychiatric health in Poland. Some positive changes have already been able to be achieved through the reorganization of psychiatric health facilities begun in the sixties, which was based on the principles of community psychiatry. Among the most important difficulties that arose in this process was a lack of qualified personnel, the extremely inconvenient situation for psychiatric facilities, and an insufficient network of out-patient polyclinics.

Over the course of the last decade out-patient clinics have been developed in Poland as more psychologists and social workers have been hired. The number of psychiatric consultations rose 71% and contact with the families and the social environment of the psychiatrically ill rose 33%.

Day clinics offering extensive therapeutic services have especially emerged in the last few years as a form of part-time care. The majority of the 58 day clinics that now exist are to be found in some of the big cities (Warsaw, Cracow, Lodz, Poznan) while others with stationary divisions are connected with general hospitals. Patient clubs are commonly connected with poly- or day-clinics. These clubs fulfill different functions, mostly integrating ones, and they are partially organized as self-help groups.

The care of psychiatrically ill in families belongs to the tradition of Polish psychiatry. In 1936 30% of the patients from psychiatric hospitals were cared for in different families from the area, now the number amounts only to 1%.

In the last few years there have emerged divisions for care in the family, 12 community therapy collectives that direct their treatment primarily to the domestic milieu of the patient and advocate hospitalization at home. (about 1200 patients).

In the area of stationary facilities, equally profound changes are taking place, which alter the extent and range of the methods of psychiatric rehabilitation.

In the course of the last decade the number of beds has diminished by 2700. This was made possible through the important reduction of the average period of stay - from 125 days in 1960 to 62 in 1990 - and the reduction in the number of the chronically ill in hospital divisions.

The system of rehabilitation that was based on work in agrarian enterprises run by the institution over a period of years, was proved to be unsuitable for the intensive treatment of diverse short term patients. This led the hospitals at the beginning of the 70s to dissolve the large agrarian enterprises and their affiliates, in which patients were employed. The lack of personnel and the bad material conditions in these units contributed to an intensification of the symptoms of "hospitalism."

The role of the sheltered workshops for early occupational therapy, which were used as a first step on the way to vocational rehabilitation, was also gradually reduced. These sheltered workshops, which were similar the manual factories of the 19th century, it was extremely difficult to gain useful skills and qualifications for the contemporary job market.

The learning of such skills was determined through the conviction that they have a positive effect on health and self-esteem and that the activities performed could be socially useful.

In the last twenty years the social relationships in the facilities have changed, which has to do with the introduction of group psychotherapy, occupational therapy, and other influences from the social milieu. This is the result not only of the change in the outlook of the personnel, but also of the growth of the number of hired psychiatrists and social workers.

Another problem is the vocational rehabilitation of the psychiatrically ill, which is the concern of the Ministry of Health and the Ministry for Work and Social Policies.

Over the course of some years cooperatives for the disabled developed in Poland and made work possible for the most affected disabled people, although the selection of occupations was quite limited.

In the year 1991, after the introduction of a market economy, the possibilities for the occupation of the disabled began to decline. No new jobs were created, and none was interested in opening new cooperatives: the existent cooperatives dissolved because of financial difficulties and a lack of demand for the goods produced there. Some collectives tried to stay above water by allowing the hired disabled people vacation, which was naturally no solution to the problem.

We are aware that the job market for the disabled and especially the psychiatrically ill will continually diminish accompanying the continually increasing unemployment of non-disabled people, the further developing market economy, and the lack of state subsidies.

A definite group of our patients will be unemployed for a long time, with the consequence that their psychological and physiological condition will rapidly deteriorate.

One can hope that the law on the question of the occupation and professional rehabilitation of the disabled established in 1991 will contribute to the enlargement of possibilities for the building of workshops for occupational therapy outside of psychiatric facilities as an intermediary form between stationary divisions and work places.

Disabled people who are seen to be partially or completely incapable of occupation would work in these workshops. It will be the goal of these workshops to train the general abilities and skills of the disabled, to make their social integration more easy, to develop their vocational skills, and to make taking on a job possible for them.

To summarize:

We are at the present time halfway to the building up of a psychiatric health system with generally available facilities that can be used for differentiated forms of rehabilitation. But the existing imperfect system is threatened by the consequences of the economic recession and is confronted with an uncertain future because of the commercialization and economicization of the health system. It is necessary in this situation to adapt our activities to our new conditions and to use our previous experiences to build on the basis already there and to keep the present skilled personnel. One must do everything possible in order that the patients can remain in their previous milieu.

Report on Rehabilitation Day Care Unit of Jagiellonian University in Krakow, history and the situation today

Marcin Kautsch

Therapy through art and work - an old and new experience

Cracow is an old university town. Jagiellonian University was established in 14th century in Cracow, one of the first in Europe. The first lectures on psychiatry were held in Cracow in 1871. The first academic clinic was established in Warsaw in 1858 and then in Cracow in 1905.

At the end of the 19th century some large scale mental hospitals were built. In 1961 the Study of Social Psychiatry was established in the Provincial Ambulatory of Mental Health in Cracow, which undertook epidemiological research concerning the mental health of the inhabitants of Cracow.

We can say that psychiatry is "coming out of hospital care. But confined places are not the only method of treatment. Since the early 60s day care and home care units, hostels and ex-patients clubs have been developed. This development can be best seen in big cities like Warsaw, Cracow and Poznan. We are considering a reduction in the number of beds in big psychiatric hospitals, opening small day care units, rehabilitation units, patients' clubs, workshops, sheltered flats, jobs etc.

The Day Care Unit of the Jagiellonian University which was established in the late 70s offered a big range of activities for its patients. Apart from their everyday duties the staff of that unit organized an English Club for people who wanted to learn English, a Drama Club, which performs one or two plays every year and a Discussion Club. Patients can get involved in each of the activities mentioned above, which take place in the afternoons or evenings, so we engaged people in the work of the unit all day.

Every year we have organized trips and rehabilitation camps. Last but not the least is the Art Club. We think we are really doing a good job in art therapy. The art pieces of our patients are now being exhibited on the

common Polish-German Exhibition in Cracow. This exhibition is going to be sent to Germany in November and then to other places in Europe.

However two years ago we found out that what we did was not enough. For the first time we met the problem of the unemployment of our clients. Till then they usually worked in cooperatives, which unfortunately are being bankrupted in a new reality. People working there usually did simple, repetitive work, which was neither creative nor satisfying.

In the period of transition the most vulnerable ones suffer the most. They are the first to loose their job. And employers are not eager to hire anyone with mental problems when they have the possibility to choose from a lot of "healthy" employees. We realize that someone must start a process of changing people's mentality. We have to give an example of what can be done in this field and it does not have to be "worse" in any sense.

The Social Psychiatry Department of Jagiellonian University in cooperation with the "Hamlet Foundation" and the Polish-German Society for Mental Health is organizing "sheltered" therapy workshops and vocational training groups.

City authorities rented us a part of the building (app. 400 square metres) at Miodowa street. "Miodowa" means honey. And we want it to create a "honey" ambience. We are opening a new day care unit at Miodowa. We are planning to open a coffee bar and a shop in which we are going to employ our users.

Our plan for the future is a network of small firms or workshops that can take some orders from industrial companies. For some of our users we would like to be a spring-board to

open employment and to the enterprises, which could be run by the users. We would like to create a model, which could be multiplied all over the country.

We have different sources of funding for our work. We get money from our hospital, the special Fund for Disabled, the Polish-German Society for Mental Health and Hamlet Trust, London.

We are looking for people with experience in this field, for know-how, for ideas, for other sponsors. We "come from" the hospital. We know how to organize therapy, art-therapy but what we are trying to do is very new for us.

At the vocational therapy unit we would like to teach skills in such areas as: woodwork, sewing, catering, office, restaurant, languages. We are prepared to start with twenty users, but we hope this number will grow soon.

We have one sheltered flat in Cracow, however we realize that the demand is much higher. We have very good relations with the city authorities, but we need money to purchase the flats.

Taking into consideration that we have in our command a young, well educated staff of not only physicians but also psychologists, nurses, social workers and managers, it seems that we shall be able to succeed in most of our projects for the near future in social psychiatry.

Report on the Work of the Psychiatric Day Clinic in Bratislava

Libor Klenovsky

The psychiatric day clinic in Bratislava does not have its own ambulance. The patients come to the clinic either through the recommendation of psychiatric advisory centres or emergency telephone services.

Those interested in therapy participate in an informational discussion and are diagnostically examined in order to work out guidelines for the form of the therapy period.

A complex therapeutic-rehabilitative programme that has been applied in the clinic since 1976 forms the substance of the care services. This was developed after the therapeutical programme of the Kromerizer model and was adapted to the conditions of partial psychiatric care at the day clinic.

Two therapeutic groups that run for over 7 weeks and an additional rehabilitation group that works with individual psychotherapy and work therapy comprise the organizational framework for the care services.

A metal and a wood workshop as well as a sewing and needlework room and a small park with a garden are available for work therapy.

The difference between the therapeutical groups and the rehabilitation groups consists in that the day programme of the clinic is obligatory in full for the participants of the therapeutical groups while it is only optionally completed by the participants of the rehabilitation groups. The participants of the rehabilitation groups, for example, do not receive any systematic group therapy since psychotherapy should have a more supportive character for them. For this reason a focus of their daily programme is work therapy.

People who, for different reasons, are not considered for the rather closed psychotherapy groups which last for over 7 weeks take place in the rehabilitation programme.

The reasons for this could be either of a diagnostic nature or for reasons of time. Nevertheless, participants of the rehabilitation groups often choose to take part in a therapeutic group at a different time.

The participants in the programmes of the day clinic enjoy their familiar milieu on the weekends and in their free time, so that their isolation is minimized and that the process of rehabilitation is made easier. Their daily schedules and their relationships outside of the clinic (e.g. with their families) are integrated into therapy. In this way it is attempted to keep to a minimum the division between life at the day clinic and life outside.

A club has been developed over the course of the year within the framework of the care of former patients. This is also open to other people in crisis situations. Common activities, interpersonal experiences, as well as self-experience lay in the centre of the club's activities in order to provide psycho-social support. Last year this was defined as the citizens initiative "SOS Center for Crisis Intervention". The employees of the "SOS" are lay workers who have had experience in the psycho-social field.

There is moreover cooperation between the citizens initiative and the day clinic in the form of advice, supervision, and continued education. The day clinic additionally offers advice to the public through meetings or through an emergency telephone service once a week.

CEFEC Survey 1993

Results of a Survey on CEFEC Members

Hans-Georg Wöhr/Götz Graumann

1. Goals and Contents of the Survey

The goal of the survey was to learn more about the work of the CEFEC members and to find out about the possibilities for transnational cooperation. It was asked,

- in which form the occupation of the psychiatrically disabled is supported
- which branches are represented and which type of work is carried out
- how many people are promoted or employed, which types of disabilities are represented, and which status the promoted or employed people have
- how the organisations are financed
- which products of the organisations are suited for sale in other countries and if the possibility of selling products from other countries in their own land is evident.

A four-page questionnaire was presented in German, English, French, Italian, and Spanish. It was sent to 181 projects.

The questionnaire is indeed not representative, but it can contribute to the clarification of particularities specific to each country. The following points must be noted before individual results are presented:

1. Differences between the countries do not mean a "better" or "worse", but merely an "other". They reflect different goal-setting, positions in the support and employment of psychically disabled people, different traditions, economic and legal conditions, and more.

2. There are also strong differences between the organisations of one country. These are neglected in the following presentation.

3. Countries in the survey are, partially, only represented by one or a few organisations; moreover, the CEFEC members represent only a selection of the organisations that are active in this field in a given country.

4. It could be that differences are to be traced back to a different understanding of concepts.

2. Size and Location of the Organisations

Some 4.500 people are employed or promoted in all by the organisations taking part in the survey. It can be assumed that among all CEFEC members some 9.000 to 10.000 people are trained or employed, since about half of the CEFEC members and only a part of the German initiatives were included in the survey.

The number of people cared for by the surveyed organisations varies considerably. Differences are evident here as well. The organisations in Denmark, Great Britain, and Ireland are for the most part larger, but there are e.g. in Great Britain smaller ones as well. Belgium, Italy, the Netherlands, and Sweden are in the middle (70-90 people on average). In the remaining countries the number of the employed and promoted people extends from only a few to 50-60 people for the most part.

3. Forms of the Promotion of the Employment of the psychically Disabled

Questioning about the paths travelled in the promotion of the employment of psychically disabled people show what weight a series of given possibilities has. It was distinguished between:

- employment of psychiatrically disabled people in a self-help firm, cooperative, permanent work place

- employment of psychiatrically disabled people at secondary wages
- preparation and negotiation for work places on the general job-market
- care for and advising of people employed in the general job-market
- umbrella organisations
- other.

The weight of the different forms of the promotion of the employment of psychically disabled people varies. All of them have the goal of offering long-term jobs but this is a priority only in Germany, Italy, Greece, Spain, and Switzerland. Preparation for taking on work and advice and care are in the foreground for the Belgian and French organisations. Training measures and/or the employment in a workshop for the disabled held the highest position in Sweden, the Netherlands, Denmark, Great Britain, and Ireland.

4. Responsibility for Care and Treatment, Location of Facilities and living Situation of the employed and promoted People

48% of the organisations said that they are not responsible for treatment and care, 38% that they are partially, and a further 14% that they are fully responsible for care and treatment.

Most of the organisations have at least one business/training place at a "normal" location. Seen in detail, the following picture emerges:

- business/training place at a normal location 67%
- further business/training places in the neighborhood of psychiatric facilities or in psychiatric facilities 26%
- place of business in the neighborhood of a facility for psychiatric care 7%

No organisation exclusively had facilities in a clinic or another psychiatric facility. In some countries almost all live independently, in other the majority. Only in Portugal and Greece does only a small part live independently.

In all there is a trend toward the separation of the worlds of treatment and of work, which is further for the most part separated from living situations.

5. Disabilities and Status of the employed and promoted People

An average 80% of the people employed and promoted in the organisations are psychiatrically disabled. In most countries the average percentage of these groups is above 75%. Somewhat larger percentages of physically disabled people are represented in France, Switzerland, and Denmark. People with mental health problems have larger percentages in Spain and Denmark. In Switzerland most of all there are in the projects greater percentages of non-disabled people with poor employment opportunities. Aside from leadership and care personnel, only in Italy is there a greater percentage of non-disabled people.

The status of the people cared for by the organisations varies considerably according to goals and priorities. The Belgian projects designated 100% of the people cared for by them as participants in training. In Luxembourg, Italy, Japan, Denmark, Germany, Greece, Spain, Ireland, and France people employed full- or part-time predominate. Greater percentages of patients are cared for in the French, Swiss, Dutch and British projects.

Differences exist as well between countries in relation to the average work-time. More than half in the Belgian, Luxembourgian, Italian, German and Danish projects work more than 35 hours or more per week. In Greece the percentage of longer work schedules is relatively small despite a quite high percentage of people employed full- or part-time.

6. Financing of the Projects

On average 30% of the organisations' finances come from proceeds. The differences are however very large. The range extends from 90% to 5%, whereby the percentage is very high only in Italy and is below 50% in all other countries.

7. Interest in and Possibilities of Cooperation

Almost all organisations take great interest in exchange of experiences about training and qualification methods. Interest in the sale of their own products in other countries was expressed by about half of them and half could imagine selling the products of other organisations.

8. Summary

The following summary can be deduced from the reported experiences:

1. There are great differences between the organisations, which, however, do not have to mean a "better" or "worse".
2. The creation of long-term employment opportunities in the general job market is a goal for almost all organisations, whereby the stress on this goal varies considerably.
3. The work of the organisations concentrates on psychiatrically disabled people.
4. The places of business and training are separated to a large degree from psychiatric treatment systems and from the world of housing.
5. A great percentage of the people cared for live independently.

EU News

New Community Initiative: Employment and development of Human Resources

The European Commission accepted on 16th February 1994 the regulations concerning the structuring of the Community initiatives for the period 1994 - 1999.

9% of the Structural Funds of the European Union, are put to the disposal of the next Community initiatives for the period 1994-1999.

At the begin of March the official proposal has been published by the Commission. This proposal will be discussed during the next months in the European Parliament and in the various committees and up to the end of summer/begin of autumn the definite version shall be submitted to the member states. Those have four months to elaborate the operational programmes, what shall be finished up to end of the year if everything goes according to plan. If this time schedule can be respected, the next Community initiatives can start at the begin of the next year.

Part of the Community initiatives shall be an initiative for employment and development of human resources. It will contain three strands:

- **Employment NOW**, equal employment opportunities for women (=370 million ECU).
- **Employment HORIZON**, improving the employment prospects of disabled people and of other disadvantaged groups (=730 Mio ECU).
- **Employment YOUTHSTART**, assisting the integration of young people into the labour market (=300 Mio ECU).

A total of 1,4 thousand millions ECU were put to the disposal of these three initiatives. We sent the complete proposal recently to all member projects and to all interested organisations. Other interested persons can receive it by us (english, french, german). As soon as we will get new information regarding the next HORIZON, we will transmit them.

New Technologies

Computer Mailbox for the CEFEC Members

Many projects mentioned the demand for a communication medium, through which information may be exchanged fast and easily. Therefore in connection with the EUROPSY activities a Computer Mailbox was opened at the beginning of January

The Mailbox can be used by all interested projects. The use of the Mailbox is free of charge.

The only costs are the telephone charges. With a phone call of about 5 to 10 minutes all the current information can easily be called up and copied to the own PC and messages can be sent to all projects. The transference of longer texts or reports require about one minute for every twenty pages.

At the present time the Mailbox can be reached through six calling numbers only in Berlin.

Through cooperation with a still existing mailbox (PdMacs Berlin) it is also possible to install later calling numbers in other European cities, through which the EUROPSY Mailbox can be reached more easily and more directly.

How the Mailbox can be used?

1. To receive and send messages and files:

Every user has a private "mailbox" in the Mailbox. That means that non-public messages can also be sent and received.

2. To call up current messages:

Information from CEFEC and the EUROPSY Network Secretariat (e.g. Newsletters, background information, etc.) and other current messages can be called up.

3. Forums for discussion:

Furthermore, forums for discussion are built into the Mailbox. Forums for discussion are electronic files into which everyone can look and in which everyone can put texts. The themes of discussion are determined according to the interests of the users.

What do I need to use the Mailbox ?

Everyone interested in using the Mailbox must have a computer (a PC with Windows or Apple Mac), a modem, a telephone connection, the terminal software and an access code. At the present time modems cost about 300 ECU.

The terminal software, the access code, and comprehensive directions can be sent to you free of charge from EUROPSY. We are available at all times in case you have questions about computers or modems. Once the software is installed, connection the Mailbox can be achieved with just a few clicks of the mouse.

Structure of the Mailbox

The Mailbox has a graphic interphases, similar to those of Windows for PC. Each user who has already worked with Windows, will get used to it easily.

The Mailbox appears as a window on the computer screen. This window contains files identifiable by name. The files are opened with a click of the mouse and a list with the texts and data stored there appears. The data and texts are stored as textual data

in the Mailbox. They can be read directly on the screen or downloaded into your own computer to be worked on further.

When connection to the Mailbox is established, different information services can be used:

Current information about activities of the EUROPSY Network, seminars and workshops, background reports, the last newsletter, lists of projects, etc. can be called up. Every user of the Mailbox can send messages to other users and receive messages from them.

The Mailbox contains a series of files. In these files are messages and information arranged thematically.

At the present time the following files are set up:

- General information (CEFEC / EUROPSY)
- Current information/ information on EC programmes
- Transnational Forum (contains lists of projects and a blackboard to facilitate the search for partner projects)
- Seminars/Workshops (information about EUROPSY seminars and seminar programs)
- National Networks (information about national associations)

Moreover it has been offered the teams from HELIOS II and HORIZON in Brussels to use a part of the mailbox for their current information.

The structure of the Mailbox at the moment can be easily broadened and supplemented. We will orient ourselves to the responses that we receive from the users and we will develop the existing structure.

Please address further question to:

EUROPSY Network
Gerold Schwarz
Hedemannstr. 14
D - 10969 Berlin

Tel.: +49 - 30 - 252 16 88

FAX: +49 - 30 - 251 93 82

User Involvement

Foundation of an International Organization of Users during the EUROPSY Winter Academy in Maastricht

From the 7th to the 9th of March the second seminar of the Winter Academy took place.

The theme was the participation of users in the management as well as the improvement of the quality of the projects for vocational rehabilitation.

Users from Italy and Belgium also took part in this seminar. In the course of the seminar it became clear that discussion about the participation of users is carried out more and more often and that in some projects concrete steps toward transposition into reality have been taken but that in general, praxis is still far behind theory.

The users present thus decided to take initiative from their side in order to promote the participation and influence of users in the area of the rehabilitation, vocational education, and occupation. They formed an international working group for this purpose.

The first step the group will take is to make contact with the national organizations of users in order to exchange and compare the differences in the life and working situations of users in the individual countries. The first concrete project of this groups consists in the collection and analysis of the relevant legislation in the different member countries.

The organization of the users is supported by the CEFEC secretariat and the EUROPSY coordination. The communications infrastructure, that was built up by CEFEC and EUROPSY (like the Newsletter and the Mailbox) will be made accessible to the group for the distribution of its information.

The next meeting of the group will be held during the CEFEC Conference in Spa.

A manifesto was drafted by the group, which we now publish here:

I have lived with psychiatry for 20 years: chance has dictated it that I have also lived through it. The opening of psychiatric clinics in Turino, (the city in which I live), and the construction of territorial medical and social services has given us the possibility of developing alternative self-determined structures like our cooperatives. Within these structures we have had the opportunity to find our self-consciousness and our self-determination again. This has now given us the courage to expand our work to a european level.

Our first step is the foundation of a group of users from Italy and Belgium. We will make contact with other user groups in other countries over the course of the next year and expand our group still further.

The goal of our organization is to exercise more influence on the shape of our living conditions, the provision of our psycho-social care, and to strengthen our positions against the professionals.

Our first project is to investigate the legislation relevant to us in the European countries and to develop proposals for their further development. Along the way we would like to call out to all interested users and user organizations to put themselves in contact with us. The contact address is the CEFEC Secretariat in Berlin.

Beppe Maniscallo (Turin, Italy)
Jaques Hensenne (Liège, Belgium)
Elisabeth Mahieu (Liège, Belgium)

STOP PRESS

Re-/election of the CEFEC Board

During the CEFEC Conference in Londonderry in September 1993 the following members of the CEFEC Executive Committee had been elected for the CEFEC Board:

Athena Frangouli, chairperson
Paul Baten, secretary
Meto Saljevic, treasury

Furthermore it was decided in future to fill the position of the chairperson by rotation of the Board members.

From the CEFEC Secretariat

Ursula Dreher who worked for many years in the CEFEC secretariat left the CEFEC office.

For Ursula Dreher

When Erwin Seyfried had to stop his participation in the Executive committee of CEFEC, we all knew that we were turning a new page.

When we heard that Ursula Dreher was resigning from her post in the secretariat of CEFEC, we all know again, that we are turning a new page. It is the experience of everyone that a secretariat is the heart of an organization.

And Ursula was the heart of CEFEC. Like another Ulyses (but without forgetting her home) she was travelling, and from one hand, supporting projects especially those coming from South Europe where information and cooperation was needed more, and on the other hand, contacting E.E.C. offices to find ways of financing the activities of CEFEC.

Thank you Ursula and may all our good wishes accompany you to your new job.

Athena Frangouli
Chairperson of CEFEC

Disabled Europeans "EU Election Special"

On June 9 and June 12, the fourth election of members of the European Parliament takes place, 556 MEP's will be elected for five years from the 12 member states in the European Union.

Traditionally, the European elections have attracted a poor turnout amongst voters, sometimes as low as 40%. It is easy to see how, to many European citizens, the concept of electing someone to represent them in Strasbourg seems remote, intangibles and superfluous. However disabled people, as EU citizens, cannot afford to ignore Europe. Firstly, the EU spends millions of taxpayers money, including on programmes specifically designed for disabled people such as HELIOS, TIDE and HORIZON, and secondly the Maastricht treaty has given the European Parliament greater powers. Not only can MEP's scrutinise the budget, now they will have greater possibility to request legislation and to question the Commission on reason why legislation is not brought forward.

It is important that disabled people make disability issues into European election issues. The European Parliament has a group of MEP's who are concerned with disability issues, called The European Parliament All Party Disablement Group (Disability Intergroup). This group is cross party and covers all disabilities. At present, it meets every two months in Strasbourg and discusses issues of concern to disabled people in the European Union, and takes follow up action. For example, it tables Parliamentary questions, question Commission officials and tables amendments to draft legislation and reports. It also works to try and ensure the continuation of programmes such as TIDE, HORIZON and HELIOS. It maintains liaison with disability organisations and was instrumental in securing the Parliament's support for the HELIOS II programme.

For more information please contact:

Disabled Peoples' International
European Union Committee
11 Belgrave Road, London SW1V 1RB
United Kingdom, Tel.: +44. 71. 8340477

Conference Announcements

Beyond Babel,

XIV. World Congress of Social Psychiatry

5 - 10 June 1994
Hamburg, Germany

For information, registration please contact:

Ms J. Schubert / Ms K. Römhildt
c/o Universitäts-Krankenhaus Eppendorf
Psychiatrische und Nervenklīnik
Martinistr. 52
20246 Hamburg
Germany

Tel.: +49. 40. 4717- 5464/- 5463
Fax: +49. 40. 4717 5455

Conflict & Mental Health Conference,

Annual Conference of the European
Regional Council
World Federation For Mental Health

1- 4 September 1994
Belfast, Northern Ireland

For information, registration please contact:

Project Planning
Montalto Estate
Spa Road
Ballynahinch
BT24 8PT
Northern Ireland

Tel.: + 44. 238. 561993
Fax: +44. 238. 565073

The Psychiatric Rehabilitation

The Psychiatry Department of the Mental
Health Clinic in Adrano, Sicily, in
collaboration with the Mario Negri Institute in
Milan and the patronage of WAPR

23 - 24 September 1994
Adrano, Italy

For information, registration please contact:

DSM
V. Campione 22
95031 Adrano
Italy

Tel.: +39. 11. 3995448718
Fax.: +39. 11. 39957693068

Africa Now

The Mental Health of Families
Annual Conference of the African Regional
Council for Mental Health

24 - 27 October 1994
Cairns- Pretoria, Africa

For information, registration please contact:

Ms T. Mahlobo / Ms C. Tonkin
ENQUIRIES
The Programme Committee
African Regional Conference
S.A. Federation for Mental Health
POBox 2587
Johannesburg 2000
Africa

Tel.: +27. 11. 7255800
Fax: +27. 11. 7255853