

# Psychosocial occupational health management with the focus on Supported Employment. Job maintenance through Supported Employment PLUS: A pilot study to support the mental health of employees.

<b>Submission date</b> 05/06/2014	<b>Recruitment status</b> No longer recruiting	<input type="checkbox"/> Prospectively registered
<b>Registration date</b> 02/07/2014	<b>Overall study status</b> Completed	<input type="checkbox"/> Protocol
<b>Last Edited</b> 02/07/2014	<b>Condition category</b> Mental and Behavioural Disorders	<input type="checkbox"/> Statistical analysis plan
		<input type="checkbox"/> Results
		<input type="checkbox"/> Individual participant data
		<input type="checkbox"/> Record updated in last year

## Plain English Summary

### Background and study aims

In Germany, the number of days of absence from work caused by mental illness has risen dramatically in the past ten years. Due to lack of qualified staff, it is very important for companies to take care of the physical and mental health of their workers. As a result, the number of people who are unable to work due to mental stress and diseases is extremely high. Supported Employment concepts such as the Individual Placement and Support (IPS) model look at making work a rehabilitative agent itself. Supported Employment Plus (SEplus) uses a modified IPS-approach in order to: maintain the affected employees work ability and performance, re-establish the employees mental well-being in the workplace, preserve the work capacity and productivity for the company; reduce the number of days of absence due to mental health problems.

### Who can participate?

Employees of the participating businesses who report psychological distress can take part.

### What does the study involve?

Employees are randomly allocated to one of two groups: intervention and control groups. The intervention group receives SEplus the affected workers are specifically and individually coached by experienced job coaches. These job coaches also fulfil an advisory and supportive role for the employer, the colleagues and other stakeholders of the business environment.

### What are the possible benefits and risks of participating?

Not provided at time of registration.

### Where is the study run from?

The study is run from participating business enterprise and service companies in Germany.

When is the study starting and how long is it expected to run for?  
October 2012 to September 2014.

Who is funding the study?  
European Regional Development Fund (ERDF) (EU)

Who is the main contact?  
Prof Wulf Rössler  
wulf.roessler@uzh.ch

### **Study website**

<http://www.leuphana.de/partner/regional/gesundheit/vernetzte-versorgung/projekte/supported-employment-plus.html>

## **Contact information**

**Type(s)**  
Scientific

**Contact name**  
Prof Wulf Rössler

**Contact details**  
University of Lüneburg  
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21335

## **Additional identifiers**

**EudraCT/CTIS number**

**IRAS number**

**ClinicalTrials.gov number**

**Secondary identifying numbers**  
N/A

## **Study information**

**Scientific Title**  
Job maintenance through Supported Employment PLUS

**Acronym**  
SEplus

**Study hypothesis**

1. Job Coaching according to the approach of Individual Placement and Support (IPS) can contribute to job maintenance of employees under psychological pressure or with mental illnesses. Furthermore, coaching according to IPS enhances job satisfaction and reduces the number of days of sickness absence.

2. In addition we hypothesize the following:

2.1. Improvement of job satisfaction in the intervention group.

2.2. Improvement of global functioning in the intervention group.

2.3. Improvement of the quality of life of the participants of the intervention group.

2.4. Increased self-esteem of the participants of the intervention group.

2.5. Reduction of self-stigma in the intervention group.

2.6. Reduction of cognitive appraisal of stigma as a stressor in the intervention group.

2.7. Enhancement of recovery orientation in the intervention group.

### **Ethics approval required**

Old ethics approval format

### **Ethics approval(s)**

Ethics Committee of the Leuphana University of Lüneburg, 25.09.2013, ref. EB-Antrag Rössler201307\_SEplus

### **Study design**

Randomised controlled study

### **Primary study design**

Interventional

### **Secondary study design**

Randomised controlled trial

### **Study setting(s)**

Other

### **Study type(s)**

Treatment

### **Participant information sheet**

Not available in web format, please use the contact details below to request a patient information sheet

### **Condition**

Mental disorders, vocational rehabilitation

### **Interventions**

The intervention lasts from three to six months. The participants should attend to eight to twelve coaching sessions. The job coaches support the participants of the intervention group concerning problems on the job and other psychosocial problems. 50% of the participants are randomized to the intervention group and 50% to the control group.

Several instrument based interviews are conducted every 3 months.

A two-factor analysis of variance with the two factors group affiliation (Intervention- and control group) and outcome (reduction days of illness yes/no) will be conducted to control for the study hypotheses.

### **Intervention Type**

Other

### **Phase**

Not Applicable

### **Primary outcome measure**

The primary endpoint is the reduction of days incapacity to work by 40% compared with the control group.

### **Secondary outcome measures**

1. Quality of life
2. Motivation
3. Job satisfaction
4. Psychosocial functioning
5. Job preferences
6. Self-esteem

### **Overall study start date**

01/10/2012

### **Overall study end date**

30/09/2014

## **Eligibility**

### **Participant inclusion criteria**

1. Employee of a cooperation partner (e.g. business enterprise or service company) of the study
2. Self-reporting of psychological stress or mental disorder
3. Psychic distress or mental disorder
4. Voluntariness
5. Participant have to give informed consent
6. Working age (18-67 years)

### **Participant type(s)**

Patient

### **Age group**

Adult

### **Lower age limit**

18 Years

### **Upper age limit**

67 Years

**Sex**

Both

**Target number of participants**

120

**Participant exclusion criteria**

1. Persons who need a psychiatric inpatient treatment at the time of the study
2. Persons with an imminent risk of suicide

**Recruitment start date**

01/10/2012

**Recruitment end date**

30/09/2014

**Locations****Countries of recruitment**

Germany

**Study participating centre**

University of Lüneburg

Lüneburg

Germany

21335

**Sponsor information****Organisation**

European Regional Development Fund (ERDF), Investitions- und Förderbank Niedersachsen - NBank (Germany)

**Sponsor details**

Günther-Wagner-Allee 12 - 16

Hannover

Germany

30177

**Sponsor type**

Government

**Funder(s)**

**Funder type**

Government

**Funder Name**

European Regional Development Fund (ERDF) (EU)

## **Results and Publications**

**Publication and dissemination plan**

Not provided at time of registration

**Intention to publish date****Individual participant data (IPD) sharing plan****IPD sharing plan summary**

Not provided at time of registration