**NATIONAL INSTITUTE FOR HEALTH AND CARE EXCELLENCE**

**NICE indicator validity assessment**

Assurance date: September 2021

Review date: September 2024

# Indicator IAP00031

# Employment of people with mental illness

# Validity assessment

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| **Domain** | **Notes** | **Assessment** |
| Importance | Indicator is part of the NHS outcomes framework domain 2 – Enhancing quality of life for people with long-term conditions.  This indicator displays the percentage point difference between the employment rate of people with mental illness and those of the England population. Quarterly data for this indicator has been collected since 2006 however there have been breaks in the time series due to changes in weightings meaning comparisons must be made with caution. Nationally values range from 25.5% to 46.1%, with the most recent (2020 Q3) being 26.0%. Variation exists across multiple breakdowns. | Indicator is based on a recognised dataset.  Indicator shows improvement over time though caution must be taken due to changes to person weightings. Variation can be seen by geography and other breakdowns. |
| Evidence base | From indicator quality statement[[1]](#footnote-1):  “Indicator 2.5.i is an improvement area in domain 2 of the framework, which focusses on enhancing quality of life for people with long-term conditions.  The link between employment and positive mental health is an issue of great importance for the NHS, both in terms of supporting service users to recover from mental health conditions and for improving staff productivity. Meaningful work is integral to recovery. For more information see “Work, Recovery and Inclusion: Employment support for people in contact with secondary mental health services” by the National Mental Health Development Unit.  The Department of Work and Pensions (DWP) review, “Is work good for your health and well-being?” (Gordon Waddell and Kim Burton, 2006: http://www.dwp.gov.uk/docs/hwwb-is-work-good-for-you.pdf), concluded that work was generally good for both physical and mental health and well-being.  This indicator will report three key figures: the employment rate for all people in England; the employment rate for people with mental illness; the gap in employment rates between those with mental illness and the total population. This is in order to allow for the impact of the wider economic situation to be taken into account.”. | Evidence base exists. |
| Specification | Numerator: Number of people with a mental illness in employment and of working age.  Denominator: Number of people with a mental illness of working age.  Exclusions: None  Methodology: Percentage point difference between the employment rate for the England population and those with mental illness calculated using the above numerator and denominator.  Geography: England, Local authority, region, age, gender, ethnicity, religion, National Statistics Socio-economic classification (NS-SEC) category, type of condition (depression or learning difficulties).  Data Source: Labour Force Survey (LFS), published by the Office for National Statistics (ONS) - National Statistics  Disclosure control: Statistical disclosure control is applied to the LFS data where small sample sizes are an issue by the data provider (ONS) before the data are received. Any estimates based on a sample size of 1 or 2 are suppressed and secondary suppression is carried out where only one value is suppressed within a group or if only one unitary authority / local area is suppressed within a region. | The indicator has defined components necessary to construct the indicator. |
| Feasibility | All data from long running data sources. | Data has been flowing for some time and data sources will continue. |
| Acceptability | Indicator methodology is well established. Survey question on whether the person has a mental illness changed in 2013 but has remained consistent since. | The indicator assesses performance that is attributable to or within the control of the audience.  The results of the indicator can be used to improve practice. |
| Risk | Risk of changes to questions in the Labour Force Survey, this should be monitored on each assessment. | Potential impact of survey question changes on long running trend data. |

**Summary:** Indicator to be renewed.

**NHS Digital Indicator reference:**

NHS Outcomes Framework - 2.5i Employment of people with mental illness

1. NHS Digital. NHS outcomes framework, Indicator Quality Statement, Domain 2. 2.5.i Employment of people with mental illness. Version 2.7, May 2019 [↑](#footnote-ref-1)