



a *Healthier Tomorrow*, which estimated that the annual economic cost of ill-health in terms of working days lost and worklessness was over £100 billion. Furthermore, it is widely accepted that work is generally good for mental health – including for people with mental health conditions. It is also established that the longer people are absent or out of work, the more likely they are to experience depression and anxiety.

Pilots were subsequently established in Scotland



*Service integration*



## Lessons for policy and delivery

- The referrals process: There was a general sense from EAs that referrals from the IAPT service were low - certainly at the beginning – and that there may have been scope for more referrals to have been made over the course of the pilot. On this basis there is a need to certainly through the 70