

BOARD OF DIRECTORS MEETING (Open)

Date: 11 September 2019

Item Ref:

05

TITLE OF PAPER	Individual Placement and Support for Alcohol and Drugs (IPS – AD)
TO BE PRESENTED BY	Joanna Yardley, Senior Employment Specialist, SHSC Fiona Goudie, Clinical Director – Strategic Partnerships, SHSC
ACTION REQUIRED	For information

OUTCOME	
TIMETABLE FOR DECISION	
LINKS TO OTHER KEY REPORTS / DECISIONS	
STRATEGIC AIM STRATEGIC OBJECTIVE BAF RISK NUMBER & DESCRIPTION	Strategic Aim: AO2 Future Services Strategic Objective: We will deliver primary care mental health and community services BAF Risk Number: n/a BAF Risk Description: n/a
LINKS TO NHS CONSTITUTION & OTHER RELEVANT FRAMEWORKS, RISK, OUTCOMES ETC	Five Year Forward View (2014) NHS Mental Health Implementation Plan (2019)
IMPLICATIONS FOR SERVICE DELIVERY AND FINANCIAL IMPACT	
CONSIDERATION OF LEGAL ISSUES	

Author of Report	Joanna Yardley
Designation	Senior Employment Specialist
Date of Report	27.8.19

SUMMARY REPORT

Report to: BOARD OF DIRECTORS

Date: 11 September 2019

Subject: Individual Placement and Support – Alcohol and Drugs (IPS-AD)

Author: Joanna Yardley, Senior Employment Specialist
Fiona Goudie, Clinical Director – Strategic Partnerships

1. Purpose

<i>For Approval</i>	<i>For a collective decision</i>	<i>To report progress</i>	<i>To seek input from</i>	<i>For information</i>	<i>Other (please state below)</i>
		✓		✓	

2. Summary

SHSC are hosts for a national Individual Placement and Support (IPS) trial for people with alcohol and drug problems. IPS is also one of the new service areas developed as part of the Five Year Forward View and NHS Mental Health Implementation Plan.

This paper presents to the Board of Directors an update of progress in line with IPS fidelity review requirements. The Fidelity Scale is the translation of the eight principles of IPS into 25 areas that a service can be scored against with a maximum of 5 points in each area. The higher the score, the greater the quality of the IPS service. Each service receives 2 Fidelity reviews as part of the trial. In their recent review, the Sheffield service have scored 107/ 125 points which gives them a 'Good' rating and is the joint highest score in the trial.

3. Next Steps

For Board of Directors to note for information.

4. Required Actions

IPS fidelity. Point 11 on the Fidelity scale is regarding the Executive Team support for Supported Employment. The 5 key components were (and we needed to evidence all 5 points to get the points):

- Executive Director and Clinical Director demonstrate knowledge regarding the principles of evidence-based supported employment
- Trust quality assurance process includes an explicit review of the SE programme, or components of the programme, at least every 6 months through the use of the Supported Employment Fidelity Scale or until achieving high fidelity, and at least

yearly thereafter. Trust quality assurance process uses the results of the fidelity assessment to improve SE implementation and sustainability.

- At least one member of the executive team actively participates at SE leadership team meetings (steering committee meetings) that occur at least every six months for high fidelity programmes and at least quarterly for programmes that have not yet achieved high fidelity. Steering committee is defined as a diverse group of stakeholders charged with reviewing fidelity, programme implementation and the service delivery system. Committee develops written action plans aimed at developing or sustaining high fidelity services.
- The Trust CEO/Executive Director communicates how SE services support the mission of the Trust and articulates clear and specific goals for SE and/or competitive employment to all Trust staff during the first six months and at least annually (i.e., SE kickoff, all-Trust meetings, Trust newsletters, etc.). This item is not delegated to another administrator.
- The IPS service leader shares information about IPS Evidence Based Barriers (difficulties) and Facilitators (successes) with the Trust Executive Team (including the CEO) at least twice each year. The Executive Team helps the service leader identify and implement solutions to barriers.

In the recent Fidelity Review we scored 5 points for this section and the comment was 'The Trust demonstrates knowledge of IPS at CEO level and supports quality through fidelity reviews. The Chief Executive is the Board sponsor for employment programmes and SHSC has been involved in supported employment on the mental health side for many years through partnerships overseen by the Director of Strategic Partnerships. The Acting Chief Executive clearly explained how IPS supports the mission of the Trust. A report will be taken to the Board in September.'

5. Monitoring Arrangements

6 monthly as per IPS fidelity requirements.

6. Contact Details

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Report to: Board of Directors

Date: 11 September 2019

Subject: Update on Individual Placement and Support within Substance Misuse

Author: Joanna Yardley

Sheffield Treatment and Recovery Team - IPS-AD Research Trial

Individual Placement and Support for Alcohol and Drugs, otherwise known as IPS-AD, is a Public Health England trial to determine if intensive employment support throughout drug and / or alcohol treatment can lead to a more successful recovery. IPS is an intensive form of employment support and is provided by employment specialists working within the drug and alcohol treatment services from Sheffield Treatment and Recovery Team. The trial started in May 2018 and the last enrolments will be September 2019, with the trial finishing in September 2020. It is a randomised control trial that is open to all 18-65 year olds, who are eligible to work in the UK, have been in substance misuse treatment for a minimum of 14 days and are in receipt of a state benefit.

To date (29/8/19):

Referrals

Referrals in to the trial come from doctors, nurses, drug workers and PSI workers. As long as a participant fits the eligibility criteria and wants to find employment then they can enter the trial. Referrals are made via Insight – Substance Misuse Assessment form and Substance Misuse Client Information Review form. If it is marked that the participant is eligible and interested, this is sent to the Senior Employment Specialist for distribution to the team.

564 referrals so far:

Referrals from Alcohol	123
Referrals from Non Opiates	44
Referrals from Opiates	398

Once a participant has been referred to the trial, they will be contacted by the IPS team to check eligibility and confirm that the individual is still interested.

Enrolments

At enrolment each participant answers 4 research questionnaires and are then randomized into either the control group or the intervention group. This is done using 3 pieces of information; date of birth, the substance they are in treatment for and how long it has been since they were last in work. Being part of the Intervention group means that the participant receives intensive support to find employment. The Treatment As Usual (Control) group receives a support pack of information on other services within Sheffield.

Enrolment Targets

Site	Target	Actual	% of target
Birmingham	470	360	77%
Derbyshire	370	273	73%
Staffordshire	370	225	61%
Sheffield	370	223	60%
Blackpool	275	165	60%
Brighton & Hove	275	174	63%
Haringay	275	130	47%

Since May 2018 there have been 223 participants enrolled in Sheffield. 114 in to Intervention group and 109 in to Treatment as Usual group (Control group).

Job Starts

Out of the participants in the Intervention group, we have supported 25 of them in to employment, and a further 9 of those participants in to subsequent jobs. The split by substance and the different job roles can be seen below.

Alcohol	10
Non Opiate	7
Opiate	17

Retail Assistant – 4
Warehouse Operative – 9
Construction Operative – 2
Hairdresser – 2
Skip Operative - 1
Bar Staff - 1
Fundraiser – 1
Field Work Engineer – 1
Parcel Sorter – 1
Sandwich Artist - 1
Call Centre – 2
Driver – 2
Cleaner – 1
Pot Washer – 1
Security officer – 1
Activity Leader – 1
Carer – 1
FLT Driver – 1
Sous Chef – 1

Fidelity Review

Jan Hutchinson from The Centre for Mental Health conducted an independent review on 17th July to ensure that we are following IPS protocol. We scored 107 out of 125.

'The IPS practice of the Sheffield team is commendable. They are achieving good results and are achieving high fidelity in the vast majority of items.

There has been a definite improvement in evidence of employer engagement and more evidence of the integration across the NHS Trust and support from the Acting CEO.

Areas still scoring relatively low are often affected by the trial requirements such as only supporting people in work for up to 4 months and undertaking non-employment activities required for the trial.

The regularity and nature of supervision is excellent and once again the prepared evidence file was high quality.'

Important Dates

30th September – enrolment deadline for new participants

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