

GROWING TOGETHER

IPS GROW

OCTOBER NEWSLETTER, EDITION 3

A welcome from Lynne Miller - National IPS Lead, IPS Grow

Hello and welcome to the third edition of Growing Together - a newsletter delivered by IPS Grow to share best practice, resources, news and plans across our growing IPS community.

The past 2 months have seen some significant milestones for IPS. On 21st October we held the first National IPS Expert Forum which included 20 IPS Experts from across the country, coming together to explore the key strategic issues facing IPS developments (see page 2). A competence framework and IPS curriculum was launched by Professor Pilling and Professor Roth from UCL - this is an important development within the IPS workforce stream, recognising the multi-faceted aspects of the role of an Employment Specialist (see page 3). A recruitment toolkit for hiring managers was launched (see page 5) along with the free e-learning course, tailored towards supporting new and existing employment specialists (see page 3).

In this edition, we have a feature article introducing Public Health England's IPS-AD Trial with Paul Anders (see page 4) as well as Tees, Esk and Wear Valleys NHS FT demonstrating some great practice in building co-production into the mobilisation of IPS services (see page 6 and 7).

In other news, IPS has featured in OT news in the past month demonstrating the link between IPS and the role of OTs. In addition, Paul Dorrington (Lead Employment Specialist at South West London & St George's Mental Health NHS Trust), participated in a podcast for Mental Health Knowledge (see page 8).

It's great to see everyone coming together at Communities of Practice as well as in forum discussions on the NHS Collaboration Platform to share their insights and best practice.

I hope you find this newsletter insightful and informative. Please do get in touch with any suggestions or if you'd like to feature in a future edition.

Let's grow together!



Lynne Miller
National IPS Grow Lead



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Highlights and updates



First National IPS Expert Forum

On 21st October, 20 IPS experts from across the country met to discuss some of the key strategic issues facing IPS development today. This was the first meeting of the National IPS Expert Forum which included commissioners from different levels, as well as providers. The National IPS Expert Forum had an energetic discussion on topics including the NHS Long Term Plan, use of data, job retention within IPS and fidelity reviews. The Forum plan to meet on a quarterly basis from now on to take these issues forward. Next steps will involve a series of task and finish groups to start to explore guidelines on linking IPS to the mental health data set, exploring how IPS can work within new integrated mental health models, and increasing access to quality assurance fidelity reviews.

Communities of Practice are taking place across the country!

September and October have seen communities of practice occurring across the country, bringing together providers to build a peer learning community. Feedback has continued to be incredibly positive, with attendees valuing the opportunity to share best practice learn from other providers and access new resources.

Some CoP highlights include:

In South West England, Calvin Silvester (South West England IPS Grow Lead) brought providers together for a shared vision. Click [here](#) to see what happened when the group met.



In London, Julia Stapleton (London IPS Grow Lead) facilitated a day with Team Leaders across the region with a focus on the workforce development needs in line with implementing the long-term plan and expansion of services - recruitment processes, unconscious bias and a candidate debate were just some of the activities carried out.

Dates for CoP in December:

- | | | | | | | | |
|----------|-----------------------------|----------|------------------|-----------|------------------|-----------|------------------|
| 3 | CoP- North East & Yorkshire | 6 | CoP - North West | 10 | CoP - South East | 12 | CoP - South West |
|----------|-----------------------------|----------|------------------|-----------|------------------|-----------|------------------|

To find out about the next COP event for your region, please contact your IPS Grow Lead [here](#).

Launch of competence framework and IPS curriculum

The competence framework and curriculum developed by Professor Pilling and Professor Roth is now available on the UCL website. This is an important development within the IPS workforce stream. The competence framework recognises the multi-skilled nature of the role of Employment Specialist. The curriculum has drawn on years of research into what makes a good IPS Employment Specialist, with input from leading IPS providers and experts by experience in the UK. The publication of the competencies and curriculum is key development in recognition of IPS as a career and can be used as a framework for training Employment Specialists within the service. Both the competences and curriculum can be accessed [here](#).

It can inform recruitment, induction, training and the business case for pay-scales for Employment Specialist posts.



Long Term Implementation Plan

STPs across the country sent in their draft plans to NHS England on 27th September setting out their commitment to meeting expanded IPS access targets. The deadline for the final implementation plan is due 15th November – so please talk to your local CCG and STP to ensure your region has plans in place for your service. This is an amazing opportunity to expand your service, create the right leadership structure and ensure you meet the IPS Grow recommended banding for ESs (band 5) and Team Leaders (band 6) to align with the new competency framework.

IPS Surgeries

The IPS Grow Leads are trialling 'IPS Surgeries' on an initial 3 month basis. The IPS Surgeries will be a monthly webex where the regional IPS Grow Leads come together to discuss topics and questions raised by you in the IPS community.

Thursday 24th October saw the first IPS Surgery, which was focused on Employer Engagement, you can listen to it [here](#).

The IPS Surgeries will be held on the last Thursday of the month. The next surgery will be on 28th November and the theme is 'Case Conferencing' - to suggest a future topic or see upcoming dates, please click [here](#).

Free E-Learning Course

The E-Learning course to discover the key IPS principles and best practices for employment specialists launched on 14th October. We currently have 472 learners who have signed up to the course! We are now in week 4, but you can still join the course, or alternatively wait for the next run of the course Jan 2020. To sign up to the course click [here](#).

An FAQs document is coming soon, but if you have any questions in the meantime, please contact shira.lappin@socialfinance.org.uk

Training Dates

In addition to the e-learning and training workshops delivered across the country by the IPS Grow Regional Leads, there are a number of other sources for training including the Centre for Mental Health, Enable (IPS Service in Shropshire) and IPS Works (USA online training). Some key dates for upcoming training include:

Enable:

IPS: Principles & Practice - 15th and 16th January 2020

Centre for Mental Health:

Doing what works: Training for ES - 29th January 2020

IPS Works:

IPS Practitioner Course - 6th January 2020

French IPS Practitioner Course - 13th January 2020

Spanish IPS Practitioner Course - TBA

Providing IPS to Young Adults Course - 13th January 2020

Supervisor Online Course - 4th November 2019

Save the Date! Upcoming Webinars

On **Monday 13th January at 4pm**, **IPS Grow** will be hosting a webinar to launch the second run of the **free e-learning** course: *Supporting People with Health Conditions Into Work: Individual Placement and Support (IPS)*.

On **Thursday 16th January at 3pm**, **Dr Rachel Perkins** will be hosting a webinar linking IPS and the recovery agenda. **More details to follow on how to register for both webinars.**



Breaking New Ground: Introducing Public Health England's IPS-AD Trial

Public Health England is currently running the first large-scale randomised controlled trial of IPS in community substance misuse treatment. Two of the key figures behind it Dame Carol Black, who led the review that recommended the trial, and Rosanna O'Connor, Director of PHE's Alcohol, Drugs and Tobacco division, write about the background to the trial and progress to date.

Anyone involved in IPS will be aware that in the UK and elsewhere there is currently an upsurge of interest in trialling IPS outside its original setting of services for people with severe and enduring mental ill health. In 2016 an independent review of alcohol and drug misuse, obesity, and employment outcomes made a number of recommendations aimed at increasing the flow of people from community substance misuse treatment into paid work. Among these was a recommendation for a randomised controlled trial (RCT) of IPS – something that could crack the perennial employment gap that successive government drug strategies have had little success in closing.

In 2017 Public Health England was commissioned to run the trial by the Work and Health Unit, a collaboration between the Department for Work and Pensions and the Department of Health and Social Care. Through a competitive process run late that year, seven sites were selected to participate in the IPS for alcohol and drug dependence (IPS-AD) trial – Birmingham, Blackpool, Brighton & Hove, Derbyshire, Haringey, Sheffield and Staffordshire. While each bid was assessed on its own merits, the sites selected provide a range of geographic and demographic characteristics, allowing IPS to be tested in diverse economic and social environments.

After a tremendous effort on the part of the trial sites, the IPS-AD trial went live in May 2018. Running a RCT poses challenges, from ethical considerations to the practicalities of data collection – and that's before one considers the steps necessary to establish and integrate the provision of high quality IPS. Going from a standing start to delivering IPS in the context of an RCT in a matter of months in no mean feat, and it was heartening to see every site sail through their first independent fidelity review.

As the first large RCT of IPS in this setting anywhere in the world, IPS-AD has attracted widespread interest. The team has shared its experiences with Norwegian researchers embarking on their own RCT, and we're honoured and excited to have Bob Drake and Gary Bond, two of the progenitors of IPS, on the trial steering committee.

As with most IPS trials, there's an 18-month follow-up. With participant recruitment closing in September 2019, this means that we won't be able to report on the trial results for some time. What we've seen so far though is encouraging – IPS appears to be effective and is a good fit with the provision of treatment and recovery support. The IPS-AD team leaders are all in touch with their local IPS Grow leads and are looking forward to being active members of the expanding IPS community.



Dame Carol Black and Rosanna O'Connor visit Oasis in Brighton and Hove, one of the services participating in the IPS-AD trial. Accompanying her is Justin Tomlinson MP, Minister for Family Support, Housing and Child Maintenance at DWP. Also present are representatives from Cranstoun, the lead member of the Pavilions treatment partnership, and Brighton & Hove Council.

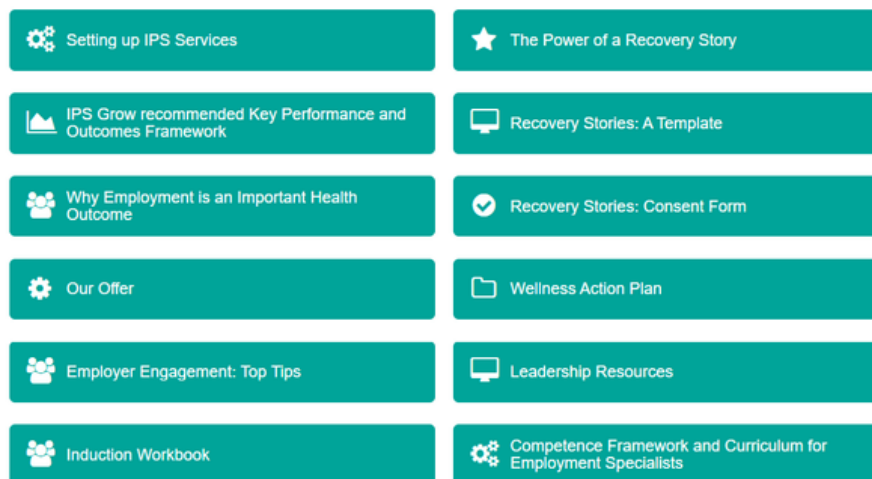
TOOLS & RESOURCES



Are you a member of the IPS Workspace on the NHS Collaboration Platform?

If you haven't done so already, please join the platform [here](#) and gain access to an array of tools and resources, share best practice and contribute to forum discussions.

A snapshot of some of the resources available on the platform:



Recruitment Toolkit

A recruitment toolkit for hiring managers has been launched on the IPS Workspace on the NHS Collaboration Platform. If you're involved in the recruitment process, please [sign up here to access the toolkit](#).

Good practice in recruitment suggests that it is preferable to recruit for the 'right' qualities and attitudes rather than skills alone, however there needs to be a baseline of competency to ensure that the person is the right fit for the role and organisation.
(Apsley Recruitment 2006)

The toolkit consists of 22 templates to download and use and an array of guidance to assist with the recruitment and selection of high quality IPS staff and also features an induction workbook to enhance the IPS elements of an induction process. Download the induction workbook [here](#).



Recruitment and Vacancies

IPS Grow hosts all IPS vacancies online, and promotes them across Twitter, LinkedIn and Facebook. We are currently advertising 21 IPS vacancies across 5 regions.

Please email all vacancies to martina.gibbons@socialfinance.org.uk for advertising on the IPS Grow website and online channels. If you need further support with your recruitment, contact Tina for more targeted advertising and support with your candidate attraction and selection.



CO-PRODUCTION - TEES, ESK AND WEAR VALLEYS NHS FT

Tees, Esk and Wear Valleys NHS Foundation Trust feedback on the work they have done to build co-production with people accessing services into their mobilisation plans.

Tees, Esk and Wear Valleys NHS FT (TEWV Trust) first introduced a steering group committee just over a year ago - the idea behind this was to involve the core individuals who would be mobilising, implementing and delivering IPS, which includes finance, planning, IPS service leaders, service users and CCG representatives. With the Trust covering such a large area (County Durham and Darlington, Teesside & North Yorkshire and York), they recognised the importance of having an expert by experience (service user) from each of these geographies – this enables them to connect locally within each region, gain feedback and insights from a local level to facilitate discussions at group meetings.

Speaking with Alison Bullock (TPHOT) about her experience of co-production and the initiative behind introducing this steering group, she said that it was imperative to have significant service user representative within the mobilisation and implementation of IPS services, but it was also important to include the key individuals who are driving the service forward in these conversations and decisions.

“It’s helpful to have so many people from different departments together in one room. The conversations you have separately are different to the ones which take place in the room, you hear different perspectives together and different questions are asked” - Alison

When asked around the topics which are discussed, Alison says the focus of the meetings includes (or is planned to include), *“co-producing what the service’s marketing looks like, who to pitch to, creating an equality and diversity plan, how to share good news stories, what to prioritise in the implementation plan, what to take forward as a service, what’s the impact.. Currently we’re in the midst of practical implementation so there is a focus on recruitment and service resources..”*

A typical steering group meeting at TEWV Trust lasts 3 hours and are held once per quarter. The agenda for the meeting generally follows an update and discussion on:

- *Recruitment (and recruitment issues)*
- *Induction (what’s including/missing/ what needs to be done/ allocation of team members, who will be their managers – expected team growth to 19 by April 2020)*
- *Finance (in line with CCG requirements)*
- *Fidelity*
- *Implementation Plans (where they are for each step of implementation planning)*
- *Reporting (NHSE, MHSDS and IPS Grow Reporting)*
- *IPS Grow updates (with IPS Grow Lead, Georgia)*

Janice Kendal - a service user and carer, has been involved in co-producing IPS across TEWV Trust as an IPS expert. Janice is relatively new to the steering group but has already had a positive impact in growing the service.

“Service user involvement is vital, they are integral to the selection process” - Janice

Janice has been actively involved in developing the initial vision for the service, as well as the recruitment process, which includes screening candidates, marking candidate assignments and providing feedback from her observations. *“I feel I have played an active role in developing this new service which may have a very positive impact upon service users”.*

Janice emphasises the importance of service user involvement in the recruitment process, highlighting that it’s important for any service user to feel comfortable with their employment specialist and to be able to build a rapport in order to be effective in assisting future service users to successfully meet their employment goals.

“My favourite part is being treated as an important part of the selection panel where my views were seen as vital to the selection process”
- Janice

CO-PRODUCTION - TEES, ESK AND WEAR VALLEYS NHS FT

Wynn Glass is another IPS expert who is a core member of the steering group. Wynn is a service user who has a background in peripatetic dual diagnosis (substance misuse and mental health project worker) and a proud member of the IPS steering group. Wynn has made valuable contributions to the delivery of IPS services, but also his involvement has been an important part of his own recovery journey.

"My favourite part of being a member of a very important team is the strong feeling of belonging, being valued and being in a trusted position of giving back. This has been a major part of my recovery and I am very grateful. A big thank you in particular to, Alison and Georgia for their inspiration, trust and confidence in myself and others."

- Wynn

The focus on co-producing elements of the service through this steering group committee has been a vital step in the growth and development of IPS across the Trust – particularly as the Trust covers such a large geography, the input from the IPS experts has been imperative in driving the service forward.

Alison reflects that the steering group provides the valuable opportunity to bring all the key individuals together to gain expert knowledge and input to make informed decisions around the service delivery. Together, the group brings a variety of ideas, questions and varying approaches so the discussions within each steering group, are well informed and the group is confident that when making decisions they are considering the needs and impact at both the local and regional level for the service providers.

TEWV Trust have demonstrated good practice around co-producing the delivery of IPS for the region. They emphasise the importance of service user involvement at every level of discussion and development of the service. They have already seen an impact in service user involvement over the past 12 months and are hoping to grow the service user involvement further. Initially at TEWV Trust, the steering group was focused on mobilising IPS services, so it was centred around developing documentation, the practicalities of IPS delivery and following fidelity to the model. As time has passed (and services have grown), the steering groups have become a lot more focused on the strategic centre of the bids. With this movement from mobilisation to implementation in the past 12 months, it's exciting to think where the group will be focused in the next 12 months and the contributions they will have in growing and delivering IPS services across the region further.

For more information on best practice around co-production, you can contact your IPS Grow Lead.



From left to right: Alison Bullock (Trust Professional Head of Occupational Therapy), Janice Kendal (Expert by Experience), Wynn Glass (Expert by Experience), Mark Fryett (Trust wide IPS service lead)

IN THE SPOTLIGHT

“ It’s been a very long and tough 5 months of training and sheer determination, but today I felt my greatest achievement when my client got his first ever job, and not just any job, a chance at a really meaningful job. Amazing how IPS can change lives! ”

Georgia - Northants Healthcare

“ It feels great to be part of something that is developing and expanding at a rapid pace. Exciting times! ”

Shiv Sharma - WDP

The rise and rise of IPS

IPS featured in the October edition of OTnews - the article highlights the growing numbers of IPS employment specialists across the country, the link between IPS and occupational therapists and a recovery story from Southdown. Read the article [here](#).

Mental Health Knowledge: Podcast

IPS featured in a podcast with Paul Dorrington (South West London and St George's Mental Health NHS FT) this month. Listen to the podcast [here](#).



Share the News!

Please share this newsletter with colleagues so that we can keep more people informed about developments within and across our IPS Community. Let us know what you are doing to deliver high quality IPS services and let us share this across the community. If you have any thoughts on what content you'd like to see covered in future editions, please forward them to our team at support@ipsgrow.org.uk

Thank you!

Follow us on social media for an array of activities and highlights to keep updated between now and the next newsletter!



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