

**Report to a member of the Sheffield City Region Overview and Scrutiny Committee:
Cllr Ennis, Member for Barnsley**

Date:	19 February 2019
Subject:	Health Led Employment Trial
Purpose of the Report:	To provide greater detail relating to the implementation of the Health Led Employment trial in Barnsley, meeting 17 January 2019 supplementary to the meeting papers
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1 Background

The Health Led Employment Trial is active across 5 contract areas in the Sheffield City Region (Barnsley, Bassetlaw, Doncaster, Rotherham and Sheffield). It is testing whether a modified model of Individual Placement and Support (IPS) ¹will deliver the level of results seen when the full model is delivered to people with severe mental health conditions. The service is branded Working Win: The Health Led Employment Trial (Working Win). The service will receive referrals until October 2019 and the trial will conclude in November 2020.

To provide a strong evaluation, the service is being measured against business as usual. Therefore 50% of the people who join the trial are referred into Working Win (known as treatment) as 50% receive business as usual (known as the control group). This process is done on a random basis through a digital referral system.

In their meeting January 2019, Scrutiny Members received an update on the performance of the trial and discussed opportunities to strengthen referrals into the trial enabling residents to benefit from the additional service in their area.

This paper provides an update on the delivery of the Trial in the Barnsley Contract Area, as at February 2019. It presents a more up to date picture of performance taken at the last formal performance report. Across the Christmas Period, the provider agreed a reprofile as part of the extension of the trial by 6 months. This has resulted in some of the monthly targets being reduced as the trial is stretched over a longer period.

2. How Working Win, the SCR Health Led Employment Trial, works within the NHS

The Working Win SCR Health Led Trial (the Trial) is a clinical trial under the Health Research Authority (HRA) and subject to medical ethics which means we are very careful about how we promote the trial

¹ IPS is an approach to supporting people with severe mental health difficulties into employment.
<https://www.centreformentalhealth.org.uk/what-ips>

for these reasons. Everything we issue that is patient/public facing must be approved by the Medical Ethics Committee ².

To take part in the trial, all NHS referring organisations must give notification that they have Capability and Capacity (C&C) to be involved in the trial through a simple sign up process. Once GP's sign up and they refer over 20 patients they are eligible to receive reimbursement for operational expenses from the Clinical Research Network (CRN). This is circa £20 per referral linked to opportunistic referrals.

Alternatively, practices can claim £400 if they opt to proactively market the opportunity to participate in the trial to eligible patients, done with the support of the CRN.

3. How we promote the Trial

The Mayoral Combined Authority (MCA) provides the strategic marketing for the trial, South Yorkshire Housing Association have the responsibility for promotion in communities and through co-location in health settings. The SCR also contracts with the ICS who are promoting the trial through their internal NHS communication, this is in response to feedback from health professionals that this is their preferred route for communication.

Marketing the trial must adhere to medical ethics as it is testing something we don't know for sure works (initial findings are positive). This is a challenge in terms of what we can say to encourage people to sign up to take part and the fact we can't guarantee that individuals receive the service we are trialling.

The IPS model we are testing has a series of standards it must follow, known as the Fidelity Scale³. We have held on to most of those in our modified service; the major differences we have brought in locally are that we have fixed an entitlement to 12 months support (whereas its normally unlimited when delivered to people with complex needs) and because of this we have larger case load sizes.

The key element of the IPS model, that attracted our SCR partners to the trial, is that we have based the Working Win: Health Led Employment Trial within key health settings, so they are part of the health discussion, which encourages health partners to refer into the trial as employment specialists are part of the health team. This is the primary way of attracting referrals into the service and the local engagement is delivered by the South Yorkshire Housing Association Working Win team who are mostly recruited from within the areas they are working in.

4. The Barnsley Area Working Win Contract

Participant targets were derived from an analysis of eligible participant numbers – a mix of unemployment and health statistics. For the trial target number of participants is (fig 1):

² Medical ethics is trying to do the right thing while achieving the best possible outcome for every patient. There are four basic principles of medical ethics:

- **Autonomy:** People have the right to control what happens to their bodies.
- **Beneficence:** What is good for one patient may not be good for another, so each situation should be considered individually.
- **Nonmaleficence:** "First, do no harm" is the bedrock of medical ethics.
- **Justice:** Be as fair as possible when offering treatments to patients and allocating scarce medical resources.

³ The Fidelity Scale is a self-assessment tool and it is the translation of the 8 principles into 25 items that a service can be scored against.

LOT	Service starts by lot trial lifetime	Starts: 70% out of work	Starts: 30% in work but struggling
Barnsley	1,422	995	427
Bassetlaw	510	357	153
Doncaster	1,567	1,097	470
Rotherham	1,375	963	413
Sheffield	2,626	1,838	788
	7500	5,250	2,250

4.1 Where are we now?

A review of Trial performance (March 2019) showing that referrals across February 2019 were the strongest to date, likely a result of increased marketing and the time of year with 217 reported job outcomes for unemployed participants. Against lifetime targets, Barnsley remains the area with the lowest percentage of take up of places (fig 2):

Contract area	No joining the trial to date	% of target
Barnsley	329	23%
Bassetlaw	210	41%
Doncaster	416	27%
Rotherham	594	43%
Sheffield	980	37%

4.2 Barnsley Area Contract Performance (as at January 2019)

A third of the GP practices in Barnsley have signed up to take part in the trial (the trial averages 44% engagement from Primary Care across the whole of the trial which is reported as strong when compared to other clinical trials). A detailed list of the GP Practices signed up is in Appendix 1.

Across the Board, Primary Care referrals remain low for the trial which was expected as this fits with historic trends. Partners expect the bulk of referrals to come through IAPT (Improving Access to Psychological Therapies) and MSK (Musculoskeletal) services which is reflected in the actual profile to date (appendix 1), we hope to strengthen GP engagement.

In January 2019, the SCR received approval to extend the trial by a 7-month period due to delays at its start. This has given SYHA the opportunity to work with the SCR Contracts Team and submit a revised profile aligned to a 12-month referral window. This revised profile presents a stronger picture for the Barnsley contract:

	IPS Service participants Jan 2019	% of target
Barnsley	108	84%
Bassetlaw	77	77%
Doncaster	135	83%
Rotherham	210	83%
Sheffield	298	80%

- Barnsley now has a lower target profile which means that it was performing slightly better than other areas but this has increased their future month targets giving them a greater challenge to achieve.
- It should be noted this is only 8% of the lifetime target for participation so it means that the team have a higher number they need to engage in future months.

Notable points from the last formal performance report (appendix 2):

- The number of residents signing up to the trial in January at 12 is only half of the targeted 23 they should have achieved.
- Most trial participants in the borough are identifying themselves as “White British”.
- 70% of the people taking part in the trial in Barnsley at that time are male.
- The top 5 conditions reported for participants are stress, depression, fatigue, pain and neck problems.
- 13% of the unemployed people who join the trial have started a job (15) and the average for those people is 73 days from joining the trial to starting work.

Discussions with the Barnsley team indicate two reasons for performance to date:

- a perceived barrier due to the rural nature of the borough and issues around transportation – the Working Win team travel to appointments and marketing is focusing communications around correcting that assumption.
- the recent re-specification of the Community MSK Service and the way that the service itself runs and a challenge in that the accommodation is not suitable to have a SYHA Working Win member of staff in clinic.

4.3 The Barnsley Working Win Employment Support Team

There are 7 Barnsley team members making up South Yorkshire Housing Association’s Working Win Employment Support Team (Working Win). The team manager is Paul Elsworth, P.Elsworth@syha.co.uk, telephone 07464 497 793.

Most of the work of the Barnsley team is undertaken at Barnsley Metropolitan Borough Council Premises (BMBC), they have a regular presence at Libraries and Learning Centres across wards as well as the Town Hall receiving strong support from Council Officers.

The team also have good links with the 3rd Sector in Barnsley, they have office space with Voluntary Action Barnsley and frequent the Community Shop projects in Goldthorpe and Athersley and have attended meetings at Barnsley Mind, Pathways and Humankind (recovery service) visiting regularly. New WEC’s will be delegated tasks to further develop Vol/com sector relationships whilst their case-loads are relatively low.

The team also a regular presence in Wombwell Job Centre Plus and have attended meetings at the Barnsley Peel Street Job Centre Plus.

The team are active in local partnership forums attending the Barnsley Local Integration Board, the Employer Engagement Network and the Dearne Collaborative Task Group (employment and skills). They are members of Barnsley and Rotherham Chamber of Commerce.

The team state they have good employer relationships through the Mental Health Champion Network which includes Premdor, Distinction Doors, Stage Coach and ITS and have garnered relationships with Premiere Foods and Capita after a marketing event in Sheffield both of whom have referred to the trial.

5. Actions

Areas of underperformance against the contract are being directly addressed through the SCR contracting team with the provider South Yorkshire Housing Association.

Actions taken by the SCR Executive to improve performance include:

- Working with the Working Win team to restructure their approach to service delivery based on learning locally and in the West Midlands. This means that they will have a separate, trained member of the team undertaking the initial meeting with the client which involves collecting baseline information which takes 45 minutes, in doing this, Work Coaches have more capacity to meet clients.
- Funding an online appointment booking system for the service, this launched recently and is seeing some positive results increasing self-referrals and attendance at appointments. We are already seeing strong results in attendance from this approach as people then have ownership over their appointments.
- Working with the Working Win team to produce a short film of what to expect in your appointment to reduce any concerns participants may have about what to expect in the trial.
- Working with the Integrated Care System and Barnsley CCG to recruit a GP advocate along with working with the Clinical Research Network to work with practices and target a text/mailout to eligible participants.
- Raising awareness of the trial through social marketing using Facebook, Linked in and Twitter. We can access statistics for Facebook which show Barnsley residents contribute the second highest followers after Sheffield, (11%). The Working Win Facebook page has reached 2,712 people in Barnsley (2nd highest area).
- On the 18 of February we launched outdoor advertising for a test period of 2 weeks, to raise awareness of the trial. These are at the following locations:
 - Wakefield Rd Opp. No. 313 New Lodge Barnsley
 - Rotherham Rd Opp. No. 367 Athersley South Barnsley
 - Fish Dam Lane o/s No. 33 St. Helens Barnsley
 - Laithes Lane Opp. No. 19 Athersley North Barnsley
- In March/April we are delivering the TV advertising through Sky which enables us to target the adverts at households in areas where employment is low.

6. Areas for future support

The team are keen to develop a stronger presence in the Peel Street JobCentre and hoped to develop a base with Barnsley Hospital Physio services and SWYFT MSK services.

The team would welcome support to encourage those GP Practices who have signed up to refer into the trial and to encourage more practices to sign up.

APPENDIX 1 – A detailed overview as at February 2019

- Number of GP Practices in Barnsley – 35

- Number of GP Practices signed up to the Health-Led Trial – 11
 - Chapelfield Medical Centre – 1 referral
 - Dalton Health Centre – 1 referral
 - Dearne Valley Group – 12 referrals
 - Dove Valley Practice – 26 referrals
 - Hollygreen Practice – 9 referrals
 - Penistone Group Practice – 1 referral
 - Royston Group Practice – 13 referrals
 - The Worsbrough Centre – 1 referral
 - Valley Medical Centre – 1 referral
 - Victoria Medical Centre – 4 referrals
 - Woodland Drive Medical Centre – 1 referral

- No. of secondary care practitioners in the Barnsley trial area -2
 - Barnsley Hospital – 7 referrals
 - SWYFT (website shows 60 separate services in the Barnsley area) – 210 referrals

- Outreach / Co-location sites for Working Win in the area
 - MHAT (co-location)
 - Royston Group Practice (outreach)
 - Dalton Health Centre (outreach)

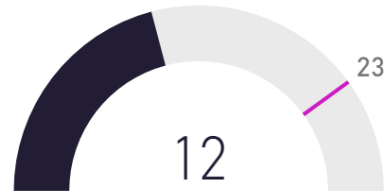
- Regularly based at Community / Other Venues
 - Royston Library
 - Wombwell Library
 - Penistone Library
 - Wath Library
 - Goldthorpe Library
 - The Factory
 - Voluntary Action Barnsley

Trial Starts



Show time series: 01/06/2018 01/01/2019

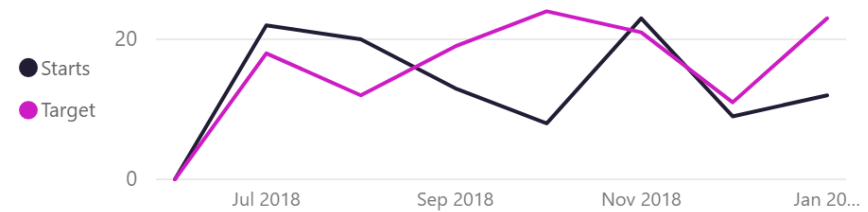
This Period



Cumulative



Trial Starts vs Targets Over Time



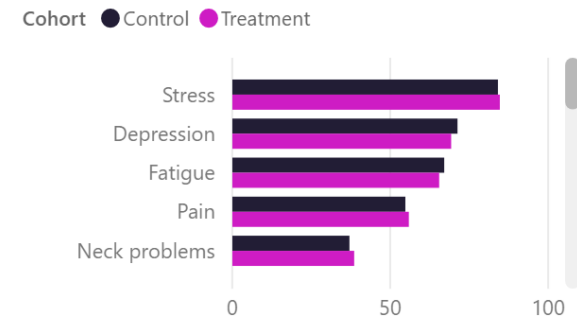
Trial Demographics

Age	Value	%	+/-
16-24	14	10%	●
25-34	37	26%	▲
35-49	53	37%	▲
50-64	39	27%	▲
65+	1	1%	●

Ethnicity	Value	%	+/-
White/White British	134	99%	▲
Black/African/Black British	1	1%	●
Prefer not to say	1	1%	▲
Asian/ Asian British	0	0%	●
Mixed/Multiple Ethnicities	0	0%	●
Other Ethnic Group	0	0%	●

Gender	Value	%	+/-
Male	67	70%	▲
Female	29	30%	▲
Other	0	0%	●

Reasons for participation (SCR-wide)

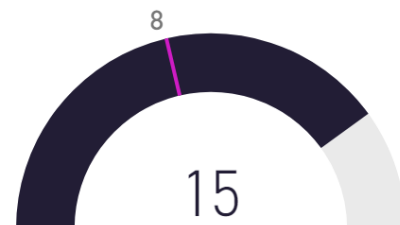


Job Starts

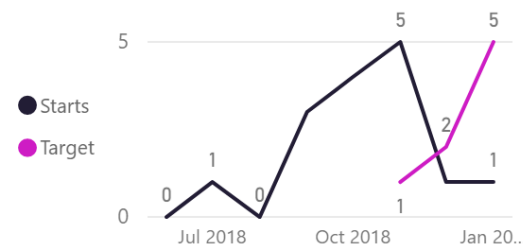
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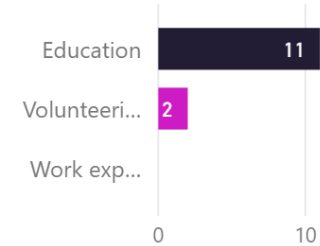
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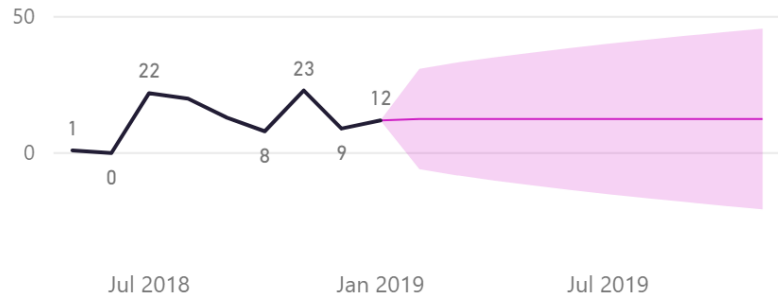
Job Starts vs Targets Over Time



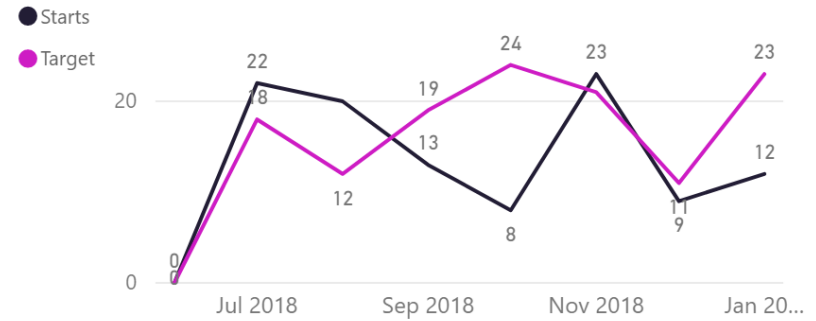
Other Work Opportunities



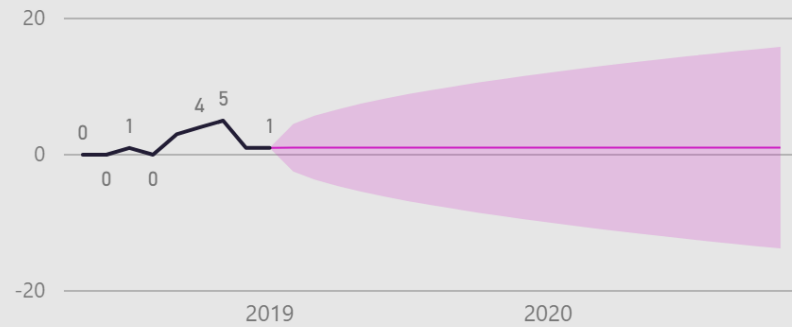
Starts (Period Actual + Forecast to Nov 2019)



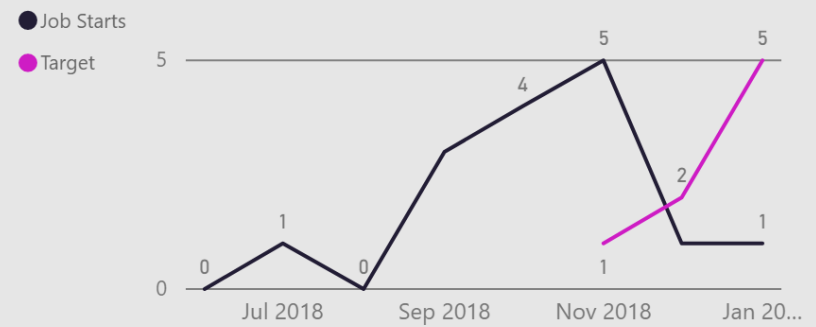
Starts (Period Actual vs Target)



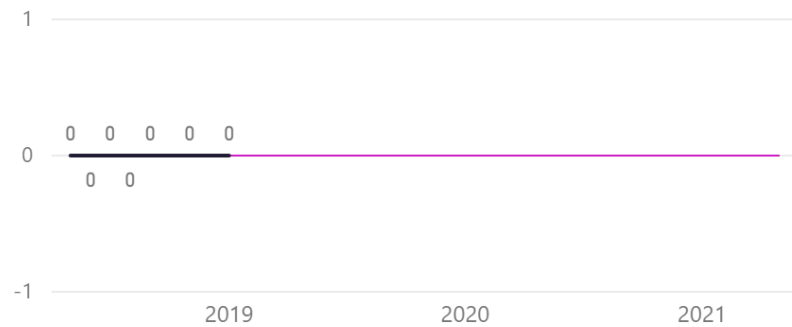
Job Starts (Period Actual + Forecast to Nov 2020)



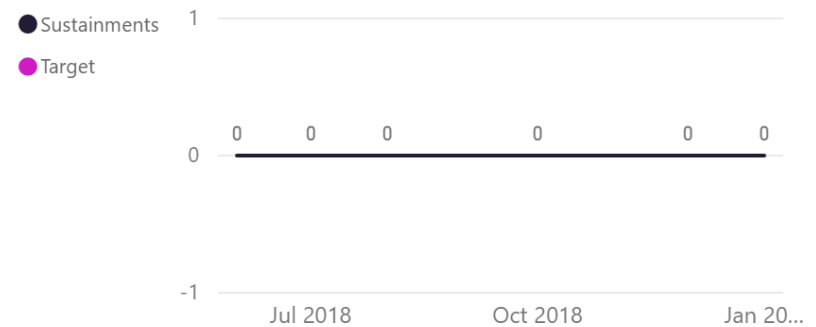
Job Starts (Period Actual vs Target)



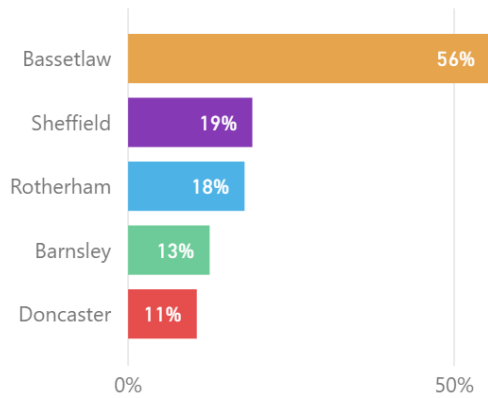
Sustainments (Period Actual + Forecast to May 2021)



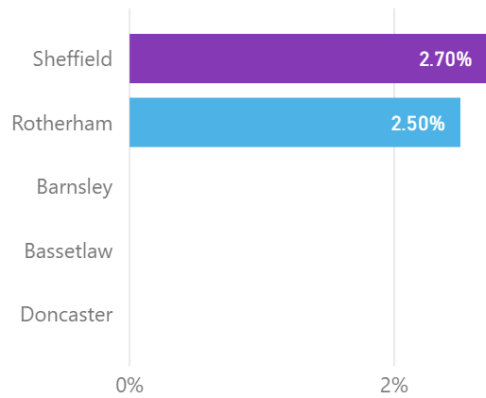
Sustainments (Period Actual vs Target)



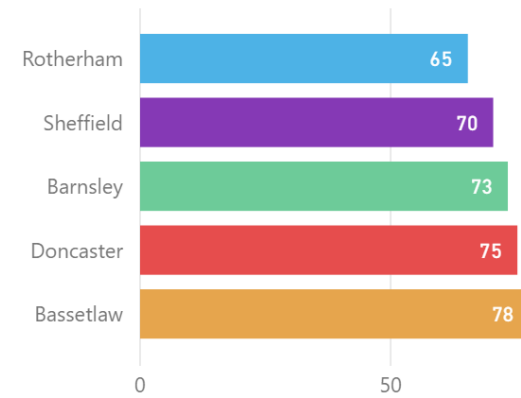
Job Starts as % of Starts (- 3 Months)



Sustainments as % of Starts (- 6 Months)



Assessment to Employment (Days)



Client Feedback

Area	Value	+/-

Drop Out Rate (% of Starts)

Area	Drop Out Rate	+/-
Barnsley	16.67%	▲
Bassetlaw	22.08%	▼
Doncaster	11.85%	▲
Rotherham	19.90%	▲
Sheffield	17.45%	▲

Employer Specialist Caseload

Area	Value	+/-
Barnsley	20	▼
Bassetlaw	12	▼
Doncaster	21	▲
Rotherham	18	▼
Sheffield	17	▼