

Fidelity reviews summary

The IPS service has been successful in implementing many elements of supported employment. The IPS employment specialist is fully integrated into the mental health teams. The employment specialist is able to attend team meetings and has allocated time weekly when they are based within the team. During this time potential referrals are explored and client discussions take place. Referrers and clients commented on good communication between services, and integration between the mental health team and employment specialist appeared well developed. This has been achieved through face to face contact, with the employment specialist based within the mental health team.

Particular areas of strength include the partnership working and integration of the employment specialist within the community mental health teams. Referrers and clients commented on good communication between services providing a seamless link between mental health treatment and moving into employment. This has been achieved through the development of service level agreements, support from both services i.e. NHS and SAMH to develop good working relationships. Preparation by senior managers within both services meant the employment specialist's presence in the community mental health team was welcomed. Both NHS staff and clients alike, view the service as unique filling an important service gap. There appears to be good two way communication and this is identified as a real strength. Staff welcome the employment specialist's knowledge of mental health and employability.

Clients welcomed the fact that their CPN and occupational therapists were aware of where they were at with their job searching stating that this made the service they received 'seamless'. Clients spoke positively of the service stating they really benefitted from the quick response between referral and first contact with the employment specialist. Clients we spoke to believe this quick response helped to maintain their motivation for work.

Staff within the team commented on how quickly the current employment specialist has become integrated into the team and commented positively on the detailed feedback they receive about the clients they refer. The employment specialist is able to attend team meetings but does not attend the client based MDT meetings. The clients spoke extremely positively about the service and individualised nature of the job searching.

The service is scoring very highly, close to exemplary, which is a fantastic achievement for the length of time it has been operational.

Fidelity review scores:

115-125	Exemplary IPS Fidelity
100-114	Good IPS Fidelity
74-99	Fair IPS Fidelity
73 and below	Not supported employment

SAMH scores:

June 2017 West Dunbartonshire :	114
March 2018 North Lanarkshire :	113
une 2018 Inverclyde :	114