



Public Health
England

Protecting and improving the nation's health

The IPS-AD trial and delivering IPS in community drug & alcohol treatment

5th May 2021

Introduction

- Public Health England is an executive agency of the UK Department of Health and Social Care. Its mission is to protect and improve the nation's health and to address inequalities
- Paul Anders is trial manager for the IPS for drug and alcohol dependence trial (IPS-AD) working within the Alcohol, Drugs, Tobacco and Justice division at PHE
- Formed in 1977 CGL is a National Charity delivering a range of recovery services funded by local authorities and councils across England. In 2020 we managed over 33,000 opiate substitute prescriptions per day.
- Rob Robinson is the Principal Investigator for the Brighton & Hove site of the IPS-AD trial and Senior Employment Specialist for the Brighton & Hove IPS team, which is embedded within the city's Drug and Alcohol Recovery Service.

Historical context

- Pre-2016: IPS limited to small number of NHS trusts and NGOs, including small number of drug & alcohol services
- 2016: Dame Carol Black publishes independent review, identifies IPS as a promising intervention, recommends large-scale RCT
- 2018: NHS England announces large expansion of IPS in secondary MH services
- May 2018: IPS-AD trial opens
- September 2019: IPS-AD trial closes to new trial participants
- Late 2021: IPS-AD trial results due to be published

An Independent Review
into the impact on
employment outcomes
of drug or alcohol
addiction, and obesity

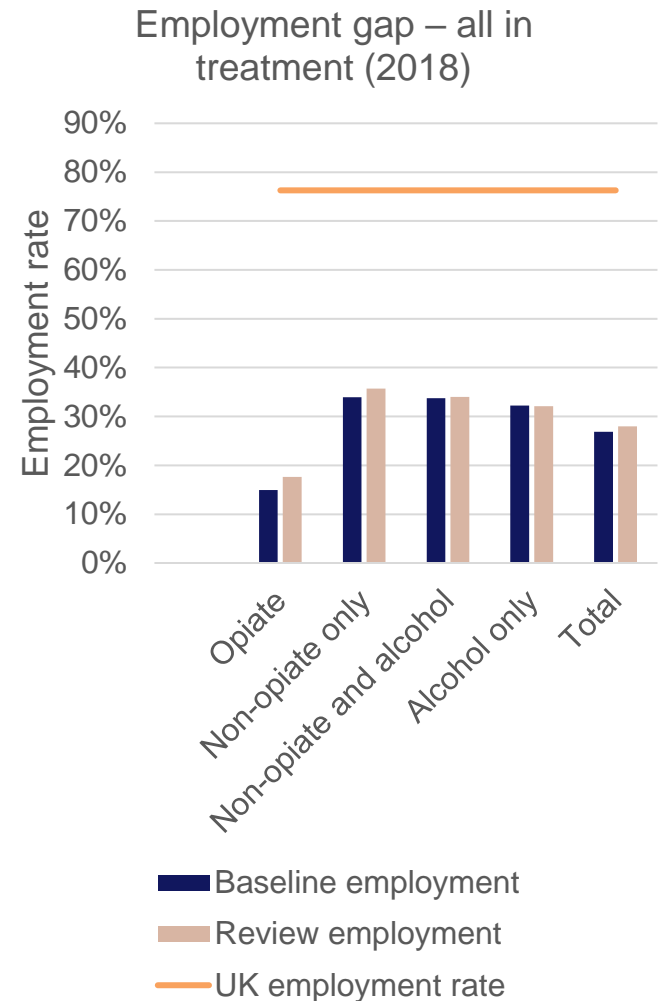
Dame Carol Black

Presented to Parliament
by the Secretary of State for Work and Pensions
by Command of Her Majesty
December 2016

Cm 9336

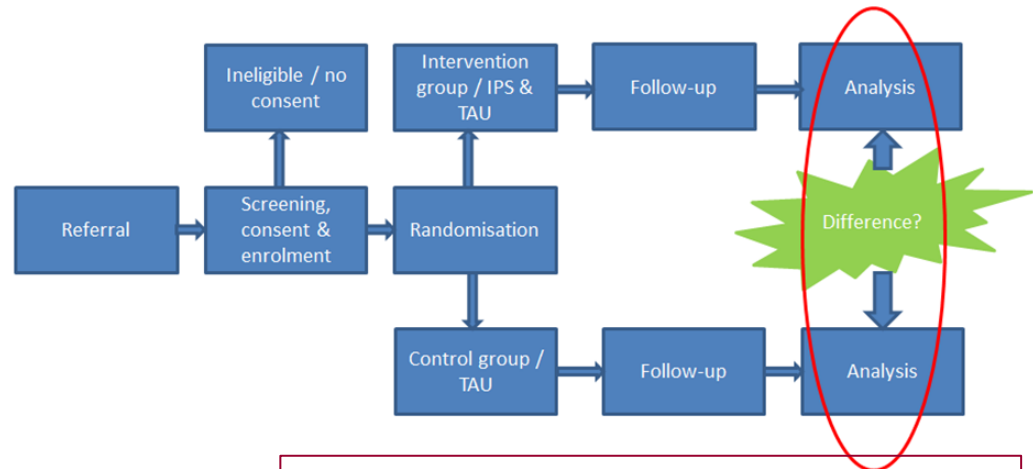
Policy context

- Employment gap is substantial, and little change over time (for individuals & overall)
- Increasing movement from treatment into employment prioritised by successive governments, but little ground gained
- Good evidence for mutually beneficial relationship between treatment outcomes and employment
- Short-lived national employment programme focused on substance use, but mostly access to mainstream services only: Jobcentre Plus and commissioned labour market programmes

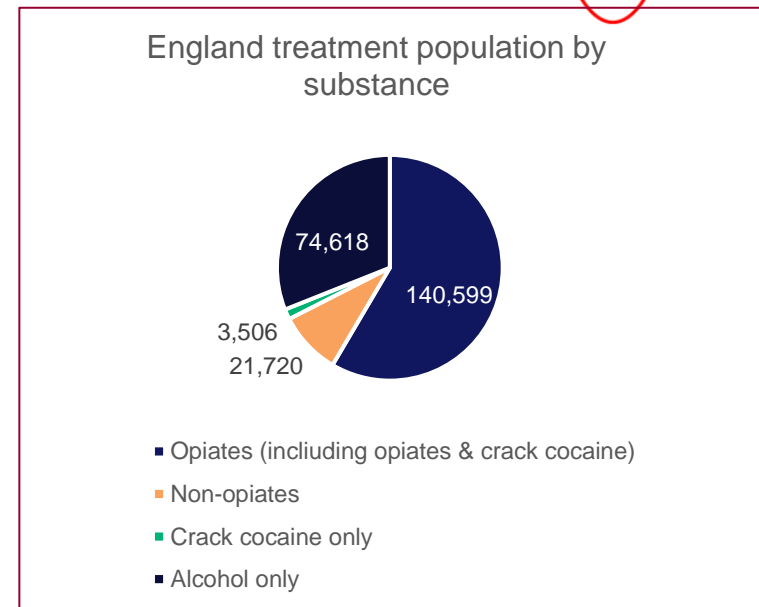


Trial design & participants

- 7 sites: Birmingham, Blackpool, Brighton & Hove, Derbyshire, Haringey, Sheffield, Staffordshire
- Mix of providers: 1 local council, 1 NHS trust, 1 private company, 4 NGOs
- Two arm design: IPS plus TAU vs. TAU
- 1700 recruited



	IPS-AD sites	IPS-AD participants
Female	30%	29%
BAME	11%	13%
Parent with children	15%	18%
Parent without children	27%	27%
Not a parent/no contact	52%	46%

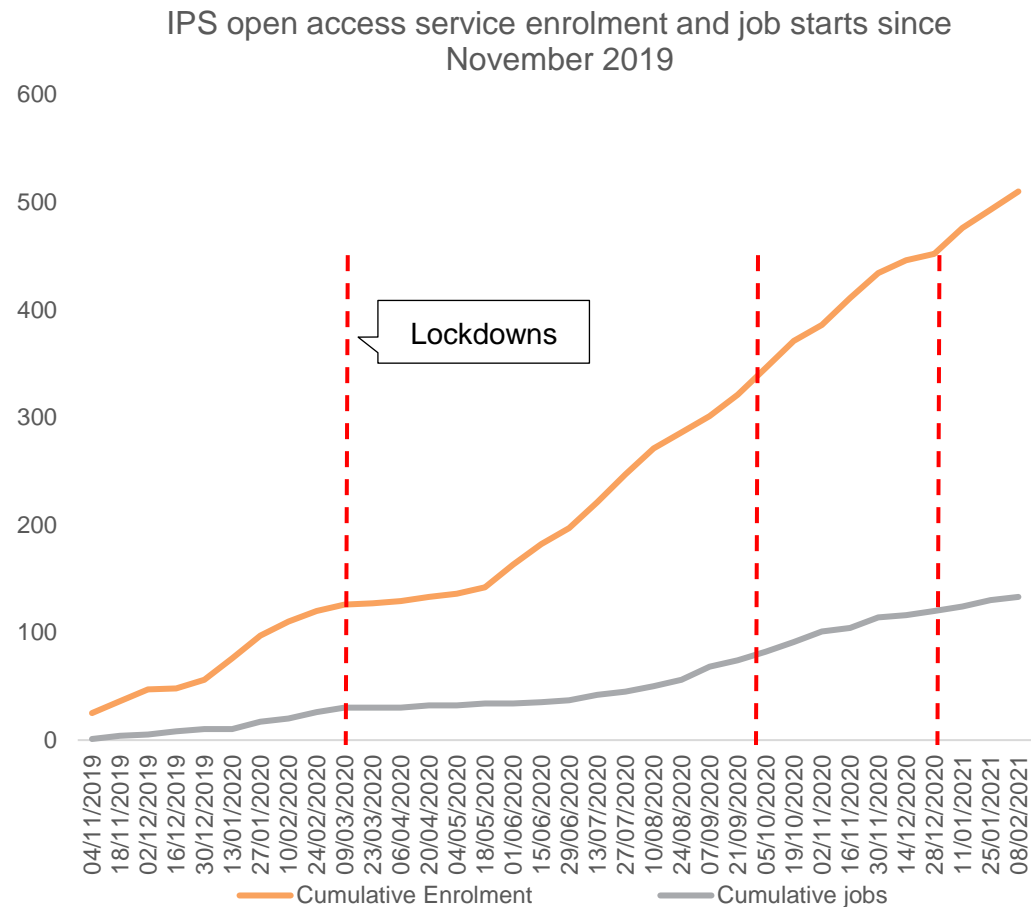


IPS-AD outcomes & analysis

- Recruitment from 8th May 2018 to 30th September 2019
- Each IPS arm participant able to access up to 9 months pre-employment support and up to 4 months in-work support
- Primary outcome: at least 1 day of employment in the open competitive job market during 18 month follow-up (common with IPS trials)
- Secondary outcomes:
 - Vocational (including tax/National Insurance paid and social security benefits claimed)
 - Health and social functioning
 - Drug and alcohol treatment-related
 - Deaths
 - Crime
- Analysis: effectiveness, cost effectiveness, cost-benefit and number needed to treat (NNT)

Post-trial open access IPS

- 5 sites reopened access to IPS November 2019
- Last and largest in May 2020
- So far, 187 first jobs started, 34% of all starters
- 165 of the 187 have been attained after onset of COVID-19 pandemic
- Delivery secured to end March 2022 (extension due to March 2023)



Brighton & Hove

- Coastal city of 290K population
- Higher than national average rents lower than national average wages
- 5.4% of the population are unemployed (2018, nationally 4.2%)
- Large services and hospitality sector – hard hit by pandemic
- Small manufacturing base
- 2 Universities, 5 technical colleges and 59 international language schools
- High competition for entry level jobs
- 2400 people in Drug and Alcohol Treatment, well established recovery community.
- Thriving multicultural (though mostly white) seaside community, rich in arts and culture, a hotspot for tourists, entrepreneurs and start-ups.

Set up Challenges

- Service culture
- Lack of understanding of IPS by frontline treatment staff
- Staff pre-screening clients, paternalism, risk averse
- Service cuts, increasing caseloads, decreasing face to face client contact
- Staff knowledge about jobs market and benefits system
- Multi-disciplinary teams and joint working
- Client disclosure issues

The things that worked

- Winning individuals over
- Repetition, repetition, repetition and humour
- The right people telling the right stories, often
- All roads lead to a referral
- Bite sized messages
- Working on the hoof
- The customer is always right

Open access IPS in Brighton and Hove

IPS service (September 2019 – Present)

- 82 clients referred 41 clients engaged
- 38% first job outcomes
- 70% job sustainment to at least 13 weeks

- IPS team 1.6fte
- Staff recruitment and retention issues
- National lockdowns
- Provider change mid-way

What clients think

- Hailey* is 47 she last worked when she was 22 she has been in and out of treatment for 20 years. Through the IPS service she found work for a leafleting company. She works 15 hours per week.

“I never though anyone would give me a job, I’d kind of given up until I met you at one of the groups, now look at me, I feel good about myself again. At work they say I’m an expert as I know the local area really well, me an expert! Well I never”

- *Tim is 33, he worked in finance but found the job stressful and used alcohol to cope, things got out of control he lost his job and home. He was unemployed for three and a half years. He now works in a money advice service.*

“Going back to work is scary, I wanted to do it but I was scared you know, wasn’t sure if I could hack it. It all seemed to much to juggle but the support I got from your team really helped me to believe I could do it, I’ve got my own place again, my own money you cant put a price on that”

* Names have been changed

The future & further reading

- Widespread interest in IPS across a range of cohorts in the UK (substance use, mild-moderate mental ill health, musculoskeletal conditions)
- Strong support for making IPS part of business of usual in community drug and alcohol treatment, if supported by evidence from IPS-AD
- In the short term, looking at opportunities to expand IPS into community drug and alcohol treatment in areas of high need
- IPS-AD trial protocol:
<https://trialsjournal.biomedcentral.com/articles/10.1186/s13063-020-4099-4>
- PHE blog on the IPS-AD trial:
<https://publichealthmatters.blog.gov.uk/2019/03/27/supporting-people-from-substance-misuse-treatment-into-employment/>

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