

## Fidelity Self-Assessment Information Sheet

### What is a fidelity self-assessment?

A fidelity self-assessment is a reflective exercise, a discussion about each of the items on the relevant fidelity scale exploring your current practices, structures and philosophies that are consistent with individual placement and support. Using either the ANZ Supported Employment Fidelity Scale (2011) IPS-25 or the IPS Fidelity Scale for Young Adults (2020) IPS-Y as a team, you will be guided on how to rate yourselves.

This is not a pass or fail exercise, nor is it an audit. It is an opportunity to identify what elements of IPS you are following well and what are the improvement areas for your IPS employment support programme. Work Counts will provide you with an Improvement Plan following the self-assessment. The fidelity self-assessment will prepare you for any future fidelity reviews.

### What questions to ask during a fidelity self-assessment?

**Staffing:** *Questions about caseload size, role of IPS consultant and the range of services they provide.*

**Organisation:** *Assesses the integration of services with mental health and addictions, contacts with clinicians, role of IPS supervisor, zero exclusion criteria, the focus on competitive employment across the mental health agency and executive team support.*

**Services:** *Looks at benefits counselling, disclosure to employers, vocational assessments, rapid job search, job development (employer relationships), job types, ongoing support and time spent in the community providing services for clients.*

### Who participates in a fidelity self-assessment?

- ✓ Clinical team leaders/team managers
- ✓ IPS team leaders (IPS supervisors)
- ✓ IPS employment consultants
- ✓ A fidelity reviewer from Work Counts

## How long should a self-assessment take? How will they be facilitated?

For a community mental health and addictions service it takes 2 hours of guided discussion. For services providing employment support to young people (such as Early Psychosis Intervention) it takes 3 hours.

Fidelity self-assessments will be facilitated online via Zoom. A Zoom link will be sent inviting each stakeholder. We will give at least two weeks notice. Please clear your schedule and save the date to ensure you can participate.

We are happy for clinical team leaders to dedicate the first 40 minutes to the self-assessment prior to being excused, just notify your reviewer at the commencement of the fidelity self-assessment so they can address the relevant fidelity items on the scale whilst you are present.

## How can IPS team leaders (IPS supervisors) and employment consultants be best prepared?

Review your programme data prior to your fidelity self-assessment and have a line of sight of:

- Average days to first face-to-face contact with an employer
- Average number of employer contacts per week over the last couple of months (ensuring they are with hiring managers)
- Types of jobs secured
- Types of employers people have been placed with
- Number of jobs secured in last 6 months
- Competitive/voluntary work outcomes
- Time in community/review of Outlook Calendars and
- Outreach attempts.