

## SCHEDULE 2 – THE SERVICES

### A. Trial Targeted Recruitment Specifications

<b>Service Specification No.</b>	001
<b>Service</b>	Thrive into Work Targeted Recruitment
<b>Commissioner Lead</b>	Sarah Southall
<b>Provider Lead</b>	West Midlands Combined Authority
<b>Period</b>	1st October 2018 – 31st March 2019
<b>Date of Review</b>	21st October 2018

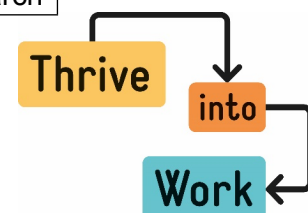
#### 1. Population Needs

##### 1.1 National/local context and evidence base.

The NHS Five Year Forward View for Mental Health highlights that employment is vital to health and should be recognised as a health outcome. As supporting people to access employment will build on people's strengths and skills and enable people to realise their potential for recovery, this will also support the West Midlands Combined Authority ambition to harness economic growth and help to achieve the CCGs' goal to reduce health inequalities. Although mental illness will be just one of many health conditions worked with, the service contributes to the vision outlined in 'No Health Without Mental Health'. This paper highlights the need to improve the mental health and wellbeing of the General Acute population, keep people well and improve outcomes for people with mental health difficulties through high quality services that are equally accessible to all.

There are 2.8 million people in the West Midlands Combined Authority (WMCA) area, of which 1.8 million are of working age (18-64). In this group, there are around 125,000 people claiming out-of-work sickness benefits (ESA), of which 47% (59k) claim primarily for a mental health issue and 15% claim for a musculoskeletal issue. Around a quarter of ESA claimants are under 34, and a further 32% are aged 35-49. Although unemployment is falling across the region, ESA claims have been rising for the past several years in each of the Local Authority areas. Health data indicates 172,000 people (5% of the population) are registered as having anxiety or depression. Around one fifth of these individuals are referred to IAPT services, although this varies significantly across the WMCA. Around 58,000 people have accessed secondary mental health services over the past year. However, only 30,000 of these have been identified on primary care mental health registers as having a severe mental health issue. Only around 8,300 people under age 70 are on the Care Programme Approach (CPA), a relatively small proportion of the total population with severe mental illness (SMI). For this group, for which data is most accurately recorded, just 6% are in paid employment. This is, however, consistent with the recorded proportion of people accessing secondary mental health services who are in work.

In order to generate high volume of referrals for this programme we want to use a targeted recruitment approach. Through targeted recruitment we want to contact patients via GP practices to take part in the research programme. Through search



## SCHEDULE 2 – THE SERVICES

### A. Trial Targeted Recruitment Specifications

criteria testing we have identified 7% of the patient clinical lists to be eligible for the trial. Opportunistic recruitment is underway but has only yielded 40 direct GP referrals (June-August 2018).

#### 2. Outcomes

##### 2.1 NHS Outcomes Framework Domains & Indicators

Domain 1	Preventing people from dying prematurely	
Domain 2	Enhancing quality of life for people with long-term conditions	X
Domain 3	Helping people to recover from episodes of ill-health or following injury	X
Domain 4	Ensuring people have a positive experience of care	X
Domain 5	Treating and caring for people in safe environment and protecting them from avoidable harm	X

##### 2.2 Local defined outcomes

The goals of the programme are to:

- I. Advance the goals of the WMCA to tackle high unemployment rates among people with a health condition or disability
- II. Develop a framework for effective, locally-driven employment support that can be sustained after the initial innovation funding has been depleted
- III. Build the evidence base for innovative employment interventions to facilitate the national roll-out of proven approaches
- IV. Through targeted recruitment we want to contact patients via GP practices to take part in the research programme in order to test the overarching aims of the study.

#### 3. Scope

##### 3.1 Aims and objectives of service

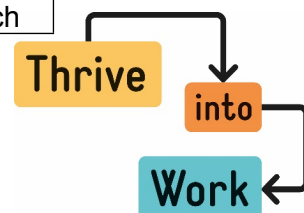
Through targeted recruitment on the Thrive into Work programme we aim to recruit large number of potential participants to generate appropriate referrals for randomisation into the trial.

##### 3.2 Service description/care pathway

STAGE ONE: Search criteria has been developed by CRN using clinical codes based on the trial inclusion/exclusion criteria as well as relevant employment clinical codes as discuss with champion GPs. The CCG EMIS IT team can install this search criteria remotely into GP EMIS clinical systems, preparing a list generated and kept within GP system, for GP team access only

STAGE TWO: GP practices to agree and sign up to Expression Of Interest (EOI) to screen patient list generated by search in stage one. EOI to be provided by West Midlands Clinical Research Network (WM CRN)

STAGE THREE: On receiving EOI reply form, GP will be asked to manually search



## SCHEDULE 2 – THE SERVICES

### A. Trial Targeted Recruitment Specifications

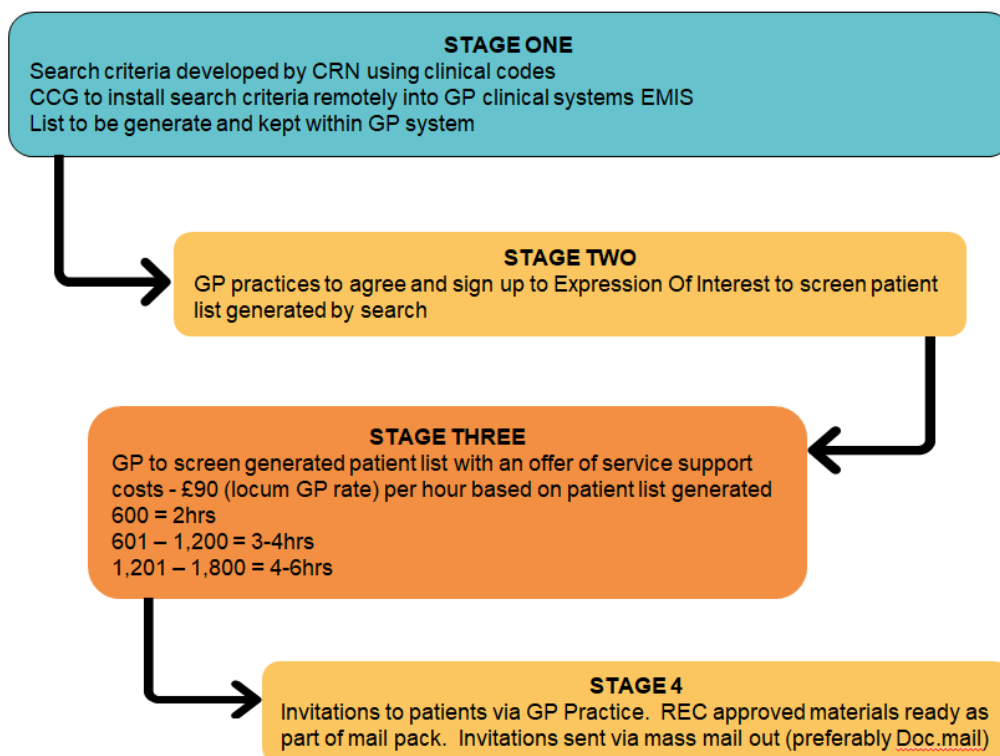
list to determine appropriate patients to be contacted to participate in the trial. GPs will be offered service support costs to do this - £90 (locum GP rate) per hour based on patient list generated from their overall patient population size

600 = 2hrs

601 – 1,200 = 3-4hrs

1,201 – 1,800 = 4-6hrs

STAGE 4: On completion of manual search, GP will upload approved patient list to doc.mail with the support of Thrive into Work team/WM CRN if applicable. Invitation packs will be posted directly to patients. Invitation will come from GP Practice containing REC approved materials - patient letter, participant leaflet, participant information sheet and reply envelope. Doc.mail is an efficient way of producing mass mail out recruitment. This will benefit the GP practice and research team minimising time for manual mail out as well as cost of admin and resources. No GP input will be needed beyond this point. All future correspondences with patients be dealt with by the Thrive into Work team as they will be listed as the organisation to contact not GP practices.



#### 3.3 Population covered

All Wolverhampton CCG GP registered patients, as well as Dudley CCG, Sandwell & West Birmingham CCG and former Birmingham South Central CCG (now part of Birmingham & Solihull CCG) GP registered patients

#### 3.4 Any acceptance and exclusion criteria and thresholds

The trial inclusion/exclusion criteria is as follows:

## SCHEDULE 2 – THE SERVICES

### A. Trial Targeted Recruitment Specifications

Inclusion Criteria	Exclusion Criteria
Registered with a GP practice in Wolverhampton, Birmingham South Central, Sandwell and West Birmingham, Dudley	Not registered with a GP practice in one of the areas
18+ years old	< 18 years old
Have a self-defined health condition or disability that impacts on their ability to gain work. Conditions might include: <ul style="list-style-type: none"> <li>• Musculoskeletal pain</li> <li>• Diabetes</li> <li>• Depression or anxiety</li> </ul>	Exclude some very specific conditions, e.g. moderate to severe learning disabilities, people presenting with late stage dementia
Out of work 4+ weeks and have expressed an interest in finding paid employment. <u>Note: participants do NOT have to be claiming any specific welfare benefit</u>	People with a health condition who have been out of work for <4 weeks, people who have a job in the pipeline or people whose job is in jeopardy
Not currently on an employment programme	Currently on an employment programme

For the purpose of the search creation the following criteria has also been applied to generate a list of appropriate referrals:

- Upper age limit of 70
- Clinical codes for fit notes and employment/unemployment

#### 3.5 Interdependence with other services/providers

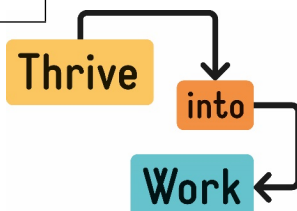
Remploy are delivering the Thrive into Work Trial in Wolverhampton and Birmingham, Dudley & Walsall Mental Health Trust are delivering the trial in Dudley, and Prospects are leading the delivery in Sandwell & West Birmingham. The WM CRN are supporting the recruitment of GP practices to take part in recruitment of potential participants for the trial and are offering service support costs for GP practices.

#### 3.6 Payment

Funding equivalent to 2 hours of GP time will be provided to support practices in undertaking this work.

### 4. Applicable Service Standards

#### 4.1 Applicable national standards (eg NICE)



## SCHEDULE 2 – THE SERVICES

### A. Trial Targeted Recruitment Specifications

N/a

#### 4.2 Applicable standards set out in Guidance and/or issued by a competent body (eg Royal Colleges)

The purpose of the service will be to support GPs to identify patients who are eligible for referral to the TIW programme and contact them to invite them to consider participation. This will involve Practices undertaking a search of their clinical system to proactively identify patients who meet the criteria for the programme. This is in line with legal support for risk stratification for case finding, through Section 251 Approval (CAG 7-04(a)/2013 - Disclosure of commissioning data sets and GP data for risk stratification purposes to data processors working on behalf of GPs), the data will be used for clinical purposes. Once the search has been completed the practice will write to the identified patients to invite them to participate.

#### 4.2 Applicable local standards

N/a

### 5. Applicable quality requirements and CQUIN goals

5.1 Applicable Quality Requirements (See Schedule 4A-D)  
Locally agreed with NHS Wolverhampton CCG

5.2 Applicable CQUIN goals (See Schedule 4E)  
N/A

### 6. Location of Provider Premises

#### The Provider's Premises are located at:

West Midlands Combined Authority  
16 Summer Lane  
Birmingham  
B19 3SD

### 7. Individual Service User Placement