


## **Oxford Health Care**

<p><b>Overview</b></p> <p>Oxford health have quickly established an expanded IPS team which incorporates several employment specialists from a third sector provider alongside existing Trust IPS Workers. There appears to be strong senior leadership from both the trust and provider and a clear commitment to IPS &amp; Fidelity standards.</p> <p>Overall there was a real enthusiasm for the employment service its clients and the outcomes the service and its clients were achieving.</p> <p>Though the two existing workers had been in post for approx. 18 months they have adapted well to working in a more structured team environment and have embraced their roles as Senior employment specialists.</p> <p>The employment team manager is a strong and focussed character who has a clear vision for the service and both the support from senior leaders, determination and ability to support the continued expansion of this service.</p> <p>There are the clear foundations of a strong partnership Between the trust and 3<sup>rd</sup> sector provider which should allow for the providers workers to be fully imbedded in supported by their clinical teams. As the service continues to expand its workforce and the number of clients its supports the are clear processes and procedures in place to ensure IPS fidelity is not only adhered to but encouraged and evidence inline with best practice.</p>	<p><b>Quotes</b></p> <p><b>"We need more Mollies"</b></p> <p><b>"Shahraz has been fantastic"</b></p> <p><b>"Since she Joined us Shelley has done so much and been instrumental in the teams progression"</b></p> <p><b>"I cant under estimate how hard Shahraz has worked to make the role his own"</b></p> <p><b>"My employment specialist has been great they have offered support with so much"</b></p> <p><b>"They have helped me with everything form writing a CV to interviews and offer to keep in touch once I had a job"</b></p>
<p><b>Score</b></p> <p style="text-align: center;"><b>103 GOOD FIDELITY</b></p> 	<p><b>"I always support a client to see the employment specialist regardless of my views on there job readiness"</b></p> <p><b>"We are over achieving on our employment targets for clients which is due t the great work of Mollie"</b></p>
<p><b>Key Recommendations</b></p> <ul style="list-style-type: none"> <li>✓ Increase Co – Production</li> <li>✓ Create client involvement strategy</li> <li>✓ Share successes and promote employment as a recovery intervention</li> <li>✓ Gain further senior buy-in and awareness for the employment service</li> <li>✓ Ensure staff are assertively making recommendations to clients about support interventions and not solely giving a list of options</li> <li>✓ Increase Employer engagement activities</li> <li>✓ Create service Employer Engagement strategy &amp; resources</li> </ul>	<p><b>"Shahraz helped me find a job and has been great. I am thinking of looking for a new job and would like to be referred to him again"</b></p> <p><b>"I wouldn't of know about this job/employer without the employment specialist"</b></p>

NB: please see full report and action plan for more detailed information regarding the review, score and recommendations