

Decisions on Disclosure in the Employment Setting (DECIDES)

No registrations found.

Ethical review	Not applicable
Status	Recruiting
Health condition type	-
Study type	Interventional

Summary

ID

NL-OMON26693

Source

Nationaal Trial Register

Brief title

DECIDES

Health condition

The study focuses on people with past and present mental health problems (including addiction) who are unemployed and who receive social security benefits from their local authority.

Sponsors and support

Primary sponsor: Primary Sponsor: The Netherlands Organisation for Health Research and Development (ZonMw). Secondary Sponsor: Tranzo, Tilburg School of Social and Behavioral Sciences, Tilburg University.

Source(s) of monetary or material Support: The Netherlands Organisation for Health Research and Development (ZonMw): 535001003

Intervention

Outcome measures

Primary outcome

The primary outcomes of this study are (1) cost-effectiveness of the intervention, (2) having paid work, (3) days from baseline until start paid job, (4) independency of social security, (5) having other forms of employment (such as voluntary work) and (6) decision making about disclosing mental health problems (using Decision Conflict Scale, Stage of Decision Making and questions about disclosure of mental health problems).

Secondary outcome

1. Mental health and wellbeing: Positive mental wellbeing (Warwick-Edinburgh Mental Wellbeing Scale) and Psychological Health (Patient Health Questionnaire).
2. Stigma and Discrimination: Internalized Stigma of Mental Illness Scale and Discrimination and Stigma Scale (shortened version).
3. Work related factors: Job seeking activities and personal fears about getting to work, work related self-efficacy (Return to Work - Self Efficacy), Quality of guidance from employment specialists (Patient Satisfaction with Occupational Health Professionals (shortened version)).
4. Personal experiences with the intervention.

Study description

Background summary

Finding and keeping paid employment is more difficult for people with mental health problems compared to those without mental health problems. One barrier to paid employment is the stigma attached to mental health problems. This study focuses on the health, well-being and job seeking activities of unemployed people with mental health problems who receive social benefits from Dutch municipalities. This clustered RCT evaluates whether use of the Dutch version of the decision aid 'Conceal or Reveal' (CORAL), developed originally in the UK, about disclosure of mental health problems is more cost-effective in finding and keeping paid employment compared to a control group. Research questions are: (1) Is the intervention in the municipal practice cost-effective, even when costs other than vocational reintegration are included (such as healthcare costs)? (2) Does the intervention lead more often to finding and retaining paid work for unemployed people with mental health problems, compared to usual guidance in municipal practice? And (3) For whom, under which circumstances and in what way does the decision aid work best, or less well, and why? Subjects are recruited by 72 job coaches working at Dutch municipalities or organizations working on behalf of municipalities, of which 35 job coaches receive training in using the decision aid. In addition, to establish cost-effectiveness these results are combined with personal income data from the registration administration of Dutch municipalities and Statistics Netherlands.

Study objective

The research questions of this study are:

1. Does the intervention lead more often to finding and retaining paid work for unemployed

people with mental health problems, compared to usual guidance in municipal practice?

2. Is the intervention in the municipal practice cost-effective, even if costs other than vocational reintegration are included (such as healthcare costs)?
3. For whom, under which circumstances and in what way does the decision aid work best, or less well, and why?

Study design

Participants who participate in the study, will fill out questionnaires at baseline (T0), and at 3 months (T1), 6 months (T2) and 12 months (T3) post baseline. All primary and secondary outcomes are measured at each measurement.

Intervention

The intervention includes a training for employment specialists about disclosure of mental health problems and using a decision aid about disclosure of mental health problems. This decision aid was originally developed in the UK and is designed for people with mental health problems. In a separate project, the decision aid was adapted to the Dutch context. One of the findings of that project was that the decision aid may be too much text for people with limited reading or concentration skills which is why two short versions of the decision aid were developed. Participants in the intervention group will receive the decision aid from the researchers after completing the first questionnaire and employment specialists are encouraged to use the decision aid in their contact with their clients. Furthermore, employment specialists give care as usual. Participants in the control group will receive the usual guidance by their employment specialist.

Contacts

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Eligibility criteria

Inclusion criteria

Inclusion criteria for this study are: (1) being unemployed and being guided by an employment specialist who works at one of the participating organizations, (2) having ever sought any treatment for mental health problems (including addiction) by a health care professional (e.g. GP, psychologist), and (3) adequate command of the Dutch language because the intervention and questionnaires are in Dutch.

Exclusion criteria

There are no exclusion criteria.

Study design

Design

Study type:	Interventional
Intervention model:	Parallel
Allocation:	Randomized controlled trial
Masking:	Single blinded (masking used)
Control:	Active

Recruitment

NL	
Recruitment status:	Recruiting
Start date (anticipated):	10-04-2018
Enrollment:	150
Type:	Anticipated

IPD sharing statement

Plan to share IPD: Undecided

Ethics review

Not applicable

Application type:

Not applicable

Study registrations

Followed up by the following (possibly more current) registration

No registrations found.

Other (possibly less up-to-date) registrations in this register

No registrations found.

In other registers

Register	ID
NTR-new	NL7798
Other	ERB Tilburg University : EC-2018.06

Study results