Integrated Care Fund Project Proposal Form - Revenue

**Llywodraeth Cymru
Welsh Government**

Project Overview

Region: West Wales	**ICF Project name: Anthropology study – Integration**

Project start date: 1st April 2019	WG ref:	**Project completion date: 31st March 2021**

Is this project linked to an ICF capital project? N

Is this project linked to the Dementia Action Plan funding? N

What is the primary focus (1) and secondary (2) focus of the project are you proposing? * *please mark 1 and 2 as appropriate*

Children's/young carers projects		Adults/Carers projects		Regional Capacity building/Infrastructure	
Information/Advice/Awareness raising		Information/Advice/Awareness raising		Regional Partnership Board Development	
Access to Services/single point of access/transport		Access to Services/single point of access		Regional Workforce development/training	
Assessment and diagnosis		Assessment and diagnosis		Regional Programme management and evaluation	
Social Prescribing		Social Prescribing		Regional/Integrated planning and commissioning	
Early Help and Prevention		Early Help and Prevention		Regional Support for Social Value Sector Engagement	
Emotional Health and Wellbeing		Emotional Health and Wellbeing/loneliness and isolation		Regional support for Citizen/carers engagement	
Edge of Care support		Stay at home/return home		Other – (please specify below)	
Family Group Conferencing approach		Integrated Community Teams	1		
Family re-unification		Step up/down from hospital			
Therapeutic intervention		Intermediate Care/ pathway			
New accommodation/ residential solutions		New accommodation/ Residential solutions	2		
Other (please Specify below)		Other (please Specify below)			

ICF Project Description (*brief description using theory of change model*):

1 - What is the problem you are trying to solve? To utilise an Anthropological pilot study , To understand the enablers and barriers of developing integrated team working through a new model of care in Ceredigion through the co - location of multidisciplinary and multiagency teams in new accommodation within community settings. To increase staff skills in reflexivity. (Understanding your own belief system and how that impacts on you as a person and clinician.)

2 - What long term outcome/change are you hoping to achieve? Increase the effectiveness of team working, cognitive flexibility for problem solving, and service responsiveness to the local populations in Ceredigion through understanding how staff experience their work. The aim will be to inform managers of emerging ideas to improve services or efficiencies from real experiences of staff on the ground. In addition increase the staff self awareness of their own belief systems, biases, prejudices and how that impacts on their individual practice and team work. Ethnographic focus enables lived experiences to come to the foreground and enables information to be liberated that would otherwise be lost. This is an unique research project in the field of anthropology. The learning could be transferrable to other staff survey work e.g NHS staff Survey

3 - Who is your key audience? – Staff co located in the new integrated centres in Aberaeron and Cardigan

4 - How will you reach them? An anthropological study of staff co locating into Aberaeron Integrated care centre and Cardigan integrated care centre to liberate ethnographic data on how staff experience their work to " hear the staff voices" and provide information to inform decision making and improvements. By using anthropological methodologies (specifically participant observation to collect qualitative rather than quantitative data), this study hopes to record and comment on staff perceptions of the coming changes. Qualitative information enables good quality data to be liberated that illuminates how staff are embracing novelty, illustrates their conceptions of change and offer predictions of how changes are going to be negotiated.

5 – What resources are available to support? *Anthropology department Trinity ST Davids . Bevan commission. Values based health infrastructure.*

6 - What activities will bring about the change? Staff can be considered experts of their own job roles, and as a result information about their experiences in practice are invaluable to ensure effective change. Consequently, this research aims to collate record and utilise staff voices to determine or predict the efficacy of current changes. Staff will also be trained in reflexivity concepts.

How does your project address your population needs assessment and area plan?
The proportion of older people in West Wales is higher than the Wales average. The multiagency and community staff addressing the diverse range of problems need to be responsive to the needs and work in partnership to develop wisdom of the crowd mentality. They need to work as an integrated team for maximum benefit and prudent value based care. This pilot study will inform change through emergent themes and greater staff engagement regards integration and transprofessional working.

What level of 'prevention/Intervention' (continuum) best describes your project? *please tick as appropriate*

Self Help, Information and Advice	Early Help and support	Intensive Support	Specialist Intervention
			X

Project Costs

YEAR ONE	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Cost
Direct delivery costs -					
Staffing					
1.0 wte anthropologist	**9,000**	**9,000**	**9,000**	**9,000**	**36,000**
Overheads (heat, light, rent etc)					
Resources/activity costs					
Equipment/IT					
YEAR TWO	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Cost
Direct delivery costs -					
Staffing					
Overheads (heat, light, rent etc)					
Resources/activity costs					
Equipment/IT					

Project Delivery partners

Delivery partners

Local Authority	x
Health Board	x
Third Sector/Social Value sector	x
Private/Independent sector	x
Housing Association/RSL	x
Other (pls specify below)	
Education	x

Project budget holder

Local Authority	
Health Board	X
Third Sector/Social Value sector	
Private/Independent sector	
Housing Association/RSL	
Other (pls specify below)	

Project geographical footprint

Regional	
Sub-regional	
Multiple regions	
Local Authority	
Local community	x

Project Beneficiaries (*pls check boxes as appropriate*):

Primary beneficiaries	
Older people	x
People with learning disabilities	
Children with complex needs	
Children at risk of becoming looked after	
Care experienced children including adopted children	
Carers	
Young Carers	
People with dementia	x

Secondary beneficiaries	
Older people	x
People with learning disabilities	x
Children with complex needs	
Children at risk of becoming looked after	
Care experienced children including adopted children	
Carers	
Young Carers	
People with dementia	x

Other beneficiaries	
Older people	x
People with learning disabilities	x
Children with complex needs	
Children at risk of becoming looked after	
Care experienced children including adopted children	
Carers	x
Young Carers	
People with dementia	x

Project Design Principles (*pls check boxes as appropriate*):

Which of the 'A Healthier Wales' Quadruple aim/s does this project primarily address?

Improved health and wellbeing	
Better quality and more accessible health and social care service	
Higher value health and social care	
A motivated and sustainable health and social care workforce	x

Which of the 'ten national design principles' from A Healthier Wales will the project address?

Prevention & Early Intervention	
Safety	
Independence	
Voice	x
Personalised	x
Seamless	x
Higher Value	x
Evidence Driven	x
Scalable	x
Transformative	x

With voice and co-production as key principles, tell us who you have engaged with in the design of your projects

Service users (adults)	x
Service users (Children/young people)	
Carers	x
Young carers	
Workforce	x
Social Value/third sector	x
Community members	x
Other:	

Project outcomes and impacts

What Population level indicators/measures is your project seeking to address?

The rich information collected in real time of teams and how they experience their work will support the development of integrated service models and agile team working. This will result in optimising population independence, reduction of secondary care crisis services and support the empowerment of patients in their decision making. Increased refexivity skills will enable better clinical assessments, improved listening skills and what matters to you? Conversations.

How Much? (outputs)

- Service transformation report and recommendations for HR management

How Well? (quality)

- Learning from the study will result in a forward workplan for staff development and service integration plan

Difference made? (impact)

- Improved insights into team working , human behaviours, integration , efficiency , change in culture

Tell us how you intend to evaluate the following aspects of your project (*please refer to ICF guidance*)

Impact Evaluation *(How will you measure/understand the outcomes that have been achieved by your project?)*	• **Database analysis of qualitative date** • **Benchmarking against Regional and National data** • **Recruitment and retention of staff** • **Understanding of the current culture**
Process Evaluation *(How will you evaluate the system & process changes delivered by your project e.g. integration, co-production, social value?)*	• **Integration through shared decision making** • **Appropriate referrals and utilisation of team skills** • **Cross skilling and sharing of knowledge** • **Development of core vision** • **Inclusion of all key staff and recognition of diversity**
Economic Evaluation *(How will you evaluate the cost benefits/cost avoidance delivered by your project?)*	• **Analysing available local /regional and national data including secondary care service usage** • **Reviewing impact on other services as a result of project** • **Staff retention and engagement**
Qualitative Evaluation *(How will you capture the experiences of service users/staff/communities?)*	• **staff-reported experience measure** • **staff feedback questionnaires** • **final report of ethnographical findings**

Exit Strategy

This is a short term funded fieldwork study with the local University to inform change and understand culture within the new service models. No ongoing costs are expected.

Project contact details

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