

Better Local Care Hampshire Multispecialty Community Provider Vanguard

Deep Dive Evaluation Report: Same Day Access Service (SDAS)

Appendices - June 2017



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APPENDIX 1: METHODOLOGY OVERVIEW

SDAS Deep Dive Methodology Overview

RSM PACEC's methodology for this deep dive report used a mixed-method approach, relying upon a variety of research tools evaluating both qualitative and quantitative data, including a review of secondary data and collection of primary data from relevant staff.

Time scale

This report covers measures SDAS activity from the start of its implementation (January 2016) through to April 2017.

SDAS Outputs and Outcomes

The key outputs and outcomes of the SDAS are outlined in this table below, alongside a reflection of data which was available to RSM PACEC to evaluation then within this report.

Output	Data Available	Short term outcome	Data Available	Medium term outcome	Data Available
Provision of SDAS in one hub for patients from four GP practices		High patient satisfaction with SDAS	yes	Improved patient satisfaction with all aspect of primary care	yes
Number of calls - subdivided into time bands	yes	Increase in staff wellbeing	yes	Improved recruitment and retention of clinicians	no
Number triaged	yes	Increase in number of longer appointment slots for patients with complex needs	no	Improved clinical outcomes for patients with LTCs	no
Number of face to face appointments	yes	Reduction of CAU admissions from four practices	no	Reduction in emergency admissions by condition and age group	no
Number/% of DNA	no	Decrease in waiting times for routine appointments	no	Reduction in call to 111 and use of out of hours services	no
Patient demographics	yes	Increased routine appointments in primary care	no	Reduction in admissions to the acute hospital children's assessment unit	no
Call back timeframe	yes	Reduced rates of attendance at urgent care services	no		
		Reduced use of locums in participating practices	no		

SDAS Outputs and Outcomes

An expanded explanation of each methodology stage is outlined below. Relevant documents are referenced as part of separate appendices

Desk based research

RSM PACEC analysed SDAS service data for the whole of 2016 (Jan-Dec) against key performance indicators to measure clinical outcomes, performance and patient experience, including;

SDAS Service Data	Triage Outcome Data	Patient Experience & Clinical Oucomes
 OAppointment call times OAppointment call volumes 	Proportion of calls redirected to other care sources	Patient clinical outcomes tracked using SDAS outcome codes
O Amount of time taken for patients to recieve a call back from SDAS	 Proportion resulting in telephone / face-to-face consultation Demographic profile of patients using the service 	Patient experience (measured using patient surveys conducted by the SDAS service from May and December 2016)

An analysis of SDAS monitoring data

RSM PACEC reviewed Gosport Urgent Care Hub dashboard data between January and December 2016 which detailed numbers of Triaged calls split by weekly date and appointment hour. This was used to ascertain the weekly average call back time and a grand total number for the year.

More detailed data was also provided detailing the months of May and December 2016 in greater detail.

Monthly data for May and December included:

- Number of Triaged calls
- Number of Face to Face Appointments Offered
- Conversion rates (Appointments offered / Calls Triaged)
- Number of Face to Face Appointments taken
- Call/ Appointment comparisons
- Triage calls by Practice
- Patient demographics (gender and age band)
- Outcome codes (aka outcome of triage appointment)

Analysis of publicly available statistics

RSM PACEC also made use of other wider surveys and census data for benchmarking purposes and to inform this deep dive evaluation. This included GP Practice surveys, University Research reports such as 'Unit Costs of Health and Social Care' Personal Social Services Research Unit (PSSRU), University of Kent (2015), and Office of National Statistics data on Deprivation.

Semi-structured interviews with clinical and administrative staff

Four members of staff were interviewed in total including one Clinical Manager, One Primary Care Integration Lead, one MCP Manager and one Practice Nurse.

The interviews were semi-structured, with some questions asked to all and others tailored to the specific role of each interviewee. The baseline topic guide used as the starting point for these interviews can be found in Appendix 3.

Staff survey

RSM PACEC conducted a programme wide staff survey for the Hampshire Better Local Care Vanguard. This survey received 115 responses between February and March 2017. This deep dive then filtered responses for those who listed themselves as part of the SDAS service.

The full questionnaire can be viewed in Appendix 4. The RSM PACEC evaluation team made the decision to use these filtered results in place of releasing a new targeted SDAS one due to similarity of questions which would be targeting the same staff, affecting response rates.

Question 5 of the survey asked *"Which of the following BLC interventions have you been involved in? (Please tick all that apply)"*. The response rate for this question was 86% (n=99) and. 16.16% (16 people) reported their involvement in the Same Day Access Service. These were then filtered for analysis. The staff roles of these 16 respondents are outlined below. Numbers are not reported against roles to protect anonymity, however 10 of the 16 respondents were either Practice Manager / Deputy Managers, Demonstrators or GPs.

Role
Practice manager/ Deputy Practice Manager
Demonstrator
GP
Practice Nurse
Receptionist
Volunteer
Project Manager
CCG Representative

Methodology Limitations

The evaluation team would like to thank all staff from Southern Health, Better Local Care and the SDAS team for their support regarding background information and data requests. There are, however, some limitations to the data and challenges which the RSM PACEC evaluation team encountered which are detailed below

Data access: Regulatory changes regarding the use and publication of Secondary Users Service (SUS) data on secondary care (hospital) settings has reduced the scope of the quantitative analysis for several the SDAS's outcomes, including;

- Reduction in admissions to the Children's Assessment Unit (CAU);
- Reduction in emergency admissions by condition and age group (only general admission statistics were available)
- Rates of attendance at Urgent Care services reduced;
- Increased routine appointments in primary care;
- Increased number of longer appointment slots for patients with complex needs;
- Reduction in the use of locums in participating practices;
- Improved clinical outcomes for patients with LTCs; and
- Reduction in 111 & use of out of hours services Mon-Fri (8-8).

Workforce changes: The evaluation plan originally sought to measure changes in locum usage to assess the extent to which the service was freeing up GP time. However, the departure of several GPs from the area has led to an increase in locum usage, making it more difficult to assess capacity impacts.

Quality of data: Data quality more generally was a limiting factor. In particular, small sample sizes used in staff interviews, patient experience data that relates to non-equivalent months, and the lack of any control group limits the extent to which the evaluation can provide concrete conclusions regarding the impact of the service (subsequent recommendations on this point are detailed in section 6.2)

In addition, patient satisfaction feedback is limited as an indicator of outcome. There are a large potential for positive bias and the questions are very broad in nature, failing to tackle on more detailed, specific elements of the service or to capture feedback on specific issues.

The question phrasing is also problematic, with question 4.1.1 asking "was the main reason for which you called the SDAS dealt with to your satisfaction?"

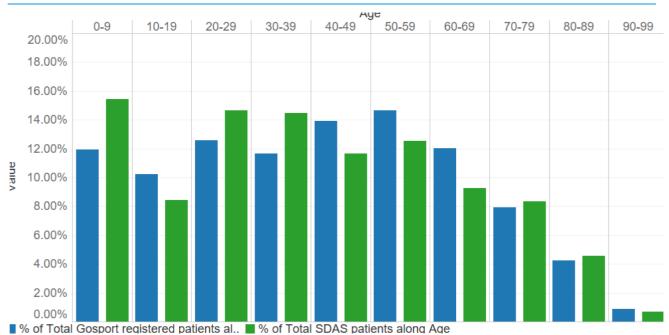
HBLC Survey data: As an originals survey was not created solely targeting SDAS involvement, this could have some impact on the answers given about general HBLC topics, such as Q14 (Appendix 3), which asks respondents to indicate the extent to which they agree with statement about BLC. These responses have been used in some instances.

APPENDIX 2: SDAS PATIENT DEMOGRAPHIC

Patient demographics

Data on patient age and gender were recorded as part of the service. Data on ethnicity was subsequently captured in patient surveys. The age profile of users covers a range of age groups using the service, approximate to registered patient population demographic in Gosport.

The Figure below displays the percentage of SDAS service users within different age cohorts compared to the wider locality population in May 2016. Young children (0-9) are overrepresented in the service data relative to the registered patient population, as are young adults (20-29 and 30-39) and older users (70-79 and 80-89). For 0-9s the high service usage levels are likely a consequence of the presence of a specialist paediatric nurse within the unit.¹





Source: SDAS monitoring data; registered patient data

¹ Note that the two datasets used in this analysis are not ideal comparisons as the locality population figures reflect registered populations rather than actual service users.

A comparison of the age profile of SDAS services users within the year (comparing May and December) also shows consistency in the percentage of service users by age band over time.

Age cohort	Number (May)	Percent (May)	Number (December)	Percent (December)
0-9	665	18.7%	719	20.8%
10-19	302	8.5%	267	7.7%
20-29	490	13.7%	444	12.8%
30-39	478	13.4%	425	12.3%
40-49	427	12.0%	350	10.1%
50-59	424	11.9%	450	13.0%
60-69	332	9.3%	358	10.3%
70-79	286	8.0%	270	7.8%
80-89	140	3.9%	152	4.4%
90-99	21	0.6%	26	0.8%
Total	3565	100%	3461	100%

Source: SDAS Activity Data (May 2016 and December 2016)

The majority of service users in both May and December in 2016 were female. In both months, users were split 63% female to 37% male. Ethnicity data of users is not recorded in the activity tracker, though survey response data indicate 95% of users identified as White, 2% as mixed, 2% as Asian and 1% as 'other'.

APPENDIX 3: STAFF INTERVIEW TOPIC GUIDE

STAFF INTERVIEW – TOPIC GUIDE

Project specific Questions

- Q1. Who claims appointment slots within the practice?
- Q2. How do the handovers work (from paramedics to GP)?
- Q3. Do you offer mentoring/go over case studies?

Process Evaluation Questions

- Q4. What have been the main implementation successes?
- Q5. How have these been achieved / what have been the drivers behind success and can they be replicated?
- Q6. What have been the main implementation challenges?
- Q7. How could / should these challenges be overcome [practical steps required to improve]

Impact Evaluation Questions

- Q8. In your view what difference has SDAS made in each of the following areas, and most importantly, how / what are the reasons behind the differences:
 - a) Information sharing
 - b) More general team collaboration
 - c) Any other intended or unintended effects

Sustainability & Commissioning Questions

- Q9. What if any awareness do commissioners have of the intervention?
- Q10. Are you aware of commissioning intentions, and any associated expectations for the intervention?
- Q11. [If relevant based on previous answer] what practical steps need to be taken to meet commissioning expectations (including any evidence requirements)?
- Q12. To what extent is the intervention perceived by staff as providing VfM currently?
- Q13. How, if at all could VfM be improved e.g. cost savings, increasing take up etc.?
- Q14. How can VfM improvements be practically achieved (what are the steps required to deliver improvement)?

Q15. In your view is the intervention currently being implemented in a sustainable way in terms of

- a) type and availability of physical and staff resources; and
- b) future budgets / commissioning plans?

Q16. Can the intervention be delivered sustainably in future at scale, again in terms of

- c) type and availability of physical and staff resources; and
- d) future budgets / commissioning plans?

Q17. If so, what practical changes need to be made to deliver the intervention sustainably in future?

APPENDIX 4: HAMPSHIRE BLC PROGRAMME WIDE STAFF SURVEY

Introduction

Since summer 2015, the Hampshire Better Local Care MCP Vanguard (HBLC) has used funding to invest in new, innovative interventions that are intended to better integrate out of hospital care, and thereby improve the quality of care for local people. To date a total of 14 different interventions have been funded.

As a member of front line staff responsible for implementing the interventions, your views on the difference they are making is vital. HBLC has therefore appointed Public and Corporate Economic Consultants (PACEC) as the external evaluator. In that role PACEC will capture your views about the contribution that the programme has had on outcomes for both primary care services, and patients.

This on-line survey asks a series of questions that seek to understand the extent to which anticipated outcomes are being delivered, and what changes could be made to improve patient and service outcomes in future.

Your response will be anonymous and we will ensure that you cannot inadvertently be identified by using national guidelines on disclosure of personal data.

It is anticipated that the survey will take no longer than 20 minutes to complete.

Thank you very much in advance for taking the time to complete the survey. Any information you provide will be held securely on a managed computer server and can only be accessed by members of the evaluation team. Your individual data will not be shared with any third party, and results of our survey will be reported in aggregate form.

The deadline for completing the survey is Friday 27th January at 5pm.

If you have any queries about the evaluation, or this survey, please contact Jasmeet Phagoora at PACEC, jasmeet.phagoora@pacec.co.uk. or Jonathan Hobson, jonathan.hobson@pacec.co.uk

Thank you.

This ways is fam.	hu the sustantian term, way do not see dto serve bits and still at	
This page is for use	by the evaluation team - you do not need to complete any of these question	ons
1. For completion by e	evaluation team	
CCG name (to be completed by evaluation team)		
CCG code (to be completed by evaluation team)		
GP Practice ID (to be completed by evaluation team)		
Staff Survey Reference Number		

About you and your involvement in Ham	pshire Better Local Care
	tion about you, your role within the care system and the ved in to date. Any information you provide will be Il not be identified in any reports.
2. Please provide	
Your name	
Your e-mail address	
3. Which organisation do you work for? (Plea	se tick one)
GP Practice	
Southern Health	
Hampshire County Council	
Community NHS Mental Health Trust	
Acute Hospital Trust	
Community or voluntary organisation	
Other (please specify)	
4. Which locality(ies) do you primarily work in	? (Please tick all that apply)
East Hants	SW New Forest & Avon Valley
Gosport	Totton & Waterside
Havant, Hayling Island & Emsworth	Winchester
Waterlooville	Southampton East
Fareham	Southampton West
Eastleigh	Southampton Central & North
Eastleigh Southern Parishes	North Hampshire
Other (please specify)	
L	

5. Which GP practices do you primarily work in? (Plea	se list all that apply)

and algorith A	., 0	f primary or community care ser	vices	s? (Please tick the role that fit
ost closely)				
Administrator	0	Health Care Assistant	0	Physiotherapist
Care Co-ordinator / Navigator	\bigcirc	Hospital Based Consultant	0	Practice Manager / Deputy Practice Manager
Community Nurse	0	Hospital Based Allied Health Professional	\bigcirc	Receptionist
Community Psychiatric Nurse / Mental Health Practitioner	0	Hospital Based Nurse	\mathbf{O}	Social Worker
Community Psychiatric Nurse / Mental	\mathbf{O}	Hospital Based Health Care Assistant	\bigcirc	Social Worker Assistant
Health Practitioner (Older People)	0	Matron	0	Therapy Assistant
) Geriatrician / Psychogeriatrician	0	Occupational Therapist		
) GP	\bigcirc	Pharmacist		
Practice Nurse	0			
Which of the following HBLC inte	rven	tions have you been involved in	? (Pl	ease tick all that apply)
Acute Frailty		MSK Physio		
End of Life Care		Paramedic Hom	e Vis	iting Service
Long Term Conditions Carousel Clinic		○ WebGP		
Care Home In-Reach		Community Dev	elopn	nent
Integrated Pharmacy Model		Surgery Signpos	sters	/ Care Navigators
, . ,,		None of the Inte	rvent	ions
Same Day Access Service				

	ng to be involved in further rese	earch regarding HBLC in future?
Yes		
No		
If yes, please provi	de the best telephone number in the	e space below.
lease use the sp	ace below to provide a suitable	telephone number for us to contact you on.

Enabling Technology - Shared Care Records	
* 10. Have you used new Shared Care Record systems recently?	
Yes	
No Don't Know	

lse of Shar	ed Care Reco	rds - System	Utilisation			
1. Which of	the following Sh	ared Care Reco	ord systems ha	ve you used?		
Medical Inte	eroperability Gatew	ay (MIG)				
If you have	primarily used a di	fferent Shared Car	e Record system,	please use the spa	ce below to state w	hich one.
				_		

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
Improved information sharing within one team	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Improved information sharing across multiple teams	\bigcirc	\bigcirc	\bigcirc	\bigcirc	0
Improved continuity of care for patients in this area	0	\bigcirc	0	0	0
Improved overall quality of care for patients in this area	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc

ure of the Shared Care Records funded via HBLC? Very well Vell Not very Not at all Don't Know Please use the space below to provide a brief explanation for your rating	3. H	low well equipped are you (in terms of technical knowledge and training) to make effective usein the
Well Not very Not at all Don't Know Please use the space below to provide a brief explanation for your rating	tu	re of the Shared Care Records funded via HBLC?
Not very Not at all Don't Know Please use the space below to provide a brief explanation for your rating)	Very well
Not very Not at all Don't Know Please use the space below to provide a brief explanation for your rating)	Vell
Not at all Don't Know Please use the space below to provide a brief explanation for your rating		
Don't Know Please use the space below to provide a brief explanation for your rating		
Please use the space below to provide a brief explanation for your rating		
. Please use the space below to identify any priority actions that need to be taken to maximise the		
) (Please use the space below to provide a brief explanation for your rating

Team Enablers - One Team Programme
15. Have you participated in the One Team programme?
◯ Yes
○ No
O Don't Know

Employed by GP Practice
16. Are you employed by a GP Practice at this time? (Please tick)
⊖ Yes
No
If you selected 'in-part' please use the space below to briefly describe your circumstance.

Primary Care Setting Leadership & Governance

17. Based on your experience of the primary care setting you primarily work in, please state the extent to which you agree with the following statements? (Please tick one answer per statement).

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
When there is a conflict the people involved usually talk it out and resolve the problem.	0	0	0	0	0
The staff have constructive working relationships.	\bigcirc	\bigcirc	\bigcirc	\bigcirc	0
There is often tension between people in this primary care setting.	0	0	0	0	0
The staff and clinicians in this primary care setting operate as a real team.	0	0	0	0	0
Staff input is encouraged for making changes and improvements.	0	0	0	0	0
Nursing and clinical staff input is encouraged for making changes and improvements.	0	0	0	0	0
All of the staff participate in important decisions about clinical operation.	0	\bigcirc	0	0	0
Leadership discourages nursing staff from taking the initiative.	0	\bigcirc	\bigcirc	0	0
This is a very hierarchical structure; decisions are made at the top with little input from those doing the work.	0	0	0	0	0
The leadership are available for consultation on problems.	0	0	0	0	0

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
Success is defined as teamwork and concern for people.	\bigcirc	0	0	0	0
Staff are involved in developing plans for improving quality.	0	\bigcirc	\bigcirc	\bigcirc	0
It's hard to make any changes because we are so busy assisting patients / service users.	0	0	0	0	0
Staff members very frequently feel overwhelmed by the work demands.	\bigcirc	0	\bigcirc	\bigcirc	\bigcirc
Clinicians very frequently feel overwhelmed by the work demands.	0	0	0	0	0
The experience of being in this primary care setting can be described as stressful.	0	0	\bigcirc	0	0
This primary care setting / team is almost always in chaos.	0	0	0	0	0
Things have been changing so fast in our primary care setting / team that it is hard to keep up with what is going on.	0	0	0	0	0
Our primary care setting / team has changed in how it takes initiatives to improve patient care.	0	\bigcirc	0	0	\bigcirc
Our primary care setting / team has changed in how it does business.	\bigcirc	\bigcirc	\bigcirc	0	\bigcirc
Our primary care setting / team has changed in how everyone relates.	0	0	0	0	0

Working in partnership

18. There are a number of ways in which primary care practices and primary care professionals based in localities within the Southern Hampshire region can work together. Please tell us how much collaboration there is in each of these areas right now by rating each of the following statements?

	No collaboration	Some collaboration - geographically limited	Some collaboration - some practices retaining autonomy	Some collaboration - information governance obstacles	Full collaboration - functions fully applied across all practices
Share back office functions.	\bigcirc	0	\bigcirc	\bigcirc	\bigcirc
Joint purchasing.	\bigcirc	0	\bigcirc	\bigcirc	\bigcirc
Sharing clinical expertise across a wider group of practices with specific clinical expertise.	0	0	0	0	0
Putting in place shared care arrangements with practices with specific clinical expertise.	0	0	\bigcirc	\bigcirc	0
Introducing access to emergency care in a co- ordinated way.	0	0	0	\bigcirc	0
Responding to tenders from local commissioners for current services or new service developments.	0	0	\bigcirc	0	0
Shared training and education for all clinical staff in general practice.	\bigcirc	0	\bigcirc	\bigcirc	0
Shared training and education for all non- clinical staff in general practice.	\bigcirc	0	\bigcirc	\bigcirc	0
Implementing common information systems so that patient notes can be accessed across all practices, and potentially the wider health and social care system.	0	0	0	0	0

	No collaboration	Some collaboration - geographically limited	Some collaboration - some practices retaining autonomy	Some collaboration - information governance obstacles	Full collaboration - functions fully applied across all practices
A shared approach to supporting frail elderly people with complex health needs.	\bigcirc	0	0	0	0
Creating integrated primary care teams that connect general practice and community health services.	0	0	0	0	0
Creating integrated primary care teams that connect general practice and specialist medical services.	0	\bigcirc	0	0	\bigcirc
lease use the space below	to briefly explain yo	our response to these	statements.		

GPs. Patient dissatisfaction Patient dissatisfactisfaction
with service changes.
Differences in the quality
of care.
Differences in the quality
to provide care to my
with other practices.
Financial risk.
Fear of the unknown.
ease use the space below to briefly explain your response to these statements.

orking in prir	nary care in your a	area?		

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
Working jointly with other professionals to provide care for may patients / service users has simplified my work.		0	\bigcirc	0	0	0
Professionals providing care for my patients / service users work well together.	0	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Joint working with other professionals has not changed the way I provide care for patients / service users.	0	0	0	0	0	0
Professionals I work jointly with to provide care for my patients / service users understand the capabilities of other professionals.	0	0	0	0	0	0
Professionals I work jointly with to provide care for my patients / service users trust other professionals' judgements.	0	0	0	0	0	0
Professionals I work jointly with to provide care for my patients / service users have a clear understanding of my role.	0	0	0	0	0	0
Professionals I work jointly with to provide care for my patients / service users have a shared approach to managing risk.	0	0	0	0	0	0

Inter-professional and joint working for patients / service users with complex needs.

iointly with to provide care for my patients / service users care clear OOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOO		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
care for my patients / service users care clear	Professionals I work						
service users care clear							
about where professional accountability lies. ease use the space below to briefly explain your response to these statements. 2. Please use the space below to tell us anything else about how satisfied you are with inter-professional		\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
professional accountability lies. ease use the space below to briefly explain your response to these statements. 2. Please use the space below to tell us anything else about how satisfied you are with inter-professional		0	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
ease use the space below to briefly explain your response to these statements.	professional						
2. Please use the space below to tell us anything else about how satisfied you are with inter-professiona	accountability lies.						
2. Please use the space below to tell us anything else about how satisfied you are with inter-professiona	losso uso the space below	to briefly explain		to those statements			
	lease use the space below	w to briefly explain y	our response	to these statements.	8		
	,,						
	,,						
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	, ,						
	,						
	,						
	, ,						

Attitudes Toward Health Care Teams

We would like to know about your attitudes toward interdisciplinary health care teams (including social care professionals) and the team approach to care. By interdisciplinary health care team, we mean three or more health professionals who work together and meet regularly to plan and coordinate treatment for a specific patient population.

23. To what extent do you agree with each of the following statements? (Please tick one box per statement)

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
Working in teams unnecessarily complicates things most of the time	0	0	0	\bigcirc	0	0
The team approach improves the quality of care to patients	\bigcirc	\bigcirc	0	\bigcirc	\bigcirc	\bigcirc
Team meetings foster communication among team members from different disciplines	0	0	0	0	0	0
Physicians have the right to alter patient care plans developed by the team	\frown	0	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Patients receiving team care are more likely than other patients to be treated holistically	0	0	0	0	0	0
A team's primary purpose is to assist physicians in achieving treatment goals for patients	0	0	\bigcirc	0	0	\bigcirc
Working on a team keeps most health professionals enthusiastic and interested in their jobs	0	0	\bigcirc	0	0	0
Patients are less satisfied with their care when it is provided by a team	0	0	0	\bigcirc	0	0
Developing a patient care plan with other team members avoids errors in delivering care	0	0	0	0	0	0

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
When developing interdisciplinary patient care plans, much time is wasted translating jargon from other disciplines	0	0	\bigcirc	0	0	0
Health professionals working on teams are more responsive than others to the emotional and financial needs of patients	0	0	0	0	0	0
Developing an interdisciplinary patient care plan is excessively time consuming	0	0	0	0	0	0
The physician should not always have the final word in decisions made by health care teams	0	0	0	0	0	0
The give and take among team members help them make better patient care decisions	0	0	0	0	0	\bigcirc
In most instances, the time required for team meetings could be better spent in other ways	0	0	0	0	0	0
The physician has the ultimate legal responsibility for decisions made by the team	0	0	0	0	0	0
Hospital patients who receive team care are better prepared for discharge than other patients	0	0	0	0	0	0
Physicians are natural team leaders	0	0	0	0	0	0
The team approach makes the delivery of care more efficient	0	0	0	0	0	0
The team approach permits health professionals to meet the needs of family caregivers as well as patients	0	0	0	0	0	0

			Neither Agree		Strongly	
	Strongly Agree	Agree	nor Disagree	Disagree	Disagree	Don't Know
Having to report						
observations to the team helps team members						
better understand the	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
work of other health						
professionals						
4. Please enter any a	additional comm	ents:				

General C	omments				
conora O					
5. Please	enter any other ge	eneral comments	s in the box belo	w:	