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The impact of staff stability and competence on real world setting implementation

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Background

In Sweden, considerable public efforts have been made to develop knowledge-support product regarding the “how” of evidence-based social work. Recent surveys to Swedish social service agencies suggest limited use of them thus implying focus on implementation prerequisites. In the Swedish debate, staff turnovers and lack of competence in improvement work, is often pointed out to hinder implementation.

Project aim

This project will collect quantitative data on the implementation relevant prerequisite such as manager and staff turnovers and relate it to the degree of implementation (within in the same agencies) of three different knowledge support products regarding evidence-based social work. The aim is to explore to what extent these factors seem to impact decisions and realization of implementation in real-life settings.

Project methods

This project explores use of three manual-based knowledge supports that agencies have requested from the National Board of Health and Welfare, to consider for (voluntary) implementation. The front-line managers agreed to answer and let the staff answer a survey after one year. Managers in about 100-150 agencies have requested each of the three knowledge supports more than a year ago. A survey in autumn 2017 will reach at least 300 agencies and focus on formal decisions, and actual, use of the knowledge support as well as leadership, turnovers and previous experience of improvement work.

Project results

Results will include multivariate analysis of the relation between degree of use/implementation and the characteristics mentioned above. These characteristics are common in many implementation frameworks.

Preliminary or final conclusions/discussion

The discussion will include conclusions on how important these specific implementation characteristics seem to be in a Swedish context and how the results may impact future tools for implementation.