

Insights into implementing Therapy Outcome Measures (TOMs) - success factors and potential barriers to implementation

Date: 24/06/22

Name: Emma Carvell, Quality Lead, MA

Background

“Rely on actual evidence rather than on conclusions resulting solely from reasoning, because arguments in the form of idle words are erroneous and can be easily refuted”

Hippocrates

Implementing TOMs

Attended TOMs training

Few services in the Trust utilising TOMs

Outcome data to complement existing data such as Key Performance Indicators (responsiveness)

Understanding effectiveness and evidencing impact

Curiosity – How can we do this better?

Research opportunity



Research: *To evaluate the implementation of Therapy Outcome Measures in a Community Rehabilitation at Home team, in order to make recommendations on optimal implementation in other services in the trust*

- What were the expected benefits of TOMS?
- To what extent were these benefits realised?
- What factors were identified by staff as supporting implementation of TOMs?
- Were the staff satisfied with the system after it was implemented?
- What problems and concerns did staff have during and after implementation of TOMs?

How?



Reflections

- Curiosity
- Interest
- Professional insight
- Establishment of professional connections





Strategic

TOMs presentation to board and senior managers

Development of TOMs Standard Operating Procedure

Resestablishment of TOMs network meetings

TOMs item on 1:1 and team meeting agendas

Structured sessions for inter-rater reliability checks

Formal and informal training and support

Individual



Next steps and learning from the findings

- Leadership as a critical success factor
- Capability building across teams
- Re-establishment of TOMs network – professional cohesiveness
- Effective data reporting and analysis – embedding into governance structure
- TOMs audits – Embedding into practice, celebrating success and outcomes

Any
questions?

