



Sustainability and prehabilitation

29th July 2020



Stability?

Stickability?

Organisational change?

Change becomes norm?

Absorptive capacity?

Embedded change?



Continuing improvement?




Irreversibility?



Sustainability:

‘Holding the gains and evolving as required – definitely not going back’

When new ways of working and improved outcomes become the norm



Sustainability Model

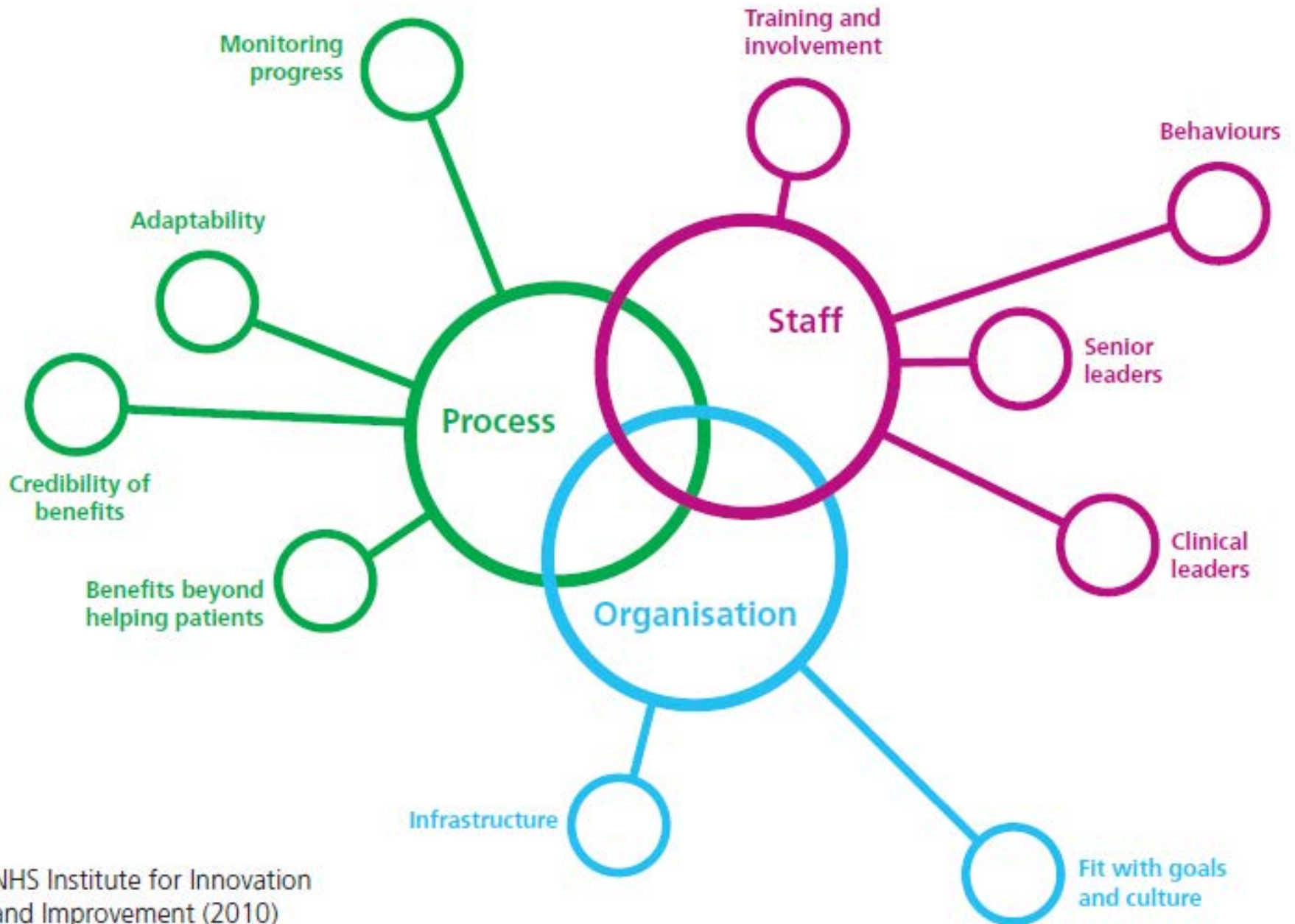
Designed to link to a specific service improvement initiative

Aim is to help individuals and teams;

- Plan for sustainability of improvement
- Recognise and understand key barriers to sustainability and relate it to a local situation
- Self assess against a number of key criteria for sustaining change
- Monitor progress over time

http://webarchive.nationalarchives.gov.uk/20160805122935/http://www.nhs.uk/media/2757778/nhs_sustainability_model_-_february_2010_1.pdf

Figure 1: The sustainability model



Be clear about the benefit to stakeholders

- Does the change produce clear, identifiable, proven and measurable benefits
- that meets the needs for all stakeholders including patients, policy makers and all involved staff?

If yes, it is more likely to be sustained.

When each stakeholder can answer the “what’s in it for me?” question for themselves, the change has won hearts and minds.

Improvement needs as much thought and effort into the sustainability as into the launch.

WesFit ...what's your experience?

How do you get 'the money' mechanisms in place ?

Zoe, Sustainability is a little up in the air right now with Commissioning & COVID ?