

Interplast Australia & New Zealand

Allied Health Thematic Evaluation

2012-2022

Terms of Reference

Interplast Australia & New Zealand (Interplast) is undertaking a comprehensive, thematic evaluation of its Allied Health Program, covering the period 2012-2022. Interplast's allied health volunteers have provided services to patients and training to allied health professionals in partner countries since 2000. Whilst Interplast has undertaken evaluations of several of its country programs including the allied health components, this is the first evaluation that has a primary focus on allied health.

Interplast is seeking expressions of interest from suitably qualified and experienced consultants to undertake the evaluation. The successful consultant will have experience and relevant qualifications in evaluating health or community development programs in developing countries, particularly in the Asia Pacific region.

If you are interested in being considered for this evaluation, please provide to Interplast an *Expression of Interest* detailing your relevant experience, a proposed approach to addressing the *Terms of Reference* including your proposed methodology; a brief outline of how you would structure the evaluation report; a project budget (including number of consultant days/fees per day/other costs), and the names/contact details of two referees.

Proposals should be emailed to: contactus@interplast.org.au with 'Allied Health Evaluation 2022' in the subject line.

Closing date: **COB 12 December 2022**

Interplast strongly recommends applicants to familiarise themselves with the work of Interplast via its website: <https://interplast.org.au/>

If you have any questions relating to this *Terms of Reference*, please email them to the 'contactus' email address listed above.

The final evaluation report will be delivered to Interplast by **mid-June 2023**.

Purpose:

The purpose of the Allied Health Program Evaluation is to give Interplast and its stakeholders a sound understanding of the impact that the Allied Health Program has had in partner countries; its contribution to Interplast's in-country surgical programs; its role in maximising outcomes for surgical patients, and for non-surgical patients who are referred for treatment to Interplast's allied health

volunteers. Interplast also seeks to understand the effectiveness of its capacity building programs for allied health professionals in partner countries, both during in-country programs, and through Interplast's online education platform.

The audience for this evaluation includes: Interplast's Board of Management, management and other staff members; governments in partner countries; health professionals, relevant clinical administrators, and patients in partner countries; relevant Interplast committees and working groups; the Australian Government and other donors.

The insights, findings and recommendations of the evaluation will be used to inform future programming decisions, for in-country surgical/allied health and mentoring programs, and for online education programs; and to highlight the achievements of Interplast's Allied Health Program to donors, partner governments and members of the public.

Methodology:

Providing context to the Allied Health Program Evaluation will be Interplast's end-of-program outputs reporting. These are completed by Interplast volunteer clinicians and clinicians in partner countries at the conclusion of each in-country surgical and allied health program. A number of country program evaluations, through which Interplast has gained understandings of the contribution of allied health to outcomes for surgical patients, also provide context.

The evaluation will examine the Program through collecting both quantitative (output data from the end-of-program reports) and qualitative (program narratives/interviews with stakeholders) information, and provide a comprehensive overview and description of the Allied Health Program over the 10-year period, based on the interviews, program reports and the findings of earlier country program evaluations.

The successful consultant will incorporate a desk review of existing material to provide an overview of the role of the Allied Health Program; and a brief contextual analysis of the settings where Interplast conducts its programs. Where appropriate, the consultant will also conduct interviews with Interplast program staff, volunteers (including surgical/nursing volunteers) and allied health professionals in partner countries. This will be undertaken remotely.

The consultant will be working with a range of informants to the evaluation, including:

- Interviews/discussions with Interplast's International Programs staff, and where necessary, some key stakeholders in partner countries
- Meeting and consulting with a small reference group of members of Interplast's Allied Health Working Group
- Interviews with Interplast volunteers; including allied health, nursing and surgical volunteers
- Coordinating and summarising the input of consultants* in partner countries.

[*Interplast may, where feasible, engage in-country consultants to interview clinicians/allied health professionals/patients and their families/administrators/representatives of ministries of health or equivalent.]

The key deliverable for the evaluation will be a comprehensive report covering:

- A brief overview of the role of allied health in outcomes for surgical patients, and in preventing/managing injury

- Based on interviews with Interplast's volunteers and International Programs staff, include in this overview a brief contextual analysis of how Interplast's allied health program addresses patient outcomes
- A synthesis and analysis of:
 - program reporting data
 - recommendations and findings of allied health outcomes from earlier country program evaluations
- A summary of the in-country interviews with key stakeholders (including those where Interplast has engaged in-country consultants) to gauge the outcomes and impact of the allied health program from the perspective of stakeholders, including clinicians (allied health, surgical, anaesthetic and nursing); patients and their families; administrators; ministries of health or equivalent
- The extent to which the Allied Health program is accessible and inclusive to patients and clinicians regardless of gender and disability
- A presentation of case studies from a number of countries where Interplast has undertaken allied health programs
- Findings and recommendations to inform decisions on future allied health interventions.

Interplast will use the analysis, findings and recommendations of the evaluation to understand:

- The outcomes and impacts of the Allied Health Program
- The contribution of the Allied Health Program in partner countries to improved outcomes for surgical patients, and for patients receiving only allied health interventions
- How the Allied Health Program contributes to managing conditions/preventing injury
- How the skills of allied health professionals in partner countries accessing training/mentoring have improved as a result of capacity building and training; and the reach of Interplast's professional development program (both in-country and online)
- Gender and disability inclusion in the Allied Health Program, for both patients and clinicians
- How the evaluation findings will inform the design and scope of capacity building and patient programs, both in-country and (for capacity building) through Interplast's online learning platform; and where allied health investments should be made.

Key evaluation criteria/evaluation questions:

The Allied Health Program Evaluation will focus on the following key evaluation criteria:

Impact: what difference does the program make?

Effectiveness: is the program achieving its objectives?

Coherence: how well does the program fit?

Relevance: is the program doing the right things?

Efficiency: how well are resources being used? Value for money?

Sustainability: will the benefits last?

It will also examine the Allied Health Program through the lens of Interplast's strategic objectives and targets, which are:

- *Provision of outstanding patient care*
- *Building a sustainable surgical workforce*
- *Strengthening hospitals and clinical institutions*

- *Delivery of systemic change.*

The Evaluation will also examine the cross-cutting issues of gender and disability inclusion.

Specific questions:

The following evaluation questions are a guide to the sorts of questions that the Allied Health Program Evaluation could cover:

Impact

1. What has the impact of the Allied Health Program been on patients (post-surgical/non-surgical patients)?
 - How has post-surgical program mentoring for allied health personnel enhanced the quality of patient care?
2. What has been the impact of Interplast's online education program on the skills development of allied health professionals in partner countries?

Effectiveness

3. What effect has post-surgical program allied health mentoring had on enhancing the quality of patient care?
4. Do Interplast's new program and partnership assessment tools and processes adequately capture information to include allied health in new programs?
 - What could be done to improve these processes to ensure successful integration of allied health interventions into Interplast's programs?

Coherence

5. What are the key factors that contribute to successful outcomes in allied health interventions in partner countries?
6. Have Interplast's key stakeholders (particularly its volunteers) identified gaps in services which (if addressed) would enhance capacity building efforts and ensure that allied health interventions contribute to outcomes that are consistent with surgical programs?

Relevance

7. How have Interplast's allied health activities supported and extended the reach and impact of its traditional surgical focus?

Efficiency

8. How do Interplast volunteers apply their practice in low resource settings?
9. What are the barriers in partner countries that could hinder understanding and impact of the Allied Health Program? (This could include information systems, referral processes, patient management practices/coordination, attitudes/understanding of the role of allied health).

Sustainability

10. Are the outcome measures used to evaluate allied health interventions in relation to quality, sustainability and the strengthening of clinical institutions and processes adequate to inform success and change?
11. What do hospital and health service administration resource allocations have on impact and sustainability in allied health interventions?

Gender and disability inclusion

Building on Interplast's 2021 baseline study conducted in partner countries in Asia and the Pacific on gender and disability inclusion:

Collate and update de-identified data on gender and number of people with a disability accessing Interplast's allied health programs, as either medical trainees or patients, and provide an analysis on:

- a. Gender of persons who have benefited
- b. Whether there are different opportunities and challenges for men, women, girls and boys in accessing Interplast's allied health programs, and identify where improvements can be made
- c. Whether people with a disability have had difficulty accessing Interplast allied health programs, and what could be done differently to better support their access (this could apply to patients and medical trainees)
- d. The extent to which the Allied Health program has improved the lives of patients with a disability
- e. The extent to which gender and disability has been mainstreamed into Interplast's allied health programs.

Timeframe:

Each milestone will be completed by the end of each month, unless otherwise specified.

December 2022: Consultant contract finalised; proposed approach/outline/budget agreed

January 2023: Evaluation questions agreed/desk review complete/report outline submitted

February-March 2023: In-country research coordinated/first draft completed and submitted

April 2023: Draft findings and recommendations drafted/agreed

May 2023: First draft of report submitted

Mid-June 2023: Report finalised and submitted to Interplast.

Background

Interplast Australia and New Zealand (Interplast) is a non-government organisation (NGO) which sends teams of volunteer plastic and reconstructive surgeons, anaesthetists, nurses and allied health professionals to provide life-changing surgery and medical training in 17 countries across the Asia Pacific region.

Interplast's vision is: *Quality and accessible surgical care, for all*

and its mission is: *Enhancing quality of life through positive surgical and health outcomes*

Interplast does this through providing surgical services to those who could not otherwise afford or access these services; by building the capacity of local medical systems (including rehabilitation services) through training and mentoring programs, and through supporting the strengthening of hospitals and health systems.

Its work focusses on four key areas:

- *Provision of outstanding patient care*
- *Building a sustainable surgical workforce*
- *Strengthening hospitals and clinical institutions*
- *Delivery of systemic change.*

Interplast is accredited with Australia's Department of Foreign Affairs and Trade, is registered by the Australian Charities and Not for Profit Commission, and is a signatory to the Australian Council for International Development Code of Conduct. Interplast works in partnership with local organisations in partner countries; including hospitals, universities and local NGOs, and like-minded international and domestic organisations and partners.