National Institute for Health and Care Excellence

FINAL

Safeguarding adults in care homes

[G] Multi-agency working at the operational level in the context of safeguarding

NICE guideline NG189 Evidence reviews February 2021

Final

These evidence reviews were developed by the National Guideline Alliance which is part of the Royal College of Obstetricians and Gynaecologists



FINAL

Disclaimer

The recommendations in this guideline represent the view of NICE, arrived at after careful consideration of the evidence available. When exercising their judgement, professionals are expected to take this guideline fully into account, alongside the individual needs, preferences and values of their patients or service users. The recommendations in this guideline are not mandatory and the guideline does not override the responsibility of healthcare professionals to make decisions appropriate to the circumstances of the individual patient, in consultation with the patient and/or their carer or guardian.

Local commissioners and/or providers have a responsibility to enable the guideline to be applied when individual health professionals and their patients or service users wish to use it. They should do so in the context of local and national priorities for funding and developing services, and in light of their duties to have due regard to the need to eliminate unlawful discrimination, to advance equality of opportunity and to reduce health inequalities. Nothing in this guideline should be interpreted in a way that would be inconsistent with compliance with those duties.

NICE guidelines cover health and care in England. Decisions on how they apply in other UK countries are made by ministers in the <u>Welsh Government</u>, <u>Scottish Government</u>, and <u>Northern Ireland Executive</u>. All NICE guidance is subject to regular review and may be updated or withdrawn.

Copyright

© NICE 2021. All rights reserved. Subject to Notice of Rights.

ISBN: 978-1-4731-4000-4

Contents

Barriers and facilitators to effective multi agency working	6
Review question	6
Introduction	6
Summary of the protocol	6
Methods and process	7
Evidence	7
Summary of studies included in the evidence review	9
Quality assessment of themes included in the evidence review	. 11
Economic evidence	. 12
Economic model	. 12
The committee's discussion of the evidence	. 12
References	. 17
Appendices	. 18
Appendix A – Review protocols	. 18
Review protocol for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?	. 18
Appendix B – Literature search strategies	. 25
Literature search strategies for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?	25
Economics Search	
Appendix C – Evidence study selection	
Study selection for review question G: What are the barriers and facilitators to	. 01
effective multi-agency working at the individual operational level?	. 31
Appendix D – Evidence tables	. 32
Evidence tables for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?	. 32
Appendix E – Forest plots	. 41
Forest plots for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?	. 41
Appendix F – GRADE-CERQual tables	. 42
GRADE-CERQual tables for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?	. 42
Overarching theme G1: Barriers to effective multi-agency working	. 42
Overarching theme G2: Facilitators to effective multi-agency working	
Appendix G – Economic evidence study selection	
Economic evidence study selection for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?	۲ 2
Appendix H – Economic evidence tables	

Economic evidence tables for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?	. 54
Appendix I – Economic evidence profiles	. 55
Economic evidence profiles for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?	. 55
Appendix J – Economic analysis	. 56
Economic evidence analysis for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?	56
Appendix K – Excluded studies	
Excluded studies for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?	
Economic studies	. 58
Appendix L – Research recommendations	. 59
Research recommendations for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?	. 59

Barriers and facilitators to effective multi agency working

3 This evidence review supports recommendations 1.7.7, 1.11.1, 1.11.3.

4 **Review question**

5 What are the barriers and facilitators to effective multi-agency working at the individual oper-6 ational level?

7 Introduction

8 The challenges of multi-agency working at strategic level (as explored in review F) are played out at operational level in the interactions between individual workers in front line 9 practice. Although distinct questions arise at the strategic and the practice levels, they are 10 11 clearly related. Strategies have to be implemented by practitioners and learning from the outcomes (positive and negative) of practice should influence the LSAB as it monitors and de-12 velops its multi-agency policy. However, multi-agency working at the operational level is 13 largely concerned with how practitioners can work together to respond to specific safeguard-14 15 ing concerns. 16 Both interagency and interprofessional practice have come under scrutiny during Safeguard-

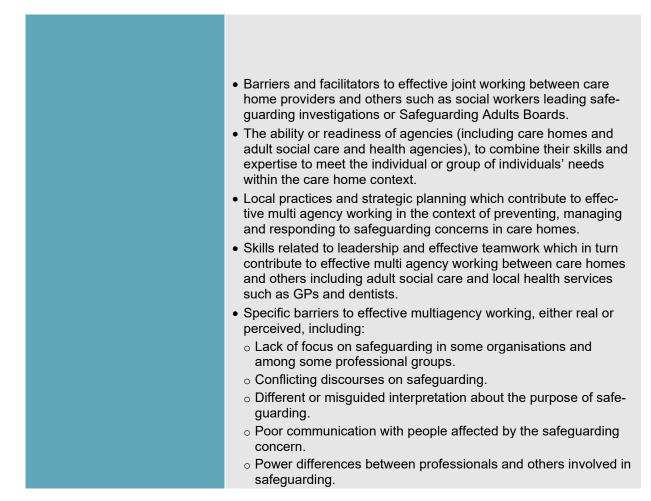
ing Adult Reviews, and the need for more effective multiagency working has been high-17 18 lighted. This leads to questions about the availability and suitability of interprofessional training; the amount of time and other resources that practitioners from different agencies are 19 20 able to devote to safeguarding cases; clarity around roles and responsibilities of each person and agency involved in each safeguarding situation; and support for front-line workers and 21 22 care home managers when safeguarding cases arise, including clear pathways for escalation of complex cases. At present, there multi-agency working is managed in a variety of ways 23 24 across adult health and social care in different localities. Reviewing the available evidence 25 will assist in the development of effective guidance and other resources for practitioners.

26 Summary of the protocol

Please see Table 1 for a summary of the Population, Intervention, Comparison and Outcome
 (PICO) characteristics of this review.

29 Table 1: Summary of the protocol (PICO table)

, , ,	
Population	 People working in care homes
	 People working with care homes (including advocacy organisa- tions)
	 People visiting care homes
	 Adults (aged over 18 years) accessing care and support in care homes (and their friends and families).
Intervention/exposure/test	 Multi-agency working in the context of safeguarding adults in care homes.
Comparison	Not relevant in a qualitative review.
Outcomes	Themes will be identified from the literature. The committee identi- fied the following potential themes (however, they are aware that not all of these themes will necessarily be found in the literature and that additional themes may be identified):



1 For further details, see the review protocol in appendix A.

2 Methods and process

- 3 This evidence review was developed using the methods and process described in Develop-
- 4 ing NICE guidelines: the manual. Methods for this review question are described in the re-
- 5 view protocol in appendix A and the methods document.

6 Evidence

7 Included studies

- 8 This was a qualitative review, the objectives of which were to explore which factors promote
- 9 effective multi-agency working at the individual operational level and which factors hinder ef-
- 10 fective multi-agency working at the individual operational level.
- One study was included in this review (Simic 2012). The study was conducted in the UK and provided data in relation to barriers and facilitators to effective multiagency working at the operational level. Data collection methods included telephone survey, and follow-up focus
- 14 groups related to issues raised in the telephone survey.
- 15 The study population included staff providing domiciliary care, care homes only, and care
- homes with nursing. There were 2 focus groups (n=8 to 10 per group): a care homes groupand a domiciliary care group.
- 18 The following concepts were identified through analysis of the included study:

- The ability or readiness of agencies (including care homes and adult social care and health agencies) to combine skills and expertise to meet the individual or group of individuals' needs within the care home context.
- Local practices and strategic planning which contribute to effective multi-agency working
 in the context of preventing, managing and responding to safeguarding concerns in care
 homes.
- Skills related to leadership and effective teamwork, which in turn contribute to effective
 multi-agency working between care homes and others including adult social care and local health services such as GPs and dentists.
- Specific barriers to effective multi-agency working, either real or perceived, including:
- 11 o Conflicting discourses on safeguarding.
- 12 Poor communication with people affected by the safeguarding concern.
- 13 Power differences between professionals and others involved in safeguarding.
- 14 As shown in the theme maps (Figure 1 and

- 1 Figure 2), these concepts have been explored in a number of central themes and sub-
- themes. Overarching themes are shown below in dark blue, central themes in light blue, andsub-themes in brown.
- 4 See the literature search strategy in appendix B and study selection flow chart in appendix C.

5 Figure 1: Theme map – Barriers to effective multi-agency working at the individual op-6 erational level

 Bablishing group

 Instanding of and processes

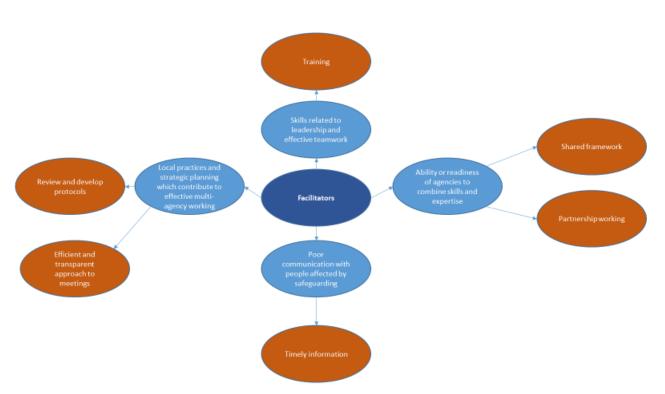
</

8 9

7

1 Figure 2: Theme map - Facilitators effective multi-agency working at the individual op-2 erational level

3



4

5 Excluded studies

Studies not included in this review with reasons for their exclusions are provided in appendix
 K.

8 Summary of studies included in the evidence review

9 A summary of the study that was included in this review is presented in Table 2.

10 Table 2: Summary of included studies

Study and aim of the study	Participants	Methods	Themes
Simic 2012 Study design: Sur- vey questionnaires and focus groups Aim of the study: to evaluate key organi- sational processes in managing "safe- guarding" in relation to the independent sector, the local au- thority delivery arm for care. England	 Sample: domiciliary care n=26, care homes only n=69, care home with nursing n=22 2 focus groups (n=8 to 10 per group); care homes group and domiciliary care group. 	 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Survey questionnaire covering 4 domains: information, advice and support, training, and experience of investigations. Follow-up focus groups (n=2) of local authority 	 Barriers Ability or readiness of agencies to combine skills and expertise to meet the individual or group of individuals' needs within the care home context: working with others joint management. Conflicting discourses on safeguarding: semantics. Poor communication with people affected by the safeguarding concern:

Study and aim of the	Participants	Methods	Themes
study		staff and independent sector domiciliary and residential providers.	 selective communication. Skills related to leadership and effective teamwork which in turn contribute to effective multi agency working: establishing ground rules for inquiry or inquisition. Power differences between professionals and others involved in safeguarding: establishing ground rules for inquiry or inquisition process which is very much perceived to be about secrets and the misuse of power associated with mishandling information and processes. Facilitators Ability or readiness of agencies to combine skills and expertise: shared framework partnership working (including ongoing, effective, joint management). Local practices and strategic planning which contribute to effective multi-agency working: urgent review of protocols and principles around secret premeetings protocols and guidelines to be developed and disseminated efficient and transparent approach to meetings. Poor communication with people affected by safeguarding:

Study and aim of the study	Participants	Methods	Themes
			 timely and useful management infor- mation. Skills related to lead- ership and effective teamwork: training.

1 See the full evidence tables in appendix D. No meta-analysis was conducted (and so there 2 are no forest plots in appendix E).

3 Quality assessment of themes included in the evidence review

A summary of the strength of evidence (overall confidence), assessed using GRADE-CER-4 Qual, and quality of the evidence (overall methodological concerns), assessed using the 5 6 CASP checklist for gualitative studies, is presented according to the main themes: 7 **Barriers** 8 The ability or readiness of agencies to combine their skills and expertise to meet the indi-9 vidual or group of individuals' needs within the care home context: 10 Working with others. Overall methodological concerns were considered to be moder-11 ate, and the overall confidence in this sub-theme was judged to be very low. 12 Joint management. Overall methodological concerns for this sub-theme were also considered to be moderate. The overall confidence in this sub-theme was also judged to 13 14 be very low. 15 Skills related to leadership and effective teamwork which contribute to effective multi-16 agency working: 17 Establishing ground rules for inquiry or inquisition. Overall methodological concerns were considered to be moderate, and the overall confidence in this sub-theme was 18 judged to be very low. 19 20 Conflicting discourses on safeguarding: o Semantics. Overall methodological concerns were considered to be moderate, and the 21 overall confidence in this sub-theme was judged to be very low. 22 23 Poor communication with people affected by the safeguarding concern: o Selective communication. Overall methodological concerns were considered to be 24 moderate, and the overall confidence in this sub-theme was judged to be very low. 25 26 Power differences between professionals and others involved in safeguarding: 27 o Establishing ground rules for inquiry or inquisition. Overall methodological concerns were considered to be moderate, and the overall confidence in this sub-theme was 28 29 judged to be very low. 30 Mishandling of information and processes. Overall methodological concerns for this sub-theme were also considered to be moderate. The overall confidence in this sub-31 32 theme was also judged to be very low. 33 Facilitators 34 Skills related to leadership and effective teamwork which contribute to effective multi-35 agency working: 36 o Training. Overall methodological concerns were considered to be moderate, and the overall confidence in this sub-theme was judged to be very low. 37 Poor communication with people affected by safeguarding: 38 12

1 2		 Timely information. Overall methodological concerns were considered to be moderate, and the overall confidence in this sub-theme was judged to be very low.
3	•	Local practices and strategic planning which contribute to effective multi-agency working:
4 5		 Review protocols. Overall methodological concerns were considered to be moderate, and the overall confidence in this sub-theme was judged to be very low.
6 7 8		 Develop protocols. Overall methodological concerns for this sub-theme were also con- sidered to be moderate. The overall confidence in this sub-theme was also judged to be very low.
9 10 11		 Efficient and transparent approach to meetings. Overall methodological concerns for this sub-theme were also considered to be moderate. The overall confidence in this sub-theme was also judged to be very low.
12 13	•	Ability or readiness of agencies to combine skills and expertise to meet individual or groups of individuals needs within the care home context:
14 15		 Partnership working. Overall methodological concerns were considered to be moder- ate, and the overall confidence in this sub-theme was judged to be very low.
16 17 18		 Shared framework. Overall methodological concerns for this sub-theme were also con- sidered to be moderate. The overall confidence in this sub-theme was also judged to be very low.

Evidence is summarised in GRADE-CERQual tables for the qualitative study. See the evi-dence profiles in appendix F for details.

21 Economic evidence

22 Included studies

A systematic review of the economic literature was undertaken but no economic studies were identified which were applicable to this review question.

25 Economic model

- 26 No economic modelling was undertaken for this review because the committee agreed that
- 27 other topics were higher priorities for economic evaluation.

28 The committee's discussion of the evidence

29 Interpreting the evidence

30 The outcomes that matter most

This review focused on the barriers and facilitators to effective multi-agency working at the individual operational level. To address this issue the review was designed to include qualitative data and as a result the committee could not specify in advance the data that would be located. Instead, they identified the following main themes to guide the review. However, not all the themes may be found in the literature and the list was not exhaustive so additional themes may have been identified:

- Barriers and facilitators to effective joint working between care home providers and others
 such as social workers leading safeguarding investigations or Safeguarding Adults
 Boards.
- The ability or readiness of agencies (including care homes and adult social care and health agencies) to combine their skills and expertise to meet the individual or group of individuals' needs within the care home context.

- Local practices and strategic planning which contribute to effective multi-agency working
 in the context of preventing, managing and responding to safeguarding concerns in care
 homes.
- Skills related to leadership and effective teamwork, which in turn contribute to effective
 multi-agency working between care homes and others including adult social care and local health services such as GPs and dentists.
- 7 Specific barriers to effective multiagency working, either real or perceived, including:
- 8 o Lack of focus on safeguarding in some organisations and among some professional
 9 groups.
- 10 o Conflicting discourses on safeguarding.
- 11 Different or misguided interpretation about the purpose of safeguarding.
- 12 Poor communication with people affected by the safeguarding concern.
- 13 Power differences between professionals and others involved in safeguarding.
- 14 The evidence review provided data relating to the following themes set out in the protocol 15 and the committee were able to make a number of recommendations in relation to these:
- The ability or readiness of agencies (including care homes and adult social care and health agencies) to combine their skills and expertise to meet the individual or group of individuals' needs within the care home context.
- Local practices and strategic planning which contribute to effective multi-agency working
 in the context of preventing, managing and responding to safeguarding concerns in care
 homes.
- Skills related to leadership and effective teamwork, which in turn contribute to effective
 multi-agency working between care homes and others including adult social care and lo cal health services such as GPs and dentists.
- Specific barriers to effective multiagency working, either real or perceived, including:
- 26 o Conflicting discourses on safeguarding.
- 27 Poor communication with people affected by the safeguarding concern.
- 28 Power differences between professionals and others involved in safeguarding.
- 29 The evidence review did not identify any evidence relating to the lack of focus on safeguard-
- ing in some organisations and among some professional groups, or different or misguided
- 31 interpretation about the purpose of safeguarding.

32 The quality of the evidence

Evidence was available from 1 qualitative study which explored the experiences of independent sector providers from 1 local authority in relation to safeguarding investigations in the previous year. However, despite addressing the themes, the included study was limited in terms of the level of detail reported.

37 The evidence was assessed using GRADE-CERQual methodology and the overall confidence in the review findings was found to be very low. As a result, the recommendations 38 were made partly based on these statements, but supplemented with the committee's own 39 expertise, the requirements of the Care Act 2014, and also with reference to related NICE 40 guidelines. The review findings were generally downgraded because of methodological limi-41 tations, including, for example, providing limited detail on participant selection and analytical 42 methods. The evidence was also downgraded because of the relevance of the findings be-43 44 cause the study reported data together for both care home and domiciliary care participants, and the findings were therefore not exclusive to care homes. However, the committee recog-45 nised that some themes identified in the study still applied to care home settings and they 46 agreed the data from other settings could be extrapolated to inform the recommendations. 47

- 1 In addition, the committee noted that the included study was conducted before the implemen-
- 2 tation of the Care Act 2014 and statutory guidance, which introduced a clear legal framework
- 3 for how local authorities, providers and others should protect adults at risk of abuse or ne-
- 4 glect. The committee therefore expressed concerns about the relevance of the evidence be-
- 5 cause certain findings may remain an issue while others may have been addressed by the
- 6 implementation of the Care Act 2014.
- 7 The evidence was also downgraded because of the adequacy of data; the themes were sup-8 ported by only 1 study which offered generally thin data.

9 The committee recognised the limitations of the evidence overall, including the use of indirect 10 evidence from other care settings which required extrapolation to a care home setting, and 11 this prevented the committee from reaching firm conclusions. However, the committee felt 12 strongly about the issues identified from the evidence and they therefore drew on their own 13 experiences and expertise to make recommendations to ensure that health and social care 14 professionals and organisations meet the standards set by the Care Act 2014 and other stat-15 utory requirements to provide best practice; ultimately protecting care home residents from

16 harm and ensuring they receive the best quality care.

17 Benefits and harms

18 Responding to reports of abuse or neglect

19

20 Local authorities

21

Recommendations based on evidence based relating to mishandling of information and pro cesses

24 The evidence review suggested that safeguarding processes can be perceived negatively by 25 care home providers and staff, with concerns being expressed regarding 'secret' meetings 26 and the perceived power imbalance between care homes and local authorities. Although the strength of the evidence was considered to be very low guality, the committee agreed that 27 28 such perceptions and other miscommunication are not uncommon and felt that this provided 29 additional support for other recommendations in the guideline relating to organisational abuse, addressed by evidence review C: Tools to support recognition and reporting of safe-30 guarding concerns. The committee also agreed that it was important to emphasise that as 31 well being a sign of poor care, a safeguarding referral could also be a sign of the care homes 32 high level of awareness of safeguarding issues and their willingness to do something about 33 34 it. As a result the committee drafted a recommendation for local authorities on this issue 35 which the committee felt would go some way to addressing providers concerns regarding a 'presumption of guilt'. 36

37 Based on their own expertise and experience, the committee recognised disadvantages in terms of the stereotypes that may exist where safeguarding is perceived to be purely about 38 the responsibility of care homes or just about the independent sector rather than a shared 39 challenge involving other organisations. There may also be unhelpful interpretations whereby 40 41 the reporting of incidents is perceived as a measure of poor practice rather than as a positive 42 interpretation where there is a commitment to tackling poor care. Negative perceptions may in turn result in care homes and providers becoming more defensive and less likely to coop-43 44 erate with other organisations. The committee recognised that it is more likely that poor gual-45 ity providers/services will not report incidents to try to hide poor practice and therefore reporting of incidents should be encouraged, which may in turn improve collaborative working. 46

Overall, the committee agreed that the potential benefits far outweigh the disadvantages of
such approaches, ensuring that the focus is on effective safeguarding practice rather than
attempts to place blame.

50 *Meetings during a safeguarding enquiry*

1 Recommendations based on evidence relating to establishing ground rules for enquiry or in-2 quisition

3

The evidence presented to the committee highlighted problems in the conduct and management of safeguarding meetings which can often result in perceptions of an unfair process. The committee agreed that this issue has largely been addressed by the implementation of the Care Act 2014, although some concerns remain. Overall confidence in the evidence was considered to be very low, and the committee therefore also drew on their own expertise to discuss how safeguarding enquiries should be conducted both in terms of who should be involved and how information should be shared.

11 The committee discussed the limited evidence which suggested that care providers some-12 times believe that secret pre-meetings are taking place (in the context of safeguarding enquiries) without their knowledge. Based on their own experience, the committee acknowl-13 edged that there may sometimes be a reason for excluding individuals from meetings (for ex-14 15 ample, care home residents may not wish the alleged abuser to be present, or the need to maintain confidentiality around third party information), but recommended that exclusions 16 17 should only be made if this is in line with the safeguarding policy and that the reasons for doing so are made clear to all parties. Where people have to be excluded from meetings, the 18 committee agreed they should still be informed of the outcomes in order that action can be 19 taken to reduce the risk to other care home residents. Providing reasons for the exclusion of 20 an individual or organisation from meetings may also provide benefits by helping to alleviate 21 any tension between the stakeholders involved and minimising fears regarding perceived 22 23 bias or prejudice.

24 The committee agreed that safeguarding meetings are opportunities for different organisa-25 tions to, for example, share information, discuss the needs of the adult at risk and how they can be kept safe, as well as the outcomes they would like to achieve. They are also opportu-26 27 nities for decisions to be made in terms of what follow-up action is needed with regard to the person or organisation responsible for the alleged abuse or neglect. In order to achieve a 28 29 successful outcome to a safeguarding concern, the committee agreed (based on their own knowledge and expertise) that all relevant organisations and individuals need to be aware of 30 31 any decisions agreed upon and any role they should play in specific actions identified. For 32 example, if care providers are excluded from meetings then they may not realise what action 33 is needed in terms of dealing with the alleged abuser and keeping care home users safe. As 34 a result of their discussions and to ensure that all relevant organisations and individuals are 35 kept informed of the outcomes of safeguarding meetings, the committee agreed to recommend that minutes should be taken at all safeguarding meetings and that these should be 36 37 made available to all parties (including those excluded from the meeting) so far as this is consistent with the Safeguarding Adults Board's information sharing policy. 38

39 Based on their own expertise, the committee also agreed that having clear processes in place is likely to improve efficiency and consistency across different organisations, reducing 40 41 variation in safeguarding processes. Benefits might also include improvements in co-operation across different organisations and greater understanding of ownership of specific ac-42 tions, which in turn is likely to improve compliance with agreed approaches. It is also likely to 43 44 enable everyone involved in a safeguarding enquiry meeting to function as a cohesive group and to ensure that they are compliant with any legal duties which they have whilst also rec-45 ognising the legal responsibilities of others involved... 46

47 Benefits are also likely to include better information sharing practice amongst local partners 48 and with affected residents, which should lead to more accurate and comprehensive record-49 ing of the outcomes identified by the resident thereby making it more likely that these out-50 comes are met. On balance, the committee agreed that the potential benefits far outweigh the disadvantages of such approaches; promoting a clear understanding of the purpose of safeguarding meetings and keeping all relevant parties informed of the outcomes of meetings (particularly with those who may be excluded from a meeting) should ensure that all of those involved are aware of what is expected of them and the specific actions which they need to take to contribute towards improved outcomes for the resident.

7

8 Evidence not used to make recommendations

9 The committee agreed not to make recommendations in relation to the evidence presented 10 on the following themes:

11

12 Selective communications

13

Evidence highlighted that care home providers felt excluded at key points throughout the
safeguarding enquiry. The committee agreed that this issue had previously been addressed
by recommendations based on this evidence review and evidence review F: Barriers and facilitators to effective strategic partnership working.

1819 Semantics

20

Findings from the evidence review indicated that 1 of the main challenges for people implementing safeguarding procedures relates to ambiguities in language, definitions around safeguarding, what processes are in place and what resources are available. The committee agreed that this issue had been addressed by recommendations made on the basis of evidence review F: Barriers and facilitators to effective strategic partnership working.

26

27 Working with others/partnership working and joint management

The committee discussed the evidence of care home providers feeling prejudged and targeted within the context of safeguarding as compared with other local agencies. The committee agreed that this provided additional support to recommendations made on the basis of evidence review F: Barriers and facilitators to effective strategic partnership working.

32

33 Review and develop protocols

34

Findings from the evidence review highlighted an urgent need for a review of protocols and principles around the conduct of pre-meetings, and for the development and dissemination of protocols and guidelines to ensure good practice in decision-making panels. The committee agreed that this issue had already been addressed by recommendations based on this evidence review and evidence review F: Barriers and facilitators to effective strategic partnership working.

41

Efficient and transparent approach to meetings, timely information and a shared framework

44

The evidence presented to the committee indicated that chairs of safeguarding meetings should be competent and motivated to ensure that processes are open, inclusive, fair and sensitive and follow a standardised process or framework. There was also a need for timely and useful management information throughout the whole safeguarding process (for example, taking minutes of meetings and circulating them across all relevant organisations). The committee agreed that this issue had already been addressed by recommendations based on evidence review F: Barriers and facilitators to effective strategic partnership working.

1 Cost-effectiveness and resource use

2 This was a qualitative review and therefore it was not possible for the committee to formally

3 address the cost-effectiveness of recommendations arising from the evidence. Instead the

4 committee made a qualitative assessment of the likely cost effectiveness and resource impli-

5 cations of their recommendations.

6 The committee considered that many of the recommendations stemming from this evidence would have little or no resource implication. So, for example, explaining to stakeholders why 7 it may sometimes be necessary to exclude them from a safeguarding meeting, taking 8 minutes of safeguarding meetings and making them available to stakeholders and making 9 health and social care agencies aware that the reporting of safeguarding concerns may stem 10 from a provider's openness and awareness of the safeguarding policy, as well as being pos-11 sible indicators of poor care were all considered to have a negligible cost. The committee 12 considered that their recommendations would promote the well-being of care home residents 13 14 by improving collaborative working and that they would, therefore, represent a cost-effective use of the relatively small amount of staff time needed for implementation. 15

16 Other factors the committee took into account

17 The committee noted that the included evidence pre-dated the implementation of the Care

18 Act 2014. They agreed that some of the findings were no longer relevant to current practice

19 and should not be used as a basis for making recommendations. Where this issue was iden-

20 tified the committee referred to the Care Act 2014 and statutory guidance as a basis for mak-

21 ing recommendations which accurately reflected the current legislative and practice context.

Given the limitations of the evidence, the committee drew on their own experience and ex-

23 pertise to make social value judgements about what health and social care professionals and

organisations should provide to ensure the safety of care home residents, which then in-

25 formed the recommendations.

26 When making the recommendations, the committee also aimed to respect individual needs and basic human rights, at the same time aiming to provide the most benefit for the greatest 27 number of people. The committee were aware that safeguarding adults involves a wide 28 29 range of individuals and organisations (including the care homes and care home providers, individual health and social care practitioners who work with care home residents, and also 30 local authorities and commissioners). The committee were also aware of the need to con-31 sider the inequalities that exist between different agencies to ensure fairness and least im-32 33 pact on resources. For example, different care homes will have varying levels of staffing and 34 finances.

35 References

36 Simic 2012

Simic.P., "Everybody's Business" – engaging the independent sector. An action research
 project in Lancashire, The Journal of Adult Protection, 14(1), 22-34, 2012

1 Appendices

2 Appendix A – Review protocols

3 Review protocol for review question G: What are the barriers and facilitators to effective multi-agency working at the individ-

4 ual operational level?

5 Table 3: Review protocol for review question G: What are the barriers and facilitators to effective multi-agency working at the individ-6 ual operational level?

ID	Field (based on PRISMA-P)	Content
0.	PROSPERO registration number	CRD42019160541
1.	Review title	Multi-agency working at the operational level in the context of safeguarding.
2.	Review question	What are the barriers and facilitators to effective multi-agency working at the individual opera- tional level?
3.	Objective	 To explore which factors (that is, facilitators) promote effective multi-agency working at the individual operational level.
		 To explore which factors (that is, barriers) hinder effective multi-agency working at the indi- vidual operational level.
		 Effective work between care home providers and social workers leading safeguarding investi- gation.
		 Effective work between residential care providers and Local Safeguarding Adults Boards.
		 Effective communication (including reporting, investigations and learning from past cases) within residential care provider organisations (that is, head office and frontline staff).
4.	Searches	The following databases will be searched:
		 Cochrane Database of Systematic Reviews (CDSR)
		 Cochrane Central Register of Controlled Trials (CENTRAL)
		MEDLINE & Medline in Process
		• Embase

ID	Field (based on PRISMA-P)	Content		
		• CINAHL		
		PsycINFO		
		• ASSIA		
		• IBSS		
		Social Policy and Practice		
		Social Science Database		
		Social Services Abstracts		
		Sociological Abstracts.		
		Searches will be restricted by:		
		• date limit: 2008 onwards (see rationale under Section 10)		
		English language		
		human studies		
		qualitative studies filter.		
		Other searches:		
		 Additional searching may be undertaken if required (for example, reference or citation searching). 		
		With the agreement of the guideline committee the searches will be re-run 6 weeks before final submission of the review and further studies retrieved for inclusion.		
		The full search strategies for MEDLINE database will be published in the final review.		
5.	Condition or domain being studied	Barriers and facilitators to multi-agency working at the individual, operational level of care homes in the context of safeguarding adults.		
6.	Population	Inclusion:		
		People working in care homes.		
		 People working with care homes (including advocacy organisations). 		

ID	Field (based on PRISMA-P)	Content
		People visiting care homes.
		• Adults accessing care and support in care homes (and their friends and families).
		Exclusion: The scope of the guideline is safeguarding adults in care homes. Therefore, people under 18 years of age who are accessing support in care homes are excluded.
7.	Intervention/Exposure/Test	Multi-agency working in the context of safeguarding adults in care homes.
8.	Comparator/Reference standard/Con- founding factors	Not applicable in a qualitative review.
9.	Types of study to be included	Systematic reviews of qualitative studies.
		• Studies reporting semi-structured and structured interviews, focus groups, observations.
		• Surveys using open ended questions and a qualitative analysis of responses including, in- cluding Carers UK Survey, Health and Digital Behaviours Survey 2017 (Teva Pharmaceutical Industries), and Think Local Act Personal (TLAP) Care Act 2014 survey. Also, surveys con- ducted by Action on Elder Abuse and Age UK.
		Exclusions:
		Purely quantitative studies (including surveys reporting only quantitative data).
10.	Other exclusion criteria	Inclusion:
		Published full text papers.
		Studies conducted in the UK.
		Studies conducted in congregate care settings.
		Exclusion criteria:
		Conference abstracts.
		Articles published before 2008.
		 Papers that do not include methodological details because they do not provide sufficient in- formation to evaluate risk of bias/quality of study. Examples include editorials and opinion pieces.
		Non-English language articles.

ID	Field (based on PRISMA-P)	Content		
		Studies conducted in acute hospital settings.		
11.	Context	No previous guidelines will be updated by this review question.		
12.	Primary outcomes (critical outcomes)	Themes will be identified from the literature. The committee identified the following potential themes (however, not all of these themes may be found in the literature, and additional themes may be identified):		
		 Barriers and facilitators to effective joint working between care home providers and others such as social workers leading safeguarding investigations or Safeguarding Adults Boards. 		
		 The ability or readiness of agencies (including care homes and adult social care and health agencies), to combine their skills and expertise to meet the individual or group of individuals' needs within the care home context. 		
		 Local practices and strategic planning which contribute to effective multi agency working in the context of preventing, managing and responding to safeguarding concerns in care homes. 		
		 Skills related to leadership and effective teamwork which in turn contribute to effective multi agency working between care homes and others including adult social care and local health services such as GPs and dentists. 		
		• Specific barriers to effective multiagency working, either real or perceived, including:		
		 Lack of focus on safeguarding in some organisations and among some professional groups. 		
		 Conflicting discourses on safeguarding. 		
		$_{\odot}$ Different or misguided interpretation about the purpose of safeguarding.		
		$_{\odot}$ Poor communication with people affected by the safeguarding concern.		
		$_{\odot}$ Power differences between professionals and others involved in safeguarding.		
13.	Secondary outcomes (important out- comes)	Not applicable.		
14.	Data extraction (selection and coding)	For details please see section 4.5 of Developing NICE guidelines: the manual 2014.		
15.	Risk of bias (quality) assessment	The methodological quality of each study will be assessed using a preferred checklist. For full details please see section 6.2 of <u>Developing NICE guidelines: the manual.</u>		

ID	Field (based on PRISMA-P)	Content	Content			
16.	Strategy for data synthesis	Synthesis and grading of relevant themes identified in the studies will be conducted by the sys- tematic reviewer. GRADE CERQual will be used to record the overall quality of findings from the thematic analysis. For a full description of methods see supplementary material A.				
17.	Analysis of sub-groups	As this is a qualitative review sub-group analysis is not possible. However, if data allow, the review will include information regarding differences in views held between certain groups or in certain settings wherever possible (that is, if information in relation to these are reported by the included studies).				
18.	Type and method of review	 ☐ Intervention ☐ Diagnostic ☐ Prognostic ☑ Qualitative ☐ Epidemiologic ☐ Service Delivery ☐ Other (please specify) 				
19.	Language	English				
20.	Country	England				
21.	Anticipated or actual start date	July 2019				
22.	Anticipated completion date	October 2020				
23.	Stage of review at time of submission	Review stage	Started	Completed		
		Preliminary searches	Yes	Yes		
		Piloting of the study selection pro- cess	Yes	Yes		
		Formal screening of search re- sults against eligibility criteria	Yes	Yes		
		Data extraction	Yes	Yes		
		Risk of bias (quality) assessment	Yes	Yes		

ID	Field (based on PRISMA-P)	Content			
		Data analysis	Yes	Yes	
24.	Named contact	 5a. Named contact National Guideline Alliance 5b Named contact e-mail SafeguardingAdults@nice.org.uk 5c Organisational affiliation of the National Institute for Health and Care 		(NICE) the Nat	ional Guideline Alliance
25.	Review team members	 From the National Guideline Alliance Jennifer Francis [Technical lead] Ted Barker [Technical analyst] Fiona Whiter [Technical analyst] Ifigeneia Mavranezouli [Health eco Elise Hasler [Information scientist] 			
26.	Funding sources/sponsor	This systematic review is being comp funding from NICE.	oleted by the	National Guide	line Alliance which receives
27.	Conflicts of interest	All guideline committee members and anyone who has direct input into NICE guidelines (in- cluding the evidence review team and expert witnesses) must declare any potential conflicts of interest in line with NICE's code of practice for declaring and dealing with conflicts of interest. Any relevant interests, or changes to interests, will also be declared publicly at the start of each guideline committee meeting. Before each meeting, any potential conflicts of interest will be considered by the guideline committee Chair and a senior member of the development team. Any decisions to exclude a person from all or part of a meeting will be documented. Any changes to a member's declaration of interests will be recorded in the minutes of the meeting. Declarations of interests will be published with the final guideline.			
28.	Collaborators	Development of this systematic review the review to inform the developmen <u>3 of Developing NICE guidelines: the</u> ble on the NICE website: <u>https://www ments.</u>	t of evidence <u>manual</u> . Me	-based recomm mbers of the gu	nendations in line with <u>section</u> uideline committee are availa-
29.	Other registration details				

24

ID	Field (based on PRISMA-P)	Content
30.	Reference/URL for published protocol	https://www.crd.york.ac.uk/prospero/display_record.php?ID=CRD42019160541
31.	Dissemination plans	NICE may use a range of different methods to raise awareness of the guideline. These include standard approaches such as:
		 notifying registered stakeholders of publication
		 publicising the guideline through NICE's newsletter and alerts
		• issuing a press release or briefing as appropriate, posting news articles on the NICE website, using social media channels, and publicising the guideline within NICE.
32.	Keywords	Safeguarding in care homes/ safeguarding adults/ strategic partnership working/ communica- tion and information sharing.
33.	Details of existing review of same topic by same authors	Not applicable.
34.	Current review status	
		Completed but not published
		□ Completed and published
		□ Completed, published and being updated
35.	Additional information	
36.	Details of final publication	www.nice.org.uk

CDSR: Cochrane Database of Systematic Reviews; CENTRAL: Cochrane Central Register of Controlled Trials; DARE: Database of Abstracts of Reviews of Effects; GRADE: Grading of Recommendations Assessment, Development and Evaluation; HTA: Health Technology Assessment; NHS: National health service; NICE: National Institute for Health and Care Excellence; TLAP: Think Local Act Personal

4 5

1 2 3

6

Appendix B – Literature search strategies

Literature search strategies for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?

Database(s): Medline & Embase (Multifile)

Last searched on Embase Classic+Embase 1947 to 2019 July 01, Ovid MEDLINE(R) and Epub Ahead of Print, In-Process & Other Non-Indexed Citations and Daily 1946 to June 27, 2019

Date of last search: 3rd July 2019

Multifile database codes: emczd = Embase Classic+Embase; ppez= MEDLINE(R) and Epub Ahead of Print, In-Process & Other Non-Indexed Citations and Daily

Searches

- 1 Elder Abuse/ use ppez
- 2 (elder abuse/ or elderly abuse/) use emczd
- 3 ((elder\$ or aged or old-age\$ or older adult\$ or old people\$ or older people\$ or geriatric\$ or resident\$) adj (abus\$ or mistreat\$ or neglect\$ or self-neglect\$)).mp.
- 4 ((elder\$ or aged or old-age\$ or older adult\$ or old people\$ or older people\$ or geriatric\$ or resident\$) adj3 (abus\$ or mistreat\$ or neglect\$ or self-neglect\$)).tw.
- 5 ((vulnerable\$ adult\$ or vulnerable people\$ or incompetent\$ or incapacitat\$ or older adult\$ or older people\$) adj3 (safeguard\$ or protect\$)).mp.
- 6 ((abuse\$ or neglect\$ or self-neglect\$ or violen\$ or safeguard\$) adj5 (dementia\$ or alzheimer\$ or learning disab\$ or learning impair\$ or learning disorder\$ or intellectual disab\$ or intellectual impair\$ or mentally-ill or mentally ill or mentally-disabl\$ or disabl\$ or disabl\$ or disabl\$ people\$ or disabl\$ person\$ or disabl\$ population\$)).tw.
- 7 ((adult adj safeguard\$) or (safeguard\$ adj adult\$) or (adult adj protection\$) or (protect\$ adj adult\$)).mp.
- 8 (adult\$ social\$ care\$ or adult\$ protective\$ service\$ or elder\$ protective\$ service\$).mp.
- 9 1 or 2 or 3 or 4 or 5 or 6 or 7 or 8
- 10 (multiagenc\$ or multi-agenc\$ or multi\$ agenc\$ or multisector\$ or multi-sector\$ or multi\$ sector\$ or multiprofession\$ or multi-profession\$ or multi\$ profession\$ or multidisciplin\$ or multi-disciplin\$ or multi\$ disciplin\$ or interagenc\$ or interagenc\$ or inter\$ agenc\$ or intersector\$ or inter-sector\$ or inter\$ sector\$ or interprofession\$ or inter-profession\$ or inter\$ profession\$ or interdisciplin\$ or inter-disciplin\$ or inter\$ disciplin\$).mp.
- 11 ((local authorit\$ or care home\$ or nursing home\$ or safeguard\$ board\$ or respite care or residential home\$ or residential facility\$) adj5 (partner\$ or collaborat\$)).mp.
- 12 ((partnership\$ or collaborat\$) adj working\$).mp.
- 13 (joint adj (health\$ or strateg\$)).mp.
- 14 (common adj definition\$).mp.
- 15 (information adj sharing).mp.
- 16 (lesson\$ adj learn\$).mp.
- 17 (best adj practice\$).mp.
- 18 (communicat\$ adj3 (multi\$ or inter\$)).mp.
- 19 (direct adj communication).mp.
- 20 (engag\$ adj5 (safeguard\$ or protect\$ or stakeholder\$ or self-neglect\$)).mp.
- 21 (organi\$ adj5 (adult safeguard\$ or adult protect\$)).mp.
- 22 ((operational or speciali\$) adj2 team\$).mp.
- 23 governance.mp.
- 24 10 or 11 or 12 or 13 or 14 or 15 or 16 or 17 or 18 or 19 or 20 or 21 or 22 or 23
- 25 9 and 24
- 26 limit 25 to english language
- 27 limit 26 to yr="2008 -Current" General exclusions filter

Database(s): Cinahl Plus

Date of last search: 3rd July 2019

Date o	flast search: 3 rd July 2019
#	Searches
S23	S7 AND S22 Limiters - Publication Year: 2008-2019; English Language
S22	S8 OR S9 OR S10 OR S11 OR S12 OR S13 OR S14 OR S15 OR S16 OR S17 OR S18 OR S19 OR S20 OR S21
S21	governance
S20	((operational or speciali*) N2 team*)
S19	(organi* N5 (adult safeguard* or adult protect*))
S18	(engag* N5 (safeguard* or protect* or stakeholder* or self-neglect*))
S17	direct communication
S16	(communicat* N3 (multi* or inter*))
S15	best practice*
S14	lesson* learn*
S13	information sharing
S12	common definition*

#	Searches
S11	(joint N1 (health* or strateg*))
S10	((partnership* or collaborat*) N1 working*)
S9	((local authorit* or care home* or nursing home* or safeguard* board* or respite care or residential home* or residential facility*) N5 (partner* or collaborat*))
S8	(multiagenc* or multi-agenc* or multi* agenc* or multisector* or multi-sector* or multi* sector* or multiprofession* or multi-profession* or multi* profession* or multidisciplin* or multi-disciplin* or multi* disciplin* or interagenc* or inter- agenc* or inter* agenc* or intersector* or inter-sector* or inter* sector* or interprofession* or inter-profession* or in- ter* profession* or interdisciplin* or inter-disciplin* or inter* disciplin*)
S7	S1 OR S2 OR S3 OR S4 OR S5 OR S6
S6	(adult* social* care* or adult* protective* service* or elder* protective* service*)
S5	((adult N1 safeguard*) or (safeguard* N1 adult*) or (adult N1 protection*) or (protect* N1 adult*))
S4	((abuse* or neglect* or self-neglect* or violen* or safeguard*) N5 (dementia* or alzheimer* or learning disab* or learning impair* or learning disorder* or intellectual disab* or intellectual impair* or mentally-ill or mentally ill or men- tally-disabl* or mentally disabl* or disabl* adult* or disabl* people* or disabl* person* or disabl* population*))
S3	((vulnerable* adult* or vulnerable people* or incompetent* or incapacitat* or older adult* or older people*) N3 (safe- guard* or protect*))
S2	((elder* or aged or old-age* or older adult* or old people* or older people* or geriatric* or resident*) N3 (abus* or mistreat* or neglect* or self-neglect*))
S1	(MH "Elder Abuse")

S1 (MH "Elder Abuse")

Database(s): Social Policy and Practice, PsycINFO 1806 to June Week 4 2019 Date of last search: 3rd July 2019

#	Searches
1	((elder\$ or aged or old-age\$ or older adult\$ or old people\$ or older people\$ or geriatric\$ or resident\$) adj (abus\$ or mistreat\$ or neglect\$ or self-neglect\$)).mp.
2	((elder\$ or aged or old-age\$ or older adult\$ or old people\$ or older people\$ or geriatric\$ or resident\$) adj3 (abus\$ or mistreat\$ or neglect\$ or self-neglect\$)).tw.
3	((vulnerable\$ adult\$ or vulnerable people\$ or incompetent\$ or incapacitat\$ or older adult\$ or older people\$) adj3 (safeguard\$ or protect\$)).mp.
4	((abuse\$ or neglect\$ or self-neglect\$ or violen\$ or safeguard\$) adj5 (dementia\$ or alzheimer\$ or learning disab\$ or learning impair\$ or learning disorder\$ or intellectual disab\$ or intellectual impair\$ or mentally-ill or mentally ill or men- tally-disabl\$ or mentally disabl\$ or disabl\$ adult\$ or disabl\$ people\$ or disabl\$ person\$ or disabl\$ population\$)).tw.
5	((adult adj safeguard\$) or (safeguard\$ adj adult\$) or (adult adj protection\$) or (protect\$ adj adult\$)).mp.
6	(adult\$ social\$ care\$ or adult\$ protective\$ service\$ or elder\$ protective\$ service\$).mp.
7	1 or 2 or 3 or 4 or 5 or 6
8	(multiagenc\$ or multi-agenc\$ or multi\$ agenc\$ or multisector\$ or multi-sector\$ or multi\$ sector\$ or multiprofession\$ or multi-profession\$ or multiprofession\$ or multidisciplin\$ or multi-disciplin\$ or multi\$ disciplin\$ or interagenc\$ or inter-agenc\$ or intersector\$ or inter-sector\$ or inter\$ sector\$ or interprofession\$ or inter-profession\$ or inter-profession\$ or inter-profession\$ or inter\$ sector\$ or interprofession\$ or inter-profession\$ or inter\$ sector\$ or interprofession\$ or inter-profession\$ or inter\$ or interprofession\$ or inter-profession\$ or inter\$ or i
9	((local authorit\$ or care home\$ or nursing home\$ or safeguard\$ board\$ or respite care or residential home\$ or resi- dential facility\$) adj5 (partner\$ or collaborat\$)).mp.
10	((partnership\$ or collaborat\$) adj working\$).mp.
11	(joint adj (health\$ or strateg\$)).mp.
12	(common adj definition\$).mp.
13	(information adj sharing).mp.
14	(lesson\$ adj learn\$).mp.
15	(best adj practice\$).mp.
16	(communicat\$ adj3 (multi\$ or inter\$)).mp.
17	(direct adj communication).mp.
18	(engag\$ adj5 (safeguard\$ or protect\$ or stakeholder\$ or self-neglect\$)).mp.
19	(organi\$ adj5 (adult safeguard\$ or adult protect\$)).mp.
20	((operational or speciali\$) adj2 team\$).mp.
21	governance.mp.
22	8 or 9 or 10 or 11 or 12 or 13 or 14 or 15 or 16 or 17 or 18 or 19 or 20 or 21
23	7 and 22
24	limit 23 to yr="2008 -Current"

Databases ASSIA, IBSS, Social Science Database Social Services Abstracts and Sociological Abstracts were also searched

Date of last search: 3rd July 2019

Economics Search

Database(s): Medline & Embase (Multifile) Embase Classic+Embase 1947 to 2019 December 03, Ovid MEDLINE(R) and Epub Ahead of Print, In-Process & Other Non-Indexed Citations and Daily 1946 to December 03, 2019

Date of last search: 4th December 2019

Multifile database codes: emczd = Embase Classic+Embase; ppez= MEDLINE(R) and Epub Ahead of Print, In-Process & Other Non-Indexed Citations and Daily

#	Searches
1	*Long-Term Care/ use ppez
2	*long term care/ use emczd
3	((long term\$ or long-term\$) adj care).tw.
4	Respite Care/ use ppez
5	respite care/ use emczd
6	(respite\$ adj care).tw.
7	institutional practice/ use ppez
8	institutional care/ use emczd
9	exp Nursing Homes/ use ppez
10	Group Homes/ use ppez
11	nursing home/ use emczd
12	residential facilities/ use ppez
13	residential home/ use emczd
14	homes for the aged/ use ppez
15	home for the aged/ use emczd
16	(nursing adj home\$1).tw.
17	(care adj home\$1).tw.
18	((elderly or old age) adj2 home\$1).tw.
19	((nursing or residential) adj (home\$1 or facilit\$)).tw.
20	(home\$1 for the aged or home\$1 for the elderly or home\$1 for older adult\$).tw.
21	residential aged care.tw.
22	("frail elderly" adj2 (facilit\$ or home or homes)).tw.
23	(residential adj (care or facilit\$ or institution\$ or setting\$ or service\$ or provider\$)).tw.
24	((long-term or long term) adj2 (facility or facilities)).tw.
25	((mental health or mental-health) adj (facilit\$ or institution\$ or setting\$ or service\$)).tw.
26	1 or 2 or 3 or 4 or 5 or 6 or 7 or 8 or 9 or 10 or 11 or 12 or 13 or 14 or 15 or 16 or 17 or 18 or 19 or 20 or 21 or 22 or
20	23 or 24 or 25
27	Physical Abuse/ use ppez
28	physical abuse/ use emczd
20	
30	Restraint, Physical/ use ppez *Violence/ use ppez
31	*violence/ use emczd
32	emotional abuse/ use emczd
33	Sex Offenses/ use ppez
34	Rape/ use ppez
35	sexual abuse/ use emczd
36	rape/ use emczd
37	neglect/ use emczd
38	Domestic Violence/ use ppez
39	domestic violence/ use emczd
40	Spouse Abuse/ use ppez
41	Intimate Partner Violence/ use ppez
42	partner violence/ use emczd
43	exp Human Rights Abuses/ use ppez
44	exp human rights abuse/ use emczd
45	self neglect/ use emczd
46	abuse/ use emczd
47	patient abuse/ use emczd
48	((physical\$ or emotional\$ or sexual\$ or psychological\$ or financial\$ or organi?tional\$ or institutional\$ or discriminat\$ or depriv\$) adj abus\$).tw.
40	
49 50	(domestic\$ adj violen\$).tw.
50	(modern\$ adj3 slave\$).tw.
51	(neglect or self-neglect or self neglect).tw.
52	((significant\$ or persistent\$ or deliberat\$ or inflict\$ or unexplained or non-accident\$ or nonaccident\$ or non-natural\$) adj (injur\$ or trauma\$)).tw.
53	(safeguard\$ or safe-guard\$ or safe guard\$).mp.
54	27 or 28 or 29 or 30 or 31 or 32 or 33 or 34 or 35 or 36 or 37 or 38 or 39 or 40 or 41 or 42 or 43 or 44 or 45 or 46 or
	47 or 48 or 49 or 50 or 51 or 52 or 53
55	Elder Abuse/ use ppez

#	Searches
56	(elder abuse/ or elderly abuse/) use emczd
57	((elder\$ or aged or old-age\$ or older adult\$ or old people\$ or older people\$ or geriatric\$ or resident\$) adj (abus\$ or mistreat\$ or neglect\$ or self-neglect\$)).mp.
58	((elder\$ or aged or old-age\$ or older adult\$ or old people\$ or older people\$ or geriatric\$ or resident\$) adj3 (abus\$ or mistreat\$ or neglect\$ or self-neglect\$)).tw.
59	(adult\$ social\$ care\$ or adult\$ protective\$ service\$ or elder\$ protective\$ service\$).mp.
60	(adult\$ adj3 (safeguard\$ or safe-guard\$ or safe guard\$ or protection\$)).mp.
61	((vulnerable\$ adult\$ or vulnerable people\$ or incompetent\$ or incapacitat\$ or older adult\$ or older people\$) adj3 protect\$).mp.
62	((abuse\$ or neglect\$ or self-neglect\$ or violen\$ or safeguard\$) adj5 (dementia\$ or alzheimer\$ or learning disab\$ or learning impair\$ or learning disorder\$ or intellectual disab\$ or intellectual impair\$ or mentally-ill or mentally ill or mentally-disabl\$ or mentally disabl\$ or disabl\$ or disabl\$ people\$ people\$ people\$ people\$ or disab
63	(family adj violence\$).tw,kw.
64 65	55 or 56 or 57 or 58 or 59 or 60 or 61 or 62 or 63 (elderly or old age or aged or older adults or frail or vulnerabls or mental health or mental-health or residential or
66	institution\$ or respite\$ or long term\$ or long-term\$ or nursing home\$1 or care home\$1 or home care\$).m_titl. (abuse\$ or restrain\$ or violen\$ or rape or neglect\$ or selfneglect\$ or self-neglect\$ or slave\$ or safeguard\$ or safe-
67	guard\$ or mistreat\$ or protect\$ or harm\$).m_titl. Economics/ use ppez
68	Value of life/ use ppez
69	exp "Costs and Cost Analysis"/ use ppez
70	exp Economics, Hospital/ use ppez
71	exp Economics, Medical/ use ppez
72	Economics, Nursing/ use ppez
73	Economics, Pharmaceutical/ use ppez
74	exp "Fees and Charges"/ use ppez
75	exp Budgets/ use ppez
76 77	health economics/ use emczd exp economic evaluation/ use emczd
78	exp health care cost/ use emczd
79	exp fee/ use emczd
80	budget/ use emczd
81	funding/ use emczd
82	budget*.ti,ab.
83	cost*.ti.
84	(economic* or pharmaco?economic*).ti.
85	(price* or pricing*).ti,ab.
86	(cost* adj2 (effective* or utilit* or benefit* or minimi* or unit* or estimat* or variable*)).ab.
87 88	(financ* or fee or fees).ti,ab. (value adj2 (money or monetary)).ti,ab.
89	or/67-88
90	26 and 54 and 89
91	64 and 89
92	54 and 65 and 89
93	26 and 66 and 92
94	90 or 91 or 92 or 93
95	limit 94 to yr="2014 -Current"
96	Quality-Adjusted Life Years/ use ppez
97	Sickness Impact Profile/
98 99	quality adjusted life year/ use emczd "quality of life index"/ use emczd
99 100	(quality adjusted or quality adjusted life year*).tw.
101	(qaly* or qal or qald* or qale* or qtime* or qwb* or daly).tw.
102	(illness state* or health state*).tw.
103	(hui or hui2 or hui3).tw.
104	(multiattibute* or multi attribute*).tw.
105	(utilit* adj3 (score*1 or valu* or health* or cost* or measur* or disease* or mean or gain or gains or index*)).tw.
106	utilities.tw.
107	(eq-5d* or eq5d* or eq-5* or eq5* or euroqual* or euro qual* or euroqual 5d* or euro qual 5d* or euro qol* or euroqol* or euroqol* or euroqol* or euroquol5d* or euroquol5d* or eurqol* or eurqol* or eurqol5d* or euroqual5d* or eurqol* or eurqol5d* or eurqol5d* or eurqol* or eurqol5d* or eurqol5d* or euroqual* or eurqol* or eurqol5d* or euroqual* or eurqol* or eurqol5d* or euroqual* or eurqol* or eurqol5d* or euroqual* or euroqual* or euroqual* or eurqol* or eurqol* or eurqol5d* or euroqual* or europ*
108	(euro* adj3 (5 d* or 5d* or 5 dimension* or 5 dimension* or 5 domain* or 5 domain*)).tw.
109	(sf36 or sf 36 or sf thirty six or sf thirtysix).tw.
110	(time trade off*1 or time tradeoff*1 or tto or timetradeoff*1).tw.
111	Quality of Life/ and ((quality of life or qol) adj (score*1 or measure*1)).tw.
112 113	Quality of Life/ and ec.fs. Quality of Life/ and (health adj3 status).tw.
110	
114	(quality of life or qol).tw. and Cost-Benefit Analysis/ use ppez

#	Searches
116	((qol or hrqol or quality of life).tw. or *quality of life/) and ((qol or hrqol* or quality of life) adj2 (increas* or decreas* or improv* or declin* or reduc* or high* or low* or effect or effects or worse or score or scores or change*1 or impact*1 or impacted or deteriorat*)).ab.
117	Cost-Benefit Analysis/ use ppez and cost-effectiveness ratio*.tw. and (cost-effectiveness ratio* and (perspective* or life expectanc*)).tw.
118	cost benefit analysis/ use emczd and cost-effectiveness ratio*.tw. and (cost-effectiveness ratio* and (perspective* or life expectanc*)).tw.
119	*quality of life/ and (quality of life or qol).ti.
120	quality of life/ and ((quality of life or qol) adj3 (improv* or chang*)).tw.
121	quality of life/ and health-related quality of life.tw.
122	Models, Economic/ use ppez
123	economic model/ use emczd
124	care-related quality of life.tw,kw.
125	((capability\$ or capability-based\$) adj (measure\$ or index or instrument\$)).tw,kw.
126	social care outcome\$.tw,kw.
127	(social care and (utility or utilities)).tw,kw.
128	96 or 97 or 98 or 99 or 100 or 101 or 102 or 103 or 104 or 105 or 106 or 107 or 108 or 109 or 110 or 111 or 112 or 113 or 114 or 115 or 116 or 117 or 118 or 119 or 120 or 121 or 122 or 123 or 124 or 125 or 126 or 127
129	26 and 54 and 128
130	64 and 128
131	54 and 65 and 128
132	26 and 66 and 128
133	129 or 130 or 131 or 132
134	95 or 133

Database(s): CRD: NHS Economic Evaluation Database (NHS EED), HTA Database Date of last search: 4th December 2019

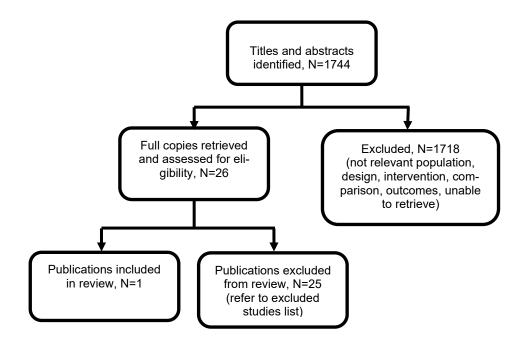
	last search: 4" December 2019
Line	Search
1	MeSH DESCRIPTOR Long-Term Care EXPLODE ALL TREES
2	((((long term* or long-term*) NEAR1 care)))
3	MeSH DESCRIPTOR Respite care EXPLODE ALL TREES
4	((respite* NEAR1 care))
5	MeSH DESCRIPTOR institutional practice EXPLODE ALL TREES
6	MeSH DESCRIPTOR Nursing Homes EXPLODE ALL TREES
7	MeSH DESCRIPTOR Group Homes EXPLODE ALL TREES
8	MeSH DESCRIPTOR residential facilities EXPLODE ALL TREES
9	MeSH DESCRIPTOR homes for the aged EXPLODE ALL TREES
10	((nursing NEAR1 home*))
11	((care NEAR1 home*))
12	(((elderly or old age) NEAR2 home*))
13	(((nursing or residential) NEAR1 (home* or facilit*)))
14	((home* for the aged or home* for the elderly or home* for older adult*))
15	(residential aged care)
16	(("frail elderly" NEAR2 (facilit* or home or homes)))
17	((residential NEAR1 (care or facilit* or institution* or setting* or service* or provider*)))
18	(((long-term or long term) NEAR2 (facility or facilities)))
19	(((mental health or mental-health) NEAR1 (facilit* or institution* or setting* or service*)))
20	#1 OR #2 OR #3 OR #4 OR #5 OR #6 OR #7 OR #8 OR #9 OR #10 OR #11 OR #12 OR #13 OR #14 OR #15 OR
	#16 OR #17 OR #18 OR #19
21	MeSH DESCRIPTOR Physical Abuse EXPLODE ALL TREES
22	MeSH DESCRIPTOR Restraint, Physical EXPLODE ALL TREES
23	MeSH DESCRIPTOR Violence EXPLODE ALL TREES
24	MeSH DESCRIPTOR Sex Offenses EXPLODE ALL TREES
25	MeSH DESCRIPTOR Rape EXPLODE ALL TREES
26	MeSH DESCRIPTOR Domestic Violence EXPLODE ALL TREES
27	MeSH DESCRIPTOR Spouse Abuse EXPLODE ALL TREES
28	MeSH DESCRIPTOR Intimate Partner Violence EXPLODE ALL TREES
29	MeSH DESCRIPTOR Human Rights Abuses EXPLODE ALL TREES
30	(((physical* or emotional* or sexual* or psychological* or financial* or organisational* or organizational* or institu-
	tional* or discriminat* or depriv*) NEAR1 abus*))
31	((domestic* NEAR1 violen*))
32	((modern* NEAR3 slave*))
33	((neglect or self-neglect or self neglect))
34	(((significant* or persistent* or deliberat* or inflict* or unexplained or non-accident* or nonaccident* or non-natural*) NEAR1 (injur* or trauma*)))
35	((safeguard* or safe-guard* or safe guard*))
36	#21 OR #22 OR #23 OR #24 OR #25 OR #26 OR #27 OR #28 OR #29 OR #30 OR #31 OR #32 OR #33 OR #34 OR #35
37	MeSH DESCRIPTOR Elder Abuse EXPLODE ALL TREES

Line	Search
38	(((elder* or aged or old-age* or older adult* or old people* or older people* or geriatric* or resident*) NEAR3 (abus* or mistreat* or neglect* or self-neglect*)))
39	((adult* social* care* or adult* protective* service* or elder* protective* service*))
40	((adult* NEAR3 (safeguard* or safe-guard* or safe guard* or protection*)))
41	(((vulnerable* adult* or vulnerable people* or incompetent* or incapacitat* or older adult* or older people*) NEAR3 protect*))
42	(((abuse* or neglect* or self-neglect* or violen* or safeguard*) NEAR5 (dementia* or alzheimer* or learning disab* or learning impair* or learning disorder* or intellectual disab* or intellectual impair* or mentally-ill or mentally ill or men- tally-disabl* or mentally disabl* or disabl* adult* or disabl* people* or disabl* person* or disabl* population*)))
43	((family NEAR1 violence*))
44	#37 OR #38 OR #39 OR #40 OR #41 OR #42 OR #43
45	((elderly or old age or aged or older adult* or frail or vulnerabl* or mental health or mental-health or residential or institution* or respite* or long term* or long-term* or nursing home* or care home* or home care*)):TI
46	((abuse* or restrain* or violen* or rape or neglect* or selfneglect* or self-neglect* or slave* or safeguard* or safe- guard* or mistreat* or protect* or harm*)):TI
47	#20 AND #36
48	#20 AND #46
49	#36 AND #45
50	#44 OR #47 OR #48 OR #49
51	* IN NHSEED, HTA
52	#50 AND #51
53	((care-related quality of life)) IN NHSEED, HTA
54	((((capability* or capability-based*) NEAR1 (measure* or index or instrument*)))) IN NHSEED, HTA
55	((social care outcome*)) IN NHSEED, HTA
56	((social care NEAR (utility or utilities))) IN NHSEED, HTA
57	#52 OR #53 OR #54 OR #55 OR #56

Appendix C – Evidence study selection

Study selection for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?

Figure 2: Study selection flow chart



Appendix D – Evidence tables

Evidence tables for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?

ual operational level?						
Study details	Participants	Methods	Findings	Limitations		
Full citation	Sample size:	Setting	The authors reported data about the following themes	Limitations (assessed using the CASP checklist for quali-		
Simic P, Newton S, Wareing D, Campbell B, Hill M. "Eve-	Sample: domiciliary care n=26, care homes only	Provider sector.	and sub-themes:	tative studies)		
rybody's Business'' – engag- ing the independent sector. An action research project in Lancashire. Journal of Adult Protection, 14(1), 22-34, 2012	n=69, care home with nurs- ing n=22 2 focus groups (n=8 to 10 per group); care homes group and domiciliary care	Sample selection The focus groups were con- ducted with providers who had experience of investiga- tions in the previous year.	Barriers The ability or readiness of agencies (including care homes and adult social care and health agencies), to combine their skills and ex-	Clear statement of aims and appropriate methodol- ogy? Yes. Was the research design appropriate to address the		
Ref ID	group Characteristics	Data collection:	pertise to meet the individual or group of individuals' needs within the care home	study aims? Yes. The au- thors used individual provid- ers (telephone survey) or fo-		
1005218	Not reported.	Brief literature review; tele- phone survey of all provid-	Working with others:	cus group interviews to ex- plore inter-agency working		
Aim of the study:	Inclusion criteria	ers; and focus groups (with a subset of independent sector	partnership working – providers do not want	relationships.		
To evaluate key organisa- tional processes in manag- ing "safeguarding" in relation	Not reported.	providers who had experi- ence of investigations and with council assessment	abuse to happen either. "Everybody's business or nobody's baby." "This	Was the recruitment strat- egy appropriate to the study aims? Unclear. Alt-		
to the independent sector, the local authority delivery	Exclusion criteria	staff).	should be a partnership". "We don't want it [abuse]	hough the authors provided some explanation as to how		
arm for care.	Not reported.	This fed-back into the reference group and a	to happen either". "You can't say stuff to social	and why participants were selected.		
Country/ies where study carried out		review of local practice and procedures through the Safeguarding Board and	workers." There is the perception that an infor- mal "blacklist" can be ap-	Data collected in a way that addressed the re-		
England (Lancashire)		"Learning Together", work- shops, leading to a public	plied if you "get on the wrong side" of a care	search issue? Yes. Reflec-		

Table 4: Evidence tables for review question G: What are the barriers and facilitators to effective multi-agency	y working at the individ-
ual operational level?	_

33

Study details	Participants	Methods	Findings	Limitations
Study details Study dates Not reported. Source of funding Not reported.	Participants	Methods joint statement and joint pro- tocols around investigation. Data analysis The information was fed- back into the reference group and a review of local practice and procedures through the Safeguarding Board and "Learning To- gether", workshops, leading to a public joint statement and joint protocols around in- vestigation (Simic et al., 2010; Wareing, 2010).	 manager/social worker. "Bad news travels fast" and a provider's reputa- tion could be damaged without you even know- ing about it because of clandestine channels of informal information that is not subject to scrutiny or balance. [Simic 2012, p.30] Joint management: ongo- ing, effective, joint man- agement through the Safeguarding Board and evidence-based ap- proaches (such as the safeguarding research project) to aim for effec- tive safeguarding of ser- vice users and of making best use of resources. "For CQC, the number of alerts is taken as meas- ure of problem within a service." One service provider representative reported that they had a letter from CQC raising questions about the num- ber of safeguarding alerts involving their agency. 	 tive practice loop: brief literature review, followed by a phone survey of all providers and focus groups. This was fed back to a reference group and a review of local practice and procedures. Relationship between researcher and participants adequately considered? No. The authors did not discuss their own role in the formulation of the research questions or how they responded to events during the study. Ethical issues taken into consideration? No. The authors did not provide details related to this. Was the data analysis sufficiently rigorous? Unclear. Insufficient details were provided on data analysis process. Is there a clear statement of findings? Yes.
			best use of resources. "For CQC, the number of alerts is taken as meas- ure of problem within a service." One service provider representative reported that they had a letter from CQC raising questions about the num-	Was the data analysis suf- ficiently rigorous? Unclear. Insufficient details were pro- vided on data analysis pro- cess. Is there a clear statement
				of findings? Yes. Value of research: The au- thors used the survey find- ings to guide the focus group topics and discussed the study findings and produced recommendations related to

them." [Simic 2012, p.30] Conflicting discourses on safeguarding: • Semantics: one of the main challenges facing those who have to imple- ment procedures is man- aging in the real world the ambiguities in lan- guage that are anything but mere semantics "safeguarding" or "pro- tection from abuse". "Stuff that would have been more to do with complaints are now safe- guarding." [Simic 2012 p.29] "You can't refer piss- poor commissioning into Safeguarding" remarked one irked domicilary care manager." [Simic	Study details	Participants	Methods	Findings	Limitations
"There's also insufficient awareness of the legal framework of employ- ment law" 1 manager raised as an issue for discussion. "For exam- ple, I was told 'You must suspend your member of staff'. I tried to explain	Study details	Participants	Methods	 Poor services will hide them." [Simic 2012, p.30] Conflicting discourses on safeguarding: Semantics: one of the main challenges facing those who have to implement procedures is managing in the real world the ambiguities in language that are anything but mere semantics "safeguarding" or "protection from abuse". "Stuff that would have been more to do with complaints are now safeguarding." [Simic 2012 p.29] "You can't refer pisspoor commissioning into Safeguarding" remarked one irked domiciliary care manager." [Simic 2012, p.29] "There's also insufficient awareness of the legal framework of employment law" 1 manager raised as an issue for discussion. "For example, I was told 'You must suspend your member of 	the management of investi- gations. Overall methodological

Study details	Participants	Methods	Findings	Limitations
			discuss options" (for ex-	
			ample, removal/man-	
			aged risk)." [Simic, 2012,	
			p.29]	
			Poor communication with	
			people affected by the safe-	
			guarding concern:	
			Selective communication:	
			providers feeling they	
			were excluded at key	
			points throughout the	
			safeguarding process	
			was the predominant	
			view, for example,	
			minutes of meetings not	
			shared. No relevant	
			quotes presented.	
			Skills related to leadership	
			and effective teamwork:	
			Establishing ground rules	
			for inquiry or inquisition	
			How key meetings and	
			processes were man- aged was seen as es-	
			sential to what type of	
			process was, in reality,	
			being established. "The	
			Chair is very important.	
			The meetings can be	
			very different according	
			to who is chairing and	
			how they do it", said 1	
			participant. Chairs, it was	
			said, can help maintain	
			fair "due process" under	
			pressure, which can get	
			lost if managed poorly. A	
			manager with very recent	

Study details	Participants	Methods	Findings	Limitations
			 experience of an investigation said, "It all went pear-shaped []. It was like the Spanish Inquisition." [Simic 2012, p.27] "We were expected to organise it all. We were doing all the running. They [social services] kept cancelling." [Simic 2012, p.28] Power differences between professionals and others involved in safeguarding: Establishing ground rules for inquiry or inquisition: pre-meetings with the local authority as part of the safeguarding meetings that exclude providers but include other stakeholders. "You could have cut the atmosphere with a knife". "I felt like I was on trial and had already been judged". "The blame heaped on the company was Dreadful." "We had a problem between two residents (both with dementia) which became a safeguarding issue []. The police turned up and said 'are you having a laugh?' Social services were very nasty about it' (said to a "hear, hear" chorus 	

Study details	Participants	Methods	Findings	Limitations
			around the group)." [Simic 2012, p.27 to 28] • Mishandling of infor- mation and processes - process which is per- ceived to be very much about secrets and the misuse of power associ- ated with mishandling in- formation and processes. "For CQC, the number of alerts is taken as meas- ure of problem within a service." One service provider representative reported that they had a letter from CQC raising questions about the num- ber of safeguarding alerts involving their agency. 'This is the wrong way round. A good service deals openly with safe- guarding. Good services are more open, deal with bad practice properly and are likely to report more. Poor services will hide them." However, the ap- parent punitive response from CQC would cause providers to become de- fensive, was the key message from the group discussions." [Simic 2012, p.30]	

Study details	Participants	Methods	Findings	Limitations
			 The ability or readiness of agencies (including care homes and adult social care and health agencies), to combine their skills and expertise to meet the individual or group of individuals' needs within the care home context: Shared framework: need for a shared framework of explicit principles to guide safeguarding. "fair and objective due process"; "CQC and Commissioners need to look carefully at how they treat bad statistics on safeguarding." [Simic 2012, p.31] Partnership working: clear joint statement to affirm the shared intent to deliver safe care and support; ongoing, effective, joint management through the Safeguarding Board and evidence-based approaches. "engagement as a partner"; "them listening to us"; "protocol for shared practice/review"; "advice about whether something is safeguarding or not" ("phone a friend" option)"; "respect." [Simic 2012, p.31] 	

Study details	Participants	Methods	Findings	Limitations
			 Local practices and strategic planning which contribute to effective multi-agency working: Urgent review of the protocols and principles around secret pre-meetings. "audit what's going on badly needed"; "The focus should not be on blame (which it currently is); it should be on safeguarding." [Simic 2012, p.31] Protocols and guidelines to be developed and disseminated to ensure good practice in decisionmaking panels. "protocol for shared practice/review"; "fair and objective due process"; "consistency." [Simic 2012 p.31] Efficient and transparent approach to meetings. "formal meetings with common, explicit format." [Simic 2012, p.31] Poor communication with people affected by safeguarding: Timely and useful management information. "timeliness in the whole process"; "them listening to us"; "formal meetings with common, explicit format." [Simic 2012, p.31] 	

Study details	Participants	Methods	Findings	Limitations
			 Skills related to leadership and effective teamwork which contribute to effective multi-agency working be- tween care homes and oth- ers: Training: ongoing train- ing for staff and regis- tered managers. More joint learning events and joint training urgently re- quired and on a rolling basis. For example, "joint training." [Simic 2012, p.31] 	

Appendix E – Forest plots

Forest plots for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?

No meta-analysis was undertaken for this review and so there are no forest plots.

Appendix F – GRADE-CERQual tables

GRADE-CERQual tables for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?

Overarching theme G1: Barriers to effective multi-agency working

Table 5: Evidence summary (GRADE-CERQual) Theme G1.1 Skills related to leadership and effective teamwork which contribute to effective multi-agency working

Study information		CERQUAL Quality Assessment				
	Description of theme or finding	Methodological limitations	Coherence of findings	Relevance of evi- dence	Adequacy of data	Overall con- fidence
Sub-theme G1.1.1 Establishi	ng ground rules for inquiry or inquisitio	n				
 Simic 2012 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Follow-up focus groups (n=2) of local authority staff and independent sector domiciliary and residential providers. 	Data from 1 study suggest that safe- guarding alerts and investigations op- erate within a cultural framework that is not always explicit. How key meetings and processes were managed was seen as essential to what type of pro- cess was, in reality, being established. For example, "The Chair is very im- portant. The meetings can be very dif- ferent according to who is chairing and how they do it", said 1 participant. Chairs, it was said, can help maintain fair "due process" under pressure, which can get lost if managed poorly. A manager with very recent experience of an investigation said, "It all went pear-shaped []. It was like the Spanish Inquisition." [Simic 2012, p.27] "We were expected to organise it all. We were doing all the running. They [social services] kept cancelling." [Simic 2012, p.28]	Moderate con- cerns ¹	Minor concerns ²	Moderate con- cerns ³	Moderate concerns ⁴	VERY LOW

1 Moderate concerns about methodological limitations of the evidence as per CASP qualitative checklist. 2 No data that contradict the review findings; no ambiguous data (minor concerns in relation to the level of detail provided for interpretation and exploration of the data supporting this theme).

3 Moderate concerns about the relevance of data (data not exclusively related to care homes. 1 study included workers from domiciliary care, care homes, care homes with nursing across local authorities, not exclusively care homes and therefore not directly relevant).

4 Moderate concerns about the adequacy of data (only 1 study supported the review's findings; 1 study that offered data with moderate concerns regarding methodological limitations but limited to feedback from focus groups in relation to 1 particular area of safeguarding).

Table 6: Evidence summary (GRADE-CERQual) Theme G1.2 Power differences between professionals and others involved in safeguarding

Study information			CERQUA	L Quality Assessmer	nt	
	Description of theme or finding	Methodological limitations	Coherence of findings	Relevance of evi- dence	Adequacy of data	Overall con- fidence
Sub-theme G1.2.1 Establishi	ng ground rules for inquiry or inquisitio	n				
 Simic, 2012 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Follow-up focus groups (n=2) of local authority staff and independent sector domiciliary and residential providers. 	Data from 1 study suggest that the fact that there were secret "professional" pre-meetings within the local authority as part of the safeguarding meetings process that included other stakehold- ers but excluded providers was a great source of concern but also acted as a signifier, indicating that the provider role was, <i>ab initio</i> , set apart from oth- ers' roles. Opaque and inscrutable, the role and legitimacy of such meetings were subject to question. One example was given of when the formal safe- guarding meeting was starting, imme- diately following a private ("secret") pre-meeting (excluding the provider). For example: "You could have cut the atmosphere with a knife". "I felt like I was on trial and had already been judged". "The blame heaped on the company was Dreadful." "We had a problem between two residents (both with dementia) which became a safe- guarding issue []. The police turned up and said 'are you having a laugh?' Social services were very nasty about it' (said to a "hear, hear" chorus around the group)." [Simic 2012, p.27 to 28]	Moderate con- cerns ¹	Minor concerns ²	Moderate con- cerns ³	Moderate concerns ⁴	VERY LOW

Sub-theme G1.2.2 Mishandling of information and processes

Study information			CERQUA	L Quality Assessmer	nt	
	Description of theme or finding	Methodological limitations	Coherence of findings	Relevance of evi- dence	Adequacy of data	Overall con- fidence
 Simic 2012 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Follow-up focus groups (n=2) of local authority staff and independent sector domiciliary and residential providers. 	Data from 1 study suggest a process which "is perceived to be very much about secrets and the misuse of power associated with mishandling infor- mation and processes." [Simic, 2012, pp.30] For example: "For CQC, the number of alerts is taken as measure of prob- lem within a service." One service pro- vider representative reported that they had a letter from CQC raising ques- tions about the number of safeguard- ing alerts involving their agency. 'This is the wrong way round. A good ser- vice deals openly with safeguarding. Good services are more open, deal with bad practice properly and are likely to report more. Poor services will hide them." However, the apparent pu- nitive response from CQC would cause providers to become defensive, was the key message from the group dis- cussions." [Simic 2012, p.30]	Moderate con- cerns ¹	Minor concerns ²	Moderate con- cerns ³	Moderate concerns ⁴	VERY LOW

1 Moderate concerns about methodological limitations of the evidence as per CASP qualitative checklist.

2 No data that contradict the review findings; no ambiguous data (minor concerns in relation to the level of detail provided for interpretation and exploration of the data supporting this theme). 3 Moderate concerns about the relevance of data (data not exclusively related to care homes. 1 study included workers from domiciliary care, care homes, care homes with nursing across local authorities, not exclusively care homes and therefore not directly relevant).

4 Moderate concerns about the adequacy of data (only 1 study supported the review's findings; 1 study that offered data with moderate concerns regarding methodological limitations but limited to feedback from focus groups in relation to 1 particular area of safeguarding).

Table 7: Evidence summary (GRADE-CERQual) Theme G1.3 Poor communication with people affected by safeguarding

Study information			CERQUAL	Quality Assessmer	nt	
	Description of theme or finding	Methodological limitations	Coherence of findings	Relevance of evi- dence	Adequacy of data	Overall con- fidence
Sub-theme G1.3.1 Selective	communication					
 Simic 2012 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Follow-up focus groups (n=2) of local authority staff and independent sector domiciliary and residential providers. 	Data from 1 study suggest that providers feel excluded at key points throughout the safeguarding process. Not seeing draft minutes and not being able to comment or correct inaccura- cies were seen as breaches of natural justice. Provider "exclusion" from the whole process became the most rele- vant issue for participants. [Simic 2012, p.30] [No quotes in the paper]	Moderate con- cerns ¹	Minor concerns ²	Moderate con- cerns ³	Serious con- cerns ⁴	VERY LOW

1 Moderate concerns about methodological limitations of the evidence as per CASP qualitative checklist.

2 No data that contradict the review findings; no ambiguous data (minor concerns in relation to the level of detail provided for interpretation and exploration of the data supporting this theme). 3 Moderate concerns about the relevance of data (data not exclusively related to care homes. 1 study included workers from domiciliary care, care homes, care homes with nursing across local authorities, not exclusively care homes and therefore not directly relevant).

4 Serious concerns about the adequacy of data (only 1 study supported the review's findings; 1 study that offered poor data (that is, no quotes) with moderate concerns regarding methodological limitations but limited to feedback from focus groups in relation to 1 particular area of safeguarding).

Study information		CERQUAL Quality Assessment					
	Description of theme or finding	Methodological limitations	Coherence of findings	Relevance of evi- dence	Adequacy of data	Overall con- fidence	
Sub-theme G1.4.1 Semantics							
 Simic 2012 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Follow-up focus groups (n=2) of local authority staff and independent sector domiciliary and residential providers. 	Data from 1 study suggest that 1 of the main challenges facing those who have to implement procedures is man- aging the ambiguities in language, which are anything but 'mere seman- tics'. The way that there is demarcation from other related terms such as "pro- tection" or "abuse" will help define what "safeguarding" is or is not in practice and what processes are set in place and resources accessed. Con- ceptual demarcation was a key issue for the managers in the focus groups. It was felt strongly that the lines be- tween genuine alerts and other "prob- lems in living" were consistently very blurred. For example, "Stuff that would have been more to do with complaints are now safeguarding." [Simic 2012 p.29] "You can't refer piss-poor commission- ing into Safeguarding" remarked one irked domiciliary care manager." [Simic 2012, p.29] "There's also insufficient awareness of the legal framework of employment law" 1 manager raised as an issue for discussion. "For example, I was told 'You must suspend your member of staff'. I tried to explain employment law and the possibility of a tribunal but it was not possible to discuss options" (for example, removal/managed risk)." [Simic, 2012, p.29]	Moderate con- cerns ¹	Minor concerns ²	Moderate con- cerns ³	Moderate concerns ⁴	VERY LOW	

Table 8: Evidence summary (GRADE-CERQual) Theme G1.4 Conflicting discourses on safeguarding

1 Moderate concerns about methodological limitations of the evidence as per CASP qualitative checklist.

2 No data that contradict the review findings; no ambiguous data (minor concerns in relation to the level of detail provided for interpretation and exploration of the data supporting this theme). 3 Moderate concerns about the relevance of data (data not exclusively related to care homes. 1 study included workers from domiciliary care, care homes, care homes with nursing across local authorities, not exclusively care homes and therefore not directly relevant).

4 Moderate concerns about the adequacy of data only 1 study supported the review's findings; 1 study that offered data with moderate concerns regarding methodological limitations but limited to feedback from focus groups in relation to 1 particular area of safeguarding).

Table 9: Evidence summary (GRADE-CERQual) Theme G1.5 Ability or readiness of agencies to combine skills and expertise to meet individual or groups of individuals needs within the care home context

Study information	dips of marviadals needs within			Quality Assessmer	nt	
	Description of theme or finding	Methodological limitations	Coherence of findings	Relevance of evi- dence	Adequacy of data	Overall con- fidence
Sub-theme G1.5.1 Working w	vith others					
 Simic 2012 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Follow-up focus groups (n=2) of local authority staff and independent sector domiciliary and residential providers. 	Data from 1 study suggest that providers are pre-judged, group members unanimously felt. Often they do not know what information informed judgements and are anxious of a whispering culture that is structurally biased against providers and the private sector, in particular. For example, "Everybody's business or nobody's baby." "This should be a partnership". "We don't want it [abuse] to happen either". "You can't say stuff to social workers." There is the perception that an informal "blacklist" can be applied if you "get on the wrong side" of a care manager/social worker. "Bad news travels fast" and a provider's reputation could be damaged without you even knowing about it because of clandestine channels of informal information that is not subject to scrutiny or balance. [Simic 2012, p.30]	Moderate con- cerns ¹	Minor concerns ²	Moderate con- cerns ³	Moderate concerns ⁴	VERY LOW
Sub-theme G1.5.2 Joint mana						
 Simic 2012 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Follow-up focus groups (n=2) of local authority staff and independent 	Data from 1 study suggest that 1 of the main challenges is an unjust quasi-ju- dicial approach. For example, "For CQC, the number of alerts is taken as measure of problem within a service." One service provider representative reported that they had a letter from CQC raising questions about the number of safeguarding alerts involving their agency. "This is	Moderate con- cerns ¹	Minor concerns ²	Moderate con- cerns ³	Moderate concerns ⁴	VERY LOW

Study information	Study information CERQUAL Quality Assessment					
	Description of theme or finding	Methodological limitations	Coherence of findings	Relevance of evi- dence	Adequacy of data	Overall con- fidence
sector domiciliary and residential providers.	the wrong way round. A good service deals openly with safeguarding. Good services are more open, deal with bad practice properly and are likely to re- port more. Poor services will hide them." [Simic 2012, p.30]					

1 Moderate concerns about methodological limitations of the evidence as per CASP qualitative checklist.

2 No data that contradict the review findings; no ambiguous data (minor concerns in relation to the level of detail provided for interpretation and exploration of the data supporting this theme). 3 Moderate concerns about the relevance of data (data not exclusively related to care homes. 1 study included workers from domiciliary care, care homes, care homes with nursing across local authorities, not exclusively care homes and therefore not directly relevant).

4 Moderate concerns about the adequacy of data (only 1 study supported the review's findings; 1 study that offered data with moderate concerns regarding methodological limitations but limited to feedback from focus groups in relation to 1 particular area of safeguarding).

Overarching theme G2: Facilitators to effective multi-agency working

Study information			CERQUAL	. Quality Assessment		
	Description of theme or finding	Methodological limitations	Coherence of findings	Relevance of evi- dence	Adequacy of data	Overall con- fidence
Sub-theme G2.1.1 Training						•
 Simic 2012 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Follow-up focus groups (n=2) of local authority staff and independent sector domiciliary and residential providers. 	Data from 1 study indicate the follow- ing good practice pointer: more joint learning events and joint training ur- gently required and on a rolling basis For example, "joint training." [Simic 2012, p.31]	Moderate con- cerns ¹	Minor concerns ²	Moderate con- cerns ³	Moderate concerns ⁴	VERY LOW

Table 10: Evidence summary (GRADE-CERQual) Theme 2.1 Skills related to leadership and effective teamwork which contribute to effective multi-agency working

1Moderate concerns about methodological limitations of the evidence as per CASP qualitative checklist.

2 No data that contradict the review findings; no ambiguous data (minor concerns in relation to the level of detail provided for interpretation and exploration of the data supporting this theme). 3 Moderate concerns about the relevance of data (data not exclusively related to care homes. 1 study included workers from domiciliary care, care homes, care homes with nursing across local authorities, not exclusively care homes and therefore not directly relevant).

4 Moderate concerns about the adequacy of data (only 1 study supported the review's findings; 1 study that offered data with moderate concerns regarding methodological limitations but limited to feedback from focus groups in relation to 1 particular area of safeguarding).

Table 11: Evidence summary (GRADE-CERQual) Theme 2.2. Poor communication with people affected by safeguarding

Study information	, , , , , , , , , , , , , , , , , , ,	CERQUAL Quality Assessment				
	Description of theme or finding	Methodological limitations	Coherence of findings	Relevance of evi- dence	Adequacy of data	Overall con- fidence
Sub-theme G2.2.1 Timely inf	ormation					
 Simic 2012 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Follow-up focus groups (n=2) of local authority staff and independent sector domiciliary and residential providers. 	Data from 1 study indicate the follow- ing good practice pointer: Timely and useful management information For example, "timeliness in the whole process"; "them listening to us"; "for- mal meetings with common, explicit format." [Simic 2012, p.31]	Moderate con- cerns ¹	Minor concerns ²	Moderate con- cerns ³	Moderate concerns ⁴	VERY LOW

1 Moderate concerns about methodological limitations of the evidence as per CASP qualitative checklist.

2 No data that contradict the review findings; no ambiguous data (minor concerns in relation to the level of detail provided for interpretation and exploration of the data supporting this theme). 3 Moderate concerns the relevance of data (data not exclusively related to care homes. 1 study included workers from domiciliary care, care homes, care homes with nursing across local authorities, not exclusively care homes and therefore not directly relevant).

4 Moderate concerns about the adequacy of data (only 1 study supported the review's findings; 1 study that offered data with moderate concerns regarding methodological limitations but limited to feedback from focus groups in relation to 1 particular area of safeguarding).

Table 12: Evidence summary (GRADE-CERQual) Theme G2.3. Local practices and strategic planning which contribute to effective multi-agency working

Study information CERQUAL Quality A			L Quality Assessme	/ Assessment		
	Description of theme or finding	Methodological limitations	Coherence of findings	Relevance of evi- dence	Adequacy of data	Overall con- fidence
Sub-theme G2.3.1 Review pro	otocols					
 Simic 2012 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Follow-up focus groups (n=2) of local authority staff and independent sector domiciliary and residential providers. 	Data from 1 study indicate the follow- ing good practice pointer: An urgent re- view of the protocols and principles around secret pre-meetings. For example, "audit what's going on badly needed"; "The focus should not be on blame (which it currently is); it should be on safeguarding." [Simic 2012, p.31]	Moderate con- cerns ¹	Minor concerns ²	Moderate con- cerns ³	Moderate concerns ⁴	VERY LOW
Sub-theme G2.3.2 Develop p	rotocols					
 Simic 2012 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Follow-up focus groups (n=2) of local authority staff and independent sector domiciliary and residential providers. 	Data from 1 study indicate the follow- ing good practice pointer: Protocols and guidelines to be developed and disseminated to ensure good practice in decision-making panels. For example, "protocol for shared prac- tice/review"; "fair and objective due process"; "consistency." [Simic 2012 p.31]	Moderate con- cerns ¹	Minor concerns ²	Moderate con- cerns ³	Moderate concerns ⁴	VERY LOW
Sub-theme G2.3.3 Efficient a	nd transparent approach to meetings					
 Simic 2012 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Follow-up focus groups (n=2) of local authority staff and independent 	Data from 1 study indicate the follow- ing good practice pointer: Chairs of Safeguarding meetings need to be competent and be motivated to ensure that processes are open, inclusive, fair, and sensitive and follow a standard process. Meetings must have com- mon, agreed, explicit processes (for example, concerning who is invited to meetings, management of open/closed	Moderate con- cerns ¹	Minor concerns ²	Moderate con- cerns ³	Moderate concerns ⁴	VERY LOW

Study information			CERQUAL Quality Assessment				
	Description of theme or finding	Methodological limitations	Coherence of findings	Relevance of evi- dence	Adequacy of data	Overall con- fidence	
sector domiciliary and residential providers.	sessions, minute-taking and drafts cir- culated before finalised).						
	For example, "formal meetings with common, explicit format." [Simic 2012, p.31]						

¹ Moderate concerns about methodological limitations of the evidence as per CASP qualitative checklist.

² No data that contradict the review findings; no ambiguous data (minor concerns in relation to the level of detail provided for interpretation and exploration of the data supporting this theme). ³ Moderate concerns about the relevance of data (data not exclusively related to care homes. 1 study included workers from domiciliary care, care homes, care homes with nursing across local

authorities, not exclusively care homes and therefore not directly relevant). ⁴ Moderate concerns about the adequacy of data (only 1 study supported the review's findings; 1 study that offered data with moderate concerns regarding methodological limitations but limited to feedback from focus groups in relation to 1 particular area of safeguarding).

Table 13: Evidence summary (GRADE-CERQual) Theme G2.4 Ability or readiness of agencies to combine skills and expertise to meet individual or groups of individuals needs within the care home context

Study information	CERQUAL Quality			Quality Assessmer	lity Assessment		
	Description of theme or finding	Methodological limitations	Coherence of findings	Relevance of evi- dence	Adequacy of data	Overall con- fidence	
Sub-theme G2.4.1 Partnershi	p working						
 Simic 2012 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Follow-up focus groups (n=2) of local authority staff and independent sector domiciliary and residential providers. 	Data from 1 study indicate the im- portance of a clear joint statement to affirm the shared intent to deliver safe care and support. Ongoing, effective, joint management through the Safe- guarding Board and evidence-based approaches (such as the Safeguarding research project) to aim for effective Safeguarding of service users and of making best use of resources. Clearer synergy with other policies. For example, "engagement as a part- ner"; "them listening to us"; "protocol for shared practice/review"; "advice	Moderate con- cerns ¹	Minor concerns ²	Moderate con- cerns ³	Moderate concerns ⁴	VERY LOW	

Study information			CERQUAL Quality Assessment				
	Description of theme or finding	Methodological limitations	Coherence of findings	Relevance of evi- dence	Adequacy of data	Overall con- fidence	
	about whether something is safeguard- ing or not" ("phone a friend" option)"; "respect." [Simic 2012, p.31]						
Sub-theme: G2.4.2 Shared fra	amework						
 Simic 2012 Telephone survey (1 in 5 random sample of all residential and domiciliary providers in a local authority area. Follow-up focus groups (n=2) of local authority staff and independent sector domiciliary and residential providers. 	Data from 1 study indicate the im- portance of a shared framework of ex- plicit principles guiding safeguarding. For example, "fair and objective due process"; "CQC and Commissioners need to look carefully at how they treat bad statistics on safeguarding." [Simic 2012, p.31]	Moderate con- cerns ¹	Minor concerns ²	Moderate con- cerns ³	Moderate concerns ⁴	VERY LOW	

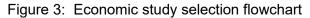
 ¹ Moderate concerns about methodological limitations of the evidence as per CASP qualitative checklist.
 ² No data that contradict the review findings; no ambiguous data (minor concerns in relation to the level of detail provided for interpretation and exploration of the data supporting this theme).
 ³ Moderate concerns about the relevance of data (data not exclusively related to care homes. 1 study included workers from domiciliary care, care homes, care homes with nursing across local authorities, not exclusively care homes and therefore not directly relevant).

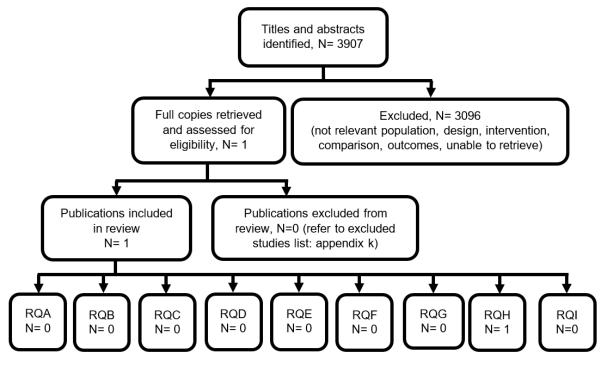
⁴ Moderate concerns about the adequacy of data (only 1 study supported the review's findings; 1 study that offered data with moderate concerns regarding methodological limitations but limited to feedback from focus groups in relation to 1 particular area of safeguarding).

Appendix G – Economic evidence study selection

Economic evidence study selection for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?

A global economic literature search was undertaken for safeguarding adults in care homes. This covered all 16 review questions, which were reported in 9 evidence reports in this guideline. As shown in Figure 3 below, no economic evidence was identified which was applicable to this review evidence review.





Appendix H – Economic evidence tables

Economic evidence tables for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?

No evidence was identified which was applicable to this review question.

Appendix I – Economic evidence profiles

Economic evidence profiles for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?

No evidence was identified which was applicable to this review question.

Appendix J – Economic analysis

Economic evidence analysis for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?

No economic analysis was conducted for this review question.

Appendix K – Excluded studies

Excluded studies for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?

Table 14: Excluded studies and reasons for t	heir exclusion
Study	Reason for exclusion
Cameron, A., Lart, R., Bostock, L., Coomber, C., Factors that promote and hinder joint and inte- grated working between health and social care services: a review of research literature, Health & social care in the community, 22, 225-233, 2014	No data on phenomenon of interest.
Care Quality Commission., Safeguarding adults: roles and responsibilities in health and care ser- vices, 4, 2014	No data on phenomenon of interest.
Cass, E., Safeguarding: commissioning care homes, The Journal of Adult Protection, 14, 244- 247, 2012	No data on phenomenon of interest.
Commission for Social Care Inspectorate, Safe- guarding adults: a study of the effectiveness of arrangements to safeguard adults from abuse, 2008	Population does not meet the protocol eligibility criteria and no data on phenomenon of interest.
Ford, M., First ever inter-professional guidance on adult safeguarding, Nursing Times, 114, 109- 109, 2018	Study design - not reporting research.
Graham, K., Models of safeguarding in England: Identifying important models and variables influ- encing the operation of adult safeguarding, Jour- nal of Social Work, 17, 255-276, 2017	No data on phenomenon of interest.
Henwood, M., Multi-agency working and adult protection, Community Care, 24.01.08, 32-33, 2008	Study design - no qualitative data.
Hussein, S., Working together in adult safe- guarding: findings from a survey of local authori- ties in England and Wales, Research Policy and Planning, 27, 163-176, 2009	Study design - no qualitative data.
Joseph, S., Inter-agency adult support and pro- tection practice: a realistic evaluation with police, health and social care professionals, Journal of Integrated Care, 27, 50-63, 2019	No data on phenomenon of interest.
Lawrence, V., Banerjee, S., Improving care in care homes: a qualitative evaluation of the Croy- don care home support team, Aging & mental health, 14, 416-24, 2010	No data on phenomenon of interest.
Mccreadie, C., Ambiguity and cooperation in the implementation of adult protection policy, Social Policy and Administration, 42, 248-266, 2008	No data on phenomenon of interest.
Manthorpe, J., Martineau, S., Engaging with the new system of safeguarding adults reviews con- cerning care homes for older people, British Journal of Social Work, 47, 2086-2099, 2017	Study design - review of cases.
Manthorpe, J., Managing relations in adult pro- tection: a qualitative study of the views of social	No data on phenomenon of interest (not organi- sational level).

Table 14: Excluded studies and reasons for their exclusion

58

Study	Reason for exclusion
services managers in England and Wales, Jour- nal of Social Work Practice: Psychotherapeutic Approaches in Health, Welfare and the Commu- nity, 24, 363-376, 2010	
Manthorpe, J., Samsi, K., Rapaport, J., Re- sponding to the financial abuse of people with dementia: a qualitative study of safeguarding ex- periences in England, International Psychogeri- atrics, 24, 1454-64, 2012	No data on phenomenon of interest (not organi- sational level).
Manthorpe, J., Recording Skills in Safeguarding Adults: best practice and evidence require- ments, Journal of Interprofessional, 25, 386-387, 2011	No data on phenomenon of interest.
Montgomery, L., McKee, J., Adult safeguarding in Northern Ireland: prevention, protection, part- nership, The Journal of Adult Protection, 19, 199-208, 2017	Study design - no qualitative data.
Pinkney. L., Voices from the frontline: social work practitioners' perceptions of multi-agency working in adult protection in England and Wales, Journal of Adult Protection, 10, 12-24, 2008	No data on phenomenon of interest (not organi- sational level).
Reid. D., Form and function: views from mem- bers of adult protection committees in England and Wales, JOURNAL OF ADULT PROTEC- TION, 11, 20-29, 2009	Setting does not meet protocol eligibility criteria (not organisational level).
Rowan. J., Multi-agency working and implica- tions for care managers, Journal of Integrated Care, 24, 56-66, 2016	Paper not obtainable.
Skills for Care, Outcome statement 10: multi- agency working, 7p., 2010	Study design - no qualitative data
Smith, L., Collaborative practice to support adults with complex needs: ESSS Outline, 2018	Study design - not a systematic review.
Social Care Institute for Excellence, Safeguard- ing adults: sharing information, 32, 2019	Study design - case reviews.
Stevens, E., Safeguarding vulnerable adults: ex- ploring the challenges to best practice across multi-agency settings, JOURNAL OF ADULT PROTECTION, 15, 85-95, 2013	Study design - not qualitative data.
Warin, R., Safeguarding adults in Cornwall, JOURNAL OF ADULT PROTECTION, 12, 39- 42, 2010	No data on phenomenon of interest (not organi- sational level).
Williams, C., Local Government, Association, Safeguarding adults: learning from peer chal- lenges, 2013	Study design – not reporting research.

Economic studies

No economic evidence was identified for this review.

Appendix L – Research recommendations

Research recommendations for review question G: What are the barriers and facilitators to effective multi-agency working at the individual operational level?

No research recommendations were made for this review question.