

# Key information before you start

## FrEEIA Readiness Assessment Tool process



<b>Why</b>	<p><b>Your team are planning to implement a new intervention or reviewing the implementation of an existing intervention/programme.</b></p> <p>The integration of evidence-based interventions into regular care practices is often delayed or does not occur. When implemented, the outcomes are often unequal because the implementation process and the organisation context can build inequities into the service delivery model. This tool aims to assist your team to successfully implement the chosen intervention equitably to produce equal outcomes.</p>
<b>Why now</b>	<p>The Framework for Effective and Equitable Implementation in Aotearoa (FrEEIA) readiness assessment tool is intended to be completed during the implementation planning stage after an intervention has been selected for potential use in your service. It can also be used when you are reviewing the implementation of existing interventions/programmes.</p>
<b>Who</b>	<p>The FrEEIA tool is for use by your team when implementing a health intervention. It is not necessary for everyone in the team to know everything about the intervention, just that you are involved in some part of the implementation pathway.</p>
<b>What</b>	<p>The FrEEIA tool helps facilitate implementation of health interventions by supporting organisations and individuals to reflect on factors influencing implementation and develop strategies to remove barriers to implementation. Each team member can make a difference by identifying barriers and facilitators that affect their part of the pathway and may result in ineffective and/or inequitable implementation for a priority population.</p> <p><b>The Process</b></p> <p>The FrEEIA tool is a team process and will require each team member to allocate approximately 1 – 1.5 hours of time to complete 3 activities</p> <ol style="list-style-type: none"><li>1. a brief online introductory session (10-15 mins)</li><li>2. completion of the 31-self-rated online FrEEIA statements (10-20 mins)</li><li>3. a facilitated discussion with you and your team (40-60 mins). The outcome of this will be:<ol style="list-style-type: none"><li>a) the team develop the final action plan during the discussion <b>OR</b></li><li>b) a subgroup from your team will be given the task of working up an action plan to help guide the implementation and ensure equal outcomes</li></ol></li></ol> <p><b>Remember there are no right or wrong answers and the FrEEIA readiness assessment tool is a tool that is ideally repeated at strategic times to monitor progress.</b></p>
<b>What next</b>	<p>After the FrEEIA tool action plan development process (depending on the outcome) the team can decide what to do next, for example, delay implementation to work through the critical actions and ensure barriers to implementation are addressed before implementation, and/ or implement the intervention while the team work on the addressing barriers and use the FrEEIA process for regular review and evaluation after the intervention rollout.</p>

# Key concepts to understand before starting the FrEEIA process

## Principles of Equity Readiness

1. Equity Readiness isn't one thing; it is a combination of motivation, intervention-specific capacity, and organisational capacity
2. Equity Readiness can change over time
3. Equity Readiness is important throughout implementation
4. Equity Readiness is intervention-specific
5. Equity Readiness can vary across levels of implementation
6. Equity Readiness can be built

## Important definitions

### Health equity

The absence of unfair, avoidable or remediable differences among groups of people whether those groups are defined socially, economically, demographically, or geographically.

### Equity readiness

Willingness and ability of a service/organisation to implement an intervention in an equity-enhancing way intervention.