Background and Objective

SIMPATHY (Stimulating Innovation Management of Polypharmacy and Adherence in The Elderly) is a consortium of 10 organizations, aiming to stimulate innovation around polypharmacy and adherence. The aim of this study is to present the change management process and policies for improved outcomes from multi-disciplinary healthcare delivery for elderly patients with comorbidities through the provision of useful managerial tools against polypharmacy and adherence.

Methods

A Strategy for 2025 focusing on a comprehensive Vision and a clear Road map has to be built on a consensus basis. A PESTEL (Political, Economic, Social, Technological, Environmental and Legal) tool has been developed, in order to prompt stakeholders and health professionals to address influential factors and understand the degree of their impact in the different health systems currently and in 2025. The tool has been built in several steps and factors have been structured in three dimensions:

1st STEP: creation of a common framework in order to help the partners to conduct the analysis

2nd STEP: a pilot testing for assessing the specificity, objectivity and robustness of the multidimensional content has been performed

3rd STEP: focus on the conduct of the analysis through interviews and workshops among various focus groups across all the countries

4th STEP: identification of the potential drivers and barriers related to polypharmacy landscape

The answers have been elaborated in terms of similarities, graphic illustration and interpretation under the focus of the Vision and the Road Map phases.

Results

In each country a workshop has been taken place with the participation of stakeholders and health professionals. Factors that countries scored as high influential are:

<table>
<thead>
<tr>
<th>Political</th>
<th>Economic</th>
<th>Social</th>
<th>Technological</th>
<th>Legal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health services delivery</td>
<td>Overall economic success</td>
<td>Access to health care</td>
<td>Existence of ICT integrated systems</td>
<td>Legal authorities and regulatory bodies</td>
</tr>
<tr>
<td>Primary health care - chronic disease management</td>
<td>Health system’s structure and financing</td>
<td>Attitudes and beliefs</td>
<td>Innovative drugs policies</td>
<td>Roles and responsibilities</td>
</tr>
<tr>
<td>Governance structure</td>
<td>Number of pharmacies per inhabitants</td>
<td>Cross-cultural diversities</td>
<td>Education</td>
<td>Patients’ rights empowerment</td>
</tr>
<tr>
<td>decision making and resulting impact</td>
<td></td>
<td></td>
<td></td>
<td>Code of ethics</td>
</tr>
<tr>
<td>Corruption level</td>
<td></td>
<td></td>
<td></td>
<td>EU guidelines</td>
</tr>
</tbody>
</table>

The Level of the estimated impact of the factor in the scale of 5 (5 high to 1 low impact)

The Positivity or Negativity (P/N) type of the impact

The Degree of Uncertainty in the scale of 5 (5 high to 1 low uncertainty)

Results (continued)

Health services delivery/health services network, governance structure, influence of pharmaceutical companies and innovative drug policy are the main factors in which counties have discrepancies.

Conclusion

PESTEL seems to be a tool that can successfully capture the beliefs of stakeholders and health professionals in order to address inappropriate polypharmacy and improve adherence. A professional culture of change management is necessary for the development of a common policy framework at EU level.

http://www.simpathy.eu   https://twitter.com/simpathyproject