

Inter-Agency Health Check Tool #2 'Facilitators & Inhibitors' of Interagency Working

Inter-Agency co-operation involves people from different organisations working together towards a shared goal. To be effective in this it is important to have an understanding of the factors that **INFLUENCE** and **INHIBIT** the Inter-Agency process.

What has been the impact of the following factors on your Inter-Agency Working Relationships?

INFLUENCING	YES	UNSURE	NO	INHIBITING	YES	UNSURE	NO
1. Are roles clear?				1.7 Is there Status and / or Power struggles?			
1.2 Is there a commitment/willingness to work together?				1.8 Is there unequal or Inappropriate representation			
1.3 Is there trust and mutual respect?				1.9 Are key partners missing?			
1.4 Is there understanding of the role and work of other agencies?				1.10 Is there Stereotypical thinking?			
1.5 Is there a history of Joint training and team-building?				1.11 Is there a failure to recognise contribution of others?			
1.6 Is there an understanding of cultural differences?							

What has been the impact of the following factors on your Inter-Agency Process?

INFLUENCING	YES	UNSURE	NO	INHIBITING	YES	UNSURE	NO
2.1 Is there Communication between partners?				2.7 Is there divergence in objectives / Competing policies & procedures?			
2.2 Is there clear and realistic aims established?				2.8 Do key stakeholders need to be consulted?			
2.3 Are the aims understood/agreed by all agencies?				2.9 Is there competing policies and targets?			
2.4 Are there effective systems, protocols and procedures?				2.10 Do we need to develop common language and ethical standards?			
2.5 Is there Information exchange?				2.11 Are we limited in our experience of joint & interagency working among the partners?			
2.6 Are there opportunities to discuss different views and beliefs?							

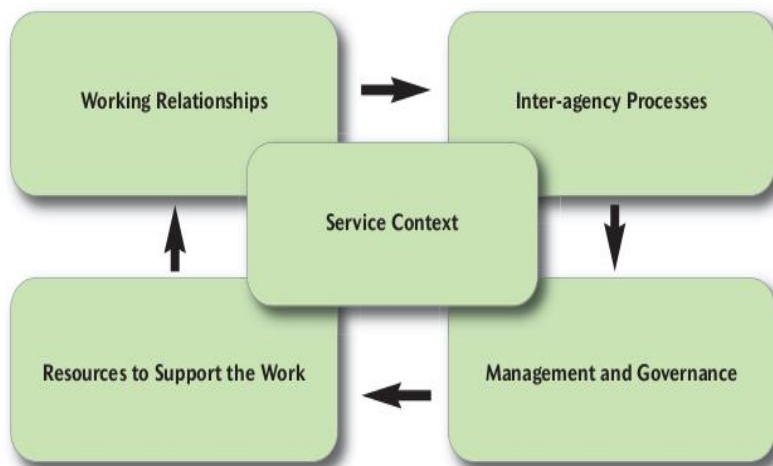
What has been the impact of the following factors on your Inter-Agency Management & Governance?

INFLUENCING	YES	UNSURE	NO	INHIBITING	YES	UNSURE	NO
3.1 Is there strong and effective Leadership?				3.6 Is support & commitment from upper management or the system lacking?			
3.2 Is there a clear framework of accountability and responsibility?				3.7 Is monitoring and evaluation of progress unclear?			
3.3 Is there a structure that facilitates effective and efficient decision-making?							
3.4 Is the group demonstrating the work is making a difference through performance management?							
3.5 Do your review policy and procedures in light of changing circumstances and new knowledge							

What has been the impact of the following factors on your Inter-Agency Resources?

INFLUENCING	YES	UNSURE	NO	INHIBITING	YES	UNSURE	NO
4.1 Is there adequate funding and financial certainty?				4.6 Is there in-flexibility of services to respond to demands & participate fully in Inter-Agency process?			
4.2 Are there adequate staff supports in place?							
4.3 Do you ensure time is available for working together?							
4.4 Is there an incremental approach to joint working?							
4.5 Are there explicit agreements about pooling or sharing of resources?							

'Facilitators & Inhibitors' of Interagency Working



'Interagency cooperation or working involves professionals from different organisations working together towards a shared aim. Therefore, it is important to have a good understanding of the factors that influence (facilitate or inhibit) interagency working when planning and undertaking interagency cooperation'.

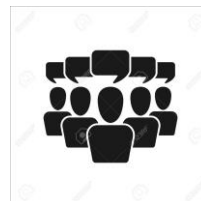
Children's Acts Advisory Board, 2009: p19

Part 1: 'Health Check' Exercise: take some time to individually complete the table overleaf. Be spontaneous in your answering.



Part 2: Discussion in Pairs

1. How similar/different is our assessment of how well this Inter-Agency group is working?
2. What areas seem most important for improvement?



Part 3: Group Charting

Complete the 'health-check' exercise collectively on pre-prepared flipchart paper.

Part 4: Generative Group Discussion

1. What has emerged from this exercise?
2. What does this mean in terms of our relationships with each other?
3. What action(s) might we/do we collectively need to take?