

1 **A four-stage process for intervention description and guide development of a practice-based**  
2 **intervention: refining the Namaste Care intervention implementation specification for people with**  
3 **advanced dementia prior to a feasibility cluster randomised trial**

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30

31 **Abstract**

32 **Background:** Some interventions are developed from practice, and implemented before evidence of  
33 effect is determined, or the intervention is fully specified. An example is Namaste Care, a multi-  
34 component intervention for people with advanced dementia, delivered in care home, community,  
35 hospital and hospice settings. This paper describes the development of an intervention description,  
36 guide and training package to support implementation of Namaste Care within the context of a  
37 feasibility trial. This allows fidelity to be determined within the trial, and for intervention users to  
38 understand how similar their implementation is to that which was studied.

39 **Methods** A four-stage approach: a) Collating existing intervention materials and drawing from  
40 programme theory developed from a realist review to draft an intervention description. b) Exploring  
41 readability, comprehensibility and utility with staff who had not experienced Namaste Care. c) Using  
42 modified nominal group techniques with those with Namaste Care experience to refine and prioritise  
43 the intervention implementation materials. d) Final refinement with a patient and public involvement  
44 panel.

45 **Results.** 18 nursing care home staff, 1 carer, 1 volunteer and 5 members of our public involvement  
46 panel were involved across the study steps. A 16-page A4 booklet was designed, with flow charts,  
47 graphics and colour coded information to ease navigation through the document. This was  
48 supplemented by infographics, and a training package. The guide describes the boundaries of the  
49 intervention and how to implement it, whilst retaining the flexible spirit of the Namaste Care  
50 intervention.

51 **Conclusions.** There is little attention paid to how best to specify complex interventions that have  
52 already been organically implemented in practice. This four-stage process may have utility for context  
53 specific adaptation or description of existing, but untested, interventions. A robust, agreed,  
54 intervention and implementation description should enable a high-quality future trial. If an effect is

55 determined, flexible practice implementation should be enabled through having a clear, evidence-  
56 based guide.

57 **Keywords**

58 Implementation, Dementia, Palliative Care, Intervention, Trial, Consensus methods, Nursing homes

## 59 **Background**

60 Palliative and end-of-life care interventions in care homes for people living with and dying from  
61 dementia will always be multi-faceted and context sensitive. This requires interventions to be carefully  
62 developed, tested and implemented [1-4]. However, experience shows that innovations can be  
63 recommended, adapted and implemented without this measured approach, with the flawed  
64 implementation of the Liverpool Care Pathway a cautionary tale for those working in palliative care  
65 and beyond [5]. An example of an innovative intervention that has had rapid uptake in care homes is  
66 Namaste Care, a multi-component approach to care for people with advanced dementia.  
67 Interventions in this field are important, as care for people with advanced dementia is usually provided  
68 in long term care settings, and these are likely to become the main place of death in the future [6].  
69 Developed as a response to a lack of active care being offered to people with advanced dementia it  
70 has a philosophy based on person centred, holistic care [7, 8]. However, early findings on how and  
71 why it does (or does not) work are only just beginning to emerge [9].

72 Practitioner engagement and attitude and 'fit' of an intervention are known to have a major effect on  
73 adoption of innovation [10], and Namaste Care appears to have such an intuitive 'fit' with  
74 practitioners. Implementing evidence-based practice in nursing care homes is complex, with issues  
75 such as being on 'common ground', connecting with practice, and reconciling new practice with other  
76 priorities affecting change [4, 11]. Namaste Care resonates with practitioners because of its context  
77 sensitive, innovative, and effective approach to care for an overlooked resident group [12-14].  
78 Evidence from small scale, qualitative or uncontrolled studies indicates an effect on symptoms such  
79 as agitation [15, 16] and behavioural symptoms [17]. Qualitative studies identify that staff recognise  
80 positive features of the intervention such as providing sanctuary, connections and community,  
81 calmness and vision [9, 18-20]. Problems implementing and sustaining the programme do, however,  
82 exist. Adjusting to the routines of Namaste Care can be difficult, and workforce turnover and  
83 management disruption endemic in long-term care can be barriers to both implementation and

84 sustainability of the intervention [9, 21]. It is likely that the label 'Namaste Care' is applied to a wide  
85 variety of activity, and implemented in different ways [22]. The requirement for robust evaluation of  
86 effectiveness has been recognised, as there are no controlled, comparative trials of this intervention  
87 [9].

88 The challenge for any study of Namaste Care is that the intervention already exists in practice, albeit  
89 without sufficient evidence of effect. This is not a novel problem, health and social care practitioners  
90 are adept at identifying areas of care need and devising and implementing potential solutions that  
91 have little underpinning empirical evidence [23]. Healthcare practices, without evidence of effect,  
92 have been categorised in three ways: those that are known not to work, those where the evidence of  
93 effect is uncertain, and those in development or implemented without evidence [24]. Whilst the field  
94 of de-implementation is developing in order to assist the reduction or cessation of use of interventions  
95 known not to work, be unproven, or harmful [25], there is less attention paid to how best to test  
96 complex interventions that have already been organically implemented in some areas of practice, but  
97 where robust evidence is absent.

98

99 A particular challenge in a situation where a broadly defined intervention has already started to be  
100 implemented in practice is that of intervention description. A clearly specified intervention is required  
101 for a number of purposes including training, understanding fidelity, ascribing outcomes to the  
102 intervention, future replication, cost effective and appropriate implementation [26]. The Medical  
103 Research Council guidance on developing and testing a complex intervention focuses on intervention  
104 development (identifying the evidence base, identifying or developing theory, and modelling process  
105 and outcomes) and acknowledges that a common failing is inadequate description of the  
106 intervention[1]. The guidance requires a full description of the intervention, and an understanding of  
107 its components, so that it can be delivered during the evaluations, allowing for (and understanding)  
108 any flexibility and variation, and so that others can implement it outside the study. Understanding

109 the components of an intervention is also important in understanding how the intervention works:  
110 what are the 'active ingredients' of an intervention and how do they exert their effect [27]?

111

112 Implementation scientists also focus on the importance of intervention description. It is recognised  
113 that an intervention can have interacting components: 'core components' (the essential and  
114 indispensable elements of the intervention) and an 'adaptable periphery' (adaptable elements,  
115 structures, and systems related to the intervention and organisation into which it is being  
116 implemented) [2, 28]. Intervention over specification should be avoided, to enable variation to fit  
117 different contexts, recognising the impossibility of describing every component of a complex  
118 intervention [29]. However, compared to knowledge on how to evaluate and implement  
119 interventions, there is relatively little guidance on how to develop and describe an intervention in a  
120 way that might maximise likely effectiveness [30, 31]. There is a gap in knowledge for those testing  
121 effectiveness of practitioner developed and implemented interventions. In these situations the  
122 intervention may have been differently understood, frequently adapted, and may differ from the  
123 original intent of those initiating the intervention [22]. Its theoretical underpinnings may be absent or  
124 not clearly articulated. It is unlikely that it has been carefully specified or adapted for a particular  
125 culture or context.

126

127 Potential 'top down' and 'bottom up' problems also exist. First, trial interventions can be challenging  
128 to incorporate in to day-to-day practice [32-34]. In the care home situation there are particular issues  
129 with conducting research including factors such as time constraints, staff turnover and low education  
130 levels [4, 35, 36]. In specifying this intervention for research purposes, it was important that it  
131 remained relevant to practice, and did not take on features known to affect implementation. Second,  
132 interventions developed from practice do not always reflect the intervention encountered in practice.  
133 For example, the aim of the Liverpool Care Pathway was to take excellent hospice care principles and  
134 embed them in acute hospital practice. However, the intervention as specified (the paperwork

135 developed), did not reflect the knowledge, skills and attitudes required for its safe and appropriate  
136 use[37].

137

138 The aim of this paper is to present a four-stage model to refine an existing Namaste Care intervention  
139 and develop an intervention description, guide and training package to support a feasibility trial of the  
140 Namaste Care intervention. The four stages include collation of existing materials, exploring  
141 comprehensibility with staff who do not have experience of the intervention, using nominal group  
142 techniques to refine and prioritise the intervention and its format, and refining with our patient and  
143 public involvement panel.

144

## 145 **Methods**

146

147 The overall aim of the study is to establish the feasibility of conducting a cluster randomised controlled  
148 trial of Namaste Care in a nursing care home context in the UK [38]. This is a phased research study  
149 involving the development of programme theories of how the Namaste Care intervention achieves  
150 particular outcomes and in which circumstances; developing an evidence-based Namaste Care  
151 intervention description and training package; and a feasibility cluster randomised controlled trial with  
152 embedded process and economic evaluations. Phase one (programme theory development) involved  
153 a realist review process [39]. This paper reports on phase two work as an exemplar of a method of  
154 developing and refining an intervention that has some existing practice presence, using SQUIRE 2.0 as  
155 the basis for reporting [40]. The research team included nurse academics, a research practitioner who  
156 had implemented Namaste Care, the trial manager, and patient and public involvement (PPI)  
157 representatives.

158

159 We planned four iterative stages to this phase of the study, with co-design of the intervention  
 160 description with nursing care home staff and family carers central to the methods chosen (see Table  
 161 1).

162 Table 1. Stages in developing the intervention and implementation description, manual and training  
 163 package

Developing and refining the intervention and implementation specification, manual and training package	
Stage one	Collecting and collating existing materials used to support the Namaste Care intervention. This incorporates using both best evidence on guideline development and results from the realist review to collate a draft intervention description.
Stage two	Exploring the readability, comprehensibility and utility of the emergent Namaste Care Trial Manual with nursing care home staff who did not have experience of Namaste Care.
Stage three	Using modified nominal group techniques with research team members, nursing care home staff and family carers who have experience of Namaste Care in practice. The aim was to present the findings of the realist review and factors that shape the intervention delivery; to refine and prioritise the implementation process for the delivery of the Namaste Care programme based on the realist review findings; and to inform the format of the Namaste Care programme and implementation and training resources.
Stage four	Presenting the programme guide, implementation resources and training package to the study patient and public involvement panel for final refinement prior to use in the feasibility trial.

164  
 165 Lancaster University Faculty of Health and Medicine Research Ethics Committee granted approval for  
 166 this phase of the study (17 Nov 2016/FHMREC16028).

167  
 168 *Stage one methods: Developing an initial draft intervention description and manual from existing*  
 169 *Namaste Care materials*

170 Existing materials used to support Namaste Care programmes in practice were requested and collated.  
 171 Key contacts within the UK using or publishing about Namaste Care were approached, many identified  
 172 by online searches of grey literature and/or their self-identification of use on publicly accessible  
 173 websites, together with snowball methods to identify nursing care homes or other care institutions  
 174 (e.g. hospices) known to be using or who have used Namaste Care in any form in the past. Written

175 requests were sent to 69 identified organisations (2 UK NHS, 11 Hospice, 56 Nursing/Care Homes).  
 176 The request asked if they would be happy to provide any written materials they have used to support  
 177 the implementation of Namaste Care, with explicit information provided about the purpose of the  
 178 request and study.

179

180 These materials were used to prepare a draft intervention and implementation description and  
 181 manual. Emerging findings from our realist review [39] were used to prioritise components of the  
 182 intervention, where the evidence for these components affecting people with advanced dementia  
 183 were strongest.

184

185 The design of the draft manual version one was guided by current evidence on writing manuals and  
 186 clinical guidelines [41-46]. This evidence was summarised as key principles used throughout the study  
 187 to guide the presentation of materials about the Namaste Care intervention, that they be simple,  
 188 consistent, organised, natural, clear and attractive. These are summarised in Table 2.

189

190 Table 2. Key design principles used to format the intervention specification manual.

Clarity
<ul style="list-style-type: none"> <li>• <b>Specific</b> information about what to do, when and how.</li> <li>• Effective language including <b>active verbs</b> that specify a recommended action by whom, when, under what conditions, and with what level of obligation (must, should, may ....)</li> <li>• <b>Avoid ambiguity</b> when a term is vague or can be interpreted in more than one way (e.g. frequently, periodically)</li>   <li>• Direct writing style and active voice</li> <li>• Proper punctuation with <b>short sentences</b></li> <li>• Minimise abbreviations, hyphenations, jargon</li>   <li>• <b>Capture main idea</b> with first few words so readers can skim text easily</li> <li>• Keep units of meaning together, using <b>bulleted lists</b> to deal with repetition or complex paragraph structures</li> </ul>
Persuasiveness
<ul style="list-style-type: none"> <li>• Crisp and <b>persuasive</b> messages.</li> <li>• Frame recommendations as <b>'gain'</b> rather than 'loss'</li> </ul>

<ul style="list-style-type: none"> <li>• Focus on errors of omission (not doing the right thing) rather than commission (doing the wrong thing).</li> </ul>
Format – Multiple versions
<ul style="list-style-type: none"> <li>• <b>Multiple formats</b> or alternate versions can influence accessibility and ease of use. Provide one page <b>summaries</b>.</li> <li>• Tailor guidelines to their intended end-users. Integrated into the way they do things.</li> <li>• Present them in ways that can be read and understood</li> </ul>
Format – Components
<ul style="list-style-type: none"> <li>• Key features that have most significance should be <b>highlighted</b> and differentiated from other recommendations</li> <li>• Use short summaries and <b>algorithms</b>. Flowcharts can describe stepwise recommendations for care, mimicking a real patient encounter.</li> <li>• Present most pertinent information concisely</li> <li>• Present information in an expected and <b>logical order</b></li> <li>• <b>Mimic familiar documents</b> such as care plans or policy documents etc.</li> <li>• Don't mix positive and negative instructions</li> </ul>
Format – Layout
<ul style="list-style-type: none"> <li>• Pictures on left and text on right</li> <li>• Use information visualisation through <b>graphics and information display</b> (e.g. tables, algorithms, pictures) and information context (framing, vividness, depth of field)</li> <li>• Left justification enables natural reading. Avoid italics or all upper-case text. 12 point font at least.</li> <li>• <b>Bundling</b>. Three bundles of three items easier to remember than nine items</li> <li>• Words used for procedural information and abstract concepts. Images used for special information, and detail. Tables can improve information clarity.</li> <li>• Colour – use <b>primary colours</b></li> <li>• Strong contrast with background</li> <li>• Use <b>distinctive visual characteristics</b> for different elements</li> <li>• Purposeful use of highlighting, colour coding, boxes and bullets.</li> <li>• Colour code related graphics and text.</li> </ul>

191 Principles drawn from [41-47]

192

193 *Stage two methods. Exploring the readability, comprehensibility and utility of the emergent Namaste*

194 *Care Trial Manual with nursing care home staff who do not have experience of providing Namaste*

195 *Care.*

196

197 We invited nursing and support staff from two UK nursing care homes where Namaste Care had never  
198 been provided to participate in an informal two-hour workshop. These were a convenience sample of  
199 homes typical of those who provide care to those with advanced dementia. Potential participants  
200 received written information about the study prior to attendance, and written consent to participate  
201 was obtained before the workshop commenced. Materials were supplied to those unable to attend  
202 for any written feedback. The workshop was facilitated by two investigators (CW and KF) with an  
203 informal discussion on the overall format, style and content of the booklet, with written notes and  
204 agreements captured by the investigators. Participants were encouraged to write or draw on the  
205 materials which were retained for analysis. The analytic focus was on understandability and utility for  
206 those unfamiliar with the intervention.

207

208 *Stage three methods. Modified nominal group techniques with nursing care home staff and family*  
209 *carers who have experience of Namaste Care in practice.*

210

211 Two one-day consensus workshops took place, one in the north and the second in the south of  
212 England. The aim of the nominal group work was to present the findings of the realist review and  
213 factors that shape the intervention delivery; to refine and prioritise the implementation process for  
214 the delivery of the Namaste Care programme based on these findings; and, to inform the format of  
215 the Namaste Care programme and implementation resources.

216

217 *Population:* Nursing care home staff (includes managers, nurses, care assistants, activity coordinators  
218 or volunteers) from homes with experience in implementing Namaste Care. Family members/carers  
219 with experience of caring for people with advanced dementia who have experienced the Namaste  
220 Care programme.

221

222 *Inclusion Criteria:*

- 223 I. The nursing care home has current or previous experience of using Namaste Care in practice.
- 224 II. Managers, nurses, care assistants, activity coordinators or volunteers who have worked in a
- 225 nursing care home setting for at least six months which currently uses or had used Namaste
- 226 Care.
- 227 III. Family members of people with dementia: may be currently a family member for a person
- 228 with dementia, or have held that role previously.
- 229 IV. Family members able to understand and communicate in English.

230

231 *Sampling and recruitment*

232 *Staff and volunteers:* Nursing care homes from different provider types (private (corporate and owner

233 managed) and not-for-profit) were sought through public knowledge (e.g. information on their

234 websites) of those using Namaste Care, contacts with Namaste Care trainers, and advertising via our

235 institutional websites and social media channels (e.g. anonymised twitter handles). A snowball

236 approach was used so that those recruited were asked to identify other homes that may meet the

237 inclusion criteria. An invitation letter was sent to care home managers who were asked to send a

238 workshop invitation letter and participant information sheet to individual staff. Staff who indicated a

239 willingness to participate were sent further details of the event. Out of pocket expenses to attend

240 were reimbursed to all participants, and family members and volunteers reimbursed for their time.

241 Letters of thanks were sent to nursing homes.

242

243 *Family member recruitment:* An invitation letter and participant information sheet was sent to all

244 family carers identified by the care home manager as having had relatives who were receiving or had

245 previously received the Namaste Care intervention in the nursing care home and met the inclusion

246 criteria. Following receipt of a response slip, or having contacted the researcher, family members

247 received details of the event.

248

249 *Modified Nominal Group Methods:*

250 Modified nominal group methods included exposure to stimulus materials (written materials from  
251 step 2 sent two weeks ahead of the workshop and findings from realist review presented by CW via a  
252 10 minute power point presentation at the workshop), silent generation of ideas onto individual post-  
253 it notes, and sharing ideas as a round-robin and group discussion using and moving post it notes on  
254 large flip chart paper to clarify and rank elements of the intervention [50-53]. Participants were asked  
255 to consider the components of the intervention to support the delivery of Namaste Care into nursing  
256 care home practice; the relative importance of different elements; and adaptations required to the  
257 content of Namaste Care resources and implementation guidance in terms of language, style,  
258 appropriateness to the care context and presentation format.

259

260 *Data collection and analysis* comprised notes taken during the meeting and documents (e.g. silent  
261 generation of ideas on post-it notes and ordering and prioritisation on flip chart sheets) generated by  
262 participants in the meeting. These were summarised and circulated to participants by email for  
263 agreement on the decisions arising from the event. Analysis considered the frequency of ranking  
264 components of Namaste Care alongside a thematic analysis of reasoning for preferences.

265

266 *Stage four methods. Presenting the programme guide and implementation resources to the study*  
267 *patient and public involvement panel for final refinement prior to use in the feasibility trial.*

268 Finally, before the materials were used in the feasibility trial the study patient and public involvement  
269 panel (n=5) discussed and commented on the materials, facilitated by NP. Written comments on the  
270 materials were supplied by participants.

271

272

273

274 **Results**

275 *Stage One*

276 Materials were supplied only by hospice organisations (n=3). These materials included training  
277 materials for Namaste Care activities, monitoring forms for the Namaste Care sessions and outcome  
278 tools used to ascertain the impact of the Namaste Care on participating residents. The Namaste Care  
279 Programme Toolkit (76 pages) written incorporating learning from a prior Namaste study was also  
280 provided [9, 17, 48, 49]. In addition we drew from the 2<sup>nd</sup> Edition of the book about Namaste Care  
281 developed by the programme initiator [8]. There was good agreement on the timing, style and content  
282 of a Namaste Care session as these were essentially summaries or interpretations of the Namaste Care  
283 book.

284

285 At the end of this stage we had prepared a 21-page booklet, incorporating the use of infographics  
286 (using the free software Piktochart™) to present key areas of information. These were the materials  
287 presented in stage two.

288

289 *Stage two*

290 The stage two workshop was held at one of the nursing care homes, but due to a combination of  
291 workload and staff sickness only three members attended (1 care home manager, 1 support worker,  
292 1 activity coordinator). None had personal experience of Namaste Care in that home or elsewhere.  
293 Participants emphasised the utility of brief overview documentation, materials to enable family carers  
294 to understand the intervention, and the importance of graphical display to enhance orientation to the  
295 materials. They amended some wording to suit a UK nursing care home situation, important as the  
296 programme originated in the US. An example is the use of the wording 'personal care'. In the nursing  
297 care home context this equates to intimate care for example, washing or being helped to the toilet.  
298 This differentiation between personal and personalised care was important because the delivery of  
299 personal care in public spaces is deemed inappropriate by the Care Quality Commission who regulate

300 care provision in nursing care homes. Staff proposed the term 'pampering' to describe the Namaste  
301 Care related activity. Following the workshop, the written materials were further refined. This  
302 included adding more graphical elements to replace text, colour coding the sections of the manual to  
303 ease navigation, and tabulating areas of text to break them up.

304

305 *Stage three*

306 17 participants took part in 2 consensus workshops (n=15 nursing care home staff, 1 family carer, 1  
307 volunteer). One workshop was held in a North-West England Care Home facilitated by CW and SP  
308 (n=3 participants from 1 nursing home 40 miles distant), the second in a London Hospice facilitated  
309 by CW, JK and SP (n=12 participants, from three nursing home groups within a 40 mile radius). Key  
310 elements of Namaste Care had been presented in three sections: What is Namaste Care, Preparing  
311 the Namaste Care space and The Namaste Care Session. Following the first consensus workshop, an  
312 additional section was identified: Preparing people and organisations for Namaste Care. This was then  
313 fed back to, and ratified as important by, the attendees at the second workshop.

314

315 Elements presented as important in the silent generation of ideas and group discussion around what  
316 Namaste Care is emphasised the importance of person-centred care and making connections:

317

318 *'Reaching the spirit within the person. The person may seem to have disappeared, but*  
319 *they ARE STILL THERE. NAMASTE finds them'. 'Namaste care is the loving care for these*  
320 *people who are unable to participate with group activities'. 'Dignified, loving, human*  
321 *to human connection. [emphases in originals] (Flip chart notes 'What is Namaste'*  
322 *sessions).*

323

324 The importance of preparing the home and space was considered in a number of different elements  
325 including training, record keeping, and assessment:

326

327 *'Finding the right place and moment'. 'Namaste should be in a peaceful environment'.*

328 *'Not too much paperwork, simple'. 'Include Namaste as part of induction training for*

329 *new staff'. 'To liaise with families and carry out individual risk assessments with each*

330 *resident'. [emphases in originals] (Flip chart notes' Getting your home ready for*

331 *Namaste Care sessions)*

332

333 Participants discussed the flexibility of the Namaste Care sessions, reflecting on seasonal changes they

334 had made (e.g. beach related activities in Summer), but identified what they felt to be core elements:

335

336 *'Important to ask residents daily as each day is different'. 'To greet residents to*

337 *Namaste room and make sure they are comfortable enough'. 'Serve fluids throughout*

338 *the session to keep them hydrated'. 'Gentle face wash, hairbrush with communication'.*

339 *'Feedback to family members'. [emphases in originals]. Flip chart notes 'The Namaste*

340 *Care session')*

341

342 Other important changes included renaming the materials as a 'guide' rather than 'manual' to

343 acknowledge the flexible, yet boundaried, nature of the intervention. The guide booklet was

344 shortened, and materials made more succinct. Issues such as intervention timing, frequency, focus

345 and staffing requirements were further specified. It was recognised that it was important to capture

346 the relational and philosophical aspects of the intervention in the training and the intervention guide.

347 The intervention guide was used as the basis for training materials to support implementation in the

348 care homes. Participants also helped identify potential adverse events that may be associated with

349 the intervention.

350

351 *Stage Four*

352 The Patient and Public Involvement Group made suggestions on clarification of wording and  
353 recommended changes to the colours of the infographics to enhance readability. The final  
354 infographics used to support the study are displayed in figure 1.

355

356 < Insert infographic figure 1 around here >

357

### 358 **Discussion**

359 The four-stage process for describing and developing an existing practice-based intervention prior to  
360 further testing and implementation appears to have utility. We were able to describe succinctly the  
361 Namaste Care intervention in a 16-page A4 booklet in a way acceptable to the nursing care home  
362 context. This was supplemented by four A4 infographics summarising the main elements of the  
363 intervention in an easy to read and user-friendly format. The guide is colour coded (to match the  
364 infographics) and uses flow charts and graphics to facilitate the reader's understanding of and  
365 engagement with, the materials. Training materials follow the same style and format. The guide  
366 specifies the boundaries of the intervention, and guides implementation, whilst retaining the flexibility  
367 both inherent in Namaste Care, and required in a pragmatic feasibility trial.

368

369 Intervention development is central to the Medical Research Council guidance on studying complex  
370 interventions—researchers are advised to consider whether they are clear about what they are trying  
371 to do, that the theoretical basis of the intervention has been used systematically to develop the  
372 intervention, and that it can be described fully [26, 54, 55]. The Medical Research Council guidance is  
373 frequently used to optimise intervention development, but other frameworks such as intervention  
374 mapping, MOST (Multiphase Optimisation Strategy), the six steps in quality intervention development  
375 (6SQuID), and intervention modelling are also available [30, 56-59]. Although they use staged

376 approaches which have similar features to the approach reported in our study (e.g. working with key  
377 stakeholders, involvement of patients and the public), these typically still are only used in novel  
378 intervention development [60]. The four-stage process used in this study to describe the intervention  
379 for research use may have utility for other researchers faced with similar challenges. These four stages  
380 are conceptually congruent with many frameworks for intervention development or implementation.  
381 For example, the Knowledge to Action Framework emphasises that resources should be produced in  
382 a collaborative fashion with end users and other interested parties [61], and this involvement was a  
383 key feature of the four step process described here. We propose that this four-stage process could be  
384 integrated as an additional component to existing frameworks for intervention development or  
385 implementation where there is a requirement for an existing intervention to be described, developed  
386 or refined. This generic process is presented in figure 2.

387 <Insert figure 2 around here>

388 This four-stage process could, for example, be implemented in the development element of the  
389 Medical Research Council guidance for complex interventions [1], or the optimisation stage of MOST  
390 [58].

### 391 *Strengths and limitations of the study*

392 The strengths of the study lie in the structured, inclusive and open approach to intervention  
393 refinement; opening the black box where many studies fail to describe fully either their intervention  
394 or its development. There was a clear relationship between the findings of the realist review [39] and  
395 the perceptions of those experienced in Namaste Care.

396 There were, however, challenges and potential biases that must be acknowledged. There were  
397 difficulties in engaging people throughout the process. Only hospice organisations provided  
398 information to stage 1, and it may be that the way they use or describe Namaste Care differs to nursing  
399 care homes. Few people took part in stage 2, although those who did were very engaged in the process

400 and represented the key staff (nurses, activity coordinators and care support workers) expected to  
401 deliver such an intervention. Whilst we anticipated a larger attendance, pressures of day-to-day work  
402 in the context of staff sickness had to take priority. This is a reality of much engagement and  
403 consultation work with nursing care homes, especially where funds to replace staff were not available.  
404 We would recommend that those using this process in the future cost such funding into their  
405 processes.

406 As there is no known sampling frame of those using this intervention, recruitment of people into stage  
407 3 had, by necessity, to involve informal procedures such as social media and word of mouth. This may  
408 introduce bias. In this instance a number of attendees had previously been involved in a similar  
409 training programme, which may have affected their responses in unknown ways. Few family carers or  
410 volunteers participated, although they were acknowledged as potentially important in intervention  
411 delivery, and their voices were captured in our PPI group in stage four. It may be that individual  
412 interviews at a place close to, or at, home could facilitate their involvement. Whilst we worked hard  
413 to ensure geographical diversity, many participants worked in or around London, and again this may  
414 introduce unknown biases due to particular difficulties of staffing nursing care homes in city areas  
415 where there is large turnover of staff and many may not have English as a first language. Consensus  
416 work may be challenging for some, privileging those who feel able to speak in such settings, or who  
417 have lower literacy levels. These issues were minimised through offering a variety of processes  
418 including silent, written, generation of ideas as well as small supportive table-based discussions that  
419 should enable all to have some form of participation.

#### 420 *Recommendations for future use of this four-stage process*

421 This process is likely to have utility across a number of studies, and we recommend its use in practice.  
422 However consideration should be given to a number of different aspects of the model that would  
423 benefit from critical adoption and enabling adaption of the process in the future.

- 424 a) This process needs to be appropriately costed in to future research, including staff  
425 replacement costs and funding for a greater number of more local consensus meetings.
- 426 b) Consideration should be given to how to further facilitate the involvement of lay people or  
427 family carers.
- 428 c) Time needs to be allowed for this process, which took approximately eight months due to the  
429 time taken to receive and process materials, and run three different forms of consultation and  
430 consensus work, alongside a comprehensive literature review process.
- 431 d) Adaptation may be needed where it is anticipated that there are few written materials to  
432 support an existing intervention, and how the initial stimulus material could be generated.

433

#### 434 **Conclusions**

435 The four-stage process described here may have utility for researchers testing the effect of existing  
436 interventions, or where they need to adapt an existing intervention in a culturally or context specific  
437 way. Careful development and specification of an intuitively helpful intervention both enables an  
438 understanding of fidelity within the subsequent trial, but also facilitates future implementation, or  
439 indeed de-implementation. Future research could test these steps with other interventions, and  
440 report on its utility and development both in process evaluations of trials, in implementation studies,  
441 and in conjunction with other frameworks.

442

#### 443 **List of abbreviations**

444 PPI Patient and Public Involvement

445 MOST Multiphase Optimisation Strategy

446 6SQuID Six steps in quality intervention development

#### 447 **Declarations**

448 *Ethics approval and consent to participate*

449 Research Ethics approval was given by the Faculty of Health and Medicine Research Ethics Committee,  
450 Lancaster University (17 Nov 2016/FHMREC16028). All participants gave written consent.

451

452 *Consent for publication*

453 Not applicable.

454

455 *Availability of data and material*

456 The datasets used and/or analysed during the current study are available from the corresponding  
457 author on reasonable request.

458

459 *Competing interests*

460 The authors declare that they have no competing interests. Claire Goodman is a NIHR Senior  
461 Investigator

462

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468

469 *Authors' contributions*

470 CW and JK led the phase of the study on which this paper is based, with SP and KF assisting in study  
471 management and data collection. CG, FB and JL conducted the realist review in phase one of the study  
472 linked to this phase. MS developed the training materials from the final intervention guide. ADL and  
473 DS are PPI co-investigators and part of the PPI panel, coordinated by NP, contributing to the study. KF

474 is the principal investigator for the study. CW drafted the manuscript. All authors read and approved  
475 the final manuscript.

476

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479 'EAPC Abstracts' (2019) *Palliative Medicine*. doi: [10.1177/0269216319844405](https://doi.org/10.1177/0269216319844405).

480

#### 481 **Data are available upon reasonable request**

482 Deidentified participant data are available upon request from the corresponding author. Participants  
483 gave permission for re-use of data for agreed research purposes.

484

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648

649

650 Figure 1. Infographics 'What is Namaste Care', 'Getting your home ready for Namaste Care',  
651 'Practical preparations for Namaste Care', 'The Namaste session'

652 Figure 2. Four-stage process for describing and developing an existing practice based intervention