

Effectiveness of providing Evidence Based Practice education with workplace supports for changing health professional's decision making and outcomes of care: An evaluator blinded randomised controlled trial

Lanie Campbell¹, Iona Novak^{1,2}, Sarah McIntyre^{1,2}

¹University of Notre Dame, Sydney, Australia; ²Cerebral Palsy Alliance, Sydney, Australia

Background: Health professionals ideologically support evidence-based practice (EBP); however, this does not guarantee they use evidence when providing patient care. Systematic reviews show that education increases what professional's know, but has little impact on what they do. In contrast, multifaceted approaches targeting the individual and their workplace appear to lead to improvements in both EBP knowledge and implementation behaviour.

Aim: To measure the effectiveness of a multifaceted intervention designed to induce complex behavioural changes (including a 3-day workshop, workplace supports and an intranet EBM Wikipedia library of synthesized evidence).

Methods: An evaluator-blinded, randomised controlled trial was conducted and included 135 allied health professionals at 4 different worksites of a statewide organisation providing intervention to people with cerebral palsy. The primary endpoint was change in EBP knowledge as well as self and peer reported implementation behaviour, as measured by the Goal Attainment Scale. Secondary endpoints were changes in EBP attitudes (measured on the Evidence Based Practice Attitude Scale) and client outcomes, as measured by the Canadian Occupational Performance Measure. Differences between groups were analysed using multiple linear regression modelling, with profession, seniority and years of experience treated as covariates.

Results: Multifaceted intervention led to statistically significant and meaningful improvements in self and peer reported EBP knowledge and implementation behaviour, with an effect size of 6.9 (95% CI 1.7 to 12.0; $p < .01$) compared to no intervention.

Conclusion: This is the first study to empirically demonstrate large, complex EBP behavioural changes in professionals which may lead to better client outcomes.