



Quality Action
Improving HIV Prevention in Europe

Quality Action CASE STUDY

1. Name and country of the organisation

(Please state the name and the country of the organisation that implemented this practical application of a QA/QI tool as part of Quality Action. We do not publish this information unless you agree. You can remain anonymous by adjusting the settings at the end of this form).

Deutsche AIDS-Hilfe e.V., Berlin, Germany

2. Authors of the case study and contact details

(Please provide then name of the author(s) of this case study and any contact names, Email address or websites where readers can access more information about this practical application of a QA/QI tool).

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3. External support (facilitators/partners/technical assistance)

(Please list the names of other organisations and/or people who were involved in this practical application of a QA/QI tool, e.g. project partners, technical assistance, external stakeholders etc..).

none

4. Project/Programme and key population/target group addressed

(Please describe the project/programme to which you applied the tool and the key population/target group addressed).

'AH Plus' is a self-help group for HIV positive employees and board members of local, regional or national AIDS service organisations (ASO). Group meetings take place twice a year. They have been created as an opportunity for people to exchange their experiences with their HIV infection and talk about their 'positive' role within a group of colleagues or as an employee. The own behavior as an HIV-positive Person in an ASO as well as attributions of other people towards oneself can be discussed. In addition there is a focus on the dynamics and mechanisms of collaboration between HIV negative and HIV positive employees in AIDS service organisations. What are the rivalries and areas of tension? What are the possibilities of collaboration? Even the fact that the day-to-day work is constantly focused on one's own disease can be an issue. In addition to that, the current main areas of the AIDS service association's work is discussed from the point of view of HIV positive staff and board members. These meetings can be used as a space for representation and self-organising.

5. Goals/aims of applying the QA/QI tool

(Please list the goals you wanted to achieve with the practical application of the tool).

- 1) Defining the group's aims for 2015
- 2) Planning of the first meeting in 2015

6. Tool and methodology used

(Please indicate which of the five tools you used (Succeed, QIP, PQD, PIQA, Schiff) and briefly sketch out the steps and measures of how you applied it).

PQD: SMART goals and ZiWi methods

First, the group brainstormed the aims to be achieved in 2015. The result was as a good mixture of goals and interventions. After separating the two, the group prioritised the two most important aims:

- 1) An evaluation of group members' projects where participatory work is already in progress
- 2) The participatory implementation of a project

7. Results and benefits of applying the QA/QI tool

(Please describe what resulted from applying the tool and if and how your project/programme benefitted).

Goal 1

Using the SMART goals method, the group decided that a simple questionnaire had to be created. Future participants will be asked:

- whether there are possibilities of target group participation in their work
- at which level of participation their project operates currently
- whether it is transparent to the target group that there is participation.

The results of this evaluation will be the baseline for the first meeting in 2015. For that reason, the questionnaire has to be completed in advance as a kind of preparatory homework.

Goal 2

As the second goal did not meet the requirements for being specific, it had to be split up into two sub-goals:

- 2a) During the first meeting in 2015, increase participants' knowledge and awareness of PQD. This can be done by offering an introductory workshop.
- 2b) Participants at the first meeting will create new projects or improve existing projects by applying PQD. Some will have to agree to be project leaders. They will be actively supported by 2 further participants who will assist the implementation. These projects will be presented and discussed as part of the second meeting in 2015.

After that, the group used the ZiWi method to plan the necessary steps:

8. Recommendations

(Please describe the lessons learnt from positive and negative experiences during the process of using the tool itself and about the quality of projects/programmes like yours).

It is important to set smaller and more realistic goals in order to avoid potential problems. It is necessary to set aside enough time for using the SMART goals and ZiWi methods. The more detailed and the more precise the tools that are used, the easier and the more time efficient will be the project implementation. The most important feedback from one of the participants was: 'The nice thing about using these tools is that they are not unknown concepts. When you are thinking about how you did your work before, you will realise that you were always doing it in that (correct) way. But it gets easier if you follow the good structure and the easy rules that PQD provides. Using these simple formulas makes it much more comfortable. It's not additional work! When you are working on your projects, just use the easy recipes. That's incredibly useful!'

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