The ANTT® Implementation Programme

ANTT Implementation Audit Cycle

Planning
Launch
Monitoring
Assessment
Education
Introduction

This implementation guide is written for health professionals who are planning an ANTT® Implementation across a team or organisation. It is also useful to ANTT Trainers who require an oversight of the ANTT Implementation Programme and its aims.

How should I use this Guidance?
Please note that this guidance is generic and intended for any organisation. It is intended that organisations will use this guidance to formulate a specific Project Plan using the template provided in Appendix B. Appendix A provides an example of a Project Plan used by NHS Wales.

Aseptic technique is a critical clinical competency that is paramount to patient safety. This guidance outlines how to effectively implement a standardised form of aseptic technique termed ANTT® in clinical teams or large health care organisations. ANTT is a specific type of aseptic technique with a unique theory and practice framework (National Institute for Health & Care Excellence 2012). The clinical competency of ANTT is a worthwhile investment for health care workers and health care organisations as it is rapidly becoming a universal standard for aseptic technique.

The Implementation Programme is based upon a simple clinical audit cycle. It standardises aseptic technique in two ways:

- Staff are taught the ANTT Principles and undertake the ANTT Competency Assessment enabling them to apply ANTT to any type of invasive clinical procedure.
- Mandatory ANTT Procedure Guidelines are introduced for the most common clinical procedures and displayed in relevant clinical areas.

Change management is a complex and challenging endeavour for any healthcare organisation. Therefore, for ANTT to be successfully implemented its adoption needs to be mandatory and implementation is based on a ‘Board to Ward’ approach, reflecting the challenge of bridging the gap between policy and practice in organisations. Having high level leadership is important.

Based on this general guidance, Appendix A provides a project plan template to be used in your organisation.

In a nut shell...
The aim of ANTT Implementation is to ensure that all staff in an organisation that perform invasive clinical procedures are clinically competent in applying ANTT principles and terminology to practice, and that the most common clinical procedures are standardised by ANTT Procedure Guidelines.
The ANTT Implementation Process

Step 1. Pre-Planning

Planning the implementation of ANTT in advance is important and will save time and avoid problems later on. Issues to consider and address before implementation:

Equipment & Supplies
Standardising aseptic technique will act as a catalyst for rationalizing and standardising equipment and medical supplies across the organisation. Importantly, this will help reduce practice variability and also save the organisation money. For example, the type of procedure trays, surface wipes, and cannulas etc are all things worth deciding prior to implementation. Dedicated procedure packs are a highly effective way of standardising equipment and ensuring staff have access to the correct equipment. They can reduce wastage significantly and save money.

Ensuring ANTT resources are accessible
The best way to make ANTT resources accessible to staff is to place them on a dedicated ANTT page on your organisation’s local intranet. (Not the www/internet). Standard resources are available in a dedicated ANTT Implementation Pack available to organizations from www.antt.org. The resources highlighted in blue throughout this document are included in the Pack.

Although not essential, it is ideal to use the ANTT Foundation e-learning course. This is a highly effective and efficient way of providing ANTT education and assessing understanding. It is also the easiest and quickest way of demonstrating ANTT uptake for clinical governance across an organisation.

Pre-audit
Prior to introducing ANTT it is highly advantageous to perform a ‘snapshot’ audit of existing aseptic technique practices in different areas of the organisation. The findings will enable you to evaluate the implementation. Most importantly they will prove useful in demonstrating variability in practice to staff which will help generate support for the implementation. A minimum of 50 audits for a hospital type implementation is required. Smaller services require less. Use the Standard Pre-Audit Form.

Step 2. Launch

An effective launch of the implementation requires effective communication of the project aims and method. High level leadership and support is critical. Short communications from the Chief Executive or other such senior stakeholder are essential in ensuring all staff understand the implementation is a priority for the organisation. Your organizations Communications Team can help with this.

After an initial announcement from the CEO as above, department managers should display the Project Teaching Overview Board which introduces ANTT to staff and provides a basic implementation overview.
Step 3. Education & Training

Education of ANTT Theory
Staff need to be educated in the ANTT Principles & Safeguards and ANTT practice terms and their meanings. Importantly, this establishes a common practice language and understanding for this critical clinical competency.

This ANTT Theory is delivered with self learning ANTT resources. Organizations can choose to use the ANTT Implementation Pack Resources or the ANTT E-Learning Course or commonly both. (For further details see enquiries@antt.org). Local managers and educators should ensure all staff utilize the core ANTT resources designated. These can be installed onto local computers or an organizations intranet. (See Appendix A for your organizations specific plan).

It is recommended that all staff are expected to utilize the following educational resources:

- The ANTT Clinical Practice Framework.
- The Introduction to ANTT short video.
- The ANTT Guideline Critical Steps Video
- The short self running PowerPoint Presentation.
- The ANTT Foundation E-Learning Course (Desirable but optional).
- The ‘ANTT Competency Assessment Preparation’ – specifically preps staff to undertake practical ANTT Competency Assessment.

Training
Prior to staff being trained in ANTT, relevant ANTT Clinical Procedure Guidelines should be displayed in clinical preparation areas. These simple but highly effective guidelines serve as easily visible practice prompts. They make the organizations expectancy regards standardized practice explicit by clearly defining the equipment to be used used and the sequence procedure steps should be undertaken.

Training is best delivered by a ‘staff cascade’ method of training and competency assessment. i.e. Firstly, a small group of staff are trained as ‘ANTT Trainers’. They subsequently train one or more staff per ward or team who become ANTT leads for their area. They then train and assess their team members. Although not essential, www.antt.org can provide specialist ANTT trainers to initiate a train the trainers cascade.

This cascade method is made easier by most of the training being delivered by self learning resources. The trainers’ main role is to simply direct staff to these resources and maintain a staff training record. As staff get exposed to the resources and refer to the ANTT Clinical Guidelines in the preparation areas as they practice the ANTT Trainer may wish to provide some simple demonstrations of procedures or just answer practice queries as they occur.

This combination of self learning resources, following the ANTT Clinical Guideline posters and the ANTT Leads general support quickly establishes a basic foundation knowledge of ANTT.

Department / team progress in viewing these resources can be computed automatically on the Ward Monitoring Sheet spreadsheet. Parallel to staff viewing the educational resources they start to practice using the ANTT guidelines. The designated trainers will help individuals and groups perform ANTT and answer practice questions.
Step 4. Theory & Practice Assessment

Once staff have utilized the designated ANTT educational resources and feel confident using the ANTT procedure guidelines, they are assessed. ANTT Clinical Competency involves both theoretical and practical assessment.

Theoretical Assessment
It is essential that staff understand the principles and terminology of ANTT. This can be assessed using either the hard copy or Survey Monkey Theoretical Assessment Tool or The ANTT E-Learning Course.

Practical Assessment
The staff member will be assessed by a trained ANTT Assessor using a standard ANTT Competency Assessment Tool (CAT).

NB: This practical assessment also includes testing of the ANTT practice terms and principles. (It is important it is included).

Accreditation
Once a complete department or team has been assessed as competent the area can be accredited as being ‘ANTT compliant’.

Step 5. Monitoring Safety Standards

Evaluation
ANTT is established as the organization’s standard aseptic technique, once all staff have been trained and assessed. After approximately 12-18 months, practice should be re-evaluated and compared to pre-audit data. This will identify the ‘ANTT-effect’ upon staff practice, and potentially facilitate the mapping of this large-scale intervention over standard infection surveillance data.

Maintenance
Like any important clinical competency, standards of ANTT should be monitored with ongoing audit. Failure to maintain regular competency monitoring and updates will compromise practice and will lead to deterioration in standards. Audit can be of a snapshot model across an organisation and/or targeted to specific areas. General ‘snapshot’ style across an organisation should occur at least annually.

Competency
If sustained improvements in clinical practice and HCAI rates are to be consistently maintained, healthcare organizations must continue to monitor staff competency and compliance. A number of organizations have employed substantive or part time ANTT Leads to oversee ongoing competency development and ensure baseline standards of practice. ANTT Competency in individual staff should be re-assessed 12-24 monthly to ensure continued high standards of clinical practice and to identify compliance issues. Systems should be in place to ensure all new staff receive ANTT training and assessment. The frequency of refresher training is best based upon an annual snapshot audit. Doing such audit will demonstrate the ‘ongoing audit’ of aseptic technique required by many regulators. (e.g. The CQC in the UK).

References


### Appendix A: Project Plan Template

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<td>Method of Implementation</td>
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<td>Local Designated ANTT Trainers &amp; Assessors for: ____ ward/team</td>
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# Appendix B: Project Plan for NHS / Public Health Wales

## Name of Organisation

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## Method of Implementation

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<th>Local Designated ANTT Trainers &amp; Assessors for: ____________</th>
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### Pre-Planning

- Rationalise equipment choices
- Ensure all staff have access to the resources below
- **Training the trainers: Trainers will be trained by ……**

### Pre-Audit

- Before implementation, perform pre-audits using the standard aseptic technique audit tool. Liaise with the Organisation’s Lead regarding the number of audits required. As a guide, Hospitals should aim for 50-100 audits and community organisations 10-20.

### Launch

- Ensure your team(s) receive the top-level communications announcing ANTT as a priority project from the CEO etc.
- Print and display the ANTT information poster so that your teams(s) gain a basic understanding of the project

### Education & Training

#### Education

- Create a simple record to list staff’s progress through the training
- Direct all relevant staff to utilise the resources below. These are available from: **Your Local Secure Intranet**

  **Mandatory Resources**

  Complete & pass the ANTT E-Learning Course available from…..

  - Read the ANTT Clinical Practice Framework.
  - Watch the Introduction to ANTT short video.
  - Watch the ANTT Guideline Critical Steps Video
  - Watch the short self running PowerPoint Presentation.

  **Optional Resources**

  - Watch ANTT videos specific to certain procedures.

#### ANTT Procedure Guidelines

- Place relevant ANTT Procedure Guidelines in preparation areas.
- Staff can now start following these in order to get familiar with them.
- It is likely they will come to the ANTT Leads with questions.

#### Training

- Provide demonstrations of ANTT for relevant procedures to your team as required.

### Practical Assessment

- Once staff have completed the above education and familiarised themselves with the ANTT Procedure Guidelines, perform a practical assessment using the ANTT Competency Assessment Tool (CAT).

### Post audit

- Plan to repeat the pre-audit 6 months after areas have been accredited as ANTT Compliant.