



**MIDDLE EAST ANTIMICROBIAL STEWARDSHIP [AMS]  
NETWORK  
TRAINING THE TRAINER COURSE  
AMS SOLUTIONS AND IMPLEMENTATION  
DILIP NATHWANI**



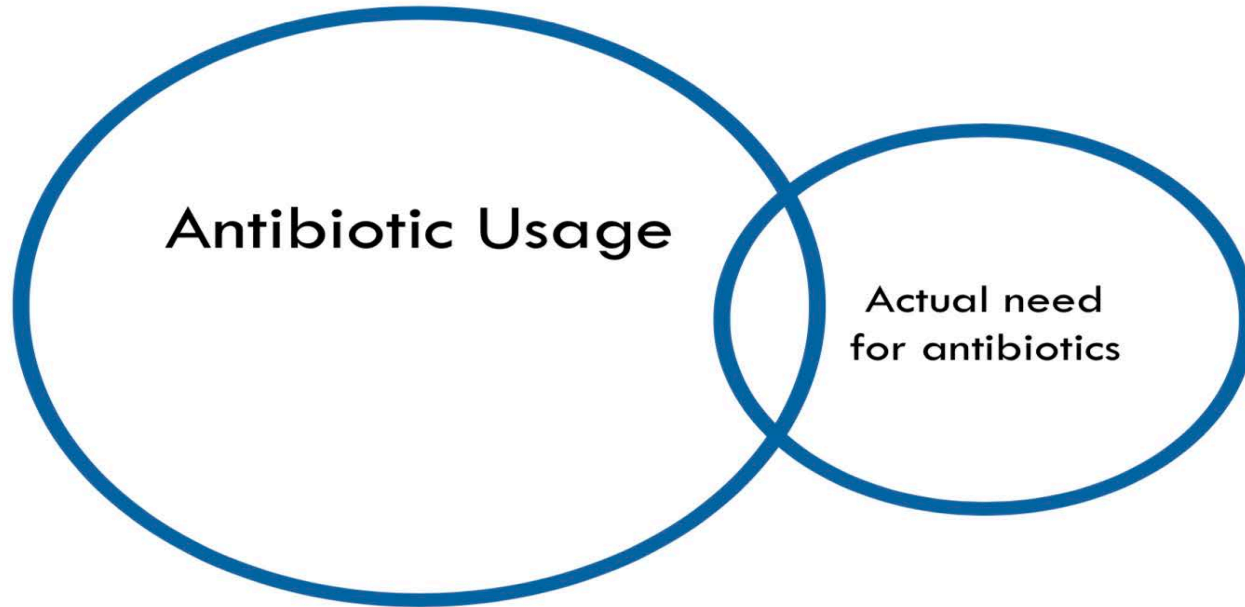
**University  
of Dundee**

**DUBAI  
3-4<sup>TH</sup> FEBRUARY 2020**



## AMR- AMS- A SIMPLE BUT COMPLEX PROBLEM

The problem: mismatch between antibiotic usage and need



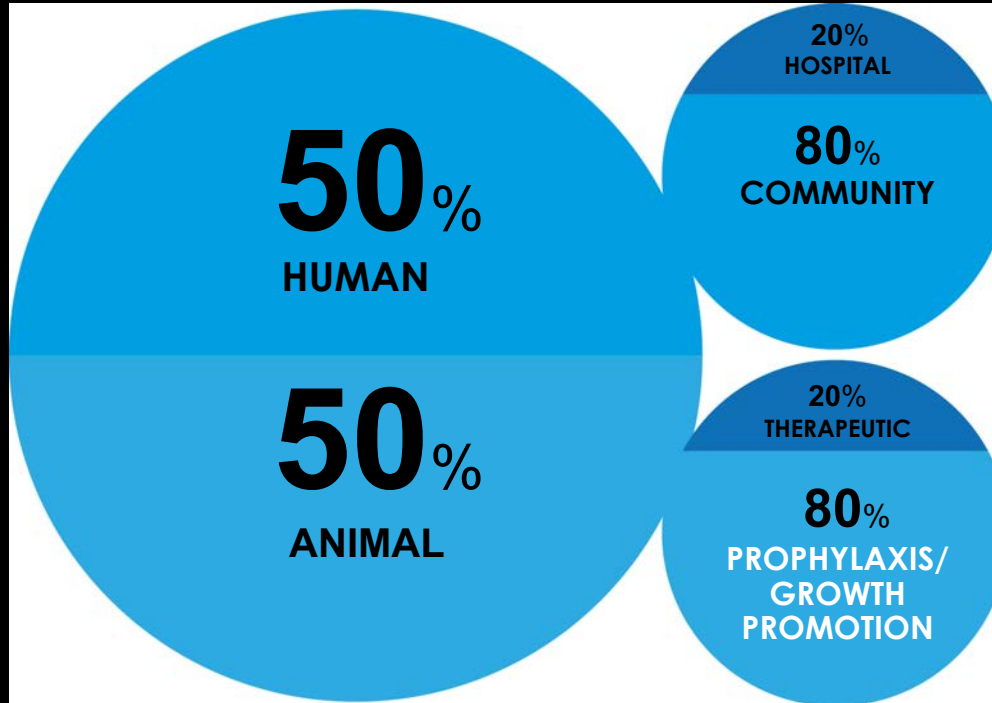
The solution: 1) reduce antibiotic usage    2) align reduced usage with actual need

# A SENSE OF PERSPECTIVE

## WHERE USED

## TYPES OF USE

## QUESTIONABLE USE



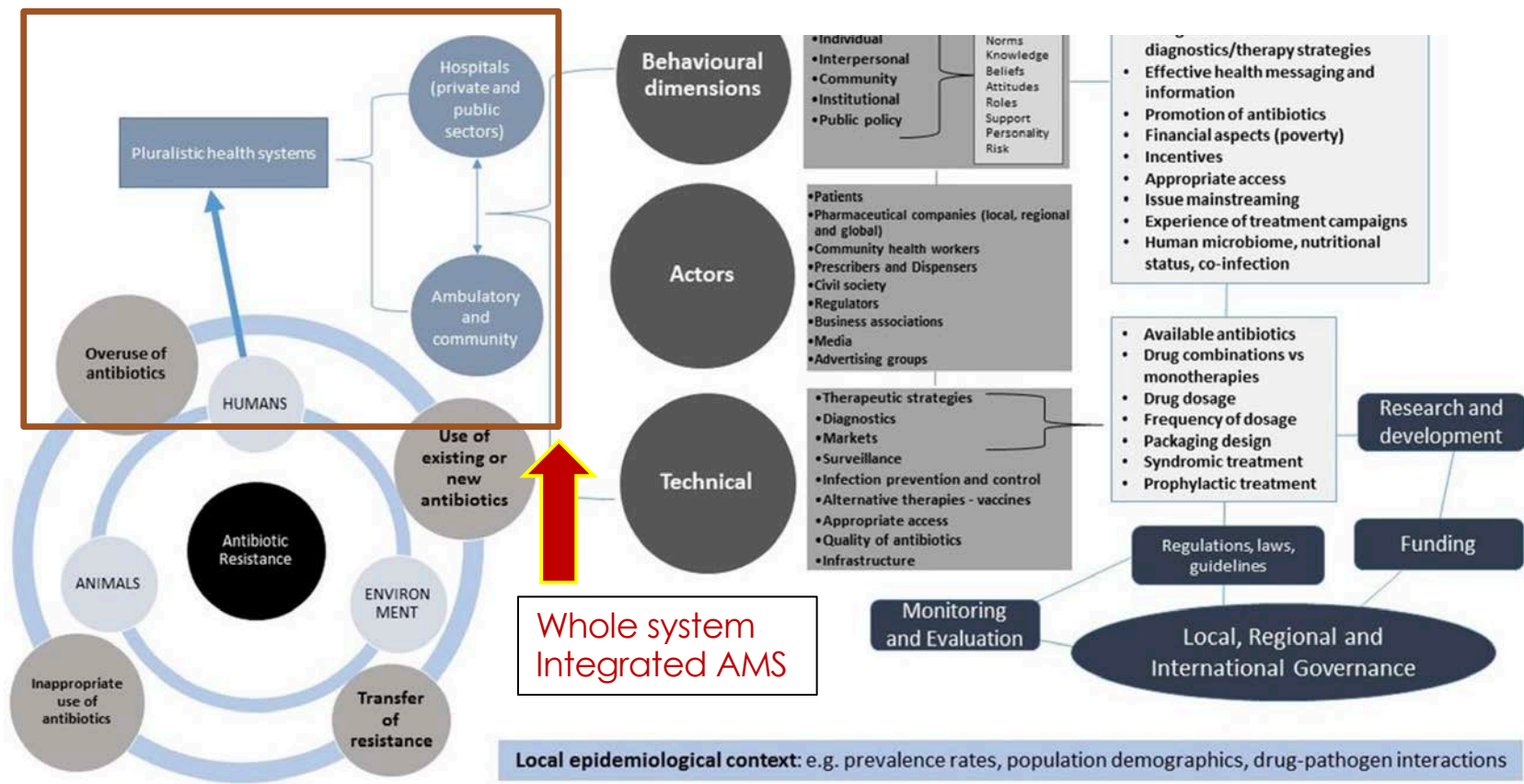
— **20-50%**  
**UNNECESSARY**

**BUT**

~ 80% OF AMS IS IN HOSPITALS  
& 20% IN THE COMMUNITY

— **40-80%**  
**HIGHLY QUESTIONABLE**



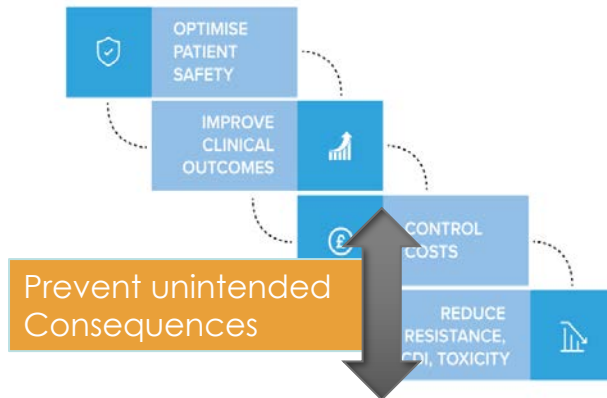




# ANTIMICROBIAL STEWARDSHIP: DEFINITION AND GOALS

The term ‘antimicrobial stewardship’ is defined as ‘an **organisational or healthcare-system-wide** approach to promoting and monitoring judicious use of antimicrobials to preserve their future effectiveness’.

Antimicrobial stewardship has been defined as “the optimal selection, dosage, and duration of antimicrobial treatment that results in the best clinical outcome for the treatment or prevention of infection, with minimal toxicity to the patient and minimal impact on subsequent resistance.



# A whole-health–economy approach to antimicrobial stewardship: Analysis of current models and future direction

Monsey McLeod<sup>1,2†</sup>, Raheelah Ahmad<sup>2†</sup>, Nada Atef Shebl<sup>3</sup>, Christianne Micallef<sup>4</sup>, Fiona Sim<sup>5,6</sup>, Allison Holmes<sup>2\*</sup>

Citation: McLeod M, Ahmad R, Shebl NA, Micallef C, Sim F, Holmes A (2019) A whole-health–economy approach to antimicrobial stewardship: Analysis of current models and future direction. *PLoS Med* 16(3): e1002774. <https://doi.org/10.1371/journal.pmed.1002774>

**Table 1. Critical health system functions and elements of integration adapted from Atun and colleagues [16,18] for AMS initiatives.**

Facets of Critical Health System Function	Elements of Integration Adapted for AMS Initiatives
Stewardship and governance	<ul style="list-style-type: none"> <li>• Regulatory mechanism</li> <li>• Accountability framework</li> </ul>
Financing	<ul style="list-style-type: none"> <li>• Pooling of funds</li> <li>• Provider payment methods</li> <li>• Funding source</li> <li>• Cross-program use of funds</li> </ul>
Planning	<ul style="list-style-type: none"> <li>• Planning</li> </ul>
Service delivery	<ul style="list-style-type: none"> <li>• Human resources for delivery of AMS</li> <li>• Physical infrastructure for laboratory testing</li> </ul>
Monitoring and evaluation	<ul style="list-style-type: none"> <li>• Data collection and recording</li> <li>• Data analysis</li> <li>• Reporting systems</li> <li>• Performance management system</li> </ul>
Demand generation	<ul style="list-style-type: none"> <li>• Financial incentives</li> <li>• Information, education, and communication</li> </ul>

Definition of full and partial integration: An element was classed as fully or predominantly integrated across the health system if it was exclusively under the management and control of the wider healthcare system. An element was classed as partially integrated if some but not all cases were managed and controlled both by the wider healthcare system and a specific program-related structure. A dimension was not integrated if it was exclusively under the management and control of a specific program-related structure (which is distinct from the wider healthcare system).

**Abbreviations:** AMS, antimicrobial stewardship.



**Fig 1. An overview of the extent of multisectoral AMS integration for each of the 16 AMS initiatives identified. The integration framework is based on all six facets of critical health system function defined by Atun and colleagues [16,18] (Table 1). AMS, antimicrobial stewardship.**

## AMS Initiative

Australia

Canada

Greece

Italy

Sweden

United Kingdom

United States of America

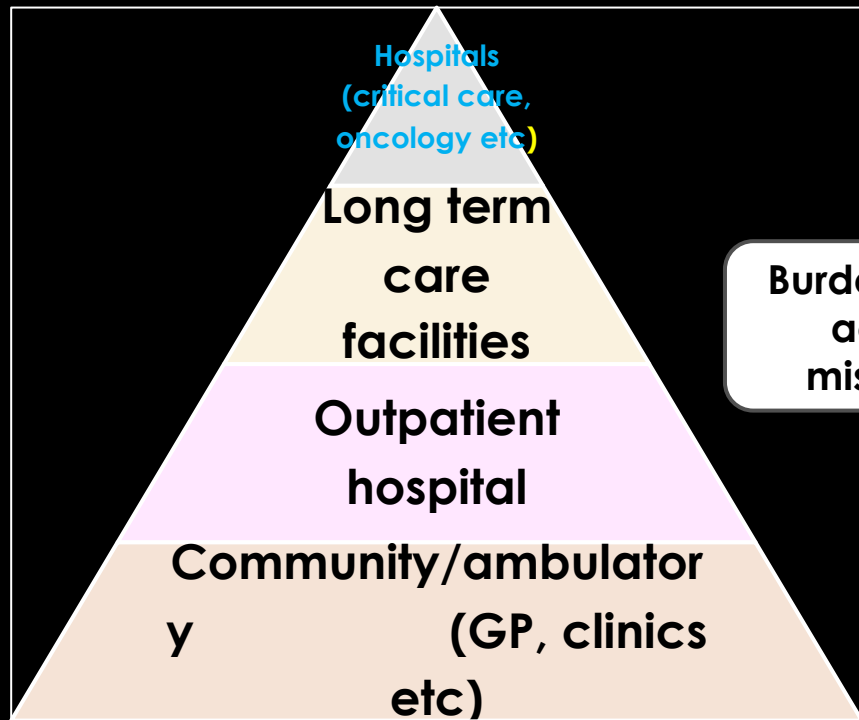
Zambia

# Human Antimicrobial Stewardship

**Burden of misuse/overuse  
(prescribed antibiotics)**

**~ 80% OF AMS SHOULD BE  
IN COMMUNITY  
& 20% IN THE HOSPITALS**

**AMS activity and  
evidence of  
effectiveness**



**Burden v AMS  
activity  
mismatch**

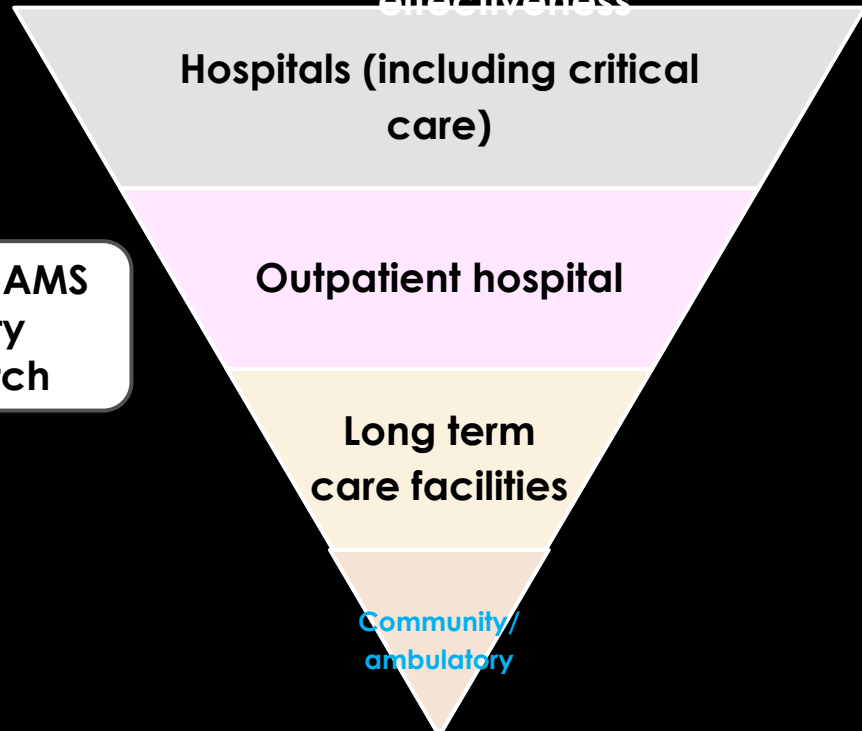




Table 14. National Monitoring System for Antimicrobials Use/Consumption - Human Health

	Level 1	Level 2	Level 3	Level 4	Level 5	No Response
Global (N)	45 (29.22%)	37 (24.03%)	26 (16.88%)	15 (9.74%)	27 (17.53%)	4 (2.6%)
<b>Region</b>						
AFR (n)	13 (44.83%)	10 (34.48%)	4 (13.79%)	1 (3.45%)	0 (0%)	1 (3.45%)
AMER (n)	13 (46.43%)	3 (10.71%)	7 (25%)	3 (10.71%)	1 (3.57%)	1 (3.57%)
EMR (n)	6 (35.29%)	5 (29.41%)	4 (23.53%)	1 (5.88%)	0 (0%)	1 (5.88%)
EUR (n)	3 (6%)	11 (22%)	10 (20%)	6 (12%)	19 (38%)	1 (2%)
SEAR (n)	4 (36.36%)	6 (54.55%)	0 (0%)	1 (9.09%)	0 (0%)	0 (0%)
WPR (n)	6 (31.58%)	2 (10.53%)	1 (5.26%)	3 (15.79%)	7 (36.84%)	0 (0%)

What we know

Implementation Gap

What we do

## MONITORING GLOBAL PROGRESS ON ADDRESSING ANTIMICROBIAL RESISTANCE

Analysis report of the second round of results  
of AMR country self-assessment survey  
2018

Published by  
the Food and Agriculture Organization of the United Nations  
and  
the World Organisation for Animal Health  
and  
the World Health Organization



Table 25. Optimizing Antimicrobial Use - Human Health

	Level 1	Level 2	Level 3	Level 4	Level 5	No Response
Global (N)	25 (16.23%)	23 (14.94%)	61 (39.61%)	34 (22.08%)	7 (4.55%)	4 (2.6%)
<b>Region</b>						
AFR (n)	8 (27.59%)	6 (20.69%)	11 (37.93%)	2 (6.9%)	0 (0%)	2 (6.9%)
AMER (n)	8 (28.57%)	2 (7.14%)	15 (53.57%)	2 (7.14%)	0 (0%)	1 (3.57%)
EMR (n)	2 (11.76%)	4 (23.53%)	9 (52.94%)	2 (11.76%)	0 (0%)	0 (0%)
EUR (n)	3 (6%)	6 (12%)	18 (36%)	16 (32%)	6 (12%)	1 (2%)
SEAR (n)	2 (18.18%)	5 (45.45%)	2 (18.18%)	2 (18.18%)	0 (0%)	0 (0%)
WPR (n)	2 (10.53%)	0 (0%)	6 (31.58%)	10 (52.63%)	1 (5.26%)	0 (0%)

Table 10. Training and Professional Education on AMR - Human Health

	Level 1	Level 2	Level 3	Level 4	Level 5	No Response
Global (N)	17 (11.04%)	35 (22.73%)	60 (38.96%)	25 (16.23%)	13 (8.44%)	4 (2.6%)
<b>Region</b>						
AFR (n)	11 (37.93%)	3 (10.34%)	12 (41.38%)	0 (0%)	2 (6.9%)	1 (3.45%)
AMER (n)	0 (0%)	10 (35.71%)	17 (60.71%)	0 (0%)	1 (3.57%)	0 (0%)
EMR (n)	2 (11.76%)	5 (29.41%)	5 (29.41%)	3 (17.65%)	0 (0%)	2 (11.76%)
EUR (n)	1 (2%)	9 (18%)	15 (30%)	14 (28%)	10 (20%)	1 (2%)
SEAR (n)	2 (18.18%)	3 (27.27%)	5 (45.45%)	1 (9.09%)	0 (0%)	0 (0%)
WPR (n)	1 (5.26%)	5 (26.32%)	6 (31.58%)	7 (36.84%)	0 (0%)	0 (0%)

Level 1	Level 2	Level 3	Level 4	Level 5
No national AMR action plan.	National AMR action plan under development	National AMR action plan developed.	National AMR action plan approved by government that reflects Global Action Plan objectives, with an operational plan and monitoring arrangements.	National AMR action plan has funding sources identified, is being implemented and has relevant sectors involved with a defined monitoring and evaluation process in place.

# IMPLEMENTATION OF CORE COMPONENTS OF AMS

## - CONSUMPTION SURVEILLANCE AND AMS PRACTICE

Global Database for Antimicrobial Resistance  
Country Self Assessment



Choose your question and filters:

Survey year

2018-19

Question

7.1 National monitoring system for

WHO

FAQ

OIE

Income

WHO Region

EMR

Country

All

Map View

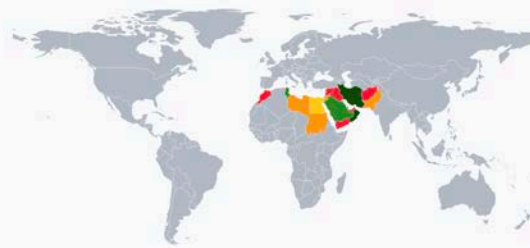
Visualization View

Table View

Response Overview

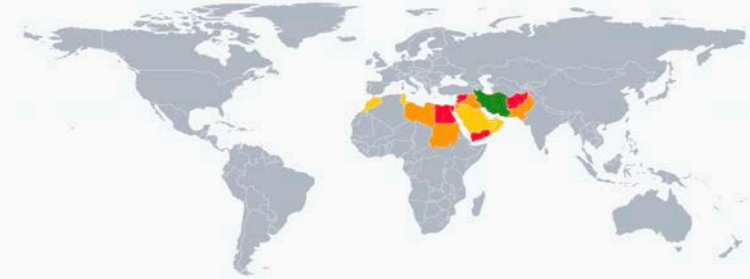
Download Responses

Print



### 7.1 National monitoring system for consumption and rational use of antimicrobials in human health

- A - No national plan or system for monitoring use of antimicrobials.
- B - System designed for surveillance of antimicrobial use, that includes monitoring national level sales or consumption of antibiotics in health services.
- C - Total sales of antimicrobials are monitored at national level and/or some monitoring of antibiotic use at sub-national level.
- D - Prescribing practices and appropriate antibiotic use are monitored in a national sample of healthcare settings.
- E - On a regular basis (every year/two years) data is collected and reported on: Antimicrobial sales or consumption at national level for human use; and Antibiotic prescribing and appropriate/rational use, in a representative sample of health facilities, public and private.



### 9.1 Optimizing antimicrobial use in human health

- A - No/weak national policies for appropriate use.
- B - National policies for antimicrobial governance developed for the community and health care settings.
- C - Practices to assure appropriate antimicrobial use being implemented in some healthcare facilities and guidelines for appropriate use of antimicrobials available.
- D - Guidelines and other practices to enable appropriate use are implemented in most health facilities nationwide. Monitoring and surveillance results are used to inform action and to update treatment guidelines and essential medicines lists.
- E - Guidelines on optimizing antibiotic use are implemented for all major syndromes and data on use is systematically fed back to prescribers.

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# Government policy interventions to reduce human antimicrobial use: A systematic review and evidence map

**Citation:** Rogers Van Katwyk S, Grimshaw JM, Nkangu M, Nagi R, Mendelson M, Taljaard M, et al. (2019) Government policy interventions to reduce human antimicrobial use: A systematic review and evidence map. *PLoS Med* 16(6): e1002819. <https://doi.org/10.1371/journal.pmed.1002819>

**Table 2**

Description of policy options that have aimed to reduce human antimicrobial consumption.

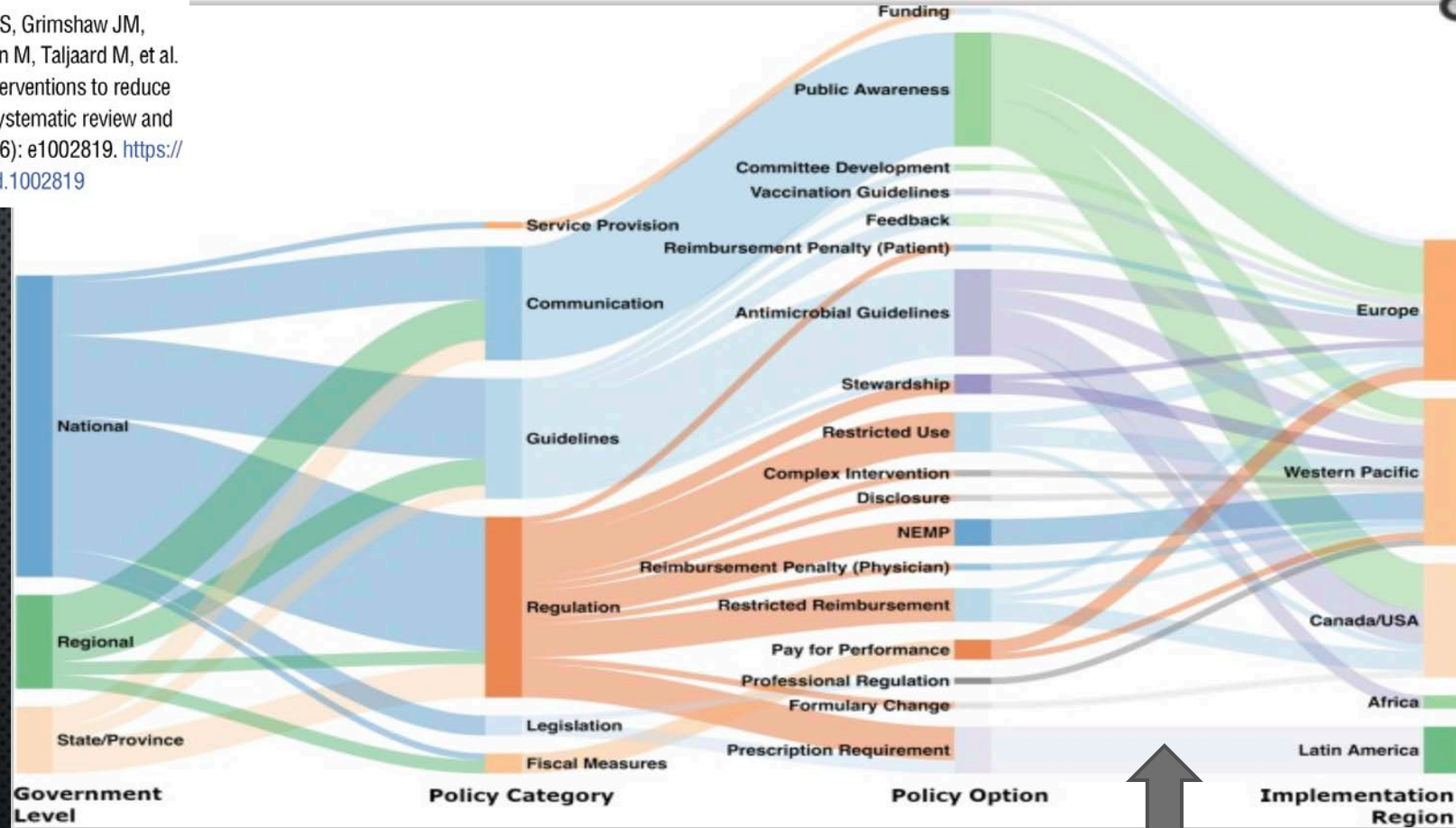
Policy option	Description	Studies
<b>Policies to improve infection prevention and stewardship efforts</b>		
Published antimicrobial guidelines	Information provided to healthcare workers on the preferred use of antimicrobial drugs, or preferred treatment for resistant infections	[50–53,55,57–64]
Vaccination guidelines	Guidelines and policies recommending vaccinations likely to reduce antimicrobial use	[90]
Committee development	Guidelines encouraging the formation of expert groups on stewardship and resistance	[56]
Stewardship	A requirement that specific stewardship policies be introduced	[27,33,65]
Disclosure	A requirement for public disclosure of antibiotic use level	[32]
Funding	Provision of funding towards a specific stewardship program or goal	[88]
<b>Policies to educate health professionals, policy makers, and the public on sustainable antibiotic use</b>		
Public awareness	Public educational campaigns drawing on media and internet to inform healthcare workers and/or the public about antimicrobial resistance	[68–84]
Feedback	Audit and feedback to providers about their antimicrobial use habits	[54,66]
<b>Policies to change incentives that encourage antibiotic overuse and misuse</b>		
Reimbursement penalty for patients	A reduction in the amount that a patient is reimbursed for a prescription by a drug plan	[41]
Reimbursement penalty for prescribers	The prescriber is not paid for their services unless the guidelines for prescribing antimicrobials are met	[26]
Restricted reimbursement	Introduces an additional step in the prescribing pathway such as consultation with a specialist or provision of proof of infection in order for the prescription to be reimbursed	[30,31,34,36,38]
Restricted use	Introduces an additional step in the prescribing pathway such as consultation with a specialist or provision of proof of infection in order for the prescription to be dispensed	[23,28,35,43,47,48]
Pay for performance	Pay-for-performance funding provided to healthcare centres that meet particular antimicrobial-use-related guidelines and targets	[67,89,91]
<b>Policies to change features of the health system</b>		
Professional regulation	Changes to codes of practice with regards to what can be done by members of different healthcare professions	[87]
Prescription requirement	Requirement of a prescription to purchase antimicrobial drugs	[24,25,39,40,44,85,86]
Formulary change	Removal of a drug from the formulary or addition of a drug to the formulary	[37]
National essential medicines policies	Introduction of policies in line with WHO's essential medicines policies	[29,45,46,49]

<https://doi.org/10.1371/journal.pmed.1002819.t002>

doi: <https://doi.org/10.1371/journal.pmed.1002819.t002>



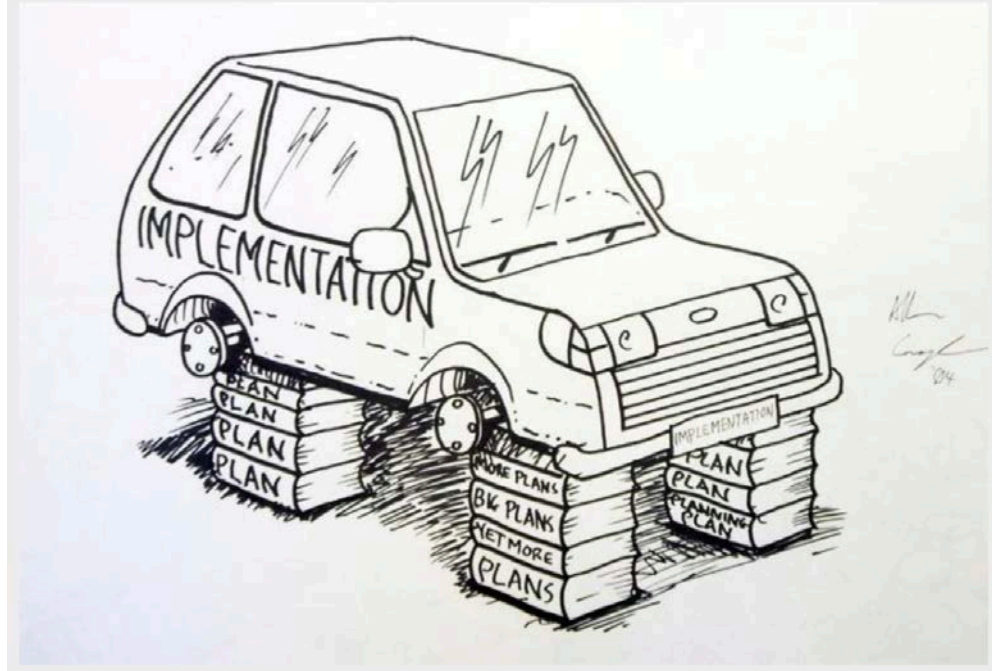
**Citation:** Rogers Van Katwyk S, Grimshaw JM, Nkangu M, Nagi R, Mendelson M, Taljaard M, et al. (2019) Government policy interventions to reduce human antimicrobial use: A systematic review and evidence map. PLoS Med 16(6): e1002819. <https://doi.org/10.1371/journal.pmed.1002819>



**Evidence map of the relationships between government level, policy approach (policy category), policy option, and region of implementation.**



What the implementation gap looks like...and how it stops progress



# UNDERSTAND BARRIERS AND SOLUTIONS



# The Need to Study Implementation

On average, it takes 17 years for evidence-based practices to be incorporated into routine care.



Balas EA, Boren SA, *Yearb Med Inform* 2000, 1: 65-70; Bauer MS, et al. *BMC Psychology* 2015, 3:32

**What % of key healthcare evidence based interventions are actually implemented in routine American medical healthcare ?**

## Defining Implementation Science

Definition: "The scientific study of methods to promote the systematic uptake of research findings and other evidence-based practices into routine practice, and, hence, to improve the quality and effectiveness of health services" (Eccles MP, Mittman BS. *Implement Sci* 2006; 1:1.)

Implementation scientists want to know:

- 1) why evidence-based practices are adopted,
- 2) how they're adapted to fit a specific context, and
- 3) how the pace of adoption can be accelerated.

Are you  
Happy with that  
For your  
Organisation ?



**Table 3.** Adherence to Quality Indicators, Overall and According to Type of Care and Function.

Variable	No. of Indicators	No. of Participants Eligible	Total No. of Times Indicator Eligibility Was Met	Percentage of Recommended Care Received (95% CI)*
Overall care	439	6712	98,649	54.9 (54.3–55.5)
Type of care				

**Table 5.** Adherence to Quality Indicators, According to Condition.\*

Condition	No. of Indicators	No. of Participants Eligible	Total No. of Times Indicator Eligibility Was Met	Percentage of Recommended Care Received (95% CI)
Coronary artery disease	37	410	2083	68.0 (64.2–71.8)
Hypertension	27	1973	6643	64.7 (62.6–66.7)
Congestive heart failure	36	104	1438	63.9 (55.4–72.4)
Cerebrovascular disease	10	101	210	59.1 (49.7–68.4)
Chronic obstructive pulmonary disease	20	169	1340	58.0 (51.7–64.4)
Colorectal cancer	12	231	329	53.9 (47.5–60.4)
Asthma	25	260	2332	53.5 (50.0–57.0)

# Implementing an Antibiotic Stewardship Program: Guidelines by the Infectious Diseases Society of America and the Society for Healthcare Epidemiology of America

Tamar F. Barlam,<sup>1,a</sup> Sara E. Cosgrove,<sup>2,a</sup> Lilian M. Abbo,<sup>3</sup> Conan MacDougall,<sup>4</sup> Audrey N. Schuetz,<sup>5</sup> Edward J. Septimus,<sup>6</sup> Arjun Srinivasan,<sup>7</sup> Timothy H. Dellit,<sup>8</sup> Yngve T. Falck-Ytter,<sup>9</sup> Neil O. Fishman,<sup>10</sup> Cindy W. Hamilton,<sup>11</sup> Timothy C. Jenkins,<sup>12</sup> Pamela A. Lipsett,<sup>13</sup> Preeti N. Malani,<sup>14</sup> Larissa S. May,<sup>15</sup> Gregory J. Moran,<sup>16</sup> Melinda M. Neuhauser,<sup>17</sup> Jason G. Newland,<sup>18</sup> Christopher A. Ohl,<sup>19</sup> Matthew H. Samore,<sup>20</sup> Susan K. Seo,<sup>21</sup> and Kavita K. Trivedi<sup>22</sup>

<sup>1</sup>Section of Infectious Diseases, Boston University School of Medicine, Boston, Massachusetts; <sup>2</sup>Division of Infectious Diseases, Johns Hopkins University School of Medicine, Baltimore, Maryland; <sup>3</sup>Division of Infectious Diseases, University of Miami Miller School of Medicine, Miami, Florida; <sup>4</sup>Department of Clinical Pharmacy, School of Pharmacy, University of California, San Francisco; <sup>5</sup>Department of Medicine, Weill Cornell Medical Center/New York–Presbyterian Hospital, New York, New York; <sup>6</sup>Department of Internal Medicine, Texas A&M Health Science Center College of Medicine, Houston; <sup>7</sup>Division of Healthcare Quality Promotion, Centers for Disease Control and Prevention, Atlanta, Georgia; <sup>8</sup>Division of Allergy and Infectious Diseases, University of Washington School of Medicine, Seattle; <sup>9</sup>Department of Medicine, Case Western Reserve University and Veterans Affairs Medical Center, Cleveland, Ohio; <sup>10</sup>Department of Medicine, University of Pennsylvania School of Medicine, Philadelphia, Pennsylvania; <sup>11</sup>Department of Medicine, University of Michigan School of Medicine, Ann Arbor, Michigan; <sup>12</sup>Department of Medicine, University of California, San Francisco; <sup>13</sup>Department of Medicine, University of Michigan School of Medicine, Ann Arbor, Michigan; <sup>14</sup>Department of Medicine, University of Michigan School of Medicine, Ann Arbor, Michigan; <sup>15</sup>Department of Medicine, University of Michigan School of Medicine, Ann Arbor, Michigan; <sup>16</sup>Department of Medicine, University of Michigan School of Medicine, Ann Arbor, Michigan; <sup>17</sup>Department of Medicine, University of Michigan School of Medicine, Ann Arbor, Michigan; <sup>18</sup>Department of Medicine, University of Michigan School of Medicine, Ann Arbor, Michigan; <sup>19</sup>Department of Medicine, University of Michigan School of Medicine, Ann Arbor, Michigan; <sup>20</sup>Department of Medicine, University of Michigan School of Medicine, Ann Arbor, Michigan; <sup>21</sup>Department of Medicine, University of Michigan School of Medicine, Ann Arbor, Michigan; <sup>22</sup>Department of Medicine, University of Michigan School of Medicine, Ann Arbor, Michigan

“Another significant [research] gap is the dearth of implementation research in this area....little effort and limited research funding have been allocated to study how best to achieve **large-scale implementation** [of ASPs].”



# An international cross-sectional survey of antimicrobial stewardship programmes in hospitals

*J Antimicrob Chemother* 2015; **70**: 1245–1255

P. Howard<sup>1\*</sup>, C. Pulcini<sup>2,3</sup>, G. Levy Hara<sup>4</sup>, R. M. West<sup>5</sup>, I. M. Gould<sup>6</sup>, S. Harbarth<sup>7</sup> and D. Nathwani<sup>8</sup> on behalf of the ESCMID Study Group for Antimicrobial Policies (ESGAP) and ISC Group on Antimicrobial Stewardship

GLOBAL CORE STANDARDS  
FOR HOSPITAL ANTIMICROBIAL  
STEWARDSHIP PROGRAMS  
INTERNATIONAL PERSPECTIVES  
AND FUTURE DIRECTIONS

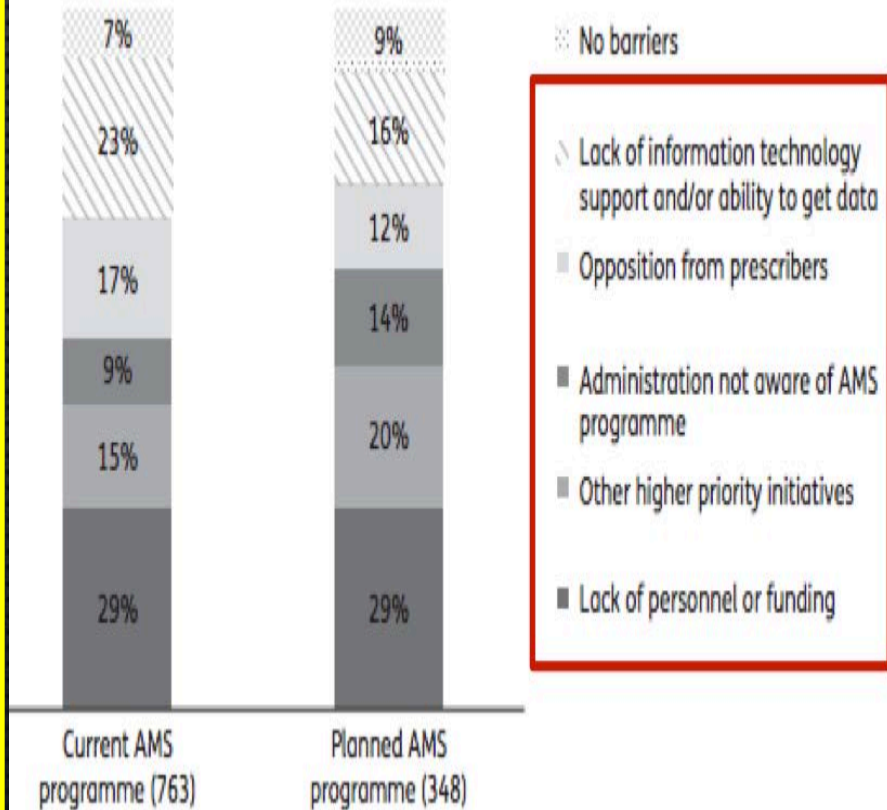
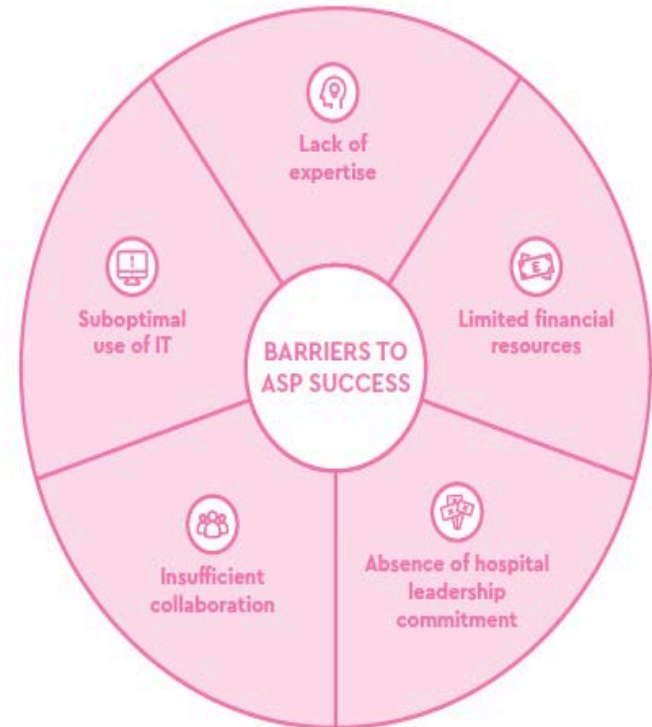


Figure 15. Barriers to hospital-based ASP success



# OVERVIEW: IMPLEMENTATION & IMPROVEMENT SCIENCES

## Implementation Science

*Focuses on optimal strategies to promote evidence uptake in real-world settings*



## Addresses

Did stakeholders perform the desired endeavor?  
Why or why not?  
How well?



## Aims

Translate research into practice

Systematically implement evidence-based practices

Improve the quality of healthcare

## Improvement Science

*Focuses on rigorously measuring outcomes associated with efforts to improve care delivery*



## Addresses

Did the new endeavor measurably improve desired outcomes?

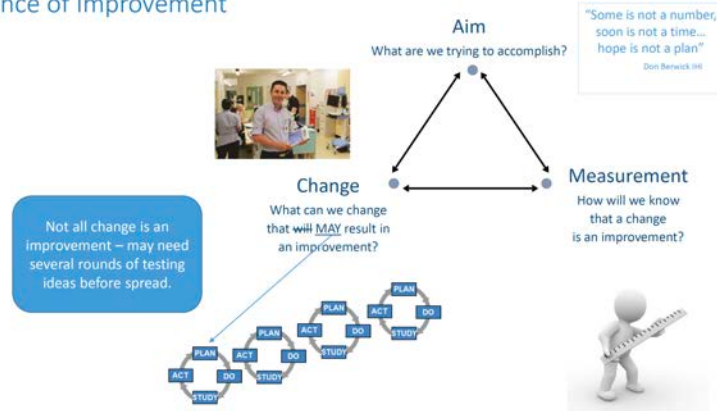


“It's all about context- what works, why, where, whom, how long  
“

## The quality-improvement model in more detail



## Science of Improvement





**8-Step Process for Leading Change Aligned with  
Antibiotic Stewardship/CDI Webinar with Arjun Srinivasan, MD, FSHEA**  
*Building on our May 22 webinar, MetaStar offers this step-by-step crosswalk of the  
change model developed by John Kotter as applied to antibiotic stewardship.*

8-Step Process for Leading Change	Description	Overview of Dr. Srinivasan's May 22, 2013, CDI Webinar as Related to Kotter's 8 Steps
<b>Create a Sense of Urgency</b>	<ul style="list-style-type: none"> <li>Engage hospital leadership.</li> <li>Assemble a group (champions) with enough power to lead the change effort (change coalition).</li> <li>Ask for an emotional commitment from these key people.</li> </ul>	<ol style="list-style-type: none"> <li>Improving antibiotic use is a public health imperative</li> <li>We're running out of antibiotics to treat our patients</li> <li>Improving antibiotic use improves patient outcomes and saves money</li> <li>Antibiotics have side effects: <i>C. diff</i></li> </ol>
<b>Form a Powerful Coalition</b>	<ul style="list-style-type: none"> <li>Convince people that change is necessary.</li> <li>Work on team building within your change coalition.</li> </ul>	<ol style="list-style-type: none"> <li><i>Clostridium difficile</i> infections (CDIs) and deaths remain at historic highs</li> <li>Comprehensive programs have consistently demonstrated a decrease in antimicrobial use with annual savings of \$200,000 - \$900,000</li> </ol>
<b>Create a Vision for Change</b>	<ul style="list-style-type: none"> <li>Develop a short summary (one or two sentences) that captures what you "see" as the future of your organization.</li> <li>Ensure that your change coalition can describe the vision in five minutes or less.</li> </ul>	<ol style="list-style-type: none"> <li>The goal of the stewardship program is not to dictate antibiotic choices</li> <li>It's to ensure that there are systems and support to help every provider use antibiotics optimally</li> <li>For this to work, every provider has to play a role in stewardship</li> </ol>

**8-Step Process for Leading Change Aligned with  
Antibiotic Stewardship/CDI Webinar with Arjun Srinivasan, MD, FSHEA**

8-Step Process for Leading Change	Description	Overview of Dr. Srinivasan's May 22, 2013, CDI Webinar as Related to Kotter's 8 Steps
<b>Communicate the Vision</b>	<ul style="list-style-type: none"> <li>Talk often about your change vision.</li> <li>Openly and honestly address peoples' concerns and anxieties.</li> <li>Apply your vision to all aspects of operations – from training to performance reviews. Tie everything back to the vision.</li> </ul>	<ol style="list-style-type: none"> <li>Coach staff and physicians concurrently, as order is written</li> <li>New diagnoses of <i>C. diff</i> present a critical moment for stewardship interventions</li> <li>Measure and feedback of data</li> </ol>
<b>Remove Obstacles</b>	<ul style="list-style-type: none"> <li>Put in place the structure for change, and continually check for barriers to it.</li> <li>Removing obstacles can empower the people you need to execute your vision, and it can help the change move forward.</li> </ul>	<ol style="list-style-type: none"> <li>How do we structure specific interventions that can be implemented in any care setting?</li> <li>How do we build interventions that fit well into clinical work flow?</li> <li>How do we structure interventions so that they are viewed as value added and not just one more thing people have to do?</li> </ol>
<b>Create Short-term Wins</b>	<ul style="list-style-type: none"> <li>Look for sure-fire projects that you can implement without help from any strong critics of the change.</li> <li>Thoroughly analyze the potential pros and cons of your targets. If you don't succeed with an early goal, it can hurt your entire change initiative.</li> </ul>	<ol style="list-style-type: none"> <li>New diagnoses of <i>C. diff</i> present a critical moment for stewardship interventions.</li> <li>Providers might be even more receptive to stewardship since their patient is experiencing an adverse event from antibiotics.</li> <li>Stopping unnecessary antibiotics will improve their patients' outcomes.</li> <li>Reward the people who help you meet the targets.</li> </ol>

**8-Step Process for Leading Change Aligned with  
Antibiotic Stewardship/CDI Webinar with Arjun Srinivasan, MD, FSHEA**

8-Step Process for Leading Change	Description	Overview of Dr. Srinivasan's May 22, 2013, CDI Webinar as Related to Kotter's 8 Steps
<b>Build on the Change</b>	<ul style="list-style-type: none"> <li>Each success provides an opportunity to build on what went right and identify what you can improve.</li> <li>After every win, analyze what went right and what needs improving.</li> <li>Set goals to continue building on the momentum you've achieved.</li> <li>Use plan-do-study-act (PDSA) cycles for continuous improvement.</li> <li>Keep ideas fresh by building in new change agents and leaders for your change coalition.</li> </ul>	<ol style="list-style-type: none"> <li>Consider additional tests of change (PDSA) focused on different infections or conditions. Antibiotic stewardship: <ul style="list-style-type: none"> <li>Ensures patients with serious infections get proper therapy</li> <li>positive blood cultures are an excellent target for stewardship interventions.</li> <li>Can reduce treatment of blood culture contaminants.</li> <li>Ensures patients with Community Acquired Pneumonia (CAP), urinary tract infections (UTI) and skin infections get proper therapy. <ul style="list-style-type: none"> <li>Many patients diagnosed with CAP don't meet criteria for CAP or CAP is treated for too long.</li> <li>One-third of (UTI) patients who historically receive antibiotics do not meet the criteria for UTI.</li> <li>Most skin and soft tissue infections in normal hosts with normal risk factors are caused exclusively by gram positive bacteria are often started on overly broad spectrum therapy.</li> </ul> </li> </ul> </li> </ol>
<b>Anchor the Changes in Corporate Culture</b>	<ul style="list-style-type: none"> <li>To make any change stick, it should become part of the core of your organization</li> <li>Talk about progress every chance you get. Tell success stories about the change process, and repeat other stories that you hear.</li> <li>Publicly recognize key members of your original change coalition</li> </ul>	<ol style="list-style-type: none"> <li>Change the culture so that antibiotic stewardship is incorporated into your organization's processes and values</li> <li>Provide ongoing education</li> <li>Spread the message: pocket cards posters, algorithms</li> <li>Celebrate</li> </ol>

**References:**

Kotter International: <http://www.kotterinternational.com/our-principles/changesteps> May 22, 2013, Webinar: Two Birds With One Stone: Reducing Unnecessary Antibiotic Use and *C. difficile* Infections (CDI): <http://www.metastar.com/web/Default.aspx?tabid=328>

This material was prepared by MetaStar, the Medicare Quality Improvement Organization for Wisconsin, under contract with the Centers for Medicare & Medicaid Services (CMS), an agency of the U.S. Department of Health and Human Services. The contents presented do not necessarily reflect CMS policy. 100109, WS 10/04/13/11



**Establishing an Antimicrobial Stewardship Program**  
Andrew M. Morris, Thomas E. Stewart, Maureen Shandling, Scott Mcintaggart and W. Conrad Liles

Healthcare Quarterly 13(2) March 2010 : 64-70.[doi:10.12927/hcq.2013.21672](https://doi.org/10.12927/hcq.2013.21672)

# HOW TO START A HOSPITAL ANTIMICROBIAL STEWARDSHIP PROGRAMME: H-ASP

## PLANNING PHASE MONTH 1-2

### 80% PLANNING

Prepare- training in AMS/infection management

- Toolbox of AMS interventions [process- adapt, endorse, adopt]
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  - Be familiar with core elements and checklist
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  - Start to design an action plan- see WHO LMIC tool kit
- Embrace/seek QI/implementation science resource if available
  - Consider monitoring/ dissemination, evaluation and communication plan

Depends on resources, readiness, culture, priority, etc

### 20% IMPLEMENTATION

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resources, readiness, culture,  
priority, etc

### 20% IMPLEMENTATION



## ANTIMICROBIAL STEWARDSHIP PROGRAMMES

### IN HEALTH-CARE FACILITIES IN LOW- AND

### MIDDLE-INCOME COUNTRIES

#### A WHO PRACTICAL TOOLKIT



**Suggested citation.** Antimicrobial stewardship programmes in health-care facilities in low- and middle-income countries. A practical toolkit. Geneva: World Health Organization; 2019.

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# AMS: **S**TRUCTURE + **P**ROCESS = **O**UTCOMES

Position paper

## Developing core elements and checklist items for global hospital antimicrobial stewardship programmes: a consensus approach

C. Pulcini<sup>1, 2, \*</sup>, F. Binda<sup>1, 2, 3</sup>, A.S. Lamkang<sup>4</sup>, A. Trett<sup>4</sup>, E. Charani<sup>5</sup>, D.A. Goff<sup>6</sup>, S. Harbarth<sup>7</sup>, S.L. Hinrichsen<sup>8</sup>, G. Levy-Hara<sup>9</sup>, M. Mendelson<sup>10</sup>, D. Nathwani<sup>11</sup>, R. Gunturu<sup>12</sup>, S. Singh<sup>13</sup>, A. Srinivasan<sup>14</sup>, V. Thamlikitkul<sup>15</sup>, K. Thursky<sup>16</sup>, E. Vlieghe<sup>17, 18, 19</sup>, H. Wertheim<sup>20</sup>, M. Zeng<sup>21</sup>, S. Gandra<sup>4</sup>, R. Laxminarayan<sup>4, 22</sup>

### Core elements:

1. Senior hospital management leadership towards AMS
2. Accountabilities and responsibilities
3. Available expertise on infection management
4. Education and practical training
5. Other actions aiming at responsible antimicrobial use
6. Monitoring and surveillance (on a continuous basis)
7. Reporting and feedback (on a continuous basis)



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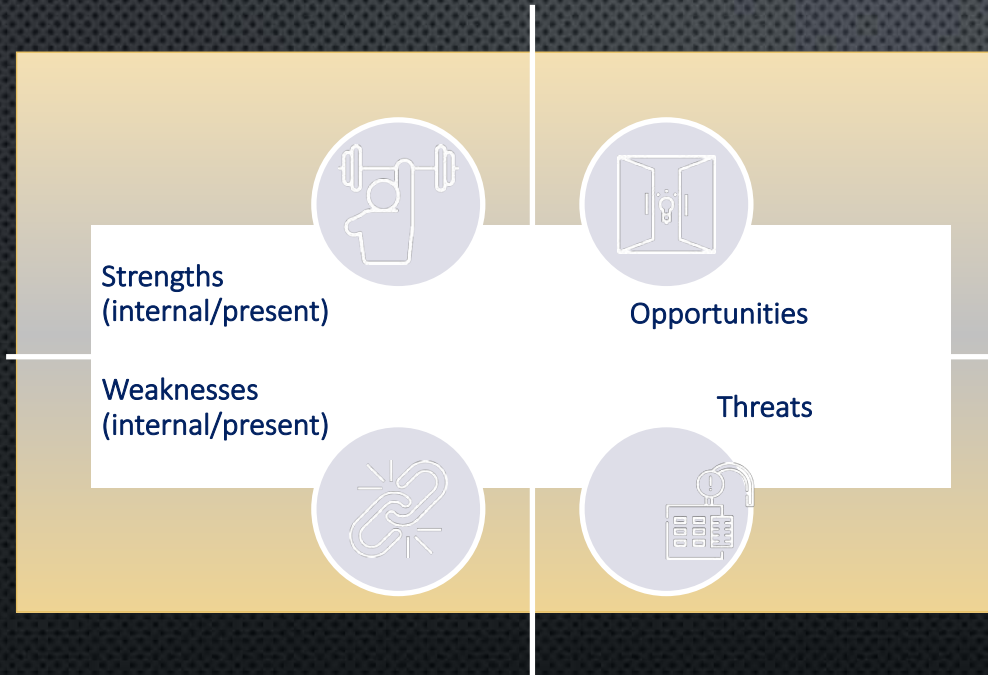
### 20% IMPLEMENTATION



# SWOT ANALYSIS / SITUATIONAL ANALYSIS

Suggested reference for this report: Ribero Pombo MH, Gandra S, Thompson D, Lamkang A, Pulcini C, Laxminarayan R. Global Core Standards for Hospital Antimicrobial Stewardship Programs: International Perspectives and Future Directions. Doha, Qatar: World Innovation Summit for Health, 2018

ISBN: 978-1-912865-11-6



- ORGANISATIONAL, OPERATIONAL OR POPULATION LEVEL DECISION MAKING PROCESS USED TO DECIDE WHETHER TO TAKE A RISK OR UNDERSTAND THE LEVEL OF RISK ASSOCIATED WITH A HEALTH-CARE INTERVENTION

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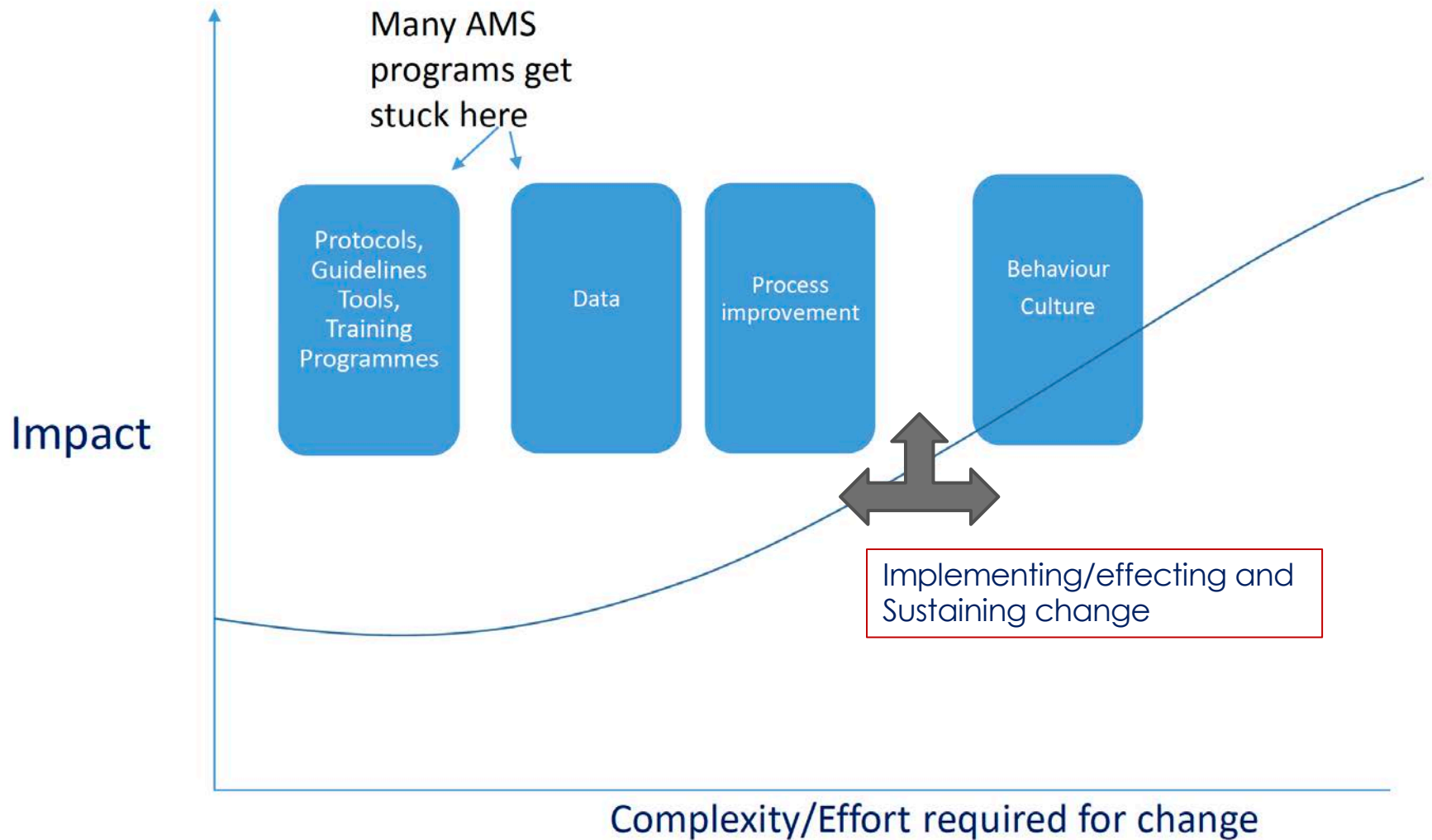
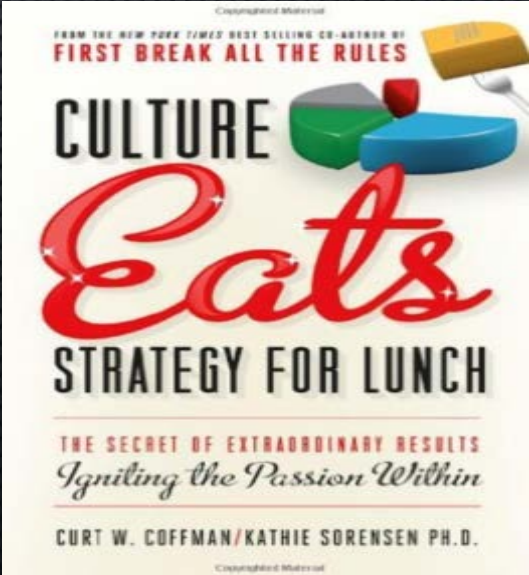




Figure 2: Dimensions needed to achieve clinical quality improvement

Strategic	×	Cultural	×	Technical	×	Structural	=	Result
0		1		1		1	=	No significant results on anything really important
1		0		1		1	=	Small, temporary effects; no lasting impact
1		1		0		1	=	Frustration and false starts
1		1		1		0	=	Inability to capture the learning and spread it throughout the organisation
1		1		1		1	=	Lasting organisation-wide impact

0 = absent; 1 = fully present



Meropenem  
+Vanco

Imipenem+  
linezolid

Cefepime

watch and wait  
a bit

Pip-Tazo  
+ Cipro

**Understanding  
Your Client**



Ceftazidime  
+Clindamycin  
+ Gentamicin  
+ Caspofungin  
+linezolid





# CONSIDER THE BROADER LEADERSHIP

Imperial College  
London

## Understanding Unwritten Rules

MAJOR ART

Understand the Role of Clinical Leaders in Antimicrobial Stewardship

**Conclusion**

To influence the antimicrobial prescribing of individual healthcare professionals, interventions need to address these behaviours **and use clinical leadership within existing clinical groups** to influence practice

1. Not the role of clinical leaders to interfere with the autonomy of individual healthcare professionals. There is a need to recognise the role of clinical leaders in influencing practice.

2. Antimicrobial stewardship interventions are tolerated in the clinical scenario. Clinical leadership is a key factor in influencing practice.

3. Hospital senior executives play a key role in influencing practice. But it is the role of clinical leaders to influence practice.

prestige to move initiatives forward, and forming partnerships across disciplines. Hospital epidemiologists and infection preventionists often played more important leadership roles in their hospital's patient safety activities than did senior executives.

**Clinical Infectious Diseases 2013;57(2):188-96**



- MUCH FOCUS ON LEADERSHIP .....
- BUT LESS ON HOW TO USE CLINICAL LEADERS .....
- **ACTIVELY INVOLVE CLINICAL LEADERS IN ANTIBIOTIC STEWARDSHIP**

Clinical leaders

MDT leaders





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### 20% IMPLEMENTATION

# HOW TO START A HOSPITAL ANTIMICROBIAL STEWARDSHIP PROGRAMME: H-ASP

## EARLY IMPLEMENTATION PHASE MONTH 3-4

### 40% PLANNING

- ❑ Resources – human capital, fiscal, QI- implementation science, data collection/analysis
- ❑ Step Wise approach – plan core areas for early interventions, the measures for target, and so this step wise
  - ❑ Identify which patients are getting antibiotics, how much, where and quality of the prescribing; use audit, PPS etc
- ❑ Based on data and observations identify which areas to target- consider the "low hanging fruit",
  - ❑ Agree which types of interventions or processes to implement- persuasive, restrictive, enabling, educational, bundles
- ❑ Agree which measures [ what, who, how, where and when] for evaluation- ensure resources available- IT not essential to do this
- ❑ Be available to support team, clinicians for advice etc –"go on the improvement journey together

Depends on resources, readiness, culture, priority, etc

### 60% IMPLEMENTATION

# AUDIT/REVIEW METHODS TO UNDERSTAND PROBLEM AREAS

## Health-care facility PPS

### Step 1: Structures and governance

- Identify the team/committee in the facility with the overarching responsibility of the PPS, often the committee also responsible for AMS
- As part of this team/committee, appoint a facility PPS focal point responsible for the coordination and the day-to-day management of the survey

### Step 2: Objectives and methodology

- Define the objectives and output of the PPS in the facility
- Select a standardized PPS protocol to for the survey, e.g. WHO PPS protocol, Global PPS.
- Train the hospital PPS focal point and team in the methodology

### Step 3: Preparation

- Obtain ethical approval and other necessary permissions to undertake the survey
- Agree on the days to conduct the surveys in the respective wards
- Prepare the necessary materials for undertaking the survey

### Step 4: Data collection and validation

- Undertake a pilot survey in one ward and validate the data
- Conduct the survey in all wards according to predefined timelines
- Transfer data from paper form to electronic format when applicable, and validate the data.

### Step 5: Data analyses and reporting

- Clean and analyse the data according to a pre-defined data analysis plan
- Report results to the responsible team/committee, the facility management etc..
- Identify areas for improvement for antimicrobial prescribing and use based on results and agree on AMS interventions to address these areas
- Monitor and evaluate the AMS interventions with e.g. a targeted PPS or audits or audits

## WHO Methodology for Point Prevalence Survey on Antibiotic Use in Hospitals

Version 1.1



World Health Organization

## 5.8. Audit with feedback

### 5.8.1 Prospective (real-time) audit with feedback

### 5.8.2 Retrospective audit with feedback

### 5.8.3 Selecting one or more infections for audit

#### Point prevalence surveys

Local point prevalence surveys (PPS) are recommended on a bi-annual or annual basis(5) as a tool to assess compliance with antimicrobial guidelines. Results of PPS should be shared with the executive team and disseminated to specialities who are responsible for developing action plans within their area. Key metrics which should be included in PPS are shown in figure 23

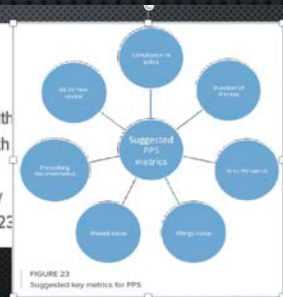
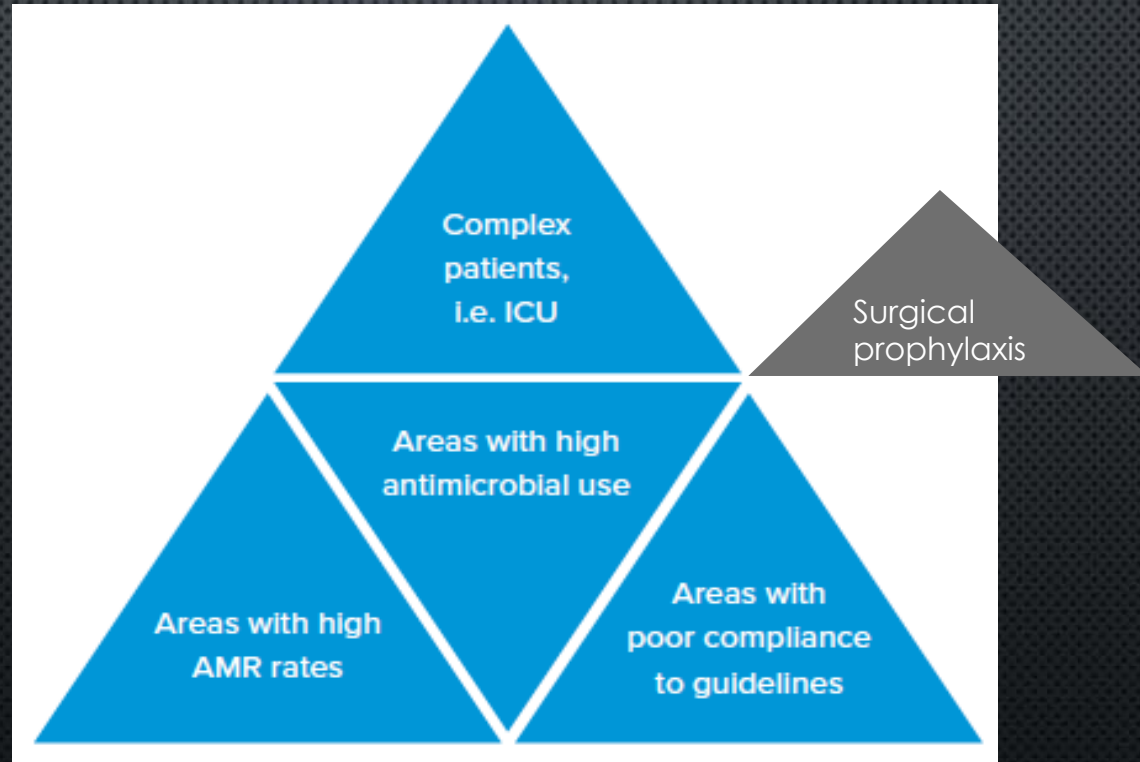


FIGURE 23  
Suggested key metrics for PPS



**IDENTIFY PRIORITY AREAS FOR AMS INTERVENTIONS- USE ANTIMICROBIAL  
QUALITY DATA OR RESISTANCE DATA OR AREAS WHERE PATIENTS AT HIGH RISK  
OF AMR**



# Is the “Low-Hanging Fruit” Worth Picking for Antimicrobial Stewardship Programs?

Debra A. Goff,<sup>1</sup> Karri A. Bauer,<sup>1</sup> Erica E. Reed,<sup>1</sup> Kurt B. Stevenson,<sup>2,3</sup> Jeremy J. Taylor,<sup>1</sup> and Jessica E. West<sup>2</sup>

<sup>1</sup>Department of Pharmacy, The Ohio State University Wexner Medical Center, <sup>2</sup>Division of Infectious Diseases, College of Medicine, and <sup>3</sup>Division of Epidemiology, College of Public Health, The Ohio State University, Columbus

## PRIORITISING AMS INTERVENTIONS

### TYPES OF LOW HANGING FRUIT

- **PROTOCOL DRIVEN EMPIRIC TREATMENT WITH ADHERENCE**
- **LOADING DOSE IN SEVERE INFECTIONS**
- **TAKING OF CULTURES**
- **DE-ESCALATION**
- **IV TO ORAL SWITCH WITH A VIEW TO EARLY DISCHARGE**
- **DURATION ; < 7 DAYS ; < 14 DAYS**
- **SURGICAL PROPHYLAXIS**

### Basic AMS interventions

1. Educate prescribers and health personnel involved in antibiotic use (see Chapter 7).
2. Develop and update a standardized medical record and medical chart to ensure that information on patients' medicines is all in one place (see Annex VI).
3. Review whether patients who receive antibiotic treatment have written indications.
4. Review antibiotic treatment for patients prescribed three or more broad-spectrum antibiotics.
5. Review the dose of antibiotics prescribed.
6. Review surgical antibiotic prophylaxis where it is prescribed for >24 hours and where a single dose is appropriate.
7. Develop local guidelines for surgical prophylaxis and treatment of common clinical conditions such as community-acquired pneumonia, UTIs, skin and soft tissue infection (SSTIs), as well as common health-care-associated infections such as pneumonia, UTIs and catheter-related infections.
8. Work to ensure leadership and identify expertise in infection management.
9. Improve the supply and management of medicines, including essential antibiotics, e.g. by establishing a drug and therapeutics committee.
10. Work to establish basic microbiology laboratory facilities.
11. Work to establish regular surveillance activities (e.g. AMR, AMC, health-care-associated infections).

**Suggested citation.** Antimicrobial stewardship programmes in health-care facilities in low- and middle-income countries. A practical toolkit. Geneva: World Health Organization; 2019.  
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- ❑ Be available to support team, clinicians for advice etc –"go on the improvement journey together

Depends on resources, readiness, culture, priority, etc

### 60% IMPLEMENTATION



# THE FOUR MOMENTS OF ANTIBIOTIC DECISION-MAKING



1. Does my patient have an infection that requires antibiotics?

2. Have I ordered appropriate cultures before starting antibiotics? What empiric therapy should I initiate?

3. A day or more has passed. Can I stop antibiotics? Can I narrow therapy or change from IV to oral therapy?

4. What duration of antibiotic therapy is needed for my patient's diagnosis?

## Types of AMS interventions for improving antibiotic prescribing practices

INTERVENTION	WHAT IT IS
<b>Persuasive (education)</b>	<ul style="list-style-type: none"><li>• Educational meetings (e.g. basics on antibiotic use, case-based discussions, morbidity and mortality, significant event analysis, lectures on specified topics)</li><li>• Distribution of and training on educational material (e.g. clinical practice guidelines)</li><li>• Using local key opinion leaders (champions) to advocate for key messages</li><li>• Reminders provided verbally, on paper or electronically</li><li>• AMS e-learning resources made available to all health-care personnel</li><li>• AMS education as part of continuing medical education</li></ul>
<b>Persuasive (feedback)</b>	<ul style="list-style-type: none"><li>• Audit with feedback to prescribers on their prescribing practice</li><li>• AMS as a component of ward rounds (real-time feedback with educational component)</li><li>• Patient handover meetings between two shifts with real-time feedback by consultants</li><li>• Local consensus processes for changes in antibiotic treatment or surgical prophylaxis</li></ul>
<b>Restrictive</b>	<ul style="list-style-type: none"><li>• Formulary restrictions</li><li>• Restricted prescribing of identified antibiotics (expert approval prior to prescription) (see Annex V)</li><li>• Compulsory order forms for targeted antibiotics</li><li>• Automatic stop orders (e.g. after a single dose of surgical prophylaxis)</li><li>• Selective susceptibility reporting from the lab</li></ul>
<b>Structural</b>	<ul style="list-style-type: none"><li>• Rapid laboratory testing made available</li><li>• Therapeutic drug monitoring</li></ul>

**Suggested citation.** Antimicrobial stewardship programmes in health-care facilities in low- and middle-income countries. A practical toolkit. Geneva: World Health Organization; 2019. Licence: CC BY-NC-SA 3.0 IGO.



# TYPICAL AMS INTERVENTIONS



## CORE

FORMULARY RESTRICTION WITH RE-AUTHORISATION OF NAMED ANTI-INFECTIVES

PROSPECTIVE AUDIT WITH INTERVENTION AND FEEDBACK

MULTIDISCIPLINARY AMS TEAM

GUIDELINE DEVELOPMENT

## ADDITIONAL

DE-ESCALATION OF THERAPY BASED ON CULTURE RESULTS

DOSE OPTIMISATION

IV TO PO SWITCH

EDUCATION

ANTIMICROBIAL ORDER FORMS

ANTIMICROBIAL CYCLING

COMBINATION ANTIMICROBIAL THERAPY

INFORMATION TECHNOLOGY TO PROVIDE DECISION SUPPORT AND ENHANCED SURVEILLANCE

ANTIBIOGRAMS - AT PATIENT AND ORGANISATION LEVEL



# Systematic review & Meta-analysis: Impact of key technical interventions

- Adherence to local guidelines
  - Mortality: RRR 35% [RR 0.65, 95% CI 0.54–0.8; P<0.0001]
- Culture driven de-escalation
  - Mortality: RRR 65% [RR 0.44, 95% CI 0.3–0.66; P<0.0001]
- *S.aureus* bacteraemia clinical review
  - Mortality: RRR 66% [RR 0.34, 95% CI 0.25–0.75; P<0.008]
- ~~IVOST No difference in mortality? Reduced LOS~~
- Restriction of antibiotics decreased consumption and in many studies resistance to the drug-bug profile
- TDM decreased nephrotoxicity

CI, confidence interval; IVOST, intravenous to oral switch therapy; LOS, length of stay; RR, relative risk; RRR, relative risk reduction; TDM, therapeutic drug monitoring Schuts EC, et al. Lancet Infect Dis. 2016 Mar 2. pii: S1473-3099(16)00065-7.

### FRONT END (HOSPITAL)

- Antimicrobial policy "rule book"
- Formulary and restriction
- Guidelines or pathways for treatment and prophylaxis
- Protects broad-spectrum antimicrobials

### BACK END (WARD BASED)

- Antimicrobial review: commonly Indication, IVOS, TDM, allergy, C&S results, ADRs. Less commonly: bacteraemia, specific AB, dose optimization.
- Audit and direct feedback to prescribers
- AMS team review when told.

Which one is better, for how long and for what outcome ?

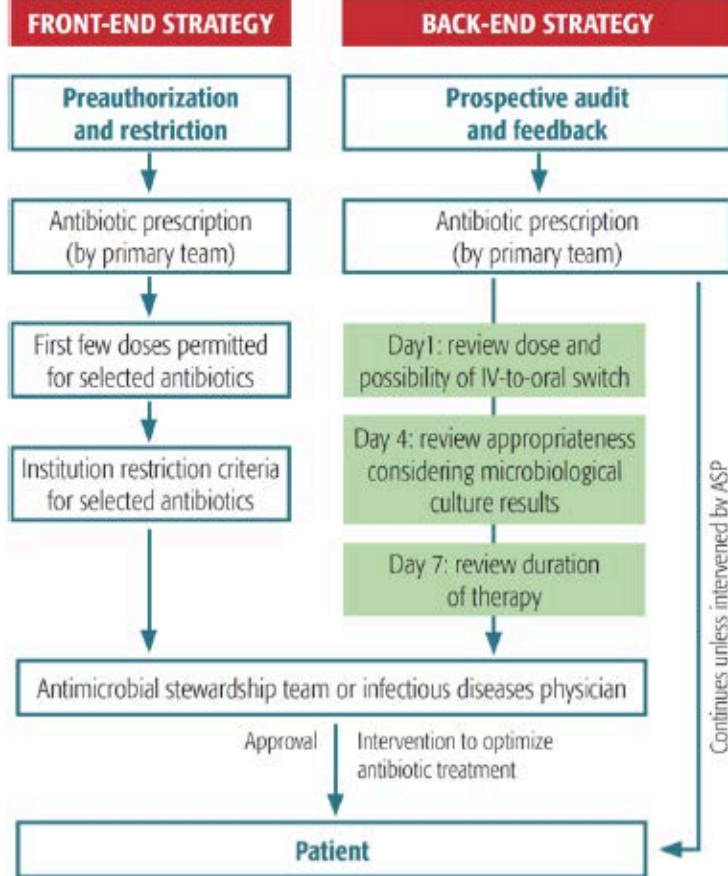


FIGURE 9

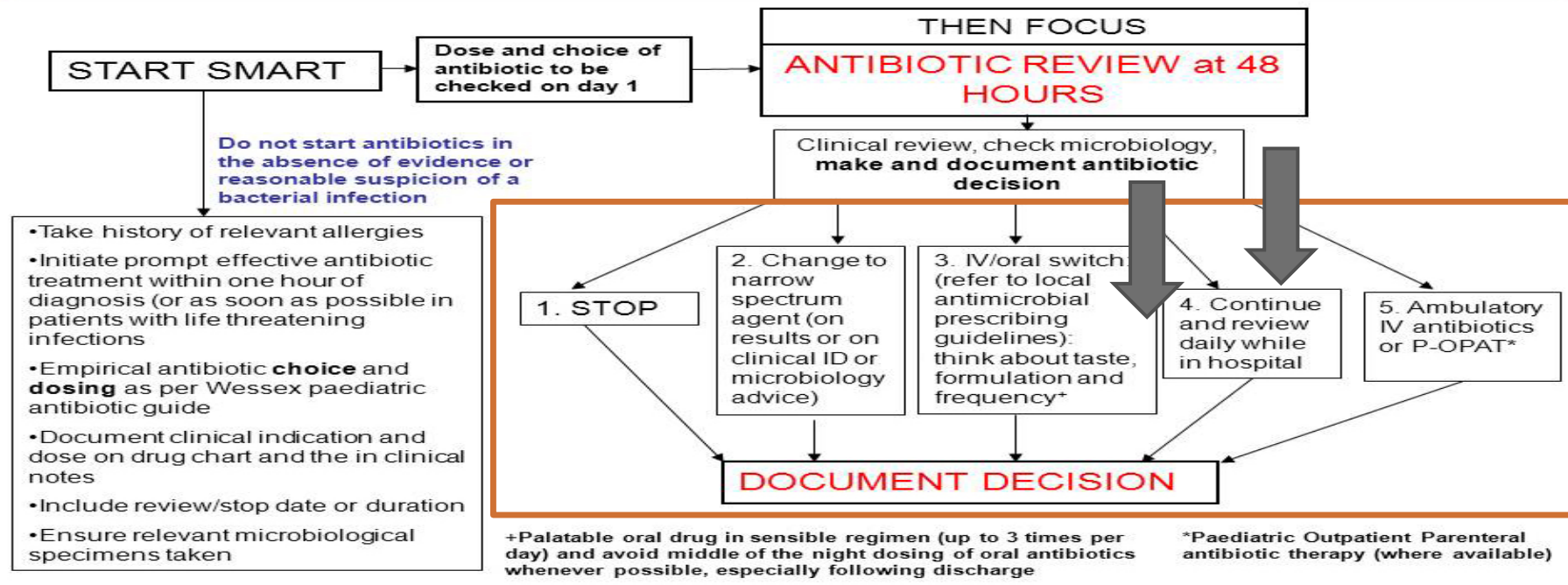
How pre-authorisation of restricted antimicrobial agents and prospective audit and feedback can be used as part of an ASP(3).  
Figure adapted from Chung GW et al. Virulence 2013;4(2):151–157



# START SMART, THEN FOCUS

## Paediatric antimicrobial stewardship

Right Drug, Right Time, Right Dose, Right Duration..... every patient





# What Is the More Effective Antibiotic Stewardship Intervention: Preprescription Authorization or Postprescription Review With Feedback?

Clinical Infectious Diseases® 2017;64(5):537-43

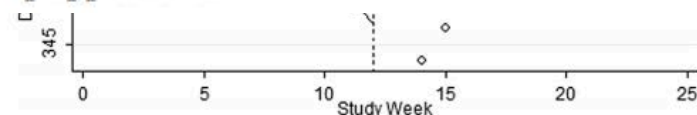
Pranita D. Tamma,<sup>1</sup> Edina Avdic,<sup>2</sup> John F. Keenan,<sup>3</sup> Yuan Zhao,<sup>4</sup> Gobind Anand,<sup>5</sup> James Cooper,<sup>6</sup> Rebecca Dezube,<sup>7</sup> Steven Hsu,<sup>8</sup> and Sara E. Cosgrove<sup>9</sup>

**Results.** There were 2686 and 2693 patients admitted to the PPA and PPRF groups, with 29% and 27% of patients prescribed antibiotics, respectively. Initially, antibiotic DOTs remained relatively unchanged in the PPA arm. When changed to the PPRF arm, antibiotic use decreased ( $-2.45$  DOT per 1000 patient-days [PD]). In the initial PPRF arm, antibiotic use decreased (slope of  $-5.73$  DOT per 1000 PD) but remained constant when changed to the PPA arm. Median patient DOTs in the PPA and PPRF arms were 8 and 6 DOT per 1000 PD, respectively ( $P = .03$ ). Antibiotic therapy was guideline-noncompliant in 34% and 41% of patients on days 1 and 3 in the PPA group ( $P < .01$ ) and in 57% and 36% of patients on days 1 and 3 in the PPRF group ( $P = .03$ ).

**Conclusions.** PPRF may have more of an impact on decreasing antibiotic DOTs compared with PPA. This information may be useful for institutions without sufficient resources to incorporate both stewardship approaches.



**Figure 2.** Study design comparing antibiotic use among providers receiving preprescription authorization vs postprescription review with feedback antibiotic stewardship strategies.



**Figure 3.** Time-series analyses comparing days of antibiotic therapy per 1000 patient-days during the study period. Dotted lines indicate preprescription authorization and solid lines indicate postprescription review with feedback. Dotted vertical line represents the four week washout period, during which antibiotics were not adjudicated.

# BUT DO WE ACTUALLY KNOW HOW BEST TO IMPROVE ANTIBIOTIC PRESCRIBING IN CHILDREN – HEARTS AND MINDS VERSUS POLICING?

**Prospective audit with intervention and feedback**

(review and provide feedback on antimicrobials after they are started, according to clinical and microbiological data)

and/or

**Formulary restriction and preauthorisation**

(review and authorise antimicrobials before treatment)

## Handshake stewardship<sup>1</sup>

- (1) lack of restriction and preauthorisation
- (2) review of all prescribed antimicrobials
- (3) a rounding-based, in-person approach to feedback by a pharmacist–physician team

## Results

Overall antimicrobial use decreased by 10.9%  
Vancomycin use decreased by 25.7% (105 to 78 DOT/1000 BD)  
Meropenem use decreased by 22.2% (45 to 35 DOT/1000 BD) without a compensatory increase of other antipseudomonal agents.



Breakthroughs that  
change patients' lives

1. HURST AL, ET AL. *PEDIATR INFECT DIS J.* 2016;35(10):1104-10



# Feasibility of Core Antimicrobial Stewardship Interventions in Community Hospitals

JAMA Network Open. 2019;2(8):e199369. doi:10.1001/jamanetworkopen.2019.9369

**INTERVENTIONS** Two antimicrobial stewardship strategies targeted vancomycin hydrochloride, piperacillin-tazobactam, and the antipseudomonal carbapenems on formulary at the study hospitals: (1) modified preauthorization (PA), in which the prescriber had to receive pharmacist approval for continued use of the antibiotic after the first dose, and (2) postprescription audit and review (PPR), in which the pharmacist would engage the prescriber about antibiotic appropriateness after 72 hours of therapy. Two hospitals performed modified PA for 6 months, then PPR for 6 months after a 1-month washout. The other 2 hospitals performed the reverse.

The median time dedicated to the stewardship interventions varied by hospital (range of median hours per week, 5-19). Overall antibiotic use decreased during PPR compared with historical controls (mean [SD] days of therapy per 1000 patient-days, 925.2 [109.8] vs 965.3 [109.4]; mean difference, -40.1; 95% CI, -71.7 to -8.6), but not during modified PA (mean [SD] days of therapy per 1000 patient-days, 931.0 [102.0] vs 926.6 [89.7]; mean difference, 4.4; 95% CI, -55.8 to 64.7).

**CONCLUSIONS AND RELEVANCE** Strict PA was not feasible in the study hospitals. In contrast, PPR was a feasible and effective strategy for antimicrobial stewardship in settings with limited resources and expertise.



# HOW TO START A HOSPITAL ANTIMICROBIAL STEWARDSHIP PROGRAMME: H-ASP

## IMPLEMENTATION AND MONITORING PHASE MONTH 4-6

### 30% MONITORING, ANALYSING AND REPORTING

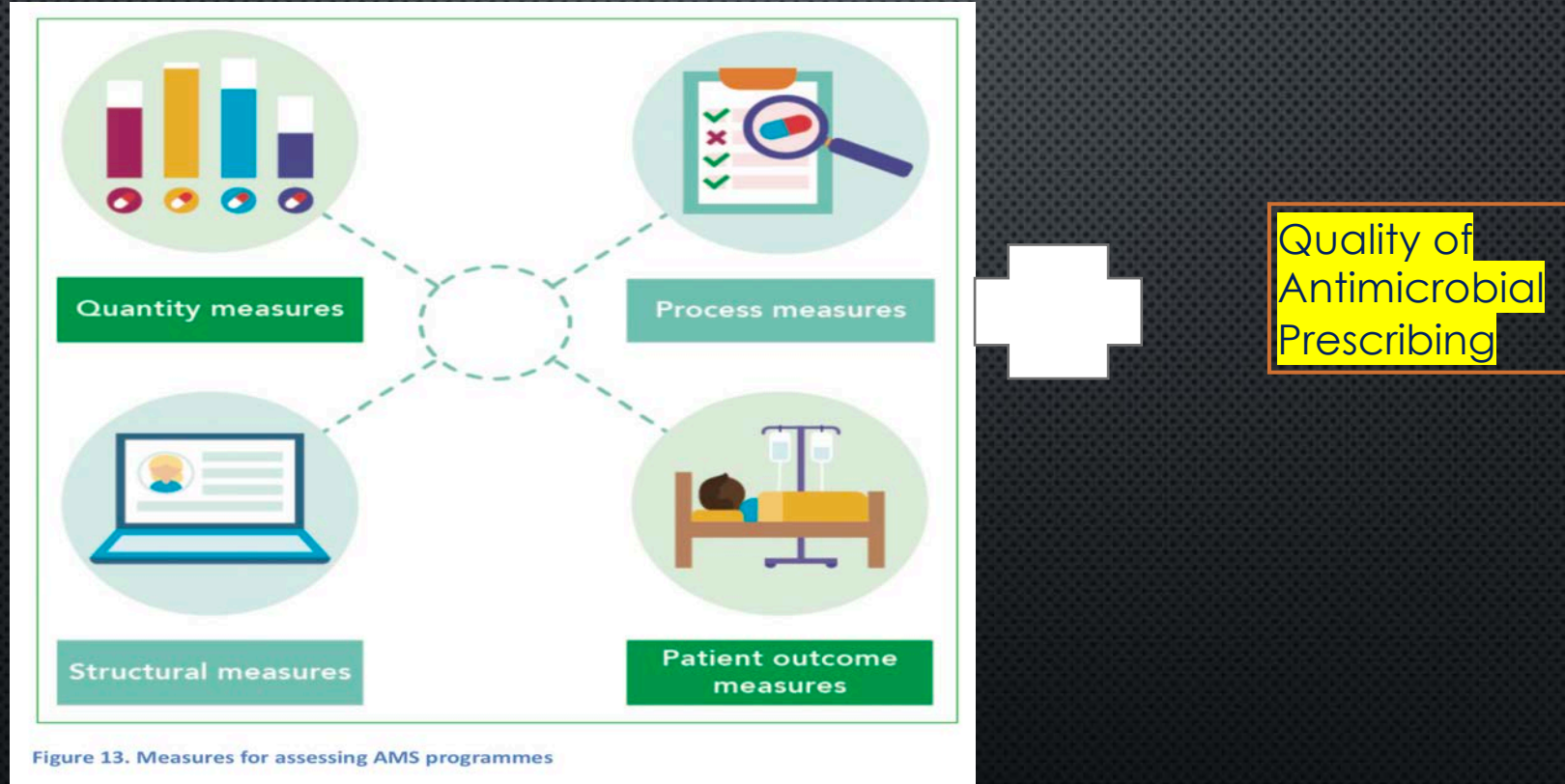
- Prepare plan for measurement, analysis, feedback, visualisation and communication
- Agree potential targets and actions
- Seek resources to do this

### 60% IMPLEMENTATION

- Continue to implement, evaluate, adjust all actions previously
- Present AMS action plan to AMS committee including business case, resourcing etc
- Present plan to hospital management- outline realistic clinical, quality, safety and potential economic benefits – do not overpromise benefits and outline timelines for these
- Ensure you have enough friends /supporters at hospital management level
- Present data to prescribers, clinical staff and reports to hospital management
- Communicate and celebrate successes and learn from failures
- At all times be prepared to adjust and do not take your eye off the ball !



# WHO TOOLKIT: MEASURING ANTIMICROBIAL



# AMS METRICS SUMMARY

## STRUCTURAL INDICATORS

- Availability of **multi-disciplinary antimicrobial stewardship team**
- Availability of **guidelines** for empiric treatment and surgical prophylaxis
- Provision of education in the last 2 years

## PROCESS MEASURES

- **Amount of antibiotic** in DDD/100 bed days
  - Promoted antibiotics
  - Restricted antibiotics
- **Compliance with acute empiric guidance** (documented notes and policy compliance)
- % appropriate **de-escalation**; % appropriate switch from **IV to oral**
- Compliance with **surgical prophylaxis** (<60 min from incision, <24 hours and compliance with local policy)
- Compliance with **care “bundles”** – all or nothing (3-day antibiotic review bundle, ventilator-associated pneumonia, community-acquired pneumonia, sepsis)

## OUTCOME MEASURES

- *C. difficile* infection rates
- Surgical Site Infection (SSI) rates
- Surveillance of resistance
- Mortality: Standardized Mortality Rates (SMRs)

## BALANCING MEASURES

- Mortality
- SSI rates
- Readmission within 30 days of discharge
- Admission to ICU
- Rate of complications
- Treatment-related toxicity (e.g. aminoglycoside-related toxicity)

OUTCOME MEASURES	REMARKS
<b>CLINICAL</b>	
Mortality	Important, but less suitable for mild infections (e.g. uncomplicated UTI)
Length of Stay	General or ward-specific (e.g. ICU stay); easy to obtain, but highly sensitive to biases
Complications	Eg: IV catheter-related problems and phlebitis
<i>Clostridium difficile</i>	Indirect measure for antimicrobial use
Readmission rates	Due to relapse. Also consider effect of neighboring institutions
Toxicity (systemic)	Most frequently in renal function and liver
<b>MICROBIOLOGICAL</b>	
Resistance levels	Difficult to measure due to generally long time frame (months to years)
<b>ANTIMICROBIAL CONSUMPTION</b>	
Total use	Often measured in DDDs
IV/PO ratio	Of interest with an active IV-to-PO switch program
Broad/narrow ratio	Potentially relevant with regard to resistance development
<b>FINANCIAL</b>	<b>Preferably done as cost-effectiveness study</b>
UTI: urinary tract infection; ICU: intensive care unit; PO: per os; LOS: Length of stay; DDDs: defined daily doses; IV: intravenous.	



# COMMUNICATION METHODS: USING DATA EFFECTIVELY

## The Stewardship Audience

### Perceived Most Important by Position

Outcome	Hospital Administrator	Pharmacy Director	P&T Committee	ID Physician
Antibiotic Use	1 (2)	9 (22)	13 (32)	1 (2)
Antibiotic Cost	17 (42)	23 (56)	6 (15)	0 (0)
Appropriateness	2 (5)	2 (5)	6 (15)	11 (27)
Infection-related mortality	1 (2)	2 (5)	1 (2)	15 (37)
Infection or antibiotic-related length of stay	2 (5)	0 (0)	1 (2)	3 (7)

Bumpass JB et al. *Clin Infect Dis* 2014;59(S3):S108-11

## Utilizing Data

1. Define your goal for communicating
2. Determine your target audience
3. Choose the communication method(s)
4. Adopt good communication principles
5. Communicate numbers effectively
6. Provide a take home message

- Measure the impact of your stewardship program
- Choose structure, process and outcome measures
- Feasibility should be a main consideration
- Regularly assess and validate your data
- Communicate your findings, tailor your message
- Consider different approaches for displaying antibiotic use data



# HOW TO START A HOSPITAL ANTIMICROBIAL STEWARDSHIP PROGRAMME: H-ASP

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- Ensure you have enough friends /supporters at hospital management level
- Present data to prescribers, clinical staff and reports to hospital management
- Communicate and celebrate successes and learn from failures
  - Scale and sustain
- At all times be prepared to adjust and do not take your eye of the ball !

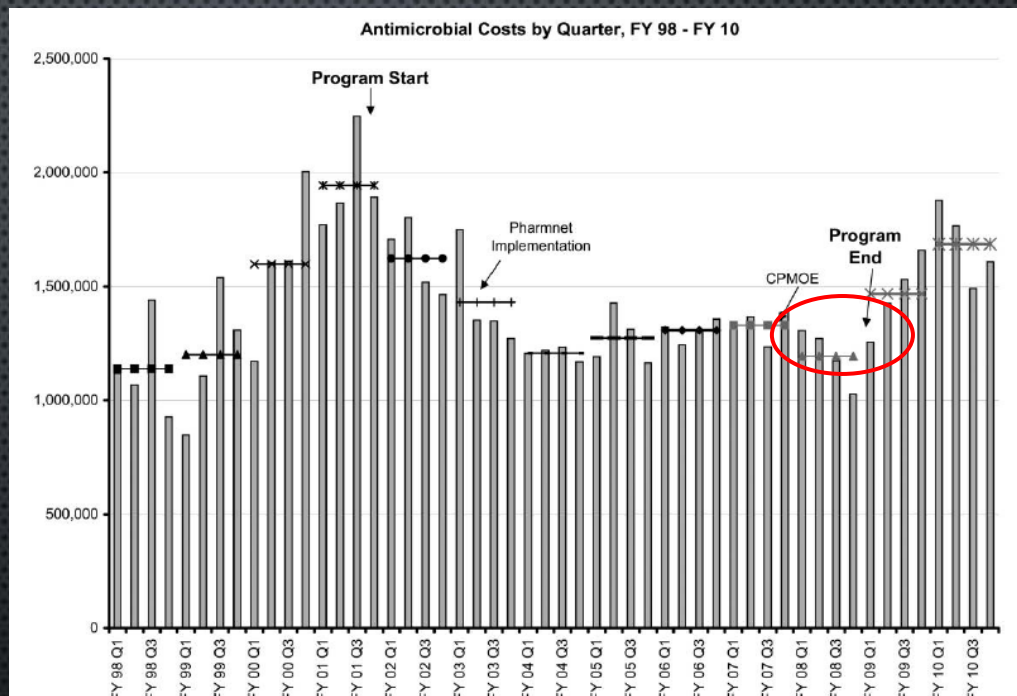
# AN IMPORTANT LESSON

INFECTION CONTROL AND HOSPITAL EPIDEMIOLOGY APRIL 2012, VOL. 33, NO. 4

ORIGINAL ARTICLE

Antimicrobial Stewardship at a Large Tertiary Care Academic Medical Center: Cost Analysis Before, During, and After a 7-Year Program

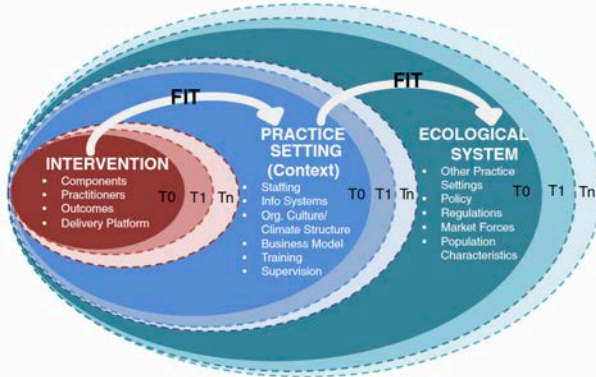
SUSTAINABLE IMPACT OF AMS PROGRAMMES



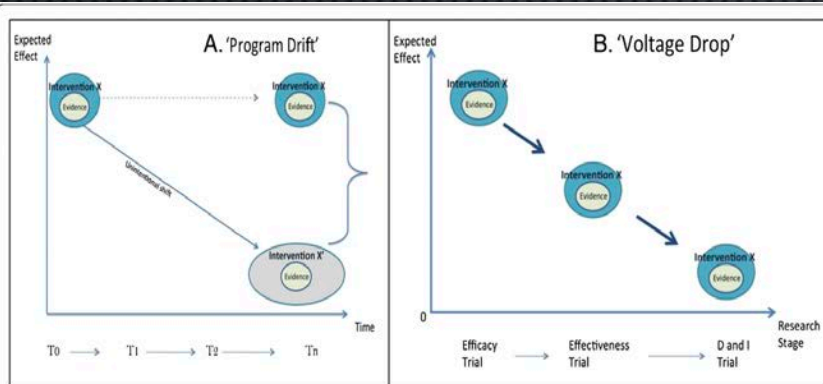
- We need to teach prescribers to make changes without constant prompting from the stewardship team
- We cannot be in all places at all times



# SUSTAINABILITY CHALLENGES TO AMS INTERVENTIONS



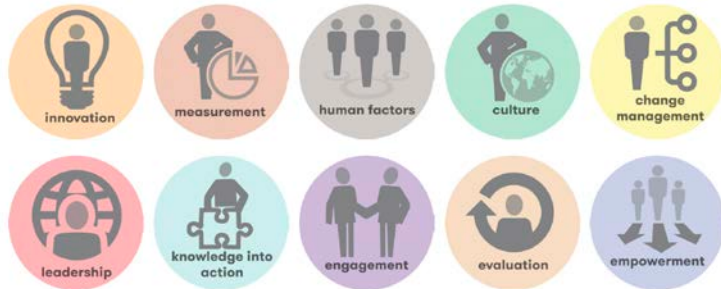
**Figure 2 The dynamic sustainability framework.** Illustrating the goal of maximizing the fit between interventions, practice settings, and the broader ecological system over time (represented by  $T_0, T_1, \dots, T_n$ ), each of which has constituent components that may vary.



**Figure 1 Program drift and voltage drop.** Illustrating the concepts of 'program drift,' in which the expected effect of an intervention is presumed to decrease over time as practitioners adapt the delivery of the intervention (A), and 'voltage drop,' in which the effect of an intervention is presumed to decrease as testing moves from Efficacy to Effectiveness to Dissemination and Implementation (D&I) research stages (B).

Term	Definition
Implementation	The process of putting to use or integrating evidence-based interventions within a setting [9].
Sustainability	To what extent an evidence-based intervention can deliver its intended benefits over an extended period of time after external support from the donor agency is terminated [9].
Sustainment	The continued use of an intervention within practice [10].
Voltage drop	The phenomenon in which interventions are expected to yield lower benefits as they move from efficacy to effectiveness and into real world use (adapted from [11]).
Program drift	The phenomenon whereby deviation from manualized protocols in real-world delivery of interventions is expected to yield decreasing benefit for patients (adapted from [12]).

## TEN KEY FACTORS



**Spread** is 'when best practice is disseminated consistently and reliably across a whole system and involves the **implementation** of proven interventions in each applicable care setting<sup>1</sup>'.

**Sustainability** is 'when new ways of working and improved outcomes become the norm.' In other words, it is when an improvement has become an integrated and the mainstream way of working. It should withstand challenge and variation over time, through a process of continuous improvement<sup>3</sup>.

# KEY TIPS FOR SUCCESSFUL AMS PROGRAMMES



## CONFERENCE REPORT

# Leading Practices in Antimicrobial Stewardship: Conference Summary

**Table 1. Suggested Antimicrobial Stewardship Interventions from the Leading Practices in Antimicrobial Stewardship Conference\***

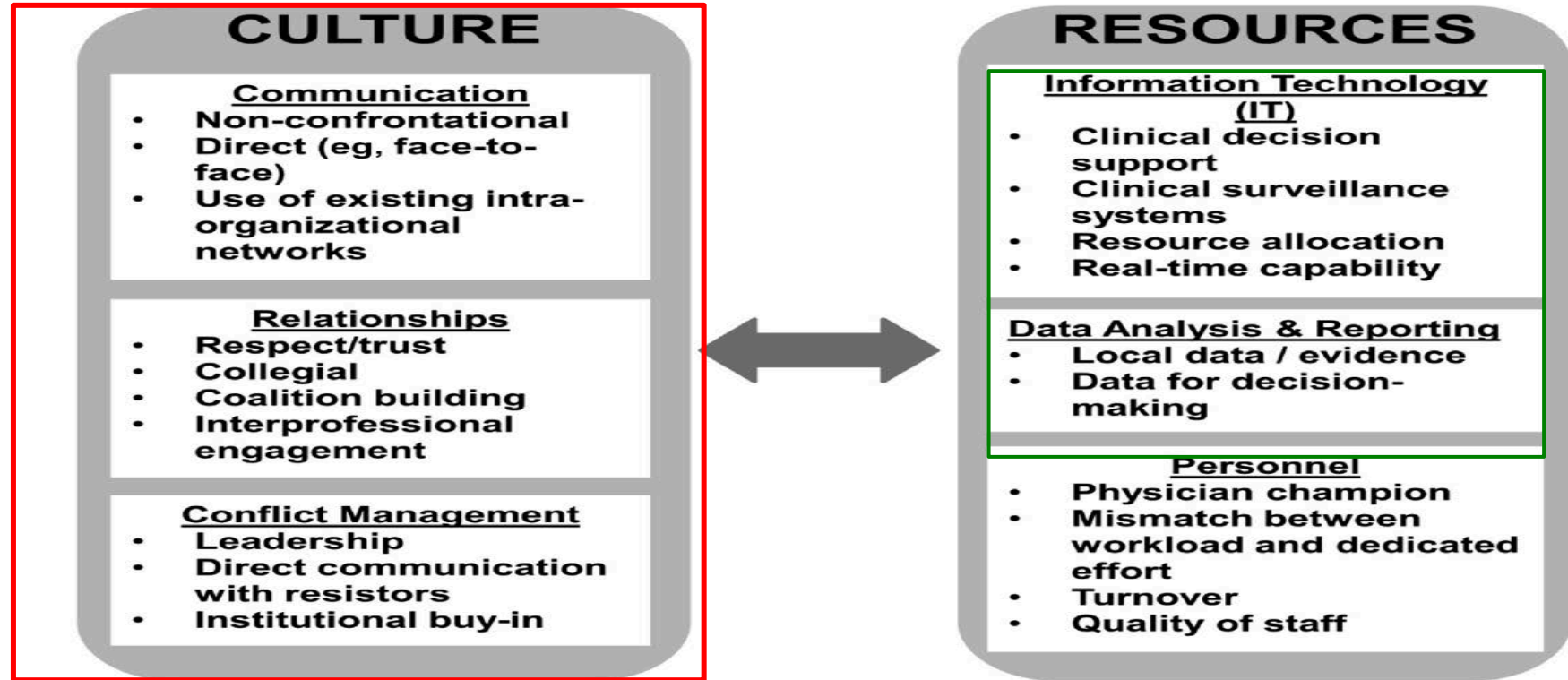
Key Suggested Interventions	Other Suggested Interventions
Implement disease state guidelines.	Ensure strong leadership and adequate financial support.
Engage frontline clinicians.	Engage local medical communities and academic partners.
Address inappropriate diagnostic testing.	Determine whether patients labeled as having a beta-lactam allergy are truly allergic.
	Establish standard processes and procedures to evaluate antimicrobials at transitions of care.

**Table 2. Suggested Measures for Antimicrobial Stewardship Programs from the Leading Practices in Antimicrobial Stewardship Conference**

Key Suggested Measures	Other Suggested Measures
Days of therapy per 1,000 days present or patient-days	Prescribing patterns of individual clinicians
Hospital-onset <i>C. difficile</i> rates	Total duration of antibiotic therapy
Appropriate use and concordance of care with clinical practice guidelines	

# Facilitators and barriers to implementing antimicrobial stewardship strategies: Results from a qualitative study

*A.L. Pakyz et al. / American Journal of Infection Control 42 (2014) S257-S263*

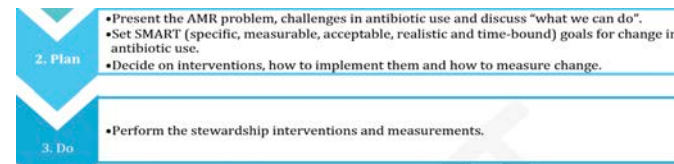


**Fig 1.** Factors related to implementation of antimicrobial stewardship program strategies.



## Impact of an antimicrobial stewardship programme on antibiotic usage and resistance in a tertiary hospital in China

Z.-g. Zhang MSc<sup>1</sup> | F. Chen MSc<sup>1</sup> | Y. Ou MSc<sup>2</sup>



Q: Classify the interventions in this paper into structural, enabling, persuasive or restrictive?

**Plan:** Evaluate the impact of an AMS programme is a tertiary hospital in China  
**Do:** AMS Interventions agreed and implemented :  
**Structural [S] + Process [P] + agreed measures [O]**

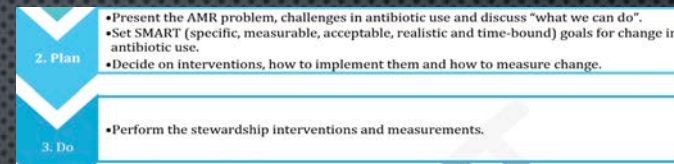
- Strengthening access to guidelines ( web based and up to date guidelines)
- Restricted use of antibiotics only prescribed by those authorised to do so
- Forbid antibiotic treatment for > 14 days & surgical prophylaxis for > 2days
- New order sets for > 14 days & surgical prophylaxis for > 2d
- Just in time" computer automated advice
- Selective ID –pharmacy review





## Impact of an antimicrobial stewardship programme on antibiotic usage and resistance in a tertiary hospital in China

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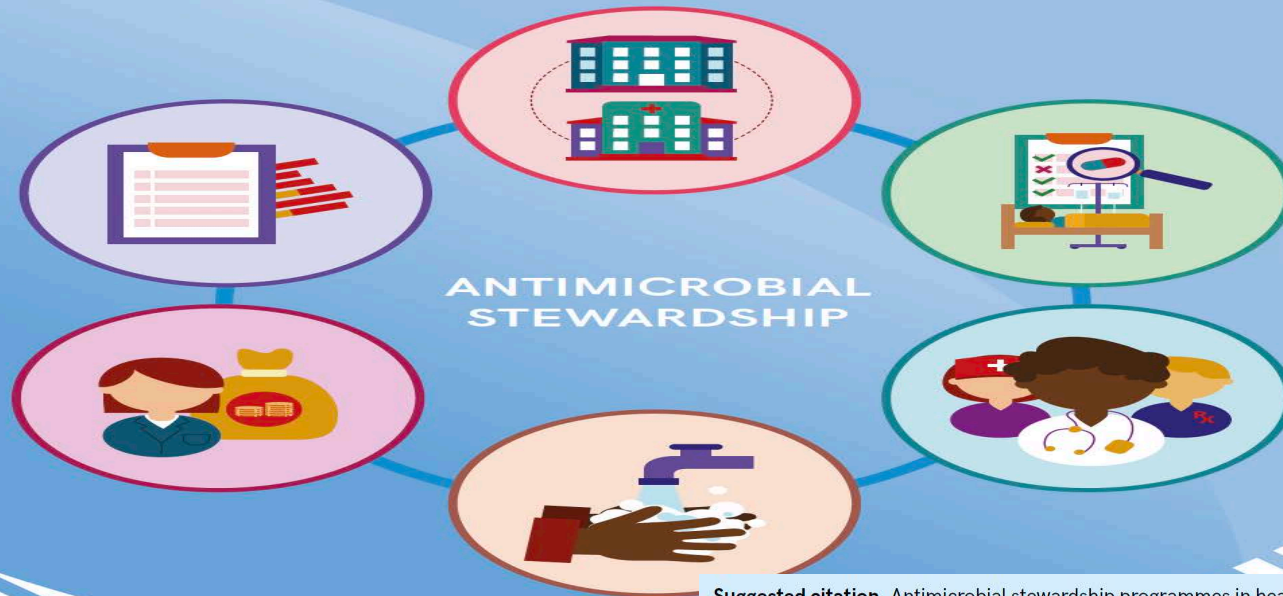
- Strengthening access to guidelines ( web based and up to date guidelines) **Structural & Enabling**
- Restricted use of antibiotics only prescribed by those authorised to do so **Restrictive**
- Forbid antibiotic treatment for > 14 days & surgical prophylaxis for > 2days **Restrictive**
- New order sets for > 14 days & surgical prophylaxis for > 2d **Structural**
- Just in time" computer automated advice **Enabling**
- Selective ID –pharmacy review **Enabling & persuasive**



World Health  
Organization

# ANTIMICROBIAL STEWARDSHIP PROGRAMMES IN HEALTH-CARE FACILITIES IN LOW- AND MIDDLE-INCOME COUNTRIES

A WHO PRACTICAL TOOLKIT



**Suggested citation.** Antimicrobial stewardship programmes in health-care facilities in low- and middle-income countries. A practical toolkit. Geneva: World Health Organization; 2019.  
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