



Planning for Implementation in practice

This guidance is for organisations planning to implement the CSNAT Intervention (CSNAT-I) in practice.

Recommendations on preparation and implementation apply to all versions of the intervention, including CSNAT-I Paediatric.

Getting ready for implementation

You have a copy of this guide as you are interested in implementing the CSNAT Intervention within your organisation. We outline our key recommendations on what is helpful to have in place before you undertake training and start to plan for implementation. Included are quotes from other practitioners who have implemented CSNAT -I within their organisations. We hope this is helpful in getting you started.

First steps

- **Obtain support from the Senior Management Team (SMT)**

It is vitally important to obtain support from senior management for this work early, as time and resources are required to plan implementation. Our previous experience has shown how important this support is for both the initial planning, and the longer-term sustainability of CSNAT-I implementation.

In terms of advice to others who might be interested in implementing it, unless you've got some buy-in at quite a senior level from the organisation I think that can be problematic. I think people need that support, we need that support and just that confidence that this is what we've agreed with you and this is what we're going to do

- **Establish an 'Implementation Team'**

This team will be made up of 2-3 people.

It is important this team has a sufficient level of authority to make changes to practice and have dedicated time for implementation planning meetings. Our previous work has demonstrated that an Implementation Team is vital for all planning and review activities associated with implementing CSNAT-I.

The three of us together... I think having three of us was really, really good. I think it would have been a lot harder to do it with just one person

Main role of the Implementation Team

To lead on implementation of the CSNAT Intervention at organisational level. This team will be responsible for planning implementation for each site, selecting practitioners to take on the role of Intervention Champions (see page 4), and for ensuring the progress of implementation is continually monitored and regularly reviewed.

We recommend they complete Learning Units 1 and 2 of the Training Manual.

Identifying Intervention Champions

Main role of Champions

Embedding implementation at service level, supporting their colleagues in the use of the intervention and acting as positive role models in its use. They can lead discussion sessions with practitioners after they have completed the Learning Unit 1 of the training manual.

The number of champions depends on the size of the organisation/service: larger teams will require more champions.

We recommend Champions complete Learning Units 1 & 2 of the Training Manual.

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Get some people behind you, that are also interested in it, to sell it to the team members really... you need someone on the ground, who's there, who's enthusiastic about it, to support the others in it. And who can help give clear pointers, when using it, and when having loads of discussions

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Who to appoint as an Intervention Champion?

A range of qualities and experience may be beneficial to consider when deciding who to select.

- **Has a clinical leadership position** and is able to contribute to decisions about practice and influence change
- **Keen interest in carer support** and evidence-based practice to support carers
- **Effective communication skills**, able to talk to groups and educate peers
- **Knows co-workers** and able to build effective relationships with them
- **Knows the organisation**, familiar with its structure and policies
- **Self-aware and resilient**, willing to challenge and engage in own professional development
- **Reliable and dependable**, able to dedicate time to this work; carries through with responsibilities

Information for Intervention Champions

What will your role involve?

You will help the Implementation Team embed the intervention within local practice settings, and act as a positive role model in its implementation, ensuring the intervention remains 'on the agenda' and is discussed regularly (both formally at meetings and informally). Champions will also host discussion sessions with practitioners in the organisation after they have completed Learning Unit 1 of the training, to answer any questions or concerns they have about implementing the intervention in their practice.

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I suppose that's just some things to think of as well as we look at implementation it's actually about maybe having champions as a kind of mechanism to try and instil that process and we'll probably look at trying to get champions in other teams to do...to take the lead and get that implementation plan, whatever that turns out to be

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There are a number of ways in which you can support your colleagues.

Approaches will vary but are likely to include:

- Acting as a positive role model regarding how the intervention can be used to support best practice (e.g. by sharing your experiences of implementation).
- Holding regular discussions with your colleagues on any difficulties related to using the intervention in practice and how these could be overcome (both at formal meetings and during informal exchanges).
- Highlighting the range of formal and informal sources of support available to carers.

Checklist of key tasks required for Implementation of the CSNAT Intervention in practice in your organisation

Key tasks	Comments
Have you obtained agreement from the Senior Management Team (SMT)	
Have you reflected with colleagues on why you want to implement the CSNAT Intervention?	
Have you identified an Implementation Team of 2-3 people?	
Has the Implementation Team met to discuss all aspects of pre-implementation planning required?	
Have you identified Intervention Champions for each service and allocated time for them to complete Learning Units 1&2 of the Training Manual?	
Have you allocated time for practitioners to complete Learning Unit I of the Training Manual?	

Getting practitioners in your organisation trained in using the CSNAT Intervention.

Once your organisation has decided to implement the intervention, you need to ensure individuals who will be delivering the intervention in practice have completed training in its use.

Download and make available a copy of Learning Unit 1 of the Training Manual for their training.

Applying for a CSNAT-I practice licence

If your organisation/service wishes to use the intervention in practice, a full CSNAT-I practice licence is required.

The team that leads on implementation in your organisation/service can request a full licence once they have completed Learning Units 1 and 2.

For more information about licensing please visit <https://csnat.org>