

GLOBAL EMERGENCY Gloves Off!

PROJECT TOOLKIT



Goal: To reduce unnecessary non-sterile examination glove use to improve hand hygiene, enhance care, reduce waste, and cut emissions.

The 'Gloves Off' project aims to provide Health Care Workers (HCWs) with the required knowledge and skills to reduce unnecessary glove use in clinical settings and prioritise effective hand hygiene. This will lower infection risk, reduce both costs and waste.

Background & Evidence

The "Gloves Off" campaign was first launched by the Great Ormond Street Hospital (GOSH) team in 2018. There have been replications of the program across Australia and other countries, with significant success in the Hunter New England, Central Coast and Mid North Coast Local Health Districts.

Evidence in the literature suggests:

- Over 300 billion gloves used annually in healthcare
- Non-sterile gloves are commonly misused and overused in clinical work with 30–50% of glove use being unnecessary
- Healthcare workers are less likely to adhere to hand hygiene practices when wearing non-sterile gloves, leading to potential transmission of infections.
- Glove overuse results in increased volumes of avoidable waste being sent to landfill.
- Better care = less waste = lower emissions = real savings

GLOBAL EMERGENCY Gloves Off

7 Steps to Success

The following steps will guide you through the planning and implementation of your Gloves Off project.

Step 1 Secure leadership support and IPC alignment

Securing leadership and Infection Prevention and Control (IPC) support ensures the Gloves Off campaign is safe, evidence-based, and aligned with organisational policies, giving staff the confidence to change practice. It legitimises the initiative, reduces perceived risk, and helps embed change across the ED and sets up the project for expansion.

Step 2 Form a multidisciplinary team

Identify your key collaborators: Infection control services, hospital executive sponsor, senior nursing, medical and allied health. At the department level, assemble champions and nurse unit managers, medical and allied health and if possible, involve the Sustainable Healthcare Unit and Communication team.

Determine team roles and governance structure: Clinical lead/project champion, IPC representative, nursing educator/shift leads, facilities or waste rep, sustainable healthcare officer, communications/graphic design support.

Step 3 Collect baseline data.

Once you decide on the scope (department/ hospital/district) collect data:

- Hand hygiene compliance by observation and audit.
- Quantify monthly glove procurement data over the previous two year period
- Use staff surveys to identify knowledge gaps and understand current practice
- Calculate the carbon footprint of current glove use (NB the carbon footprint of one single glove is 34g of CO₂e.)

Step 4 Run staff education sessions/huddles

Use a range of interventions and keep the messaging consistent, engaging and short, aligning with the Choosing Wisely program.

Formal sessions

- 20 minutes long
- Department based
- Attended by all staff in ED that use gloves (clinical, ward people etc.)
- To promote the 5 Moments of Hand Hygiene
- Explain how to assess when a clinical interaction requires gloves
- Describe the negative effects of inappropriate glove use



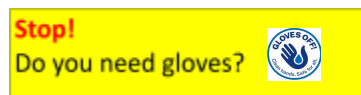
Informal sessions

Try using the following talking points at huddles and handovers, point of care to reinforce key messages and serve as regular reminders at every shift:

- 420 billion used globally per year, many are unnecessary
- This campaign empowers safe, rational, sustainable glove use
- It's a simple way to protect patients and staff
- It supports infection control best practices and environmental goals
- Let's lead by example and encourage our teams

Communication interventions:

- Small sign for glove dispensers
- Posters/Banners
- QR code linked to more detailed information
- Gloves Off graphic
- Email signature template/graphic
- Online meeting background
- Share results with staff at meetings and internal newsletters/ noticeboards
- Prepare a launch email/script, mid-campaign update, and end-of-campaign report/infographic.



Step 5 Employ visual prompts and reminders

Screensavers are an easy engaging way to get messages across to large audiences:



Step 6 Launch campaign activities

- Face to face education.
- Organise cookie/baking promotions
- Introduce nudges (e.g. 'Do you need gloves for this task?').
- Implement real-time feedback from Champions and monthly audit summaries.
- Recognise and reward progress.

Step 7 Monitor, evaluate, and celebrate progress

Pre and post intervention outcomes to measure:

- Hand hygiene compliance
- Glove use appropriateness assessed using observational audits
- Glove procurement
- Staff knowledge and attitudes as determined by staff survey.

Project Framework/Timeline

To run this project smoothly, remember to apply the 1-2-3 Framework and lock in the project Timeline.

1-2-3 Framework

- 1 Small Project,
- 2 Passionate Colleagues,
- 3 Month SMART goal.

Project Timeline

- Phase 1: Setup (Month 1 + 2)
- Phase 2: Launch & Activate (Month 3-4)
- Phase 3: Celebrate & Expand (Month 4+)

Please note, this timeframe is a guide and may need to be extended to include more time setting up (planning and pre implementation phase).

Common Pitfalls and Solutions

Pitfall	Description	Ways to Overcome
Concern of transmission of infectious disease from patient to HCW	Staff worry reducing glove use will leave them more exposed to infection	<ul style="list-style-type: none">• Reframe as 'gloves when needed, hand hygiene always'• Share evidence that misuse increases cross-contamination• Partner with the IPC team for endorsement
Lack of awareness or misunderstanding	Staff unsure when gloves are indicated	<ul style="list-style-type: none">• Run short huddles linking to 5 Moments of HH• Use posters near glove dispensers• Recruit peer champions to model practice• Employ multiple modes of communication tools
Data collection challenges	Difficult to track glove use; audits are time-consuming	<ul style="list-style-type: none">• Use procurement spend data as baseline and ongoing tracking• Take a 2 year pre implementation snapshot• Track glove use relative to patient presentation numbers• Supplement with spot audits, if possible
Staff habits and culture	Gloves used as default in a stressful environment	<ul style="list-style-type: none">• Trial in one area first, give feedback• Celebrate wins with dashboards• Reinforce that GO = less waste, same safety

Leadership and engagement gaps	Staff do not prioritise if leaders are not visibly supportive	<ul style="list-style-type: none"> • Secure ED Director/Nurse Manager endorsement • Present GO at performance meetings • Recognise champions publicly
Mixed messages	Confusion if IPC, procurement, and ED give different advice	<ul style="list-style-type: none"> • Co-design messages with IPC/quality • Refer to regional and national guidelines, if available • Integrate into hand hygiene audits
Sustainability and momentum	The change is not adopted into practice as usual and glove use reverts to pre launch levels	<ul style="list-style-type: none"> • Share ongoing monthly procurement analysis • Link GO to Choosing Wisely & sustainability • Recirculate education package one month after launch and celebrate impact

Resources

The following resources will help teams plan, implement and evaluate the Gloves Off Project. These can be adapted for local application.

A. Essentials

1. Quick Start Guide (The only free resource without registration)
2. Project Toolkit (With resources - ie this document)
3. Checklist
4. Guidelines for Glove Use
5. Training Presentation
6. FAQ

B. Communications

1. Poster
2. Posters and Messaging Info
3. Glove dispensers sign
4. Launch email
5. Screensaver
6. Logo

C. Metrics

1. Pre-launch Scorecard
2. Dashboard
3. Carbon footprint calculator

D. Templates

1. Staff Survey
2. Gloves Audit
3. Hand Gel Availability Audit

E. References

F. Acknowledgments

Version control

Version	Date	Review Date
1	August 2025	November 2025

