Job Description

Job Title: Infection Control Practitioner

Responsible to: Head of Specialist Services

Accountable to: Director of Care

Job Purpose:

To lead on Infection Prevention & Control (IP&C) providing a high-profile Infection Prevention and Control (IPC) service for Acorns to reduce the incidence of healthcare associated infections. In addition, as part of the Care Education team, work collaboratively across the Care Directorate to support the delivery of Acorns Education Strategy.

To provide a visible, proactive approach to prevention, surveillance, investigation, and control of infection, including the review, formulation, implementation and education of evidence-based infection prevention and control practices, in line with national and hospice policy. Be a strong patient advocate, provide visible leadership and ensuring that the care of patients reflects best clinical standards and that all patients are treated with dignity and respect in line with Acorns Values.

To support the development of Acorns wide policies in infection prevention and control.

Main Duties:

1. Work in accordance with your Registered Bodies Code of Professional Practice/ Standards and Scope of Professional Practice remaining professionally and legally accountable.
2. To provide specialist input in the identification, prevention, monitoring, surveillance, and control of infection within Acorns
3. To monitor staff compliance with infection prevention and control policies initiating appropriate actions to enable all disciplines of staff to prevent and control infections.
4. Act as a specialist adviser and resource to all staff, clinical and non-clinical, on issues relating to infection prevention and control.
5. Monitor infection control aspects of the environment, ensuring agreed standards are met.
6. Identify potential infection hazards and suggest appropriate remedial action to relevant personnel.
7. Work with the Lead Practice Educator and Deputy Director of Care for Practice Development and Quality Assurance to support the development and delivery of an education plan that supports Acorns strategy and workforce development in order to meet the needs of children, families and individual team members.
8. As part of the Care Education Team develop/ identify, deliver, and evaluate digital and face to face learning packages to meet identified learning needs including bespoke clinical skills including “train the trainer” sessions.
9. Use relevant IT to collect and interpret data, review critical incident and produce written reports with recommendations where necessary.

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10. Recognise and use opportunities to facilitate learning, providing situational support as necessary.
11. Assist in the delivery of infection prevention and control education programmes for all members of staff, participating in relevant study days and evaluating the effectiveness of the teaching/learning process.
12. Critically evaluate information and research to formulate advice on the prevention and control of infection including evaluation of new techniques, equipment, and products.
13. To maintain and develop professional knowledge and competence showing evidence of this.
14. To be actively involved with professional / nursing groups within Acorns as requested by the Deputy Director of Care for Practice Development and Quality Assurance or Lead Practice Educator.
15. To maintain confidentiality of information regarding patients and staff.
16. Attend statutory and mandatory training and maintain annual compliance.
17. In the event of an outbreak or HCID there may be a requirement to be available as part of an on-call rota.
18. Maintain standards and ensure clinical governance is central to the function of the service.
19. Contribute towards and deliver presentation materials for promoting the Palliative Care service to other professional groups within and outside the organisation.
20. Work autonomously and as part of a team to deliver care.
21. To promote and contribute to effective team working.

Leadership and Management Responsibilities

1. Act as a role model at all times promoting best practice within infection prevention and control.
2. Maintain close liaison with the Deputy Director of Care for Practice Development and Quality Assurance and Lead Practice Educator on matters relating to infection control and education.
3. Willing and able to travel between sites and to external meetings and conferences
4. Advise staff when patient isolation is necessary, ensuring the correct techniques are implemented and reviewed.
5. Explain the significance of microbiological data to Acorns staff to enable them to prevent and control infection.
6. Seek early evidence of cross infection with a view to recommending immediate control measures. The result to be documented and recommendations made to prevent recurrence.
7. Collaborate with members of care teams and other agencies in the identification, investigation and management of outbreaks seeking advice from those with expertise where necessary.
8. To be responsible for the investigation of incidents, near misses and potential complaints in line with Acorns policy and procedures relevant to your area of work
9. Identify potential infection hazards and suggest appropriate remedial action to relevant personnel.
10. Participate in the development and implementation of the annual infection prevention and control programme/plan.
11. Participate in the writing of infection control reports in conjunction with Deputy Director of Care for Practice Development and Quality Assurance
12. Participate in the assessment, identification of training needs and assist in the formulation and implementation of formal and informal teaching and learning

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packages for different groups of staff. Prepare and use a variety of methods to deliver appropriate information effectively.

13. To maintain a safe environment for all patients, visitors, and staff per the Acorn's policies
14. Provide health education information to the child and family, to promote a healthy lifestyle and where appropriate address public health issues
15. Completion of annual appraisals– fulfilling own responsibility for appraisal process and agreed personal development/ training plan.
16. To attend regularly and contribute to team meetings and clinical/safeguarding supervision to ensure effective communication and shared learning is maintained.

Working relationships

1. Provide effective communication with patients, their relatives, and relevant others to impart information and support, which may be of a sensitive and emotive nature.
2. To promote communication with the children and young people, encouraging them to express their wishes and concerns to their best ability (this may include non-verbal, electronic or alternative communication methods).
3. Participate in Infection Prevention and Control Surveillance Programmes in the collection and interpretation of data in conjunction with other members of the Infection Prevention and Control team and wider clinical teams.
4. Act as expert resource on Acorns new and refurbishment building projects.
5. Maintain clear and contemporaneous paper and electronic records in line with Acorns Policy
6. Educate, advise, and inform patients/relatives about infection control and related issues, as required.
7. Initiate and participate in research and audit relevant to development and delivery of the service.
8. This is not an exhaustive list of duties, and a regular review will take place with the postholder as part of their ongoing development and performance management.

Infection Prevention and Control

All Employees and Volunteers of Acorns will be expected to follow all infection prevention and control policies and procedures to ensure a safe and healthy environment. This includes maintaining best hygiene practices, using personal protective equipment (PPE) as required, and adhering to safety protocols to minimise the risk of infection. It is everybody's responsibility to promote a clean and safe environment for staff, children, young people and their families.

Health and Safety

All Employees and Volunteers of Acorns are required to comply with all health and safety policies and procedures in accordance with the Health and Safety at Work Act 1974. This includes taking reasonable care of their own health and safety, as well as that of others who may be affected by their actions. The role involves using personal protective equipment (PPE) when necessary, following established safety protocols, reporting hazards or unsafe conditions, and participating in health and safety training. All Employees and Volunteers of Acorns must actively contribute to maintaining a safe and healthy environment and

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cooperate with the employer to ensure compliance with relevant health and safety legislation.

Environmental sustainability

All Employees and Volunteers of Acorns are required to support in minimising environmental impact wherever possible, including recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

Safeguarding

Acorns is committed to safeguarding and promoting the welfare of children and adults and expects all staff and volunteers to share this commitment. It is the responsibility of all staff to always safeguard and protect children and adults at risk, staff must report any concerns as per safeguarding policies and procedures which are available on Acorns internal systems. Every staff member must undertake regular mandatory safeguarding training at a level relevant to their role.

Data Protection and Confidentiality

All Employees and Volunteers of Acorns are required to comply with all relevant data protection laws, including the Data Protection Act 2018 and the General Data Protection Regulation (GDPR). This includes ensuring the confidentiality, integrity, and security of personal and sensitive information. All Employees and Volunteers of Acorns must handle all data in accordance with organisational policies and procedures, ensuring it is only used for its intended purpose and is not disclosed to unauthorised individuals. The role may involve safeguarding personal data, reporting any data breaches, and always maintaining strict confidentiality to protect both individuals' privacy and the organisation's legal obligations.

Equality, Inclusivity and Diversity

All Employees and Volunteers of Acorns are required to promote and uphold the principles of equality, inclusivity, and diversity in all aspects of their work. This includes ensuring that all individuals are treated with respect and fairness, regardless of their race, gender, age, disability, sexual orientation, religion, or any other characteristic protected by law. All Employees and Volunteers of Acorns must comply with relevant legislation, including the Equality Act 2010, and contribute to creating an inclusive environment that values diverse perspectives. The role involves actively challenging discrimination and bias and supporting the organisation's commitment to providing equal opportunities for all.

Other Duties:

1. To act as an ambassador for Acorns raising awareness of its charitable aims and objectives and enhancing its reputation through exemplary behaviour, conduct and team working.
2. To contribute to Acorn's fundraising aims by raising awareness with your stakeholder groups about how vital fundraising is to the charity's mission and sharing opportunities for fundraising support
3. To put the needs and interests of Acorns children and young people and their families first in all aspects of their work.
4. To ensure compliance with Acorn's policies for diversity, employment, equal opportunities, health and safety, information governance and safeguarding.

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5. To actively participate in an annual performance and development review process and any training and development identified to further enhance your role with Acorns.
6. Promote a coaching culture within Acorns and provide coaching expertise as a resource across the organisation.
7. To carry out any other reasonable duty as requested by your line manager.

Acorns adheres to the United Nations Convention on the Rights of the Child. As an employee you will be a Duty Bearer for Children's Rights and support all children to be Rights Holders.

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Person Specification: Infection Control Practitioner

	Essential	Desirable
Qualifications	> Registered Nurse or Allied Health Professional > NMC/HCPC registration > Diploma/degree level qualification > Evidence of post basic training in infection prevention and control	> Post registration IPC qualification (or working towards) > Recognised qualification in education/teaching
Experience	> Substantial/significant experience required at Band 6 or equivalent level > Previous experience in infection control > Evidence of continued professional development	> Experience of creating delivering monitoring training and evaluating clinical training activities using blended learning
Skills and Ability	> Excellent written and verbal communication skills > Organisational skills and ability to lead a team > Ability to be a change agent > Knowledge and understanding of relevant legislation > Demonstrate a knowledge of duties required for the post > Leadership and evidence of sound decision making > Ability to motivate others and be self-motivating > Adapt to wide range of people and situations > Delegate and prioritise > Excellent interpersonal skills	> Knowledge of procedures related to safeguarding adults and children > Ability to manage delivering learning remotely
Other	> Able to demonstrate a commitment to team working > Able to demonstrate awareness of and sensitivity to the needs of the individuals from diverse social and cultural groups > Willing and able to travel between sites and to external meetings and conferences > Able to think creatively and prioritize in a busy environment	
Behaviours	> Will challenge the status quo > Positive, enthusiastic approach & can-do attitude > Curious, always seeking to understand and improve experience of customers > Open to change and continuous improvement > Innovative mindset and passionate about learning > Commitment to the Acorns strategy & its success	

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Terms and Conditions of Employment

Job Title:	Infection Control Practitioner
Responsible to:	Head of Specialist Services
Accountable to:	Director of Care
Location:	Nearest Acorns Hospice (Walsall, Worcester or Selly Oak) with travel across all hospices
Salary:	Acorns Pay Level F £46,920 to £53,040 per annum
Notice:	8 weeks
Hours:	37.5 hours per week
Holidays:	27 days plus statutory bank holidays
Pension:	Contribution to Group Personal Pension Plan or NHS Pension Scheme (if already in scheme).
Life Assurance:	Acorns Group Life Assurance Scheme or NHS Pension Scheme Life Assurance cover (if already in scheme)

All terms and conditions will be detailed in writing together with Employee Handbook which must be read and observed.

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