Infection Prevention and Control (IPC) Lead

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| Job title: | Infection Prevention and Control (IPC) Lead |
| Department: | Governance and Quality |
| Location: | Remote (with some travel to sites) |
| Reporting to: | Head of Governance and Quality |
| Direct reports: | Nil |
| Accountable to: | Head of Governance and Quality |
| Job purpose: | A new opportunity has arisen within Vita Health Group’s Governance and Quality Team; as part of team expansion, we are looking for an enthusiastic, innovative, and knowledgeable individual to lead infection prevention and control (IPC) activities throughout Vita Health Group (VHG). The role will report to our Head of Governance and Quality and will be key in ensuring VHG delivers safe, quality care, to all the people it serves as well as ensuring safe practice and environments for all colleagues.  The role will be responsible for the ongoing development, review and implementation of our infection prevention and control framework including but not limited to IPC policies, procedures, quality improvement projects and the annual IPC plan.  The role will lead and work in collaboration with the IPC team and other key stakeholders to ensure delivery of the IPC strategy. |
| Role and Responsibilities: | * + Enhancing the IPC framework including updating policies and procedures   + Working in collaboration with the IPC team, ensuring each member exercises their IPC requirements   + Developing and undertaking a variety of IPC audits such as hand hygiene and environment checks   + Quality site visits capturing comprehensive audits and compliance   + Analysing data and thematic IPC trends and presenting monthly reports to Head of Governance & Quality and other stakeholders   + Keeping up to date with current best practice/standards in relation to IPC, for example NICE clinical guidelines, National Infection Prevention and Control Manual, and the Health and Social Care Act 2008: code of practice, and sharing this knowledge within VHG   + Developing and delivering training on IPC, and monitoring colleagues’ compliance to mandatory training   + Investigating events (complaints/incidents) in relation to IPC including root cause analysis and action plans   + Working closely with the Head of Governance and Quality, the Compliance team, Estates and Facilities Team, IPC Team and Health and Safety Officer ensuring IPC matters are reviewed in collaboration   + Challenging practice and championing standards across the business in a proactive manner   + Identifying risks in relation to IPC and service user safety; advising on mitigations/leading on implementation of mitigations and addressing corrective actions in a timely manner   + Developing annual IPC plan   + Monitoring IPC Team competencies   + Attending meetings and consulting on IPC topics as subject matter expert (SME) including Governance, Quality and Risk Groups   + Chairing IPC specific meetings, leading the agenda and ensuring minutes and actions are completed   + Any additional IPC duties identified by the Head of Governance and Quality   **Equality Diversity & Inclusion (EDI)**  We are proud to be an equal opportunities employer and are fully committed to EDI best practice in all we do. We believe it is the responsibility of everyone to ensure their actions support this with all internal and external stakeholders. Be aware of the impact of your behaviour on others. Ensure that others are treated with fairness, dignity, and respect. Maintain and develop your knowledge about what EDI is and why it is important. Be prepared to challenge bias, discrimination, and prejudice, if possible, to do so, and raise with your manager and People Services Team. Encourage and support others to feel confident in speaking up if they have been subjected to or witnessed bias, discrimination, or prejudice. Be prepared to speak up for others if you witness bias, discrimination, or prejudice |
| Training and supervision: | As required |
| Additional information: | Some travel to sites |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Registered nurse with evidence of NMC registration * Educated to degree level or equivalent |  |
| **Experience** | * + Previous experience/ability to learn service user management systems (electronic clinical records) quickly   + Previous experience in an infection prevention and control role or undertaking IPC work as part of previous role   + Understanding the audit cycle with experience in clinical audit and clinical governance processes | * + Experience in quality improvement/change management projects |
| **Skills/knowledge** | * + Awareness and understanding of regulatory and legislative standards which impact the IPC agenda including Health & Social Care Act 2008: code of practice, the National Infection Prevention and Control Manual and evidence-based practice e.g., NICE guidelines   + Excellent computer skills including Microsoft Office suite   + Excellent organisational skills including ability to prioritise workload, adapt to a fast-paced environment and effective time management   + Teaching and presentation skills | * + Experience in designing and delivering training   + Previous use of Power-BI, MS forms, Radar Healthcare (or other risk management system)   + Understanding the CQC fundamental standards that relate to IPC |
| **Specialist training** | * Infection Prevention and Control qualification, course or working towards this (equivalent experience considered) * Commitment to Continued Professional Development (CPD) and learning with evidence |  |
| **Personal competencies and qualities** | * + Able to lead by example and clinically reason changes in practice   + Ability to work autonomously and as part of a multi-disciplinary team   + Excellent communication skills written and verbal with ability to communicate with various stakeholders   + Willingness to travel, which may include overnight stays on occasion, as and when required |  |

## Why Vita Health Group?

Vita Health Group celebrates life. Improving lives physically and mentally drives everything we do.

We are physical and mental health specialists with over 30 years of experience. We work in partnership with the NHS, are engaged by insurers and some of the UK’s largest corporate companies to support their workforce and provide a full range of mental and physical health services to our customers.

To achieve our mission of **making people better**, we recognise the importance of investing in our colleagues. In addition to a competitive salary, we also offer the opportunity of a flexible work life balance and a comprehensive benefits package which you can view here: <https://www.vitahealthgroup.co.uk/join-us/careers/>

To progress your skills and enable career development we provide Continued Professional Development opportunities including secondments, management training, a mentoring scheme and regular events and webinars across a range of clinical disciplines.

Vita Health Group is proud to be an equal opportunities employer. We are committed to Equality, Diversity & Inclusion best practice and positively encourage applications from candidates regardless of sex, race, disability, age, sexual orientation, gender identity, religion/belief, marital status, or pregnancy/maternity. To support this, we have a dedicated team of EDI specialists and run a range of active in-house diversity networks.

We are actively seeking to increase the diversity of our workforce, to ensure we are representative of the communities we serve at all levels. We therefore welcome applications from candidates with a wide range of lived experience.

We are committed to equitably support the wellbeing of all employees as demonstrated by:

* Our association with the MINDFUL EMPLOYER Charter for Employers who are Positive About Mental Health.
* Our status as a Disability Confident Employer dedicated to ensuring that all candidates are treated fairly throughout the recruitment process. All disabled candidates that meet the minimum essential criteria will be invited to interview.
* Our Ethnicity Matters Scheme where all applicants for senior roles (£40,000+) from a minority ethnic group that meet the essential criteria will be invited for interview.
* Our sign up to the Armed Forces Covenant.
* Our status as a Menopause Friendly Committed employer.
* Our sign up to the Employer with Heart Charter.
* Our commitment to meet the standards outlined in the NHS Equality Delivery System (EDS). Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES).
* The provision of access to health and wellbeing services for colleagues which includes a team of trained Mental Health Advocates and an Employee Assistance Programme.
* An embedded “speaking up” culture facilitated by Freedom to Speak Up Guardians.

Should you wish to discuss any adjustment or assistance you might need in the application or interview process please contact [recruitment@vhg.co.uk](mailto:recruitment@vhg.co.uk) and we will arrange.

VHG is committed to supporting transgender individuals with dignity and recognises the potential complications that may arise when taking references. We encourage applicants to contact HR at [hr@vhg.co.uk](mailto:hr@vhg.co.uk) to discuss or amend how we manage reference requests.

Please note, all applicants must be legally entitled to accept and perform work in the UK and all positions are subject to a DBS check.

Any data which you share with us throughout the hiring process will be stored securely within the UK and is accessible only by staff who require it. Should your application be unsuccessful, your data will be securely destroyed after 6 months.

Vita Health Group reserves the right to close this job when sufficient applications have been received.

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# Version Control