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:** | Patient Safety and Risk Lead  |
| **Direct reports:** | Nil |
| **Accountable to:**  | Director of Clinical Services  |
| **Job purpose:** | An opportunity has arisen within Vita Health Group’s Safety and Risk Team. We are looking for an enthusiastic, innovative, and knowledgeable individual to lead Vita Health Groups Infection Prevention and Control (IPC) Strategy and activities organisation wide. The role will report to our Safety and Risk Lead and will be key in ensuring Vita Health Group delivers safe, quality care, to all the people it serves as well as ensuring safe practice and environments for all colleagues. The Infection Prevention and Control Lead is a senior specialist role responsible for leading, developing, and implementing infection prevention and control strategies across the organisation. This includes ongoing review of the IPC framework and yearly IPC plan. The postholder will work closely with variously internal/external stakeholders and local multidisciplinary teams to ensure that all activities related to infection prevention and control, and surveillance are compliant with local, national, and regulatory standards.  |
| **Role and Responsibilities:** | **1. Leadership and Strategy:*** Lead the development, implementation, and monitoring of the organization’s Infection Prevention and Control (IPC) policies and procedures.
* Provide strategic advice and guidance to the Executive Team, clinical leaders, and staff on IPC issues.
* Ensure that the IPC strategy aligns with national guidance and best practices, including those from Public Health England (PHE), Care Quality Commission (CQC), and other regulatory bodies.
* Participate in the development of the infection control annual work plan and contribute to relevant Infection Control Forums

**2. Clinical Expertise and Advice:*** Act as the senior clinical expert on all matters relating to infection prevention and control, providing evidence-based advice on infection risk management.
* Lead and support investigations of infection outbreaks and incidents, ensuring thorough root cause analyses are conducted and recommendations are implemented.
* Offer clinical guidance on the use of personal protective equipment (PPE), hand hygiene, antimicrobial stewardship, environmental cleaning, and patient isolation precautions.
* Inform VHG on Occupational Health practices required to ensure staff health and safety in relation to infection prevention.

**3. Surveillance and Reporting:*** Develop and manage an effective surveillance program for healthcare-associated infections (HCAIs) and ensure compliance with mandatory reporting requirements.
* Analyse infection data and trends, providing timely reports to senior management and relevant committees.
* Lead the investigation and reporting of infection outbreaks, ensuring that all actions are documented and communicated to relevant stakeholders.
* Support local teams to report to appropriate external healthcare bodies

**4. Education and Training:*** Develop and deliver a comprehensive IPC education and training program for all staff, including induction, mandatory training, and targeted sessions for high-risk areas.
* Support Infection Prevention Champions and support them to challenge productively infection prevention practices.
* Ensure staff are informed and trained on new developments, guidelines, and regulatory changes in infection control.

**5. Policy Development and Compliance:*** Develop, implement, and review IPC policies, ensuring alignment with local, national, and international standards and guidelines.
* Ensure the organisation is compliant with IPC-related legislation and standards set by bodies such as the CQC, NICE, and MHRA.
* Regularly audit IPC practices and compliance, producing reports and action plans where necessary to drive improvement.
* Support with local level environment audits/IPC audits to ensure assurance with standards

**6. Quality Improvement and Risk Management:*** Lead quality improvement projects related to IPC, using data to drive decision-making and improve patient care outcomes.
* Work closely with clinical governance, patient safety, and risk management teams to identify and mitigate infection-related risks across the organization.
* Participate in clinical audits and ensure IPC considerations are embedded in risk assessments and incident reporting.
* Identify and escalate risks in relation to IPC and develop appropriate mitigations/actions plans.
* Develop/support development of local risk assessments in relation to IPC

**7. Collaboration and Partnerships:*** Work in partnership with multidisciplinary teams, including medical, nursing, facilities, estates, and pharmacy, to implement IPC strategies across VHG.
* Build relationships with external agencies and organisations to ensure the organisation remains compliant with best practices in infection control.
* Attend relevant regional and national IPC forums, ensuring the organisation is informed of emerging infection risks, new guidance, and shared learning.
* Attend appropriate assurance and oversight meetings externally to provide assurance (ie local ICB).

 Any additional IPC duties identified by the Safety and Risk Lead and/or Director of Clinical Services.  |
| Equality Diversity & Inclusion (EDI) | **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.  Vita Health Group has several initiatives in place to achieve this including our Zero Tolerance Policy, Code of Conduct, Freedom to Speak Up Guardians, and more. We believe it is the responsibility of everyone to ensure their actions support this goal 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 when possible, and raise with your manager, the EDI & Sustainability team, or the Freedom to Speak Up Guardians.
* 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.
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| 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
* Post-graduate degree or equivalent qualification and experience in infection control
 | * Membership of special interest or professional groups
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| **Experience** | * + Substantial experience in an infection prevention and control role within a healthcare setting
	+ Proven leadership experience with a track record of implementing change and improving IPC outcomes
	+ Experience in conducting infection surveillance, audits, and managing outbreaks
	+ Demonstrated ability to educate and influence staff at all levels on infection prevention
	+ Previous experience/ability to learn service user management systems (electronic clinical records) quickly

 | * Quality report writing
* Leadership training
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| **Skills/knowledge** | * In-depth knowledge of infection prevention and control standards, guidelines, and regulatory requirements
* Excellent leadership and interpersonal skills, with the ability to influence and motivate others
* Strong analytical and data interpretation skills for infection surveillance and risk management
* Ability to manage complex situations and work under pressure
* Excellent communication skills, both written and verbal, to present information clearly and effectively
	+ 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, CQC standards, and evidence-based practice e.g., NICE guidelines
 | * + Experience in designing, presenting and delivering training
	+ Previous use of Power-BI, MS forms, Radar Healthcare (or other risk management system)
	+ Speaks another language
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| **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
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| **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
	+ 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
	+ A passion for IPC, patient safety and quality improvement
	+ Willingness to travel, which may include overnight stays on occasion, as and when required
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