

# Needs Assessment: Part Two



Framework for Staffing and Core  
Competencies for Infection Control  
Programs

# Acknowledgements

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# Purpose of Document

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- ❑ To provide a framework for HA to establish standards for staffing IPC programs
- ❑ To provide standards and information to fulfill IC training needs for all HCWs across the continuum of care

# Four Core Elements to consider...

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- Surveillance
- Policy and Procedure Development
- Outbreak Management
- Receiving and maintaining adequate resources to support the program

# Staffing must consider

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- Scope and complexity of the facility and/or program
- Patient population characteristics
- Demographics of the workforce
- Geography
- Economics

# Staffing Infection Control.....

Setting	ICP and IC ratios	Responsibilities
Acute Care	0.8 – 1 ICP/100 –175 beds 1 FTE Dr/1000 beds	Education Surveillance Outbreak Mgt Committee work Administration Product evaluation Policy Procedure Development Communicable disease management
Residential Care	1 ICP/150-200 LTC beds	As above
Rehab/Transitional Care	1 ICP per program with access to external IC experts	Surveillance Outbreak Management Policy and Procedure Development Occ Hlth Resident health program/education

# Staffing Occupational Health

Ratio	Responsibilities
OH Nurses: ratio not yet established. Consensus 1:6,000-7,000 employees	Documentation of new employee health status Outbreak investigation Education and training for staff
Occ Health Physicians consensus 1:8,000to 12,000 FTE	Director and consultant for above
Occupational Hygienists 1 OH per HA	Control measures in workplace Coordination of required activities related to controls
Occupational Hlth and Safety Professionals 1:5000 staff requiring fit test	N95 fit testing

# Training and Orientation

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- ❑ Essentials of Training for all HCWs as part of orientation
- ❑ Continuing Education for all personnel
- ❑ As a mandatory component of training
- ❑ Incorporation of IC compliance into performance reviews
- ❑ Core competencies outlined in document

# Core Competencies: Infection Control Professionals

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- ❑ Current license or registration certification as a medical technologist or clinical laboratory scientist, physician or registered nurse OR
- ❑ Appropriate post-secondary education and have demonstrated competency in the IC field by successfully completing a CHICA endorsed IC course
- ❑ Other core competencies based on CHICA/APIC standards