

Consultation Draft

Infection Prevention and Control Framework for the specialist Infection Prevention and Control Practitioner Workforce

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DRAFT

Introduction and Background

NHS England have committed to deliver the actions outlined in the NHS Long Term Plan (2019) and the Five-year Antimicrobial Resistance (AMR) National Action Plan (2019).

The Healthcare Safety Investigation Branch (2020) report into the SARS-CoV-2 pandemic highlighted the need to strengthen IPC knowledge skills and behaviours across all health and care sectors.

The IPC workforce should be a trained, dedicated IPC focal point who ideally leads a trained and multidisciplinary team and reports to the highest level in the health care organisation.

NHS England commissioned Skills for Health to review and develop an IPC framework for those individuals who would be considered part of the IPC Practitioner workforce; to improve the quality of IPC practice and thereby improve health outcomes, as well as promote IPC as a positive place to work and increase its reach to those who would consider a career in IPC. The framework is not intended to replace current relevant frameworks but supplement them.

Purpose of the Framework

The framework sets the standards for the development and growth of the Infection Prevention Control (IPC) workforce, with the confidence and leadership skills to lead, challenge and implement safe standards of IPC practice. The target audience is healthcare professionals currently engaged in or considering a career in IPC, and those who work in IPC education, training, evaluation, management and clinical service delivery.

*The framework identifies **distinct levels of practice** which creates an incremental pathway for the IPC workforce ranging from someone 'new' to IPC through to someone working at advanced level practice.*

*The framework **aims to support** managers, in growing and developing a skilled workforce as a basis for multidisciplinary teams within health and social care organisations.*

*The framework **can** assist in curriculum design and review of training courses for IPC workforce which will support the growth of capability and capacity in developing a skilled and competent workforce, as well as support organisations in growing and developing skilled and educated IPC staff.*

*Learning providers and professional training bodies **are encouraged to consider** this document to inform the development of curricula for the courses and training they deliver and qualifications they award. To assist learning providers, a self-assessment tool has been developed.*

*The Framework acts as a **focal point** for the necessary partnership working between health and care providers, providers of education and training and the IPC workforce.*

The framework enables the development of new skills and supports professional growth and workforce transformation in all IPC settings.

Who will be interested in this framework?

Service commissioners

The framework enables commissioners of services to specify minimum standards for clinical employment; it sets out clear expectations about what staff need to do. The capabilities support the development and planning of the workforce to meet local population need and support a common understanding and expectation of staff.

Employers

The framework enables employers and managers to demonstrate that staff they employ/manage meet core capabilities, or have developmental plans in place along with the necessary supervision to ensure safety and meet the needs of the service and organisation(s). This underpins and supports the need for continuing professional development of staff to ensure their practice is safe, effective, remains up-to-date and supports the process of quality assurance to ensure the safety and effectiveness of primary care roles. It can be used as part of appraisal processes. It can be used to review and recognise how capabilities are shared across teams.

Education and training providers

Educational institutions can use the framework to inform the design of their curricula and the delivery of education, training, and development programmes, including identifying learning outcomes. This will ensure that their learning and development provision contributes to the full range of knowledge to support the capabilities required to make individuals safe and effective members of the workforce.

The framework will inform those who design and deliver training and development opportunities to focus on the key capabilities that learners need to achieve and maintain. This in turn will guide the content to be included and the use of appropriate learning and teaching strategies.

Use of this framework also supports organisational and system wide effectiveness and efficiencies by encouraging the delivery of education and training that is focused on developing core capabilities and optimises opportunities for interprofessional learning; focused on outcomes-based curricula which equips individuals with the attributes required to meet the needs of the population. In so doing, it should help to increase consistency in knowledge and skills development, prevent unnecessary duplication in education and training delivery and strengthen skill mix and teamworking.

Current and future staff

The framework promotes IPC as a career option for a wide range of individuals as well as giving a clear sense of the ways in which to progress. The framework sets out clear expectations for staff about the requirements for effective and safe practice.

It provides clarity about characteristics and requirements to practice at each level and offers a structure of capabilities that enable practice at each level.

It can be used to conduct formal or informal appraisal, alongside a training needs analysis, comparing current skills and knowledge with required skills and knowledge.

This framework will assist staff in the development of a portfolio of evidence of capability.

Structure of the framework

The framework is comprised of three components:

- Levels of practice
- Domains
- Outcomes for practice (for each level of practice and domain).

The framework aims to support the sustainability and growth of the IPC workforce and facilitate the development of staff within IPC services. It also provides insight into what characteristics are required to work at each level.

The framework is a mechanism for describing the levels of practice IPC practitioners are required to operate at, i.e., level of responsibility, decision making; combined with the activities undertaken.

In articulating these levels, the framework **does not** mandate roles/jobs; nor does it suggest the amount of remuneration or terms and conditions that maybe associated with jobs/roles. Such issues must be dealt with locally by employers; however, the framework makes suggestions as to which types of roles, one could reasonably expect to see at each level of the career framework.

Levels of Practice



Practice Descriptors

Foundation Practice Descriptor	
<ul style="list-style-type: none"> • This Level of practice applies to all IPC Practitioners, regardless of the care setting they work in, the context of their role and professional background. This level forms the essence of all IPC practice. • All staff at this level will be working towards an IPC qualification/agreed level of training to obtain a comprehensive and thorough knowledge of IPC, and are able to use knowledge to solve problems, make judgements which require analysis and interpretation; however, they will have an awareness of the boundaries of their knowledge. • They will have responsibility for the delivery of staff training and supporting the development needs of identified staff. • They may carry out a wide range of duties and will have some responsibility for the delivery of care, with guidance and supervision available when needed. They will contribute to service improvement and are responsible for their own self-development. 	
<p>Indicative learning required</p> <p>Appropriate units of learning that enable the capabilities identified to be achieved, for example:</p> <ul style="list-style-type: none"> • Further development of relevant IPC clinical practice knowledge & outcomes • Principles of leadership and behavioural change • Principles of data collection, audit and research • Facilitating learning events and principles of effective teaching 	<p>Potential roles at this level</p> <ul style="list-style-type: none"> • Newly appointed IPC staff • IPC Link staff • Surveillance Staff

Enhanced Level Practice Descriptor

- Enhanced practice is a level of practice used to describe the practice of highly experienced, knowledgeable IPC professionals.
- Enhanced practice IPC professionals will have typically completed some form of post graduate education relevant to their area of practice and role. They usually work as part of a multidisciplinary team and apply their enhanced skills, knowledge, and experience to contribute to episodes of care.
- Enhanced IPC Practice professionals provide a high standard of complex, enhanced care for patients, using enhanced levels of clinical judgement, skills and knowledge.
- Enhanced IPC Practice professionals critically evaluate and analyse clinical problems using their expertise and clinical knowledge, seeking out and applying relevant evidence, enhanced clinical assessments, diagnostics, interventions, and equipment to make clinical decisions.
- Enhanced Practice IPC professionals deliver complex care in the context of continual change, challenging environments, different models of care delivery, innovation and rapidly evolving technologies using critical analysis and their underpinning knowledge to manage complex interventions.
- Enhanced Practitioners teach and advise others and/or support the multi-disciplinary team to do so.
- They participate in clinical audits, research projects, and implement changes as required, including the development and updating of practice protocols/guidelines and procedures. They will work within national and local protocols where these exist.
- They continuously update their knowledge, enhance their clinical practice, and provide support, mentoring and supervision of others.
- They recognise and work within the boundaries of their practice, knowing when and to whom to refer patients/situations. They may delegate work to other members of the multidisciplinary team and take accountability for the delegated activity.

Indicative learning required

Appropriate units of learning that enable the capabilities identified to be achieved, for example:

- Evidence of appropriate post-graduate modules in IPC relevant to scope of role; ensuring the capabilities for IPC practice at this level are met.
- Continuing Professional Development (CPD) that enables the delivery of care aligned to role and level of practice.
- Practice Supervisor/Assessor status
- Leadership, influencing and behaviour change relevant to role.
- Quality Improvement.

Potential roles at this level

- Specialist Infection Prevention Control Practitioner
- Clinical Specialist – infection prevention

Advanced Level Practice Descriptor

- Advanced practice is a level of practice in which a practitioner has demonstrated their ability to work autonomously at a high-level (level 7/ Master’s level).
- Advanced Practice is a level of practice characterised by a high degree of autonomy and complex decision making, that encompasses the four pillars of clinical practice, leadership and management, education and research.
- Advanced Practice embodies the ability to manage clinical care in partnership with individuals, families and carers and the requirement to work in close partnership with all members of the multi-professional team.
- Advanced Practice is designed to transform and modernise pathways of care, enabling the safe and effective sharing of skills across traditional professional boundaries.
- Advanced Practitioners demonstrate initiative and are creative in finding solutions to problems; they have responsibility for performance and service development.
- Advanced Practitioners operate in the context of continual change, challenging environments, different models of care delivery, innovation and rapidly evolving technologies using critical analysis and underpinning knowledge to manage complex interventions.
- Advanced practitioners act as a role model, educator, supervisor, coach, and mentor, seeking to instil and develop the confidence of others.

Indicative learning required

Appropriate units of learning that enable the capabilities identified to be achieved, for example:

- Educated to Master’s Level/ or equivalent relevant experience with an education programme that is aligned to/meets Health Education England (2017) Multi-professional Framework and enables the delivery of IPC practice at an advanced level & ensuring the capabilities for IPC practice at this level are met.
- CPD that is relevant to the scope of role and workplace setting.
- Advanced learning in relation to leadership, influencing and behaviour change.

Potential roles at this level

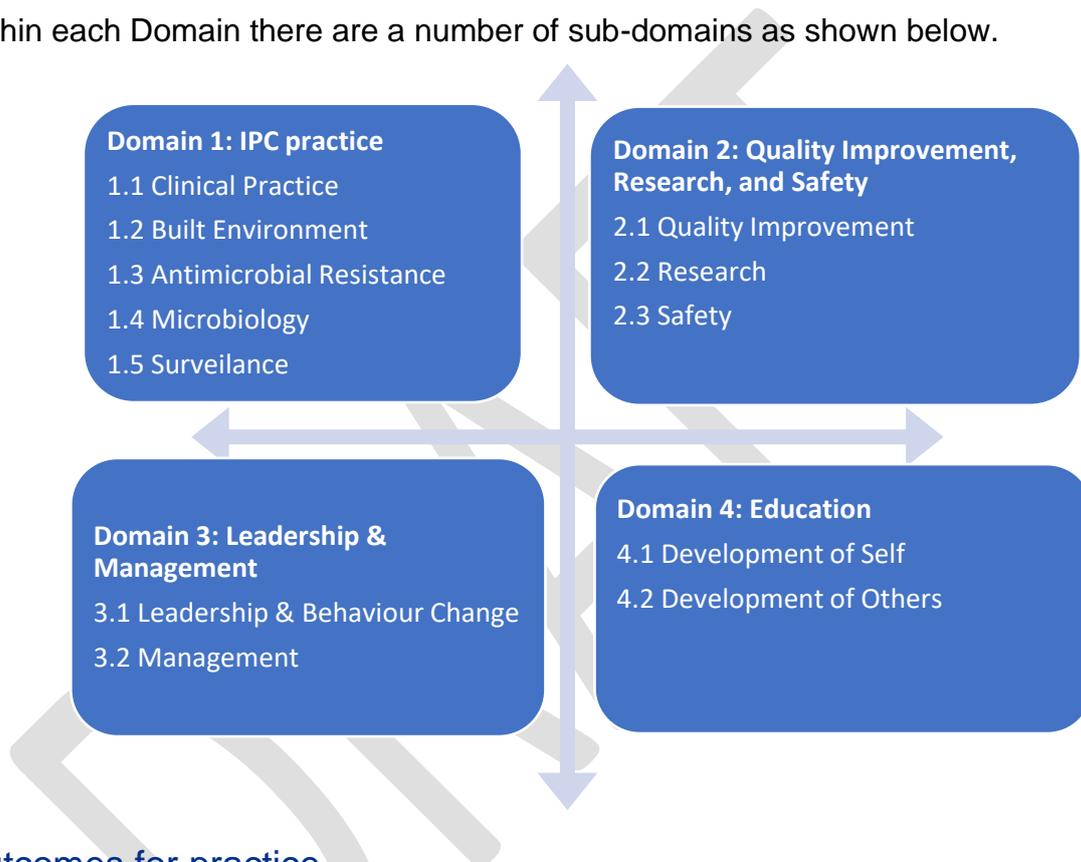
- Advanced Clinical Practitioner (IPC)
- Non-medical Consultant Practitioner
- Consultant in Infection specialities (Medical microbiology/ virology/ infectious diseases)
- Consultant Clinical Scientist
- Lead Nurse IPC
- Director of Infection Prevention & Control

Framework Domains

The Framework identifies the following four domains

- Domain 1. Clinical Practice
- Domain 2. Quality Improvement, research, and safety
- Domain 3. Leadership and Management
- Domain 4. Education

Within each Domain there are a number of sub-domains as shown below.



Outcomes for practice

The framework articulates core outcomes necessary for safe and effective practice.

They are written at a relatively 'high-level' and allow for the ability to contextualise them to suit the environment of care in which their service operates and the many roles they utilise. It is also for employers to agree a scope of practice and a job description with their employees.

Within each Domain there are a number of sub-domains and for each sub-domain there are a set of statements which are numbered for ease of reference.

The statements **do not** indicate a prescribed pathway or process.

They are incremental, building across the levels of practice (e.g., advanced level statements assumes that those people to whom they are applicable, possess those at preceding levels (to minimise unnecessary repetition).

Domain 1: IPC Practice			
1.1 Clinical Practice			
The IPC Practitioner will be able to:	Foundation Level	Enhanced Level	Advanced Level
1. Promote excellence in IPC and be seen as a point of contact on IPC practice matters.	x	x	x
2. Advise on IPC measures related to cleaning, disinfection and sterilisation processes.	x	x	x
3. Communicate IPC action plans as identified, maintaining appropriate records of work per agreed protocols.	x	x	x
4. Apply Standard Infection Control Precautions at all times, for all patients (whether infection is known to be present or not), to ensure the safety of everyone.	x	x	x
5. Advise on IPC measures related to invasive devices and procedures.	x	x	x
6. Utilise current evidence-based guidance, policies and protocols to inform IPC practice.	x	x	x
7. Apply Transmission Based Precautions when indicated by using clinical judgement and making risk assessed decisions based on: <ul style="list-style-type: none"> o Suspected/known infectious agents o Severity of the illness caused o Transmission route of the infectious agent o Care setting and procedures undertaken. 	x	x	x
8. Encourage individuals to give feedback on guidance, policies, systems, procedures, and practices and how improvements could be made.	x	x	x
9. Contribute to and participate in the processes of IPC monitoring, audit, and significant event reporting.	x	x	x
10. Plan, monitor and review guidance, policies, systems and procedures designed to promote good IPC practice.		x	x
11. Recognise circumstances or settings which create barriers to effective delivery of IPC and take appropriate action to overcome these barriers.		x	x

12.	Investigate outbreaks using appropriate methods and interpretation of outbreak findings, in particular by working with others to: <ul style="list-style-type: none"> ○ Establish the case definition. ○ Identify the parameters of the investigation and the case-finding methodology. ○ Make hypotheses and identify the source and mode of transmission. 		X	X
13.	Undertake IPC assessments of clinical areas; providing feedback to such areas to identify areas of good practice to be maximised upon as well as areas for remedial activity.		X	X
14.	Evaluate clinical areas appropriately; ensuring any improvement plans are being acted upon.		X	X
15.	Evaluate IPC assessments, noting trends/patterns at a team/department/organisational level; working with clinical leads and others to embed required changes.			X
16.	Develop IPC policies and guidelines, which are evidence-based, clinically relevant and accessible to those who will follow them.		X	X
17.	Lead how IPC risks are managed in unpredictable and complex situations, including where a precedent has not been set.			X
18.	Lead the ongoing development of IPC pathways, standards, policies, guidelines, procedures, service improvement and practice accreditation.			X
19.	Adapt national guidance, policies and standard operating procedures to local organisation's needs.			X
20.	Put in place a joint review of IPC services through peer reviews, audits and evaluations of safety, quality and health outcomes.			X
21.	Establish professional IPC practice across pathways, services, organisations and systems, working with individuals, families, carers, communities and others.			X
22.	Collaborate with key stakeholders to ensure that measures are in place in order to be prepared to effectively recognise and respond to an infectious disease threat.			X
23.	Ensure IPC is an integral element in formal systems for collecting and reviewing feedback from patients and service users, carers and staff across services are in place; working with service teams to identify and put in place any action needed as a result of that feedback.			X

Domain 1: IPC Practice			
1.2 Built Environment			
The IPC Practitioner will be able to:	Foundation Level	Enhanced Level	Advanced Level
1. Support estates department and hygiene services with IPC advice on cleaning standards and cleaning specifications for the healthcare environment.	x	x	x
2. Engage and collaborate with stakeholders such as estates, maintenance, facilities management, hygiene and other related staff to advocate for IPC in the built environment.		x	x
3. Complete IPC risk assessments and advise on IPC key measures for estates, taking into consideration current building guidance and legislation.		x	x
4. Provide IPC advice on water safety, specialist ventilation, decontamination, personal protective equipment and investigations.			x
5. Assess the potential IPC risks on estates design, construction and renovation that may impact on patient care and provide recommendations to minimise such risks.			x
6. Audit and monitor implementation of IPC recommendations of buildings and estates, reporting and advising on corrective actions.			x
7. Ensure key services supporting IPC (e.g. cleaning and waste management) are meeting the needs and requirements of the service.			x
Domain 1: IPC Practice			
1.3 Antimicrobial Resistance			
The IPC Practitioner will be able to:	Foundation Level	Enhanced Level	Advanced Level
1. Be an advocate for AMR/S best practice and deliver education in relation to AMR/S.	x	x	x
2. Apply AMS principles and good practice, using current evidence-based guidance and local policies.	x	x	x
3. Support incident reviews and remedial actions related to AMR and AMS.	x	x	x

4. Report patient safety incidents related to antimicrobial use (for example hospital admissions for potentially avoidable life-threatening infections, infections with C. difficile or adverse drug reactions such as anaphylaxis).	x	x	x
5. Identify, challenge and action inappropriate clinical practice and antibiotic prescribing.	x	x	x
6. Support the implementation of appropriate IPC measures and transmission-based precautions when caring for people colonised or infected with resistant microorganisms.		x	x
7. Integrate audit into existing quality improvement programmes in relation to AMR/S.		x	x
8. Work collaboratively with key stakeholders in implementing national IPC guidance on HCAI and AMR.		x	x
9. Support national and facility-based efforts to minimise AMR, including diagnostic and AMS initiatives and reporting of multidrug-resistant microorganisms, according to local and national requirements.			x
10. Use multimodal strategies to implement IPC measures to reduce AMR and HCAI.			x
11. Enable an effective system for ongoing surveillance and rapid alert/detection of AMR at organisational level.			x
12. Evaluate antimicrobial prescribing and how this relates to local resistance patterns by working with AMR teams to provide regular feedback to individual prescribers in all care settings.			x
13. Work with AMS and IPC committees to develop and update plans to reduce AMR in healthcare, based on findings related to local AMR determinants and data including the consumption of antimicrobial agents.			x
Domain 1: IPC Practice			
1.4 Microbiology			
The IPC Practitioner will be able to:	Foundation Level	Enhanced Level	Advanced Level
1. Support with diagnostic and antimicrobial stewardship programmes when required.	x	x	x
2. Apply knowledge of the microorganisms that cause infection in humans in healthcare and community settings.	x	x	x

3. Recognise key characteristics of pathogenicity, transmission, virulence, and other risk factors associated with chain of infection.	x	x	x
4. Apply knowledge about clinical manifestation and presentation of infection, diagnostic, laboratory testing and screening methods to interpret reports and advise others in line with organisational protocols and guidance.		x	x
5. Advise in discussions on the microbiological specimens to be taken in specific infection cases and/or outbreaks.		x	x
6. Take appropriate actions to provide advice and support in applying standard and transmission-based precautions depending on the modes of transmission and virulence patterns identified through microbiological tests.		x	x
7. Communicate in a timely and effective manner with stakeholders about modes of transmission and risks of specific pathogens and necessary microbiological investigations.		x	x

Domain 1: IPC Practice

1.5 Surveillance

The IPC Practitioner will be able to:	Foundation Level	Enhanced Level	Advanced Level
1. Contribute and participate in IPC monitoring, audit, and significant event reporting.	x	x	x
2. Use surveillance data to reduce the risk of HCAs among patients, staff and others.	x	x	x
3. Develop protocols for a surveillance programme with clearly defined objectives and goals that are relevant for the target areas, procedure, population or event of interest.		x	x
4. Work with wider stakeholders to determine organisational priorities for surveillance, based on available evidence and resources.			x
5. Develop plans to collect data: choose surveillance protocols, create or adapt practical data collection forms and identify data collection systems.			x

Domain 2: Quality Improvement, Research, and Safety			
2.1 Quality Improvement			
The IPC Practitioner will be able to:	Foundation Level	Enhanced Level	Advanced Level
1. Identify opportunities to improve the quality and performance of IPC practice to promote efficacy, safety and improve patient care outcomes.	x	x	x
2. Implement improvement activities – working in partnership with key stakeholders.	x	x	x
3. Monitor guidance, policies, systems, procedures, and practices to identify improvements	x	x	x
4. Evaluate and adapt Quality Improvement (QI) methodologies using a variety of styles to sustain or drive improvement.		x	x
5. Lead collaboration across a wide system of professionals and agencies, fostering collaboration and co-production to meet the needs of the individuals they serve.			x
6. Critically evaluate and assimilate relevant IPC data and information from a range of sources to ensure complex decisions regarding IPC practice, reflect the analysis of several different perspectives.			x
7. Lead strategic development, improvement, inquiry and innovation across specific workstreams that informs and responds to system objectives and supports commissioners and senior leaders with their decision-making.			x
Domain 2: Quality Improvement, Research, and Safety			
2.2 Research			
The IPC Practitioner will be able to:	Foundation Level	Enhanced Level	Advanced Level
1. Contribute to the development of new knowledge through supporting research in IPC practice.	x	x	x
2. Critically evaluate published literature, research studies and appropriate application to practice.		x	x
3. Develop a combined approach to practice focused research, academic inquiry and innovation across the IPC service/pathway.			x

4. Develop a culture of sharing knowledge across the system that values research, evaluation and academic inquiry.			x
Domain 2: Quality Improvement, Research, and Safety			
2.3 Safety			
The IPC Practitioner will be able to:	Foundation Level	Enhanced Level	Advanced Level
1. Work with those affected by IPC safety incidents to understand and answer any questions they have in relation to the incident and signpost them to support as required.	x	x	x
2. Use information to identify, monitor and report trends, informing IPC priorities and areas of concern.	x	x	x
3. Learn from action and analyse information from IPC reporting systems.	x	x	x
4. Enable an approach to IPC safety that prioritises compassionate engagement with those affected by IPC incidents.		x	x
5. Embed IPC incident responses within a wider system of improvement.			x
6. Initiate activities and measure impact to guide future IPC risk reduction based on experience and awareness.			x
7. Collaborate, support and provide advice to occupational health and health and safety professionals to develop and adapt evidence-based guidance/ national recommendations to undertake risk assessment, inform practice, monitor performance, evaluate practice and respond to situations and adverse incident/s.			x

Domain 3: Leadership & Management			
3.1 Leadership & Behaviour Change			
The IPC Practitioner must:	Foundation Level	Enhanced Level	Advanced Level
1. Demonstrate strong leadership by being highly visible and holding strong values around IPC with compassionate and considering equality and diversity.	x	x	x
2. Demonstrate behaviours that inspire colleagues to show respect, helpfulness and cooperation.	x	x	x
3. Effectively communicate, using compassion, emotional intelligence, and situational awareness.	x	x	x
4. Encourage colleagues to ask questions, make suggestions and seek clarification in relation to the work they have been allocated.	x	x	x
5. Support and encourage colleagues in implementing changes relevant to best IPC practice.	x	x	x
6. Engage with others in implementing change.	x	x	x
7. Review changes made – identifying any ‘lessons learned’ for future activities.	x	x	x
8. Model a strong, visible presence, open and trusting relationships with both internal and external partners to achieve IPC service objectives, based on a foundation of self-awareness and emotional intelligence.	x	x	x
9. Critically evaluate the culture present within teams and enable an optimal working environment through positive compassionate role modelling and leadership skills.		x	x
10. Provide values-based leadership across the IPC care pathway, services and systems in complex and changing situations.		x	x
11. Lead the development of change processes and approaches; ensuring collaborative working to improve the quality of IPC practice.		x	x
12. Lead with emotional intelligence, in line with NHS constitution values of compassionate leadership to enable individuals and team/s to flourish, grow and deliver high standards of IPC practice. Value and care for individuals to facilitate their maximum contribution to service delivery.		x	x
13. Demonstrate understanding and flexibility to support others during uncertainty, as IPC practice continues to evolve on the health agenda and with ever changing demands or emergencies.		x	x

14. Critically evaluate and assimilate information from a range of sources to ensure complex decisions, reflect the analysis of several different perspectives.		X	X
15. Ensure relationships that inspire others, innovate and promote working together, enabling others to act and speak up freely if something is not right, searching for opportunities and experiments, taking supported risks and recognising and celebrating contributions and achievements.		X	X
16. Enable others to positively contribute to service improvement and better ways of working, recognising their own role in such endeavours.		X	X
17. Identify ways to lead collaboration across a wide system of professionals and agencies, fostering collaboration and co-production to meet the needs of the individuals they serve.			X
18. Ensure support is made available for staff to be able to innovate practice, balancing such innovation with service requirements and overall clinical safety and effectiveness.			X
19. Critically evaluate the culture present within teams and enable an optimal working environment through positive compassionate role modelling and leadership skills.			X
20. Lead the development of strategy and ensure collaborative working with others to advocate practice development to improve the quality of care and the professionalism of others, upholding the profession in the face of adversity.			X
21. Critically evaluate an outcomes-based approach to practice, developing and leading on strategies for dissemination with a wider audience.			X
22. Provide values-based leadership across the IPC care pathway, services and systems in complex and changing situations.			X
23. Lead innovation that informs and responds to system objectives and supports commissioners and senior leaders with their decision-making.			X
24. Build and maintain sustainable partnerships across the system, nationally and internationally, drawing on standards and best practice evidence to guide decision-making.			X
Domain 3: Leadership & Management			
3.2 Management			

The IPC Practitioner will be able to:	Foundation Level	Enhanced Level	Advanced Level
1. Support colleagues to understand their unique contribution to teams, the contributions of fellow colleagues, and how these complement each other.		x	x
2. Examine problems/situations and find solutions through creative application of knowledge, experience, data, and evidence. Seeking additional advice and expertise as needed to identify the most effective solution.		x	x
3. Allocate work to others by taking account of their skills, knowledge, competence, backgrounds and experience.		x	x
4. Provide opportunities for colleagues and peers to get to know each other's strengths and weaknesses and build mutual respect and trust.		x	x
5. Enable the wider team to positively contribute to better ways of working.		x	x
6. Implement IPC interventions working with multidisciplinary teams, using multimodal strategies, and campaigning as required.		x	x
7. Recruit, interview and appoint team members, align workloads, prioritise, and motivate members of IPC team/s to ensure delivery of high-quality care through excellent teamwork.			x
8. Work collaboratively with key stakeholders in conducting facility/organisational wide IPC risk assessments, developing plans to manage risks as a strategy for compliance with IPC elements of national quality standards.			x
9. Demonstrate an ability to examine problems/situations and find solutions through creative application of knowledge, experience, data, and evidence.			x
10. Coordinate required preparedness and response to requests for advice, education, support, and planning including emerging infectious disease, emergencies, and threats at organisational, system and national level.			x
11. Manage assurance systems and processes to develop robust outcome indicators for clinical practice and other aspects (such as clinical governance).			x

Domain 4: Education			
4.1 Development of self			
The IPC Practitioner will be able to:	Foundation Level	Enhanced Level	Advanced Level
1. Remain up to date with contemporary IPC practice as well as fulfilling any professional/regulatory requirements.	x	x	x
2. Identify any capability gaps in their practice, agreeing personal development plans with line manager. through activities such as induction and appraisal.	x	x	x
3. Engage in a range of appropriate learning and development, continually reflecting on their practice to maximise their capabilities.	x	x	x
4. Be open to feedback on own practice by colleagues to promote ongoing development.	x	x	x
5. Review and update personal development plans in the light of performance, any development activities undertaken, and any wider changes as identified.	x	x	x
6. Evaluate at appropriate intervals, the current and future requirements of their practice.	x	x	x
Domain 4: Education			
4.2 Development of others			
The IPC Practitioner will be able to:	Foundation Level	Enhanced Level	Advanced Level
1. Support practice development by acting as a mentor and/or clinical supervisors as appropriate.	x	x	x
2. Contribute to the planning and evaluation of IPC learning activities.	x	x	x
3. Use a range of learning methods and resources to help the learners acquire/develop their IPC practice as identified.	x	x	x
4. Deliver an identified range of IPC education and learning programmes; targeted to meet the needs of the individual learner(s) and the care environment in which they operate.	x	x	x
5. Use information gained from learner evaluations to inform the development of future learning activities.	x	x	x

6. Deliver rapid training refresher courses in the case of change of policies and/or in special situations, such as during the response to outbreaks and emergencies.	x	x	x
7. Recognise the importance of taking account of career and personal goals when supporting professional development of others.		x	x
8. Advocate for and contribute to a culture of learning to inspire future and existing staff.		x	x
9. Undertake Appraisals with others and support their Personal Development Plans as appropriate.		x	x
10. Identify collective learning and development needs of a team/department/organisation as relevant.		x	x
11. Design and develop a suitable range of IPC learning activities/education and learning programmes which equip learners with relevant IPC capabilities needed to deliver safe and effective practice.		x	x
12. Evaluate the effectiveness of learning activities/programmes using appropriate IPC data sets as well as learner feedback.		x	x
13. Facilitate collaboration of the wider team and support peer review processes to identify individual and team learning and support them to address these.			x
14. Continually synthesise current practice and wider knowledge to inform learning & development activities.			x
15. Build capacity and capability to support learning and collaborate with education service providers and education commissioners to ensure workforce/learner needs are met.			x
16. Lead planning, implementation, and evaluation of educational interventions at a local, regional and national level for individuals, informed by training needs analysis and in response to IPC policy and strategy.			x
17. Enable the IPC team to build individual/team/organisational capacity and capability in IPC through work-based and interprofessional learning, and the application of learning to practice.			x
18. Build capacity and capability to support learning and collaborate with education service providers and education commissioners to ensure workforce/learner needs are met.			x