



North Carolina SPICE created this tool to be used to document competency for the novice infection preventionist. This competency is intended to be completed by the novice infection preventionist’s supervisor/manager and filed in the employee’s human resource file. Completion of elements of this competency ideally should be within 6 months of hire as this will ensure they are competent in the novice IP position. Competency practice items are based on the a-IPC certification from the Certification Board of Infection Control and Epidemiology Inc. (CBIC) as well as a collaboration of competencies from healthcare organizations in NC. Attached you will find a companion document outlining tools, toolkits, video, classes, and other educational materials that may be of aid for the specific practice items in this competency.

Competency for Novice Infection Preventionists (IPs)

Name: _____

Date: _____

Each competency category is highlighted in blue and underlined with its related specific competency items under each blue heading. Each practice should be detailed under Competency Description.

Specific practice items	In Process Date and initials	Competency Validated Date and initials	<u>Competency Description</u> Describe activities and/or education that validates each practice item (return demonstration, training courses, committee involvement, etc.)
<u>Identification of Infectious Disease Processes</u>			
Able to interpret the relevance of lab reports and other testing and to correlate these with signs and symptoms to identify infections.			
Able to differentiate between colonization, infection, & contamination			
Able to differentiate between prophylactic, empiric & therapeutic uses of antimicrobials			
<u>Surveillance and Epidemiologic Investigation</u>			
Able to actively participate in a risk assessment (i.e. help develop goals & objectives) and help develop surveillance plan based on risk assessment.			
Able to conduct surveillance and establish mechanisms for identifying individuals with communicable diseases for follow up or precautions.			
Able to use standardized definitions.			
Able to accurately calculate infection rates, including use of statistical measures (i.e. mean, ratios, etc.)			
Able to organize, manage, interpret, validate, monitor, prepare and present surveillance data			
Able to compare surveillance results to published data and benchmarks			

Specific practice items	In Process Date and initials	Competency Validated Date and initials	Competency Description Describe activities and/or education that validates each practice item (return demonstration, training courses, committee involvement, etc.)
<u>Surveillance and Epidemiologic Investigation continued</u>			
Able to identify, investigate, and report epidemiologically significant findings then notify relevant parties of findings.			
Able to aid in an outbreak investigation which involves appropriate identification, collaboration, notification, implement control measures, and dissemination of information.			
<u>Preventing/Controlling the Transmission of Infectious Agents</u>			
Able to identify and implement infection prevention strategies related to hand hygiene, cleaning, PPE, respiratory hygiene and cough etiquette, safe injection practices, environmental pathogens, antimicrobial stewardship, and strategies for patients (i.e. patient placement, safe use of patient care products/medical equipment, immunization programs).			
Able to identify, implement, adapt strategies related to transmission based precautions and influx of patients with known/suspected communicable diseases.			
<u>Employee/Occupational Health</u>			
Able to aid in review and development of screening and immunization programs.			
Able to collaborate with employee health regarding recommendations for communicable diseases and exposures, assess risks of occupational exposure to diseases (i.e. TB, BBP), and identify healthcare personnel who may pose a transmission risk.			
<u>Management and Communication</u>			
Able to aid in planning, developing, evaluating, revising, supporting, and measuring the Infection Prevention Program.			
Able to assess needs and provide recommendations for equipment, personnel, and resources for the program and participate in activities with products (i.e., cost benefit assessments, evaluations, and standardization).			
Able to make recommendations on practices based on regulations, literature, and clinical outcomes.			
Able to assign value to prevention of/or presence of healthcare associated infection prevention (i.e. cost/benefit analysis)			

Specific practice items	In Process Date and initials	Competency Validated Date and initials	Competency Description Describe activities and/or education that validates each practice item (return demonstration, training courses, committee involvement, etc.)
<u>Management and Communication continued</u>			
Able to provide accurate and thorough communication to stakeholders and other relevant parties (i.e. communicate reports, policies, notifiable diseases, adverse events, and compliance of requirements) and perform and create personalized development plan.			
Able to participate, monitor, measure, select, and apply quality/performance improvement and patient safety activities, initiatives, and improvement tools.			
<u>Education and Research</u>			
Able to assess needs, develop goals and objectives, prepare, coordinate, and disseminate educational content and offerings to appropriate audiences. Also assess the effectiveness of education and learner outcomes (ex. Observation of practice and process measures).			
Able to identify the differences between concepts of knowledge, training, and competency.			
Able to provide immediate feedback, education, and/or training to healthcare personnel when lapses in practice are observed.			
Able to facilitate education for patients, families, and others as well as implement strategies that engage them.			
<u>Environment of Care</u>			
Able to recognize and collaborate on processes for a safe care environment, the evaluation and monitoring of environmental cleaning and disinfection practices and technologies, and selecting and evaluating environmental cleaning and disinfectant products.			
Able to evaluate, assess, monitor, and make recommendations for construction, renovation, and maintenance projects in the facility.			
<u>Cleaning, Disinfection, Sterilization of Medical Devices and Equipment</u>			
Able to identify and evaluate appropriate cleaning, disinfection, sterilization, including the critical steps of cleaning, high level disinfection, and sterilization.			
Able to collaborate with stakeholders to determine if products are able to be reprocessed.			

Specific practice items	In Process Date and initials	Competency Validated Date and initials	Competency Description Describe activities and/or education that validates each practice item (return demonstration, training courses, committee involvement, etc.)
IP Trainings, Certification and Publications In the below area, list all trainings, certifications, publications IP has completed (i.e. CBIC certification, .0206 training, SPICE courses, CDC Project Firstline training, National and State SHEA & APIC training, authorship on publications)			

This competency tool is adapted from Certification Board of Infection Control and Epidemiology's (CBIC) a-IPC exam content outline (<https://www.cbic.org/OffNav/Content-Outline1.htm>)



This companion document will outline courses, tools, toolkits, webinars, and other resources that may be helpful resources for IPs to utilize. SPICE has paired these resources with the specific practice items in the competency. This list of resources is optional to use but hope it aids in help if needed.

Identification of Infectious Disease Processes

SPICE courses that cover this information:

- For acute care: SPICE course **INFECTION CONTROL PART 1: SURVEILLANCE OF HEALTHCARE-ASSOCIATED INFECTIONS**. Visit <https://spice.unc.edu/courses/pt1home/> for information about the course and upcoming dates.
- For congregate care: SPICE course **INFECTION CONTROL IN LONG TERM CARE FACILITIES**. Visit <https://spice.unc.edu/courses/icltchome/> for information about the course and upcoming dates.
- For adult care homes (assisted living and group homes): SPICE course **ASSISTED LIVING COURSE**.

Surveillance and Epidemiologic Investigation

SPICE courses that cover this information:

- For acute care: SPICE course **INFECTION CONTROL PART 1: SURVEILLANCE OF HEALTHCARE-ASSOCIATED INFECTIONS**. Visit <https://spice.unc.edu/courses/pt1home/> for information about the course and upcoming dates.
- For congregate care: SPICE course **INFECTION CONTROL IN LONG TERM CARE FACILITIES**. Visit <https://spice.unc.edu/courses/icltchome/> for information about the course and upcoming dates.
- For outpatient facilities: **.0206 NC INFECTION CONTROL CURRICULUM OVERVIEW & COURSE REGISTRATION FOR OUTPATIENT, DENTAL AND HOME HEALTH/HOSPICE** (online or live formats available). Visit <https://spice.unc.edu/0206spice/> for information about the courses (online and live) and upcoming dates.
- For adult care homes (assisted living and group homes): SPICE course **ASSISTED LIVING COURSE**.
- NSHN self-paced interactive trainings (covers standardized definitions): <https://www.cdc.gov/nhsn/training/continuing-edu/cbts.html>

NSHN Long-term Care Facility Component (LTCF) Training: <https://www.cdc.gov/nhsn/training/ltc/index.html>

SPICE webinars:

- Detecting and Responding to Outbreaks in LTCFs <https://spice.unc.edu/webinars/>

Preventing/Controlling the Transmission of Infectious Agents

SPICE courses that cover this information:

- For acute care: SPICE course **INFECTION CONTROL PART 1: SURVEILLANCE OF HEALTHCARE-ASSOCIATED INFECTIONS**. Visit <https://spice.unc.edu/courses/pt1home/> for information about the course and upcoming dates.
- For acute care: SPICE course **INFECTION CONTROL PART 2: THE INFECTION PREVENTIONIST AS AN ENVIRONMENTALIST**. Visit <https://spice.unc.edu/courses/pt2home/> for information about the course and upcoming dates.
- For congregate care: SPICE course **INFECTION CONTROL IN LONG TERM CARE FACILITIES**. Visit <https://spice.unc.edu/courses/icltchome/> for information about the course and upcoming dates.
- For outpatient facilities: **.0206 NC INFECTION CONTROL CURRICULUM OVERVIEW & COURSE REGISTRATION FOR OUTPATIENT, DENTAL AND HOME HEALTH/HOSPICE** (online or live formats available). Visit <https://spice.unc.edu/0206spice/> for information about the courses (online and live) and upcoming dates.
- For adult care homes (assisted living and group homes): SPICE course **ASSISTED LIVING COURSE**.

CDC's Project Firstline educational trainings and videos:

<https://www.cdc.gov/infectioncontrol/projectfirstline/resources/videos.html#CE>

Employee/Occupational Health

SPICE courses that cover this information (occupational health section of course):

- For acute care: SPICE course **INFECTION CONTROL PART 1: SURVEILLANCE OF HEALTHCARE-ASSOCIATED INFECTIONS**. Visit <https://spice.unc.edu/courses/pt1home/> for information about the course and upcoming dates.
- For congregate care: SPICE course **INFECTION CONTROL IN LONG TERM CARE FACILITIES**. Visit <https://spice.unc.edu/courses/icltchome/> for information about the course and upcoming dates.
- For adult care homes (assisted living and group homes): SPICE course **ASSISTED LIVING COURSE**.

SPICE video: **EMPLOYEE HEALTH: WHY IS IT IMPORTANT FOR INFECTION PREVENTION?**

https://vimeo.com/672499696/63303bfe00?embedded=true&source=video_title&owner=40695181 or choose the video, **EMPLOYEE HEALTH: WHY IS IT IMPORTANT FOR INFECTION PREVENTION?** on the SPICE video library page: <https://spice.unc.edu/video-library/>



Management and Communication

SPICE courses that cover this information (sections on infection prevention program):

- For acute care: SPICE course **INFECTION CONTROL PART 1: SURVEILLANCE OF HEALTHCARE-ASSOCIATED INFECTIONS**. Visit <https://spice.unc.edu/courses/pt1home/> for information about the course and upcoming dates.
- For congregate care: SPICE course **INFECTION CONTROL IN LONG TERM CARE FACILITIES**. Visit <https://spice.unc.edu/courses/icltchome/> for information about the course and upcoming dates.
- For adult care homes (assisted living and group homes): SPICE course **ASSISTED LIVING COURSE**.

North Carolina Department of Health and Human Resources Communicable Disease Manual (for reportable diseases)

<https://epi.dph.ncdhhs.gov/cd/lhds/manuals/cd/toc.html>

Education and Research

SPICE toolkit: **INFECTION PREVENTION AND CONTROL TOOLKIT FOR TRAINING, COMPETENCY, MONITORING, AND FEEDBACK**.

<https://spice.unc.edu/trainingtoolkit/>

SPICE toolkit: **HICPAC RECOMMENDED CORE PRACTICES: LEADERSHIP, EDUCATION FOR STAFF, PATIENTS, FAMILIES, & CAREGIVERS AND PERFORMANCE MONITORING AND FEEDBACK**. <https://spice.unc.edu/resources/spice-3-part-toolkit-for-core-infection-prevention-and-control-practices-for-safe-healthcare-delivery-in-all-settings/>

SPICE's monitoring, audit, competency, and feedback tools that are available here: <https://spice.unc.edu/all-resources/> Filter by tool and templates to help find tools and templates to help.

Environment of Care

SPICE courses that cover this information:

- For acute care: SPICE course **INFECTION CONTROL PART 2: THE INFECTION PREVENTIONIST AS AN ENVIRONMENTALIST**. Visit <https://spice.unc.edu/courses/pt2home/> for information about the course and upcoming dates.
- For congregate care: SPICE course **INFECTION CONTROL IN LONG TERM CARE FACILITIES**. Visit <https://spice.unc.edu/courses/icltchome/> for information about the course and upcoming dates.
- For outpatient facilities: **.0206 NC INFECTION CONTROL CURRICULUM OVERVIEW & COURSE REGISTRATION FOR OUTPATIENT, DENTAL AND HOME HEALTH/HOSPICE** (online or live formats available). Visit <https://spice.unc.edu/0206spice/> for information about the courses (online and live) and upcoming dates.
- For adult care homes (assisted living and group homes): SPICE course **ASSISTED LIVING COURSE**.

SPICE toolkit: **HICPAC RECOMMENDED CORE PRACTICES: ENVIRONMENTAL CLEANING AND DISINFECTION TOOLKIT**.

<https://spice.unc.edu/resources/spice-3-part-toolkit-for-core-infection-prevention-and-control-practices-for-safe-healthcare-delivery-in-all-settings/>

SPICE's environmental infection prevention videos in various settings: Visit video library and choose video that pertains to your specific care setting: <https://spice.unc.edu/video-library/>

Cleaning, Disinfection, Sterilization of Medical Devices and Equipment

SPICE courses that cover this information:

- Online course **INSTRUMENT REPROCESSING: HIGH LEVEL DISINFECTION FOR THE INFECTION PREVENTIONIST**. Visit <https://spice.unc.edu/hld/> for more information and to get started on this online course.
- For acute care: SPICE course **INFECTION CONTROL PART 2: THE INFECTION PREVENTIONIST AS AN ENVIRONMENTALIST**. Visit <https://spice.unc.edu/courses/pt2home/> for information about the course and upcoming dates.
- For congregate care: SPICE course **INFECTION CONTROL IN LONG TERM CARE FACILITIES**. Visit <https://spice.unc.edu/courses/icltchome/> for information about the course and upcoming dates.
- For outpatient facilities: **.0206 NC INFECTION CONTROL CURRICULUM OVERVIEW & COURSE REGISTRATION FOR OUTPATIENT, DENTAL AND HOME HEALTH/HOSPICE** (online or live formats available). Visit <https://spice.unc.edu/0206spice/> for information about the courses (online and live) and upcoming dates.
- For adult care homes (assisted living and group homes): SPICE course **ASSISTED LIVING COURSE**.

SPICE's tour of central processing tour video in acute care: Visit video library and choose "Central Processing Tour" video:

<https://spice.unc.edu/video-library/>