



GIG
CYMRU
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WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

CAJE REF: RVC/2023/0447

Approval Date: 10/11/2023

JOB TITLE: Deputy Head of Nursing Infection Prevention and Control

Band: 8b

JOB OVERVIEW:

- Work in conjunction with the Head of Nursing and Lead Doctor for Infection Prevention and Control, to provide a highly specialist service in the control and management of healthcare associated infections (HCAIs) and Decontamination throughout the health board.
- Work in partnership with the Service Groups to carry out quality improvement initiatives and innovations related to infection prevention and control, and education/mentorship to a multi-professional audience within the health board and University setting.
- Ensure delivery of an audit programme for the health board to ensure that evidence based practice is inherent in all aspects of service delivery.

Responsible to:

Reporting:

**Head of Nursing Infection Prevention
& Control**

Accountable:

**Head of Nursing Infection Prevention
& Control**

Professionally:

Associate Director of Nursing

Main Duties of the Job

Provide clinical line management, day to day operational management, clinical supervision and leadership of the nursing infection prevention and control team.

Provide specialist expert advice for care planning and ongoing treatment/care for individual patients and patient groups in relation to infection prevention and control across the health board.

Interpret and implement national, regional and local health policy and professional/national standards and guidance to ensure and assure safe, effective and high quality care and service provision for infection prevention and control.

Undertake formal audits/investigations to improve the services.

Main Responsibilities

Clinical

Deliver highly specialist expert advice in relation to infection prevention and control for care planning and ongoing treatment/care for individual patients and patient groups.

Work as an expert autonomous practitioner to provide highly specialist advice to professionals in relation to infection prevention and control; this also includes providing specialist advice to Estates and Facilities, and Capital Projects, for example for new builds and refurbishments.

Work in conjunction with the Head of Nursing for Infection Prevention and Control to monitor and report on health board trends with HCAI safety incidents, harm rates, themes from complaints, etc. and ensure that due learning takes place and that changes are integrated into practice where required.

Ensure the wider public health issues, relevant legislation, national and local guidelines are incorporated into guidance and advice given by all members of the Infection Prevention and Control Specialist Nursing Team.

Ensure compliance with all required reporting to external bodies and all aspects of the Duty of Quality and Duty of Candour legislation and all other regulatory requirements as relevant to area of practice.

Work with key stakeholders to promote and implement strategies that encourage effective antimicrobial stewardship.

Communication

Use advanced communication skills to talk to patients, establishing and maintaining therapeutic relationships and impart bad or sensitive news relating to infection prevention and control.

Be highly visible and approachable in all areas of responsibility, and available to respond to staff, patients, relatives and the public by maintaining open and honest communication channels.

Planning and Design

Be autonomous in decision making, including judgements involving highly complex facts/situations related to infection prevention and control that require analysis, interpretation and comparison of a range of options in the care/management needs of patients/patient groups on a day to day basis in the clinical environment.

Work with the Head of Nursing for Infection Prevention and Control and wider team, to develop the annual service objectives and health board quality improvement plans, and support their assessment, planning, implementation, evaluation and reporting.

In conjunction with the Head of Nursing Infection Prevention and Control, interprets and implements national, regional and local health policy and professional/national standards and guidance to ensure and assure safe infection prevention and control practice.

Improvement and Monitoring

Work in partnership with the Service Groups to identify the need for change in relation to HCAIs and standards of decontamination, taking a lead role in supporting the clinical teams to initiate relevant quality improvement projects, and negotiating and influencing change.

Responsible for policy and service development, and interpretation and implementation of relevant policies and guidelines for infection prevention and control.

Provide infection prevention and control specialist support to the Service Groups, assisting them with their development of Service Group HCAI Improvement Plan; also supporting their compliance with all mandatory Healthcare Associated surveillance programmes.

Finance and Budget

Authorised signatory for roster and travel claims for the team.

Authorise the purchase of equipment and other non-stock items within the financial limits designated under Standing Financial Instructions to the post holder.

Management, Leadership and Training

Clinical line manager for nursing infection prevention control team and associated administrative staff including recruitment, retention, professional development and appraisal.

Deputise on infection prevention and control matters in the absence of the Head of Nursing, Infection Prevention Control.

Act as a professional role model at all times. As part of this, works in practice to undertake clinical immersion placements/working one on one with staff periodically to ensure own clinical credibility, relevance and connectivity to colleagues.

Ensure that the infection prevention control nursing team comply with safeguarding aspects of mandatory training

requirements to ensure staff have a good understanding of legislation, regulation and statutory requirements for Safeguarding and the systems and processes for Children and Adults at Risk.

Teach, devise training and development programmes that contribute to multi professional education across the organisation, advising and providing appropriate training and education at a strategic level.

Ensure all infection prevention and control resources are deployed to achieve the best outcomes.

Work with the Head of Nursing, Infection Prevention Control to contribute to the strategic planning, developing and influencing the strategic direction of the infection control service and the development of professional practice within the health board.

Produce relevant Board level reports, including quarterly and annual infection control reports.

Digital and Information

Require the use of IT systems relevant to are of practice.

Accurately maintains contemporaneous patient/client record keeping in relation to specialist infection control and prevention assessment and management in accordance with Professional and Organisational guidelines.

Evaluation and Audit

Responsible for initiating health board wide clinical audit using information to inform service developments and performance management and leading on the development and implementation of associated actions as a result of findings.

Work in partnership with the Service Groups to support the health board's response and action plans from external inspections and reviews e.g. Health Inspectorate Wales (HIW).

Support and encourage dissemination of clinically effective practice through giving presentations and attending conferences.

Essential Qualifications & Knowledge	Desirable (for use in shortlisting)	Essential Experience	Desirable (for use in shortlisting)
Registered Nurse Level 1 (with active NMC registration) Level 7 Education (Master's Degree) relevant to area of practice, professional knowledge acquired through degree/diploma supplemented by specialist training infection prevention and control, experience, short courses, to Master's level equivalent Knowledge over a range of disciplines; Safeguarding Adults/Children, quality improvement methodologies, clinical audit/research Management /Leadership qualification or possess equivalent skills and experience Quality Improvement course Evidence of continuous professional development	Knowledge of clinical governance strategies and risk management	Significant post registration experience as Specialist Practitioner in Infection Prevention Control Experience of developing quality improvement plans to reduce hospital acquired infections Experience of audit and surveillance of healthcare associated infection data, including reviewing and analysing data that indicate emerging risks or issues Experience of supervisory management and dealing with HR issues Evidence of multi-agency working on key service developments Experience of teaching a multi-	Experience of report writing and presentation of papers Experience of budgetary management including evidence of delivery within budgets and time scales

		professional audience in applying the principles of infection prevention control effectively Experience of being involved in research	
Essential Aptitude and abilities	Desirable (for use in shortlisting)	Other	
Can demonstrate SBU values Clinical skills competence for practice setting Able to appraise the clinical relevance microbiological data and advise accordingly Skills in the application of Antimicrobial principles to their role Demonstrates leadership and supervision experience Ability to undertake clinical audit Able to demonstrate presentational, communication, persuasion and negotiation skills with the ability to operate across multi-professional teams Be able to demonstrate tact and	Able to write reports to Board level Ability to design and lead clinical audit Ability to design learning programmes for infection prevention control	Desirable (but not essential): Welsh Speaker (Level 1) Ability to travel within geographical area. Able to work hours flexibly.	

diplomacy when working with others		
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Organisational Chart & Technical Document



