

TEITL Y SWYDD: Metron Arbenigol Atal a Rheoli Heintiau

Band: 8a

TROSOLWG O'R SWYDD:

Bydd deiliad y swydd yn chwarae rôl allweddol o fewn y Tîm Atal a Rheoli Heintiau, yn arwain ar amrywiaeth o brosiectau a rhaglenni i sicrhau cydymffurfedd i bolisiau a chydymffurfiaeth ddeddfwriaethol ac wrth gyflawni dyletswyddau byddant yn gyfrifol am y canlynol:

- Darparu gofal arbenigol uwch yn y rheolaeth a rheoli o heintiau gofal iechyd (HCAIS) a'r Dihalogi trwy gydol y bwrdd iechyd. Gweithio mewn partneriaeth o fewn Grwpiau Gwasanaeth i wella menter gwella addas ac arloesedd sy'n ymwneud ag Atal a Rheoli Heintiau, yr addysg/ mentora i gynulleidfa amlbroffesiynol o fewn y gosodiad bwrdd iechyd a Phrifysgol.
- Sicrhau'r ddarpariaeth o daflen archwiliad i'r bwrdd iechyd, gan sicrhau bod ymarfer sy'n seiliedig ar dystiolaeth yn reddfol mewn pob agwedd o ddarparu gwasanaethau yn y cyd-destun o atal a rheoli heintiau.
- darparu arweinyddiaeth effeithiol, cyfeiriad gweithredol a chymorth proffesiynol ar draws meysydd cyfrifoldeb diffiniedig gan arwain a grymuso staff i sicrhau safon uchel o broffesiynoldeb, effeithlonrwydd ac effeithiolrwydd ar draws pob maes cyfrifoldeb a sicrhau bod amcanion ansawdd, llywodraethu a pherfformiad yn cael eu cyflawni gan gynnwys goruchwyliaeth glinigol
- darparu cyngor arbenigol ar gyfer cynllunio gofal a thriniaeth/gofal parhaus i gleifion unigol a grwpiau cleifion mewn perthynas ag atal a rheoli heintiau ar draws y bwrdd iechyd.
- Dehongli Polisiâu Cenedlaethol i ddatblygu a gweithredu'n fewnol i sicrhau a sicrhau gofal a darpariaeth gwasanaeth diogel, effeithiol ac o ansawdd uchel ar gyfer atal a rheoli heintiau.

Yn gyfrifol i:

Yn adrodd i:

Dirprwy Bennaeth Nyrsio Atal a Rheoli
Heintiau

Yn atebol i:

Dirprwy Bennaeth Nyrsio Atal a Rheoli
Heintiau

Yn broffesiynol:

Pennaeth Nyrsio Atal a Rheoli
Heintiau

Prif Gyfrifoldebau:

Clinigol

- Darparu cyngor arbenigol iawn mewn perthynas ag atal a rheoli heintiau ar gyfer cynllunio gofal a thriniaeth/gofal parhaus ar gyfer cleifion unigol a grwpiau cleifion.
- Gweithio ar y cyd â'r Pennaeth a'r Dirprwy Bennaeth Nyrsio ar gyfer Atal a Rheoli Heintiau i fonitro ac adrodd ar dueddiadau byrddau iechyd gyda digwyddiadau diogelwch HCAI, cyfraddau niwed, themâu o gwynion, ac ati a sicrhau bod dysgu dyladwy yn digwydd a bod newidiadau'n cael eu hintegreiddio i ymarfer lle bo angen.
- Sicrhau cydymffurfiaeth â'r holl adroddiadau gofynnol i gyrff allanol, gan gynnwys pob agwedd ar ddeddfwriaeth Dyletswydd Ansawdd a Dyletswydd Canmoliaeth a phob gofyniad rheoleiddiol arall sy'n berthnasol i feysydd cyfrifoldeb deiliad y swydd.
- Gweithio gyda rhanddeiliaid mewnol ac allanol allweddol i hyrwyddo a gweithredu strategaethau sy'n annog stiwardiaeth gwrthficrobaidd effeithiol a chydymffurfio â pholisi.

Cyfathrebu

- Gweithio fel ymarferydd ymreolaethol arbenigol i ddarparu cyngor arbenigol iawn i weithwyr proffesiynol mewn perthynas ag atal a rheoli heintiau; Mae hyn hefyd yn cynnwys darparu cyngor arbenigol i Ystadau a Chyfleusterau, a Phrosiectau Cyfalaf, er enghraifft ar gyfer adeiladau ac adnewyddiadau newydd.
- Cyflwyno cyflwyniadau ffurfiol i grwpiau amrywiol sy'n addysgu rhanddeiliaid mewn newidiadau i ddeddfwriaeth o ran IPC a fydd yn gofyn am ddefnyddio sgiliau trafod a dylanwadu i gyfathrebu'n effeithiol â'r holl rhanddeiliaid.
- Bod yn weladwy iawn, yn hygyrch ac yn hawdd mynd atynt at staff, cleifion, rhanddeiliaid ehangach a'r cyhoedd i sicrhau bod sianeli cyfathrebu agored a gonest yn cael eu creu a'u cynnal ar gyfer materion sy'n ymwneud ag atal a rheoli heintiau. Mae hyn yn cynnwys cynnal presenoldeb gweladwy drwy weithio gydag ac ochr yn ochr ag aelodau'r tîm atal a rheoli heintiau, timau Grŵp Gwasanaeth a rhanddeiliaid cysylltiedig ehangach. Creu amgylchedd gwaith lle mae staff yn trin ei gilydd gyda pharch ac urddas, gan hyrwyddo lefelau uchel o ymddiriedaeth a grymuso sy'n sail i gyfathrebu a chydweithio effeithiol sy'n gysylltiedig â'r gwasanaeth atal a rheoli heintiau. Defnyddio sgiliau cyfathrebu uwch i siarad â chleifion, sefydlu a chynnal perthnasoedd therapiwtig a rhoi newyddion drwg neu sensitif yn ymwneud ag atal a rheoli heintiau.
- Meithrin dulliau cyd - gynhyrchu gyda chleifion, teuluoedd, staff a'r holl rhanddeiliaid i arwain dysgu a datblygu yng nghyd - destun atal a rheoli heintiau gan ddefnyddio sgiliau trafod, perswadiol a chymhellol. Sicrhau bod staff yn cymryd rhan lawn yn y gwaith o ddatblygu a gweithredu cynlluniau gwella atal a rheoli heintiau lleol

Cynllunio a Dylunio

- Fel Arweinydd ymreolaethol, mae'n gwneud penderfyniadau a phenderfyniadau sy'n cynnwys ffeithiau/sefyllfaoedd hynod gymhleth sy'n ymwneud ag atal a rheoli heintiau sy'n gofyn am ddadansoddi, dehongli a chymharu ystod o opsiynau yn anghenion

gofal/rheoli cleifion/grwpiau cleifion o ddydd i ddydd yn yr amgylchedd clinigol gan sicrhau ymarfer diogel i bob claf.

- Gweithio gyda'r Pennaeth a'r Dirprwy Bennaeth Nyrsio ar gyfer Atal a Rheoli Heintiau a thimau ehangach, i ddatblygu'r cynllun gwasanaeth blynyddol a chynlluniau gwella ansawdd y bwrdd iechyd, a chefnogi eu hasesiad, cynllunio, gweithredu, gwerthuso ac adrodd yng nghyd - destun atal a rheoli heintiau, gan arwain ar elfennau penodol i sicrhau canlyniadau gwaith cadarnhaol.
- Gweithio gyda'r Pennaeth a'r Dirprwy Bennaeth Nyrsio ar gyfer Atal a Rheoli Heintiau ac yn gyfrifol am gynllunio a datblygu cyfeiriad strategol y gwasanaeth atal a rheoli heintiau yn weithredol.

Gwelliant a Monitro

- Dehongli polisi iechyd cenedlaethol, rhanbarthol a lleol a safonau a chanllawiau proffesiynol/cenedlaethol a chefnogi'r Pennaeth a'r Dirprwy Bennaeth Nyrsio ar gyfer Atal a Rheoli Heintiau i weithredu polisi ac arweiniad i sicrhau a sicrhau ymarfer atal a rheoli heintiau diogel.
- Gweithio mewn partneriaeth â'r Grwpiau Gwasanaeth a rhanddeiliaid ehangach i nodi'r angen am newid mewn perthynas â HCAI a safonau diheintio, gan gymryd rôl arweiniol wrth gefnogi'r timau clinigol i gychwyn prosiectau gwella ansawdd perthnasol, a negodi a dylanwadu ar newid. Cefnogi'r Pennaeth a'r Dirprwy Bennaeth Nyrsio ar gyfer Atal a Rheoli Heintiau yng nghyd - destun datblygu polisiau a gwasanaethau, sy'n gyfrifol am ddehongli a gweithredu polisiau a chanllawiau perthnasol ar gyfer atal a rheoli heintiau o fewn meysydd o gyfrifoldeb dynodedig ar draws y sefydliad.
- Darparu cymorth arbenigol atal a rheoli heintiau i'r Grwpiau Gwasanaeth, gan eu cynghori ar ddatblygu Cynllun Gwella HCAI y Grŵp Gwasanaeth. Mae hyn yn cynnwys cefnogi eu cydymffurfedd gyda'r holl raglenni goruchwylio cysylltiol Gofal Iechyd hanfodol. Sicrhau bod y prosesau, rolau/ cyfrifoldebau mewn lle yn glir i gefnogi'r rheolaeth llwyth achosion yn effeithiol o fewn y tîm atal a rheoli heintiau.
- Cychwyn a chymryd rôl arweiniol mewn prosiectau gwella ansawdd perthnasol gan ddefnyddio methodolegau gwella priodol i sicrhau bod diwylliant o wella ansawdd yn barhaus yn cael ei gynnal yng nghyd - destun atal a rheoli heintiau.
- Sicrhau bod cydymffurfiaeth yn cael ei chynnal o ran y safonau perfformiad gofynnol ar gyfer adolygiad datblygu blynyddol staff ac ailddilysu proffesiynol ar gyfer y rhai o dan reolaeth llinell uniongyrchol deiliad y swydd.

Arian a Chyllideb

- Sicrhau bod cydymffurfiaeth yn cael ei chynnal o ran y safonau perfformiad gofynnol ar gyfer adolygiad datblygu blynyddol staff ac ailddilysu proffesiynol ar gyfer y rhai o dan reolaeth llinell uniongyrchol deiliad y swydd. Cefnogi cyflawni targedau perfformiad strategol a gweithredol, gan weithio o fewn ffiniau'r adnoddau ariannol sydd ar gael a sicrhau bod cyllidebau atal a rheoli heintiau dirprwyedig/cysylltiedig yn cynnal statws cyfartal. Mae hyn yn cynnwys monitro arbedion costau a thargedau effeithlonrwydd yng nghyd - destun atal a rheoli heintiau.

Rheoli, Arweinyddiaeth a Hyfforddiant

- Rheolwr llinell uniongyrchol ar gyfer y Tîm Nyrsio o fewn y tîm atal a rheoli heintiau a, lle bo angen, staff gweinyddol cysylltiedig. Mae hyn yn cynnwys recriwtio, cadw, datblygiad proffesiynol a phrosesau arfarnu.
- Dirprwyo ar faterion atal a rheoli heintiau yn absenoldeb y Dirprwy Bennaeth Nyrsio ar gyfer Atal a Rheoli Heintiau. Gweithredu fel rôl model proffesiynol ar bob adeg. Mae hyn yn cynnwys gweithio'n ymarferol i ymgymryd â lleoliadau trochi clinigol/gweithio un ar un gyda staff o bryd i'w gilydd i sicrhau hygyrddedd clinigol, perthnasedd a chysylltedd eu hunain â chydweithwyr.
- Creu diwylliant dysgu, gan werthfawrogi ymarfer bob dydd fel cyfle myfyriol lle gellir cymhwyso dysgu'n uniongyrchol i ymarfer. Mae hyn yn cynnwys annog staff i ddadansoddi'r sylfaen dystiolaeth yn feirniadol a datblygu eu syniadau i wella'r arfer sy'n gysylltiedig ag atal heintiau a rheoli gwella ansawdd.
- Hyrwyddo effeithiolrwydd clinigol drwy sicrhau bod anghenion datblygu unigolion yn cael eu hasesu drwy'r fframweithiau adolygu datblygiad proffesiynol priodol, gan sicrhau bod cyfleoedd addysg a hyfforddiant yn cael eu darparu i fodloni cynlluniau datblygu gorfodol/statudol ac unigol. Sicrhau bod y tîm atal a rheoli heintiau yn cydymffurfio â'r holl ofynion hyfforddi gorfodol, gan gynnwys deddfwriaeth Diogelu, rheoleiddio a gofynion statudol a llwybrau uwchgyfeirio ac adrodd cysylltiedig.
- Dyfeisio, Cynllunio, gweithredu a hwyluso rhaglenni hyfforddi a datblygu sy'n cyfrannu at addysg aml - broffesiynol ar draws y sefydliad, gan gynghori a darparu hyfforddiant ac addysg briodol ar lefel weithredol a strategol.

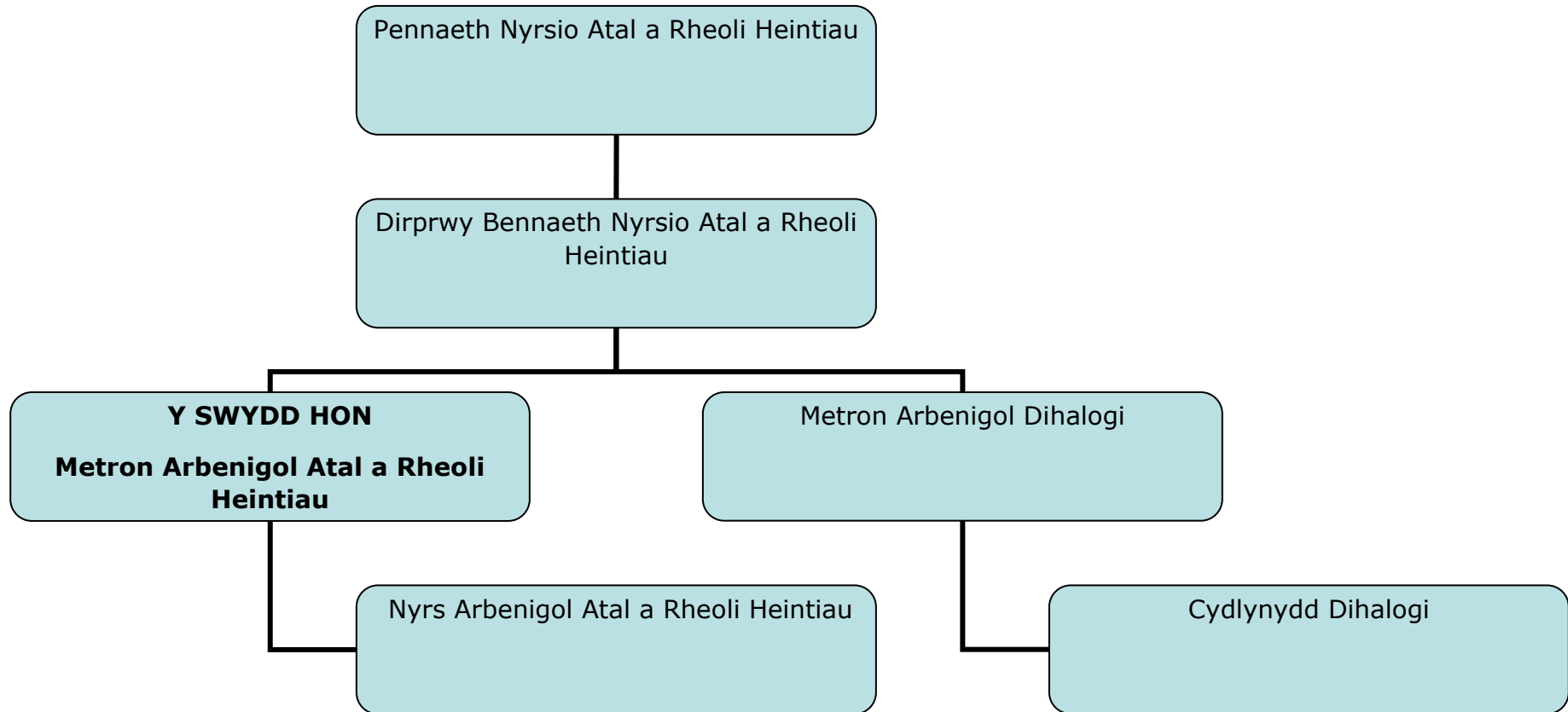
Digidol a Gwybodaeth

- Defnyddio ystod o systemau TG sy'n berthnasol i feysydd cyfrifoldeb penodol a'r gwasanaeth atal a rheoli heintiau ehangach i fonitro, dadansoddi ac adrodd ar dueddiadau heintiau gan gynhyrchu argymhellion. Dadansoddi a dehongli data cymhleth i helpu i lywio cyfeiriad strategol y gwasanaeth atal a rheoli heintiau. Cynnal cofnodion cleifion/cleientiaid cyfoes yn gywir mewn perthynas ag asesu a rheoli atal a rheoli heintiau arbenigol yn unol â chanllawiau Proffesiynol a Sefydliadol.
- Cefnogi'r Pennaeth a'r Dirprwy Bennaeth Nyrsio ar gyfer Atal a Rheoli Heintiau i gynhyrchu adroddiadau perthnasol ar lefel y Bwrdd, gan gynnwys adroddiadau chwarterol a blyneddol yn ymwneud â Heintiau sy'n Gysylltiedig â Gofal Iechyd.

Gwerthusiad â'r Archwilio

- Yn gyfrifol am gynnal a goruchwyllo archwiliadau o fewn y bwrdd iechyd ar draws y sefydliad e.e. archwiliad clinigol gan ddefnyddio gwybodaeth sy'n berthnasol i arferion atal a rheoli heintiau i lywio datblygiadau gwasanaeth a rheoli perfformiad a chefnogi gweithredu camau gweithredu cysylltiedig o ganlyniad i ganfyddiadau. Gweithio mewn partneriaeth â'r Grwpiau Gwasanaeth a'r timau Corfforaethol i gefnogi ymateb a chynlluniau gweithredu'r bwrdd iechyd o arolygiadau ac adolygiadau allanol, e.e. Arolygiaeth Iechyd Cymru, yn y cyd-destun o atal a rheoli heintiau.
- Cefnogi lledaenu ymarfer atal a rheoli heintiau sy'n seiliedig ar dystiolaeth yn glinigol effeithiol trwy gyflwyniadau mewnol/allanol a phresenoldeb mewn cyfarfodydd/cynadleddau allweddol. Cyfrannu at ac arwain ar archwiliad clinigol perthnasol sy'n ymwneud â phrosesau atal a rheoli heintiau i nodi meysydd o arfer gwael/da a gwerthuso effaith gwella gwasanaethau o ansawdd.

Cymwysterau a Gwybodaeth Hanfodol	Dymunol	Profiad Hanfodol	Dymunol
Nyrs Gofrestredig Lefel 1 (gyda chofrestriad Cyngor Nyrsio a Bydwreigiaeth weithredol) 'Gwybodaeth glinigol broffesiynol wedi'i chaffael trwy radd wedi'i hategu gan hyfforddiant arbenigol lefel diploma Gwybodaeth sylweddol o reoli atal heintiau arbenigol wedi'i hategu gan gyrsiau arbenigol Cwrs gwella ansawdd Gwybodaeth o fethodolegau gwella ansawdd, rheoli risg, archwiliad clinigol/ ymchwil ac asesu llenyddiaeth sy'n seiliedig ar dystiolaeth Tystiolaeth o Ddatblygiad Proffesiynol Parhaus, gan gynnwys ar gyrsiau arbenigol a thechnegol sy'n ymwneud ag atal a rheoli heintiau.	Cymhwyster Rheolaeth/ Arweinyddiaeth neu'n cael sgiliau cyfwerth a phrofiad. Gwybodaeth am brosesau Adnoddau Dynol Addysg Lefel 7 (Gradd Meistr) yn berthnasol i faes ymarfer	Profiad cyn cofrestriad perthnasol fel Ymarferydd Arbenigol newn Atal a Rheoli Heintiau Profiad o ddatblygu cynlluniau gwella ansawdd i leihau heintiau a gafwyd yn yr ysbyty Profiad o archwilio a gwyliadwriaeth o heintiau sy'n ymwneud â gofal iechyd Profiad o weithio mewn amgylchedd amlbroffesiynol	Profiad o reoli Profiad o ysgrifennu adroddiadau a chyflwyno papurau Profiad o adolygu a dadansoddi data sy'n gallu nodi risgiau neu bryderon sy'n dod. Profiad o reoli perfformiad
Sgiliau a galluoedd Hanfodol		Dymunol	Arall Hanfodol
Gallu dangos gwerthoedd BIPBA o fewn ei gwaith proffesiynol pob dydd cymhwysedd sgiliau clinigol mewn gosodiad ymarfer gan gynnwys y gallu i werthuso perthnasedd clinigol o ddata meicrobiolegol i gynghori yn ôl yr angen. Dangos arweinyddiaeth, goruchwyliau a phrofiad partneriaeth, y gallu i gyfathrebu'n effeithiol gyda chydweithwyr, cleifion a staff clinigol ac asiantaethau arall. Gwydnwch gyda'r gallu i weithio'n effeithiol o dan bwysau ac ymdopi ag anawsterau; y gallu i gadw'n gyfforddus a gosod safonau uchel o ymddygiad dan bwysau Gallu casglu adroddiadau cymhleth gan ddefnyddio nifer o ffynonellau data a gwybodaeth		Gallu i ddylunio ac arwain archwiliad clinigol Mae Sgiliau Iaith Gymraeg yn lefelau 1 i 5 dymunol mewn deall, siarad, darllen ac ysgrifennu yn Gymraeg	Y gallu i deithio o fewn ardal ddaearyddol. Yn gallu gweithio oriau hyblyg.



JOB TITLE: Specialty Matron Infection Prevention & Control

Band: 8a

JOB OVERVIEW:

The post holder will play a key role within the Infection Prevention Control Team, leading on various projects and programmes to ensure compliance to legislative and policies and in the course of their duties will be responsible for:

- 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, ensuring that evidence-based practice is inherent in all aspects of service delivery in the context of infection prevention and control.
- provide effective leadership, operational direction and professional support across defined areas of responsibility leading and empower staff to ensure a high standard of professionalism, efficiency and effectiveness across all areas of responsibility and ensure quality, governance and performance objectives are achieved including clinical supervision
- 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 National Policies to develop and implement internally to ensure and assure safe, effective and high-quality care and service provision for infection prevention and control.

Responsible to:

Reporting:

Deputy Head of Nursing Infection Prevention & Control

Accountable:

Deputy Head of Nursing Infection Prevention & Control

Professionally:

Head of Nursing Infection Prevention & Control

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 in conjunction with the Head and Deputy 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 ensures that due learning takes place and that changes are integrated into practice where required.
- Ensuring compliance with all required reporting to external bodies, including all aspects of the Duty of Quality and Duty of Candour legislation and all other regulatory requirements as relevant to the post holder's areas of responsibility.
- Work with key internal and external stakeholders to promote and implement strategies that encourage effective antimicrobial stewardship and policy compliance.

Communication

- 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.
- Deliver formal presentations to various groups educating stakeholders in changes to legislation with regards to IPC which will require the use of negotiation and influencing skills to communicate effectively with all stakeholders.
- Be highly visible, accessible and approachable to staff, patients, wider stakeholders and the public to ensure that open and honest communication channels are created and sustained for matters relating to infection prevention and control. This includes maintaining a visible presence through working with and alongside members of the infection prevention and control team, Service Group teams and wider associated stakeholders. Create a working environment where staff treat each other with mutual respect and dignity, promoting high levels of trust and empowerment that underpins effective communication and collaboration associated with the infection prevention and control service. 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.
- Foster co-production approaches with patients, families, staff and all stakeholders to guide learning and development in the context of infection prevention and control using negotiating, persuasive, and motivational skills. Ensure staff are fully engaged in the development and implementation of local infection prevention and control improvement plans

Planning and Design

- As an autonomous Leader make judgements and decision 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 ensuring safe practice for all patients.

- Work with the Head and Deputy Head of Nursing for Infection Prevention and Control and wider teams, to develop the annual service plan and health board quality improvement plans, and support their assessment, planning, implementation, evaluation and reporting in the context of infection prevention and control, leading on specific elements to ensure positive outcomes of work.
- Work with the Head and Deputy Head of Nursing for Infection Prevention and Control and responsible for the operational planning and development of the strategic direction of the infection prevention and control service.

Improvement and Monitoring

- Interpret national, regional and local health policy and professional/national standards and guidance and support the Head and Deputy Head of Nursing for Infection Prevention and Control to implement policy and guidance to ensure and assure safe infection prevention and control practice.
- Work in partnership with the Service Groups and wider stakeholders to identify the need for change in relation to HCAs and standards of decontamination, taking a lead role in supporting the clinical teams to initiate relevant quality improvement projects, and negotiating and influencing change. Support the Head and Deputy Head of Nursing for Infection Prevention and Control in the context of policy and service development, responsible for the interpretation and implementation of relevant policies and guidelines for infection prevention and control within areas of designated responsibility across the organisation.
- Provide infection prevention and control specialist support to the Service Groups, advising them on their development of the Service Group HCAI Improvement Plan. This includes supporting their compliance with all mandatory Healthcare Associated surveillance programmes. Ensure there are clear processes and roles/responsibilities in place to support effective caseload management within the infection prevention and control team.
- Initiate and take a lead role in relevant quality improvement projects utilising appropriate improvement methodologies to ensure a culture of continuous quality improvement is maintained in the context of infection prevention and control.
- Ensure compliance is maintained regarding required standards of performance for staff annual development review and professional revalidation for those under the post holder's direct line management.

Finance and Budget

- Authorised signatory for roster and travel claims for staff under direct line management by the post holder. Support the achievement of strategic and operational performance targets, working within the boundaries of available financial resources and ensuring delegated/associated infection prevention and control budgets maintain break even status. This includes the monitoring of cost savings and efficiency targets in the context of infection prevention and control.

Management, Leadership and Training

- Direct line manager for the Nursing Team within the infection prevention and control team and, where necessary, associated

administrative staff. This includes recruitment, retention, professional development and appraisal processes.

- Deputise on infection prevention and control matters in the absence of the Deputy Head of Nursing for Infection Prevention and Control. Act as a professional role model at all times. This includes working in practice to undertake clinical immersion placements/working one-on-one with staff periodically to ensure own clinical credibility, relevance and connectivity to colleagues.
- Create a learning culture, valuing daily practice as a reflective opportunity where learning can be applied directly to practice. This includes encouraging staff to critically analyse the evidence base and develop their ideas to enhance practice associated with infection prevention and control quality improvement.
- Promote clinical effectiveness by ensuring the development needs of individuals are assessed through the appropriate professional development review frameworks, ensuring education and training opportunities are provided to meet mandatory/statutory and individual development plans. Ensure the infection prevention and control team comply with all mandatory training requirements, including Safeguarding legislation, regulation and statutory requirements and associated escalation and reporting routes.
- Devise, Plan, implement and facilitate training and development programmes that contribute to multi-professional education across the organisation, advising and providing appropriate training and education at an operational and strategic level.

Digital and Information

- Use a range of IT systems relevant to specific areas of responsibility and the wider infection prevention and control service to monitor, analyse and report on Infection trends producing recommendations. Analyse and interpret complex data to help inform the strategic direction of the infection prevention and control service. Accurately maintain contemporaneous patient/client record keeping in relation to specialist infection prevention and control assessment and management in accordance with Professional and Organisational guidelines.
- Support the Head and Deputy Head of Nursing for Infection Prevention and Control to produce relevant Board level reports, including quarterly and annual reports relating to Healthcare Associated Infection.

Evaluation and Audit

- Responsible for undertaking and supervising audits within the health board across the organisation e.g. clinical audit using information relevant to infection prevention and control practices to inform service developments and performance management and supporting the implementation of associated actions as a result of findings. Work in partnership with the Service Groups and Corporate teams to support the health board's response and action plans from external inspections and reviews, e.g. Health Inspectorate Wales (HIW), in the context of infection prevention and control.
- Support the dissemination of evidence-based clinically effective infection prevention and control practice through internal/external presentations and attendance at key meetings/conferences. Contribute to and lead on relevant clinical audit relating to infection prevention and control processes to identify areas of poor/good practice and evaluate the impact of quality service improvement.

Essential Qualifications & Knowledge	Desirable	Essential Experience	Desirable
Registered Nurse Level 1 (with active NMC registration) 'Professional clinical knowledge acquired through degree supplemented by diploma level specialist training Significant knowledge of specialist infection prevention control underpinned by specialist courses Quality Improvement course Knowledge of quality improvement methodologies, risk management, clinical audit/research and assessing evidence-based literature Evidence of continuous professional development, including specialist and technical courses associated with infection prevention and control.	Management /Leadership qualification or possess equivalent skills and experience Knowledge of HR processes Level 7 Education (Master's Degree) relevant to area of practice.	Relevant 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 Experience of working in multi-professional teams	Experience of supervisory management Experience of report writing and presentation of papers Experience of reviewing and analysing data that indicate emerging risks or issues Experience of budgetary management
Essential Aptitude and abilities		Desirable	Other Essential
Can demonstrate SBU values within their everyday professional work Clinical skills competence in practice setting including ability to appraise the clinical relevance of microbiological data and advise accordingly Demonstrates leadership, supervision, and partnership experience, ability to communicate effectively with colleagues, patients, clinical staff and other agencies Ability to work effectively under pressure and cope with setbacks; ability to maintain composure and set high standards of behaviour when under pressure Able to compile complex reports utilising several sources of data and information		Ability to design and lead clinical audit Welsh Language Skills are desirable levels 1 to 5 in understanding, speaking, reading, and writing in Welsh	Ability to travel within geographical area. Able to work hours flexibly.

Organisational Chart

