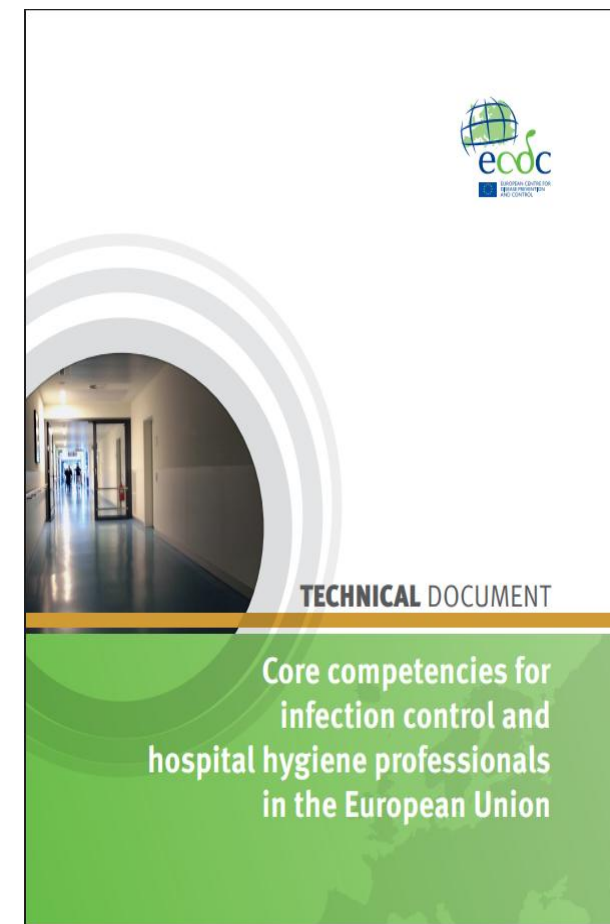# Kompetencer i IPC – et europæisk rammeværk

Jette Holt, specialuddannet hyg.spl, cand.pæd.pæd, ph.d, CEI, SSI

45 minutter om infektionshygiejniske kompetencer

- Begrebsafklaring
- Historisk optakt til Core competences i EU
- Præsentation af ECDC core competences
- Fremtidige ønskede kompetencer
- Self assessment system og videre træning i Infektionshygiejne
- Diskussion

TECHNICAL DOCUMENT

Core competencies for infection control and hospital hygiene professionals in the European Union

Begrebsafklaring

- At have kvalifikation
  - formel anerkendelse af teoretisk viden- erhvervet gennem uddannelse

- At være kompetent
  - Dygtig og kvalificeret til at **udføre eller handle** effektivt indenfor et område og **træffe** velinformerede beslutninger
    - Kræver en kombination af viden, færdigheder, erfaring og personlige egenskaber

  - At have **færdighed**
    - noget man kan, en evne (medfødte eller udviklet talent)
      - Praktiske, kognitive, kreative,, kommunikative

  - At have kompetence
    - den konkrete handling, hvori man bruger sin **viden, færdigheder og erfaring** til at opnå det specifikke resultat
    - **det du kan og det du gør**
      - Tekniske og bløde kompetencer
      - Opbygget gennem uddannelse, træning og erfaring

Faglige kompetencer

- De målrettede kompetencer man får gennem
  - Formel uddannelse
  - Kurser
  - Arbejdspladsoplæring
    - Nye opgaver
    - Projektarbejde
    - Jobbytte
    - Refleksion
      - Vidensdeling
      - Sparring
      - Mentoring

Faglige kompetencer

Dine faglige kompetencer, er det du har lært gennem din uddannelse, tidligere jobs eller andre erfaringer.

Eksempler på faglige kompetencer: retstavning, kundebetjening, div. IT-programmer, projektledelse, planlægning, god sælger osv.

Personlige kompetencer

- Kombination af ens evner, personlighedstræk og erfaringer
  - Dine menneskelige egenskaber….
  - Personlige OG sociale kompetencer

- Kommunikationsevner, problemløsningstilgang, tålmodighed, ansvarlighed,….
  - evne til at være empatisk, lyttende, indgå i relationer, kreativitet, at kunne genkende mønstre, at være analytisk, ….
 - Personlighedstest, samarbejdsøvelser, ….

Personlige kompetencer

Dine personlige kompetencer er dem, der kendetegner din personlighed og dine menneskelige egenskaber. Personlige kompetencer har betydning for, hvordan du løser en opgave, og hvordan du arbejder sammen med andre.

Eksempler på personlige kompetencer: udadvendt, initiativrig, humoristisk, detaljeorienteret, energisk, positiv, nysgerrig, struktureret, grundig, beslutsom, god til at samarbejde osv.

IPSE Work Packages i 2005- 2008 – forløberen for ECDC

- Improving Patient Safety in Europe (IPSE)

- **European Coordination:** IPSE provided a **framework** for EU countries to work together on infection prevention, building on the efforts of earlier projects and laying **the groundwork for permanent coordination through the ECDC.**

  - **Surveillance, standards and indicators, rapid exchange of data**

- **Training and Competencies:** The project worked on **standardizing** infection control and hospital hygiene (IC/HH) training for doctors and nurses across Europe by **developing a core curriculum**.

Figure 2.3.4.1: Existence of an official training program of IC practitioner profile
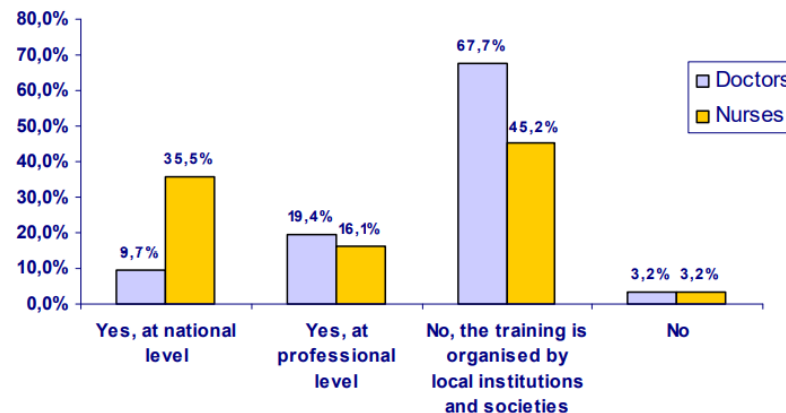
Improving Patient Safety in Europe (IPSE). The IPSE report 2005-2008. Lyon: Université Claude Bernard Lyon 1; November 2009]. Available from:

https://www.ecdc.europa.eu/sites/default/files/media/en/healthtopics/Healthcare-associated_infections/HAI-Net/Documents/healthcare-associated-infections-IPSE-Technical-Report.pdf

Dette var IPSE´s core competences i 2008

- Aimed at professional organisations responsible for training ICPs as well as healthcare institutions
- The proposed curriculum would be used as a reference for adapting and improving existing training programmes.
- The proposed curriculum would also be the base for initiating a European dialogue on qualification/specialisation of ICPs

IPSE
Improving Patient Safety in Europe

Table 2.3.4.1: Core Curriculum Synthesis

1. Programme Management (PM)	
Elaborating and advocating an infection control programme	PM 1
Managing an infection control programme, work plan and projects	PM 2
2. Quality Improvement (QI)	
Contributing to quality management	QI1
Contributing to risk management	QI2
Performing audits of professional practices and evaluating performance	QI3
Training of hospitals employees in Infection control	QI4
Contributing to research	QI5
3. Infection Control (IC)	
3.1. Surveillance and Investigation (SI)	
Designing a surveillance system	IC-SI1
Managing (implementation, follow up, evaluation) a surveillance system	IC-SI2
Identifying investigating and managing outbreaks	IC-SI3
3.2. Infection Control activities (ICA)	
Elaborating infection control interventions	IC-ICA1
Implementing infection control and healthcare Procedures	IC-ICA2
Contributing to reducing antibiotic resistance	IC-ICA3
Advising appropriate laboratory testing and use of laboratory data	IC-ICA4
Decontamination and Sterilisation of medical devices	IC-ICA5
Controlling environmental sources of infections	IC-ICA6

Og så var der TRICE (2009) og TRICE- IS(2014)

- ECDC 'Infection control training needs assessment in the European Union' (TRICE)
- Styrke IPC træning i EU
- Afdækning af organisering af uddannelse i IPC i Europa
- store forskelle
- Ambitionen var en Wiki tool – en e-learning platform for trainers in IPC
  - store, share, exchange, and optimize the knowledge on IPC in a collaborative way among European countries

Harmonizing and supporting infection control training in Europe

S. Brusaferro [a,*], L. Arnoldo [a], G. Cattani [a], E. Fabbro [a], B. Cookson [b],
R. Gallagher [c], P. Hartemann [d], J. Holt [e], S. Kalenic [f], W. Popp [g],
G. Privitera [h], V. Prikazsky [i], C. Velasco [i], C. Suetens [i], C. Varela Santos [i]

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[b] Division of Infection and Immunity, University College London, London, UK
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[e] National Center for Infection Control, Statens Serum Institut, Copenhagen, Denmark
[f] Department of Medical Microbiology, University of Zagreb, Zagreb, Croatia
[g] Hospital Hygiene, University Clinics Essen, Essen, Germany
[h] Dipartimento di Ricerca Traslazionale e delle Nuove Tecnologie in Medicina e Chirurgia, University of Pisa, Pisa, Italy
[i] European Centre for Disease Prevention and Control, Stockholm, Sweden

SUMMARY

Healthcare-associated infection (HCAI), patient safety, and the harmonization of related policies and programmes are the focus of increasing attention and activity in Europe. Infection control training for healthcare workers (HCWs) is a cornerstone of all patient safety and HCAI prevention and control programmes. In 2009 the European Centre for Disease Prevention and Control (ECDC) commissioned an assessment of needs for training in infection control in Europe (TRICE), which showed a substantial increase in commitment to HCAI prevention. On the other hand, it also identified obstacles to the harmonization and promotion of training in infection control and hospital hygiene (IC/HH), mostly due to differences between countries in: (i) the required qualifications of HCWs, particularly

Training infection control and hospital hygiene professionals in Europe, 2010: agreed core competencies among 33 European countries

S Brusaferro [1], B Cookson, S Kalenic, T Cooper, J Fabry, R Gallagher, P Hartemann, K Mannerquist, W Popp, G Privitera, C Ruef, P Viale, F Coiz, E Fabbro, C Suetens, C Varela Santos;
National representatives of the Training in Infection Control in Europe (TRICE) project

Og så udkom ECDC core competences, 2013

- Goal: Developing a basic training strategy at the EU level in the area of infection control
- A reference paper for different groups of users and a variety of uses.
- Proposing a comprehensive list of core competencies

- European Qualifications Framework (kvalifikationsrammen)

- Competencies:
  - 'the proven ability to use knowledge, skills and personal, social and/or methodological abilities, in work or study situations and in professional and personal development"
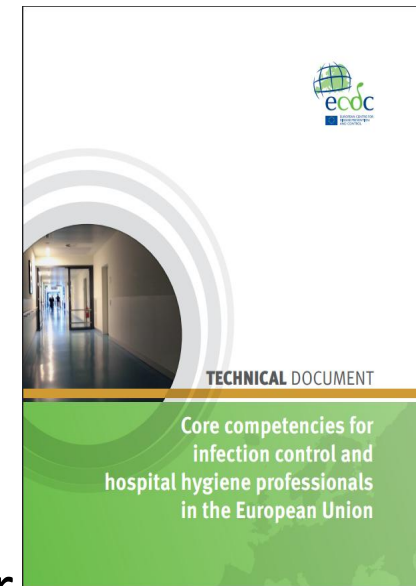
Målet med rammeværket i EU fra ECDC

- **standardisation** of the competencies for IPC professionals
- **design and implementation of training courses according to different national contexts** while facilitating the mutual recognition of competencies across EU Member States;
- **self-assessment of performance** for IPC professionals and **planning** of their professional development;
- **identification of the needs** of healthcare organisations with regard to professional staff
- **evaluation** of the performance of IPC professionals.
- **facilitate** the mobility and comparability of job descriptions of professionals

ECDC´s niveauopdeling i kompetencekrav

- Introductory level (junior specialist)
  - **newly** appointed infection control and hospital hygiene staff member with little or no previous experience.

- Expert level (senior specialist)
  - infection control and hospital hygiene professionals who are **confident and experienced**; who use
    - Reasoning
    - critical thinking
    - reflection and analysis to inform his/her assessment and decision-making; and
    - are able to develop and implement new solutions to problems

Kilde: Benner, Patricia. From novice to expert. Addison-Wesley Publishing Company, Menlo Park, California 1984. Bearbejdet af Aud Sissel Digernes.

ECDC´s CC er en fortsættelse af IPSE´s areas og domæner

Table 2.3.4.1: Core Curriculum Synthesis

1. Programme Management (PM)
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Performing audits of professional practices and evaluating performance
Training of hospitals employees in Infection control
Contributing to research
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Designing a surveillance system
Managing (implementation, follow up, evaluation) a surveillance system
Identifying investigating and managing outbreaks
3.2. Infection Control activities (ICA)
Elaborating infection control interventions
Implementing infection control and healthcare Procedures
Contributing to reducing antibiotic resistance
Advising appropriate laboratory testing and use of laboratory data
Decontamination and Sterilisation of medical devices
Controlling environmental sources of infections

Table A1. Areas and domains of competency in infection control and hospital hygiene

Area	Domain
Area 1. Programme management	Elaborating and advocating an infection control programme
	Management of an infection control programme, work plan and projects
Area 2. Quality improvement	Contributing to quality management
	Contributing to risk management
	Performing audits of professional practices and evaluating performance
	Infection control training of employees
	Contributing to research
Area 3. Surveillance and investigation of healthcare-associated infections (HAIs)	Designing a surveillance system
	Managing (implementation, follow up, evaluation) a surveillance system
	Identifying, investigating and managing outbreaks
Area 4. Infection control activities	Elaborating infection control interventions
	Implementing infection control healthcare procedures
	Contributing to reducing antimicrobial resistance
	Advising appropriate laboratory testing and use of laboratory data
	Decontamination and sterilisation of medical devices
	Controlling environmental sources of infections

ECDC´s udvidelse af domænernes kompetencer

Area 4. Infection control activities

| Domain	Competencies for a junior specialist – introductory level	Competencies for a senior specialist – expert level
Elaborating infection control interventions	• Collect and analyse the relevant documentation for the development of an infection control procedure • Prepare infection control policies and procedures according to national or local standard operating procedures (SOPs), for example for validated main infection control activities, i.e. standard precautions and hand hygiene • Isolation and special (barrier) precautions • Skin disinfection • Patient pre-operative preparation • Decontamination and sterilisation of medical devices • Invasive procedures: vascular and urinary catheterisation, mechanical ventilation, etc. • Support activities: linen and waste management, housekeeping, food service, environmental safety (air, water), decontamination of environmental surfaces • Examples for occupational health activities: management following fluid exposure, prevention of inoculation injuries and other infection risks in HCWs • Immunisation of HCWs and patients • Contribute to the design and implementation of procedures for crisis management in infection control: alert management, recall of patients, recall of potentially contaminated equipment and supplies, reporting and exchange with relevant healthcare professionals • Contribute to the drawing up of clinical procedures when special precautions for infection control are required • Contribute to the drawing up of clinical procedures for specific settings • Plan strategies for the design of healthcare procedures	• Collect and analyse the relevant documentation for the development of an infection control procedure • Prepare infection control policies and procedures according to national or local standard operating procedures (SOPs), for example for validated main infection control activities, i.e. standard precautions and hand hygiene • Isolation and special (barrier) precautions • Skin disinfection • Patient pre-operative preparation • Decontamination and sterilisation of medical devices • Invasive procedures: vascular and urinary catheterisation, mechanical ventilation, etc. • Support activities: linen and waste management, housekeeping, food service, environmental safety (air, water), decontamination of environmental surfaces • Examples for occupational health activities: management following fluid exposure, prevention of inoculation injuries and other infection risks in HCWs • Immunisation of HCWs and patients • Prepare a procedure for crisis management in infection control: alert management, recall of patients, recall of potentially contaminated equipment and supplies, reporting and exchange with relevant healthcare professionals • Contribute to the drawing up of clinical procedures when special precautions for infection control are required • Contribute to the drawing up of clinical procedures for specific settings • Plan strategies for the design of healthcare procedures
Implementing infection control healthcare procedures	• Contribute to set a policy for the implementation and revision of infection control guidelines and recommendations according to the SOPs: roles and responsibilities of supervisor, trainers, link professionals • Disseminate pertinent policies and procedures to applicable departments and help HCWs in their implementation through continuous support.	• Set a programme for the implementation and the revision of infection control guidelines and recommendations according to the SOPs: roles and responsibilities of supervisor, trainers, link professionals • Disseminate pertinent policies and procedures to applicable departments and help HCWs in their implementation through continuous support.

Area 2. Quality improvement

Infection control training of employees		
	• Evaluate the training needs of the healthcare organisation and of HCWs through consultations and surveys and other methodologies such as gap analysis • Integrate within the healthcare organisation's training programme for new employees, basic knowledge and awareness of infection control issues • Design a training programme on infection control activities and procedures for all employees in healthcare organisation to update their knowledge and awareness according to the latest data (national, local, newly published) • Select and provide appropriate training modalities to achieve expected outcomes • Evaluate the impact of the training sessions	• Evaluate the training needs of the healthcare organisation and of HCWs through consultations and surveys and other methodologies such as gap analysis • Integrate within the healthcare organisation's training programme for new employees, basic knowledge and awareness of infection control issues • Design a training programme on infection control activities and procedures for all employees in the healthcare organisation to update their knowledge and awareness according to the latest data (national, local, newly published) • Select and provide appropriate training modalities to achieve expected outcomes • Evaluate the impact of the training sessions

# WHO fulgte op i 2020 med deres bud på core competencies

- Refererer til ECDC´s technical document
- Opererer med (IPCP I - junior):
  - IPC professional with up to 3 years of IPC practical experience. Og
- II (IPCP II - senior):
  - IPC professional with more than 3 years of IPC practical experience and more senior roles and responsibilities
- Tager udgangspunkt i WHO´s Core components som bl.a omhandler beskrivelse af national IPC curriculum og training programme
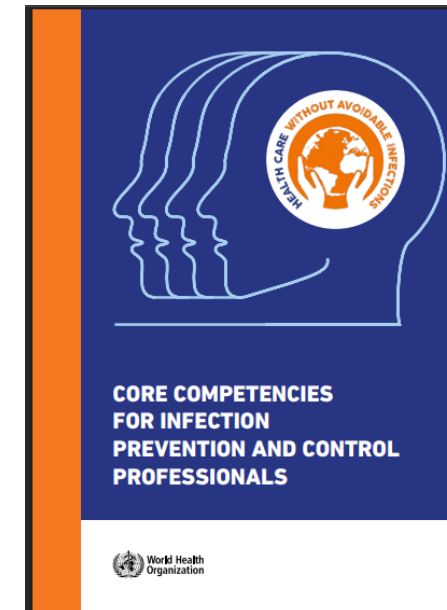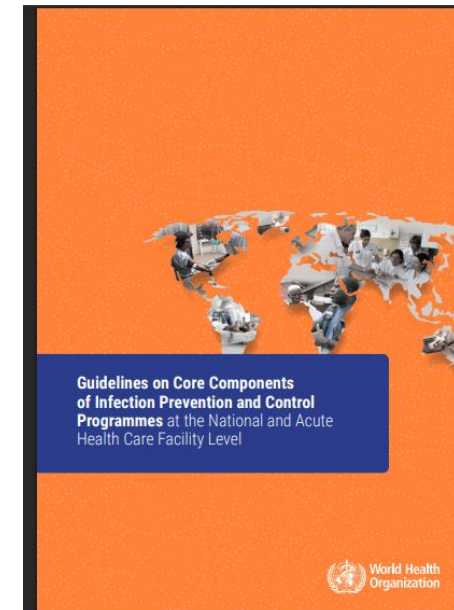
JAMRAI 2 WP ønsker til fremtidige kompetencer

Joint Action on Antimicrobial Resistance and Healthcare-Associated Infections

- **Behavioral - social - and implementation science**
  the understanding of human behavior, safety culture, and organizational change.
  how to create a **good working environment** including
  a strategy for **retention** and how to promote **psychological resilience** to impede workforce burnout.
- **Cross-sectoral collaboration**
  interprofessional communication, knowledge of care transitions and integrated care models.
- **Leadership and advocacy.**
  advocate for system change, funding, and education at institutional and national levels. understand the political
  and administrative commitment on IPC implementation.
- **Digital health.**
  - digital surveillance, electronic health records, telehealth IPC protocols, robot control, molecular epidemiology
    and use of AI for outbreak prediction.
  - **Climate change and sustainability**
- understand how climate-driven change and green hospital policies impact IPC.
- **AMS integration**
  IPC and AMS are interdependent
- **Preparedness**
  IPC in humanitarian/crisis settings: Pandemics, climate-driven outbreaks, conflict, and migration
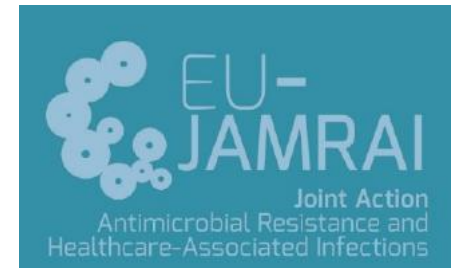
Ønske om at supplere core competences med et SAS (self assessment system)

- part of the EU-JAMRAI 2 project one sub-task is
  - "to develop a self-assessment system (SAS) which can be used to assess **the degree of IPC core competencies** integrated at the local and national level based upon IPC competency recommendations from WHO and **adjusted** to EU needs".

- Inspiration fra dansk MUS (medarbejderudviklingssamtale - årlig planlagt, styret samtale mellem nærmeste leder og medarbejder)

- Formål: En samtale, hvor medarbejder og leder diskuterer medarbejderens faglige og personlige udvikling, trivsel, arbejdsopgaver og fremtidige mål.
- Hvad det indebærer
  - en dialog, der giver **medarbejderen** mulighed for at sætte ord på, hvad der er vigtigt for vedkommende, og hvad der skal til for at trives og vokse i jobbet.
- Hvorfor:
  - Formålet er at skabe klarhed, afstemme forventninger, opnå gensidige mål og sikre, at **medarbejderens kompetencer udvikles i tråd med organisationens strategi.**

Hvor finder man ECDC´s kompetencer i dansk IPC

- I stillingsopslag
- Indlejret i national og lokal funktionsbeskrivelse
- Lokalt tilpasset SAS/MUS

The route to a local SAS

Written **job description** → WHO/ECDC competencies → JAMRAI 2 Self assessment system → Locally needed/defined competencies → Adapted SAS
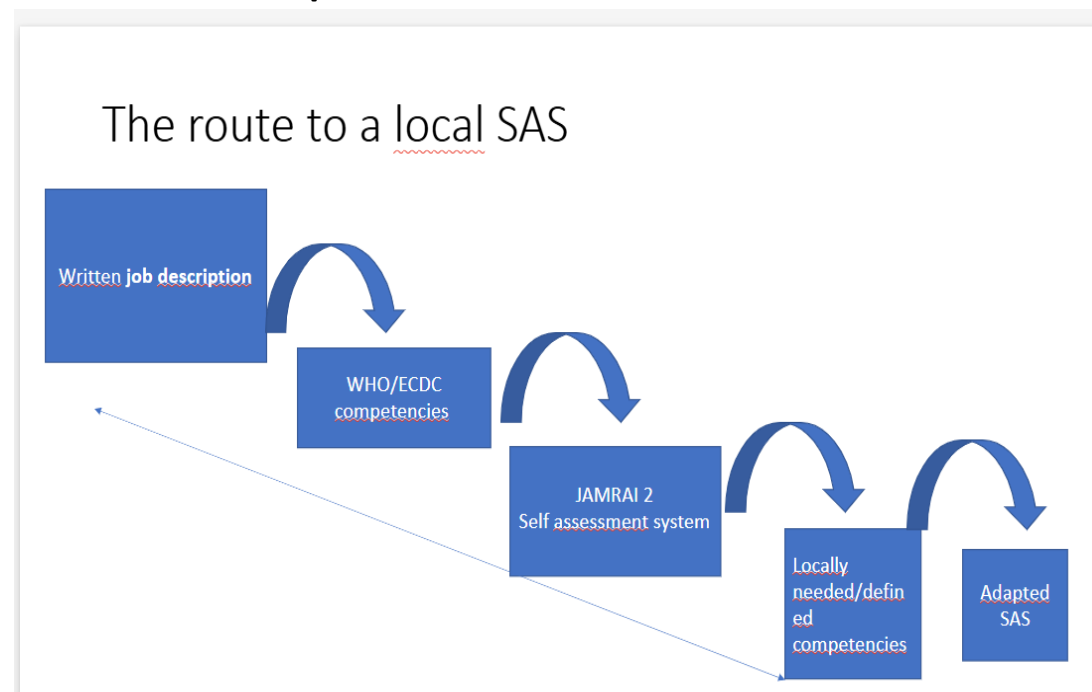
Funktionsbeskrivelse hygiejnesygeplejersker

1. Forord

Hygiejnesygeplejersken indgår aktivt i sundhedssektorens udvikling indenfor sundhedsfremme, forebyggelse, behandling og pleje af patienter med infektion og bærertilstand og sikrer gennem monitorering, undervisning, rådgivning og vejledning, at der anvendes evidensbaserede smitte- og infektionsforebyggende retningslinjer.

Hygiejnesygeplejersken varetager alsidige og komplekse opgaver og bestrider en overordnet, tværgående og tværfaglig funktion, der er rådgivende og vejledende på alle niveauer i organisationen.

2. Organisatorisk placering

Den organisatoriske indplacering af en hygiejnesygeplejerske kan være ansættelse i en klinisk mikrobiologisk afdeling, infektionshygiejnisk enhed, en kvalitets- og udviklingsafdeling eller tilsvarende, oftest med direkte reference til afdelingsledelsen eller tilsvarende ledelsesniveau.

Hygiejnesygeplejersken kan have funktion i stat, region, kommune eller privat virksomhed.

SUNDHEDSSTYRELSEN

Borger Fagperson   Nyheder Presse Temaer Arrangementer Puljer Høringer Udgivelser Om os

Udgivelser / 2000

Cirkulære nr. 113 om specialuddannelsen for sygeplejersker i infektionshygiejne (hygiejnesygeplejersker)

LOVE OG REGLER 10 JUL 2000

Forslag til SAS dialog – hvad skal tilføjes?

Tak for jeres tid