



INFECTION PREVENTION CONTROL

DOMAIN 4 – LEADERSHIP AND MANAGEMENT

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Use the rating scale below to help you assess yourself against the competency statement.

- LD** - I need a lot of development
- SD** - I need some development
- WD** - I am well developed
- NA** - Is not applicable to my role

! You may find it helpful to discuss the competence statements with one of your peers before you begin your assessment

4.1 COMPETENCY AREA

Improve quality and safety through networking, influence, proactivity and challenge

This competence relates to the following dimensions and levels within the NHS KSF:

- Core 1 communication Level 4
- HWB3 Protection of health and wellbeing Level 4
- G2 Development and innovation Level 3

PRACTICE		LD	SD	WD	NA
1.	Scan worldwide developments for emerging threats to safety and quality, emerging measures to address threats, and opportunities for action	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Measure the future risks and threats; infection and prevention control measures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Proactively develop and sustain new partnerships and networks to influence and improve safety and quality working across professional, organisational and system boundaries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Develop and sustain a strategic vision and related plans, and gather evidence of improved quality, safety and infection prevention and control, using a range of different skills and drawing on own and others' expert knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Seize appropriate and timely opportunities to stress safety and quality across different pathways, health and social-care settings and institutions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Continuously assess and monitor the risks to safety and quality and challenge others' actions and decisions when they put individuals, populations and others at risk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Advise key people of the effect that their decisions will have on safety and quality and the risks of not taking actions related to infection prevention and control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Recommend courses of action to key people that will improve safety and quality and bring other related benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Develop quality and safety improvement practices through understanding the implications of epidemiological, micro-biological, demographic, social, political and professional trends and developments and applying them to the context and environment following horizon scanning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Effectively communicate key messages to wider audiences to influence the wider safety and quality agenda	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	Take the necessary action to escalate concerns when safety and quality are compromised and there is a failure to act	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

KNOWLEDGE UNDERSTANDING AND SKILLS		LD	SD	WD	NA
a.	The national and local strategic context, and sources of information about relevant factors and trends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	How to present information in a manner that fits within the strategic context	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	How to present information in a manner that fits within the strategic context	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	Local, regional and national networks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4.2 COMPETENCY AREA

Improve quality and safety through the design, planning, monitoring and development of services

This competence relates to the following dimensions and levels within the NHS KSF:

- **Core 4 Service improvement Level 4**
- **HWB3 Protection of health and wellbeing Level 4**
- **G3 Procurement and commissioning Level 3**
- **G5 Services and project management Level 4**

PRACTICE		LD	SD	WD	NA
1.	Promote a vision of improved quality and safety and better infection prevention and control within health and social-care and related services to meet the needs of the population(s) that they are designed to serve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Actively engage with individuals and populations about their needs and priorities in relation to infection prevention and control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Enable different health and social-care providers and professionals within health economies to understand the need for, and commit to, common goals and objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Work with others to develop the standards of infection prevention and control that health and social-care services should meet so that they increase public confidence and deliver high-quality outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Determine the needs of individuals and populations, and the outcomes they require from health and social-care services, from an analysis of hard and soft public health data	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Draft specifications for services which contain clear and specific outcomes and indicators, sufficient levers to change practice, and identify the consequences of achieving or not achieving these	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Secure the agreement of providers to the delivery of the specified services within available resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Confirm that health and social-care providers have the necessary systems, policies, procedures and governance structures in place to provide high-quality and safe services and that they comply with national environmental standards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Analyse data on performance from service providers to determine if standards, indicators and outcomes are being met in service provision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Actively monitor and review the delivery of services against specification, outcomes and indicators (for example, through making unannounced visits) and take timely action when issues arise, including escalating to others if required	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

KNOWLEDGE UNDERSTANDING AND SKILLS		LD	SD	WD	NA
a.	Effective engagement methods with individuals and populations about their needs and priorities in relation to infection prevention and control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	Engagement strategies with health and social-care providers and professionals to build common goals and interests	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	Development of standards, indicators, outcome measures and so on	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	Skills in analysing public health data (hard and soft) to identify the needs and interests of individuals and populations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

KNOWLEDGE UNDERSTANDING AND SKILLS		LD	SD	WD	NA
e.	Service specifications – contents, driving quality and safety, specifying standards for monitoring and assurance, performance management requirements (services will include those relating to health and social-care services themselves and related services, for example, facilities management – cleaning, food, waste disposal, linen)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f.	Clinical governance, quality assurance, clinical effectiveness, quality improvement framework and service improvement frameworks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g.	Improvement and change methodologies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4.3 COMPETENCY AREA

Lead high quality infection prevention and control services

This competence relates to the following dimensions and levels within the NHS KSF:

- Core 4 Service improvement Level 4
- HWB3 Protection of health and wellbeing Level 4
- G3 Procurement and commissioning Level 3
- G5 Services and project management Level 4

PRACTICE		LD	SD	WD	NA
1.	Communicate a vision of infection prevention and control that is related to major organisational objectives and captures the interests of key people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Develop a strategy for an effective infection prevention and control service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Negotiate and agree deliverables, outcomes and resource allocations for the infection prevention and control service and specific projects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Develop and facilitate the implementation of the infection prevention and control annual programme in partnership with key people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Review outcomes, plans, methods, processes and systems related to infection prevention and control and modify them to improve effectiveness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Prepare and present relevant and focused infection prevention and control reports and other forms of communication to key people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

KNOWLEDGE UNDERSTANDING AND SKILLS		LD	SD	WD	NA
a.	Organisational management strategy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	Individual and organisational management strategy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	Principles and methods of planning, resourcing, monitoring and controlling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	Leadership theories and styles (for example, situational leadership, transformational leadership, servant leaders, distributed leadership) and their application to practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	Organisational and directorate communication strategy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4.4 COMPETENCY AREA

Lead and manage the work of the infection prevention and control team to achieve objectives

This competence relates to the following dimensions and levels within the NHS KSF:

- **G5 Services and project management Level 4**
- **G6 People Management Level 3**

PRACTICE		LD	SD	WD	NA
1.	Agree and communicate clear team and individual objectives and work plans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Ensure objectives and work plans are realistic and achievable, making adjustments where necessary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Develop, coach and encourage all members of the team to use their abilities to practise effectively and efficiently to deliver the infection prevention and control programme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Ensure that team members have access to sufficient resources to deliver the programme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Assess the performance of the team and individuals at appropriate times, using valid and reliable information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Provide feedback to teams and individuals in a situation and in a manner most likely to maintain and improve their performance, including providing recognition of achievements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Where necessary, help team members to address poor performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Encourage and support good relationships between the team and other teams and departments within the organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

KNOWLEDGE UNDERSTANDING AND SKILLS		LD	SD	WD	NA
a.	Leadership theories and styles (for example, situational leadership, transformational leadership, servant leaders, distributed leadership) and their application to practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	Staff support mechanisms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	Resource management to deliver organisational strategy and objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	Time management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	Budget management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f.	Legislation, national guidance and outcomes/indicators related to the employment, management and development of employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SCORING

Competency Area		LD	SD	WD	NA
4.1	Improve quality and safety through networking, influence, proactivity and challenge				
4.2	Improve quality and safety through the design, planning, monitoring and development of services				
4.3	Lead high quality infection prevention and control services				
4.4	Lead and manage the work of the infection prevention and control team to achieve objectives				
TOTALS					