



INFECTION PREVENTION CONTROL

DOMAIN 2 – EDUCATION

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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
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2.1 COMPETENCY AREA

Develop own knowledge, skills and practice

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

- Core 2 Personal and people development Level 4

PRACTICE		LD	SD	WD	NA
1.	Evaluate own development and application of knowledge and skills to meet current and emerging work demands and organisational objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Identify own development needs and set own personal development objectives, including professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Develop a personal development portfolio, recognising strengths and limitations, with clear learning needs, plans, actions and outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Develop own knowledge, skills and practice through active engagement in a range of learning and development opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Continually maintain an up-to-date knowledge of infection prevention and control through a range of different activities (including reading peer-reviewed journals, accessing other sources of published information, and peer review sessions)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Seize opportunities to learn new knowledge and skills and apply them in the development of practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

KNOWLEDGE UNDERSTANDING AND SKILLS		LD	SD	WD	NA
a.	Self-awareness of competence and level required	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	Critical analysis, evaluation and appraisal skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	Critical analysis and evaluation of published literature and peer-reviewed research studies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	Writing for publication and reviewing journal articles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	Knowledge management and knowledge sharing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f.	Dissemination of best practice, internal to the organisation, at conferences and in journals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.2 COMPETENCY AREA

Lead the development of the knowledge, skills and practice of the infection prevention and control team

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

- Core 2 Personal and people development Level 4

PRACTICE		LD	SD	WD	NA
1.	Encourage others to make accurate and credible assessments of their knowledge and skills, challenging complacency and actions that are not in the interests of safety and quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Identify and address gaps in knowledge, skills and competence of staff working within the infection prevention and control team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Develop an environment that values learning and development and promotes a learning culture in the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Develop and inspire 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"/>
5.	Work in partnership with members of the infection prevention and control team to include professional development as part of their personal development planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Alert relevant others to resource issues that affect learning, development and performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

KNOWLEDGE UNDERSTANDING AND SKILLS		LD	SD	WD	NA
a.	Staff appraisal, feedback, action plan and re-evaluation skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	The meaning of the term 'learning culture' and how it can be facilitated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	Facilitating work-based learning, practice development and research activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	Staff development skills (including mentoring and coaching)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	Effective methods of levels of delegation and support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f.	Leadership models and styles and their application to practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.3 COMPETENCY AREA

Develop and implement learning and development opportunities and solutions to improve infection prevention and control

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

- G1 Learning and development Level 4**

PRACTICE		LD	SD	WD	NA
1.	Identify the learning and development needs of individuals and teams through the use of epidemiological, surveillance and audit data	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Evaluate with the relevant people the current approaches to learning and development related to infection prevention and control and identify areas for improvement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Work in partnership with individuals, populations and other relevant people to identify learning and development opportunities and solutions that offer best value for money and are targeted to address key issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Develop a range of evidence-based learning and development activities that are tailored to the needs of specific groups of health and social-care staff and offer best value for money	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Lead the implementation of learning and development activities to ensure that they are fit for purpose and improve infection prevention and control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Ensure the necessary modifications are made to learning and development activities to improve their effectiveness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Advise others on how to effectively include infection prevention and control in their own learning and development programmes and activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Provide consultancy services on infection prevention and control to individuals and teams inside and outside the organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

KNOWLEDGE UNDERSTANDING AND SKILLS		LD	SD	WD	NA
a.	Models and theories of learning (for example, learning styles)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	Learning processes, methods and opportunities including innovative approaches to learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	How to identify learning needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	Types and methods of assessment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	Integration of learning and development with organisational strategy and objectives for infection prevention and control.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.4 COMPETENCY AREA

Work with others to develop, implement, evaluate and embed infection prevention and control within workforce development strategies

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

- **G1 Learning and development Level 4**
- **Capacity and capability Level 3**

PRACTICE		LD	SD	WD	NA
1.	Work with others to build infection prevention and control into workforce development strategies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Provide expert advice and support in implementing a strategy for developing the workforce to improve infection prevention and control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Influence and persuade others to see infection prevention and control as an integral part of the learning and development culture in health and social care and essential to safety and quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Evaluate the effectiveness of workforce development strategies in improving infection prevention and control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Make recommendations to improve the knowledge and skills of the workforce to prevent and control infection	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

KNOWLEDGE UNDERSTANDING AND SKILLS		LD	SD	WD	NA
a.	Risk management and quality improvement programmes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	Learning culture	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	Integration of learning and development with organisational strategy and objectives for infection prevention and control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	Identifying and negotiating training programmes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	Clinical education and clinical teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f.	Preparation of practitioners for different roles in the infection prevention and control team and for preventing and controlling infection more generally	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g.	Evaluation of the effectiveness of workforce development strategies including specific education and training programmes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SCORING

Competency Area		LD	SD	WD	NA
2.1	Develop own knowledge, skills and practice				
2.2	Lead the development of the knowledge, skills and practice of the infection prevention and control team				
2.3	Develop and implement learning and development opportunities and solutions to improve infection prevention and control				
2.4	Work with others to develop, implement, evaluate and embed infection prevention and control within workforce development strategies				
TOTALS					