

<i>Position Title</i>	<i>Job Family</i>	<i>Designation</i>	<i>Union</i>	<i>Effective</i>	<i>Reissued</i>	<i>Revised</i>
Infection Control Preventionist		All	OSA	10/20/20	5/1/23	1/30/21
Level I	344110					
Level II	344120					
Level III	344130					

Purpose of Position:

Under varying levels of supervision, depending on Assignment Level, conducts, facilitates, develops and monitors activities and functions relating to surveillance, investigation, analysis, interpretation, reporting, prevention and control of infections and communicable diseases. Participates in assessing, implementing, and maintaining a culture of safety across the continuum of care, by performing a wide range of prevention and control functions. Supports the delivery of safe patient-centered, quality care and collaborates with various departments across the health care setting to facilitate improved outcomes and patient experience. Acts in compliance with applicable local, state, and federal rules and regulations and infection control standards.

Assignment Level I

Under direct supervision, conducts infection control surveillance and activities, assists with investigations of outbreaks and education and consultation of healthcare providers (HCPs), and performs healthcare associated infections (HAI) prevention activities.

Examples of Typical Tasks:

1. Conducts ongoing infection control surveillance, prevention, and control program activities within a health care setting to identify early and/or suspected outbreaks of infections and communicable diseases, and to control and reduce the risk of exposure and avoid transmission by using epidemiologic principles. Approximately 80% of time will be spent on surveillance.
2. Collects, tabulates, analyzes, and interprets infection data and records, and prepares and reviews reports; utilizes appropriate reporting programs; accurately reports "reportable diseases" to the appropriate public health departments and responds to public health department inquiries, as needed.
3. Reviews daily microbiology and virology reports for culture results that may represent HAI.
4. Participates in apparent cause analysis to identify modifiable risk factors and other infection prevention opportunities.
5. Reviews patient charts for evidence of HAIs and applies National Health and Safety Network (NHSN) definitions to identify and report HAIs through the use of an electronic surveillance system. Documents appropriate information in patient electronic record.
6. Assists with investigations of clusters of infections, outbreaks, unusual infections or exposures as these events arise and participates in epidemiologic studies, as needed.
7. Assists with reviewing construction plans and designs and with completion of Infection Control Risk Assessment (ICRAs), as needed.
8. Serves as a member of the Infection Prevention and Control Committee.
9. Conducts weekly environmental rounding, as assigned.
10. Consults with HCPs to answer infection prevention and control questions or concerns from staff, patients, and/or families. Advises staff on appropriate isolation practices and use of personal protective equipment.

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Examples of Typical Tasks: (continued)

11. Conducts mandatory education, as well as new employee orientation sessions, in-services and other educational sessions; participates in the antibiotic stewardship program.
12. Assists with the review of infection prevention and control policies and procedures and with risk assessments to identify gaps in infection prevention and control and areas of priority.
13. Maintains compliance with regulatory and mandatory reporting requirements at the local, state, and federal levels, facilitates compliance with regulatory and accreditation standards, and stays current on infection prevention and control regulatory and accreditation standards. Participates in Joint Commission, Department of Health and other regulatory readiness.
14. Performs related duties, as assigned, which may include periodic responsibility for responding to urgent infection prevention questions after hours or on weekends.

Assignment Level II

Responsible for infection prevention and control components including surveillance with a primary focus on education and consultation of healthcare providers. Demonstrates expert-level understanding of surveillance data gathering, use of surveillance software, definition application, and reporting. In addition to performing duties of Assignment Level I at a higher level, also performs the following:

Examples of Typical Tasks:

1. Conducts ongoing infection control surveillance, prevention, and control program activities within a health care setting to identify early and/or suspected outbreaks of infections and communicable diseases, and to control and reduce the risk of exposure and avoid transmission by using epidemiologic principles. Approximately 50% of time will be spent on surveillance.
2. Leads outbreak investigations and projects to reduce infection, and participates in performance improvement initiatives to prevent healthcare associated infections.
3. Identifies opportunities for improvement based on observations, process and outcome indicators and other findings and utilizes performance improvement methodology to create and implement interventions using current scientific literature.
4. Effectively creates and maintains strong relationships with colleagues from key departments, as well as leaders within the System.
5. Reviews, analyzes, and implements regulations, standards, and/or guidelines of applicable governmental agencies, accreditation bodies, and professional organizations. Conducts activities to maintain continuous preparedness for survey.
6. Mentors and audits the work of junior infection preventionists.
7. Functions as a super-user for surveillance applications, actively participates in the weekly Electronic Medical Records (EMR) (infection prevention) meetings and related sub-groups, when necessary.
8. Collaborates in the development and delivery of educational programs that relate to infection prevention, control and epidemiology, while evaluating the effectiveness of educational programs and learner objectives.
9. Effectively collaborates with community health organizations, departments of health and other system infection preventionists.

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Examples of Typical Tasks: (continued)

10. Participates in the preparation of the annual Infection Prevention Program Risk Assessment and Plan. Assists in selecting quality indicators and designing surveillance based on risk assessment.
11. Performs related duties, as assigned, which may include periodic responsibility for responding to urgent infection prevention questions after hours or on weekends.

Assignment Level III

Demonstrates understanding of high reliability principles through use of tools, tones, and behaviors that promote patient safety. Utilizes improvement methodology to lead or support multiple projects. Works on a broad and diverse portfolio of System-wide infection prevention projects. In addition to performing duties of lower Assignment Levels at a higher level, also performs the following:

Examples of Typical Tasks:

1. Serves as a strategic thought partner to guide, direct, and implement appropriate infection prevention and control measures directly related to the program and assists in the overall strategy of the program, representing the department.
2. Acts as subject matter expert on various committees as well as providing consultative services to internal and external customers.
3. Participates in creating educational goals, objectives and strategies for ongoing targeted infection prevention and control educational programs and initiatives by assessing and addressing learning needs of those served, evaluating the effectiveness of educational programs and learner outcomes, by using learning principles and available educational tools and technology and following evidence-based guidelines and regulatory requirements.
4. Effectively collaborates with Information Technology and data analysts to ensure validity of data and assists in development/revision of electronic medical records and data warehouses related to infection prevention.
5. Provides feedback to regulatory, advisory, and accrediting agencies regarding opportunities for improvement in standards and guidelines. Consults on the development of policy, procedures, protocols and standard work.
6. Supports patients, families, administration, committees, healthcare providers and ancillary staff in infection prevention, control and epidemiology issues, as needed.
7. Assists in conducting the annual Infection Prevention Program Risk Assessment and preparing the annual Infection Prevention Program Plan. Selects quality indicators and designs surveillance based on risk assessment and utilizes governance channels for program approval.
8. Contributes to knowledge of leading practice through research, publication, and presentation at conferences. Critically evaluates research and evidence-based practices and incorporates appropriate findings into routine practice, policies, protocols and educational strategies; disseminates best practices to appropriate departments and leadership.
9. Performs related duties, as assigned, which may include periodic responsibility for responding to urgent infection prevention questions after hours or on weekends.

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Qualification Requirements:

For Appointment to Level I

1. Holds and maintains or obtains within three (3) years of appointment to the position, a Certification in Infection Prevention and Control (CIC) issued by the Certification Board of Infection Control and Epidemiology (CBIC); and
2. Baccalaureate degree from an accredited college or university in Epidemiology, Microbiology, Clinical Laboratory Science, Medical Technology, Nursing or a related discipline; and
3. Two (2) years of satisfactory clinical experience or experience working in infection prevention and control, health care epidemiology or a related field in a hospital or a health care setting.

For Appointment to Level II

1. Master's degree from an accredited college or university in Epidemiology, Microbiology, Clinical Laboratory Science, Medical Technology, Nursing or a related discipline and three (3) years of satisfactory clinical experience or experience working in infection prevention and control, health care epidemiology or a related field in a hospital or a health care setting; or
2. Baccalaureate degree from an accredited college or university in disciplines, as listed in #1 above and four (4) years of satisfactory experience, as described in #1 above.
3. Current CIC issued by CBIC can be substituted for two (2) years of qualifying experience. However, all candidates must obtain a CIC issued by CBIC within three (3) years of appointment to the position.

For Appointment to Level III

1. Holds and maintains CIC issued by CBIC; and
2. Master's degree from an accredited college or university in Epidemiology, Microbiology, Clinical Laboratory Science, Medical Technology, Nursing or a related discipline and four (4) years of satisfactory clinical experience or experience working in infection prevention and control, health care epidemiology or a related field in a hospital or a health care setting; or
3. Baccalaureate degree from an accredited college or university in disciplines, as listed in #2 above; and five (5) years of satisfactory experience, as described in #2 above.

Special Note:

The position requires an individual to be mobile throughout the facility to perform the duties of this role.

Direct Line of Promotion:

None. This title is in the non-competitive class of positions.