

# *SE IPAC Hub: LGL IPAC Lead CoP*

MAY 28, 2024

# What We've Heard from Homes

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- Several IPAC Leads in KFL&A, HPE and LGL have indicated interest in implementing a new or strengthening an existing IPAC Champions program in their LTC home.
  - One of the most common challenges we hear from IPAC Leads is managing the workload or wearing multiple hats.
  - *"Staff hear from me all the time, sometimes IPAC advice from a 'new face' can be helpful."*



# What are IPAC Champions?

- Individuals who act as role models by supporting good IPAC practices in your setting.
- Can include frontline staff, supervisors or managers, representatives from key department that work with IPAC (e.g., EVS), modified workers or general volunteers.
- Help disseminate knowledge, monitor compliance and flag IPAC concerns in your setting.
  - Provide education, peer-to-peer coaching
  - Assist with auditing duties (hand hygiene, PPE)



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# Recruitment Strategies

- Beneficial to have representation from different departments, management and frontline staff
- Seek buy-in from management
- Consider risks/benefits of conducting volunteer callouts versus selecting or assigning specific individuals to be Champions
- Ideally, recruit a Champion who is well-respected, a good communicator, comfortable approaching others and enthusiastic about IPAC
- Consider adding as a standing item to IPAC Committee agenda
- Consider regular recruitment efforts, including a recruitment blitz during annual IPAC Awareness Week



# Training Considerations

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- Begin by reviewing your home's relevant policies and procedures
- If possible, consider allotting time during their shift (or paid time during non-work hours) to complete IPAC training modules/videos. For example:
  - [Thunder Bay District Health Unit IPAC Hub IPAC Champion Training](#)
  - [PHO's Just Clean Your Hands \(LTC\) Video Series](#)
  - [PHO's LTC Audit Training Video](#)
  - [SE IPAC Hub IPAC Basics Education](#)



# Training Considerations

- Key IPAC topics to review with Champions:
  - Chain of transmission
  - Routine Practices and Additional Precautions
  - Point of care risk assessment
  - 4 moments of hand hygiene
  - Proper technique for ABHR and washing with soap and water
  - Proper technique for donning/doffing PPE
  - Basics of environmental cleaning and disinfecting
- In addition to IPAC information, highlight the value of their efforts - **why** this work is important and their direct **impact** on the home



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# Training Considerations

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- For Champions supporting auditing, be sure to:
  - Provide an overview of the auditing tool being used (paper vs electronic-based)
  - Dedicated one-on-one time to practice auditing together
  - Optional: Consider assessing inter-rater reliability to ensure results Champions are collecting are consistent with IPAC Lead's
    - *Note: the Hub has developed a tool that can aid with this*



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# On-The-Spot Feedback

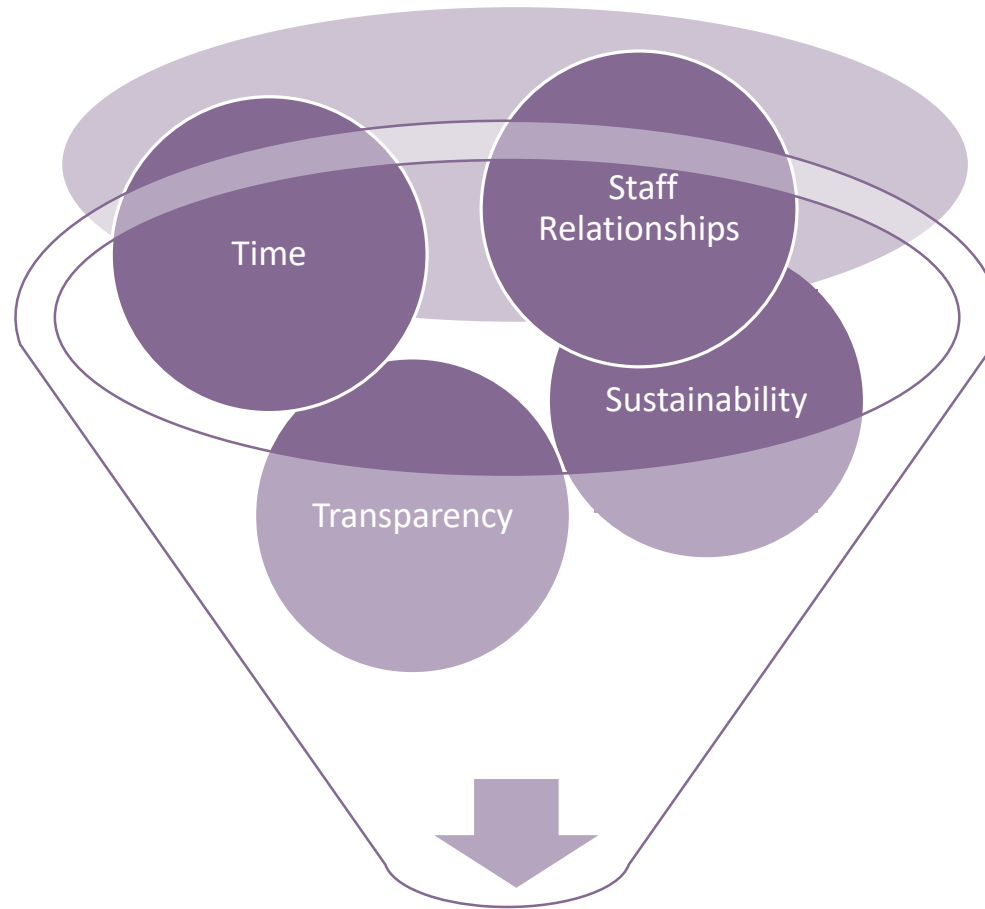
- Will you be expecting IPAC Champions to provide on-the-spot feedback to staff?
- If yes, it's important that they:
  - Approach staff in a positive, respectful, non-punitive manner
  - Read the moment carefully – it may not always be the right time to provide advice
  - Reiterate to the staff they are providing feedback to that they are appreciated





# Mitigating Barriers

- How will you ensure Champions have dedicated time during their shift?
- How many Champions should you recruit to withstand staff turnover?
- How will you stay connected and communicate with Champions?
- How will you celebrate IPAC Champions and highlight their helpful efforts?



Longevity of IPAC Champions Program

- Do Champions feel comfortable in their roles? Do their experience tension or conflict with staff?
- How will you communicate to the rest of the Home about the IPAC Champion role?



# Group Discussion

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- Do any homes currently have IPAC Champions in place? Do you have any advice to other IPAC Leads considering implementing similar initiatives?
- Can anyone share unique ideas for recruitment and celebration of Champions?
- Do you foresee any challenges with using IPAC Champions in your home?



# New Resource Package Available

- The Hub Team has developed a new resource package to support the use of IPAC Champions in long-term care. The package includes:

1. IPAC Champions Tipsheet
2. Sample Auditing Schedule
3. Inter-Rater Reliability Calculator
4. Recruitment Poster

- The package is available for download on our [website](#) (under *Hand Hygiene Auditing*).
- Please reach out to your Hub Coordinator if you are interested in implementation support.

January 2024  
10 IPAC Hub & Spoke

**Tipsheet for the Use of IPAC Champions in Long-Term Care Homes**

**What are IPAC Champions?**  
Infection prevention and control (IPAC) Champions are staff or volunteers who act as role models by supporting good IPAC practices in your long-term care setting. IPAC Champions can perform a variety of tasks to support the IPAC program, including:

- Providing feedback or referral
- Auditing or quality checking
- Raising concerns to the IPAC team

**What are the benefits of implementation?**  
IPAC Champions can help facilitate or encourage a positive culture of infection prevention and control. By modelling staff, IPAC Champions can become role models for other staff, encouraging them to follow good practice. They can also act as a simple reminder to staff of good practice.

**Recruiting and Collaborating with IPAC Champions**  
IPAC Champions may include nursing assistants, healthcare assistants, support workers, as well as general volunteer staff. IPAC Champions can be recruited through a variety of methods, including:

- Providing protected education work hours
- Providing dedicated training
- Providing incentives or rewards

**Sample Audit Schedule for LTCs (non-outbreak)**

Floor	Day	Evening	Night
1st Floor	10h = 1 12h = 1 14h = 1 16h = 1 18h = 1	10h = 1 12h = 1 14h = 1 16h = 1 18h = 1	10h = 1 12h = 1 14h = 1 16h = 1 18h = 1
2nd Floor	10h = 1 12h = 1 14h = 1 16h = 1 18h = 1	10h = 1 12h = 1 14h = 1 16h = 1 18h = 1	10h = 1 12h = 1 14h = 1 16h = 1 18h = 1

**Inter-Rater Reliability Calculations for IPAC Champions Assistants**

Observer	IPAC Champion	IPAC Level
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9
10	10	10
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12	12	12
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14	14	14
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30	30	30

**Personal Protective E**

Item	Item	Item
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9
10	10	10
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30	30	30

**Interested?**

Please contact your home's IPAC Lead for additional information.

**YOU COULD HELP WITH:**

- Education
- Auditing
- Surveillance
- Vaccinations
- Facilitating staff input on IPAC-related issues



# Other Hub Updates

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- The Spoke Newsletter & Spoke Signal – distributed in May
- IPAC Canada membership
  - Access to resources, education opportunities and networking
  - Membership cost for LTC IPAC Leads should be covered by MoH IPAC education funding
  - Hub has a prize giveaway for anyone who joins by the end of May!
- Hub staffing update





# *Thank You*

TO CONTACT US, PLEASE EMAIL [SEHUBINTAKE@KINGSTONHSC.CA](mailto:SEHUBINTAKE@KINGSTONHSC.CA)