



SE IPAC Hub: LGL IPAC Lead CoP

MAY 28, 2024

What We've Heard from Homes

- 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)



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

- 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



Training Considerations

- 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*



On-The-Spot Feedback

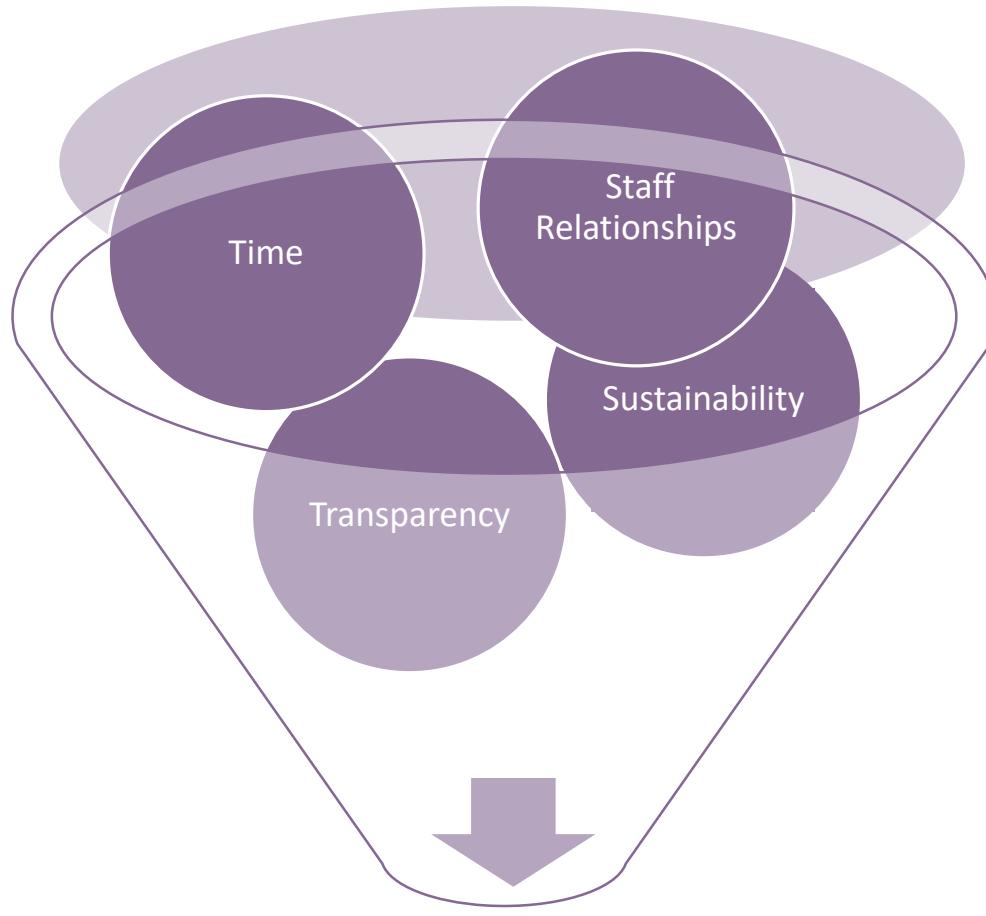
- Will you be expecting IPAC Champions to provide on-the-spot feedback to staff?
- If yes, it's important that they:
 - Approach staff in a positive, respectful, non-punitive manner
 - Read the moment carefully – it may not always be the right time to provide advice
 - Reiterate to the staff they are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



Quinte | Rural Hastings | Rural Frontenac | Lennox & Addington | Lanark, Leeds & Grenville

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?



- 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

- 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:
 - IPAC Champions Tipsheet
 - Sample Auditing Schedule
 - Inter-Rater Reliability Calculator
 - 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
SE 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 the implementation of infection prevention and control (IPC) measures in long-term care settings. IPAC Champions can perform a variety of roles to support the IPAC program, including:

- Providing formal or informal advice to staff or volunteers
- Raising concerns to the IPAC Lead
- Providing feedback to the IPAC Lead

What are the Benefits of Involvement?
IPAC Champions can help facilitate or concerns in your setting. By involving staff, IPAC Champions can help to increase communication, understanding, and also act as a simple reminder to staff to continue to practice IPC.

Creating IPAC Champions roles: parts of the IPAC Lead's workload are often:

2nd Floor *RN = 1
*ED = 1
*CM = 1
*ADOC = 1
*RM = 1
*NM = 1

Resuming and Celebrating IPAC Champions
IPAC Champions may include management responsibilities (e.g., leading a team, providing services), as well as general volunteer IPAC Champions or consider conducting Champion training and supporting others.

Refer to the attached "Callout Poster" for more information on how to recruit and engage new IPAC Champions.

Conditions under which IPAC Champions may be asked to assist (e.g., in an emergency, IPAC Leads may ask IPAC Champions to assist with the following):

- Providing protected education work hours
- Providing isolated work
- Professional development of staff (e.g., through the IPAC Lead or Resident Council, or similar)

Other helpful resources for recruits:

- IPAC Champions Toolkit
- IPAC Champions Guide
- IPAC Champions Handbook
- IPAC Champions Training Manual
- IPAC Champions Guide for Infection Prevention and Control

Table 1: Auditing results

	Observed	IPAC Lead	IPAC Champion	IPAC Lead
1	Corrected	Corrected	Corrected	Corrected
2	Missed	Missed	Missed	Missed
3	Corrected	Corrected	Corrected	Corrected
4	Missed	Missed	Missed	Missed
5	Corrected	Corrected	Corrected	Corrected
6	Missed	Missed	Missed	Missed
7	Corrected	Corrected	Corrected	Corrected
8	Missed	Missed	Missed	Missed
9	Corrected	Corrected	Corrected	Corrected
10	Missed	Missed	Missed	Missed
11	Corrected	Corrected	Corrected	Corrected
12	Missed	Missed	Missed	Missed
13	Corrected	Corrected	Corrected	Corrected
14	Missed	Missed	Missed	Missed
15	Corrected	Corrected	Corrected	Corrected
16	Missed	Missed	Missed	Missed
17	Corrected	Corrected	Corrected	Corrected
18	Missed	Missed	Missed	Missed
19	Corrected	Corrected	Corrected	Corrected
20	Missed	Missed	Missed	Missed
21	Corrected	Corrected	Corrected	Corrected
22	Missed	Missed	Missed	Missed
23	Corrected	Corrected	Corrected	Corrected
24	Missed	Missed	Missed	Missed
25	Corrected	Corrected	Corrected	Corrected
26	Missed	Missed	Missed	Missed
27	Corrected	Corrected	Corrected	Corrected
28	Missed	Missed	Missed	Missed
29	Corrected	Corrected	Corrected	Corrected
30	Missed	Missed	Missed	Missed

Table 2: JAD table for auditing results

	IPAC Champion	Corrected	Missed
IPAC Champion	Corrected	Corrected	Missed
Corrected	Corrected	Corrected	Corrected
Missed	Corrected	Missed	Corrected

Callout for Staff & Volunteers: **IPAC CHAMPIONS NEEDED!**

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

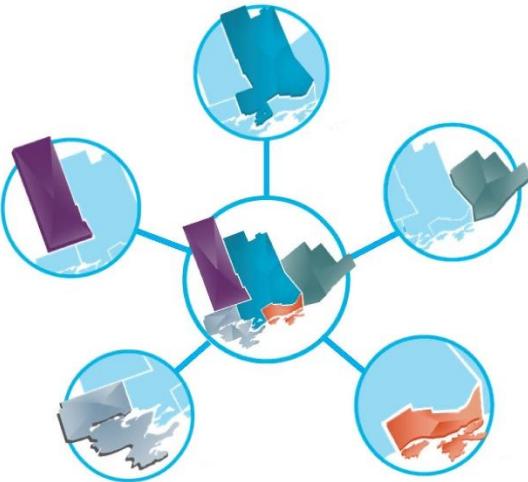


Other Hub Updates

- 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



South East
IPAC
HUB & SPOKE



EDUCATION
PRACTICE
POLICY
PARTNERS

Quinte | Rural Hastings | Rural Frontenac | Lennox & Addington | Lanark, Leeds & Grenville

Thank You

TO CONTACT US, PLEASE EMAIL SEHUBINTAKE@KINGSTONHSC.CA