SKILLSIQ

CAPABLE PEOPLE MAKE CLEVER BUSINESS

Draft 2 – Infection Prevention and Control Validation Guide

July 2022

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Introduction

SkillsIQ is a not-for-profit Skills Service Organisation (SSO) supporting industry in developing standards to equip the people-facing workforce with the right skills for jobs now and into the future. SkillsIQ is funded by the Department of Education, Skills and Employment to support the Industry Reference Committees (IRCs) responsible for the development and maintenance of Training Packages in the following sectors:

- Community Services
- Health
- Local Government
- Public Sector
- Floristry
- Hairdressing and Beauty Services
- Funeral Services
- Retail Services
- Sport, Fitness and Recreation
- Tourism, Travel and Hospitality.

IRCs drive the process of Training Package development and are made up of people with experience, skills and knowledge of their particular industry sectors. IRCs are responsible for the provision of strategic input and advice that represent the needs of their workforce, and for ensuring Training Package Products reflect those needs.

Project Background

Infection Prevention and Control (IPC) Practices have come under increasing focus in recent times and particularly in aged care during the period of the COVID-19 pandemic.

Strong stakeholder support for a review of the units of competency relating to IPC implementation was noted during the review of the individual support, aged care and disability support training package products, however, they were not within the scope of that project.

The **National Nursing and Midwifery Education Advisory Network** (NNMEAN), Chaired by Professor (Practice) Alison McMillan, Chief Nursing and Midwifery Officer, asked the Department of Health and the Department of Education, Skills and Employment (DESE) to establish a mechanism to review the:

- quality of the training in IPC units within the VET nursing education packages; and
- ensure that the IPC unit content remains contemporary, and evidence based.

SkillsIQ under the direction of the **Direct Client Care and Support Industry Reference Committee**, coordinated the development of a Case for Change which was approved by the AISC at the February 2022 meeting.

The Case for Change highlighted many issues to support the need for the review.

Technical Advisory Committee

This project is being overseen by the Direct Client Care and Support Industry Reference Committee (IRC). An **Infection Control Technical Advisory Committee (TAC)** has also been formed to guide the project. The membership of this committee includes representatives from other IRCs with a direct interest in the infection control units as well as representatives from the health sectors with expertise in the operating contexts where the units apply.

Units of Competency to be Updated:

The following **two Units of Competency** in the HLT Health Training Package are being reviewed and updated:

- HLTINF001- Comply with infection prevention and control policies and procedures
- HLTINF003- Implement and monitor infection prevention and control policies and procedures

Changing units does not automatically update qualifications and skill sets with the updated units.

Draft 1

National consultation for Draft 1 was open from Thursday, 28 April 2022 to Thursday, 26 May 2022. Activities to engage stakeholders from a range of sectors and VET professionals included 4 webinars and access to the proposed draft training package products for comment on the SkillsIQ Feedback Forum.

A Consultation Guide was also included on the Feedback Forum for individuals to download and review. Overall, the Feedback Forum page received 519 unique views during this first consultation period. Feedback was also received directly by email.

On completion, TAC members met to analyse and discuss the feedback received on Draft 1 and determined actions for the development of Draft 2.

Draft 2 Validation and Timelines

Feedback reviewed during the Draft 1 consultation period has informed the development of raft 2.

National validation of Draft 2 will be open from **Friday 1 July 2022 to Friday, 15 July 2022**. During this period input will be sought on 2 units of competency.

Following the close of validation, feedback will be collated and reviewed by the TAC and IRC. This feedback will inform the development of the Final Draft for submission.

SkillsIQ will be undertaking a number of key activities to engage stakeholders from a range of sectors and VET professionals. Further details are posted on the SkillsIQ website here:

Infection Control Current Projects Page

Webinars

SkillsIQ will host a series of webinars to seek stakeholder input. To register your interest in attending a webinar, please click on one of the links below.

Date	Time (AEDT)
Webinars*:*	
Webinar 1: Thursday 7th July 2022	11am -12pm (AEST)
Webinar 2: Monday 11th July 2022	2pm – 3pm(AEST)
Webinar 3: Wednesday 13th July 2022	1pm – 2.00pm (AEST)

Feedback can also be provided **online** via the SkillsIQ Online Feedback Forum, accessed at the Infection Control Feedback Forum page.

When accessing the Feedback Forum, please first refer to the 'How To' guide located on the page. It will provide directions for leaving and submitting comments.

Following the close of the consultation period, feedback received will be collated and evaluated. This feedback will inform the development of the Validation Draft.

To remain up to date with project developments, please subscribe to SkillsIQ at: http://www.skillsiq.com.au/Subscribetoournewsletter.aspx

About this Validation Guide

This Guide, which should be read in conjunction with the applicable Draft Training Package Products, provides:

- A list of Draft 2 Training Package Products (Two Units of Competency and associated Assessment Requirements)
- Mapping of Units

This guide does not include Draft 2 Training Package components. These can be accessed via the Feedback Forum link above.

Contact details

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List of Infection Control Units and Prerequisites

Unit Code	Unit Title	Prerequisite(s)
HLTINF006	Apply basic principles and practices of infection prevention and control	Nil
HLTINF007	Implement and monitor infection prevention and control standards, policies and procedures	Nil

Unit of Competency Mapping

A Unit of Competency is mapped as Equivalent (E) when:

- It provides the same skill and knowledge outcomes
- Elements and associated Performance Criteria have remained the same, but are better expressed
- Knowledge Requirements have remained the same but are better expressed.

A Unit of Competency is mapped as Not Equivalent (N) when:

- It provides different skill and knowledge outcomes
- Elements and/or Performance Criteria have been added or removed
- Performance Evidence or Knowledge Requirements have been added or removed.

Previous Unit Code and Title	New Unit Code and Title	Comment in Relation to Unit E = Equivalent N = Not Equivalent
HLTINF001 Comply with infection prevention and control policies and procedures	HLTINF006 Apply basic principles and practices of infection prevention and control	N Changes to Title, Elements, Performance Criteria and Knowledge Evidence. Updated unit code.
HLTINF002 Implement and monitor infection prevention and control policies and procedures	HLTINF007 Implement and monitor infection prevention and control standards, policies and procedures	N Changes to Title, Elements, Performance Criteria and Knowledge Evidence. Updated unit code.

Key changes – Draft 1 to Draft 2

The following is a general summary of the proposed changes to assist in the validation of Draft 2 Units of Competency

INF006 Apply basic principles and practices of infection prevention and control

- The content of this unit has been updated to provide a strong foundation in understanding IPC in a range of work settings.
- The statement *No occupational licensing, certification or specific legislative requirements apply to this unit at the time of publication*, has been added to the Application.
- The Foundation Skills table has been replaced with the following statement - *Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.*
- Performance Criteria in Element 3 has been amended to remove ambiguity and remove the emphasis on reactive responses.
- Additional requirements added to the Knowledge Evidence based on feedback received to strengthen alignment with national standards and guidelines. This has been balanced with the application of the unit to work settings outside of clinical environments.
- Additions to knowledge evidence include:
    - processes for *fit testing of masks* in accordance with Australian Standards and manufacturers guidelines
    - techniques and sequence for applying, *fitting* and removing PPE
    - *reprocessing of reusable equipment or instruments*
    - *principles of asepsis relevant to the job role*
- Addition to the Assessment Conditions - *relevant Commonwealth state or territory legislation and industry frameworks.*

INF007 Implement and monitor infection prevention and control standards, policies and procedures

- In general the content of this unit has been updated to clearly focus on the role of an on the job supervisor with an emphasis on understanding risk control aspects of IPC, in addition to the basic principles and practices in INF006.
- The statement *No occupational licensing, certification or specific legislative requirements apply to this unit at the time of publication*, has been added to the Application.

- The Foundation Skills table has been replaced with the following statement - *Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.*
- In Draft 2 the prerequisite for INF007 has been removed.
  Following draft 1 consultation, INF007 is to continue to "standalone". In Draft 2, the IPC knowledge and skills in HLTINF006 is incorporated in INF007 to ensure that the unit enables people to meet the requirements and responsibilities of their role in implementation and monitoring.
- Significant changes to Performance Criteria to remove ambiguity and clarify requirements aligned to level of responsibility and authority in diverse work settings. Increased emphasis on broader actions rather than a focus on reactive actions in response to incidents.
- Performance evidence changed to align to PC changes
- Isolation added to the hierarchy of risk control measures
- Assessment Conditions updated.

Questions for Consideration

1. Does the content align with revised national documents, and reflect changes to ensure currency and the safety of people in their work settings, and the clients, patients and members of communities they interact with in this capacity?
2. Is the underpinning knowledge in INF007 incorporated from INF006?

   In Draft 2, HLTINF006 Apply basic principles and practices of infection prevention and control is NOT proposed as a prerequisite for *HLTINF007 Implement and monitor infection prevention and control standards, policies, and procedures*.

3. Does the wording in the units accommodate a range of work settings?
4. With each unit proposed to standalone in Draft 2, is a skill set a practical option to include ?
5. Does the following list appropriately reference agreed national principles, standards and practices?

   Is there anything that should be added to this list which will be included in the Companion Volume Implementation Guide?

Reference type	Links
Legislation	Federal and State or Territory statutory requirements Federal and State Workplace Health and safety legislation • For example the Commonwealth workplace health and safety legislation (Work Health and Safety Act 2011) Federal and state whistleblower legislation
National infection and prevention control standards and guidelines including:	Australian Guidelines for the Prevention and Control of Infection in Healthcare Infection Control Expert Group Management of clinical and related waste – for example in NSW - https://www.health.nsw.gov.au/environment/clinicalwaste/Pages/default.aspx Standard AS/NZS 3816 2018 (Management of clinical and related wastes), Standard AS/NZS 4146: 2000 (Laundry Practice). National Hand Hygiene Initiative https://www.safeworkaustralia.gov.au/system/files/documents/1901/code_of_practice_-_how_to_manage_work_health_and_safety_risks_1.pdf
Industry standards	Aged Care Quality and Safety Commission – the Aged Care Quality Standards - *Standard 3. Personal care and clinical care, Requirement 3*. Australian Commission on Safety and Quality in Healthcare National Safety and Quality Primary and Community Healthcare Standards Standard 3: Preventing and Controlling Infections National Safety and Quality Health Service (NSQHS) Standards Standard 3: Preventing and Controlling Infections National Hand Hygiene Initiative
Reports	Australian Government Response to the Final Report of the Royal Commission into Aged Care and Safety.

The following general questions have been developed to guide feedback for Draft 2 of the Infection Control Training Package Products.

Titles and Application Statements - Units of Competency

- Do the Titles reflect the skills being described? Could any be changed to better indicate what the Units cover?
- Does the Application Statement provide a clear and accurate description of the skills being described?

Elements and Performance Criteria

- Do the Elements and Performance Criteria accurately describe what people do in their job roles? If not, what could be added?
- Do the Performance Criteria adequately describe the level of proficiency?

Performance Evidence

- Would the types of evidence prove that a person is competent in all the Unit outcomes, including Performance Criteria, Foundation Skills and Knowledge?
- Is the suggested volume (sufficiency) of evidence appropriate? Too little, too much?
- Are the statements clear? Would assessors understand exactly what they must do?

Knowledge Evidence

- What is the essential knowledge required of an individual in order to perform the tasks described in the Performance Criteria? Is the Knowledge Evidence requirement specific enough?
- Is there anything which should be added or deleted?
- What is the breadth and depth of knowledge required? Is this described well enough to assist assessors understand the scope?

Assessment Conditions

- Are the nominated environments appropriate?
- Are the statements clear? Would assessors understand what they must provide for assessment?

Appendix A: Training Package Unit of Competency Terminology Guide

Units of Competency specify the skills and knowledge a learner needs in order to complete a work task. Each Unit of Competency has associated Assessment Requirements, which detail what a learner must demonstrate and know in order to be deemed competent, along with any special conditions which apply to the assessment of competency.

UNIT CODE	Unique code which identifies the Unit of Competency
UNIT TITLE	The Unit Title is a brief statement of the outcome of the Unit of Competency, i.e. what the task is that learners will be able to complete once they are deemed competent
APPLICATION	The application summarises: • the content of the Unit of Competency and the skill area it addresses • any relationship with other Units of Competency • any licensing requirements or relevant legislation • the Unit of Competency's scope, purpose and operation in different contexts, for example, by showing how it applies in the workplace.
PREREQUISITE UNIT	Prerequisites are other Units of Competency or in some cases licences, etc. that a learner must complete before undertaking this Unit of Competency. This may be in order to provide underpinning skills or knowledge that is essential for a learner to undertake this Unit.
ELEMENTS	The Elements are the basic themes of the Unit of Competency. They describe the significant functions that form part of the work task that the Unit of Competency covers.
PERFORMANCE CRITERIA	The Performance Criteria specify the required steps that enable the learner to undertake the work task.
Assessment Requirements	
PERFORMANCE EVIDENCE	Identifies what a learner must demonstrate in order to be deemed competent at the work task.
KNOWLEDGE EVIDENCE	Identifies what a learner needs to know to perform the work task effectively.

ASSESSMENT CONDITIONS	Assessment Conditions provide the context for the Unit of Competency, describing essential operating conditions that must be present for assessment, depending on the work situation, needs of the candidate, accessibility of the items required, and local industry and regional contexts. They may specify any of the following: • The conditions under which competency must be assessed including variables such as the assessment environment or necessary equipment or tools • Whether or not the Unit must be assessed in the workplace or may also be assessed via simulation • Resource implications, for example access to particular equipment, infrastructure or situations • Any required characteristics of the assessor, e.g. whether the assessor must hold a higher qualification in that field, etc.