



HURON PERTH & AREA  
ONTARIO HEALTH TEAM

INFECTION PREVENTION AND  
CONTROL POLICY MANUAL

## IPAC EDUCATION FOR ALL HEALTHCARE WORKERS POLICY

**Approved by:** HPA OHT IPAC Working Group

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**Reviewed:** January 25, 2024  
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### Scope:

The documents in the Huron Perth & Area (HPA OHT) Infection Prevention and Control (IPAC) Policy Manual are intended to be aligned/adopted by all HPA OHT member organizations. The policies are designed to create a standard and evidence-based approach to IPAC practice resulting in a consistent healthcare experience while minimizing the risk of healthcare-associated infections. These policies are most effective when used in conjunction with organizational policies that address client/patient/resident, facility, and sector-specific needs.

### Purpose:

To support the adoption and maintenance of safe and effective IPAC practices at healthcare organizations through consistent, ongoing, evidence-based IPAC educations for all healthcare workers. To outline and recommend additional IPAC education to the healthcare worker(s) most responsible for infection prevention and control within the organizations (ie. IPAC Lead, Infection Control Practitioner, etc).

### Policy:

The partners in the HPA OHT commit to ensuring that all healthcare workers complete a comprehensive IPAC Education program on hire and annually to ensure that they understand the basic principles of Infection Prevention and Control.

### **IPAC Education for All Healthcare Workers**

A basic IPAC education program designed for all healthcare workers in the organization will at a minimum cover the following topics:

- Hand Hygiene
- Point of Care Risk Assessment
- Routine Practices and Additional Precautions
- Cleaning, Disinfection, and (if applicable) Sterilization

- Sharps Safety
- Safe Handling of Waste and Linen
- Occupational Health and Safety

This program may be created in-house, or purchased or otherwise accessed from a separate content creator. The educational content should be approved by the IPAC Lead at the organization. If there is concerns about the appropriateness or comprehensiveness of the education, the IPAC Lead may choose to bring the program to the IPAC Working Group/IPAC Hub Lead for review.

Organizations without access to an IPAC education program that meets the above requirements will utilize the Public Health Ontario IPAC Core Competencies. This is a free online education program based on IPAC Best Practices in Ontario.

Organizations will retain records from each healthcare workers confirming completion of annual IPAC education. On request, organizations will provide IPAC education compliance rates with the IPAC Working Group, the Ontario Health Team, and accrediting organizations.

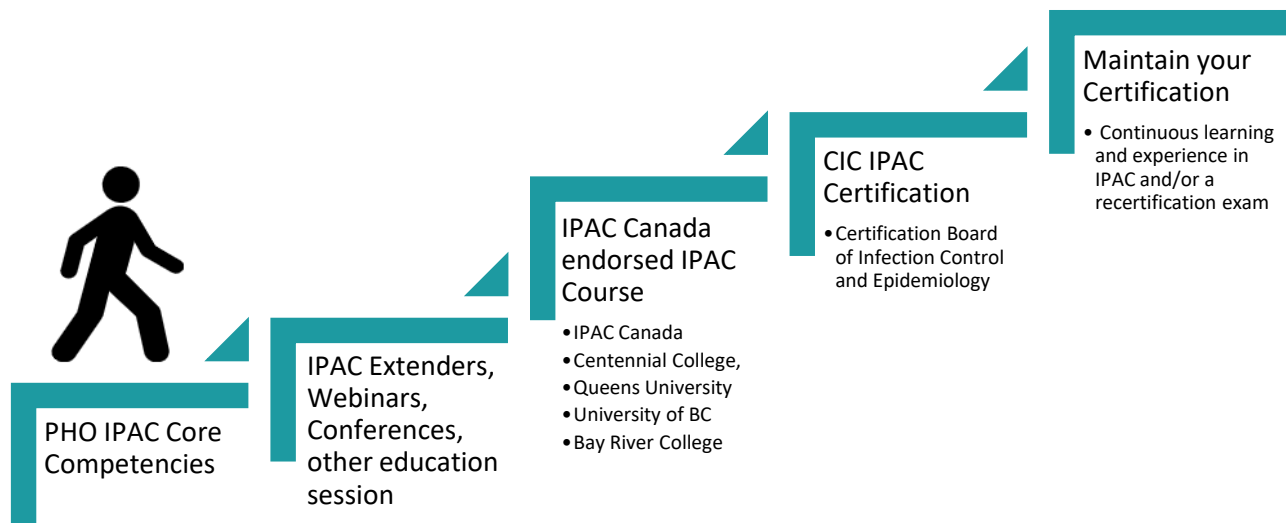
#### **IPAC Education for Infection Control Practitioners and IPAC Leads**

The HPA OHT, IPAC Canada, and the Provincial Infectious Diseases Advisory Committee (PIDAC) encourages all Infection Control Practitioners and IPAC Leads to work towards becoming certified in infection control (CIC designation) within two years of entering their role.

Prior to certification it is recommended that ICPs and IPAC Leads complete an IPAC Canada endorsed Infection Prevention and Control Course. These courses are listed on the IPAC Canada website.

As an absolute minimum, all ICPs and IPAC Leads must complete the PHO IPAC Core Competencies for Infection Prevention and Control.

**The Infection Control Education Journey: Hierarchy of Education and Certification for IPAC Leads**



#### Definitions:

**Healthcare Worker:** Any person delivering care to a client/patient/resident. This includes, but is not limited to, the following: emergency service workers, physicians, dentists, nurses, respiratory therapists and other health professionals, personal support workers, clinical instructors, students, home health care workers, and volunteers.

#### References:

Accreditation Canada. Infection Prevention and Control Standards, Version 14. March 2021.

Accreditation Canada. Infection Prevention and Control Standards for Community-Based Organizations Version 14. March 2021.

APIC/IPAC Canada. Professional and Practice Standards. 2008. <https://ipac-canada.org/photos/custom/OldSite/pdf/08PPS.pdf>

IPAC Canada. Core Competencies for Infection Control Professionals. Oct 2016. [https://ipac-canada.org/photos/custom/Members/pdf/2016\\_IPAC\\_Canada\\_CoreCompetenciesforICPs.pdf](https://ipac-canada.org/photos/custom/Members/pdf/2016_IPAC_Canada_CoreCompetenciesforICPs.pdf)

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PIDAC Provincial Infectious Diseases Advisory Committee. Best Practices for Infection Prevention and Control Programs in Ontario in All Health Care Settings, 3rd Ed. Public Health Ontario, May 2012. [https://www.publichealthontario.ca/-/media/documents/b/2012/bp-ipac-hc-settings.pdf?sc\\_lang=en](https://www.publichealthontario.ca/-/media/documents/b/2012/bp-ipac-hc-settings.pdf?sc_lang=en)