



HEALTH HOLDING

HAFER ALBATIN HEALTH
CLUSTER
MATERNITY AND
CHILDREN HOSPITAL

Department:	Infection Prevention and Control Department		
Document:	Multidisciplinary Policy and Procedure (MPP)		
Title:	Annual Infection Control Competency Training For All Healthcare Workers "Right Care Right now"		
Applies To:	MCH staff		
Preparation Date:	November 10, 2024	Index No:	IPC-MPP-010
Approval Date:	November 24, 2024	Version :	2
Effective Date:	December 24, 2024	Replacement No.:	IPC-MPP-010(1)
Review Date:	December 24, 2027	No. of Pages:	3

1. PURPOSE:

- 1.1 To ensure and sustain the competencies of healthcare workers (HCWs) in infection control practices by limiting the chances of infectious disease transmission among HCWs, patients, sitters, and visitors.

2. DEFINITIONS:

- 2.1 Competency is defined as the proven ability to use knowledge and skills on personal, social, and/ or methodological capabilities in work and study situations, especially in professional practices and professional development.
- 2.2 Accountability is defined as being responsible for one's own actions and disclosing the results in a transparent manner

3. POLICY:

- 3.1 Ensuring all HCWs are properly informed, trained and provided with the required knowledge and skills on infection control best practices
- 3.2 Establishing auditing tools on performance measurements to ensure the accountability of leadership and HCWs.

4. PROCEDURE:

- 4.1 Education and Training
 - 4.1.1 Provide education and training on infection control best practices through available teaching modalities using adult education principles.
 - 4.1.2 Establishing a hospital-based certification policy to ensure that HCWs' knowledge and skills are updated, to be renewed regularly and/or as needed.
 - 4.1.3 Incorporate a fit testing module, within the program or as a separate activity, to ensure that all HCWs at risk of exposure to respiratory pathogens are protected and aware of the proper respirator to be used and how to don and doff it. The program shall also include a commitment ceremony whereby HCWs make a pledge to abide by the infection control best practices, and make HCWs aware of the hospitals' accountability and hierarchy.
 - 4.1.4 IP&C Department (IP&C) will train and validate the competence of trained observers every two years and a certificate/badge will be provided indicates the date of certification, type of respirator used, and validity date and expiration of the badge
 - 4.1.5 If the HCW does not meet the criteria for competencies, his/her learning needs will be identified and an education plan will be developed. The HCWs will be reassessed after completion of the education plan, and will need to be within one week prior to being involved in patient care.
- 4.2 Five (5) Elements of the RcRn Program
 - 4.2.1 Complete the educational module and pass the post-test with a minimum of 80% passing rate. Training should be completed within the first month of employment in the institution for those newly-hired clinical staff. For renewal of employment, RcRn status must be valid.

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- 4.2.2 Demonstrate competency on hand hygiene, by undertaking a practical test under the supervision of a trained observer
- 4.2.3 Demonstrate competency on donning and doffing of personal protective equipment (PPEs) by undertaking a practical test under the supervision of a trained observer
- 4.2.4 Pass the N95 mask fit test or if the HCW fails the N95 fit testing, undergo Powered Air Purifying Respirator (PAPR). N95 and/or PAPR fit tests should be mandated by the designated department and made as a hospital policy that would be valid for 1-2 years or as per hospital policy
- 4.2.5 Understand and sign the pledge of accountability

4.3 Training of Trained Observers

- 4.3.1 Nursing staff will be trained by a designated educator during the nursing orientation phase
- 4.3.2 Other allied healthcare workers will be trained by the designated trained observers of their units
- 4.3.3 Physicians and residents to be trained by the Infection Preventionist (IP) assigned in their areas.
- 4.3.4 Housekeeping Supervisors to be trained by the Environmental health specialist
- 4.3.5 Housekeepers to be trained by their Housekeeping Supervisors.

5. MATERIALS AND EQUIPMENT:

- 5.1 **Forms and Records:**
 - 5.1.1 N/A
- 5.2 **Materials and Equipment**
 - 5.2.1 N/A

6. RESPONSIBILITIES:

- 6.1 MCH staff
 - 6.1.1 Educating healthcare community and patients in their role to prevent infections and transmissions;
 - 6.1.2 Promoting and following best infection prevention practices that keep patients and colleagues safe;
 - 6.1.3 Being responsible – and always reminding colleagues when they forget to follow these best practices;
 - 6.1.4 Being personally accountable for behavior and supporting those people who help practice the best patient care.

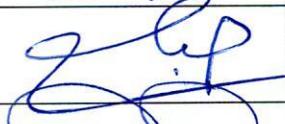
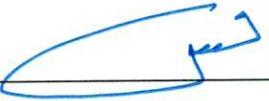
7. APPENDICES:

- 7.1 N/A

8. REFERENCES:

- 8.1 The GCC Infection Prevention and Control Manual. 3rd Edition, 2018
<file:///C:/Users/SPawar/Downloads/The-GCC-Infection-Prevention-and-Control-Manual-3rd-Edition.pdf>

9. APPROVALS:

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