

## **IPAC LEAD**

### **Organization Background:**

Copernicus Lodge is a healthcare organization that provides for a continuum of care to primarily polish seniors. We are located in the heart of Roncesvalles Village just west of downtown Toronto. We have 200 seniors' apartments with a Supportive Housing program, 228 Long Term Care beds and an Adult Day Program. We are looking for a full time IPAC Lead.

### **Position Description**

Reporting to the DOC, the IPAC Lead's primary role is oversight of the homes Infection, Prevention and Control program. This position will lead, develop, implement, monitor, and evaluate the infection prevention and control program. The individual will provide education consultation to all matters of IPAC, while ensuring practices are compliant with legislation and policy. As a member of the management team, the IPAC Lead will also provide direct staff supervision and support human resource planning, including conducting performance appraisals, monitoring competency assessment processes for staff and supporting the ongoing education, mentorship and development of team members.

The ideal candidate is a self-starter who functions well in a leadership role and has demonstrated leadership and interpersonal skills that reflect the values of Copernicus Lodge. You must have a genuine desire to work with seniors, an understanding of the Residents' Bill of Rights and Compliance Standards as set out by the Ministry of Long Term Care and a passion for quality improvement – both for resident care and for employee work-life.

### **Responsibilities**

- Working with the interdisciplinary team to implement the infection prevention and control program.
- Managing and overseeing the infection prevention and control program. Working with the interdisciplinary team to implement the infection prevention and control program.
- Overseeing the delivery of infection prevention and control education to all staff, caregivers, volunteers, visitors and residents.
- Auditing of infection prevention and control practices in the home.
- Conducting regular infectious disease surveillance.
- Convening the Outbreak Management Team at the outset of an outbreak and regularly throughout an outbreak.
- Convening the interdisciplinary infection prevention and control team at least quarterly, and at a more frequent interval during an infectious disease outbreak in the home.

- Reviewing any daily and monthly screening results collected by the licensee to determine whether any action is required.
- Implementing required improvements to the infection prevention and control program as required.
- Ensuring that there is in place a hand hygiene program in accordance with any standard or protocol issued by the Director under subsection (2) which includes, at a minimum, access to hand hygiene agents at point-of-care.
- Identify the implications of MoHLTC regulations, policies and strategies on current best practice, highlighting any changes required from Ministry and ensuring they support the Vision, Mission and Values of Copernicus Lodge.
- Deliver and create training and education curriculum related to quality improvement initiatives and mandatory LTC training.
- Demonstrating understanding of, and compliance with, responsibilities under the Occupational Health and Safety Act, regulations and the Health Centre's Health and Safety policies, protocols procedures and guidelines.
- Championing best practices and plays a leadership role in quality and process improvement initiatives in support of excellent resident care.
- Conduct identified audits, produces reports of findings, highlighting areas of risk, making recommendations using quality improvement tools, and undertaking audit follow-ups as necessary to ensure changes are implemented and embedded in practice. Review and develop strategies and implement risk management through the process of measuring, or assessing risk for the organization and intervene as appropriate. Promoting continuous quality improvement to achieve established clinical benchmarks and outcome.
- Resident Rounding – identifying priority residents and working with interdisciplinary team including management to prevent and/or address issues (high risk falls, responsive behaviors, restraints, IPAC).
- Consults and collaborates on direct and indirect resident care activities (i.e. deteriorating resident, integration of new staff, implementation of new process/equipment).
- Performing required inspection protocols and chart, IPAC and other audits as per legislation and quality improvement plan.
- Communicate with senior leadership directors to drive quality improvement processes and create a culture of quality improvement.
- Collaborate with the IPAC hub, relevant committees/tables, and Toronto Public Health on the optimization and monitoring of infectious disease across the home.
- Perform all duties and demonstrate conduct in accordance with the policies and procedures of Copernicus Lodge.
- Other duties as assigned.

## **Qualifications**

- Diploma in Nursing with preference given to those who have/are working towards a Bachelor of Nursing degree is preferred.

- Current registration in good standing as practicing Registered Nurse or Registered Practical Nurse with the College of Nurses of Ontario.
- Willingness to complete certification from the Certification Board of Infection Control and Epidemiology and additional IPAC training courses as required within 3 years of being hired
- Education and experience in IPAC practices; infectious diseases, cleaning and disinfection, data collection and trend analysis, reporting protocols, outbreak management, asepsis, microbiology, adult education, epidemiology, and program management.
- Minimum of 2 years recent experience in long term care, with demonstrated clinical expertise in the delivery of resident care.
- Knowledge and experience in gerontology and gerontological nursing as well as an understanding of the needs of the long term care clients.
- Current CPR certification (or willingness to obtain within 6 months).
- Completion of Public Health Ontario Solid communication skills in English (written and oral) to interpret legislation, prepare reports, assist in the development of policies and effectively convey information to resident care staff.
- Ability to speak Polish would be a definite asset for resident and family engagement.
- Demonstrated experience with best practice guidelines for infectious disease prevention and control.
- Demonstrated leadership experience and skills.
- Experience managing staff and implementing strategies that effectively manage change strongly preferred.
- Knowledge of relevant legislation, standards and related best practice guidelines.
- Demonstrated ability to engage staff in continuous clinical skill and quality improvement.
- Flexible, organized and self-directed.
- Excellent decision making, critical thinking and problem solving skills.
- Ability to deal cooperatively and effectively with all levels of staff, unions/employee/client groups and ability to foster cooperative/collaborative working relationships.
- Must have the ability to provide nursing care to ambulant and non-ambulant residents and clients with a focus on restoration, health promotion and palliation regardless of complexity and predictability, autonomously within his/her scope of competence.
- Demonstrated knowledge and ability in the practical application of nursing theory, biological and social sciences, principles of gerontology and accepted best practices, to the standard established by provincial nursing legislation.
- Demonstrated commitment to professional development and learning.
- Strong computer skills including experience with an electronic patient record and ability to use Microsoft Excel and Word, Outlook and the internet.
- Flexibility for some evening and weekend work.

Successful candidates hired to work within Copernicus Lodge in this role are required to provide the following information as a Condition of employment:

- Vulnerable Sector Check;
- Proof of Covid-19 Full Immunization
- TB Skin Testing;
- Covid-19 Testing.

We are an Equal Opportunity Employer. In accordance with the Accessibility for Ontarians with Disabilities Act, and the Ontario Human Rights Code, Copernicus Lodge will consider and provide accommodations throughout the recruitment, selection and/or assessment process to applicants with disabilities. If selected to participate in the recruitment, selection and/or assessment process, please inform Copernicus Lodge of the nature of any accommodation(s) that you may require in respect of any materials or processes used to ensure your equal participation. All information collected will be protected under applicable privacy requirements.

We thank all applicants who apply, however only those selected for an interview will be contacted.

Please submit a cover letter and resume outlining how you meet the qualifications for this position to [resumes@copernicuslodge.com](mailto:resumes@copernicuslodge.com)

Job Type: Full-time, Permanent