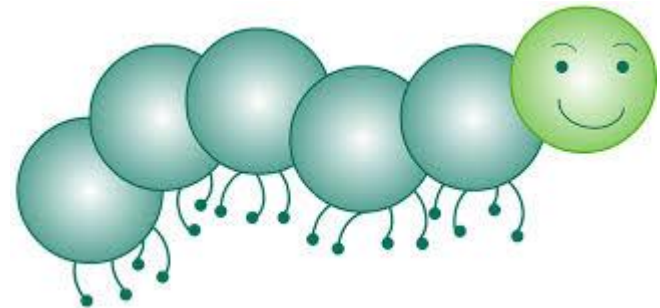
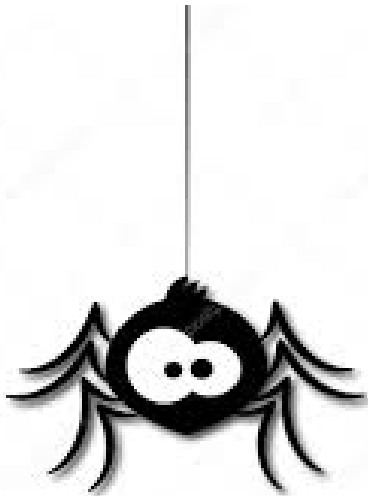


Competences Infection Prevention Specialist in the Netherlands

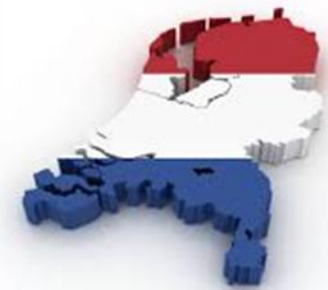
A spider or a centipede?



Heidi Schijf 2018

The Netherlands

- 17 million inhabitants
- 79 hospitals including 8 academic hospitals
- Almost 200.000 registered nurses
- 382 registered Infection Prevention Specialists



Association for hygiene and infection prevention in healthcare



Vereniging voor Hygiëne en Infectiepreventie in de Gezondheidszorg

Professional profile

- National job description
 - describing the essence (essentials of highlights) of the field
 - necessary competencies
- Post-bachelor, therefore at least a University of Professional Education
- 382 registered Infection Prevention Specialists
- Registered in the quality register of the professional association
- Why: to justify a proper execution of the profession
- Every 5 years a new accreditation is obliged



Function

- Goal
 - To Develop, implement, monitor and encourage an active infection prevention policy
- Dutch dikes



The Netherlands without dikes



Competence

- A competence is a combination of knowledge, skills, motivation, attitude and personal challenges
- Means more than having professional knowledge and having skills



Administrative organizational competencies

- Vision
 - Helicopter view, wider context and longterm policy
- Planning and organizing
 - Determine priorities
- Goal oriented
 - Concretizing goals
- A spider in the web: is someone with a view, who can anticipate from a strategic way



Social communicative competencies

- Negotiating
 - Process whereby at least two parties want to achieve something and have different interests
- Working together
 - Pursue common goals
- Communicative skills
 - Ability to convey ideas clearly
- To be a communicative centipede



Intellectual competencies

- Expertise
 - Knowledge and skills
- Analytical skills
 - To see connections, signaling problems
- Judgement and Scientific skills
 - Come to a realistic and well-founded conclusion (research)



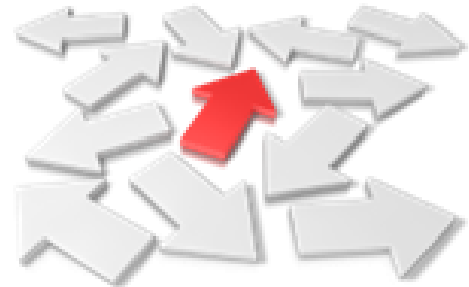
Emotional competencies

- Empathy
 - Listen to and understand the needs of others
- Mood
 - Decisions in unexpected and riskfull situations
- Stress-resistant
 - To continue to perform effectively under work pressure and criticism



Task-oriented competencies

- Taking initiative
 - Taking actions and making proposals, not waiting
- Decisiveness
 - Make decisions, even with limited information
- Flexibility
 - The ability to adapt effectively to changing circumstances



Social communicative



Negotiating



Working together



Networking



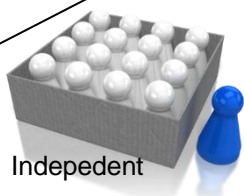
Computer skills



Communicative skills



Organizational awareness



Independent



Quality awareness



Taking Initiative



Flexibility



Persuasion



Decisiveness

Infection
Prevention
Specialist

Emotional



Integrity



Confidence



Mood



Empathy



Self-reflection



Stress-resistant



Goal oriented



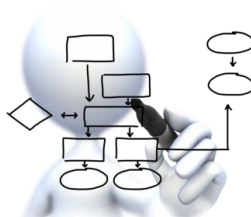
Analytical



Expertise



Creativity



Planning and organizing



Judgement skills

Task-oriented

Administrative organizational

Intellectual

Conclusions

- Not a spider
- Not a centipede
- But a spider centipede
- And believe me, it really exists! Not only as an animal but also as a Infection Prevention Specialist



Thank you for your attention

