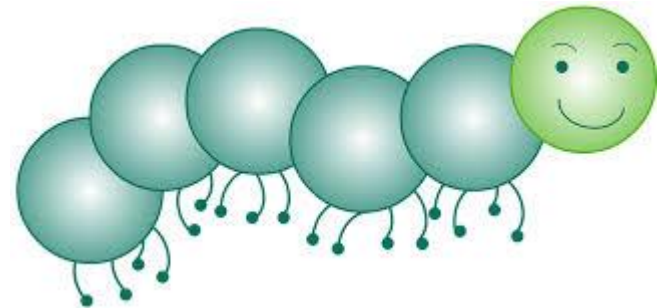
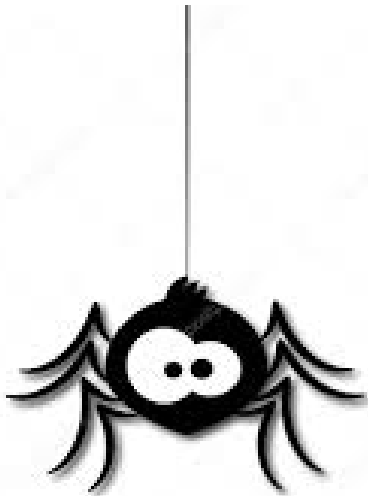


Competences Infection Prevention Specialist in the Netherlands

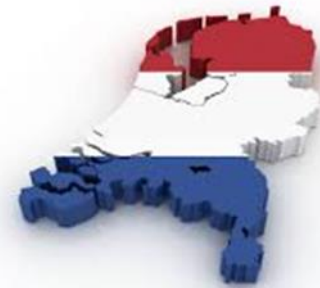
A spider or a centipede?



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)



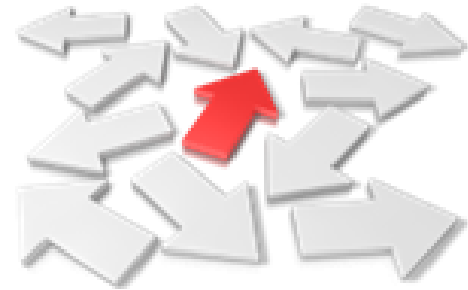
Emotional competencies

- 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



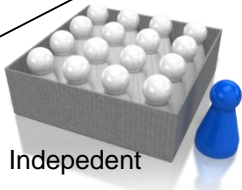
Communicative skills



Persuasion



Organizational awareness



Independent



Taking Initiative



Decisiveness



Flexibility



Quality awareness

Task-oriented

Emotional



Integrity



Mood



Self-reflection



Confidence



Empathy



Stress-resistant



Infection Prevention Specialist



Goal oriented



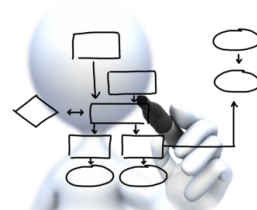
Analytical



Expertise



Creativity



Planning and organizing



Judgement skills

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

