



The IPC Workforce post COVID Pandemic

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Context of IPC, impact on people and policy



Current NHS Workforce climate



Situation in IPC



Looking ahead – what do we need to focus on



Workforce planning



**Infection prevention and control is
a global health priority: is it a
workforce emergency?**

Infection prevention and control is key





Impact of COVID-19 in the UK

The same pandemic, unequal impacts: How people are experiencing the pandemic differently

It's been clear from the early stages of the COVID-19 pandemic that some groups are more affected than others.



People living in the poorest areas are at higher risk from COVID-19

People in the most affluent areas are **50% less likely** to die of COVID-19 than those in the poorest areas.



Black and minority ethnic communities are more affected by COVID-19

People of black ethnicity are **4 times as likely** to die from COVID-19 compared to people of white ethnicity.



Disabled people have been hit particularly hard

Disabled people have experienced death rates **2 to 3 times higher** than non-disabled people.



Young people are most likely to lose employment

One in three of 18-24-year-olds have been furloughed or lost their job – **twice the rate** of working-age adults.



Health and social care workers have an increased risk of adverse mental health outcomes

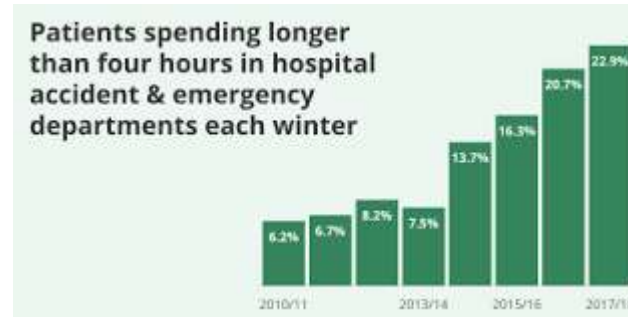
4 in 5 social care workers in Scotland reported their work during COVID-19 negatively impacted their mental health.

The COVID-19 impact inquiry is exploring the different ways the pandemic, and the national response to it, are affecting health and health inequalities in the UK.

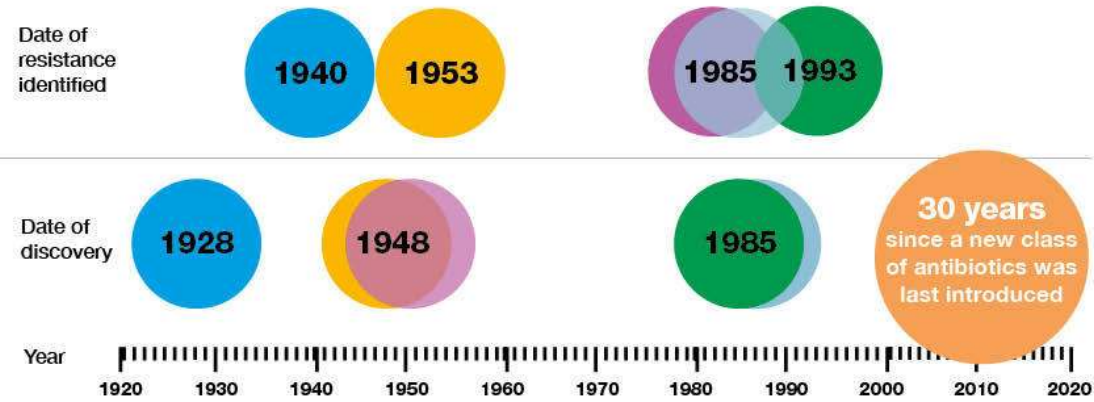
Find out more at health.org.uk/covid-19-impact-inquiry



Context of IPC



Antibiotic discovery and resistance timeline





What does an IPC Team do now?





NHS Workforce Context

“analogue to digital”

“hospital to community”

Change in population
health needs

Aging population, chronic
conditions

Train – Retain – Reform

Increase adult training
nurses to 38,000 by
2031/32 (92% increase),
increase in nurses
qualifying through
apprenticeship route

Retain by improving
culture, leadership and
wellbeing

Reform – new ways of
working with new roles –
enhanced, advanced and
associate roles. Focus on
generalist and core skills
to care for patients

Shift to prevention of ill
health

Moving care from
hospitals to local
communities

Realising the potential of
digital technology

10 year plan every 2
years

Focus on technology as
a solution

King’s Fund (202%) The 10
Year Health Plan: What Is It
And What Happens Next? |
The King's Fund

NHS England (2023) NHS
England » NHS Long Term
Workforce Plan



IPC Workforce



Lack of data specific to speciality, from a reflection



Retiring workforce



Upheaval of organisational reconfigurations – organisation mergers, reorganisation of NHSE, ICB and UKHSA



Young workforce, introduction to careers or IPC in the pandemic



International nursing workforce



No safe staffing in IPC



Who is in an IPC Team?



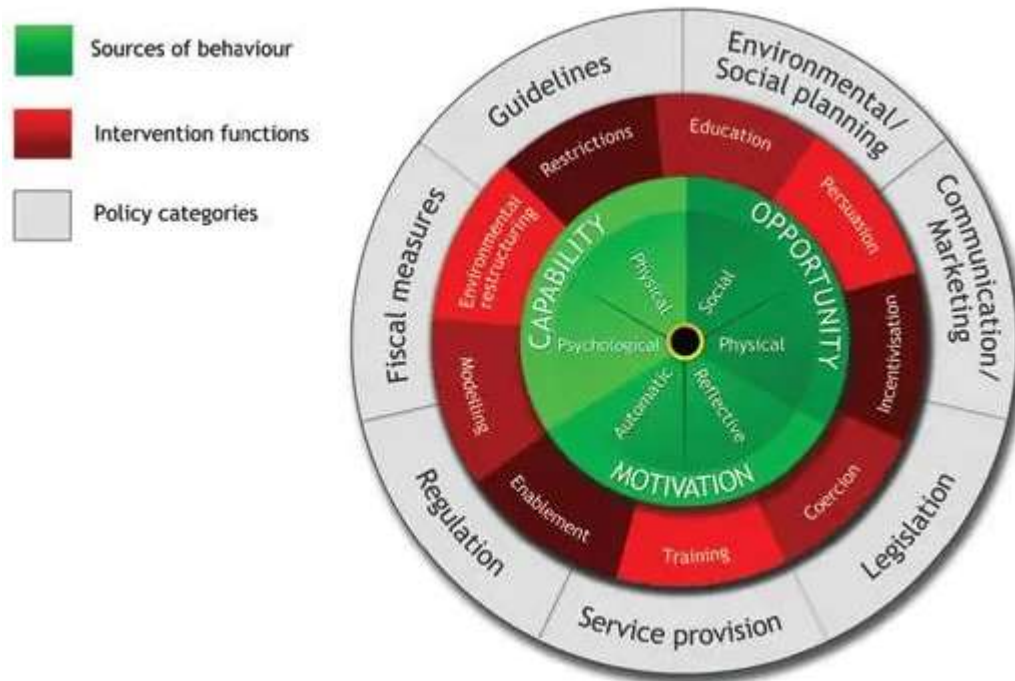
Who should be in an IPC team?



The workload done vs aspirational

| Work Done | Aspirational? |
|---|---|
| HCAI Surveillance Governance structure Compliance with the IPC Board Assurance Framework Incident and outbreak management Audit program Implement National Manual Mandatory IPC training Implement National Cleaning Standards & Soft FM input Ventilation, Water Safety, Decon | IPC study days Education to support audit process e.g. HAP prevention International IPC Week World Antimicrobial Awareness Week Hand Hygiene Day QI projects Sharing learning inside and outside organisation |

Teamwork and behaviour change



- Collaborative leadership
- Divisional relationships
- Clinical credibility
- Engagement locally e.g. debriefs and huddles



Challenges

Lack of Digital,
AI

IPC Workforce
not worked
clinically for a
long time

Limitations of
EPR

Time

Not enough staff

Not enough
experience

Gaps in data

Finance input

Engagement of
stakeholders

Funding

Access to
education for
IPCT

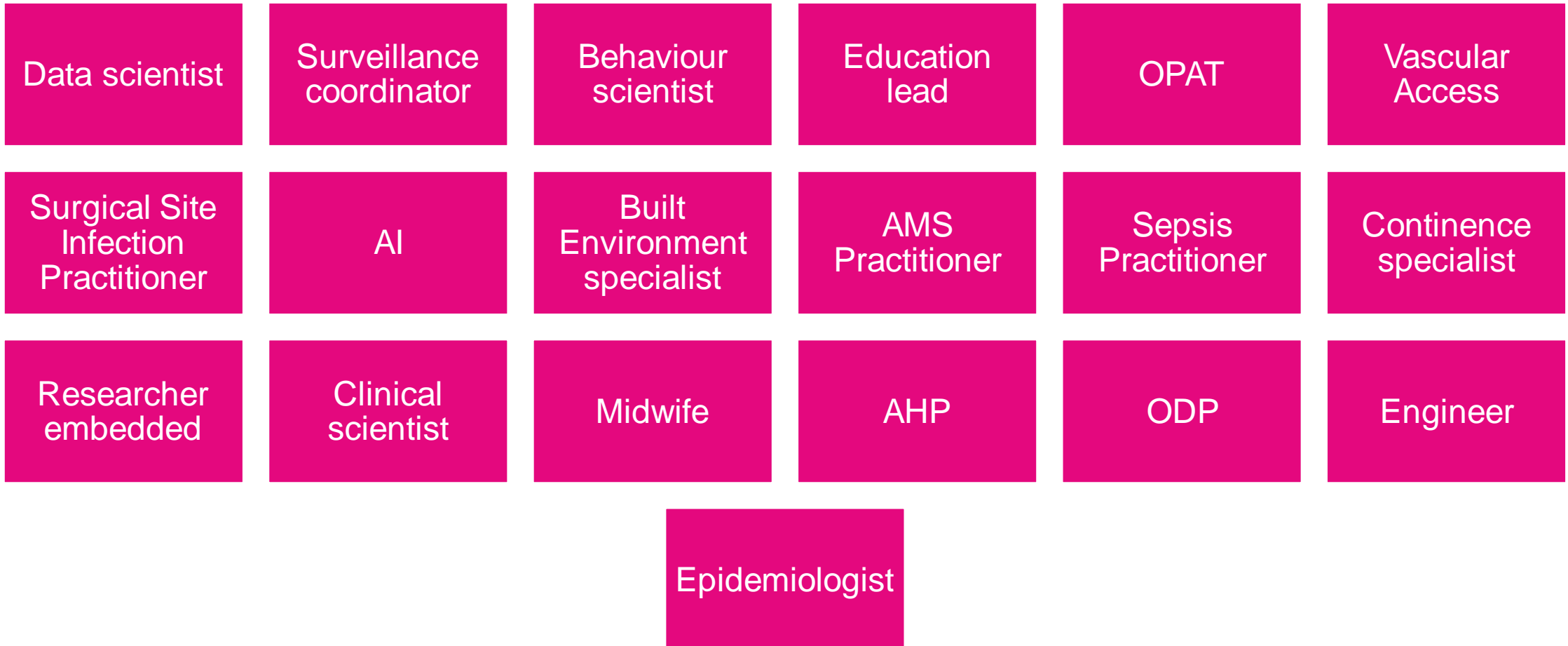
Support with
business
planning



What does an IPC Team need to do in the future?



Future (or current roles) in the IPCT



Final thoughts

- Infection prevention and control is a global health priority – how do we as leaders ensure we can deliver our services?
- Are we a workforce in crisis?
- What do we do to adapt, train, retain and reform?
- Who do we look to, to reflect with?
- How can we bring our experiences together to create the next generation of IPC Practitioners and make IPC fit for the future health service?





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