



## **Infection Prevention and Control (IPAC) Practitioner**

**Position Type:** Full-Time, Permanent

**Location:** Ontario, Canada

**Reports To:** Director of Care / Executive Director

**Affiliation:** Non-Union (Professional)

### **Position Summary**

At Ina Grafton Gage Home (IGGH), a 128-bed long term care home managed by Michael Garron Hospital (MGH) of Toronto East Health Network (TEHN), we are committed to supporting our residents “Experience life to the fullest with the highest quality of service and compassionate care”.

We are seeking an experienced and collaborative **Infection Prevention and Control (IPAC) Practitioner** to join our team at IGGH. The IPAC Practitioner provides expertise, leadership and operational oversight for the home’s IPAC program. Operating under a resident-centered care philosophy, the IPAC Practitioner is responsible in ensuring regulatory compliance with the *Fixing Long-Term Care Act, 2021* (FLCTA), Ontario Regulation 246/22, Ministry of Long-Term Care (MLTC) standards, and Public Health Ontario guidelines.

This role leads the interdisciplinary team in preventing, detecting, and managing infectious agents and outbreaks, building a culture of safety, quality improvement, and adherence to evidence-based practices.

### **Key Responsibilities & Accountabilities**

#### **1. Program Leadership & Compliance**

- **Design & Evolve:** Plan, develop, implement, evaluate, and continuously improve the home's comprehensive IPAC program to ensure alignment with ensure alignment with the Fixing Long-Term Care Act, 2021, Ontario Regulation 246/22, and current Ministry requirements, and provide a safe environment with resident’s well-being in mind.

- **Policy Development:** Author, review, and update evidence-based IPAC policies, procedures, and protocols in collaboration with the interdisciplinary team, integrating updated provincial legislation, MLTC directives, and Commission on Accreditation of Rehabilitation Facilities (CARF).
- **Committee Integration:** Coordinate and chair the interdisciplinary IPAC Committee at least quarterly (and more frequently during outbreaks). Serve as an active member of the Quality Improvement Steering Committee and Quality & Professional Advisory Committee.
- **Pandemic & Emergency Planning:** Review, maintain, and test the home's pandemic and respiratory emergency response plans, emergency preparedness exercises, ensuring rapid mobilization protocols are intact.

## 2. Surveillance, Data Analysis & Quality Improvement (QI)

- **Active Surveillance:** Oversee the daily surveillance plan for resident and staff infections, tracking admissions, identifying trends, and mapping infectious patterns. Monitor antimicrobial utilization and emerging antimicrobial resistance trends where applicable.
- **Epidemiological Tracking:** Analyze surveillance data to calculate infection rates and disseminate clear, actionable reports and recommendations to leadership, interdisciplinary teams, residents, families and committees as appropriate
- **Quality Improvement:** Lead IPAC-related QI initiatives using structured frameworks (e.g., Plan-Do-Study-Act cycles) to address gaps identified via environmental audits, hand hygiene compliance tracking, or routine surveillance.

## 3. Outbreak Management & Public Health Liaison

- **Outbreak Response:** Act as the lead for the Outbreak Management Team (OMT) at the immediate onset of a suspected or confirmed outbreak.
- **Containment Execution:** Implement outbreak measures, transmission-based precautions, and cohorting strategies to mitigate transmission.
- **External Liaison:** Serve as the primary point of contact for the local Public Health Unit, Ministry of Long-Term Care inspectors, and the regional hospital IPAC Hub (e.g., hospital-partnered hubs).

## 4. Staff Education, Auditing & Performance Support

- **Adult Education Delivery:** Develop, execute, and evaluate mandatory IPAC education and training for all team members, managers, essential caregivers, volunteers, and visitors (including onboarding and annual refreshers).

- **Auditing Frameworks:** Oversee routine, structured audits across all departments covering hand hygiene, Personal Protective Equipment (PPE) donning/doffing, environmental cleaning and high touch surfaces, disinfection of shared equipment, environmental rounds, and outbreak audits, with collaboration across all departments.
- **Clinical Coaching:** provide coaching and recommendations to managers regarding IPAC practice and competency development.

## 5. Occupational Health & Occupational Safety Integration

- **Immunization Programs:** Oversee the coordination, safe storage, administration, and mandatory tracking of resident and staff annual immunization programs (e.g., Influenza, COVID-19).
- **Asepsis & Clinical Safety:** Provide clinical guidance on aseptic techniques, safe sharps disposal, medical device reprocessing (MDR), and exposure management for blood-borne pathogens.
- **Supply Stewardship:** Manage and monitor the home's PPE inventory, evaluating usage burn rates to ensure an uninterrupted, legislatively compliant supply of safety equipment.

## Position Qualifications & Requirements

### Recommended Qualifications

- **Professional Registration:** Current registration in good standing with a regulated health professional college in Ontario (e.g., College of Nurses of Ontario as an RN or RPN; or other relevant Ontario Regulated Health Profession). RN qualification is preferred.
- **IPAC Core Education:** Completion of or progress towards a recognized Canadian IPAC Core Competency education program (e.g., IPAC Canada-endorsed Basic Infection Prevention and Control course).
- **Professional Certification:** Long-Term Care Certification in Infection Prevention (LTC-CIP) or Certification in Infection Control (CIC®) or Associate Infection Prevention and Control (A-IPC) credential from the Certification Board of Infection Control and Epidemiology (CBIC); **OR** a written commitment to achieve certification within a specified, legally compliant timeframe from hire.
- **Clinical Experience:** Minimum of three (3) years of clinical healthcare and practice leadership experience, with a strong preference for experience in geriatrics, long-term care, or complex continuing care.

- **Legislative Competency:** Advanced working knowledge of the *Fixing Long-Term Care Act, 2021*, O. Reg 246/22, *Health Protection and Promotion Act*, *Occupational Health and Safety Act (OHSA)*, and PIDAC (Provincial Infectious Diseases Advisory Committee) best practice documents.
- **Screening:** Satisfactory Vulnerable Sector Check (VSC) cleared within the last 6 months.

### **Asset Qualifications**

- **Technology Literacy:** Advanced proficiency with electronic chart systems (e.g., PointClickCare) and data analysis tools (Excel, HealthConnex).

### **Working Conditions**

- Primarily an in-person role with requirements to work flexible hours, including evenings and weekends, to audit and provide education across all shifts.
- Must be able to respond to time-sensitive emergency demands outside of regularly scheduled hours, particularly during an active infectious outbreak.

### **Compensation: \$88,600 to \$110,700**

Compensation will be competitive and commensurate with experience and expertise.

Ina Grafton Gage Home is committed to providing accommodation throughout the recruitment process in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code. Accommodation is available throughout the recruitment process in accordance with applicable legislation.

### How to apply:

Please submit your application to Karim Manji, Employee Engagement Specialist, at [kmanji@iggh.org](mailto:kmanji@iggh.org), with "Application – IPAC Practitioner" in the subject line, and copy [executive.director@iggh.org](mailto:executive.director@iggh.org)