



Wergroep Ziekenhuishygiëne

Magda Vanneste & Pedro Braekeveld

Link nurses in Belgium

**Management**

**Expertise**

Nursing director

PHD

Care manager

ACNP

Head nurse

Nurse Specialist

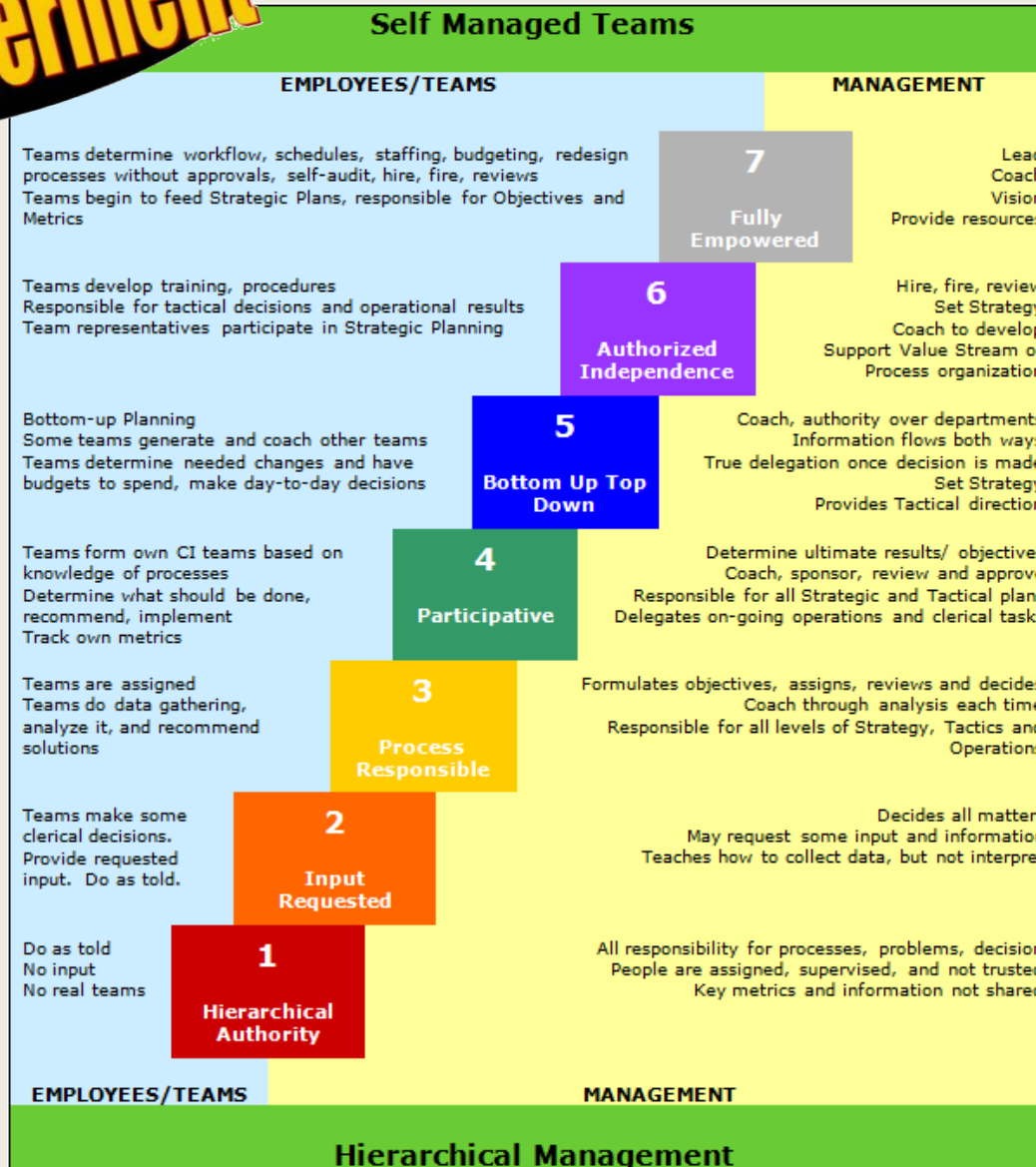
Adj. Head Nurse

Practice Nurse  
(Consultant)

Nurse mentor

Link nurse

# Empowerment



# Empowerment

- **The process of empowerment:** The process which enables individuals/groups to fully access personal/collective power, authority and influence, and to employ that strength when engaging with other people, institutions or society.
- In other words, “Empowerment is not giving people power, people already have plenty of power, in the wealth of their knowledge and motivation, to do their jobs magnificently. We define empowerment as letting this power out (Blanchard, K).” It encourages people to gain the skills and knowledge that will allow them to overcome obstacles in life or work environment and ultimately, help them develop within themselves or in the society.

# Empowerment

- Empowerment includes the following, or similar, capabilities:
  - Ability to make decisions about personal/collective circumstances
  - Ability to access information and resources for decision-making
  - Ability to consider a range of options from which to choose
  - Ability to exercise assertiveness in collective decision making
  - Having positive-thinking about the ability to make change
  - Ability to learn and access skills for improving personal/collective circumstance.
  - Ability to inform others' perceptions though exchange, education and engagement.
  - Involving in the growth process and changes that is never ending and self-initiated
  - Increasing one's positive self-image and overcoming stigma
  - Increasing one's ability in discreet thinking to sort out right & wrong

# Empowerment



# Empowerment

## 1 link nurse hospital hygiene / nursing unit

“In a large hospital the ICN can train ‘link’ nurses. These individuals have special responsibility for maintaining good infection control practices and education within their clinical departments. This person is the “link” between the ICN and the ward and helps identify problems, implements solutions and maintain communications”

*IFIC - International Federation of Infection Control*

“Building a network of link nurses hospital hygiene is very valuable. A Link nurse is a motivated person at the level of the nursing unit 1) will give correct information to their colleagues, 2) an accurate assessment of the needs will be achieved and reported to the team hospital hygiene and 3) will motivate colleagues”

*Note Directorate General Organization Health services dd. 19/07/2007*

# Link Nurse Hospital Hygiene

## Goal:

- To promote and monitor hospital hygiene on their own ward

## Role:

- Link between colleagues and team hospital hygiene
- Help to implement, adjust and monitor guidelines
- Inform colleagues on the work floor
- Report problems on hospital hygiene
- To advocate all aspects of hospital hygiene on the ward

## Workload:

- Exempt 2h - 8h a month



# Link Nurse Hospital Hygiene

## Job Profile:

- Informing colleagues (+ patients / visitors) on the ward regarding infection prevention policy (eg meeting report)
- Monitoring and follow up implementation (compliance) of procedures / protocols regarding infection prevention policy
- Coaching and advising colleagues on the ward regarding infection prevention policy
- Motivation and awareness of colleagues on the ward regarding compliance procedures / protocols regarding infection prevention policy
- Identify and record issues / problems related infection prevention policy and materials testing

# Link Nurse Hospital Hygiene

## Competency Profile

- People-oriented control: Ability to enthuse employees and teams to take responsibility and to enhance their involvement.
- Collaboration: The ability to constructively contribute to a joint result with others, even when a subject that is not directly personal interests.
- Ability to learn: Efficient new information and knowledge to record, process and apply.
- Verbal communication: The transfer of a spoken message that the caller understands them correctly.
- Results orientation: To work towards the expected results and their own goals in a successful way to achieve and / or to overcome within the agreed time and resources.

# Link Nurse Hospital Hygiene

## Training Profile

Module	Content
1	Patient safety and risk management / Legal framework hospital hygiene / Job and competency profile of link nurse / Infection Cycle
2	Motivation and sensibilisation
3	Microbiology (: bacteriology, virology and parasitology) / Microbiological samples (: collection & preservation) and AB resistance
4	Standard precautions
5	Additional precautions (A-D-C)
6	General food hygiene (HACCP) / Milk Supply including milk kitchen / Tube feeding
7	Hygiene aspects concerning construction, renovation, building and rebuilding / Legionella / Aspergillus
8	Prevention of nosocomial infections: urinary tract infections, surgical site infections, respiratory tract infections, intravascular infections and gastrointestinal infections
9	Project management
10	Cases concerning own work situations



Thank you for your attention.