INFECTION PREVENTION & CONTROL POLICY

PHSSL Care Limited

Policy reference	D03
Section	Care delivery
Policy owner	Registered Manager / Responsible Individual
Version	1.0 - Initial rebranded issue
Status	Draft for formal approval
Effective date	September 2026
Review frequency	At least annually, and sooner after material legal, regulatory or operational change
Applies to	All PHSSL Care Limited staff, care workers, agency workers, contractors and relevant volunteers

1. Purpose

PHSSL Care Limited is committed to safe, effective and person-centred care. This policy sets out how the organisation prevents, identifies, manages and controls infection when care and support are delivered in people's own homes and other community settings.

2. Scope

This policy applies to all staff and others working on behalf of PHSSL Care Limited, including care workers, agency workers, contractors and relevant volunteers. It applies in people's homes, supported-living settings where applicable, community locations, offices and during activities undertaken as part of a care package.

3. Policy statement

Infection prevention and control is everyone's responsibility. Staff must take reasonable and proportionate precautions to minimise infection, prevent cross-contamination and protect people receiving care, colleagues and others.

4. Responsibilities

The Registered Manager is responsible for implementing and monitoring infection-control arrangements, ensuring appropriate training and supplies, reviewing incidents and risks, and escalating concerns where required. Staff must follow this policy, their training, individual care plans and risk assessments, and report infection-control concerns promptly.

5. Standard infection-control precautions

Staff must assess each care activity and use appropriate precautions where there may be contact with blood, urine, faeces, vomit, saliva, respiratory secretions, wounds, broken skin or other body fluids. Precautions must be proportionate to the task and the person's assessed needs.

6. Hand hygiene

Hands must be cleaned at appropriate times, including before and after personal care; before food preparation or assistance; before medication-related tasks where appropriate; after contact with body fluids; after removing gloves; after using the toilet; after handling waste or soiled laundry; after coughing or sneezing; and whenever hands are visibly dirty.

7. Personal protective equipment (PPE)

Appropriate PPE may include disposable gloves, aprons, masks and eye or face protection. PPE must be selected according to risk, put on and removed safely, and disposed of correctly. Disposable PPE must not be reused. Gloves do not replace hand hygiene.

8. Staff illness and managing infection

Staff must tell their manager promptly if they develop symptoms of an infectious illness that may place people receiving care or colleagues at risk. Where infection is suspected or confirmed in a person receiving care, staff must follow the care plan and risk assessment, use appropriate precautions, report concerns and escalate deterioration.

9. Cleaning, laundry, waste and sharps

Cleaning and care equipment must be managed safely. Soiled laundry must be handled carefully. Waste must be disposed of appropriately, and sharps placed only in approved containers. Any sharps injury or significant exposure to blood or body fluids must be reported immediately and appropriate medical advice obtained.

10. Food hygiene and outbreak management

Where staff prepare or handle food, they must maintain good food hygiene and prevent cross-contamination. Where an outbreak is suspected, the Registered Manager will assess the situation, seek appropriate advice and implement proportionate control measures.

11. Training, competency and monitoring

Relevant staff will receive infection prevention and control training during induction and refresher training thereafter. PHSSL Care Limited will monitor practice through supervision, spot checks, audits, training records, incident reviews, complaints and care-plan reviews.

12. Confidentiality and review

Information about infection status is confidential health information and must be handled under PHSSL Care Limited's data-protection arrangements. This policy will be reviewed at least annually and sooner following significant incidents, regulatory changes, changes in guidance or material changes to service delivery. Printed or locally saved copies are uncontrolled unless specifically issued and recorded as controlled copies.

Approved by	Lade Awosika
Position	Director
Approval method	Approved electronically
Approval date / next review	September 2026 / September 2027