

APIC Great Lakes: 2023 Educational Webinar Series

Demystifying the Joint Commission: Infection Prevention and Control Challenges and Strategies for Success

November 28, 2023

Housekeeping

- Please mute your line
- Have questions for our speaker? Drop it in the chat to be asked!

Continuing Education (CE)

- CBIC IPU is available for this webinar
- No CE is available.

welcome



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Demystifying the Joint Commission: Infection Prevention and Control Challenges and Strategies for Success

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Program Objectives

Discuss

Discuss the top 2022 Infection Control non-compliant standards

Provide

Provide examples for how to identify the root cause of non-compliance with the Infection Control Standards

Clarify

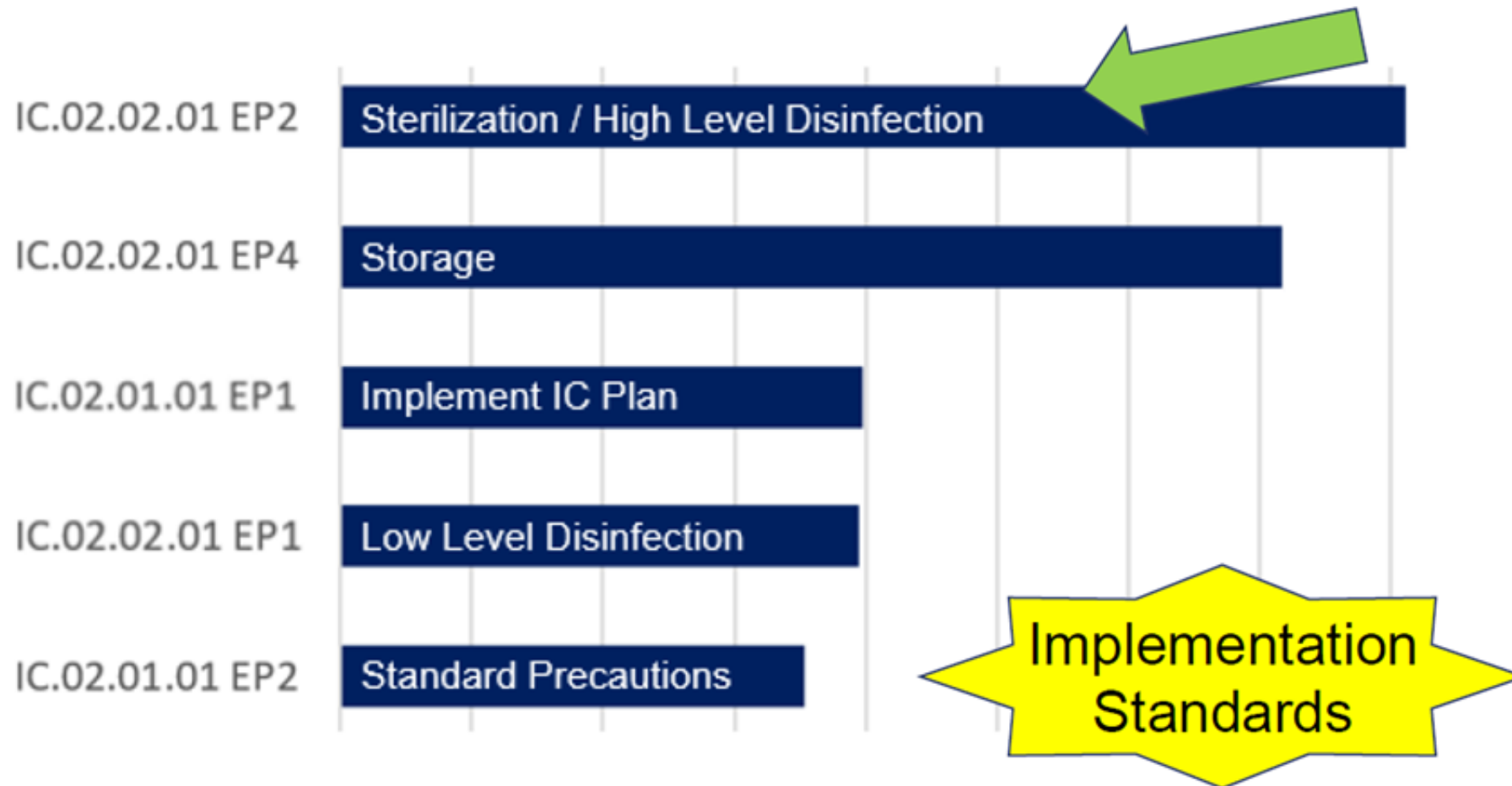
Clarify the expectations of the Infection Control standards

Review

Review strategies for how your organization can support Infection Prevention and Control initiatives and activities

Top Infection Control Findings: 2022

Top 5 Infection Control Findings: 2022



Proportion of Safer Placement 2022: Top 5 Infection Control Findings

IC.02.02.01 EP 2



IC.02.02.01 EP 4



IC.02.01.01 EP 1



IC.02.02.01 EP 1



IC.02.01.01 EP 2



Safer Matrix Scoring All IC Findings: 2022

SAFER Matrix Scoring					
Likelihood to Harm	Immediate Threat to Health or Safety -			1.2%	
	High	13.8%	9.9%	4.1%	27.7%
	Moderate	37.2%	15.2%	3.0%	55.4%
	Low	12.4%	2.8%	0.5%	15.7%
		Limited	Pattern	Widespread	
		63.4%	27.8%	7.6%	
		Scope			

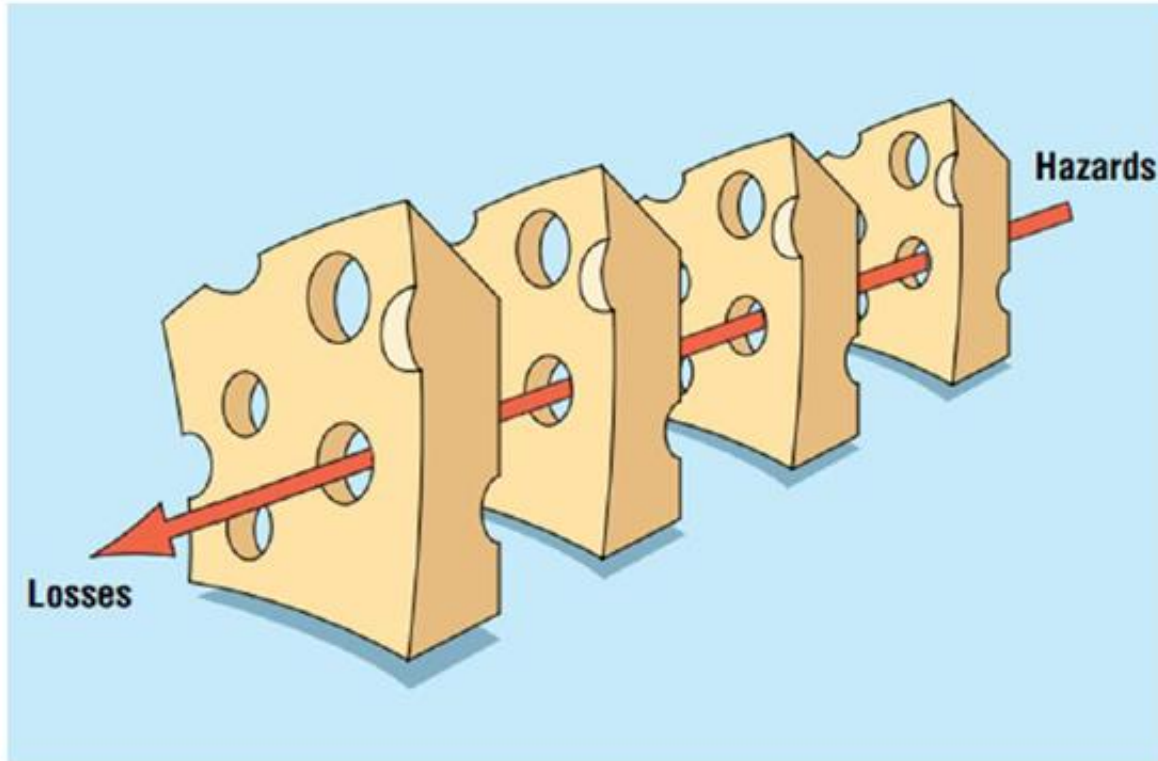
Approach to Assessing Compliance with Infection Prevention and Control Requirements



Modified from April 2019 Perspectives (available at <https://www.jointcommission.org/-/media/tjc/documents/resources/patient-safety-topics/infection-prevention-and-hai/ic-hierarchical-approach-to-scoring-standards-april-2019-perspectives.pdf>) © The Joint Commission. Used with permission.

Dr. James Reason

The Swiss Cheese Model



J. Reason Human Error: Models and Management
[://www.ncbi.nlm.nih.gov/pmc/articles/PMC1117770/pdf/768.pdf](http://www.ncbi.nlm.nih.gov/pmc/articles/PMC1117770/pdf/768.pdf)

What is the Root Cause?



Resources

Accountability

Process Development

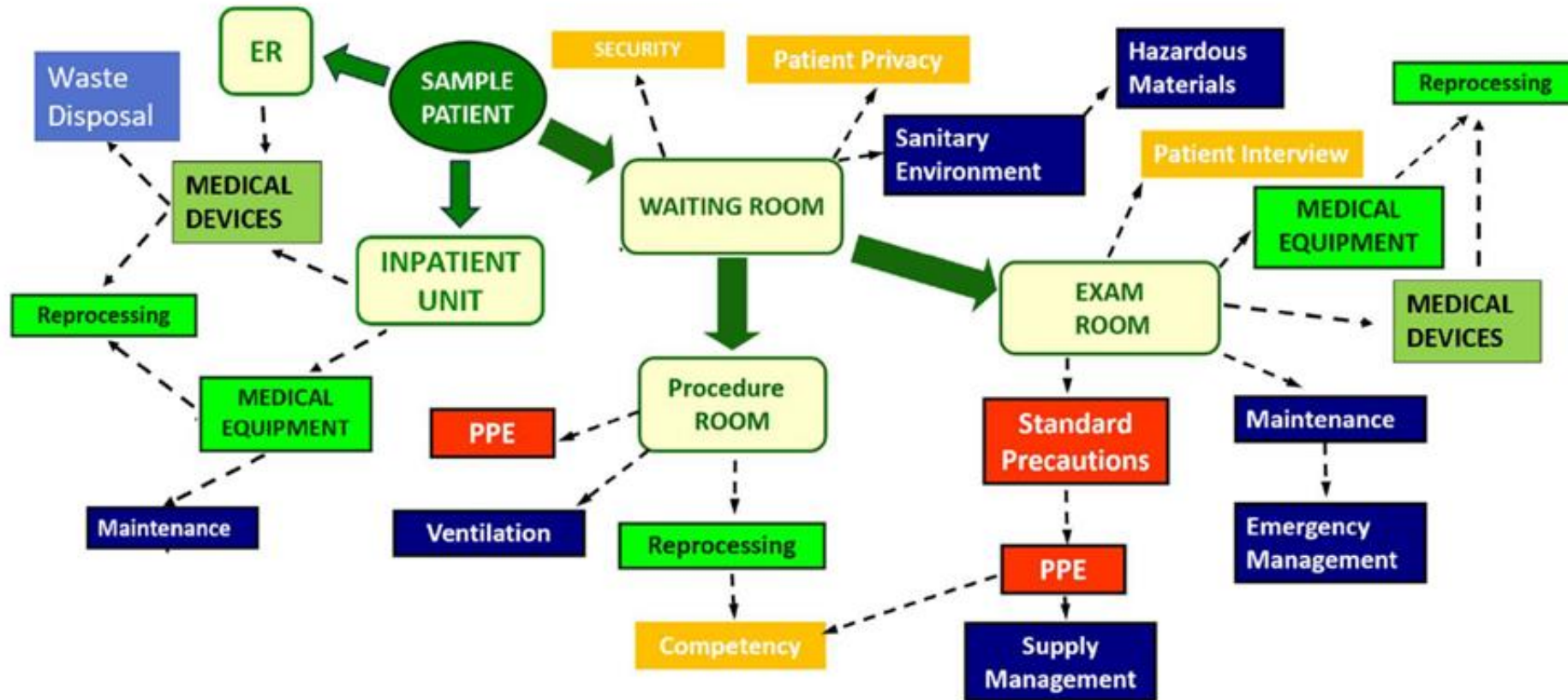
Process Oversight

Education/Training/Competency

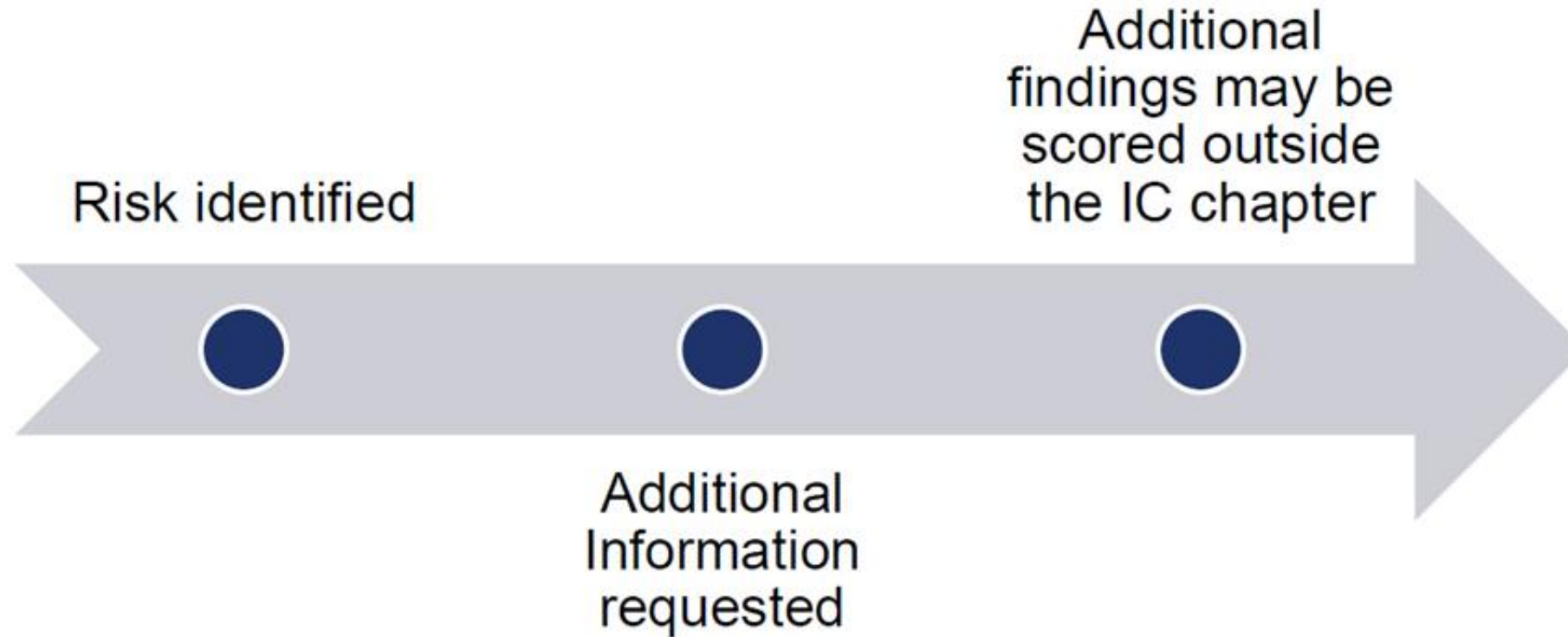
Understanding the Root Cause Can Help Guide Activities and Resource Allocation



Tracer Methodology is Used to Identify Risks



Evaluating Identified Risks



There May be Additional Opportunities Identified when Investigating a Risk

Resources

Information
Equipment and
Supplies

Leadership

Activity
Management
Oversight

Human resources

Education
Training
Competency

What's at the Root of Frequently Cited IC Observations?

Key Elements: Implementation



Compliant Process



Resources



Competent
Employees



Infection Prevention
and Control
Involvement



Accountable Staff



Oversight

IC.02.02.01 EP2: Sterilization and High-Level Disinfection

- **#1** on the Most Frequently Cited Higher-Risk Accreditation Requirements
- In the Top 10 Infection Control Findings

Highest Percentage of High-Risk Findings and findings evaluated for Immediate Threat to Health and Safety

Key Elements: Sterilization

Available Supplies	Manufacturer Instructions for Use Followed	Competent Employees	Infection Prevention and Control	Staff Accountability
• Manufacturer's Instructions For Use (MIFU) available • Supplies necessary for all steps of reprocessing	• For all steps of the process • Handling used items • Cleaning • Sterilization • Documentation • Storage • Transporting • Conflicts within MIFU resolved • Conflicts between MIFUs resolved	• Staff who perform sterilization are trained and competent • Staff who oversee process are competent to evaluate the process	• Process to evaluate adherence to procedures	• Leadership hold staff accountable

Wide Variety of Instruments and Devices Used in Healthcare Settings

May be found in central locations
or distributed to decentralized
locations (e.g., ICU, ED,
Ambulatory locations, etc.)

Operating Room
Interventional Platform
Labor & Delivery

Bedside procedures
Minor procedures

Specialty Services:
Dental
Podiatry
Gynecology
Endoscopy
Urology

Single use vs. reusable

Varying levels of
disinfection/sterilization required

Varying levels of complexity

Wide variation in reprocessing
instructions

What Level of Reprocessing is Required for Instruments and Devices?

Intended use Drives MINIMUM Reprocessing: FDA Uses Spaulding

Level	Risk of Infection	Description of Intended Use	Examples of Items	Reprocessing Methods
Critical	High	Item comes in contact with or enters sterile tissue, sterile body cavity, or the vascular system	Surgical and dental instruments, some endoscopes, inner surfaces of hemodialyzers, urinary catheters, biopsy forceps, implants, and needles	Sterilization
Semi-Critical	Moderate	Item comes in contact with mucous membrane or non-intact skin	Respiratory therapy and anesthesia equipment, some endoscopes, laryngoscope blades, esophageal manometry probes, vaginal ultrasound probes and specula, and diaphragm fitting rings	Minimum: High Level Disinfection (sterilization may be needed in certain cases*)
Non-critical	Low	Item comes in contact with skin	Patient care Items: bedpans, blood pressure cuffs, crutches, incubators Environmental Surfaces: bed rails, bedside tables, patient furniture, counters, and floor	Clean or disinfect

What is a Single-use Device?

Labeling Recommendations for Single-Use Devices Reprocessed by Third Parties and Hospitals; Final Guidance for Industry and FDA

“Single-use or disposable devices are intended to be used only once during a single procedure, cleaned, disinfected, and then discarded. Labeling may or may not indicate if a device is reusable or disposable and does not processing.”

If you are unsure if an item is single use or reusable

Contact the Manufacturer for Clarification

<https://www.fda.gov/regulatory-information/fda-guidance-documents/labeling-recommendations-single-use-devices-reprocessed-third-parties-and-hospitals>

Manufacturer's Instructions for Use (IFU)

- Most items utilized throughout the steps of reprocessing will have IFUs
 - Instruments/Devices, Equipment
 - Cleaning accessories, Accessories used for reprocessing
 - Process indicators
- Provides instructions for cleaning, disinfection and suitable for use
- Compatible with cleaning and processes
 - May have instructions for use (e.g., used for semi-critical procedure, if only provided for sterilization)

If there is a conflict within a MIFU or between MIFUs for items, or if a MIFU contains unclear or ambiguous information

Contact the Manufacturer for Clarification

May be ambiguous or contain conflicting information

Know your Instruments, Devices and Equipment

This is Critical

- Validate the type of sterilization cycle that your sterilizer uses
 - Gravity Displacement
 - Dynamic Air Removal (Prevac, Steam Flush Pressure Pulse)
- Follow the MIFU of the instruments/devices being sterilized based on the type of sterilizer in use

One standard sterilization cycle/parameters may not be sufficient for reprocessing the different types of instruments and devices being sterilized

Sterilization: Manufacturer's Instructions for Use (MIFU)

MIFU not available

Supplies not available

MIFU not followed

- Non-approved/incompatible supplies used
- Missing steps of the process
- Steps of the process performed incorrectly
- **Sterilization cycle parameters not met per MIFU of instrument/device**
- Instruments, devices and/or equipment not stored per MIFU

Observations: Instruments/ Devices Not Appropriate for Sterilization

Single Use Devices

Instruments in Disrepair

- Oxidized
- Chipped
- Cracked
- Discolored

Instrument Tape / Coating

- Not properly applied
- Chipped, cracked

Sterilization of Non-Medical Items

Staff Can't Identify Instruments that should not be used

Observations:

MIFU Conflicts and Clarifications

Unclear MIFU not clarified

Conflicts within MIFU not clarified

- MIFU does not contain instructions for level of reprocessing based on intended use of the item

MIFU between instruments /sterilization accessories used not clarified

- Cycle parameters

Immediate Use Steam Sterilization

MIFU of instrument / device does not include IUSS cycle parameters

All steps of cleaning / decontamination not performed prior to IUSS

Unresolved conflict between MIFU for instruments / devices and sterilization accessories

IUSS used routinely

Key Elements – High Level Disinfection

Available Supplies

- MIFU available
- Supplies necessary to decontaminate and perform high level disinfection available

Manufacturer Instructions for Use Followed

- For all steps of the process
- From point of use through storage
- Resolve conflicts

Competent Employees

- Staff who perform HLD are trained and competent
- Staff who oversee process are competent to evaluate the process

Infection Prevention and Control Involvement

- Process to evaluate adherence to procedures

Staff Accountability

- Leadership hold staff accountable

Observations: High Level Disinfection

Precleaning

- Enzymatic solution not used as per manufacturer's instructions for use (MIFU)

High Level Disinfection

- Minimum Effective Concentration (MEC) of the disinfectant not tested per MIFU
- **Manufacturer required minimum temperature of HLD solution not met at the time of use**
- **Probe not soaked in high level disinfectant for the minimum amount of time specified by MIFU**

Storage

- High level disinfected speculum stored in a dirty drawer

Transport

- Soiled probe carried by hand from the patient room, down the hall to the soiled utility room

Failure to follow the
manufacturers instructions for
use at any point in the process
can lead to issues such as:

Altered functionality
of the instrument,
device or
equipment

Inability to high
level disinfect or
sterilize the
instrument, device
or equipment

IC.02.02.01 EP1:

Low and Intermediate Level Disinfection



Product selection



Contact time

Observations:

Blood Glucose Monitoring Supplies

Single patient use blood glucose monitoring supplies used for multiple patients

- Glucometer
- **Lancet holding device (fingerstick device)**

Glucometer not cleaned and disinfected per manufacturer's instructions for use

- Disinfectant product not approved per glucometer MIFU
- **Equipment not disinfected after each use**
- Equipment not fully disinfected as per MIFU (only port wiped)

Disinfectant not used as per MIFU

- Contact time not observed

Lancet Holding Device (Fingerstick Device)

CDC CLINICAL REMINDER

Use of Fingerstick Devices on More than One Person Poses Risk for Transmitting Bloodborne Pathogens

Summary: The Centers for Disease Control and Prevention (CDC) has become increasingly concerned about the risks for transmitting hepatitis B virus (HBV) and other bloodborne pathogens to persons undergoing fingerstick procedures for blood sampling -- for instance, persons with diabetes who require assistance monitoring their blood glucose levels. Reports of HBV infection outbreaks linked to diabetes care have been increasing^{1,2,3}. This notice serves as a reminder that fingerstick devices should never be used for more than one person.

Background

Fingerstick devices are devices that are used to prick the skin and obtain drops of blood for testing. There are two main types of fingerstick devices: those that are designed for reuse on a single person and those that are disposable and for single-use.



Figure 1: Reusable fingerstick device*

- **Reusable Devices:** These devices often resemble a pen and have the means to remove and replace the lancet after each use, allowing the device to be used more than once (see Figure 1). Due to difficulties with cleaning and disinfection after use and their link to numerous outbreaks, CDC recommends that these devices never be used for more than one person. If these devices are used, it should only be by individual persons using these devices for self-monitoring of blood glucose.

- **Single-use, auto-disabling fingerstick devices:** These are devices that are disposable and prevent reuse through an auto-disabling feature (see Figure 2). In settings where assisted monitoring of blood glucose is performed, single-use, auto-disabling fingerstick devices should be used.



Figure 2: Single-use, disposable fingerstick device*

The shared use of fingerstick devices is one of the common root causes of exposure and infection in settings such as long-term care (LTC) facilities, where multiple persons require assistance with blood glucose monitoring. Risk for transmission of bloodborne pathogens is not limited to LTC settings but can exist anywhere multiple persons are undergoing fingerstick procedures for blood sampling. For example, at a health fair in New Mexico earlier this year, dozens of attendees were potentially exposed to bloodborne pathogens when fingerstick devices were reused to conduct diabetes screening.

<https://www.cdc.gov/injectionsafety/fingerstick-devicesbgm.html>

Standard Precautions



Centers for Disease Control and Prevention
CDC 24/7: Saving Lives, Protecting People™

Use Standard Precautions to care for all patients in all settings.

Standard Precautions include:

- 5a. Hand hygiene
- 5b. Environmental cleaning and disinfection
- 5c. Injection and medication safety
- 5d. Risk assessment with use of appropriate personal protective equipment (e.g., gloves, gowns, face masks) based on activities being performed
- 5e. Minimizing Potential Exposures (e.g. respiratory hygiene and cough etiquette)
- 5f. Reprocessing of reusable medical equipment between each patient and when soiled

<https://www.cdc.gov/infectioncontrol/guidelines/core-practices/index.html>

Key Elements: Standard Precautions



Resources

Supplies
Protocols



Employees Trained

Employees know when standard precautions apply, are trained to use supplies or products and are trained on protocols



Standard Precautions Implemented

At clinically appropriate times
Implemented as intended



Procedures Enforced

Monitoring and feedback provided



Action Taken When Issues are Identified

If identified as an issue, improve use

Observations: Standard Precautions

Standard Precautions Not Performed

- Hand hygiene not performed after glove removal
- Gloves not worn when obtaining blood for blood glucose monitoring

Supplies not available

Process, procedure or policy unclear

Lack of accountability

Key Elements: Personal Protective Equipment



Exposure Control Plan

Written document guides PPE Program

Risk assessed and updated annually



PPE Available

Types appropriate for exposure

Sized to fit healthcare workers

Available in locations of use



Trained Employees

Employees know why specific type of PPE should be used

Employees are competent to choose

Employees trained to don, doff, and discard or disinfect



Use Enforced

Monitoring and feedback provided

Employees use PPE



Action Taken When Issues are Identified

If identified as an issue, improve use

Observations:

Personal Protective Equipment

Personal Protective Equipment (PPE) not worn

- OSHA hazard assessment not performed
- Process, procedure or policy unclear
- Supplies were not available
- Staff were untrained
- Lack of accountability

Staff did not correctly don and doff PPE

- Staff member did not don PPE per MIFU
- Employees were removing PPE in a manner that could contaminate themselves or the environment.

Re-usable PPE not reprocessed as required by manufacturer's instructions for use

- Staff were not trained to clean and disinfect reusable PPE

Key Elements: CDC Standard Precautions - Medication and Injection Safety

Activities Align with Requirements

- Laws, Codes and Regulation
- Manufacturer's Instructions for Use

Supplies Available

Observed Activities Align with Organizational Processes, procedures or policies

Interventions/Activities Implemented

- Included relevant organizational components and functions
- Training, education and/or competency

Observations: Standard Precautions – Injection and Medication Safety

Injection Safety

- Failure to swab the top of vials before access
- Multidose vials taken into patient treatment area
- Utilization of single patient IV fluids to make flush syringes

5c. Injection and Medication Safety References and resources: 11, 17-20

1. Use aseptic technique when preparing and administering medications
2. Disinfect the access diaphragms of medication vials before inserting a device into the vial
3. Use needles and syringes for one patient only (this includes manufactured prefilled syringes and cartridge devices such as insulin pens).
4. Enter medication containers with a new needle and a new syringe, even when obtaining additional doses for the same patient.
5. Ensure single-dose or single-use vials, ampules, and bags or bottles of parenteral solution are used for one patient only.
6. Use fluid infusion or administration sets (e.g., intravenous tubing) for one patient only
7. Dedicate multidose vials to a single patient whenever possible. If multidose vials are used for more than one patient, restrict the medication vials to a centralized medication area and do not bring them into the immediate patient treatment area (e.g., operating room, patient room/cubicle)
8. Wear a facemask when placing a catheter or injecting material into the epidural or subdural space (e.g., during myelogram, epidural or spinal anesthesia)



Key Elements – Storage



Supplies

No expired supplies available for use



Items are Stored in Manner to Protect from Contamination

No visible soil
Clear separation of clean and soiled
Staff access supplies with clean hands



Items are Stored in a Manner to Maintain the Integrity of the Packaging

Following MIFU

Observations - Storage

Expired supplies

- Expired patient care supplies in storage room

Location of storage soiled

- Visible dirt in drawer where medical supplies were stored

Clean and soiled supplies, devices or equipment co-mingled

- Clean biohazard bin stored unprotected in soiled utility room

Package integrity not maintained

- Holes in packaging
- Tears in packaging
- Package had evidence of being wet

Lack of staff accountability

- Staff witnessed accessing clean supply cabinet with soiled hands
- Staff witnessed accessing clean supply cart with gloves worn during patient care

IC.02.01.01 EP1:

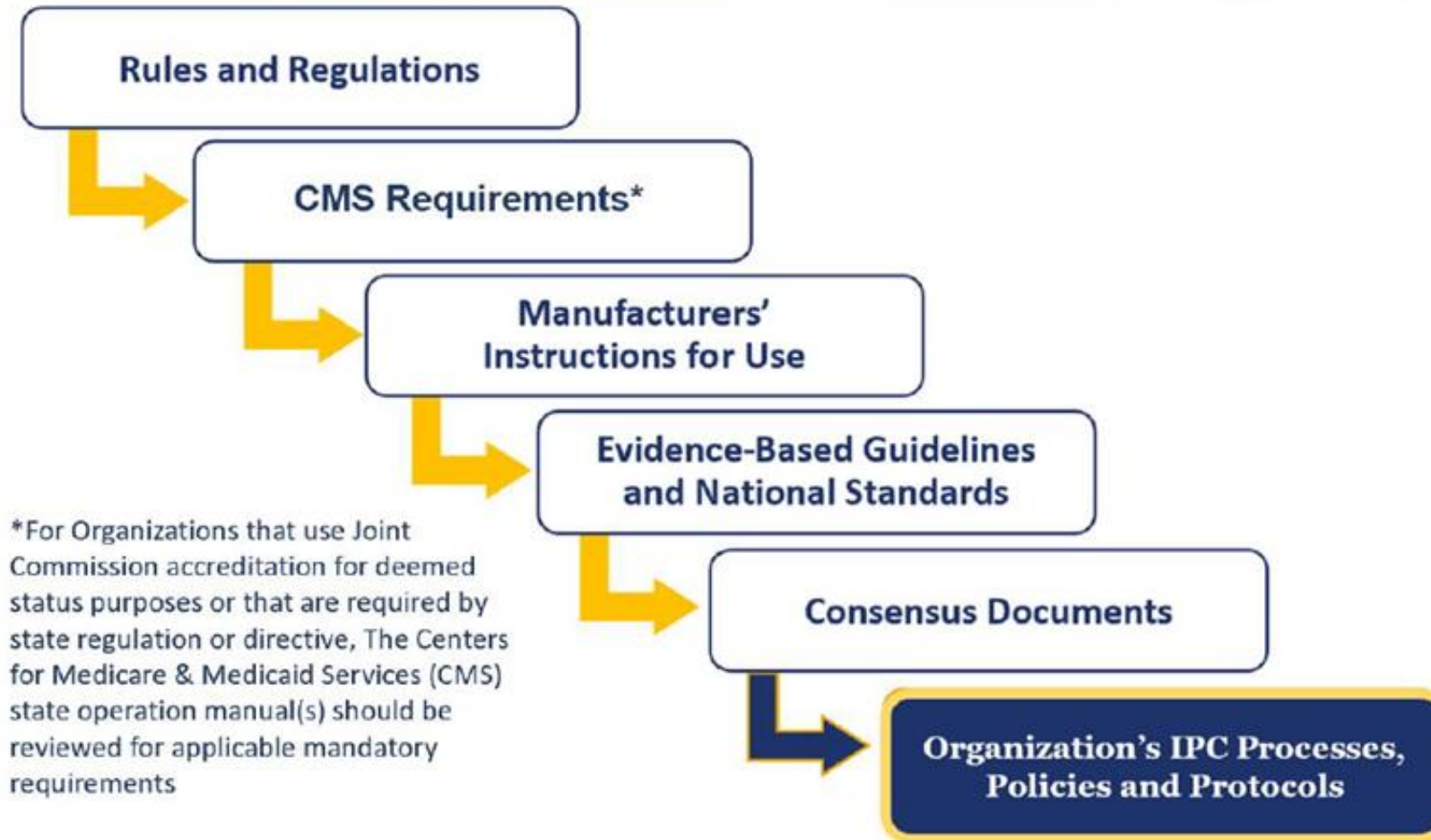
Implement Infection Control Activities

Compliant Activities

Activities are implemented:

- As intended
- In all relevant locations
- For all relevant staff

Approach to Assessing Compliance with Infection Prevention and Control Requirements



Modified from April 2019 Perspectives (available at <https://www.jointcommission.org/-/media/tjc/documents/resources/patient-safety-topics/infection-prevention-and-hai/ic-hierarchical-approach-to-scoring-standards-april-2019-perspectives.pdf>) © The Joint Commission. Used with permission.

Observations: Infection Prevention and Control Activities

Not following regulations/requirements

- State food code or requirements for laundering or healthcare linen

Not following MIFU

- Failure to use skin preparation products and antiseptics in a manner consistent with manufacturer's instructions for use

Not following organization process, procedure and policy

- Staff not following the organizations OR attire policy

Not implemented for all relevant components / functions

Lack of staff accountability

Infection Control Activities: Could This Get Scored During Survey?

Scenario 1:

Does The Joint Commission prohibit healthcare workers from wearing gel nail polish?

Scenario 2:

If during survey, my organization has a policy that states I must reprocess unused scopes/probes every 7 days (even if the manufacturer does not require reprocessing of unused scopes/probes), and the surveyor observes a scope or probe in storage that was last reprocessed 9 days ago, could we be cited for non-compliance?

Scenario 3:

If our organization's policy states that we allow fabric head coverings in the Operating Room, will we be cited for non-compliance? How about covered arms?

Are fans allowed in patient care areas, laboratories, or other support areas in an organization?

Fans - Patient Care Areas

[Print](#)

Are fans allowed in patient care areas, laboratories, or other support areas in an organization?

[Back to FAQs](#)

Any examples are for illustrative purposes only.

There are no specific Joint Commission standards that prohibit the use of fans. While fans may be used for additional comfort of the patient, such as those with respiratory distress or post cardiac surgery, they may indicate to surveyors that a temperature control or ventilation problem exists, as described by EC.02.05.01. Space temperature issues can impact equipment, patient testing results, and overall patient care. This concern usually arises after adding equipment or use of the space without increasing the capability of space cooling/ventilation. The organization should perform a risk assessment per EC.02.01.01 that includes the most appropriate persons available to the organization.

Examples of assessment concerns could include:

- Risks pertinent to the needs of the patient
- Ventilation and/or temperature concerns for equipment
- Airborne particles/contamination that may impact patient care, procedure/treatment processes or equipment operation; maintaining the cleanliness of fan blades/housing; possible tripping hazard(s) created by cords; etc.

Infection control should be a key element in the assessment process. The survey process will evaluate the risk assessment for effectiveness and validate proper implementation of the resulting policy/practice. Adjustments to the implemented process are to be made as needed.

Manual: Hospital and Hospital Clinics

Chapter: Environment of Care EC

What is The Joint Commission's position on managing cardboard or corrugated boxes and shipping containers?

Boxes and Shipping Containers

Area

What is The Joint Commission's position on managing cardboard or corrugated boxes and shipping containers?

[Back to FAQs](#)

Any examples included in this response are for illustrative purposes only.

Fire Safety

Cardboard in storage quantities (recommend consultation with your Fire Marshal) should be placed in hazardous areas protected per LS.02.01.20 and cannot obstruct the means of egress in accordance with standard LS.02.01.20. Containers that are contaminated should be removed based upon the cleanliness requirements of the storage area. Many suppliers have paper or cardboard distribution boxes that are designed for use in laboratory, pharmacy, patient care area, or sterile storage areas.

Infection Prevention and Control

The Joint Commission recommends that when creating or revising IC-related policies, health care organizations apply a hierarchical method as described in The Joint Commission Perspectives, April 2019, to address the various IC requirements on managing cardboard or corrugated boxes and shipping containers. As discussed in the Perspectives, health care organizations must first comply with the Rules and Regulations as described in Standard LD.04.02.01, Conditions of Participation or Conditions for Coverage for those organizations that use Joint Commission Accreditation for deemed status purposes, and Manufacturers' Instructions for Use. Other components of the hierarchical method include evidence-based guidelines and national standards such as those promulgated by the US Centers for Disease Control and Prevention, and consensus documents, for example, those developed by national trade organizations.

Shipping containers, especially those made of a corrugated material, serve as generators of and reservoirs for dust. Corrugated cardboard boxes are susceptible to moisture, water, vermin and bacteria during warehouse or store-room storage, as well as transportation environments. Boxes and containers may have been exposed to unknown and potentially high microbial contamination.

When organizations are making a determination as to whether these boxes and containers are appropriate to be located in a certain area, they should consider the potential adverse impact of dust, moisture, bacteria or other contaminants on that area. An organization may determine, for example, that it is - or is not appropriate - for such boxes and containers to be located in food storage (State Food Sanitation Code, a pharmacy (e.g. USP 797) or sterile storage (e.g. AAMI ST79).

Other considerations might include, for example, where to load or unload supplies, criteria for content break-down areas, and what level of packaging to keep within the area in question. The process could also address the use of boxes that came out of the shipping container where box labeling is essential to proper use (for example, expiration dates, contents, ingredients, directions for use, etc.).

Once a process for managing cardboard or corrugated boxes and shipping containers is developed, health care organizations should ensure compliance, noncompliance would be reflected in a score at IC.02.02.01 EP 4.

AAMI ST 79 § 2.1 General Considerations

Clean or sterile items to be transported to central processing and storage areas within the facility should be removed from their external shipping containers before they enter the storage areas of the department. Any instructions for use accompanying the items should be kept with the items.

Additional Resources

The Joint Commission, (April 2019) Clarifying Infection Control Policy Requirements, Perspectives, Volume 36 Issue 4, pages 15 - 17. Your organization's accreditation coordinator has access to this publication.

Manual: Hospital and Hospital Clinics

Chapter: Infection Prevention and Control IC

Supporting Your Infection Prevention and Control Program

There Are Many Specialized Services Provided in Healthcare Which May Have Infection Control Implications



What Does the Person Responsible for the Management of Infection Prevention and Control Activities Need to Know?

All settings have basic Infection Prevention and Control needs

- Regulatory compliance
- Risk assessment
- Standard Precautions
- Transmission-based precautions
- Cleaning and Disinfection

Some settings provide additional care, treatment and/or services:

- Sterilization
- High level disinfection
- Specialty Services
- Specialty populations

Education, Training and Competency

Education

Increases Knowledge

- Online modules
- Classes
- Orientation

Training

Skill Development

- Focuses on gaining specific (often manually performed) technical skills
- Classes
- Orientation

Competency

Competent to Perform Job Functions

The ability to do something 'competently' is based on an individual's capability to synthesize and correctly apply the knowledge and technical skills to a task

- Organization defines
- Requires a qualified individual to assess
- Requires a validation process

Staff Who Reprocess Devices and Instruments

- Devices, Instruments and Accessories



Low Complexity

Simple
Instruments/
devices

Few items



Moderate Complexity

Few types of
instruments/
devices

Additional
reprocessing
steps



High Complexity

Many different
types of
instruments/de
vices

Widely
variable
reprocessing
instructions

- Education, training and competency may look different based on the types of items that are reprocessed and accessories and equipment needed

A one size fits all approach may not be appropriate!

Process Oversight



Organization
determines if
processes
should be
monitored



Person
Assigned to
Oversight



Are they
competent to
provide
oversight



Are staff held
accountable

Critical Elements of Implementation

Resource Availability

Education, Training and Competency

Staff Accountability

Oversight of Critical Activities

Activities Implemented in All Relevant Locations

Activities Implemented for All Relevant Staff

Safety Culture

- Leaders can build safety cultures by readily and willingly participating with care team members in initiatives designed to develop and emulate safety culture characteristics.
- Effective leaders who deliberately engage in strategies and tactics to strengthen their organization's safety culture see safety issues as problems with organizational systems, not their employees, and see adverse events and close calls ("near misses") as providing "information-rich" data for learning and systems improvement.



Summary



Follow the hierarchical approach to ensure compliance with IC standards



Provide the necessary resources



Ensure a culture of safety in which staff are held accountable to perform their job functions correctly, to ensure staff and patient safety

Connect With Us



Joint
Commission
Connect



Ask a
Standards
Question



Report a
Safety
Concern



Request a
Speaker



Subscribe to
E-Alerts



Contact Us

**Thank you for
Keeping
Patients Safe!**



APIC GREAT LAKES 2023 Events

All events will be held virtually, unless otherwise noted.



Please complete the following survey to request your IPUs. Surveys will be downloaded and IPU certificates sent out once per week until February 1, 2024.

The survey question ranking interest in topics for 2024 webinars will be reviewed until February 1, 2024.

https://mdhhscd.qualtrics.com/jfe/form/SV_9mEH6xCv9p8NzWC



Session Recordings NOW AVAILABLE!

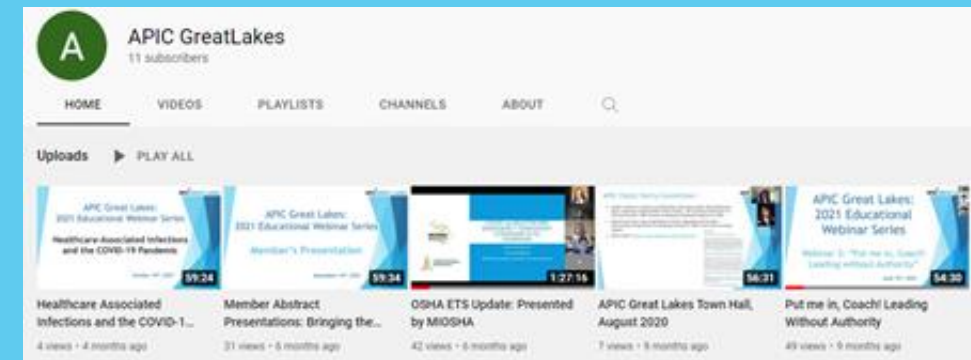
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[Link](#) to job board

Thank you for joining us today!

