

SD5

Infection Prevention & Control

Thrive Care Group Subsidiaries



This policy is part of Thrive Care Group's (Thrive) comprehensive policy suite, designed to guide and govern operations across all subsidiaries. It establishes a unified framework that ensures consistent standards, accountability, and alignment with Thrive core values and strategic objectives. The policy applies to all employees, contractors, and stakeholders within Thrive and its subsidiaries, supporting seamless governance and compliance throughout the organisation.

SD5 Infection Prevention & Control

Policy Statement

1. Thrive is committed to preventing and controlling the spread of infection to protect the health, safety, and wellbeing of clients, and team members.
2. Thrive applies evidence-based infection prevention and control practices across all services and settings.
3. Thrive promotes a culture of safety, accountability and continuous improvement in infection prevention and control.
4. Thrive will provide training, resources, and support to ensure team members understand and implement infection control procedures.
5. Thrive will respond promptly and effectively to infection risks and incidents.
6. Thrive ensures clients, families, and representatives are informed and supported in infection-related matters.
7. Thrive will maintain systems for antimicrobial stewardship, outbreak management and emergency preparedness.

Procedures

1. Standard Precautions

Thrive will:

- a. Apply standard precautions to all clients, regardless of diagnosis or presumed infection status.
- b. Use standard precautions when handling:
 - i. Blood (including dried blood)
 - ii. All body fluids and substances (except sweat)
 - iii. Non-intact skin
 - iv. Mucous membranes
- c. Standard precautions include:
 - i. Hand hygiene before and after all client contact
 - ii. Use of Personal Protective Equipment (PPE)
 - iii. Safe use and disposal of sharps

- iv. Antiseptic non-touch technique for invasive procedures
- v. Reprocessing of reusable instruments and equipment
- vi. Routine environmental cleaning
- vii. Waste management
- viii. Respiratory hygiene and cough etiquette
- ix. Appropriate handling of linen and clothing

2. Hand Hygiene

Thrive will:

- a. Expect team members to perform Hand Hygiene to reduce the number of microorganisms, especially transient flora.
- b. Follow the World Health Organization's Five Moments for Hand Hygiene:
 - i. Before touching a client
 - ii. Before performing a procedure
 - iii. After a procedure or exposure to body fluids
 - iv. After touching a client
 - v. After touching the client's environment

3. Personal Protective Equipment (PPE)

Thrive will:

- a. Provide PPE that complies with Australian Standards.
- b. Train team members and clients in correct PPE use.
- c. Ensure PPE is available to all team members and clients who require it.
- d. Replace contaminated or damaged PPE immediately.

4. Infection Control

- a. Apply standard precautions for all clients, regardless of diagnosis or infection status.
- b. Perform hand hygiene before and after client contact, following the World Health Organization's Five Moments for Hand Hygiene.
- c. Use PPE that complies with Australian Standards. Gloves are single-use only and must not be reused or sanitised.
- d. Dispose of sharps safely using designated containers.
- e. Use aseptic non-touch technique for invasive procedures.
- f. Reprocess useable equipment according to infection control protocols.

- g. Clean and disinfect environmental surfaces routinely.
- h. Manage waste according to regulatory guidelines.
- i. Follow respiratory hygiene and cough etiquette.
- j. Handle linen appropriately:
 - i. Place soiled linen in designated bags
 - ii. Transport using PPE
 - iii. Avoid shaking linen to prevent aerosolization

5. Infection Control Lead

- a. Appoint a trained infection control lead to oversee hygiene practices.
- b. Ensure the lead receives ongoing training and supports outbreak response

6. Transmission-Based Precautions

Team members will:

- a. Use transmission-based precautions in addition to standard precautions when required.
- b. Apply based on transmission mode:
 - i. Airborne (e.g. tuberculosis, chickenpox)
 - ii. Droplet (e.g. influenza, pertussis)
 - iii. Contact (e.g. gastroenteritis, MRSA)
- c. Tailor transition-based precautions to the infectious agent and transmission route.

7. Environmental Control

Thrive will:

- a. Ensure environmental surfaces and frequently touched items are cleaned and disinfected according to Thrive's cleaning protocols.
- b. Ensure cleaning practices align with evidence-based guidelines and are documented.

8. Waste management

Thrive will:

- a. Manage waste safely at the point of generation to prevent spills and contamination.

- b. Store and dispose of waste in accordance with Thrive's SD9 – Waste Management Policy and local health regulations.
- c. Train team members in safe handling of infectious and hazardous waste.

9. Antimicrobial Stewardship

Thrive will:

- a. Implement an antimicrobial stewardship system that complies with evidence-based practice.
- b. Promote appropriate use of antimicrobials to reduce resistance and improve outcomes.
- c. Monitor antimicrobial use and outcomes through stewardship practices.
- d. Provide education to team members and clients on antimicrobial resistance and safe use.

10. Emergency and Outbreak Management

Thrive will:

- a. Develop and maintain emergency and outbreak management plans that include infection control measures.
- b. Train team members in emergency response and outbreak containment.
- c. Test and review emergency plans regularly in consultation with clients and their support networks.
- d. Communicate infection risks and outbreak responses to clients, families and team members.

11. Training and Competency

Thrive will:

- a. Provide mandatory infection prevention and control training to all team members, including:
 - i. Standard precautions
 - ii. PPE use
 - iii. Hand hygiene
 - iv. Outbreak response
- b. Deliver refresher training annually or when procedures change.

- c. Evaluate training effectiveness and maintain training records.

12. Incident Management

Thrive will:

- a. Record and investigate all infection-related incidents in accordance with Thrive's OM6 – Incident Management Policy.
- b. Apply open disclosure principles when communicating with clients and carers following exposure incidents.
- c. Use incident data to inform continuous improvement in infection control practices.

13. Information Management

Thrive will:

- a. Manage all personal health information in accordance with the Privacy Act 1988 (Cth) and Thrive's OM8 – Information Management Policy.
- b. Ensure infection-related records are accurate, current and securely stored.

Related Business Procedures

- 1. SP3 – Dignity, Respect & Privacy of Clients Policy
- 2. OM6 – Incident Management Policy
- 3. OM8 – Information Management Policy
- 4. SD4 – High Intensity Daily Personal Activities Policy
- 5. SD9 – Waste Management Policy
- 6. CC1 – Clinical Care Governance Policy
- 7. CC5 – Clinical Care Infection Prevention & Control Policy

Responsible Persons

1. The Chief Executive Officer must:
 - a. Manage and monitor compliance with this policy.
 - b. Support team member competence and compliance with this policy.
2. Management must:
 - a. Manage and monitor compliance with this policy.
 - b. Ensure team members receive appropriate training, supervision and debriefing to comply with this policy.
 - c. Review and amend policy based on evidence and infection rates
3. All Thrive team members must
 - a. Comply with this policy.
 - b. Participate in training.
 - c. Report infections risks or incidents.

Definitions

1. **Antimicrobial Stewardship:** A coordinated program that ensures the optimal selection, dose and duration of antimicrobial therapy to achieve the best clinical outcome while minimising toxicity and resistance.
2. **Client:** Any individual who receives support or care from Thrive or accesses the services provided by Thrive.
3. **Critical Incident:** An event that causes or has the potential to cause significant distress or harm to a person, requiring emergency response or support.
4. **Hand Hygiene:** Any action of hand cleansing, including handwashing or handrubbing.
5. **Hand rubbing:** The process of cleansing hands using an alcohol-based hand rub (ABHR). Hand rubbing is preferred in healthcare setting when hands are not visibly soiled.
6. **Handwashing:** Washing hands with soap and water when visibly soiled or after using the toilet.
7. **Incident:** An event that has caused or has the potential to cause injury, illness or damage.

8. **Immunisation:** The process by which a person becomes protected against a disease through Vaccination.
9. **Management:** Thrive executive and leadership team.
10. **Open Disclosure:** The process of providing an open, consistent approach to communicating with the client and their carer following a client related Incident. This includes clinical open disclosure for minor incidents and formal open disclosure for serious incidents.
11. **Personal Protective Equipment (PPE):** Equipment worn to minimise exposure to hazards that cause serious workplace injuries and illnesses. Includes gloves, gowns, masks, face shields, and eye protection.
12. **Standards Precautions:** Basic infection control practices applied to all clients, regardless of infection status.
13. **Team Member:** All Thrive employees, volunteers and subcontractors.
14. **Thrive:** Thrive Care Group Pty Ltd ABN 68 637 232 752, together with each of its subsidiaries.
15. **Transmission-Based Precautions:** Additional infection control measures used when standard precautions alone are insufficient to prevent transmission of infection.
16. **Universal Infection Control Procedures:** Standardised practices used across Thrive premises to prevent and control infection.
17. **Waste Management:** The safe handling, storage and disposal of waste, including infectious and hazardous substances
18. **Wound Management:** The process of assessing, treating, and monitoring wounds to promote healing and prevent infection.

References

1. Aged Care Act 2024 (Cth) and its associated regulations
2. National Disability Insurance Scheme (NDIS) Practice Standards and their associated regulations
3. Privacy Act 1988 (Cth)
4. Australian Guidelines for the Prevention and Control of Infection in Healthcare (2021)

5. Work Health and Safety Act 2011 (Cth)
6. Australian Immunisation Handbook (latest edition)

Version Control

Version 1	31 August 2025	New policy creation
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