

# Affinity Group: Cleaning and Disinfection Do's, Don'ts and Dangers

## **Polling Question**

If you attended the Affinity session on auditing and monitoring, did you monitor something in the past month?

- 1. Yes
- 2. No

Discussion: How did it go?

• Did you do it or delegate it to a staff member?





## Objectives

- Engage assisting living and adult day care center facilities in common issue discussion and problem solving by peers
- Address differences in cleaning practices
- Identify potential risks of improper cleaning/improper mixing of products
- Develop simple evaluation strategies to verify cleaning practices





## The Battleground

Influenza viruses can survive on hard surfaces such as stainless steel and plastic for up to 48 hours



- Norovirus can last from a few days to a FEW WEEKS on surfaces!
- MRSA can live on surfaces particularly fabrics for **WEEKS**
- Cold virus can live on surfaces for weeks and it is extremely contagious on surfaces and hands

- Some viruses can travel on droplets through the air
- E. coli, salmonella and other bacteria can live up to two hours on surfaces like doorknobs, counters and keyboards



Bacteria **DOUBLES** every 20 minutes.

5 bacteria in a sandwich at 12 p.m. will total over 10 million by 7 p.m.

After 3 days, with no bacteria dying, there would be enough to COVER THE EARTH.



### **Transmission Video**





Chain of Transmission with Clostridioides Difficile | VCU

### Which is Your "Link"?

### Break the Chain of Infection | <u>APIC</u>

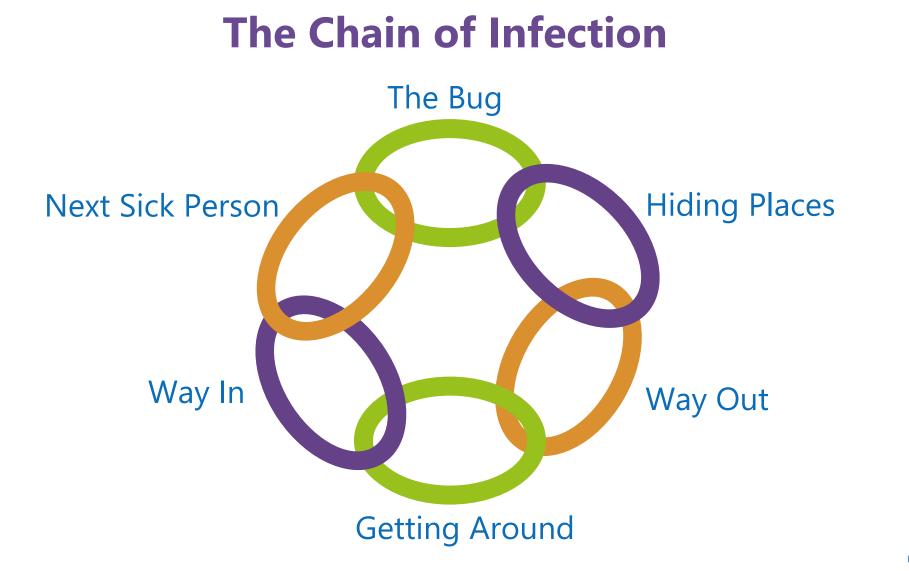


#### **Break the Chain of Infection**





### Breaking it Down Even More





### **Breakout Session**

### **Group think**

- 1. Introduce yourself to your group and state your practice area.
- 2. At your facility, what areas may be the hardest "link" to break as far as mode of transmission? If you are a non-facility person and have visited a facility, what areas did you see that might fit this description?
- 3. Do you have any concerns about the products you are currently using?



## Define "Clean"



### = CLEAN?



## **CDC** Reservoirs

### Four Reservoirs for Germs

The Centers for Disease Control and Prevention (CDC) has identified four reservoirs for infections in the healthcare environment





### One Big Difference Between Sanitizers and Disinfectants

- Sanitizers kill 99.99% of pathogens
- If we start with 1,000,000 pathogens on a surface, and we were satisfied with 99.99% kill, there would still be **10,000** pathogens on the surface when we finished

- Disinfectants must kill 99.9999% of pathogens
- If we kill 99.9999% of the pathogens, only **100** would remain when we finished





## **Difference Between Sanitizers and Disinfectants**

- **Sanitizers** are generally used on food preparation surfaces where disinfectants would require a second step of rinsing a surface that has air-dried
- Rinsing is necessary so that the preparation of food on that surface wouldn't pick up toxic chemicals that might be ingested by humans
- Rinsing is required on surfaces where participants might touch the surface and place their hands in their mouth and ingest the toxic chemical





### Difference Between Sanitizers and Disinfectants, cont.

- **Disinfectants** are not USUALLY sporicidal, but some are (i.e., they kill *C. diff* spores)
- Disinfectants are usually a chemical agent (but sometimes a physical agent) that destroys disease-causing pathogens or other harmful microorganisms but <u>might not kill</u> bacterial spores
- They are applied to inanimate surfaces
- The EPA groups disinfectants by product label claims of "limited," "general" or "hospital" disinfection





## **Disinfecting Surfaces**

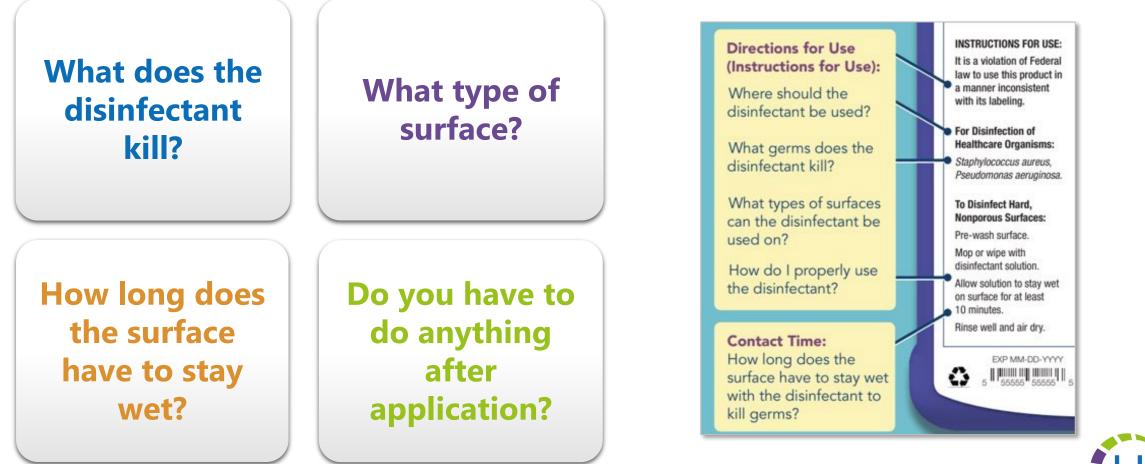
### **Disinfecting:**

- Kills viruses and bacteria on surfaces using chemicals
- Regulated by the EPA





### Important to Know





## Right Product, Right Task

#### **6 Steps for Safe & Effective Disinfectant Use**

Step 1: Check that your product is EPA-approved

Find the EPA registration number on the product. Then, check to see if it is on EPA's list of approved disinfectants at: epa.gov/listn



#### Step 2: Read the directions Follow the product's directions. Check "use sites" and "surface types" to

see where you can use the product. Read the "precautionary statements."

#### Step 3: Pre-clean the surface

Make sure to wash the surface with soap and water if the directions mention pre-cleaning or if the surface is visibly dirty.



Step 4: Follow the contact time You can find the contact time in the directions. The surface should emain wet the whole time to ensure the product is effective.

#### Step 5: Wear gloves and wash your hands

For disposable gloves, discard them after each cleaning. For reusable gloves, dedicate a pair to disinfecting COVID-19. Wash your hands after removing the gloves.



Step 6: Lock it up Keep lids tightly closed and store out of reach of children.

coronavirus.gov

#### 6 Steps for Safe & Effective Disinfectant Use | EPA





## Cost, Convenience & Compatibility

### **Use the product CORRECTLY**



- ✓ 1- or 2-step
- ✓ Surface coverage
- ✓ Contact (wet) time

Special item cleaning, for surfaces that are not compatible with quaternary ammonium CONTAINS A MIXTURE OF 70% ISOPROPYL ALCOHOL AND 30% WATER

#### **USE ON, FOR EXAMPLE:**

- BP cuffs
- Most point-of-care testing devices
- Computer keyboards, mice, monitors, telephones
- AED exterior





### Water and Wet Contamination

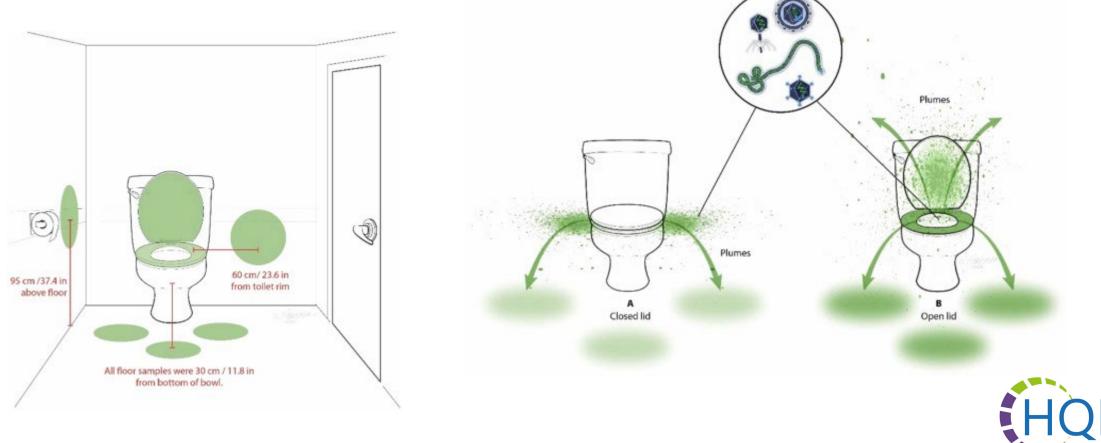




Staying Safe in the Splash Zone | VCU

### Another Splash Zone to Consider

# AJIC: Impacts of lid closure during toilet flushing and of toilet bowl cleaning



HEALTH OUALITY INNOVATORS

19 Image credit: Goforth, M. P., Boone, S. A., Clark, J., Valenzuela, P. B., McKinney, J., Ijaz, M. K., & Gerba, C. P. (2024). Impacts of lid closure during toilet flushing and of toilet bowl cleaning on viral contamination of surfaces in United States restrooms. *American Journal of Infection Control, 52*(2), 141-146. <u>https://doi.org/10.1016/j.ajic.2023.11.020</u>

### Minimizing Contamination While Cleaning & Disinfecting

### According to the CDC:

- Minimize contamination of cleaning solutions
- Bucket solutions become contaminated almost immediately if you use the method of returning soiled wipers or mops to the clean solution
- The preferred method of using mops and wipers in a bucket solution is to set up the bucket with properly mixed disinfectant or cleaning solution and placing clean wipers or mops in the solution
  - Withdraw wiper or mops and apply the solution to the surface
- When finished with wiper or mop, place the soiled material in a bag for laundering
- **Never** return a soiled wiper or mop to the clean solution



### Minimizing Contamination While Cleaning & Disinfecting

- Another source of contamination in the cleaning process is the cleaning cloth or mop head, especially if left soaking in dirty cleaning solutions
- Laundering of cloths and mop heads after use and allowing them to dry before re-use can help to minimize the degree of contamination
- After laundering and drying, make sure DRY cloths and mop heads are placed in clean plastic liners to prevent contamination





### **Competency-Based Training**





### **Tools to Set Expectations**

#### **CLEANING**

The physical removal of dust, soil, blood and secretions with water and detergents using mechanical action/friction. Cleaning does not kill microorganisms.

#### DISINFECTION

z

Ο

\_

-

ш

Z

\_

S

Chemical process for inactivating microorganisms on inanimate surfaces and objects.

#### CONTACT TIME ш

The time that a disinfectant must be in contact with a surface to ensure that disinfection has occurred. For most disinfectants, the surface should remain wet for the required contact time.

Determine cleaning frequency by the level of patient/resident contact and degree of soiling. 

#### See chart below. z

-		-	
∢	SURFACE	LOW-TOUCH SURFACE	HIGH-TOUCH SURFACE
Ⴊ	DESCRIPTION	Surfaces that are minimally touched	Surfaces that are frequently touched
Z	EXAMPLE	Walls, ceilings, floors	Bedrails, overbed table, doorknobs, handwashing sinks
– Z	CLEANING FREQUENCY	At least weekly and when visibly soiled	At least once daily
< <	·		
ш		alth Quality Innovators (HQI), a Q	
	Services (CMS), an agency of the U.	QIO) under contract with the Ci S. Department of Health and Huma reflect the official views or policy of	in Services (HHS). Views expressed
U	to a specific product or entity here or HHS. 12SOW/HQI/QIN-QIO-035		t of that product or entity by CMS

#### LIST YOUR FACILITY'S PRODUCT BELOW:

	DISINFECTANT PRODUCT	CONTACT/WET/KILL TIME
		minutes
z		minutes
0		minutes

⊢ Include multi-use electronic equipment in the cleaning and disinfection schedule, especially those items that are used C during delivery of care and mobile devices that are moved in ш and out of patient/resident rooms frequently (e.g., daily). These items must be cleaned before use on another patient/resident. ш

z Use EPA-registered disinfectants that have microbiocidal (i.e., killing) activity against the pathogens most likely to \_ contaminate the patient/resident-care environment. S

\_ Check with equipment/surface manufacturer for cleaning Δ product compatibility.

#### WEAR PERSONAL PROTECTIVE EQUIPMENT

Δ Wear personal protective equipment (PPE) (e.g., gloves, gown) z when handling items that are visibly soiled or may have been in contact with blood or body fluids and per the ∢ cleaning/disinfectant product recommendation.

ശ To avoid spreading dirt and microorganisms, clean from cleaner to dirtier areas and top to bottom. z

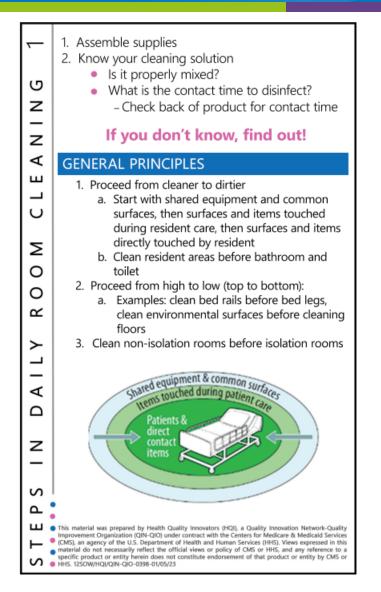


#### **Cleaning and Disinfection** Pocket Card | HQIN





## **Room Cleaning General Directions**



#### **GENERAL PROCESS**

 $\sim$ 

ശ

z

\_

z

∢

ш

\_

υ

Σ

Ο

0

≃

>

\_

∢

Δ

- 1. Remove any dirty laundry (if this is a laundry day for resident); remove garbage
- 2. Perform hand hygiene and put on a clean pair of gloves
- Completely soak fresh cleaning cloth in cleaning solution. You may choose to have the cleaning solution already containing clean cloths soaking in solution
- 4. Fold cleaning cloth in half and in half again until it is about the size of your hand
- 5. Use some muscle! Mechanical removal of germs occurs when you do more than just lightly wipe an area-clean like you mean it and make sure the surface stays wet for the correct contact time to fully disinfect the area
- 6. Regularly rotate and unfold the cleaning cloth to use all the sides
- 7. When all the sides of the cloth have been used or it is no longer saturated with solution, store for reprocessing or disposal, whichever is your facility process
  - a. NO DOUBLE DIPPING-only soak clean cloths in the cleaning solution or it may become contaminated, and you will be spreading, not killing, germs
- 8. Save the bathroom for last and don't forget high-touch surfaces
- 9 Clean floor
- 10. Remove gloves, perform hand hygiene and put on a clean pair of gloves prior to starting to clean the next resident area

#### DON'T FORGET THESE HIGH-TOUCH **ROOM SURFACES**

- Bed rails/bed controls
- Tray table and handle Telephone
- Light switches: room light switch, bathroom light z switch
  - Environmental Doorknobs: room inner doorknob, bathroom inner Cleaning doorknob
    - Bathroom handrails by toilet

Procedures |

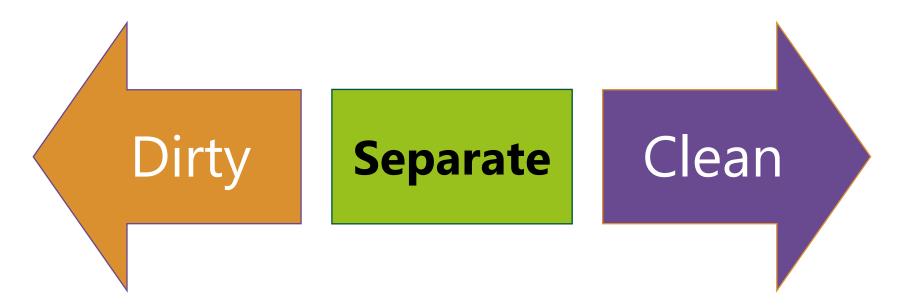
- S Toilet seat, flush handle and bedpan cleaner
- CDC.gov Sinks: bathroom and room sink (if present) Ъ ш Quality Improvement Organizations Sharing Knowledge. Improving Health Care. **S** CENTERS FOR MEDICARE & MEDICAID SERVICES

#### Steps in Daily Room Cleaning Pocket Card | HQIN





### Planning a Process for Separation of Clean and Dirty





What supplies need to be stored? What is needed to store supplies (shelving, containers, wall hooks, etc.)? What areas can be used for storage? Make sure that dirty is not stored above clean (housekeeping cart)



### Separation of Dirty and Clean

The first thing to remember is that you cannot store clean and dirty items together!

> This will cause crosscontamination.

### You cannot transport clean and dirty items together.

- Carts used to transport clean supplies should be cleaned and disinfected daily or as needed if contamination occurs
- Carts used to transport dirty items should be cleaned and disinfected after each use

#### Do not store items under a sink or next to a sink.

Areas where supplies or clean linen are stored should be kept clean and dust free. Sterile or clean supplies and linen stored on wire racks should have a solid bottom – usually created by a hard plastic insert

Sterile or clean supplies that go into a resident room should be used for that resident or discarded

### **Project Firstline Interactive Resource**

**In the Chat** – Review this picture and identify four problems that need to be fixed to reduce the spread of germs:





## How do you know it's clean?

### What works for you?

- **1. Visual assessment:** not considered a reliable indicator of surface cleanliness.
- 2. Direct observation: measures individual's adherence to processes. Audits tools included in Resources.
- **3. Fluorescent marker:** determines if a particular area was wiped (Glo Germ).
- **4. ATP bioluminescence:** measures microorganisms via adenosine triphosphate (ATP)



## Single Room Audit

Soap, alcohol rinse dispensers are clean/stocked/not expired         Ceiling tiles, air vents, sprinklers clean         Sharps container checked, garbage cans emptied         Guipment- i.e., IV and/or tube feeding pole and base, clean         Computer keyboard and mouse         Zabinet handles and surfaces clean and free of tape and hand prints         V. front and back wiped clean         Badside table surface and pulls clean         Selling lift is clean and dust free         Over bed table surface clean, track for slider clean, base clean         Foors clean, not sticky, free of dust         Felephone, hand set clean         Remote control clean         Room fan on countertop dust-free         Sileeper couch/chair- clean         Xoom chair arm rests, back, side, head rest, and seat clean         Windows are clean on inside and ledges are dust free         Countertops, desk area, and chair are clean         Closet looks and smells clean	Completed by	COMMENT
Hand wash sink clean Soap, alcohol rinse dispensers are clean/stocked/not expired Ceiling tiles, air vents, sprinklers clean Sharps container checked, garbage cans emptied Equipment-i.e., IV and/or tube feeding pole and base, clean Computer keyboard and mouse Cabinet handles and surfaces clean and free of tape and hand prints VV, front and back wiped clean Bedside table surface and pulls clean Ceiling lift is clean and dust free Over bed table surface clean, track for slider clean, base clean Floors clean, not sticky, free of dust Telephone, hand set clean Remote control clean Room fai on countertop dust-free Sleeper couch/chair- clean Windows are clean on inside and ledges are dust free Countertops, desk area, and chair are clean Closet looks and smells clean	Iľ No = N	
Soap, alcohol rinse dispensers are clean/stocked/not expired           Ceiling tiles, air vents, sprinklers clean           Sharps container checked, garbage cans emptied           Equipment-i.e., IV and/or tube feeding pole and base, clean           Computer keyboard and mouse           Cabinet handles and surfaces clean and free of tape and hand prints           TV, front and back wiped clean           Bedside table surface and pulls clean           Ceiling tift is clean and dust free           Over bed table surface clean, track for slider clean, base clean           Floors clean, not sticky, free of dust           Telephone, hand set clean           Remote control clean           Room fan on countertop dust-free           Sleeper couch/chair- clean           Windows are clean on inside and ledges are dust free           Countertops, desk area, and chair are clean		
Computer keyboard and mouse         Cabinet handles and surfaces clean and free of tape and hand prints         YV, front and back wiped clean         Bedside table surface and pulls clean         Ceiling lift is clean and dust free         Over bed table surface clean, track for slider clean, base clean         Floors clean, not sticky, free of dust         Telephone, hand set clean         Remote control clean         Room fan on countertop dust-free         Sleeper couch/chair- clean         Room chair arm rests, back, side, head rest, and seat clean         Windows are clean on inside and ledges are dust free         Countertops, desk area, and chair are clean         Closet looks and smells clean		
Sharps container checked, garbage cans emptied         Equipment- i.e., IV and/or tube feeding pole and base, clean         Computer keyboard and mouse         Cabinet handles and surfaces clean and free of tape and hand prints         TV, front and back wiped clean         Bedside table surface and pulls clean         Ceiling lift is clean and dust free         Over bed table surface clean, track for slider clean, base clean         Floors clean, not sticky, free of dust         Telephone, hand set clean         Remote control clean         Room fan on countertop dust-free         Sleeper couch/chair- clean         Windows are clean on inside and ledges are dust free         Countertops, desk area, and chair are clean         Countertops, desk area, and chair are clean		
Equipment-i.e., IV and/or tube feeding pole and base, clean         Computer keyboard and mouse         Cabinet handles and surfaces clean and free of tape and hand prints.         TV, front and back wiped clean         Bedside table surface and pulls clean         Ceiling lift is clean and dust free         Over bed table surface clean, track for slider clean, base clean         Floors clean, not sticky, free of dust         Telephone, hand set clean         Remote control clean         Room fan on countertop dust-free         Sleeper couch/chair- clean         Room chair arm rests, back, side, head rest, and seat clean         Windows are clean on inside and ledges are dust free         Countertops, desk area, and chair are clean         Closet looks and smells clean		
Computer keyboard and mouse         Cabinet handles and surfaces clean and free of tape and hand prints         YV, front and back wiped clean         Bedside table surface and pulls clean         Ceiling lift is clean and dust free         Over bed table surface clean, track for slider clean, base clean         Floors clean, not sticky, free of dust         Telephone, hand set clean         Remote control clean         Room fan on countertop dust-free         Sleeper couch/chair- clean         Room chair arm rests, back, side, head rest, and seat clean         Windows are clean on inside and ledges are dust free         Countertops, desk area, and chair are clean         Closet looks and smells clean		
Room chair arm rests, back, side, head rest, and seat clean         Windows are clean on inside and ledges are dust free         Countertops, desk area, and chair are clean         Closet looks and smells clean		
TV, front and back wiped clean          Bedside table surface and pulls clean          Ceiling lift is clean and dust free          Over bed table surface clean, track for slider clean, base clean          Floors clean, not sticky, free of dust          Telephone, hand set clean          Remote control clean          Room fan on countertop dust-free          Sleeper couch/chair- clean          Room chair arm rests, back, side, head rest, and seat clean          Windows are clean on inside and ledges are dust free          Countertops, desk area, and chair are clean          Closet looks and smells clean		
Ceiling lift is clean and dust free          Over bed table surface clean, track for slider clean, base clean          Floors clean, not sticky, free of dust          Telephone, hand set clean          Remote control clean          Room fan on countertop dust-free          Sleeper couch/chair- clean          Room chair arm rests, back, side, head rest, and seat clean          Windows are clean on inside and ledges are dust free          Countertops, desk area, and chair are clean          Closet looks and smells clean		
Over bed table surface clean, track for slider clean, base clean         Floors clean, not sticky, free of dust         Telephone, hand set clean         Remote control clean         Room fan on countertop dust-free         Sleeper couch/chair- clean         Room chair arm rests, back, side, head rest, and seat clean         Windows are clean on inside and ledges are dust free         Countertops, desk area, and chair are clean         Closet looks and smells clean		
Over bed table surface clean, track for slider clean, base clean         Floors clean, not sticky, free of dust         Telephone, hand set clean         Remote control clean         Room fan on countertop dust-free         Sleeper couch/chair- clean         Room chair arm rests, back, side, head rest, and seat clean         Windows are clean on inside and ledges are dust free         Countertops, desk area, and chair are clean         Closet looks and smells clean		
Telephone, hand set clean       Remote control clean         Remote control clean       Room fan on countertop dust-free         Sleeper couch/chair- clean       Room chair arm rests, back, side, head rest, and seat clean         Windows are clean on inside and ledges are dust free       Countertops, desk area, and chair are clean         Closet looks and smells clean       Room clean		
Telephone, hand set clean       Remote control clean         Remote control clean       Room fan on countertop dust-free         Sleeper couch/chair- clean       Room chair arm rests, back, side, head rest, and seat clean         Windows are clean on inside and ledges are dust free       Countertops, desk area, and chair are clean         Closet looks and smells clean       Room clean		
Room fan on countertop dust-free       Image: Steeper couch/chair- clean         Steeper couch/chair- clean       Image: Steeper couch/chair- clean         Room chair arm rests, back, side, head rest, and seat clean       Image: Steeper clean         Windows are clean on inside and ledges are dust free       Image: Steeper clean         Countertops, desk area, and chair are clean       Image: Steeper clean         Closet looks and smells clean       Image: Steeper clean		
Sleeper couch/chair-clean Room chair arm rests, back, side, head rest, and seat clean Windows are clean on inside and ledges are dust free Countertops, desk area, and chair are clean Closet looks and smells clean		
Room chair arm rests, back, side, head rest, and seat clean Windows are clean on inside and ledges are dust free Countertops, desk area, and chair are clean Closet looks and smells clean		
Windows are clean on inside and ledges are dust free Countertops, desk area, and chair are clean Closet looks and smells clean		
Countertops, desk area, and chair are clean Closet looks and smells clean		
Closet looks and smells clean		
BED		
All side rails are free of tape, and clean, including both sides of rails, crevices around controls, bottoms of rails		
Frame is dust free		
Controls at foot of bed are clean and dust free if applicable		
Call light and cord are clean		
BATHROOM		
Sink and counters free of water spots and clean		
Soap dispensers are clean and stocked		
Lights are dust free, mirror clean, light switches clean		
Toilet is clean, floor around and behind toilet is clean		
Pipes around toilet are free of water build up and clean		
Pull cords are clean and hang free of railings		
Bathroom smells clean, no odors noted		
Bathroom door is clean and free of handprints, handles are clean		

#### APIC Daily Cleaning Inspection Audit | HQIN





### Glo Germ



### **Training Manual**

#### Training Procedures For:

- Hand Washing
- Isolation Techniques
- Aseptic Techniques
- General Infection Control
- Airborne Bacteria Simulation



#### "Germs" that you can see

#### Use Glo Germ Powder to show Cross Contamination \*You can use Glo Germ Powder in a number of ways to show how germs spread.\*\*

You will need:

- 1. Glo Germ Powder
- 2. Glo Germ Hand-held UV Light
- 3. Miscellaneous Non-Porous items



To show how you can come into contact with germs from various surfaces, do the following:

#### Step One

Apply Glo Germ Powder to a non-porous surface (i.e. pen, door knob, ball, etc) Step Two

As the surface is touched, the artificial germs will spread with each person that comes into contact with the surface.

#### Step Three

Use the UV light to demonstrate how far germs of all kinds are transferred. The artificial germs will glow bright blue under UV light (if you are using the Original Glo Germ Powder, if you use Yellow Powder, it will glow Yellow, Orange Powder will glow Orange).

To show how germs on a person's hands spread, do the following demonstration:

#### Step One

Shake a small amount of Glo Germ Powder into the palm of your hand.

#### Step Two

Shake hands with several people, or shake hands with one person and then have them shake hands with the next person, and so on, to create a line of contacts. The artificial germ contamination down the line of contacts can be detected up to ten people.

#### Step Three

Use the UV light to demonstrate how far germs of all kinds are transferred. The artificial germs will glow bright blue under UV light (if you are using the Original Glo Germ Powder, if you use Yellow Powder, it will glow Yellow, Orange Powder will glow Orange).

To use Glo Germ Powder in a kitchen setting to show cross contamination, we recommend the following demonstration: You will need:

- 1. Glo Germ Powder
- 2. Glo Germ Hand-held UV Light
- Knife and Cutting Board
- 4. Iceberg lettuce and other salad ingredients

#### Step One

Sprinkle Glo Germ Powder onto a head of iceberg lettuce (we recommend you do this out of sight of the trainees).

#### Step Two

Using a knife, cut the lettuce up as you would for a salad. Set lettuce aside. Step Three

Using the same knife and cutting board, cut up other items for a salad (i.e. cucumbers, carrots, etc.).

#### Step Four

Use items prepared to make a salad. Shine the UV light over all the ingredients and utensils used to prepare the salad. All the artificial germs will glow under the light and will demonstrate how one contaminated item can contaminate everything that it comes in contact with.

\*\*Wash utensils with soap and hot water after demonstration. All food items used should be thrown away and not consumed. While Glo Germ products are non-toxic it is not recommended to ingest them.\*\*



## Cleaning Challenge

### **After today's Affinity:**

Will you do anything differently?

Can you use any of these resources to help reinforce diligent cleaning and disinfection practices with your staff?



### Resources

- Environmental Evaluation Working Group | CDC
- How To Read a Label | EPA
- Selected EPA-Registered Disinfectants | US EPA
- Disinfection & Sterilization Guidelines | Guidelines Library | Infection Control | CDC
- Environmental Cleaning | CDC
- Environmental Cleaning and Disinfection | virginia.gov
- Steps in Daily Room Cleaning Pocket Card | HQIN
- <u>Cleaning and Disinfecting Pocket Card | HQIN</u>
- Episode 16: Cleaning? Disinfection? What is the Difference? | YouTube: CDC
- What's the difference between products that disinfect, sanitize, and clean surfaces? | US EPA
- When and How to Clean and Disinfect Your Home | CDC
- Survey Readiness Toolkit: Splash Zone Checklist | HQIN
- Survey Readiness Toolkit: Cleaning Checklist | HQIN





# There is Still Time for Participation in Onsite Assessments!



#### **Benefits**:

- Establish relationship with personable and knowledgeable infection preventionist
- Obtain resources to assist with building a robust infection prevention program
- Glo-germ demonstration to elevate hand hygiene campaign
- Fit testing (on-site)

#### For more information, contact:

IPCTeam@dss.virginia.gov

Mary Locklin: <a href="mailto:mlocklin@hqi.solutions">mlocklin@hqi.solutions</a>







Webinar Recording - Affinity Group Session One: Auditing is Awesome for Keeping an Eye on the Big Picture

