



Blood and Transplant

Looking forward –towards a new Transfusion Practitioner professional development framework

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A Professional Development Framework

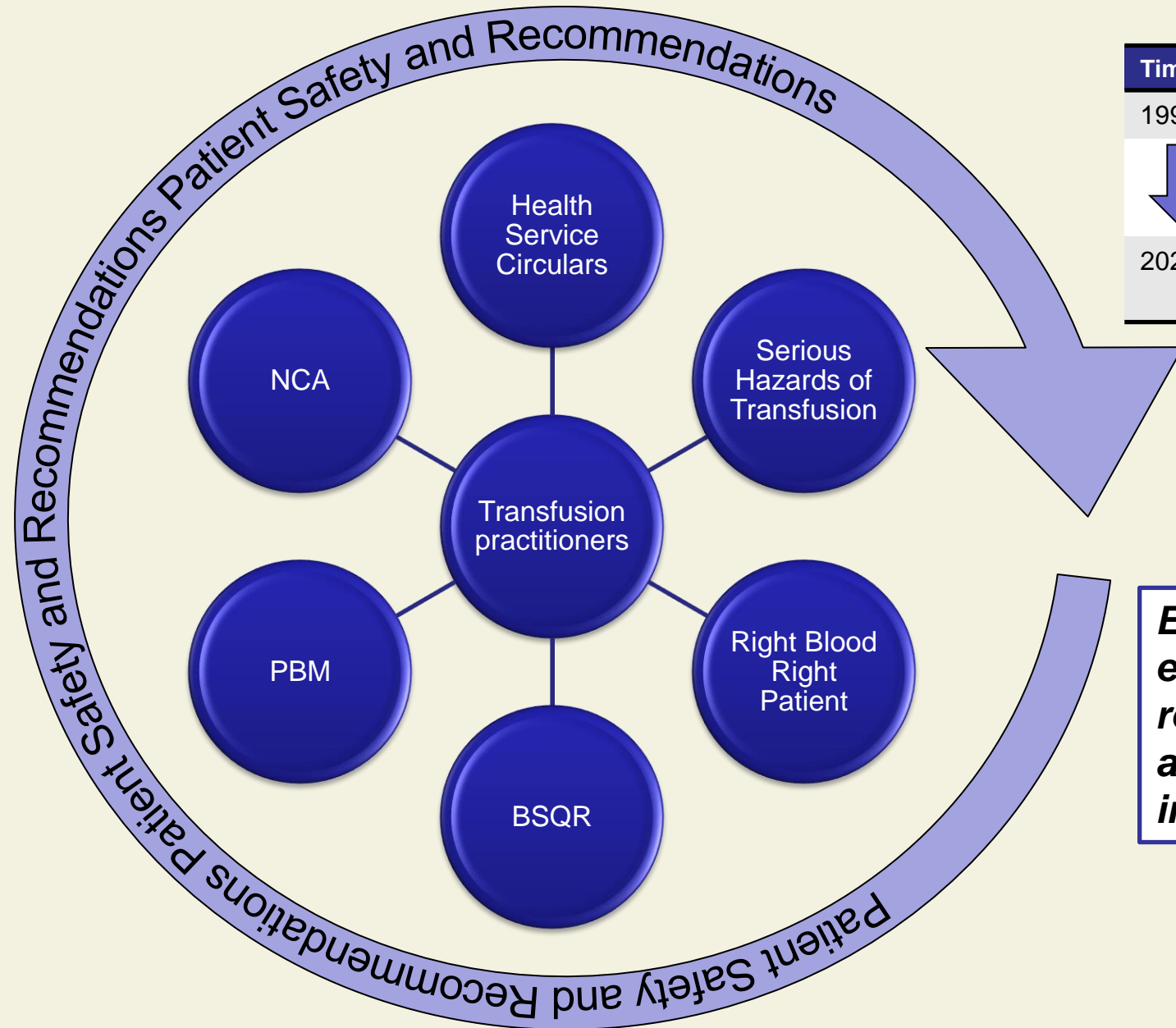


- Learning from the past
- The need for the framework
- Proposed framework
- Looking forward

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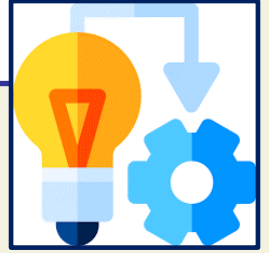


Learning from the past



Timeline	Recommendations and Strategies
1990s	Health Service Circular, Serious Hazards of Transfusion
↓	SHOT (2000/2001)BSQR, NPSN, Health Service Circulars PBM, CAS alerts BSQR
2020s	NCA, IBI, GIRFT Pathology, T2024, Transfusion Transformation

Evidence from various sources that TPs are essential in ensuring that recommendations, safety alerts, initiatives and guidelines are adhered to and implemented



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Learning from the past

- **Have we listened to the recommendations from the past to help support the TPs of the future?**

Transfusion practitioners play a key role in staff training and implementation of safe transfusion practice, as well as in appropriate blood component usage. Currently the majority of those in post are nurses but other clinical staff with appropriate background are not precluded from this role. A structured training programme and professional accreditation should be considered to make the roles of transfusion practitioner a more attractive a career option. (SHOT report [2000/2001](#))



*Implementation of a career framework for TPs including senior leadership roles would enable TPs to develop skills for service development, and work alongside consultant haematologists
([2021](#) Survey of Patient Blood Management)*

All professions require a defined and inclusive career structure or framework that will promote the role.

[NHS England » Educator Workforce Strategy](#)

A continuous and agile approach to development and training is needed to keep pace with innovation and changing expectations.

[NHS England » Evolving to meet a changing world](#)

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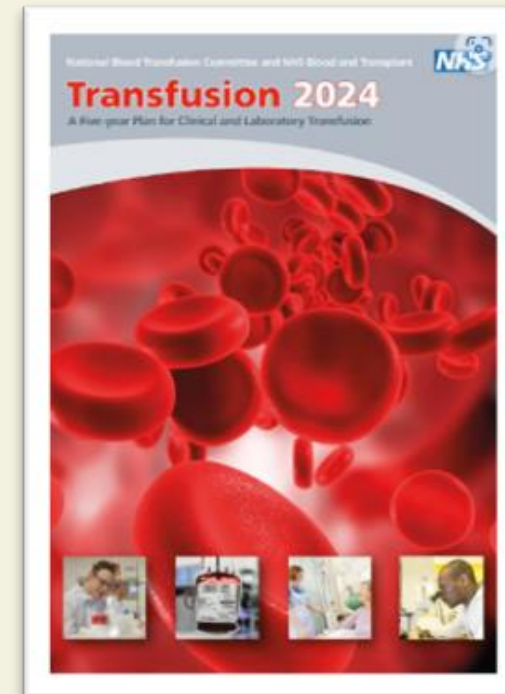
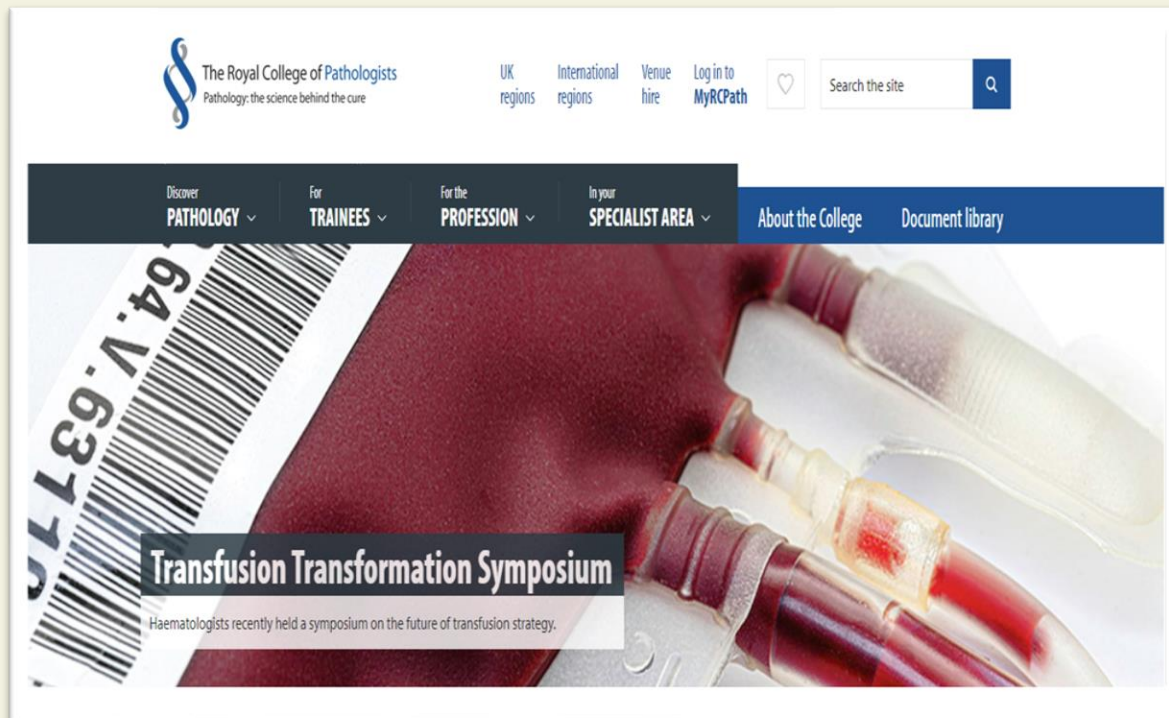


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The need for the framework

- The need for the framework has been recognised and incorporated into NHSBT Strategies support by NHS England.



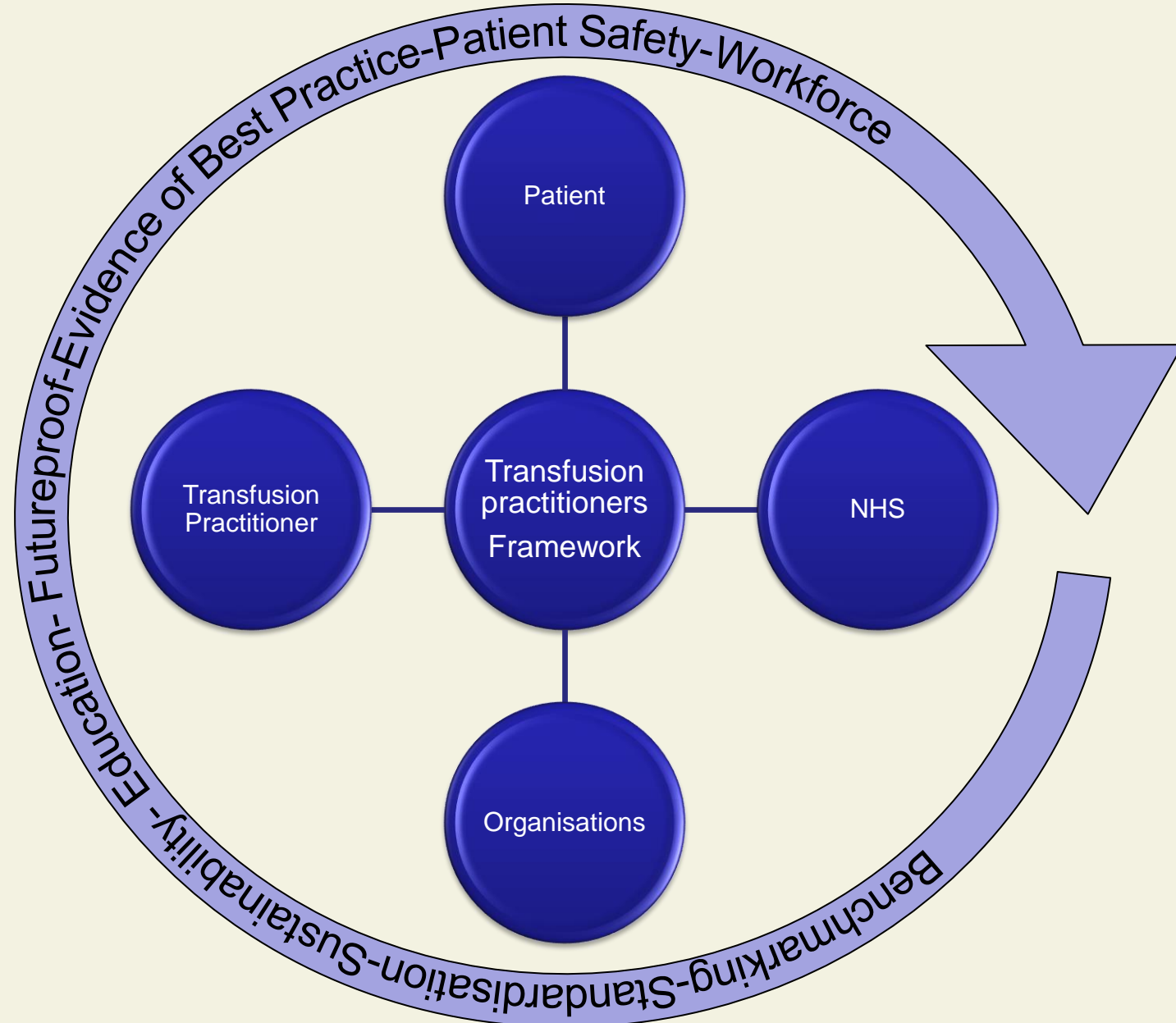
Both NHS Strategies highlighted the importance of the TP role and the requirement for a framework

Providing an opportunity for the framework to be written for TPs and co-created with TPs

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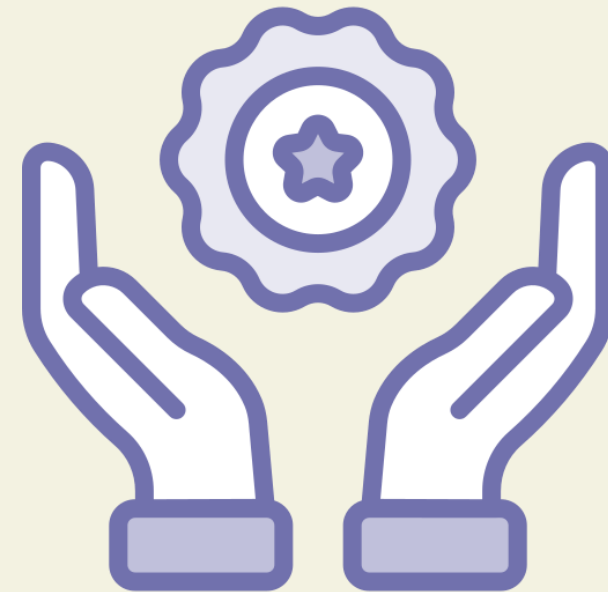
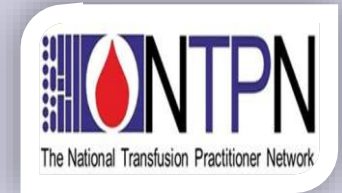


The need for a framework-who is it for?



Investment in the TP workforce –

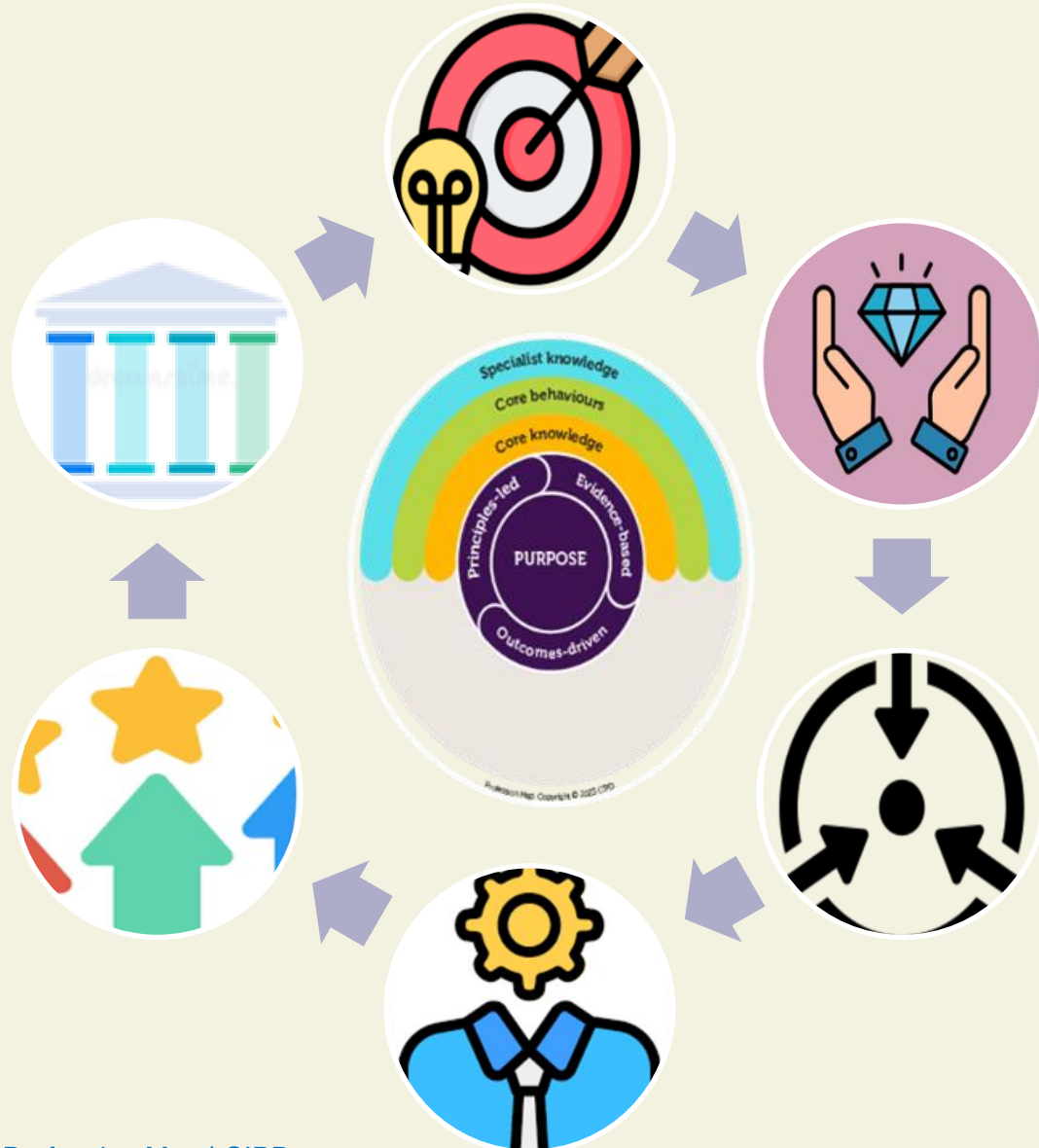
- Patient safety
- Workforce challenges
- Standardisation of the role
- Career progression
- Benchmarking
- Networking



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Proposed framework-what could it look like?



Framework for a framework	
	PURPOSE
	CORE COMPONENT/VALUE
	CORE KNOWLEDGE
	SPECIALIST KNOWLEDGE
	LEVELS OF PRACTICE
	PILLARS OF PRACTICE

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Proposed framework-what could it look like?



Shortlist agreed by steering and working group.

TPs in England to vote and agree



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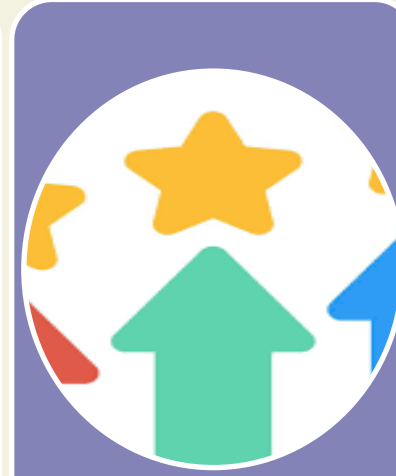
Review of previous TP frameworks, other relevant frameworks NHS employers, NHS strategies

job descriptions, engagement and collaboration with TPs



Review of previous frameworks, other relevant frameworks, NHS employers, NHS strategies

job descriptions, engagement and collaboration with TPs



Shortlist agree by steering and working group.

To ensure meets NHS Employers requirements
TPs in England to vote



Identify where Core and Specialist Skills align Identify Education and Development requirement /appraisal evidence. Highlights impact on patient safety



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Proposed framework-what could it look like?

More than a list of TP responsibilities-

Tool for the TP, supervisors, line manager and organisations to use to-

- Identify the correct skills for specific roles and areas of development
- demonstrates the impact of the role and ensuring
 - Patient safety
 - Infected Blood Inquiry recommendations
 - BSQR compliance (MHRA)



TP career support

- promote growth-based career planning
- highlights the transferable skills that TPs have
- allows the practitioner to focus on key areas of development- not every pillar or component will have equal weighing
- document that can be used throughout the TP career from new starts to those considering retiring and return and all experience levels

Supported with CPD and ensure that the practitioner can provide evidence for NMC revalidation/HCPA audit.

But for the framework to be supported and adopted requires more than writing the document.....

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Looking forward- more than developing a document



Endorsement from professional and regulatory establishments

Co-production of the framework

Recognition of the multidisciplinary aspect of the role

Peer-to-peer support to share resources and support

2024 TP survey results

- Nurses-56%
- BMSs-37%
- ODPs-5.1%
- Midwives-1.7%
- (paramedics, educators)

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Looking forward-more than developing a document

Co-production, Peer-to-peer support, multidisciplinary

- ✓ TPs do not have a recognised society-**utilise NTPN**
- ✓ engagement with framework communications and feedback
- ✓ replying to surveys
- ✓ evidence the role of the TP at a national level
- ✓ collaboration
- ✓ buddy system- (lonely role for many)
- ✓ shared practice
- ✓ development of support resources for new TPs (workbook)
- ✓ CPD activities- IBMS, ISBT, BBTS, NHSBT support
- ✓ engage in national projects



★ Framework designed by TPs

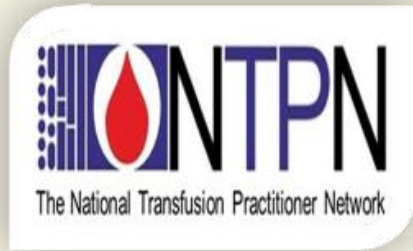
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Looking forward- more than developing a document

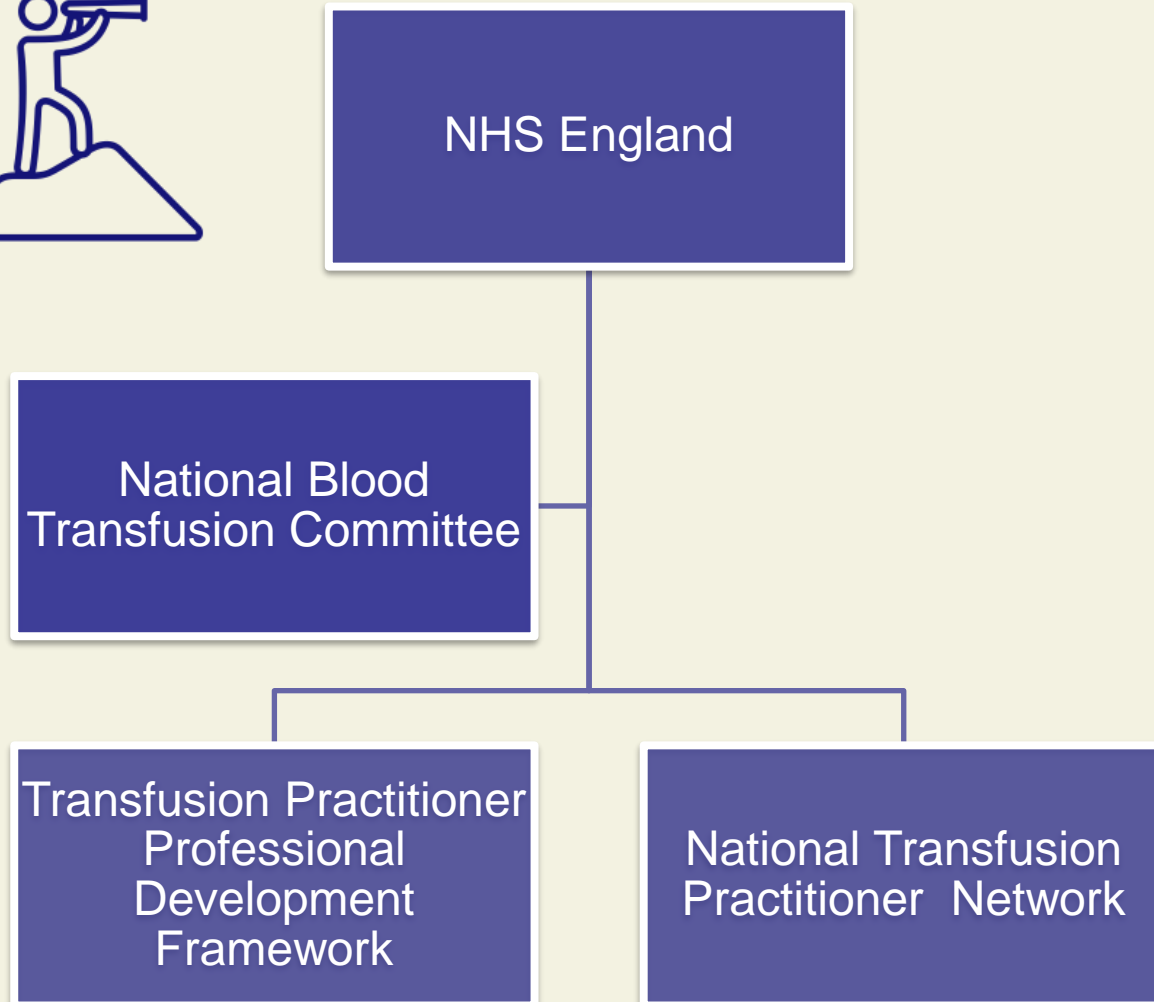
Support, Endorsement and Governance



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Looking forward- towards a new Transfusion Practitioner professional development framework towards a new Transfusion Practitioner professional development framework



Looking forward-

- ✓ TP framework with appropriate governance
- ✓ Professional and regulatory support
- ✓ Promote patient safety
- ✓ Demonstrate impact of role
- ✓ Career development- aspirational
- ✓ Future proof
- ✓ Reflect workforce needs
- ✓ Professional development

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Thank you and Acknowledgements

RC Pathologists and SHOT for the opportunity to present

Dr Suzy Morton

Members of the steering and working groups

TPs across England and the National Transfusion Practitioner Network

Transfusion 2024 team (NHSBT)



References

<https://www.rcslt.org/wp-content/uploads/2023/03/RCSLT-Professional-Development-Framework-2023.pdf>