



Developing a Transfusion Practitioner Framework

Where do we start?

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1. Transfusion 2024 NHSBT. 2 The Christie NHS Foundation Trust, Oxford University Hospitals, Mid Yorks Hospitals Trust, Manchester University NHS Foundation Trust TP Working Group- Poster and Presentations,

The story so far?

In 1998 the role of the Transfusion Practitioner (TP) was identified as being vital to support patient safety during the transfusion process¹. Over the last 25 years this role has developed and adapted to the ever-changing landscape of the NHS.

Response from the National Survey of Transfusion Practitioners in England and North Wales from 2011² proposed that the role of the TP required a recognised framework that encapsulated the different responsibilities and roles of the TP while simultaneously providing a professional development framework to support the TP to progress in their career. Since the 2011 recommendation there have been attempts to create a framework for TPs that could address this requirement. Unfortunately, the TP frameworks that have been developed have not been adopted on a national level.

An agreed deliverable of Transfusion 2024³ with support from the National Blood Transfusion Committee (NBTC), NHS Blood and Transplant and NHS England, was to develop and a nationally recognised framework for TPs.

In November 2023 NHSBT employed a subject matter expert (SME) who would help to facilitate the development of a TP framework with the TPs from across England assisted by the clinicians and associated transfusion organisations.

Collaboration, Collaboration, Collaboration.



Steering Group, Working Group and the National Transfusion Practitioners Network

For the framework to be developed successful the TPs must be involved at all stages of the process

Steering and working groups consisting of volunteer TPs formed to help SME to facilitate development of framework. National Transfusion Practitioner Network invited SME to attend meetings and liaise with the group.

Steering group- TPs that provide professional body representation from British Blood Transfusion Society (BBTS), International Blood Transfusion Society (ISBT) and experience in guideline and national audit development.

Working group- representation of TPs from all 7 RTCs, professional backgrounds, number of years as a TP (less than a year to more than 20), dual role, team size (lone to managing team of 8) and pay band.

A day in the Life of a Transfusion Practitioner on the 14th of May - The NPTN kindly invited the SME to help facilitate the annual symposium for transfusion practitioners

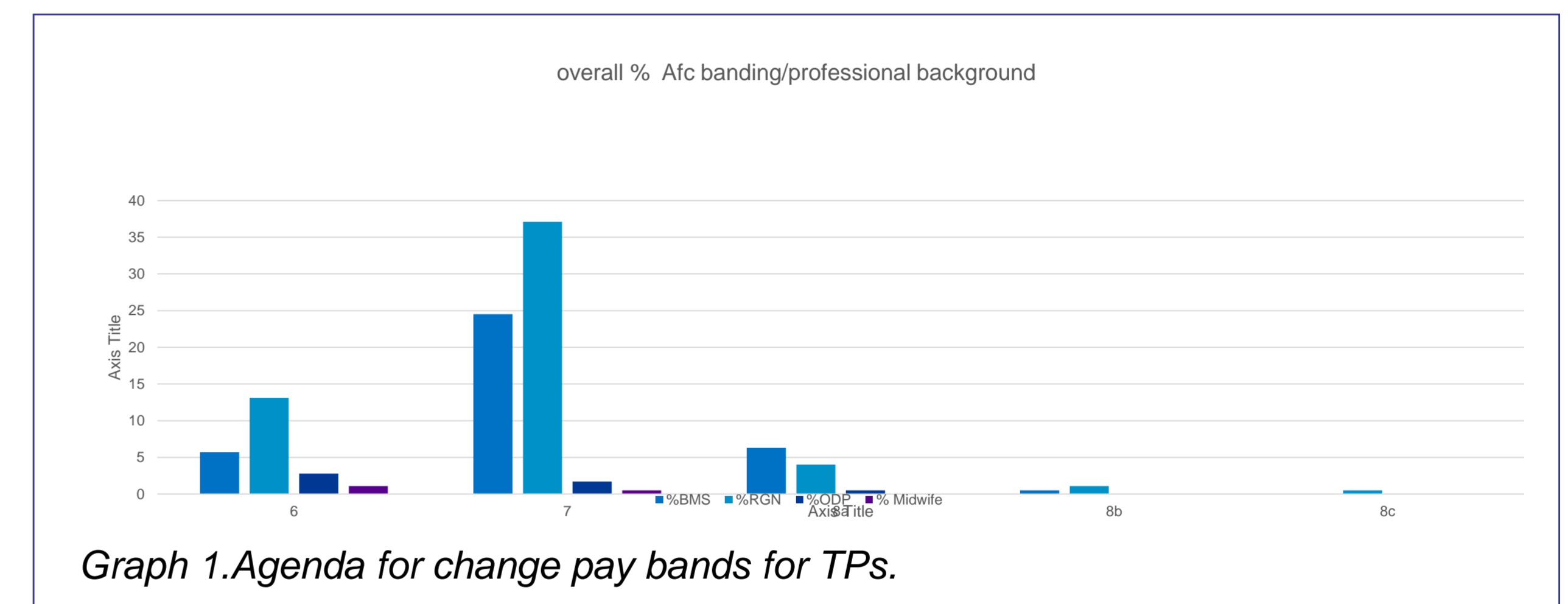
This provided an opportunity to gain insight regarding a TP framework from over 200 TPs that registered attended the virtual symposium

Surveys and Feedback

The TPs in the survey group designed a survey to gain a snapshot of the transfusion practitioners professional backgrounds, years of experience, the additional sites that the TPs provide support to, additional staff available to provide support to the TPs and the line management accountability. The team based the questions to the 2011 NHSBT audit as a benchmark.

Professional Background	No of TPs in 2011 Audit	No of TPs in 2024 Survey
Registered Nurse	119 (69%)	98 (56%)
Biomedical Scientist	49 (28%)	65 (37%)
Operating Department Practitioner	0	9 (5.1%)
Midwife	0	3 (1.7%)
Other	1.7%	0

Table 1- Number of TPs from different professional backgrounds collected from responses from 2024 survey and 2011 audit.



There is an increase in the number of biomedical scientists practising in the role of TP compared to 2011. The average pay band for a TP is a band 7. This is similar to the 2011 audit. The survey indicated that many TPs are on different pay bands according to seniority and are responsible for line management and appraising members of their teams. 25% of TPs have less than 5 years' experience, many of these TPs are lone working.

Feedback from the TP2024 NPTN symposium highlighted a need for a framework to define roles and education resources to support new TPs.

Feedback from a TP

"Many of us have been in the role for a long period of time, the framework has to be a dynamic document reflecting the roles now and into the future"

Recommendations and Findings

From the collaborative work carried out by the TP collaborative groups across England it is collectively agreed that a framework is required to define the roles and responsibilities for the TP. **Regulatory** and **professional** body approval and support of the framework is essential for TPs, employers and organisations to adopt the framework at a national level.

Next Steps

Determine if working with an external third-party agency could ensure professional and regulatory approval for the framework to ensure that it is adopted nationally.

Workshops

In March 2024 representatives from the TP working group held a workshop to identify the key stakeholders required to support the development of the framework.

The TPs reviewed the previous TP frameworks that had been developed and compared them to frameworks for similar occupations that are currently adopted within the NHS.



TPs from the working group at the initial framework development workshop

The working group agreed that **TP input** and **regulatory and professional bodies support** essential for the success of the framework.

The working group agreed to organise 4 groups. **Posters/Presentations, Surveys, Communications** and **Framework**. All TPs will collaborate in the final framework development.

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1. Miller K, et al, The Evolving Role of the Transfusion Practitioner, Transfus Med Rev (2015)

2. National Transfusion Practitioner Survey of England and North Wales - Full Report (2011)

3. Allard S, Cort J, Howell C, Sherliker L, Mifflin G, Toh CH. Transfusion 2024: A 5-year plan for clinical and laboratory transfusion in England. Transfus Med. 2021 Dec;31(6):400-408. doi: 10.1111/tme.12827. Epub 2021 Oct 24. PMID: 34693582.