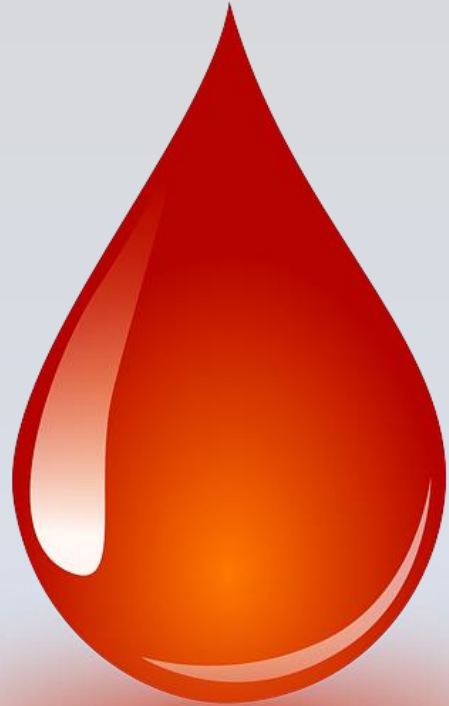


South East Regional Transfusion Committee



RTC Working Groups

❖ Recruitment

❖ Training

❖ Retention

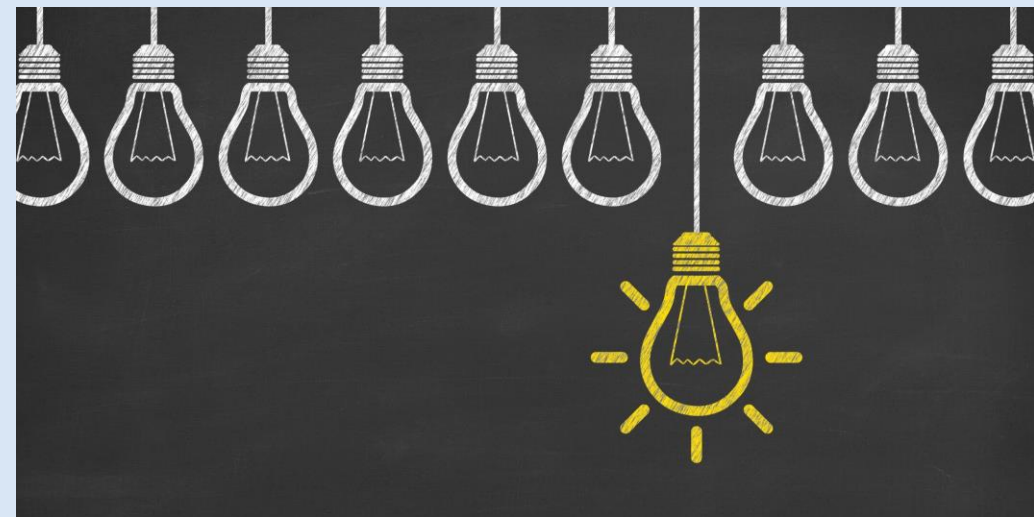
2024

Working Group: Recruitment

Lauren Hamilton, TP ; Liz Tatam, TP ; Julie Cole, TLM



<https://www.england.nhs.uk/our-nhs-people/online-version/growing-for-the-future/>
<https://www.healthcareers.nhs.uk/>
<https://www.healthcareers.nhs.uk/career-planning/career-planning/looking-job>



Explore roles

Explore the range of roles in the NHS



NHS apprenticeships

Not all careers in the NHS need a degree. Find out about the apprenticeships in the NHS.



Getting experience to kickstart your NHS career





South East Regional Transfusion Committee:

WORKING GROUP: TRAINING

Tanya Hawkins, Transfusion
Practitioner, Berkshire & Surrey
Pathology Services.

Sally Richardson, Lead Transfusion
Practitioner, Conquest Hospital.

Carol Stenning, Hospital Customer
Service Manager, NHSBT.



WORKSTREAM: TRAINING

Focus Laboratory and TP staff - Too broad, highlighted BMS empowerment.

WHAT CURRENTLY EXISTS?

Various academic and professional skills required for the roles.

WHAT RESOURCES ARE AVAILABLE?

An entire internet's worth - overwhelming

WHAT CAN WE ADD?

Signposting, not recreating wheel.

HOW CAN IT BE ACHIEVED?

Create an infographic, approach NBTC re: hosting an online platform



Transfusion Educational Resources

WHAT RESOURCES ARE AVAILABLE TO EDUCATE & EMPOWER OUR
WORKFORCE

Academic Qualifications

Apprenticeships: <https://www.ibms.org/resources/news/learn-about-ibms-approved-apprenticeships/>

Short Courses:

<https://www.gre.ac.uk/subjects/biology-and-biomedical-science>

<https://www.westminster.ac.uk/biomedical-sciences-short-courses>

<https://www.ulster.ac.uk/study/short-courses/postgraduate-subjects/biology-biomedical-sciences>

<https://nshcs.hee.nhs.uk/>

eLearning

NHS Elect

Future learn

<https://www.shotuk.org/e-learning-modules/>

<https://www.nationalbloodtransfusion.co.uk/transfusion-training-hub>

<https://www.nhselect.nhs.uk/>

<https://future.nhs.uk/>

<https://learninghub.nhs.uk/>

<https://b-s-h.org.uk/education>

<https://www.ted.com/>

<https://www.hssib.org.uk/>

<https://www.rcpath.org/specialist-area/transfusion-medicine.html>

<https://grow.google/intl/uk/courses-and-tools/?category=career>

<https://www.microsoft.com/en/microsoft-learn>

Forums

<https://forums.mhra.gov.uk/forumdisplay.php?60-Blood->

<https://forum.bbts.org.uk/>

<https://www.ibms.org/about/discussion-groups/>

<https://www.pathlabtalk.com/forum/index.php>

eLearning

NHS Elect

Future learn

<https://www.shotuk.org/e-learning-modules/>

<https://www.nationalbloodtransfusion.co.uk/transfusion-training-hub>

<https://www.nhselect.nhs.uk/>

<https://future.nhs.uk/>

<https://learninghub.nhs.uk/>

<https://b-s-h.org.uk/education>

<https://www.ted.com/>

<https://www.hssib.org.uk/>

<https://www.rcpath.org/specialist-area/transfusion-medicine.html>

Supplier Resources

<https://www.diagnostic.grifols.com/en/learning>

<https://www.quidelortho.com/global/en/resources/learning-hub>

<https://www.bio-rad.com/en-uk/r/lc>

<https://transfusionandtransplant.werfen.com/learn/>

<https://www.beckmancoulter.com/en/learning-and-events/webinars>

<https://www.haemonetics.com/support/training>

<https://msoft360.cloud/case-studies/>

<https://labcold.com/category/case-studies-and-blog/>

Podcasts/Blogs/Social Media

<https://onlinelibrary.wiley.com/journal/15372995/podcasts>

<https://www.isbtweb.org/communities/transfusion-practitioners/transfusion-practitioners-podcast.html>

https://academic.oup.com/labmed/pages/Transfusion_Medicine_Podcasts

<https://bloodeducation.co.uk/podcasts>

<https://www.bbguy.org/podcast/>

<https://learningfromexcellence.com/>

<https://www.akind.life/kinder-culture/>

Professional Qualifications

<https://www.ibms.org/education/>

<https://www.bbts.org.uk/education/>

<https://hospital.blood.co.uk/training/>

<https://www.leadershipacademy.nhs.uk/>

<https://www.ukas.com/training-and-advisory/training/laboratories/>

Ideas



Find someone interesting within the profession and network with them.



Keep a note of any interesting cases you are involved with, they may seem like everyday work to you but very few transfusion labs deal with exchange patients or HSCT patients or HDFN high risk pregnancies.



Start a journal/study club at work



Check out recorded webinars from local and national education events.



Join a training/transfusion forum



Try being a mentor or mentee



Perform an audit and present the findings, locally and nationally.

Transfusion Educational Resources

WHAT RESOURCES ARE AVAILABLE TO EDUCATE & EMPOWER OUR WORKFORCE

Academic Qualifications

Apprenticeships: <https://www.ibms.org/resources/news/learn-about-ibms-approved-apprenticeships/>
Short Courses:
<https://www.gre.ac.uk/subjects/biology-and-biomedical-science>
<https://www.westminster.ac.uk/biomedical-sciences-short-courses>
<https://www.ulster.ac.uk/study/short-courses/postgraduate-subjects/biology-biomedical-sciences>
<https://nshcs.hee.nhs.uk/>

Participate

<https://www.ibms.org/resources/harveys-lab-tours/>
Get involved in a simulation.
Get involved with a support group

Professional Qualifications

<https://www.ibms.org/education/>
<https://www.bbts.org.uk/education/>
<https://hospital.blood.co.uk/training/>
<https://www.leadershipacademy.nhs.uk/>
<https://www.ukas.com/training-and-advisory/training/laboratories/>

eLearning

NHS Elect
Future learn
<https://www.shotuk.org/e-learning-modules/>
<https://www.nationalbloodtransfusion.co.uk/transfusion-training-hub>
<https://www.nhselect.nhs.uk/>
<https://future.nhs.uk/>
<https://learninghub.nhs.uk/>
<https://b-s-h.org.uk/education>
<https://www.ted.com/>
<https://www.hssib.org.uk/>
<https://www.rcpath.org/specialist-area/transfusion-medicine.html>
<https://grow.google/intl/uk/courses-and-tools/?category=career>
<https://www.microsoft.com/en/microsoft-learn>

Supplier Resources

<https://www.diagnostic.grifols.com/en/learning>
<https://www.quidelortho.com/global/en/resources/learning-hub>
<https://www.bio-rad.com/en-uk/r/lc>
<https://transfusionandtransplant.werfen.com/learn/>
<https://www.beckmancoulter.com/en/learning-and-events/webinars>
<https://www.haemonetics.com/support/training>
<https://msoft360.cloud/case-studies/>
<https://labcold.com/category/case-studies-and-blog/>

Forums

<https://forums.mhra.gov.uk/forumdisplay.php?60-Blood-60-Blood->
<https://forum.bbts.org.uk/>
<https://www.ibms.org/about/discussion-groups/>
<https://www.pathlabtalk.com/forum/index.php>

Podcasts/Blogs/Social Media

<https://onlinelibrary.wiley.com/journal/15372995/podcasts>
<https://www.isbtweb.org/communities/transfusion-practitioners/transfusion-practitioners-podcast.html>
https://academic.oup.com/labmed/pages/Transfusion_Medicine_Podcasts
<https://bloodeducation.co.uk/podcasts>
<https://www.bbguy.org/podcast/>
<https://learningfromexcellence.com/>
<https://www.akind.life/kinder-culture/>

Journals

There are so many. Maybe set up a regular alert in your Hospital library or via Athens.

Disclaimer: This list is by no means exhaustive but should provide a starting point for a learning journey

Ideas



Find someone interesting within the profession and network with them.



Keep a note of any interesting cases you are involved with, they may seem like everyday work to you but very few transfusion labs deal with exchange patients or HSCT patients or HDFN high risk pregnancies.



Start a journal/study club at work



Check out recorded webinars from local and national education events.



Join a training/transfusion forum



Try being a mentor or mentee



Perform an audit and present the findings, locally and nationally.



STAFF RETENTION

▪ Julie Staves, Ruth O'Donnell, Sue Mitchell



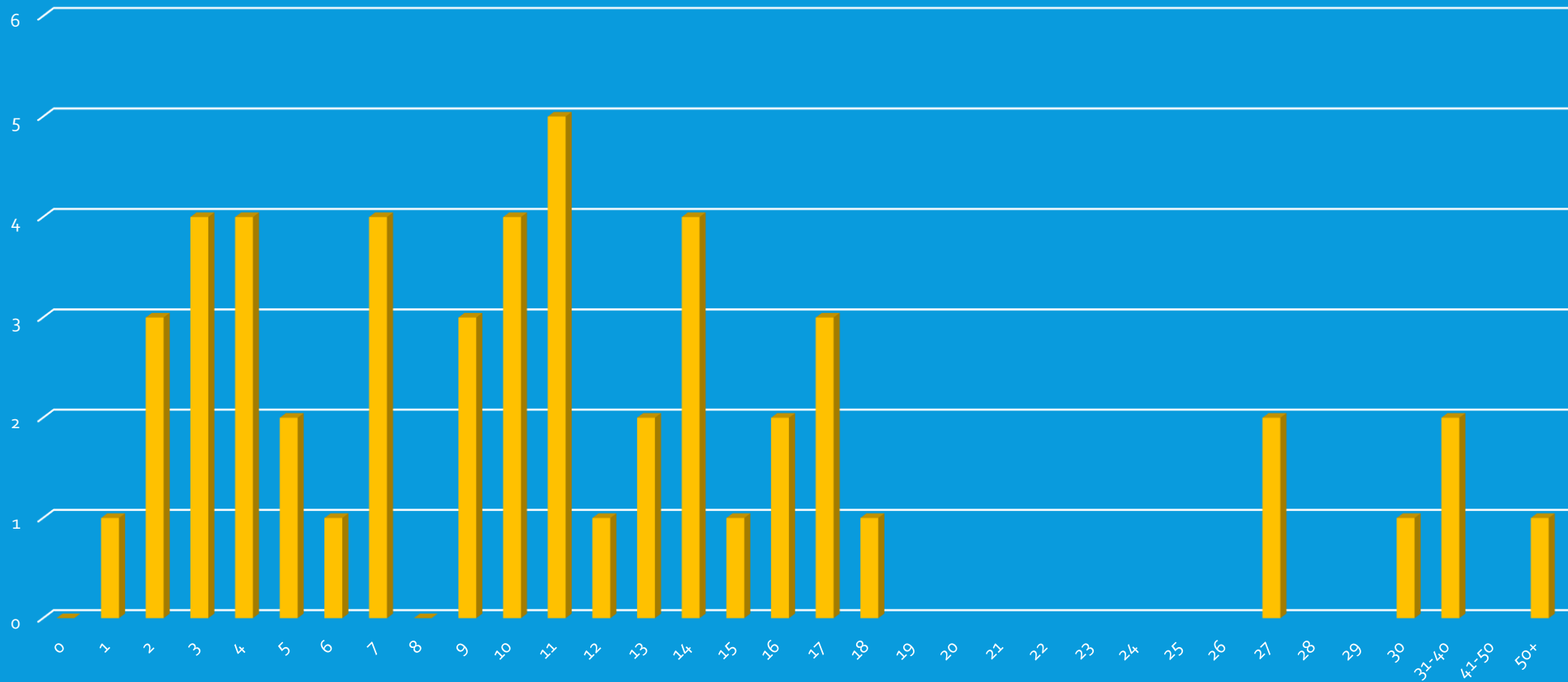
AIMS

Conduct a survey

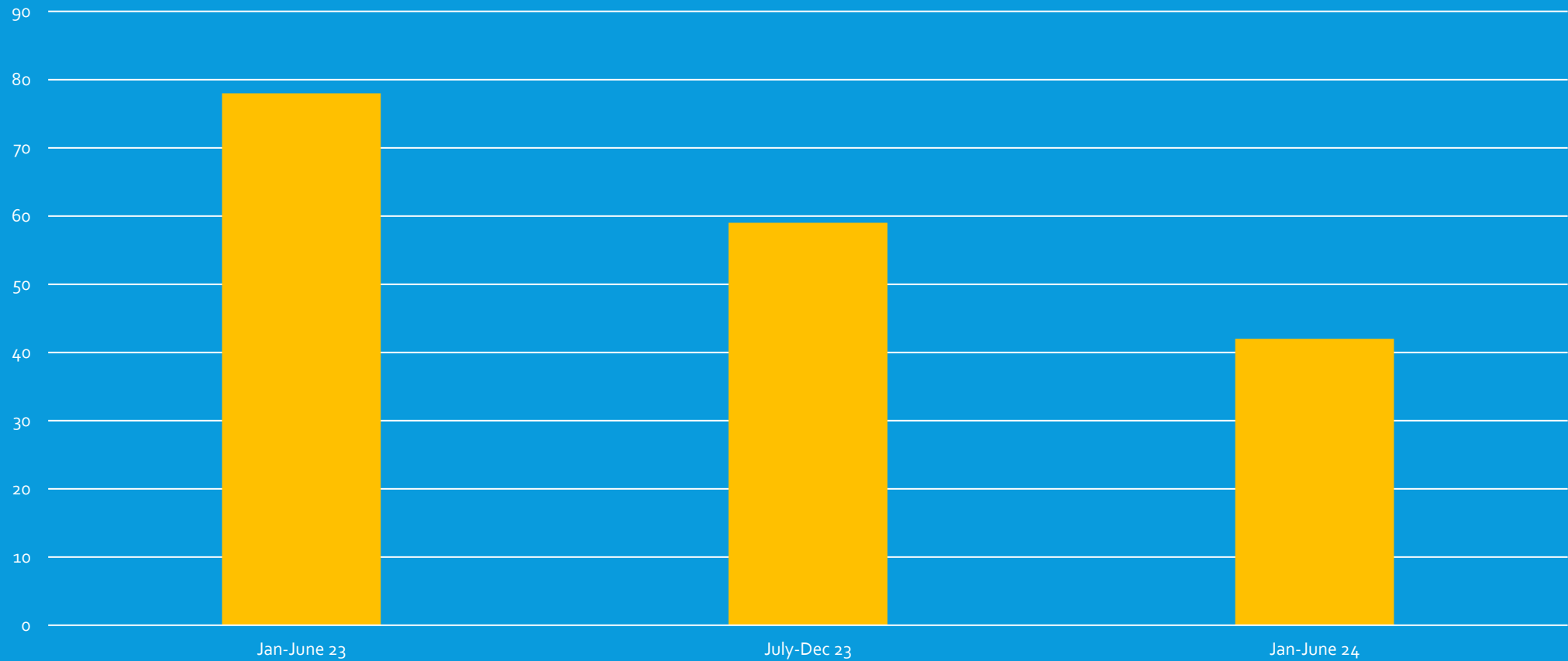
Produce resource list

Further work?

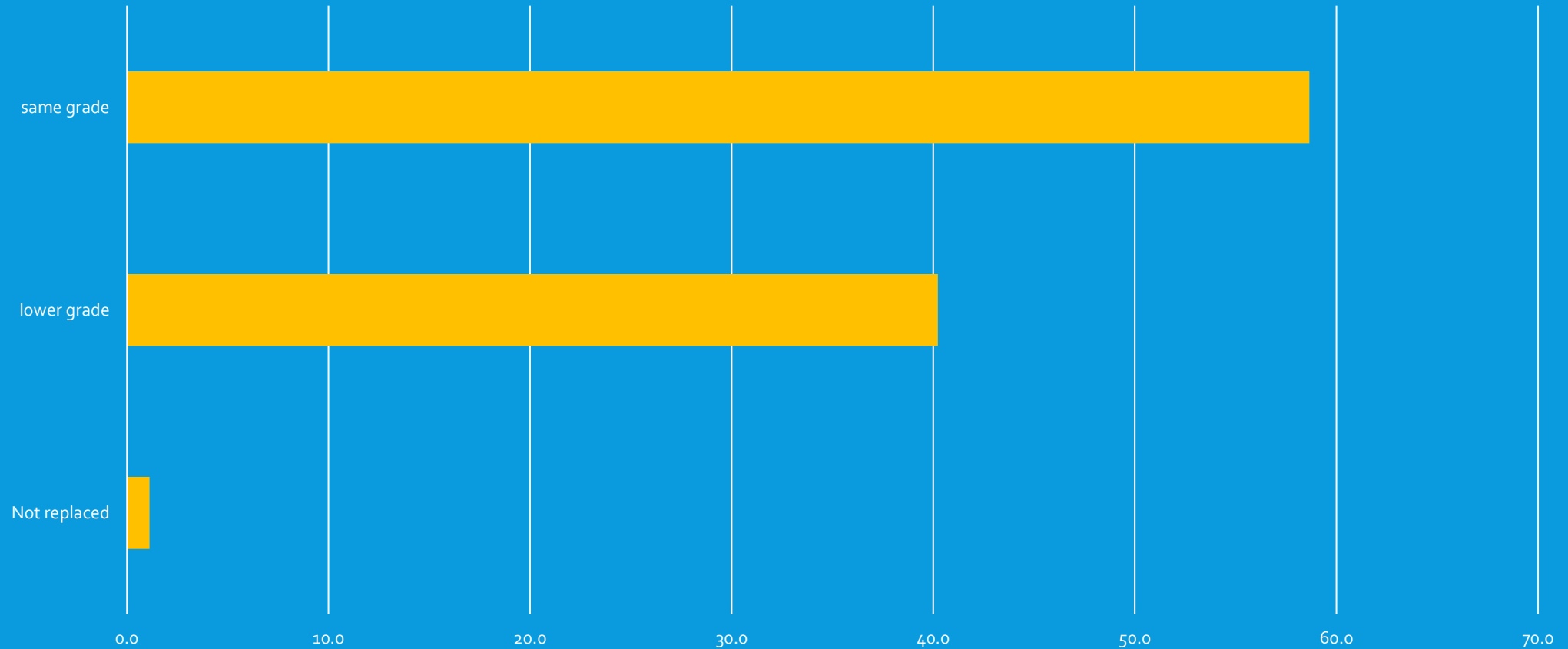
HOW MANY STAFF HAVE YOU GOT ?



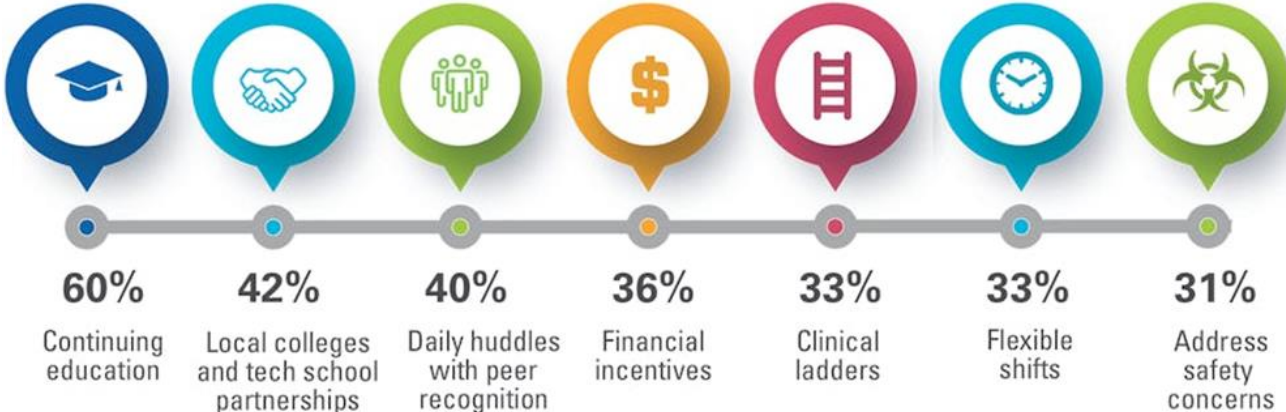
HOW MANY ARE LEAVING?



ARE YOU REPLACING THEM?



TOP TACTICS FOR RECRUITING, RETAINING STAFF



RESOURCES



FUTURE WORK

Teamwork and compassionate leadership

DO YOU WORK AS A TEAM?

MICHAEL WEST - TEAMS

Do you:

- have shared objectives?
- work together to achieve those objectives?
- meet regularly to review progress?

Staff engagement = Improved patient outcome

WHEN 5% MORE STAFF WORK IN REAL TEAMS,
WE SEE A 3% DECLINE IN LEVELS OF MORTALITY

–that’s the equivalent to 40 deaths for an acute hospital in a year

