A Transfusion Practitioner Professional Development Framework- how will it benefit Transfusion Practitioners today and in the future?

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The Royal Marsden NHS Trust

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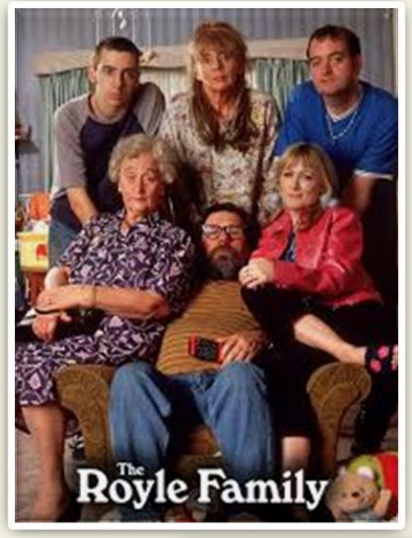
Presenting on behalf of the transfusion practitioner framework steering group and working group (England)



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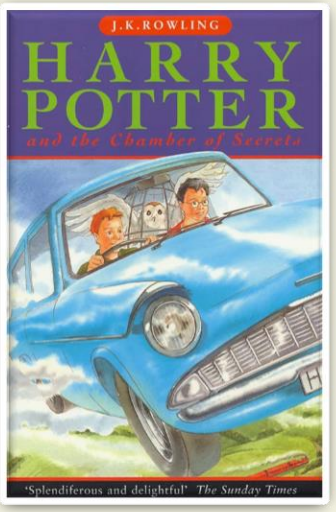

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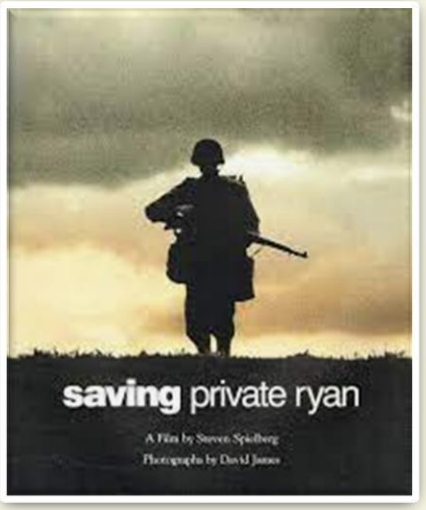

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1998

Health Service Circular

NHS
Executive

Series number:	**HSC 1998/224**
Issue date:	**11 December 1998**
Review date:	**11 December 2001**
Category:	**Clinical Effectiveness**
Status:	**Action**
	sets out a specific action on the part of the recipients

Better Blood Transfusion

Transfusion Practitioners

26 years later- recognised role in the NHS?

A Professional Development Framework

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How will this help support TPs now and in the future?

- Overview of the role to date
- Challenges of the role
- What can we do to overcome the challenges
- The framework

1. Overview of the role so far

1998-2024

Past

- Specialist Practitioners of Transfusion role introduced in response to Health Service Circular
- Mainly nurses
- Hospital Transfusion Committees
- Hospital Transfusion Teams
- Policies and Guidelines
- Education- bespoke
- Incident reporting to SHOT and MHRA
- PBM initiatives
- Audits
- Electronic systems

Present

- IT-advances
- National Comparative Audits
- Research
- Professional backgrounds
- Management and Leadership
- Adapting to current situations
- PSIRF

Future

- IBI recommendations
- Potential increase in blood shortages
- Benchmarking
- QS138 Insight tools
- NHS Strategies

2. Challenges of the role

Past

- Specialist Practitioners of Transfusion role introduced in response to Health Service Circular
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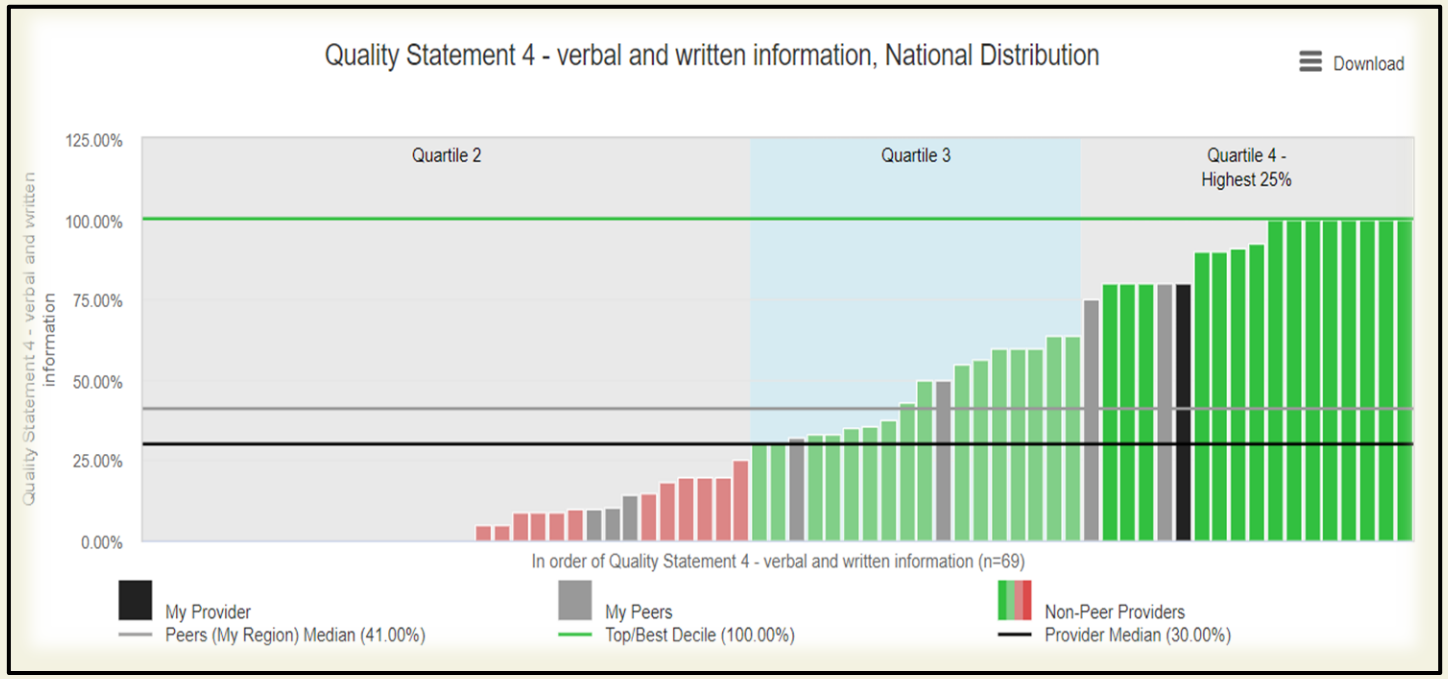
Trusts developed the TP role to be specific to their Trust

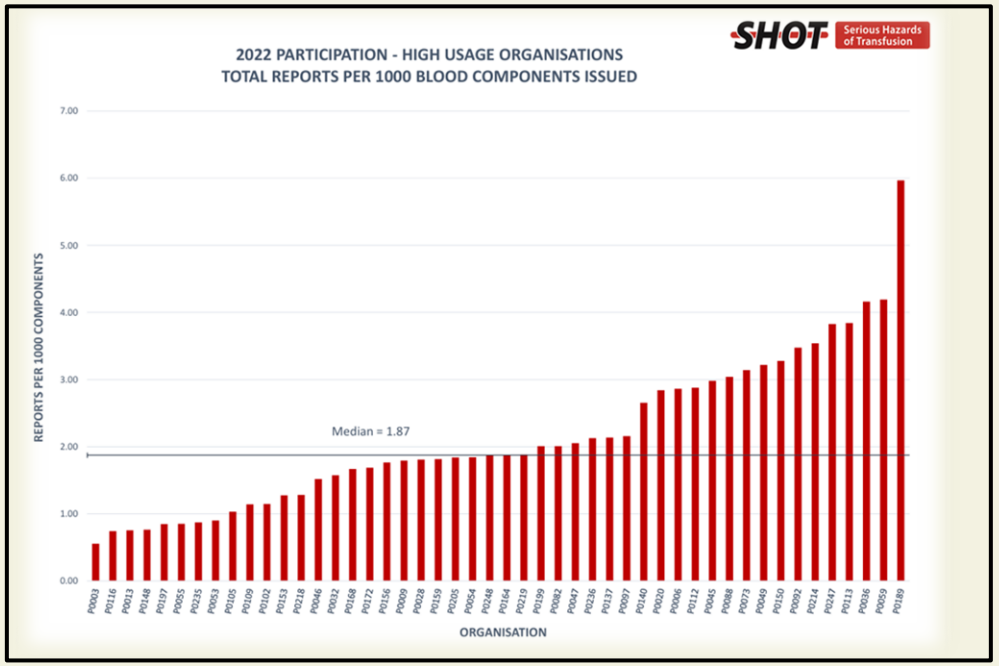
(currently 135 trusts, 241 hospitals and estimated 316 WTE TPs), however there are;

- no national agreed roles and objectives for the role.
- variance and lack of consistency in approach to interpreting, implementing and adhering to recommendations
- Evidence from SHOT benchmarking data and NCA audit results

2. Challenges of the role

Variance in practice





[View metric - Quality Statement 4 - verbal and written information - Model Hospital](#)
[Participation Benchmarking Data 2022.xlsx (shotuk.org)](#)

2. Challenges of the role

Futureproof?

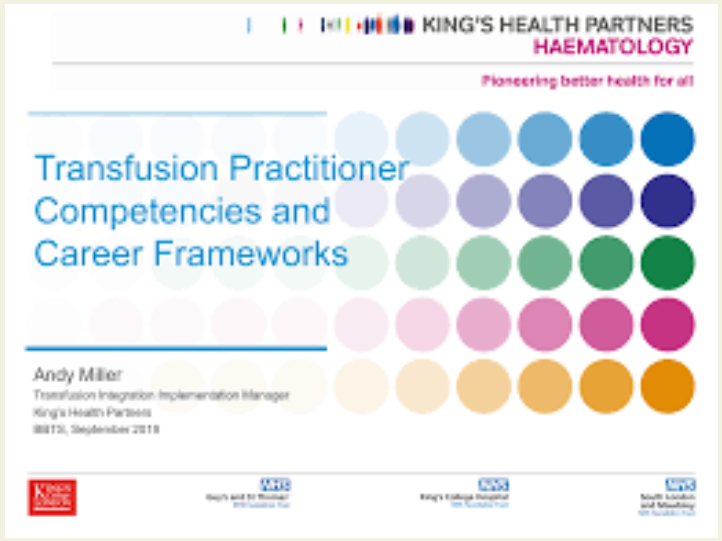
Future

- IBI recommendations
- Potential increase in blood shortages
- Benchmarking
- QS138 Insight tools
- NHS Strategies

IBI Recommendation	Potential for TPs to address and successfully implement recommendations
Enable and empower the voice of the patient by developing policies with the patient and collecting patient concerns and satisfaction via audit	• TPs to engage patient groups at local, regional and national level in order to inform improvements in transfusion practice including the patient experience
Use of TXA to be on hospital surgery checklist. Use to be monitored	• TPs to work with trusts to embed this practice by undertaking an audit to capture practice and highlight positive/negative outliers. Work with clinical teams to ensure best practice
SHOT reporting culture	• TPs account for most reporters- to work with SHOT and trusts to standardise approach and communication to trusts and ensure all relevant events are reported
Education-*"that those bodies concerned with undergraduate and postgraduate training across the UK of those people who are, or intend to be, working in the NHS ensure that they are adequately trained in transfusion that the standards by which sufficiency of training is measured are defined, and accountability for training in transfusion be defined"*	• TPs critical in leading education of all hospital staff. Standardisation of TPs' own knowledge and quality of material delivered is essential
Benchmarking transfusion between hospitals	• TPs to drive benchmarking projects by identifying key KPIs, developing data collection tools and presenting the findings to key stakeholders at local, regional and national levels"
	• **Standardised approach required**

2. Challenges of the role

Futureproof-framework.



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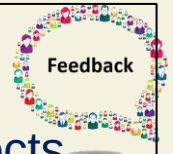
NTPN The National Transfusion Practitioner Network

How do we ensure that this framework is utilised and recognised?

2. Challenges of the role

Peer feedback



- Collaborative work
- Framework-fit for purpose/reflects what TPs currently do
- Evidence and research based
- Patient focused
- Standardisation of practice
- National recognition of the role
- Recognition from professional and regulatory bodies
- Definition of roles and responsibilities
- IT-support
- National platform for TPs
- NTPN to provide platform
- Resources for TPs-at all stages of career-NEW TPs
- Support for framework by external stakeholders – NHS England

3. What can we do to overcome the challenges

Change the way we work collaboratively

- Collaborative work
- Framework-fit for purpose/reflects what TPs currently do
- Evidence and research
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Re-launch of NTPN

NTPN
The National Transfusion Practitioner Network

3. What can we do to overcome the challenges

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NTPN- lead on collaborative

Agenda

- Agenda to reflect the **high-level roles** and responsibilities of role
- Leads for each agenda topic

Stakeholders

- External stakeholders invited to meetings
- Reports at a national level to provide benchmarking
- Opportunities to learn from good practice and support outliers

Resources

- Website to provide resource hub for TPs
- Sharing resources
- Highlight reports
- Generic documents developed to promote standardisation
- Identify areas where development is required

Evidence

- Demonstrate the impact of the TP role
- Demonstrate the positive impact on patient care
- Reports that can provide a national overview

3. What can we do to overcome the challenges

Change the way we work collaboratively-example- New TP guide

NTPN-Set up a working group to review what resources and initiatives have been developed locally to support new TPs
Design a programme and workbook
Host that on the NTPN website

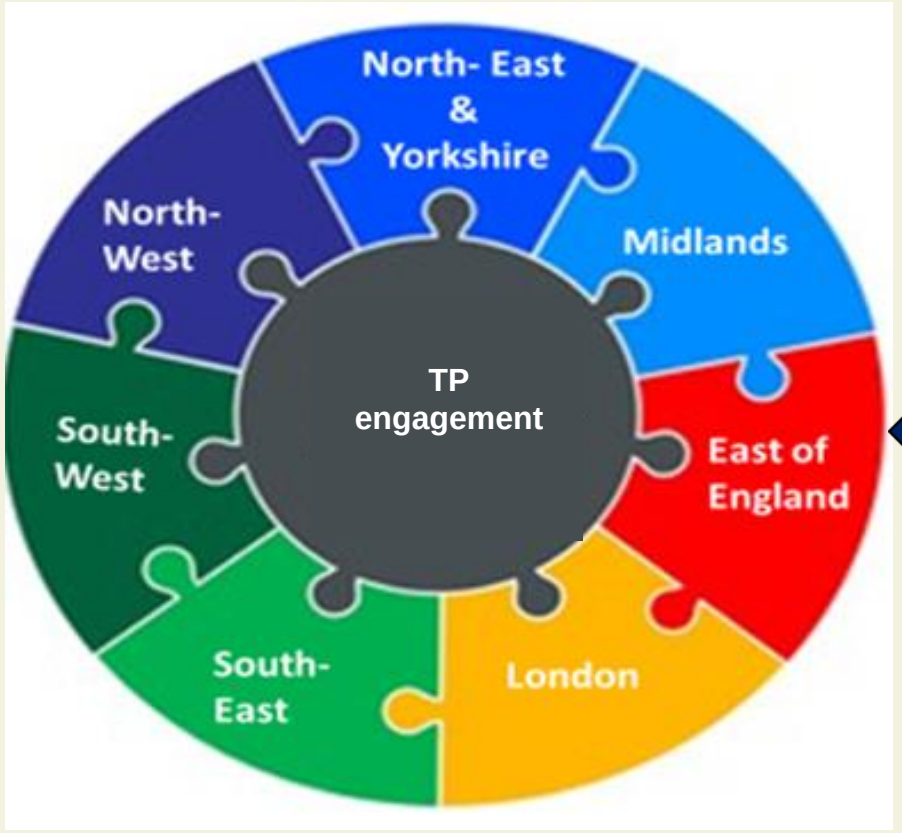
Support resources- Transfusion training hub –signpost resources on NTPN for TPs
IBMS – new TP webinars that is facilitated by TPs and colleagues
Promotion of supporting new TPs within own region and others (shadow, social media)

Evidence- NTPN present as a collaborative at conferences
Journals written by TPs- support from BBTS Blood Lines
QI project or similar that captures how supported new TPs feel now and in the future.

Aware of the gaps and what cannot be provided-
Bespoke training hosted by BBTS and supported by NHSBT
Qualification

3. What can we do to overcome the challenges

Benchmarking and standardisation



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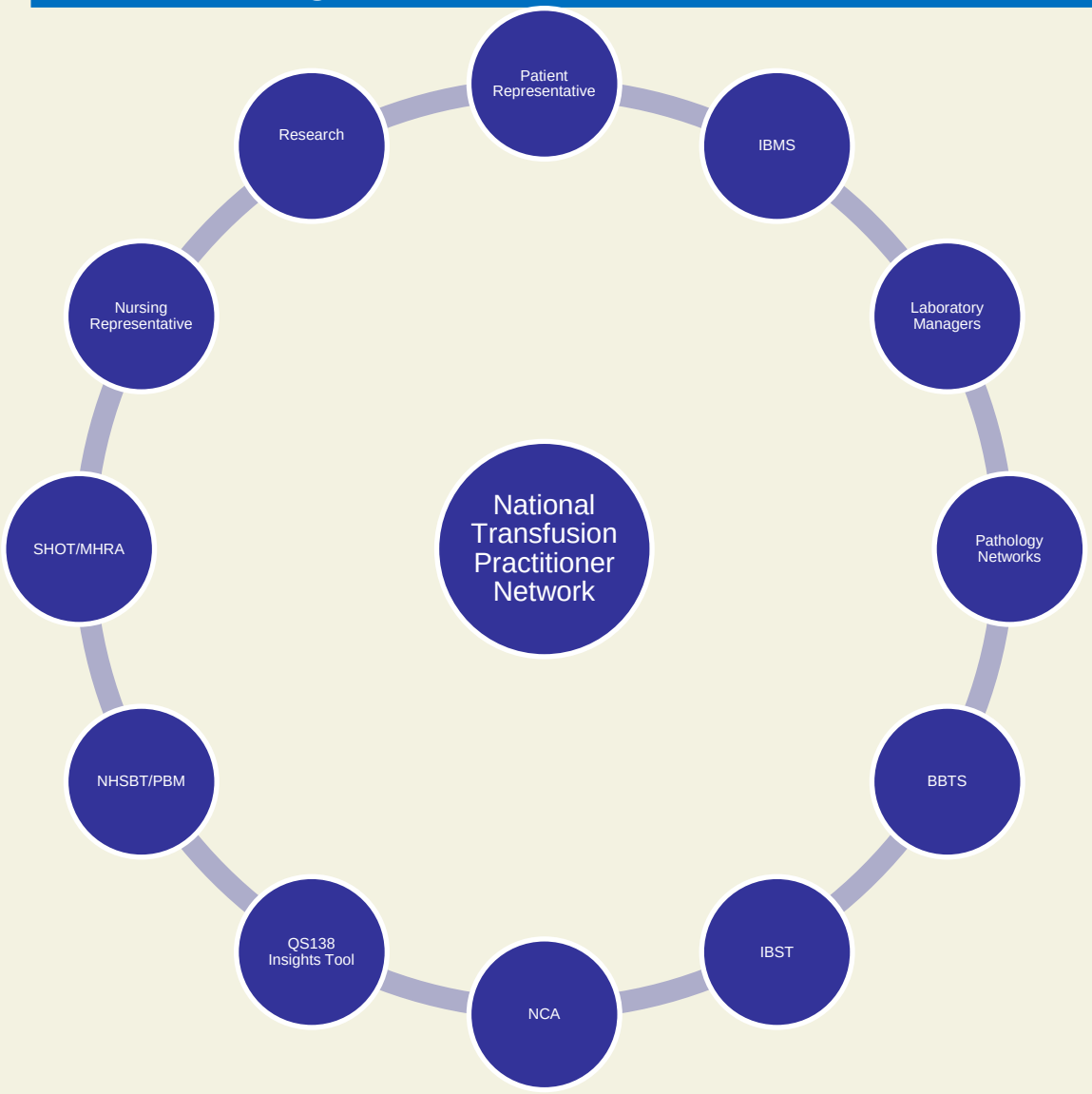

Stakeholders Invited to Future Meetings

Patient representative
Institute of Biomedical Science
Lab Managers
Pathology Networks
British Blood Transfusion Society
International Society of Blood Transfusion
National Comparative Audit
QS138 Insights Tool
NHSBT/PBM
SHOT/MHRA
Nursing representative
Research

3. What can we do to overcome the challenges

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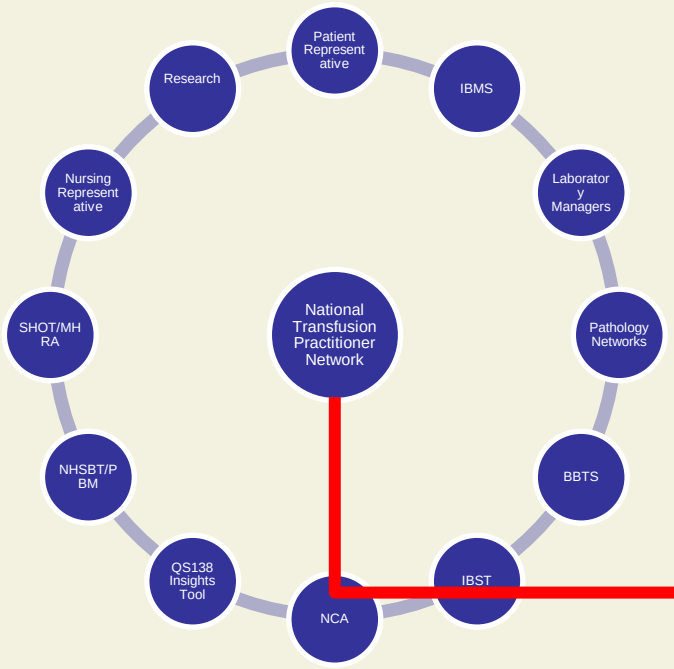
Benchmarking and standardisation

Strategies

3. What can we do to overcome the challenges

Benchmarking and standardisation



Strategies

National Blood Transfusion Committee

NHS England

4. Framework-4 pillars of practice.

Agenda will start to form the framework-reflect current practice

4. Framework

Agenda will start to form the framework

Professional Practice

Knowledge, Skills and Behaviours to perform the role- list of skills required and demonstrate what the TP has achieved and working towards

Education

Development of education for others

Education events attended

Leadership and Management

Managing change

Identifying development needs

Team Objectives

Evidence, Research and Innovation

Audit

Presentations

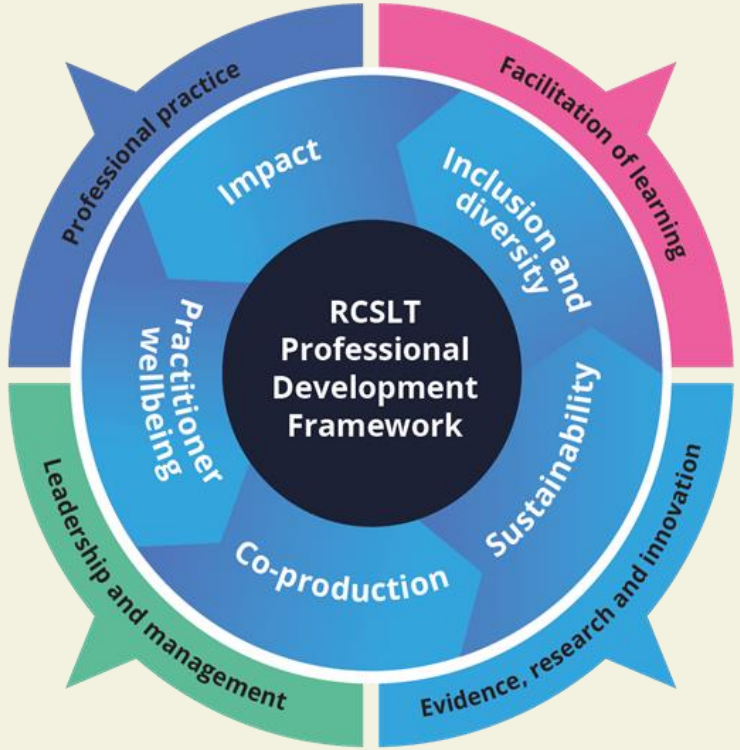
Publications

Four Pillars of Practice

4. Framework

Agenda will start to form the framework

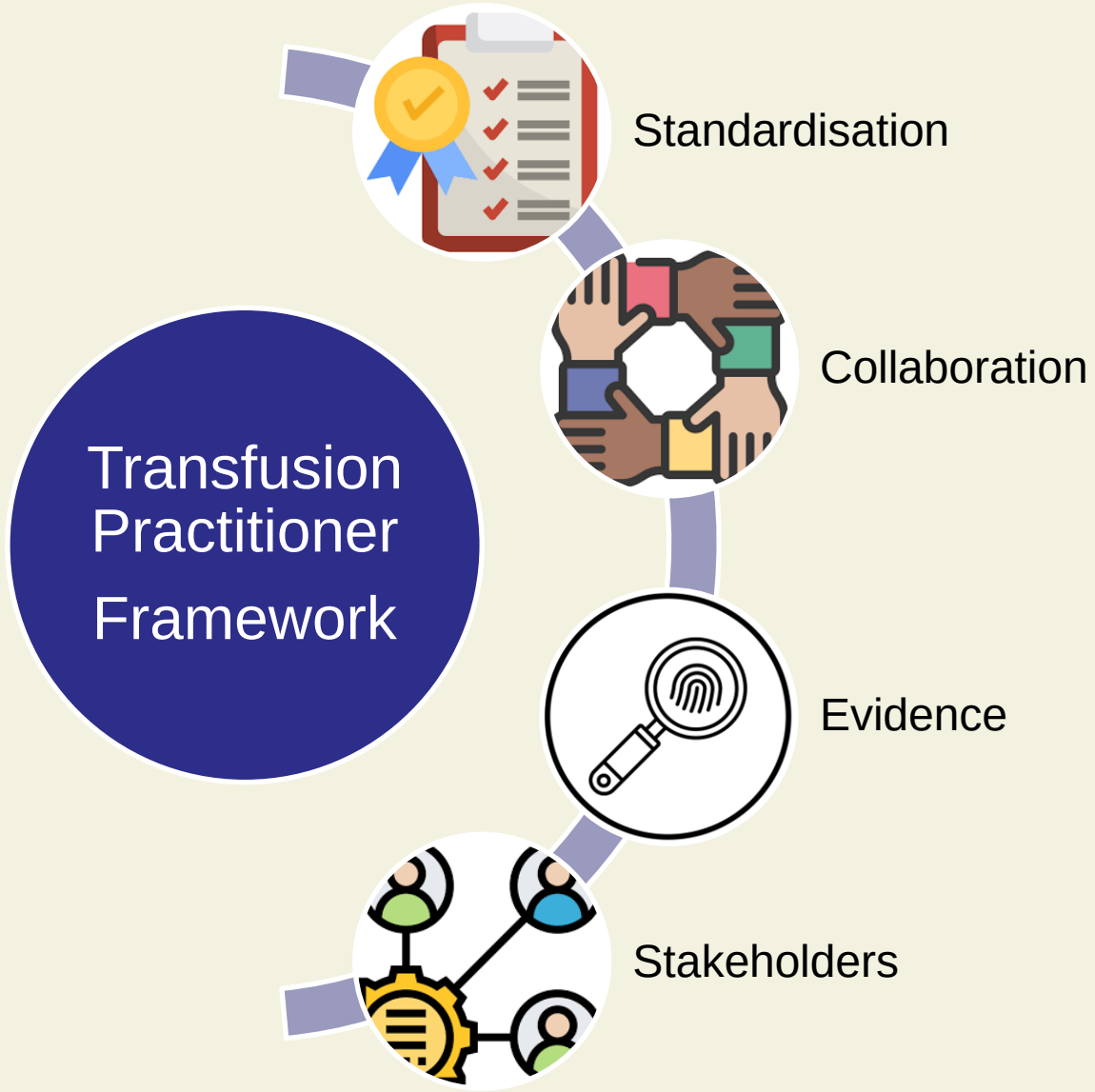
- The agenda will clearly define the roles, responsibilities and behaviours of the TP role
- Identify areas of development and potential to progress
- Education opportunities and if external input required
- Standardised roles support generic job descriptions of the role
- Support practitioners throughout career
- Support managers and colleagues during appraisals



Ref: **Royal College of Speech and Language Therapists Professional Development Framework**

4. Framework

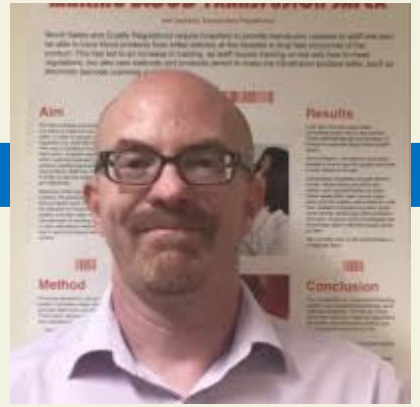
Will the framework support TPs today and tomorrow?



Yes - *A framework that accurately reflects the current roles, responsibilities and behaviours of the role will support the TPs.*

To ensure that the framework reflects the role accurately TPs should

- **Work collaboratively**
  - across all regions
  - on all areas on the role
  - produce resources to standardise practice
  - learn from each other
- **Engage with stakeholders to ensure that TPs are**
  - actively aware and involved in research initiatives
  - aware of strategies and ensure that the role reflects accordingly



THANK YOU TO ALL TPs WHO HAVE HELPED WITH THE WORK DONE SO FAR.

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Thank you

Any questions?