

JOB DESCRIPTION

JOB DETAILS	
Job Title	Transfusion Practitioner
Reports to	Transfusion Laboratory Manager
Band	7 (subject to matching)
Department/Directorate	Clinical Specialist Services

JOB PURPOSE
The post is responsible for the development, implementation and delivery of safe and effective transfusion processes, policies, procedures and educational programs for laboratory and clinical staff in conjunction with the Trust hospital transfusion team and patient blood management group. The post holder will be expected to support the clinical teams on the ward and other clinical areas with all aspects of the transfusion process. The post holder will develop and sustain partnership working with individual groups, communities and agencies to enable the Trust to comply with the Blood Safety and Quality Regulations (BSQR) and to meet the requirements of the Serious Hazards of Transfusion (SHOT) safety standards for transfusion. The post holder will promote blood conservation strategies as part of Patient Blood Management to ensure appropriate use of blood components and products.

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
- Act as a liaison between the laboratory and clinical teams, working with the consultant leads for transfusion and transfusion laboratory manager. - Engage and participate in Trust initiatives that involve transfusion, working with the consultant leads for transfusion and transfusion laboratory manager. - Engage and participate in the Hospital transfusion Team (HTT) and Patient Blood Management Group (PBMG) across both Trust sites and work with the IV-nursing team at the Northern site. - Engage with and participate in transfusion committee network meetings in the South West. - Monitor the appropriateness of blood and blood component usage in association with the blood transfusion laboratory and use this data to implement service changes that are effective in both patient management and cost. - Evaluate the management of patients receiving blood and blood components. - Provides specialist education and training to other staff, students and patients. - Complete SABRE and SHOT reports via the MHRA reporting portal.

KEY WORKING RELATIONSHIPS

Areas of responsibility: Blood Transfusion

No. of staff reporting to this role: None

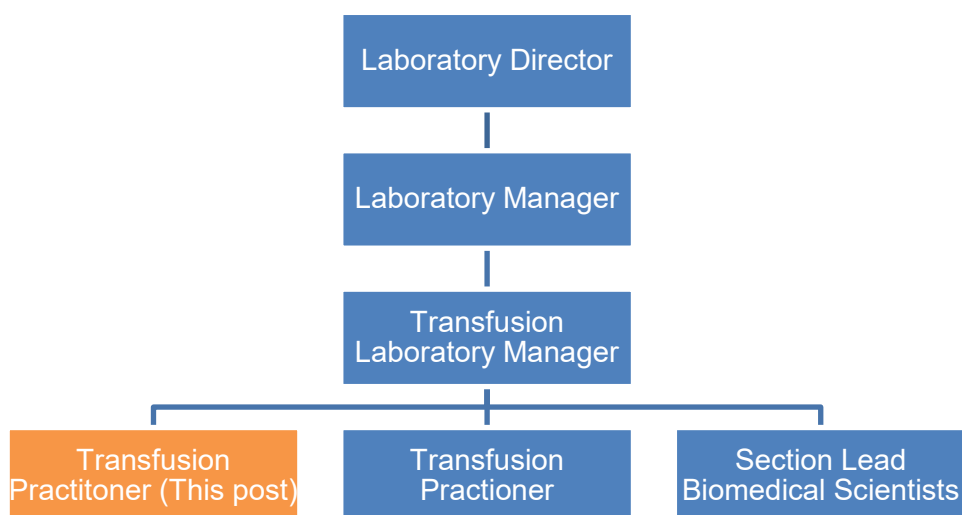
The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day-to-day basis. In addition, the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media.

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
- Clinical Head of Department - Consultant leads for transfusion - IV nurses	- Regional TP group - Company Representatives - Hospice

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| <ul style="list-style-type: none"> • Laboratory Manager and deputy (Blood Sciences) • Other Band 7 BMS at the Trust sites • Other BMS Grades at the Trust sites • MTO and MLA staff at the Trust sites | <ul style="list-style-type: none"> • GP surgeries |
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ORGANISATIONAL CHART



FREEDOM TO ACT

- Guided by occupational policies to achieve expected results.
- Discretion to work within professional guidelines.
- Ability to seek advice and guidance from peers within the organisation and external Transfusion Practitioner and Regional Transfusion groups.

COMMUNICATION/RELATIONSHIP SKILLS

- Providing and receiving complex, sensitive, confidential information, including condition related information concerning patient transfusion and blood management.
- Act as a liaison between the laboratory and clinical teams, working with the consultant leads for transfusion and transfusion laboratory manager to support a cohesive team of transfusion expertise.
- Verbal and written communications skills relating to highly specialised education of all staff groups including, support staff, nursing and midwifery, medical.
- Liaising with staff outside the Trust as relevant to role, including Torbay and Plymouth hospitals relating to transfusion practice in EPIC working with transfusion laboratory manager.
- Attending and engaging with other transfusion practitioners via the regional groups.
- Using persuasive, motivational, re-assuring and empathic skills to overcome barriers to understanding or changes in practice.
- Delivers presentations to large groups, for example staff induction, training to groups, presentations at professional conferences

ANALYTICAL/JUDGEMENTAL SKILLS

- Using highly specialist knowledge to identify and escalate potential transfusion risks in the clinical areas, to engage and participate in the transfusion risk assessment and governance processes.
- Assess and interpret complex needs of patients for blood management purposes.
- Using specialist knowledge of incident investigation, providing reports to external and regulatory bodies. Identifying effective learning and improvement to reduce risks in transfusion practice.

- Undertake investigation of any incident, error, transfusion reaction or other event which may cause a service delivery or quality failure, and to assist in the implementation and documentation of corrective and preventive actions.

PLANNING/ORGANISATIONAL SKILLS

- Support the preparation, provision and presentation of evidence for the assessment of hospital against set standards for transfusion practice.
- Meet with representatives from companies providing materials or services to ensure an efficient and cost-effective service is maintained.
- Plan and organise complex transfusion programmes, including national audits, education programmes, and participate in multi-disciplinary meetings.

PATIENT/CLIENT CARE

- Provide highly specialised advice concerning care and treatment for patients requiring blood management and transfusion to nurses and multi-disciplinary team clinicians and colleagues.
- Ensure hospital compliance with traceability working with the laboratory staff, transfusion practitioners and clinical staff.
- Ensure the optimal provision of patient safety and care during blood component transfusion episodes.
- Monitor care given to patients by regularly auditing transfusion practices within the Hospital and using these results, to design, implement and review protocols as appropriate.
- Provide support and advice on transfusion practice at the ward level, including use of the electronic patient record system.
- Ensure provision of information about transfusion for patients, carers, nursing and medical staff.

POLICY/SERVICE DEVELOPMENT

- Work with the consultant leads for transfusion, transfusion laboratory manager and nursing staff to plan and implement Hospital Transfusion policy, providing vision for nursing within the service.
- In collaboration with the Hospital Transfusion Team and Patient Blood Management Group to develop evidence-based protocols and guidelines covering all aspects of transfusion of blood components and products and implement these within the Trust.
- Contribute to, and participate in, policy and practice changes arising from audits, incident investigation, national recommendations and regulations.
- Attend meetings with other health care professionals to develop departmental and Trust-wide policies.
- With the Transfusion Laboratory Manager, maintain and develop contingency plans for transfusion.

FINANCIAL/PHYSICAL RESOURCES

- Order supplies, stock and equipment to maintain sufficient resources for own work area.

HUMAN RESOURCES

- Regularly responsible for providing highly specialised training in transfusion and patient blood management to other staff, including doctors, nurses and support workers.
- Working with, a team of specialist transfusion practitioners, including recruitment and selection, work allocation and training.
- Confirm appointment of and provide appropriate training for the Transfusion Champions (TC) and to support them in their TC roles.
- Providing support and ad hoc training on BloodTrack and EPIC as required

INFORMATION RESOURCES

- Maintains work related records relating to personally generated clinical observations, test results, court or case reports, research data.
- Using data to identify and escalate potential transfusion risks in the clinical areas, to engage and participate in the transfusion risk assessment and governance processes, typically on a monthly basis.
- Advise the Blood Sciences administration team regarding access to the BloodTrack system.

RESEARCH AND DEVELOPMENT
• Support Trust participation in national and local audits. • Engage in clinical trials as appropriate to role. • Undertakes R&D activity; clinical trials; equipment testing. •
PHYSICAL SKILLS
• Standard keyboard skills. • Clinical skills and competence in IV cannulation and blood transfusion.
PHYSICAL EFFORT
• Sitting at a desk for long periods using a computer workstation with ability to move around • Standing whilst delivering training sessions for up to 1 hour • Walking to clinical areas within the hospital, travel to other sites where transfusions take place
MENTAL EFFORT
• Frequent requirement for concentration when working on tasks such as policy review, incident investigation, reviewing patient transfusion documentation, training. • Frequent interruptions may be experienced, to deal with emergency situations and/or support clinical teams and respond to bleeps.
EMOTIONAL EFFORT
• Occasional direct exposure to distressing or emotional circumstances as part of the transfusion practitioner roles, such as incident or transfusion reaction investigation, including liaising directly with staff members who have been involved in any incidents and imparting unwelcome news
WORKING CONDITIONS
• Occasional exposure to contained infectious material, body fluids in the laboratory, although not working directly with samples. • VDU use
OTHER RESPONSIBILITIES
Take part in regular performance appraisal. Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling Contribute to and work within a safe working environment You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal. You must also take responsibility for your workplace health and wellbeing: • When required, gain support from Occupational Health, Human Resources or other sources. • Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health. • Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you. • Undertake a Display Screen Equipment assessment (DSE) if appropriate to role.
DISCLOSURE AND BARRING SERVICE CHECKS

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.

PERSON SPECIFICATION

Job Title	Transfusion Practitioner
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
Registered nurse/midwife.	E	
Post-registration qualification at Masters level in specialist field or significant experience with transfusion and patient blood management.	E	
Formal qualification in teaching of adults.		D
KNOWLEDGE/SKILLS		
Ability to represent the department at meetings of internal, local, regional and national bodies and institutions.	E	
IT competence in the usual applications – database, spread sheet and presentation software etc.	E	
High level of presentation skills and experience of public speaking.	E	
Excellent organisational skills.	E	
Good interpersonal skills.	E	
Good communication skills	E	
EXPERIENCE		
Significant experience of working in the acute setting where transfusions regularly take place.	E	
Experience of managing service provision and the supervision and managing of staff.		D
Experience of maintaining and developing laboratory and/or clinical transfusion computer systems.		D
Evidence of delivering training within a clinical and/or laboratory team.	E	
PERSONAL ATTRIBUTES		
Ability to be empathetic.	E	
Ability to handle difficult or emotional situations.	E	
Motivation.	E	
Ability to adapt and change to meet the needs of the service.	E	
Able to work as a team member.	E	
Able to prioritise work.	E	
OTHER REQUIREMENTS		
The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	E	
Ability to travel to other locations as required.	E	

WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	Y	x			
Contact with patients	Y				
Exposure Prone Procedures	N				
Blood/body fluids	Y	x			
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	N				
Respiratory sensitisers (e.g isocyanates)	N				
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	N				
Animals	N				
Cytotoxic drugs	N				
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	N				
Noise (over 80dBA)	N				
Hand held vibration tools (=>2.5 m/s2)	N				
Other General Hazards/ Risks					
VDU use (> 1 hour daily)	Y				x
Heavy manual handling (>10kg)	N				
Driving	N				
Food handling	N				
Night working	N				
Electrical work	N				
Physical Effort	N				
Mental Effort	Y				x
Emotional Effort	Y		x		
Working in isolation	N				
Challenging behaviour	Y	x			