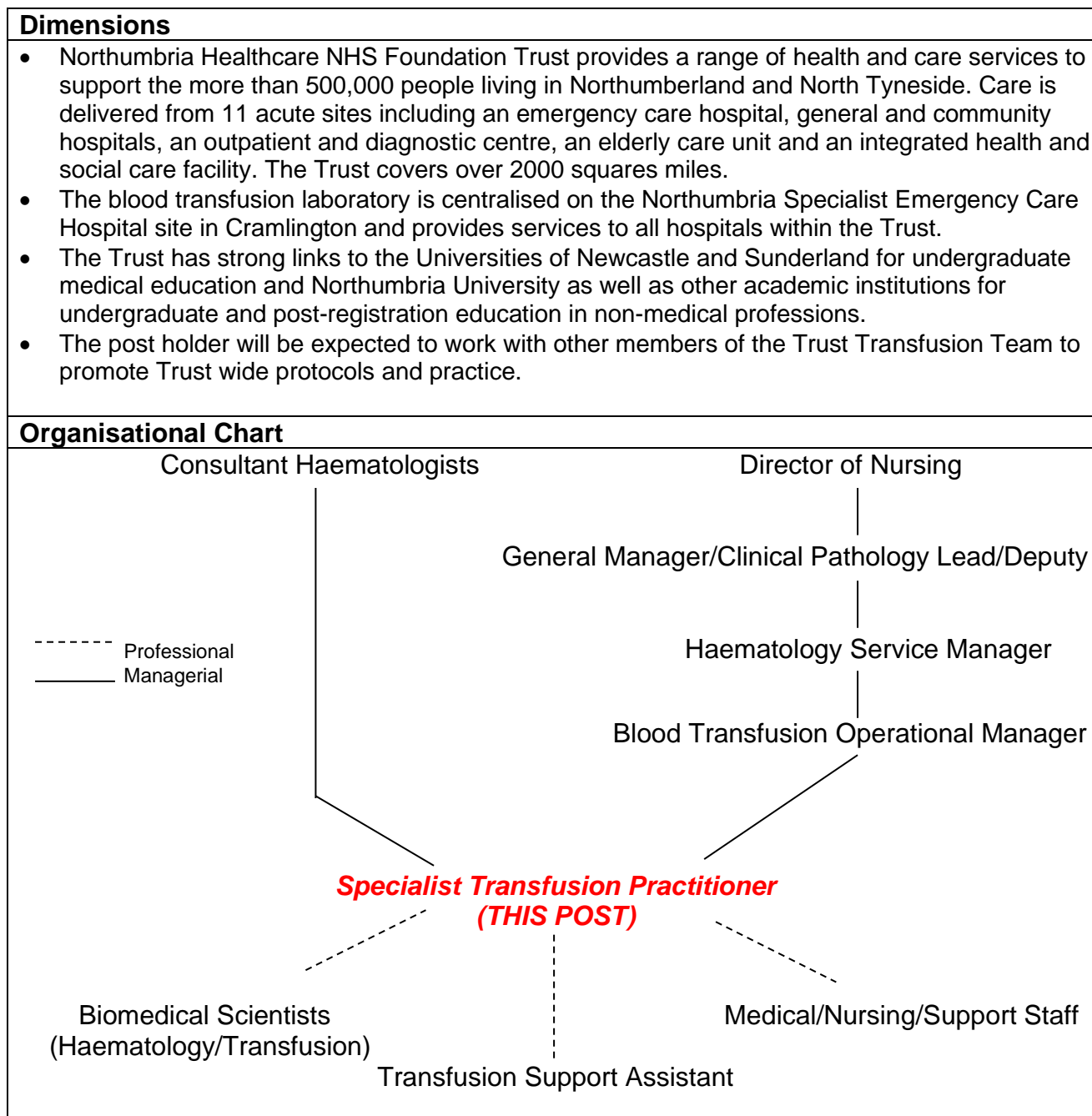


Job Description

Job Details	
Job Title:	Specialist Transfusion Practitioner
Business Unit:	Clinical Support
Department/Ward:	Pathology/Haematology
Location:	Trustwide
Pay Band:	Band 6
CAJE No:	PRO2194
Main Purpose of the Job	
<ul style="list-style-type: none"> The post-holder will encourage, promote and facilitate the implementation of Patient Blood Management across the Trust in accordance with current legislation (e.g., European directive on blood component traceability). The post holder will develop, deliver, record, and audit the effectiveness of educational packages that involve all groups of staff associated with Blood Transfusion. The post holder will work closely with the Trust Transfusion Team to monitor practice, identify, and solve problems, audit and report on findings. The role plays a key part in the Trust risk management strategy and its commitment to Clinical Governance. It is aimed at making blood transfusion safer, and promoting the appropriate use of blood, and thereby avoiding unnecessary use of blood in clinical settings. Both key aims will be delivered through a combination of approaches detailed in this job profile. To role model compassionate and inclusive leadership in order too shape the creation of a collective leadership culture within the trust. This means demonstrating a consistent leadership style which (a) engages, enables and empowers others (b) uses coaching to promote ownership of learning and quality improvement and (c) facilitates team working and collaboration within teams / departments and across organisational boundaries. <p>The focus of the post involves:</p> <ul style="list-style-type: none"> Facilitating changes in clinical practice to ensure blood use is appropriate. Facilitating changes in practice to ensure safety. Auditing practice and assessing effectiveness. Educating and training medical and nursing staff. Actively researching and promoting alternatives to blood transfusion/donor blood. Reducing the amount of money spent on blood and blood products. Risk management. Health and safety. 	



1. Communications and Relationships

- Maintain a close working relationship with the Consultant Haematologists on all sites and the other members of the Trust Transfusion Committee.
- Work closely with other Trust Transfusion Team members.
- Communicate effectively with medical, nursing, laboratory and support staff, patients, and carers.
- Provide specialist advice to medical, nursing & laboratory staff, patients, and carers.
- Understand technical and medical terminology.
- Develop and maintain links with audit and educational staff within the Trust.
- Develop and maintain links with transfusion link nurses across the Trust.
- Communicate complex information when training to a wide range of staff at all levels on an individual and group basis.
- Must be able to demonstrate the English language proficiency level required for this post.

2. Knowledge, Skills, Training and Experience

Essential

- Registered General Nurse or HCPC State Registered Biomedical Scientist.
- Educated to degree level or equivalent.
- Substantial post registration experience, with demonstrable advanced knowledge and training to postgraduate diploma level
- Must participate in Continual Professional Development to maintain standards in accordance with the NMC Code of Professional Practice or Health and Care Professions Council.
- Attend appropriate training and education to achieve and maintain competencies in line with service developments and develop their expertise.
- Comply with all local and national standards of work practice e.g., United Kingdom Accreditation Service (UKAS)
- Maintain an awareness of new developments and technologies as appropriate.
- Knowledge of Trust Policies and Procedures.
- Maintain confidentiality of information relating to patients.
- Excellent time management, interpersonal and organisational skills
- Confident IT and keyboard skills, including the use of word processing, spreadsheet, and presentation software.
- Effective presentation and communication skills with all levels of staff from different professional backgrounds.
- Previous teaching/audit experience.
- To lead, inspire and motivate others to high performance by agreeing clear goals and objectives, providing support and guidance and creating opportunities for development.
- To contribute to the development of a culture of high engagement, where staff are empowered and entrusted to provide the best services and care for patients.
- To promote and facilitate innovation and continuous improvement to deliver better services for service users and patients.
- Accountability for the leadership of post holders staff / teams / departments
- You may also need to travel between Trust premises as required for the performance of your duties. You may also be expected to work at any of the trust sites. The Trust would consider making reasonable adjustments to the role, if necessary, to enable a disabled person to undertake the role

Desirable

- ECDL
- Specialist Blood Transfusion knowledge and experience
- Previous teaching and audit experience.
- Knowledge of or experience in coaching and mentoring practices and tools.
- Knowledge of or experience in Quality improvement tools, techniques and methods.

3. Analytical Skills <ul style="list-style-type: none"> • Undertakes incident investigation and assessment. • Analyse information related to untoward incidents and produce recommendations for action. • Assist ward staff in the assessment and interpretation of complex patient needs related to blood transfusion e.g., risk of TACO
4. Planning & Organisational Skills <ul style="list-style-type: none"> • Plan training and education events • Plan and deliver statutory and mandatory training to meet requirements for Trust compliance. • Plan own diary/workload to make efficient use of time and resources and ensure defined targets are met.
5. Physical Skills <ul style="list-style-type: none"> • Keyboard skills essential • Required to drive to all sites within the Trust as required. • Required to use projection/multi-media equipment and e-learning resources.
6. Patient/Client care <ul style="list-style-type: none"> • Communicate effectively with laboratory staff and other healthcare colleagues. • Provide education and support relevant to the transfusion process to nursing, medical and support staff and patients and carers. • In association with the Trust Transfusion Committee, to plan, implement and evaluate clinical audit/clinical effectiveness projects in relation to blood and blood component use within the Trust and disseminate results to appropriate staff groups by report/presentation. • Liaise with blood bank clinicians and managers to implement, monitor and evaluate the effect of interventions aimed at reducing losses and wastage of blood and blood components with consequent savings. • Contribute to the development and dissemination of evidence-based local transfusion guidelines and policies with the aim of achieving level 2 compliance in the Clinical Negligence Scheme for Trusts with specific regard to mandatory training of staff involved in the collection and administration of blood. • Assist in the reporting of incident to Serious Hazards of Transfusion reporting scheme and MHRA and dissemination of the Annual Report. Provide appropriate feedback following incidents. • Assist in the counselling and retraining of staff involved in transfusion errors or near miss events. • Deliver training of staff involved in the care of patients receiving blood components, to individualise patient care, in collaboration with the Consultant Haematologists based on best practice guidelines. • Assist in clinical research trials in relation to blood transfusion and alternative therapies based upon good clinical research practice. • Continually assess achievements and undertakings to gauge the impact of this post. • Support the production of the annual MHRA compliance report. • Ensuring the delivery of 'Compassion in Practice' - Nursing, Midwifery and Care Staff Vision and Strategy, incorporating the 6C's.

7. Policy & Service Development
<ul style="list-style-type: none"> Propose, comment on, and implement, new or amended policies or procedures relating to Blood Transfusion, in line with new developments and national guidelines. These changes may impact on other areas. Adhere to Trust policies with regard to Risk Assessments and Health & Safety, including compliance with COSHH regulations. Adhere to Trust Security and Confidentiality protocols. Attend all relevant meetings as necessary.
8. Financial & Physical Resources
<ul style="list-style-type: none"> Responsible for the safe use of equipment by themselves and others.
9. Human Resources
<ul style="list-style-type: none"> Responsible for providing effective training and the education of medical, nursing and support staff in relation to the transfusion process.
10. Information Resources
<ul style="list-style-type: none"> Complies with local and national policies for the safe, secure, and confidential processing, and storage of patient and other laboratory information. Uses the Laboratory Information System (LIMS) according to authorised protocols. Ensure that records are kept up to date and stored safely to ensure compliance with good work practices required for the standards of UKAS. Maintains records of training and assessments. You will be expected to have basic functional skills, including literacy, mathematics and digital skills. Digitally literacy is the ability to locate, organise, understand, evaluate and analyse information using digital sources. This is in line with 'digital readiness indicator for health and social care', which has been developed in the Building a Digital Ready Workforce Programme (BDRW), between Health Education England (HEE) and NHS Digital, and is part of the Government's Digital Transformation Portfolio (DTP) (2019)
11. Research & Development
<ul style="list-style-type: none"> Participate in regular audit meetings and implements recommended changes. Participate in research and development as required. Participate in clinical audits, trials and external research projects related to Blood Transfusion as required.
12. Freedom to Act
<ul style="list-style-type: none"> Be accountable for own professional actions as lead specialist. Guided by national and local policies. Implement, and comment on, Trust Policies and Standard Operating Procedures. Organise own workload to achieve the objectives of efficient and effective patient care. Comply with good work practices required for the standards of UKAS and MHRA including Health and Safety.

Standards

The statements outlined below are the standards of which all employees of Northumbria Healthcare Trust are expected to comply.

Works to the standards expected in the Northumbria Healthcare NHS Foundation Trust statement of values.

Risk Management - to deliver the quality standards and targets outlined in the Trust's Risk Management Strategy and local operational policies

Infection Control:

It is your responsibility to adhere to infection control policies and guidelines in order to promote cleanliness and reduce infections. Hand hygiene must be undertaken correctly to prevent the spread of infection. Personal protective equipment must be used in accordance with Trust policy. You must contribute to the cleanliness of the work environment and keep it "clutter free" and tidy. You must also attend mandatory training and updates to ensure you receive training appropriate to your role

Health and Safety:

Managers have a duty to ensure that safe systems of work are used within their area of responsibility; to investigate accidents and incidents; to arrange for risk assessments to be conducted annually, and to ensure staff attend appropriate health and safety training.

All employees have a duty to take reasonable care for their own health and safety, and that of others who may be affected by their activities; to cooperate with the Trust by complying with all health and safety rules and safe systems of work; and to inform their line manager of any work situation, or practice which may be considered a danger to health and safety.

Patient, Carer & Public Involvement:

Managers have a duty to ensure that the principles of patient, carer and public involvement are adhered to throughout all areas of responsibility in line with Section 242 of the NHS Act 2006 (as amended by the Act 2012) which requires the duty to involve and consult users. A 'user' is defined as someone who is using services, or someone who may use them. In addition, this requires NHS organisations to involve and consult patients and the public in; The planning and provision of services and the development and consideration of proposals for changes in the way services are provided.

This ensure that patients are the focus of everything we do, we share good practice in line with Trust policies and procedures, this includes learning from complaints and concerns.

Safeguarding:

The safeguarding of all those who are vulnerable is an enormous obligation for all of us who work in the NHS and partner agencies.

Safeguarding children and adults at risk of abuse or neglect is complex, frequently under review and we must all take responsibility to ensure that it works effectively.

Safeguarding is everyone's responsibility. It remains the responsibility of every NHS organisation and each individual healthcare professional working in the NHS to ensure that the principles and duties of safeguarding adults and children are holistically, consistently and conscientiously applied with the needs of adults at risk or abuse or neglect at the heart of all that we do.

Partnership working is also key and it is vital that local practitioners continue to develop relations and work closely with colleagues across their local safeguarding system to develop ways of working that are collaborative, encourage constructive challenge and enable learning in a sustainable and joined-up way.

NHS England will continue to seek assurance that the safeguarding arrangements across the health system are effective.

Environment and Sustainability:

The trust aims to be an exemplar organisation that embraces sustainability and meet its corporate responsibility. It is the responsibility of all employees to support the Trusts' vision for sustainable development. To undertake their duties in a way that is not wasteful of environment, financial and social resources throughout their daily activities.

Appendix 1

NOTE: This appendix is not intended to form part of the 'official' Job Description, but is intended for Job Evaluation purposes only.

Effort and Environment:

Physical –

- *There is frequent requirement to sit in a restricted position for a substantial proportion of time when working at a keyboard/VDU.*
- *Standard driving skills required when travelling between sites.*

Mental –

- *There is frequent requirement for concentration.*
- *May be disrupted by phone calls and requests for advice.*

Emotional –

- *Exposure to distressing or emotional circumstances is rare.*

Working Conditions –

- *Frequent requirement to use VDU equipment.*
- *Driving between Trust sites on a regular basis.*
- *Occasional exposure to blood samples and blood products.*

Appendix 2

Grid

	DUTIES AND RISK FACTORS OF THE POST	Yes	No
1.	Exposure Prone Procedures (EPP's)*		√
2.	Manual Handling Operations		√
3.	Dust, Dirt, Smells		√
4.	Chemicals, Fumes or Gasses (Glutaraldehyde, fixer, anaesthetic gases, reconstitution/handling of cytotoxic drugs)		√
5.	Patient Contact	√	
6.	Babies/Children Contact	√	
7.	Food handling / Preparation		√
8.	Driving	√	
9.	Fork Lift Truck Driving		√
10.	User of Display Screen Equipment	√	
11.	Noise		√
12.	Infestation		√
13.	Blood and Body Fluids/Waste/Samples/Foul Linen	√	
14.	Excessive Cold		√
15.	Excessive Heat		√
16.	Inclement weather		√
17.	Radiation		√
18.	Laser Use		√
19.	Heights over 2 metres		√
20.	Confined Spaces		√
21.	Vibration i.e. Power Tools		√
22.	Using machinery with moving/exposed parts		√
23.	Shift work		√
24.	Use of latex products		√
25.	Physical violence / aggression		√
26.	Employment of young people		√
27.	Any other hazards please specify		
28.	Other		

If any hazard is identified above please give details below.

*Definition of Exposure Prone Procedures (EPP's)

Exposure prone procedures are those where there is a risk that injury to the Health Care Worker may result in the exposure of the patient's open tissues to the blood of the HCW. These procedures include those where the HCW's gloved hands may be in contact with sharp instruments, needle tips and sharp tissue (spicules of bones and teeth) inside a patients open body cavity, wound or confined anatomical space where the hands or fingertips may not be completely visible at all times.

Person Specification

Job Title:	Specialist Transfusion Practitioner	
Department:	Pathology/Haematology	
Location:	Trustwide	
Specification	Essential	Desirable
Qualifications / Professional Registration	<ul style="list-style-type: none"> Registered General Nurse or HCPC State Registered Biomedical Scientist. Educated to degree level or equivalent. Must participate in Continual Professional Development to maintain standards in accordance with the NMC Code of Professional Practice or Health and Care Professions Council. 	<ul style="list-style-type: none"> ECDL
Experience and knowledge	<ul style="list-style-type: none"> Substantial post registration experience to post graduate diploma level. 	<ul style="list-style-type: none"> Specialist Blood Transfusion knowledge and experience Previous teaching and audit experience.
Skills and abilities	<ul style="list-style-type: none"> Excellent communication, presentation and interpersonal skills Ability to train staff at all levels Must be able to demonstrate the English language proficiency level required for this post. 	<ul style="list-style-type: none"> Use of Microsoft Office software.
Personal attributes	<ul style="list-style-type: none"> Ability to communicate with staff at all levels. Ability to work as a member of the team Ability to solve problems / issues efficiently and effectively. Ability to work without direct supervision. Good organisational skills Learning agility and commitment to self-development 	
Other requirements	<ul style="list-style-type: none"> Must be willing to work flexible hours. You may also need to travel between Trust premises as required for the performance of your duties. You may also be expected to work at any of the trust sites. The Trust would consider making reasonable adjustments to the role, if necessary, to enable a disabled person to undertake the role. 	<ul style="list-style-type: none"> Standard driving skills