

# Transfusion Practitioner position description

Example document

## OFFICIAL

### Position title: Transfusion Practitioner (TP)

The term TP is used to describe the roles undertaken by healthcare professionals in the areas of transfusion and patient blood management (PBM). Depending on the health organisation a TP may be known by titles such as Transfusion Nurse, Transfusion Trainer, Transfusion Safety Officer, Transfusion Quality Officer, Transfusion Clinical Nurse, Haemovigilance Officer or PBM Coordinator.

### Position summary

The key purpose of the role is to work collaboratively with all staff to ensure safe, appropriate and sustainable use of blood and blood products and patient centred blood management. The role includes the stewardship of blood and blood products, to minimise wastage and patient blood management to reduce the need for transfusion where possible.

### Working relationships

#### Internal

- All clinical areas where blood and blood products are used
- Pathology service provider / transfusion laboratory
- Quality / Governance Committee / Blood Management Committee (BMC)
- Executive sponsor for blood management
- BMC (or equivalent) members
- BMC consumer representative
- Quality / Risk Manager
- Nursing and medical education

#### External

- Blood Matters Program and associated TP network
- Australian Red Cross Lifeblood
- National Blood Authority
- Australian and New Zealand Society of Blood Transfusion – Transfusion Practitioner network
- Other national and international transfusion societies

## Specific goals / Key accountabilities

The suggested actions in the 'demonstrated by' column may vary depending on local health service needs and TP EFT.

Goal	Demonstrated by TP	Demonstrated by rural TP with limited EFT
To promote, implement and monitor systems to ensure the safe, appropriate, and effective care of patients' own blood, as well as transfusion of blood and blood products.	Develop key performance indicators (KPIs) for and monitor (e.g.): <ul style="list-style-type: none"> <li>• patient blood management (PBM) initiatives</li> <li>• appropriate use of blood and blood products</li> <li>• blood wastage</li> <li>• documentation</li> <li>• consent</li> <li>• observations</li> </ul> Develop and implement quality improvement plans to improve practice.	Develop patient safety key performance indicators (KPIs) and monitor (select the areas of concern relevant to organisation, may include one or more of the suggested TP KPIs).  Develop and implement quality improvement plans to improve practice.
To facilitate the local governance structure for blood management	Support the BMC or blood management submissions for the relevant governance committee e.g.:  Secretarial support for the BMC – meeting invitations, agenda, minutes  Provide reports on relevant KPIs and present action / risk reduction plans to governance committee.	Provide reports on relevant KPIs and present action / risk reduction plans to governance committee.
Act as a resource /subject matter expert	Provide specialist blood management knowledge to the multidisciplinary team to achieve the identified patient outcomes.	Provide specialist blood management knowledge to the multidisciplinary team to achieve the identified patient outcomes.
To ensure health service policies, procedures, and guidelines reflect national and international standards and guidelines for blood management and transfusion practice.	Use national and relevant international guidelines to assist in the development and review of blood management and transfusion practice policies and procedures.	Ensure national and relevant international guidelines are used in the development and review of blood management and transfusion practice policies and procedures.
Monitor adherence to blood management	Conduct local audits and participate in audits requested by the Department of	Conduct local audits associated with the locally identified KPIs.

<p>policies and procedures.</p>	<p>Health through the Blood Matters Program.</p> <p>Monitoring local health service KPIs with regards to blood management and transfusion practice.</p> <p>Observation of clinical practice and provision of feedback.</p> <p>Report findings and develop action plans to improve practice.</p>	<p>Participate in audits requested by the Department of Health through the Blood Matters Program.</p> <p>Observation of clinical practice and provision of feedback.</p> <p>Report findings and develop action plans to improve practice as time allows.</p>
<p>Coordinate and assist with blood management training and staff education.</p>	<p>Developing and delivering blood management education.</p> <p>Identifying learning resources and relevant education programs.</p> <p>Distributing learning material and promote practice change and procedure updates as required.</p>	<p>Identifying learning resources and relevant education programs.</p> <p>Distributing learning material and promote practice change and procedure updates as required.</p>
<p>Monitor and manage errors and adverse events, develop, and promote a risk reduction plan and/or strategies.</p>	<p>Conduct audits and observation of transfusion practice.</p> <p>Develop communication channels with clinical staff.</p> <p>Review and analyse adverse events and errors reported to the transfusion laboratory, in local incident reporting system (e.g. VHIMS) and provide staff feedback and aggregate reports.</p> <p>Report adverse events to the Serious Transfusion Incident Reporting (STIR) System or Australian Red Cross Lifeblood as appropriate.</p> <p>Use incident data to identify risks and inform risk reduction strategies.</p>	<p>Conduct audits and observation of transfusion practice.</p> <p>Develop communication channels with clinical staff.</p> <p>Respond to adverse events and errors reported provide staff feedback.</p> <p>Report adverse events to the Serious Transfusion Incident Reporting (STIR) System or Australian Red Cross Lifeblood as appropriate</p> <p>Where able use incident data to identify risks and inform risk reduction strategies.</p>
<p>Promote patient participation.</p>	<p>Promote patient advocacy and support the consumer representative of the BMC.</p> <p>Use patient education / information materials for blood that have been developed or reviewed with consumers.</p> <p>Patient information materials are up to date and available to all relevant consumers.</p> <p>Patient information is available in different languages and methods of</p>	<p>Promote patient advocacy</p> <p>Use patient education / information materials for blood that have been developed or reviewed with consumers.</p> <p>Patient information materials are up to date and available to all relevant consumers.</p> <p>Patient information is available in different languages and methods of communication are available and appropriate for the patient.</p>

	<p>communication are available and appropriate for the patient.</p> <p>Patients and relatives indicate a high level of satisfaction in regard to blood management support and information given.</p> <p>Processes are in place to assist patients to consent or refuse blood and blood product transfusion.</p>	<p>Processes are in place to assist patients to consent or refuse blood</p>
<p>To promote change management strategies that are consistent with organisational practices and reflect the quality improvement and risk reduction action plans.</p>	<p>Develop (or contribute to) in consultation with appropriate stakeholders, improvement / quality action plans and risk reduction strategies.</p> <p>The quality and risk reduction action plans are reviewed and endorsed by the BMC (or equivalent).</p>	<p>Develop (or contribute to) in consultation with appropriate stakeholders, improvement / quality action plans and risk reduction strategies.</p>

## Selection criteria

### Essential

- Registered Nurse (Division 1) with the Nursing and Midwifery Board of Australia with at least 5 years' experience in an acute patient care setting and basic haematology skills and knowledge OR
- Blood Bank Scientist with at least 3 years' experience in an acute setting and basic haematology skills and knowledge
- Has a postgraduate qualification in transfusion practice or completed or prepared to undertake the TP microcredentials course offered by the Australian Red Cross Lifeblood.
- Demonstrated excellence in interpersonal skills and ability to develop positive working relationships with a broad range of professional disciplines
- Demonstrated understanding of the Blood Management Standard
- Excellent organisational skills
- Ability to negotiate and resolve problems in a collaborative or independent manner
- High level of written and verbal communication, including computer skills

### Desirable:

- An understanding of quality and safety improvement principles and change management methodologies
- Experience in project management
- Experience in training and education

To receive this document in another format, email [Blood Matters Program](mailto:BloodMattersProgram@redcrossblood.org.au),  
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