

# The Development of a Transfusion Practitioner (TP) Competency Framework for Wales

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## Introduction

The Transfusion Practitioner (TP) role is undertaken by a variety of healthcare practitioners who play a key role in supporting safe & appropriate transfusion care.

This role was established following recommendations in Health Service Circulars 1998/224<sup>1</sup> & subsequent 2002/009<sup>2</sup>. However the scope of the role was never officially clearly defined, leaving it open to interpretation & defined by the needs of each individual Health Board (HB). As a result there have been many long standing issues identified with this particular role, some of which appear to be experienced on a global scale<sup>3</sup>:

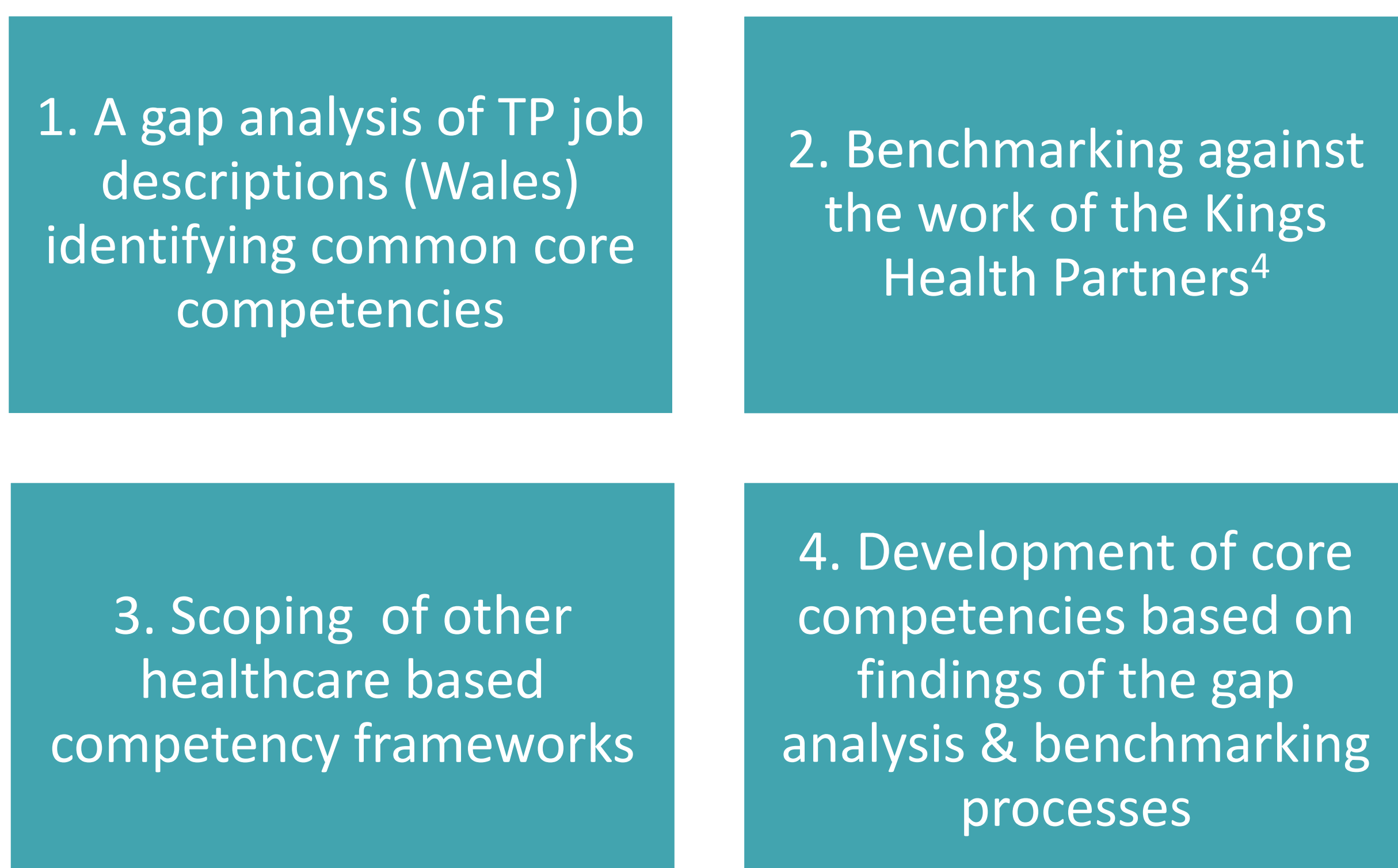


To address these issues the All Wales Transfusion Practitioner Group (AWTPG) identified an immediate need to develop a TP framework & potential career pathway which would assist with much needed standardisation of the role in Wales. The framework is based around defining core role requirements, developing potential career pathways & providing opportunities for succession planning & future recruitment into the role.

## Method & Materials

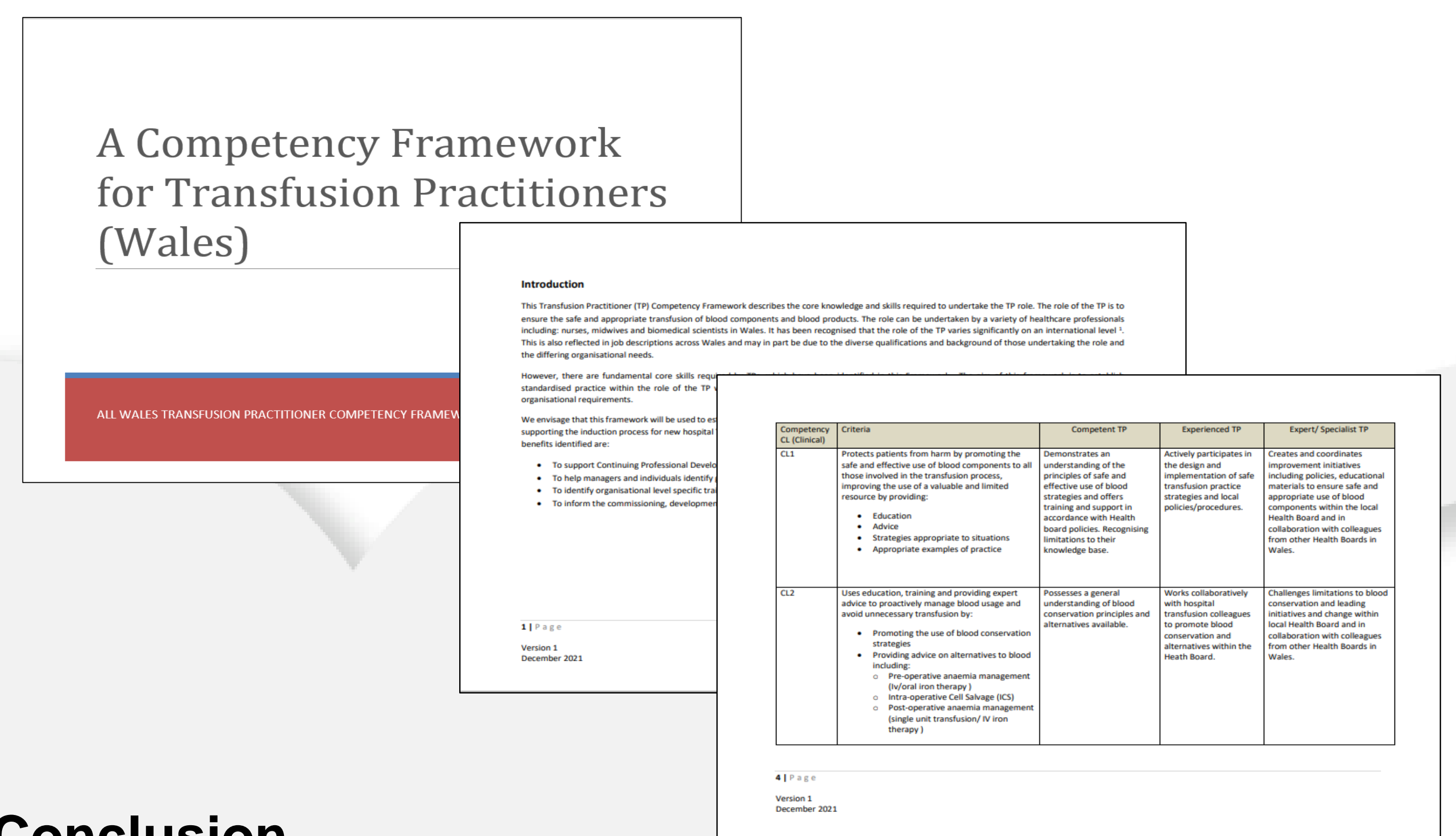
A task and finish group, led by the Blood Health Team (BHT) with TP membership, was set up with accountability to both the AWTPG & the Blood Health National Oversight Group (BHNORG).

To develop the framework, the task & finish group undertook the following:



## Results

- As a result of the scoping exercise & gap analysis the Framework was based on Benner's novice to expert<sup>5</sup> skill acquisition model
- The framework was implemented in December 2021 following endorsement by the BHNORG
- It was incorporated into the new TP induction (January 2022) which will help to embed its use within HBs & is thought will assist in the retention of TPs in the local HBs



## Conclusion

The work of the TPs is critical in assuring transfusion safety and appropriate blood use in hospitals and HBs. This framework will provide a consistent approach to the role, is anticipated to increase visualisation of TPs within HBs and help to provide standardisation within transfusion practice. In addition, the framework will support TPs to access Continuing Professional Development Opportunities linked to their Personal Appraisal Development Review and organisational objectives.

This in turn will improve performance and productivity in the workforce, increase accessibility and credibility for the role and support future succession planning.

## Next Steps

- Continue with embedding the framework within local HBs in Wales
- Undertake an evaluation 1 year following implementation
- Promotion of framework through local HBs and networking events
- Work with colleagues in the 4 nations to develop a UK wide TP Framework to improve standardisation of practice across the UK
- Consider developing a standardised template TP job description for use in local HBs



The author would like to thank the All Wales Transfusion Practitioner Group for their contribution to the development of this framework

## References

- <sup>1</sup>DOH (2002) HSC 1998/224, Better Blood Transfusion
- <sup>2</sup>DOH (2002) HSC 2002/009, Better Blood Transfusion: Appropriate Use of Blood
- <sup>3</sup>Dhesi, A.S., Moss, R., Deelen, R., O'Reilly, C. and Bielby, L. (2020). A survey of transfusion practitioners in international society of blood transfusion member countries. *Vox Sanguinis*, 115(3), pp.200–210
- <sup>4</sup>Kings Health Partners, (2019) Transfusion Practitioner Competencies.
- <sup>5</sup>Benner, P. (2001) From Novice to Expert: Excellence and Power in Clinical Nursing Practice. Commemorative Edition, Prentice Hall, Upper Saddle River