

Transfusion Education Strategy

2025 - 2028

Produced on behalf of the Blood Health National Oversight Group
(BHNOG)



Patient Voice

“ A blood transfusion is not just a treatment; it is a lifeline. Whether it's your first blood transfusion or your hundredth, the impact is always significant. From exhaustion to renewed strength, from negativity to positivity.

Behind every bag of blood is the generosity of a donor and the talent of a medical team. Those needing blood place themselves in the hands of care providers whom they have faith in. They have faith that the person looking after them during the transfusion is well-trained, informed and confident in the treatment they are providing. Mostly, they feel reassured that they are safe and well looked after.

The need for a clear and visionary education strategy to keep delivering this standard of care is vital. We need to ensure the care given is clinically excellent as well as compassionate, taking into account the individual needs of patients and their families. The Education Strategy for 2025–2028 is critical to ensure we keep delivering a fantastic level of care, especially for those individuals who require blood transfusions not just to live, but to thrive.

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Jemin Popat - Patient Representative to BHNOG



Foreword



Sarah Beuschel
BHNOG Education Strategy Group Chair
Transfusion Practitioner - Aneurin Bevan UHB



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The Blood Health National Oversight Group (BHNOG) is the responsible body for transfusion and transfusion-related matters in Wales. It was established in 2017 to support the delivery of the Blood Health Plan (BHP) across the NHS in Wales. The BHP and consequently the BHNOG have identified several key strategic aims relevant to transfusion which facilitate best practice. Integral to these aims is the development of a transfusion education strategy.

It is with great pride as chair of the BHNOG Education Strategy Group that I introduce the Transfusion Education Strategy 2025–2028.

This strategy marks a pivotal moment in the journey toward the development of innovative and future-ready transfusion education. It has been shaped through widespread collaboration with key stakeholders and reflects both shared values and collective aspirations for transfusion education in Wales. At its heart lies a bold vision: to ensure every healthcare professional involved in the transfusion process is equipped with the knowledge, skills, and confidence they need to undertake their role.

Over the past year, transfusion education has been brought to the forefront following the publication of the Infected Blood Inquiry (IBI) recommendations. The focus of this strategy is clear: to ensure equitable transfusion education and ensure appropriate delivery of transfusion education across Wales.

I am immensely grateful to the members of the Educational Strategy Group and to all who contributed to the development of this strategy. Your insights, dedication, and unwavering commitment to transfusion educational excellence have laid a strong foundation for the years ahead.

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Values

Access

We seek to:

- Ensure equitable access to standardised transfusion education across Wales, for all clinical and laboratory staff.
- Remove barriers faced by healthcare professionals in accessing transfusion education.

Quality

We seek to:

- Ensure high quality transfusion education is produced by experts in the field and delivered timely and equitably across Wales.

Outcomes

We seek to:

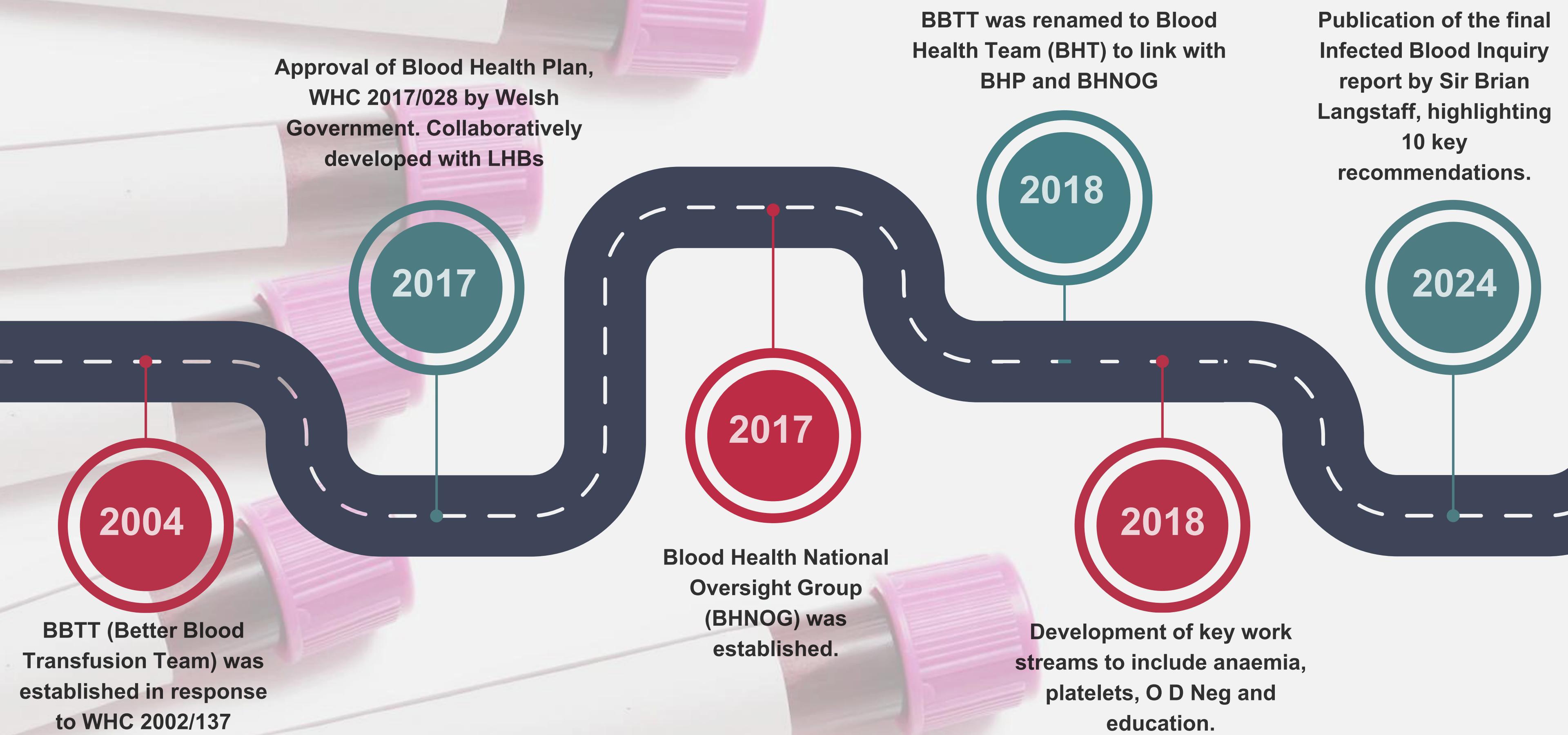
- Encourage collaborative working towards the development and implementation of transfusion education.
- Use intelligent application of audit data, feedback and quality assurance processes to ensure a risk based and needs-led approach, driving improvements in the education we deliver.

Mission Statement

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To promote the top-to-bottom provision of standardised transfusion education to healthcare workers in Wales, enabling the delivery of high-quality care, placing safety at the forefront of transfusion practice and advancing a patient blood management approach. ”

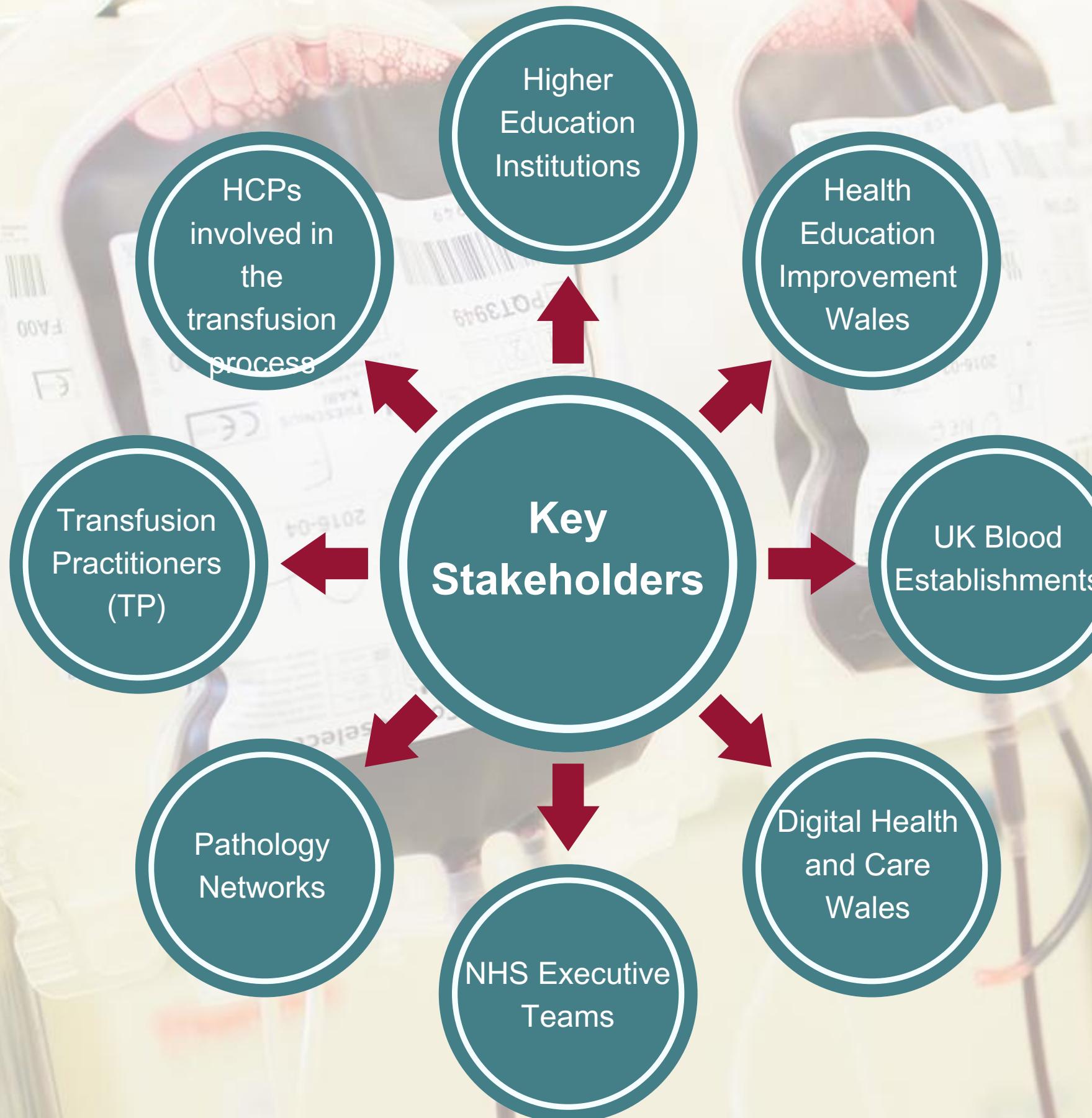
Our Journey So Far



Embedded Education

Status	Name/Description of Educational Intervention	Staff Group
Embedded	Independent Authorisation of Blood Transfusion (IABT): Post-graduate qualification for advanced practitioners whose practice supports the authorisation of blood components.	Advanced healthcare professionals and clinical staff.
Embedded	Senior Student Assistantship (SSA): 3 hour practical training in transfusion practice converting theoretical knowledge into practical application	Final year Medical Students across Wales
Embedded	All Wales Transfusion Competencies: Collection, administration and pre-transfusion sampling competencies. Assessed in accordance with regulatory requirements.	Relevant clinical staff groups involved in the transfusion pathways.
Embedded	Specialist Registrar (SpR) training: Transfusion educational programme delivered by Welsh Blood Service to support registrar transfusion knowledge.	Specialist Haematology Registrars

Key Stakeholders



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This identifies the network of key stakeholders required to address our educational priorities. We will continue to engage with these groups and work collaboratively to ensure that we deliver innovative transfusion education and embed the principles of safe transfusion practice.

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Our Priority Groups

We have defined 6 strategic priorities for 2025 - 2028, which we are committed to working towards achieving. Success will be measured through benchmarking compliance across Wales to progress towards meeting the SHOT safety standards and addressing any gaps through awareness training and education activities.

Priority 1 - Medical

- Foundation Programme.
- Undergraduate Medical School Programme.

Priority 2 - Midwifery

- Undergraduate Education. We aim to work with Health Education Institutions (HEIs) to define requirements & build a standardised package for Midwives in Wales.

Priority 3 - Nursing

- Undergraduate Education: This programme of work is already developed but needs revision & engagement to embed across Wales.
- Postgraduate Education: IABT - provision of specialist transfusion training.

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Priority 4 - Scientific

- Biomedical Scientist Education:
We will be collaborating across the four nations in understanding the requirements for laboratory staff to provide a specialist education programme and routes of access for BMS interested in pursuing a transfusion career.

Priority 5 - Independent Prescribers

Aiming to equip these groups to take on the responsibility for the clinical decision to authorise blood component transfusion for patients within a defined scope of clinical practice and competence.

- Independent Prescribers of Blood Transfusion module.
- Physician Associates (PA) /Anaesthetic Associates (AA)
- Pharmacy Workforce

Priority 6 - Transfusion Practitioners (TPs)

- We aim to work with other UK nations to inform a national career framework for Transfusion Practitioners, which will define their education requirement.



What will success look like?

Consensus on an agreed definition of educational requirements for priority staff groups.

Measurement:
National agreement in collaboration with national groups.

Patient safety improvements.

Measurement:
Reduction in reporting of transfusion incidents via SHOT.

Improved patient confidence about transfusion safety.

Measurement:
Patient surveys
Concerns/Incident reporting.

Gaps and variation in education will be addressed.

Measurement:
Gap analysis on each priority group

Achieving IBI recommendations 7d.

Measurement
National reporting to governing bodies, Welsh and UK Government and UK groups.

Reduced inappropriate/avoidable usage of blood components.

Measurement:

- Audits of inappropriately used blood components (QS 138).
- BSMS based data of stock holding trends across the years.
- Audit of O Neg usage in MHP

How will the education strategy deliver improvement?

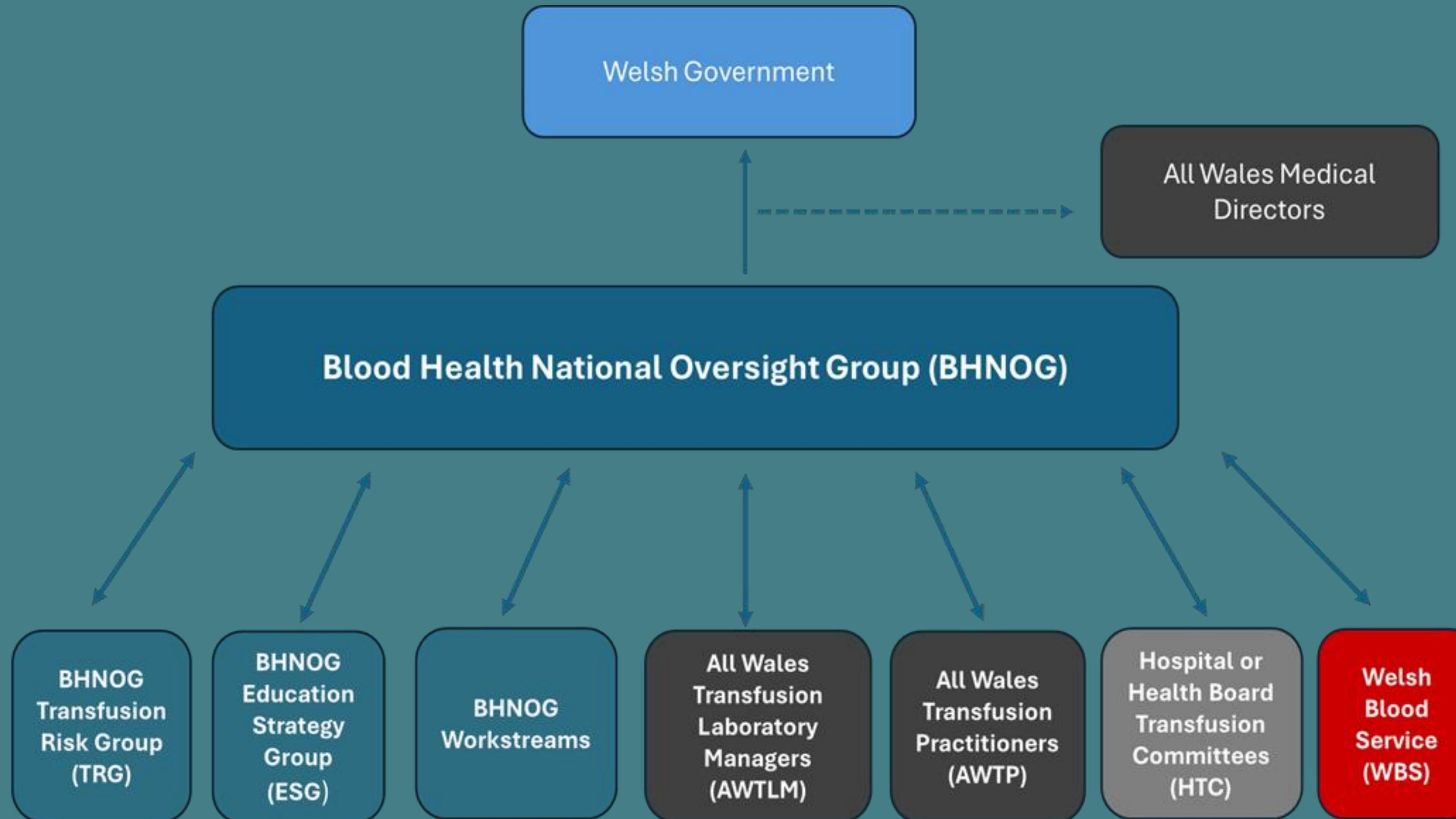
- This strategy sets out aspirations for education, but the context in which this will be delivered will shift year on year, depending on the delivery plan.
- The BHNOG will receive a quarterly update on the progress of the delivery. This will be scrutinised and performance challenged as required. Overall success will be measured as outlined in the strategy and will be reported into the BHNOG annual report.
- The strategy itself will be revised on a three-year basis.

Our pledge

We will support all healthcare workers to get the right transfusion education, in the right place, at the right time to ensure patient safety.



BHNOG Governance Structure



Glossary of Terms

Term		Definition
Educational Strategy Group	ESG	The aim of the ESG is to ensure a cohesive and standardised approach to transfusion education across Wales and working with BHNOG workstream leads, key healthcare professionals and subject matter experts to deliver effective and inclusive transfusion education programmes.
Health Education Improvement in Wales	HEIW	HEIW is the statutory education body and strategic workforce organisation for NHS Wales
Higher Education Institutes	HEI	Universities, colleges, and further education institutions offering and delivering higher education
Independent Authorisation of Blood Component Training	IABT	The Independent Authorisation of Blood Component Transfusion (IABT) is a course delivered through distance learning, run in partnership with the Welsh Blood Service for non-medical healthcare professionals. It is designed to equip healthcare professionals with the advanced skills, knowledge and competencies required for the safe, ethical, and evidence-based authorisation and management of blood transfusions.
Infected Blood Inquiry	IBI	The Infected Blood Inquiry is an independent public statutory Inquiry established to examine the circumstances in which men, women and children treated by national health services in the United Kingdom were given infected blood and infected blood products, in particular in the 1970s and 1980s.

Glossary of Terms

Term		Definition
The Blood Health Team	BHT	The Blood Health Team (BHT) of the Welsh Blood Service (WBS) is responsible for supporting the safe and effective use of blood in Welsh hospitals and developing transfusion-related resources and training-
Blood Health Plan	BHP	The Blood Health Plan (BHP) has been developed to set the direction of optimising blood health and transfusion practice in Wales. Based on the principles of Patient Blood Management (PBM), the BHP defines three core strategic aims.
Welsh Blood Service	WBS	The Welsh Blood Service is an operating division of Velindre University NHS Trust and is the primary supplier of blood products to NHS Wales.
Physician Associates	PA	Physician associates support doctors in the diagnosis and management of patients
Anaesthesia Associates	AA	Trained, skilled practitioners who work within the anaesthetic team under the supervision of a consultant or autonomously practising SAS doctor. AAs are part of the Medical Associate Professions (MAPs), alongside physician associates (PAs) and surgical care practitioners (SCPs).
Blood Health National Oversight Group	BHNOG	BHNOG was established in 2017 to oversee the implementation of the NHS Wales Blood Health Plan (BHP).

