

Cross-Trust Mandatory Training in Transfusion

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Introduction

Around the country, significant Trust time and resources are invested in developing, updating and delivering the mandatory transfusion training (MTT) to hospital staff involved in the transfusion process.

At King's Health Partners (KHP) we are integrating this work by moving all of the MTT online and sharing resources across two Trusts (King's College Hospital, and Guy's and St Thomas', NHS Foundation Trust) – this will provide significant benefits:

- Online training resources increase access for staff who work part time, shifts, weekends or who have difficulty attending face-to-face training.
- Release trainers from time spent developing and delivering training, maintaining training and updating training records.
- Standardise training resources across hospitals, utilising a wider group of expertise.
- Enabling portable training and compliance for staff transferring between sites.
- Allow learners to progress at their own pace to encourage more effective learning.

Aims

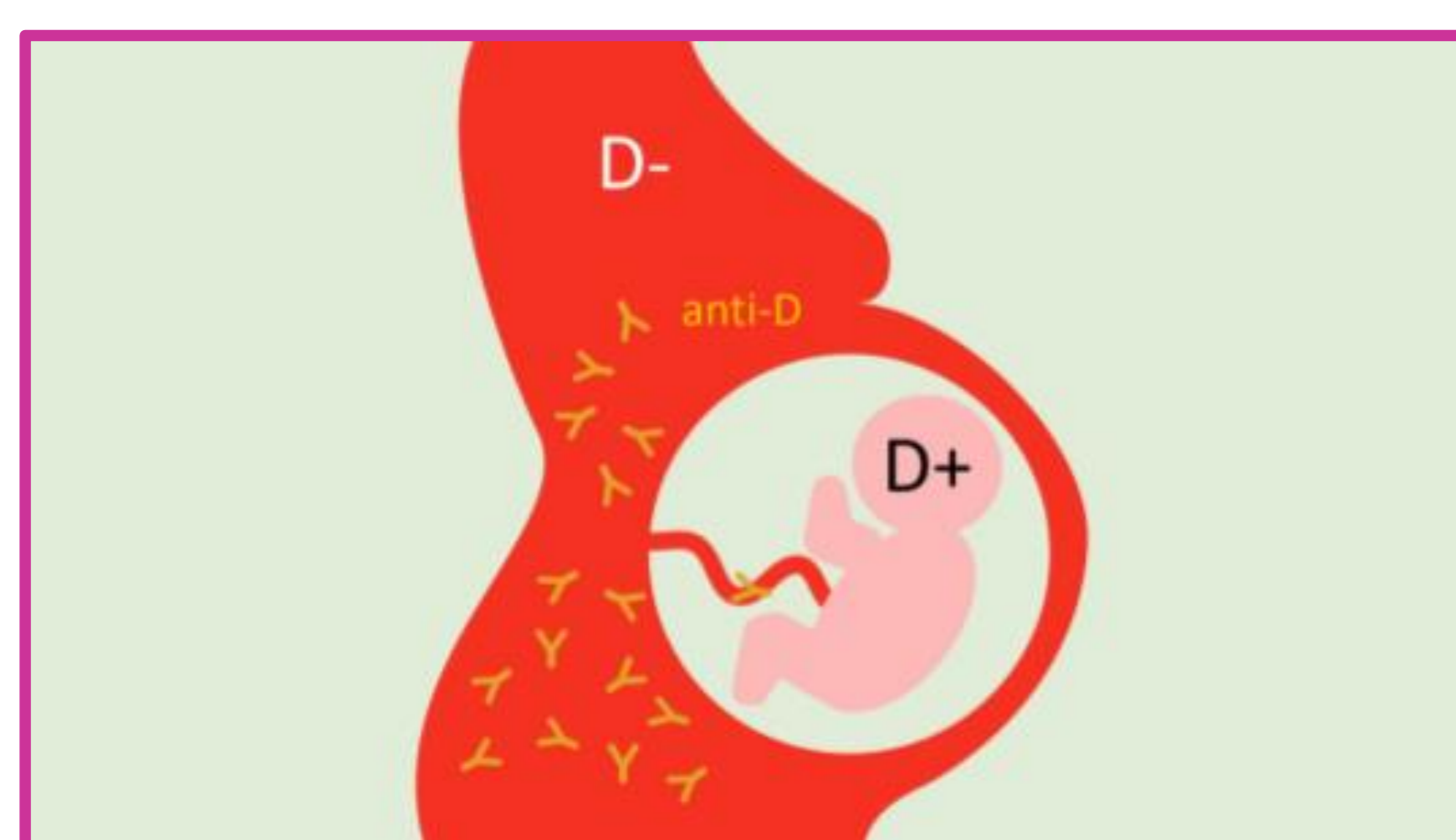
To create a standardised training resource for all sites to train staff involved in the transfusion process across six hospital sites within KHP who transfuse blood components to their patients.

To have the training resource split into modules so that training can be adapted for different roles within the hospitals, mainly: porters, nurses, midwives, doctors and healthcare assistants.

Every effort was made to utilise in-house software and tools to allow the members of the Transfusion Team to edit and update content. This was to reduce costs and delays in developing and updating future iterations of the modules by others.

Method

The aims and learning objectives were collected and current training resources were considered. A pool of twelve modules were agreed from which specific role-based MTT programmes were assembled based on training needs analyses.



Video content was created using in-house technology and Microsoft PowerPoint

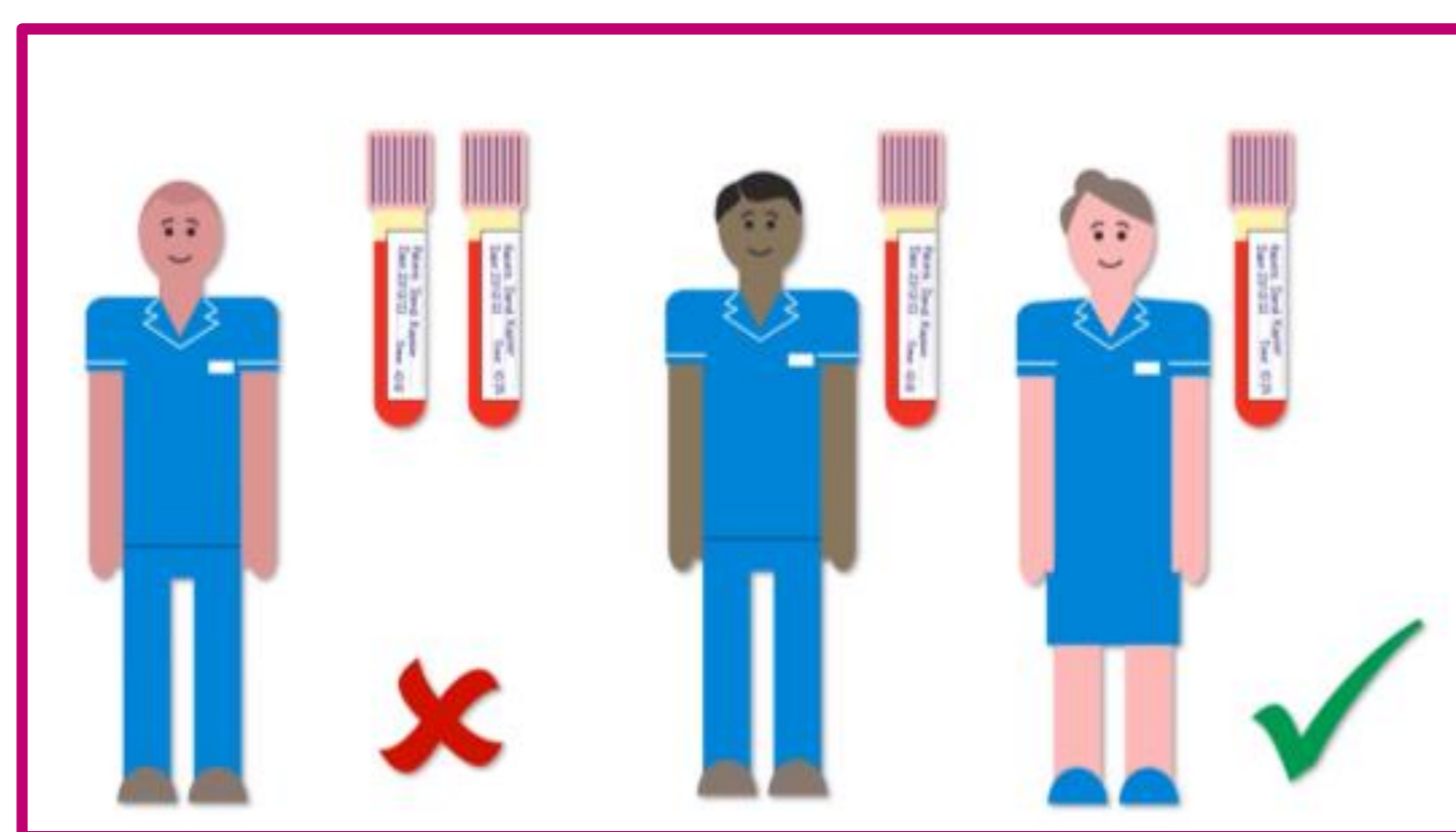
Note: The MTT programmes developed will not replace the required competency observational assessment. Training aims and outcomes were written and agreed for all modules. The modules were developed online using Articulate Rise® by the KHP Transfusion Team and an education expert and reviewed by peers and end-users.

Unnecessary or site-specific detail was removed where possible; where necessary, the modules took a branched approach.

Materials were peer-reviewed by representatives of all roles at all sites to ensure their accuracy and suitability for use at all intended locations.

Care was taken to map existing compliance data on "current" transfusion mandatory training to the new modules to ensure the continuity of existing compliance.

Ideally these modules would all be housed on a single learning management system (LMS) and all learners would access them at that location. This will become possible with joint or aligned IT.



Animated case studies, using uniforms and equipment the learners recognise in their own hospitals, helps legitimise the training

Results

Twelve training modules have been developed.

1. Introduction
2. Safer Blood Transfusion
3. ABO & D
4. Appropriate Use & Prescribing
5. Informed Consent
6. Pre-transfusion Sampling
7. Storage & Handling
8. Collection & Receipt
9. Administration
10. Emergency Transfusion & Major Haemorrhage
11. Monitoring & Acute Transfusion Reaction
12. Pregnancy & Anti-D

Modules are all stand-alone and take between five and fifteen minutes to complete and training can be spread over a period of time to fit in with the learners' day-to-day responsibilities.

Conclusions

We found that, when developing the modules, the dialogue between representatives from different sites and roles within the hospitals facilitated the sharing of good practice and resulted in a superior resource that is engaging and effective.

Organisations with multiple sites may benefit from a similar approach.

These are your answers, click REVEAL → button to show results

	Group A Unit	Group B Unit	Group AB Unit	Group O Unit
Group A Patient	Yes	Yes	No	Yes
Group B Patient	No	Yes	Yes	Yes
Group AB Patient	Yes	No	Yes	Yes
Group O Patient	No	Yes	No	Yes

Interactive elements were included where useful

Acknowledgements

We wish to thank the Transfusion Teams at both Trusts for being open to change and discussing what "could be".

Additional Information

- 1 King's Health Partners
- 2 King's College Hospital, NHS Foundation Trust
- 3 Guy's and St Thomas', NHS Foundation Trust
- 4 King's College London



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