

Empowering transfusion laboratory staff

Why do we need it and what are the barriers to
overcome?

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Obstacles




- Perceived role of the biomedical scientist?
- Support from haematology medical staff
- Transfusion committee and Trust board commitment

Myths to bust!

Myth 1

‘We’re just here to provide
a service – no questions
asked’

Better Blood Transfusion 3

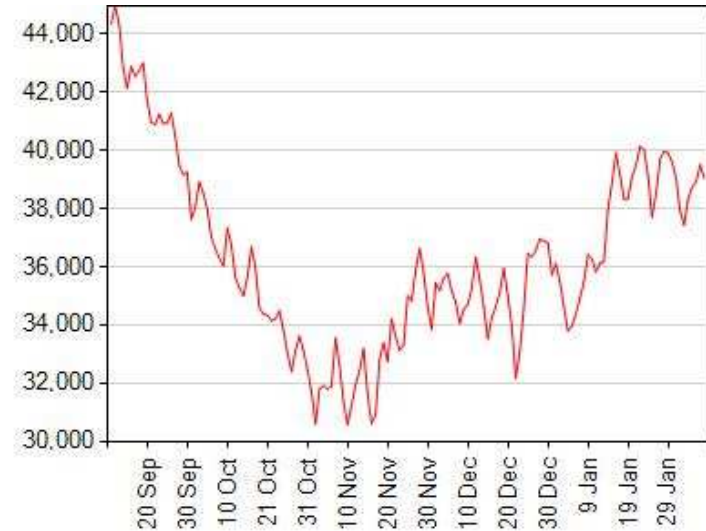
 Health Service Circular Series Number: HSC 2007/001 Gateway Reference: 9058 Issue Date: November 2007 Better Blood Transfusion <i>Safe and Appropriate Use of Blood</i>			<ul style="list-style-type: none">Avoid the unnecessary use of blood and blood components in medical and surgical practice		
Objective	Action	By whom	Objective	Action	By whom
Ensure the appropriate use of blood and the use of effective alternatives in every clinical practice where blood is transfused	<ul style="list-style-type: none">Implement existing national guidance (see Annex A) on the appropriate use of blood and alternatives	HTCs and HTTs working with clinicians		<ul style="list-style-type: none">Establish local protocols to empower blood transfusion laboratory staff to ensure that appropriate clinical information is provided with requests for blood transfusion.Establish local protocols to empower blood transfusion laboratory staff to query clinicians about the appropriateness of requests for transfusion against local guidelines for blood use	<p>HTCs and HTTs working with clinicians, pathology managers and blood transfusion laboratories</p> <p>HTCs and HTTs working with clinicians, pathology managers and blood transfusion laboratories</p>

Patient Blood Management (2014)

- Evidence-based **multidisciplinary team** approach to optimising the care of patients who might need transfusion
- Focuses on measures for blood avoidance as well as **correct use of blood components when needed**
- Improves patient care – **optimises use of donor blood** and reduces transfusion-associated risk
- Reduces financial costs

Where do BMSs fit in to PBM?

- Collective responsibility to ensure appropriate use of blood:
 - **PATIENT SAFETY**
 - Blood conservation
 - Falling blood stocks
 - £££
- Need to be a service which advises and challenges to:
 - protect a vital and finite blood supply
 - Help prevent patients receiving inappropriate transfusions
 - Save money



Myth 1

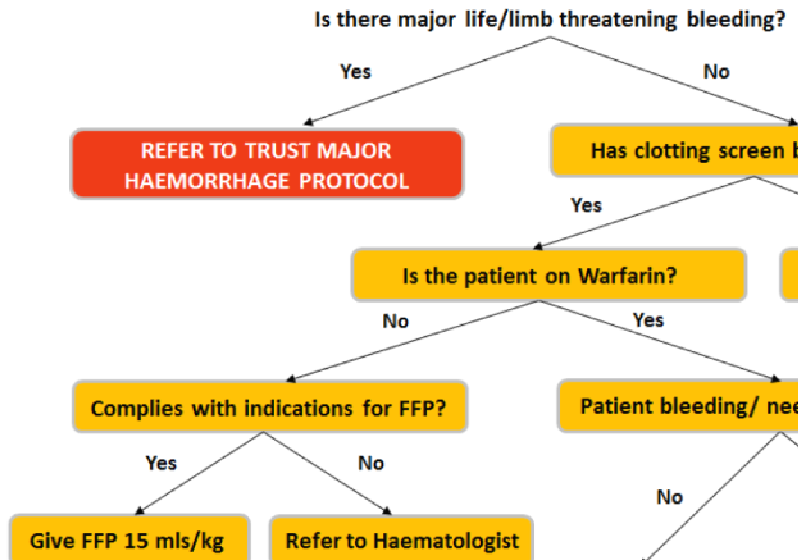
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MYTH BUSTED!

How do we do this?

- Lab staff should aim to be blood ‘custodians’
 - Collective responsibility, blood stocks, patient safety etc. etc.
- BUT be mindful of urgency and clinical situation and not delay blood provision....
- Review all requests – know the clinical details up front
 - **Active bleeding?** If not:
 - Check for recent Hb
 - Check clotting for FFP
 - You can ask for blood tests before issue if non-urgent
- Clear guidelines (lab and clinical)
- Support from haematology medical staff
- Transfusion Committee backing
- Trust Board backing

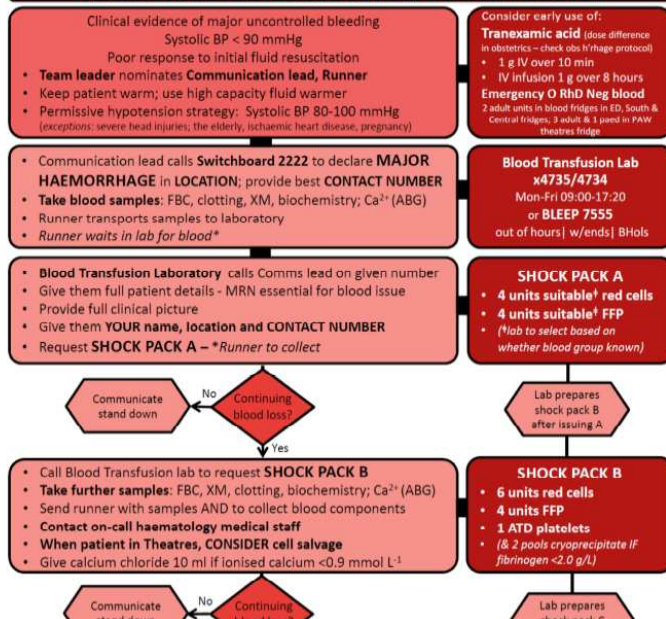
FFP Algorithm



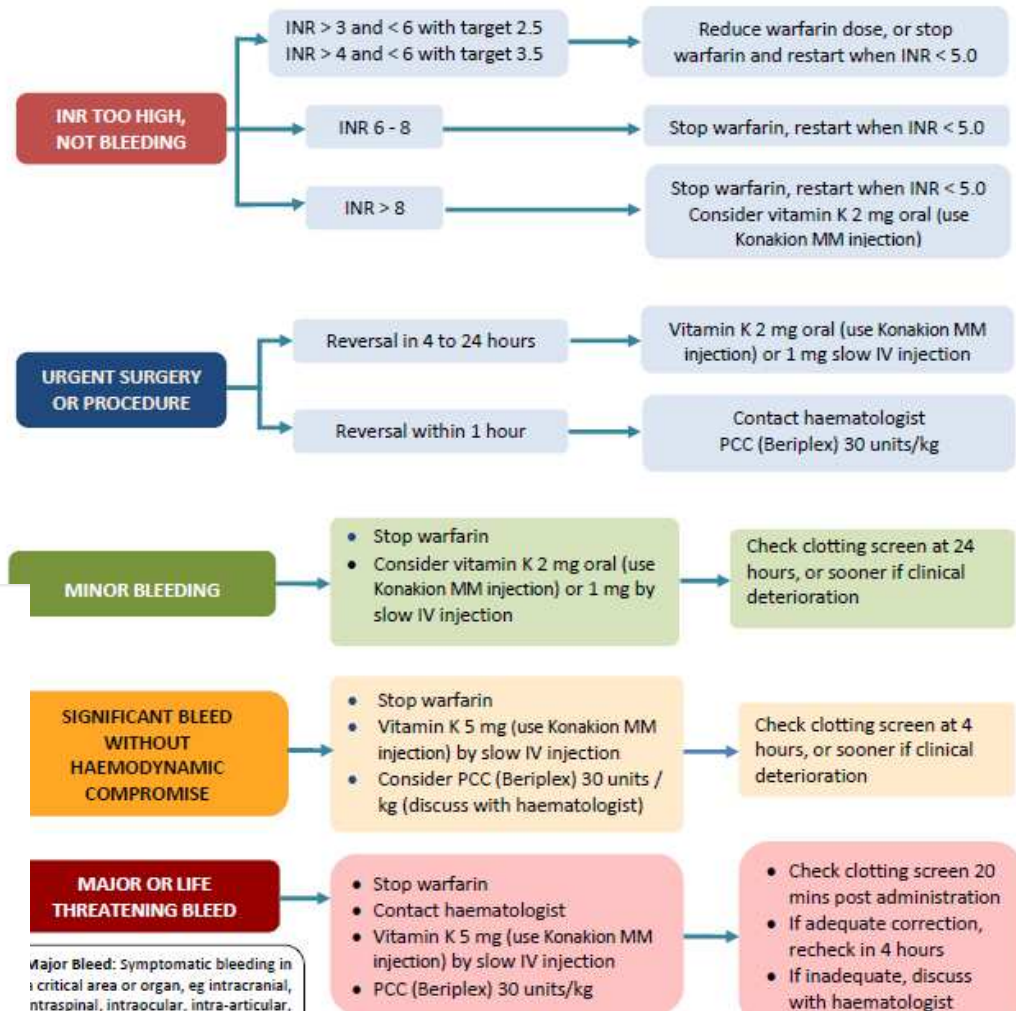
Royal United Hospital Bath
NHS Trust

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ADULT MAJOR HAEMORRHAGE PROTOCOL



MANAGEMENT OF WARFARIN REVERSAL



Myth 2

‘Doctors know more than
us about blood
transfusion’

It depends...

- Basic transfusion education in medical school and as F1s
- Pick up practice on wards...good and bad
 - Many non-haem consultants out of date
 - Trainee doctors reluctant to challenge consultant's authority – this is where you can help...

- Laboratory staff complete lengthy training and education in blood transfusion science
- Annual competencies, CPD programme, NEQAS
- Knowledge extensive in certain areas *but sometimes lacking in clinical relevance*
 - Can offer valuable support and education
 - Can direct to guidelines, haematology advice

Myth 2

‘Doctors know more than
us about blood
transfusion’

MYTH BUSTED!

Collaboration

- Working together is the key
- We know stuff, they know stuff – not the same stuff, but important stuff!
- Stronger as a team with a common goal – best practice for best patient outcome

Decal Drama
Team•work: (noun)
cooperative or combined
effort of a group of persons
working together as a
team for a common cause.
Drama Drama Drama

Myth 3

‘I don’t have the authority to challenge’

Facts

- Know your rights and responsibilities
 - **BMS:**
 - HCPC registration – must take responsibility for own actions
 - **Medical staff:**
 - GMC and medical liability insurance - as above, but with extra cover
- Be aware of your place in the clinical pathway – does the buck stop with you?

- *Doctors make the difficult decisions and take ultimate responsibility for the patient in their care*
- *You will be held responsible for any avoidable delay in provision which results in patient harm*

So what does that mean?

THIS IS IMPORTANT

- You have the authority to *challenge* a request, but...
 - You do NOT have the authority to *refuse* it
-
- It's important they know you aren't saying 'No', you are just seeking advice
 - So...if you get a request that doesn't 'fit' the guidelines...

Establish clinical urgency immediately

Patient has life-threatening bleeding/trauma/arrest?



- Start processing request
- *(bleeding - suggest they declare Major Haemorrhage?)*
- Recommend they discuss with haematologist ASAP
- Take name and number and contact on-call haem medic yourself!



- Refer them to relevant Trust guidelines
- Tell them this request must be reviewed by the Transfusion Team and explain how it doesn't meet Trust guidelines
- Ask for their contact details and aim for a prompt response

Myth 3

'I don't have the authority to challenge'

MYTH BUSTED!

To achieve this?

- Guidelines must be pragmatic and comprehensive, well evidenced – NICE, BCSH
- Accessible to lab staff & medical staff
- Medical staff must know the lab staff will challenge requests
 - Medical induction/teaching
 - Governance meetings etc.
- Good education for medical staff
- Changes hospital perception of labs
 - Will start asking labs for advice
 - Supportive service
- AfC banding

What if things get heated?

- Empathise – you do not have the patient in front of you
- It takes two...try not to get sucked in
- Always be polite and calm, constructive and helpful
- This is where robust guidelines help
- Take their name and contact number
- Document *everything*

PASS IT ON TO A HAEMATOLOGIST

REMEMBER: no-one has the right to be rude or abusive

- there is a **patient** at the end of this – it's not about you
- We're all on the same side – common goal

Essentials for an empowered blood transfusion lab?

- ✓ Educated, competent, supported and motivated team of BMSs
- ✓ Enthusiastic blood transfusion manager and TT
- ✓ Clear guidelines for use of all components
- ✓ Supportive haematology medical team