

SEC Regional BMS Empowerment Project



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Working Group Members

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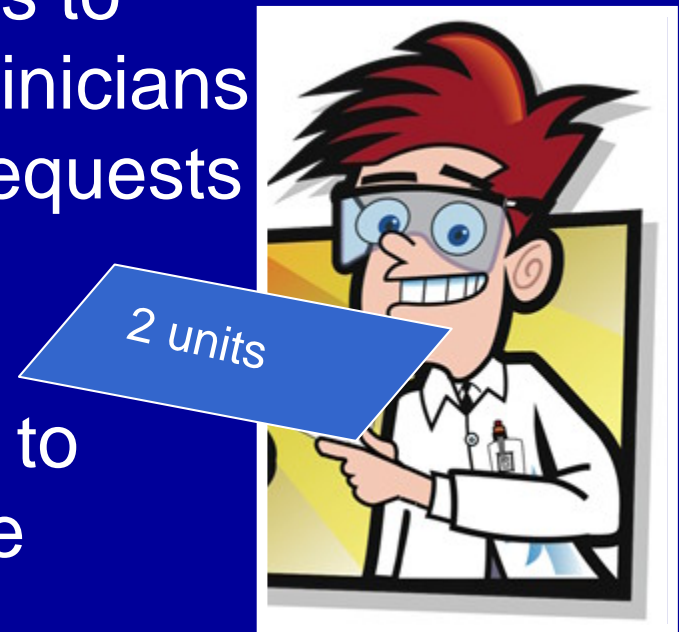
Definitions of Empowerment

- Process of enabling or authorising an individual to think, behave, take action, and control work and decision-making in autonomous ways.



Why? (Introduction and Aims)

- BBT2 - Establish local protocols to empower BMS staff to query clinicians about the appropriateness of requests
- SHOT 2011 - Agree pathways to empower the BMS to negotiate unreasonable demands
- *Anecdotal evidence suggests that some BMSs are uncomfortable questioning clinical requests*



Are We The First?

- London
- Northern Ireland – labs 20% of the RTC

Aims

- Give staff confidence and resources to question and advise requesting clinicians



Working Group - Ground Rules

- A BMS can question and advise, but may not refuse a request
- A BMS must not give advice outside their sphere of competence

Initial Work

- Ask first what is wrong with current system
- A comprehensive survey of the SEC region's BMS members, of all grades
- Understand their concerns/challenges
- What structure of empowerment toolkit do they want? (do they want it at all?)
- Test knowledge (Clinicians and BMS)

Steps to Empowerment

- Address the weakness highlighted
- Make certain that BMSs have access to all of the information they need



Steps to Empowerment

- Empowerment comes from within - promote your lab staff in external roles
- Provide frequent feedback - coaching, reward and recognition



R-E-S-P-E-C-T

BMS staff must be recognised

- How many times have you heard “lab tech”?
- Lab staff **are** part of the wider team
- Recognise BMS work and their role

Example of Empowerment

- Questioning a clinician
- Difficult, but can be rewarding

What Next?

- Support of the region to distribute and collect the questionnaires
- Obtain as much meaningful data as possible to assist the project to proceed



What Then?

- Guidelines? Request form?
- ? Your input required

INDICATION FOR RED CELL TRANSFUSION	
Age < 65 years Hb < 70 g/L	
Age > 65 years Hb < 80 g/L	
Cardiac / cerebrovascular symptoms Hb < 90 g/L	
Significant haemorrhage > 500 ml / hour	
Bone Marrow failure syndromes Hb < 100 g/L	
Patient on Chemo / Radiotherapy Hb < 100 g/L	
Symptomatic of anaemia Hb < 100 g/L*	
Massive Transfusion protocol (Please contact blood bank immediately)	

Come and Join Us

- Biomedical Scientists
- Medical and nursing staff
- Support of the BMS
Empowered role both **inside** and **outside** the lab
- Everybody in this room

That's All for Now

Thanks for Listening!

