

SHAPE YOUR STORY

Recruitment Information Pack



Specialist Transfusion Practitioner

Our Vision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.



WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

Value	Key behaviours
W WELCOMING	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E ENGAGING	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C COLLABORATIVE	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A ACCOUNTABLE	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R RESPECTFUL	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E EQUITABLE	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



Job Particulars

Job Title	Specialist Transfusion Practitioner
Pay Band	Band 7
Location	All ESEL sites
Reports to	Lead Transfusion Practitioner
Responsible to	Blood Sciences Divisional Manager

1. Job Purpose

To take a key role in the following:

Education and training of Trust staff in clinical Blood Transfusion

The development and implementation of the Trust's policies and procedures for Blood Transfusion.

To enable the Trust to fulfil statutory requirements e.g. Health Service Circular 2007/001, NPSA Notice 14 (Nov 06) and Blood Safety and Quality Regulations (2005)

Transfusion Clinical Governance by improving the safety and effectiveness of blood transfusion practice in the Trust and participating in Blood Transfusion audit.

Providing a link between the Blood Transfusion laboratory and clinical transfusion practice on the wards.

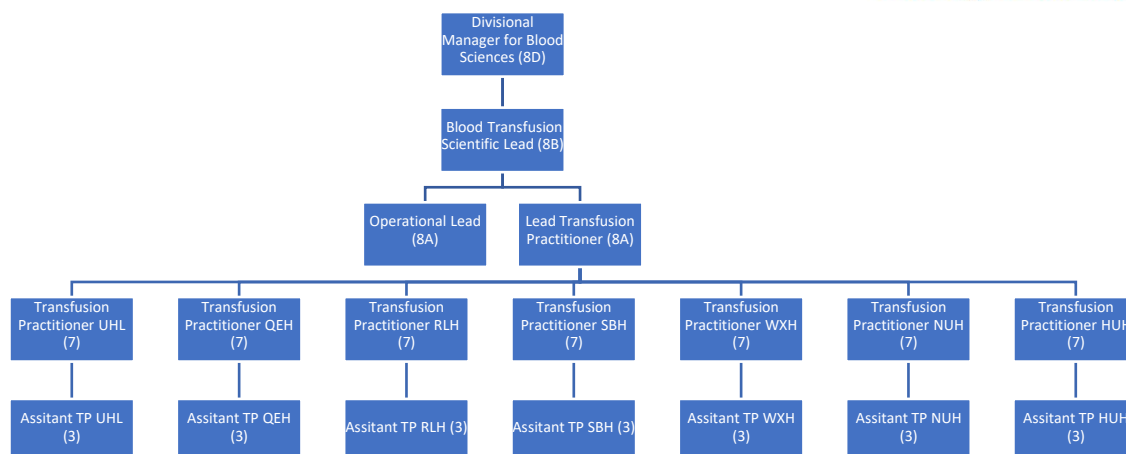
The post holder will work closely with the Lead Transfusion Practitioner, Lead Consultant Haematologist for blood transfusion, the blood transfusion laboratory and will be a member of the Trust Transfusion Committee, Hospital Transfusion Committee and the Trust Transfusion Team..

2. Key Working Relationships

Internal	External
Haem & BT staff (all grades)	Other Pathology Dept personnel
Haem/BT Clinical staff	Clinical staff across all ESEL sites
Operational and Scientific Leads	Porters and courier drivers
Divisional Manager, Blood Sciences	Visitors to laboratories
Departmental IT Manager	GPs, Practice managers, Receptionists
Pathology Central Reception staff	Company engineers & representatives
	Blood Transfusion Specialists

3. Structure Chart





4. Main duties, responsibilities and results areas

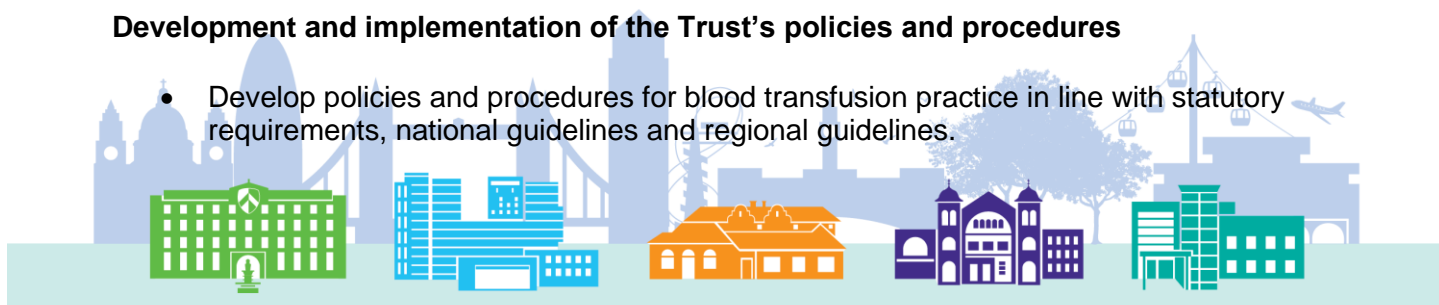
Some variation of the main duties and responsibilities will exist depending of the designated role and employment / training background.

Education and Training

- Will lead and direct Blood Transfusion training within the Trust as dictated by local and national policy.
- Develop appropriate education programmes for all grades of staff. Maintain training records and provide reports as requested.
- Lead in multidisciplinary teaching.
- Provide clinical supervision where appropriate. Provide external teaching where appropriate.
- Support senior staff in Blood Transfusion in the training and development of staff.
- Offer general support and guidance to the transfusion laboratory to promote safe and appropriate transfusion practice.
- Liaise with members of the clinical teams to obtain feedback / concerns regarding the provision of blood and blood components within the laboratory to improve service provision.

Development and implementation of the Trust's policies and procedures

- Develop policies and procedures for blood transfusion practice in line with statutory requirements, national guidelines and regional guidelines.



- Regular review of practices and policies within the clinical and laboratory areas, if applicable, with appropriate updating as necessary to provide better blood transfusion practice.
- Liaise with members of the Transfusion laboratory staff to ensure that the correct policies and procedures are in place and being adhered to.

To enable the Trust to fulfil statutory requirements

- To be aware of all statutory requirements in respect of blood transfusion practice. In conjunction with the Hospital Transfusion Team and the Hospital Transfusion Committee to enable the Trust to fulfil those requirements

Transfusion Clinical Governance

- Participate in and lead on transfusion audit projects at local, regional and national level and present findings as required.
- Complete risk assessments on areas of identified risk in the transfusion process within the laboratory and clinical areas and submit appropriate reports to the Trust Clinical Governance structure.
- Record and investigate adverse transfusion events & reactions. Initially reporting to the Trust Transfusion Team and Hospital Transfusion Committee. To assist Chief BMS in onward reporting to SHOT and SABRE as required.
- Improve the safety and effectiveness of blood product transfusion Develop strategies to reduce adverse transfusion events.
- Develop strategies to reduce blood component use and wastage in a safe cost effective manner within the laboratory and clinical areas.
- Develop strategies to improve Trust Traceability for BSQR reporting.
- In conjunction with appropriate laboratory staff ensure that non-compliance with statutory blood traceability is followed up, monitored and escalated appropriately.

Blood Transfusion Laboratory and Clinical Interface

- Provide advice and support to all Trust staff in matters relating to blood transfusion. Provide advice and support to patients as required in respect of blood products.
- Attend all meetings of the Trust Transfusion Committee, Trust Transfusion Team and Hospital Transfusion Committee
- Represent the Trust at Regional Transfusion Committee meetings.
- Keep appropriate records.



- Clinical management of blood transfusion practice clinical blood transfusion RCN/blood storage as appropriate within the remit of Transfusion Practice

Infection Prevention and Control

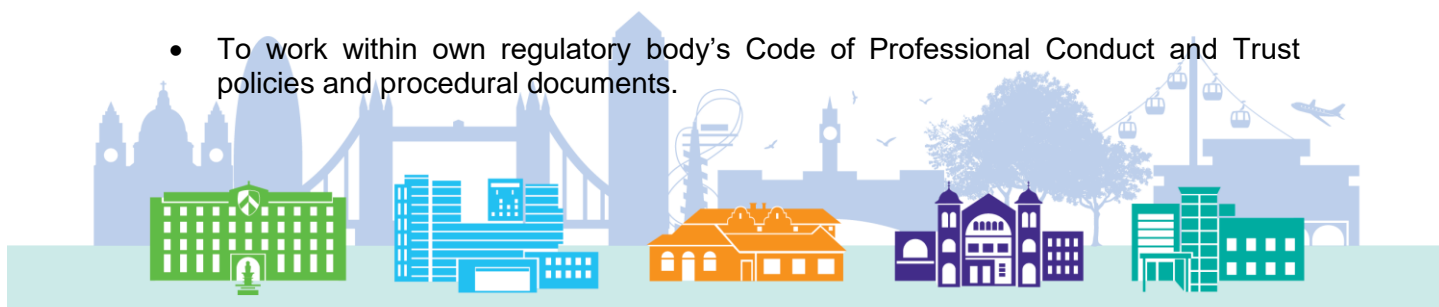
- Adheres to Trust policy and infection control principles and standards to minimise patient risk and ensure high quality patient care.
- Undertakes appropriate training to ensure they, (and their team), have the right skills and are competent.
- Responsible for keeping the environment clutter free, clean and raises issues of concern in the interest of staff and patient safety.
- Ensures high cleaning standards to prevent infection and increase patient's confidence

Key result areas

- Responsible continuing provision of a high quality and responsive service meeting both regulatory and accreditation requirements.
- Responsible for ensuring that all local and national policies relating to Blood Transfusion are implemented and observed by staff.
- Promote the continuous improvement in service delivery and quality within Blood Transfusion.
- Responsible for ensuring Transfusion Clinical Governance is maintained across the Trust.

Freedom to Act

- To work autonomously using expert knowledge, experience and discretion in delivering quality-related services which meet the requirements of ISO, ISO15189, MHRA, HSE and CQC.
- To work autonomously to interpret national, regional and local health and social care strategies, policies and guidance in order to apply them into local processes and standards of practice.
- To ensure that all duties are carried out to the highest possible standard.
- To work within own regulatory body's Code of Professional Conduct and Trust policies and procedural documents.



- To be responsible for maintaining own personal development through participation in appraisal and personal development system and to reflect on own performance through supervision, coaching and/or mentoring.

NHS Manager's Code of Conduct

As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002). www.nhsemployers.org/

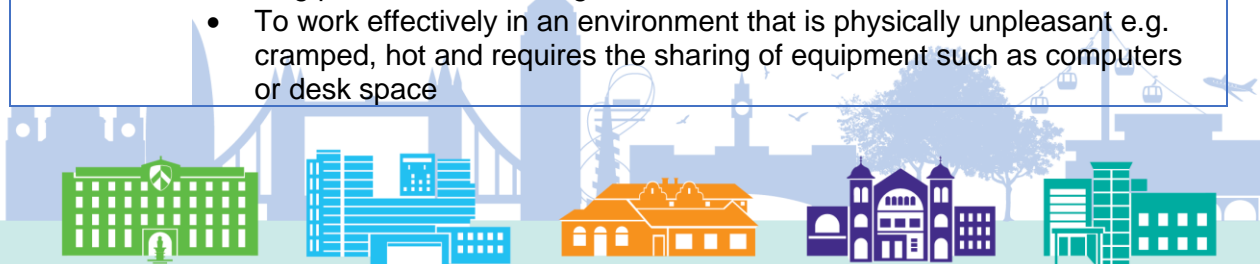
Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, and consultant (October 2002). www.nmc-uk.org/

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder. The post holder might be required to work across the Partnership at any time throughout the duration of his/her contract, which may entail travel and working at different hospitals.

5. Working conditions

Criteria	Description
Physical	<ul style="list-style-type: none"> The role does not involve the post holder in a high degree of physical effort The post holder may be sitting at a computer station for prolonged periods of time The post holder is required to travel between Trust sites and to regional meetings as required There are frequent times when they will be required to sit / stand and/or walk
Emotional	<ul style="list-style-type: none"> Post holder has to be able to work successfully with limited allocation of time and resources. May have to deal with staff and occasionally patients and their families who are angry/upset/tearful
Working Conditions	<ul style="list-style-type: none"> Combination of office and laboratory based working environments with long periods of VDU usage To work effectively in an environment that is physically unpleasant e.g. cramped, hot and requires the sharing of equipment such as computers or desk space



	<ul style="list-style-type: none"> To cope with exposure to patients with communicable diseases/pathologies. To cope with exposure to bodily fluids To comply with Trust infection control procedures in the handling and disposal of such products
Mental	<ul style="list-style-type: none"> The post holder requires high levels of concentration at all times, as they deal with heavy demands from a variety of sources The post holder will require stamina The post holder will be subject to frequent interruptions due to the nature of the role The work is often unpredictable and the post holder may have to adapt to change in short time frames and be able to deliver outcomes.

Person Specification

Domain	Essential Criteria	Desirable Criteria
Qualifications	<p>BSc. Biomedical Science or equivalent Registration with the Health & Care Professions Council or Nursing & Midwifery Council</p> <p>Evidence of participation in mandatory courses and CPD</p>	<p>MSc or IBMS Special (Fellowship) Examination (or equivalent experience)</p>
Experience	<p>Extensive years post registration experience</p> <p>Experience of teaching, supervising and training</p> <p>Demonstrate evidence of innovative practice</p>	<p>Experience of effectively managing staff</p>
Knowledge	<p>Current clinical or laboratory knowledge of Blood Transfusion</p> <p>Knowledge of audit and quality programmes</p> <p>Quality management systems</p> <p>Good understanding of Health & Safety Legislation</p> <p>Good understanding of Governance Requirements.</p> <p>Detailed knowledge of MHRA legislation</p> <p>Good computer knowledge and skills: Word, Excel and PowerPoint.</p> <p>Knowledge of basic management techniques</p>	



Skills	<p>An ability to motivate and organise self and others</p> <p>Advanced communication skills at all levels.</p> <p>Customer care skills</p> <p>Excellent negotiation and co-ordination</p> <p>Awareness of current research and its effect on care</p>	.
Other	<p>Demonstrates an understanding of the statutory requirements of appropriate professional body</p> <p>Adaptable and flexible to changing situations</p> <p>Good interpersonal skills</p> <p>Committed and enthusiastic</p> <p>Presentation skills</p>	<p>Previous NHS experience.</p> <p>.</p>

Summary of Terms & Conditions and Employee Benefits

Domain	Summary
Salary Band and Range	<p>Agenda for Change Band 7.</p> <p>Staff based at the Royal London Hospital or Barts Hospital will be paid Central London High Cost Area Supplement.</p> <p>Staff based at Whipps or Newham for more than 70% of their time will be paid Outer London High Cost Area Supplement.</p>
Annual Leave Entitlement	Agenda for change terms and conditions
Working hours	<p>The post holder must participate in an Agenda for Change shift system (37.5 hours per week as rostered)</p> <p>Agenda for change terms and conditions apply for unsocial hours worked.</p>



About Pathology Partnership

The NHS East & South East London Pathology Partnership (Pathology Partnership) is being created to form a network across three NHS Trusts: Barts Health (which will become the host), Homerton University Hospital NHS Foundation Trust and Lewisham and Greenwich NHS Trust. The Pathology Partnership will be based on well-established models for pathology networks, with the Royal London Hospital becoming the main hub laboratory for the network and Essential Service Laboratories (ESL) as a minimum at all other Hospital sites.

Pathology is made up of the following services - Blood Sciences including Haematology, Blood Transfusion and Biochemistry; Infectious Diseases including Microbiology and Virology; Cellular Pathology including Histopathology, non-gynae Cytology and mortuary services; Immunology; Cytogenetics and Molecular Haematology; Immunophenotyping; Clinical Transplantation and Retinoblastoma.

The current total operating costs (2020) across the partnership is circ. £111m per annum with a workforce establishment of circa. 800-1000 WTE.

Barts Health

Our group of hospitals provide a huge range of clinical services to people in East London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.



We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

Lewisham and Greenwich NHS Trust

Lewisham and Greenwich NHS Trust is an Acute Trust with a teaching hospital, which also runs community services in Lewisham. We have an income of around £500 million. We serve a population of 600,000 people, employ 6,000 staff and have 855 beds across our two main hospital sites.

The Trust provides NHS services for local people in Lewisham, Greenwich and Bexley. The Trust comprises two hospitals, University Hospital Lewisham (UHL) and Queen Elizabeth Hospital (QEH), as well as 11 different health centres in Lewisham. In addition, we provide some services at Queen Mary's Hospital in Sidcup.

UHL is situated in the heart of Lewisham borough. It is a teaching hospital that obtained university status in 1997 due to the role it played in undergraduate education and research. QEH, located in Woolwich, provides a broad portfolio of primarily acute services for those living in Greenwich and North Bexley.

We have made many improvements since the Trust was formed in 2013, including important clinical developments at our hospitals. At QEH we've developed a new Ambulatory Care Unit and birth centre, centralised pathology, opened a Clinical Decision Unit alongside the Emergency Department and developed a new discharge lounge. Developments at UHL include a new Ambulatory Care Centre, a Rapid Response Laboratory, a Kidney Treatment Centre under construction, additional theatre capacity and expanded stroke services (consolidated from QEH).

Homerton University NHS Foundation Trust

Homerton University Hospital NHS Foundation Trust is a high performing and flourishing organisation serving the population of Hackney, East London, The City and beyond.

The Trust provides general health services at hospital and in the community with staff working out of 75 different sites in the City and the London borough of Hackney.

The Homerton Hospital has almost 500 beds spread across 11 wards including an intensive care unit, maternity unit, paediatric and neonatal wards. The hospital has three day surgery theatres and six main operating theatres for all types of general surgery, trauma and orthopaedics, gynaecology, maxio-facial, urology, ENT, obesity, bariatrics and obstetrics.



We are extremely proud of the fact that Homerton Hospital has recently attained the highest possible rating of "Outstanding" from the Care Quality Commission (CQC). This includes an "Outstanding" rating for our Urgent and Emergency Services.

Our integrated Trust provides comprehensive hospital and community health services for its local population and a range of specialist services for a wide group of patients.

These specialist services include obstetrics, neonatology, foetal medicine, fertility, neuro-rehabilitation, bariatric surgery, a sickle cell /thalassemia management centre , sexual health, HIV, anal neoplasia, orthopaedics , infectious diseases, rheumatology and asthma and allergy services.

The Trust is also an active partner in bringing different services together across City and Hackney to provide integrated care closer to home.

Homerton University Hospital NHS Foundation Trust is proud to have been included on the HSJ and Nursing Times Best Places to Work list, and has recently achieved 'Excellence' status in the Healthy Workplace Charter, as awarded by the Greater London Authority

