

Position Description		
Position title	Transfusion/Blood Management Nurse (TN)	Transfusion Safety Officer (TSO)
Facilitator <ul style="list-style-type: none"> • Nurse/scientist mentor (to facilitate professional role development within the organisation) • Organisational transfusion leadership and /or content expertise 	Supervisor/Manager <ul style="list-style-type: none"> • Senior nurse (e.g. Director of Nursing (DON) or ADON) or Quality/Risk manager or • Haematologist • Chair of health service Blood Management/Transfusion Committee or equivalent 	
Department	As prescribed by the health service to be consistent with the supervisor relationship.	
Key purpose of position To work collaboratively with all staff to ensure quality systems are used to promote safe and appropriate management of the patients' own blood and transfusion needs in accordance with national standards and international guidelines.		
Working relationships Internal: <ul style="list-style-type: none"> • All wards and departments • Transfusion/pathology laboratory • Quality and/or risk management departments External: <ul style="list-style-type: none"> • Blood Matters program and the associated blood management/transfusion professionals from other health services • Australian Red Cross Blood Service • National Blood Authority • Australian and New Zealand Society of Blood Transfusion – Transfusion Professional network 		
Selection Criteria Essential: <ul style="list-style-type: none"> • Registered Nurse (Division 1) with the Nursing and Midwifery Board of Australia with at least 3 years' experience in acute patient care setting and basic haematology skills and knowledge • Blood Bank Scientist with at least 3 years' experience in acute setting and basic haematology skills and knowledge • Eligible to obtain (or already working towards) a relevant postgraduate qualification in transfusion practice • Demonstrated excellence in interpersonal skills and ability to develop positive working relationships with a broad range of professional disciplines • Excellent organisational skills • Ability to negotiate and resolve problems in a collaborative or independent manner • High level of written and verbal communication, including computer skills Desirable: <ul style="list-style-type: none"> • Demonstrated understanding of quality and safety improvement principles • Demonstrated training and education skills 		
Performance Objectives	Key Performance Indicators (KPIs)	
To promote implement and monitor systems to ensure the	<ul style="list-style-type: none"> • Key performance indicators are developed and monitored for: 	

<p>safe, appropriate, efficient and effective care of patients' own blood, as well as other blood and blood products.</p>	<ul style="list-style-type: none"> ○ patient blood management (PBM) initiatives ○ appropriate use of blood and blood products ○ blood wastage ● Develop and implement plans to address any KPIs that are not being met
<p>Implement health service policies and guidelines that reflect national and international standards and guidelines for patient blood management and transfusion practice.</p>	<ul style="list-style-type: none"> ● Health service wide policies and protocols are current and reflect the recommendations of state, national and international guidelines. ● Monitoring of adherence to these policies occurs on a regular basis and is reported to the appropriate staff/committees.
<p>Monitor and manage errors and adverse events and actively develop and promote risk reduction strategies.</p>	<ul style="list-style-type: none"> ● Reports from the health service incident management system are assessed, reviewed and reports of outcomes are delivered to the appropriate committees. ● Reporting of adverse events occurs to the appropriate authorities e.g. Australian Red Cross Blood Service, Serious Transfusion Incident Reporting (STIR) program. ● Learnings from errors and adverse events contribute to education and policy development/revision.
<p>To effectively coordinate and assist with the training and education of staff.</p>	<ul style="list-style-type: none"> ● A program of educational activities and events is developed. ● Education is provided to all staff involved in the PBM/transfusion process (medical, nursing, laboratory, patient services assistants (PSAs). ● Records of attendance at education and evaluation of sessions is undertaken regularly. ● The effectiveness of educational activities is assessed.
<p>To promote consumer participation in their care in relation to blood management and/or transfusion.</p>	<ul style="list-style-type: none"> ● Promote patient advocacy, health promotion and teaching. ● The TN/TSO works with patients and/or carers to develop and/or review patient education materials for blood transfusion/PBM. ● Patient information materials are up to date and available to all patients receiving blood products, including consideration of different methods of communicating the information. ● Patients and relatives indicate a high level of satisfaction in regard to support and information given pertaining to PBM and/or transfusion.
<p>Develop a process for monitoring and managing practice gaps/errors or adverse event (per national standards), Reporting data to the appropriate internal and external sources.</p>	<ul style="list-style-type: none"> ● Through audits and reports to appropriate committees, it will be evident that adverse events are monitored and managed. ● Assessment of adverse events and errors will inform education and policy review. ● Evidence of reporting to all appropriate levels e.g. STIR, Australian Red Cross Blood Service will be reported to appropriate committees. ● Appropriate governance committee is insitu to guide change and measure compliance

<p>To effectively manage change in relation to blood management within the organisation.</p>	<ul style="list-style-type: none"> • Appropriate stakeholders within the organisation indicate a high level of satisfaction that change has occurred in relation to transfusion practices.
<p>Liaise with the multidisciplinary health care team to achieve desired outcomes.</p>	<ul style="list-style-type: none"> • Staff within laboratory and clinical areas will indicate that the transfusion nurse is effective in addressing issues arising.
<p>To produce/present reports on blood transfusion data to relevant committees, including annual Quality Accounts.</p>	<ul style="list-style-type: none"> • Blood management/transfusion and any relevant committee will indicate a high level of satisfaction in relation to attendance, reports and presentations, and documentation on blood transfusion
<p>Maintain own professional development by participation in educational opportunities and conferences.</p>	<ul style="list-style-type: none"> • Attend regular educational updates in relation to PBM/transfusion. • Be involved with Blood Matters activities, such as education forums and maintain regular contact with the program. • Involvement in Blood Matters working groups/committees.
<p>Actively promote specialised role of Transfusion/Blood Management Nurse/Transfusion Safety Officer</p>	<ul style="list-style-type: none"> • Investigate opportunities and participate in activities within the hospital and its community to promote the role of the TN/TSO and TT. • Participate in relevant research and quality improvement activities.