

Position Description	
Position title	Transfusion Trainer
Supervisor/Manager title	Senior nurse or nurse educator (e.g. Director of Nursing (DON) or ADON) Quality/Risk manager
Department	As prescribed by the health service to be consistent with the supervisor relationship.
Key purpose of position	
To promote patient blood management (PBM) principles and safe and appropriate use of blood and blood products within the health service, 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 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 • At least 3 years' experience in acute patient care setting • Demonstrated excellence in interpersonal skills and ability to develop positive working relationships with a broad range of professional disciplines • Excellent organisational skills to coordinate, present and evaluate educational or training packages • High level of written and verbal communication, including basic computer skills 	
Desirable:	
<ul style="list-style-type: none"> • Demonstrated understanding of quality and safety improvement principles • Training or education qualification • Specialist Certificate in Patient Blood Management Foundations 	
Performance Objectives	Key Performance Indicators (KPIs)
To promote and monitor systems to ensure the safe, appropriate, efficient and effective care of patients' own blood, as well as other blood and blood products.	<ul style="list-style-type: none"> • Key performance indicators are developed and monitored for: <ul style="list-style-type: none"> ○ PBM initiatives ○ appropriate use of blood and blood products ○ blood wastage • Develop and implement plans to address any KPIs that are not being met
Assist with the development and implementation of policies and guidelines that reflect national and	<ul style="list-style-type: none"> • Health service wide policies and protocols are current and reflect the recommendations of state, national and international guidelines.

international standards and guidelines for patient blood management and transfusion practice.	<ul style="list-style-type: none"> Monitoring of adherence to these policies occurs on a regular basis and is reported to the appropriate staff/committees.
To effectively coordinate and assist with the training and education of staff.	<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, personal service assistants) Records of attendance at education and evaluation of sessions is undertaken regularly. The effectiveness of educational activities is assessed.
To promote consumer participation in their care in relation to blood management and/or transfusion.	<ul style="list-style-type: none"> Promote patient advocacy, health promotion and teaching. Patient information materials are up to date and available to all patients receiving blood products, including consideration of different methods of communicating the information.
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.	<ul style="list-style-type: none"> Through audits and reports to appropriate committees, it will be evident that adverse events are monitored and managed and appropriate actions taken. Evidence of reporting to all appropriate levels e.g. Serious Transfusion Incident Reporting, Australian Red Cross Blood Service will be reported to appropriate committees. Appropriate governance committee is insitu to guide change and measure compliance
Assist in producing reports on blood transfusion data to relevant committees, including annual Quality Accounts.	<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
Maintain own professional development by participation in educational opportunities and conferences.	<ul style="list-style-type: none"> Attend regular educational updates in relation to transfusion. Be involved with Blood Matters activities, such as education forums and maintain regular contact with the program and other transfusion trainers. Involvement in Blood Matters working groups/committees.