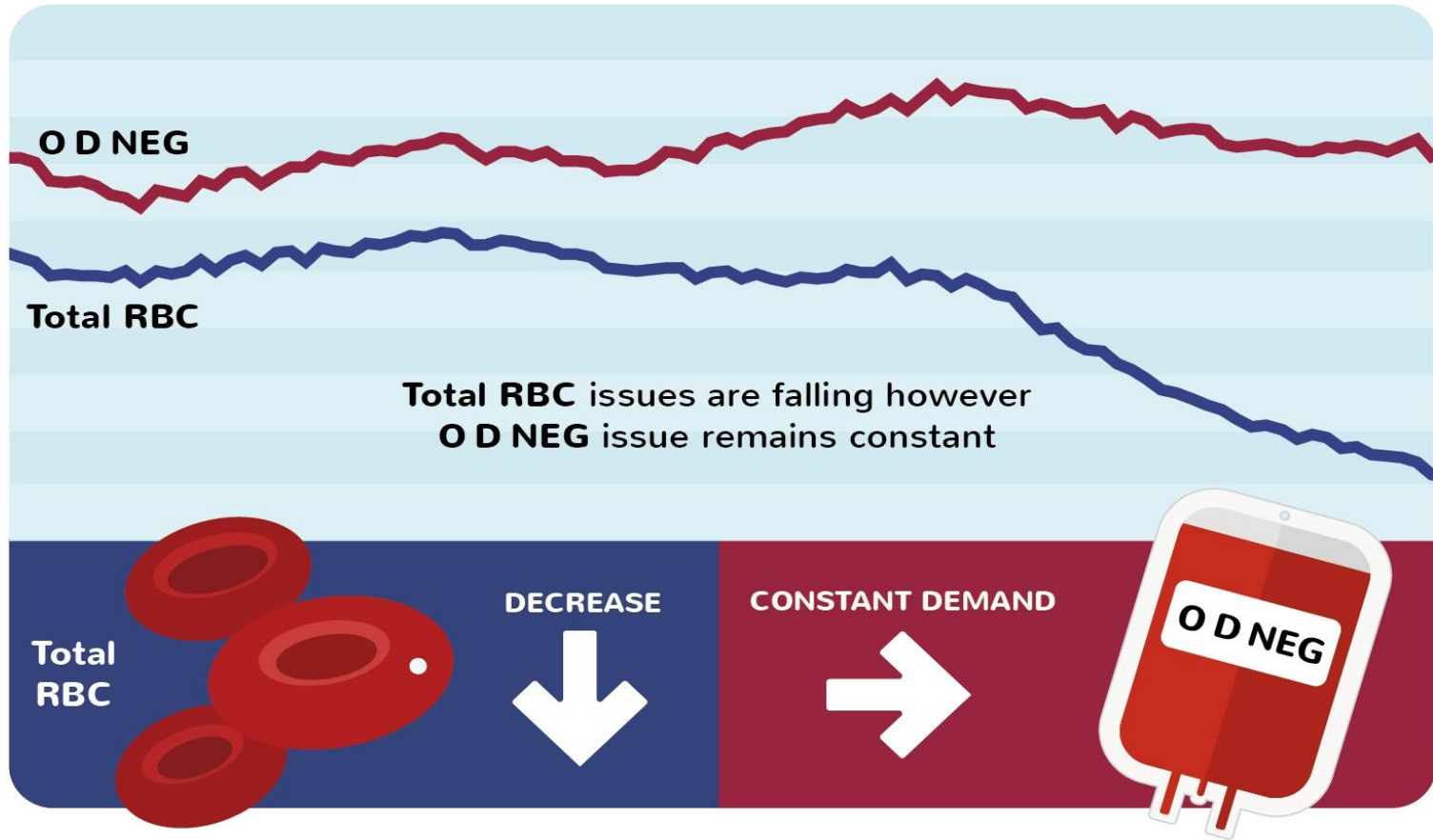


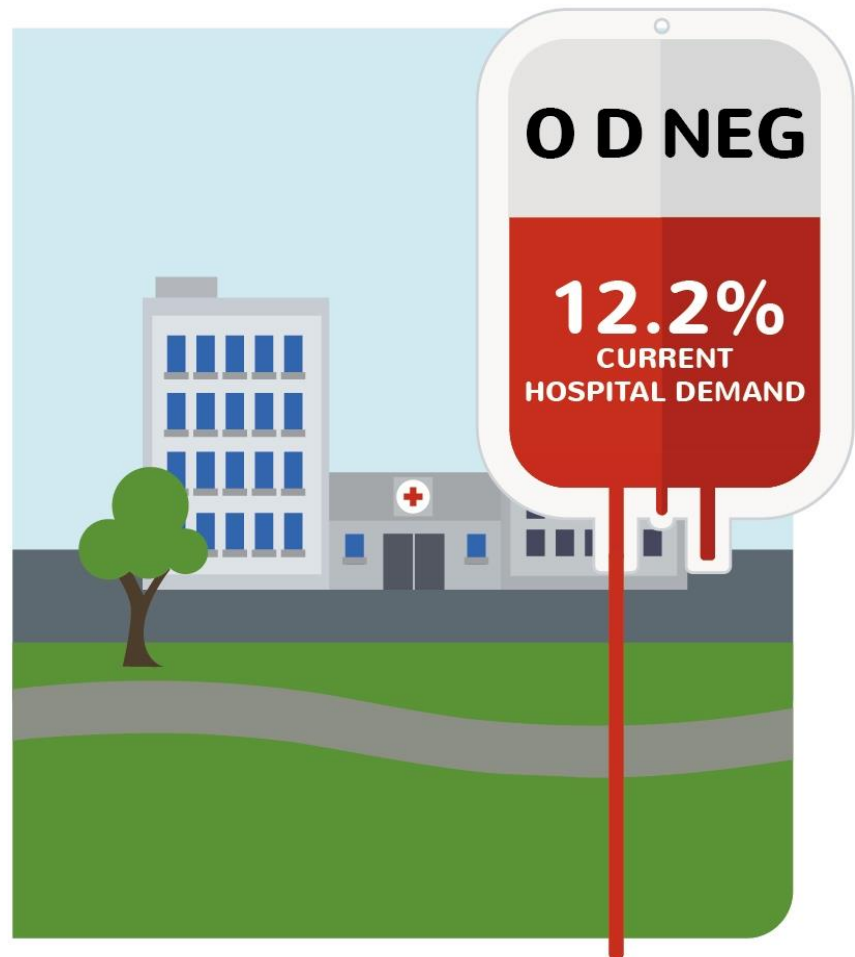
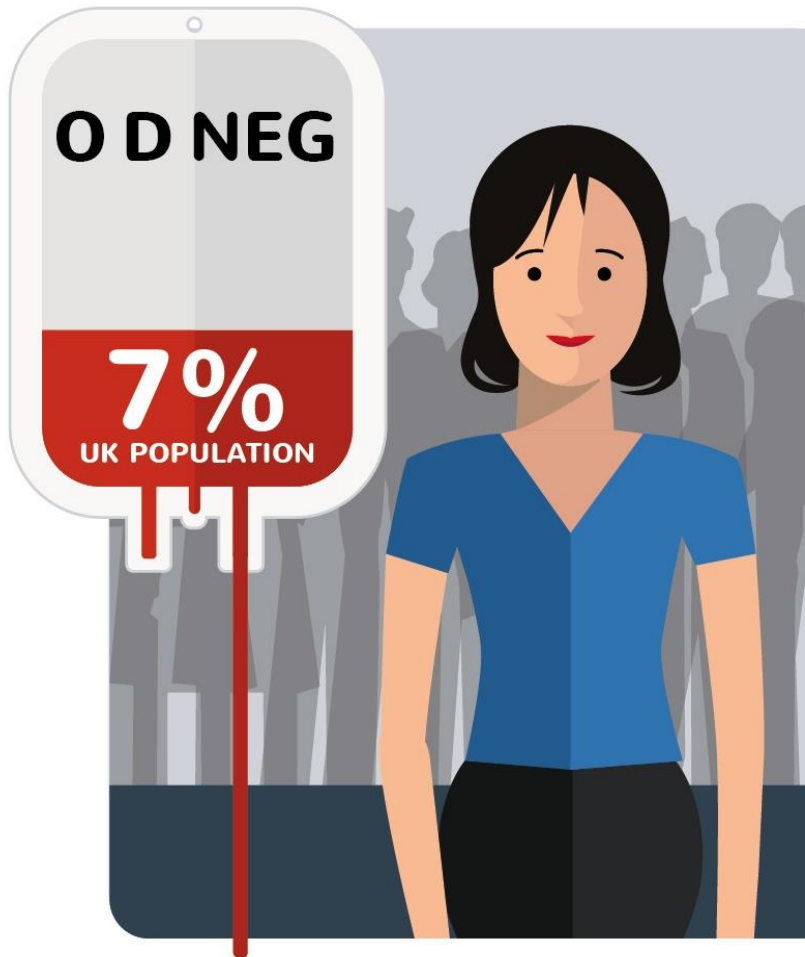
South Central RTC O D Neg pilot project

Louise Sherliker- Interim National Lead

Kairen Coffey- Operations Manager/Education Lead

Patient Blood Management Practitioner Team





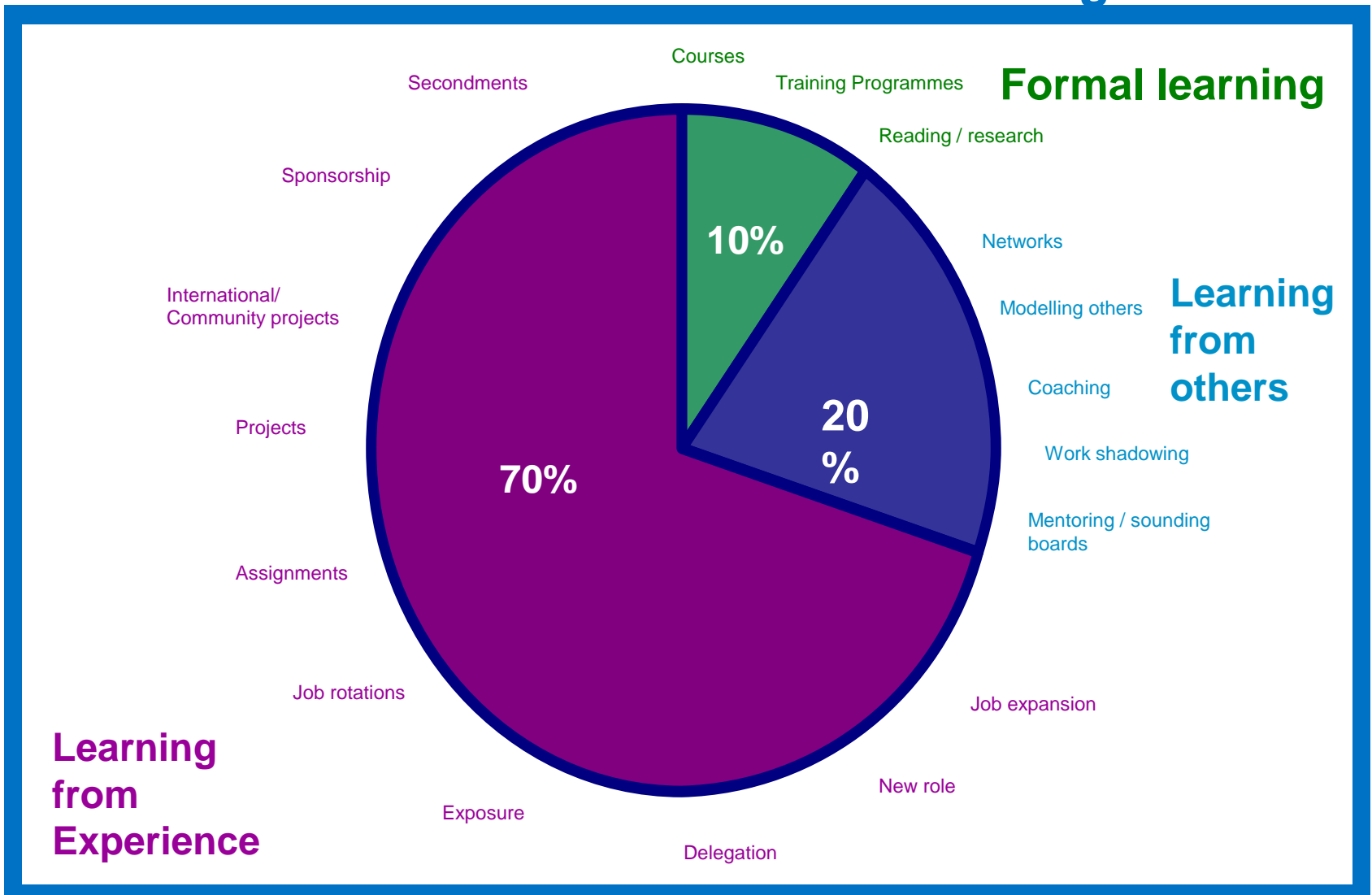
Aims of the pilot:

- To improve practice of the management of O D negative in a defined group of hospitals
- To determine if providing leadership skills and project support to a group of Biomedical Scientists has a positive impact on outcomes

A win:win situation?

- BMS
 - personal leadership development,
 - support to manage a project
 - get a chance to engage with peers in other hospitals
- Trust/hospital
 - Improvement in how O D neg is managed
 - Potential reduction in cost, reduction in wastage
 - Workforce development
- NHSBT/Patient Blood Management
 - From a long term, national perspective- could lead to changes in demand for O D neg?
 - Donors
- Patient: safe and appropriate use of blood
 - Improved outcomes

We need to shift from a focus on qualifications and accreditation to business focused learning



Introduction and Scoping

Defining the project and outcomes
Planning key stages in the process
Determining personal development needs

Leadership skills

What is leadership
The leadership framework
Successful leadership

Coaching & Action Learning sets

Using coaching to influence
**Working at problem solving in a group-
supporting each other**
**Focusing on implementing solutions
that are achievable**

Presentation skills/ poster presentations

Preparing a presentation
Presenting with confidence
Writing an abstract
Successful poster presentations

Present results to Regional Transfusion Committee

Individual 10 minute presentations
Evaluation of pilot

Core content at each session

Evaluation of progress

Project planning

Peer support

Group work

**Implementing skills in
practice**

Problem solving

Communication skills

Who took part?

- 6 Biomedical scientists
- 50% were senior BMS's
- Transfusion Lab Managers involved from concept to execution
- Facilitators included
 - NHSBT PBM Practitioner
 - NHSBT Education Lead
 - Transfusion Practitioner

Supporting the project

Telecons

- For participants
- For Lab managers

Shared
contact
details

Opportunity for
individual
telecons

Trust:
TP's
Mentors

What did they do?

- Three BMS action plans focussed on reducing wastage through time expiry of O D neg
- Two BMS's looked in particular at improving practice around the management of O D neg stock in satellite blood fridges.
- Two hospitals introduced using O D pos red cells instead of O D neg for emergencies in a defined group of patients.

What I gained from the project

- Ownership
- Overcoming challenges
- Leadership
- Life beyond laboratory bench

Headlines on projects

- Wastage reduced by 9 units per month which equated to annual savings of £13,500
- Two consecutive months of zero O D neg wastage
- 19 units of O D pos used instead of O D neg in one month in a large teaching hospital
- Stockholding reduction which equated to a financial saving of approximately £3500 per annum

Headlines on personal development

- Improved communication skills and the use of coaching in conversations
- Understanding that leadership is everyone's business
- Increased confidence in giving presentations
- Networking and shared learning across Trusts in the region

Personal comments

“It wasn’t a case of go on a course so you can tick the box to say you have attended - this had direct benefit to the workplace.”

“I know that I am a leader now”

Personal comments

“ I feel fired up to be a leader”

***It really has been a
wonderful experience
being part of this project***

Personal comments

“I gained so much from it, especially working together with other colleagues”

It is wonderful to be able to get together with other hospitals to share ideas

What next?

