

Organ donation education as part of mandatory training

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Assessment of change

- Post pandemic OD education as part of mandatory training to be restarted.
- Some issues identified with resistance to and misconceptions of OD from some nursing staff.
- These were; family conversations, investigations/interventions and DCD WLST.
- Decision made by SNOD team to change delivery of OD education.



Planning for change

- Pre-pandemic education was presentation driven with detail of SNOD role, process, investigations/bloods required etc.
- SNOD group meeting held to discuss changing this method in order to increase engagement, develop knowledge and foster better working relationships.
- Decision made to move away from presentations and for it to be more like clinical supervision or reflective practice session.

Benefits of clinical supervision

- Staff feel supported.
- Personal & professional development.
- Development of knowledge & competence.
- Improved professional communication.
- Shared learning, dissemination of good practice.
- Encouraging motivation & job satisfaction.

Change implementation

- Meeting with education lead on ITU to discuss proposed change.
- Areas of focus agreed on with education lead and nursing staff.
- Sessions run as informal chat with SNs sharing any recent/past/significant donation experience.
- Used as a confidential safe space to say anything and share any feelings.

Result of the change

- More open & honest communication generated than a presentation based session.
- SNs felt empowered to be honest.
- SNs felt concerns were validated and listened to.
- SNs had a greater understanding of donation process and SNOD role.
- Increased engagement & support for donation.
- Better working relationships.