

How to keep up staff motivation in a multisite Level 1 Trust



Blood and Transplant

Kathryn Cannon, Kim Constant, Nisha Patel, Robyn Prescott and Liz Paterson – Specialist

Nurses Organ Donation University College London Hospitals

Emiliano Mazzaretto – Team Manager - London Organ Donation Services Team

UCLH SNOD Team:

(left to right)

Nisha Patel, Kim Constant and Kathryn Cannon

Photo credit: SNOD Robyn Prescott



Introduction

One of the challenges in a level 1 multisite Trust is the imbalance between the number of eligible and proceeding donors in one site compared to other sites. Table 1 shows the donation activity in different sites. Once you have reached 100% referral rate, there is not much room for improvement and staff can start to disengage. In order for the staff to stay motivated in the sites with less potentials the SNOD team at UCLH is adopting the strategy to expand the focus to eye donation and set new goals.

Methods

An audit performed at UCH in 2019 in patients that died in Emergency Department, Oncology and Medical Assessment Unit (MAU) showed that out of 891 patients audited, 435 didn't have any absolute contraindication to cornea donation and 57 were opted in on the ODR for eyes donation and were not referred to the National referral centre (NRC).

A cross-sectional voluntary and anonymous staff questionnaire is being sent to the above units' staff with the aim of understand the level of support for tissue donation and increase awareness of both tissue and organ donation. The survey consists of 14 questions (either multi choice or open questions).

Results

As per 21/05/23 we had 31 responses and the provisional analysis is showing that during the end of life care planning the patient's decision about organ or/and tissue donation are not always considered, the majority of the health Care professional are supportive of organ donation however there is a lack of knowledge on what the options are when someone dies. Almost 50% of the respondents are unsure about the change in legislation (Deemed Consent Act 2019) and what it means for the patients themselves.

Conclusion

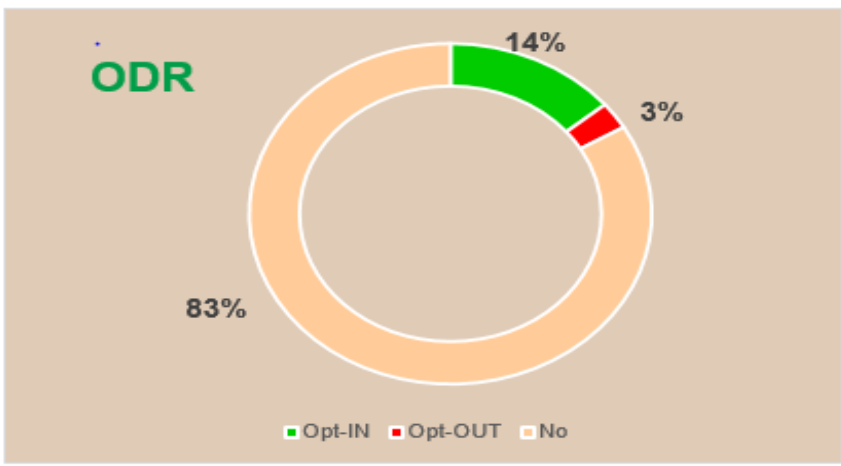
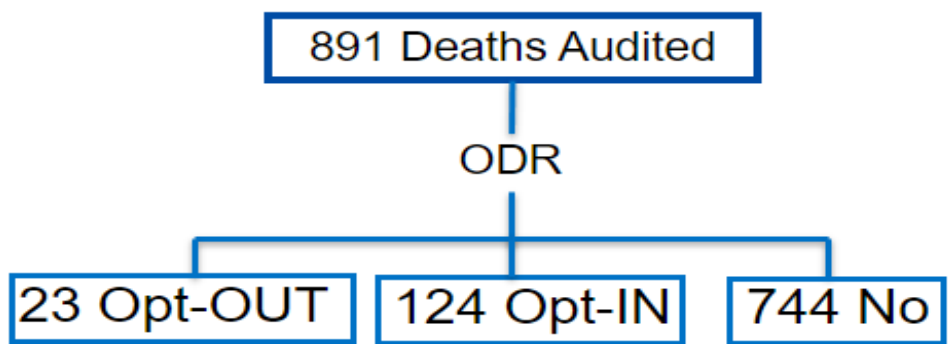
In the UK there is a critical shortage of corneas and other tissues, in particular heart for valves. The 2019 audit and the preliminary staff survey results are showing that there is a great potential for corneas donation (and other tissues) at UCH and is identifying some training needs. The results are also showing that the respondents would feel confident to discuss the possibility of tissue donation with patients' relatives if they receive proper training. Once the questionnaire is closed and the results analysed the UCLH team will adopt any action necessary not only to improve tissue referrals and donation potential, but also to keep staff motivated and inspired.

Table 1

Unit/site where patients died	Patients referred	No proceeding donors
National Hospital Neurology and Neurosurgery (NHNN)	21 (100%)	8
University College Hospital (UCH)	7 (88%)	1
UCH at Westmoreland Street hospital (WMS)	0	0

UCLH Trust - Potential Tissue Donation Audit

Nov 2019 – Nov 2020



UCLH Trust - Potential Tissue Donation Audit

Nov 2019 – Nov 2020

Tissue ACI	
None	435
ACI	456

COVID	186
	20.90%

