

Laboratory surveys from UK Transfusion Laboratory Collaborative (UKTLC) confirm cause for concern

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Serious Hazards of Transfusion Office, Manchester UK,
on behalf of SHOT Steering group, UKTLC and
NW RTC on behalf of National Blood Transfusion Committee

What is SHOT?

- Serious Hazards of Transfusion
- Established 1996
- Collects data on serious adverse reactions and events

SERIOUS HAZARDS OF TRANSFUSION

SHOT

Background

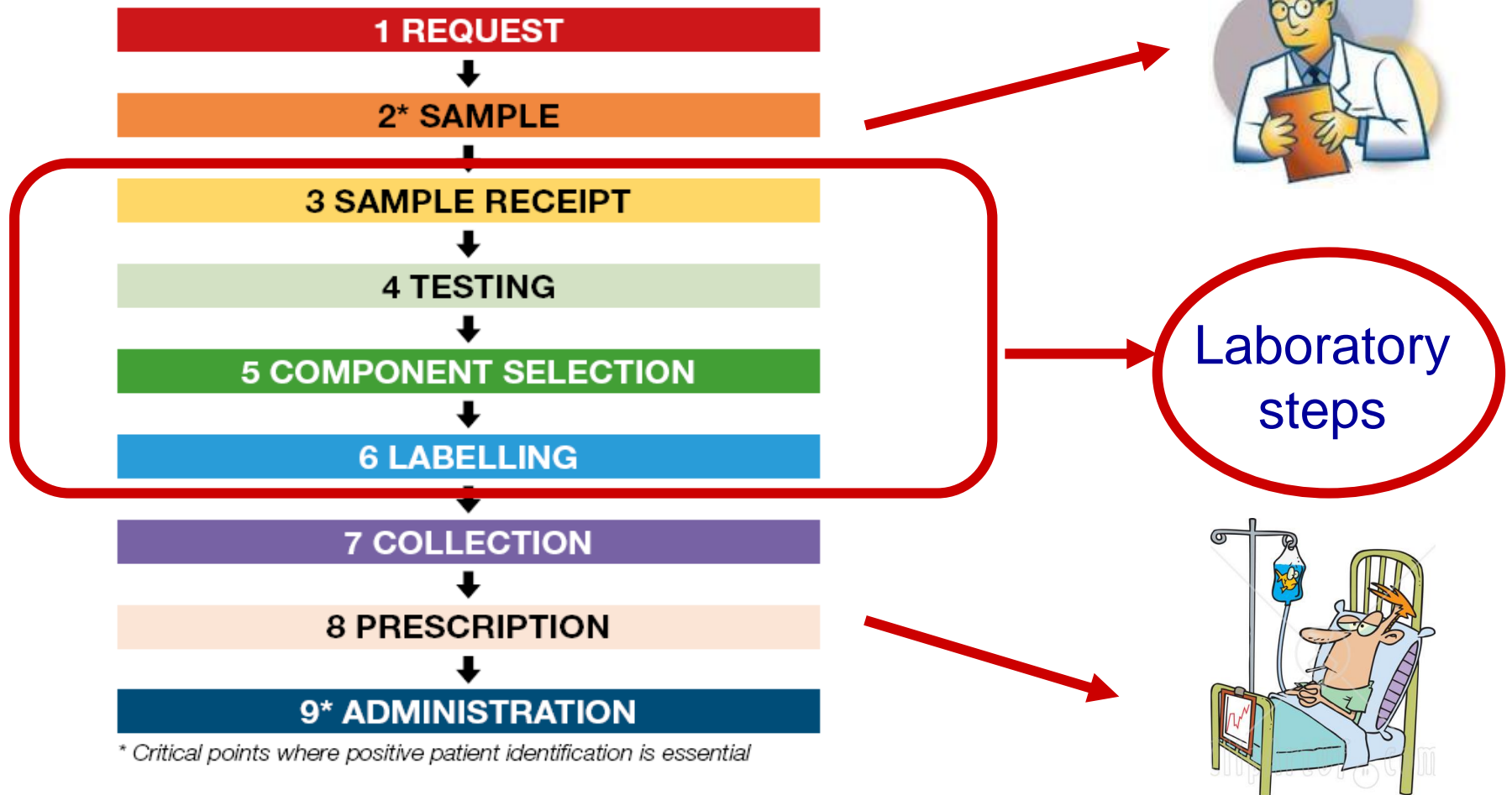
- The UK Transfusion Laboratory Collaborative (UKTLC) was formed in 2006 after meeting with professional groups
- Surveys in 2006 & 2008 led to recommendations
 - Staffing
 - Technology
 - Knowledge and skills
- Initial aim was to reduce SHOT reported laboratory errors by 50% (not achieved)



The Royal College of Pathologists
Pathology: the science behind the cure

SERIOUS HAZARDS OF TRANSFUSION **SHOT**

What are laboratory errors?



UKTLC Published standards

KEY POINTS

- Minimise the risk of laboratory errors
- Support and encourage education, training and competency
- Effective utilisation of staff
- Used in accreditation and inspection

TRANSFUSION MEDICINE Official Journal of the British Blood Transfusion Society

Transfusion Medicine | GUIDELINES

UK Transfusion Laboratory Collaborative: minimum standards for staff qualifications, training, competency and the use of information technology in hospital transfusion laboratories 2014

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UKTLC Chaffe B, Glencross H, et al. (2014) UKTLC: minimum standards for staff qualifications, training, competency and the use of IT in hospital transfusion laboratories 2014. Transfusion Medicine 24, 335-340

2015 UKTLC Survey

- Distributed to 327 laboratories
- Completion date 25th March 2015
- 62% response rate (comparable to earlier surveys)
- Extensive questionnaire of 90 questions

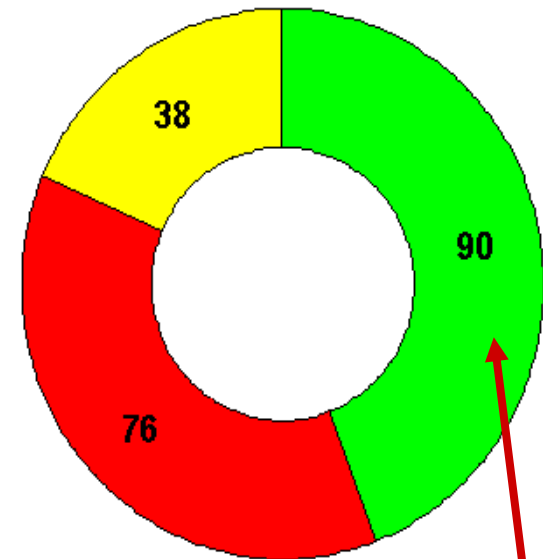
Staffing

UKTLC STANDARDS

- Appropriate staffing levels subject to annual review
- Operational protocols to ensure sufficient staff and skill mix at all time
- Senior cover available if these conditions are not met

KEY SURVEY FINDING

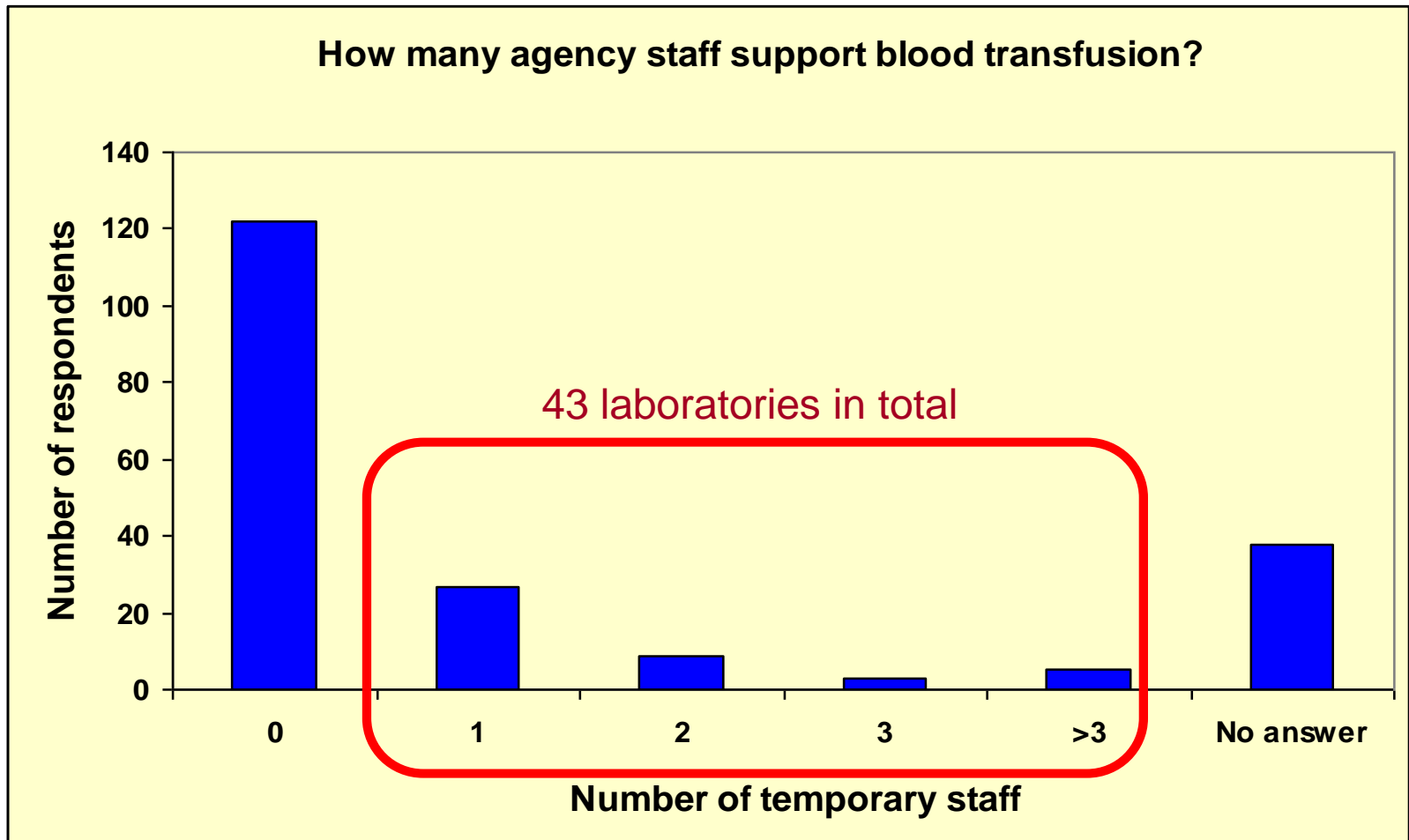
Is the department carrying any vacancies?



■ Yes ■ No ■ No answer

90/204 laboratories carrying vacancies

Staffing



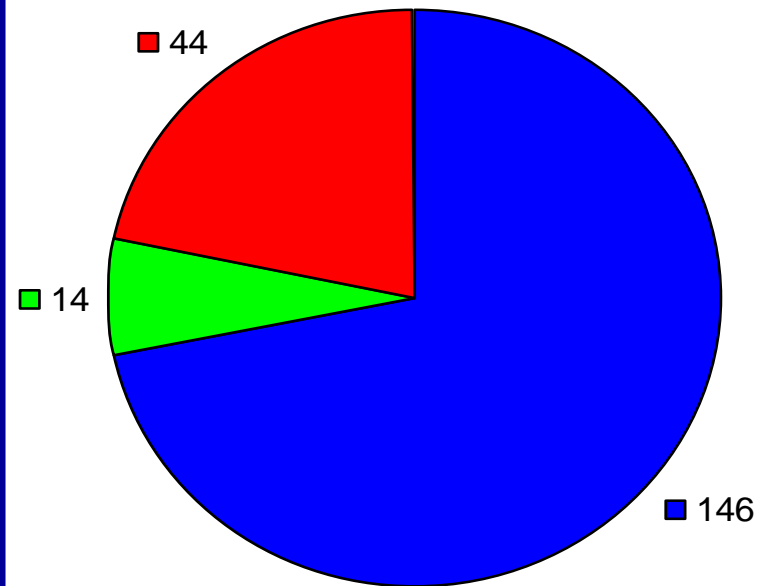
Automation & Information Technology

UKTLC STANDARDS

- All labs should have walk away automation 24/7
- Bidirectional interface
- Electronic issue should be introduced when the infrastructure is robust
- Consider complete electronic blood tracking

KEY SURVEY FINDING

Is full automation used during core hours?



■ Yes ■ No ■ No answer

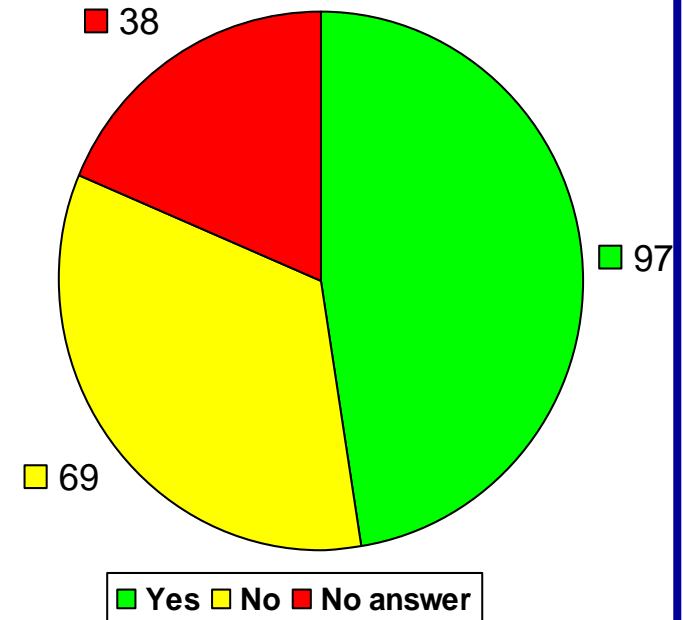
Knowledge & skills

UKTLC STANDARD

- Appropriate qualifications for each grade of staff
- Practical and knowledge-based competencies
- Applies to all staff including those employed on temporary basis (locum)

KEY SURVEY FINDING

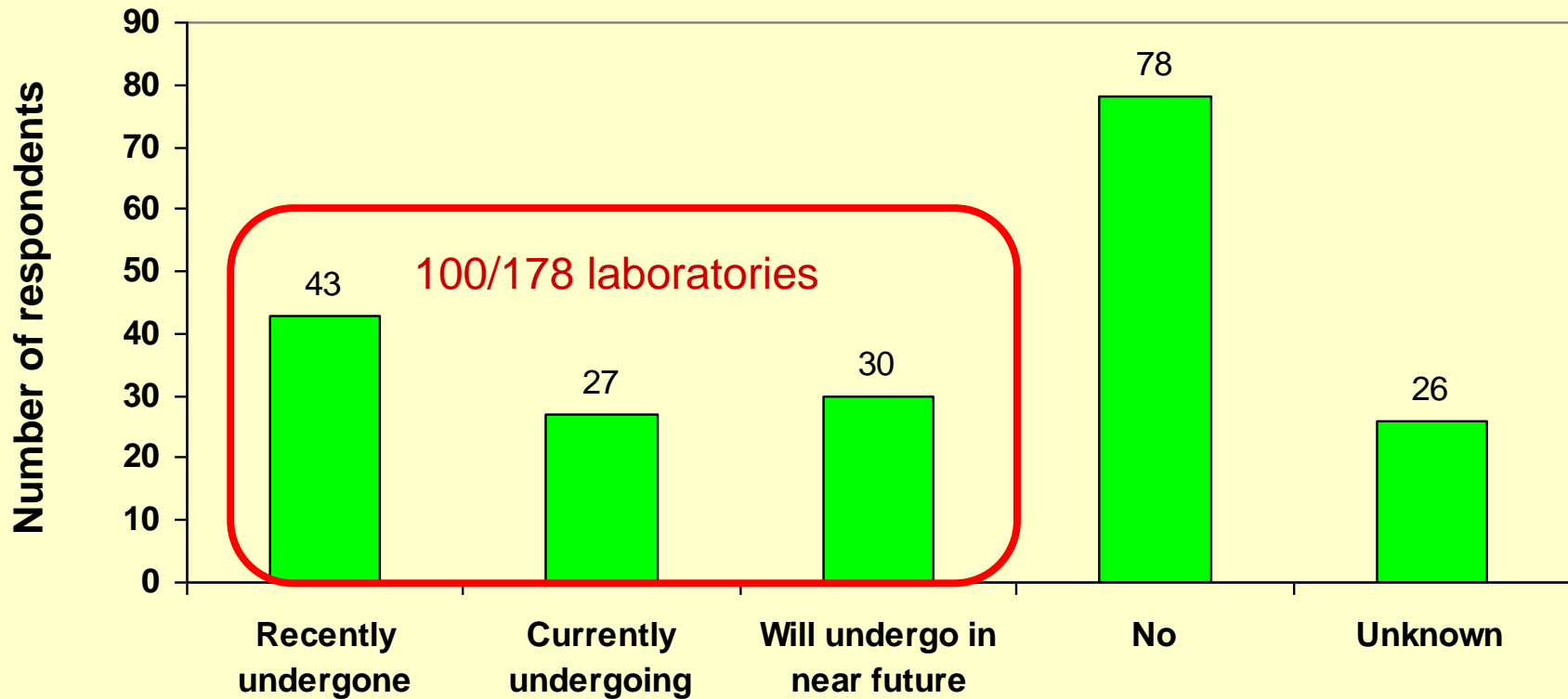
Does the laboratory have a training/development budget?



More than half do not have training budget

Workforce planning

Has the laboratory undergone re-organisation since 2013?



Workforce planning

Newly qualified BMS does NOT
have appropriate knowledge
(59/81 laboratories)

Ageing workforce
(36% over 50
years old)

Increase in workloads
since 2013

No staff to train new staff
(52/101 laboratories)

Summary

- Laboratories should conform to UKTLC standards to improve practice
- Reorganisations lead to staff vacancies
- Difficult to train and mentor staff
- Impact will be continually monitored by SHOT reporting and bi-annual UKTLC surveys

Acknowledgements

- UKTLC
- SHOT team
- Hema Mistry- SHOT Laboratory Incident Specialist
- UK blood transfusion laboratories





Thursday 7th July 2016
Annual SHOT Symposium
The Lowry Theatre,
Salford, Manchester

Keynote speaker:
Erik Hollnagel
Resilience in Healthcare

Registration deadline: Wednesday 29th June 2016

Abstract deadline: Friday 29th April 2016