MANAGER/COORDINATOR/CLINICAL CONSULTANT OF PATIENT BLOOD MANAGEMENT (PBM)

Definition

The individual placed in this role, along with the PBM Medical Director and the multidisciplinary PBM Steering Committee, is responsible for the development, coordination, and implementation of the PBM Program. He/she promotes system-wide PBM through appropriate and safe fresh blood product administration. This position is a specialist role which provides an effective clinical function in improving patient outcomes. The position holder influences the practice of nursing, medical/clinicians, laboratory and allied health disciplines in patient blood management both within, and external to, the health service. Areas of accountability will include the provision of leadership, clinical standard setting and monitoring, policy development, and change management.

RESPONSIBILITIES:

The following are in coordination or assistance to, the PBM Medical Director:

1. Assists the Medical Director of PBM in coordinating the multidisciplinary team that will be tasked with oversight during the implementation of the PBM program
2. Maintains excellence in interpersonal skills and use of leadership to guide appropriate PBM growth
3. Assists in promoting and facilitating a multidisciplinary team approach to decision making
4. Provides consultancy to nursing, medical, laboratory and allied health care providers in the areas of transfusion medicine both within and external to the hospital/health service
5. Develops, implements, and evaluates education and training programs within and external to the hospital/health service
6. Develops policies, protocols and guidelines to ensure safe transfusion practice
7. Assists in the development and implementation of peri operative intervention anaemia/iron deficiency detection, evaluation management program
8. Establishes informed consent/refusal documents for blood transfusion and procedural documentation
9. Develops innovative techniques and or complex problem solving for PBM both within and external to the hospital/health service
10. Is a member of the multidisciplinary PBM Committee
11. Provides leadership in the coordination and implementation of quality improvement activities
12. Develops educational materials for patients receiving blood products
13. Implements and maintains performance management activities, where applicable

14. When needed, develops and coordinates education for clinicians, nursing, pharmacy and laboratory staff regarding safe transfusion practice and methods pertaining of treatment in anaemia

15. Regularly disseminates information on clinical research in the area of PBM both within and external to the hospital/health service

16. Provides a public relations function for the area; including where relevant investigation and report preparation for ministerial, enquiries and consumer complaints

17. Shares responsibility for the generation and analysis of quality and performance improvement data for the PBM Program

18. Identifies gaps in performance and opportunities for improvement

19. Assists in establishing metrics that are useful for monitoring and control including benchmarking

20. Assists in ensuring optimization of the pre-surgical patient through the development of an outpatient pre-admission service, which treats the anaemic elective surgery patient to ensure a therapeutic haemoglobin level/and or iron stores are secure on the day of surgery, thus reducing the incidence of blood transfusions during surgery

21. Responsible for the ongoing nursing educational opportunities including regular updates on evidence based blood utilization practice

22. Works closely with Nursing Education to promote blood administration safety

23. Collaborates with Nursing Education in updating and revising nursing blood administration policies and procedures and clinical competencies

24. Works closely with high volume/specialty specific ordering practitioners to identify opportunities for quality improvement such as reducing blood utilization and related to benchmarking and best practice