Putting your Heart into a nurse led role

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Summary
Organ donation is a complex area of healthcare therefore nurses working in this field need to be highly skilled and trained to help address the imbalance between the demand for organs for transplant and the supply from organ donors. A literature search found inconsistencies in training for the now called Specialist Nurse’s Organ Donation (SNs) prior to 2006. A national training program was first delivered in 2004 however there was still variability in training across the twelve Organ Donation Services Teams (ODSTs) within the UK until the introduction of the cohort induction training in 2014, facilitated by the Professional Development Specialist (PDS) Team.

Introduction
Most SNs are employed from Critical Care environments and can manage the care of potential organ donors however it is essential that all nurses can achieve the same standard irrespective of prior experience. All SNs are recruited and commence employment at the same time, the average training period for SNs is six months. During this time the SNs will orientate to their ODST and complete a standardised national training program. A core competency framework underpins four theory week-long training modules, where SNs will focus on the key aspects of the donation process supported by the PDS team and the regional Management teams.

Methods

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<th>Module One</th>
<th>Donor characterisation and organ offering</th>
<th>Incorporating donor assessment, reviewing medical information, microbiological testing and the process for organ offering and allocation of retrieval centres. Involving quality training and theory, giving the SNs the knowledge base to practice safely</th>
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<td>Module Two</td>
<td>Approaching families for consent / authorisation</td>
<td>Quality training providing theory and set simulations with professional actors to give the SNs the confidence and knowledge base to carry out approaches whilst ensuring compliance with relevant legislation</td>
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<td>Module Three</td>
<td>Theatre process</td>
<td>Focuses on communication, documentation, handover to specialist retrieval teams, perfusion and packaging of organs for transport, giving SNs the knowledge base to practice safely</td>
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<td>Module Four</td>
<td>High-fidelity simulations of three or four scenarios of the donation process</td>
<td>The SNs are supported throughout the simulation from the experienced staff working in the high-fidelity simulation Centre’s and the PDS Team. This technology enhanced learning allows the SNs to identify any gaps in their learning prior to going into the on-call Rota independently</td>
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Results
- Evidence-based practice
- Highly trained workforce
- Potential cost savings due to structured training program
- Comply with Human Resource policy and 6 month probationary period within organisation
- Increased staff retention
- Joint partnerships cross directorate
- Aligned with targets set by NHSBT Taking Organ Donation to 2020

Discussion
- Average of SN turnover – 10.3 % (ODT 2019) compared with 16 % prior to cohort training
- Response to feedback provided by staff survey’s
- Standardisation of practices – allow potential to cross cover into different ODST regions
- Increase number of cohorts annually from two to three recruitment & modular blocks
- Increase workload on PDS team as a result of increase cohort blocks annually

Conclusion
Recruiting nurses using a value-based framework can ensure the best nurses are employed, who display the core values and behaviours of NHSBT, outlined in the NHS Constitution. The module weeks are designed to ensure learning is manageable, allowing time and values reflection and new SNs will have demonstrated a commitment to learn. Every opportunity has been taken to ensure the learning environment is based on important aspects such as safety; physical and emotional, relationships; respect, engagement and leadership, teaching and learning support, professional relationships and the physical environment.

References
[References provided in the text]

Cohort 3 training graduation at National Organ Donation and Transplantation Congress 2016