

## **Competence for hospital based Haemovigilance Officers**

Competence is a complex multidimensional phenomenon and is defined as the ability to practice safely and effectively and fulfilling a professional responsibility (An Bord Altranais, 2007). Competency, therefore, is a collection of the knowledge, skill and attributes that are required to perform satisfactorily or well at a particular task (Office of Health Management, 2004).

Safe and effective practice requires a sound underpinning of theoretical knowledge that informs practice and is in turn informed by that practice. This is particularly relevant within the complex and changing environment of health care.

Competencies are gained through formal education, continuing professional development and (clinical) experience. These competencies must be relevant to the context of practice. Specific competencies are those identified as specific to the practice role and setting.

Within the current setting of haemovigilance practice, the domains of haemovigilance and traceability have been written into Irish legislation (SI 360 of 2005 and SI 547 of 2006). However, competency in haemovigilance and traceability alone does not define the role of the HVO. While traceability is the responsibility of the hospital blood bank (INAB 2006), the HVO will play a role in developing policy and systems to meet this requirement.

Requirements for haemovigilance and traceability in an Irish context were published by the Irish National Accreditation Board (2006). The National Haemovigilance Office seeks to identify the domains of competency which Haemovigilance Officers (HVOs) should demonstrate to meet the requirements of haemovigilance and traceability as defined in the standards.

### **Domains of competence for hospital based Haemovigilance Officers (HVO) derived from requirements of AML-BB**

1. Development of clinical standards and guidelines for haemovigilance and traceability
2. Development and management of a system for identifying, managing, reporting and closing off both mandatory and non-mandatory adverse reactions, adverse events, near misses and non-compliances.
3. Use of audit to identify and initiate service improvements.
4. Use of risk management / quality tools to address and manage quality incidents.
5. Identification of personal Continuing Professional Development (CPD) requirements.

## Competency assessment framework – What and how?

An understanding of the implications of EU legislation	Competency Assessment	Evidence of Competency	
		Yes	No
<p>This includes</p> <ul style="list-style-type: none"> <li>• EU blood Directives 2002/98/EC and 2005/61/EC, SI 360 of 2005 and SI 547 of 2006,</li> <li>• Minimum Requirements for Blood Bank Compliance with Article 14 (Traceability) and Article 15 (Notification of Serious Adverse Reactions and Events) of EU Directive 2002/98/EC (AML-BB)</li> <li>• ISO 15189</li> <li>• Haemovigilance Handbook: Requirements for Reporting Serious Adverse Reactions and Events to the National Haemovigilance Office</li> </ul>	<p>Manager Assessment</p>		

Can lead and participate in development of transfusion policy	Competency Assessment	Evidence of Competency	
		Yes	No
<ul style="list-style-type: none"> <li>• Availability of transfusion policies as defined in AML-BB</li> <li>• Evidence of development and review of transfusion policy in a systematic manner and as outlined by organisational policy</li> </ul>	<p>Manager Assessment</p> <p>Training in local policy development</p>		

Identification , investigation co-ordination and reporting all adverse transfusion reactions	Competency Assessment	Evidence of Competency	
		Yes	No
<ul style="list-style-type: none"> <li>• Up-to date knowledge of adverse transfusion reactions</li> <li>• Evidence of a system to identify adverse transfusion reactions</li> <li>• Maintains a record of all reactions reported and investigated at local level.</li> <li>• Evidence of systems to report serious adverse transfusion reactions to National Haemovigilance</li> </ul>	<p>Manager assessment</p> <p>Attendance at training days run by</p>		



Maintains an up-to date knowledge	Competency Assessment	Evidence of Competency	
		Yes	No
<ul style="list-style-type: none"> <li>Attendance at conferences /training days /work shops to maintain an up to date knowledge.</li> <li>Completion of appropriate 3<sup>rd</sup> Level Haemovigilance education e.g. Haemovigilance course at Dublin City University (Newly appointed HVOs). .</li> </ul>	Records of attendance at training days and conferences. Completion of Level1, Level 2 and Level 3 Elearning modules		

## Assessment

### Assessment criteria

Competency assessment is varied, and very little agreement exists on how competency should be measured. This framework will employ two approaches; evidence of training, and managerial assessment.

It is expected this framework be used to support the development of the HVO and the haemovigilance service within an organisation. Therefore competency assessment of the HVO should be integrated into professional development planning framework in the organisation. Where the achievement of competency is challenging, an action plan based on identified learning needs will be developed and agreed.

### Action Plans (for achievement of competencies)

Plan	Date	Achieved	Signature of Manager and HVO

### Who should assess hospital based HVO competency?

Competency assessment of HVOs should be based in the organisation in which the HVO is based, and should be carried out by the HVO's Manager. Where there is a separate clinical and professional management structures, a shared assessment should be conducted. This framework supports this process.

### When should competency be assessed?

**Assessment of newly appointed HVOs:** Newly appointed HVOs should have formative and summative assessments as part of this competency assessment. A learning need analysis using the framework outlined should be carried out to identify learning needs of newly appointed HVOs in the relevant domains of competency. A formative assessment should be conducted within one month of commencing employment, and a summative assessment before the end of the 6-month period. The purpose of the formative assessment is to identify the learning needs of the HVO and how these will be achieved. A summative assessment shall be agreed when the identified learning needs have been accomplished.

**Ongoing assessment for HVOs in post:** Competency should be reassessed every 3 years (National Patient Safety Agency, competency for clinical blood transfusion)

## **Role of National Haemovigilance Office**

The role of the National Haemovigilance Office is

- Development and review the competency requirements for HVOs.
- Educational support for HVOs through DCU Course, E Learning, Training days.

## References

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