

Developing a professional profile for Haemovigilance Officers

This document encapsulates the key elements of the hospital based Haemovigilance Officer (HVO) role and is applicable to the many and varied contexts in which these health care professionals work.

In an effort to offer support and provide a sense of their current role, the National Haemovigilance Office has examined this diverse role and produced a professional profile which describes the essential components of the HVO role. Individual job descriptions will reflect the requirements of the organisation but the appended document presents a guide to the essential components of the role at any level.

Domains of a professional and clinical profile for hospital based Haemovigilance Officers (HVO)

- Clinical focus.
- Quality, change management, and audit
- Preparing and delivering and evaluating education programmes
- Information Technology
- Personal qualities

Clinical focus of the HVO

- Possesses specially focused knowledge and skills in a transfusion practice at a higher level than other clinical staff.
- Promotes appropriate use of blood and locally available transfusion alternatives.
- Identifies and seeks to reduce wastage of a scarce resource.
- Develops a system for identifying, managing, reporting and closing off all adverse transfusion reactions.
- Provides leadership in clinical practice and acts as a resource for clinical staff.
- Generates and contributes to the development of clinical standards and guidelines.
- Seeks to facilitate and advocate on behalf of patients/clients, families and communities to participate in decisions about their transfusion needs.

Provision of a quality haemovigilance service

- Uses specialist knowledge to support and enhance patient care and transfusion practice.
- Uses change management skills to develop a quality haemovigilance service
- Identifies, critically analyses, disseminates and integrates evidence into transfusion practice.
- Uses audit to identify and initiate service improvements

- Uses risk management tools to address and manage adverse transfusion events and all quality incidents.
- Communicates and networks the haemovigilance agenda at department, hospital and regional level.

Preparing, delivering and evaluating education programmes

- Delivers and where appropriate facilitates education and training on all aspects of the transfusion process to all staff engaged in transfusion process.
- Evaluates effectiveness of education and training provided.
- Establishes and maintains an appropriate training record management system for transfusion education programmes at local level.
- Educates patients/clients and families in relation to their healthcare needs in the specialist area of practice.
- Identifies own Continuing Professional Development (CPD) needs and engages accordingly.

Information Technology

- Proficiency in IT skills to fulfil role.

Personal Qualities

- Confidence, persistence, motivation
- Ability to identify and build key relationships for effective working
- Excellent communication and negotiation skills

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