

# Transfusion Practitioner Snapshot Survey.

**National Transfusion Practitioner  
Framework working group.**



**Transfusion 2024**

**Survey May 2024  
Results June 2024**

**Caring Expert Quality**

# Thank you



**NHS**

**Blood and Transplant**

Thank you for taking the time to complete the survey.

The data captured from this survey and additional surveys will be used to help inform the planned development of a professional framework for TPs. We want to ensure that this framework is designed to reflect the current and future requirements for the role and wider transfusion workforce.

The survey was designed to gain an understanding of the:

- number of TPs working as part of teams and lone
- professional background of TPs
- pay banding of TPs
- additional support for TPs
- number of hospitals and satellite services supported by TPs
- line management and appraisals for TPs

The survey was based against the 2011 survey by NHSBT to provide a benchmark for the responses received.

# Method



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A national survey for TPs was conducted in collaboration with NHSBT and volunteer TPs across England to gain an appreciation of the current TP landscape associated with pay bands, team sizes, additional team support and what department the TPs are located within their trusts across England. The volunteer TPs are part of a working group responsible for co-developing the professional development framework for TPs

The working group representation from

- all 7 regional transfusion committees
- professional background of TPs
- pay banding of TPs
- length of time in the role ranging from over 20 years to less than a year
- team size- lone working to being part of a larger team
- dual role

The working group are work collaboratively with a TP steering group and NHSBT subject matter experts. The TP steering group has representatives from, and experience working with, ISBT, BBTS, NTPN, NHSBT PBM team ,BSH guideline and NCA authors, and the TP role.

The survey was designed by the working group on MS Forms and sent to all TPs listed on the NHSBT database by the regional transfusion committee administrators. The survey was open from the 1<sup>st</sup> – 22<sup>nd</sup> of May 2024.

# Results



**NHS**

**Blood and Transplant**

At the time of the survey there were 135 trusts and 243 hospitals based on data from the NHSBT Blood stocks management systems

On the current NHSBT mailing list there are 386 TPs. The results from the survey included information for 175 TPs. Response rate for TPs known to NHSBT was 45.3%.

Responses were received from 76 trusts that have blood directly provided by NHSBT therefore the response rate from the RTCs was 56%.

57% of TPs have been in the role for more than 5 years. 33% of TPs have been in the role between 1 to 4 years.

TPs currently in post are professionally registered as registered nurses, biomedical scientists, operating department practitioners or midwives. 56% of TPs are registered nurses.

The agenda for change [or equivalent] bands for TPs responding ranged from band 6 to band 8c. 112 of the 175 (64%) TPs accounted for in the survey are banded as a band 7. There were no responses collected for any TPs below band 6.

Please note private hospitals were invited to participate in the survey. Responses from private hospitals were included in with the corresponding RTC

# Survey Questions



**NHS**

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## Where do you work?

Name of RTC

Name of trust

Additional sites that the TPs support

## Staffing

Additional **team members** that are included as part of your immediate transfusion practitioner team

Number of TPs in the team

Number of Contracted hours worked

Agenda for change bands

Number of years as a TP

Professional background

Dual Role

## Department/ Line Management

What Clinical Service Unit/Division/business unit is the Transfusion Team included in within your trust?

Area all the TPs in your team line managed by the same person?

Appraisals- is everyone in your team appraised by the same person/role?

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**NHS**

Blood and Transplant

Where do you work?  
slides 7-10

Name of RTC

Name of trust

Additional sites that the TPs support

Staffing  
Slides 11-19

Additional **team members** that are included as part of your immediate transfusion practitioner team

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Dual Role

Department/  
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What Clinical Service Unit/Division/business unit is the Transfusion Team included in within your trust?

Area all the TPs in your team line managed by the same person?

Appraisals- is everyone in your team appraised by the same person/role?

# Where do you work?

## RTC Response Rate per Hospital



RTC	Total No of trusts/ RTC	No of trust response/RTC	% of trust response/RTC	Total No of hospital/RTC	No of response of hospital/RTC	% of response/hospital /RTC
NE&Y	22	15	68	36	24	67
Midlands	22	5	23	42	10	24
East of England	14	9	64	22	12	56
London	22	17	77	49	30	61
South East	17	8	47	35	13	37
South West	16	11	69	22	13	59
North West	22	11	50	37	13	35
Totals	135	76		243	115	

Table 1 Number of responses from each trust/RTC and each hospital/ RTC

When the survey closed there were 76 responses included in the survey (3 had to be discarded due to duplication). Overall, data pertaining to 175 TPs, 76 trusts and 115 hospitals are included in the survey

The overall response rate per RTC was 56%. The response rate ranged from 24% to 77%.

London RTC provided the highest number of responses for the survey.

# Where do you work?

## RTC Response Rate per Hospital

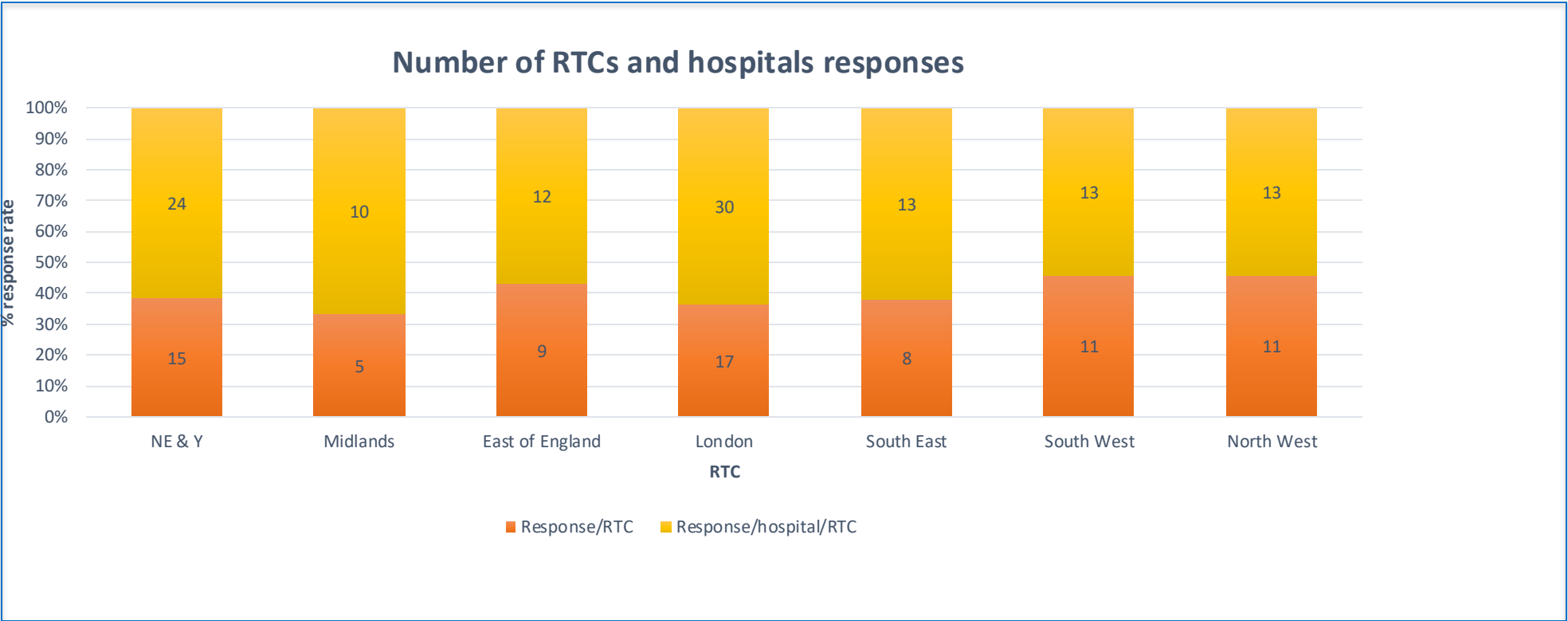


Chart 1. Number of responses from each trust/RTC and each hospital/ RTC



# Where do you work?

## RTC Response Rate per TP



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RTC	Overall No of TPs	No of TPs included in survey	% Response	% of total TPs/RTC	% of total TPs/survey
NE&Y	46	34	74	11.9	19
Midlands	67	16	24	17.3	9
East of England	39	24	61	10.1	14
London	90	48	53	23.3	27
North West	55	14	25	14.2	8
South East	40	17	43	10.3	10
South West	49	22	45	12.6	13
	Total no of TPs 386	Total no of TPs in survey 175			

Table 2. Response rate per TP per RTC

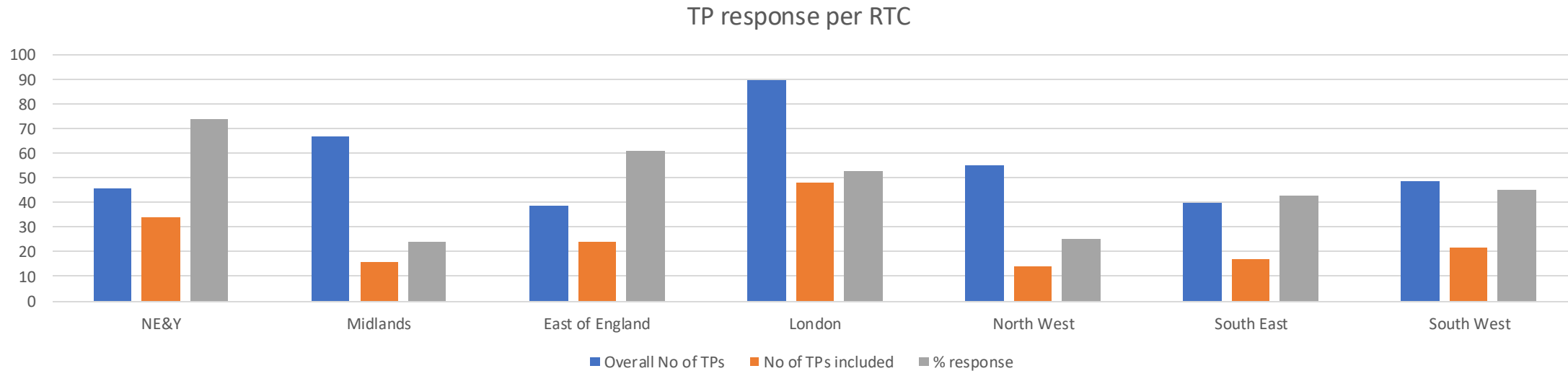


Chart 2. Number of responses from TPs per RTC

# Where do you work?

## Hospitals and additional sites supported by TPs



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Site	0	1	2	3	4	5	6	7
BSMS Site(s)	0	45	26	3	0	0	0	1
Additional Hospital	60	8	5	1	0	1	0	0
Private Hospital	61	7	5	1	0	0	0	7
Hospice	55	13	7	0	0	0	0	0
Comm Hospital	66	3	1	0	1	3	1	0
Renal Site	71	1	2	1	0	0	0	0
Air. Amb	72	1	2	1	0	0	0	0

The blood stocks management system provides blood to 1,2,3 or 7 hospitals per trust. The majority of trusts have blood delivered to only one hospital.

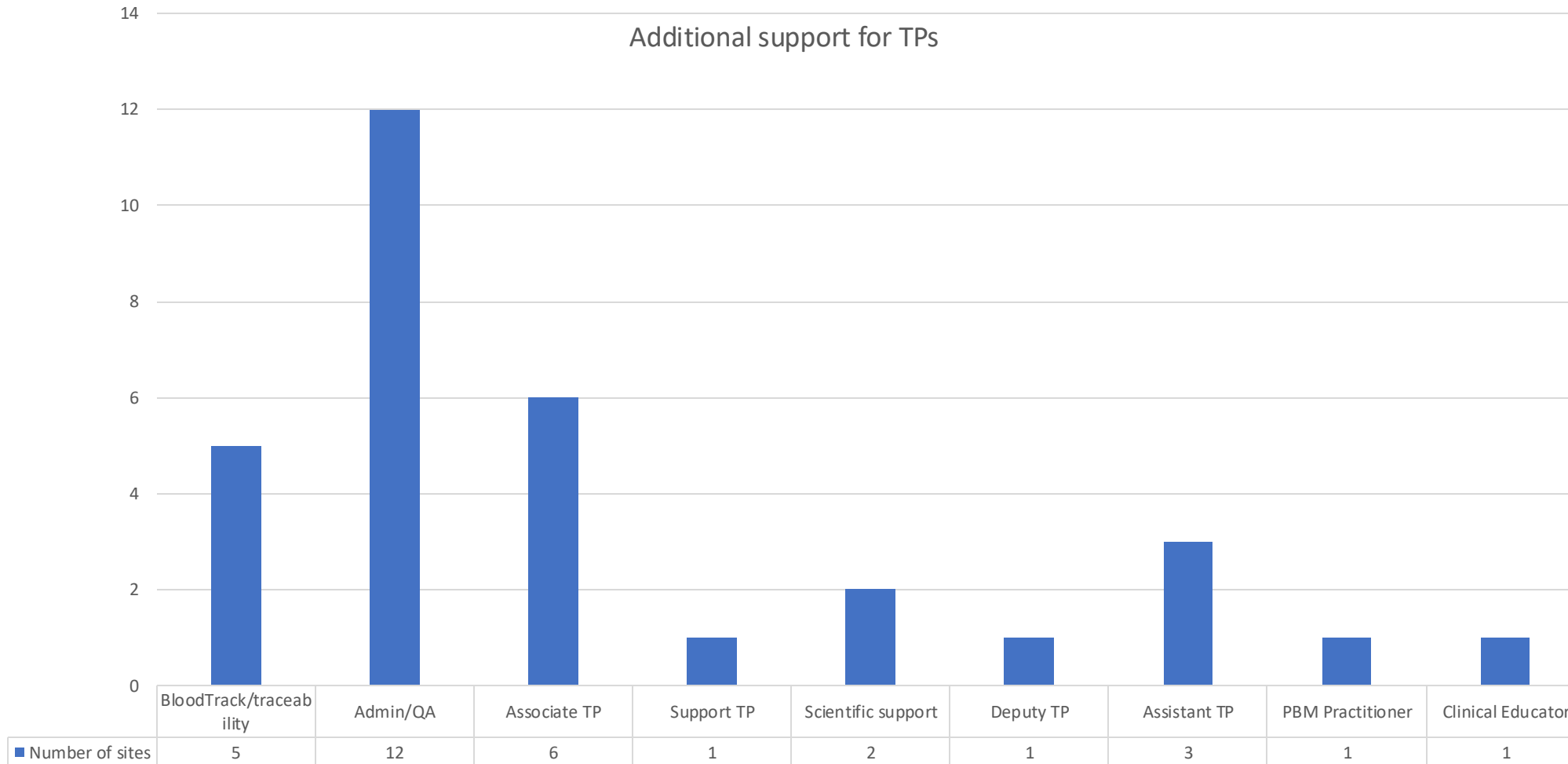
Table 3. Additional sites supported by TPs

# Staffing

## Additional roles/support for TP teams



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32 responses reported having additional support for the transfusion practitioner team.

37.5% of additional support is quality administration or administration.

47 responses indicated that there was no additional support for the transfusion team.

Chart 3. Additional roles/support for TPs

# Staffing

## Number of TPs in the team

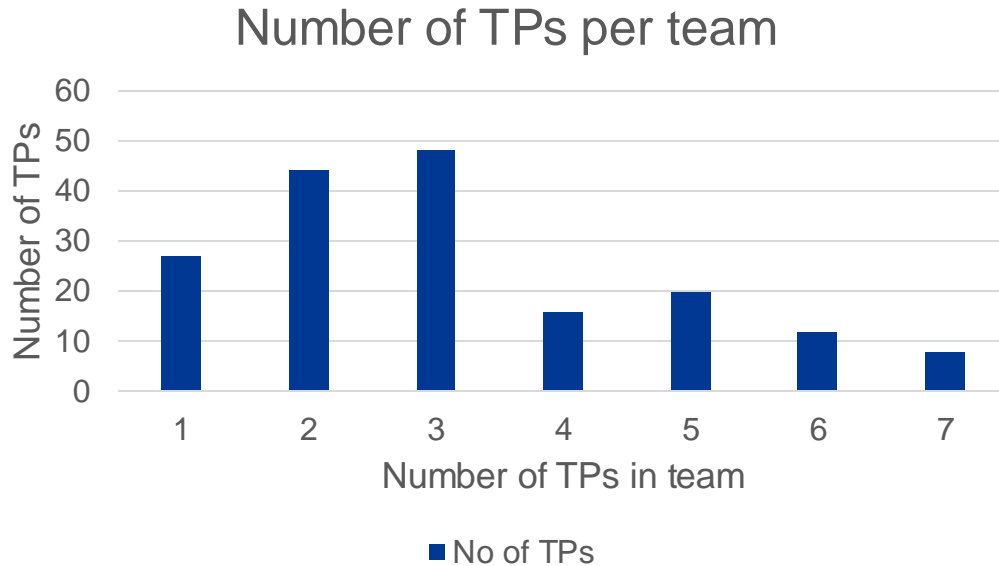


Chart 4. Number of TPs/team

Number of TPs in Team	No of hospitals	% of hospitals	No of TPs	% of TPs
1	27	35	27	15
2	22	30	44	25
3	16	21	48	27
4	4	5	16	9
5	4	5	20	11
6	2	3	12	7
8	1	1	8	5

Table 4. Size of TP teams per RTC and number of TPs/team

- 35% of responding TP's work alone in their hospitals.
- Majority of 175 TPs accounted for in the survey work in a team size of 3. Note that some of the TPs in these teams are part time.
- In 2011 86 hospitals recorded having 1 TP which accounted for 50% of hospitals

# Staffing

## Number of TPs in the team

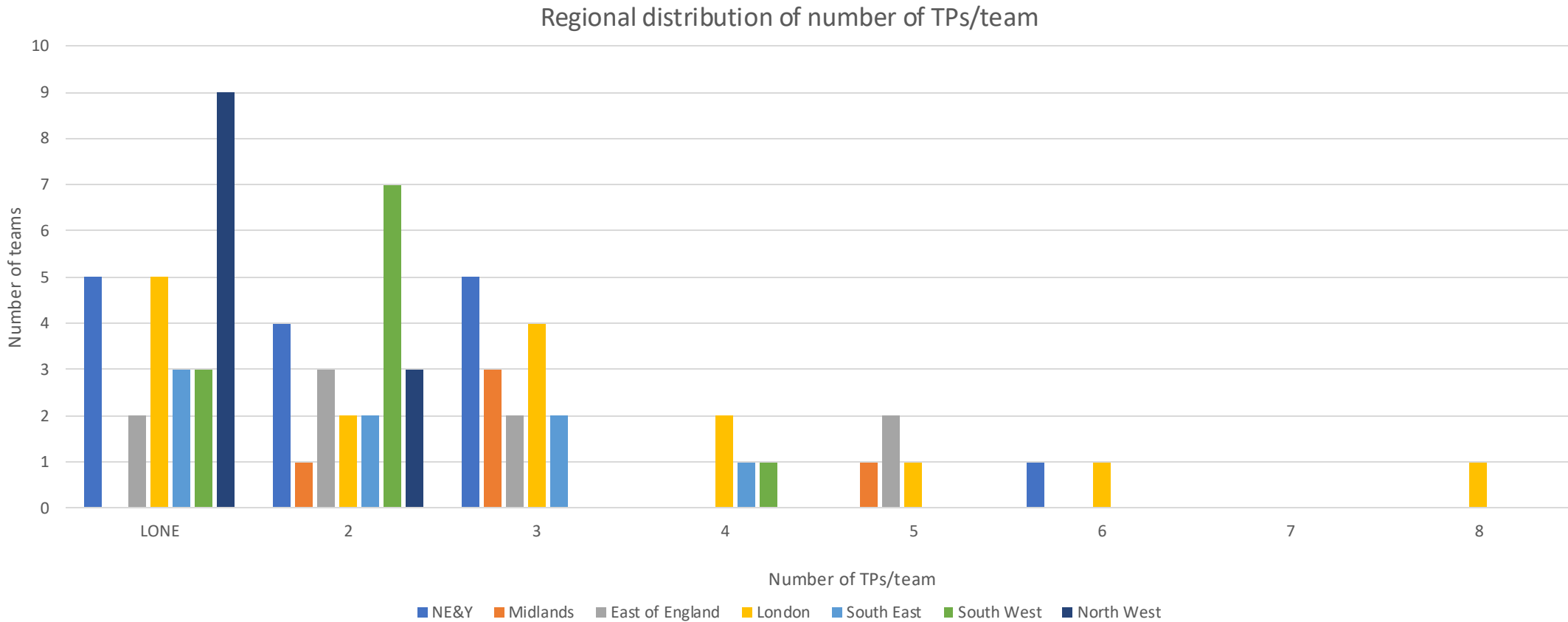


Chart 5. Regional distribution of TP team size/RTC

No of TPs per team	1	part time	Total	% of part-time
1	20	7	27	30
2	31	13	44	30
3	21	27	48	56
4	5	11	16	69
5	12	8	20	40
6	5	7	12	58
8	8	0	8	0

Table 5. TPs full time and part-time per team size

No of TPs per team	1	0.8	0.6	0.5	0.4
1	20	1	3	1	2
2	31	6	5	1	1
3	21	8	9	5	5
4	5	1	2	6	2
5	12	2	4	1	1
6	5	3	1	0	3
8	8	0	0	0	0
Total	102	21	24	14	14
%	58	12	14	8	8

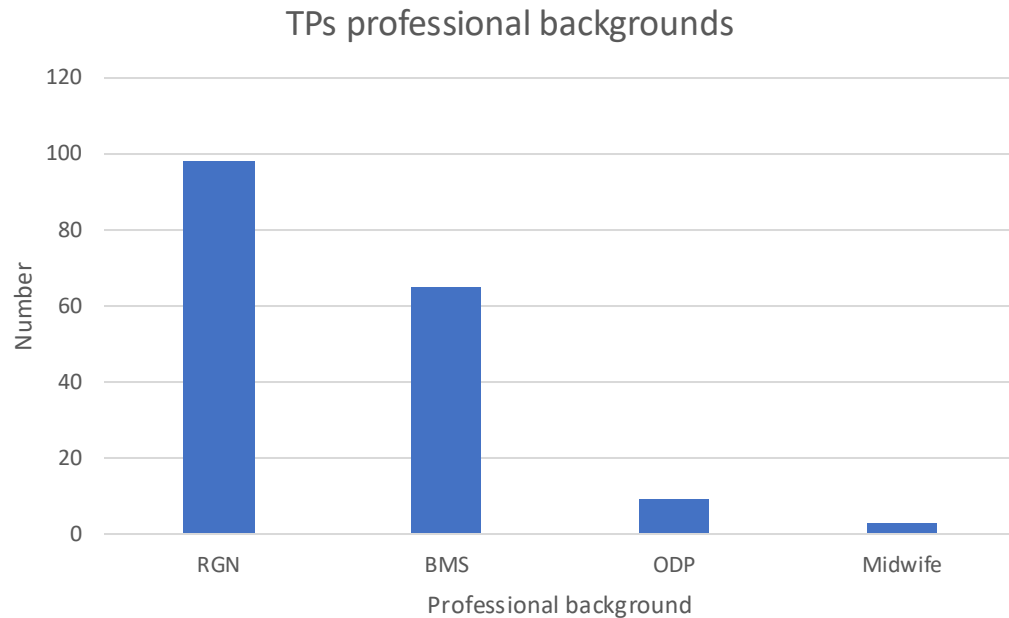
Table 6. TPs contracted hours per team size

According to the data captured teams of 4 have the highest percentage of TPs working part-time

- 58% of TPs are contracted full time hours.
- 42% of TPs are contracted part-time hours

# Staffing

## Professional background



Professional background	Number	%
Registered Nurse	98	56
Biomedical Scientist	65	37
Operating Department Practitioner	9	5
Midwife	3	2

Table 7. Professional backgrounds of TPs

Chart 6. Professional backgrounds of TPs

2011 audit recorded that there were 119 nurses (69%) ,49 biomedical scientists (28%) and 1.7% noted as “other”.

2024 survey recorded that there are 98 nurses (56%), 65 biomedical scientists (37%), 9 ODPs (5.1%) and 3 midwives (1.7%)

# Staffing

## Agenda for change and Professional background



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Agenda for change per professional background

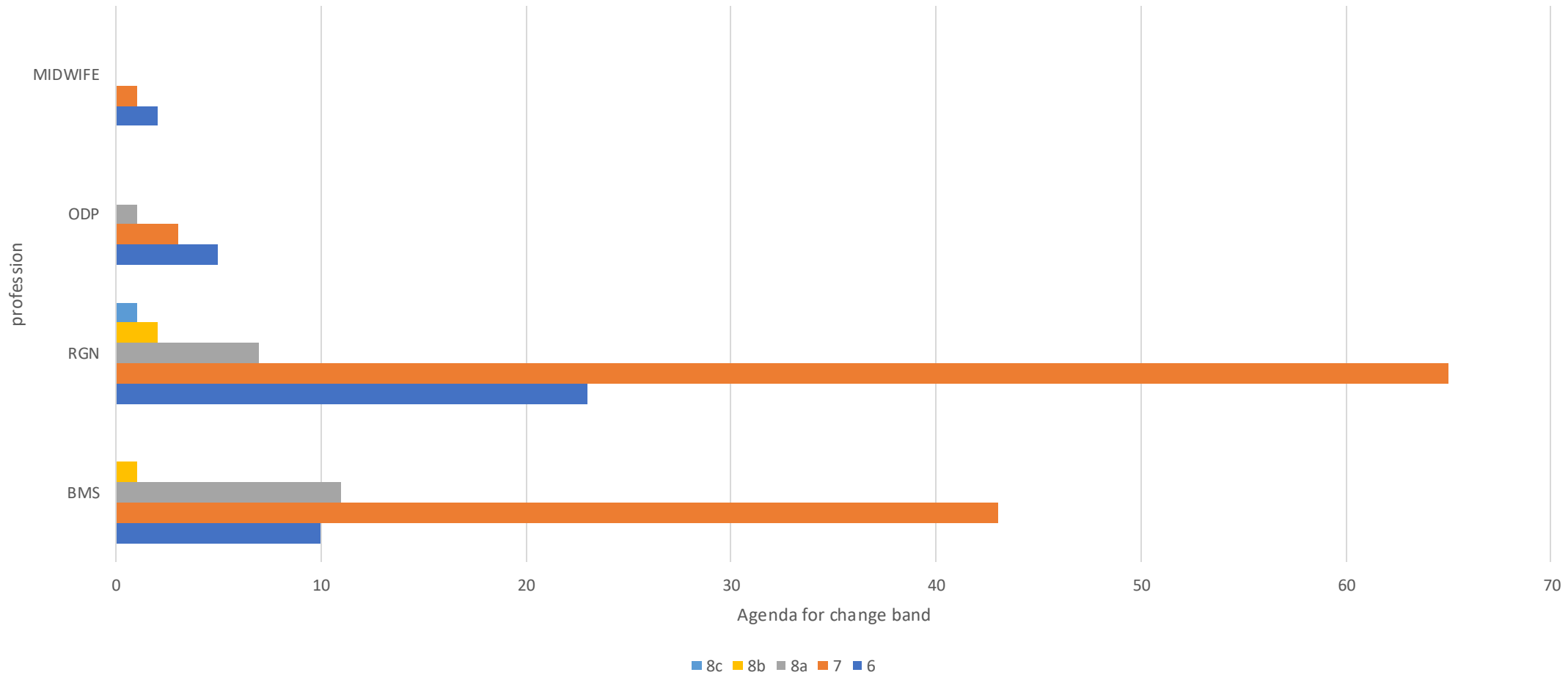


Chart 7. Distribution of agenda for change band/professional background



# Staffing

## Number of years in the TP role

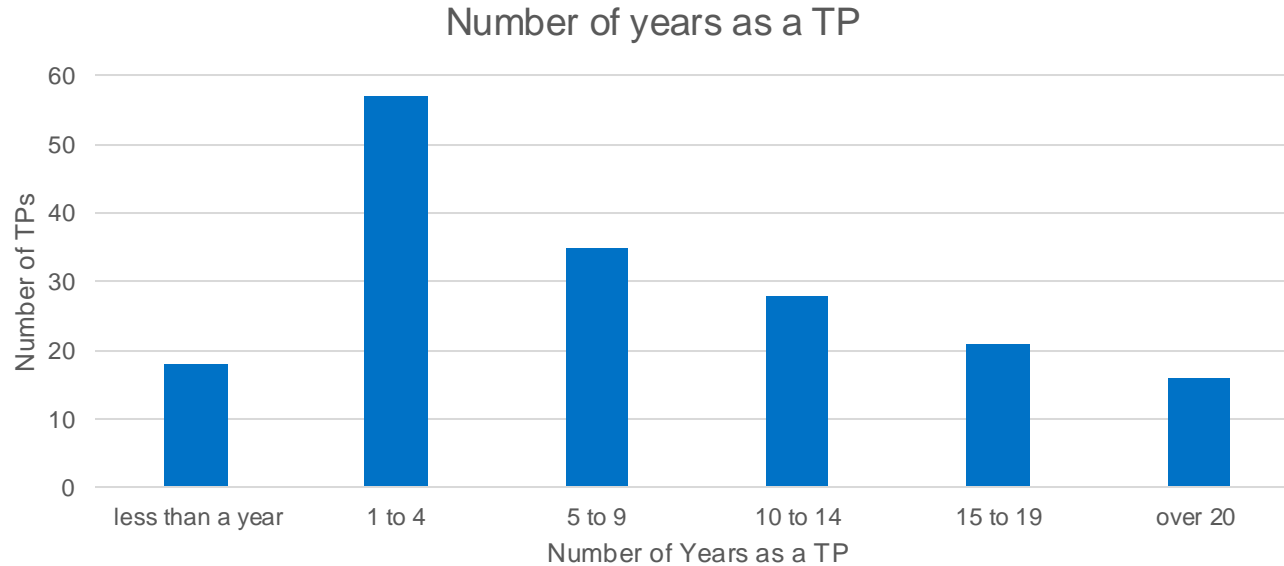


Chart 8. Number of TPs/numbers of years in the role

No of years as a TP	Number of	
	TPs	% of TPs
less than a year	18	10
1 to 4	57	33
5 to 9	35	20
10 to 14	28	16
15 to 19	21	12
over 20	16	9

Chart 7. Distribution of agenda for change band/professional background

The highest number TPs have been in post between 1-4 years (33%). 10% of TPs have been in post for more than 20 years. 63% of TPs have been in post for less than 10 years.

# Staffing

## Number of years in the TP role

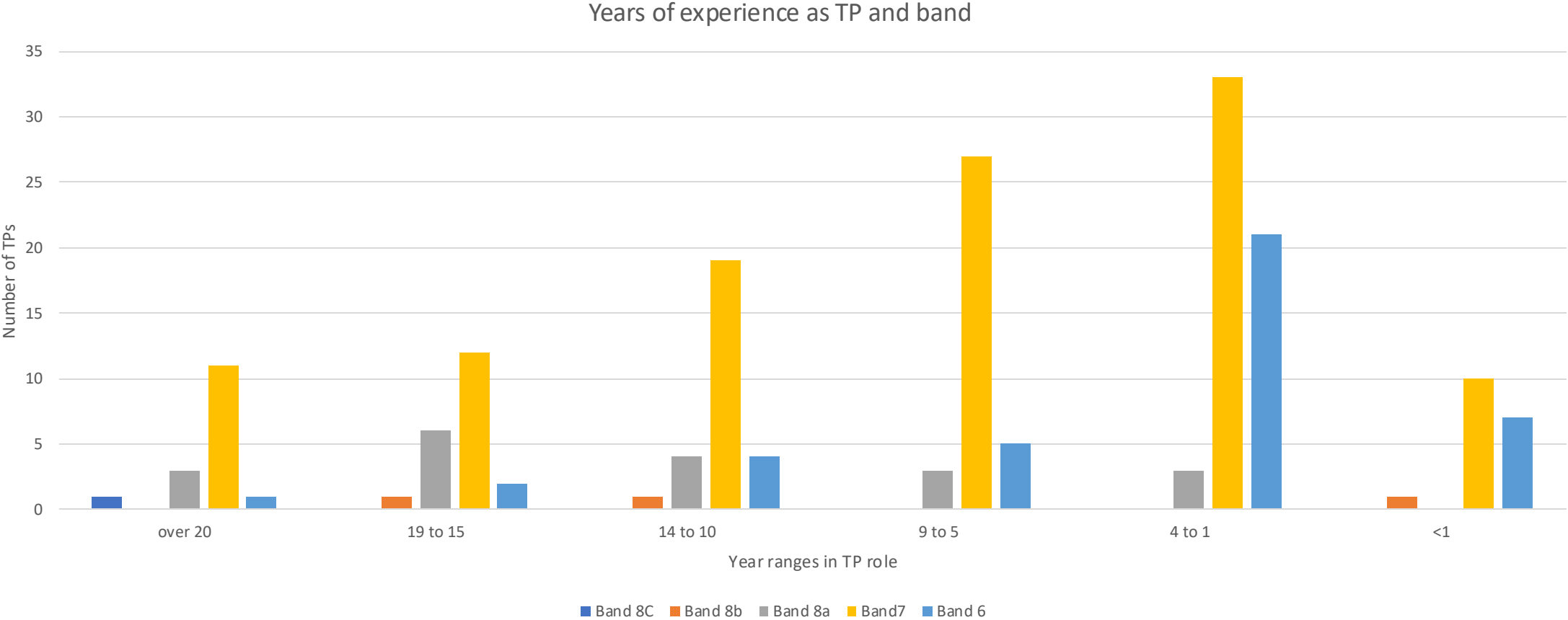


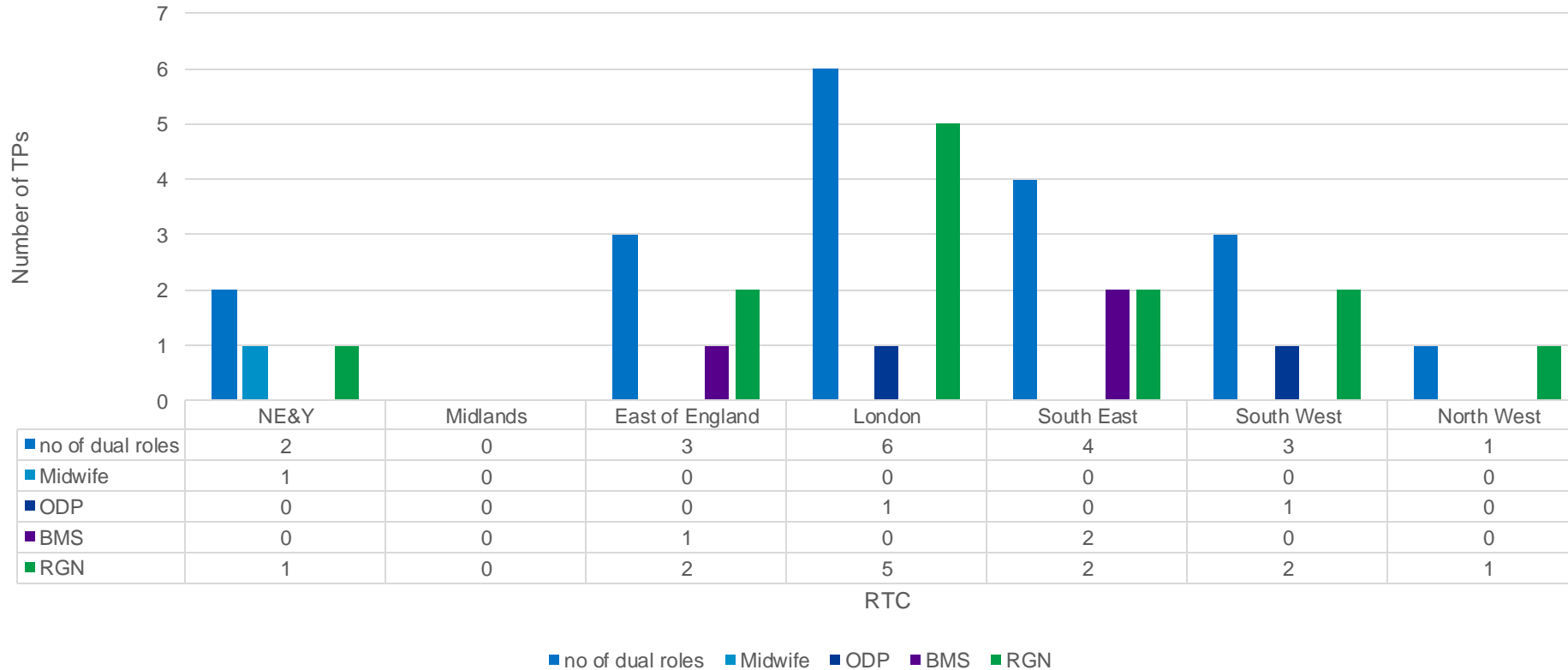
Chart 9. Pay bands according to years in post

# Staffing

## TPs with dual roles



Regional distribution of TPs with dual role.



Majority of TPs in a dual role are RNs

46% of TPs with a dual role are from the London RTC- 5 nurses and 1 ODP.

The survey records 3 midwives as TPs. 1 midwife is in a dual role.

Chart 10. Distribution and professional background of TPs with dual roles

# Department and Line Management Unit/Division/business unit



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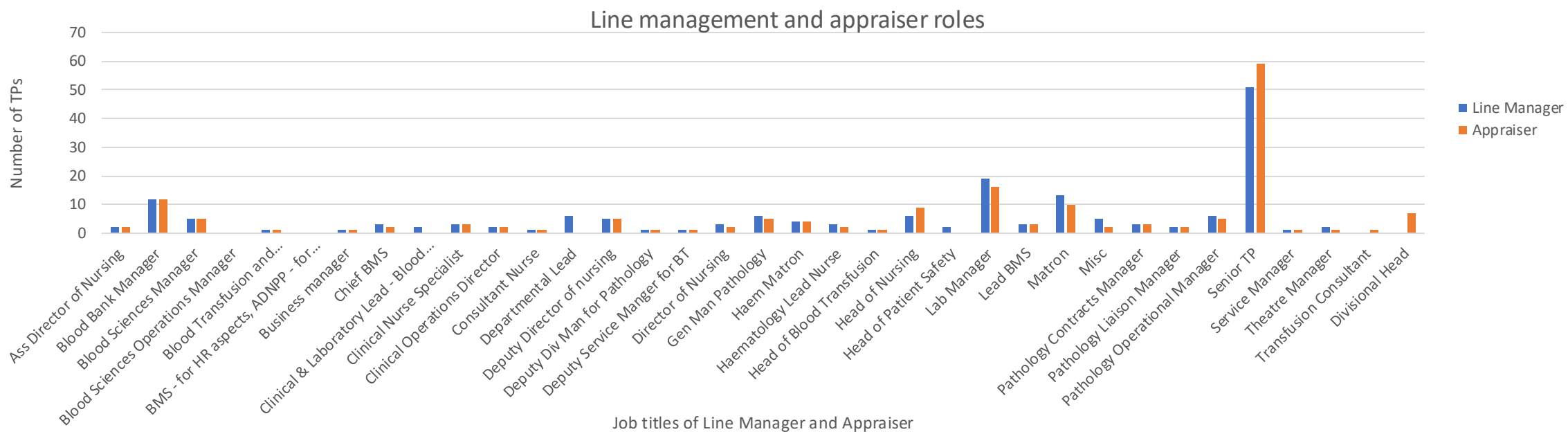
52% of responses indicated that the transfusion practitioner team was managed within in the Pathology CSU/Division/Business unit.

Figure 1. Word cloud generated from all responses to “What CSU/Division/Business unit is your transfusion team located within your trust?”

# Department and Line Management

## Line Manager and Appraiser

Chart 2. Number of responses from TPs per RTC



The majority of TPs stated that the senior TP was responsible as appraiser (33%) and as line manager (29%). In 2011 no TPs were noted as being line managers.

# Conclusions



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Survey main findings.

- 62% of responses reported that there was no additional support for the TP team
- 16% of responses recorded having access to administration/quality support
- there has been increase in hospitals with a single TP since the 2011 audit
- TPs with nursing background from 69% in the 2011 audit to 56%
- 33% of TPs have been in post between 1-4 years
- 25% of trusts have TPs working alone or in a team of 2 where the TPs have less than 4 years' experience
- 33% of TPs are appraised by a senior TP
- 29% of TPs are line managed by the senior TP compared to no TPs being line managed by a senior TP in 2011

Benchmarking to the 2011 audit does have some limitations.

- in 2011 the TP role was 13 years old when the audit report was published
- there are TPs today who will have over 20 years' experience in the role and have experience of developing the TP role and team for their trust
- new TPs working alone are taking over from a TP rather than establishing the role/position themselves
- many education course and networking opportunities for TPs are no longer available

Feedback from the National Transfusion Practitioner Network T2024 conference highlighted that

- TPs new into the role would appreciate an education course to support them in their new role.
- a nationally recognised framework would help standardise the role
- a main objective of the professional development framework must be to support every TP

The data from this snapshot survey suggests that most of the TPs have been in post for less than 5 years therefore those TPs have not had access to a recognised education course specifically for TPs. Many TPs expected to have managerial responsibilities. The professional development framework will be designed to support the TP at all stages of their career and signpost available resources.