

1. RPRB Training for Locum Doctors:

Belfast Trust requires that agency/locum doctors identified as needing to partake in transfusion procedures receive mandatory training on the Right Patient Right Blood competency assessments, which is critical for ensuring patient safety and adherence to transfusion best practices. The Trust's current clinical transfusion training policy specifies that both theoretical knowledge and competency assessments should be completed before agency / Locum staff take up shifts, if required. This requirement also applies to agency/locum staff before undertaking shifts involving transfusion procedures. The Trust documents, sent to agencies, reflect these requirements and we do accept NHS competency certificates as evidence of training, if submitted as an alternative.

This is also reflected in the current medical framework:

22.6 The Agency Worker is required to meet the minimum training requirements of the post. These may include but are not limited to the following:

Relevant Blood Transfusion Training, including Right Patient Right Blood competencies ((ORAS Gold Level 1) www.learnbloodtransfusion.org.uk) in Transfusion roles as being required by the specialty (information on role specific requirements can be obtained from each of the Trust's Haemovigilance Teams).

An update to the medical agency framework document was agreed by Northern Ireland Transfusion Committee (Nov 2023) stipulating the following:

1. Before allocation of first shift

Transfusion **Theory certificate(s)** these must be up to date, i.e. completed within the last 3 years. Details of required E learning modules and approved E learning platforms can be obtained from each of the Trust's Haemovigilance Teams.

If the agency worker is to participate in transfusion practical tasks (e.g. taking group & hold/crossmatch samples, checking and administering blood transfusions) the following is also required

2. Ideally before allocation of first shift or within 2 months of allocated first shift

NHS / Northern Ireland Right Patient Right Blood (RPRB) **Competency Certificate(s)** these must be up to date, i.e. completed within the last 3 years

for required transfusion practical tasks. Trust's Haemovigilance teams can advise on the Trust's required transfusion practical tasks.

If competency certificate(s) are not completed before allocation of the first shift, then it is the contractor's responsibility:

- To highlight, in advance, to the Trust that this has not, as yet, been undertaken
- To ensure that the agency worker is aware that they must not partake in blood transfusion tasks until competency assessment(s) are completed
- To ensure that the relevant competency assessment(s) are completed within the 2 month period.

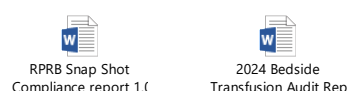
3. In addition the agency worker should be instructed to familiarise themselves with the relevant Trust's Blood Transfusion policies

We are working within our current policy and current framework as the new framework (which allows an 8-week grace period) is not live yet. However, once it is we will be adopting this approach formally.

2. Audits and Internal Assessments:

In the past three years, Trust audits and reviews have been conducted to assess compliance with the RPRB protocols. These audits have focused on compliance with training requirements.

Relevant audit reports include:



Proposals to establish a regional Haemovigilance service have been developed to ensure that agency staff can meet the NI Transfusion RPRB Competency requirements. We are currently awaiting feedback from the Regional contracts management group.

The agencies hold formal training records of Agency/Locum Doctors. However, Belfast Trust Haemovigilance team do maintain records of those they have assessed. The number of agency/locum Drs assessed per year is as follows:

AGENCY ASSESSMENTS	2021	2022	2023

LOCUM DOCTORS	13	28	41
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It should be noted that these figures may not be exhaustive due to the following reasons:

- Agencies have employed Haemovigilance Practitioner who assess agency Drs, some of whom also come to the BHSCT
- Some Agency/Locum Drs may be assessed by RPRB ward based assessors
- Some Agency/Locum Drs have been assessed in other Trusts when they take up shifts within our Trust
- Agency/Locum Drs who provide an up-to-date NHS Competency cert to HR or WFP are also accepted.

3. Trust Obligations under Legislation:

The Trust is fully compliant with the Equality Act, Part-Time Workers legislation, and Health and Safety legislation in relation to the delivery of RPRB training. Our training programme and audits revealed that appropriate provisions are made to ensure locum doctors, including those working part-time, have the same access to resources and training as full-time employees. Our booking system works on a first come first served basis. We assess Trust medical staff as well as agency staff (medical and nursing). Last financial year 73% of our OSCE slots were taken up by agency staff (both nursing and medical).