Title: ESTABLISHMENT OF 2 CONSULTANT POSTS IN HAEMATOLOGY; ONE IN TRANSFUSION MEDICINE AND ONE IN HAEMOSTASIS/THROMBOSIS

Responsible Director: Andrew McKirgan, Chief Operating Officer

Contact: Robin Snead/Dr A Toogood, Division D, ext 14932

**Purpose:**
The purpose of this paper is to request Board of Directors approval for the appointment of two consultant posts; one as a Specialist Transfusion Consultant and the other as a Specialist Haemostasis Consultant.

**Confidentiality Level & Reason:**
Confidential – Staff

**Annual Plan Ref:**
- To improve quality and efficiency along the patient pathway.
- To maintain our reputation and position at the leading edge of performance and quality.

**Key Issues Summary:**
- Improving the governance and safety of blood component transfusion.
- Improve the cost efficiency and reducing waste in relation to transfusion of blood components.
- Improving delivery of anticoagulant and consultative haematology services.

**Recommendations:**
The Board of Directors is requested to:
1. **Approve** the appointment of a Specialist Transfusion Consultant.
2. **Approve** the appointment of a Specialist Haemostasis Consultant.

**Signed:** Andrew McKirgan  **Date:** 18 March 2014
1. **Purpose**

The purpose of this paper is to request Board of Directors approval for the appointment of two consultant posts; one as a Specialist Transfusion Consultant and one as a Specialist Haemostasis Consultant.

2. **Strategic Context**

The provision of a high quality blood transfusion service is critical to the safe operation of surgical and medical services at UHB. Trauma, critical care, haematology, oncology, liver surgery and cardiothoracic surgery are just a few examples of specialities which are reliant on seamless 24 hour transfusion support. Blood component transfusion is associated with significant clinical risks, operates within a complex regulatory framework and is expensive.

The Trust has seen sustained increases in financial costs associated with the provision of blood products, and it is believed that changes could be made to the existing service that would reduce cost and improve clinical quality of care.

Recent blood product usage has seen increases as follows:-

- Platelet usage increase of 30% between 2009 & 2013.
- Red Cell usage increase of 10% between 2009 & 2013.

The Trust has also seen an increased demand for the haemostasis and thrombosis side of haematology. This will require additional service capacity to meet current and future needs. There is also further potential for increased research activity in this area.

3. **Proposal**

3.1 **Appointment of a Specialist Transfusion Consultant**

The appointment of a Specialist Transfusion Consultant would enable the Trust to further realise the potential for improving the quality and
outcomes related to the use of transfusion products. This would support compliance with the Major Trauma Centre peer review standards and standards set out by the bone marrow transplant accreditation body, Joint Accreditation Committee-ISCT (Europe) (JACIE).

The development and robust implementation of protocols would result in more appropriate usage and a reduction in blood products used. This will be a key aspect of this role alongside development of a laboratory order comms system for the electronic ordering of blood products.

The NHS Blood & Transfusion (NHSBT) service are, operationally and financially, supportive of the joint appointment of this post. A joint appointment would be advantageous to both organisations with NHSBT having a consultant who has experience of leading transfusion services in a large Trust which can then be rolled out to other Trusts in the region. The role would have a strong leadership element as part of the regional transfusion committee.

The role would include leading national audits in to transfusion practice and participation and leadership of research and education.

3.2 Appointment of a Specialist Haemostasis Consultant

The appointment of a Haemostasis Consultant would develop transitional care for patients requiring anti-coagulation, expediting discharge and transferring care to an out patient setting. They will provide the capacity to support initiation of new oral anticoagulant agents and referrals for specialist thrombosis clinical input. Additionally this post will lead a new clinic for new DVT and PE patients and provide in-reach anticoagulation management.

This post would provide 4 sessions to Birmingham Women’s Hospital which would part fund the post under an existing Service Level Agreement arrangement.

Additional duties for this post would be:-

- Support to the Sickle Cell Service
- Haemostasis Research and Development
- GP Advice and Guidance Service
- Cover and support for the transfusion consultant.

4. Financial Analysis

The proposed recruitment of two additional consultants including support costs would be £302k, but this would be supported by £100k of additional income. In addition to this there would be expected savings from reduced blood product usage of £652k in the first year, up to £858k in year 5.
Option 2 therefore delivers a £450k surplus in year 1, which would contribute to the 2014/15 Cost Improvement Programme.

There is also the potential to generate commercial research income, which could in turn offer further drug savings.

5. **Risk Analysis**

The following risks have been identified with the proposed appointment of the two consultant posts:-

- Not being able to appoint to the posts.
- No reduction in the blood product usage.
- No resultant reduction in blood product expenditure.
- No improvement in quality of care.

In order to ensure that the above risks are avoided, the Division will set up a transfusion/haemostasis project group. This group would have the sole responsibility of ensuring timely development of new transfusion protocols and will then oversee their implementation.

Key performance measures and a work programme will be set in order to ensure delivery of the outcomes as set out in this paper. This will include both clinical and financial benefits.

6. **Recommendations**

The Board of Directors is requested to:

6.1 **Approve** the appointment of a Specialist Transfusion Consultant.

6.2 **Approve** the appointment of a Specialist Haemostasis Consultant.