

National Organ Retrieval Service

Perioperative Competence Programme

Cardiothoracic Organ Preservation

Basic Competencies

Aims and learning outcomes of programme

The aims of the programme are two fold:

1. To equip the practitioner with the necessary skills and knowledge base to practice in a competent manner as part of the National Organ Retrieval Service (NORS).
2. To provide a standard of practice against which existing practitioners in NORS can measure and develop their levels of competence.

The learning outcomes of the framework have been devised to enable the practitioner to:

1. Demonstrate best practice throughout the organ retrieval procedure
2. Demonstrate competence in a range of skills relevant to their role with the NORS
3. Demonstrate competence in the application of appropriate knowledge and understanding pertaining to the work of the NORS team and their role within the team.

Programme outline

This programme utilises a mixture of learning and teaching approaches to enable the practitioner to complete the competencies. The main emphasis is on self-directed learning as this recognises the different levels of experience, abilities and motivation of the practitioners undertaking the programme (O'Shea 2003).

The practitioner will be assigned a clinical mentor who will provide support and facilitate learning opportunities until such time as the practitioner has successfully completed the programme. Existing practitioners can request the appointment of a mentor who is willing to take on the role and has, ideally, completed an accredited mentorship course.

The formative assessments can be signed off by a suitably experienced registered practitioner in organ retrieval and final summative assessment and declaration of competence will be undertaken by the lead perioperative practitioner within your NORS team.

The practitioner's achievement of the competency framework will be assessed through a portfolio of evidence. Portfolio-based learning has become a standard method of assessing competence-based education as it enables a valid and true assessment of the complex repertoire of knowledge and skills required in the modern healthcare system (Redfern *et al* (2002).

Five constituents for the acceptability of evidence are outlined in the *Portfolio of Core Competencies for Anaesthetic Assistants* (NHS Education for Scotland 2007). These are as follows:

1. Validity: Does the evidence meet the needs of the indicator it is being used towards?
2. Authenticity: Can the evidence be attributed to the practitioner?
3. Sufficiency: Is there enough evidence to infer achievement?
4. Currency: Is the evidence up to date and relevant?
5. Reliability: Does the evidence accurately reflect the skills and knowledge required?

Types of admissible evidence for this programme include: quantifiable evidence i.e. skills check lists, e-learning and private study i.e. journals/books, reflective pieces, internal courses and, peer teaching.

Formative assessment can be undertaken by any competent practitioner but final, summative assessment must be undertaken by the Senior Perioperative Practitioner for the NORS.

Practitioners will also be expected to maintain a record of the organ retrievals attended during their training programme and beyond. The logbook should record the dates, locations, and types of retrievals attended. Additional comments could include activities undertaken during the retrieval as well as positive and negative reflections on the experience. The objective of the logbook is to offer evidence of the practitioner's experiences and development throughout the training programme and evidence of competence maintenance.

References

NHS Education for Scotland (2007) *Portfolio of Core Competencies for Anaesthetic Assistants*. NES: Edinburgh

O'Shea, E. (2003) Self-directed learning in nurse education: a review of the literature. *Journal of Advanced Nursing* 43 (1) pp. 62-70

Redfern, S. Norman, I. Calman, L. Watson, R. Murrells, T. (2002) Assessing competence too practice in nursing: a review of the literature. *Research Papers in Education* 17 (1) pp. 51-77

Competence	Assessor Initials (formative)	Assessor Initials (formative)	Assessor Initials (formative)	Assessor Initials (formative)	Assessor Initials (summative)
<i>Demonstrate a clear understanding of the roles and responsibilities of each member of the multidisciplinary NORS team.</i>					
<i>Demonstrate ability to ensure sufficient time is available to prepare equipment for transport from retrieval centre. As well as discuss the importance of confirming type of donor and organs on offer with coordinator.</i>					
<i>Demonstrate ability to correctly prepare, pack and transport appropriate equipment and pharmaceuticals for use during the retrieval process including; ice, fluids, drugs, equipment and organ transportation boxes.</i>					
<i>Demonstrate a clear understanding of precautions for infection control and other necessary health and safety measures throughout the retrieval procedure.</i>					
<i>Demonstrate best practice and ability to prepare, draw-up and safely store appropriate drugs for DBDD and DCDD donor retrievals. Demonstrate and understanding of the necessity for allowing adequate setup time prior to withdrawal for DCDD donation.</i>					
<i>Demonstrate a clear understanding of the difference between perfusion procedures for DBDD and DCDD organ donation for cardiothoracic organs, including the different types of perfusion fluids required.</i>					
<i>Understands clearly the importance of good communication between the organ preservationist, scrub practitioner and surgical staff, as well as the SN-OD and donor hospital staff.</i>					
<i>Discuss appropriate action if donor has an allergy to penicillin and/or any other drugs used during the retrieval process.</i>					
<i>Discuss the different types of organ preservation techniques and their application. Also demonstrate understanding of best practice in relation to the correct usage of preservation fluids during the retrieval process.</i>					

Competence	Assessor Initials (formative)	Assessor Initials (formative)	Assessor Initials (formative)	Assessor Initials (formative)	Assessor Initials (summative)
<i>Discuss appropriate actions regarding the preparation and use of preservation fluids in the event of a “crash” DCD retrieval.</i>					
<i>Demonstrate the ability to communicate appropriately with the practitioner undertaking cardiothoracic scrub role to ensure timely preparation of perfusion cannulae and lines.</i>					
<i>Demonstrate ability to identify and select equipment and organ preservation fluids required for retrieval of lungs and associated blood and tissue samples.</i>					
<i>Demonstrate ability to identify and select equipment and organ preservation fluids required for retrieval of the heart and associated blood and tissue samples.</i>					
<i>Demonstrates ability to multi-task during multi-organ cardiothoracic donation whilst also demonstrating an understanding of the importance of verbally confirming specific organ, organ removal times and packing information to both the SN-OD and Surgical team</i>					
<i>Demonstrates an understanding of the need for taking selective gases during lung evaluation in a DBD retrieval.</i>					
<i>Demonstrates an understanding of the Swann Ganz catheter if required during cardiac evaluation in a DBD retrieval. Demonstrates ability to assist the surgeon in its set-up.</i>					
<i>Demonstrate an understanding of safe handling and labelling of blood and tissue samples during retrieval procedure.</i>					
<i>Demonstrate awareness of safe handling and packing of retrieved organs. Also demonstrate a clear understanding of the importance in the correct packing and labelling of organ transportation boxes in line with NHS Blood and Transplant guidelines.</i>					
<i>Demonstrate ability to safely dispose of single use equipment during retrieval procedure.</i>					

National Organ Retrieval Service

Certificate of Competence

Has successfully completed:

Cardiothoracic Organ Preservation

Basic Competencies

Candidate

NAME: _____

SIGNATURE: _____

DATE: _____

Lead Perioperative Practitioner

NAME: _____

SIGNATURE: _____

DATE: _____