

National Organ Retrieval Service

Perioperative Competence Programme

Core Competencies – All Practitioners

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.

It should be noted that this document contains the core competencies applicable for both Specialist Perioperative Practitioner & Scrub Practitioner roles therefore all practitioners are required to complete these competencies in addition to their role-specific competencies.

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>Demonstrates a clear understanding of the role of the National Organ Retrieval Service in the United Kingdom.</i>					
<i>Demonstrates a clear understanding of the role NHS Blood and Transplant has in commissioning and performance management of the National Organ Retrieval Teams.</i>					
<i>Demonstrates a clear understanding of the requirement for the NORS teams to be available 24 hours a day and be free from elective commitments.</i>					
<i>Demonstrates a clear understanding of the requirement for each NORS team to be self-sufficient in relation to perioperative and surgical staff, instrumentation, consumables and pharmaceuticals; only relying on the donor hospital for anaesthetic support and minimal perioperative liaison.</i>					
<i>Demonstrates a clear understanding of the roles and responsibilities of each member of the multidisciplinary NORS team.</i>					
<i>Demonstrates a clear understanding of the role of the Specialist Nurse in Organ Donation (SNOD) before, during and after the organ retrieval procedure.</i>					
<i>Demonstrate understanding of health and safety issues relating to handling heavy items of equipment in unfamiliar terrain.</i>					
<i>Demonstrate ability to apply standard precautions for infection control and other necessary health and safety measures throughout the retrieval procedure.</i>					
<i>Is able to demonstrate an understanding of the importance of being familiar with all relevant national protocols and procedures and guidance produced by NHS Blood and Transplant.</i>					
<i>Is able to clearly define the different categories of deceased organ donors utilising the Maastricht categorisation system.</i>					
<i>Is able to clearly define the meaning of the term 'functional warm ischaemia' in relation to donation following circulatory determination of death (DCDD).</i>					

Competence	Assessor Initials (formative)	Assessor Initials (formative)	Assessor Initials (formative)	Assessor Initials (formative)	Assessor Initials (summative)
<i>Is able to clearly define the process for reporting serious adverse events and reactions utilising NHS Blood and Transplant clinical governance reporting structure.</i>					
<i>Is able to clearly define the current guidance for 'stand-down time' for specific organs in relation to DCDD organ retrieval.</i>					
<i>Demonstrates the ability to maintain a high level of professional behaviour and has a clear understanding of the requirement to act as an ambassador for organ donation and transplantation and the importance of maintaining confidentiality.</i>					
<i>Clearly demonstrates an understanding of the legislation applicable to organ donation and retrieval, including the EU directive on organ donation and the Human Tissue Act. Demonstrate an understanding that legislation may differ in the constituent UK nations.</i>					
<i>Understands the necessity to identify the following prior to departing from base: donor type, virology status, organ & tissues to be retrieved (including research projects), name of donor hospital and name and contact details of SNOD.</i>					
<i>Clearly demonstrates understanding of the importance of good communication between all members of the multidisciplinary team and identify barriers to good communication.</i>					
<i>Is able to discuss the importance of supporting and educating the staff at the donor hospital and their role promoting organ donation and transplantation.</i>					
<i>Is able to clearly define the documentation that must be completed during organ retrieval process, including organ specific and core donor data forms, and shows an understanding of the importance of clear, concise recording.</i>					
<i>Understands the requirement for all NORS teams to participate in national clinical research projects aimed at improving the quality of retrieved organs.</i>					
<i>Is able to clearly define the rationale for undertaking a safety brief prior to commencement of donor surgery and a debrief prior to departure and identify the information that should be discussed.</i>					

National Organ Retrieval Service

Certificate of Competence

Has successfully completed:

Perioperative Competence Programme

Core Competencies

Practitioner

NAME: _____

SIGNATURE: _____

DATE: _____

NORS Perioperative faculty
July 2016

Lead Perioperative Practitioner for NORS Team

NAME: _____

SIGNATURE: _____

DATE: _____