

THERAPEUTIC APHERESIS STAFFING

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OBJECTIVES

- VARIABLES AFFECTING THERAPEUTIC APHERESIS (TA) STAFFING
- STAFF QUALIFICATIONS
- TRAINING
- COMPETENCY
- CONTINUING EDUCATION
- TA STAFF RESPONSIBILITIES

ASFA GUIDELINES FOR THERAPEUTIC APHERESIS ALLIED HEALTH STAFF

- DEVELOPED BY THE ALLIED HEALTH COMMITTEE AND APPROVED BY THE BOARD OF DIRECTORS WITH PERIODIC REVIEW
- RECOGNITION THAT QUALIFIED STAFF IS THE BEST PROVIDER OF TA SERVICES
- MAINTENANCE OF PROFESSIONAL KNOWLEDGE IS IMPORTANT
- EDUCATIONAL AND TRAINING REQUIREMENTS DIFFER FROM THOSE PERFORMING DONOR PROCEDURES
- REQUIRES ADDITIONAL KNOWLEDGE OF DISEASE AND PHYSIOLOGIC PROCESSES
- FULL TEXT AVAILABLE ON THE ASFA WEBSITE

STAKEHOLDERS IN APHERESIS WITH IMPACT

- FDA
 - CFR
 - CBER 510 K
 - cGMP
- JOINT COMMISSION
- OSHA
- ACCREDITATION GROUPS
 - CAP
 - AABB
 - FACT
- STATE BOARD OF NURSING (OTHER STATE BOARDS)
- INDIVIDUAL INSTITUTION POLICY

COMPETITION FOR TA STAFF

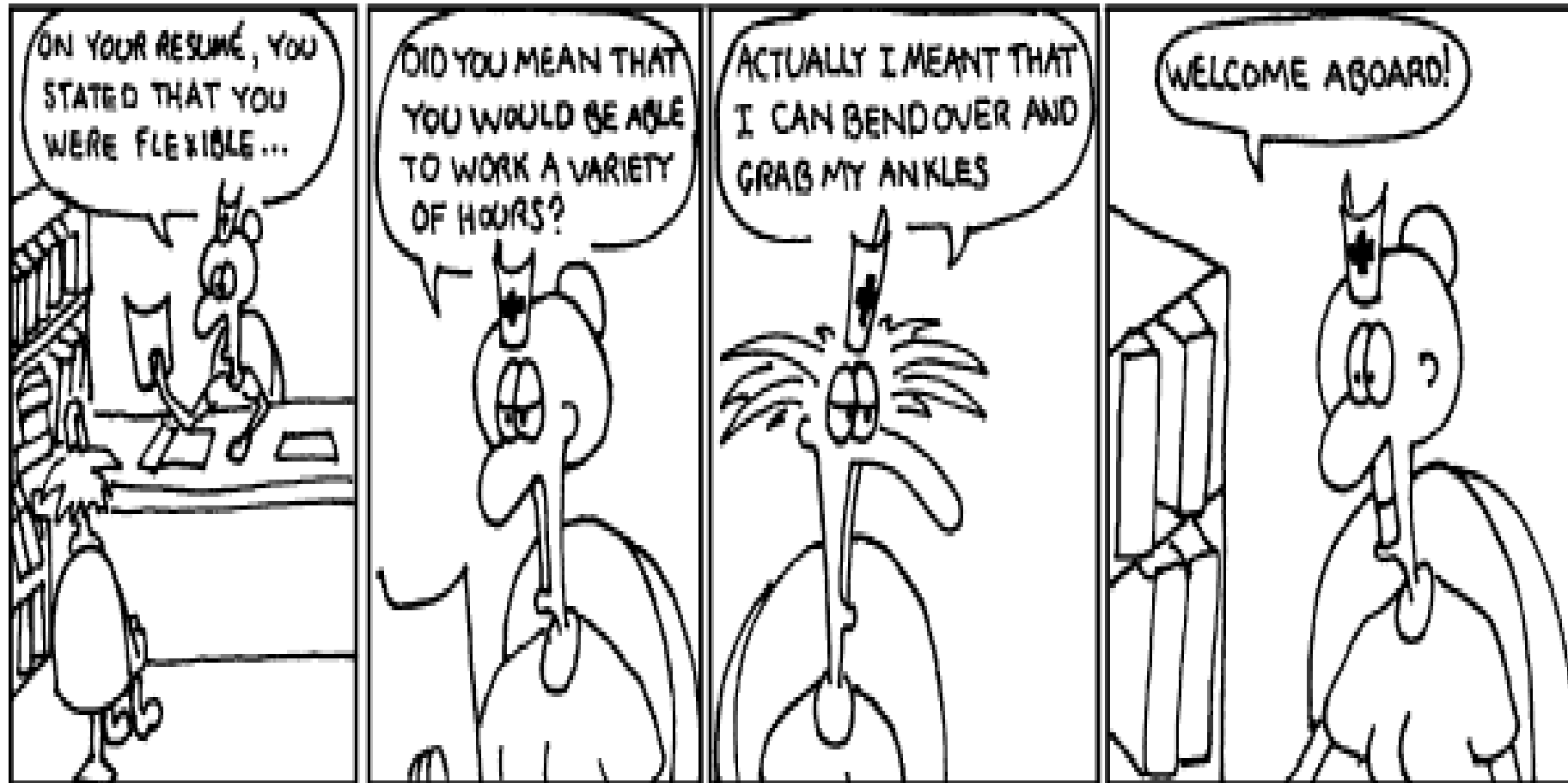
- SHRINKING POOL OF QUALIFIED RN
- NATIONAL STATISTICS 2.6 MILLION RN
- AVERAGE AGE OF RN IN USA IS 46.8 YR
- 26,000 RN EMPLOYED IN DIALYSIS IN 4700 UNITS (2008 NUMBERS)
- 360 ALLIED HEALTH ASFA MEMBERS
- CROSSOVER OF DIALYSIS STAFF INTO APHERESIS

QUALIFICATIONS

- MANY STATE REGULATORY BOARDS HAVE RESTRICTIONS ON PERSONNEL THAT MAY ADMINISTER OR MONITOR BLOOD PRODUCTS, ACCESS CVC, OR PERFORM CERTAIN PEDIATRIC PROCEDURES
- THIS MAY LIMIT USE OF LPNS OR MT IN APHERESIS
- JOB DESCRIPTION WILL STATE REQUIRED QUALIFICATIONS

JOB DESCRIPTION?

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JOB DESCRIPTIONS

- LICENSE OR DEGREE REQUIRED
- PREFERRED OR REQUIRED EXPERIENCE
 - APHERESIS, DIALYSIS, PHLEBOTOMY
- KNOWLEDGE REQUIRED
- HOURS TO BE WORKED
 - CALL, WEEKENDS, HOLIDAYS, NIGHTS
- MUST SPELL OUT EXPECTATIONS

INPUT FOR TRAINING PROGRAMS

- REGULATORY
- INSTITUTIONAL
- MEDICAL DIRECTOR OR ATTENDING PHYSICIAN
- NURSING
 - MANAGERS, EDUCATORS, MENTORS, PEERS
- EQUIPMENT MANUFACTURERS

TRAINING PROGRAMS

- APHERESIS AND NON-APHERESIS
- ORGANIZATIONAL POLICY AND PROCEDURES
- PROVIDED BY MANUFACTURER:
 - OPERATOR'S MANUAL, INITIAL TRAINING
- DOCUMENT, DOCUMENT, DOCUMENT EACH PHASE
- ESTABLISH AND MAINTAIN TRAINING FILES

TRAINING PROGRAMS

- AGE OF STAFF
- EXPERIENCE OF STAFF
- FAMILIARITY WITH ELECTRONIC ACCESS
- COMPUTER BASED LEARNING
- EVIDENCE BASED PRACTICE
- APHERESIS LITERATURE
 - JOURNAL OF CLINICAL APHERESIS

REQUIRED KNOWLEDGE

- PATIENT ASSESSMENT : PRE, INTRA, POST PROCEDURE
- OPERATION OF EQUIPMENT
- SEPARATION PRINCIPLES
- FLUID BALANCE
- TRANSFUSION PRINCIPLES
- VASCULAR ACCESS

TA STAFF RESPONSIBILITIES

- MONITOR PATIENT STATUS
- RECOGNIZE ADVERSE REACTION
- COORDINATE PATIENT CARE WITH PHYSICIAN
- COORDINATE PATIENT CARE WITH OTHER NURSING STAFF
- MAINTAIN EQUIPMENT PER STANDARDS
- DOCUMENTATION

TRAINING DOCUMENTATION

- INITIAL TRAINING
- TRAINING CHECKLISTS
- ASSESSMENT AFTER INITIAL TRAINING
- PROCEDURAL AUDITS AND RECORD REVIEW
- ANNUAL ASSESSMENT
- MANUFACTURER UPDATES
- CONTINUING EDUCATION

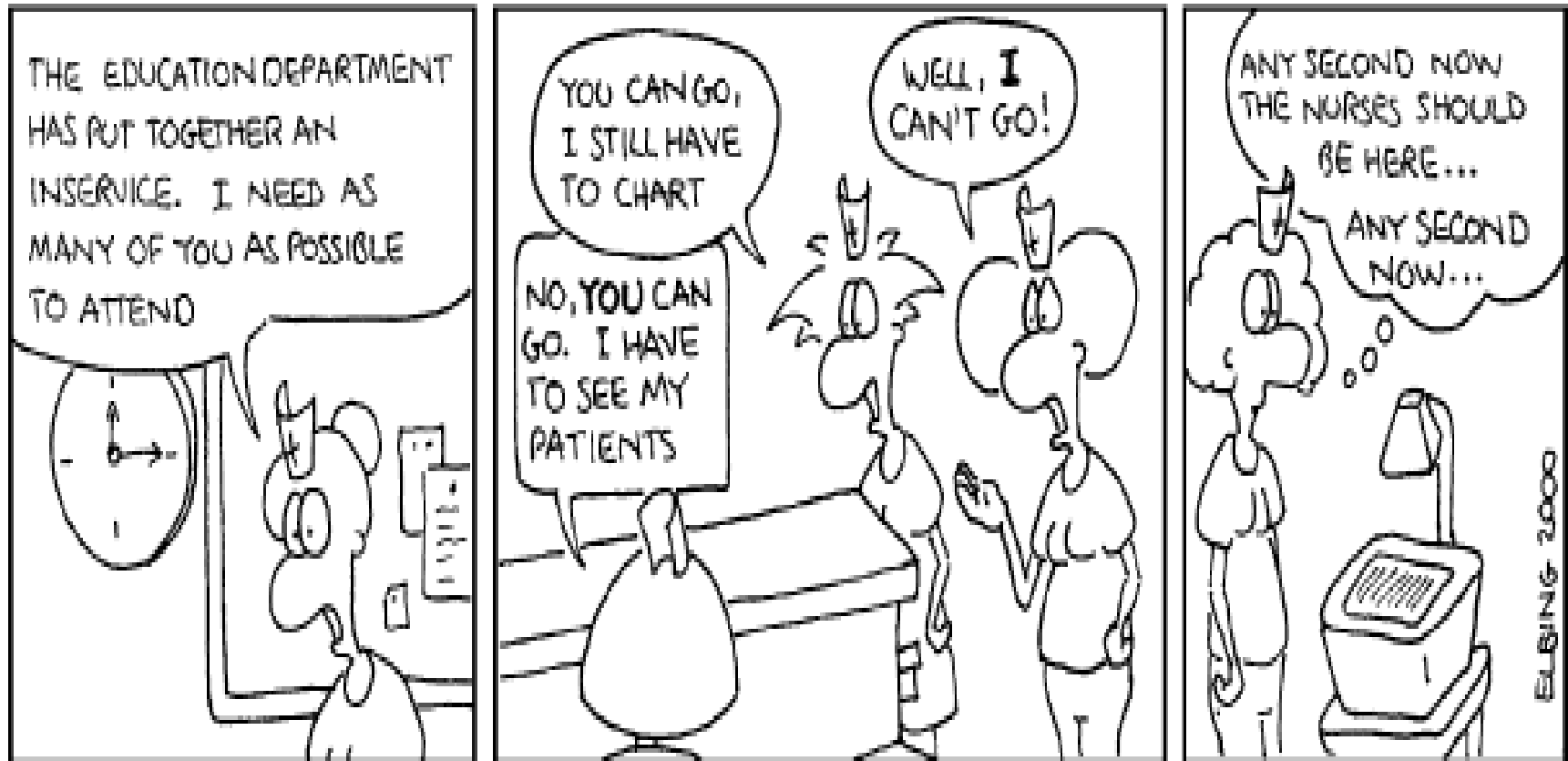
RESULTS OF TRAINING

- **COMPETENT:** ABLE. HAVING SUITABLE OR SUFFICIENT SKILL, KNOWLEDGE OR EXPERIENCE FOR SOME PURPOSE. ADEQUATE BUT NOT EXCEPTIONAL
- **PROFICIENT:** SKILLED. WELL ADVANCED OR COMPETENT IN ANY SUBJECT. EXPERT
- TRAINING PROGRAMS MUST MOVE TA STAFF FROM NOVICE TO COMPETENT
- ADDITIONAL TRAINING MUST MAINTAIN COMPETENCY WITH THE ADDITIONAL GOAL OF STAFF PROFICIENCY

CONTINUING EDUCATION

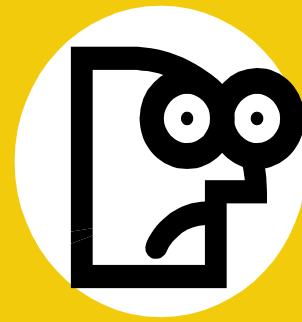
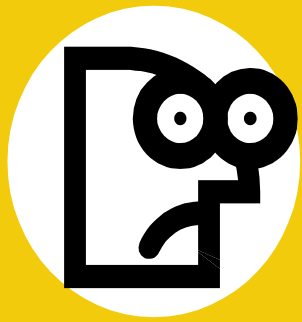
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by Carl Elbing



CONTINUING EDUCATION

- CONTINUING EDUCATION SPECIFIC TO APHERESIS
- MINIMUM OF 3 EDUCATION CREDITS SPECIFIC TO APHERESIS (ASFA GUIDELINES)
- ASFA ANNUAL MEETING
- ASFA REGIONAL MEETING
- ASFA WEBINARS
- INSTITUTIONAL PROVIDERS
- CONTINUING EDUCATION FOR GENERAL NURSING



It's QUESTION TIME!!

REFERENCES

- Guidelines for Therapeutic Apheresis Allied Health Staff, ASFA website.

www.apheresis.org