



BMT Nursing Training Program at KFSH&RC National and Regional Nurses

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Stem Cell Transplantation



- ❖ An investigational tool for management of many hematological disorders
- ❖ A necessary modality of treatment that needs to be available to all communities
- ❖ King Faisal Specialist Hospital and Research Center (KFSH&RC) was one of the earliest institutions in the region
 - ❖ Initial goals
 - ❖ rescue patients with blood disorders such as leukemia and lymphoma as well as hereditary blood disorders like Fanconi anemia, immune deficiencies and thalassemia.
 - ❖ For Saudi and Non-Saudi population.



How did we get here?



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❖ Strategy for the last 33 years is to:

- Build & develop a high quality & safe BMT program
- Ensure employment of highly qualified and competent staff
- Offer a state of the art education and training program to ensure **sustainability**
- Keep current with the latest scientific and clinical practice to promote & enhance patient outcomes



How did we get here?



- ❖ Attained considerable experience in Allogeneic and Autologous SCT in both adult and pediatric specialties with a rapidly evolving Cord Blood and Match Unrelated Donor (MUD) program.
- These advances would not have been possible without a concordant progress in the field of immunology, hematopathology, blood banking, research, and all the clinical supportive services.



A Continuous Process





A Continuous Process



- ❖ As with most international centers, the expertise and manpower is multinational in practice.
- ❖ KFSH&RC program planned to further expand its care while collaborating with other centers in the region.
- ❖ The inclusion of nurses, physicians, coordinators, researchers, database instructors and quality managers, amongst others was top priority for the BMT program



A Collaborative Work



Collaboration with Nursing Education & Development



- ❖ KFSH&RC employs staff from approximately 53 different countries
- ❖ KFSH&RC strong nursing education program
- ❖ The Nursing Development and Saudization program is represented by this same nursing workforce with educators from around the world to include Australia, Canada, Lebanon, Jordan, Malaysia, New Zealand, Philippines, Saudi Arabia, United Kingdom and the United States



Collaboration with Nursing Education & Development



- ❖ Orientation with continuing education and staff development
- ❖ Support of Saudi national nurse interns and graduate nurses in the early phase of their career as they progress to more advanced roles
- ❖ Various skilled levels - Master's level Clinical and Bachelors-level unit-based Clinical Instructors



BMT Nursing





BMT Nursing



❖ Nursing Bone Marrow Transplantation (BMT) orientation has been in place for the past 20 years and includes nurses from within KFSH&RC and regionally. Over this period, we have employed nurses who initially may have had relatively modest BMT experience but have gone on to become competent and safe practitioners in BMT nursing as well as vital pillars and key members of the BMT nursing and coordination team. Examples of such advancement includes:

- BMT Specialist Nurses
- BMT Coordinators
- BMT Clinical instructors
- Stem Cell Apheresis nurses
- Processing Lab technicians
- Stem Cell Quality Managers



Challenges with Opportunities for Improvement



Challenges with Opportunities for Improvement



- ❖ Challenges with having a high rate of expatriate nurses results in a high turnover in short number of years
- ❖
- ❖ However, a small percentage remain in the institution for many years
- ❖ Many have become key team players in the coordination and management of the BMT program
- ❖ Short-term nurses who visit for interim training to get further insight into the requirements of BMT nursing care



Training and Development Achievements





Training and Development Achievements



- ❖ A comprehensive orientation program
- ❖ Preceptors as a product of our orientation programs
- ❖ Periodical reviews to adapt to new developments and demands in the field of BMT
- ❖ With the JACIE accreditation our nurses have become more proficient in the management of BMT patients



Various Orientation Plans





Various Orientation Plans



- ❖ Orientation Plan. BMT coordination office
- ❖ Orientation PLAN for BMT Nurse Clinic
- ❖ Orientation Plan.Regional&National
- ❖ Orientation Plant for Stem Cell Quality Manager



Conclusion



The SCT nursing program at the KFSH&RC has been deemed efficient and effective in training BMT nurses.

Our program always seeks to improve its training activities in an effort to be abreast with current scientific practices related to SCT. JACIE accreditation and the framework that this provided further enhances the quality of training that nurses receive while affording the nurses the opportunity to become more quality-oriented.

The comprehensive, multinational KFSH&RC SCT nursing program provides an excellent model for BMT nurse training at the national and regional levels, and represents a model of training that may be developed in newer transplant programs.



Reference:



Ezzone (Ed.) Hematopoietic...*Stem Cell Transplantation Manual for nursing practice.* (ONS Publications, Pittsburgh)

JACIE – Joint Accreditation Committee ISCT & EBMT (International Society of Cellular Therapy and European Bone Marrow Transplantation)