



Organ and Tissue Donation

A Professional Responsibility

Human Organ and Tissue Donation Act (HOTDA)

Managers Toolkit

August 2015



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1.0 Introduction

This information has been prepared to assist the Nova Scotia Health Authority (NSHA) and the IWK Health Centre in implementing the relevant aspects of the Human Organ and Tissue Donation Act (HOTDA), proclamation date to be determined.

The toolkit contains the following information:

- Why HOTDA?
- Information on performance
- Information on MSI Organ Donor Registry
- FAQs for Managers
- Professional Education Opportunities
- Tissue Donation Screening Tool
- Other point of care tools, resources
 - GIVE Poster
 - ACT Poster
- Stories of people who gave and one who received
- List of Organ Donation Resource Staff
- Readiness Checklist

2.0 Why The Human Organ and Tissue Donation Act?

The Human Tissue Gift Act (1991) required updating to align with other legislation. This provided an opportunity to review best practices in the field and to re-write the law to be more modern and progressive.

Under HOTDA, The Nova Scotia Health Authority, The IWK Health Centre and the Medical Examiner Service are responsible to identify and refer all potential organ and tissue donors to the appropriate donation programs based at the QEII Health Sciences Centre in Halifax. For organ donation the program is the Critical Care Organ Donation (CCOD) Program. For tissue donation referrals must be made to the Regional Tissue Bank (RTB).

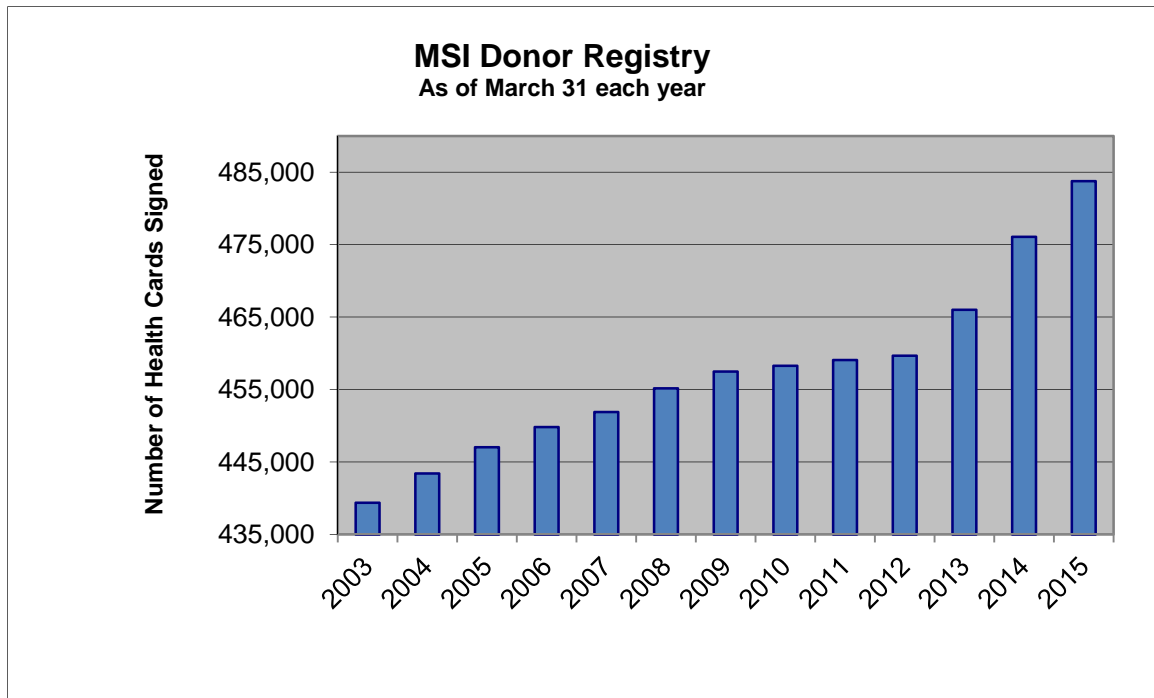
Physicians and nurses will be required to conduct an initial screening assessment for organ and tissue donation on all patients under their care who expire in a health facility in Nova Scotia. Required referral means that when a potential organ and tissue donor is identified by front line staff, a referral must be made to the organ and tissue donation programs.

3.0 Information on Performance

Between 2008 and 2013 the Legacy of Life Program has been conducting ongoing chart audits to assess compliance with Nova Scotia's organ and tissue donation legislation. Consistently, despite improvement in referral rates, the audit results show that many potential organ and tissue donors never get referred to the Critical Care Organ Donation Program and the Regional Tissue Bank based in Halifax.

4.0 MSI Donor Registry

In Nova Scotia, citizens register their wish to donate organs and tissues on the MSI donor registry. People with a Nova Scotia Health Card can register, as well as people in the military, and others who may be from out of province but living in Nova Scotia. Over 483,000 people have registered their donation wishes. Currently, the donation programs can access the donor registry at the time of death to determine whether consent was provided.



5.0 Frequently Asked Questions for Managers

How does this affect my job?

As change management leaders, managers can support the new legislation by working with front line staff on implementation of the required referral and required request process.

How can I help and support staff to comply with the new legislation?

Managers can provide information and coaching to help front line staff learn about required referral and required request. They can also ensure that staff review and implement policies, screening tools, and E-learning. The Legacy of Life organ and tissue donation resource nurses can act as a resource to managers.

How will the legislation be monitored?

In addition to required reporting from the Nova Scotia Health Authority and the IWK Health Authority CEOs, the Legacy of Life Nova Scotia Organ and Tissue Donation Program will continue to monitor missed referrals, referrals and actual donor data.

What training will be provided?

Front line staff can access the *LMS Medworxx* presentation on the *Human Organ and Tissue Donation Act*, and/or they can contact the organ and tissue donation resource nurse or Legacy of Life for information on local sessions.

6.0 Managers are Leaders of Change

Participants in the *2011 PROSCI Best Practices in Change Management* benchmarking study identified five critical roles of managers and supervisors in times of change.

To support change, managers can:

- Communicate with direct reports about the change
- Demonstrate support for the change
- Coach employees through the change process
- Identify and manage resistance
- Engage with and provide support to the team

7.0 Professional Education Opportunities

There are several ways to access opportunities for professional education on the new legislation as listed:

- *LMS Medworxx* presentation
 - The Learning Studio: eLearning Healthcare Nova Scotia
 - <https://elearning.nshealth.ca/HITSNS-shared/learningstudio/index.cfm?fuseaction=mylearningcenter.mylearningpage>
 - Provincial Nursing Competencies Catalogue (open to anyone who can access the system)
 - Search: Organ and Tissue (must sign in to see the course).
- Connect with the organ and tissue donation resource nurse listed in this document to arrange a presentation
- Review the tools that are available to support the policy
- Review the Tissue Donation Screening Tool and be prepared to complete this to support your role in screening

Appendix A Tissue Donation Screening Form



Regional Tissue Bank

TISSUE DONATION SCREENING FORM

Print Name (Professional Completing Form)

Signature

Professional Designation

Date

Step 1 –

When a patient has died, or death is imminent, **proceed to step 2.**

Step 2 – Contraindications

	Yes	No
Age greater than 70 years	<input type="checkbox"/>	<input type="checkbox"/>
Weight less than 2.7 kilograms or greater than 136 kilograms	<input type="checkbox"/>	<input type="checkbox"/>
Lab diagnosed infections (e.g. MRSA, VRE, or C. difficile)	<input type="checkbox"/>	<input type="checkbox"/>
Blood cancers (e.g. Lymphoma, Leukemia, Myeloma)	<input type="checkbox"/>	<input type="checkbox"/>
Neurological diseases (e.g. ALS, MS, Alzheimer's, Parkinson's, Dementia)	<input type="checkbox"/>	<input type="checkbox"/>
HIV, Hepatitis B, Hepatitis C, HTLV I/II, active TB	<input type="checkbox"/>	<input type="checkbox"/>
Severe Sepsis (Findings must include all of the following: + blood cultures, WBC greater than 20,000 x 24 hours and T greater than 38.3 C x 24 hours)	<input type="checkbox"/>	<input type="checkbox"/>

If the answer is 'no' to all contraindications, **proceed to step 3.**

If the answer is 'yes' to any contraindications, **do not make a referral** to the Tissue Bank Specialist.

Step 3 – The Referral

Before approaching the family for donation, call the Tissue Bank Specialist at (902) 473-2220 to discuss eligibility. They will ask for the following: Nova Scotia Health Card number, age, cause of death, time of death, and relevant health information (health record).

Is the patient eligible to donate tissue?

Yes Accepted by Tissue Bank Specialist, **proceed to step 4.**

No Declined by Tissue Bank Specialist – reason _____

Tissue Bank Specialist's name _____

Step 4 – Approach the Family

Accepted by next of kin Declined to donate

Notify Tissue Bank Specialist at (902) 473-2220 about the outcome of the approach and the reason for decline if known.



This form will help to walk you through the steps to make a referral for tissue donation and meets the requirement for documentation.

Step 1 –

When a patient has died, or death is imminent, **proceed to step 2.**

Step 2 – Contraindications

	Yes	No
Age greater than 70 Years	<input type="checkbox"/>	<input type="checkbox"/>
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HIV, Hepatitis B, Hepatitis C, HTLV I/II, active TB	<input type="checkbox"/>	<input type="checkbox"/>
Severe Sepsis (Findings must include all of the following: + blood cultures, WBC greater than 20,000 x 24 hours and T greater than 38.3° C x 24 hours)	<input type="checkbox"/>	<input type="checkbox"/>

If the answer is 'no' to all contraindications, **proceed to step 3.**

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Appendix B Poster for Tissue Donation

These are the steps to follow in order to make an appropriate referral for tissue donation.

WE MUST ACT

IT'S THE LAW.
Health Professionals have a duty to refer potential organ and tissue donors to donation programs. This will ensure that the wishes of organ and tissue donors are carried out at the time of death.

FOR TISSUE DONATION

A → ACCESS
Access the Tissue Screening Form → pre-screen

C → CALL
Call the Tissue Bank Specialist → if eligible to donate

T → TALK
Talk to next of kin → if accepted to donate

Tissue Bank Specialist
902-473-2220

For more information visit this website
www.legacyoflife.ns.ca

NOVA SCOTIA

Legacy of Life
Nova Scotia Organ and Tissue Donation Program

Don de vie
Programme de don de vie d'organes et de tissus de la Nouvelle-Écosse

Appendix C GIVE Clinical Referral Trigger for Organ Donation

Patients must meet all of the GIVE Clinical Referral Triggers in order to be referred for organ donation assessment. This will take place in ICU/Emergency Department settings.

The poster is divided into two main vertical sections. The left section has a green background and contains text about patient communication and contact information. The right section has a light blue background and features the letters G, I, V, and E in large white font, each followed by a specific clinical trigger. At the bottom left is the Nova Scotia logo, and at the bottom right is a small attribution line.

Have you given your patient the opportunity to **GIVE?**

If your patient meets all criteria, investigate their potential to be an organ donor.


Consult with an Organ Donor Coordinator for more information at **QEI Locating (902) 473-2220**

G **Grave Prognosis or GCS \leq 5T**

I **Injured Brain or Non-recoverable Injury or Illness**

V **Ventilated Patient is intubated and ventilator-dependent**

E **End of Life Discussion has been held with family and decision has been made to withdraw life sustaining therapy**

 Adapted with permission of the NB Organ and Tissue Procurement Program.

Appendix D People Who Gave



Pat and Katelyn O'Shea

“By saying ‘yes,’ many people were given a new life.”

Norma O'Shea was a fun, bright woman who had a lust for life. She was the kind of person who cared about others. During her lifetime, Norma took her commitment to the well-being of others one step further. She wanted to extend her giving nature even after her death by registering to be an organ and tissue donor.

To Norma, being an organ and tissue donor was a simple matter of fact. She signed the donor and tissue donation form when she received it. Then she spoke openly with her family about her desire to be a donor, so when the unexpected – the unimaginable – happened, her family knew precisely what to do.

Her husband Pat and daughter Katelyn are a testament to a remarkable woman's capacity for caring. They fulfilled her wishes and, as a result, many people have received a legacy of life from Norma O'Shea.

Pat and Katelyn are proud of her decision and were equally proud of the part they played in seeing that her wishes were honored.

“Even through our grief, we knew in that moment we could have a life-altering affect on others. We also knew it was what she wanted. By saying ‘yes,’ other people were given a new life. It's an amazing gift!”

Pat and Katelyn O'Shea, West Bay, Nova Scotia

Appendix E Someone Who Received



Shelley Langille

“I hope my donor is proud of the way I’m using my second chance at life.”

Through her teens and into her early twenties, Shelley Langille waited and wondered what her future would be – if she even had a future. Her kidneys were failing and her young life was being cut short.

Then she received word that a perfect stranger had made a promise to save her life.

Some time earlier, Shelley’s donor had had the foresight to check those all-important boxes on the Health Card form, and had committed to being an organ and tissue donor.

Shelley accepted the gift and has never forgotten how precious it was. In honor of her organ donor, she is living life to the fullest.

“An undergraduate degree, two masters, a career in education I love, and volunteering here in Nova Scotia and abroad...I hope my donor is proud of the way I am using my second chance at life.”

Shelley Langille, Truro, Nova Scotia

Appendix F Organ and Tissue Donation Resource Staff

For more information or to learn about the plans for your area contact an organ and tissue donation resource nurse or the donation programs in Halifax.

<p>Robin Gates Valley Regional Hospital 150 Exhibition St. Kentville, NS B4N 5E3 Cell: (902) 698-6219 E-Mail: robin.gates@nshealth.ca</p>	<p>Sue Boiduk Cumberland Regional Hospital 19428 Hwy. #2 Upper Nappan, NS B4H 1N6 Office: (902) 667-5400 ext 6377 E-Mail: susan.boiduk@nshealth.ca</p>
<p>Cathy Timmons Aberdeen Hospital 835 East River Road New Glasgow, N.S. B2H 3S6 Voicemail: (902) 75-7600 Ext. 2895 Daily: (902) 752-7600 Ext. 2610 E-Mail: catherine.timmons@nshealth.ca</p>	<p>Nicole Wournell St. Martha's Regional Hospital 25 Bay Street Antigonish, NS B2G 2G5 Cell: (902) 870-5443 Office: (902) 867-4500 Ext. 4258 E-Mail: nicole.wournell@nshealth.ca</p>
<p>Janet Evans Cape Breton Regional Hospital 1482 George Street Sydney, N.S. B1P 1P3 Cell: (902) 574-2912 Office: (902) 567-7031 E-Mail: janet.evans@nshealth.ca</p>	<p>Critical Care Organ Donation Program QEII Health Sciences Centre Room 4091 Abbie J. Lane 5909 Veterans' Memorial Lane Halifax, NS B3H 2E2 Office: 902-473-5523 Toll-free: 1-877-841-3929 Email: ccod@nshealth.ca</p>
<p>Regional Tissue Bank Harold Taylor Health Services Manager Regional Tissue Bank Room 430, 4th Floor, MacKenzie Bldg 5788 University Ave Halifax, NS, B3H 1V8 Office: (902) 473-5935 Cell (902) 222-2500 E-Mail: harold.taylor@nshealth.ca</p>	<p>Legacy of Life Organ and Tissue Donation Program Marina Hamilton Interim Program Manager Room 2123 1673 Bedford Row Halifax, NS B3J 1T1 Office (902) 487-0516 E-Mail: marina.hamilton@nshealth.ca</p>

Appendix G Checklist for Managers

- Have staff in your area completed the HOTDA *LMS Medworxx* E-learning?

- Have the new HOTDA posters been posted in places likely to come to staff/patient's attention?

- Have you sent the "Health Professional Toolkit" electronically to your staff for their review?

- Have you held a team meeting to allow for follow-up discussion on questions or concerns and further discussion of materials in the toolkit?

- Do your staff know where to access the organ and tissue donation policy and screening tool?