

KENT AND MEDWAY PATHOLOGY NETWORK JULY 2023 BULLETIN



Save The Date! – our next Kent and Medway Pathology Network Virtual Conference will be on Wednesday 22nd November 2023

Put the date in your diary! Our next Virtual Conference will be on the 22nd November. Following evaluation and feedback from the last conference, we have removed the break for lunch in the programme, and will continue with delivering exciting news and presentations throughout the day.

We would also like to encourage all staff to get involved and if you have an exciting new project, innovations, learning or developments that could be shared with the network – please contact Manpreet m.bhogal1@nhs.net.

Keep an eye out on your emails for further information over the coming months!

Highlights

Wednesday 19th July
7-8 pm Pathology
Career Webinar

22nd November
Virtual Conference

Kent and Medway Pathology Network are hosting a live Q&A Webinar series to discuss Pathology Careers.

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The sessions are open to all staff and will be delivered via MS Teams between 7-8pm on the 3rd Wednesday of the month.

The webinars will focus on the top most frequently asked Kent and Medway Pathology topic / career questions. So, if you are just starting out in your Pathology career, looking for new opportunities and future career aspirations or are involved in training and education – please come and join us!

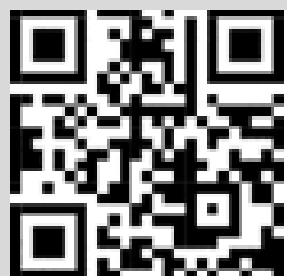
- Topics for future sessions are down to you – so submit your career questions to Manpreet today - m.bhogal1@nhs.net.

in our launching session, we will be discussing –

‘Routes to Registration: What are the different routes to HCPC registration’. There will also be an opportunity to hear about some of the exciting work already taking place across the network.

Join us for our launch on 19th July 7-8pm on MS Teams – follow the QRL code to register.

Hosted by Manpreet Bhogal & Caroline Fowles, along with other expert panel members



Workforce, Education and Network Development

Workforce is our greatest challenge and greatest opportunity.

The workforce, education and network development strategy was developed in late 2021 and its implementation is led by the workforce steering group, chaired by Tina Bailey, Director NKPS; with education leads and HR business partner sub-groups.

The strategy objectives have recently been updated in line with the network vision document which, in turn, is based on national and regional developments; as well as network projects.

The aim of this workstream is to ensure a sustainable workforce in the network by making KMPN a great place to work with career development opportunities for all and a fair approach to job roles wherever you work.

The collaboration agreement due to be signed off by Trust boards in the next two months includes a workforce schedule which gives the network the authority to harmonise job roles where possible and to plan joint recruitment, education and training.

The network approach to workforce strategy and education and training, including our virtual conferences, has been recognised as exemplar by the regional and national NHSE pathology transformation teams.

Contact Amanda.price21@nhs.net – workforce project director or Manpreet - M.bhokal1@nhs.net – practice educator – for any further information or to share your ideas.



Leadership and Personal Development CPD Sessions

We are in the process of planning the next series of virtual CPD sessions on leadership and personal development topics. Please send your requests or offers to lead a session yourself to mtw-tr.kmpathologynetwork@nhs.net

NHSE Maturity Matrix update

We have recently carried out a self-assessment against the seven domains on the NHS England pathology network maturity matrix which shows the network remains at Emerging stage despite good progress in several areas. We have a plan to reach Developing stage across all domains by November 2024 although some will be achieved before then; and Maturing stage by March 2025. The national and regional teams highlighted the positive ‘dialogue’ approach to the MES tender process as well as workforce as detailed above. The results of these assessments for all 27 networks will be published in an NHSE document through the summer.



Dedicated Molecular Amplification Suite EKHUFT

Molecular tests have opened the door to new possibilities in rapid diagnostics in Pathology, improving quality and ultimately patient outcome. The Microbiology team at the William Harvey Hospital site have developed a new working space devoted to PCR amplification. Virology Specialist BMS Ashraf Khawaja has worked extensively with colleagues to create a facility for the Microbiology team in which we can achieve the best laboratory practices, minimise contamination and maximise control of amplified DNA and RNA products resulting from PCR tests.

Ashraf has taken on the challenge of organising the new facility, managing the cleaning and waste streams and establishing good molecular practice protocols. All staff using the facility also receive training from Ashraf on the new practices to ensure we remain compliant and minimise contamination. When working in the facility specific PPE is worn and strict adherence to hand hygiene and waste control is essential in preventing our room from being contaminated with target RNA or DNA amplicons which could cause false positive results for our samples. By design PCR assays are extremely sensitive, very low numbers of target RNA or DNA present in a sample will be detected and false positives can easily be achieved from low level environmental contamination; this is a major issue we must control. To counteract this the team complete a vigorous cleaning regime and environmental monitoring of the facility to check for contamination. If amplicons were to escape outside of the facility this could cause massive problems for the reliability of our molecular tests.



Figure 1: Ashraf Khawaja, Specialist BMS in Virology preparing sample to run on the Ingenius platform

The facility houses the LightCycler ThermoCycler which is used for enteric microbiology PCR, two Elitech Ingenius platforms where swabs for herpes simplex virus, CSF samples for virus detection and samples for Cytomegalovirus are processed, the Luminex MagPix for respiratory virus work and the BioFire for rapid microbiology testing on CSF samples.

These platforms all offer an array of molecular testing where multiple pathogens can be detected through multiplex PCR assays.

Our immediate ambitions are to develop testing for TB on our sputum samples processed in our high risk Containment Level 3 Suite. This is a much needed service for our clinicians and patients and will make a big impact once we go live. With this newly dedicated facility we hope to develop the skills and expertise of our team in molecular work and form a strong foundation to build in new testing strategies in the future. This has been a truly exciting and game changing project, in the future there may be opportunities to open this up to other testing outside of Microbiology and achieving the ultimate aim of an integrated, multi discipline area of Molecular Biology excellence for all our pathology requirements.

Samantha Sheppard, Senior BMS in Virology

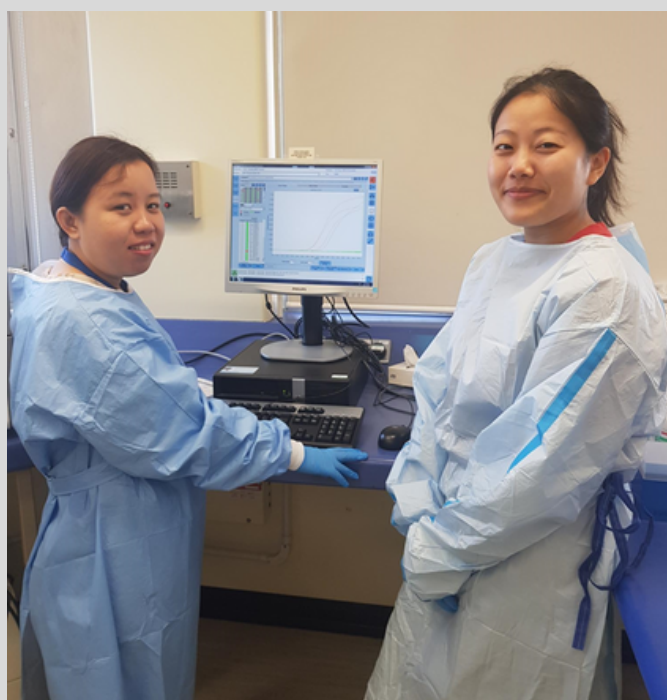


Figure 2: Gita Limbu, BMS in Bacteriology and Anita Limbu, Assistant Healthcare Scientist in Bacteriology analysing enteric pathogen results data on the Light Cycler

Good News From Across The Network

EKHUFT

Haematology and Blood Transfusion

Congratulations to Sue Mitchell, Chief BMS who received her 30 years long service award and Steve Rew Head BMS who received his 20 years long service.

Ian Roberts, Senior BMS received a Golden Heart Award assisting in a first aid emergency to support a SERV driver well done!

Many Congratulations to Catherine Lorenzen, Chief Biomedical Scientist in Blood Transfusion at K&CH and QEQM, who was Invited to House of Lords to speak about healthcare science and its role in patient care. Also, well done Cath for setting up the Kent IBMS branch, inaugural event last week at Kent and Canterbury Hospital, site.

Congratulations to Roese Pinnick starting her new role Chief BMS in Haematology at WHH and to Oluwatobiloba Famuyibo (Damola) - New Senior BMS in Haematology WHH.

Alanna Dickson and Hannah Scholes gave successful presentations to network as our STEM ambassadors and QEQM team also working with local schools.

Clinical Biochemistry (EKHUFT)

Phil Bates, Head BMS who received his bronze, silver and gold medal award presented by Marcus Coales, General Manager who also received his 30 years long service award. Well done and congratulations to you both!





Cellular Pathology (EKHUFT)

Cellular pathology and haemophilia were recently visited by UKAS under a new assessor and the inspections went very well.

Congratulations to all of our trainee technical mortuary staff (Aaron Gasson, Isabela Tsai and Rebecca Shirlaw who are now qualified as Anatomical Pathology Technicians (APT's) - you are the future of the mortuary team, behind closed doors, but not forgotten!

NKPS

Gold Award for Hollie

Hollie Heaslip, senior BMS at Medway, has been awarded a prestigious GOLD staff award for her work in blood transfusion and for leading on Harvey's gang visits to the hospital. Harvey's gang is a charity set up to introduce children to the lab whose illnesses and long-term conditions require them to have a lot of tests. These visits are really popular and help children to see what happens to their samples and how pathology is so important to their care. Congratulations Hollie!



NKPS for Biomedical Science Day 2023

Tharmeni Vigneswaran baked and decorated the cake which was enjoyed by all at MMH.

Tyler Massey took the photo of the microscope with sunset.

