

KENT AND MEDWAY PATHOLOGY NETWORK

SEPTEMBER BULLETIN

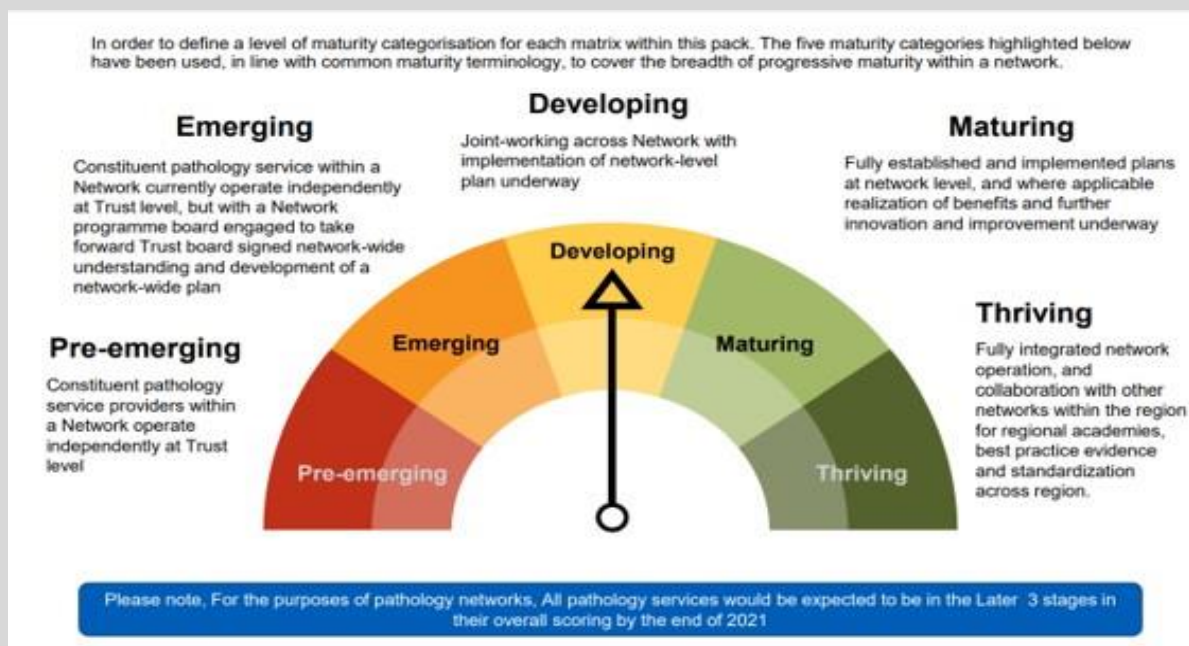


Kent & Medway Network Maturity

In 2021 NHS England (NHSE) required all pathology networks to undertake a self-assessment of their maturity based on seven key domains, shown below.

Governance	A single governance model signed off by all network member Trust and ICS Boards, with clear clinical and operational leadership arrangements where dissolution would require Trust Board approval
Leadership	A single accountable officer appointed at network level e.g. Network SRO, and other leadership roles defined and appointed to
Operational	Operational consolidation of services at agreed sites and integration into clinical pathways and business models signed off by Trust Boards
Quality	A common quality management process and methodology for oversight of performance, quality and clinical governance including working with local, regional and national systems such as PQAD and single UKAS accreditation process.
IT and digital	A digital roadmap setting out how the network will achieve digital interoperability across the whole local healthcare system and digitization of cellular pathology services with shared digital pathology reporting.
Workforce	Agreed workforce strategy for passporting/mobility, Skill mix (including the role of clinical scientists), training and CPD and recruitment and retention, managed via a Network workforce lead
Shared supply chain	A shared joint procurement strategy with robust supply chain and joint purchasing at scale for example shared Managed Service Contract across the network, or a clear process and timeline to achieve one.

In December 2021, KMPN submitted its findings and evidence, which indicated that we are an 'Emerging' network, on the scale shown below.



The evidence was reviewed and in April 2022 NHSE wrote to the four CEOs of the acute Trusts to confirm that position. NHSE requested a gap analysis of the work needed to reach 'Maturing' status against all domains by March 2025 and a subsequent request to achieve 'Developing' by March 2023.

As we reported in the last bulletin, in June 22 the Trust CEOs signed a joint letter to NHSE confirming their support for the KMPN in its journey towards becoming a maturing pathology network within the mandated timescales. The letter accompanied a high-level action plan, which was based on the gap analysis.

At the September Pathology Transformation Board meeting, Pathology-based owners for each high-level action and a process to monitor progress to ensure that KMPN meets the very challenging timescales, were both agreed. Project Steering Groups and other governance groups will oversee progress and will be responsible for the timely completion of agreed actions.

Good progress has been made on several of the actions listed within the plan including the most pressing actions concerning the Collaboration Agreement (also referred to as Memorandum of Understanding or MoU) which our legal advisors are developing and needs to be in place by end of the financial year. This document will detail how the network will operate and will be governed. Progress has also been made on preparing for the recruitment to network posts, which will have responsibilities and authority across the network. These posts will be supported by each Trust's approval of the collaboration agreement.

Work to review the current operating models across all pathology disciplines has begun. The output of this work will inform the MES tender process and the creation of a KMPN Vision Document which will set out the intended direction of travel for each discipline over the coming years.

With the agreement of Pathology-based owners and the monitoring process, work can now be accelerated to meet the challenging timeline that will see the KMPN progress to the next level of maturity, 'Developing' by 31/03/23 and then on to 'Maturing' by 31/03/25.

ROADSHOWS – COMING SOON

You may have questions about what all this means, and we will be hosting roadshows at each lab site in October/November. Please send your ideas for the best way of engaging with you and your teams on site to mtw-tr.KMpathologynetwork@nhs.net.

LIMS go-live dates

New dates for the go live of the new LIMS – Clinisys Winpath Enterprise at each of the three pathology services have been agreed by the LIMS steering group and ratified by the pathology transformation board. Whilst this pushes back the first go-live, it does reduce the amount of time between Trusts going live.

Table 3.2: Key milestone impacted by the finalised plan

Table 3.2 below details the impact on the 'go lives' following agreement of the final plan. It can be seen there is little delay in the final go live but material delay in the first go live.

LIMS Go Live Milestones	LIMS FBC Date	Agreed revision March 2022	Finalised plan dates	Variance
MTW go live	01/09/23	01/11/23	20/08/24	+ 10 months
EKHUFT Go live	01/05/24	01/07/24	13/11/24	+ 4 months
NKPS Go live	01/11/24	01/01/25	06/01/25	+ 5 days

Learning from other networks delivering new LIMS'

We were interested to read about the challenges experienced by another network is experiencing the following challenges in delivering its digital objectives: -

- Funding is usually only for capital (purchase of hardware, building and equipment) and not for running costs
- Availability of supporting IT professionals in Trust IT departments.
- Lack of a competitive pathology digital market place and over-stretched suppliers.
- The cultural / professional barriers to the implementation of standardised LIMS software packages.
- Mismatch between the key functionality of a Network capable LIMS and a Trust only capable LIMS.
- Pathology's tendency to want complex and nuanced functionality not often available in a single LIMS.

This shows the challenges we face are shared elsewhere – we are not alone!

Network Workforce Workshop October 11th – The Friars, Aylesford Priory

It will be almost a year since we had the Health Education England workshop at Aylesford Village Hall, using their Star model of workforce transformation. The workshop was very positive and enabled us to develop the workforce, education and network development strategy, approved by the Pathology Transformation Board last December.

The Workforce Steering Group then launched in February, with the sub-groups of Human Resources Business Partners (HRBPs) and education leads feeding in.

We now have an ambitious timeline of delivery over the next six months as part of the NHSE action plan mentioned in the first item.

We have an opportunity at the workshop, therefore, to acknowledge progress, celebrate success, identify what has stopped us progressing more, and plan for action over the next six months and into the next financial year.

Members of the Pathology Network Clinical and Operational Committee (PNCOC) and workforce steering group have been invited to the workshop and it would be great to have two or three staff representatives there too. If you are interested and have the agreement

Digital update

Following on from the Kent and Medway Digital Diagnostics Roadmap that was submitted in March 2022, laying out our bids for capital funding from the NHSE Digital Diagnostics Capability Programme, we are now close to getting a Letter of Agreement signed between Kent and Medway trust CEOs and NHSE. Once signed, this will ultimately enable funding to be drawn down to continue for two key projects –

- the ongoing configuration of the purchased CliniSys ICE OrderComms system and its subsequent readiness for implementation for GP and Community OrderComms users; and
- the ongoing drafting and completion of outline business case and preparatory procurement work for the Digital Pathology Project.

Second Virtual conference 2nd November

Our second network conference will be on 2nd November as mentioned in the last newsletter.

This is your chance to showcase your amazing work – slots are available for students, trainees and staff from all disciplines from as short as five minutes so please email mtw-tr.kmpn_workforceeducation@nhs.net if you would like to present.

Education and Training

IBMS Specialist Portfolio Webinars - Haematology, Clinical Biochemistry and Blood Sciences(Attached).

Webinar dates and module topics are now live – please register to attend. All sessions will be recorded and made available along with PowerPoint presentations.

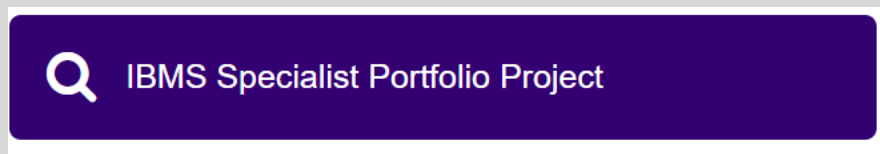
National Pathology Networks are being asked to support the Microbiology Specialist Portfolio Webinar series. If you would like to get involved in this project, please contact m.bhogal1@nhs.net.

To access webinar recordings and presentation slides – Join the ‘Pathology Workforce Development Programme’ Workspace – once membership has been approved, you will be able to access all the webinar recordings and PowerPoint slides for currently running IBMS Specialist Portfolio Project Webinars.

Link for the Workspace:

[PATHOLOGY WORKFORCE DEVELOPMENT PROGRAMME - FUTURENHS](#)

On the homepage of the workspace you will see this icon;



This will take you to the folders for each specialism – currently Clinical Biochemistry, Haematology and Blood Transfusion and Immunology Webinars have been released. Once other specialisms have commenced the webinar series – they will also be added to this workspace.

Opportunities to engage with Universities and Colleges across the Network

Would you like to get involved to promote Pathology and Biomedical Professions in Universities, Colleges and Schools?

There are several opportunities over the next few months to get involved. Activities include speaking to individual students, short presentations on your careers so far and the importance of our service in patient care.

Please contact m.bhogal1@nhs.net or sonali.soysa@nhs.net if you would like to be involved. Additional information can be accessed via the Kent and Medway HCS Workspace - [Kent and Medway Healthcare Science Network](#)

Good news from around the network

EKHUFT

Congratulations to our clinical biochemistry trainee Megan Manson for passing MSc in Clinical Science with distinction. An amazing achievement!

Many congratulations to one of last year's Kent University Placement students Stephanie Cross (now a Biomedical Scientist at Kent and Canterbury Hospital) who won the Institute of Biomedical Science Presidents prize 2022 for Outstanding Achievement!

MTW

In cellular pathology:

Tim Russell passed his registration portfolio

Elizabeth Mills. our first candidate for the Level 6 BSc apprenticeship at the University of Westminster. will be starting University this month.

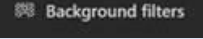
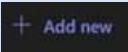
Cell path will also be supporting 2 members of staff who need to do 'top up' modules to progress towards Registration portfolio.

Biochemistry and Microbiology will be starting 3 Students on their placement year from the University of Kent. A new venture for us, facilitated via EKHUFT.

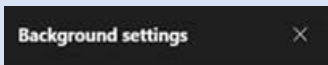
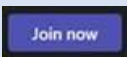
KMPN Teams background

This background looks great on any network Teams meeting.

Steps to add a new background in MS Teams

1. Select **Background filters** . It's just below your video image. Your background options will display on the right.
2. Select **+ Add new**  and open the background image file that you have just downloaded.
3. Now go to step 1 and then select the newly added background. Check for a *white tick mark on the top-right corner* of the image to confirm the selection.



4. Now close the **Background Settings** 
5. Join the meeting by clicking on **Join Now** 

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