Scottish Pathology Network

MIDYEAR REPORT 2019-20

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Scottish Pathology Network (SPAN)

Midyear Report

Highlights

At the midyear stage, the Scottish Pathology Network (SPAN) has made good progress against the 2019/20 work plan.

Service Development and Delivery

The Business Case for Digital Pathology continues to progress with collaboration from each region.

SPAN is also continuing to explore options to consider the BMS role in reporting; but acknowledges the current staffing issues will delay short term development.

A new Gynaecology Pathology Sub-group is being facilitated by SPAN with the inaugural meeting taking place at the Annual Education Event in Edinburgh in November.

Stakeholder Engagement and Communication

SPAN's Lead Clinician continues to engage with Scottish Government's Cancer Strategy Group and Cancer Waiting Times Group to assist in planning improvements in patent turnaround time in the cancer pathway.

Education

Following on from the successful inaugural BMS Dissection Training School, a second cohort took place in May 2019. The rolling programme will continue into 2020 with the aim of freeing up consultant capacity and alleviating the workforce pressures associated with consultant recruitment and retention issues. A poster on BMS Dissection won second place in the poster awards at the national healthcare science event in June.

As mentioned above, the Annual Education Event is taking place in November with the theme of 'Sustainability'. Topics include developing a sustainable service, environmentally friendly histopathology and development and quality improvement from the ground up.

Audit and Continous Quality Improvement

SPAN continues its successful collaboration with Information Management Services (IMS) in the collection and presentation of high quality data which provides information on workforce and workload in each region. The data was presented at the Steering Group in September. The reports for each NHS Board well again very well received and there has been good discussion on how to progress the issues highlighted.

SPAN is also supporting the ongoing development of the Distributed Services Model for laboratory services through engagement with the National Laboratories Programme (NLP). SPAN is keen to ensure lab staff have opportunity for engagement in the process which will see a Business Case for the future pathology service developed and presented to NHS Board Chief Executives. To this end, SPAN is working with the NLP team to facilitate a series of workshops.

Risks or issues

There has been staff turn around within the team which has impacted the capacity, but despite that the network has progressed well towards all aims. However, the team is now fully staffed and able to fully support taking the aims and objectives of the network going forward.

SPAN WORKPLAN – 2019-20

When defining network objectives please consider the Institute of Medicine's six dimensions of quality, which are central to NHS Scotland's approach to systems-based healthcare quality improvement:

1. **Person-centred**: providing care that is responsive to individual personal preferences, needs and values and assuring that patient values guide all clinical decisions;
2. **Safe**: avoiding injuries to patients from healthcare that is intended to help them;
3. **Effective**: providing services based on scientific knowledge;
4. **Efficient**: avoiding waste, including waste of equipment, supplies, ideas, and energy;
5. **Equitable**: providing care that does not vary in quality because of personal characteristics such as gender, ethnicity, geographic location or socio-economic status; and
6. **Timely**: reducing waits and sometimes harmful delays for both those who receive care and those who give care.

Key

RAGB status	Description
RED (R)	The network is unlikely to achieve the objective by the agreed end date.
AMBER (A)	There is a risk that the network will not achieve the objective by the agreed end date but progress has been made.
GREEN (G)	The network is on track to achieve the objective by the agreed end date.
BLUE (B)	The network has been successful in achieving the network objective to plan.

Objective Number	Smart Objective	Planned start/ end dates	Detailed Plan Available / Owner	Description of progress towards meeting objective as at October 2019	Anticipated Outcome	RAGB status
1. Effective Network Structure and Governance [linked to Quality Dimensions 3,4,5,6]						
2019- 01	The network will organise 3 Steering Group and each sub-group meetings as required by 2020 to ensure effective delivery of the 2019-20 workplan.	01/04/2019-31/03/2020	Steering Group and subgroup member-ship	Steering Group meetings are planned for 2019-20 and sub-groups are arranged throughout the year	Effective delivery of the SPAN network workplan to ensure continuation of progress	G
2. Service Development and Delivery [linked to Quality Dimensions 1,2,3,4,5,6]						
2019-02	Support implementation of Digital Pathology in identified sites and create plan for roll-out	01/04/2019-31/03/2020	SPAN Scientific Manager (AW) / Dr Gareth Bryson (SPAN)	Identify sites that are able to roll out digital pathology and identify which histopathology specimens can be viewed digitally. SPAN will provide expertise and facilitate development of the full business case with the pathology community with Scottish Digital pathology pilot	By 2021 there will be a network of pathologists who are trained to report digitally	G
					The development of transformational roles	G

Objective Number	Smart Objective	Planned start/ end dates	Detailed Plan Available / Owner	Description of progress towards meeting objective as at October 2019	Anticipated Outcome	RAGB status
2019-03	SPAN will facilitate expansion of the number of BMS staff involved in diagnostic reporting	01/04/2019- 31/03/2020	SPAN Scientific Manager (AW)	SPAN will continue to explore options to support this transformational role but acknowledges the current staffing issue will delay short term development	within the scientific workforce for BMS reporting in histopathology has the potential to address workforce capacity and alleviate pressures on histopathology services. SPAN will continue to explore options to support this transformational role but acknowledges that the current staffing issue will delay short term development	
	SPAN will facilitate a new Gynaecology	01/07/2019-	SPAN		SPAN will assist with ensuring	

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2019-04	sub-group within the network	31/03/2020	Programme Manager/Programme Support Officer	SPAN will provide support in the organisation of sub-group meetings	Gynaecological pathology services are consistant throughout Scotland	
3. Stakeholder Communication and Engagement [linked to Quality Dimensions 1,3,4,5,6]						
2019-05	SPAN will engage with Cancer Managed Clinical Networks (MCNs) to ascertain what variation there is in some cancers and if this needs to be addressed	01/04/2019-31/03/2020	SPAN Lead Clinician	SPAN will continue to engage with Scottish Government Cancer Strategy Group to develop QPIs. SPAN will continue to engage with Scottish Government Cancer Waiting Times Group.	SPAN will have contributed to national cancer data that drives service planning and improvements in patient turnaround time in cancer.	G

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4. Education [linked to Quality Dimensions 1,2,3,4,5,6]						
2019-06	SPAN will develop and contribute to a national training programme for extended BMS roles	01/04/2019-31/03/2020	SPAN Scientific Manager (JW)	Rolling programme of training takes place. Audit of dissection time across Scotland and Advanced Practitioner role takes place Appropriate backfill arrangements will be implemented	All Health boards will have the ability to extend BMS roles. A national training programme for extended BMS roles will have been established. This will free up consultant capacity and alleviate the workforce pressures associated with consultant recruitment & retention issues. This will reduce turnaround time and therefore improve patient pathways in	G

Objective Number	Smart Objective	Planned start/ end dates	Detailed Plan Available / Owner	Description of progress towards meeting objective as at October 2019	Anticipated Outcome	RAGB status
					defined areas.	(green)
2019-07	SPAN will produce an education and training strategy that will help improve the knowledge skills within the pathology community and its service users	01/04/2019-31/03/2020	Programme Manager/SPAN Core Team	SPAN will capture evidence of learning to prove validity of strategy.	SPAN will have improved the knowledge skills within the pathology community and its service users. This will improve and enhance skills and improve patient care.	B
5. Audit and Continuous Quality Improvement [linked to Quality Dimensions 1,2,3,4,5,6]						
2019-08	SPAN will use the data it collects to match workforce capacity and demand	01/04/2019-31/03/2020	SPAN Data Group	SPAN will provided national current workforce data to regions as required, and contribute to DSG recommendations on diagnostic workforce.	SPAN will have improve national workforce planning and profiling. A national workforce strategy will be identified which has been evidence from	G

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					the SPAN workforce data workforce numbers and skill mix. This will ensure that Demand and Capacity is met. Standardisation of jobs and specific roles and grade leading to improved patient outcomes.	
2019-09	SPAN will be responsive to emerging challenges. SPAN will provide specialist advice on emerging tests, the evaluation of new tests, new technologies & workforce e.g. PD-L1. SPAN will be aware of new technologies that contribute to modernising and improving patient services.	01/04/2019-31/03/2020	SPAN Core Team	Establish strong links within the diagnostic community which has clear governance structure	SPAN will be responsive to emerging challenges and has the capacity to address them e.g PD-L1. SPAN will be the recognised vehicle that identifies and assesses emerging	G

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					test, the evaluation of new tests, new technologies and workforce.	
6. Value [linked to Quality Dimensions 1,2,3,4,5,6]						
						G