

BCPS Pathology News



Staff edition | November 2018

BCPS is go...

We finally have a single pathology organisation moving forward within the Black Country. Thanks to everyone who has put in so much work to help with the TUPE process, followed by detailed work on making sure things on the ground actually work.

During October many new areas of activity had to be undertaken to ensure that simple things like staff pay runs smoothly. This *BCPS Pathology News* is the first of a regular magazine style communication to all our staff. There will be other editions of *BCPS Pathology News* targeted to those who we work within General Practice, Community and Mental Health. We will also be producing special editions for those who refer work to us from other Trusts around the country.

We will include news stories from our pathology laboratories. Timely and relevant communication will be important in taking forward BCPS in coming years.



Paul Harrison (Clinical Director BCPS), Lisa Gibbons (BCPS HR Project Lead) and Graham Danks (BCPS Operational Group Manager)

In this issue

BCPS welcome meetings

page 2

IT moves forward

page 3

Sporting pathology

page 3

The garlic challenge!

page 4

Our BCPS identity

page 4

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Well-attended BCPS welcome meetings

After the first week of 'BCPS going live' information meetings were held at the different pathology departments. Paul Harrison and Graham Danks made short presentations along with Lisa Gibbons, followed by staff questions.

On the 1st of October 497 staff moved employment from Walsall, Dudley and SWBH to their new employer Royal Wolverhampton NHS Trust (RWH). This has been a large undertaking but with the help of Human Resources, Payroll and associated departments in the four Trusts has worked very well. The completion of this process now allows key parts of the BCPS plans to progress.

What happens next?

Training on new systems for managers is proceeding and desktop links are established so that

managers can take forward key areas such as recruitment. Staff NHS emails have been moved and those staff who were not on the NHS.Net system are being provided with new addresses. There will be a new BCPS email directory established in due course.

Priority things to work on immediately include recruitment and payroll, and areas where business continuity is a current issue are being prioritised.

New year change process

Early in 2019 there will be a change process for senior leaders and managers with recruitment of leads across the pathology specialties. The important post of BCPS Quality Manager was advertised in October and Katie New has been appointed. Work is also commencing on harmonising governance activities.

In the longer term

Work is now taking place over the next year on:

- **Pathology finance** will see non-pay transferring to the host Trust by the 31st March 2019.
- **Management service contracts** with commercial partners will also be aligned by the end of the current financial year.
- **New equipment procurement** will commence in November with completion of this project by September 2019.
- **Planning for the hub extension** at New Cross continues with the aim of completion by February 2020.
- There are **no immediate plans to move staff from current locations**. At present the timeline shows services and associated staff moving to the Hub between July and December 2020 with full consultation taking place as part of this process.

The business meetings at the four sites are also being considered to ensure that they have a relevant structure.



Full house at the City Hospital welcome meeting

IT moves forward

We have partnered with CliniSys to implement a comprehensive Laboratory Information Management System (LIMS) solution to support the development of our pathology network. This procurement is aligned with the objectives and targets of NHS Improvements (NHSI) and the national pathology consolidation programme.

Our LIMS solution is centered around the market leading WinPath Enterprise. This gives us a multi-site LIMS, tailored to our local needs. We chose CliniSys as our IT partner due to their proven record in the effective delivery of modern, robust and reliable LIMS services to the UK's developing pathology networks, and their focus and commitment to supporting NHS

pathology services.

CliniSys is the leading Pathology IT supplier in the UK both in the NHS and private sector with 45% of NHS labs using a CliniSys LIMS. Over the last decade they have built up unrivalled experience in successfully introducing complex multi-site systems.

What's in the box

WinPath Enterprise will provide us with a multi-site solution, with which we address the key challenges and requirements encountered in effectively supporting laboratory networks, including:

- Effective handling of multiple hospital and external systems and consolidation via embedded integration engine.

- Management reporting and business intelligence.
- Patient identifiers and creation of a single patient record across pathology.
- Visual tools and dashboards to support monitoring and optimisation of systems review and management.

Work already started

Our new pathology computer system will deliver a familiar look and feel, it will be easy to navigate and intuitive to use. The solution includes functions such as; request entry (electronic & manual), result entry, powerful database searches, clinical authorisation and reporting. Other features include a full patient management function that allows support for multiple patient numbers, surnames, addresses, all on a single patient record.

For our patients clinical risk should reduce as we provide a more complete patient result within primary and secondary care across the Black Country. This will result in an enhanced service for clinicians and their patients providing all aspects of an effective and responsive pathology service.

The implementation of the new system has already started. These involve planning meetings between CliniSys and BCPS leads to work on detailed configurations across all our laboratories.



LIMS project board meeting with CliniSys and BCPS departmental leads

TEAM BUILDING & SOCIAL

Sporting pathology

We are looking to submit a BCPS Pathology team into the Great Birmingham 10K in April 2019. If you are interested and would like to consider joining this then please email: social@bcpathology.org.uk and you will receive further details.

If we manage to get a team together then we will be looking for a suitable charity to support.



Right: Pathology team in a recent 10K!

The over-wintered garlic challenge!

To launch the BCPS Over-Wintered Garlic Challenge we are offering all BCPS staff some very special Isle of Wight growing garlic cloves. Included will be full instructions on how to turn these into amazing garlic bulbs by early summer 2019. As you can see on the front cover Lisa, Paul and Graham have a head start!

To receive your growing bulbs email garlic@bcpathology.org.uk



Walsall Haematology team with their Garlic Challenge Cards – left to right: Gurinder, Nazir, Matt and Fiona

Find us on social media

 @BCPathology

 BCPathology

 Black Country Pathology TV News

Further Ideas for team building across our laboratories

If you have any ideas for team building that we can look to establish please do send them in and we will take them forward initially by publishing them here in Pathology News.

Email your ideas to: social@bcpathology.org.uk

BCPS identity revealed

In recent months the emphasis has very much been on TUPE and the move of staff to all work under one host NHS Trust. As we move forward there will be much more emphasis on BCPS developing a distinct identity. The world famous NHS logo is key and our strap-line 'NHS Pathology Serving the Black Country' gives a very clear message to take forward.

We are forming a Communication Group within our new Governance structure. This will include representatives from each of our current physical locations and from all pathology disciplines. We are undertaking a full audit of the different communication activities that have been developed across our laboratories. We will then work on ways to take things forward ensuring that we don't lose some excellent work already established around our departments.

Urgent items such as templates for email footers and A4 notepaper are already available for download along with items such as PowerPoint, poster templates and full branding guidelines.



Walsall Microbiology team show off a poster created using the new identity – left to right: Rachel, Tina, Phoebe, Jenna, Fern and Stephen



NHS Pathology Serving the Black Country

Provided by Sandwell and West Birmingham NHS Trust, The Dudley Group NHS Foundation Trust, The Royal Wolverhampton NHS Trust and Walsall Healthcare NHS Trust.

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