

**SCOTTISH CELLULAR PATHOLOGY MANAGEMENT GROUP**

**Notes from meeting held on 24<sup>th</sup> November 2008**

**Riverhouse Hotel, Stirling**

<b>Name</b>	<b>Initial</b>	<b>Representing</b>	<b>Attendance</b>
Derek Bishop	DB	SPAN	Attended
Jim Ramsay	JR	Tayside	Attended
Carol Mackenzie	AR	Highland	Apologies
Lynne Doherty	CB	Grampian	Apologies
David Topping	ND	Fife	Apologies
Roy Robertson	RR	Forth Valley	Attended
David Elliot	DE	Lothian	Attended
Allan Wilson	AW	Lanarkshire (Monklands)	Attended
Tom Downie	TD	North Glasgow	Attended
Ian Sutherland	IS	Clyde (RAH)	Apologies
Alex Brown	AB	Ayrshire & Arran	Attended
David Murray	DM	Lanarkshire (Wishaw)	Apologies
Mike Bromley	MB	Dumfries & Galloway	Apologies
Jackie Anderson	JA	Clyde (Inverclyde)	Apologies
Steve Harrower	SH	South Glasgow	Attended
Jim Lynch	GC	South Glasgow	Attended
John McCorriston	JM	North Glasgow	Apologies
Jim Ito	JI	Glasgow, Sick Children's	Apologies
Helen Glass	HG	Glasgow, Sick Children's	Attended

The meeting opened with a presentation by Surgipath representatives on a range of new products on offer and recent and future developments.

## 1. Minutes of Previous Meeting

The minutes were approved and proposed by Helen Glass and seconded by Jim Lynch.

## 2. Apologies

Apologies were received from Andrew Sodden, Lynne Doverty, Jackie Anderson, Iain Sutherland, David Murray and Mike Bromley.

## 3. Matters Arising

### MRC007

There are no further problems with the MRC007 contract.

### David Brown invitation

David Brown had been approached to attend this meeting but has not replied. AW will contact him again and invite him to the next meeting.

**Action: AW**

### Scottish training school for specimen dissection

Crosshouse is still exploring the proposed specimen dissection training school. There appears still to be interest from around Scotland and there may be opportunities within the IBMS qualification structure. Courses could be aimed at the different complexity classification for specimens. The possibility of update courses was also suggested. Alex Brown has visited a laboratory in England which is delivering specimen dissection courses but would like to do more training and preparation for exams.

### Mobius Reports

New release of SCCRS software included increased availability to Mobius reports including monthly reports instead of the previous limited quarterly reports. The reports also allow generation of positive predictive values and generation of lists of unreported samples.

### Agenda for Change

A summary of the agenda for change situation is listed below:

**Lanarkshire** – Exploratory meetings are currently being held to assess the evidence that was submitted in the summer as the basis for reviews. The plan is to complete the reviews by the beginning of January and to communicate the outcomes to staff by the end of February. The main groups under review are BMS 3 posts and the Advanced Practitioner post.

**Lothian** – The review of the MLA banding is ongoing and the introduction of SVQs may help this process. BMS 3 staff are also undergoing a review.

**Ayrshire and Arran** – The microbiology department has been highlighted as an area requiring urgent attention due to the loss of staff over Agenda for Change gradings and their reviews have been fast tracked for all BMS grades within this department.

**Forth Valley** – All reviews are complete

**Fife** – Several groups of staff are awaiting review outcomes. A September 2008 deadline passed with no feedback.

**South Glasgow** – All groups are now assimilated. An “anomalies group” has been established to address the banding of staff groups including the BMS3’s. This approach is for North Glasgow and Argyll and Clyde as well. No review dates have been set yet.

**Yorkhill** – All assimilated, one MTO has submitted a JAC.

**North Glasgow** – the last assimilation letters were received yesterday. All staff are now assimilated.

#### Tissue, slide and document retention

After discussion, it is apparent that despite national guidelines on retention of samples and documents there is variation in practice throughout Scotland on policy in this area.

AW to circulate a spreadsheet and to gather information on local policy.

**Action: AW**

Disposal of large volumes of tissue blocks was also discussed. Advice should be sought from local Health and Safety advisors to ensure blocks are appropriately destroyed.

### **3. SPAN update**

The SPAN workplan and review had been reported to the Chief executives three weeks ago and also presented to the national network. Funding has been secured to put SPAN on a more permanent footing. . DB spoke to the Scottish Microbiology Forum last week. Microbiologists are interested in developing their version of SPAN. The national radiology/imaging network is to be based on the SPAN model and funding for this network has been agreed from 1.4.09 with a clinical lead.

Biochemistry have also made approaches to NSD to adopt a network model.

### **4. Open Discussion**

#### SCCRS

Changes to Mobius reports went live in September 2008 and appear to have been successful and addressed some concerns. Monthly reports are now available. The “slides not authorised” report is now more meaningful and easier to use. The possibility of an

admin/MLA/proxy user has been proposed and a change request will be submitted. Business Objects training is scheduled for 2009, no definite dates available yet.

#### Integrated degrees

There will be no University of West of Scotland placements this year as the integrated degree is not yet accredited by IBMS. Caledonian University students will be placed in laboratories in 2009. UWS is working through the accreditation process and hope to be on stream next year for the 2009/10 academic year. Three UWS students had placements last year.

Edinburgh University have not submitted their degree for accreditation. The loss of the Napier degree has left students in the Edinburgh area with difficulties in accessing an accredited degree. Most labs are taking either the same number of students or an increased quota.

There will be up to 100 registered newly registered biomedical scientists looking for posts over the next year or so from the integrated degree stream. This number is likely to be reviewed and adjusted depending on NHS need. There was some discussion around the likelihood of these students finding posts in the NHS. However, there are currently ten vacancies in Lothian Pathology.

#### Competency assessment

It was agreed that different labs are approaching this issue in different ways and there is a risk of “re-inventing the wheel” across Scottish laboratories. After discussion DB offered SPAN funding for a one day meeting to determine the status of competency assessment and to try and adopt best practice. AW to discuss with DB and look for volunteers from within the group to chair this and take it forward.

**Action: AW, DB**

#### Imager feasibility study

Eight weeks data have been collected to date but it is too early to draw any conclusions or analyse the data. Data collection should be complete by February 2009. Sensitivity, specificity will be assessed along with productivity. Issues around ergonomics of the review scopes have already been identified.

#### Cytology review

Tribal are drafting options based on the four open meetings held around the country. These option will eventually be discussed by a reference group drawn from delegates from the open meetings. A criteria development workshop was held in October. Staffing structures and levels will not be determined until later in the process. The review will deliver a model for the delivery of the laboratory service irrespective of the outcome of the imager study. This may be a slow process. Margaret Burgoyne will present a progress report at the SACC meeting on 28<sup>th</sup> November.

#### e-KSF

Updates were received from some laboratories:

**North Glasgow** – An external contractor has not been used to input data to eKSF. Glasgow have moved the date to 31<sup>st</sup> December for completion of outlines in the system. Super-user status has been created in eKSF but this has not been cascaded yet. Outlines are in place and are being used. Paper KSF PDP's can be used for 09/10.

**Forth Valley** – all outlines have been accepted. Still using a hybrid of existing PDP system and eKSF.

**Ayrshire and Arran** – PDP's are not linked to eKSF yet

**Yorkhill** – problems linking staff to managers.

### LIMS procurement

Fife have installed a new LIMS, Ayrshire and Arran have just implemented Winpath. Lanarkshire are about to start a procurement process but may have to start with a clean database with no data transfer..

Genetics have a working group looking at a national solution. This is part of the eHealth strategy. There are no drivers for a Scottish national Pathology LIMS that we are aware of.

### MSC

A wide ranging discussion took place, mainly around concerns about the impact of MSC on Biomedical Scientists. Issues raised included the following:

- There is no additional money to implement MSC, funding must be found from existing resources.
- There is a lack of information on regulation/registration and the impact on HPC.
- Entry to the HCS box will be competitive
- The terminology used is contentious, particularly the use of the term “practitioner” rather than “scientist”. Our profession struggled for many years to achieve the biomedical scientist title..
- On the positive side, the model offers flexibility in entry points.
- Very small numbers will achieve Consultant equivalent status
- How will the service be delivered during this process?
- It is not clear where the majority of BMS staff will sit within the new model. It is possible that grandparenting of existing BMS staff to the HCS box will be based on qualification and experience criteria.
- The Scottish Government sees some benefit from MSC
- The aim appears to be a wider Healthcare Assistant/Practitioner role to undertake tasks currently carried out by band 6 BMS staff.
- No one is prepared to put numbers on the model yet, this will be determined by local delivery.
- The consultation document will be published on the 28<sup>th</sup> of November and will run until 6<sup>th</sup> March..

- The newly proposed BMedSci could compete with the integrated degree and if the Scottish Government decide to fund the new degree this may put pressure on the integrated degree which has taken so much effort to establish and we are only just beginning to see the benefits of the integrated degree.
- There are particular concerns in Cellular Pathology as in senior management eyes the Practitioner box would fit very well with Cell Path as there is a perception of “lack of science” within our discipline compared to others.
- Registration for Healthcare Scientists in the new model will be at Masters level.

## 5. AOCB

AW to seek nominations for the post of secretary before the next meeting

**Action: AW**