



Kent and Medway
Pathology Network

Our journey, vision and values

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Workforce Project Director

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Network Leadership

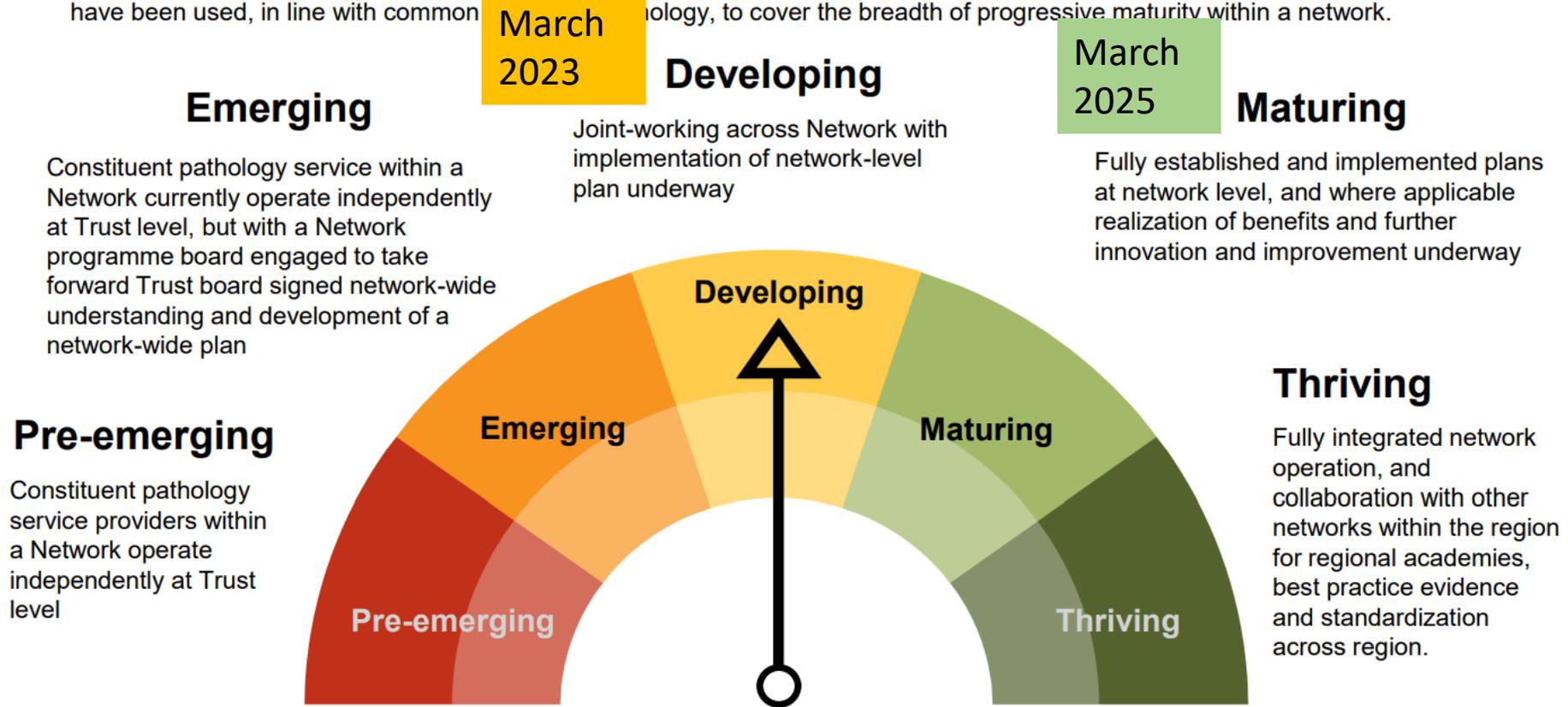
- Supriya Joshi starts as network CD on 1.5.23
- Managing Director – expected start date Aug/Sept
- Malcolm Nudd part-time interim managing director
- Amanda Price covering network team leadership



The 7 Domains that characterise a Pathology Network are;

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.

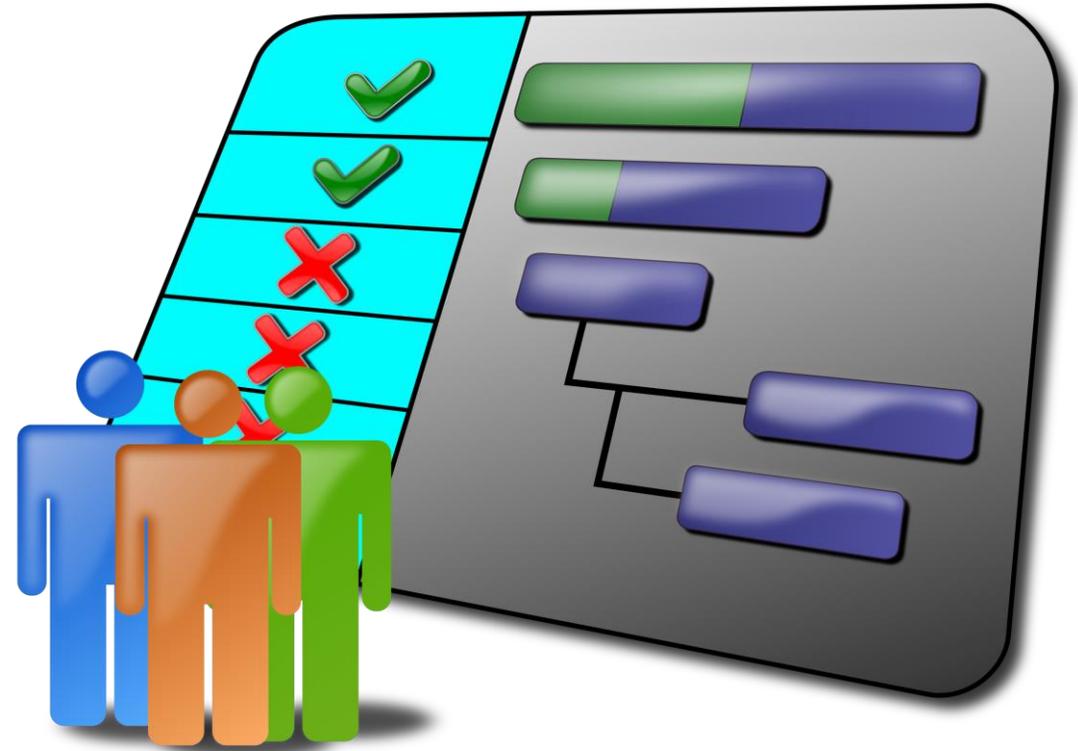
In order to define a level of maturity categorisation for each matrix within this pack. The five maturity categories highlighted below have been used, in line with common pathology, to cover the breadth of progressive maturity within a network.



Please note, For the purposes of pathology networks, All pathology services would be expected to be in the Later 3 stages in their overall scoring by the end of 2021

Projects

- LIMS
- MES
- Digital
- Workforce, education and network development
- Governance and legal



Network values – Our ways of working – we expect:

- to all have a voice
- to be listened to and given timely feedback on our ideas and concerns
- to be treated fairly
- to be appreciated
- to be supported to be healthy and happy at work

Network values – Our work – we expect:

- to enjoy our jobs and for our work to be interesting
- to be proud of our work
- to be included in network projects
- harmonisation in our jobs wherever we work
- to be treated with flexibility as individuals with different working and access needs

Network values – Our careers – we expect:

- to ‘grow our own’ from our local areas and attract the best from elsewhere
- a guided and supported career structure for everyone
- equal access to learning and development opportunities wherever we work and whatever our working hours
- to be able to work at the level we are trained and paid for as well as being able to stretch ourselves to develop
- to be able to lead – whatever level we work at

Network values – Our patients – we expect:

- patients to be at the heart of everything we do
- to ask what matters to patients
- to deliver services which are equitable, high quality, safe and accurate across Kent and Medway and beyond
- to get the whole sample pathway right
- to deliver services which are exemplary, timely, sustainable, value for money and eco-friendly where possible

Network values – Our services – we expect:

- to feel part of the clinical team across the patient pathway
- to make others aware of the importance of pathology
- all our sites to be treated as equally important
- to work as a whole network team
- to learn and share our learning across the network and beyond
- to innovate, research, improve and integrate our services using the latest technology to help deliver the clinical strategy

Vision statements

- *Current network vision - 'A thriving and sustainable pathology service provided by an outstanding team, enabled by cutting edge equipment and I.T. There is a place in the network for everyone'*

Biochemistry

- Our vision is to become an integrated clinical biochemistry service, delivering high quality, cost effective diagnostics to users and patients across Kent and Medway. To develop a culture of quality, innovation, improvement, and sustainability, with our staff and patients at the core of our service

Immunology

- Our vision is to consolidate and expand the centralised immunology service, delivering high quality, cost effective diagnostics to users and patients across Kent and Medway. To develop a culture of quality, innovation, improvement, and sustainability, with our staff and patients at the core of our service. To provide training and education opportunities to continue to develop a highly trained specialist immunology workforce.

Haematology

- Our vision is to provide high-quality patient centred healthcare with the right people in the right roles at the right levels, backed by appropriate technical and organisational infrastructure that is responsive to patient and staff needs

Vision statements

Microbiology

- A high quality, ISO accredited and standardised Microbiology/virology service, compliant with all legislation and local governance systems
- A strong collaboration which will provide equitable, safe and compassionate care to Kent and Medway, patients and people alike.
- A service which is flexible and adaptive to meet the changing needs both locally and those of wider society.
- A service which can be responsive to the challenges of infectious diseases, whether that be antimicrobial resistance, new or re-emerging pathogens, infection control, near patient or rapid testing, postal services, personalised care and indeed future pandemics.
- Be responsive to challenges with local geography, patient demographics, socio-economic inequalities.
- A service which can reconfigure the current infrastructure and expand to accommodate increasing activity.
- A service which has an ambitious workforce development plan, expanding the horizons between technical, managerial and clinical positions. Strives for the Right person for the Right job.
- The service will have highly knowledgeable and skilled people fit for the future. Their loyalty will be valued and rewarded.
- A service which will champion innovation, technology, AI, IT connectivity, pre-analytics and even digital pathology. It will always be open to research and trying new ways of working to enhance clinical outcomes, ensuring value for money and return on investment

Vision statements

Blood Transfusion

- The provision of a high-quality Blood Transfusion service to all patients across Kent & Medway day and night

Cellular pathology

- To develop an integrated cellular pathology service providing timely specialist cellular pathology and molecular pathology diagnoses to Kent and Medway, whilst supporting education and development of cellular pathology staff. The adoption of a modern approach and deployment of technological solutions, a combined quality management service and within the single management structure of the K&MPN.

**Staff reps – we
need you!**

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