

Pathology News



Cheshire and Merseyside
Acute and Specialist Trust Provider Collaborative

Your latest update from the Cheshire and Merseyside Pathology Network (CMPN)

February 2025



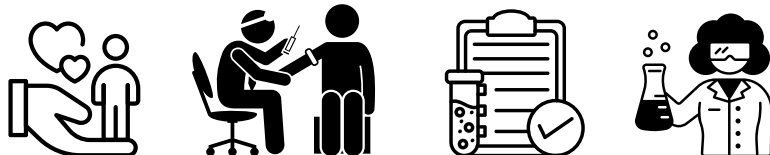
Get to know the Cheshire and Merseyside Pathology Network (CMPN)

The vision for the Cheshire and Merseyside Pathology Network (CMPN) is that everyone in Cheshire and Merseyside has the best possible health outcomes facilitated by effective and responsive pathology services.

In order to deliver our vision:

- We will deliver high quality, innovative, sustainable pathology services
- We will work together to ensure everyone in Cheshire and Merseyside can access the required tests, in the right place, at the right time
- We will remove unwarranted variation in order to provide standardised and efficient services

Patient care and experience is at the heart of everything we do and we will work together to identify and deliver best practice opportunities to improve service sustainability, including quality, safety and efficiency of services.



Tracey Cole,
Programme Director,
Diagnostics



Rob Forster,
North Hub
Executive Lead



Rob Cooper,
East Hub
Executive Lead



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Executive Lead

Our vision

01.

To deliver high quality, innovative, sustainable pathology services.

02.

To work together to ensure everyone in Cheshire and Merseyside can access the required tests, in the right place, at the right time.

03.

To remove unwarranted variation in order to provide standardised and efficient services.



Target Operating Model (TOM)

The key programme of work for the CMPN is the Pathology Target Operating Model (TOM). Our main objective of this project is to collaboratively design and deliver a TOM which accounts for all aspects of the operational delivery of pathology services in Cheshire & Merseyside. The TOM is our plan to consolidate pathology services across Cheshire and Merseyside providing better, more equitable access and ensuring our patients are able to get the right test at the right time with quicker results.

The goal we are working towards with the TOM is to achieve a coordinated, connected pathology operating model that works across Cheshire and Merseyside and benefits patients by creating more streamlined pathology processes with improved access.

Three Hubs

The TOM consists of 3 pathology hubs providing a single service for each identified geography.

- **The North Hub:** This hub will deliver pathology services via Liverpool Clinical Laboratories (LCL).
- **The East Hub:** This hub will deliver pathology services on behalf of Mersey and West Lancashire Teaching Hospitals NHS Trust (MWL) and Warrington and Halton Teaching Hospitals NHS Foundation Trust (WHH).
- **The South Hub:** This hub will deliver pathology services on behalf of Wirral University Teaching Hospital NHS Foundation Trust (WUTH) and the Countess of Chester Hospital NHS Foundation Trust (COCH).

These hubs each have an executive lead. They have oversight of the Hub development and provide executive level input to help to ensure that Trust Boards have a greater understanding of the future ambitions of the pathology services across C&M and help to improve decision making via the CMPN Partnership Board.

The Benefits

How it might feel now:

We're always short-staffed and we still haven't filled that vacant position

I don't feel like there are many career progression opportunities – I may have to move elsewhere

I have way too much to do and never feel like I'm caught up on my work

I don't feel like I can do my job properly with this old equipment

I don't always feel like we are able to offer our patients the most efficient service



How it should feel in the future:

Collaboration across the hub has really helped to close those workforce gaps

That secondment really helped me to develop – I can see the next career step for me now

My workload feels more manageable now

Having access to better equipment has helped me improve my productivity

I finally feel like we are able to deliver a quality service that will provide faster results to our patients





Within CMPN we have four key workstreams that work together to help deliver what needs to be delivered in order to help set up the TOM.

Clinical Support: Your Operational and Clinical Leads are working very closely together to help us deliver our transformation programme and are involved in all of our workstreams listed below. They also attend formal pathology network wide governance meetings to ensure the successful delivery of LIMS and Order Comms in particular, The Clinical and Operational leads are integral to all our other workstreams and programmes including the development of the TOM and the three hub model.

Digital:

Programme Director: Christine Kelly, Deputy Director of Mid Mersey Digital Alliance (MWL)

The aim of the Digital Workstream is to develop and implement technological and digital solutions to transform and streamline services and ensure they are used to best effect. This includes the design and implementation of the new Laboratory Information Management System (LIMS) and Order Comms.

Latest Update:

LIMS - We've reached our first contractual milestone for LIMS as the development environment is set up and this is the first stage required to enable us to move forward with the new LIMS.

Find out more about the plan to build the new LIMS and how you can get involved by watching the video accessed via this link: <https://youtu.be/IXmrOz6q1Sk> or from the poster provided.

Order Comms - Positive progress has been made on the approach to a unified Order Comms in Cheshire and Merseyside, following recent discussions with Clinisys, the supplier.

We are working with Clinisys to agree a new contract and are confident this will align well and enable a joint go live with LIMS/Order Comms in 2027, noting that NHS University Hospitals of Liverpool Group and Warrington and Halton Hospitals may require extensions in support beyond this.

Procurement:

Programme Lead: Rachel Raw, Senior Programme Manager CMPN

Network Sponsor: Sue Colbeck, Chief Procurement Officer Cheshire and Merseyside ICB

The Procurement workstream is responsible for projects that support our shared supply chain including working on efficiencies through a transport review and aligning the blood containers. This workstream also leads our relationship management with our suppliers including Roche BD, Siemens, and Philips. Any procurement of assets for the network e.g Digital Pathology successor system are led by this workstream.

Latest update: C&M procure over 7.2m blood tubes annually of which 90% relate to the Pathology Network (excludes any direct spend via managed service contracts).

Work is underway to review how we can harmonise blood tubes across labs in Cheshire and Merseyside, for the benefits of our patients and staff. Further proposals will be discussed with Operational and Clinical Leads in March to ensure there is significant time to implement any change to logistics prior to LIMS go live.



Quality and Performance:

Programme Leads: Rachel Raw, Senior Programme Manager CMPN and Nicola O'Pray, Head of Performance Cheshire and Merseyside Diagnostics Programme.

The aim of the Quality and Performance workstream is to achieve compliance of regulatory standards, including UKAS, and drive up performance across C&M specifically the Pathology Quality Assurance Dashboard and CMAST Quarterly KPIs.

Latest Update: We are working on an overarching plan to track and monitor against key deadlines and any risks to help us manage any key interdependencies.

Workforce:

Programme Lead: Jo Williams, Diagnostics Workforce Lead, Cheshire and Merseyside Diagnostics Programme

Staff are our biggest asset and we can't deliver any of our work in pathology without a highly qualified and motivated workforce. The Workforce Workstream will work across pathology labs to support workforce resilience and retention and agree to shared recruitment plans. A big focus will be placed on recruitment, training, development and retention. This workstream will also work to support employee wellbeing including but not limited to mental, physical and financial health.

Latest Update: Three Practice Education Facilitators (PEFs) have now commenced their roles in Pathology:

- Blood Sciences: Lauren Edwards, The Countess of Chester Hospital NHS Trust
- Cellular Pathology: Emma Stopford, Mersey and West Lancashire Teaching Hospital
- Microbiology: Rinu Swarup, NHS University Hospitals of Liverpool Group

The Practice Education Facilitators will support colleague's development by increasing training capacity, identifying opportunities for collaborative training between teams,



Digital: We will shortly be going out for recruitment for some temporary support for key roles to support LIMS including discipline leads for Transfusion, Blood Sciences, Cell Path and Microbiology. We will also be looking to secure a System Configuration Lead and a Quality Lead. If you have any queries on these roles please speak to your Operational Lead.

If you have any questions please reach out to your managers or operational leads for your respective Trusts:

Countess of Chester Hospital NHS Foundation Trust: joe.banwell@nhs.net

Wirral University Teaching Hospitals NHS Foundation Trust: alex.warrington@nhs.net

Warrington and Halton Teaching Hospitals NHS Foundation Trust: neil.gaskell@nhs.net

Mersey and West Lancashire Teaching Hospitals NHS Trust: kevin.mclachlan@sthk.nhs.uk

Liverpool Clinical Laboratories: karl.mcintyre@liverpoolft.nhs.uk