Scottish Pathology Network (SPAN)
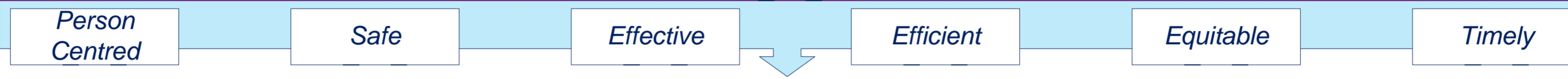
Scottish Government Policy Aim: Adopt a consortia approach in order to inform and drive the redesign of clinical diagnostic services

Policy framework of core principles and quality dimensions to which national networks must adhere.
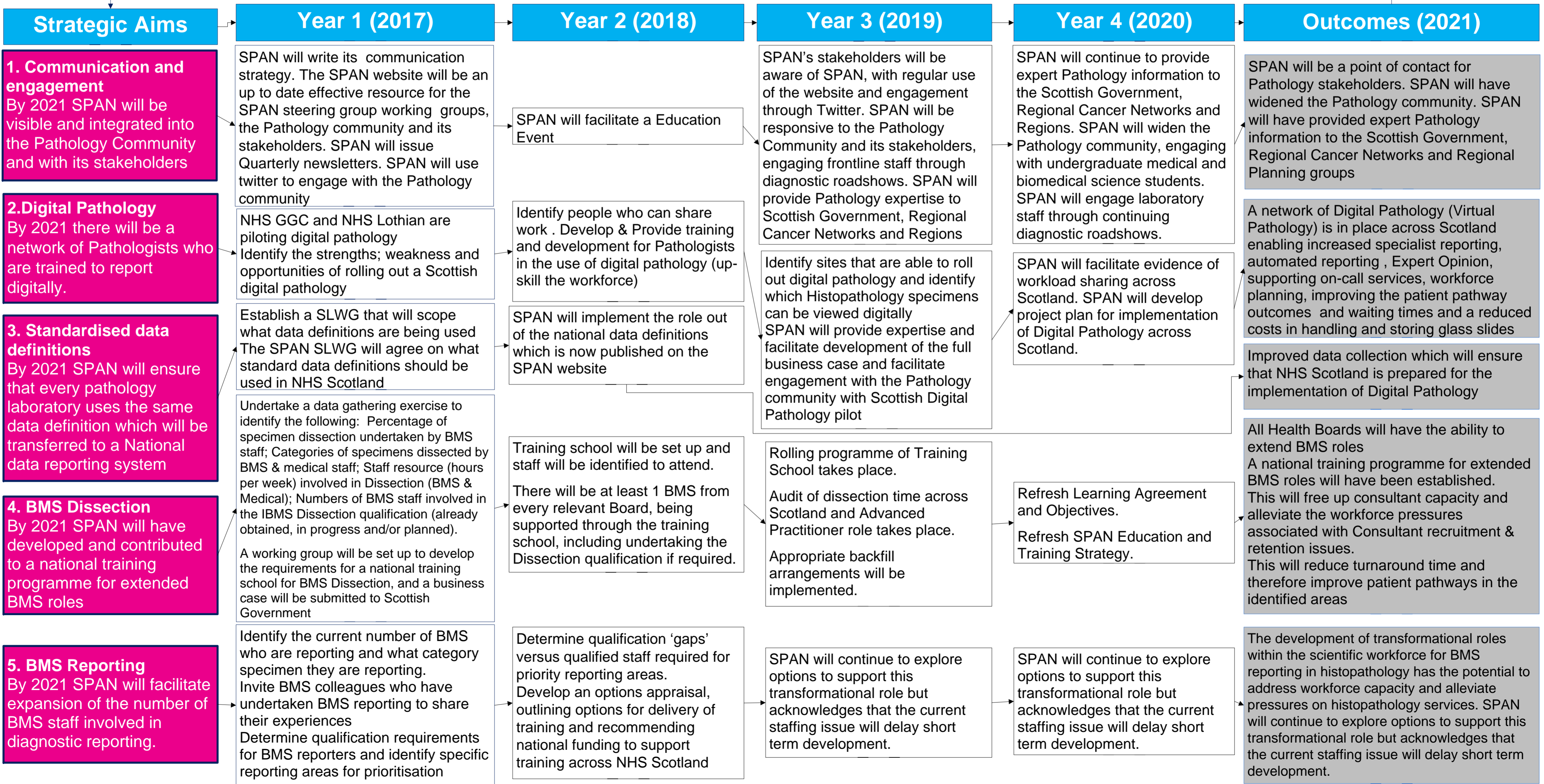
Core Principles (Ref: CEL 29 (2012))

| Core Principle 1: Clear management arrangements and leadership of the MDN | Core Principle 2: A defined MDN structure setting out the points at which the service is to be delivered and the connections between them | Core Principle 3: The use of a MDN annual work plan | Core Principle 4: The use of a documented evidence base by the MDN | Core Principle 5: The multi disciplinary and multi professional constitution of the MDN, which includes patients | Core Principle 6: A patient-centric approach | Core Principle 7: Optimising the MDN education and training potential and continuing professional development | Core Principle 8: Generating better value for money |

Institute of Medicine's 6 Dimensions of Quality (Ref: Healthcare Quality Strategy For NHS Scotland, 2010)

| Person Centred | Safe | Effective | Efficient | Equitable | Timely |

The role of the Scottish Pathology Network (SPAN) is to improve pathology services by creating and developing a Scotland wide National Managed Diagnostic Network (NMDN) which will steer modernisation, including service change and redesign, improve quality, ensure provision of an effective cellular pathology service which anticipates and responds to user needs, future requirements, national guidelines and meets ISO 15189 Standards'.

Strategic Aims	Year 1 (2017)	Year 2 (2018)	Year 3 (2019)	Year 4 (2020)	Outcomes (2021)
1. Communication and engagement By 2021 SPAN will be visible and integrated into the Pathology Community and with its stakeholders	SPAN will write its communication strategy. The SPAN website will be an up to date effective resource for the SPAN steering group working groups, the Pathology community and its stakeholders. SPAN will issue Quarterly newsletters. SPAN will use twitter to engage with the Pathology community	SPAN will facilitate a Education Event	SPAN's stakeholders will be aware of SPAN, with regular use of the website and engagement through Twitter. SPAN will be responsive to the Pathology Community and its stakeholders, engaging frontline staff through diagnostic roadshows. SPAN will provide Pathology expertise to Scottish Government, Regional Cancer Networks and Regions	SPAN will continue to provide expert Pathology information to the Scottish Government, Regional Cancer Networks and Regions. SPAN will widen the Pathology community, engaging with undergraduate medical and biomedical science students. SPAN will engage laboratory staff through continuing diagnostic roadshows.	SPAN will be a point of contact for Pathology stakeholders. SPAN will have widened the Pathology community. SPAN will have provided expert Pathology information to the Scottish Government, Regional Cancer Networks and Regional Planning groups
2. Digital Pathology By 2021 there will be a network of Pathologists who are trained to report digitally.	NHS GGC and NHS Lothian are piloting digital pathology. Identify the strengths; weakness and opportunities of rolling out a Scottish digital pathology	Identify people who can share work. Develop & Provide training and development for Pathologists in the use of digital pathology (up-skill the workforce)	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 and facilitate engagement with the Pathology community with Scottish Digital Pathology pilot	SPAN will facilitate evidence of workload sharing across Scotland. SPAN will develop project plan for implementation of Digital Pathology across Scotland.	A network of Digital Pathology (Virtual Pathology) is in place across Scotland enabling increased specialist reporting, automated reporting, Expert Opinion, supporting on-call services, workforce planning, improving the patient pathway outcomes and waiting times and a reduced costs in handling and storing glass slides
3. Standardised data definitions By 2021 SPAN will ensure that every pathology laboratory uses the same data definition which will be transferred to a National data reporting system	Establish a SLWG that will scope what data definitions are being used. The SPAN SLWG will agree on what standard data definitions should be used in NHS Scotland	SPAN will implement the role out of the national data definitions which is now published on the SPAN website			Improved data collection which will ensure that NHS Scotland is prepared for the implementation of Digital Pathology
4. BMS Dissection By 2021 SPAN will have developed and contributed to a national training programme for extended BMS roles	Undertake a data gathering exercise to identify the following: Percentage of specimen dissection undertaken by BMS staff; Categories of specimens dissected by BMS & medical staff; Staff resource (hours per week) involved in Dissection (BMS & Medical); Numbers of BMS staff involved in the IBMS Dissection qualification (already obtained, in progress and/or planned). A working group will be set up to develop the requirements for a national training school for BMS Dissection, and a business case will be submitted to Scottish Government	Training school will be set up and staff will be identified to attend. There will be at least 1 BMS from every relevant Board, being supported through the training school, including undertaking the Dissection qualification if required.	Rolling programme of Training School takes place. Audit of dissection time across Scotland and Advanced Practitioner role takes place. Appropriate backfill arrangements will be implemented.	Refresh Learning Agreement and Objectives. Refresh SPAN Education and Training Strategy.	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 the identified areas
5. BMS Reporting By 2021 SPAN will facilitate expansion of the number of BMS staff involved in diagnostic reporting.	Identify the current number of BMS who are reporting and what category specimen they are reporting. Invite BMS colleagues who have undertaken BMS reporting to share their experiences. Determine qualification requirements for BMS reporters and identify specific reporting areas for prioritisation	Determine qualification 'gaps' versus qualified staff required for priority reporting areas. Develop an options appraisal, outlining options for delivery of training and recommending national funding to support training across NHS Scotland	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 continue to explore options to support this transformational role but acknowledges that the current staffing issue will delay short term development.	The development of transformational roles 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.

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6. Pathology Data (Workforce) By 2021 SPAN will use the data that it collects to match workforce capacity and demand	The SPAN data collection and analysis will be undertaken by the National Network Management Service (NNMS) Information Management Service. The data will be presented to the SPAN group. Individual Health Board reports will be issued. SPAN and IMS will work with colleagues in the NHS Shared Services laboratory Portfolio Board to evaluate the data and identify how it can be used to improve Pathology Services.	The SPAN data will be used for effective workforce planning. SPAN will contribute to the DSG Workforce Planning Group data collection, audit mortuary services and collect retiral forecast data.	SPAN will provide national current workforce data to regions as required, and contribute to DSG recommendations on diagnostic workforce.	Through SPAN representative on DSG Workforce Planning Group, make aware of national workforce data in regions. Refinement and the provision of data will continue	SPAN will have improve national workforce planning and profiling. A national workforce strategy will be identified which has been evidence from 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 grades leading to improved patient outcomes.
7. Pathology Data (Improved patient pathways) By 2021 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	SPAN and the Regional Cancer Networks will analyse SPAN data that has been collected to identify where there is variation in practise e.g in primary care; receiving specimens; reporting specimens or communicating patient relevant patient information and use this information to improve a cancer pathway, such as in breast cancer.	SPAN and the Regional Cancer Network will identify the cancer pathway that it aims to improve and amend the Cancer Guideline to improve patient turnaround times Pilot sites will be identified to promote the improved patient pathway	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 continue to contribute to Scottish Government Cancer Strategy Group data collection on QPI audit. Continue to collect Pathology data that drives service planning and improvements in patient turnaround times in Cancer.	SPAN will have contributed to national cancer data that drives service planning and improvements in patient turnaround times in Cancer.
8. Emerging Challenges By 2021 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.	SPAN will participate in work streams which develop from the NHS Shared Services Laboratory Portfolio Board, that recognises the drivers for modernising pathology services	Participation work streams which develop from the NHS Scotland National Laboratories Programme Continuing to be involved in relevant strategic developments Board.	Establish strong links within the diagnostic community which has clear governance structure	Participation in work streams which develop within the National Laboratories Programme, contributing to work that has been commissioned.	SPAN will be responsive to emerging challenges and has the capacity and resource to address them e.g. PD-L1. SPAN will be the recognised vehicle that identifies and assesses emerging tests, the evaluation of new tests, new technologies and workforce.
9. Education and training By 2021 SPAN will produce an education and training strategy that will help improve the knowledge skills within the pathology community and its service users.	SPAN will identify where there are gaps in education training research and development both within pathology and with pathology service users.	SPAN will develop education and training packages that will include education events for pathology service users. SPAN will support its colleagues to undertake a pertinent research project.	SPAN will capture evidence of learning to prove validity of these	SPAN will present the pertinent pathology research project in Scotland and globally. SPAN will refresh its Education and Training 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.