

2 November, 2021

Introduction

Welcome to the latest edition of In SYNC, the newsletter dedicated to bringing you the very latest updates along our pathology services transformation journey.

In this issue:

- [The date for the transfer of pathology services in **Bexley, Greenwich and Lewisham** is confirmed as **12 November**](#)
- [Discover a 12-year-old's touching message to our **Change Champions** as they prepare to begin their mission](#)
- [Get up to speed with the latest **transformation highlights** in our 'news in brief' feature](#)
- [Learn which **phlebotomy services** are transferring to our partnership next week](#)
- [Meet the **EPMO team** and discover more about their work](#)
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If you have an idea for a story or a suggestion about what you would like to see featured in this newsletter, please email LetsTalk@viapath.org

New date for the BGL transfer



We are now able to confirm that the transfer of pathology services provided to GP practices and adult community services (Oxleas) in Bexley, Greenwich and Lewisham (BGL) will now take place on **Friday, 12 November**.

Following the decision by all parties to defer the transfer from October 29 to undertake further checks and testing, all partners have confirmed their confidence in the proposed arrangements for transfer and are fully committed to the new date.

Thank you for your continued efforts, which will ensure that the transfer will be conducted safely, smoothly and seamlessly. If you have any queries regarding the transfer, please email LetsTalk@viapath.org or speak to your line manager.

Major transformation milestone nears



Ensuring the transfer of services across BGL is a task that has already involved incredible effort and dedication from countless colleagues and partners.

Those across workstreams including Primary Care, IT, Logistics, Finance and Commercial, Procurement, Operations, Estates, HR, Communications and Engagement, Service Improvement and Clinical, Quality and Governance have ensured that a monumental programme of work has been delivered in partnership with the South East London CCG, Lewisham and Greenwich NHS Trust, GPs and other clinical leads.

Among other things, this has included:

- A £2 million investment in IT, including new equipment and the development of the technical systems solution
- The recruitment of 90 new staff
- The creation of a state-of-the-art microbiology lab at Pathology First (a SYNLAB partnership with Mid and South Essex NHS Foundation Trust)
- Reviewing and harmonising test repertoires and ensuring access to the tests needed
- A full review of clinical pathways to minimise risk during and post-transfer
- The development of tailored clinical, quality and other policies
- Logistics: extensive route planning and testing

Our BGL Programme Director Giles Walsh said: “Bringing about the transfer of pathology services in Bexley, Greenwich and Lewisham has been a mammoth task which has presented us with some significant challenges. However, thanks to the expertise, dedication and hard work of all those involved we are close to achieving our goal of a safe, smooth and seamless transition.

“I would like to thank everyone who has worked on this programme and look forward to delivering an efficient and cost-effective pathology service which improves patient outcomes into the future across South East London.”

'I believe that everybody is a champion in their own way'



More than 30 individuals from across our pathology partnership have now been appointed as Change Champions, a network of people tasked with supporting and engaging colleagues throughout the pathology services transformation journey.

While an official launch event is scheduled to take place in early November, it seems the Change Champions are already proving a source of inspiration to some – not least for 12-year-old **Amy Ahmad**.

Amy found out about the initiative through her father **Shazib Ahmad**, a Customer Service Co-ordinator and one of our recently recruited Change Champions. His story inspired her to create a logo (pictured above), which was accompanied by this heartfelt written message:

“I designed a logo for Change Champions because I feel they should be recognised for all the hard work they do to help contribute to change and for being there for people struggling to cope with changes.

“As somebody with ASD (Autism Spectrum Disorder), I – as well as many other wonderful people, neurodivergent or not – don’t always cope with large, sudden changes very well (and sometimes even with small ones). Change Champions are here to help us through times like those, so I’m really grateful that there are people like them to support us.

“I believe that everybody in the NHS is a champion in their own way, as each and every one of them plays their own part in keeping the globe happy and healthy, especially during the current pandemic.

“I hope that every NHS worker realises how important they are to the world, right now and always.”

Thank you so much for sharing your thoughts, Amy! Please join Amy in lending your full support to the Change Champions as they begin their important mission.

Pictured: Amy Ahmad with her father Shazib Ahmad

Transformation news in brief

It can be challenging to keep up to speed with the pace of transformation in a pathology partnership as far-reaching as ours, but In SYNc is here to help.

Here's a brief round-up of some recent highlights and milestones:

- The **proposed brand name** of our new pathology partnership has been registered and we have now entered a three-month period where that name is open to legal challenge. More information is therefore expected to be available towards the end of January 2022.
- The next set of **Colleague Briefings** are scheduled to take place between **3pm and 4pm on Thursday 18** and **Friday 19 November** – please hold a space for one of the virtual sessions in your diary if you can.

Remember, if you have a question to ask you are encouraged to email it to letstalk@viapath.org at any time. Alternatively, if you see members of the Executive team on site, please do feel free to stop them to ask your question directly.

Phlebotomy Services transfer set to be completed

Some phlebotomy services identified by King's College Hospital (KCH) NHS Foundation Trust at both its Denmark Hill and Princess Royal University Hospital (PRUH) sites transferred to our pathology partnership on 1 November.

This major milestone saw us welcome five new colleagues from KCH, who in the future will work alongside 30 individuals recruited specifically to deliver our new-look phlebotomy services.

The new services are:

- **Denmark Hill:** Inpatient wards (adults) and Inpatient wards (paediatrics).
- **PRUH:** Inpatient wards (adults), Inpatient wards (paediatrics) and Outpatients (paediatrics).

This successful transfer owes much to the hard work of our phlebotomy management team at KCH, supported by the recruitment team and, in particular, Samantha White and Drew Thomas. A collaborative approach saw the phlebotomy management team at Guy's and St Thomas' Hospitals offer their support with on-site ward and paediatric training.

Thank you and congratulations to everyone involved in this project.

Introducing the EPMO team



Over recent months, our Enterprise Portfolio Management Office (EPMO) has been scaling up resourcing to meet the challenge of co-developing a world-leading, integrated pathology network.

The EPMO's mission is to standardise the way in which our projects and programmes are delivered. By establishing this consistency, Viapath now has a very clear process that is reducing complexity and ensuring that projects deliver their intended goals.

We are also beginning to implement Cora, a project portfolio management tool that will go live early next year. Cora will help to identify what resources are needed to support the wide variety of projects required throughout our partnership.

If you have any queries about the EPMO approach or would like to speak to a member of the team, please email epmo@viapath.org

Develop your career with us



Many new career opportunities continue to be created as we move along our transformation journey. Most of these are advertised on [ViaNet](#) and applications can be made through the SYNLAB UK & Ireland website at www.synlab.co.uk/careers/current-opportunities/

If you wish to apply for a transformation role, please remember to notify your line manager and the recruitment team at synlab-recruitment@viapath.org so that the necessary resourcing plans can be made.

We would also like to draw your attention to a range of posts currently being advertised by Viapath, including:

- **Programme Manager - ESL**
- **Business Intelligence Team Lead**
- **Procurement Category Manager**
- **Business Intelligence Developer**

For more information and to apply, please visit the careers page on the [Viapath website here](#). Viapath has a successful Employee Referral Scheme and earlier this year there was an additional incentive for those employees who successfully introduce a Band 6 equivalent candidate to Viapath before the end of December. Visit [ViaNet here](#) for more information.

