

Minutes of the Diagnostics Specialties Training Board meeting held at 10:30 on Tuesday 26 March 2019 in Room 5, Forest Grove House, Foresterhill, Aberdeen (with videoconference links)

Present: Peter Johnston (PJ) Chair, Louise Smith (LS).

By videoconference: *Dundee* – Hilary Duffy (HD), Clare McKenzie (CM); *Edinburgh* - Fiona Ewing (FE), Marie Mathers (MM), David Summers (DS); *Glasgow* - Frances Dorrian (FD), Clair Evans (CE), Peter Galloway (PG), Iain McGlinchey (IM).

By telephone: Hannah Monaghan (HMo).

Apologies: Judith Anderson (JA), Raj Bhat (RB); Ralph Bouhaidar (RBo), Matthew Brown (MB), Michael Digby (MD), Albert Donald (AD). Sharon Edwards (SE), Sai Han (SH), Wilma Kincaid (WK), Alan Ogg (AO), Karin Oien (KO), Shona Olson (SO), Shilpi Pal (SP), Rowan Parks (RP), Jane Paxton (JP), Colin Smith (CS).

In attendance (*Edinburgh*): Helen McIntosh (HM).

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| 1. Welcome and apologies
The Chair welcomed all to the meeting and apologies were noted. | |
| 2. Minutes of meeting held on 29 January 2019
The minutes were approved as a correct of the meeting. | |
| 3. Matters arising/actions from previous meeting | |
| 3.1 Interventional Radiology/Interventional Neuroradiology: workshop
A workshop was held in 2011 and considering the developments in Interventional Neuroradiology and the Scottish Government initiative relating to Thrombectomy, it was felt it was a good time to organise another. It was agreed it would be helpful to include Radiology TPDs and FD in addition to the list of names sent by BH. Dates are being explored and arrangements will be confirmed. | HM |
| 3.2 Recruitment contacts
It was agreed each specialty within the STB will nominate a recruitment lead. HM will co-ordinate names and contact details and send the information to Fiona Muchet's team. | HM |
| 3.3 Workstation issue
HMo confirmed she has formally requested a response. Funding has been confirmed to upgrade existing workstations and to bid for more. HMo has asked for the timelines for this work – a Deanery visit is arranged for mid April, so a response will be required by then. | |
| 3.4 ARCP Externality and up-to-date information on website: TPD responses
PJ will contact Rosie Ballie to check she has received responses. He stressed the STB supported colleagues in getting time away to participate. Scotland and UK Academies encourage people to be involved and given time off to do this. The BMA has also been active in this. | |

- 3.5 **Profile raising for Diagnostics specialties**
The item will be discussed at the May meeting.
- 3.6 **Virology TPD**
Given the decreasing numbers of Virology consultants and the difficulty in appointing to the TPD role, CM sought MDET's support to re-advertise the post and redraft it to include Clinical Scientists applicants. MDET supported the proposal.
- 3.7 **Small programmes review**
A working party has been established by the Scottish Government and will look at all pathologies.
- 3.8 **Trainee issues**
HM will confirm trainee representation on the STB. **HM**
4. **TRAINING MANAGEMENT**
- 4.1 **Proposed TM changes: update**
An Associate Dean's Away Day was held in Stirling on 22 March to discuss the changes. PJ felt this had been a very useful event and he was better informed on the context; TM leads and managers also found the event very helpful. NES recognises the challenges of change and they were liaising closely with admin teams on the practicalities of support. Not all Associate Deans were able to attend the Away Day and so a series of continuing communications was planned – via TPD days/FAQ document which will hopefully be available by next week.
- Summer ARCPs will not be affected by the change. Admin teams were already liaising with each other to transfer knowledge between summer and autumn and the 'go live' date at the beginning of November. Teams were already discussing who will link with TPDs and so information should emerge soon. There will be a shadowing process.
- HMo noted that DMEs liked to get rotas out 6 weeks in advance and the DME group has asked TM to share the process for sharing Turas information. DMEs would like a single process for information sharing to be in place for Scotland before November. She and FD will check with Anne Dickson that this is being taken forward. **HMo/FD**
- PJ said the Away Day revealed practical issues which were being listened to and addressed. He stressed that they did not want to see a reduction in the quality of local support and requested the STB should be kept informed and allowed to input its knowledge.
- 4.2 **Data Sharing**
PJ noted a conversation with Jo Brinklow, Head of Educational Standards at the Royal College of Pathologists regarding data sharing. The College and Deaneries share data but there was no GDPR agreement or governance structure. She has raised her concerns with COPMED but with little action. CM will raise the issue with MDET and expressed surprise that other Colleges have not raised it. HM will ensure this is put on the MDET agenda for its **CM
HM**

next meeting. FD suggested this could be raised at the COPMED Senior Managers Forum which is chaired by Jean Allan and at the COPMED Data Group. PJ will contact Jean Allan.

PJ

4.3 **Recruitment update**

All posts in Round 1 filled. Two offers for Round 2 are being held provisionally (one candidate was awaiting an exam result). The West appointed to all IR posts and Edinburgh was on track to appoint to all IR and Neuroradiology posts. This was a better position than has been the case for several years and applicants have performed particularly well in the process. There was significant interest in personalised medicine and new technologies so overall they were satisfied with the picture.

5. **PROFESSIONAL DEVELOPMENT**

5.1 **RCPATH Workforce Conference**

PJ attended this event. There were 60 speakers from across the UK from HEE/NES/College speaking on workforce and Pathology specialties. The chief message was that workforce was insufficient to meet demand and has grown by 0.4% per annum (as opposed to 4% for other specialties). Having defined the problem, they were now looking at the knowledge base for retention and improving the quality of workforce locally and developing workforce nationally.

5.2 **Diagnostics Steering Group: Workforce Planning working group**

PJ was invited to join the group which was looking at workforce planning in laboratories. A meeting was held last week which looked at data – one third of staff is aged over 50 – in Chemical Pathology 50% are over 50 and in Medical Genetics this figure is 70%. This was concerning given the growth in diagnostic workload in the field of Genetics. The group also looked at a co-ordinated network to develop clinical service by adding value to patient pathways and not simply looking at costs. The importance of supportive people in the workplace was highlighted and the decrease of admin staff. He felt this had been a constructive day and a report will be produced for the Diagnostics Steering Group meeting in May. He felt the only weakness was the lack of information about workload. DS said most laboratories have collected this information – the Pathology Network has data on workload over several years. The group agreed the chief issue was with ISD and with its inaccurate coding. IMG said the BMA has presented data to the Scottish Government – this has highlighted significant under-estimation of the workforce crisis. PJ noted he has also raised the issue of retention re Scottish taxation/pensions/tapered allowances. Although there was a recognition of the problem there was no way of dealing with it.

HMO noted the significant amount of work PJ has done in highlighting the inaccuracy of ISD data.

6. **QUALITY**

6.1 **Quality Update**

FE highlighted:

- CM chaired the Medical Microbiology visit to Glasgow - there were some issues in QEUH re staffing/consultant numbers/liaison with ID. Senior

trainees were reasonably happy but issues remained. A fact-finding meeting will take place at QEUH after the summer as a focused visit.

- Two more Diagnostics visits are timetabled to take place before summer – a scheduled visit to Radiology in Lothian led by CM and a Virology programme visit on 6 June. There was currently no TPD in Virology however EWD has provided the necessary trainee information. This visit will take place in Westport with vc links and despite the lack of a TPD it should go ahead.
- Trainee Associates – they have been attending meetings and visits. There are 12 vacancies and posts were about to be advertised. They were seeking a broad spread of people and have emailed all TPDs and current Trainee Associates to share information. The posts were under-represented in Diagnostics and especially in laboratory specialties. This was an interesting role and provides management experience and information on what is happening with other specialties. Interviews will take place on 3 May at Westport – a job description is available and FE was happy to be contacted for more information.
- There are 5 trainees in Virology – however there are others who have experience in Virology and the TM team will identify those trainees. Those who are OOPR have also been invited to attend visits.

Standing items

7. Update reports

7.1 Lead Dean/Director

CM highlighted:

- The Scottish Government workforce plan was awaited – it was hoped there will be an expansion in Foundation numbers. PJ noted Foundation experience was a useful source of recruitment into Diagnostics specialties. CM said the Scottish Government's priority was in Psychiatry and GP. PJ said that doctors in community posts would benefit from knowing what happens in Diagnostics services to increase understanding and how to use it for patient benefit.
- UK GMC credentialing framework was expected in April/May. The Scottish Government is keen to develop a Thrombectomy credential.
- There has been local discussion in the past on the potential shortage of Paediatric Pathologists and while the specialty has considered a post-CCT pilot, no funding was identified and so this was not progressing.
- The new PG Dean for the North, Professor Alan Denison, has been appointed and will be based in Aberdeen.

7.2 Histopathology

MM highlighted:

- F1 rotation in Lothian and ex F1s in posts.
- Issue with manpower in Paediatric Pathology resulting from sickness – creating service and training provision issues. She will discuss this with CE and the other TPDs to identify capacity. PJ noted there was some capacity in the North.
- Cervical Cytology services – there are significant difficulties caused by the changes. PJ reported that Louise Smart was involved in this work and aware of the issue and has some proposals as to how address it. LS said the plan was to do block teaching locally and this could be opened

MM/CE

- up Scotland wide. She will speak to Louise Smart and share information with MM. **LS**
- 7.3 **Diagnostic neuropathology**
Nil to report.
- 7.4 **Paediatric Pathology**
PJ had been asked to deputise for the Lead Dean at a recent meeting where it emerged that there was no Paediatric Pathology service in Northern Ireland. CE said the service in Belfast has had difficulties for many years and now there was no longer a service. There was one Belfast trainee and training was being organised in Alder Hey Hospital. The 2 consultants in Edinburgh were struggling and so there was no training opportunity there. There have also been significant difficulties with consultant colleagues in Glasgow taking extra trainees. The exam will be held end April/beginning May, after which time she will organise some training days involving only her as her colleagues are not able to help. She is seeking to organise autopsy experience and was speaking to MM about it. A trainee was due to sit the exam and if they pass will rotate to Aberdeen.
- 7.5 **Forensic Histopathology**
- 7.6 **Radiology**
Nil to report.
- 7.7 **Medical Microbiology/Virology/Combined Infection Training**
CM reported:
- a joint Infection Training Committee meeting was held and they were recruiting a CIT TPD who will be invited to join the STB after April. Teresa Inkster will be the TPD for Medical Microbiology for HST and Ray Fox was ID TPD – so the situation was improving. The TPDs will share chairmanship of the STCs on rotation and will also sit on the STB.
 - They were recruiting to a mono specialty pilot in Medical Microbiology this year. PJ reported a Medical Microbiology representative attended the workforce conference and reported there was a mixture of Medical Microbiology and Infection Training in England which was not working well. CM said there was no standard service delivery model across the UK meaning the output was never clearly defined and hence a hybrid dual training model.
- HM**
- 7.8 **Chemical Pathology and Metabolic Medicine**
PG reported they will have all posts filled in August. There were some risks in that departments will struggle to deliver service until people CCT.
- 7.9 **Nuclear Medicine**
- 7.10 **Trainees Issues**
- 7.11 **Academic issues**
Nil to report.
- 7.12 **Service issues/DME**

HMo noted the Trainee and Trainer surveys were open – there has been a low response rate in the past from Trainers and she asked all to encourage participation.

7.13 **Lay representative**

Nil to report.

8. **Received for information**

Noted: The CQC Learning from Deaths report.

9. **AOCB**

No other business was raised.

10. **Date and time of next meeting**

The next meeting will take place at 10:45 on Wednesday 22 May 2019 in Room 1, Deanery Offices, Ninewells, Dundee [please note as this is a face-to-face meeting no videoconferencing facilities will be provided]. The meeting will focus on strategic direction and how to align programmes in TM and to develop them in line with Deanery and programme developments. It was agreed to invite Karen Shearer to attend the meeting.

HM

Actions arising from the meeting

Item no	Item name	Action arising	Who
3.	Matters arising/actions from previous meeting		
3.1	Interventional Radiology/Interventional Neuroradiology: workshop	To confirm arrangements.	HM
3.2	Recruitment contacts	To collate information and send to Fiona Muchet's team.	HM
3.8	Trainee issues	To confirm trainee representation on the STB.	HM
4.	TRAINING MANAGEMENT		
4.1	Proposed TM changes: update on Turas information and rotas	To check with Anne Dickson that this is being taken forward.	HMo/FD
4.2	Data sharing	To raise the issue with MDET; to ensure on MDET agenda; to contact Jean Allan.	CM; HM PJ
7.2	Histopathology update: manpower	To identify capacity with CE and other TPDs.	MM
	Histopathology update: Cervical Cytology services	To discuss with Louise Smart and share information with MM>	LS
7.7	Medical Microbiology /Virology/Combined Infection Training	To invite CIT TPD to join the STB.	HM
10.	Date and time of next meeting	To invite Karen Shearer to attend the meeting	HM