National Pathology Programme Newsletter - July 2023

Welcome to our Newsletter!

The Newsletter is quarterly and keeps you updated with our recent work, achievements, and future plans.

In this edition:

- Updates on the Programme workstreams
- An article on Advanced Practice and Scientist Reporting in Histopathology – an update from England by Jo Horne
- An article on the Practice Educator Programme (PEP) – an update from England by Louise Jefferies
- Focus on The Science Training Programme (STP)
- Save the date…

Programme Background

The National Pathology Programme is a strategic body in Wales sitting within the NHS Wales Executive, which is in turn hosted by Public Health Wales. Its remit is to work with health boards and trusts across Wales to support the development of high quality, effective and sustainable pathology services. Priority areas for improvement that are the focus of the National Programme were originally identified in the *Pathology Statement of Intent (2019)* and current work is aligned with the *Diagnostics Recovery and Transformation Strategy for Wales (2023 – 2025)*.

Updates on the key areas of our work

Workforce, Training and Education
The Programme and Pathology Workforce and Education Group (PWEG) has continued to focus on different areas to facilitate improvement, the next meeting will be held on 17th July 2023. A strategy paper and action plan for Pathology workforce sustainability, training and education is being progressed by the Programme and PWEG Chair, and will reflect discussions by PWEG and other stakeholders.

A key aim of the Programme and PWEG is to have an online or 'virtual' academy. The Pathology Training Leads are helping the Programme to include training and education material/resources for all disciplines for sharing across the health boards/trusts on a Pathology SharePoint site. This will be a first interim step in setting up online resources that can be shared and if successful will be developed as an eLearning platform. (See the item below by Louise Jeffries on similar developments in NHS England)

The Programme will shortly be going out to advert to recruit a Pathology Practice Education Facilitator (PEF) for a 12 month 'pilot' in the SE Wales region, to find out how a PEF role could support Pathology training structures and teams. If the 'pilot' is successful the role could be introduced to all health boards/trusts. (See the item below by Louise Jeffries on the positive impact of the Practice Educator Programme in NHS England) Recruitment is also planned for a 12 month contract/secondment for a Pathology Training and Education CoOrdinator to develop the Pathology training and education model across NHS Wales, and to develop the options for a Pathology academy.

Quality Assurance
The Pathology Quality Assurance and Regulatory Compliance Group continues to act as an important forum for sharing best practice and experience between Pathology services, supporting quality improvement across the system. Work continues to develop Blood Sciences metrics to sit alongside Cellular Pathology data, which is now available for all through the newly created National Pathology Programme SharePoint site. All of this information will be important going forward to provide benchmarking opportunities between Health Boards, as well as allowing data collation of the quality and performance of our services here in Wales to provide assurance to NHS Wales and Welsh Government through the National Pathology Board. This group have also been examining the changes to medical devices regulations to determine what effects these changes will have on service delivery across the country and how they can be managed.

Point of Care Testing
Annette Thomas has recently attended and presented at a conference in Rome, reporting on Wales's progress in Point of Care Testing. Recent developments include setting down an 'All Wales Training and Competency' document, the establishment of a dedicated PoCT resources website to support Point of Care Testing training, as well as working towards a national approach to setting up and delivering PoCT. The PoCT Service Model is in its final stages and hope is that it will be approved in the coming weeks. The DPIF proposal is also being finalised to be presented for approval by Welsh Government.

Pathology Service Collaboration/Regionalisation
Regional Pathology Scoping Group meetings are now taking place, reporting into the Regional Pathology Steering Group. Discussions are ongoing regarding regionalisation work, and option papers are being worked on in regard to preferred options. One site visit has taken place in respect of location, and further visits will be arranged for other locations if required. There has been a positive and collaborative contribution from all areas and good progress has been made. We are also working with the SW ARCH programme, sharing learnings and observations from their programme of work.

Business Intelligence
National Pathology Programme Business Intelligence workstream has been temporarily put on hold whilst recruitment to vacancies within the newly created NHS Wales Executive analytics and informatics function are completed. It is anticipated that this will be concluded in the coming months and work on the Pathology information dashboard will recommence focussing on Blood Sciences and Microbiology metrics.

Digital Cellular Pathology
Following our attendance at May's Welsh Government Digital Scrutiny Panel, we are delighted to announce that the Panel has endorsed the Digital Cellular Pathology proposal. We are currently working with them as we progress towards the next stage. The Business Justification Case is now based on a fully revenue model, with Health Boards covering the cost of the contract (following procurement) and also Health Board staffing. We have met with all individual Health Boards to ensure the correct Health Board internal governance routes are followed.

We have recruited a Senior Project Support Officer who will be supporting Digital Cellular Pathology and the Ibex AI Project and look forward to them joining the team very soon.

Newsletter Article by Jo Horne & Louise Jefferies

Advanced Practice and Scientist Reporting in Histopathology – an Update from England

Dr Jo Horne,
Scientist Training Programme (STP) Training Programme Director, National School of Healthcare Science, NHS England and Pathology Workforce Education Lead, Southern Counties Pathology network
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Advanced Clinical Practice in Histopathology

Advanced Clinical Practice for Healthcare Scientists in Histopathology is well established with a variety of programmes, pathways, and funding models in England. Here is a summary of current status and upcoming developments: all qualifications are open to both Clinical Scientists and Biomedical Scientists who meet the eligibility criteria, and all IBMS/RCPath qualifications require candidates to have IBMS membership.

Specimen Dissection
The IBMS/RCPath Diploma of Expert Practice in Histological Dissection (DEPHD) is a minimum two-year programme of workplace training to undertake a broad range of simple specimen dissection. Gaining this qualification enables holders to apply for Advanced Clinical Practice posts in dissection. This qualification is currently being funded by NHS England.

The IBMS/RCPath Advanced Specialist Diploma (ASD) in Histological Dissection is available in lower gastrointestinal, breast, or urological histopathology. This qualification is a minimum two-year programme of workplace training to undertake a specialist range of complex specimen dissection. This qualification is currently being funded by NHS England. The IBMS will soon also launch a broader scope ASD in histological dissection, aligned more towards the DEPHD model, giving candidates the opportunity to undertake a broader range of modules consecutively to align with modern dissection services, which are increasingly scientist-led.

The NSHCS Scientist Training Programme (STP) in Histopathology is a three-year academic and workplace programme of broad training in histopathology, including simple and complex

dissection. This qualification, which was relaunched in 2021, includes an MSc in Clinical Science and is fully funded by NHS England, including salary support at AfC Band 6 for the three years of training. Completion of the programme leads to eligibility to register with the HCPC as a Clinical Scientist. Gaining this qualification enables holders to apply for Clinical Scientist and senior scientist posts in histopathology. The STP is a platform to dissection and reporting roles, as well as other areas of advanced practice in histopathology.

Histopathology Reporting
The IBMS/RCPath ASD in Histopathology Reporting is available in gastrointestinal histopathology, gynaecological histopathology, and dermatopathology. This qualification is a minimum four-year programme of workplace training to undertake histopathology reporting and is currently being funded by NHS England. Holders of this qualification can apply for Consultant Healthcare Scientist posts in the relevant specialty.

The IBMS will soon launch a new 'limited scope' ASD in Histopathology Reporting, available in either bowel screening or cervical screening. These new programmes will enable candidates to contribute to service delivery via independent reporting more quickly than those candidates undertaking the full reporting programme.

The Higher Specialist Scientist Training (HSST) programme for Histopathology is currently in development and will sit along existing HSST programmes available across other areas of Pathology. This will be a five-year academic and workplace programme of broad histopathology reporting training. This qualification includes a Clinical Doctorate, with the academic component funded by NHS England. Holders of this qualification will be able to apply for Consultant Healthcare Scientist posts in Histopathology.

The Practice Educator Programme (PEP) England

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In 2020 NHS England decided that pathology needed more support as part of the Covid response to support training for pathology staff implementing Covid testing. The first pathology practice educator was recruited in March 2021, by that date the focus had shifted to recovery, and it was evident that pathology workforce would be key in other areas including cancer diagnosis. Therefore, the remit of the role widened.

As part of the implementation of this group of staff there was a programme for development (Practice Educator Programme PEP), which not only helped in developing leadership including influencing and change skills but also enabled the building of relationships within a network of staff across England who work together in a very collaborative process.

There are currently 21 PEs within England working closely with their pathology networks with varying titles but with a remit for the recruitment, retention, and the development of all pathology workforce. They have successfully implemented several projects either individually or as a group. Their first action as a group was the implementation of the **Pathology Workforce Development NHS Futures Platform** page which not only enabled them to collaborate on documents and presentations but also to share good practice. This page is also where you will find their second successful project – IBMS Specialist Portfolio Webinar Programme. To date there are webinars for biochemistry; haematology with blood transfusion; virology; cellular pathology and microbiology with cytology due soon. There has been positive feedback from BMSs who have found these sessions very informative and importantly this collaboration means that not all training leads have to provide individual sessions, thus reducing the training workload.

The relationship with Higher Education Establishments (HEIs) within all regions via the PEs has improved and enabled the piloting of novel ideas, such as an apprenticeship pilot where the students are transferred to an apprenticeship after the second year of the degree, reducing the time to qualify and enabling widening participation.

The group successfully gained funding for developing support workers with science degrees in to BMSs to increase the number of qualified pathology staff and some regions have set up registration portfolio webinars which are also available on the NHS futures platform to support this programme.

These are just some examples of the projects supported by the now named "National Pathology Workforce and Education Collaboration" across England. If you would like to hear more about their work, they will be at the IBMS Congress in September.

Focus On...

The Science Training Programme (STP)

Background: The Scientists Training Programme (STP) is a 3 year supernumerary qualification at the level of postgraduate entry, open to those who are either coming into the profession having not previously worked for NHS Wales, or by staff members already employed by NHS Wales who would like to move into a career as a clinical scientist.

What is happening in Cell-Path: The STP is available for all areas of pathology, however Cell-path hasn't been utilising the training programme until recently. For a time it had been perceived that the Cell-Path STP wasn't suitable and needed reviewing. In early 2022 was held a Webinar bringing in experts from NHS England as well as Welsh Government to discuss the development and opening up of the STP for Cell-path. The vision was to both draw in new individuals not currently working in the service, as well as offer another entry route to bring in extra staff who are not university graduates, in order to create an equilibrium of new staff coming into the service and retaining current staff by offering them a route for internal career progression.

Latest Developments: For 2023 we already have had two internal staff members undertake the STP, one based in Cwm Taf Morgannwg UHB and one in Cardiff UHB, working under the new course curriculum. It will be a learning process to see how these two candidates progress and whether any knowledge can be gained in terms of support and funding needs. The plan for 2024 would be to review funding and try to raise the number of providers who can support the STP in Wales, as currently this is only delivered through Swansea University. The aim would be to provide departments with control over the curriculum so that it can be tailored to suit, as well as be able to offer a Welsh element to the programme. The overall aim is to grow the workforce, as well as tackle staff retention issues across pathology.

Save The Date...

19th October – AI Special Interest Group: Focus on AI in Digital Pathology

Venue: Online event, hosted by Life Sciences Hub Wales. The event will be online and open to any interested parties from Health, Social Care and Academia. Please email events@lshubwales.com including "AI Special Interest Group" in the subject line for further details.

Pathology Events

7th – 10th September – British Science Festival
Venue: University of Exeter. A celebration of the people, stories and ideas at the heart of science featuring a range of talks and experiences over 4 days. Full details of the programme are available here: **Events | Page 2 | British Science Festival**

26th – 28th September – Institute of Biomedical Science (IBMS) Congress 2023
Venue: The International Convention Centre (ICC) Birmingham; charges apply for attendance, with a reduced rate for members. For further details, along with a full programme of talks and events, please visit: **IBMS Congress 2023**

6th – 8th October - New Scientist Live 2023
Venue: ExCel London/ Virtual. A fresh programme of talks and exhibits exploring science and technology, with some available to view on-line: **New Scientist Live 2023: the world's greatest festival of ideas and discoveries**

The Programme team

Alan Deacon	National Pathology Programme Lead
Adam Christian	National Pathology Programme Clinical Lead
Caity Thomas	Senior Project Manager, focussing on Digital Cellular Pathology
Lynda Ferron	Senior Project Manager, focusing on Service Regionalisation
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Contact us

Please email **NHSWHC.National.Pathology.Programmes@wales.nhs.uk** if you would like:
- to be added to the circulation list for our newsletter
- to provide feedback or contributions
- opportunities to engage with the work of the Programme

Website: We will be updating our pages on the NHS Wales Collaborative website with new content soon.

Next edition – October 2023

GIG CYMRU NHS WALES | Y Weithrediaeth Executive

GIG CYMRU NHS WALES | Rhaglen Patholeg Genedlaethol National Pathology Programme

Cylchlythyr y Rhaglen Batholeg Genedlaethol – Gorffennaf 2023

Croeso i'n Cylchlythyr!

Cylchlythyr chwarterol yw hwn ac mae'n rhoi ichi'r newyddion diweddaraf am ein gwaith a'n cyflawniadau diweddar, a'n cynlluniau i'r dyfodol.

Yn y rhifyn hwn:
- Diweddariadau ar ffrydiau gwaith y Rhaglen
- Erthygl ar Uwch Ymarfer ac Adroddiadau Gwyddonwyr ym maes Histopatholeg – diweddariad o Loegr gan Jo Horne
- Erthygl ar y Rhaglen Addysgu Ymarfer (PEP) – diweddariad o Loegr gan Louise Jefferies
- Ffocws ar y Rhaglen Hyfforddiant Gwyddoniaeth (STP)
- Cadwch y Dyddiad…

Cefndir y Rhaglen

Corff strategol yng Nghymru a saif o fewn Gweithrediaeth GIG Cymru, a gynhelir yn ei dro gan Iechyd Cyhoeddus Cymru, yw'r Rhaglen Batholeg Genedlaethol. Ei chylch gorchwyl yw gweithio gyda byrddau iechyd ac ymddiriedolaethau ar draws Cymru i gefnogi datblygiad gwasanaethau patholeg cynaliadwy, effeithiol ac o ansawdd. Cafodd y meysydd sydd i'w gwella fel blaenoriaeth sy'n ganolog i'r Rhaglen Genedlaethol eu nodi'n wreiddiol yn y *Datganiad o Fwriad Patholeg* (2019) ac mae'r gwaith presennol yn gydnaws â'r ddogfen *Strategaeth Adfer a Thrawsnewid Diagnosteg yng Nghymru (2022 – 2025)* .

Diweddariadau ar feysydd allweddol ein gwaith

Gweithlu, Hyfforddiant ac Addysg
Mae'r Grŵp Gweithlu ac Addysg Patholeg (PWEG) a'r Rhaglen wedi dal i ganolbwyntio ar wahanol feysydd er mwyn hwyluso gwelliant, a chynhelir y cyfarfod nesaf ar 17eg Gorffennaf 2023. Mae papur strategaeth a chynllun gweithredu ar gyfer cynaliadwyedd, hyfforddiant ac addysg y gweithlu Patholeg yn cael ei fwrw ymlaen gan Gadeirydd PWEG a'r Rhaglen a bydd yn adlewyrchu trafodaethau gan PWEG a rhanddeiliaid eraill.

Un o nodau allweddol y Rhaglen a PWEG yw sefydlu academi 'rithiol' neu ar-lein. Mae'r Arweinyddion Hyfforddiant Patholeg yn helpu'r Rhaglen i gynnwys deunydd/adnoddau hyfforddiant ac addysg ar gyfer pob disgyblaeth, i'w rhannu ar draws yr ymddiriedolaethau/byrddau iechyd ar safle SharePoint Patholeg. Hwn fydd y cam interim cyntaf i sefydlu adnoddau ar-lein y gellir eu rhannu ac os bydd yn llwyddiannus, cânt eu datblygu fel platfform e-ddysgu. (Gwelir yr eitem isod gan Louise Jeffries ar

ddatblygiadau tebyg yn GIG Lloegr)

Bydd y Rhaglen yn cyhoeddi hysbyseb yn fuan i recriwtio Hwylusydd Addysg Ymarfer (PEF) Patholeg ar gyfer ‘peilot’ 12 mis yn rhanbarth de-ddwyrain Cymru, i ganfod sut allai rôl PEF gefnogi timau a strwythurau hyfforddiant Patholeg. Os bydd y ‘peilot’ yn llwyddiant, gellid cyflwyno’r rôl i’r holl fyrddau iechyd/ymddiriedolaethau. (Gwelir yr eitem isod gan Louise Jeffries ar effaith gadarnhaol y Rhaglen Addysgwyr Ymarfer yn GIG Lloegr). Mae ymgyrch recriwtio hefyd ar y gweill i gynnig contract/secondiad 12 mis i Gydlynydd Hyfforddiant ac Addysg Patholeg i ddatblygu’r model hyfforddiant ac addysg Patholeg ar draws GIG Cymru, ac i ddatblygu’r dewisiadau ar gyfer Academi Patholeg.

Sicrhau Ansawdd
Mae’r Grŵp Cydymffurfiaeth Reoleiddiol a Sicrhau Ansawdd Patholeg yn dal i weithredu fel fforwm pwysig ar gyfer rhannu’r profiadau a’r arferion gorau rhwng gwasanaethau Patholeg, gan gefnogi’r trefniadau ar gyfer gwella ansawdd ar draws y system. Mae’r gwaith yn parhau i ddatblygu metrigau Gwyddorau Gwaed i sefyll ochr yn ochr â data Patholeg Gellog, sy’n awr ar gael i bawb drwy’r safle SharePoint a grëwyd yn ddiweddar ar gyfer y Rhaglen Batholeg Genedlaethol. Bydd yr holl wybodaeth hon yn bwysig i’r dyfodol i roi cyfleoedd meincnodi rhwng Byrddau Iechyd, yn ogystal ag i ganiatáu i ddata gael ei gydgasglu ar ansawdd a pherfformiad ein gwasanaethau yma yng Nghymru er mwyn rhoi sicrhad i GIG Cymru a Llywodraeth Cymru drwy gyfrwng y Bwrdd Patholeg Cenedlaethol. Bu’r grŵp hwn hefyd yn archwilio’r newidiadau mewn rheoliadau dyfeisiau meddygol i weld pa effeithiau a gaiff y newidiadau hyn ar gyflwyno gwasanaethau ar draws y wlad a sut gellir rheoli’r rhain.

Profi yn y Pwynt Gofal
Bu i Annette Thomas yn ddiweddar wneud cyflwyniad mewn cynhadledd yn Rhufain, gan gyflwyno adroddiad ar y cynnydd yng Nghymru ar Brofi yn y Pwynt Gofal. Ymysg y datblygiadau diweddar y mae llunio dogfen ‘Hyfforddiant a Chymhwysedd Cymru Gyfan’, sefydlu gwefan adnoddau PoCT un pwrpas i gefnogi’r Hyfforddiant Profi yn y Pwynt Gofal, yn ogystal â gweithio at ddull cenedlaethol i sefydlu a chyflawni PoCT. Mae’r Model Gwasanaeth PoCT yn ei gamau terfynol a’r gobaith yw y caiff ei gymeradwyo yn yr wythnosau nesaf. Mae’r cynnig DPIF hefyd yn cael ei gwblhau i’w gyflwyno i gael ei gymeradwyo gan Lywodraeth Cymru.

Rhanbartholi/Cydweithrediad y Gwasanaeth Patholeg
Mae cyfarfodydd o’r Grŵp Cwmpasu Patholeg rhanbarthol nawr yn mynd rhagddynt, gan adrodd wrth y Grŵp Llywio Patholeg Rhanbarthol. Mae’r trafodaethau yn parhau ynglŷn â gwaith rhanbartholi, ac mae papurau dewisiadau yn cael eu paratoi o safbwynt y dewisiadau a ffafrir. Cynhaliwyd un ymweliad safle o safbwynt lleoliad, a chaiff ymweliadau pellach eu trefnu ar gyfer lleoliadau eraill os oes angen. Cafwyd cyfraniad cadarnhaol a chydweithredol gan bob ardal ac rydyn ni wedi gwneud cynnydd da. Rydyn ni hefyd yn gweithio gyda rhaglen ARCH de Cymru, gan rannu’r gwersi a ddysgwyd a’r sylwadau o’u rhaglen waith.

Deallusrwydd busnes
Mae ffrwd waith Deallusrwydd Busnes y Rhaglen Patholeg Genedlaethol wedi cael ei hatal dros dro tra bod yr ymdrechion i recriwtio i swyddi gwag yn swyddogaeth dadansoddeg a gwybodeg newydd Gweithrediaeth GIG Cymru yn cael eu cwblhau. Disgwylir i’r gwaith hwn gael ei gwblhau yn y misoedd nesaf a bydd y gwaith ar y dangosfwrdd gwybodaeth Patholeg yn ailgychwyn gan ganolbwyntio ar fetrigau Gwyddorau Gwaed a Microbioleg.

Patholeg Gellog Ddigidol
Yn dilyn ein presenoldeb ym Mhanel Craffu Digidol mis Mai Llywodraeth Cymru, rydyn ni’n falch o gyhoeddi bod y Panel wedi cymeradwyo’r cynnig Patholeg Gellog Ddigidol. Rydyn ni’n gweithio gyda nhw ar hyn o bryd wrth inni symud ymlaen i’r cam nesaf. Mae’r Achos Cyfiawnhad Busnes nawr yn seiliedig ar fodel refeniw llawn, gyda’r Byrddau Iechyd yn talu cost y contract (ar ôl caffael) a hefyd staff y Bwrdd Iechyd. Rydyn ni wedi cwrdd â phob Bwrdd Iechyd unigol i sicrhau bod llwybrau llywodraethu mewnol cywir y Bwrdd Iechyd yn cael eu dilyn.

Rydyn ni wedi recriwtio Uwch Swyddog Cefnogi Prosiectau a fydd yn cefnogi Patholeg Gellog Ddigidol a Phrosiect deallusrwydd artiffisial Ibex, ac edrychwn ymlaen at iddynt ymuno â’r tîm yn fuan iawn.

Erthyglau cylchlythyr gan Jo Horne & Louise Jefferies

Uwch Ymarfer ac Adroddiadau Gwyddonwyr ym maes Histopatholeg – diweddariad o Loegr

Dr Jo Horne
Cyfarwyddwr Rhaglenni Hyfforddiant y Rhaglen Hyfforddi Gwyddonwyr (STP), Ysgol Genedlaethol Gwyddorau Gofal Iechyd, Arweinydd Addysg y Gweithlu Patholeg a GIG Lloegr, rhwydwaith Patholeg Siroedd y De
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Uwch Ymarfer Clinigol ym maes Histopatholeg

Mae Uwch Ymarfer Clinigol ar gyfer Gwyddonwyr Gofal Iechyd ym maes Histopatholeg wedi hen sefydlu gydag amrywiaeth o raglenni, llwybrau a modelau ariannu yn Lloegr. Dyma grynodeb o'r statws presennol a'r datblygiadau sydd ar y gweill: mae'r holl gymwysterau yn agored i Wyddonwyr Clinigol a Gwyddonwyr Biofeddygol sy'n bodloni'r meini prawf cymhwyso, ac mae cymwysterau IBMS/RCPath yn gofyn i ymgeiswyr fod yn aelodau o IBMS.

Dadelfennu Sbesimenau

Mae Diploma Ymarfer Arbenigol mewn Dadelfennu Histolegol (DEPHD) IBMS/RCPath yn rhaglen o hyfforddiant yn y gweithle sy'n rhedeg am leiafswm o ddwy flynedd i wneud ystod eang o waith dadelfennu sbesimenau syml. Mae deiliaid y cymhwyster hwn yn cael ymgeisio am swyddi Uwch Ymarfer Clinigol mewn dadelfennu. Caiff y cymhwyster hwn ei ariannu gan GIG Lloegr ar hyn o bryd.

Mae Diploma Uwch Arbenigwr (ASD) IBMS/RCPath mewn Dadelfennu Histolegol ar gael ym maes gastroberfeddol is, y frest, neu histopatholeg wrolegol. Mae'r cymhwyster hwn yn rhaglen sy'n o leiaf ddwy flynedd o hyfforddiant yn y gweithle i wneud amrediad arbenigol o waith dadelfennu sbesimenau cymhleth. Caiff y cymhwyster hwn ei ariannu gan GIG Lloegr ar hyn o bryd. Bydd yr IBMS hefyd yn lansio ASD cwmpas ehangach mewn dadelfennu histolegol, sy'n fwy cydnaws â'r model DEPHD, gan roi i ymgeiswyr y cyfle i wneud amrediad ehangach o fodiwlau yn olynol i gyd-fynd â gwasanaethau dadelfennu modern, sydd fwyfwy dan arweiniad gwyddonwyr.

Mae Rhaglen Hyfforddiant Gwyddonwyr (STP) NSHCS mewn Histopatholeg yn rhaglen dair blynedd academaidd ac yn y gweithle o hyfforddiant eang mewn histopatholeg, gan gynnwys dadelfennu syml a chymhleth. Mae'r cymhwyster hwn, a gafodd ei ail-lansio yn 2021, yn cynnwys MSc mewn Gwyddor Glinigol ac fe'i hariannir yn llawn gan GIG Lloegr, gan gynnwys cymorth cyflog ar Fand 6 AfC am y tair blynedd o hyfforddiant. Mae cwblhau'r rhaglen yn arwain at gymhwysedd i gofrestru gyda'r HCPC fel Gwyddonydd Clinigol. Mae deiliaid y cymhwyster hwn yn cael ymgeisio am swyddi Gwyddonwyr Clinigol a swyddi uwch wyddonwyr ym maes histopatholeg. Mae'r STP yn blatfform at rolau dadelfennu ac adrodd, yn ogystal â meysydd ymarfer uwch eraill ym maes histopatholeg.

Adroddiadau Histopatholeg

Mae'r ASD IBMS/RCPath mewn Adroddiadau Histopatholeg ar gael mewn histopatholeg gastroberfeddol, histopatholeg gynaecolegol, a dermatopatholeg. Mae'r cymhwyster hwn yn rhaglen o hyfforddiant yn y gweithle sy'n para am o leiaf bedair blynedd i ymgymryd â llunio adroddiadau histopatholeg ac ar hyn o bryd caiff ei ariannu gan GIG Lloegr. Gall deiliaid y cymhwyster hwn ymgeisio am swyddi Gwyddonwyr Gofal Iechyd Ymgynghorol yn yr arbenigedd perthnasol.

Bydd yr IBMS yn lansio ASD 'cwmpas cyfyngedig' newydd mewn Adroddiadau Histopatholeg, sydd ar gael mewn naill ai sgrinio serfigol neu sgrinio coluddion. Bydd y rhaglenni newydd hyn yn galluogi i ymgeiswyr gyfrannu at gyflawni gwasanaethau drwy lunio adroddiadau annibynnol yn gyflymach na'r ymgeiswyr hynny sy'n dilyn y rhaglen adroddiadau lawn.

Mae'r rhaglen Hyfforddiant Gwyddonwyr Arbenigol Uwch (HSST) ar gyfer Histopatholeg yn cael ei datblygu ar hyn o bryd a bydd yn cyd-redeg â'r rhaglenni HSST presennol sydd ar gael ar draws meysydd Patholeg eraill. Rhaglen bum mlynedd academaidd ac yn y gweithle o hyfforddiant ar lunio adroddiadau histopatholeg fydd hon. Mae'r cymhwyster hwn yn cynnwys Doethuriaeth Glinigol, gyda'r gydran academaidd yn cael ei hariannu gan GIG Lloegr. Bydd deiliaid y cymhwyster hwn yn gallu ymgeisio am swyddi Gwyddonwyr Gofal Iechyd Ymgynghorol mewn Histopatholeg.

Y Rhaglen Addysgwr Ymarfer (PEP) Lloegr

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Cadeirydd y Rhwydwaith Addysgwr Ymarfer Patholeg Cenedlaethol, Rhanbarth De-orllewin GIG Lloegr
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Yn 2020 penderfynodd GIG Lloegr fod ar batholeg angen mwy o gefnogaeth fel rhan o'r ymateb i Covid i gefnogi hyfforddiant ar gyfer staff patholeg oedd yn gwneud profion Covid. Cafodd yr addysgwr ymarfer patholeg cyntaf ei recriwtio ym mis Mawrth 2021, erbyn y dyddiad hwnnw, roedd y ffocws wedi symud i adfer, ac roedd yn amlwg y byddai'r gweithlu patholeg yn allweddol mewn meysydd eraill gan gynnwys gwneud diagnosis o ganser. Felly, cafodd cylch gorchwyl y rôl ei ehangu.

Fel rhan o'r trefniadau ar gyfer gweithredu'r grŵp staff hwn ceid rhaglen ddatblygu (Rhaglen Addysgwyr Ymarfer (PEP)), a wnaeth nid yn unig helpu i ddatblygu arweinyddiaeth gan gynnwys

sgiliau dylanwadu a newid, ond fe wnaeth hefyd ein galluogi i feithrin perthnasoedd mewn rhwydwaith o staff ar draws Loegr sy'n gweithio gyda'i gilydd mewn proses gydweithredol.

Ar hyn o bryd, ceir 21 o Addysgwyr Ymarfer (PEs) yn Lloegr sy'n gweithio'n agos â'u rhwydweithiau patholeg ag amrywiol deitlau ond eu cylch gorchwyl yw recriwtio, cadw a datblygu'r holl weithluoedd patholeg. Maent wedi llwyddo i weithredu nifer o brosiectau naill ai'n unigol neu fel grŵp. Eu cam gweithredu cyntaf fel grŵp oedd gweithredu tudalen Platfform NHS Futures ar Ddatblygu'r Gweithlu Patholeg, roedd y dudalen hon yn galluogi iddynt gydweithredu ar ddogfennau a chyflwyniadau a hefyd rhannu arferion da. Mae eu hail brosiect llwyddiannus i'w gael ar y dudalen hon hefyd – Rhaglen Gweminarau Portffolio Arbenigwyr IBMS. Hyd yma, ceir gwefannau ar gyfer biocemeg; haematoleg gyda thrallwyso gwaed; feiroleg; patholeg gellog a microbioleg gyda seitoleg ar y gweill. Cafwyd adborth cadarnhaol gan BMSs oherwydd iddynt gael y sesiynau hyn yn addysgiadol iawn ac, yn bwysig, mae'r cydweithredu hwn yn golygu nad oes raid i bob arweinydd hyfforddiant ddarparu sesiynau unigol, ac mae hynny wedyn yn ysgafnu'r llwyth gwaith hyfforddi.

Mae'r berthynas â Sefydliadau Addysg Uwch (SAUau) ym mhob rhanbarth drwy'r Addysgwyr ymarfer wedi gwella ac mae wedi ein galluogi i dreialu syniadau newydd, fel peilot prentisiaethau gyda'r myfyrwyr yn cael eu symud i brentisiaeth ar ôl ail flwyddyn y radd, gan leihau'r amser cyn cymhwyso a'n galluogi i ehangu cyfranogaeth.

Llwyddodd y grŵp i sicrhau cyllid ar gyfer datblygu gweithwyr cefnogi gyda graddau gwyddonol yn BMSs er mwyn cynyddu nifer y staff patholeg cymwysedig, ac mae rhai rhanbarthau wedi sefydlu gweminarau portffolio cofrestru sydd hefyd ar gael ar blatfform NHS futures i gefnogi'r rhaglen hon.

Ychydig esiamplau'n unig yw'r rhain o'r prosiectau a gefnogir gan yr hyn a elwir yn awr yn "Gydweithrediad Cenedlaethol ar gyfer Addysg a'r Gweithlu Patholeg" ar draws Lloegr. Os hoffech glywed mwy am eu gwaith, byddant yng Nghynhadledd yr IBMS ym mis Medi.

Ffocws ar…

Y Rhaglen Hyfforddiant i Wyddonwyr (STP)

Cefndir: Mae'r Rhaglen Hyfforddi Gwyddonwyr (STP) yn gymhwyster ychwanegol 3 blynedd ar lefel mynediad ôl-raddedig, sy'n agored i'r rhai sydd naill ai'n dod i mewn i'r proffesiwn nad ydynt wedi gweithio i GIG Cymru o'r blaen, neu i aelodau o staff a gyflogir eisoes gan GIG Cymru a hoffai symud i yrfa fel gwyddonydd clinigol.

Beth sy'n digwydd yn Cell-Path: Mae'r STP ar gael ar gyfer pob maes patholeg, ond nid yw Cell-path wedi bod yn defnyddio'r rhaglen hyfforddi tan yn ddiweddar. Am gyfnod credwyd nad oedd STP Cell-Path yn addas a bod angen ei adolygu. Yn gynnar yn 2022 cynhaliwyd gweminar yn dod ag arbenigwyr o GIG Lloegr yn ogystal â Llywodraeth Cymru ynghyd i drafod datblygu ac agor yr STP ar gyfer Cell-Path. Y weledigaeth oedd cynnig ffordd arall o ddatblygu i staff presennol sy'n edrych am ddatblygiad pellach, neu raddedigion gwyddoniaeth gyda gradd gyntaf ac yn ddelfrydol profiad arall hefyd, er mwyn creu cydbwysedd o staff newydd yn dod i mewn i'r gwasanaeth yn ogystal â gwella cadw staff.

Datblygiadau Diweddaraf: Ar gyfer 2023 mae dau aelod o staff mewnol eisoes wedi ymgymryd â'r STP, un yng Nghwm Taf Morgannwg BIP ac un yng Nghaerdydd BIP, yn gweithio o dan gwricwlwm y cwrs newydd. Bydd yn broses ddysgu i weld sut mae'r ddau ymgeisydd hyn yn dod yn eu blaen ac a oes modd ennill unrhyw wybodaeth o ran anghenion cymorth a chyllid. Y cynllun ar gyfer 2024 fyddai adolygu cyllid a cheisio cynyddu nifer y darparwyr sy'n gallu cefnogi'r STP yng Nghymru, gan mai dim ond drwy Brifysgol Abertawe y caiff hyn ei ddarparu ar hyn o bryd. Y nod fyddai rhoi rheolaeth dros y cwricwlwm i adrannau fel y gellir ei deilwra i weddu, yn ogystal â gallu cynnig elfen Gymreig i'r rhaglen. Y nod cyffredinol yw tyfu'r gweithlu, yn ogystal â mynd i'r afael â phroblemau cadw staff ar draws patholeg.

Cadwch y Dyddiad…

19fed Hydref – Grŵp Diddordeb Arbennig Deallusrwydd Artiffisial: Ffocws ar Ddeallusrwydd Artiffisial mewn Patholeg Ddigidol

Lleoliad: Digwyddiad ar-lein, a gynhelir gan Hwb Gwyddorau Bywyd Cymru. Cynhelir y digwyddiad ar-lein a bydd yn agored i unrhyw un sydd â diddordeb o'r maes Iechyd, Gofal Cymdeithasol a'r Byd Academaidd. Anfonwch e-bost ar **events@lshubwales.com** gan gynnwys

"AI Special Interest Group" yn y llinell destun i gael rhagor o fanylion.

Digwyddiadau Patholeg

7fed – 10fed Medi – Gŵyl Wyddoniaeth Prydain
Lleoliad: Prifysgol Caerwysg. Digwyddiad i ddathlu'r bobl, y storïau a'r syniadau sydd wrth wraidd gwyddoniaeth, gan gynnwys amrywiol sgyrsiau a phrofiadau dros 4 diwrnod. Mae manylion llawn y rhaglen ar gael yma: **Digwyddiadau | Tudalen 2 | Gŵyl Wyddoniaeth Prydain**

26ain – 28ain Medi – Cynhadledd y Sefydliad Gwyddorau Biofeddygol (IBMS) 2023
Lleoliad: Y Ganolfan Gynadleddau Ryngwladol (ICC) Birmingham; codir tâl am fynychu, gyda gostyngiad i aelodau. I gael rhagor o fanylion, ynghyd â rhaglen lawn o'r sgyrsiau a'r digwyddiadau, ewch i: **Cynhadledd IBMS 2023**

6ed – 8fed Hydref - New Scientist Live 2023
Lleoliad: ExCel London/ Rhithiol. Rhaglen ffres o sgyrsiau ac arddangosfeydd sy'n archwilio gwyddoniaeth a thechnoleg, gyda rhai ar gael i'w gwylio ar-lein: **New Scientist Live 2023: the world's greatest festival of ideas and discoveries**

Tîm y Rhaglen

Alan Deacon	Arweinydd y Rhaglen Batholeg Genedlaethol
Adam Christian	Arweinydd Clinigol y Rhaglen Batholeg Genedlaethol
Caity Thomas	Uwch Reolwr Prosiect, yn canolbwyntio ar Batholeg Gellog Ddigidol
Lynda Ferron	Uwch Reolwr Prosiectau, yn canolbwyntio ar Ranbartholi Gwasanaethau
Jane Long	Rheolwr Prosiectau
Lisa McCutcheon	Rheolwr Prosiectau
Leanne Barker	Uwch Swyddog Cefnogi Prosiectau
Joanne Everett	Uwch Swyddog Cefnogi Prosiectau

Cysylltu â ni

E-bostiwch **NHSWHC.National.Pathology.Programmes@wales.nhs.uk** os hoffech:
- gael eich ychwanegu i'r rhestr ddosbarthu ar gyfer ein cylchlythyr
- rhoi adborth neu gyfrannu
- clywed am gyfleoedd i ymgysylltu â gwaith y Rhaglen

Gwefan: Byddwn yn diweddaru ein tudalennau ar wefan Cydweithrediad GIG Cymru â chynnwys newydd yn fuan.

Rhifyn nesaf – Hydref 2023

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