



Newsletter – October 2025

Who we are

The National Pathology Programme is a strategic body in Wales sitting within the NHS Wales Performance and Improvement, 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 by 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)* and the *2025 Ministerial Advisory Group NHS Performance and Productivity Report*.

Updates on the key areas of our work

Quality Assurance

As reported in the previous edition of the newsletter, the Quality Assurance and Regulatory Compliance workstream continues to work with NHS Wales Performance and Improvement informatics colleagues, to further develop a business intelligence dashboard capturing performance metrics across Wales. Work continues with sharing learning and best practice for compliance with ISO 15189:2022 and regulatory requirements (MHRA and HTA), along with continued oversight of the regulatory requirements and compliance with accreditation standards for the implementation of the All Wales LIMS.

Business Intelligence

The national Programme continues to work closely with the NHS Wales Performance & Improvement Informatics team to develop a comprehensive Cellular Pathology workload dashboard. Following review with Health Board Operational Managers in September, some final revisions are being made before access to this resource is made available to our Pathology stakeholders.

Digital and Novel Technologies

Work has continued to review the service specification document that will be used as part of the procurement process for the digital cellular pathology solution. Members of the group have met twice at face-to-face workshops in Cardiff, most recently in October, with a final workshop being scheduled for November.

Regional Pathology Programme

Following the publication of the MAG report earlier this year, in which recommendation 7 details “regions should develop a plan to create a regional pathology service which is safe, sustainable and fit for the

future” the National Pathology Programme are providing resource to the Programme: Dr Adam Christian (Clinical Lead), Caity Thomas (Programme Manager) and Jack Buckhanan (Project Support)

Benchmarking: Building a National Baseline Across Wales

The National Pathology Programme has successfully rolled out its Cellular Pathology Benchmarking, which was initially piloted across Health Boards in South-East Wales and has now been extended to cover all of Wales. This marks a significant step towards establishing a consistent national framework for service benchmarking, enabling Health Boards to better understand workforce capacity, demand, and service fragility.

Building on this success, work is now underway to expand benchmarking across the wider pathology disciplines, including Biochemistry, Haematology, and Microbiology. This next phase will create a comprehensive, all-Wales picture of pathology service resilience and performance, supporting future planning, investment, and workforce development across the system.

Workforce, Training and Education

Pathology Practice Education Facilitator (PPEFs) – as reported previously, we have received funding from the IBMS for a 12-month trial of the PPEF role. The trial will evidence the impact of the PPEF roles and benefits to the training and education of laboratory teams. It has been agreed that the three PPEFs will be hosted by ABUHB, HDUHB and SBUHB and will form a PPEF network. The learning from the pilot will be shared with all health boards/trusts. The pilot roles have gone out to advert with a closing date of midnight on the 2nd November 2025. Links below: -

- [Ref: 028-HS081-1025 - Pathology Practice Education Facilitator - ABUHB](#)
- [Ref: 028-HS082-1025 - Pathology Practice Education Facilitator - SBUHB](#)
- [Ref: 028-HS083-1025 - Pathology Practice Education Facilitator - HDUHB](#)

Limited Scope Reporting BMS training pilot – the pilot is being funded by the Moondance Cancer Initiative. The Programme has supported CVUHB in developing a business case for the roles, including evidence of the benefits that the roles can bring in providing capacity and resilience to the department, and in improving turnaround times.



Pathology Academy Wales – the project to develop an online academy for all Pathology staff is progressing well, with Phase 1 nearing completion with project management documentation and the project plan in place. Luke Hughes (our Subject Matter Expert and Academy Development Lead) has also attended the Programme workstream meetings to provide information to colleagues about the Academy and the plans for its development in the 12-month project.

Luke has been working with the HEIW Digital team to learn about the features of the Y Ty Dysgu platform to develop the structure and style of the Academy. The initial launch of the of Phase 2 content for Level 3 and 4 apprenticeships will be to PWEG, Pathology training leads and training officers in **late October/early November**. Additional training content and resources will be developed and available in subsequent phases.



Use this QR code to watch a video about the Academy



There is a final call to colleagues to complete the questionnaire using the link or QR code below. This will ensure that your views and feedback on the priorities for the Academy are captured and used in the planning of subsequent phases of development

Survey Link here: [Wales Pathology Academy Training Needs Assessment](#)

If you have any questions please contact Luke Hughes:

Luke.Hughes4@wales.nhs.uk



Good News Stories



Congratulations to the shortlisted nominees from Pathology for the Advancing Healthcare Awards Cymru. The winners will be announced at the AHA Cymru ceremony on 11th November 2025.

Award for developing the AHP and healthcare science professions workforce

Sponsored by Health Education and Improvement Wales



Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Pathology Training Leads Group

Luke Hughes, NHS Wales Performance and Improvement, Pathology Subject Matter Expert Lead – Academy Development Manager and Chair of Pathology Training Leads Group, Ruth Evans, Pathology Clinical Training Manager, Swansea Bay University Health Board, and The collaborative team across Cwm Taf University Health Board, Public Health Wales, Welsh Blood Service, Aneurin Bevan University Health Board, Hywel Dda University Health Board, Cardiff and Vale University Health Board and Betsi Cadwaladr University Health Board

Award for excellence in diagnostics

Sponsored by the Institute of Biomedical Science



Cellular Pathology Department

Royal Gwent Hospital, Aneurin Bevan Health Board

Transforming Cellular Pathology through Diagnostic Pathway Innovation and the Utilisation of Digital Scanning and Artificial Intelligence

Craig Baker, Cellular Pathology and Mortuary Service Manager, and the Cellular Pathology Team at Hywel Dda University Health Board



Congratulations to staff in Swansea Bay Laboratory Medicine Department have been successful in renewing their bronze certification in sustainability with My Green Lab. Read more [here](#) about this great achievement.

CONGRATULATIONS TO:

Alexa Magno, Specialist Biomedical Scientist in the Red Cell Immunohaematology Lab and Ellie Delahay, Associate Practitioner in the Component Development and Research Lab based at WBS who were joint winners of the British Blood Transfusion Society (BBTS) Margaret Kenwright Award.

Information

Clinical Guidance

The [Upper GI Endoscopy Biopsy Recommendations infographic](#) and the [Lower GI Endoscopy Biopsy Recommendations infographic](#) have been developed in collaboration with the National Endoscopy Programme, National Cancer Recovery Programme, the National Pathology Programme, the IBD Implementation Network, Gastrointestinal Network and the Welsh Association of Gastroenterology and Endoscopy.

LOWER GASTROINTESTINAL ENDOSCOPIC BIOPSY PROTOCOL

GENERAL	IBD
<p>DO NOT biopsy macroscopically normal mucosa unless indicated by microscopic evidence (3 from left and 2 from right)</p> <p>Resect polyps when first biopsy when possible</p> <p>Preclude contamination of normal mucosa</p> <p>Use adequate facilities and time allowances</p>	<p>Take 7 biopsies per segment for suspected new IBD cases</p> <p>Take minimum of 2 biopsies from inflamed area and send for CMV to assess activity</p> <p>Take targeted biopsies of visible lesions with mucosa from right and left colon with chromoendoscopy for surveillance</p> <p>For 'high risk' patients, chromoendoscopy should be performed with targeted biopsies and 7 random biopsies every 10cm</p> <p>Background biopsies should be taken from areas with pseudopolyps</p> <p>For pouch surveillance, 7 biopsies should be taken from each of the affected end bags, without deep pouch and cuff and any visible abnormalities</p>
<p>Polyps should be placed in separate pots to enable assessment of inclusion (specimen cassette or slides can be used for separate)</p> <p>Use snare for polyp removal where possible, avoid deep biopsy</p> <p>Resect mucosal hyperplastic polyps. Others do not need to be resected. Treat as if metaplastic in ducts</p> <p>Take 1-2 fragment biopsies from complex polyps only on starting deep's request form</p>	<p>Do not attempt to remove lesions if emergency is suspected</p> <p>Take 2-3 biopsies if not possible</p> <p>Flush the channel first with water</p> <p>If performing polypectomy after sampling malignant lesions, make sure to flush channel and change snare</p>

NHS Wales Healthcare Science Career Framework

The National Healthcare Science Programme (HEIW) officially launched the Framework this summer. A one-stop resource designed to support understanding, development, and progression within the healthcare science profession.

The Framework provides a helpful guide that explains the roles, opportunities and career pathways in healthcare science, including Pathology. It provides clear understanding of the vital role that healthcare science professionals play in delivering high-quality patient care and supporting innovation across NHS Wales.

Read the **Framework** [here](#)

Feedback on the Framework can be made [here](#)

The National Healthcare Science Programme will be delivering a series of roadshows over the next six months.

These sessions will:

- Introduce the framework and its structure
- Demonstrate its relevance to workforce planning
- Explore how it can support strategic development across services

Learn how to embed the framework into your strategic planning and help shape the future of NHS Wales.

To arrange a roadshow in your organisation, please contact the team at HEIW.HCS@wales.nhs.uk

Upcoming Pathology Events

The Pathology Workforce and Education Group (PWEG) has shared information on the annual Cardiff University Career Mentoring Programme. If you are interested in volunteering and would like to share your skills and experience supporting the next generation of professional, please use the QR code below to access further information. Applications to act as a mentor should be made directly to the University.



Click or scan to find out more

**Deadline for applications:
Sunday 2 November 2025**

To find out more please email – workexperience@cardiff.ac.uk



MediWales Innovation Awards 2025

Date: **4th December 2025**

Venue: **Mercure Holland House Hotel, Cardiff**

The MediWales Innovation Awards are supported by Welsh Government, Health and Care Research Wales and NHS Wales.

Learn more about how you can get involved with the Awards [here](#)



Your voice matters. Help shape the future of our NHS.

Don't forget to complete the national Staff Survey and submit your feedback before it closes on

1st December 2025. You can access it via this [link](#)

Meet the Team

The National Pathology Programme Team

Alan Deacon	Programme Lead
Adam Christian	Clinical Lead
Caity Thomas	Programme Manager
Luke Hughes	Pathology Subject Matter Expert Lead/Academy Development Manager
Jane Long	Senior Project Manager
Tahir Mohammed	Senior Project Manager
Leanne Barker	Programme Support Manager
Jack Buchanan	Senior Project Support Officer

Best wishes to **Kim Williams** who retired from the Programme and the NHS in August. Most recently Kim had carried out great work on the Programme's Environmental Sustainability project and on the Equipment Register project. We wish her a long and happy retirement.

Congratulations to **Demi Ford** on her new role within CTUHB and a big thank you for her hard work for the Programme – we know you'll be an asset to your new team.

Contact us

We'd love to hear from you

Get in touch with us about :

- Your stories/any content suggestions
- To be added to our newsletter circulation list
- Opportunities to engage with the work of the Programme

NHSWHC.National.Pathology.Programmes@wales.nhs.uk

Previous newsletters available via QR code:



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