



Rhaglen Patholeg  
Genedlaethol  
National Pathology  
Programme

## Newsletter – March 2026

### 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*.



## Pathology Academy Wales: Development project at halfway!

February 2026 marked the midpoint of the Pathology Academy Wales development project.

The Academy was originally identified as an action from the pathology workforce, training and education strategy (2024), and is being funded through the Institute of Biomedical Science (IBMS) Training Solutions Grant and delivered with sponsorship and oversight from the National Pathology Programme (NPP). The Academy was established as a 12-month build and development project to strengthen education, training, and workforce development across pathology in Wales.

At six months, the Academy has moved from a concept to a working national resource. This update reflects on what has been achieved so far and outlines the priorities for the second half of the project.

## Why the Academy Exists

**Academi Patholeg Cymru**  
**Pathology Academy Wales**

**Why**

- Workforce shortages across pathology in Wales.
- Unequal training access between health boards.
- Trainer time stretched, resources duplicated.
- Need for digital evolution of methods.

**What**

- The Virtual Pathology Academy:
- A single, national training hub, provides:
  - Career pathways & portfolios resource
  - CPD resource & specialised training programs
  - News and Research opportunities
- Improves equity, quality, and efficiency in education.

**How**

- 12-month build funded by IBMS through your memberships.
- Training Leads – developing the resources and formal programmes
- HEIW – hosting on the Y Ty Dysgu national platform

**More**

For more information and updates, visit:  
[Pathology Academy Wales Network – Networks](#) or  
[Pathology Academy Wales - National Pathology Programme - NHS Wales P&I](#)

**Y Ty Dysgu**  
HEIW education portal for health and care

**IBMS** Institute of Biomedical Science

**Academi Patholeg Cymru**  
**Pathology Academy Wales**

Pathology services across Wales continue to face significant workforce pressure, constrained training capacity, and uneven access to education and development opportunities. Training resources have historically been fragmented, locally developed, and often duplicated, while trainer time has become increasingly stretched.

The Pathology Academy Wales was created to address these challenges through a single, national digital platform, hosted on the Health Education and Improvement Wales (HEIW) digital learning environment, Y Tŷ Dysgu, to improve equity, visibility, quality and efficiency in pathology education. The Academy will support all pathology staff (support, scientific and medical) at all stages of their careers, from support workers and trainees through to experienced professionals, trainers, and educators.

The Academy has been delivered through close collaboration between national pathology groups, with the National Pathology Programme (NPP) providing the framework for delivery. Strategic alignment with workforce priorities has been guided through the Pathology Workforce and Education Group (PWEG). The Pathology Training Leads Group (PTLG) has led the development of Academy content, with training leads across NHS Wales organisations and disciplines contributing directly to the creation, review, and quality assurance of education and training resources hosted on the platform.

This collaborative model has ensured the Academy is grounded in operational practice while remaining aligned to national strategy, embedding frontline expertise into national resource development.

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# Pathology Academy Wales Network

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### About this network

The Pathology Academy Wales. A space to connect, share, and collaborate across pathology in Wales. Here you'll find updates on events, news, and opportunities, as well as training resources, with much more on the way.

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### Share this network

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Created Announcement '[RCPath Achievement Awards 2026 nominations now open](#)'

27 January 2026 09:23

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[David Morgan](#) joined this Network

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[HCS Y Ty Dysgu User guide Assessor](#) was added to [Files](#)

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[Luke Hughes](#) shared '[Mitigating the Impact of Generative AI on Pathology Education: Guidance for Trainers and Assessors](#)'

23 January 2026 12:09

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Created Announcement '[IBMS Support Hubs 2026 Calendar](#)'

22 January 2026 15:35

## Live on the Academy Now

The first six months have focused on establishing nationally accessible resources developed through the Pathology Training Leads Group. Currently available on the Academy:

- **Level 3 and Level 4 Healthcare Science programmes** are being delivered via the platform, providing nationally hosted access to recognised vocational training pathways.
- **The IBMS registration portfolio guidance resource.**
- **Specialist portfolio revision question sets**, enabling structured self-study and applied decision-making.
- **Continuing Professional Development (CPD) resources**, including Biochemistry and Assessor training sessions and self-led train the trainer session.
- **Careers and employability content**, supporting attraction, progression, and understanding of pathology career pathways for staff, schools, universities and students, including recording of the undergraduate mentoring sessions.
- A growing collection of **self-directed CPD links**, signposting to opportunities with third-party sources.


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## Career Options & Employability Skills

Explore the routes into Biomedical Science and beyond with this practical guide to careers in pathology. This session walks through how to qualify and register as a Biomedical Scientist, alternative and progression pathways, and how to build the skills and experience employers are looking for. You'll also learn how to prepare strong applications and interviews for NHS and industry roles, with examples, tips, and insider advice from recruitment and education leads across pathology in Wales.

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Career Options \_ Employability Skills Launch Download 752.1 MB 10 items



Academi Patholeg Cymru Pathology Academy Wales

Career Options Employability Skills

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Overview Related Report this content

This session provides a complete overview of career development and employability in pathology, focusing on Biomedical Science. It covers everything from understanding the structure of the pathology workforce to achieving HCPC registration and progressing through the professional grades.

63 views

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- Career Options \_ Employability Skills
- Career Options - Employability Skills
- Pathology Careers in NHS Wales
- IBMS - Become a biomedical scientist
- Life sciences
- trac.jobs
- NHS jobs in Wales
- RCPATH - Careers in pathology

## What's Next

A major milestone in the first half of the project has been the completion of a national Training Needs Analysis (TNA). With responses from across roles, disciplines, and health boards, the TNA provides a robust evidence base to guide the Academy's next phase and ensure delivery is aligned to service need.

Key findings were consistent and clear:

- **Portfolio support** emerged as the highest priority across staff groups, covering both Registration and Specialist Portfolios.
- **Core skills and induction** gaps were identified, indicating concerns about baseline laboratory capability and training consistency.
- **Career pathway visibility** was a significant issue, particularly for support workers, suggesting awareness rather than availability gaps.
- **Trainer capability, CPD access, and leadership development** were repeatedly highlighted as constraints on workforce development.
- Additional needs were identified around **undergraduate engagement, research support, and clinical staff** involvement.

Importantly, these findings align closely with feedback previously raised through PTLG and PWEg, confirming that the Academy's next steps should be needs-led rather than assumption-driven.

The second half of the project will focus on targeted delivery, based on the TNA Key priorities agreed with the PWEg membership, and includes:

- Accelerating portfolio resource development, including additional CPD sessions, supporting resources, and a specialist revision tool.
- Developing a core skills and pathology induction package that outlines key pathology knowledge and principles to enhance the entry process of anyone new to pathology.
- Improving career pathway visibility, building on HEIW frameworks and expanding careers and employability resources.
- Strengthening trainer capability, including development of a national train-the-trainer resource.
- Expanding undergraduate engagement, continuing the group mentoring and Q&A sessions, to ensure we safeguard the pipeline into the profession.
- Research support and showcase, focusing on areas where the Academy can add genuine value without duplication.



Use this QR code to watch a video about the Academy



## How You Can Get Involved

The more the platform is used, shared, and shaped by services, the stronger the case becomes for sustaining and expanding.

- Sign up to the network space and explore the resources available. ([Pathology Academy Wales Network - Overview - Networks - Ytydysgu Heiw](#))
- Sign up for updates as new content is released. ([Pathology Academy Wales Developments/Academi Patholeg Cymru - Datblygiadau – Fill in form](#))
- Share Academy resources locally with trainees, trainers, and colleagues to ensure those who would benefit know about it.
- Contribute CPD materials, ideas, or examples of good practice that could be shared nationally.

Six months in, the Academy has moved from development to delivery, with its next phase grounded in nationally identified priorities to support pathology education and workforce development in Wales.



# Meet the Team

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## 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
Lisa McCutcheon	Senior Project Manager
Tahir Mohammed	Senior Project Manager
Leanne Barker	Programme Support Manager
Jack Buchanan	Senior Project Support Officer
Victoria Dunn	Senior Project Support Officer

## Contact us

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[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](mailto:NHSWHC.National.Pathology.Programmes@wales.nhs.uk)**

**Previous newsletters available via QR code:**



**Next Issue – June 2026**