

BULLETIN

PATHOLOGY BLUEPRINT PROGRAMME

Welcome to the latest update on progress within the Pathology Blueprint Programme, which will develop a blueprint for a new HSC regional Pathology Management Structure (includes NIBTS).

For further information please check out our webpage: [Pathology Blueprint Programme – Northern Ireland Blood Transfusion Service](#)



Karin Jackson
Programme Director &
Chief Executive of NIBTS

Since the last communication about the programme in July, much progress has been made with the help of stakeholders. One important development is that on 30 September, the Blueprint Programme Board considered and agreed a proposal from the programme office to extend the timeline for delivering the design of the future management structure to the Minister and Department of Health. This decision was not taken lightly, as the Board recognises the need for the new structure to be established as quickly as possible to address the challenges being faced by pathology services. However, in Spring you talked to us about the scale of change facing Pathology Services and the wider HSC system, and the capacity of individuals and services who are involved in this at the same time as delivering business as usual. Alongside this, the Board noted that due to not yet been possible to allocate the full programme budget for this year, resulting in not being

able to recruit enough resources to deliver the planned workload this year. We looked closely at the milestones for other major HSC change programmes over the next five years and considered: different timeline options for this programme budgetary constraints and how best to manage the potential risks these present. In conclusion, the Board agreed a six month extension to the original business case timeline. This means that Phase I will now complete at the end of March 2024. The section below left summarises the new timeline for some of our key milestones.

I and the Programme Team look forward to engaging with you further over the coming months.



Virtual 'Town Hall' meeting

Thurs
10 November
2022
10:00am

Please join us, to
register, email:

Blueprint@nibts.hscni.net

New Milestones



⇒ Phase 1:

Oct '22 — Mar '23:

- ◇ Set up Design Workstreams & Design Team to produce initial design & identify all potential benefits

Apr — July '23

- ◇ Select preferred option for the form the new management structure will take

Aug '23 — Mar '24

- ◇ Assess any potential impacts on staff and plan how to minimise these
- ◇ Create outline transition plan
- ◇ Submit recommended design and outline transition plan to DoH & Minister to inform a decision

⇒ Phase 2:

Transition: From October 2024 (subject to Minister deciding to proceed)

⇒ Phase 3:

Formally adopt new management structure: From mid 2026

Frequently Asked Questions



A group was set up including Trade Unions, which has worked through all the questions put to the programme during our engagement in the Spring. The answers to these questions will be published on the [programme webpage](#) in November. We are now planning how else we will share information with you in-person and in other formats as well as keeping the FAQs up to date.

Blueprint Design



The initial Blueprint Design document is developing. It takes in all the suggestions and ideas from stakeholders who came to the workshops in June. It includes: design scope, inputs, and principles, as well as an initial detailed list of business areas and functions included in the four Blueprint design workstream areas which are being set up and to develop this further.

Future arrangements for clinical practitioners

The NI Pathology Network has been asked to advise on the options for defining the future arrangements for clinical practitioners in the new management structure. This work will help to answer questions about whether medical pathologists or other pathology consultants or trainees will be part of the new structure.

Workstreams & Design Team

The four workstreams to feed into the Design Team are:

1. Corporate Functions
2. Governance
3. Assets & Facilities
4. Planning & Performance Management

The Design Team will be set up to connect these arrangements into a single workable design for the new structure.

A Benefits Workshop is planned for 07 November 2022. Trusts, NIBTS, SPPG, PHA, BSO, Professional Bodies and Trade Unions have been asked to nominate attendees. The purpose of the event is to capture and begin to plan for all the potential benefits that will result from the Blueprint Programme, and that will contribute to achieving the Department of Health's anticipated outcomes of pathology transformation. It will also consider Dis-Benefits and opportunities to mitigate these.