

Frequently Asked Questions

From the recent face to face meetings, we have reviewed each site's session and highlighted the frequently asked questions along with the answers given by Professor Anthony Rowbottom on the day.

We are listening and where required there is also an action included so you are clear of next steps.

Key:

Question

Answer

Comment

Q: Who is the regional Pathology lead for the North West?

A: Professor Anthony Rowbottom is the NHSE North West Clinical Lead for Pathology.

Q: In terms of accountability where does the Pathology collaboration report into?

A: Currently the Collaboration is accountable to the Pathology Collaboration Board and reports to the boards of the four trusts.

Q: Would it be useful to outline some impactful and meaningful principles to reinforce the new intentions of honesty, trustworthy and transparency?

A: Having a visible set of principles that people can sign up to would be useful.

Action: These are already captured by individual trusts and will be shared with staff.

Q: What are the timescales for building the digital business case?

A: The digital business case should be signed off by the end of December. We have all the elements planned and in place and will keep moving forward.

Q: How long do you think it will take before we establish a fully formed collaborative?

A: In 12 months it would be good to look back and say that we are now working as a single network. Any changes will be driven by operational and clinical needs and will follow an appropriate process.

Q: How do we change mentality about some of the issues faced? The buildings, estate and training needs are some examples.

A: Change does not happen overnight. There is a requirement to work together and to look at how can we support each other while jointly addressing any limitations.

Without doubt there are variations across the Trusts, we know that people are passionate about the service and there will be a clearly defined programme of work.

Q: Will there be increased opportunities for staff training and investment?

A: We need to look at this as a network and address the access and inequalities that exist and explore what we can do to address them.

Training is important to us and there will be a programme of work. Upskilling, succession planning and providing opportunities for all staff will be an important principle.

Q: It's often difficult to grasp what or how I could help contribute to the collaboration when we are so stretched doing our day jobs, we often don't have the time to read the emails or documents.

How do you want us to be involved it needs to be more specific?

A: This is an important aspect, as often any activity for the collaboration is seen as additional. We need to consider how we move this to being business as usual.

There will be an increased and more regular presence on site. It is a challenge as there are ten sites, but that will be a commitment moving forward.

Q: The engagement sessions were useful and lots of opinions have been aired, but are these going to continue to maintain the momentum?

A: We know that communication has been a challenge. There will be department walkarounds, without a formal agenda, which will allow staff to ask questions and give informal feedback. We are keen to get out and speak and listen to staff as much as possible.

Action: A planned staff survey will help to understand the best way to communicate with all staff in all departments.

C: It would help to publish the Maturity Matrix so that all staff understand what it is, we need to discuss it more and this would also help highlight that you are being held accountable.

A: Raising staff awareness of the aims of the maturity matrix (MM) will be important but it should not be the only measure of a successful network. We would like to consider the MM in the context of quality improvement, cost efficiencies, and workforce development.

Action: We intend spending time over the next quarter sharing the detail for the Maturity Matrix and ask how we can develop plans to deliver. There will be a series of updates including some informal sessions held in January at each trust site.