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Friday 13th March 2015, **13:15- 14:00 pm** at Holiday Inn, Egerton Road, Guildford GU2 7XY

**1 Apologies for absence**

Mike Thomas, ACB Past President

Rachel Carling, Cons Biochemist, Viapath London Regional Tutor

Sally Benton, Incoming Chair. Cons Clinical Scientist RSCH

**2 Minutes of the 2013 AGM held at 13:30 on March 21 2014 at Harvey Hall, Postgraduate Centre, Kent and Canterbury Hospital, Canterbury, Kent CT1 3NG**

Minutes were accepted.

**3 Matters Arising**

The members agreed to the amendment to the rules for Southern Region Trainee representatives. The Trainees Committee Chair proposed that four become three representatives in East of England, London and Outside London.

In 2014 we nominated three members for an ACB award. All three; Ruth Lapworth, Colin Samuel and Martyn Egerton, were successfully awarded following support from members at the ACB AGM. One regional award; Mandy Donaldson, was made to give thanks to services to the Southern Region in terms of education support. For 2015 the committee has nominated a further three members for ACB Awards and would be delighted to hear from members of any other deserving individuals (biochemists, immunologists or microbiologists) who may have been overlooked by the committee.

**4 Report from the Chairman/Council Representative**

2014 has for many in the Southern Region been a challenging year. Re-organisation has remained a dominant theme and whether completed, progressing or just initiated, involves many ACB members in significant roles. The scientific meetings remain a highlight and provide a welcome chance to remember that good science remains the key to our role. The region continues to be very active in Training and Education with many of our trainees passing FRCPATH exams and progressing well.

**Pathology Re-organisations and Workforce Issues**

It is quite difficult to obtain accurate information on Pathology re-organisation and the Southern region seems to have been particularly affected by reorganisations.

Information obtained included the following:

- The North London Joint Venture (comprising a partnership between UCLH, The Royal Free Hospital, The Whittington hospital and TDL (a private partner) was eventually signed.
- The Ealing CCG contract was won by Hillingdon
- Croydon Health Services, Kingston Hospital and St George's Healthcare signed an agreement to form South West London Pathology with major reductions planned in staffing in Clinical Biochemistry and Haematology.

- The business case for The East Surrey (SASH)/Brighton merger has now been agreed by the respective Trust Boards.
- The East of England venture was put on hold.
- Tunbridge Wells and Maidstone were set to join with the East Kent Network.
- Reading are now considering a 5 trust NHS merger with Surrey Pathology Partnership.
- Luton and Dunstable, Bedford and Welwyn Garden City CPS now on pause.
- Addenbrookes, Ipswich and Colchester The pathology partnership (TPP) still going ahead.
- Unclear what is happening in SE London.

### **Scientific Meetings**

The first, a meeting held at the end of January, entitled ‘ SAS Endocrinology – the everyday, the esoteric and the exciting’ received absolutely outstanding feedback.

The Spring meeting, held to celebrate the career and mark the retirement of Ruth Lapworth, was held on 21st April at Kent and Canterbury and was entitled ‘What can Pathology do for you?’ It focused on the contribution of laboratory medicine to medical care. In recognition of her role as the Clinical Director of the East Kent network, the afternoon programme included presentations from Ruth’s non-biochemistry colleagues. It was perhaps fitting that the meeting also contained the AGM where the change in name of the region to ‘Southern Region Association of Clinical Biochemistry and Laboratory Medicine’ was approved.

The Autumn meeting was a very successful first joint venture with the University of Westminster. The afternoon session focused on an update on Liver Pathology and included several presentations from members of the University faculty. We were very lucky to enjoy the ACB medal award presentations in the morning which gave the opportunity to hear an eclectic mix of very high standard scientific presentations.

The Winter meeting, ‘An update on Metabolic Bone Diseases and Diabetes’ was again well attended and successful meeting. It included member’s papers and congratulations go to Emma Ashby and Jenny Lake who were awarded the Bill Richmond medals for their presentations.

The region made retirement awards to Martyn Egerton and to Mandy Donaldson in recognition of their services to the ACB.

### **Education and Training**

The annual trainees’ welcome evening was held at the ACB Offices in Tooley Street on 17<sup>th</sup> December. This is an opportunity for new trainees in Biochemistry, Immunology and Microbiology to meet the tutors from the region and their fellow trainees in the region. It is also a chance to promote the benefits of membership of the ACB to them. The evening was a success with trainees attending from all years of the STP. Unfortunately Immunology and Microbiology trainees were under-represented at the event. The trainee reps continue to explore ways to encourage trainees of non-Biochemistry disciplines to engage with the ACB.

Trainees from the Southern Region also organised an elective day held at the ACB offices on the 17<sup>th</sup> December. This meeting gave trainees the opportunity to learn about the variety of ways that the elective placement had been filled by trainees in previous years and to gain inspiration of how they might utilise their elective placements.

Of the 2011 biochemistry intake, all successfully completed the OFSAs and are now registered. Many trainees successfully took FRCPath examinations this year and more are due to sit in March 2015.

The job situation within the region appears to be improving, with a number of band 7 positions having been advertised over recent months. There are still trainees employed in the region on temporary

contracts, however the numbers of trainees in this position has been falling. Of the 2010 intake only 1 trainee remains on a fixed-term contract and of the 2011 intake one trainee is currently being employed as bank staff, with the others having found permanent positions.

South Thames has secured 2 HSST in service positions (one at St George's and one at King's)

### **Other regional information**

#### Regional boundaries

An e-mail was sent to all SR members to voice their opinion over the current boundaries and whether these should be re-drawn, divided or merged with other regions. Only 5 responses were received and all were in favour of dividing the region, based on ease of travel. However there was also the observation raised by some committee members that it is easier to travel into London than to other centres. The debate continues. Local meetings, especially for trainees, would be a way forward but do rely on local organisation. A new East of England trainee representative position has been created by the trainees committee to increase representation for trainees outside of the central and southern areas of the southern region and may help.

#### Committee membership

There are a number of vacant positions on committee.

There were no nominations for Outside London – South again perhaps reflecting the boundary issue.

## **5 Appointment of officers**

Three nominations were received for approval by members; Chair Sally Benton and two ordinary members; outside London North Zoe Maunsell Browne and London Anne Trewick. Their terms of office conclude at the Spring AGM 2018.

Members are encouraged to nominate themselves as representatives on the Southern Region Committee. There are a number of vacancies which have been difficult to appoint in the last year.

Oliver Clifford-Mobley and Maria Firth were again voted in by our members as the FCS representatives.

## **6 Report from the Treasurer**

During the 2014 calendar year, the regional accounts show an increase in final balance of £1663.23, to £42,124.28. However, there are two final reconciliations to be made meaning the net gain for 2014 will be £428.91. During the year we received £3,333.34 in sponsorship and £5,195.00 in meeting registration fees. There are no clarifications awaited from the ACB Office on the 2014 accounts.

Three requests for conference attendance funding were received in 2014. In February, we awarded a travel bursary to a Microbiology STP trainee for attendance at ECCMID 2014 to present research work carried out during her training. In May we agreed to fund a Biochemistry STP trainee to present her research at a conference in the States, but unfortunately she was unable to make up the remaining shortfall to attend. In July we funded a Band 7 Clinical Scientist from Kent to present several posters at EuroLab FOCUS. We have recently also agreed to provide a maximum budget of £1000 for 2015 to cover travel expenses for trainees in the East of England wishing to attend the tutorial series organised by Angela Woods.

Applications will be considered for conference attendance provided local Trust routes of funding and any individual training budgets have been exhausted, and the applicant is presenting at the conference (either oral or poster presentation). Successful requests are usually capped at £500 per applicant, and further funding would not be provided to the same applicant for several years. Anyone wishing to apply to the region for funding should complete the request form available on the Southern Region

website. Please note, as agreed with the ACB Director of Finance, regrettably we are not able to provide financial support for STP electives.

Any queries regarding Southern Region funding can be directed to [emma.tuddenham@nhs.net](mailto:emma.tuddenham@nhs.net) .

## 7 Report from the Meetings Secretary

Over the past year we have held 3 Scientific Meetings:

Date	Venue	Organiser	Topic
21/03/2014	Kent and Canterbury Hospital	Edmund Lamb, Sally Stock, Elizabeth Hall	What can pathology do for you? The contribution of laboratory medicine to medical care. Meeting in honour of the career of Ruth Lapworth
5/9/2014	Joint meeting with the University of Westminster	Stephen Reed and Vinood Patel	An Update on Liver pathology and diagnosis and the ACB Medal Awards
9/12/2014	Imperial College Healthcare NHS Trust	Dr Paul Holloway and Dr Shivani Misra	Diabetes and Bone Disease and Member's papers

In December the Bill Richmond Members Papers prizes were awarded to:  
Miss Jennifer Lake (Southend University Hospital NHS Foundation Trust)  
Miss Emma Ashley (Kingston Hospital NHS Trust)

The southern region also had the honour of hosting the ACB Medal awards which was awarded to Angie Cooper this year at our September meeting.

All meetings have been well attended and attracted great feedback from delegates. I would like to thank all the local organisers for their tremendous efforts in co-ordinating such interesting programmes and successful meetings.

Future meetings –

Date	Venue	Organiser	Topic
4th September	University of Westminster	Stephen Reed	Paediatrics and member's papers

Sponsorship can still be obtained, despite the economic downturn. We have had generous sponsorship from and would therefore like to thank the following companies: Abbott, Lilly, Oxford Biosystems, Randox, Sebia, Siemens and Schebo.

We welcome any interest to organise a regional meeting, no prior experience necessary and support is provided by the regional meeting's secretary and ACB office. Please contact Rebecca Leyland for further information. Suggestions for topics for future meetings are also welcomed.

As always, Anne commended Rebecca on her hard work and dedication in her role as meetings secretary.

## 8 Report from the FCS Representatives

Report from the FCS southern region representatives 2015  
Oliver Clifford-Mobley, Liz Groves and Maria Firth

There are two vacancies for southern region FCS reps. If you are interested in becoming an FCS local or regional rep, please do get in touch.

### Pay:

After strike action by many unions over the 2014/2015 pay settlement, the government came back to the table to negotiate a new pay deal for 2015/2016. This replaces the previous offer of a 2% non-consolidated increase only for staff at the top of their pay band. The new offer is more complicated, but in brief it is more generous to the low paid, and less generous to the higher paid. The FCS had serious reservations about the new offer, in particular because it includes a freeze in incremental progression for staff in bands 8a and above, and rejected it at NHS staff council. However the new offer was accepted by many other (much bigger) unions and is almost inevitably going to be agreed.

### Pensions:

The new 2015 scheme starts on 1<sup>st</sup> April. Members of the 1995 scheme should have the opportunity to participate in a second pensions choice exercise – the deadline for this is 16<sup>th</sup> March and anyone affected is strongly encouraged to make an informed choice in time. Please keep an eye out for the continuing series of excellent articles in ACB news about NHS pensions.

### T&Cs:

There is likely to be a cap imposed on redundancy pay at around £84,000. Negotiations on this were stipulated as part of the new pay offer detailed above. Changes required to implement '7 day working' may be the next area where the government seeks to change T&Cs. It is unclear how this will affect FCS members given that most departments do already offer 7 day 24 hour availability of advice.

### Member's issues:

Restructuring/mergers/joint ventures also continue to grind on around the region. Any 'intelligence' of proposed reorganisations is always gratefully received by the southern region committee and FCS. Members are encouraged to ensure that their Trust has FCS representation, which can be crucial in these situations.

## 9 Report from Trainee's Committee Representatives

### Trainee Representatives:

- Outside London – Jennifer Lake (Southend)
- East of England – Helen Holt (Luton & Dunstable)
- London (North Thames) – position vacant
- London (South Thames) – Laura Tooth (St. George's)

The Trainees Committee last met on 24<sup>th</sup> October 2014. The next Trainees Committee meeting is 24<sup>th</sup> April 2015.

### *Pre-registration STP trainee numbers in the region:*

2014	North Thames	South Thames	Outside London
Biochemistry	2	2	8
Immunology	0	1	2
Microbiology	0	1	2
2013	North Thames	South Thames	Outside London
Biochemistry	3	2	4

Immunology	?	?	1
Microbiology	?	?	?
<b>2012</b>	<b>North Thames</b>	<b>South Thames</b>	<b>Outside London</b>
Biochemistry	1	2	4
Immunology	0	?	1
Microbiology	?	?	3
<b>2011</b>	<b>North Thames</b>	<b>South Thames</b>	<b>Outside London</b>
Biochemistry	2	2	1
Immunology	1	?	0
Microbiology	?	?	0

**Update from pre-registration trainees;**

*i.e. registration procedures, successes, concerns etc*

The 2011 intake of trainees completed the first round of OSFAs in July and achieved registration in September. The format had changed considerably from the mocks which had been held in April 2014 but the change was for the better with more structured tasks. Mock OSFAs were held in January 2015 for the 2012 intake giving more time to prepare for the OSFAs in July 2015 however trainees would have liked more feedback. There have been no concerns raised about the registration process.

### **At-risk trainees:**

Tables below show pre-registration trainees whose contracts expire before Sept 2015.

#### *London South Thames*

<b>Discipline</b>	<b>Year</b>	<b>Contract Expires</b>	<b>Comment</b>
Biochemistry	2012	Sept 2015	Searching for employment

#### *London North Thames:*

<b>Discipline</b>	<b>Year</b>	<b>Contract Expires</b>	<b>Comment</b>
Biochemistry	2011	Sept 2014	Employed as bank staff at training hospital
Biochemistry	2011	July 2015	Searching for employment
Biochemistry	2012	Sept 2015	Searching for employment

#### *Outside London:*

<b>Discipline</b>	<b>Year</b>	<b>Contract Expires</b>	<b>Comment</b>
Biochemistry	2011	Sept 2015	Thinking of leaving the profession
Biochemistry	2012	Sept 2015	Searching for employment
Biochemistry	2012	Sept 2015	Searching for employment
Biochemistry	2012	Sept 2015	Searching for employment
Biochemistry	2012	Sept 2015	Searching for employment
Immunology	2012	Sept 2015	Searching for employment
Microbiology	2012	Sept 2015	Searching for employment
Microbiology	2012	Sept 2015	Searching for employment
Microbiology	2012	Sept 2015	Searching for employment

### **Update on registered and medical trainees:**

*i.e. FRCPath details/successes, concerns etc.*

- Trainees continue to sit and be successful in the FRCPath A lot of trainees are planning to sit part 1 in March 2015 North Thames, one trainee passed part 1 in the September sitting and 2 have completed. South Thames, 2 trainees completed their FRCPath and many more are sitting exams this spring. Outside London, 1 trainee has passed part 2 and taken a Consultant Position within the same trust.
- Mock practical organised by Department of Clinical Biochemistry, Royal Free hospital held at Royal Free/UCL. Trainees reported that the practical was very useful preparation but there was a large cost difference for London trainees compared to Outside London trainees (£75 per day versus £200 per day).
- Concerns about the changes to post-registration training have been raised and clarification about the changes from the ACB and NSHCS has been requested.

### **Meetings/conferences**

*i.e. attendance at conferences, training days, regional meetings, suggestions for future meetings etc.*

- Southern region meetings have been well received by trainees.
- An STP trainee organized the 'STP Elective Presentation Day' in December 2014 which was very well received by trainees in their first and second years, providing a lot of information on planning electives while giving the opportunity for 3<sup>rd</sup> year trainees to give a presentation about their elective which is part of the elective requirements.
- Trainees welcome evening was held in December for all pre-registration trainees, there was a poor turn out from Immunology and Microbiology trainees and we are looking at ways to improve this for next year.
- East of England Regional tutor has organized the first of the regional tutorials for the area which was well received. Trainees are interested in making this a regular event.

### **MSc issues**

Nottingham: No issues reported.

Manchester: No issues reported regarding teaching. Some concerns have been raised about finding accommodation in Manchester for the teaching period; the trainees committee is putting together a welcome pack to be given to new trainees with suggestions and advice on finding accommodation.

### **Jobs**

South Thames: All in substantive posts. 1 trainee took a position in a molecular genetics laboratory. Two trainees were recruited into in service HSST positions.

North Thames: 1 trainee from the 2010 intake, previously on a fixed term contract, has found a permanent post.

Outside London: 3 trainees have left the 'outside London' area and 1 has moved from a fixed term to permanent contract (2008 intake). One trainee has passed part 2 and taken a consultant position. All trainees from the 2011 intake have secured jobs, and one has extended their training for one year. One trainee has moved out of the profession.

### **Other**

- The new position of a trainee representative has been created for the East of England area of the Southern region
- It has been suggested that the two London trainee representative positions are combined to one as both positions are due for renewal and there are much fewer London trainees than there used to be.

## **10 Report from Tutors**

### **London Regional Tutors Report - Rachel Carling, Sarah Davie & Emma Walker**

#### **Modernising Scientific Careers**

4 new STPs were appointed in London in September 2014, based at UCL, CHX, KCH and SGH.

#### **Current Trainees**

Laura Hewitt, Eleanor Bragg, Rachel Curd, Louis Dron, Laura Cobbold and Jennifer Hersey have all successfully completed their STP training.

#### **Current STPs**

UCL Danni Fan STP Year 2

CHX Zoe Barclay STP Year 2

RLH Lou Oliver STP Year 4 (contract extension due to mat leave)

Naomi Elkin STP Year 3

Stuart Bennett STP Year 2

KCH Amie Thompson STP year 3

Hannah Fearon STP Year 2

SGH Rosalind Bray STP Year 3

Amy Turner STP Year 2

#### **September 2014 New STPs**

SGH Maisa Fiere

KCH Victoria Treasure

UCLH Ellen Sargeant

CX Roger Bramley

### **Trainee Appraisals**

All trainees (STP) in the region have had their appraisals completed. The third year STPs who had completed the training were not given annual appraisals. All trainees are progressing well with no problems reported.

### **London regional tutor change**

Sally Benton (Regional Tutor, London North West) stepped down from her role in May 2014 and has now been replaced by Emma Walker.

London Regional tutors have requested that, with the introduction of the STP programme, the role of the regional tutor is reviewed and clarified at the next Education committee meeting in November.

### **Summary from the SE tutor - Jacqui Osypiw**

One of 2011 Year 3 STP trainees failed the OFSAs in 2014 and has chosen to re-sit this summer. They are looking at careers outside the NHS. The other 2011 STP has been successful in obtaining a fixed term contract in London.

Guildford have been successful in obtaining a HSST post for this Autumn.

No recent issues raised for Trainees.

### **STP appointment for 2014**

1 post in Oxford remained unfilled as the person was unable to re-locate.

### **STP appointment for 2013**

2 based in Oxford (1 in-house) MSc Manchester – completing rotations

1 based at Wexham Park MSc Manchester – completing rotations

### **STP appointment for 2012 -**

1 person based at Guildford, MSc Manchester –progressing well and currently on paediatric placement. Planning to do elective in Canada later this year

### **Summary from the East of England Tutor – Angela Woods**

STP 2011 intake – both trainees completed in 2014 and found substantive Band 7 posts outside the East of England.

STP 2012 intake – both trainees progressing well.

STP 2014 intake – 2 trainees started (Alexandra Travis at Cambridge, and Rachel Dale at Colchester). Both are registered for Manchester MSc course.

We added a tutorial session onto the last appraisals, invited current trainees and supervisors to contribute. Feedback was good and we will hold more on perhaps a quarterly basis at Cambridge, and open attendance to anyone interested across the region. The region is geographically wide and employers are examining training budgets very closely, so I am grateful to the SR Committee for generously agreeing to support us this year, if necessary, by

reimbursing travel expenses to any ACB member in the region who would not otherwise be able to attend. The next regional tutorial is likely to be in April at Cambridge.

**11 Report from Workforce Advisors**

None – No representative

**12 Report from the Microbiology Representative**

None - No representative

**13 Report from the Immunology Representative**

None - No representative

**14 Report from the Southern Region Webmaster**

The new ABC website has been launched and the regional websites are now available to be managed and edited by the ACB webmaster at the direction of the current regional webmasters.

[http://www.acb.org.uk/whatweare/structure/what\\_we\\_are\\_regions/Southern\\_region.aspx](http://www.acb.org.uk/whatweare/structure/what_we_are_regions/Southern_region.aspx)

All audit reports and data is to be handled directly on the ACB website:  
<http://www.acb.org.uk/whatwedo/science/audit/audits-by-group/thames-audit-group>

The audit page is still under construction but should contain the same information that was originally on the SR website (this is in line with other regions: this is being undertaken by Craig McKibbin). A link to the audit page is now included on the SR section of the website.

Application forms for funding for meeting attendance for members of the Southern Region are available for download on the website. Members are encouraged apply for meetings which can include the setting up of tutorials/training events/presentations. Funding will be considered on its own merits on a case by case basis.

If anyone has any specific requests on what they would like to appear on the site, please don't hesitate to contact me directly ([alan.courtney@imperial.nhs.uk](mailto:alan.courtney@imperial.nhs.uk)).

**15 AOB**

None