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Friday 12th February 2016, **12:45 - 13:30 pm** at National Hospital for Neurology and Neurosurgery, London, WC1N 3BG

29 members present.

**1 Apologies for absence**

Charles Heyningen, Mike Thomas, Rachel Carling, Sophie Barnes, Maria Firth, Helen Holt

**2 Minutes of the 2015 AGM held at 13:15 on Friday 13th March 2015 at Holiday Inn, Egerton Road, Guildford GU2 7XY**

Minutes were accepted.

**3 Matters Arising**

None

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

2015 has seen some significant changes to the committee membership as the present incumbents conclude their term of office or take leave of absence from the Committee. Some vacancies remain. The Southern Region has had another year of very well coordinated meetings with first class scientific content and celebrations of careers. Education has been very focused with excellent scientific meetings and tutors organising workshops/ tutorials to bridge the gap between Scientist training programme (STP) training and practical experience in less accessible areas of the region. Trainees across the region continue to be successful in completing STP training and completion of FRCPATH exams.

**Scientific Meetings**

We continue to have a very successful turnout and feedback at our Southern region scientific meetings coordinated by Rebecca Leyland. This past year we held a very successful Spring meeting 'Biochemistry..... at the cutting edge of medical science' in Guildford to commemorate the career of Professor Stephen Halloran MBE who recently retired. This meeting was well attended not just by Southern region members but national members from far and wide all coming together to celebrate a respected scientist and leader in Clinical Sciences. An evening meal was also organised. The AGM also occurred at this meeting where members agreed that we would amend the number and location of trainee representatives from London, London north, London south and outside London to London, outside London and East of England (EoE). The committee was sad to say goodbye to the incumbent Chair, Anne Tarn whose term of office ends and welcomed Sally Benton as the new Chair. Other elected members include; Berenice Lopez, Clinical Practice representative and Ordinary member representatives; Anne Trewick and Zoe Maunsell-Browne.

The late summer meeting 'Biochemical Monitoring in the Pre and Post Natal Periods and Members' Papers' followed on the success of the previous year's joint venture with Westminster University and the ACB Southern region. The Member's papers prove a success year on year and the standard always very high. In 2015 these were judged by Emma Walker, Neil Dalton and Marie Parsons and Bill Richmond Prizes awarded to; Charles Van Heyningen for his presentation on 'Lipoprotein lipase deficiency presenting in pregnancy: pre- and postnatal monitoring and treatment' and Amy Dunne's presentation on 'A case of separation Anxiety'.

Another well attended and successful meeting was the winter 'ACB Southern Region Scientific Meeting' held at Bart's and focussed on Endocrinology.

This year no regional awards were made to retiring members. We actively encourage members to notify our committee of deserving individuals since they may go unnoticed within our large region.

### **Education and Training**

There were five new STP appointments and one in-service STP who commenced training in the Southern region in September 2015. The region also has 4 HSSTs based at St Georges, St Thomas', King's and Guildford.

During the year, the committee welcomed two new Southern region trainees; Rebecca Stead (outside London) and Rosalind Bray (London).

The annual trainees' welcome evening was held at the ACB Offices in Tooley Street on 14<sup>th</sup> December and followed the successful 'National STP Elective Presentations' organised for the first time by trainees from within the region last year. This welcome evening is an excellent opportunity for new trainees in Biochemistry, Immunology and Microbiology within the region to meet the tutors, fellow trainees and the Southern Region committee. It is also an excellent format for promoting ACB membership to those who are not yet members.

The EoE tutor with the support of the committee organised successful tutorials for the local trainees which included clinical teaching, mock OSFAs and interview practice to fulfil a knowledge gap between theory and practice. It is likely these will continue quarterly or as demand requires.

### **Other regional information**

Committee membership - This year we co-opted Lauren Campbell to join the committee as Immunology representative. We hope that she will be formally elected into this role at the next AGM. We continue to look for a Microbiology representative to serve on committee.

The newly elected chair, Sally Benton, and the Treasurer took maternity leave this year. The Secretary will be deputising for the Chair in the interim period and a new Treasurer, Matthew Whitlock, was co-opted onto the Committee.

## **5 Appointment of officers**

Three nominations were received for approval by members;

- a. Charles van Heyningen – Workforce Advisor
- b. Krithika Subramaniam – FCS Representative
- c. Lauren Campbell - Immunology Representative

The following committee members were re-elected by members;

- a. Emma Tuddenham – Standing for re-election as Treasurer
- b. Oliver Clifford Mobley - Standing for re-election as FCS representative
- c. Maria Firth - Standing for re-election as FCS representative

## 6 Report from the Treasurer

During the 2015 calendar year, the regional accounts show an increase in final balance of £3,354.67, to £45,478.95. However, there are two final reconciliations to be made totaling approximately £250. The net gain for 2015 will therefore be in the region of £3100. During the year £5,066.66 was received in sponsorship and £4,433.87 in meeting registration fees.

Two requests for conference attendance funding were received in 2015. In March, we awarded a travel bursary to a Clinical Biochemistry Trainee from the Kent region for attendance at FOCUS 2015. A further request for funding was received in December for attendance at FOCUS 2106. Final acceptance of this request is still pending at this time.

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 provision of funding will preclude further applications to the same applicant for the next two 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 [matthew.whitlock1@nhs.net](mailto:matthew.whitlock1@nhs.net)

## 7 Report from the Meetings Secretary

Over the past year we have held 3 Scientific Meetings:

| Date       | Venue  | Organiser                                 | Topic   |
|------------|--|---|---|
| 13/03/2015 | Holiday Inn, Guildford (Royal Surrey County Hospital, Guildford) | Sally Benton                              | A meeting to celebrate the career of Professor Stephen Halloran MBE<br><br>Biochemistry..... at the cutting edge of medical science |
| 04/09/2015 | University of Westminster  | Stephen Reed and Vinood Patel             | Biochemical Monitoring in the Pre and Post Natal Periods and Members' Papers  |
| 10/11/2015 | Bart's Hospital  | Emily Leach, Fiona Riddoch, Louise Oliver | Endocrinology and Diabetes  |

In December the Bill Richmond Members Papers prizes were awarded to:  
Charles Van Heyningen – Retired member and Fellow

Amy Dunne - St George's Hospital

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     |
|----------------------|--|---------------|-----------|
| 7 <sup>th</sup> July | Imperial College<br>Healthcare NHS Trust | Graham Carter | Vitamin D |

We have had generous sponsorship from and would therefore like to thank the following companies: Abbott, Diasorin, Menarhini, Oxford Biosystems, Randox, Roche, Schebo Thermo and Waters

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 Powney for further information. Suggestions for topics for future meetings are also welcomed.

## **8 Report from the FCS Representatives**

There is a vacancy for southern region FCS rep. If you are interested in becoming an FCS local or regional rep, please do get in touch. This has been quite a busy year with members' cases. The presence of local reps at more sites around the region would be beneficial in helping members before matters become more serious. In addition local reps are invaluable in instances of organisational change, of which there is a lot about. Anyone interested in becoming accredited as a rep should get in touch with Oliver Clifford-Mobley. The FCS provides a full programme of training including full day sessions as well as now a number of shorter teleconferences on smaller items.

New state pension:

The New State Pension, National Insurance Contribution and other proposals will start from April 2016, we are approaching the first full year of the 2015 CARE pensions. First year's pension pot will be banked and index uplifted in April. The uplift rate is CPI plus 1.5%, but this year's uplift will be 1.4%. NHS Employers produced a very clear briefing document which can be viewed at <http://nhsemployers.org/news/2016/01/employee-factsheet-on-state-pension-changes-now-available>

FCS recommends that everyone should check their SPA (State Pension Age) and NI contribution record if employment history is complicated. The NHS Employers briefing contains the necessary links.

Pay:

No news on a pay deal for 2016-2017. Of note, earnings in the private sector have started to increase again, with average pay deals of around 2%.

T&Cs:

Redundancy cap and 'claw-back' are being introduced by HM government. This looks set to make it detrimental to return to work in the public sector after redundancy, because you may lose all or part of the pay-out. These proposals are being opposed by the FCS.

Review of the national healthcare science job evaluation profiles (jep):

The proposal paper is to ensure that job profiles continue to be fit for purpose as workforce change and develop. JEP paper was signed off on 23 October 2015 and proposals are now submitted to the National Job Evaluation Group (JEG) for consideration.

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 – Rebecca Stead
- East of England – Helen Holt
- London – Rosalind Bray

The Trainees Committee last met on 9<sup>th</sup> October 2015. The next Trainees Committee meeting is 29<sup>th</sup> April 2016.

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

| 2015         | Southern :<br>Outside London | East of England | London           |
|--------------|------------------------------|-----------------|------------------|
| Biochemistry | 1                            | 0               | 6 (one internal) |
| Immunology   | ?                            | 0               | ?                |
| Microbiology | ?                            | 0               | ?                |

*Please note there has been a rearrangement of boundaries for trainee representatives within the region in 2014/2015. East of England has a representative (formally part of Southern -outside London area), and the north and south Thames representative has been reduced to a single London representative.*

| 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 | ?            | ?            | ?              |
| 2012         | North Thames | South Thames | Outside London |
| Biochemistry | 1            | 2            | 4              |
| Immunology   | 0            | ?            | 1              |
| Microbiology | ?            | ?            | 3              |

**Update from pre-registration trainees;**

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

All 2012 trainees completed their OFSAs in July 2015 and are now HCPC registered. Trainees commented that the process was smooth with no concerns. Mock OFSAs for the 2013 intake will take place in February 2016.

1x Biochemistry trainee (2013 intake) has secured a permanent post at Birmingham Children's Hospital.

**At-risk trainees:**

Tables below show pre-registration trainees whose contracts expire before Sept 2016.

*Southern – Outside London*

| Discipline                        | Year | Contract Expires | Comment |
|-----------------------------------|------|------------------|---------|
| No trainees identified as at risk |      |                  |         |

*Eastern region*

| Discipline                        | Year | Contract Expires | Comment |
|-----------------------------------|------|------------------|---------|
| No trainees identified as at risk |      |                  |         |

*London:*

| Discipline   | Year | Contract Expires | Comment  |
|--------------|------|------------------|--|
| Biochemistry | 2013 | 2016             | Looking for employment                           |
| Biochemistry | 2013 | 2016             | Looking for employment                           |
| Biochemistry | 2013 | 2017             | Will complete STP training after maternity leave |
| Biochemistry | 2013 | 2017             | Will complete STP training after maternity leave |

**Update on registered and medical trainees;**

- 5 trainees passed FRCPATH Part 1 in Spring 2015
- 2 trainees known to have sat and passed the Spring FRCPATH Part 2, practical exam.
- 2 x trainees passed Part 2, module 2 exams in Spring and have now gained full FRCPATH
- 2 trainees to attempt FRCPATH Part 1 in March 2016
- 4 trainees to attempt Part 2, module 1 in April 2016
- 2 trainees to attempt module 2, Part 2 in forthcoming Spring exam session

**Meetings/conferences**

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

- Only 1 out of the 3 London Year 3 STP trainees attended Focus this year due to funding/study leave issues. Many trainees only attended for one day if they were presenting a poster and were not offered the leave/funding for more time away. 1 STP trainee in Eastern region attended the full conference plus training day.
- Trainees have been asked for suggestions/requests for future meetings but no replies have been received.
- The 'STP Elective Presentation Day' was held in December 2015 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 3rd year trainees to give a presentation about their elective which is part of the elective requirements.

- Tutorials are taking place monthly at St. Thomas' Hospital and are well attended.

### **MSc issues**

- Manchester: Query from one trainee as to whether the Manchester course would allow participants to take exams in London (Nottingham course enabled this). This request was to be taken to the education committee. Difficulty in finding short term, affordable accommodation for the MSc is an ongoing problem. The timetable for the Manchester MSc course has been altered so that second year modules now take place before Christmas, while 3<sup>rd</sup> year modules have been pushed back to April.

**Nottingham:** No issues reported, all 2012 trainees have graduated and this was the last intake for Biochemistry. Nottingham may still be providing teaching for Immunology and Microbiology.

**Birmingham:** No issues reported. Trainees were asked if any help was required for accommodation as was supplied for Manchester but all responses suggested this wasn't necessary.

### **Jobs**

Southern – Outside London: 1 trainee (2012) has taken a HSST post at the Royal Surrey Guildford, a 2012 trainee in Southampton has got a permanent post at Woolwich, and 2012 trainee in Kent has got a permanent post at his base hospital.

Eastern: 1 2012 trainee obtained permanent band 7 position outside of region. 1 band 7 position within the eastern region was unfilled.

London: One 2011 trainee has secured a permanent post within the region. All 2012 trainees have secured posts in London (two permanent, one fixed term post). One 2012 trainee has moved from the Outside London region to within London into a permanent band 7 post. One 2013 trainee has obtained a band 7 position outside of the region.

## **10 Report from Tutors**

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

#### **Modernising Scientific Careers**

5 new STPs commenced training in the London region in September 2015, based at UCH, CHX, KCH, RLH and SGH. An additional in service STP was also appointed at STH.

#### **Current STPs**

|     |   |     |  |
|-----|---|-----|--|
| UCH | Danni Fan Year 3<br>Ellen Sargeant Year 2<br>Ed Wilkes Year 1 | CHX | Zoe Barclay Year 3<br>Roger Bramley Year 2<br>Alex Ross Year 1           |
| RLH | Stuart Bennett Year 3<br>Ryan Cooper Year 1                   | KCH | Hannah Fearon Year 3<br>Victoria Treasure Year 2<br>Rebecca Tibbs Year 1 |

SGH Amy Turner Year 3  
Maisa Fiere Year 2  
Tom Morris Year 1

STH Yuk Inn Leung Year 1

### **Destination of final year STPs**

| Trainee        | Hospital | Destination        |
|----------------|----------|--------------------|
| Lou Oliver     | RLH      | Band 7 at RLH      |
| Naomi Elkin    | RLH      | Band 7 at Croydon  |
| Amiee Thompson | KCH      | Extension at KCH   |
| Rosalind Bray  | SGH      | Band 7 post at STH |

### **Trainee Appraisals**

Annual appraisals were conducted over the summer of 2015 for all STPs coming to the end of their first and second years in the region. All of the STP trainees are progressing well with no issues reported.

### **HSST**

There are currently 3 HSSTs in the London region; Laura based at SGH, Sunita based at KCH and Rachel at STH.

### **South East Regional Tutor - Jacqui Osypiw**

#### **Summary**

The 2011 Year 3 STP trainee who failed the OFSAs in 2014 had chosen to re-sit this summer. Despite encouragement from his supervisor they re-sat the generic OSFAs but did not attend the specialist OSFAs and has now withdrawn from the program. They are looking at careers outside the NHS.

Guildford was successful in obtaining a HSST post this Autumn and the 2012 STP trainee from Guildford has been successfully appointed in to this post.

No issues raised for current Trainees.

#### **STP appointment for 2015**

1 post in Guildford started 1/9/15. MSc in Manchester

#### **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 completed, passed the OSFAs and her OLAT was completed in time. Has been appointed to HSST post

#### **HSST appointment for 2015**

1 post in Guildford – the 2012 STP trainee was successful in obtaining this post

## **East of England Regional Tutor – Angela Woods**

STP 2012 intake – both trainees completed in 2015 and found substantive Band 7 posts.

STP 2014 intake – both trainees progressing without issues.

Since the last AGM we have held 2 EoE tutorial sessions, participation open to anyone interested across the region. Feedback has been good. A forthcoming meeting may be held at Luton & Dunstable, to facilitate attendance from the west of the region, though the base is likely to remain more centrally located at Cambridge.

So far all attendees have managed to obtain local funding for any travel costs involved and we have not had to ask SR Committee for any financial support. I am grateful to the Committee for providing this safety net and hope it will continue.

### **11 Report from Workforce Advisors**

None – No representative

### **12 Report from the Microbiology Representative**

There are currently 45 ACB members in Microbiology working in London and Southern England.

The restructuring of many NHS laboratories and the setting up of PHE's National Infection Service (NIS) has led to periods of uncertainty and upheaval for many members. The on-going consultation regarding the national Mycobacterial reference services & the location of the Food, Water and Environment laboratories continues to leave many with an uncertain future.

The STP program is now well established with a considerable number of laboratories hosting trainees.

A number of members have been involved in the STP equivalence process and have been undertaking assessments and training. Many of the members entering into being STP assessors are already ACS assessors.

The Higher Specialist Scientific register is now accepting applications onto its early implementers program and again members of the professional group have given their time and professional advice to undertake training and some of the first assessments. This will be an on-going piece of work.

We have continued to represent microbiology within the ACB at various internal committees including trainee representation, FCS, scientific committee, education, work advisory committee and commenting on NICE guidance and laboratory standards.

We have also represented the ACB at the Royal college of Pathologists on the Specialist Advisory Committee, the CAT and the Clinical Sciences Committee.

The annual scientific meeting of the ACB Microbiology Professional Group was held on 6<sup>th</sup> October 2015 at the Queen Elizabeth Hospital Birmingham Post-graduate Conference Centre. The theme of the meeting was "Antimicrobial drug resistance: current challenges and future threats" and was kindly sponsored by bioMérieux and Pro-Lab and supported by the ACB Office. Nine speakers from around the UK spoke on topics including drug resistance in salmonella, gonorrhoea and malaria infections, carbapenemase-producing bacteria, antimicrobial resistance in bacteria from animals and

testing for antiviral drug resistance. The meeting was very successful and well attended by approximately 40 delegates including ACB members and non-members from NHS, PHE and industry.

We continue to be committed to representing your views as clinical scientists in microbiology and virology. If you want to get involved in any way, no matter how small, please do get in touch and join us.

### **13 Report from the Immunology Representative**

*Data not complete due to non-responders*

#### **Immunology Workforce**

2 Southern Region STPs completed training in September 2015: both now HCPC registered and working in research posts in clinical/research laboratories.

1 STP in second year of training.

1 HSST Immunology post in the region started in 2015.

Part 1: 1 clinical scientist to take in March

Part 2: 1 clinical scientist, 1 clinician to take in March

No new immunology STP posts in Southern Region for 2016

#### **Immunology Meetings**

- No recent IPC meetings to report on. New Lead of IPC committee (E. Furrie) to begin post in April 2016.
- UKPIN (New Entities in PID) attended by many ACB members in November 2015: Main focus of the meeting was the current and future role of genomics in primary immunodeficiency.
- Recently registered immunology STP and Clinical Lead from OUH presented at the Thames Valley Health Education meeting (November 2015) attended by the Chief Scientific Officer, Prof. Sue Hill.
- ESID to be held 21-24<sup>th</sup> September 2016 in Barcelona, Spain
- International Congress of Immunology to be held 21-26<sup>th</sup> August 2016 in Melbourne, Australia
  - o BSI offering travel bursaries (still open)
- BSI congress (joint with Dutch Society for Immunology (NVVI)) to be held 6-8<sup>th</sup> December 2016 in Liverpool, UK

#### **New guidelines in Immunology**

- NICE coeliac guidelines: recognition, assessment and management (September 2015)
  - o Implications for all laboratories to test for IgA during initial screen

#### **Upcoming**

- NICE Multiple Myeloma – Freelite assay in diagnosis (February 2016)
- NICE Anaphylaxis (March 2016)
- NICE Food Allergy (March 2016)

#### **Feedback from STP trainees**

- MSc in Manchester greatly improved in past year due to appointment of a clinical scientist/lecturer on the course. This allowed for more clinical-based learning and was considered a greater help towards preparing for the OSFAs.
- Some laboratories still seem under-prepared when taking on STP trainees. Training plans should be decided upon before the arrival of the trainee. Some trainees (immunology/H&I) have had to travel to different cities to gain appropriate training.

#### **Feedback from ACB Members**

- Requests again for more immunological based content within the Annals of Clinical Biochemistry. Clarification and calls for submissions needed.
  - o Some former members ceased membership due to perceived lack of recognition by the ACB.
- Clarification on website of region borders – can we put place names on the map online?

#### **14 Report from the Southern Region Webmaster**

The new ABC website has been launched for over a year now with the regional websites being managed and edited by the ACB webmaster at the direction of the current regional webmasters. The Southern Region Website can be found at the following address:

[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)

The site is in the process of being updated but does contain information relating to meetings and regarding applications for Southern Region Bursary awards.

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

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

Meeting closed at 13:15pm