



WEQAS Conference 2025

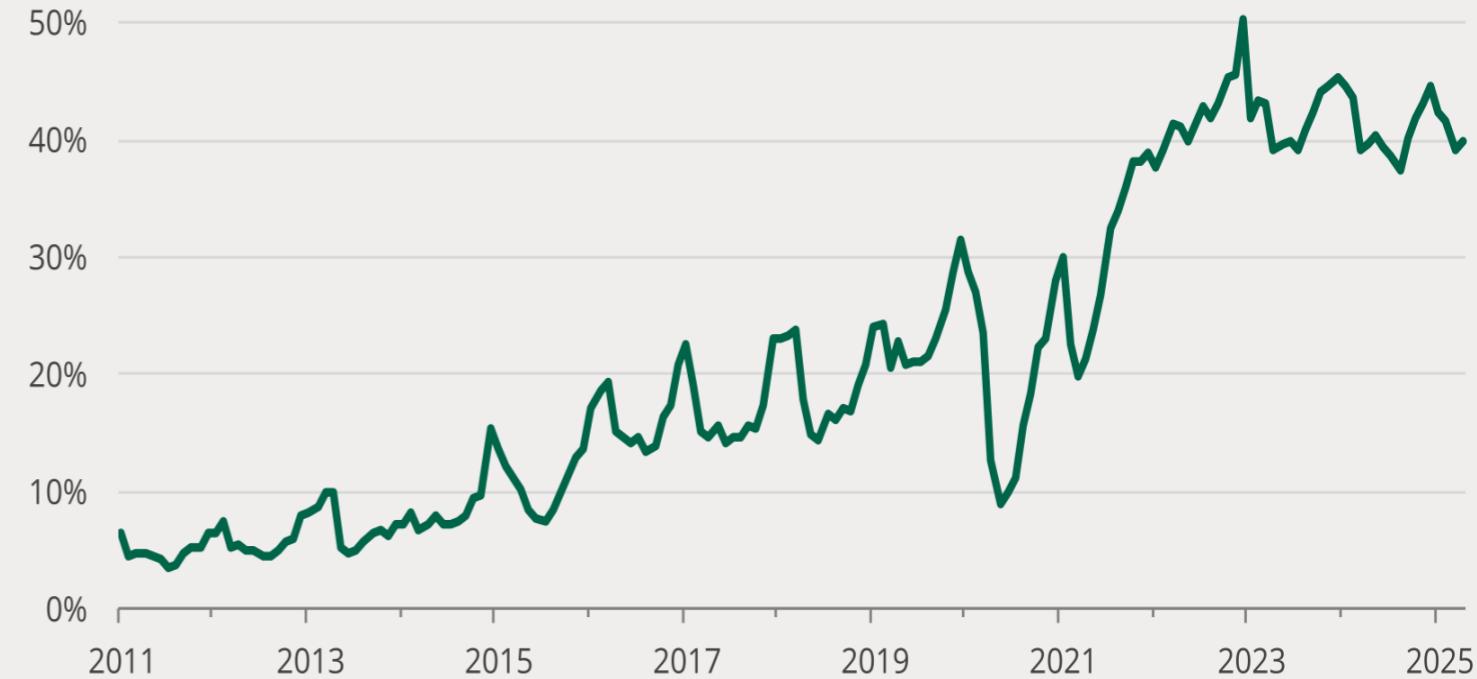
**The 10 Year Plan
(and other stuff.....)**

The NHS

Summary

- ***7.4M Waiting List***
- ***A&E Waiting***
- ***GP Access***
- ***Public – Low Confidence***
- ***Not All Bad.....***
- ***Private Sector ?***

Patients spending over 4 hours in major A&E



Government

Summary

- *Good Intentions*
- *Fiscally Handicapped*
- *Financial Black Hole*
- *Taxation/Borrowing/Backlash*
- *Wars/Trump/Brexit/Austerity/Immigration/Reform*



NHS is overfunded and overstuffed

Lots of Activity

Reviews, Plans, Reports, Blueprints

- *Long term workforce plan*
- *Darzi Review*
- *10 Year Health Plan for England*
- *The National Cancer Plan*
- *The Medical Training Review*
- *Long Term Workforce Plan – 2*
- *The Carter Review - 4*



10 Year Health Plan England





10 YEAR HEALTH PLAN

We're transforming
your NHS

-  Neighbourhood health centres for every community
-  Your NHS in your pocket via the NHS App
-  Personalised healthcare tailored to your individual needs
-  Digital red book putting your children's health information securely on your phone
-  Technology for faster diagnosis, virtual care and built on single patient records



10 Year Health Plan (England)

Themes

- ***3 Shifts***
- ***Neighbourhood Health***
- ***Single Patient Record/NHS App***
- ***No more money..... 3%..... 103%***
- ***Workforce – 10yr workforce plan***
 - ***Medical Training Review 2025/26***
 - ***No more money, no more staff***

10 Year Health Plan

Pathology

- ***No explicit mention***
- ***No defined budget additional for workforce/IT***
- ***3 Shifts***
- ***Does not cover all that we do***
- ***No implementation plan or budget***
- ***Future workforce and spending reviews important***

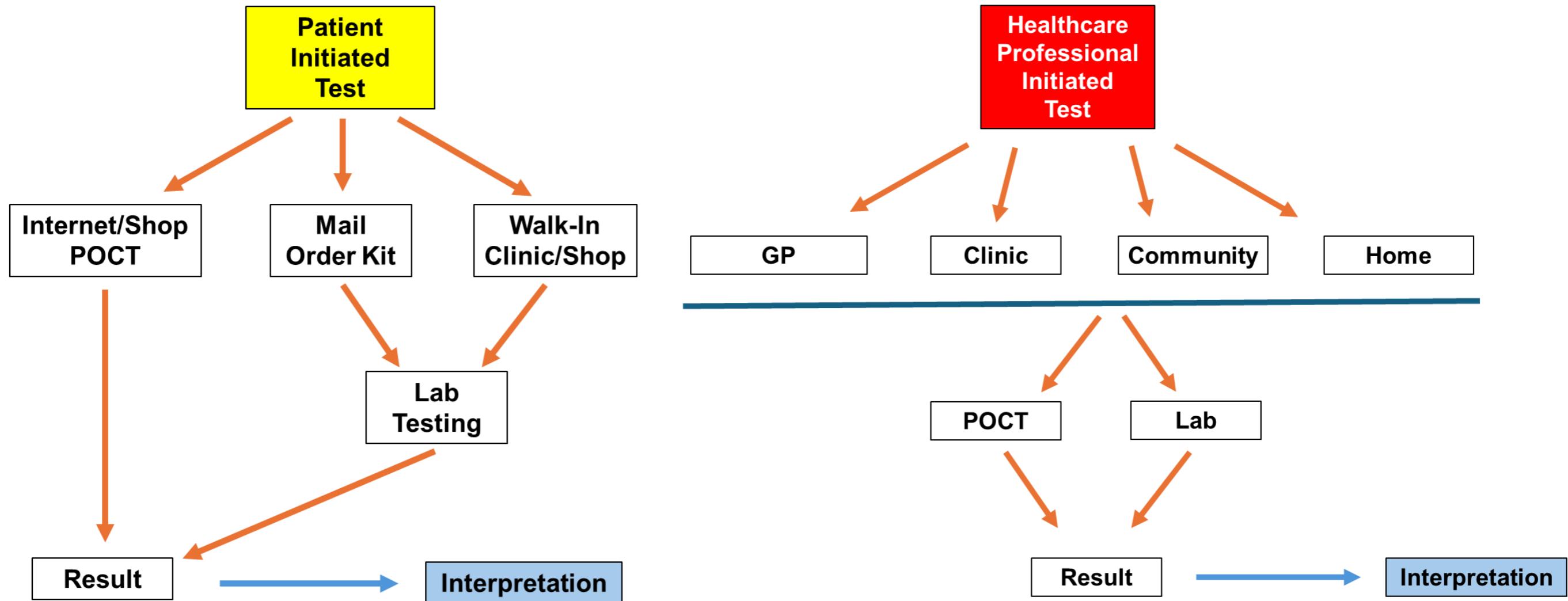
Importance of Pathology

Shift 1 - Community

- ***CDCs/NH HCs***
- ***Infrastructure – buildings/IT***
- ***Staff***
- ***Pathology – Workload***
- ***Transport***
- ***POCT?***
 - ***GPs, Pharmacy, other***



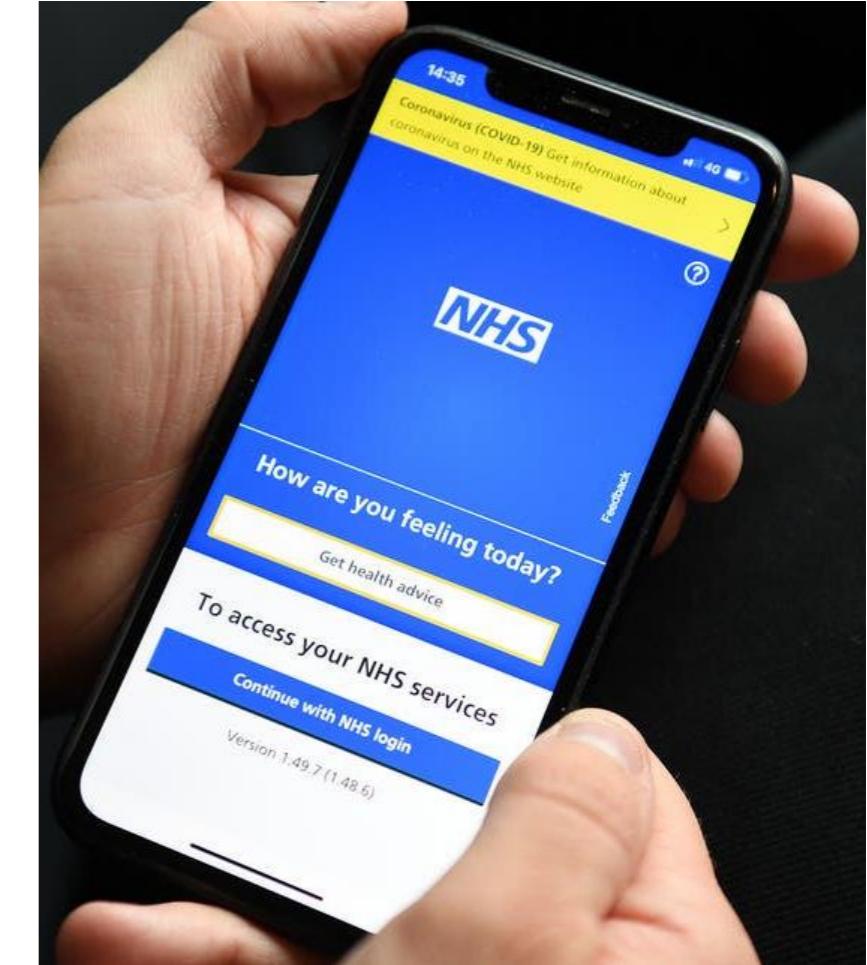
Direct to Consumer Testing



Importance of Pathology

Shift 2 - Digital

- *Interoperability*
- *Standardisation*
- *NHS App*
- *Single EPR*
- *Digital Pathology*
- *AI – Histopath*
- *AI – Blood Sciences*



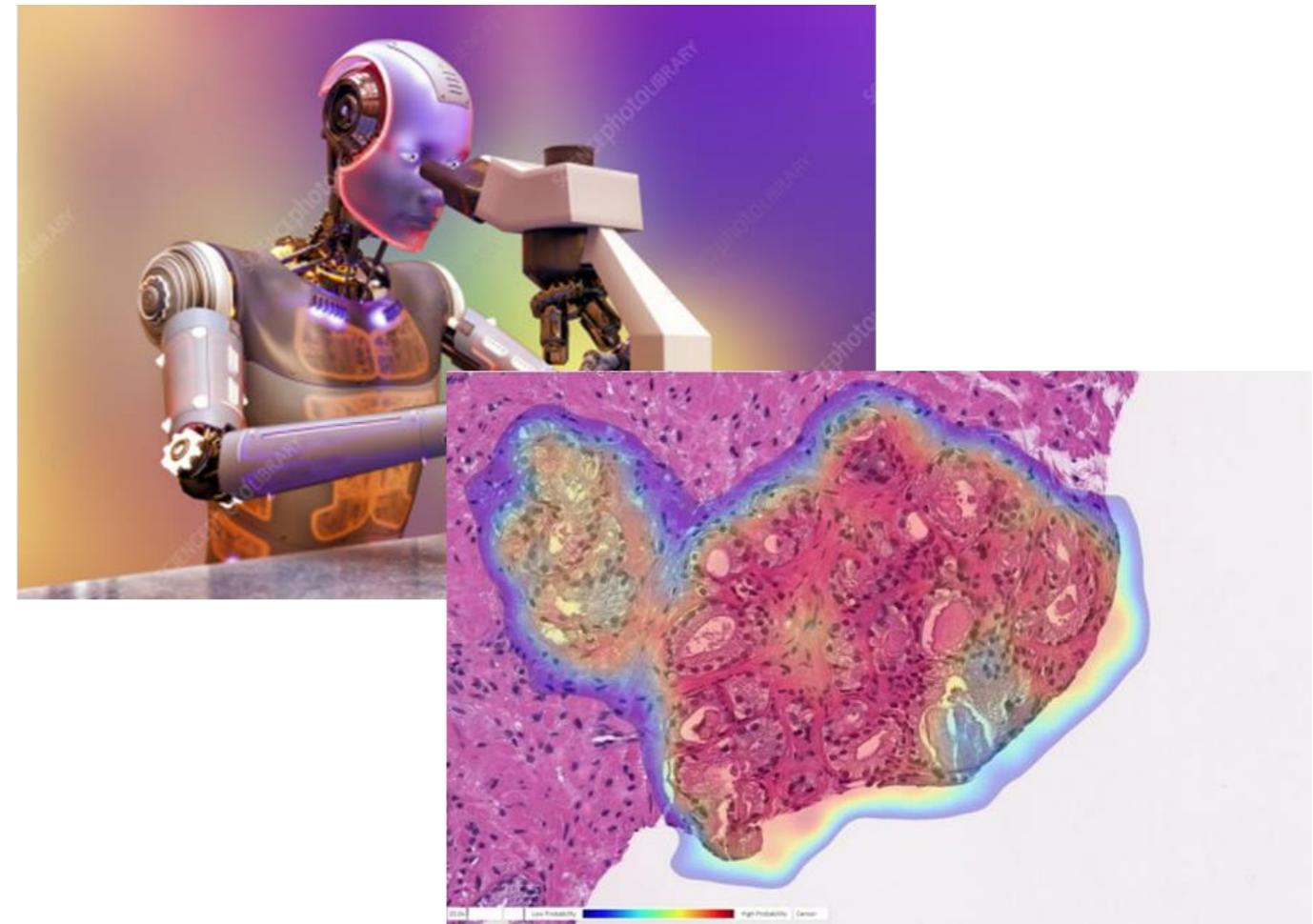
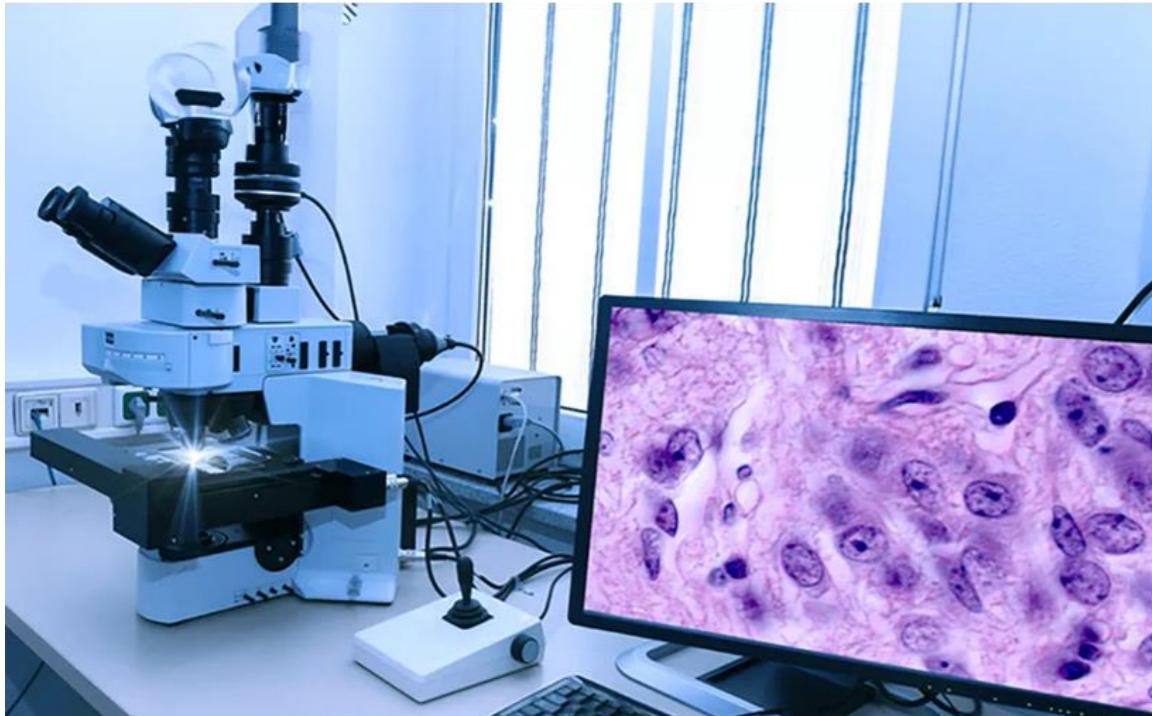
Reform of Pathology Services

Digital Pathology

- ***More Flexible***
- ***Remote Sharing***
- ***Improve Workflow Efficiency***
- ***Enhancing Collaboration***
- ***Image Storage***
- ***Gateway to AI***
- ***Faster Turnaround***



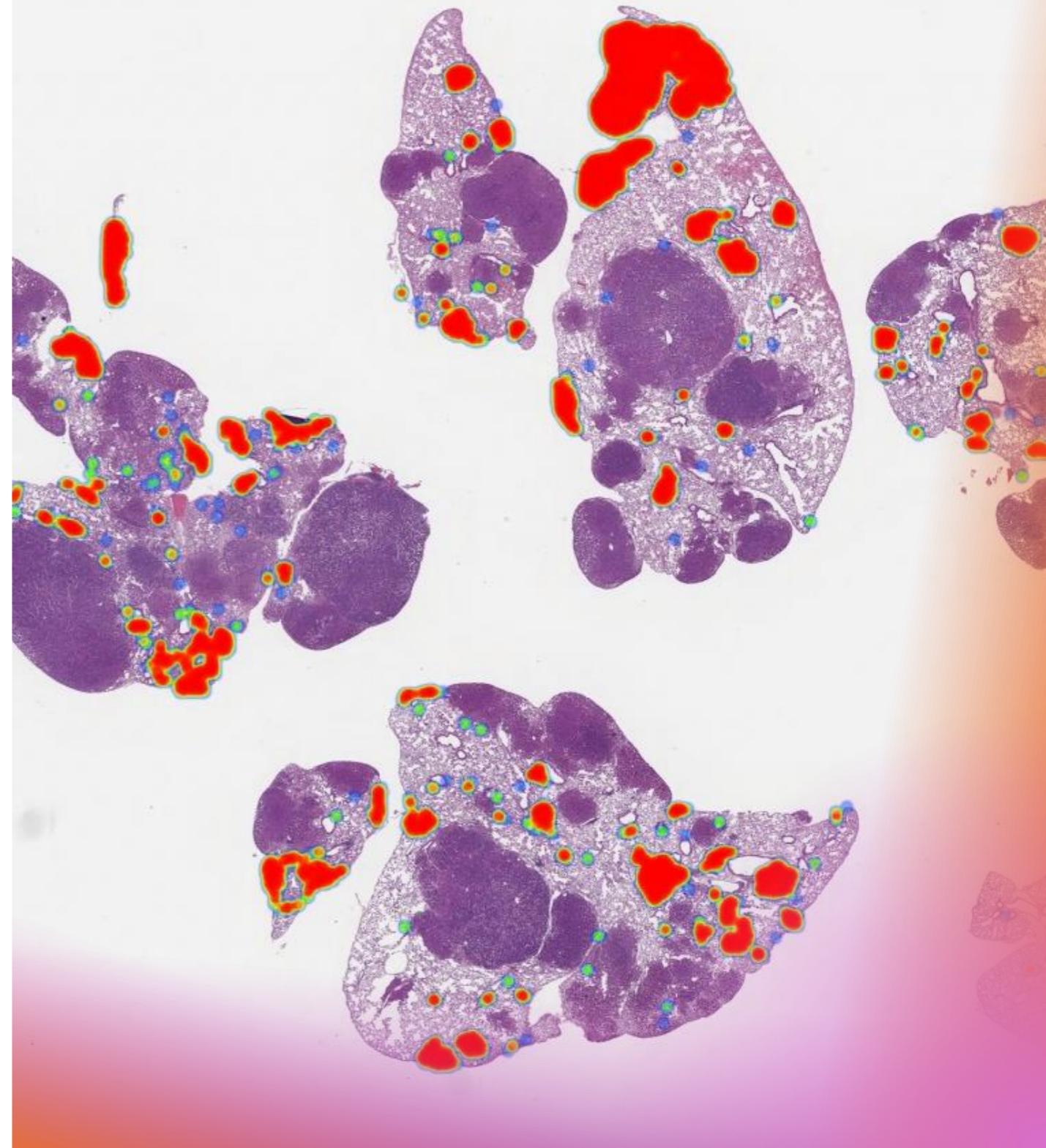
AI in Digital Pathology (Anatomic)



Reform of Pathology Services

Artificial Intelligence

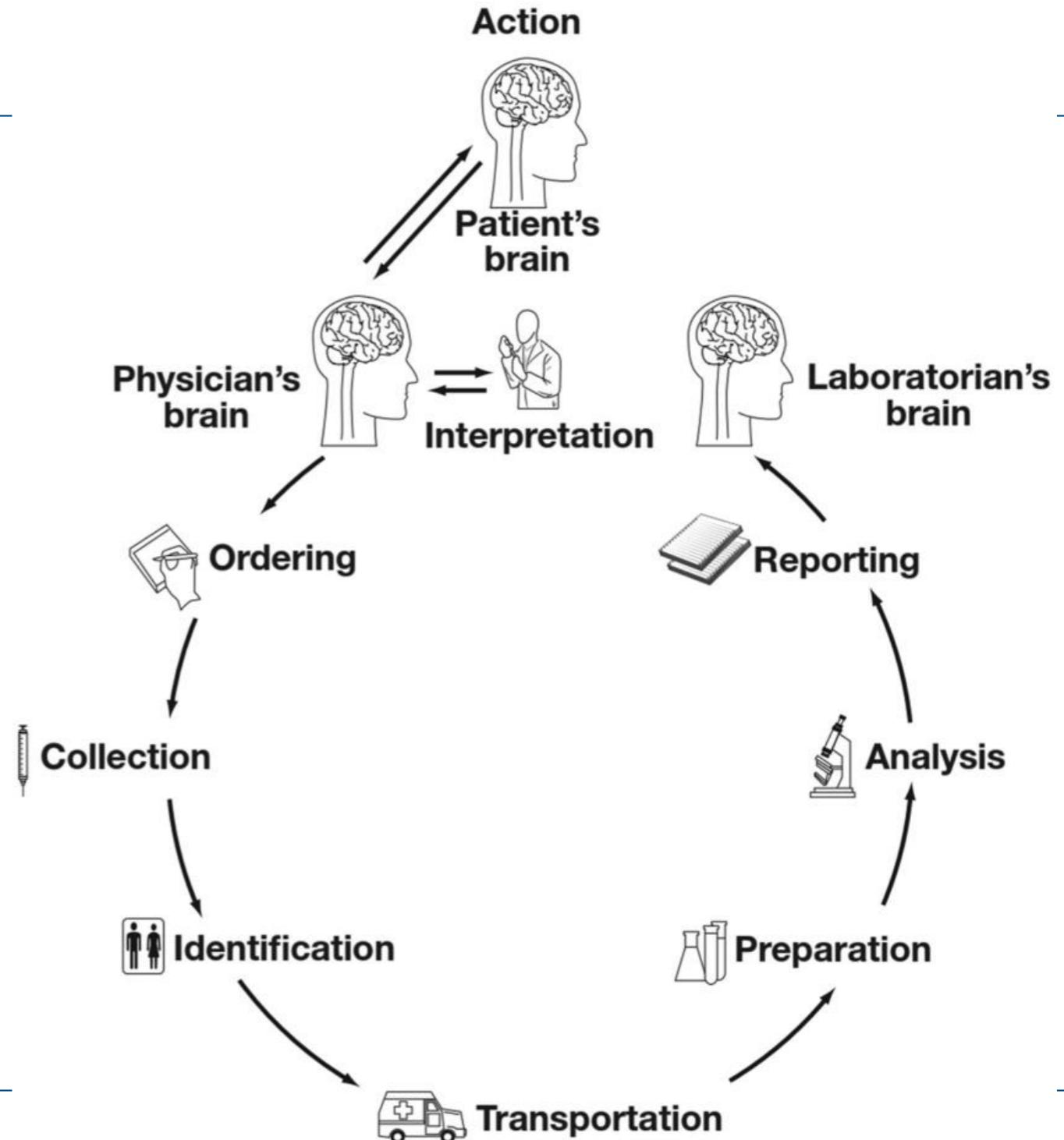
- *Quicker*
- *More Accurate*
- *Cheaper*
- *Less Errors*
- *Productivity*
- *Patient Outcomes*
- *Continued Learning*



The Lundberg Cycle

“Brain to Brain”

Lundberg GD. Acting on significant laboratory results. *JAMA : the journal of the American Medical Association* [Internet]. 1981 May 1;245(17):1762–3



Importance of Pathology

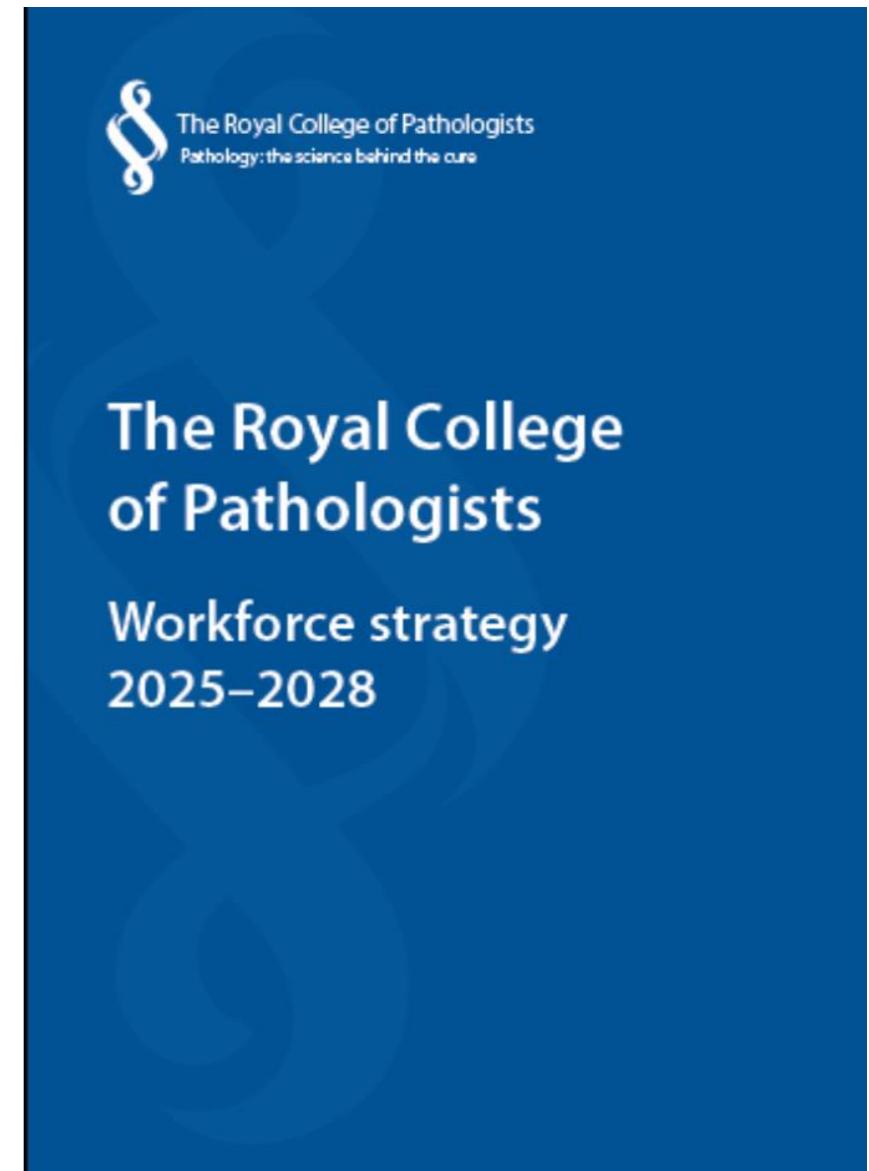
Shift 3 - Prevention

- ***Routine testing***
- ***Screening***
- ***Specialist Testing***
- ***Genomics***
- ***Patient Facing Services***
 - ***CV risk***
 - ***Obesity***
 - ***Diabetes***



Workforce Strategy

- **Train** – Collaboration/lobbying
- **Retain** – wellbeing/lobbying
- **Reform** – Automation/Digital/IT/AI
- **Contingency** – When Demand > Supply
 - Demand Optimisation
 - Hard choices



Service Failure

Paed & Perinatal Pathology

- ***37% Consultant Vacancy***
- ***Birmingham, Bristol, Northern Ireland - None***
- ***23% Retiring next 5 years***
- ***13 trainees but no recruitment 2025***

Immunology

- ***40% Consultant Vacancy***
- ***Risk to Allergy services and Immunodeficiency***
- ***32% will retire next 5 years***
- ***Need 50 additional posts to meet demand***

Pathology Challenges

- ***NHS Gridlock***
- ***Workforce Crisis – No Plan***
- ***Huge Tech/IT Gap***
- ***Unwarranted Variation in Pathology Tests***
- ***Service Failure***
- ***Limited Increases in Funding***

No Pathology Plan

The Pathology Plan

Basic Principles

- *Lobbying & Advocacy – Gov/Media/Public/NHS.....*
- *Collaboration – Path Alliance/Industry*
- *Corporate Engagement – Education/lobbying/paper*
- *Workforce Plan – spotlights/papers*
- *Digital Strategy Board*
- *Membership engagement*

The Pathology Plan.....

The Pathology Plan

Inclusions

- ***Workforce – data – census – other sources***
- ***Interoperability – working with NHSE/Other***
- ***Tech – automation/dig path/AI***
- ***Workload - Diagnostic stewardship***
- ***Neighbourhood/value not cost.....***
- ***Cancer***
- ***Training***

Publication – Early 2026?



Carter Report IV

Report of the Review of NHS Pathology Services in England

Chaired by Lord Carter of Coles



An Independent Review for the Department of Health

Report of the Second Phase of the Review of NHS Pathology Services in England

Chaired by Lord Carter of Coles



An Independent Review for the Department of Health

Operational productivity and performance in English NHS acute hospitals: Unwarranted variations

An independent report for the Department of Health
by Lord Carter of Coles

February 2016



10 Year Health Plan England

