

### **A PATH TO IMPROVEMENT** NEW APPROACHES TO PERFORMANCE MANAGEMENT IN HISTOPATHOLOGY

Presenter:

Chris Fourie Managing Director

Date:

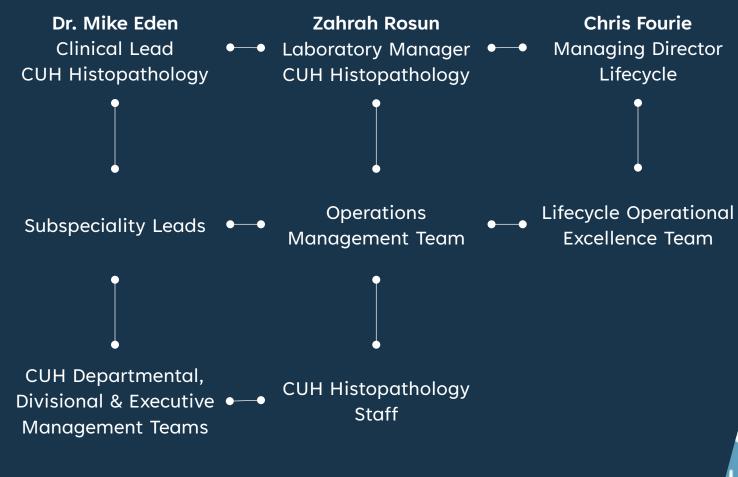
10 October 2024

Client:





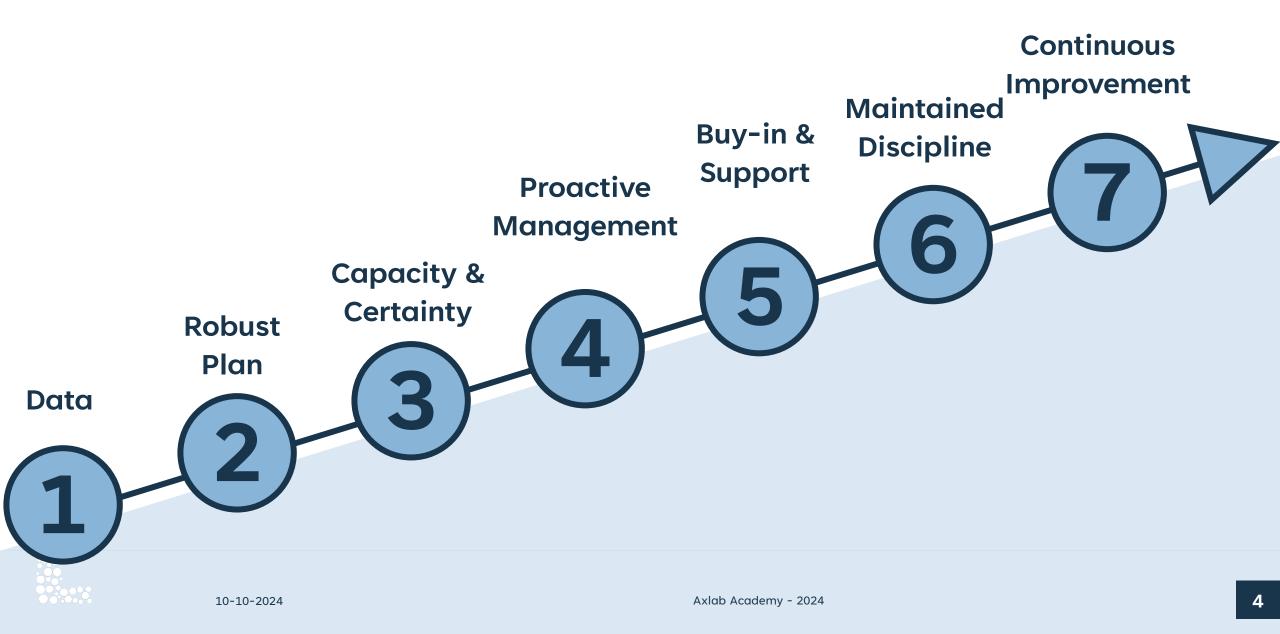
## IT'S A TEAM EFFORT!





WHAT HAVE W	E ACHIEVED?	
	Backlog	10-day TAT
1 May 2024	~6,700 cases	44%
1 October 2024	182 cases	72% In-house cases: 82%
10-10-2024	Ax	xlab Academy - 2024

### **IMPROVEMENT ROADMAP**

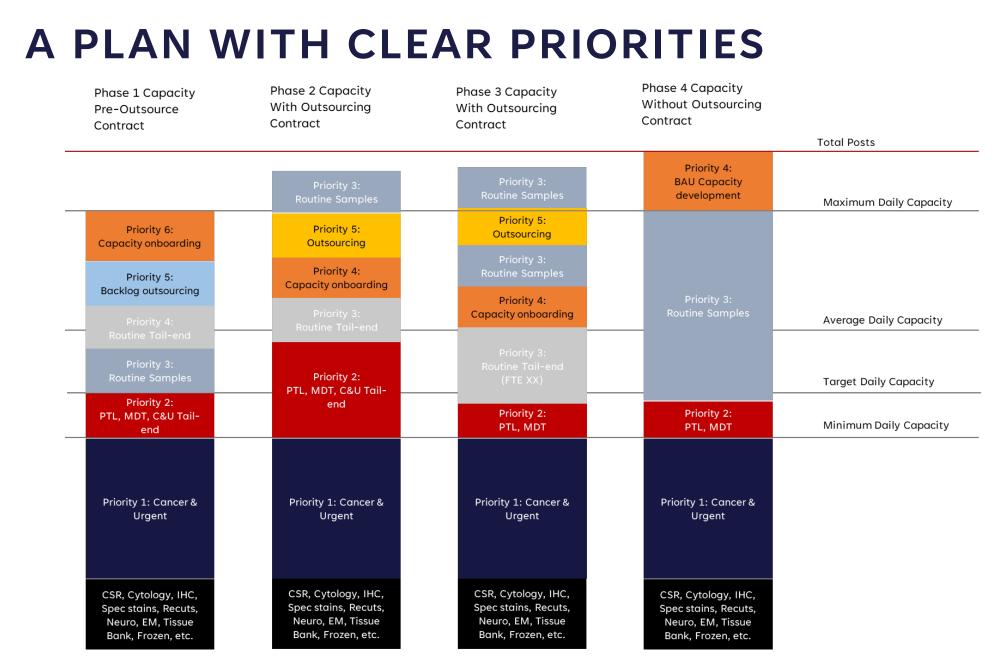


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**Booked In** Dissected Embedded **Microtomy Complete QC** Complete **Awaiting Reporting Resource Case Assigned – No Additional Case Assigned – With Additional** Outsourced Authorised

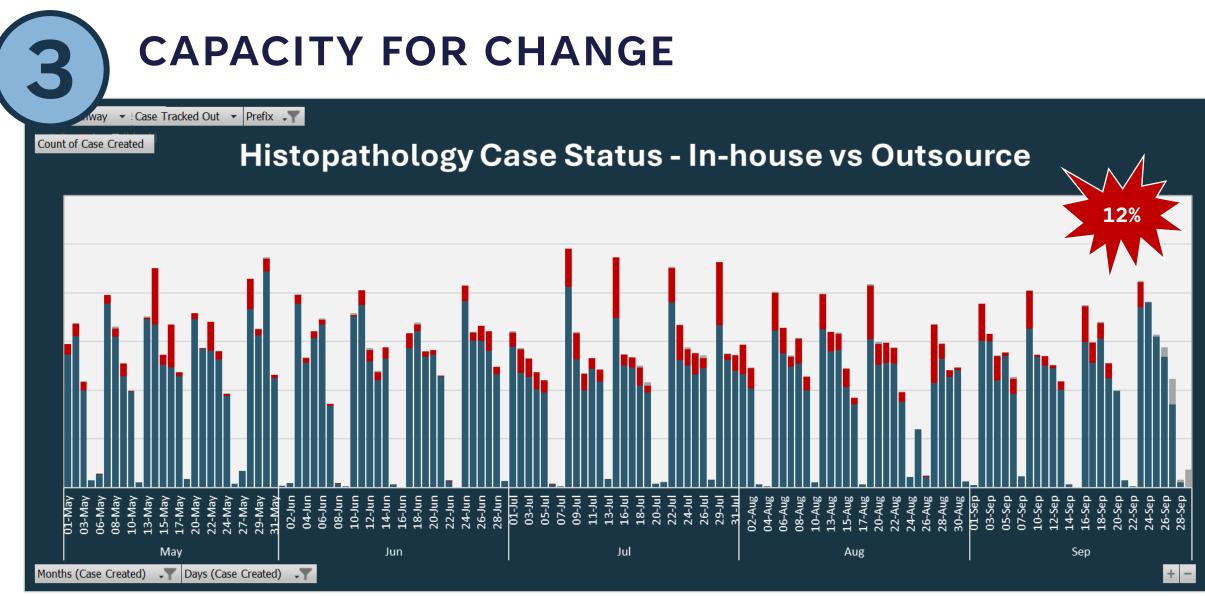
## **DETAILED CAPACITY PLAN**

Lab Area	Lab Section	Baseline FTEs
Speciment Reception	Specimen Reception	3
Frozen	Frozen	0.5
Dissection	BMS Transfer (Dissection)	2
Dissection	Large, Combined and Skin	3
Dissection	Opening, Lung Inflation	1
Dissection	Decal	0.25
Processing & Embedding	Embedding	4
Processing & Embedding	Processor, Trimming	3.5
Microtomy	Microtomy	2
Staining	HE Bench	7
tomy	Microtome HE(Microtomy)	7
	H&E Recuts (Microtomy)	1
	AS410 Microtomy	2
	Staining	1
	Digitalisation	1
	Nock Check & QC	2
	Stains	1.5
		2
		3
		5
		3
		0.2
		0.2
		2
VFI DATA		





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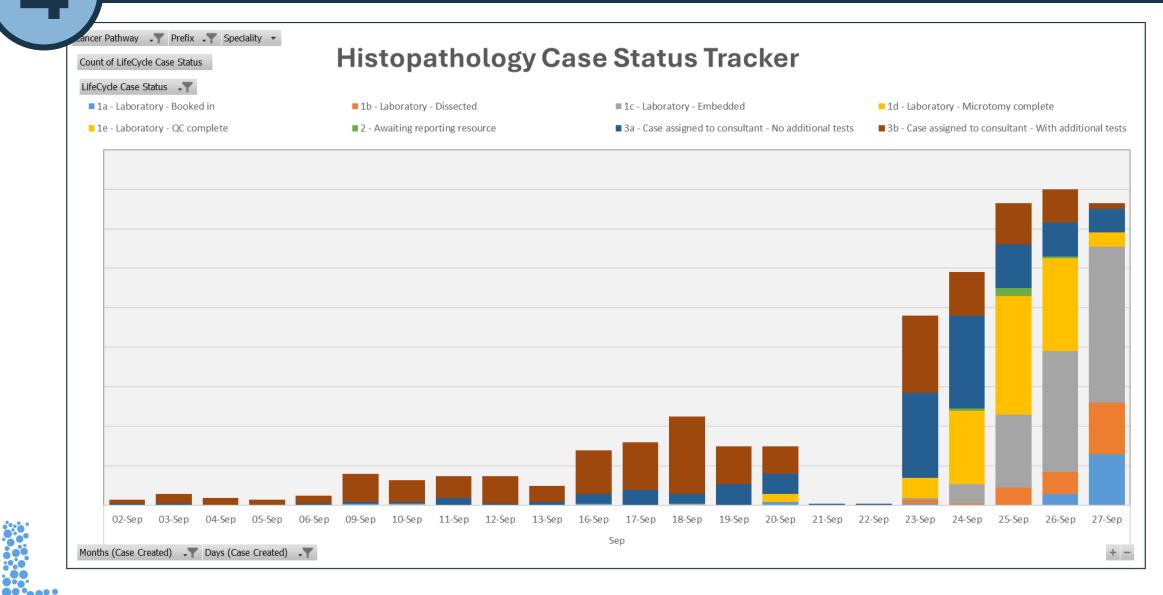






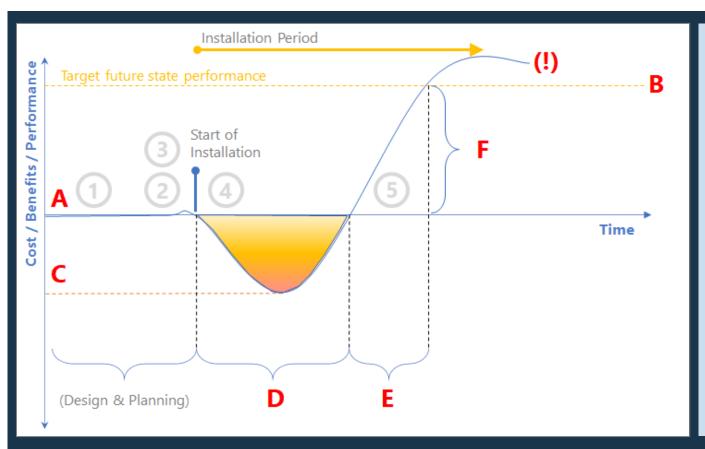


## **PROACTIVE MANAGEMENT**



10-10-2024

# STICKING WITH THE PLAN



#### **Surviving the J-curve Effect**

The J-curve effect is a phenomenon that describes the initial dip in performance or productivity that occurs when teams are adapting to new processes during a transformation project.



# STICKING WITH THE PLAN

Cancer Pathway 🝷 Prefix 🖵 Case Tracked Out 🝷

Average of New 7 Day TAT Average of New 10 Day TAT Average of New 21 Day TAT Sum of Cancer Pathway Sum of Non-Cancer Pathway

#### Histopathology TAT - All Cases

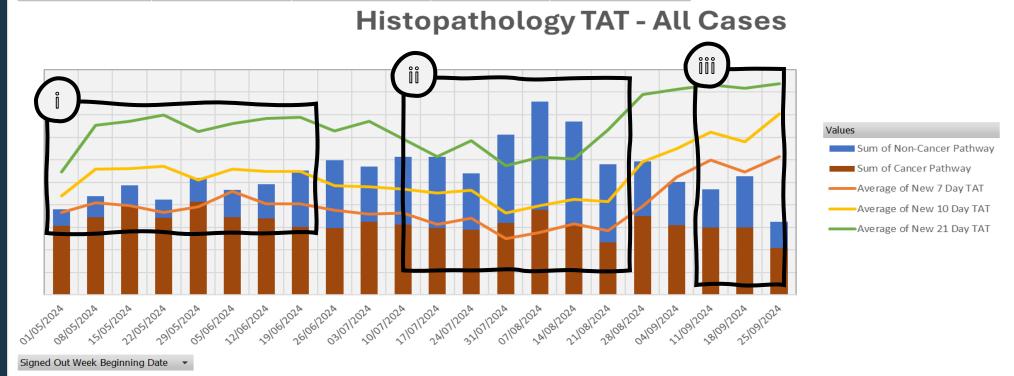




# STICKING WITH THE PLAN

Cancer Pathway 🝷 Prefix 🖵 Case Tracked Out 🝷

Average of New 7 Day TAT Average of New 10 Day TAT Average of New 21 Day TAT Sum of Cancer Pathway Sum of Non-Cancer Pathway





# MAINTAINING DISCIPLINE



#### Histopathology Laboratory: Performance Cambridge University Hospitals **Case Status by Workflow Step: All Cases** Laux Talway . - Hele .- Y lawake -Histopathology Case Status - All Cases · D. Obietal - Directed · In - Linearce - Demoited F11 citeration Microsometeration To Laboratory of somptime B7 Austing matrice minute · W. Cain assigned to considerer. How anothing them · to the might to constant the shiftened term and characterist -**246 3** 144 -



5 State early in process (WP) is 2,225. Based on overage daily demand of 310 same/like, the overage exolution demand September 2024, this equation to 7.2 daily? work and is within the 8-day target used as baseline during the recovery phase of the project.

 There are 187 samples to backing troop than 21 days old which is slightly up from the 182 cases from the previous week. This can impact TAP performance for the wirk 82/18. The solaroroad backing has improved eighty. There are currently 'II-cases in backing that are still above g "Benked is" and these cases need to be investigated and removed if responsioned in across

385 cases are overdue but not pet classed as being in backing. Of these, 113 are with the subscurpt provider. In/orth instances, this is worse than the previous week and can have a wight impact on 5AT.

#### Report Date: 01/10/2024

MHS











- A comprehensive staff engagement & change management efforts
- The prospect of moving to new, purpose build facility in nid-2025
- Investing in automation (with support & close collaboration with Axlab)
- $\circ$  The additional motivation and focus following a UKAS suspension





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