

### Project Pathway update

In the previous issue of Our Onward Journey, we explained that GSTT had written to its RoE employees announcing the trust's intention of consulting on a recommendation to TUPE transfer them to Viapath. At the time King's had not confirmed its decision on Pathway, but we can now confirm that the King's trust board has now agreed to begin consultation with its own staff on Pathway and the RoE employees at King's have been informed at a meeting with Tim Smart and by letter.

Both Trusts have held employee meetings and plan to begin formal consultation simultaneously during October 2014.

Formal consultation is still subject to Viapath being granted 'direction status' for the NHS pension scheme.

### New content on the Pathway website

It's great that around 200 people per week are taking the time to check out the Project Pathway website. Don't forget we've set the site up so that you can access it from any computer or mobile device and at any time.

In the last few days we've also added a Q&A document that GSTT put together following their recent staff meetings. To access this type the URL below into your browser and click on 'latest updates'

[www.viapath.co.uk/pathway](http://www.viapath.co.uk/pathway)

User name: pathway014

Password: employee014

**Did you know?** We're currently discussing with staff engagement groups (SEG) the possibility of bringing the Viapath direct hire pay date forward to the 24<sup>th</sup> of each month to match with the NHS pay date the RoE employees have.

**Why?** Because this is one area where we need to harmonise and have a single pay date. It clearly causes less hardship to bring the date forward than it does to push it back.

**Got views?** Contact your SEG rep.

### Message from Richard Jones...

The news that both GSTT and King's have announced their intention to consult with their RoE staff on the potential for a TUPE transfer to Viapath is good news on a variety of fronts as a transfer will:

- Protect the NHS pension rights of RoE employees
- Help us address the VAT issue
- Give us the opportunity to build on the foundations we put in place with our Brand and move towards being One Organisation

While a TUPE transfer is an important step in Viapath's journey, we don't underestimate the significance of moving away from the NHS for the RoE staff affected. There is still much to do to make Viapath the best place to work for all our people and one in which we believe, over time, everyone will can feel a sense of pride.

I am aware that many of you have misgivings and are seeking reassurance about the sort of employer we will be after the TUPE transfer. I am keen to address all of these concerns both through forthcoming employee road shows and during the formal consultation period starting in October. But there are three concerns that have been frequently raised with me that I'd like to clarify now:

- First, Viapath will formally recognise your trade unions and put in place a recognition agreement broadly similar to that which operates today with the NHS Trusts.
- Second, we have no intention of "levelling down" RoE staff terms and conditions or benefits after the TUPE transfer. We will only make changes after consultation and will always ensure an attractive employee proposition in order to retain and recruit the best talent to deliver first class science and grow our business.
- Third, Viapath is better able to invest and grow our services for the NHS than would have been possible if the services had reverted to the separate NHS Trusts as existed prior to the JV.

We've started a conversation with our senior RoE people about what it is that actually makes them proud of today and what values they simply don't want to leave behind.

It's a conversation we want to open up to the wider organisation so we've outlined the key themes on the next page and would be very interested to hear from you with your feedback, views or suggestions.



Share feedback on any topic at:

[communications@viapath.co.uk](mailto:communications@viapath.co.uk)



## Key themes identified by SLT RoE members:

### What makes you feel proud as NHS employees now?

- Focus on delivering the best quality and service to NHS patients
- Being part of the wider "NHS family" wherever you work
- Professional pride
- Sense of belonging to a big London institution with heritage, museums and prestigious hospitals

### What stops you feeling equally proud of Viapath now?

- Viapath is still not well known externally
- Worry that Viapath is a commercial organisation - it's all about profit
- Concern that Viapath has created a barrier between them and NHS colleagues
- Silos/cultural differences between laboratories and with Francis House

### What would make Viapath the place to work?

- More recognition, make people feel valued
- Extra-curricular activities to join in – sports teams
- Interaction between workplaces, do more to create 'Team Viapath'
  - Visiting other sites/Lab tours
  - Cross-training of registration portfolios
- Do more externally eg, sponsor evening lectures at IBMS
- Allow scientists to speak directly with commercial companies
- Involve us in defining organisational strategy
- Scientists need to better appreciate the commercial aspects of the organisation so they can more easily be consulted in major decisions
- Recruitment is difficult so let's grow our own Band 5 & 6s!

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## Don't forget!

### Employee Roadshows start soon:

The dates for the next round of Employee roadshows are shown below, it's a great opportunity to hear the latest news from around the business, so do make sure you take note of the date that suits you best, no need to sign up, but it will be first come, first served!

Date	Place	Time	Comments
30 Sept	STH 5 <sup>th</sup> floor seminar room	12:00-13:00	Lunch provided before r/show (arrive 10 mins early)
1 Oct	King's MDM Seminar Room	11.15-12.15	Lunch provided after r/show
2 Oct	Francis House Boardroom	13:00-14:00 14:30-15:30	Lunch in MR3 from 12.45 and refreshed at 14.00
3 Oct	Bedford 2 <sup>nd</sup> floor seminar room	11:15-12:15 12:45-13:45	Lunch for both sessions at 12.15
7 Oct	STH 5 <sup>th</sup> floor seminar room	12:00-13:00	Lunch provided (arrive ten minutes early)
8 Oct	Guy's AALB seminar room 5 <sup>th</sup> floor, Bermondsey wing	11:15-12:15	Tea, coffee & biscuits
8 Oct	KCH Classroom 1, ground floor Western Education Centre	13:15-14:15	Lunch provided (arrive ten minutes early)