

Direction Status granted

We've now received the necessary signed documentation from the Department of Health confirming that Viapath's application for 'Direction Status' has been granted.

To re-cap Direction Status gives Viapath the ability to access the NHS pension scheme on behalf of eligible employees (in this case the RoE employees following TUPE transfer).

With this assurance in place the Trusts are now in a position to begin consultation about a possible TUPE transfer of their RoE employees to Viapath and this starts on 21 October 2014.

Additionally, Viapath will also be consulting from 22 October this time with their direct hire workforce (including those TUPE'd in at Bedford). The majority of employees – both RoE and direct hired will transfer into one of the new companies, some will remain in Viapath LLP (renamed Viapath Group):

- Viapath Group
- Viapath Analytics
- Viapath Services

Changes to the portal's Q&A

With consultation imminent it makes sense for Viapath, GSTT and King's to review all the Q&As and agree a single version. We've consolidated all of these into one generic document and removed any duplication.

You can continue to ask any questions using our email address: pathway@viapath.co.uk via your consultation and/or Union representatives where applicable or the Trusts' Human Resources teams.

Trade Union recognition

We've heard that some people have concerns that Viapath won't recognise their trade unions. That is not the case, Viapath has committed to recognising the existing GSTT and KCH Staff Side unions (Unite and Unison), to consulting with them before making any material changes and to operate a broadly comparable approach to that of the Trusts.

We are already in dialogue with Trade union representatives about this

Project Pathway... it's not all about TUPE!

Understandably we've devoted most time over the last few weeks talking through issues around the potential TUPE transfer of current RoE employees to Viapath. We've just finished our autumn employee roadshows, where we've been able to share more detail about the other implications of the project.

Hopefully for some of you it is now clearer why we need three Viapath companies and what each will be responsible for delivering in terms of service to clinicians and patients.

A key operational change will affect the way we interact with our suppliers:

- We absolutely expect the scientific teams (who will be in Viapath Analytics) to continue to have scientific and technical discussions with suppliers **but** the procurement team (who will be in Viapath Services) will be responsible for all commercial and financial discussions and arrangements
- Equipment fault reporting will move to a helpdesk model with a single point of contact for reporting faults
- Knowing and understanding the Supplier Representatives Policy is really important – speak to your line manager if you don't know about this.

We'll be communicating much more about all of this as we approach 1 January 2015.

Importantly we will be looking to our values and behaviours and the way we treat customers and colleagues to deliver our One Organisation ethos.

Making Viapath THE place to work!

As also shared at the recent roadshows, we're keen that over time Viapath is not only seen as a successful company – we aim to double our revenues by 2020 – but is also recognised as a really great place to work. We're making some progress in this direction already with more investment in our service and people than ever before, here's a flavour:

- £7M invested in our service in 2014 alone
- Around 10% of our people are currently utilising the Scientific Learning & Development Fund to further their careers
- We've increased direct hire employees annual holiday entitlement to 28 days from April 2014

And hot off the press.....

- We've had approval from our Board to continue our early work on developing a modest 'bonus' scheme for our employees which could pay out around £500 to every employee in the event we meet our annual Financial and Quality targets.

Share feedback on any topic at:

communications@viapath.co.uk

Consultation dates confirmed:

GSTT: 21 October 2014 **KCH:** 21 October 2014 **Viapath:** 22 October 2014

