

### Project Pathway update

Last week the Chief Executive of Guy's and St Thomas' sent a letter to all GSTT employees currently seconded to Viapath on RoE contracts.

The letter confirmed that, subject to Viapath securing Direction Status and therefore access to the NHS Pensions Scheme, GSTT will be consulting staff on the proposed TUPE transfer of its RoE staff to Viapath. The letter and a short question and answer briefing explain why the Trust thinks that this will be in the interests of staff and also the pathology service. The timetable proposed is that there will be informal consultation and open meetings with all affected staff in September, followed by formal consultation in October.

King's has not yet made a decision about their approach to the issues raised by the new VAT and NHS pension rules and the timing of any TUPE transfer. However they have reaffirmed their commitment to remain in Viapath.

### Pathway website up and running

Have you had an opportunity to check out the Project Pathway website yet?

It contains all the information you need to understand why our organisation needs to change, including a comprehensive Q&A, a video by CEO, Richard Jones and much more. Type this into your browser: [www.viapath.co.uk/pathway](http://www.viapath.co.uk/pathway)

User name: pathway014  
Password: employee014

#### Richard Jones' video:

Currently you can't view Richard's video on Trust equipment (we're working on that!), however we've designed the pages so that you can log in from any PC/device, this means you can review the site and watch the video from home or your mobile device.

### Have you got questions about Project Pathway?

You may have questions that haven't already been covered by our extensive Q&A. Don't forget you can use all of the following options:

- Ask your senior manager
- Share with your staff engagement group representative
- Email us: [pathway@viapath.co.uk](mailto:pathway@viapath.co.uk) or [communications@viapath.co.uk](mailto:communications@viapath.co.uk)
- Use the on-site suggestion boxes
- Telephone: **020 7188 7188 Ext 54422**
- Copy/type this link into your browser if you want to submit a question anonymously:

<https://www.surveymonkey.com/s/projectpathway>

### Message from Richard Jones...

I'm pleased to be able to share the latest position on Project Pathway as we take the next steps towards implementation. This is in line with the promises I've made to all of you to be open about what's happening and to provide the best opportunity to answer your questions and allay your concerns.

King's College Hospital management has begun meeting informally with their RoE staff ahead of making their decision and the GSTT CEO has now written to all their RoE staff. It's important to remember that the RoE staff are employees of the NHS Trusts so the final decisions on any TUPE transfer and timescales must be agreed and communicated by them. However, I will of course continue to communicate to everyone working in our laboratories and services. So to all of you I'd like to make the following points:

- Viapath remains majority NHS owned and committed to NHS values. We deliver an NHS service and this will always be our purpose.
- Viapath and our partners believe the best prospects for the pathology service and those who rely upon it are served by the implementation of the Pathway changes including bringing everyone into direct employment as one organisation.
- TUPE, direction status and NHS-ownership are a triple lock guaranteeing Viapath's commitment to an attractive employee proposition and the protection of your pension.
- Subject to Direction Status being granted, GSTT has decided to consult staff on a TUPE transfer to Viapath. KCH is working through their decisions on how to approach this important step.
- Whilst there is still a lot to do, we remain confident we can achieve the necessary changes without rushing the process and remain committed to bringing our workforce with us.

My colleagues and I will continue to listen to your views and try to answer your questions. But I know this is inevitably unsettling, so I'm grateful to all of you who are dealing with this whilst continuing to deliver a first class service to our NHS patients and customers.

**Richard**

### Direct hire consultation

Remember, every direct hire employee will also need to TUPE into one of the three new Viapath companies. As we shared at the recent roadshows this will largely be a low key 'behind the scenes' process, but in the interests of transparency we do still want to consult with you about it.

We'll be looking to elect staff representatives amongst our direct hire population to take part in a TUPE consultation process in September.

Further information on this process will follow shortly.