

## PATHWEST Board Communiqué

*This Communiqué highlights key discussions and considerations from the 2 May 2024 Board Meeting.*



### KEY MATTERS:

#### PathWest Data Lab

Director, Data and Analytics Services, Mr Lindsay Adams gave the Board a demonstration and presentation on the PathWest Data Lab. The Data Lab is a centralised, integrated and collaborative data and analytics reporting environment created by the Data and Analytics team using Power BI. Its purpose is to create a space in which the whole organisation can securely store data. The Data Lab will be used in operational and Executive reporting to diversify and equitably distribute data in one environment for PathWest staff.

Mr. Adams also detailed how the Data Lab includes a dedicated Data Exchange app, facilitating agreed exchanges of pathology data with other Health Service Providers (HSPs) in a secure and confidential way, allowing them to keep up with the demands for pathology services within the health environment. The Board was pleased to see the potential in this project and look forward to seeing the progression of the environment as it is utilised more in the future.

#### WA Country Health Service (WACHS) and Regional Services Overview

Dr. Neale Fong (Board Chair, WACHS) and Mr. Jeff Moffet (Chief Executive, WACHS) attended the Board meeting to provide the PathWest Board an overview of services offered within WACHS and the regions. Dr. Fong spoke about the importance of stakeholder engagement within the regions for the WACHS Board and Executive members. The WACHS Board aim to travel to different parts of the state four to five times throughout the year to meet WACHS staff and stakeholders.

Dr. Fong and Mr. Moffet discussed services that are offered within the regions including mental health and palliative care, both of which continue to grow and expand. They expressed how proud they are of WACHS's journey to digital and virtual health describing how it is a particularly important area of service for WACHS staff and patients. Telehealth and other digital health options allow health care within WA to reach further than it ever has before, reducing the need for patients to travel out of the regions to receive care.

Dr. Fong and Mr. Moffet acknowledged the relationship between WACHS and PathWest, describing it as a positive relationship and noted that PathWest has good coverage across WA. The challenges that WACHS face tend to be similar to what PathWest faces in the regions. One of these challenges is access to safe and secure accommodation for staff.

The PathWest Board is very appreciative of Dr. Fong and Mr. Moffet for taking the time to attend this Board meeting, providing some insights into WACHS and regional services. The Board look forward to continuing to support and grow services alongside WACHS to help service WA.

### **Integrity Education**

Mr. Matthew Daulby (Manager, Integrity and Ethics) gave the Board an overview of what is involved with integrity education at PathWest. The Board were advised that there are three pillars when looking at integrity based on the Public Sector Commission's (PSC) maturity assessment.

These pillars are:

- Prevention | Integrity Education
- Misconduct management
- Detection | Proactive monitoring.

Integrity education focuses on the first pillar; prevention commences as soon as an applicant applies for a position. The local manager sets expectations from the application stage which should continue to be upheld throughout the staff members' employment period at PathWest. There are a number of proactive measures that have been implemented within PathWest to ensure staff at all levels receive the applicable training, including mandatory online training modules, such as Accountable and Ethical Decision Making, Confidentiality Training and Prevention of Bullying, Harassment and Discrimination in the Workplace.

Targeted training via Microsoft Teams has been set up each month in which Mr. Daulby presents to cohorts with relevant information around topics such as Conflicts of Interest in recruitment and information breaches.

### **Human Resources Management Systems (HRMIS)**

Mr. Steve Gregory (Director HRPlus Engagement, Health Support Services) and Ms. Rebecca Wake (Project Manager, PathWest HRMIS Project Delivery) provided the Board with an update on the implementation of HRPlus for WA Health and PathWest.

HRPlus is a new, integrated human resources management system that is due to be rolled out across all HSPs. The aim is to update and integrate all human resource systems including rostering and payroll to ensure all of WA Health is using the same platform, as there are multiple systems currently in use across WA Health. This new system should increase accessibility, assist in easier rostering and is more user friendly than existing systems. The presentation included an update on the expected timeline for rollout within PathWest which is likely to be 2025 at this stage.

### **Digital Pathology**

PathWest's new Chief Pathologist, Dr. Priyanthi Kumarasinghe, gave the Board a comprehensive presentation on Digital Pathology highlighting benefits to PathWest, particularly in Anatomical noted a number of benefits which include but not limited to:

- Flexible working arrangements for pathologists
- Access to slides without the transport of glass slides, particularly for regional patients and Multidisciplinary Team (MDT) meetings
- More efficient workflows
- Possible Artificial Intelligence (AI) integration in the future
- Education and research
- Long term cost saving
- Reduction of turnaround times for diagnosis

Many Australian states are now looking at ways to integrate digital pathology in the AP space, with PathWest looking at funding options, and it is hoped that the first steps of implementation will be possible in the near future.

## REPORTS:

### Finance and Business Performance Report

Mr. Sandy Kerr (Executive Director, Finance, Procurement and Commercial Services) presented the Finance and Business Performance Report to the Board highlighting some ongoing challenges surrounding reagent invoices and medical equipment. The Board and Mr. Kerr discussed the report and the Board look forward to further updates at future Board meetings.

### Chief Executive Report and PathWest Governance Structure

Chief Executive, Dr. Narelle Hadlow presented the Chief Executive report to the Board, highlighting recent conversations around the Biobank. Dr. Hadlow also gave an update around steps being taken to begin implementation of the new PathWest governance structure. Discussions have continued around the creation of Discipline Management Committees (DMCs), with a particular focus on the inclusion of regional and pre-analytical areas to ensure all PathWest staff have a voice.

## MESSAGE FROM THE BOARD CHAIR

This Board meeting was the second meeting held in 2024 with all the Executive members in attendance. The Board will continue to welcome Executive members to attend every second Board meeting and it is hoped that this will allow Executive and Board members to better understand the intentions and goals of each group which should in turn, assist PathWest to grow and evolve going forward.

It was great to have Dr. Neale Fong and Mr. Jeff Moffet at this months' Board meeting. The presentation was very informative and allowed Board and Executive members to query and discuss the support and possible further synergies between PathWest and WACHS. On behalf of the PathWest Board, I would like to thank Dr. Fong and Mr. Moffet for taking the time to speak with our Board and Executive members.

This month, I received confirmation from the Minister for Health that I have been successful in my reappointment as PathWest Board Chair for a further three (3) years. I would like to thank the Board members and PathWest Executive for their continued support and look forward to working with both the Board and Executive.

## NEXT MEETING

The next scheduled Board meeting will be held in Perth on Thursday, 6 June 2024.



Ms. Angie Paskevicius  
**Chair, PathWest Board**  
11 June 2024