

South West Regional Cytology Training Centre

**Annual Report
2016 - 17**

The South West Regional Cytology Training Centre is located within North Bristol NHS Trust.

**This Annual report covers the period:
1 April 2016 – 31 March 2017**

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1. Overview of the Training Centre

The Training Centre was established in 1990 to provide mandatory training for cytology laboratory staff working within National Health Service Cervical Screening Programme (NHSCSP) laboratories within the South West of England.

Today we offer mandatory training to cytology lab staff but we also have an extensive range of other courses on offer. We also offer training and updating for cervical sample takers and colposcopy staff.

Our training courses are free to staff working within NHSCSP cytology labs in the South West of England.

We have been fortunate over the years to have welcomed staff from elsewhere in England and the UK, as well as from further afield.

We pride ourselves with offering a warm and friendly welcome to all course members, and our aim is to ensure that our courses are varied and interesting, and that our teaching is of a high standard.

The training centre is affiliated to the cytology laboratory based at Southmead Hospital.

2. The Training Centre Team

Director

Dr Penny Tidbury joined the Training Centre as Director in January 2014. She is also Consultant Pathologist working within the cytology department at Southmead Hospital.

Manager

Helen Burrell has been Manager of the Training Centre since 2001. She is also a Consultant Biomedical Scientist working within the cytology department at Southmead Hospital.

Deputy Manager

Helen Hoskins has been Deputy Manager since 2003. She is also a senior Biomedical Scientist working within the cytology department at Southmead Hospital.

Administrator

Louise Storie joined the Training Centre as Administrator in January 2014.

3. Training Courses Offered

Gynaecological Cytology Courses

The following courses are offered each year to laboratory staff:

Basic Courses in Gynaecological Cytology

- Introductory Course
- Follow-up course
- Prep Course for the Diploma in Cervical Cytology

Update Courses in Gynaecological Cytology

- 3-day Update for cytoscreeners and BMS staff
- 1-day update for checker staff
- 1-day update for Consultant staff
- 3-day Gynaecological Cytology for Trainee Pathologists
- Cytology – a molecular future?

The following courses are offered subject to demand

- LBC System Conversion Courses
- One-day refresher courses
- 1-week course for Year 1 trainee pathologists
- Gynaecological Pathology for Colposcopists in Training
- Gynaecological Histology for cytology staff

Non - Gynaecological Courses

The following one-day courses were offered to laboratory technical staff:

- FNA Cytology
- Urine Cytology
- Serous Fluid Cytology
- Respiratory Cytology
- 4-day non-gynae course for trainee pathologists

4. Course Details

4.1 Staff In Training: Laboratory non-medical staff

Any trainee staff wanting to become qualified to screen cervical samples must complete the NHSCSP Diploma in Cervical Cytology. During the training period the following mandatory courses must be attended.

Introductory Course in Gynaecological Cytology

This twenty-day course is mandatory for trainees who are taking the NHSCSP Diploma in Cervical Cytology. The syllabus follows that approved by the NHSCSP and contains a minimum of 80 hours microscopy time.

Some examples of topics covered during the course include the normal cervical sample and commonly encountered infections, the concept and pathology of squamous cervical abnormalities, adenocarcinoma of the female genital tract and quality issues within the NHSCSP.

Follow up to Introductory Course

This comprises 5 days of training provided at intervals following attendance at the introductory course. The course is offered in blocks of three and two days during the training period after attending the introductory course. This course is designed to monitor the individual's progress and provide suggestions to the laboratory regarding in-house training.

Prep Course for the Diploma in Cervical Cytology

This three-day course is exclusively designed for individuals preparing to undertake the exit examination to obtain the Diploma in Cervical Cytology. The course contains lectures, microscopy sessions, question & answer sessions and a mock examination, designed to demonstrate both the format of the examination and the skills and attributes required for its successful completion. The course covers specific topics selected from the NHSCSP Training Log and includes discussion and feedback on examination technique and performance.

4.2 Staff In Training: Laboratory medical staff

We offer two one-week courses for medical staff in their first year of cytology training, plus two separate more specialised and examination focused courses for more experienced trainees.

One-Week Cytology Course for Year 1 Trainee Pathologists

These two one-week courses were designed to accommodate the cytology training needs of Year 1 trainee pathologists within the South West Region. They cover both Gynaecological and non-gynaecological cytology.

Gynaecological Cytology for Trainee Pathologists

This three-day course is designed for trainee pathologists preparing to take the Certificate of Higher Cervical Cytology Training (CHCCT). The course combines lectures and workshops covering various aspects of gynaecological cytology. This course is offered twice per year to fit in with CHCCT examinations.

Non-Gynaecological Cytology for Trainee Pathologists

This four-day course is designed for trainee pathologists preparing to take the FRCPath examination. The course combines lectures and workshops covering various aspects of non-gynaecological cytology.

This course is now offered twice per year to fit in with FRCPath examinations.

4.3 Courses for Qualified Laboratory Staff

Mandatory Update Courses

All non-medical staff who screen, check or report cervical cytology must attend a minimum of three days of update training every three years. Although various courses and conferences are offered to cytology staff, the only courses that are recognised by the NHSCSP as official update courses are those held at an accredited cytology training centre.

Our training centre offers the following mandatory courses to cytology staff.

Update Course in Gynaecological Cytology

This three-day course is designed to inform and update qualified staff working in cytology about developments in cervical cytology and the NHSCSP, and to re-evaluate the morphology and criteria for evaluating the more difficult smears. Attendance at an update course once every three years enables staff to meet their professional requirements for continuing professional development.

Checkers Update Course in Gynaecological Cytology

This one-day update provides a lecture and workshops dedicated to challenging and difficult cervical samples, intended for staff that undertake checking in cervical cytology.

One-Day Update in Cervical Cytology for Consultant Pathologists, Consultant BMS's and holders of the ASD in Cervical Cytology

This one-day update provides a lecture and workshops dedicated to challenging and difficult cervical samples, intended for staff that report cervical cytology.

In addition to the mandatory update courses, the training centre also offers other courses in gynaecological cytology for qualified staff.

LBC System Conversion Course

This is a one-day course designed for individuals who are already trained in Surepath LBC system, but need to convert to screen Thin Prep samples. During the day, individuals are introduced to the main differences between the 2 systems, both in preparation and morphology. Attendees are given a 100-slide test set to take back to their laboratories for completion following this course.

At the training centre we aim to provide training and support to labs, and we do our best to accommodate their needs. If required we are able to offer a tailored course to accommodate the needs of an individual who has been identified as requiring extra support and training.

Advanced Specialist Diploma in Cervical Cytology

Individuals wishing to receive some training and support towards qualifications such as the advanced specialist diploma in cervical cytology should contact us to arrange some suitable training.

Other Courses for Laboratory Staff

Non-Gynaecological Courses

FNA Cytology for Technical Staff
Urine Cytology for Technical Staff
Serous Fluid Cytology for Technical Staff
Respiratory Cytology for Technical Staff

This series of one-day course is designed to give a basic introduction and background to the cytology of the various sites. The courses consist of a series of lectures, workshops and multi-header sessions.

Gynaecological Histology for Technical Staff

This one-day course is designed to give a basic introduction to gynaecological histology. It includes normal and abnormal histology covered by lectures and workshops.

4.4 Courses for Colposcopy Staff

Gynaecological Pathology for Colposcopists in Training

This two-day course is designed for specialist registrars in Gynaecology, and trainee nurse Colposcopists wishing to become accredited as colposcopists. The course is composed of lectures and workshops covering all main aspects of gynaecological cytology and histology.

All of these courses are free to staff working within the South West Region. Course fees will apply to staff from other regions. Further details including course fees are available on the training centre website.

Staff can book places by visiting the Training Centre website (www.cytology-training.co.uk) or by contacting the Training Centre administrator directly.

4.5 Courses for Cervical Sample Takers

As part of ongoing quality measures within the cervical screening programme, the Cytology Training Centre offers training and update course for cervical sample takers working within the Avon Cervical Screening Programme.

Sample Takers Initial 2 day course

This 2-day course is designed for sample takers in training and is suitable for both nurses and doctors. The course delivers information as specified in NHSCSP document 23.

Sample takers in training are assigned an external assessor and their cervical samples are monitored for the presence of transformation zone sampling. They are required to complete the remainder of the training within a 9-month period in order to obtain a certificate of completion.

Cervical Sample Takers Half-day Update course

Cervical sample takers are required to attend a half-day update once every three years. The training centre offers three courses each year.

Condensed Core Foundation Course for Trainee GP's

This half-day course is for trainee GP's wishing to gain up to date knowledge about the screening programme, cytology and management of patients. There is also a practical element and a colposcopy session. This course will enable them to obtain a sample taker code.

Further details of sample taker course are available on the training centre website.

Please note that places on sample taker half day update courses must be booked via the Avon Local Medical Committee (Avon LMC) and cannot be booked directly through the Training Centre. Please e-mail the following address to book a place:
practicestafftraining@almc.co.uk

5. Training Centre Activity

In this section you will find a summary of courses offered together with numbers of staff attending. Our figures include courses held between 1 April 2016 and 31 March 2017.

Course Title	Course Dates	Participants	Total Courses	Total Participants
3-day Update Course in Gynaecological Cytology	7-9 June 2016	5	6	45
	13-15 September 2016	11		
	31 October – 2 November 2016	9		
	15-17 November 2016	8		
	6-8 December 2016	8		
	21-23 March 2017	4		
3-day Preparatory Course Diploma In Cervical Cytology	21-23 September 2016	3	1	3
2-day Gynaecological Pathology for Colposcopy Trainees	26-27 September 2016	5	1	5
*Half-day Update for Cervical Sample Takers	12 May 2016	31	4	102
	22 September 2016	26		
	19 October 2016	21		
	2 February 2017	24		
*Half Day Condensed Core Foundation Course for Trainee GP's – Sample Taker Training	25 October 2016	14	1	14
1-day Update in Cervical Cytology for Pathologists & Consultant BMS's	18 October 2016	4	1	4
1-day Gynaecological Histology for Technical Staff	27 April 2016	5	1	5
*2-day Cervical Sample Taker Training	9-10 May 2016	13	3	36
	19-20 September 2016	11		
	23-24 January 2017	12		
4-day Non-gynaecological Cytology for Trainee Pathologists	6-9 September 2016	3	2	11
	13-16 March 2017	8		
Update in Cervical Cytology for Checkers	8 November 2016	8	1	8
4-week Introductory Course In Gynaecological Cytology	9-20 January 2017 and 20 February – 3	3	1	3

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	March 2017			
Urinary Tract Cytology for Technical Staff	15 November 2016	6	1	6
5-day Cytology Training for Year 1 Trainee Pathologists	12-16 December 2016	4	1	4
<u>1 Day Conversion Course</u>	5 July 2016 15 July 2016	17	2	17
TOTALS			26	263

Courses can be booked by contacting the Training Centre on 0117 414 9808 or by e-mailing SWRCTC@nbt.nhs.uk

Our courses are free of charge to all technical and consultant staff working in cytology laboratories within the South West region.

6. Course Feedback

As a quality measure course evaluation sheets are given to all course participants. During the regular Training Centre team meetings the course feedback is collated and reviewed. Changes can then be made as deemed appropriate.

The feedback from course participants has been very welcome and suggests that the standard of teaching, training and updating has been excellent and very well received. A summary of participant feedback is listed below.

6.1 Feedback: Courses for Lab Staff – cervical cytology

Introductory Course in Gynaecological Cytology

A wonderful facility with excellent teachers. I learnt a lot and progressed.

Really enjoyed the course. It is an excellent balance of practical work and theory

Multi-header is very uncomfy and hard to sit at for extended periods of time

Prep course for the NHSCSP Diploma in Cervical Cytology

I feel very prepared for what to expect at the exam, and have a good idea of what I need to focus on to study.

Great practice questions and slide screening tests.

Great source of support and teaching styles.

3-Day Update in Gynaecological Cytology

Really enjoyed this course. Incisive and well crafted, tricky slides and good explanation.

I liked the use of the timer during the workshop – gave it more structure.

Thank you very much.

Could we have blue filters for microscopes?

Really good course. Subjects relevant.

Loved the first workshop/micro session on the Tuesday. Difficult and challenging cases. Thoroughly enjoyed it all. Thank you.

One-Day Update in Cervical Cytology for Checkers

Good.

Thought-provoking – thanks.

Very relaxed style. But informative. General discussion helpful.

One-day Update in Cervical Cytology for Consultant Staff

Current issues discussed and good (number and content) of cases for multi-header.

Excellent update on cervical screening issues. Very good slide set.

One-day Update in Gynae for Trainee Colposcopists

Great course. Thank you

Thank you! Really useful course. Lab tour very helpful too.

Really useful. Thank you. Try to stick to the basic as although they are obvious/easy to you, they are hard enough for us!

Would be even more helpful to see lots of obviously normal, low grade, high grade cytology and normal, CIN1, CIN2 and CIN3 and CGIN etc ... histology before seeing all the tricky ones!

Lots of pictures – excellent course. Thank you!

6.2 Feedback: Courses for Lab Staff – non gynae cytology

4-Day Non-Gynaecological Cytology for Trainee Pathologists

Excellent course. Superb speakers. Thank you for running it.

Extremely useful. Thank you ever so much for your time.

I learned lots of simple, basic tricks to come to the diagnosis.

Really loved all the lectures. Had a good exposure on breast cytology too.

Good experience with a variety of slides.

Confidence with specific cytology specimens that I don't get to see often.

Urine Cytology for Technical Staff

Very happy with content of course.

Thank you to all the very helpful and excellent team at the Training School.

Good course and good examples of abnormal urine cytology.

6.4 Feedback: Sample taker courses

2-Day Cervical Sample taker training

Useful to initially revise A&P for pelvic area.

Very good. Anatomy well explained.

New knowledge gained about the cell structure of the cervix and the sample area used.

Good presentation and revision of anatomy and physiology.

Very good diagrams with clear labelling of the SCJ etc. Good presentation and good revision.

Lab visit – very interesting, good to know what goes on behind the scenes. Microscopy – very good as well. Would have liked to look at more slides but not enough time.

1/2-Day Cervical Sample taker update

Useful update. Thank you.

Very concise and informative.

Informative update. Inspired to go back into practice and chase up non-attenders.

Really good revision of use of endocervical brush techniques – great to go through all aspects of cervical sampling. Thank you, was really helpful.

½ day condensed foundation course for GP trainees

Lots of chance to ask question which was very useful – thank you.

Appropriate content for stage of training/experience.

Speakers were all very clear and informative. Concise talks – given all relevant and important information.

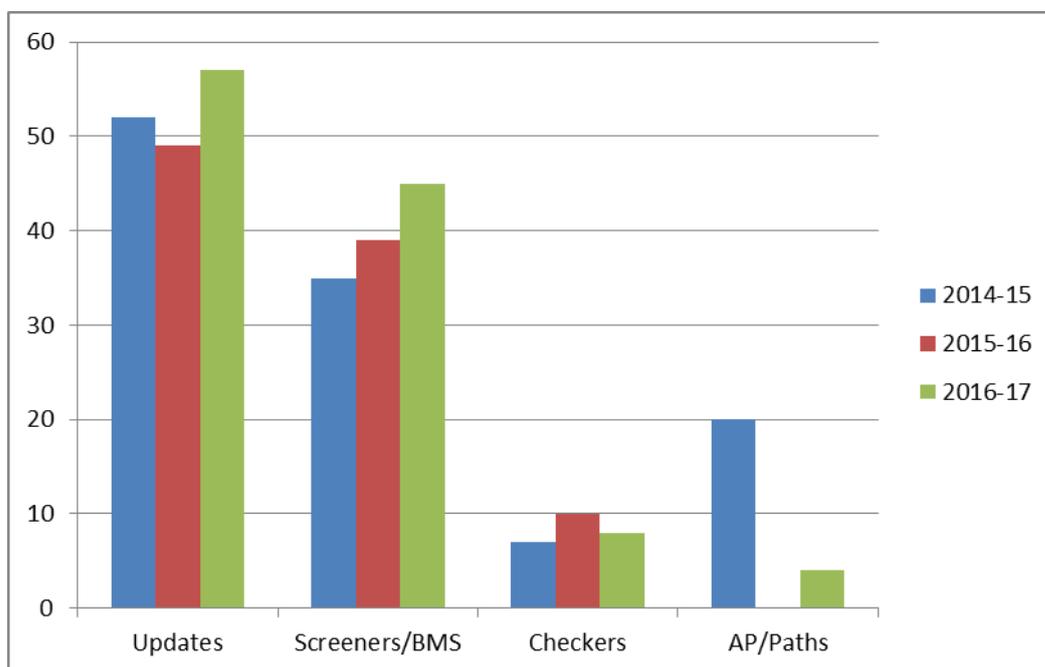
Concise and informative. Very good.

Really useful and relevant course. Thanks!

7. Looking back at the last year

An exciting 12 months as we moved into our new purpose built premises and were able to continue to offer courses with relatively little interruption to our course schedule. Activity levels were once again high with the training centre offering a full complement of courses. Demand for individual courses and attendance has been evaluated and compared to the previous 2 years.

Cervical Cytology Update Courses



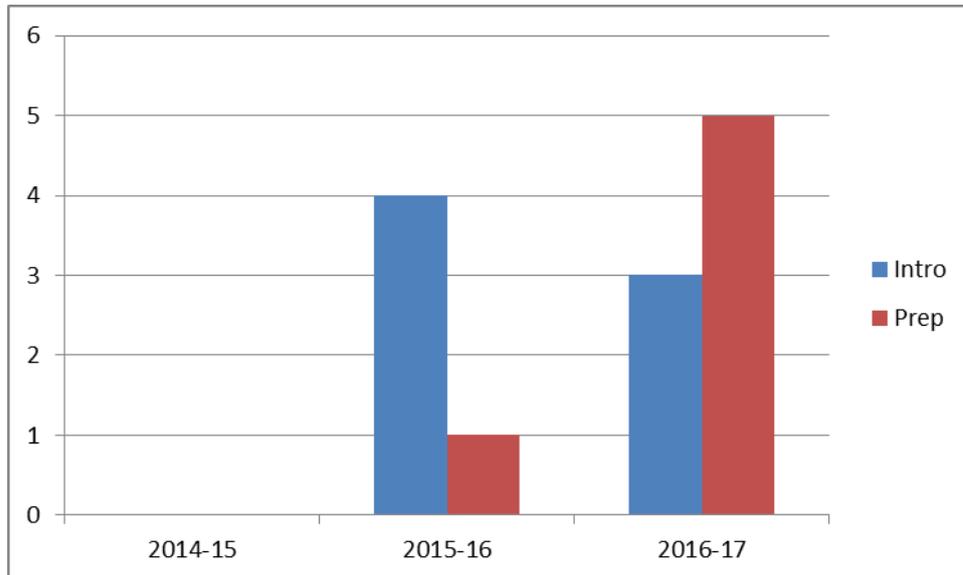
Demand for mandatory update courses has shown an increase, although numbers of pathologists attending has been low for the last couple of years. Update courses are not mandatory for medical staff which may well account for this and they may be doing other CPD related activities such as attending conferences and tutorials.

With increasing pressures on laboratories to meet the 14 day turnaround times, some labs in other regions have asked for us to deliver training at approved training premises nearer to their home laboratories.

Training was carried out in Belfast, Dublin and the Gateshead in the last year.

Cancer audit cases continue to be reviewed and any educational issues have been addressed during update courses.

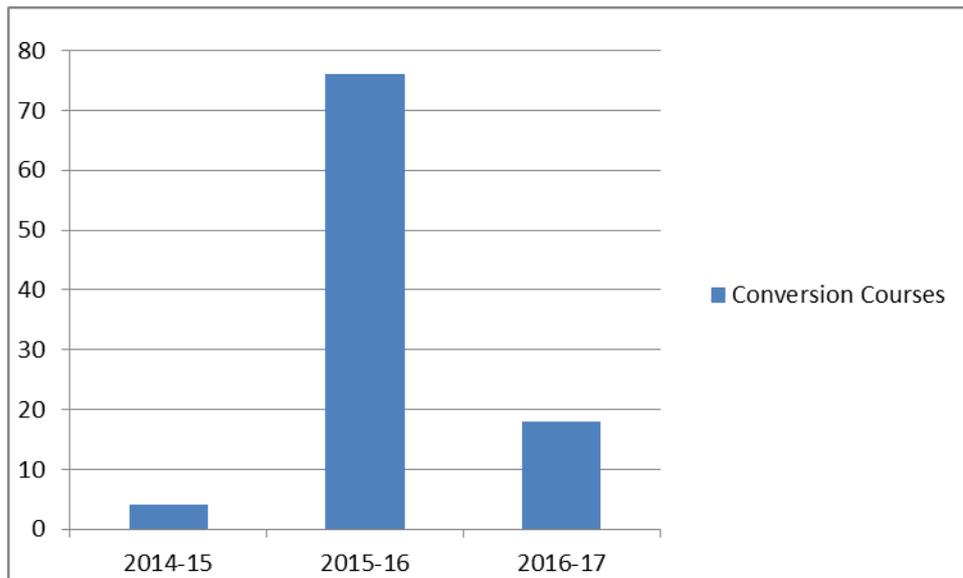
Cervical Cytology Courses for trainee laboratory staff



After a lull of a few years we have started to see demand again for the introductory course for trainees taken on within the South West region. It is encouraging to see laboratories taking a positive step towards succession planning within cervical cytology despite the move towards primary HPV screening within the next two years. The staff in training were largely BMS staff who would be able to move into other areas of cellular pathology should the need arise in future.

We have seen a small rise in the demand for pre-exam courses as some labs took on overseas cytology staff who were the able to fast track through the Diploma portfolio and attend the prep course for some exam practice. All individuals who attended our prep courses were successful in passing their examination.

One-day System Conversion Courses

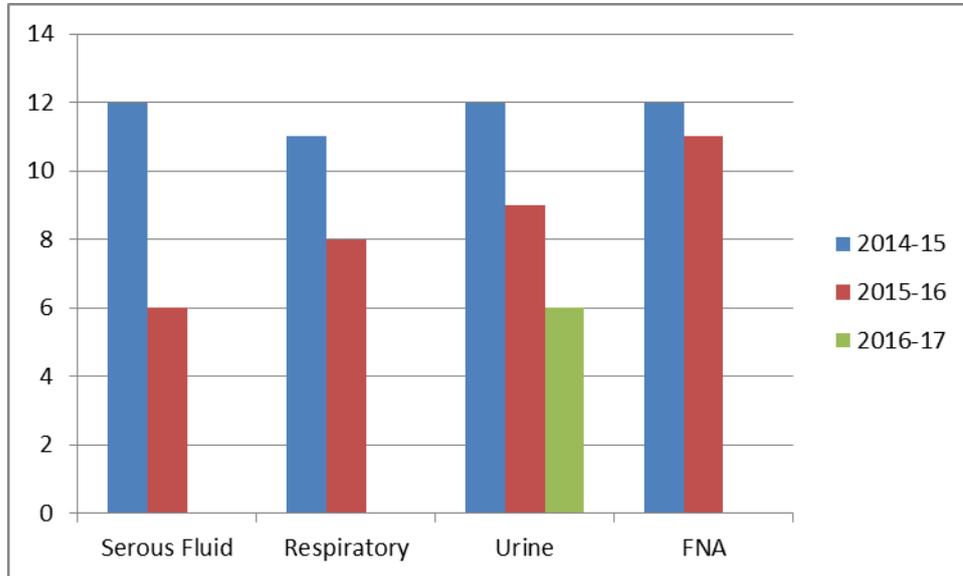


System conversion courses continue to be in demand and are arranged as requested. The large numbers seen in 2015-16 were due to an all Wales conversion. Increasingly we have seen demand for these courses to be delivered in approved training premises near to the laboratory undertaking conversion.

There has been no demand in the last 3 years to hold a cervical cytology course for trainee medics wishing to take the Certificate of Higher Cervical Cytology Training, the qualification that would allow them to report cervical cytology. This would indicate a likely shortage of consultant pathologists to report cervical cytology within the region in future years.

There has been very little interest regionally for individuals training towards the gynae cytology Advanced Specialist Diploma although we have held ad-hoc training days for two individuals wishing to practice written questions and look at cervical cytology cases.

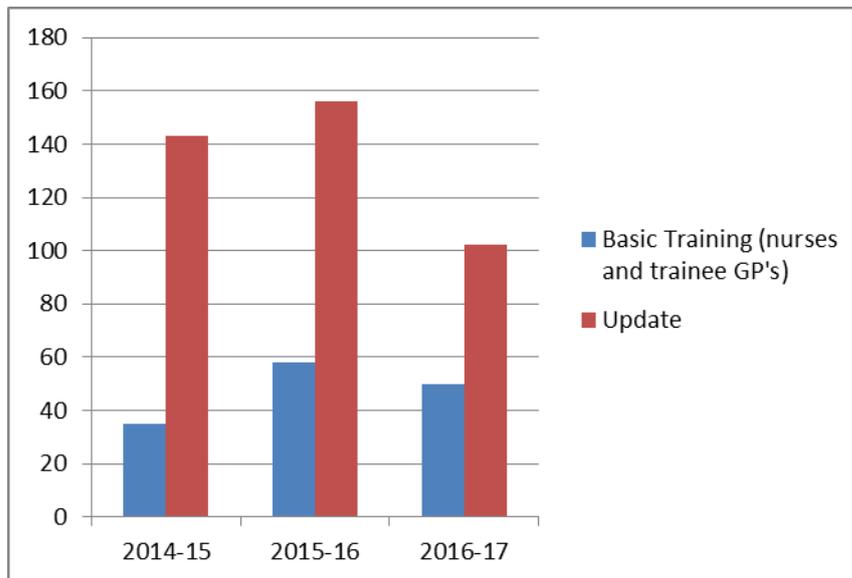
Non-Gynae Cytology



The numbers of staff attending the non-gynaecology courses has shown a marked decline in the last year.

Discussions with training officers suggest that most staff who wanted to attend these days had already done so during 2014-2016. Also in the current climate of staff shortages and tight turnaround times for the cervical workload, staffs were finding it difficult to get time off work to attend any courses that were not mandatory. Some staff were unable to claim back any travel or subsistence expenses so could not attend.

Sample Taker Training



Sample taker training continues to be in steady demand. Slightly lower numbers in the last year have been due to restricted space in the new building so that we can only train 12 individuals at a time within the seminar room. With this in mind we have already scheduled an extra course for 2017.

A surge in attendance at update courses was seen as the Screening and Immunisations team who host the sample taker register made an effort to inform sample takers when their next update was due. Numbers seem to have levelled off now and we continue to offer these courses based on demand.

8. Looking ahead

A decision has been announced regarding HPV primary screening. The UKNSC have recommended that this should be the method for cervical screening in the future. This is to be fully implemented in England by 2019. Implementation will obviously have massive effects on laboratory configurations and on the staff currently employed within the NHSCSP.

The future of laboratories and training centres hangs in the balance as we eagerly await further communications regarding the procurement process.

Mitigation plans are due to be put in place in an attempt to help labs currently struggling with backlogs by converting pilot sites fully to HPV primary sites, thus creating capacity within those labs to accommodate backlogs from elsewhere.

But we know that by 2019, within the South West there will likely be a maximum of 2 laboratories, with a further 8-10 throughout England. Cervical cytology staffing will decline and there will be a decreased number of people requiring training throughout the country by the time of implementation.

However in for the next 2 years at least the same amount of training and updating will be required for staff working within the NHSCSP in order to continue in order to keep a skilled workforce.

We know that there will be the same amount of abnormal cervical cytology slides to report even after HPV primary rollout, so there will be the same requirement for consultant updates. We may also see a new found interest in BMS staff wishing to take the Advanced Specialist Diploma with a view to fill the gap that may exist within the workforce to report cervical cytology in future. Should there be demand then we will be happy to support staff with courses and individualised training days as required.

We should see a similar demand for sample taker training and updating going forwards for the foreseeable future. One issue to resolve within the next year is to obtain approval for our sample

taker training courses from a professional body such as the RCN in order to satisfy the most recent sample taker training guidelines that have been issued.

We will also continue to offer training in non-gynae and cervical histology should it be required, and liaise closely with regional laboratory training officers to ascertain the laboratory requirements with regards training, updating and other topics.

9. Further Information / Contact Details

Please log on to our website to see the latest courses on offer for both cytology staff and sample takers.

If you have any queries or comments regarding this report, or would like any additional information, please visit our website or contact us directly.

Website address: www.cytology-training.co.uk

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