

Clinical Pathway Initiative

Author role description

1. Background

- 1.1 The NHS Genomic Medicine Service (GMS) and seven GMS Alliances (GMSAs) will focus on the systematic embedding and mainstreaming of genomics. [Genome UK: The Future of Healthcare](#) and [Genome UK Implementation Plan](#) highlight the need for the multi-disciplinary, multi-speciality NHS workforce to have a knowledge of genomics relevant to their role.
- 1.2 The Clinical Pathway Initiative (CPI), led by Health Education England's Genomics Education Programme (GEP) in collaboration with NHS England (NHSE) and the Academy of Medical Royal Colleges, aims to facilitate the integration of genomic competencies into the education and training of the NHS workforce via a national and consistent approach.
- 1.3 Mainstream clinical pathways with genomic touch points are mapped to target workforce development and expected competence in each step of a patient's health journey, and these competencies are then aligned to the educational tools required to support them.
- 1.4 The development of CPI projects form part of GMSA deliverables in 2023/24. To avoid duplication, and join up work nationally, the GEP requests that all CPIs projects in development are formally submitted using an [expression of interest form](#).
- 1.5 Further detail of the scope and aims of the CPI can be found on the [GEP website](#).

2. Description of author role

- 2.1 We are seeking healthcare professionals currently employed by the NHS, leading the provision of an NHS service, or involved in NHS workforce development, to lead authorship of their chosen CPI. The lead author will be expected to invite, engage with and seek feedback from a working group to contribute to the development of the CPI. This working group can include other healthcare professionals, national advisers, leaders and experts from across the health system, relevant professional regulatory or supporting groups, and relevant healthcare charities or patient support groups.
- 2.2 The CPI author and working group will provide front-line clinical expertise and insights into the competencies required across the multi-speciality and/or multi-disciplinary workforce to successfully deliver their identified pathway, and signpost to educational resources and guidelines available to help meet those competencies.

- 2.3 In order to evaluate the effectiveness of each CPI project, baseline data regarding the current education and training available to their workforce, and the care received by patients in their chosen clinical pathway, should be sought. The types of data required should be discussed with the GEP team to be customised to your chosen pathway.
- 2.4 The lead author is expected to arrange regular meetings, provide feedback, and communicate progress updates to the working group, and liaise with the GEP for troubleshooting and submission of the final CPI. The GEP recommends the development of CPIs through team meetings and workshops where possible.
- 2.5 Once submitted, the GEP will work with the lead author to refine and review the CPI before presenting it to the HEE/NHSE joint Workforce Steering Group (WSG) for sign-off ahead of publication.
- 2.6 There is no set time commitment for this role. The frequency of working group meetings will be determined by the lead author. It is anticipated that each CPI will have been completed and authorised by the WSG within six months of allocation.
- 2.7 Prior to publication of the CPI, the lead author should provide the GEP with their baseline data, to enable a comparison between education and training delivery and patient care, before and following implementation of the CPI.
- 2.8 The GEP will contact authors to review the CPI annually. However, it is the responsibility of the authors to notify the GEP of any changes to the pathways or development of relevant educational resources.
- 2.9 Alumni CPI authors may be invited to share their expertise in the writing process to other CPI authors.

3. Application process

- 3.1 Application will be through submission of the [expression of interest form](#), after which someone from the GEP team will be in touch.
- 3.2 The GEP, as part of HEE, and NHSE actively encourage authors from a diverse range of candidates, including those from protected characteristic groups as defined in the Equality Act 2010. This is integral to both organisations' values and behaviours. The GEP is adopting this process to promote open and inclusive recruitment and representation on national working groups.