

## **Dr Joanne Horne**

I am an Advanced Practitioner Healthcare Scientist in Cellular Pathology at University Hospital Southampton NHS Foundation Trust. I specialise in specimen dissection and reporting, focusing on gastrointestinal/hepatobiliary histopathology. In 2015, I was awarded a Professional Doctorate in Health Science for my research on improving histopathological colorectal cancer staging.

I am an HCPC registered Biomedical Scientist and IBMS Fellow, with membership of the RCPATH, BDIAP and Pathological Society. I began my career as a trainee MLSO in histopathology at Southampton, and am proud to still be a team member twenty years later! I am nearing completion of training in the RCPATH/IBMS reporting diploma in gastrointestinal histopathology and am immensely proud to have been part of this programme since its inception as a pilot in 2012. I was the first candidate to pass the stage C FRCPath equivalent level exam in 2015 and since then have been developing my independent practice whilst supporting others undertaking the qualification. Since 2016, I have helped implement a national exam preparation course to support current trainees.

Healthcare scientists are key members of the Cellular Pathology workforce, with education and knowledge to support their medically-trained counterparts in clinical service delivery. To be fit for the future, Cellular Pathology needs to adapt its workforce. Healthcare scientists are an obvious resource, and usually already exist within NHS Cellular Pathology laboratories.

I am thrilled to have been awarded one of the 2017 CSO Fellowships, at a time when I am establishing and developing my clinical and leadership roles. This is an exciting, but challenging time for scientists within Cellular Pathology, where workforce transformation is a key theme. I will use the fellowship to face these challenges, try to overcome them and move forward. I hope to gain training in advanced leadership techniques to help me lead and support colleagues and peers.

The histopathology workforce is changing. Finally there are opportunities for Healthcare Scientists to have an independent clinical career, rather than being seen as the staff group who provide managerial, scientific and technical support to medically qualified pathologists who have traditionally provided the clinical service. However, many problems lie ahead, including acceptance of qualifications, resistance to change and disjointed training. Work is needed to overcome these challenges and to provide clear opportunities for Healthcare Scientists to be an accepted part of the clinical workforce. I will use the fellowship to help address the challenges!

I am passionate about education and training, especially the development of scientific clinical careers within Cellular Pathology. As departmental Education and Training Lead I provide educational and academic supervision to colleagues and students. I also enjoy outreach events, inspiring children, but especially girls, to consider STEM careers. Many girls think that science is for boys, but I am proof that women can excel with hard work and determination. I will use my experience of the Fellowship to develop this role and continue to engage with girls thinking about science careers, but also women at the start of their careers within Healthcare Science, and within Cellular Pathology.