



### Senior Leadership Update

PaLM's senior leadership team recently participated in a two-day Vision Planning session at Ivey Spencer Leadership Centre. The session was attended by PaLM's Directors, Program Heads, Physician Department Head, Clinical Diagnostics Executive, Business Manager, Director Administrative Assistants, as well as LHSC's Chief Financial

Officer. The collective goal of this gathering was to embark on a significant project focused on innovating patient care through personalized medicine to enhance population health. The collaborative efforts of these individuals involve a multifaceted approach,



encompassing the leveraging of data engaging in translational research, fostering partnerships, implementing quality improvement, and exploring monetization models to sustain and scale the diagnostic testing strategy.



### Pathology

Within the Pathology Program, we are excited to have four new full-time pathologists joining us in the summer. This will undoubtedly help in our efforts to keep up with increased demands and continue to provide excellent patient care.

In the histology lab, there has been the addition of two new tissue processors. Also, to help with the backlog, we have been able to make use of automated sectioning services at Roberts Research Institute to cut control slides.

Pathology is progressing with the digital transformation project. A lot of work continues to be done to move the project forward.

## Microbiology

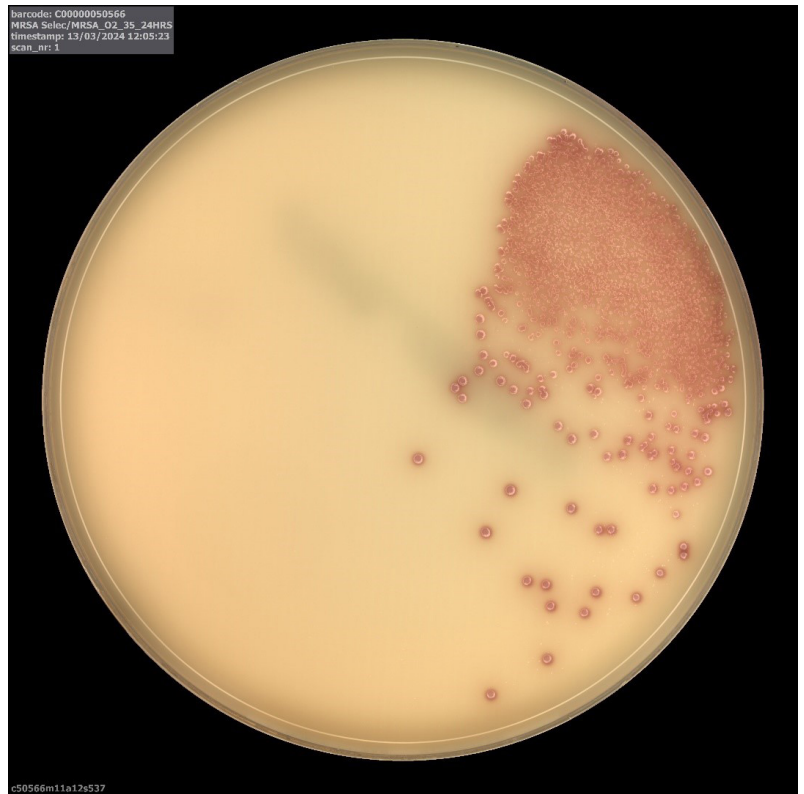
It has been an exciting start to the year for the Microbiology Program! On February 12th, the first culture types (Methicillin-Resistant Staphylococcus Aureus / Vancomycin-Resistant Enterococcus) were introduced to the new BD Kiestra™ Total Laboratory Automation (TLA) system. Starting with these culture types was intentional due to their high-volume throughput and low complexity for results reporting. Two weeks later, on February 26th, Throat cultures were successfully automated. The TLA project and lab management teams are strategically phasing in the first 'top five' cultures from least to most complex. For Change Management purposes, this approach allows for more streamlined HHR training, and for staff to adapt to one significant workflow change at a time.

Next up? Group B Streptococcus is on track for Go-Live week of March 18th, followed by the more complex cultures, Urines and Bloods, tentatively planned for this Spring.

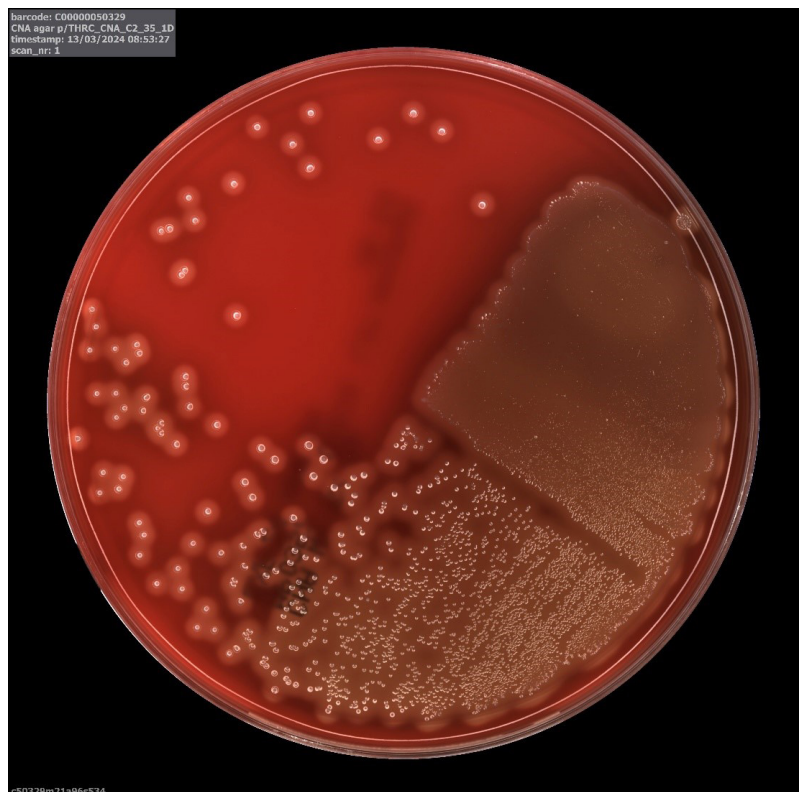
The Microbiology Program is excited to share this new technology! Plans for an Open House during lab week (April 15-19th) are underway. Details to follow in the coming weeks.



MLTs working through the first batch of MRSA/VRET orders on the BD Kiestra™



Positive MRSA culture



Positive Throat Culture

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## Laboratory Medicine

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Dr. Vipin Bhayana is retiring after 35 years of distinguished service to our department. His last working day is Friday, May 10, 2024. Dr. Bhayana's career has been marked by pioneering work and exemplary leadership, significantly contributing to the advancement of clinical biochemistry within our institution and beyond.

Starting as the section head of the enzymology laboratory and then core laboratory at University Hospital, Dr. Bhayana has been instrumental in the evolution of our department. His forward-thinking led to the implementation of front-end automation with the Power Processor by Beckman Coulter in the mid-1990s, enhancing the laboratory's efficiency and accuracy.

Following the merger of University Hospital and Victoria Hospital, he became the section head of core laboratories at London Health Sciences Centre and played an important role in setting new standards for excellence and collaboration. Dr. Bhayana's introduction of troponin testing in our laboratories, a first in Canada, marked a significant leap forward in cardiac care and established our hospital as one of the leaders in the field of cardiac markers.

Under Dr. Bhayana's guidance, our core laboratories underwent transformative change in 2007 with the shift from Beckman Coulter to total laboratory automation with Roche Diagnostics. As division head of core laboratories and specialty biochemistry since 2015, he has overseen additional transformation, including the adoption of advanced Cobas Roche Automation in 2017, ensuring our position at the forefront of technological innovation in healthcare.

Beyond his administrative and clinical achievements, Dr. Bhayana has contributed significantly to the academic sphere as an Associate Professor at Western University. His dedication to teaching and mentorship has shaped the careers of numerous undergraduate science and medical students. With over 50 papers published in peer-reviewed journals, his research has had a profound impact on the scientific community. Dr. Bhayana was honored by the Ontario Society of Clinical Chemists in 2018, receiving their Life Time Achievement Award.

Please join us in extending our heartfelt gratitude and best wishes for a happy and fulfilling retirement. Dr. Bhayana's legacy will undoubtedly continue to inspire and guide us in our ongoing and future endeavors.

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We are pleased to share that Dr. Michael Knauer has accepted the role of Division Head, Biochemistry in the Department of Pathology and Laboratory Medicine, effective May 1, 2024.

Dr. Michael Knauer is certified as a specialist in Clinical Biochemistry and is a fellow of the Canadian Academy of Clinical Biochemistry (FCACB). He joined LHSC in 2017 as Section Head of the Core Laboratories and Point of Care Testing. Since then, he has provided Medical Scientific Leadership throughout many projects including the Core Laboratory total lab automation transformation, expansion of the Point of Care Testing programs, and consolidation of serology and hepatitis testing within the UH Core laboratory.

Outside of LHSC, Dr. Knauer has provided support to regional partnering hospitals for both Core Laboratories and Point of Care Testing and has been involved with IQMH Scientific Committees and Canadian Society of Clinical Chemistry working groups on Point of Care testing, covid-19 serology, and laboratory utilization. In 2023, Dr. Knauer was appointed President of the Ontario Society of Clinical Chemists for 2024-2026.

As Division Head of Clinical Biochemistry Dr. Knauer looks forward to collaborating with teams across departments and continuing to advocate for Clinical Biochemistry and Laboratory Medicine within the Organization and across the Province.

### **New Hires in PaLM in Q3 (October to December 2023)**

| <b>New Hires</b>         | <b>Job Title</b>  | <b>Department Name</b> |
|--------------------------|-------------------|------------------------|
| Tammy Melo               | MLA               | Core Lab               |
| Chelsey Brown            | MLT               | Transfusion Medicine   |
| Charlaine McGrath        | MLT               | Core Lab UH/SJHC       |
| Ming Zhao                | Medical Secretary | Pathology              |
| Liza George              | Lab Clerk         | Pathology              |
| Pam Maloney              | MLT               | Transfusion Medicine   |
| Oswaldo (Andres) Reinoso | MLT               | Transfusion Medicine   |
| William Nunez Bonilla    | MLA               | Microbiology           |