



Continuing Professional Development: a case-study

Introducing weekly CPD at North West London Pathology

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INTRODUCTION

North West London Pathology (NWLP) is a collaborative network operating on a hub-and-spoke model across seven hospital sites. NWLP provides high-quality diagnostic services and supports a diverse workforce of Biomedical Scientists, laboratory support staff, and corporate teams.

In 2024, NWLP's Training Academy identified a gap in consistent, accessible, and bite-sized Continuing Professional Development (CPD) opportunities for all staff. To address this, NWLP Training Academy launched My Learning Today (MLT) in March 2024—a weekly CPD programme designed to embed learning into daily routines.

MLT offers diverse, relevant content tailored to all roles, making professional development inclusive and sustainable. It also responds to sector-wide challenges around time, funding, and access to CPD, offering free, flexible learning aligned with HCPC standards and adult learning principles. This case study outlines the creation, delivery, and impact of MLT in its first 18 months.

OBJECTIVE

To embed inclusive, accessible CPD into daily practice through short, engaging sessions that support professional growth for all staff across NWLP, including scientific and non-scientific role.

METHODS

The programme was designed and delivered by NWLP's Pathology Education Facilitator and included:

- ★ Weekly 15–20 minute CPD sessions delivered via Microsoft Teams.
- ★ Different formats included bite-size talks, expert-led discussions, quizzes, and workshops.
- ★ Collaboration with NWLP subject matter experts to ensure relevant, engaging content.
- ★ Interactive tools such as polls and Q&As used to enhance participation. Staff can subscribe and access session recordings on demand.
- ★ Feedback collected via Microsoft Forms after each session to inform improvements.
- ★ Certificates of attendance issued to staff who submit reflective logs, which can be used as CPD evidence for professional registration (e.g., HCPC for Biomedical Scientists).

RESULTS

MLT delivered a total of **63 CPD sessions** and gathered **398 subscribers** across NWLP.

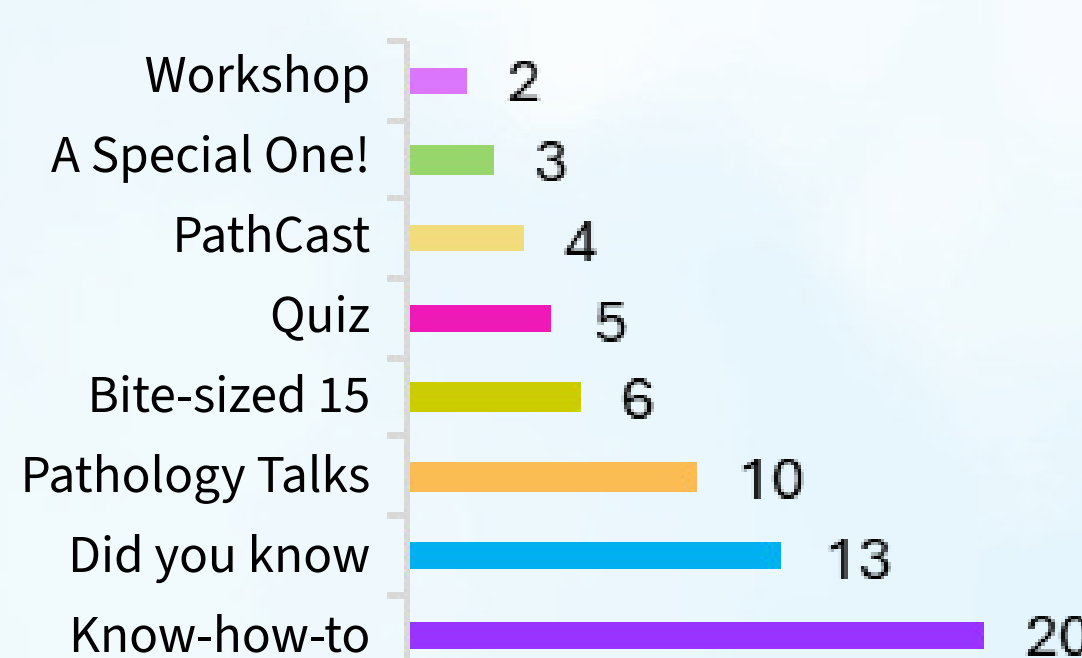


Fig.1 - MLT sessions delivered by category.

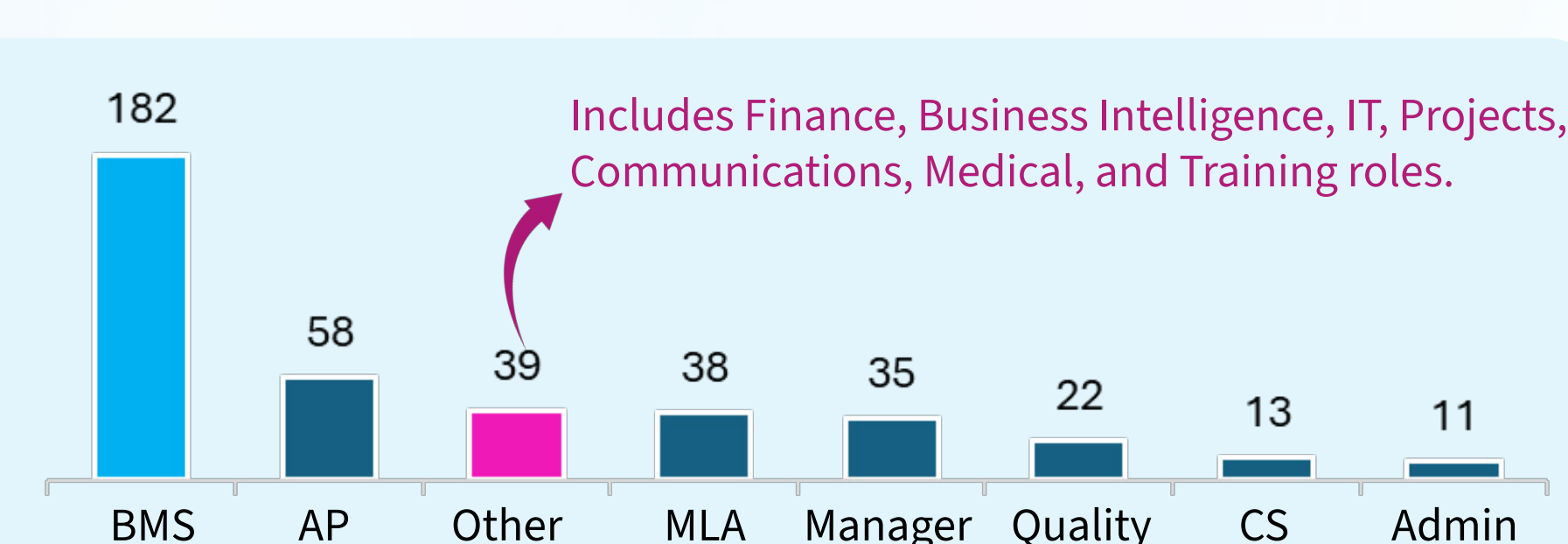


Fig.2 - MLT subscribers per job role.

In total, MLT had **1996 attendees** over the past 18 months.

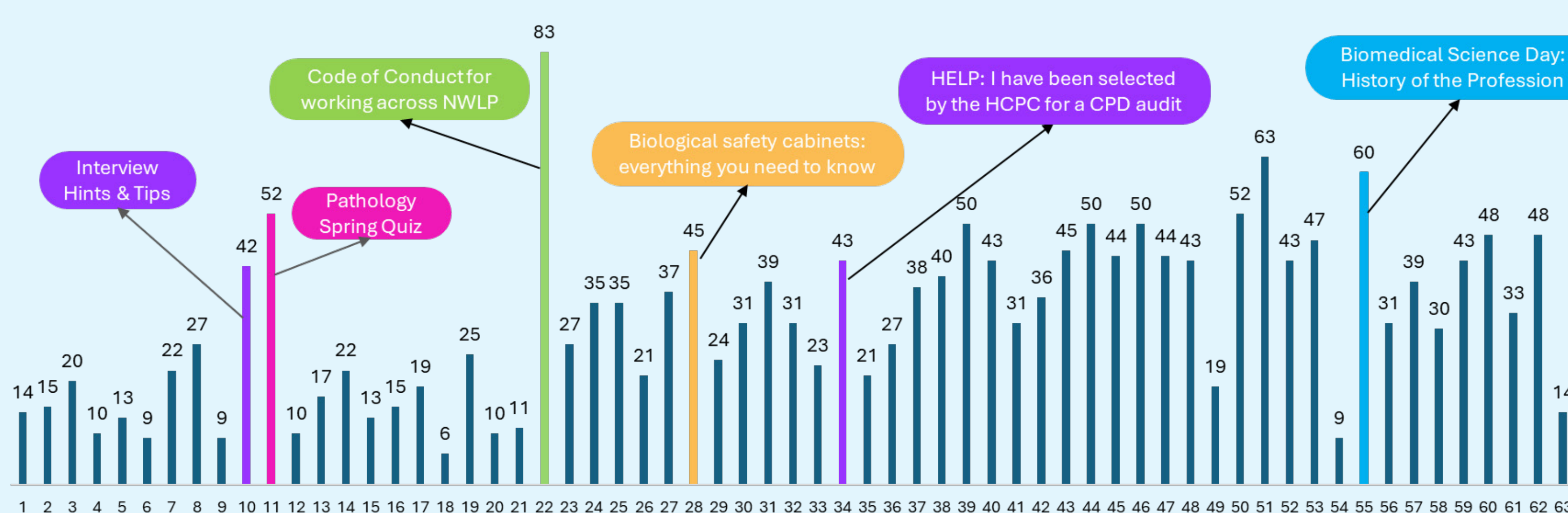


Fig.3 - MLT attendance per session.

The feedback received from attendees has been **overwhelmingly positive**:

- ★ 93% of attendees said that they improved knowledge relevant to their role.
- ★ 94% of attendees said they learned something new.
- ★ 100% of attendees would recommend this learning to a colleague.



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- ★ “Excellent recounting of your individual journeys which are different and go to show how anything is possible by following great values and behaviours.”
- ★ “Very confident with your knowledge which gave me confidence in what you advised.”
- ★ “Very inspirational, motivational, and positive – highly recommended”.

DISCUSSION AND CONCLUSION

My Learning Today has embedded CPD into NWLP's weekly routine, offering consistent, inclusive learning across all staff groups. Over 18 months, the benefits of the MLT programme included:

Improved staff knowledge & skills

94% of attendees learned something new and 93% reported improved knowledge role-relevant

Higher engagement and morale

MLT delivered 63 sessions with 1,996 attendees. As of August 2025, 398 staff are subscribed and can access recordings on demand.

Consistent knowledge sharing

MLT connects staff with experts and peers to share insights and tackle common challenges.

Better patient care

MLT keeps staff updated on best practices, supporting service quality e.g., the Code of Conduct session drew 83 attendees and 32 views.

MLT's growth reflects the value of accessible CPD and its contribution to better service delivery and patient care. By making learning part of daily operations, MLT supports NWLP's people strategy and sets a gold standard for CPD delivery.

Scan the QR code for a short MLT video



ACKNOWLEDGMENTS

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