

L4E Model Guiding Principles

(Draft Pending Approval by PWAC)

The L4E (Level 4 Equivalent) model is a workload model for Anatomical Pathologists and for General Pathologists (in so much as it assesses the anatomical pathology component of the latter's workload).

The BC Ministry of Health, the RHA's, the BCMA, the PLCO and the BCALP have endorsed the L4E model.

The L4E model is designed to balance the need for patients and clinicians to receive quality anatomical pathology services, in a respectful manner, and timely fashion, with the need for pathologists to work in an environment, which recognizes that their ability to provide such quality services may be limited by a variety of factors, including workload.

The L4E model takes account of the significance of specimens to the patient, the number and complexity of specimens, and the time involved in dealing with them.

- The L4E model is patient driven in so much as it recognizes that the patient's clinical presentation and needs are paramount. The model also recognizes the clinical impact of a pathological diagnosis, and values it accordingly.
- The L4E model is specimen driven in that it recognizes that each and every specimen from a given patient is clinically and legally significant. The L4E model however also recognizes that multiple specimens from different, but anatomically related, sites may not have the same impact on a given patient's care as a single or multiple specimens from one site.
- The L4E model is complexity driven in that it emphasizes specimens or procedures that require a greater work-up for assessment, multiple specimens, and specimens that are anatomically complex.
- The L4E model is time driven in that it recognizes that each and every specimen that is handled by a pathologist requires a commitment in time. It also recognizes that certain specimens or procedures,

although not necessarily complex, take more time to deal with than others, and are acknowledged accordingly.

The L4E model is not static and it is recognized that as patients' and clinicians' needs evolve, and newer procedures and technologies emerge, that the model will have to adjust and change. The Anatomical Pathology Practice Review Committee, a sub-committee of the PLCO, has been tasked with monitoring the L4E model. The Committee will meet quarterly to review the model and make adjustments, as necessary, following input from the various stakeholders.