EUROPEAN FEDERATION OF CLINICAL CHEMISTRY AND LABORATORY MEDICINE

EuroLabNews

THE EFLM BI-MONTHLY NEWSLETTER

Issue n.1/2020

In this issue:

EFLM Connects National Societies of Clinical Chemistry and Laboratory Medicine and Creates a Platform for all European "Specialists in Laboratory Medicine"

GREETING FROM THE NEW EFLM PRESIDENT

Greeting from the new EFLM President

Dear Colleagues and Friends,

The time has come for me to step into my new "shoes" and take over the role of the EFLM President, from Michael Neumaier. I am indeed honored to have the opportunity to serve the EFLM in the capacity of the President. In my term of office (2020-2021), I will carefully listen to your voice and focus on projects which are best aligned with your needs, to reach our shared goals.

I take the opportunity to thank to all outgoing EB members: Sverre Sandberg (Past-President), Tomas Zima (Member-at-Large), Joao Tiago Guimaraes (Member-at-Large), and Huib Storm (Treasurer), for their hard work, over the past couple of years. We have become much more than just colleagues and it is hard to see them leave the Executive Board, with the end of 2019. Nevertheless, each and every EB member has certainly made a unique contribution to EFLM and their legacy will be remembered with great appreciation and respect.

I also wish to congratulate Michael Neumaier for everything he has done in the capacity of the President, for his inspirational and enduring encouragement to improve scientific role and activities of EFLM, for including ideas about disruptive technologies into the core of our profession and strategy of EFLM, for his strong leadership and representation of EFLM in the international arena, for his vision and capacity to establish the formal relationship with European Society of Radiology,

To be continued on page 2

Foreword

by Harjit Pal Bhattoa, Editor EFLM EuroLabNews

This maiden issue of 2020 is inaugurated by the greetings and vision of the newly elected EFLM President, Ana-Maria Simundic. The new EFLM Executive Board, as always, is constituted by examplary Laboratory Professionals ever-ready to serve the EFLM. In the Hot Topics column, Essential Leadership Management for Laboratory Professionals is penned by Professor Sedef Yenice. EFLM Executive Board Secretary, Giuseppe Lippi, announces Change of Guard in the EFLM Profession Committee, expressing gratitude to outgoing Chair Gilbert Wieringa and introducing Evgenija Homsak. Michel Langlois, Chair of EFLM Working Group Guidelines, presents the Consensus-based recommendations on laboratory testing for dyslipidemia produced by the EAS and EFLM. Recent must-read EFLM publications are highlighted. German, Irish, Italian, Latvian, Macedonian and Spanish Societies report changing of the guard. National Society of Serbia present a report on their 22nd Annual Prof. Ivan Berkeš Scientific Conference and the Spanish Society of Laboratory Medicine highlight the Technology and Health 2019 awards ceremony. The IFCC corner highlights the upcoming IFCC WorldLab Meeting in Seoul this May and the chance to submit Best Practices for 2020 Healthcare Excellence Awards. The Calendar of Events lists all upcoming events in our field.

for bringing the idea of Syllabus courses to EFLM and everything else he did for the EFLM and for the advancement of our profession. I appreciate very much what Michael Neumaier has contributed during his term of office and will continue to provide a strong support to all his ideas and projects. It has indeed been an immense privilege for me, over the past several years, to serve the EFLM Executive Board and observe how EFLM has grown into a strong and powerful Federation. All EFLM officers who have made their contribution to this success deserve our utmost admiration for their voluntary contribution, tireless drive, knowledge, enthusiasm and good spirit which have acted as precious building blocks of what we have today – a growing Federation which serves its members and provides a true leadership in laboratory medicine at the European level and beyond. Indeed a lot has already been achieved in terms of building a structure of EFLM, defining internal rules and procedures, achieving legal recognition of EFLM, ensuring financial sustainability of EFLM and building efficient bridges with EFLM National societies as well as with IFCC sister Federations, clinical societies and other international associations active in the field of laboratory medicine. But there is also a lot more to do, there is a long way ahead of us.

To contribute to the further development of EFLM in line with the former EFLM leadership, the below listed topics would be the 10 key issues during my term of office:

1. Effective two-way communication with EFLM National societies and their individual members to better understand and serve their needs,
2. Ensure equal geographical representation and active engagement of all National societies in various EFLM functional units,
3. Respond to the needs of EFLM members by offering targeted interactive educational and training courses,
4. Establish new models of financial support for the educational needs of EFLM members,
5. Develop and support models of professional exchange of Specialists in Laboratory Medicine in Europe,
6. Contribute to the ongoing standardization and harmonization activities in laboratory medicine in Europe and beyond,
7. Increase the number of members of the EFLM Academy and improve the package of benefit it offers to its members,
8. Achieve the recognition of professional qualifications of Specialists in Laboratory Medicine by the EU Commission to support free professional movement of all competent practitioners across EU borders,
9. Promote the role and value of laboratory medicine to the public, to our clinical colleagues and patients throughout Europe,
10. Manage financial stability of EFLM.

Me personally and the entire Executive Board stay at your disposal for all your ideas, comments, suggestions and complaints. EFLM needs you on board and your opinion is important to us. I invite you to join EFLM in its efforts, to work together to create stronger and even more powerful EFLM, to strengthen the leadership role of EFLM in advancing our profession as well as in improving patient safety and quality of healthcare in Europe. I strongly believe that only through our joint action and coordinated effort we can fulfill this vision. The 2020 has started. May it be beautiful, magical, happy and prosperous to all of you!

I wish you a lot of professional success and am very much looking forward to our fruitful collaboration.

Yours,
Ana-Maria Simundic (Croatia), EFLM President

Meeting of the EFLM Executive Board last December in Porto (PT), with the participation of EFLM Committee Chairs and incoming Executive Board Officers.

From left: S. Sandberg, JT. Guimaraes, E. Homsak, M. Neumaier, D. Pasalic, H. Storm, G. Wieringa, T. Ozben, D. Vitkus, T. Zima, F. Vanstapel, P. Fernandez-Calle, A-M. Simundic, G. Lippi, E. Kilpatrick.

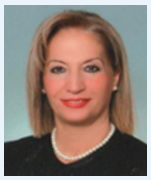
EFLM EXECUTIVE BOARD 2020-2021

Wishing the new EFLM board the best success for the upcoming years

President
Ana-Maria ŠIMUNDIĆ
Dept for Medical Laboratory Diagnostics
Clinical Hospital "Sveti Duh"
Zagreb - Croatia
e-mail: presidentEFLM@eflm.eu

Past President
Michael NEUMAIER
University Medicine Mannheim
Heidelberg University
Institute for Clinical Chemistry
Mannheim - Germany

President-Elect
Tomris OZBEN
Dept. of Clinical Biochemistry
Faculty of Medicine
Akdeniz University
Antalya, Turkey



Secretary
Giuseppe LIPPI
Section of Clinical Biochemistry
University of Verona
Verona - Italy

Treasurer
Klaus P. KOHSE
University Medicine Oldenburg
Inst. for Clin. Chemistry and Lab. Medicine
Klinikum Oldenburg
Oldenburg, Germany

Member at Large
Pilar FERNANDEZ-CALLE
Dept. of Laboratory Medicine
Hospital Universitario La Paz
Madrid, Spain

Member at Large
Dalius VITKUS
Centre of Laboratory Medicine
Vilnius University
Hospital Santaros Klinikos
Vilnius, Lithuania

HOT TOPICS IN LABORATORY MEDICINE

Essential Leadership Management for Laboratory Professionals

by Sedef Yenice, Department of Medical Biochemistry and Clinical Chemistry, Group Florence Nightingale Hospitals, Istanbul, Turkey

It has already been well recognized that leadership development is a key element in sustained organizational success. According to the international medical laboratory quality management standards (ISO 15189:2012, ISO/IEC 17025:2017, and ISO 9001:2015) and CLSI Quality System Essentials, leadership is identified as an essential component of all well-functioning laboratories (1-4). Yet leadership can be an elusive characteristic, and developing leaders to their full potential remains one of the great challenges for organizations today. Because leadership skills are not often formally taught. Instead, people achieve leadership positions and are left to figure out a path forward (5). Good leadership in laboratory medicine is comprised of many factors and characterized by competency in practice, involvement in quality management, and becoming an effective problem solver and strategist, one who pursues improvement and excellence in service and promotes the development and sustainability of this service. While the qualities of good leadership transcend many different disciplines of business and human interaction, the environment and problems encountered in the medical and clinical laboratory settings are exclusive, making good leadership skills, fine-tuned to the specific challenges of laboratory medicine, even more important (6). A particular challenge to the leadership is the in vitro situation of Clinical Pathology which carries medical consequences for the patient without having the direct personal patient contact such as in most other areas in medicine. But just as in other areas of health care, there is a need for a careful balancing of productivity, cost control, and adherence to the ethical requirements surrounding the provision of quality service. Also, the shift toward a value-based approach to the provision of laboratory medicine services will undoubtedly bring challenges. Hence, a laboratory manager's job is not an easy one as it is not always about being associated with science. If laboratory medicine is to respond effectively to the call for a value-based approach to healthcare delivery, with greater efficiency and productivity, in addition to better patient outcomes, laboratory professionals have to acquire some critical managerial skills and adopt an effective leadership strategy to develop greater collaboration with clinicians and with other key healthcare stakeholders.

This short communication introduces a framework for the essential skills of laboratory leadership (Table 1) and concentrates on developing the knowledge and abilities to run a laboratory efficiently and effectively by focusing on some key areas such as self-awareness, understanding effective communication, engaging others, developing empathy and emotional Intelligence.

Self-awareness

First of all, leaders need self-awareness to be effective. That is, an understanding of their strengths, weaknesses, feelings, thoughts, and values as well as how they affect the people around them. Self-awareness is useless without an equally important skill: self-management (7). Often it is more challenging for a leader in inspiring other laboratory staff toward a common vision and purpose, to avoid the pitfalls of one's lack of self-awareness.

Two broad categories of self-awareness are identified. The first, internal self-awareness, represents how clearly we see our own values, passions, aspirations, fit with our environment, reactions (including thoughts, feelings, behaviors, strengths, and weaknesses), and impact on others. Internal self-awareness is associated with higher job and relationship satisfaction, personal and social control, and happiness; it is negatively related to anxiety, stress, and depression. The second category, external self-awareness, means understanding how other people view us, in terms of those same factors listed above. The research shows that people who know how others see them are more skilled at showing empathy and taking others' perspectives (8).

For leaders who see themselves as their workmates do, their workmates tend to have a better relationship with them, feel more satisfied with them, and see them as more effective in general. It is easy to assume that being high on one type of awareness would mean being high on the other. But there is no relationship between them. As a result, four leadership archetypes are identified, each with a different set of opportunities to improve (Table 2). Whether a person wants to be a natural leader or be appointed as a leader, leadership quality consists of certain characteristics. Commitment is part of leadership style. When he has most or all of these characteristics, he is suited to the role of leader. The person must be ethical. When he wants others to look up to him/her and follow directions, he/she needs to be an honest, fair, trustworthy person. A good leader is someone whom others respect. So, the first step toward reaching the leadership potential is to recognize the leadership style. Leaders are those that challenge the status quo. They have their own style of doing things and problem-solving and are usually the ones who think outside the box. Laboratory managers can focus on the strengths and weaknesses of the leadership style and work on improving it. There are different styles of leadership manifested by different leaders. Amongst these are charismatic, participative/democratic, autocratic, Laissez-faire, situational, transactional, transformational, servant, and quiet leadership styles. All of these styles can be related to the clinical laboratory. Not all leaders are the same. An important step towards excellence in leadership is recognizing your leadership style compared to the kind of leader you wish to be. The relevant chapters on the IFCC Manual "Leadership Basics for Clinical Laboratory Professionals" describe the styles and skills of an effective leadership for laboratory professionals who are in leadership positions and who aspire to such a position in the future toward success in their leadership roles but also to improve their own job satisfaction and inspire those who work with them (9.10).

Understanding effective communication

A laboratory leader needs good communication skills. Training, teaching, and listening require the ability to communicate well with others. Effective communication is about more than just exchanging information. It is about understanding the emotion and intentions behind the information. As well as being able to clearly convey a message, you need to also listen in a way that gains the full meaning of what's being said and makes the other person feel heard and understood. For many of us, communicating more clearly and effectively requires learning some important skills. Learning these skills can deepen our connections to others, build greater trust and respect, and improve teamwork, problem-solving, and our overall social and emotional health.

Engaging others

Laboratory work is more successful when individuals work as a team in nearly every instance. Teams work best when one person has certain effective qualities. This person can inspire others, help the team reach decisions, foster cooperation, and help the team move in the right direction. Effective leadership makes the process easier and produces results. In laboratory medicine, teamwork is viewed as a dynamic process that involves two or more laboratory professionals who have complementary skills and backgrounds, sharing common goals while at the same time exercising concerted physical effort in planning, accessing and evaluating the laboratory tasks and projects. Teamwork can also be defined as "those behaviors that facilitate effective interaction among team members". The teamwork here is looked at from the behavioral aspect and is seen as a way of creating effective interactions among members of a group with the sole aim being the achievement of a common purpose or goal. A laboratory leader must be able to delegate tasks. Teamwork does not involve one individual carrying the entire workload, or claiming all the credit for an entire project. Leaders have confidence. When you are confident and calm, disagreements can be easily resolved. The workplace will be a better, more productive environment. To engage the team members productively, a leader needs to be able to take the most effective approach to each individual and each situation. In the workplace, you may find individuals from a variety of different backgrounds, and with a number of unique personalities. In these situations, you will see a one-size-fits-all approach does not work. When you have the ability to tailor your approach, people will relate to you, listen to you, and cooperate. You will accomplish much more when you have these skills (11, 12).

Developing empathy and emotional Intelligence

Emotional intelligence describes how well individuals can manage their own emotions and react to the emotions of others. Seeking to support a leader's cognitive, emotional and physical resources, the use of emotional intelligence is a modern tool of effective management, enabling the individual to manage a wide range of employees or team members that are often performing in a unique set of roles. In addition, emotional and personal competencies are two primary factors that are shown to be directly linked to performance within a work environment, making their identification and analysis essential for effective management as well as the increased development of the workplace's human capital. A "mixed model" was developed for emotional intelligence (13, 14). This model has five key areas: self-awareness, self-management, motivation, empathy and social skills. While the first three categories refer to a person's internal emotions, empathy deals with the emotions of others. Social skills include finding common ground with others, managing others in a work environment, and being persuasive. In reality, laboratory medicine is constantly evolving that we have to keep up with a range of new technologies and manage the challenges in a complex laboratory environment. There will be enormous managerial leadership challenges as the impact of new technologies and the disruption that comes will result in an external force over which leaders would have little or no control at times. However, it is the role of laboratory leaders to guide their teams and to be mindful of those forces when making decisions that would impact on the sustainability of their organizations. Finally, acquiring and assimilating the effective leadership and management skills are significant assets for laboratory professionals to enhance the performance and achieve great results. The topic was also covered in the recent EFLM webinar and you can find the recording with interactive questions here.

Table 1. This framework provides a strategic outlook for enabling an intentional culture and a consistent continuum of optimum leader development investment across the laboratory and represents the essential components of leader development at all levels who drive strong mission performance in working environments across the laboratory department.

Key Performance Area	Tier	Focus	Requirements
Managing Self (Behavioural)	Team Member – Individual Contributor • Leading self	• Organizational Citizenship • Technical Leadership and Role Model	Developing and Leading self • Leadership Commitment • Understanding the leader development framework • Role clarification • Core Responsibilities • Personal Leadership Style
Managing People (Interpersonal)	Team Lead – Group Lead • Leading others and projects	• Partnership and Credibility • Influence and Collaboration	Developing others • Interpersonal Styles • Setting expectations • Communications • Coaching • Empowerment/Delegation • Conflict Management and Negotiations • Team Leadership
	Supervisor First-line Supervisor • Leading performance	• Direction and Results • Building Engagement while Managing Resources	Improving Work Processes • Continuous Improvement • Planning Systems • Work Processes • Project Management • Measurement Systems • Control Systems • Performance • Management Systems
Managing Work (Process)	Manager Second-line Supervisor • Leading departments and programs	• Coalitions and Collaboration • Cross-functional management strategies	Leading the Working Environment • Establishing Vision and Direction • Creating a Customer-Focused Organization • Guiding Transformational Change • Improving Organizational Performance and Productivity • Systems Thinking • Developing Business Strategy • Scenario Planning
	• Executive/Director • Leading the organization or institution	• Strategic stewardship • Lead organizational culture	

Table 2. The Four Self-Awareness Archetypes. This scheme outlines internal self-awareness (how well you know yourself) against external self-awareness (how well you understand how others see you).

	External Self-Awareness: How well you understand how others see you		
		Low External Self-Awareness	High External Self-Awareness
Internal Self-Awareness: How well you know yourself	**High Internal Self-Awareness**	**INTROSPECTION** They are clear on who they are but don't challenge their own views or search for blind spots by getting feedback from others. This can harm their relationships and limit their success.	**AWARE** They know who they are, what they want to accomplish and seek out and value others' opinions. This is where leaders begin to fully realize the true benefits of self-awareness.
	Low Internal Self-Awareness	**SEEKERS** They don't yet know who they are, what they stand for, or how their teams see them. As a result, they might feel stuck or frustrated with their performance and relationships.	**PLEASERS** They can be so focused on appearing a certain way to others that they could be overlooking what matters to them. Over time, they tend to make choices that aren't in service of their own success and fulfillment

References

1. ISO 15189:2012 Medical laboratories — Requirements for quality and competence.
2. ISO/IEC 17025:2017 General requirements for the competence of testing and calibration laboratories.
3. ISO 9001:2015 Quality management systems — Requirements.
4. CLSI QMS01-A Quality Management System Model for Laboratory Services, 5th Edition. 2019.
5. Yenice S. Why Leadership Skills are Essential for the Future of Laboratory Medicine? Indian Journal of Clinical Biochemistry. DOI: 10.1007/s12291-019-00856-7.
6. Randell E. Overview. In: Leadership Basics for Clinical Laboratory Professionals, ed. Sedef Yenice and Edward Randell. 2018, pp. 48-75. ISBN:978-88-87772-10-4. Available from: http://www.ifcc.org/ifcc-education-division/emd-committees/c-clm/7-c-clm-publications-and-survey-reports/
7. Drucker PF. Managing Oneself. Harvard Business Review 2005; 01.
8. Eurich T. What Self-Awareness Really Is (and How to Cultivate It). Harvard Business Review 2018; 01.
9. Yenice S. Leadership basics for clinical laboratory professionals. C-CLM brings in a new manual to prepare laboratory leaders. IFCC eNews N° 3 – March 2019, p.8-9. http://www.ifcc.org/media/477804/ifccenewsmarch2019.pdf.
10. IFCC Manual "Leadership Basics for Clinical Laboratory Professionals", ed.Sedef Yenice and Edward Randell. 2018, pp. 48-75. Available from: https://www.ifcc.org/media/477848/ifcc-c-clm-manual-on-leadership-basics_final_jan-07-2019.pdf. ISBN: 978-88-87772-10-4.
11. Yenice S. Motivating Laboratory Staff. Practical Tips to Help Your Employees Find Meaning in Their Work. Clinical Lab Manager. Issue September 2019, Volume 4, p.10-13.
12. Yenice S. Chapter 5 -The Leader as Visionary and Motivator. In: IFCC Manual "Leadership Basics for Clinical Laboratory Professionals", ed.Sedef Yenice and Edward Randell. 2018, pp.48-75. Available from: https://www.ifcc.org/media/477848/ifcc-c-clm-manual-on-leadership-basics_final_jan-07-2019.pdf. ISBN: 978-88-87772-10-4.
13. Goleman D. Emotional Intelligence. New York:Bantam Books.
14. Goleman D, Boyatzis R and McKee A. Leadership:Realizing the power of emotional intelligence. Boston:Harvard Business School Press. 2002.

EFLM EXECUTIVE BOARD INFORMS

Change of Guard in the EFLM Profession Committee (C-P)

by Giuseppe Lippi, EFLM Executive Board Secretary

Gratitude to Gilbert Wieringa, outgoing C-P Chair. Gilbert Wieringa has finally concluded his third term of office as Chair of the EFLM Profession Committee. During his term he has concentrated on expanding running projects as well as on establishing new relevant professional areas inside and outside the EFLM. The Professional Committee has gained a high profile and recognition through the work of recent years thanks to the efforts of Dr. Wieringa. In particular, the efforts of the Committee have granted enormous success in transitioning the EC4 to the new EuSpLM Register, and through collaboration in establishment of the EFLM Academy. Dr. Wieringa's efforts have indeed contributed to disseminating the professional interests of specialists in laboratory medicine across Europe, achieving recognition of professional qualifications under European Union legislation based on the principles of free movement of professionals within Europe, and to promoting the contributions of specialists in laboratory medicine to better health and best care. During Dr. Wieringa's chairship, the EFLM has enhanced visibility and acknowledgment across Europe. The Executive Board of EFLM is happy and honored that Dr. Wieringa has taken over this task and wants to thank him for the valuable contribution in appreciation of the work that he has accomplished as Chair of the Profession Committee throughout his terms of office. For his successor, Dr. Evgenija Homsak, Gilbert Wieringa will leave a very good foundation where to start and build upon this groundwork. The EB of the EFLM wishes the best to Dr. Wieringa for the rest of his scientific and professional career.

Introducing Evgenija Homsak. The EFLM Executive Board has appointed Prof. Evgenija Homsak as next Chair of the Profession Committee. Evgenija is well-renew and esteemed within the EFLM, for having chaired the Working Group Congresses and Postgraduate Education (WG-CPE) for many years and for having contributed to remarkably enhanced the visibility and acknowledgment of EFLM through EFLM LabX, which has enabled to boost the exchange of practical knowledge and skills in Laboratory Medicine inside and outside EFLM National Societies. The EFLM Executive Board is therefore confident that Evgenija Homsak will be a valuable and worthy successor to the former Chairs and will contribute fresh energy and new ideas along the fruitful and challenging path of her predecessor, Dr. Gilbert Wieringa.

Consensus-based recommendations on laboratory testing for dyslipidemia produced by the EAS and EFLM

by Michel Langlois, Chair of EFLM Working Group Guidelines (WG-G)

An important prerequisite to address present and future challenges of cardiovascular risk prediction is the harmonisation of serum lipid and lipoprotein profiles produced by laboratory tests and techniques. To that end, the multidisciplinary Joint Consensus Panel of the European Atherosclerosis Society (EAS) and EFLM published recommendations on the quantification of atherogenic lipoproteins in nonfasting and fasting blood samples (1). This document aims to provide appropriate guidance on the pre-analytical, analytical, and post-analytical phases of laboratory testing of atherogenic lipoproteins. The key recommendations are summarized in the table. This guideline is the product of successful collaboration between clinical and laboratory medicine specialists represented by two European Societies. The Consensus Panel members were nominated in 2014 by EAS and EFLM to represent worldwide expertise across clinical and laboratory management of dyslipidemia. This guideline embodies the consensus-based recommendations previously produced by the Panel (2,3) and was critically reviewed by independent experts of the EFLM Task Group on Cardiac Markers (TG-CM), chaired by Päivi Laitinen, who were not involved in the initial publications by the Panel. A first version of the guideline document underwent public consultation by the EFLM National Societies in 2019. Comments were received from 11 Societies and have been taken into account during the revision of this document. The revised version has been sent for final voting to all 40 National Societies and was positively voted by 29 Societies (1 negative vote was received and 10 Societies did not vote). This means that this document should be considered an official EFLM statement. We greatly appreciate the comments and suggestions received from EFLM National Societies and their appointed reviewers.

Table. Key EAS-EFLM recommendations published for quantifying atherogenic lipoproteins.

Pre-preanalytical phase (test ordering)
Comprehensive testing of atherogenic lipoproteins should include tests to assess the risk conferred by LDL particles, remnant particles and, at least once, Lp(a).
Preanalytical phase (test sampling)
Fasting is not routinely required for assessing the lipid profile; it may be considered when nonfasting triglycerides are ≥4.5 mmol/L (400 mg/dL).
Analytical phase (test measurement)
On-treatment follow-up of measured or calculated LDL-cholesterol should be performed with the same method. The Martin-Hopkins equation may be preferable for calculation of LDL-cholesterol in patients with low LDL concentration <1.8 mmol/L (70 mg/dL) and in non-fasting samples. Lp(a)-corrected LDL-cholesterol should be assessed in patients with suspected high Lp(a), including in those who respond poorly to LDL-lowering therapy. Apolipoprotein B assays most accurately measure the overall burden of atherogenic particles in the fasting and nonfasting state.
Postanalytical phase (test reporting)
Laboratories should automatically calculate and report non-HDL-cholesterol on all lipid profiles. Flagging of abnormal concentrations should be based on decision thresholds. Extremely high concentrations beyond the reference interval should alert clinicians with interpretative commenting, including to screen for Familial Hypercholesterolemia (FH).
Post-postanalytical phase (test interpretation and use)
LDL-cholesterol is the primary target of lipid-lowering therapy. When LDL goal is achieved, non-HDL cholesterol or apolipoprotein B should be preferred as secondary treatment targets to reduce residual risk.

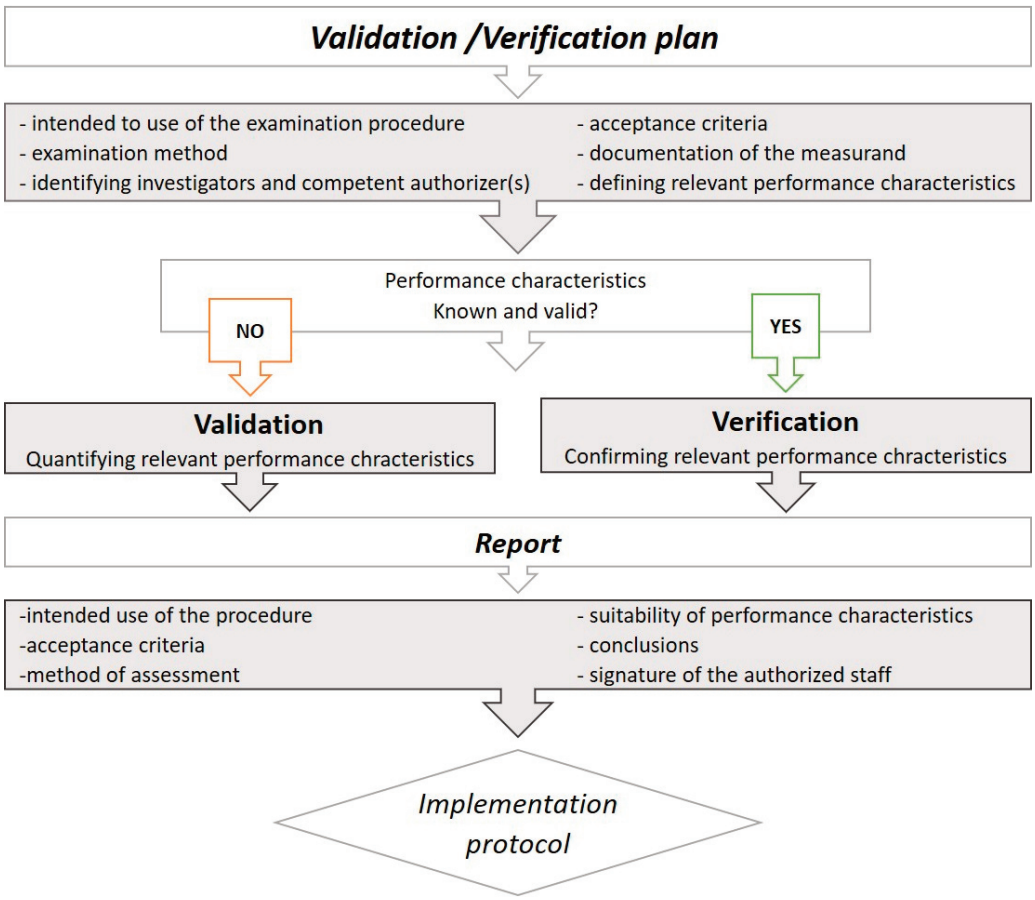
References

1. Langlois MR, Nordestgaard BG, Langsted A, Chapman MJ, Aakre KM, Baum H, Borén J, Bruckert E, Catapano A, Cobbaert C, Collinson P, Descamps OS, Duff CJ, von Eckardstein A, Hammerer-Lercher A, Kamstrup PR, Kolovou G, Kronenberg F, Mora S, Pulkki K, Remaley AT, Rifai N, Ros E, Stankovic S, Stavljenic-Rukavina A, Sypniewska G, Watts GF, Wiklund O, Laitinen P. Quantifying atherogenic lipoproteins: Consensus-based recommendations from EAS and EFLM. Clin Chem Lab Med 2019 Dec 19 doi: https://doi.org/10.1515/cclm-2019-1253 Epub available at https://www.degruyter.com/view/j/cclm.ahead-of-print/cclm-2019-1253/cclm-2019-1253.xml.
2. Nordestgaard BG Langsted A, Mora S, Kolovou G, Baum H, Bruckert E, Watts GF, Sypniewska G, Wiklund O, Borén J, Chapman MJ, Cobbaert C, Descamps OS, von Eckardstein A, Kamstrup PR, Pulkki K, Kronenberg F, Remaley AT, Rifai N, Ros E, Langlois M. Fasting is not routinely required for a lipid profile: Clinical and laboratory implications including flagging at desirable concentration cut-points – a joint consensus statement from the European Atherosclerosis Society and European Federation of Clinical Chemistry and Laboratory Medicine. Eur Heart J 2016;37:1944-58.
3. Langlois MR, Chapman MJ, Cobbaert C, Mora S, Remaley AT, Ros E, Watts GF, Borén J, Baum H, Bruckert E, Catapano A, Descamps OS, von Eckardstein A, Kamstrup PR, Kolovou G, Kronenberg F, Langsted A, Pulkki K, Rifai N, Sypniewska G, Wiklund O, Nordestgaard BG. Quantifying atherogenic lipoproteins: Current and future challenges in the era of personalized medicine and very low concentrations of LDL cholesterol. A consensus statement from EAS and EFLM. Clin Chem 2018;64:1006-33.

Validation and verification of examination procedures in medical laboratories: opinion of the EFLM Working Group Accreditation and ISO/CEN standards (WG-A/ISO) on dealing with ISO 15189:2012 demands for method verification and validation

by Roseri Roelofsen-de Beer, Jos Wielders, Guilaine Boursier, Tatjana Vodnik, Florent Vanstapel, Willem Huisman, Ines Vukasović, Michel Vaubourdolle, Çiğdem Sönmez, Solveig Linko, Duilio Brugnoni, Christos Kroupis, Maria Lohmander, Luděk Šprongl, Francisco Bernabeu-Andreu, Pika Meško Brguljan and Marc Thelen. Clin Chem Lab Med 2019.
Full text available here.
Reported by Adina Huțanu, EFLM Communication Committee Member; Romanian Association of Laboratory Medicine, Department of Laboratory Medicine, George Emil Palade University of Medicine, Pharmacy, Science and Technology Tîrgu Mureș, Romania.

This paper reflects the opinion of the European Federation of Clinical Chemistry and Laboratory Medicine (EFLM) Working Group Accreditation and ISO/CEN standards (WG-A/ISO). It aims to provide guidance for drawing up local/national documents about validation and verification of laboratory methods, throughout a number of recommendations on risk evaluation in different stages of method implementation in accordance with ISO 15189:2012, the standard for quality management system in medical laboratories. This opinion paper provides a structured approach, ensuring that the local demands are met under local circumstances, the performance characteristics are fulfilled and the intended quality can be delivered. In accordance with ISO 15189:2012, the examination procedure shall be subjected to validation/verification prior to being introduced in the laboratory routine. The documents associated with a validation or verification consists of a validation/verification plan, results (including a raw data), validation/verification report including the examination of the acceptance criteria and implementation. Following figure briefly outlines the main steps in the process of protocol implementation in medical laboratories.



The described approach valorizes the competences of the specialist in laboratory medicine to assess the requirements and specifications needed for a new examination procedure in the medical laboratory and to carry out an appropriate verification or validation in accordance with ISO 15189.

PREDICT: a checklist for preventing preanalytical diagnostic errors in clinical trials

by Giuseppe Lippi, Alexander von Meyer, Janne Cadamuro and Ana-Maria Simundic, for the European Federation of Clinical Chemistry and Laboratory Medicine (EFLM) Working Group for Preanalytical Phase (WG-PRE). Clin Chem Lab Med 2019 doi.org/10.1515/cclm-2019-1089
Full text available here.
Reported by Merve Sibel Gungoren, EFLM Communication Committee, Chair WG Promotion and Publications

This opinion paper from the European Federation of Clinical Chemistry and Laboratory Medicine (EFLM) Working Group for Preanalytical Phase (WG-PRE) aims to fill the gap for preanalytical guidance lacking in clinical trials. The paper explains the potential consequences of preanalytical errors in clinical trials and offers solutions to manage preanalytical variability. The most important preanalytical aspects of blood sample management in clinical studies, and thus encompassing test selection, patient preparation, sample collection, management and storage, sample transportation, as well as specimen retrieval before testing. The checklist for preventing preanalytical diagnostic errors in clinical trials (PREDICT) provides a step-by-step approach consisting of 6 main sections with 31 items to be checked. These recommendations will provide a useful contribution for increasing the success rate in clinical trials.

CHANGING OF THE GUARD IN EFLM NATIONAL SOCIETIES

Changing of the Guard in EFLM National Societies

by Silvia Cattaneo, EFLM Office

A warm welcome to the new incoming National Society officers and a great thank you to the outgoing EFLM National Representatives and National Society Presidents for the support to EFLM activities during their terms of office.

German Society of Clinical Chemistry and Laboratory Medicine
Prof. Mariam Klouche (LADR GmbH, Medizinisches Versorgungszentrum Bremen) is the new EFLM National Representative for the German Society of Clinical Chemistry and Laboratory Medicine replacing Prof. Michael Vogeser.

Association of Clinical Biochemists in Ireland
Dr. Sean Costelloe (Dept of Clinical Biochemistry, Cork University Hospital) is the new President of the Association of Clinical Biochemists in Ireland replacing Dr. Graham Lee.

SIBioC - Laboratory Medicine (The Italian Society of Clinical Biochemistry and Clinical Molecular Biology)
Dr. Laura Sciacovelli (Dept of Laboratory Medicine, University Hospital Padova) is the new President of the The Italian Society of Clinical Biochemistry and Clinical Molecular Biology replacing Prof. Sergio Bernardini.

Latvian Society of Laboratory Specialists
Dr. Dagne Gravele (Stefan S Nicolau Institute of Virology, Bucharest) is the new President of the Latvian Society of Laboratory Specialists replacing Dr. Dzintars Ozolins after his premature death. EFLM deepest condolences goes to Dr. Ozolins' family and to the Latvian Society of Laboratory Specialists.

Macedonian Society of Medical Biochemistry and Laboratory Medicine
Prof. Jasna Bogdanska (Medical Faculty, University "Ss. Cyril and Methodius", Skopje) is the new EFLM National Representative for the Macedonian Society of Medical Biochemistry and Laboratory Medicine replacing Prof. Sonja Kuzmanovska.

Spanish Association of Clinical Laboratory
Dr. Antonio Rider Pérez (Laboratorio Análisis Clínicos Dr. Rider, Seville) is the new President of the Spanish Association of Clinical Laboratory replacing Dr. Rafael Calafell Clar.

NEWS FROM EFLM NATIONAL SOCIETIES

News from Society of Medical Biochemists of Serbia

The 22nd annual Prof. Ivan Berkeš Scientific Conference

by Snežana Jovičić, Society of Medical Biochemists of Serbia

Society of Medical Biochemists of Serbia (SMBS) and the Scientific Foundation „Professor Ivan Berkeš" organized for the twenty second time the annual Scientific Conference dedicated to the life and work of the esteemed prof. dr Ivan Berkeš, one of the founders of medical biochemistry in former Yugoslavia. The Conference is the occasion when the best graduate students of the Faculty of Pharmacy, University of Belgrade are awarded by the Scientific Foundation "Professor Ivan Berkeš".
The 2019 Annual Scientific Conference "Professor Ivan Berkeš" was co-organized and hosted by the Faculty of Pharmacy, University of Belgrade. It gathered over 200 participants –students, older colleagues who were the students of Professor Berkeš, young graduated medical biochemists, and teachers of the Faculty of Pharmacy. Traditional guests were the family members of Professor Berkeš – his son and grandson, with their families. This traditional meeting of students and professors of the Faculty of Pharmacy, honoring the legacy of one of its most distinguished professors. was held on 28 November 2019. Prof. Nada Majkić-Singh, traditionally the organizer, with her opening words greeted the participants and reminded us of the history, the idea of foundation, and the significance of the Conference, as well as of the life and work of the Professor Ivan Berkeš, whom it honors. Following the welcoming address of the Dean of the Faculty of Pharmacy, prof. dr Slađana Šobajić, prof. Majkić-Singh, presented awards of the Foundation. This year's recipients were Tijana Vučković, Master of Pharmacy-Medical Biochemist, and Teodora Bulog, Master of Pharmacy. During the scientific part of the program, chaired by prof. dr Svetlana Ignjatović and prof. dr Vesna Spasojević-Kalimanovska, this year's defended doctoral thesis at the Departments of Medical Biochemistry and Toxicology of the Faculty of Pharmacy, University of Belgrade, were presented. This year, their doctoral theses also presented the colleagues from the Departments of Biochemistry of the Faculty of Medicine, University of Niš and of the Faculty of Medicine, University of Novi Sad. The first speaker was dr Tamara Gojković, with her thesis on the influence of the importance of cholesterol synthesis and absorption markers determination in healthy subjects and patients with ischemic heart disease. Dr Danijela Ristovski Kornic's thesis

was about the determination of myeloperoxidase and lipoprotein subclasses distribution in children and adolescents with chronic kidney disease. Antidotal efficacy of newly synthesized oximes K203 and K027 in rats acutely exposed to dichlorvos was the topic of the lecture of dr Evica Antonijević. The lecture on the effect of melatonin on parameters of oxidative damage, inflammation and neoangiogenesis in the retina of rats with streptozotocin/nicotinamide induced type 2 diabetes mellitus by dr Branka Djordjević followed. The conference closed the doctorate of dr Dragana Milošević on the connection between selected parameters of complete blood count, glycoregulatuon and the presence of degenerative complications in type 2 diabetes mellitus.

Figure 1. Dean of the Faculty of Pharmacy, prof. dr Slađana Šobajić, and prof. Nada Majkić-Singh

Figure 2. Laureat of the award Teodora Bulog, Master of Pharmacy, with prof. Nada Majkić-Singh

Figure 3. Laureat of the award Tijana Vučković, Master of Pharmacy-Medical Biochemist, with prof. Nada Majkić-Singh

Figure 4. Laureats, lecturers and chairs of the Conference, from left to right – Tijana Vučković, Teodora Bulog, prof. Svetlana Ignjatović, prof. Vesna Spasojević-Kalimanovska, dr Danijela Ristovski-Kornic, prof. Nada Majkić-Singh, dr Evica Antonijević, dr Dragana Milošević, dr Branka Djordjević, and dr Tamara Gojković

The SEQC^{ML} attends the 'Technology and Health 2019' awards ceremony

by Josefina Mora, Executive Secretary of SEQC^{ML} Board

Once again, the **Technology and Health Foundation (FTyS)**, with the collaboration of the **Spanish Federation of Health Technology Companies (Fenin)**, has presented its ***"Technology and Health 2019"*** awards, at an event chaired by **María Luisa Carcedo, Minister of Health, Consumer Affairs, and Social Welfare,** which spotlighted the importance of health technology.

The **SEQC^{ML}**, represented by Dr. Francisco A. Bernabeu Andreu, was present at this event as a **patron of the Foundation**, an entity that has established itself as a strategic partner for professionals and for the healthcare system, useful for patients, and always with the firm vocation to listen and provide solutions, according to the words of its president, José Luis Gómez

During the awards ceremony, Margarita Alfonsel, Secretary of the Board of Trustees of the Technology and Health Foundation and Secretary General of Fenin, explained that the Foundation dedicates great efforts to recognizing and rewarding those who, with their daily work, contribute to bring healthcare technology closer to all patients, "so that wherever there is a medical need, there is also a healthcare technology to respond".

This year's winners were:

- **Fenin Prize for "Health Technology Innovation 2019",** to Professor Luis Fernández-Vega Sanz, Professor of Ophthalmology at the University of Oviedo, head of the Ophthalmology Service of the General Hospital of Asturias, and medical director of the Fernández-Vega Ophthalmological Institute.
- **"Foundation Recognition 2019"**, to the Institute for Validation of Clinical Efficiency (IVEc) of HM Hospitals, for the creation of an innovative platform for the analysis of real clinical data that allows for evaluation of the cost-effectiveness of health technologies and provides professionals with the necessary information to make the best possible clinical decisions.
- **Award for the "Best Patient Support Organization 2019",** to the Spanish Breast Cancer Federation (FECMA), which represents more than 45,300 women affected by this pathology.
- **Award for the "Best Chronics Program Promoted by an Autonomous Community 2019"** for the "Strategy for the care of chronic patients", of the Ministry of Universal Health and Public Health of the Valencian Community.
- **Award for the "Best Education and Prevention Program Promoted by an Autonomous Community 2019"** to the Ministry of Health of the Xunta de Galicia for its "Escola Galega de Saúde for Cidadáns", an initiative whose mission is to promote a health system oriented towards efficiency and proper use of resources, and towards innovation.
- **Award for the "Technological Innovation in Health Promoted by an Autonomous Community 2019**" for the "Neurodegeneration, brain damage, and healthy aging project", of the Basque Center On Cognition, Brain, and Language, promoted by the Basque Department of Health.
- **"Fenin Prize for Entrepreneurship in Health Technology 2019"**, to the Spanish Social Diabetes brand for its platform for diabetes self-management.

The event has had a significant impact in the media, both in the health sector and in general information, as well as in all fields. The SEQC^{ML} has been a patron of the FTyS since 2007 and we are very proud to have had the opportunity to participate in a forum of this nature, which put the focus on the value of health technology and the work and performance of professionals for people's well-being.

Snapshot of the "Technology and Health 2019" awards ceremony

About the Spanish Society of Laboratory Medicine (SEQCML) at: www.seqc.es.

IFCC NEWS

THE IFCC WORLDLAB SEOUL 2020 (May 24-28)
is ready to welcome participants from all over the world! It will cover all scientific and technological aspects of Laboratory Medicine.
The Preliminary Programme is complete! Take your time to go through the program of each session and find out the WorldLab innovations.
Visit www.seoul2020.org
Contact: info@seoul2020.org
Visit the Registration section and **enjoy the early registration discounts** available until **31 March 2020!**

LAST CHANCE TO SUBMIT BEST PRACTICES FOR 2020 HEALTHCARE EXCELLENCE AWARDS
Laboratory Medicine is vital to healthcare. Integrated clinical care teams that work together to achieve measurably better healthcare are eligible to receive global (and area) recognition for their best practices via the UNIVANTS of Healthcare Excellence Award.
The UNIVANTS of Healthcare Excellence Award is a prestigious, global honor awarded annually to healthcare teams who have achieved measurable benefits to patients, payors, clinicians and health systems. Last year, twelve teams across the globe were recognized for achieving measurable improvements in healthcare, with 8 of the 12 teams, including all 3 top winners, originating in Europe. More details about the award-winning best practices from 2019 and/or minimum award eligibility can be found on the award program website at www.UnivantsHCE.com.
The deadline for 2020 applications is February 28, 2020. Thus, if your health system has utilized laboratory data in unique and/or avant-garde ways to implement a new process, clinical pathway or valued algorithm(s) to achieve beneficial outcomes in the form of key performance indicators (KPIs), you are encouraged to submit a best practice for 2020.
All applications are independently assessed by 7 world leading healthcare organizations including IFCC, AACC, NAHQ, EHMA, IHE, NAHQ, and Modern Healthcare. These partner organizations have collaborated in partnership with Abbott Laboratories to reward and recognize impressive best practices of healthcare excellence across the globe to other healthcare teams and stakeholders, while also inspiring new partnerships and best practices based on proved success. The time is NOW to be part of this GREAT program.

Calendar of EFLM events and events under EFLM auspices

Do not miss the opportunity to have your event listed here.
Apply for EFLM auspices! For more information visit here or email eflm@eflm.eu

6-7 February 2020
International Congress on Quality in Laboratory Medicine
Helsinki (FI) Click here for information

19-21 February 2020
V. Turkish In vitro Diagnostic (IVD) Symposium "Health Biotechnology"
Izmir (TR) Click here for information

26-27 February 2020
EFLM Postgraduate Course on Biostatistics in Laboratory Medicine in collaboration with the Royal Belgian Society of Laboratory Medicine
Bruxelles (BE) Click here for information

25 March 2020
42nd LABAC Conference "First international conference on in vitro hemolysis"
Paris (FR) Click here for information

15-18 April 2020
13th International & 18th National Congress on Quality Improvement in Clinical Laboratories
Tehran (IR) Click here for information

12-14 May 2020
Vårmöte, Klinisk Kemi 2020
Umea (SW) Click here for information

14-16 May 2020
15th Baltic Congress of Laboratory Medicine
Riga (LV) Click here for information

22-24 May 2020
XVth International Congress of Paediatric Laboratory Medicine
Seoul (KR) Click here for information

9-12 June 2020
XXXVII Nordic Congress in Medical Biochemistry
Trondheim (NO) Click here for information

23-25 June 2020
Swiss MedLab 2020
Bern (CH) Click here for information

18 September 2020
5th Conference of Kosovo Association of Clinical Chemistry
Pristhina (XK) Click here for information

23-25 September 2020
XXII Serbian Congress of Medical Biochemistry and Laboratory Medicine and 16th Belgrade Symposium for Balkan Region
Belgrade (SRB) Click here for information

27-29 August 2020
60th Meeting of the Hungarian Society of Laboratory Medicine
Miskolc (HU) Click here for information

28 September - 1 October 2020
The 10th Santorini Conference "Systems medicine and personalised health & therapy" - The odyssey from hope to practice: Patient first - Keeps Ithaca always in your mind
Santorini (GR) Click here for information

27-28 November 2020
3rd EFLM Strategic Conference "Demand Management"
Zagreb (HR) Click here for information

25-26 March 2021
6th EFLM Conference on Preanalytical Phase - Biannual Conference organized by the EFLM Working Group on "Preanalyical Phase" in collaboration with BD
Zagreb (HR)

16-20 May 2021
EuroMedLab 2021 - 24th IFCC-EFLM European Congress of Clinical Chemistry and Laboratory Medicine
Munich (DE) Click here for information

10-11 June 2021
8th International Symposium on Critical Care Testing and Blood Gases
Biarritz (FR) Click here for information