



The Royal College of Pathologists

Pathology: the science behind the cure

Scotland Regional Council – Mission and Strategy

Developing a mission and strategy for the Royal College of Pathologists Scotland Regional Council

The Royal College of Pathologists has recently published a refreshed strategy that includes mission and vision statements¹. How best do we see this being implemented in the four UK nations? Specifically, how best do we set the College strategy in the Scottish context?

What follows is a position paper that is designed to establish implementation of the College strategy in Scotland and how the Scottish Regional Council will lead that process. This is about facilitating discussion towards a consensus about what is important and how we deliver against agreed objectives. What follows is not “set in stone” – rather it is a starting place.

What are we trying to achieve?

- Recognition of the importance of the people who are pathologists in Scotland: making people central and fitting systems and processes around them.
- Enhancing the College’s influence on Scottish NHS decision makers to benefit the quality of pathology services and the environment in which staff work and learn. This will, in turn, facilitate recruitment and retention and so the quality of services available to patients.
- Ensuring the Council and College are seen as relevant to fellows and members.
- Developing communications from and to fellows and members with the Council.
- Sharing good practice from Scotland with the rest of the College fellowship and membership.

What are we doing now?

- Whilst we understand ourselves that people are central to what we do, we perceive a focus on systems and processes and the expectation that pathologists will fit into these.
- Whilst attempting to influence, we feel our voice is less effective than it might be – “pathology’s turn” is last on the list.
- The activities of the College in supporting what we all do does not achieve the profile it might.
- We think we can improve what and how we communicate around the Council and its activities.
- We think we can improve the profile of Scotland and Scottish pathology to share good practice around the four UK nations.

¹ RCPATH Strategy 2018-2021: <https://www.rcpath.org/resourceLibrary/rcpath-strategy-2018-2021.html>

How do we get from where we are to where we want to be?

- This is our collective challenge and is the meat of this process.
- Part of this is about discussion of what precedes this section – do we as a Council agree the statements above? Can we add to them; or remove components to reach a consensus?

Cost benefit analysis

- Can we prioritise what we think we need to do and what we want to do?
- What gives us the most gain for the least expenditure in terms of revenue and time?