



Veterinary pathology recruitment: challenges and solutions

A Meeting Pathology Demand briefing

Introduction

What is veterinary pathology?

Veterinary pathology is the branch of pathology concerned with the investigation of disease and disease processes in non-human species. It underpins all aspects of clinical disease management in veterinary medicine and is essential to biomedical research, human and animal drug development, and animal health surveillance, which protects human food supplies.

Who are veterinary pathologists?

Veterinary pathologists are veterinary surgeons who usually have postgraduate training in clinical or anatomic pathology. Veterinary anatomic pathology is concerned with the investigation of pathological changes in tissues, and veterinary clinical pathology is concerned with the investigation of changes in body fluid or cellular samples. Veterinary pathologists tend to specialise in particular species groups, including laboratory animals, small domestic animals, large domestic animals, fish, exotic species and birds.

What are the key workforce issues in veterinary pathology?

Veterinary pathologists are employed in a range of sectors, and increasing demand and difficulties in recruitment have been an issue for several years. There is a need to better understand the issues and barriers to recruitment in the UK in order to address them.

UK-based veterinary pathologists who provide diagnostic results to veterinary surgeons must be registered with the Royal College of Veterinary Surgeons (RCVS). Registration with the RCVS is achieved by qualifying from either an RCVS-accredited veterinary school or by taking the statutory RCVS membership exam.

As a result of the current difficulties in recruiting veterinary pathologists in the UK, a small number of organisations have recruited veterinary pathologists from outside the UK who cannot automatically register with the RCVS. Under these circumstances, the recruited individual can register on a temporary basis with the RCVS for up to five years, after which time they are expected to pass the RCVS statutory membership exam.

Historically, veterinary pathologists have been able to renew their temporary registration multiple times without sitting the statutory exams. However, because registration with the RCVS allows a vet to work in any area of clinical veterinary practice, the RCVS now takes a stronger position, expecting that temporary registration will normally be for a maximum of five years. Those on the temporary register can only work in specified areas.

As part of the Royal College of Pathologists' Meeting Pathology Demand series, we carried out a survey of the veterinary pathology workforce to help identify the issues affecting recruitment into this specialty and to provide an accurate picture of the workforce. Previous data collection on the veterinary pathology workforce has been limited to the numbers of pathologists and their areas of work and has not examined recruitment specifically. The results of this survey are intended to become a baseline for any future data collections.

This report contains the findings of the survey, which was sent to the heads of pathology of the major employers of veterinary pathologists in the UK to complete between 1 September 2020 and 23 October 2020. (The original deadline of 30 September 2020 was extended owing to the ongoing COVID-19 pandemic.)

The results of our survey highlight the challenges facing veterinary pathology, including the limited pool of candidates to recruit from, discrepancies in pay between organisations and difficulties in finding suitably experienced veterinary pathologists, particularly when recruiting to specialist areas.

Summary

The survey was open between 1 September 2020 and 23 October 2020. The combined response rate to our survey was 74%.

The following findings emerged from the data:

- of the 28 organisations that responded to the question of whether they had tried to recruit to anatomic pathology posts since July 2018, 15 indicated they had tried to recruit and, of these, 13 (87%) were successful in recruiting, with an average of 2.7 applicants per post advertised
- of the 28 that responded to the question of whether they had tried, either successfully or unsuccessfully, to recruit to clinical pathology posts since July 2018, eight had tried to recruit and, of these, six (75%) were successful in recruiting, with an average of 2.4 applicants per post advertised
- veterinary pathology employers ranged from small independent practices with five or fewer pathologists (54% of respondents), up to very large organisations that employed ten or more pathologist (25% of respondents)
- the survey indicated that few veterinary pathologists (seven anatomic pathologists and three clinical pathologists) were on the temporary RCVS register.



Findings

Response rate

Of the 38 organisations across the UK and Eire that were sent a copy of the survey, 35 responded (92%) and three did not (8%). Of the 35 responses, four started but did not complete the survey (10.5%) and three said the survey was not appropriate to their organisation or that they had left the organisation (8%).

Workforce

Veterinary pathologists work across a range of organisations, with most working in universities/academia, diagnostic laboratories or for government-funded agencies, such as the Animal and Plant Health Agency (APHA).

Table 1: What type of organisation do you represent?

What type of organisation?	Number of organisations
Academic/university	8
Contract Research Organisation (CRO)	2
Diagnostic laboratory	6
Government	6
Pharmaceutical company	2
Other (please specify)	4
Total	28

Figure 1: What type of organisation do you represent?



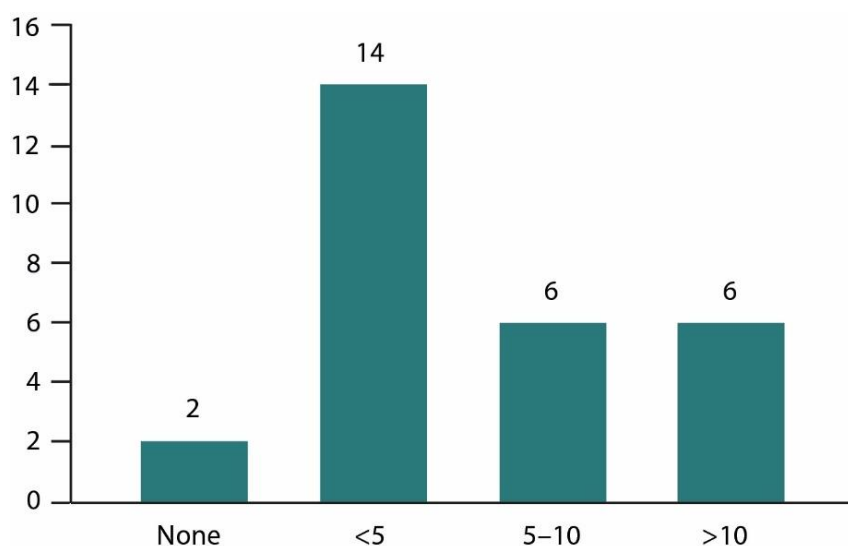
Of the responses received, most organisations (16) have fewer than five veterinary pathologists in post. Six organisations have five to ten in post and six organisations have ten or more in post.



Table 2: Range of veterinary pathologists employed by your organisation.

Range of veterinary pathologists employed	None	<5	5-10	>10
Academic/university	1	2	5	
Contract Research Organisation (CRO)				2
Diagnostic laboratory		4		2
Government	1	4		1
Pharmaceutical company			1	1
Other		4		
Total	2	14	6	6

Figure 2: Range of veterinary pathologists employed by your organisation.



Recruitment to anatomic pathology posts

The survey asked questions relating to the recruitment drives to fill anatomic pathology posts since July 2018, including the number of rounds of recruitment per post, number of applicants, the qualifications of successful applicants, where posts were advertised, when it was felt the best timing for recruitment was and estimated salary rates.

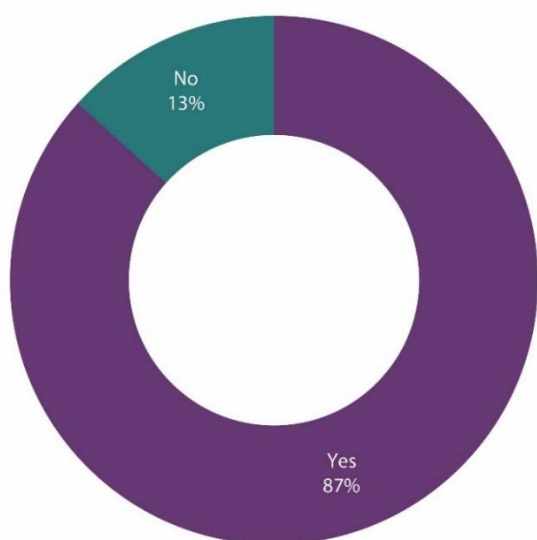
Of the 28 organisations that responded to the question of whether they had tried, either successfully or unsuccessfully, to recruit to anatomic pathology posts since July 2018, 15 had tried to recruit and, of these, 13 (87%) were successful in recruiting.



Table 3: Have you tried to recruit to anatomic pathology posts since July 2018?

Tried to recruit anatomic pathology?	Yes	No
Academic/university	5	3
Contract Research Organisation (CRO)	2	0
Diagnostic laboratory	3	3
Government	2	4
Pharmaceutical company	1	1
Other	2	2
Total	15	13

Figure 3: Were you successful in recruiting?



The majority of adverts were placed on the European College of Veterinary Pathologists (ECVP) website or the Jobs.ac.uk website, and the number of posts available ranged from one to five, but one was the most common (57.1%).

It took on average 1.6 rounds of placing an advert to recruit to the post with around 2.75 applicants per post. Potential reasons given for applicants not translating to appointments included salary, type of post, support from other pathologists, career opportunities, potential workload, etc.

Timings for recruitment

The best time to try to recruit appeared to be spring months or September, but there was variation across the different sectors. For academic posts, advertisements in spring provided the most responses, whereas diagnostic laboratories had a greater response rate across late summer and autumn.



Responses suggested that recruitment could often take up to 12 months, with one respondent stating that their organisation had a job advert for a trainee position running from 2018 to 2020 with only one suitable applicant applying in 2020. Other respondents had to extend the closing dates for the job adverts, often by over four weeks.

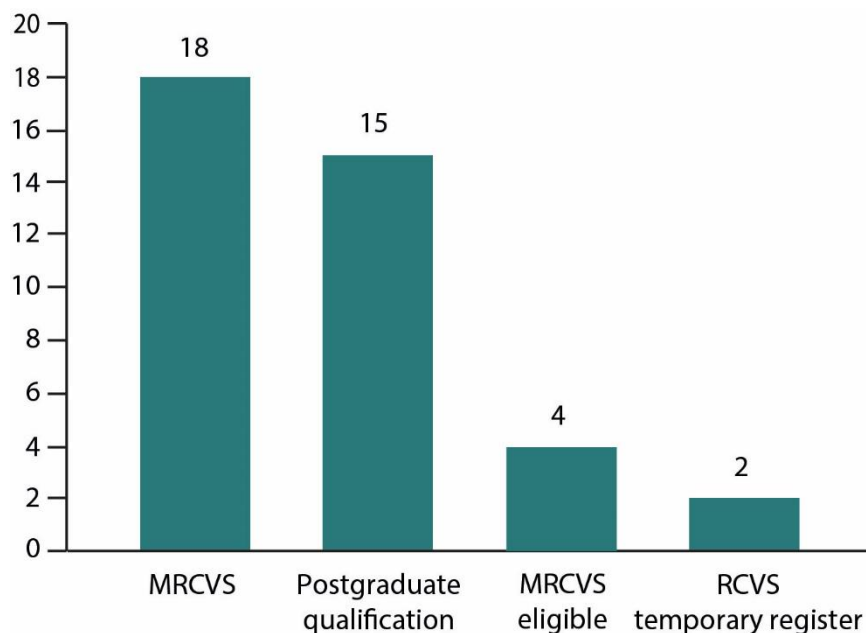
Salary

Of the 13 organisations that successfully appointed an anatomic pathologist, 11 gave an estimate of the salary rate. The rate depended upon the grade of the post on offer and the level of qualification of the successful applicant. The data showed the salary ranged widely from £28,000 to £100,000. Respondents indicated that the variation in salary rates between organisations can be an issue, with applicants leaving posts and citing pay scale as their reason for leaving.

Qualifications

There were 25 anatomic pathology appointments made between July 2018 and October 2020. Most of the successful applicants held the Membership of the Royal College of Veterinary Surgeons (MRCVS) (18), and some held a postgraduate pathology qualification (15). Four were eligible for the MRCVS and two were on the RCVS temporary register. One respondent did not answer this question.

Figure 4: Qualifications of successful applicants.



RCVS temporary register

Three organisations employ seven anatomic pathologists who are on the RCVS temporary register. Only two of these anatomic pathologists (both employed in a diagnostic laboratory) were planning to sit the RCVS statutory membership exam.



Table 4: Number of employed anatomic pathologists on the temporary register who plan to sit the RCVS statutory membership exam per type of organisation.

Type of organisation	Number employed	Will take exam?	Comment
Academic/university	4	No	
Academic/university	1	No	Granted long-term status by RCVS
Diagnostic laboratory	2	Yes	

Recruitment to clinical pathology posts

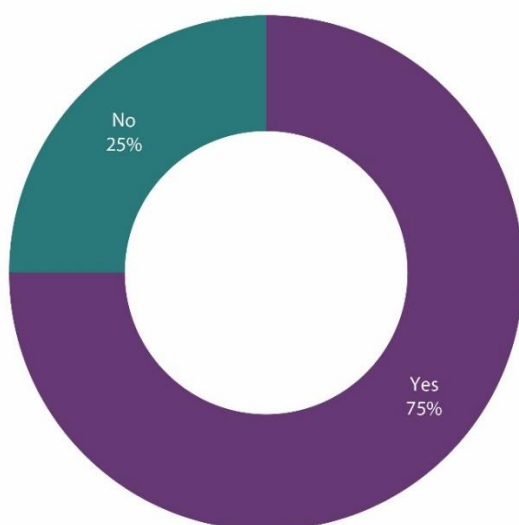
The survey asked questions relating to the recruitment drives to fill clinical pathology posts since July 2018, and these were similar to the anatomic pathology recruitment questions.

Of the 28 organisations that responded to the question of whether they had tried, either successfully or unsuccessfully, to recruit to anatomic pathology posts since July 2018, eight had tried to recruit and, of these, six (75%) were successful in recruiting.

Table 5: Have you tried to recruit to clinical pathology posts since July 2018?

Tried to recruit clinical pathology?	Yes	No
Academic/university	6	2
Contract Research Organisation (CRO)		2
Diagnostic laboratory	2	4
Government		6
Pharmaceutical company		2
Other		4
Total	8	20

Figure 6: Were you successful in recruiting?



The success rate for organisations recruiting to clinical pathology posts was less than for anatomic pathology posts (75% vs 87%, respectively). For clinical pathology posts, adverts were placed on a range of websites, with American College of Veterinary Pathologists (ACVP), European College of Veterinary Pathologists (ECVP), Vet Record Jobs and the Jobs.ac.uk websites being the most common. The number of posts available ranged from one to five, but one was the most common (83.3%). It took on average two rounds of placing an advert to recruit to the post with around 2.4 applicants per post. More rounds of advertising were required and there were fewer applicants per post for clinical posts compared with anatomic posts.

Timings for recruitment

The best time to try to recruit appeared to be June or autumn. However, responses were mixed with some respondents stating they could recruit at any time during the year and others indicating that recruitment is always difficult regardless of the time of year the adverts were placed. Advertisements for posts in academia and universities are more likely to have responses in June and autumn, whereas responses to posts in diagnostic laboratories are more evenly spread across the year.

Salary

Of the six organisations that successfully appointed a clinical pathologist, four gave an estimate of the salary rate. The salary rate on offer ranged from £35,800 to £60,000 – a much smaller range of pay compared with the anatomic pathology posts.

Qualifications

There were seven clinical pathology appointments made between July 2018 and October 2020. Most of the successful applicants had the MRCVS (six). One held a postgraduate pathology qualification, and one was on the RCVS temporary register.

RCVS temporary register

Two organisations employ three clinical pathologists who are on the RCVS temporary register. Two of these clinical pathologists were planning to sit the RCVS statutory membership exam. As with the anatomic pathologists, those employed by diagnostic laboratories stated they would sit the exam.

Table 6: Are you anticipating that clinical pathologists employed on the temporary register will take the RCVS statutory membership exam?

Sector	Yes	No	Don't know	Other	No reply
Academic/university		2		3	3
Contract Research Organisation (CRO)		1			1
Diagnostic laboratory	1			1	4
Government			1	4	1
Pharmaceutical company			1	1	
Other					4
Total	1	3	2	9	13



Table 7: Number of employed clinical pathologists on the temporary register who plan to sit the RCVS statutory membership exam per type of organisation.

Type of organisation	Number employed	Will take exam?
Academic/university	1	No
Diagnostic laboratory	2	Yes

Conclusion

The survey results highlight the difficulties of recruiting in veterinary pathology, particularly in clinical pathology, with multiple rounds of recruitment being required. Veterinary pathologists are employed in a range of sectors, and it is unclear from the analysis whether the same issues are experienced in every sector. Due to the small size of most of the organisations offering veterinary pathology services, they employ relatively low numbers of pathologists. Pathologists are employed for critical roles and, where organisations have small numbers of individuals, failure to recruit has a significant impact in terms of essential input to the service, workload, and pathologist wellbeing. Going forward, attention should be focused on improving access and funding for training opportunities for pathologists to ensure adequate numbers are trained to meet demand.

The reasons for failure to recruit are unclear from the survey; however, the low numbers of applications per post (only 2.4 applications per clinical pathology post and 2.75 per anatomic pathology post) suggest a lack of supply of veterinary pathologists. There is also a significant range of salaries, and it has been suggested that this may be an issue. However, it is unclear whether this relates to differences in levels of experience or differences between sectors. Working conditions, work environments, institutional support and career opportunities are all factors that would be useful to question in future surveys.

The pressure on recruitment of veterinary pathologists is likely to increase, not least because of a reduction in the number of EU pathologists coming to work in the UK as a result of EU exit, increases in companion animal populations and the proliferation of new UK veterinary schools increasing the demand for veterinary pathologists.

Moving forward

To support the specialty, the College is making the following recommendations.

Recommendation 1: Commence a workforce survey in 2022/2023.

This survey will gather further information on recruitment pressures in veterinary pathology, with a view to creating a guide to support recruiting organisations in maximising their success rates.



Recommendation 2: Review internal and external workforce data to assess international representation.

Workforce data that is available will be reviewed to establish whether the proportion of internationally qualified veterinary pathologists is representative when compared with the veterinary and pathology fields more generally.

Recommendation 3: Use different communication outputs to improve the visibility of veterinary pathology.

To increase the number of applicants for veterinary pathology posts and help ease recruitment pressures, more people need to be encouraged into the specialty. The following have been suggested:

- increase training opportunities and promotion of veterinary pathology as an attractive career path by running a summer school, a pathology career day, joint events with the RCVS and a sponsored lecture at each of the vet schools
- highlight the importance of veterinary pathology in public health and food safety by showcasing careers in this area on the College website, ensuring the SAC has a representative working in this area and highlighting the role of pathologists in veterinary surveillance
- create content for the College *Bulletin* to highlight careers in veterinary pathology.

Recommendation 4: Commence the next survey on the veterinary pathology workforce (including veterinary microbiology) within five years of the 2022/2023 survey.

Undertaking the next survey within five years will help establish trends and patterns and allow action to be taken where required.

Action plan

The College is suggesting the following actions.

Action	Timeline	Owner
Deliver a veterinary pathology summer school	2022/2023	Veterinary Pathology Specialty Advisory Committee (SAC)
Draft a veterinary pathology careers article for the College <i>Bulletin</i>	2023	Veterinary Pathology SAC Chair and trainee reps
Establish a College veterinary pathology trainee forum	2024	Veterinary pathology trainee representatives
Launch a veterinary pathology workforce survey	2025	Veterinary Pathology SAC
Draft and launch an advertising campaign for College veterinary pathology exams	2025	Veterinary Pathology SAC



Appendix A: Results from the survey

Workforce data

What type of organisation do you represent?

What type of organisation?	Number	Percentage
Academic/university	8	28.6%
Contract Research Organisation (CRO)	2	7.1%
Diagnostic laboratory	6	21.4%
Government	6	21.4%
Pharmaceutical company	2	7.1%
Other (please specify)	4	14.3%

How many veterinary pathologists are employed by your organisation?

Vet paths employed?	Number	Percentage
None	1	3.6%
<5	15	53.6%
5–10	6	21.4%
>10	6	21.4%

Anatomic pathology posts

Are you anticipating that anatomic pathologists employed on the temporary register will take the RCVS statutory membership exam?

Will take RCVS statutory membership exam?	Number	Percentage
Yes	1	3.6%
No	6	21.4%
Don't know	2	7.2%
Other	9	32.1%
No reply	10	35.7%

Recruitment

Have you tried, either successfully or unsuccessfully, to recruit to anatomic pathology posts since July 2018?

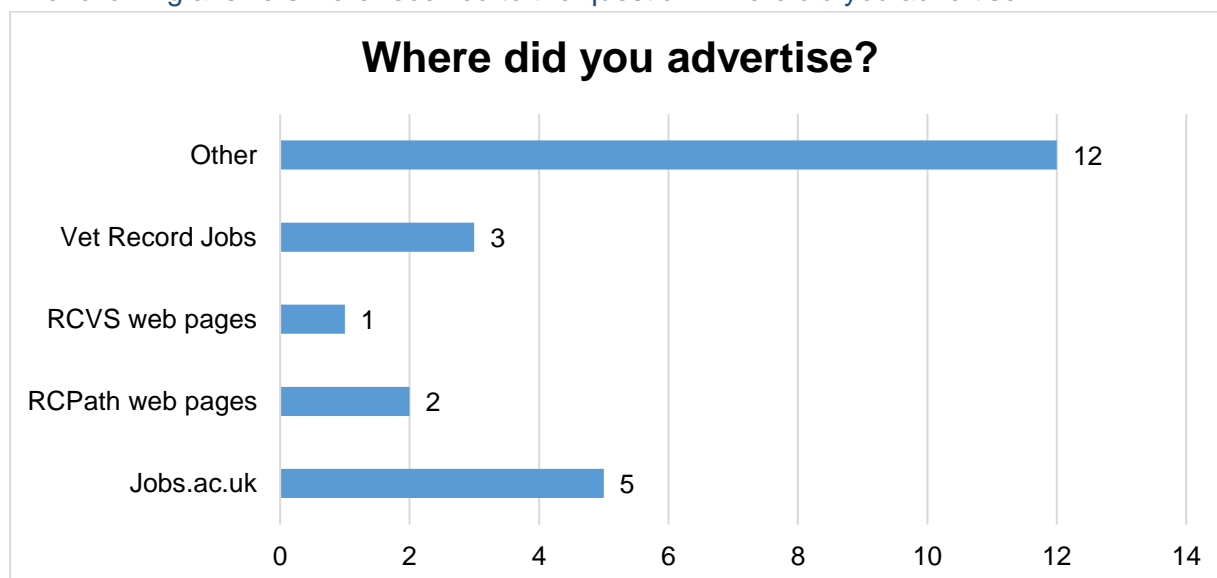
Tried to recruit anatomic pathology?	Number	Percentage
Yes	15	53.6%
No	13	46.4%

Of the 15 organisations which had tried to recruit, 13 (87%) were successful.



Advertisements

The following answers were received to the question: where did you advertise?



Those who answered, indicated the following publications:

Publication	Number of organisations
European College of Veterinary Pathologists (ECVP) website	5
Jobs.ac.uk	5
American College of Veterinary Pathologists (ACVP) website	3
LinkedIn	3
Vet Record Jobs	3
RCPATH web pages	2
American publications	1
Animal Plant and Health Agency (APHA)	1
A-Z website	1
British Society of Toxicological Pathology (BSTP) website	1
British Society of Veterinary Pathology (BSVP) website	1
European Society of Toxicologic Pathology (ESTP) website	1
European publications	1
Facebook	1
Government blogs	1
Internal job site – Government	1
RCVS website	1
Recruitment companies & direct contact	1
Total Jobs Scotland	1



Twitter	1
Vet Times	1

In answer to the question: what was the outcome of all recruitment drives since July 2018?

Recruited?	Number	Percentage
Yes	13	86.7%
No	2	13.3%

Posts recruited	Number	Percentage
0	1	7.1%
1	8	57.1%
2	1	7.1%
3	4	28.6%
4	0	0.0%
5	0	0.0%

Tried to recruit?	Number	Percentage
Yes	6	66.7%
N/A	3	33.3%

How many?	Number	Percentage
0	2	25.0%
1	1	12.5%
2	3	37.5%
3	1	12.5%
4	0	0.0%
5	1	12.5%

How many applications did you receive per post?

There was a range of one to five posts available and a range of one to three (average 1.6) rounds undertaken. There were c66 applicants with an average of 2.75 per post.

There were several comments provided regarding the applicants. These included:

- 'recruited September 2020 to start December 2020'
- 'Recruitment will take a total of 12 months'



- 'I had a job advert up in 2018, 2019 and had no applicants. Same job advert rendered me one suitable applicant recently and he is due to start in a trainee position in four weeks' time.'
- 'two candidates shortlisted – one home, one overseas; latter withdrew on the day of interviewing'
- 'global advert but not able to recruit in UK'
- 'there were applications who were not veterinary pathologist(s)'
- '(we) extended closing dates too (over four weeks)'.

Appointments

There were 25 anatomic pathology appointments made.

Of these:

- 15 had a postgraduate pathology qualification
- 18 had the MRCVS
- four were MRCVS eligible
- two were on the RCVS temporary register.

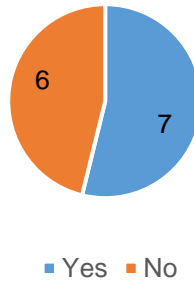
The comments included:

- 'candidate had successfully sat Part 1 of ACVP exam'
- 'we require PhD in pathology subject area – staff can receive training for boards or RCPATH'
- 'our successful recruit is PhD, Dip ECVP & ACVP'
- 'my new start is MRCVS as a graduate of a Scottish R(D)SVS. He is due to sit European boards as has completed a residency at R(D)SVS. He has Part 1 ACVP but if he passes ECVP he said he will probably not bother completing Part 2 ACVP.'



Qualifications

Is there a particular type of postgraduate pathology qualification that is difficult to obtain?



The 54% who affirmed that there is a particular type of postgraduate pathology qualification that is difficult to obtain gave the following details:

Postgraduate pathology qualification	Number
ACVP	4
ACVP Diplomate status	1
ECVP	3
ECVP Diplomate status	1
Fish focused	1
FRCPath	2
Generally difficult to get applicants	1

Timings

If you have been successful at recruitment, when do you consider to be the best time to do it?



Salary rate

Of the 13 organisations that successfully appointed an anatomic pathologist, 11 gave an estimate of the salary rate. The rate depended upon the grade of the post on offer and the level of qualification of the successful applicant.

Lowest	Highest
£28,000	
£35,000	£60,000
£35,800	£59,135
£38,400	£41,500
£40,000	£60,000
£45,000	£65,000
£50,830	
£60,000	
£60,000	
£60,000	£80,000
£60,000	£100,000

Clinical pathology posts

The survey asked identical questions relating to the recruitment drives since July 2018.

Are you anticipating that pathologists employed on the temporary register will take the RCVS statutory membership exam?

Will take RCVS statutory membership exam?	Number	Percentage
Yes	1	3.6%
No	3	10.7%
Don't know	2	7.2%
Other	9	32.1%
No reply	13	46.4%

Recruitment to clinical pathology posts

Have you tried, either successfully or unsuccessfully, to recruit to clinical pathology posts since July 2018?

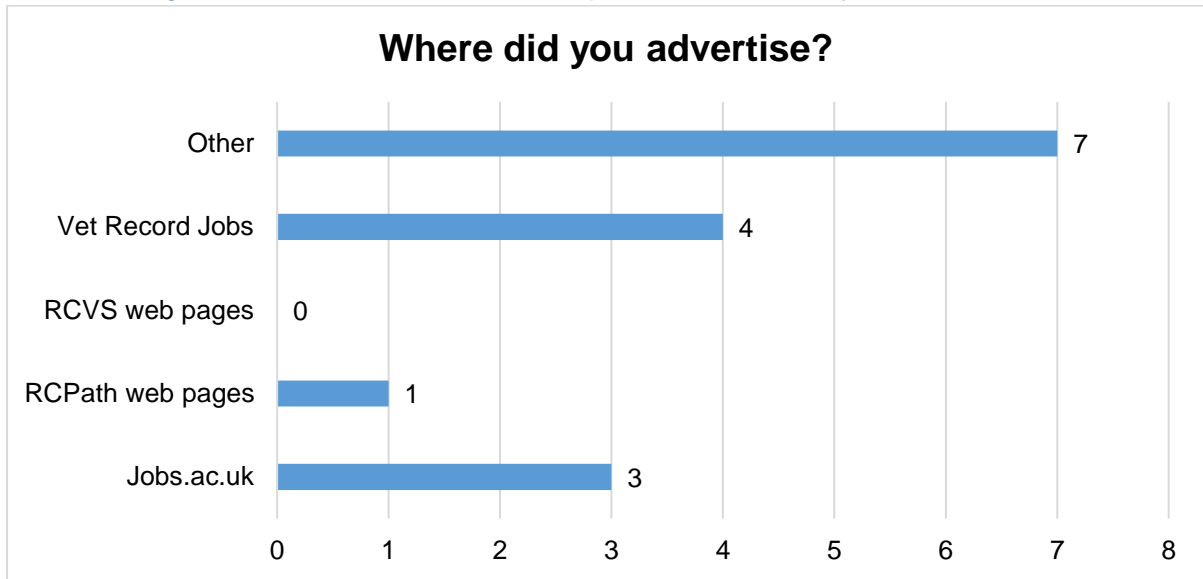
Tried to recruit clinical pathology?	Number	Percentage
Yes	8	28.6%
No	20	71.4%

Of the eight organisations that had tried to recruit, six (75%) were successful.



Advertisements

The following answers were received to the question: where did you advertise?



Those who answered, indicated the following publications:

Publication	Number of organisations
ACVP website	4
ECVP website	4
Vet Record Jobs	4
Jobs.ac.uk	3
American publications	1
CVS Careers	1
European publications	1
Indeed	1
RCPATH web pages	1
RVC website	1
Recruitment agency	1
University website	1
Vet Times	1

In answer to the question: what was the outcome of all recruitment drives since July 2018?

Recruited?	Number	Percentage
Yes	6	75.0%
No	2	25.0%



Posts recruited	Number	Percentage
0	0	0.0%
1	5	83.3%
2	1	16.7%
3	0	0.0%
4	0	0.0%
5	0	0.0%

Tried to recruit?	Number	Percentage
Yes	4	66.7%
N/A	3	33.3%

How many?	Number	Percentage
0	1	25.0%
1	1	25.0%
2	1	25.0%
3	0	0.0%
4	0	0.0%
8	1	25.0%

How many applications did you receive per post?

There was a range of one to five posts available and a range of one to eight (average two) rounds undertaken. There were 29 applicants with an average of 2.4 per post.

There were a few comments regarding the applicants. These included:

- 'both candidates withdrew prior to interviews'
- 'this was a one-year post covering maternity leave'
- '(clinical pathology recruitment was) not dealt with by me as an anatomic pathologist so cannot answer the questions below – we have been successful in appointing to clinical pathology posts advertised'.

Appointments

There were seven clinical pathology appointments made.

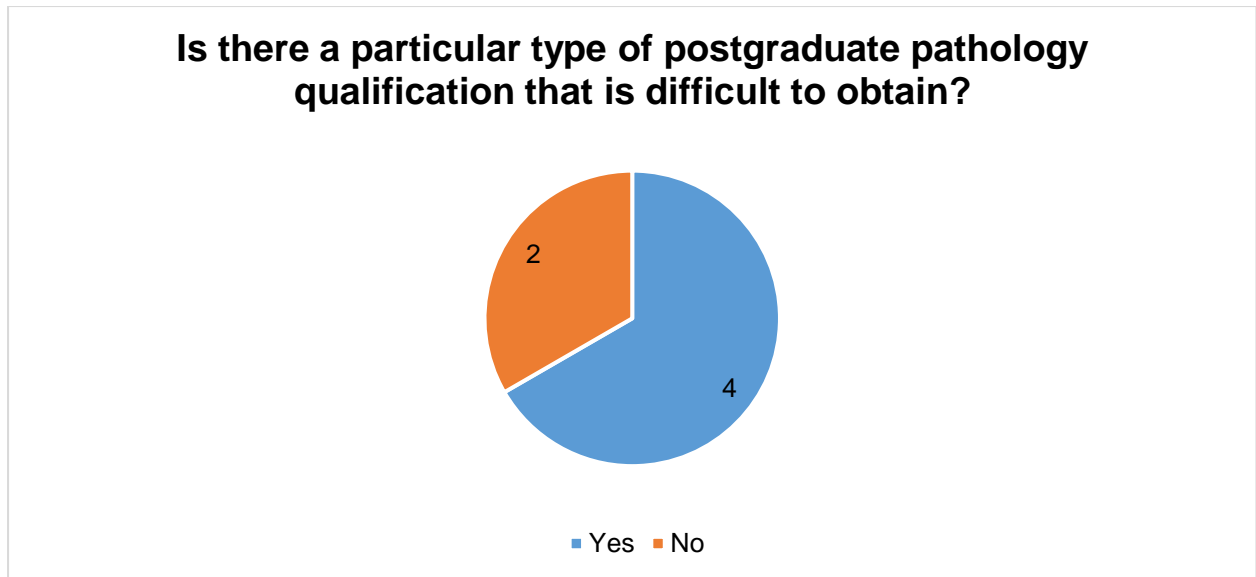
Of these:

- one had a postgraduate pathology qualification
- six had the MRCVS



- one was on the RCVS temporary register
- one commented that they gained FRCPPath once in post.

Qualifications

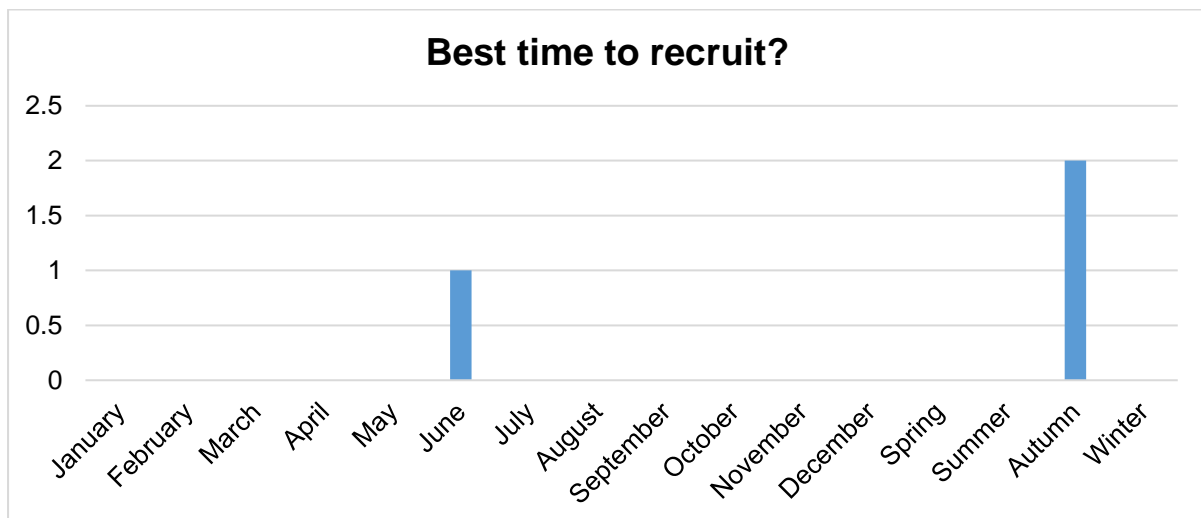


Those who replied that there was a particular type of postgraduate pathology qualification that was difficult to obtain made the following comments:

- 'MRCVS'
- 'all difficult'
- 'any clinical pathology board examination'
- 'ACVP, ECVF, ECVCP, ACVCP and FRCPPath are all challenging exams requiring years of study'.

Timings

If you have been successful at recruitment, when do you consider to be the best time to do it?



The best time to try to recruit appeared to be June (1) and the Autumn (2). The 'other' responses were 'any time' and 'always difficult'.

Salary rate

Of the six organisations that successfully appointed a clinical pathologist, four gave an estimate of the salary rate.

Lowest	Highest
£35,800	£40,300
£40,000	£50,000
£60,000	£60,000+
£60,000	

One commented that: 'Grade 7 automatically promoted to Grade 8 once FRCPATH or boards achieved (anatomic path the same).'

Comments section

There were various comments in the free-text boxes.

- 'The pool of UK-based pathologists applying for posts in the UK seems to be very limited. Joint posts between academia and industry might help in the long term.'
- 'In addition to me (permanent employee), we also use the services of two outside veterinary pathology/toxicological pathology consultants.'
- 'It is generally difficult to find pathologists within the UK. There is very little movement of candidates making it very difficult to find candidates, especially those with commercial experience.'
- 'It is very difficult to recruit experienced toxicological pathologists and to retain them. Also, jobs in diagnostics now pay competitive salaries and there is considerable competition for newly qualified board-certified candidates.'
- 'Our laboratory works in a specialised area of zoo, wildlife and aquatics. When we last recruited an anatomic pathologist, it was difficult and took about three years to find a suitable candidate. However, most applicants were from the UK or EU.'
- 'It is difficult to recruit pathologists with toxicologic(al) and pharmaceutical pathology experience. One obvious route is to recruit from CROs that specialise in toxicologic(al) pathology. However, if their pathologists are trained in house, they often lack a post-grad qualification, and so may not be suitable to be recruited into pharma roles. I am also not sure if the pharma industry in Europe is such an attractive prospect for veterinary pathologists as it used to be. The environment can be challenging and competitive and not always that supportive too, and very different from academic or diagnostic pathology.'



- 'The applicant (Nov 2019) that accepted the position advertised has moved on as of Oct 2020 citing the pay scale as reason for leaving.'
- 'Salary rates vary enormously between institutions and this can be an issue.'
- 'This is less than we would pay an entry level permanent lecturer. This post is current through to Jan 2021. It is a 12-month maternity leave cover position that really only has a diagnostic requirement and light teaching duties (i.e. no lecturing). There is no research and no admin requirement.'
- 'This survey is useful as it highlights ongoing issues with recruitment of pathologists in the diagnostic field in the UK. It should however be mentioned that in the past we have received enquiries and applications from members of the profession whose first degree is not recognised by the RCVS, requiring completion of the RCVS entrance exam. Many of these applicants have trained in Europe or the USA/Canada and achieved European and American pathology board exams. They have therefore achieved a high standard in their area of expertise and would be highly valued in the UK professionally. It is detrimental to ask them to take a retrograde step and sit an exam that bears little relevance to their training. The RCVS should instigate a system whereby pathologists with suitable post-graduate qualifications/education could practice in the UK without the need to sit the entrance examination.'
- 'I am the only veterinary pathologist at my establishment and so the only recent hire has been myself, and so I am not privy to the number of applicants for my position, etc.'
- 'We are a new Vet School with no pathologists yet engaged (I have currently engaged a pathologist as a consultant to review how we plan to deliver pathology).'



Pathology: vital to patient care

Pathology is the study of disease.

Pathologists work with frontline hospital clinicians, primary care practitioners and patients to prevent, identify, treat and monitor diseases.

Pathologists are involved in the diagnosis of disorders affecting every organ of the body, from before birth to after death.

The work of pathologists and clinical scientists is vital for effective healthcare. The majority of tests requested by doctors will be performed and interpreted by a clinical scientist or medically qualified pathologist.

Pathologists carry out millions of tests every day and are involved in almost all patient care pathways within the NHS.

About the Royal College of Pathologists

The College works with pathologists at every stage of their career. We set curricula, organise training and run exams, publish clinical guidelines and best practice recommendations, and provide continuing professional development.

We engage a wide range of stakeholders to improve awareness and understanding of pathology and the vital role it plays in everybody's healthcare. Working with members, we run programmes to inspire the next generation to study science and join the profession.

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