



The Royal College of **Pathologists**

Pathology: the science behind the cure

END OF YEAR REVIEW

July 2016 to June 2017



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1 INTRODUCTION

Welcome to the End of Year Review. The Senior Management Team (SMT) has prepared this End of Year Review to capture and highlight the range and volume of activities undertaken by the College teams to achieve the College's strategic aims and objectives between 1 July 2016 and 30 June 2017.

2 COLLEGE

2.1 Alie Street Premises

- The demolition of the previous building was completed in November 2016 to time and cost.
- The Royal Institute of British Architects (RIBA) Stage 4 plans with designs and costings were presented to the Trustee Board and agreed.
- Planning consent was obtained from the London Borough of Tower Hamlets and the conditions they imposed on the development have been discharged.
- The tendering for the new build was undertaken, with Gilbert-Ash Limited being the successful bidder. Final agreement on the cost was achieved and contracts were signed. Possession of the site was handed to them in January 2017.
- Building commenced in January 2017 and at the end of June the basement, ground and first-floor frame had been completed.

2.2 New Appointments

Trustees

Professor Jo Martin (President-Elect)

Professor Ken Mills (Chair of Northern Ireland Regional Council)

Specialty Advisory Committee (SAC) and Committee Chairs

Dr Shakir Zamil Karim (Cytopathology SAC)

Professor Roberto La Ragione (Veterinary Pathology SAC)

Dr Alan Fletcher (Medical Examiner Committee)

Dr Jo McPartland (Pre/Perinatal/Paediatric Pathology SAC)

Dr Lynne Jamieson (Dermatopathology SAC)

Dr Mike Osborn (Death Investigation Group)

Volunteers

Dr John Ashworth (Clinical Lead for Academic Activities)

Dr Tina Matthews (Honorary Librarian)

Dr Adekunle Adesina (International Regional Advisor for sub-Saharan Africa)

Dr Mark Howard (Country Advisor for Ukraine)

Dr Olga Wise (Country Advisor for Ukraine)

Staff

The following 13 appointments have been made:

Janine Aldridge (Public Affairs Officer)

Rachel Berkoff (Team Administrator – Communications)
Kerry-Ann Gardiner (Membership and Finance Assistant)
Susannah Glover (Governance and Committee Services Manager)
Charles Howgego (Editorial Manager)
Theresa Hudson (Public Engagement Manager)
Alison Mackay (Examinations Coordinator)
Kabita Rai (Workforce Administrator)
Kitty Richardson (Digital Editor)
Kate Stewart (Workforce Administrator)
Roisin Sweeney (Member Engagement Manager)
Robert Turner (Database Support Officer)
Bill West (Training Coordinator)

2.4 Volunteers

The organisation acknowledged and celebrated the vital contribution volunteers make to the work of the College in Volunteers Week during June 2017.

3 MEMBERSHIP & FINANCE

- Throughout the year the monthly processing cycles and management accounts production have been run to time.
- The year-end statutory accounts of the College and RCPATH Trading Limited were produced in the usual short timescale, and were audited satisfactorily and approved by the Trustee Board.
- 2,883 invoices and expense claims have been processed and paid.
- 6,068 direct debit payments were processed (to the value of £2,304,394) and 3,382 cheques and credit card payments were processed (to the value of £932,368).
- The annual subscription upgrade process took place during October and November 2016, with invoices being sent out immediately after the Annual General Meeting. The monthly direct debit collection of subscription payments has been made on time each month.
- The department has dealt with 27,670 internal and external emails, letters and phone calls.
- The budget for the financial year commencing 1 July 2017 was put together and presented to the Trustee Board in May.
- The department brought the registered trainees subscription processes in line with other membership subscription processes in the College, in conjunction with the Training department.
- The department agreed and introduced new financial procedures for the International Trainee Support Scheme income in conjunction with the International department.

- Following protracted discussions, HM Revenue & Customs agreed our calculations and methodology for recovering some of the VAT (46.96%) on the costs relating to 6 Alie Street.

4 LEARNING

Higher Specialist Scientific Training

On 6 July 2016, a Memorandum of Understanding between the University of Manchester, Manchester Metropolitan University and the Royal College of Pathologists was published, representing a partnership for the provision of the Life Sciences theme within the Doctor of Clinical Science (DClinSci) programmes as part of the Higher Specialist Scientist Training Programme (HSST). The agreement is as follows:

- a) The University of Manchester and Manchester Metropolitan University will accept a pass in the FRCPATH Part 1 examination, in a relevant specialty, in place of Section B of the DClinSci.
- b) The Royal College of Pathologists will accept the research component of the DClinSci (Section C), in a relevant specialty, as the written project option for the FRCPATH Part 2 for those specialties where this applies.
- c) Retrospective acceptance of FRCPATH Part 1 will be subject to approval via the standard processes of the Royal College of Pathologists.

The College and Manchester Academy for Healthcare Scientist Education (MAHSE) have also agreed a process for the College role in the approval of the research component for Section C where there is a written project option for the FRCPATH Part 2.

Histopathology BMS Project

In May 2017, a joint statement was published by the College and the Institute of Biomedical Sciences (IBMS) outlining the role of Biomedical Scientists (BMS) in histopathology reporting. It included the introduction of Stage D, which involves the development of a supervised specific independent reporting plan. The purpose of Stage D is to support BMSs to achieve a level of post-qualification competence and confidence comparable to that of a qualified medical consultant histopathologist to independently report defined specimen types.

The terms of reference for the RCPATH/IBMS Histopathology Reporting Conjoint Board were reviewed, updated and agreed. It was also formally agreed that the RCPATH examinations department would administer the Stage A and Stage C examinations, contributing to the Advanced Specialist Diploma (ASD) in Histopathology Reporting for gynaecological and gastrointestinal pathology.

Cost of Training

In February 2017, Council agreed that the principles of transparency, accountability and collegiality should underpin the College's approach to apportioning the costs of training, assessment and examinations. Information was published on the College website in June 2017. This included a breakdown of costs of the examinations and information about how training, examinations and assessment activities are funded.

Medical Licensing Assessment (MLA)

The International, Training and Examinations departments contributed to the College's response to the General Medical Council's consultation on the introduction of a Medical Licensing Assessment – a proposed exam that will be introduced for all UK and international medical graduates and will replace the Professional and Linguistic Assessments Board test.

4.1 Assessment

- 86 ST1 histopathology trainees and three ST1/3 chemical pathology trainees completed a Multi-Source Feedback (MSF) and 298 trainees overall completed an MSF.
- 584 Annual Review of Competence Progression (ARCP) reports have been created on the Learning Environment for Pathology Trainees system (LEPT) and more than 7000 log-ins were recorded between April and May 2017 (peak ARCP-period).
- Training on the use of LEPT has been delivered to deanery/LETB administrators and also to ST1/3 trainees at the New Trainee Welcome Day in September 2016.
- The LEPT system has been developed to include updated help tips, making it more customer-friendly, and the list of deaneries/LETBs was updated.
- All trainees appointed to, or required to, transfer to the 2014 medical microbiology or medical virology curriculum have been provided with access to the RCP ePortfolio. Training on the use of the RCP ePortfolio was also provided at the New Trainee Welcome Day to relevant ST1/3 trainees.

4.2 Examinations

- A total of 1,364 FRCPATH, Diploma, Certificate, Year 1/Stage A and BMS examination results were issued across 24 different specialties in over 60 individual examinations.
- 582 results were issued from the autumn 2016 examinations with a 74.8% pass rate in Part 1 and 59.92% in Part 2.
- 688 results were issued from the spring 2017 examinations, of which there was a 69% pass rate in Part 1 and 61.62% pass rate in Part 2.
- 91 candidates sat the Year 1 Objective Structured Practical Examinations/Stage A examination in histopathology and chemical pathology. The Year 1 OSPE has been renamed the Stage A examination.
- 20 applications were approved for Fellowship on the basis of published works.
- The FRCPATH Part 1 and Combined Infection Certificate Examination (CICE) was successfully delivered for the first time in autumn 2016 and again in spring 2017.
- The first BMS Stage A examination was held with candidates sitting the examination in gynaecological and gastrointestinal pathology, contributing to the Advanced Specialist Diploma in Histopathology Reporting.

- An overseas Part 2 centre for haematology was established in Dubai, UAE, which ran its first sitting of the examination with six candidates. Agreement has been reached to hold the Part 2 examination in histopathology in Cairo, Egypt, in 2018.
- A new FRCPATH Part 2 examination in medical microbiology has been approved by the GMC and piloted; this will replace the old format examination in the autumn.
- Development and item writing for the new FRCPATH Part 1 in Clinical Biochemistry has been undertaken with a view to the first sitting of the MCQ examination taking place in spring 2018.
- Changes to the Part 1 and 2 in immunology and the Stage A and Part 1 examinations in histopathology have been agreed and will be submitted to the GMC for approval.
- A new examination in transfusion science has been introduced to complement the HSST curriculum; a Part 2 examination in Molecular Pathology has been designed and will be available from autumn 2017. Changes have been agreed to the examination structure in genetics, histocompatibility and immunogenetics, and reproductive science with effect from autumn 2017.
- 75 new examiners were appointed across the 20 specialty panels; 75 examiners attended examiner training. An examiner training session was held in Newcastle in June for new examiners in histopathology and haematology, the first time this event had been held outside London.
- Implementation of the examinations e-management system has continued with ongoing additions to the item banks and the launch of their online versions. Funding has been secured to develop the system further to support in-house marking of MCQ/EMQ examinations and remote marking for SAQ/essay examinations.
- An overhaul of the Examinations department's internal processes introduced new, externally-assured operating procedures for the management and security of examination papers and scripts.
- There was continued work on developing the role and information presented by the Quality Assurance Leads in each specialty to allow for ease of information sharing with the Examinations Committee.
- Agreement was secured with HMRC to allow tax relief for medical trainees on their examination fees. Work is now being undertaken to try to extend this to scientist and veterinary trainees.

4.3 Training

- On 5 September, 68 new trainees in chemical pathology, histopathology, medical microbiology and virology attended a New Trainee Welcome Day, held at King's College.
- Online trainee registration was used for the first time to register trainees.
- 103 new Specialty Registrars (StRs) were registered with the College.

- 113 Certificates of Completion of Training (CCTs) were recommended to the GMC.
- 12 Certificates of Eligibility for Specialist Registration (CESRs) were recommended to the GMC.
- The GMC launched its new standards and guidance to reform postgraduate medical curricula and assessment on 25 May. All pathology specialty curriculum groups have been established and met to start discussing how Generic Professional Capabilities (GPCs) will be integrated into an outcomes-based curriculum for their respective specialties, as well as ensure that the curricula, examinations and assessments meet the new GMC standards.
- Two other curriculum working groups have been meeting to develop veterinary pathology (veterinary microbiology/veterinary clinical pathology) and ultrastructural pathology curricula.
- On 21 June it was agreed that, going forward, the Joint Combined Infection Training SAC (CIT SAC) would meet first, followed by shorter consecutive meetings of the Medical Microbiology and Virology College Specialty Training Committee (CSTC) and the Infectious Diseases (ID) SAC. The membership of the Joint CIT SAC will be reviewed to ensure appropriate representation.
- A chemical pathology and metabolic medicine future training survey was launched on 24 January and went out to all Chemical Pathology College members and registered trainees, the Metabolic Medicine SAC and relevant specialist societies. Subsequently, the Joint Royal Colleges of Physicians' Training Board and RCPATH Joint Training Committee agreed a position statement, recommending the development of a unified curriculum that incorporates both chemical pathology and metabolic medicine outcomes and is appropriate for formative and summative assessments.
- The chemical pathology and histopathology CSTCs published ARCP Decision Aids for each stage of training. The purpose of the decision aids is to help ensure a consistent approach to the ARCP process across training programmes.
- In April, a new policy was published and implemented regarding the length of training and setting of the CCT date for histopathology trainees.
- The Training department attended the annual British Medical Journal Careers Fair at the Islington Business Design Centre on 21–22 October and the Irish Medical Careers Fair on 15 February at the Ballsbridge Hotel, Dublin, to promote pathology as a career to medical undergraduates. They also attended two Medlink careers events for A Level students interested in a career in medicine/pathology in London and Manchester on the 21 and 24 November respectively.
- The College registered as an organisation that allows its trainees to purchase an NUS Extra card for up to three years in order that they can access a range of student discounts throughout the UK. So far, 106 trainees have purchased a card.

4.4 International

International Trainee Support Scheme

The department launched the pilot of the International Trainee Support Scheme (ITSS) to provide structured guidance, mentoring and online learning to overseas doctors and scientists preparing to sit the FRCPath examinations. The scheme was piloted in six countries: Egypt, India, Iraq, Myanmar, Sudan and Pakistan. All had people intending to sit the FRCPath in histopathology. In total, 145 applications were received and 47 trainees were selected for the pilot. Thirty scheme mentors have also been recruited.

Medical Training Initiative

The department launched the pilot of the College's Medical Training Initiative (MTI) in Pathology in July, with details of available UK training placements advertised on the College's website and promoted through social media, *The Bulletin* and the President's monthly e-newsletter. In total, seven unpaid training placements were identified and advertised by the College, resulting in two appointments.

In addition, the department processed four applications via the scheme's Trust Route. This route is for overseas doctors who have identified and secured a training place within a UK NHS Trust through their own efforts.

In May, the department provided the lead in drafting a coordinated response from a number of medical Royal Colleges to Health Education England's (HEE) consultation on the introduction of a national set of standards and guidelines for MTI schemes across all specialties. The impact of the response has led to greater collaboration between HEE and the medical Royal Colleges on the development of these national standards and guidelines.

Sponsorship Scheme

In 2016–17, responsibility for managing the College's sponsorship scheme was transferred from the Training department to the International department.

Global Health Challenge Events Scheme

The department successfully established a programme of challenge events aimed at raising unrestricted funds to support the delivery of the College's global health capacity-building projects in low- and middle-income countries. In 2016–17, three challenges were successfully delivered, raising a total of approximately £20k:

- London to Paris 'Tour de France' Cycle Ride (July 2016): seven team members completed this challenge, including Jenny Maddocks, the College's Training Manager and Dr David Bailey, Vice President for Communications & International
- Sahara Desert Trek (October 2016): eight team members completed this challenge
- Virgin Money London Marathon (April 2017): completed by Dr Alice Wort, a medical microbiology trainee and chair of the College's Trainee Advisory Committee.

Pathology is Global 2016 Symposium

A second Pathology is Global Symposium was organised by the department on 1 November at the Royal Society of Medicine and was attended by 80 delegates. Chaired by Dr Suzy Lishman, the symposium focused on the role of pathology and laboratory medicine in humanitarian disasters and public health emergencies. The multidisciplinary programme included speakers from Save the Children, the

International Rescue Committee, Doctors of the World and the International Medical Corps, and valuable insights and first-hand accounts in the management of the Ebola virus disease outbreak in West Africa and the Iraq/Syria refugee crisis.

International Pathology Day 2016 Roundtable

The College partnered with The Pathologist magazine to hold an International Pathology Day roundtable discussion on strengthening pathology education and training in low- and middle-income countries. The roundtable discussion was broadcast live over the internet via The Pathologist magazine's webinar platform. Over 300 participants from around the world took part in the global conversation about pathology education and training in resource-limited settings.

Labskills Africa

The College secured a Knowledge Exchange and Sustainability Grant from the Tropical Health & Education Trust in order to build on the achievements of its LabSkills Africa initiative. The award enabled the department to:

- produce two training videos and e-learning guides on how to produce in-house control material for urinalysis and haemoglobin estimation
- conduct a fourth External Quality Assessment assignment involving all 20 laboratories in order to ascertain whether the positive results achieved under the three-year LabSkills pilot had been sustained more than one year after the pilot had been completed
- establish a LabSkills Writing Fellowship Scheme to build the capacity of the laboratories to write up their laboratory improvement projects to a publishable standard.

Times Higher Education: International Collaboration of the Year Award

In November, the College received the International Collaboration of the Year Award at the annual Times Higher Education (THE) Awards for its LabSkills Africa initiative and the international partnership that the College established in order to deliver the project. Widely recognised as the Oscars of the higher education sector, the award's judges described the College's collaboration as "inspiring", saying LabSkills Africa was already making 'a difference to a population of more than 110 million people, improving the quality of laboratories to improve mortality rates and provide better treatment'.

Examiner Exchange Programme: Pakistan

In response to a request from the College of Physicians and Surgeons of Pakistan (CPSP), the department coordinated the visits of senior RCPATH examiners to act as external examiners in the CPSP postgraduate specialty training fellowship examinations in haematology and histopathology in Pakistan in November 2016 and April 2017.

Myanmar Education Programme: histopathology course 2016/17

Led by Professor Soo-Yong Tan, the College's International Regional Advisor for the Western Pacific Region, the College delivered its second series of histopathology lectures and workshops in partnership with the University of Medicine 1 in Yangon, Myanmar. The education programme was made possible by the generous support of volunteer pathologists from Singapore who travelled to Yangon at their own expense.

Myanmar: Laboratory Scoping Visit

In response to a request from the Royal College of Paediatrics and Child Health and with approval from the Ministry of Health of the Republic of Myanmar, the College undertook a scoping visit to the Mandalay region of Myanmar to assess the laboratories in three hospitals located in Monywa, Shwebo and Sangaing.

Sierra Leone: Scoping Visit

In July, Professor John Obafunwa (the College's Country Advisor for Nigeria) undertook a visit to Connaught Hospital in Freetown, Sierra Leone, in order to assess the histopathology laboratory. The visit was initiated at the request of the King's Sierra Leone Partnership.

Indonesia

Dr Maadh Aldouri attended a meeting of the Indonesian Association of Pathology in August.

Egypt: Pathology Conference

Drs David Bailey, Maadh Aldouri and Andrew Day attended a pathology conference organised by the Egyptian Committee for Pathology Training and the International Medical Centre in Cairo in September. The delegation delivered presentations on the College's haematology and chemical pathology curricula, training in the UK, and the Medical Training Initiative.

Dubai, UAE: MedLab Conference & Engagement with Fellows in Middle East and North Africa Region

The College partnered with the UK Accreditation Service to promote the ISO15189 standard for international medical laboratory accreditation in the Middle East and North Africa region. In February, a joint introductory seminar for College Fellows in the region was organised to coincide with the 2017 MedLab Conference in Dubai, UAE. The seminar provided Fellows with an overview of the ISO assessor's role in the laboratory accreditation process as well as the competencies and training that are required.

Moldova

The College partnered with the International Cervical Cancer Prevention Association, the National Society of Pathology of the Republic of Moldova and the United Nations Population Fund to deliver a two-day course on cervical cancer screening and gynaecological pathology update course. The course was accredited by the College for CPD purposes.

4.5 Research

The Research Committee participated in the development of an online platform for the College that would allow the publication of pathology research.

Five Trainees Research Medals were awarded in 2016:

- Dr Roanna George, winner of the Clinical Biochemistry category and winner of overall College Medal: *Effect of dried blood spot quality on newborn screening analyte concentrations and recommendations for minimum acceptance criteria for sample analysis*
- Dr Merlin Pereira, winner of the Histopathology category: *Evidence of disrupted high-risk human papillomavirus DNA in morphologically normal cervixes of older women*

- Dr Marwan Kwok, winner of the Haematology category: *ATR inhibition induces synthetic lethality and overcomes chemoresistance in TP53 or ATM-defective chronic lymphocytic leukemia cells*
- Naomi Gadsby, winner of the Medical Microbiology category: *Comprehensive molecular testing for respiratory pathogens in community-acquired pneumonia*
- Maurizio Poli, winner of the Smaller Specialties category: *Characterization and quantification of proteins secreted by single human embryos prior to implantation.*

5 COMMUNICATIONS

5.1 Media

Post Mortem on the BBC

BBC Three streamed a documentary *Obesity: The Post Mortem*. The BBC commissioned the programme to investigate the impact obesity has on the human body by broadcasting a post mortem conducted by College Fellow Dr Mike Osborn. The College press office worked closely with the BBC and the TV production company involved in the production of the programme.

Lynch Syndrome

A joint press release with Bowel Cancer UK was issued highlighting that too few UK Trusts were following College guidelines to automatically test people under 50 diagnosed with bowel cancer for Lynch syndrome.

The press release covered the findings from a Freedom of Information request submitted by Bowel Cancer UK to Trusts across the UK to see if they were following College guidelines.

The release generated widespread media coverage with articles published across a number of regional press outlets as well as *The Guardian* and *The Daily Express*. In February 2017, NICE issued new guidance recommending that the set of tests should be offered to everyone diagnosed with colorectal cancer to help identify people with Lynch syndrome.

Choosing Wisely

The Academy of Medical Royal Colleges launched *Choosing Wisely* – a list of 40 treatments and procedures that are of little or no benefit to patients.

The *Choosing Wisely* list, drawn up by the Academy's member Royal Colleges and faculties including the College, detailed advice to both patients and doctors for treating health related issues. Media coverage included BBC news website, *The Times*, *The Daily Mail*, *The Guardian* and *The Telegraph*.

Improving the Physical Health of Adults with Severe Mental Illness

A report was launched by the Royal College of Psychiatrists in partnership with the Academy and other organisations, including the College and the Royal Colleges of General Practitioners and Physicians. The report set out key essential actions to improve the physical health of adults with severe mental illness across the NHS to reduce the risk of premature death. Dr Lance Sandle, Vice President for Professionalism, spoke at the conference about how improved IT connectivity could make it easier for healthcare staff to flag when someone with a severe mental illness

needs a vital pathology test to help manage their physical health, leading to earlier diagnosis and more effective treatment.

Coverage of the launch included Sky News, *The I* newspaper, *Mental Health Today*, *The BMJ*, and there was considerable social media activity, particularly on Twitter.

Save Money: Good Health is an ITV series broadcast on 17 January that featured College Fellow and Chair of the Scotland Regional Council Dr Bernie Croal, discussing health testing kits you can buy over the counter. <http://www.itv.com/hub/save-money-good-health/2a4665a0001>

Cancer Research UK report: Testing Times to Come? An Evaluation of Pathology Capacity in England

Cancer Research UK released their report *Testing Times to Come? An Evaluation of Pathology Capacity in England*, which made a number of recommendations to help manage pathology diagnostic capacity in light of increasing incidences of cancer.

The College issued a press statement, a joint response with the Association for Clinical Biochemistry and the IBMS and a more detailed response to the report. The report received widespread media coverage with the College President interviewed for BBC Breakfast TV news.

Blood Health Supplement – The Guardian

The President wrote a foreword for the *Blood Health* campaign supplement, which was published and inserted in printed copies of *The Guardian*. The foreword covered prevalence and projected increases in the number of cases of blood cancers as the population ages and the importance of blood donation.

5.2 Public Affairs

Junior doctors' contract dispute

During the junior doctors' contract dispute, the College made a number of calls to government and the BMA's junior doctors' committee to return to negotiations and for both sides to come to an acceptable compromise. The College President also worked closely with the College's Trainees Advisory Committee to gather trainees' views and to focus on areas where the College is able to improve its processes to better support junior colleagues and influence external organisations to do the same.

Sudden Unexpected Deaths in Infancy: A Multi-Agency Protocol for Care and Investigation

The College published revised guidance, *Sudden Unexpected Deaths in Infancy: A multi-agency protocol for care and investigation*. The guidance was produced by a multi-agency working group convened by the College and The Royal College of Paediatrics and Child Health. It was launched in the House of Lords with a speaker panel chaired by Baroness Helena Kennedy QC; the launch was attended by a wide group of stakeholders including the new Chief Coroner, His Honour Judge Mark Lucreft QC, Antoinette Sandbach MP, then Co-Chair of the All-Party Parliamentary Group on Baby Loss, Baroness Masham and Lord Hunt.

Public Administration and Constitutional Affairs Committee (PACAC) Report

The College [commented](#) on a report by the Public Administration and Constitutional Affairs Committee *Will the NHS ever learn? Follow-up to Parliamentary and Health Service Ombudsman report 'Learning from Mistakes' on the NHS in England*, published

on 31 January, which concluded that the NHS needs to learn lessons when things go wrong, especially by listening to relatives. The College statement backed the committee's conclusions but also highlighted that both the PACAC and the Ombudsman's response did not put more emphasis on the potential of the reforms contained in the Coroners and Justice Act 2009, such as the introduction of a national system of medical examiners.

The President had a series of key meetings with parliamentarians over the year:

- Met Jo Churchill MP to discuss the College's response to the CRUK Testing Times report
- Attended the All Party Parliamentary Group on Personalised Medicine Annual General Meeting. The meeting focused on lung cancer. The Chair of the APPG, Jo Churchill MP, raised the vital importance of pathology in the diagnosis, care and treatment of people with lung cancer
- Attended The Eve Appeal Ovarian Cancer Awareness Month reception in the House of Commons, hosted by Sharon Hodgson, MP and Chair of the All Party Parliamentary Group on Ovarian Cancer
- Met David Mowat MP, Parliamentary Under Secretary of State for Community Health and Care to discuss the role of pathology in patient safety
- Met Jonathan Ashworth MP, Shadow Secretary of Health, to discuss consolidation, workforce, medical examiners and the possible effects of Brexit
- Met Dr Sarah Wollaston MP, Chair, Health Committee and discussed delays to the introduction of medical examiners, issues with coronial autopsies and consolidation
- Attended an event hosted by the All Party Parliamentary Health Group on improving cancer outcomes. The event emphasised earlier and faster diagnosis of cancer, which the President supported in her contribution as well as pointing out the increase in demand for pathology services as the number and complexity of tests rises.

Medical Examiners

The College continues to work towards the implementation of medical examiners in 2019. The President represents the College on the Strategic Programme Board convened by the Department of Health to oversee implementation. In addition, the College aims to raise the profile of medical examiners in the press - commenting in an article about the delay to the introduction of medical examiners in the *Health Service Journal*, the College President said the reforms were long overdue. She said while the delay was disappointing, 'it is vital to ensure that implementation is properly planned. There is still much work to be done in adapting the current system and recruiting and training medical examiners and officers.' The comment was also added to the website of the Coroners Society of England & Wales.

5.3 Engagement

- National Pathology Week (NPW) took place in the week 7–11 November, with the theme Pathology: Prevention, Diagnosis, Treatment. The College ran events for a range of audiences in London and Newcastle to celebrate the week. Dr Suzy Lishman ran virtual autopsy events at the Old Operating Theatre, London, at Newcastle Cathedral and two at Newcastle Castle. The event at Newcastle Cathedral included a drinks reception for College members and invited guests. Among the guests was local MP Chi Onwurah who met the President. All four autopsy events were sold out. There was good local press coverage of NPW on BBC Radio Newcastle's drive-time show and the President's virtual autopsies at the cathedral and castle were covered in the *Newcastle Chronicle*.
- Other activities included Art of Pathology workshops at one London and two Newcastle schools by Dr Lizzie Burns, a two-day Meet the Scientist event with hands on activities at the Centre for Life, Newcastle, and schools workshops held at the Royal College of Surgeons and Public Health England.
- There were 220 member events held across the UK and in other countries, including the Ukraine and Australia. On social media, the College ran a successful campaign to have members tweet pictures of themselves in a lab coat, listing their specialty, and the hashtag #NPW2016 was used over 200 times. Facebook posts about NPW received over 1100 'likes'.
- The College ran spring events on the ethics around organ and blood donation in collaboration with the Hunterian Museum. These half-day workshops were organised for GCSE and A-level students.
- The College ran two successful competitions. The 2016 Art of Pathology competition had the theme of animals in pathology. Winners were chosen for the under 11 and over 18 categories. No suitable winner was chosen for the 11–18 year old category, so prize money was split between runners-up in the other two categories. The winner of the Undergraduate Essay Prize, on the theme of the impact of travel and migration on global health, Paul Tern Jie Wen, received his prize at the reception at Newcastle Cathedral during NPW. His essay was published in the January edition of *The Bulletin*.
- The winner of the Furness Prize for Science Communication 2016 was Dr Ayesha Azam. The panel was particularly impressed by the range of activities she has organised to engage different audiences with pathology, which included international activities. She received her award at the New Fellows Ceremony in March, and wrote an article for the July issue of *The Bulletin*.
- Two Science Communication Training activities took place during the year, with a total of 31 members in attendance. This year one introductory course and one advanced course were run. Five attendees of the advanced course ran events at the October and January Science Lates at the Science Museum.
- The College continued to sit on the organising committee of the School Science Conference, this year delivering a range of activities for the 350 student attendees on the theme of science for transformation, with the help of member volunteers, and a collaboration with the Public Health England eBug project.
- To engage with the local community, artwork created by pupils at the local English Martyrs Catholic Primary School was used to create the new hoardings around the

building works for the College's new premises. Inspired by bacteria, viruses and cells, pupils worked with Dr Lizzie Burns to create these designs. Councillor Amy Whitelock Gibbs, Cabinet Member for Health & Adult Services at Tower Hamlets, joined Dr Lishman, the College Treasurer, Chief Executive, architects and members of the construction team to unveil the hoardings.

Death Investigation Group

The Communications team organised the inaugural meeting of the Death Investigation Group in May. It saw good attendance, with representatives from the Human Tissue Authority, Association of Anatomical Pathology Technologists, the Coroners' Society and the Chief Coroner's office as well as the Vice-President for Communications and a range of College SAC chairs. It was chaired by the College specialty advisor for non-forensic autopsy pathology. Discussion covered who decides what matters during a post mortem – the coroner or the pathologist. The consensus was that it needs to be a conversation, with the coroner willing to be guided by the pathologist. There was further discussion of the provision of post mortems, with one member of the group describing it as a 'crisis looming'.

5.4 Publishing

The Bulletin

The October (2016) *Bulletin* was sent out with a copy of the Annual Report and had the theme of molecular pathology. The January issue focused on smaller pathology specialties and included a feature on the new veterinary pathology centre in Surrey. The April *Bulletin* had four lead features based around the theme of consolidation of pathology services, and the July *Bulletin* followed up with another five articles.

Guidelines and Guidance

Out-of-date guidelines have been republished on the website clearly watermarked to show they are archive documents. Work was started with the SACs to encourage them to update their documents.

The Publishing team has continued to assist the Clinical Effectiveness team, other members and the President in the consultation and publishing process for important clinical guidelines and guidance documents, publishing one clinical guideline, four autopsy guidelines, five datasets and one tissue pathway.

Annual Report

The Annual Report (2015–16) was redesigned based around case studies. It was sent to members, parliamentarians and wider stakeholders.

Miscellaneous

The team has also undertaken various internal editing, design and production projects, including materials for the International team, pamphlets for the Clinical Effectiveness team, posters for events and materials for the Annual Dinner.

6 PROFESSIONALISM

6.1 Professional Standards

In the last year the online system for approving events for CPD has received 272 applications for event approval and has accrued approximately £35,850 in fees for the period 1 July 2016–30 June 2017.

The team is preparing a proposal for the approval of online courses and webinars for CPD purposes for the Trustee Board at its meeting in July. This builds on the success of the events system and extends approval to online educational resources as these become more popular and will generate further income for the College.

The credit allocation guidelines, which list the number of CPD credits available for specific CPD activities, were updated and re-published.

The 2015/2016 CPD review was completed in September 2016. Of the 80 non-medically qualified members selected for review: 76 were satisfactory; two were unsatisfactory (did not provide sufficient supporting information) and two were removed from the review process due to long-term sickness and/or retirement. No one was suspended from the CPD scheme for failing to submit a report of CPD activities. The 2016/2017 CPD review commenced on 6 June 2017 and will follow the same pattern as the previous year; 80 non-medically qualified members have been selected for review and have been requested to submit a report of CPD activities for the period 1 April 2016–31 March 2017. CPD staff will review the report and will issue an updated CPD statement to the participant should they satisfy the CPD review criteria. The statement will include a sentence that confirms participation in the 2016/2017 quality assurance process.

For the CPD year 2016/2017, 3217 annual CPD returns were processed between 1 April 2017 and the deadline date of 30 June 2017, representing a 64% return rate by the submission deadline. The remaining returns will be received and processed during the summer.

The team has produced a new *Handbook for invited reviews*, which is intended to be used by reviewers preparing to undertake a review. It is to be read in conjunction with the *Guide to invited reviews*. It provides additional information, including how an invited review is set up, good practice for the review and expectations of the reviewers. It can also act as a training aid.

In collaboration with College solicitors, the existing invited reviews Deed of Indemnity has been strengthened and updated and a new document setting out Terms and Conditions for invited reviews has been drafted. Both documents provide additional legal protection to the College during and after an invited review has taken place.

One invited review has taken place. The team set up, organised and managed the review process and then formatted, edited and approved the final report and recommendations.

6.2 Clinical Effectiveness

The development of guideline production programme is progressing well. Nine guidelines were completed and published, 11 are being prepared for publication and 19 are being developed.

The team has organised and delivered pathology input into 72 NICE guideline consultations.

In collaboration with Dr Lance Sandle, VP for Professionalism, five pathology recommendations were successfully submitted for approval by the Choosing Wisely Steering group and were published as part of the UK's Choosing Wisely initiative.

The work on promoting Continuous Quality Improvement (CQI) is progressing well and has included:

- publication of four audit reports and three A3 problem solving reports in *The Bulletin*
- publication of six new haematology audit templates and reviews of seven cellular pathology ones
- recruitment of three new audit evaluators
- processing of 42 applications for review of clinical audit through the online certification scheme
- publication of an audit leaflet and CQI leaflet
- the launch of a CQI Mentoring scheme. The scheme has registered 18 mentor applications.
- planning and development of a one-day Cancer Datasets Conference, which took place on 30 March 2017, and a one-day CQI workshop, Kaizen: Rapid quality improvement interventions in pathology, which took place on 7 April 2017
- improving web pages to include further internal and external resources on CQI.

The team have been working on a revision of the published Key Performance Indicators (KPIs), in which we have adjusted some KPIs to have better Key Assurance Indicators characteristics.

6.3 Workforce

The department has successfully reviewed 407 job descriptions and organised 396 College Assessors to attend Advisory Appointment Committees in England, Wales and Northern Ireland.

The Workforce Administrator carried out a quality assurance process of the College review of job descriptions and appointment committees for which a College Assessor was sent. The Workforce Coordinator drafted a report that the Assistant Registrar presented to the Trustee Board, indicating that standards had been maintained and the department had provided an excellent service.

The UK workforce census was updated online by 1,401 individuals.

The Workforce Planning Annual Report 2016 was circulated to the Trustee Board and SACs, and is available on the College website.

The department collaborated with HEE and colleagues of the pathology alliance in the Pathology Workforce Working Group, established in November 2016. This committee provided an excellent opportunity for networking and raising the profile of pathology workforce issues.

The department conducted a survey of Cellular Pathology Departments in NHS Trusts between January and March 2017. It achieved a response rate of 73% of departments/organisations. Mini-reports have been produced on Specialty and Associate Specialist doctors in the UK and Coroners' Post Mortems in England and Wales with the final report in production.

7. CORPORATE SERVICES

7.1 Committees/ Secretariat

- Administered 68 committee meetings, five Trustee Board Meetings, four Council Meetings and one AGM.
- 18 external consultations were responded to.
- The process for administering the College submission for Clinical Excellence Awards for 2017 was successfully updated and completed.
- The Trainees Advisory Committee undertook a survey to characterise the diverse nature of medically qualified pathology trainees. 25% of trainees responded to the survey and the results were reported to the committee.

7.2 HR and Development

A new pay and grading policy was approved by the Trustee Board in May, and implemented from 1 June 2017. The College worked with an external consultant to review and evaluate all jobs at the College, develop a new policy and grading structure, and assimilate current staff into the new pay and grading structure.

An organisational learning and development plan was implemented. The majority of learning was delivered in short half- or quarter-day sessions, with each member of staff attending an average of four training sessions per year. Highlighted training and learning events included:

- IT training: 12 members of staff, 14 sessions
- job evaluation training: 13 members of staff
- laboratory visits: ten members of staff
- management development: 15 managers, 33 x mostly quarter-day sessions
- learning at work week: 40 members of staff, 75 x mostly quarter-day sessions
- budget and accounts workshops: 11 members of staff
- data protection: 11 members of staff.

The Trustee Board agreed a restructure within the Communications department to establish a publishing and digital team. Support was provided to the Head of Communications and affected staff. The aim of the restructure was to provide more resource to oversee and manage website content and to make sure the site and other digital communications were adapted to meet members' needs; there would also be stronger links between the publishing and digital services across the College. This involved changes to three job roles and the creation of a new Digital Editor role, with an overall increase in staffing of 0.6.

Key HR policies were reviewed including internal communications and job evaluation grading and pay, and the staff handbook was reviewed and updated.

Staff turnover was 27%. There were 13 new members of staff, and 14 members of staff left the College.

A staff survey was carried out in November 2016, with a 96% response rate. This was followed up with a focus group on leadership and an action plan to improve key areas including leadership, reward and recognition, and internal communications. Key actions completed following the staff survey included a review of internal communications, scoping for a leadership development programme for SMT and a management development programme for all line managers, and increased staff participation in forward and departmental planning. A further staff survey will be carried out in 2017.

7.3 IT

The team successfully integrated the new role of Database Support Officer (previously a separate function carried out by a Data Manager) into the ICT team. This role fully supports the College's Customer Relationship Management (CRM) database (OpenEngage) and a number of activities took place to ensure support for users of OpenEngage. These included:

- resolving 80% of backlog issues with the CRM
- support of website integration with the CRM – resolved all outstanding issues, improving website functionality that had caused difficulties since the website went live
- revitalised internal OpenEngage User Group meetings with four held during the year, which included review of key elements of the CRM for improved processing
- assistance to staff with queries regarding the CRM and ongoing training
- OpenEngage software update
- completed OpenEngage College guide.

The ICT team completed the implementation of a two factor authentication remote access process. This involves ensuring that all staff, if necessary, are able to access College systems remotely.

An upgrade to Sage accounting software has been implemented.

Ongoing actions to maintain IT security include:

- user access rights audit, including for website editing and updates
- security – ongoing monitoring and ensuring password changes by users
- replacement of email delivery management system and anti-virus.

7.4 Events

Conferences

- The Annual Summer School was held at Guy's Hospital in August and 75 students attended the two-day event. Feedback was extremely positive, with 100% of students saying they would recommend the event to a friend.
- Intracranial Infections (23 September) – this was a very specialised programme that attracted microbiologists, virologists, infectious diseases and neuroscience specialists.
- National Infection Training (19–20 October) – this two-day event was devised to support those who were preparing for their Medical Microbiology and Virology FRCPath Part 1 and Part 2. The programme offered trainees the opportunity for consultant-led, interactive teaching to equip them with knowledge and skills for specialist medical microbiology and virology practice. We anticipated 40–50 delegates but managed to secure nearly 80 on both days.
- The conference team supported and assisted with all events held in Newcastle as part of National Pathology Week (7–12 November).
- Advances in Transfusion Medicine (24–25 November) – with ongoing significant advances in transfusion medicine and science this two-day meeting was organised to bring together experts from various clinical disciplines together with leaders in transfusion science to provide a broad overview of current key developments informing evidence-based practice. It included the College Foundation Lecture presented by Dr Connie Westhoff, Director of Immunohematology & Genomics, New York Blood Center, emphasising the increasing importance of blood group genomics and application to clinical practice. A total of £6,000 of sponsorship was secured for this event.
- Cytology Study Day (2 December) – this popular event was the first event run using real cases provided by four cytologists via practical microscopy sessions and tutors supporting and assisting the delegates. The event was fully booked.
- A Pathologist's Guide to Research and Clinical Trials (9 December) – this was a joint venture with the National Cancer Research Institute (NCRI) and CM-Path (Cellular Molecular Pathology initiative) that discussed the strategic importance of clinical trials. It also covered the potential pathology contribution, with talks including *Using tissue in clinical trials* and *Training – what should a clinical trial pathologist know?* As this was a specialist area, 30 delegates were anticipated but in fact over 60 attended. There are plans to re-run this popular event in early 2018.
- Cytology Study Day (3 March) – as the December event proved so popular we decided to rerun this event and it was fully booked within an hour. It followed the same format but used new cases and different tutors. As the format is so popular another session is scheduled for September 2017.
- For the seventh year running the College hosted the ever popular Liver Biopsy conference on 17 March. The event provides a practical diagnostic approach to reporting medical liver biopsies, focusing on the importance of clinicopathological correlation in assessing common patterns of liver damage. This format is so popular it is run annually to a full house.

- Cancer Dataset Conference (30 March) – this programme aimed to update pathologists with the latest changes in pathological cancer data collection. The attendance figures were lower than anticipated at 38 but the feedback was positive both at the event and on evaluation.
- On 6 April we worked in conjunction with Public Health England on *Doctor, I've Been Bitten!* This was a fascinating training session for trainees and consultants, specifically within infectious diseases and microbiology, and was designed to raise awareness and understanding of a range of zoonotic diseases in travellers and in UK residents. It covered Lyme disease, Rickettsial diseases, typhus and Zika virus as well as animal and venomous bites.
- Kaizen! Rapid Quality Improvements Interventions in Pathology (7 April) – this very practical workshop enabled delegates to learn about rapid quality improvement and to apply quality improvement tools and techniques to monitor and continuously improve service delivery or patient care. This was an inspiring session and there has been a call to run further workshops in this area.

7.6 Facilities

- The Retired Fellows' Lunch returned to the calendar on 2 September. This was held at Villandry Restaurant in St James's, with 20 attendees.
- A total of 200 new Fellows were welcomed at the admission ceremonies at The Law Society on 15 September and Haberdashers' Hall on 23 March 2017.
- The Annual Dinner on 28 June celebrated women in pathology and medicine with 170 guests at Clothworkers' Hall.
- The Facilities team continued work supporting the Alie Street development.

7.7 RCPATH Consulting

Two projects have been successfully completed during the year with a further three projects being developed and worked on at the year-end.

7.8 Member and Regional Engagement

The work of the Regional Coordination department was extended in June 2017 to provide a broader approach to members' involvement with the College. The re-named Member and Regional Engagement department will continue the work of developing activities through Regional Councils and begin to develop new plans to inform and work with members. The work around member engagement will aim 'to provide activities and opportunities for members throughout their careers, to engage with the College, other members and pathology issues'. No additional staffing was required for this expansion of activities.

Regional activity

- The second meeting of the England Regional Council (ERC) was held in March. During its review of regional representation, the ERC identified a need to strengthen links with members at the hospital/Trust level to enhance communication flows. To achieve this, a network of Local College Representatives (LCRs) will be appointed to represent each department or Trust. LCRs will liaise with relevant ERC members to ensure representation and input from a local perspective. LCRs will be

particularly well placed to gather intelligence and work with Sustainability and Transformation Plans to support delivery of pathology services.

- The Northern Ireland Regional Council held an annual regional symposium in May, led by Chair Professor Ken Mills. The Council also held three Council meetings during which they discussed a strategy for recruiting additional members for the Council, trainee issues and considered the impact of Brexit.
- The Scotland Regional Council held a joint symposium with the Association of Clinical Pathologists in May, led by Chair Dr Bernie Croal. The Council also held two meetings that covered topics such as training, professionalism and National Demand Optimisation.
- The Wales Regional Council held their 50th meeting in February 2017. The Council held three Council meetings in the last year, and covered matters such as medical and clinical scientist workforce, the proposed medical examiner role and the Parliamentary Review of Health and Social Care in Wales.
- Regular outputs to support the Regional Councils over the past year included a quarterly regional e-newsletter, regional briefings prior to devolved nations' Council meetings and administrative support for all meetings and symposiums.

8 CHIEF EXECUTIVE'S SUMMARY

In all, we should be incredibly proud of the numerous achievements highlighted above, which compare favourably with the activities undertaken last year. This has been achieved by many people including College staff, Trustees and the numerous pathologist volunteers who give up their time freely to undertake College work. We've ensured best value for money with the end of year expenditure coming in less than budgeted. This has been reported on to the Trustees through the year. We continue to ensure that we work to support members to advance the practice of pathology for the benefit of the public.

September 2017