



## Pathology is Global

### Our international strategy 2023–2026

#### Our mission

**Advance** the science and practice of pathology.

**Further** public education in the field of pathology.

**Promote** study, research and innovation in pathology and disseminate results.

#### Our vision

Engaged and inspired professionals delivering excellence in pathology practice for the benefit of the public.

A College supporting members, developing and maintaining high standards in pathology education, training and research to deliver the best patient care.

A College improving awareness and understanding of pathology.

#### Our values

**Teamwork** – we achieve excellence by working together and valuing the diversity of all people we work with.

**Service** – we support members to deliver the best patient care.

**Ambition** – we aspire to provide the best quality services and lead innovation for pathology.

# Introduction

The Pathology is Global strategy for 2023–2026 sets out our vision for promoting and advancing excellence in pathology internationally. The objectives of this strategy reflect that of the overall Royal College of Pathologists' (RCPATH) strategy for 2021–2024, and the way in which we aim to deliver these strategic objectives on an international scale are described in this document.

The strategic objectives acknowledge that there is sometimes a focus on specific regions where the College has existing collaborations and/or which allow for the potential growth of the College's support and membership.

This is the third Pathology is Global strategy and this strategy aims to build on the successes from the last 8 years. We will continue the valuable work and partnerships that have developed and ensure that the College can continue to promote and advance excellence in pathology around the world.

The College has a long-standing tradition and record of engaging internationally on global health issues and addressing matters relating to the improvement of pathology training, research and practice worldwide.

Founded in 1962, the College has developed into a global multidisciplinary membership body. Approximately 23% of College fellows and members are based outside of the UK, working in hospitals, industry, laboratories, universities, international governmental and non-governmental organisations and ministries of health. In addition, many of the College's UK members are involved in a diverse range of international projects, collaborations and exchange programmes.

Pathology is Global 2023–2026 continues to serve as the College's long-term commitment to raising international standards in pathology, engaging overseas members more effectively, and sharing the College's knowledge, expertise, services and ideas as widely as possible for the benefit of all.



The College's international regions are as follows, along with the current percentage of international (as of March 2022) members:

- Americas (9%)
- Europe (24%)
- Middle East and North Africa (MENA) (18%)
- South East Asia (SEA) (26%)
- Sub-Saharan Africa (SSA) (3%)
- Western Pacific (20%)



## Support all members through the delivery of high-quality member services

The College's International team will support all international members through the delivery of high-quality member services. We aim to provide learning material, resources and schemes to support international members or potential members of the College, as well as ensuring we encourage communication and recognise engagement with the work that we do.

We will achieve this through delivering these strategic objectives.

### Support the professional development of international members and trainees

- Develop learning tools to make training accessible internationally, e.g. College webinars (live and recorded), online learning and assessment, and accredited continuing professional development and continuing medical education activities, as well as cobadged meetings. (All regions)
- Continue to provide support for international medical graduates with clinical training opportunities through sponsorship for GMC registration and the NHS Employers Medical Training Initiative scheme. (MENA, SEA, SSA)
- Encourage collaboration between different parties to develop high-quality research to advance the global practice of pathology. (All regions)
- Provide humanitarian resources for countries experiencing international challenges and conflicts, and assistance for refugee pathologists in the UK.

### Develop an actively engaged international membership

- Encourage international members and groups to engage with the work of the College by communicating with them and regularly inviting their views. (All regions)
- Ensure the work of international volunteers is recognised by the College. (All regions)



## **Develop and maintain high standards of pathology education, training and research across all pathology specialties**

The College's International team will develop and maintain high standards of pathology education, training and research. The College sets the standards for pathology education, training and research to improve patient care and safety. We are committed to leading the worldwide development of these standards. We aim for members in all countries to demonstrate excellence in the practice of pathology and to support them in this ambition.

We will achieve this through delivering these strategic objectives.

### **Provide support for examinations and candidates overseas**

- Pilot the RCPATH recognition framework for non-UK postgraduate specialty programmes. (Initial focus on Europe and MENA)
- Review international centres that can host the College's exams based on demand. (Relevant existing regions)
- Work with UK examiners to develop overseas examination centres. (Relevant existing regions)
- Develop the International Training Support Scheme (ITSS) programme and introduce the scheme to more RCPATH specialties. (All regions)
- Support overseas candidates in preparation for FRCPath examinations. (All regions)



## Promote capacity-building to improve pathology provision in resource-poor countries

- Recognise collaborations between international agencies, government departments, non-governmental organisations and professional pathology bodies with signed Memorandum of Understanding (MoU; see Appendix 1). (All regions)
- Support projects (e.g. ARISE) aimed at raising standards and developing the pathology workforce in resource-poor countries. (Initial focus on SSA)
- Support exchange visits enabling overseas pathologists to gain specific skills, as part of a funded project or MoU agreement. (All regions)



## **Promote excellence and advance knowledge in pathology practice across all specialties**

The College's International team will work with international members to promote excellence and advance knowledge in pathology practice and improve the services they deliver to patients in disease prevention, diagnosis and treatment.

We will achieve this through delivering these strategic objectives.

### **Promote overseas volunteering opportunities**

- Promote opportunities to volunteer for College activities overseas. (All regions)
- Utilise College and partner platforms to further promote international activities, such as International Pathology Day. (All regions)
- Showcase examples of positive outcomes from international activity. (All regions)

### **Deliver high standards, audit and quality assurance practices overseas**

- Support projects that seek to enhance pathology services by promoting continuous quality improvement and assurance methodologies. (Initial focus on MENA and SSA)
- Work with agencies and organisations to improve governance and demonstrable measures of pathology services quality. (All regions)



## **Increase the College's influence through a clear, coherent and professional voice**

We are committed to identifying methods and opportunities to promote awareness and understanding of pathology globally, increasing the influence of the College and its relevance to overseas members, policymakers and the public. By communicating the central role that pathology plays in patient care, outcomes and safety, we will strengthen our position as an expert pathology body, extend our influence and affect international policy for the benefit of patients and pathologists.

We will achieve this through delivering these strategic objectives.

### **Raise awareness and understanding about the role and contribution of pathology to global health**

- Provide support and opportunities for members to promote pathology through International Pathology Day. (All regions)
- Recognise the expertise and contribution of the wider pathology workforce by promoting opportunities for College membership. (All regions)

### **Advocate and promote the role of the College around the world**

- Promote the work of the College so that is recognised as a global expert in pathology. (All regions)
- Engage with key opinion leaders and stakeholders internationally, e.g. International Liaison of Pathology Presidents (ILPP), International Collaboration on Cancer Reporting (ICCR) and World Health Organization (WHO). (All regions)





## Support current and future pathologists throughout their careers

- Raise awareness of the importance of pathology, including emerging areas such as, digital pathology, artificial intelligence and genomics. (All regions)
- Inspire the next generation of pathologists by promoting pathology at undergraduate level, e.g. through the International Pathology School (IPS) programme. (All regions)
- Provide an online toolkit to support international partners in the future delivery of the IPS programme, which will provide potential candidates for College-accredited training programmes and overseas examinations. (All regions)
- Provide support to pathologists who hold refugee status in the UK and humanitarian guidance for pathologists based in countries where there are challenges and conflicts. (Relevant regions)



## Resource the future development of the College

We are a responsible, sustainable organisation committed to delivering first-class services to our members. The College's International team will make best use of resources and improve financial stability to achieve the strategic aims and charitable objectives of the College.

We will achieve this through delivering this strategic objective.

### Develop a project portfolio related to 'Pathology is Global'

- Seek funding to support project activities. (Initial focus on Europe, MENA, SSA)
- Align current College-wide activities to assist in the delivery of international projects and aims. (All regions)



## Appendix 1: List of memoranda of understanding signed, as of March 2023

For more information about our international partnerships and MoUs, please visit the [international partners and collaborations section](#) of our website.

Organisation	Date	Priority areas
Arab Board of Health Specializations	October 2018 Renewed September 2022	<ul style="list-style-type: none"> <li>• Curriculum development and specialty training</li> <li>• Examinations</li> <li>• Continuing professional development/ continuing medical education</li> <li>• Laboratory systems strengthening</li> <li>• Policy, research and advocacy</li> </ul>
College of Physicians and Surgeons of Pakistan and Pakistan Association of Pathologists	November 2015 Renewed September 2021	<ul style="list-style-type: none"> <li>• Curriculum revision</li> <li>• Examinations</li> <li>• Continuing professional development/ continuing medical education</li> <li>• Promoting pathology and laboratory medicine</li> <li>• International education schemes</li> </ul>
The Egyptian Committee for Pathology Training	July 2017 Renewed November 2021	<ul style="list-style-type: none"> <li>• Curriculum revision</li> <li>• Examinations</li> <li>• Continuing professional development/ continuing medical education</li> <li>• Promoting pathology and laboratory medicine</li> <li>• Laboratory services</li> <li>• International education schemes</li> </ul>



Organisation	Date	Priority areas
Khartoum State Ministry of Health, Soba University Hospital & UK Sudanese Diaspora Pathology Group	January 2018 Renewed in November 2022	<ul style="list-style-type: none"> <li>• Curriculum development and training</li> <li>• Continuing professional development</li> <li>• Pathology specialties</li> <li>• Laboratory services</li> </ul>
Mohammed Bin Rashid University of Medicine and Health Sciences (MBRU)	November 2020	<ul style="list-style-type: none"> <li>• Increase the profile of pathology as a key discipline of medicine in the United Arab Emirates</li> <li>• Continuing professional development/ continuing medical education</li> <li>• Contributing to the development of international standards for the education, training, assessment, examination and accreditation of pathologists, scientists, technologists and laboratory professionals</li> <li>• Specialty training and curriculum development</li> </ul>
National Postgraduate Medical College of Nigeria	November 2017 Renewed September 2021	<ul style="list-style-type: none"> <li>• Curriculum development and specialty training</li> <li>• Examinations</li> <li>• Continuing professional development/ continuing medical education</li> <li>• Laboratory systems strengthening</li> <li>• Policy, research and advocacy</li> </ul>



Organisation	Date	Priority areas
Shupyk National Healthcare University of Ukraine	September 2019 Renewal pending	<ul style="list-style-type: none"> <li>• Providing reciprocal support and exchange of scientific knowledge and advances in the field of medical science</li> <li>• Establishing and maintaining research and academic collaboration (research collaboration, joint meetings on education and research issues)</li> <li>• Establishing and maintaining reciprocal collaboration in education (undergraduate and postgraduate students) <ul style="list-style-type: none"> <li>– Exchange programmes</li> <li>– Joint educational meetings</li> <li>– Sharing good practices regarding curricula, curriculum development and training standards</li> </ul> </li> <li>• Open opportunities for academic and professional development</li> <li>• Holding joint scientific and practical events (congresses, conferences, symposia, seminars and exhibitions).</li> </ul>
West African College of Physicians	April 2022	<ul style="list-style-type: none"> <li>• Develop curricula for subspecialty training</li> <li>• Provide opportunities for observation of examinations of each college</li> <li>• Promote pathology and laboratory medicine</li> <li>• Provide support via the College's international education schemes</li> </ul>



The Royal College of Pathologists is a professional membership organisation with more than 13,000 fellows, affiliates and trainees, of which 23% are based outside of the UK. We are committed to setting and maintaining professional standards and promoting excellence in the teaching and practice of pathology, for the benefit of patients.

Our members include medically and veterinary qualified pathologists and clinical scientists in 17 different specialties, including cellular pathology, haematology, clinical biochemistry, medical microbiology and veterinary pathology.

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.

The Royal College of Pathologists

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