

Forensic Histopathology

Specialty Specific Guidance

This guidance is to help doctors who are applying for entry onto the Specialist Register with a CESR in Clinical radiology. You will also need to read the [Forensic Histopathology curriculum](#).

Introduction

You can [contact us](#) and ask to speak to the GMC Specialist Applications team for advice before you apply. You are strongly advised to contact The Royal College of Pathologists for guidance **before** you submit your application. The Royal College of Pathologists can be contacted at training@rcpath.org.

What is the indicative period for a Certificate of Completion of Training (CCT) in Forensic Histopathology?

The indicative period of training for a CCT in Forensic Histopathology is five years and it is unlikely that you would achieve all the learning outcomes required for a CCT in a shorter period of time.

This period of training includes 2.5 years of integrated cellular pathology training (ICPT) and 2.5 years of forensic histopathology.

For complete details, refer to the [Forensic Histopathology curriculum](#).

Curriculum framework

The Forensic Histopathology CCT curriculum is structured into 11 high-level learning outcomes, known as Capabilities in Practice (CiP).

The 11 CiPs describe the professional tasks or work within the scope of Forensic Histopathology. Each CiP has a set of descriptors associated with that activity or task. Descriptors are intended to help trainees and trainers recognise the minimum level of knowledge, skills and attitudes which should be demonstrated for an entrustment decision to be made. By the completion of training and award of CCT, the doctor must demonstrate that they are capable of unsupervised practice in all 11 CiPs.

The seven generic CiPs cover the universal requirements of all specialties as described in the GPC framework. These have been mapped to the GMC's [General Professional Capabilities](#) (GPC) framework to reflect the capabilities required to undertake the clinical tasks.

The four specialty CiPs describe the laboratory and clinical tasks or activities which are essential to the practice of Forensic Histopathology.

Generic CiPs

- 1) Able to function effectively within healthcare and other organisational and management systems to deliver consistent high-quality patient care
- 2) Able to work within ethical and legal frameworks across all aspects of clinical practice
- 3) Communicates effectively and is able to share decision making, while maintaining appropriate situational awareness, professional behaviour and professional judgement
- 4) Maintains patient safety at the forefront of clinical working. Can utilise quality improvement activity realistically within the constraints of the role
- 5) Able to contribute to and support research
- 6) Behaves as an educator in the context of the role and promotes educational culture

7) Able to self-appraise, learn and adapt

Specialty CiPs

8) Able to demonstrate leadership and management within the laboratory setting for the benefit of patient care

9) Able to use laboratory and other services effectively in the investigation, diagnosis, and management of patients, relatives, and the deceased

10) Able to manage and contribute to a multidisciplinary team effectively

11) Able to take, manage and interpret pathological specimens accurately and safely, mindful of risks to self and others

Submitting your evidence

Your evidence must be uploaded electronically. It's important that you follow the structure in our [user guide](#) when doing so.

All your evidence (other than qualifications that require [authentication](#)) **must** be accompanied by a pro-forma signed by the person who is attesting to the validity and accuracy of your evidence (your verifier). It's very important that you read an explanation of how to this in our [important notice about evidence](#).

You will also need to submit translations of any documents that are not in English. Please ensure the translations you submit meet our [translation requirements](#).

Your evidence **must** be accurate and may be verified at source should we have any queries or justifiable doubts about the accuracy of your evidence. All evidence submitted will be cross checked against the rest of your application and documents.

Anonymising your evidence

It is important that you anonymise your evidence before you submit it to us. You must remove:

- All patient identifying details
- Details of patients' relatives
- Details of colleagues you have assessed, written a reference for, or who have been involved in a complaint you have submitted

Details to be removed include:

- Names (first and last)
- Addresses
- Contact details (i.e. phone numbers or email addresses)
- NHS numbers

- Other individual patient numbers
- GMC numbers

The following details do **not** need to be removed:

- Gender
- Date of birth
- Names of colleagues involved in patient discussions, MDTs or feedback about you

It is your responsibility to make sure that your evidence has been anonymised. Evidence which has not been anonymised will be returned to you. More information can be found on our [website](#).

How much evidence to submit

As a guide, most applications contain around **800-1000 pages of evidence**.

This guidance on documents to supply is not exhaustive and you may have alternative evidence. You do not necessarily have to supply every type of evidence listed, but you must submit sufficient evidence to address each of the required learning outcomes and the associated descriptors. If you do not have all the evidence listed here, we recommend that you delay applying until you are able to gather it.

Your evidence **must** cover the knowledge, skills and qualifications to demonstrate the required CiPs in all areas of the [Forensic Histopathology curriculum](#). If evidence is missing from any area of the curriculum, then the application may fail.

It will help us to deal with your application more quickly if you make sure that you send us only evidence that is directly relevant.

If you have a piece of evidence that is relevant to more than one area, do not include multiple copies in your evidence. Instead, include one copy and list it in your application under each relevant area, stating that the document is located elsewhere, and you would like to cross-reference it.

Evidence of your competence should be recent. When reviewing evidence, we generally consider evidence up to five years old to be sufficiently recent. Evidence that is in excess of five years old should not be submitted, as typically it does not demonstrate that the competences have been recently maintained.

Our guidance on compiling your evidence will help you to decide what is relevant and what is not.

Please read it carefully.

Organising your evidence

Your evidence will need to be organised to reflect the structure of the online application. You should submit your evidence electronically under the correct section of your online application.

The curriculum is structured around 11 Capabilities in Practice (CiPs), and this is how your evidence should be structured. You need to gather your evidence by each CiP should also submit the evidence requested about your, qualifications and employment history and your CV in the format set out in the GMC's [CESR CV guidance](#). You will also be asked to nominate referees to provide structured reports.

You should provide sufficient evidence in respect of each CiP, or the application may fail. It is important to note that you will not be able to compensate for shortfalls in your evidence of training and experience in a particular area of the curriculum by providing extra evidence in other areas.

If you have a piece of evidence that is relevant to more than one area, do not include multiple copies in your evidence. Instead, include one copy and list it in your application under each relevant area, stating that the evidence is located elsewhere, and you would like to cross-reference it.

The amount of evidence needed for each domain will vary according to the documentation required to cover each CiP.

Unsuccessful applications or poor evidence

It is in our experience that applications from doctors in Forensic Histopathology are often submitted with inadequate or poor evidence in the following areas:

- No evidence of the completion of the Fellowship of the Royal College of Pathologists (FRCPath) by examination, or equivalent robust evidence of knowledge across the depth and breadth of the curriculum.
- No evidence of experience or exposure to Paediatric and Neuropathology in ICPT
- No evidence of competence in Gynae Cytology equivalent to the curriculum in ICPT

We strongly recommend you closely match your experiences against the current Forensic Histopathology CCT curriculum and provide evidence of equivalence across all areas

Evidence which can be used to demonstrate core competences in several areas

Some of the suggested evidence is relevant to more than one area of the curriculum. For example, logbooks can be used to demonstrate competence in seven different areas. This means you can use the same logbooks to demonstrate the required competences across several areas. Please make sure you state each time where this evidence is in your application and that you would like to include it.

The evidence suggested below should be included in the relevant CiPs noted in the last column

Logbooks	Validated logbooks containing rotas and timetables, and case summaries/histories including copies of clinical correspondence. Evidence of attachments/rotations and reports from placements	CiP 1, CiP 2, CiP 3, CiP 5, CiP 8, CiP 9, CiP 11
Medical reports	Applicants will need to meet the appropriate standards of knowledge, skills and attitudes as defined in the curriculum. Year 1 Surgical histopathology – 500 cases Cytopathology – 150 cervical and 150 non-cervical cytology cases, which may either be new cases or be seen in the context of teaching sets with appropriate structured feedback from an experienced trainer Year 2 Surgical histopathology – 750 cases Cytopathology – 200 cervical and 200 non-cervical cytology cases, which may either be new cases or be seen in the context of teaching sets with appropriate structured feedback from an experienced trainer.	CiP 1 CiP 2 CiP 3 CiP 5 CiP 8 CiP 9 CiP 11

Case histories	<p>Applicants must provide case histories covering the following areas:</p> <ul style="list-style-type: none"> ● Surgical pathology ● Autopsy pathology ● Cytopathology ● Molecular pathology 	CiP 1, CiP 2, CiP 3, CiP 5, CiP 8, CiP 9, CiP 11
Training assessments	<p>Applicants should submit records of periodic assessment undertaken during training, such as:</p> <p>workplace-based assessments. The number of workplace-based assessments can be found in Appendix E in the forensic histopathology curriculum.</p> <p>revalidation /appraisal portfolio, which might include evidence of RCPATH workplace-based assessments.</p> <p>If you have undertaken recognised specialist or specialty training in the UK, you must provide a copy of all Annual Reviews of Competence Progression (ARCPs) undertaken. These will also be checked directly by the Royal College of Pathologists).</p> <p>If you have not undertaken training in the UK, then you must still provide appraisal and assessment evidence from the last five years. The evidence will need to be very strong. You will need to map your evidence to the CiP and you should state which item shows equivalence and describe why. The descriptors will help you.</p>	CiP 1 CiP 3

Evidence of training, qualifications, and employment

You can see below the evidence you must submit in these general areas. Even if your training concluded more than five years ago, it is useful to submit your training curriculum or other evidence of your training as background evidence of the competencies you obtained then. This allows the evaluators to see your whole career pathway.

If you completed your training within the last five years, you will be submitting evidence relating to it but please remember also to include evidence that is as recent as possible and from your current post, which means you might have to include evidence from posts that you have taken up since training.

Primary medical qualification (PMQ)	<p>If you hold full registration with us, you do not need to submit your PMQ as we saw it when we assessed your application for registration.</p> <p>If you do not hold registration, you will need to have your PMQ independently verified by ECFMG before we can grant you full registration with a licence to practise.</p> <p>You can find out more about primary source verification on our website.</p> <p>You only need to get your PMQ verified by ECFMG. The rest of your evidence should be verified in line with our guidance.</p>
Specialist medical qualification(s)	<p>The Fellowship of the Royal College of Pathologists (FRCPath) is the required test of knowledge for the CCT. Applicants who do not have the FRCPath must provide a robust portfolio of evidence of knowledge, covering the breadth and depth of the curriculum.</p> <p>If you are providing evidence of alternative qualifications in Forensic Histopathology, please provide a copy of the curriculum/syllabi or standards used for the award of the qualification.</p> <p>The standards for the award of the FRCPath are set out in the syllabus for the First and Final Examinations. The FRCR is taken at the end of the third year of CCT specialty training; examinations taken at an earlier stage of training than this are unlikely to demonstrate equivalence to the FRCPath</p> <p>If your specialist medical qualifications are from outside the UK, you must provide an authenticated copy.</p>

There are no qualifications from outside Europe that enable automatic entry to the Specialist Register in any specialty. An evaluation is made based on an applicant's whole career and therefore two applicants with the same qualifications but different training and/or experience may not receive the same decision.

More weight is placed upon the past five years, but it will be useful if you submit as much information as possible about your training curriculum even if this was more than five years ago.

If you have undertaken an approved training programme outside the UK in the past five years, please provide the curriculum or syllabus that was in place when you undertook your training.

If a formal curriculum or syllabus (including assessment methods) is not available, please provide a letter from the awarding body outlining the content of the training programme or examination.

You should not submit a curriculum/syllabus that came into force after your training time.

Recent specialist training

If your training was within the last five years, you should also provide evidence of formal periodic assessment during your training. This evidence must have been completed at the time the training was undertaken (if it is completed retrospectively less weight will be given to it). If you do not supply formal assessment documents, the curriculum must demonstrate how you were assessed. A detailed letter of verification from an educational supervisor may satisfy this requirement.

If areas for development were highlighted, please provide evidence to demonstrate that you have subsequently addressed them.

If you have undertaken approved specialty training towards a CCT or CESR (CP) in Forensic Pathology in the UK in the past five years, you should provide a copy of your ARCPs and Educational and Clinical Supervisor reports.

CV You must provide an up to date copy of your CV, which includes all the details listed in the [guidance on our website](#).

Employment letters The information in these letters **must** match your CV. They should confirm the following:

- dates you were in post
- post title, grade, training
- type of employment: permanent, fixed term, or part time (including percentage of whole time equivalent)

Usually this will be set out in the letters offering you the post and renewing your contracts. **We do not need to see contracts and terms and conditions of employment.**

Job descriptions These **must** match the information in your CV. They will usually confirm the following:

- your position within the structure of your department
- your post title
- your clinical and non-clinical commitment
- your involvement in teaching or training.

Appraisal Those working in an NHS or managed environment should submit evidence of annual appraisals from the last five years. A revalidation or appraisal portfolio would be appropriate (if it is completed retrospectively less weight will be given to the information provided).

For those working in independent practice it is recommended that at appraisals from the last five years are submitted with the application.

Where an applicant is not based in the UK, alternative forms of appraisal are strongly advised. Alternative evidence may include letters (written at the time) commenting on your performance. In addition, where no formal appraisal or assessment forms are available you must provide information on the method of career review or progression.

Capabilities in Practice (CiPs)

Applications will be required to provide evidence they have attained the minimum standard to be entrusted to act unsupervised for each of the 11 CiPs. Further detail regarding each CiP can be found in the [curriculum](#).

CiP 1 – Able to function effectively within healthcare and other organisational and management systems to deliver consistent high-quality patient

Descriptors:

- Demonstrates awareness of, and adherence to, the GMC professional requirements
- Demonstrates recognition of public health issues including population health, social detriments of health and global health perspectives
- Practises promotion of an open and transparent culture
- Demonstrates engagement in career planning
- Demonstrates capabilities in dealing with complexity and uncertainty

360° and multisource feedback (MSF)	MSF must meet the minimum requirements for the specific report being used
Management activity	You must provide evidence of management activities, for example developing, delivering and managing a high-quality service, including staff management. Evidence could include letters from clinical directors, rotas and course certificates.
Chairing meetings and leading projects	You must provide evidence of meetings you have chaired or organised, such as meeting minutes confirming your role and a letter of confirmation.
CPD	You must provide a portfolio of your CPD activity from the last five years, including attendance at local, national and international courses, conferences and meetings. Evidence must be in the form of course completion certificates. You should provide certificates for the five most relevant courses

Membership of professional bodies

You could provide evidence of your membership of professional bodies and organisations

CiP 2 – Able to work within ethical and legal frameworks across all aspects of clinical practice

Applications will be required to provide evidence they have attained the minimum standard to be entrusted to act unsupervised for each of the 11 CiPs. Further detail regarding each CiP can be found in the [curriculum](#).

Descriptors:

- Demonstrates awareness of national legislation and legal responsibilities, including safeguarding vulnerable groups
- Demonstrates behaviour in accordance with ethical and legal requirements
- Demonstrates ability to offer apology or explanation when appropriate
- Demonstrates ability to advise clinicians and other health professionals on medico-legal issues related to pathology, cognisant of national variations in practice

360° and multisource feedback (MSF)

MSF must meet the minimum requirements for the specific report being used

Management and leadership

You must provide evidence of management activities, for example developing, delivering and managing a high-quality service, including staff management.

Evidence could include letters from clinical directors, rotas and course certificates

Audits

You must provide evidence of a complete cycle of audit activities undertaken, including critical appraisal of the outcome of audit/quality improvement activities.

You must also demonstrate complete and ongoing internal (e.g. hospital) and external activities relevant to Forensic Histopathology and undertaken together with conclusion and effect on practice. This must be supported by evidence published audit, verified by the head of department or laboratory manager (or equivalent).

You could provide a project report and the documentation, protocols or forms which may have been developed as part of this work. You may also include minutes of meetings where the project was discussed with other teams.

Examples of audit include:

- Comparing surgical pathology reports to guidance published in one of the RCPATH Datasets or Tissue Pathways.
- Assessing turn-around times for the handling and reporting of specific case types. Indicating where things may be improved and then re-auditing after changes made.
- Comparing a new laboratory method / technique to a previous or existing one in order to demonstrate if the new technique benefits patient care.

Reflective diaries

You should provide evidence of a reflective diary/log demonstrating your reflective reports, learning achievements and a list of courses. You must demonstrate what you have learnt and any plans for improvement.

You may wish to demonstrate personal reflections on cases or learning that have influenced your work. Advice on reflection and a reflective diary template can be [found here](#).

Service improvement

You must provide evidence of attendance at local or national external quality assurance (EQA) schemes. Evidence must show your participation in quality assurance.

Health and safety

You should provide the following:

- Certificate of good standing (if applicable)
 - Disciplinary procedures or adverse outcomes you have been involved in
 - Health statement/declaration
 - CPD activity (cross reference with CiP 1)
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CiP 3 – Communicates effectively and is able to share decision making, while maintaining appropriate situational awareness, professional behaviour and professional judgement

Applications will be required to provide evidence they have attained the minimum standard to be entrusted to act unsupervised for each of the 11 CiPs. Further detail regarding each CiP can be found in the [curriculum](#).

Descriptors:

- Demonstrates effective communication with colleagues, members of the multidisciplinary team, patients and carers as appropriate
- Identifies and manages barriers to communication (e.g. cognitive impairment, speech and hearing problems, capacity issues, cultural issues)
- Demonstrates effective communication with colleagues, members of the multidisciplinary team, patients and carers as appropriate
- Identifies and manages barriers to communication (e.g. cognitive impairment, speech and hearing problems, capacity issues, cultural issues)

Communication with colleagues

You must provide evidence of the following:

- Letters produced by you requesting a second opinion
- Letters of appreciation from colleagues regarding your involvement in patient management
- Communications with clinical colleagues advising them, or answering questions, regarding a report issued
- Multisource feedback (see CiPs 1-2)
- CPD (see CiP 1)

Management and leadership

Refer to CiPs 1-2 for full guidance on this suggested evidence

CiP 4 – Maintains patient safety at the forefront of clinical working, can utilise quality improvement activity realistically within the constraints of the role

Applications will be required to provide evidence they have attained the minimum standard to be entrusted to act unsupervised for each of the 11 CiPs. Further detail regarding each CiP can be found in the [curriculum](#).

Descriptors:

- Raises and escalates concerns where there is an issue with patient safety or quality of care
- Contributes to and delivers quality improvement
- Identifies basic human factors principles and practice at individual, team, organisation and system levels
- Recognises the importance of non-technical skills and crisis resource management
- Recognises and works within limit of personal competence

Audits	You must provide evidence of a complete cycle of audit activities undertaken, including critical appraisal of the outcome of audit/quality improvement activities. Refer to CiP 2 for full guidance.
Reflective diaries	You should provide evidence of a reflective diary/log demonstrating your reflective reports. Refer to CiP 2 for full guidance.
Service improvement	You must provide evidence of attendance at local or national external quality assurance (EQA) schemes. Refer to CiP 2 for full guidance.
Health and safety	Refer to CiP 2 for full guidance.

CiP 5 – Able to contribute to and support research

Applications will be required to provide evidence they have attained the minimum standard to be entrusted to act unsupervised for each of the 11 CiPs. Further detail regarding each CiP can be found in the [curriculum](#).

Descriptors:

- Demonstrates appropriate research and academic writing
- Supports the health service research of others, including exploring funding opportunities
- Demonstrates ability to follow legal and ethical frameworks underlying research in the UK, particularly tissue-based research and demonstrates ability to follow these guidelines
- Demonstrates ability to carry out critical appraisal of the literature

Research papers, grants and publications You should provide evidence of research you have undertaken that is relevant to your current practice.

Evidence should include a summary or abstract of the research if unpublished. If your research is published, you should provide the first page of the paper.

Presentations and poster presentations You should provide evidence of presentations and/or posters you have delivered at regional, national or international meetings/conferences.

Evaluation of research You must provide evidence of your evaluation of research. Evidence could include:

- Participation in departmental Journal Club, including leading discussions on scientific papers, supported by presentation slides and/or minutes of the meeting
- Acting as a reviewer for a scientific journal, supported by a letter/email of acknowledgement from the Editor
- Publication of a review article in a scientific journal, supported by a copy of the first page

Audits

You must demonstrate participation in audit activity. Refer to CiP 2 for full guidance.

CiP 6 – : Behaves as an educator in the context of the role and promotes educational culture

Applications will be required to provide evidence they have attained the minimum standard to be entrusted to act unsupervised for each of the 11 CiPs. Further detail regarding each CiP can be found in the [curriculum](#).

Descriptors:

- Demonstrates effective teaching, training and supervision to peers, medical students, junior doctors, laboratory staff and others as appropriate
- Demonstrates ability to deliver effective feedback to trainees, with an appropriate action plan

Teaching timetables

You must provide evidence of teaching timetables, demonstrating your regular participation in teaching activity, supported by letter confirming your role in teaching (e.g. from Dean's office or academic head of department or equivalent or timetable of teaching schedule).

Lectures

You must provide evidence of the following:

- Involvement in postgraduate Forensic Histopathology teaching and lecturing, supported by letter from your clinical director/postgraduate tutor or dean
- Presentation slides of the lectures/teaching sessions you have delivered

Feedback from those taught

You must provide evidence of feedback from those you have taught. This could be in the form of evaluation forms or letters/emails from those taught. This evidence should be triangulated with the evidence of teaching you delivered (e.g. presentation slides). Feedback must be anonymised.

Letters from colleagues

You could provide letters from colleagues confirming your role in teaching and/or supervision

activity.

Attendance at teaching / appraisal courses

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You must provide evidence of the following:

- Attendance at relevant teaching courses, supported by certificates of attendance
- Appraisal courses
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7 Participation in the assessment/appraisal and appointments process

You could provide evidence of your involvement in conducting the appraisal of others, supported by a letter of confirmation from the medical director.

Applicants may provide evidence of involvement in conducting appraisal of others (supported by letter of confirmation from Chief Executive or Medical Director or others).

CiP 7 – : Able to self-appraise, learn and adapt

Applications will be required to provide evidence they have attained the minimum standard to be entrusted to act unsupervised for each of the 11 CiPs. Further detail regarding each CiP can be found in the [curriculum](#).

Descriptors:

- able to apply reflective learning strategies to aid learning and improve performance
- Demonstrates ability to apply knowledge and adapt to new clinical situations
- Demonstrates ability to adapt and work effectively with different teams, departments, professional groups and external agencies

Working in multidisciplinary teams

You must provide evidence of your participation in multidisciplinary (MDT) meetings or clinicopathological meetings and/or service improvement meetings.

Evidence could include meeting attendance lists, minutes of meetings showing your participation, and action points directly involving you.

Service improvement and clinical governance meetings

You must provide evidence of attendance at local or national external quality assurance (EQA) schemes.

Refer to CiP 2 for full guidance.

Management and leadership

You must provide evidence of management activities, for example developing, delivering and managing a high-quality service, including staff management.

Refer to CiPs 1-2 for full guidance on this suggested evidence

Chairing meetings and leading projects

You must provide evidence of meetings you have chaired or organised.

Refer to CiP 1 for full guidance on this suggested evidence

Data protection

You must provide evidence of recently attending a data protection course, by way of a certificate of course completion.

You must also ensure your entire application is anonymised in line with the GMC's guidance.

CiP 8 – Able to demonstrate leadership and management within the laboratory setting for the benefit of patient care

Applicants may provide evidence of involvement in conducting appraisal of others (supported by letter of confirmation from Chief Executive or Medical Director or others).

Descriptors:

- Describes and explains the structure, resources and legislation surrounding laboratory practice
- Demonstrates awareness of developments, both scientific and managerial, that may affect the organisation and delivery of Pathology services (e.g. commissioning)
- Demonstrates ability to write a business case and draw upon the expertise and opinions of others in this process
- Demonstrates understanding of method validation
- Demonstrates ability to effectively use internal quality control and external quality assurance information to diagnose and resolve analytical problems

Management and leadership

You must provide evidence of management activities, for example developing, delivering and managing a high-quality service, including staff management.

Refer to CiPs 1-2 for full guidance on this suggested evidence.

Laboratory experience

You must submit evidence of your experience in the selection, validation and interpretation of laboratory tests, including liaison with clinicians and participation in MDTs or clinicopathological meetings.

Evidence could include:

Logbook of cases covering the range of conditions seen. Further information can be found in Appendix A of the [forensic histopathology curriculum](#)

Medical reports across the breadth of your practice

Correspondence with clinical colleagues advising them, or answering queries, regarding a

report issued

MDT meeting minutes

Participation in interpretive EQA – either individually or as part of a team – with reflection upon performance

Consolidation sheets, summary lists and annual caseload statistics

You must submit departmental statistics in relation to the workload and turnaround time to account for the appropriate standards of knowledge, skills and attitudes as outlined in the Forensic Histopathology curriculum.

Medical reports

You must submit robust evidence of clinical activity to meet the appropriate standards of knowledge, skills and attitudes as defined in the Forensic Histopathology curriculum of:

Induction

Laboratory competencies

Clinical governance and audit competencies

Competencies in the interpretation of laboratory data

Competencies in research and development

CiP 9 – Able to use laboratory and other services effectively in the investigation, diagnosis, and management of patients, relatives, and the deceased

Applicants may provide evidence of involvement in conducting appraisal of others (supported by letter of confirmation from Chief Executive or Medical Director or others).

Descriptors:

- Describes and explains Laboratory Information Management Systems and other healthcare IT systems, including understanding the legislation surrounding information governance
- Effectively liaises with specialty services and requests appropriate investigations
- Effectively liaises with specialty services and requests appropriate investigations
- Describes and explains reasoning behind investigational and diagnostic advice clearly to clinicians, laboratory staff, legal professionals and lay persons

Management and leadership

You must provide evidence of management activities, for example developing, delivering and managing a high-quality service, including staff management.

Refer to CiPs 1-2 for full guidance on this suggested evidence.

Laboratory experience

You must submit evidence of your experience in the selection, validation and interpretation of laboratory tests, including liaison with clinicians and participation in MDTs or clinicopathological meetings.

Refer to CiP 8 for full guidance on this suggested evidence.

Consolidation sheets, summary lists and annual caseload statistics

You must submit departmental statistics.

Refer to CiP 8 for full guidance on this suggested evidence.

Medical reports

You must submit robust evidence of clinical activity as defined in the Forensic Histopathology curriculum.

Refer to CiP 8 for full guidance on this suggested evidence.

CiP 10 – Able to manage and contribute to a multi-disciplinary team effectively

Applicants may provide evidence of involvement in conducting appraisal of others (supported by letter of confirmation from Chief Executive or Medical Director or others).

Descriptors:

- Demonstrates effective management and team working skills, including influencing, negotiating, continually re-assessing priorities and effectively managing complex, dynamic situations
- Identifies and supports effective continuity and coordination of patient care through the appropriate transfer of information
- Recognises the importance of prompt and accurate information sharing with the team primarily responsible for the care of the patient
- Able to work effectively with outside agencies such as HM Coroner, COPFS, GMC, Charitable organisations and regional, national and international research / diagnostic networks
- Able to integrate the results in order to advise an MDT and able to provide prognostic information

Working in multidisciplinary teams

You must provide evidence of your participation in multidisciplinary (MDT) meetings or clinicopathological meetings and/or service improvement meetings.

Refer to CiP 7 for full guidance on this suggested evidence.

CiP 11 – Able to take, manage and interpret pathological specimens accurately and safely, mindful of risks to self and others

Applicants may provide evidence of involvement in conducting appraisal of others (supported by letter of confirmation from Chief Executive or Medical Director or others).

Descriptors:

- Able to interpret a macroscopic specimen in anatomical terms accurately, for diagnostic, prognostic and therapeutic purposes
- Able to identify and interpret microscopic features (including additional techniques) in order to provide an accurate surgical pathology report to inform the multidisciplinary team for diagnostic and prognostic purposes
- Able to perform a post-mortem examination of a type usually encountered in clinical practice, in order to inform the Coroner, Procurator Fiscal hospital team, family and others appropriately
- Able to interpret all macroscopic and microscopic findings identified from the post-mortem examination in order to evaluate and identify disease processes, and their likely biological and or clinical significance
- Able to portray an appropriate amount of certainty around a pathological diagnosis so as to influence the multidisciplinary team accordingly
- Able to provide a timely accurate report in clear and appropriate language, in written and spoken form
- Able to use appropriate published guidelines and diagnostic coding as required
- Able to provide a provisional verbal report urgently, according to clinical need, and document appropriately (e.g. for intraoperative pathology)
- Able to counsel next of kin and peer health professionals on the outcomes of pathology investigations and post-mortem examinations
- Demonstrate the ability to report independently

Communication with Colleagues

You should provide evidence of the following:

- Multisource feedback
- CPD
- Letters produced by you requesting a second opinion
- Letters of appreciation from colleagues regarding your involvement in patient management
- Communications with clinical colleagues advising them, or answering questions, regarding a report issued

Understanding your limitations / capabilities

You should demonstrate awareness of your own limitations and understanding when and who to refer on to or seek professional advice from. You should do this by providing evidence of personal reflection on your own limitations and capabilities.

Equality and human rights

You could provide evidence of the following:

- Personal reflection about your work
- Learning needs you have identified and reflections
- Equality and diversity training certificates
- Multisource feedback

Working in multidisciplinary teams

Refer to CiP 7 for full guidance on this suggested evidence.

Management and leadership experience

Refer to CiPs 1-2 for full guidance on this suggested evidence.

Chairing meetings and leading projects

Refer to CiP 1 for full guidance on this suggested evidence.

Honesty and integrity

Refer to 'Health and safety' in CiP 2 for full guidance on this suggested evidence.

Data protection

Refer to CiP 7 for full guidance on this suggested evidence.
