



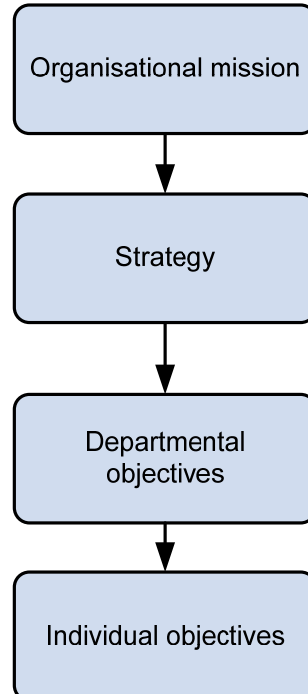
## Forward Plan 2010–2012

### A Introduction

The College is a professional membership organisation dedicated to the advancement of the science and practice of pathology. Currently there are approximately 10,000 members, who are based in hospitals, universities and laboratories in the UK and overseas. The main specialties of pathology which the College represents are clinical biochemistry, cytopathology, dermatopathology, clinical embryology, forensic pathology, genetics, haematology, histocompatibility and immunogenetics, histopathology, immunology, medical microbiology, metabolic medicine, neuropathology, oral pathology, paediatric pathology, toxicology, transfusion medicine, veterinary pathology, virology.

The College's mission statement is to "promote excellence in the practice of pathology and to be responsible for maintaining standards through training, assessments, examinations and professional development, to the benefit of the public".

This plan sets out the objectives which the College aims to achieve during the next two years. It constitutes a 'to do' list for the College and its Officers, Council, Directors and staff: the latter two will translate the objectives into departmental and individual objectives.



Over the past few years, the activities of the College have expanded considerably due to initiatives from UK Government relating to training, assessments, examinations and professional practice. There are also issues relating to recruitment, workforce numbers, local delivery of pathology services and the development of roles such as the advanced practitioner.

Council has agreed that the plan should be reviewed by the Executive Committee at their annual summer meeting.

## **B Governance**

The College was established in 1962 and received the Royal Charter in 1970. The Charter states that “the management of the College shall be vested in the Council” and, together with numerous Ordinances and Bye-laws, details the procedures and processes by which this is carried out. Some examples include the categories of membership, elections to Council and to Honorary Officer posts, the procedure of the Annual General Meeting, terms of office, and how the accounts are managed and presented. As the College has charitable status, Councillors also serve as Trustees and must meet the requirements of the Charity Commission. Council comprises the seven Honorary Officers, eight nationally elected members, Chairs of the eleven Regional Councils and up to four co-opted members to accommodate the small specialties. Directors, who are appointed to oversee a particular area of College work, are invited to attend as observers.

The aims of the College, as laid down in the Royal Charter, are to:

1. advance the science and practice of pathology
2. further public education in the field of pathology
3. promote research in pathology and disseminate the results.

The aims of the Charter are fulfilled by the current functions of the College, which are outlined in the next section. These functions form the basis for the many activities that the College undertakes on behalf of its membership, Government and the public.

## **C Activities carried out by the College**

These are described further in *Guide to the College*, revised March 2009 and available from the College website at [www.rcpath.org/resources/pdf/guidetothecollegeweb.pdf](http://www.rcpath.org/resources/pdf/guidetothecollegeweb.pdf).

### **Aim 1: To advance the science and practice of pathology**

- setting the standards for pathology training for medical doctors and for clinical scientists
- providing assessments and examinations for those training in pathology
- developing and providing revalidation advice to pathologists
- providing a quality assured continuing professional development (CPD) scheme
- encouraging, promoting and accrediting high quality clinical audit
- developing and providing a pathology focussed multi-source feedback (MSF) tool

- upholding standards of pathology practice through the Professional Performance Panel
- supporting and developing national, regional and specialist interpretive EQA schemes
- developing and publishing guidance documents in order to maintain standards of practice in pathology
- organising scientific symposia and educational events
- consulting the membership and encouraging discussion by all available methods including the Regional Councils, Bulletin and the website
- monitoring workforce statistics to ensure pathology services are appropriately staffed in order to ensure patient safety and making representations to Government, Department of Health and the Centre for Workforce Intelligence
- promoting the continued development and adoption of best practice in diagnostic pathology and new tests through the development of a National Laboratory Medicine Catalogue
- developing the roles and workforce planning of scientists principally through the MSC programme and collaboration with the IBMS and other relevant bodies
- fostering active links with other national and international professional bodies relevant to the aims and activities of the College
- supporting the overseas membership of the College, principally through the International Committee structure
- supporting Labs are Vital as a stakeholder
- developing a structure to support the activities of Medical Examiners of the cause of death.

**Aim 2: To further public education in the field of pathology**

- responding to queries as appropriate
- providing responses to consultations from government and other external agencies
- actively encouraging input from lay and trainee representatives in the College's decision-making process
- striving to increase public engagement and awareness of pathology through various media, including public engagement and National Pathology Week
- supporting Lab Tests Online as a stakeholder
- providing training in science communication.

### **Aim 3: To promote research in pathology and disseminate the results**

- facilitating, providing and managing a programme of research opportunities in pathology
- providing information on and facilitating research through the Research Committee
- providing an awards system of medals for published research by trainees
- commissioning articles on areas of topical interest for publication in the Bulletin.

### **D Achievement of objectives cited in the 2008–2010 plan**

- notification of Privy Council approval of the revised Royal Charter, Ordinances and Bye-laws obtained in January 2008
- changes implemented in membership categories during 2008 and new Affiliate category introduced in January 2009 (within 12 months of receipt of Privy Council approval of the revised Charter, Ordinances and Bye-laws)
- a visual identity project was undertaken and a new visual identity with logo and guide to house style were put into use during 2008
- the Education Centre was opened with an official launch on 3 November 2008
- a plan for a public engagement programme has been developed and several events have been held
- the first National Pathology Week was organised in November 2008, with over 300 events held both regionally and at the College and the second NPW was held in November 2009 with over 400 events
- a staff intranet has been launched which hosts an IT virtual helpdesk, an HR section including policies and documents relevant to staff including information about the employee assistance programme, a holiday calendar and processes developed so far
- we have maintained Investors in People accreditation at our last compulsory review in 2008
- in collaboration with the RCGP, ACB and IBMS guidance has been produced on point-of-care testing in primary care and the community and is with the MHRA as at February 2010
- changes have been implemented to the electronic workforce database (EWD) to ensure that the fields are more user-friendly and appropriate
- changes were made by Autumn 2008 to ensure the EWD allows customisation for specialty specific surveys
- a workforce directory of Heads of Departments and Clinical Directors was completed by December 2008

- a new College membership database, Iris Integra has been introduced. Phase 1 to provide the transfer to data from ALMS for Finance and Membership, Exams, Training, CPD was achieved in February 2010
- a research sub-group in each major pathology specialty was developed during 2008
- a research area has been developed on the College website, including the award of a gold and specialty research medals to trainees
- the employers' section and specialty specific surveys for cytopathology, microbiology/virology were launched as modules of the EWD in March 2010
- replace the servers by September 2009. Professional advice subsequently obtained suggested this can be deferred until the 2011/2012 financial year
- the first Furness prize for science communication was awarded in 2010
- a review of the CPD scheme has been undertaken to ensure it meets the requirements of revalidation and guidance has been published
- the pathology focused multi-source feedback (MSF) tool has been piloted
- in working towards revalidation, the specialty framework for revalidation was drafted and subsequently approved by the GMC in 2010
- the revised curricula were submitted to PMETB by the deadline of December 2009.

## **E Objectives for 2009–2011**

The key objectives which the College aims to achieve during the next two years, linking to the aims stated in the Royal Charter, are to

### **Aim 1: Advance the science and practice of pathology**

- ensure that draft curricula and assessments for healthcare scientists in the pathology disciplines, reflecting the training and career requirements of Modernising Scientific Careers, are prepared by June 2011
- contribute to the piloting of revalidation processes by participating in national meetings and workshops and responding to relevant consultations by the end of 2012. Work with external organisations to ensure a system to support revalidation is delivered by July 2012
- review the fitness for purpose of job descriptions of College Tutors and Regional Specialist Advisers to support all those involved in the revalidation process by the end of 2012
- actively support integrated e-learning resources across all major College specialties to support the learning objectives of the curricula, integrating image data, e-learning modules, pathopedia and clinical cases

- develop processes and structures in collaboration with the National Medical Examiner for training medical examiners to support the development of medical examiners by June 2011
- seek consensus with UK Medical Schools and the GMC on teaching pathology to medical undergraduates
- integrate the electronic workforce database with the Iris Integra system by Spring 2011
- further develop the National Laboratory Medicine Catalogue incorporating relevant data such as test use and appropriate request forms
- develop leadership skills for Fellows and Affiliates
- develop a strategy to address the challenges of molecular pathology
- support the development of efficient, high quality pathology in a financially challenging environment in accordance with the College's aims of providing the best patient care and to strive to influence commissioners to select clinically led pathology services
- ensure that the College is appropriately accredited as a guideline producing body by NHS Evidence by summer 2011
- achieve and maintain a redesigned website by December 2010
- work with CPA/UKAS to improve laboratory accreditation.

### **Aim 2: Further public education in the field of pathology**

- work with the Lay Advisory Committee and patient groups to provide stimulating content for the patient area of the website by December 2010 and to determine on an on-going basis those issues of public interest and significance requiring College comment or guidance
- organise National Pathology Week in November 2010 and work towards National Pathology Year and 50th anniversary in 2012
- develop public engagement work and obtain funding from external sources to run events in order to increase public understanding of the repertoire, development, appropriateness and interpretation of laboratory tests in context, with consideration of quality issues such as access, timeliness and quality assurance of the service by providers.

### **Aim 3: Promote research in pathology and disseminate the results**

- develop a structure and strategy to support research
- encourage improved funding to increase the academic workforce in research by October 2011
- support the development of research skills
- encourage recognition of pathology input in multi-disciplinary research.

An additional aim is suggested:

**Aim 4: Maintain an efficient organisation**

- continue to document College processes and procedures
- complete a review of College structures in the current challenging financial circumstances, improving cover to the appropriate standard
- ensure the organisation is adequately resourced in terms of staffing, finance, IT and that expenditure is maintained within agreed College budget
- ensure the College has adequate and continuous administrative and HR support at all times to support College Officers and members with College responsibilities to enable them to meet their objectives and those of the College
- maintain Investors in People standards to ensure re-accreditation at the next review in December 2011
- agree a revised College environmental policy and implement it by July 2010 with a view to continuous improvement
- continue to use technology appropriately in order to reduce the use of paper in line with the College's environmental policy
- introduce Phase 2 of the new College membership database, Iris Integra, to provide a redesigned and integrated website by December 2010; Phase 3 to provide committee details, automated processes and transfer of electronic workforce database by March 2011.

**Approved by Council in June 2010 and by the Executive Committee in July 2010**