



The Royal College of Pathologists

Pathology: the science behind the cure

RCPATH – Neuropathology response to HEE's Strategic Framework Call for Evidence 2021

Demographics and Disease

Aging population: Increased prevalence of disease and age-related diseases

c.5.1.c. Impact on workforce number demand:

- *Strong demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

- *Medium Impact*

e.5.1.e. Degree of impact on need for new roles:

- *Medium Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *Low Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

Improved diagnostics picking up more cases. Leads to increased workload and potentially earlier stage disease.

c.5.1.c. Impact on workforce number demand:

- *Moderate demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

- *Medium Impact*

e.5.1.e. Degree of impact on need for new roles:

- *Medium Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *Low Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

Public, People, Patient and Carer

Patient expectation around testing. This leads to increased demand for testing

c.5.1.c. Impact on workforce number demand:

- *Moderate demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

- *High Impact*

e.5.1.e. Degree of impact on need for new roles:

- *Low Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *High Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

Safety - ensuring proper integration of molecular information. On-going improvement in knowledge of molecular pathology.

c.5.1.c. Impact on workforce number demand:

- *Strong demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

- *High Impact*

e.5.1.e. Degree of impact on need for new roles:

- *Low Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *High Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

Equitable access to molecular testing with up-to-date panels. Pathways to provision of molecular testing

c.5.1.c. Impact on workforce number demand:

- *Strong demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

- *High Impact*

e.5.1.e. Degree of impact on need for new roles:

- *High Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *High Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

Socio-economic and environment

Increasing population. Increased burden of neurological disease and need for neuropathology.

c.5.1.c. Impact on workforce number demand:

WKF

v1 FINAL

- *Moderate demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

- *Low Impact*

e.5.1.e. Degree of impact on need for new roles:

- *Low Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *Medium Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

Aging population. Increased burden and need for assessment of age-related diseases.

c.5.1.c. Impact on workforce number demand:

- *Moderate demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

- *Low Impact*

e.5.1.e. Degree of impact on need for new roles:

- *Low Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *Medium Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

Staff and Student/trainee

Desire for flexible/part time working combined with current top-heavy age-profile of workforce. Work also linked to increased numbers of neurologists and neurosurgeons. Need for more posts to maintain SPAs.

Evidence: Gap analysis already shows national shortage in workload - 54WTE UK-wide vs 65 needed. But many centres have a shortfall of less than 1WTE making it difficult to justify financial outlay for appointment.

c.5.1.c. Impact on workforce number demand:

- *Moderate demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

- *Low Impact*

e.5.1.e. Degree of impact on need for new roles:

- *Medium Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *Medium Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

WKF

v1 FINAL

Loss of academic neuropathology posts. More difficult to develop an academic career with effects on teaching, neuropath research and ability to support general neuroscience research.

c.5.1.c. Impact on workforce number demand:

- *Moderate demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

- *High Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

Need for on-going education. Support for on-going education needed to cope with changing practice environment related to new technologies.

c.5.1.c. Impact on workforce number demand:

- *Strong demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

- *High Impact*

e.5.1.e. Degree of impact on need for new roles:

- *Medium Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *High Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

Changes to reward structures including reduced availability of national merit awards. Less reward for national professional and research activities with impact on desirability of this work given other demands.

c.5.1.c. Impact on workforce number demand:

- *Strong demand increasing impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

Low profile of pathology amongst medical students. Increased difficulty in recruitment.

Science, digital, data and tech

Molecular diagnostics. Molecular testing now needs to be incorporated into layered reports and demands knowledge of both traditional neurohistology and molecular - this is constantly advancing and particularly in areas of neuro-oncology and muscle.

Evidence: cIMPACT-NOW guidelines and new 2021 WHO classification

c.5.1.c. Impact on workforce number demand:

- *Strong demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

WKF

v1 FINAL

- *High Impact*

e.5.1.e. Degree of impact on need for new roles:

- *High Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *High Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

Digital pathology. Opportunities for new ways of working and collaboration.

c.5.1.c. Impact on workforce number demand:

- *Neutral*

d.5.1.d. Degree of impact on need for new skills:

- *High Impact*

e.5.1.e. Degree of impact on need for new roles:

- *Medium Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *High Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

Artificial intelligence. Not yet in use. May help with some automated activities. Uncertain impact at present.

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *6 - 10 years*

Data security and sharing. Particularly with networked services - need to transfer data securely.

c.5.1.c. Impact on workforce number demand:

- *Moderate demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

- *Medium Impact*

e.5.1.e. Degree of impact on need for new roles:

- *Medium Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *High Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

IT support. Adequately resourced and up-to-date lab integrated management computers to cope with integrated reported, tracking, digital pathology etc.

c.5.1.c. Impact on workforce number demand:

- *Strong demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

- *High Impact*

e.5.1.e. Degree of impact on need for new roles:

- *High Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *High Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

Service models and pandemic

Personalised care. More detailed analysis of specimens from histology to molecular profiling - both diagnostic and to identified mutations/polymorphisms affecting treatment response.

c.5.1.c. Impact on workforce number demand:

- *Strong demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

- *High Impact*

e.5.1.e. Degree of impact on need for new roles:

- *High Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *High Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- *0 - 5 years*

Equitable service models across UK regions. Ensuring equitable access to rapidly developing new technologies.

c.5.1.c. Impact on workforce number demand:

- *Strong demand increasing impact*

d.5.1.d. Degree of impact on need for new skills:

- *High Impact*

e.5.1.e. Degree of impact on need for new roles:

- *High Impact*

f.5.1.f. Degree of impact on need for new ways of working:

- *High Impact*

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- 0 - 5 years

Services for highly rare diseases. Need for national centres of expertise for highly rare diseases that need to be adequately resources.

c.5.1.c. Impact on workforce number demand:

- Strong demand increasing impact

d.5.1.d. Degree of impact on need for new skills:

- High Impact

e.5.1.e. Degree of impact on need for new roles:

- High Impact

f.5.1.f. Degree of impact on need for new ways of working:

- High Impact

g.5.1.g. In what time horizon will the most significant impact be felt on workforce demand?

- 0 - 5 years

Please provide details of where you feel the greatest workforce demand and supply gaps will be over the next 15 years. Where possible please be precise with regards to workforce groups/professions, services/pathways and place (geographic area), as well as timescales.

Ensuring sufficient neuropathologists for the population - currently 54WTE in UK suggesting shortfall. More sessions will be needed with increasing complexity of work.

Ensuring adequately trained specialised BMS staff with career option for neuropath.

Adequate secretarial support - essential particular for tracking the complex components of reports.

Recent BNS survey suggested 14.8DCC/centre compared to ideal of 20.3

In 15 years' time, what one key thing do you hope to be able to say the social care and health system has achieved for people who need care and support, patients and the population served?

Equitable service across UK providing up to date diagnosis with personalised medicine approach – based on integrating all modalities of technology.

In 15 years' time, what one key thing do you hope to be able to say the health and social care system has achieved for its workforce, including students and trainees?

Good career options with a structure in place to enable response to on-going technological changes through education, support for research and development and individual support through career phases, including workload management to avoid stress, burnout and leaving the profession.