



The Royal College of Pathologists

Pathology: the science behind the cure

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

Socio-economic and environment

Workforce demographics ageing medical workforce, early retirements, overall shortage of Pathologists. Too few medically trained staff to deliver service. Can allow expansion of BMS roles. Need to encourage recruitment in Pathology training.

Evidence available at: <https://www.rcpath.org/profession/workforce-planning/our-workforce-research/diagnostic-cytopathology-in-the-uk-2020.html>

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*

Staff and Student/trainee

Greater use of online teaching/education. Most education taken online. Will face to face return?

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:

- *Medium Impact*

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

- *0 - 5 years*

Science, digital, data and tech

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Use of AI in pathology. This may be more applicable to Cellular Pathology than cytology

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?

- *6 - 10 years*

Service models and pandemic

Greater use of home working. Move to home working (accelerated by COVID) and need for secure remote digital reporting systems.

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*

Post-COVID work increase. Post-COVID recovery leading to large increase in workloads on departments.

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*

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