



Workforce Planning Report 2016 Medical and Scientific

The Workforce Department aims to maintain standards in pathology by:

- reviewing and approving consultant level job descriptions,
- monitoring appointments and
- supporting **workforce planning**.

Workforce planning enables the College to plan an efficient, high quality pathology service through the census for individuals and direct surveys, triangulating the data with the results of the Advisory Appointment Committees (AACs).

It is vital to collate accurate aggregated and anonymised data, with which the College can petition the government and advise other relevant professional groups, including Health Education England (HEE), of the results.

Workforce planning is:

- getting the **right** people,
- with the **right** skills,
- in the **right** place, at the **right** time
- and at the **right** cost.

COLLABORATION

HEE, CANCER RESEARCH UK,
INSTITUTE FOR EMPLOYMENT
STUDIES



HEE Pathology Workforce Working Group

Established in November 2016, this committee provides an excellent opportunity for networking and raising the profile of **pathology workforce** issues.

Consultant vacancies advertised in the BMJ, NHS Employers and The Lancet do **not** provide a true picture of the number of unfilled posts. The College has commenced specialty-specific surveys, sent to Clinical Directors and Heads of Departments, to compile a comprehensive picture of the histopathology/cellular pathology workforce in the UK and to obtain a realistic idea of the number of vacant posts. This is combined with plans for the mandating of the workforce census through the website, as it is vitally important that all members contribute their **workforce details**.



JOB DESCRIPTION (JD) REVIEW and REPRESENTATION ON ADVISORY APPOINTMENT COMMITTEES (AACs)

Medical and scientific consultant job description review in England, Wales & Northern Ireland is co-ordinated centrally by the College.

Direct Clinical Care (DCC) and Supporting Professional Activities (SPA) split are monitored when JDs are reviewed.

JOB DESCRIPTIONS ARE REVIEWED AGAINST MODEL JOB DESCRIPTIONS by experienced College staff

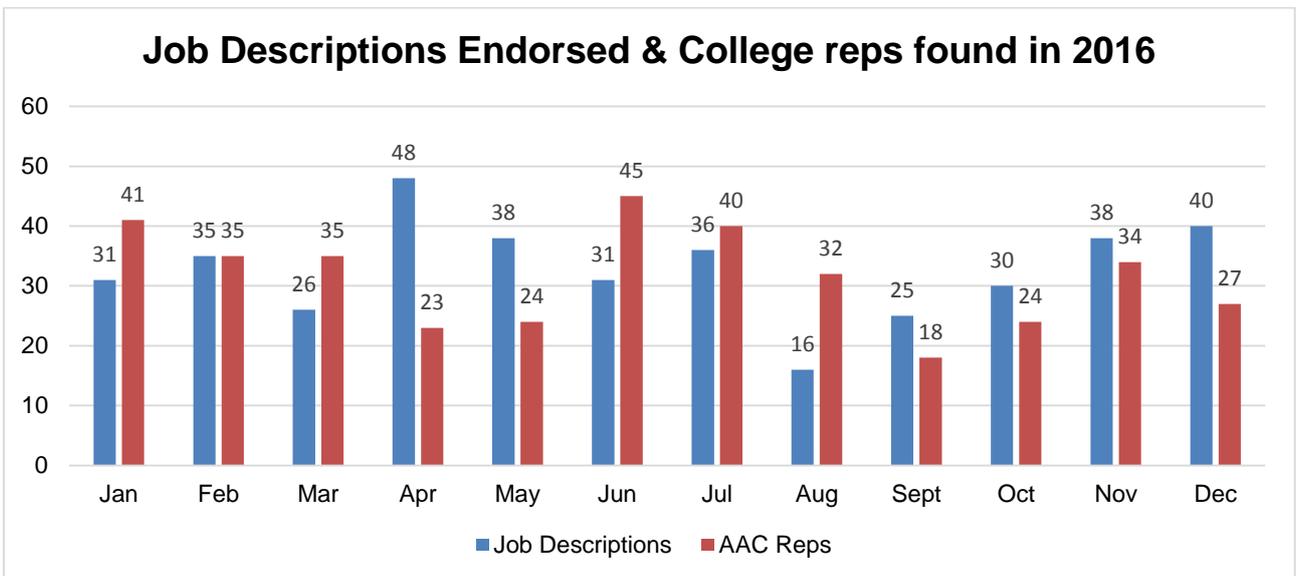
FORWARDED TO SPECIALTY REVIEWER FOR COMMENT

NEGOTIATED AMENDMENTS WITH EMPLOYING BODY

FINAL JOB DESCRIPTION APPROVED

The College also provides representation on medical and scientific consultant Advisory Appointment Committees (AACs) in England, Wales and Northern Ireland.

N.B. Scotland has a separate system.



Source RCPATH Workforce Department 2017

From 2016 the Workforce Department has taken on responsibility for workforce planning for clinical scientists.

The College carried out a publicity campaign to inform Trusts in the UK that a voluntary, free service was also available for senior clinical scientist posts. As a result, the College hopes to be involved in more job description reviews and finding reps for clinical scientist appointments and will report on this next year.

The staff have been updating the generic model job description and person specification, which will provide a useful resource to benefit employers seeking to appoint senior clinical scientists.

Data collection and analysis of the pathology workforce



MEDICAL

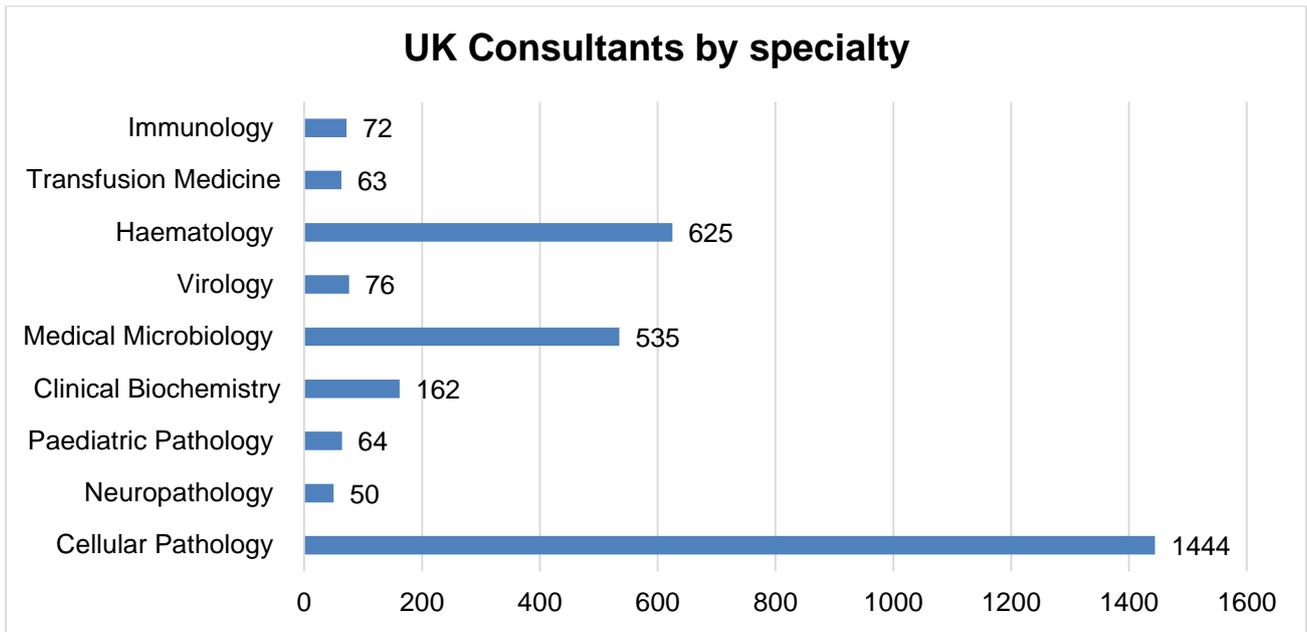


CLINICAL SCIENTISTS

Percentages of Fellows, Diplomates, Associates & Affiliates who have updated the **workforce census** since 2013.

40% OF MEDICAL MEMBERS DO NOT COMPLETE THEIR WORKFORCE DETAILS ONLINE, DESPITE MULTIPLE TARGETED EMAILS.

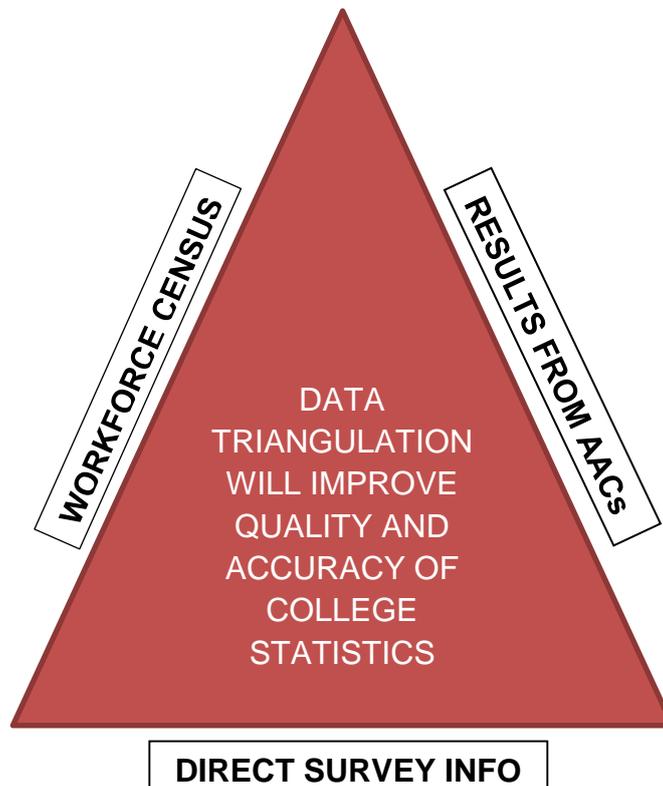
CURRENT METHODS HAVE BEEN EXHAUSTED!
PLANS TO INTRODUCE AN ONLINE PROCESS TO MANDATE DATA ENTRY, INCLUDED IN PHASE 2 OF THE WEBSITE DEVELOPMENT, ARE CURRENTLY ON HOLD, AS REQUESTED BY THE TRUSTEE BOARD.



Source RCPATH Workforce Census 2016

IMPROVEMENT NEEDED IN CLASSIFICATIONS IN ELECTRONIC STAFF RECORD (ESR)

It would help if the ESR accurately reflected the pathology specialties in practice. The comparison of College and ESR data would benefit HEE and other agencies.

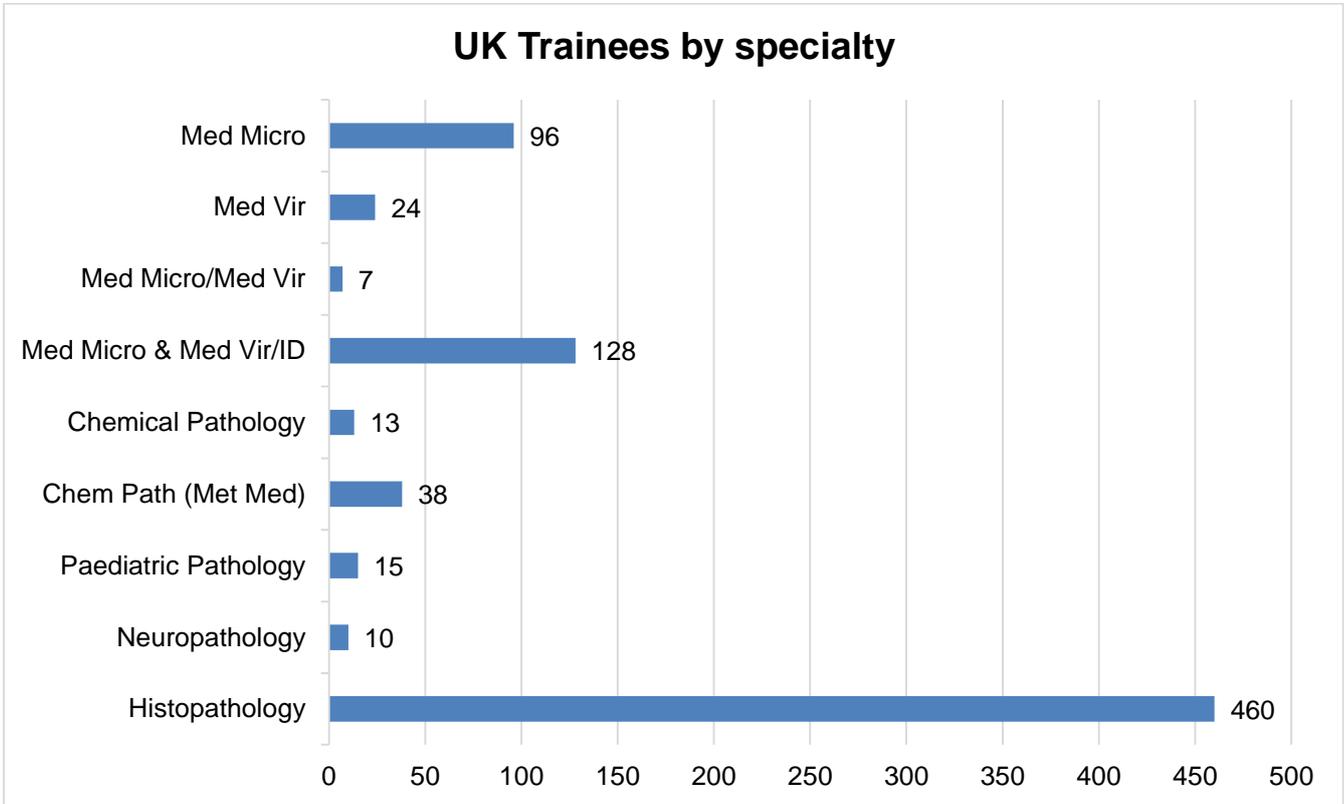




Content in job descriptions reviewed by the College provides a valuable source of information and enables staff to update the College list of Clinical Directors and Heads of Departments, plus it provides names of staff who could become potential College representatives on AACs and volunteers for other College roles.

The cancellation of AACs in advance of the interviews or when the AAC panel is unable to appoint is monitored and enables the College to check if there are **recruitment issues** in the specialty.

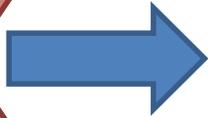
As a result of concerns in Cellular Pathology, the College has been preparing a direct survey of Clinical Directors to ascertain the true number of vacancies and the workforce distribution around the UK.



Source RCPATH Workforce Census 2016

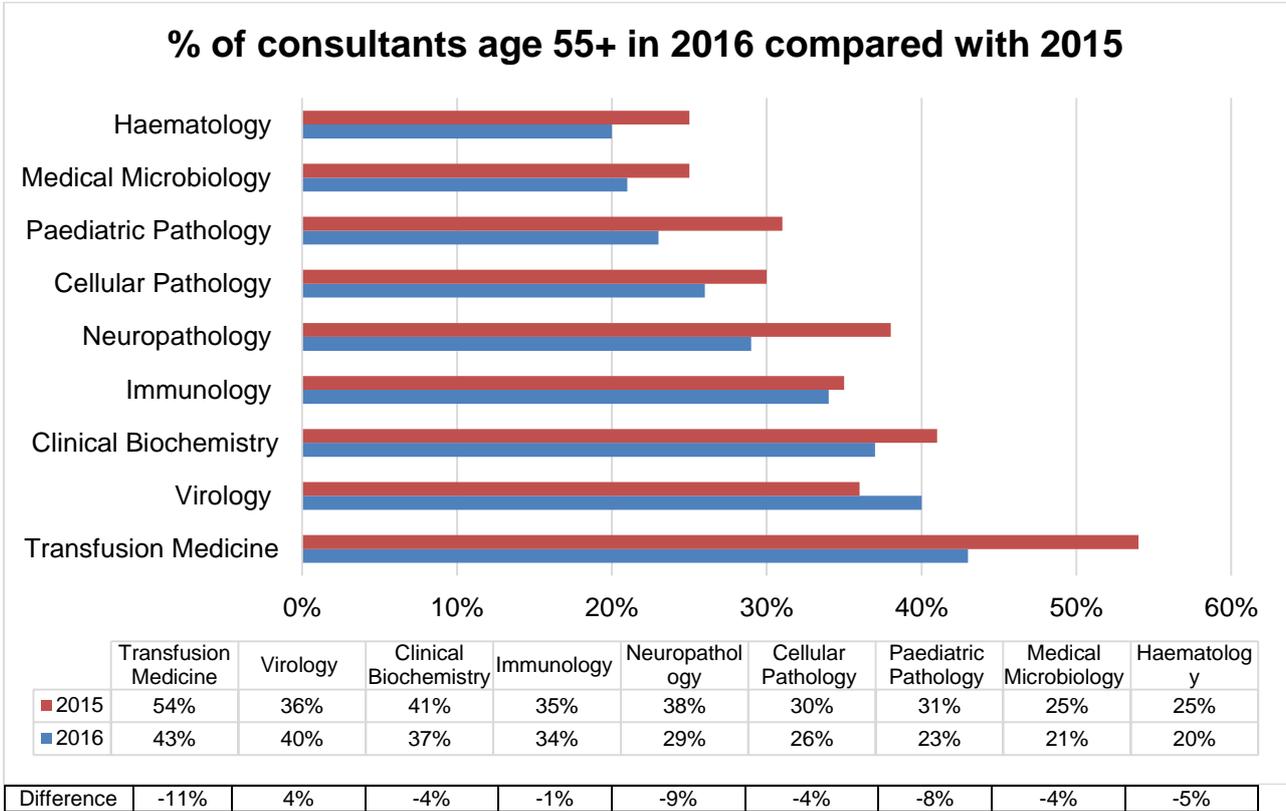
OLDER, PREDOMINANTLY MALE, WORKFORCE IS DUE TO RETIRE POTENTIALLY LEADING TO A LOSS OF EXPERIENCE AND TRAINING CAPACITY.

AVERAGE 5% REDUCTION IN NUMBER OF CONSULTANTS IN THE PATHOLOGY SPECIALTIES IN 2016 OVER THE AGE OF 55 (EXCLUDING VIROLOGY).



This reduction is potentially as a result of the following drivers:

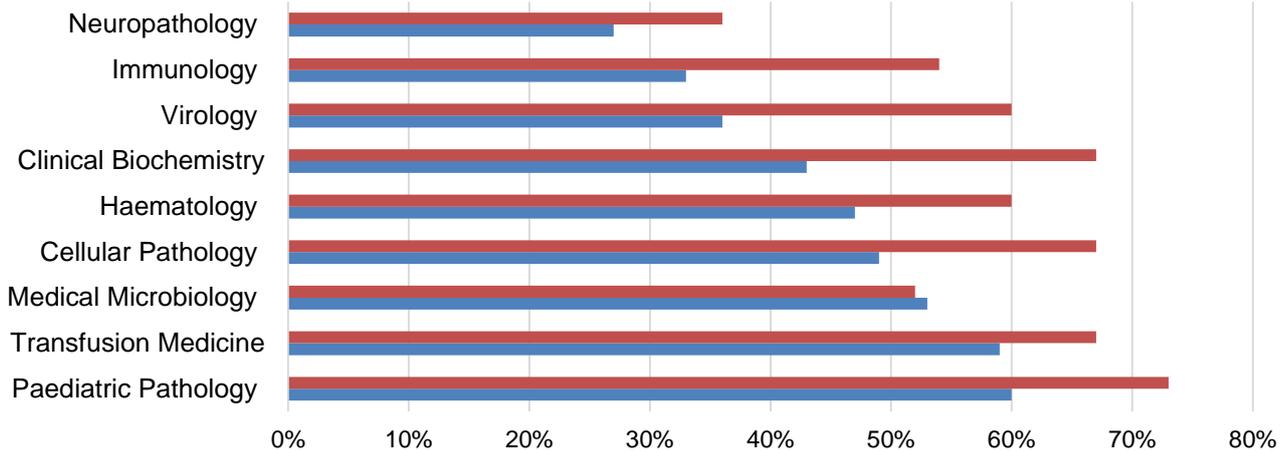
- pension changes from government e.g. recent changes in the provision of NHS pensions, the increase in age of retirement
- potential for new policies to affect morale e.g. revalidation
- consultants in receipt of ACCEA merit awards might retire early before the risk of these pensionable additions to salary are challenged.



Source RCPATH Workforce Census 2016

THE DIFFERENCE BETWEEN THE PERCENTAGE OF FEMALE CONSULTANTS AND FEMALES IN TRAINING IS, ON AVERAGE, 16% MORE FEMALE TRAINEES (EXCLUDING MEDICAL MICROBIOLOGY).

% of females - consultants and trainees by specialty



	Paediatric Pathology	Transfusion Medicine	Medical Microbiology	Cellular Pathology	Haematology	Clinical Biochemistry	Virology	Immunology	Neuropathology
■ Trainees	73%	67%	52%	67%	60%	67%	60%	54%	36%
■ Consultants	60%	59%	53%	49%	47%	43%	36%	33%	27%

Difference	13%	8%	-1%	18%	13%	24%	24%	21%	9%
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Source RCPATH Workforce Census 2016

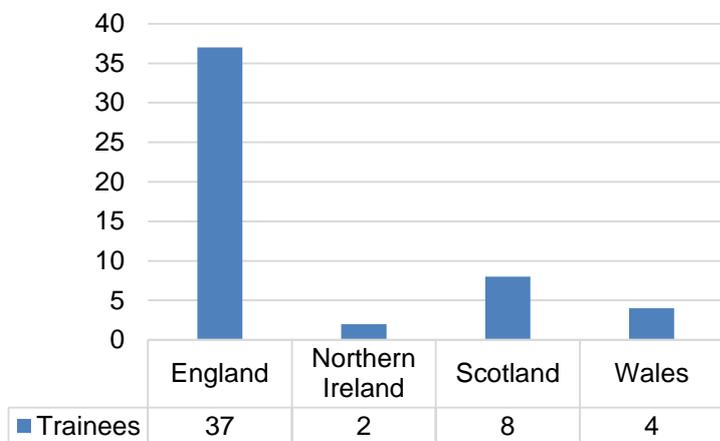
2016
ONLY 7 TRAINEES
APPOINTED TO
CLINICAL
BIOCHEMISTRY



This is expected to contribute significantly to the risk of under recruitment and an imbalance in the supply and demand chain for Chemical Pathologists.

To mitigate this risk, the College and JRCPTB sent a joint survey to all chemical pathologists to collate views on how training should be structured in the future. The results are being analysed.

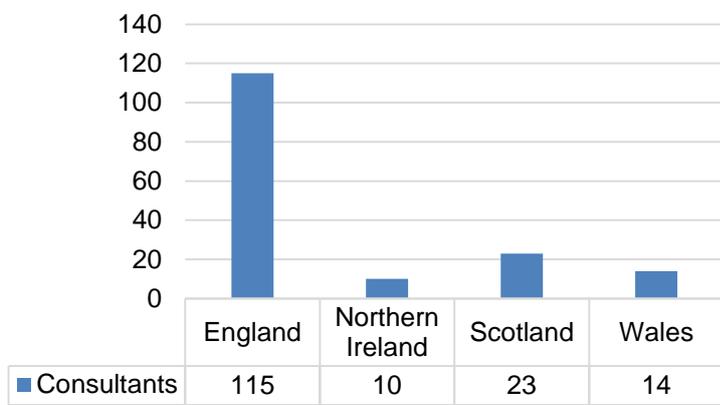
Clinical Biochemistry Trainees in UK



Source RCPATH Workforce Census 2016

ONLY 51 TRAINEES IN CLINICAL BIOCHEMISTRY IN UK = **INADEQUATE** TO PROVIDE CONTINUITY OF SERVICE AS CONSULTANTS RETIRE.

Clinical Biochemistry Consultants in UK



Source RCPATH Workforce Census 2016

TOTAL NUMBER OF CONSULTANTS IN CLINICAL BIOCHEMISTRY IN UK = **162**

THIS IS **INSUFFICIENT** TO PROVIDE A **CONTINUING CONSULTANT-LED SERVICE**, DESPITE CROSS-COVER PROVIDED BY CLINICAL SCIENTISTS.

The College represents some clinical scientists in pathology in the UK but not all. It will continue to provide workforce planning information on our members and work with other specialist societies and professional bodies to influence workforce planning.

THE COLLEGE OFFERS A VOLUNTARY, FREE SERVICE FOR CLINICAL SCIENTIST APPOINTMENTS:

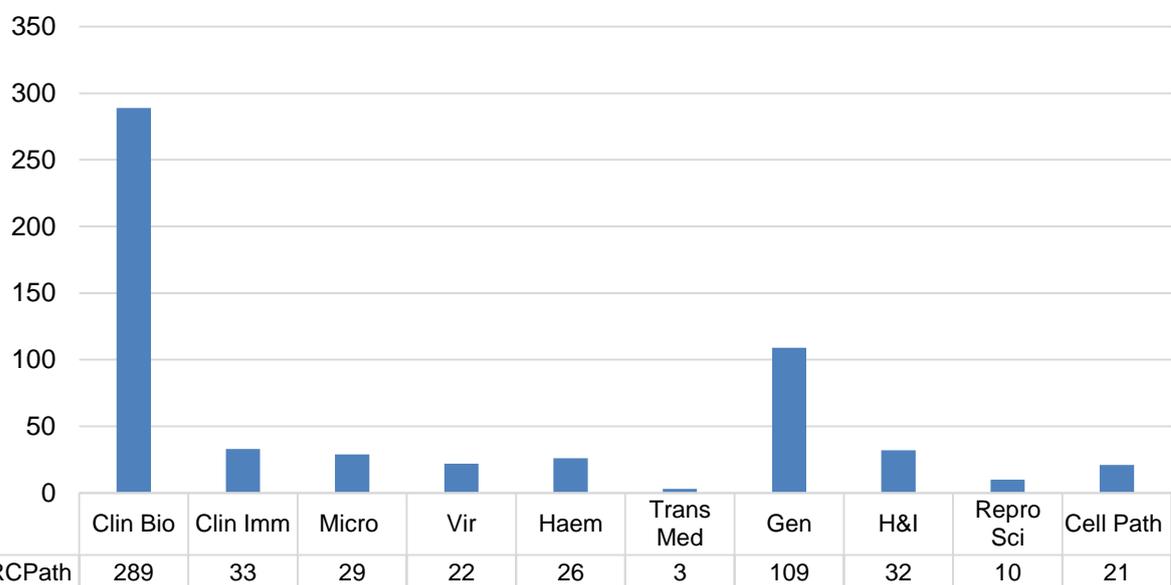
JOB DESCRIPTION REVIEW AND ENDORSEMENT

TO ENSURE CONSISTENCY AND MAINTENANCE OF STANDARDS

FINDING COLLEGE REPRESENTATIVES

TO ATTEND INTERVIEWS FOR SENIOR CLINICAL SCIENTIST POSTS.

UK Clinical Scientists with FRCPath



Source RCPATH Membership Database

Workforce Team:

- Ms Avril Wayte, Assistant Registrar**
- Miss Fiona Addiscott, Workforce Planning Manager**
- Miss Reshma Patel, Workforce Coordinator**
- Miss Kabita Rai, Workforce Administrator**