



The Royal College of **Pathologists**

Pathology: the science behind the cure

## RCPATH President's newsletter – July 2025



### President's Message

It's heating up! Not just the weather, but across healthcare, politics and policy. In the last 6 months, we have had the abolition notice for NHSE, the 10-Year Health Plan for England, the Elective Care Plan, the Leng Review, the Life Sciences Sector Plan, and very soon we will have the Medical Training Review and later in the year the National Cancer Plan for England and Long-Term Workforce Plan 2.

It's a lot to take in... A lot of uncertainties, concerns, optimism and pessimism. What is clear, however, is that all these plans are important for pathology and pathology is important for these plans. So, lots of plans, lots of ideas, but little so far in the way of implementation, funding or even the creation of turning space to have a crack at things.

Workforce, as always, remains the biggest issue for our services. The emergence of valuable data and information from our [College Workforce census](#) is beginning to paint a very bleak picture for future pathology service delivery – delivery that is already failing in some of our disciplines, notably paediatric and perinatal pathology. College advocacy in this area remains strong, which is important – given there is no workforce planning model, we must instead ensure we are at the

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table, with the evidence, to influence decision-making.

The 10-Year Health Plan for England aims to ‘over the next 3 years, create 1,000 new specialty training posts with a focus on specialties where there is greatest need’. However, we learn there is no extra funding to support these posts from NHSE; instead, NHS Trusts will be asked to fund the posts – a mechanism that is already failing pathology, and one that has seen 20% of our existing histopathology training posts lost across the last 2 years. So, it is vital we seek clarity and appeal for other options.

### **Medical Training Review**

This review, led by Professor Sir Stephen Powis and Professor Sir Chris Whitty, should be published in a few weeks’ time. The review aims to ‘modernise postgraduate medical education to better align with the evolving needs of patients, doctors and healthcare services’, and is also likely to prioritise UK graduates and existing UK doctors for specialty training posts. We will look very closely at the detail when published, and you can read our [evidence](#) to the review.

### **The Leng Review**

This [review](#), led by Professor Gillian Leng, has just reported. It was commissioned to assess the safety and effectiveness of the physician associate (PA) and anaesthesia associate professions and their contributions to healthcare. The recommendations, accepted by Government, include a name change, new uniforms and badges, and more focus on scope of practice, supervision and regulation.

Royal colleges have been suggested as possible hosts for a new permanent faculty for professional leadership; we, along with other colleges, are considering the options carefully. For pathology, PAs will become more common, especially in our patient-facing services – we cannot ignore the part we need to play to make this work.

Meanwhile, while the review has been welcomed by all, not everyone is perfectly happy. Let’s not forget that many of the serious concerns about PAs were driven by resident doctor groups, no

doubt as part of their general unhappiness with pay, conditions and decreasing opportunities for them in their future careers. This all still needs to be resolved.

### **College Pathology Plan**

The next 6 months are crucial for the future of pathology services across the UK. The multitude of plans emerging from Government clearly point out pathology as being a main player, vital for delivery of the changes needed across the UK to improve healthcare.

With limited new money, lack of workforce and the need for significant investment in technology, we need to be clever, strategic and focused. The developing Pathology Plan driven by the College will clearly outline what needs to be done, when and by whom. I'd encourage you to be a part of it, promote it, work with it.

### **College response to the NHS 10-Year Health Plan**

We welcomed [the plan](#), which comes at a time when NHS services face significant pressure, with many patients still experiencing delays in diagnosis and access to treatment. Our response is [here](#), and we await detail about how the plan will be implemented. Its high-level nature means that much of the detail around pathology within the NHS is not clear.

However, there is a huge amount of pathology in the plan. Pathology will be central to delivering the 3 shifts it sets out – from the hospital to community, from analogue to digital, and from sickness to prevention. Pathology can enable the delivery of the 10-Year Health Plan, while also supporting wider aspects of healthcare provision, both now and in the future.

### **5th NHS Pathology Conference: Improving NHS Diagnostics**

I was delighted to deliver a keynote address at the 5th NHS Pathology Conference on improving NHS Diagnostics, where I outlined what the main pathology challenges are at government, NHS, private sector, professional body, pathology provider and patient level, and gave some

pragmatic thoughts on possible solutions and contingencies.

I also joined a panel of national leaders to discuss 'Pathology across the UK – Meeting demand, building capacity'. The panel explored how the sector is evolving to meet increasing pressures – areas covered included workforce and resource challenges, to the opportunities offered by digital transformation, automation and AI.

### **Workforce Census 2025 – first spotlight launched**

We have just launched the first in our series of census spotlights, which highlights key workforce concerns, including a potential retirement cliff edge, long hours and widespread anxiety over staffing levels. This was covered in the [Pathologist](#).

Between February and March 2025, we contacted 9,539 members, registered trainees and candidates across the UK – thank you to everyone who took the time to respond to the census. We now have our richest dataset to date, which enables the College to highlight, with evidence, the growing challenges facing the pathology workforce and pathology services.

You can read the full spotlight [here](#). Our next spotlight, focusing on morale and wellbeing, will follow in August.

### **[Serious Hazards of Transfusion](#)**

We were proud to endorse the new Serious Hazards of Transfusion ([SHOT](#)) [Transfusion Safety Standards](#). Launched at the Annual SHOT Symposium 2025, the standards have been developed with clinicians, scientists, regulators and, crucially, patient representatives, whose voices have helped shape key elements of these standards. The aim of the standards is to embed a proactive approach to improve patient safety, enhance governance and accountability, and infuse transparency and learning across all levels of care.

### **Dementia adult screening programme consultation**

The UK National Screening Committee (NSC) has [opened a consultation](#) on the latest evidence relating to population screening for dementia. The UK NSC is consulting on whether to change its recommendation on this condition and is accepting comments. We will submit a College response and are encouraging members to give their individual views.

**Dr Bernie Croal**  
**President, The Royal College of Pathologists**  
X: [@RCPath](#)

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A PDF version of this newsletter is available at  
[RCPath newsletters](#)

### Working for members

#### **Public Accounts Committee report on antimicrobial resistance recognises the vital role of medical microbiology and virology**

The Public Accounts Committee published its report: [Antimicrobial resistance: addressing the risks](#). The report makes it clear that consultant medical microbiologists and virologists are essential to address antimicrobial resistance. The committee uses College evidence provided to the inquiry to highlight gaps in the workforce that are jeopardising efforts to optimise prescribing

and control infection. The College is pleased to see this report and its recommendations, including acknowledgement that investment in the workforce is much required.

### **Release of doctors for the purpose for carrying out work for the wider health system**

The 4 Chief Medical Officers, the GMC, the NHS National Medical Director and the Academy of Medical Royal Colleges have written to NHS Boards to encourage them to continue to look favourably on requests from doctors seeking their support to undertake national or regional work for the wider benefit of the public and of health services.

We welcome this letter as a strong expression of support for the work our member volunteers undertake for the College, which reinforces its value as a crucial investment in the functioning of the health systems across the UK. We encourage members to read it, circulate it to colleagues and refer to it in discussions with employers when seeking to pursue these roles. We are in the process of developing further guidance to help support our members who wish to be released for these purposes and will provide this advice shortly. You can read the letter on the [NHS England website](#). If you have any queries, please contact [workforce@rcpath.org](mailto:workforce@rcpath.org).

### **Guidance on the appointment of consultant clinical scientists in microbiology and virology to employing bodies in the UK**

New updated guidance has been published that supports the appointment of consultant clinical scientists to consultant posts in microbiology and virology across the UK. Developed collaboratively by the College, the Association for Laboratory Medicine and the British Infection Association, it reflects current workforce challenges and the increasing role of clinical scientists in consultant positions.

The guidance provides practical advice for employing bodies, covering all stages of the appointment process – from job description to interview – and includes microbiology- and virology-specific considerations. It is intended to support employers in appointing high-quality candidates to consultant posts. The [full guidance is available on our website](#).

## **Get involved in the College**

### **Pathology Portal reaches 350,000 launches!**

The Pathology Portal currently has 350,000 launches and 6,700 resources, spanning case studies, lectures, recap videos and podcasts, with many more contributors engaging with the Portal in their teaching sessions. If you are delivering teaching or training and would like to know more about how the Portal can support this, we would love to hear from you!

We are particularly interested if you would like to get involved with supporting our work on content in specialties like cytology, dermatopathology, genetics and genomics, histocompatibility & immunogenetics and molecular pathology.

Please get in touch with the team at [pathologyportal@rcpath.org](mailto:pathologyportal@rcpath.org) and for more information and to sign up, visit the [College website](#)!

### **Volunteer for Social Mobility Foundation's Medicine Insight Week**

The [Social Mobility Foundation](#) is looking for volunteers to contribute to their online Medicine Insight Week (11–15 August) supporting aspiring medics from low-income backgrounds. We are looking for doctors/medical professionals to lead a session in 1 of 3 areas – your specialism, a themed lecture/talk, or feedback on presentations.

Your input will provide invaluable support to students who do not have easy access to hands-on work experience, giving them key discussion points for their UCAS applications in autumn. If you'd like to offer just a short amount of time to make a real difference, please sign up [here](#)! If you have further questions about this, please email [Hannah.jenkins@socialmobility.org.uk](mailto:Hannah.jenkins@socialmobility.org.uk)

### **[National Pathology Week 2025 – 3–9 November](#)**

Pathology Week (NPW) is the UK's annual celebration of pathology, when we highlight the important contribution pathologists make to healthcare. Our theme for 2025 is 'Pathology Solutions' and we welcome pathology-related events and activities of all sizes and various formats (including virtual) in our nationwide NPW programme. You can find lots of ideas and free resources [on the College website](#) to help with planning and delivering great activities. If you have already planned an event, [please register it on our website](#).

Please also save the date for a special online event the College is running in partnership with the Pathology Alliance. 'Pathology Solutions: How tests help patients' will run on Wednesday 5 November from 6–8pm GMT. The event will feature numerous 3-minute talks on pathology tests and how they're used in prevention, diagnosis and treatment of disease. The event will be free to attend and will be added to our [public engagement events calendar](#) when the speakers are confirmed.

## **International**

### **International Pathology Day virtual conference**

On Wednesday 5 November 2025, 09:45–13:45 GMT.

Join us at our virtual conference as we celebrate the vital contributions of pathology professionals around the world. This year's theme, 'The global pathology workforce', highlights the dedication and expertise of pathologists and laboratory scientists who are at the heart of healthcare systems across the world.

We are delighted to welcome Jim Campbell, Director of Health Workforce at the World Health Organization (WHO), who will open the event introduced by Professor Peter Johnston, Vice President for Workforce and Corporate Engagement.

This special event will be chaired by the President of the Royal College of Pathologists, Dr Bernie Croal. It is sponsored and hosted in partnership with the [British Society for Haematology \(BSH\)](#) and [Diagnexia](#).

The event will focus on the following areas:

- tackling the global pathology workforce shortage
- digital pathology as a scalable solution
- aligning qualifications and training across borders



- advancing patient care and global health equity.

Find out more about the event and secure your space at [our event page](#). Let's celebrate the global pathology workforce together!

## Regional news

Save the date for the following regional symposium and webinar.

### **RCPATH Scotland webinar series: Patient-centric sampling**

**Date and time:** Friday 5 September 2025 at 12:30pm–13:30pm

This webinar will be hosted online via Zoom. Further details to follow.

### **RCPATH Wales Symposium 2025**

This is an in-person only event.

**Date and time:** Friday 26 September 2025, 12:30–5pm

**Venue:** to be confirmed (Cardiff)

This symposium is aimed at RCPATH fellows, members, trainees and others interested in the range of pathology specialties in Wales. Delegates will hear presentations about upcoming themes in the field of pathology and share some of the great developments happening in Wales. They will hear from the President, Dr Bernie Croal, and hear about the College's work in Wales.

### **[RCPATH Northern Ireland Symposium 2025](#) (3 CPD credits)**

This is a free and in-person only event.

**Date:** Wednesday 22 October 2025

**Venue:** Postgraduate Lecture Theatre, Belfast City Hospital, 51 Lisburn Road, Belfast BT9 7AB

**Time:** 09:30–13:00 (followed by lunch and Trainee Forum)

The Royal College of Pathologists invites you to join us for the RCPATH Northern Ireland Symposium 2025 – a gathering of distinguished voices in pathology and medicine, featuring insights on molecular discoveries, screening advancements, immunology, and more.

Highlights include:

- welcome remarks from Dr Gareth McKeeman and Professor Sir Michael McBride
- an update from the President, Dr Bernie Croal, on College's work in Northern Ireland
- talks by leading experts including Professor Mary Frances McMullin, Dr Claire Hennell, and much more
- a special Trainee Forum with the RCPATH President, 14:30–16:00
- complimentary lunch served at 13:00 in the lobby area.

We encourage all healthcare professionals, trainees and students with an interest in pathology to attend. We look forward to welcoming you.



## New publications

### [July 2025 Bulletin](#)

The July Bulletin features the theme of community and point-of-care testing (POCT) – a key area of the NHS 10-Year Plan, community and POCT has developed rapidly in recent years. The issue includes articles on quality assurance principles, POCT in veterinary pathology, self-sampling and the impact of POCT on psychiatry. You can also read updates from NHS England's POCT group and from England's Community Diagnostic Centre Programme.

### [National Medical Examiner's Good Practice Series: Implantable medical devices on attending practitioner MCCDs](#)

This paper outlines the responsibilities of all involved in the death certification process when hazardous implantable medical devices are present.

### [Guidance on the appointment of Consultant Clinical Scientists in microbiology and virology to employing bodies in the UK](#)

This paper provides advice to assist employing bodies when making appointments to consultant clinical scientist level posts in microbiology and virology.

### **Guidelines**

The following [autopsy guidelines](#) have recently been published:

- [G176 Guidelines on autopsy practice: Autopsies on donors following tissue and organ donation](#)
- [G173 Guidelines on autopsy practice: Autopsy examination following bariatric surgery](#)

The following guidelines are currently in consultation. We welcome your feedback.

- [Tissue pathways for native medical renal biopsies](#)
- [Dataset for histopathological reporting of conjunctival melanoma and conjunctival melanocytic intraepithelial lesions](#)

## College conferences and events

### [Liver Pathology Bitesize Webinars – Hepatitic liver disease](#)

**12.30pm, Wednesday 3 September 2025**

**CPD credits: 1 (self-credited)**

This session will provide an overview as to acute and chronic hepatitic pathologies along with clues to help differentiate between different aetiological causes including autoimmune hepatitis, viral hepatitis and drugs.

This event will take place via Zoom at 12:30pm and last approximately 1 hour.

### [Autopsy webinar series – Two deceased in the same house](#)

**Thursday, 18 September 2025**

**CPD credits: 1 (self-credited)**

This event will take place at 1:00pm and last approximately 1 hour.

## **RCPATH/BNS PathExplore: (Neuro)pathology teaching for undergraduates – Webinar 1**

**Monday, 6 October 2025**

**CPD credits: 1 (self-credited)**

Are you a medical undergraduate and keen to improve your pathology knowledge? Then why not sign up to the RCPATH/BNS Undergraduate Pathology Teaching!

The teaching is delivered by a group of expert neuropathologists who will teach you about the fundamental aspects of the mechanisms of disease, including inflammation, cancer, infection, thrombosis, infarction, neurodegeneration and much more! As well as basic pathology knowledge each session will be supplemented with plenty of fascinating case examples from the world of neuropathology!

### **Webinar 1 – Neuroinflammation: Neuropathology perspectives**

The inflammatory disorders of the central nervous system (CNS) can be primary (inflammation only) or secondary (associated with other disorders such as degenerative or metabolic diseases), and can also be part of the systemic inflammatory diseases. This talk is aimed to provide an overview of primary inflammatory disorders of CNS, with particular emphasis on how neuropathology contributes to the diagnosis and patient management in adult and paediatric settings.

This event will take place at 1:00pm and last approximately 1 hour.

## **New Consultants' Day 2025 – Virtual**

**Tuesday, 14 October 2025**

**CPD credits: 1 (self-credited)**

The New Consultants' Day is an event to help and support those recently appointed to a consultant post, or who will soon be taking one up. It is appropriate for all pathology specialties and for both medically trained pathologists and clinical scientists.

You will hear from experienced consultants on a range of topics, such as how to prepare a business case to secure resources, how to set up new services and how best to deal with complaints, and learn more about appraisal, revalidation and job planning, and the experiences of consultant clinical scientists, among other things. It is most suitable for those appointed to a consultant post within the last year, or who expect to be appointed to a consultant post within the next year.

## **Autopsy webinar series – Fractured neck of femur**

**Wednesday, 15 October 2025**

**CPD credits: 1 (self-credited)**

This event will take place at 1:00pm and last approximately 1 hour.

## **Liver Pathology Bitesize Webinars – Liver, the weird and the wonderful**

**12.30pm, Wednesday 5 November 2025**

**CPD credits: 1 (self-credited)**

This session will cover the slightly more unusual elements of medical liver disease that we sometimes come across including genetic/inherited liver diseases and more.

This event will take place via Zoom at 12:30pm and last approximately 1 hour.

### [Autopsy webinar series – Diabetes and the heart](#)

**Wednesday, 19 November 2025**

**CPD credits: 1 (self-credited)**

This event will take place at 1:00pm and last approximately 1 hour.

### [Autopsy webinar series – Maternal death, Part 1](#)

**Wednesday, 10 December 2025**

**CPD credits: 1 (self-credited)**

Maternal deaths are rare (only 80–100 pa across the UK) but their autopsies are not generally done well, due to unfamiliarity. These 2 lectures present the overarching context of maternal mortality in the UK, cover the major pathologies of direct and indirect maternal deaths, and inform on how to perform the autopsies optimally.

This event will take place at 1:00pm and last approximately 1 hour.

### **Challenges and novelties in paediatric pathology – Webinar series**

The Royal College of Pathologists is delighted to announce a webinar series organised jointly with the European Society of Pathology, Virchows Archives and the International Paediatric Pathology Association (IPPA).

Each of the topics published by Virchows addressing paediatric tumours will be presented at the webinar series.

### [Challenges and novelties in paediatric pathology – webinar 1](#)

**Tuesday, 2 September 2025**

**CPD credits: 1 (self-credited)**

Webinar 1 talks:

- Rhabdomyosarcoma in children and young adults – Erin Rudzinski
- What is new in fibroblastic/myofibroblastic tumours in children – Alyaa Al-Ibraheemi (TBC)

This event will take place at 1:00pm and last approximately 1 hour.

### [Challenges and novelties in paediatric pathology – webinar 2](#)

**Wednesday, 17 September 2025**

**CPD credits: 1 (self-credited)**

Webinar 2 talks:

- Cystic masses of the paediatric lung: update on congenital pulmonary airway malformation and its differential diagnosis – Jennifer Pogoriler
- Germ cell tumours in children – Peter Bode

This event will take place at 1:00pm and last approximately 1 hour.

### [Challenges and novelties in Paediatric Pathology – webinar 3](#)

**Monday, 13 October 2025**

**CPD credits: 1 (self-credited)**

Webinar 3 talks:

- Paediatric cancer predisposition syndromes involving non-central nervous system solid paediatric tumours: a review on their manifestations with a focus on histopathology – Ronald de Krijger
- Update on paediatric primary liver tumours – Lola Lopez Terrada

This event will take place at 1:00pm and last approximately 1 hour.

#### [Challenges and novelties in paediatric pathology – webinar 4](#)

**Tuesday, 18 November 2025**

**CPD credits: 1 (self-credited)**

Webinar 4 talks:

- Spitz tumours and mimickers – Arnaud de la Fouchardiere
- Emerging round cell sarcomas in children – Jessica Davis

This event will take place at 1:00pm and last approximately 1 hour.

#### [Challenges and novelties in paediatric pathology – webinar 5](#)

**Tuesday, 25 November 2025**

**CPD credits: 1 (self-credited)**

Webinar 5 talks:

- Paediatric renal tumours: an update on challenges and recent developments – Gino Somers/Maureen O'Sullivan
- Congenital melanocytic neoplasms: clinical, histopathological and recent molecular developments – Claudia Salgado

This event will take place at 1:00pm and last approximately 1 hour.

#### [Challenges and novelties in paediatric pathology – webinar 6](#)

**Wednesday, 26 November 2025**

**CPD credits: 1 (self-credited)**

Webinar 6 talks:

- Updates on Langerhans cell histiocytosis and other histiocytosis in children: invited review – challenges and novelties in paediatric tumours – Laura Galluzzo Mutti
- Paediatric lymphomas: overview and diagnostic challenges – Leticia Quintanilla

This event will take place at 1:00pm and last approximately 1 hour.

#### [Medical Examiner training – Virtual](#)

**Wednesday, 24 September 2025**

**CPD credits: 6**

The College is the [lead medical royal college for medical examiners](#) and provides training for any doctor wishing to work as a medical examiner. Participants will need to complete mandatory 26 e-learning modules and attend an entire face-to-face virtual training day to receive a certificate of completion. The day includes short presentations, small group discussions of case scenarios and the opportunity to share experience. Medical examiner training is open only to medically qualified individuals who work in England and Wales.

New medical examiners who successfully complete the training and the e-learning modules will be invited to join the College as members.

## [Medical Examiner Officer \(MEO\) Virtual Training](#)

**Wednesday, 1 October 2025**

**CPD credits: 6**

The College also leads on the training of [medical examiner officers](#) (MEOs).

MEOs work closely with medical examiners and undertake tasks such as coordinating the completion of death certificates and referrals to the coroner, and speaking to clinicians and bereaved families.

MEOs may come from a wide range of backgrounds. For example, nurses, healthcare scientists or bereavement officers although this list is not exhaustive. More information, including a [model job description, is on the College website](#).

The face-to-face virtual training day is the second part of MEO training. Everyone attending the course must have completed the 26 mandatory core e-learning modules before the date of the course to get the most out of the training day. The e-learning modules [can be accessed here](#). (Registration with e-Learning for Healthcare is required.)

### News from other organisations

## [International Collaboration on Cancer Reporting \(ICCR\) – Endocrine dataset consultation](#)

The ICCR invites you to review the four draft Endocrine datasets listed below. Access the documents and consultation at the [ICCR Datasets Under Consultation](#) page and submit your comments by Friday 29 August 2025.

- Carcinoma of the adrenal cortex (2nd edition).
- Parathyroid carcinoma and atypical parathyroid neoplasm (2nd edition).
- Pheochromocytoma and paraganglioma (2nd edition).
- Carcinoma of the thyroid (3rd edition).

### Other external events of interest

**2 September 2025**

[Diagnexia's Computational Pathology Symposium](#)

**3–5 September 2025**

[The Fourth Diagnexia Histopathology Symposium 2025](#)

**7–9 September 2025**

[59th British Society for Medical Mycology \(BSMM\) Annual Conference](#)

**8–29 September 2025**

[Lymphoma Management](#)

**11–13 September 2025**

[2025 Paediatric Pathology Society \(PPS\) Meeting](#)

**19 September 2025**

[CAR-T Therapy for Autoimmune Diseases](#)

**25 September 2025**

[Nottingham and Singapore Breast Pathology Masterclass](#)

**26 September 2025**

[British Society for Oral and Maxillofacial Pathology \(BSOMP\) Head & Neck Pathology Study Day](#)

**26 September 2025**

[Wessex & Gloucestershire Gastrointestinal Pathology Course](#)

**3 October 2025**

[UK Chronic lymphocytic leukemia \(CLL\) Forum Clinical Sciences Day](#)

**7 November 2025**

[Birmingham Breast Pathology Update Course](#)

**27–28 November 2025**

[Antibiotic Resistance and Mechanisms \(ARM\) Workshop for Researchers](#)

Our full programme of CPD events can be found on the members' [website](#).

**RCPATH CPD accredited online resources can be found at the following [link](#)**