



The Royal College of **Pathologists**
Pathology: the science behind the cure

End of year review

July 2017–June 2018



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Introduction

Welcome to the Royal College of Pathologists' review of 2017–2018. The Senior Management Team (SMT), with the help of managers, have prepared this review to capture and highlight the range and volume of activities undertaken by individual and cross-College teams to achieve the College's strategic aims and objectives between 1 July 2017 and 30 June 2018.

This year, we have been keen to highlight the many cross-College projects that have taken place. Between them, they have required the involvement of all College staff and departments.

1.0 College projects

1.1 Cross-College projects and work

Alie Street premises

The construction of the College's new premises continues. At the end of 2017 the shell of the building was up to the first floor. By the end of June 2018 the structure was complete with roof. External brickwork is complete to the sixth floor on both the Alie Street and North Tenter Street elevations, with glazing having started on both sides. Internal stud partitions have also progressed to the sixth floor, as has the raised floor. The installation of three steel staircases is complete and work has begun on the installation of two of the three lifts. The installation of internal doors has commenced, and decoration has progressed on the second, third and fourth levels.

The ventilation is progressing to all floors, with pipework, heating and chilled beams already installed. Power and lighting works are being undertaken to all floors, and the plant rooms on the roof and in the basement are nearing completion.

Regular meetings have been held between the College and the design team throughout the year to monitor contractor performance, progress of the build and budgets, and several design changes have been approved. The project remains on budget, but is running six weeks late, mainly due to the inclement weather at the start of 2018.

Enormous effort went into ensuring the legal process of appointing the main contractor and sub-contractors was finalised to the satisfaction of all parties, including the bank that is funding some of the development loan capital, in advance of the first loan drawdown, which took place in April 2018.

In addition, progress has included the following:

- Quarterly financial statements were produced and sent to the bank on time, in compliance with the covenant for the loan.
- Accounting for the development has been reconciled monthly to the statements and invoices produced by the build project managers and contractors.
- The IT and Events and Facilities departments collaborated on the implementation of a room booking system for conferences at the premises.
- Contracts were placed for the supply of furniture and catering equipment.
- The IT Department sourced telecoms, wifi, phones and networking equipment.
- The Events and Facilities department developed the contract for catering and hospitality provision with Vacherin, the cleaning contract with Cleanology and AV support from ProAV.
- Work started to develop a new staffing structure to manage the internal and external events and facilities teams required for the new building and conference centre operation.
- The College website was updated with information and images of the building as it has developed.
- Videos charting the progress of the construction were produced and promoted on the College's website and social media networks.
- The internal cross-College project group for the relocation met throughout the year and plans are now advanced for the move itself and communications around the move.

Forward planning and budgets

All departments contributed to the development, implementation and monitoring of the College's 2017–19 forward plan. Regular reports were provided to Trustee Board throughout the year.

Departmental budgets were monitored throughout 2017/18. Proposed budgets for the financial year commencing 1 July 2018 were submitted by all departments, co-ordinated by the Membership and Finance department and presented to and approved by Trustee Board in May 2018.

Online expenses platform

The membership and finance department introduced a new online platform (Rydo) in autumn 2017 for expenses to be submitted and processed electronically. The IT department developed software to produce control reports and an integration module, in collaboration with the Membership and Finance department. All College departments contributed to ensuring the correct codes were in place in time for its launch. As of the end of June 2018 there are 261 active users and 1,158 expense claims (to the value of £121,766.21) have been processed since its introduction.

General Data Protection Regulation

Staff at the College carried out work to comply with the [General Data Protection Regulation \(GDPR\)](#) that was introduced in the Data Protection Act 2018 on 25 May 2018.

Corporate social responsibility

The College agreed to implement a corporate social responsibility statement focusing on community, environment and wellbeing. The statement was prepared by a cross-departmental group of staff interested in the subject.

National Volunteer Week

During Volunteers Week in June 2018, the organisation acknowledged and celebrated the vital contribution volunteers make to the work of the College.

Workforce

The Workforce team and Communications department collaborated with Dr Gareth Rowlands to analyse and report on the results of the workforce survey of histopathology departments in the UK. Four reports – on the histopathology consultant workforce, clinical demand, specialty and associate specialist (SAS) grades, and Her Majesty's Coroner (HMC) post-mortem practice – are on the website and an article was published in the *Bulletin* in April 2018. The teams also completed further work on a high-level report to make the findings accessible to government bodies, workforce agencies and members.

To coincide with a debate on cancer care in the House of Commons in February, MPs were sent a briefing paper on the pressures facing pathologists to meet increased demand and new targets for cancer diagnosis. The College was delighted that Baroness Finlay of Llandaff raised our concerns that pathology staffing levels have not risen in line with demand during a House of Lords debate in April on the long-term sustainability of the NHS and adult social care. Nick Thomas-Symonds, MP for Torfaen, used our briefing on bowel cancer screening during a Westminster Hall debate in May. This was drafted with additional figures provided by Dr Esther Youd, Chair of the Wales Regional Council. Thomas-Symonds focused on figures showing the effect of faecal immunochemical testing (FIT) in Wales and the capacity of the pathology workforce.

Nic Dakin, MP for Scunthorpe, quoted the College's briefing for MPs on workforce shortages in pathology services and how this will affect turnaround times for cancer diagnosis in an interview he gave to the *Yorkshire Post*.

The College asked the government to review the Tier 2 visas to help alleviate pressures on the pathology workforce. There was a meeting with the former Secretary of State Jeremy Hunt and senior government advisors. We also wrote to the Home Secretary, Sajid Javid, MP. We were delighted to see the Home Office announcement that doctors and nurses will be exempt from the Tier 2 visa cap.

Shoulder to Shoulder against Cancer

The College's public engagement and public affairs teams were involved in Cancer Research UK's (CRUK's) parliamentary launch of its Shoulder to Shoulder against Cancer campaign on 6 June 2018. The College promoted the vital role pathology plays in cancer diagnostics. Two College fellows, Dr Darren Treanor, our digital pathology lead, and Dr Mike Osborn, Chair of the Cellular Pathology SAC, also ran short 'clinics' for CRUK campaign ambassadors, a number of whom signed up to receive an email from the College on the importance of pathology in cancer prevention and diagnosis. Dr Treanor was able to use digital pathology images to explain our work and he said the ambassadors were very interested to know more about how pathologists diagnose cancer. As part of the event, Dr Mike Osborn also attended a parliamentary reception for MPs, which was an opportunity to reinforce some of the College's key messages on the challenges facing the pathology workforce in cancer diagnostics among parliamentarians and the team at CRUK.

Medical examiners

In October 2017, Lord O'Shaughnessy, Parliamentary Under Secretary of State at the Department of Health and Social Care, formally announced the rollout of a national system of independent medical examiners from 2019. The government confirmed in June 2018 that it would implement the initiative in phases – the first will be rolled out in 2019 and will be limited to hospital deaths. This will allow for a period of preparation by the various organisations involved before the scheme is extended to cover primary and community care.

A statement from College President, Professor Jo Martin, on the introduction of medical examiners was used by the *Health Service Journal* in an article entitled Government to water down medical examiner plans. The statement was also sent to the *Mail on Sunday* and was quoted in an article entitled Fears another Harold Shipman could slip through the net after U-turn over plan for a nationwide network of doctors to check death certificates.

The College organised a joint conference with the Department of Health and Social Care to introduce medical examiners. There were more than 100 attendees, representing more than 60 acute trusts. Common themes that emerged from the conference were:

- the importance of appointing appropriately experienced and trained people to the medical examiner role
- the high levels of satisfaction with the system from bereaved families and the need to engage with key stakeholders, particularly coroners, at every stage.

Digital pathology

The College published a high-level diagnostic digital pathology strategy in August 2017 and appointed a Diagnostic Digital Pathology Lead in November 2017. This cross-College collaboration will facilitate the development and implementation of digital pathology in the UK.

College digital pathology lead, Dr Darren Treanor, gave an interview to the online journal *Digital Health*, outlining the state of play of digital pathology in the NHS. The President was interviewed about the benefits of digital pathology in pathology services for the online journal *European Hospital*.

In January 2018, the College's *Best practice recommendations for implementing digital pathology* was published. This will be followed by a College conference in July 2018 to introduce the best practice recommendations (BPRs) for digital pathology and explain digital pathology validation for primary diagnosis.

The public affairs team worked to raise awareness and understanding of digital pathology. The President met Norman Lamb, MP, Chair of the Science and Technology Committee, to discuss how emerging technologies are changing pathology practice and how pathologists are leading this change. Dr Bethany Williams, a College Fellow and Digital Pathology Leadership Fellow at Leeds Teaching Hospital NHS Trust, spoke at a meeting of the Parliamentary and Scientific Committee on Revolutionising Cancer Detection and Treatment about the opportunities and benefits to patient care provided by digital pathology. The College has joined the committee, which will provide a useful way of maintaining regular contact with parliamentarians and stakeholders with an involvement in scientific and technological issues.

e-CPD

The Professional Standards and Clinical Effectiveness teams have collaborated on a pilot project to produce online continuing professional development (CPD) opportunities based on College clinical guidelines, using the e-CPD app developed by Barts Health NHS Trust.

Two e-learning sessions for undergraduate students interested in pathology have also been published on the Barts Health NHS Trust e-CPD app.

Published documents

The Clinical Effectiveness team and Communications department have published a large number of new or updated audits, datasets and tissue pathways. In total, the College has published:

- 24 audit templates (four in cellular pathology and twenty in haematology)
- 4 audit reports
- 15 guidelines.

Best practice recommendations

Six BPRs/guidance documents have been published, two of which were produced in conjunction with Professional Standards. Subsequently, the Communications department has been working with the Governance and Committee Services team to identify and update all out-of-date BPRs on the website. This has involved making sure the BPRs are on the agenda at relevant SAC meetings, corresponding with SAC chairs on the new process, and providing a template and guidelines for authors to write BPRs.

Choosing Wisely

The Clinical Effectiveness team worked with the Governance and Committee Services team, Vice President for Professionalism and the committee chairs and members to develop four Choosing Wisely recommendations. These were published by the Academy of Medical Royal Colleges in June 2018 on the Choosing Wisely website. A new page on the College website was created to inform members about this work.

Research

The research publishing gateway was launched to provide an online research forum for those interested in the study of the pathology of human and animal diseases. The gateway gives members the opportunity to rapidly publish original research, case reports and validation studies of laboratory methods and antibodies.

One College fellow was successfully nominated by the College to the Research Excellence Framework (REF) 2021 panel – a system for assessing the quality of research in UK higher education institutions. All fellows were invited to apply following an advert on the College website at the end of 2017.

Four Trainee Research Medals were awarded in 2017 (see Table 1).

Table 1: College Trainee Research Medal winners 2017

Category	Winner	Research title
Clinical Biochemistry category and overall Gold Medal	Dr James Hawley	Serum Cortisol: An Up-To-Date Assessment of Routine Assay Performance
Histopathology	Dr Hamid Raza Ali	Patterns of Immune Infiltration in Breast Cancer and Their Clinical Implications: A Gene-Expression-Based Retrospective Study
Medical Microbiology and Virology	James Price	Transmission of Staphylococcus aureus between health-care workers, the environment, and patients in an intensive care unit: a longitudinal cohort study based on whole-genome sequencing
Haematology	Amit Sud	Risk of Second Cancer in Hodgkin Lymphoma Survivors and Influence of Family History

70th anniversary of the NHS

The College marked the 70th anniversary of the NHS with member blogs and social media engagement, including a video message from the President, and videos featuring members talking about their work and the NHS.

Careers in pathology – web launch

The Communications and Learning departments collaborated to create new careers materials for the College. Two new-look careers postcards were launched during NHS70 week. These are being used to direct undergraduate and secondary school students to more than 40 new pages of online careers information, which cover all pathology specialties and feature updated information and brand new imagery. The pages also include ‘day in the life’ interviews with pathologists to showcase the diverse range of pathology specialties, as well as links to other key areas of our website, including curricula and examinations. The content will be used to develop new complementary printed materials.

ST3 Recruitment

On Friday 4 May, the Royal College of Physicians (RCP) rescinded the offer of all ST3 specialty training posts due to an administrative error that was only discovered after offers had been made. This affected many pathology specialties for which the RCP oversees recruitment, including haematology, medical genetics and combined infection training. Over the weekend of the initial announcement, College President Professor Jo Martin and the Chair of the Trainees Advisory Committee, Dr Rebecca Halas, published a statement on the College's website about the issue. Subsequently, RCP London offered all affected trainees free registration for a year. This offer was matched by the College for affected pathology trainees who were entering ST3 in August and registering with the Training department.

Digital, publishing and IT support services

The Communications department has continued to offer editorial, design and production support to colleagues across the College. This has included:

- assisting with the production of a suite of new marketing materials for RCPath Consulting
- restructuring online content and making it more user-friendly for the Workforce, Professional Standards and International teams
- holding content design sessions for staff to help them better structure their online content around members' needs.

The department planned and completed a rolling programme of training on the website's content management system (CMS) for all staff, which was accompanied by a series of manuals, templates and guides. This is now part of the process for new starters at the College.

The Communications department also relaunched the Twitter user group – staff across the College are now able to tweet from their respective departments.

The IT department led on Microsoft Office365 training for all staff.

1.2 New appointments

Trustees

- Professor Jo Martin – President
- Professor Shelley Heard – Vice President, Learning
- Dr Rachael Liebmann – Vice President, Communications
- Dr Tim Littlewood – Vice President, Professionalism
- Dr Lance Sandle – Registrar
- Mrs Avril Wayte – Assistant Registrar
- Professor Peter Johnston – Scotland Regional Council Chair
- Professor Ken Mills – Northern Ireland Regional Council Chair
- Dr Esther Youd – Wales Regional Council Chair
- Mr Robert Smith – Lay Trustee

Council Members (Elected Council members)

- Dr David Jenkins
- Dr Mike Osborn
- Dr Anne Thorpe
- Dr Darren Treanor

Regional Council Chair (England)

- Professor Kate Gould

Specialty Advisory Committee (SAC) and Committee Chairs

- Dr Paul Bolton-Maggs – Transfusion Medicine SAC
- Dr Nigel Brown – Toxicology SAC
- Dr Bill Egner – Immunology SAC
- Dr David Jenkins – Medical Microbiology SAC
- Dr Sacha Kolar – Forensic Pathology SAC Chair
- Dr Mike Osborn – Cellular Pathology SAC Chair
- Dr Kathryn Ryan – Clinical Biochemistry SAC Chair
- Dr Lance Sandle – Pathology Informatics Group
- Mr Robert Smith – Governance Committee
- Mr Robert Smith – Nominations Committee
- Professor John Snowden – Intercollegiate Committee on Haematology
- Professor Richard Tedder – Medical Virology SAC
- Mrs Avril Wayte – Clinical Science Committee Chair

College Specialty Training Committee (CSTC) Chairs

- Dr Nicki Cohen – Histopathology CSTC Chair
- Dr Bridget Aitkens – Medical Microbiology and Virology CSTC Co-Chair

Volunteers

- Dr Darren Treanor – Diagnostic Digital Pathology Lead
- Dr Angharad Davies – Pathology Undergraduate and Foundation Lead (Foundation)
- Dr Richard Byers – Pathology Undergraduate and Foundation Lead (Engagement)
- Dr Hassan Rizvi – Pathology Undergraduate and Foundation Lead (Education)
- Dr Monica Terlizzo – International Regional Advisor for Europe
- Professor Lei-Meng Looi – Regional Advisor for the Western Pacific
- Dr Ian Hosein – Country Advisor for Trinidad and Tobago
- Dr Anne Mwirigi – Country Advisor for Kenya

Staff

- Angela Feshangchi – House and Facilities Steward
- Clare Young – Governance and Committee Services Officer
- Deborah Ko – International Coordinator
- Faaria Hussain – International Projects Officer
- Karina Lewis – Digital Support Officer
- Katherine Kean – Workforce Administrator
- Kristen Pontello – Events Coordinator
- Penny Fletcher – Public Engagement Manager
- Richard Sams – Business Administration Officer
- Rob Hucker – Editorial Manager
- Sarah Martyn – Governance and Committee Services Manager
- Stacy Baxter – Production Editor
- Tami Sowemimo – Examinations Coordinator
- Tim Hazael – Financial Controller

2.0 Membership and Finance

Between July 2017 and June 2018, the Membership and Finance department has:

- run the monthly processing cycles and production of management accounts to time.
- produced the previous year's year-end statutory accounts of the College and RCPATH Trading Limited in the usual timescale – these were also audited satisfactorily and approved by the Trustee Board
- calculated the quarterly VAT returns and sent them to HMRC on time, including the partial exemption calculation
- reconciled all major nominal ledger accounts on a monthly basis
- processed 3,691 invoices and expense claims (to the value of £15,283,471.37).
- processed 45 foreign transfer payments
- processed 5,968 direct debit payments (to the value of £2,312,199) for income from subscriptions, registered trainees and continuing professional development
- processed 7,108 cheques and credit card payments (to the value of £2,649,454.98)
- dealt with 29,777 internal and external emails, letters and phone calls.

In addition, the annual subscription upgrade process took place during November 2017, with invoices sent out immediately after the Annual General Meeting (AGM). The monthly direct debit collection of subscription payments was made on time each month.

The College's financial standing orders were reviewed and new sections included relating to regional engagement, and for raising meeting sponsorship income and attendance fees.

3.0 Learning

3.1 Assessment

The College started monitoring the use of the Learning Environment for Pathology Trainees (LEPT) system in November 2017.

Table 2 shows the number of users of the system between then and June 2018, as well as how many visits each user made and the time they spent on the site.

Table 2: Use of the LEPT system, November 2017–June 2018

Month	Number of logins	Average time spent per user (mins/secs)
November	540	2.13
December	423	2.28
January	576	2.23
February	506	1.58
March	843	2.35
April	863	2.40
May	1,711	3.02
June	1,517	3.32

Between June 2017 and July 2018, 625 trainees – including those following the Medical Training Initiative (MTI) programme – have created annual review of competence progression (ARCP) reports on the LEPT system.

Overall, 289 trainees completed a multi-source feedback assessment, including 76 ST1 histopathology trainees and seven ST1/3 chemical pathology (metabolic medicine) trainees.

Training on the use of the LEPT system has been delivered to deanery and local education and training board (LETB) administrators and also to ST1/3 trainees at the College's New Training Welcome Day in August 2017.

A LEPT satisfaction survey for trainees was carried out for the first time since the ePortfolio's introduction in 2009. There was a response rate of 27% and the team have begun work to analyse the responses.

3.2 Examinations

As shown in Table 3, a total of 1,489 Fellowship examinations of the Royal College of Pathologists (FRCPath), Diploma, Certificate, Stage A and BMS examination results were issued across 56 different examinations.

Table 3: Results issued by the College and pass rate, Autumn 2017 and Spring 2018

	Total number of results issued	FRCPath Part 1 pass rate	FRCPath Part 2 pass rate
Autumn 2017	645	67.4%	56.37%
Spring 2018	747	67.4%	61.63%

Across the review period, 81 candidates sat the Stage A examination in histopathology and eight sat the same in chemical pathology. Virtual microscopy was used for the first time in the histopathology Stage A examination.

The first BMS Stage C examination was held in October 2017. Six candidates sat the examination in gynae- and gastrointestinal pathology. A further six candidates sat the BMS Stage A examination in 2018.

FRCPath Part 1 and 2

For FRCPath, development and item writing for the new Part 1 examination in clinical biochemistry has continued and the first sitting will take place in Autumn 2018. Proposed changes to the Stage A and FRCPath Part 1 examinations in histopathology have been agreed to be submitted to the General Medical Council (GMC).

The new Part 2 examination in medical microbiology and molecular pathology ran for the first time in Autumn 2017 in the UK. The new format Part 2 examinations in genetics, histocompatibility and immunogenetics and reproductive science were also run for the first time in Spring 2018. An overseas FRCPath Part 2 centre for histopathology was also established in Cairo, Egypt, and ran its first sitting of the examination with 14 candidates.

Exam management, examiners and marking

65 new examiners attended examiner training across two training days – one in London and one in Edinburgh. Induction packs for new panel chairs were introduced and rolled out.

The examinations department continued to implement the examinations e-management system, with ongoing additions to the item banks and the launch of their online versions – multiple choice question (MCQ) papers for Part 1 were produced through the system. Marking for MCQ and extended matching question (EMQ) examinations has been brought in-house and was carried out using the system in Autumn 2017 and Spring 2018. The next stages of development of the system will include remote marking for essay and short-answer question (SAQ) papers at Part 1.

In addition to this, the department:

- produced and approved a full set of examinations governance documents
- continued to develop operating procedures for the management and security of examination papers and scripts.
- published examination performance reports for Autumn 2017 and Spring 2018.
- approved the first set of DClSci research project proposals for HSST trainees
- approved 35 applications for Fellowship on the basis of published works.

3.3 Training

Between July 2017 and June 2018, the Training team:

- registered 127 new specialty registrars (StRs) with the College
- recommended 78 Certificates of Completion of Training (CCTs) to the General Medical Council (GMC)
- recommended 16 Certificates of Eligibility for Specialist Registration (CESRs) to the GMC and responded to one appeal.

Council also approved five biomedical scientists as having completed training in histopathology reporting.

On 20 August 2017, 77 new trainees in chemical pathology, histopathology, medical microbiology and virology attended a New Trainee Welcome Day, held at Kings College.

Approximately 65 medical microbiology and virology/infectious diseases trainees completed their transition to the 2014 medical microbiology or medical virology curriculum/infectious diseases curriculum. This was fully administered by the Training team on behalf of both the Royal College of Pathologists and the Joint Royal Colleges of Physicians Training Board (JRCPTB).

The Training team also implemented Annual Review of Competence Progression (ARCP) Decision Aids for chemical pathology and histopathology.

Training committees

The College Specialty Training Committees (CSTCs) for Histopathology and Chemical Pathology met twice each. The Medical Microbiology and Virology CSTC and Combined Infection Specialty Advisory Committee (SAC) met three times.

The Histopathology CSTC published guidance for two-week molecular pathology attachment and for the management of Stage D training.

Curricula

The curriculum working groups continued to meet to develop their curricula for Chemical Pathology and Cellular Pathology. RCPATH representatives have attended meetings with the Curriculum Oversight Group (COG), a requirement of the first stage of the curriculum approvals process, in preparation for the submission of new curricula before the end of 2020. The COG ensures that there is strategic support for any proposed curriculum changes before they go through the full GMC Curriculum Advisory Group (CAG) approval process. Chemical Pathology representatives met with the COG on 21 March and Cellular Pathology and Infection representatives both met with the COG on 17 May.

In addition to this:

- the HSST curriculum for transfusion science was published on the College's website
- the Veterinary Microbiology curriculum was developed, approved and published on the College website
- the Veterinary Clinical Pathology curriculum was developed and approved.

Careers fairs

The Training team attended seven careers fairs to promote pathology (see Table 4).

Table 4: Careers Fairs attended by the Training team

Date	Careers fair
2 October 2017	Medlinks (Kensington)
20–21 October 2017	BMJ Careers Fair (Business Design Centre, Angel)
3 November 2017	Kings College
10 November 2017	The Royal Society of Medicine
18 December 2017	Medlinks (Nottingham)
7 March 2018	Liverpool
17 May 2018	STEM Careers Fair (Kent)

3.4 International

Dr Maadh Aldouri was nominated by the College as its representative on the Board of Directors of the World Association of Societies of Pathology & Laboratory Medicine (WASPaLM). Dr Aldouri attended the WASPaLM World Congress in Kyoto, Japan, in November 2017 and was appointed to the board for a two-year term. He has also been appointed as the chair of WASPaLM's education committee. The work of this committee will be anchored and driven by the College.

In July 2017, the College delivered its first Pathology Summer School outside of the UK. The two-day International Pathology Summer School took place in Cairo, Egypt, in partnership with the Armed Forces College of Medicine (AFCM) and the Egyptian Committee for Pathology Training (ECPT). The Summer School was attended by 50 medical undergraduates and cadets. 60% of the undergraduates were AFCM cadets and the remaining 40% were selected from the medical schools at the universities of Cairo, Alexandria, Fayoum and Menoufia. The faculty comprised UK and Egyptian pathologists, assisted by a team of mentors who supported the undergraduates with their working group challenge tasks. The following College members made up the UK faculty:

- Dr David Bailey, Vice President for Communications
- Dr Maadh Aldouri, Director of International Affairs
- Dr Martin Young, Chair, Histopathology Specialty Curriculum Committee
- Dr Mona El-Bahrawy, Country Advisor for Egypt.

In terms of impact and student feedback, 97.4% of Summer School attendees stated that the summer school had helped to expand their understanding of the impact and role that pathology has on clinical decision-making, patient treatment and research opportunities.

The College signed three memoranda of understanding with the following institutions:

- Egyptian Military Medical Services (Egypt; July 2017)
- National Postgraduate Medical College of Nigeria (Nigeria; November 2017)
- Khartoum Ministry of Health, Soba University and UK Sudanese Diaspora Pathology Group (Sudan; February 2018).

The international team also:

- successfully placed 12 International Medical Graduates (IMGs) in UK training posts under the College's MTI
- sponsored 16 overseas doctors to join the GMC register
- recruited and matched 63 International Trainees with 47 mentors under the College's International Trainee Support Scheme (ITSS).

College staff and members also completed three global health challenges (see Table 5).

Table 5: Global health challenges completed by College staff and members

Challenge	Details	Amount raised
Prudential Ride London–Surrey 100 (30 July 2017)	Dr Peter Southall, a consultant cellular pathologist at Jersey General Hospital, successfully completed the Prudential Ride London–Surrey 100-mile cycle challenge along with his four sons, William, Edward, Adam and James. Collectively, the Southall family cycled 500 miles	£3,000 (including gift aid)
Iceland Trek (30 August–5 September 2017)	Dr Cornelia Szecsei, a histopathology trainee completed, a five-day, 53km trek across Iceland	Almost £2,000 (including gift aid)
Mount Everest Base Camp Trek (16–29 October 2017)	The College's Workforce Administrator, Kabita Rai, travelled to Nepal to embark on a 14-day trek to the South Base Camp on Mount Everest. Kabita's challenge raised funds to enable the College to begin working with pathologists in Nepal to improve an aspect of pathology services in the country.	£800 (including gift aid)

In November, the College hosted its second International Pathology Day Roundtable Webinar in partnership with *The Pathologist* magazine. The webinar was broadcast live over the Internet via WorkCast and Facebook Live. More than 300 people attended the webinar, which took place at BMA House and was chaired by Dr Suzy Lishman. The roundtable discussed the critical role of pathology in meeting the commitments of the WHO's Cancer Resolution, which was unanimously adopted at the World Health Assembly in May 2017.

In June 2018, the College held a three-day workshop on laboratory leadership, quality management and the ISO15189 international accreditation standard for a delegation of senior pathologists and officials from the Iraq Ministry of Health (MOH) and Ministry of Higher Education and Scientific Research (MOHESR). The workshop was funded by the International Atomic Energy Agency (IAEA) and the College collaborated with the UK Accreditation Service (UKAS) and King's College Hospital to deliver the programme.

4.0 Communications

4.1 Media

Table 6: Media events and stories that included a College spokesperson

Media	Story	College spokesperson
<i>Health Service Journal</i>	Start of Professor Jo Martin's Presidency – NHS Improvement and consolidation, medical examiners and workforce issues	Professor Jo Martin
Channel 4 (social media channel) and follow-up interview in January 2018	Faecal microbiota transplants and their use in treating patients who have had recurrent <i>C. difficile</i> infections and for whom other treatments have failed	Professor Jo Martin
<i>The Times</i>	Quote in relation to College Fellow Professor Pasi's gene therapy trial for patients with haemophilia. Interviewed by <i>The Times</i> ' Health Editor, Chris Smyth, about the development of software by Chinese scientists and clinicians that can potentially diagnose prostate cancer as well as a pathologist. Letter published supporting the Secretary of State for Health's decision to review manslaughter charges in clinical practice	Professor Jo Martin
Blood Health (campaign aiming to raise awareness of blood diseases)	Online editorial – Haematologists are revolutionising how we treat disease – to mark World Blood Cancer Day in June	Professor Jo Martin
BBC Radio 4's Today programme, Radio 5 Live, BBC Online	Delays experienced by some women waiting for cervical screening results. Dr Suzy Lishman acknowledged that while waiting for results can cause anxiety, the current delays would not affect women's health as cervical cancer can take years to develop	Dr Suzy Lishman
BBC Radio 4 panel show <i>Museum of Curiosity</i> hosted by John Lloyd and the comedian Romesh Ranganathan	Panel show	Dr Suzy Lishman

4.2 Public Affairs

Pathology networks and consolidation

In July, the College produced a digest of articles on consolidation that were published in the *Bulletin*, pulling together accounts from members and other authors about their experience of consolidation of pathology services. *Consolidation of pathology services: Lessons learnt* was published and sent with a covering letter from the President to parliamentarians whose constituency areas featured in the articles, as well as to other key parliamentary contacts and stakeholders. Feedback was received from Dr Sarah Wollaston, Chair of the Health Committee, who welcomed the publication.

Ministerial visit

The former Minister of State for Health, Philip Dunne MP, made a short-notice visit to the College in October 2017. The President, President-elect and College honorary officers hosted a constructive meeting and discussed key issues including workforce, focusing on shortages and the risk of delays to diagnoses, the extended role for scientists and the potential of digital pathology.

Bloodwise

The public affairs team had a constructive meeting with the charity Bloodwise, which also provides the secretariat for the All Party Parliamentary Group (APPG) on Blood Cancer, to discuss following up some of the issues raised in the APPG's *Hidden Cancer* report.

Chief Coroner's annual report

The College responded to the Chief Coroner's annual report for 2016–17. The shortage of pathologists was highlighted in the report, particularly in respect of coronial autopsies. The College welcomed the Chief Coroner's call for a national service and highlighted how important it is that post-mortem services are seen as part of the wider patient safety landscape. The College will continue to work constructively with the Chief Coroner's Office, through regular meetings and representation on our Death Investigation Group.

4.3 Public engagement

There has been a full programme of public engagement, with 272 volunteers delivering public engagement activities through the year (see Table 7).

Table 7: Public engagement events carried out by the College

Activity	Date	Detail
National Pathology Week, themed Pathology in the Community	6–12 November	<ul style="list-style-type: none">• 100 member-led National Pathology Week events.• Roundtable event hosted by Dr Suzy Lishman and Professor Jo Martin focusing on screening programmes within Tower Hamlets.• Two-day pathology fair entitled 'Adventures in health: Secrets of the lab', aimed at secondary school students and families. More than 40 staff and volunteers – including doctors, pathologists and undergraduates – helped run the event each day. Ten schools sent their students to the fair and more than 320 members of the public attended.

Activity	Date	Detail
		<ul style="list-style-type: none"> • First College use of Facebook Live to trail the activities and use of '#TestingTesting', as well as patient stories and blogs written by College members and senior officers. • 70,000 Twitter impressions on @RCPath and an increase in followers on the College's Instagram account from 140 to 380. • Virtual autopsy event at the Centre of the Cell for 250 members of the public. • Three hands-on art workshops – Colourful Pathology – at John Radcliffe Hospital in Oxford. • Your Body Your Consent workshop at Bart's Pathology Museum, which was attended by 80 A-level students. • Two competitions: Art of Pathology and Undergraduate Essay Prize. • Furness Prize for Science Communication 2017.
Science communications training		<ul style="list-style-type: none"> • 25 members trained, with one introductory and one advanced course. • Six attendees of the advanced course went on to run events for the July 2017 'Late' event at the Science Museum.
School Science Conference	April 2018	<ul style="list-style-type: none"> • 17 pathologist volunteers delivered organ and transplant-themed activities to 350 secondary school students.
Other public engagement events	Throughout the year	<ul style="list-style-type: none"> • Community event in Ramsgate – volunteers used resources to explore genetics at Become a Genius, for a large and diverse public audience. • Community event on the Isle of Wight, the Hullabaloo Festival, engaged hundreds of people with brand new microbiology activities. Six pathologist volunteers ran three hands-on craft-based activities, which explored microbes and antibiotics. The diverse audience included both local families and holidaymakers. • Bristol – Science-based artist Dr Lizzie Burns and two pathologist volunteers ran an art workshop exploring cells and blood; the event was repeated four times during the day enabling more than 100 students to participate. The event was hosted by a secondary school in a disadvantaged area of the city, and was linked closely to GCSE and A-level syllabi.

4.4 Publishing and Digital

Website technical development

The Publishing and Digital team focused on implementing phase 2 of the website development project, which aims to make incremental improvements to site functionality and create more automation to support staff in their day-to-day work. Through a series of workshops, staff put forward suggestions for new and improved processes. The team also ran a series of user testing sessions, in which members were observed and recorded using the site while completing a series of common tasks.

From these scoping and research sessions, the College built a list of more than 70 items it wanted to change or improve. These included:

- major improvements to our search function
- improvements to the site's menus to make them easier to navigate
- making trainee and exam registration processes pause-able, so users can save and return at any time
- new pages for advertising voluntary and paid roles at the College
- automated emails and notifications for key deadlines and calls to action (such as paying subscriptions).

The first half of this work was built in 2018 and is now live.

The team have also been working with members and colleagues in the Professionalism and Learning departments to improve the consultation processes for the College's guidelines and curricula. This will see the development of new online spaces for responding to consultations, which will improve the process and quality of our outputs.

The *Bulletin*

The theme of July 2017's *Bulletin* was consolidation, with five articles continuing the theme from the previous edition. October's *Bulletin* was sent out with a copy of the 2016–2017 *Annual report*. The *Bulletin*'s theme was learning from the deceased to benefit the living. It also included an interview with then President-elect Jo Martin. The January 2018 *Bulletin* focused on National Pathology Week 2017, as well as a continuation of October's theme of learning from the deceased. April 2018's *Bulletin* had a workforce theme. It put a spotlight on the histopathology workforce and haematology trainees, ahead of the College's planned workforce survey reports that are due to be published in the second half of 2018 and in 2019.

Patient safety bulletins

Towards the end of 2017–2018 a new product – the patient safety bulletin – was launched. Four have been published so far, on IT systems, cellular pathology, clinical biochemistry and assumptions and confirmation bias. They are intended to help members learn from events in other organisations in a quick and simple way to help keep patients safe. Members can earn CPD credits by showing their learning from the bulletins.

Annual report

The 2016–2017 *Annual report* was produced for the College's AGM in November 2017. It looked at the College's year in numbers and contained some case studies on cellular pathology, veterinary pathology, clinical biochemistry and haematology. It also highlighted some of the College's great international efforts, and work to engage and influence healthcare in the UK.

5.0 Professionalism

5.1 Professional Standards

Between July 2017 and June 2018, the online system for approving events for CPD received 262 applications and accrued approximately £36,200 in fees. A proposal for the approval of online resources for CPD purposes was ratified by the Trustee Board and the department has processed six applications already.

For the CPD year 2017/18, 3,763 annual CPD returns were processed between 1 April 2018 and the deadline date of 30 June 2018, representing a 76% return rate by the submission deadline. The remaining returns will be processed during the summer.

The 2016/17 CPD review was completed in September 2017. Of the 80 non-medically qualified members selected for review 76 were satisfactory, one was unsatisfactory (did not provide sufficient supporting information), two were removed from the review process due to long-term sickness and/or retirement, and one was suspended from the CPD scheme for failing to submit a report of CPD activities. The 2017/18 CPD review commenced on 1 June 2018.

The CPD and revalidation webpages were updated with a Q&A section, which focuses on providing more clarity to members and addressing misconceptions.

The College's oversight and governance of technical EQA schemes and associated National Quality Assurance Advisory Panels (NQAAPs) was discussed at a forum meeting in June 2018. Stakeholders, including representatives from the EQA scheme providers, chairs of NQAAPs and other organisations, explored the current governance with the Vice President for Professionalism and the Professional Standards team.

The department completed two invited reviews in November 2017 and March 2018.

A disciplinary hearing took place in May 2018 relating to the conduct of members that is specified in the College's Disciplinary Regulations.

5.2 Clinical Effectiveness

Development of the guideline production programme progressed well through the year. In June 2018, 15 guidelines were being prepared for publication, ten had been submitted and 31 were being developed. The team has also coordinated pathology input into 91 NICE guideline consultations.

The team continued to promote continuous quality improvement (CQI) principles and methods. The following were completed during the year:

- one A3 problem solving report published in the Bulletin
- advertised and recruited one new audit evaluator
- processed 20 quality applications (first audit) and nine audit certifications (first audit and re-audit) through our online certification scheme
- CQI talk and workshop delivered as part of the RCPATH Northern Ireland Annual Conference
- input into Academy of Medical Royal Colleges' development of a generic CQI curriculum.

The team also reviewed comments from a membership-wide consultation on the College's proposals for generic key assurance indicators (KAI) and sought the views of officers, the Pathology Alliance Group and the Lay Governance Group. A portfolio of generic KAIs will be published in 2019. Work is ongoing to collate comments from the SACs on the development of specialty-specific indicators, which will be undertaken as a second phase of KAI development.

5.3 Workforce

The team has successfully reviewed 435 job descriptions and organised 362 College assessors to attend advisory appointment committees in England, Wales and Northern Ireland.

The Workforce Administrator carried out a quality assurance process of the College review of job descriptions and appointment committees, for which a College assessor was provided. It showed that standards had been maintained and the department had provided an excellent service.

The Workforce Coordinator has collaborated with the RCP on the creation of an e-learning module to provide online training to College assessors who sit on appointment committees. This will guide assessors on what to expect as a representative of the College, train them to ensure consistent standards and will cover equality and diversity considerations, GMC specialist registration and other potentially complex areas.

The team published the *Workforce Planning Overview Report 2017*. This was circulated to Council and SACs and is available on the College website.

Collaboration continued with Health Education England (HEE) and colleagues of the Pathology Alliance on the Pathology Workforce Working Group, related Histopathology Workforce Task and Finish Group and Attrition Sub-group.

The team also responded to HEE's call for evidence for its Cancer Workforce Strategy.

The team conducted a survey of clinical biochemistry departments between October 2017 and May 2018. This achieved a response rate of 78% of departments/organisations and the results are being analysed and interpreted to produce a report.

6.0 Corporate Services

6.1 Governance and Committee Services

The Governance and Committee Services team:

- administered 64 SAC and committee meetings, five Trustee Board meetings, four Council meetings and one AGM
- administered 48 internal meetings (SMT, all staff meetings and Alie Street Internal Project Team meetings)
- responded to 16 consultations
- updated and completed the process for administering the College submission for Clinical Excellence Awards for 2018
- administered three awards or medal processes
- administered two bursary processes
- successfully ran elections for various roles for the term commencing November 2017.

6.2 HR and Development

A new performance and development review (PDR) policy was approved by the Trustee Board in October 2017, which links the staff appraisal process to competence-based pay progression. As well as assessing delivery of the role and objectives, the new process links to College values and behaviours, and recognises learning and development undertaken by staff.

A staff survey was carried out in December 2017. The response rate was 88%. The results were used to create an action plan to improve working at the College in the areas identified as a priority in the staff survey.

The College's Investors in People accreditation obtained in January 2015 expired in January 2018. The Trustee Board agreed to continue to work towards the Investors in People quality standard as a framework for high-quality people management, while delaying reaccreditation this financial year.

An organisational learning and development plan was implemented. As a result:

- SMT attended a leadership development programme for one and a half days
- managers attended a management development programme, which consisted of four half-day modules
- staff attended a range of external training and undertook e-learning and other learning tailored to their roles
- Learning at work week ran from 29 May to 8 June. Seven sessions were delivered by trustees and officers, which provided an opportunity for staff to learn more about pathology. Four sessions on non-pathology topics were also held
- the College launched an internal programme of lunch-and-learn sessions
- a range of staff training was delivered internally
- all staff and College Council were given training on the new GDPR.

Overall staff turnover was 26%. There were 16 new members of staff, and 14 staff left the College.

6.3 IT

The IT team dealt with two major incidents during the year, with services restored within four working hours on both occasions.

The team successfully supported the website/CRM system (OpenEngage) on an ongoing basis. In particular, the team supported integration with phase 2 technical developments.

Additional IT and user support activities included security checks on access rights to College and website, including audits and regular penetration testing.

6.4 Events

Table 8: Events held by the College

Date	Event	Details	Delegates
15 September 2017	National Infection Day	An infection update for those working or interested in Infection specialties including microbiology, virology and infectious diseases.	70
18 September 2017	Cytology Study Day	The third study day held in the lab at Guy's Hospital, London; fully booked within three days of opening the booking.	80
16 October 2017	Gynaecological Reporting	Aimed at senior trainees and consultant histopathologists to explain how gynaecological pathology data is used to guide patient management and discuss the significance of each data item in different clinical scenarios and specimen types. The course enabled attendees to adopt a more efficient personalised approach to histopathology reporting by focusing on accurately reporting data items that are clinically relevant in a particular case. £2,000 sponsorship was secured for this event.	145
22 November 2017	GI Pathology	An update and review of gastrointestinal pathology. The speakers included two internationally recognised and highly distinguished experts – Dr Robert Odze from the US and Dr Karel Geboes from Belgium.	80
2–3 February 2018	Endocrine Pathology Update	This was the first bi-annual conference between the College and Endocrine Pathology Society. It was aimed at consultants with a special interest (or those aiming to specialise) in endocrine pathology and trainees approaching FRCPATH Part 2. It hosted a slide seminar on the second day. Olympus supported the event by providing microscopes free of charge.	140

Date	Event	Details	Delegates
9 February 2018	Clinical Trial Pathology	This was a very specialist joint event with the National Cancer Research Institute's Cellular Molecular Pathology Initiative (CM-Path), which provided key information to pathologists keen to get involved in clinical research.	28
23 February 2018	Liver Biopsy	For the eighth year running, the College hosted the ever-popular Live Biopsy conference, which provided practical diagnostic approaches to reporting medical liver biopsies. It focused on the importance of clinico-pathological correlation in assessing common patterns of liver damage. This format has been so popular that the event is always fully booked.	120
6 March 2018	National Infection Day	This was a re-run of the popular Infection Study Day, first held in September 2017. This also secured £2,000 sponsorship.	65
16 April 2018	Cytology Study Day	The fourth study day held in the lab at Guy's Hospital, London; fully booked again.	80
18 May 2018	Guidelines for non-forensic autopsy practice	This event, developed by the Clinical Effectiveness department, provided guidance to pathologists dealing with non-forensic and coroners' post-mortem examinations. It presented a platform for pathologists to familiarise themselves with recent published guidelines, and also provided a rare opportunity to discuss challenging cases with experts and guideline authors.	115

6.5 Facilities

More than 200 new fellows were welcomed to the College's admission ceremonies at Haberdashers Hall on 17 September 2017 and at the Law Society on 1 February 2018.

The Annual Dinner in June 2018 welcomed 120 guests at Clothworkers' Hall on 13 June 2018. Clare Marx was guest speaker.

The annual Retired Fellows Lunch was hosted on 10 October 2017 at Villandry restaurant in St James with 21 of the College's retired fellows.

6.6 RCPATH Consulting

RCPATH Consulting advisors completed three independent reviews for health service providers during the year. These covered the following topics:

- assurance and recommendations for the provision of mortuary services
- concerns regarding patient pathways in the provision of cellular pathology laboratory services
- advice on structuring microbiological pathology staffing and services.

6.7 Member and Regional Engagement

Member engagement

The work around member engagement aims to provide activities and opportunities for members throughout their careers to engage with the College, other members and pathology issues. A member engagement strategy was approved by the Trustee Board in May 2018, and implementation has now started. The College's first UK member satisfaction survey was completed in April 2018 and is being used to inform the strategy.

Regional activity

England Regional Council meetings were held in October and March and additional teleconferences have now been added to the programme of meetings.

The Northern Ireland Regional Council held an annual regional symposium in June, led by the Chair, Professor Ken Mills. The Council also held three Council meetings, during which they discussed a strategy for recruiting additional members for the Council, training issues and the impact of the Northern Ireland Assembly suspension.

The Scotland Regional Council appointed a new Chair, Professor Peter Johnston. The Council has held two meetings that covered topics such as training, professionalism, and the Scotland Pathology Network. It has also recruited for six pathologist appointments to the Scottish Academy of Medical Royal Colleges.

The Wales Regional Council held three Council meetings between July 2017 and June 2018, and ran a Wales Pathology Education symposium led by Wales Chair Dr Esther Youd. This included an opportunity for trainees to have lunch with College President, Professor Jo Martin.

The work of the regional councils has been supported through a quarterly regional e-newsletter, regional briefings prior to devolved nations' Council meetings and administrative support. In addition, the regional team has supported the President's lab tours by identifying laboratories and pathology departments to visit and liaising with members to set up visits (of which there have been seven so far).

7.0 Chief Executive's summary

We are enormously indebted to all members of College staff, trustees and the numerous volunteer pathologists for achieving so much during the last year. The work detailed in this review showcases what has been achieved by a relatively small organisation with limited resources, including business-as-usual work and some amazing projects.

When listed out, the totality of our work is quite amazing. We should all feel extremely proud of what we have accomplished. The College is in a good state going forwards.