

# FACULTY OF PATHOLOGY

ROYAL COLLEGE OF  
PHYSICIANS OF IRELAND



## Annual Report 2022



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# Welcome from the Dean

**Prof Mary Keogan**

Dear Fellows and Associate Members,

It is an honour and a pleasure to welcome you to our Annual Report, for my first time as Dean. It has been another extremely busy year for the health service, and for the Faculty of Pathology. I would like to thank the Officers of the Faculty, all members of the Faculty Board, members of Faculty Committees, National Specialty Directors, Regional Specialty Advisors, Trainers, and all the Fellows who give generously of their time to represent the Faculty on many RCPI and National Committees. I would also like to thank the RCPI staff who support us so well. In particular, Darragh Whelan, our Faculty Co-Ordinator; Maria Golden our Faculty Manager and Cormack McLoughlin our Training Co-Ordinator contribute hugely to the Faculty.



I would like to recognise the contribution of our past Deans, and in particular my immediate predecessor, Prof Louise Burke. Louise's leadership has contributed significantly to pathology services and pathology education nationally, as well as the Faculty of Pathology. She has continued to be an enormous support to me, and I would like to thank her for this. Louise is continuing to raise the profile of Pathology, having attracted the European Congress of Pathology to Dublin in 2023. The Faculty is delighted to support Louise and the Local Organising Committee for this important Congress.

We were saddened to learn of the death of Dr Jim O'Driscoll, who was a founder Member of the Faculty of Pathology, a member of the first Board of the Faculty of Pathology, as well as a member of the Munster Pathologists Group. Jim's contribution to Pathology both locally and nationally will be remembered. We extend our condolences to his family, and many friends.

A major achievement of 2022 was the accreditation or reaccreditation of all training programmes within the Faculty of Pathology by the Medical Council. An action implementation plan has been developed to address opportunities for improvement. This achievement would not have been possible without the leadership of Dr Maeve Doyle, working with all NSDs as well as Trainers and Trainee representatives, together with the support of RCPI staff including Ms Siobhan Kearns, Ms Georgina Farr, Mr Keith Farrington, Ms Aisling Smith and Mr Colm Small.

Internally, the Faculty has benefitted from a thorough review of Governance structures led by Prof Rob Landers, working with a multidisciplinary governance subgroup. I am delighted that our new structures will provide an avenue for all disciplines to address professional affairs, in addition to training matters, through the Faculty. There is a significant strength in the close relationship between training and professional affairs, as we need to ensure that our trainees are trained and equipped to lead and provide the pathology services of the future. Prof Landers has completed his term on the Board of the Faculty, and we would like to thank him for his enormous input, hard work and commitment to the Faculty. We wish him well for his next endeavour.

It was wonderful to be able to meet in person (eventually!) for our 40<sup>th</sup> Anniversary Symposium. It was a really enjoyable event, and the opportunity to honour past Deans of the Faculty was wonderful. The Launch of the wonderful history book by Prof Katy Keohane greatly contributed to the day. Dr Joan Power, and the Scientific Meetings Committee, supported by RCPI Events Staff,

planned every detail, so that we all enjoyed a great meeting, and social event. Joan has completed her term as Chair of the Scientific Meetings Committee, and we would like to thank her for managing to make webinars so interesting during COVID – so successful in fact, that there is overwhelming support to maintain webinars as well as in-person events as we move forward. I am delighted that Dr Cynthia Heffron has agreed to Chair the Scientific meetings Committee going forward.

There is no doubt that there are challenging times ahead for Laboratory Medicine, for the Irish healthcare service, and indeed for healthcare globally. While we have much to be proud of, immediate challenges include recruitment and retention of pathologists and other healthcare professionals; IT infrastructure including MedLIS and the development of digital pathology; acceleration of implementation of genetics and genomic medicine; enhancing training in molecular pathology and emerging subspecialties as well as meeting the everchanging service needs to support patient care, and ensure timely access to improved diagnostics. In addition to implementing new diagnostics, we need to enhance the understanding of the appropriate use, benefits, and the limitations of such testing both to our healthcare professional colleagues, and the wider population.

We can be sure that there will be blustery winds ahead, but we are well-practiced and resilient from the stormy winds' behinds. The American writer, William A Ward said

*The pessimist complains about the wind,  
The optimist expects that it will change  
The realist adjusts the sail*

As we move forward, we need to decide when best to adjust the sail, and importantly when to remain optimistic and push the system to support us in delivering Pathology services, which support best outcomes for Irish patients.



# Faculty Highlights for 2022

## Faculty Annual Symposium 03 February 2022:

The Faculty Annual Symposium took place virtually on Thursday 03 February 2022. Dr Cillian de Gascun presented on “Omicron: the beginning of the end, or the end of the beginning?”. Other guest speakers included Dr Mark McCabe, Dr Jessica Maguire, Dr Caoimhe Brennan, Dr Mary Lucey, Dr Colleen Flannery and Dr Clíodhna Murray with the session concluding with a Panel Q&A. Rapid fire posters were also presented.

## Faculty AGM 03 February 2022:

The Faculty AGM took place on Thursday 03 February 2022. The AGM included presentations from the Director of Education and Training, the launch of the Faculty annual report, the welcoming of new Faculty Fellows and Associate Members as well as a presentation on the provision of the Coronal Autopsy service by Dr Niamh Nolan.

The AGM concluded with the handover of the Faculty Chain of Office, with Prof Mary Keogan replacing Prof Louise Burke as Faculty Dean on a three-year term.

## Pathology Exhibition:

A Pathology exhibition was launched in RCPI on Wednesday 08 June. The exhibition will remain open until the closing of the Faculty Symposium 10 March 2023. The online version of the exhibition is available via: <https://sway.office.com/Ac1l6bwheE0Q4GrH> and will remain open permanently.



Ms Maire Fox, Prof Mary Keogan, Ms Harriet Wheelock

## Faculty EGM 10 June 2022:

A Faculty EGM took place on Friday 10 June following the Faculty 40<sup>th</sup> Anniversary Symposium. The EGM sought the approval of the updated Faculty Governance Framework Document. The presentation was made by Prof. Rob Landers, Chair of the Governance Review Working group. The proposed Governance model was accepted by our Faculty Fellows and implementation is in progress.

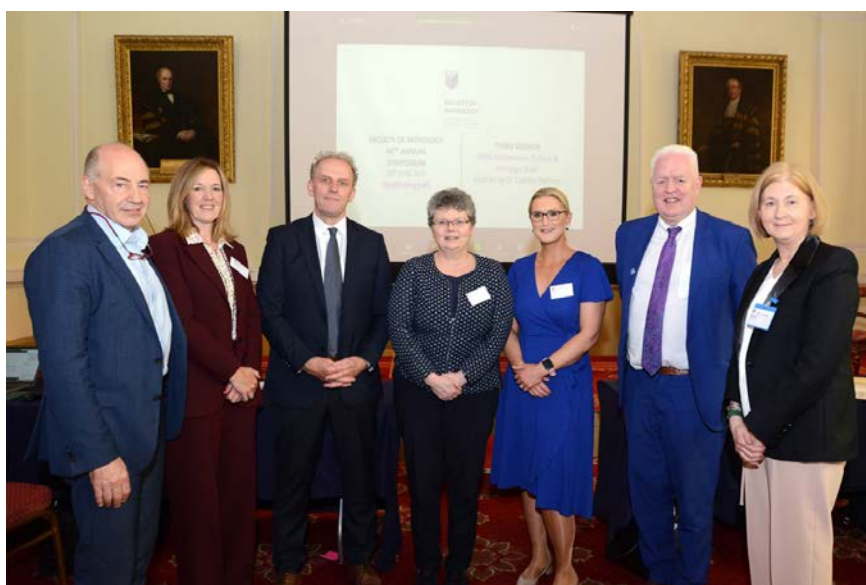
### Faculty 40<sup>th</sup> Anniversary Symposium 09 and 10 June 2022:

The Faculty returned to in person events with a hybrid Faculty Symposium on 09 and 10 June in RCPI. The opening day of the event included a virtual presentation from Dr Marie Cassidy on her time as State Pathologist, the continuation of that journey by current State Pathologist, Dr Linda Mulligan and the launch of the Faculty history book, presented by its editor, Dr Katy Keohane.



Dr Fionnuala Ni Ainle, Dr Joan Power, Dr Cynthia Heffron, Prof Mary Keogan, Dr Maeve Doyle, Prof Sean O'Brian, Dr Deirbhile Keady

Day 2 of the Symposium included sessions on 'Enhancing Integrated pathology networks- IT & Digital' with guest speakers including Prof Mary Lawler QUB, an update on MedLIS by Martina Burns and a presentation on Digital Pathology by Dr Clare McGalie.



Prof Richard Greene, Ms Martina Burns, Mr Thomas Walshe, Prof Mary Keogan, Dr Clare McGalie, Prof Mark Lawler, Prof Louise Burke

### New Fellows and Associate Members:

11 new Fellows & 5 new Associate Members were admitted into the Faculty at the 2022 AGM. Gratitude is extended to the Faculty Credentials Committee, chaired by Prof Aurelie Fabre, for evaluating all applications ahead of their names being submitted to the Board and RCPI Council for ratification. The new Fellows and Associate Members are welcomed to the Faculty.

Fellows		Associate Members	
Johannes Wagener		Caoimhe Brennan	
Aidan Ryan		Megan Ramsey	
Aoife Doyle		Naoimh O'Farrell	
Heidi Okkers		Páraic Behan	
Niamh O'Connell		Sophie Prendergast	
Odharnaith O'Brien			
Sally Anne Collis			
Siobhan Glavey			
Sorcha Ni Loingsigh			
Stephanie Curran			
Vivien Murphy			



## AWARDS & MEDALS

At the Faculty 40<sup>th</sup> Anniversary Symposium, Dr Mary Toner received the Faculty Paule Cotter medal. This medal is presented to an Irish Pathologist whose work in Ireland or abroad has made a significant difference to the development of Pathology.



Prof Mary Keogan and Dr Mary Toner

The Faculty also presented medals to our Faculty past Deans thanking them for their service to the Faculty and to the families of deceased Deans. We are thankful to all who attended on the day and congratulations to all who have received Faculty awards this past year.



Front row: John Flynn, Prof Louise Burke, Prof Mary Keogan, Dr Michael Madden, Prof Sean O'Briain. Back row: Prof Hilary Humphreys, Prof Conor O'Keane, Prof Peter Kelly

At the ceremony, Dr Mary Lucey was also awarded the Faculty George Green Medal for her COVID-19 paper published in Clinical Infectious Diseases. This medal is awarded to the pathologist-in-training, who submits what is considered by the selectors to be the best written communication relating to any of the pathology disciplines.



Dr Mary Lucey and Dr Pat Moloney



# Faculty Scientific Meetings Committee

## Report by Dr Joan Power

In light of the success of the 2021 Webinar series, the committee continued regular evening webinar series through 2022, changing to hybrid format as the pandemic restrictions allowed. The approach was to engage all subspecialties regularly in the programme, support trainees, continue the 'Culture and Heritage trail' and seek opportunity for cross-faculty engagement. We greatly appreciated the engagement and support of Ms Harriet Wheelock, RCPI Keeper of Collections, throughout the series.

The year's highlight for the committee was to host the 40<sup>th</sup> Anniversary Symposium June 09 & 10 2022, as part of the anniversary celebrations, after several deferrals. Meeting in person enabled Thursday evening's reception and celebration at No.6, included past Deans' medal presentations, awarding of honorary Fellowships, presentations to 2022 Faculty medal recipients and recognition of editor and contributors to the history of the faculty.

The committee considered feedback on accessibility and agreed to continue hybrid symposia bi-monthly, notwithstanding the lifting of pandemic restrictions, supported by the new virtual platform introduced by RCPI. We really appreciate the helpful feedback through completion of the evaluation forms and would encourage fellows to take the time to assist our work in this way.

## 2022 Faculty of Pathology Webinar Series:

### ➤ Webinar February 2022- Annual Symposium associated with AGM



Title	Speakers
Dean's welcome	Prof Louise Burke
<b>Scientific Session 1: Introduction. Co-Chairs – Dr Cillian de Gascun and Prof Louise Burke</b>	
Omicron: the beginning of the end, or the end of the beginning?	Dr Cillian de Gascun
Ventilation	Dr Maeve Doyle
<b>Scientific Session 2: Rapid Fire Poster Presentations. Chair Dr Cynthia Heffron</b>	
The use of Digital Pathology and Artificial Intelligence (AI) in the assessment of Multiple Myeloma	Dr Mark McCabe
Retinoblastoma in Ireland; The Next Generation Sequencing Molecular Profiles of Selected Enucleation Cases with a Special Focus on Non-RB1 Mutations and a Comprehensive Review of the Retinoblastoma Caseload in Ireland over the Past 20 Years.	Dr Jessica Maguire
A geographic cluster of carbapenemase-producing hypervirulent <i>Klebsiella pneumoniae</i> sequence type 23 in Ireland	Dr Caoimhe Brennan
Whole genome sequencing to support infection prevention and control practices in the management of severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2) acute hospital outbreaks	Dr Mary Lucey
Establishment of a Robust Reference Interval for Dried Bloodspot Glutaryl carnitine (C5-DC)	Dr Colleen Flannery
Screening Patients in Specialised COVID-19 Vaccine Allergy Clinic	Dr Cliodhna Murray

**Attendance and evaluation- AGM:**

Attendees: There were 219 registrations and 190 unique viewers for the Webinar.

Feedback received included: "100% would recommend the webinar to others and 93% related the learning to their own practice."

Webinar 'What's new in COVID vaccines?' April 14th 2022



 <p><b>FACULTY OF PATHOLOGY</b> ROYAL COLLEGE OF PHYSICIANS OF IRELAND</p>	<p><b>Faculty of Pathology and Faculty of Paediatrics</b> <b>Joint Webinar</b> 14th April 2022   5pm- 7pm</p>	
	<p>Joint Chairs Prof Mary Keogan Dean Faculty of Pathology , Dr Louise Kyne Dean Faculty of Paediatrics</p>	
	<p>Dr Kevin Connolly, National Immunisation Advisory Committee <i>"COVID Vaccines: Regulating &amp; Recommending"</i></p>	
	<p>Dr Aideen Byrne, Consultant Paediatric Allergist CHI <i>"A Paediatric Allergist's Experiences During the Irish COVID-19 Vaccine Programme"</i></p>	
	<p>Dr Khairin Khalib, Consultant Immunologist, Beaumont University Hospital <i>"COVID-19 Vaccination &amp; Allergy Concerns in Adults"</i></p>	
	<p>Prof Sara Anvari, Paediatric and Adult Allergist and Immunologist, Baylor College of Medicine and Texas Children's hospital <i>"Immediate Reactions to COVID-19 Vaccines"</i></p>	

**Attendance and Evaluation: 'What's new in COVID vaccines?'**

Attendees: Notwithstanding Easter holiday time, there were 64 unique viewers.

Feedback received included: "100% would recommend the webinar to others, 97% found they could relate the learning points to their practice. Comments included "Collaboration between faculties very commendable","

**40th Anniversary Symposium (Hybrid) and celebrations 09,10 June 2022**

 <p><b>FACULTY OF PATHOLOGY</b> ROYAL COLLEGE OF PHYSICIANS OF IRELAND</p>	<p><b>The Faculty of Pathology   40<sup>th</sup> Anniversary Symposium</b> First Session of the Faculty of Pathology's 40<sup>th</sup> Anniversary Symposium Co- Chaired by Dean of the Faculty of Pathology Prof Mary Keogan &amp; Dr Joan Power, Chair of the Scientific Meetings Committee.</p>	
	<p>Dr Marie Cassidy, Former State Pathologist, A Look Back: Around Ireland with a Scalpel'</p>	
	<p>Dr Linda Mulligan, Chief State Pathologist, 'Forensic Pathology in Ireland - The Journey Continues'</p>	
	<p>Prof Katy Keohane, 'Faculty of Pathology 1981-2021. A History of the Faculty and Pathologists in Ireland'. Panel Discussion with Q&amp;A</p>	
	<p>Ms. Harriet Wheelock, RCPI Keeper of Collections &amp; Ms. Maire Fox, NYU, 'Truths of Pathology: Morbid Anatomy, Microscopes, and The Pathological Society of Dublin.'</p>	

### **Second Symposium Session**

*'Enhancing Integrated Pathology Networks: IT & Digital',*

Co- Chairs: **Prof. Mary Keogan & Prof. Louise Burke**

**Prof. Mark Lawler:** Real Time Data

**Mr. John McQuillan and Mr Fran Thompson:** representing MedLIS

**Dr Clare McGalie:** Digital Pathology

Discussion with invited Panel, Q&A session

### **Third Symposium Session:**

*'40th Anniversary Culture & Heritage Trail':*

**Chair Dr Cynthia Heffron**

**Dr Seán O Briain** 'The Evolution of Training in Pathology'

**Dr James Dillon**

Notes from Haematology

### **Fourth Symposium Session:**

*'Beyond COVID'*

**Co-Chairs Dr Deirbhile Keady TBC, Prof Fionnuala Ní Áinle, HIS Transfusion SIG**

**Dr Maeve Doyle:** The future of clinical Microbiology examination-

The European examination experience

**Dr Joan Power:** Towards national frameworks for Transfusion practice

**Dr Gerard Boran:** Near Patient Testing:

Panel Discussion, Q&A

Closing Remarks: Prof Mary Keogan

### **Attendance and Evaluations- 40th Anniversary symposium:**

**Attendees:** Day 1 -106 (28 in-person/ 78 virtual), Day 2 108 (23 in-person/85 virtual)

**Evaluation;** (N=29 -26 virtual, 11 attending Day 1+2)

Overall satisfaction level 'satisfied/very satisfied ' 92%, length of presentations right 86%

Additional topics: 'More non-histo path specialties ', 'Point of care testing in acute and primary care'

Comparison of pathology services being decentralised or centralised'

Additional comments; Ensure speakers stick to time, webinar well run, audio/video clear, great speakers, interesting talk on history of pathology, nice music piece by Dr Dillon

# Advocacy in 2022 including Guidelines & Reports

## **Report by Prof Mary Keogan**

Throughout 2022, The Faculty continued to support on-going activities relating to the COVID-19 pandemic whilst also working on many other key areas, reports and position statements.

The following is a flavour of some of those activities (Further activities are detailed in individual reports) either completed or on-going in 2022 by Faculty Committees, fellows and associate members. The Faculty sincerely acknowledges and thanks all those involved in these activities.

### **COVID-19 Testing, Therapeutics and Infection Prevention and Control:**

The Faculty and Dean continued to contribute to a number of COVID-19 related national committees, including the

- COVID-19 Laboratory Taskforce
- National SARS-CoV-2 Surveillance & Whole Genome Sequencing Programme (SARS-CoV-2 WGSP) Steering Group
- COVID-19 Therapeutics Advisory Group
- COVID-19 Therapeutic Guideline Committee
- Therapeutic Guidelines Expert Committee

The Faculty provided feedback to the HSE on the draft National Clinical Guideline for Infection Prevention and Control (IPC) (2022).

The approach to COVID-19 testing in Ireland, the development of which was significantly influenced by the Faculty and several Fellows led to a publication outlining the impact of the distributed testing model, as well as the impact on the broader Laboratory Medicine service

Answering Ireland's call: pathology during the COVID-19 pandemic.

Humphreys H, Burke L, O'Connell K, Keogan M.J Clin Pathol. 2022 Nov;75(11):721-723. doi: 10.1136/jclinpath-2022-208323. Epub 2022 Jul 21

### **Post Mortem Examination Guidelines:**

Throughout 2022, the Faculty and particularly members of the Histopathology Standing Committee have continued working very closely with the Coroner's Society of Ireland regarding autopsy services during the pandemic. Post mortem guidelines were reviewed and updated in November 2022 with the aim at all times is to ensure that our histopathologists and state forensic pathologists could investigate all deaths fully, respectfully, and with full empathy for the families of the deceased.

A review of the provision of the coronial autopsy service was completed and published, and will form the basis for further work to explore optimal models of service provision, and any impacts on Education and Training. [Coroner-Autopsy-HSC-Report-final-with-cover.pdf \(rcpi-live-cdn.s3.amazonaws.com\)](https://rcpi-live-cdn.s3.amazonaws.com/Coroner-Autopsy-HSC-Report-final-with-cover.pdf)

The HSE requested a Faculty nominee to Chair the Post Mortem Examination Guideline Review Group, and Dr Linda Mulligan has agreed to this work. At the time of writing a detailed Literature



Review has been completed, and is currently going through the Faculty and RCPI approval process for publication.

### Near Patient Testing Guidelines:

An update of the Near Patient Testing Guidelines was approved by the National Near-Patient Testing Consultative Group. The term Near-Patient Testing (NPT) is now used in lieu of Point-Of-Care Testing (POCT) to align with terminology in the EU's latest IVD Regulation. This important guideline is progressing through the approvals process for publication. A copy can be supplied on application.

### Education:

With increasing pressure on medical curricula, teaching of pathology is being reduced and integrated in a way which risks diminishing the understanding of pathology, which is the essential bridge between science and medicine. A past-Dean, Prof Hilary Humphreys led a collaborative project including all pathology disciplines to define a Core curriculum in Pathology, to be included for future Irish Medical students. This publication outlines key pathology concepts to be included in undergraduate curricula, whether thought in distinct pathology modules, or spiralled through the curriculum. This project was complete in 2022, leading to the publication below:

Core curriculum in pathology for future Irish medical students.

Humphreys H, Stevens N, Burke L, Sheehan M, Glavey S, Keogan M, Rasheed E; Faculty of Pathology, the Royal College of Physicians in Ireland. *Ir J Med Sci.* 2022 Aug;191(4):1799-1807. doi: 10.1007/s11845-021-02774-1. Epub 2021 Sep 23.

### National legislation and Policy on which the Faculty of Pathology engaged in advocacy:

*HSE Open Disclosure Policy* – The Faculty of Pathology contributed to RCPI feedback on HSE Open Disclosure Policy as part of a consultation process in Sep 2021.

Human Tissue Bill - Faculty of Pathology made a submission (letter) to the Minister for Health on this Bill, and subsequently engaged with the Department of Health.

# Education and Training

**Report by Dr Maeve Doyle**

The Education & Training Committee (ETC) met on five occasions during 2022. The Director of Education & Training, Dr Maeve Doyle, was assisted by the following:

## Current Education and Training Committee Representatives

Role	Current Representative	Representative who demitted during 2022
Director of Education and Training (Chair)	Dr Maeve Doyle	
National Specialty Directors in Chemical Pathology	Prof Pat Twomey	
National Specialty Directors in Clinical Microbiology	Dr Cillian De Gascun	
National Specialty Directors in Haematology	Dr John Quinn & Dr Clodagh Keohane	Dr Oonagh Gilligan
National Specialty Directors in Histopathology	Dr Niall Swan	Dr Cynthia Heffron
National Specialty Directors in Immunology	Dr Niall Conlon	
National Specialty Directors in Neuropathology	Dr Michael Jansen	Dr Niamh Bermingham
Trainee representative in Chemical Pathology	Dr Ciara De Buitleir	Dr Coleen Flannery
Trainee representative in Clinical Microbiology	Dr Caoimhe Brennan	Dr Jennifer Walsh
Trainee representative in Haematology	Dr Eileen Ryan Dr Paraic Behan	Dr Mairead O'Donovan
Trainee representative in Histopathology BST	Dr Laoise Coady	Dr Diarmuid O'Connor
Trainee representative in Histopathology HST	Dr Huda Fadlelseed Dr Grainne Heuston	Dr Nick Kruseman
Trainee representative in Immunology	Dr Jennifer Mulhall	Dr Katie Ridge

## Regional Specialty Advisors (Histopathology)

Dr Brian Hayes (Munster)  
 Dr Marie Staunton (North Dublin)  
 Dr Stephen Crowther (Dublin South)  
 Dr Helen Ingoldsby (Galway), until July 2022  
 Dr Laura Aalto (Galway), from July 2022

A sincere thank you to the NSDs who stepped down during 2022, Dr Cynthia Heffron, Dr Niamh Bermingham and Dr Oonagh Gilligan and welcome to our new NSD in Haematology, Dr John Quinn.

The Faculty of Pathology has trainee representatives on the Specialist Training Committees (STC), discipline-specific Standing Committees (SC) and a lead Trainee representative who sits on the board. A sincere thank you to outgoing Trainee Reps and welcome to our new trainee reps appointed in July 2022

The Faculty would like to thank Dr Shane Brennan, who stepped down as the trainee representative on the board, for all his work during his term and welcome Dr Jennifer Mulhall who has joined the board as the trainee representative.

I would also like to welcome Cormac McLoughlin, who has started as administrative support for the ETC in October 2022 and to say thank you to Vijayalakshmi Gunasekarapand and Robert Aungier for their time as administrative support during 2022.

### Report for 2022-2023:

2022 saw training continuing to adapt to delivering service and training in the Covid-era. While some face-to-face training activities resumed, many training activities favored a hybrid option when infection control guidelines permitted.

The training and education arm of the Faculty remained busy in 2022, working through the Education and Training Committee, to continually develop and enhance the training programmes and opportunities whilst contributing also to RCPI wide activities and developments.

### Medical Council Accreditation / Re-accreditation:

The 6 Specialist Training Programmes in the Faculty achieved IMC accreditation following the accreditation assessment in 2020, with a few conditions assigned to same. Accreditation was achieved by HST in Chemical Pathology, Clinical Microbiology, Haematology, Immunology and Neuropathology. Re-accreditation was achieved by HST in Histopathology and BST in Histopathology. An "Action and Implementation Plan (AIP)" advising how as a Faculty we plan to address the conditions and recommendations made has been completed and each STC is addressing the conditions and recommendations for their discipline.

The Dean, Director of Education & Training and Siobhan Kearns, RCPI were invited to discuss the plan at a meeting with the IMC on the 30<sup>th</sup> May 2022. Dr. Maeve Doyle, Director, presented the Faculty feedback on behalf of the group. The ETC of the IMC published the accreditation report in full, in July 2022.

### Specialist Division of the Irish Medical Council:

2022 was a busy year for applications from trainees completing training abroad. Faculty continue to work with RCPI to support the IMC in their assessment process for entry onto the specialist division of the IMC register.

Assessor training was provided by Siobhan Kearns in September 2022, to increase the number of assessors available to support this activity.

Trainees who are completing their training abroad are advised to start this process early, complete the application form completely and ensure that all the supporting documents required are provided to ensure a timely assessment.

### FRCPATH Exam Update:

Ireland has continued to be an exam centre for the FRCPATH Part 2 exams in Histopathology and Haematology in 2022, facilitating trainees from both the north and south of Ireland.

The Dean, Past Dean and Director of E&T, Faculty of Pathology, along with Colm Small and Sinead Freeman, from the Examinations team in RCPI, met with the Exams team, RCPATH UK to agree a process to formalise the arrangement of ongoing delivery of the exams at Irish exam centres. A memorandum of Understanding has been drafted and it is hoped that this will be completed in early 2023.

### Medical Workforce planning:

NDTP is developing a suite of [medical workforce specialty reviews](#), specific to each area of medicine in Ireland. The Dean, Director of E&T, Faculty of Pathology and the NSDs have worked closely with

the NDTP during the year to assess workforce needs for each discipline and look at how the needs might be met through an incremental increase in both the overall number of training posts and in the number of specialized posts in some disciplines. I would like to thank my colleagues in NDTP, particularly Tom Pierse, Leah O' Toole and Briain Kinerons and Maria Golden, RCPI, for their support to progress this process.

### Fellowships:

#### Management fellowships

RCPI in partnership with PWC created two Management Consulting Fellowships for Trainees in 2020. Dr Judi Lynch, Microbiology SpR was one of the successful candidates and graduated with her fellowship in July 2022. The RCPI Management fellowship programme continues to expand, creating further opportunities for trainees.

#### Pathology Aspire Post-CSCST Fellowships.

Funding for three fellowships was awarded in 2022. The successful fellowships were in Neuropathology, Clinical Microbiology and Immunology. The interview process is underway and successful applicants will commence in post in July 2023

### Irish Clinical Academic Training (ICAT) Programme:

The Wellcome – Health Research Board Irish Clinical Academic Training (ICAT) Programme is a unique all Ireland cross-institutional, comprehensive national programme for Clinician Scientists based at six major Irish universities and their affiliated hospital groups. The Faculty of Pathology currently has 5 trainees taking part in the ICAT Programme.

ICAT Fellows:

- Haematology – Dr Helen Fogarty, Dr Mark Gurney, Dr Dearbhla Doherty & Dr Sarah Kelliher
- Immunology – Dr Katie Ridge

We would like to congratulate Dr Louise Kelly, Clinical Microbiology SpR who was successful in her application in 2022 and will commence the programme in July 2023

### Faculty of Pathology Histopathology Audit / QI Award 2022:

Congratulations go to Dr Cian Ward, SVUH, overall winner of the award in 2022 and Dr Darko Skrobo, GUH, runner up.

### Training events:

- The Faculty's annual symposium 2022: Congratulations to our trainees who were awarded prizes at this year's symposium
  - The George Greene medal winner was Dr Mary Lucey, Clinical Microbiology.
  - The Rapid Fire Poster Presentation Awards 2022 went to Dr Mark McCabe, Dr Caoimhe Brennan and Dr Clodhna Murray
  - The Best Poster Award 2022 went to Dr Shane Brennan
- HST Induction for Faculty of Pathology: An Induction for new trainees was held virtually in July 2022. Dr Maeve Doyle, Director of Education and Training welcomed the new trainees and gave an overview of resources and supports available to trainees and how to communicate concerns during training.
- Annual trainee study day September 2022: The 2022 event was delivered as a hybrid event, with 30 trainees attending in person and 45 online. The programme focussed on trainees management skills and included laboratory accreditation and quality issues in Pathology,



communicating effectively in teams and committees and ‘what I wish I knew before I became a Consultant’. A trainee was selected from each discipline to present a QIP project they had completed.

- Congratulations to Dr Saied Ali, Clinical Microbiology who was awarded the prize for the best QIP presentation.
- International Pathology day 2022: This event was held as a hybrid event in November. The meeting showcased the clinical role of the Pathologist in Ireland.

Further information on the faculty webinars/meetings can be found in the Scientific Advisory Committee report.

### Governance:

The Education and Training committee’s governance documents were reviewed and revised in line with the overall Faculty of Pathology governance review. This included a review of documents regarding roles, responsibilities and appointment of trainees to Faculty of Pathology committees. This also included the creation of a new trainee sub-committee of the ETC. The first meeting of the committee was held in September 2022 and was chaired by Dr Jennifer Mulhall. The Director of Education and Training, Dr Doyle attended the meeting to deliver the faculty induction and welcome the members to this ETC sub-committee.

#### Trainee sub-committee of ETC membership

Dr Jennifer Mulhall was appointed to the position of Lead trainee representative for the faculty and is the trainee representative on the faculty board. Dr Mulhall also is the first chair of the new trainee sub-committee of the ETC. The first meeting was held on the 20<sup>th</sup> September 2022. The members of this committee are below.

Role	Discipline	Faculty committee on which the trainee is the representative	Trainee
<b>CHAIR</b>	Immunology	STC and ETC	Dr Jennifer Mulhall
		SC	
		Board	
Member	Histopathology	BST STC and ETC	Dr Laoise Coady
Member		HST STC and ETC	Dr Huda Fadlelseed
Member		SC	Dr Grainne Heuston
Member	Microbiology	STC and ETC	Dr Caoimhe Brennan
		SC	
Member	Haematology	STC and ETC	Dr Eileen Ryan
Member		STC	Dr Paraic Behan
		SC	
Member	Chemical Pathology	STC	Dr Ciara De Buitleur
		SAC	

### Pathology Portal:

The Dean, Director of Training, NSDs and RCPI met with Prof Jo Martin, past President of RCPATH UK in September 2022. RCPI, Health Education England (HEE) and colleagues in other professional bodies have developed an innovative adaptive learning platform to support trainees, practising pathologists, scientists and those in pathology-linked roles – the Pathology Portal.

These initial sets of modules include Autopsy pathology, Cytology, Dermatopathology, Histopathology and Neuropathology. There are also some modules for Haematology and Parasitology. Irish trainees can apply for access to the platform.

### RCPI Training Committee:

The Director of Education and Training represents the Faculty on this RCPI committee. The key updates and activities are summarised below:

#### Training Site Accreditation

The Accreditation model of training site inspections, commenced in 2021, continued in 2022. In this model, the RCPI Accreditation team assess multiple specialties in a site at the same time to reduce the overall number of inspections at each site. Cork University Hospital, Mercy University Hospital, Connolly General Hospital and the Coombe underwent full training site accreditation this year.

#### Training Post Evaluation (TPE) working group

Five years of TPE data has been collected, collated and reviewed. This data is used to focus on areas that can be improved in training programmes and training sites while maintaining the anonymity of the trainees. The Director of E&T is a member of this group since it commenced in May 2022.

#### Trainer Project

Dr Maeve Doyle was appointed as Clinical Lead for this project in June 2021. This project launched a new trainer resource in February 2022, the Trainer Hub. This can be found in brightspace when the trainer logs into RCPI. The trainer Hub gives the trainer easy access to their trainees eportfolio, to RCPI news and upcoming courses. It also includes general resources e.g. RCPI training-related policies and RCPI administrative support contact details.

The Trainer programme developed a refresher course for existing trainers (appointed pre-2019). The mandatory refresher course can be accessed through the Trainer Hub and awards 7 CPD credits. The Inaugural Trainer conference was held as a hybrid event in RCPI on 09 December. Despite the challenging seasonal weather, it was well attended both in person and online. The event was opened by the President, Prof Mary Horgan and included keynote speakers Prof Deirdre Bennett Professor in Medical Education and Head, Medical Education Unit, UCC and Prof Walter Eppich Chair of RCSI SIM, Centre for Simulation Education and Research. The programme also included two excellent workshops. The workshops covered the themes 'Managing the distressed Trainee' and 'Using learning conversations to promote a growth mindset.'



Dr Dara Byrne, Dr Maeve Doyle, Ms Aisling Smith, Prof Walter Eppich, Prof Mary Horgan

**E-portfolio Steering group:**

The group, established in May 2021, was chaired by Colm Small, Head of Training and Education, RCPI. The Faculty Director of E&T was a member of this group. The focus of the project was to review and improve the trainee's ePortfolio. Improvements were made to the overall 'dashboard', the trainee progression view and the online forms used for assessment. RCPI educationalist, Aisling Smith contacted NSDs for input regarding the individual Pathology discipline requirement for the assessment forms. This project was completed in November 2022.

**Trainee Projects Clinical Working Group:**

The first meeting was held in November 2022. Dr Doyle, Director of E&T attended on behalf of Faculty. This group, chaired by Dr Trevor Duffy, aims to identify and develop opportunities to offer part-time training positions and to reduce the extent to which trainees must rotate across regions throughout their training, while ensuring that trainees can still meet their curriculum requirements.

**RCPI Simulation Steering Committee:**

The Simulation Steering Committee is the decision-making body in RCPI for implementation of the simulation strategy and for on-going decisions relating to simulation based education.

The first meeting will take place early in 2023. Dr Maeve Doyle is the Faculty representative on this committee

This last year has again been a very busy year for trainers and trainees, but as you can see and though the numerous interactions mentioned above, the Faculty has continued to engage with a wide variety of stakeholders, both internal and external to the RCPI, in its mission to continual improvement of its programmes and the creation of additional opportunities for trainees. We continue to engage with the RCPIs strategy to improve training through active involvement in RCPIs projects, working groups and committees to ensure the unique needs of laboratory medicine training is considered. We continue to listen to the feedback from the trainees, trainers, NDPT and Irish Medical Council, and we use this information to direct training and progress workforce planning to ensure that we will have the manpower and skills to continue to deliver quality training and Pathology services in the future.

I will complete my three-year term as Director of Education and Training for the Faculty of Pathology in February 2023. It has been a great privilege to hold this position and a sincere thanks is given to all my colleagues in the Faculty and RCPI and to all the trainers & trainees for the support, guidance and feedback afforded to me during my tenure. The last few years have been particularly challenging as we navigated through the global pandemic, however through this strong collaboration, accredited training programmes were adapted and delivered with the upholding of professional progression for our trainees. In addition, and through external engagement with various national and international stakeholders we have commenced processes to enhance and 'future proof' our training programmes for on-going quality pathology practise. I wish every success to the next Director of Education and Training.

# Trainee Report

**Report by Dr Jennifer Mulhall**

It is a privilege to represent the Faculty of Pathology trainees. The trainee subcommittee remains an important subsection of the Faculty and is essential link between Pathology trainees and the Faculty of Pathology. The subcommittee meets at least quarterly and engages with the Education and Training Committee to ensure ongoing trainee input in the delivery of training.

Reflecting on the challenges of the previous few years, it is important to recognise the engagement of trainees, trainers and the RCPI in online education and study days. Additionally, the ongoing development of the RCPI Brightspace online platform has facilitated increased accessibility of study days and training events.

One such event was the Faculty of Pathology Trainee Hybrid study day, which took place on the 22<sup>nd</sup> of September 2022. This event included expert led talks on quality, accreditation, leadership and management and was an opportunity for Pathology trainees to present on the exceptional quality projects they have been involved in over the previous 12 months.

Ongoing collaboration with Royal College of Pathologists UK and the FRCPath examinations committee has been essential in the maintenance of exam centres in Ireland and keeping trainees informed of evolving curriculum requirements.

The Faculty of Pathology has seen numerous trainees complete CSCST over the past 12 months and it is important to acknowledge this success particularly in the context of the challenges these trainees faced during the course of a global pandemic.

Finally, I would like to recognise the hard work and dedication of Faculty of Pathology Administrative team, who coordinate all training events and are a huge support to trainees.



# Faculty Histopathology Standing Committee

## **Report by Dr Niamh Nolan**

The Histopathology Standing Committee (HSC) continued its work in 2022. The published review on the provision of the coronial autopsy service was presented at the Faculty AGM in February 2022. It was well received by colleagues and also by the other stakeholders, the coroners, the Health Service Executive (HSE), Department of Justice and local authorities. A new standing committee has been established with representatives from each of these stakeholders. The Faculty is represented by Dr Linda Mulligan (who also represents the Office of the State Pathologist) and myself, Dr Niamh Nolan. This committee will discuss and hopefully resolve issues faced by all involved in providing the autopsy service regarding facilities, personnel including workforce planning, inquests and remuneration. The challenges faced in providing autopsy training have been highlighted and work is underway by the Education and Training committee and the National Specialty Director in Histopathology to identify new locations and for this training.

The guidelines for autopsy practice during the COVID-19 pandemic continue to be actively reviewed, with the recent update published in November 2022. In this update, testing for Covid-19 is not required before an autopsy is performed, but it is recommended that full PPE be worn. Testing should be carried out if the case is suspected to have Covid-19 for diagnosis.

The Faculty was also asked to provide a chair (Dr Linda Mulligan) for the Review Group charged with updating the HSE Standards and Recommended Practices 2012 document

The Human Tissue Bill is due to be published before the end of the year. The Faculty has had some interaction with the Department of Health about it with many concerns. It will cover autopsy, transplantation, anatomical material and display only. Once the Bill is published, there will be further engagement with the Department of Health ahead of the Committee Stage where there will be the opportunity to make amendments.

The HSC has had ongoing engagement with Cervical Check with representatives on several committees. Recently we have discussed their document 'Standards for Quality Assurance in Cervical Screening' and provided important feedback, particularly with regard to governance issues. The Irish National Accreditation Body (INAB) has requested many laboratories to provide evidence of professional competence for the histopathologist, evidence which is outside the remit of ISO 15189 in our view. Currently, INAB relies on successful participation in External Quality Assurance schemes but has sought Faculty input in relation to alternative approaches. The Faculty is suggesting participation in the National Quality Improvement Programme, Ireland as an appropriate alternative. The details of this are not finalized but appear promising.

Little, if any, progress has been made with regard to increasing the numbers of medical laboratory scientists in our Dublin city-based laboratories particularly. We remain of the view that increasing numbers at basic level should progress alongside advanced practice. We support advanced practice for medical scientists, while recognizing that there is a very clear distinction between the roles and responsibilities of an advanced medical scientist and that of a medically qualified, specialised pathologist.

The HSE is seeking two histopathologists, one to fill the role of Advisor in Histopathology and the other for Digital Pathology. At the time of writing, we await the Role Descriptions for each. The HSC receives regular requests for histopathology representation on various committees. These representatives are identified firstly by issuing an email request for expressions of interest, then the nominees are selected by the HSC and ratified by the Faculty of Pathology.

The HSC receives regular updates from our colleagues and engages as required in Digital Pathology, MedLIS, GDPR, Molecular pathology, Paediatric and Perinatal pathology and the National Quality Assurance and Improvement Programme. The Chair is also included in the Education and Training committee, Medical Manpower planning discussions and the Medico-legal subcommittee of the faculty.

A date for your diaries! The European Society of Pathology will hold the 35<sup>th</sup> Congress of Pathology in Dublin in 09-13 September 2023. Professor Louise Burke is heading the local organizing committee, joined by Professor Aurélie Fabre and Drs Sean Hynes, Cynthia Heffron, Nick Kruseman, Diarmuid O'Connor and Niamh Nolan.

Our meetings continue by Zoom and will do so for the foreseeable future. We all agree that it is the best way to get as full and as effective a geographical representation as possible. I would like to thank all who have contributed to the work of the HSC over the past year.

## Chemical Pathology Standing Committee

### Report by Dr Shari Srinivasan

The Faculty Chemical Pathology Standing Committee met five times in 2022. The Committee representatives continue to work with a number of groups including MedLIS, NPT, INAB MSAC, Medical Workforce Planning for Pathology, and the National Serosurveillance Programme.

Dr Ana Rakovac gave talks on sustainable healthcare for the RCPI Certificate in Leadership course and at the Faculty of Occupational Medicine Spring Conference.

Dr Damian Griffin gave a presentation on Familial Hypercholesterolaemia at the International Pathology Day meeting held in the RCPI in November 2022. held virtually and chaired by Prof Gerard Boran. Dr Ana Rakovac presented a summary of her post CSCST Fellowship in Chemical Pathology at the Pathology Trainees Day.

## The Vintage Pathologists

**Report by Prof Sean O'Briain**

The Covid pandemic has seriously affected the activities of the Vintage Pathologists; the more senior members of the group were understandably cautious about attending physical meetings. The autumn meeting in 2021 took place as a Zoom meeting with presentations about the writing of the Faculty's book on the history of the Faculty of Pathology and Pathologists in Ireland from the editor, Katie Keohane, and contributors Sean O'Briain and Harriet Wheelock; the physical meeting in the College and lunch in the nearby Dunne and Crescenti's restaurant were cancelled. It was also considered prudent to postpone the May 2022 meeting.



Dr Katy Keohane, Prof Louise Burke, Prof Sean O'Briain

Finally, as the pandemic appeared to have receded and normal social activity had resumed, the autumn meeting took place on Monday 14 November 2022 in the reassuring physical surroundings of the College with the opportunity to renew acquaintances earlier over lunch at Dunne and Crescenti's. Former vascular surgeon Denis Mehigan was the guest speaker, with additional contributions from Con Feighery, Derval Royston and Katy Keohane.

# National Specialty Quality Improvement Programmes

## Report by Dr Ann Tracey

RCPI currently manages four National Quality Improvement Programmes in Histopathology, Gastrointestinal Endoscopy, Radiology and Bronchoscopy. The goal of these programmes, three of which are funded by the HSE National Quality and Patient Safety Team and Bronchoscopy which is funded in equal parts by Acute Operations, HSE and the NCCP, is to optimise patient care through facilitating and supporting the use of evidence-based quality improvement in diagnosis and reporting.

The data gathered via these programmes is also reported on locally and is aggregated in annual national data reports, which are used to drive quality improvement in participating public and private hospitals.

### National Histopathology QI Programme:

Since 2009, the National Histopathology Quality Improvement (NHQI) Programme has been guiding quality improvement (QI) in Irish laboratories. It was launched by the Faculty of Pathology in the Royal College of Physicians of Ireland (RCPI) in January 2009 in collaboration with the National Cancer Control Programme (NCCP). Funding was initially provided by the NCCP, was taken over by the HSE National Quality Improvement Team in 2014 and is now provided by the National Quality and Patient Safety Team. RCPI continue to provide the management of this programme.

The Programme aims to give patients greater confidence in histopathology diagnoses in Ireland by providing a national QI framework for all laboratories ensuring improved patient care and safety with timely, accurate and complete diagnoses and reports.

### National Histopathology QI Programme Highlights:

- The 9th national data report (NDR) was presented at the programmes annual conference on 23rd June 2022. The report was compiled using data collected from the National Quality Assurance and Improvement System (NQAIS- Histopathology) from 1 January to 31 December 2021 from 28 participating laboratories, both public and private.
- Three participating laboratories presented local audit findings and improvements at the conference.
- The collection of autopsy data was discussed as was the outsourcing of data which led to an engaging debate.
- A comprehensive review of the NHQI Guidelines took place with the new version going live in early 2022.
- Work will commence on the “Exploration of communication practices between clinicians in histopathology specifically regarding key quality indicators in the National Histopathology Quality Improvement Programme” research project in the coming months.
- A recent REC application was submitted to request the use of data over a 5-year period (2017-2021) for Intradepartmental Consultation (Q006), Cases subject to a Multidisciplinary Team Meeting (Q017), Reports communicated directly to a clinician (Q023), and Critical Diagnosis value reporting (Q063). Once approval is received this data will be submitted as an abstract for USCAP 2023 under the study name “Peer Review and its Impact in Histopathology- a National Study”.



**Looking forward:**

- The Programme will continue to promote a culture of quality improvement at a local level in laboratories across the country.
- An autopsy subcommittee was established in October 2022. Following the successful collaboration with the State Laboratory department and recruitment of deputy state pathologist Dr. Sally Ann Collis to the working group, we hope to improve capture of existing quality parameters in autopsy pathology and to give guidance on best practice in autopsy reporting.

**Data Sharing and Collaboration:**

In early 2022, the National SQI Programmes developed a robust process by which individuals, hospitals and organisations can make requests to access specific data for purposes such as audit, research, QI projects and service evaluation. This is a further step towards greater collaboration within the health service ensuring these data can contribute to key decision-making on patient care where access is deemed appropriate and approved by the programme's steering committee.

**National GI Endoscopy QI Programme:**

For the second year running the National GI Endoscopy QI Programme has published hospital names permitting the visualisation of improvements across sites between 2020 and 2021. Comparative analysis was performed between 2020 and 2019 to investigate the impact of the COVID-19 pandemic on endoscopy services in Ireland. Analysis revealed that while the workload was significantly impacted, the quality of procedures carried out remained at a high standard.

**National Radiology QI Programme:**

In December 2021, the National Radiology QI Programme published its second annual national data report, presenting anonymised national quality improvement data collected from 1 January to 31 December 2020, across 48 public and voluntary hospitals. This report provided in-depth analysis of workload and QI activity and the ongoing impact of the COVID-19 pandemic.

**National Bronchoscopy QI Programme:**

A new National Bronchoscopy QI Programme is now in the initial stages of development. This programme, owned by the Institute of Medicine, will endeavour to ensure the highest standards of patient care are both measured and achieved, with the intention of standardising and improving patient safety and outcomes using quality improvement.

# International Collaboration on Cancer Reporting:

**Report by Dr Ann Tracey and Prof Kieran Sheehan**

The ICCR was founded in 2011 by the Australasian (RCPA), US (CAP) and UK (RCPath) Colleges of Pathology and the Canadian Association of Pathologists-Association Canadienne des Pathologistes (CAP-ACP) in association with the Canadian Partnership Against Cancer (CPAC). Since then it has expanded to include the Faculty of Pathology, RCPI which became a sustaining member in 2018 & Faculty Fellows, nominated via the QI working group, were invited to join the Board (Professor Kieran Sheehan) & the dataset authoring committee of cancer datasets (Dr Ann Treacy).

Its role is to develop and produce evidence-based datasets for reporting of cancer resections for worldwide use. Reporting of cancer resection specimens using standardized datasets improves the quality of pathology reports and allows for optimal collection of demographics and specific prognostic information to allow for optimal planning of health services.

A number of Fellows have since co-authored cancer datasets in specific organ systems. Through the Faculty of Pathology, these opportunities are publicized and allow Irish pathologists with interests in these areas to become part of this international collaboration.

In 2021 the ICCR updated a large volume of datasets (breast, gynaecology, soft tissue and thoracic) and expanded further to include societies from China, Russia, France and Italy.

The project to transform the dataset standards into machine readable formats and to facilitate their electronic implementation was progressed through setting up of a Structured Reporting Implementation Committee which commenced meeting in July 2021.

In addition, there is a large ongoing project translating the datasets in additional languages, initially German, Spanish, French, & Chinese



# European Congress for Pathology

**Report by Prof Louise Burke**

The Faculty of Pathology, RCPI, as local host, is delighted to be welcoming the 35<sup>th</sup> European Congress of Pathology to the Convention Centre Dublin, Sept. 9-13th, 2023. Having successfully bid to host the event in 2019, a Local Organising Committee is working with the European Society of Pathology (ESP) to provide an up-to-date scientific programme covering all major areas of diagnostic, translational, molecular and investigative pathology.

The motto for ECP 2023, “Pathology – a bridge between science and medicine” acknowledges the significant changes that pathologists have made and continue to make to their practise to ensure that new beneficial diagnostic and technological advancements are embraced and integrated for the benefit of all patients. The meeting will reflect the extremely dynamic development in the field of pathology and update on these advancements through the programme prepared by the ESP working groups, ESP-affiliated Societies, Education and Trainee Subcommittees and sessions proposed by the Local Organising Committee.

Keynote lectures delivered by international renowned experts, a full programme of lectures, slide seminars and interactive sessions by leaders in their fields, together with multiple oral and poster presentations will provide an ideal opportunity for continuing professional development, networking and sharing of ideas.

**Dates to Remember:** 19 April 2023: First deadline for early registration fee, 19 April 2023: Deadline for abstract submission, 4 July 2023: Second deadline for early registration fee, 9 September 2023: Opening Ceremony of the 35th ECP.

**Local Organising Committee:** Louise Burke (Chair), Aurelie Fabre, Cynthia Heffron, Sean Hynes, Nick Kruseman, Diarmuid O’ Connor, Niamh Nolan.



# International Affairs

## Report by Taimse Tracey

### Growth in International Medical Graduate Training Initiative:

The International Medical Graduate Training Initiative continues to provide a route for sponsored overseas doctors to experience structured postgraduate medical training in the Irish public health service. It enables suitably qualified medical Trainees from the Gulf Cooperation Council (Bahrain, Kuwait, Oman, Saudi Arabia and the United Arab Emirates) to undertake a fixed period of training in clinical services in Ireland. Trainees participating within these programmes are fully sponsored by their governments for the duration of their training. Income generated through the programme is invested into improvement projects that benefit all RCPI training programmes.

RCPI offers two streams of training under this Initiative, Residency and Clinical Fellowship training, and interest in these programmes has been building steadily since their introduction.



Dr Shaikha Aleissae, Trainee on the International Clinical Fellowship Programme in Respiratory Medicine, pictured on site at St Vincent's University Hospital, Dublin, March 2022

### International Residency Training Programme:

Our International Residency Training Programme (IRTP) is offered to doctors upon completion of their Internship. This programme enables doctors to complete Residency training in Ireland before returning to their home country with a Saudi/Arab Board equivalent qualification and Membership of the Royal College of Physicians of Ireland. It is currently offered in Internal Medicine and Paediatrics.

There are currently 6 graduates of this Programme and 16 doctors in Residency training in Ireland, with an additional number in the Gulf countries working to meet the requirements to start in post.

### International Clinical Fellowship Programme:

The International Clinical Fellowship Programme (ICFP) offers structured, curriculum-based specialist training at a senior level for doctors who are post-Residency and who wish to pursue higher training in their chosen specialty or sub-specialty. These programmes are now available in over 35 specialty areas across all RCPI Faculties and Institutes. In addition to offering Fellowship training in the general specialties, a new Special Interest Fellowship Programme has been launched, providing access to training at a sub-specialty level. Now in its eighth year of full operation, 124 Trainees have graduated from our Clinical Fellowship programmes and have returned home to embed their newly acquired knowledge and skills in health services in their own countries. This year, we have 50 trainees on this programme across all specialties.

The Clinical Fellowship Programme has had outstanding success in the Pathology specialties, with a large number of successful graduates across Haematology, Histopathology, Chemical Pathology and Clinical Microbiology. Particular gratitude goes to Prof Cecily Quinn and her colleagues for facilitating and supporting the International Trainees. Feedback from trainees has been excellent and all have praised the quality of the Pathology services, the training opportunities and the overall teaching.

International Clinical Fellows in Histopathology variously undertake one and two-year Clinical Fellowships. The focus during year 1 of two-year Fellowships and for those on one-year Fellowship programmes is to expand their experience in diagnostic histopathology with emphasis on multidisciplinary collaboration, supported by formal teaching including tutorials, lectures and practical microscopy sessions. Fellows also receive instruction in quality assurance and laboratory management, both on-site and through the mandatory RCPI modules. This training aims to prepare Fellows for the FRCPath part 2 examination and to equip them with the necessary experience for independent practice when they return to their home countries. Fellows undertaking two-year Fellowships also receive the opportunity to undertake sub-specialty focused training in year 2. This takes account of the service needs specified by their home departments and is organized at individual training sites in Ireland with consideration of the clinical service and training requirements of the Irish trainees. Curricula have been developed and approved by Medical Training at RCPI. There is now a growing demand for Special Interest Fellowships in Histopathology.

### Current Status:

Two Histopathology Fellows have just completed their Clinical Fellowships in rotating posts at St Vincent's University Hospital (SVUH) and St James's Hospital (SJH), Dublin.

One Fellow commenced training in Histopathology at SVUH in early November 2022.

A number of incoming candidates are working to reach the requirements to start in post in Histopathology and Haematology.

Interviews will take place in November 2022 for Clinical Fellowships and Special Interest Fellowships commencing July 2023.

### Graduates:

2 Chemical Pathology graduates

3 Clinical Microbiology graduates

3 Hematology graduate

17 Histopathology graduates

## 1 Immunology graduate

### International Medical Graduate Training Initiative – Scholarship:

The College of Physicians and Surgeons Pakistan (CPSP) continues to collaborate with the HSE and the Forum of the Irish Postgraduate Medical Training Bodies to provide a Postgraduate Scholarship Programme in Ireland for doctors from Pakistan. This allows doctors who are enrolled with the CPSP to complete two years of their training in Ireland. The Sudan Medical Specialisation Board (SMSB) joined the CPSP in offering this programme to Sudanese doctors in 2018 and their first cohort of trainees completed their programme in 2020. We are currently assessing the feasibility of offering such opportunities in Pathology disciplines

### Ongoing work and review of IMGTI:

For the year 2021 to 2022 the Joint Operations Committee and Joint Senior Management Committee for the IMGTI were established and are working well. The Joint Operations Committee oversees the day to day running of the programme while the Senior Management Committee focusses on overall programme organization and strategy. Changes in how the programme is run, the number of countries approved for application and the range of specialty and subspecialty programmes to be offered will be reviewed during the year 2022/2023.

### Increasing Contribution to Global Health Efforts under the EQUALS Initiative Focus on Zambia:

The EQUALS Initiative is a joint venture between RCPI and the HSE that supports training and equipment needs in low to middle income countries and those countries experiencing humanitarian crises. In July 2021 and June and August 2022, 3 additional shipments of decommissioned medical equipment were sent from hospitals in Ireland to Lusaka, Zambia, with a total of 14 40ft containers of equipment donated to date. The equipment was tested pre and post shipment by clinical engineers of the EQUALS Initiative, prior to distribution across the country to larger teaching hospitals and smaller health clinics.

Through the collaboration between RCPI and the Zambia College of Medicine and Surgery (ZACOMS), RCPI continues to provide access to online courses for Zambian trainees on various specialist training programmes, that comprise part of their core curriculum. To date, RCPI have also delivered two Train the Trainer courses to faculty members of ZACOMS.

**Support for Ukraine:** In response to the humanitarian crisis in Ukraine, RCPI, in partnership with the HSE, organized the donation of equipment to be shipped with the national consignment bound for Ukraine. This included a portable x-ray machine, laparoscopy equipment, infant warmers, and an ultrasound machine. Through the RCPI Global Health fund, we have also made a financial contribution to several voluntary medical services providing on the ground support in Ukraine, including the Red Cross and Médecins Sans Frontiers.



# RCPI Supporting Functions

**Report by Colm Small, RCPI**

## **Purpose:**

The overall aim of the Postgraduate Training and Examinations Function is to pursue excellence in all that we do as we support doctors. Key parts to that include the delivery and supports for training, examinations, accreditation, and quality assurance/ quality improvement, health and wellbeing and supports for RCPI's Faculties and Institutes. The College and the PTE Function prides itself in being responsive and innovative.

## **Training and Faculties Office (TFO):**

The purpose of the TFO is to support the key activities of the RCPI Training Bodies. It is responsible for providing high-quality administrative services to the Boards and various Committees of the six Faculties and Institutes.

The TFO is also responsible for the delivery of the RCPI postgraduate training programmes, offering excellence and leadership in the development and delivery of postgraduate specialist training programmes, emphasising high quality service, efficiency, effectiveness and excellence in Trainer and Trainee engagement on behalf of the Faculty of Pathology and the other five Faculties and Institutes

The office supports approximately 1,750 trainees and 1,300 trainers in the administration of our 29 training programmes. In terms of the Faculty of Pathology this is the two-year BST programme in Histopathology, and the six HST training schemes.

## **HST Completing Trainees:**

After another challenging year given the pandemic, for the training year 2021-22, we were confident that trainees receiving a CSCST in summer 2022 had met their curricular requirements.

## **BST Completing Trainees:**

Similarly, second year BST trainees met their curricular requirements for awarding of BST certification. End of year assessments were undertaken on time during May and June 2022 to allow for career progression.

## **Examinations Department:**

The purpose of the department is to develop, manage, coordinate and deliver the College's Membership examinations both nationally and internationally. The College's Membership examinations have a global footprint.

Specifically with the Faculty of Pathology HST trainees, we have again over the last year well and very closely worked with the Royal College of Pathologists to offer several of their examinations in person in Ireland, offering a key support for our SpRs. We are also working to a formal agreement for the RCPI to be formal test centre for the FRCPATH for the island of Ireland and we expect to successfully conclude that in the autumn of 2022. We would like to thank several clinicians in the Faculty for their time, hard work and leadership in this important work.

## **Assessment and Programme Development:**

The Assessment and Programme Development Department has responsibility for the educational development of the College's postgraduate training programmes and the College's membership

examinations as well as supporting their delivery. The work of the department includes the design and development of an extensive range of postgraduate medical educational programmes for doctors in training and for fully qualified specialists, the development of specialist training curricula and assessment methods, and the on-going evaluation of all programmes and curricula. This Department is now part of the new unified Education Function which will enhance all the supports delivered to the Faculty of Pathology.

### Accreditation and Quality Improvement Office:

As part of an overall approach to improving quality in postgraduate medical education and training, RCPI and its constituent training bodies are committed to a programme of continuous quality improvement.

A key project with Dr. Maeve Doyle as Clinical Lead is the RCPI Trainer Programme. This important project started in 2021. Key deliverables include a Trainer Framework and the inaugural RCPI Trainer Conference, which took place in December 2022. In its current iteration the project has four Parts.

- Part 1: Trainer Refresher Course/ Trainer Hub, which has been implemented.
- Part 2: Matrix of Activities (core and optional) in which Trainers should engage e.g. Recruitment & Selection, Participation in MRCPI Exams, Delivery of Local Teaching.
- Part 3: Professional Development for Trainers. Opportunity for Lead Trainer Roles; built in feedback for existing Trainers; Annual Trainer Conference.
- Part 4: Support/ Promote Trainer Role: Suite of rewards; CPD, certificate, awards. Ongoing promotion of Trainer roles within College.

These initiatives are achieved through driving and developing standards in the quality of postgraduate medical education and training, ensuring improved standards are maintained, and delivering robust processes that will assure and engage the medical profession and the public about the standards and quality of postgraduate medical education and training in Ireland.

These initiatives, along with the recommendations from the Imrie Report, continue to form part of the overall strategic plan for postgraduate medical education and training. A key priority for this office is the establishment of a system of overall Hospital Accreditation. The first in this new model of Hospital Accreditation (Site QI) Model) was successfully completed in June of 2021 with UHGalway (Saolta Group) and we have successfully continued this roll out during 2022. The Site QI visit is chaired by an extern from outside Ireland.

This office also supports the Medical Council accreditation of postgraduate training bodies and programmes as well as the assessment of applications to the Specialist Division of the Register.

### Health and Wellbeing Department:

Our health and wellbeing service is key for our trainees and the College takes this area very seriously. This Department has a Director and a Manager. Apart from supporting individual doctors, this office is very proactive with various initiatives and projects ongoing at any one time. It is also supporting a number of trainers. We are reviewing the model over the summer / autumn of 2022 as we look to the future to improve this and future proof it.

### RCPI Regional Offices:

The PTE Function manages the College's four Offices – Galway, Cork, Limerick and Dublin/Midlands. This is where we have an onsite presence. We are currently reviewing this model with a view to improvement and expansion is part of that.

# Healthcare Leadership

**Report by Dr Trevor Duffy, Head of Healthcare Leadership**

## Overview:

This is a new function within the RCPI. Strategic Initiative 7 of the strategic plan is: to be the voice of physicians, shaping and influencing healthcare policy, at a national level. In partnership with a range of stakeholders, RCPI already provides leadership in areas such as National Quality Assurance System (National Quality Improvement), National Immunisation Advisory Committee, National Office for Traffic medicine and National Clinical Programmes.

New activities within the function include a strategic approach to gathering advocacy wishes and views of trainees, members and fellows. This will be backed up by an education programme, individual policy development and active advocacy, pushing the voice of RCPI out into the healthcare community. To strengthen current RCPI offerings of formal leadership education the Healthcare Leadership function will develop a programme of supports for doctors in their day to day role as leaders and will also continue to develop the college's own leadership role.

## Advocacy:

Advocacy refers to actions to influence people, primarily decision-makers, to create change. For RCPI this change may be in legislation supporting healthcare and health and wellbeing; health sector plans and actions; or plans and actions in other sectors - impacted by, or which have an impact upon, health or healthcare.

RCPI engages in advocacy by defining the issue or desired change through development of position papers and reports, through communication of these issues directly to stakeholders and decision makers and by using media to promote messages or recommendations on the issue. RCPI also provides responses to relevant national consultations as they arise.

## Advocacy priorities:

A comprehensive consultation is underway to scope advocacy priorities under RCPI's new strategy. Focus groups have been completed with RCPI Council, Executive Board, Senior Management, Trainees and Healthcare Leadership team. Further focus groups are planned at hospital sites. Membership will also have the opportunity to contribute through a survey planned in Q3 2022/ Q1 2023.

## National Immunisation Advisory Committee:

The National Immunisation Advisory Committee (NIAC) plays an essential role in Irish healthcare. This expert group is a standing committee of the Royal College of Physicians of Ireland (RCPI) and comprises members nominated by a range of healthcare professional bodies and lay members. NIAC provides independent, evidence-based advice to the Chief Medical Officer (CMO) and Department of Health (DOH) on vaccines, immunisation and related health matters.

NIAC's workload in the last year remained demanding and was regularly performed under tight time constraints and considerable pressures. This has relied upon the dedication and availability of respected and experienced voluntary members, supported by strength and depth in the expertise of the Secretariat.

The provision of vaccine related advice has been and continues to be, an important element of the national response to the COVID-19 pandemic. NIAC has been addressing the backlog of routinely

scheduled work deferred during the pandemic, whilst also maintaining the flexibility to pivot in emerging situations such as the monkeypox outbreak.

### Governance and Operations:

NIAC with the support of RCPI has submitted a proposal to the Department of Health to complete the transformation of NIAC to a National Immunisation Technical Advisory Group (NITAG) in line with recommendations from the World Health Organization. This formal designation will enable NIAC to operate more sustainably, with additional resources to support capacity building. It is hoped this designation can be achieved in 2023.

NIAC has continued to host Full Committee meetings on a bimonthly basis, with online COVID-19 meetings hosted as required to discuss relevant issues and topics. The work of sub-groups (e.g., Human Papillomavirus, BCG, Primary Childhood Immunisation Schedule, Monkeypox) is ongoing.

### Advice provided to the Chief Medical Officer and Department of Health:

NIAC has produced recommendations through considered and timely decision making, informed by reliable and robust evidence. This work was aided by regular meetings of working groups, participation in European Union NITAG meetings and engagement with global experts on vaccines. Over 20 recommendations to the CMO have been made in 2022, with examples including: -

Date of Issue	Recommendation
15 September 2022	<a href="#">Recommendations regarding Bivalent mRNA COVID-19 Vaccines</a>
6 September 2022	<a href="#">Recommendations regarding HPV Vaccine dosage</a>
22 July 2022	<a href="#">Recommendations for additional COVID-19 Booster Vaccination</a>
27 May 2022	<a href="#">Recommendations for Monkeypox Vaccination</a>
5 April 2022	<a href="#">Medium Term Strategy for the COVID-19 Vaccination Programme including Second Booster Dose</a>
18 February 2022	<a href="#">Recommendations for COVID-19 booster vaccination of those aged 12-15 years</a>

NIAC has been involved in updating the Frequently Asked Questions about COVID-19 vaccines for people with pre-existing allergic conditions, and Questions and Answers for pregnant and breastfeeding women about COVID-19 vaccination.

### National Immunisation Programme:

NIAC has reviewed vaccines for suitability for inclusion or removal (in the event they are no longer available/needed) in the national vaccine schedule. NIAC has reviewed and issued updates including for the HPV vaccination programme.

### Immunisation Guidelines for Ireland:

The Immunisation Guidelines for Ireland have been prepared and maintained by NIAC as a robust and reliable immunisation resource for healthcare professionals. Fourteen chapters have been updated in 2022, with over 10 updates of the COVID-19 chapter alone. A new chapter has also been developed for Monkeypox/Smallpox (Variola).

### National Resource, Stakeholder Support and International Collaboration:

NIAC has continued to serve as a trusted and respected national resource for healthcare professionals and the public. Over 100 queries have been received pertaining to immunisation and national recommendations in 2022. These have been addressed by NIAC or referred to the appropriate agency for response in a timely fashion.

# Faculty Finances

## Surplus:

A surplus of €101,239 was generated for the 12 months to end June 2022. This is €25,859 (34%) higher than last year's surplus of €75,381.

## Income:

Total Income (excluding investment income) for the year was €224,736. This has increased by €88,365 (65%) on last year and is mainly due to an increase in subscription income, HSE SLA Funding, and the release of project funding that had been deferred for several years.

Income is classed under four broad headings:

- Subscriptions and Admission Fees
- Event Fee Income and Sponsorship
- Project Income
- HSE Grant Income

## Subscriptions and Admission Fees:

Receipts from Subscriptions were €74,210 in 2021-22 versus €66,340 in 2020-21, an increase of €7,870 (12%) on last year. Admission receipts were €3,270 in 2021-22 versus €3,390 in 2020-21. In 2021-22, 77% of Fellows and 61% of Associate Members paid their subscriptions. In 2020-21, 52% of Fellows and 58% of Associate Members paid their subscriptions.

## Event Fee Income and Sponsorship:

Event fee income in 2021-22 was €5,036 compared with €0 in 2020-21. The increase in income is due to the recommencement of the FPATH Annual Symposium following the Covid-19 pandemic. Sponsorship income for 2021-22 was again €0, same as 2020-21.

## Project Income:

Project income in 2021-22 was €59,573 compared with €0 in 2020-21. This was received in 2014-15 and had been deferred since then and realised as income in the 2021-22 accounts. It related to the EQA Scheme, Pathology - Online Learning Tool and HSE Corelab Mgt Skills projects, all of which began in 2014-15.

## HSE Grant Income:

This relates to the SLA to deliver training. The amount of €82,647 is the proportion of the grant relating to the Faculty to cover cost of overheads and administrative running costs. This has increased by €16,007 when compared to 2020-21. The overhead recharge from the College is €48,143, an increase of €10,514 from 2020-21. Historically, the loss for the Faculty has been capped at €6,800 and the College absorbed the remainder of the overhead. The charging of overheads is being reviewed by an external consultant as part of the Faculties and Institutes reserves.

## Investments:

Investments held by the College at the end of June 2021 were €8,623,753 of which €135,466 was apportioned to the Faculty. The investments apportioned to the Faculty decreased by €5,603 in 2021-22, compared with an increase of €14,315 in 2020-21.

**Costs:**

Costs are categorised as follows:

- Direct Costs, which are staffing and administration costs;
- Overhead recharge, which is for rent, insurance, light, heat, etc., and to cover the provision of the services of Finance, Facilities, IT and HR, etc.

**Direct Costs:**

Direct Costs total €69,751 for the year, an increase of €32,075 on last year.

- catering, which increased by €9,484,
- wages and salaries, which increased by €1,500,
- travel & accommodation, which increased by €207,
- and other direct costs, which increased by €20,884; for speakers fees/medals, subscriptions and design and print of Faculty history book.

The higher spend in 2021-22 versus 2020-21 is due to overall increased activity following Covid-19, the recommencement of the FPATH Annual Symposium, and the design and printing of the Faculty of Pathology history book.

**Overhead recharge:**

An overhead recharge of €48,143 has been charged to the Faculty of Pathology accounts for 2021-22 (€37,629 in 2020-21). This constitutes 0.7% of the overall College overhead.



# Faculty of Pathology

## Statement of Profit & Loss



	30/06/2022 Actual	30/06/2022 Budget	Variance	30/06/2021 Prior Yr Actual	Variance to Prior Yr
€		€	€	€	€
<b>Income</b>					
Fee Income	5,036	9,000	-3,964	-	5,036
Subscriptions Income	74,210	39,025	35,185	66,340	7,870
Admissions/Conferring Income	3,270	3,000	270	3,390	-120
Sponsorship Income	-	27,000	-27,000	-	-
HSE Main SLA Funding	82,647	87,913	-5,266	66,640	16,007
Project Income	59,573	4,370	55,203	-	59,573
	<b>224,736</b>	<b>170,308</b>	<b>54,428</b>	<b>136,370</b>	<b>88,365</b>
<b>Direct Costs</b>					
Direct Catering	-6,844	-22,500	15,656	-	-6,844
Direct Beverages	-2,640	-	-2,640	-	-2,640
Direct Wages & Salaries	-31,742	-31,173	-569	-30,764	-978
Direct PRSI	-3,502	-3,445	-57	-3,396	-107
Direct Pension	-1,884	-1,892	8	-1,652	-232
Direct Employee Benefits	-183	-	-183	-	-183
Direct Professional Fees	-	-4,870	4,870	-	-
Direct Accommodation	-207	-3,500	3,293	-	-207
Direct Travel - Other	-	-9,000	9,000	-	-
Direct Subsistence	-	-1,200	1,200	-	-
Direct Stationery	-	-440	440	-	-
Direct Presentations, Gifts, Medals	-8,017	-3,600	-4,417	-	-8,017
Direct Meeting Costs	-500	-	-500	-	-500
Direct Subscriptions	-5,182	-1,400	-3,782	-134	-5,049
Direct Miscellaneous Costs	-9,048	-16,500	7,452	-1,730	-7,318
	<b>-69,751</b>	<b>-99,520</b>	<b>29,769</b>	<b>-37,676</b>	<b>-32,075</b>
<b>Gross Profit</b>	<b>154,985</b>	<b>70,788</b>	<b>84,197</b>	<b>98,695</b>	<b>56,290</b>
<b>Indirect Costs</b>					
Overhead Allocation	-48,143	-	-48,143	-37,629	-10,514
<b>Investments</b>					
Unrealised Gain/Loss on Valuation of Investments	-5,603	-	-5,603	14,315	-19,918
<b>NET INCOME(LOSS)</b>	<b>101,239</b>	<b>70,788</b>	<b>30,451</b>	<b>75,381</b>	<b>25,859</b>

## Statement of Financial Position

## Faculty of Pathology

FACULTY OF  
PATHOLOGYROYAL COLLEGE OF  
PHYSICIANS OF IRELAND

	30/06/2022	30/06/2021
	€	€
<b>Fixed Assets</b>		
Investments at Cost	135,466	141,070
	<b>135,466</b>	<b>141,070</b>
<b>Current Assets</b>		
Bank & Cash	454,406	193,660
Accrued Income	68,650	66,640
Intercompany - Amounts Owed from College	69,172	288,997
	<b>592,227</b>	<b>549,298</b>
<b>Current Liabilities</b>		
Creditors & Accruals	-	-
Accruals	-	-
Deferred Income	-	-63,913
	-	<b>-63,913</b>
<b>Net Current Assets</b>	<b>592,227</b>	<b>485,385</b>
<b>Net Assets</b>	<b>727,694</b>	<b>626,455</b>
<b>Surplus &amp; Reserves</b>		
<b>Reserves</b>		
Opening Retained Reserves	626,455	551,074
Profit & Loss Account	101,239	75,381
<b>Equities and Reserves</b>	<b>727,694</b>	<b>626,455</b>

# Governance

## Faculty Board:

The Faculty is governed by the Board, the Board returned to hybrid meetings in 2022.

## Board Members:

### Board Meetings 2022:

12<sup>th</sup> January 2022 – Virtual Meeting  
 20 April 2022 – Virtual Meeting  
 09 June 2022 – Hybrid Meeting  
 14 September 2022 – Hybrid Meeting  
 09 November 2022 – Hybrid Meeting

Prof Mary Keogan	Dean
Prof Louise Burke	Immediate Past Dean
Dr Maeve Doyle	Director of Education and Training
Dr Deirbhile Keady	Honorary Treasurer
Dr Ronan Desmond	Honorary Secretary, until July 2022
Dr Mike Osborn	President of the Royal College of Pathologists, UK (Observer)
Dr Karen Burns	Fellow (elected)
Dr Shari Srinivasan	Fellow (elected)
Prof Aurelie Fabre	Fellow (elected)
Dr Sine Phelan	Fellow (elected)
Prof Rob Landers	Fellow (elected)
Dr Joan Power	Fellow (Elected & Council member)
Dr Linda Mulligan	Fellow (Co-opted)
Dr Ken Mills and Dr Gareth McKeenam	RCPATH Northern Ireland (Observer)
Dr Cynthia Heffron	Fellow (elected; Chair Scientific Meetings Committee)
Dr Niamh Nolan	Fellow (Co-opted)
Dr Marie Staunton	Fellow (elected)
Dr Shane Brennan (to 07/22)/ Dr Jennifer Mulhall	Trainee Representative
Dr Muiris O'Ceidigh	Lay Member
Ms Terry Prone	Lay Member

### External:

The Faculty has ongoing links with a number of external committees and other entities, including:

- Medical and Scientific Advisory Committee, Irish National Accreditation Board.
- International Liaison of Pathology Presidents
- Union Européenne Des Médecins Spécialistes (UEMS) Laboratory Medicine section & Section of Pathology
- National Cancer Control Programme
- Irish Haematology Society
- Irish Society of Clinical Microbiologists
- MedLIS (National Medical Laboratory Information System)
- International Collaboration on Cancer Reporting
- Health Service Executive
- Cervical Check
- Health Information and Quality Authority
- National Cancer Registry of Ireland
- Association of Clinical Pathologists
- European Federation of Laboratory Medicine

### Administration:

Key personnel in RCPI who conducted work on behalf of the Faculty during 2022:

Faculty	Darragh Whelan	01 4853 461 pathology@rcpi.ie darraghwhelan@rcpi.ie
Training	Robert Aungier Cormac McLoughlin	01 8639 712 hst@rcpi.ie <a href="mailto:cormacmcloughlin@rcpi.ie">cormacmcloughlin@rcpi.ie</a>
Professional Competence	Deirdre Donegan	01 8639 739 professionalcompetence@rcpi.ie <a href="mailto:deirdredonegan@rcpi.ie">deirdredonegan@rcpi.ie</a>
Accreditation	Siobhán Kearns Georgina Farr	01 8639 700 siobhankearns@rcpi.ie
Conferences and Events	Guilherme Martins	01 8639 794 conferences@rcpi.ie
Postgraduate Training & Education	Colm Small Maria Golden	01 8639 700 college@rcpi.ie

# Governance Review and Implementation

The Faculty of Pathology Governance Review is a major project, commenced in June 2020, which has entered implementation phase following RCPI approval in June 2020. The Governance subcommittee of the Board was chaired by Prof Rob Landers, with membership from all pathology disciplines – Dr Maeve Murphy, Prof Louise Burke, Prof Mary Keogan, Dr Ronan Desmond, Dr Clive Kilgallen, Dr Deirbhile Keady and Dr Shari Srinivasan. The committee was supported initially by Ms Rita Dolan, and subsequently Mr Darragh Whelan, with RCPI governance input from Ms Emma Cuddihy and Ms Barbara Conneely.

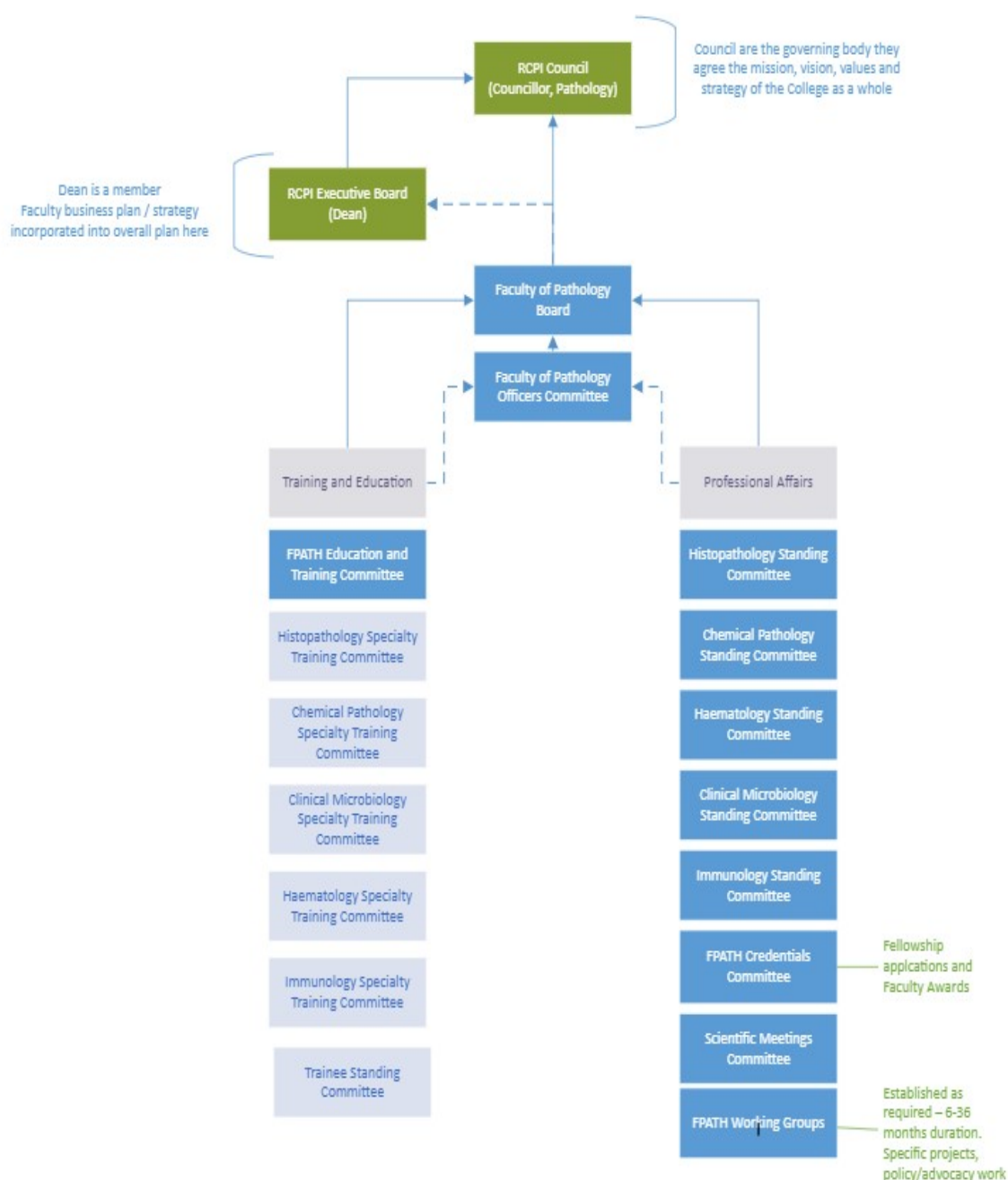
The Committee reviewed all structures, standing orders, terms of reference and role descriptions to update these in line with current best practice from a governance perspective. There was extensive consultation with Fellows which provided useful feedback, including an EGM in September 2021, the AGM in Feb 2022 and an additional EGM in June 2022. Following approval by the Board of the Faculty of Pathology, RCPI Executive Committee, and finally was approved by the RCPI Council in June 2022.

## **Key changes include:**

- Establishment of a Faculty Executive Committee, which will deal with much of the day-to-day business of the Faculty, allowing a more rapid response to such queries. This will allow the Board focus on more strategic and more substantial issues. The Faculty Executive committee will be chaired by the Dean, and report to the Board of the Faculty.
- The Board of the Faculty to have a Chairperson, elected from the Elected Fellows each year. This strengthens oversight by the Board.
- Development of a Standing Committee in each of the 5 major disciplines, to ensure that Professional Affairs for all disciplines can be addressed within the Faculty.
- Standing Committees will be made up of Fellows and Associate Members, and report to the Executive Committee. Working Groups will be chaired or co-chaired by Fellows of the Faculty, but members can be drawn from all professions as required, to address the function of the Working Group. Each Working Group will have a defined purpose and term.
- The Near Patient Testing Working Group will report to the Executive Committee, as NPT has become multidisciplinary. Other Working Groups will report to the Committee responsible for establishing the Working Group.
- A Trainees Committee comprising the Trainee reps on all STCs and Standing Committees, chaired by the Lead Trainee Rep, will report to the Education and Training Committee
- Appointment of those in remunerated position, including the Dean, Director of Education and Training, and National Specialty Directors will be by interview. The Lead Trainee Representative will also be appointed by interview.

**Implementation has commenced, with the following initiatives:**

- Establishment of the Faculty Executive Committee, with meetings held on (dates in Oct and Dec)
- Appointment of Lead Trainee Representative by competitive interview
- Establishment of the Trainees Committee
- Dr Deirbhile Keady took over as Chair of the Faculty Board in November 2022, pending election of a new Chair at the AGM in February 2023.
- Dr Vincent Tormey has agreed to convene the Immunology Standing Committee
- Dr Ronan Desmond is establishing the Haematology Standing Committee
- Dr Deirbhile Keady is establishing the Clinical Microbiology Standing Committee.





The full Governance Review is available to Fellows and Associate Members on request.

This is of course a living document which will require regular review. Changes to RCPI Fellowship to introduce equitable Fellowship will require changes to Faculty Standing Orders, which will come to the Faculty AGM for approval. It is planned to review of the Governance document will be undertaken within 2 years of approval.

The new structures, once bedded down will allow the Faculty address Professional Affairs, as well as Education and Training requirements in all disciplines. Structures and policies have been updated in line with current principals of governance. There will be more opportunities for Fellows and Associate members to become involved, contribute to and be supported by the Faculty.

I would like to thank all involved in this essential and worthwhile project, in particular Prof Rob Landers, Prof Louise Burke, all members of the Governance Subcommittee, and all Fellows who engaged in the many discussions.