Workforce...
facts challenges and options

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• Workforce - where are we?

• Workload

• Changing disease and changing practice

• What can we do?

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LABORATORY ERRORS

- Increased use of unqualified, multidisciplinary and locum staff
- No staff available for training and keeping competencies up to date
- Educational events not well attended—Further loss of knowledge
- Poor quality of applicants
- Reduction in funding for training and development
- Vacant posts unfilled for long spells
- Increasing workload
- Loss of ‘body of knowledge’ as experienced staff leave
In your professional judgement, does your full establishment of staff allow you to deliver all operational and regulatory activities?
• You are not alone....
Chemical Pathology

- 29%
- 71%
Histopathology

Staff shortages

Only 3 per cent of departments have enough staff

45 per cent of departments have to send work away

50 per cent of departments have to use locums
May you live in interesting times....

- Workload
  - 7% increase pa. overall
  - Increasing complexity
  - Specific areas of higher increase coming
• Antimicrobial resistance
• Influenza and new epidemics
• Genomic Medicine
• Faecal immunotesting
• New therapies
• HPV screening for cervical cancer
Emerging vector-borne diseases in 21st century Europe

Vector-borne issues in 21st century Europe

- Zika
- Ljungan
- Sindbis
- TBE
- Babesiosis
- B. miyamotoi
- Schmallenberg
- WNV
- Dengue
- CCHF
- Malaria
- Leishmania
- RVF

Aedes aegyptI

Dengue
• Antimicrobial resistance
• Influenza
• Genomic Medicine
• Faecal immunotesting
• New therapies
• HPV screening for cervical cancer
BRCA1 and BRCA2 genetic testing—pitfalls and recommendations for managing variants of uncertain clinical significance

D. M. Eccles, G. Mitchell, A. N. A. Monteiro, R. Schmutzler, F. J. Couch, A. B. Spurdle, E. B. Gómez-García on behalf of the ENIGMA Clinical Working Group, on behalf of the ENIGMA Clinical Working Group, R. Driessen, N.M. Lindor, ... Show more


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Abstract

Background

Increasing use of BRCA1/2 testing for tailoring cancer treatment and extension of testing to tumour tissue for somatic mutation is moving BRCA1/2 mutation screening from a primarily preventive sense delivered by specialist genetic centers into mainstream oncology practices. A
• Antimicrobial resistance
• Influenza and new epidemics
• Genomic Medicine
• Faecal immunotesting
• New therapies
• HPV screening for cervical cancer
• Gene therapy - haemophilia, sickle cell disease, thalassaemia...

• Gene editing

• Immunotherapy

• New therapeutic agents
“If you want something new, you have to stop doing something old”
— Peter Drucker
“Work is when you confront the problems you might otherwise be tempted to run away from”
— Rolf Potts
The Royal College of Pathologists
Pathology: the science behind the cure
“May you live in interesting times....”