



FACULTY OF
OCCUPATIONAL MEDICINE

***PROFESSIONAL COMPETENCE SCHEMES
ADVICE FOR RETIRED DOCTORS***

2015

Prepared by Dr Lynda Sisson on behalf of the Faculty and the Educational and Professional Development Committee

Professional Competence Schemes **Advice for Retired Doctors**

Background

The Faculty of Occupational Medicine has a number of retired doctors who wish to remain on the medical register. The Irish Medical Council require that all doctors on the medical register are obliged to fulfil their statutory duty to maintain professional competence

Retired doctors are generally made up of two groups:

1. Fully retired in that the retired practitioner no longer sees patients and are not engaged in any activity that requires registration with the Medical Council
2. Occasionally see patients or are engaged in activities that require the practitioner to be registered with the Medical Council e.g. teaching, tutoring, medico-legal work, professional advisors etc.

If the first scenario applies and a practitioner has completely retired from practice and does not intend to do any medically related work in the foreseeable future, these practitioners may wish to consider voluntary withdrawal from the Register.

If the second scenario applies the practitioner are obliged to fulfil their statutory duty to maintain professional competence.

Scope of Practice

The first step for any person participating in a Professional Competence scheme is to define one's scope of practice as professional competence activities, including audit, should reflect scope of practice.

Personal Development Plan

All doctors should have a personal development plan for the maintenance of their professional competence. A guide to creating a personal development plan can be found on the RCPI website at the following link http://www.rcpi.ie/content/docs/000001/74_5_media.pdf

Professional Competence Requirements

External Credits/Maintenance of Knowledge and Skills (minimum 20/year)

Examples of External Credits include:

- International/National Meetings
- College/Society Meetings
- Practice related advanced degrees (Masters, PhD programmes approved by University, Faculty or Training Body – the number of credits is to be agreed in advance)
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The majority of retired doctors do not report difficulties in accumulating external points. The Faculty runs three major educational events each year all of which attract accredited CPD points. RCPI run a number of courses on an ongoing basis of direct relevance to Occupational Health Physicians. The Irish Society of Occupational Medicine (ISOM) has regular meetings and a Spring and Autumn weekend that also attract accredited CPD points. External credits approved by other training bodies such as the ICGP have reciprocity with the RCPI schemes and attract external credits.

External credits can also be sought for online events as long as the following criteria are met:

- The course provides for some type of learner interaction or self-assessment
- The course objectives describes what the participants may learn or achieve by participating in the course
- The course provides access to appropriate bibliographic sources that allow for further study and that reinforce and clarify specific activity topics
- That the doctor produces evidence of completion of activity e.g. certificate of completion

Internal credits/Practice Evaluation and Development (minimum 20/year)

These can be more difficult for retired doctors to accumulate and are defined as activities that develop and improve the quality of practice. Clearly this is one area where it is helpful to have defined one's scope of practice as the doctor may be engaged in non-clinical practices. The activities should not reflect the actual activity, but instead should review the activity in a broader sense (e.g. an ill health retirement appeal in itself does not meet the practice evaluation and development criteria whereas a review of ill health retirement cases and assessment of practice would).

Examples of internal activities that may be relevant to occupational medicine doctors are as follows:

- Clinical clubs
- Case Presentations
- Chart Reviews
- Grand Rounds
- Multidisciplinary meetings
- Peer Review Groups
- Case Management meetings
- Worksite visits
- Workplace Risk Communication
- Case Based Discussions
- Health Promotion Activities
- Practice Evaluation
- Discussion Forums
- Journal Clubs
- Attendance at committee meetings (up to 5 internal credits per year)

Local Journal Clubs

- CIE Occupational Health Unit, 98 Marlborough Street, Dublin 1
13.15 – 14.15 on Thursday, three times a month from September to June
Contact: Dr Declan Whelan, 087 797 0799 or declan.whelan@irishrail.ie
- Phoenix Park Study Group, St Bricin's Army Hospital,
Infirmary Road, Dublin 2
Second Monday of the Month at 7.30 pm
Contact: Dr Geraldine Comiskey, gdcomiskey@gmail.com

If you have details of further journal clubs that you would like to add to this list please email the details to clairephelan@rcpi.ie.

Audit/Quality Improvement

Doctors should engage in one systematic quality improvement activity each year. It is estimated that the completion of one audit would take about 10-12 hours per year. Retired doctors have reported difficulties in fulfilling this criterion in maintaining professional competence.

Audit should reflect scope of practice. The term quality improvement as opposed to clinical audit might be more useful for those who are not in clinical practice. Retired doctors in clinical practice are expected to continue to audit their clinical practice.

Suggested approaches are:

- Define scope of practice
- Any clinical work should include clinical audit
- Use clinical audit methodology to develop a quality improvement initiative This is best defined as a 5 step approach
 - Plan for quality is improvement /What is your question
 - Select a criteria or standard
 - Measure your performance
 - Make an improvements
 - Prove that the improvement is sustained
- Quality improvement can be at individual, team, departmental or national level
- If teaching or training collect feedback from clinical supervision, teaching and training

Personal Learning 5 credits minimum

Most retired doctors report no difficulty in meeting these requirements. The most common form of personal learning is journal reading and e-learning.

Research/Teaching 2 credits per year (desirable but not essential)

These requirements are desirable but not mandatory. They can be met by participation in the following activities:

- Accredited Post Graduate Trainer
- Giving lectures
- Examining for Faculty
- Publishing articles
- Poster presentation
- Standards Development
- Question/ Exam setting

Faculty Support

The faculty has posted a number of examples of audit on the RCPI website that individuals may use for their own audits, if they wish.

The faculty is planning a national audit on record keeping for the 2015/2016 professional competence that will also be posted on the faculty website. All faculty members will be updated and informed in this regard.

Following consultation with the retired doctors, the faculty has agreed to meet twice yearly with retired doctors in an effort to continue to support retired doctors in maintaining their professional competence. If you are retired and wish to be involved in this group, please email your details to Claire Phelan, Faculty Coordinator at claire.phelan@rcpi.ie.