



**FACULTY OF
OCCUPATIONAL
MEDICINE**

ROYAL COLLEGE OF
PHYSICIANS OF IRELAND

2019 ANNUAL REPORT



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Cover image shows Dr Lynda Sisson Dean FOM and Prof Mary Horgan PRCPi (centre) with Honorary Fellows and platform party at the FOM Admission ceremony, RCPI, Nov 2018

FACULTY OF OCCUPATIONAL MEDICINE

Background

The Faculty of Occupational Medicine, RCPI, has been an integral part of the Royal College of Physicians of Ireland since 1976. The mission of the Faculty is to advance the science, art, interests & medical practice of occupational medicine and to promote education, study and research in the specialty. It is the authoritative body on all matters of educational, professional and public interest concerning occupational medicine.

The Faculty fulfils a wide range of complex functions including:

- Acting in an advisory capacity to governmental and statutory bodies in all matters pertaining to occupational medicine
- Development and delivery of postgraduate specialist training and education in occupational medicine in Ireland
- Setting and maintaining standards for the Licentiate of the Faculty of Occupational Medicine and the Membership of the Faculty of Occupational Medicine Examinations
- Assisting in the maintenance of professional standards for doctors with regard to the Professional Competence Scheme (PCS) in Occupational Medicine, including the delivery of dynamic educational events
- Acting as a vital source of information for individuals practicing in occupational medicine

Membership

The Faculty's current membership includes over 350 Licentiates, 140 Members and over 200 Fellows

Faculty Board

The Faculty is governed by the Board, the Chair of which is the Dean of the Faculty. The Dean also serves on the Executive Board of the College. The Board ordinarily consists of a combination of 22 Licentiate, Member and Fellow representatives, and one Trainee Representative. Board membership for 2017-2018 was as follows:

BOARD MEMBER	TITLE
Dr Lynda Sisson	Dean
Dr Blánaid Hayes	Immediate Past Dean
Dr Tom O'Connell	Professional Competence Director
Dr Miriam Hogan	Honorary Secretary
Dr Robert Ryan	Vice-Dean and Honorary Treasurer
Dr Alan Bray	Chief Examiner
Dr Oghenovo Oghuvbu	Fellow

BOARD MEMBER	TITLE
Dr Hemal Thakore	Member
Dr Susan Power	NSD
Dr Fiona Kevitt	Member
Dr Tom Donnelly	Fellow
Dr Niamh Byrne	SpR Rep
Dr Mary McMahon	Fellow
Dr Sheelagh O'Brien	Fellow
Dr Alex Reid	Fellow
Dr Ciaran Bohane	Licentiate
Dr David Mills	NI Representative

The Board ordinarily meets six times per annum. Board meetings held since AGM 2018 were as follows: 12 December 2018, 23 January 2019, 20 March 2019, 29 May 2019, 06 September 2019 (out-of-town) and 16 October 2019

New/returning Board members will begin their tenures from the 2019 AGM, with their first Board meeting scheduled for 11th December 2019.

Past Deans of the Faculty include:

Dr J F Eustace	1976 – 1981
Dr J A Smiley	1981 – 1983
Dr L McElearney	1983 – 1987
Dr R Pritchard	1987 – 1990
Dr I E Eustace	1990 – 1993
Dr D Courtney	1993 – 1996
Dr C E Dick	1996 – 1999
Dr W A Eakins	1999 – 2002
Dr J Malone	2002 – 2004
Dr J Gallagher	2004 – 2006
Dr K Addley	2006 – 2008
Dr P Guéret	2008 – 2010
Dr M Hogan	2010 – 2012
Dr T O'Connell	2012 – 2014
Dr D Whelan	2014 – 2016
Dr B Hayes	2016 - 2018

DEAN'S REPORT BY DR LYNDA SISSON**Introduction**

You are all very welcome to the Faculty's AGM and Smiley Lecture for 2019 and I am grateful for this opportunity to present our annual report and specifically the Dean's Report.

You have heard already from our Officers, our Treasurer and our NSD, all of whom will be available to take questions from the Fellows, Members and Licentiates.

It has been another busy year in the Faculty in 2018/2019. We are mindful of the significant amount of restructuring that is happening in the College and have welcomed many of the changes and updates in college policy and governance structures. In conjunction with this, I have set up a Governance Review Committee to review our Standing Orders and our governance structures in 2020. Dr Tom O'Connell has agreed to drive this review, which is expected to take a period of about nine months. All members will have an opportunity to review this report as part of the consultation process prior to the 2020 AGM.

The academic year began with the Smiley Lecture, held at No. 6 Kildare St. on November 16th 2018, as part of the AGM. It was delivered by Prof Malcolm Sim on the topic of: 'Resurgence of occupational diseases – the 'Down Under' experience.' He was conferred with an Honorary Fellowship of the Faculty on the day. Prof Sim marked a cautionary warning to those of us who are tempted to take our eye off the surveillance ball, an area in which we believe progress has been made. The emergence of silicosis as an occupational illness primarily in the domestic setting with severe and fatal consequences was a reminder that the world of work is changing and Occupational Medicine physicians need to remain vigilant.

The Faculty have continued to develop our understanding of the implementation of the 2018 GDPR legislation. The College has also provided guidance in this regard. It is generally agreed that there are statutory aspects of Occupational Medicine that are unique to the speciality. Our Vice-Dean has joined a college committee looking at the complexities of this legislation and will continue to give guidance to all Members and Fellows on this issue.

I was delighted to host the now annual Former Deans dinner in the College in January. It is a lovely opportunity to meet up with the Former Deans of the Faculty. They remain very informative and incredibly generous about the challenges of this role and are a wealth of experience for those of us new to the position.

I was also very proud, on the part of the Faculty, to host the masterclass in January of this year. The programme was entitled 'Doctors who treat Doctors.' The session was over-subscribed and attended by those both in RCPI and on the webcast. The subject has prompted further discussion in the area of doctors health, assisted in keeping this critical issue live on the national agenda and generated much discussion on social media platforms.

The Faculty continues to engage with the HSA in our joint effort to improve reporting through THOR-ROI. Kieran Sludds attended our March Board meeting and was able to demonstrate that reporting from the ROI has improved in recent years. It is essential that individual clinicians contribute regularly to the OPRA scheme (Occupational Physicians Reporting Activity) as it provides a unique window to otherwise unavailable but essential data on the burden of occupational illness.

The annual Spring Conference on Friday 12th April was well attended, with a number of contemporary work issues. Ms Helen Heneghan, Consultant General Surgeon at St. Vincent's Hospital outlined very clearly the role of bariatric surgery in the management of obesity, a subject that was enthusiastically discussed. The subsequent panel discussion with Dr Mary McMahon led to a lively debate. The issue of GDPR is still very topical and Paul O' Grady gave a very timely update for Occupational Health Physicians in this regard. Further lectures on the use of medication in the workplace, incivility, embitterment and workplace stress and the emerging awareness of the effects of the menopause on women in the workplace, rounded off the day.

I was very proud to represent the College in Kuala Lumpur as a guest of our Malaysian Fellows in March. I provided training and oversight for the portfolio vivas and the written exams and also participated in a conferring ceremony for successful LFOM candidates. We have a number of highly regarded Fellows in Malaysia who are keen to maintain close ties with the Faculty and I very much enjoyed their collegiality and hospitality.

I chaired a National Office of Traffic Medicine (NOTM) seminar on Commercial or Group 2 Driving in early June. Keynote speaker Dr Natalie Hartenbaum is a past-President of the ACOEM and spoke on Commercial Driving in the US. Our own Dr Declan Whelan and Dr Ed Loftus presented some very interesting Irish statistics and case reports.

I also attended as a guest to the Joint AGM of the Faculty of Occupational Medicine in Bristol in June and spent a very enjoyable time with our UK colleagues. Professor Blánaid Hayes was presented with an Honorary Fellowship. Bristol is a beautiful city and we were very generously hosted by our colleagues in the UK. Our trip included a fascinating tour of the history of slavery in Bristol and its subsequent abolition, as well spotting the occasional Banksy mural casually displayed on city buildings.

Our autumn conference in October marked the end of Dr Ovo Oghuvbu's long tenure as our Director of Education. He will be handing the baton over to Dr Mary McMahon and the conference reflected a combination of their efforts. We hosted two excellent international speakers, Professor Lode Godderis from the university of Leuven, who spoke to the issue of new emerging risks in the workplace and Dr Lali Japaridze from BP in London who talked to us about supporting employee wellbeing in a diverse working population. The day was rounded off by a number of other excellent speakers who updated us on issues around men's health including their mental health and health promotion and a number of very interesting case reports.

You have heard the report of our chief Examiner, Dr Alan Bray, who has been very ably assisted by deputies, Dr Alex Reid and Dr Hemal Thakore. We are very fortunate to have Dr Alan Bray in position and he has agreed to remain in post for a further three years, much to my delight. Dr Bray has recommended and made significant improvements to the exams process during his tenure and there is general agreement that this has resulted in more transparent and fair process to all our LFOM and MFOM candidates. These question writing sessions have now become an annual event and this year saw the inclusion of OSPE writing questions. This process then undergoes a qualitative review and questions are entered into a growing bank for use in upcoming examinations.

You will also have heard from our National Speciality Director this morning. Dr Susan Power will be stepping down this year as our National Specialty Director after four years in the role. This position is a very demanding, challenging one and I would like to personally thank Susan for her tireless work over the past four years. Dr Sheelagh O'Brien has volunteered to step into this role and I really look forward to working with Sheelagh in the upcoming years and supporting her in supporting our trainees. The Faculty continues to engage with the Medical Council's rigorous re-accreditation process and a final report is awaited.

Our first international medical graduate is due to graduate from the programme next year and there is a general feeling that this has been a very successful programme – you can read about its activities over the past year elsewhere in this report. It is hoped that a second graduate will start in July 2020. The Faculty continued to stay involved with the Global Health Sub-Committee of the Forum of Irish Postgraduate Training Bodies.

Last month, RCPI participated in the Global Health Education Symposium hosted by the College of Anaesthesiologists on behalf of the Forum. The meeting brought together all players involved in Global Health education and system development and emphasised the need for a coordinated and integrated approach to build capacity to train healthcare workers locally. The symposium emphasised the need for postgraduate training bodies to both recognise the competencies required in global health and build these into programmes and to recognise international placements as part of the training programmes. This is something that I would like to develop further as a Faculty and I have made preliminary enquiries about two projects in particular. One is a response to a request to bring our week-long LFOM course to doctors in Dar es Salaam, Tanzania. We have also been approached by a Professor of Surgery in Nairobi who has requested assistance in setting up a needle-stick programme in one of the major teaching hospitals there.

I would like to use this opportunity to update the Fellows on significant and relevant changes to the Faculty following a comprehensive review of the governance in the College and an equity proposal that will be implemented in 2020. Professor John Gallagher has been a very able representative on this committee for the Faculty over the past two years. From March 2020 onwards the Faculty will elect a Fellow (not the Dean) to the Council for a three-year period. Those elected must hold FRCPI. All existing FFOM will be entitled to apply for FRCPI in early 2020 and will use the post nominal FRCPI (Occupational Medicine). All new Fellows will be awarded the latter from 2020 onwards. The details of all of these changes will be sent to all Fellows in the upcoming months and will be available on the website.

In addition, there have been significant governance changes in the Educational and Professional Committee at College level, which continue to evolve. Dr Tom O'Connell has kindly agreed to continue to be the representative on this group for a further term and will keep the Board updated on relevant changes in this regard. Changes to the Professional Competence Schemes have significant impact on our members and it is critical that the Faculty continue to be involved and monitor relevant issues. For those of you who have not yet realised, there is a very useful and handy RCPI app that allows Members and Fellows to upload Professional Competence activities 'as you go.'

The College has appointed a new Director of Health and Wellbeing, Professor Gaye Cunnane. The Health and Wellbeing Unit continues to deliver support for trainees and consultants alike. Faculty members remain active in delivering a mandatory study day on Health and Wellbeing. This very successful and popular programme may now be rolled out to all BST trainees. The Faculty also continues to support our members in carrying out research and is currently considering a proposal from one of our trainees to do a research doctorate on the effect of a Medical Council investigation on doctors. A further publication by Prof Hayes was published in the BMJ entitled 'Doctor, how may we help you? A Qualitative interview study to identify key interventions to target burnout in hospital doctors.' This publication builds on the wealth of work that Prof Hayes has done in this area and has attracted, as before, international interest and acknowledgement.

One of the most important pieces of work carried out by an expert group in the Faculty this year was a report on the Model of Care for Occupational Medicine in Ireland. This document is available to you today in printed form and will be available on the website. We have a number of ways of delivering Occupational Medicine in Ireland and this document provides a framework for this. It will also inform the requirement for our future workforce in our specialty. A separate group will be reviewing the recommendations from the Model of Care and updating the Board on a regular basis on their implementation. I am deeply and personally indebted to Professor Anne Drummond for chairing this piece of work and I would like to thank all those who contributed to this document.

Conclusion

I would like to finish by thanking all of the members of the Board in the past year and in particular the Officers. I have already acknowledged the importance and the support and assistance of all of the Former Deans. I am very proud of our hard-working Board and our Faculty and believe that we very much punch above our weight in the medical community. I look forward to working with you all in the implementation of our work-plan for 2019/2020. I would also like to thank our administrator Rita, who must rue the day she gave me her email address, but who works tirelessly in the background providing a much-needed anchor for all the many moving parts of the Faculty. I would also like to personally thank Shane Walshe who is now a dab hand at effectively pulling together all of our events.

None of this work would be possible without the efforts given by so many of you in your support and generosity with your time and your experience. I am particularly appealing to those of you who wish to become more involved in the Faculty and urge you to contact me in this regard. I would encourage all to enjoy our Smiley Lecture this morning and hopefully we will see you all at our annual dinner this evening.

Dr Lynda Sisson
Dean

HONORARY SECRETARY'S REPORT BY DR MIRIAM HOGAN

This is my second report as Honorary Secretary to the Board. Details of the Faculty Board meetings held since the last AGM are outlined in the introduction. Guests at Board meetings over the past year included RCPI's Press Officer Yvonne McCahill, who gave an overview of the communications strategy for the Faculty in January and Mr Kieran Sludds from the Health and Safety Authority who updated the Board on THOR/OPRA in March. The Faculty also held its annual out-of-town Board meeting in September in Limerick, which incorporated two examinations workshops.

Meanwhile, RCPI has been undergoing a governance review under its current President, Prof Mary Horgan and the Faculty Board has received a number of updates on progress over the past year.

Dr Lynda Sisson took up the role of Dean at last year's AGM and the past year has been another busy and productive one for the Faculty. The annual spring and autumn conferences were held at RCPI (see details in Education Committee report.)

The ongoing work of the Faculty is carried out by the Board and the various committees that report into the Board. Each Board meeting takes a report from the following committee chairs (if available): Examinations, Education, Professional Competence and Credentials. Regular reports are also offered by the Treasurer and the National Specialty Director and Faculty representatives on RCPI committees and external committees.

Meanwhile, in January 2019 the Board convened a temporary Expert Advisory Group under the Chairmanship of Prof Anne Drummond (an Honorary Fellow of the Faculty) to produce a Preferred Model of Care for the delivery of Occupational Medicine services in Ireland. The report was presented at the May meeting of the Faculty Board and Board members had an opportunity to provide feedback, which was subsequently incorporated into an updated version of the document, printed copies of which are available to attendees at the 2019 AGM.

Thanks are due to all of the members of the Board for their commitment to the Faculty and their work over the past year. A special thank you to Rita our Programme Coordinator for her invaluable help and continued support throughout the year.

Dr Miriam Hogan
Honorary Secretary

HONORARY TREASURER'S REPORT BY DR ROBERT RYAN**Income and Expenditure for Financial Year ended 30th June 2019****Commentary****General**

A surplus of €56,585 was generated for the 12 months to end June 2019. This represents an increase of €12,216 (28%) on last year.

Income

Total Income (excluding investment income) for the year was €206,529. This has increased by €8,187 (4%) on last year mainly due to an increase in Exam fees. There was a decrease in HSE Grant Income, Subscriptions and Admissions income.

Income is classed under four broad headings:

- ☑ Subscriptions and Admission Fees
- ☑ Exam fees and Event Fee Income
- ☑ HSE Grant Income

Subscriptions and Admission Fees

Receipts from Subscriptions totalled €60,555 in 2018/2019 versus €64,690 in 2017/2018, a decrease of €4,135 (6%) on last year. Admission receipts totalled €2,475 in 2018/2019 versus €6,435 in 2017/2018, a decrease of €3,960 (62%) on last year.

In 2018/2019, 66% of Fellows, 54% of Members and 42% of Licentiates paid their subscriptions. By comparison, in 2017/2018, 66% of Fellows, 57% of Members and 47% of Licentiates paid their subscriptions.

Exam Fee and Event Income

Exam fee income relates to the Licentiatehip of Occupational Medicine (LFOM) exam. A 50% profit share is received from ICGP.

Event fee income for 2018/2019 was €24,348 which is an increase of €9,723 (66%) versus 2017/2018. This was mainly due to the spring conference taking place in 2018/2019 (not held in 2017/2018 due to ICOH).

HSE Grant Income

This relates to the SLA to deliver training.

The amount of €106,829 is the proportion of the grant relating to the Faculty to cover cost of overheads and administration running costs. This has decreased by €5,763 when compared to 2017/18. In line with the decrease, the overhead recharge from the College has decreased by €1,735 and wages and salaries have decreased by €4028. Historically the loss for the Faculty has been capped at €6,800 and the College absorbed the remainder of the overhead. The overhead absorbed by the College in 2018/19 was €39,897.

In 2018/2019, the overall HSE SLA amounted to €5M. This is calculated on the basis of a per capita element and a structural funding element. The amount received from the HSE has remained static for the last three years despite an increase in the number of trainees.

Investments

Investments held by the College at the end of June 2019 were €8,098,855 of which €357,075 was apportioned to the Faculty. The investments apportioned to the Faculty increased by €4,520 versus 2017/2018.

Costs

Costs are categorised as follows:

- ☑ Direct Costs, which can be attributed to specific projects/events;
- ☑ Indirect Costs, which are staffing and administration costs;
- ☑ Overhead recharge, which is for rent, insurance, light, heat, etc, and also to cover the provision of the services of Finance, IT and HR, etc.

Direct Costs total €29,922 for the year, a decrease of €5,932 on last year, mainly attributable to a decrease in travel and accommodation expenses.

Indirect Costs total €46,563 for the year, a decrease of €3,601 on last year, mainly attributable to savings on wages and salaries.

Overhead recharge of €77,978 has been charged to the Faculty of Occupational Medicine accounts for 2018/2019 (€79,713 in 2017/2018). This constitutes 1% of the overall College overhead.



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**FACULTY OF OCCUPATIONAL MEDICINE
MANAGEMENT REPORT PACK
FOR THE MONTH OF - JUNE 2019
Income and Expenditure account (by expense type)**

	Year to date			PRIOR YTD ACTUAL	VARIANCE to PRIOR YR ACTUAL
	ACTUAL	BUDGET	VARIANCE to BUDGET		
INCOME					
SUBSCRIPTIONS	90,888	84,827	-4,272	84,890	-4,138
FELLOWS SUBSCRIPTIONS	27,555	28,841	-1,286	28,246	-690
MEMBERS SUBSCRIPTIONS	13,460	13,506	-46	13,998	-495
LICENTIATE - OCC MED	19,540	22,480	-2,940	22,480	-2,950
ADMISSIONS	2,475	3,960	-1,485	6,435	-3,960
LICENTIATE ADMISSIONS	0	960	-960	0	0
FACULTY ADMISSIONS	2,475	2,970	-495	6,435	-3,960
FEE INCOME	36,670	29,500	7,170	14,625	22,045
EXAM FEES	12,322	0	12,322	0	12,322
EVENT INCOME	24,348	29,500	-5,152	11,575	12,873
ADMISSION CEREMONY AND DINNER INCOME	0	0	0	3,250	-3,250
GRANT INCOME	106,829	85,848	21,184	112,882	-5,783
HSE/ MET-R/ QUARTERLY GRANTS	106,829	85,848	21,184	112,582	-5,783
TOTAL INCOME (EXCL INVESTMENT AND PASSTHROUGH)	206,829	185,932	22,897	198,342	8,187
TOTAL INCOME	206,829	185,932	22,897	198,342	8,187
DIRECT COSTS					
ROOM HIRE AND CATERING	-20,675	-26,288	5,893	-20,466	-209
ROOM HIRE	-744	-5,200	4,456	-5,019	4,275
CATERING	-14,513	-12,568	-1,945	-8,896	-5,627
BEVERAGES	-1,834	-1,500	-134	-1,958	324
MEETING COSTS	0	0	0	-4,833	4,833
COMMITTEE MEETING COSTS	-3,784	-7,000	3,216	0	-3,784
SPEAKERS FEES/PROVIDER COSTS	-1,230	-1,050	-180	0	-1,230
PRESENTATIONS AND GIFTS	-1,230	-1,050	-180	0	-1,230
TRAVEL AND ACCOMODATION - DIRECT	-4,804	-4,280	-304	-11,770	7,287
TRAVEL	-2,578	-2,600	24	-7,190	4,623
ACCOMMODATION	-1,927	-1,600	-327	-4,571	2,644
DIRECT ADMINISTRATION COSTS	-82	-100	18	-86	-26
STATIONERY	-82	-100	18	-86	-26
OTHER DIRECT COSTS	-832	-2,150	1,218	-3,562	2,630
OTHER DIRECT COST	-138	-1,200	1,064	-2,086	1,948
PRIZES AND MEDALS	-796	-950	154	-1,476	682
PROFESSIONAL AND MEDICAL CONSULTANT FEES	-2,500	0	-2,500	0	-2,500
PROFESSIONAL FEES	-2,500	0	-2,500	0	-2,500
TOTAL DIRECT COSTS	-29,822	-33,728	3,848	-34,834	5,832
OPERATING SURPLUS / (DEFICIT)	176,806	150,164	26,442	162,488	14,119
INDIRECT COSTS					
STAFFING COSTS	-36,226	-37,184	958	-39,679	3,452
WAGES AND SALARIES	-30,535	-31,650	1,115	-34,280	3,754
PRSI	-3,329	-3,434	105	-3,704	374
PENSION	-1,787	-2,110	323	-1,686	-101
STAFF TRAINING / CONFERENCE	-575	0	-575	0	-575
GENERAL PROFESSIONAL FEES	-6,900	-9,000	4,000	-7,600	2,090
PROFESSIONAL FEES	-6,900	-9,000	4,000	-7,000	2,000
INDIRECT ADMINISTRATION COSTS	0	-100	100	-245	245
STATIONERY COSTS	0	-100	100	-245	245
INDIRECT PRINTING COSTS	-170	0	-170	0	-170
PRINTING COSTS	-170	0	-170	0	-170
TRAVEL AND ACCOMODATION - INDIRECT	-2,713	-2,850	137	-1,328	-1,386
TRAVEL	-49	-800	751	-212	163
ACCOMMODATION	0	-650	650	-567	567
EXPENSES	-304	-1,400	1,096	-540	246
FACULTY TRAVEL	-2,361	0	-2,361	0	-2,361
MISCELLANEOUS INDIRECT COSTS	-2,453	-2,480	-3	-1,886	-667
BAD DEBT	0	0	0	0	0
MISCELLANEOUS COSTS	-1,806	-1,800	-206	-1,400	-406
SUBSCRIPTIONS	-300	-850	550	-150	-150
MISC. CATERING COSTS	-347	0	-347	-182	-165
MISC. MEETING COSTS	0	0	0	-154	154
BANK CHARGES	-1	0	-1	-27	26
BANK CHARGES	-1	0	-1	-34	32
FINANCIAL EXCHANGE GAIN	0	0	0	7	-7
FINANCIAL EXCHANGE LOSS	0	0	0	-1	1
TOTAL INDIRECT COSTS	-48,462	-51,824	5,031	-50,184	3,691
Earnings before interest, depreciation, investments and overheads	128,343	98,679	31,673	112,320	17,728
INVESTMENT COSTS	4,520	0	4,520	11,799	-7,239
GAIN/(DIMINUTION) ON INVESTMENT COSTS	4,520	0	4,520	11,799	-7,239
OTHER ITEMS	-77,878	-79,713	1,735	-79,713	1,735
OVERHEAD RECHARGE	-77,878	-79,713	1,735	-79,713	1,735
SURPLUS/(DEFICIT)	86,885	18,867	37,728	44,389	12,216

Dr Robert Ryan
Honorary Treasurer

NSD REPORT BY DR SUSAN POWER**Clinical posts in Ireland 2018-2019**

12 posts approved
3 first years
3 second years
5 third years
1 fourth year

Trainees in Research

N/A

Trainees outside Ireland

N/A

Recruitment and Selection

Applicants 3
Shortlisted 3
Interviewed 3
Appointed 3

Interviews took place on 19 March 2019. Dr Alex Reid and Dr Robert Ryan were part of the interview panel with the NSD. The interview panel is changed every year. The questions and marking scheme is predetermined. A college Chair and administrative support are present for the process. All notes and marking sheets are collected and candidates are marked individually by the panel and ranked accordingly.

HST Annual Assessments for Occupational Medicine took place on 22 May 2019 and 19 June 2019

Assessments Review

8 Assessments

EYA 7

PYA 1

Maternity leave 2 deferred assessments

External Assessor Evaluation

Dr David Mills, External Assessor for HST in Occupational Medicine (Civil Service, N Ireland) obliged the Faculty again by attending the penultimate year assessment.

Breakdown of CSCST

1 trainee was eligible for CSCST

International Fellowship Programme

One candidate in year two with Medmark

Another candidate has been interviewed and has a conditional offer pending passing the LFOM examination.

Trainee Review/Feedback

All trainees gave positive feedback on all the study days and the training scheme in general. They were given the opportunity to give suggestions re potential workshops to ensure all aspects of the curriculum were covered in the course of the training scheme. An FAQ document was circulated to all Trainees and Trainers to ensure clarity regarding the leave entitlements etc.

Trainer Feedback

As part of the process of reaccreditation of the faculty as a training body in Occupational medicine, the NSD sought feedback from the trainers regarding the e portfolio and regarding the HST Curriculum In Occupational Medicine. A document was circulated to all trainers regarding the “ Role of the Trainer” in Occupational Medicine.

Training Site Inspection

Beaumont Hospital was inspected in March 2019 and is approved until 2024

Tallaght Hospital was inspected in June 2019 and is approved until 2024

CHI Dublin was inspected in June 2019 and is approved until 2024.

EHA Limerick is due an Inspection in the last quarter of the year

Breakdown of Study Days

LFOM Course 28/29 September 2018

Spirometry and Toxicology Course 16 October 2018

Legal Issues in Occupational Health 14 November 2018

Smiley lecture 16 November 2018

LFOM 1st and 2nd February 2019

National Ambulance Centre 14 February 2019

Waterford Glass factory and Bausch and Lomb Factory April 2019

Study days planned for 2019-2020 circulated to Trainers and Trainees at the start of the academic year

Workshops planned

Tunnelling, diving and audiometry DR Alan Bray

Organisational Psychology Dr Barbara Wren

Critical Appraisal workshop Dr Hubert Lam

STC Meetings

There were 2 STC meetings held in the Academic year

23 January 2019

Danielle Prenderville, coordinator of International Affairs attended the meeting to give an update of potential new incoming international candidates.

NDTP meeting was scheduled and attended by NSD and Dr Robert Ryan as Vice-Dean

SPR Contracts and pension contributions were discussed. SPRS in Occupational Medicine should have parity with other specialities. The only practical solution is that Trainees obtain a HSE contract for the duration of the Training scheme and the fund for their training is held centrally.

23 May 2019

Flexible training and the allocation of a supernumerary post was discussed, and clarification was sought from NDTP regarding same.

All first-year trainees must be allocated the first two-year rotations within 13 weeks of commencing the scheme to ensure compliance with the KPIS set out by NDTP

College Updates

Training site Accreditation Working group has been established under the leadership of Professor Colm Bergin. Terms of Reference and meeting schedule have been distributed. The role of the trainer and the role of the trainee will be also be reviewed. A generic template will be created for each speciality. This has been circulated to the STC in Occupational Medicine. The process of training site inspections will be streamlined so that, multiple specialties can be completed on a planned visit by an expert panel. This process is ongoing and is likely to be piloted in 2020.

Presentations

Medical Careers study day in Dublin Castle was attended by Dr Sheelagh O'Brien AND Dr Anthony O'Keeffe

3 SPRS presented at the Smiley lecture

1 SPR presented at the Spring meeting

Dr Susan Power

National Specialty Director

EXAMINATIONS REPORT BY DR ALAN BRAY

In addition to handling on-going exam diets, the Examinations Committee, with the expert help of the Education Department of the College continue to concentrate to improve the assessment processes. Formal meetings are held in Dublin at least quarterly, on the morning of FOM Board meetings.

The Deputy Chief Examiners, Dr Alex Reid and Dr Hemal Thakore, remain responsible for aiding in the preparation for MCQs and the OSPEs.

This has been a year of consolidation for the Exam Committee, Faculty Administrators and the supporting members of the Education Department. There is still much work to do particularly in the use of anti-plagiarism software, video recording of mock OSPEs and viva training. The numbers enrolling for both the Licentiate and Membership exams are approximately equal to the previous year.

Of a total of 44 submitting written portfolios for the LFOM, 39 were successful and of 20 MFOM candidates 14 achieved the acquired standard. Considerable feedback was given in 2018 to individuals who failed this exam component often by not following the templates provided in the regulations. The MFOM portfolio results with a pass rate of 70% are very heartening particularly to see much more engagement in workplace visiting and competent assessments.

The written examination diet was held in three centres simultaneously in Dubai in the United Arab Emirates, Perdana in Malaysia and Dublin on 28th March 2019. With a pass mark of 58% only 13 of the 33 LFOM candidates passed the (Single Best Answer) SBA paper. With a pass mark of 56%, 13 of the 21 candidates were successful in the MFOM SBA examination and most failures were from Malaysia.

Training of four extra examiners was provided in the UAE and the Faculty permitted both training of four Philippine consultants in Manila and attendance at the Malaysian vivas for LFOM with the Dean. ADNOC in the UAE kindly again housed both the training event and viva examinations. Perdana University in Malaysia accommodated the written exams and LFOM vivas. The Dublin viva sessions for 20 LFOM portfolio candidates took place on 11th April 2019 and 18th June 2019 at Beaumont Hospital.

An eight station OSPEs only occurred in the Clinical Facilities Laboratory at Beaumont Hospital in Dublin in late June 2019 as there were insufficient candidates outside Ireland to justify the expense of holding examinations in more than one venue. As in 2018 in addition to the clinical stations there were collectively administered long critical appraisal paper and report writing case.

The results of the Dublin OSPE were passes for three of the seven candidates. All the successful candidates were from Ireland. The report writing paper was satisfactorily completed by 100% of those sitting and 75% passed the long critical appraisal paper. The final exam board, which included our external Professor David Koh, conferred on 4th July and the results were communicated early on the following week.

Considerable effort was put into organising the proposed first of four annual occupational medicine courses in the UAE but despite initial enthusiasm of Gulf candidates to have the facility, no-one enrolled by the decision date and the event has been postponed until 2020.

A core group of occupational physicians with the Philippines are still keen to explore feasibility of running exams in Clarke in 2020. A decision will be made after enrolment for and marking the LFOM written portfolios to determine the venues for the 2020 vivas examinations

The remote invigilation concept recently approved at the College Executive may be used at our written March 2021 exams.

It is likely the Faculty will alternate venues for vivas and OSPEs in the Middle and Far East to reduce expense in the future. Examiner training in the coming year will concentrate on objective question setting and practical training in remote exam supervision.

Acknowledgements

Thanks are due to all those who have contributed to the content and running of the examinations. The College Educationalists continue advising on exam development and the College Examinations Office and colleagues in the College Examinations Committee under the chairmanship of Dr Mary Holohan are due special recognition for their support and guidance. Special thanks are given to Dr Holohan, who has just retired from her position as chair, for her unstinting professional guidance and encouragement to the Faculty

Dr A J Bray

Chief Examiner

EDUCATION COMMITTEE BY DR OGHENOVO OGHUVBU

The members of the Education Committee in the period 2018 to 2019 were:

Dr Paul Gannon

Dr Deirdre Gleeson

Dr. Mary Graham

Dr. Mary McMahon

Dr Nóirín Noonan

Dr Oghenovo Oghuvbu (Chair)

Dr Hemal Thakore

Dr John Walsh

The Committee is responsible for organising the Faculty's three annual education meetings. The following is a summary of the meetings that took place in the past twelve months.

Smiley Symposium 2018

The Faculty's 2019 academic year began with the Smiley Symposium held at No. 6 Kildare Street on November 16th 2018 following on from the Faculty AGM. The following presentations were delivered: Dr Grainne McNally, Specialist Registrar in Occupational Medicine ('No jab, No job? – mandatory flu vaccine for healthcare workers'), Dr Norfazween Ibrahim, Specialist Registrar in Occupational Medicine ('National data on needlestick injuries'), and Dr Aine Jones, Specialist Registrar in Occupational Medicine ('Reporting occupational blood exposures: does it relate to knowledge on transmission risks?'), The Smiley Lecture on the topic of 'Resurgence of Occupational Diseases – the Down Under experience' was delivered by Professor Malcolm Sim of the Centre for Occupational & Environmental Medicine, Monash University, Australia.

Faculty Spring Conference 2019

The Faculty Spring Conference themed 'Occupational Health in the contemporary workplace' was held on Friday 12th April 2019 at No. 6 Kildare Street with presentations from Ms Helen Heneghan, Consultant General Surgeon ('Obesity – updates and developments in clinical management') followed by a multi-disciplinary panel discussion on the challenges of managing obesity in the workplace, Ms Karen Belshaw, Psychologist ('Wellness in a changing workplace'), Dr Anthony O'Keeffe, Specialist Registrar in Occupational Medicine ('The lifestyle behaviours of hospital doctors in Ireland'), Dr Declan Whelan, Specialist Occupational Physician ('Medications in the workplace – issues and challenges'), Dr Helena Murphy of Dublin City University ('Dignity at work and workplace stress'), and Dr Deirdre Lundy of the ICGP ('Menopause – clinical impact and supporting women's wellbeing in the workplace.')

Autumn Conference 2019

The Faculty Autumn Conference themed 'Occupational Health & the Changing Workplace – Meeting the Contemporary Needs in the Workplace' was held on Friday 3rd October 2019 at No. 6 Kildare Street with presentations from Professor Lode Godderis, University of Leuven, Belgium ('Occupational Medicine in the face of New and Emerging Risks in the workplace'), Mr Finian Murray, HSE ('Healthy Ireland – men's health'), Ms Anne Farrell, CIE ('Implementing supportive interventions for men's mental health in the workplace'), Mr Donal Scanlon, Mental 1st Aid Ireland ('Protecting and supporting mental health at work for all'), Prof Gaye Cunnane, RCPI Director of Health & Wellbeing ('The RCPI Health & Wellbeing Initiative'), Ms Lisa Thomas & Mr Conor Lyons, Ergonomic Specialists ('The changing face of the workplace – Ergonomics now and into the future'), and Dr. Lali Japaridze, Senior Health Director, BP International ('Implementing a Global Employee

Assistance Programme - supporting employee wellbeing in a diverse working population.) The meeting also introduced a new feature 'Learning from Occupational Medicine in practice' with a blitz of short presentations focussed on issues raised in the course of occupational medicine practice by the presenting occupational physicians.

Finally, Dr Mary McMahon will be taking up the role of Chair of the Education Committee in place of Dr Oghuvbu who will be stepping down as Chair effective from AGM 2019.

Dr Oghenovo Oghuvbu
Chair, Education Committee

DIRECTOR OF PROFESSIONAL COMPETENCE REPORT BY DR TOM O'CONNELL

This is my fourth year as FOM Director of Professional Competence. I participate in the newly established Education and Quality Committee as the Faculty of Occupational Medicine representative. This is chaired by Dr Sinead Kelly and has replaced the RCPI Education and Professional Development Committee. I also participate in the Forum of Postgraduate Medical Bodies Professional Competence Subcommittee. Currently, there are over 80 doctors enrolled in the RCPI generalist and specialist PCS schemes in the Occupational Medicine division in the 2019-2020 cycle. FOM members have been very active in assisting RCPI with its verification audit both in our own Faculty and across other Faculties. The College is very appreciative of this and has asked me to specifically mention this in my report.

The Medical Council is currently engaging with training bodies re. proposed changes to its professional competence requirements between 2018-2020. Possible future changes mooted have included the introduction of 360-degree feedback from peers and/or clients, an increase in the current number of doctors having a verification audit and speciality-specific compulsory CPD requirements. I am actively engaging with both RCPI and the Medical Council so that they are aware of the special nature of Occupational Medicine compared to most other clinical specialities.

Professional Competence at RCPI

The purpose of RCPI's Professional Competence department is to develop and maintain the highest possible standards in relation to the following services that we provide on behalf of RCPI's constituent Training Bodies:

- Management and delivery of 11 Professional Competence Schemes (PCS)
- Management of the CPD Event Approval Process

Our Clinical Leads are the Director of Professional Competence and the Honorary Secretary of the RCPI EPD Committee. We work closely with the Deans and Chairs of RCPI's Training Bodies and the Medical Council in continuously improving the standards of our services. We also work closely with the RCPI Education and Professional Development Committee and CPD organisers in the delivery of our services.

Summary of Key Activities in 2018 – 2019

Annual Verification Process

The Annual Verification Process was undertaken for the 2017/18 PCS year between August 2018 and April 2019. A random selection of 3% were chosen from each of RCPI's 11 schemes which equated to an overall total of 128 participants for review. In addition, 23 doctors who failed to complete their corrective actions from the previous three years were automatically included in the Verification Process, resulting in a total of 151 (4 from the Faculty's schemes). On completion of the review process, a total of 97 participants were verified with no further action required. A total of 48 doctors are eligible to be automatically included in the Verification Process being conducted for the 18/19 year as they failed to complete their corrective actions by the deadline. A total of 6 doctors withdrew from their Scheme during the process.

Annual Statement of Participation

In May 2018 Annual Statements of Participation were generated and made available to download from the Professional Competence ePortfolio. At the time the statements were issued 95% of doctors on the

Faculty's Specialist Division Scheme and 88% of doctors on the Faculty's General Division Scheme had recorded sufficient CPD credits and audits to meet the Medical Council requirements.

New ePortfolio for PCS

In June 2019 a new ePortfolio for Professional Competence was launched to over 4,000 doctors. The new system is quick and easy to use, allowing for on-the-spot recording of CPD and Audit/Quality Improvement activities. Doctors will be able to record activities in real time on their mobile phone, even if they are offline. Online tutorial videos were developed and made available as part of the implementation of the new Portfolio system for PCS. Further developments will be implemented during the 19/20 year including automatic recording and verification of RCPI activities, management of the Annual Verification Process and generation of Annual Statements.

Provision of Professional Development Activities

The Faculty, in collaboration with RCPI's Education Development Department, continues to develop new and innovative lifelong learning and professional development opportunities which reflect emerging health system needs and directly support physicians. A total of 1,191 hours of educational activities was provided by the Faculty and RCPI's Education Development Department between 1 May 2018 and 30 April 2019.

Survey of PCS Participants

A survey of PCS participants was initiated in April 2018 in order to obtain their perceptions of areas of good practice and barriers to fulfilling their PCS requirements including valuable insight from their experience and perceptions of participation in PCS, and to improve our understanding of their educational needs. A total of 1408 participants responded to the survey from a population of 4350 doctors, indicating a response rate of 32%. The results have been analysed and the report is being finalised and should be available in October 2019.

Qualitative Research Study

In April 2019 we commissioned a leading Market Research company to conduct a qualitative research study to obtain feedback from a representative cohort of doctors who did not meet their Scheme requirements in 2018/19. The aim of conducting this research is to create a detailed profile of doctors on our Schemes who are having difficulty meeting the minimum requirements for continuing professional development and ascertain areas of good practice, barriers preventing it along with obtaining their recommendations to improve engagement. Data obtained from doctors will be anonymised.

The study consisted of 30 in-depth telephone interviews with doctors who accepted our invitation to participate in the study. The interview covered their experience with regard to professional competence activities including factors that might prevent them from fulfilling their scheme requirements. Interviews commenced in July 2019 and it is hoped that results will be available by October 2019.

Dissemination of Research

Conference Presentations:

Europaediatrics 2019: Two Poster Presentations –

1. 'Enhancing CPD, Quality Improvement and Best Practice'
2. 'Attitudes, Benefits and Barriers to Participating in Mandatory Continuing Professional Development Schemes in Paediatricians in Ireland.'

AMEE 2019: Short Communication – ‘Attitudes, benefits and barriers to participating in mandatory continuing professional development scheme in doctors in Ireland.’

INMED 2019: Poster Presentation – ‘Perceived Barriers to Engaging with Professional Competence Schemes for Doctors in Ireland: A Qualitative Study.’

Medical Council

Business Plan 2019 - 2020

As required under the PCS Arrangements with the Medical Council, RCPI Training Bodies submitted an Action Plan in January 2019 for the period May 2019 to April 2020. An updated Action Plan for the same period was submitted to the Medical Council as part of annual reporting in June 2019.

Annual Reporting

Two Qualitative Reports outlining the activity and governance from the 2018/19 year for the Faculty’s Specialist and General Division Schemes were submitted to the Medical Council at the end of June 2019. A Quantitative Report on required Key Performance Indicators (KPI) was also submitted on behalf of the Faculty. The KPIs included the number enrolled, number who recorded zero credits, number of verifications completed, number of educational activities provided by the PGTB, number of activities recognised by the PGTB, number of hours of activities provided by the PGTB. A progress report on the 18/19 Action Plan for RCPI’s eleven Schemes was also submitted at the end of June 2019.

Changes to Medical Council Annual Retention Application Form (ARAF)

The Medical Council requested all Training Bodies to circulate notification of changes to its Annual Retention Application form with regard to maintenance of professional competence. In the 2019 ARAF doctors would now be asked to declare that they are maintaining professional competence pursuant to CPD requirements. RCPI emailed all PCS participants regarding these changes on 28 March 2019, with further reminders issued throughout April 2019. Training bodies were also required to submit to the Medical Council the registration number of participants who did not meet the minimum CPD requirements for the 2018/19 PCS year. In June 2019 RCPI submitted the following reports on PCS Compliance:

1. CPD Non-Compliant

A list of doctors who did not meet the CPD requirements for the 18/19 year

2. Status Report on 3 Year Zero Recorders

A list of the doctors who had zero claims recorded for the previous 3 consecutive years (2017/18, 2016/17 and 2015/16) and who had remained non-compliant at the end of the 18/19 year. As requested by the Medical Council, the report was accompanied by copies of the Annual Statements issued to these doctors in May 2019 and all correspondence issued to them over the last three years.

Further changes are proposed for the ARAF for 2020 along with a mechanism to monitor and manage non-compliance. RCPI will continue to engage with the Forum and Medical Council in relation to the impact of these changes.

CPD Event Approval

RCPI facilitates a process of reviewing and accrediting external activities provided by both RCPI and other individuals or bodies for the purpose of awarding CPD credits.

Outlined below is a summary of activity for the period 1 October 2018 to 31 September 2019:

Type	Applications Approved	Credits Allowed
RCPI	143	969
Non RCPI	480	2306
TOTAL	623	3275

Dr Tom O'Connell
Director of Professional Competence

Forum of Irish Postgraduate Medical Training Bodies: Sinead Kelly

The Forum of Irish Postgraduate Medical Training Bodies (Forum) was established in December 2006 with the aim of enhancing the effectiveness of the training bodies in maintaining the highest standards in Medical Education and Training. The establishment of the Forum offered for the first time a structured approach for the Postgraduate Training Bodies (PGTB) to collectively engage with their key partners in postgraduate medical training in Ireland.

The remit of the Forum is to:

- Enhance cooperation and exchange information between Postgraduate Medical Training Bodies (PGTB) in Ireland.
- Develop common strategic policy and promote common aims
- Coordinate interaction with the HSE, Department of Health and Medical Council on issues relating to the provision of postgraduate medical education and training thus optimising value for money, credibility of submission and efficiency of response.

Since its formation the Forum has become involved in many aspects of improving medical education and training as well as other challenges facing the Irish Healthcare system. Since its formation the Forum has become involved in many aspects of improving medical education and training as well as other challenges facing the Irish Healthcare system.

Since July 2108 the Forum is chaired by Dr Justin Brophy (FRCPsych), and Mr Martin McCormack (MA, MRAMI, FICS, Dip Corp Gov), CEO of the College of Anaesthesiologists, was appointed as the Forum Secretary in December 2018.

In 2019 a process was initiated to evaluate the governance structure and remit of the Forum, to allow for discussions on the work of the Forum being continuously aligned with coming changes in framework conditions and with members' expectations.

The following is a brief overview of the activities of the Forum in 2018/2019:

- **Forum Sub Committees/ Working Groups** – given the wide range of activity within the Forum several sub-committees are set up to deal with specific streams of work. The following sub committees were active in 2018/2019:
 - Forum Executive – chaired by Dr J Brophy
 - Professional Competence subcommittee – chaired by Professor S. Tierney
 - Forum Trainee Sub Committee – co-chaired by Dr L. Hendrick and Dr E. Kelleher
 - Quality and Risk Subcommittee – chaired by Dr G. Fitzpatrick
 - Postgraduate Training Body Training Managers Working Group – chaired by Ms. S Kelly
 - Global Health Subcommittee – *was set up in 2018 as a focal point for linking with Irish Aid particularly in context of the new Government Policy for International Development with a focus on medical education as a means to build capacity* - Chaired by Dr. D Weakliam
 - National Medical Postgraduate Training Strategic Framework for Ireland – *workgroup was set up in 2019 as a response to a request from HSE NTDP to develop a national strategy for the period 2020-2030.* Chaired by Dr J Brophy and Ms Mary Doyle, closely supported by Mr Martin Mc Cormack and the Forum

Administrative team, it has begun deliberations in Mid 2019 with a plan to complete by mid 2020. A Steering Group was appointed to incorporate a wide range of stakeholder interests and strategic guidance has met to guide the work of the strategy and consultations with training bodies and stakeholder entities will begin in early 2020.

- **Joint Forum Committees** – there are several committees in which the Forum co-chair with key stakeholders. The following committees were active in 2018/2019:
 - Joint Clinical Director/Clinical Programme Steering Committee – co chaired by Dr J. Brophy and Dr C. Henry, Chief Clinical Officer, HSE
 - Tripartite Meeting – joint committee between the HSE National Doctors Training Planning, Medical Council and the Forum
 - International Medical Graduate Training Initiative Joint Committee – chaired by Mr. J. Magner, previously Mr Kieran Ryan

Key Areas of Work for the Forum in 2018/2019 included:

Liaison with NDTP

The Forum closely supported NDTP in the working groups established to report on and recommendations on 3 projects, Consultants not on the specialist register, Non-Training doctors working in the Healthcare system and Recruitment and retention of Consultants in Psychiatry, all areas of importance to the Health Services identified by NDTP and requiring multi-stakeholder collaboration.

Trainee Retention: During 2018/19, a key focus of the Forum continued to be the recruitment and retention of Irish medical graduates. In collaboration with the HSE and other key stakeholders, the Forum has continued working to address and remedy the ongoing issues of retaining medical talent in Ireland. During 2018/2019, the Forum worked closely with the training bodies to address several recommendations from the Department of Health's *Strategic Review of Medical Training and Career Structures* (MacCraith report). The Forum is represented on the Department of Health's Implementation Monitoring Group of the MacCraith Report. Also, the Forum has worked with Clinical Site Inspections, implementation of protected training time initiatives and initiated the first Intercollegiate Postgraduate Trainee Convention in June 2019. (see below)

Career Advice: An initiative related to supporting the recruitment and retention of medical trainees is the annual careers day organised in partnership with HSE-NDTP and the Medical Council as a strategy to support the improvement of career advice structures for medical schools and interns. The sixth annual careers day was held on 5 October 2019 in the Aviva Stadium, Dublin.

Postgraduate Medical Trainee Convention

The Forum of Irish Postgraduate Medical Training Bodies hosted an inaugural Joint Forum/HSE NDTP Postgraduate Medical Trainee Convention in 2019 with the support of HSE NDTP. The Postgraduate Medical Trainee Convention: *Specialist Medical Training: The Insider's Guide* took place in the Royal College of Physician of Ireland on the 7 June 2019. Feedback was very positive, and it is hoped to repeat this at least bi-annually in the future.

International Medical Graduate (IMG) Training Initiative:

The International Medical Graduate (IMG) Training Initiative provides a possible route for overseas doctors wishing to undergo structured postgraduate medical training within the public health services in Ireland. The IMG Training Initiative enables suitable qualified overseas postgraduate medical trainees to undertake a fixed period of active training in clinical services in Ireland. In 2019 the Forum supported the HSE and the training bodies in the administration of the Pakistan and Sudanese training initiative. In 2019 57 IMG trainees were recruited to the two-year IMG programme. This collective project is widely welcomed as a platform to strengthen and international the trainee pool here and has proven to be key development in this regard.

Forum Consultant Appointment Panel: The Forum has been working with the HSE and Public Appointments Service (PAS) to embed process to identify appropriate representatives from the training bodies to sit on Consultant Appointment Panels. Under these new arrangements, the Forum acts as a conduit for the nominations. To-date more than 200 Consultants across all specialties have agreed to act as independent expert assessors in upcoming interviews for their given medical speciality. More than 100 requests have been successfully responded too.

Professional Competence: The Forum, through the Professional Competence Subcommittee, continues to work with the Training Bodies and the Irish Medical Council to agree administrative arrangements for the operation and strategic development the professional competence schemes and their strategic development over the coming years.

Investigation of Adverse Incidents: The Forum and the HSE Quality Assurance and Verification Division continue to work together to support reviews of adverse incident investigations involving a HSE or Voluntary Hospital. All requests are logged by the Forum and forwarded to the appropriate training bodies for response and nomination of investigator. There has also been ongoing engagement, coordinated through the Forum Quality & Risk Subcommittee, on the development of a revised *HSE Incident Management Framework* and the Serious Reportable Events Framework. This includes follow up in preparations to facilitate the implementation of recommendation of the Scally Report on open disclosure and communication.

Clinical Director/Clinical Programmes: – The Forum continues to be supportive of the development of Clinical Directors and Clinical Programmes.

Governance and communication: The Forum have continuously supported the framework of the Training Bodies by contributing to governance processes and acting as a link between the HSE, Department of Health, Medical Council and other stakeholders for issues that cut across all the training bodies. Key strategic issues discussed and progressed were professional competence, Brexit, reciprocal recognition, implications of the Bawa Garba case and consultant appointments.

2018/2019 Key Forum Personnel:

- Dr Justin Brophy, Chairperson
- Mr Martin Mc Cormack, Secretary*
- Vacant**, Manager
- Ms Sinead Kelly, Executive

**Sinead Kelly,
Forum Executive, RCPI**

RCPI Supporting Functions – Postgraduate Training and Education

PURPOSE

The aim of the Postgraduate Training and Education Function is to pursue excellence in the delivery of the products and services we offer to meet the need for skilled, competent and experienced doctors to match the needs of society, working in the specialties and geographic areas where they are most needed. Its goal is also to ensure consistency in the structure and standards of the products and services we deliver underpinned by a quality assurance and quality improvement framework.

Faculties and Training

The purpose of the office is to support the key activities of the RCPI Training Bodies. It is responsible for providing high-quality administrative services to the Council, Executive, Boards and committees of the Faculties and Institute.

The office is also responsible for the delivery of the RCPI postgraduate training programmes. The purpose of the department is to be a model for 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 Irish Committee on Higher Medical Training, Faculty of Occupational Medicine, Faculty of Public Health Medicine, Institute of Obstetricians and Gynaecologists, Faculty of Paediatrics and Faculty of Pathology.

The office supports 1400 trainees and 1100 trainers in the administration of our 29 training programmes.

Examinations Department

The purpose of the department is to develop, coordinate and deliver approximately 100 post-graduate examinations annually, nationally and internationally for over 4000 candidates. The department also develops and maintains the highest professional standards of examinations which have relevant excellence in medical care and are held at an appropriate time in a candidates training.

We are now in the fourth year of using Computer Based Testing for MRCPI examinations. Thanks to this technology doctors can now sit our examinations closer to where they live and practice.

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. The department leads out on the development of the College's postgraduate training programmes and exams as well as support 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.

Accreditation and Quality Improvement Office

As part of an overall approach to improving quality in postgraduate medical education and training, the Royal College of Physicians of Ireland and its constituent training bodies are committed to a programme of continuous quality improvement initiatives.

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 Hospital Accreditation. The first pilot for Hospital Accreditation is planned for Q3 2020.

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.

Ms. Leah O'Toole
Head of Function

Report from International Affairs, RCPI

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 (Kingdom of Saudi Arabia, Kuwait, the United Arab Emirates, Bahrain and Oman) 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.

RCPI offers two streams of training under this Initiative, Fellowship and Residency and interest in these programmes has been building steadily since their introduction. This year saw an increase in application numbers to the 2020 Fellowship programmes of 60%.

International Clinical Fellowship Programme

The International Clinical Fellowship Programme (ICFP) offers structured, curriculum-based specialist training at a senior level for doctors who wish to pursue higher training in their chosen specialty or sub-specialty. These programmes are now available in 35 specialty areas, including Endocrinology, Gastroenterology, Respiratory Medicine, Rheumatology, Medical Oncology, General Paediatrics, Paediatrics Rheumatology, Paediatric subspecialties, Pathology, Occupational Medicine, Public Health Medicine and Obstetrics and Gynaecology, Palliative Medicine, Immunology and Occupational Medicine. 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 fifth year of full operation, 60 Trainees have graduated from our programmes and have returned home to embed their newly acquired knowledge and skills in health services in their own countries. This year we had the pleasure of hosting the first official graduation ceremony for our ICFP trainees in No 6 Kildare St (pictured).



Image shows Prof Mary Horgan, President of RCPI with Platform Party and graduates at the first official graduation ceremony for RCPI ICFP trainees in No 6 Kildare St

The Faculty of Occupational Medicine welcomed the first Clinical Fellowship trainee to Ireland in July 2018. Dr Susan Power has been instrumental in the development of the programme, including key involvement in recruitment and selection, curricula review and meetings to date.

This year, we have 45 Trainees on this programme across all specialties.

Breakdown of Occupational Medicine Clinical Fellowship figures for the 2019/2020 training year.

Current Trainees Year 1 – 2019/2020
1 x Occupational Medicine (Medmark, Dublin)

International Residency Training Programme

Our International Residency Training Programme (IRTP) is offered in conjunction with the Saudi Commission for Health Specialties. This programme, an extension of the Saudi Board Residency Program, enables doctors from Saudi Arabia to complete Residency training in Ireland before returning to their home country with a Saudi Board equivalent qualification. This programme is currently offered in Internal Medicine and Paediatrics.

Within the IRTP in Internal Medicine there are currently 7 doctors in training in Ireland and 15 doctors in Saudi Arabia, working to meet the requirements to transfer here and start in post.

The new IRTP in Paediatrics was launched in early 2019 and we expect to welcome the first intake of 6 trainees to Ireland very shortly.

Engagement has commenced with the Saudi Commission for Health Specialties to develop a potential Joint Residency Programme in Obstetrics and Gynaecology. Initial discussions regarding the structure and requirements of the programme have taken place and are due to continue across 2019/2020.

RCPI IMG HSE Scholarship Programme Intake

The College of Physicians and Surgeons Pakistan's (CPSP's) working relationship with the HSE and the Forum of the Irish Postgraduate Medical Training Bodies, continues to provide a Postgraduate Scholarship Programme in Ireland for doctors from Pakistan. This allows doctors who are enrolled with the College of Physicians and Surgeons in Pakistan to complete two years of their training in Ireland.

The Sudan Medical Specialisation Board (SMSB) has joined the CPSP in offering the programme in 2018 and their first cohort of trainees from Sudan are due to complete their programme in 2020.

There are 54 doctors from the CPSP and SMSB currently in training in Medicine, Obstetrics & Gynaecology and Paediatrics.

Improving Training and Health Worldwide

The RCPI continues to focus on our international business development strategy with focus on growing our market presence globally with emphasis on our examinations and education and professional development products.

A Memorandum of Understanding has been signed with Iheed who provide world class medical education online to develop online/blended courses for the International market. The diploma in woman's health is one of the pilot courses under development for bringing to the market in 2019/2020.

Opportunities for Further Development

As part of our ongoing development work with the Faculty members of the International Affairs and Examinations Departments met with the Faculty Board to discuss opportunities for;

- Developing the profile and standards in Occupational Health Practice, nationally and internationally
- Developing the profile and brand of Faculty of Occupational Medicine

Arising from these discussions it was agreed to explore opportunities for growth in the areas of Examinations-LFOM/MFOM, International Training and in Consultancy/Accreditation services.

Increasing Contribution to Global Health Efforts under the EQUALS Initiative

The EQUALS Initiative is a joint venture between RCPI and the HSE that supporting training and equipment needs in less developed countries.

This year, two additional shipments of decommissioned medical equipment were sent from hospitals in Ireland to Lusaka, Zambia. The equipment was tested pre and post shipment by clinical engineers of the EQUALS Initiative, before it was distributed across the country to larger hospitals and smaller health clinics, such as the Sr Lucy O'Brien Health Post. This Health Post has been established in the memory of Irish Obstetrician Sr Lucy O'Brien, MB, MRCOG, FRCPI, who spent more than 25 years as a missionary in Zambia. It based in the rural Chibombo District, serving a community that previously had to travel long distances to access primary health care services.

Further to ongoing support of the new Zambia College of Medicine and Surgery (ZACOMS), the EQUALS Initiative worked together with RCPI to develop a tailored Train the Trainer course, which was delivered to the ZACOMS Faculty in October 2019.

John Magner
Head of International Affairs, RCPI

PROFESSIONAL AFFAIRS RCPI – Dr Ann O’Shaughnessy

The Professional Affairs function’s aim is to develop and deliver educational activities relating to the remit of our professional bodies. Currently the function has eight departments – Education Development, Research, Quality Improvement, Specialty Quality Improvement, Traffic Medicine, Health & Wellbeing, Professional Competence and the Postgraduate Medical Educational Centre (PMEC). Each department works in an integrated way to research, deliver and ensure the quality of all educational programmes. The function requires significant medical input in each department:

- Dr Sinead Murphy, Director of Education and Professional Development
- Professor Richard Costello, Director of Research
- Dr Peter Lachman, Faculty Lead of QI
- Prof Emer Shelley, Chair of SQI Steering Group
- Des O’Neill, Director of Traffic Medicine
- Prof Gaye Cunnane, Director of Health and Wellbeing
- Prof Hilary Hoey, Director of Professional Competence

as well as the Deans and Education leads from the Faculties and Institute.

Education Development

Education Programme

The ED team has worked closely with the NSDs and other key stakeholders on the following initiatives:

- This year we commenced our application to Quality and Qualifications Ireland (QQI) for recognition on the framework for the development, recognition and award of educational qualifications in Ireland. The first application is for the Diploma in Leadership and Quality in Healthcare. The aim is that this Diploma will sit on level 9 on the National Framework for Qualifications.
- Since January 2019 ED have supported the implementation of a new virtual learning environment (VLE) that hosts all online learning content and course booking information. July saw the launch of the new VLE RCPI Brightspace for all Trainees, Members and Fellows.
- In collaboration with Prof Chris Fitzpatrick, the Abbey Theatre Community Education Group developed a workshop aimed at consultants based on the concept of Open Disclosure and Challenging Communications.

Online Course Development

In the 2018-19 academic year, Education Development (ED) developed and delivered the following online courses:

- GDPR
- Research Ethics
- Identifying and Managing the Distressed Trainee

Upcoming Educational Initiatives

- BST Ethics – Safe Prescribing (online)
- BST Ethics – Principles of Antibiotics (online)
- BST Ethics (online)
- Stress Management

- Strategy on 'communication' will commence, reviewing all current and future offerings on the topic of communication.

In addition to course offerings delivered by RCPI every year, there are several events that arise due to national or topical interest. In March 2019, RCPI held a joint one-day conference with the British Pharmacological Society entitled 'The Future of Safe Prescribing', designed to address topics directly relevant to safe prescribing now and in the future, appealing to independent prescribers from all backgrounds including medical, pharmacy and nursing. Topics included; cost-effective prescribing, managing polypharmacy, precision prescribing, electronic prescribing and maintaining prescribing competence.

'Patient Safety Through Better Communication' was a conference held in June 2019, bringing together international and national experts on communication approaches used within healthcare, to challenge perceptions on what good communication is, and how one can create awareness of where communication can be improved.

Research

We conduct and support research in postgraduate medical training, health and working conditions of doctors and quality healthcare. We use this research to highlight problem areas, identify strengths and weaknesses, provide direction and evaluate change in an evidence-based way. We strive to produce high quality research in the field of health services, particularly in the areas of medical education, health workforce and in healthcare quality improvement. Prof Richard Costello, Director of Research, provides strategic guidance, review and approval of research collaborations and policies and promotion of good research practices.

The following is a summary of our research activities in 2018/2019:

Hospital Doctors Retention and Motivation

A ground-breaking RCPI-led paper, Tracking the leavers: towards a better understanding of doctor migration from Ireland to Australia 2008–2018, written by Dr Niamh Humphries, principal investigator for our Hospital Doctor Retention and Motivation research project, was published in BMC Human Resources for Health in May 2019. The paper illustrated the impact that such an external shock can have on the medical workforce and demonstrated how cross-national data sharing can assist the source country to better understand doctor emigration trends. The paper received a lot of attention online and is the most-viewed paper in BMC Human Resources for Health since its publication. The paper marks a major milestone for our ongoing Hospital Doctor Retention and Motivation Project, which is funded by the Health Research Board.

Training Post Evaluation

The Training Post Evaluation (TPE) is an anonymous online survey of all trainees (BST and HST) rolled out by RCPI in 2016. The purpose of the evaluation is for trainees to harness feedback on each of the rotations trainees have completed over past year. In 2018/19 we have produced a report based on the first three years of the Training Post Evaluation, comprising evaluations on 1,495 BST posts and 600 HST posts across 86 sites.

Doctors Training Outcomes Research Study - RCPI longitudinal trainee study

The DoCTORS project, a programme of research-focused on postgraduate medical education and the medical workforce, has started first sets of analyses of anonymised data exploring the trends of retention of RCPI trainees and their progress from BST to HST. In 2018/19 we have hired a part-time researcher to work on the project, obtained a research ethics approval and started collating the various data collected as a part of BST/ HST training. This report will be disseminated in late September.

Supporting engagement within RCPI's Professional Competence Scheme

This research project explores the compliance trends in RCPI Professional Competence Schemes (PCS) in order to identify factors contributing to meeting the PCS criteria and to improve the process and develop more appropriate Continuing Professional Development opportunities. In 2018/19, we have compiled a comprehensive report on seven year of the PCS, which includes an analysis of patterns of credits claimed and audit activity by gender, age, specialty, division of the register and college affiliation. Additionally, we have analysed a report from a survey of RCPI PCS participants, aimed to better understand attitudes, perceived benefits and challenges in participating in PCS as well as to gather greater understanding of educational preferences of PCS participants. We anticipate disseminating the findings from this study in late 2019.

National Study of Wellbeing of Hospital Doctors in Ireland

In 2018/19, the findings from this study have been disseminated through multiple channels – in form of peer-reviewed publications, conferences and through multiple mainstream media (newspaper and radio). New research on doctors' workplace well-being, led by Professor Blánaid Hayes, Immediate Past Dean of the Faculty of Occupational Medicine, was published in BMJ Open in March 2019. The study entitled 'Doctors don't Do-little: A national cross-sectional study of workplace well-being of hospital doctors in Ireland' found that hospital doctors across all grades in Ireland have low levels of work-life balance and high levels of work stress. Almost one-third of respondents were experiencing burn-out and 50% of doctors reported being emotionally exhausted and overwhelmed by work.

Dr Anthony O'Keeffe, an SpR in Higher Specialist Training in Occupational Medicine, had a paper published in BMC Public Health, the largest open access public health journal in the world, in February 2019. Entitled '“Do as we say, not as we do?” The lifestyle behaviours of hospital doctors working in Ireland: a national cross-sectional study,' Dr O'Keeffe's study assessed the lifestyle behaviours of a national sample of hospital doctors working in Ireland. He found that trainees were more likely to smoke and be physically inactive when compared to consultants. Doctors were more likely to consume alcohol than the general population but less likely to engage in binge drinking on a typical drinking occasion.

The Civility Project

The civility project, a collaboration between RCPI and RCSI funded by HSE NDTP, started in 2018 with the aim of exploring civility and designing interventions suitable for the Irish healthcare setting. With the project finishing in September 2019, we anticipate that the findings from the project will be disseminated in late 2019.

Research Collaborative in Quality and Patient Safety

The Research Collaborative in Quality and Patient Safety (RCQPS), a joint Health Research Board (HRB), HSE National Quality Improvement Team and RCPI funding initiative has been renewed for further three-year

cycle in 2018/19. After evaluating the RCQPS application process in 2018, we introduced an improved step-by-step application process designed to support the development of research proposals. The theme for the 2019 funding cycle is Quality Improvement. To date, €2.8 million has been awarded for RCQPS projects, with the results from the 2019 funding process expected to be published in December 2019. With the current cycle ongoing, we expect the results about funded projects to be announced in late 2019.

Physical Activity Survey (Policy Collaboration)

In collaboration with the Policy Department and the Policy Group on Physical Activity, the RCPI Research Dept. has assisted Dr Sarah O'Brien, an SpR in Higher Specialist Training in Public Health Medicine in a survey on the knowledge, attitudes and practice in prescribing physical activity. Dr O'Brien published a paper in the BMJ Open Sport & Exercise Medicine in July 2019.

The paper was entitled 'Physical activity counselling in Ireland: a survey of doctors' knowledge, attitudes and self-reported practice.' Dr O'Brien's project involved surveying members of RCPI who were listed as having an address in Ireland. The majority of respondents reported enquiring about physical activity levels (88.0%) and providing physical activity counselling (86.4%) in at least some of their patients. Doctors who saw it as their role and those who felt more effective/confident in providing physical activity counselling were significantly more likely to do so.

RCPI Research Ethics Committee

In line with the new legislation introduced in 2018, over 2018/19, the RCPI Research Ethics Committee embarked on a review of the scope and processes of the RCPI REC. We have also organised a training day for the REC members, part of which was delivered by Dr Ruth Davis, Consultant, Higher Education and Research Management, Funding and Policy.

Trainee, Member & Fellow Research facilitated through RCPI

The following trainee research surveys were supported this year:

- Dr Anthony O'Keeffe – The lifestyle behaviours of hospital doctors working in Ireland.
- Dr Sarah O'Brien - Knowledge, attitudes and practice in prescribing physical activity in doctors in Ireland

Quality Improvement

This department manages a number of quality improvement initiatives designed to empower doctors and other health workers to lead improvements in healthcare services.

This year we continued to deliver QI training for our trainees across the system through a one-day introduction to QI as part of the SpRs mandatory training. We have had extensive number of SpRs attend our QI in Action course which is designed for participants to gain the skills and experience of delivering a QI project in their workplace.

Another key initiative was the third year running of the QI Scholar in Residence programme in conjunction with the International Society for Quality in Healthcare (ISQua). We had five SpRs successfully complete this programme in 2018/2019. The aim of this programme is to build the training and development of a clinical leader by supporting him/her through a 12-month project as well as providing them with educational training opportunities over the course of the academic year. The programme has been offered again for 2019/2020 and it offers trainees a unique opportunity to develop the capability

necessary for their future roles as clinical leaders and the potential of becoming teaching faculty on the RCPI QI programmes.

In 2019 we ran the second QI Summit in conjunction with ISQua. The Summit saw a number of high-profile speakers speaking on various topics such as creating a high-performance healthcare environment, new ways of looking at safety in healthcare, empowering frontline staff through training and QI from the trainee doctor's perspective.

This year also we ran a number of collaborative programmes. A collaborative is a short-term (6- to 15-month) learning system that brings together a large number of teams from hospitals or clinics to seek improvement in a focused topic area. The collaboratives that were run in 2018/2019 are listed below:

SAFE Collaborative

The first Irish Situation Awareness for Everyone (SAFE) Collaborative ran with 11 frontline paediatric multidisciplinary teams from around Ireland graduating in June 2019. This programme was run by the Quality Improvement Department of the Royal College of Physicians of Ireland, with support from the National Clinical Programme for Paediatrics and Neonatology and is currently recruiting for a second cohort commencing this October 2019 for six months.

National Stroke Collaborative

The second cohort of the National Stroke Collaborative concluded in 2019. The purpose of this collaborative was to reduce to thirty minutes the door-to-decision time for patients with suspected stroke. 21 teams across the Irish Health System participated in this collaborative.

COPD Collaborative

A collaborative learning programme ran with 18 respiratory specialist teams representing 19 hospitals around the country, focusing on improvements in clinical outcomes for patients presenting with Acute Exacerbation of their Chronic Obstructive Pulmonary Disease (AECOPD).

We are also continuing to collaborate closely with the National Quality Improvement Team in the HSE. This work includes the development and delivery of the Diploma in Leadership and Quality in Healthcare. We have now trained over 1000 senior healthcare professionals through this Diploma Programme. This collaboration continues providing vital access for all healthcare professionals to QI training and education.

National Specialty Quality Improvement Programmes

RCPI manages three National Quality Improvement programmes, specialising in gathering quality improvement (QI) data from three diagnostic specialties - Histopathology, GI Endoscopy and Radiology. This is for the purposes of publishing annual National Data Reports and facilitating local reporting, both of which can be reviewed by clinicians and management to drive quality improvement in hospitals around the country. The goal of these programmes, which are funded by the HSE Quality Improvement Team, is to optimise patient safety and care through facilitating the use of evidence-based QI in diagnosis and reporting.

The QI guidelines and data policies produced as part of these programmes are attracting international interest as we are currently the only country running national programmes such as these across public and private hospitals. A single Steering Committee, with representatives from the HSE Quality Improvement

Team, RCPI, RCSI, Acute Hospitals and other stakeholders, provides governance to all three programmes.

The SQI Programmes were invited to become members of the European Clinical Audit Network (ECAN), established by the National Office for Clinical Audit (NOCA) and their Dutch counterparts, the Dutch Institute for Clinical Audit (DICA) in 2019. Representation from the programmes attended the first meeting in February 2019 with colleagues from around Europe, which provided a great opportunity for the member organisations to build meaningful alliances and to support the ongoing development of sustainable national clinical audits.

The SQI programmes also contributed to the HSE National Clinical Audit Review which was coordinated by NOCA and sponsored by the HSE.

National Office for Traffic Medicine (NOTM)

The National Office for Traffic Medicine (NOTM) was established by the Road Safety Authority (RSA) and the Royal College of Physicians of Ireland (RCPI) to lead the development and implementation of a national framework on standards in Traffic Medicine. The objectives of the office are to;

- Develop and deliver evidence-based national Medical Fitness to Drive Guidelines (Sláinte agus Tiomáint), which encompass EU and local laws and support healthcare professionals in assessing a patient's medical fitness to drive.
- Devise and deliver quality educational programmes in traffic medicine, and road safety, mobility and health for health professionals and other road safety stakeholders
- Conduct and publish original research and collaborate with national and international partners in the field of traffic medicine
- Promote greater understanding of safe mobility in the public generally by providing them with information and knowledge about how different health conditions can affect driving.

The current MoU agreement under which the office operates covers the calendar years 2018 – 2020 inclusive and this report summarises the operation and activities of the National Office for Traffic Medicine from 1 July 2018 to 30 June 2019.

Sláinte agus Tiomáint Medical Fitness to Drive Guidelines

The ongoing development and delivery of the Sláinte agus Tiomáint Medical Fitness to Drive Guidelines for Group 1 (cars, motorcycles etc.) and Group 2 (heavy vehicles) drivers is a core objective of the Traffic Medicine programme. This year we delivered an updated version of these Guidelines (8th Ed.) and these were launched on 25 April. We actively support the RSA in responding to queries on the application of Driver Fitness rules as outlined in the Guidelines. We also engaged with the RSA to progress the development of electronically searchable Guidelines, which will be made available on the RSA and National Driver Licensing Service (NDLS) website. Members of the NOTM Working Group continue to participate actively in UK Driver and Vehicle Licensing Agency (DVLA) expert panels which adjudicate medical fitness to drive for UK drivers. This is becoming increasingly important in the context of Brexit.

Education and Outreach

The development and delivery of state-of-the-art educational programmes is key to advancing the Traffic Medicine agenda in Ireland. The Office engaged in a broad range of activities, addressing the educational

needs of medical students, medical professionals and road safety stakeholders. These included the planning and delivery of two blended learning courses; Certificate in Traffic Medicine and Certificate in Road Safety, Mobility and Health. We also held three Scientific Meetings which were led by international clinical experts in medical fitness to drive in the context of Stroke, and Paediatric medicine and **Occupational Health**. Our outreach activities for medical students included supporting 2nd year TCD medical students in conducting research on medical conditions reported on official Driver Licence Application forms. The Mary Ward Prize in Traffic Medicine was awarded to an Ophthalmology undergraduate student from UCC for an essay on Vision and Driving.

The NOTM also works to provide information and increased understanding of how health impacts driving to members of the public. This year we added to our portfolio of driver information leaflets by delivering a leaflet providing general advice entitled 'Your Health and Driving' and progressed the development of three new leaflets addressing Vision, Stroke and Pregnancy and driving. We strengthened our collaborations with road safety stakeholders by delivering training to staff in the RSA, An Garda Síochána and the District Courts where we provide information and support concerning medical fitness to drive and where this fits within the National Road Safety Strategy.

The Irish Traffic Medicine programme continues to generate interest among medical professionals and road safety stakeholders at national and international conferences and events. The NOTM Director and/or Manager participated in several high-profile conferences this year including the Transportation Research

Board in Washington, the ETSC PRAISE Conference in Dublin and the CIECA 51st Annual Congress in Tbilisi. We also stepped up our support for the RSA at major national events including the RSA International Conference and the Active Retirement Show. We were part of the RSA Interactive Village at the Tullamore Show (July) and the National Ploughing Championships (September) where we provided advice to the public on medical fitness to drive, with an emphasis on the effects of alcohol and drugs. Our Director engages regularly with the print media and on radio regarding driver fitness and the Office maintains an active presence on Twitter (RCPI_TrafficMed) and other Social Media platforms.

Research

The NOTM research programme aims to support the evidence base for the Sláinte agus Tiomáint Medical Fitness to Drive Guidelines. The call for proposals for the RSA Research Bursary in Traffic Medicine attracted submissions from four research consortia. We continue to attract high-quality submissions for our annual Research Symposium. This year's speakers included researchers from the Irish Longitudinal Study on Ageing (TILDA), and the Discipline of Occupational Therapy (TCD). We also presented findings from our own research projects.

The Office was awarded additional funding by the RSA to join in research being conducted by an international consortium that is conducting a systematic review of the crash risk associated with medical conditions. Our role will be to review the alcohol-related risk. The NOTM is also required to assess public/stakeholder information requirements around medical conditions and driving. As part of our work with Emergency Department staff, we identified a need to provide information and support around alcohol use/misuse in patients. We then submitted a pre-proposal for funding for this project through the Research Collaborative in Quality and Patient Safety. Although this did not receive funding under the current scheme, we plan to develop this idea with the aim of attracting funding next year.

We continue to publish papers on topics related to medical fitness to drive and had two peer-reviewed papers accepted during this academic year.

Projects

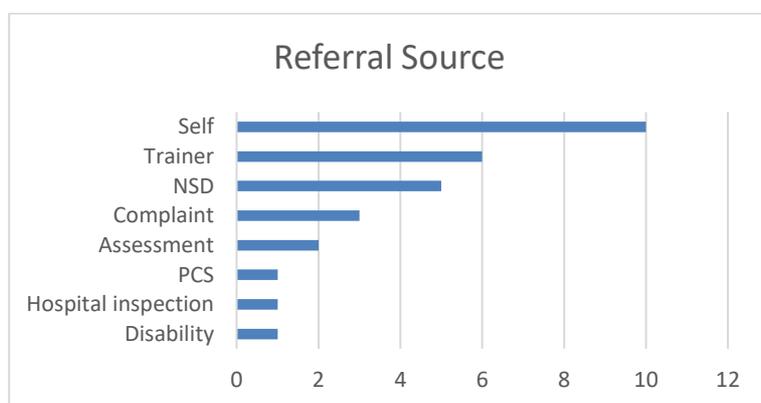
Work in ongoing on progressing On-Road Driving Assessor (ORDA) regulation and accreditation. Building on the acceptance of the ORDA voluntary code of practice, we are now working towards identifying a feasible way to provide a certified tracing pathway for ORDAs. In parallel, we are actively participating in CIECA's Fit-to-Drive working groups which aim to set standards for the evaluation of medical fitness to drive and also for disabled driver assessment.

Health and Wellbeing

The purpose of the Health and Wellbeing department is to protect the integrity of the training programmes by providing support and referral pathways to trainees who are struggling to either meet the training requirements or reach the competencies required for reasons related to their health or overall performance. The department is actively involved in early identification and prevention, promotion of wellbeing and strategic planning and collaboration. The department was set up in October 2018 and since then a number of key initiatives have either been completed or commenced.

Supporting Trainees in Difficulty

We actively managed 25 referrals during the year with four additional referral from previous years, a total of 29 referrals to the service. Out of which 14 were BST trainees and 12 HST trainees (3 other). The highest referral source to the service was self-referral. See breakdown below:



Governance

Prof Gaye Cunnane was appointed as the Director of the Health and Wellbeing Department. She commenced her duties in early May and has since been brought up to speed with all current Health and Wellbeing activities. Prof Cunnane's three year term will see her focusing on the set up of the service, its launch, the strategic direction of the service and the supporting of robust research which will underpin the activities of the department.

On-line Course Development

An online video of scenarios to improve working relationships and highlight the impact of incivility in a clinical setting was developed. The script for the scenario was written with the help for Dr Anthony O'Connor (Gastroenterologist consultant, TUH) and Dr Lucy Chapman (Geriatrics SpR). The script was

aimed to capture daily interactions between colleagues which viewers could easily relate to. They picked an interaction between an ED SHO and a Medical Reg, followed by reflection by both parties and a message from Prof Anto O'Regan addressing the importance of teamwork.

Educational Programme

We have delivered a number of educational programmes to aid prevention of difficulties in the workplace such as:

- Train the Trainer sessions at the hospital sites covering topics such as Giving Effective Feedback and Improving Relationships at work. These sessions were delivered in St James's, Letterkenny, Wexford, Waterford, Cork, Kerry and Clonmel. In addition, we run a workshop for trainers on Identifying and Managing the Distressed Trainee. This workshop was very well attended and the feedback was very positive.
- We delivered a Presentation Skills workshop for Trainees who were selected to present their papers at St. Luke's. Trainees who availed of the workshop were significantly better prepared and hence more likely to win a medal for their presented topic.
- We delivered a number of training workshops which were open to all doctors such as Design Thinking, Doctors as Teachers, and Project Management.

Promotional Presentations

We have been heavily involved in promoting RCPI and its commitment to the health and wellbeing of its Trainees, Members and Fellows and we shared that vision and the importance of looking after the medical community.

- An introduction to Emotional Intelligence delivered to Senior Medical Officers in Community was attended by about 120 community doctors
- Making change happen for the Mental Health Services for Older People - annual conference
- Supporting Doctors in Difficulty – The Forum of Postgraduate Training Bodies
- Civility Saves Life for the Faculty of Radiology - Train the Trainer
- Introduction to Mentoring for SpRs in UCC
- Bullying and civility – Faculty of Public Health Medicine – Train the Trainer session
- The importance of health and wellbeing for Faculty of Public Health Medicine Senior Members Seminar
- Doctors health and wellbeing for the IMO Annual General Meeting
- Staying well-adjusted in healthcare - RCSI HG Quality and Safety Conference

Collaborative Projects/Activities

The health and wellbeing issues, concerns and difficulties that physicians and trainee physicians are facing are not unique. Engagement both nationally and internationally demonstrate common threads that at times could be better addressed through collaborative work. Below are the training bodies which we collaborated with on health and wellbeing initiatives in 2018-2019:

- Faculty of Radiology
- RCSI
- COA
- MEDISS (Medical Educators involved in student support) ASME
- UCC

Postgraduate Medical Education Centre (PMEC) - UPDATE

In the Postgraduate Medical Education Centre (PMEC) we are responsible for coordinating the delivery of education and training events for Trainees, Members and Fellows. Working closely with a range of departments, clinicians and lecturers we ensure that the education programmes provided are of the highest quality. Between August 2018 and June 2019 we delivered educational training to approximately 8000 participants across 128 courses including mandatory training for BST and HST programmes, Masterclasses, online courses, Diplomas and Certificates, Conferences and Faculty events. PMEC ran three Occupational Medicine faculty events throughout 2018-2019 including:

- Smiley Lecture – Nov 2018
- Autumn Conference – Oct 2018
- Spring Conference – April 2019

Specific courses tailored to the Faculty of Occupational Medicine:

- Ethics for Occupational Medicine – not run in 2018-2019, due to run in 2019-2020

Other courses open to Trainees, Members or Fellows in Occupational Medicine in 2018-2019

- Diploma in Primary Care Paediatrics
- Diploma in Stroke
- QI in Action
- QI Summit
- Diploma in Leadership and Quality in Healthcare
- Certificate in Leadership for new Consultants
- Ethics Foundation
- Wellness Matters
- Health Research: An Introduction
- Leadership in Clinical Practice
- Mastering Communications
- Performing Audit
- Physicians as Trainers – Essential Skills for Trainers
- Physicians as Trainers – Supervision and Performance Management
- Physicians as Trainers – Identifying and Managing Distressed Trainee
- Masterclass Series
- 1 Advanced Masterclass during St Luke's week

A number of online courses were also made available in 2018 – 2019, across a variety of topics and medical specialties.

Dr Ann O'Shaughnessy

Head of Professional Affairs, RCPI

ADMINISTRATION

Key personnel in RCPI who conducted work on behalf of the Faculty of Occupational Medicine during 2018 - 2019:

Faculty	Rita Dolan	01 8639 738 fom@rcpi.ie ritadolan@rcpi.ie
Training	Chantelle Bentley (<i>until June 2018</i>) /Claire Doyle (HST)	01 8639 712 hst@rcpi.ie clairedoyle@rcpi.ie
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Professional Competence	Deirdre Donegan	01 8639 739 professionalcompetence@rcpi.ie deirdredonegan@rcpi.ie
Specialist Division of the Register	Siobhán Kearns	01 8639 720 siobhankearns@rcpi.ie
Conferences and Events	Shane Walshe Kerry McArdle	01 8639 794 conferences@rcpi.ie
Postgraduate Training & Education RCPI	Aisling Leahy Grace Kelly Leah O'Toole Ciara Buckley	01 8639 700

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