



**FACULTY OF
OCCUPATIONAL
MEDICINE**

ROYAL COLLEGE OF
PHYSICIANS OF IRELAND

2020

ANNUAL REPORT



Cover Image: Faculty of Occupational Medicine admission ceremony for new Honorary Fellows, Fellows, Members and Licentiates of the Faculty, RCPI No. 6 Kildare St., November 2019
RCPI, No. 6 Kildare St. Dublin 2

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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

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 Licentiate, Member and Fellow representatives, and one Trainee Representative. **The composition of the Board is currently undergoing a review as part of an overall review of governance within the Faculty.** Board membership for 2019-2020 was as follows:

| BOARD MEMBER | TITLE |
|---------------------|----------------------------------|
| Dr Lynda Sisson | Dean |
| Dr Robert Ryan | Dean-Elect |
| Dr Miriam Hogan | Honorary Secretary |
| Dr Tom O'Connell | Professional Competence Director |
| Dr Alan Bray | Chief Examiner |
| Dr Sheelagh O'Brien | National Specialty Director |
| Dr Hemal Thakore | Treasurer |
| Dr Oghenovo Oghuvbu | Fellow |

| BOARD MEMBER | TITLE |
|---------------------|---------------------|
| Dr Tom Donnelly | Fellow |
| Dr Mary McMahon | Fellow |
| Dr Alex Reid | Fellow |
| Prof Ken Addley | Fellow |
| Dr Paul McKeagney | Fellow |
| Dr Niamh Byrne | SpR Rep |
| Dr Zakiah Amir | Member |
| Dr Fiona Kevitt | Member |
| Dr Ciaran Bohane | Licentiate |
| Dr Mutasim Mohammed | Licentiate |
| Prof Mary Horgan | Member (Ex-Officio) |
| Dr Diarmuid O'Shea | Member (Ex-Officio) |

The Faculty Board currently meets six times per year. Since the last AGM, meetings have taken place on the following dates (* = meetings held remotely since 29 April): 11 December 2019, 22 January 2020, 29th April 2020* (*re-scheduled from 18th March 2020 because of Covid-19*), 20th May 2020*, 4th Sept 2020*, 14th October 2020.*



November 2019 James Smiley Lecture at RCPI (L-R: Faculty Board members Dr Miriam Hogan and Dr Alan Bray, keynote speaker Tee Guidotti, Dean Dr Lynda Sisson and Dean-Elect Dr Robert Ryan.)

Admission to Honorary Fellowship *

Kin Bong Hubert Lam
David McLoughlin
Steven Sadhra
Barbara-Anne Wren

Admission to Fellowship (by Elevation)

Zakiah Amir
Mued Ghadir
Sasha Hennessy
Fiona Kevitt
Mohammed Faheem Khan
Nataliya Kononenko
Mohamed Musa
Francis Eric Ramirez
Ali Rasheed

Admission to Fellowship (Ad Eundum)

Momeda Dean
Jon Wa Lim
Tolani Olufemi Osunsanya
Marcus Wong

Admission to Membership (Ad Eundum)

Grant Jeffrey

Admission to Licentiatehip

Adesh Bhimsingh
Amy Carolan
Martin Coyne
Asrar Hamada
Louise Hickey
Aoife Kiely
Conor Patrick Loftus
William Lynch
Mohammed Mahmoud Mohammad
Mary-Teresa O'Neill
Abigail O'Reilly
Grainne O'Sullivan
Brian Osborne
Dara Liam Owens
Duncan Parker
Mark Al Rawahi
Julie Margaret Ryan
Kevin Fleming Ryle



Introduction

You are all very welcome to the Faculty's AGM and Smiley Lecture for 2020 and I am grateful for this opportunity to present our annual report and specifically the Dean's Report, albeit virtually.

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 an exceptional year for the Faculty this year, not least because of the COVID-19 pandemic that arrived in February 2020, but more of that later.

In the context of a number of key governance changes at College level and under Tom O'Connell's able lead, the Governance Review Committee reviewed our Standing Orders and our governance structures in 2020. The Governance Review Committee recommended a number of changes to the Standing Orders, including a streamlining of the Board and we hope these proposed changes, which have been approved by the Board, will ensure that the Faculty is strengthened, yet flexible enough to face future challenges. A lot of thought and robust discussion has gone into these proposals and they were ratified after much discussion by the Board of the Faculty. These proposed changes are being presented at the AGM today for ratification. Dr Tom O'Connell will present the details during this morning's AGM.

2020 will be remembered as the year of the COVID-19 pandemic. It has been a very challenging time both professionally and personally with many of us with personal and/or family experience of this infection. Many of us have lost loved ones and sadly, this year, professional colleagues, to this disease and it has been a constant reminder of the virulence and challenges that the virus has brought. It has been a unique experience in terms of learning as well and the lived experience of living and working through a new pandemic is a once in a lifetime occurrence. From the early meetings that I attended agreeing the exact nomenclature of the new virus, to the on-the-job learning about risk mitigations and managing medically vulnerable workers in the workplace, through to recent attempts to define a case definition for post-COVID syndrome, this year has been an intense yet challenging year for doctors. It has also been an interesting year for Occupational Medicine. In a press interview earlier this year, I described the specialty as the medical corps for workers, in a way to try to explain our role in assessing workers, supporting and advising

those with medical conditions and using our evidence base to assist in them in reducing risks and work safely in their respective workplaces. I am very proud of my colleagues, those who returned from retirement to assist in the early surge, our trainees who rolled up their sleeves and worked long hours and weekends and of course all of my peers and colleagues for whom the days are still long, intense and indeed increasingly complex. As a result of all of our efforts, I think I can safely say that our specialty has stepped up the plate and has received the recognition and respect of our peers and the public.

Despite the pandemic our education programme progressed during the year. The academic year began with the Smiley Lecture, held at No. 6 Kildare St. on November 16th 2019 as part of the AGM. It was delivered by Dr Tee Guidotti on the topic of: 'From Occupational and Environmental Toxicology to Green Chemistry: Our Changing Tolerance for Risk.' He was also conferred with an Honorary Fellowship of the Faculty on the day. The Smiley Day as always was very well attended and the annual dinner was held as usual that evening. We were delighted to hear from the College Archivist, Harriet Wheelock, after dinner who presented a lively and interesting discussion on the archives of the College with particular reference to those of interest to Occupational Medicine and more specifically a first edition of Ramazzini's 'De Morbis Artificum Diatriba [Disease of Workers.] Unfortunately, our annual Former Dean dinner in February was a casualty of the pandemic this year and had to be postponed indefinitely. You are aware that this dinner is now a time-honoured tradition and I look forward to attending this as a guest next year.

Other educational events included:

- A masterclass aimed at clinicians on the topic of COVID- 19 organised remotely by RCPI on Wednesday 18 March – speakers included myself and College President Prof Mary Horgan.
- This was followed by a webinar organised jointly with the Faculty of Public Health Medicine in June entitled: 'SARS-CoV-2: Experiences and Perspectives from Occupational Health and Public Health.'
- In addition, the St. Luke's symposium was held online in October and included a number of talks on a variety of relevant topics.

This year's FRCPI (FOM) Graduation, which included a record number of Fellowships and Memberships, was held on line and can be viewed at:

https://scanmail.trustwave.com/?c=17268&d=g6GZ3xRAIrW1BouZ2PZRb-iBr_6aiZmLokz_PDZLSA&s=343&u=https%3a%2f%2fwww%2eyoutube%2ecom%2fwatch%3fv%3dqRM%5fQlMUaY8.

Also, hearty congratulations to all our new FOM Fellows and Members being admitted this month and I, for one, am looking forward to our annual dinner in 2021 when hopefully we will be able to celebrate these great achievements in person.

Our international colleagues in Malaysia invited me to participate in a Zoom meeting in October in their 'On Target Series in Occupational Medicine' where I delivered a talk on 'Self Care for Doctors: A Professional Responsibility Or A Luxury?' 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. There were

over 200 attendees and it was a very interesting meeting with many questions and really brought home to me the power and usefulness of the delivery of medical education online lectures for the future. The Faculty continued to stay involved with the Global Health Sub-Committee of the Forum of Irish Postgraduate Training Bodies. Our new and innovative plans to run an LFOM course in Tanzania had to be postponed for 2020 but plans are already underway to reschedule for 2021.

2020 was also the year that the Faculty was re accredited by the Medical Council to deliver Higher Specialist Training for our postgraduates for a further five years. This was a very challenging and complex process but thanks to the hard work of the RCPI Executive and the previous Dean and NSD, the accreditation was approved earlier this year.

You will hear the report of our Chief Examiner, Dr Alan Bray, who has been very ably assisted by deputies, Dr Alex Reid and Dr Hemal Thakore this year. Delivering the exams during the pandemic has required a very different way of thinking and operating. For some time, we had been considering the use of remote invigilation and this year saw the introduction of this option. Unfortunately, the clinical exams have had to be postponed this year but are now expected to be held in the early part of 2020.

You will also hear from our National Speciality Director at the AGM this morning, Dr Sheelagh O'Brien, who has been working very hard in the background supporting and advising our trainees and co-ordinating their placements. This position is a very demanding, challenging one and I would like to personally thank Sheelagh for her hard work in this role.

We celebrated the first graduate of the Occupational Medicine International Medical Programme, Dr Khaloud this year, and even though her training was cut a little short because of the pandemic, she received her completion certificate. It is wonderful to maintain strong connections in the UAE and have direct contact with one of our graduates there and I know I have enjoyed working and advising Dr Khaloud during and since her time here, and thank her for trying very hard to teach me, without success, I might add, the ancient Arabian art of belly dancing!

The Health and Wellbeing Unit continues to deliver support for trainees and consultants alike and this has taken on an additional and very welcome role during the pandemic when doctors were facing long hours and intense working shifts, and at the same time always at risk of acquiring infection. 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 Basic Specialist Trainees.

It has been a strong year for research in the college with two of our Members publishing articles in peer reviewed journals. Dr Tom Gaffney, Occupational Health Physician with the RCSI Hospital Group and a Member of the Faculty was co-author on a paper published in the journal 'Diabetes Care' in June. The paper was entitled 'An Evaluation of the Safety of Pilots with Insulin-Treated Diabetes in Europe Flying Commercial and Non-Commercial Aircraft. Meanwhile, Dr Zakiah Amir, who receives her Fellowship as part of this year's Smiley event has also had a paper published by Oxford University Press in the journal 'Occupational Medicine' entitled: 'Impact of traumatic perinatal events on burnout rates among midwives.' The paper was co-authored by Faculty Board member Dr Alex Reid. The Faculty also continues to support our trainees in carrying out research. One of our trainees, Dr Grainne McNally, is currently undertaking an MD on the effect of a Medical Council investigation on doctors. This research, which is being supported by

the Irish Research Council, will look at the effects that a Medical Council complaint, regardless of outcome, has on our doctors. It is anticipated that the results of this research will inform the necessary supports for doctors who find themselves in this situation.

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 am not sure if you are aware but Rita, our hard-working administrator is moving on to pastures new and I am sure you will all join with me in wishing her every success in her future career. I would also like to thank all those members of the RCPI Executive who have worked so hard during the pandemic and bring new and innovative ideas to the new on-line world of working. I too am moving on this year, but not quite to pastures new. Dr Robert Ryan will be taking on the Dean role as of today and of course I wish him the very best in his tenure.

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 the Faculty office in this regard. I would encourage you all to stay on after this meeting and enjoy our Smiley Lecture to be delivered remotely today.

Dr Lynda Sisson
Dean

HONORARY SECRETARY'S REPORT BY DR MIRIAM HOGAN

It has been another busy year for the Faculty and the Covid-19 pandemic has brought additional challenges. The pandemic has altered how all healthcare practitioners work and accordingly, the work practices of Occupational Medicine practitioners continue to adapt to the changing environment. Our colleagues in Occupational Medicine are working at the coalface of the pandemic, addressing not only the needs of healthcare workers but also the needs of the general working population.

Our current trainees have shown great resilience and adaptability at this time and indeed the challenges of the current pandemic have allowed them to develop new skills which we hope will serve them well in their future careers. They continue to have expert support from the Faculty through their trainers and training body who have adapted to offer education and guidance through the many online platforms. The announcement of an expansion in the number of overall trainee places in the medical specialties by RCPI earlier this year is a welcome development. It is hoped that Occupational Medicine's increasing importance, as highlighted during this current pandemic, will continue to be recognized in the coming years. The Faculty wants the training programme to expand and develop in the future and to continue to offer a positive educational experience to trainees.

The role of the Honorary Secretary is to ensure that the work of the Board is documented correctly and that correspondence is dealt with in a timely fashion. Indeed, the Faculty's Board meetings, along with so many other RCPI meetings and events moved online at the start of the pandemic. This new way of working offers opportunities for engagement with the Faculty that might hitherto have proved difficult for those with other, significant work commitments or who are based at remote geographical locations.

A review of the governance of the Faculty has been undertaken in 2020, in tandem with a wider ongoing review of the governance structures at RCPI. This project has offered a positive opportunity to review how the work of the Faculty is carried out and to identify areas for improvement. To this end there will be some changes to the structures of the Faculty and its Board going forward, if approved by the Faculty at our 2020 AGM - changes which it is hoped will ensure that the Faculty is positioned for the challenges the specialty will face in the future.

Our Dean Dr Lynda Sisson demits at this AGM and I would like to thank her sincerely for all her work on behalf of the Faculty during her term. We were especially fortunate to have her expertise help guide us through the last few months of Covid-19. I welcome her successor Dr Robert Ryan and wish him every success as he takes up the role of Dean.

I would also like to thank the members of the wider Board and acknowledge the time they give to this commitment and the important contribution they make to the Faculty in their role as Board members. Finally as I also demit today as Honorary Secretary, I want to thank all of the staff in RCPI who support our ongoing work on behalf of Occupational Medicine and give particular thanks to Rita Dolan for her continued hard work, commitment and support which have without doubt contributed to the successful running of the Board.

Dr Miriam Hogan
Honorary Secretary

Faculty of Occupational Medicine, RCPI
Income and Expenditure for Financial Year ended 30th June 2020
Commentary

General

A surplus of €59,968 was generated for the 12 months to the end of June 2020. This is €3,331 (6%) higher than last year's surplus of €56,637.

Income

Total Income (excluding investment income) generated for the year end June 2020 was €198,463, a decrease of 4% on last year.

Income is classed under three broad headings:

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

Subscriptions and Admission Fees

Receipts from Subscriptions were €67,220 in 2019-20 versus €60,555 in 2018-19, an increase of €6,665 (11%) on last year.

Faculty admissions totalled €3,750 in 2019-20 versus €2,475 in 2018-19.

In 2019-20, 69% of Fellows, 49% of Members, and 43% of Licentiates paid their subscriptions.

By comparison, in 2018-19, 66% of Fellows, 54% of Members, and 42% of Licentiates paid their subscriptions.

Event Fee Income and Sponsorship

Event fee income for 2019-20 was €18,375 which is a decrease of €18,295 (50%) versus 2018-19. This was due to the cancellation of the Spring Conference in April 2020, as a result of the Covid-19 pandemic. There was no sponsorship income in 2019-20, as in 2018-19.

HSE Grant Income

This relates to the SLA to deliver training.

The amount of €109,118 is the proportion of the grant relating to the Faculty to cover cost of overheads and administration running costs. This has increased by €2,289 when compared to 2018-19. In line with this increase, wages and salaries have increased by €1,894. The overhead recharge from the College has decreased by €129.

In 2019-20, 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 five years despite an increase in the number of trainees.

Investments

Investments held by the College at the end of June 2020 were €8,069,111 of which €357,309 were apportioned to the Faculty of Occupational Medicine. The investments apportioned to the Faculty increased by €234 versus 2018-19.

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

Direct Costs total €19,356 for the year, a decrease of €10,566 on 2018-19.

Included under direct costs are;

- room hire & catering, which decreased by €5,512;
- travel & accommodation, which decreased by €1,357;
- speaker and professional fees, which decreased by €3,069;
- and other direct costs, which decreased by €628.

The lower spend in 2019-20 versus 2018-19 is due to overall reduced activity as a result of Covid-19, especially the cancellation of the Spring Conference.

Indirect Costs

Indirect Costs totalled €41,576 and show a decrease of €4,988 on 2018-19.

Overhead recharge

Overhead recharge of €77,797 has been charged to the Faculty of Occupational Medicine accounts for 2019-20 (€77,926 in 2018-19). This constitutes 1% of the overall College overhead.

DRAFT FACULTY OF OCCUPATIONAL MEDICINE

MANAGEMENT REPORT PACK

FOR THE MONTH OF - JUNE 2020

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 | 67,220 | 64,827 | 2,393 | 60,555 | 6,665 |
| FELLOWS SUBSCRIPTIONS | 29,470 | 28,841 | 629 | 27,555 | 1,915 |
| MEMBERS SUBSCRIPTIONS | 14,960 | 13,506 | 1,454 | 13,460 | 1,500 |
| LICENTIATE - OCC MED | 22,790 | 22,480 | 310 | 19,540 | 3,250 |
| ADMISSIONS | 3,750 | 3,960 | -210 | 2,475 | 1,275 |
| LICENTIATE ADMISSIONS | 0 | 990 | -990 | 0 | 0 |
| FACULTY ADMISSIONS | 3,750 | 2,970 | 780 | 2,475 | 1,275 |
| FEE INCOME | 18,375 | 68,822 | -50,447 | 36,670 | -18,295 |
| EXAM FEES | 0 | 0 | 0 | 12,322 | -12,322 |
| EVENT INCOME | 17,985 | 68,822 | -50,837 | 24,348 | -6,363 |
| ADMISSION CEREMONY AND DINNER INCOME | 390 | 0 | 390 | 0 | 390 |
| GRANT INCOME | 109,118 | 85,645 | 23,473 | 106,829 | 2,289 |
| HSE/ MET-R QUARTERLY GRANTS | 109,118 | 85,645 | 23,473 | 106,829 | 2,289 |
| SPONSORSHIP DONATIONS AND FUNDRAISING | 0 | 2,000 | -2,000 | 0 | 0 |
| EVENT SPONSORSHIP INCOME | 0 | 2,000 | -2,000 | 0 | 0 |
| TOTAL INCOME (EXCL INVESTMENT AND PASSTHROUGH) | 198,463 | 225,254 | -26,791 | 206,529 | -8,065 |
| TOTAL INCOME | 198,463 | 225,254 | -26,791 | 206,529 | -8,065 |
| DIRECT COSTS | | | | | |
| ROOM HIRE AND CATERING | -15,163 | -27,870 | 12,707 | -20,675 | 5,512 |
| ROOM HIRE | 0 | -4,200 | 4,200 | -744 | 744 |
| CATERING | -9,087 | -16,470 | 7,383 | -14,513 | 5,426 |
| BEVERAGES | -1,208 | -1,700 | 492 | -1,634 | 426 |
| MEETING COSTS | 0 | 0 | 0 | -0 | 0 |
| COMMITTEE MEETING COSTS | -4,868 | -5,500 | 632 | -3,784 | -1,084 |
| SPEAKERS FEES/PROVIDER COSTS | -661 | -1,700 | 1,039 | -1,230 | 569 |
| PRESENTATIONS AND GIFTS | -661 | -1,700 | 1,039 | -1,230 | 569 |
| TRAVEL AND ACCOMMODATION - DIRECT | -3,147 | -19,250 | 16,103 | -4,504 | 1,357 |
| TRAVEL | -1,995 | -12,200 | 10,205 | -2,576 | 581 |
| ACCOMMODATION | -1,151 | -7,050 | 5,899 | -1,927 | 776 |
| DIRECT ADVERTISING | 0 | -500 | 500 | 0 | 0 |
| ADVERTISING | 0 | -500 | 500 | 0 | 0 |
| DIRECT ADMINISTRATION COSTS | 0 | -300 | 300 | -82 | 82 |
| STATIONERY | 0 | -300 | 300 | -82 | 82 |
| OTHER DIRECT COSTS | -385 | -4,700 | 4,315 | -932 | 547 |
| OTHER DIRECT COST | 0 | -4,000 | 4,000 | -136 | 136 |
| PRIZES AND MEDALS | -385 | -700 | 315 | -796 | 410 |
| PROFESSIONAL AND MEDICAL CONSULTANT FEES | 0 | -1,200 | 1,200 | -2,500 | 2,500 |
| PROFESSIONAL FEES | 0 | -1,200 | 1,200 | -2,500 | 2,500 |
| TOTAL DIRECT COSTS | -19,356 | -55,520 | 36,164 | -29,922 | 10,566 |
| OPERATING SURPLUS / (DEFICIT) | 179,107 | 169,734 | 9,373 | 176,606 | 2,501 |
| INDIRECT COSTS | | | | | |
| STAFFING COSTS | -38,121 | -37,812 | -308 | -36,226 | -1,894 |
| WAGES AND SALARIES | -32,418 | -32,149 | -269 | -30,535 | -1,883 |
| PRSI | -3,544 | -3,520 | -24 | -3,329 | -215 |
| PENSION | -2,159 | -2,143 | -16 | -1,787 | -372 |
| STAFF TRAINING / CONFERENCE | 0 | 0 | 0 | -575 | 575 |
| GENERAL PROFESSIONAL FEES | 0 | -9,000 | 9,000 | -5,000 | 5,000 |
| DEANS FEES | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONAL FEES | 0 | -9,000 | 9,000 | -5,000 | 5,000 |
| INDIRECT ADMINISTRATION COSTS | 0 | -100 | 100 | 0 | 0 |
| STATIONERY COSTS | 0 | -100 | 100 | 0 | 0 |
| INDIRECT PRINTING COSTS | -520 | 0 | -520 | -170 | -350 |
| PRINTING COSTS | -520 | 0 | -520 | -170 | -350 |
| TRAVEL AND ACCOMMODATION - INDIRECT | -818 | -4,050 | 3,232 | -2,713 | 1,895 |
| TRAVEL | 0 | -1,300 | 1,300 | -49 | 49 |
| ACCOMMODATION | 0 | -1,400 | 1,400 | 0 | 0 |
| EXPENSES | -338 | -1,350 | 1,012 | -304 | -35 |
| FACULTY TRAVEL | -480 | 0 | -480 | -2,361 | 1,881 |
| MISCELLANEOUS INDIRECT COSTS | -2,117 | -2,450 | 333 | -2,453 | 336 |
| MISCELLANEOUS COSTS | -1,400 | -1,600 | 200 | -1,806 | 406 |
| SUBSCRIPTIONS | -605 | -850 | 245 | -300 | -305 |
| MISC. CATERING COSTS | -112 | 0 | -112 | -347 | 235 |
| BANK CHARGES | 0 | 0 | 0 | -1 | 1 |
| BANK CHARGES | 0 | 0 | 0 | -1 | 1 |
| TOTAL INDIRECT COSTS | -41,576 | -53,412 | 11,837 | -46,563 | 4,988 |
| Earnings before interest, depreciation, investments and overhead | 137,531 | 116,321 | 21,210 | 130,043 | 7,488 |
| INVESTMENT COSTS | 234 | 0 | 234 | 4,520 | -4,287 |
| GAIN/(DIMINUTION) ON INVESTMENT COSTS | 234 | 0 | 234 | 4,520 | -4,287 |
| OTHER ITEMS | -77,797 | -77,926 | 129 | -77,926 | 129 |
| OVERHEAD RECHARGE | -77,797 | -77,926 | 129 | -77,926 | 129 |
| SURPLUS/(DEFICIT) | 59,968 | 38,395 | 21,573 | 56,637 | 3,331 |

| | |
|---|-------------------------|
| FIXED ASSETS | |
| INVESTMENT AT COST | 357,309 |
| INVESTMENT FUND | 357,309 |
| TOTAL FIXED ASSETS | <u>357,309</u> |
| CURRENT ASSETS | |
| BANK AND CASH | 335,526 |
| OCC MED CURRENT ACCOUNT | 335,526 |
| DEBTORS AND PREPAYMENTS | 109,118 |
| ACCRUED INCOME | 109,118 |
| OTHER DEBTORS | 0 |
| TOTAL CURRENT ASSETS | <u>444,644</u> |
| CURRENT LIABILITIES | |
| CREDITORS AND ACCRUALS | -120 |
| CREDITORS LEDGER CONTROL A/C | -120 |
| DEFERRED INCOME | -12,690 |
| DEFERRED SUBS INC - FELLOWS | -5,955 |
| DEFERRED SUBS INC - MEMBERS | -2,775 |
| DEFERRED SUBS INC - LICENTIATE OCC MED | -3,960 |
| INTERCOMPANY (LIABILITY) | 383,335 |
| INTER COMPANY - AMOUNT OWED TO SUPPORT DEPT | 383,335 |
| TOTAL CURRENT LIABILITIES | <u>370,525</u> |
| NET CURRENT ASSETS | 815,169 |
| LONGTERM LIABILITIES TOTAL | <u>0</u> |
| TOTAL NET ASSETS | <u>1,172,478</u> |
| SURPLUS AND RESERVES | |
| RESERVES | 1,172,478 |
| RETAINED RESERVES B/F | 1,112,510 |
| SURPLUS/DEFICIT | 59,968 |
| SURPLUS AND RESERVES TOTAL | <u>1,172,478</u> |

Clinical posts in Ireland 2019-2020

11 funded Posts. 7 posts are funded through NDTP and 4 funded through WHWU.

Additional funding was sourced through WHWU for this current year.

13 trainees in training (total.)

2 First Years

3 Second Years

4 Third Years

4 Fourth Years

Trainees in Research

One fourth year trainee commenced a Masters' on a half time basis in July 2020.

Trainees outside of Ireland

N/A

Recruitment and Selection

Applicants: 2

Shortlisted: 2

Interviewed: 2

Appointed: 2

HST Interviews

Interviews were held on the 11th of March 2020 via 'Zoom.' Dr O'Brien, Dr Whelan and Dr Hayes took part as panel members on the day. Two candidates were interviewed and one candidate was recruited. The second candidate was panelled. A second post became available shortly afterwards and a second candidate was recruited on a part-time basis.

Evaluations

Evaluations took place on the 3rd of June 2020. All assessments were held online through Zoom. Dr Hayes acted as Extern for all PYEs. A new process was developed in RCPI to streamline the assessments. EYEs and FYEs were approx. 15 mins and it was not compulsory for the trainer to attend. PYEs were slightly longer at approx. 30 mins. Zoom Tutorials were held on the 18th and 20th of May for trainees regarding this new process. The breakdown of evaluations are below:

6 EYA

5 PYA

1 International Fellow

Breakdown of CSCST

1 CSCST awarded in Sept 2019

International Fellowship Programme

One international trainee successfully graduated this scheme in 2020.

Training Site Inspections

RCPI are transitioning to a structured site accreditation model and away from hospital/site inspections. The first of these accreditation models will take place in early Spring 2021. During the pandemic all hospital and site inspections were switched to desk-based reviews and this process is now complete for all current sites.

Breakdown of Study Days

15 Oct 2019 - Dr Alan Bray: Tunnelling, diving and audiometry

27 Nov 2019 - Dr Hubert Lam: Epidemiology and basic statistics

5 Nov 2019 -Dr Barbara Wren: Organisational Psychology

21 Oct 2020 - Dr Lynda Sisson, Nollaig Carroll and Katerina Dempsey presented on the impact of COVID in the workplace.

December 2020 - Dr Alan Bray. TBC.

STC Meetings

There were two STC meetings held in the academic year:

27 May 2020

The HST Interviews that were held on 11 March 2020 via 'Zoom' were discussed. All panel members were thanked for taking part in the new process. Discussion ensued regarding the allocation of trainees to their new placements for the July changeover. Due to Covid, SpRs were seconded out of non-healthcare settings into acute settings. They were reallocated back to base sites on 8 June 2020 before changeover occurred. The MFOM written examination that took place on 25 August was discussed. Evaluations date was discussed as well as the new protocol. All assessments will be held online through Zoom.

14 Oct 2020

Recruitment and selection for 2021 was discussed in detail. There are 11 funded posts at present. 7 posts are funded through NDTP and 4 funded through WHWU. NDTP are provisionally tabling 4-6 trainees for intake for July 2021. Advised that there are 11 posts and 12 placements:

WHWU funded:

CUH

UHL

HSE Sligo

WHWU/Dr Steevens' (temporary change from Connolly.)

NDTP Funded:

Beaumont/TUH

CHI Dub

CHI Cork

MedMark

EHA

CIE

Civil Service

Training post inspection update was also given. The College are transitioning to a structured site accreditation model and away from hospital inspections. The first of these accreditation models will take place in early Spring 2021. SPR workshops, study days and the allocation of new trainers was also discussed.

Dr Sheelagh O'Brien
National Specialty Director

2020 Examinations Update

This has been a challenging year for all examining and training organisations due to the effects of Covid-19 and the Faculty has been no exception. 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. Until mid-March 2020 formal meetings were 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. We have yet to implement anti-plagiarism software and video recording of mock OSPEs.

The numbers initially enrolling for both the Licentiate and Membership exams were approximately equal to the previous year but some 20% of candidates deferred when written exams with remote invigilation replaced the conventional writtens.

Of a total of 39 submitting written portfolios for the LFOM 32 (82%) were successful and of 19 MFOM candidates 11 (58%) achieved the acquired standard. The written portfolio passes are still heavily centred on Irish candidates. Clearly the imposed isolation from Covid restrictions is going to make gaining experience in workplace assessments more difficult.

The written examination diet was held using remote invigilation of computer use by candidates in their homes through the Test Reach organisation. 18 (45%) of the 40 LFOM candidates passed the (Single Best Answer) SBA paper. 9 (53%) of the 17 candidates were successful in the MFOM SBA examination. Only 12 of the original 52 LFOM candidates who had enrolled for this exam deferred their sitting. Pleasingly the feedback was incredibly positive of those who sat the exam.

Training in 2019 of four extra examiners in the UAE and another four in Manila and at the Malaysian vivas for LFOM allowed us to be versatile enough to conduct all portfolio vivas remotely this year. Of the 31 remote vivas conducted for the LFOM all but four candidates achieved the pass mark of 60%.

As yet we have been unable to organise our usual eight station OSPEs in the Clinical Facilities Laboratory at Beaumont Hospital in Dublin. This year's exam diet is being deferred until June 2021 when in addition to the clinical stations there will be a collectively administered long critical appraisal paper and report writing case.

Regrettably the proposed first of four annual occupational medicine courses in the UAE has yet to occur.

A core group of occupational physicians with the Philippines were keen to explore the feasibility of running exams in Clarke in 2020. A decision will be made after enrolment for the 2021 vivas examinations as to how best we can meet their needs for higher (MFOM) exams.

It is hoped world health and Faculty resources will allow alternate venues for OSPEs in the Middle and Far East to reduce expense in the future. Examiner training in the coming year needs to concentrate on objective question setting and practical training in remote exam supervision. Minimal changes have been made to the wording of the exam regulations to enhance clarity in portfolio submissions and marking.

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 are due special recognition for their support and guidance.

Dr A J Bray
Chief Examiner

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, services and supports that we offer, to meet the need for skilled, competent and experienced doctors who match the needs of society, working in the specialties and geographic areas where they are most needed. Our goal is always to ensure consistency in the structure and standards of the products, services and supports that we deliver. This is underpinned by a quality assurance and quality improvement framework. The College and the PTE Function have been very responsive and innovative as we all have risen to the considerable challenges posed by the Covid-19 pandemic

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 RCPI Council, Executive, Boards and Committees of the six Faculties and Institutes.

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 the Faculty of Occupational Medicine and the other five Faculties and Institutes: Institute of Medicine, Faculty of Public Health Medicine, Institute of Obstetricians and Gynaecologists, Faculty of Paediatrics and the Faculty of Pathology.

The office supports approximately 1,400 trainees and 1,100 trainers in the administration of our 29 training programmes. In terms of Occupational Medicine that is our BST in General Internal Medicine or evidence of an equivalent qualification, such as completion of General Practice training with the Irish College of General Practitioners, moving on then to our four-year HST programme.

HST Completing Trainees

For the academic training year 2019-20, given that most of the training had been completed before Covid-19, we were confident that trainees receiving a CSCST in summer 2020 had met their curricular requirements.

Examinations Department

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

Apart from leading in the development of virtual platforms and classrooms for education and assessment, RCPI are the first training body in Ireland or the U.K. to introduce written examination by remote invigilation. Others are following our lead such as the Royal Colleges in the U.K. and have recently been engaging with us. We successfully ran two examinations this way in March 2020, including the LFOM for forty candidates. The postponed College Membership examinations from the end of March and in April 2020 recommenced from late June 2020. We published a full calendar in late May 2020 to show the written examination diets from summer 2020 through to the end of 2021. We will be offering the same number of examination diets as we would normally have and we will be prioritising our BST trainees while at the same time looking after all our international and other examination candidates.

Remote invigilation is where a candidate sits the same examination (structure, format and length) online, but in a quiet, secure place of the candidates choosing. Instead of travelling to an examination centre and sitting the computer-based examination with other candidates, a candidate does the same test as originally planned, but at their own computer – e.g. at home or at work. Candidates are supervised remotely by invigilators throughout the examination. It is used now in many high-stakes examinations throughout the world.

The MFOM written examination was successfully held in August 2020 having been postponed from earlier in the year due to the pandemic. All the Faculty's examinations have been supported and offered again as we do our best to support our candidates and examiners in a safe way.

Assessment and Programme Development

The Assessment and Programme Development department has responsibility for the educational development of the College's postgraduate training programmes and the College's membership examinations as well as supporting their delivery. The work of the department includes the design and development of an extensive range of postgraduate medical educational programmes for doctors in training and for fully qualified specialists; the development of specialist training curricula and assessment methods and the on-going evaluation of all programmes and curricula.

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 overall Hospital Accreditation. The first pilot for Hospital Accreditation was planned for Q3 2020 but with the pandemic hitting in spring 2020, this is now planned for Q2 2021.

In the meantime however, this department has been actively managing and reviewing quality in this area and working with individual sites. All site inspections from February 2020 were postponed due to the pandemic. We introduced in the spring of this year an interim process whereby all sites that are due/overdue an inspection were asked to complete documentation, including trainee feedback on the site. A list of sites has been prioritised for physical site inspection, if possible, towards the end of this year.

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

Health and Wellbeing Department

Our health and wellbeing service is key for our trainees and the College takes this area very seriously. This department has a Director and a Manager. Apart from supporting individual doctors, this office is very proactive with various initiatives and projects ongoing at any one time.

Colm Small, Head of Function

Postgraduate Training and Education, 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.

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 have 56 Trainees on this programme across all specialties.

We received one applicant this year for the International Clinical Fellowship in Occupational Medicine, they have been successfully interviewed and will be offered a position on the programme after achieving the LFOM examination.

The first graduate of the International Clinical Fellowship in Occupational Medicine, Dr Khuloud Al Hammadi, completed her training in July 2020 and has returned to the UAE to begin her clinical practice.



"I am privileged and honoured to be the first RCPI International Trainee from the Clinical Fellowship Programme in Occupational Medicine. I had the opportunity to be trained and taught by the experts in the field. I'm grateful for all the support that was provided to me and my family during the two years of training. I believe I have progressed tremendously, on both a professional and personal level and I am confident that I am able to bring the knowledge and the best occupational health practices that I have learned to my beloved country."



Dr Khuloud Al Hammadi, International Clinical Fellowship Graduate in Occupational Medicine.

International Residency Training Programme

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

Within the IRTP in Internal Medicine there are currently eight doctors in training in Ireland and eight doctors in Saudi Arabia working to meet the requirements to begin in post in Ireland. The new IRTP in Paediatrics was launched in early 2019 and we welcomed two Paediatrics trainees to Ireland in late 2019.

Recruitment for a July 2021 intake for both Paediatrics and Medicine is due to launch on 1st November 2020.

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 2020/2021.

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 completed their programme in 2020. There are 70 doctors from the CPSP and SMSB currently in training in various medical and surgical specialties.

Improving Training and Health Worldwide

RCPI continues to focus on our international business development strategy with focus on growing opportunities globally, with emphasis on our examinations, education and professional development products. One example of this is the collaborative partnership which is now in place with Dublin headquartered iheed Health Training Limited – a successful medical education technology organisation that partners with medical universities and postgraduate training bodies to reach doctors, nurses and other healthcare professionals all around the world. Our partnership with iheed combines their expertise in innovative online medical education programme design and delivery with RCPI's expertise and experience in specialist medical education and training. The first programme under this partnership is the Diploma in Paediatrics, a 22-week blended learning programme which has been very successful. Two intakes, in March and August 2020 have already occurred, with a third intake in November 2020 and excellent participant feedback has been received. The future plan is to continue with three intakes per calendar year, with 50 Irish and 100 international students per intake.

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.

In July 2020, 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 teaching hospitals and smaller health clinics.

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.

Additionally, Karl Bergin (Head of Clinical Engineering, Coombe Women's & Infants University Hospital) travelled to Lusaka in November 2019 to deliver a four-day Clinical engineering workshop to engineers from across Zambia. This training will allow engineers to more effectively repair and test equipment used throughout the health service. High-grade toolkits purchased by the EQUALS initiative were also distributed to in-need engineering departments.

John Magner

Head of International Affairs, RCPI

Professional Affairs, RCPI

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 seven departments – Education Development, Research, Quality Improvement, Specialty Quality Improvement, Traffic Medicine, 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
- Prof Richard Costello, Director of Research
- Dr Peter Lachman, Faculty Lead of QI
- Prof Conor O'Keane, Chair of SQI Steering Group
- Prof Des O'Neill, Director of Traffic Medicine
- Prof Hilary Hoey, Director of Professional Competence

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

Education Development

The purpose of the Education Development department is to develop educational programmes across the continuum of postgraduate medical education. RCPI strives to continuously ensure that a wide range of education and training activities are developed and delivered capturing the needs of the wider health system and not just specific clinical needs. We also ensure that our interventions incorporate the Medical Council Eight Domains of Good Professional Practice.

Our Education Development Department ensures that this is achieved through wide consultation with relevant stakeholders including clinicians, HSE senior management personnel, hospital CEOs and patient groups. Education Development's mission is to achieve and maintain academic excellence by researching, developing and providing medical education to national and international best practice standards. The Education Development team works in collaboration with RCPI education stakeholders to provide a full range of educational expertise, support and services in the provision of high-quality educational interventions.

Education development needs emerge from annual curricula reviews, NSDs, National Clinical Programmes and National Standards for Healthcare as well as high-profile patient safety reviews where national lessons are identified. In addition, we consult with working groups, hospitals and hospital groups, individuals and teams of clinicians attending our programmes as they constantly provide us with feedback of potential gaps in their skills set/knowledge.

Every learning intervention undergoes regular quality assurance whereby feedback forms are reviewed. As part of this quality assurance process, the Education Specialist works closely with the facilitators and subject matter experts to continually improve the quality of the course content and delivery methods.

Education Programme

The Education Development team has worked closely with the NSDs and other key stakeholders on a number of initiatives, including the redesign of the mandatory training programme face-to-face courses to a virtual/online format in response to COVID-19 restrictions and the development of a number of online courses.

PMEC

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 2019 and June 2020, we delivered educational training to approximately 6000 participants across 158 courses including mandatory training for BST and HST programmes, Masterclasses, online courses, Diplomas and Certificates, conferences and faculty events.

PMEC continues to support running the annual conferences for Faculty of Occupational Medicine. This year's annual conference held on 4th of Oct was well attended with 111 participants attending the event. The SMILEY lecture was delivered by Prof Tee Guidotti international consultant and physician-scientist with over 61 attendees.

Occupational Medicine and Public Health co- hosted and presented a webinar on June 25th entitled **SARS- CoV-2: Experiences and Perspectives** covering the following topics: contact tracing, protection of those in residential care facilities, the Occupational Health response to COVID-19, the Occupational Health experience of outbreaks in meat factories and the study to investigate COVID-19 infection in Ireland. A total of 277 registered for this webinar.

In addition to course offerings delivered by RCPI every year, there are several events that arise due to national or topical interest.

In November 2019, RCPI held a Green Health Symposium in partnership with APC Microbiome Ireland and the Irish Heart Foundation, which focused on the challenges and opportunities in health in Ireland in light of climate change and increasing environmental pressures.

In December 2019, RCPI held the Digital Health Conference to explore the potential for digital technology to transform healthcare. Topics included digital medicine's role in behaviour change, wearable sensor technologies and the potential role of artificial intelligence.

The Person-Centred Care conference was held in January 2019 and included the keynote speaker Dr Victor Montori, a Professor of Medicine and a diabetes doctor at the Mayo Clinic in the U.S.

Spotlight on our Covid 19 Webinar Series

RCPI's COVID 19 Webinar series was a direct response to the global pandemic. The webinars embraced new technology which allowed all TMF access to the series live or as a recorded event. Record numbers attended these events on a weekly basis, on average 400 per week and as many as 1200 for the most attended webinar. These weekly webinars provided expert updates from national and international subject matter experts on all areas relating to COVID 19 across all specialties.

To access the online COVID 19 series click on link below:

<https://courses.rcpi.ie/product?catalog=COVID-19-A-Clinical-Perspective-online-recording>

Masterclass Series

The Masterclass series planned for 2019-2020 covered a wide range of topics and continued through the COVID pandemic adopting the webinar format. The masterclass on intensive care and doctors as writer were cancelled due to Covid 19 pressures and restrictions.

- *Familial Hypercholesterolaemia and Other Inherited Dyslipidaemias*
- *Intensive Care part 1*
- *Story Slam*
- *Population Health*
- *Genomic Medicine*
- *Intensive Care part 2*
- *Doctors as Writers*

The masterclass series were very well attended this year with a total of 920 participants.

Dr Sinead Murphy Director of Education hosted the webinar on "Resilience skills for dealing with Covid-19 and beyond" this was to assist all frontline workers coping with stress and anxiety whilst in the working through the COVID- 19 crisis. This was very well attended with 186 people registering.

Launch of New Diplomas in 2019 -2020

The Diploma in Obstetrics and Women's Health is RCPI's first online diploma. It is aimed at doctors who want to provide the best possible care for women, from adolescence to old age.

Diploma in Medicine for the Older Person was launched 2019 and focused on how to diagnose, treat and manage a wide range of conditions and clinical presentations associated with older people. Modules cover mobility, cognition, falls and bone health, community care, neurological disorders, multi-morbidities and frailty, psychiatry in old age, and advances in gerontology (including legal aspects).

A broad range of other courses, including online courses which are applicable across all specialties including Occupational Medicine were made available to all TMFs in 2019-2020.

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, to provide direction and evaluate change in an evidence-based way. We strive to produce high quality research in the field of health services research, 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 2019/2020:

Hospital Doctors Retention and Motivation

The HDRM project is a HRB-funded research project led by Dr Niamh Humphries which focusses on the emigration, retention and motivation of hospital doctors in Ireland. HDRM recruited 2 new postdoctoral researchers, Dr John-Paul Byrne in 2019 and Dr Jennifer Creese in 2020. In late 2019 the HDRM team conducted a national survey of hospital doctors with responses from 1070 doctors. In response to COVID-19 and the impact it was having on Ireland's hospital doctors, the HDRM team conducted virtual interviews with 48 hospital doctors in July 2020. The team are in the process of analysing and writing up that data and hope to use it to inform policy and the ongoing response to COVID-19.

In terms of dissemination, a paper entitled 'Everything was just getting worse and worse': deteriorating job quality as a driver of doctor emigration from Ireland' was published in BMC Human Resources for Health was published in December 2019. Another publication from the survey focussed on work life balance has been accepted for publication in a special edition of the European Journal of Public Health. On the 27th February 2020, the HDRM project held the first in a series of policy dialogues. The policy dialogue was held in Number 6 and was launched by RCPI President, Professor Mary Horgan. Twenty key policy makers attended the event which involved a presentation of preliminary findings from the HDRM survey. The HDRM team developed two research briefs for this event, one focussed on workplace morale and the other on work life balance. Additionally, the team has been disseminating HDRM research findings via public and social media, national meetings and international conferences.

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 rotation trainees have completed over the past year. In 2018/19 we 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 Training Outcomes Research Project has been established to review the training pathways in Basic Specialist Training and Higher Specialist Training on an annual basis. The project conducts anonymous review of the application, interview and training (rotations, annual assessment, MRCPI for Basic Specialist Trainees, etc.) processes, as well as the progression of trainees into their next career stages. The data gathered will allow us to create an on-going evidence base for continuous quality improvement of the main areas of postgraduate medical training within RCPI. Data collection and analysis processes were established using retrospective data in 2019. Annual data collection has commenced in 2020 and we will report our findings in 2020/2021.

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 2019/20, we have compiled a comprehensive report 8 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 2020.

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 design interventions suitable for the Irish healthcare setting. The findings from the project were disseminated in September 2019 to the relevant stakeholders.

Research Collaborative in Quality and Patient Safety

The Research Collaborative in Quality and Patient Safety (RCQPS) is a unique collaboration between the Health Research Board, the Quality Improvement Division of the Health Service Executive and RCPI. Established in 2013, the collaborative identifies the most pressing issues affecting healthcare quality and patient safety in Ireland and allocates funding for research into these issues, knowing they can help drive improvements in quality and patient safety throughout the entire health system.

In 2019, under the theme of Quality Improvement, two projects led by Prof Kathleen Bennett and Prof George Shorten were awarded funding. In 2020, as a response to the global Covid pandemic, RCQPS launched a funding opportunity supporting the National research response to COVID-19. The COVID-19 crisis has meant health and social care systems have had to rapidly adapt and put new processes and procedures in place for patients and all health care related workers. There is a unique opportunity to learn from these adaptations and to improve the quality of approaches throughout and beyond this pandemic.

To date, €3.36 million has been awarded for RCQPS projects, with the results from the 2019 funding process expected to be published in September 2020.

RCPI Research Ethics Committee

The RCPI Research Ethics Committee reviewed 33 applications in 2019/2020.

Academic publications

- MacDonell R, Woods O, Prihodova L. Interventions at presentation and discharge for patients with acute exacerbation of chronic obstructive pulmonary disease to reduce unnecessary admissions and readmissions: A scoping review protocol. *Nurs Open*. 2019;7(2):669-673. Published 2019 Dec 3. doi:10.1002/nop2.423
- Humphries, N., McDermott, A.M., Conway, E. et al. 'Everything was just getting worse and worse': deteriorating job quality as a driver of doctor emigration from Ireland. *Hum Resour Health* 17, 97 (2019).
- Davies, C., Fattori, F., O'Donnell, D. et al. What are the mechanisms that support healthcare professionals to adopt assisted decision-making practice? A rapid realist review. *BMC Health Serv Res* 19, 960 (2019).
- Wiese A, Galvin E, Merrett C, et al. Doctors' attitudes to, beliefs about, and experiences of the regulation of professional competence: a scoping review protocol. *Syst Rev*. 2019;8(1):213

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 also provided a number of programmes and resources that trainees working across the system have engaged in, such as:

QI in Action

This programme ran through 2019-20 with two cohorts and almost 50 attendees from hospitals and clinical services all over Ireland. We have had extensive number of SpRs attend the QI in Action course which is designed for participants to gain the skills and experience of delivering a QI project in their workplace.

QI Scholar in Residence Programme

The Quality Improvement Scholarship in Residence Programme for fourth- and fifth-year Specialist Registrars and senior GP trainees who are interested in Quality Improvement ran for the fourth time. The one-academic year programme was developed by RCPI and the International Society for Quality in Health Care (ISQua), 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. We had 5 SpRs successfully complete this programme in 2019/2020.

Covid-19 Quality and Safety video series

Presented by quality improvement experts who work closely with RCPI, a series of bespoke videos were created and made available open-access to provide support for maintaining quality and safety during the Covid-19 pandemic. The videos were designed to help those working on the frontline and anyone in healthcare with a suite of resources and practical tools for dealing with quality and safety in a crisis/pandemic.

SAFE Collaborative

This year we delivered the second Irish Situation Awareness for Everyone (SAFE) Collaborative, with 10 teams from frontline paediatric or neonatal hospital settings. Building on recommendations from Irish National Clinical Guidelines, this six-month collaborative programme supports participating teams through the process of implementing the Situation Awareness for Everyone (SAFE) improvement bundle developed by the Royal College of Paediatrics and Child Health, UK. This bundle supports the enhancement of a safety culture through interventions such as a Paediatric Early Warning System (PEWS), effective communication, and the huddle, as developed by Cincinnati Children's Hospital.

Fundamentals of QI

This one-hour online module serves as a valuable introduction to quality improvement in healthcare and will individual participants to understand their role in Quality Improvement and develop their potential to improve care. This module may be accessed by anyone interested in learning about QI and has become part of the required preparation for diploma and collaborative programmes.

National Specialty Quality Improvement Programmes

The National Specialty Quality Improvement Programmes specialise in gathering quality improvement (QI) data in three diagnostic specialties: Histopathology, Gastrointestinal Endoscopy and Radiology. The goal of these programmes, which are funded by the HSE National Quality Improvement Team, is to optimise patient care through facilitating and supporting the use of evidence-based quality improvement in diagnosis and reporting. The data gathered via these Programmes is also reported on locally and is aggregated in annual National Data Reports, which can be used to drive quality improvement in hospitals.

Ireland is currently the only country in the world running national programmes such as these across public and private hospitals. Such is the success of these programmes, the guidelines and data policies they produce are attracting international interest. The programmes are also 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) which focuses on sharing learnings, collaboration on projects and promotion of clinical audit as a vital component of quality improvement across healthcare systems.

National Office for Traffic Medicine

The National Office for Traffic Medicine (NOTM) was established by the Road Safety Authority (RSA) and 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), that encompass EU and local laws, that 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.

Medical Fitness to Drive Guidelines

A new edition of the Sláinte agus Tiomáint Medical Fitness to Drive Guidelines (9th Ed.) was produced in 2020. In parallel, work was completed on three new patient/driver information leaflets addressing Stroke, Vision and Pregnancy. All four documents were launched at a virtual meeting on 28 July which was attended by over 80 medical and road safety stakeholders.

Education

Both NOTM education courses (Certificate in Traffic Medicine and Certificate in Road Safety, Mobility and Health) were delivered successfully this year. We welcomed a cohort of medical staff from the Defence forces on our Traffic Medicine course for the first time. Separately, we delivered the Traffic Medicine course to medical staff in the UK DVLA in Swansea. A full review and revision of these courses is underway currently with a view to having them accredited on the national QQI framework.

The Clinical Update in Traffic Medicine and the Traffic Medicine Research Seminar, both of which were due to take place this Spring were held via Webinar in the Autumn. Online delivery opened these events up to an international audience including medical students and physicians and road safety stakeholder groups in the UK, Europe and Canada. In collaboration with the President of the District Court, we continue to provide information about medical fitness to drive to District Court Judges at CPD events and also as part of the initiation process for new judges. We also present on fitness to drive at Garda Forensic Collision Investigators and RSA Staff training events.

The Working Group continues to provide educational opportunities for undergraduate and postgraduate medical students including our Mary Ward Essay competition and the annual NOTM/TCD Traffic Medicine research project.

Research

The Office continues to administer the RSA Bursary in Traffic Medicine. The start of this project has been delayed due to Covid but we are working currently to facilitate a 1 January 2021 start date for this project. NOTM staff conducted a systematic review of Alcohol and Crash Risk as part of a broader collaboration with Monash University Accident Research Centre in Melbourne. This project is being finalised currently. We also produced six articles that were published in peer-reviewed journals on topics including; COVID-19, vision and driving; psychotropic drugs, mental health and driving; perceptions and attitudes towards driving risk related to medical fitness to drive; driving as a travel option for older adults; transportation equity, health and aging; crash risk after stroke or TIA.

Outreach

We continue to strengthen our collaboration with the RSA to bring information about medical fitness to drive to the widest possible audience. Through our desk within the RSA's interactive village at the Tullamore Show and National Ploughing Championships and over 50's shows, we were accessible over 350,000 people up to the time that COVID restrictions came into force. Our involvement with European Traffic Police Network (TISPOL) continued through participation in Project EDWARD (European Day Without A Road Death), which took place in Dublin on 26 September 2019.

The NOTM, on behalf of the RSA, is collaborating with the Irish on-road driving assessors (ORDA) stakeholder group with the aim of agreeing a voluntary code of practice for this vital service and identifying education and training needs for these practitioners.

In summary, the Working Group has been active in delivering all the aspects of the Traffic Medicine programme including teaming up with international networks to develop evidence and best practice, promoting research in Ireland, developing guidelines and patients' advisory leaflets, and responding to developing needs including adapting our activities and providing relevant supports in the context of the COVID-19 pandemic.

Professional Competence

The purpose of the 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 Clinical Lead for CPD Event Approval. We work closely with the Deans and Chairs of RCPI's Training Bodies, the Medical Council and international CPD Organisations in continuously improving the standards of our services. We also work closely with the RCPI Education and Quality Committee and CPD Organisers in the delivery of our services.

Summary of Key Activities in 2019 – 2020

Annual Verification Process

The Annual Verification Process was undertaken for the 2018/19 PCS year between September 2019 and March 2020. A random selection of 2% of all Scheme participants plus a further 2% of those who had not met requirements for 2018/19, were chosen from each of RCPI's 11 Schemes which equated to an overall total of 164 participants for review. In addition, 30 doctors who failed to complete their corrective actions in previous years were automatically included in the Verification Process, resulting in a total of 188 doctors to be reviewed. 2 doctors from the Faculty of Occupational Medicine General Division Scheme and 4 from the Specialist Division scheme were selected and included in the process. Detailed administrator reviews were conducted online with a view to preparing constructive advice for the relevant doctors. Pressures of the COVID-19 pandemic made it difficult for a few Clinician Reviewers to complete their reviews, so the Verification Process was deferred until August 2020. Once all the reviews have been completed, results will be circulated and verified doctors will have the annotation added to their next Annual Statement.

CPD Credit for Completing a Personal Development Plan (PDP)

Research in RCPI has shown that doctors who submit a PDP have significantly higher rates of fulfilling their PCS requirement than those who do not. The submission of an early PDP (by the end of September 2019) was incentivised by allowing doctors to claim 5 CPD credits in the Internal CPD category. This incentive also supports doctors who are not engaged in hospital practice and may find it difficult to achieve the minimum CPD requirement in the Internal category due to less access to multidisciplinary meetings. We will continue to analyse the outcome of this incentivisation.

Annual Statement of Participation

In May 2020 Annual Statements of Participation were generated and made available to download from the new Professional Competence ePortfolio system. The Statements issued enumerated the annual total of credits claimed for the last five years of professional competence. Doctors who reported a leave from practice (certified illness/maternity/parental/adoptive/carers leave) of 3 months or more, had an annotation on their Statement to highlight that a period of leave had been reported to their Training Body.

As instructed by the Medical Council, an additional annotation was added to all Statements issued to indicate that due to COVID-19, there were extenuating circumstances which prevented doctors from engaging in and recording the required CPD and Audit activities for the 2019/20 Scheme year.

Provision of Professional Development Activities

The Faculty of Paediatrics, 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 532 hours of educational activities was provided by the Faculty and RCPI's Education Development Department between 1 May 2019 and 30 April 2020.

CPD Research Studies

We conduct year on year research regarding CPD and PCS outcomes in order to identify areas of good practice, barriers preventing it and the support which would help doctors fulfil their PCS requirements. It also provides us with a greater understanding of the educational needs of our participants. In addition, we conducted two recent research projects including a survey of all RCPI participants in 2018 in order to obtain feedback on their PCS experience including their attitudes, perceived benefits, barriers to participating in the legally required Continuing Professional Development Schemes along with their recommendations to improve the process. We also conducted anonymised in-depth telephone interviews with a representative sample of doctors who had not met their PCS requirements.

All RCPI PCS participants (4350) were invited to complete a 25- item, anonymous online questionnaire. This was followed by a qualitative study in 2019 using in-depth telephone interviews with a representative sample of 24 doctors who had not met their PCS requirements. We commissioned Amárach, an independent leading Market Research company to conduct the telephone interviews, in order to ensure anonymity of the interviews which were not recorded. All RCPI PCS participants (4350) were invited to participate in the 2018 survey and complete the 25-item, anonymous online questionnaire. The questionnaire contained both open-ended and scale questions relating to attitudes and barriers to PCS engagement along with participants' recommendations to improve engagement and future learning needs they would like RCPI provide. A representative sample of 1408 participants completed the questionnaire: 54% male, age range 25 - 91yrs (5% ≥ 65yrs) and 24 doctors participated in the individual telephone interviews. Hospital consultants represented 46% (546) while 26% (369) were junior hospital doctors not in training programmes and 5% (78) locums.

The results of these studies showed that participant perceptions regarding CPD were generally very positive with only 7% reporting it as a bad idea; 81% perceived CPD helps improve practice and patient care; 81% patient safety; 71% their teaching and 61% perceived it improves their personal and professional wellbeing. Preferred CPD activities included attending conferences (71%) and online courses (57%); and short duration of 1hr – ½ day (55%), 1-3 days (37%) and 6 months + (8%). Educational topics suggested by participants include topics relating to patient care and safety, clinical skills, communication, management and research. The studies provide important feedback with greater understanding of participant experience in engaging with PCS, their needs and it is of great help in developing future PCS policy.

The positive results contrast to the more negative findings in a recent US national survey by David Cook relating to physician attitudes about Maintenance of Certification (MOC) requirements. (Physician Attitudes About Maintenance of Certification: A Cross-Specialty National Survey. Cook DA et al. Mayo Clin Proc. 2016 Oct;91(10):1336-1345). In the US survey only 21% perceived the MOC required activities improve patient safety, only 24% indicated MOC activities are relevant to the patients they see and only 15% perceived that the learning activities are worth the time and effort. It is likely that the more positive perceptions by RCPI participants reflect the self-directed approach to CPD requirements in Ireland which enables doctors participate in learning activities relevant to their learning needs and individual scope of practice in contrast to the mandatory approach in the US.

Major barriers to CPD compliance in our studies included time and finances to engage in CPD activities particularly amongst junior hospital doctors not in training programmes and working in rural hospitals. These results have been discussed at the Education and Quality Committee.

Recent CPD innovations include the new ePortfolio system which was introduced in June 2019 and facilitates mobile access and simplifies recording of learning activities along with more effective administration and management of the Professional Competence Schemes. In addition, automated CPD credits are now being provided to doctors participating in RCPI learning activities. The new e-portfolio is currently being reviewed by Training Body representatives. The recent expansion of webinars and learning activities provided by RCPI and the Faculty of Paediatrics have been welcomed and very positively rated by PCS participants.

Recent Dissemination of Research

Conference Presentations

Europaediatrics EPA UNEPSA 2019: 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”*

UEMS Seville 2020

Oral Communication “CPD Improves Patient Care, Patient Outcomes and Physician Wellbeing. Investment in CPD is an Imperative!” deferred to 2021 due to COVID-19

European Paediatric Association UNEPSA 2021 Croatia: Invited speaker

‘CPD- The Key to Success’

Publications

1. *“Attitudes, Perceived Benefits and Barriers to Engagement with Professional Competence Schemes for Doctors in Ireland: Key Findings from A National Survey”* JCEHP accepted for publication.
2. *“Perceived Barriers to Doctors’ Engagement with a Formal System of CPD in Ireland: A Qualitative Study”* [In preparation]
3. *Doctors’ attitudes to, beliefs about, and experiences of the regulation of professional competence: a scoping review protocol.* *D.Syst Rev.* 2019 Aug 22;8(1):213. doi: 10.1186/s13643-019-1132-3.

Internal Reports

- § PCS Eight Year Report (2011-2019)
- § PCS Survey Report- Attitudes, Benefits and Barriers to Engagement with Professional Competence Schemes
- § Understanding Doctor’s Behaviours and attitude towards RCPI Professional Competence Schemes. A qualitative study from a representative cohort of doctors who did not meet the Professional Competence Schemes requirements.

Medical Council

PCS and COVID-19

In response to COVID-19, the Medical Council confirmed that they would not monitor compliance with maintenance of professional competence for the 2019/20 Scheme year. This meant that doctors were not required to make a declaration about their maintenance of professional competence when retaining their registration with the Medical Council in 2020. Postgraduate Training Bodies are also not required to verify or audit doctors’ professional competence records for the 2019 – 2020 Scheme year.

The Medical Council also confirmed that for the 2020/21 Scheme year, the following will apply:

- The annual Clinical/Practice Audit requirement has been removed
- Doctors are only required to record 25 CPD credits instead of the usual 50 credits. The other 25 credits will be considered as met arising from increased learning by doctors during COVID-19

- Of the 25 credits that must be recorded, doctors are permitted to record these credits in any CPD category and CPD requirements for each category will not apply

Annual Reporting

Two Qualitative Reports outlining the activity and governance from the 2019/20 year for the Faculty's Specialist and General Division Schemes were submitted to the Medical Council at the end of June 2020. 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 19/20 Action Plan for RCPI's eleven Schemes was also submitted at the end of June 2020.

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 2019 to 30 September 2020:

| Type | Applications Approved | Credits Allowed |
|--------------|-----------------------|-----------------|
| RCPI | 101 | 691 |
| Non RCPI | 304 | 1302 |
| TOTAL | 405 | 1993 |

The Professional Competence Department welcomes feedback from all our PCS participants in order to identify areas of good practice, barriers preventing it and recommendations to improve the process. We are happy to help with any queries relating to CPD.

Dr Ann O'Shaughnessy
Head of Professional Affairs, RCPI



2019 James Smiley Lecture at RCPI: SpR attendees with Dean Dr Lynda Sisson

RCPI ADMINISTRATION

RCPI key personnel who conducted work on behalf of the Faculty of Occupational Medicine during 2019-20:

| | | |
|--|---|---|
| Faculty | Rita Dolan | 01 8639 738 fom@rcpi.ie ritadolan@rcpi.ie |
| Training | Claire Doyle (HST) | 01 8639 712 hst@rcpi.ie clairedoyle@rcpi.ie |
| Examinations | Iain Martel | 01 8639 706 examinations@rcpi.ie iainmartel@rcpi.ie |
| Professional Competence | Deirdre Donegan | 01 8639 739 professionalcompetence@rcpi.ie deirdredonegan@rcpi.ie |
| Specialist Division of the Register and Accreditation | Siobhán Kearns Georgina Farr | 01 8639 720 siobhankearns@rcpi.ie |
| Conferences and Events | Shane Walshe Kerry McArdle | 01 8639 794 conferences@rcpi.ie |
| Postgraduate Training & Education RCPI | Maria Golden Ciara Buckley (until Apr 2020) Leah O'Toole (until May 2020) Colm Small | 01 8639 700 |

Notes



**FACULTY OF
OCCUPATIONAL
MEDICINE**

ROYAL COLLEGE OF
PHYSICIANS OF IRELAND

Faculty of Occupational Medicine

Royal College of Physicians of Ireland
Frederick House, 19 South Frederick Street, Dublin 2,
Ireland

RCPI Registered Charity No: 20002718

Email: FOM@rcpi.ie

Telephone: +353-1-8639 700

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