

The thirty-seventh Annual General Meeting  
of the  
Faculty of Occupational Medicine  
was held in the Pioneer Theatre  
at  
Manchester Conference Centre  
Sackville Street, Manchester, M1 3BB  
on  
Wednesday 8 July 2015 at 8 30 am

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## **1 INTRODUCTION**

- 1.1 The President of the Faculty, Dr Richard Heron, welcomed everyone to the 37<sup>th</sup> Annual General Meeting (AGM) of the Faculty and declared the meeting open.

## **2 MINUTES**

In response to a request from Dr Heron, it was proposed that the minutes of the Annual General Meeting held on Wednesday 28 May 2014, as circulated and posted on the Faculty website, be confirmed as a true record of the proceedings. This was carried unanimously and the minutes were signed by the President.

## **3 ANNUAL REPORT**

- 3.1 The President presented the 2014 Annual Report. This had been made available to the membership on the website, with printed copies being provided to attendees. From the report, which gave a comprehensive account of the activities during the year, Dr Heron drew attention to the following four areas: organisational, influencing, education and the evidence base.
- 3.2 Organisational: the year commenced with the vote for the single organisation. Although the majority of SOM and FOM members voted to pass the resolution, there were slightly insufficient 'yes' votes for the required two-thirds majority needed by the Society's constitution for a single organisation to go forward. Nevertheless, 60% of members voted which is high compared with many elections and votes, which generally achieve around 20% - 30% 'turn-out'. Thus there is a sense of the majority's desire for a future direction. The intention moving forward is to work closely with SOM, and the first single AGM today is a culmination of this endeavour. Joint trustee meetings are planned for later in the year, and forming a join education committee is currently being considered.

In addition, there has been a significant turnover in FOM staff. The President welcome the new CEO, Judith Willetts, who is our new CE, and thanked outgoing CEO, Nicky Coates, for her contribution.

The President reported on the significant progress made in our ability to influence. High level meetings with ministers have taken place, particularly with DWP over the past year. The President and Alastair Leckie worked together on a report on 'how to increase capacity in occupational health.' Several meetings were held with Simon Stevens, the CE of NHS England, who specifically requested the support of FOM in strengthening occupational medicine and health within the NHS. Meetings were also held with the Department of Health (every 6-8 weeks) and with HEE and the GMC.

SEQOHS accreditation moves from strength to strength, with 171 organisations now SEQOHS accredited. This means that 25% of the working age population that they serve are under a SEQOHS

umbrella. The SEQOHS standards were jointly reissued halfway through the year with RCP, and an outcome measure of successful interventions will be about setting return to work or employability; this is supposed by RCP and their president Jane Dacre, AoMRC and Sally Davis on the CMO report. So, further progress should ensue in this regard.

- 3.4 Education: 320 doctors will revalidate through the Faculty, with 220 having successfully revalidated to date. Over 200 doctors have attended specialist training.

The Faculty has sought and received endorsement by HEE for increased numbers of training posts, the requirement being stated by HEE as 45. There has been a record number of applications for the current training posts and a process is in place with the national school to ensure those who apply are suitable applicants and that was in the upper 20's; all 12 posts were filled, so this is a large turn around in terms of what is happening with trainees.

A very successful meeting took place at UCL in May, organised in conjunction with those responsible for training in undergraduate medicine. This included inputs from a range of speakers regarding how visibility at an undergraduate level can be improved upon.

- 3.5 The President reported on the importance of strengthening the evidence base, reporting on a recent research strategy meeting in June which had begun to engage effectively with the academic forum, headed by Julia Smedley and Neil Budworth. This included identifying funding sources, developing plans, and really working with existing academic leaders to take that forward; this appears to be turning around what has been a drop in trainee number across the past 7 years.
- 3.6 The President was saddened to report that there had been some deaths of Fellows and Members during the year including: James Stewart Gardener, James George Elder-Smith, Viola Adangio, Michael Hatfield, John Frances Gerald-McClure, Michael Alfred Healey-Webb, and associate Ian Innis McCauley.
- 3.7 The President thanked the outgoing Board members, Jim Ford, Imran Ghafur, Ioana Kennedy, Michael Lambert and Rae Chang.

#### **4 ACCOUNTS**

- 4.1 The President invited the Treasurer, Dr Mark Groom, to present the accounts for the year ended 31 December 2014.
- 4.2 The Treasurer introduced the new Head of Finance, Andy Harrison. He reminded the meeting that the auditors are Crow Clark White Hill. The Treasurer drew attention to the financial report and accounting information in the annual report. He noted that there were no surprises in the accounts, that the auditors were satisfied and that the budget had exceeded expectation, resulting in a small operational surplus and a general increase in funds. Income from all streams was slightly more than expected, but particularly from qualifications and training revalidation in SEQOHS. Expenditure was as high as predicted.
- 4.3 Turning to reserves, FOM had an enduring policy that 50% of band expenditure should be in reserve, of which 49% was managed last year and seemingly again this year also. There is a healthy amount in designating funds, which is ideally for accommodation, and it is worth noting that there is active engagement with property agents and discussing mortgage terms with lenders. Whilst the lease has been extended on the current property until next August to avoid eviction, it is the Faculty's intention to have identified somewhere by the first few months of 2016 so that the break clause can be exercised to enable the move August 2016.

- 4.4 Moving onto single organisation costs, they are present in the report for the direct cost of £23,000 which is within the budget agreed by the board, and this comes down to consultancy legal meetings and vote administration. It was inevitable there would be some legal/governance payments to be made, and FOM have to go through due diligence for the auditors to have a look at both sets of reports and accounts to legally review how the single organisations intend to move forward. It was deemed necessary to have a robust project management for this as most executive committee members are full time holding critical position, and felt that proper management was of the essence. The remainder boils down to normal business and communication surveys that reveal feedback showing money was well spent. These were the areas where expenditure was incurred that were agreed by the board and of course jointly by SOM also.
- 4.5 There have been significant changes in the strategy relating to investments. With the new head of finance, FOM are looking to do things slightly differently and will do an investment review in all ways at a later point in 2015.
- 4.6 FOM predicts a slight deficit for the budget this year, but that's not assuming the use of any restricted or designated funds; they weren't used in 2014 and they aren't required for 2015 either.
- 4.7 A newly recruited professional standards co-ordinator is important as it increases expertise and capacity and this is concordant within the longer term strategy to delivery more trainees and examinations. The new CEO and Head of Finance have ideas for a new approach, which Dr Heron clarifies is how the Faculty should be proceeding from here on in, as ultimately the goal is a smoother financial management in accordance with best practice; investing to ensure the sustainability in the Faculty and the specialty is where the actual planning is headed over the next year.
- 4.8 As Dr Heron mentioned at last years AGM, FOM are cognisant of the fact that, as a small Faculty, membership fees tend to be on a higher level, so are in turn very grateful to have received almost 100% dues. Having said this, membership fees have been kept at 0% and 1% for the last two years, and the goal is to keep them as low as possible within good financial management; however they are likely to go up at some point.

## **5 CERTIFICATES**

The Registrar, Dr Julia Smedley, introduced the various certificates to be awarded.

### **5.1 Honorary Fellows**

Dr Smedley reminded the meeting that the Faculty could bestow Honorary Fellowship on persons of eminence who had rendered exceptional services through research, teaching or professional endeavours to the science or practice of occupational medicine. For 2015, the Board had agreed to make four awards of Honorary Fellowship. Dr Smedley read citations for:

Christina Butterworth

Perluigi Cocco

Max Henderson

who were presented with their Honorary Fellowship certificates by the President

and for

John Foulkes (in absentia).

Dr Smedley congratulated the new Honorary Fellows and said that the Faculty hoped that these awards would be mutually beneficial and that the work of the Faculty could be furthered through enhanced links and collaboration with its Honorary Fellows.

## 5.2 **Fellows**

The Registrar reminded the meeting that Fellows were elected by the Board, on the recommendation of the Fellowship Committee. Fellowship was bestowed on Members of the Faculty who were considered to have made a significant contribution either to the practice of occupational medicine or to the work of the Faculty, and whose contribution was wide in scope or far-reaching in impact. The award of Fellowship was only considered to those still making an active contribution to the practice or promotion of occupational medicine. Fellowship was an important recognition of the contribution an individual had made in their work, to the specialty, and to the Faculty, and brought with it the responsibility of being seen to continue to help raise the standards of practice of occupational medicine and participate in the life and work of the Faculty. Fellowship certificates were presented by the President to:

Laurence Kwasi Addeiasil Khudher Boakye  
Martin Paul Cosgrove  
Omer Mohamed El-Nagieb  
Hampapur Sunderaj Giridhar  
Geraldine Ann Martell  
Philip William John McIlroy  
Shriti Mansukh Pattani  
Paul Anthony Williams

and *in absentia*

Paul David Baker  
Michael James Harrigan  
Ali Asad Hashtroudi  
Massoud Mansouri

Dr Smedley congratulated the newly elected Fellows.

## 5.3 **Members**

The Registrar said that the Board admitted to Membership those who had successfully completed their specialist training, an important milestone in their career. By its nature, Membership was awarded throughout the year, at the point of completion of training. The full list of those who had been awarded Membership during 2014 would be published at Annex 3 to the full version of the annual report. The Faculty was delighted that the following were able to be present to receive their Membership certificates, some of whom had completed their training during 2015. Membership certificates were presented by the President to:

Lisa Ann Curran  
Fiona Byronny Hancock  
Ian Alexander Mollan  
Jonathan Peters  
Rachel Jane Sharp  
Marcus Gar Ping Wong

## 6 PRIZES

The Registrar announced the prizes to be awarded.

### 6.1 Peter Taylor Award

The Peter Taylor Award (a silver medal) had been established jointly with the Society of Occupational Medicine in memory of the late Peter Taylor, a former Dean of the Faculty and President of the Society, to be awarded to the trainee who had submitted the best dissertation towards Membership of the Faculty during the calendar year preceding the Annual General Meeting, the assessment criteria being scientific rigour, contribution to occupational medicine practice and the amount of help received by the candidate. For 2014 the Peter Taylor medal had been awarded to Dr Ian Mollan for his dissertation on "Asthma in Royal Air Force personnel: cross-sectional survey and matched case-control analysis of severity, control and previous impact on service career. Dr Mollan would be giving a presentation on his dissertation in the session immediately following the AGM.

### 6.2 William Taylor Prize

The William Taylor Memorial Prize (a Montblanc pen) for 2014, for the candidate who attained the highest overall mark in the Part 2 examination for Membership of the Faculty, was presented to Dr Fiona Hancock.

### 6.3 Diploma in Occupational Medicine Prizes

The Diploma in Occupational Medicine Prizes (Amazon tokens) for 2014, awarded to the three candidates who, in the Diploma in Occupational Medicine examination, passed both sections on their first attempt and attained the highest marks overall, were awarded to Drs Carol Burton, Sally Harris and Zain Bamber, *in absentia*.

## 7 FELLOWSHIPS

**7.1 Mobbs Corporate Health Fellowships.** The Registrar announced the winners of the Mobbs Travelling Fellowships for 2015. These Fellowships had been established in 2003, as part of the Faculty's Silver Jubilee celebrations through the generosity of Sir Nigel Mobbs and Corporate Health Ltd. They provided an excellent opportunity for individuals to travel to a centre of excellence to study a particular aspect of occupational medicine or to travel to a scientific meeting for which they had had a paper or poster accepted, but which they would otherwise not be able to attend. In 2015, four Fellowships had been awarded to:

Dr Clare Fernandes: to undertake the approved course at the Royal Society of Public Health to prepare candidates for the Diploma in Occupational Medicine

Dr Abeyna Jones: for an educational opportunity in Los Angeles, to enhance her exposure and knowledge of the effectiveness of innovative health promotion programmes in a corporate setting (Motion Picture Television Fund Health Campus, Society of Physician Entrepreneurs, LA Chapter & UCLA Longevity Centre), whilst enable her to exchange information and ideas with colleagues overseas

Dr Minha Rajput-Ray: to facilitate attendance at the International Congress on Occupational Health, Seoul, Korea to present a paper on Assessing Health Care Workers Hydration at Work

Dr Jacques Tamin: to facilitate attendance at the International Congress on Occupational Health, Seoul, Korea to present a paper on Occupational Health Communications: Confidentiality, consent and confusion.

- 7.2 **Mobbs Corporate Health Student Elective Fellowships.** Dr Smedley said that, with a view to promoting an awareness of occupational health and stimulating interest in occupational medicine as a career, the Faculty Board had extended the Fellowships to undergraduates. Since the AGM in 2014, Mobbs Corporate Health Student Elective Fellowships had been awarded to:

Hashim Ahmed (University of Southampton): to gain experience of an occupational health department at Nottingham University Hospitals NHS Trust

Rupert Phillips (Brighton & Sussex Medical School): to observe how the occupational health department at the University of Medical Sciences in Santiago de Cuba is organised and what input it has in medical training in Cuba and how this compares with occupational health in the UK

Priyanka Singh (King's College London School of Medicine): to compare levels of burnout among doctors working in a birth centre in the UK (St Thomas' Hospital) and a birth centre in Thailand (Chulalongkorn University, Bangkok)

Claire Walklett (University of Leeds): to gain exposure to diving disease research, the effects of hyperbaric medicine on the body and gain further understanding of the treatments available for diving related illnesses at the Diving Diseases Research Centre, Plymouth

James Womersley (Peninsula Medical School): to spend time with the International Porter Protection Group rescue post in Machermo, Nepal, and by volunteering to improve the working conditions for Nepalese porters to gain valuable experience in occupational health.

- 7.3 **ExxonMobil Student Elective Fellowship.** This year, through the generosity of ExxonMobil, the Faculty was again able to offer an additional elective to a medical student with an interest in occupational medicine. This year the award had been made to:

Nisha Tailor (University of Birmingham): for an elective at OH Assist in Glasgow, focussing on the management of low back pain

Again, although there are no presentations to be made I am sure you would all like to congratulate the recipients of these awards.

## 8 **APPOINTMENT OF OFFICERS AND BOARD MEMBERS**

The Registrar announced the appointment of Board members and Officers.

- 8.1 **Universally elected Board members (3 vacancies):** following the call for nominations in March 2014, eight nominations had been received for the three vacancies. As a result of the subsequent ballot Drs Ian Torrance, Charlie Vivian and Nigel Wilson were elected for the three-year term to the Annual General Meeting in 2018.
- 8.2 **Constituency elected Board members:** Dr Mark Hilditch had been re-nominated unopposed as the elected representative of Scotland for a second three year term to the Annual General Meeting in 2018.
- 8.3 **Treasurer and Director of Quality Improvement:** the Board had agreed to extend the term of office of Drs Mark Groom and Simon Sheard as Treasurer and Director of Quality Improvement respectively, for a second three year term until the Annual General Meeting in 2018.

9      **CLOSE OF PROCEEDINGS**

9.1      The proceedings of the 37th Annual General Meeting were then closed formally by Dr Richard Heron.

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Confirmed by:

President: \_\_\_\_\_ on date: \_\_\_\_\_

DRAFT & UNAPPROVED