

FRIDAY 11 DECEMBER 2015

Welcome to the FOM Newsletter.

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Faculty invited by England's CMO to write guidelines on menopause

The Faculty hit the headlines this Sunday when Chief Medical Officer Professor Dame Sally Davies called upon it to write guidelines on offering workplace support to women suffering from the symptoms of menopause. The story was featured in The Independent and The Telegraph, and shows the continued growth of occupational medicine's profile in the public sphere.

The menopause remains a "great taboo" within the workplace, with many of the women going through it forced to 'suffer in silence' and keep their symptoms to themselves. These can include difficulty sleeping and problems with memory and concentration, and Davies rightly points to increased communication as a means of avoiding unnecessary sick leave.

"The menopause is a natural part of life, but it can feel like a great taboo. It is inexcusable that women who are experiencing symptoms should feel unable to discuss how they are feeling at work," says Davies, who has called for the Faculty to write guidelines to educate managers and employers.

Increased understanding of and communication about the menopause will allow for workplaces to make the necessary changes to employees' working arrangements. This might include more flexible hours or environmental alterations to more keenly adapt a role around the symptoms.

Prof Dame Davies continues: "I want to encourage managers to ensure working women feel as comfortable discussing menopausal symptoms as they would any other issues affecting them in the workplace. This will help to ensure that the talent and potential of all women can be realised to the full."

Both articles are available in full on the websites of [The Independent](#) and [The Times](#).

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Letter from President Richard Heron to the Editor of 'Occupational Health'

Anne Raynal's 'Occupational medicine is in demise', discussed here last month, rekindled interest in a slightly older journal editorial by Alastair Leckie. In '[Wither or whither now training in occupational medicine?](#)' Leckie, like Raynal, shared his worries over the future of the specialty. The piece is heartfelt and personal, as he discusses his take on occupational medicine's past, present and future, and how he envisages we secure the specialty's growth.

This week Faculty President Richard Heron had his [response letter](#) included in the same publication, The Society's 'Occupational Medicine' journal. The piece covers many of Raynal and Leckie's concerns, and highlights where the Faculty is making strides in improving the fortunes of the specialty. It also discusses recent developments in recruitment, training and national awareness, and paints a picture of an occupational medicine evolving to meet the demands of the modern workplace.

Both articles are fascinating reads, and I'd recommend you take a look over both.

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'Risky Business' Winter Conference

The hectic nature of December can often leave us feeling like chestnuts roasting on an open fire long before we're anywhere near Christmas Day. Frantically buying presents, finalising plans, changing those plans at the last minute and tying up all the loose ends from the previous 12 months can, and normally does, take its toll. So why not treat yourself to a break this Tuesday and come along to the Faculty's winter conference? There's still time to buy your tickets—and I'll guarantee, like David Bowie chancing upon Bing Crosby's inviting drawing room, you'll be glad you popped by if you join us at the Wellcome Collection in London on Tuesday 15 December from 8:45 to 4:30.

More information and tickets can be found on the [Faculty website](#).

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Regional and Deputy Regional Specialty Advisor Vacancies

As promised last issue, we're ready to put the call out for new Regional and Deputy Regional Specialty Advisors! These positions are vitally important to the specialty, as they perform both ambassadorial and clerical duties. RSAs and

DRSAs act as points of contact for trainees, sit on interview panels for consultant vacancies, liaise with those running training posts and advise on the writing of job descriptions, alongside a variety of other diverse responsibilities.

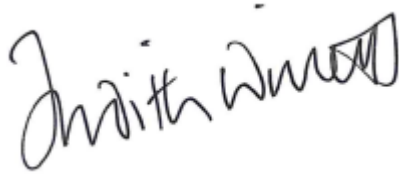
The Faculty is currently seeking to fill the following vacancies:

Deputy RSA - East Anglia
Deputy RSA - KSS East
Deputy or RSA - KSS West
Deputy RSA - Northern
Deputy RSA - South West
Deputy RSA - Yorkshire
RSA - Yorkshire

More information on both roles can be found by first logging into the members' area of the Faculty website and then visiting <http://www.fom.ac.uk/communications-to-members>, where you'll find the '**Regional Specialty Adviser Person Specification**' document. If you would like to apply, please fill out the '**Application Form for Other Key Roles and Committee Membership**' form from <http://www.fom.ac.uk/forms> and return it to training@FOM.ac.uk by **January 8 2016**. Any questions regarding the roles can also be forwarded to the same address.

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With best wishes



Judith Willetts
Chief Executive

