



## **Minutes of the forty-first Annual General Meeting of the Faculty of Occupational Medicine**

Held on Wednesday, 23<sup>rd</sup> June 2021 at 4.45 pm

via Teams live event

### **1. INTRODUCTION**

President Anne de Bono welcomed everyone to the AGM and stated that the Teams question box should be used for any questions or objections.

### **2. MINUTES OF THE 2020 ANNUAL GENERAL MEETING**

President Anne de Bono sought approval of the 2020 AGM minutes which are available on the Faculty's website. Professor Ira Madan proposed the acceptance of the minutes and Dr Steve Boorman seconded the proposal.

The minutes of the 2020 Annual General Meeting of the Faculty of Occupational Medicine were duly APPROVED.

### **3. TO RECEIVE THE 2020 ANNUAL REPORT**

President Anne de Bono summarised key aspects of the 2020 Annual Report. The FOM is experiencing organisational and financial stability and Phase 2 of the Curriculum Review has started. SEQOHS has moved in house, and exciting plans were being made for the year ahead including review of the SEQOHS Standards.

By March 2020 the Global challenge of COVID had emerged and the FOM staff team moved to remote working. The FOM provided a 3-month subscription holiday to support its membership. The pandemic emergency increased engagement with medical, OH and the wider health communities,

and FOM contributed to speciality guidance. The FOM joined with SOM to put on a Risk Summit in partnership with the University of Glasgow in November 2020. The first online trainee conference was held, and the first online winter meeting and AGM was held in December 2020.

Member benefits were improved by provision of access (OVID) to research online. The Board approved the development of a Diploma in Occupational Health Practice which will be a new qualification for nurses.

During 2020 a new Academic Dean, Dr Ira Madan was appointed in succession to Dr Dil Sen. The FOM held a successful Presidential election during Autumn 2020 and Dr Steve Nimmo was elected as the President Elect to take office in June 2021.

#### **4. TO RECEIVE THE REPORT OF THE TREASURER**

President Anne de Bono invited the Treasurer, Dr Yousef Habab, to present the Treasurer's Report.

The 2020 Financial Statements are available on the Faculty's website.

The FOM has achieved an excellent year end surplus position in 2020 of £201,765 despite the challenges of COVID.

The 2021 budget is based on no increase to membership subscriptions, and no increase to any other fees. Income and expenditure will continue to be scrutinised regularly to ensure that the faculty maintains its financial health.

The Auditors reported that based on the proposed budget projections the charity is not expected to fall below the minimum threshold of free reserves during the period to April 2022'.

FOM has achieved good progress on spending down restricted fund balances from nearly £230k as reported in December 2015 to £96k as at end of December 2020.

In conclusion, the Treasurer was delighted to confirm that the audit has not identified any irregular activities or placed any undertakings on the FOM based on their report. The Treasurer thanked the Head of Finance and Membership and wished the new President and Registrar all the best in their new roles at the Faculty.

The President asked if there were any questions from the members.

A question was asked regarding the sustainability of SEQOH income.

The Treasurer replied to confirm that risk is regularly reviewed by the Board and there is no evidence to indicate that SEQOHS will not continue to be a sustainable source of income.

Dr Harj Kaul proposed the acceptance of the 2020 Annual Report and Dr Richard Heron seconded the proposal.

The 2020 Annual Report and Financial Statements were duly APPROVED.

## **5. TO THANK OUTGOING TRUSTEES**

Dr Anne de Bono thanked Dr David Flower for his hard work during his term as Registrar.

Dr David Flower noted the letter to all members, by request of the Board, for Dr Anne de Bono to extend her term as President by six months to today, in light of the work she was doing during the pandemic, the work for the Academy of Medical Royal Colleges and within the NHS.

Dr David Flower thanked Dr Jayne Moore, Director of Training, who will be standing down and is now the President Elect of the Society of Occupational Medicine. Dr Flower also thanked Dr Lucy Wright as Chief Examiner of the DOccMed and Chair of the Committee developing the new Diploma in OH Practice who will also be standing down.

Dr Flower wished Dr Rikard Moen every success as the new Registrar.

## **6. PRESENTATION OF NEW MEMBERS, FELLOWS AND HONORARY FELLOWS AND PRIZES**

Dr Flower noted that because it was only six months since the last AGM, presentation of new members, Fellows and Honorary Fellows, and prizes will take place at the Awards ceremony in December 2021 to allow for a full yearly cycle.

## **7. VALEDICTORY ADDRESS**

Dr Anne de Bono spoke about her time as President from October 2017. From the outset her aim, highlighted in her first presidential address, was to emphasise the importance of our specialty. From a firm base, the Faculty and its members, can maintain and develop standards in occupational medicine, work with the wider OH community and thereby influence clinical practice across all healthcare disciplines to take account of the interaction between work and health.

FOM's core functions, delivering qualifications, accreditation, supporting CPD, revalidation, quality assurance and academic rigour are crucial in securing the USP of occupational physicians.

In October 2017 the Faculty faced three major challenges, the recent move to new premises, implementation of the new governance structure agreed by the membership, with a smaller, strategic, Board of Trustees, and an advisory Council to deal with professional matters of concern to the specialty and membership and the unexpected resignation of FOM's CEO.

By June 2018 a Board and Council Strategy Day had reviewed and simplified FOM's Strategic Aims and agreed their inclusion on future FOM agendas to maintain the line of sight. A week later the new CEO, Louise Craig joined the FOM, bringing leadership and stability to the staff team.

During Dr de Bono's Presidency, she was delighted that the Ethics Guidance for Occupational Health Practice (8<sup>th</sup> Edition), and Fitness for Work the Medical Aspects (6<sup>th</sup> edition), edited by John Hobson and Julia Smedley were both published.

A major milestone for the Faculty was the conference which we were invited to run jointly in April 2019 with the AoMRC in collaboration with PHE and the DHSC, "Good work is good for you -promoting work as a health outcome".

2020 brought an international threat, but also an opportunity to bring occupational medicine to a wider audience and forge an increased understanding of our specialty within the wider healthcare community. From January 2020 regular meetings were arranged by the AoMRC with the CMO, Professor Chris Whitty, which included all the presidents of the Medical Royal Colleges and Faculties. This was followed by FOM's inclusion in the weekly briefings with the Medical Director of NHSE. Other ad hoc COVID related meetings included engagement with DHSC, SAGE 40 Commission, HSE, the NHSE vaccination programme, NHSE & I Recovery commission, SOM, NHS Health at Work Network and the Long-Covid TFG.

The Faculty's Council representative in Scotland, Dr Sue Blair, has done a splendid job representing the FOM and, with the SOM, influencing aspects of the Scottish Government's approach to the COVID pandemic.

The FOM has issued 54 communications and guidance documents since the emergence of COVID and been involved with key issues including vulnerabilities, PPE, testing, inequalities, mental health, risk assessment, COVID variants, vaccination prioritisation, and long COVID.

Dr Anne de Bono thanked everyone, at the Faculty and beyond, who had helped and supported her during her Presidential term.

She conveyed apologies from Professor Andrew Goddard, President of the RCP, who was unable to attend the AGM but had asked that his best wishes, and those of the RCP, be given publicly to Dr Steve Nimmo for his Presidency.

Dr de Bono handed over and welcomed Dr Steve Nimmo to the role and wished him all the best for a successful Presidency.

Dr Steve Nimmo stated that it is a huge honour to be FOM President for the next three years. Dr Nimmo thanked Dr de Bono and especially for all her achievements on behalf of FOM, including interacting with key stakeholders, such as the CMO, Government and the Academy, forming excellent relationships and raising the profile of the specialty. Dr Nimmo is looking forward to working with Dr Jayne Moore in her new role in the Society, Dr Ira Madan, Academic Dean and Dr Rikard Moen as the new Registrar. The FOM have a new Director of Examinations, Dr Paul McGovern and new Director of Training, Gp Cpt David Mallett.

The President is a very high profile outward facing role, and Dr Steve Nimmo gave a brief summary of his roles and work prior to becoming President.

Dr Nimmo stated that he will be continuing the good work that his predecessor started.

Dr Nimmo gave a brief update on the new Curriculum, and thanked Louise Craig, CEO and Yvonne Savage, in her capacity as an independent advisor for their work.

The new Diploma in Occupational Health Practice is aimed at regulated health care professionals. The syllabus is written, and the question bank and guidance for examiners is almost complete.

The FOM will also conduct a high-level review of the SEQOHS standards, led by Dr Robin Cordell.

Dr Nimmo hopes to internationalise FOM Examinations. The derogation to deliver exams remotely during COVID, has opened up international opportunities.

Dr Nimmo concluded that, in the President's role of 'voice, Impact and influence', he intended to ensure that occupational medicine is also vibrant and valued.

## **8. CLOSE OF PROCEEDINGS**

President Nimmo warmly thanked members for attending the 2021 AGM.

Name of President: President Steve Nimmo

Signature of President: \_\_\_\_\_ Date: \_\_\_\_\_