

The thirty-second Annual General Meeting
of the
Faculty of Occupational Medicine
was held at the
Royal College of Physicians
on
Thursday 27 May 2010 at 3 30 pm



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1 INTRODUCTION

- 1.1 The proceedings were opened by Sir Richard Thompson, Treasurer of the Royal College Physicians (RCP), standing in for the President, Professor Ian Gilmore.
- 1.2 Sir Richard Thompson welcomed everyone to the College and to the 32nd Annual General Meeting of the Faculty. He went on to say how he was interested in the interface between hospital medicine and the disciplines outside that, including occupational medicine and public health medicine, and hoped during his forthcoming Presidency to develop the relationship between these two areas.
- 1.3 He then handed over to Professor David Coggon, the Faculty's President, who welcomed everyone to the meeting, congratulated Sir Richard Thompson on his election as President of the College and said that the Faculty looked forward to working with him during his term of office.

2 MINUTES

In response to a request from the President, Professor Ewan Macdonald proposed that the minutes of the minutes of the Annual General Meeting held on Thursday 14 May 2009, as circulated and posted on the Faculty website, be confirmed as a true record of the proceedings, subject to the correction of a typographical error in paragraph 3.6, to be corrected and initialled on the signed minutes. This was seconded by Dr Ray Johnston, carried unanimously and the minutes were signed by Professor Coggon.

3 ANNUAL REPORT

- 3.1 The President presented the 2009 Annual Report. This had been made available to the membership on the website, in both full and summary versions, with colour photocopies of the full version and printed copies of the summary being provided to Annual Meeting attendees that day. He went on to highlight a few points from the report of yet another very busy year for the Faculty.
- 3.2 A key step in the past year had been the finalisation of the Faculty's strategy for delivery of occupational healthcare nationally, which had been signed off by the Board early in 2010 and was now on the Faculty website. The President thanked all those Members and Fellows who had contributed to the strategy document through the consultation exercise, and reported that its recommendations were now being taken forward. The document would be revisited on a regular basis and amended as appropriate.
- 3.3 One of the major items in the strategy document, and progressing extremely well, thanks to the leadership of Paul Nicholson, was the work on standards and a system of voluntary accreditation for occupational health services. The standards had been published early in 2010, and a tender process was now underway to appoint an organisation to develop and

run the accreditation process. It was hoped that the system would be up and running by early 2011.

- 3.4 Another major area of activity had been in training, for general practitioners in particular and more recently for hospital doctors, on matters relating to health and work. As part of this, the previous week had seen the launch of a new website on health and work at the Royal College of General Practitioners (RCGP). The President thanked particularly Keith Palmer, Debbie Cohen and Sayeed Khan for their contributions to this work, which had been a joint enterprise with the RCGP and Society of Occupational Medicine and had made an important contribution to developing the health and work agenda following on from Dame Carol Black's review.
- 3.5 Another development that had come out of the Black Review had been the establishment of a Council for Work and Health, which brought together many organisations concerned with health in the workplace, and to which the Faculty had contributed actively. A number of initiatives were being taken forward through the Council, one of which was a report on training and qualifications for occupational health nurses, widely perceived as unsatisfactory both by the nurses themselves and by others involved in the area. Another related to general practitioners and workers on sick leave, particularly those working for smaller employers that had no occupational health services. It was hoped that this, together with the training and encouragement being given to GPs, would improve the process overall.
- 3.6 The Faculty had been working with relevant Colleges and Faculties to look at the way in which environmental medicine was covered, both in specialist training and in training beyond the standard specialist training. The Academy of Medical Royal Colleges had recently confirmed its support for this work, which would mean not only funding towards meeting costs but, more importantly, that the output would carry more weight.
- 3.7 The Faculty, along with others, had contributed to the consultation ahead of the publication of *Tomorrow's Doctors*, which included several references to work and health. Nerys Williams had been leading for the Faculty in trying to ensure better delivery of that part of the undergraduate curriculum, through the appointment of Faculty leads in occupational medicine training in medical schools across the country. The President thanked those members who had agreed to act as leads and help promote this training.
- 3.8 In conjunction with the RCGP and the Royal College of Psychiatrists, the Faculty had been looking at the health of health practitioners, as it was increasingly being recognised that doctors and dentists with health problems did not always look after themselves, or get looked after, as well as they might. They had some special requirements in relation to their healthcare, and some health problems could significantly impair their fitness to practise. It was important for the Faculty to be involved in this work, and the Department of Health (DH) was funding delivery of two workshops during the coming year, for occupational physicians working in or for the NHS, to deliver training on the topic following a curriculum that had recently developed with DH funding. The President thanked Drs Debbie Cohen, Peter Verow, Hamish Paterson and Ian Aston for leading on the project.
- 3.9 Revalidation was another major activity and Rob Thornton, as Director of Professional Development, had presented on this subject at the Annual Scientific Meeting earlier in the day. The President thanked Dr Thornton for his leadership in this area. There was an enormous workload and it was very important to ensure a sensible, balanced and workable system which did not overload participants.
- 3.10 The President thanked Professor Palmer, Drs Dil Sen, David Brown and Tokeer Hussain, and the many others who had been working on the developments in specialist training and the introduction of the new Membership examination.
- 3.11 New legislation on ill health retirement in local government, which had recently been introduced, had proved most unsatisfactory. The Faculty had been asked to provide

advice because there had been concern that occupational physicians were being expected to act outwith their area of professional competence. The Faculty had engaged in discussions with the Department of Communities and Local Government and with representatives of the British Medical Association and others, and it now looked as though the wording of the legislation would be changed.

- 3.12 A major area of controversy in recent years had been confidentiality and consent for medical reports. The General Medical Council had published new guidance in the autumn of 2009, by coincidence, just before a Faculty conference on the topic in Manchester, which had been run in collaboration with the Society of Occupational Medicine North West Group and Raymond Agius' department in Manchester. It had become clear that there was a marked divergence of carefully considered and strongly held views within the Faculty membership, and it had been important for everyone to listen to what others had to say, not only colleagues within the specialty but also those outside it. Although many people had been disconcerted by the GMC recommendations and the implications they had for the way in which many occupational health service providers operated, almost everyone had been able to adjust to the new system which was not causing the problems envisaged. However, it had been important to have a sensible timetable for making changes and the GMC had recognised that.
- 3.13 There had been some sad losses during the past year, including: Denis D'Auria, a Deputy Regional Specialty Adviser for some years, and very active on other fronts, including as editor of *Occupational Medicine*; Lesley Bidstrup, who had done work on chromates and lung cancer, establishing them as an occupational hazard; Janet Carruthers, active both in the Faculty and in ANHOPS; and Maurice Cooke, well known in the toxicology field.
- 3.14 Looking forward, the President said that there was now a different economic climate from that pertaining two years previously, but this offered opportunities for occupational medicine, particularly in relation to the contributions to be made to productivity, and there was a need to ensure continuing input from high quality, highly motivated occupational physicians.
- 3.15 In that context, there had been a worrying fall-off in recruitment to specialist training in recent years, possibly because GPs were better paid than they had been, and there was therefore less incentive to move into occupational medicine, and also because the current financial climate made it hard for private sector providers to make the necessary resources available to take on trainees and to fulfil the demands for training imposed by the Postgraduate Medical Education Training Board, and now the GMC. It was important, however, to try to boost the visibility and image of occupational medicine by bringing it more into the mainstream, as recommended in the Black Review. The Faculty was hoping to explore with the new Lead Dean for Occupational Medicine, Dr Liz Hughes, the possibility of funding for occupational medicine training posts coming through postgraduate deans, in a system whereby postgraduate deans would contract with providers, whether in the NHS, public or private sector, to deliver training at an appropriate cost.
- 3.16 Another important consideration, emphasised in the morning presentations, was the image created by NHS occupational health services, which were usually the first contact that medical students and doctors had with occupational health and thus a shop-window for the specialty. This made it doubly important for those working in the NHS to ensure delivery of the best possible services, within the financial constraints under which they operated.
- 3.17 Finally, the President extended his and the Faculty's thanks to all those, too numerous to mention individually by name, who had contributed to the activities of the Faculty during the last year. In particular he thanked the four outgoing Board members: Hugh Robertson who had left the Board in January, Drs Geoff Denman and Chris Sharp who would be leaving at the conclusion of the Annual General Meeting, and Dr Ian Aston who would be continuing his work for the Faculty, but as Director of Training. Also, Lisa Birrell, for her support as Registrar with its ever increasing demands, and Nicky Coates and all the office

staff.

[Post meeting note: The President had intended also to thank Dr Jeremy Owen for his excellent work as Director of Training. He apologises for this oversight.]

- 3.18 The President invited the meeting to receive the Annual Report of the Trustees of the Faculty for 2009 and sought questions or comments from the floor, no formal questions having been submitted in advance, but there were none.

4 ACCOUNTS

- 4.1 The President invited the Treasurer, Dr Simon Sheard, to present the accounts for the year ended 31 December 2009.
- 4.2 Dr Sheard said that, in summary, the Faculty was financially sound, the modest budgeted surplus had been exceeded by a significant amount and the Faculty's investments had bounced back by £81,000. However, this masked several issues:
- The Faculty's free reserves stood at only 36% of predicted costs for the year ahead, whereas the Board target was to have 50%
 - There had been a drop in the profit and loss for the first time for some years. 34% of Faculty income came from membership, which was static, and training costs were increasing
 - Conferences, though well attended, had not realised budgeted income
 - Increased staff costs, in terms of recruitment costs and salaries, following the staffing review, though these had to some extent been offset by a reduction in the cost of agency staff and, going forward, accountants.
- 4.3 The Faculty had been successful in obtaining some one-off grants and funding and was grateful to the Academy of Medical Royal Colleges and Department of Health, in particular, and also to Serco and Atos Healthcare for their support of the Faculty's 30th Anniversary celebration at the House of Lords.
- 4.4 In terms of accommodation, the search for new premises was going well, with terms for a site in London very close to being agreed, and the Board being kept full informed of progress. The Royal College of Physicians had provided assistance through its many contacts, including surveyors and office movers. The Faculty had looked at sharing with other organisations, including the Academy of Medical Royal Colleges, Faculty of Public Health, Society of Occupational Medicine and the British Occupational Health Research Foundation, but it was looking most likely that the Faculty would be taking on its own self-contained premises.
- 4.5 Finally, Dr Sheard thanked: the Trustees, his fellow Officers and colleagues, Fellows, Members and all those who had supported the Faculty very generously with their time; and the staff, in particular Nicky Coates, Frances Quinn and Katie Harris for their hard work and support during the year.
- 4.6 The President thanked Dr Sheard for his report and invited questions from the floor.
- 4.7 In response to a question, the Treasurer explained that the Department of Health development grant was for work around the new training curriculum and examinations. Some of it had been spent on work undertaken during 2008 and some would be spent in future years, but the whole amount had had to be recorded in the accounts as income in 2009.

5 APPOINTMENT OF AUDITORS

- 5.1 The Treasurer recommended that Kingston Smith be reappointed as auditors for 2010. This was proposed by Dr Jeremy Owen and seconded by Dr David Snashall, and carried unanimously.

6 TO ADOPT PROPOSED NEW STANDING ORDERS

- 6.1 The President presented the proposed changes to the Standing Orders, which had been notified to the membership earlier in the year, via the Faculty website and included in the conference packs for the day, namely the clarification of the eligibility requirements for those wishing to affiliate to the Faculty (Standing Order 2.11) and limiting the term of appointment of Officers and lay Board members to a maximum of two three-year spans (Standing Order 3.4), bringing these into line with the terms of office of elected Trustees.
- 6.2 There were no questions and the President asked for a formal proposal that the existing Standing Orders of the Faculty should no longer apply and that in their place new Standing Orders incorporating these changes be adopted by the Faculty. Dr Tim Carter proposed and Professor Ewan Macdonald seconded the proposal, which was carried.
- 6.3 Professor Coggon initialled a copy of the draft to be adopted.

7 CERTIFICATES

In the absence of the Registrar, the Academic Dean introduced the various certificates and prizes to be awarded.

7.1 Honorary Fellows

Professor Palmer reminded the meeting that under its Standing Orders, 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 2009, the Board had agreed to make three awards of Honorary Fellowship. Professor Palmer read citations for:

Henry Tomaz Lupa
Tushar Kant Joshi

who were presented with their Honorary Fellowship certificates by the President, and for

William John Coker (in absentia).

Professor Palmer 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.

7.2 Fellows

The Academic Dean 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 for 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:

Aubrey Stuart Crawford Allison
Blandina Seraphina Blackburn
Alan James Bray
Nicola Jane Cordell
Ian Michael McKinley Gemmeil
Jacqueline Anthea Halliday-Bell
Fiona Macdonald (in absentia)
James George Mackie
Peter John Louis Michael Oliver
Jonathan Knox Ross
Stanislava Saravolac

Professor Palmer congratulated the newly elected Fellows.

7.3 **Members**

The Academic Dean 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 2009 appeared at Annex 4 of the full 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 2010. Membership certificates were presented by the President to:

Manuel Andrew Agnelo Marlo Fernandes
Maged Mourad Ramsis Girgis
Ali-Asad Hashtroudi
Shujina Haq
Steven Paul Iley
Chee Seong Paul Lian
Matthew Lauriston Mills
Seyed Hamid Reza Naghavi
Ravindranath Pandey
Joanne Catherine Tremlett
Bernard Fan Leong Yew

In 2008 the Faculty had changed its Standing Orders to include a new *ad eundem* category of Membership. This had allowed the Faculty to take in as full Members those specialist occupational physicians who did not hold a Faculty qualification but were entered on the Specialist Register of the UK General Medical Council by virtue of EU or other overseas training and qualifications. The first applicants had been admitted in 2009 and received their certificates at the 2009 Annual General Meeting, and the full list of those awarded Membership *ad eundem* during the year was included within Annex 4 of the full annual report. The President presented a certificate of Membership *ad eundem* to:

Karin Schuchert-Wuest

8 **PRIZES**

The Academic Dean announced the prizes to be awarded.

8.1 **Wilf Howe Prize**

The Wilf Howe Prize had been established in 2005 in memory of Wilf Howe, a Fellow of the Faculty, former Board member, and occupational physician working primarily in the oil industry who had been passionate about considering employees' occupational health issues in a wider, holistic context. The prize was to recognise an outstanding innovation, initiative or intervention that had delivered a demonstrable health benefit for a defined working population.

The President welcomed Mrs Howe to the meeting and invited her to present the prize which this year, for his work on reducing rates of ill health retirement in the public sector, had been awarded to Dr Jon Poole.

8.2 **William Taylor Prize**

The William Taylor Memorial Prize (a decanter and glasses) for 2009, awarded to the candidate who, at the first attempt at the examination for Associateship, passed all sections and attained the highest mark overall, was presented to Dr Geoffrey Earnshaw.

8.3 **AstraZeneca Awards**

The AstraZeneca Awards (book tokens) for 2009, 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 presented to Dr Robert Hardman, Dr Kenneth Murray and, *in absentia*, Dr Katherine Targett.

8.4 **Corporate Health Prize**

The Corporate Health Prize (book tokens) for 2009 awarded to the candidate who, in the Diploma in Disability Assessment Medicine examination, passed all sections at their first attempt and attained the highest marks overall, was awarded to Dr Edward McDermott.

9 APPOINTMENT OF OFFICERS AND BOARD MEMBERS

The Academic Dean announced the appointment of Officers and Board members.

9.1 **Registrar and Director of Training:** Earlier in the year Drs Lisa Birrell and Jeremy Owen had announced their intention to stand down as Registrar and Director of Training respectively, with effect from the 2010 Annual General Meeting. Their posts had been advertised and a sub-committee appointed to review applications, shortlist and make recommendations to the Board. As a result, the Board had appointed Dr Ray Johnston as Registrar and Dr Ian Aston as Director of Training for a three year term to the Annual General Meeting in 2013.

9.2 **Treasurer, Academic Dean and Director of Assessment:** the Board had agreed to extend the term of office of Dr Simon Sheard and Professor Keith Palmer as Treasurer and Academic Dean respectively, for a further year until the Annual General Meeting in 2011 and of Dr Dil Sen as Director of Assessment until October 2011.

9.3 **Universally elected Board members (2 vacancies):** following the call for nominations in January of this year, three nominations had been received for the two vacancies. As a result of the subsequent ballot Professor Raymond Agius was elected, and Dr Julia Smedley re-elected, for the three-year term to the Annual General Meeting in 2013.

9.4 **Constituency elected Board members:** Dr Mike Tidley had been nominated unopposed as the elected representative of Wales and had been appointed to the Board for a three year term to the Annual General Meeting in 2013.

9.4 The President congratulated all those who had received certificates, awards and prizes and welcomed, in particular, the new Members.

10 CLOSE OF PROCEEDINGS

10.1 The President then called upon Sir Richard Thompson to close the meeting.

10.2 Sir Richard Thompson added his congratulations to the prize and award winners and new Members and Fellows. He expressed his regret that the continuing expansion of the College had resulted in the need for the Faculty to move out of St Andrews Place at the end of the current lease, but hoped that exposure to occupational medicine might be increased through a stand at the College's Open Day in September and presentations at the MRCP ceremony.

10.3 The proceedings of the 32nd Annual General Meeting were then closed formally by Sir Richard Thompson.

Confirmed by:

President:  on date: 19 5 11