



**FACULTY OF
OCCUPATIONAL
MEDICINE**

ROYAL COLLEGE OF
PHYSICIANS OF IRELAND

November 2021 – 2022 **ANNUAL REPORT**



Cover Image: *Faculty of Occupational Medicine Board Meeting, Newpark Hotel, Castlecomer Road, Kilkenny, September 2021.*

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FACULTY OF OCCUPATIONAL MEDICINE

Background

The Faculty of Occupational Medicine has been an integral part of the Royal College of Physicians of Ireland (RCPI) 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 [Licentiate of the Faculty of Occupational Medicine](#) and [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.

Membership

The Faculty's current membership includes over 438 Licentiates, 129 Members and over 279 Fellows.

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 22 Fellow, Member, Licentiate, and Trainee representatives. Board membership for 2020-2021 was as follows:

BOARD MEMBER	TITLE
Dr Robert Ryan	Dean
Dr Sheelagh O'Brien	Vice-Dean
Dr Hemal Thakore	Treasurer
Prof Ken Addley	Fellow & Research Champion
Dr Zakiah Amir	Member
Dr Grant Jeffrey	Member
Dr Alan Bray	Fellow & Chief Examiner
Ms Marie Daly	Lay Person
Dr Tom Donnelly	Fellow
Dr Fiona Kevitt	Member and National Specialty Director
Dr T.F. Paul McKeagney	Fellow
Dr Mary McMahon	Fellow & Convenor of Meetings
Dr David Mills	Fellow
Dr Mutasim Mohammed	Licentiate Rep
Dr Letchumikandan Loganathan	Licentiate Rep
Dr Tom O'Connell	Fellow & Professional Competence Rep
Prof Mohammad Ranavaya	Fellow & Representative to RCPI Council
Dr Alex Reid	Fellow & Deputy Chief Examiner
Dr Patrick Carr	SpR Trainee Rep

Board meetings held since AGM 2021 were as follows:

9 February 2022, 13 April 2022, 08 June 2022, 9 September 2022 and 9 November 2022.

New/returning Board members will begin their tenures from the 2022 AGM, with their first Board meeting scheduled for February 2023.

Past Deans of the Faculty include:

Dr J F Eustace	1976 – 1981	Dr J Gallagher	2004 – 2006
Dr J A Smiley	1981 – 1983	Dr K Addley	2006 – 2008
Dr L McElearney	1983 – 1987	Dr P Guéret	2008 – 2010
Dr R Pritchard	1987 – 1990	Dr M Hogan	2010 – 2012
Dr I E Eustace	1990 – 1993	Dr T O'Connell	2012 – 2014
Dr D Courtney	1993 – 1996	Dr D Whelan	2014 – 2016
Dr C E Dick	1996 – 1999	Dr B Hayes	2016 – 2018
Dr W A Eakins	1999 – 2002	Dr L Sisson	2018 – 2020
Dr J Malone	2002 – 2004		

ENROLMENT 2022

Enrolment into Honorary Fellowship

Anil Adisesh (carried forward from 2021)

Stavroula Leka

Enrolment into Fellowship (by Elevation)

Sharon Lim

Enrolment into Fellowship (*Ad Eundem*)

Fatma Tamim

Enrolment into Licentiate by Exam

Alexander Antelava

Almoizledeenallah Abdalraof Mohamed Albadawi

Khadeeja Ahmed Alblooshi

Sultan Alzahrani

Fiona Barnes

Ravi Bhagaloo

Anna Salwa Binti Puat Nelson

Tom Branigan

Donal Delaney

Ikenna Desmond Ebuenyi

Jean Engela

Joanne Gaynor

ThomasEdward Kennedy

Pravind Kumar

Mitra Maharaj

Khiritharan Mannie Rajah

Ross McKeown

David James Meagher

Aidan Ó Duinn

Hugh O'Sullivan
Clint Lynton Ramasir
Rondon Ramlal
Narendra Samlal
Brigid Sullivan
Moganaraj Sundram
Bili Wu

Enrolment into Membership by Exam

Niamh Aisling Byrne
Amy Carolan
Eimear Flynn
Gordon Edward Haire
Conor Patrick Loftus
Mary-Teresa O'Neill
Grainne Catherine O'Sullivan
Brigid (Bre) Sullivan
Muntasir El-Badri El-Rayah Yousif

PAST DEAN'S REPORT BY DR ROBERT RYAN



Introduction

This time last year we recognised what had been an exceptional period for occupational medicine, as we found ourselves centre stage, supporting the management of the Covid-19 pandemic in workplaces of every size and description. The demands placed upon us, and the relevance of our speciality was never more evident than during this time. Although Covid-19 is still with us and indeed we have had periods of very high transmission earlier on in the year, it does feel like we are entering into a post-pandemic period, and while we might have expected a period of respite it appears to me that the demands on our services remains as high as ever, perhaps a legacy of the increased recognition of occupational medicine and the value we can deliver for both employees and employers.

On a personal note, it seems to me that as a society we are experiencing a wave of post-pandemic debility, a sense of exhaustion and fragility, the result of two years of lives turned upside down and altered beyond recognition. In my practice I have never seen such pervasive mental ill-health presenting in individuals who have historically demonstrated resilience and good mental health. I am also struck by the increasing awareness of neuro-diversity and its impact on employees health and well-being, particularly as the migration back to working in the office has taken place. Such employees are typically successful in their careers but having enjoyed the sensory environment that working from home offers many are reluctant to re-enter the challenges of the workplace, and will require our support if they are to do so successfully. Such engagement requires support not only for the employee but also for their employer and manager, as they learn how best to support and manage a neuro-diverse employee to deliver their best and remain well.

We are also seeing a new world of work emerge, a huge societal change, as many employers are opting for a hybrid arrangement, with strong employee support for a variety of reasons; more productive, less commuting, fewer distractions etc. These societal changes are reflective of the changing format of our own meetings, including this morning's AGM. Who would have imagined at the start of 2020 that most of our attendees would be joining us via video link and from every quarter of the globe! It is very much a work in progress and how it ultimately turns out is yet to be seen.

I am confident that occupational medicine, having grown in prominence during the pandemic, will sustain its prominent position in the years ahead, with its value recognised to a greater extent by all stakeholders.

I would like to thank Dr Hemal Thakore for his prudent handling of our Faculty finances and acknowledge that again we post a surplus this year, no mean achievement given the changes that took place in our events and examinations. I note that our surplus is significantly reduced from the previous year and the reasons for this is set out in his report, a combination of increased overhead charges of the College, some increased direct costs and the absence of income from the RCPI/ICGP LFOM course.

Last year I mentioned that the College was embarking on a process of reviewing the governance of the Faculty reserves, in tandem with a wider process to create greater transparency in the cost of running the College and the allocation of such costs to the various Faculties and Institutes. This process has been taking place over the past year led by an external consultant Mr Bob Semple, a Chartered Accountant by training but years of experience in management consulting and corporate governance.

As yet, no final agreement has been reached and some matters are subject to ongoing discussion. However, it is likely that all Faculties & Institutes will be asked to accept an adjustment in their reserves to account for historic under allocation of College overheads. The resultant sum will be characterised as the Faculty's Development Reserve going forward. We will also be asked to commit to maintaining a balanced budget going forward and working with the College to pursue opportunities for new income generation, and thereby diminishing our dependency on any one source of income. In addition, the Faculties & Institutes will agree a clear set of rules governing expenditure on unbudgeted items. It is likely that the Faculties & Institutes will be given certain autonomy for such expenditure, as long as it does not exceed an agreed sum and also that it meets other requirements such as not committing to multi-annual expenditure, not committing the college to additional matching expenditure spending, ensuring that our plans are aligned to the Faculty and College strategies and that the expenditure can be met within the available College cash reserves. Faculty expenditure plans above this agreed limits will remain possible but, in such circumstances, it will require discussion and agreement by the executive board, on which the Dean sits.

Discussions are ongoing to the details of this proposing arrangement, but hopefully it will be possible to reach a position that is agreeable to all parties and providing clarity going forward, something that has been lacking for many years.

Over the past 3 years the Dean of the faculty of Occupational Medicine has had a seat on the Executive Board and therefore in order to understand and accept the agreement that is likely to emerge one needs to understand and accept the interdependencies that exist between the Faculties & Institutes and the College, rather than viewing the Faculty as a stand-alone entity operating independent of the College. I had hoped to close out in this matter before the end of my term of office but much of the work has been done and hopefully the new dean and the new Board will be able to bring this matter to a satisfactory conclusion.

You will see the detailed NST reporting of the progress of our training scheme and our 13 SPR's. I would like to thank Drs Fiona Kevitt and Sheelagh O'Brien, who jointly carried out the NSD duties over the past year, in part due to rotation of role but more recently due to the departure of Fiona on maternity. NST is one of the most demanding roles on the Faculty board, and they have done an excellent job in delivering a quality training scheme, and attracting high calibre trainees. I recognise the tremendous support that both Sheelagh and Fiona provide our SPRs, as indeed do the network of trainers working within our scheme.

Dr Alan Bray ably assisted by the deputy chief examiners Dr Alex Reid and Dr Hemal Thakore have again successfully delivered another year of high-quality exams, held both remotely and in person. This achievement is made all the more impressive when one considers all the challenges thrown in their way by the pandemic restrictions. The quality of the examination process, and the qualification it offers, is reflected in the global demand for our exams, with applicants coming from the Middle East, the Far East, Africa and beyond. In discussion of our exams it is important to recognise the contribution of the Examinations Office, in particular Keith Farrington and Iain Martell who have been tremendous supports throughout.

Alex and Hemal are moving on from their posts as deputy chief examiners this year and I would like to thank them for their tremendous contribution in recent years. I was heartened by a healthy expression of interest amongst our membership to take up this role and I am glad to report that the Faculty has appointed three new deputy chief examiners to assist our Chief Examiner Dr Alan Bray. These are Dr Sasha Hennessy, Dr Susan Hill and Dr Lanre Ogunyemi. We are confident that they will maintain the high standard that has been set to date and we wish them well.

Alan, in his report makes reference to a collaboration that is in process between the Faculty, the College and iHeed, an online educational provider. This process is scoping out the feasibility of delivering a postgraduate diploma in occupational medicine using a model that has been successful within other Faculties in the college, most notably the diploma in paediatrics. It is hoped that this will greatly extend our reach and our capacity to deliver educational programs, and to grow not only our specialty but also our

Faculty. One challenge is to see how such a training programme can align with our existing Licentiate and Membership examinations and hopefully this matter can be addressed by the process taking place. I am delighted that Dr Conor McDonnell, who has great experience in the delivery of the RCPI/ICGP course has agreed to take on the role as programme lead within the College for this program. It is likely that as it progresses towards completion many within the Faculty will be called upon to contribute, as the curriculum and the required training material is developed for the programme. I hope that in such circumstances we will collectively respond in a positive and supportive way.

You will see the report of our Education Committee, chaired by Dr Mary McMahon. Mary and the committee have yet again delivered a diverse, high quality and relevant series of meetings throughout the year. I am so grateful for the hard work that Mary in particular puts into creating and delivering this program. The feedback is overwhelmingly positive, a testament to her hard work and indeed her imagination in bringing together the various speakers and topics.

Certainly, from an attendance perspective the hybrid format appears to be popular and driving higher numbers than have historically attended our meetings. Our Spring Conference, for example, attracted a significant number of attendees, a far greater number than in past years. Personally, I remain unsure as to whether the hybrid model going forward, with the preponderance of attendees logging on remotely, will foster the friendships and collegiality that are so important in a small, dispersed specialty such as occupational medicine. However, for the time being, it seems here to stay, and the college has invested in a new digital platform that will deliver a better-quality experience for those attending remotely.

I also like to pay tribute to Mary's initiative in reaching out to our African colleagues and providing them with access to our educational events at no cost. This agreement has been in place throughout the year and has proved very successful in fostering relations with our African colleagues. I had the pleasure of participating in a SASOM meeting in August of this year and we were pleased to receive correspondence from Dr Omar El Nagieb from the centre of occupational environmental health in Kigali, Rwanda, seeking our support in the provision of training and qualifications to young doctors in his region. This matter is now with the College development office for exploration to see how such support might be delivered. Mary is now stepping down from her role and I am sure she will look forward to attending our events next year as an attendee rather than as an organiser. I would like to thank Mary on all our behalf for all she has contributed and achieved.

You will recall last year that we provided an update on the Model of Care document that had been adopted by the Faculty and the actions that were taken to follow through on this. The most substantive action over

recent months has been the work of a subcommittee of the Faculty Board to develop an Advocacy Strategy Document. This involved a tremendous amount of work carried out by a small committee with the aid of our SPR's and some external stakeholders. This document was launched at our Smiley Symposium on 11 November 2022. It sets out not only an argument for the relevance and importance of occupational medicine but also a clear strategy on how we as a Faculty should advocate for our specialty. In essence it is a call to action with clear tangible objectives working towards greater more ambitious goals. Our new Dean Dr Sheelagh O'Brien was a member of that working group and it will be to her and the Board that we task the implementation of this strategy. I have no doubt that she will want every one of us to contribute in whatever way we can to make this a success.

At the 2022 AGM the Board of the Faculty of Occupational Medicine will propose a motion to amend the Standing Orders, to wit:

- adopting recommendations made by the Fellowship Steering Group to introduce equitable fellowship across the 6 specialties within RCPI
- evolving the pathways to fellowship, using best practice, toward continued recruitment of domestic and international expertise

The details of what is proposed and the rationale behind these changes will be discussed at the AGM and I would like to thank the College's Membership and Marketing Manager, Ms Kate Healy, who supported the Fellowship Steering Group within the College, and will assist the implementation of the recommendations, once approved. Our Faculty representative on this Steering Group was Dr Fiona Kevitt.

Your support and agreement are being sought to put into effect the necessary changes to our Standing Orders to facilitate the new fellowship framework.

The Faculty also recognises the support that we receive from the College and it is appropriate to recognise that we would not be capable of delivering on any of our core activities without the support we receive in this regard. I invite you to read the contributions from Mr Colm Small, Head of Function for Postgraduate Training and Education; Ms Sinéad Lucy, Head of Business Development; Dr Ann O'Shaughnessy, Head of Professional Affairs; and Dr Trevor Duffy, Director of Healthcare Leadership. Their scope of activity and the support they provide to the Faculty highlights the interdependence and connectivity between the Faculty and the College and the tremendous support we received from them as individuals and from the teams they manage.

Finally, just a few personal thank yous. I would like to recognise the tremendous work that is done by the Faculty Board, the contribution they make in so many ways and the wise counsel they provide in all matters. In particular I would like to take this occasion to thank the following: Hemal Thakore, Ken Addley, Tom Donnelly, Mary McMahon and Mutasim Mohamed.

I would also like to recognise the tremendous work done by all those within the college who support the Board and in particular our Faculty administrators. At the start of the year, we were supported by Ms Diana Santos, and since spring by Ms Melana Martel, and throughout they have been supported by Barbara Conneely, who provides an invaluable depth of knowledge on all matters relating to how the Board and College works! This team has worked tirelessly on our behalf and are deserving of our praise and gratitude. It would also be amiss of me not to mention others who support the board from the college, and I know that by naming them I will almost inevitably overlook someone, for which I apologise. Notwithstanding this risk I would like to say thank you to Maria Golden, Kate Healy, Siobhán Creaton, Niamh O'Sullivan, Siobhán Kearns, Jemma Smith, Chantelle Clarke and Guilherme Martins, all of whom are committed to supporting our Faculty and our Specialty.

My last word is for Sheelagh O'Brien, who has been a wonderful Dean Designate during my term as Dean. She has always been there when I needed a hand, wanted to talk through an issue, or needed an extra pair of hands. She never failed to step up, get involved and always offered sound advice.

I am very confident that the Faculty will be in a safe and wise pair of hands and I wish her the very best in her role as Dean over the next 2 years.

HONORARY TREASURER'S REPORT BY DR HEMAL THAKORE

General

A surplus of €26,688 was generated for the 12 months to the end of June 2022. This is €144,117 (84%) lower than last year's surplus of €170,804.

Income

Total Income (excluding investment income) generated for the year-end June 2022 was €149,847, a reduction of €48,563 (24%) 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 €70,144 in 2021-22 versus €71,120 in 2020-21, a decrease of €977 (1%) on last year.

Faculty admissions totalled €2,425 in 2021-22 versus €4,365 in 2020-21.

In 2021-22, 59% of Fellows, 56% of Members, and 41% of Licentiates paid their subscriptions. By comparison, in 2020-21, 63% of Fellows, 44% of Members, and 51% of Licentiates paid their subscriptions.

Event Fee Income and Sponsorship

Event fee income for 2021-22 was €14,470 compared to Nil in 2020-21. This was due to the recommencement of the FOM Autumn Conference, Smiley Lecture and Spring Conference following the Covid-19 pandemic. There was no sponsorship income in 2021-22, as in 2020-21. The Faculty received no LFOM course fees from the ICGP in 2021-22, compared with the €63,763 received in 2020-21.

HSE Grant Income

This relates to the SLA to deliver training.

The amount of €62,808 is the proportion of the grant relating to the Faculty to cover cost of overheads and administrative running costs. This has increased by €3,646 when compared to 2020-21. The overhead recharge from the College is €48,143, an increase of €10,514 from 2020-21.

Historically, the loss for the Faculty has been capped at €6,800 and the College absorbed the remainder of the overhead. The charging of overheads is being reviewed by an external consultant as part of the Faculties and Institutes reserves.

Investments

Investments held by the College at the end of June 2022 were €8,623,753 of which €381,869 were apportioned to the Faculty of Occupational Medicine. The investments apportioned to the Faculty decreased by €15,795 in 2021-22, compared with an increase of €40,355 in 2020-21.

Costs

Costs are categorised as follows:

- Direct 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, Facilities, IT and HR, etc.

Direct Costs

Direct Costs total €59,222 for the year, an increase of €28,890 on 2020-21. Included under direct costs are:

- room hire & catering, which increased by €6,907.
- wages and salaries, which increased by €3,083
- travel & accommodation, which increased by €14,658.
- and other direct costs, which increased by €4,242.

The higher spend in 2021-22 versus 2020-21 is due to overall increased activity following Covid-19, and the recommencement of Faculty events.

Overhead recharge

Overhead recharge of €48,143 has been charged to the Faculty of Occupational Medicine accounts for 2021-22, compared with €37,629 in 2020-21. This constitutes 0.7% of the overall College overhead.

Statement of Profit & Loss
Faculty of Occupational Medicine



	30/06/2022 Actual	30/06/2022 Budget	Variance	30/06/2021 Prior Yr Actual	Variance to Prior Yr
Income					
Fee Income	14,470	14,500	-30	63,763	-49,293
Subscriptions Income	70,144	53,521	16,623	71,120	-977
Admissions/Conferring Income	2,425	3,750	-1,325	4,365	-1,940
Sponsorship Income	0	1,000	-1,000	0	0
HSE Main SLA Funding	62,808	85,645	-22,837	59,162	3,646
	149,847	158,415	-8,568	198,410	-48,563
Direct Costs					
Direct Room Hire	-823	0	-823	0	-823
Direct Catering	-5,194	-9,500	4,306	0	-5,194
Direct Beverages	-908	0	-908	-18	-890
Direct Wages & Salaries	-27,217	-31,173	3,956	-24,264	-2,953
Direct PRSI	-3,002	-3,445	443	-2,677	-325
Direct Pension	-1,069	-1,892	823	-1,393	324
Direct Employee Benefits	-129	0	-129	0	-129
Direct Professional Fees	0	-9,000	9,000	0	0
Direct Accommodation	-8,825	-3,000	-5,825	0	-8,825
Direct Travel - Mileage	-830	0	-830	0	-830
Direct Travel - Taxis	-451	0	-451	0	-451
Direct Travel - Flights	-4,430	0	-4,430	0	-4,430
Direct Travel - Other	-46	-4,000	3,954	0	-46
Direct Subsistence	-77	-1,800	1,723	0	-77
Direct Stationery	-221	-460	239	0	-221
Direct Presentations, Gifts, Medals	-1,214	-1,700	486	0	-1,214
Direct IT Operations: IT Managed Service	-556	0	-556	0	-556
Direct Subscriptions	-1,973	-2,900	928	0	-1,973
Direct Miscellaneous Costs	-2,258	-56,400	54,142	-1,980	-278
	-59,222	-125,270	66,048	-30,332	-28,890
Gross Profit	90,625	33,145	57,480	168,078	-77,453
Indirect Costs					
Overhead Allocation	-48,143	0	-48,143	-37,629	-10,514
Investments					
Investment Income & Bank Interest Received	-15,795	0	-15,795	40,355	-56,150
NET INCOME(LOSS)	26,688	33,145	-6,458	170,804	-144,117

Statement of Financial Position
Faculty of Occupational Medicine



**FACULTY OF
OCCUPATIONAL
MEDICINE**
ROYAL COLLEGE OF
PHYSICIANS OF IRELAND

	30/06/2022	30/06/2021
Fixed Assets		
Investments at Cost	381,869	397,664
	381,869	397,664
Current Assets		
Bank & Cash	844,363	335,526
Debtors & Prepayments	0	17,924
Accrued Income	62,808	59,162
Intercompany - Amounts Owed from College	81,601	536,008
	988,772	948,621
Current Liabilities		
Creditors & Accruals	-671	-443
Deferred Income	0	-2,560
	-671	-3,003
Net Current Assets	988,101	945,619
Net Assets	1,369,970	1,343,283
Surplus & Reserves		
Reserves		
Opening Retained Reserves	1,343,283	1,172,478
Profit & Loss Account	26,688	170,805
Equities and Reserves	1,369,970	1,343,283

NSD REPORT BY DR FIONA KEVITT

Clinical posts in Ireland 2021-2022

13 funded Posts. All funding is now allocated through the WHWU, to ensure trainees are on NCHD contracts and 1 Flexible Training Post. (14 trainees in training in total).

2 First Years
6 Second Years
4 Third Years
1 Fourth Year

1 SpR resigned from the scheme in July 2022 to pursue a different specialty. One SpR has applied for reciprocity of training and has been granted the maximum of 6 months in recognition of time spent as an SpR in Public Health Medicine.

Trainees in Research

No trainees are currently in formal/out of scheme research.

Trainees outside of Ireland

N/A

Recruitment and Selection

- Applicants: 3
- Shortlisted: 3
- Interviewed: 3
- Appointed: 2

HST Interviews

Interviews were held on 01 February 2022 via Zoom. Drs Fiona Kevitt and Sheelagh O'Brien took part as panel members on the day. Three candidates were interviewed, and two candidates were appointed. One candidate was panelled pending results of MRCPI.

Evaluations

Evaluations took place on 06 May 2022. All assessments were held online through Zoom. Dr David Mills acted as Extern for all PYEs. The breakdown of evaluations was:

- 11 EYE
- 3 PYE

CSCSTs Awarded

Two CSCSTs awarded in July 2022

International Clinical Fellowship Programme 2023-24

There were nine applications to the international fellowship programme for 2023-24. Six were shortlisted and interviewed remotely via Zoom on 05 October. Drs Fiona Kevitt and Robert Ryan took part as panel members. Four candidates were panelled pending results of LFOM examination in early 2023. It is expected that up to three places will be offered on the basis of passing the LFOM.

Training Site Inspections

RCPI are transitioning to a structured site accreditation model and away from hospital/site inspections. The first of these Site QI inspections for Occupational Medicine took place on 16th and 17th May 2022. In all, 3 new training sites were approved, 10 sites were re-accredited for the next 5 years, and 2 sites will be assessed as part of the wider hospital accreditation process – one in October 2022 and one in September 2024. One additional site was approved in July 2022. One site had their accreditation paused pending the implementation of a number of recommendations and will be reassessed towards the end of this year. Two sites are losing their trainer this year so may not be available for the 2023/24 training year. This leaves a total of 16 training sites available for the 2023/24 intake.

Study Days

18/08/2021	Dublin Fire Brigade work site visit	Dr Sheelagh O'Brien
01/10/2021	FOM Autumn Conference Part 1	Online
06/10/2021	Long Critical Appraisal Training	Prof Hubert Lam
12/11/2022	FOM Smiley day and SpR presentations	RCPI/Online
03/12/2022	FOM Autumn Conference Part 2	Online
21/01/2022	Work Site Visit PCC Bray (HSE Dental Practice)	Dr Fiona Kevitt
02/03/2022	HAVS study session	Dr Martin Hogan
24/03/2022	Environmental occupational health study session	Dr Martin Hogan
22/04/2022	FOM Spring Conference	RCPI/Online

All study days will revert to in person events for this academic year and going forward. There is an expectation that SpRs will attend these in person unless they have a valid reason not to.

STC Meetings

There were four STC meetings held between July 2021 and July 2022. The following is a summary of some of the discussions:

- The RCPI Trainer Project
- The RCPI ePortfolio Project
- The Occupational Medicine Outcomes Based Education Curriculum Revision Project
- The SpR Study Day/Educational Leave entitlement

SDR

For the period July 2021 – June 2022 we had a total of 3 Applications received from the IMC for our review. Two were not recommended for entry to the SDR and 1 is still in progress.

EXAMINATIONS REPORT BY DR ALAN BRAY

This has been another demanding year for all examining & training elements of the Faculty as we began to emerge from the effects of Covid-19. Our emphasis has been in both maintaining examination standards and improving the assessment processes. Until April 2022 the formal meetings of the Exams Committee were held remotely and it was satisfying again then to meet with colleagues in Dublin at least quarterly, on the morning of FOM Board meetings.

As I enter my final year in post, I would like to pay tribute to the outstanding & consistent work of the Deputy Chief Examiners, Dr Alex Reid and Dr Hemal Thakore, who remained responsible respectively for aiding in the preparation for MCQs and the OSPEs. We very much value Keith Farrington guidance through the complexities of standard setting and result analysis. We will miss the highly appreciated support of Iain Martel who has been understandably promoted within the College.

The formal implementation of the anti-plagiarism software has had a very objective effect of the submitted portfolios and has enhanced the standard of documentation for appropriate referencing.

I am very conscious that we have yet to provide video recordings of mock OSPEs and would see this as a priority to help both international students and those not engaged in the rotational training programmes.

The helpful reorganisation of the sequence of LFOM and MFOM exam diets in 2021 has continued to allow best use of examiner resources. The only fresh implemented change for the 2023 examinations is the addition of a formal viva for the MFOM candidates regarding their submitted policy portfolios. This will occur in tandem with the clinical exam, long Critical Appraisal paper and report writing.

The numbers enrolling for both the Licentiate and Membership written exams in 2022 were 49 and 29 respectively. The pass rates at this MCQ examination were 85% (LFOM) and 76%. We again held the written examination diet using remote invigilation of computer use by candidates in their homes through the Test Reach organisation.

Of a total of 34 submitting written portfolios for the LFOM 68% were successful and of 6 MFOM candidates 83% achieved the acquired standard. The written portfolio passes are still heavily centred on Irish candidates who had a 100% success in this part of the exam.

It was pleasing to see an ever-widening geographical spread of candidates with a large new and extraordinarily successful cohort from Trinidad and Tobago for the LFOM.

The training in 2019 of extra examiners in the UAE, Manila and Malaysia for LFOM vivas has provided sufficient examiners for us to comfortably conduct all 29 sets of portfolio vivas remotely this year. Of the 29 remote vivas conducted for the LFOM all but 6 candidates achieved the pass mark of 60%.

This June our usual 8 station OSPE occurred in the Clinical Facilities Laboratory at Beaumont Hospital in Dublin. As in 2021 a collectively administered long critical appraisal paper and report writing case were arranged concurrently.

After enrolment for the 2023 vivas examinations, we will decide how best to meet the needs for international clinical (MFOM) exams but requests have already been received from UAE, Malaysia, Philippines, Singapore and Africa. It is hoped world health and Faculty/ College resources will allow at least alternating venues for OSPEs in the Middle and Far East as well as in Dublin.

A very productive question writing and approving blitz with senior clinicians occurred in Dublin on the morning of 9th September 2022 but will be needed annually with enhanced support from trainers and other clinicians to keep the database buoyant.

Discussions continue with College educationalists following the highly effective launch of a diploma in paediatrics with an external organisation, lheed, to develop a similar level training course and College examination at LFOM level as a post-graduate diploma.

Examiner training in the coming year needs to concentrate on viva familiarisation, objective question setting and practical training in remote exam supervision.

Acknowledgements

Thanks are due to all those who have contributed to the content and conduct of the examinations. The College Educationalists continue advising on exam development. We welcome further cooperation with the newly appointed Louise Treacy as Exams Operations Manager for the College. We welcome the fresh appointment of Dominique Plant as Exams Programme Co-ordinator and extend our appreciation to Melana Martel and her colleagues who have so effectively filled in the gap.

EDUCATION COMMITTEE REPORT BY DR MARY MCMAHON

The following report outlines the hybrid event & webinar activity for the academic year 2021-22. There were four Occupational Medicine events: 2 webinars and 2 hybrid.

The topics covered were:

1. **12 November 2021:** Faculty of Occupational Medicine Smiley Lecture
2. **03 December 2021:** Faculty of Occupational Medicine Autumn Conference, Part 2 – Theme: New developments in the field of Occupational Medicine
3. **22 April 2022:** Faculty of Occupational Medicine Spring Conference – The changing face of work – Climate Change, Culture and Wellbeing
4. **07 November 2022:** Faculty of Occupational Medicine Autumn Conference – Healthy Workplaces, Indoor Air Quality, New & Emerging Viruses.

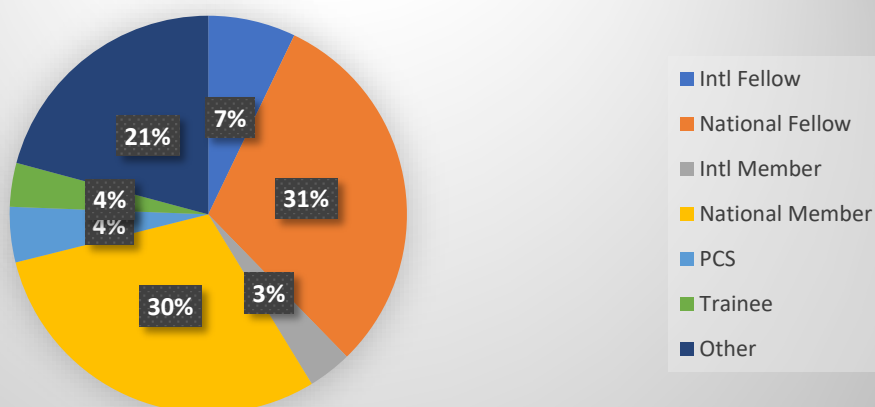
Evaluations:

1. **12 November 2021** – 95% would recommend. Many requests for more information on long covid, vaccines and covid exposure in the workplace
2. **03 December 2021** - 98% would recommend. All positive feedback. Suggestions for topics related to pandemic, long covid & disability, long covid and age in the workforce. Also would like to see a more detailed look in OH issues in Africa
3. **22 April 2022** - 100% attendance & 100% would recommend. Stress and Burnout management suggested as a topic. It's also noted that the speakers were excellent making for a very interesting Occ Med conference, one of the best in years. Some audio issues throughout.
4. **07 November 2022** –100% would recommend. 100% relate to topics discussed especially Circadian rhythms & Communication techniques. Suggestions for topics on management of personality disorders & Autism & ADHD capacity in the workplace. Very enjoyable conference with excellent speakers. Some noted the catering wasn't as good as previous years.

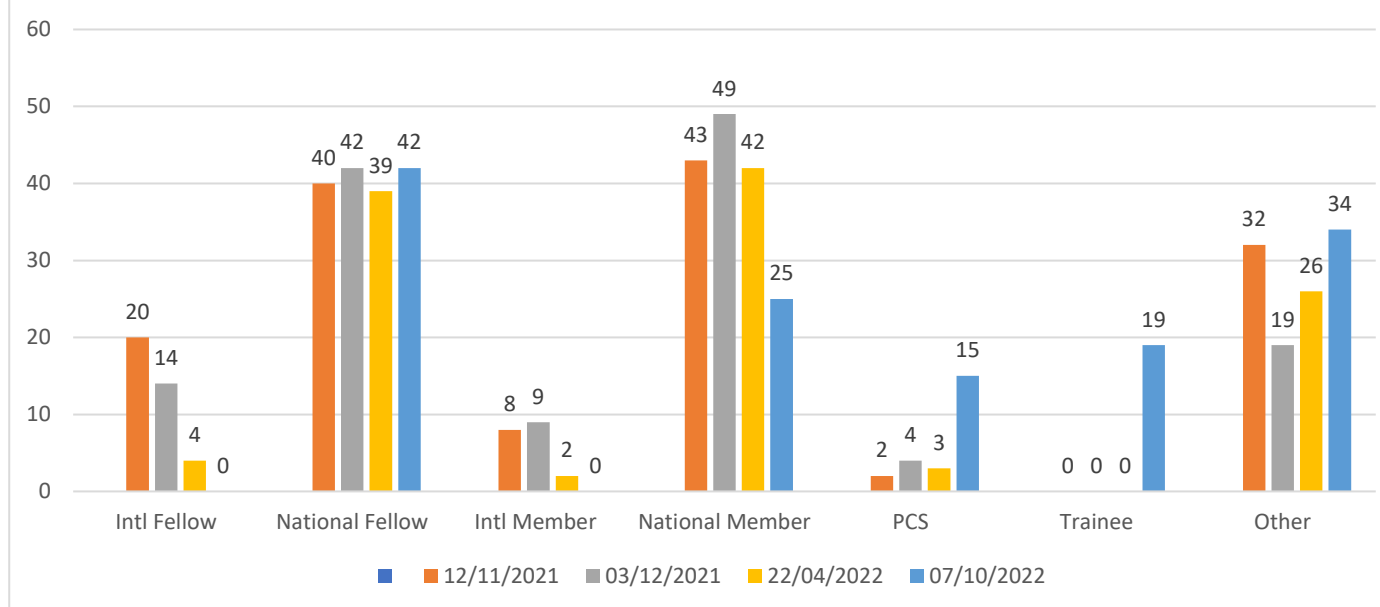
Registration and Attendance

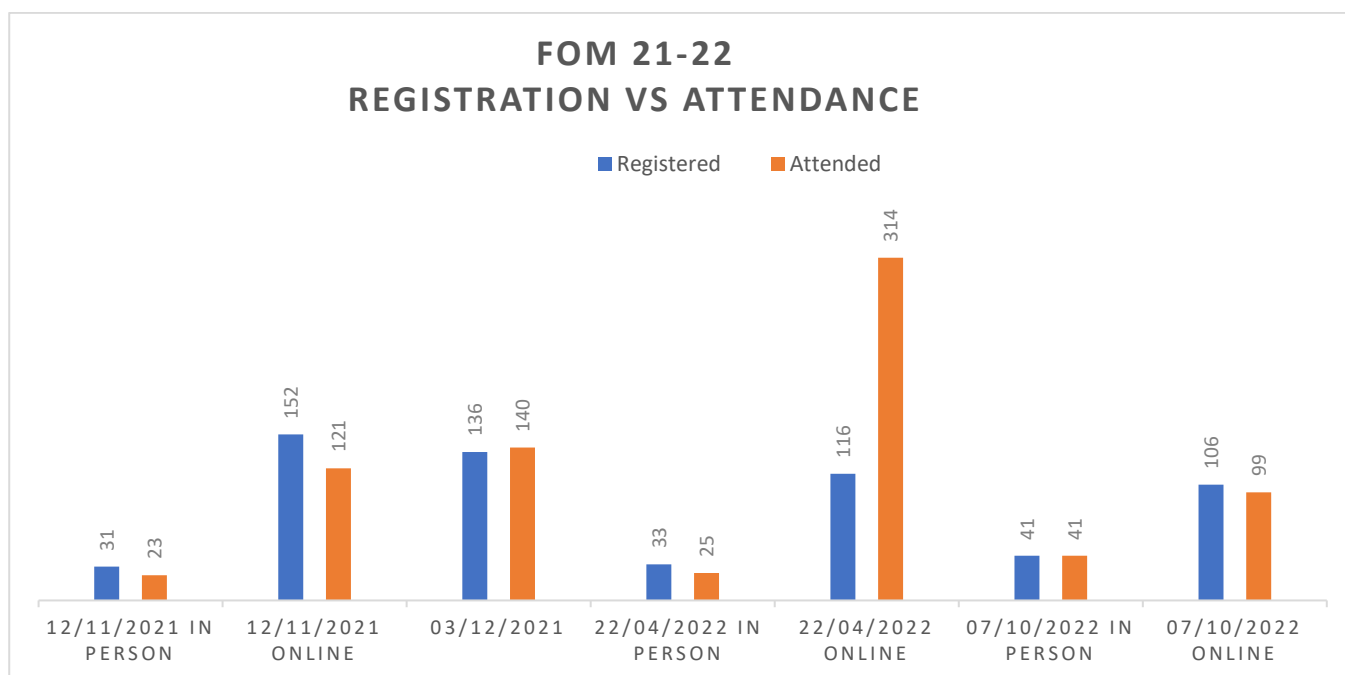
	Intl Fellow	National Fellow	Intl Member	National Member	PCS	Trainee	Other	Total
12/11/2021	20	40	8	43	2	0	32	145
03/12/2021	14	42	9	49	4	0	19	137
22/04/2022	4	39	2	42	3	0	26	116
07/10/2022	0	42	0	25	15	19	34	135
	38	163	19	159	24	19	111	398

FOM Attendee overview 21-22



FOM ATTENDEE BREAKDOWN PER EVENT 21-22





- A total of 510 registrations were made for the three webinars, with a total of 674 attending. (higher number due to link shared with African Doctors 3/12/2021 & 22/04/22)
- The event most attended was the Spring Conference, *"The changing face of work – Climate Change, Culture & Wellbeing"* on 22 April 2022 with 116 registrations and 314 attendees.
- The least attended was the Autumn Conference 12 November 2021 with 183 registrations and 144 attendees. This may have been due to the time of year.
- Highest numbers of attendees were National & International Fellows which made up 52% of total attendees and Irish members and fellows made up 33%.

Conclusions – Key Insights

- COVID themed webinars proved very popular with many requests to continue with the topic, especially looking at long Covid in the workplace.
- Webinars were very popular due to attendees not having to travel but there is still a lot of requests to do hybrid style events or a mixture of some online and some in person.
- Length of webinars should range from 90 minutes to two hours. Anything over two hours and there was a noticeable increase in feedback re timing. Three speakers at 15-20 minutes would be ideal.

RCPI SUPPORTING FUNCTIONS

POSTGRADUATE TRAINING AND EDUCATION

Purpose

The overall aim of the Postgraduate Training and Examinations Function is to pursue excellence in all that we do as we support doctors. Key parts to that include the delivery and supports for training, examinations, accreditation, and quality assurance/ quality improvement, health and wellbeing and supports for RCPI's Faculties and Institutes.

The College and the PTE Function prides itself in being responsive and innovative.

Training and Faculties Office (TFO)

The purpose of the TFO is to support the key activities of the RCPI Training Bodies. It is responsible for providing high-quality administrative services to the Boards and various Committees of the six Faculties and Institutes.

The TFO is also responsible for the delivery of the RCPI postgraduate training programmes. The purpose of the office 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: Faculty of Paediatrics, Faculty of Pathology, Faculty of Public Health Medicine, Institute of Obstetricians and Gynaecologists and the Institute of Medicine.

The office supports approximately 1,750 trainees and 1,300 trainers in the administration of our 29 training programmes. In terms of the Faculty of Occupational Medicine this is the College's BST programmes and the four HST training scheme.

HST Completing Trainees

After another challenging year given the pandemic, for the training year 2021-22, we were confident that trainees receiving a CSCST in summer 2022 had met their curricular requirements.

BST Completing Trainees

Similarly, all final year BST trainees met their curricular requirements for awarding of BST certification. End of year assessments were undertaken on time during May and June 2022 to allow for career progression. And Membership examinations which are required for BST, were successfully offered to all needing them over the last year – writtens and clinicals.

Examinations Department

The purpose of the department is to develop, manage, coordinate and deliver the College's Membership and Licentiate examinations both nationally and internationally. The College's Membership and Licentiate 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.

As well as leading in the development of virtual platforms and classrooms for education and assessment, RCPI was the first training body in Ireland or the UK to introduce high stakes written examination by remote

invigilation. Others followed our lead such as the Royal Colleges in the UK. We have continued to successfully run our examinations by remote invigilation over the last year - Parts I and II written, ramping up to pre-pandemic examination candidate numbers from June 2020 onwards.

We are offering the same number of examination diets as we would normally have, and we continue to support our trainees in their career progression while at the same time looking after all our international and other examination candidates.

The Examinations Department would like to thank all our clinician colleagues involved in the Faculty's examinations – OSPE (clinical), portfolio and writtens. Serious work goes into these – the LFOM and MFOM.

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. In a re-structuring in the College in autumn 2021, this Department moved under the new unified Education Function and this will enhance all the supports delivered therein and to the Faculty of Occupational Medicine.

Accreditation and Quality Improvement Office

As part of an overall approach to improving quality in postgraduate medical education and training, RCPI and its constituent training bodies are committed to a programme of continuous quality improvement.

A key project with Dr Maeve Doyle as Clinical Lead is the RCPI Trainer Programme. This important project started in 2021 and she Chairs a Working Group. A key deliverable is a Trainer Framework which is on track and has delivered much. Another positive development will be the inaugural RCPI Trainer Conference. This will take place in December 2022. In its current iteration the project has four Parts.

- Part 1: Trainer Refresher Course/ Trainer Hub – explanation of why/ rationale. This has been implemented.
- Part 2: Matrix of Activities (core and optional) in which Trainers should engage e.g. Recruitment & Selection, Participation in MRCPI Exams, Delivery of Local Teaching.
- Part 3: Professional Development for Trainers. Opportunity for Lead Trainer Roles; built in feedback for existing Trainers; Annual Trainer Conference.
- Part 4: Support/ Promote Trainer Role: Suite of rewards; CPD, certificate, awards. Ongoing promotion of Trainer roles within College.

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 in this new model of Hospital Accreditation (Site QI) Model) was successfully completed in June of 2021 with UHGalway (Saolta Group) and we have successfully rolled this out over the last year. The Site QI model works on a five-year timeline so for example, St. James's and Our Lades Hospital Drogheda successfully went through this process along with

Galway in 2021 and they will be visited formally again in 2026 with all the robust QAQI in between. The Site QI visit is chaired by an extern from outside Ireland.

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. It is also supporting a number of trainers. We are reviewing the model over the summer / autumn of 2022 as we look to the future to improve this and future proof it.

RCPI Regional Offices

The PTE Function manages the College's four Offices – Galway, Cork, Limerick and Dublin/Midlands. This is where we have an onsite presence. We are currently reviewing this model with a view to improvement and expansion is part of that.

Colm Small, Head of Function**Postgraduate Training and Education, RCPI**

GLOBAL TRAINING PARTNERSHIPS, RCPI

International Medical Graduate Training Initiative – Sponsored

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 (Bahrain, Kuwait, Oman, Saudi Arabia and the United Arab Emirates) 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. Income generated through the programme is invested into improvement projects that benefit all RCPI training programmes.

RCPI offers two streams of training under this Initiative, Residency and Clinical Fellowship training, and interest in these programmes has been building steadily since their introduction.



Dr Shaikha Aleissae, Trainee on the International Clinical Fellowship Programme in Respiratory Medicine, pictured on site at St Vincent's University Hospital, Dublin, March 2022

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/Arab Board equivalent qualification and Membership of RCPI. It is currently offered in Internal Medicine and Paediatrics.

There are currently 6 graduates of this Programme and 16 doctors in Residency training in Ireland, with an additional number in the Gulf countries working to meet the requirements to start in post.

International Clinical Fellowship Programme

The International Clinical Fellowship Programme (ICFP) offers structured, curriculum-based specialist training at a senior level for doctors who are post-Residency and who wish to pursue higher training in their chosen specialty or sub-specialty. These programmes are now available in over 35 specialty areas across all RCPI Faculties and Institutes. 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 eighth year of full operation, 124 Trainees have graduated from our Clinical Fellowship programmes and have returned home to embed their newly acquired knowledge and skills in health services in their own countries. This year, we have 50 trainees on this programme across all specialties.

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

We have received eight applications for the July 2023 intake onto the International Clinical Fellowship Programme in Occupational Medicine and these are under review by Dr Robert Ryan, Dean of the Faculty of Occupational Medicine, and Dr Fiona Kevitt, National Specialty Director. Successful applicants for this specialty must achieve the LFOM exam before starting in post in Ireland.

Particular gratitude goes to Dr Ryan, Dr Kevitt, and to their colleagues, for facilitating and supporting the International Trainees.

International Medical Graduate Training Initiative – Scholarship

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.

Applications for RCPI IMTGI programmes July 21 to July 22

For Paediatrics, the programme had 10 applications from CPSP and 13 applications from SMSB. Overall, 6 were invited for interview and 6 were appointed to the programme.

There were 4 in year 2 of the programme and all 4 progressed to registrar posts in year 2.

There is a limit on the intake for the paediatrics programme of 6 due to the need for paediatric posts by ICGP. This will increase to 8 for July 22.

Ongoing work and review of IMGTI

For the year 2021 to 2022 the Joint Operations Committee and Joint Senior Management Committee for the IMGTI was operationalised. These committees are working very well. The operations committee is looking after the day to day of the programme whereas the senior management committee is looking at the programme overall.

Changes in how the programme is run, number of countries approved and the range of specialty and subspecialty programmes to be offered will all be discussed during the year 2022/2023.

Increasing Contribution to Global Health Efforts under the EQUALS Initiative

Focus on Zambia: The EQUALS Initiative is a joint venture between RCPI and the HSE that support training and equipment needs in low to middle income countries and those countries experiencing humanitarian crises. In July 2021 and June and August 2022, 3 additional shipments of decommissioned medical equipment were sent from hospitals in Ireland to Lusaka, Zambia, for a total of 14 40ft containers of equipment donated

to date. 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.

Through the collaboration between RCPI and the Zambia College of Medicine and Surgery (ZACOMS), RCPI continues to provide access to online courses to Zambian trainees on various specialist training programmes, which comprises part of their core curriculum. To date, RCPI have also delivered two Train the Trainer courses to faculty members of ZACOMS.

Support for Ukraine: In response to the humanitarian crisis in Ukraine, RCPI, in partnership with the HSE, organized to donate equipment to be shipped with the national consignment bound for Ukraine. This included a portable x-ray machine, laparoscopy equipment, infant warmers, and an ultrasound machine. Through the RCPI Global Health fund, we have also made a financial contribution to several voluntary medical services providing on the ground support in Ukraine, such as the Red Cross and Médecins Sans Frontiers.

Sinead Lucey

Head of Business Development, RCPI

EDUCATION

Education Projects:

OBE

Planning for the transition of the HST occupational medicine programmes to outcome based learning has taken place and development work has begun with the intended revisions to be completed by end of 2023. Trainer consultations will take place throughout the coming year.

Mandatory Teaching

Dr Diarmuid O'Shea was appointed as the Clinical Lead for a cross college review of mandatory teaching. The first phase was to review the content and alignment of all taught content in the training programmes. In 2021/22 an 'as is' review of the content was completed, benchmarking took place and a new delivery model was proposed. Engagement on finalising Occupational Medicine specific content and implementation of the programme will take place in 23/24.

Simulation Strategy

Prof Dara Byrne has been appointed as the Clinical Lead to develop a Simulation Strategy for RCPI. The project will engage with the Faculties and Institutes on the development of a governance structure for simulation within training programmes. The project team will carry out a number of site visits to look at the future implementation of a hub and spoke model in line with the National Strategy.

Assessment Strategy

A cross faculty assessment strategy is under development. Principles of best practice have been applied throughout RCPI, the strategy will address standardisation and sustainability in examination, workplace assessments and panel assessments.

Fellowships

A Post-CSCST fellowship in Physician Health and Wellbeing was developed with Dr Lynda Sisson, Specialist Occupational Medicine in the Workplace Wellbeing and Health Unit, WHWU.

Education Programmes - Development and Delivery

AMEE Aspire Award:

RCPI was awarded an AMEE ASPIRE to Excellence Certificate of Merit in the area of 'Inspirational Approaches.' The ASPIRE award programme was established to identify, recognise, and reward world-class excellence in education. It also aims to highlight, showcase, and exemplify best-practice in healthcare professions education, improving the education process and outcomes of other institutions around the world.

RCPI was recognised for its Certificate in Cancer Genetics and Genomics. The course is aimed at all healthcare professionals/scientists working in cancer care and allows participants to:

- Learn how to use genomic testing to inform treatment decisions and optimise patient outcomes
- Understand how to make more informed screening recommendations for higher risk individuals.
- Gain the skills to correctly interpret genomic test results to inform patient management
- Understand the ethical and legal considerations when using genomic technology

Upcoming Short-Courses

QQI submissions:

The Postgraduate Certificate in Quality Improvement Leadership in Healthcare (formerly the Diploma in Leadership and Quality Improvement in Healthcare) has received formal QQI accreditation at Level 9 (30ECTS). The Pg Certificate in Obstetrics and Gynaecology and the Pg Certificate in Cancer Genetics and Genomics have been submitted for accreditation.

iheed

RCPI in partnership with iheed ran three programmes in 21-22.

- Professional Diploma in Paediatrics
- Professional Diploma in Women's Health
- Professional Diploma in Dermatology

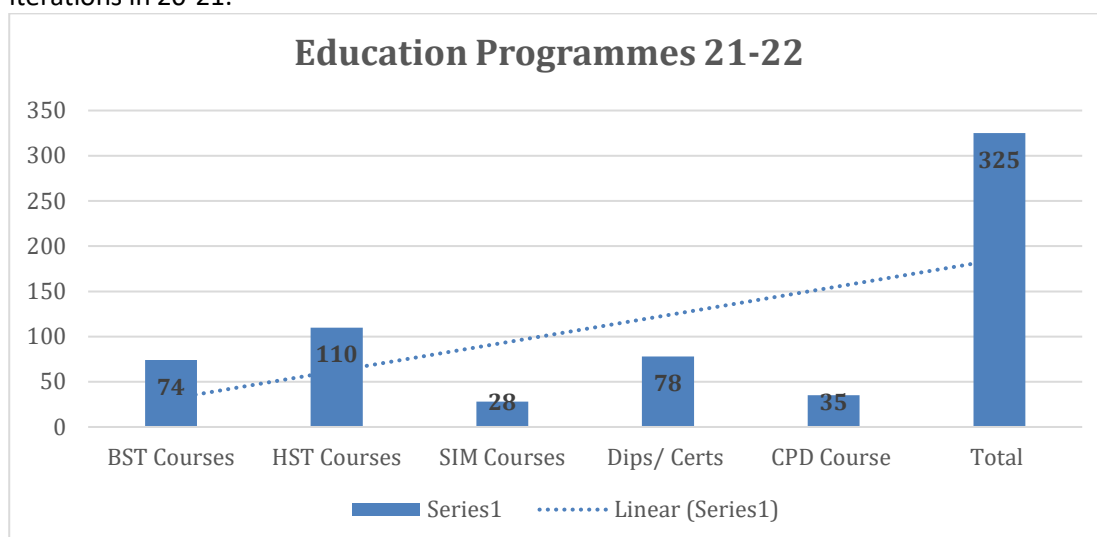
To date a total of 1762 learners have completed or are currently registered on an iheed/RCPI collaborative programme. The Paediatrics programme continues to have the highest number of participants.



The Professional Diploma in Occupational Medicine, Professional Diploma Medicine for the Older Person and Professional Diploma in Infectious diseases are under development. Dr Conor McDonnell is the Clinical Lead for the Occupational Medicine programme. All programmes will be submitted to QQI for accreditation at Pg Certification level (30 ECTS).

RCPI Programmes

A total of 325 iterations of workshops and tutorials were executed throughout the year growing from 276 iterations in 20-21.

**Quality Improvement Programmes:**

The Postgraduate Certificate in Quality Improvement Leadership in Healthcare, funded by HSE National Quality and Patient Safety Directorate, has successfully recruited 20 three-person teams for two cohorts of the course to start in September. Teams this year will focus their workplace projects on addressing common causes of harm as described in the HSE publication, Patient Safety Strategy 2019-2024

QI Scholars: Six RCPI QI Scholars completed the programme in 2021-22

Mandatory courses

The Occupational mandatory courses delivered during 2021-2022 include the following:

- BST Leadership in Clinical Practice
- BST Communication Skills
- Ethics Foundation
- Ethics for Occupational Medicine
- An introduction to Health and Research methods
- HST Leadership in Clinical Practice
- Mastering Communications
- Performing Audit
- Wellness Matters

Other courses open to Trainees, Members or Fellows in Occupational Medicine in 2021-2022 were:

- QI in Action
- Introduction to data analysis using SPSS
- Certificate in Essential Leadership for New Consultants
- Certificate in Cancer Genetics
- Physicians as Trainers – Essential Skills for Trainers
- Physicians as Trainers – Supervision and Performance Management
- Physicians as Trainers – Identifying and Managing Distressed Trainee

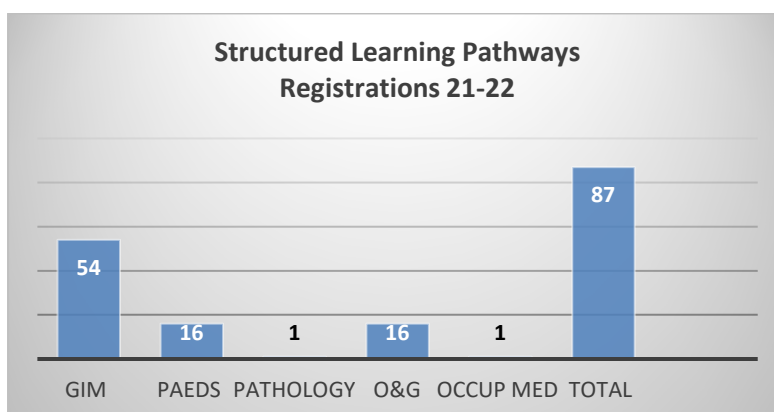
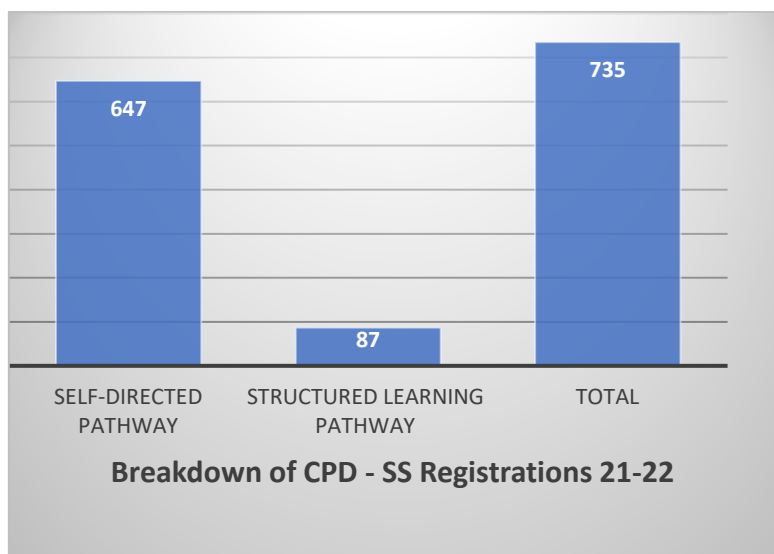
There are also a large number of standalone online courses available.

CPD-SS

The Continuous Professional Development Support Scheme (CPD-SS) is an educational programme open to those Non-Consultant Hospital Doctors (NCHDs) working in the public health service who have an NCHD contract and are enrolled on a Professional Competence Scheme. Once enrolled on the CPD-SS scheme, doctors get free access to educational activities worth up to 20 External CPD credits. A total of 607 signed up to the programme in September 2021. For the first time, the scheme opened for a second intake in January when an additional 128 NCHDs registered bringing the total number of participants to 735.

In 2021-2022, RCPI revised the CPD– SS offering two pathways that participants could choose between:

- Self-Directed Pathway (SDP) – Offers a choice of courses which participants can enrol on based on their own personal learning goals
- Structured Learning Pathway (SLP) - Provides participants with access to the HST mandatory courses specific to their specialty over three years. SLP is offered in five different specialties – GIM, O&G, Paediatrics, Pathology and Occupational Medicine. A total of 87 participants signed up for the structured pathway with 1 participant from Occupational Medicine.



Research

At the close of 2021, the research team saw significant change. Dr Niamh Humphries secured a prestigious senior lectureship in RCSI's Graduate School of Healthcare Management where the HDRM project has continued in 2022, supported by Dr John-Paul Byrne. Dr Jennifer Creese who worked on the HDRM project for two years was also successful in obtaining a Lecturer position in the University of Leicester (UK). This reflects the PI successfully reaching a key goal of the HRB Emerging Investigator Award that funded the project.

Janet O'Farrell was appointed as the new Research Manager and took up the role in November 2021. A full-time researcher, Ciaran Carr, was appointed to a researcher role, commencing in early March. An additional research fellow, Dr Sophia Kilcullen, was also appointed in a part-time capacity on the 8th June for a two-year period to initially fill a maternity-leave cover position and subsequently fill the full complement of the research team in September 2022. In September 2022 the team was completed by the return of Dr Orla Woods to the team.

HRB

In December 2021, the HRB approved RCPI's continued status as an approved Host Institution for a period of five years, up to the 30th November 2026. This continues RCPI's status as approved by the HRB to apply for,

receive and administer HRB grant funding, including responsibility for compliance with terms of these awards.

Additionally, in December, the Research Collaborative in Quality and Patient Safety (RCQPS), a collaborative initiative between the Health Research Board, the Health Service Executive National Quality Improvement Team and RCPI, awarded funding to two quality improvement research projects following a highly competitive selection process that took place throughout 2021. In total, 19 projects have now been funded through this initiative. This ended the three-year cycle of funding and brought the project administration by RCPI to an end in April 2022. An evaluation of research undertaken through this initiative is also planned, supported by the research department, focussing on the impact of these research projects, particularly their translation and implementation into clinical practice, sustainability and spread.

Research Strategy

Following engagement across the college, development of a new research strategy commenced in the latter half of December 2021. This was presented to the Executive Board for approval and implementation in February 2022. This involved extensive internal consultation and alignment with college and broader health research standards. It also involved a focus on research governance and forming a research committee to oversee this.

Following approval of the strategy, the first steps of implementation involved a focus on research governance and forming a research committee to oversee this. The associated Research Committee, with oversight of research to be undertaken internally and overseeing implementation of the strategy, is to have its first meeting in September 2022 and will meet quarterly. At this, the associated terms of reference will be agreed upon, chaired by the college Registrar.

Additionally, the research department developed a survey policy, approved by SMT in June 2022 with a view to ensuring that RCPI's institutional surveys are conducted in a manner that minimises survey redundancy and frequency, following guidelines for survey deployment. RCPI surveys will be coordinated through the research department, aiming to minimise overlap and duplication in content, sampling, and scheduling, ensuring consistency in presentation/feel and user experience going forward. It is hoped that this will improve oversight of surveys, providing a more global view of college surveying and improving data quality across the college.

TPE

At the meeting of the Training Committee in March, a small working group was proposed and approved to review the TPE survey at the individual item and global survey level before roll-out in June of this year. This comprises of representatives across the faculties and institutes, supported by both the Research and Quality Assurance departments collaboratively. The group met on the 9th May 2022, suggesting basic changes to the survey for this year in areas including gender, additional qualitative questions and expanding on questions regarding working hours with the European Working Time Directive in mind. Following review and testing, the survey was sent to trainees on the 14th June 2022 and remained live for seven weeks in total. Through support of programme co-ordinators and the communications team, a 35% response rate was achieved across BST and HST participants. The report based on this data is currently in draft, with input from the working group shaping the direction of the content and analysis. The working group will continue to work throughout the year to ensure that the survey in 2023 is fit for purpose, primarily to inform evidence-based training and college activities and initiatives appropriately.

Research Ethics Committee

The Research Ethics Committee, chaired by Dr Una Fallon, met on the 24th November 2021, 9th March 2022, 8th June 2022 and 7th September 2022, reviewing six expedited protocols and thirteen additional new applications in total. In January they also met and formed a small working group to review their terms of

reference and standard operating procedures, with the needs of the college and roll-out of the National Research Ethics Committees in mind.

At its meeting on the 8th June 2022, co-chair, Prof Kathleen Bennett, resigned her post after many years of service to the committee, and was replaced by Dr Fiona Boland, bringing her statistical expertise to the group. The research team is also supporting the working group in review of the TORs and SOP. The research department has also actively surveyed successful REC applicants to provide an update to the committee on their progress in this time and to meet the requirements of their favourable reviews through annual reporting.

Education Delivery

The research team supported CPD Education Delivery in January and February by surveying registered CPD-SS enrolees. This had a 58% response rate, with the majority of respondents to the survey reporting to be working in a registrar role (N=30, 61%) and working in General Internal Medicine (GIM) (N= 29, 62%). When asked if CPD-SS learners wished to apply for a second year of the structured learning path, all but one respondent (98%) declared that they would. Respondents were also offered the opportunity to give feedback on the course and their experience to date. This was broadly very positive, with a recognition that this was a supportive initiative for NCHDs not in a specialist training programme. Suggestions included making the training more hands-on, clinical and practical, and more personalised.

Additionally, the research team also carried out two focus groups with thirteen Teaching Faculty members. The discussions held aimed to inform the design and ethos of the new Teaching Faculty Model, in line with the 6TH strategic objective of RCPI's Three-Year Strategy. In the revised model, clinicians will continue to develop the content for Educational Programmes but content will be delivered by clinical tutors and in some cases by non-clinician Teaching Faculty who are subject experts in an area. This new model is envisaged to take time to embed. In the interim, RCPI wishes to improve the quality of experience for existing Teaching Faculty. These focus groups aimed to help with this by gaining a clear picture of faculty needs and challenges as they relate to teaching under the present faculty model in the focus groups. Aspects of teaching that work well and challenge faculty in the current process of teaching at RCPI were explored, along with proposed solutions to the challenges currently experienced.

Dr Ann O'Shaughnessy

Head of Professional Affairs, RCPI

HEALTHCARE LEADERSHIP, RCPI (INCORPORATING PROFESSIONAL COMPETENCE)

Overview

This is a new function within the RCPI. Strategic Initiative 7 of the strategic plan is: to be the voice of physicians, shaping and influencing healthcare policy, at a national level. In partnership with a range of stakeholders, RCPI already provides leadership in areas such as National Quality Assurance System (National Quality Improvement), National Immunisation Advisory Committee, National Office for Traffic medicine and National Clinical Programmes.

New activities within the function include a strategic approach to gathering advocacy wishes and views of trainees, members and fellows. This will be backed up by an education programme, individual policy development and active advocacy, pushing the voice of RCPI out into the healthcare community. To strengthen current RCPI offerings of formal leadership education the Healthcare Leadership function will develop a programme of supports for doctors in their day to day role as leaders and will also continue to develop the college's own leadership role.

Since the commencement of Healthcare Leadership, two key projects are underway; firstly, a pilot Mentorship Programme for New Consultants to support new hospital consultants that are learning to navigate the healthcare system as independent practitioners and secondly; an Academy for retired doctors who are interested in connecting with other retirees while using their expertise to get involved in the college in areas like mentoring, examinations, education and training, college representation and volunteer work.

Professional Competence

Summary of Key Activities October 2021 – October 2022

Royal College of Physicians and Surgeons of Canada Substantive Equivalence

In December 2021 we received a certificate from the Royal College of Physicians and Surgeons of Canada informing us that RCPI's CPD programme has been deemed substantively equivalent to the Royal College's Maintenance of Competence Program for the next five years (January 1, 2022 to December 31, 2026).

Substantive equivalency recognition means that Fellows of the Royal College who are living and practicing in Ireland can use RCPI's programme to maintain their Membership and Fellowship with the Royal College in Canada without having to additionally participate in the Royal College's MOC Program.

Compliance with Scheme Requirements

The overall percentage of participants across RCPI's 11 Professional Competence Schemes who met the PCS requirements for the 2021 – 22 PCS year was 75%, which is lower than last year, where the compliance rate was 87%. The individual Scheme compliance rates for the 2021-22 year ranged from 65% to 92%.

The Annual Statements issued in May 2022 were once again annotated to indicate that there may have been extenuating circumstances which may have prevented doctors from engaging in and recording the required CPD and Audit activities.

Submission of PCS Annual Reports to the Medical Council – 30 June 2022

The following 17 Annual PCS Reports were submitted to the Medical Council on behalf of our six training bodies on 30 June 2022:

- Qualitative Reports x 11 (1 per Scheme)
- Quantitative Reports x 6 (1 per Training Body)

Annual Verification Process (AVP)

The Annual Verification of the 2020 - 2021 PCS Year commenced in July 2021. A total of 233 doctors were selected for review and as the requirements for the 2020-21 year did not include an Audit, reviews of CPD records in ePortfolio were carried out by the Professional Competence Team.

At the conclusion of the process, a total of 153 doctors (66%) were Verified with no corrective actions. Their Annual Statement issued in May 2022 was annotated to reflect that their activities for the 20-21 year had been Verified.

The Annual Verification of the 2021 - 2022 PCS year commenced in July 2022. A total of 273 doctors were selected for review which consisted of 4% random selections from 2021-2022 (160), 4% non-compliant from 2018 - 2019 (51) and automatic reselections from previous years (62).

For this process, due to the small number of uncategorised CPD credits required for 2021 - 2022, we are asking Clinician Reviewers to focus on the Audit/Quality Improvement Projects submitted by the selected participants.

New Maintenance of Professional Competence Framework Model

In October 2022, the Medical Council informed the Forum of Postgraduate Medical Training Bodies Professional Competence Sub-committee that due to competing urgent priorities in the Medical Council, the Professional Competence and Research Directorate have had to revise timelines for the delivery of the new Maintenance of Professional Competence Framework model due to commence in May 2023.

As the Medical Council is satisfied that the current Framework Model still upholds doctors' duty to maintain their Professional Competence for the time being, this has enabled the Council to move timelines as the risks associated with this are considered to be low. This means that the public consultation on the draft Maintenance of Professional Competence Rules and associated Guidelines will not take place until early 2023. The new Framework model will now be implemented in May 2024, and the 2023-24 PCS year will be seen as an implementation year, to allow further preparation for the new Framework.

IACPDA – Substantive Equivalence

The International Academy for CPD Accreditation (IACPDA) is conducting a 2 year pilot study relating to application for IACPDA Substantive Equivalency.

The IACPDA has developed the Standards for Substantive Equivalency between CPD/CME Accreditation Systems (Standards), a shared set of international standards to:

1. Guide the accreditation of CPD/CME for medical doctors (doctors) and health care teams globally, and
2. be used to determine substantive equivalency between accrediting bodies

The RCPI Professional Competence Department has played a significant role in the development of these standards.

Substantive equivalency between accrediting bodies allows stakeholders – national authorities, regulators, credentialing bodies, certifying bodies, and most importantly, doctors and their patients, to know that the accredited education in support of improved patient care and patient safety meets the same level of independence, rigor, content validity, quality of design, and outcome measures.

RCPI submitted an application to the IACPDA for substantive equivalency for RCPI's CPD programme in February 2022 and our application will be reviewed within the two year pilot process.

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 2021 to 30 September 2022:

Type	Applications Approved	Credits Allowed
RCPI	383	1969
Non RCPI	325	1950
TOTAL	708	3919

National Office for Traffic Medicine

The National Office for Traffic Medicine engages in four categories of activities; Development of the *Sláinte agus Tiomáint* Medical Fitness to Drive Guidelines, Education & Outreach, Research and Special Projects.

Sláinte agus Tiomáint Medical Fitness to Drive Guidelines

The 11th edition of the national medical fitness to drive guidelines (2022) and a new information leaflet outlining the pathways and procedures involved in assessing medical fitness to drive were published at an online event on 28 April. Speakers included Mr Declan Naughton (Director of Driver Training and Testing (RSA)), Prof Des O'Neill (Director, National Traffic Medicine Programme), Dr Derek Crinion (Consultant Cardiologist) and Dr Margaret Ryan (Manager, National Traffic Medicine Programme). The event was attended by 74 healthcare professionals in Ireland and abroad and a recording is available [here](#). Following on from this event a feature "Traffic medicine: Moving with the times" that included an interview with Prof O'Neill was published in the Medical Independent <https://www.medicalindependent.ie/in-the-news/news-features/traffic-medicine-moving-with-the-times/>

Research

The Agenda for the Traffic Medicine Research Webinar was held on 5 May with included presentations from:

Dr Janette Lynch, Driver and Vehicle Licensing Agency (UK) - *"Multimorbidity and driving"*

Dr Stephen Klaus, Neurology Registrar (Beaumont Hospital) - *"Examining the impact of driving restriction on patients with epilepsy in Ireland"*

Ms Rachel Coomey (TCD), Winner of the Mary Ward Essay Prize in Traffic Medicine - *"Long Covid: the long road ahead"*

Ms Neha Siddharta (NUIG), *"Long-term effects of cannabis and fitness-to-drive in young populations"*

Dr Elizabeth Walshe, Neuroscience of Driving Programme, Centre for Injury Research and Prevention, Children's Hospital of Philadelphia - *"Risky driving behaviour and cell phone use while driving among young adult drivers in the US"*

Dr Kevin Moloney, Medicine for the Elderly Registrar (St. James Hospital) - *"Predictors of driving status in older Irish adults attending a geriatric outpatient service"*

Dr Anuraj Varshney Consultant Practitioner/Head of Service (Driving Mobility, UK) *"Fitness to drive assessments: analysing the data in England and Wales"*

Ninety-five healthcare professionals from 11 regions including Europe, the Middle and Far East and Canada attended this online event, which can be viewed [here](#).

Special Projects

The Government of Ireland Road Safety Strategy (2021-2030) was published in December, and this included several actions aimed at reducing driving under the influence of alcohol (DUI). As a senior road safety stakeholder, the NOTM is actively supporting the RSA in developing policy and practice to address alcohol

use/misuse and addiction in the driving population, with particular emphasis on therapeutic/rehabilitative approaches. Supporting and enabling safe mobility in society is the primary goal of the national Traffic Medicine programme and this aligns with RCPI strategic objectives and with public health policy.

We participated in meetings and other activities supporting the development of a medico-legal framework to address DUI and further meetings involving key medical stakeholders are planned throughout Quarters 2 and 3 of 2022.

Our Director, Prof Des O'Neill, attended a workshop organised by the EU Commission on 19 May where changes to the current driving licence Directive on medical fitness to drive were reviewed.

Our productive relationship with Driving Mobility UK continued with a visit by Prof O'Neill and Dr Ryan to the new Regional Driver Assessment Centre outside Birmingham on 24-25 May. The tour of the centre included a description of a typical on-road assessment for fitness to drive and an opportunity to try out some vehicle adaptations. During their visit they also met with the module leads on the Driving Mobility 3 level course on "On-road Driving Assessment and outdoor mobility" and with officials from Oxford Brookes University where the course is delivered.

National Specialty Quality Improvement Programmes

RCPI currently manages four National Quality Improvement Programmes in Histopathology, Gastrointestinal Endoscopy, Radiology and Bronchoscopy. The goal of these programmes, three of which are funded by the HSE National Quality and Patient Safety Team and Bronchoscopy which is funded in equal parts by Acute Operations, HSE and the NCCP, 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 are used to drive quality improvement in participating public and private hospitals.

National Histopathology QI Programme

The National Histopathology QI Programme published its 9th annual national data report in June 2022, presenting detailed analysis of data collected between 1 January to 31 December 2021, from 21 public and 7 private laboratories. This report outlined the challenges facing laboratories across the country as they continue to recover from the impact of both the COVID-19 pandemic and the cyber-attack on HSE IT services in May 2021, while faced with a workload growing in volume and complexity.

COVID-19 and the Impact on Cancer Services in Ireland

The National QI Programmes in GI Endoscopy, Histopathology and Radiology collaborated in a study led by the Faculty of Pathology investigating the impact of the COVID-19 pandemic on cancer services in Ireland. The report was published in December 2021 and built on a previous report carried out by the same group in December 2020. Additional data for quarter three of 2021 provided a basis for comparison to assess the continued impact on diagnostic workload.

Data Sharing and Collaboration

In early 2022, the National SQI Programmes developed a robust process by which individuals, hospitals and organisations can make requests to access specific data for purposes such as audit, research, QI projects and service evaluation. This is a further step towards greater collaboration within the health service ensuring these data can contribute to key decision-making on patient care where access is deemed appropriate and approved by the programme's steering committee.

National GI Endoscopy QI Programme

For the second year running the National GI Endoscopy QI Programme has published hospital names permitting the visualisation of improvements across sites between 2020 and 2021. Comparative analysis was performed between 2020 and 2019 to investigate the impact of the COVID-19 pandemic on endoscopy services in Ireland. Analysis revealed that while the workload was significantly impacted, the quality of procedures carried out remained at a high standard.

National Radiology QI Programme

In December 2021, the National Radiology QI Programme published its second annual national data report, presenting anonymised national quality improvement data collected from 1 January to 31 December 2020, across 48 public and voluntary hospitals. This report provided in-depth analysis of workload and QI activity and the ongoing impact of the COVID-19 pandemic.

National Bronchoscopy QI Programme

A new National Bronchoscopy QI Programme is now in the initial stages of development. This programme, owned by the Institute of Medicine, will endeavour to ensure the highest standards of patient care are both measured and achieved, with the intention of standardising and improving patient safety and outcomes using quality improvement.

Advocacy

Advocacy refers to actions to influence people, primarily decision-makers, to create change. For RCPI this change may be in legislation supporting healthcare and health and wellbeing; health sector plans and actions; or plans and actions in other sectors - impacted by, or which have an impact upon, health or healthcare.

RCPI engages in advocacy by defining the issue or desired change through development of position papers and reports, through communication of these issues directly to stakeholders and decision makers and by using media to promote messages or recommendations on the issue. RCPI also provides responses to relevant national consultations as they arise.

Papers/reports published September 2021 to Aug/Sept 2022

- *Cancer Care in Ireland in 2020 – the impact of the Covid-19 pandemic.* This paper, published in Dec 2021, highlighted the impact the COVID-19 pandemic had on cancer diagnostics and treatment in Ireland in 2020. This was a collaboration between the Faculty of Pathology (RCPI), the National Cancer Control Programme (NCCP), the National QI Programmes in GI Endoscopy, Histopathology and Radiology, Queen's University Belfast, the National Cancer Registry Ireland (NCRI), the Northern Ireland Cancer Registry (NICR) and DATA-CAN (the UK's Health Data Research Hub for Cancer)
- *A review of the provision of the coronial autopsy service* – Compiled by the Faculty of Pathology with support from the Policy and Advocacy Specialist
- *Budget Decisions for a Tobacco-Free Ireland.* Pre-Budget Submission- RCPI Policy Group on Tobacco (Sep 2021)
- Position paper on increasing the age of sale of tobacco products to 21 years, from the RCPI Policy Group on Tobacco in collaboration with the Institute for Public Health (published Sep 2022)

National legislation and Policy on which RCPI engaged in advocacy

- *Public Health (Tobacco and Nicotine Inhaling Products) Bill 2019.* Prof Des Cox, consultant in Paediatric Respiratory Medicine, represented the RCPI Policy Group on Tobacco at Pre-legislative scrutiny of this bill from the Joint Oireachtas Committee on Health (Feb 2022).

- *National Adult Palliative Care Policy* – RCPI responded to a Department of Health public consultation on this policy in Nov 2021.
- *HSE Open Disclosure Policy* – RCPI provided feedback on HSE Open Disclosure Policy as part of a consultation process in Sep 2021.
- Human Tissue Bill - Faculty of Pathology made a submission (letter) to the Minister for Health on this Bill.

Other consultations/actions

- *Consultation with Professional Bodies on the role of Prescribed Classes of Professionals in assessing capacity for Co-Decision Making Agreements (CDMA) and Enduring Power of Attorney (EPA) applications as required by the Assisted Decision-Making (Capacity) Act.* RCPI was represented in this HSE-led consultation in May 2022.
- *Examining the impact of COVID-19 on cancer in Ireland* (Irish Cancer Society Irish Cancer Society funded project). RCPI is represented on the advisory group for this project and provided inputs (e.g., palliative care, gastroenterology, medical oncology) to a discussion paper being drafted by the advisory group (May 2022).
- RCPI provided feedback to the HSE on the draft National Clinical Guideline for Infection Prevention and Control (IPC) (2022).
- RCPI Policy Specialist provided inputs to a chapter on Advocacy for the Faculty of Paediatrics' book to commemorate the 40th anniversary of the Faculty

Advocacy priorities

A comprehensive consultation is underway to scope advocacy priorities under RCPI's new strategy. Focus groups have been completed with RCPI Council, Executive Board, Senior Management, Trainees and Healthcare Leadership team. Further focus groups are planned at hospital sites. Membership will also have the opportunity to contribute through a survey planned in Q3 2022/ Q1 2023.

National Immunisation Advisory Committee

The National Immunisation Advisory Committee (NIAC) plays an essential role in Irish healthcare. This expert group is a standing committee of RCPI and comprises members nominated by a range of healthcare professional bodies and lay members. NIAC provides independent, evidence-based advice to the Chief Medical Officer (CMO) and Department of Health (DOH) on vaccines, immunisation and related health matters.

NIAC's workload in the last year remained demanding and was regularly performed under tight time constraints and considerable pressures. This has relied upon the dedication and availability of respected and experienced voluntary members, supported by strength and depth in the expertise of the Secretariat.

The provision of vaccine related advice has been and continues to be, an important element of the national response to the COVID-19 pandemic. NIAC has been addressing the backlog of routinely scheduled work deferred during the pandemic, whilst also maintaining the flexibility to pivot in emerging situations such as the monkeypox outbreak.

Governance and Operations

NIAC with the support of RCPI has submitted a proposal to the Department of Health to complete the transformation of NIAC to a National Immunisation Technical Advisory Group (NITAG) in line with recommendations from the World Health Organization. This formal designation will enable NIAC to operate more sustainably, with additional resources to support capacity building. It is hoped this designation can be achieved in 2023.

NIAC has continued to host Full Committee meetings on a bimonthly basis, with online COVID-19 meetings hosted as required to discuss relevant issues and topics. The work of sub-groups (e.g., Human Papillomavirus, BCG, Primary Childhood Immunisation Schedule, Monkeypox) is ongoing.

Advice provided to the Chief Medical Officer and Department of Health

NIAC has produced recommendations through considered and timely decision making, informed by reliable and robust evidence. This work was aided by regular meetings of working groups, participation in European Union NITAG meetings and engagement with global experts on vaccines. Over 20 recommendations to the CMO have been made in 2022, with examples including:

Date of Issue	Recommendation
15 September 2022	Recommendations regarding Bivalent mRNA COVID-19 Vaccines
6 September 2022	Recommendations regarding HPV Vaccine dosage
22 July 2022	Recommendations for additional COVID-19 Booster Vaccination
27 May 2022	Recommendations for Monkeypox Vaccination
5 April 2022	Medium Term Strategy for the COVID-19 Vaccination Programme including Second Booster Dose
18 February 2022	Recommendations for COVID-19 booster vaccination of those aged 12-15 years

NIAC has been involved in updating the Frequently Asked Questions about COVID-19 vaccines for people with pre-existing allergic conditions, and Questions and Answers for pregnant and breastfeeding women about COVID-19 vaccination.

National Immunisation Programme

NIAC has reviewed vaccines for suitability for inclusion or removal (in the event they are no longer available/needed) in the national vaccine schedule. NIAC has reviewed and issued updates including for the HPV vaccination programme.

Immunisation Guidelines for Ireland

The Immunisation Guidelines for Ireland have been prepared and maintained by NIAC as a robust and reliable immunisation resource for healthcare professionals. Fourteen chapters have been updated in 2022, with over 10 updates of the COVID-19 chapter alone. A new chapter has also been developed for Monkeypox/Smallpox (Variola).

National Resource, Stakeholder Support and International Collaboration

NIAC has continued to serve as a trusted and respected national resource for healthcare professionals and the public. Over 100 queries have been received pertaining to immunisation and national recommendations in 2022. These have been addressed by NIAC or referred to the appropriate agency for response in a timely fashion.

COVID-19 and the work related to it has resulted in a strong collaborative working relationship between NIAC, the DOH and the HSE. The Health Products Regulatory Authority, with which NIAC has had an excellent long-standing relationship, has also been a key support to NIAC.

As a standing committee of RCPI, NIAC has profited from being sited in a collegial setting at the forefront of postgraduate medical education. This has facilitated critical inputs from the Institutes and Faculties of the College and also supported dissemination of NIAC's outputs. At a time when trust in vaccination information is so important, NIAC as a committee of RCPI, is further validated because of that association as a trusted information source.

NIAC has engaged with the wider international immunisation community and participated in the EU NITAG meetings as well as national and international meetings as appropriate (e.g., WHO Strategic Advisory Group of Experts on immunisation).

NIAC continues to reinforce these relationships with regard to general immunisation practices through continued engagement, participation and advocacy.

Dr Trevor Duffy, Head of Healthcare Leadership

ADMINISTRATION IN RCPI

Key personnel in RCPI who conducted work on behalf of the Faculty of Occupational Medicine during 2020 - 2021:

Faculty	Barbara Conneely	01 8639 738 fom@rcpi.ie
Training (HST)	Melana Martel	01 8639 738 melanamartel@rcpi.ie
Examinations	Marianna Kyjovska	01 8639 700 examinations@rcpi.ie
Professional Competence	Deirdre Donegan	01 8639 739 professionalcompetence@rcpi.ie
Specialist Division of the Register	Siobhán Kearns	01 8639 720 siobhankearns@rcpi.ie
Conferences and Events	Jemma Smith	01 8639 794 conferences@rcpi.ie

NOTES



FACULTY OF OCCUPATIONAL MEDICINE

ROYAL COLLEGE OF
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