

ANNUAL REPORT
INDIAN ASSOCIATION OF OCCUPATIONAL HEALTH, VADODARA
(October 2023 to September 2024)

In last two decades, IAOH Vadodara continues to be one of the most active and dynamic branches in the country. As per the tradition, IAOH Vadodara plans and conducts activities based on scientific needs assessment of training needs in Occupational Health in Gujarat. IAOH Vadodara evolves an Annual Operational Plan every year after consultative discussions with senior members of the branch. The AOP is put for detailed discussion and then finalized along with budgetary approval. The managing committee delegates some of the activities to senior members of IAOH if necessary. The Organizational functioning of the association starts from October to September, while the auditing and accounting of the Association is done from April to March. During the period from October 2023 to September 2024 the following activities were planned and undertaken and are being presented in the Annual Report. With ownership of a Premises in Gorwa Karodiya area of Vadodara, IAOH Vadodara has the unique distinction of a Branch owing it's own commercial premises with all training facilities manned by a Full time Secretariat staff.

[A] TEACHING & TRAINING Programmes:-

[I] Teaching Programme- Medical Assistant Course in OHC (MACOHC)

During the year 2023-2024 (October 2023 to September 2024), **Two (2) batches** of Medical Assistant Course for Occupational Health Centre namely (MACOHC 51th ,MACOHC 52th) and were planned and organized in month October 2023 to September 2024 In the Two batches conducted during the said period, Thirty [30 ;- 12 (Industry sponsored) + 18 (self-Sponsored)] students were trained. The total number of students trained in Fifty two batches (52) of this value added training course are one thousand and Fourty Three (1043) in last Twenty years (2004 to 2024)

(i) MEDICAL ASSISTANT COURSE FOR OHC (MACOHC- 51th Batch 27th August 2023 to 1st October 2023)

IAOH Vadodara organized the 51th batch of MACOHC at Conference IAOH Learning Centre ,LABH Business Hub, Gorwa Karodiya Road, Vadodara from 27th August 2023 onwards for six consecutive Sundays up to 1st October 2023. As a part of promotion of the course, Letters, Mailers and emails were send to prospective industries in Vadodara & Neighboring districts for registration of delegates. Fourteen (14) delegates were registered and they underwent rigorous theoretical and practical orientation of working as a Medical Assistant in Occupational Health Centre of Industries. On 27th August 2023, fourteen (14) students were awarded a Certificate of Participation in a simple valedictory function presided over by IAOH Office bearers. With completion of 48 batches of Medical Assistant course, IAOH Vadodara has trained 1027 Medical Assistants hailing from 145 industries of Gujarat.

Table showing breakup of candidates of MACOHC 51th Batch:

Sr	Type	Number
1	Industry Sponsored	6(Six)
2	Self-Sponsored	8 (Eight)
		14 (Fourteen)

(ii) MEDICAL ASSISTANT COURSE FOR OHC (MACOHC – 52th Batch – 19th May 2024 to 5th March 2023)

At its owned premises, IAOH Vadodara organized the 52th batch of MACOHC at IAOH Learning Centre at Gorwa Karodiya Road, of Vadodara from 19th May 2024 onwards for six consecutive Sundays up to 30th June 2024. Letters, Mailers and emails were sent to prospective industries for registration of delegates. With help of some of the IAOH Members, sixteen (16) delegates were registered and they underwent rigorous theoretical and practical orientation to work as Medical Assistants at Occupational Health Centres of Industries. The delegates were taken for Visits to Two

industries namely IOCL Indian Oil corporation Ltd and GSFC (Gujarat safety fertilizer council , in Vadodara district to have a practical insight into day to day functioning of Occupational Health Centre in Industries. On 30th June 2024, 16 students were awarded a Certificate of Participation in a simple valedictory function presided over by IAOH Office bearers. With completion of 36 batches of Medical Assistant course, IAOH Vadodara has trained 1043 Medical Assistants hailing from 225 industries of Gujarat.

Table showing breakup of candidates of MACOHC 49th Batch:

Sr	Type	Numbers
1	Industry Sponsored	6 (Six)
2	Self Sponsored	10 (Ten)
		16 (Sixteen)

Photo showing Faculty Dr (Mrs) Kalpita Shringapore with students of MACOHC Batch 52



Table Showing Details of Medical Assistants Courses (MACOHC) 51 to 52 batches 2023 to 2024

Batch	Duration	Participants
Till 50 batches	6 Sundays	1013
51th Batch	27.08.2023 to 1.10.2023	14
52th Batch	19.05.2024 to 30.06.2024	16

TOTAL 1043

In a period of Fifteen [20 years- 2004 to 2024], One thousand and Fourty Three (1043) Delegates from more than 224 industries of Gujarat took part in this unique training programme planned and conducted by IAOH Vadodara. Majority of the 1043 trained candidates are suitably employed in many industries of Gujarat. This course has enabled to update skills of a large number of paramedics and has promoted employment too. The course has enabled branch to generate regular flow of revenue too in last twenty years. Training & Course material is given in local vernacular language along with certificate of participation to candidates completely the training successfully

[B] TRAINING SEMINARS :-

During the period from October 2023 to September 2024, As per the AOP, one interesting seminar and 74th National Conference Occucon 2024 were planned and successfully conducted to suffice the training needs of its Professional Members

Both the seminar and Conference were feast of scientific knowledge and interactions.

Sr	Date/day	Topic/Venue	Speaker	Participants
1	26-10-2023	MENTAL HEALTH, WELLNESS FOR INDUSTRY EMPLOYEES at Hotel Royal Orchid, Mujmauhda	Dr DEBASMITA SINHA	Twenty-Five (25)
2	31 st January to 3 rd February 2024	Three days 74 th National Conference OCCUCON 2024 at Hotel Wave Club	More 20 Faculties	Three hundred and Four (304)
				Three hundred Twenty-Nine (329)

(1) 26th (Thursday) October 2023:-One Day Seminar on “Mental Health Wellness for Industry Employee at Hotel Royal Orchid, Mujmauhda Road, Vadodara

- As per the Annual Operation Plan of IAOH Vadodara, A one-day seminar on Training on Mental Health Wellness for Industrial Employees was organized by IAOH Vadodara on 26th (Thursday) October 2023 at Hotel Royal Orchid, Mujmauhda Road, Vadodara. The objective of this programme was to render awareness and educate Industries about need of promoting mental health and wellness in industry employees in the Post COVID times and convey and render technical inputs about concepts of Mental Health to Key stakeholders like Human Resources, EHS and Factory Medical Officers about promoting Mental Wellness & Health in industrial employees. Educate and train Industrial Personnel about importance and significance of Timely response to all medical & Industrial emergencies at work place. IAOH Vadodara did consultative Collaborate with MANAH Wellness PUNE while planning the contents of the seminar. About 300 mailers were send to various industries of Gujarat to felicitate and seek participation of Full time FMOs and Part time FMOs. In the morning session, **Dr DEBASMITA SINHA** is senior Psychologist and clinical director at Manah Wellness. For 15 years. She holds a Master Degree in Clinical Psychology from SNDT University, Pune. She is trained and Certified in Cognitive behaviour therapy training (BECK Institute, Philadelphia, USA 2013) as well as QPR Suicide Prevention Gatekeeper Programme (QPR Technique) She has expertise in treating mood Disorder, Depression & anxiety Disorder, Family & relationship counselling, stress management, Trauma and grief management. The faculty shared their knowledge and gave practical insights to various types of problems faced by Medical Assistant, Nursing, EHS Executive, Safety and Fire Fighters in an industry. Twenty-Five (25) Delegates hailing from 5 industries of Vadodara, Bharuch

and Ankles war attended this interesting seminar on FMOs. Finally, Dr Milan Thakar, Hon Secretary, IAOH thanked one and all who were directly and indirectly helpful to IAOH Vadodara in organizing the One-day seminar on payment basis. IAOH Vadodara's efforts to plan and conduct training programme based on acute needs of FMOs resulted into a tumultuous success as all the participants highly appreciated the quality, contents and delivery of the training contents.

(2) OCCUCON- 74TH National Conference of IAOH India – 31ST (Wed) January 2024 to 2ND (Saturday) February 2024- Waves Club Vadodara

IAOH Vadodara contested and successfully bid and was awarded the opportunity to plan and conduct 74th National Conference of IAOH at Vadodara in 2024 at the Central Council meeting conducted at New Delhi in January 2023. An Organizing committee of OCCUCON 2024 was formed in a meticulous and systematic manner to include Young Industrial Physicians deployed in many industries of Vadodara and nearby areas. Dr P C Jain, Dr Amit S Patel, Dr Kishor Parikh and Dr J R Kamath & Dr Yatish Shah were elected unanimously to be Chairman, Co-Chairman, Director, Organizing Secretary and Treasurer of the 74th National Conference of IAOH to be held at Vadodara. After lots of deliberations, WAVES Club in Bhayali area of Vadodara was selected by Organizing Committee for hosting the National Conference at Vadodara from 31st (Wednesday) January 2024 to 2nd (Saturday) February 2024.

After formation of an Organizing Committee, seven (7) Subcommittees were formed with Chairmen to select interested IAOH Members to be involved in planning and executing key components of Conference like Revenue generation, Delegate promotion, Scientific agenda, Souvenir Preparation, Public Relations and Administrative matters of the National Conference. The Organizing Committee of OCCUCON 2024 was in regular communication and coordination with Conference Committee of IAOH India to adapt and follow Guidelines of National Conference of IAOH India.

IAOH India's National Committee visited Vadodara in September 2023 and reviewed key components of National Conference like Scientific agenda, Food, Accommodation arrangements and other aspects of Conference. Following Review by Central Conference Committee, Organizing Committee & its Various subcommittees got into regular interaction and executed tasks with precision and planning to give shape to finer aspects of a National Conference like Food, Scientific agenda, Reception & Stay of Delegates, Public Relations.

The organizing Committee of OCCUCON 2024 with mutual consultations & discussions worked out every precise details of a National Conference in final weeks prior to the Big event. The Organizing Committee adopted management principles of Distribution of work and delegation of work so that every subcommittee of OCCUCON 2024 worked with cohesion and coordination to roll out all components of National Conference in a timely manner. A large number of Local Hospitals and Industries were approached successfully for sponsorships and support to the National event. Many Large Indian Corporates and MNCs can forward and supported OCCUCON 2024 in all ways possible.

On the D Day, OCCUCON 2024 was inaugurated by Director of Industrial Safety & Health Mr. P M Shah on 31st (Saturday) January 2024 with participation of a large number of invitees and delegates from various parts of the Country. All the Subcommittees of OCCUCON 2024 were in action and worked in tandem and cohesion to make National Conference happen from 31st (Wednesday) January 2024 to 2nd (Saturday) February 2024 at the spacious and lovely landscape of WAVES Club, Vadodara. The Key features of OCCUCON 2024 were enrolled 304 Delegates, sixty (60) Eminent & Profilic National Faculty, Two International Speakers, 35 Scientific Papers/Posters Some of International faculties namely Dr Kenji Saito, (President, American College of Occupational and Environmental Medicine) and Dr Tsuyoshi Kawakami (ILO) were invited and shared their in-depth experiences in field of Occupational Health

During the next three days, Six Orations and various Scientific sessions were planned and conducted within the timelines in various halls of the Venue. Senior and experienced Faculty from various sectors of Occupational Health like Human Resources, Safety and Industrial Hygiene shared their experiences to the participating Delegates, during all the four days of the National Conference, all care was taken to give proper attention to attending delegates who had come from all parts of India.

At the Valediction ceremony on 2nd (Saturday) February 2024, Senior Industrial Physician & past president Dr Ramneek Parekh was felicitated in a grand manner to honor his immense contribution to growth and development of IAOH movement in India. At the Valediction function, Past Presidents and senior Occupational Physicians appreciated and commended the immense and intense efforts put by all members of Organizing Committee and IAOH Vadodara. The 74th National Conference of IAOH organized by IAOH Vadodara was another Achievement and feather in the cap of IAOH Vadodara in last 25 years. Meticulous planning, Distribution and Delegation of work to various subcommittees, Integration of Technology, involvement of a large number of IAOH Vadodara members, Coordination with IAOH India were salient features of the Success of OCCUCON 2024. Other aspects of National Conference like food & Catering, Stalls, Cultural Event and grand reception of national delegates added to the glory of the National Event.

The successful organization of 74th Annual Conference of IAOH India by IAOH Vadodara was possible because of overall support, cooperation, enthusiasm and cohesive team work of it's members (a mix of young and Senior Industrial Physicians). The Conference was a stupendous success in all ways owing to coordination between Central and local leadership of IAOH backed by support from IAOH branches all over the country.

Photo showing IAOH Vadodara President Dr J R Kamath welcoming National President Dr Biswadeep Pual





Photo showing Shri S C Bhamniya (Jt Director, DISH Vadodara Region) lighting the lamp with Shri P M Shah (Director DISH Govt of Gujarat) Dr Bishwadeep Paul, Dr Kishor Parikh (National Gen Secretary) Dr P C Jain (Chairman OCCUCON 2024) Dr Amit S Patel (Co Chairman OCCUCON 2024) Dr Milan Thakar (Hon Secretary IAOH Vadodara)



Photo showing National President Dr Paul Bishwadeep addressing the audience of 74th National Conference of IAOH at Waves Club Bhayali Road, Vadodara.

Photo showing an Award being given by National President Dr Biswadeep Paul to Members of IAOH Vadodara



Photo of Entire Organizing committee of OCCUCON 2024

[C] IN INDUSTRY TRAINING PROGRAMMES :- Health Talk with Industries Half day /Full day Training

As per the AOP, A package of Health Educative Talks were prepared in due consultations with Senior Occupational Physicians and promoted for sale to various industries of Vadodara, Panchmahal and Bharuch. As many as eight Proposals were send to Industries in Gujarat. This year, IAOH Vadodara signed One Contract with HERO Motocorporation Ltd for the second consecutive time to plan and conduct six talks in next 12 calendar months. The Health Talks were planned and successfully conducted as per the needs of the Industry.

Table showing details of Health talks at Various Industries

Sr No	Date	Faculty	Topic/Venue/Industry	Number of trained
1	19-3-2024	Dr. Krupesh Thacker	Music therapy workshop for stress management	25
2	10-4-2024	Dr Kalpita Singapore	"My Health, My Right" Good health, Nutrition, Exercise and Habits.	18
3	20-6-2024	Megna Desai	Yoga Exercise	30

[D] CMEs & COLLOBORATIVE PROGRAMMES :-

IAOH Vadodara continues to plan and collaborate with various hospitals to organize CMEs to update clinical knowledge of its Members. During the period Four (4) CMEs were planned and conducted on collaboration basis with various Hospitals & Healthcare establishments of Vadodara. One hundred and Thirty-Three members (133) participated actively in these four CMEs conducted from October 2023 to September 2024.

CME ONE:- 14th (Tuesday) March 2024 : CME Programme in collaboration with Dr NEEL

Thakkar,Consultant,Pulmonary&critical care Physician Dr Ashish Bavishi Consultant, Infectious diseases & HIV Medicine, Laxmi Vila Palace, Hotel, Vadodara

A Continuing Medical Educational Programme was planned, designed and conducted by IAOH Vadodara on 14th (Tuesday) March 2024 at Laxmi Vila Palace, Hotel Vadodara. The Theme of the CME was "Scientific update and advances as well as clinical case discussion in the fields pulmonary critical care Medicine & infectious Diseases. "The objective of this CME was to educate in the fields pulmonary critical care Medicine & infectious Diseases . two key speakers were given their presentation and educate

- Dr NEEL Thakkar,Consultant,Pulmonary& critical care Physician
- Dr Ashish Bavishi Consultant, Infectious diseases & HIV Medicine

Thirty-two (32) participants took part in this activity and updated their knowledge



**CME TWO :- 16th (Thursday) May 2024 : CME Programme in Collaboration with Zydus Hospital, Vadodara
Hotel Royal Orchid, Mujmahuda, Vadodara**

A Continuing Medical Educational Programme was planned, designed and conducted by Zydus Hospital in collaboration with IAOH Vadodara on 16th (Thursday) May 2024 at Royal Orchid Hotel, Mujmahuda, Vadodara. The objective of this CME was to to cover Interesting cases of GI Surgery in contexts to industry employees

- Dr Pratik Soni, gave a presentation about “ Cases of Unusual Angioplasty”.
- Dr Manish Meswani, “ Minimally Invasive Coronary Artery Surgery”
- Dr Nitin Patel, Interesting cases of GI Surgery

Fourty eight (48) IAOH members attended this interesting CME which covered many issues of GI Surgeries . The CME was followed by a Vote of thanks by Dr Milan Thakar, Hon Secretary, IAOH Vadodara.



CME THREE :- 12th (Wednesday) June 2024 : CME Programme in Collaboration with Sandhya Clinic, Hotel Sayaji , Vadodara

A Continuing Medical Educational Programme was planned, designed and conducted by Sandhya Clinic in collaboration with IAOH Vadodara on 12th (Wednesday) June 2024 at **Hotel Sayaji, Sayajigunj, Vadodara**, Vadodara. The Topic of this CME is to educate on “ Diabetes Mellitus, Industry & You. Endocrinologist Dr Samir Saini gave a crisp and educative presentation on Diabetes , it:s Prevention and followup in Industry employees. After the presentation, Members asked questions to clear their doubts about newer practices of managing Diabetics in Industries. Fifty-Three (53) IAOH members attended this interesting CME which covered many issues of Diabetes in contexts to industry employees. The CME was followed by a Vote of thanks by Dr Milan Thakar, Hon Secretary, IAOH Vadodara.

Photo Showing Dr Samir Saini (Endocrinologist,SANIDHYA Endocrine Clinic) giving a Presentation



[E] PARTICIPATION OF IAOH VADODARA AT GUJCON 2024- 22th & 23th (Sat-Sun) JUNE 2024 – Organized by IAOH Ahmedabad

Considering the neighbourhood presence of IAOH Ahmedabad, IAOH Vadodara supported and encouraged it to take the responsibility of planning and conducting a State Level conference of IAOH Branches in Gujarat at Ahmedabad in June 2024. The state level conference of Seven (7) IAOH Branches in Gujarat is an annual event hosted by one of the branches once in a year and this time IAOH Ahmedabad under leadership of President Dr Tushar Vilasi agreed to host the Central council meeting of IAOH India with the state level conference GUJCON 2024 on 22nd (Sat) June and 23rd (Sun) June 2024 respectively.

As a good will and support gesture, Fifteen (15) members of IAOH Vadodara actively took part in the two days event organized at AMA Hall by IAOH Ahmedabad on 22-23rd June 2024 . On 22nd (Saturday) June 2023 , Central Council members from IAOH Vadodara took active part in the Central Council Meeting deliberations. Dr J R Kamath, President IAOH Vadodara was nominated Advisor of GUJCON 2024 by Organizing Committee of GUJCON 2024 & IAOH Ahmedabad. GUJCON 2024 was being organized by IAOH Ahmedabad after a long gap of twenty-five years. The State Level conference was well organized by it's organizing committee with participation of more 100 delegates from all over Gujarat



Photo Showing National President Dr Bishwadeep Paul addressing at the inaugural session with Dr Kishor Parikh (National Gen Secretary IAOH India) Dr Tushar Vilasi (President IAOH Ahmedabad)

[F] National Occupational Health Day 2024: Celebrations by IAOH Vadodara- 9th (Tuesday) July 2024-Hotel Royal Orchid, Mujmahuda,Vadodara

As per the guidelines of IAOH India, IAOH Vadodara planned and organized National Occupational Health Day Celebrations 2024 on 9th July 2024 at Hotel Royal Orchid at 8:30 pm This year National theme on OH day was ‘**Equity, Diversity and Inclusion-Occupational Health Perspective**’

IAOH Vadodara invited eminent HR Professional Sarita Sinha,) CO Founder – Countrywide Learning System, Vadodara.) to give a presentation on theme of National Occupational Health Day 2024.

Dr Milan Thakar, Hon. Secretary welcomed the forum and guests with importance of this National Occupational health day. In his welcome address to Members of IAOH Vadodara, President Dr J R Kamath gave highlights and presented achievement of IAOH Vadodara branch since last 25 years. He informed members that IAOH Vadodara is in the process of getting its body registered under section 8 of Indian Companies act 2023 so that becomes a Non-Profit Professional Organization registered under Registrar of Companies of Govt of India.



Mrs Sarita Sinha Guest Speaker gave a presentation of principles of EQUITY, Diversity and Inclusion in the current global and national perspective. She sighted examples of need of promoting this principle incorporates and industries irrespective of their size and location. She shared own experiences as a Trainer in the corporate world. She conveyed about the role of an Industrial Physician in Industries of Gujarat in promoting this principle of Equity, Diversity and inclusion. She suggested that FMOs and Industrial Physicians should take lead in forming and working of DNI council in their respective industries.



After the talk on theme of National Occupational Health day 2024, A Panel discussion was done with the theme – Challenges for Factory Medical Officers in Industrial setup in Gujarat. A team of Three panellists namely Dr Amit S Patel (Senior Industrial Physician & Consultant- Lonsen Kiri Chemicals) Dr J K Vyas (Senior Industrial Physician & Consultant, Vadodara) and Dr Kishor G Parikh (National Gen Secretary-IAOH India & Director, BAG OH Services, Vadodara) were invited to be the part of the Panel discussion with Dr J R Kamath (President, IAOH Vadodara) as Moderator of the same

Dr J R Kamath, Moderator, Panel Discussion gave a brief introduction of esteemed panellists and open up the house for question and Answers session

The following questions were asked and panellists gave their value-based opinion

Q 1.How to improve quality of teaching and education in PG CIH course conducted by CLE & Distance education, MS University of Vadodara ?

A. 1. The Panelists gave positive inputs about the quality of PG CIH Course conducted at Vadodara

The Course currently going on and recognized by Govt of Gujarat's labour department should include the following :-

- a) Factory visits, communication and management skills should be taught in CIH course
- b) How to face Audits in OHC shall be taught to CIH students
- c) FMOs working in Industries of Vadodara should be involved so that they can share and give practical insights of OHC work on day to day basis
- d) Programs to mentor young FMO's can be kept in place to give orientation to practical responsibilities in OHC including legal compliances and liabilities
- e) Guidelines for Pre-employment and periodic medical examination can be made by each FMO depending on hazards prevailing in industries
- f) Knowledge of industry raw materials, plant round by FMO and health hazard survey is must by any FMO to understand the industry better

Q.2 . How should a Prospective New Factory Medical Officer negotiate salary in interview?

A.2. The panelists during discussions and interactions highlighted the following key points

- a) Salary should be negotiated with better homework by FMO to see at par with neighboring industries, manpower, hazards, responsibilities
- b) Salary should be negotiated based on experience of FMO in industry based on qualification, years of experience, attributes like communication & leadership skills
- c) FMO has to show his innovative skills put in place at industry OHC's and work as Managers besides being clinician so that Outcomes and outputs are evident to satisfy needs of Industries,
- d) FMO shall do homework regarding the industry he is being interviewed for the hazardous process and safety culture
- e) New or recently joined FMOs can take inputs from seniors of IAOH Vadodara to have an estimate idea of salary packages being offered currently

Q.3. As a Full time, Factory Medical Officer, What Criteria should a FMO keep in mind while selecting a Vendor for Occupational Health Service Provider for his OHC in his Industry?

A.3. There were healthy discussions about vendors and the objective criteria to be kept in mind while selecting them,

- a) FMOs should focus and be specific to give clear idea about Technical specifications of vendor so that Industry can rely on his expert opinion to select and chose amongst the lists of eligible vendors for selection and deployment purposes. The Financial part of Vendor selection should be left to Sourcing/Finance department and FMOs should have a fair amount of power to expedite in process of selection of a Vendor capable to deliver as per the Requirements of Industry,
- b) Objective criteria like Technical background, Team size, Past performance, Years of Existence, Reach of Services, etc. should be considered prior to shortlisting the list of three or four prospective vendors for selection
- c) Ownership by occupational health physician and their local availability should be preferred instead of paramedic/corporate owned company
- d) Requirements like FMO qualification- Minimum MBBS, CIH/AFIH, Nurse qualification-GNM with 2 years' experience in industry can be given to find quality staff
- e) Technical interview & Assessment of all OHC staff shall be done by CMO/FMO before joining and not solely by HR/EHS dept
- f) Ambulance requirements like EECO/Force shall be made depending on manpower, hazards in industry, distance to hospital, etc.
- g) While selecting or rejecting a Vendor, FMOs should be aware of Company's Policies of EHS or Conflict of Interest, Integrity ,etc.

Q.4. Can IAOH branch frame minimum rates for visiting part time doctors, full time doctors and pre-employment and periodic medical examination?

A. 4, For this question, it was pointed out to participants that IAOH Vadodara had initiated and prepared a concise and precise report on Tarriff structures for FMOs (Full time and Visiting Basis) in and around Vadodara. It was pointed out that the Report was well received by Industry but members of IAOH did not accept it in practice.

As an association of professionals , IAOH Vadodara can review and revise the Tarriff Committee report of 2013 and put to Members at the forthcoming General body meeting. However, Members of IAOH Vadodara should be united and firm in endorsing the Report in Practice doctors, we can make a recommendation for Minimum recommended tariff rates for rendering professional Occupational Health Services on retainership basis. The Renumeration of hiring an Occupational Physician should be calculated based on objective criteria like number of Man-days, Distance to industry, working conditions , profile of industry, current Salary structure in Industry, etc. The tariff report should be prepared after discussions and deliberations and Members have to ensure to follow the same in principle and more in Practice.

However, Since IAOH as a Body has no control over its members, implementation of such common interests becomes the responsibility of every member so that Industry has no other option but to adopt it. While many industry associations do follow such good practices, Associations of Doctors have failed to do the same good practice owing to lack of unity ,brotherhood and comradeship. However current times demand such good practices to be adopted by Professional Association and their members to safeguard their Key and Prime interest of Dignified and fair remuneration of professional services,

Q. 5. Can IAOH Vadodara plan and evolve guidelines for FMOs deployed in various types of Industries ?

A. 5. Panelists opined that considering the diversity and large variety of industries, it would be a mammoth task to evolve and work out specific guidelines for any type of Hazardous industries. However, there are enough scientific and academic resources available which FMOs can refer and practice the same in their respective workplaces.

On to paucity of time, the session was concluded by Moderator Dr J R Kamath , President IAOH Vadodara. At the end of the session, He assured the members that IAOH Vadodara would plan and conduct such interactive and insightful discussions to update the skills & Knowledge of its members on a professional basis.

At the end, Dr Milan Thakar Hon Secretary IAOH Vadodara rendered a vote of thanks to all the panelists and complimented the attending sixty-three (63) participants for insightful and inspiring discussions. All the Panelists were given a memento for their contribution by senior members of IAOH Vadodara. National Occupational Health day 2024 was a great success in all ways as it focused on common and group interests of its members and their challenges faced at place of work



Photo showing all IAOH Vadodara members including Past Presidents Dr P C Jain, Dr Amit S Patel, Dr R C Saxena and Dr Kishor Parikh

[G] ORGANIZATIONAL ACTIVITIES: -

1) **Membership Growth** :- IAOH, Vadodara has a total of 271 (Two hundred and Seventy-one) Life members as on September 2024

Sr. No.	Types of Membership	Numbers of Members
1.	Life Members	245 (Two hundred Fourty Five)
2.	Associate Life Members	20 (Twenty)
3	Institutional Members	6 (Six)*
		271 (Two hundred Seventy-one)

[As per IAOH HQ constitution, One Institutional Life Member has two members on List of members]

2) **Managing committee & General Body meetings:-**

The Managing Committee of IAOH Vadodara met regularly for discussing and expediting various crucial matters of the Association. During the period from October 2023 to September 2024, three (3) Managing Committee meeting were held on 18th April 2024, 20th June 2024 and 19th August 2024. It was decided and resolved in the Managing Committee meeting to register IAOH Vadodara under Section 8 of Indian Companies act 2013

Dr J R Kamath
President,
IAOH Vadodara

Dr. Milan Thakar
Hon. Secretary
IAOH Vadodara

Table showing tabulation of activities and their participation: October 2023 to Sept 2024

Sr	Type of Activity	Number of Activity	Number of participants
1	Medical Assistant Courses	Two (2)	30 (Thirty)
2	Seminars	One (1)	25 (Twenty-five)
3	In Industry Talks	Three (3)	73 (Seventy-Three)
4	CMEs	Four (4)	133 (One hundred and Thirty three)
4	74 th National Conference Occucon 2024	One (1)	Three hundred and four (304)
5	9 th July -National Occupational Health Day Celebrations	One (1)	Sixty-Three (63)
		Twelve (12)	628 (Six hundred and twenty eight)