

National School of Occupational Health Newsletter



Welcome to the June 2017 Edition of the National School of Occupational Health (NSOH) Newsletter

NSOH Updates

We've had a busy start to 2017 with our annual conference kick-starting our year on the 26th January. The subject of 'What works for Wellbeing' generated huge interest and we were fully booked within a couple of weeks of promoting the event. Over 150 delegates attended the event from across the UK with representation from a wide variety of professionals in Occupational Health. Feedback has been overwhelmingly positive and will be published shortly. We hope to see you in attendance at next year's conference. Watch this space for more details on our 2018 event coming soon.

The National School submitted a response to the [Improving Lives Green Paper](#) consultation. It is an important time for our speciality and we welcome the attention it brings to the work and health conversation. You can access a copy of our response [here](#).

We've held two NSOH Board Meetings since our last newsletter. The first was held in January in London and the second on 28th April in Manchester. Our next NSOH Board Meeting will be held on 21st July in London.

Prior to the Manchester Board Meeting, we held a multi-professional forum for Trainees. Supervisors and Educators based in the region, discussing multi-professional training with speakers from The University of Manchester, Salford University and The University of Birmingham.

Dates for your Diary:

NEXT NSOH BOARD MEETING

NSOH Board Meeting:

Friday 21st July 2017

13:30 — 16:30

Events Centre, Stewart House, 32 Russell Square, London, WC1B 5DN

SUMMER ARCP DATES

London:	Friday 28th July
Birmingham:	Friday 4th August
Leeds:	Friday 11th August

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Mapping the Landscape of Occupational Health—Informing the Future, a Summary

The National School of Occupational Health is proud to have a multi-disciplinary focus and remit.

A recent project has focussed on the training of Occupational Health Nurses. It has mapped current provision, and sought to more fully understand current governance arrangements plus the aspirations of and challenges experienced by providers of Occupational Health courses, to inform the future.

Findings

There are choices between providers for Nurses wishing to train in Occupational Health, to suit differing learning styles and circumstances. However, the range of courses available reduces clarity for employers and potential students. Alongside this, academic progression is insufficiently aligned with career progression and there are currently concerns regarding the sustainability of the requirements for NMC approved courses. Occupational Health Nurses are an ageing workforce and there is concern to maintain suitably qualified and experienced Practitioners, in sufficient numbers, to meet future requirements.

The learning culture within Occupational Health, as a Speciality, needs development. Increased awareness of the ethical use of Occupational Health Practitioners is required to ensure workforce sustainability for future decades and enable current Government priorities, including those arising from the recent [green paper](#), to be met.

To access the full report, please click [here](#)



Key Recommendations

1. The need to review the provision for failing students to balance the needs of students, support University Lecturers, Practice Teachers and assure quality.
2. The development of clear curriculum requirements for achievement of Occupational Health training accreditation. This work has commenced through work undertaken by PHE and FOHN.
3. Consideration is required of the next generation of Occupational Health Educators. How the current workforce is prepared for academic roles and factors which may enhance this as a career opportunity.
4. The funding of Occupational Health Training is a barrier to entry and an investigation into whether the apprenticeship levy can provide funding for Occupational Health training courses is timely. This potentially provides a means for larger organisations, who have been the main users, to contribute to Occupational Health resources for the future.
5. To ensure those who are the larger consumers of Occupational Health skills and experience, contribute to, and support, the future provision of suitably qualified and developed Practitioners.
6. The binary (Part 3 qualified, or not) system for recognising qualification in Occupational Health provides potential benefits but hinders the drive for academic development within the Nursing workforce. The career benefit of ongoing learning and development, should be preserved and developed to attract future talent.
7. The expectation within Occupational Health Departments that students are welcomed and positively provided for needs development. Consideration of how a positive learning culture can be more widely embedded within Departments.

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Dr Harj Kaul: Trend Analysis - GMC Survey for Occupational Medicine

I recently had the opportunity to look at the UK wide GMC trainee and trainer 2016 anonymous survey results, which came out in December 2016 and want to share some of the interesting highlights.

At the most recent survey, there was a 98.7% UK wide all specialities trainee response rate (54,563) to the survey, with the trainers having a 53.3% response rate (20,598). All responses are confidential, and are seen as the perception of the trainee/ trainers of their satisfaction or not of their local training posts and programmes. The GMC view the results as an attempt to identify good practice and to pinpoint places where training may not be reaching GMC quality standards.

Some generic highlights that I noted was where trainee doctors felt the workload was particularly “heavy”, It was felt that patient safety concerns were at least doubled, with 6 times the likelihood in these particular posts, of the trainees determining that the clinical problems were beyond their experience or competency.

It was interesting to note that 5% of doctors who experienced or saw bullying in the workplace in their current post would not report their concerns to the confidential national survey.

The numbers from a UK occupational medicine trainee perspective that respond to the survey are difficult to accurately predict (but are probably approximately 40-50 at best), because if there is a regional response rate less than 3, the results are not recorded as part of the analysis.

Having taken that point into consideration, when looking at the limited specific data that was available through the analysing reporting tool, the 2016 results showed that above average satisfaction and access to educational resources and support was recorded for the North West and North East of England. Whereas the perceived below-average satisfaction, of the training experience by trainees was for the West Midlands and the London deanery. Although overall data from 2014 to 2016, looking at trend analysis has shown an upward trend with clinical supervision, feedback, local teaching and supportive environment as well as overall satisfaction. (Table 1-trend analysis).

From a generic trainers perspective, one in 3 respondents felt that there was not enough time for them to effectively deliver their training roles within their job plans. Interestingly 46.6% felt they needed more training in order for them to deliver their roles, 39.3% stated that they needed training in writing more effective educational supervisor reports. With a further 39% responding that they needed more support in identification, diagnosing, managing trainees in difficulty during the training programme.

It was interesting to note that there were 42 trainers who identify themselves from occupational medicine whereas the general consensus is that there are approximately 50 “active” occupational medicine trainers across the UK (communication with FOM). As you know, since 31st July 2016 all trainers in all specialities need to meet the GMC requirements to be accredited and maintaining the CPD requirements is something that the national school is actively exploring.

I am in the process of producing guidance for -:

1. ST3- ST6 ARCP checklist data
2. The type and number of CPD hours required over a five-year period to maintain your GMC accreditation to be recognised trainer.
3. Updating the education supervisor report template for 2017 in advance of the summer ARCPs.

The next GMC anonymous survey will be out from **21st March to 3rd May 2017** and you should receive a personal invitation. I would urge all occupational medicine trainees and trainers from the NHS, industrial or defence environment to participate in this anonymous survey. If you have any difficulties accessing this survey we will try to assist as a national school or you should directly contact the GMC.



Dr Harj Kaul,
National TPD

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Changes to the workforce team at The National School of Occupational Health

Laura Waddoups, project manager for the National School of Occupational Health has moved into a new role in the School of Surgery for London and the South East. I'm sure you'll all join us in congratulating Laura and thanking her for her support.

The school will be supported by Jessica Tollerfield and Maria Kist as follows:

Jess Tollerfield – Supports the Head and Deputy Head to deliver the NSOH Strategic Plan and Multi-disciplinary training in Occupational Health

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- Works with the Head of School and Deputy Head of School to develop multi-disciplinary training and the NSOH Strategic Plan.
- Supports the school with communications (e.g. website, newsletter).
- Supports the school with meetings and events (e.g. annual conference, ad-hoc events, executive meetings and board meetings)
- Please contact [Jess](#) for matters relating to the board, multi-disciplinary training in Occupational Health and matters for the Head and Deputy Head of School.

Maria Kist—Supports Occupational Medicine Training (Postgraduate Training for Doctors)

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- Works closely with the National Training Programme Director to oversee the Occupational Medicine training programme for postgraduate medical doctors in London and KSS
- Provides advice and guidance to Trainees, Educational Supervisors and other stakeholders for queries relating to postgraduate medical training for doctors in Occupational Medicine across England & Wales in NHS and Industry.
- Oversees ARCPs, Posts & Rotations, Trainee Support, Recruitment, Accreditation of Educational Supervisors, NHS & Industry post approvals.
- Please contact [Maria](#) for enquiries relating to postgraduate specialty medical training for doctors in Occupational Medicine across England & Wales in NHS and Industry.

Useful links:

[Eight Elements to Workplace Wellbeing](#)

[Research Guidance for Literature Reviews](#)

[Healthy Workplaces: Improving Employee Mental and Physical Health and Wellbeing \(NICE\)](#)



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