



Bridging the gap – Transferable Skills

Job Ref: PK-1187

Occupational Health Nurse

Location: North Acton + Travel

Job Type: Permanent - Full Time

Occupational Health Staffing are looking to recruit an Occupational Health Nurse to work in North Acton+ Travel (Occasionally across further sites spanning Greenford, Hanger Lane, Kilburn ad Chalk Farm) on a full time permanent basis. The role will involve:

- Full OH/Treatment service
- Wellbeing assessments
- Health promotion, advice and education
- Health surveillance
- Safety critical medicals
- D&A testing
- Fitness to work
- Provide clinical assessment of clients presenting with minor illness and injury

To apply you will need to be an experienced Occupational Health Nurse with strong health surveillance experience.

Salary: £36,000 + Benefits

- No experience = No job?
- Skills audit = what can I offer?
- What are my gaps?
- What other skills are useful?
- Building a development plan.



A bit about Sarah

- Sarah Holling, Ashford & St. Peter's Hospitals (NHS)
- OH Nurse Consultant.
- 13 years in HR/HR management, Chartered MCIPD.
- 10 years as adult nurse.
- Previously Sexual Offences Examiner (Police).
- Worked for OH provider, and in house/NHS.
- Our NHS trust also has private/non NHS customers.
- Work/life experience is really important.

What skills do OH nurses need?



What you might deal with

- Drugs and alcohol – not just illicit ones – pain.
- Child safeguarding and sometimes adult.
- Financial problems, homelessness.
- Mental health signposting, suicide risk assessment.
- Domestic abuse, harassment, relationship issues.
- Presenteeism, work, legal and H&S issues.
- Disease outbreaks.
- Inoculation injuries and blood borne viruses.
- Pre-employment fitness ? Vaccinations? Blood tests?

What you deal with every day ... with patients



... working with colleagues and leading teams



What we are good at ...

- Reading between the lines.
- Observation.
- Problem solving.
- Listening ...
- Following procedures.
- Working in teams.
- Multi tasking.

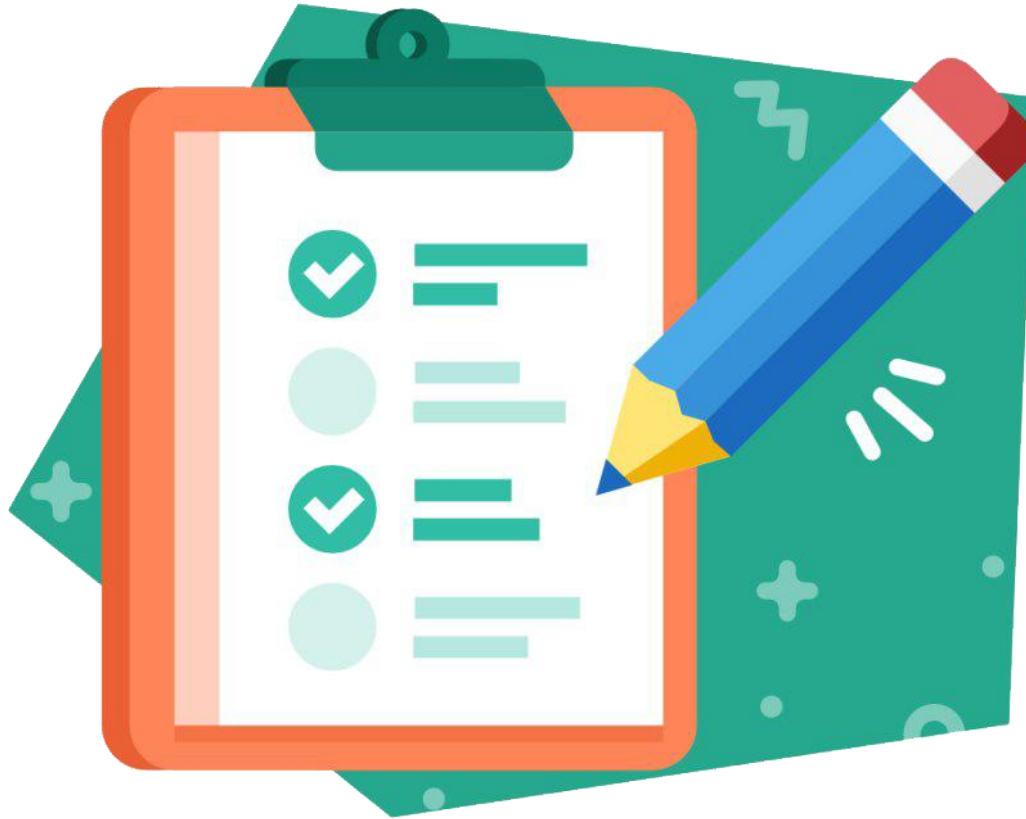


Jerome Stone shows nurses
their 'inner oomph'

- **Bucketloads of business acumen: 'Commercial'.**
- Understand priorities of managers, companies?
- The language of business.
- Ability to write clearly, credibly, within the law.
- Evidence based.
- Walking the walk.
- Robustness.
- Integrity.
- Communicate at all levels.
- Any time Any place ...



But other equally important skills ...



Tips from those already in OH

- Maintain barriers – don't cross the line.
- Use the language of business.
- We don't treat. Don't medicalise problems.
- Know your business sectors.
- Build relationships with stakeholders.
- Huge amount to learn ... it takes a lifetime.
- Kindness costs nothing.
- Leader. Driving standards, taking decisions.
- Deal with a lot of 'grey'.
- Evidence, evidence, evidence ...
- Outstanding written skills – reports & clinical notes.

Can you look beyond the obvious?

Can you tackle cultural/organisational issues?



Building a development plan

- Mentoring, shadowing, ask for advice.
- Join SOM – Society of Occ Medicine – student rate.
- Join Jisc-OH <http://www.jiscmail.ac.uk/occ-health>
- Join Facebook: UK Occupational Health Practitioners.
- Queen's Nursing Institute www.qni.org.uk
- i-OH.
- Follow the news, do online courses, invest in paid courses.
- Have a lifelong passion for excellence and learning.
- Do your homework – learn about the OH sector.

It's an amazing career like no other

