



Spire

Occupational Health

Job Specification	
Job Title	OHP Clinical Lead
Reports to	Head of Clinical Services
Direct Reports	Occupational Health Physicians (Salaried and Self-Employed)
Matrix Reports	N/A
Location	Remote-based – with occasional travel to Spire OH Head Office and face-to-face consultations when required
Key Stakeholders	Occupational Health Physicians, wider Spire Clinical Team, Governance Colleagues and Senior Leadership team
Role Purpose <i>What service does this Role Provide?</i>	In this role, the Occupational Health Clinical Lead (OHP) provides senior clinical leadership within Spire Occupational Health (OH), ensuring the delivery of high-quality occupational health services across our OHP network.
<i>How does it support the business?</i>	The OHP Clinical Lead supports adherence to best practice and contributes to the ongoing development of clinical standards and policies across the company. The postholder will utilise their clinical and leadership skills to support clinical operations and oversee clinical OHP activity, enhancing its quality, and contributing to policy development and clinical governance.
Key Responsibilities <i>Day-to-day tasks</i> <i>Key activities in their remit</i> <i>What and who is the incumbent responsible for?</i> <i>What are the daily/monthly/annual key outcomes?</i>	<p>Clinical Duties:</p> <ul style="list-style-type: none"> • Telephone and video consultations • Sickness absence management • Attendance and performance case management • Ill-health retirement advice • Health surveillance escalations • Biological monitoring • HAVS Tier 4 assessments <p>Clinical Oversight:</p> <ul style="list-style-type: none"> • Maintain high standards of clinical practice • Act as a role model for clinical excellence • Deliver expert clinical assessments and advice <p>Leadership:</p> <ul style="list-style-type: none"> • Oversee and support the clinical activity of the OHP network • Provide visible clinical leadership • Offer peer support and peer review • Manage clinical conflicts where required • Address clinician impairment or behavioural concerns <p>Governance:</p> <ul style="list-style-type: none"> • Support clinical governance strategies and processes • Promote continuous improvement based on audit, research, incidents, and complaints • Audit the quality and appropriateness of clinical care • Assist with development of clinical policies and procedures
Candidate Requirements (Essential and/or desirable skills, experience and qualifications)	
<ul style="list-style-type: none"> • Qualified and experienced Occupational Health Physician (MFOM). 	



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- A Medical/Occupational Health Practitioner who has, since full registration, consolidated their skills and continued their medical education in line with the requirements for Revalidation.
- General Medical Licence Registration (GMC).
- A Diploma in Occupational Medicine (Dip Occ Med).
- Minimum three years' experience in occupational health and safety-critical referrals.
- Strong expertise in case management, workplace assessments, and health surveillance.
- Rail sector experience (Desirable).
- Pensions and ill-health retirement expertise (Desirable).
- Evidence of up-to-date knowledge base of professional and specialist issues.
- Sound educational background including a good standard of numeracy and written English.
- Demonstrates a clear understanding of professional accountability in the scope of professional practice.
- Good understanding of clinical governance.
- Flexible and experienced in the delivery of virtual consultations and telephone assessments and general OH medical assessments.
- Competent in the use of Microsoft Office Applications e.g. email, word processing and spreadsheets etc.

Behaviours and Characteristics (Traits and attributes that supports an individual's ability to deliver in the role)

- A strong leader and mentor
- Excellent communication and relationship-building skills
- Strong organisational and time-management abilities
- Proactive and solution-focused approach
- Supportive approach to colleagues' professional development
- Highly organised with strong prioritisation abilities
- Passionate about delivering high-quality occupational health services

Knowledge Required

- Knowledge of relevant legislation (Equality Act, Health & Safety at Work Act)
- Occupational Health Guidance and legislation
- Code of conduct and best practice in OH

Spire OH Values

Succeeding together

- Building collaborative relationships
- Collaboration

Delivering on our promises

- Taking initiative
- Managing Execution
- Focusing on performance

Being outstanding

- Being authentic
- Understanding the business
- Being flexible and adaptable

Version Control



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Job Number	OHP_LEAD_01
Sponsor	Head of Clinical Services, HR and Recruitment
Date	January 2026