

Job Title: **Occupational Health Physician**

Grade: **H**

Department: **People**

Job Code: **JOB-003015**



Lifeboats

My job saves lives at sea by...

Providing strategic oversight of the Occupational Health and Wellbeing function, setting the health and fitness standards for ensuring our volunteers and staff remain fit for service.

Team:	Occupational Health and Wellbeing
Direct Reports	NO
Total FTE	0.4
Budget holder responsibility:	NO

Job Overview

Responsible for providing support to the in-house Occupational Health and Wellbeing services, including clinical escalations for referrals, health assessments and health surveillance as well as input into the development of RNLI health related policy and guidance. Providing opinion on Ill Health Early Retirement and other compensatory medical schemes within the RNLI. Engaging with stakeholders across the RNLI, including the Executive Team and various committees as well as professional support and opinion for our Lifeboat Medical Advisors.

Key Responsibilities

1. Reviewing and setting health and fitness standards for our lifesaving operational crews, lifeguards and other safety critical roles within the organisation
2. Providing clinical support to fitness for work and health surveillance/health monitoring escalations from the in-house Occupational Health Team
3. Producing evidence based, quality reports for our line managers within our Key Performance Indicators
4. Providing input into health-related policies involving our volunteers and staff
5. Provide training and support to the in-house Occupational Health Team
6. Support health related research projects in conjunction with other departments in the RNLI
7. Provision of medical expertise on panels and boards as required
8. Ensure that the Occupational Health service is evidence-based
9. Support the function to move to SEQOSH (Safe Effective Quality Occupational Health Service) accreditation
10. To become involved in other ad hoc tasks as required

RNLI Behaviours / Leadership
To save 'every one' we: Lead the way, Solve problems, Make sound decisions
To inspire 'one crew' we: Value and respect each other, Work better together, Develop
To be a lifesaver we: Do the right thing, Stay resilient and agile, Grow and learn
*more detail is available here

Job Requirements	Level Required
SHE	3
Driving	N/A
Safeguarding	3
Data Governance	3

Job Specific Competencies	Level Required
Occupational Health Expertise	3
Report Writing	2
Communication	2

Qualifications required

Essential – Medical Degree and Occupational Health Consultant (MFOM)

Desirable – HAVS (Hand-arm Vibration Syndrome) Tier 4

Experience required

Essential – Significant Occupational Health Experience of working in the Emergency Services or Maritime Safety required

Desirable – Proficient in health surveillance escalations, working with volunteers, experience of working within a commercial setting

Suitable for someone who

Is passionate about providing a high quality and effective Occupational Health Service and who understands the need to support our line managers and volunteers/staff in a complex and large organisation.

Is able to support a nurse led service and work as part of a team and has a dynamic and innovative approach to providing an occupational health opinion or expertise.

Can demonstrate the value of Occupational Health throughout the organisation and to our lifesaving volunteers and staff.

Version Number:	
Date Job Profile Issued:	(this is the date the profile is agreed)
Date Job Profile Updated:	