



Supporting occupational health
and wellbeing professionals



A career in Occupational Health

Janet O'Neill

Deputy Head NSOH,
Clinical Director PAM Group
Voluntary Director iOH
Assistant Editor Journal of OM
Janet.Oneill@hee.nhs.uk

The story begins



- When opportunity knocks – take it!
- Go that extra mile to learn
- Identify resources around you
- Be resourceful
- Keep learning
- Identify the bigger picture

Occupational Health & Wellbeing

- See the value in every role
- Embrace change
- Be flexible and agile
- Collaborate
- Be curious and keep striving

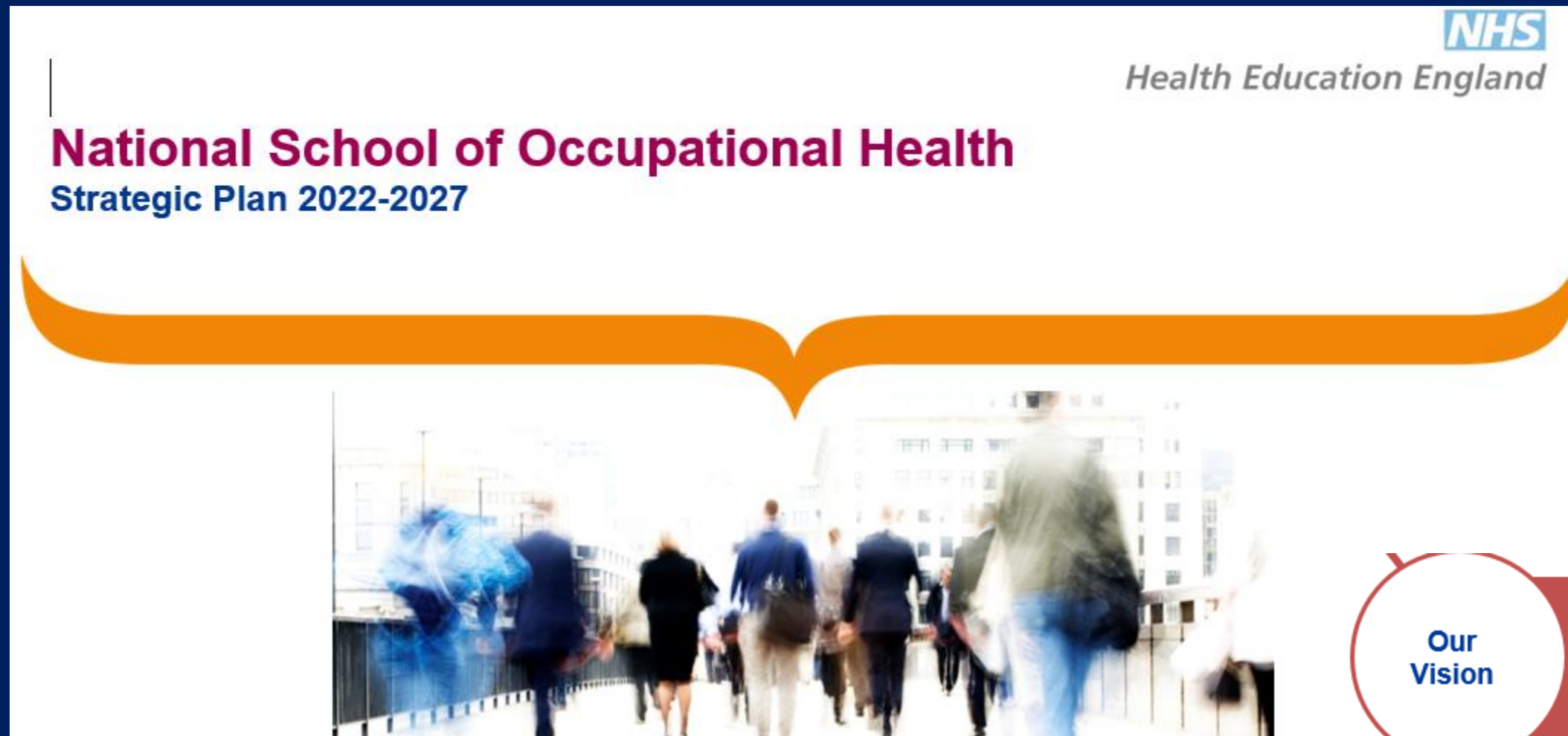
Growing OH

Remit, workforce, quality

**Keep the
momentum going**



NSOH



4

Remit

Workforce planning
Education and training
Quality

Priorities

Grow OH – numbers, quality & remit
Develop a community of learning
Work with stakeholders

Our Vision

A 21st century occupational health workforce that has the capability and capacity to optimise the workability of the working age population

Our Mission Statement

To promote the highest standards of quality training and to quality manage the provision of clinical training for a multi-disciplinary occupational health workforce

Who Are We

- Head of NSOH (Strategic Direction of NSOH and OM Training)
- Deputy Head of NSOH (Multi-professional Training)
- National Training Programme Director (OM Training)

OH as a career

Career prospects in Occupational Health (OH) are excellent with a shortage of professionals in the field (SOM '22).

There are so many possibilities in OH and never a dull moment.

OH is a profession that allows you to adapt to life's needs and develop to where you want to go within the profession.

5

No two days are ever the same.

The role is most rewarding and there is no shortage of work in this growing industry

The Multi-disciplinary team

Scaling up OH
Wider skill set
Greater knowledge base
Increased service support
NSOH = MDT



Situations OH support was used for			OH services used		
Supporting staff with mental ill-health	Attracting and retaining talent	Verify medical statements & health surveillance	Employee Assistance Programme	Counselling	Physiotherapy
Supporting a return to work	Investigate underperformance or poor conduct	Supporting staff with physical ill-health	Cognitive Behaviour Therapy	Workstation assessment	Physical health screening or assessment

Employers' motivations and practices: A study of the use of occupational health services April 2019 Health & Work Unit DWP

Learning

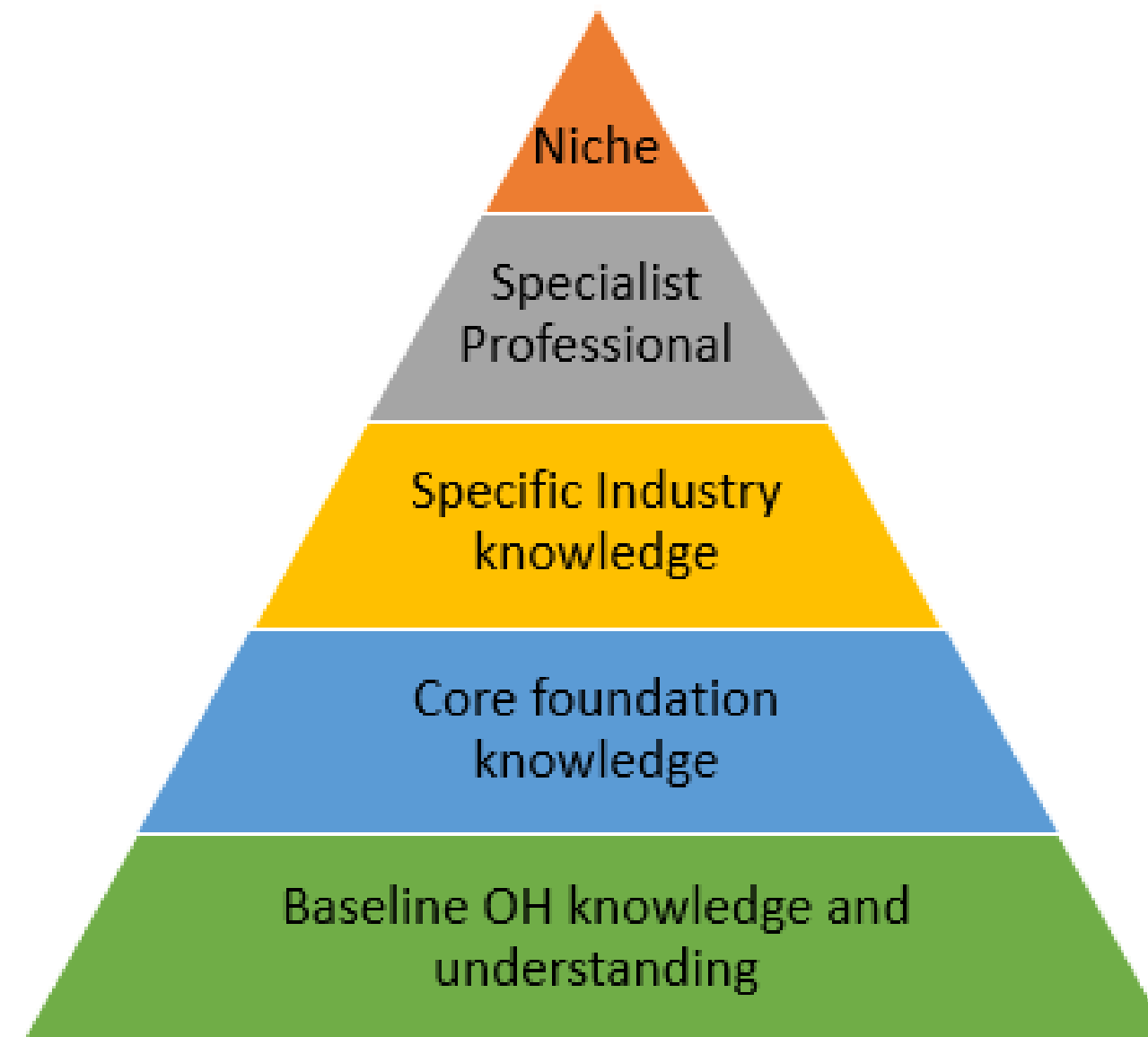
70%: On the job

20% Learning from others

10%: Formal learning



Pyramid model for OH Education



Career development

- Professional practice
- Facilitating learning
- Leadership
- Evaluation, research & development

What we do	Key business partners	Outcome
Health risk assessment	Health & safety, occupational hygienists	Required statutory and appropriate employer health surveillance programmes implemented properly
Health needs assessment	Managers, HR	Health programmes are designed and resourced to address the main lifestyle health risks; top causes of sickness absence, etc.
Professional advice	Managers, HR	Advice and support for matters relating to health and work
Policy development	HR, Legal	Policies, practices and cultures that maintain and promote employee health and compliance with relevant health and safety legislation; improve engagement and reduce staff turnover
Change management	Managers, HR, toxicologists	Assess significant changes e.g., in shift patterns; the development or introduction of a new chemical, etc
Business continuity planning	HR, health & safety	Ensure contingency plans are in place to deal with health risks e.g., emergency medical response for disasters, pandemics, etc.



Janet.Oneill@hee.nhs.uk

Resources/References

<https://www.personneltoday.com/hr/evolution-of-occupational-health-part-1-pioneers-and-21st-centu>

<https://www.innovativeworkplaceinstitute.org/workplace-wellbeing-prowell.php>

<https://www.gov.uk/government/publications/occupational-health-services-and-employers/>
The Government's response: Health is everyone's business 2021

Gov.Uk Applying all our Health: Workplace health 2022 <https://www.fohn.org.uk/professional-development/>

<https://www.personneltoday.com/hr/occupational-health-a-specialty-worth-fighting-for/>

[https://www.som.org.uk/sites/som.org.uk/files/Choosing occupational health as a career.pdf](https://www.som.org.uk/sites/som.org.uk/files/Choosing_occupational_health_as_a_career.pdf)

<https://www.rcot.co.uk/about-us/specialist-sections/work-rcot-ss>

<https://www.personneltoday.com/hr/occupational-health-faces-five-scale-up-challenges-if-it-is-to-meet->

<https://www.rcn.org.uk/clinical-topics/public-health¹⁰/occupational-health/occupational-health-nursing-skills->

<https://www.personneltoday.com/hr/occupational-health-faces-five-scale-up-challenges-if-it-is-to-meet->

<https://www.personneltoday.com/hr/janet-oneill-national-school-of-occupational-health/>