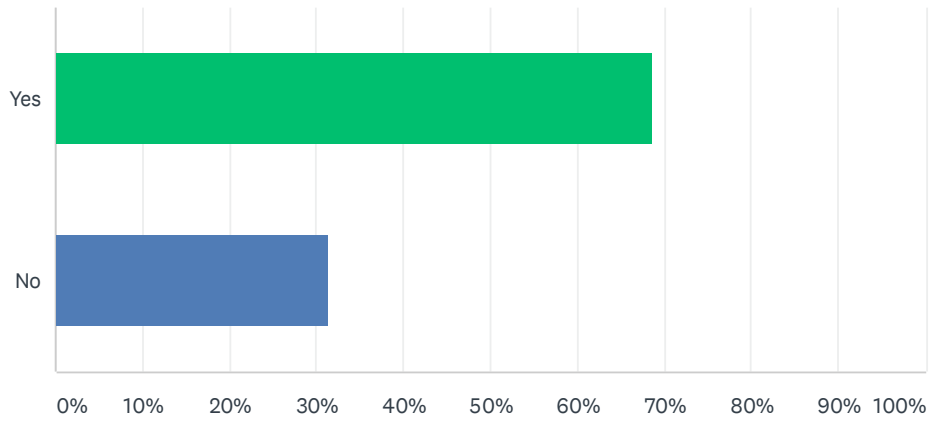


## Q1 Do you hold SCPHN registration with the NMC?

Answered: 573 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	68.59%	393
No	31.41%	180
TOTAL		573

**Q2 What do Occupational health nurses do that requires NMC Regulation that is beyond Part 1 NMC Standards?**  
(<https://www.nmc.org.uk/globalassets/sitedocuments/education-standards/education-framework.pdf>)

Answered: 450 Skipped: 123

#	RESPONSES	DATE
1	OH nursing has a specific requirement beyond clinical practice to consider a multitude of differing elements on an employee's ability to undertake their role and the impact of that role on an individual's health. However, this specialist area also requires nurses to advocate on behalf of the "patient" and the employer particularly from a legal perspective. This is quite a step away from mainstream nursing where you are the patient's advocate. It is for this reason that specialist focus is required in a public health setting and removal of part 3 would potentially dilute this.	1/7/2020 10:35 AM
2	Comply with Part 3 of the NMC Register	1/6/2020 8:36 PM
3	Like other specialisms of nursing they do roles that are above basic training	1/6/2020 3:52 PM
4	OH is a specialist public health branch of nursing with significant autonomy, requires additional specialist training and knowledge which is over and above general nurse training. I can make a case both for and against having Public Health as a specialist register. My concern is not about the register, but the lack of OH courses recognised by the NMC which in turn creates a perception of a 2 tier service.	1/6/2020 11:04 AM
5	Provide an autonomous and often legal opinion on fitness for work	1/6/2020 11:02 AM
6	Nothing	1/6/2020 10:25 AM
7	It is a specialist qualification looking at the effects of work on health and wellbeing, and the effects of health and wellbeing on work, etc. It is based on having a sound and ongoing educational & theoretical background with knowledge and skills of research and evidence based practice, leadership and management and an understanding and appreciation of the legal requirements governing practice and compliance.	1/6/2020 10:07 AM
8	None	1/6/2020 9:56 AM
9	Quality assure specialist practice standards and providers	1/5/2020 11:11 AM
10	they are specialists in the field of occupational health and should hold a recordable and recognised qualification by the NMC that satisfies NMC standards	1/5/2020 10:16 AM
11	Advanced practice. Specialise in work & health specialty.	1/4/2020 5:01 PM
12	Nothing	1/3/2020 4:37 PM
13	Specialist nursing	1/3/2020 4:22 PM
14	Advanced analysis of an individual's ability to undertake their role	1/3/2020 4:13 PM
15	An additional university qualification that allows the OHA to manage OH ill health	1/2/2020 11:11 AM
16	In my opinion there is often little that an OHN physically does that requires NMC regulation beyond part one, however, it is a good way to confirm that an OH nurse has the appropriate specialist qualification and knowledge to undertake a specific role.	1/2/2020 10:52 AM
17	Community public health nursing (SCPHN). This is particularly important for occupational health nurses whose decisions can affect whole population groups.	1/2/2020 10:48 AM
18	We often work autonomously, and are looked upon by organisations as a speciality in our field. Many OHA's are Band 7-8 AfC equivalent and/or independent and I feel that being on an additional part of the register is essential for specialist fields where you are working at such a high level of practice.	1/2/2020 9:40 AM
19	More specialised training to meet the needs of the role	1/2/2020 9:39 AM
20	Work as autonomous practitioners	1/2/2020 8:30 AM
21	Nurse specialist in Occupational Health	12/31/2019 4:50 PM
22	?	12/31/2019 1:51 PM
23	Specialist in work and health	12/31/2019 9:33 AM
24	I don't understand this question	12/31/2019 8:53 AM
25	Take responsibility for management of OH clinics. Make safety critical decisions regarding	12/31/2019 8:35 AM

	fitness for work, run independent clinics for general fitness for work, this takes specialist training and experience. Manage technician's checking off their work. In my role- I'm the first call to the business for all health related matters. We also manage a medication checking system for our safety critical workers. The role requires skill set above that of a level one registered nurse.	
26	Not necessary, but should be able to register in line with Part Three if can show has extensive experience, and has undertaken appropriate qualification in Occupational Health.	12/31/2019 8:15 AM
27	Autonomous decision making, defensible report writing, service planning to meet the needs of the Public Health Agenda within a particular workplace.	12/30/2019 4:32 PM
28	I do not know of anything	12/30/2019 3:12 PM
29	advise employers on fitness to work; adjustments required, health surveillance	12/30/2019 2:26 PM
30	Give specific advise on a wide spectrum of health conditions that left un addressed may result in a deterioration in health, also to ensure that the working age popualtion with underlying health issues are able to work and and contribute to the economy	12/30/2019 1:36 PM
31	Apart from hold the qualification, no further criteria is required by the NMC post registration of the qualification	12/30/2019 12:36 PM
32	Overlap with OH work that also covers public health in it's remit. Specialist nature of the profession, requiring additional qualifications and skills on top of those already achieved as part of initial nursing qualification is essential to the role	12/30/2019 12:01 PM
33	Working autonomously with their work often affecting people who they have not met.	12/30/2019 11:55 AM
34	Provide specific advice on work related issues, fitness to work taking into account legislatiohn such as the EA2010	12/30/2019 11:36 AM
35	?	12/30/2019 11:35 AM
36	Specialist role which requires specific post registration skills and a high level of expertise and knowledge	12/30/2019 11:34 AM
37	Work in isolation in non clinical environments providing bespoke public health advice and guidance.	12/30/2019 11:27 AM
38	Further formal educational study which underpins practice	12/29/2019 11:09 PM
39	Immunisation, sickness absence, health surveillance, Phase return, case management, report writing, spirometry, audiometry.	12/29/2019 1:08 PM
40	Nursing does not qualify you to work in OH, legislation, H&S, etc is required to deliver an informative, professional opinion.	12/27/2019 2:43 PM
41	Influencing and writing policy, health surveillance, H&S law,	12/27/2019 11:08 AM
42	Report writing, management recommendations	12/27/2019 8:11 AM
43	Nothing that could not be supervised by peer organisation, FOHN	12/26/2019 9:33 PM
44	Autonomous practice delivering Public Health Advice/Guidance	12/26/2019 8:15 PM
45	Article-ship like student Accountants do	12/26/2019 11:17 AM
46	Working independently within the public health remit. Often examing ways to improve health and wellbeing in the workplaces	12/26/2019 10:19 AM
47	Nothing	12/25/2019 2:42 PM
48	Provide health care which us specific to the working population. It is a different discipline of nursing and requires specific knowledge and srstandards andards	12/24/2019 9:36 PM
49	Have responsibilities for public health of given population. Works in a variety of settings	12/24/2019 8:56 PM
50	Although they worl to nmc framework they require extensive knowlege of health & ,safety legilation the demands of the workplace diseases that can be caused by work.the overall holistic wellbeing of the workforce	12/24/2019 4:40 PM
51	Apply principles of health and safety specifically to health in the work environment	12/24/2019 4:15 PM

52	Contribute to public health agenda	12/24/2019 3:52 PM
53	It's specialist and unique role very different to a typical 'advocate' nurse role	12/24/2019 3:36 PM
54	Educate around occupational health disease and the prevention of the same	12/24/2019 2:24 PM
55	We are decision-makers and deliverers of healthcare that can impact on varied and large populations, not just individual patients.	12/24/2019 2:02 PM
56	Specialist subject, on par with Health visiting	12/24/2019 1:28 PM
57	Work independently in unique settings cover all aspects of health	12/24/2019 8:43 AM
58	This is a specialist role unlike no other in nursing, requiring in depth knowledge of employment and disability law, advanced assessment and problem solving skills, as well as extended technical skills. The career prospects of individuals needing support from occupational health services make these roles life changing.	12/23/2019 10:51 AM
59	TASKS THAT NEED ACTION AT TIME OF INCIDENT	12/23/2019 8:05 AM
60	Research module and investigative enquiry module and leadership module. All vital for oh practitioners moving forward.	12/22/2019 6:01 PM
61	Oh is a specialist area of nursing, requiring knowledge on employment law, health and safety as well as completing medical screening. We work autonomously and the part 3 allows us to do that competently.	12/21/2019 7:24 AM
62	Work on their own	12/20/2019 10:03 PM
63	Specialist understanding of the workplace issues, links between work and health and health at work. Complex case management an decision making. Good knowledge of health and safety.	12/20/2019 6:53 PM
64	Not sure?	12/20/2019 6:12 PM
65	Make recommendations that can override GP advice where justified	12/20/2019 3:35 PM
66	Autonomous practice	12/20/2019 2:45 PM
67	The role of the OH nurse requires autonomy, skill , knowledge and the ability to work independantly and professionally, I feel the SCPHN ensures that research based practice is ensured and the practioner has proved they can work at a higher academic level and will continue to grow the speciality, if we do not have a specialist qualification we are going backwards I feel	12/20/2019 2:06 PM
68	I consider this is a specialist role in itself however, I know there are many nurses who practice in OH who do not hold this additional qualification.	12/20/2019 2:02 PM
69	We undertake a wide remit involving Public Health as part of our role.	12/20/2019 1:59 PM
70	have specialist knowledge regards workplace health and issues	12/20/2019 1:58 PM
71	Occupational Health Specialist Advice	12/20/2019 1:50 PM
72	They offer specialist workplace advice	12/20/2019 8:25 AM
73	Follow the code when dealing with all patients	12/19/2019 5:09 PM
74	They have to have a business focus	12/19/2019 2:29 PM
75	Not sure that the things OH Nurses do require specific regulation by NMC	12/19/2019 11:42 AM
76	Prevention and Promotion of Health and well being at work	12/19/2019 8:32 AM
77	Ongoing research based practise and the requirement to remain highly skilled within the field of OH. Our practise is pivotal to the success of businesses, without which they would fail without their workforce at work.	12/19/2019 8:17 AM
78	Require wide varied knowledge of health conditions much like a GP inorder to assess fitness to perform work - coupled with a comprehensive understanding of employment law and health and safety guidance.	12/19/2019 6:12 AM
79	Health Management of health of working population in working environment	12/19/2019 12:54 AM

80	case management	12/18/2019 7:02 PM
81	don't know	12/18/2019 3:54 PM
82	Rev	12/18/2019 10:52 AM
83	It designates the critical learning required to be registered on Part 3. It also enables both practitioners and employers to be confident that the achievement at Masters level ensures that the practitioner at this level has achieved the skills and competence to practice at this level.	12/18/2019 10:51 AM
84	Occupational health requires specialist training as it covers a wide range of subject matter not available in Part 1 of the registrar.	12/18/2019 8:15 AM
85	OH nurses need to understand the complexities of the effects of health on work and work on health. The role is so very different from general nursing as is the responsibility. The variety of knowledge we require goes beyond nursing skills and anatomy and physiology.	12/17/2019 10:59 PM
86	Advising employers and businesses.	12/17/2019 7:34 PM
87	We are specialists in our chosen field and decisions made can have an impact on more than just individuals	12/17/2019 6:29 PM
88	Public health and well-being in occupational health	12/17/2019 5:16 PM
89	OHA's have additional training in public health which enables them to assess the health needs of individuals, families and the wider community to promote good health and prevent illness. They are able to provide advice on fitness for work to employees and employers and offer advice on H&S legislation and EA 2010	12/17/2019 1:45 PM
90	0	12/17/2019 1:37 PM
91	risk assessments, advice on fitness to work and adjustments,	12/17/2019 12:41 PM
92	this form of practice has distinct characteristics that require public protection. These include the responsibility to work with both individuals and a population, which may mean taking decisions on behalf of a community or population without having direct contact with every individual in that community.	12/17/2019 9:43 AM
93	Expert knowledge of health issues relevant to the workplace and decision making	12/16/2019 8:25 PM
94	They don't have any special responsibilities that require any more regulation than other nurses	12/16/2019 5:54 PM
95	Dont know	12/16/2019 3:58 PM
96	The OH Nurses like GPs require experience and new knowledge of health and safety, report writing, assessing fitness to work, health and wellbeing, functional assessment, case conferences between patient, HR, manager and union rep, and many others	12/16/2019 11:51 AM
97	Enhanced consultation with patients/clients, enhanced knowledge of medicals, understanding of employment law, full understanding of COSHH	12/16/2019 10:48 AM
98	I studied at degree level or above to qualify. However I presume all OHA's work along the same education standards as well as research based evidence.	12/16/2019 9:01 AM
99	Provide employment related medical advice in regard to fitness to work and statutory health surveillance often as a lone practitioner	12/16/2019 9:00 AM
100	Everything which is outlined in the SCPHN competencies	12/16/2019 8:17 AM
101	work with autonomy	12/16/2019 8:01 AM
102	Advisory and consultancy based guidance to workers and with employers, liaising with health professionals and a diverse and wide reaching evidence base	12/15/2019 6:42 PM
103	Understand and apply health and safety legislation to support and protect the workers health and wellbeing	12/15/2019 12:56 PM
104	Experience and qualifications but it should not debar previously held qualifications that were previously held	12/15/2019 9:24 AM
105	they have a deeper understanding of the legal duties of employers. they understand health and safety aspects and the protection of employees. They base their nursing decisions on sound	12/14/2019 10:00 PM

	evidence, finally it is a specialist form of nursing and deserves recognition and preservation	
106	Required to have knowledge of complex medical and legal issues surrounding health and work, frequently work autonomously, make decisions and advise on complex cases	12/14/2019 1:26 PM
107	support employers and employees health and wellbeing at workplace, health and safety, keep people at work	12/14/2019 1:20 AM
108	They prevent healthcare problems at work by completing risk assessment, education and providing pre-employment checks to ensure that a chosen candidate is able to do the job. If the candidate requires an support occupational health nurses offer recommendations and advice. They deal with sickness management encouraging people to go back to work. Working has several benefits including social, financial and psychological.	12/13/2019 9:35 PM
109	SCPHN training	12/13/2019 6:31 PM
110	Case management	12/13/2019 4:51 PM
111	We provide professional evidence based advice to employers and employees to prevent work place ill-health and support those with health conditions to remain at work. An good knowledge base of the impact of work on health and health on work is essential	12/13/2019 11:57 AM
112	specialise in workplace hazards and their control, health surveillance , strategy work for organisations , occupational hygiene, competent in health and safety law	12/13/2019 10:00 AM
113	Actually I have no idea	12/13/2019 3:35 AM
114	Specialist role	12/12/2019 9:09 PM
115	I don't believe a different part of the register has any real, practicable value.	12/12/2019 7:44 PM
116	Understand workplace focus as distinct from generic health aspects in addition to handling complex political communications with safety / business critical impacts	12/12/2019 5:14 PM
117	Work autonomisly, Manage High Risk Sharps incidentts, Make decisions on fitness for work, establish rehabilitaion programmes, have to be good at problem solving, involved with policy and protocol compilation, participate in teaching if a practice teacher,	12/12/2019 3:39 PM
118	Consider how to support and advise a person on a return to work, to remain in work, adjustments and accommodations, equality act, early retirement, RIDDOR reportable incidents, provide guidance to employee on self management/further medical support, provide guidance and support to the employer (human resources and management) I do not think Part I nurses are too concerned about aiding a person back into work as the advice is usually more focussed on the 'condition' and not what the person is able and unable to do, appreciate and understand health and safety legislation incorporating health surveillance (undertaking these specific tests and interpreting within own competency) and task specific medicals - understanding health and safety requirement/considerations of employers needs and those of employees when interpreting and being guided by medical standards; health promotion activities geared towards a workforce, ergonomic advise, assessing workplaces/workstations and workplaces	12/12/2019 2:18 PM
119	Advising an employer of our opinion which may conflict with the patient's beliefs or wishes	12/12/2019 2:12 PM
120	OHNS WORK WITH IN PUBLIC PROTECTION	12/12/2019 2:05 PM
121	The requirement of further specialsit qualifications, working with autonomy and frequently working alone. Working in environments away from the primary care sector, remote. Knowledge and understanding of the impact of the workplace on the individual, in its broadest sence. An understanding of safety and hygiene and its impact on the employee.	12/12/2019 1:58 PM
122	Offer specialist advice on fitness for work	12/12/2019 1:52 PM
123	specialist nursing in the occupational field	12/12/2019 1:10 PM
124	Autonomous workers / diagnostic	12/12/2019 12:19 PM
125	Nothing that other nurses with an OH qualification, that doesn't give them access to Part 3 of the register, also do	12/12/2019 12:12 PM
126	I feel I would not have been able to carry out my current role without the additional training I received during my degree.	12/12/2019 11:56 AM

127	This is specialist practice and very different from other nursing roles.	12/12/2019 11:50 AM
128	advise individuals and companies on work related ill health, a ward nurse does not know that a welder has pneumonia because of his job, and that welder may not know he should have had pneumonia vaccine as a GP doesn't ask or correlate the two, businesses too need specialist advice to prevent ill health and we are dealing with people pre illness or exacerbation. I have lost count of the number of times I have explained why shift patterns matter to a diabetic, both to the business and employee, I have explained implications of not managing illness. We also know about the legal aspect of employment and have to dispel the "can't sack when on sick" myth. Supporting cancer patients back to work, advising businesses not to end a contract both legally and to help individual with their progression to recovery, Practice nurses can't do this nor can a ward nurse.	12/12/2019 9:57 AM
129	Need to have an understanding of the impact physical and mental health have on an employee's ability to work and also the impact that work can have on health	12/12/2019 9:29 AM
130	We represent not just employees but their family and also employers and their staff. Our profession is	12/11/2019 9:44 PM
131	We have specialised in a particular field & can be autonomous in our role	12/11/2019 8:09 PM
132	I do not think NMC has education standards specific for OH nurses. OH is a special field that requires nurses to have certain skills and knowledge relevant to the field along with general nursing knowledge. This needs to be reflected, governed by the NMC. OH nurses need backing from NMC that this is a specialist field and it plays an important role in improvements of health of workers/nation. I would like NMC to set up educational standards specific to the field to ensure that OH nurses are all equipped with relevant skills and knowledge for the delivery of best service in their field.	12/11/2019 7:21 PM
133	More specific Health & Safety - aware of a wider range of regulation relating to this.	12/11/2019 3:27 PM
134	Provide expert specialist advice	12/11/2019 2:50 PM
135	Learning culture: OH nurses often alone work in environments where there is no understanding of a clinical learning culture. During training they use Practice Teachers to support them but often these are in completely different environments eg NHS vs manufacturing (in all its variations). GOVERNANCE: Learning about differing legal requirements of employers and workplace environments are areas of weakness in current learning programmes. CURRICULA: The OH nurse needs to understand health and safety legislation, equality legislation as well as fundamental health guidance regarding vulnerable adults, infection control, data protection etc. They need a good basis in environmental risk assessment including workplace monitoring (airborne contaminants, vibration and noise levels etc) in order to identify residual risks to their care group (employees) and to apply how particular jobs or environments may impact upon a person's health (or the person's health may impact on others at work) and be able to identify robust evidence based adjustments that can be practically implemented within the specific workplace. They need technical skills for health surveillance purposes. They need medications (vaccination & prophylaxis) knowledge for different environments e.g. pneumococcal in welders etc.	12/11/2019 10:29 AM
136	Acquire specialist knowledge of the effects of health at work and visa versa	12/11/2019 9:10 AM
137	Case management/sickness absence management	12/11/2019 8:14 AM
138	Public Health	12/11/2019 6:51 AM
139	We are specialist nurses that consider not only the employee but the organisation and the wider community. We know that ill health in employees can impact upon their own quality of life and that of their family. OH nurses have to have in depth knowledge of a myriad of conditions and we are proactive in constantly updating and improving our knowledge. We are public health nurses motivated to make every contact count and we have a key role to play in the increasing mental health crisis that is impacting upon the nation. Regrettably not every employee has access to occupational health but there could be such a difference to the health of the nation if OH was mandated by law.	12/10/2019 8:59 PM
140	Having re-read these standards I cannot see anything that OH nurses do that is beyond Part 1.	12/10/2019 5:08 PM
141	Work in unusual and sometimes very challenging environments	12/10/2019 3:53 PM
142	Far more knowledge of employment related issues not just medical diseases, but how they fit in	12/10/2019 1:38 PM



	within the workplace and how to keep employees in employment. This requires additional expertise in understanding the complexities of work and its relationship with health and disease and vice versa	
143	Bigger responsibility re employment law, regulations, more independent and practice more autonomously. Bigger role in public health, workforce, and society.	12/10/2019 1:31 PM
144	Autonomy, independence, impartiality, legal awareness	12/10/2019 1:12 PM
145	Work to promote the health of the working population by assessing health needs of individuals , groups of individuals and communities	12/10/2019 12:59 PM
146	I don't think that we do anything that requires regulation beyond part 1 NMC standards	12/10/2019 11:16 AM
147	They hold a unique place in the working environment advising on health related issues to employers, employees on work place health. Advising them to ensure that legislative requirements are met in relation to HSE standards and regulations.	12/10/2019 10:35 AM
148	we have specific knowledge and understanding of workplace issues which can impact on health and vice versa. an understanding of H&S requirements, employment law, business needs, equality needs in relation to adjustments required in the workplace.... and more	12/10/2019 10:11 AM
149	we have to complete a course to be recognised as a qualified Occupational Health Adviser. We usually have work alone so have to work more autonomously than most nurses. We create specialist reports, that require a specialist understanding and knowledge.	12/10/2019 9:53 AM
150	Interventions that help prevent illhealth related to a persons job, including those required by law	12/10/2019 9:28 AM
151	They provide the specialist clinical interface between employee and employer ensuring that impartial, evidence-based advice is given to assist both parties in achieving a safe working partnership whilst operating within ethical and legal parameters.	12/10/2019 8:39 AM
152	Interpretation of laws and regulatory guidance in respect of an individuals health and their fitness to work, the training of same in order to assess against and apply guidance should be overseen by the NMC in order to make sure no individual comes to harm due to any wrongful action or omission by a registrant. the	12/10/2019 6:37 AM
153	Identification of disease trends	12/10/2019 6:24 AM
154	More lone working and decision making than a ward based or hospital nurse	12/9/2019 10:10 PM
155	Specialise/focus on effects of health on work and work on health, awareness and understanding HSE/health and safety guidelines/regulations, learning/skills in health surveillance and task specific medicals, Equality Act incorporating aids and adaptations, consideration of business/managerial needs not covered in RN training.	12/9/2019 9:59 PM
156	Not known - I don't hold SCPHN registration	12/9/2019 9:10 PM
157	Population focus, responsibility for health of a workforce population, including leadership, policy, influencing policy makers and stakeholders	12/9/2019 8:38 PM
158	Increased legal responsibility with regards advice on capacity to work	12/9/2019 8:05 PM
159	We work autonomously. We work proactively to protect from and prevent occupationally acquired disease. We have specialist knowledge around occupational hazards and health and safety legislation. We have many other relevant qualifications not usually associated with 'nursing'. We have regular consultations with employees regarding their (occupational) health and work to prevent all ill health be it mental or physical. We are often used as first port of call regarding health worries and can appropriately signpost thus reducing burden on NHS/ GP services.	12/9/2019 7:45 PM
160	They provide a specialised area of nursing as a branch of public health.	12/9/2019 6:46 PM
161	use of specialist knowledge	12/9/2019 5:51 PM
162	Degree	12/9/2019 4:14 PM
163	UNDERSTAND WORK RELATED ISSUES IN MORE DEPTH	12/9/2019 4:04 PM
164	an understanding of how people, processes, COSHH, ergonomics at work can impact on health	12/9/2019 4:03 PM
165	Specialist practitioner role-	12/9/2019 3:18 PM

166	I am not sure. I think there is no reason why Part 1 NMC Standards would not suffice	12/9/2019 3:05 PM
167	x	12/9/2019 2:17 PM
168	Full consultations, developing insight into the Client's needs with advocacy, education and opportunities for exploration. Degree qualification.	12/9/2019 1:31 PM
169	Role involves knowledge of public health.	12/9/2019 1:25 PM
170	Specialist assessment and advice	12/9/2019 12:31 PM
171	OH is a specialist area in nursing and requires further specific education and training to be able to work in the environment.	12/9/2019 11:48 AM
172	Occupational health nurses assess and advise on physical and mental health, health and safety and law of the working population in a variety of workplaces; the skill and knowledge base required is vast.	12/9/2019 11:10 AM
173	Diploma or Degree	12/9/2019 10:38 AM
174	Often work completely alone, in remote areas of businesses or hazardous environments, making decisions which can influence employer's decision making about supporting worker's health and safety in the workplace. Supporting employees to stay in work, healthy and safe. Supporting and advising employers how to adhere to health and data information / privacy legislation, whilst being able to provide robust and timely advice about their employee's health, without compromising confidentiality, and at the same time, engaging with the employee so that they are fully aware of every step.	12/9/2019 10:06 AM
175	Nothing	12/9/2019 10:04 AM
176	I think it's the specialised care that we deliver that includes us in the public health grouping. Without OH input public health loses a vital source of support that is not simply health care focussed.	12/9/2019 9:51 AM
177	Understand the working environment and the relationship between work and health. There is a need for a good business acumen and ability to understand management of workplace health and safety.	12/9/2019 9:44 AM
178	Provide independent clinical opinion	12/9/2019 9:37 AM
179	Use comprehensive knowledge of impact of health condition on/in workplace used to find solutions to maintain the psychosocial wellbeing of the individual and productivity of a business which benefits wider family and community	12/9/2019 9:35 AM
180	More specialist and requires extensive knowledge of the subject eg. legislation	12/9/2019 9:32 AM
181	part 3 , specialist knoweldge	12/9/2019 9:21 AM
182	tAKE A DEGREE	12/9/2019 9:21 AM
183	i dont know	12/9/2019 9:16 AM
184	I dont think that our responsibilities in patient care differ from any other nurse	12/9/2019 9:12 AM
185	I believe OH nurses meet the standard without an extra qualification, but I beleieve its necessary that they specialise in the individual requirements needed to perform an OH role which can be achieved by attending appropriate courses	12/9/2019 9:10 AM
186	Additional knowledge of business and business related law, ability to collaborate with non medical professionals, work between employee (patient) and employer ( busienss) to assit in achieveing balance and best outcomes, higher levels of automonoy, have greater ethical understanding and accountability	12/9/2019 9:03 AM
187	Many work completely independently and are advanced and specialist practitioners in their own right.	12/9/2019 9:01 AM
188	In similarity to Health Visitors, the role of an OH Practitioner far exceeds theknolwdge and skill requirments of a nurse who is on Part 1 of the register. The Oh Practitioner will work on an autonomous basis over a wide range of practice. They require to have understanding of employment law, health and safety law and organisaional culture. The OHP plays a key role in not only asesing , planning and implementing the individual care needs of the clients, but will	12/9/2019 8:53 AM

also liaise with the employer, GP and other specialists to do so. The remit, knowledge skills and practice is wide, varied and requires appropriate recognition - as Health visitors do - to ensure public protection and agreed standard of practice and knowledge base.

189	They have specialised knowledge of the workplace setting and how health and ill health affect the ability to attend work or need support to enable them to continue at work. This is additional knowledge from being on part 1.	12/9/2019 8:50 AM
190	We practice independently and are often the lead for the service	12/9/2019 8:15 AM
191	They are in a unique position, giving advice to both employer and employee. Much of OH is outside of the scope of general nursing for example the experience and knowledge of health & safety legislation and how to implement it.	12/9/2019 8:13 AM
192	Specialist understanding of impacts of work on health and health on work	12/9/2019 8:06 AM
193	Advanced practice, skills and experience in relation to health at work. Specialist practitioner, leadership and research.	12/9/2019 6:55 AM
194	No idea?	12/8/2019 8:59 PM
195	Specialised training in order to practice and work competently in a role beyond part 1 of NMC Standards	12/8/2019 8:37 PM
196	public health specialism	12/8/2019 6:47 PM
197	Give advice relevant to different industries	12/8/2019 5:48 PM
198	nothing that a non reg can't do	12/8/2019 4:03 PM
199	OHAs advise employers regarding fitness for work and need to have knowledge of HSE legal framework. They play an important public health role in protecting workers' health and promoting well-being.	12/8/2019 2:14 PM
200	Basic knowledge that is covered at induction trainings when you start a career at OH sector...which I find is useless to ask for further education if your employer covers a basic understanding of role and tasks you have to perform	12/8/2019 1:39 PM
201	Lone working with minimal if any access to senior clinical staff. Ability to work independently with good decision making skills. Good communication skills with client and Human Resources with ability to liaise with a variety of external services in order to access the appropriate support/treatment for patients.	12/8/2019 1:29 PM
202	specialist competency and knowledge not covered in other nmc part 3	12/8/2019 11:23 AM
203	Often independent autonomous practitioner with additional specialist qualifications	12/8/2019 11:01 AM
204	risk assess health related to occupation	12/8/2019 10:24 AM
205	Have specialist degree	12/8/2019 8:12 AM
206	There are nothing more an OH Nurse does that requires anything beyond the Part 1 NMC Standards. Points: 1. The Part 1 NMC Standards does not change once a Nurse always a Nurse. The part 1 NMC Standards regulate all through as long as a Nurse is still in the register. It is over board as we are Nurses regardless where we tend to specialise. 2. In my opinion, SCPHN is a waste of time because the courses taught does not correspond with the work will do. Some have no knowledge of Occupational Health of all it's all about. In my experience a lecturer made nursing students (SCPHN) think that OH Nurses diagnosed mental health in the workplace (It was like if mental health is an infection that an individual will just catch). In general fact Nurses do not diagnose we assess and give advice/recommendations/signpost following a diagnosed health condition to support the employee at work or safe return to work. 3. The modules taught in SCPHN does not relate to the job duties and/or roles of an OH Nurse, meaning no other regulation is required other than the part 1 NMC Standards. Nurses are bound to the part 1 NMC Standards and Conducts.	12/8/2019 8:01 AM
207	Understand the complexity of wellbeing and the impact work has on that. Have a great knowledge of everyday medical issues and support staff in work or returning to work. Support companies, Health & Safety in ensuring the wellbeing of staff.	12/8/2019 12:54 AM
208	Make decision on workplace adjustments, return to work, advice employees and employers	12/8/2019 12:31 AM

209	Public health. Specialist knowledge of subject. Additional university training	12/7/2019 10:22 PM
210	probably lots of things but I have not got time to read this document and consider this fully at the moment	12/7/2019 7:54 PM
211	Work in a non-clinical workplace autonomously	12/7/2019 7:42 PM
212	Specialised practice. Carry own caseload	12/7/2019 5:30 PM
213	I	12/7/2019 2:11 PM
214	Protecting health and preventing ill health in the workplace, this requires an understanding of a range of subject which would be beyond that required of someone on Part 1 of the register in particular Health and Safety Legislation and Employment Law.	12/7/2019 1:17 PM
215	Health surveillance for identified populations, looking after "well" people of working age to prevent them being unwell, identify hazards and take action to reduce or eliminate these with preventative actions,	12/7/2019 12:47 PM
216	Can be an independent practitioner advising fitness to work.	12/7/2019 12:03 PM
217	OH is a specialist area - within adult nursing - that concentrates on health of the adult at work, influenced by many elements and is as distinct as mental health nursing as a speciality	12/7/2019 10:37 AM
218	I believe it is covered by part 1 plus a recognised OH qualification	12/7/2019 10:00 AM
219	Working largely without direct supervision and having a greater level of autonomy with clinical decision making. The needs of workers has always been a distinct group of people with specific and niche health needs. Also, it is expected by some employers	12/7/2019 9:43 AM
220	OH nurses write reports about working ability/suitability that general nurses do not, we also have to do a 2 year post graduation qualification on the specifics of OH which is a specialised field	12/7/2019 9:14 AM
221	We support an entirely different model of nursing which addresses biopsychosocial needs within the constraints of working life. It's so different from a traditional part 1 model although putting our client at the very heart of what we do remains the highest priority. The challenges presented within the workplace are complex and all aspects of life and care are taken into consideration. The remit feels wider and more impactful than a traditional recovery and treatment pathway because every aspect of life is taken into consideration.	12/7/2019 9:05 AM
222	Operate within both established clinical evidence, code of conduct AND employment and health and safety law, sometimes independently as a sole practitioner.	12/7/2019 9:00 AM
223	Not sure - new to the role and that role is currently very limited due to my lack of OH qualifications	12/7/2019 8:33 AM
224	We use our nursing knowledge every day to advise employees and employers on matters relating to health. We often work entirely independently making difficult decisions that can impact on the future of employees, and we have a robust knowledge of legal issues not necessary in other nursing fields.	12/7/2019 6:34 AM
225	Specialist skills involved with sickness absence case management, DSE assessments, health surveillance, workplace health assessments, liaising with HR/ senior managers, co-ordinating return of work for injured/ ill personnel. All of which requires additional training.	12/7/2019 3:38 AM
226	A multifaceted, specialist able to bring a general practitioner to the work place . able to bring a variety of special	12/7/2019 1:45 AM
227	I feel it can be carried out under part 1	12/7/2019 12:13 AM
228	They are expected to work as experts in their fields of practice.	12/6/2019 11:43 PM
229	They advise on health and safety at work based on current legislations . They advise management on the law requirements specifically on safety issues within the workplace and fitness for work issues. Within reason they can advise and provide an opinion which might be different from the GP's advice on fitness for work	12/6/2019 10:52 PM
230	Nothing	12/6/2019 10:45 PM
231	Have an understanding of employment law legal statutory requirements for health surveillance.	12/6/2019 10:43 PM

	Risk assessments. Public health strategies and local needs assessment.case management and advice using evidence based guidance and understanding of the EQ act.	
232	Work and make decisions without the need for an OH physician	12/6/2019 10:33 PM
233	Health needs assessments for worker populations, proactive healthcare solutions not just delivery of reactive care, public health nurses for working age population,	12/6/2019 10:31 PM
234	We are not only responsible for delivering careadvice and care for the patient but are required to provide advice and support to employerer's within a business and legislative framework	12/6/2019 10:22 PM
235	They have a knowledge of public health	12/6/2019 9:31 PM
236	Not much	12/6/2019 9:18 PM
237	Autonomous work often without dr support	12/6/2019 9:13 PM
238	Not sure we do anything beyond part 1	12/6/2019 8:50 PM
239	Interface with 'patient's (clients) Managers as the outcome of an intervention is not solely to advocate for the Employee but to advocate for and advise both parties on the SCPN's professional opinion how best to resolve the employment issue, attendance or return to work solution. Treading the fine line and maintaining a professional independence is profoundly distinct from typical NHS-based nursing disciplines and requires a high level of autonomy, motivation, self discipline, timekeeping , communication - and often in the absence of specific processes for appropriate decision making.	12/6/2019 8:35 PM
240	Provide advice that could affect someone's employment.	12/6/2019 8:33 PM
241	Care for people at work	12/6/2019 8:32 PM
242	I strongly believe that we need this recognition as I have worked hard at University to gain this specialist qualification. It is so specialised and requires a designated part on the register.	12/6/2019 8:30 PM
243	specialist nursing	12/6/2019 8:23 PM
244	Require a unique knowledge base of health and workplace risks, understanding of hospital systems to advise their patients. The need to be able to translate complex medical diagnoses In to very simple functional terms to aide someone with no medical knowledge enough info to support the patient at work. They need unique skill of assessing health needs, health risks and formulating ways to manage them.	12/6/2019 7:43 PM
245	do the same	12/6/2019 7:42 PM
246	We work in a specialist field	12/6/2019 7:39 PM
247	Have to specialise in all occupational health aspects	12/6/2019 7:28 PM
248	Wellbeing and health promotion in workplace	12/6/2019 7:11 PM
249	Provide advice and guidance on health and safety legislation, the applicability of the disability provisions of the equality act and suggestions for possible adjustments/equipment. Also some aspects of employment law in relation to disability. The provision and supervision of health surveillance and fitness to work for safety critical roles.	12/6/2019 6:55 PM
250	Providing health advice outside of normal "care settings" such as in industrial places of work, that has different legal and ethical ramifications.	12/6/2019 6:47 PM
251	Confidentiality	12/6/2019 6:40 PM
252	Work autonomously, often in non clinical settings and often responsible for the whole case.	12/6/2019 6:23 PM
253	We assess and implement health programmes for large groups of staff. Public health campaigns, health surveillance, mass vaccination programmes	12/6/2019 6:06 PM
254	we work with working age population, to prevent work related disease and promote health	12/6/2019 5:58 PM
255	OH nurses require more in depth knowledge of legislation, a broad understanding of work related risks and the associated health surveillance requirements. The role can be extremely varied depending on the industry or sector of work. It is largely autonomous, requiring a high level of communication skill and diplomacy between various stakeholders. Wide clinical knowledge and experience is essential.	12/6/2019 5:47 PM

256	Application of knowledge to workplace; an understanding of needs assessment; risk assessment; specialist tests and interpretations relevant to occupational disease and illnesses; report writing; health promotion; business acumen	12/6/2019 5:33 PM
257	Health needs assessments, research	12/6/2019 5:14 PM
258	OH Nurse assess the health and wellbeing of staff and enforce health and safety at work.	12/6/2019 5:10 PM
259	Specialist Practitioner in own right	12/6/2019 5:09 PM
260	its a field of nursing that requires identification of fitness to work in a particular role. Specialised training and understanding over and above part one of the register is required to enable this.	12/6/2019 5:09 PM
261	OH Nurses provide specialist knowledge and advice regarding employment and how this relates to health and vice versa as well as having a working knowledge of nursing foundations and standards expected of those in Part 1 of the register.	12/6/2019 5:04 PM
262	Work in many extended roles	12/6/2019 4:56 PM
263	Nothing	12/6/2019 4:50 PM
264	They work independnetly often in isolation without close supervision and undertaking complex assessments where there is considerable scope to cause harm with inappropriate advice.	12/6/2019 4:35 PM
265	We work independently giving advice to employers and employees about managing both medical conditions and occupational illness to the working population. This includes fitness to work and making reasonable adjustments. We can also be self employes	12/6/2019 4:31 PM
266	Provide expertise and guidance in relation to Occupational Health, organisational development and occupational health strategy within the workplace.	12/6/2019 4:22 PM
267	??	12/6/2019 4:19 PM
268	Specialists	12/6/2019 4:04 PM
269	OH is a specilaist area and as such we are trained to receive the relevant qualification to be the trusted adviser in OH, hence the requirement to be on Part 3	12/6/2019 3:55 PM
270	Specialist work/health	12/6/2019 3:36 PM
271	Work autonomously, making decisions in a unique field of nursing.	12/6/2019 3:32 PM
272	if 'patient safety' is the prime objective then one registration is enough. the 3rd part of the register serves currently to recognise a level of education (& practice) in this specialised area through an accredited route	12/6/2019 3:29 PM
273	Require knowledge of employment law. Give advice on how work affects health and how an individual's health can affect t work and recommend adjustments	12/6/2019 3:10 PM
274	The decision making process can be unsupported by a clinical hierarchy and the clinician has to be independently competent. Competencies required do not always fit in to the standard framework. There are no national guidelines regarding how to support a return to work or maintain someone in work. We work within employment practice guidelines as well as clinical guidelines	12/6/2019 3:09 PM
275	I hold a diploma in OH Nursing & on Part 1 only. The only difference I'm aware of is that I'm not able to mentor students and some of employers request nurses are on Part 3.	12/6/2019 3:06 PM
276	Work more autonomously. Responsible for a 'subcommunity' which can be several thousand people.	12/6/2019 2:59 PM
277	1. Health Risk assessments 2. Use thier specialist knowledge of the work environment, health risks associated with that environment along with thier medical knowledge to keep the working population fit and at work 3. Prevent I'll health (rather than cure) 4. Key to promoting and educating the general population 5. Most people spend a significant amount of their lifes at work and with people not only living longer but working for longer, it is very important to keep them healthy and prevent their work impacting their health ans vice-versa	12/6/2019 2:47 PM
278	Lone practitioners outwith the NHS who currently have no good guidelines for activities within their varied roles	12/6/2019 2:16 PM

279	An advanced qualification specific to public health nursing in OH	12/6/2019 2:13 PM
280	.	12/6/2019 2:05 PM
281	Proves that you have studied to a set standardised level	12/6/2019 1:47 PM
282	NMC Regulation is not required beyond Part 1 of the register. There are many good quality OH Nurses who are not entrants on Part 3 of the register.	12/6/2019 1:25 PM
283	Unsure	12/6/2019 1:18 PM
284	Nothing that part 1 does not already cover, in my opinion.	12/6/2019 1:11 PM
285	Specialist knowledge	12/6/2019 12:50 PM
286	There needs to be clinical governance in occupational health as to the length of consultations, a common ground on what is acceptable with regards to giving advice to others in other countries, and the acknowledgement that our nursing is Different to the public view of nursing in an NHS environment in brief	12/6/2019 12:50 PM
287	undertake and intepret clinical, psychological and physical assessments providing autonomous advice to employers	12/6/2019 12:49 PM
288	They look after the health on populations	12/6/2019 12:42 PM
289	We carryout Tier 3 HAVS assessment. We assess peoples fitness to work. We carryout testing in line with HSE guidelines. We carryout audits on organisations requirement for Occupational Health input and surveillance. We collect samples for biological monitoring. We keep employees safe at work and well at work.	12/6/2019 12:40 PM
290	OH nurses are public health nurses and do not deal with the treatment of sickness. They advice on legal standpoints re Health and Safety and the Equality Act.	12/6/2019 12:37 PM
291	Not sure however a lot of role is autonomous without constant supervision	12/6/2019 12:37 PM
292	Independently make descisions, have to ensure they keep up with regulations and this is usually more frequent than in general Nmc , understand many relevant fields in this area and refer appropriately	12/6/2019 12:29 PM
293	unsure - some jobs require SCPHN as a prerequisite but not sure if there are any difference in job descriptions	12/6/2019 12:29 PM
294	make recommendations that may challenge other professional like GP	12/6/2019 12:11 PM
295	Nothing	12/6/2019 12:03 PM
296	Give specific advice pertaining to the work environment, it requires relevant and up to date knowledge about the impact of work on health, legislation on health & safety, employment rights and the Equality Act. It is a Specialist area that requires in depth knowledge of the subject area	12/6/2019 11:57 AM
297	Every case management report is a medicolegsl report. Management of health within distinct working environments, advice applies to senior management of companies. We are the "carrot" for the application of statutory health and safety law	12/6/2019 11:56 AM
298	Greater autonomy	12/6/2019 11:50 AM
299	Autonomous practice. Clinical decision making at an advanced level.	12/6/2019 11:47 AM
300	Workplace situated neutral stance health and safety related activities	12/6/2019 11:42 AM
301	I have worked with OH nurses without Part 3 - we do the same OH activities. It was an optional 'addition' when I qualified in 1994 - not mandatory.	12/6/2019 11:41 AM
302	Case management,	12/6/2019 11:40 AM
303	Have an understanding of employment law, health and safety legislation, work related ill health, providing advice on support for individuals and management.	12/6/2019 11:38 AM
304	No idea. I do exactly the same job to the same professional standards as my Colleagues who do have it do.	12/6/2019 11:37 AM
305	Specialist Skills	12/6/2019 11:31 AM

306	work autonomously often making high level decisions which can often impact on an individual's employment.	12/6/2019 11:29 AM
307	Study and qualify as an OH Nurse Adviser using an accredited course	12/6/2019 11:17 AM
308	Using a broad knowledge base and additional skill sets the OH nurse supports employees, the employer and others in monitoring and maintaining health and contributing to a risk management and reduction in a variety of settings, to ensure the viability and fitness of the workforce and work processes.	12/6/2019 11:14 AM
309	Have a qualification in public health	12/6/2019 11:09 AM
310	I don't feel that OH nurses do carry out duties beyond part 1	12/6/2019 11:05 AM
311	case management- especially where home visits are involved, health surveillance- spirometry, audimetry tests, power point presentations in health promotion events	12/6/2019 10:57 AM
312	Work independently often.. Are instrumental in encouraging collaboration with H&S, HR, and management... Perform health needs assessment bespoke to the companies which we support, require a wider knowledge of discipline outside of scope of occh health	12/6/2019 10:53 AM
313	Often sole practitioner on site - remote supervision - skills and experience required to act independently within NMC code of conduct.	12/6/2019 10:52 AM
314	SCPHNs work with individuals and populations. A population may be determined by age, gender, geography, workplace, ethnicity or social circumstances. Decisions made by SCPHNs can affect whole populations without them having direct contact with individuals. For this reason their regulation is considered separately by the SCPHN part of the register.	12/6/2019 10:43 AM
315	we have a significant influence on public health extending beyond the patient to their families and wider community, employment, which also has financial, social and economic factors to individuals and the wider community and country	12/6/2019 10:43 AM
316	Practice with a degree of autonomy	12/6/2019 10:36 AM
317	undertake population health needs assessments that are used to underpin health interventions by the OH team, work autonomously making decisions/ giving advice that is expected to be used by employers in compliance with health & safety & employment legislation, manage health risks for long-latency conditions	12/6/2019 10:33 AM
318	understand work place requirements. Be able to provide specialist support in a non clinical environment.	12/6/2019 10:27 AM
319	Further education	12/6/2019 10:25 AM
320	Give opinions, make clinical judgments that affect employability/future prospects, advice on workplace adjustments, keep people safe in work, navigate complex employment and employment law issues, more likelihood of ending up in court/at ET, comment on significant workplace hazards, often work in isolation , less opportunity for necessary clinical governance,	12/6/2019 10:25 AM
321	Achieve Qualification that meets NMC registration criteria. However, this omits MSc in Occupational Health undertaken academically an recognised by the GMC for medical practitioners	12/6/2019 10:20 AM
322	working independently in OH	12/6/2019 10:19 AM
323	Case management in industries. Link between HR and employee	12/6/2019 10:19 AM
324	This is a specialist role that requires additional qualification to perform. Qualified OH nurses work at an advanced level carrying out routinely jobs that doctors have to be trained specifically to do -such as sickness absence management and completing ill health retirement applications	12/6/2019 10:18 AM
325	.	12/6/2019 10:12 AM
326	Experts in work place health and culture / enviroments. Liasion with stakeholders within organisation, understanding of buiness needs and employee needs. Balance between management and employees, negotiation skills.	12/6/2019 10:01 AM
327	They have a unique understanding of work on health	12/6/2019 10:01 AM
328	Work independently in a lot of organisations. Identify trends that could lead to l'll health if not	12/6/2019 9:58 AM



addressed, is clusters of work related stress, rapid hearing loss, occupational asthma, or new things coming through. Have sound knowledge of health and safety regulations and employment rights. Make complex and ethical decisions. Look at workplace demographics and but together sound business cases for investing company money in certain health promotion activities and evaluate and feedback the success to senior managers. Taking on responsibility for the whole oh service as the manager / senior nurse where there is no one else internally to turn to. Work across the board with others is GP, health and safety and H R to assist employ and business, liaising with specialist services is mental health, physiotherapy, counseling, drug and alcohol services. Helping employee with disabilities stay in work or start work by working with managers on what is needed and why, influencing and negotiation. Carry out audits on work and work with others at changing things to continually improve.

329	I do have an OH qualification I am part 1 NMC and I do the same work as part 3 registered nurse.	12/6/2019 9:56 AM
330	Fundamentals are exactly the same. They just have a higher knowledge of health and safety at work.	12/6/2019 9:56 AM
331	Independent practice outside of the usually spheres of nursing, greater community and public health input, wider aspects around work and wellbeing which outside other nursing practice	12/6/2019 9:55 AM
332	Manage populations in hazardous environments	12/6/2019 9:50 AM
333	Nothing that I am aware of	12/6/2019 9:48 AM
334	Whilst we carry out clinical procedures we also work completely uniquely to our colleagues within the mainstream, with our focus being on the workplace, employment law and the UKs health and safety policies. We are still nurses though and with an ever-decreasing pool of OH professionals and training organisations to draw on so it is important that we have professional backing and inclusion.	12/6/2019 9:47 AM
335	travel health, health surveillance, complex case management, public health	12/6/2019 9:47 AM
336	Its a specialised branch of nursing which has its own distinct ethical practice	12/6/2019 9:44 AM
337	Multiple roles but unsure this is different from any other Specialist Practitioner	12/6/2019 9:41 AM
338	nothing in my role	12/6/2019 9:41 AM
339	It is a specialist branch of nursing that requires specialist training, but beyond that I don't see the regulation being different to other branches of nursing.	12/6/2019 9:36 AM
340	standards talk about care. we are advisors. we are involved in organisation health leadership and management risk assessment fitness for work and health promotion including wellbeing. we work at both a systems level whilst also supporting the individual. we require extensive knowledge on legislation and occupations as well as having a breadth of knowledge on all aspects of ill health from the social determinants to how to support almost any condition that walks through our door. we must be able to work autonomously and work the other disciplines. we deal with mental health as well as physical health and have a strong focus on vocational rehabilitation. we require strong communication and report writing skills. we can provide many services including immunizations dse and environmental assessments , we also audit. others are just case managers working on fitness for work. we are a very small under represented complex and varied section of nursing . we are specialist nurses not general but we are still nurses.	12/6/2019 9:30 AM
341	Give independent opinion, produce written reports, understand and advise on applicable legislation,.	12/6/2019 9:27 AM
342	Decisions can affect affect health of public	12/6/2019 9:19 AM
343	We require additional training to undertake OH	12/6/2019 9:16 AM
344	We are Specialist Practitioners within a Specialist area of nursing and healthcare that requires specific education and practice guidelines	12/6/2019 9:15 AM
345	Work strategically to support employers and employees, enage with all levels in an organisation, work autonomously, advise on public health and legislative issues, advise employers what healthcare programmes they required,	12/6/2019 9:15 AM
346	We work with a population on the whole well attempting to keep them well at work.... Work	12/6/2019 9:14 AM

	should be considered as a health outcome in the public health agenda.	
347	in my opinion nothing beyond the same standards	12/6/2019 9:12 AM
348	Advanced practitioners	12/6/2019 9:08 AM
349	Specilised role- requiring understanding of health and safety legislation, employment legislation, working with organisation/mangers to support and maintaing the health wellbeing of employees who may be well and/or are working with health issues. This activity is does not form part of a standard nurse training	12/6/2019 9:05 AM
350	OH nurses have the responsibility to interpret primary care advice and advice how to apply within the work environment. They are required to interpret results from health surveillance to show clinical conditions, butr also advise on workplace controls to minimise risk. They should be able to idetify psychological and physical risk factors and support employees in lifestyle choices.	12/6/2019 9:04 AM
351	OH nurses are highly likley to be working as independent specialist practitioners, often working in isolation. They require specialist knowledge in their field including the public health agenda which is why in my opinion it is correct they sit on part 3 of the NMC register	12/6/2019 9:03 AM
352	Require a thorough working knowledge and ability to apply health and safety legislation to be able to support employees and employers to be compliant. They work more autonomously and working at an advanced level in leading provision of health programmes.	12/6/2019 9:00 AM
353	Have a degree qualification	12/6/2019 8:59 AM
354	The field of OH is a specialist branch of medicine/health care which requires specific skills and knowledge. The specialty focuses on the relationship between work and health and the impact one has upon the other. OHAs provide specialised advice and recommendations that can have an impact on functional capacity in relation to role specific criteria.	12/6/2019 8:57 AM
355	Nothing	12/6/2019 8:56 AM
356	We are specialists in our field however other specialities such as Oncology or Cardiac Nurses don't have to have a separate registration section	12/6/2019 8:56 AM
357	In depth understanding of OH place within public health, the complexities around work and health and the vital role OH nurses play within that area	12/6/2019 8:54 AM
358	All forms of Health surveillance, absence management, workplace assessment. Dealing with clients that are not regulated by medical professional bodies	12/6/2019 8:52 AM
359	Work independently. Make decisions and give opinions on patients health condition in relation to their work. Give advice to clients on their treat and recovery	12/6/2019 8:50 AM
360	The focus is on health/fitness and being proactive rather than reactive to ill health. There is a need to have knowledge of H&S legislation and other employment law.	12/6/2019 8:47 AM
361	nothing	12/6/2019 8:46 AM
362	Sole practice,	12/6/2019 8:41 AM
363	Advise on fitness to work	12/6/2019 8:35 AM
364	Have to study for a specialised degree in OH unfortunately	12/6/2019 8:33 AM
365	OH nurses specialise in work health risks, and have knowledge how to support workers remain in work but not at a cost to their health	12/6/2019 8:31 AM
366	We deal with very complex cases that have the potential to go to Employment Tribunal. Our experience and knowledge and the skills to deal with such things goes way beyond a part one scope of practice. But I do think you need a transition period between the 2 whilst new in post but having to do an additional degree is not something I personally want to do at 56 years old with 20 years OH experience 6 of which in a senior position. I don't earn enough and there's no uni local enough.	12/6/2019 8:31 AM
367	work independently; make decisions regarding health of workforce; advise on legal matters (Eq Act; H&S law; GDPR);	12/6/2019 8:28 AM
368	Nothing	12/6/2019 8:28 AM

369	Training that is required that is not covered in general training and more independent working and decision making.	12/6/2019 8:27 AM
370	Fitness to work advice, case management	12/6/2019 8:26 AM
371	specialist enhanced role	12/6/2019 8:22 AM
372	Assessment & advice on fitness for work / safety critical assessment	12/6/2019 8:11 AM
373	OH degree	12/6/2019 8:11 AM
374	I dont think being on part 3 is necessary	12/6/2019 8:09 AM
375	We work within the workplace, using evidence based research, to advise both employee & employer on health & safety also the promotion & maintenace of wellbeing. Many of us are autonomous & have had to develop our critical thinking to solve issues within the workplace that satisfies both the business need & the needs of the individual.	12/6/2019 8:06 AM
376	A defined course	12/6/2019 8:05 AM
377	Manage fitness to work, Risk assessment and surveillance	12/6/2019 7:58 AM
378	no idea	12/6/2019 7:52 AM
379	Work autonomously often without little or no Dr input; perform health needs assessments on behalf of whole communities and make decisions on behalf of that community, such as a workforce to determine health priorities, raise awareness of the priorities and facilitate programmes to maintain and improve the health of the community/workforce	12/6/2019 7:51 AM
380	Often work outside of NHS settings	12/6/2019 7:47 AM
381	Have a recognised qualification and practice	12/6/2019 7:46 AM
382	An understanding of the psychology of the workplace and what the phenomenon of work means to different people	12/6/2019 7:39 AM
383	A better understanding of the environment in which we work	12/6/2019 7:27 AM
384	Specialist supervision and mentoring of diploma and degree students	12/6/2019 6:30 AM
385	assess environments and health against those environments. Working with employers, developing programs, risk management	12/6/2019 5:34 AM
386	We are specilaists in our own right regarding health and work risks/advice	12/6/2019 5:02 AM
387	Ensure fitness to work. Educate from health promotion.	12/6/2019 4:26 AM
388	Undertake a programme of study to an additional specified standard outlined in their training,	12/6/2019 12:36 AM
389	Advise management on how to manage individual recovering from medical conditions and or disabilities in the workplace, also provide information on public health issues with the aim of maintaining optimum health and well being.	12/5/2019 11:32 PM
390	Occupational health is a specialist area of nursing and requires expertise in assessing fitness to wok. There is no provision currently on part one of the register to acknowledge the standards and requirements that are met by training and competency	12/5/2019 11:22 PM
391	It is in my opinion a unique role as an occ health nurse specialist practitioner often line working	12/5/2019 11:15 PM
392	Occupational health nurses look into the wellbeing of employees at the workplace.	12/5/2019 11:13 PM
393	Specialists in the health and wellbeing of people int he workplac	12/5/2019 10:57 PM
394	Nothing	12/5/2019 10:48 PM
395	They have an impact on the continued employment of the working age population beyond that which would expected of those on Part 1. The need for separate regulation is continued because of this. There is an increasing amount of complex health issues that are dealt with in challenging circumstances outside of normal primary and secondary care environments that is not as regulated	12/5/2019 10:46 PM
396	We work in a very specialist field and also hold an RGN qualification	12/5/2019 10:45 PM

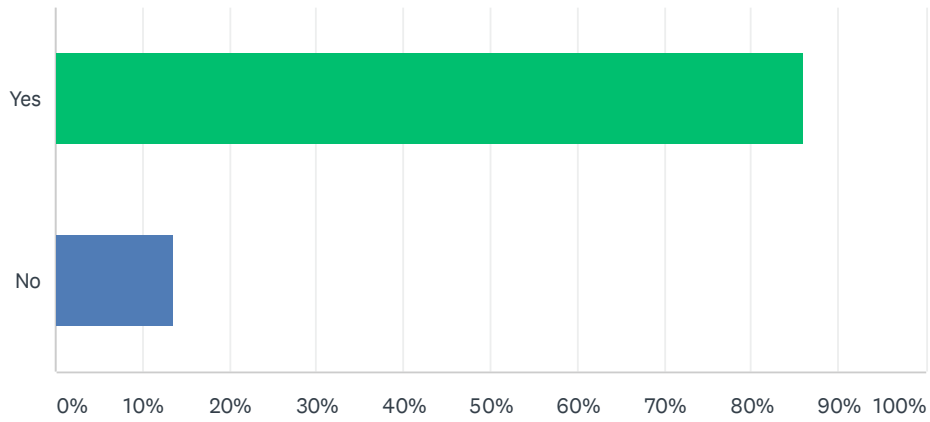
397	Practice autonomously	12/5/2019 10:38 PM
398	Provide fitness for work and safety critical advice	12/5/2019 10:21 PM
399	Make a decision on fitness to attend work. Produce legal documentation/ reports.	12/5/2019 10:12 PM
400	Public health	12/5/2019 10:06 PM
401	We need to work autinomously and are often the first line of communicaton regarding the health needs of the working population, focusig on pproactiive measures to assist employees to maintain healthy work life balance	12/5/2019 10:04 PM
402	Nil	12/5/2019 9:47 PM
403	Deliver care, interventions, and advice to protect both the employee and the employer. Duality of care extended beyond individuals but to entire workforce populations. Decisions and advice provided by SCPHNs effects workforce populations.	12/5/2019 9:39 PM
404	Meet all the NMC criteria.	12/5/2019 9:31 PM
405	I have a degree in OH Practise. But I also have a degree in Health Promotion that does not mean I could be admitted to another part of the register. I have experience in this type of nursing. When I was a theatre nurse, cardiology nurse or neurology nurse I was an expert with those through experience and so I did not expect extra treatment. I see OH nursing as a similar extension to Part 1. It agrieves me that I am excluded from Part 3 but it does not hinder my practise so is Part 3 actually relevant?????	12/5/2019 9:22 PM
406	As nurses we all have to work within the NMC code, so to me a nurse is a nurse regardless of their speciality.	12/5/2019 9:22 PM
407	knowledge of occupational health, work capability and assessing the diseases of occupations	12/5/2019 8:54 PM
408	Absence management; OH nurses require understanding of certain elements of law; they write medical reports and take responsibility for same; they make referrals to a range of other services; required to be knowledgeable about various conditions (Physical, MH, LD) and understand different types and levels of medication	12/5/2019 8:48 PM
409	Provide advice to employers regarding medical circumstances, which may be used to make decisions about their employment.	12/5/2019 8:44 PM
410	Make significant decisions regarding fitness to work, l'll health retirement & fitness to continue working. It's a highly specialised role that is nothing like mainstream adult nursing.	12/5/2019 8:25 PM
411	Advance certificate in Audiogram, Spirometer and Hand and arm vibration tier 3. Occupational law, employment law and health and safety law certificate or diploma, an receiving a diploma in occupational health nursing and immunisation and vaccination training and updates.	12/5/2019 8:22 PM
412	Work with groups of people	12/5/2019 8:09 PM
413	.	12/5/2019 8:01 PM
414	Nothing	12/5/2019 7:51 PM
415	Working knowledge of Health & Safety & Human Resources legislation and standards of practice. Drawing clinical knowledge that draws into Practice Nurisng, Travel Nursing, Mental Health Nursing. Professional working realtionships with HSE and similar governing bodies. Communication skills that require dealing with lowest graded employees to Chief Executives.	12/5/2019 7:47 PM
416	nothing in my pinion, no consistency in what a SpCPHN- OH can provide by way of customer service can	12/5/2019 7:44 PM
417	Frequently work alone	12/5/2019 7:38 PM
418	Provide evidence based occupational health practice	12/5/2019 7:34 PM
419	responsible for the HEALTH of a population - the PREVENTION of work related diseases	12/5/2019 7:20 PM
420	Mainly work as independant practitioners	12/5/2019 7:18 PM
421	They undertake a specialist role which is not covered in any depth in general nurse training. The services are frequently nurse led and require a wide knowledge base and skill set in order to perform the role idependently.	12/5/2019 7:03 PM

422	Nothing	12/5/2019 7:02 PM
423	Act independently	12/5/2019 6:50 PM
424	Need to have a health and safety / risk based knowledge. Employment law knowledge. Have a knowledge on the health effects or work and visa versa. Basic occ hygiene knowledge . Mental health knowledge especially for those who will only ever be managed by GP	12/5/2019 6:50 PM
425	Advanced practice and specialist advice i,e in health surveillance and management advice of a complex nature in MAR reports , however the nmc probably have limited knowlwdge of any of this	12/5/2019 6:39 PM
426	Community based, autonomous healthcare delivery & practice. Various unusual client groups.	12/5/2019 6:32 PM
427	Understand legislation and too many to list. I could not have my job safely without understanding a oh qualification. Level 1 does not give one the skills to undertake a oh role safely.	12/5/2019 6:28 PM
428	Nothing	12/5/2019 6:19 PM
429	Nothing	12/5/2019 6:16 PM
430	No idea. I've been working in OH for 12 years and having the diploma and not being on part 1 of the register has not held me back	12/5/2019 6:05 PM
431	Often work in isolation	12/5/2019 6:04 PM
432	Carry out work place risk assessments in regards to employees with health conditions and working conditions which can impact on health. Carry out health surveillance in relation to known health risks. Provide health and wellbeing advice to working age population. Carry out consultation on behalf of employers to ascertain the health problems of employees and to provide advice to help support a return to work. To perform a variety of health surveillance and beign able to recognise abnormalities and how to manage them.	12/5/2019 6:04 PM
433	Not really sure as I do full remit but do not have SCPHN	12/5/2019 6:02 PM
434	Responsbile for public health, i.e. communities as opposed to individuals	12/5/2019 5:54 PM
435	Awareness of safety cross over. Work regulations. Surveillance. Equality Act application. Consent for report. Report writing.	12/5/2019 5:41 PM
436	I do not see what is different here other than the setting in which they work.	12/5/2019 5:30 PM
437	Hold a further body of knowledge in occupational disease - managment and prevention.	12/5/2019 5:25 PM
438	Couldn't say	12/5/2019 5:23 PM
439	Thorough understanding of H&S regulation, industrial hygiene.	12/5/2019 5:22 PM
440	Confirm fitness to work for employees. Advise employers in relation to workplace adjustments.	12/5/2019 5:20 PM
441	We still carry out clinical tasks such as venepuncture, immunsations, urinalysis, blood pressure. Additionally we need an all round knowledge of Health and Safety Regulations. Fitness for work medicals/safety critical. We need to to understand how clinical symptoms impact on workplace health and vice versa.	12/5/2019 5:20 PM
442	It is a varied role and whilst physical tasks are the same or similar to other nurses, interpretation and application is specific to the role.	12/5/2019 5:19 PM
443	Our role is diverse and cut across various specilities in nursing. For example with offer advice on maternity care, wealso have a health and safety hat on when it comes to risk assessment and advice. We are the only nursing profession who can advice and manage employees sicknes absence across various industries and not only NHS and more	12/5/2019 5:18 PM
444	OHAs tend to be autonomous practitioners, frequently based outside of the NHS system, potentialy as lone practitioners.s	12/5/2019 5:18 PM
445	Work autonomously to provide independent unbiased advice to management. Undertake risk assessments using specialist knowledge gained by degree and on the job experience.	12/5/2019 5:12 PM
446	fitness for work assessment, legal advice , Equality Act	12/5/2019 5:02 PM

447	Give specific workplace health advice	12/5/2019 5:00 PM
448	public health	12/5/2019 5:00 PM
449	Advanced skills	12/5/2019 4:58 PM
450	<p>We are specialist practitioners, many of whom work at an advanced level. Our practice requires an extensive knowledge of the effect of physical, chemical, biological, mechanical, ergonomic and psycho-social hazards on health in order to give advice to employers re the effect of health on work and work on health. These are not covered in pre-registration education and nurses registered on part 1 of the NMC register are not equipped to address these. Furthermore, OHNs require extensive understanding of legislation including that covering employment and health and safety. They are autonomous practitioners; if the advice they give to employers/employees is not appropriate it could put continuing employment and even lives at risk.</p>	12/5/2019 4:57 PM

### Q3 Is there a need in OH for a specialist practice qualification?

Answered: 572 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	86.01%	492
No	13.64%	78
TOTAL		572

#	ANY COMMENTS	DATE
1	OH requires specific knowledge of areas outwith a clincical setting such as health and safety, employment law, public health policy	1/7/2020 10:35 AM
2	There is a need to demonstrate training and competance. The current curriculum for Part 3 training is not sufficient for OH. Training though doesn't have to be down to one course.	1/6/2020 3:52 PM
3	If part 3 of the register is to remain, OH should form part of it as it is a public health service.	1/6/2020 11:04 AM
4	Working outside the NHS and often Managing OH Services in nurse led environments the specialist practitioner qualification is required to set us apart from RGN's who have not completed the specialist training.	1/6/2020 11:02 AM
5	I have practiced in OH for 20 years at a senior level with a diploma in OH Practice.	1/6/2020 10:25 AM
6	I personally believe that for numerous expereinced nurses who already posses diploma, degree, post grad quals along with recognised wider business, HR, leadership, counselling courses/quals are not well served by the current requirement to attain Spec OH qualification via the Part 3 register. For me personally the existing pathways and modules cover material I have already completed at often at a higher level. It odesn't make financial sense to my employer or use my time wisely to pursue study at a lower level just to attain the specialist qualification. It adds no value to my capability at work to perform my role. I have identified with my employer where I have knowledge and experience gaps and am focusing on a small number of specialist courses I require. I do believe OH nursing just doesn't fit with the Part 3 format.	1/6/2020 9:56 AM
7	As autonomous practitioner working mostly outside the governance on the NHS, it is necessary to ensure competence in practice in order to protect the public and their employers. One of their key roles in to provide technical advice which requires a higher level of knowledge, skills and behaviours. Research in occupational health is limited and without the technical wherewithal they would not be able to interpret health needs and set a targeted occupational health strategy that protects the health of the workforce, promotes good health and prevents deterioration of health and wellbeing.	1/5/2020 11:11 AM
8	this confirms and acknowledgeeges occupational health for the specialism it is.	1/5/2020 10:16 AM
9	to highlight that specialist training has been completed by the practitioner. This may help in being recognised better in what we do.	1/4/2020 5:01 PM
10	I have worked - Midwife, A+E senior Nurse, District Nurse, Practice Nurse (Respiratory Specialist).Over 30 years practical and proffesional experience. An understanding of the general healt risks relevant to Occupational Helath can easily for filled by attedning variose courses already avaiable and negate the time, money and energy required to achieve a masters degree in Occupational Health. We have easy access to OHP when required for furtehr knowledge.	1/3/2020 4:37 PM
11	OH is a studied and practiced skill.	1/2/2020 11:11 AM
12	Absolutely yes. I have been able to apply the knowledge i gained through my degree every single day and continue to do so 11 years on.	1/2/2020 9:40 AM
13	This is debateable as some very experienced and knowlegable OH professionals do not have a SP qualification therefor where do they stand if thsi becomes mandatory	1/2/2020 9:39 AM
14	as long as they still work within OH and are trained on the job under qualified staff; it would be preferable	12/31/2019 1:51 PM
15	OH nurses work independently & must have specialist knowledge of industry, such as risk management for patients. This is completely different to usual NHS patient care and is not covered in basic nurse training.	12/31/2019 8:53 AM
16	Level one registered nurses would struggle in this role without the qualification/training for the role. We have one working at technician level and she would not be able to manage a case load of management referrals without the training.	12/31/2019 8:35 AM
17	The role of OH is specialist and like no other kind of nursing I have done and I have done varied nursing inclunding Emergency Department, Respiratory Unit and primary care with V300 prescribing. In each of these roles I have been physician led, in OH I am often a stand alone	12/30/2019 4:32 PM



	practitioner making decisions based on evidence (which as research is lacking in OH can be really difficult)	
18	Occupational Health nurses specialise in work related health issues and therefore need the training to be regarded as Specialists	12/30/2019 3:12 PM
19	Health care practitioners must be able to demonstrate the they have current knowledge and competencies to enable them to give appropriate advise in their specialist area.	12/30/2019 1:36 PM
20	It is imperative that OH nurses have exposure to OH theory and know how to utilise this. We should be working towards undertaking research or challenging existing research in OH - the specialist practice qualification allows this. OH nurses should be assessed in their practices and all domains explored.	12/30/2019 12:36 PM
21	To have recognition of the specialty the importance of a specialist practice qualification cannot be underestimated	12/30/2019 12:01 PM
22	Any specialist practice needs to be upheld with specialist qualifications.	12/30/2019 11:55 AM
23	I do not feel the current qualification/way of training provides OH Nurses with the practical skills to undertake the role	12/30/2019 11:36 AM
24	In order to protect the level of assurance and in recognition of its specialist contribution to the health of the working age population within public health in all manner of workplaces	12/30/2019 11:27 AM
25	Absolutely to determine the speciality , the unique body of knowledge - informing consistent professional practice	12/29/2019 11:09 PM
26	The right qualification can help prepare you for the role, legislation, health and safety, etc is required for the role.	12/27/2019 2:43 PM
27	Qualification is needed to learn legal principles behind OH practice, Occupational Health day to day responsibilities and tasks can be learnt through experience	12/27/2019 11:08 AM
28	Although this could be modular and multiprofessional and courses taken in a variety of higher Ed establishments	12/26/2019 9:33 PM
29	I have worked in great roles since 1987 without the specialist practice qualifications so have many of my colleagues. This is just lip service and window dressing from specialist OHA who not as competent as those without the qualification.	12/26/2019 11:17 AM
30	although not necessarily on part 3	12/26/2019 10:19 AM
31	But not NMC approved only.	12/25/2019 2:42 PM
32	To have the responsibilities of an OH Nurse, you should have the academic background and therefore credibility.	12/24/2019 2:02 PM
33	Should allow all OH qualifications not just this one	12/24/2019 1:28 PM
34	As Q2	12/24/2019 8:43 AM
35	These roles are not purely clinical, but demand advanced decision making skills-see comment above.	12/23/2019 10:51 AM
36	gives a better understanding better health in work place	12/23/2019 8:44 AM
37	OH SHOULD BE MADE MORE EFFICIENT AND THE ADVANTAGES GVEN TO EMPLOYERS AS OH CAN OFFER MANY BENEFITS	12/23/2019 8:05 AM
38	I am a student at uni on SCPHN ( Occ Health). I really do believe in this course and entry onto part 3 of the register.	12/22/2019 6:01 PM
39	To provide competency validation	12/21/2019 7:24 AM
40	It means that the person has adequate trading and keeps themselves updated and has a good concept of research	12/20/2019 10:03 PM
41	With caveats; it can separate the wheat from the chaff in terms of the advice provided to employers paying for specialist advice	12/20/2019 3:35 PM
42	But the NMC need to recognise the MSC, if it's good enough for physicians, it should be for	12/20/2019 2:45 PM

	nurses	
43	Absolutley we cannot continue as a speciality if there is no minum level of entry and nothing to strive for within our professional development	12/20/2019 2:06 PM
44	I have gained valuable insight and focussed information and literature to enable me to do my role as effectively as I can.	12/20/2019 2:02 PM
45	OH is a diverse speciality, requiring a wide range of skills including clinical, IT, business awareness of OH provision. Needs to be up to date with multiple Medical specialities. Similar to a GP, but with a range of knowledge of health and safety laws, when undertaking health surveillance or advising employers as appropriate. OH specialist is part of a multidisciplinary team supporting public health of employees.	12/20/2019 1:59 PM
46	yes to understand the legalality of OH practices and the work on health health on work aspects not covered in general qualification training	12/20/2019 1:58 PM
47	Many Nurses have completed the Diploma in OH but cannot currently be registered on Part 3. This is scandalous	12/20/2019 1:50 PM
48	Specialist knowledge required so that can write clear and evidence based report for clients	12/19/2019 5:09 PM
49	Yes but OH is not just about health. It is about business and supporting employers.	12/19/2019 2:29 PM
50	This is required to at least ensure competency and safety to practice in an OH setting	12/19/2019 11:42 AM
51	Occupational health is distinct from nursing daily practice. it is highly specialised that it needs a specialised practice qualification. I am a SCPHN student, without going through this course I wouldn't be able to handle the cases with much knowledge and efficiency as required.	12/19/2019 11:14 AM
52	Absolutely. My clinical practice which is evidence- based, impartial as we support both employees and employers requires a specialist training as I saw a change in my thinking and application of the knowledge gained to support communities as well as individuals .	12/19/2019 8:32 AM
53	OH nursing is a unique clinical discipline, with an equally unique responsibility for maintaining the health of the working population, and it should be recognised as such.	12/19/2019 8:19 AM
54	The nature of the work is complex and requires skills and knowledge beyond an RN or Public Health qualification	12/19/2019 12:54 AM
55	Specialist training required either in apprenticeship form or qualification. Has huge responsibility and accountability.	12/18/2019 10:11 PM
56	one needs to be trained for this specialist	12/18/2019 7:02 PM
57	It's a specialised field and competency needs to be demonstrated to wnsure standards are maintained at a high level.	12/18/2019 3:54 PM
58	OH nursing takes in a specilaist knowledge outside of just the clinical domain and requires expereince and understanding of legislation and the impacts of health and and work as well as the workplace dynamic and possible workplace outcomes	12/18/2019 3:52 PM
59	I believe that there is a need for an OH nurse to have a specialist qualification that is registered with the NMC so that both employer and public can check qualifications.	12/18/2019 8:15 AM
60	I am currently in my second year of the SCPHN and As much as I feel there needs to be a specialist qualification, I feel the current programme is inappropriate to OH. A lot of the subject content is aimed at The other disciplines such a district nurses. OH has always felt out of place to me on this course, and I feel there needs to be an OH specific course.	12/17/2019 10:59 PM
61	This helps the practitioner to transition from nursing to occupational health.	12/17/2019 7:34 PM
62	However there are also a lot of very experienced and knowledgeable nurses working in occupational health that should be able to do some form of assessment to allow them if they want to have the same recognition	12/17/2019 6:29 PM
63	The qualification is specific to occupational health	12/17/2019 5:16 PM
64	The OHA is able to do healht needs assessments in hte work place and offer adive on adjustments , restrictions etc to help employees sustain their attendance at work and employers to provide appropraite support to enable the employee remain at work	12/17/2019 1:45 PM

65	Part 3 isn't relevant due to the complexity of the nature of this nursing field. Specialist training is required that is up to date and relevant I feel	12/17/2019 1:37 PM
66	The additional training I received to gain a OH degree has been crucial in understanding the role and support we provide through OH	12/17/2019 9:59 AM
67	The qualification is not a guarantee of quality - but is a useful reassurance of the educational process that underpins good practice	12/16/2019 8:25 PM
68	It helps to have additional qualifications, but I don't think it is essential to the job. An OH nurse who has been trained on the job can be just as good as someone who has done further qualifications. Also OH can be very specific depending on what industry they deal with, for example nurses who deal with people in the construction industry need different knowledge than nurses who deal with the healthcare industry for example. An additional qualification helps to underpin knowledge around what OH is and about the law etc, but other than that I don't think there is a huge difference in whether someone has it or not	12/16/2019 5:54 PM
69	It takes enhanced knowledge to understand the complexity of OH and its variable role in the care of employees.	12/16/2019 10:48 AM
70	OH is a specialised practice within nursing, all OHA's have to understand the legalities and practices relevant for maintaining staff welfare and safety while at work. All good OHA's also deliver clear health promotion activities and provide clear PH information to employees within the workplace and it should maintain its specialism position	12/16/2019 9:01 AM
71	Qualification demonstrates academic assessment and in depth understanding of Occupational Health practice	12/16/2019 9:00 AM
72	In my opinion there need to be a number of development options as the field of occupational health differs widely and requires the opportunity for different training routes. Also there is always a challenge finding suitably trained clinical supervisors for specialist qualifications (I.e part three) which creates a barrier to development at degree level	12/15/2019 6:42 PM
73	Unless it can be broader	12/15/2019 9:24 AM
74	So employers recognise occupational health specialism, the nurse is fit for purpose and will give appropriate advice	12/14/2019 10:00 PM
75	Oh professionals need the training and experience to deliver high quality services	12/14/2019 1:26 PM
76	Having the relevant qualifications for your area of practice is vital regardless of the area of nursing. It ensures professionalism and quality of care	12/13/2019 11:57 AM
77	Its getting so that anyone thinks they can give this advice but thats not true, you need to have a sound medical background to understand the condition each individual is suffering from in order to give good advice. So many non-clinical "advisors" out there think standard advice is fine, its not	12/13/2019 3:35 AM
78	Although I don't believe that the costs concerned with maintaining a separate part of the register are beneficial, I do strongly believe that OH is a specialty and as such, requires formal education and qualification. It is complex role that could easily be diluted by non-clinicians due to it's links with industry in a way that other, more obviously 'clinical' roles could not.	12/12/2019 7:44 PM
79	It is good to have a nursing/OH specific qualification to show employees, employers etc that you have been through additional courses to gain expertise, skills, knowledge in the field of occupational health which promotes best practice and evidence based practice. Qualifications in hospital nursing is no different and specialising too. Would Physicians be asked the same of occupational medicine? I had to pay for my qualification unlike my colleagues seconded by the NHS - this is discriminatory and I doubt I'll get a refund. Some nurses do not want to obtain a formal qualification and I can understand that but there has to be a distinction, however, I do appreciate that some may just be as knowledgeable through experience, learning from others, reading journals etc but are just as able, which sounds contradictory. But this comment could be said for any nursing specialism, but inhouse training should be promoted and recognised and in accordance with 'national' standards.	12/12/2019 2:18 PM
80	The role of the OHN is particularly varied, dependign on the working environment. This musts be reflected in the training and support of the OHN student.	12/12/2019 1:58 PM
81	Yes its a specialty in its own right, understanding employment law, HSE regulations; outside the	12/12/2019 1:52 PM

	scope of NMC 1. Very different skill set to a registered nurse	
82	*	12/12/2019 12:19 PM
83	OH qualifications are important - but I do not see the need for them to be specialist practitioners, on part 3 of the register.	12/12/2019 12:12 PM
84	see above	12/12/2019 9:57 AM
85	If additional qualifications have been taken then I feel this should be recognised, as Midwifery or Health Visiting is	12/11/2019 8:09 PM
86	Definitely. Understanding risk management, health and safety, job hazards, health promotion, prevention, understanding disease impact on individual, disability, carrying out relevant health assessment by taking into job specific into consideration, understanding relevant legislations.	12/11/2019 7:21 PM
87	It assures some higher level of expertise in relation to the effects of work on health and visa versa	12/11/2019 3:27 PM
88	See above. The OH role is much more diverse than generally thought. From construction, quarries, stonemasons, food manufacture, health care (in all it's guises), energy, printing, financial sector, call centres, airlines, educational establishments etc. All these organisations have differing needs and an OH nurse needs to be able to start from basic risk principles to identify& meet care needs.	12/11/2019 10:29 AM
89	This specialism is not covered anywhere else within in the general training. It requires specific indepth knowledge which needs to be acknowledged and so that the practitioner can demonstrate to organisations and employers that they have acheived a quality standard.	12/11/2019 9:10 AM
90	You don't know what you don't know until you know it!	12/10/2019 8:59 PM
91	There is a need for a specfic qualification in OH but I do not see that this has to be 'specialist'; I work alongside a SCPHN and we both have exactly the same level of responsibility and task allocation sa	12/10/2019 5:08 PM
92	I worked extremeley hard to gain my Specialsit qualification and am very proud to hold it.	12/10/2019 3:53 PM
93	Oh is a specialist practice, therefore, in my view needs this qualification. It also lends credence to the role	12/10/2019 1:54 PM
94	If there is no specialist qualification OH nurses will not understand the needs of the employer and the management of health in the workplcasce as well as the effect work can have on health and vice versa. There would be no knowledge of hazards and their management	12/10/2019 1:38 PM
95	OH is a unique area of medicine and requires specific training	12/10/2019 10:11 AM
96	As it is a specialist area we need to be able to evidence that we have a knowledge and understanding of the area.	12/10/2019 9:53 AM
97	See above.	12/10/2019 6:37 AM
98	To have the correct skill bade to deliver and be able to demonstrate competence	12/10/2019 6:24 AM
99	Not the current SCPHN though as we have nothing in common with the other branches	12/9/2019 10:10 PM
100	Yes, each nursing specialism should have one to develop the skills of the nurse/adviser to give better 'care', however also believe in house training and experience should also be recognised	12/9/2019 9:59 PM
101	Should be able to be achieved through a number of methodologies	12/9/2019 9:10 PM
102	To set and maintain standards, to promote OH as a speciality and develop as a profession	12/9/2019 8:38 PM
103	Ongoing validation is important but especially if nurses are working independently or with little clinical supervision. However, covering the breadth of OH nursing might be difficult. So much is gained from experience	12/9/2019 7:45 PM
104	Many aspects of the OH are legal requirements and require additional training such as health surveillance. Advice given to manage clients health conditions in the workplace also require additional knowledge and training and requires specialist knowledge. This should continue to be validated, taught and benchmarked to ensure best practice nationally.	12/9/2019 6:46 PM
105	the OH field is vast and there should be evidence of knowledge gained by the OH professional	12/9/2019 5:51 PM

106	the specialism requires a problem solving approach and clinicians to extend their knowledge all the time. The answers are not always in a text book or on google. There needs to be an understanding of OH which is different to nursing in general. I feel a lot of new clinicians haven't made that transition.	12/9/2019 4:03 PM
107	As long as there is some qualification, I don't think that OHAs need to become specialist practitioner	12/9/2019 3:05 PM
108	Many work independently or with minimal direct supervision and need specialist training to do this .	12/9/2019 2:51 PM
109	Expert knowledge helps to provide an excellent occupational health service.	12/9/2019 2:45 PM
110	OH is it's own subject matter which encompasses a broad spectrum of Client / Patient needs and education. Understanding the implications from ergonomics, travel and psycho-social, but to name just a few....	12/9/2019 1:31 PM
111	It is a different field to other general nursing roles and need further training to work autonomously.	12/9/2019 1:25 PM
112	I have been working in OH for 2 years without the qualification - I am currently in my first year of the SCPHN qualification as I feel I have to have this to rather than need it.	12/9/2019 12:47 PM
113	OH is an environment that can be lone working and requires further education and training to practice safely and effectively.	12/9/2019 11:48 AM
114	OH is a specialist role and the skills required are not included in any other nurse training	12/9/2019 11:10 AM
115	To formalise knowledge already gained, base working practices on a framework of evidence rather than just previous practice. Encouraging questioning of practice through CG and audit, which requires some kind of training.	12/9/2019 10:06 AM
116	When I did the course in 2010 it was very much focussed on public health, which I do appreciate we are, but I still felt the lack of actual OH knowledge to assist me in my working role.	12/9/2019 10:04 AM
117	Although I would like to see a vocational qualification in place that makes achieving the qualification easier to access- mapping of experience to qualifying criteria so that workplace experience is as valued as academic input	12/9/2019 9:51 AM
118	Occupational health is a specific field of medicine with advance knowledge and skills required in relation to the workplace and various types of industries along with the effect work has on health and health has on work.	12/9/2019 9:44 AM
119	Should be recognised as advanced practitioners	12/9/2019 9:35 AM
120	health at work is a neglected area ,	12/9/2019 9:21 AM
121	we are not recognised as public health specialists by the government (they stated that public health was not a fundamental part of our role)as during public health consultations they only include public health specialists and health visitors, so why do we sit on part 3 of the register if this is the case.. the OH qualification in itself is a specialist qualification but should perhaps be more standardised throughout the country.	12/9/2019 9:16 AM
122	It needs to focus more on COSHH and the practicalities of case management- this is rarely taught and is a huge part of our roles	12/9/2019 9:12 AM
123	As above	12/9/2019 9:10 AM
124	However quality outcomes from the higher learning achieved through having SCPHN are valuable in my opinion	12/9/2019 9:03 AM
125	Not sure if the SCPHN is the right place but some sort of specialist qualification is necessary	12/9/2019 9:01 AM
126	Understanding how work effects health and health effects work is a specialist subject. Whilst some activities , such as health screening can be undertaken by nurses or others without an OH qualification, there needs to be the knowledge and skill set underpinning how work effects health and vice versa. It would be unthinkable in Britain for anyone to practice Health Visiting without the appropriate qualification, equally for public protection there needs to be an	12/9/2019 8:53 AM

	appropriate qualification in OH so that knowledge, skills and standards are set and met to then enable and provide confidence and safety in specialist practice	
127	This is needed to ensure quality OH, if no need to be on part 3 then someone without the competency could be advising or supporting employers on workplace issues wrongly.	12/9/2019 8:50 AM
128	We again practice independently and there is a requirement for a level of professional competence. The idea that removing us shows a great lack of understanding from the MNC to what our role is.	12/9/2019 8:15 AM
129	Advanced practice status	12/9/2019 6:55 AM
130	It's what defines the profession and gives credibility.	12/8/2019 2:14 PM
131	health surveillances and functional examinations training should be covered by the employer during induction period	12/8/2019 1:39 PM
132	It is a specialist field of nursing and practitioners should have the specific qualifications to be competent	12/8/2019 11:01 AM
133	Gives often misunderstood role credibility	12/8/2019 8:12 AM
134	There is not a need for SCPHN it's should be scrapped, as it's has no relevant to OH Nurses most especially when an OH Nurse is well experience in the field. In my opinion, OH Nurses should have development courses in Employment Law, Health & Safety (Health Surveillance), HR, Occupational Health & Wellbeing & Safety science (Ergonomic).	12/8/2019 8:01 AM
135	because it is important to give management right advice as well as highlight their legal responsibilities	12/8/2019 12:31 AM
136	In my opinion yes, I have been in OH for many years and worked with qualified and non qualified specialist nurses working in OH and the qualification gives a depth of knowledge particularly around relevant law and areas of managing risk in the workplace that general nurses do not have	12/7/2019 7:54 PM
137	Diversity of workplace environments and need for dynamic risk assessments.	12/7/2019 7:42 PM
138	My personal view is that experience is what is important. Along with keeping up to date with practice as you would in any other sector of nursing. It's a constant learning curve.	12/7/2019 2:11 PM
139	An OH qualification shows that the practitioner has studied a range of subjects relevant to their specialist area of practice.	12/7/2019 1:17 PM
140	OH is a completely different field in its 2 way responsibility to employee and organisation, working in industry or organisations directly to prevent and advise on the interaction between work and health. Legal and ethical considerations require huge change in knowledge and outlook. Although we care and support people we do not treat.	12/7/2019 12:47 PM
141	Can receive on the job training.	12/7/2019 12:03 PM
142	There are lot of nurses who have other non NMC registered qualification	12/7/2019 10:00 AM
143	It's a specialist branch of medicine as is paediatrics	12/7/2019 9:43 AM
144	I want to be recognised as a specialist and give my clients the very highest level of care and knowledge I can, for me that means working hard to achieve the specialist practitioner status to enable this.	12/7/2019 9:05 AM
145	Understanding corporate or commercial or resourcing outcomes of clinical practice is the key to the future of the profession	12/7/2019 9:00 AM
146	When dealing with businesses, as an independent practitioner, it can be very helpful to explain the role and why you're able to make such recommendations when the qualifications is there to 'back you up'.	12/7/2019 6:34 AM
147	Either way anyone can present themselves as qualified	12/7/2019 1:45 AM
148	For credibility in the work place. Also brings depth of knowledge and skill to practice.	12/6/2019 11:43 PM
149	OH is a specialism in its own right.	12/6/2019 10:43 PM
150	Proof of further education	12/6/2019 10:33 PM

151	This is a distinctive qualification providing a unique aspect of nursing care. Having this qualification protects employers and employees	12/6/2019 10:22 PM
152	I have a BSc in Occupational Safety which more relevant to OH but not recognised by NMC	12/6/2019 9:31 PM
153	Maybe	12/6/2019 9:18 PM
154	There is definitely a need for accredited training but as non-NHS Employers are more interested in skills rather than qualifications it seems to take the need for a qualification away. Accreditation is more important in my experience.	12/6/2019 8:35 PM
155	Because our role is significantly different from traditional nursing practice	12/6/2019 8:33 PM
156	This is such a specialised knowledge and acknowledgement.....it is extremely specialised.	12/6/2019 8:30 PM
157	nmc are not recognising some qualifications from universities this needs to be all OH qualifications diploma level up	12/6/2019 8:23 PM
158	Nursing in occupational health is very different to traditional nursing and needs extra skill to be able to competently practice in the specialism	12/6/2019 7:43 PM
159	It isn't a role that anyone could walk into. One requires specialist knowledge.	12/6/2019 7:39 PM
160	Absolutely	12/6/2019 7:28 PM
161	My qualifications were the diploma from Warwick University and was not deemed to be eligible for Part 3 status although I would contest the validity of that assertion from the NMC	12/6/2019 6:55 PM
162	To protect the speciality	12/6/2019 6:06 PM
163	n/a	12/6/2019 5:10 PM
164	Independent specialist	12/6/2019 5:09 PM
165	Proof of competency is essential.	12/6/2019 5:04 PM
166	It demonstrates expertise in the area	12/6/2019 4:56 PM
167	Not a special part of the register though	12/6/2019 3:36 PM
168	if there's not accredited route to a specialist course then there will be no objective standard. standards will vary and may slip.	12/6/2019 3:29 PM
169	does not have to be on part 3 of the nursing register - I have worked as a OHA for 10 years with a diploma	12/6/2019 3:13 PM
170	Yes, but careful consideration given to those who could be excluded from recognition/ contribution who have relevant qualifications	12/6/2019 3:06 PM
171	There is a lot of knowledge beyond basic clinical skills required. This includes knowledge of legislation, HSE / employment law, negotiation skills, balancing health care needs against business needs.	12/6/2019 2:59 PM
172	Looking after an acutely well individual requires a different skill set, knowledge base approach when compared to someone who is not acutely unwell. Decision makers need to be aware that preventing people from getting acutely unwell will significantly improve overall quality of life and costs	12/6/2019 2:47 PM
173	Yes because it verifies competence as a specialist practitioner in OH being evidenced based	12/6/2019 2:13 PM
174	.	12/6/2019 2:05 PM
175	OH is a highly specialised area of practice. Many roles involve high degrees of autonomy and there are responsibilities which are fundamentally different to other nursing roles, such as the duty to employer as well as employee. So, training is essential, a different part of the NMC Register is not essential.	12/6/2019 1:25 PM
176	OH nurses have totally different skill set to general nursing	12/6/2019 1:18 PM
177	the skill set is specific to the specialism and the qualification evidences the necessary achievement	12/6/2019 12:49 PM

178	Additional qualifications yes, but not to affect NMC registration as this misguides employers who are predominately not NHS	12/6/2019 12:37 PM
179	Although you can learn through experience you need the evidence to back this up and understand why	12/6/2019 12:29 PM
180	Yes but outside the NMC, which is on line with the SOM	12/6/2019 12:29 PM
181	This specialty requires a specific skill set that is different to most other nursing specialities	12/6/2019 12:10 PM
182	It is right to define the breadth and depth of knowledge and core competencies expected of an OH specialist practitioner.	12/6/2019 11:57 AM
183	To differentiate OHNs from other nurse specialisms	12/6/2019 11:56 AM
184	But not to the current ScpHn curriculum which is diluted and inadequate	12/6/2019 11:42 AM
185	Yes, I think OH training which leads to a qualification is appropriate. However, the NMC 'rules' regarding getting back on to the OH Registered Specialist Comm Public Health Nurse registrar (if one has elapsed for whatever reason) are, quite simply, ridiculous and as in my case, unrealistic - as a result of which, unable to get back into OH nursing, I've 'lost' my career, my self-worth, my home (could not afford mortgage), this severely impacting my health/well-being (depression) and all that goes with that (potential homelessness etc. This the reality. I am not fabricating any of this) Through fault of the NMC whereby they did acknowledge the three references I had sent in, I had to start over again. It had taken my significant effort to track down one of the references that was required - hat being 'an OH practitioner who WAS on Part 3 of the register and whom I had known in person for 2 years. Honestly, there are not that many of us about! I knew one person, who provided a reference (along with the other two references being required - I choose GP and dentist - these being the only two I could have selected from the list of professionals) but on needing to send in my three references again, my only OH contact on Part 3 had moved on - and I was stuck, unable to get back onto the OH register, hence it states 'lapsed - can not work in UK'. Some employers will not insist on OH applicants being on Part 3, but most do and to date, I have been unable to secure an OH post, despite me having evidence that I have undertaken recognised OH training/have evidence of a OH degree/diploma plus 21 years evidence of an OH employment history. Please, please, please take this into consideration - the re-registration requirements for Part 3 - to enable good OH practioners to work and prevent OH practioners losing everything, as in my case. It's not out of the question, when many OH nurses work in isolation, that they wouldn't be able to confirm they have known another OH nurse who is on Part 3 of the register for 2 years. You may met someone at a conference etc, but you can't say you've known them 2 years, as are the NMC requirements for re-registration.	12/6/2019 11:41 AM
186	Very different to clinical nursing	12/6/2019 11:40 AM
187	I believe if there is to be a specialist register that entry to it should not be tied to a single qualification and that other Occupational Health courses plus experience should be allowed entry.	12/6/2019 11:37 AM
188	There are many things that you need to learn before being autonomous practitioner	12/6/2019 11:31 AM
189	Due to the complexity of the job	12/6/2019 11:25 AM
190	The qualification is a recognised benchmark for the skills and knowledge needed for the extended role.	12/6/2019 11:14 AM
191	there is every need for this specialist qualification and there is need for the employer and employee to understand the role of OH	12/6/2019 10:57 AM
192	The knowledge & learning that is undertaken from degree study is invaluable.	12/6/2019 10:57 AM
193	But previous experience must also be taken into account. Qualification is extremely difficult with significant barriers at this time	12/6/2019 10:36 AM
194	Employers need to have confidence of the expertise of the OH nurse and their professionalism and safety in practice	12/6/2019 10:33 AM
195	It is fundamental for specialist practice to be able to show understanding of practice and this cannot be done solely on study days, internal work practice and Part 1 of the register. Why does a specialist qualification for OH nurses differ from midwives, or specialist physicians.	12/6/2019 10:27 AM



196	Current education does not give an appropriate level of training for the intricacies of the field	12/6/2019 10:25 AM
197	However, this should not omit higher level University qualifications that are equally relevant to practice	12/6/2019 10:20 AM
198	Training on the job can suffice.	12/6/2019 10:19 AM
199	This ensures that people have gone through the training and met the standard. I believe these people question what they are doing more. Oh is a profession in its own right and we need to maintain this	12/6/2019 9:58 AM
200	I do not think that it is required as other qualifications should be recognised such as the occupational health MSc	12/6/2019 9:56 AM
201	In general nursing and medical fields there is little thought around work and the impact of work not working has on an individual. The qualification is needed to understand the interaction of work and health and to be able to advise on the wide ranging environments of work	12/6/2019 9:55 AM
202	This is a specialist field requiring additional skills	12/6/2019 9:50 AM
203	OH diploma/degree	12/6/2019 9:48 AM
204	As previous question	12/6/2019 9:47 AM
205	the work undertaken is not the same as just being a registered nurse	12/6/2019 9:47 AM
206	I have a BSc in OH from Robert Gordon University, disappointingly its not recognised by the NMC	12/6/2019 9:44 AM
207	in my opinion there is a need to study the specialism to at least diploma level to provide a good knowledge base, i do not feel a degree is required as I have worked without a degree for 12 years for many different companies competently and efficiently with ease and always provided an excellent service	12/6/2019 9:41 AM
208	Specialist training is essential in OH, the issue is why so many OH courses are not recognised by the NMC which just causes confusion.	12/6/2019 9:36 AM
209	the nmc are are that many registered nurse work in oh. however it is not clear how many have specialist qualifications in oh as a part 3 of the register only identifies those with scphn oh as either their only qualifications or first scphn qualification. it does identify those with other oh qualifications. in addition whilst I am scphn in 2 areas. at present i can only be seen on the register as an Health Visitor. this is misleading for the public. the current system does not meet our needs and furthermore does not serve the public needs for clarity and safety.	12/6/2019 9:30 AM
210	Not necessarily SCPHN or NMC recognised	12/6/2019 9:27 AM
211	This should be by demonstration of practice (ie the portfolio approach) rather than by a course - OH is a very wide speciality and cannot be taught purely in the classroom, much of the learning is experiential and over time. Too many nurses qualify as SCPHN without any OH experience other than that gained on the course and this doesn't make them a specialist practitioner. Additionally, many excellent and highly competent OH nurses have a qualification that isn't recognised by the NMC and therefore have to pay thousands of pounds for an additional qualification to prove that they are specialists. Given the lack of NHS funding for OH courses (as the majority of OH nurses work in the private sector), there is discrimination between the other branches of public health nursing as the NHS supports training.	12/6/2019 9:15 AM
212	no- i see OH as part of the duties of a registered nurse.	12/6/2019 9:12 AM
213	as above	12/6/2019 9:05 AM
214	Whilst the historical practise of OH nurses has foundation in health surveillance and management advice, this needs to develop to meet modern requirements focused more on addressing occupational hazards and risk factors, developing as the third sector of employee health and wellbeing alongside Safety and Human resources	12/6/2019 9:04 AM
215	There appear to be becoming fewer oh physicians and therefore onward referral has to be focused. The OH Advisor needs to be confident and thorough competent in their area of practice and be able to provide nurse led services with input as required from physicians rather than being doctor led	12/6/2019 9:00 AM
216	We are about protecting public health if a OH nurse can demonstrate competency and keep up	12/6/2019 8:59 AM

to date ( revalidation process) meets or exceeds post requirements of employer and does high quality,quantifiable work in protecting and supporting and advising employee's and employees I can't see what all the fuss is about.There are amazing nurses who have worked in OH with no degree,maybe a diploma,or certificate or even no paper qualification!

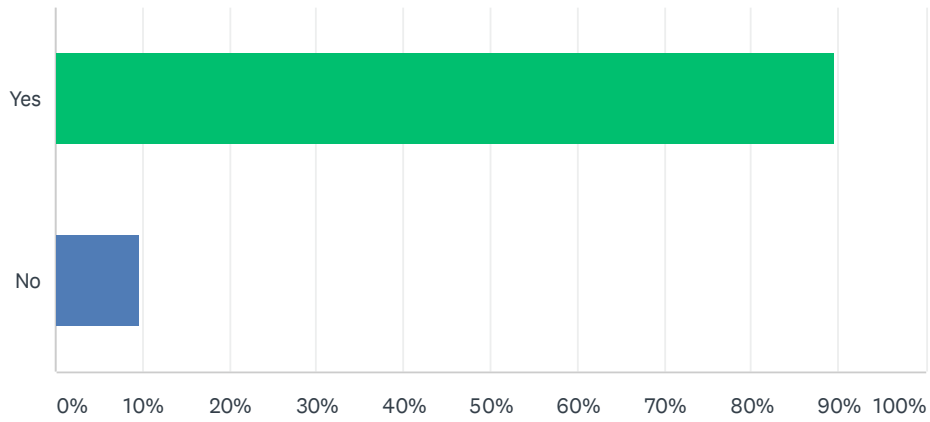
217	The understanding of the relationship between work and health is essential for OH - it is a unique role.	12/6/2019 8:57 AM
218	It is is different working in Oh and it does help with understanding	12/6/2019 8:56 AM
219	Like any specialisation you need experience and a grounded qualification to provide the most professional service available	12/6/2019 8:56 AM
220	But those using their services eg employers need to have more knowledge and understanding about this specialist training and the need for it to ensure competent OH professional	12/6/2019 8:50 AM
221	very difficult for a RGN to come into the OH setting and practise effectively.Different mindset to a hospital setting.	12/6/2019 8:47 AM
222	registered nurses just don't have the knowledge to undertake this specialist work	12/6/2019 8:42 AM
223	I don't believe so as there are a lot of nurses in practice whom have specialised qualification & practice in Part 1. It also hinders potential jobs when it stares must be on Part 3 for OH.	12/6/2019 8:33 AM
224	I regularly hear nurses without an OH qualification say the work is 'common sense' but it goes beyond that	12/6/2019 8:31 AM
225	However, it should be training and hands on experience that go towards that qualification otherwise from my experience, some nurses walk in with a know it all attitude and want to walk straight into a senior role. It should also take into consideration that a lot more older age group nurses do not necessarily have the academic background but it doesn't stop them being incredible OHA's... in my opinion the ability to deal with the complexity of OH nursing is not met by showing a degree.	12/6/2019 8:31 AM
226	Most definitely. My RGN training would not have prepared me for this, and its not possible (or safe) to move from general nursing into OH without additional skills and support.	12/6/2019 8:28 AM
227	It differs from other specialisms in that there needs to be a business understanding, and we are impartial, rather than a patient advocate. It means that we sometimes need to take touch decisions. There needs to be knowledge and understanding of health surveillance, and multiple regulations. If we want to be seen as professional, then a building block is a specialist qualification. s	12/6/2019 8:15 AM
228	Not the same as other nursing caregories	12/6/2019 8:11 AM
229	At defined levels. That can be done in modules	12/6/2019 8:05 AM
230	OH nurses understand the barriers to work and adjustments	12/6/2019 7:58 AM
231	The current training is with health visitors and school nurses - shows none are worthy of their own training	12/6/2019 7:52 AM
232	knowledge and regulation	12/6/2019 7:46 AM
233	OH is often a highly nuanced area of work with multitudinous strands.	12/6/2019 7:39 AM
234	Yes, but the course should have a greater focus on the specialist aspects of occupational health rather than the generic public health. eg occupational hygiene, health surveillance, Ergonomics, as a number of the more recently qualified OH nurses have no understanding of this.	12/6/2019 7:27 AM
235	OH is as specialised as Midwifery. You couldn't practice Midwifery without qualification and yet many move into OH with no idea of scope of practice, boundaries, regulations or supervision	12/6/2019 7:24 AM
236	But this needs to be assessed against competency and not a specific education program	12/6/2019 5:34 AM
237	we are different from all other nurses in that we understand work place needs and need experience in that field to gain the knowledge	12/6/2019 5:02 AM
238	No need but desired.	12/6/2019 4:26 AM
239	Ensuring individuals are able to remain in work with with long/short health conditions and	12/5/2019 11:32 PM

	disabilities is essential to the growth of the economy , productivity for business.	
240	This is a highly specialised area of practice that requires a higher level of practice.	12/5/2019 10:46 PM
241	Yes, we practice way beyond our initial RGN practice, to reduce us to part 1 would put us below other nurses and we are on a level with specialist practitioners	12/5/2019 10:45 PM
242	The role is so different from the nursing in the community or wards	12/5/2019 10:43 PM
243	Definitely as OH is a very specialist role with a lot of legal implications. However this should be on part 3 with a recognised OH diploma/degree	12/5/2019 10:12 PM
244	It's a specialised field of nursing	12/5/2019 10:06 PM
245	I believe I perform my role very well and I hold the diploma in oh	12/5/2019 9:47 PM
246	Please see previous comments	12/5/2019 9:22 PM
247	Yes and no, I am currently undertaking my degree at RGU in OH Nursing and will not have SCPHN in my title which is fine, I chose the course on the content and feel that I will still be just as good a nurse without the title.	12/5/2019 9:22 PM
248	However, previous qualifications should count towards the qualification. Moreover, recognised courses should make the practitioner fit for practice. Many of the current courses are tick box exercises and are not useful. OHP's should be able to sign nurses off too.	12/5/2019 8:48 PM
249	Especially case management or sickness absence management, it is paramount to have prior knowledge of th employment law and occupational law before advsing employees and employer. Most nurses quote Equality law and DDR law wihtout a certificate in occupational health law or knowledge. Must have understanding of occupational health clearance to fitness to work difers from hospital fitness to discharge a patient. Employees are not patients they are functional human beings that may need support with their existing health issues or occupational health issues.	12/5/2019 8:22 PM
250	But it is helpful and a specialist recognised qualification keeps it professional	12/5/2019 8:09 PM
251	The academic course to qualify in practice needs to be reviewed to reflect the main aspects that OH encompasses. Practice should continue to be gained at an OH unit. Placement tutors should not be expected to submit onerous paperwork to support why the should be a competent practice placement. An easier ,less time consuming framework to facilitate supervision placements should be implemented. Thus unburdening the placement manager with unnecessary and time consuming compliance to meet Uni requirements to be a practice mentor.	12/5/2019 7:47 PM
252	we are already on the NMC register -after that its about being suitable educated in the speciality	12/5/2019 7:44 PM
253	It is essential that the specialist qualification is maintained to ensure professional standards are instilled in public and the private work domains	12/5/2019 7:34 PM
254	Knowledge outside of normal clinical practice, eg workplace health & safety.	12/5/2019 7:18 PM
255	yes, definately. OH practitoners carry out a complex and highly skilled role which relies on good nursing skills and knowlege as well as specialist training. No different to Health Visiting or Midwifery. Very worrying to think that there are talks regarding expanding the OH technician role is	12/5/2019 7:03 PM
256	But there are plenty of OH Advisors out there who are as capable as those on Part 3	12/5/2019 7:02 PM
257	Not in its present form	12/5/2019 6:50 PM
258	But it needs to have a practical skill base for the role and not nesslerily at degree level	12/5/2019 6:50 PM
259	Allot of nurses practiving in oh identifying as specialists with no qualifications to support this	12/5/2019 6:39 PM
260	I have an OH degree but NMC would notcallow me to be on part 3 of the register	12/5/2019 6:30 PM
261	Without a doubt. Could one deliver babies without a qualification or undertake a health visitor role - no therefore why lower the standards for oh.	12/5/2019 6:28 PM
262	It helps with regards to legislation etc, but the job can be trained in house and with relevant experience	12/5/2019 6:19 PM

263	If there was it needs to be specific to OH. The current core subjects currently shared with other specialist practitioners are mostly irrelevant. The training needs to be correct	12/5/2019 6:05 PM
264	There are health visitors to look after early and late stages of life, there are school nurses who cater for the well being of school children, so therefore there is a need for Occupational Health nurse who provide advice and support to the working population, who appreciate how work impacts on health and how health impacts on work.	12/5/2019 6:04 PM
265	Higher level of care required - i.e. strategic vision, autonomy and creativity required.	12/5/2019 5:54 PM
266	To make it easier to move into this area from general nursing quals - a working modular approach may help make it more accessible and affordable. Required given falling numbers.	12/5/2019 5:41 PM
267	Yes But, there are other degrees, and masters level of study that are more relevant, focused and indepth geared for OH than SCPHN. Many employers do not understand the difference but are rejecting applications from nurses more suitably educated to perform the role of an OHA.	12/5/2019 5:30 PM
268	Like all specialities it can be learnt	12/5/2019 5:23 PM
269	For all the reasons provided. It is a broad area where additional skills and knowledge are needed for safe practice.	12/5/2019 5:20 PM
270	To differentiate to service users between the specialities and knowlege base	12/5/2019 5:19 PM
271	As stated above	12/5/2019 5:18 PM
272	I'm conflicted as while I do not feel that the current specialist practioner qualification is fit for purpose, There does need to be some form of standard for practice and training in place and training in place	12/5/2019 5:18 PM
273	I do believe this is a specialist role, however I do not believe the current education prepares nurses for this role	12/5/2019 5:14 PM
274	Offers kudos if a set of standards has to be met	12/5/2019 5:13 PM
275	Specialist knowledge underpinned using evidence based practise required in role	12/5/2019 5:12 PM
276	This will ensure quality in practice , support accountability	12/5/2019 5:07 PM
277	Perhaps it could be classified as an Advanced OH practitioner rather than a Specialist OH practitioner	12/5/2019 5:02 PM
278	In view of my comments above a specialist OH qualification is essential. This should be focused on the effect of work on health and health on work rather than broad public health principles.	12/5/2019 4:57 PM

### Q4 Would you like Occupational health nursing to have a protected title?

Answered: 572 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	89.51%	512
No	9.62%	55
TOTAL		572

#	ANY ADDITIONAL COMMENTS	DATE
1	Why should it? I have had OH nurses working for me that have had more skill and knowledge than many with Part 3 registration	1/6/2020 3:52 PM
2	The present political landscape has resulted in general nurses moving into occupational health, without the insight required to effectively deliver occupational health services, coupled with a shortfall in the profession allowing for deconstruction of the holistic skills required and other non nursing advisers adopting some OH services for commercial gain rather than health gain.	1/5/2020 11:11 AM
3	We are a separate specialty to other public health nurses (& they are too in their own right).	1/4/2020 5:01 PM
4	No this is irrelevant to the changing role and as such should have new distinctive title if you define us all with this title you will truly miss the preventative role we provide within the normal work place	1/3/2020 4:37 PM
5	OH is undoubtedly a specialised field. My concern is that OH degrees from other countries should be acknowledged.	1/2/2020 11:11 AM
6	Advice given by an occupational health nurse impact on the safety of groups of patients. It is essential to know the practitioner is competent to carry out this work.	12/31/2019 8:53 AM
7	This is a specialised role that requires the recognition on part 3 of the register.	12/31/2019 8:35 AM
8	I have worked really hard to gain this title and would be disappointed to see the skills I have acquired diluted.	12/30/2019 4:32 PM
9	The majority are Nurses who the public relate better to so why complicate matters the public love and respect Nurses not those who are full of themselves without the essentials. They are not respected in Industry especially besides majority of Nurses are very proud to be Nurses who are respected and provide essential public services. Specialist OHA Nurses feel they are a cut above non-specialists Nurses which they sadly are not.	12/26/2019 11:17 AM
10	But not SCPHN	12/25/2019 2:42 PM
11	I see many people call themselves OH Nurses who happen to work in an OH dept or for an OH company. It risks the credibility of the profession.	12/24/2019 2:02 PM
12	Currently working towards my specialist oh qualification.	12/24/2019 1:52 PM
13	But for all OH qualifications. I did the masters course at University of Birmingham but it is not recognised by the NMCr	12/24/2019 1:28 PM
14	We are highly skilled and qualified professionals	12/20/2019 6:07 PM
15	This is a specialist public health field which holds the potential to fill the hole where primary care fails to prevent public ill health	12/20/2019 3:35 PM
16	I think there should be a specialist register for this discipline to differentiate and add a different dimension to the nursing field.	12/20/2019 2:02 PM
17	Undertaking this role within OH nursing is diverse therefore the title needs to reflect this, the necessity of	12/20/2019 1:59 PM
18	yes it is like any profession which has undertaken specialist study and that should be recognised.	12/20/2019 1:58 PM
19	Need to be recognised in the same way that other nurse specialists are	12/19/2019 5:09 PM
20	OH nursing is a unique clinical discipline, with an equally unique responsibility for maintaining the health of the working population, and it should be recognised as such.	12/19/2019 8:19 AM
21	OH Nurses/ Physicians work in isolation mixed with non-medical professionals. They act within certain boundaries of confidentiality and professional remit that need to be understood by other professions.	12/19/2019 12:54 AM
22	So users can be assured of a certain level of expertise	12/18/2019 3:54 PM
23	The protected title clearly highlights the unique nature of OH practice as distinct from clinic practice and public health nursing	12/18/2019 3:52 PM
24	Qualified occupational health practitioner or OHA should be the title. I don't like to be called a	12/17/2019 7:34 PM

	nurse.	
25	OH is a Specialism that requires enhanced training	12/16/2019 10:48 AM
26	All OHA's irrespective of SCPHN or not have worked within this specialism for many years, and future OHA's all need to have know that OH specialism is to have a protected title	12/16/2019 9:01 AM
27	This would demonstrate the unique specialism that relates to OH nursing	12/16/2019 9:00 AM
28	It is such a different nursing role to others including public health and clinical knowledge	12/15/2019 6:42 PM
29	Not unless it can be broad enough to consider the scope of many different roles required which it certainly does not mow as an employer and with a nursing background in OH I see too many on part 3 of the register with very little knowledge and practical experience that enables to work in oh - we have to invest and retrain them so at the moment being on part 3 is not viewed as good as previous experience	12/15/2019 9:24 AM
30	The SCPHN qualification in OH is sufficient.	12/13/2019 6:31 PM
31	I dont think that this is important however recognising the specialiaty of OH and the diverse nature of the role is	12/13/2019 11:57 AM
32	To stop companies employing non-clinical folk as occ health advisors, theyre making a mockery of our qualification and bringing the profession into disrepute	12/13/2019 3:35 AM
33	In accordance with my comments above, it would help distinguish between qualified healthcare professionals and those who are not. In many ways, it's even more important to have a protected title in the field of OH than others, again due to the dangers of non-clinical commercial organisations ostensibly offering 'OH' advice.	12/12/2019 7:44 PM
34	There is currently a lot of confusion around the various names and titles used - including unscrupulous providers inferring higher qualification with grand titles for junior / inexperienced employees	12/12/2019 5:14 PM
35	Occupational health nursing is an area that the nursing professional body and unions forget. There should be a separate occupational health service to aid in getting people back to work and we are instrumental in this. We understand the various needs of all eg employer, employee and health & safety unlike our colleagues. It is a specialism in it's own right and it should be acknowledged and promoted	12/12/2019 2:18 PM
36	There is widespread use of the term OHA in jobs advertised and yet the role may be asking for a Nurse with OH experience, a qualified OHNurse (either on Part 1 or Part 3 of the Register). I'm not sure employers know what they might be getting without a protected title.	12/12/2019 2:12 PM
37	There is much confusion regarding the role and titles on OHN and nurses in general. Protection of this will clarify the specific speciality of the role.	12/12/2019 1:58 PM
38	this is to ensure the public know that the person is suitably qualified to do what they say. I have challenged poor practice of a Dr doing just this called herself a company medical advisor, not carrying out assessments properly for oil rigs and potentially jeopardising life of person offshore and cost of 30k to business to rescue him if he becomes unwell because of her poor practice.easy money for her up to that point!	12/12/2019 9:57 AM
39	Strongly agree. Having a protected title is most likely to lead OH nurses to own the speciality, invest in the speciality in academic terms, help us to create future leaders who will raise the OH nursing profile among stakeholders/nation.	12/11/2019 7:21 PM
40	A degree in any specialism ensures greater understanding of a subject so more expertise	12/11/2019 3:27 PM
41	I would also like a simple protected title. Many non nursing people do not understand the term SCPHN. Many nurses uses different terms such as OH advisor, OH nurse, OH practitioner, OH specialist practitioner and I would like a simple title to be recognised.	12/11/2019 10:29 AM
42	Other elements of Nursing have Specialist titles don't we deserve ours?	12/10/2019 3:53 PM
43	It is a totally different speciality and is not just nursing per se.	12/10/2019 1:38 PM
44	Yes for the sake of users and the professions	12/10/2019 6:37 AM
45	Title can be used by none qualified individuals	12/10/2019 6:24 AM

46	Why bother getting a recognised qualification if not, we should be recognised for the service we give to 'work health' and it should be recognised as such, otherwise you might as well get rid of all specialisms	12/9/2019 9:59 PM
47	Can't see any reason for this	12/9/2019 9:10 PM
48	As above, to maintain standards, to promote OH as a speciality and develop the profession	12/9/2019 8:38 PM
49	Not sure i understand the question although come across OHN's, OHA's, OHNA's, OHSNP's, OHP(practitioner)'s (!) So perhaps my answer should be 'yes'!	12/9/2019 7:45 PM
50	See comments to above question	12/9/2019 6:46 PM
51	I think it is absolutely needed as it is a specialism in its own right. I have studied six years to hold my title and to not have it protected would be detrimental.	12/9/2019 4:03 PM
52	But, in honesty; I am not really clear what that question is asking? I think a lot of these questions could / should be a lot clearer, please.	12/9/2019 1:31 PM
53	This is a specialist area in Nursing and requires a level of safe practice and the recognition with a protected title.	12/9/2019 11:48 AM
54	Occupational Health Nurse Practitioner	12/9/2019 11:10 AM
55	OH is highly specialised area that supports employee and employer	12/9/2019 10:46 AM
56	Health care professionals from other sectors simply do not consider health from an occupational point of view. From skin care to sickness absence I have experienced patients receiving inappropriate input from GP's that delays recovery. Occupational Health is specialised for a reason	12/9/2019 9:51 AM
57	Occupational health is an advisory service providing recommendations in relation to the workplace and workplace management. From experience there is disrespect in management circles when they think they are talking to a nurse - not disrespect for the nursing qualification but disrespect for their ability to understand the makings of good business and they do not link the health and safety knowledge with nursing. I therefore think that the title should be protected as Occupational Health Advisor.	12/9/2019 9:44 AM
58	Need to avoid mis-use of the title by those with little or no knowledge or training	12/9/2019 9:35 AM
59	identifies the professional level and knowledge .	12/9/2019 9:21 AM
60	and clarity as to occupational health nurse or Occupational health adviser	12/9/2019 9:16 AM
61	It is very specialised compared to general nursing and does require a certain skill set and experiential learning	12/9/2019 9:12 AM
62	There is a greater need for more life experience and fuller understanding about business ( e.g safety / employment law) needs for effective OH practice.	12/9/2019 9:03 AM
63	To be an OH Practitioner a specialist qualification should be required, similar to that in Health Visiting	12/9/2019 8:53 AM
64	To allow the specialism to continue to be a quality service providing quality competent advice to employees and employers.	12/9/2019 8:50 AM
65	In relation to Advanced Specialist Practice	12/9/2019 6:55 AM
66	OHA's have trained exceptionally hard to develop skills and knowledge to work competently and autonomously in OH	12/8/2019 8:37 PM
67	Too many variables in jobs and need for greater public understanding	12/8/2019 6:47 PM
68	Employers who seek OH advice need to know that the advice is valid and research based.	12/8/2019 2:14 PM
69	all nurses should be protected as per title by NMC, however NMC is just there to criminally investigate the nurses if there is any professional problem	12/8/2019 1:39 PM
70	There are too many used terms in OH ie OH A OHN SCPHN	12/8/2019 11:01 AM
71	It's a speciality area that's often misunderstood even by other nurses	12/8/2019 8:12 AM



72	Yes, because it is Nurse lead as the OH Nurses does 99.5% of the job duties in rendering an effective OH services.	12/8/2019 8:01 AM
73	It is a trade where one has to train to trade and it is very different from any type of nursing where OH nurses are more specialised independent practitioners	12/8/2019 12:31 AM
74	I feel it should hold a specialist title	12/7/2019 10:22 PM
75	Yes I think so, but I would like to have seen here a definition of "protected title" to be sure we are on the same page. I know nurse is a protected title. In the world of occupational health anyone can call them selves an OH advisor and many nurses do this, but if the OH nurse was a protected title this would distinguish us clearly	12/7/2019 7:54 PM
76	Currently OH Adviser could be used by anyone and if oh nurse were protected employers who do not have health background could be sure of who they were smoking in terms of quality and qualifications.	12/7/2019 12:47 PM
77	OH nursing has always been seen as an anathema, largely misunderstood and either seen as elitist or the poor relative	12/7/2019 9:43 AM
78	I work in a large manufacturing corporate. Being a Specialist Practitioner by title carries weight and credibility.	12/7/2019 9:00 AM
79	I have worked hard for my qualification and earned my right to practice. Also a protected title is important for credibility.	12/6/2019 11:43 PM
80	At present there is no clear distinctive qualification relating to occupational health which identifies the experience of the nurse	12/6/2019 10:22 PM
81	OHA as we are Advisor who give recommendations not nurses	12/6/2019 9:31 PM
82	Employers outside the NHS identify OH as a commercial skill set. I don't think it matters so much in the NHS, particularly if , for example, Nurses are on a rotation system to gain wider knowledge and experience.	12/6/2019 8:35 PM
83	We already have one... Registered Nurse	12/6/2019 8:33 PM
84	Very specific knowledge and education is required and a nursing qualification is not accepted or sufficient and should be recognised.	12/6/2019 8:30 PM
85	yes as it is a specialist area if the nurse gains a qualification they should be recognised no matter which university however, there appears to be some university courses at some universities that the nmc do not recognised despite them being diploma and higher and addressing OH.	12/6/2019 8:23 PM
86	I currently see too many substandard advisors practicing under this title. Which devalues our position, specialism and skills	12/6/2019 7:43 PM
87	I've seen a gradual slipping of standards due to non qualified staff calling themselves Occupational Health Advisors. I've even witnessed an Occupational Technician in charge of an Occupational Health Department. I believe a nursing background is essential to provide the professional foundation to becoming an Occupational Health Nurse / Advisor. I don't like seeing a dumbing down of professional standards.	12/6/2019 7:39 PM
88	It is a specialised role however there should still be some provision from the NMC to be able to have part 3 applied if there is a demonstrable competency based approach.	12/6/2019 6:55 PM
89	I worked hard for the scphn title doing more work compared to my colleague who did the diploma. I don't think it's fair that it could be taken away.	12/6/2019 5:14 PM
90	Occupational Health should be marked as a priority as it caters to the wellbeing of staff.	12/6/2019 5:10 PM
91	It is a distinctive role within nursing	12/6/2019 4:56 PM
92	It's nothing that a good manager with access to the internet couldn't do.	12/6/2019 4:50 PM
93	i'm not sure really.	12/6/2019 3:29 PM
94	I would need more info so cautious reply - if protected title is only for Part 3 nurses then no, as I would be out, yet I'm qualified in OH & experienced	12/6/2019 3:06 PM
95	Currently anyone can call themselves an OHA and for public confidence I believe there should	12/6/2019 2:59 PM

	be a protected title.	
96	As it would be unique to that speciality	12/6/2019 2:13 PM
97	.	12/6/2019 2:05 PM
98	Nurse is a protected title, we should be prouder of our origins as Nurses. We could use this positively rather than adopting 'Adviser' titles. However this involves wider cultural perceptions of nurses, as care providers to one party (patient) and as ones who 'treat' with things other than knowledge, information and advice.	12/6/2019 1:25 PM
99	not if it means they have to be on Part 3 of the NMC register by completeing specific courses that are in actual fact not robust enough to educate these nurses in Occupational Health	12/6/2019 12:37 PM
100	minimum standard should be a diploma of OH, with degree and masters to be included, managed out with the NMC	12/6/2019 12:29 PM
101	But properly trained	12/6/2019 12:03 PM
102	As many buyers of Occupational Health advice sit outside the NHS that purchasers need to understand the difference between a general nurse and specialist occupational health nurse. It is important that the advice the receive is given from a Specialist who undertsands the occupational risks.	12/6/2019 11:57 AM
103	This would be a disadvantage to the many experienced nurses who do not hold SCPHN qualifications. The SCPHN title in itself is protected.	12/6/2019 11:47 AM
104	Not sure what's meant by 'protected' - having undergone specialist OH training, that qualification deserves to be protected/acknowledged. My big gripe, is with the NMC rules of getting re-registered onto Part 3 as I have indicated above. Sorry to rant on, but this problem has lost me my career/livelihood and resulted in protracted ill-health. I don't think employers should insist on the candidate being on Part 3, when there are competent OH diploma/degree nurse working today, who are not on Part 3 of the register. If this means OHN should not have a 'protected title' - then I'll go with that option. The NMC 'rules' regarding getting back on to the OH Registered Specialist Comm Public Health Nurse registrar (if one has elapsed for whatever reason) are, quite simply, ridiculous and as in my case, unrealistic - as a result of which, unable to get back into OH nursing, I've 'lost' my career, my self-worth, my home (could not afford mortgage), this severely impacting my health/well-being (depression) and all that goes with that (potential homelessness etc. This the reality. I am not fabricating any of this) Through fault of the NMC whereby they did acknowledge the three references I had sent in, I had to start over again. It had taken my significant effort to track down one of the references that was required - hat being 'an OH practitioner who WAS on Part 3 of the register and whom I had known in person for 2 years. Honestly, there are not that many of us about! I knew one person, who provided a reference (along with the other two references being required - I choose GP and dentist - these being the only two I could have selected from the list of professionals) but on needing to send in my three references again, my only OH contact on Part 3 had moved on - and I was stuck, unable to get back onto the OH register, hence it states 'lapsed - can not work in UK'. Some employers will not insist on OH applicants being on Part 3, but most do and to date, I have been unable to secure an OH post, despite me having evidence that I have undertaken recognised OH training/have evidence of a OH degree/diploma plus 21 years evidence of an OH employment history. Please, please, please take this into consideration - the re-registration requirements for Part 3 - to enable good OH practioners to work and prevent OH practioners losing everything, as in my case. It's not out of the question, when many OH nurses work in isolation, that they wouldn't be able to confirm they have known another OH nurse who is on Part 3 of the register for 2 years. You may met someone at a conference etc, but you can't say you've known them 2 years, as are the NMC requirements for re-registration	12/6/2019 11:41 AM
105	But as even nursing doesn't I feel that is pie in the sky.	12/6/2019 11:37 AM
106	I don't believe that part 3 of the register is essential, but do believe the qualification should be record able, together with recognition of the title / role.	12/6/2019 11:14 AM
107	I have worked and i am still working in Occupational Health for the past 45years. I have a MSc in Occupational Health. However, i am not on part 3. A colleague who has a diploma in OH was automatically transferred. I have covered many industries and feel that the lack of recognition by the NMC has been a major injustice.	12/6/2019 11:09 AM
108	I would like to see a clear distinction between newly qualified and experienced OHA that may	12/6/2019 10:57 AM

	well define remuneration	
109	It is a particularly specialised and unique role within nursing context but extends much beyond the care of the patient and the impact and influence it can have on patients, families and wider communities is what makes the role different to other areas of nursing	12/6/2019 10:43 AM
110	As an indicator of the registrant's qualifications and expertise in OH practice	12/6/2019 10:33 AM
111	Depends what it is	12/6/2019 10:25 AM
112	However, needs defined role and responsibilities linked to HSE/PHE and legislative practice,	12/6/2019 10:20 AM
113	Not really because the skills set required for OH nursing and community general nursing are not that different.	12/6/2019 10:19 AM
114	Would give credibility to the field which I believe is important.	12/6/2019 9:58 AM
115	I think as long as our qualifications are recognised and we update our CPD	12/6/2019 9:56 AM
116	There could be various levels but all should gauge standards / qualifications applied. Just because you work in	12/6/2019 9:55 AM
117	Without this it reduces the specialism entirely	12/6/2019 9:50 AM
118	For the above reasons. There is little understanding and recognition of what occupational health is all about - to lose our title would further sink us into the pit of unknown entities and not recognise the value that we can bring to society to help keep the workforce going and make inroads on a wider scale to promote health and wellbeing.	12/6/2019 9:47 AM
119	Additional qualifications are required and it helps raise the profile and importance of our role within workplace health	12/6/2019 9:47 AM
120	I think it is important we the public can recognise who we are only	12/6/2019 9:41 AM
121	this is essential. anyone can practice in oh saying that they are an occupational health advisor consultants etc. addition levels to identify expertise including those nurses without any further oh qualifications but working in oh would also be helpful	12/6/2019 9:30 AM
122	We are very poorly understood anyway and many old fashioned workplaces still see us as "the nurse" and expect us to be first aiders and the person who does the hearing tests. A "proper" title says we are more than that and have specialist knowledge and skills outside of hospital nursing, health surveillance and sticking on plasters. It also helps affirm to employees and employers that we are able to offer an opinion without having to ask a doctor 1st.	12/6/2019 9:27 AM
123	This should be on the basis of a qualification in OH and portfolio transition rather than a specific course.	12/6/2019 9:15 AM
124	we are registered general nurse who work in OH	12/6/2019 9:12 AM
125	OH needs to shed the primary Care in the workplace persona and be identified as the support function to Occupation and primary care, protecting the employee from workplace hazard but also promoting long and healthy working lives	12/6/2019 9:04 AM
126	It is a Specialist area in its own right	12/6/2019 9:00 AM
127	What advantage does this bring? So don't know	12/6/2019 8:59 AM
128	A protected title should be indicative of qualifications and would increase public knowledge of the role	12/6/2019 8:57 AM
129	There are too many variations and maybe it should now include health and wellbeing. Employees relate to this and understand more than the title of OH	12/6/2019 8:56 AM
130	Definitely. Too many people eg nurses, techs doing 'our' job with insufficient training/knowledge and potentially affecting our reputation. also undercutting pay rates with businesses not really knowing the difference	12/6/2019 8:50 AM
131	For clarity of role and protection of those who employ us	12/6/2019 8:31 AM
132	I think a diploma with experience should carry as much weight as a degree, it should not be degree focussed as this alienates people from the profession. Why don't we have an NVQ kind	12/6/2019 8:31 AM

	of scenario so we get new nurses in to the professional seeing training there for them straight away and not hunting for a.	
133	I have a degree in OH but am not on SPOHN. We need to recognise the knowledge of the OH diploma and degree nurses. Courses need to be modular as non nhs employers give limited time off	12/6/2019 8:05 AM
134	What's in a title? It is how someone works, acts and behaves that is important	12/6/2019 7:52 AM
135	It is currently very vague and undervalued	12/6/2019 7:46 AM
136	It needs to be absolutely clear on the Register just who is qualified to undertake this work and who is not.	12/6/2019 7:39 AM
137	Ideally to keep the "nurse " in it as this will ensure our client base understands the background as it frequently takes some explaining to them who we are	12/6/2019 7:27 AM
138	Would require an agreed level of training / approved course. It seems that the Drs course is much better taught, examined nad delivered than the nurses. Joint training for part of the course would be a real benefit. Part 3 in its narrow remit is no longer fit for purpose. Excellent MSc courses for example do not enable Part 3 registration. Anyone can currently call themselves and OH Advisor / Nurse and they appear interchangeable to companies commissioning service. This can lead to a poor quality service staffed by untrained, unsupervised staff who work outside of scope of practice and competency. High quality service needs regulation in order to continue to be of value and not under delivered by some compaines who do not add any benefit other than line their own pockets.	12/6/2019 7:24 AM
139	Neither agree nor disagree	12/6/2019 4:26 AM
140	At present, the titles used in companies vary significantly, self titles are confusing to individuals outside the OH community	12/5/2019 11:32 PM
141	This is pivotal to securing a future for the specialty	12/5/2019 10:46 PM
142	So much work has been done over the years trying to improve the image of OH and educate the public etc on what we do - yes we need a protected title	12/5/2019 10:43 PM
143	OH is very unique and involves a lot of additional training	12/5/2019 10:12 PM
144	There is a requirement to provide a distinction to help those commissioning OH services and to enhance the quality of OH support.	12/5/2019 9:39 PM
145	I think that OH nurses are experts in their field as are cardiology nurses, gastroenterologist nurses, etc... I do not believe however that we need a separate part of the register. I was a midwife.... Very different to being solely a nurse due to responsibility. OH nursing does not carry that responsibility by a long shot. Should be Part 1 but with acknowledgement of experience and specialist knowledge like other nursing specialisms	12/5/2019 9:22 PM
146	Occupational health is very different to ward nursing where we all started out, however, there are now so many branches of nursing. I do not feel that Occupational Health needs a protected title, however I do feel a tailored course within the speciality is a very good thing for a greater understanding of all that Occupational Health encompasses	12/5/2019 9:22 PM
147	I believe that the education underpinning any such title should be fit for purpose.	12/5/2019 8:44 PM
148	I would love to be known as Occupational advisor and not as occupational health nurse. This is because the extra qualifications in immunisation, vaccination, audio and spirometer advance qualification and a certificate in employment law and a diploma in occupational nursing.	12/5/2019 8:22 PM
149	My title did not change when I qualified but this would have helped recognition of training	12/5/2019 8:09 PM
150	It is a specialist field that requires protected status. O H over the years has encountered a lot of poorly thought out descions that do not support the specialism and those working in the area eg clinical mentoring, RCN folding OH group.	12/5/2019 7:47 PM
151	The title Nurse is protected but much abused what would be different for an Occupational Health Nurse?	12/5/2019 7:44 PM
152	At present oh seems to be the cinderella service within public health nursing the profile should be promoted.	12/5/2019 7:34 PM

153	For recognition by employers of independant status in practice.	12/5/2019 7:18 PM
154	Only nurses with the specialist qualification should be able to call themselves an OHA, e.g. in the same way as only a Health Visitor	12/5/2019 7:03 PM
155	Don't see why it is needed	12/5/2019 7:02 PM
156	For protection of employee, businesses and public this is vital	12/5/2019 6:39 PM
157	Definitely!	12/5/2019 6:28 PM
158	Why is it needed...other specialities, critical care, theatre nursing don't	12/5/2019 6:05 PM
159	Occupational Health nursing has developed with industrialisation, it has helped to identify the health risks that affect employees and it has helped to manage and negate those risks over the years. We deserve a protected title.	12/5/2019 6:04 PM
160	Yes, it's important that OH Advisors who are either time served or suitably qualified can earn the right to a protected title who can be easily identified by prospective employers	12/5/2019 5:30 PM
161	I do not think the work and benefits is recognised enough	12/5/2019 5:23 PM
162	For lots of reasons, not least that it provides employers providing an OH service some reassurance of the experience/specialist training of the clinicians they employ.	12/5/2019 5:20 PM
163	This is a specialist area of community health which requires a knowlege of workplace and any specific risks to health which other community nurses don't have.	12/5/2019 5:19 PM
164	My reasons are as stated above	12/5/2019 5:18 PM
165	As much as anything to protect the public, so that they can be assured that an Occupational Health Nurse is trained to and has reached a standard of competency.	12/5/2019 5:18 PM
166	Although i think it is too simialar to Occupational Therapist! Should only be able to use OHA if have some medical background	12/5/2019 5:13 PM
167	BSc gives weight to recommendations and demonstrates to clients that additional learning has been take to support advice given by OHA's.	12/5/2019 5:12 PM
168	Similar to Midwives, Community Nurses, Health Visitors, Registered Mental Nurse	12/5/2019 5:02 PM
169	Essential - currently a newly qualified general nurse could term themselves an OH nurse and anybody with minimal educational experience, eg a one day training course on an issue related to health and safety can term themselves an OH adviser. They do not need to be a registered nurse. Job titles add to the confusion what is an OH nurse compared to an OH adviser. Some nurses, and employers working in OH consider the job title of OH adviser has a higher status, worrying in the light of my previous comment. A protected title is essential to ensure public protection.	12/5/2019 4:57 PM