



The Society of Occupational Medicine (SOM) is the largest and oldest national professional organisation of individuals with an interest in occupational health. SOM membership is for anyone working in and with an interest in occupational health (OH), supporting professional development and future employability. Members are part of a multidisciplinary community that includes doctors, technicians, nurses, and allied health professionals. Through SOM membership they have access to the information, expertise and learning needed to keep at the forefront of their role. Members benefit from career development opportunities, with practical, day-to-day support and guidance, through 11 regional groups and over 12 special interest groups. Through its collective voice, and with the Faculty of Occupational Health Nursing (FOHN) and commercial providers SOM advances knowledge, raises standards, increasing awareness and seeks to positively influence the future of OH.

This plan was reviewed by Trustees in September and December 2025, with a focus in 2026 (linked to the Strategic Plan) on:

- Investment in PR and marketing the occupational health brand
- Supporting FOHN within SOM
- Creating a new platform for supervising DOcc meds and Portfolio doctors
- Quality checking wellbeing products and services with the Royal College of Psychiatrists
- Offering Recognised Education of key education providers.
- Supporting regional groups to grow, particularly the north west and international group
- Implementing international projects e.g. Zimbabwe health of health care workers, Artisanal and Small-Scale Mining
- Engaging with AHP and nursing students as to the value of OH
- Exploring becoming a Royal Society

2 What we did in 2025

- Increased SOM membership numbers to 2225 and created new special interest groups
- Started a new “Recognised Education” brand
- Launched a student essay prize alongside the Dr A P Wright Scholarship
- Launched a Leadership Academy with a leadership event and Leadership competences.
- Produced a DOcc Med Toolkit and new documents e.g., on presenteeism, and AI.
- Facilitated the Faculty of Occupational Health Nursing (FOHN) with SOM, hosted a Welsh nurses conference, FOHN website, and RCN/SOM nurses event
- Facilitated meetings of Chief Medical Officers at ILO, Geneva (with IOMSC)
- Delivered a health of health care workers training Programme in Nigeria and Ethiopia
- Brought in FOHN, strengthening the nurse voice in SOM.
- Completed a Pensions SIG Delphi process.
- Hosted a 90th anniversary dinner with a booklet.
- Facilitated a successful OH awareness week.
- Hosted a successful Journal Authors workshop.
- Led a focus on women’s health
- Engaged with MBA education providers and medical schools
- Develop a new network of European Occupational Medicine researchers

SOM also hosted joint events with the Royal College of Nursing, the Royal Society of Medicine, and its annual conference with the Faculty of Occupational Medicine.

3 Aims for 2026

Strategic aim 1 - Member support

Our goal: Continuing professional development, developing knowledge, and improving practice through education. We will:

- a. continue to increase SOM membership to 2350 with a focus on increasing UK OH nurse membership and international members
- b. Support leadership of OH professionals through the Leadership Academy with a focus on coaching
- c. Support outputs from special interest groups.
- d. Provide high-quality events such as with the RSM on Women's health, a future of health event in April, a Welsh nurses conference in April and in Nottingham in June (with the FOM).

Strategic Aim 2 Workforce development

Our goal: to support recruitment, retention and developments that increase the OH workforce and support existing staff to have the appropriate skills and support to deliver good OH. We will:

- a. Finalise wellbeing practitioner competences and host a launch event for a new Royal College of Psychiatrists/SOM wellbeing product and service quality mark
- b. Deliver a quality assured appraisal service.
- c. Deliver supervision for Docc Meds and Portfolio candidates and increase the number of mentors
- d. Engage students as to a career in OH with a careers fair and University engagement.
- e. Influence bodies with responsibility for planning workforce development
- f. Support the FOHN accreditation scheme relaunch by inclusion of submissions through the SOM website

Strategic Aim 3 Sector representation through policy and communications

Our goal: to be the voice of OH and influence the decisions, programmes and implementation of policymakers, commissioners, and health professionals relating to occupational health. We will:

- a. Deliver increased PR activity and brand development
- b. Influence the UK and devolved Governments
- c. Represent the OH Commercial Sector
- d. Move to online sign-on for SOM corporate supporters.
- e. Use our expert voice through reports, media, and OH Awareness week in pursuit of better workplace health and return to work outcomes.
- f. Partner with other organisations e.g. the Council for Work and Health and FOM
- g. Amplify the innovations and good practice of our members across the UK, sharing their stories through annual Awards, our website, blogs, and social media.
- h. Develop international OH through hosting the International Occupational Medicine Society Collaborative and projects in specific countries.

Strategic Aim 4 Research and evidence

Our goal: to promote research into workplace health and the application of evidence-based knowledge to clinical practice. We will:

- a. Drive the OH research agenda, working with the Academic Forum for Work and Health, and research funders to secure opportunities that addresses key research gaps.
- b. Promote and disseminate research findings and evidence via an improved website.
- c. Host a researcher to carry out a systematic review
- d. Maintain the global reputation and high quality of our journal, encouraging new authors.
- e. Help build research expertise among multidisciplinary healthcare professionals and promote academic career pathways.

4 Collaboration and partnership with others

SOM will continue to collaborate or work in partnerships with other organizations such as the Faculty of Occupational Medicine, Council for Work and Health, the Royal Society of Medicine, The Royal College of Nursing, and the Faculties of Public Health, and Occupational Health Nursing (within SOM). FOHN will continue to collaborate with the Chief Nurse Public Health Nursing Group on future public health nursing workforce plan to deliver the 10-year plan and workforce strategy.

In 2026, SOM will facilitate income streams of the International Occupational Medicine Society Collaborative, which it hosts. E.g., through the NEBOSH funded mining and health of health care worker project. It will also explore the benefits of joining FOHNEU.

SOM hosts the Independent Academic Forum – its chair is Professor Ewan Macdonald.

5 Monitoring and implementation

Monitoring is a core part of the SOM's activity. Key metrics of success include a small surplus budget, achieving 2350 members and a 90%-member retention rate. The membership development group, chaired by Dr Tony Mawson, provides oversight of member recruitment and retention. The appraisal management group provides oversight of appraisal services.

Team members review their activity against set objectives with their manager, with annual appraisals. Regular review of membership, communication and policy plans occurs by the Board to ensure plans are in line with strategies.

6 Risks

Trustees review risks at each Board and is a core part of governance. The risk register helps ensure that risks are monitored, and ensure timely action occurs. If you wish to see a copy of this risk register, please contact the CEO.

The staff team ensure appropriate reports and advice are presented to the Trustees to enable them to fulfil their responsibilities under the Charities Acts. All legal submissions to regulatory bodies will also be completed on time.

SOM will continue to record processes and proactively plan activities with up-to-date membership and communication plans.

7 SOM structure

