



JOB DESCRIPTION

Job Title:	Medical Adviser
Reports to:	Chief Medical Adviser
Job Background:	
<p>The Medical Adviser will work as part of a large multidisciplinary team of professionals to provide advice to the Chief Constable, police officers and police staff on occupational health and well-being issues.</p> <p>This post will be suitable for prospective candidates of the Certificate of Eligibility for Specialist Register (CESR) and will be supported by the Chief Medical Adviser in relation to clinical/educational supervision and the annual review of competency progression. A training plan will be agreed for each year and all relevant Workplace Based Activities will also be supported. The successful applicant will be provided with the opportunity to undertake a distance learning course and research to achieve both MSc and MFOM qualifications.</p>	
Main Activities:	
The main duties and responsibilities associated with the role include the following:	
<ul style="list-style-type: none"> • Assess fitness for work of police officers and police staff whilst providing advice on rehabilitation measures to enable management to facilitate a return to work. • Conduct pre-employment medical certification of fitness for role after screening undertaken by the Occupational Health Nursing Advisers. • Conduct medical examinations for specialist roles to ascertain medical fitness for the role requirements. • Assess the medical fitness of police officers/ police staff members for access to firearms and to provide information and recommendations to management and the GP. 	



- Support the attendance management policy through case management, in conjunction with other members of the multi-disciplinary team.
- Advise on short and long-term duty adjustments for injured police officers and police staff, or those suffering from reduced health.
- Provide advice under the 'Injury on Duty' Regulations and provide firm recommendations/rationale on decision making, while maintaining medical confidentiality.
- Provide assessments on ill health retirement for police staff and assessment/case preparation for police officers who are then assessed through the Northern Ireland Policing Board by Selected Medical Practitioners.
- Conduct Professional Standards fitness assessments on interviewees to advise if individuals are medically fit for investigation.
- Provide advice to ensure managers are complying with the Disability Discrimination Act and advise on reasonable adjustments where appropriate.
- Work in conjunction with health and safety professionals to provide medical advice in relation to occupational hazards that may impact on an individual's health at work, operating within the context of up-to-date legislation, for example, Noise at Work, Control of Substances Hazardous to Health and other health and safety legislation. This includes working in a Covid-19 endemic environment.
- Provide medical advice to specialist working groups as and when required, for example, Uniform and Protective Measures Committee and other relevant working groups.
- Provide advice with respect to the risks to police officers and police staff in relation to blood borne viruses or environmental chemicals (fire scenes with asbestos containing materials) and infectious agents (TB or Brucellosis).
- Prescribe vaccinations and provide travel medicine advice for police officers



and police staff travelling overseas for work purposes.

- Attend pre-hearing consultations and court to provide medical information to counsel, crown solicitors and employment tribunals in respect to legal action against the Police Service of Northern Ireland.
- Ensure that all medical practices are up to date and in line with GMC guidelines on good medical practice, consent, confidentiality etc.
- Liaise with appropriate stakeholder organisations and individuals as required in certain circumstances.
- Complete any other duties deemed relevant and delegated by the Chief Medical Adviser. This may include duties such as the research, undertaking of examinations, workplace visits and the assistance of clinical leadership, management and service delivery.

The main duties and responsibilities reflect the main elements of those associated with this position. It is not intended to be exclusive or exhaustive.