

Recruitment Information Pack



SCOTTISH
FIRE AND RESCUE SERVICE
Working together for a safer Scotland

Occupational Health Physician - Health Surveillance

Help protect the health of the people who protect Scotland

VACANCY REF:

SFRS02813

CLOSING DATE:

08 September 2026

At a glance	What this means for you
Purpose and Impact	Take on a senior clinical role in health surveillance with Scotland's national fire and rescue service and apply your clinical expertise to help protect firefighter safety.
Competitive reward	Salary of c.£130,000, dependent on experience and qualifications held, aligned to BMA guidelines.
Excellent pension	Automatic enrolment into the Local Government Pension Scheme - 17.5% employer contribution / c.9.8% employee contribution.
Generous leave	28 days' annual leave, rising to 34 days after 5 years' service. 6 fixed public holidays and ability to purchase up to 5 extra days' leave each year.
Flexibility	The work location is flexible. Clinics are delivered at Aberdeen, Dundee, Edinburgh, Hamilton, and Inverness. Full-time, part-time, and flexible working options will be considered.
Savings and discounts	Access to employee benefit schemes, including discounts and salary sacrifice options, where available.

Why join the Scottish Fire and Rescue Service?

Thank you for your interest in the **Occupational Health Physician – Health Surveillance** role with the Scottish Fire and Rescue Service.

We are one of the largest fire and rescue services in the world. We are also a national public sector organisation in Scotland.

SFRS has a proud history of serving communities. We work with our partners to keep people safe and deliver our mission: “*Working Together for a Safer Scotland.*”

Our priorities are set out in the Scottish Fire and Rescue Framework 2022. They support the Scottish Government’s aim for a modern, skilled, and flexible fire and rescue service.

SFRS is committed to a safe, healthy, and supportive workplace. We want all employees to feel engaged and supported. We also aim to protect their physical and mental wellbeing, as far as we reasonably can. Our people are our most valuable asset. Their wellbeing helps improve engagement, productivity, and retention.

SFRS offers a unique opportunity to make a difference at national scale — supporting safer communities and shaping the future of a vital public service. You will join a highly committed Health, Safety, Wellbeing & Assurance team working in partnership to deliver meaningful and lasting impact across Scotland.



The Role



We are committed to enhancing Firefighter safety through a proactive safety management framework, focusing on health monitoring, risk reduction from contaminants, and operational surveillance/assurance.

The **Occupational Health Physician (Health Surveillance)** will work alongside a multidisciplinary Health, Safety, Wellbeing and Assurance team, and will have responsibility for the design, implementation, and governance of HSE compliant health surveillance systems, including a fire service-specific asbestos medical framework.

You will manage a small team of Nurse Practitioners and will train, supervise, and safely delegate health surveillance activities, ensuring the delivery of a high-quality asbestos surveillance programme.

We welcome applications from experienced Occupational Health Physicians. Ideally, you will have 5 to 6 years' post-qualification experience and hold AFOM, MFOM or FFOM. We will also consider applicants with a Diploma in Occupational Medicine, or those who want to build a career in Occupational Medicine and are willing to complete the right specialist training.

This role is available on a full-time, part-time or flexible working basis.

We offer flexibility on work location. Our clinics are in Aberdeen, Dundee, Edinburgh, and Hamilton. The role will involve regular travel across Scotland.

This role is politically restricted because of the duties and responsibilities of the post.

Key Responsibilities

- Lead the design, implementation, and continuous improvement of risk-based health surveillance frameworks, ensuring compliance with HSE requirements and effective monitoring of occupational health risks across SFRS.
- Lead the development and oversight of a compliant asbestos medical surveillance framework, including risk criteria, clinical protocols, exposure tracking, statutory record keeping and advice on firefighter asbestos-related health risks.
- Undertake specialist occupational health assessments and provide expert clinical advice on operational fitness, rehabilitation, complex cases, and health risks associated with firefighting environments.
- Provide clinical leadership, training, and governance for Nurse Practitioners, including competency standards, supervision, delegated health surveillance activities and escalation of complex or abnormal findings.
- Provide specialist occupational health advice on firefighter fitness, operational capability, trauma exposure, occupational disease risks, restricted duties, and post-incident health learning.
- Contribute to the development of SFRS health and wellbeing strategy by promoting preventative occupational health approaches, using surveillance data to inform interventions, and supporting early intervention to optimise workforce health and resilience.
- Work collaboratively with internal stakeholders and external clinical specialists to align occupational health surveillance with risk management, governance, wellbeing, and operational priorities.

- Ensure robust clinical governance, compliance, and assurance across occupational health services, including professional standards, statutory requirements, confidential records, audit, service improvement and medico-legal advice.

Qualifications & Experience Required

- Medical Degree (MBBS, MBChB or equivalent).
- Full General Medical Council (GMC) Registration with a licence to practice.
- Diploma in Occupational Medicine (DOccMed).
- General Medical Council (GMC) Specialist Registration for Occupational Medicine.
- Health and Safety Executive (HSE) Appointed Doctor (Control of Asbestos Regulations) or willing to complete.
- Experienced in asbestos medical surveillance, regulatory compliance and implementing HSE compliant health surveillance programmes.
- Ongoing commitment to professional CPD.
- Ability to work flexibly and regularly travel throughout Scotland.
- Full driving licence.
- Excellent communication and interpersonal skills, demonstrating a collaborative, inclusive and values driven approach.
- Committed to good service and continuous improvement.
- AFOM qualification, or working towards it, is desirable.
- Faculty Membership (MFOM / FFOM) is desirable.

Terms & Conditions

Job Status and Location

This role is available on a full-time, part-time, or flexible working basis. The location of the role is flexible. Clinics are at Aberdeen, Dundee, Edinburgh, Hamilton, and Inverness. The role will involve frequent travel throughout Scotland.

Hours of Work

The standard working week is 35 hours. Core working hours are between 0700 and 1900, Monday to Friday.

Pay

The salary for this role is around £130,000. The offer will reflect your experience and qualifications, in line with BMA guidance.

Your salary will be paid monthly to your bank account. Pay day is the second last day of each month. If this falls at a weekend, we pay you on the Friday.

Pay awards are normally made in April each year.

Probationary Period

Your appointment will include a 6-month probationary period. During this time, we will review your performance, conduct and attendance and you will have the opportunity to demonstrate your suitability for the role.

Pension

This post is pensionable. When you start, we will enrol you in the [Local Government Pension Scheme \(LGPS\)](#). The [Strathclyde Pension Fund](#) runs the scheme.

Annual Leave and Public Holidays

Full-time employees get 28 days' annual leave. This rises to 34 days after 5 years' continuous service. The extra leave starts in the leave year after you complete 5 years' service.

You can also ask to buy up to 5 extra days' leave each year through our annual leave purchase scheme.

SFRS has 6 fixed public holidays.

Benefits

You will have access to benefits that support your health, wellbeing and work-life balance. These include:

- policies that support work-life balance, including maternity and paternity leave
- an employee benefits programme with savings and discounts
- access to the Fire Fighters Charity and the SFRS Family Support Trust

The Selection Process

Online Application

Please submit your CV and an accompanying covering letter addressing your interest.

Shortlisting & Interview

After we review your application, we may invite you to an interview. The interview will cover key competencies, and we will discuss your CV and fit with the role.

Offer

Any offer will be conditional. It will depend on the pre-employment checks listed below. If a check is not satisfactory, we may withdraw the offer. We may also pause the process while reviewing the circumstances.

Right to Work in the UK

Under the Immigration, Asylum and Nationality Act 2006, all candidates must be able to live and work in the UK. We will ask for evidence and check it.

Medical

You will complete a pre-employment medical questionnaire. Heales Medical will review it.

References

You will need to give details for two referees. They should have known you for at least 12 months in a work setting or be able to comment on your ability to do the role. One should be your current employer. Referees must not be related to you. We will only contact them if we make a formal offer of employment.

Qualifications, GMC Registration and Specialist Register Checks

You must provide original documents to show that you have the qualifications needed for the role. We will check and verify your GMC registration and specialist registration.

Criminal Record Check

This role needs PVG Scheme membership. We will check and verify your membership.

Disability

SFRS is an equal opportunities employer and a Disability Confident Employer. We design our selection process to give everyone a fair chance. If you declare a disability or Specific Learning Difference (SpLD) and meet the essential criteria, we will invite you to interview. In your application, you can tell us about your disability or SpLD. You can also tell us about any reasonable adjustments you need.

Keeping in touch

We will send updates to the email address on your application. Please check your email and spam folder often.

Care Experienced

As a corporate parent, SFRS have also introduced a Guaranteed Interview scheme for care experienced people. Irrespective of other criteria, such as age, the disclosure of a care experienced background would automatically move an applicant from application stage to interview stage where the candidate meets the essential criteria for the role.

How to Apply

Please apply with your CV and a cover letter that explains your interest and suitability for the role.

If you have any questions or would like to arrange an informal discussion about the role, please email the People Services Resourcing Team at SFRS.PODVacancies@firescotland.gov.uk.

Further Information

You must carry out all duties in line with the Equality Act 2010, the Human Rights Act 1998, the SFRS Code of Conduct, the Dignity and Respect Policy, and all other policies that protect staff and service users from discrimination and harassment. You must promote equality, support an inclusive workplace, and treat staff and service users fairly and lawfully.

You must promote the health, safety and welfare of staff and service users. You must follow SFRS Health and Safety Policies, meet all legal duties, and lead by example.

You must protect confidential information about customers, partner organisations and other third parties. Where relevant, you must also make sure you and colleagues who report to you follow the SFRS Acceptable Use Policy and Handbook.

Working Together for a Safer Scotland.

