

National School of Occupational Health Newsletter

Education and training



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1. A lot is happening in the training and education space within Occupational Health and Occupational Medicine, hopefully this will give you an overview.

The JWHD (DPW & DHSC) funding program, led by [NSOH](#) has come to an end. As a proof of concept, it has been proven, without a doubt, that OH is a desirable profession. Over 200 doctors and nurses were funded through FOM diploma preparation courses and higher education courses. Many have or are now approaching exams for the former, and we wish them luck. We will be collecting data from those successful candidates, and we are collating lessons learnt. Watch this space for a future paper. This [iOH blog](#) by Dr Divpreet Sacha describes the difference it has made.

For physicians, bench-making interviews, ARCP (annual review of competency progression), post-approvals and trainer approvals continue. There is increasing interest, with 10-15 applicants per training post. The biggest challenge is the number of supervisors, especially in the NHS. A survey on remote supervision has been undertaken, and data is being interrogated as an evidence-based approach to the solution.

For nurses, NSOH have developed a [competency document](#) with the support of other organisations, which can be found with the [FOHN](#) NSOH updated titles and qualifications document. NSOH and FOHN liaised with the NMC who have now published their advanced practice [NMC principles](#). They appear to marry well with OH and support interdisciplinary learning.

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Interdisciplinary learning is an important part of our strategy and the topic of a recent talk at the SOM AHP group. The goal is to reach dual professional identity in OH. As a major supporter of the SOM AHP and multidisciplinary (MDT) working groups, we are supporting the development of a research which encompasses the MDT in OH. Read our [special issue on Interprofessional Education](#).

Don't forget the recorded webinars available for all in the NSOH learning hub [Catalogue](#)

Competency in OH, written by Kira Milne had editorial support from NSOH. We have also supported Robin Cordell in building an OH consensus document for the HSE, which should be published soon. This brings together several stakeholders looking to set a good and realistic standard for the delivery of OH services, from which our competency for nurses document stemmed.

Training data: NSOH have collated numbers being trained from foundation up so that we can compare year on year. **2024** saw

- ⇒ 106 nurses undertaking an OH HEI course: 35 SCPHN-OH and 91+ OH Policy and practice
- ⇒ 30 Doctors undertaking an MSc in OM
- ⇒ 511 took an FOM Diploma course:- 82 nurses, 10 AHPs and 419 doctors (figures likely to be skewed by the funding program). 192 have taken both exams
- ⇒ 67 Technicians took the level 3 Ofqual technician award course.
- ⇒ 67 people are being mentored with 57 mentors in place

Building the workforce:

- ⇒ Shadowing and placements are so important in developing the next generation of OH clinicians. Following an awareness campaign

that started 2.5 years ago, we are collating data on the benefits and barriers of providing these opportunities. Please complete this survey, which should only take a few minutes, whether you can support or not <https://forms.office.com/e/4bEGyQrZtB>. Thank you.

- ⇒ Introducing clinicians to OH. NSOH have invested in a webpage with [Nurses.co.uk](https://nurses.co.uk), introducing OH as a career but also publishing monthly blogs. Thank you to all the clinicians who donated photos.



- ⇒ Our first careers day visit, in collaboration with SOM was successful in raising awareness. If any nurses or AHPs are willing to support local career fairs, then please contact janet.oneill6@nhs.net. Leaflets are being developed specifically for this initiative.
- ⇒ The mentoring into OH scheme, in collaboration with SOM, has proven a success in providing baseline awareness. A big thank you to all our wonderful mentors. A recording of the [recent panel discussion webinar](#) is available. This is for all clinicians wishing to enter OH and those wanting support to progress.

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2. In January, we delivered a talk to the [Health at Work network](#), aligning education and training to the NSOH pyramid. See what developments are in the pipeline linked to this:-



Baseline:

On the 28th of May, SOM and NSOH are bringing together interested parties within a workshop to explore a framework of in-house training for those new to OH. This follows a successful survey of interest. Discussion will include curriculum and delivery methods, assessment and sign-off processes and placements. Please contact Anna.jones@SOM.org.uk to register your interest.

The at Work Partnership has developed a new 2-day introduction to OH course

The mentoring scheme suits development of baseline knowledge

Core Foundation

- ⇒ There are now 3 providers of the Ofqual level 3 technician award and 7 providers of the FOM diploma preparation course.
- ⇒ 3 FOM Diploma course providers are delivering to the MDT. Exams have been open to AHPs since November. This is a good opportunity for interdisciplinary learning within OH. NSOH

are supporting SOM with their DoccMedSupport group for all those who doing the qualification and wanting to enter OH.

- ⇒ The National Performance Advisory group (NPAG) has a set of courses that fit with this level aimed at the MDT.

Specialist

To obtain a list of [education providers](#) for nurses, doctors and AHPs, the NSOH have an approved list of foundation and specialty training, and iOH has an [OH Education provider webpage](#).

Status: Approved for delivery (available for starts)

Level: **7**

Degree: non-degree qualification

Reference: ST1418

Version: 1.1

Date updated: 22/11/2023

Approved for delivery: 20 September 2023

Route: Health and science

Typical duration to gateway: 18 months (this does not include EPA period)

Maximum funding: £14000

Options: Health Visitor, Occupational Health Nurse, School Nurse

Regulated standard:

This is a regulated occupation

Regulator body: Nursing and Midwifery Council

Training Provider must be approved by regulator body

EPAO must be approved by regulator body

LARS Code: 728

EQA Provider: [Office for Students](#)

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- ⇒ New SCPHN –OH courses: UWE; UOS and Chester University; join UWE, Derby and Brunel universities UOS is also offering a non-SCPHN course for the MDT to join Cumbria & RGU.
- ⇒ There are 6 providers of level 7 SCPHN-OH, 1 provider of an OM MSc and 3 providers of an OH PG Dip/BSc qualification.
- ⇒ A few HEIs are exploring the next steps to ensure they are delivering the right product. Please consider completing their survey – Manchester and Robert Gordon University
- ⇒ SCPHN-OH level 7 apprenticeships are now available at some universities.
Considerations:-
 - ◇ The levy is being paid (although there are generous options for those who aren't)
 - ◇ Departments/organisations must be NMC & University approved
 - ◇ Money needed from the levy pot is £14000
 - ◇ Length is 18 months to 2 years (dependent on the HEI provider)
 - ◇ Protected time needed is 20% attendance at uni, supervision plus alternative placements of 375 hours/90 days
 - ◇ Salary backfill isn't funded

Advanced practice:

Management roles with training on OH management such as that of the at Work Partnership.

Advanced practice is eagerly anticipated. There is an [advanced practice in public health course](#) available

Leadership:

- ◇ SOM Leadership academy. Still a work in progress, but have a read of this blog to get

an idea SOM: [Cultivating Occupational Health Leadership - iOH - The Association of Occupational Health and Wellbeing Professionals](#).

- ◇ [The NHS Leadership Academy](#) remains an option for growing NHS leaders
- ◇ NSOH is speaking on leadership at the [SOM Nurse OH Welsh conference](#)

3. AI in OH



The NSOH have been supporting the iOH initiative to develop AI in OH. 3 abstracts have been sent in to the FOM/SOM conference and FOHNEU OH Nurse conference. Several [publications](#) are available including a [consensus statement](#).

[A forum](#) is now available for all interested parties which includes documents, links and a RSS feed as well as an AI events page. An AI conference is being planned for the 9th of July.

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4. Useful links courtesy of Professor Harj Kaur

- ◇ [Work and health: international comparisons with the UK | Institute for Employment Studies \(IES\)](#)
- ◇ [Exploring the interactions between job quality, industries and health | Institute for Employment Studies \(IES\)](#)
- ◇ [Supporting healthy lifestyles among young adults in the workplace | Institute for Employment Studies \(IES\)](#)
- ◇ [Fairness and wellbeing | Institute for Employment Studies \(IES\)](#)
- ◇ [Neurodiversity, jobsearch and work - a review of the evidence | Institute for Employment Studies \(IES\)](#)
- ◇ [Looking into the future of workplace coaching | Institute for Employment Studies \(IES\)](#)
- ◇ [Supporting disabled workers with hybrid working: Guidance for employers | EHRC](#)
- ◇ [Menopause in the workplace: Guidance for employers | EHRC](#)
- ◇ [Pregnancy and maternity: Pregnancy | EHRC](#)
- ◇ [Equality and Human Rights Monitor 2023: Executive Summary | EHRC](#)

Winner:
Professor Harj Kaul



Professor Harj Kaur is Training Programme Director (TPD) for the NSOH. He recently won 2 SOM awards: Outstanding contribution to Diversity and Inclusion and joint winner of Outstanding OH Practitioner. A huge congratulations and a well deserved winner.



The NSOH have funded a 3 hour health coaching in OH training session every 6 months with the next due on the 9th of April.

This has been well received and we now have a waiting list.

Delivered by Mandy Murphy, an Occupational Health nurse specialist and exploring how coaching can make a difference to employees health and work. The feedback is excellent.