



Health for Healthcare Practitioners

Enhanced competencies for Occupational Physicians
caring for Healthcare Practitioners

Health for Healthcare Practitioners – Doctors treating doctors

Enhanced Competencies for Occupational Physicians

Contents

Page 3	Partners and Steering Group Members
Page 4	Foreword
Page 5	Intended Learning Outcome Areas
Page 6	A. Health problems and behaviours
Page 7	B. Organisation, conditions and requirements of employment
Page 8	C. Regulation of health practitioners
Page 9	D. Services for health practitioners
Page 10/11	E. Communication and ethnics
Page 12/13	F. Clinical assessment and management

**Health for Healthcare Practitioners
– Doctors treating doctors
Competency Development Project**

Partners

Faculty Occupational Medicine

Association of National Health Occupation Physicians

Occupational Medicine Project Steering Group Members

Dr Peter Verow (Lead)

Dr Hamish Paterson (ANHOPS Chair)

Dr Deborah Cohen (Senior Medical Research Fellow, School of Medicine, Cardiff University)

Dr Ian Aston (FOM lead)

Prof Keith Palmer (FOM Academic Dean)

Prof David Coggon (FOM President)

in collaboration with representatives from the Royal College of General Practitioners and Royal College of Psychiatrists

Foreword

This curriculum was drawn up by the Faculty of Occupational Medicine (FOM) and Association of NHS Occupational Physicians (ANHOPS) on behalf of the Department of Health (DH) and the National Clinical Assessment Service (NCAS). Funding was provided by DH.

The purpose of the curriculum is to set out the enhanced knowledge, competencies and attitudes that are required by consultant occupational physicians when caring for Healthcare Practitioners (HCPs). It is intended primarily to assist the planning and organisation of continuing professional development for consultant occupational physicians who work in or for the NHS.

The curriculum is designed to complement the document produced by the Royal College of General Practitioners (RCGP), "Guidance and Competencies for the provision of services using Practitioners with a Special Interest. 'Health for Health Professionals'".

In the context of this curriculum, the term "healthcare practitioners" is taken to refer to doctors and dentists.

Intended Learning Outcome Areas

- A. Health problems and behaviours**
- B. Organisation, conditions and requirements of employment**
- C. Regulation of health practitioners**
- D. Services for health practitioners**
- E. Communication and ethics**
- F. Clinical assessment and management**

A. Health problems and behaviours

Knowledge

- AK1. Understand the presenting features, diagnosis, treatment and prognosis of major health problems that occur most commonly in HCPs and those that most frequently impact on their capacity to work: including depression, anxiety, bipolar disorder, alcohol/drug abuse and addiction, infection by blood-borne viruses, and dermatitis
- AK2. Understand how personality can impact on the performance of HCPs and their health behaviours
- AK3. Understand the social, behavioural and psychological influences on the ways in which HCPs manage their own health problems
- AK4. Be aware of the common health-seeking behaviours of HCPs, the ways in which HCPs manage their own health problems, and the stigma that may be associated with the declaration of a health problem by an HCP
- AK5. Understand the different approaches to behaviour change that may influence health-seeking behaviours and HCP self-management

Skills

- AS1. Ability to assist HCPs in identifying and accessing the most appropriate support in the management of their health problems
- AS2. Ability to influence HCPs to seek and obtain support from appropriate sources in the management of their health problems
- AS3. Ability to raise the issue of mental health problems sensitively, either in response to a particular presentation or opportunistically
- AS4. Ability to promote and encourage healthy attitudes and behaviours in HCPs, including satisfactory work-life balance

Attitudes

- AA1. A non-judgemental approach to HCP patients

B. Organisation, conditions and requirements of employment

Knowledge

- BK1. Understand the organisation of employment for HCPs in the UK and relevant management structures, including the differences in employment arrangements for training grade doctors
- BK2. Understand employment arrangements for NHS HCPs when they are medically incapable of work, either in the short or the long term
- BK3. Understand the differing demands of work in medical jobs according to specialty and grade, and the scope for modification of duties within jobs to accommodate HCPs with health problems
- BK4. Understand the nature and magnitude of risks to patients from health problems in the HCPs who care for them
- BK5. Be aware of and understand current guidance on assessment and fitness for work of HCPs infected by blood-borne viruses
- BK6. Be aware of and understand current guidance on assessment and fitness for work of HCPs with dermatitis

Skills

- BS1. Ability to organise appropriate and cost-effective health assessment for HCPs entering employment
- BS2. Ability to identify where a health problem in an HCP might significantly compromise his/her capacity to work safely
- BS3. Ability to advise on career options for HCPs with health problems and to refer HCP patients appropriately for further guidance on careers and training/retraining
- BS4. Ability to establish and maintain effective working relationships with medical directors, other line managers, postgraduate deaneries and educational supervisors in the assessment and management of HCPs with health problems

C. Regulation of health practitioners

Knowledge

- CK1. Understand the roles of the GMC and GDC in regulating the performance of HCPs, and the legal framework and regulatory processes by which they manage health and performance problems in HCPs
- CK2. Understand local employment and disciplinary processes for HCPs
- CK3. Understand the functions of the BMA and other Trade Unions in supporting HCPs with health problems
- CK4. Understand the role of postgraduate deaneries in supporting trainee HCPs, and in the delivery of regional specialty training programmes, and be aware of the deanery systems to support trainees with health, behaviour and performance issues
- CK5. Understand the role of NCAS, the range of support that it can offer, and how to communicate with NCAS

Skills

- CS1. Ability to manage health problems in HCPs in a way that is compliant with relevant regulatory processes and consistent with the remit of an occupational physician
- CS2. Ability to explain the roles and procedures of relevant regulatory agencies and deaneries to HCPs with health problems
- CS3. Ability to signpost an HCP or referring organisation or individual to NCAS where appropriate

Attitudes

- CA1. Appreciate the important contribution of the regulatory framework to the safe practice of HCPs

D. Services for health practitioners

Knowledge

- DK1. Understand the services that are available regionally and nationally to assist HCPs with health problems, and the different ways in which such services may be organised
- DK2. Be aware of local systems and services that may enable early identification of HCPs with health problems that could impact on their capacity to work
- DK3. Understand the roles of other professionals who can contribute to the healthcare of HCPs

Skills

- DS1. Ability to collaborate effectively with other professionals in the healthcare of HCPs
- DS2. Ability to collaborate effectively with other professionals in the vocational management of HCPs with health problems

Attitudes

- DA1. Appreciate the important contributions that other professionals can bring to the healthcare of HCPs
- DA2. Appreciate the importance of an holistic approach to management of the health and wellbeing of HCPs and the contributions of specific services and agencies in supporting this aim

E. Communication and ethics

Knowledge

- EK1. Be aware of and understand current GMC and FOM guidance on confidentiality and on consent to medical reports to employers and other third parties
- EK2. Be aware of the advanced communication skills that are required to manage more complex consultations
- EK3. Understand the theories behind engagement of individuals within a complex consultation and the importance of advanced communications skills
- EK4. Understand when and how to communicate with other professionals in the management of HCPs
- EK5. Be aware of local differences in communication lines with deaneries and trusts for the management of health problems in trainee HCPs

Skills

- ES1. Ability to empathise with HCP patients, to engage and establish rapport with them, and to communicate with them effectively, taking into account their knowledge, attitudes, beliefs and expectations
- ES2. Ability to use active listening skills when engaging an HCP around his/her health behaviours and help-seeking behaviours
- ES3. Ability to discuss with HCP patients how a health problem might impact on their safety or the safety of others, and to persuade them of the need to inform others where it is appropriate
- ES4. Ability to design and maintain procedures and systems of record-keeping that protect HCP patient confidentiality
- ES5. Ability to ensure that staff for whom the occupational physician has managerial responsibility are aware of and fulfil their duties of confidentiality
- ES6. Ability to seek and take advice from colleagues on difficult cases without compromising patient confidentiality
- ES7. Ability to decide when and to what extent it is appropriate to break patient confidence with respect to patient safety and probity issues; and to provide a timely explanation to a patient of why it is necessary to break their confidence, and how this will be or has been done

- ES8. Ability to gain and maintain the trust of HCPs who may need to disclose personal health information
- ES9. Ability to communicate effectively with other professionals in the management of HCPs at the right time

Attitudes

- EA1. Appreciate the importance of good communication in optimising care for patients, including HCPs
- EA2. Appreciate the special needs for confidentiality when managing HCPs as patients

F. Clinical assessment and management

Knowledge

- FK1. Be aware of and understand the strengths and limitations of the various risk assessment tools that might be used in the assessment of HCPs with health problems
- FK2. Understand how to undertake a mental state examination and be aware of the relevant tools to support a mental state assessment
- FK3. Be aware of and understand any evidence-based guidelines that are relevant to the clinical management of HCPs with health problems
- FK4. Understand methods of surveillance and monitoring for alcohol and drug abuse
- FK5. Be aware of the full range of treatment models for the management of different mental health and addiction problems
- FK6. Be aware of resources and services that are available to support self-management (e.g. expert patient programmes)

Skills

- FS1. Ability to diagnose the major health problems that occur most commonly in HCPs and those that most frequently impact on their capacity to work
- FS2. Ability to assess a patient's mental state
- FS3. Ability to carry out a brief assessment of health and/or addiction needs
- FS4. Ability to identify symptoms and signs suggestive of substance abuse
- FS5. Ability to use appropriate clinical tools in the assessment and management of HCPs with health problems with particular reference to mental health, suicide risk, alcohol and addiction problems, and blood-borne infections
- FS6. Ability to assess and manage fitness for work in HCPs with health problems in the context of a biopsychosocial model, and in a way that promotes safe and effective work and minimises any financial disadvantage to the HCP
- FS7. Ability to refer HCPs appropriately for assistance in the diagnosis and clinical management of their health problems

FS8. Ability to refer HCPs appropriately to other sources of assistance in the management of health problems which may impact on their capacity to work

Attitudes

FA1. Willingness to encourage self-management of common health problems in HCPs

FA2. Appreciate the importance of adopting evidence-based technical standards, to carry credibility with HCPs as patients