

Professional Values and Behaviours		
Learning Outcome 1	Professional Capabilities	Examples
Adopts a self-regulatory approach to professional behaviour, demonstrating and role modelling the professional attributes required by an Occupational Physician.	<p>1a. Maintains confidentiality but judges when disclosure is required in relation to legal accountability ethical principles and safety considerations.</p> <p>1b. Applies knowledge of specific legislation and ethical frameworks across all four nations, advising patients and managers.</p> <p>1c. Recognises and appropriately applies principles reflecting the importance of medical ethics, confidentiality and consent</p>	<ul style="list-style-type: none"> • Supports colleagues in developing professional values and behaviours related to the practice of Occupational Medicine. • Actively drives oneself and others in continuous development. • Champions the healthcare needs of workplace populations. • Recognises situations where escalation is required and proceeds to escalation. • Demonstrates a commitment to the concept of lifelong learning.

The requirements of this domain are that along with the professional values and behaviours of all doctors outlined in Good Medical Practice, the Occupational medicine trainee will develop their behaviour in line with current legislation and ethical codes of practice relating to Occupational medicine.

The domain also sets the expectation that the trainee will work towards a self regulatory approach expected of an independent occupational physician.

“Honesty and probity are expected of all doctors: without these there cannot be trust in the profession”

Occupational Medicine Trainee

Professional Skills and Knowledge - Communication

Learning Outcome 2	Professional Capabilities	Examples
<p>Communicates effectively verbally and in writing with employees, employers, employee representatives, colleagues and other stakeholders, across a range of workplace environments, demonstrating effective listening skills, cultural awareness and sensitivity.</p>	<p>2a. Recognises the importance of the relationship between health and work, and work and health, identifying where communication can support or hinder this.</p> <p>2b. Develops effective relationships with employees, employers, trade unions and other stakeholders.</p> <p>2c. Demonstrates the ability to produce clear, legible and accurate reports in written form.</p> <p>2d. Communicates risk to stakeholders.</p>	<ul style="list-style-type: none"> • Participates effectively in meetings and communicates effectively with external agencies. • Prepares reports in a timely fashion, with due consideration for legal and ethical factors. • Seeks help appropriately to manage complex referrals and discussions.

This domain sets the expectations with the occupational medicine trainee developing a range of communication skills across a complex range of occupational health settings. High level communication skills are required by the occupational medicine practitioner as the complexities of occupational medicine are varied and multifarious. They must learn to communicate effectively not only with healthcare colleagues but those stakeholders within the workforce.

Communication in all forms will be vital to be achieved at a high level. Spoken forms and written communication, including the use of digital technology are included. Along with these high level skills the occupational medicine trainee, while working towards independent practice must ensure respect and professionalism.

“breaking down the experience of an illness into language (both patients and work personnel) can understand”

Occupational Medicine Trainee

Professional Skills and Knowledge – Clinical Practice

Learning Outcome 3	Professional Capabilities	Examples
<p>Assesses and manages patients, with respect to work and the workplace, taking into account history, diagnosis, human factors principles, clinical examination and relevant investigations.</p>	<p>3a. Considers the full range of management options available, including pre-placement assessment, sickness absence, modified duties, ill health retirement and/or redeployment.</p> <p>3b. Assesses and manages patients with chronic disease and those rehabilitating from acute injury or ill health using the biopsychosocial model.</p> <p>3c. Assesses functional capacity and evaluates fitness for work, to include initial, periodic and statutory assessment.</p> <p>3d. Liaises with other healthcare professionals as appropriate.</p> <p>3e. Diagnoses work-related ill health and occupational disease.</p>	<ul style="list-style-type: none"> • Applies Occupational Medicine capabilities across a range of workplace settings. • Conducts a patient assessment and makes a differential diagnosis. • Generates a management plan, including advice on fitness to work. • Uses a range of information to inform clinical decision making. • Adapts clinical examinations to meet the needs of patients. • Recognises and responds to an emergency situation, including escalation of care. • Supervises colleagues undertaking clinical procedures in a multidisciplinary team. • Demonstrates capability in the following clinical skills: <ul style="list-style-type: none"> - Spirometry - Audiometry - Various modalities of occupational hygiene. • Utilises the skills and knowledge of other health professionals when appropriate.

		<ul style="list-style-type: none"> • Uses relevant investigations appropriately • Assess functional capacity and fitness to work • Advises on workplace adjustments following assessment. • Demonstrates appropriate clinical assessments of workers in relation to their work.
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To meet the demands of this domain the trainee must develop a high level of skill in the management of workplace healthcare. They are working towards expertise in workplace health management across a range of workplace settings.

“Help trainees be exposed to a range of workers so they have experience of managing workers in different settings.”

Occupational Medicine Trainee

Professional Skills and Knowledge: Workplace Risk

Learning Outcome 4	Professional Capabilities	Examples
<p>Accurately Identifies, assesses and manages workplace hazards and risks across a range of settings.</p>	<p>4a. Provides workplace managers with appropriate recommendations, including health surveillance and occupational hygiene input, aimed at workplace improvements in relation to health.</p> <p>4b. Liaises with safety representatives, safety officers, occupational hygienists, ergonomists and other specialists in the assessment of working environments.</p> <p>4c. Explains and manages the difference between association and causation in a workplace setting.</p>	<ul style="list-style-type: none"> • Delivers logical and reasoned arguments to Senior Managers to improve working processes and conditions. • Applies knowledge of the role of regulators, such as the HSE, to practical enforcement in the workplace. • Recognises workplace situations requiring occupational hygiene input, measuring exposure and interpreting results. • Interacts with enforcement agencies in the oversight of work. • Performs and interprets health surveillance following assessment and management of occupational hazards to health.

Not only do Occupational Physicians manage workplace ill health but also act in a preventive way by exploring risks to workers, employers and sometimes the public in general. This approach to risk management requires highly effective interpersonal skills and the ability to work across a range of healthcare and workplace

“Occupational Health requires seeing a situation from multiple angles, employee, employer and population”

Occupational Medicine Trainee

Health Promotion and Illness Prevention		
Learning Outcome 5	Professional Capabilities	Examples
Promotes and advises on physical and psychological health and wellbeing in the workplace and wider community, as well as prevention of work-related ill health.	<p>5a. Demonstrates knowledge of cultural, social, religious and economic factors and their influence on workplace health and wider public health within a biopsychosocial model.</p> <p>5b. Assesses the need for, organises, delivers and evaluates health promotion across a range of workplace environments.</p> <p>5c. Recognises and advises on health risks in the local environment arising from workplace activities.</p>	<ul style="list-style-type: none"> • Takes into account the implications of biological, chemical, nuclear, climate and terrorism risk, and emerging risks, to the health and safety of employees and employers. • Considers how UK Occupational Medicine is influenced by global initiatives and developments. • Identifies relevant symptoms of disease from the workforce returning from foreign travel. • Provides appropriate advice to employees who will be travelling. • Using information on the prevalence and incidence of disease in different workplace settings.

This domain requires the trainees to develop skills required in the prevention of ill health, public health and global international health. As the trainee works toward independent practice they must consider all these elements in the management of workplace health. Along with an emphasis on global health the occupational medicine physician should consider the impact of sustainable healthcare.

**“ a clear understanding of purpose/goods/values of the organisation they are working in
 - a desire to improve worker health proactively, not just reacting to referrals
 - seeing work as a health outcome”**
 Occupational Medicine Trainee

Leadership and Teamworking		
Learning Outcome 6	Professional Capabilities	Examples
Demonstrates a range of leadership behaviours and role models the ability to respect others, working effectively in a multidisciplinary team and within a management structure.	<p>6a. Strategically plans and sets objectives for the delivery of an Occupational Health service.</p> <p>6b. Effectively manages and evaluates an Occupational Health clinic.</p> <p>6c. Supervises, challenges, influences, appraises and mentors colleagues and peers to enhance performance and to support development.</p> <p>6d. Promotes and effectively participates in multidisciplinary and interprofessional team working.</p>	<ul style="list-style-type: none"> • Recognises and responds to own limitations. • Works effectively alongside employees, managers and employee representatives. • Effectively markets an Occupational Health Service. • Demonstrates generic business skills e.g. tendering, budgeting. • Reviews and creates job descriptions. • Demonstrates time management skills and the ability to prioritise.

This domain requires the trainee to develop high level leadership skills. They will lead across the occupational workplace and across multi professional teams. Leadership skills will include negotiating, delegating, critical decision making and service development.

These skills are certainly not only to be considered in the later stages of training but developed from day one. The trainees will experience the ability to work across a range of teams and leadership skills will be essential to promote workplace wellbeing. They will learn to value the contribution of others but lead in advocating for work place health.

“Improve understanding of what we do”
Occupational Medicine Trainee

Patient Safety		
Learning Outcome 7	Professional Capabilities	Examples
Applies knowledge, clinical skills and professional values to the provision of high quality, safe patient management and investigates, reports and resolves risks to employees and stakeholders.	<p>7a. Demonstrates the ability to mitigate against safety risks.</p> <p>7b. Recognises when safety has been compromised and escalates appropriately.</p>	<ul style="list-style-type: none"> • Evaluates safety mechanisms across a range of settings. • Delivers a comprehensive health surveillance programme. • Provides advice on toxicology and exposure information. • Advises on work processes to promote safety. • Prescribes safety, as required, within the scope of service.

Throughout their careers all doctors must ensure that patient safety is prioritised. For the Occupational Physician this extends to include employee, employer, workplace and public safety.

“very important but at the same time challenging”
Occupational Medicine Trainee

Quality Improvement		
Learning Outcome 8	Professional Capabilities	Examples
Independently applies knowledge of quality improvement processes to undertake projects, audits and evaluation studies to improve effectiveness, safety, efficiency and the overall experience of stakeholders.	<p>8a. Identifies quality improvement opportunities.</p> <p>8b. Engages with stakeholders, including patients, doctors and managers, to plan and implement service delivery and quality improvement.</p>	<ul style="list-style-type: none"> • Supervises colleagues and other health professionals in relation to quality improvement projects. • Applies reflective evaluation to enhance quality improvement initiatives. • Designs, implements and evaluates a quality improvement activity with respect to the stakeholder and/or employees/patients.

Doctors at all stages of their career should aim to improve not only patient outcomes but patient experiences and service delivery. This domain includes the skills of review and evaluation. The occupational medicine trainee will identify quality improvement initiatives and where possible action these.

“clear understanding of obligations in a health and client setting”

Occupational Medicine Trainee

Safeguarding		
Learning Outcome 9	Professional Capabilities	Examples
Applies knowledge to identify safeguarding issues, thereby taking responsibility for raising concerns, getting advice and taking appropriate actions.	<p>9a. Promotes the professional responsibility of safeguarding.</p> <p>9b. Demonstrates knowledge of workplace bullying and harassment and the impact on workplace health.</p>	<ul style="list-style-type: none"> • Leads the process of safeguarding. • Supports colleagues with safeguarding issues. • Leads and engages in the process of safeguarding, for example: <ul style="list-style-type: none"> ○ Recognises where addiction (to drugs, alcohol or smoking), obesity, environmental exposure or social deprivation issues are contributing to ill health and acts on this information. ○ Applies appropriate equality and diversity legislation, including disability discrimination requirements in the context of employee/patient care.

This domain requires the doctor to consider safeguarding in all aspects of occupational medicine practice. It is important that they understand how to escalate concerns.

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Education and Training

Learning Outcome 10	Professional Capabilities	Examples
<p>Demonstrates knowledge skills and attitudes to provide effective teaching and learning opportunities, including supervision, training, assessment and mentorship in the occupational health setting.</p>	<p>10a. Optimises, plans and delivers teaching and learning opportunities to health professionals.</p> <p>10b. Attains skills to enable confident supervision, recognising the skills of both clinical and educational supervisors and the provision of constructive feedback.</p> <p>10c. Facilitates learning in the workplace across a wide range of groups and audiences, including employers, employees and colleagues.</p>	<ul style="list-style-type: none"> • Demonstrates effectiveness as a teacher and /or supervisor • Demonstrates mentorship activity • Demonstrates understanding of the range of adult learning styles • Sets effective learning outcomes • Teaches across a range of scenarios e.g. large and small groups, 1:1 • Seeks feedback and responds accordingly following teaching and learning activities. • Utilises a range of assessment methods. • Writes a meaningful clinical/educational supervisor report.

Trainees will demonstrate the ability to provide highly effective teaching and learning events in the occupational health setting. This will include supervision, mentorship and assessment. They will be able to evaluate the impact of their own and others teaching and make any needed adjustments accordingly.

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Research		
Learning Outcome 11	Professional Capabilities	Examples
Engages with research and promotes innovation.	<p>11a. Adopts an evidence based approach to occupational medicine.</p> <p>11b. Demonstrates independent evidence based development to support the revision of guidelines and procedures.</p> <p>11c. Capable in the use and management of information, and the reflective use of information technology.</p>	<ul style="list-style-type: none"> • Produces an investigation into a work related health disorder or work related health initiative. • Applies knowledge of the importance of ethical approval and patient consent to clinical Occupational medicine research. • Shows respect for confidentiality when presenting patient data • Applies knowledge of the evidence base relevant to occupational medicine and the many sources of advice on Toxicology and exposure information • Critically appraises published research • Demonstrates effective involvement in elements of a research project, including dissemination of findings and sharing of best practice.

The research domain requires the trainee to be able to demonstrate research skills that enable them to critique and use evidenced based practice.

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