

Occupational Medicine Competency Framework for Newly Qualified Doctors

OMLO 0. An Introduction to Occupational Medicine

- Describe the purpose of occupational health - the impact of work on health and health on work
- Describe the roles and functions of occupational health – the life cycle of the worker journey, workplace assessments and strategic advice to organisations
- List the drivers for employers to engage with occupational health (i.e., Health and Safety at Work Act 1974, Equality Act 2010)
- Explain the tangible and non-tangible benefits of occupational health services
- Explain the difference between occupational medicine and other specialities, the role of the occupational health physician, entry routes and career opportunities

OMLO 1. Taking an Occupational History

- Recognise the importance of an occupational history as a tool to support clinical management
- Demonstrate the occupational aspects of a medical history to support work as a health outcome, including the use of the biopsychosocial flag system

OMLO 2. Assessing Fitness for Work

- Outline the basic principles of assessing fitness for work
- Recognise the role of safety critical standards when assessing fitness for work (e.g., ambulance, fire, pilots, police, and train drivers)
- Assess an individual's fitness to drive using the DVLA group 1 & 2 medical guidance

OMLO 3. Workplace Risk Assessment and Management

- Define the concept of a hazard and risk
- List the different categories of hazards with examples relevant to work as a doctor
- Describe and apply the five stages of risk assessment

OMLO 4. Disability, Rehabilitation and Return to Work Management

- Describe the key domains in assessing functional capability
- Describe the impact of short and long-term conditions (physical and psychological) on the patient's functional capability and their ability to carry out their job/occupation
- Describe the doctor patient relationship, potential barriers and challenges when advising a return to work after both short and long-term sickness absence
- Demonstrate taking a focused history using specific tools of assessment (e.g., typical day) while exploring the patient's ideas, concerns, and expectations in returning to work
- Describe examples of workplace adjustments and how these can be applied to support a return to work aligned to Equality Act 2010 stipulations

OMLO 5. Clinicians' Health and Wellbeing

- Describe potential exposure situations and transmission risk of Blood Borne Viruses (i.e., HBV, HCV, and HIV) in clinical practice and how to control and prevent these
- Outline the steps to take following a needle-stick injury or blood/body fluid splash
- Describe and apply good working practices of infection control
- Recognise maladaptive coping strategies and their potential impact on good medical practice
- Develop knowledge, skills, and strategies to manage the demands of a career in medicine
- List the sources of support available to medical professionals