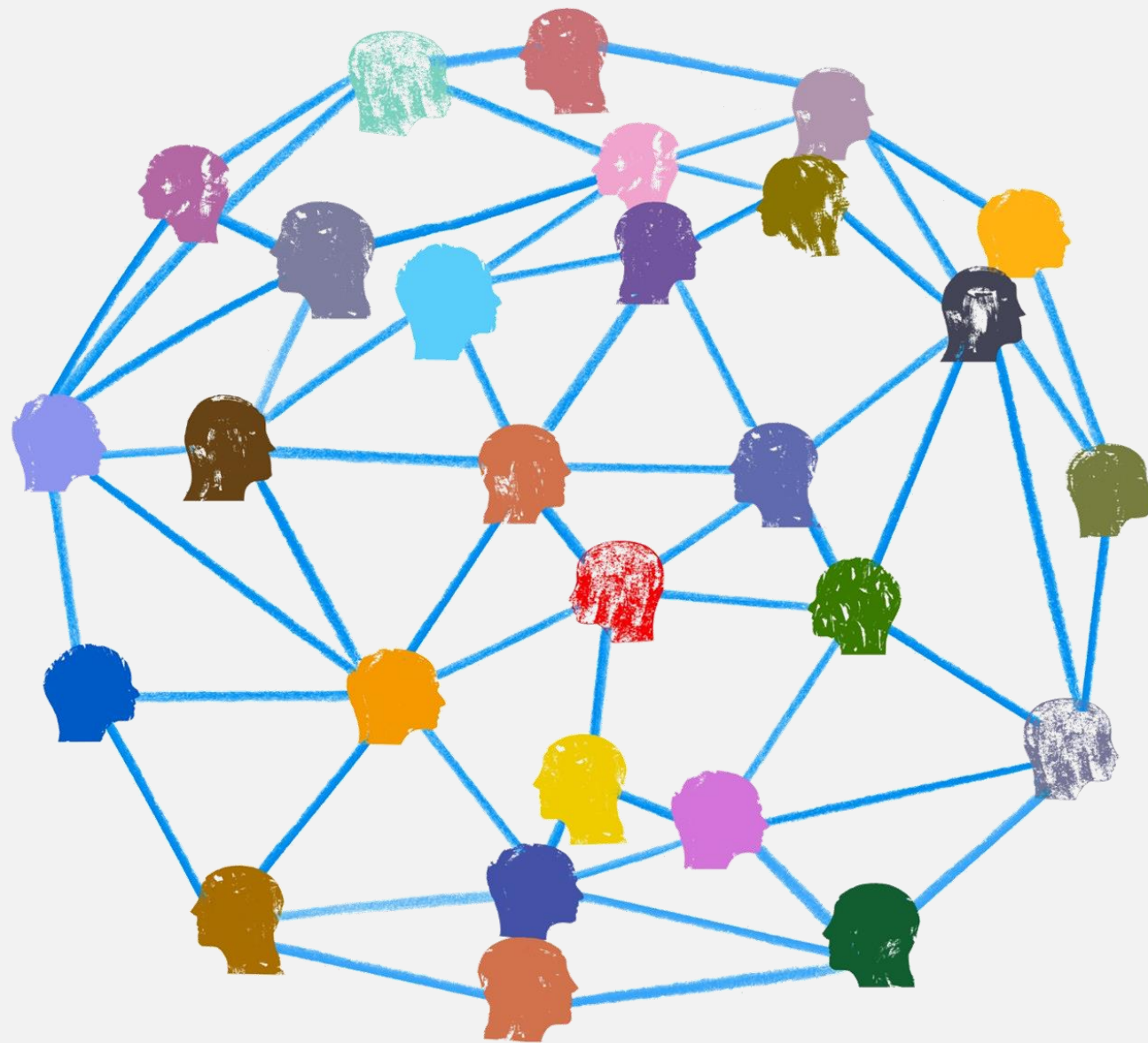


Occupational Health career pathways



1

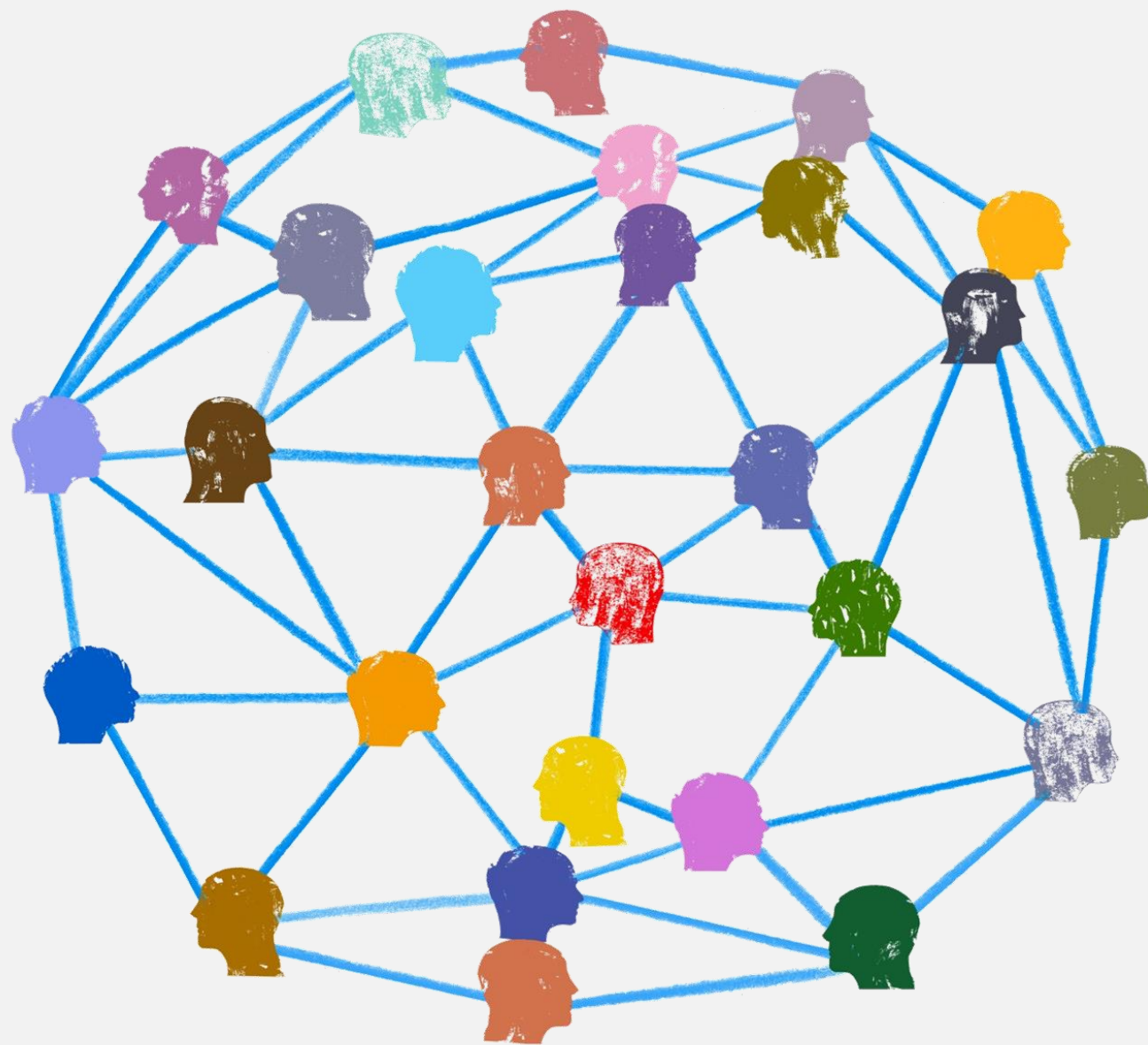
Janet O'Neill

NSOH

PAM Academy > PAM Group

iOH

The webinar will explore:



- **Career pathways in OH**
- **Leadership opportunities in OH nursing**
- **Learning and development to support growth and leadership progression**
- **Case studies**
- **Further reading**

The Occupational Health marketplace

Health and safety at work
Summary statistics for Great Britain 2024

Key facts

 **1.7 million**

Workers suffering from work-related ill health (new or long-standing) in 2023/24

Source: Estimates based on self-reports from the Labour Force Survey for people who worked in the last 12 months

 **0.8 million**

Workers suffering from work-related stress, depression or anxiety (new or long-standing) in 2023/24

Source: Estimates based on self-reports from the Labour Force Survey for people who worked in the last 12 months

 **0.5 million**

Workers suffering from work-related musculoskeletal disorders (new or long-standing) in 2023/24

Source: Estimates based on self-reports from the Labour Force Survey for people who worked in the last 12 months

 **14.5 billion**

Annual costs of new cases of work-related ill health in 2022/23, excluding long latency illness such as cancer

Source: Estimates based on HSE Cost Model

 **0.6 million**

Workers sustaining a workplace non-fatal injury in 2023/24

Source: Estimates based on self-reports from the Labour Force Survey

 **61,663**

Employee work-related non-fatal injuries reported by employers under RIDDOR in 2023/24

Source: RIDDOR

 **138**

Workers killed in work-related accidents in 2023/24

Source: RIDDOR

 **7.1 billion**

Annual costs of workplace injury in 2022/23

Source: Estimates based on HSE Cost Model

 **33.7 million**

Working days lost due to work-related ill health and workplace non-fatal injury in 2023/24

Source: Estimates based on self-reports from the Labour Force Survey

 **12,000**

Lung disease deaths each year estimated to be linked to past exposures at work

Source: Counts from death certificates and estimates from epidemiological information

 **2,257**

Mesothelioma deaths in 2022, with a similar number of lung cancer deaths linked to past exposures to asbestos

Source: Counts from death certificates and estimates from epidemiological information

 **21.6 billion**

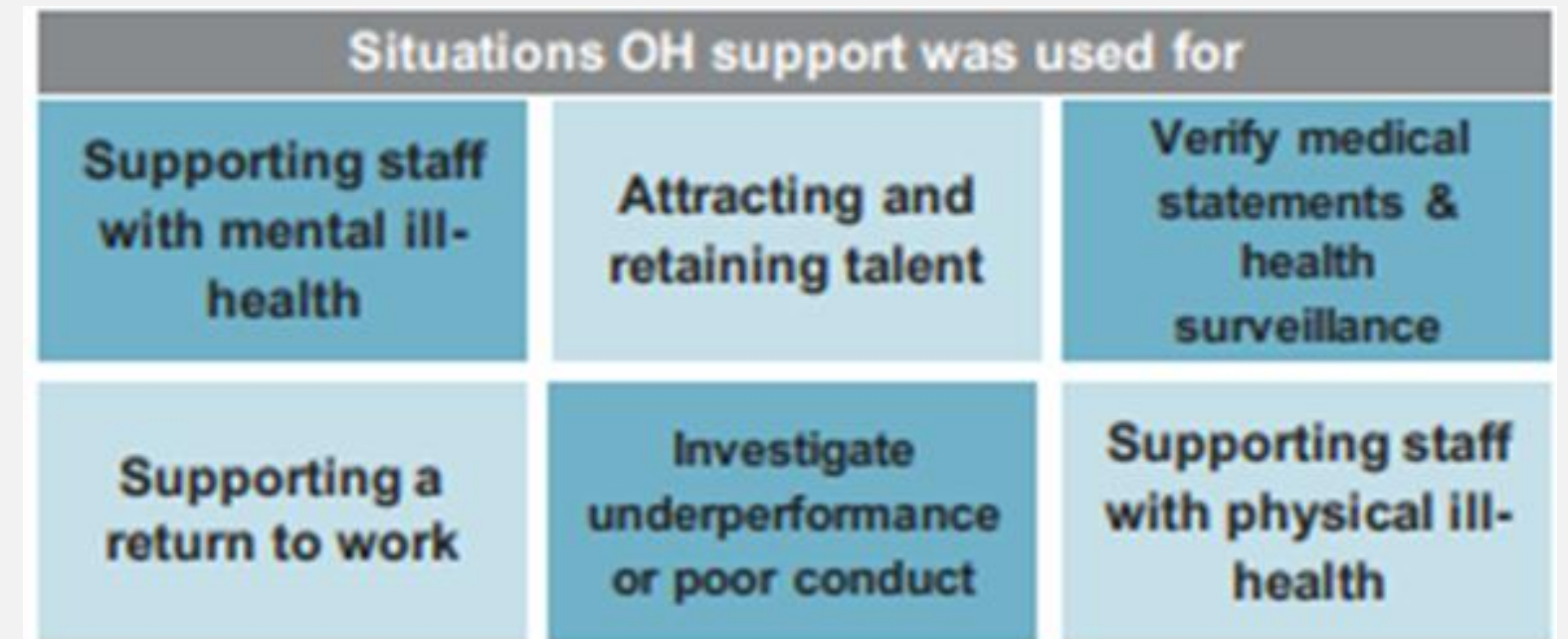
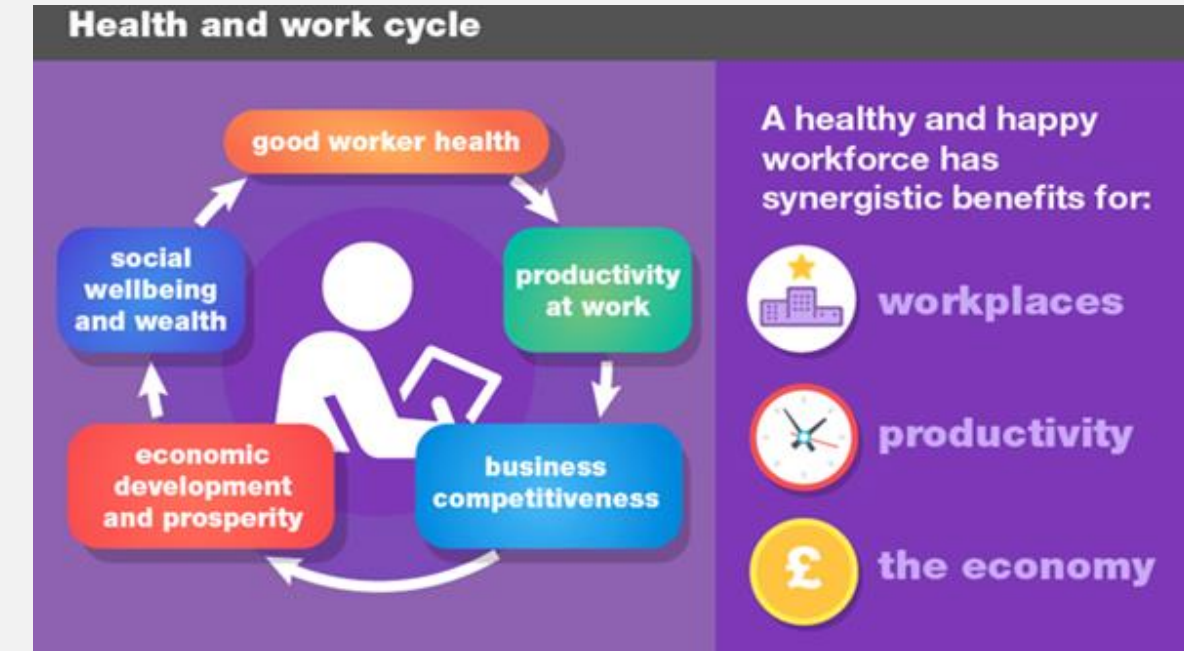
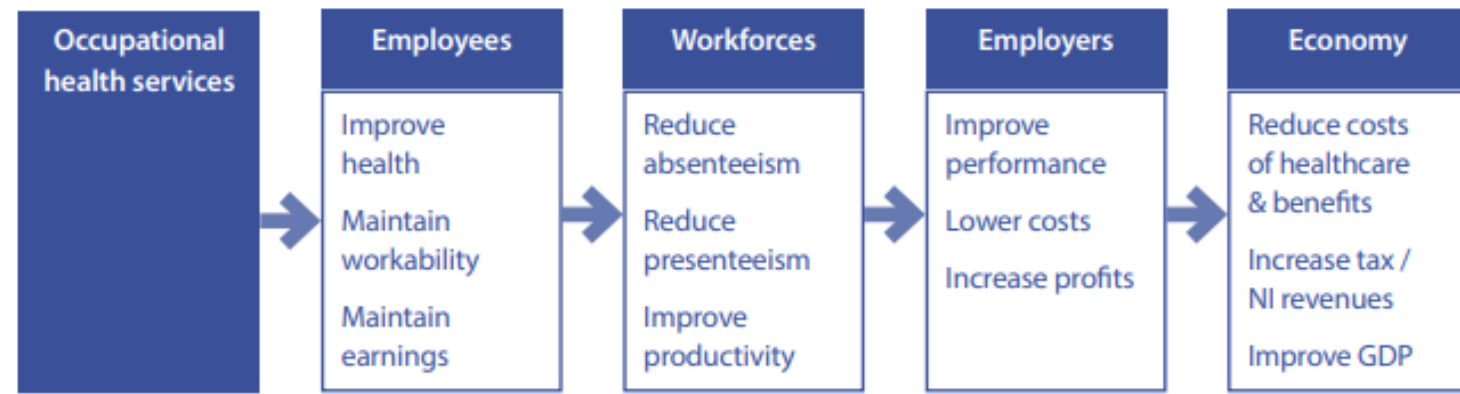
Annual costs of workplace injury and new cases of work-related ill health in 2022/23, excluding long latency illness such as cancer

Source: Estimates based on HSE Cost Model



Health and work

Table 1: Key benefits provided by occupational health services



Why Occupational health

Career prospects are excellent
(SOM 2021)

No 2 days are
ever the same

The role is most
rewarding and there is
no shortage of work in
this growing industry

There are so many
possibilities in OH and
never a dull

A profession that allows
you to adapt to life's
needs and develop to
where one wants to go
within the profession



Career entry



- Background research
- Use resources available
- Consider transferable skills
- Be prepared to train
- Ongoing development
- Reach out



Select the Occupational Health Organisation below for more details



Four areas of practice

Professional Practice

PROFESSIONAL PRACTICE

- Maintain specialist nursing practice
- Deliver safe, effective, person-centred and ethical practice.
- Use professional judgement, reasoning and decision making.

FACILITATION OF LEARNING

- Teach, mentor, supervise and/or assess others.
- Facilitate placement learning.
- Create and evaluate learning environments, tools and materials.

Facilitation of Learning

Leadership

LEADERSHIP

- Identify, monitor and enhance own knowledge and skills.
- Guide, direct and/or facilitate teamwork.
- Design, implement and manage professional and/or organisational change.
- Policy Development

EVIDENCE RESEARCH AND DEVELOPMENT

- Influence broader socio-economic and political agendas.
- Create, use and/or translate evidence to inform practice.
- Design, implement, evaluate and disseminate research.

Evidence Research & Development



Types of OH Work

Specialised Industries

Construction, Rail, Oil and Gas, Policing and other emergency services, Education, Retail, NHS, Aerospace, Corporate firms such as banking all have specialised OH provision



Independent/ Single handed providers

Many OH Nurses set up their own businesses to provide services to small and medium sized businesses.

Commercial providers

Nursing in commercial organisations is designed to support a variety of businesses who are receiving services under contract, usually purchasing services in bulk such as absence management, immunization programmes and health surveillance.

Specialist Practice

There are a growing number of OH Nurses working in very specialised areas of Occupational Health, such as software development, national policy development, wellbeing, often influence practice development for large populations of the workforce.

FOHN Career framework for Nurses

9	Industry Influencer/Subject Matter Expert/Director	Nurses working at level 9 are at the most advanced frontier of the field of OH and multiprofessional interface. They are often the national subject matter experts and have responsibility for development and delivery of a service to a population, at the highest level of organisation or membership. They will use innovation and critical thinking skills to advance occupational health practice in industry or wider context of health and work.
8	Service Lead/Advanced Nurse Practitioner	Nurses at this level will have additional specialist training and qualification for advance practice in specialised areas of OH, such as travel medicine, health surveillance, mental health. They may be at the forefront of knowledge in their specialist field which they use as the basis of original thinking and/or research. They are leaders with high levels of responsibility often leading a team and responsible for service improvement and development, accountable for service delivery or leading education or commissioning role.
7	Senior Specialist Practitioner	Highly specialised knowledge and critical awareness of knowledge in the OH setting and interface in the multi-professional dimensions of OH. They have a responsibility for changing practice and/or services in a complex and unpredictable environments. This level may seek additional specialist training, will be supervising others and pro-actively self developing.
6	Specialist Nurse Practitioner	Nurses at this level will have achieved a specialist qualification in OH applying comprehensive and theoretical knowledge in OH setting. They demonstrate initiative, creative problem solving and leadership in their liaison with clients and their organisations.
5	Qualified Nurse/ Trainee SNP	People at level 5 will have a comprehensive and theoretical nursing knowledge to apply within the OH setting and understand their boundaries of that knowledge. They are able to use their nursing experience to assess clinical history, solve problems creatively, make judgements which require interpretation and actively contribute to service and self development. This role may seek further specialist education and qualification in OH.



Occupational health qualifications and titles

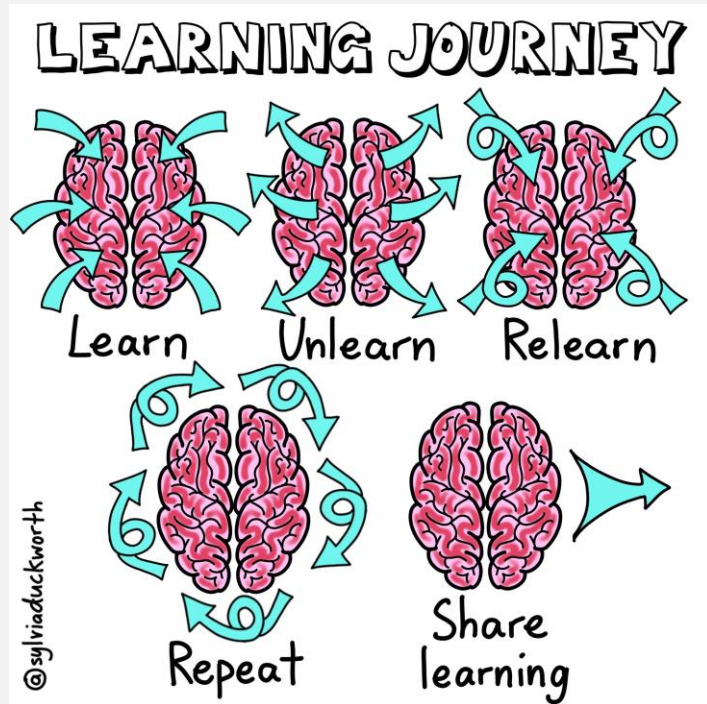
Updated November 2024



Education

What we do	Key business partners	Outcome
Health risk assessment	Health & safety, occupational hygienists	Required statutory and appropriate employer health surveillance programmes implemented properly
Health needs assessment	Managers, HR	Health programmes are designed and resourced to address the main lifestyle health risks; top causes of sickness absence, etc.
Professional advice	Managers, HR	Advice and support for matters relating to health and work
Policy development	HR, Legal	Policies, practices and cultures that maintain and promote employee health and compliance with relevant health and safety legislation; improve engagement and reduce staff turnover
Change management	Managers, HR, toxicologists	Assess significant changes e.g., in shift patterns; the development or introduction of a new chemical, etc
Business continuity planning	HR, health & safety	Ensure contingency plans are in place to deal with health risks e.g., emergency medical response for disasters, pandemics, etc.






SOM Leadership Academy Roadmap



Occupational Health & Wellbeing

- See the value in every role
- Embrace change
- Be flexible and agile
- Collaborate
- Be curious and keep striving

An aerial photograph of a large group of people swimming in the ocean. The water is a deep blue, and the swimmers are scattered across the frame. A large, white, stylized silhouette of a hand is positioned on the left side of the image, with its index finger pointing towards the swimmers. The text 'Keep the momentum going' is overlaid in white on the bottom right of the image.

Keep the
momentum going