This is a 4 year training programme in Occupational Medicine at StR level aimed at doctors who can demonstrate the essential competences to enter this level of training. The programme is designed to support training for a CCT in Occupational Medicine. Details of essential competences and qualifications are detailed in the HEE person specification for Occupational Medicine at St 3 level which is available from http://specialtytraining.hee.nhs.uk/news/the-gold-guide/ and at www.fom.ac.uk/education/speciality-training

The programme is currently based in Southampton General Hospital in Health Education England - Wessex. Health Education England - Wessex is responsible for the planning, development, education and training of the healthcare and public health workforce across Hampshire, Dorset, Isle of Wight and Salisbury. We also provide medical training for the States of Jersey and GP appraisal services for Jersey and Guernsey. We believe that the key to improving the health and healthcare of the 2.8 million people living in Wessex is investment in the skills and values of the 52,000 people working in the NHS and in primary care.

Within the field of postgraduate medical education and training, we manage across primary and secondary care for these health communities – totalling around 2,400 doctors in training at any one time across 12 Trusts and 160 GP practices. In addition, we support the workforce development for GP Practice Nurses and Public Health practitioners as well managing a bespoke GP appraisal service for established GP Practitioners to meet the requirements for revalidation in accordance with the statutory requirements set by the General Medical Council.

We manage training programmes for postgraduate medical training according to the statutory standards set by the General Medical Council (GMC) and have responsibility for establishing and maintaining quality management systems for all posts and programmes as required by the GMC.

**Rotation Information**

This post (please note that other posts may be created which may not be) is based at Southampton General Hospital. Educational placements in occupational health provider and industry settings are planned during this programme. Clinics may also be carried out at the University of Southampton.
Study and Training

The primary aim of all posts is the training programme developed and there is a region wide syllabus and minimum standards of education agreed by all Trusts within the rotation.

Health Education England - Wessex is committed to developing postgraduate training programmes as laid down by GMC, Colleges and Faculties and by COPMED - the Postgraduate Deans Network. At local level college/specialty tutors work with the Programme Director and Directors of Medical Education in supervising these programmes. Trainees will be expected to take part in these programmes (including audit) and to attend meetings with their nominated educational supervisor.

All posts within the training programme are recognised for postgraduate training by the General Medical Council (GMC) in accordance with their standards for training.

Study leave is granted in accordance with Deanery/Trust policy and are subject to the maintenance of the service.

All posts have a service element and the following covers the majority of duties. There will be minor variations in different hospitals but the list is aimed at covering the majority of duties:

1. Liaise between nurses, patients (employees) and senior medical staff.
2. Undertake clinics and workplace visits.
3. Dictate clinic letters.
4. Study for higher examination and maintain continued professional development.
5. Attend weekly educational and multidisciplinary sessions.
6. Undertake audit and policy work at various times throughout the rotations.
7. Teach medical students, trainees in other specialities and nursing staff as directed.
8. Co-operate with members of the HR department when monitoring hours of work and other HR issues.
9. Attend induction in each hospital or new department
10. Comply with all local policies including dress code, annual and study leave
Trust Generic/Specialty Information – Occupational Medicine

University Hospitals Southampton NHS Foundation Trust is an acute tertiary referral centre and the Occupational Health department is located on the Southampton General Hospital site. The department includes a multi-disciplinary team of Occupational Health Physicians, Occupational Health nursing and administrative staff and provides Occupational Health services to University Hospitals NHS Foundation Trust, Universities of Southampton and Bournemouth in addition to a number of external clients.

The Occupational Health Service at University Hospitals Southampton provides a full range of OH services to almost 9000 Trust employees, and a number of other employers through income-generating contracts. There is a large multi-disciplinary team, which includes 2 consultant occupational physicians, a nurse manager and 9 (7.4 w.t.e) OH and staff nurses.

The service lead is a consultant occupational physician, who is accountable to the Director of Nursing and Organisational Development at Board level (via the Director of Human Resources). The team provides a range of services including pre-placement screening, health surveillance, fitness for work and rehabilitation, promotion of wellbeing, immunisations. The department provides an innovative early rehabilitation service (Return2Health) based on a case management approach, for which we won the Healthcare People Management Association Award for Excellence in Employee Wellbeing in 2011. It won a Healthcare Quality Improvement Partnership (HQIP) award in 2013. The service gained SEQOHS accreditation in January 2013. The host Trust has an Employee Assistance programme with which it interfaces to provide support for employees and their families.

Aside from the clinical service delivery, the OH team are engaged in other activities including teaching, audit and research. The team leads the undergraduate teaching in occupational medicine for medical students, and has recently established a new OH nursing course (SCPHN) in partnership with the University of Southampton. Research activities are generally undertaken in collaboration with the MRC Lifecourse Epidemiology Unit, and have focused on health risks for healthcare workers and management of sickness absence.
The team has a multi-disciplinary approach; cases are managed with joint input from OH physicians and nurses and (if appropriate) the physiotherapist. There are close working relationships with the Human Resources, Health and Safety, Infection Prevention and Governance teams. External to the department, there are close links with local NHS occupational health networks including the local Association of National Health Occupational Health Practitioners and the Wessex Occupational Health StR rotational training group.

Trainees are involved in all aspects of work, including clinical, advisory, risk management, research, audit, teaching, business and contracts management at appropriate stages of their training. The trainee’s timetable includes face to face clinical consultations, workplace visits, health surveillance, policy, advisory work and audit with weekly educational supervisory sessions and private study time.

**Curriculum and Teaching**

The occupational medicine training programme at UHS is designed to deliver competencies set out in the Faculty of Occupational Medicine spiral curriculum. It is primarily NHS based with the opportunity for experience of occupational medicine in other sectors through the occupational health department’s external client base. External placements will also be arranged, including to another NHS Trust, to occupational health provider location and to industrial premises.

The training programme will address the requirements of the Faculty of Occupational Medicine (FOM) specialist training syllabus through a combination of: academic teaching, including the Advanced Diploma in Occupational Medicine distance learning course provided by Manchester University; and practical clinical and occupational health experience gained in the department and through placements off site.

The trainee will have a learning portfolio which is designed to cover the key competencies to be achieved across the programme, which are taken directly from the FOM curriculum. Formal progress reviews will take place three-monthly to discuss progress against competencies and learning needs, and to update the portfolio to meet those needs.
Main Conditions of Service

The posts are whole-time and the appointments are subject to:
- The Terms and Conditions of Service for NHS Doctors and Dentists in Training (England).
- Satisfactory registration with the General Medical Council.
- Right to work in the UK.
- Criminal Records Check/POCA check carried out by the Trust Medical HR department.
- Pre-employment checks carried out by the Trust Medical HR department - http://www.nhsemployers.org/your-workforce/recruit/employment-checks

Educational supervisor

The employer will confirm your supervisor on commencement.

General information

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<th>Salary Scale / Basic Pay</th>
<th><a href="http://www.nhsemployers.org/your-workforce/pay-and-reward">http://www.nhsemployers.org/your-workforce/pay-and-reward</a></th>
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<td>Travel and relocation</td>
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