OCCUPATIONAL HEALTH
NURSING
CONTRIBUTING TO THE
PUBLIC HEALTH AGENDA
The Strategic Plan
Aims of the Session

- Highlight the role of the RCN OH Forum
- Engage support for future Forum activities and ensure they are inline with member needs
- Share ideas about how “access for all” could be achieved in Wales
- Share best practice and discuss concerns / positives facing occupational health nursing
RCN OH Welsh Forum

AIM:

“access to occupational health for all in Wales”

DO WE WANT TO ACHIEVE THIS?
Why is “Access for all” important?

- to reduce inequalities in health due to access to services
- to empower the working population for improved health management
- to meet the public health agenda to improve health and reduce inequalities
- to boost the Welsh Economy with healthy people at work
RCN OH Forum Objectives

- Access to accredited training with funding
- Forum network to disseminate best practice and offer peer support
- OH professionals playing a leading role in the development of OH in Wales
- Appropriate resources for OH delivery
- All Wales OH standards
- OH lead for interdisciplinary teams

ARE THESE APPROPRIATE?
OH Groups in Wales

- South and East Wales Occupational Health Group
- North Wales network
- Mid Wales network
- West Wales Group
- NHS Group
- LA group
- Police/British Gas
Current OH provision Nationally?

- No statutory requirement i.e. COSHH, IR, Lead and Asbestos regulations
- Numbers and qualifications not clear 7,000 OHN, 3000 doctors?
- (1985) Convention 161 the International Labour Organisation adopted recommendation 171, National OH Policy and “Access for All” – not the UK but is now considering this again
- WHO “access to all” 1994
- HSE Survey 1993/2002
- Good Health is Good Business (1995)
- 2002 HSE transfers its responsibility to the DWP
- Pathways to Work 2004, New Deal
- NHS Plus 2001, 60 Million cash boost 2006 – not for Wales
- Specialist centres – Liverpool, Sheffield, London
- OH projects in GP practices
- Constructing Better Health – pilot
- OH and sick certification
- Case managers – 11 days training
- Work Place Health Connect Pilot 2006 – health and safety led
OH in Wales

- HSE NHS survey 2002 – unqualified, insufficient numbers, no core standards
- WAG OH survey 2006 – not trained, ltd access to SME
- Research into OH provision for Primary Care 2002- GP helpline
- Corporate Health Standard 1996/2005/2007 x3 workplace health specialist employed, development of an SME workplace health award
- RCN – Working Well Together
- Better Health Better Wales
- Improving Health in Wales – NHS plan 2001
- WAG 2001, set up OH service - Welsh Audit Office reduction from 10 days to 8 in absence saving £££
- Merthyr – public health project with SME
- Manufacturing Forum
- “Health Challenge Wales” – umbrella
- Designed for Life 2004
- Work Place Health Connect Pilot Feb 2006
- Welsh Backs 2006

WHAT ELSE?
Best Practice

- WAG – 3OHN’s: 7,000 employees?
yours
- MOD – joint primary care and OH service
- Airbus
- Unilever – study in health and productivity
  and performance
- WHO ELSE ????
Solutions to Improve Access In Wales

- Increase Funding on OH projects in Wales—compare with funding for Sports Council
- Statutory minimum requirement – Minimum (Mori Poll) as suggested by SME at “Toward OH Solutions” HSE
- Tax incentives
- WAG sponsored OHN for SME to provide cost effective services to SME’s
- Develop the use of OH delivery via Primary Care as part of QOF requirements
- Pilots of OH Nurses in GP surgery’s
- OH Nurse led specialist Occupational Health Centre
- IIP – to include “healthy business assessment” – numbers in Wales to assess impact?
- Increase OHN inclusion in Workplace Health Connect pilot
- All Wales NHS OH service
- Audit OH in the public sector to ensure adequately resourced
- Lobby WAG for the above

WHAT ELSE??
Training

- Swansea – full time redundant course
- Caerleon – p/t modular specialist practitioner pathway – redundant
- Dr D’Auria – NHS Trust – Llandough – internet based – not approved by NMC
- University of Cardiff – ??funding for Sept 2007 start
NMC – Part 3 of the Register

Specialist Community Public Health Nursing

“work with individuals and a population…taking decisions on behalf of a community or population without having direct contact with every individual in that community”

How many SCPHN nurses in Wales? More needed to deliver the Public Health agenda

Portfolio route – HOW MANY ARE CONSIDERING THIS?
RCN OH Competency Framework

- Assess practice competency – clinical governance, quality
- Assist with personal and professional development
- Linked to career and pay progression – agenda for change
- Inform curriculum developments
- Compliment RCN’s core Competency Framework

ANYONE USING THIS OR USED SUCCESSFULLY?
Quality Issues in OH Provision

- All Wales approved and standardised Policy’s and procedures – share standards
- Cost effective services
- Research based Evidence - what do you use?
- Access to qualified practitioners – competence
- NICE / NHS Plus /Cochrane Library/BOHRF/Scottish Intercollegiate Guidelines network [www.sign.ac.uk/FOM](http://www.sign.ac.uk/FOM)
- OH clinical Effectiveness Unit – RCP /FOM 2007

ANY OTHER ISSUES?
Ethical Issues?

- OH increasingly money orientated - reduce absence – is this right?
- Confidentiality – employer – OH boundaries
- Invasion of privacy – employee non participation – should they take responsibility?
- Non health professional involvement? OH to lead or be led?
- Fast tracking via the NHS? Does it happen in Wales?
- Is health screening beneficial and cost effective for organisations (false positives-prostate/breast cancer)( part of a strategy for presenteeism-fully effective in work)
- Moving away from the medical model to the Bio-psychosocial model

ANY OTHER CONCERNS?
Useful information

- Book Prescription Wales - how many were aware of this?
- Welsh Backs – how many were aware of this?
- HSE manufacturing Forum – how many were aware of this?
- Work Place Health connect – were you aware?
- Jiscmail – anyone registered?
- WAG Workplace Health Review booklet
- Unimprovident Cardiff University
The Future for the RCN OH Forum

- All Wales Network – recruiting all OHN’s in Wales
- Internet pages / information
- Bi-annual conference
- Wales representation on FOHNEU / OH Managers Forum / SOHN
- Representation at WAG for all work place health initiatives
- Elect committee
- 6 monthly meeting with key stakeholders in OH-WAG/HSE/RCN/WCH/TUC
- Annual Newsletter of OH activity in Wales-lead in each area, all info welcomed – especially pictures! (tell a thousand words)
- Continue lobbying WAG to achieve aim and objectives
- Closer links with the NPHS with increasing role in workplace health management
- Encourage, collate and disseminate research amongst network
- Identify and work more closely with partners addressing workplace health issues – job centre plus ect

ANY OTHER IDEAS?
The Future for OH Nursing

- OH provision a key contributor to success of the Public Health Agenda, improving health and reducing inequalities
- Learn from the Scottish, Northern Ireland, and England initiatives
- Link OH initiatives to wider economic and social policy
- Strengthened OH Forum with all OHN’s in Wales working together
- WAG sponsored OHN for SME’s
- Nurse led occupational health specialist centre or mobile unit
- Investment in NHS OH departments as per NHS Plus
- Increase links with industry – DTI to promote the benefits of OH services
- Full use of OH nurse skills in workplace health management
- OH lead in Wales equivalent to Dame Carol Black the first Workplace Health Director
- Increase RCN lobbying / working with WAG – OH nurse involvement in strategic / policy development
CONCLUSION –
RCN OH Welsh Forum

AIM:

“access to occupational health for all in Wales”

Do you want to achieve and be part of this?
ANY FURTHER ACTIONS/SUGGESTIONS?