



Briefing from Council meeting held on 14 May 2014

The meeting was Chaired by Diana Kloss and the following items discussed:

Update on the British Psychological Society (BPS)

Emma Donaldson-Feilder (EDF) informed Council that the British Psychological Society was the learned society and professional body for psychology and psychologists in the UK with a membership of over 50,000. Under its Royal Charter, the objective was to promote the advancement and diffusion of the knowledge of psychology – pure and applied – and especially to promote the efficiency and usefulness of members by setting a high standard of professional education and knowledge.

However, the title 'psychologist' on its own is not a protected title. Currently just under 20,000 psychologists are registered with the HCPC, so approximately 30,000 are not registered.

A new occupational psychology curriculum has been introduced and the five areas covered are:

- Learning, training and development
- Leadership, engagement and motivation
- Well-being at work
- Work design, organisational change and development
- Psychological assessment at work

These areas lead to research design, advanced data gathering and analytical techniques and applying psychology to work and organisations.

The route to Chartership as an occupational psychologist follows this route: Undergraduate (accredited BSc Programme), MSc (accredited postgraduate qualification) then supervised practice (minimum of two years for Level 2 qualification).

Discussion followed and EDF clarified that not all psychologists were medically qualified, and if a psychologist used the title 'Dr' it would be because they had either a Doctorate or a PhD.

The Chair informed the Council that the Law Commission had recently published a report, which amongst other things, considered the use of protected titles. The link to the document is:

<http://lawcommission.justice.gov.uk/publications/Healthcare-professions.htm>

Update on the FOM / SOM negotiations

In Olivia Carlton's absence, Alasdair Emslie updated the Council on the FOM / SOM Single Organisation. A multi-disciplinary shadow Board will be set up to ensure ethics and due diligence are maintained. SOM and FOM members will vote at the end of summer or early autumn. External professionals are giving SOM and FOM advice on values, ethics and financial matters.

Currently the new organisation does not have a name, but it was noted that the Royal College of Physicians was supportive of the potential changes.

National School of Occupational Health

It was noted that a National School of Occupational Health had now been set up and that John Harrison is the Head of School. The purpose of the School is to quality manage post-graduate training in occupational health disciplines, under the auspices of Health Education England. Initially



this will apply to training in occupational medicine in England and Wales, excluding the Defence Deanery, although it is hoped that Scotland, Northern Ireland and the Defence deanery will participate subsequently. Examinations in occupational medicine remain the responsibility of the Faculty of Occupational Medicine. Recruitment of trainees in occupational medicine is now being run on a national basis for England and Wales. There is on-going work to ensure that local interests are being served. An objective of the School is to create more rotational posts, which are felt to offer better all-round training experiences

Council strategy and business plan

Christina Butterworth (CB) updated the Council on progress made in the business plan (a copy of which is on the website):

Strategy 1: Provide employers and employees with tools to manage health

CB asked members to let her know if there were any new tools that could be put on the website.

The following were suggested: Rehabilitation tools, FCEs, HSE management competencies, European Agency (<https://osha.europa.eu/en>).

Council members were asked to contact CB and Tom Stewart (TS) with additional suggestions and links.

Strategy 2: Provide signposting for other health professionals on how to obtain competent advice and support on work and health issues for people under their 'care'

The following was noted:

- members were attending a meeting on nurse education
- the Chair (DK) was planning a conference on education in January 2015
- Presentations by Council members were taking place at each meeting
- TS would be presenting to Council in September 2014
- Rob Hampton would also be updating the Council on the Fit for Work project in September 2014
- DK was preparing guidance on appointed doctors (health surveillance)

It was recommended that proposed guidance on fitness to drive should be put on hold as the law would change in October 2014 and new legislation will then be brought in.

Strategy 3: To develop and promote consistent professional standards and develop common educational initiatives

It was noted that:

- The audit tool prepared by the physiotherapists had been completed
- BAOT were still working on mapping the AHP OH framework
- SEQOHS would be reviewed later in the year and the physiotherapists were involved in the pilot
- VRA case management information would be sent to CB

Strategy 4: To respond to consultations collectively and make the opportunity available to members to respond individually

The following was noted:



- Natalie Beswetherick was a member of the Health and Work Advisory Board, and had been invited to participate in the PIP review
- OH Nurse Connect was ongoing, and while the Council for Work and Health had ensured good governance was adhered to, the project will remain with the SOM for administrative purposes

Strategy 5: To develop the Council into a dynamic, robust and viable group working to a common purpose

The following was noted:

- The OH Workforce Project held a workshop in April 2014 and the project was developing well. Funding of £15,000 (fifteen thousand pounds) had been donated by Public Health England.
- The communication plan was ongoing and would be discussed in full at the Board meeting in August 2014.
- It was agreed that the Council's Mission statement would be reviewed at the August Board meeting and brought to Council in September for full discussion.
- It was stressed that the new assessment tool would be brought in at the end of 2014 and we must ensure that it is part of our business plan.

Financial report

A financial report (to 24.03.2014) was tabled and it was noted that at that date there was £12,707.03 in the bank account.

Request for regular financial contributions for organisations represented on the Council

The Chair asked all organisations to consider a payment of £500 (five hundred pounds) per annum to help cover core costs. There was general agreement amongst members for an annual donation.

It was agreed that a letter would be sent to member organisations requesting an annual contribution / donation. Council's mission statement and vision would be considered at the next Board Meeting and then brought to the following Council Meeting for approval.

Update on Council projects

Occupational Health Workforce Planning Group – Workshop 15 April 2014

It was reported that the workshop had been well attended with 42 out of the 50 delegates attending. There was a high energy level amongst the group and the contributions filled many flipcharts. The feedback from the workshop highlighted the following points:

- No one service or discipline can provide all the services
- Better IT was required to ensure clear signposting of service
- The evidence base in OH needs to be strengthened
- More research to address new technologies and exposures to new substances
- Better partnership with others was required – employers, insurance companies and GPs to provide cost-effective interventions

Consideration was given to 'acceptable' versus 'high quality' intervention.

- Acceptable level – risk management is critical, with practitioners following good practice guideline, including addressing the equality act where conditions such as cancer are highlighted



- High quality intervention – there would be a need for case managers who could be accessed through a variety of sources.

The greatest opportunities highlighted were the effective use of electronic communication, multi-professional working (and multi-professional support groups), and the creation of the Single Organisation.

The next steps would be the in-depth analysis of the flip chart data gathered at the workshop, more research on practice worldwide and a written progress report would be given to the Council for Work and Health for the September 2014 meeting. A final report would be prepared in spring 2015.

Educational Meeting / Workshop

The Chair informed the Council that she was planning to hold a conference, looking at core curriculum, in January 2015. Further details would be circulated in due course.

National School Conference

It was noted that the conference would take place on 26 September 2014; information had been previously circulated. It was also noted that attendance at the conference had been opened up to wider groups.

Fit for Work Project – Leicestershire Fit for Work Team

The Chair informed Council that she had received a verbal update from Mandy Kelly as follows:

The research project has now been completed. IOSH had raised a number of issues regarding the report, which have now been discussed with the researchers, and some amendments were being made to the report. It was hoped the final report would be completed in the next few weeks. The report would then be circulated to IOSH and the Council for Work and Health. It was noted that employers indicated they would use the letters from employers to GPs for particularly difficult cases but not on a comprehensive basis. The Fit Note was seen as useful where there was conflict between a general practitioner, occupational health and the employee, and there was a need to break a deadlock in complex cases.

Communications update

It was agreed that this item should be deferred to the next meeting, as the Board would consider it in August 2014.

Website

Council were asked to send updates and suggestions for inclusion on the website to Tom Stewart (TS) and the Secretariat. TS also asked that all Council members put a link to the Council on their organisations' websites.

The monthly website statistics were noted as follows: January 384, February 442, March 416, April 392.

The next meeting of the Council will take place on Tuesday 23 September 2014