KING'S College LONDON

HEOPS
Higher Education Occupational Practitioners

Role of Occupational Health

Dr Ali Hashtroudi FFOM MD LLM MSc
Clinical Director of OHSWB, GSTT
Head of National School of OH, WT&E NHS E
Chair of HEOPS

NHS England

NSOH
National School of Occupational Health

What is OH?

HEOPS
Higher Education Occupational Practitioners

- Specialist field studying the interaction between work [study] and health;

- Impact of health on work [study] → fitness to work, fitness to practise, rehabilitation
- Impact of work [study] on health → prevention (primary, secondary and tertiary)

NHS England

NSOH
National School of Occupational Health

OH Services

HEOPS
Higher Education Occupational Practitioners

Delivery

- Paid for by the employer / university
- To staff
- To students
  - Regulated
  - Non-regulated?

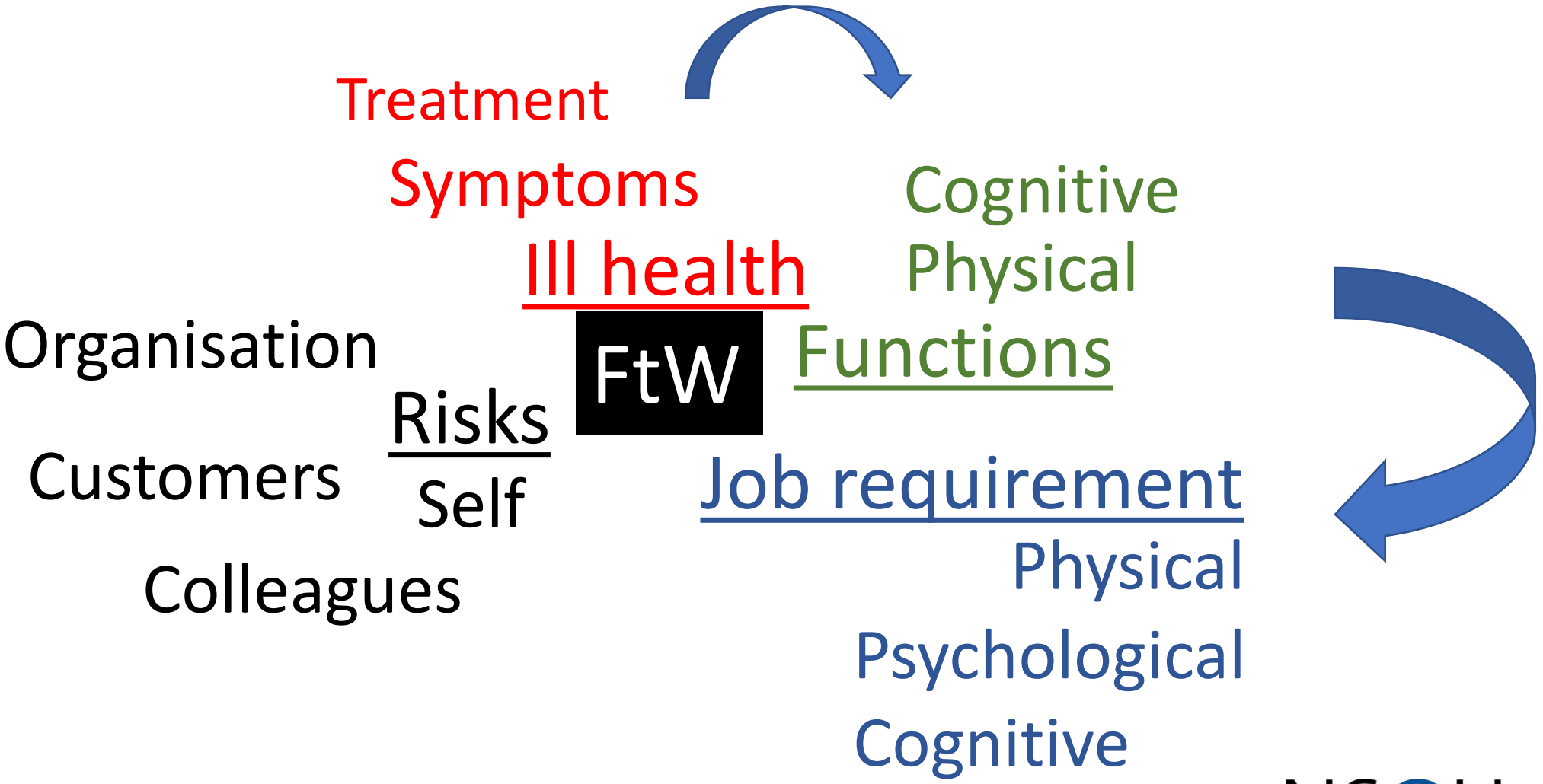
What do we do?

- Pre-commencement and induction
- Advise on fitness and rehabilitative measures
- Health promotion, health and wellbeing
- Health surveillance
- Health and safety
- Preventative measure
- Research

NHS England

NSOH
National School of Occupational Health

Health on study – FtW



HEOPS
Higher Education Occupational Practitioners

NHS England

NSOH
National School of Occupational Health

Health on study – #2,#3 Prevention

HEOPS
Higher Education Occupational Practitioners

- Temporary or chronic health issue
- Adjustments
  - Standard and common
    - Physical requirement
    - Mental health issues
    - Neurodiversity
  - Bespoke
  - Based on functional assessment
  - Patients (student) want
- Equality Act and **reasonable** adjustments

NHS England

NSOH
National School of Occupational Health

Ill health # function
Illness # unfit

Work on health

- Health aspects of the job
- Risk based approach
- Hazard / Risk
  - Physical
  - Chemical
  - Mechanical/ ergonomic
  - **Psychological**
  - Biological

HEOPS
Higher Education Occupational Practitioners

NHS England

NSOH
National School of Occupational Health

Mental ill health is multifactorial, 3P BPS model

HEOPS
Higher Education Occupational Practitioners

Risk factors	Biological	Psychological	Social
Predisposing	Genetic	Personality	Childhood events
Precipitating	Poor sleep	**Stress**	Break up
Perpetuating	Drug and alcohol		Lack of support

- Stress
  - Not diagnosis
  - Can lead to physical and mental issues

NHS England

NSOH
National School of Occupational Health

Organisational

- HSE 6 domains
  - Demands, Control, Relationships, Change, Support, Role
- Environmental factor
  - Accommodation, relationship, finance, support

HEOPS
Higher Education Occupational Practitioners
NHS England
NSOH
National School of Occupational Health

OUR role

- Risk assessment
- Risk management

HEOPS
Higher Education Occupational Practitioners

NHS England

NSOH
National School of Occupational Health

Referral and advisory role

HEOPS
Higher Education Occupational Practitioners

How

- ‘Management’ referral
- Self referral
- Picked from pre-commencement or other activities

Outcome

- Written communication to the ‘manager’ containing
  - Fitness to work (and practise if relevant)
  - Adjustment
    - Duties, hours
  - Legal aspects
    - Equality Act, Health & Safety
  - Other/ specific questions
  - Monitoring, f/u plan

NHS England

NSOH
National School of Occupational Health

Disciplines

- Doctor
- Nurse
- Allied; physio, psychologist, OT, …
- Hygienist
- Technician
- Admin
- …

HEOPS
Higher Education Occupational Practitioners

NHS England

NSOH
National School of Occupational Health

Principles

- Impartial
- Confidential
  - OH clinical records
  - Content of the report
  - Not an absolute right; overriding duties
- Consent
  - To attend
  - For interactions e.g. immunisation
  - Communicating with other healthcare professionals
  - Releasing the OH report
    - Right to see in advance and ask for change of factual errors, not giving consent

HEOPS
Higher Education Occupational Practitioners
NHS England
NSOH
National School of Occupational Health

Other support mechanisms

- Student support
- Disability service
- Faculty
- Admission
- Student office
- GP, treating doctor

HEOPS
Higher Education Occupational Practitioners

NHS England

NSOH
National School of Occupational Health

Thank you!

- Aliasad.hashtroudi@gstt.nhs.uk
- Aliasad.Hashtroudi@nhs.net

HEOPS
Higher Education Occupational Practitioners

NHS England

NSOH
National School of Occupational Health