

Future specialist community public health nursing (SCPHN) standards: occupational health nursing

Thursday 20 May 2021, 10.30-11.30 am

Please note: for GDPR purposes we are unable to attribute comments to named individuals however the original chatbox comments and questions that were posed during the webinar remain unchanged. Our responses have been added in green italic font.

Time Asked	Question Asked
10:38:51 AM BST	occupational health research <i>Response: Thank you for joining us today.</i>
10:41:59 AM BST	Diploma in OH Nursing <i>Response: Thank you for joining us today.</i>
10:42:27 AM BST	Other qualification- diploma in occupational health nursing. <i>Response: Thank you for joining us today.</i>
10:42:39 AM BST	I'm an RGN, with SPCHN-OH at Masters Level <i>Response: Thank you for joining us today.</i>
10:44:06 AM BST	have scphn and degree Health Studies have scphn and degree in health studies(occupational health) <i>Response: Thank you for joining us today.</i>
10:45:05 AM BST	I have an MSc (OH) from Birmingham University, I have SCPHN but was not allowed the OH annotation because it was not recognised, though is recognised by FOM/SOM <i>Response: In order to join the SCPHN part of our register, individuals need to have successfully completed a SCPHN programme approved by us. Also, someone with an existing SCPHN can take additional programmes to enable them to practise in a different field (NMC Circular 26/2006). This does not lead to an additional annotation on the register. This is because having more than one annotation on the register would not add to public protection as it would not show which field a SCPHN was practising in at any given time.</i>
10:55:08 AM BST	Why focus on word public health rather than occupational (work) health? <i>Response: Our standards of proficiency reflect the protected title in law which is specialist community public health nurse, not occupational health nurse. The draft standards are a combination of core SCPHN standards that are applicable to all fields of specialist community public health nursing practice and field specific standards. The language in the core standards therefore emphasises public health nursing proficiency whereas in the OHN-specific sections C, D, E and F 'spheres of influence' (as we've referred to them in the draft standards) the language is specific to each, for example occupational health nursing as this is a SCPHN field of practice. This is where we've used occupational health. We are open to specific suggestions on content and language and hope that you will share your suggestions with us through the public</i>

	<i>consultation.</i>
10:57:45 AM BST	<p>Why were Community nurses removed from public health and more importantly why are OH nurses not considered a standalone specialist practice?</p> <p><i>Response: Occupational health nursing is one of the fields of specialist community public health nursing practice that was recognised when the third part of the register was formed. This is different to those specialist community annotations found within the Specialist Practice Qualifications (SPQs) which are recordable qualifications.</i></p>
10:58:15 AM BST	<p>Should we be having a relationship with our physiotherapy and occupational therapy colleagues rather than school nurses or health visitors?</p> <p><i>Response: Multi-professional working and inter-agency working are essential to all nurses and midwives particularly for those working in specialist community public health roles. Depending on the specific field and the employment role, the nature and extent of inter-professional working may vary but agree working with AHP colleagues supports the provision of person centred care. And of course, we do not regulate physiotherapists or occupational therapists.</i></p>
10:58:41 AM BST	<p>Should be having another relationship with our human resources and health & safety colleagues?</p> <p><i>Response: Thank you. Yes good point to note as these are good examples of working inter-professionally with others.</i></p>
10:59:14 AM BST	<p>As the AEI's and partners set curriculum do the NMC set expectations that they consult with OHA's or their representatives on what is required for the future OH nurse?</p> <p><i>Response: Part 1 education framework of our education standards, which is applicable to all NMC approved education providers, places a requirement that curricula be developed in co-production with stakeholders who have relevant experience. So for a SCPHN OHN programme, we would expect that curricula is devised with inputs from stakeholders relevant to OHN such as OHAs and others relevant to OHN practice.</i></p>
11:01:16 AM BST	<p>I do get concerns about the term 'autonomous' at the end of training - I still think there should be a period of supervision and that they recognise the interdependent nature of occupational health and wellbeing.</p> <p><i>Response: After successful completion of their OHN SCPHN programme, individuals will be expected to practice with autonomy and professional accountability which doesn't necessarily mean working alone but having the confidence to undertake evidence-based decisions. Being a specialist community public health nursing role, entry to the OHN SCPHN programme is for individuals already registered with us so they do have met our registered nurse or midwife proficiencies. Entry to any professional role requires a transition to their new role as an OHN and we would expect employers to provide support in the form of preceptorship.</i></p>

11:01:51 AM BST	<p>Some OOHA work for providers and will have no influence on some objectives eg pandemics as some companies will still have their own medical guidance and this is what you have to go by. Need to have an understanding though.</p> <p><i>Response: Thank you, this is an important point and we are aware that OHNs work in a wide range of employment settings, including working in smaller inter-professional teams. However, being specialist nurses, we would expect them to work alongside and within industry protocols and influence organisational policies.</i></p>
11:01:51 AM BST	<p>Have you considered the joint responsibility for health at work - individual, employer, and OH nurse?</p> <p><i>Response: Thank you we agree that health at work is definitely a responsibility jointly owned by employers and employees with the OHN playing a key role in facilitating this relationship. Please do respond and tell us more about this.</i></p>
11:02:37 AM BST	<p>Have you considered the generational health expectations ie snowflake generation!</p> <p><i>Response: Thank you. Our draft standards emphasise the need for SCPHN OHNs to be able to work with people with diverse needs, perceptions, backgrounds and abilities, recognising their unique needs within the work environment.</i></p>
11:03:26 AM BST	<p>Need to have an understanding of health surveillance, HSE legislation, Equality Act/Discrimination etc.</p> <p><i>Response: We agree that that a good knowledge of relevant legislation and protocols is essential to OHN practice. That's why we've included this point about being able to interpret and advice on legislation, in our draft SCPHN standards.</i></p>
11:04:38 AM BST	<p>Perhaps needs to look at those OH medical courses run for our medical colleagues eg University of Birmingham if you would like us to provide more guidance on health and wellbeing strategies, how to improve, understand the recommendations of eg industrial hygiene reports. We should not be doing the role of H&S but complementing it.</p> <p><i>Response: Thank you for making this important point. We agree that NMC approved education providers who are responsible for implementing the education programmes should engage with all relevant stakeholders when they design their programmes.</i></p>
11:07:08 AM BST	<p>Is there a course for OH Diploma nurses to achieve SCPHN registration?</p> <p><i>Response: Thank you. You can check for NMC approved programmes by country on the NMC website. It is best to check directly with the education providers to understand their specific entry requirements, including the possibility of recognition of prior learning and experience.</i></p>
11:07:30 AM BST	<p>Personally I feel that a qualified nurse/midwife should have some experience first and then when moving into OH to have some experience in this as well. I found that students new to OH had perhaps unrealistic views of OH and what it involved v legislation.</p> <p><i>Response: Thank you for your response. We set the high level requirements for student recruitment and selection. Our standards</i></p>

	<i>are intentionally outcome focused. AEs will also have their own admission criteria that supports their decisions on student selection and progression but we need to be assured that these are inclusive, evidence-based and fair.</i>
11:07:42 AM BST	Supervision and guidance, mentoring important. <i>Response: Thank you for your response we agree that support, supervision and assessment are a key part of the learning experience for students.</i>
11:08:02 AM BST	- [] Potential generic public health nurse - this will be confusing to employers outside of the NHS and therefore affect the safety of practice. Employers don't know what they don't know and think that SCPHN is all they need. <i>Response: Thank you for your response. We are engaging with employers to gain their views in the public consultation and will continue to do so in the post-consultation drafting and implementation phase too in order to raise the profile of these standards. Employers can also access our employer confirmation service to check the information about individuals on our register.</i>
11:09:51 AM BST	The public ie employer feedback is important for occupational health. How have you promoted the consultation to employers? <i>Response: Yes. We're engaging with employers to gain their views in the public consultation and will continue to do so in the post-consultation drafting and implementation phase too in order to raise the profile of these standards.</i>
11:10:30 AM BST	Will there be any opportunity to register on the specialist register with the NMC with a Higher Dip in OH qualification ? <i>Response: Thank you. You can check for NMC approved programmes by country on the NMC website. It is best to check directly with the education providers to understand their specific entry requirements, including the possibility of recognition of prior learning and experience.</i>
11:11:30 AM BST	I paid for my own SCPHN qualification when those I met were funded by the NHS and I am not sure they were guaranteed a job or position at the end? I think this is unfair, will I get a refund? <i>Response: Thank you. Nurses on post-registration programmes can be funded by employers or can be self-funded. If you have any concerns, please take these up with your local AEI and /or employer.</i>
11:11:40 AM BST	It might be helpful for the NMC to be aware that the QNI is working with a number of organisations to set standards for Practice Teacher (or equivalent) education and practice, including iHV, RCN, ADNE, AAGPNE and many more as service providers have advised they are missing the Practice Teacher skills and knowledge in supporting SCPHN and SPQ. We would be pleased to know if the NMC and Occupational Health providers would like to be involved? <i>Response: Thank you for your response. We no longer approve practice teacher programmes. However, we welcome initiatives that are capable of supporting and providing additional guidance in relation to our standards to support student supervision and assessment which emphasise the need for supervisors, practice and</i>

	<i>academic assessors to be suitably prepared for their role. We know that certain countries and regions have already have undertaken work in this area.</i>
11:12:57 AM BST	Can we have some recognition with EHS agencies eg IOSH. <i>Response: Thank you for your comment. All those on our register including SCPHN OHN are encouraged to undertake additional professional development including certification and accreditation by other professional development as part of their Continuing professional development. Do consider adding this aspect to your consultation response as we are keen to understand more.</i>
11:16:39 AM BST	OH should not be based on NHS OH but from a variety of industries. <i>Response: Thank you, we agree that occupational health nursing roles exist in a wider variety of settings and industries beyond the NHS. Our draft standards are meant to be applicable across industry, non NHS settings and NHS settings and we hope to engage with stakeholders in a variety of industries. We would encourage our stakeholders to cascade information about this public consultation to their networks too so that we hear from a diversity of views to shape this important work.</i>
11:19:44 AM BST	Health surveillance important, how to undertake is important along with interpretation but not necessarily taught in University, just skimmed over. Cannot courses join forces with eg Amplivox or Vitalograph or respiratory consultants etc for more? <i>Response: Thank you for your response. NMC approved education providers are responsible for course design, development and delivery that meet our regulatory standards. How they do this can be decided locally and if there are additional local requirements, these can be included. We expect that education providers engage with relevant stakeholders when designing and delivering courses. After qualifying as SCPHN OHN, individuals may also want or need to undertake further accredited certification education and training as part of their continuing professional development.</i>
11:21:14 AM BST	I'm old 'certificate' trained, on site at a nursing school based with hospital. what about these people in the same position, does this mean to say they are not capable. I did however get a degree that was not nursing related. <i>Response: We recognise and welcome the different routes of entry to nursing and post-registration qualifications. Individuals can gain competency through formal education and training as well as through professional experience, both of which are valuable which is why we've included the recognition of prior learning and experience point in our education standards.</i>
11:22:27 AM BST	How will the NMC improve the image of OH nursing? Seems to be the poor cousin in contrast to health visiting and school nursing. We are vital to the nations, reducing absence, improving health, maintaing H&S compliancy and yet there is so few of us. <i>Response: We hope that our standards and this review of our post-registration standards will help to highlight the different specialist community public health nursing roles and the excellent work they do. We also hope this will raise the ambition of the professions and</i>

	<i>attract people to these roles, including OHN.</i>
11:28:06 AM BST	No disagree with your reasoning in public health rather than occupational health. <i>Response: We welcome diverse views and would request you to formally share your response by participating in the consultation to help shape these standards.</i>
11:28:50 AM BST	Thanks, looking forward to engaging. <i>Response: Thank you, please do respond to our consultation.</i>
11:29:06 AM BST	Workplace health should be recognised as a field by itself. <i>Response: Thank you for this comment. Please do formally share your comment by participating in the consultation to help shape these standards. We're happy to consider language and wording in the draft standards and welcome input through consultation responses.</i>