



Staffing requirements

The foundation for quality OH provision is a rich mix of skills and expertise drawn from different specialist disciplines. OH providers supporting NHS staff must comprise a skilled multidisciplinary team of specialists in occupational medicine, OH nursing and others.

Providers must be capable of providing the widest range of services either directly or by coordinating services and expertise from other specialists and must have contingency plans in place to deal with the loss or unavailability of key members of the occupational team.

If an organisational or public health need is identified, OH Service providers should be flexible to reflect this need in their staffing. For example, if it is identified that there is a particularly high incidence of obesity in an area, it is reasonable to expect there would also be a high incidence of obesity in NHS staff living and working there, and the OH teams should reflect this in the services and specialists they provide and employ.

OH providers should demonstrate that specialist practitioners meet recommendations for continuing professional development (CPD). Registered specialists in occupational medicine should have the personal qualities and clinical expertise to act as a consultant for the NHS. Any doctor applying for a consultant post must hold either a Certificate of Completion of Training (CCT) or a Certificate of Eligibility for Specialist Registration (CESR) in the specialty.