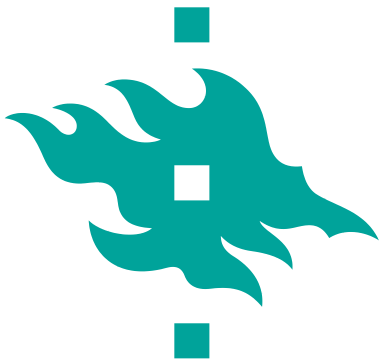


UEMS WG 1 Specialist Training in Occupational Health and Medicine

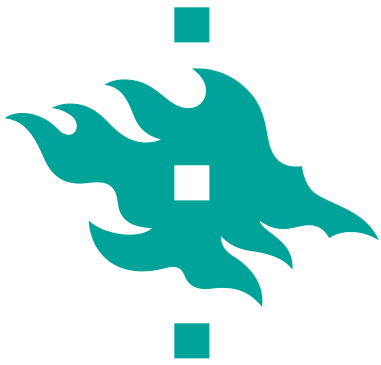
UEMS meeting
October 3, 2015 Sibenik



WG 1 Specialist training in OM and OH

WHAT IS WG1?

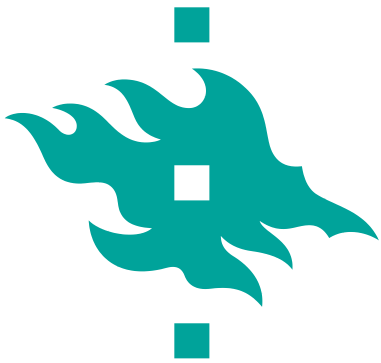
- UEMS OM Section Board established WG1 in RIGA 2014
- "Training process in OM and its harmonization in EU member states" (Tor Erik, Giso, Maija, Thomas, Maria Ana, Satu, Karl, Nikki, Ole, Jadranka, Kari)



WG 1 Specialist training in OM and OH

AIMS OF THE WG1

- 1) Assess the situation (training process, evaluation etc.) in EU member states
- 2) Make a proposal of the best model of training (vs. Chapter 6) => CURRICULUM
- 3) Plan of the future actions needed for the improvement
=> IMPLEMENTATION
=> EVALUATION (exam, etc.)



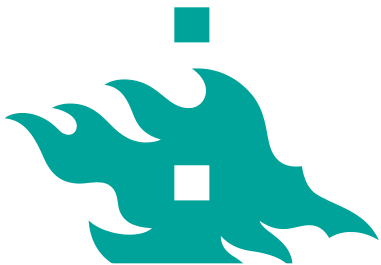
TASK 1:

”Assess the situation (training process, evaluation etc.) in EU member states”

Training of Occupational Medicine, Europe

Duration (years)

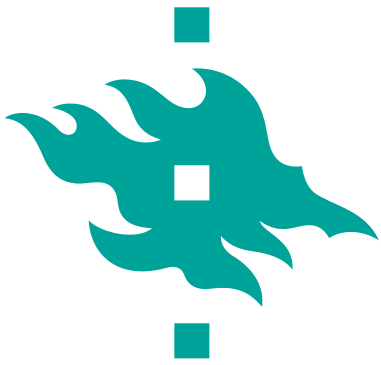
	Common Trunk	Specialist training	Total
Ireland	4	4	8
United Kingdom	3	4	7
Norway	1,5	5	6,5
Denmark	3,5	3	6,5
Finland	2	4	6
Germany	2	3	6
Slovenia	1	4	5
Croatia	1	4	5
Portugal	1	4	5
Switzerland	3	2	5
Spain (from 2005)	0	4	4
Italy	0	4	4
Belgium	0	4	4
The Netherlands	0	4	4



Postgraduate specialist training in occupational medicine

Survey by EASOM (Gehanno and Schmeisser 2013)

	Belg	Ger	Gre	Fra	NL	Pol	Spain	Turkey	UK	Fin	Port
Med schools + postgraduate training (n)	7	7	1	29	2	3	22	92	3	5	3
New specialists in 2011 (n)	50	200	120	25	?	33		?	?	45	?
Ops, NO specialist degree (n)	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Practicing Ops (n)	1100	11300	550	5377	2200	9995	10500	3300		1600	900
Ops with specialist degree (n)	900	5000	150	5377	1900	3205	6000	0		780	900
%	82 %	44 %	27 %	100 %	86 %	32 %	57 %	0 %		49 %	100 %
OH service during the training (months)	24	36	6	24	48	30	36	27	48	30	48
Other clinics during the training (mths)	?	24	8	24	0	18	12	?	24	18	36-72
Mandatory training in academic centers	No	No	No	Yes	No	Yes	Yes	Yes	No	Yes	Yes
Mandatory theoretical training (hrs)	820	360	1300	300	576	660	800	220	0	100	700

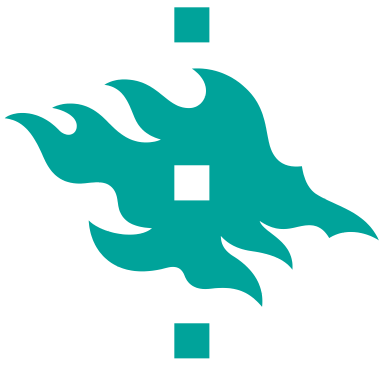


UEMS OM Section

CHAPTER 6

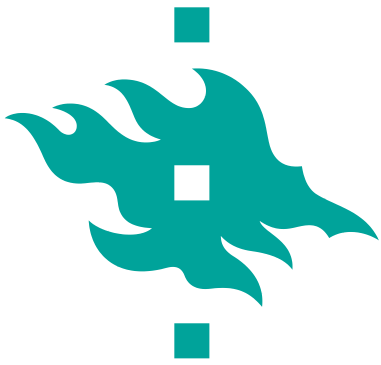
”European training requirements for the speciality of OM”

- European standards of post graduate medical specialist training
- Training requirements for trainees
- Content of training and learning outcome =>
 - 1) Theoretical knowledge
 - 2) Practical skills



Specialist training covers 10 fields

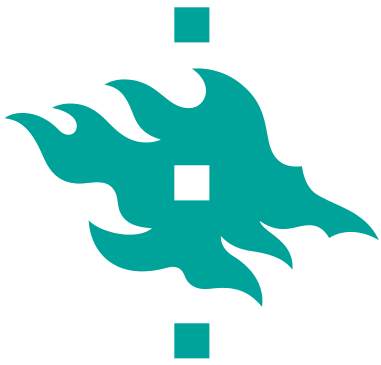
- 1) Framework for practice
- 2) Clinical practice
- 3) Fitness for work, rehabilitation, disability assessment
- 4) Hazard recognition, evaluation and control risk
- 5) Business continuity, disaster preparedness, emergency management
- 6) Service delivery and quality improvement
- 7) Leadership, policy development, professionalism
- 8) Epidemiology and preventive health
- 9) Research methods
- 10) Effective teaching and educational supervision



Theoretical **knowledge** (Chapter 6)

3) Fitness for work, rehabilitation, disability assessment

The culture of fitness for work and principles of workability, the knowledge required to assess function in workers or potential workers who are suffering from chronic disease or rehabilitating from acute injury or ill health, in a workplace setting and the use of workplace restrictions, potential adaptations and rehabilitation, also knowledge for specific occupations and industries, the potential risks and requirement for specific assessment assist in assessment of fitness.

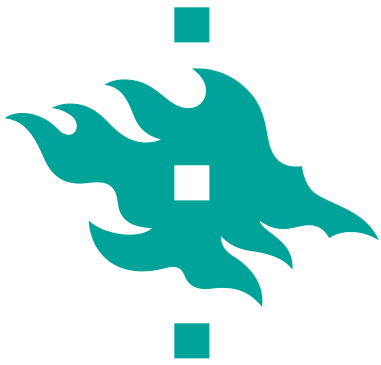


Practical and clinical **skills** (Chapter 6)

3) Fitness for work, rehabilitation, disability assessment

Demonstrate

- the ability to assess disability, in patients with chronic disease or rehabilitation from acute injury or ill health, make appropriate decisions on fitness for work, with appropriate workplace adjustments/restrictions rehabilitation
- the ability to perform a functional assessment appropriate to the risk profile of the occupation/industry including any specialist investigations and make appropriate recommendations with regard to fitness for work



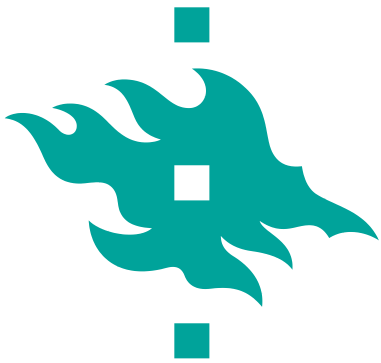
Knowledge and skills (after 2 years)

3) Fitness for work, rehabilitation, disability assessment

Be able to take a relevant clinical and occupational history from a worker/potential worker with chronic disease or recovering from a significant acute injury/ill health demonstrating good communication skills as described in domain 2, an understanding of clinical presentation and natural history illness the consequences of therapeutic use of drugs, on health, safety and performance and the role of psychological, social, and domestic factors have in the occupational impact of chronic disease.

Be able to assess a worker/potential worker with chronic disease or rehabilitating from acute injury or ill health. This should include the identification and assessment of individual factors relevant to specific employment and may include assessing fitness for work against an existing standard where appropriate. This should include an assessment of capacity for work including prognosis through a comprehensive clinical and workplace based approach.

Demonstrate respect a worker/potential worker's dignity and confidentiality, taking into account any cultural issues and demonstrate the ability to take informed consent allowing disclosure when appropriate and managing any ethical issues which arise during the consultation. Appreciate the need for a chaperone and/or 'advocate' where appropriate. Understand the assessment of fitness for categories of vulnerable workers including the older worker, women of reproductive capacity, young



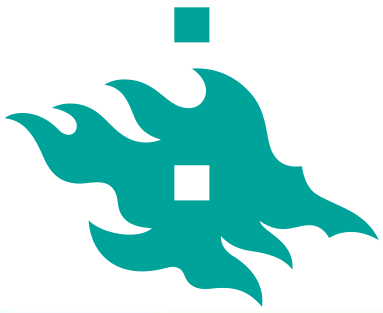
Knowledge and skills (after 4 years)

3) Fitness for work, rehabilitation, disability assessment

Be able to meet the expected performance described above on the management of complex cases in which significant support and workplace adjustments are likely to be necessary. This includes consideration of rehabilitation, redeployment, workplace adaptation, retraining or ill health retirement. Consultations should demonstrate a robust ethical framework in which allows difficult decisions to be made competently.

Be able to perform a clinical assessment of disability and fitness for work post-injury illness including a comprehensive individual risk assessment showing an understanding of compatibility between the worker and the workplace, the role ergonomics and psychosocial and other hazards. This may include implementing other professionals' recommendations without prejudice.

Management plans should demonstrate knowledge of measures that the employer, the employee, the workplace and other organisations may take to promote workability and support the functional capacity of all employees.



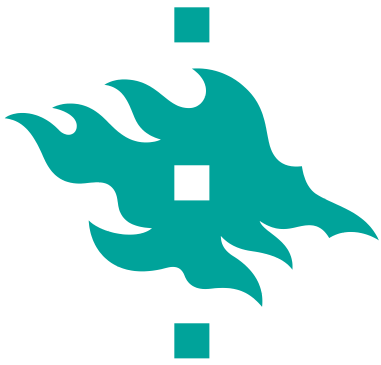
Learning outcomes

Competences and Attitudes
C + A

Knowledge
h



Skills
S

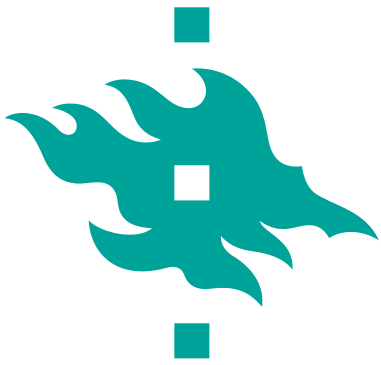


UEMS OM Section

CHAPTER 6

”European training requirements for the speciality of OM”

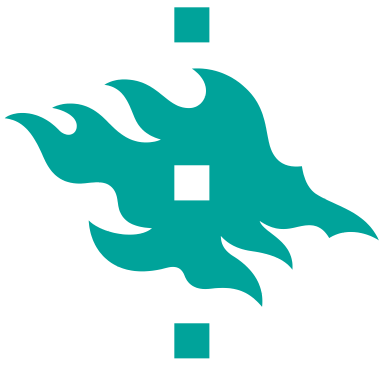
- European standards of post graduate medical specialist training
- Training requirements for trainees
- Content of training and learning outcome =>
 - 1) Theoretical knowledge
 - 2) Practical skills
 - 3) Competence and attitudes??



Competence and attitudes

3) Fitness for work, rehabilitation, disability assessment

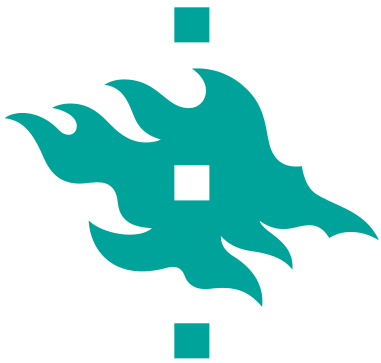
- ???????



Specialist training covers 10 fields

- 1) Framework for practice
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- 5) Business continuity, disaster preparedness, emergency management
- 6) Service delivery and quality improvement
- 7) Leadership, policy development, professionalism
- 8) Epidemiology and preventive health
- 9) Research methods
- 10) Effective teaching and educational supervision

SOMETHING MISSING??



-
- How to build up and continue the **clientship** between the OH center and companies/workplaces?
 - **Worksite visit**, reports and statements concerning findings
 - How to **promote** the **wellbeing of workers** and **function of work organization**?
 - Shift from
 - individual => work organization
 - risk evaluation => workability promotion