

## OMST 2022 – Summary of Learning Outcomes and Professional Capabilities

Learning Outcome	PC ref	Professional Capabilities
LO1: Professional values and behaviours	1a	Maintains confidentiality but judges when disclosure is required in relation to legal accountability ethical principles and safety considerations.
	1b	Applies knowledge of specific legislation and ethical frameworks across all four nations, advising workers and managers.
	1c	Recognises and appropriately applies principles reflecting the importance of medical ethics, confidentiality and consent.
LO2: Professional skills and knowledge: Communication	2a	Recognises the importance of the relationship between health and work, and work and health, identifying where communication can support or hinder this.
	2b	Develops effective relationships with workers, employers, trade unions and other stakeholders.
	2c	Demonstrates the ability to produce clear, legible and accurate reports in written form.
	2d	Communicates risk to stakeholders.
LO3: Professional skills and knowledge: Clinical practice	3a	Considers the full range of management options available, including pre-placement assessment, sickness absence, modified duties, ill health retirement and/or redeployment.
	3b	Assesses and manages workers with chronic disease and those rehabilitating from acute injury or ill health using the biopsychosocial model.
	3c	Assesses functional capacity and evaluates fitness for work, to include initial, periodic and statutory assessment.
	3d	Liaises with other healthcare professionals as appropriate.
	3e	Diagnoses work-related ill health and occupational disease.

Learning Outcome	PC ref	Professional Capabilities
LO4: Workplace risk	4a	Provides workplace managers with appropriate recommendations, including health surveillance and occupational hygiene input, aimed at workplace improvements in relation to health.
	4b	Liaises with safety representatives, safety officers, occupational hygienists, ergonomists and other specialists in the assessment of working environments.
	4c	Explains and manages the difference between association and causation in a workplace setting.
LO5: Health promotion and illness prevention	5a	Demonstrates knowledge of cultural, social, religious and economic factors and their influence on workplace health and wider public health within a biopsychosocial model.
	5b	Assesses the need for, organises, delivers and evaluates health promotion across a range of workplace environments.
	5c	Recognises and advises on health risks in the local environment arising from workplace activities.
LO6: Leadership and Team working	6a	Strategically plans and sets objectives for the delivery of an occupational health service.
	6b	Effectively manages and evaluates an occupational health clinic.
	6c	Supervises, challenges, influences, appraises and mentors colleagues and peers to enhance performance and to support development.
	6d	Promotes and effectively participates in multidisciplinary and interprofessional team working.
LO7: Patient (worker) safety	7a	Demonstrates the ability to mitigate against safety risks.
	7b	Recognises when safety has been compromised and escalates appropriately.
LO8: Quality improvement	8a	Identifies quality improvement opportunities.
	8b	Engages with stakeholders, including workers, doctors and managers, to plan and implement service delivery and quality improvement.
LO9: Safeguarding	9a	Promotes the professional responsibility of safeguarding.
	9b	Demonstrates knowledge of workplace bullying and harassment and the impact on workplace health.

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LO10: Education and training	10a	Optimises, plans and delivers teaching and learning opportunities to health professionals.
	10b	Attains skills to enable confident supervision, recognising the skills of both clinical and educational supervisors and the provision of constructive feedback.
	10c	Facilitates learning in the workplace across a wide range of groups and audiences, including employers, workers and colleagues.
LO11: Research	11a	Adopts an evidence-based approach to occupational medicine.
	11b	Demonstrates independent evidence-based development to support the revision of guidelines and procedures.
	11c	Capable in the use and management of information, and the reflective use of information technology.