

Senior Occupational Health Advisor

District/Department	HR Services – Occupational Health Unit	Rank/Grade	Band G
----------------------------	--	-------------------	--------

Role purpose:	To provide leadership to a small team of OHAs, a technician and a physiotherapist. Deliver an effective and efficient customer-focused service in compliance with legislation, and relevant guidance. Improve service provision standards of health and well-being to support force objectives.
----------------------	---

Summary of Main Duties:

Deliver an effective and efficient customer-focused service.

Help to identify, prioritise, develop, deliver and evaluate evidence-based OH interventions.

Ensure that the OH advice offered is clinically appropriate, of a high standard and robust to support decision making for managers and HR.

Contribute to the delivery of the organisation's Health and Wellbeing strategy.

Deliver OH services including fitness for work, preplacement, attendance management, health surveillance, vaccinations, contamination incidents, health promotion etc.

Oversee the management, performance and welfare of the OHA team, providing motivation, supervision and dynamic leadership.

Engage in the strategic development of OHA delivery to meet SYP requirements and in line with best practice.

Develop, implement and maintain a robust audit process to ensure advice provided supports management decisions, is consistent and complies with confidentiality requirements and codes of professional practice.

Creatively challenge existing ways of working and foster a culture of continuous improvement.

Provide support and guidance to Managers and HR regarding absence management, attendance at work and preventative action.

Review and support SYP policies and processes to ensure that they support operational delivery.

Ensure that risks to the Force, District/Dept are identified and escalated at the earliest opportunity.

Competencies/behaviours

*Please access the College of Policing website and refer to the **Competency and Values** for a definition of the values and essential behaviours for each required competency level.*

Competency https://profdev.college.police.uk/competency-values/	CVF Level Level 1 – Practitioner Level 2 – Supervisor/Middle Manager Level 3 – Senior Manager/Executive
We are emotionally aware	2
We take ownership	2
We are collaborative	2
We deliver, support and inspire	2
We analyse critically	2
We are innovative and open-minded	2
Core values for ALL employees:	
Integrity Impartiality	Public Service Transparency

Experience, Education and Skills: <i>Ideally between 4 and 6 of each</i>
Essential Criteria (used for short-listing):
Professionally qualified in Occupational Health Nursing (Degree or Diploma) - along with significant understanding and practical experience in the health sector.
Proven managerial experience providing leadership and supervision with evidence of developing and implementing improvements in delivery.
Case management experience.
Passion for excellence and high standards of client care.
Effective change management, planning and negotiation skills.
Excellent communication, influencing and relationship management skills.
Proven ability to manage a challenging workload and support future OH plans.
Previous experience of leading professional staff and optimising performance.
Ability to travel within SYP to deliver an agile OH service.
Desirable:
Knowledge and understanding of health and wellbeing issues facing Policing.
Thorough understanding and application of professional regulatory frameworks and their relevance to SYP occupational health services.