



Proposed Structure and Content for OHN Post-Graduate Qualification

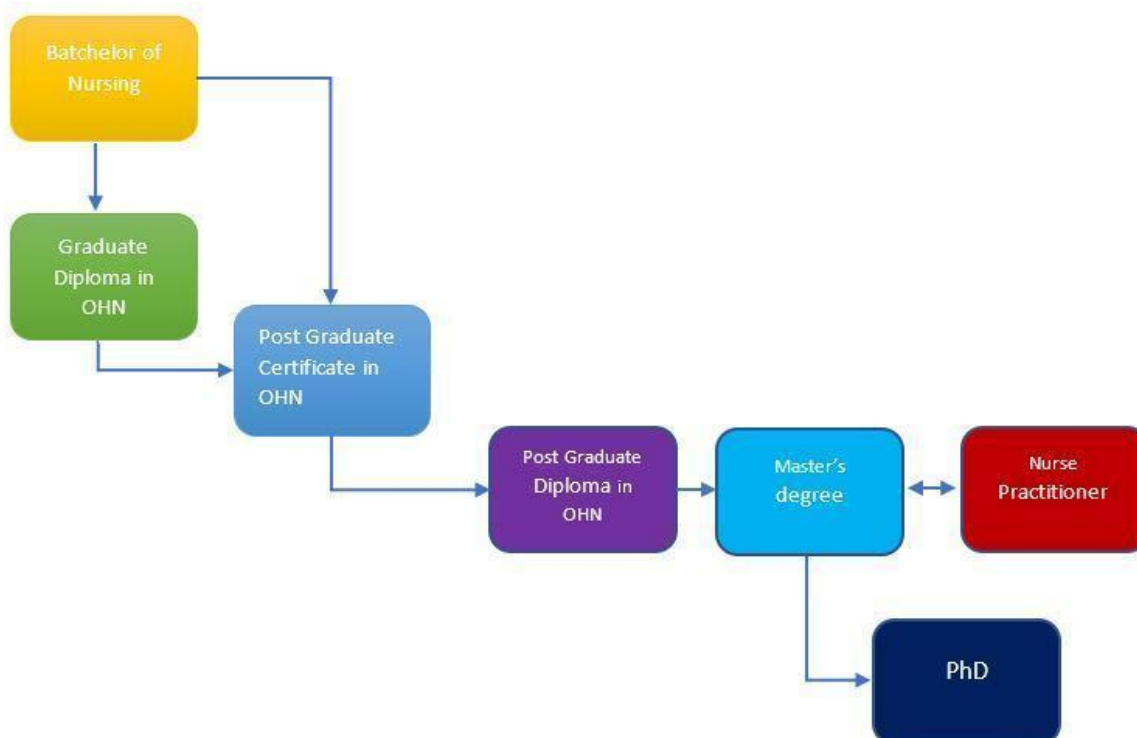
Introduction - OHN Career Pathway

Occupational Health Nurses (OHNs) lead and work in a range of working environments and businesses. They lead services to enhance the health and wellbeing of people in their workplaces and beyond. Working autonomously, they are a strategic partner with businesses, delivering healthcare services within the work environment. As a distinct group of primary health care professionals, they help to prevent work-related ill health and disease, designing for healthy workplaces that are safe, efficient and inclusive. Tertiary education is an important component of the professional development of OHNs.

The New Zealand Occupational Health Nurse Association (NZOHNA) Education and Career Pathway project team (2021) has been developing an education pathway for our nurses that will enhance the nurses' skills and develop advanced specialty practice. To support this work a framework of occupational health nursing standards and competencies for our Registered Nurses has been developed (see Appendix??)

We have focused on 2 pathways for our nurses education:

1. Graduate Diploma: for beginner and competent practicing nurses in Occupational Health, and
2. Post-Graduate Diploma: for those proficient and expert nurses wanting to advance their specialty knowledge and potentially work towards a Masters Degree or Nurse Practitioner Registration.



GRADUATE DIPLOMA IN OCCUPATIONAL HEALTH NURSING

We envisage the development of a qualification for OHNs which focuses primarily on technical skills, and foundational knowledge in occupational health assessment and management. This would enable entry level or competent OHNs to gain a qualification which recognises the technical skills they have attained. It also provides an opportunity to incorporate education at an introductory level around occupational health risks, health assessment and managing injuries/illness in workplace settings and health promotion. The paper will be at Level 7 and consist of one compulsory paper:

1. **Technical skills** - audiometry, spirometry, respirator fit testing (Qualitative and Quantitative), visual acuity and colour discrimination assessment, urine drug screening and alcohol testing (using accredited laboratories), biological specimen testing, skin assessments, adult immunisations, manual handling training, PPE selection

2. **Foundation Knowledge**

Health assessment: Occupational history, baseline observation, annual screening linked to exposure monitoring, pre employment and exit screening and/or assessment, consent and sharing of information, legal requirements of screening

Occupational health risks - introduction to biological, chemical, physical, environmental, psychosocial risks

Identifying and managing work related injuries and illness: musculoskeletal disorders (MSD), Noise Induced Hearing Loss (NIHL), occupational asthma, dermatitis

Occupational health promotion, advice and education in the workplace

This course would be delivered by a tertiary education institution in consultation with the NZOHNA. NZOHNA acknowledges this proposed Graduate Diploma may not fit with an individual University's own pathway, so we would leave it up to the individual university to express an interest in this, if they wish.

POST GRADUATE CERTIFICATE IN OCCUPATIONAL HEALTH NURSING

A post-graduate certificate in Occupational Health Nursing will be a foundation course for nurses wanting to advance to a Master's Degree or to Nurse Practitioner status. Additional business papers, risk management papers, rehabilitation papers etc. can be added to this to create a post-graduate Diploma or a Masters. The papers will be at Level 8 and consist of two compulsory papers.

Paper 1: Workplace Health, Risk and Wellbeing

Paper 2: Advanced OHN Practice in Workplace Health, Risk and Wellbeing

Provider: School of Nursing (or postgraduate school of nursing) within a New Zealand (NZ) University. Approximate cost to student = \$7K to \$10K.

Paper 1 Workplace Health, Risk and Wellbeing

<p>NZ Legislation and its application to Workplace Health, Risk and Wellbeing.</p>	<ul style="list-style-type: none">• Health Safety at Work Act (HSWA) (2015) and regulations i.e General Risk and Workplace Management Regulations 2016; Worker Engagement, Participation and Representation Regulations 2016; Hazardous Substances, Asbestos etc their interpretation for OHN practice and the workplace.• ACC legislation - claims and the role of OHN in case management and rehabilitation.• Approved Codes of practice (ACoPs), Codes of Practice and Good Practice Guidelines (GPG).• Health information Privacy Code - client confidentiality and the tension between business and health care professional standards.• NZ Health Strategies.• WHO and ILO Frameworks, Plans, Guidance and Reports• OHN Ethics• Principles of risk management and their application in the workplace.
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<p>Health Promotion</p>	<ul style="list-style-type: none"> ● Understanding the complex relationship between work, working conditions, psychological processes and health and wellbeing. The impact of work on health and health on work. ● Management of chronic diseases. ● Design of appropriate OH programmes, including hearing and respiratory protection programmes, integrating legislative requirements and 'good practice' standards. ● Health and wellbeing programmes in the workplace, targeted and tailored to the workplace's health risks: development of, their effectiveness and analysis of benefit. Programmes may include: Sleep, nutrition, smoking cessation, exercise and activity, cancer prevention, drugs and alcohol. ● Complex organisational factors influencing psychosocial wellbeing, workplace bullying and harassment. ● Human Factors - an introduction. ● Behavioural Science - an introduction.
<p>Health Protection</p>	<ul style="list-style-type: none"> ● An exploration of the The OHN role as a navigator of the health system. ● The application of nursing frameworks to the work carried out by OHNs in NZ workplaces e.g The Watson Caring Model and Patricia Benner Novice to Expert Nursing Theory. ● The WHO and ILO Healthy Work Framework and Action Plans - application in NZ workplaces. ● The identification, assessment, control, monitoring and evaluation of health risks - biological, chemical, physical, ergonomic, environmental, psychosocial. ● Managing health variants in the workplace e.g. medication, disability. ● Health support of the worker through life stages. ● Introduction to the foundations of occupational hygiene (incl. toxicology).

	<ul style="list-style-type: none"> ● Infection prevention and control in a workplace setting - including in a pandemic preparedness context.
<p>Prevention of Disease</p>	<ul style="list-style-type: none"> ● Exploration of the socio-economic, behavioural, biological and societal determinants of health and disease. ● Health assessment and clinical decision-making - including Maori (incorporating Principles of Treaty of Waitangi) and other cultural perspectives, taking an occupational health history and comprehensive holistic health assessment. ● Referring workers for further investigation by way of interdisciplinary referrals i.e. to Occupational Health Physician or other healthcare professionals ● Advising on health variants and fitness for work/role. ● Exposure, biological and health monitoring: the differences and synergies. ● Immunisations (Adult.) ● Managing sickness-absence and presenteeism. ● Occupational diseases - cancers, respiratory disease (e.g. silicosis, asbestosis), skin diseases, Noise Induced Hearing Loss (NIHL), Musculoskeletal Disease (MSD), Vibration etc. ● Psychosocial disorders. ● Case management, injury management and rehabilitation plans - their development, implementation and evaluation for the worker and Person Conducting a Business or Undertaking (PCBU).

Paper 2 Advanced OHN Practice in Workplace Health, Risk and Wellbeing

Change and Innovation	<ul style="list-style-type: none">● Analysis of the OHN role & their effectiveness and value to an organisation.● Governance e.g. corporate strategy, risk oversight and clinical governance.● Business planning - strategic and operational plans.● Safeguarding worker health through development of policies and procedures.● IT: Systems and Telehealth national and international operational context.● Management, storage and access to personal health information, including legislative requirements.● Coaching, mentoring and influencing.● Business acumen skills.
Measuring and improving OHN practice and outcomes for the worker and Person Conducting a Business or Undertaking (PCBU)	<ul style="list-style-type: none">● Population Health (actors that contribute to a population's health and wellbeing).● Epidemiology in Occupational Health: how often occupational illness and disease occurs in different groups of workers and why. Carrying out trend analysis.● Using Epidemiological information to plan, implement and evaluate strategies to prevent illness and as a guide to the management of clients in whom disease has already developed.● Quality Improvement Processes: the characteristics in health, risk and wellbeing that can be measured, analyzed, improved, and controlled.● Monitoring and evaluation processes including developing metrics for health, risk and wellbeing such as lead and lag indicators.● Auditing and quality control processes.● Cost benefit analysis of health, risk and wellbeing programmes.● Best practice evidence: how to find it and apply to everyday practice.

	<ul style="list-style-type: none"> ● Critically analyse the historical factors and current determinants of health impacting on hauora Māori/Māori health. ● Incorporating Treaty of Waitangi principles in practice. ● Managing Diversity in the workplace. ● Assignment suggestion: the participants identify and carry out a quality improvement process in their workplace which improves the outcomes for the business and workers. This work is presented at the annual NZOHNA national conference.
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POST GRADUATE DIPLOMA IN OCCUPATIONAL HEALTH NURSING

Following on from a post-graduate certificate using the two compulsory papers (above), a postgraduate diploma may also be undertaken by the addition of two other postgraduate level papers.

Provider: A variety of papers are currently available at Massey, Victoria, Auckland University, AUT and Otago (NZ) Universities. Cross crediting between Universities should be considered as an option. The approximate cost to a student = \$15K to \$20K.

The speciality paper can for example, be in the current area of practice or interest.

Paper 3: Research paper (compulsory if wish to progress to Masters) or Specialty paper (Options to be identified with University).

Paper 4: Specialty paper e.g. for Nurse Practitioner pathway, education, clinical or non-clinical management, research or policy (Options to be identified with University).