

The objective of workforce planning is to develop knowledge and intelligence data on the workforce, to inform decisions at local level and to drive improvements in Occupational Health service outcomes.

**Methods** Organisational Development Approach/Practice Development Approach

The workforce planning approach involved the following points -

- The main stakeholders were committed to and involved in the planning process with clear lines of responsibility and accountability being defined.
- Build from a structured information base on current staffing, and relevant activity for departments.
- The development of an overview analysis to identify need for and scope for change.
- An agreed unit workforce plan, which included a cycle of review and update.
- Support at National Level was a key factor in this project
- The Team Project was part of a Future Leaders Programme with the Royal College of Surgeons in Ireland, Institute of Leadership.

**Result** Approved Workforce Planning Toolkit

- The toolkit is robust addressing measurement of demand, capacity, capability, key performance indicators, and business planning.
- It has been used within the Workplace Health and Wellbeing Unit for OHS, the toolkit is continually reviewed to ensure that it is user friendly to acknowledge differences in work practices and at the same time promote standardisation.

**Discussion** Optimising Healthcare Workers

- This toolkit provides a framework for workforce planning within Occupational Health Nursing
- The WHO (2016) predicted a significant shortfall of healthcare workers.
- Further work needs to be done in relation to integrated succession planning for Occupational Health Services.

777

### INTERDISCIPLINARY AND EXPERIENTIAL EDUCATION IN OCCUPATIONAL SAFETY AND HEALTH

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**Introduction** The New York and New Jersey Education and Research Centre (ERC) provides a range of graduate continuing education for occupational safety and health (OSH) professionals in training. A key element of the education is to provide interdisciplinary and experiential education to industrial hygienists, ergonomists, occupational medicine physicians and other health and safety trainees to prepare them for the collaboration required to solve the complex occupational health and safety problems they will face in their careers.

**Methods** The ERC has developed an innovative interdisciplinary and experiential training approach that provides an historical aspect, while allowing the graduate students to identify solutions to occupational issues from a multi-disciplinary approach. The ERC developed a tour that brings students to sites of historical and/or contemporary significance in the

occupational safety and health and environmental fields. Sites included automobile manufacturing, a coal mine, a granite quarry, fishing boats, steel manufacturing, an asbestos mine, and others.

**Results** The ERC has conducted twelve tours, and has included 208 trainees as participants. The participants consistently rate the tour as providing a high amount of OSH knowledge gained, and that the goal of providing interdisciplinary education was achieved.

**Conclusion** This tour has been successful in bridging the OSH fields to better understand how occupational and environmental exposures have occurred, in order to prevent future exposures so that workplace conditions and health can be improved. Trainees state the experiential aspect provides knowledge and skills not otherwise learned in traditional educational experiences.

833

### THE DEVELOPMENT OF STANDARDS FOR OCCUPATIONAL HEALTH SERVICES IN THE IRISH HEALTH SERVICE

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**Introduction** Standards were developed in response to concerns that Occupational Health Services were fragmented and inconsistent and that there was a requirement for standardisation nationally. Following an international trend many OHS services were seeking an accredited service that would address these concerns.

**Methods** One of the first priorities of the newly formed Workplace Health and Wellbeing Unit was to commence a review of existing International OHS Standards. The service developed unique standards in line with the Quality Assurance Framework (QAF) Safety and Quality Improvement Directorate. A workshop was held with HIQA to discuss the format and process to develop standards under this Framework.

A Standards Project Group was set up and included representatives from Health and Safety, Staff Health and Wellbeing and Occupational Health Services Nationwide.

In accordance with the HIQA Framework, an Expert Advisory group was also convened. 2017.

The draft standards were sent out for broad consultation, including to service users, in April 2017 and outlined to the profession at the annual WHWU conference in May 2017.

**Result** Standards for Occupational Health Services in the Irish Health Service were approved on May 19th 2017. ISBN 978-1-78602-044-4.

The standards are grouped according to 5 themes as follows:

- Worker centred care,
- Safe and effective care
- Leadership management and governance
- Workforce planning and resources
- Use of Information

**Discussion** A training needs analysis was conducted and a blended approach to support the implementation of these standards will take place.

The development of standards for other divisions is under consideration.