

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.

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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.

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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.

The role of multi-disciplinary team work was a key factor in this practice development project.

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CORE COMPETENCIES IN OCCUPATIONAL MEDICINE IN BRAZILIAN PROCESSES FOR SPECIALIST EDUCATION, CONTINUOUS EDUCATION AND CERTIFICATION

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Introduction The core competencies required for occupational physicians (OP) need to be adapted continuously evolving around the world. Since 2002 the Brazilian National Association of Occupational Medicine (ANAMT) is guiding the training and certification processes, quite similar to other Occupational Health Associations in the European Union or in some other individual countries around the world. The aim of this study was to describe the process and the results of a Brazilian assessment, to actualize existing data, seek consensus and identify the common core competencies required for OP nowadays.

Methods A modified Delphi study was carried out among 223 OP's, associate members of the ANAMT. The study was conducted in two rounds (round 1: rating of the principal competency domains; round 2: ranking) using a questionnaire based on the specialist training syllabus of different countries, expert panel reviews and conference discussions.

Result There was broad consensus on all identified competency domains with scores of 90% and over in every domain. In the first step the results were organised in six domains, 24 general competencies and 124 specific competencies. The competency to act ethically and professionally was considered as core around which the four basic domains are organised: analysis and intervention on the health condition; study of working conditions and proposals for improvement; integrated health management; safety, environmental and health promotion and education. The sixth domain, considered as transversal to the others, includes skills in communication, interpersonal relations, teamwork and leadership as well as knowledge management. In the second round of the study, this competency cast was reorganised and hierarchized, resulting in 4 main domains and 60 specific competencies.

Discussion and conclusions This study has established the current priorities amongst Brazilian OP's concerning the core competencies required for OH practice and the results seem in concordance with similar studies conducted worldwide. These findings can serve as a platform for the qualification processes for medical residence/specialisation trainings and specialist certification.

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INDUSTRIAL WELFARE NURSE COURSES IN HUNGARY BETWEEN 1933 AND 1945

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Introduction Occupational Health Nursing aims at securing the health, safety and well-being of the workforce. The purpose of this presentation is to introduce the origin of specific education for the occupational health nurses, which fell into oblivion by this time.

Methods The research method was a holistic data gathering in which printed and online available archival, literature, legal sources and press-material between 1883 and 1950 were explored. A search of the electronic databases was concluded, using the keywords 'nursing', 'history', 'education' and 'teaching'. Content analysis using bibliometric and historical research methods on available documentation sources.

Results The idea of the training of Industrial Welfare Nurses developed by Dr Mária Balogh (1895–1970?) secondary school teacher. The first factory-nurse course has been started in 1933 in Budapest, Hungary. Participants of the course had to suit strict admission requirements. The two-years full-time (45 hours/week) training covered four major fields: health, social, legal and cultural studies. The Minister of Industry supported the development of the institutional system of factory nurses from 1935. There are data available with reference to the uninterrupted existence of training until 1945; according to these more than 150 women obtained a qualification. Requirements of taking up an OH nurse job were regulated by law from 1941.

Conclusion It has been stated that OH nurse education has an 85-year-old history in Europe that throw new light upon theories until now about origin of OH nursing education.

Emergency Preparedness and Response in Occupational Health

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EMERGENCY PREPAREDNESS AMONG THE FARM WORKERS WHILE PERFORMING THE FARM ACTIVITIES DURING SUMMER MONTHS

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Introduction India being mainly an agricultural country, economy and further its growth purely depends on farming, making agriculture as most preferred occupation nationwide. The exposure of farm workers to this extreme weather condition especially during the summer months (March-June) is just hampering their health. Worsening of health is more prominent because most of farm activities are carried out manually under direct heat exposure and lack of awareness among the farm workers regarding the health hazards and even the unavailability of the protective methods. The combination of manual farm activities and heat exposure is a health, environmental and occupational issue, which need serious concern. The study focused on finding out the adaptive methods adopted by the farm workers.

Methods The study was undertaken to find out the adaptive methods adopted by the farm workers while accomplishing the farm activities during month of March to June and develop PPE to protect them from heat stress.

Results It was revealed that 98.9 percent of the farmers increased daily water intake, whereas, 27.8 percent increased liquid diet in their daily food intake. Regular intake of the