



Occupational Health Advisor

Department	Safety, Health and Wellbeing (www.strath.ac.uk/safetyservices/)		
Faculty	Office of the University Secretary and Compliance Officer		
Staff Category	Administrative and Professional	Reference No	608322
Reports To	Occupational Health Manager	Grade:	7
Salary Range:	£36,024 - £44,263	Contract Type:	Open Contract
FTE	I (35 hours/week)	Closing Date	10/05/2024

Job Advert

The University of Strathclyde is looking to appoint an Occupational Health Advisor to join the Occupational Health Service (OHS) which reports to the Director of Safety, Health and Wellbeing. (SHaW) The OHS, is a nurse led service with administrative and physiotherapy support and with clinical lead from an Occupational Health Physician. The OHS provides both proactive and reactive advice to all staff, (circa 3,500) some student groups, and supports managers achieve their statutory duties to protect and promote health, safety and wellbeing across the University community.

The University community is engaged in diverse and challenging activities, and this is an outstanding opportunity for an experienced Occupational Health Advisor to be part of a friendly team, aspiring to uphold the University values of being: Bold, Innovative, Collaborative and Ambitious

The OHS is aiming to be best in sector, offering a high-quality service, that's also a great place to work.

Reporting directly to the Occupational Health Manager and working closely with colleagues this role will involve a broad range of practice including health surveillance, management referral advice, and health and wellbeing promotion.

In addition to a high degree of professional skill and knowledge we also expect the candidate to be computer literate with excellent verbal and written communication skills. Significant experience of working within an Occupational Health setting is essential, preferably with experience in the Higher Education Sector. You will be working as part of a team and excellent inter-personal skills; a high degree of initiative and a flexible approach are also essential.

The successful candidate must be a Registered General Nurse, or Registered Nurse with a valid NMC pin and qualified (or soon to be) as a Specialist Community Public Health Nurse – SCPHN – OHN or with a Diploma in Occupational Health.

The candidate will be expected to act in a way that upholds the principles and values outlined in The Code of Professional Standards.

Job Description

Brief Outline of Job:

The Occupational Health Advisor will work as part of a team supporting the Director of Safety Health and Wellbeing in delivering a caring, efficient, and high-quality corporate safety, health and wellbeing department to ensure the University of Strathclyde is fully compliant with its legal duties and risks to the health, safety and wellbeing of staff, students, researchers, contractors and others engaged with our work activities are minimised.

You will have excellent organisational, planning and communication skills, to offer a variety of supportive advice to colleagues across a large, complex organisation. Although based in the Occupational Health Department on our main campus in the city

centre, there is likely to be occasional work at other University sites. The post is mainly clinic/office based on campus, but hybrid working is available. The post requires an ability to offer competent advice on a wide range of current Occupational Health issues including, mental health, wellbeing, ergonomics, sickness absence, health and safety risk.

We recognise that providing a quality service means ensuring that the OHS staff have the time they need to perform their duties in a caring, professional, responsible, and meaningful way, so we focus on quality not quantity.

You will be supported to maintain professional competency by actively undertaking ongoing continual professional development and by keeping abreast of new and emerging legislation and developing skills associated with your role.

Main Activities/Responsibilities:

1.	Undertake appropriate statutory health surveillance as identified by risk assessment in relation to health and safety legislation, in particular COSHH. The role involves, paper-based or digital-based assessment and physical monitoring, including pulmonary function, audiometry, skin assessment and HAVS.
2.	Evaluate the results of health surveillance programmes, and ensure that the correct advice in relation to fitness is communicated in line with departmental procedures, escalating where clinically appropriate.
3.	Provide health assessments that meet best practice requirements and are in line with policies and protocols.
4.	Provide expert, evidence-based management advice reports, for referrals relating to attendance, fitness for work and other requests for OH advice. On average 3 new appointments a day.
5.	Maintain confidential records/reports to meet both internal and external (e.g. legislative or national) requirements and professional standards.
6.	Adhere to established standards in relation to use and maintenance of medical equipment and Facilities.
7.	Provide health advice to staff and students travelling abroad on University business.
8.	Work in collaboration with the wider University community, including the Safety team, HR, Strathclyde Sport, Disability and Wellbeing, managers, and key stakeholders to continually improve the health and safety performance of the organisation.
9.	Identify and deliver appropriate initiatives or training that will address the most significant factors currently impacting staff wellbeing.
10.	Work with the Wellbeing Manager on campaigns and regular initiatives throughout the year aligned with Public Health and national campaigns such as Smoking Cessation, Mental Health Awareness.
11.	Maintain professional competency by actively undertaking ongoing continual professional development.
12.	Undertake other such reasonable duties as appropriate to the grade of the post, as allocated by the Occupational Health Manager which may include providing cover for other members of team and deputising for colleagues during periods of annual leave.
13.	Carry out all duties in a manner that promotes and supports equality, diversity, inclusion, safety and the University's values.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 Qualified (or soon to be) SCPHN – OHN or with a Diploma in Occupational Health.

Experience

E2 Experience of working in an OH role with previous experience conducting and interpretation of health surveillance, and conducting management referral assessments with production of advisory reports to management.

E3 Experience of providing a range of services to a wide client group.

E4 Experience of advising on sickness absence, the Equality Act and reasonable adjustments.

D1 Experience of identifying and delivering appropriate health promotion and wellbeing initiatives.

D2 Experience of responding to staff needing support with mental ill health, and appropriate sign posting.

Job Related Skills and Achievements

E5 Providing high quality written feedback within a given timescale.

E6 Evidence of maintaining clinical skills and professional knowledge.

E7 An ability to utilise IT systems to enhance compliance and data collection.

D3 Presentation skills.

Personal Attributes

E8 A high level of interpersonal skills with a friendly, approachable manner, enjoys supporting a team and is able to maintain effective collaboratively working relationships with staff at all levels of the organisation.

E9 Highly organised and methodical with the confidence to plan and organise workloads effectively and accurately, using initiative to meet deadlines.

E10 Demonstrate an ability to effectively assess situations and determine as appropriate when matters require to be referred to more senior colleagues.

E11 Experience of working/responding independently and dealing with unforeseen problems and circumstances.

Other Relevant Factors

E12 Flexibility regarding working hours which may involve working out with normal hours in rare circumstances.

E13 A willingness to participate in University activities outside the direct scope of the role.

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted without further permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to David Errington, Occupational Health Manager (david.errington@strath.ac.uk).

Conditions of Employment

Conditions of employment relating to the Administrative and Professional staff category can be found at: [Conditions of Employment](#).

Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

Probation

Where applicable, the successful applicant will be required to serve a 9 month probationary period.

Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

Interviews

Formal interviews for this post will be held on 18/06/2024.

Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.



Conditions of Employment

Administrative and Professional Services Staff Grades 6 and above



1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde University and College Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Administrative and Professional Services staff in Grades 6 and above. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at www.strath.ac.uk/publicinterestdisclosure. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at www.strath.ac.uk/hr.

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at www.strath.ac.uk/hr.

2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on 1 April each year, when the employee has a minimum of 6 full months of service at the appointed grade, allowing progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Arrangements in relation to overtime, additional hours, non-standards and on-call working are published at www.strath.ac.uk/staff/policies/hr

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

The normal working week is 35 hours. Unless otherwise indicated in an individual's letter of appointment, the normal hours are 9.00am to 5.00pm Monday to Friday with a one hour lunch break. Certain members of staff may be required to work some hours outwith this normal pattern and this should be agreed locally.

Overtime rates do not apply to staff grades 6 and above. Where a Head of Department/School/equivalent requests additional work, above the standard working week to meet the particular requirements of the Department, equivalent time off in lieu may be granted by prior agreement.

4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/equivalent may approve carry forward of accrued annual leave in excess of five days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at www.strath.ac.uk/staff/policies/hr.

6. PENSIONS

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University — the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS Retirement Income Builder; the contribution rate that currently applies is 6.1% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current threshold from 1 April 2024 is £70,296 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Please use the following link to access information, including the USS Member Guide: <https://www.uss.co.uk/for-members/youre-a-new-joiner>. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance (pensions@strath.ac.uk). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your Normal Pension Age. Regardless of whether you participate in Pensions Plus, if you are a member of the pension scheme for two years or more you are not entitled to a refund of pension contributions on leaving the scheme, you will be entitled to a pension benefit.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in

the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding USS can be found on the USS website – www.uss.co.uk

7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at www.strath.ac.uk/hr.

9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at www.strath.ac.uk/policies/hr or on request from Human Resources.

10. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least three months in writing, on either side; except during probationary period when the notice period is one month. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice. Fixed term contracts may be terminated by either party short of the expiry date by the serving of one month's notice in writing. The University is not obliged to continue a fixed term appointment beyond the employment period. For employees appointed above Grade 10, the notice period for both the employer and employee will be 6 months, except during the probationary period when a one month's notice period will apply. One month's notice will also apply for fixed term contracts terminated short of the expiry date.

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