



# **Student Occupational Health Assessment Policy**

Approved by Senate October 2022

## 1. INTRODUCTION AND PURPOSE

- 1.1 This Policy seeks to ensure that health and care learners applying for admission to programmes within the Faculty of Health and Wellbeing are safe and competent from a health perspective to carry out the practice learning requirements they will undertake as part of their programme of study.
- 1.2 The Policy sets out the requirements to carry out an Occupational Health Assessment to demonstrate health fitness before commencing the first practice learning experience.
- 1.3 The Policy will also outline the process for management referral should a learner require further assessment and support during their programme of study.
- 1.4 The Occupational Health Provision is procured from NHS Occupational Health Services.
- 1.5 The Policy aims to increase an awareness of the Equality Act ensuring that positive action will be taken where indicated to consider reasonable adjustments which provide equal opportunities for practice learning in compliance with the Act.

## 2. SCOPE

- 2.1 p[()]-@r practice learning requirements they

3.2 The Assessment will consider,

Is there a significant underlying health problem?

Practice learning capacity: will the illness / physical or mental impairment interfere with their ability to perform this role?

Does anything in a practice learning environment pose a risk to the learner's physical / mental health?

Is there any risk to the welfare of others?

3.3 The Assessment will identify, those who will require health surveillance due to known exposure to hazards

out the role safely.

- 4.2.3 Where a learner requires immunisation / vaccination or consultation around specific health needs, they will be offered an appointment with the Occupational Health Service as required.
  - 4.2.4 Failure to attend any requested appointments could result in risk to the learner and others e.g. immunisation protection against workplace hazards has not taken place exposing the person to potential harm.
  - 4.2.5 Any missed appointment without mitigating reasons / cancellation may result in the learner being responsible for the cost of the repeat appointment.
  - 4.2.6 If a referral is made to Student Support Services for a particular service (for example Mental Health support, counselling etc) the learner will ensure engagement with the Student Support Services team.
- 4.3 Programme Lead
- 4.4.1 To ensure that confirmation of fitness to undertake learning in practice has been received from the Occupational Health Service prior to the start date of the first practice learning experience. Confirmation may state action still required such as completing immunisations, Programme Leads must ensure all actions are completed by the learner.
  - 4.4.2 To ensure the Personal Tutor is aware of any specific requirements and provide support where required.

password protected documents in line with GDPR policies

- 5.3 The University will store pre-placement and management referral outcomes in a secure environment.
- 5.4 Consent for sharing learner information for the purposes of referral or reporting will be sought from the student by the relevant person (Occupational Health or University).
- 5.5 Learners are advised to share any reasonable adjustments with relevant practice learning staff to enable a high quality, supportive and safe learning experience. This can be shared by the Personal Tutor.

## **6. LEARNERS DIAGNOSED WITH BLOOD BORNE VIRUSES**

- 6.1 This refers to learners diagnosed with Blood Borne Viruses: - Human Immunodeficiency Virus (HIV), Hepatitis B or Hepatitis C.
- 6.2 Learners who are known to be diagnosed with HIV, Hepatitis B or Hepatitis C viruses will be considered using the same criteria, which apply to other learners.
- 6.3 For further advice refer to Occupational Health Service and relevant practice partner organisational policy to ascertain if the student can undertake practice.

## **7. EXPOSURE PRONE PROCEDURES SCREENING**

- 7.1 Exposure Prone Procedures (EPP) require a further assessment via Occupational Health Service, only learners who are confirmed as cleared and are able to undertake these procedures by Occupational Health Service will be able to do so.
- 7.2 All Operating Department Practitioner Learners, Midwifery Learners and Paramedics will require this assessment.
- 7.3 Any other learners who are allocated to learning environments where EPP takes place will be referred to Occupational Health Service for the EPP clearance 4 weeks prior to commencement of that allocated experience by the placement office.

## **8. INITIAL FITNESS CLEARANCE**

- 8.1 The Occupational Health Service will notify the University of the outcome of the assessment. This includes the following

information:

Able to undertake the proposed practice learning experiences (with no adjustments).

Able to undertake the proposed placement with recommended adjustments

Not fit to proceed.

## 9. **FURTHER REFERRALS**

9.1 Individual learners may require a further referral to Occupational Health should their health status change.

9.2

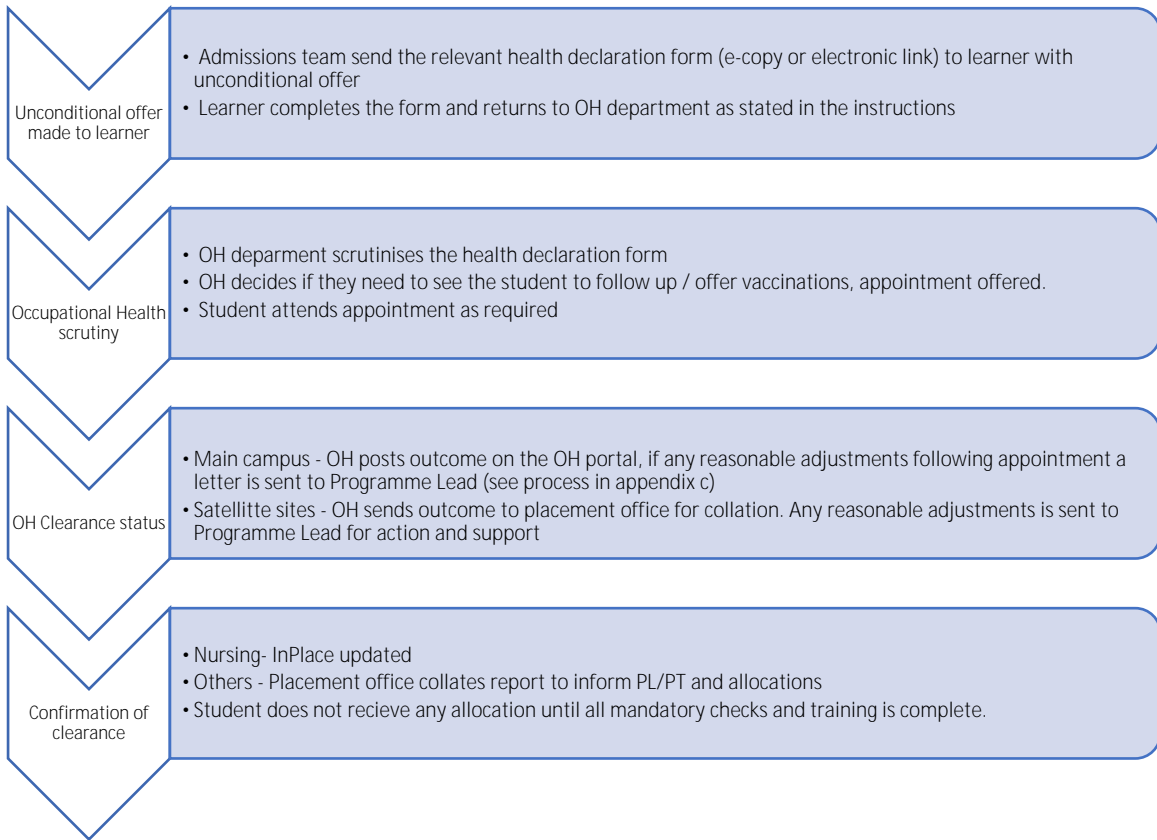






## **APPENDIX A**

### **Process for managing Occupational Health (OH) for Pre Placement Screening**



## **APPENDIX B**

### **Process for managing Occupational Health (OH) Management Referrals**



## **APPENDIX C**

### Process for managing Occupational Health (OH) Screening feedback

