

This is a CORE rotation of 8 weeks duration under the supervision of an occupational physician or other senior supervisor at WorkSafeBC.

This rotation will be of particular importance to residents planning to engage in 1) The practice of public health at a local, regional, national or international level; and 2) The assessment and control of occupational and environmental health problems.

The above are 2 of the 6 career areas mentioned in the Definition section of the [Objectives of Training and Training Requirements in Public Health and Preventive Medicine](#). Additional rotations in Occupational Health with more advanced responsibility can be offered to residents who have completed the initial 8 weeks mandatory placement.

The term ‘objectives’ relate to the knowledge and skills that a resident is expected to acquire during the rotation. The resident will discuss the objectives with the supervisor at the beginning of the rotation; will formally evaluate achievement of these objectives mid-rotation and again at rotation end.

Note that the objectives listed here reflect those which are most likely to be met during this rotation. However, residents and supervisors may choose to focus on additional objectives and activities not listed here, depending on the learning needs of the resident and the learning opportunities which are available. No single rotation is intended to cover the entire set of learning objectives from the RCPSC. Similar objectives may covered in the other core rotations.

All work and learning assignments during this rotation will reflect the principle of graded responsibility. The objectives are also aligned with CanMEDS specialist physicians’ essential roles and key competencies.

<i>Objectives:</i> 1-Primary, 2-secondary, 3-For interest	ACTIVITIES RESIDENT’S NAME DATES	<i>Mastery:</i> 1-Exposed, 2-Familiar, 3-Conversant
--	--	--

Medical Expert/Clinical Decision-Maker

General Requirements

Training Objective	Activity	Mastery		
		Begin	Mid	End
• Demonstrate diagnostic and therapeutic skills for ethical and effective interventions at the individual, group, organization and population levels.				
• Access and apply relevant information to the practice of Public Health and Preventive Medicine				
• Demonstrate effective consultation services with respect to assessment and interventions at the individual, group and population levels				

Specific Requirements

Diagnostic and Therapeutic Skills Assessment

Training Objective		Activity			
<ul style="list-style-type: none"> • Access and apply relevant information to the practice of Public Health and Preventive Medicine 					
<ul style="list-style-type: none"> • Demonstrate effective consultation services with respect to assessment and interventions at the individual, group and population levels 					
<ul style="list-style-type: none"> • Assess and describe the health of a population. 		<ul style="list-style-type: none"> • Select, describe and interpret the major health indicators pertinent to occupational health in Canada (health status of Canadians and of Canadian workers): mortality, morbidity, sick-days etc. 			
<ul style="list-style-type: none"> • Identify those conditions or population characteristics that lend themselves to surveillance and be able to select the most appropriate method. 		<ul style="list-style-type: none"> • Identify those conditions or workers population characteristics that lend themselves to surveillance, case-finding or screening and be able to select the most appropriate method, e.g. hearing loss and the use of hearing test 			
<ul style="list-style-type: none"> • Use a variety of methods to collect information relevant to the clinical setting and situation at hand. 					
<ul style="list-style-type: none"> • Select and interpret relevant social, demographic and health indicators from a variety of data sources. 		<ul style="list-style-type: none"> • Become familiar with major sources of information in occupational health and use a variety of methods to collect information relevant to the clinical and industrial setting and situation at hand, e.g. occupational health history taking, surveillance, injury tracking and reporting systems relating to the workplace 			
<ul style="list-style-type: none"> • Identify and interpret biological risk markers, e.g. age, sex, genetic makeup. 					
<ul style="list-style-type: none"> • Identify and demonstrate an understanding of social and economic environmental factors, such as immigration policies and distribution of wealth. 		<ul style="list-style-type: none"> • Identify and demonstrate an understanding of social and economic factors relevant to workers health, such as immigration policies and distribution of wealth. 			
<ul style="list-style-type: none"> • Identify and demonstrate an understanding of physical environmental factors, including noise, pollutants and hazardous industrial processes that are relevant to the given clinical context (individual, local, regional, global). 		<ul style="list-style-type: none"> • Identify and demonstrate an understanding of physical environmental factors, including noise, pollutants and hazardous industrial processes, 			

		that are relevant to the given clinical or population health context (individual, local, regional, global)			
<ul style="list-style-type: none"> Identify and interpret the impact of health behaviours of individuals, groups and populations, particularly with respect to nutrition, physical activity, use of tobacco and other substances, sexuality, risk taking, vaccination and participation in recommended screening programs. 		<ul style="list-style-type: none"> Identify and interpret the impact of occupational health behaviors of the individuals and organizational factors influencing them (particularly with respects to immunization, risk taking, physical activity, respects of safety procedures, participation in recommended screening program and other) 			
<ul style="list-style-type: none"> Identify and demonstrate an understanding of factors that influence the potential for change in a given context or population. 					
<ul style="list-style-type: none"> Use computers or information technology in epidemiological investigations and data analysis. 					
<ul style="list-style-type: none"> Interpret epidemiologic studies and assess their validity and applicability to a particular situation. 					
<ul style="list-style-type: none"> Describe and apply guidelines for determination of causality (Koch, Hill). 		<ul style="list-style-type: none"> Apply epidemiologic principles to review occupational disease claims on work causality 			
<ul style="list-style-type: none"> Understand the principles of infectious disease epidemiology and apply them in the investigation and management of infectious disease. 					
<ul style="list-style-type: none"> Conduct a communicable disease outbreak or disease cluster investigation. 		<ul style="list-style-type: none"> Investigate an ongoing occupational health concern (as part of a multidisciplinary team) to include: workplace assessment, literature review, WHMIS, possible client interviews and work history 			
<ul style="list-style-type: none"> Describe the major environmental health hazards and diseases, and the interaction of air, water and soil characteristics with them. 					
<ul style="list-style-type: none"> Carry out a health risk assessment of an environmental hazard. 					
<ul style="list-style-type: none"> Use quantitative and qualitative methods including (but not limited to) participant observation, key informant surveys, nominal group, focus group and Delphi process, to explain differences in health and health related behaviours. 					

Diagnostic and Therapeutic Skills Interventions

<ul style="list-style-type: none"> • Manage a communicable disease outbreak. 					
<ul style="list-style-type: none"> • Know the natural history, epidemiology, risk factors and health burden of the major communicable and non-communicable (including injury) diseases of public health significance, and apply this knowledge in the development, implementation and evaluation of appropriate surveillance and control programs. 					
<ul style="list-style-type: none"> • Describe the main methods of dealing with common environmental hazards, including (but not limited to) water and sewage treatment, milk hygiene, and quality control of water, soil, air and food. 					
<ul style="list-style-type: none"> • Manage individually, or in a team, health risks from environmental or occupational exposures. 					
<ul style="list-style-type: none"> • Understand and apply the principles of harm reduction, stages of change, health protection (including legal, technical, economic and educational approaches) and health promotion, in order to influence health behaviours of individuals, groups and populations. 		<ul style="list-style-type: none"> • Demonstrate an understanding of Health Protection as an intervention strategy, and how this protects the health of the Canadian workers 			
<ul style="list-style-type: none"> • Develop, implement and evaluate approaches to community health issues that incorporate health protection, disease prevention (primary, secondary and tertiary) or health promotion strategies as appropriate. 		<ul style="list-style-type: none"> • Be able to use effectively the statutory responsibilities for public protection, regulation and standards as it relates to the work place 			
<ul style="list-style-type: none"> • Identify those conditions that are amenable to population-based screening, and calculate and interpret screening test characteristics. 					
<ul style="list-style-type: none"> • Understand, interpret and apply as appropriate, the methods and recommendations of relevant practice guideline processes. 					
<ul style="list-style-type: none"> • Contribute to the development of a community emergency preparedness plan, including measures to prevent and manage biological, chemical and radiological agents. 					

Information Access

<ul style="list-style-type: none"> • Identify, access and critically appraise data from a variety of sources, including individuals, administrative databases, the internet and health, epidemiological and social sciences literature. 					
--	--	--	--	--	--

Effective Consultation

<ul style="list-style-type: none"> When called upon for advice, clarify the nature of the request and establish (negotiating where required) the desired deliverables. 					
<ul style="list-style-type: none"> Efficiently collect the information appropriate to the request. 					
<ul style="list-style-type: none"> Formulate clear and realistic recommendations. 					
<ul style="list-style-type: none"> Communicate the assessment and recommendations in a manner (oral and/or written) that is most suitable to the client and given circumstances. 					
<ul style="list-style-type: none"> Participate in field visits to variety of work sites (e.g. heavy industry/sawmill, construction site, light industry, farm/greenhouse operations) with OH inspectors to enable: 		<ul style="list-style-type: none"> Recognition, evaluation and understand principles of control of occupational health hazards 			
		<ul style="list-style-type: none"> Assessment of levels of primary, secondary and tertiary prevention 			
		<ul style="list-style-type: none"> Assess health promotion activities in the workplace 			
		<ul style="list-style-type: none"> Observe use of WHMIS 			
		<ul style="list-style-type: none"> First-aid programs. 			

Additional objectives and activities related to the Medical Expert Role

Communicator

General Requirements

<ul style="list-style-type: none"> Establish relationships with patients and families, groups and communities, and other physicians, health professionals and service providers, decision and policy makers and the media, appropriate to the setting. 		<ul style="list-style-type: none"> Be able to discuss in a respectful and sensitive manner relevant occupational health concerns, diagnosis, treatment, regulations and conflict resolution approaches with workers, unions, employers and other health professionals. 			
<ul style="list-style-type: none"> Obtain and synthesize relevant information. 					
<ul style="list-style-type: none"> Listen effectively. 					
<ul style="list-style-type: none"> Convey information clearly in formats appropriate to the recipient (patient or other individual, family, group, other service provider, community and media) that is relevant to the purpose at hand. 					

Specific Requirements

<ul style="list-style-type: none"> Interpret and present epidemiological data and risk information to affected individuals, the public, other professionals and the media using a variety of modalities. 		<ul style="list-style-type: none"> Demonstrate familiarity with Risk Communication concepts and theory. Be able to present risk information to the workers, unions, employers, public and media in a manner consistent with good risk communication practice. 			
<ul style="list-style-type: none"> Develop and implement a communication plan about a public health issue, including a media component. 					
<ul style="list-style-type: none"> Respond effectively to public and media enquiries about specific health issues. 					
<ul style="list-style-type: none"> Effectively communicate with members of an interdisciplinary team for the purpose of information exchange, conflict resolution, and the provision and receipt of feedback. 		<ul style="list-style-type: none"> Be able to listen effectively and elicit beliefs, concerns and expectations about health or illnesses and any other key factors affecting the health of workers. 			
<ul style="list-style-type: none"> When called upon for advice, clarify the nature of the request and establish (negotiating where required) the desired deliverables. 					
<ul style="list-style-type: none"> Efficiently collect the information appropriate to the request. 					
<ul style="list-style-type: none"> Formulate clear and realistic recommendations. 		<ul style="list-style-type: none"> Be able to obtain and synthesize appropriate information for various stakeholders in occupational health and formulate clear and realistic recommendations in occupational health. 			
<ul style="list-style-type: none"> Communicate the assessment and recommendations in a manner (oral and/or written) that is most suitable to the client and given circumstances. 		<ul style="list-style-type: none"> Produce a paper and present results of occupational health investigation to supervisor and colleagues 			

Additional objectives and activities related to the Communicator Role

Collaborator

General Requirements

<ul style="list-style-type: none"> Consult effectively with other physicians, other health care professionals and service providers from other sectors. 					
<ul style="list-style-type: none"> Contribute effectively to interdisciplinary team activities. 		<ul style="list-style-type: none"> Consult and contribute to interdisciplinary team by assessment and work-up of questions and problems on occupational health as they are referred to the rotation supervisor by relevant agencies. 			

Specific Requirements

<ul style="list-style-type: none"> Identify individuals, groups and other service providers who can contribute meaningfully to the definition and solution of an individual, group or community level public health issue, and education task or research question, including (but not limited to) social services agencies, mental health organizations, the not-for-profit sector, and volunteers. 		<ul style="list-style-type: none"> Be able to analyze relevant stakeholder’s objectives and positions in occupational health issues. 			
<ul style="list-style-type: none"> Employ a variety of means to engage and enable the participation of identified key stakeholders. 					
<ul style="list-style-type: none"> Clearly articulate the goals and objectives of a given collaborative process. 					
<ul style="list-style-type: none"> Identify and describe the role, expected contribution and limitations of all members of an interdisciplinary team assembled to address a health issue, educational task or research question, and work effectively within such a team. 		<ul style="list-style-type: none"> Employ a variety of means to engage and enable participation of identified key stakeholders for the individual or the worker community (including social and mental health services, the not-for-profit sector, and other services agencies as well as unions, WCB, employers, health insurance company ...) 			

Additional objectives and activities related to the Collaborator Role

Manager

General Requirements

<ul style="list-style-type: none"> Utilize resources effectively to balance professional demands, learning needs, and outside activities. 					
<ul style="list-style-type: none"> Allocate finite health care resources wisely and ethically. 		<ul style="list-style-type: none"> Assess personal and/or public health time/staff resource allocation to competing occupational health issues, based on health impact or cost-benefit analysis. 			
<ul style="list-style-type: none"> Work effectively and efficiently in a health care organization. 					
<ul style="list-style-type: none"> Utilize information technology to optimize patient care, life-long learning and other activities. 					

Specific Requirements

<ul style="list-style-type: none"> Use knowledge of the Canadian health system defining legislation, funding and organizations, to analyse community health issues. 					
<ul style="list-style-type: none"> Use an economic analysis in the assessment of a health issue and proposed intervention options. 					
<ul style="list-style-type: none"> Describe the public health legislation in at least one province and how it relates to other relevant legislation at the municipal, provincial and federal levels. 		<ul style="list-style-type: none"> Demonstrate familiarity with major pieces of legislation dealing with occupational health at the federal and provincial level Understand how legislation are developed and non-regulatory and public policy approaches to health protection and occupational health, e.g. Occupational health legislation in BC; WCB, health and safety regulation for various occupations, health and safety datasheets stipulations, WHMIS... 			
<ul style="list-style-type: none"> Describe the organization of workplace health services. 		<ul style="list-style-type: none"> Be able to design, implement and evaluate occupational health services including: employee assistance programs, health promotion in the work place, prevention program in occupational setting (primary, secondary and tertiary prevention) and first aid services 			
<ul style="list-style-type: none"> Design, implement, manage and evaluate a program. 					
<ul style="list-style-type: none"> Design, implement and evaluate a change management process. 					
<ul style="list-style-type: none"> Develop and implement a strategic plan. 					

<ul style="list-style-type: none"> Participate in common human resource management functions, including (but not limited to) hiring, firing and performance appraisal of staff. 					
<ul style="list-style-type: none"> Develop and manage a budget. 					
<ul style="list-style-type: none"> Understand the impact of various leadership styles and apply them appropriately in a variety of community and organizational settings. 					
<ul style="list-style-type: none"> Understand and use the techniques of conflict management, including negotiation and arbitration. 		<ul style="list-style-type: none"> Demonstrate familiarity with conflict resolution concepts and theory including negotiation and arbitration. 			
<ul style="list-style-type: none"> Understand and use a variety of quality improvement techniques as appropriate to the organization and setting. 					

Additional objectives and activities related to the Manager Role

Health Advocate

General Requirements

<ul style="list-style-type: none"> Identify the important determinants of health affecting individuals and communities. 		<ul style="list-style-type: none"> Identify an important occupational health determinant for a community and contribute to an advocacy strategy or a policy analysis and review process, if appropriate. 			
<ul style="list-style-type: none"> Contribute effectively to improved health of individuals and communities. 					
<ul style="list-style-type: none"> Recognize and respond to those issues where advocacy is appropriate. 					

Specific Requirements

<ul style="list-style-type: none"> Describe the distribution and determinants of health status of a specific population. 					
<ul style="list-style-type: none"> Conduct a policy analysis. 					
<ul style="list-style-type: none"> Describe mechanisms of policy development and methods of implementation, including legislation, regulation and incentives. 		<ul style="list-style-type: none"> Attend meetings of regional, provincial or national occupational health agencies where problems are resolved and policies formulated. 			
<ul style="list-style-type: none"> Recognize situations where advocacy is required and define strategies to affect the desired outcome. 					

Additional objectives and activities related to the Health Advocate Role

Scholar

General Requirements

• Develop, implement and monitor a personal continuing education strategy.					
• Critically appraise sources of information relevant to the practice of Public Health and Preventive Medicine.		• Review and critically appraise the literature on an occupational health issue			
• Facilitate learning of patients and clients, residents, other health professionals and the community.					
• Contribute to development of new knowledge.					

Specific Requirements

• Pose a research question and participate actively in the complete research process from grant preparation through to dissemination of findings.		• Participate actively in part of a research or formal evaluation process either from posing the research question, through proposal writing, ethics approvals, data collection, analysis to dissemination of findings			
• Describe sampling methods as well as the estimation of appropriate sample sizes, including a consideration of type 1 and 2 errors.		•			
• Select and apply descriptive and analytical methods appropriately.					
• Recognize potential source of bias in research and describe methods to reduce the impact of such bias through design and/or analysis.					
• Adapt educational and training strategies to the needs of the learner(s).					
• Calculate and interpret measures of frequency (rate, ratio) and of risk (relative risk, attributable risk, odds ratio, etiologic fraction, preventive fraction).					
• Identify, access and critically appraise data from a variety of sources, including individuals, administrative databases, the Internet and health, epidemiological and social sciences literature.					

Additional objectives and activities related to the Scholar Role

Professional

General Requirements

• Deliver highest quality care with integrity, honesty and compassion.					
• Exhibit appropriate personal and interpersonal professional behaviours.					
• Practise medicine ethically consistent with obligations of a physician.					

Specific Requirements

• Continually evaluate one's abilities, knowledge and skills, and know one's professional limitations, seeking advice and assistance where appropriate.					
• Identify ethical issues arising in the course of Public Health and Preventive Medicine practice, such as consent, confidentiality, privacy, resource allocation, conflict of interest, public safety and individual choice, and apply appropriate strategies to address them.		• Review ethical considerations in occupational health such as consent, confidentiality, privacy, resource allocation, conflict of interest, public safety and individual choice,			
• Recognize, analyze and know how to deal with unprofessional behaviours in clinical practice, taking into account local and provincial regulations.					
• Adopt specific strategies to heighten personal and professional awareness and explore and resolve interpersonal difficulties in professional relationships.					

Additional objectives and activities related to the Professional Role
