



Terms of Reference:

SOM 'Occupational, Health and Work Psychology (OHWP)' Special Interest Group

Aim of the group - Our objective is to further the wellbeing of individuals and society at large through the application of occupational psychology. We aim to focus on protection and promotion of workers' health through the application of psychological theory and evidence e.g. via disseminating best practice

A Purpose: To provide a focus within SOM for OHWP matters, namely the psycho-social determinants of health and wellbeing at work

To clarify, OHWP specialisms include the following areas, which are all contributors to the social determinants of occupational health and wellbeing including:

- Learning, training, and development, including coaching.
- Leadership, engagement, and motivation
- Wellbeing and work (including work/life balance)
- Work design, organisational change, and development (including technology)
- Psychological assessment at work
- Applying psychology research to work and organisations.
- Organisation development
- Socio-technical systems
- Dealing with uncertainty
- Ethics and values e.g. related to well-being

This list is not exhaustive.

This includes practice, policy and political engagement.

We must include workers who do not have "agency" or access to services such as occupational health e.g. contract/ gig economy workers etc

These areas of practice are all highly relevant to the ongoing health and wellbeing of employees. OHWP operates at the individual, group and organisational experience levels, where the design and delivery of human resources influences each stage of the employee life cycle from job design and recruitment, to contracting, performance management, talent development and outplacement; including at a strategic level. These are all factors that impact on health and wellbeing. By including a specific focus on OHWP within SOM, we will be able to develop closer professional relationships and collaboration between OH physicians, nurses, advisors and OHWPs in practice and research.

B Objectives

1. Provide a focal linkage point for the diverse SOM membership to engage with OHWP practitioners, researchers and our and specialist knowledge.
2. Increasing OHWP membership of SOM (there are currently over 3,000 OHWPs registered with the British Psychological Society many of whom have a strong interest in work and health).
3. Developing a community of practice for ongoing CPD in OP matters, within which best practice guidelines can be discussed and developed for members. This might include

rapid evidence reviews in response to societal changes or requests for guidance from SOM membership. For example:

- Guidance on psychological assessment following COVID-19.
- The psychological impact of remote working and how to support wellbeing and productivity.
- Strategies for reducing health risks resulting from structural industrial change, for example transition to the gig economy and managing the 'always on' culture.
- Best practice on addressing systemic discrimination in recruitment, talent management and leadership.
- Disability support interventions for psychological conditions such as Autism, ADHD, and Dyslexia
- Cognitive impact of work environments and technology on wellbeing.
- The link between leadership, management, and wellbeing in a range of organizational contexts.
- Advocacy on practice and policy on Occupational, Health and Work Psychology issues engagement, including engagement with the media.
- Encourage and support publication in Academic Journals, such as *Occupational Medicine*.
- Encourage applications to present a paper or poster at Conferences, including SOM's annual conference.
- Encourage public engagement e.g. via webinars and pod casts
- Support links with policy makers and Government.

Diversity and Inclusion is an intersectional theme throughout the above.

Regulatory oversight of OPs in practice is managed by the Health and Care Professionals Council for post OPs. The SIG would not undertake regulatory oversight of individuals but could potentially act a repository for SOM, should they be providing relevant advice to regulatory bodies.

The SOM has been working closely with several occupational and organisational psychologists for some time and a range of widely read resources have been published (e.g. wellbeing in small businesses, the mental health of doctors, nurses, and midwives and the recent PHE funded webinar series). OPs also contribute to webinars and training sessions for SOM, are on the editorial board and publish in *Occupational Medicine* and are invited speakers at conferences.

C Membership

- The Special Interest Group will include a steering committee of between 3 and 10 members, of which two thirds should be OHWPs with appropriate experience and academic credentials and / or registered with the HCPC, and others can be interested parties from the wider SOM membership, including one senior SOM representative. Steering group members should be members of the SOM.
- The steering committee will voluntarily manage the coordination of quarterly meetings, attendance at the conference and appropriate maintenance of minutes, attendance, and records, as well as liaising with officers of SOM. Additional meetings may be arranged when required.
- The steering committee will manage an email distribution group for communication within the SIG for broader sign up across SOM.

- Each member of the steering committee will have one vote with the Chair having the casting vote, if required. Should a vote be required a decision will be determined by a simple majority.

Communities with lived experience should be consulted prior to significant public facing activity.

D Quorum

Steering Committee Business will only be conducted if the meeting is quorate with three members.

E Accountability and Reporting Arrangements

The Steering Committee will be accountable to the SOM Board. The Chair of the Committee will as soon as practicable, present a report to the Board of its activity at its last meeting. The report shall draw to the attention of the Board issues that may have financial implications for the SOM or require executive action.

F Authority

The Steering Committee is authorised by the SOM Board to investigate any activity within this Terms of Reference.

G Effectiveness

The Steering Committee will undertake an annual review of its performance against its Terms of Reference and work plan to evaluate the achievement of its duties. This review will be presented to the SOM Board.

H Review

These terms of reference will be reviewed every two years.

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