

GROWING NHS OCCUPATIONAL HEALTH TOGETHER



2022 Annual Conference

Wednesday 7 and Thursday 8 September 2022
Woodland Grange Conference Centre

In association with

Dear Colleague

Welcome to our NHS Health at Work Conference 2022!

It's hard to believe that it's 12 months since we came together for last year's Conference. And what a year it has been! I'm so proud of the work that our Occupational Health teams have played, and continue to play, in supporting organisations and staff through the pandemic. The importance of our work has never been greater and our profile has never been higher.

It's probably the most exciting time I can remember in my NHS OH career as the Growing Occupational Health and Wellbeing Together strategy paves the way to an exciting new future and we're delighted that some of our discussions today focus on how we work together to make this happen.

I'd like to say a huge thank you to our headline sponsor [NHS England](#) and our new Network Supporters. We couldn't run this event without them and we are grateful for their continued support. Please make sure you visit our Supporters' stands to find out more about how their services could benefit you.

Being able to come together again still feels like a privilege so make the most of the opportunity to reconnect with old friends and make new acquaintances.

Please feel free to come and say hello to me throughout the day; I'm here to answer any of your questions or hear your views on what support you need from the Network.

We hope this Conference provides you with the time to listen and reflect. And that you leave feeling reinvigorated and with the knowledge that the Network is always here to support you.

Enjoy the Conference.

Hilary Winch

Chair, NHS Health at Work Network

Wednesday 7th September	
17.30	Registration
17.45	Reception and exhibition opens
19.25	Welcome – Hilary Winch, Network Chair
19.30	Dinner
21.00	Networking & Entertainment
Thursday 8th September	
08.15	Exhibition opens; Registration
09.20	Welcome <i>Hilary Winch, Chair, NHS Health at Work Network</i>
09.30 – 10.10	'Headwinds, pandemics and the rules of golf' <i>Dr. Richard Heron, CEO, Heron Health Consulting</i>
10.10 – 10.30	'Growing Occupational Health and Wellbeing Together' <i>John Drew, Director of Staff Experience and Engagement, NHS England</i>
10.30 – 10.50	Growing OH&WB Together - Case Study: 'Developing a sustainable approach to Occupational Health in Public Services – working together for success' <i>Charlotte Bailey, Chief People Officer, and; Dr. Justin Mokhlis, Consultant Occupational Health Physician and Clinical Lead OH services; Central and North West London NHS Foundation Trust</i>
10.50 – 11.10	Coffee; Networking; Exhibition
11.10 – 11.15	Welcome back <i>Nicola Bullen, Joint Deputy-Chair, NHS Health at Work Network</i>
11.15 – 12.00	NHS England: Growing OH Co-Design Workshops: Workshop 1: Developing a New OH&WB Service Development Framework or Workshop 2: Growing Your OH&WB Multi-Disciplinary Workforce or Workshop 3: Growing the OH Impact and Evidence-Based Practice
12.00 – 12.30	'Weebles Wobble ...' <i>Ed Hollamby, ESH Consultancy</i>
12.30 – 13.30	Lunch; Networking; Exhibition
13.30	Welcome back <i>Dr. Masood Aga, Joint Deputy-Chair, NHS Health at Work Network</i>
13.35 – 14.05	'Weebles Wobble ...' <i>Ed Hollamby, ESH Consultancy</i>
14.05 – 14.25	'Menopause – Why It Matters' <i>Suzanne Banks, CBE – Clinical Programme Lead, NHS England Menopause Improvement Programme</i>
14.25 – 15.25	'Menopause, Long-Covid and Other Stories' <i>Professor Diana Kloss, MBE, Barrister</i>
15.25 – 15.30	Closing Remarks <i>Hilary Winch, Chair, NHS Health at Work Network</i>

Approved for 4.5 CPD points by the Faculty of Occupational Medicine

Charlotte Bailey



Charlotte has worked in the public sector for 25 years as an operational and corporate leader. She joined the NHS in 2017 after 20 years in Local Government.

Charlotte is currently the Chief People Officer at Central North West London Trust and prior to coming to London was

Executive Director of Strategy, People and Partnerships at a large Mental Health Trust in Birmingham. Here she had responsibility for the mobilisation of New Care Models in Mental Health across the West Midlands, working with 7 Mental Health Trusts, Specialised Commissioning and CCGs to set up new ways of delivering care through provider collaboratives.

Charlotte started her career in child psychology where she spent many years working clinically with children and young people. Her journey into corporate services began after leading two major turnaround transformations in social care, where Charlotte realised her approach with the workforce was what made change and transformation a success. Charlotte has run workforce, communications, performance and transformation teams in large and complex organisations. She has been a senior executive in Local Government in the North West and led for Public Service Reform in Liverpool City Region Combined Authority.

Charlotte has a passion for inclusion and integrated working. She was named as one of the top innovators by the HSJ for integrated service delivery and was awarded runner up public servant of the year for inclusive practice, she has published multiple books and articles and has worked as part of a national advisory group for the introduction of a new profession in Education.

Ed Hollamby



Ed is an excellent and highly sought-after keynote speaker, presenter and coach. He is an engaging and effective communicator who has worked extensively throughout the UK and across all sectors as he shares his insights and inspiration on his specialist subjects of leadership,

culture transformation and change management as well as resilience, wellbeing and coaching. Ed is a Certified Communications Coach through the Life Languages Institute and is incredibly proud to have worked closely with Paul McGee (AKA The SUMO Guy), international best-selling author and motivational speaker for the last 10 years.

Suzanne Banks CBE



Suzanne is a Registered Nurse, Children's Nurse and Health Visitor and has spent the last 36 years working in the NHS. She recently retired as a Chief Nurse, having spent 6 years working as an Executive Director in organisations requiring additional support. Suzanne is particularly

passionate about supporting those individuals who are faced with most inequalities. In her last organisation she led work through the system providing outreach care to the homeless.

Suzanne also started to have conversations around the need to support colleagues going through the menopause whilst working in the NHS back in 2016 and in 2018 helped to support a cultural change within her organisation around providing support for those going through the menopause.

Suzanne currently works as an Independent Consultant supporting the NHS nationally on the national Menopause programme and with struggling NHS Trusts, coaching senior nurse leaders. She is a member of the CNO England Exceptional Leaders Network.

Suzanne was awarded a CBE in the Queen's Birthday Honours in 2020 for services to Nursing in the NHS.

John Drew



John Drew is Director of Staff Experience and Engagement at NHS England, part of the leadership team of the People Directorate. This includes responsibility for health and wellbeing and staff engagement across NHS England.

John has also led on the delivery of the People Plan, and is leading work nationally on the workforce aspects of elective recovery, including ensuring that 'people recovery' is well integrated with service recovery.

These all combine to support the delivery of the People Promise, an aspiration to make the NHS the best place to work and embedding a more compassionate and inclusive culture.

Prior to this role John was Director of Improvement and Culture at Oxford University Hospitals NHS Foundation Trust, having previously been a Partner in McKinsey's Healthcare practice.

He lives in Worcester, has three daughters, two cats and is addicted to Parkrun.

Dr Richard J L Heron

MB ChB FRCP, FFOM FACOEM



For over 15 years, as VP Health and CMO Richard led bp's global health agenda. This includes wellbeing, occupational health, industrial hygiene, and public health in over 65 countries. He has held prior health, safety, and risk management leadership roles with AstraZeneca.

Now consulting, Richard is co-chair of IOMSC, an association of 47 National OH Societies, representing 70% of the world's workers. He is on the NHS Expert Advisory Group for employee health and wellbeing, and the UK National Wellbeing Forum. He has also worked on expert advisory groups for departments of Health, Work and Pensions, and PHE.

Past-President of Faculty and Society of Occupational Medicine, he is a Fellow of the RCP (London, Edinburgh), the American College of Occupational and Environmental Medicine and a Senior Founding Fellow of the Faculty of Medical Leadership and Management.

Richard is an honorary professorial fellow of International Business and Health, University of Nottingham. His specialist interests include leadership, health, work and organisations, and work-related mental health.

Professor Diana Kloss MBE

Hon FFOM



Professor Diana Kloss MBE, Hon FFOM is a barrister and retired employment tribunal judge. She holds three academic appointments, in the Universities of Manchester, Cardiff and London South Bank. She is the author of Occupational Health Law, 6th edition, Wiley Blackwell.

Diana is a member of the Faculty of Occupational Medicine's Ethics Committee and contributed to the 2018 FOM Ethics Guidance. She is an honorary Fellow of the Faculty and was appointed MBE for services to occupational health. Diana is well known as an adviser and lecturer on Occupational Health Law and writes a regular column in the journal Occupational Health at Work. She lives near Manchester.

Dr Justin Mokhlis



Dr Justin Mokhlis completed his Occupational Medicine training in the West Midlands and is currently a full time Consultant at Central and North West London (CNWL) NHS Foundation Trust. He is the clinical lead for the Occupational Health service at CNWL and holds membership of both the Royal Colleges of Physicians (MRCP) and the Faculty of Occupational Medicine (MFOM). He calls London home.

Workshop 1 – Supporting Driver no 2 and the service development framework

Are you thinking about how to develop your OHWB service for the future? Have you already got some great ideas about what works when you are delivering a trusted, strategic and integrated service? Do you commission OHWB services? Do you want practical and tangible ways into service development, and a way to identify areas for future development for your service? Join NHSE and partners to kick off the co-design of the development of a new, national, asset-based service development framework for OHWB services.

Workshop 2 – Supporting the growing workforce piece and considering MDT approaches

Your opportunity to influence national planning on shaping the future workforce in Occupational Health and Wellbeing. Learn about the current offers of development but crucially we would like to hear your expert views and thoughts on how we could shape a multi-professional workforce of the future; what new roles are required? What would be the training routes? How would you like the workforce to look in the next 5-10 years?

Workshop 3 – Evidence based practice and data

The Growing OHWB Impact and Evidence Based Practice workshop will provide an opportunity for you to help co-design a OHWB dataset and develop a process for identifying, documenting and sharing best practice. The following questions will guide our discussions:

- How we could use data to demonstrate the impact of OHWB services by using common quantitative and qualitative output-focused metrics, data, and service evaluation methodologies?
- How we can ensure that the NHS is recognised for driving standards in OHWB, and best practice that advances OHWB is captured, shared, scaled and spread?



Hilary Winch

**Chair
NHS Health at Work Network**

Hilary is the Head of Workplace Health, Safety & Wellbeing at the Norfolk and Norwich University Hospitals NHS Foundation Trust. She qualified as a nurse in 1991 and worked in a variety of nursing roles eventually settling in the field of Occupational Health in 1998. Hilary has worked within industry, private hospital and NHS environments. She commenced her work at Norfolk and Norwich in 2000 and has been promoted within the team to her current role. Hilary is passionate about quality improvement and has been part of the SEQOHS assessor team since the start of the accreditation scheme in 2010. She has project managed MoHaWK, the national occupational health benchmarking and local audit tool since 2013 with Syngentis, and more recently the Faculty of Occupational Medicine. Hilary has been Chair of the NHS Health at Work Network since April 2021.



Nicola Bullen

**Joint Deputy-Chair
NHS Health at Work Network**

Nicola was recently appointed as Joint Deputy-Chair, OH NHS Health at Work Network.

In her substantive role, she manages two portfolios, as Assistant Director, Occupational Health, Safety & Wellbeing, University Hospitals Derby & Burton NHS Foundation Trust and Deputy Senior Responsible Officer, Looking After Our People Programme, Joined Up Care Derbyshire, ICS. In addition, she is Treasurer/ Secretary, Health People Management Association, East Midlands.

Nicola has worked in the NHS since 2008, following successful careers in NHS Executive Search and Health Consultancy. Her passion is pushing the boundaries of workplace health and wellbeing, driving innovation for the benefit of keeping our NHS people, healthy, safe and well. She is actively involved in a significant programme of work, focussed on the detrimental impact of the menopause on the NHS, both locally and across the Midlands.

Outside of work, Nicola resides in the Staffordshire Moorlands and enjoys a rural life including all outdoor pursuits. Twitter: [@NicolaBullen5](https://twitter.com/NicolaBullen5)



Dr Masood Aga

MB BS MSc DOccMed MFOM FRSPH

**Joint Deputy-Chair
NHS Health at Work Network**

Dr Aga is a Clinical Director for Occupational Medicine at Sandwell and West Birmingham NHS Trust. He is also the Specialty Lead for Health and Wellbeing in the Trust. His Team provides Occupational Health support to a wide array of NHS and commercial organisations. Dr Aga is also the consultant medical advisor to the Royal Wolverhampton Trust and Dudley Group of Hospitals, the two other large Acute Trusts in the Black Country region of West Midlands.

A member of the Faculty of Occupational Medicine, Dr Aga completed his MSc in Occupational Medicine with Merit from the University of Manchester. He won the Peter Taylor Award for his dissertation 'an investigation into the relationship between workplace factors & sickness absence due to mental health causes in the NHS Trusts in England' in 2016.

Dr Aga represents West Midlands region on the Board of the NHS Health at Work Network and is one of the two newly appointed Deputy-Chairs. He also represents the NHS division on ALAMA Executive Committee. He is a clinical and Educational Supervisor and teaches on Diploma and MFOM courses.



Amplivox - Developed specifically for occupational health professionals, our wide range of dependable, portable and PC-based screening equipment offers significant workflow improvements and secure data management.

We also provide accredited Occupational Health training courses, consumables, and a full range of calibration and after sales services.



Civica is one of the UK's largest software companies, with proven expertise in delivering improved outcomes for organisations around the world. Our OPAS-G2 software streamlines occupational health processes, greatly reducing administration saving valuable time so you can focus on delivering a better experience for your employees.



Cohort is now '**Cority**'. We are the world's No. 1 Occupational Health Software and already support many NHS Trusts. Our software solution is designed, deployed, and supported by OH professionals and helps you manage worker health simply, effectively and efficiently.



Empactis helps NHS organisations put workforce health first. Its secure cloud platform is the only complete, connected Employee Health Management System that reduces risks and costs around employee absence, health, and engagement. Empactis supports proactive action and collaboration while delivering clear insights that enable better informed decisions.



Greys Specialist Recruitment is the UK's leading specialist Occupational Health Recruiter. We concentrate on recruiting Occupational Health Technicians, Nurses, Advisors, Senior Advisors, Managers, Physiotherapists, Counsellors and OH Physicians on a Permanent, Contract, Temporary, Ad-Hoc and Sessional basis. We recruit in both private and public sectors. Greys currently works with numerous NHS Trusts across the UK working with them to find the best possible person for their open vacancy.



For more than a century, **MSD** has been inventing for life, bringing forward medicines and vaccines for many of the world's most challenging diseases. Today, MSD continues to be at the forefront of research to deliver innovative health solutions and advance the prevention and treatment of diseases that threaten people and animals around the world.



PhysioMed - Currently working with 29 NHS Trusts across the UK, our pay per click services provides a cost-effective route to staff Physiotherapy services. Our blended, remote and face-to-face services, provides saving of up to 30% and our proactive material helps prevent injuries, by promoting good habits, at no cost to your Trust.



VaccinationTrack from Quantum Health Solutions is a software system that drives improved uptake of flu and COVID booster vaccinations by systematically managing the communication, delivery and reporting of your Trust's winter vaccination campaign. It's the only product specifically for healthcare workers and has already supported the delivery of over 400K vaccinations in 20 acute, community and mental health Trusts.



Through the Access to Work Mental Health Support Service **Remploy**, the employment, skills and disability specialist has supported thousands of employees to remain in or return to the workplace. Remploy provide online or on-site mental health support to NHS Employees, collaborating with NHS occupational health teams and complementing existing health and well-being initiatives.



Safe Effective Quality Occupational Health Service

SEQOHS is the industry standard accreditation scheme for occupational health services. It is the recommended scheme for NHS trusts and is used by multinational corporate firms. Discover how we can support you to achieve your SEQOHS accreditation by contacting askSEQOHS@fom.ac.uk or visit our stand and speak to our friendly staff.



The Society of Occupational Medicine (SOM) is a professional society open to doctors, nurses, physiotherapists, occupational therapists, and technicians. Member benefits include the Journal of Occupational Medicine, insurance, free webinars, and a Nurse Appraisal Toolkit. The SOM President is Dr Shriti Pattani. NHS OH professionals are particularly welcome - join at: www.som.org.uk

Thank you for attending and for supporting the NHS Health at Work Network.

Please join us on Facebook and Twitter to be kept updated on all of our latest news.

www.nhshealthatwork.co.uk

 www.facebook.com/NHSOHNNetwork

 <https://twitter.com/NHSOHNNetwork>

NHS England - Growing Occupational Health & Wellbeing Together

Part of NHS England's Health & Wellbeing programme, the national Growing Occupational Health & Wellbeing Culture team's aim is to support the health and wellbeing of our NHS People by growing NHS delivered OHWB services and our NHS OHWB people as strategic, integrated and proactive organisational partners.

In association with