

EXPLORING OCCUPATIONAL HEALTH IN ACTION



2023 Annual Conference

Wednesday 13 and Thursday 14 September 2023

Chesford Grange Conference Centre,
Kenilworth, Warwickshire



Dear Colleague

Firstly a very warm welcome to our 2023 NHS Health at Work Conference: Exploring Occupational Health in Action.

I think 'action' is an important word for many of us as I reflect on the past 12 months as we've all been working hard to implement and embed the brilliant work from NHS England's OH and Wellbeing Strategy. We want to continue to build on the solid foundations that NHS England have put in place and hopefully this year's Conference, and the outstanding line up of speakers, will continue to provide food for thought as to how we all continue on this journey.

The recently launched NHS Workforce Plan recognises the key role for OH in supporting the NHS's efforts to improve staff retention, alongside a critical move towards enhanced multi-disciplinary OH teams focusing on prevention, rather than just 'cure'.

We've been busy over the last few months refreshing and relaunching our resource hub of Good Practice documents exclusively for our members. A wide range of updated clinical guidance documents are now available, alongside numerous templates to support you in the recruitment and management of your OH people and the services they deliver. By sharing best practice and learning from our peers, we can reduce workloads, learn from each other and ultimately improve our services. I encourage you to visit our website regularly to view all of these documents and to see how they can work for you.

As we continue to recover from the pandemic OH feels more in demand and more visible than ever before. That's down to all of us and the great work we are delivering. Please take the time at this year's Conference to reflect, reconnect and remind yourself about the work you do and why it continues to be one of the most fundamentally important parts of the NHS's ability to function. And please also remember that the Network is always here to listen and to support you.

Enjoy the Conference.

Hilary Winch

Chair, NHS Health at Work Network

THE PROGRAMME

Health at Work Network

Wednesday 13th September	
17.30	Registration
17.45	Reception and exhibition opens
19.25	Welcome – <i>Hilary Winch, Chair, NHS Health at Work Network</i>
19.30	Dinner
21.00	Networking & Entertainment
Thursday 14th September	
08.00	Exhibition opens; Registration
09.00	Welcome <i>Hilary Winch, Chair, NHS Health at Work Network</i>
09.05 – 09.45	'What's the mental health of the NHS really like, and what should be done about it?' <i>Professor Neil Greenberg, Professor of Defence Mental Health</i>
09.45 – 10.45	'Menopause, neuro-diversity and the law' <i>Professor Diana Kloss, MBE, Barrister</i>
10.45 – 11.15	Coffee; Networking; Exhibition
11.15 – 11.20	Welcome back <i>Nicola Bullen, Joint Deputy-Chair, NHS Health at Work Network</i>
11.20 – 12.00	'Opportunities for growing a multidisciplinary Occupational Health clinical workforce: consolidating evidence from research and practice' <i>Professor Ira Madan, MD FRCP FFOM, Professor of Occupational Medicine and Academic Dean (Faculty of Occupational Medicine)</i>
12.00 – 12.45	'Blood Borne Virus and UKAP Update' <i>Dr. Ali Hashtroudi</i> <i>Clinical Director and Honorary Senior Lecturer, Guy's and St. Thomas' NHS Foundation</i> <i>Head of National School of Occupational Health</i> <i>FOM Representative - Occupational Health Expert to UKAP</i>
12.45 – 13.45	Lunch; Networking; Exhibition
13.45 – 13.50	Welcome back <i>Dr. Masood Aga, Joint Deputy-Chair, NHS Health at Work Network</i>
13.50 – 14.40	NHS OH Case Studies and Panel Discussion 'Implementing a Shared OH Service' <i>Pam Duke BSc (Hons), RGN, OHNCert, Managing Director, North West London OH Shared Service</i> 'Menopause inequalities' <i>Nicola Bullen, Associate Director, Health, Safety and Wellbeing, University Hospitals of Derby and Burton NHS Foundation Trust</i>
14.40 – 15.20	'Implementation of the Employee Disability and Neurodivergent Advice (EDNA) Service' <i>Hilary Todd, Associate Director, Occupational Health and Wellbeing, & Hampshire and the Isle of Wight Programme Director</i>
15.20 – 15.30	Prize Draw and Closing Remarks <i>Hilary Winch, Chair, NHS Health at Work Network</i>

YOUR PRESENTERS

Health at Work Network

Pam Duke



Pam Duke is the accountable officer for the North West London OH Shared Service overseeing operational, financial, clinical, and contractual performance. With over 34 years of experience in occupational health, including 28 years as the service lead, she provides support, supervision, and expert advice to the OH team. Pam led the NWL OH Shared Service pilot program and actively contributes to committees and working groups focused on OH and wellbeing. Additionally, she manages the contracts for the Employee Assistance Programme (EAP) and Occupational Musculoskeletal Support Service which, with the NWL OH SS, constitute the support structure for staff in the host organisation.

Professor Neil Greenberg

BM, BSc, MMedSc, FHEA, MFMLM, DOccMed, MInstLM, MEWI, MFFLM, MD, FRCPsych



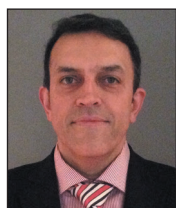
Professor Neil Greenberg is a consultant academic, occupational and forensic psychiatrist based at King's College London. Neil served in the UK Armed Forces for 23 years and has been deployed to both Afghanistan and Iraq.

At King's, Neil leads on a number of military mental health projects and is a principal investigator within a nationally funded Health Protection Research unit. He is a past chair of the Royal College of Psychiatrists (RCP) Special Interest Group in Occupational Psychiatry and led the World Psychiatric Association position statement on mental health in the workplace.

Neil has published more than 350 scientific papers and book chapters and has been the Secretary of the European Society for Traumatic Stress Studies, the President of the UK Psychological Trauma Society and Specialist Advisor to the House of Commons Defence Select Committee.

As well as running March on Stress Ltd, a psychological health consultancy, Neil is a trustee with the Society and Faculty of Occupational Medicine.

Dr Ali Hashtroudi



Dr Ali Hashtroudi is the Clinical Director of Occupational Health, Safety and Wellbeing at Guy's and St Thomas' NHS Trust in London and an Honorary Senior Lecturer at KCL.

He is the Head of the National School of Occupational Health. He is also a fellow of the Faculty of Occupational Medicine.

Ali is the Faculty of Occupational Medicine representative at UKAP as the expert in Occupational Medicine. His main area of clinical work is healthcare and higher education with extensive experience in other sectors.

Professor Diana Kloss MBE Hon FFOM



Professor Diana Kloss MBE is a barrister and retired employment tribunal judge. She holds 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 (FOM) 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 OH. 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.

Professor Ira Madan



Professor Ira Madan is Professor of Occupational Medicine at King's College London, Director of the London Centre for Work and Health and Academic Dean for the Faculty of Occupational Health.

Hilary Todd



Hilary Todd has had a long career in the NHS as a nurse and midwife and in a number of senior roles. She has 2 positions; Associate Director of Occupational Health in a combined Mental Health and Community Trust and a Programme Director of OH and Wellbeing across the Hampshire and Isle of Wight ICS.

Her remit includes strategically improving the health and wellbeing of staff in the NHS. This includes fast track MSK services for staff, a Menopause Service which is the first of its kind in HIOW and the Employee Disability and Neurodiversity Advisory Service. She also manages another award winning team: Education to Employment, (350+ roles in the NHS) for pupils from 5-18.

YOUR HOSTS

Health at Work Network



Hilary Winch

NHS Health at Work Network Chair

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 OH 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 OH benchmarking and local audit tool since 2013 with Syngentis, an OH Community Interest Company, and more recently the Faculty of Occupational Medicine. Hilary has been Chair of the NHS Health at Work Network since April 2021.



Dr Masood Aga

MB BS MSc DOccMed MFOM FRSPH

Joint Deputy-Chair NHS Health at Work Network

Masood 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 OH support to a wide array of NHS and commercial organisations. Masood 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, Masood 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.

Masood represents West Midlands region on the Board of the NHS Health at Work Network and is also Joint Deputy-Chair. He represents the NHS division on the Association of Local Authority Medical Advisers (ALAMA) Executive Committee, is a clinical and Educational Supervisor and teaches on both Diploma and MFOM courses.



Nicola Bullen

Joint Deputy-Chair NHS Health at Work Network

Nicola is Associate Director of Occupational Health, Safety & Wellbeing, University Hospitals Derby and Burton NHS Foundation Trust as well as Deputy Senior Responsible Officer of Looking After Our People Programme, Joined Up Care Derbyshire, ICS. She is Deputy Chair of the NHS Health at Work Network, and Treasurer/Secretary of the 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.

OUR SUPPORTERS

Health at Work Network



Amplivox is an accredited supplier of world-class screening solutions for more than 85 years. Amplivox is the preferred choice for OH professionals. Our wide range of screening solutions includes PC-based equipment, accredited training, calibrations, and consumables – enabling us to create a healthier future for everyone.

For more information, please visit www.amplivox.com or contact us on +44 (0)1865 880 846 or sales@amplivox.com.



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 OH software automates and manages complex workflows including pre-placement and health surveillance. It provides insights and supports you to make informed decisions about your workplace, helping individuals return to work safely.



Cority (formerly Cohort Software) gives every employee the power to make a difference, reducing risks and creating a safer, healthier, and more sustainable world. A leader in OH software for over 35 years, Cority's people-first solutions have also expanded into other areas of Occupational Hygiene, Safety and Sustainability – built by experts who know the daily pressures individuals and organisations face. Time-tested, scalable, and configurable, the CorityOne platform combines datasets from across organisations to enable improved efficiencies, actionable insights, data-driven decisions, and more accurate reporting on performance. Trusted by

over 100 NHS Trusts in the UK, and over 1,400 organisations worldwide, Cority deeply cares about helping people work toward a better future for everyone. To learn more, visit www.cority.com



SPECIALIST RECRUITMENT

Greys Specialist Recruitment is the UK's leading specialist OH Recruiter. We concentrate on recruiting OH 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.



At **Kinseed**, we have used our innovative technology combined with clinical expertise to build a suite of applications, ISHAW, that enhances workplace well-being, boosting employee health and productivity. Mediwork, our OH application streamlines health assessments through user-friendly interfaces and provides insightful data to transform work health for the future.



At **MSD**, known as Merck & Co., Inc., Rahway, NJ, USA in the United States and Canada, we are unified around our purpose: We use the power of leading-edge science to save and improve lives around the world. For more than a century, we've been at the forefront of research, bringing forward medicines, vaccines and innovative health solutions for the world's most challenging diseases.



NHSE (MENOPAUSE)

Learn more about the menopause with NHS England's new elearning programme created specifically for OH staff. Discover how the menopause can impact people at work and the typical symptoms experienced, read case studies of real-life experiences, learn about giving specialist OH support and making reasonable adjustments. Find out more here:



MEDICAL

OH Medical is a market-leading, independent recruitment consultancy within the OH sector. We recruit permanent and interim OH staff Nationwide across all disciplines. We are proud to partner with NHS Trusts and can help you to navigate off-framework recruitment to ensure you can fill all your OH recruitment needs.

OUR SUPPORTERS



PAM Group's acquisition of Connect Health allows our multi-disciplinary clinician team to deliver better back-to-work rehabilitation therapies and wellbeing initiatives for our NHS clients. PAM develops services using data-driven strategies. This empirical approach delivers effective fact-based interventions to maintain and increase the physical and mental health of all NHS staff.



Physio Med

Currently working with 29 NHS Trusts across the UK, our pay per click service provides a cost-effective route to staff Occupational Physiotherapy treatment. Our blended, remote and face-to-face service provides saving of up to 30% against full face-to-face service and our proactive material helps prevent injuries, by promoting good habits.



TPN is an independent and privately owned company that has been providing physical and mental health clinical services and absence reduction strategies to clients since 1999. Founded by Dale Naylor, his knowledge and experience as a physiotherapist of international renown, TPN has developed a highly experienced, effective and efficient UK wide network of physiotherapist and counsellors.

The heart of our service is the control and quality of treatment along with a unique measurable outcome tool, which is acclaimed by clinicians and clients alike. TPN is the first point of call for some of the most successful and influential companies in the UK



Safe Effective Quality Occupational Health Service

SEQOHS (Safe Effective Quality OH Service) is the recommended OH accreditation scheme for NHS Trusts, and also used by multinational corporate firms. Updated SEQOHS 2023 standards, with clearer guidance, templates and free training, will be available from November 2023. To find out more, please visit our stand or email askSEQOHS@fom.ac.uk



Supporting occupational health and wellbeing professionals

The Society of Occupational Medicine (SOM)

is a multi-disciplinary professional society of over 1,800 OH professionals. Nurse members access bespoke OH Nurse insurance, free CPD and a Nurse Appraisal Online Toolkit. Its Patrons are Lord Blunkett, Dame Carol Black, Lord Popat and Sir Norman Lamb. Join us at www.som.org.uk



Founded in 2012 by Dr Andres Fonseca, Consultant Psychiatrist and Dr Adam Huxley, Consultant Clinical Forensic Psychologist, **Thrive Mental Wellbeing** is an innovative, mental healthcare service partnering with public sector organisations and providing workforces with readily available therapy and mental health support confidentially via our NHS digitally compliant app.

Health at Work Network



QH Solutions

VaccinationTrack is the only end-to-end system specifically designed to address the challenges of NHS staff vaccination campaigns and has already helped 30 acute, community, mental health and ambulance Trusts deliver over 600,000 vaccinations. Trusts have eliminated paper-based processes, significantly reduced their admin and reporting time, vaccinated their staff quicker and increased their uptake. VaccinationTrack will revolutionise your vaccination campaign.



Valneva is a specialty vaccine company focused on the development, manufacturing, and commercialisation of prophylactic vaccines for infectious diseases with significant unmet medical need. Our vision is to contribute to a world in which no one dies or suffers from a vaccine-preventable disease. Valneva UK Limited is focused on the marketing and distribution in the United Kingdom of Valneva's vaccines against diseases for Japanese Encephalitis, Cholera, Rabies and Hepatitis B.



Working To Wellbeing was founded in 2012 and provides integrated health and work support for people with long term conditions, who want to either remain in, or return to, work. A specialist team of HCPC registered clinicians provide one to one support to help individuals adjust to a new diagnosis or symptoms, ensuring they get the support they need to return to work when ready. Working To Wellbeing's services include award winning Cancer and Long Covid Work Support Services as well as offering support for other long term conditions including persistent pain, chronic fatigue as well as support for people who are neurodivergent or those needing support with the menopause.



Health at Work Network

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

Please register for our 'free' monthly e-bulletin and join us on our socials to be kept updated on all of our latest news.

www.nhshealthatwork.co.uk/bulletin-alerts.asp

www.facebook.com/NHSOHNNetwork

<https://twitter.com/NHSOHNNetwork>