

GROWING OH&WB: CELEBRATE, SHARE, INSPIRE.



2024 Annual Conference

Wednesday 11 and Thursday 12 September 2024

Chesford Grange Conference Centre,
Kenilworth, Warwickshire



Dear Colleague

Firstly I'd like to warmly welcome you to our 2024 NHS Health at Work Network Conference - Growing OH&WB: Celebrate, Share, Inspire.

The last 12 months have flown by as we have juggled business as usual as well as faced challenges of measles and pertussis endemics with guidance changes for us to review and embed. So as ever on this occasion, I hope you have chance to take stock, network with colleagues and take time to reflect on your challenges and be inspired to continue the great work that you do.

The national agenda of work and health remains very prominent – both generally and within the NHS. Our NHS leaders know that by investing in our staff then patient outcomes improve, and even with a change in Government this remains a focus. So don't lose hope and despair when constantly faced by challenges. Let's continue to provide that necessary strategic voice to our organisations.

I'm very excited for the very first NHS OHPRAS (OH PROfessionals AwardS) and delighted that we had such an amazing range of applications in our inaugural year. All entries were worthy of being winners and we will soon be sharing some of the inspirational case studies that came out during the process. Thank you to everyone who took the time to apply and share their best practice.

I'm conscious that many others have also been on a development journey and I hope that our Conference will inspire you to go further. We have a great line up of speakers who will explore many subject areas and will consider our role in:

- addressing some of the diverse needs of workers and exploring practical ways of providing advice, guidance and action for their organisations
- considering the barriers we sometimes face and exploring how we can overcome these and learn from others.

I can't believe this will be the last Conference where I am the Chair of the Network. My tenure will conclude at the end of March 2025, but it has been a privilege to represent you all. However I don't intend to stop after this Conference; I will continue to support and work with our new Chair elect to ensure a seamless transition. I am passionate about NHS Occupational Health and will continue to support the profession in any way required to ensure that the Network continues to have a national voice at the table!

So over the next twenty four hours, please celebrate all of the fantastic work taking place in the OH space, share your own best practice and leave being truly inspired at what we do and the difference we all make.

Hilary Winch
Chair, NHS Health at Work Network

Wednesday 11th September	
17.30	Registration
17.45	Reception and exhibition opens
19.25	Welcome – Hilary Winch, Chair, NHS Health at Work Network
19.30	Dinner
21.00	Awards & Entertainment

Thursday 12th September	
08.15	Exhibition opens; Registration
09.15	Welcome Hilary Winch, Chair, NHS Health at Work Network
09.20 – 10.00	'Happy, Healthy, Here: time for us to get radical?' Dr. Peter Thomond, Chief Exec, Clever Together Leadership Tech
10.00 – 10.45	'Perspectives from the HSE' Dr. Steve Forman, Principal Medical Adviser, Health and Work Branch, Health and Safety Executive
10.45 – 11.15	Coffee; Networking; Exhibition
11.15 – 11.20	Welcome back Nicola Bullen, Joint Deputy-Chair, NHS Health at Work Network
11.20 – 12.00	'Developing and delivering occupational health and wellbeing programmes for the diverse NHS workforce: what should we be considering?' Professor Manish Pareek, Chair in Infectious Diseases; Director, Development Centre for Population Health
12.00 – 12.45	'Neurodiversity and occupational health. What you need to know, how you can help, and what employers are asking.' Matt Gupwell, Think Neurodiversity
12.45 – 13.45	Lunch; Networking; Exhibition
13.45 – 13.50	Welcome back Dr. Masood Aga, Joint Deputy-Chair, NHS Health at Work Network
13.50 – 14.20	'Tips you can take away and implement tomorrow to support Neurodivergent employees and assist employers.' Matt Gupwell, Think Neurodiversity
14.20 – 14.50	'The mental health of NHS workers: an overview of the NHS CHECK study.' Dr. Danielle Lamb, Senior Research Fellow, University College London
14.50 – 15.35	'Weaving the thread tightly for the future of occupational health medicine.' Dr. Justin Varney, Director of Public Health, Birmingham City Council
15.35 – 15.45	Prize Draw and Closing Remarks Hilary Winch, Chair, NHS Health at Work Network

YOUR PRESENTERS

Dr Steve Forman



Steve is a Consultant Occupational Physician and Principal Medical Adviser in the Health and Safety Executive.

He leads the Occupational Health team in the Health and Work Branch in HSE. Steve provides occupational medicine expertise to colleagues across HSE and external stakeholders in a wide range of sectors.

He provides the clinical oversight for the Approved and Appointed doctor systems for statutory medical surveillance and fitness to work assessments. This includes lead, asbestos, ionising radiation, diving and work in compressed air.

Matt Gupwell



Matt has been obsessed with understanding what being 'different' means since his son was diagnosed with autism at the age of 4. Diagnosed with ADHD, autism, dyslexia, anxiety disorders and in recovery from addiction himself, Matt has the unique ability to blend clinical understanding and research with the experience of working with countless neurodivergent people of all ages and raising two neurodivergent sons.

Matt's reputation as a neurodiversity professional is broad and respected. He has worked as a consultant with the UK Government, ASOS, Sony Pictures, the BBC, Greenwich University, and he is a professional mentor to other people with ADHD and autism. He's the host of the TALKADHD podcast and offers a different approach focusing on people's abilities and potential.

Dr Danielle Lamb



Dr Lamb is a senior research fellow in the NIHR Applied Research Collaborative North Thames at UCL. Her background

is in acute mental health service research, particularly Crisis Resolution and Home Treatment Teams and Acute Day Units. Danielle uses mixed methods to evaluate the implementation of complex services and interventions, and she has a particular interest in the wellbeing of those working in health care. She is a co-investigator on the NHS CHECK study (the UK's largest longitudinal cohort study of healthcare worker mental health and wellbeing), and principal investigator on the LC CHECK study (an exploration of Long COVID in healthcare workers).

Professor Manish Pareek



Professor Manish Pareek graduated from the University of Birmingham with an Honours degree in Medicine and undertook general

medical training before completing an academic specialist training programme in Infectious Diseases and General Medicine. He is Chair and Honorary Consultant in Infectious Diseases at the University of Leicester and University Hospitals of Leicester NHS Trust and the Director of the Centre for Population Health.

He has international expertise in studying health inequalities, developing public health research programmes in infectious diseases, migrant health and ethnic minority health. His research groups have been at the forefront of investigating COVID-19 risk and outcomes in ethnic minority communities. He leads UK-REACH which is a national study of UK healthcare workers and is currently looking at the physical and

mental health of staff and workforce retention. His work has been recognised by awards from the Royal College of Physicians, Federation of Infection Societies and International Union Against Tuberculosis and Lung Disease.

Dr Peter Thomond



Dr Peter Thomond is the Chief Exec and co-founder of Clever Together, and co-founder of the charity SportInspired. He has worked with

brands and organisations across the world and holds a PhD from Cranfield University in strategy and disruptive innovation. Today, Pete supports leaders to transform their approaches to culture change, performance improvement and strategic planning, by bringing together, through deliberative stakeholder engagement people's lived experience, expert evidence, and people with power and passion. In essence, he helps communities to think and act differently, as he delivers well managed open innovation.

Dr Justin Varney



Dr Justin Varney, Director of Public Health at Birmingham City Council has been a long time advocate and ally to the OH medicine community and the health and work agenda. Justin is a powerful speaker who brings several decades of experience within the NHS, national and local government and a broad range of strategic leadership and action at national and international levels of the public health system to improve outcomes for people. He is an honorary fellow of the Faculty of Occupational Medicine and special advisor to the Council for Health and Work.

YOUR HOSTS



Hilary Winch

NHS Health at Work Network Chair

Hilary is the Associate Director 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.



Dr Masood Aga

Joint Deputy-Chair NHS Health at Work Network

Masood is Director of Occupational Health and Wellbeing at University Hospitals Birmingham. His team provides OH support to a wide array of NHS and commercial organisations in the West Midlands region.

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. He is nationally renowned for his contribution to the speciality of Occupational Medicine and was the winner of Outstanding Occupational Health Practitioner Award at the SOM Awards in 2022.

He represents the NHS division on the Association of Local Authority Medical Advisers (ALAMA) Executive Committee, is a clinical and Educational Supervisor. He teaches on national and international Occupational Health courses.



Nicola Bullen

Joint Deputy-Chair NHS Health at Work Network

Nicola Bullen is Associate Director, Occupational Health, Safety & Wellbeing, University Hospitals Derby & Burton NHS Foundation Trust as well as Deputy Senior Responsible Officer, Looking After Our People Programme, Joined Up Care Derbyshire, ICS. In addition, she is Deputy Chair, NHS Occupational Health Network and 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.

OUR SUPPORTERS

Health at Work Network



For everyone

Amplivox creates a healthier future by providing accurate health screening measurement solutions. Our goal is to make it simple and affordable for OH professionals to get their equipment, after-sales support, consumables, and educational requirements from a single ISO 13485 QMS accredited supplier. Our equipment can integrate directly into EMR systems, providing secure, detailed assessments and trends for both individuals and user defined groups of employees. As a manufacturer with more than 85 years of experience, we are proud to be a trusted partner to OH professionals around the world.



The UK's first choice for Occupational Health recruitment, **Drs Direct** was founded in 2007 when we committed to making a difference in Occupational Health. From day one we set standards to provide a professional and efficient, specialised recruitment service and we are the first port of call for Occupational Health professionals.



Full Health Medical equips Occupational Health with the tools to deliver proactive and preventative care to employees at scale. With advanced reporting capabilities, you can effectively identify health trends, assess risk factors and deliver targeted interventions. Our software makes it easy to meet compliance and improve employee wellbeing.



Civica Occupational Health (formerly OPAS) provides NHS organisations with a complete solution for management referrals, pre-placement questionnaires, health surveillance, and vaccinations. Extensive management reporting and insights help inform decisions that impact workforce health, wellbeing, and safety.

Integration between Civica Occupational Health and Trac, our recruitment management software used by over 90% of NHS Trusts, enables occupational health and recruitment teams to engage with applicants, conduct health checks and get people into posts quicker.



Greys Specialist Recruitment Ltd is the UK's leading specialist Occupational Health Recruiter. We concentrate on recruiting Occupational Health Technicians, Nurses, Advisors, Senior Advisors, Managers, Physiotherapists, Occupational Therapists 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.



Hugh Symons scans Occupational Health records for NHS Trusts and delivers data ready to load into systems such as OPAS, Cohort/Cority and SharePoint, or for storage on networks. The main reasons for scanning are usually to free up space, improve data security and GDPR compliance, and for better access to information.



March on Stress is a psychological health consultancy. We help organisations build resilience by safeguarding the mental wellbeing of personnel through TRiM (Trauma Risk Management), StRaW® (Sustaining Resilient at Work), REACTMH® (active listening), Reflective Practice, Enhanced Coping Skills, leadership and Breaking Bad News training. We also provide comprehensive Clinical Services.



With over two decades of experience, **Meddbase** is committed to improving healthcare by connecting clinical and administrative professionals, employees, and technology through interoperable workflow automation. Our trusted cloud-based software joins up workflows, saves time, boosts productivity, and reduces errors, leading to better healthcare outcomes.



MediWork is a revolutionary new cloud-based Occupational Health management platform from Kinseed and Cordell Health. MediWork provides all the tools needed by anyone who provides or receives Occupational Health services to manage Preplacements / Post-offers, Health Surveillance, Management Referrals, Immunisations, and more – all completely and precisely tailorable for your needs.



Cority gives every employee from the field to the boardroom the power to make a difference, reducing risks and creating a safer, healthier, and more sustainable world. For over 35 years, Cority's people-first software solutions have been built by EHS and sustainability experts who know the pressures businesses face. Time-tested, scalable, and configurable, CorityOne is the responsible business platform that combines datasets from across the organisation to enable improved efficiencies, actionable insights, data-driven decisions, and more accurate reporting on performance. Trusted by 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

Health at Work Network

OUR SUPPORTERS



OH Medical is a market-leading, independent recruitment consultancy within the Occupational Health & Wellness sector. We recruit permanent & interim staff Nationwide across all disciplines at all levels. As a trusted framework supplier, we proudly partner with NHS Trusts to ensure you can meet all your recruitment needs.



Established in 2010, **Occupational Health Staffing** stands as one of the UK's longest-running Occupational Health recruitment agencies, specialising in the placement of Occupational Health professionals for permanent, temporary, contract, and ad-hoc positions nationwide. Occupational Health Staffing currently assist NHS Trusts nationwide helping them successfully find the right candidates. Renowned for their reputation and success in the Occupational Health industry, Occupational Health Staffing thrives on recommendations from both candidates and clients. Their achievements are attributed to industry knowledge, a strong work ethic, and a proven ability to successfully fill roles and place candidates.



Currently working with 20% of the NHS Trusts across the UK, our award winning service provides a cost-effective route to staff Occupational Physiotherapy treatment. Our blended, remote and face-to-face service provides savings of up to 30% against full face-to-face service and our free proactive material focuses on prevention rather than cure.



Safe Effective Quality Occupational Health Service

SEQOHS is the recommended OH accreditation scheme for NHS Trusts and is used widely by the private sector too - from single-handed providers to large multinationals.

Updated 2023 standards include new guidance, templates and free training. Demonstrate your safe, effective and quality services by gaining SEQOHS accreditation. www.seqohs.org



SOM is for all healthcare professionals working in or interested in occupational health - including doctors, nurses, physiotherapists, occupational therapists, and technicians. Our new Professional Partner Membership is for non-OH professionals who wish to keep up to date with the latest occupational health resources and guidance. Join at www.som.org.uk



The University of Manchester

The **THOR** network is the sole UK-wide medically-verified database of occupational health data. Participation in THOR offers several benefits, including formal recognition for contributions, THOR CPD accreditation, quarterly and annual reports, a data request service and monthly seminars. <https://sites.manchester.ac.uk/thor>



VaccinationTrack is the only end-to-end system specifically designed to address the challenges of NHS staff vaccination campaigns and has already helped over 30 acute, community, mental health and ambulance Trusts deliver over 900,000 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.



Vivup is a leading employee benefits provider specialising in health and wellbeing. We have been supporting the NHS for 18+ years. Trusted by over 7500+ public and private sector organisations, supporting 4+ million employees. We provide an employee benefits solution with the tools you need to build an engaged workforce.

To read more about what our Supporters offer visit:





Health at Work Network

Thank you for attending our 2024 Conference and for supporting the NHS Health at Work Network.

Please register for our free monthly e-bulletin and join us on Facebook and Twitter 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>

Our 2025 Recognition Awards
will open again in April 2025.
To register your interest in being
notified when they open please contact:
admin@nhshealthatwork.co.uk

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