

2025 Annual Conference

OH&WB: FIT FOR THE FUTURE



Wednesday 10 and Thursday 11 September 2025

Chesford Grange Conference Centre,
Kenilworth, Warwickshire



Dear Colleagues

Firstly, I'd like to warmly welcome you to our 2025 NHS Health at Work Network Conference 'OH and WB - Fit for the Future'. This is my first conference as Chair of the Network and I look forward to meeting new and familiar colleagues.

I'm sure you have all faced a busy and challenging time over the past year. I know the financial pressures are having a direct impact on NHS teams across the country, with many services being asked to achieve significant cost savings as well as taking on additional work.

It is my hope that this year's conference will provide some respite from the stresses and strains of working in the NHS and I hope you have chance to take stock, network with colleagues and take time to reflect on your challenges yet remain inspired to continue the great work that you do.

The NHS OHPRAS (OH PROfessionals AwardS) is your chance to share what you are doing, gain much needed recognition for it, and learn about what others are doing. We once again had a truly inspiring range of applications, and I look forward to meeting the successful teams over the course of the conference. Thank you to everyone who took the time to apply and share their best practice.

The national agenda for work and health remains very prominent – both generally and within the NHS. Many of you will have seen the mention of OH services in the NHS 10-year plan - we look forward to hearing more details and we stand ready to contribute to the development of high quality OH services across the NHS in any way we can. The title of this year's conference reflects our desire as a Board and a Network to ensure NHS OH & WB is truly 'fit for the future' by acting as the unified voice of the membership and informing, influencing and shaping national policy, and developing the quality and capability of OH services.

We have a great line up of experienced speakers covering important and topical subjects such as mental health, neurodiversity, upper limb disorders and workplace trauma support, as well as hearing from our 2024 OHPRAS winners one year on.

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.

With best wishes.

Dr Charles Goss
Chair, NHS Health at Work Network

Wednesday 10th September	
18.15	Registration, Reception and Exhibition opens
19.45	Welcome <i>Dr. Charles Goss, Chair, NHS Health at Work Network</i>
20.00	Dinner
21.15	Awards, Networking and Entertainment

Thursday 11th September	
08.15	Exhibition opens, Registration
09.30	Welcome <i>Dr. Charles Goss, Chair, NHS Health at Work Network</i>
09.40 – 10.10	'The Vital Role of OH in the NHS Ten-Year Plan' <i>Steph Crow, Deputy Director of Staff Experience, NHS England</i>
10.10 – 10.45	'Managing Neurodiversity in the Workplace: Key Legal and Practical Issues' <i>Mark Landon, Employment Partner and National Head of Training, Weightmans LLP</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	'Upper Limb Occupational Health Injuries' <i>Al-Achraf Khoriaty, Orthopaedic Consultant, Ashford and St. Peter's Hospitals NHS Foundation Trust</i>
12.00 – 12.45	'Workplace Trauma Support' <i>Zoë Brooke, Operations Manager, March on Stress</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 – 14.50	'OH in Action: Our 2024 NHS OHPRAS Winners One Year On' <i>Anna Edgren-Davies, Head of HR - Occupational Health and Wellbeing, Leeds Teaching Hospitals NHS Trust</i> <i>Fiona Chance-Larsen, Musculoskeletal Service Lead, Employee Health & Wellbeing Service, Manchester University NHS Foundation Trust</i> <i>Chris Wall, Physical Activity and Wellbeing Lead, Northumbria Healthcare NHS Foundation Trust</i> <i>Jennifer Fancy, Occupational Health Clinical Nurse Manager, University Hospitals Dorset NHS Foundation Trust</i>
14.50 – 15.20	'The Wounded Healer: Harnessing the Power of Storytelling to Reject the Stigma Attached to Mental Health Problems in Healthcare Professionals and Students' <i>Prof. Ahmed Hankir, Consultant Psychiatrist and Professor of Psychiatry at Cardiff University, Western University, Canada, and the Carrick Institute, USA.</i>
15.20 – 15.30	Prize Draw and Closing Remarks <i>Dr. Charles Goss, Chair, NHS Health at Work Network</i>

YOUR HOSTS

Dr Charles Goss

NHS Health at Work Network Chair



Dr Charles Goss is a Consultant Occupational Physician (MFOM) at University Hospitals of Leicester (UHL) and has been Head of Service since 2017. The UHL OH Service provides for over 40K healthcare workers and students, as well as non-NHS clients, and is a centre for training occupational medical and nursing staff. His interests include return to work after cancer, promoting work as a health outcome and expansion of the research/evidence base within occupational medicine. He is also interested in the transformation of OH services and integration with evidence-based workplace mental health and wellbeing initiatives. He became Chair of the NHS Health at Work Network in April 2025 and is passionate about improving access to high quality OH services for NHS staff.

Dr Masood Aga

Joint Deputy-Chair NHS Health at Work Network



Masood is Director of Occupational Health and Wellbeing at University Hospitals Birmingham, leading a team that supports NHS and commercial organisations across the West Midlands. A Faculty of Occupational Medicine member, with an MSc from the University of Manchester, he won the Peter Taylor Award for his research on workplace factors and mental health-related sickness absence in 2016. Masood is nationally renowned for his contribution to the speciality of Occupational Medicine and won the 2022 SOM Outstanding Occupational Health Practitioner Award. He represents the NHS division on the Association of Local Authority Medical Advisers (ALAMA) Executive Committee, supervises clinicians, and teaches on national and international occupational health courses.

Nicola Bullen

Joint Deputy-Chair NHS Health at Work Network



As well as her role with the Network, Nicola is the Associate Director, Occupational Health & Wellbeing at Nottingham University Hospitals NHS Trust. She is also Treasurer/ Secretary, Health People Management Association, East Midlands and NExt Director at North Staffordshire Combined NHS Trust, alongside an advisory role with a Neurodiversity charity. Nicola has worked in the NHS since 2008, following successful careers in NHS Executive Search and Health Consultancy. In addition, she previously founded and co-led a community interest company, leading finances, resources, and service delivery to support NHS customers, focussed on health inequalities, health improvement and health promotion. Nicola has a drive for innovation and continual improvement and is focussed on keeping NHS staff healthy, safe and well.

YOUR PRESENTERS

Zoé Brook



Zoé is the Operations Manager at March on Stress and a senior member of the training team. A University of Surrey graduate nurse working within diverse clinical settings - including a theme park, critical care, and general practice - she completed an MSc and PhD inspired by her interest in resilience. Zoé coordinates training delivery, designs bespoke sessions, and supports clients after serious incidents, including providing TRIM and suicide postvention support. As a volunteer with FANY (PRVC), she has been involved with numerous responses to terrorist incidents and civil emergencies. In addition to managing the FANY (PRVC) TRiM team, Zoé co-leads the Duty of Care team who proactively work to support members both day-to-day and whilst on deployment.

Fiona Chance-Larsen



Fiona is the Musculoskeletal Service Lead for Employee Health and Wellbeing at Manchester University NHS Foundation Trust. A chartered physiotherapist with an MSc in Health Ergonomics, she has over 25 years' experience in occupational health across public and private sectors. Fiona leads a team of physiotherapists delivering a rapid-access musculoskeletal physiotherapy service for employees, supporting health, work retention, and effective return-to-work pathways. Her service also offers advisory and preventative support for healthy ageing. Committed to evidence-based, person-centred care, Fiona champions educating healthcare professionals on the importance of having effective work conversations.

Stephanie Crow



Stephanie is the national Deputy Director for Staff Experience at NHS England, leading initiatives to enhance staff experience through culture transformation, freedom to speak up, flexible working, wellbeing, and violence prevention. Her work ensures NHS staff experience compassionate, inclusive workplaces where the People Promise is embedded. With over 10 years' NHS experience at trust, system, and national levels, she has led culture, staff experience, leadership development, and training agendas. Previously holding senior organisational development roles in the banking, policing, and insurance sectors, she has an MSc in Organisational and Managerial Psychology and postgraduate qualifications in executive coaching, mentoring, organisational development and change management.

Anna Edgren-Davies



Anna is the Head of HR - Occupational Health and Wellbeing at Leeds Teaching Hospitals NHS Trust, bringing nearly 20 years of NHS experience. She has been instrumental in shaping staff engagement strategies, promoting inclusive workplace cultures, and supporting staff wellbeing. Since joining Leeds Teaching Hospitals in 2009, Anna has worked across education, training, EDI, and culture. She played a key role in embedding the 'Leeds Way' - a cultural transformation strategy co-created with staff to define shared values and behaviours, and led the rapid roll-out of wellbeing interventions during the Covid-19 pandemic. Her current focus is on improving occupational health processes and services, drawing on expertise in organisational development, training, coaching, and healthcare workforce strategy.

Jennifer Fancy



Jennifer is an experienced and dedicated Occupational Health Clinical Nurse Manager at University Hospitals Dorset. She qualified as a nurse in 2005 and began her career on a head injury rehabilitation ward. In 2007, she transitioned into Occupational Health, starting as a Band 5 clinic nurse and progressing to a Band 6 Nurse Advisor at Dorset HealthCare Community Trust. During this period, she gained a comprehensive understanding of Occupational Health, working with various workforces across a range of public services and private industries. In 2019, Jennifer joined University Hospitals Dorset (formerly Royal Bournemouth and Poole Hospital) as an OH Specialist Nurse, where she has further developed her leadership and management skills to support her in her current role as the Clinical Manager. Her passion for the NHS and healthcare drives her commitment to providing high-quality occupational health services and ensuring that every employee receives the support and care they need to thrive. Jennifer is devoted to fostering growth and development within her team, demonstrating a commitment to excellence and making a positive impact within her organisation.

Professor Ahmed Hankir



Professor Hankir is a Consultant Psychiatrist in Canada and the UK, Honorary Visiting Professor at Cardiff University, Assistant Professor of Psychiatry at Western University (Canada), and Professor of Academic Psychiatry at Carrick Institute for Graduate Studies (USA). His research and publications focus on global and Muslim mental health and pioneering innovative interventions that reject mental health-related stigma and Islamophobia. He has co-edited four textbooks on psychiatry and religion and is the author of *Breakthrough: A Story of Hope, Resilience and Mental Health Recovery* (Wiley, 2024). Professor Hankir has received numerous awards, including the 2022 WHO Director General Award for Global Health and the 2025 American Psychiatric Association Patient Advocate Award. As a survivor, he is passionate about empowering those with mental health conditions and broadening access to medical education for individuals from low-income backgrounds.

Mr Al-achraf Khorati



Mr Al-achraf Khorati is an Orthopaedic Consultant at Ashford and St Peters NHS Foundation Trust, specialising in both trauma and elective upper limb surgery. He completed his orthopaedic training in southwest London, followed by three prestigious fellowships in Australia, New Zealand, and the UK, further developing his expertise in upper limb procedures. Mr Khorati is deeply committed to medical education, and is actively involved in research, with numerous peer-reviewed, scientific publications.

Mark Landon



Mark is an Employment Partner and national Head of Client Training at Weightmans LLP Solicitors, a top fifty national law firm. With over 30 years' experience as an employment specialist in both private practice and in-house roles, Mark provides advice and training to a wide range of public and private sector clients on employment issues and business skills. He is an Honorary Fellow and Ethics Committee member of the Faculty of Occupational Medicine, a Fellow of the Royal Society for Public Health, and a Fellow of the Royal Society of Arts. Mark co-authored the equality chapter of the 6th Edition of *Fitness for Work* (Oxford University Press) and has served on the Law Society's Equality & Diversity Committee. He is also a long-standing trustee of a national disability charity.

Christopher Wall



Chris is the Activity and Wellbeing Lead in Occupational Health and Wellbeing Services at Northumbria Healthcare NHS Foundation Trust. He provides leadership, management and coordination for the Trust's physical activity and wellbeing programmes, working closely with internal and external partners to support staff health and engagement. Chris is dedicated to promoting a positive workplace culture through innovative initiatives, including the Northumbria Safe, Fit & Well programme - a staff-facing physical activity referral scheme. In September 2024, this initiative was formally recognised with the NHS Health at Work Network Award for the 'Growing the strategic identity of occupational health and wellbeing' category.

OUR SUPPORTERS

Health at Work Network



For everyone

Amplivox

With 90 years of history and expertise, Amplivox supports occupational health professionals by providing expert knowledge, skills, and equipment. It empowers businesses to deliver optimal employee care, providing safer and healthier workplaces.

www.amplivox.com



Civica

Civica Occupational Health (formerly OPAS) gives NHS organisations a complete solution for referrals, pre-placement questionnaires, health surveillance, and vaccinations. Advanced reporting drives better workforce health, wellbeing, and safety decisions, and integration with Trac – Civica's recruitment management software used by over 90% of NHS Trusts – streamlines health checks and recruitment processes.

www.civica.com/en-gb



Clear Links

Clear Links delivers specialist support for disabled and neurodivergent individuals in education and the workplace. Through one-to-one services, including strategy coaching and assistive technology training, they promote inclusion and enhance performance. Their tailored approaches empower individuals and organisations to create accessible, supportive environments for everyone to thrive.

www.clear-links.co.uk



Cority

Since 1985, Cority has evolved from occupational health software to a cloud-based EHS platform, trusted by 1,500+ customers in 120 countries. The acquisition of Meddbase in 2025 strengthens Cority's commitment to workforce well-being solutions, enhancing operational efficiency, patient care, employee outcomes, and revenue growth with scalable, secure, clinically expert software.

www.cority.com



Doctor Care Anywhere

Doctor Care Anywhere is a leading digital primary healthcare provider, offering 24/7 clinician access, specialist pathways, and comprehensive health checks for proactive, patient-centred care. Partnering with insurers, healthcare providers, and employers, Doctor Care Anywhere delivers accessible, digitally enabled telehealth services, anytime, anywhere.

www.doctorcareanywhere.com



Drs Direct

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.

www.drdsdirect.co.uk



Each Person

Each Person offers NHS Trusts a free, all in one platform for recognition, rewards and employee benefits. The platform simplifies celebration of staff, boosts morale and enhances wellbeing with features like peer to peer recognition, helping Trusts save money, improve efficiencies and provide ongoing support for employees.

www.eachperson.com



GoodShape

GoodShape's AI-powered platform helps NHS Trusts to reduce absence, lower costs, and enhance employee wellbeing. Seamlessly integrating with existing systems, it delivers measurable results within 12 months, including a 25% average reduction in absence and £500 savings per employee, providing a strong return on investment.

www.goodshape.com



Greys Specialist Recruitment

Greys Specialist Recruitment is the UK's leading occupational health recruiter, with over 100 years of combined expertise. An approved NHS Framework supplier and a trusted partner of leading managed service providers, Greys delivers exceptional service and flexible, tailored recruitment solutions across a wide range of occupational health roles.

www.greysr.co.uk



Hugh Symons

Hugh Symons scans occupational health records for NHS Trusts, delivering data into customer systems such as OPAS/G2, Cohort/Cority, SharePoint, or for storage on networks. Scanning offers benefits including space savings, improved data security and GDPR compliance, supporting sustainability, and providing enhanced access to information.

www.hsim.co.uk

OUR SUPPORTERS

Health at Work Network



NHS Workforce Alliance

Bringing together people who care



KindSight

KindSight is a top-ranked supplier on the NHS Workforce Alliance Framework. With extensive experience delivering expert eye care to NHS staff, public sector teams, and RAF personnel. Our convenient on-site clinics help organisations meet their Display Screen Equipment (DSE) compliance requirements while providing accessible vision services that enhance workforce wellbeing.

www.kind-sight.co.uk



March on Stress

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

www.marchonstress.com



OH Medical

OH Medical Recruitment proudly supports NHS occupational health departments across the UK as a trusted, framework-approved supplier. The team provides high-quality temporary and permanent occupational health professionals, delivering national reach, specialist focus, and in-depth occupational health expertise to help care for the people who care for everyone else – NHS Staff.

www.ohmedical.co.uk



OH-Partners

OH-Partners Ltd is a new company dedicated to supporting OH-Professionals with accredited training courses, equipment, service and support in Audiology, Spirometry and Vision Screening. With a focus on supporting your processes, OH-Partners is confident in supporting OH-professionals minimise test and administration times whilst maximising health surveillance outcomes.

www.oh-partners.co.uk



Orchid Live

Orchid Live is specialist occupational health software with a strong focus on ease of use, quality training and responsive customer service. Grown over 20 years primarily by word of mouth, Orchid Live is now trusted with over 1.5 million employee medical records.

www.public.orchidlive.com



Perkbox Vivup

Perkbox Vivup, combines two trusted providers into one powerful offering for employee wellbeing, benefits and engagement. Supporting over 80% of the NHS and 7,500 organisations, we help 4 million people feel cared for, connected and celebrated. Our mission is simple: to ensure every employee is valued.

www.perkbox-vivup.com



PhysioMed

Working with over 20% of the NHS Trusts across the UK, PhysioMed's award-winning service provides a cost-effective route to staff Occupational Physiotherapy treatment. The blended, remote and face-to-face model saves up to 30% versus full face-to-face service, with free proactive resources focused on prevention rather than cure.

www.physiomed.co.uk



SEQOHS

Safe Effective Quality Occupational Health Service (SEQOHS) is the recognised accreditation mark for NHS Trusts and the private sector – from single-handed providers to large multinationals.

Services registered with SEQOHS are provided with guidance, templates, free training, and support to help them to meet the standards.

www.seqohs.org
www.fom.ac.uk



SOM

SOM is the professional, not-for profit membership organisation for everyone working in, or interested in, occupational health in the UK and internationally – including doctors, occupational health nurses, physiotherapists, occupational therapists, and technicians. The new Professional Partner Membership is for non-OH professionals seeking the latest occupational health resources and guidance.

www.som.org.uk



VaccinationTrack

VaccinationTrack is the only end-to-end system designed specifically for NHS staff flu and Covid vaccination campaigns, supporting over 30 trusts to deliver more than one million vaccinations to date. Trusts have eliminated paper-based processes, significantly reduced admin time and costs, vaccinated staff quicker, and crucially increased vaccine uptake with VaccinationTrack.

www.vaccinationtrack.com
www.qh-solutions.com

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Health at Work Network

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

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

www.facebook.com/NHSOHNNetwork

You can now find us on LinkedIn:

www.linkedin.com/company/the-nhs-health-at-work-network

Our 2026 Recognition Awards
will open again in April 2026.
To register your interest in being
notified when they open please contact:
admin@nhshealthatwork.co.uk

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