

Conference Programme and Booking Information

5-6 March 2019, NEC, Birmingham

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New This Year...

NHS Workplace

Celebrating its 70th anniversary, we are profiling innovation and best practice within the NHS Workforce. As the UK's largest employer, looking after the health and wellbeing of its own staff is of paramount importance, especially given the highly pressurised and stressful environment in which staff work, and the positive effects that a healthy and motivated workforce can have on patient care. Look out for leading experts from NHS England, NHS Improvement and NHS Employers discussing the new NHS Health and Wellbeing Framework, plus successful strategies for reducing sickness absence, improving resilience, protecting workers and cultivating a culture of wellbeing.



Follow the Theme...



PROGRAMME – TUESDAY 5 MARCH

Health and Wellbeing – National Policy and Initiatives

Chair: Dr Steven Boorman CBE, Chair, Council for Work and Health

8.00 **Registration**

8.45 **Exhibition and Workshop Theatres**

10.45 **Health and Work: Policy and Practice**

Dame Carol Black, Principal, Newnham College
Cambridge and Expert Adviser on Health and Work to
Public Health England and NHS Improvement

11.10 **Work and Health Unit - Policies and Priorities**

Tabitha Jay, Director, Joint Work and Health Unit,
Department for Work and Pensions (DWP),
Department for Health and Social Care (DHSC)

11.35 **National Public Health Role in Promoting Health
and Wellbeing at Work**

Professor John Newton, Director of Health
Improvement, Public Health England

12.00 **International Occupational Health: Challenges
and Opportunities** Dr Will Ponsonby, President Elect,
Society of Occupational Medicine and Independent
Occupational Physician

12.25 **Q&A**

12.35 **Exhibition and Workshop Theatres**

2.05 **Domestic Abuse and The Employers' Initiative**



Elizabeth Filkin CBE, Chair, Employers'
Initiative on Domestic Abuse

BITC/PHE Domestic Abuse Toolkit for Employers

Louise Aston, Wellbeing Director, Business
in the Community

Supporting Colleagues Affected by Domestic Abuse

Lorraine Sears, Health & Safety Consultant, Santander

3.20 **Exhibition and Workshop Theatres**

3.50 **Women's Financial Wellbeing**



Chair: Dame Carol Black, Principal, Newnham College
Cambridge and Expert Adviser on Health and Work to
Public Health England and NHS Improvement



**Securing an Inclusive Financial Future for Women:
The Life Moments That Matter**

Jane Portas, Partner, PwC

Equality in Employment, the Gender Pay Gap

Laura Lucking, Deputy Director, Equality and Human
Rights Commission

5.00 **Conference Ends**

Best Place to Work

Chairs: Dr Christian van Stolk, Vice President and
Michael Whitmore, Research Leader, RAND Europe

8.00 **Registration**

9.15 **Global Best Practice in Workplace Health -
Innovations and Persistent Gaps**

Stephen Bevan, Director of Employer Research
& Consultancy, Institute for Employment Studies

9.50 **The Relationships Between Wellbeing and
Productivity, Latest Insights from Britain's
Healthiest Workplace**

Dr Christian van Stolk, Vice President, RAND Europe

10.20 **Exhibition and Workshop Theatres**

11.05 **Developing a Wellbeing Commitment for SMEs**

Superintendent Sean Russell, Director - Wellbeing
and Radical Prevention, West Midlands Police
and West Midlands Combined Authority

11.35 **Supporting a Healthy Workforce -
A Case Study From Zurich**

Hayley Golden, UK Head of Wellbeing, Zurich
Insurance Company Ltd

12.05 **Building a Culture That Places Health and
Wellbeing at its Heart - Tideway's RightWay Culture**

Laura Redding, Health, Safety & Wellbeing
(HSW) Engagement Lead and Rhoda Smith,
HSW Training Lead, Tideway

12.35 **Exhibition and Workshop Theatres**

2.10 **Delivering Behaviour Change Through
the Use of Incentives**

Greg Levine, Director of Corporate and
Intermediate Business, VitalityHealth

2.40 **How to Make Workplaces More Age-Friendly -
What Works** Patrick Thomson, Senior Programme
Manager - Implementation, Centre for Ageing Better

3.15 **Exhibition and Workshop Theatres**

3.45 **Improving Health and Wellbeing in the NHS**

Caroline Corrigan, National Director of People
Strategy and Louise Pratt, Project Lead - Health
and Wellbeing, NHS Improvement

4.25 **Evidencing Outcomes in Workplace Wellbeing:
Insights from a Promising Practice Review**

Michael Whitmore, Research Leader, RAND Europe

5.00 **Conference Ends**

Employment Law

Chair: Simon Bond, Committee Member, Employment Law
Committee, The Law Society and Partner, Higgs & Sons

8.00 **Registration**

9.15 **The Right to Work - Avoiding the Pitfalls**

Owen Jones, Partner, Sheridans

9.50 **Employment Status Update**

Olivia-Faith Dobbie, Barrister, Cloisters Chambers

10.20 **Exhibition and Workshop Theatres**

11.05 **Managing the Menopause at Work -
A Legal Perspective**

Jog Hundle, Partner, Mills & Reeve LLP



11.35 **Dementia in the Workplace - A Legal Perspective**

Susan Raftery, Trainer, Acas

12.05 **Legal Implications of Poor Psychological
Safety Levels at Work**

Jamie Gamble, Partner - Employment Department,
Ward Hadaway Law Firm

12.35 **Exhibition and Workshop Theatres**

2.05 **GDPR From an Employment Law Perspective**

Adele Hayfield, Partner, Shoosmiths LLP

2.30 **Whistleblowing and Public Interest**

Simon Bond, Committee Member, Employment Law
Committee, The Law Society and Partner, Higgs & Sons

2.55 **Staff Surveillance - What is Legal?**

Mark Landon, Employment Partner, Weightmans LLP

3.20 **Exhibition and Workshop Theatres**

3.55 **Remote Workers - Your Legal Responsibilities**

Sean Elson, Partner, Pinsent Masons LLP

4.25 **Understanding Liability and Duty of Care
for Employees Who Travel**

Matt Gatenby, Senior Partner, Travlaw

5.00 **Conference Ends**



Olivia-Faith
Dobbie

Sean Elson

Jamie Gamble

Mark Landon

PROGRAMME – TUESDAY 5 MARCH

Mental Health

Chair: Robert Manson, Head of Occupational Health and Wellbeing, RWE npower, Mental Health First Aid England 

8.00 Registration

9.20 BITC Mental Health at Work 2018 Report

Louise Aston, Wellbeing Director, Business in the Community and Dr Wolfgang Seidl, Partner Workplace Health Consulting Leader UK & Europe, Mercer Marsh Benefits

9.55 How to Measure the Impact of Mental Health First Aid in the Workplace

Professor Avril Drummond, Deputy Head of School (Research), University of Nottingham

10.25 Exhibition and Workshop Theatres

11.10 #BreakTheStigma

Kate Fisher, Senior Director of People - Talent and Capability, Asda

11.40 Driving Change - Implementing a Successful Strategy for Mental Health and Wellbeing at Ford

Debbie Francis, Manager, People and Organisation Planning EMEA and Diversity Europe, Ford Motor Company Limited 

12.10 Mental Health in Safety Critical Roles

Dr Ludmila Musalova, Senior Consultant, Greenstreet Berman

12.40 Exhibition and Workshop Theatres

2.10 Defence Mental Health: Multidisciplinary OH in Action



Dr Jeya Balakrishna, Consultant Psychiatrist, Defence Primary Healthcare, Ministry of Defence 

2.40 Safer Highways, Learning Lessons from Jacobs

Tim Marsh, Chair, Safer Highways and Glen Ridgway, Global Head of SHE, Jacobs

3.15 Exhibition and Workshop Theatres

3.45 The Mental Health of Veterinary Professionals - What Do We Know and What Can Be Done

Professor Neil Greenberg, Director, March on Stress and Professor of Defence Mental Health, King's College London 

4.20 Auntie's Toolkit - Supporting Mental Health



at The BBC Susannah Robertson-Hart, Occupational Psychologist, SSR Specialist (Health), BBC and David Waddell, Senior Producer, BBC News

4.55 Conference Ends

Coaching and Coaching Psychology

Chair: Professor Stephen Palmer, President, International Society for Coaching Psychology (ISCP) and President, International Stress Management Association (ISMA^{UK}) 

8.00 Registration

9.20 Psychological Flexibility and Coaching at Work

Dr Rachael Skews, Lecturer in Occupational Psychology, Institute of Management Studies, Goldsmiths

10.00 Tackling Mental Health Issues Within a Coaching Context



Professor Stephen Palmer, President, International Society for Coaching Psychology (ISCP) and President, International Stress Management Association (ISMA^{UK})

10.35 Exhibition and Workshop Theatres 8

11.20 The Use of Coaching as a Disability Adjustment

Dr Nancy Doyle, CEO, Genius Within CIC, British Psychological Society 

11.55 Internal Coaching - Making Big Changes

Katherine Chowdry, Career Development and Talent Management Advisor, British Transport Police 

12.30 Exhibition and Workshop Theatres

2.10 Enhancing Resilience in Senior Leaders in School Through Coach Training

Dr Annette Fillery-Travis, Head, Wales Institute for Work Based Learning, University of Wales Trinity Saint David

2.45 Coaching at a Creative Institution: How We Build a Coaching Culture That Aligns With the University's Values and Teaching Ethos

Velma Nikolaidou, Associate Director Human Resources and Andrea Farrell, Organisational Learning Manager, University of the Arts London

3.20 Exhibition and Workshop Theatres, Hall 8

3.50 The Application of Positive Psychology Coaching Interventions on Workplace Wellbeing and Resilience: a Mini Case Study

Dr Yi-Ling Lai, Senior Lecturer, University of Portsmouth

4.25 Developmental Coaching: Sustaining and Enhancing the Performance of an Ageing Workforce Through Coaching and Coaching Psychology



Dr Siobhain O'Riordan, Chair, International Society for Coaching Psychology 

5.00 Conference Ends

Disaster Preparedness, Resilience and Response

Chair: Jo Dover, Vice Chair, National Human Aspects Group, Emergency Planning Society and Director, Jo Dover Consulting 

8.00 Registration

9.15 Organisational Management of Traumatic Stress

Gavin Rogers, Operations Director, March on Stress 

9.50 How to Manage the Psychosocial Aspects of an Emergency or Disaster

Dr Michael Drayton, Clinical Psychologist, Opus Performance and The Emergency Planning College

10.20 Exhibition and Workshop Theatres



11.05 How Resilient is Your Organisation?

Rob Doran, Director, Black Dog Crisis Management

11.35 Duty of Care to Staff - Are You Doing Enough?

Richard C Pendry, CEO, RCP International

12.05 Advising Business Travellers on Engagements to High and Extreme Risk Locations

Amy Clark, Security Operations Manager, PwC

12.35 Exhibition and Workshop Theatres

2.10 What an Auschwitz Survivor Can Teach Us About Resilience

Dr Michael Drayton, Clinical Psychologist, Opus Performance and NHS England

2.45 Building Resilience Following a Terrorist Attack

Jo Dover, Vice Chair, National Human Aspects Group, Emergency Planning Society and Director, Jo Dover Consulting 

3.20 Exhibition and Workshop Theatres

3.50 Managing the Psychological Impact of Disasters on Aid Workers

Marilyn Hahn, Psychological Practitioner, British Red Cross

4.25 Reacting to and Managing Media Post Disaster

Kate Betts, Director, Capital B Media; Associate, The Emergency Planning College; and Trainer, Chartered Institute of Public Relations  

5.00 Conference Ends

PROGRAMME – TUESDAY 5 MARCH

Long Term Conditions and Disability

Chair: Lucy Kenyon, Specialist Occupational Health Nurse Practitioner and President, iOH (formerly AOHNP)



- 8.00 **Registration**
- 9.15 **Advances in Occupational Lung Disease and Allergy**
Professor Paul Cullinan, Professor and Hon. Consultant Respiratory Physician, Royal Brompton Hospital and National Heart & Lung Institute
- 9.45 **Managing Safety-Critical and Shift Workers With Diabetes - Experience From the Aviation Perspective**
Dr Stuart Mitchell, Head of Aeromedical Safety Systems and Emerging Technologies, UK Civil Aviation Authority
- 10.15 **Exhibition and Workshop Theatres**
- 11.00 **Supporting the Working Age Population Affected by Cancer - Best Practice at the Home Office** *Seonaid Webb, Home Office and Liz Egan, Working Through Cancer Programme Manager, Macmillan Cancer Support*
- 11.30 **Society's Headache: The Socioeconomic Impact of Migraine** *James Chandler, Policy Adviser, The Work Foundation*
- 12.00 **Autistic Women in the Workplace**
Caroline Hearst, Director, Autism Matters and AutAngel
- 12.30 **Exhibition and Workshop Theatres**
- 2.00 **Working Age Dementia - Early Signs and Management Strategies in the Workplace**
Professor Amanda Griffiths, Professor of Occupational Health Psychology, University of Nottingham
- 2.30 **Old(er) But Not Forgotten: Being a Good Employer in a Multi-Generational Good Work Era**
Angela Matthews, Head of Police and Advice, Business Disability Forum
- 2.55 **Interventions to Retain Employees with Disabilities and Long Term Conditions within SMEs**
Mark Duddridge, Chair, Cornwall and Isles of Scilly Local Enterprise Partnership
- 3.25 **Exhibition and Workshop Theatres**
- 3.55 **Supporting Neurodiverse Colleagues on Multiple Employee Platforms**
Lorraine Sears, Health & Safety Consultant, Santander
- 4.30 **How to Build Line Manager Confidence in Managing Employees with a Disability**
Mike Adams OBE, Chief Executive Officer, Purple
- 5.00 **Conference Ends**

Managing MSDs and Pain

Chairs: Professor Anthony D Woolf, Chair, ARMA (Arthritis and Musculoskeletal Alliance); Miles Atkinson, Hon. Chair, ACPOHE



- 8.00 **Registration**
- 9.15 **Where Are We Now With Musculoskeletal Disorders and Work and Where Are We Going?**
Professor Karen Walker - Bone, Director, Arthritis Research UK/MRC Centre for Musculoskeletal Health and Work
- 9.45 **The Interaction Between Mental Health and Musculoskeletal Problems**
Dr Sarah Burlinson, Consultant Liaison Psychiatrist, Pennine Care NHS Foundation Trust
- 10.15 **Exhibition and Workshop Theatres**
- 11.00 **Assessing Fitness for Work - How Well Do We Do It? A Review of the ACPOHE Guidelines on Using Functional Capacity Evaluation**
Glyn Smyth, Chartered Physiotherapist and Chartered Ergonomist, Work Fit, ACPOHE
- 11.30 **Functional Restoration Programme on the Phone! How Can That Work?** Nicola Suckley, Clinical Director (MSK), Working to Wellbeing
- 12.00 **My Healthspan: A Workforce Health Awareness Programme** Dr Julie Denning, Partner and Head Psychologist, W2W and Kate Thompson, Head of Organisational Development, Arthritis Research UK
- 12.30 **Exhibition and Workshop Theatres**
- 2.10 **Preventive Approaches to MSDs in the Construction Industry** Ian Strudley, Occupational Health and Hygiene Specialist, Balfour Beatty
- 2.45 **Reducing Presenteeism and Absences Related to MSDs in the Civil Nuclear Constabulary**
Emma Aldred, Head of Occupational Health & Wellbeing; Dan Armstrong, Wellbeing & Fitness Manager; Dr Thomas Policarp, Occupational Health Physician, Civil Nuclear Constabulary
- 3.20 **Exhibition and Workshop Theatres**
- 3.50 **Effect of Postural Fitness Class on Shoulder, Thoracic and Neck Symptoms in OH** Kathryn Langman, Senior MSK Physiotherapist and Manual Handling Advisor, South Tees Hospitals NHS Foundation Trust
- 4.25 **Yoga in the Workplace for Preventing Back Pain and Improving Wellbeing**
Ned Hartfield, Research Officer, Bangor University
- 5.00 **Conference Ends**

Health Checks, Promotion and Fitness

Chair: Dr Rob Hampton, GP and Occupational Physician, GPwSI Drug Alcohol & Musculoskeletal and PHE Medical Champion Work & Health

- 8.00 **Registration**
- 9.10 **How Menopause-Friendly is Your Organisation?**
Deborah Garlick, Menopause Educator, MD and Founder, Henpicked.net and Menopause in the Workplace and Juliet Saimbi, Learning and Development Manager, Severn Trent
- 9.45 **Levelling the Playing Field: What Great Female Health in the Workplace Looks Like**
Alaana Linney, Director, Health Services, Bupa
- 10.20 **Exhibition and Workshop Theatres**
- 11.05 **Wellbeing in Practice: Supporting Customer Support Centre Employees**
Tara Lochery, Head of HR and Development, Subfero and Emily Hutchinson, Occupational Psychologist, EJM Consulting
- 11.35 **Open Plan Working - Is It Good for Your Health?**
Dr Nikki Cordell, Managing Director, Cordell Health
- 12.05 **Reinforcing Health Messages for Men - Challenges and Outcomes**
Joel Frorath, Health and Safety Lead, Skansa UK/CSJV
- 12.35 **Exhibition and Workshop Theatres**
- 2.15 **Using Cutting Edge Fitness Tech to Gamify and Reward Wellbeing**
Kesah Trowell, Group Head of Corporate Responsibility, Dixons Carphone
- 2.55 **Employee Health Surveillance and Risk - The Role of Personalisation**
Dr Davina Deniszczyk, Charity and Medical Director - Primary Care, Nuffield Health
- 3.25 **Exhibition and Workshop Theatres**
- 3.55 **Nutrition for Positive Ageing in the Workforce**
Sue Baic, Registered Dietitian and Steering Group Member, BDA Work Ready Programme
- 4.25 **Good Mood Food - The Evidence for How Good Eating Habits Can Support Mental Health in the Workplace**
Dr Megan Whelan, Dietitian, BDA Work Ready Programme
- 5.00 **Conference Ends**

TUESDAY 5 MARCH

Human Factors, Safety and Risk Management

Chair: Professor Andrew Sharman, President-Elect, IOSH and Chief Executive, RMS



8.00 Registration

9.15 **Development and Application of ISO 45001 to Improve Health and Safety in the Workplace**
David A Smith, Director, IMS Risk Solutions

9.50 **ISO 45001 Occupational Health and Safety Management - Where Does OH Fit In?**
Susanna Everton, Occupational Health Nurse and Chartered Safety Practitioner



10.15 Exhibition and Workshop Theatres

11.00 **Effective Risk Management - Transcending All Aspects of Business**
David Snowball, Director of Regulation, Health and Safety Executive



11.30 **Naked Safety - Stripping Back the Mystery Surrounding Safety Culture to Drive Sustainable High Performance**

Professor Andrew Sharman, President-Elect, IOSH and Chairman of the Board, Institute of Leadership & Management



12.00 **Assessing and Managing Pilot Medical Risk as Part of Aviation Safety Management Systems**

Dr Stuart Mitchell, Head of Aeromedical Safety Systems and Emerging Technologies, UK Civil Aviation Authority

12.30 Exhibition and Workshop Theatres

2.10 **Hand Dermatitis - Latest Trends and Triggers**
Dr Ira Madan, Consultant Occupational Physician, Guy's & St Thomas' NHS Foundation Trust

2.45 **Sun Safety Knowledge, Attitude and Behaviour Change in Outdoor Workers**

Dr Jonathan Houdmont, Assistant Professor of Occupational Health Psychology, University of Nottingham

3.20 Exhibition and Workshop Theatres

3.50 **Monitoring Behaviour in Safety Critical Roles**
Dr Alan Scott, Consultant Occupational Health Physician, Optima Health

4.25 Driving Safety and Medication

Dr Inigo Perez, Medical Adviser, DVLA

5.00 Conference Ends

WEDNESDAY 6 MARCH

Human Factors, Safety and Worker Protection

Chair: Professor Sir Anthony Newman-Taylor, Professor of Occupational and Environmental Medicine, President's Envoy for Health, Imperial College London and Chair, WHEC (HSE Workplace Health Expert Committee)



8.00 Registration

9.10 **Introduction to WHEC Forum Breast Cancer and Nighttime Shift Work**



Professor Sir Anthony Newman-Taylor, Professor of Occupational and Environmental Medicine, President's Envoy for Health, Imperial College London and Chair, WHEC

9.35 Sedentary Work and Health

Professor Peter Buckle, Principal Research Fellow, Imperial College London and Visiting Professor, University of Nottingham

9.55 **Diesel Engine Emission Exposures and Risk of Lung Cancer in the UK**

Professor Martie van Tongeren, Professor of Occupational and Environmental Health, University of Manchester

10.15 WHEC Forum Open Discussion

10.40 Exhibition and Workshop Theatres

11.25 **Psychological Health and Safety in the Workplace**
Ivan Williams Jimenez, Research and Development Advisor, IOSH



11.50 How Psychologically Safe is Your Team?

Hamish Moore, Chief Executive, Wellbeing Works

12.15 **Implementing Psychological Safety in London's Most Demanding Emergency Care Department**

Dr Malik Ramadhan, Chair, Board of Emergency Care and Trauma and Lead Clinical Director of A&E, Bart's NHS Trust London

12.45 Exhibition and Workshop Theatres

2.25 **A Holistic Approach to Alertness and Engagement**
Professor Tim Marsh, Managing Director, Anker and Marsh

3.05 It's Not About the Fall It's About the Bounce

Jason Anker MBE, Chairman, Anker and Marsh

3.45 Conference Ends



Human Factors and Ergonomics

Chair: Professor Peter Buckle, Principal Research Fellow, Imperial College London



8.00 Registration

9.10 **Factors to be Considered When Selecting a DSE Programme**

Martina Clooney, EHS Specialist (Ergonomics), GSK

9.45 **Fatigue and Shiftwork - Ergonomic Assessment and Interventions**



Richard Scaife, Director, Occupational Psychologist & Chartered Ergonomics and Human Factors Specialist, The Keil Centre (invited)

10.20 Exhibition and Workshop Theatres

11.05 **Applying Ergonomics: What Really Works and What Really Doesn't**

Professor Peter Buckle, Principal Research Fellow, Imperial College London
Jon Berman, Technical Director, Greenstreet Berman
Dr Ian Randle, Managing Director, Hu-Tech Human Factors Ergonomics



12.10 Q&A and Discussion

12.25 Exhibition and Workshop Theatres

2.05 **Toyota Motor Europe - Ergonomic Systems and Processes to Maintain a Highly Motivated, Healthy Workforce in a Lean Manufacturing Environment**
Stuart Bassford, Ergonomics Senior Specialist, Toyota Motor Europe

2.35 How Can We Help Mobile Workers?



Ed Milnes, Ergonomics Consultant, Guildford Ergonomics

3.00 **Upper Limb Disorders: Risk Assessment of Repetitive Tasks**

Margaret Hanson, Chartered Ergonomist, WorksOut

3.25 Exhibition and Workshop Theatres

3.55 The New MAC Tool Changes

Matthew Birtles, Principal Ergonomist, HSE



4.25 **Ergonomics Approach to Reducing MSD Risk in Manual Work**

Zaheer Osman, Senior Ergonomist, Adept Ergonomics

5.00 Conference Ends

PROGRAMME – WEDNESDAY 6 MARCH

Management and Leadership

Chair: Dr Anne de Bono, President, Faculty of Occupational Medicine



8.00 Registration

9.20 Ethical and Legal Perspectives in OH Practice

Professor Anne Harriss, Course Director and Professor of Occupational Health, London South Bank University

9.55 GDPR One Year On

Dr Lucy Wright, Chief Medical Officer, Optima Health

10.25 Exhibition and Workshop Theatres

11.10 Should the Provision of OH Services Be a National Requirement?



Dr Anne Raynal, Independent Specialist Occupational Physician, British Medical Association's Occupational Medical Committee

11.40 Enhancing the Occupational Health Brand



Nick Pahl, CEO, Society of Occupational Medicine

12.10 The Place of Occupational Medicine in the Health and Work Landscape



Dr Anne de Bono, President, Faculty of Occupational Medicine

12.40 Exhibition and Workshop Theatres

2.10 Driving Excellence in Health and Safety Leadership

Victoria Whitehouse, Senior Occupational Psychologist, Health and Safety Executive



2.35 Leading and Lagging Indicators in Health and Wellbeing, What You Need to Know

Duncan Spencer, Head of Information and Intelligence, IOSH



3.00 Sleeping on the Job - The Impact of Poor Sleep on Leadership



Professor Vicki Culpin, Professor of Organisational Behaviour, Ashridge Executive Education, Hult International Business School

3.30 Exhibition and Workshop Theatres

4.00 Career and Development for OH Nurses

Christina Butterworth, COO, FOHN



4.30 Personal Resilience: Can This Help OH Practitioners to Thrive and Survive?

Carol J Sanders, Director of Research and Development, IOH



5.00 Conference Ends

Employment Law

Chair: Michael Hibbs, Partner, Shakespeare Martineau and Chair, Employment Law Committee, Birmingham Law Society

8.00 Registration

9.10 Discrimination and the GIG Economy - Issues and Challenges

Michael Hibbs, Partner, Shakespeare Martineau and Chair, Employment Law Committee, Birmingham Law Society

9.45 Employing Interns - What You Need to Know to Keep it Legal



Adam Pennington, Associate Solicitor, Stephensons Solicitors LLP

10.20 Exhibition and Workshop Theatres

11.05 Domestic Abuse - Legal Responsibilities for Employers



Emma Pearmaine, Managing Director – Family & Matrimonial, Ridley & Hall Solicitors and Vice Chair and Family and Legal Lead, Corporate Alliance Against Domestic Violence

11.35 Relationships at Work v. Sexual Harassment; Avoiding the Pitfalls

David Whincup, Partner, London Head of Employment, Squire Patton Boggs

12.05 Making Reasonable Adjustments for Employees with Post Natal Depression



Anita Vadgama, Solicitor, Didlaw Limited

12.35 Exhibition and Workshop Theatres

2.10 How Reasonable is an Adjustment - Support for Disabled Employees in the Workplace

Andrew Davidson, Head of Employment - North, Hempsons

2.40 Hidden Disabilities - Approaching an Employee Who You Believe Has a Hidden Disability and Keeping it Legal

Paula Rome, Partner, Shoosmiths

3.10 Exhibition and Workshop Theatres

3.40 Managing Gender Identity in the Workplace - An Employer's Guide



Andrew Davidson, Head of Employment - North, Hempsons

4.15 Protecting the Rights of Parents and Carers

Linda Jones, Partner and Head of Employment and Reward, Pinsent Masons LLP

4.55 Conference Ends

Employee Engagement and Motivation

Chair: Jo Dodds, Employee Engagement Consultant, Counterpoint Matters and Engage for Success



8.00 Registration

9.10 Flourishing Staff: Making the Most of Strengths-Based Approaches

Martin Galpin and Michelle Deeks, Chartered Psychologists, Work Positive

9.45 How to Engage Staff in Multinational, Complex Organisations Undergoing Significant Change

Faran Johnson, Managing Director, Engage for Success



10.15 Exhibition and Workshop Theatres

11.00 Creating a Culture of Engagement and Growth

Lara Morgan, Owner, Scentered



11.30 Role of Internal Communications: How to Get the Best Access on a Low Budget

David Bowles, Assistant Director Public Affairs, RSPCA

12.00 Thriving People, Thriving Business, Thriving Communities - Case Study from HEINEKEN

Jane Brydon, HR Director, HEINEKEN UK



12.30 Exhibition and Workshop Theatres

2.10 Rules of Engagement for a Multigenerational Era

Jo Moffatt, Engage for Success Core Team Member and Radio Show Co-Host and Founder and Managing Director, Woodreed



2.45 Speaking to Engage and Influence

Carole Spiers, Chair, The International Stress Management Association (ISMA^{UK}) and CEO, Carole Spiers International



3.20 Exhibition and Workshop Theatres

3.50 Engaging Apprentices and Young Workers in a Health and Wellbeing Culture

Kathryn Porter, Director of Youth Strategy EMEA, Hilton



4.25 Engaging Trans People in the Workplace

Debbie Rotchell, Senior Associate, Employers Network for Equality & Inclusion (enei) and Joe Dunn, Member, Gender Identity Research and Education Society



5.00 Conference Ends

PROGRAMME – WEDNESDAY 6 MARCH

Emotional Wellbeing and Resilience

Chair: Ann McCracken, Senior Consultant, AMC Consultancy and Vice President, ISMA^{UK}

8.00 Registration

9.10 The Metropolitan Police - Wellbeing in the Line of Fire

Clare Davies, HR Director, Metropolitan Police and Andrew Kinder, Professional Head of Mental Health Services, Optima Health

9.50 Mindfulness in the Military

Dr Alison Cater, Principal Research Fellow, Institute for Employment Studies

10.20 Exhibition and Workshop Theatres

11.05 Managing the Financial Wellbeing of Young Workers

Rosemary Lemon, Group Head of Reward, Hays Plc

11.35 The Impact That Informal Caregiving Has on Carers' Employment, Wellbeing and Health Outcomes and What Employers Can Do About It

Lesley Giles, Director, The Work Foundation

12.05 To Be Met as a Person At Work - Attachment Theory in Action

Nicola Neath, Psychotherapist - Senior Staff Counsellor, Trainer and Mentor, University of Leeds and Chair, BACP Workplace

12.30 Exhibition and Workshop Theatres

2.15 Combatting Workplace Loneliness

Amy Perrin, Founder, CEO and Occupational Therapist, Marmalade Trust

2.50 Bereavement, Loss and Grief Within the Workplace

Andrew Kinder, Professional Head of Mental Health Services, Optima Health

3.20 Exhibition and Workshop Theatres

3.50 Taking Positive Steps Towards Measuring Stress Injury in the Workplace

Ann McCracken, Senior Consultant, AMC Consultancy

4.20 Waking Up to Sleep - Two Organisational Stories of the Impact of Sleep Interventions

Caroline Brown, Associate Director, Atkins - SNC Lavalin; Tara Lochery, Head of HR and Development, Subfero; and Emily Hutchinson, Occupational Psychologist, EJM Consulting

5.00 Conference Ends

Mental Health

Chair: Sally Evans, UK Wellbeing Lead, PwC, Mental Health First Aid England

8.00 Registration

9.15 Making Reasonable Adjustments for Mental Health Conditions

Dr Steven Boorman CBE, Chair, Council for Work and Health and Director, Employee Health, Impactis

9.50 Working With My Mental Illness

Jessica Carmody, Principal Advisor, KPMG

10.20 Exhibition and Workshop Theatres

11.05 How Can Occupational Health and Employee Assistance Programmes Respond to the New NICE Guidelines for Depression?

Neil Mountford, Chair, UK EPA; Jane Muston, Clinical Director Mental Health, Rehab Works; Dr Naomi Moller, Research Consultant, BACP; and Tracey Paxton, Clinical Mental Health Nurse, Amian

12.05 Remote Working and Mental Health - Best Practice in Supporting Employees

Kamile Stankute, Parliamentary Affairs Officer, Institute of Directors

12.35 Exhibition and Workshop Theatres

2.05 From Mental Health to Intellectual Health

Dr Mark Simpson, Chief Medical Officer, Health Management

2.35 Dementia and Employment

Karyn Davies, Senior Lecturer, Mental Health, University of South Wales

3.05 Chronic Embitterment - the Nameless Source of Employee Underperformance

Clare Price, Head of Psychological Therapy and Clinical Services Manager, CBT Clinics

3.30 Exhibition and Workshop Theatres

4.00 Men's Mental Health - Now There's an Issue

Dr Shaun Davis, Global Director of Safety, Health, Wellbeing & Sustainability, Royal Mail and Andrew Kinder, Head of Mental Health Services, Optima Health

4.30 Winning Together: Creating an Environment Where Everybody Thrives

Helen Richardson-Walsh OLY MBE, Former GB Olympian

5.00 Conference Ends

Occupational Psychology and Organisational Behaviour

Chair: Professor Kevin Daniels, Professor of Organisational Behaviour, Norwich Business School, University of East Anglia

8.00 Registration

9.10 Guidelines for Workplace Health and Wellbeing Interventions - Manager Behaviours and Job Design (Leadership and Job Quality)

Dr Bridget Juniper, Director, Work and Well-Being and Sharon De Mascia, Director, Cognoscenti Business Psychologists

9.45 56 Shades of Grey - Bright Side, Dark Side and Inside Personality Characteristics Underpinning Performance, Wellbeing and Leadership Deraillment

Dr Rainer Hermann Kurz, Managing Consultant, Cubiks

10.15 Exhibition and Workshop Theatres

11.00 Job Crafting: How to Take a Proactive Approach to Work Tasks

Dr Roxane L Gervais, Senior Psychologist

11.30 Can We Really Make Ourselves Happier? A Journey Through Positive Psychology

Sharon De Mascia, Director, Cognoscenti Business Psychologists

12.00 The Dynamics and Practicalities of Where Mainstream Training Becomes Screening Becomes Referral

Karen Royle, Occupational Psychologist, Anker and Marsh

12.30 Exhibition and Workshop Theatres

2.10 Guidelines for Workplace Health and Wellbeing Interventions - The Individual (Social Relationships, Help for Workers with Illness, Health and Wellbeing)

Karen Royle, Occupational Psychologist, Ways to Work and Dr Sheena Johnson, Occupational Psychologist and Senior Lecturer, Manchester Business School

2.40 Supporting Working Mothers: Considering the Impact of Motherhood on Women's Identity and Wellbeing in the Workplace

Susie Phillips-Baker, Organisational Psychologist and Executive Coach, SPB Work Psychology

3.10 Exhibition and Workshop Theatres

3.40 Precarious Work and Psychological Trauma

Dr Joanna Wilde, Consultant Organisational Psychologist, WHEC

4.15 ACT Intervention for the Workplace

Ross McIntosh, Researcher, ACT Practitioner and Hon. Visiting Lecturer, City, University of London

4.50 Conference Ends

PROGRAMME – WEDNESDAY 6 MARCH

Health Surveillance and Travel Health

Chair: Dr Blandina Blackburn, Chair, ANHOPS and Consultant OH Physician, Royal Berkshire Hospital

8.00 Registration

9.15 **Measles and Travel** Dr Dipti Patel, Director, National Travel Health Network and Centre (NaTHNac)

9.50 **Malaria - Latest News** Hilary Simons, Senior Specialist Nurse (Travel Health), NaTHNac

10.20 Exhibition and Workshop Theatres

11.10 **How to Sleep - 7 Solutions for Successful Slumber**
Professor Andrew Sharman, Chief Executive and Hari Kalymnios, Senior Consultant, RMS

11.40 **Obstructive Sleep Apnoea - Assessing Drivers**
Tanya Stacey, Occupational Health Manager, East Midlands Trains

12.10 **Drug Testing - The Latest Drugs to Look Out For**
Helen Vangikar, Independent Toxicology Consultant

12.40 Exhibition and Workshop Theatres

Sickness Absence Management

Chair: Terry Woolmer, Head of Health and Safety Policy, EEF - the manufacturers' organisation

2.00 Legal Aspects of Occupational Health Reports to Managers About Sickness Absence

Professor Diana Kloss MBE, Barrister, St John's Buildings and Hon. President, Council for Work and Health

2.25 Vocational Clinics in GP Surgeries

Genevieve Smyth, Professional Advisor, Royal College of Occupational Therapists

2.50 **Mental Health and MSK for a Diverse Workforce - Reducing Sickness Absence** Jon Hill, Lead Occupational Health and Wellbeing Partner and Victoria Sloan, Internal Communications Business Partner, Anglian Water

3.20 Exhibition and Workshop Theatres

3.45 **Presenteeism, What's the Issue?**
Dr Lucy Wright, Chief Medical Officer, Optima Health

4.10 Leavism and the Workplace

Dr Ian Hesketh, Wellbeing Lead, College of Policing

4.35 **Measuring the Impact of Counselling on Managing Sickness Absence: What Workplaces Need to Know**
Nick Wood, Head of Employee Counselling, Gloucestershire County Council, BACP Workplace

5.00 Conference Ends

NHS Workplace

Chair: David Maslen-Jones, Vice Chair, NHS Health@Work Network and Assistant Director, Health and Wellbeing, Dorset Healthcare NHS Foundation Trust

8.00 Registration

9.00 **The Health and Wellbeing Framework; its Practical Application to Enable Informed Decision Making**

Jessica Watts, Head of People Strategy, NHS Improvement; Kate Winstanley, Workstream Lead - Service Transformation, NHS England; and Jennifer Gardner, Assistant Director of Development and Employment, NHS Employers

10.15 Exhibition and Workshop Theatres

11.00 **An Analysis of NHS Staff Surveys and Mental Health Related Sickness Absence**

Masood Aga, Consultant in Occupational Medicine, Sandwell and West Birmingham Hospitals NHS Trust and member, ANHOPS

11.25 **Mental Health - Reducing Sickness Absence Due to Stress, Anxiety and Depression**

Kim Nurse, Executive Director of Workforce and Organisational Development, West Midlands Ambulance Service University NHS Foundation Trust

11.50 **Reducing Stress, Cutting Absence: A Stress Management Programme Within the NHS**
Phil Waterworth, Occupational Health Manager, North West Boroughs Healthcare NHS Foundation Trust

12.15 Exhibition and Workshop Theatres

2.00 Fitness Assessment and Adjustments in Healthcare Workers

Dr Ali Hashtroudi, Clinical Director of OHS, Guy's and St Thomas' NHS Foundation Trust and Member, Ethics Committee, Faculty of Occupational Medicine

2.40 Experiences of LGBT People in Healthcare

Serena Sidaway, Client Account Manager, Stonewall

3.05 Exhibition and Workshop Theatres

3.35 Preventative Health and Wellbeing Programme in the NHS

Hilary Winch, Head of Workplace Health, Safety & Wellbeing and Nicola Stroud, Health & Wellbeing Practitioner, Norfolk and Norwich University Hospitals NHS Foundation Trust

4.00 Protecting Lone Workers - Best Practice

Chris Shaw, Head of Health and Safety, North East London NHS Foundation Trust

4.25 The Event in the Tent - Our Inaugural Staff Engagement Event!

Jacob Prichard, Communications Manager; Sam Holden, Head of Communications and Engagement; and Kate Jarman, Director of Corporate Affairs, Milton Keynes University Hospital NHS Foundation Trust

5.00 Conference Ends

Conference Active

Watch out for our pop-up workouts during conference sessions to keep you active, energised and alert. We have also introduced official standing areas within some of the conference rooms. It's a good idea to bring a bottle of water with you to the event and comfortable shoes for walking around the exhibition.



Running alongside the conference is an impressive showcase offering the latest products and services that will bring value to you and your organisation. Exhibitors include:

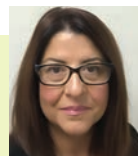
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Supporting Partners



"I have attended the Conference for the last few years. CPD is really important to me and I attend a range of conferences covering health and wellbeing – but so often health and wellbeing is covered with a presentation at an HR or H&S conference, rather than in a dedicated space. What I like about this event is that it is a dedicated conference where I can meet up with friends and contacts from a range of disciplines across health and wellbeing, and learn about and exchange ideas. The balance of practical practitioner case studies, medical expertise and academic research is fantastic, with medics, ergonomists, psychologists, health promotion specialists, HR and H&S professionals coming together with suppliers and many others for two full days. I can't recommend it more highly. See you there!"

Dr Judith Grant,
Director of Health and Wellbeing, Mace Group



"I am the HR Director at TACT, a National Children's Charity. Together with my colleague, I attended the Health and Wellbeing Conference in 2018 in order to build on health and wellbeing initiatives we were wanting to develop and it certainly exceeded our expectations. We gained lots of creative ideas for improving wellbeing on a small budget and made links with various organisations that we are currently working with to improve our wellbeing initiatives. We were also able to benchmark what other organisations were doing in different sectors. It was a great opportunity for personal development, with such a variety of seminars and workshops that benefitted us and our organisation."

Daniella Jackson
HR Director, TACT

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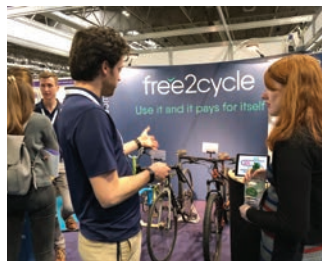
If you would like a programme in a larger font size or more details about individual conference sessions, please visit www.healthwellbeingwork.co.uk

Exhibition Open Hours

Tuesday 5 March
8.45am-4.30pm

Wednesday 6 March
8.45am-4.00pm

See conference programme for individual session times



Association Meetings During the Event

iOH formerly AOHNP (UK)

Tuesday 5th @ 7.00pm
Crowne Plaza Hotel



2019 Ruth Alston Memorial Lecture and Dinner
Further details and booking admin@aohnp.co.uk, open to members and non-members

UK EAPA AGM

Tuesday 5th @ 5.15pm
Annual General Meeting, NEC



International Society for Coaching Psychology Study Day

Tuesday 5th
Study Day run in association with Sterling Events



DOP/BPS Study Day

Wednesday 6th
Study Day run in association with Sterling Events



Workplace Health Expert Committee (WHEC) Forum

Wednesday 6th
Forum discussing new and emerging workplace health issues



NHS Improvement Collaborative Network

Wednesday 6th
Network with colleagues involved in the NHS Improvement Workforce Hub



If you would like to run your association event in conjunction with Health and Wellbeing at Work, please email ben@sterlingevents.co.uk

For further visitor information including special requirements, transport, accommodation, terms and conditions, please visit healthwellbeingwork.co.uk



'My interest in health and work started in 2006, when it was a very poorly populated canvas. This has changed completely, and the battle has largely been won to persuade employers, individuals and the State that (good) work is good for health, and also good for the economy and society in general. Government now views the health and work agenda as a priority. Our Conference this year reflects the richness of the current landscape, and some of our priority topics will be young workers, remote workers, financial wellbeing, sleep, fatigue, and shift work and the NHS. I always look forward with great anticipation to the Conference and to seeing so many good friends and colleagues.'

Dame Carol Black,

Principal, Newnham College Cambridge and Expert Adviser on Health and Work to Public Health England and NHS Improvement

Supporting the Conference



Programmes Include:

- Best place to work
- Coaching and coaching psychology
- Disaster preparedness, resilience and response
- Emotional wellbeing, resilience and stress management
- Employee engagement and motivation
- Employment law – **runs both days**
- Ergonomics
- Health checks, promotion and fitness
- Health surveillance and travel health
- Health and wellbeing – national policy and initiatives
- Human factors, safety, risk management and worker protection – **runs both days**
- Long term conditions and disability
- Management and leadership
- Managing MSDs and pain
- Mental health - **runs both days**
- NHS workforce - **new this year**
- Occupational psychology & organisational behaviour
- Sickness absence management

Keep in touch

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