

The sixth annual update from The At Work Partnership in association with the journal *Occupational Health [at Work]*

conference



Preview 2010: OH legal & professional update

Tuesday 26 January 2010
Central London

An important one-day legal update for occupational health professionals

Chaired by *Dr John Ballard*, editor of *Occupational Health [at Work]*

Keynote speaker: *Diana Kloss*, barrister

CPD:
Self-certification
schemes:
5 hours
2 IOSH points



Quality
conferences
at value for
money prices

- › Case law round up – hot legal issues for 2010
- › Consent and confidentiality – legal and management update
- › Disability discrimination update
- › Preparing and giving evidence at employment tribunals



Programme

9.00 Registration and coffee

9.20 Welcome and introduction

Dr John Ballard, The At Work Partnership

Legal update – part 1

9.30 Consent and confidentiality

Chris Cox, Royal College of Nursing

- New GMC guidelines on confidentiality
- Legislation and relevant case law
- ‘Informed’ consent
- Fitness for work reports – when consent is withdrawn
- What are the issues when there is no therapeutic relationship?
- Retention and transfer of OH records at the end of an OH contract
- Lying on a pre-employment questionnaire

Professional practice

10.20 Managing consent and confidentiality

Dr Jim Ford, Salus and University Hospital Aintree

How can you best manage the following issues?

- How can you ensure consent is fairly obtained and truly informed?
- Lack of consent by a disabled employee to the release of information about their condition
- ‘Managing’ the employer who demands access to health records
- Confidentiality and the safety of others

11.10 Coffee

Legal update – part 2

11.30 Disability discrimination update

Chris Benson, Leigh Day & Co

- Disclosure/non-disclosure of medical conditions
- Meaning of disability
- Associative discrimination
- Equality Bill

12.20 Lunch

Legal update part 3

13.30 Keynote address: hot legal issues for 2010

Diana Kloss, barrister

- Sickness absence and holiday pay
- Age discrimination
- Stress-related illness
- Unfair dismissal and ill-health retirement
- Protection against Harassment Act
- Hot off the press: latest developments in OH law

14.30 OH Legal Surgery

Your chance to put pre-submitted and live questions to our legal expert, Diana Kloss

14.50 Tea

Employment tribunals

15.10 Employment tribunals: preparing and giving evidence

Penny Harper, solicitor and training consultant

- Preparing for the tribunal
- Types of evidence
- Order of events and addressing the tribunal
- Cross examination
- Tips for survival

16.00 Final questions

16.10 Close of conference

About The At Work Partnership

Dedicated to bringing high quality, good value conferences to occupational health, health and safety, and human resource professionals, **The At Work Partnership** researches the subjects that really matter to professionals in your field, and sources speakers who are true subject experts. We ensure that each conference is of the highest quality, and provide you with useful documentation to which you can refer time and time again. As well as running conferences, **The At Work Partnership** publishes *Occupational Health [at Work]* which provides OH professionals with expertly written and researched legal, practical and management occupational health information.

We also produce a **free** monthly email newsletter highlighting key OH news. To ensure you get your copy please call 0845 017 6986, or e-mail subscriptions@atworkpartnership.co.uk

Preview 2010: OH legal & professional update

Are you prepared for 2010? Do you know the recent legal developments and those that will be affecting your work in occupational health over the next 12 months?

This sixth annual conference from **The At Work Partnership** will provide you with an update on crucial developments in occupational health law and professional practice. A handpicked panel of experts will take delegates through some of the most complex and important developments in occupational health law, providing no-nonsense explanations of how they will affect OH professionals, employers and employees in practice.

The conference opens with an examination of the legal issues around confidentiality and consent in occupational health by the RCN's head of legal services, Chris Cox. Occupational physician, Dr Jim Ford, will then discuss how these difficult issues can be managed successfully in practice.

Chris Benson, a partner at Leigh Day & Co, and formerly of the Disability Rights Commission, will discuss the recent cases on disability at work, addressing some of the most important questions on disclosure of medical conditions, meaning of disability and associative disability. He will also examine what we can expect from the Equality Bill if it becomes law.

Our keynote address will be delivered by barrister and OH legal expert, Diana Kloss, who will be advising on the implications of important recent developments.

In our final, practical session, Penny Harper focuses on employment tribunals and examines how OH and HR professionals can best prepare themselves if they are required to provide evidence of fact or expert opinion in court.

This conference is designed for:

- occupational health professionals
- human resource managers
- safety and health practitioners
- case managers

How will attending this conference benefit you?

You will gain:

- A vital update on the most recent legislation and case law – you'll be sure you know your obligations, and how to meet them
- An in-depth understanding of the complex issues surrounding managing confidentiality
- An opportunity to get your legal questions answered in our interactive legal surgery

Delegates at our previous annual updates said:

"An essential annual event in your OH diary"

Trudy Mapstone, Medical Services Manager, Chessington World of Adventures

"Excellent, very relevant and easy to understand"

Elizabeth Aniteye, Senior Occupational Health Adviser, The University of Manchester

If you can only attend one conference this season, make sure you're prepared for 2010 and come to this essential day!

About our expert speakers

Dr John Ballard

Dr John Ballard has been researching and writing on occupational health and disability issues for the past 19 years. He edits the professional journal *Occupational Health [at Work]* and is director and co-founder of The At Work Partnership. In 2009, he was made an honorary fellow of the Faculty of Occupational Medicine, and is honorary senior lecturer at the University of Birmingham's Institute of Occupational and Environmental Medicine.

Chris Cox

Chris Cox, a solicitor, is director of legal services at the Royal College of Nursing. He is the head of the in-house employment, immigration and indemnity law units. He is a regular speaker on employment law and medico-legal topics, and has contributed legal articles to a number of nursing and health journals.

Dr Jim Ford

Dr Jim Ford is consultant occupational physician and clinical lead for Salus in North-west England and University Hospital Aintree. Formerly a medical director at the Department for Education and Employment responsible for rehabilitation for work policy, his current professional portfolio extends from NHS and local authorities to manufacturing, chemicals, transport and the armed services, and his experience includes working with companies in the fields of nuclear power and shipbuilding.

Chris Benson

Chris Benson is a partner at Leigh Day & Co specialising in discrimination work, in particular disability and equal pay. Previously, as senior legal officer at the Disability Rights Commission, he dealt with some of the leading cases in the field of discrimination law including: *Nottingham County Council v Meikle*; *Kirton v Tetrosyl Ltd*; *Paul v National Probation Service*; *Smith v Churchill's Stairlifts Plc*; *Spillett v Tesco Stores Ltd* and *BUPA Care Homes (BNH) Ltd v Cann*.

Diana Kloss

Diana Kloss is a practising barrister, employment judge and honorary senior lecturer in OH Law at the University of Manchester. Her publications include *Occupational Health Law* (4th edition, Blackwell Science, 2005 and she is currently working on the 5th edition). She is an honorary fellow of the Faculty of Occupational Medicine, an ACAS arbitrator, and she was awarded an MBE for services to occupational health in the 2009 New Year Honours list.

Penny Harper

Penny Harper is a solicitor and a training consultant. She is the co-author of the *"Expert Witness in Court"* published by Shaw and Sons. Penny was formerly head of employment law at The College of Law in London. She was also director of professional development programmes at the Inns of Court School of Law. She has considerable experience of designing and delivering accredited training for both lawyers and other professionals.

Booking Form

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A B C D E F

Central London – Tuesday 26 January 2010

First delegate

Early bird rate – save £70!

For bookings received and paid **before** 15 December 2009

£299 + VAT (£351.33) per delegate – **save £70!**

Main rate – For bookings received and paid **after** 15 December 2009

£369 + VAT (£433.58) per delegate

Title _____

First name _____

Surname _____

e-mail _____

Position _____

Second delegate – save 25%

Early bird rate

For bookings received and paid **before** 15 December 2009

£225 + VAT (£264.38) per delegate

Main rate – For bookings received and paid **after** 15 December 2009

£275 + VAT (£323.13) per delegate

Title _____

First name _____

Surname _____

e-mail _____

Position _____

Organisation details

Organisation _____

Address _____

Postcode _____

Tel _____

Fax _____

I have read and agree to the cancellation terms: Authorised signature _____

(This booking is not valid unless signed)

Forthcoming events *please send me information on the following events*

Certificate in Occupational Health Law, *February 2010*, London

Certificate in CBT Skills for OH Professionals, *April 2010*, Birmingham

Administration

Venue

The conference will be held at a hotel or training centre in central London. Details will be confirmed in your administration details.

Bookings

Places can be booked by post, telephone, fax or e-mail. In cases where your organisation's paperwork may take a couple of weeks to reach us, please telephone us on 0845 017 6986 to reserve a no-obligation provisional place.

Conference administration details

Please contact us if you do not receive written confirmation of your booking within two weeks of making the reservation. Details of the venue, a map and any final information will be sent to paid delegates approximately two weeks before the conference. If you have not received these one week before the event, please telephone us on 0845 017 6986, or e-mail conferences@atworkpartnership.co.uk

Cancellation policy

For cancellations received in writing 14 days before the conference, we will provide a refund, less a 25% administration fee to cover administration costs. If the cancellation is received within 14 days of the conference, no refund will be made, but we will accept an alternative delegate from your organisation at the event. Refunds are not available to delegates who fail to attend after confirming a booking.

Hotel accommodation

Hotel accommodation can be arranged through Venuehunt.
Tel: 01722 500675. Online: www.venuehunt.co.uk

Payment information

Main rate: £369 + VAT per delegate. Early Bird Rate: £299 + VAT per delegate for bookings received and paid for by 15 December 2009. (Bookings made by 15/12/09, but not paid by this date, will be charged at the higher rate). A 25% discount will apply to bookings made for second and subsequent delegates from the same organisation. To qualify for the discount, places must be booked at the same time and paid for on a single invoice.

Documentation, refreshments and a buffet lunch are all included in the price.

The fee must be paid in advance of the event. Invoices will be sent when a booking is received, and payment can be made:

- **By cheque** – payable to The At Work Partnership Ltd
- **By BACS** – please contact us for our bank account details.
- **By credit card** – Expiry date ____ / ____ 3 digit security number _____
Card No. _____ / _____ / _____

Special requirements

If you have any special needs, please let us know in advance and we will be delighted to try and help.

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In order to process this booking, your details will be held on our system. We would like to keep you informed of future relevant events and information from The At Work Partnership by post, phone, fax or e-mail. Please contact us if you do not want to be kept up to date with this information.

This programme was correct at time of going to press. In unavoidable circumstances, we reserve the right to change or cancel this event.

BOOK NOW and return your completed form to:

11/09

Post: The Registration Secretary, The At Work Partnership Ltd, 3 Woodfield Way, Bounds Green, London N11 2NP

Telephone: 0845 017 6986 **e-mail:** conferences@atworkpartnership.co.uk **Fax:** 020 8275 8469

Visit our website at www.atworkpartnership.co.uk