



[Inside this issue] DEC/JAN 10/11

FEATURES ▶ ▶ ▶ LEGAL ▶ ▶ ▶ NEWS ▶ ▶ ▶ RESEARCH ▶ ▶ ▶ EXPERT WITNESS ▶ ▶ ▶ DIARY

- 03 LEADER**
Socio-economic disadvantage The government is to scrap the *Equality Act* public sector duty to consider socio-economic disadvantage when making strategic decisions
- 04 NEWS**
 ... NHS OH services ripe for reorganisation ... OH accreditation scheme goes live ... Lord Young's review of health and safety ... latest HSE work-related ill health data ... absence rates stable, finds CIPD ... government to extend the right to request to work flexibly ... government cuts HSE budget ... disabled workers co-op ... work capability assessment ... universal benefit for disabled people ... clearing the way for workers with a disability ... psychological therapies ... RCN/SOM conference ... asbestos disease still rising ... distracted drivers ... Faculty president
- 14 LEGAL NEWS**
 ... reasonable adjustments – complete picture required – *Secretary of state for work and pensions v Wakefield* ... landmark asbestos judgment expected – *Sienkiewicz (Administratrix of the Estate of Enid Costello deceased) v Greif (UK) Limited and Knowsley Metropolitan Borough Council v Willmore* ... asbestos compensation goes to the Supreme Court ... ill-health retirement: medical evidence – *D Sanderson v Durham Tees Valley Probation Trust and Durham County Council* ... Legal Aid reform
- 18 FEATURE**
International OH systems – The United Arab Emirates
 In the fourth of a series looking at OH systems in other countries, Ching Aw finds that OH resources in the United Arab Emirates are generally limited, with what is on offer largely concerned with preventing accidents and injuries.
- 22 DILEMMA**
Rebranding occupational health
 Liz Short, health and wellbeing service manager at North Yorkshire County Council, and Dr David Snashall, director of OH services at Guy's and St Thomas' NHS Trust debate whether 'occupational health' should be rebranded 'workplace wellbeing'.
- 24 EQUALITY ACT SPECIAL**
Equality Act and code of practice
 John Ballard provides a unique A–Z guide to the *Equality Act* and codes of practice for OH practitioners, ranging from 'Age' and 'Age discrimination' to 'Enquiries about disability and health' to 'Knowledge of disability' and 'Normal day-to-day activities'.
- 37 The Equality Act in practice**
 Paul Suff gauges reaction to the *Equality Act* among employers, employer bodies and disability groups. He finds that employers are generally supportive but have concerns over not being able to ask health questions of prospective employees, while disability groups believe the new Act will do little to improve the situation for people with a disability unless employer awareness of the legislation rises.
- 41 BOOKSHELF/DIARY**
 ... Violence against healthcare workers ... Employment law for the OH professional
- 42 RESEARCH DIGEST**
 ... sick note practice ... carry on talking ... multiple sclerosis ... partial smoking bans are ineffective
- 44 RESEARCH PLUS**
 Our compendium of published evidence on occupational health.
- 47 BRIEFING**
 ... your need-to-know guide to this issue