



[Inside this issue]

FEB/MAR_12

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

- 03 LEADER**
Positive action The DoH is consulting on relaxing restrictions on HIV-positive healthcare workers. Should the military be next in line to review its policies on HIV?
- 04 NEWS**
 ... HIV-positive workers ... OH clinical governance ... health and safety review published ... new flu plan for the UK ... unhealthy progress in meeting health, work and wellbeing targets ... employers ignoring mental health ... GPs' attitudes to the fit note ... Black-Frost report ... fit notes engage employees ... BOHRF closure ... doctors' revalidation ... violence against lone nurses ... health at work pledge
- 13 LEGAL NEWS**
 ... offshore working time – *Russell and others v Transocean International Resources* ... proposed changes to employment tribunals ... holiday pay for sick workers – *KHS AG v Winifried Schulte and Fraser v Southwest London St George's Mental Health Trust* ... record damages ... compulsory retirement
- 17 FEATURE**
Presenteeism and workplace health
 Dr Kevin Dew argues that more research is required to understand the factors that drive presenteeism and suggests the development of a Presenteeism Index as a starting point for its better management.
- 20 FEATURE**
Working after cancer
 Journalist Nicola Godwin describes her own and other people's experience of working after cancer, and how employers can help individuals in returning to work.
- 24 FEATURE**
Full circle on managing absence
 The recommendations of the Black-Frost report on tackling sickness absence, particularly plans for an Independent Assessment Service, are reminiscent of previous measures to reduce the cost of absenteeism, argues Dr Jim Ford.
- 28 FEATURE**
Fit notes can never be 'fit for purpose'
 General practitioner George Moncrieff says that GPs are not well placed to advise on modifications that might help a patient return to work and believes that assessing fitness for work should be put in the hands of occupational health nurses.
- 30 FEATURE**
Assessing the impact of journals
 Garry Dix explores the factors that determine how successful a peer-reviewed journal is in getting the key findings of research to those working in the occupational health field.
- 34 EXPERT WITNESS**
Mental health at work
 In part two of a three-part series looking at the law on mental health at work, legal expert Diana Kloss focuses on protection against disability discrimination for workers with a mental impairment.
- 36 BOOKSHELF/DIARY**
 ... health and wellbeing – new study guide to accompany the NEBOSH National certificate in the management of health and wellbeing at work ... economic incentives – European Agency for Safety and Health at Work guide on the use of incentives to promote OH and safety
- 37 RESEARCH DIGEST**
 ... Colt research 2011: nanomaterials, post-traumatic stress disorder, industrial composting, NICE guidance ... HIV and fitness for military service ... return to work
- 40 RESEARCH PLUS**
 Our compendium of published evidence on occupational health
- 43 BRIEFING**
 ... your need-to-know guide to this issue