

A new training day from The At Work Partnership in association with the journal *Occupational Health [at Work]*

# TRAINING



## Managing long-term sickness absence: a biopsychosocial approach

**Monday 10 December 2018**  
**Central London**

A one-day, evidence-based seminar from The At Work Partnership designed to enable occupational health and human resource professionals to successfully manage long-term sickness absence.

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

**CPD:** Self-certification schemes: 5½ hours

Additional CPD can be gained after the event via our CPD scheme.

- The biopsychosocial approach to managing long-term absence and return to work
- What does the evidence say?
- Using organisational intelligence to reduce long-term sickness absence
- Legal update
- How can employers manage absence and support their employees
- Managing stress and mental health-related absence
- Case study: Aviva – proactive on mental health



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Book two delegates and receive a further discount!

# Programme

## 9.00 Registration and coffee

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## 9.30 Biopsychosocial principles

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*Prof Kim Burton, freelance OH research consultant*

- The biopsychosocial model: a quick refresher
- A biopsychosocial approach to managing long-term absence and return to work
- When to intervene
- The importance of getting all players onside – linking the systems

## 10.15 Long-term sickness absence: a biopsychosocial survey

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Results of the At Work Partnership/Work Foundation research

*Dr John Ballard, Occupational Health [at Work] and Dr Zofia Bajorek, IES*

- Understanding absence data – and why we should be cautious
- Organisational approaches
- Absence causes, triggers and obstacles to return
- What works (and what doesn't)
- Lessons for OH and employers

## 11.00 Coffee

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## 11.20 Organisational intelligence

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*Prof Stephen Bevan, IES*

- Measuring absence
- Costing absence
- What can we do with the information?
- Easy wins and long-term gains – prioritising action on absence
- Assessing interventions in the short and long term

## 12.05 Absence and the law

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*Prof Diana Kloss, barrister*

- Disability discrimination
- Unfair/fair dismissals
- Disciplinary or capability?
- How long should you wait?
- Pregnancy/maternity-related absence
- Role of OH in advising employers

## 12.50 Legal Q&A

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Your questions answered with Prof Diana Kloss

## 13.05 Lunch

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## 14.05 Helping employers manage absence and support their employees

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*Dr Donna Morgans, independent consultant occupational health physician*

- Developing clear strategies for managers
- Setting intelligent absence triggers
- Unpicking the absence – the OH consultation
  - Asking the right questions
  - The importance of co-morbidity
- Meaningful recommendations – how to advise the manager
  - The OH report
  - Work and workplace adjustments (temporary and permanent)
  - Follow-up

## 14.50 Tea

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## 15.10 Stress and mental health-related absence – the biggest challenge

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*Susan Gee, Yorkshire Water*

- Why are stress/mental health cases so difficult to manage?
- What are the barriers to early resolution
- How can employers be proactive about mental health – what works?
- Yorkshire Water – a holistic approach

## 15.55 Aviva – case study: Proactive on mental health

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*Lisa Ost, Aviva*

- Improving attendance through better mental wellbeing
- Tools
- The business case – impact on absence and productivity

## 16.25 Final questions

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## 16.30 Close of conference

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## About The At Work Partnership

Dedicated to bringing high quality, good value conferences and courses to OH and allied health professionals, H&S and HR managers, **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, highlighting resources for additional learning. **All delegates receive a Certificate of Attendance and can gain additional CPD by participating in further learning after the conference/course, via the At Work Partnership's CPD scheme.**

We also publish the journal *Occupational Health [at Work]* as well as a new online service, *OH Law Online*, and we produce two free OH email newsletters, one focusing on OH law, and the other on general OH news. Visit [www.atworkpartnership.co.uk](http://www.atworkpartnership.co.uk) to get your copies and find out more.

# Managing long-term sickness absence: a biopsychosocial approach

Long-term sickness absence is costly to employers and can be a considerable burden on individuals, in some cases leading to permanent incapacity or medical retirement. Effective management of long-term sickness absence is a vital component in the efficient running of an organisation and it is an area where OH and HR professionals can add demonstrable value.

This new one-day evidence-based seminar builds on exclusive research from The At Work Partnership and The Work Foundation, which was undertaken to provide robust data on the *real* causes, and the biopsychosocial drivers, of long-term absence, as well as the barriers to, and facilitators of, return to work.

The seminar will explore a biopsychosocial understanding of sickness absence and return to work, explain how occupational health can work with human resources to manage long-term absence effectively, and examine strategies at the organisational and individual levels to reduce the burden of absence. It will address the management of stress and mental health cases, will include a detailed explanation of the law with respect to absence and disability, and conclude with a case study of an organisation that has put employee wellbeing at the heart of its people management strategy.

**If you only attend one conference on managing absence this year, you can't afford to miss this one!**

**This event is designed for:**

- OH and allied health professionals
- HR managers

## How will attending this training day benefit you?

**You will gain:**

- An evidence-based approach to managing absence and the management of complex cases
- Knowledge of the biopsychosocial model and its application to absence management
- Guidance on how to best advise managers on their role in attendance management
- An up-to-the-minute understanding of how the legislation and case law relating to absence and disability management impacts on your responsibilities and your day-to-day work. You'll be certain of your obligations, and how to comply with them
- An in-depth appreciation of best practice with our case study

### Book two places and save over £70!

The management of absence in the workplace is such an important issue that it needs to be discussed widely within and between departments. Our multiple booking discount is designed to enable organisations to send delegates from both their occupational health and HR departments.

Book two delegates – ideally from different departments – and receive a 25% discount for the second delegate!

## About our expert speakers

### Dr John Ballard

John has been researching and writing on OH and disability issues for over 20 years. He edits The At Work Partnership publication, *Occupational Health [at Work]*, and is an honorary fellow of the Faculty of Occupational Medicine and an honorary senior lecturer at the University of Birmingham's Institute of Occupational and Environmental Medicine. He is the joint editor with Diana Kloss of *Discrimination Law and OH Practice* (The At Work Partnership, 2012).

### Prof Kim Burton OBE

Kim is a freelance occupational health research consultant with a part-time professorial post at the University of Huddersfield. He is an honorary fellow of the Faculty of Occupational Medicine. Kim's research focuses on overcoming obstacles to work ability, including development of novel intervention approaches. He is an expert advisor to the Joint Work and Health Unit. Kim was appointed OBE in 2011 for services to occupational healthcare.

### Dr Zofia Bajorek

Zofia is a research fellow at IES. Her interests include the role of line managers, the health and wellbeing of the workforce, including the promotion of good work practices, and the management of long-term chronic conditions at work, amongst other areas. Zofia was previously the lead researcher in HR and management at The Work Foundation.

### Prof Stephen Bevan

Stephen, an honorary professor at Lancaster University, is director of employer research and consultancy at IES. Previously, he was director of research at The Work Foundation. He has a special interest in workforce health and wellbeing, having led national and international projects focusing on workforce health and the impact of chronic illness. He is an adviser to a number of UK government departments.

### Prof Diana Kloss MBE

Diana is a barrister, former employment judge and honorary senior lecturer in OH Law at the University of Manchester. Her publications include *Occupational Health Law* (5th edition, Wiley Blackwell, 2010), and *Discrimination Law and OH Practice* for The At Work Partnership. She is an honorary fellow of the Faculty of Occupational Medicine, an ACAS arbitrator, and in 2009, was awarded an MBE. Diana is honorary president of the Council for Work and Health and is a visiting professor at London South Bank University.

### Dr Donna Morgans

Donna is a senior independent consultant occupational health physician. Previously, she worked for Transport for London for 16 years, most recently as head of medical advisory services.

### Susan Gee

Susan is head of OH and wellbeing at Yorkshire Water and previously worked at Bradford Metropolitan District Council. She has an outstanding record of achievement created through the development and implementation of robust strategies, initiatives and organisational change in occupational health. She was previously a visiting lecturer in sickness absence management and wellbeing at Leeds Beckett University.

### Lisa Ost

Lisa is the People Business Partner for Aviva's UK Health and Protection businesses and the UK wellbeing lead. She is responsible for delivering their market leading employee wellbeing proposition, Wellbeing@Aviva. An HR professional with over 25 years experience, Lisa understands the value of employee wellbeing in driving colleague engagement and improving business performance.

# Booking Form

## Managing long-term sickness absence: a biopsychosocial approach

Central London – Monday 10 December 2018

### First delegate

#### Early bird rate – save £70!

For bookings received and paid **before** 31 October 2018

£299 + VAT (£358.80) per delegate – **save £70!**

**Main rate** – For bookings received and paid **after** 31 October 2018

£369 + VAT (£442.80) per delegate

Title \_\_\_\_\_ First name \_\_\_\_\_

Surname \_\_\_\_\_

e-mail \_\_\_\_\_

Position \_\_\_\_\_

### Second delegate – save 25%

#### Early bird rate

For bookings received and paid **before** 31 October 2018

£225 + VAT (£270.00) per delegate

**Main rate** – For bookings received and paid **after** 31 October 2018

£275 + VAT (£330.00) per delegate

Title \_\_\_\_\_ First name \_\_\_\_\_

Surname \_\_\_\_\_

e-mail \_\_\_\_\_

Position \_\_\_\_\_

### Organisation details

Organisation \_\_\_\_\_

Address \_\_\_\_\_

Postcode \_\_\_\_\_

Tel \_\_\_\_\_

To process your order, we keep your details securely on our database and we NEVER pass on your details to 3rd parties. We'd like to keep you updated about relevant events and information from the At Work Partnership. You can unsubscribe at any time by emailing [info@atworkpartnership.co.uk](mailto:info@atworkpartnership.co.uk). To receive our updates, please tick the boxes below:

- Yes – update via **post, email and phone**.
- Yes – by **post only** (for training info and journal samples – usually 5x per annum).
- Yes – by **email only** (for the free monthly OH email newsletter).
- Yes – by **phone only** (we are very unlikely to call unless it is for a specific reason)
- No, please do NOT contact me via any method.

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

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*(This booking is not valid unless signed)*

### Administration

**Venue:** The workshop 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 or e-mail. In cases where your organisation's paperwork may take a couple of weeks to reach us, please telephone us on 0345 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 workshop. If you have not received these one week before the event, please telephone us on 0345 017 6986, or e-mail [conferences@atworkpartnership.co.uk](mailto:conferences@atworkpartnership.co.uk)

**Cancellation policy:** For cancellations received in writing 14 days before the workshop, we will provide a refund, less a 25% administration fee to cover administration costs. If the cancellation is received within 14 days of the workshop, 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](http://Venuehunt.com). Tel: 01722 500675. Online: [www.venuehunt.co.uk](http://www.venuehunt.co.uk)

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

**Payment information:** Main rate: £369 + VAT per delegate. Early Bird Rate: £299 + VAT per delegate for bookings received and paid for by 31 October 2018. (Bookings made by 31/10/18, 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. \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

*N.B. Please do not email a PDF of this form with your credit card details*

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**This programme was correct at time of going to press. In unavoidable circumstances, we reserve the right to change or cancel this event.** If we do need to cancel this event, our liability is limited to a refund of fees.

## BOOK NOW and return your completed form to:

18/14

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Book online: [www.atworkpartnership.co.uk](http://www.atworkpartnership.co.uk)