



[Inside this issue]

DEC/JAN_11/12

FEATURES ▶ ▶ ▶ DILEMMA ▶ ▶ ▶ LEGAL ▶ ▶ ▶ NEWS ▶ ▶ ▶ RESEARCH ▶ ▶ ▶ EXPERT WITNESS

- 03 LEADER**
e-Fit for purpose? An 'electronic' version of the fit note will be available by March 2012, but will GPs have enough time with patients to make it work?
- 04 NEWS**
 ... death, ill health and injury ... HSE passport blog ... working with cancer ... employment law changes ... 48-hour compliance ... dyslexia awareness ... RCN updates OH nursing competence framework ... OH technicians' competences ... work capability assessments ... cooperating on flu ... prescribed disease ... absence is level, but costs are up ... management training cuts absence
- 10 LEGAL NEWS**
 ... lip service was not reasonable adjustment ... compensatory rest breaks ... unfit to practice ... pleural plaques ... offshore workers' holiday entitlement ... insurance trigger in mesothelioma cases ... dangerous substances ... proposal to replace EMF Directive
- 14 FEATURE**
A multidisciplinary society
 From January 2012, the SOM will allow non-medical OH professionals to join its ranks. Vanessa Hebditch, outlines the new membership criteria.
- 16 FEATURE**
Marketable wellbeing
 Paul Suff reports on how Leeds Metropolitan University's innovative and award-winning Wellbeing excellence programme has helped the former polytechnic reduce work-related sickness absence, and is now in demand from other public sector organisations keen to replicate its success.
- 20 FEATURE**
Mediation in occupational health
 Workplace mediation is being used increasingly to help solve workplace disputes. Consultant occupational health physician Peter Noone looks at its development and evidence of its impact. He also examines the role mediation can play in OH practice.
- 25 FEATURE**
A holistic approach to stress and wellbeing at work: part 5
 Professor Andy Smith continues his series on wellbeing at work. Here, he collaborates with Dr Emma Wadsworth to describe research examining the relationship between positive features of a job and wellbeing outcomes.
- 28 DILEMMA**
The rise or fall of occupational medicine
 Consultant occupational physicians Dr Ali Hashtroudi and Dr Alison Rimmer debate whether occupational medicine is an ageing profession heading for terminal decline.
- 30 FEATURE**
Meeting the challenge
 In response to the question posed in the dilemma, Nicky Coates, chief executive at the Faculty of Occupational Medicine, argues that far from being in decline, the current focus on health, work and wellbeing presents the profession with a fantastic opportunity for renewal.
- 34 EXPERT WITNESS**
Mental health at work
 In the first of a new three-part series looking at the law on mental health at work, Diana Kloss focuses on compensation for stress-related illness.
- 36 RESEARCH DIGEST**
 ... audit of OH reports ... asthma intervention would save dough ... resilience training ... totally (useless) clips of the heart ... helping doctors with sickness certification ... X-factor judged unreliable ... colour vision damage
- 40 RESEARCH PLUS**
 Our compendium of published evidence on occupational health
- 43 BRIEFING**
 ... your need-to-know guide to this issue