

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

TRAINING

>> Wellbeing AT WORK

Tuesday 5 July 2016
Central London

Chaired by *Dr John Ballard, Occupational Health at Work*

A one-day seminar from **The At Work Partnership** designed to give you the knowledge and understanding to introduce a new workplace wellbeing programme into your organisation, or to enhance existing strategies

"There's no question that workplace wellness is worth it. The only question is whether you're going to do it today or tomorrow. If you keep saying you're going to do it tomorrow, you'll never do it. You have to get on it today." *Warren Buffett*

- > Taking the lead on the workplace wellbeing agenda
- > Making the business case
- > What works – and what doesn't?
- > Case studies
- > Useful tools and practical ideas for your workplace

CPD: Self-certification schemes:
5.5 hours



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Programme

9.00 Registration and coffee

9.15 Welcome and introduction

Dr John Ballard, The At Work Partnership

9.25 The wellbeing roadmap

Sandra Winters, NHS England & Organisational Wellbeing Ltd

- What is wellbeing and why should organisations take it seriously?
- Whose role – should OH take the lead?
- What skills does the OH team need?
- Understanding your employees' wellbeing profile and identifying their priorities
- Celebrating success – awards and recognition

10.10 Coffee

10.30 The business case

Dr Steven Boorman, Empactis

- Understanding your organisation's business needs
- Identifying stakeholders and persuading decision makers
- Practical steps to producing the business case
- What are the measures and metrics?
- What ROI (return on investment) can you expect?
- Agreeing realistic key performance indicators and time frames

11.10 Interventions – evidence and options

Professor Stephen Bevan, Institute for Employment Studies

- Identifying aims and priorities – from a business needs assessment
- What works – and what does not
- Obstacles to committing to the wellbeing agenda
- Why engagement is such a key factor for OH to master

11.55 Case study 1: Making wellbeing work at Skanska

Tricia O'Neill, Skanska

- Overview of Skanska's approach to workplace wellbeing
- Leadership
- Engagement
- Implementing wellness

12.20 Lunch

13.20 Tools 1: The Workplace Wellbeing Charter

Sandra Winters

- What is it? • How do you get it? • Does it work?

13.40 Case study 2: Implementing the Health & Wellbeing CQUIN (Commissioning for Quality and Innovation) in the NHS

Hilary Winch, Norfolk & Norwich University Hospitals NHS Foundation Trust

- Overview of the new health and wellbeing CQUIN – goals and rationale
- Planning and implementation of initiatives to provide support for staff
- Next steps

14.05 Tools 2: Emotional intelligence – developing resilient organisations

Professor Gail Kinman, University of Bedfordshire

- Emotional literacy – what is it?
- What are the benefits of understanding your own and others' emotions more effectively?
- How can emotional literacy be assessed and enhanced?

14.50 The role of managers

Mandy Wardle, Associate Director Public Health, the Fit For Work Team, Leicester

- The OH–manager interface
- What managers need to know – training and education
- Implementing public health guidance
- Does size matter? Wellbeing for small business

15.30 Tea

15.45 Tools 3: Mental health first aid

Sandra Winters

- What is mental health first aid?
- The business case – practical steps
- Steps to implementation, engaging the workforce
- Developing a mental health first aid network
- Evaluation

16.25 Closing remarks – your next steps!

Sandra Winters

16.30 Close of day

About The At Work Partnership

Dedicated to bringing high quality, good value conferences to OH and allied health professionals, HR and health and safety 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 0345 017 6986, or e-mail subscriptions@atworkpartnership.co.uk

Wellbeing at work

This one-day seminar from **The At Work Partnership** is designed to give you the knowledge and understanding to introduce a new workplace wellbeing programme into your organisation – or to enhance existing strategies.

There has never been a better time to act. Wellbeing is high on the agenda in many organisations and the 2016 report from the CIPD *Growing the health and well-being agenda: From first steps to full potential* explains the importance of creating organisational cultures where health and well-being are centre-stage in supporting efforts to improve workplace health, enhance productivity and have a more sustainable and motivated workforce.

This seminar explains why OH should take the lead on wellbeing in their organisation, and takes you through the steps to producing successful interventions, to get it right for your organisation.

The focus of the day is on practical advice, and we expect every attendee to come away with an understanding of how to plan, organise and evaluate wellbeing strategies that meet the needs of their organisation.

This event is designed for:

- OH professionals
- HR and organisational development managers
- Wellbeing leads

How will attending this training day benefit you?

You will gain:

- Guidance on how to take the lead on wellbeing in your organisation
- An understanding of the importance of wellbeing – and how to sell this to stakeholders
- A guide to the latest evidence-based practice and research findings – learn what works, and what doesn't
- Advice on how to undertake a needs assessment at your workplace, identifying priorities
- Tips on writing a business case for wellbeing interventions – and getting it approved by your organisation
- Practical tools and ideas to use in your workplace – looking at the Workplace Wellbeing Charter, developing resilient organisations, and mental health first aid.
- A chance to learn first-hand from our case studies showing how organisations in the private and public sector are enhancing wellbeing in their workplaces.
- An opportunity to network with our expert speakers and share ideas with colleagues

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.

Sandra Winters

Sandra is head of wellbeing and corporate responsibility for NHS England. She is a nurse consultant in OH, specialising in the strategic development of workplace health and wellbeing. She is also managing director of Organisational Wellbeing Limited, which offers independent consultancy services on OH and wellbeing provision.

Dr Steve Boorman CBE

Steve is director of employee health at Empactis, and previously worked for private sector OH providers, including Capita and Optima Health, following a 20 year career with Royal Mail. In 2009, he led the NHS Health and Wellbeing Review – the *Boorman Review*, which examined the importance of healthy staff to NHS performance.

Professor Stephen Bevan

Stephen, an honorary professor at Lancaster University, is head of HR research development at the Institute for Employment Studies. Previously, he was director of research at The Work Foundation. He has a special interest in workforce health and wellbeing, and is a member of Public Health England's Health & Work Advisory Board.

Tricia O'Neill

Tricia is head of occupational health & wellbeing for Skanska UK plc with responsibility for the UK OH and wellbeing strategy, service delivery and leading a multi-disciplinary team. She is a member of the consulting group of the Faculty of Occupational Health Nursing (FOHN).

Professor Gail Kinman

Gail is professor of occupational health psychology and director of the research centre for applied psychology at the University of Bedfordshire. She specialises in work-related stress, resilience and work-life balance in emotionally demanding professions, and in developing interventions to support the wellbeing of workers.

Hilary Winch

Hilary is head of workplace health and wellbeing at the Norfolk & Norwich University Hospitals NHS Foundation Trust and is the director of nursing and quality for Syngentis (the organisation formed from NHS Plus). She leads the day-to-day management of MoHaWK – the national OH benchmarking tool.

Mandy Wardle

Mandy is associate director of public health for the Fit For Work team. A fellow of the Faculty of Public Health and a registered specialist in public health. Her work spans the field of work and health including research, policy development and service development and delivery.

Booking Form

Wellbeing at Work

Central London – Tuesday 5 July 2016



A B C D E F G

First delegate

Early bird rate – save £70!

For bookings received and paid **before** 31 May 2016

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

Main rate – For bookings received and paid **after** 31 May 2016

£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 May 2016

£225 + VAT (£270.00) per delegate

Main rate – For bookings received and paid **after** 31 May 2016

£275 + VAT (£330.00) per delegate

Title _____ First name _____
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e-mail _____
Position _____

Organisation details

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VAT no (for overseas orders only) _____

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*

Workplace Health 2016, 13-14 October 2016, Warwickshire

OH Report Writing, 24 June 2016, Edinburgh

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 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 or 0208 344 2328 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 0345 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

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 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. If we do need to cancel this event, our liability is limited to a refund of fees.

Payment information

Main rate: £369 + VAT per delegate. Early Bird Rate: £299 + VAT per delegate for bookings received and paid for by 31 May 2016. (Bookings made by 31/5/16, 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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BOOK NOW and return your completed form to:

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