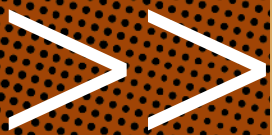


A one-day seminar from The At Work Partnership in association with the journal *Occupational Health [at Work]*

# TRAINING



## Mental Health at Work

**Monday 4 December 2017**  
**Central London**

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

- › Recognising and assessing mental health problems
- › Evidence review – what works at work?
- › Mentally healthy organisations
- › Best practice examples and case studies
- › Managing addiction at work
- › Mental health and the law

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# Programme

## 9.00 Registration and coffee

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## 9.15 Welcome and introduction

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## 9.25 Mental health issues in the workplace

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*Dr John Ballard,  
Occupational Health [at Work]*

### Part 1: Impact on work and health

- Mental health – prevalence in working age people
- Work-related mental health problems
- Impact on sickness absence and presenteeism
- Co-morbidity
- Barriers to employment

### Part 2: Evidence review

#### What works at work?

- Measuring stress at work – the management standards
- Psychosocial factors, work and sickness absence
- Organisational justice
- Wellbeing – what is it and can we measure it?
- Organisational approaches to wellbeing

## 10.25 Mentally healthy organisations

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*Emma Donaldson-Feilder, Affinity Health at Work*

- What makes a mentally healthy organisation?
- The importance of good management and leadership
- Supporting and developing line managers
- Return to work – setting reasonable timescales and expectations
- Mental health literacy and reducing stigma

## 11.20 Coffee

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## 11.40 Mental health and the law

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*Prof Diana Kloss, barrister*

- Disability discrimination
- Consent and confidentiality
- Fitness for work
  - Pre-employment
  - Unfair dismissal
  - Health and safety
- Employer liability for stress-related illness

## 12.50 Lunch

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## 13.50 Mental health law, Q&A

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Your chance to ask your legal questions

## 14.10 Recognising and assessing mental health problems – practical tools for OH professionals

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*Prof Neil Greenberg, King's College London*

- Is it stress or mental ill health?
- Questionnaire-based tools:
  - Are they suitable for OH?
  - Interpreting the results
  - Validity
- Case studies looking at:
  - Comorbidity – risk factors in those off sick with other conditions
  - Personality disorders – recognition, diagnosis and treatments
  - The support offered by the NHS
  - Suicidal ideation

## 15.10 Tea

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## 15.25 Drugs, alcohol and mental health

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*Prof Neil Greenberg, King's College London*

- Understanding addiction
- Impact of alcohol and drug misuse on mental health
- 'Self-medication' and the misuse of prescription drugs
- Supporting those who come forward
- Returning to work

## 16.10 Final questions

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## 16.20 End of seminar

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## About The At Work Partnership

Dedicated to bringing high quality, good value conferences and specialist professional development courses to OH, H&S, and HR 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.

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.

# Mental Health at Work

Mental health issues are amongst the most common and complex problems that OH and allied health professionals deal with in the workplace. According to the Centre for Mental Health, at any one time one worker in six will be experiencing depression, anxiety or problems relating to stress. 91 million working days are lost each year due to mental health problems. Sickness absence, reduced productivity and staff turnover result in a huge financial cost for employers.

This essential seminar from **The At Work Partnership** looks at what really works, and what doesn't, in the management of mental health in the workplace. Leading experts take you through the evidence, so that you can review the interventions that you offer, and make sure you focus on the most worthwhile areas.

Dr John Ballard opens the seminar by looking at the effect of mental health problems in the workplace – and assessing the evidence to see which interventions work. Further evidence-based strategies are then discussed by Emma Donaldson-Feilder in our focus on mentally healthy organisations. She examines best practice in managing mental health at work, job retention and rehabilitation.

In order to ensure you understand the law in this complex area, Prof Diana Kloss explains the specific legislation and case law related to the management of mental health at work.

In the afternoon, Prof Neil Greenberg provides practical tools for OH professionals and looks at cases that illustrate how OH professionals can recognise and assess mental health problems. The programme closes with an examination of the best ways of managing mental health and addiction problems.

**Attendance at this important seminar is vital for everyone who has responsibility for managing mental health issues in their workplace.**

## How will attending this training day benefit you?

### You will gain:

- An opportunity to learn which interventions work and which don't. Leading experts in the management of mental health at work explain the evidence, and provide illustrations of how to best implement the most effective interventions
- Practical tools and case study examples to help you recognise, assess and manage mental health problems
- An understanding of your legal obligations in this area
- A detailed insight into the specific issues raised by addiction problems in the workplace

### This event is designed for:

- Occupational health nurses
- Occupational physicians
- Allied professionals working with occupational health, including mental health professionals

### Recent delegates at this event said:

#### **"A must for everyone to attend"**

Noni Zimvu, principal occupational health advisor, London Borough of Barking and Dagenham

#### **"Excellent overview with relevant research/evidence base"**

Tracey Arnold, OH manager, Bedford Borough Council

#### **"Very relevant, very helpful to OH practice, very current"**

Dr John McDermott, medical director, The Healthwell Clinic

## 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 IOEM. He is the joint editor with Diana Kloss of The At Work Partnership's *Discrimination Law and OH Practice* book, published in 2012.

### 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 she is the consultant editor of The At Work Partnership's *OH Law Online* service. Diana is an honorary fellow of the Faculty of Occupational Medicine, an ACAS arbitrator, chair of the Council for Work and Health, and a visiting professor at London South Bank University.

### Emma Donaldson-Feilder

Emma is director of Affinity Health at Work and Affinity Coaching and Supervision. She is a chartered and registered occupational psychologist. She specialises in working with organisations to achieve sustainable business performance through improvements in employee health, wellbeing and engagement. Emma is a writer, researcher and lecturer in this field, and is the co-author of *Preventing stress in organizations: how to develop positive managers* (Wiley Blackwell, 2011).

### Prof Neil Greenberg

Neil is an academic psychiatrist based at King's College London and is a consultant occupational and forensic psychiatrist. Neil served in the UK Armed Forces for more than 23 years and has been deployed as a psychiatrist and researcher to a number of hostile environments overseas. Neil is the president of the UK Psychological Trauma Society and the Royal College of Psychiatrists' presidential lead for military and veterans' mental health.

# Booking Form

## Mental health at work

Central London – Monday 4 December 2017

### First delegate

**Early bird rate** for bookings paid **before** 20 October 2017

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

**Main rate** for bookings paid **after** 20 October 2017

£369 + VAT (£442.80) per delegate

Title  First name

Surname

e-mail

Position

### Second delegate – save 25%

**Early bird rate** for bookings paid **before** 20 October 2017

£225 + VAT (£270.00) per delegate

**Main rate** for bookings paid **after** 20 October 2017

£275 + VAT (£330.00) per delegate

Title  First name

Surname

e-mail

Position

### Organisation details

Organisation

Address

Postcode  Tel

VAT No. (for overseas orders only)

**Self-employed delegates\***  £225 + VAT (£270) payment **before** 20/10/17  £295 + VAT (£354) payment **after** 20/10/17

**I have read and agree to the cancellation terms:** Authorised signature   
(This booking is not valid unless signed)

### 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, e-mail or online. 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 0208 344 2328, 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

#### 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 20 October 2017. (Bookings made by 20/10/17, but not paid by this date, will be charged at the higher rate). A 25% discount will apply to bookings made for 2nd 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.

\*A discounted rate is available for self-employed delegates making payment by personal cheque or personal credit card. Early bird rate of £225 + VAT closes on 20 October 2017. Bookings unpaid at this date will be charged at £295 + VAT.

**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*

*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.*

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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.**

**BOOK NOW** and return your completed form to:

**Post:** The Registration Secretary, The At Work Partnership Ltd, 3 Woodfield Way, Bounds Green, London N11 2NP

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