

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

# TRAINING



## Employment Medicals and Fitness for Work

**Friday 7 July 2017**  
**Central London**

An important update from The At Work Partnership on the legal and practical issues surrounding employment medicals and fitness for work

Chaired by: *Dr John Ballard*, editor of *Occupational Health [at Work]*  
Key speaker: *Prof Diana Kloss*, barrister

- > Research update
- > Implications of the Glasgow bin lorry crash for healthcare professionals
- > Legal issues – pre-employment health checks and medicals
- > Fitness to work – legal compliance and best practice
- > Alcohol and drug testing
- > Fitness to drive and the OH professional
- > Case studies

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# Programme

## 9.00 Registration and coffee

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## 9.15 Welcome, introduction and background

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- Fitness for work in safety critical roles
- The Glasgow bin lorry crash and Germanwings flight 9525 disaster

## 9.25 Pre-employment and pre-placement health screening: research update

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

- Health screening, discrimination and employment
- Complex questionnaires or simple declarations?
- Impact on practice of *The Equality Act 2010*

## 9.55 The law part one: pre-employment health checks and medicals

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*Prof Diana Kloss, barrister*

- *The Equality Act 2010*
- Age, sex, pregnancy and disability discrimination
- Employment law
- Health and safety law – special cases
- Human rights and data protection

## 10.50 Coffee

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## 11.10 Fitness to work

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*Dr Nerys Williams, consultant occupational physician*

- Making evidence based decisions
- Perceptions and beliefs regarding fitness
- Rehabilitation, adjustments and adaptations
- Case studies

## 12.00 Fitness to drive and the OH professional

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*Dr Wyn Parry, senior medical advisor, DVLA*

- Accessing relevant medical information from GPs

- Interpreting the DVLA's *Assessing fitness to drive* guidance
- Disclosing medical conditions to the DVLA without the individual's consent

## 12.50 Discussion forum

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An interactive question-and-answer session – your opportunity to discuss the issues that currently concern you with our expert speakers. Pre-submitted questions are welcomed.

## 13.05 Lunch

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## 14.10 Alcohol and drug testing

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*Dr Marianne Dyer, UK health manager, Shell*

- Drug and alcohol policies – legal and ethical considerations
- Types of testing and methodology
- Practicalities and pitfalls
- Managing cases of misuse

## 15.00 Tea

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## 15.20 The law part two: fit for work? Legal compliance and better practice

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*Prof Diana Kloss, barrister*

- The Glasgow bin lorry crash – implications for healthcare professionals
- Sick pay and evidence of sickness
- Termination and retirement on health grounds
- Disability – assessment and reasonable adjustments
- Disclosure of unfitness to work without consent – impact of the revised *GMC Confidentiality* guidance
- Statutory health surveillance

## 16.10 Final questions

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## 16.15 Close of conference

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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.

# Employment medicals and fitness for work

Two high profile cases, the Glasgow bin lorry crash and Germanwings flight 9525 disaster, have brought the issues surrounding fitness for work into the public spotlight. This important training day, from **The At Work Partnership**, examines why good practice in assessing fitness for work remains an important aspect of OH, not only to safeguard the health and safety of employees and others affected by the work, but also to ensure fair and non-discriminatory employment. It looks at best practice in the field of employment medicals, fitness for work, and the use of pre-employment/pre-placement questionnaires and health checks. It will ensure that your organisation is up to date with all of the latest legal and practical issues affecting health issues at recruitment and ongoing fitness to work.

Practical and up-to-the-minute sessions will be combined with interactive discussion and debate. As part of our assessment of pre-employment issues, Dr John Ballard, editor of *Occupational Health [at Work]*, looks at the implications of research findings on pre-employment and pre-placement health screening, and our legal expert Prof Diana Kloss provides an in-depth examination of the implications of the *Equality Act 2010*.

In our focus on fitness for work, Dr Nerys Williams looks at how to make the best decisions, drawing on case studies to explain these issues in practice. Two topical sessions then highlight the latest thinking in key areas: Dr Wyn Parry of the DVLA examines fitness to drive, and Dr Marianne Dyer, of Shell, addresses drug and alcohol policies and testing.

Prof Diana Kloss concludes the day with an examination of the key legal points surrounding fitness for work.

## This training is designed for:

- OH and allied health professionals
- HR managers
- Safety professionals

## How will attending this training benefit you?

### You will gain:

- an up-to-the-minute understanding of how the legislation and case law relating to employment medicals and fitness for work impacts on your responsibilities and your day-to-day work. You'll be certain of your obligations, and how to comply with them
- insight into the issues affecting fitness to drive and drug and alcohol testing
- an in-depth appreciation of best practice

This highly regarded training day from **The At Work Partnership** has been running for 15 years, continuously updated as research emerges and law changes, and we have advised hundreds of delegates on how to achieve the best outcomes in these areas. Don't miss out; make sure that you book today!

## About our expert speakers

### Dr John Ballard

John has been 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. With Diana Kloss, he is joint editor of The At Work Partnership book, *Discrimination Law and OH Practice*.

### 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.

### Dr Nerys Williams

Nerys is an independent occupational physician, a non-executive director of a large mental health trust, a GMC examiner and

performance assessor and clinical advisor to other professional regulators. Nerys is the former principal occupational physician and deputy director (wellbeing) for the Department for Work and Pensions, and she is a former head of the Employment Medical Advisory Service at the HSE.

### Dr Wyn Parry

Wyn is senior medical advisor to the DVLA. Prior to joining the civil service, he worked in the NHS for thirty years, half of that as a consultant surgeon. His role at the DVLA encompasses a wide range of activities including overseeing 27 other medical advisors and 7 nurse advisors dealing with complex case work, developing national driver licensing policy around medical conditions and advising the Secretary of State.

### Dr Marianne Dyer

Marianne is the UK health manager at Shell and is a consultant occupational physician with extensive experience over a broad range of industries including aviation, oil and gas, retail, utilities and construction. Previously, she was medical director at Duradiamond Healthcare. Her experience encompasses occupational health provision for the building of the London 2012 Olympics as well as Crossrail and new nuclear construction.

# Booking Form

## Employment medicals and fitness for work

A B C D E F G

Central London – Friday 7 July 2017

### First delegate

#### Early bird rate – save £70!

For bookings received and paid **before** 26 May 2017

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

**Main rate** – For bookings received and paid **after** 26 May 2017

£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** 26 May 2017

£225 + VAT (£270.00) per delegate

**Main rate** – For bookings received and paid **after** 26 May 2017

£275 + VAT (£330.00) per delegate

Title \_\_\_\_\_ First name \_\_\_\_\_  
Surname \_\_\_\_\_  
e-mail \_\_\_\_\_  
Position \_\_\_\_\_

### Organisation details

Organisation \_\_\_\_\_  
Address \_\_\_\_\_  
Postcode \_\_\_\_\_  
Tel \_\_\_\_\_ Fax \_\_\_\_\_  
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 2017, 10-11 October 2017, Warwickshire

How to Manage Back Pain at Work, 20 September 2017, London

### 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 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 26 May 2017. (Bookings made by 26/05/17, 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:

17/08

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

**Telephone:** 0345 017 6986 or 0208 344 2328 **e-mail:** conferences@atworkpartnership.co.uk

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