

16th annual update from The At Work Partnership in association with the journal *Occupational Health [at Work]*

# TRAINING



## Preview 2020: OH Legal & Professional Update

**Tuesday 4 February 2020**  
**Central London**

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

**Legal updates:** *Professor Diana Kloss, Emily Yeardley and Mike Appleby*

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

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



Quality conferences at value for money prices

### Legal hot topics

- › Mental health at work
- › Disability discrimination law update
- › Liability for occupational ill health and injury
- › Key cases, the latest updates and implications for OH professionals

### Hot topics for OH practice

- › Reducing ill-health related job loss
- › 'Putting patients first' – ethics and the OH professional
- › Organisational responses to mental health at work
- › Parental bereavement

### SPECIAL OFFERS

Book early and save up to **£80 + VAT!**  
Self-funded delegates from only **£195 + VAT!**

# Programme

## 9.00 Registration and coffee

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## 9.20 Introduction and welcome

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

## 9.30 Organisational responses to mental health at work – exclusive survey

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

- Findings of our exclusive survey of OH professionals
- Recommendations for practice

## OH LAW PART 1

## 10.00 Mental health at work – legal update

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*Prof Diana Kloss, barrister*

- The employer's duty of care in criminal and civil law
- Risk assessments
- Assessing fitness for work at pre-employment and in employment
- Must a job applicant disclose their previous medical history?
- Duty of confidence and the public interest
- Employee's consent to disclose confidential information: GMC guidance
- Legal duties of Mental Health First Aiders/Champions and liability of the employer

## 10.45 Tea

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## OH PRACTICE PART 1

## 11.05 Reducing ill-health related job loss

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*Prof Kim Burton, occupational health research consultant*

- Optimising return to work – what will government need to do?
- Work ability as the goal
- Integrating the 'what' and the 'how', not forgetting the 'when'
- OH support – the employer's role and the provider's role

## OH LAW PART 2

## 11.50 Disability discrimination law update

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*Emily Yeardley, BakerLaw LLP*

- Definition of disability
- Knowledge of disability
- Perceived disability
- Other key issues

## 12.35 Hot topics and legal Q&A

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Your chance to ask your OH legal questions (including about Brexit!) – with Diana Kloss and Emily Yeardley

## 12.55 Lunch

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## OH PRACTICE PART 2

## 13.55 In the patient's best interest?

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*Dr Paul McGovern, Medigold Health*

- Do we always put the patient's best interest first?
- Balancing competing interests: employer, employee, and the wider workforce
- When the patient/worker disagrees with your decision
  - Fitness for work when the only person at risk is the individual worker
  - Medical retirement
- Impact on the OH professional
- How to resolve these issues

## 14.40 Parental bereavement – supporting employees

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*Dr Maria Zioga, Child Bereavement UK*

- Requirements of the *Parental Bereavement (Leave and Pay) Act* – in force from April 2020
- Impact of bereavement on the individual worker
- Practical help
- Ongoing support – what to look out for

## 15.10 Tea

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## OH LAW PART 3

## 15.30 Liability for occupational ill health and injury

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*Mike Appleby, Fisher Scoggins LLP*

- Enforcement and liability for occupational illness – the big issues
- Is breach of statutory duty still relevant in negligence claims?
- Noise – *Goldscheider v Royal Opera House*
- Chemical sensitisation – *Dryden v Johnson Matthey*
- Other key cases

## 16.15 Final questions

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## 16.20 Close of day

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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 an 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.

# Preview 2020: OH Legal & Professional Update

## Are you prepared for 2020? Do you know the legal and professional developments that will be affecting your work in occupational health over the next 12 months?

This 16th annual 'Preview' conference from The At Work Partnership provides you with an update on crucial developments in OH law and professional practice, including the areas of mental health, disability discrimination and occupational ill health.

A handpicked panel of experts will take delegates through some of the most complex and important developments, providing no-nonsense explanations of how they will affect OH professionals, employers and employees. Our interactive legal surgery will ensure that you have plenty of opportunity to get all your questions answered.

**Preview 2020: OH Legal and Professional Update** is one of our most popular annual events, attracting delegates from the UK and overseas who wish to keep up to date with all of the most recent changes in OH law and practice.

### Recent delegates at this event said:

*"Another great conference facilitated by the At Work Partnership. This is my third seminar I have attended and always leave with valuable information to implement in my role."*

Lynne Thomson, clinical director – Healthier Business UK

*"If you only go to one training event a year, then this has to be a must for all OH professionals."*

Tracy Arnold, OH manager, Bedford Borough Council

*"As always, an 'update day', not to be missed – always informative – always unmissable."*

Trudy Mapstone, medical services manager, Chessington World of Adventures

## How will attending this training day benefit you?

### You will gain:

- A vital update on legislation and recent case law taking you through the complexities of occupational ill health and injury, negligence, disability discrimination and mental health as well as other hot topics – you'll be sure you know your obligations, and how to meet them
- Up-to-the-minute analysis of the implications of the new legislation on parental bereavement, the latest GMC guidance on consent (expected early 2020), and government proposals for flexible sick pay
- Knowledge of the legal dos and don'ts in some of the most difficult areas affecting OH professionals' practice
- An update on key professional practice issues, looking at organisational responses to mental health and how the responsibility to act in the patient's best interest works in occupational health
- The opportunity to learn how to optimise the return-to-work journey, and how to give the best advice on this area
- A chance to network with speakers and delegates

### This event is designed for:

- OH professionals and allied health professionals
- HR managers • H&S practitioners • Case managers

**If you can only attend one conference this season, make sure you're prepared for 2020 and come to this essential day!**

## About our expert speakers

**Dr John Ballard:** John has been researching and writing on OH and disability issues for 30 years. He edits *Occupational Health [at Work]* and jointly edited *Discrimination Law and OH Practice* (The At Work Partnership, 2012) with Diana Kloss. He is an honorary fellow of the Faculty of Occupational Medicine (FOM), and an honorary senior lecturer at the University of Birmingham's IOEM.

**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* (Wiley Blackwell), and she is consultant editor of The At Work Partnership's *OH Law Online*. Diana is an honorary fellow of the FOM, an ACAS arbitrator, and is honorary president of the Council for Work and Health.

**Prof Kim Burton OBE:** Kim is an OH researcher, professor of occupational healthcare at the University of Huddersfield and is an honorary fellow of the Faculty of Occupational Medicine. Kim's research interests focus on obstacles to recovery and return to work for people with common health problems.

**Emily Yeardeley:** Emily is an associate solicitor specialising in employment law with BakerLaw LLP. Emily has a particular interest in

advising on ill health and disability in the workplace. She writes legal case notes for the At Work Partnership's journal *Occupational Health [at Work]* and provides training and legal updates on employment law.

**Dr Paul McGovern:** Paul is an occupational health physician at Medigold Health. He is a fellow of the Higher Education Academy, and teaches occupational medicine and ethics & law at UCL Medical School. Paul is a member of the Faculty of Occupational Medicine (FOM)'s Ethics Committee and is the trainee representative on the Council of the FOM.

**Dr Maria Zioga:** Maria is the director for bereavement services development at Child Bereavement UK (in the London area). She is a chartered psychologist and associate fellow of the British Psychological Society. She has previously worked in the NHS, education and the private sector.

**Michael Appleby:** Michael is a partner with Fisher Scoggins LLP and is a leading health and safety lawyer, conference speaker and writer. He has over 20 years' experience in defending directors, senior individuals and companies facing investigation or prosecution for health and safety offences arising from work related incidents.



# Booking Form

## Preview 2020: OH Legal & Professional Update Central London – Tuesday 4 February 2020

### First delegate

**Early bird rate** for bookings paid **before** 19 December 2019

£299 + VAT (£358.80) per delegate – **save £80!**

**Main rate** for bookings paid **after** 19 December 2019

£379 + VAT (£454.80) per delegate

Title  First name   
Surname   
e-mail   
Position

### Second delegate – save 25%

**Early bird rate** for bookings paid **before** 19 December 2019

£225 + VAT (£270.00) per delegate

**Main rate** for bookings paid **after** 19 December 2019

£280 + VAT (£336.00) per delegate

Title  First name   
Surname   
e-mail   
Position

### Organisation details

Organisation   
Address   
Postcode   
Tel  Fax   
VAT No. (for overseas orders only)

**Self-funded delegates\***  £195 + VAT (£234) payment **before** 19/12/19  £265 + VAT (£318) payment **after** 19/12/19  
(Only applicable if your employer does NOT fund your fee)

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** (for training info and journal samples – usually 5x per annum).  
 Yes – by **email** (for the free monthly OH email newsletter).  
 Yes – by **phone** (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  
.....  
*(This booking is not valid unless signed)*

### Administration

**Venue:** The event 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 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 event. 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](mailto:conferences@atworkpartnership.co.uk)

**Cancellation policy:** For cancellations received in writing 14 days before the event, we will provide a refund, less a 25% administration fee to cover administration costs. If the cancellation is received within 14 days of the event, no refund will be made, but we will accept an alternative delegate from your organisation. Refunds are not available to delegates who fail to attend after confirming a booking.

**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: £379 + VAT per delegate. Early Bird Rate: £299 + VAT per delegate for bookings received and paid for by 19 December 2019. (Bookings made by 19/12/19, 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, booked and paid at the same time.

\*A discounted rate is available for self-funded delegates (whose fees are NOT funded by their employers). Payment must be made by personal cheque or personal credit card.

**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*

**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.

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

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