

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

**Tuesday 2 June 2020**  
**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]*

CPD: Self-  
certification  
schemes:  
5 hours



Quality  
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- > Research update
- > Implications for healthcare professionals of major fatal incidents, including the Glasgow bin lorry crash and the Coventry bus crash
- > Legal issues – pre-employment health checks and medicals
- > Fitness to work – legal compliance and best practice
- > Safety-critical work – assessing fitness to work and alcohol and drug testing
- > Fitness to drive and the OH professional

Delegates at our last event said:

*“Really excellent speakers – well timed and presented talks”*

Dr Greg Warner, GP and OH Advisor, Millbrook Healthcare Ltd

*“One of the best conferences I have attended. Lots of good advice with ‘common sense’ approach, excellent clinical advice/reassurance”*

Denise Fisher, Director & OH Specialist Nurse, Probitas Occupational Health Limited

*“Very informative, this will be very useful in my practice”*

Dr Varda Shafi, OH Physician, Dartford and Gravesham NHS Trust

**SPECIAL  
OFFER**

Book & pay by  
15 April 2020  
and save up to  
£80!

# Programme

## 9.00 Registration and coffee

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## 9.15 Welcome, introduction and background

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

- Fitness for work in safety-critical roles
- Major incidents

## 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 of equalities and data protection legislation on employment practice

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

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*Nick Hanning, Anthony Gold Solicitors*

- The Equality Act 2010
- Age, sex, pregnancy and disability discrimination
- Data protection – Data Protection Act 2018 and the GDPR
- Employment law
- Health and safety law – special cases
- Human rights

## 10.50 Coffee

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## 11.10 Fitness for work

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*Dr Tony Williams, Working Fit*

- Making evidence-based decisions
- Perceptions and beliefs regarding fitness
- Fitness for work after surgery
- Self assessment/declaration versus employment medicals
- Role of the GP/specialist
- Do you need a specialist's report?
- Implications of ageing on fitness
  - healthcare
  - transport
- Rehabilitation, adjustments and adaptations

## 12.00 Safety-critical fitness for work

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*Dr Tim Stevenson, The Healthy Company*

- Assessing fitness for safety-critical work
  - pre-placement or pre-employment?
  - assessing ongoing fitness for work
  - what criteria to use ○ industry standards
- Drug and alcohol testing
  - legal and ethical considerations
  - when to test and what to test
  - practicalities and pitfalls ○ managing cases

## 12.50 Discussion forum

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An interactive question-and-answer session with our speakers. Pre-submitted questions are welcome.

## 13.05 Lunch

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## 14.10 Fitness to drive and the OH professional

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*Dr Nick Jenkins, 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
- The ageing driver – implications of the Coventry bus crash

## 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 meaning of fitness: ability to do the job or assessing potential harm to the worker?
- Glasgow bin lorry and Coventry bus crashes – implications for healthcare professionals
- Sick pay and evidence of sickness
- Termination and retirement on health grounds
- Disability – assessment and reasonable adjustments
- Age discrimination – when is it justified?
- Disclosure of unfitness to work without consent
- 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 courses to OH and allied health professionals, H&S and HR managers, **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, highlighting resources for additional learning. **All delegates receive a Certificate of Attendance and can gain additional CPD by participating in further learning after the conference/course, via the At Work Partnership's CPD scheme.**

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.

# Employment medicals and fitness for work

Three high-profile cases, the Coventry bus crash, Glasgow bin lorry crash and Germanwings flight 9525 disaster, have kept the issues surrounding fitness for work in the public spotlight over recent years. 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 timely 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 legal expert Nick Hanning provides an in-depth examination of the implications of the *Equality Act 2010*.

In our focus on fitness for work, Dr Tony Williams looks at making evidence-based decisions, including how ageing affects fitness, with examples from the healthcare and transport sectors. Two topical sessions then highlight the latest thinking in key areas: Dr Nick Jenkins of the DVLA examines fitness to drive, and Dr Tim Stevenson addresses the assessment of fitness for work in safety-critical areas and highlights drug and alcohol policies and testing.

Legal expert Prof Diana Kloss concludes the day with an examination of the key legal points surrounding fitness for work on a variety of complex areas – from reasonable adjustments to health surveillance.

## 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 over 15 years. It has been continuously updated as research emerges and the 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 researching and writing on OH and disability issues for over 25 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.

### Nick Hanning

Nick is a specialist personal injury and employment lawyer with Anthony Gold Solicitors. Specialising in psychiatric injury claims, he acted for the claimant in the seminal case of *Majrowski v Guy's and St Thomas' NHS Trust*, and in a separate case resulting in an employment tribunal award of £4.5 million. He is past president of the Chartered Institute of Legal Executives.

### 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.

### Dr Tony Williams

Tony spent 19 years in the army before setting up Working Fit Ltd, an occupational health consultancy. He has produced evidence-based guidance for selection and retention to the Fire Service and worked with the RCS(Eng) and RCOG on guidelines for fitness to work after surgery. He has specialist interests in ill-health retirement, pensions and insurance.

### Dr Nick Jenkins

Nick is the senior DVLA doctor. He has worked at DVLA since 2015, and was previously an emergency medicine (A&E) consultant. His primary remit is to ensure road safety, and he is currently working with emergency-department clinicians exploring working practices to improve awareness and processes with regard to fitness to drive.

### Dr Tim Stevenson

Tim was previously a GP and opened Business Health Resources, an occupational health provider, in 1999. He is also the founder and medical director for the Healthy Company where Tim's vision has always been of a holistic approach to medicine to promote the wellbeing of the individual, the company and the community. He has specialist knowledge of the role of OH in safety critical work.

# Booking Form

## Employment medicals and fitness for work

Central London – Tuesday 2 June 2020

### First delegate

#### Early bird rate – save £80!

For bookings received and paid **before** 15 April 2020

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

**Main rate** – For bookings received and paid **after** 15 April 2020

£379 + VAT (£454.80) per delegate

Title  First name

Surname

e-mail

Position

### Second delegate – save 25%

#### Early bird rate

For bookings received and paid **before** 15 April 2020

£225 + VAT (£270.00) per delegate

**Main rate** – For bookings received and paid **after** 15 April 2020

£280 + VAT (£336.00) per delegate

Title  First name

Surname

e-mail

Position

### Organisation details

Organisation

Address

Postcode

Tel

VAT no (for overseas orders only)

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

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*(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 or e-mail. 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 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 15 April 2020. (Bookings made by 15/04/20, 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.  /  /  /

*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.**

20/08

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

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