

qualification



Certificate in Managing Mental Health at Work

**12 – 14 October 2022
Central London**

A practical three-day qualification from The At Work Partnership designed to give OH professionals the in-depth knowledge, strategies, skills and techniques to successfully manage mental health at work.

Course director and chair: Dr Nerys Williams, independent occupational physician

CPD:

Self certification schemes: 17 hours

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

An important qualification from
The At Work Partnership



With the support of
Brunel University London



- Evidence review of workplace interventions
- Devising a workplace strategy
- Controlling risks
- Guidance on how OH professionals can manage cases
- The OH consultation: best practice
- Responding to trauma
- Alcohol and substance misuse
- Assessing fitness for work
- The duty to make reasonable adjustments
- Ensuring legal compliance
- Keeping people productively in work and ensuring successful return to work

"An absolutely brilliant course. Truly inspirational speakers."

Helen Rodway, OH Advisor, Optima Health

"A fabulous and very pertinent course."

Lyndsey Marchant, Nurse Specialist Consultant, Phoenix Occupational Health

"A unique opportunity to hear from leading experts in their fields on how mental health can be successfully managed, monitored and measured in the workplace... Thank you so much for another fantastic course run by AWP... I will be recommending it to all clinical OH practitioners!"

Lara Carmel, Head of Workplace Health Safety and Wellbeing, University of Essex

Programme

DAY 1: Wednesday 12 October 2022

8.45 Registration and coffee

9.00 Welcome and introduction

Dr Nerys Williams

9.10 Understanding mental health and its impact on work

Dr Paul Litchfield

- What do we mean by mental health?
- The key drivers of wellbeing
- The relationship with business performance
- How to 'sell' the case for mental health promotion into a business

10.40 Evidence review of workplace interventions

Dr John Ballard

- Prevalence of mental health problems
- Effect of Covid-19 on mental health
- Evidence review – what works in:
 - The prevention of mental health problems at work
 - Recovery, absence and return to work
- What to avoid – what doesn't work?

11.45 Devising a workplace strategy

Dr Paul Litchfield

- The changing world of work
- Why the H&S approach doesn't work
- 'Mental health policies' – how effective are they?
- Embracing the new paradigm
- Good practice
- Evaluation and reporting

13.00 Lunch

14.00 Risk assessment

Jen Webster

- HSE stress management standards
 - Evidence base
 - Using the standards at organisation and individual level
- Does hybrid working make a difference?
- Case studies – using the standards in practice

15.05 Ensuring legal compliance

Prof Diana Kloss

- Consent and confidentiality
- Mental capacity
- Employer's duty of care to prevent psychiatric injury
- Fitness for work
- Disability discrimination and mental impairment
- Fitness to attend a disciplinary meeting

16.50 Course reception

17.30 Close of day one

DAY 2: Thursday 13 October 2022

8.45 Registration and coffee

9.00 Introduction to the biopsychosocial model

Dr Nerys Williams

9.20 The OH consultation: best practice

Dr Donna Morgans

- The management referral
- The consultation itself – including consent and a mental state examination
- Taking notes
- Discussing appropriate disclosure of condition to manager
- Risk of suicide – appropriate response
- Where a danger to others is suspected

10.55 Assessing fitness for work

Dr Donna Morgans

- Psychosocial considerations
- Screening questionnaires and other tools
- Safety-critical roles
- Healthcare workers – impact of mental health on their fitness to practice
- Medication
 - Liaising with the GP/ specialist
 - When to refer on

11.55 Reasonable adjustments

Dr Nerys Williams

- Aims and evidence base for adjustments
- Review, timescales and when to stop
- Agreement and role of clients
- Getting buy-in from line managers

12.45 Lunch

13.40 Responding to trauma

Prof Neil Greenberg

- Reactions to trauma – the risk factors
- Post-traumatic stress disorder and other conditions explained
- Can PTSD be prevented?
- What works?
- OH and organisational responses

15.15 Alcohol and substance misuse

Prof Neil Greenberg

- Recognising the signs
- Advice to managers
- Drug and alcohol policies
- Testing in the workplace
- Advising on fitness for work
- Behaviour change

17.00 Close of day

DAY 3: Friday 14 October 2022

8.45 Registration and coffee

9.00 How should OH professionals approach cases? Part 1

Prof Max Henderson

A look at the common cases that may present at work – and how OH should respond to them

- What questions should OH be asking?
- Warning signs and red flags
- Assessing impairment
- Medication and/or psychological therapy
 - implications for ongoing employment or return to work
- Understanding patterns of recovery
- Timings for return to work
- Likelihood of recurrence
- Managing self-harm and suicide
- Liaison with specialists and when to refer on

This session will focus on the following conditions:

- Common mental health conditions eg depression, anxiety, panic disorder, obsessive-compulsive disorder, bipolar disorder
- Medically unexplained symptoms/ syndromes
- Co-morbidity – when mental ill health accompanies a physical illness
- Autistic spectrum disorder

13.00 Lunch

14.00 How should OH professionals approach cases? Part 2

15.15 Keeping people working productively and ensuring successful return to work

Dr Sally Coomber

- Creating effective return-to-work plans
- Preparing the report for management
- Appropriate and effective reasonable adjustments
- Wellness and Recovery Action Plans and early warning signs (the 'relapse signature')

16.00 Useful resources

Dr Nerys Williams

16.10 Q&A

16.20 Close of course

Certificate in Managing Mental Health at Work

Mental health issues are amongst the most common, complex and costly problems that OH professionals deal with in the workplace. According to the Centre for Mental Health, mental health problems at work cost the UK economy £34.9bn a year, due to presenteeism, sickness absence, and staff turnover¹.

This practical three-day qualification, organised by The At Work Partnership with the support of Brunel University London, is designed to give OH professionals the in-depth knowledge, strategies, skills and techniques to successfully manage mental health at work. It will look at the impact of COVID-19 and will examine the promotion of good mental health at work; fitness for work; reasonable adjustments; and reducing presenteeism and sickness absence through prevention, support at work and effective return-to-work programmes.

The course brings together some of the leading experts in their fields and is taught using a combination of lectures and group work. The course director, OH physician, Dr Nerys Williams, and course deviser, *Occupational Health [at Work]* editor Dr John Ballard, ensure that the course is pitched at the right level to appeal to experienced OH professionals.

The outstanding expertise of the lecturing team will ensure that you come away with the detailed knowledge and skills to successfully manage mental health in your own workplace.

¹Mental health at work: The business costs ten years on, Centre for Mental Health 2017

How will gaining this qualification benefit you and your organisation?

You will gain:

- A comprehensive understanding of the effectiveness of different strategies/interventions that organisations can adopt – so that you can review what will work in your workplace
- Detailed knowledge and practical skills to manage specific cases including an in-depth understanding of different conditions
- The ability to assess the severity of a condition and its impact on a person's job – so that you can recommend the best interventions to put in place for a particular case
- Enhanced skills and knowledge to use during OH consultations and in giving advice to managers
- In-depth understanding of reasonable adjustments in practice
- Advice on tools, resources and action plans
- Guidance on the relevant law

Gaining this qualification will help you to employ the right strategies and interventions to successfully manage mental health in your workplace and create a more engaged and productive workforce.

Who is the course designed for?

The course is designed for OH professionals. Professionals with responsibility for OH and/or the mental health of employees may also benefit from attending.

Assignment and certification

Delegates must attend at least 80% of the course. Following the course, students who successfully complete an assignment, demonstrating their understanding of the theory and skills taught in the course, will be awarded the *Certificate in Managing Mental Health at Work*.

About our expert tutors

Dr Nerys Williams – course director

Nerys is a specialist in occupational medicine and has worked in public and private sector occupational health roles for over 20 years. She is a former deputy director of health and wellbeing at the Department for Work and Pensions (DWP).

Dr Paul Litchfield CBE

Paul has practised occupational medicine for 40 years in both the public and private sectors and is currently independent Chief Medical Adviser to both ITV and Compass Group.

Dr John Ballard

John has been researching and writing on OH and disability issues for over 25 years. He edits the *Occupational Health [at Work]* journal from The At Work Partnership.

Jen Webster

Jennifer is an occupational psychologist and works for the Health and Safety Executive's Science and Research Division providing workplace solutions across a range of different industries and sectors.

Prof Diana Kloss MBE

Diana is a barrister, former employment judge and honorary senior lecturer in OH law at the University of Manchester.

Dr Donna Morgans

Donna is chief medical officer for LNER and was previously head of medical services at Transport for London where she was responsible for mental health.

Prof Neil Greenberg

Neil is a consultant academic, occupational and forensic psychiatrist based at King's College London and is also leading the World Psychiatric Association position statement on mental health in the workplace.

Prof Max Henderson

Max is professor of psychological medicine and occupational psychiatry at the University of Leeds. He has a special interest in long term sickness absence and advises government departments.

Dr Sally Coomber

Sally has more than 25 years' clinical OH experience in both the NHS and at Public Health England. She is a past president of the Society of Occupational Medicine.

About The At Work Partnership

The At Work Partnership specialises in providing expert information to OH professionals. It runs a number of highly regarded OH qualification courses and conferences and publishes the journal *Occupational Health [at Work]*.

About Brunel University London

Brunel University London's College of Health, Medicine and Life Sciences runs the NMC accredited Specialist Community Public Health Nursing (SCPHN) for entry on Part 3 of the NMC register for three pathways namely OH, Health Visiting and School Nursing. Part 3 registration is sought by many OH employers. The College prides itself on delivering high quality professional and public health education in line with the University's mission "to bring benefit to society through excellence in education, research and knowledge transfer".

Find out more at:

<https://www.brunel.ac.uk/study/postgraduate/Specialist-Community-Public-Health-Nursing-PGDip-and-MS>

<https://www.brunel.ac.uk/study/undergraduate/Specialist-Community-Public-Health-Nursing-BSc>

Booking Form

Certificate in Managing Mental Health at Work

12–14 Oct 2022, London

Please book places for _____ delegate(s), at the rate of:

Early bird rate: for bookings paid **before** 20 August 2022

- £1325 + VAT (£1590) per delegate or
 £1125 + VAT (£1350) per delegate, reduced rate
for NHS Health at Work network members

First delegate

Title _____
First name _____
Surname _____
e-mail address _____
Position _____

Organisation details

Organisation _____
Address _____
Postcode _____
Tel _____ Fax _____

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. 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 course will be held in a hotel or training centre in Central London. The fee includes lunch, documentation and refreshments.

Booking procedure: Due to high levels of interest in this course, please call us on 0345 017 6986 or 0208 344 2328 to reserve a no-obligation provisional place. We can hold this for a maximum of 30 days

Cancellation terms: For cancellations received in writing 28 days or more before the course commences, we will provide a refund, less a 10% cancellation fee. If the cancellation is received less than 28 days before the course start date, no refund will be made. At any time before the course commences, we will accept an alternative delegate from your organisation. Refunds are not available to delegates who fail to attend after confirming a booking. Transfers to future courses can only be arranged up to 28 days prior to the start date of the course booked, subject to a £75 + VAT administration fee.

Course 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 three weeks before the course. If you have not received these two weeks before the event, please telephone 0345 017 6986, or e-mail: conferences@atworkpartnership.co.uk

Attendance requirements: Delegates must attend the full course in order to undertake the assignment and gain the Certificate.

Payment information: Course price: £1425 + VAT per delegate (or £1225 + VAT for NHS Network members). Bookings made and paid by 20 August 2022 will be charged at the Early Bird Rate of £1325 + VAT per delegate (or £1125 + VAT for NHS Network members). Bookings made before 20 August 2022, but not paid by this date, will be charged at the higher main rate.

Payment can be made:

- By cheque – payable to The At Work Partnership Ltd
- By BACS – Please contact us for our bank details
- By credit card – Expiry date _____ / _____ 3 digit security no. _____

Card No. _____ / _____ / _____ / _____

N.B. Please do not email a PDF of this form with your credit card details.

Special requirements: If you have any special needs, please let us know in advance and we will be delighted to try and help.

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.

22/13

BOOK NOW and return your completed form to:

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