

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 20 June 2023
A Virtual Event

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:
5½ hours



Quality
conferences
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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:

“Fabulous topics, excellent speakers and absolutely love the virtual delivery”

Allison O’Connor, occupational health advisor, Norbord Europe Ltd

“Excellent – timely, relevant and very topical...very informative and the speakers were excellent”

Dr Quratulain Mirza, occupational health physician, Health Partners

“Excellent, brilliant takeaways in terms of fitness for work update. An absolute must for any OH clinician”

Helen Jones, senior occupational health advisor, UK Screening Solutions

**SPECIAL
OFFER**

Book & pay by
9 May 2023
and save
£60 + VAT!

Programme

8.55 Registration and coffee

9.00 Welcome, introduction and background

Dr John Ballard, Occupational Health [at Work]

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

9.10 Pre-employment and pre-placement health screening: research update

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

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

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

10.45 Coffee

11.05 Fitness for work

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
- COVID-19 and fitness for work

11.55 Safety-critical fitness for work

Dr Donna Morgans, LNER

- 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

12.45 Discussion forum

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

13.10 Lunch

14.10 Fitness to drive and the OH professional

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

15.05 Tea

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

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
- COVID-19

16.15 Final questions

16.20 Close of conference

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]* and we produce a free OH email newsletter. Visit 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, rehabilitation, adjustments and adaptations, as well as the role of specialists. Two other sessions then highlight the latest thinking in key areas: Dr Nick Jenkins of the DVLA examines fitness to drive, and Dr Donna Morgans 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-date 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 understanding of best practice and evidence-based decisions

PLUS – printed documentation to keep for future reference.

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 fellow of the Chartered Institute of Legal Executives (CILEx) specialising in claims for work-related psychiatric injury. He is a consultant with Anthony Gold Solicitors and is also a part time employment judge and deputy district judge in the county court. He acted for the claimant in a case that resulted in the largest ever employment tribunal award of £4.5 million.

Dr Tony Williams

Tony set up Working Fit Ltd, an occupational health consultancy in 2003. He has produced evidence based guidance for selection and retention to the Fire Service and has developed guidelines for fitness to work after surgery. He is chair of ALAMA and established the Covid-age project, an evidence-based tool for estimating vulnerability to Covid-19. He has specialist interests in ill-health retirement, pensions and insurance.

Dr Donna Morgans

Donna is head of occupational health and wellbeing and chief medical officer for LNER. Donna has been working in rail occupational medicine for 20 years and was previously head of medical services at Transport for London. In both roles she has been heavily involved in setting safety critical fitness standards and producing occupational health guidance as well as setting the strategic H&W agenda for the business.

Dr Nick Jenkins

Nick is the senior DVLA doctor. He has worked at DVLA since 2015. He focuses on reaching out to healthcare professionals, to provide clarity with regard to DVLA processes – so that the individual's driving lifetime is optimised whilst still maintaining both their own safety and that of others. He was previously an emergency medicine (A&E) consultant, and undertook clinical work until 2018.

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.

Booking Form

Employment medicals and fitness for work

A Virtual Event – Tuesday 20 June 2023

Early bird rate – save £60!

For bookings received and paid **before** 9 May 2023

£225 + VAT (£270.00) per delegate

Title First name

Surname

e-mail

Tel

Position

Main rate

For bookings received and paid **after** 9 May 2023

£285 + VAT (£342) per delegate

Organisation

Address

VAT No. for overseas orders only

Printed documentation

Printed documentation will be posted to arrive with paid delegates 3 working days before the event.

What is your preferred address for receipt of this documentation?

My work/main address above

Alternative address

Mobile No. (for documentation)

Email (for zoom links)

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 event will be held on Zoom. Details will be sent 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. Zoom links will be sent to paid delegates approximately one week before the event. If you have not received these 3 days before the event, please telephone us on 0208 344 2328, or e-mail 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.

Printed documentation

Printed documentation will be posted to arrive with paid delegates 3 working days before the event. Please provide a home address/preferred address above for receipt of this documentation.

Zoom

If necessary, we can arrange rental of laptop/ipad for a small additional fee.

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: £285 + VAT per delegate. Early Bird Rate: £225 + VAT per delegate for bookings received and paid for by 9 May 2023. (Bookings made by 9 May 2023, but not paid by this date, will be charged at the higher rate).

Printed documentation will be sent to you by post and is 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.

23/12 EM

BOOK NOW and return your completed form to:

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Post: Bookings, The At Work Partnership Ltd, Office 3A, Highstone House, 165 High Street, Barnet, EN5 5SU

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