

20th annual update from The At Work Partnership in association with the journal *Occupational Health [at Work]*

# TRAINING



## Preview 2024: OH Legal & Professional Update

**Tuesday 6 February 2024**  
**A Virtual Event**

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

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

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



Quality conferences at value for money prices

### Hot topics for OH practice

- › Mental health, work retention and return to work
- › OH consultation times, targets and restrictions
- › Smart adjustments and informed disclosure decisions
- › The experiences of disabled people, and their employers, with occupational health services
- › Forum on artificial intelligence in OH

### Legal hot topics

- › OH ethics, including topics relating to disability, consent and confidentiality and covert surveillance
- › Legal hot topics, including: mental health, flexible working and dismissals

### SPECIAL OFFERS

Book and pay by 15 December 2023 to save up to **£60 + VAT!**  
Self-funded delegates from only **£169 + VAT!**

# Programme

## 9.25 Registration

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## 9.30 Introduction and welcome

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

### OH LAW PART 1

## 9.35 OH ethics – legal update

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*Prof Diana Kloss, barrister*

- Consent and confidentiality
- Knowledge of disability – practical implications
- The employee wants to carry on working despite work-related ill health
- Covert surveillance
- GMC Good Medical Practice 2024

### OH PRACTICE PART 1

## 10.25 OH consultation times, targets and restrictions

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

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

## 10.50 Coffee

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### OH LAW PART 2

## 11.10 Legal hot topics

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*Nick Hanning, Anthony Gold Solicitors*

- Posting disabled workers abroad
- Medical evidence in mental health cases
- Disability-related dismissals
- Flexible working

## 11.55 Legal Q&A

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- Your chance to ask your OH legal questions to our legal experts

### OH PRACTICE PART 2

## 12.15 Work retention and return to work in mental health

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*Dr Greg Couser, Mayo Clinics, USA*

- Why remaining in work is good for health
- Assessing fitness for work in mental health cases

- Determining when sickness absence is advisable
- Addressing employee concerns and negative beliefs
- Recommending adjustments to work schedule/hours/tasks
- Planning the return to work

## 12.55 Mental health Q&A

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*Dr Greg Couser, Mayo Clinics, USA*

## 13.10 Lunch

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## 14.00 Why are so many disabled people disappointed with occupational health?

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*Diane Lightfoot, Business Disability Forum UK*

- The Great Big Workplace Adjustments Survey
- What disabled people (and their employers) had to say about OH
- Where is the disconnect and how can we make it work better?
- Questions from and discussion with the audience

## 14.40 Smart adjustments and informed disclosure decisions

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*Dr Monique Gignac, Institute of Work and Health, Canada*

- Episodic disabilities
- Disclosure decisions
- Research findings
- The Job Demands and Accommodation Planning Tool

## 15.20 Tea

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## 15.40 Forum on artificial intelligence in occupational health

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With Dr Monique Gignac, Institute of Work and Health Canada, Dr Nerys Williams, independent occupational physician, Dr Steve Boorman, Empactis, and, Prof Diana Kloss, barrister

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

An opportunity to discuss the opportunities and challenges, legal and ethical issues posed by artificial intelligence in occupational health

## 16.20 Final questions

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## 16.30 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]* and we produce a free OH email newsletter. Visit [www.atworkpartnership.co.uk](http://www.atworkpartnership.co.uk) to get your copy and find out more.

# Preview 2024: OH legal & professional update

Following a year where the state of the economy and cost-of-living crisis has affected every sector, are you prepared for the challenges that 2024 will hold? Do you know the legal and professional developments that will be affecting your work in occupational health over the next 12 months?

This 20th annual 'Preview' conference from **The At Work Partnership** provides you with an update on crucial developments in OH law and professional practice, focusing this year on mental health, OH consultations, disabled workers, job demands and reasonable adjustments, as well as the emerging area of artificial intelligence, and our usual updates on the latest legal and ethical hot topics.

A hand-picked 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 Q&As will ensure that you have plenty of opportunity to get all your questions answered.

**Preview 2024: 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:

**"A must attend for OH managers."**

Dan Gillard, head of occupational health and wellbeing, Surrey & Sussex Police

**"Like rolling in magical OH dust. I leave feeling sparkly with knowledge and ideas that I can use in my role."**

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

**"Excellent all round and essential to OH practice."**

Kay Japp, chief nurse, NHS Lanarkshire

## How will attending this training day benefit you?

### You will gain:

- An update on key professional practice issues, from mental health job retention and return to work to the new area of artificial intelligence – and its potential impact of on occupational health.
- A vital update on legislation and recent case law, taking you through the complexities of the legal and ethical issues in disability discrimination, consent and confidentiality, employment and mental health law. You'll be sure you know your obligations, and how to meet them.
- Knowledge of the legal dos and don'ts in some of the most difficult areas affecting OH professionals' practice.

## 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 2024 and come to this essential day!**

## About our expert speakers

**Dr John Ballard** has been researching and writing on OH and disability issues for 30 years. He is the editor of *Occupational Health [at Work]* and jointly edited *Discrimination Law and OH Practice* (The At Work Partnership, 2012) with Prof Diana Kloss.

**Dr Steve Boorman** is consultant adviser for employee health at Empactis. He is the former chief medical officer at the Royal Mail (21 years), and is now on the NHS England and NHS Improvement Health and Wellbeing Expert Advisory Board.

**Dr Greg Couser** is an occupational psychiatrist with formal residency training both in psychiatry and in occupational medicine. He is medical director of the Mayo Clinic Employee Assistance Program in Rochester, Minnesota, USA. He helps healthcare professionals navigate preventive mental health and work challenges.

**Dr Monique Gignac** is scientific director and a senior scientist at the Institute for Work & Health and a professor at the University of Toronto's School of Public Health in Canada. Her research expertise is in health and social psychology.

**Nick Hanning** 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.

**Prof Diana Kloss MBE** 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, 2020), and she jointly edited *Discrimination Law and OH Practice* for The At Work Partnership.

**Diane Lightfoot** is CEO of Business Disability Forum. Diane is also co-chair of the Disability Charities Consortium and deputy chair of the Disability Confident Business Leaders' Group in the UK.

**Dr Nerys Williams** is an independent occupational physician and specialist in occupational medicine. She is the former principal occupational physician and deputy director (wellbeing) for the Department for Work and Pensions.



# Booking Form

## Preview 2024: OH legal & professional update

A virtual event – Tuesday 6 February 2024



A B C D E F G

### Early bird rate – save £60!

For bookings received and paid **before** 15 December 2023

£209 + VAT (£250.80) per delegate

Title  First name

Surname

e-mail

Tel

Position

### Main rate

For bookings received and paid **after** 15 December 2023

£269 + VAT (£322.80) per delegate

Organisation

Address

VAT No. for overseas orders only

**Printed documentation:** Printed documentation will 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 below

Mobile no. (for documentation)

Email: (for zoom links)

**Self-funded delegates:**  £169 + VAT (£202.80) payment **before** 15/12/23  £229 + VAT (£274.80) payment **after** 15/12/23

*(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

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*(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

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.

### 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](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.

### 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: £269 + VAT per delegate. Early Bird Rate: £209 + VAT per delegate for bookings received and paid for by 15 December 2023. (Bookings made by 15/12/23, 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:

- Online at [www.atworkpartnership.co.uk](http://www.atworkpartnership.co.uk)
- By credit card – please contact us to pay via card over the phone
- By cheque – payable to The At Work Partnership Ltd
- By BACS – please contact us for our bank account 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.**

24/02 PR

**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

**Telephone:** 0345 017 6986 or 0208 344 2328 **e-mail:** [conferences@atworkpartnership.co.uk](mailto:conferences@atworkpartnership.co.uk)

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