

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 19 May 2026 – 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

- > Research update
- > Discrimination & other OH issues – legal compliance and better practice
- > Fitness for work
- > Safety-critical work – assessing fitness to work and alcohol and drug testing
- > Fitness to drive and the OH professional
- > Implications for healthcare professionals of major fatal incidents

Recent delegates said:

“Resourceful and educational, a must in OH learning!”

Gemma Lewis, OH nurse advisor, Gloucestershire Health and Care NHS Foundation Trust

“Excellent course, great content, relevant and engaging speakers”

Dr Alison Sigrist, OH physician, HSE Ireland

**SPECIAL
OFFER**

Book and pay by
27 March 2026
and **SAVE up to**
£60 + VAT!



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Programme

The full course programme can be found on our website: www.atworkpartnership.co.uk

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]

- An update on research

9.55 The law part one: Discrimination - legal compliance and better practice

Audrey Ludwig, trainer and consultant

- S.60 of *The Equality Act 2010* and the exceptions
- Pre-employment medicals, fitness tests and discrimination
- Discrimination risks – before and post the job offer and during employment
- Reasonable adjustments
- Extension to pregnancy and maternity protection

10.45 Coffee

11.05 Fitness for work

Dr Tony Williams, Working Fit

- Making evidence-based decisions
- Fitness for work after surgery
- Self-assessment vs. employment medicals
- Role of the GP/specialist
- Implications of ageing
- Effect of beliefs regarding fitness
- Appropriate adjustments

11.55 Safety-critical fitness for work

Dr Samantha Phillips, Transport for London

- Assessing fitness for safety-critical work
 - Pre-placement or pre-employment?
 - Assessing ongoing fitness for work
 - Criteria
 - Industry standards
- Drug and alcohol testing
 - Legal and ethical considerations
 - Testing
 - Practicalities and pitfalls
 - Managing cases
- Emerging issues

12.50 Discussion forum

An interactive Q&A. Pre-submitted questions are welcome.

13.15 Lunch

14.10 Fitness to drive and the OH professional

Dr Amanda Edgeworth, DVLA

- DVLA processes and *Assessing fitness to drive* guidance
- Legal vs. professional responsibilities
- Disclosing medical conditions to the DVLA without the individual's consent
- Recent and forthcoming updates

15.05 Tea

15.25 The law part two: OH issues – legal compliance and better practice

Prof Diana Kloss, barrister

- Fitness for work
- *Employment Rights Act 2025*, sickness absence and unfair dismissal
- Sick pay and evidence of sickness
- Fitness to attend a disciplinary hearing
- Consent
 - Data protection
- Statutory health surveillance

16.15 Legal Q&A

16.30 Close of conference

Employment medicals and fitness for work

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.

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 20 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 TUTORS

Dr John Ballard has been researching and writing on OH and disability issues for over 30 years. He edits The At Work Partnership journal, *Occupational Health [at Work]*. He is an honorary fellow of the FOM.

Audrey Ludwig is a qualified solicitor and practiced solely on all aspects of equality law for 18 years. Audrey founded the Suffolk Law Centre, and now runs Audrey Ludwig Training and Consulting Ltd, focusing on equality law compliance.

Dr Tony Williams 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 has specialist interests in ill-health retirement, pensions and insurance.

Dr Samantha Phillips is an experienced OH physician and accredited specialist in occupational medicine. She is head of health and wellbeing at Transport for London. Samantha is also involved in a number of Rail Safety and Standards Board committees and working parties and is on the ALAMA committee.

Dr Amanda Edgeworth is the deputy senior DVLA doctor for the Driver & Vehicle Licensing Agency, a post she has held since 2022. Amanda also works as an urgent care GP and is a volunteer doctor for cave rescue.

Prof Diana Kloss MBE is a barrister, former employment judge and honorary senior lecturer in OH law at the University of Manchester. Diana is an honorary fellow of the Faculty of Occupational Medicine, an ACAS arbitrator, and she is honorary president of the Council for Work and Health.

Booking information

Employment medicals and fitness for work
Tuesday 19 May 2026 – Virtual event

SPECIAL OFFER: Save £60 with our early bird rate! Available for bookings paid before 27 March 2026!

EARLY BIRD RATE

(for payment **before** 27 March 2026)
£259 + VAT (£310.80) per delegate – save £60!

MAIN RATE

(for payment **after** 27 March 2026)
£319 + VAT (£382.80) per delegate

ADMINISTRATION

Format: The event will be held virtually on Zoom.

Bookings: Places can be booked online or by telephone. In cases, where your paperwork may take time to reach us, please contact us to reserve a no-obligation provisional place. Please contact us if you do not receive written confirmation of your booking within two weeks of making the reservation. To process your order, we keep your details securely on our database and we NEVER pass on your details to 3rd parties. At the time of booking, you will be given options to choose your preferred methods of communication with The At Work Partnership.

Conference administration details: Full instructions will be sent with your administration details. 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 email conferences@atworkpartnership.co.uk.

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

Printed documentation: This will be posted to arrive with paid delegates 3 working days before the event. Please provide a preferred delivery address at the time of booking for receipt of your documents.

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

HOW TO BOOK

To secure your place use one of the 3 methods below

- 1 Book online: www.atworkpartnership.co.uk
- 2 T: 0208 344 2328
- 3 E: conferences@atworkpartnership.co.uk

BOOK ONLINE NOW
www.atworkpartnership.co.uk

ABOUT THE AT WORK PARTNERSHIP

Dedicated to bringing high quality, good value conferences and courses to OH and allied health professionals, **The At Work Partnership** researches the subjects that really matter to professionals in your field, and sources speakers who are true subject experts.

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.

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