

# Conference Programme and Booking Information

10-11 March 2020 NEC Birmingham, UK

*The UK's leading event for HR, Wellbeing, Occupational Health, Behaviour and Healthcare professionals responsible for the health, safety, wellbeing and performance of work-aged people.*



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ACTIVATION CODE ISCP

## About Health and Wellbeing @ Work

Now in its 14th successful year, **Health and Wellbeing at Work** is all about changing culture and behaviour to improve the health, wellbeing and performance of work-aged people. The conference and exhibition will provide you with an array of exciting new ideas, resources and toolkits to ensure your employees are engaged and motivated, healthy, return to work quickly following absence and stay in work. Profiling national developments, service innovations, examples of best practice and the latest research, it provides an unrivalled learning platform that will energise and inspire you.

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Learn from success stories and examples of best practice

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Update your skills with new tools, technology, innovations and ideas

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Network with over 4000 like-minded professionals from the public, private and voluntary sectors

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Experience a vibrant learning platform where you can exchange ideas and sample the latest health and well being products

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Gain hands-on experience in one of three live demonstration theatres

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Meet your CPD requirements in a cost-effective way – certificates available for all portfolios

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Gain new ideas to take back to your work place – your colleagues will be inspired and impressed

### Save Money

Outstanding value for money – attend both days from just £45 + VAT – register early

## New This Year...

*We've freshened up some programmes with new focus areas and added some new ones. Look out for...*

### *Health, safety and wellbeing of distributed, flexible and lone workers*

Identifying and managing risks, influencing behaviour, improving mental health and resilience and ensuring a work-life balance.

### *Neurodiversity*

Enabling neurodiverse employees to work effectively, profiling strategies, personal stories and support interventions.

### *Creating a healthy working environment*

Designing for health, wellbeing and performance, biophilia, lighting and noise management.

## Follow the Theme...



**Women's health**



**Technology**



**Presenteeism**



**Ageing workforce**



**Suicide**



**Family Friendly**



**Sleep, fatigue and shift work**



**Diversity and inclusion**



**Personal journeys**



**NHS Best Practice**

# PROGRAMME – TUESDAY 10 MARCH

## Health and Wellbeing – National Policy and Initiatives

Chair: Dr Steven Boorman CBE, Chair, Council for Work and Health

8.00 **Registration**



8.45 **Exhibition**

10.45 **Healthier Tomorrow - Here Yet?**

Dame Carol Black, Advisor to NHS Improvement and Public Health England on Health and Work and Chair, British Library

11.15 **Workplace Health and Wellbeing in the Current Community-Focused Landscape**

Professor Jenny Harries, Deputy Chief Medical Officer, Department of Health and Social Care

11.45 **Work as a Health Outcome - How Can Health Professionals Deliver**

Professor Carrie MacEwen, Chair, Academy of Medical Royal Colleges and Dr Anne de Bono, President, Faculty of Occupational Medicine



12.20 **Q&A**

12.30 **Exhibition and Workshop Theatres**

2.00 **Policy, Practice and Place - Influencing at Scale**

Dr Justin Varney, Director of Public Health, Birmingham City Council and Amanda Mackenzie OBE, Chief Executive, Business in the Community



2.40 **Post-Brexit - The Occupational Health, Safety and Workforce Implications for the UK**

Dr Anne Raynal, Specialist Occupational Physician, British Medical Association, Occupational Medicine Committee



3.15 **Exhibition and Workshop Theatres**

3.50 **Occupational Health Ethics - Emerging Issues**

Liability, confidentiality, whistleblowing, public interest, health records  
Professor Diana Kloss MBE, Honorary President, Council for Work and Health and Barrister, St John's Buildings  
Dr Steven Boorman CBE, Chair, Council for Work and Health  
Dr Paul Litchfield CBE, Chair, What Works Centre for Wellbeing



5.00 **Conference Ends**

## Best Place to Work

Chairs: Dr Christian van Stolk, Vice President and Michael Whitmore, Research Leader, RAND Europe



8.00 **Registration**

9.15 **Best Place to Work**

Dr Christian van Stolk, Vice President and Michael Whitmore, Research Leader, RAND Europe

9.45 **Delivering Wellbeing in Small Businesses - Best Practice**

Eileen Donnelly, Business and Wellbeing Lead, What Works Centre for Wellbeing



10.15 **Exhibition and Workshop Theatres**

11.00 **Making Health and Wellbeing Relevant to Your Business**

Nick Davison, Head of Health & Leisure Services, John Lewis Partnership



11.30 **Building a Health and Wellbeing Culture That Takes Care of Your Employees**

David White, Assurance Director, Galliford Try



12.00 **Want to Boost Productivity? Make Your Employees Healthy!**

James Murray, Managing Director, Healthy Workplace UK, Vitality



12.30 **Exhibition and Workshop Theatres**

2.00 **Data-Led Corporate Health Changes**

Ian Edwards, Programme Director - Nomura Health and Fitness

2.30 **A Strategic Approach to Employee Health and Wellbeing**

Josie Lazenby, Senior Manager - Wellbeing & Benefits, Virgin Atlantic

3.00 **Building a Sense of Belonging at Work**

Asif Sadiq MBE, Head of Diversity, Inclusion and Belonging, Telegraph Media Group

3.30 **Exhibition and Workshop Theatres**

4.00 **Developing a Challenging, Rewarding and Creative Culture**

Lara Morgan, Owner, Scentered



4.30 **Changing the Wellbeing Culture of Lincolnshire Police - Best Practice**

Chief Constable Bill Skelly, Lincolnshire Police

5.00 **Conference Ends**

## Employment Law and Policies

Chair: Andrew Davidson, Head of Employment North, Hempsons

8.00 **Registration**

9.15 **Post Brexit Implications for Employment Law**

Simon Bond, Partner, Higgs & Sons

9.50 **Modern Slavery: Protecting Workers and the Vulnerable**

Justine Currell, Director, Unseen

10.20 **Exhibition and Workshop Theatres**

11.05 **Parental Bereavement Leave and Pay - The New Law**

Andrew Secker, Partner, Mills & Reeve

11.35 **Creating Family Friendly Policies**

Jo Broadbent, Counsel Knowledge Lawyer, Hogan Lovells

12.05 **Managing the Impact of Divorce and Family Breakdown on Mental Health and Stress in the Workplace**

Samantha Woodham, Barrister and CEO and Harry Gates, Barrister and COO, The Divorce Surgery

12.35 **Exhibition and Workshop Theatres**

2.05 **Resolving Conflict in the Workplace Through Mediation**

David Whincup, Partner, London Head of Employment, Squire Patton Boggs

2.35 **Fairly Dismissing for 'Some Other Substantial Reason' - The Law and Best Practice**

Andrew Davidson, Head of Employment North, Hempsons

3.05 **The Right to Time Off for Non-Urgent Medical Procedures**

Michelle Last, Partner, Keystone Law

3.35 **Exhibition and Workshop Theatres**

3.50 **Occupational Health Ethics - Emerging Issues**

Liability, confidentiality, whistleblowing, public interest, health records  
Professor Diana Kloss MBE, Honorary President, Council for Work and Health and Barrister, St John's Buildings

Dr Steven Boorman CBE, Chair, Council for Work and Health

Dr Paul Litchfield CBE, Chair, What Works Centre for Wellbeing



5.00 **Conference Ends**

# PROGRAMME – TUESDAY 10 MARCH

## Mental Health

Chair: Sarah McIntosh, Director of People & Organisational Effectiveness, Mental Health First Aid (MHFA) England

8.00 **Registration**

9.20 **Mental Health - Building an Inclusive Workforce**  
Sarah McIntosh, Director of People & Organisational Effectiveness, Mental Health First Aid (MHFA) England

9.55 **The Use of Psychological Health Screening at Work**  
Professor Neil Greenberg, Professor of Defence Mental Health, King's College London and Royal College of Psychiatrists and Managing Director, March on Stress

10.30 **Exhibition and Workshop Theatres**

11.15 **Developing an Evidenced-Based Mental Health Strategy** Nayia Solea, Health & Wellbeing Manager, Siemens Mobility Limited, Rail Automation

11.45 **A Virtual Reality Approach to Mental Health Awareness Training** Karl Simons, Chief Health, Safety & Security Officer, Thames Water

12.15 **Workplace Competencies for Dealing with Stress and Mental Health - Developing Organisations' Critical Friends**  
Nicola Neath, Psychotherapist and Senior Staff Counsellor, University of Leeds, Trainer, Mentor and Author, BACP Workplace

12.45 **Exhibition and Workshop Theatres**

2.15 **Phew, I Need a Drink! Alcohol, Mental Health and Work**  
Lauren Booker, Consultant, Alcohol Change UK

2.45 **Mental Health and Suicide Prevention Within the Yorkshire Ambulance Service** Andrew Kinder, Professional Head of Mental Health Services, Optima Health and Helen Houghton, Head of Employee Health and Wellbeing, Yorkshire Ambulance Service

3.20 **Exhibition and Workshop Theatres**

3.50 **Men and Suicide - What Are We Going to Do About It?**  
Eugene Farrell, Chair, EPAA UK

4.25 **A Positive Legacy From an Air Ambulance Doctor's Suicide** Kirsty McQueen, The McQueen Charter; Sarah Atkins, Head of HR, East Anglian Air Ambulance; Tom Oxley, Bamboo Mental Health

5.00 **Conference Ends**

## Coaching and Coaching Psychology

Chair: Professor Stephen Palmer, President, International Society for Coaching Psychology (ISCP) and President, International Stress Management Association (ISMA<sup>UK</sup>)

8.00 **Registration**

9.20 **Insights from a Place-Based Approach to Implementing Health Coaching**  
Dr Alison Carter, Principal Research Fellow, Institute for Employment Studies

10.00 **Coaching Psychology to Reduce Loneliness**  
Dr Gisele Dias, Lecturer in Psychology, University of Greenwich

10.30 **Exhibition and Workshop Theatres**

11.15 **Feeling Like a Fraud: Coaching to Overcome Imposter Syndrome**  
Dr Rachael Skews, Lecturer in Occupational Psychology, Goldsmiths, University of London

11.45 **Tackling Psychological Barriers at Work Through Coaching Psychology**  
Dr Siobhain O'Riordan, Chartered Psychologist and Chair, International Society for Coaching Psychology

12.15 **Coaching as a Route to Resilience**  
Dr Carmelina Lawton Smith, Associate Lecturer, Oxford Brookes University

12.45 **Exhibition and Workshop Theatres**

2.15 **Building the Adaptable Team in a Modern Organisation**  
David Webster, Managing Director, Centre for Teams

2.45 **Using Coaching in Conflict Resolution - Best Practice**  
Yannick Jacob, Existential Coach, Positive Psychologist, Trainer, Supervisor and Change Agent

3.15 **Exhibition and Workshop Theatres**

3.50 **Maternity Coaching**  
Sheila Panchal, Business Psychologist, Panchal Consultancy Services

4.20 **Can Coaching Assist in Tackling Climate Change Worries and Ecoanxiety?**  
Professor Stephen Palmer, President, International Society for Coaching Psychology (ISCP) and President, International Stress Management Association (ISMA)

5.00 **Conference Ends**

## Working With Health Conditions

Chair: Lucy Kenyon, President, IOH

8.00 **Registration**

9.15 **Enabling Employees with Cancer to Stay In and Return to Work - Best Practice**  
Grace Waddington, Streamlining Project Manager and Jane Archer, Cancer Care Centre and Patient Information Manager, Humber, Coast and Vale NHS Sustainability and Transformation Partnership; Liz Egan, Working Through Cancer Programme Lead, Macmillan Cancer Support

9.50 **Macular Degeneration and Other Eye Conditions - What Employers Need to Know**  
Anna Fletcher, Legal Director, Gowling WLG

10.20 **Exhibition and Workshop Theatres**

11.05 **COPD and Loss of Employment - What is the Current Evidence?**  
Professor Paul Cullinan, Consultant Physician, Royal Brompton Hospital, London

11.35 **Childhood Asthma and Employment in Safety Critical Roles - What's the Connection?**  
Dr Johanna Feary, Consultant Physician, Royal Brompton Hospital, London

12.05 **Contemporary Issues in Occupational Lung Disease: Case Studies**  
Dr Joanna Szram, Consultant Physician, Royal Brompton Hospital, London

12.35 **Exhibition and Workshop Theatres**

2.10 **Increasing Menopause Awareness in the Workplace**  
Dr Richard Peters, Chief Medical Officer, Network Rail Claire Buckingham, Senior Manager, Occupational Health, Carnival UK

2.55 **My Peri Menopause Journey**  
Chief Inspector Helen Smith, Greater Manchester Police

3.30 **Exhibition and Workshop Theatres**

4.05 **Endometriosis in the Workplace**  
Nicki Williams, CEO, Health Junkie

4.30 **Obesity and Work: Challenging Stigma and Discrimination**  
Stephen Bevan, Head of HR Research Development and Dr Zofia Bajorek, Research Fellow, Institute of Employment Studies

5.00 **Conference Ends**

# PROGRAMME – TUESDAY 10 MARCH

## Health Promotion, Fitness and Behaviour Change

Chair: Dr Rob Hampton, Portfolio GP and Occupational Physician, PHE Medical Champion for Work as a Health Outcome

- 8.00 **Registration**
- 9.20 **Using Motivational Interviewing to Achieve Employee Lifestyle Change**  
Dr Tim Anstiss, Founder, Academy for Health Coaching
- 9.55 **Setting Up a Local Workplace Health Accreditation Scheme - Best Practice**  
Susanne Nichol, Better Health at Work Award Programme Coordinator, Northern TUC  
Natasha Howard, Healthy Workplace Lead, Cornwall Healthy Workplace - Be Healthy at Work
- 10.35 **Exhibition and Workshop Theatres**
- 11.20 **How to Integrate Physical Activity into a Workplace Wellbeing Programme**  
Anna Davison, Head of Workplace Wellbeing, ukactive
- 11.50 **Effective Measurement of Physical Activity Interventions in the Workplace**   
Alex Lucas, Senior Research Analyst, ukactive (Research Institute)
- 12.20 **Introducing a Team MSK Warm-Up Routine into the Working Day: A Case Study of NHS Staff**   
John Hatfield, Occupational Health Physiotherapist & Manual Handling Advisor, South Tees Hospitals NHS Foundation Trust
- 12.50 **Exhibition and Workshop Theatres**
- 2.20 **Gut Health in the Workplace**  
Sue Baic, Registered Dietitian and Steering Group Member, BDA Work Ready
- 2.50 **Environmentally Sustainable Diets for the Planet and Our Health - Win, Win!**   
Jo Lewis, Project Lead, BDA Work Ready and Co-Lead, One Blue Dot
- 3.20 **Addressing Health Risks and Information Across All Generations**  
Nayia Solea, Health & Wellbeing Manager, Siemens Mobility Limited, Rail Automation 
- 3.50 **Exhibition and Workshop Theatres**

## MSDs, Ergonomics and Return to Work

Chairs: Professor Anthony Woolf, Chair, ARMA and Director, Bone and Joint Research Group, Royal Cornwall Hospital  
Miles Atkinson, Hon. Chair, ACOPOE

- 8.00 **Registration**  
- 9.15 **Prehab - Preventing MSK Injuries**  
Dr Sajid Khan, Occupational Health Physician, Amazon UK, Moorfields, East London NHS Trust, West London NHS Trust and Frimley Park Hospital
- 9.45 **How to Identify and Overcome Obstacles to Recovery and Return to Work**  
Dr Mary Grant, Occupational Therapist and Job Retention Case Manager, Bowling Green Street Surgery, RTW Plus
- 10.15 **Exhibition and Workshop Theatres**
- 11.00 **Putting 'Work' into the Biopsychosocial Approach; BOPS** Nicola Suckley, Clinical Director and Dr Julie Denning, Managing Director, Working To Wellbeing
- 11.30 **Returning to Work After Lower Limb Arthroplasty**  
Professor Karen Walker-Bone, Director, Centre for Musculoskeletal Health and Work, University of Southampton 
- 12.00 **An Ergonomic Solution for Greencore's Avocado Production Line**  
Julie Routledge, Head of Occupational Health, Greencore and Paul Shawcross, Clinical Lead & Consultant Physiotherapist, Connect Health 
- 12.35 **Exhibition and Workshop Theatres**
- 2.15 **How Can We Enable Older Employees to Work Longer** Professor Karen Walker-Bone, Director, Centre for Musculoskeletal Health and Work, University of Southampton 
- 2.45 **Changing Culture to Reduce MSK Injuries in Warehousing** Chris Hewett, Health & Safety Manager, PenCarrie and Jude Jones, Director, JJ Physio
- 3.20 **Exhibition and Workshop Theatres**
- 3.50 **Chronic Pain - Assessment and Management**  
Dr Amanda C de CWilliams, Reader in Clinical Health Psychology, University College London
- 4.25 **Individual Digital Interventions for Self-Management of Back Pain**  
Dr Liba Sheeran, Chartered Physiotherapist and Reader in Physiotherapy, Cardiff University
- 5.00 **Conference Ends**

## Safety Behaviour and Culture

Chair: Richard Scaife, Director, Occupational Psychologist & Chartered Ergonomics and Human Factors Specialist, The Keil Centre

- 8.00 **Registration**  
- 9.20 **Emerging Issues in Safety Culture**  
Martin Temple, Chair, Health and Safety Executive
- 9.55 **Mind Your Own Business! Five Things That Cause a Significant and Sustainable Step-Change in Safety Culture and Performance**  
Professor Dr Andrew Sharman, Managing Partner, RMS; President, IOSH; Chairman, Institute of Leadership & Management  
- 10.30 **Exhibition and Workshop Theatres**
- 11.15 **Fatigue Risk Management Systems - Staying Awake to the Hidden Hazard**   
Dr Rikard Moen, Chief Medical Officer, Optima Health
- 11.45 **Building a Culture of Prevention - Michael's Story**  
Louise Taggart, Michael's Story 
- 12.25 **Journeying from Health and Safety to Healthy and Safe - Factors That Influence Physical and Psychological Health in Safety-Critical Industries**  
Dr Zofia Bajorek, Research Fellow and Dan Lucy, Principal Research Fellow, Institute for Employment Studies
- 12.50 **Exhibition and Workshop Theatres** 
- 2.20 **Presenteeism in Safety Critical Roles – Changing Behaviour**  
Roxane L Gervais, Occupational Psychologist and Trustee, British Psychological Society 
- 2.50 **Improving Safety Culture Through Behaviour Interventions - A Case Study** Richard Scaife, Director, Occupational Psychologist & Chartered Ergonomics and Human Factors Specialist, The Keil Centre and Gemma Worgan, Senior HSE Manager, Fresco UK 
- 3.20 **Exhibition and Workshop Theatres**
- 3.50 **Improving Safety-Related Behaviours Through Worker Engagement**  
Dr Nick Bell, Owner, Nick Bell Risk Consultancy and Hon. Principal Lecturer, Cardiff Metropolitan University
- 4.25 **Improving Safety Compliance of Shift Workers**  
Dr Colleen Butler, Senior Human Factors Specialist, Health and Safety Executive  
- 5.00 **Conference Ends**

# PROGRAMME – WEDNESDAY 11 MARCH

## Health Surveillance, Protection and Business Travel Health

Chairs: Professor Sir Anthony Newman Taylor, President's Envoy for Health, Imperial College London, Chair, WHEC (HSE Workplace Health Expert Committee)  
Dr Dipti Patel, Director, National Travel Health Network and Centre (NaTHNac)



8.00 **Registration**

9.20 **Screening for Lung Cancer: Should Exposures to Occupational Carcinogens be Considered?**

Professor Paul Cullinan, Consultant Physician, Royal Brompton Hospital, London

9.55 **Behavioural Change Interventions to Prevent Hand Dermatitis**

Dr Ira Madan, Consultant and Reader in Occupational Medicine, Guy's and St Thomas' NHS Foundation Trust and King's College London

10.25 **Exhibition and Workshop Theatres**

11.15 **Health Surveillance for HAVs**

Dr Jon Poole, Consultant Occupational Physician

11.50 **Fitness to Work - Latest Challenges in Aviation Medicine**

Dr John Clarke, Senior Medical Officer, NATS



12.25 **Exhibition and Workshop Theatres**

2.00 **Protecting the Mental Health and Wellbeing of Business Travellers**

Dr Rachel Lewis, Registered Occupational Psychologist and Director, Affinity Health at Work and Birkbeck, University of London and Dr Robert Jefferson, Medical Director, Occupational Health, Europe, International SOS

2.30 **Air Pollution and the Business Traveller**

Dr Dipti Patel, Director, NaTHNac



3.00 **Ebola Virus Disease Update**

Dr Dilys Morgan MBE, Consultant in Global Public Health, Public Health England

3.30 **Exhibition and Workshop Theatres**

4.00 **Rabies and Business Travel**

Dr Katherine Russell, Consultant Epidemiologist, Public Health England

4.30 **Polio and the Business Traveller**

Hilary Simons, Senior Nurse (Travel Health), NaTHNac

5.00 **Conference Ends**



## Safety and Wellbeing of Distributed, Flexible and Lone Workers

8.00 **Registration**

9.10 **Safeguarding Seafarer Mental Health**

Professor Helen Sampson, Director, Seafarers International Research Centre, Cardiff University



9.45 **Engaging Vulnerable Workers**

Barbara Hockey, Head of Vulnerable Workers Team, Health and Safety Executive

10.15 **Exhibition and Workshop Theatres**

11.00 **Understanding the Effect of Remote Working on Employee Stress, Wellbeing and Productivity**

Ben Kelly, Head of Clinical Research and Outcomes, Nuffield Health



11.30 **Influencing the Behaviour of Remote Workers**

Rachel Lewis, Registered Occupational Psychologist and Director, Affinity Health at Work and Birkbeck, University of London

12.00 **Improving the Personal Safety of MPs and Their Staff**

Saskia Garnier, Policy Manager, Suzy Lamplugh Trust



12.30 **Exhibition and Workshop Theatres**

2.15 **Managing Work-Related Challenging and Violent Behaviour**

Chris Shaw, Head of Health and Safety, North East London NHS Foundation Trust

2.45 **From Policy to Practice – Lone Worker Safety**

Jackie Dolan, Lone Worker Trainer, National Network of Training Coordinators

3.15 **Exhibition and Workshop Theatres**

3.50 **The Risks, Challenges and Mitigations of Corporate Health in War Zones, Hostile and Remote Territories - Welfare and Survival Amidst Conflict**

Dr Rikard Moen, Chief Medical Officer, Optima Health

4.25 **Ensuring Work-Life Balance for Remote and Distributed Workers**

Dr Carolyn Axtell, Senior Lecturer, Institute of Work Psychology, Sheffield University Management School

5.00 **Conference Ends**

## Creating a Healthy Working Environment

Chair: Professor Peter Buckle, Imperial College London and Director, Robens Institute



8.00 **Registration**

9.15 **What Workers Want**

Steven Lang, Director, Commercial Research, Savills



9.55 **Designing the Ideal Workplace From a Health and Wellbeing Perspective**

Dr Nicola Cordell, Consultant Occupational Physician, Cordell Health

10.25 **Exhibition and Workshop Theatres**

11.10 **How Biophilic Design in the Workplace Enhances Employee Health and Wellbeing**

Robert Hopkins, Regional Director, AHR (invited)

11.40 **Designing an Office that Enhances Employee Wellbeing and Performance - Best Practice**

Robert Hicks, Group HR Director, Reward Gateway

12.10 **Investigating and Resolving Sick Building Syndrome**

Kelvin Williams, Occupational Hygiene Consultant and Chartered Member, Faculty of Occupational Hygiene and President Elect, BOHS



12.40 **Exhibition and Workshop Theatres**

2.10 **Acoustic Planning to Improve Workplace Health, Wellbeing and Performance - What Works**

Dr Young Lee, Director, Innovative Workplace Institute, University College London

2.45 **Lighting to Improve Wellbeing, Alertness and Performance at Work**

Andrew Bissell, Lighting Director, Cundall

3.20 **Exhibition and Workshop Theatres**

3.50 **Robots in the Workplace - Challenges and Opportunities**

Bridget Leathley, Health and Safety Communicator, The Safer Choice

4.25 **Designing an Office for the Older Worker**

Professor Peter Buckle, Imperial College London and Director, Robens Institute

5.00 **Conference Ends**



# PROGRAMME – WEDNESDAY 11 MARCH

## Management and Leadership

Chair: Dr Anne de Bono, President, Faculty of Occupational Medicine



8.00 **Registration**

9.20 **How to Transform the Way We Work**

Dr Steven Boorman CBE, Chair, Council for Work and Health



9.55 **How to Engage a Board to Make Workplace Health a Strategic Priority** Dr Paul Litchfield CBE, Chair, What Works Centre for Wellbeing



10.25 **Exhibition and Workshop Theatres**

11.10 **The Future of Occupational Health, Delivering Quality Through Innovation**

Dr Philip McCrea, Chief Medical Officer, BHSF



11.40 **How to Measure, Report and Benchmark Presenteeism**

Stephen Bevan, Head of HR Research Development, Institute of Employment Studies

12.10 **How to Measure Wellbeing in a Global Organisation - Linking Wellbeing with Business Outcomes**

Dr Judith Grant, Director of Health and Wellbeing, Mace Group



12.40 **Exhibition and Workshop Theatres**

2.10 **Occupational Health Challenges - The State of Play and Possible Solutions**

Dr Will Ponsonby, President, Society of Occupational Medicine



2.40 **A Competent OH Workforce? Principles of Assessment**

Dr Steven Nimmo, Director of Assessment, Faculty of Occupational Medicine



3.10 **Exhibition and Workshop Theatres**

3.45 **The Future of Occupational Health Training**

Dr Will Ponsonby, President, Society of Occupational Medicine

Dr Paul McGovern, Specialist Registrar in Occupational Medicine and Trainee Representative, Faculty of Occupational Medicine

Neil Loach, Senior Lecturer in OH Nursing, University of Derby and Vice President, iOH  
Mandy Murphy, Deputy Head, National School of Occupational Health, Health Education England  
Elisabeth Eades, Director and Trustee, Faculty of Occupational Health Nursing

5.00 **Conference Ends**

## Employment Law and Policies

Chair: Mark Landon, Employment Partner, Weightmans LLP

8.00 **Registration**

9.10 **Reducing the Gender Pay Gap**

Paula Rome, Partner, Julian Taylor Solicitors

9.45 **Is Your Social Media Policy Water Tight?**

Sheila Fahy, Counsel, Allen & Overy LLP

10.15 **Exhibition and Workshop Theatres**

11.00 **Understanding the Rights of Employees Undergoing Fertility Treatment**

Beth Hale, Partner and General Counsel, CM Murray LLP

11.30 **IVF and Pregnancy Friendly Policies in Action**

Carmen Coombs, UK Lead - Employee Relations, Zurich Insurance Plc

12.00 **Obesity and Weight Discrimination - The Employer's Responsibility**

Nigel Mackay, Partner, Leigh Day

12.30 **Exhibition and Workshop Theatres**

2.00 **How to Deal With Presenteeism - Employer's Responsibilities**

Tilly Harries, Director and Employment Law Barrister, PricewaterhouseCoopers LLP

2.30 **Substance Abuse - From Drug Trends, Testing Reforms, Rehabilitation to PETH and Legalisation Challenges**

Dr Rikard Moen, Chief Medical Officer, Optima Health

3.00 **Exhibition and Workshop Theatres**

3.30 **Avoiding Discrimination by Association and Perception in the Workplace**

Mark Landon, Employment Partner, Weightmans LLP

4.00 **Race Discrimination - Legal Update**

David Stephenson, Barrister, Doughty Street Chambers (invited)

4.30 **Workplace Diversity - Getting the Inclusion Part Right**

Emma Codd, Global Special Advisor on Respect and Inclusion, Deloitte

5.00 **Conference Ends**

## Employee Engagement and Motivation

Chairs: Jo Dodds and Jo Moffat, Co-Strategy Directors, Engage for Success



8.00 **Registration**

9.15 **The Four Enablers of Engagement**

Jo Dodds, Co-Strategy Director, Engage for Success and Employee Engagement Consultant, Counterpoint Matters



9.45 **Staff Engagement at its Best?**

Victoria Parsons, Associate Director of Corporate Governance and Jennie Jones, Head of Staff Engagement/Health and Wellbeing, Luton and Dunstable University Hospital



Health at Work Network

10.20 **Exhibition and Workshop Theatres**

11.05 **Breaking Bad - Maximising Employee Engagement and Potential and Minimising Human Error**

Professor Tim Marsh, Managing Director, Anker and Marsh

11.35 **Business Culture and Business Strategy - The Life Leisure Approach**

Malcolm McPhail, Group CEO, Life Leisure



12.05 **Energy as a Strategic Driver of Performance**

Dr Mike Drayton, Clinical Psychologist, Opus Performance

12.40 **Exhibition and Workshop Theatres**

2.15 **Panel Debate: Is It Time to Stop Talking About Employee Engagement?**

Jo Dodds, Co-Strategy Director, Engage for Success  
Jo Moffatt, Co-Strategy Director, Engage for Success and Managing Director, Woodreed  
Lara Morgan, Owner, Scentered



3.25 **Exhibition and Workshop Theatres**

3.55 **Building a Family-Friendly Culture**

Una O'Reilly, Group Director of Engagement and Director of HR UK/Italy, Unibail-Rodamco-Westfield (invited)

4.25 **Enabling the Employee Voice to Build Employer Branding**

Sarah Meurer, Head of Internal Communications, Nestlé UK and Ireland

5.00 **Conference Ends**

# PROGRAMME – WEDNESDAY 11 MARCH

## Emotional Wellbeing and Resilience

Chair: Ann McCracken, Consultant, AMC Consulting and Vice President, ISMA<sup>UK</sup>



8.00 **Registration**

9.15 **Building a MOJO Culture**

Ann McCracken, Consultant, AMC Consulting

9.45 **Promoting Mental Wellbeing in the Rural Police Workforce**

Jonathan Houdmont, Assistant Professor of Occupational Health Psychology, University of Nottingham and Jim Colwell, Assistant Chief Constable, Devon and Cornwall Police



10.20 **Exhibition and Workshop Theatres**

11.05 **Supporting Staff Who Have Experienced a Terrorist Attack - A Personal Journey**

Thelma P Stober, Corporate Legal Adviser, Local Government Association

11.40 **Recognising and Managing Compassion Fatigue**

Jayne Ellis, Managing Director, EF Training

12.15 **Exhibition and Workshop Theatres**

2.00 **Goodbye Grey Skies, Hello Blue – How to Create Happy Days**

Professor Dr Andrew Sharman, Managing Partner, RMS; President, IOSH; Chairman, Institute of Leadership & Management and Dr Lucy Rattrie, Psychologist, Creating Sona



2.40 **Developing Resilience for Sustained Success and Wellbeing**

Dr Mustafa Sarkar, Senior Lecturer, Nottingham Trent University

3.10 **Exhibition and Workshop Theatres**

3.45 **Improving Employee Financial Wellbeing**

Dr Shaun Davis, Global Director of Safety, Health, Wellbeing & Sustainability, Royal Mail and Andrew Kinder, Professional Head of Mental Health Services, Optima Health

4.20 **Understanding How Employers Can Support People Experiencing Domestic Abuse in Their Organisation**



Kaammini Chanrai, UK Diversity & Inclusion Manager, Vodafone

4.55 **Conference Ends**

## Mental Health

8.00 **Registration**

9.15 **Mental Health and The Young**

Christian van Stolk, Vice President, RAND Europe



9.50 **The Real Madmen - The Silent Crisis in Men's Mental Health**

Dr Mike Drayton, Clinical Psychologist, Opus Performance Ltd

10.25 **Exhibition and Workshop Theatres**

11.10 **The Mental Health of Nurses - Results of an RCN Foundation SOM Project**

Nick Pahl, CEO, Society of Occupational Medicine

11.40 **The Challenges of Helping Doctors**

Dr Shriti Pattani, Chair, NHS Health at Work Network and Clinical Director, Occupational Health Department, LNNWH

12.10 **Managing Addictive Behaviour in Health Professionals**

Rory O'Connor, Clinical Lead and Specialist Nurse, Practitioner Health Programme and Dentists Health Support Trust

12.40 **Exhibition and Workshop Theatres**

2.15 **Debate: Mental Health Awareness Training - Where Next?**

Stephen Bevan, Head of HR Research Development and Dr Sally Wilson, Senior Research Fellow, Institute for Employment Studies

Eugene Farrell, Chair, UK EAPA

Nicola Neath, BACP Workplace

Fionuala Bonnar, Chief Operating Officer, Mental Health First Aid England

Vanessa Sallows, Claims & Governance Director, Group Protection - Legal & General

3.25 **Exhibition and Workshop Theatres**

3.55 **Working With Post-Partum Psychosis**

Kathryn Grant, MHFA England Associate Instructor, Mental Health First Aid (MHFA) England

4.25 **5 Seconds - Coping with Trauma, Stress and Mental Health**

Jason Anker MBE, Chairman, Anker & Marsh

5.00 **Conference Ends**

## Occupational Psychology and Organisational Behaviour

Chair: Professor Kevin Daniels, Professor of Organisational Behaviour, University of East Anglia

8.00 **Registration**

9.10 **What Motivates Generation Z – An Examination of Stereotypes**

Dr Andrew Clements, Senior Lecturer in Organisational Psychology, University of Bedfordshire

9.45 **Interacting with Wellbeing Apps**

Dr Helen Fitzhugh, Senior Research Officer, Wellbeing Evaluation, College of Policing/University of East Anglia and Detective Inspector Jenni McIntyre-Smith, Bedfordshire Police

10.15 **Exhibition and Workshop Theatres**

11.00 **e-resilience: How to Engage with Technology in a Healthy and Sustainable Way**

Professor Gail Kinman, Professor of Occupational Health Psychology, University of Bedfordshire

11.30 **Cyberbullying @ Work: Understanding Bullying in the Modern Workplace**

Dr Sam Farley, Lecturer, University of Leeds

12.00 **Bystanders of Workplace Bullying: Mental Health and Alternative Views**

Dr Kara Ng, Research Associate, Institute of Work Psychology, University of Sheffield

12.30 **Exhibition and Workshop Theatres**

2.05 **World Class Alertness and How to Get It**

Professor Tim Marsh, Managing Director and Karen Royle, Occupational Psychologist, Anker and Marsh

2.40 **The Effects of Technology and the 24/7 Global Economy on Sleep and Fatigue**

Roxane L Gervais, Occupational Psychologist and Trustee, British Psychological Society

3.10 **Exhibition and Workshop Theatres**

3.40 **Positive Psychology - A Prescription for Life?**

Sharon De Mascia, Director, Cognoscenti Business Psychologists

4.15 **Enhancing the Wellbeing of Older Workers**

Dr Sheena Johnson, Senior Lecturer in Organisational Psychology, Alliance Manchester Business School, University of Manchester

4.50 **Conference Ends**

# PROGRAMME – WEDNESDAY 11 MARCH

## Neurodiversity

Chair: Deborah Edwards, Chair, Vocational Rehabilitation Association



8.00 **Registration**

9.15 **Neurodiversity and the Workplace**



Fran Goble, Relationship Manager, enei

9.45 **Neurodiversity – Rewiring Conventional Thinking**

Sean Gilroy, Head of Cognitive Design, BBC

10.15 **How Not To Manage Neurodiverse Staff**



John Nelson, Chair, National Police Autism Association

10.45 **Exhibition and Workshop Theatres**

11.30 **Autistic Women in the Workplace**



Micah Jayne Grimshaw, Head of Autism Research and Development and Michelle Griffiths, Head of HR, Abbot's Lea School

12.00 **Working with High Sensitivity - A Personal Journey**



Rosie Raleigh, Founder and CEO, Vantage: The Campaign for Highly Sensitive People

12.30 **Dyslexic Strengths and the Changing World of Work**

Ben Cooke, Senior Consultant, Strategy, EY

1.00 **Exhibition and Workshop Theatres**

## Sickness Absence Management and Presenteeism

Chair: Genevieve Smyth, Professional Adviser, Royal College of Occupational Therapists



2.15 **Fact-Based Wellbeing Decisions: Using Data Analytics to Empower HR**



Suzanne Marshall, Clinical Governance Officer and Isabelle Borfiga, Lead Data Scientist, FirstCare

2.45 **Presenteeism - How to Change Behaviour**



Dr Zara Whysall, Associate Professor, Nottingham Business School, Nottingham Trent University

3.20 **Exhibition and Workshop Theatres**

3.50 **Utilising the AHP Health and Work Report to Manage Sickness Absence**



Dr Rob Hampton, Portfolio GP and Occupational Physician, Leicester City Health Federation; Dr Devdeep Ahuja, Clinical Director, RTW Plus; Elizabeth Caldwell, Associate Director, Health and Employment Partnerships Team, Social Finance

4.30 **Decreasing Sickness Absence By Increasing the Primary Care Offer**



Genevieve Smyth, Professional Adviser, Royal College of Occupational Therapists



5.00 **Conference Ends**

## Association Meetings During the Event

**iOH formerly AOHNP (UK)**

**Tuesday 10th @ 7.00pm**  
**Crowne Plaza Hotel**



**Ruth Alston Memorial Lecture (RAML)**

Silver Jubilee of the first memorial lecture and dinner: *Occupational Health - Make or Break*  
For more ticket information please visit <https://iohraml2020.eventbrite.co.uk>

**UK EPAA AGM**

**Tuesday 10th @ 5.15pm**  
Annual General Meeting, NEC



**International Society for Coaching Psychology Study Day**

**Tuesday 10th**  
Study Day run in association with Sterling Events



**DOP/BPS Study Day**

**Wednesday 11th**  
Study Day run in association with Sterling Events

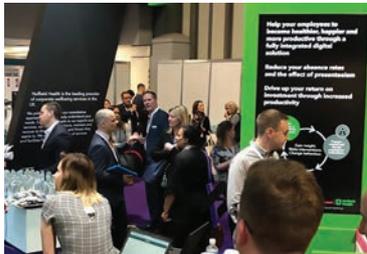


*If you would like to run your association event in conjunction with Health and Wellbeing at Work, please email [ben@sterlingevents.co.uk](mailto:ben@sterlingevents.co.uk)*

## Conference Active

Watch out for our pop-up workouts during conference sessions to keep you active, energised and alert. We have also introduced official standing areas within some of the conference rooms. It's a good idea to bring a bottle of water with you to the event and comfortable shoes for walking around the exhibition.

The programme was correct at the time of going to print. Please check the event website, emails, and event App for any updates. You can also use the App to plan which sessions you want to attend.



**Running alongside the conference is an impressive showcase offering the latest products and services that will bring value to you and your organisation. Exhibitors include:**

Alcohol Change UK. Alcoholics Anonymous. Amplivox. Anker and Marsh. Ascenti. Back Care Solutions. BakkerElkhuizen. BDA Work Ready. **Benenden Health**. Bennett Workplace Solutions. BHIB Insurance Brokers. **BHSF**. Bio-Kult. Birmingham Mind. British Heart Foundation. British Psychological Society - Division of Occupational Psychology. British Red Cross. Broadway Lodge. Bupa Health Clinics. Cardiff Metropolitan University. Central Occupational Health. The Chartered Society of Physiotherapy. Cohort Software. COHPA. Connect Health. Contour Design. Cordell Health. Crossbow Visual Stress Solutions. Cycle2Work. Cycling UK. Defence Medical Services, Ministry of Defence. Drs. Direct. Duradiamond Healthcare. Ergotron. Faculty of Occupational Medicine. Fellowes. FirstCare. Fortis Therapy and Training. gel Resourcing/gel OH. Genius Within CIC. Go Engage. Greys Specialist Occupational Health. Happy Hormones for Life. Headtorch. Healthcheck Services. The Healthy Employee. Hippus N.V. Hobson Health. i-act for positive mental health & wellbeing. The IBS Network. iOH (formerly AOHNP). IOSH. IPRS Health. Jay Financial. Just OH. Key People. Leap CC. Leeds Trinity University. Lexxic. Lifestyle Checkpoint. Living Streets. Macmillan Cancer Support. MASTA with Lloydspharmacy. Medical Solutions UK. **Medigold Health**. Mental Health First Aid (MHFA) England. Microbreak. Mind. Mind Matters. The Money Charity. Mousetrappier. The National Autistic Society. NRK Medical. **Nuffield Health**. Occupational Health & Wellbeing. Occupational Health Recruitment. Occupational Health Staffing. OH Medical Recruitment. OH Sourcing. **Optima Health**. Oral Health Foundation. OrchidLive.com. Osmond Ergonomics. P&A Medical. Physio Med. PhysioMedics. Pluss - Positive People. Posturite. Psychology Wales. Public Health England. Purosearch. QDP Services. Raisy Health. Reprogramme. Resilient People. Royal College of Occupational Therapists. RPS Occupational Health. Scentered. Score - seats to suit. Select OH. Shire Insurance. Sleep Unlimited. Slimming World. Smart Employee Eyecare (SEE). Society of Occupational Medicine. Sole-Mates. Sugarman Occupational Health. Team Prevent. UKS Medical Diagnostics. UNO ERGO. Validium. **VitalityHealth**. Vitalograph. Warwick International. Wellbeing People. Wellbeing Solutions Management. Wellpoint Group/Well.Me. Wellspace. Worksobor.com. Xsens. Zen Buddy. Zevo Health

## Supporting Partners



*"Leading the way in health, safety and wellbeing has always been one of my priorities, and benchmarking against current practice and exploring innovation is a key element of this. This conference has a carefully curated selection of current occupational health, wellbeing, legal, human factors and occupational safety evidence, guidance updates and expert thinking all under one roof. The biggest challenge is what session not to miss! Not only is this a first class networking event of new and old friends and peers, it is one of the few events where those interested and responsible for the delivery of health, wellbeing and safety provisions are all together under one roof. My whole team has attended, and all take something individual to take away from the sessions. The thoughtful choice of exhibitors who actually matter and will add value to those delivering the highest quality services is incredibly valuable to me as a time poor professional."*

**Dr Richard Caddis**  
Chief Medical Officer and Director of  
Health, Safety & Wellbeing, BT Plc

## Don't just take our word for it....

*"Excellent couple of days that left me feeling excited and invigorated about my work! Thank you."*

*"First time visitor, very impressed by the speakers and presentation content. Absolutely invaluable for HR directors to attend."*

*"a real eye opener into how the workplace functions."*

*"Always enjoy the event and feel motivated and empowered in my practice and personal life afterwards."*

*"Excellent event, really valuable insights into key issues within health and wellbeing."*

*"Very good value for money, I will definitely be attending next year and bringing as many colleagues as I can!"*

*"great for professional development."*

*"I have attended for the past 5 years and it just gets better each time."*

*"Fantastic event - fulfilling, informative, educational, knowledge and skills strengthening and good value for money. A time well spent."*

# HOW TO REGISTER

Register online today at [www.healthwellbeingwork.co.uk](http://www.healthwellbeingwork.co.uk)  
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## We believe in delivering quality content at affordable prices!

**Book before 15 January**      **£45.00 + VAT @ 20% = £54.00**  
**Book from 16 January**      **£70.00 + VAT @ 20% = £84.00**

*This is the cost for attending one or two days*

### Admissions Policy

Media companies or anyone selling or promoting their products and services are not permitted entry to any part of the event and we reserve the right to refuse entry at any time. People under the age of 18 are also not permitted entry.

### Exhibition Open Hours

**Tuesday 10 March**  
**8.45am-4.30pm**

**Wednesday 11 March**  
**8.45am-4.00pm**

*See conference programme for individual session times*

### Download the Event App - New this Year!

We are creating a new Event App so that you can build a customised planner of which sessions you would like to attend, navigate your way around both the conference and exhibition, network with other delegates and interact during conference sessions. The App will be available to download in February and is exclusively available to registered delegates. **Watch this space!**

If you would like a programme in a larger font size or more details about individual conference sessions, please visit [www.healthwellbeingwork.co.uk](http://www.healthwellbeingwork.co.uk)

### REFER A COLLEAGUE

Every year delegates tell us the event has been so valuable that they wish they would have shared it with colleagues. After you register, you can now automatically recommend the event to colleagues or other people who you think will benefit from attending. The delegate who refers the most people who subsequently sign up will have the opportunity to win a luxurious hamper of Scentered products, enabling you to de-stress, focus, feel happy and sleep well.

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### Keep in touch

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*"This year the Conference will, as ever, give us a rich panoply of topics within the health, work and wellbeing space. I hope that we will be able to discuss two crucial issues we face in the workplace. Presenteeism, being at work but not performing to full capability, is more important than absence if we wish to improve productivity. It is not of course as easy to measure as absence, but understanding its magnitude and causes, and addressing them, is crucial to employee health and wellbeing as well as productivity. Another challenging issue is which of the many interventions that we introduce actually work. Most interventions are based on best practice, and a few have a modest evidence base. It would help us all if interventions were targeted at defined challenges, were well publicised so as to be accessed by employees, and their effect measured. I look forward to discussing these and many other issues with friends and colleagues who play such a pivotal role in shaping health and wellbeing at work."*

**Dame Carol Black,**

Advisor to NHS Improvement and Public Health England on Health and Work and Chair, British Library

## Programmes Include:

- Best place to work
- Coaching and coaching psychology
- Creating a healthy working environment **new this year**
- Emotional wellbeing and resilience
- Employee engagement and culture change
- Employment law and policies **runs both days**
- Health promotion, fitness and behaviour change
- Health, safety and wellbeing of distributed, flexible and lone workers **new this year**
- Health surveillance, protection and business travel health
- Health and wellbeing – national policy and initiatives
- Management and leadership
- Mental health **runs both days**
- MSDs, ergonomics and return to work
- Neurodiversity **new this year**
- Occupational psychology & organisational behaviour
- Safety behaviour and culture
- Sickness absence management
- Working with health conditions

## Supporting the Conference



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