

Academic Forum - Meeting Notes

Attending - in the room

Dr Jonathan Behr - GP and Chief Medical Officer, (Medigold Health)

Dr Margaret Coffey – Reader in Public Health (University of Salford, Manchester)

Michael Whitmore - Research Leader at RAND Europe

Prof Anne Harriss – LSBU Occupational Health Course Lead

Lindsay Gardiner – Strategy Work and Health Unit (DWP)

James Hudson - Head of Occupational Health Analysis at Department for Work and Pensions (DWP)

Richard Parr – Work and Health Unit (DWP)

Sara Connolly - Norwich Business School

Nick Pahl - CEO Society of Occupational Medicine (SOM)

Gabriela Mereu – SOM Volunteer

Attending on the phone: Professor Ewan Macdonald - Head of Healthy Working Lives Group, University of Glasgow Plus tbc others

1 Minutes of last meeting

These were agreed.

2 Updates (NB below also brief sent to work and health unit)

James Hudson explained his University is creating a programme of extensive research about Occupational Health.

Michael Whitmore spoke about the launch of an Apple watch programme (Vitality Health) for improving physical activity, and that welfare awareness that should be the pipeline to a quality sleeping. The Financial Times wrote about this initiative.

Susan Verstappen (on the phone) explained her experience in Manchester teaching in medical school and she highlighted as the academic level is so poor.

Jean McQueen spoke about the need for funding of OH students

Joanna Yarker highlighted a project focused on mental health.

Sara Connolly talked about the need to develop national building strategies in OH.

Action – all to send update as to research summary paragraph to Nick

3 Value of Occupational health research document for HSE

Noted progress with this document, to be led by University of Glasgow, with input from health economists.

Nick Pahl presented a **stakeholder analysis** and asked for suggestions for research funders to attend an event hosted by Lord Blunkett, that will launch the document.

Action – all to send contact details of research funders to Nick

4 Academic Centre

The aim of the Academic Forum to create an independent Academic Centre for Work and Health to protect and improve the health of the UK's working people.

A concept note was attached.

Ewan Macdonald highlighted that UK has a deficit of academic capacity in order to support the UK workforce. He suggested that UK funding for Occupational Health Academic Research is much less than in Europe. Finland and Italy were offered as countries with greater investment.

Action – all to comment on concept note

5 AOB “Building an OH research database” Dr Jonathan Behr (Medigold Health).

Slides were presented (and subsequently circulated) a project to collect research relevant data in an OH approach that may help target specific disease areas and apply your intervention to, so there's an efficiency there. It allows treatments to be standardized and measure outcomes effectively.

Action - all welcome to contact Jonathan to discuss partnership as to open access to data collection

6 Date of next meeting - 18th June 2019 Bristol.

Note - Conference registration required

Draft Summary of research activities – sent to work and health unit from Academic Forum – Jan 2019 – to be updated

Dr Suzanne Verstappen – Manchester

- International observational study investigating the measurement of presenteeism (3 months follow-up) in 9 countries including patients with inflammatory arthritis and osteoarthritis (>500 patients). (Funder: the European League Against Rheumatism (EULAR))
- Evaluation and recommendation presenteeism outcome measures in people with rheumatic and musculoskeletal diseases (Outcome Measures in Rheumatology (OMERACT) worker productivity group)
- Predicting work outcomes in patients with rheumatoid arthritis starting methotrexate or a biologic for the first time. (Funder: Pfizer I-CRP)
- Evaluation National Rheumatoid Arthritis (NRAS) survey WorkMatters

Dr Dil Sen - Manchester

- A research initiative but with a strategic goal as opposed to answering a research question, funded and supported by Department of Health & Social Care, Department of Work and Pensions joint Work and Health Unit, and commissioned through Public Health England (PHE) on **Developing Undergraduate Curriculum Resources on Health and Work in Undergraduate Medical Education**. We are a multi-disciplinary group of clinicians (from Public Health, Occupational Health/Medicine and General Practice), academics from the University of Kent, Manchester Medical School, the Faculty of Occupational Medicine, Canterbury Christ Church University, from public organisations including East Kent University Hospitals Foundation Trust, as well as representatives of patients and the public. The background to this work lies within the Government's national vision to reduce health-related worklessness and help individuals achieve their work and health potential, which it set out in its command paper *Improving Lives: the Future of Work, Health and Disability*.
- The objective of the group (known as the Health and Work Curricular (HaWC) writing group) is to create a collection of curriculum teaching resources and slide sets on the topic of health and work, as part of the undergraduate programme for medical students in England. This is to equip students in their future role as new doctors when dealing with issues relating to Work and Health, Health and Work, and Work as a Health Outcome.
- The aim of the project is to upskill the next generation of doctors and promote the integration of health and work conversations into routine clinical practice. The effect of work on health and the impact of health on the ability to work is fundamental to upskilling and shifting cultural norms in healthcare. This work will support medical schools across England adapt their curriculum in line with the General Medical Council's Outcomes for Graduates 2018, which includes new explicit references to Health and Work

James Chandler - Work foundation (University of Lancaster)

- Having published research in 2017 highlighting the significant costs in lost productivity – due to absenteeism and presenteeism – attributable to **migraine** in the UK (Society's Headache), we are working with international colleagues to produce a European-level policy-focussed paper outlining how – through a range of policy and related approaches – the experience of people with migraine in work can be improved.
- The Work Foundation's Health at Work Policy Unit is exploring the value of a **sector-based approach to workplace health management**. Having identified significant differences in the prevalence and trends of sickness absence across different industries in the UK, we are working with manufacturing organisations in the North West of England to develop sector-specific tools and approaches to tackling workplace ill health.
- Having explored **social prescribing as a route to work** in 2016, in 2018 we will publish new research exploring the changing social prescribing policy landscape and whether this has led to changes in social prescribing practice, specifically whether it is more commonly conceived of as a viable (if long-term) route to work. The report includes a number of recommendations – aimed at government including the Joint Work and Health Unit – on how work and related outcomes can be integrated and embedded into social prescribing services' 'offer'.
- We are currently reviewing Public Health England's **Business in the Community Employer Toolkits**. The purpose of the evaluation is to determine businesses' awareness of the Toolkits and their impact with organisations of various sizes operating in a range of sectors. Furthermore, the evaluation will offer recommendations on how the Toolkits – and, more broadly, future workplace health offers from Public Health England – should be developed.

Dr Sharon Stevelink - King's

Kings College London funded, via the King's Together Funding Scheme, the Occupation and Psychiatry Morbidity consortium (OPTIMUM). OPTIMUM is specifically set up to accelerate our understanding of mental well-being in the work place and is a collaboration between different schools within King's and the Department for Work and Pensions. OPTIMUM aims to provide interdisciplinary solutions and cross sector work to address the impact of mental disorders on occupational functioning. The consortium will do this by driving data linkages and exploit routinely collected mental health and other data to advance our

understanding about the relationships of welfare and occupational performance with mental disorders, treatment, well-being and recovery. OPTIMUM has only started in November 2018.

Professor Kevin Daniels, UEA

UEA is the lead institution for the Work, Learning and Wellbeing programme of the What Works for Wellbeing Centre. We have recently been awarded funding to extend the programme to examine factors involved in the successful implementation of complex workplace health and wellbeing programmes, including an element of job redesign for higher quality work. Our work on the cost effectiveness of wellbeing interventions will proceed with a focus on developing a useable toolkit for employers. This work is funded by ESRC, DWP and BEIS. We are also working with the College of Policing on their framework for wellbeing in the Police, funded by Innovate UK. Members of the programme are also involved in a Universities UK funded project on health and wellbeing programmes for the higher education sector. We will shortly begin a project with two-years funding from ESRC to develop further our work on implementing complex workplace health and wellbeing programmes, cost effectiveness and to examine links with indicators of productivity. We will be working with RAND on this project.

Joanna Yarker, Kingston

Through our work at Kingston University, and in partnership with Affinity Health at Work, we take a rigorous evidence-based approach, combining academic and practitioner expertise, to create outputs that are useful to practitioners and organisations alongside our academic publications and reports. Examples of recent projects include the development and preliminary evaluation of a Return to work toolkit for mental ill-health funded by the DOH/DWP Joint Unit; developing resilience funded by HM Prison Service and examining the psychological health of international business travellers funded by International SOS. Examples of ongoing projects include Designing and evaluating a flexible working pilot study funded by Lendlease; examining the Post-Return to Work experience of employees returning after mental ill-health absence in collaboration with Sheffield University we are funded by the ESRC Productivity Insights Network; evaluation of the impact of an office relocation on psychological and physical health and wellbeing in collaboration with Loughborough University, funded by the FCA.

Dr Kaveh Asanati, Imperial

- As a member of the Advisory Committee for Workplace Health at the National Institute for Health and Care Excellence (NICE), I am at the moment working with the team on updating NICE sickness absence guideline.
- As a member of the guideline writing group of “British Association of Sexual Health and HIV Guidelines on HIV Post-Exposure Prophylaxis (PEP) following Sexual and Occupational Exposures (2019)”, I am at present working with the team on developing a new section in the guideline on PEP and Occupational HIV exposure.
- Suicide in anaesthetists (partly funded by “Association of Anaesthetists of Great Britain and Ireland” [I think]).

Gwenllian Wynne-Jones, Keele University

A bid to the Challenge Fund towards the end of last year was successful and we have been working on the Implementation of the learning from the Study of Work And Pain (I-SWAP) project. I-SWAP will deliver an implementation test-bed of the SWAP vocational advice intervention with employed patients with musculoskeletal conditions consulting a First Contact Practitioner (FCP) physiotherapist. Building upon two key initiatives led by our team, the SWAP trial (Wynne-Jones et al. Pain:2018:159:128–138) and the NHS England phase 3 FCP evaluation (Bishop et al CSP/JHWU funded).

Keele are also working on the Horizon 2020 project (Grant no 777090) Personalised prognostic models to improve wellbeing and return to work after neck and low back pain (Back-UP). The Back-UP Project will develop a new health care platform which uses prognostic modelling to support more effective

management of neck and low back pain and provide estimates of the timeframe to improvement, including return to work.

Dr Ira Madan – Kings – recent publications

- Lalloo D, Demou E, Smedley J, **Madan I**, Asanati K, Macdonald EB. Current research priorities for UK occupational physicians and occupational health researchers: a modified Delphi study. *Occup Environ Med*. 2018 Nov;75(11):830-836 <https://doi.org/10.1136/oemed-2018-105114>
- Bryan BT, Gayed A, Milligan-Saville JS, **Madan I**, Calvo RA, Glozier N, Harvey SB. Managers' response to mental health issues among their staff. *Occup Med (Lond)*. 2018 Sep 13;68(7):464-468. doi: 10.1093/occmed/kqy103.
- Parsons V, Williams HC, English J, Llewellyn J, Ntani G, **Madan I**. The development of a protocol for diagnosing hand dermatitis from photographic images Contact Dermatitis. *Contact Dermatitis*. 2018 Nov;79(5):270-275. doi: 10.1111/cod.13053. Epub 2018 Jul 3.
- Petrie K, Gayed A, Bryan BT, Deady M, **Madan I**, Savic A, Wooldridge Z, Counson I, Calvo RA, Glozier N, Harvey SB. The importance of manager support for the mental health and wellbeing of ambulance personnel. *PLoS One*. 2018 May 23;13(5):e0197802. doi: 10.1371/journal.pone.0197802. eCollection 2018.
- Burke KM, Wright AJ, Parsons V, **Madan I**. Influences on hand moisturizers in nurses *Occup Med (Lond)*. 2018 Jun 20;68(5):340-342. doi: 10.1093/occmed/kqy068.
- Dorrington S, Roberts E, Mykletun A, Hatch S, **Madan I**, Hotopf M. Systematic review of fit notes for workers in the UK. *Occup Environ Med*. 2018 Jul;75(7):530-539. doi: 10.1136/oemed-2017-104730
- Gayed A, Milligan-Saville JS, Nicholas J, Bryan BT, LaMontagne AD, Milner A, **Madan I**, Calvo RA, Christensen H, Mykletun A, Glozier N, Harvey SB. Effectiveness of training workplace managers to understand and support the mental health needs of employees: a systematic review and meta-analysis. *Occup Environ Med*. 2018 Jun;75(6):462-470. doi: 10.1136/oemed-2017-104789.
- Harvey SB, Wang MJ, Dorrington S, Henderson M, **Madan I**, Hatch SL, Hotopf M. NIPSA: a new scale for measuring non-illness predictors of sickness absence. *Occup Environ Med*. 2018 Feb; 75(2):98-104.
- Milligan-Saville, JS, Tan, L, Gayed, A, **Madan I**, Harvey SB. Workplace mental health training for managers and its effect on sick leave in employees: a cluster randomised controlled trial. *Lancet Psychiatry*. 2017 Nov;4(11):850-858.
- Weston D, Parsons V, Ntani G, Rushton L, **Madan I**. Mixed contact methods to improve response to a postal questionnaire. *Occup Med (Lond)* (2017) 67 (4): 305-307.
- Seaton, A., **Madan, I.**, 2016. Can I get compensation, doctor?. *Br J Gen Pract*, 66(652), pp.572-572.
- **Madan I**, Parsons V, Cookson B, English J, Lavender T, McCrone P, Murphy C, Ntani G, Rushton L, Smedley J, Williams H, Wright A, Coggon D. A behavioural change package to prevent hand dermatitis in nurses working in the National Health Service (the SCIN trial): study protocol for a cluster randomised controlled trial. *Trials*, (2016)17(1), p.145.
- Naidu, V.V., Giblin, E., Burke, K.M. and **Madan, I.**, 2016. Delivery of cognitive behavioural therapy to workers: a systematic review. *Occupational Medicine*, 66(2), pp.112-117.
- **Madan I**, Grime PR. The management of musculoskeletal disorders in the workplace. *Best Practice & Research Clinical Rheumatology*. 2015 Jun 30;29(3):345-55.
- Ali S, Chalder T, **Madan I**. Evaluating Interactive Fatigue Management Workshops for Occupational Health Professionals in the United Kingdom. *Saf Health Work*. 2014 Dec;5(4):191-7.
- Brooks SK, Del Busso L, Chalder T, Harvey SB, Hatch SL, Hotopf M, **Madan I**, Henderson M. "You feel you've been bad, not ill": Sick doctors' experiences of interactions with the General Medical Council. *BMJ Open*. 2014 July 17;4(7)
- Stilz R, **Madan I**. Workers' expectations of occupational health consultations. *Occup Med (Lond)*. 2014 Apr;64(3):177-80
- Milligan-Saville, JS, Tan, L, Gayed, A, **Madan I**, Harvey SB. Workplace mental health training for managers and its effect on sick leave in employees: a cluster randomised controlled trial. *Lancet Psychiatry*. 2017 Nov;4(11):850-858. I conceived the idea for this trial and assisted with methodology. Workplace mental health training is commonly instigated in the UK, but this is the first time that a trial evaluated its clinical and cost effectiveness. I was invited to by the Lancet Psychiatry to discuss the

study findings in a podcast. Nice work: The Lancet Psychiatry: November 2017, Niall Boyce discusses occupational mental health with Dr Ira Madan

- **Madan I**, Parsons V, Cookson B, English J, Lavender T, McCrone P, Murphy C, Ntani G, Rushton L, Smedley J, Williams H, Wright A, Coggon D. A behavioural change package to prevent hand dermatitis in nurses working in the National Health Service (the SCIN trial): study protocol for a cluster randomised controlled trial. *Trials*, (2016)17(1), p.145. The protocol for the largest trial in preventing hand dermatitis. We recruited 35 centres and 1977 participants. At the European Society of Contact Dermatitis 2018, a special session was dedicated to primary prevention of hand dermatitis. It was concluded that the results of this trial, along with a similar smaller trial in the Netherlands indicated that future interventions should focus on secondary prevention measures.
- Henderson M, **Madan I**. Mental Health and work. The Annual Report of the Chief Medical Officer. Public mental health priorities: investing in the evidence. Published September 2014
- https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/413196/CMO_web_doc.pdf I was invited by the Chief Medical Officer to co-write this chapter. Lord Stevenson requested a meeting with Dr Henderson and me to help inform the independent review on mental health at work that he had been commissioned to do by the Prime Minister. His review (Thriving at Work) formed the basis of the subsequent White Paper 'Improving lives: the future of work health and disability' 2017. Several of our recommendations, notably that work should be considered a health outcome, were included in the independent review and the white paper.