



Supporting occupational health
and wellbeing professionals



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SOM Occupational Health Awards

Join us in this celebration of the superb work that occupational health professionals undertake every day. The SOM Occupational Health Awards showcase occupational health – demonstrating the value of occupational health to organisations and the wider community.

Showcasing occupational health - demonstrating its value to organisations and the wider community

Welcome to the SOM Occupational Health Awards 2022

Launched in 2019, the SOM Occupational Health Awards are a celebration of the superb work that occupational health professionals undertake every day.

The Awards showcase occupational health – demonstrating its value to organisations and the wider community.

This year, we were once again overwhelmed by the quality of submissions. It was a pleasure to read through the entries and discover the innovative and important work that is being done at both an individual and organisational level. We felt that this year the quality of applications was particularly strong, with the new focus on KPIs.

When judging the Awards, we looked at innovative leadership e.g. influencing Boards for real health and business benefit; collaborative work – delivering and influencing as part of a multidisciplinary team; driving best practice and overcoming barriers beyond the traditional occupational health service model, and innovation e.g. on risk management and contribution to prevention.

Huge congratulations to the very deserving winners and thank you to everyone who took the time to enter this year.

A big thank you also to our generous sponsors: Cordell Health, Greys Specialist Recruitment, Kays Medical and OH Medical.

Professor Kaveh Asanati

SOM Occupational Health Awards 2022 head judge

Outstanding Occupational Health Initiative: sponsored by Cordell Health



Cordell Health Ltd is a social enterprise specialising in providing early intervention and expert support in the field of workplace health and wellbeing. It provides extensive services to its clients, protecting and supporting the health of their employees, to promote wellbeing and enrich their organisations. Cordell Health's Vision is to change the focus in the workplace from disability to ability. Cordell Health aspires to provide a dynamic, sustainable and ethical way of delivering workplace health and wellbeing. Its focus is on providing services to assist an organisation in delivering against the seven principles which characterise a human-centred organisation (ISO 27500) with the aim of reducing sickness absence, improving productivity and increasing employee engagement.

Joint Winner: PAM Occupational Health, Dedicated EKFB Team

Working in construction, there are many times when work cannot be undertaken due to inclement weather. At these times the workers tend to sit indoors with little/nothing to do. PAM identified this as an opportunity to raise the awareness of health with workers but also provide opportunities for them to connect, talk and have a bit of fun.

Given limited OH resources they were unable to provide OH staff to every location during poor weather and wanted to ensure that all workers had access to information.

The PAM OH team devised a Stand Down pack which was delivered to each site location. The stand down pack contained:

- A folder with toolbox talks
- Health quizzes – relating to noise, dust vibration, skin, musculoskeletal hazards, Health word searches, Health crosswords, Health factsheets
- Conversation starter cards
- A memory stick containing health videos including stretching exercises
- A specially devised board game – Diggers and Ladders where workers move from induction to starting on site.





The packs have been very well received and the OH team are driving best practice and overcoming barriers beyond the traditional OH service model.



Joint Winner: Dr Steve Iley, Jaguar Land Rover Occupational Health

Jaguar Land Rover have increased investment in the wellbeing of their staff by creating Centres for Wellbeing. Built using their design principle of modern luxury, the Centres immerse colleagues in the look and feel of the company purpose whilst benefitting from a leading wellbeing programme.

Each Centre offers uniquely designed spaces and programmes supporting their Wellbeing vision for All colleagues in All teams, in Mind Body and Life, from thriving to struggling. Using new materials, custom setups, modern digital equipment and inviting design, they deliberately chose to build physical locations to enhance their existing digital and clinic-based support.



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AWARD WINNER 2022



The programmes include Life Fit to support physical exercise, Body Ready to improve musculoskeletal fitness, Mind to improve psychological health, Long COVID, and nutrition. For the thriving they offer Pilates, running clinics and mindfulness sessions. Evidence based, clinically led, and designed to demonstrate the improvement to the business with data and metrics including engagement from colleagues.

Each Centre has bespoke programmes to meet the needs of their own population and are run using a continual improvement approach. This is a large investment of both money and physical space, but the results show the benefits. Return to work rates of 76%, engagement rates of 92% and functional improvement rates of 56%.

The judges wished to specially mention and praise a project by PAM Occupational Health on HAVS.

Outstanding Occupational Health Practitioner: sponsored by OH Medical



OH Medical has been successfully placing candidates across the UK since it first opened its doors in January 2018, and in that time has continued to build on its recruiters' lasting relationships with clinicians of all levels from Occupational Health Technicians to Nurses and Physicians.

As a Nationwide Specialist Recruiter for Occupational Health and Wellbeing Professionals, OH Medical provides temporary and permanent staffing solutions across all levels to Occupational Health Departments and Providers. OH Medical works across the whole breadth of Occupational Health, within the Private and Public sector. Working with new and established departments, to Independent and National Providers, OH Medical is proud to have assisted companies in returning to an inhouse model on both local and National scales, assisting them from concept through opening and expansions of departments.

So whether you are a client looking to fill a vacancy within your team or a practitioner considering your career opportunities, the recruiters in the OH Medical team are specialists within Occupational Health Recruitment and have the in-depth industry knowledge to support you through each step of the process.

Winner: Dr Masood Aga

Dr Masood Aga is an outstanding Occupational Health Practitioner, adept at gaining Executive buy-in at the Sandwell and West Birmingham NHS Trust People Board, ensuring Occupational Health and Wellbeing remains central to the Trust's Strategic Plan. He has regional influence as the Clinical Lead for the BeWellMidlands Initiative and Midlands Lead for Growing OH. He has national influence as Deputy Chair of the NHS at Work Network and Chair of the NHS division of ALAMA.



Dr Aga recognised that access challenges within Primary and Secondary Care impact on staff. He developed end-to-end pathways for Mental Health and Musculoskeletal Problems, enabling timely access through OH to a multidisciplinary team of Consultants and Allied Health Professionals, including a physiotherapist, psychologist and EMDR specialist. He is committed to developing his team to meet the evolving needs of staff.



His bold, innovative and visionary approach was evident during the COVID-19 pandemic, when he developed an evidence-based, structured COVID Risk Assessment, using OH principles, and a Psychological Score Card. This novel tool proactively identified colleagues requiring early assistance to prevent adverse outcomes. The resulting visual map of organisational psychological health helped planning, ensuring service sustainability when it was most under pressure.

Dr Aga receives consistently excellent feedback for his postgraduate teaching. His research credentials shone as Principal Investigator for the SIREN COVID study, with his site named as one of their most successful recruiters. He has collaborated with the Faculty of Intensive Care Medicine, contributing to their best practice framework for returning to work.

Highly Commended: Dr Fauzia Begum

Dr Fauzia Begum works across two roles as an Occupational Health Physician and Clinical Lead for Derbyshire Post-COVID Services in the NHS.

She consistently adds value by integrating her clinical knowledge with relationship building skills, creating a bridge between primary care, Long COVID provisions in the system and the workplace. Her lead on planning strategic and systemic service improvements has resulted in an integration of the Assessment Clinic into a wider Integrated ICS Rehabilitation offer.



Dr Begum demonstrates impactful leadership, helping develop a successful OH team that is central to workforce planning, and sits on the Medical Leadership Board. She is passionate about policy development towards a healthier workforce, carving pathways to support rehabilitation and return-to-work planning, facilitating peer support initiatives, as well as recruiting and managing staff and evaluating data collection for over 400 employees in the Long COVID staff service.

In 2022, she presented at the Health at Work and SOM/FOM conferences, and contributed to SOM 'Long COVID and Return to Work – What Works?' She is also a Co-Principal Investigator in the NIHR STIMULATE-ICP study, the largest nationally funded trial into post-COVID management, where she expands on her OH skills in health research and surveillance.

Alongside NHS England colleagues, she created the curriculum for Post-COVID Services and has delivered education sessions across Derbyshire and as far as Australia to increase understanding of Post-COVID syndrome.

Through her dual leadership approach, Dr Begum has created a model to be replicated across the public and private health and social care sector.

Outstanding Contribution by an Employer to Workplace Health and Wellbeing: sponsored by Greys Specialist Recruitment



Greys Specialist Recruitment is the largest specialist Occupational Health Consultancy in the UK. Greys provide clients and candidates with bespoke recruitment solutions to meet their needs. Greys Specialist Recruitment recruit Occupational Health Physicians, Technicians, Nurses, Advisors, Managers, Physiotherapists, and Senior Appointments throughout the UK on a permanent, contract, temp, sessional and ad-hoc basis. Greys has experienced superb growth over the past two years and, in turn, has increased their team who have over 90 years' collective experience in recruiting occupational health professionals.

Winner: Mersey Care NHS Foundation Trust, Occupational Health and Wellbeing Services

Financial wellbeing is more important than ever, and the recent financial crisis is having a detrimental impact for NHS staff. This has led to NHS organisations reviewing their current employment packages to support their staff's financial wellbeing.



Mersey Care
NHS Foundation Trust

Recent NHS national data informs us that:

- 57% of staff say that their financial situation makes them anxious
- 80% of NHS Staff have debts other than their mortgage and student loans
- 65% of NHS Workers say their financial situation has a negative impact on their mental health.

As the cost-of-living rises, Mersey Care employees face problems that can seem daunting and complicated. Over the past 7 months our Mersey Care Occupational Health and Wellbeing Services (OHWB) have commissioned a pilot project with Citizen's Advice Liverpool (CAL) services to support colleagues with a range of different issues including financial issues and support, housing, relationships, Employment, immigration etc. On average each colleague that has referred into CAL have an average of 2.5 issues per referral with the majority being financial concern based.

Mersey Care employees have access to a direct referral form and dedicated phone number, where their problem is assessed by CAL. Colleagues will then be booked in for an appointment. A named adviser will call them back within 48 hours to offer 3 advice slots across the week using telephone or video chat as preferred, at a time that suits our colleagues to help manage both personal and professional commitments.



Highly Commended: NHS England

Background:

The national NHS Health and Wellbeing (HWB) Framework was originally developed in 2018 and focused on helping NHS organisations to improve 'sickness absence'. In 2020-2021, NHS England refreshed the HWB Framework with the input of hundreds of OH wellbeing professionals and NHS leaders/managers.

This refresh transformed the Framework into a 'culture change toolkit' designed to enable NHS organisations/systems to create a holistic and preventative culture of HWB through a new 7-element model, encouraging a needs analysis based on the diversity of local employee needs using diagnostic tools, and creating an organisation HWB strategy and resourcing needs driven OH and wellbeing support services/interventions linked to this.

There have been a variety of resources, guides, and tools that have been made available on the national NHS HWB Framework Hub, co-designed with the support of OH wellbeing leads across the entire NHS.



Success/Impact:

Since launch, NHS England has undertaken an impact evaluation to demonstrate how the revised HWB Framework has been used across healthcare to empower organisations/systems to create HWB cultures. The attached report outlines this through the lens of 24 organisations/systems based on their application of the Framework.

There are also a variety of impact case studies that have been captured, both for:

- How organisations/systems have used the refreshed HWB Framework to create a culture of HWB: <https://www.england.nhs.uk/supporting-our-nhs-people/health-and-wellbeing-programmes/nhs-health-and-wellbeing-framework/how-organisations-have-used-the-framework>
- Improving HWB through interventions mapped to the 7-element mode: <https://www.england.nhs.uk/supporting-our-nhs-people/health-and-wellbeing-programmes/nhs-health-and-wellbeing-framework/case-studies/>

Outstanding Occupational Health Team: sponsored by Kays Medical



Kays Medical are complete occupational health (OH) providers and one of the UK's largest and most trusted suppliers of Medical Supplies, Pharmaceuticals, and Ofqual Regulated Training. Founded in 1976, Kays Medical offers over 10,000 products and services, ranging from workplace assessments and psychological health support to first aid kits and defibrillators. Kays Medical can improve the health and wellbeing of your workforce, helping you to protect your most valuable resource – your people.

Kays Medical's OH team are experts in Absence Management, Health Surveillance, Vaccination Services, Psychological Health, and Wellbeing Interventions. Their Learning & Development team also offers a wide range of courses to workforces across the UK such as: First Aid, Health and Safety, Mental Health First Aid, as well as specialist courses such as Biohazard Decontamination. Their bespoke HR solutions also support organisations by delivering a high-quality service and developing a positive working culture to promote growth and protect workforces.

With their expanding portfolio of products and services across diverse markets, Kays Medical are passionately committed to providing an outstanding quality of service to improve the lives and wellbeing of your employees.

Winner: St John Ambulance (volunteer) Occupational Health Team

St John Ambulance is England's leading first aid and health response charity. To ensure that health screening (pre-placement) decisions were made consistently, equitably and (most importantly) by Occupational Health qualified professionals it centralised the OH service for those volunteers who have underlying health conditions in 2020.

Since then, the service has been provided by a small group of four dedicated OH qualified volunteers who undertake the screening around their full-time employment in OH and other volunteer roles.



The work of this team ensures that robust decisions are made about the fitness and suitability of our volunteers for a wide range of roles, including regulated frontline services in support of the NHS, first aid cover at events and many community projects including our homeless services.

The team's workload is made more challenging because St John actively encourages inclusivity and welcomes members of the population who have significant health conditions, those who are older with restricted capabilities and volunteers with mental health or neurodiverse conditions.

In fulfilling this role, the OH clinicians are actively supported by other professionals including the Mental Health team and Medical Director. The service has evolved since it was centralised to improve the quality of decision making, transparency and governance, and in the current year it is likely to conduct health screening for approximately 2,000 volunteers with underlying health conditions. This is an outstanding performance for a volunteer-led service.



A letter of commendation will be sent from the judges to Swansea Bay University Health Board Occupational Health Department and Sandwell and West Birmingham Hospitals NHS Trust Occupational Health Team

Thank you to everyone who submitted an entry

