

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

TRAINING



Preview 2018: OH Legal & Professional Update

Thursday 8 February 2018
Central London

Features an examination of the new EU General Data Protection Regulation (GDPR) and the Data Protection Bill

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

Legal updates: *Professor Diana Kloss, Nick Hanning and Rebecca Tuck*

CPD:
Self-certification schemes:
5½ hours

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

Legal hot topics

- > The GDPR and the Data Protection Bill
- > Consent and confidentiality
- > Disability discrimination
- > Whistleblowing
- > Vicarious liability

Hot topics for OH practice

- > Update on the fit note and the Fit for Work service
- > Back pain – current best practice
- > Workplace Wellbeing Index
- > Drug and alcohol testing

SPECIAL OFFERS

Book early and save **£70 + VAT!**

Self-funded delegates from only **£195 + VAT!**



Quality conferences at value for money prices

"If you only go to one training event a year, then this has to be a must for all OH professionals"

Tracy Arnold, OH Manager, Bedford Borough Council

See inside brochure for other comments from previous delegates

Programme

9.00 Registration and coffee

9.20 Welcome and introduction

Dr John Ballard, Occupational Health [at Work]

9.25 Hot topics for OH practice

Dr John Ballard, Occupational Health [at Work]

- What's happening with the fit note and the Fit for Work service?

LEGAL UPDATE PART 1

9.40 Data protection, consent and confidentiality... all change for OH law and practice?

Prof Diana Kloss, barrister

- The new EU General Data Protection Regulation (GDPR) and the Data Protection Bill
- OH records
- Consent and confidentiality
 - GMC guidance and consultation
 - Implications for OH nurses
 - Disclosure to the DVLA
 - Ethics guidance for OH Practice – forthcoming changes

10.40 Coffee

11.00 Disability discrimination – a legal update

Rebecca Tuck, barrister

- Recruitment
- Capability dismissals where there is a disability
- Disability-related absence

11.50 Legal surgery

- – your chance to ask questions of our expert speakers

OH PRACTICE PART 1

12.10 Back pain – current best practice

David Rogers, Royal Orthopaedic Hospital

- Updated NICE guidance on low back pain and sciatica
- Biopsychosocial approach to back pain
- Interactive case study

12.55 Lunch

13.55 The Workplace Wellbeing Index

Emma Mamo, Mind

- General introduction to the Index: what it does and how it works
- Participating in the Index: process, support available and outcomes
- Key insights from the 2016–17 Index
- Learning from others: employer case studies

LEGAL UPDATE PART 2

14.30 Legal hot topics

Nick Hanning, Dutton Gregory LLP

- Transgender issues at work
 - Protection under the *Equality Act 2010*
 - Non-binary identities not protected by the EqA
- Vicarious liability – implications for OH
- Drugs and alcohol testing
- Whistleblowing – latest developments

15.20 Tea

OH PRACTICE PART 2

15.40 Drug and alcohol testing – getting it right

Helen Vangikar, toxicology consultant

- Reasonable grounds for testing
- Policy and procedures
- Sanctions
- Difficult issues

16.25 Final questions

16.30 Close of day

About The At Work Partnership

Dedicated to bringing high quality, good value conferences and specialist professional development courses to OH, H&S, and HR professionals, **The At Work Partnership** researches the subjects that really matter to professionals in your field, and sources speakers who are true subject experts. We ensure that each conference is of the highest quality, and provide you with useful documentation to which you can refer time and time again.

We also publish the journal *Occupational Health [at Work]* as well as a new online service, *OH Law Online*, and we produce two free OH email newsletters, one focusing on OH law, and the other on general OH news. Visit www.atworkpartnership.co.uk to get your copies and find out more.

Preview 2018: OH legal & professional update

Are you prepared for 2018? Do you know the recent legal and professional developments that will be affecting your work in occupational health over the next 12 months?

This 14th annual 'Preview' conference from **The At Work Partnership** provides you with an update on crucial developments in OH law and professional practice, including the implications of the new EU General Data Protection Regulation (GDPR) and the Data Protection Bill. A hand-picked panel of experts will take delegates through some of the most complex and important developments, providing no-nonsense explanations of how they will affect OH professionals, employers and employees. Our interactive legal surgery will ensure that you have plenty of opportunity to get all your questions answered.

Preview 2018: OH Legal and Professional Update is one of our most popular annual events, attracting delegates from the UK and overseas who wish to keep up to date with all of the most recent changes in OH law and practice.

How will attending this training day benefit you?

You will gain:

- An up to the minute analysis of the implications for OH practice of the new EU General Data Protection Regulation (GDPR) and the Data Protection Bill
- A vital update on legislation and recent case law taking you through the complexities of consent and confidentiality, disability discrimination, transgender issues at work, whistleblowing and other hot topics – you'll be sure you know your obligations, and how to meet them
- Knowledge of the legal dos and don'ts in some of the most difficult areas affecting OH professionals' practice
- An update on key professional practice issues, including an understanding of current best practice in the management of back pain at work, and of drug and alcohol testing
- The opportunity to learn about the new Workplace Wellbeing Index from Mind and get an update on the fit note and the Fit for Work service
- A chance to network with speakers and other delegates

This event is designed for:

- OH professionals and allied health professionals
- HR managers • H&S practitioners • Case managers

Recent delegates at this event said:

"An excellent relevant conference that all OHPs should attend."

Dr Shirley Kong, OH Physician, RS Occupational Health

"As always, an 'update day', not to be missed – always informative – always unmissable."

Trudy Mapstone, Medical Services Manager,
Chessington World of Adventures

"Enjoyable, would attend again. In addition to content, good atmosphere and opportunities to network."

Dr John Harrison, Chief Medical Director, PCC Devon & Cornwall

If you can only attend one conference this season, make sure you're prepared for 2018 and come to this essential day!

About our expert speakers

Dr John Ballard

John has been researching and writing on OH and disability issues for over 20 years. He edits *The At Work Partnership* publication, *Occupational Health [at Work]* and is an honorary fellow of the Faculty of Occupational Medicine, and an honorary senior lecturer at the University of Birmingham's IOEM. He is the joint editor with Diana Kloss of *Discrimination Law and OH Practice* (The At Work Partnership, 2012).

Nick Hanning

Nick Hanning is a consultant, personal injury and employment lawyer with Dutton Gregory LLP where he specialises in psychiatric injury claims especially those involving bullying and harassment or occupational stress. Nick acted for the claimant in the seminal case of *Majrowski v Guy's and St Thomas's NHS Trust*, and also in a separate case that resulted in the largest ever employment tribunal award of £4.5 million. Nick is a past president of the Chartered Institute of Legal Executives.

Prof Diana Kloss MBE

Diana is a barrister, former employment judge and honorary senior lecturer in OH law at the University of Manchester. Her publications include *Occupational Health Law* (5th edition, Wiley Blackwell, 2010), and she is the consultant editor of The At Work Partnership's *OH Law Online* service. Diana is an honorary fellow of the Faculty of Occupational Medicine, an ACAS arbitrator, chair of the Council for Work and Health, and a visiting professor at London South Bank University.

Emma Mamo

Emma is head of workplace wellbeing at Mind, where she leads Mind's campaigning for mentally healthy workplaces – playing a pivotal role in positioning mental health in the workplace as a key priority for employers and the government. She also supports networks of employers and stakeholders to share best practice and develop business-to-business peer support. Emma has worked in the disability sector since 2005 and previously worked for Mencap.

David Rogers

David is a chartered physiotherapist at the Royal Orthopaedic Hospital in Birmingham, where he has established a functional restoration service for people with back pain, combining both physical and psychological treatments within an interdisciplinary team. David is a lecturer at the University of Birmingham, and author of *Back to Life: How to Unlock Your Pathway to Recovery When Back Pain Persists* (Random House 2016).

Rebecca Tuck

Rebecca is a barrister at Old Square Chambers specialising in employment and discrimination law. She is chair of the Industrial Law Society, a fee-paid employment judge, a legal assessor for the NMC, and editor of *Harvey on Industrial Relations and Employment Law*. Rebecca has a wealth of experience of acting for NHS Trusts, healthcare providers, and practitioners. In 2017, she was the independent chair of an Inquiry Panel under the Upholding Professional Standards (Wales) procedure.

Helen Vangikar

Helen is an independent toxicology consultant, with 25 years' experience in medical research and private industry. She is a founder member of the UK Laboratory Guidelines for Legally Defensible Workplace Drug Testing and a former President of the European Workplace Drug Testing Society. Helen is very experienced in developing, writing and implementing workplace drug/alcohol policies and runs medical review officer training courses.

Booking Form

Preview 2018: OH Legal & Professional Update

Central London – Thursday 8 February 2018

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First delegate

Early bird rate for bookings paid **before** 20 December 2017

£299 + VAT (£358.80) per delegate – **save £70!**

Main rate for bookings paid **after** 20 December 2017

£369 + VAT (£442.80) per delegate

Title First name

Surname

e-mail

Position

Second delegate – save 25%

Early bird rate for bookings paid **before** 20 December 2017

£225 + VAT (£270.00) per delegate

Main rate for bookings paid **after** 20 December 2017

£275 + VAT (£330.00) per delegate

Title First name

Surname

e-mail

Position

Organisation details

Organisation

Address

Postcode

Tel Fax

VAT No. (for overseas orders only)

Self-funded delegates* £195 + VAT (£234) payment **before** 20/12/17 £265 + VAT (£318) payment **after** 20/12/17

I have read and agree to the cancellation terms: Authorised signature
(This booking is not valid unless signed)

Administration

Venue

The conference will be held at a hotel or training centre in central London. Details will be confirmed in your administration details.

Bookings

Places can be booked by post, telephone, e-mail or online. In cases where your organisation's paperwork may take a couple of weeks to reach us, please telephone us on 0345 017 6986 or 0208 344 2328 to reserve a no-obligation provisional place.

Conference administration details

Please contact us if you do not receive written confirmation of your booking within two weeks of making the reservation. Details of the venue, a map and any final information will be sent to paid delegates approximately two weeks before the conference. If you have not received these one week before the event, please telephone us on 0345 017 6986 or 0208 344 2328, or e-mail conferences@atworkpartnership.co.uk

Cancellation policy

For cancellations received in writing 14 days before the conference, we will provide a refund, less a 25% administration fee to cover administration costs. If the cancellation is received within 14 days of the conference, no refund will be made, but we will accept an alternative delegate from your organisation at the event. Refunds are not available to delegates who fail to attend after confirming a booking.

Hotel accommodation

Hotel accommodation can be arranged through Venuehunt.
Tel: 01722 500675. Online: www.venuehunt.co.uk

Special requirements

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

Payment information

Main Rate: £369 + VAT per delegate. Early Bird Rate: £299 + VAT per delegate for bookings received and paid for by 20 December 2017. (Bookings made by 20/12/17, but not paid by this date, will be charged at the higher rate). A 25% discount will apply to bookings made for 2nd and subsequent delegates from the same organisation. To qualify for the discount, places must be booked at the same time and paid for on a single invoice.

*A discounted rate is available for self-funded delegates. Payment must be made by personal cheque or personal credit card in one instalment. Early bird rate of £195 + VAT closes on 20 December 2017. Bookings unpaid at this date will be charged at £265 + VAT.

Documentation, refreshments and a buffet lunch are all included in the price.

The fee must be paid in advance of the event. Invoices will be sent when a booking is received, and payment can be made:

- **By cheque** – payable to The At Work Partnership Ltd
- **By BACS** – please contact us for our bank account details.
- **By credit card** – Expiry date / 3 digit security number
Card No. / / /

N.B. Please do not email a PDF of this form with your credit card details

In order to process this booking, your details will be held on our system. We would like to keep you informed of future relevant events and information from The At Work Partnership by post, 'phone or e-mail. Please contact us if you do not want to be kept up-to-date with this information.

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This programme was correct at time of going to press. In unavoidable circumstances, we reserve the right to change or cancel this event.

BOOK NOW and return your completed form to:

18/02

Post: The Registration Secretary, The At Work Partnership Ltd, 3 Woodfield Way, Bounds Green, London N11 2NP

Telephone: 0345 017 6986 or 0208 344 2328 **e-mail:** conferences@atworkpartnership.co.uk

Book online now at www.atworkpartnership.co.uk