



**CIPD**

*Championing better  
work and working lives*

# *Implementing Well-being that Works: The Evidence*

**2 April 2019 | 09:00 - 17:00**

*This event is brought to you by **CIPD Manchester Branch** in  
collaboration with the **British Psychological Society** & the  
**Society of Occupational Medicine (SOM)***

*Eversheds House 70, Great Bridgewater Street Manchester M1 5ES*



The British  
Psychological Society



# AGENDA

---

09.00

Registration and Networking

**10.00**

**The Evidence for Positive Psychological Well-being**

Professor Ivan Robertson

**10.45**

**Wellbeing and Productivity at Work**

Dr Sheena Johnson

11.30 Break

**11.45**

**Implementing Strategic Well-being in Santander**

David Moore / Sharon De Mascia

12.30 Lunch

**13.15**

**Occupational Health's Role in contributing to Workplace Well-being**

Jennifer Napier

**14.00**

**Are Workplace Wellbeing Interventions Cost-Effective?**

Dr Mark Bryan

14.45 Break

**15.00**

**Wellbeing in the workplace - A legal perspective**

Naeema Choudry, Partner, Eversheds Sutherland

**15.45**

**Q&A Panel**

Facilitated by Nick Pahl (CEO, Society for Occupational Medicine)

16.30 Close

**BOOK HERE**

# SESSIONS

---

## The Evidence for Positive Psychological Wellbeing Professor Ivan Robertson

This presentation examines the evidence base for psychological wellbeing (PWB) in organisations in four different areas: the impact of PWB on individual health; the impact of PWB on individual and organisational outcomes; the factors that influence PWB in corporate settings and types of interventions and their effectiveness

## Wellbeing and Productivity at Work Dr Sheena Johnson

Sheena's session will draw from her book looking at wellbeing and productivity at work. Specifically, the session will focus on the case studies the book contains to give participants insights on what organisations are currently doing to manage wellbeing at work.

## A Strategic Approach to Implementing Wellbeing in Santander David Moore/Sharon De Mascia

The wellbeing market place is vast and confusing, which means that organisations often struggle to identify which wellbeing interventions to choose and how best to implement them to have an impact on the bottom line. In this session, David and Sharon will present a case study of how Santander implemented wellbeing strategically and the effect that it had.

## The role of Occupational Health in contributing to the wellbeing of the working population - Jennifer Napier

Dr Jenny Napier will consider the role of Occupational Health past, present and (ideal) future in supporting the health and wellbeing of the working age population. She will offer a medical perspective on why wellbeing matters, what the connection is between wellbeing and individual health, and what factors influence wellbeing in organisational settings.

**BOOK HERE**

# SESSIONS

---

## Are Workplace Wellbeing Interventions Cost-Effective?

Dr Mark Bryan

There is increasing interest in interventions in the workplace which can raise employee wellbeing. This session will cover methods for comparing the wellbeing benefits of such interventions with their costs, and hence for deciding whether an intervention is justified. The session will briefly review existing methods of cost-benefit and cost-effectiveness analysis and then present a new method for evaluating cost-effectiveness with subjective wellbeing as the outcome. It will demonstrate a new Excel-based cost-effectiveness tool, using a worked example based on a published study of a workplace intervention. The session will conclude with a discussion of the requirements for building cost-effectiveness into future intervention studies and trials.

## Wellbeing in the workplace – a legal perspective

Naeema Choudry

In this session, Naeema will look at a manager's role and responsibilities in promoting health and well-being in the workplace; the benefits of flexible working; the impact of technology on well-being and mental health and well-being in the workplace – the legal position and pitfalls.

## Question and Answer Panel

Facilitated by Nick Pahl, CEO Society of Occupational Medicine (SOM)

**BOOK HERE**

# IVAN ROBERTSON

---



Professor Ivan Robertson BSc, PhD,  
CPsychol, FBPSS, FBAM

Ivan is co-founder (with Sir Cary Cooper) of Robertson Cooper. Ivan was at the University of Manchester (UMIST) for over 20 years, where he was Professor of Work & Organizational Psychology, Head of Manchester School of Management and Pro-Vice-Chancellor.

Ivan is now Emeritus Professor at the university and has worked on consulting assignments across all sectors of the economy and around the world.

He has published over 40 books on Work & Organizational Psychology and over 200 scholarly articles/conference papers. Ian has held visiting posts in the USA, Singapore and Australia. He is in the top two per cent of the most influential psychologists in his field (Aguinis et al., 2017\*).

His latest (co-authored) books are: "Well-Being: Happiness and Productivity at Work" (2nd edition, 2017), Management and Happiness (2013) and Work Psychology (2016).

# SHEENA JOHNSON

---



Dr Sheena Johnson, Senior Lecturer  
Occupational Psychology

Dr Sheena Johnson is an Occupational and Chartered Psychologist, and Senior Lecturer at Manchester Business School. She is an active researcher into the topics of stress and health.

Sheena is the author of numerous journal articles and book chapters, regularly presents her work at national and international conferences and is associate editor of the International Journal of Stress Management.

Sheena is a member of both Manchester Business School's Fairness at Work Research Centre:

<https://research.mbs.ac.uk/fairness-at-work/>

Sheena is also a member of the Division of Occupational Psychology's Health and Well-Being Working Group:

# DAVID MOORE

---



## David Moore, Head of Health, Safety & Wellbeing for Santander UK Companies

David is a Chartered Safety and Health Practitioner who worked as an Environmental Health Officer and a Health & Safety Consultant with the Health & Safety Executive before moving into the private sector.

David now has over 20 years of experience in the financial industry and is Head of Health, Safety & Wellbeing for Santander UK Companies. As part of his role David delivers fully integrated health, safety and wellbeing support to the companies 26,500 staff and across a branch network of over 750 premises.

Recently David has specialised on the development of strategic business-focussed initiatives to protect and promote positive psychological wellbeing in the workplace; with particular emphasis on mental health awareness and personal resilience within the workplace.

# SHARON DE MASCIA

---



Sharon De Mascia, Director of Cognoscenti Business Psychologists Ltd.

Sharon is a chartered occupational psychologist, registered with the Health and Care Professions Council. She is an expert in Wellbeing, Leadership, Change Management and Executive Coaching.

She commenced her career with the NHS, working in the clinical field and has over 25 years' experience of delivering organisational initiatives across all sectors

Sharon is a published author (<http://bit.ly/2lwfVEW>) with a new book out later in 2019. She is a supervisor for the global MBA at Alliance Manchester Business School (AMBS).

Sharon teaches Leadership Psychology at the University of Reykjavik and is the co-convenor of the British Psychological Society (BPS), 'Psychology of Health and Wellbeing at work' group.



# JENNY NAPIER

---



Dr Jennifer Napier, Occupational Medic, Executive Coach, Contextualise Ltd

Jenny has always been curious about what leads to human flourishing and vitality. After fourteen years in General Practice, she followed her interest in the connections between work and health to become an Occupational Health Physician.

Jenny has published academic research in peer-reviewed journals on the wellbeing of the GP workforce, wrote an e-learning on Staff Wellbeing for the Royal College of General Practitioners, and had a regular column on staff wellbeing in GP Online. She has created and delivered workplace wellbeing programmes across public, private and third sector organisations.

Jenny is an accredited coach, with several years' experience coaching across sectors. She holds a Masters in Psychotherapy, and a Masters in Consulting and Leading in Organisations from the Tavistock Clinic, and likes to use this systemic lens where possible to understand the influence of the context on individuals within it.

# MARK BRYAN

---



**Dr Mark Bryan Director of Postgraduate Taught Programmes, University of Sheffield**

After completing his MSc in Economics at the University of Warwick, Mark joined the Institute for Social and Economic Research (ISER) at the University of Essex in 2000 as a Senior Research Officer. He completed his PhD in Economics by part-time study in 2005, and was promoted to Chief Research Officer in 2004 and then Senior Research Fellow in 2008. During his time at ISER, Mark worked on a mix of academic research and policy-related projects for government departments and other organisations. He also worked on the Understanding Society panel study and taught panel data methods both at MSc level and as part of the Essex Summer School in Social Science Data Analysis.

Mark joined Sheffield as a Reader in Economics in September 2015. As of 2016, he is Director of Postgraduate Taught Programmes. His research centres on labour and household economics, health and wellbeing, and statistical methods for analysis of micro-data. He has worked on topics such as flexible work, the impact of housework on wages, the minimum wage and wage inequality, pension saving and training.

Mark has also worked on numerous grant-funded research projects, including policy-related research for bodies such as the Low Pay Commission, DWP, and Prudential. As a Transitions theme co-lead at the Work & Learning evidence programme (2015-18), Mark was involved in systematic evidence reviewing, original analysis of longitudinal datasets, and methods for cost-effectiveness analysis.

# NAEEMA CHOUDRY

---



Naeema Choudry, Partner, Eversheds Sutherland (International) LLP

Naeema Choudry is a partner in the Human Resources Practice Group, advising on all aspects of employment law acting primarily on behalf of large scale employers who are household names. She has particular experience of dealing with clients in the consumer, nuclear and aerospace industries. Naeema regularly works in a cross border environment.

Naeema is a highly experienced Employment Tribunal litigator who has regularly been appearing in Tribunals throughout the UK since 1995. Naeema also advises clients on cases in the Employment Appeal Tribunal and the Court of Appeal.

Naeema also heads up the firm's discrimination practice as well as advising clients on executive terminations, whistleblowing, large scale redundancies and contractual disputes.

Naeema is a frequent speaker at seminars and conferences. She contributes to a variety of publications and broadcast media. Naeema also features in the Legal 500, Legal Experts and Chambers directories in which she is noted for her "articulate and professional manner" and "high level of competency in various areas, from tribunals to pension issues, to discrimination" and as someone "you would want in your corner".

In 2013, Naeema was appointed a fee paid Employment Tribunal Judge sitting in the Midlands (West) Region.

# NICK PAHL

---



Nick Pahl is CEO of The Society of Occupational Medicine

Nick Pahl is CEO of The Society of Occupational Medicine. Nick has a background in Public Health, with an MSc from the London School of Hygiene and Tropical Medicine in 1998, and joined the Register of Public Health in 2011.

He has held a number of NHS posts, including as an Assistant Director at a London PCT and has held posts as a Director of a national hospice charity and technical adviser to Marie Stopes International.

Nick was previously CEO of The British Acupuncture Council (BAcC), which is accredited by the Professional Standards Authority for Health and Social Care.



## **IMPLEMENTING WELL-BEING THAT WORKS: THE EVIDENCE**

Tue, 2 April 2019 from 09:00 to 17:00

This event is brought to you in collaboration with

**BRITISH PSYCHOLOGICAL SOCIETY  
THE SOCIETY OF OCCUPATIONAL MEDICINE**



**EVERSHEDS  
SUTHERLAND**

### **EVERSHEDS SUTHERLAND LLP**

Eversheds House  
70, Great Bridgewater Street  
Manchester M1 5ES

Enquiries  
**[manchester@cipdbranch.co.uk](mailto:manchester@cipdbranch.co.uk)**