

qualification



Certificate in Managing Mental Health at Work

8-10 November 2023

A virtual course

A practical three-day qualification from The At Work Partnership designed to give OH professionals the in-depth knowledge, strategies, skills and techniques to successfully manage mental health at work.

Course director and chair: *Dr Nerys Williams*, independent occupational physician

CPD:

Self certification schemes: 17 hours

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

An important qualification from
The At Work Partnership



With the support of
Brunel University London



- > Evidence review of workplace interventions
- > Devising a workplace strategy
- > Controlling risks
- > Guidance on how OH professionals can manage cases
- > The OH consultation: best practice
- > Responding to trauma
- > Alcohol and substance misuse
- > Assessing fitness for work
- > The duty to make reasonable adjustments
- > Ensuring legal compliance
- > Keeping people productively in work and ensuring successful return to work

"An absolutely brilliant course. Truly inspirational speakers."

Helen Rodway, OH advisor, Optima Health

"Engaging, relevant, organised and extremely helpful."

Trudy Mapstone, medical services manager, Chessington World of Adventures

"A unique opportunity to hear from leading experts in their fields on how mental health can be successfully managed, monitored and measured in the workplace... Thank you so much for another fantastic course run by AWP... I will be recommending it to all clinical OH practitioners!"

Lara Carmel, head of workplace health safety and wellbeing, University of Essex

Programme

DAY 1: Wednesday 8 November 2023

- 8.55 Registration**
- 9.00 Welcome and introduction**
Dr Nerys Williams
- 9.10 Understanding mental health and its impact on work**
Dr Paul Litchfield
- What do we mean by mental health?
 - The key drivers of wellbeing
 - The relationship with business performance
 - How to 'sell' the case for mental health promotion into a business
- 10.40 Evidence review of workplace interventions**
Dr John Ballard
- Prevalence of mental health problems
 - Effect of Covid-19 on mental health
 - Evidence review – what works in:
 - The prevention of mental health problems at work
 - Recovery, absence and return to work
 - What to avoid – what doesn't work?
- 11.45 Devising a workplace strategy**
Dr Paul Litchfield
- The changing world of work
 - Why the H&S approach doesn't work
 - 'Mental health policies' – how effective are they?
 - Embracing the new paradigm
 - Good practice
 - Evaluation and reporting
- 13.00 Lunch**
- 14.00 Risk assessment**
Jen Webster
- HSE stress management standards
 - Evidence base
 - Using the standards at organisation and individual level
 - Does hybrid working make a difference?
 - Case studies – using the standards in practice
- 15.05 Ensuring legal compliance**
Prof Diana Kloss
- Consent and confidentiality
 - Mental capacity
 - Employer's duty of care to prevent psychiatric injury
 - Fitness for work
 - Disability discrimination and mental impairment
 - Fitness to attend a disciplinary meeting
- 16.30 Course assignment**
- 16.50 Close of day one**

DAY 2: Thursday 9 November 2023

- 8.55 Registration**
- 9.00 The biopsychosocial model**
Dr Nerys Williams
- 9.30 The OH consultation: best practice**
Dr Donna Morgans
- The management referral
 - The consultation itself – including consent and a mental state examination
 - Taking notes
 - Discussing appropriate disclosure of condition to manager
 - Risk of suicide – appropriate response
 - Where a danger to others is suspected
- 11.05 Assessing fitness for work**
Dr Donna Morgans
- Psychosocial considerations
 - Screening questionnaires and other tools • Safety-critical roles
 - Medication
 - Liaising with the GP/ specialist
 - When to refer on
- 12.05 Alcohol and substance misuse**
Dr Donna Morgans
- Organisational response
 - Substance misuse policies; testing in the workplace; advising on fitness for work
- 12.45 Lunch**
- 13.45 Alcohol and substance misuse**
Annika Lindberg
- Supporting the individual
 - Recognising the signs; screening tools; advice to managers; handling difficult conversations; intervention principles and outcomes
- 15.00 Reasonable adjustments**
Dr Nerys Williams
- Aims and evidence base
 - Review, timescales and when to stop
 - Agreement and role of clients
 - Getting buy-in from line managers
- 15.40 Responding to trauma**
Paul Anthony
- Post-traumatic stress disorder and other conditions explained
 - Risk factors • Can PTSD be prevented? What works?
 - OH and organisational responses
- 16.55 Final questions**
- 17.00 Close of day two**

DAY 3: Friday 10 November 2023

- 8.55 Registration**
- 9.00 How should OH professionals approach cases? Part 1**
Prof Max Henderson
- A look at the common cases that may present at work – and how OH should respond to them**
- What questions should OH be asking?
 - Warning signs and red flags
 - Assessing impairment
 - Medication and/or psychological therapy
 - implications for ongoing employment or return to work
 - Understanding patterns of recovery
 - Timings for return to work
 - Likelihood of recurrence
 - Managing self-harm and suicide
 - Liaison with specialists and when to refer on
- This session will focus on the following conditions:**
- **Common mental health conditions** eg depression, anxiety, panic disorder, obsessive-compulsive disorder, bipolar disorder
 - **Medically unexplained symptoms/ syndromes**
 - **Co-morbidity** – when mental ill health accompanies a physical illness
 - **Autistic spectrum disorder**
- 13.00 Lunch**
- 14.00 How should OH professionals approach cases? Part 2**
- 15.15 Keeping people working productively and ensuring successful return to work**
Dr Sally Coomber
- Creating effective return-to-work plans
 - Preparing the report for management
 - *Appropriate and effective* reasonable adjustments
 - Wellness and Recovery Action Plans and early warning signs (the 'relapse signature')
- 16.00 Useful resources**
Dr Nerys Williams
- 16.10 Q&A**
- 16.20 Close of course**

Certificate in Managing Mental Health at Work

Mental health issues are amongst the most common, complex and costly problems that OH professionals deal with in the workplace. According to a report from Deloitte* (Jan, 2020), poor mental health among employees costs UK employers £42-45bn a year. This is a rapidly increasing cost, driven by changes in working practices and a rise in presenteeism.

This practical three-day qualification, organised by **The At Work Partnership** with the support of **Brunel University London**, is designed to give OH professionals the in-depth knowledge, strategies, skills and techniques to successfully manage mental health at work. It will look at the impact and examine the promotion of good mental health at work; fitness for work; reasonable adjustments; and reducing presenteeism and sickness absence through prevention, support at work and effective return-to-work programmes.

The course brings together some of the leading experts in their fields and is taught using a combination of lectures and group work. The course director, OH physician, Dr Nerys Williams, and course deviser, *Occupational Health [at Work]* editor Dr John Ballard, ensure that the course is pitched at the right level to appeal to experienced OH professionals.

The outstanding expertise of the lecturing team will ensure that you come away with the detailed knowledge and skills to successfully manage mental health in your own workplace.

* Mental Health and Employers, Refreshing the case for investment, Deloitte, January 2020

How will gaining this qualification benefit you and your organisation?

You will gain:

- A comprehensive understanding of the effectiveness of different strategies/interventions that organisations can adopt – so that you can review what will work in your workplace
- Detailed knowledge and practical skills to manage specific cases including an in-depth understanding of different conditions
- The ability to assess the severity of a condition and its impact on a person's job – so that you can recommend the best interventions to put in place for a particular case
- Enhanced skills and knowledge to use during OH consultations and in giving advice to managers
- In-depth understanding of reasonable adjustments in practice
- Advice on tools, resources and action plans
- Guidance on the relevant law

Gaining this qualification will help you to employ the right strategies and interventions to successfully manage mental health in your workplace and create a more engaged and productive workforce.

Who is the course designed for?

The course is designed for OH professionals. Professionals with responsibility for OH and/or the mental health of employees may also benefit from attending.

Assignment and certification

Delegates must attend at least 80% of the course. Following the course, students who successfully complete an assignment, demonstrating their understanding of the theory and skills taught in the course, will be awarded the *Certificate in Managing Mental Health at Work*.

About our expert tutors

Dr Nerys Williams – course director

Nerys is a specialist in occupational medicine and has worked in public and private sector occupational health roles for over 20 years. She is a former deputy director of health and wellbeing at the Department for Work and Pensions (DWP).

Dr Paul Litchfield CBE

Paul has practised occupational medicine for 40 years and is currently independent chief medical adviser to both ITV and Compass Group.

Dr John Ballard

John has been researching and writing on OH and disability issues for over 25 years. He edits the *Occupational Health [at Work]* journal.

Jen Webster

Jennifer is an occupational psychologist and works for the HSE's Science and Research Division.

Prof Diana Kloss MBE

Diana is a barrister, former employment judge and honorary senior lecturer in OH law at the University of Manchester.

Dr Donna Morgans

Donna is chief medical officer for LNER and was previously head of medical services at Transport for London where she was responsible for mental health.

Annika Lindberg

Annika is a chartered counselling psychologist who specialises in gambling addiction and stress management.

Paul Anthony

Paul is a senior lecturer in mental health at Staffordshire University and is also a cognitive behavioural therapist.

Prof Max Henderson

Max is professor of psychological medicine and occupational psychiatry at the University of Leeds. He has a special interest in employment and mental health.

Dr Sally Coomber

Sally has worked in the NHS and at Public Health England, and is a past president of the Society of Occupational Medicine.

About The At Work Partnership

The At Work Partnership specialises in providing expert information to OH professionals. It runs a number of highly regarded OH qualification courses and conferences and publishes the journal *Occupational Health [at Work]*.

About Brunel University London

Brunel University London's College of Health, Medicine and Life Sciences runs the NMC accredited Specialist Community Public Health Nursing (SCPHN) for entry on Part 3 of the NMC register for three pathways namely OH, Health Visiting and School Nursing. Part 3 registration is sought by many OH employers. The College prides itself on delivering high quality professional and public health education in line with the University's mission "to bring benefit to society through excellence in education, research and knowledge transfer".

Find out more at:

<https://www.brunel.ac.uk/study/postgraduate/Specialist-Community-Public-Health-Nursing-PGDip-and-MSc>

<https://www.brunel.ac.uk/study/undergraduate/Specialist-Community-Public-Health-Nursing-BSc>

Booking Form

Certificate in Managing Mental Health at Work

A B C D E F G

8-10 November 2023. A Virtual Course

Early bird rate:

For bookings paid **before** 20 September 2023

- £1325 + VAT (£1590) per delegate or
 £1125 + VAT (£1350) per delegate, reduced rate for NHS Health at Work network members

Main rate:

For bookings paid **after** 20 September 2023

- £1425 + VAT (£1710) per delegate or
 £1225 + VAT (£1470) per delegate, reduced rate for NHS Health at Work network members

Title	First name	Surname
Position	Organisation	
Address		
Tel		
Email	VAT No. for overseas orders only	

Printed documentation: Printed documentation will arrive with paid delegates 3 working days before the event.

What is your preferred address for receipt of this documentation?

- My work/main address above Alternative address below

Mobile no. (for documentation)	Email: (for zoom links)
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To process your order, we keep your details securely on our database and we NEVER pass on your details to 3rd parties. We'd like to keep you updated about relevant events and information from the At Work Partnership. You can unsubscribe at any time by emailing info@atworkpartnership.co.uk. To receive our updates, please tick the boxes below:

- Yes – update via **post, email and phone**.
 Yes – by **post** (for training info and journal samples – usually 5x per annum).
 Yes – by **email** (for the free monthly OH email newsletter).
 Yes – by **phone** (we are very unlikely to call unless it is for a specific reason)
 No, please do NOT contact me via any method.

I have read and agree to the cancellation terms: Authorised signature

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(This booking is not valid unless signed)

Administration

Event format

The event will be held on Zoom. Details will be sent in your administration details.

Bookings

Due to high levels of interest in this course, please call us on 0345 017 6986 or 0208 344 2328 to reserve a no-obligation provisional place. We can hold this for a maximum of 30 days.

Course administration details

Please contact us if you do not receive written confirmation of your booking within two weeks of making the reservation. Zoom links will be sent to paid delegates approximately one week before the event. If you have not received these 3 days before the event, please telephone us on 0208 344 2328, or e-mail conferences@atworkpartnership.co.uk

Cancellation policy

For cancellations received in writing 28 days or more before the course commences, we will provide a refund, less a 10% cancellation fee. If the cancellation is received less than 28 days before the course start date, no refund will be made. At any time before the course commences, we will accept an alternative delegate from your organisation. Refunds are not available to delegates who fail to attend after confirming a booking. Transfers to future courses can only be arranged up to 28 days prior to the start date of the course booked, subject to a £100 + VAT administration fee.

Printed documentation

Printed documentation will be posted to arrive with paid delegates 3 working days before the event. Please provide a home address/preferred address above for receipt of this documentation.

Zoom

If necessary, we can arrange rental of laptop/iPad for a small additional fee.

Attendance requirements

Delegates must attend at least 80% of the course in order to undertake the assignment and gain the Certificate.

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

Course price: £1425 + VAT per delegate (or £1225 + VAT for NHS Network members). Bookings made and paid by 20 September 2023 will be charged at the Early Bird Rate of £1325 + VAT per delegate (or £1125 + VAT for NHS Network members). Bookings made before 20 September 2023, but not paid by this date, will be charged at the higher main rate.

Printed documentation will be sent to you by post and is 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:

- Online at www.atworkpartnership.co.uk
- By credit card – please contact us to pay via card over the phone
- By cheque – payable to The At Work Partnership Ltd
- By BACS – please contact us for our bank account details

This programme was correct at time of going to press. In unavoidable circumstances, we reserve the right to change or cancel this event. If we do need to cancel this event, our liability is limited to a refund of fees. 23/20 CMMHW

BOOK NOW and return your completed form to:

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Post: Bookings, The At Work Partnership Ltd, Office 3A, Highstone House, 165 High Street, Barnet, EN5 5SU

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

Book online at www.atworkpartnership.co.uk