
Joint RCN and SOM Occupational Health Conference 2023

1 December 2023



The poster features a red header with the text 'Connect Discover Inspire' and the 'RCN Events' logo. The main title 'Joint RCN and SOM Occupational Health Nursing Conference' is in white. Below this, on a grey background, is the date 'Friday 1 December 2023', the location 'Hybrid: Online and RCN HQ, 20 Cavendish Square, London W1G 0RN', and the time '9am - 4.30pm'. The website 'rcn.org.uk/OH23' is listed in red. At the bottom left is the 'som' logo with the tagline 'Supporting occupational health and wellbeing professionals'. On the right is a photograph of a healthcare professional in blue scrubs working at a computer.

Connect
Discover
Inspire

RCN
Events

Joint RCN and SOM
Occupational Health
Nursing Conference

Friday 1 December 2023
Hybrid: Online and RCN HQ,
20 Cavendish Square,
London W1G 0RN
9am - 4.30pm

rcn.org.uk/OH23

In partnership with
som
Supporting occupational health
and wellbeing professionals

Contents

Welcome	3
Programme at a glance	4
General information	6
Supporting resources.....	8
Speaker information.....	9
Acknowledgement and thanks	20
Exhibitor listings	21
Future RCN Events	22

Welcome

Dear Colleague,

On behalf of the Royal College of Nursing (RCN), RCN Public Health Forum and the Society of Occupational Medicine, welcome to the Joint RCN and SOM Occupational Health Nursing Conference & Exhibition 2023.

We trust that you will find the conference stimulating and informative and that you will have an opportunity to network with colleagues during the event. We hope you will go away feeling inspired and invigorated, armed with information to share with colleagues in your workplace.

The RCN and SOM believes in life-long learning and actively promotes the continuing professional development of nurses. For this reason, certificates of attendance are provided and the framework for reflection can be found on the reverse. You are encouraged to contribute attendance at RCN and SOM events towards your framework for reflection which can be included in your portfolio.

You will receive an email with a link to the conference evaluation. We would be grateful if you would complete this as soon as possible and within seven days of the conference. Your comments and feedback are invaluable in helping us plan future RCN and SOM conferences.

RCN and SOM staff and committee members are also on hand to answer any queries you may have regarding your membership. Or if you are a non-member, they can inform you of the many benefits of joining the RCN and SOM. As a member, you can join any number of the RCN Forums and SOM Special Interest Groups. RCN Forums have active Facebook groups that provide you with the opportunity to connect with colleagues and keep up to date on current practice related issues.

The RCN has professional forums across the diverse nursing arena and RCN members can join as many of these forums as they wish. Forums are a huge area of influence and direction for the RCN and are a valuable opportunity to network with colleagues around the UK and be involved in consultation responses, conferences, events and workshops, and forum-led publications. Find out more at:

<https://www.rcn.org.uk/Get-Involved/Forums-and-networks>
<https://www.rcn.org.uk/Get-Involved/Forums/Public-Health-Forum>

SOM has special interest groups covering issues from mental health, construction, HAVS, Long Covid, Skin, Noise Induced Hearing Loss, and Leadership. See

<https://www.som.org.uk/som-special-interest-groups>.

SOM also offers indemnity insurance to occupational health nurses – see [SOM 2018 Nurses Indemnity Brochure.pdf](#)

With best wishes from
RCN and SOM conference organising committee

Programme at a glance

Programme at a glance	
09.00	Registration, exhibition viewing and refreshments
	Chairs opening remarks
09.50	Jessica Turner, Professional Lead for Public Health, RCN and Christine Poulter, Honorary Strategic Clinical Advisor for the Society of Occupational Medicine
	Burnout – risk factors and solutions
10.00	Professor Gail Kinman, Professor of Occupational Health Psychology, Birkbeck University of London
	The challenges of developing an OH service in the NHS
10.30	Kelly McClenaghan, Head of Employee Wellbeing Service, Barts Health NHS Trust
11.00	Refreshments and exhibition viewing
	Supporting employees with neurodiverse conditions – a service user’s perspective
11.30	Professor Nancy Doyle, Founder & Chief Research officer, Genius Within
	Biological and gender health inequalities and the role of occupational health
12.00	Emma Persand, Founder and Director, Lemur Health
12.30	Lunch and exhibition viewing
	Welcome back
13.30	Afternoon chair: Christine Poulter, Honorary Strategic Clinical Advisor for the Society of Occupational Medicine

13.35	Improving noise health surveillance to make a real impact Clare Forshaw, Founder & Director, UK Hearing Conservation Association
14.05	Updated strategies and guidance for Long Covid recovery and beyond Professor Anne Harriss, Former President, Society of Occupational Medicine
14.35	Working with terminal illness: what's known and what's needed Joanne Smithson, Head of Implementation & Learning, The What Works Centre for Wellbeing
15.05	Refreshments and exhibition viewing
15.30	Workforce development through nurse mentoring Janet O'Neil, Deputy Head, National School of Occupational Health and NHS England & WT&E
16.00	Understanding and managing hand-arm vibration in the workplace Dr Roger Cooke, Consultant in Occupational Medicine, Cooke Medical Services Ltd
16.30	Chairs closing remarks Jessica Turner, Professional Lead for Public Health, RCN and Christine Poulter, Honorary Strategic Clinical Advisor for the Society of Occupational Medicine
16.35	Conference close

General information

Conference enquiries

Please ask staff on the registration desk if you have any specific requirements regarding access, lost property or have queries regarding your membership.

Badges

For security purposes, participants must wear their badges at all times. Participants will not be admitted to the conference sessions without the appropriate badge.

Programme

Please refer to the programme for details of the times and locations of all conference sessions. Staff will be on hand to guide you as necessary.

Exhibition

There is an exhibition running alongside this event. These exhibitors have chosen to exhibit at this conference as they feel their products and/or services may be of interest to you. The exhibition also supports the conference, therefore please take the time to go and visit each exhibition stand during the exhibition viewing times.

Receipts

If you require a receipt or have any queries relating to your registration or payment for this event, please contact staff on the registration desk at the event. Alternatively, receipts are also available by contacting RCN Event Registrations direct on 029 2054 6460 between 9.00am and 4.30pm Monday to Friday.

Specific requirements

Please ask at the registration/enquiries desk if you have any specific requirements (e.g. dietary, accessibility etc.)

Electronic devices

Out of courtesy to others, delegates are requested to switch off or set to silent all electronic devices during conference sessions.

Liability

The RCN will not accept any liability for loss or damage to personal effects which may arise as a result of attendance at this event.

Continuing Professional Development

The RCN and SOM believes in lifelong learning and actively promotes the continuing professional development of all nurses. Authorised RCN certificates of attendance have been issued to all participants. This event is also subject to the RCN Events quality assurance framework. You should log what you have learnt at this event using the Framework for Reflection guidelines on the back of your certificate and keep this document in your personal professional portfolio.

Free information at your fingertips

The RCN offers several FREE online resources with all the latest information and guidance on nursing practice issues such as: clinical guidelines, patient safety and eHealth - see <http://www.rcn.org.uk/development/practice> . SOM has a work and health section for health professionals at <https://www.som.org.uk/work-and-health/information-healthcare-professionals>

Media partner

RCNi is the premier provider of innovative and creative information solutions for the whole nursing team and associated health professionals. With 11 nursing journals, including Nursing Standard, RCNi provide health professionals with the latest developments impacting nursing, including changes in policy, practice and research. RCNi also offer a range of digital products including RCNi Learning, an interactive online resource of CPD training modules, and the RCNi Portfolio, an online store and tracking system to help you with revalidation.



Conference partner

SOM members receive the Journal, Occupational Medicine, nine times a year – see <https://academic.oup.com/occmed>



Supporting resources

[Society of Occupational Medicine](#)

[Identification & Management of Hand Arm Vibration Syndrome](#)

[Carpal tunnel syndrome and working with hand-held vibrating tools](#)

[Staging of Hand Arm Vibration Syndrome](#)

[Dupuytren's Disease and working with hand-held vibrating tools](#)

[Arm Vibration Syndrome and Whole-Body Vibration](#)

[Use of photography in the diagnosis and staging of Hand Arm Vibration Syndrome](#)

[Nerve Conduction Studies in workers exposed to Hand-Transmitted Vibration](#)

[Short film introducing Occupational Health to small and medium-sized enterprises](#)

Speaker information

Session title

Biological and gender health inequalities and the role of occupational health,
Emma Persand, Director, Lemur Health

Session summary

This presentation will discuss the inequalities in health outcomes for men, women, transgender, non-binary and intersex employees. It will explore the impact of biological and gender factors and the importance of inclusive occupational health services in managing employees and menopause transition.

Learning outcomes

At the end of this session, participants should be able to:

1. Explain the difference between sex and gender
2. Describe the relationship between intersectionality and health outcomes
3. Understand the role of occupational health and inclusive assessments

Recommended reading/references

1. <https://www.tuc.org.uk/sites/default/files/GenderHS2017.pdf>
2. <https://iosh.com/health-and-safety-professionals/improve-your-knowledge/occupational-health-toolkit/occupational-health/menopause-in-the-workplace/#:~:text=Menopause%20is%20associated%20with%20as,women%27s%20experience%20will%20be%20individual.>

Biography

Emma Persand is the founder and director of Lemur Health, a registered nurse and workplace health and wellbeing professional.

Emma received the title of Queen's Nurse from the Queens Nursing Institute and the Cavell Star Award from the Cavell Nurses' Trust in recognition of her commitment to leadership and inclusive employee health. Lemur Health was honoured as a finalist in the Nursing Times, Diversity, and Inclusion Champion of the Year.

Emma is vice-chair of the Society of Occupational Medicine's Diversity and Inclusion Group, and co-chair of Greater Manchester Combined Authority's Women and Girls Equality Panel – Education, Skills, and Employment sub-group.

Speaker information

Session title

Burnout – risk factors and solutions, Gail Kinman, Professor of Occupational Health Psychology, Birkbeck University of London

Session summary

Although healthcare practitioners generally find their work meaningful and satisfying, they are at high risk of burnout. There is evidence that the challenges associated with the COVID-19 pandemic and its aftermath has intensified this risk. Burnout has serious implications for organisations and patients/service users as well as the health and wellbeing of practitioners, so it is essential to implement evidence-informed intervention strategies for its prevention and management.

In this talk, I outline the risk factors for burnout and its wide-ranging implications for the wellbeing and practice of healthcare professionals. The benefits of a multi-level approach to managing wellbeing and protecting against burnout are highlighted, with evidence-informed and carefully integrated interventions required. Examples of interventions at the primary, secondary and tertiary levels are provided and the key role played by occupational health professionals at each stage is identified. The talk draws on the findings of a guide recently published by the Society of Occupational Medicine and co-authored by myself and key healthcare professionals.

Learning outcomes

At the end of this session, participants should be able to:

1. Identify the signs and symptoms of burnout and the individual, organisational and occupational factors that can increase the vulnerability of healthcare practitioners
2. Recognise the need for interventions at primary, secondary and tertiary levels to tackle burnout and identify the interventions that are likely to be most helpful.

Recommended reading/references

1. Kinman, G. et al. (2023). Burnout in healthcare: risk factors and solutions. Society of Occupational Medicine.
https://www.som.org.uk/sites/som.org.uk/files/Burnout_in_healthcare_risk_factors_and_solutions_July2023.pdf

Biography

Gail Kinman is Professor of Occupational Health Psychology at Birkbeck University of London. She is a Chartered Psychologist, a Fellow of the British Psychological Society and the Academy of Social Sciences and a Director of the Council for Work and Health. Gail has a particular interest in the wellbeing of people whose work is emotionally demanding with a high risk of burnout and she

has published widely in this area. Her recent work focuses on developing and evaluating multi-level interventions to enhance emotional resilience, work-life balance and wellbeing in health and social care practitioners. This is being used to inform national organisational change initiatives and an 'emotional curriculum' for practitioners. Gail is currently working with several bodies, such as the NHS, the Ministry of Justice, the Department of Education Research in Practice and the Society of Occupational Medicine on intervention projects designed to support wellbeing. She also delivers well received training sessions and workshops on work-related wellbeing.

Speaker information

Session title

Working with terminal illness: what's known and what's needed, Joanne Smithson, *Head of Implementation & Learning, The What Works Centre for Wellbeing*

Session summary

There are strong bi-directional links between wellbeing and employment: being employed can improve your wellbeing, and having good wellbeing can make it easier to work. However, people of working age who have been diagnosed with a terminal illness often find themselves forced to give up work. Working age people at the end of life are twice as likely to be in poverty than those of pension age. Working age people with children are more likely than any other group to fall below the poverty line at the end of life.

A scoping review to understand what is currently known about working with terminal illness identified three core and interrelated themes of social, welfare & legal needs; financial stress; and mental wellbeing. Taken together with job role, these factors shape an individual's decision to continue in work.

We have started to understand the core elements of effective workplace policies to manage and support employees with terminal illness. We know that HR decision makers consider offering flexibility; creating an open and inclusive culture; and having sensitive and supportive conversations to be most important.

For people of working age, it is vitally important that end of life care and support includes consideration of work.

Learning outcomes

At the end of this session, participants should be able to:

1. Describe what we know about people's experiences of working with a terminal illness
2. Identify the core elements of workplace policies for managing and supporting employees with terminal illness

Recommended reading/references

1. <https://whatworkswellbeing.org/resources/working-with-terminal-illness-scoping-review-and-hr-survey-findings/>
2. <https://www.mariecurie.org.uk/help/support/diagnosed/practical-emotional-support/about-work>
3. <https://www.personneltoday.com/hr/supporting-employees-with-terminal-illness/>

Biography

An experienced policy professional and health researcher, Joanne has led service improvement activity across the NHS, local government, and voluntary sector.

At the What Works Centre for Wellbeing, the UK's national body for wellbeing evidence, policy and practice, her work includes researching the role Wellbeing Guardians play in NHS Governance, understanding how to maximise the wellbeing impact of policy, and exploring how employees working with terminal illness can be most effectively supported.

Joanne holds a Masters qualifications in Public Health and Business Administration. She is a registered Public Health Professional and a Fellow of the Institute of Leadership & Management.

Speaker information

Session title

Understanding and managing hand-arm vibration in the workplace, *Roger Cooke, Consultant in Occupational Medicine, Cooke Medical Services Ltd.*

Session summary

This presentation will look at developments in HAVS, including a summary of the SOM Delphi study addressing consensus views on management of HAVS in the workplace, the role of remote assessment and briefly mention concept of ultravibration and the potential use of bio-markers for diagnosis of HAVS.

Learning outcomes

At the end of this session, participants should be able to:

1. Be aware of consensus recommendations regarding management of HAVS
2. consider advantages and limitations of remote assessment
3. Be aware of some recent developments

Recommended reading/references

1. Cooke R, Ashdown D, Fox H, Grobler C, Hall-Smith R, Haseldine D, Kotze E, Lawson I. A Delphi Study to Address a Number of Issues Relating to the Practical Management of Hand-Arm Vibration Syndrome and Carpal Tunnel Syndrome in the Workplace. *Proceedings 2023*, 86, 43. <https://doi.org/10.3390/proceedings2023086043>
2. Cooke R, Crouch P Remote HAVS Surveillance Occupational Health at Work 2023; 20(3): 27-32
3. Cooke R. COVID-19 associated with Raynaud's phenomenon in a vibration-exposed worker. *Occup Med (Lond)*. 2023 Oct 5;kqad103. doi: 10.1093/occmed/kqad103

Biography

Roger started his career in occupational medicine in 1979, initially with the NCB and then BT before becoming CMO of GKN plc in 1986 where his interest in HAVS developed. Since then he has taught and published widely on the subject, including a book for occupational health practitioners. He has acted as expert witness in both civil claims and prosecutions. He has served as chair of the SOM HAVS special interest group and HAVS chief examiner for the FOM. Having intended to retire 5 years ago he moved to France, from where he continues to work full-time, visiting UK as required.

Speaker information

Session title

Supporting employees with neurodiverse conditions – a service user's perspective, Nancy Doyle, Founder & Chief Research officer, Genius within.

Session summary

This talk will summarise the latest evidence on successfully integrating neurodivergence in the workplace. We will cover adjustments and accommodations, creating psychological safety and promoting neurodivergent career success.

Learning outcomes

At the end of this session, participants should be able to:

1. Understand the legal context, process and limitations of recommending adjustments in the workplace
2. List 2 important factors in creating psychological safety
3. Describe the importance of job crafting for specialists in career management

Recommended reading/references

1. <https://eprints.bbk.ac.uk/id/eprint/50834/>
2. <https://eprints.bbk.ac.uk/id/eprint/52213/>
3. <https://www.acas.org.uk/reasonable-adjustments>

Biography

Nancy Doyle is an HCPC registered Occupational Psychologist and Visiting Professor at Birkbeck, University of London where she Co-Directs the Centre for Neurodiversity at Work. Nancy founded the non-profit Genius Within CIC, who provide coaching, assessments, training, online education and profiling and consultancy to over 6000 neurodivergent people each year, in employment, unemployment and for those in prison.

Speaker information

Session title

Updated strategies and guidance for Long Covid recovery and beyond, Anne Harriss, Past President Society of Occupational Medicine, SOM.

Session summary

This presentation will incorporate:
the context of Long Covid and the updated guidance from SOM including steps to supporting an effective return to work.

Learning outcomes

At the end of this session, participants should be able to:

1. Identify the effects of long Covid
2. Describe what may be observed (in the workplace)
3. Explain the important factors to utilise when supporting an employee with Long Covid to return to/remain in the workplace work

Recommended reading/references

1. Long Covid and Return to Work What Works - Som position paper
https://www.som.org.uk/sites/som.org.uk/files/Long_COVID_and_Return_to_Work_What_Works_0.pdf

Biography

Anne is Emeritus Professor of Occupational Health, Queen's Nurse, and holds a doctorate honoris causa of the University of Cumbria. She has achieved several fellowships, including Fellow of the Royal College of Nursing, Honorary Fellow of the Faculty of Occupational Medicine, Principal Fellow of the Higher Education Academy (HEA), and is an HEA National Teaching Fellow.

She has contributed to the development of public and occupational health initiatives in Europe, Africa, Asia, and Australasia and worked with the leadership teams of several organisations including the Chartered Institute of Personnel Development and Mind. She has contributed to several SOM COVID-related projects.

Speaker information

Session title

Workforce development through nurse mentoring, Janet O'Neil, Deputy Head, National School of Occupational Health and NHS England & WT&E

Session summary

The SOM and NSOH, plus supporters, came together and within a working group built a mentorship scheme to support Occupational Health workforce growth and development. Welcomed by several OH professionals, the scheme has the vision of support for those looking to enter OH as well as those in the early stages of their careers and will be manned by seasoned professionals looking to give back to the profession.

Learning outcomes

At the end of this session, participants should be able to:

1. Listeners will be able to explain what the mentoring in Occupational Health scheme is
2. Listeners will be able to explain the benefits and promote the scheme
3. Listeners will gain awareness of the work being put into growing the OH workforce across all aspects of OH delivery.

Recommended reading/references

1. SOM Mentor website - to be published
2. <https://www.som.org.uk/som-mentoring-scheme-opportunity-professional-development>
3. <https://www.pushfar.com/our-resources/>

Biography

Janet O'Neill has 20 + years of experience as an Occupational Health Nurse Advisor, working in the commercial sector and in various roles including clinical governance and training. She has been Deputy Head of the National School of Occupational Health (NSOH) for the last 18 months with a remit of quality improvement and workforce growth within the Nurse and Multidisciplinary teams. The NSOH work with a variety of partners to ensure the support of their strategy which can be found on the website-

<https://eastmidlandsdeanery.nhs.uk/occupational-health/national-school-occupational-health>.

Speaker information

Session title

Improving noise health surveillance to make a real impact, *Clare Forshaw, Founder & Director, UK Hearing Conservation Association*

Session summary

I will provide a summary of recent changes to the HSE guidance on noise health surveillance along with the challenges and opportunities this brings. I will also introduce a new proposed approach to health surveillance and how broadening our reach may provide a more impactful way to prevent harm and protect hearing health.

Learning outcomes

At the end of this session, participants should be able to:

1. understand the impact of excess noise on health
2. understand the role of noise health surveillance
3. be inspired to promote the importance of hearing health and how to prevent harm.

Recommended reading/references

1. <https://www.hse.gov.uk/pubns/books/l108.htm>
2. https://www.som.org.uk/sites/som.org.uk/files/SOM_UKHCA_Position_Statement_Noise_Health_Surveillance_Guidance_May_23.pdf

Biography

Clare is the founder and director of the UK Hearing Conservation Association which was launched in March 2019 and aims to prevent damage to people's hearing health and other noise related health conditions; through a multidisciplinary approach. She also sits on the Board of the British Occupational Hygiene Society. For the 'day job' Clare is an Occupational Health & Hygiene Partner for Park Health and Safety with 25 years' experience in workplace health management. She previously held the position of Head of the Centre for Health at HSE's Laboratory and spent many years working for the HSE's Construction Sector Health Risks Management Team.

Speaker information

Session title

The challenges of developing an OH service in the NHS, Kelly McClenaghan, Head of Employee Wellbeing Service, Barts Health NHS Trust

Biography

I am a qualified occupational health nurse specialist with 22 years' experience in occupational health and wellbeing, 10 of which has been within the NHS. Previous occupational health settings have included a private retail company and the Metropolitan Police.

I completed my registered nurse training at Barts back in 1993. I worked in surgery and intensive care for several years before undertaking my health studies degree at the RCN. It was whilst studying the health promotion model that my interest in occupational health began. It was fascinating to study how health can impact on a person's working life.

For the last 4 years I have been the senior nurse and manager for in-house occupational health services within acute Trusts. I joined Barts Health in October 2022 and have really enjoyed the challenge of working in a large Trust that supports its staff health and wellbeing.

Barts Health workforce is diverse and is situated in a borough of significant health inequality. The diversity offers the opportunity to implement innovation into the service and maximise the skill set both within the Employee Wellbeing service and its stakeholders. I am an advocate of the biopsychosocial model for occupational health and very much welcome the Growing OH model to showcase the fantastic work that is being undertaken by OH specialists.

Acknowledgement and thanks

RCN and SOM conference organising committee

Nick Pahl, Chief Executive, Society of Occupational Medicine
Janet Frimpong, Senior Specialist OH Nurse Advisor, King College Hospital NHS Foundation Trust
Tracey Cooke, Independent OH Practitioner, NHS
Helen Kirk, Quality Improvement Nurse, CTMH Doctors Hospital
Jessica Turner, Professional Lead for Public Health, RCN

RCN Events and AV Teams

Sally Faley, Business Events Manager
Fiona Clark, Events Organiser
Sarah Stephenson, Events and Marketing Administrator
Gary Shanley, Senior IT AV Engineer
Jonathan Fromings, Senior IT AV Engineer

Exhibitor listings

The Royal College of Nursing would like to thank the following organisations for supporting this event.

Exhibitors

Stand	Company name	Website/URL
1	Greys Specialist Recruitment	www.greysr.co.uk
2	Society of Occupational Medicine	https://www.som.org.uk/

The RCN welcomes sponsorship from the health care industry to deliver educational initiatives and events for the nursing profession. Financial support is accepted where there is clear alignment in objectives and strong grounds that the collaboration will add value to the RCN's educational offer.

The RCN works to ensure that all commercial activity is ethical, mutually beneficial and complies with the Bribery Act and relevant codes of practice e.g. Association of British Pharmaceutical Industries and Association of British Healthcare Industries.

Sponsorship or exhibition led activity does not imply endorsement by the RCN of any products and services displayed by the sponsors or exhibitors at an RCN event.

Future RCN Events

Date	Event	Location
6 December 2023	Women's Health Conference	RCN HQ - London
8 December 2023	Society of Orthopaedic and Trauma Nursing Conference	RCN HQ - London
5 March 2024	Management & Leadership Conference	RCN HQ - London
15 March 2024	Critical Care (Cross Forum) Conference	RCN HQ - London
23 - 24 April 2024	Education Conference	York
1 - 2 May 2024	Nursing Employment Issues Conference-NEIC	Newcastle
8 May 2024	Nursing Workforce Standards	RCN HQ - London
10 - 12 September 2024	Research Conference	Newcastle upon Tyne