

RCN and SOM joint Occupational Health Nursing Conference 2024



Friday 29 November 2024

RCN HQ, London

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Welcome letter

Dear Colleague,

On behalf of the Royal College of Nursing (RCN) and The Society of Occupational Medicine, welcome you to RCN and SOM joint Occupational Health Nursing Conference 2024.

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

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

You will receive an email with a link to the online conference evaluation. We'd 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 conferences.

RCN staff and committee members are also on hand to answer any queries you may have regarding your membership. Or if you're a non-member, they can inform you of the many benefits of joining the RCN. As a member, you can join any number of the RCN Forums. 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. With 202105 forum members, forum membership is set to continue to rise. 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
- forum-led publications.

We'd like to thank you for supporting this conference and look forward to welcoming you back to future RCN events. A full listing of future events can be found at the end of this brochure.

Programme at a glance

| | |
|-------|---|
| 9.00 | Registration, exhibition, networking and refreshments |
| 10.00 | Chair's opening remarks Morning Chair: Jessica Turner, Professional Lead for Public Health, RCN |
| 10.10 | Welcome address Lucy Muchina, Deputy Chief Nursing Officer (Interim) |
| 10.15 | Health surveillance 101 Christine Poulter, Honorary Strategic Clinical Advisor for the Society of Occupational Medicine |
| 10.45 | Writing a good Occupational Health report Janet Frimpong, Team Leader– Senior Specialist OH Nurse Practitioner, King's College Hospital NHS Foundation Trust |
| 11.15 | Refreshments and exhibition viewing |
| 11.45 | Sound Solutions -Navigating the Frontiers of Hearing Health in Modern Workplaces Clare Forshaw, Founder & Director, UK Hearing Conservation Association Principal Lead for Occupational Health & Hygiene Partner at the Rail Safety and Standards Board |
| 12.15 | The Economics of Neurodiversity Inclusion Prof. Nancy Doyle, Founder & Chief Research officer, Genius Within |
| 12.45 | Lunch and exhibition viewing |
| 13.45 | Welcome back Afternoon Chair: Christine Poulter, Honorary Strategic Clinical Advisor for the Society of Occupational Medicine |
| 13.50 | Workplace wellbeing: How Occupational Health can play a important part in its delivery Prof. Jo Yarker, Professor of Occupational Psychology, Birkbeck University |
| 14.20 | Sleep and work Professor Clare Anderson, Professor of Sleep and Circadian Science, University of Birmingham |
| 14.50 | Refreshments and exhibition viewing |
| 15.20 | Mentoring and leadership for Occupational Health nurses Janet O'Neill, Deputy Head, National School of Occupational Health and NHS England |
| 15.50 | Occupational health for drivers Lucy Smith, Head of Occupational Health and Wellbeing, Mitie |

| | |
|-------|---|
| 16.20 | Chair's closing remarks Christine Poulter, Honorary Strategic Clinical Advisor for the Society of Occupational Medicine |
| 16.30 | 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.

Delegate 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 Royal College of Nursing believes in lifelong learning and actively promotes the continuing professional development of all nurses. Authorised Royal College of Nursing 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

RCNi

The Royal College of Nursing offers a number of FREE online resources with all the latest information and guidance on particular nursing practice issues such as: clinical guidelines, patient safety and eHealth. Visit <http://www.rcn.org.uk/development/practice> for more information.

SOM publications, covering key guidelines and reports on Occupational and Workplace Health can be found in the SOM Publications Catalogue [here](#).
View our catalogue of public webinars [here](#).

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.

National conference partner

LV= General Insurance, one of the UK's largest personal lines insurers, pride themselves in putting customers at the heart of all they do. RCN members can benefit from exclusive* discounts and savings on a range of LV= insurance products, including Car and Home insurance, for a quote and more information visit LV.com/RCN.

*Exclusive RCN member discount vs general public prices on lv.com and through the call centre



Acknowledgement and thanks

SOM and RCN Public Health Forum:

| | |
|-------------------|---|
| Jessica Turner | UK Professional Lead for Public Health, RCN |
| Christine Poulter | Honorary Strategic Clinical Advisor, SOM |
| Nick Paul | CEO, SOM |
| Janet Frimpong | Committee Member, RCN Public Health Forum |
| Tracey Cooke | Committee Member, RCN Public Health Forum |
| Helen Kirk | Committee Member, RCN Public Health Forum |

Plenary speaker abstracts

Christine Poulter, Hon Clinical Strategic Advisor, Nationwide

Talk title: Health Surveillance

Summary

1. Recognise why health surveillance is important – the historical context.
2. Identify audio cases that require escalation.
3. Understand the difference between high and low-level respiratory health surveillance.
4. Identify the difference between the requirement for health surveillance escalation and safety critical requirements.
5. Understand what information is require on the health record.

Learning outcomes

1. Identify how to recognise the requirement for health surveillance and when to advise for revised risk assessments.
2. When to escalate cases to the occupational health physician.
3. Recognise your professional responsibilities.

Recommended reading list / references

1. <https://ioh.org.uk/2024/10/competence-in-occupational-health-an-opinion-piece/>

Biography

Christine Poulter RGN RM SCPHN BSc BA MSc

Honorary Strategic Clinical Advisor for the Society of Occupational Medicine (SOM) and Clinical Director of OHCP (an independent Occupational Health Consultancy).

Following a career as a nurse, midwife, and public health, Christine has around 20 years of experience in Occupational Health.

Her broad range of experience includes NHS, corporate, armed services, manufacturing, higher education and public health.

As an independent practitioner, she focuses on delivering top-quality service to small businesses, SMEs and charities through her own business, which she set up in 2016.

Setting up her own business, gave her the opportunity to offer her time to the SOM as an Editorial Assistant. When the honorary position of Strategic Clinical Advisor for the Society of Occupational Medicine was advertised, being the successful applicant provided incredible opportunities. This position has offered

multiple occasions for collaborative working with some of the country's top experts in occupational health.

Christine has contributed to several SOM publications, including skin, sleep, mental health, careers, and health surveillance. She is a participant in the SOM's Sleep, Multidiscipline, Health Surveillance and Leadership Special Interest Groups. She delivers lectures and talks to universities and community charities. Her key focus is on prioritising high-quality and bespoke approaches that serve the client, above financial success.

Janet Frimpong, Senior Specialist Nurse Adviser, Kings College Hospital NHS Trust

Talk title: Writing a good Occupational Health report

Summary

Generating an OH report which is helpful, informative, and objective is an important aspect of our role. Today we hope to inform you of what needs to be considered when providing the reports to managers and an organisation, more importantly why this advice is important on the continued health & wellbeing of supporting employees in work. Importantly the vital role we play in supporting both employee and employer in managing their attendance management.

Learning outcomes

4. The importance of gaining a detailed clinical history in helping to formulate and give appropriate objective advice in your report.
5. The importance of writing a clear, objective and concise report.
6. The challenges faced by OH practitioners in writing reports, how we may deal with them.

Recommended reading list / references

2. GMC (2009). "Guidance for doctors: confidentiality". General Medical Council: September 2009.
3. Lewis J, Thornbory G (2010). Records and reports, pp.33-54 in Employment Law and Occupational Health: A Practical Handbook (2nd edition). Chichester: WileyBlackwell.
4. <https://www.legislation.gov.uk/ukpga/2010/15/contents>

Biography

Janet qualified as a nurse in 1994, with over 25 years' experience in medical, surgical, women's health and cardiac nursing before embarking on a career in Occupational Health. She completed her BSc SCPHN OH Nursing degree at Brunel University, in 2011. Janet has been working in an OH setting for over 15 years, in both private and public sector. Her current interest is in health and wellbeing of the working population; looking at mental wellness, obesity and menopause. As an OH nurse, the Government's Public Health agenda underpins her knowledge, skills and experience when dealing with a range of clients within her speciality. Janet has been a member of the Public Health Forum since 2009,

Society of Occupational Medicine (SOM) since 2013 and IOH previously Association of OH Nurse Practitioner (AOHNP) since 2012.

Clare Forshaw, Professional Health of Health & Wellbeing, Rail Safety & Standards Board

**Talk title: Sound Solutions -
Navigating the Frontiers of Hearing Health in Modern Workplaces**

Summary

This session will shed light on the prevalence of NIHL and related conditions, offering an understanding of how occupational and leisure noise exposures are shaping the modern workplace. This session will explore the significance of fit testing of hearing protection and the rise of modern technology in noise management. Moreover, gain insights from the Health and Safety Executive's (HSE) recent and ongoing inspection campaign highlighting the ongoing challenges for employers and health professionals who support them.

Learning outcomes

1. Understand the profile of noise and sound exposure at work.
2. Gain insights from the recent HSE inspection campaign.
3. Understand the role of OH beyond hearing health surveillance.

Recommended reading list / references

1. <https://www.hse.gov.uk/pubns/priced/l108.pdf> part 5 and appendix 4
2. https://www.som.org.uk/sites/som.org.uk/files/SOM_UKHCA_Position_Statement_Noise_Health_Surveillance_Guidance_May_23.pdf
3. https://www.som.org.uk/sites/som.org.uk/files/Draft_Guidance_on_Interpreting_an_Audiogram_for_NIHL_v6_May_2024.pdf

Biography

Clare is the Professional Head of Health & Wellbeing at RSSB. She has over 25 years' experience in workplace health management. She has been actively involved in progressing the Knowledge base and promoting best practice in noise control, health surveillance and improving the profile of noise risk for most of her career. She chairs the SOM Noise Special Interest Group, is a Director for the UK Hearing Conservation Association and recently stepped down from the Board of BOHS.

Prof. Nancy Doyle, Founder and Chief Science officer, Genius Within

Talk title: The Economics of Neurodiversity Inclusion

Summary

In view of the exponential rise in diagnosis, this talk discusses how we can efficiently disseminate helpful strategies and recommendations, whilst maintaining a more formal service for allocating adjustments for those with higher support needs.

Learning outcomes

1. Why we cannot automate diagnosis
2. Cost comparison of 'gatekeeping' versus 'triage' method
3. Moving from medical to biopsychosocial approaches to performance management

Biography

Dr. Nancy Doyle, C. Psychol, is the founder and Chief Science Officer of Genius Within CIC, an international B-corp focused on neurodiversity inclusion. Genius Within provides coaching, assessments, training, HR consultancy, and digital services to businesses globally, winning the Queen's Award for Business in 2022. A Chartered Occupational and Coaching Psychologist, Nancy founded the Centre for Neurodiversity at Work, is a Forbes columnist, and BBC documentary maker. Nancy frequently provides expert guidance for organisations like the UN, UK Government, Amazon, Microsoft, and universities including Oxford and Stanford.

**Jo Yarker, Managing Partner,
Affinity Health at Work; Birkbeck University of London**

Talk title:

Workplace wellbeing: How Occupational Health can play a important part in its delivery

Summary

As organisations increasingly recognise the impact of workplace wellbeing on performance and retention, Occupational Health (OH) professionals are uniquely positioned to lead its successful delivery. This presentation will explore the importance of choosing the right wellbeing interventions and avoiding nonevidence-based potentially harmful, solutions; discuss evidence-based frameworks to help identify gaps in provision to inform purchasing needs; the challenges posed by the increasing number of digital health solutions; explore approaches to monitor impact and evaluate return on investment; and highlight the role of OH in providing support and advice and how to overcome common obstacles such as gaining buy-in and working in an integrated way with multidisciplinary stakeholders.

Learning outcomes

1. identify evidence-based frameworks to improve wellbeing at work.
2. understand the obstacles and facilitators to working with multiple stakeholders.
3. develop a strategy that assesses needs, identifies solutions, and implements and evaluates solutions to enable continuous improvement.

Recommended reading list / references

1. SOM Buyers' guide <https://www.som.org.uk/sombuyersguidewellbeing-productsorservices>
2. Nielsen, K., Di Tecco, C., Yarker, J., & Vignoli, M. (2024). "Chapter 13: An integrated approach to

managing wellbeing in the workplace". In Wellbeing at Work in a Turbulent Era. Cheltenham, UK: Edward Elgar Publishing. Retrieved Nov 3, 2024, from <https://doi.org/10.4337/9781035300549.00017>

3. WHO guidelines on mental health at work <https://www.who.int/publications/i/item/9789240053052>

Biography

Jo is a Registered and Chartered Occupational Psychologist specialising in occupational health and wellbeing. She conducts pioneering research and leads strategy development, risk management and training and development programmes. Jo is Managing Partner of Affinity Health at Work, a research and consultancy organisation, and a Professor of Occupational Psychology at Birkbeck, University of London. Jo works with the public and private sector to improve mental health and wellbeing at work, and has received funding from the World Health Organisation, the Institute of Occupational Safety and Health, the Chartered Institute of Personnel Development, and the UK Health and Safety Executive. She contributes to national guidance and publishes widely to share new knowledge, evidence and tools to promote and sustain health and wellbeing at work.

Janet O'Neill, Deputy Head of the NSOH, NSOH and PAM Group

Talk title: Mentoring and leadership for Occupational Health nurses

Summary

The presentation will focus on mentoring, a business case in the growth and development of Occupational Health. This will include:

- strategy
- leadership
- workforce growth
- progression
- quality
- the S in ESG

At the end of the session participants will be able to:

- Create a business case for mentoring as part of leadership and strategy within their organisation
- Use the business case to create opportunities for mentoring
- Develop a mentoring program
- Join a mentoring program

Learning outcomes

1. Explain mentoring within OH
2. Identify the need for mentoring
3. Describe a business case for Mentoring

Recommended reading list / references

1. <https://ioh.org.uk/2023/04/becomeasommentorforursesdoctorsandahps-consideringa-career-in-oh/>
2. <https://www.personneltoday.com/hr/occupationalhealthmentoring-schemesettolaunch/>
3. <https://www.personneltoday.com/hr/benefitsofmentoringprogrammesin-occupationalhealth/>

Biography

Janet O’Neil is an experienced occupational health nurse specialist. She is head of occupational health training for PAM OH and deputy head of the National School of Occupational Health. Janet is a Queens Nurse, a trustee on the board of iOH and a Queens Nurse. She is an alumni of the Rosalind Franklin NHS leadership program.

Lucy Smith, Head of Occupational Health and Wellbeing, Mitie

Talk title: Occupational health for drivers

Summary

This session will outline some specific health risks which Occupational Health Professionals might consider when assessing at work drivers. It will also cover actions that organisations can take to support health and wellbeing of their at work drivers, and how Occupational Health Professionals can support employers in contributing to better health outcomes and reduce the risk of road traffic incidents.

Learning outcomes

1. Describe actions that at work drivers can take to support their musculoskeletal health.
2. Identify modifiable risk factors to provide meaningful health education to at work drivers.
3. Explain the importance of collaboration between Occupational Health professionals and organisations, to facilitate positive health outcomes for at work drivers.

Recommended reading list / references

1. Driving and Occupational Health: An Essential Guide. SOM, 2024

Biography

Lucy is an Occupational Health Nurse Specialist with over a decade of experience. Throughout her career, she has supported a diverse range of industries, leveraging her expertise in both inhouse and provider roles. Lucy is driven by a passion for promoting the importance of Occupational Health in improving workplace safety and employee well-being. Lucy is currently the Head of Occupational Health and Wellbeing at Mitie, a facilities transformation business. She integrates her extensive knowledge of occupational health with innovative strategies to promote a safer and healthier workplace for both Mitie employees and their customers, enabling them to achieve the exceptional everyday.

Sponsor listings

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.

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

| Exhibitor | Website |
|------------------------------|---|
| Dermal | https://www.dermal.co.uk/ |
| Greys Specialist Recruitment | https://www.greysr.co.uk/ |
| OH Medical Recruitment Ltd | https://www.ohmedical.co.uk/ |
| SOM | https://www.som.org.uk/ |

Future RCN Events

| Date | Event | Location |
|--------------------|---|----------------|
| 10 December | RCN Women's Health Conference | RCN HQ, London |
| 11 December | RCN Equity, Diversity and Inclusion Conference | RCN HQ, London |
| 7 February | RCN Diabetes Conference | RCN HQ, London |
| 7 March | RCN Pain and Palliative Care Conference | RCN HQ, London |
| 22 March | RCN and NaTHNaC 8th Joint Travel Health Conference | Online |
| 29 March | RCN Critical Care and Flight Nursing Forum Conference | RCN HQ, London |
| 31 March – 1 April | RCN Education Forum Conference | Glasgow |
| 20 June | RCN Acute Care Symposium | RCN HQ, London |