

Stress Prevention and Mental Wellbeing Forum 2011

8th
ANNUAL

Building Mental Resilience to Create a Healthy and Successful Workforce

Thursday 7th April 2011

CCT Venues, Canary Wharf, London

Programme Highlights:

- Defeat the stigma around mental health
- Manage mental health long term by creating a culture of wellbeing
- Reduce mental health issues by building a resilience to stress
- Utilize your line managers effectively
- Receive practical legal advice to avoid stress at work claims
- Ensure support for your employee during reintroduction to work
- Transform your OH department



Chaired by:

- **Peter Kelly**, *Higher Occupational Health Psychologist, HSE*



- **Louise Boston**, *OH Manager, E.ON*
- **Joanne Boyle**, *Senior Associate, Bond Pearce*
- **Leigh Lafever-Ayer**, *Corporate HR Manager UK and Ireland, Enterprise Rent-A-Car*
- **Stephen Overell**, *Associate Director – Policy, The Work Foundation*

Keynote Address by:

- **John Cooper**, *Head of Corporate Occupational Health, Unilever*



- **Dee Harrap**, *Occupational Health & Wellbeing Operations Manager, BskyB*
- **Ruth Morrissy**, *Occupational Health Manager, Microsoft*
- **Mary Giles**, *Compensations and Benefits Manager, Microsoft*
- **Sarah Fawsitt**, *Head of HR, BT*

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Building Mental Resilience to Create a Healthy and Successful Workforce

A third (39%) of employers 'struggle' to take mental health seriously (Mentaline) but with a cost of just under four billion to UK economy every year isn't it about time they did? Here's how, **Symposium Events' Stress Prevention and Mental Wellbeing Forum**. In its 8th year this forum is packed with ideas and advice from leading professionals. This year's conference has been designed to **save your business money** by giving you the tools to **build resilience to stress**. The aim is not to eliminate stress – as in most environments this is impossible – but to help your employees deal with stress appropriately.

Taking into account the recent rise in number of 'stress' related absence cases, **Symposium Events' Stress Prevention and Mental Wellbeing Conference** will look at mental wellbeing as a whole, examining ways to build resilience, **tackle stressful situations pro-actively** and **reduce the stigma** associated with mental health problems. The event will assist in developing strategies to **reduce rates of absence and presenteeism** due to stress and encourage a successful, speedy return to work.

This Forum will also feature an interactive legal session that will cover the **management of sickness absence and dismissal** and how to **avoid tribunal cases**. It is here that you will be able to discuss and debate the challenges facing your organisation with your peers and put forward your questions to our legal expert.

Who Should Attend?

- Directors and Heads of HR
- Occupational Health Managers and Advisers
- Chief Medical Officers
- Managers of Health and Wellbeing
- Health and Safety Advisers
- Heads of Employee Relations
- Rewards and Benefits Professionals

Benefits of Attending

- Reduce the stigma around mental health at work
- Understand ways to integrate staff back into work after mental health related absence
- Use best practice when dealing with a stress related claim
- Revolutionize your mental health policy
- Identify the skills line managers need to prevent and tackle stress

Can't Attend?

- If you cannot attend the conference in person, you can still ensure that you have access to the latest analysis and information presented at the event. Conference documentation, complete with copies of presentations, can be purchased for £145.00. Simply tick the box on the booking form and the documentation will be sent to you after the conclusion of the conference.



Sarah Fawsitt is Head of HR at BT PLC and lead for Health and Wellbeing for the Innovation and IT functions at BT. Sarah started to focus on mental health absence in October 2009 and along with colleagues across BT has developed tools and interventions from building mental resilience, prevention, identification, and support of individuals.



Joanne Boyle is a Senior Associate at Bond Pearce specialising in employment tribunal litigation, including unfair dismissal, sex, race and disability discrimination. She is recognised as 'leading individual' by Chambers Guide to the UK Legal Profession 2011.



John Cooper is the Head of Corporate Occupational Health at Unilever. Starting as a Senior Medical Adviser in 1996 John then went on to become Head of Corporate Occupational Health in 1998. John has been extensively involved in restructuring the Occupational Health function throughout Unilever; and directing the implementation of the strategy for the business



Peter Kelly is the Higher Occupational Health Psychologist at HSE in the Business Health Psychology Unit. Peter has been involved from the beginning in developing the scientific knowledge base for the management standards approach to tackling work related stress. Peter is also a member of The Centre for Mental Health, the SHIFT Expert Review Panel on promotion of mental wellbeing and management of mental ill health in the workplace.



Louise Boston is Occupational Health Manager at E.ON. Louise has worked as a Specialist Practitioner in the field of Occupational Health for over 15 years. Louise is Chairperson of the Energy Networks Association Occupational Health Committee and a Board Member of the Association of Occupational Health Nurse Practitioners.



Stephen Overell is the Associate Director of Policy at The Work Foundation Prior to taking up this role he was secretary to the Good Work Commission, a wide-ranging investigation of work involving senior figures from business, the public sector, trade unions and faith groups. Stephen was also an award-winning journalist writing on work, employment and management principally for the Financial Times.



Ruth Morrissy is the Occupational Health Manager at Microsoft. Ruth gained an OH degree whilst working in a diversity of industrial settings including aviation, manufacturing and local councils at Microsoft. Ruth has worked closely with the HR department to help guide and educate managers on the importance of recognising health issues.



Leigh Lafever-Ayer is the Corporate Human Resources Manager for Enterprise Rent-A-Car. Leigh oversees all aspects of human resources generalist, talent acquisition, diversity and training / development for ten operating groups and the corporate headquarters within the United Kingdom and Ireland. She has over 20 years of experience with the company.



Dee Harrap is the Occupational Health & Wellbeing Operations Manager for BSKyB England. Dee has worked as a Specialist Practitioner in Occupational Health for 10 years and has been in the field for nearly 13 years. She has worked in the NHS, manufacturing, consultancy which offered a wide variety of OH settings and was self employed until she started with Sky nearly two years ago.

Conference Programme

Thursday 7th April 2011, Central London

Book
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5100

09.00 – 09.30	Coffee and Registration		
09.30 – 09.50	Introduction and Opening Address by Conference Chair		
	Peter Kelly, Higher Occupational Health Psychologist, HSE	13.50 – 14.15	
09.50 – 10.15	Encourage 'Good Work' To Enable Greater Health		
	<ul style="list-style-type: none">• What makes work meaningful or meaningless for your Employees• The central components of what we might call "good work": Learning appropriate skills to cope with periods of intense pressure• How does the UK fare?• What steps can employers and policymakers practically take to encourage employees		
	Stephen Overell, Associate Director – Policy, The Work Foundation	14.15 – 14.25	
		14.25 – 14.45	
10.15 – 10.40	Creating A Healthy Environment		
	<ul style="list-style-type: none">• Promote good physical and mental health and well-being• Identify and protect those at risk• Intervene at an early stage to minimise risk• Provide proportionate interventions to resolve problems in a timely way	14.45 – 15:25	
	Sarah Fawsitt, Head of HR, BT		
10.40 – 10.50	Questions and Discussion with Speakers		
10.50 – 11.10	Coffee and Networking		
11.10 – 11.35	Building Resilience Not Stress Management	15.25 – 15.50	
	<ul style="list-style-type: none">• Practical steps to build resilience• What alterations have to be made to fit with different cultures?• Creating the right work/life balance for your employees		
	John Cooper, Head of Corporate Occupational Health, Unilever		
11.35 – 12.00	Managing Mental Health: The Long Haul		
	<ul style="list-style-type: none">• Taking a proactive approach to managing mental health• How to keep people in work• Investing in a healthy workforce		
	Louise Boston, OH Manager, E.ON		
12.00 – 12.10	Questions and Discussions with Speakers	15.50 – 16.15	
12.10 – 13.10	Lunch and Networking		
13.10 – 13.50	Knowledge Share and Networking Session		
	This is your chance to discuss and debate the key issues and seek solutions to your concerns. Knowledge Share is a great opportunity to talk through challenging issues in a structures environment with your peers.		
	Split into roundtable groups and brainstorm and discuss with your peers:	16.15 – 16.25	
		16.25	
			<ul style="list-style-type: none">• Should you have a stress policy?• Do you use the term resilience or stress, why?• How do you reduce the stigma around mental health?
			Measures to Reduce Stressful Situations
			<ul style="list-style-type: none">• Understand the different situations that cause stress in your company• Reflect on the type of manager you have• Educate your managers• Explore the services available and measuring the usage of statistics
			Dee Harrap, Occupational Health & Wellbeing Operations Manager, BskyB
			Questions and Discussion with Speakers
			Coffee and Networking
			Interactive Legal Session
			This is an interactive session where the topic of discussion will be decided by you. This is your opportunity to raise any of your legal concerns you have and put your legal questions to our expert presenter.
			<ul style="list-style-type: none">• Is stress a disability?• Dealing with long-term absence and return to work• Avoiding Employment Tribunal and personal injury claims
			Joanne Boyle, Senior Associate, Bond Pearce
			Supporting your Employees
			<ul style="list-style-type: none">• Educate managers to understand how to recognise and subsequently manage employees who are under pressure or stressed.• Ensure line managers are aware of and understand procedures relating to ill health or stress.• Keep in contact with employees whilst absent due to ill health.• Educate colleagues as appropriate to encourage smooth reintroduction into the workplace and work towards reducing associated stigma.
			Ruth Morrissy, Occupational Health Manager & Mary Giles, Compensations and Benefits Manager, Microsoft
			Changing Attitudes and Reducing the Stigma of Mental Illness
			<ul style="list-style-type: none">• Case Management: What worked well• Case Management: What didn't work and why• Challenges and changes we made• Benefits to the employee and to the business
			Leigh Lafever-Ayer, Corporate HR Manager UK and Ireland, Enterprise Rent-A-Car
			Questions and Discussion with Speakers
			Chair's Closing Comments and Close of Conference

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Date

Thursday 7th April 2011

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Tuesday 15 February 2011
- **Employee Engagement Summit 2011**
Thursday 3 March 2011
- **Stress Prevention and Mental Wellbeing Forum 2011**
Thursday 7 April 2011
- **The Learning Forum 2011**
Thursday 19 May 2011
- **Workplace Equality & Diversity Forum 2011**
Tuesday 24 May 2011
- **Expatriate Management & Global Mobility 2011**
Tuesday 9 June 2011
- **European HR Leaders Summit 2011**
Wednesday 22 & Thursday 23 June 2011

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