



One day conference

# Attendance Management: Strategies, Innovations, Benefits



Monday, 15 June 2009  
at Brunel Business School,  
Brunel University,  
Uxbridge, West London

**Keynote Speaker:** Dr Bill Gunnyeon, Director for Health, Work and Wellbeing and Chief Medical Adviser, Department for Work and Pensions

Other speakers include Dr Steve Boorman, Chief Medical Adviser, Royal Mail

Of direct relevance to key decision makers and implementers in organisations across all sectors, this one day conference will present the latest thinking on promoting attendance at work. By exploring a range of up to the minute strategies, delegates will come away armed with all they need to be able to change cultures and so prepare their organisations to withstand the downturn.

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# Attendance Management: Strategies, Innovations, Benefits

15 June 2009, Brunel University, West London

## WHY YOU SHOULD ATTEND THIS CONFERENCE

Promoting attendance at work has always played an important role in an organisation's success. In today's tough economic climate, however, some might be tempted to question whether indeed people are a company's greatest asset. But in actual fact even closer attention should be paid to staff during a recession.

The impact of the recession on the health of the working age population is a concern. In any organisation there will be staff who become ill, there will be staff who are managing long-term health conditions and there will be staff being recruited who may have an illness or disability.

How can we promote the work ability of staff? How can we reduce the numbers who take sick leave, reduce the duration of sickness absence and promote rehabilitation?

This conference will present the latest thinking on promoting attendance at work.

## KEY BENEFITS

- Explore real life examples of innovative ways of promoting attendance
- Learn the latest techniques so that you can change your organisation's culture
- Develop a better knowledge of how to react to issues earlier
- Equip yourself with strategies specifically geared to the economic downturn
- Enhance your understanding of long term rehabilitation management

## WHO SHOULD ATTEND

Occupational health clinicians, senior managers within both the public and private sector who are responsible for attendance management strategy, policy and implementation.

## CONFERENCE SCHEDULE

9.30	<i>Registration and refreshments</i>
10.00	<i>Conference chairman's introduction</i>
10.10	<p><b>Keynote address: Changing the culture; making an impact</b></p> <ul style="list-style-type: none"> <li>• Creating a new perspective on the importance of work</li> <li>• Supporting people to stay in work and getting people back to work quickly - a new approach</li> <li>• Working together to make a difference</li> </ul> <p><b>Dr Bill Gunnyeon</b>, Director for Health Work and Wellbeing and Chief Medical Adviser, Department for Work and Pensions</p>
11.15	<i>Refreshments and networking</i>
11.30	<p><b>Promoting attendance rather than managing absence</b></p> <ul style="list-style-type: none"> <li>• Lessons from implementing approaches in large organisations</li> <li>• Understanding and measuring what works</li> <li>• Making the case for investment, and understanding its returns</li> </ul> <p><b>Dr. Steve Boorman</b>, Director, Corporate Responsibility and Chief Medical Adviser, Royal Mail Group</p>
11.50	<p><b>Attendance management and organisational development: how can we do it better?</b></p> <ul style="list-style-type: none"> <li>• The role of occupational health in attendance management</li> <li>• Occupational health as a change agent for better attendance management</li> <li>• Using the organizational development cycle to work towards change</li> </ul> <p><b>Professor John Harrison</b>, Clinical Director, Organisational Health and Wellbeing, Imperial College Healthcare NHS Trust; Visiting Professor Brunel Business School</p>
12.10	<p><b>Health risk management in the UK – an overview</b></p> <ul style="list-style-type: none"> <li>• Managing legal and financial risk</li> <li>• Key business process management</li> <li>• Challenges                             <ul style="list-style-type: none"> <li>- Labour or human capital?</li> <li>- Longer term health risk management</li> </ul> </li> </ul> <p><b>Professor Kevin Holland-Elliott</b>, Director/ Consultant Department of Occupational Health and Safety, Kings College Hospital NHS Foundation Trust; Visiting Professor, Brunel Business School</p>
12.30	<i>Questions and discussion</i>
12.45	<i>Buffet lunch</i>

1.45	<p><b><i>Delivering CBT self-help for depression and anxiety in occupational settings</i></b></p> <ul style="list-style-type: none"> <li>• Over view of CBT and its application to attendance management</li> <li>• What the occupational health professional, HR adviser and manager needs to know</li> <li>• Book, computer and group based approaches to care</li> <li>• How do you like to learn? Patient-centred supports</li> <li>• Increasing access to services, boosting capacity in services</li> <li>• Translating jargon to provide access</li> </ul> <p><b>Dr. Chris Williams</b>, Senior Lecturer in Psychiatry and Honorary Consultant Psychiatrist; Director of Glasgow Institute for Psychosocial Interventions (GIPSI)</p>
2.15	<p><b><i>Managing health for work: condition management programme</i></b></p> <ul style="list-style-type: none"> <li>• Development and key principles of the condition management programme</li> <li>• Demonstration of the benefits of a proactive partnership and multi-disciplinary team working to empower individuals</li> <li>• Latest results from the Department of Health evaluation and next steps</li> </ul> <p><b>Mrs Cathy Harrison</b>, Senior Professional Adviser, Occupational Health/Health and Work, Department of Health</p>
2.45	<p><b><i>Refreshments and networking</i></b></p>
3.00	<p><b><i>Employee engagement through radical change programmes – an alternative perspective</i></b></p> <ul style="list-style-type: none"> <li>• Effects of different approaches to change on employees</li> <li>• Employee engagement – is it always a good thing?</li> <li>• A framework for rethinking employee engagement</li> </ul> <p><b>Professor Ashley Braganza</b>, Deputy Head and Director of Executive Development, Alumni and Placements, Brunel Business School</p>
3.30	<p><b><i>Questions and discussion</i></b></p>
3.45	<p><b><i>Closing remarks by conference chairman</i></b></p>
4.00	<p><b><i>Refreshments and networking</i></b></p>
4.30	<p><b><i>Close</i></b></p>



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### THE VENUE

Brunel Business School  
Brunel University  
Uxbridge  
UB8 3PH

5 minutes by taxi from Uxbridge tube station (Metropolitan and Piccadilly lines) and West Drayton station (fast connection to London Paddington); 15 minutes by taxi from Heathrow Airport

5 minutes by car from M25 (junction 15 or 16); M40 (junction 1); M4 (junction 4)

Turn over to book your place or

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Email [c.quek@brunel.ac.uk](mailto:c.quek@brunel.ac.uk)

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# Attendance Management: Strategies, Innovations, Benefits

Monday, 15th June 2009,  
Brunel University, Uxbridge, UB8 3PH

## 4 EASY WAYS TO BOOK:

- Return your completed booking form by fax to +44 (0) 1895 269775
- Return your completed booking form by post to: Cynthia Quek, Brunel Business School, Elliott Jaques Building, Brunel University, Uxbridge, UB8 3PH
- Telephone Cynthia Quek on 01895 267637
- Email c.quek@brunel.ac.uk with all the details requested on this form

## DELEGATE RATES

Please select the relevant rate from the list below. A discount of 10% off the relevant rates below is available to organisations booking places for 2 delegates, a discount of 20% is available to organisations booking 3 or more places.

### Full Rate (Private Sector)

- £495  
Early booking Rate (for bookings made by 24 April 2009)
- £445

### Reduced Rate (Public Sector/Not For Profit)

- £245  
Early booking Rate (for bookings made by 24 April 2009)
- £195

Fees include all day access to the event, available conference papers, buffet lunch and refreshments, for registered delegates only. Fees do not include travel costs or accommodation. **Shared places are not permitted.**

#### TERMS AND CONDITIONS

This booking form constitutes a legally binding agreement. Payment must be received in full before the event. We are not responsible for the non-arrival of confirmation documents. If, by 7 days prior to the event, you have not heard from us, please contact us on +44 (0)1895 267637. Cancellations made prior to 31 May 2009 may be subject to an administration fee, amounting to 70% of the delegate fee. All cancellations made on or after 31 May 2009 may be liable for the full delegate fee. All substitutions will be accepted if notified in writing prior to the event; non-arrivals will be liable for the full fee.

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## Attendance Management: Strategies, Innovations, Benefits – Monday, 15th June 2009 (EDP 50L)

### DELEGATE DETAILS

(please photocopy this form for multiple delegates)

Title (Mr/Ms/Dr/Prof/other) \_\_\_\_\_

First name \_\_\_\_\_ Last name \_\_\_\_\_

Job Title \_\_\_\_\_

Organisation \_\_\_\_\_

#### Sector

Public  Not for profit  Private

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I have read and agree to the terms and conditions.

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