

THE COUNCIL FOR  
**WORK & HEALTH**



# June 2026 Newsletter



## A message from our Chair, Kevin Bampton

Reflections from the Chair on a turbulent year in Work and Health policy and what it means for the Council and its members.

Where is the UK in terms of work and health? Before answering this question, it has to be said that like a lot of things in a society, everyone is responsible, but nobody is to blame. Some have more agency than others, some more to lose or gain and some, but nobody can fix it own their own.

When the Council was founded, it was reasonable to assume that the lifespan of any policy would be the length of a Parliament. This is still a vanishingly short time to develop sustainable and meaningful change in any area of public health.

If we are lucky, the duration of a policy cycle from inception to adoption is the length of a Prime Minister's term. The Council's involvement consultation over the replacement of the fit note is illustrative. It was literally a few weeks between the first engagement with Council members and the announcement of pilots, with probably a six-month period before full launch.

This does not mean that ideas will be ill thought-out, but reflects that the public is impatient for change, meaning politicians have a limited window of opportunity for deliver, public servants need to be confident in the solutions they can propose to Ministers and those solutions need to be clear, bold and based on the evidence available, not on lengthy debate, consultation and expert opinion.

*You can read the rest of the Chair's Annual Report [here](#).*



## Young people and work: Interim report

The Secretary of State for Work and Pensions commissioned the Rt Hon Alan Milburn to author a report into Young People and Work. The report will be taken forward in 2 distinct phases:

- a discovery phase – this will focus on providing a diagnosis on the increase in the number of young disabled people and those with a health condition who are NEET
- a solution phase – following the discovery phase, the report will explore and identify potential areas for reform

This report covers the findings of the discovery phase.

To read the full report click [here](#)

## **Broken Fit Note system to be overhauled**

Member Bodies of the Council for Work and its Chair have been part of a stakeholder group helping to guide pilot studies into alternative provisions for people who are unwell, but seeking to work.

The Government has announced its intention to move ahead with these pilots.

The Council for Work and Health has not seen the final formulations of the plans, but is encouraged by indications that feedback provided will be incorporated, especially in relation to ensuring competent and ethically supported provision. [Broken fit note system to be overhauled - GOV.UK](#)

## **The Director General's Fair Work Final Report**

We Would like to share the Director General's Fair Work Final Report which contains interesting analysis of health and safety (in particular mental health) in relation to precarious workers. There are some really interesting conclusions and will be read with interest by many [Working Lives: the scale and nature of labour market non-compliance and other work-based harms in the UK – executive summary \(web version\) - GOV.UK](#)

# New Task and Finish Group: Work and Health in the Creative Industries

Just to remind Council members that Mandy Murphy circulated a paper on the project recently. If anyone would like to contribute to the group (or join the group) please contact Anna or Mandy (anna@forumconferences or sonaswellbeing@outlook.com)

The next meeting of the group is on 8th June at 1pm.

We are happy to send the ToR and meeting details. We would love more council members to get involved - especially if they support this sector already.

## News from Council Members

## Guest Blog

### Capacity, Capability and the Future of OH Nursing

**Amanda Hinkley; Janet O'Neill; Major Elizabeth Browne**

Occupational Health (OH) nursing is becoming more important than ever. Amanda Hinkley, Head of OH at UKHSA and FOHN chair, is a member of the Chief Nursing Officer (Professor Jamie Waterall) public health nursing group. Professor Jamie Waterall, leads the Chief Public Health Nurse Office, reporting to both the Chief Nursing Officer (CNO)

for England and the Office for Health Improvement and Disparities (OHID), which forms part of the Department of Health and Social Care (DHSC). Working closely with the CNO for England, he is responsible for leading the public health nursing workforce, whilst also supporting the wider health and care workforce to move towards a prevention first system, through the prevention strategy ([NHS England » NHS Prevention Programme](#)). The Chief Public Health Nurse objectives align with areas that we in OH are keen to focus on i.e. prevention, health inequalities and workforce development and with the Future workplace Health and Wellbeing landscape An opportunity arose to contribute to the CNO Public Health Nursing Group meeting. The aim being to raise awareness of the role of Occupational Health (OH) in Public Health Nursing in accordance with the CNO Nursing strategy. 3 areas Capacity , Capability and Future Delivery. To read the full blog click below:

[READ THE FULL BLOG HERE](#)



## Presentation to Council

**Robin Cordell and Janet O'Neill gave a presentation on the creation of a College of Work and Health, to the Council for Work and Health on 28 May 2026.**

To view the presentation please click below:

[PRESENTATION](#)



## **Ethics Guidance for Occupation Health Practice**

FOM has just published their updated flagship publication '**Ethics Guidance for Occupational Health Practice**'.

Now in its 9th edition, the guide continues to support practitioners across every facet of occupational health advice and service delivery by underpinning ethical, impartial assessment and advice on health and work.

For the first time, the new guide is available in an online format and is free of charge, making it more widely accessible, easier to navigate and can be more readily updated as the landscape of occupational health practice continues to evolve.

Full details are in the press release here:

<https://www.fom.ac.uk/general-news/press-release-fom-publishes-updated-ethics-guidance-for-occupational-health-practice>

The press release contains the link to view the guide - but should you wish to go straight to it, it's here:

<https://faculty-of-occupational-medicine.paperturn-view.com/ethics-guidance-for-occupational-health-practice-9th-edition?pid=ODk8940742&v=5.1>

If you have any questions, please contact Ben Wheeler ([ben.wheeler@fom.ac.uk](mailto:ben.wheeler@fom.ac.uk)).



## **HSE's consultation proposal for RIDDOR 2013**

Please note that the consultation remains open until 30 June 2026:

[Consultation on proposals for The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 - Health and Safety.](#)

[Executive - Citizen Space](#)



**iOH**

Inspiring Occupational Health

# iOH news

Please find this month's update from iOH and AI in OH

This month brings the publication of another toolkit. Nina Parsons CPsychol, has provided us with a checklist for OH practitioners to use when undertaking assessments on neurodivergent employees. The blog and link to the toolkit can be found here [An Occupational Health Neurodivergent Toolkit - iOH - The Association of Occupational Health and Wellbeing Professionals](#)

Our blogs in May have included topics such as Social Prescribing, The role of a Masters degree qualified OH technician and Digital Health – all of which can be found here [iOH News & Views - iOH - The Association of Occupational Health and Wellbeing Professionals](#). Readers will also be able to find our latest position on the recent fitnote announcement from the Government

We have had very successful strategy meetings this month and are planning activities for the 2<sup>nd</sup> half of 2026. One of these is the professional peer supervision sessions which start in July. Information can be found in iOH News and Views

OH Today will be published by the end of the month with some excellent titles such as Fertility and Work, Nutrition, Catastrophising, the 2<sup>nd</sup> part of Smartey (supporting those who work with children); Trauma, Positive Risk, and many more

AI in OH is being formally identified as an iOH special interest group. It will continue to be chaired by Janet O'Neill, an iOH trustee and with the core group of members which includes Lucy Kenyon also an iOH trustee. This paves the way for future special interest groups. The group will continue to work with Manchester University and NSOH and any other collaborations that arise. There will be no conference this year, however, a workshop is being planned to identify direction of the next survey, once the consensus statement is updated. Several members have successfully presented at webinars and conferences which is very positive. Please visit our website here <https://ai.ioh.org.uk/> and linkedin page here

<https://www.linkedin.com/company/111635801/admin/dashboard/>

Janet O'Neill

Vice President



## **IOSH**

### **Informal economy**

Following on from the publication of IOSH's informal economy report, IOSH co-hosted a roundtable on May 5<sup>th</sup> with Lloyds Register Foundation which brought together multi-stakeholder experts from across policy, research and practice. Key themes emerging from the discussion included the need for further research to build a stronger evidence base on informal work, the growing impact of emerging risks, particularly the climate crisis, on informal workers' health and safety and potential impacts due to AI, and the importance of more strategic collaboration between different groups (including those beyond occupational safety and health). Insights from the roundtable will help inform IOSH's ongoing policy and thought leadership work in this area, as well as future collaboration with partners.

## **IOSH at the Health and Safety Event 2026**

IOSH was live at the Health and Safety Event at the NEC in Birmingham, hosting an inspiring discussion programme in the keynote theatre. The question "What does the 'Keep Britain Working' review really mean for OSH professionals on the ground today?" sparked a powerful conversation with an expert panel bringing a sharp focus to how policy can translate into powerful, people-centred action. From prevention-first thinking to early interventions, the panel explored how employers and OSH practitioners can play a decisive role in helping people stay in work, return to work and ultimately thrive. The session raised some big questions about what the future of good work should look like and the discussion is far from over.

Other discussions hosted in the keynote theatre reflected the changing world of work and the expanding role of occupational safety and health professionals in protecting workers' physical and psychological wellbeing.

### **HSE consultations**

IOSH is keen to reflect the expertise and practical experience of its members when responding to consultations. The Policy and Public Affairs team recently collected member views to inform a response to the HSE Control of Lead at Work 2002 Regulation consultation. The team also intends to respond to the RIDDOR consultation. To support this response, one of IOSH's member cohorts has been invited to take part in an online roundtable discussion to explore the proposals, ask questions, share and gather initial views and discuss key issues arising from the consultation. If you are not part of the discussion and would like to get involved, please share your views by emailing [public.affairs@iosh.com](mailto:public.affairs@iosh.com).

## **NSOH update**

We (NSOH, FOHN and others) are looking for a collective nurse voice to help inform the response to the current RIDDOR consultation.

Occupational health nurses are valuable in shaping a response that reflects practice, professional judgement and the realities of OH nursing.

[The survey](#) remains live and takes approximately four minutes to complete

The education and clinical supervision annual update meeting was held in May, with excellent participation. The Induction guide for Residents is being updated currently.

We presented at the SOM Welsh OH conference on communication within OH which was well received. This is such an important topic for us.

An invitation from the FOHN to join the Public Health Nurse meeting this month, led to interesting conversations and future meetings to explore the support that may be available for workforce growth.

NSOH have been able to support in the validation of new Occupational Health Higher Education Courses for Multi-Disciplinary clinicians - Derby University and Rober Gordon University. The former introducing a tiered approach to include a foundation module and the latter introducing a MSC pathway which is aligned to Advanced Practice principles.

Our 15th blog on becoming or being an Occupational Health Nurse has been published in [Nurses.co.uk/Occupational Health](https://nurses.co.uk/occupational-health), "A journey from Africa to specialist OH nurse in the UK"



## RoSPA update:

At the Health and Safety Event at the NEC, Birmingham on 28-30 April, Jules Robinson participated in a panel discussion, 'Keep Britain Working – What it means for OSH professionals today', with Jo Yarker, Kelly Nicoll, and Chris Newson (Make UK). She emphasised anticipating life-course changes to better support people to remain in work, aligning with the panel's focus on proactive, holistic approaches to wellbeing and long-term inclusion. Jules also challenged outdated, punitive policies such as the Bradford Factor, advocating for more humane, person-centred and forward-thinking approaches.

### **New resources now available to help organisations improve occupational road safety:**

The Scottish Occupational Road Safety Alliance (ScORSA) project is funded by Transport Scotland, allowing RoSPA to deliver these targeted occupational road safety resources

ScORSA has launched a new **Best Practice Guide to Managing Occupational Road Risk** - an essential resource designed to help organisations improve driver safety, reduce risk and support safer journeys for employees.

**Access the guide here:** <https://buff.ly/XGSllqD>

Alongside the guide, two **free e-learning courses** are now available:

- A general course suitable for all organisations

- A course specifically designed for local authority staff

Both courses take less than an hour to complete and are available completely free of charge.

**Sign up for the courses here** after logging into your free ScORSA membership: <https://lnkd.in/ewKp5fDt>

Work-related road risk remains a significant but often overlooked issue, so it is really positive to see practical tools and training being made widely accessible.



## **WISE-QM: Quality Mark for Wellbeing Initiatives and Services for Employees**

A sector wide quality mark designed to recognise, strengthen, and standardise the provision of workplace wellbeing services, assisting buyers to make effective choices

See [www.rcpsych.ac.uk/WISEQM](http://www.rcpsych.ac.uk/WISEQM). Register your interest via this [online joining form](#)



## VRA News

The Vocational Rehabilitation Association ([VRA](#)) continues to champion work and health, and unsurprisingly, their 2026 Conference is now fully booked. Their aim with this year's event is to represent a movement and one that recognises VR as central to how society supports people across the lifespan.

This year's programme is built around the key transitions practitioners encounter every day: young people entering the workforce, adults rebuilding after disruption, individuals returning after illness or injury, and older adults transitioning into retirement. Each session blends evidence, lived experience, and practical tools, reflecting the VRA's commitment to translating insight into practice.

The VRA's work extends far beyond a single event. The organisation continues to promote evidence-based vocational rehabilitation, support practitioners through professional development, and advocate for better work and health outcomes nationally. As the world of work evolves, vocational rehabilitation is vital and the VRA remains

committed to ensuring that people across the UK can navigate work transitions with the support they need.



### **First year of the FOHN/SOM strategic partnership**

To read a full summary by Amanda Hinkley, FOHN Chair [here](#)

The **SOM Magazine** is a compilation of news, resources and event information over the past few months for the wider occupational health community. View the latest issue [here](#).

### **Follow up Keep Britain Working online meeting - 9th June 10am-12.**

A follow up to the November launch event SOM hosted for leaders from the work and health sector. To discuss progress so far and a look forward, also reference alignment with areas such as the Milburn Review, Fit note etc. Discussion on:

- Implementation challenges
- What is working well
- How work and health leaders can further support local delivery e.g. of Work Well Pilots, Trailblazers, Pathfinders and within Public Health teams

With reflections on:

1. Evidence informed delivery and
2. How can we focus further on prevention

**29th June 4pm-5pm [Repositioning Occupational Health within the Employee Value Proposition \(EVP\)](#)**

SOM are hosting a meeting to discuss this new guide: [Repositioning Occupational Health within the Employee Value Proposition \(EVP\)](#) – which responds to the challenge employers face managing sickness absence, improving their workforce’s health, and attracting and retaining talent. As part of this, many organisations do not realise the full value of occupational health as part of the health and wellbeing employee benefits offer.

Do contact Nick Pahl [nick.pahl@som.org.uk](mailto:nick.pahl@som.org.uk) to join either or both,

## **Dates for your diary**



**11 June 2026**

**ACPOHE Webinar: 1100-1200**

**Date:** 11th June 2026

**Time:** 11.00am - 12.00pm

**Title:** Beyond the Scribe: AI Capability, Safety, and Adoption in Occupational Health

**Location:** Microsoft Teams

**Speaker:** Dr Harvinder Power

**More details and registration:** [ACPOHE webinar: Beyond the Scribe: AI Capability, Safety, and Adoption in Occupational Health | Association of Chartered Physiotherapists in Occupational Health and Ergonomics](#)



## 16-17 June 2026

**Call for Abstracts for the SOM/FOM 2026 Annual Scientific Meeting is open. All submissions welcome.**

The Conference will be held in Nottingham on 16th and 17th June 2026. The day before the main Conference, 15th June - there will be workplace visits available (pre-booking essential), as well as the Welcome Reception in the evening at the impressive Nottingham Castle. Please see below for the information. *Submit your abstract(s)*

ahead of 2nd March 2026 at

<https://www.occupationalhealthconferences.com/>



## 16-18 June 2026

**OH2026 – The Workplace Health Protection Conference (Glasgow)**

16-18 June 2026 (PDCs on 15 June)

A larger, more innovative programme for 2026.

Abstract submissions now open:

<https://app.oxfordabstracts.com/stages/79525/submitter>



## 24 June 2026

**Webinar: EdgeAI: 6 Months of exploratory activity working with OH in the NHS.**

Our next webinar is on the 24<sup>th</sup> of June at 7pm and is with EdgeAI: 6 Months of exploratory activity working with Occupational Health in the NHS – Where can Edge AI add value?



## 5 August 2026

### ACPOHE Webinar: 1100-1200

**Date:** 05<sup>th</sup> August 2026

**Time:** 11.00am - 12.00pm

**Title:** New Discoveries in the Causes of Fibromyalgia-type Chronic Pain

**Location:** Microsoft Teams

**Speaker:** Dr Guy Bewick

**More details and registration:** [ACPOHE Webinar: New Discoveries in the Causes of Fibromyalgia-type Chronic Pain | Association of Chartered Physiotherapists in Occupational Health and Ergonomics](#)



## Health at Work Network

# 10 September 2026

### NHS Health at Work Network, Annual Conference

The NHS Health at Work Network's popular annual Conference is taking place on 10 September at the Chesford Grange in Warwickshire. With a range of expert guest speakers, we will be joined by 230+ OH professionals and will be covering innovative topics including AI in OH, supporting staff with cancer, and clinical negligence. For further information, and to make a booking, please contact: [admin@nhshealthatwork.co.uk](mailto:admin@nhshealthatwork.co.uk)

Flyer available [here](#)



# 14-19 February 2027

ICOH 2027 – Call for Abstracts

Mumbai, India | 14th–19th February 2027 The International Scientific Advisory Committee, the Trustee Committee and the National Scientific Committee of ICOH 2027 invites researchers, professionals, practitioners, and students to actively contribute to the scientific program by submitting abstracts for consideration as oral or poster presentations in the Free Paper Sessions.

<https://www.icoh2027.in/call-for-abstracts.html>. For more information please contact: Email: [SC@icoh2027.in](mailto:SC@icoh2027.in)

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