



Trent Occupational Medicine
Annual Symposium

Trent Occupational Medicine Annual Symposium

Thursday 17th October 2019
The Belfry Hotel, Nottingham

Sponsors & exhibitors:

RPS Group PLC
Cohort Software
Society of Occupational Medicine

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Committee Members



Trent Occupational Medicine
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Ian Aston

Anne de Bono

Brian Platts

Tom Bentley

Philip McIlroy

Ray Quinlan



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Fitness for Work The Sixth Edition

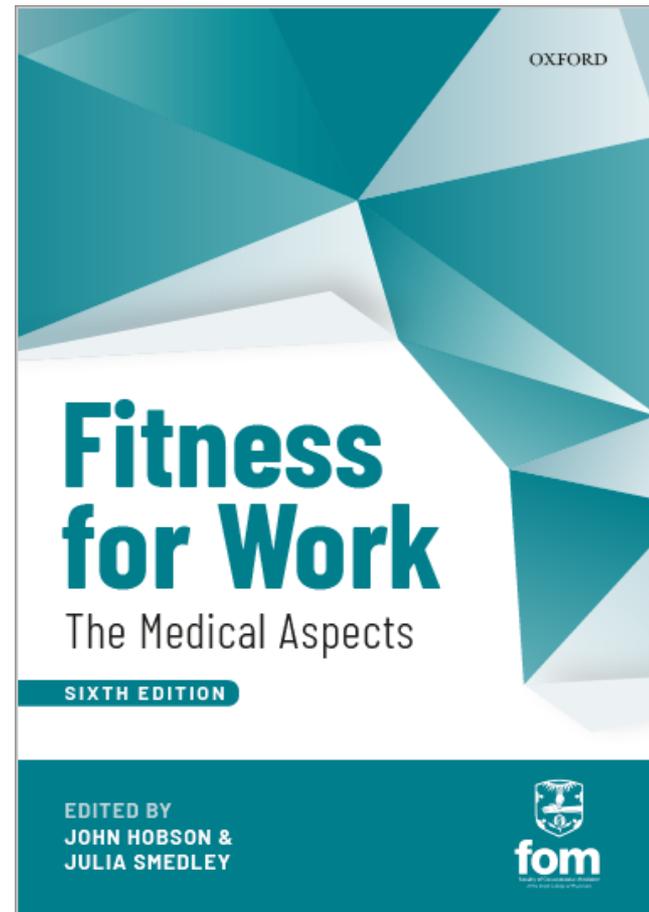
John Hobson

Trent Occupational Medicine meeting

17th October 2019

Agenda

- History
- Development
- Sales
- The Sixth edition
- New structure
- New chapters
- What else is new?
- Questions



Dedication: Felicity Edwards OBE

- Born 1927 qualified 1952 died 2018
- MD (Oxon) FRCP FFOM
- Senior medical employment adviser HSE
- Editor of first, second and third editions of F4W
- OBE 1988 for services to occupational medicine
- Role at HSE was to oversee the fitness for work and rehabilitation advice given to individuals, employers and the Manpower Services Commission which had a national network of 20 Employment Rehabilitation Centres (ERCs) as well as Skill training centres.

Dedication: Tar-Ching Aw 1948-2017

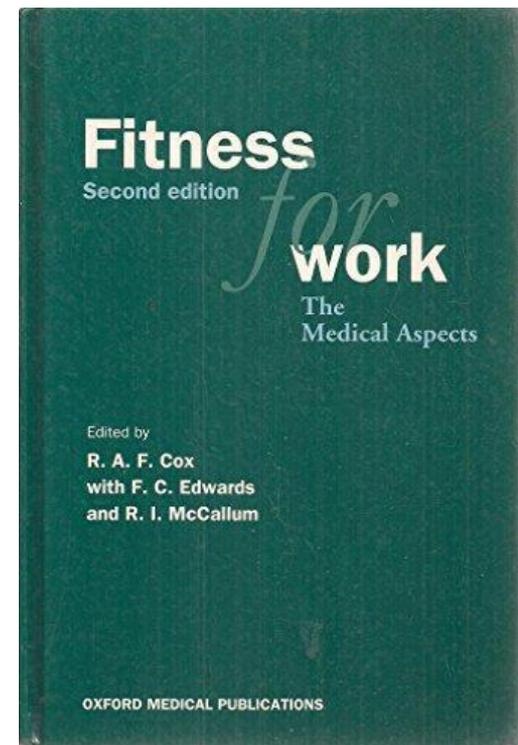


First edition 1988

- Editors Ian McCallum and Felicity Edwards
- HSE approached FOM
- “the vast majority of jobs have no clear criteria and precise guidelines cannot be laid down”
- Written “with the requirements of hospital specialists, general practitioners and occupational physicians particularly in mind....”
- ...but also “of interest to OH nurses, managers and personnel staff.”
- “hoped that ...clinicians and occupational physicians will be brought closer together”

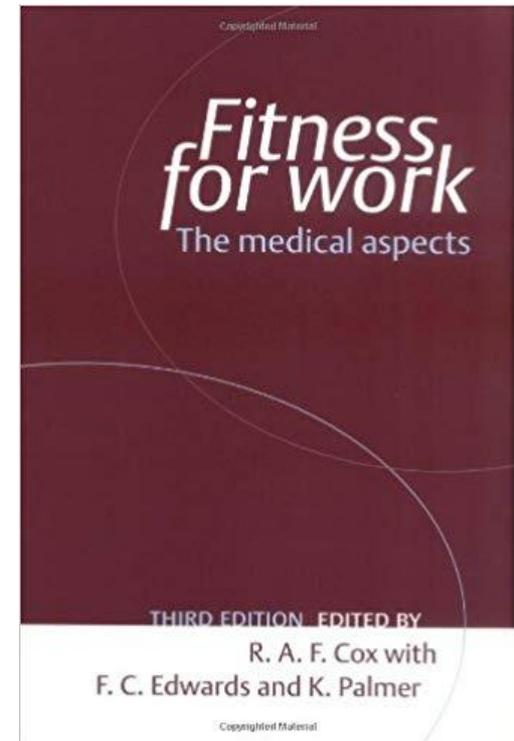
Second edition

- 1995
- New editor RAF Cox
- “no longer a report but a reference textbook”
- Structure retained
- New appendices including ethics



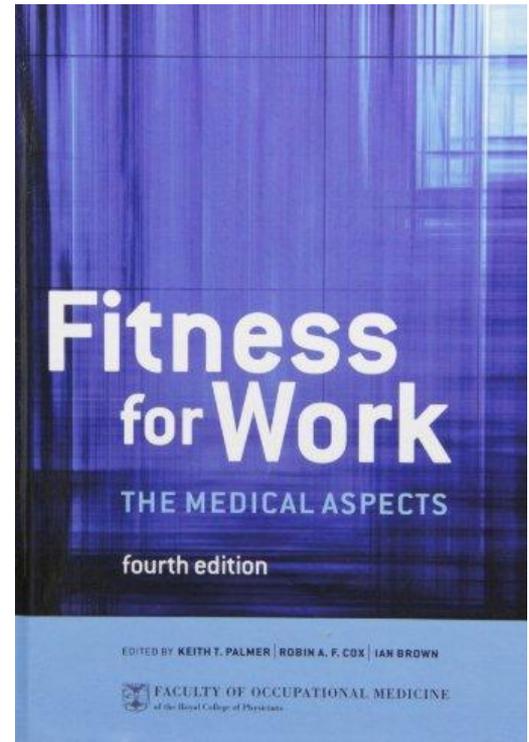
Third edition

- 2000
- New editor Keith Palmer
- Had become the occupational physician's "bible"
- "an established textbook"
- 27 chapters, 26 co-written by an occupational physician
- DDA



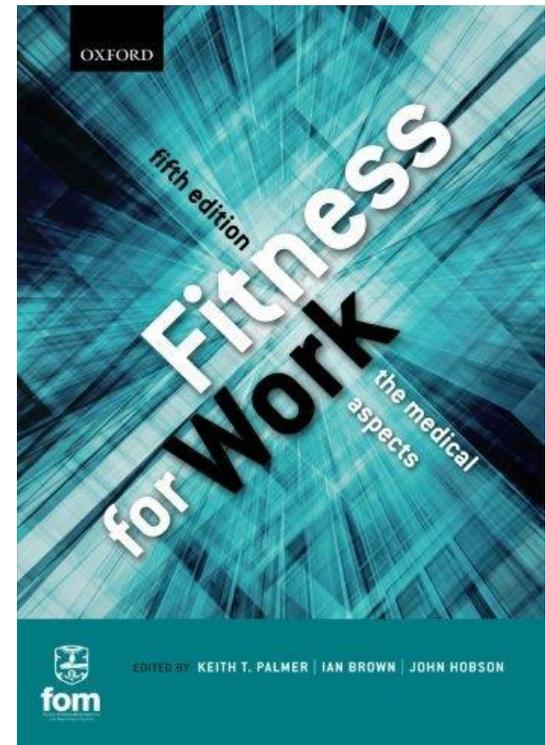
Fourth edition

- 2007
- New editor Ian Brown
- “essential source of guidance”
- “many employers especially small businesses do not enjoy access to specialist advice”
- 25% increase in text
- New chapters and appendices



Fifth edition

- 2013
- New editor John Hobson
- 29 new authors
- Greater awareness of the benefits of work (Black report)
- Equality Act 2010
- More emphasis on working at older ages



Published Reviews

"The book is essential for all who practice occupational health, not just occupational physicians [...]. It is keenly priced and should be on everyone's bookshelf." - **Occupational Medicine, August 2013**

"It has deservedly become the valued 'bible' of occupational health and as such a key resource for all groups of occupational health practitioners, safety staff, human resources managers, and a wide range of other clinical and public health specialists working in hospitals and primary care..." - **Public Health**

"...the standard textbook of occupational medicine...Four editions in 20 years is a remarkable achievement for any medical textbook and reflects not only the changes and advances in medicine, legislation and the practice of occupational medicine that have occurred, but also the esteem in which the book is now held." - **Occupational Health**

"[This book] is virtually an exclusive library in its own right....an organically expanding compendium of contemporary wisdom and reference for many professionals in countless areas of care, research and discovery. The successive forewords and prefaces to all four editions make inspiring and provocative reading, well worth introductory browsing time to realise the full design and value of the work." - **RoSPA Occupational Health and Safety Journal**

"Occupational physicians and occupational health nurses are more and more involved in litigation cases and, for this alone, this book should be required reading. ... no occupational physician, occupational health nurse, GP nor any person who may have to sit on, or give evidence to, an industrial tribunal should be without this comprehensive book." - **Chronic Neck Pain Blog**

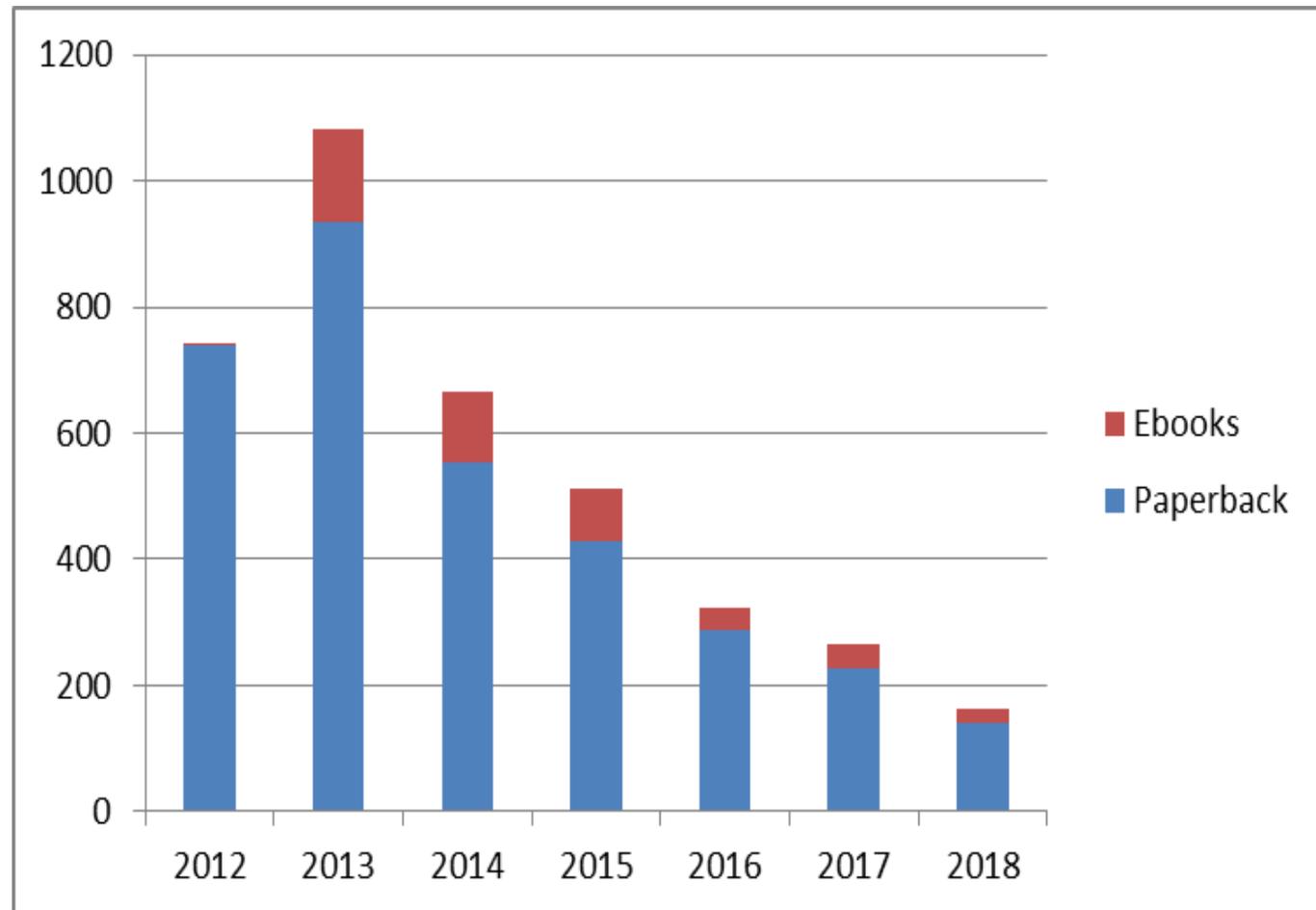
"This book provides an encyclopedic view of the 40 most important issues in occupational medicine. In a decidedly a Commonwealth view of the topic, the book delves deeply into the origins, context, and outcome for conditions [...] I found myself sharing parts of this comprehensive, insightful, and interesting book with others." - **Doody's, July 2013**

Print and eBook Sales, 5th edition

Print

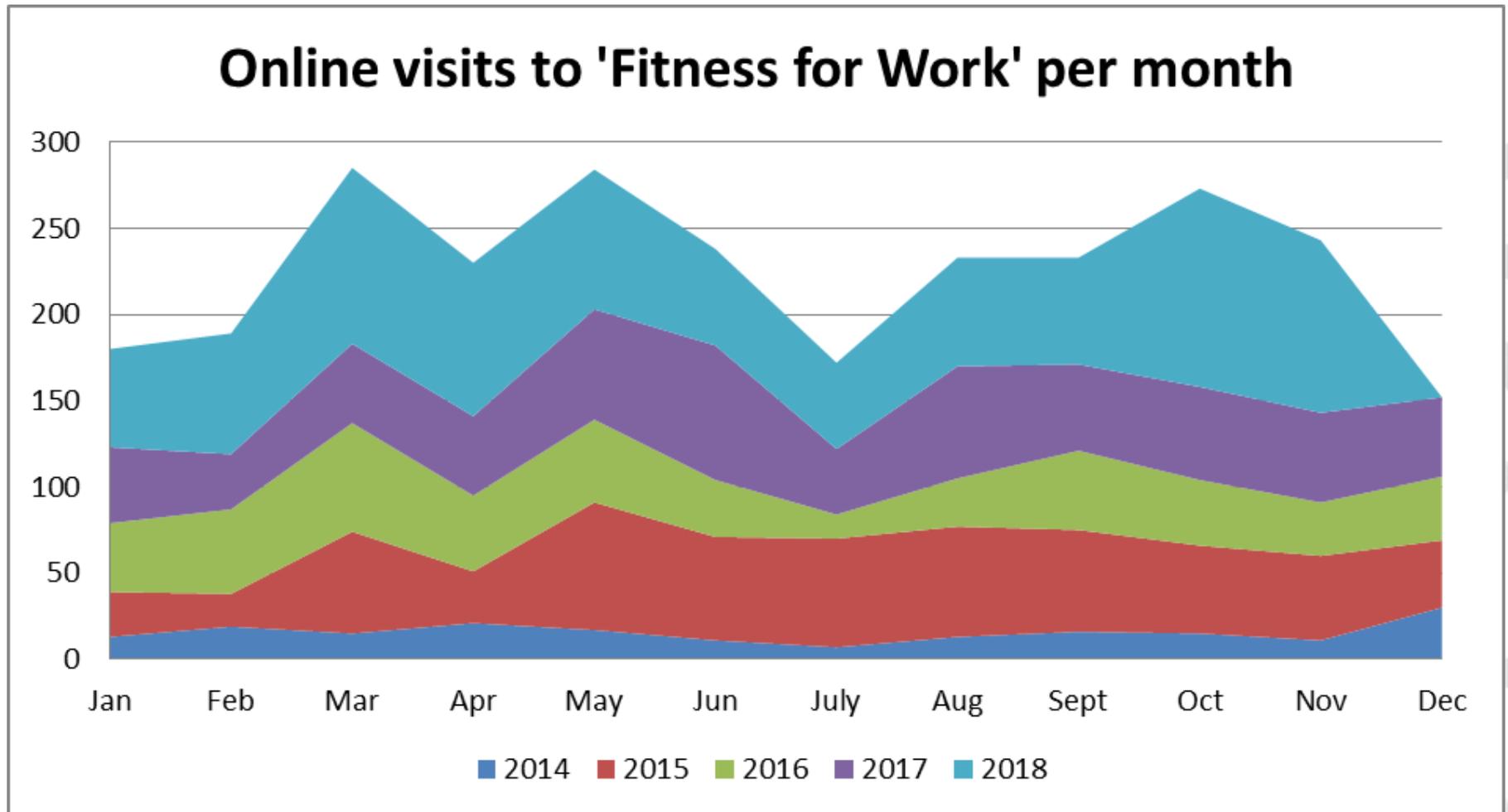
UK Sales Qty	2,300 CPY
Europe Sales Qty	70 CPY
USA Sales Qty	290 CPY
ROW Sales Qty	265 CPY
Total Sales Quantity	2,925 CPY

Total Sales Quantity 448 CPY



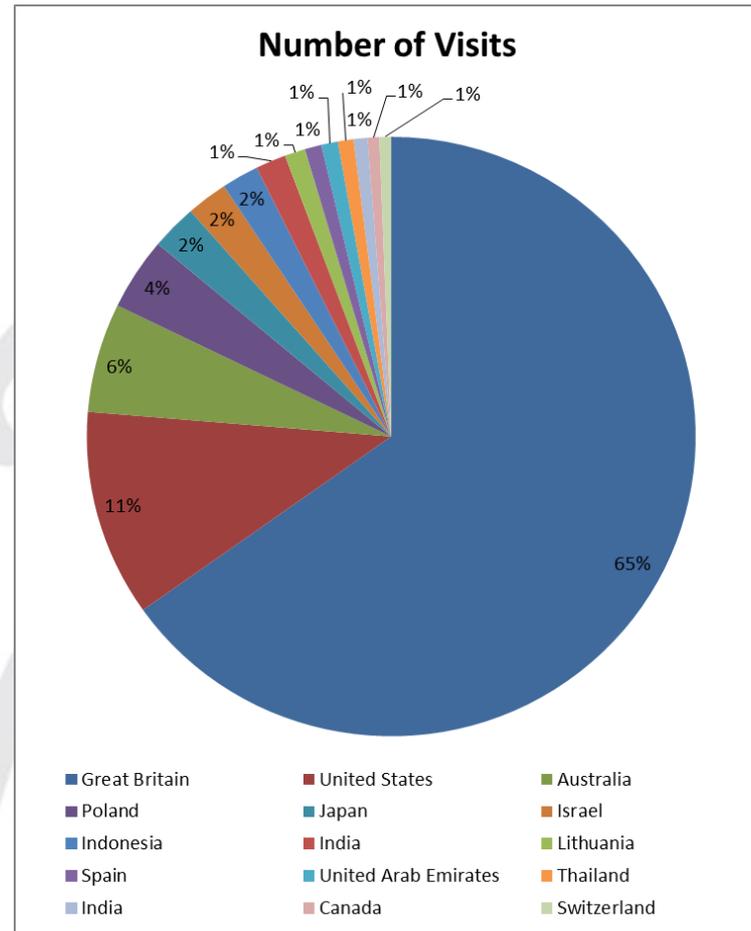
Online Usage, 5th edition

(2,712 visits to date)



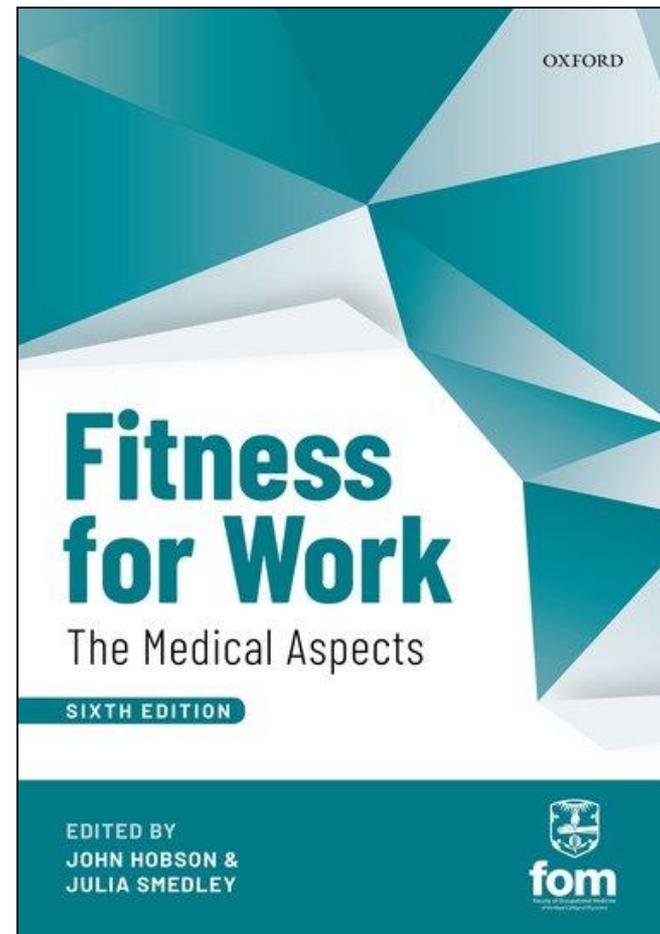
Online Usage, 5th edition

Country	Number of Visits
Great Britain	1252
United States	214
Australia	113
Poland	75
Japan	47
Israel	42
Indonesia	38
India	31
Lithuania	21
Spain	17
United Arab Emirates	17
Thailand	16
India	14
Canada	12
Switzerland	12
Germany	7
Hong Kong	6
Turkey	4
Oman	3



Sixth Edition

- February 2019
- 880 Pages
- ISBN: 9780198808657
- £44.99



About the Sixth Edition

- The 'bible' of occupational health!
- The most comprehensive resource available on the relationship between ill health and employment.
- Based on the latest research evidence and clinical advances, including the NICE guidelines.
- Highly commended in the Primary Health Care category, BMA Book Awards 2013.

About the Sixth Edition

- Communicating occupational health advice to patients, employees, and doctors improves relationships in the workplace.
- Details the impact of a patient's health on work, and how they can be supported to gain or remain in employment.
- Covers health hazards, rehabilitation after illness or injury, the social aspects of work, and problems associated with our ageing workforce and changing population.

The Sixth Edition

- 36 chapters (previously 32 and 6 appendices)
- 63 contributors (previously 64) of who 29 are new
- The first half of the book deals with OH by topic
- The second half of the books deals with clinical systems
- Rationalisation of some topics such as musculoskeletal and blood borne viruses
- New chapter on hidden impairments
- Key points
- Useful websites

First section

- General framework
- Legal
- Equality Act
- Ethics
- Health promotion
- Health screening
- Older worker
- Women's health
- Sickness absence
- Rehabilitation
- Surgery
- Ill health retirement
- Medication
- Drugs and alcohol
- Transport
- Seafaring, offshore, diving
- Travel
- Vibration

Clinical section

- Mental health
- MSD
 - Rheumatological
 - Spinal
 - Upper and lower limbs
- Neurological
- Epilepsy
- Diabetes
- Cardiovascular
- Respiratory
- Dermatological
- Cancer
- Vision
- Hearing
- Hidden impairments
- Gastroenterological
- Blood borne viruses
- Haematological
- Renal

Disability and employment

- 27 million non-disabled in work; 6.7 million out of work
- 11.9 million working age people with long-term health condition (2016)
- 7.1 million disabled of whom 3.4 million in work
- Fewer disabled people (48%) employed compared with non-disabled population (80% employed)
- Twice as likely to leave work
- Three times less likely to find work
- More likely to work part-time than non disabled
- Those in employment have better levels of wellbeing and lower risk of death

Cost

- Overall cost of working age ill health >£100 billion (2010)
- 131 million days of sickness absence
- Cost to employers of £9.8 billion
- Cost of absence (median) = £554 per employee
- £14.5 billion paid in ESA (2015/16)

Work-related ill health

- 1.3 million reported ill health caused or made worse by work (2015)
- 500,000 new cases per year
- 25.9 million days sickness absence

Common health problems

- 14% of those with epilepsy unemployed (versus 9%) despite no evidence of increased risk of injury
- Diabetics 1.6x more likely to leave work
- 19% of those of working age have CMHP but 1 in 7 in those in work and 1 in 2 of those out of work receiving benefits
- 50% chance of returning to work after six months, 25% after 12 months and 10% after two years

Important changes in OH since 5th edition (2013)

- GDPR (2018) and ethics (Ch4)
- Other Legal requirements, or case law
 - RIDDOR
 - Glasgow bin lorry driver
- Rehabilitation – clinical and and political landscape (Ch 10)
 - DWP DH joint unit,
 - Health, Work and Disability: green and white papers
 - More multi-disciplinary provision in the OH marketplace
 - Case management, more widespread in OH practice

New (or updated) guidance since 5th edition (2013)

- NICE (many conditions)
 - CG43 prevention (2015) and CG189 management of obesity (2014)
 - CG61, diagnosis and management of irritable bowel syndrome (2015)
 - QS 81, Quality standard for inflammatory bowel disease (2015)
 - NG59, Back pain and sciatica management (2016)
 - CG79 management of Rheumatoid Arthritis (2015)
 - NG65 management of Spondyloarthritis (2017)
- Other clinical guidelines
 - Rome IV, functional GI disorders (Rome Foundation, 2016)
- UK Advisory Panel for healthcare workers infected with BBVs (UKAP)
 - Change in Post-exposure prophylaxis for HIV (2014)
 - Change to fitness for EPPs of HIV infected healthcare workers (2014)
 - Integrated guidance on health clearance, and management of infected HCW(2017)
- Driver and Vehicle Licensing Agency (DVLA), Civil Aviation Authority (CAA)
- FOM, Good OM Practice (2017)

Advances, clinical & OH practice since 5th edition (2013)

- Changes in prevalence and incidence (All)
- International classification of epilepsies, 2017, Ch24
- Diabetes Ch25
 - knowledge of hypoglycaemia awareness and cognitive impairment on insulin
 - continuous blood glucose monitoring
- DOACs and non-invasive cardiology, Ch26
- Interventions for common mental health disorders, Ch19
- More emphasis on wellbeing, Ch5

Hidden disabilities (new Ch32)

- Neurodevelopmental disorders include autism spectrum disorders and specific learning disorders
- Affect up to 6% of population
- Co-morbidity frequently present
- Often unrecognised into adulthood, hence hidden impairments
- Treatable
- Employment prospects often poor
- Readily amenable to adjustments (recruitment and at work)
- Equality Act likely to apply to important impairments

The future? 1

- More data has been created in the past two years than in the entire previous history of the human race
- Data is growing faster than ever before
- Every minute 300 hours of video is uploaded to YouTube
- By 2020 there will be:
 - 6 billion smartphone users
 - 1.7 megabytes of new information created every second for every human being on the planet
 - The accumulated digital universe of data will be 44 zettabytes (44 trillion gigabytes). Currently 4.4 zettabytes
- Within five years >50 billion smart connected devices

The future? 2

- By better integrating big data, healthcare could save as much as \$300 billion a year or \$1000 a year for every man, woman, and child
- For a typical Fortune 1000 company, just a 10% increase in data accessibility will result in more than \$65 million additional net income
- 73% of organizations have already invested or plan to invest in big data by 2016
- At the moment less than 0.5% of all data is ever analysed and used

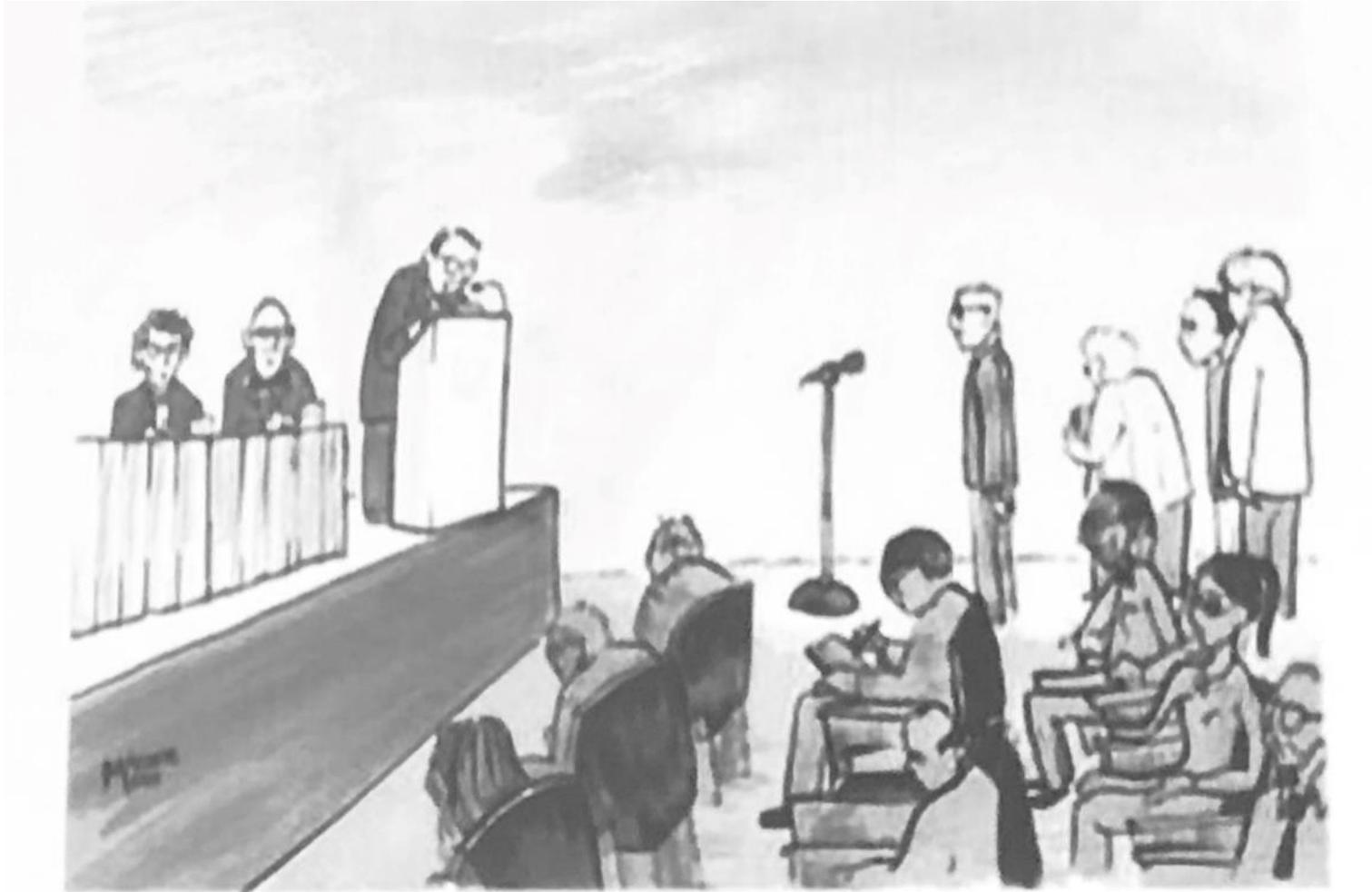
The future? 3

- Each day, one billion photocopies are made
- The annual growth rate for the amount of paper produced by the average company is 25%
- There are over four trillion paper documents in the US alone, and this number is growing at a rate of 22%, or roughly 880 billion paper documents a year

Thank you

- The authors
- The publishers
- Keith Palmer and Ian Brown
- Julia Smedley

Questions?



"We'd now like to open the floor to shorter speeches disguised as questions."



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