

Being valued, being listened to, and being treated with respect are just some of the things that add up to a Dignified Workplace.

Research tells us that if we combine dignified work with a dignified workplace then we will have dignified workers. We believe that by focusing on the actions that support building a dignified workplace we will be successful in tackling bullying and harassment and make sure people do feel valued, listened to, and treated with respect as they go about their work in the NHS.

Doing work of social value, i.e. work that is recognised as 'good work' is what researchers call dignified work, and we believe that every role in the NHS fits the bill as every one of us contributes to the health and wellbeing of the nation.

Bullying and harassment are common problems affecting many members at work. But both bullying and harassment are unacceptable, and the law makes it clear that all employees have the right to work in a safe environment. The employer is responsible for creating and maintaining a safe workplace, free from bullying, intimidation, and harassment. Employees are protected by a combination of employers' policies and legislation.

There should be a zero-tolerance approach to harassment, bullying, and victimisation. Harassment and bullying can have very serious consequences for individuals. It may make people unhappy, may cause them stress, and affect their health, and family and social relationships. It may also affect their work performance and could cause them to leave their jobs.

This conference, organised by BAPIO in collaboration with the Queen Elizabeth Hospital, Kings Lynn will discuss and debate the issues related to dignity at work.

Programme

13:30 Registration, Coffee

14:00 Welcome: Dr. Siya Sharma, Mr. Samuel Jude

14:05 Setting the scene: Dr. Ramesh Mehta

14:15 Session 1 Compassionate Leadership (7 Minutes each)

- Medical Director QEH – Dr. Frankie Swords
- Chief Nurse QEH: Ms. Alice Webster
- Post Graduate Dean, London: Prof Geeta Menon

Panel Discussion: Ms. Caroline Shaw, CEO QEH; Ms. Clare Panniker, CEO Mid & South Essex HT (TBC); Dr. Vivek Chitre, Deputy MD, James Pagett; Ms. Sharon Singh, BINA Chair East of England Div.
Chairs: Dr. Anjay Pillai, Dr. Smita Gunda

15:00 Guest Lecture – Dr. Habib Naqvi MBE, CEO NHS Race and Health Observatory

Chairs: Dr. Govindan Raghuraman, Dr. Fatema Azad

15:20 Coffee

15:30 Session 2 The Reality and Support Mechanisms

- Question of self-respect: Live stories x 3 (5 Minutes each)
- The Stark Facts: Prof. Mala Rao, Director MWRES (7 Minutes)
- The Medical Defence Shield Dr. Joydeep Grover (7 Minutes)

Panel Discussion: Prof Erika Denton, MD NNUH; Ms. Tista Chakravorty, GMC; Dr. Alan Norrish; Dr. Rajaratnam Mathialagan, Chair HMSC

Chairs: Dr. Tanvir Alam, Ms. Suni S Joy, Dr. S Jagannathan

16:20 Guest Lecture: Indo-UK Fellowship Programmes: Prof Parag Singal, BAPIO Training Academy

Chairs: Dr. PR Saha, Ms. Parminder K Gidda

16:35 Session 3: EDI: The Essential Ingredient (10 minutes each)

- Role of Director of People: Ms. Jo Humphries, QEH
- Impact on Nurses and other HCP: Mr. Marimouttou Coumarassamy, National Chair BINA

Panel Discussion: Mr. Mike Broad, Mr. Samuel Jude, Chelsea Kirk

Chairs: Dr. Thangamma Katimada, Dr. Santosh Gangadharan, Dr N Vinod Kumar

17:15 Concluding Remarks: Dr. Satheesh Mathew

17:25 Vote of Thanks: Dr. Pallavi Devulapalli, Dr Siya Sharma

18.00 Drinks Reception, MoU Signing Ceremony, Dinner, Entertainment