

UK National Work Stress Network Conference, November 2009

Speaker and Workshop Facilitator Profiles

Brian Robinson, Conference Chair

Brian has been a union activist since the early 1960's serving in the NASUWT as branch secretary, negotiating secretary and executive member up to retirement in 1998. These roles involved the representation of members in both individual and collective matters.

He was a member of the union's Training Committee delivering training courses to workplace reps and Health & Safety Reps and representing the union on national Health & Safety groups. He was part of the group researching bullying and stress issues in educational establishments and was involved in the production of reports and guidance material published by the union.

He has been involved in the Hazards Campaign for many years attending both national and European conferences as a delegate and as a workshop facilitator. He is a founder member of the Work-stress Network and is a past Convenor.

Ian Draper, Work-Stress Network Convenor

Throughout his career as a secondary school teacher, mostly in Northamptonshire, Ian was actively involved with NASUWT the teachers' union at local, regional and national levels. Ian helped to develop union policy on workplace bullying and work-related stress and has spoken at a wide range of national, regional and international conferences. As a lead member of NASUWT Trades Union Education and Training teams for 11 years, he helped to develop, introduce and deliver many new training programmes and strategies. During this time, he served for five years on HSE Advisory Committees for Education as a TUC nominee.

Ian has been employed in various posts by NASUWT at Regional Centres and at its HQ offices. He has represented the union at a range of national and international events, and has handled individual employment-law casework in schools and colleges.

He is an active member of the Hazards Campaign in UK and is a member of the European Work Hazards Network steering group, responsible for organising biennial conferences in different nations.

Ian has been National Convenor of the UK National Work-Stress Network since 2003. He has spoken at a wide range of conferences and seminars for trade union groups and employers alike. He regularly contributes to annual Hazards Conference workshops, and has appeared on national and local radio and TV stations.

Emma Donaldson-Feilder, MA, MSc, C.Psychol.

Emma Donaldson-Feilder is a Chartered Occupational Psychologist who specialises in helping organisations achieve sustainable business performance through improvements in the well-being, morale and engagement of staff. Combining research and practitioner roles with writing and presenting on workplace well-being, Emma is:

- Responsible (with Dr Jo Yarker of Goldsmiths, University of London and Rachel Lewis of City University) for a research programme investigating the link between leadership/management and employee well-being, funded by HSE, CIPD and IIP. Together with Fehmidah Munir of Loughborough University, Emma and Jo are also conducting research looking at line managers' role in facilitating employees' return-to-work following long-term sickness absence.
- Director of Affinity Health at Work, a specialist consultancy offering services to improve workplace health, well-being and effectiveness. Emma works with a wide range of clients in the public and private sectors, providing consultancy and coaching to help employers and managers improve staff well-being, engagement and morale.

- Consultant Editor for a CIPD subscription publication about well-being and performance and author of numerous publications in the field. She is a regular presenter at professional and academic conferences, contributes lectures at various universities and appears on radio/TV providing expert comment on issues relating to health at work.

Isabelle Schoemann

Isabelle works within the European Trade Union Institute [ETUI] based in Brussels as a senior researcher.

Isabelle Schoemann joined the European Trade Union Institute (Belgium) in 2002 as labour lawyer to coordinate the NETLEX, the ETUC network of trade union labour lawyers as well as research officer in European and comparative labour law. Senior research officer since 2005, her fields of research cover European social dialogue and European labour law, comparative labour law and corporate governance. Further training in EC Competition Law (2003).

Graduate (DEA) of the University Paris I, Panthéon-Sorbonne in 1994 (France) in labour and social law and European labour law. Former research fellow in the unit of Prof. Günther Schmid, labour market policy and employment, at the Social Science Research Centre in Berlin 1994-2002 (WZB - Germany).

Her fields of research were: Legal and political guarantee of the right to work in Europe, non-standard employment relationships in the EU and early recognition of skill needs and worker participation in Europe.

Sean Duignan and Margaret Seraj

Sean and Margaret are UNISON members working in a Health Trust in the NW of England.

Rachael Pope

Rachael works as a physiotherapist specialising in Women's Health in a primary care setting in the NHS. Through a Trade Union role she has had many years of experience of situations where negative behaviours have been exhibited between staff causing huge damage to individuals and teams. She has a particular interest in implementing preventative measures for such behaviours, resolving problems more effectively and providing support for individuals. In 2003 she and a colleague in another Trust set up a Harassment Advisor Service for the two Trusts.

From 2001 – 2004 Rachael was the Allied Health Professions Representative on the Profession Executive Committee and a Board member. In 2005 she obtained an MSc in Human Resource Leadership at Manchester Business School gaining a distinction for the work. The dissertation research looked at the effects of workplace incivility, aggression and the perception of 'bullying' linked to these behaviours as well as researching low and higher frequency behaviour.

This work was published in the International Journal of Public Sector Management in 2007. Rachael has recently started a part time PhD course at Portsmouth University to further research the problem of negative behaviour within the NHS.

Rachael is a member of the Stress Network Steering Group.

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John Usher

"The answer to the problem is not to go to law" is a quote from John Usher's chapter in "*Stress and Teachers*" (ISBN 1-86156-082-6) written soon after the decision in the case of Walker v Northumberland County Council (1994) which was the first successful stress at work case in the UK.

John was the solicitor in that case from the outset until the end. John is convinced that the injury and most if not all of the cost to the employer of some £500,000 was avoidable.

Fifteen years on he is convinced there is a significant role for early mediation in relation to stress at work, but that prevention is still paramount.

Dave Jones

Dave was born and brought up in South Wales then spent 17 years in London before moving to Runcorn in 1990. He worked for the Civil Service for 31 years until December 2008; most recently for the Department of Children Schools and Families (DCSF) where he was a long standing trade union activist and senior negotiator with the Public and Commercial Services Union (PCS). His considerable experience included dealing with complex members' cases (e.g. stress and disability) and negotiating collectively on Health and Safety, Equality, Learning and Development as well as Pay and Terms of Conditions issues.

Dave has been a member of the UK Work-Stress Network since its inception and has delivered a number of workshops on stress, mental health, harassment and bullying at the annual Hazards Conferences and other organisations including trade union meetings and employer forums.

Outside work Dave was the joint Chair of the Halton Early Years and Development Partnership (a non-paid voluntary position), covering the Runcorn and Widnes area. The partnership promoted the increase of childcare places to support parents in an area of high social deprivation.

Throughout his time as a trade union activist, Dave has been heavily involved in trade union education as a lay tutor. Since January 2009 he has taken up the permanent post of Trade Union Studies Lecturer at the Warrington and Riverside Trade Union Education Unit, which delivers TUC courses and trade union education programmes for affiliated unions

Dave is married with two grown up daughters and two grandchildren, aged 15 and 17. He has also been Deputy Editor and regular contributor to a quarterly folk music magazine (*Folk North West*) for over 12 years.

Dianne Jones

Dianne, with Dave Jones was a co-founder of our Steering Group and for several years was the Network Treasurer. During that time she has been associated with the Network she has contributed considerably to workshops, input at Hazards Conferences and to the production of Network materials.

Having followed a number of Higher Education qualification routes, Dianne is now employed at Stockport College and heavily involved with 'Mental Health in the Workplace' training.