

Interests Register

Workplace health: long-term sickness absence and capability to work Advisory Committee

Publication Date: 20/11/2019

Name	Role with NICE	Type of interest	Description of interest	Relevant dates			Comments
				Interest arose	Interest declared	Interest ceased	
Paul Lincoln	Chair	Direct - financial	CEO UK Health Forum (UKHF) – charity and independent research organisation – an evidence expert based organisation for the primary prevention of non- communicable diseases which undertakes evidence based public health improvement advocacy work	2000	August 2017	March 2018	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal and indirect-financial	Previous Chair of NICE workplace public health development committee- health and wellbeing and management practices (Chair remuneration paid to UKHF as employing organisation).	2013	September 2018	2015	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Official permanent observer to Public Health England Board	2014	August 2017	August 2017	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Member of numerous expert advisory committees for DH, PHE, NIHR and MRC including	2000	August 2017	March 2018	<ul style="list-style-type: none"> • Declare and participate

			the UK Prevention Research Initiative. Committees and Boards include Public health research, obesity, tobacco control, dementia, alcohol, public health system, equity.				<ul style="list-style-type: none"> • Rationale: interest is non-specific
		Direct - financial	Adviser to PAHO and CARPHA on developing NCD prevention in the Caribbean States and Public Health Institute of Hong Kong.	2017	August 2017	March 2018	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - financial	UK Public Health Network. A network of statutory and third sector public health organisations- management role.	2013	August 2017	March 2018	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Fellow/Member of FPH, RCP, RSPH and ADPH.	2000	August 2017		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Visiting professor of Public Health at Chester University and receipt of Honorary Doctorate in Public Health.	2014	August 2017	Ongoing	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific

		Direct - non-financial professional and personal	MRC - UK Prevention research partnership - expert and steering group – honorarium (expenses paid to employer).	2014	September 2018	October 2018	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Research developments on the prevention of NCD's such as trade and health proposal for the UK Public Health Network and proposals for a range of UK Universities including Chester, Liverpool, Cambridge and Imperial research consortium	2007	September 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - financial	<p>Consultancy work for PHE:</p> <ol style="list-style-type: none"> 1. Research review of the organisation of health improvement in national public health agencies in OECD countries 2. Undertaking a feasibility study of a brain health tool in primary care 3. Ascertaining how to reach vulnerable and at -risk groups on air pollution 	April 2018	October 2018	June 2018	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal and direct-financial	Chair of PHE Alcohol Advisory Group. Receive small honorarium.	June 2019	July 2019	ongoing	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific

		Direct - non-financial professional and personal	Co-investigator for MRC funded PETRA research on the links between trade and health. Led by Chester University. Voluntary position.	2019	July 2019	2021	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
Ralph Bagge	Vice Chair	N/A	None declared		September 2017		N/A
Obaghe Edeghere	Core member	N/A	None declared.		February 2018		N/A
Judith Hooper	Core member	Direct - non-financial professional and personal	Local Board Member of the Board of the Faculty of Public Health	May 2015	December 2017		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
Jennifer Roberts <i>(Attended PHAC 0. Since resigned))</i>	Core member	Direct - financial	Acts from time-to-time, on a private consultancy basis, as expert advisor on projects for CFE Research (www.cfe.org.uk). CFE primarily work in the area of labour market, education and skills but occasionally they carry out health and public health related projects		February 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - financial	As one of the developers of the SF-6D health related quality of life algorithm I regularly receive royalty payments (via the University of Sheffield) for sales		August 2017		<ul style="list-style-type: none"> • Declare and participate

			of commercial licenses for the SF-6D.				<ul style="list-style-type: none"> Rationale: interest is non-specific
		Direct - financial	Private consultancy ad-hoc role as expert advisor on projects in the pharmaceutical industry.		February 2018		<ul style="list-style-type: none"> Declare and participate Rationale: interest is non-specific
		Indirect -financial and direct-non-financial professional and personal	Principal Investigator for the research project: <i>The causal impact of health on labour market outcomes: consequences for individuals and households.</i> Funded by the Health Foundation.	April 2018	February 2018	September 2020	<ul style="list-style-type: none"> Declare and participate Rationale: Has not attended any meetings since PHAC 0 and has since resigned
		Indirect - financial	Co-Investigator for the research project: <i>Health and Work Feasibility Study</i> , funded Public Health England.	January 2018	February 2018	June 2018	<ul style="list-style-type: none"> Declare and participate - Rationale: Has not attended any meetings since PHAC 0 and has since resigned
		Indirect - financial	Co-Investigator for the research project: <i>Evaluation of the 'Fulfilling Lives' Programme: Supporting People With Multiple and Complex Needs.</i> Funded by the <i>National Lottery Fund.</i>		February 2018		<ul style="list-style-type: none"> Declare and participate Rationale: Has not attended any meetings since PHAC 0 and has since resigned.

Amanda Sowden	Core member	Indirect - financial	<p>I am deputy director at the Centre for Reviews and Dissemination, University of York which holds a grant from NIHR to produce technology assessment reports, many of which are commissioned on behalf of NICE. My role does not include involvement in the NICE commissioned work.</p> <p>The Centre also carries out systematic reviews for a range of funders (not industry) addressing questions of relevance to public health, for example the effectiveness of multiple risk behaviour interventions. Review questions are usually determined by the funder or commissioner.</p> <p>The review relevant to this topic area is listed below.</p>	1994	September 2017	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific. Employer receives funding.
		Indirect-financial	<p>The Centre for Reviews and Dissemination has undertaken work for the Department of Health Policy Research Programme entitled "Mapping the literature on effectiveness of interventions to tackle the disability-employment gap". This is a review of existing reviews and is not yet published. The University of York received funding for this work.</p>	2016	January 2019	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific. Employer receives funding.

Ann Williams	Core member	Direct - non-financial professional and personal	Lay member of Food Standards Agency: Social Science Research Committee	March 2018	September 2017	June 2018	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Lay member of Liverpool Central Health Research Committee	2014	September 2017	June 2018	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Vice Chair of Liverpool Central Medical research Ethical committee.	June 2018	February 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Participant in a work place stress study by Leicester University.	September 2018	October 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: member is a participant in the study.
Nayab Nasir	Core member	N/A	None declared.		June 2018		N/A
Rashmi Shukla	Core member	Direct - non-financial professional and personal	Director of the National Centre for Rural Health and Care (Community Interest Company). Unpaid role.	2017	June 2018		<ul style="list-style-type: none"> • Declare and participate

							<ul style="list-style-type: none"> • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Patron of the South Asian Health Foundation (UK registered charity).	2016	June 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific.
		Direct - non-financial professional and personal	Honorary Senior Lecturer in the Department of Health Sciences in association with the Diabetes Research Centre at the University of Leicester.	2016	June 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific.
Mark Gabbay	Co-opted member	Indirect - financial	Receipt of NIHR grants which go to employer. None of these are related to the topic under consideration.	1998	October 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific.
		Direct - financial	Professor of General Practice at the University of Liverpool.	1998	October 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific.
		Direct - non-financial professional and personal	Honorary clinical contract with the NHS. Research advisory support to Liverpool CCG on general strategy and funding (this does	1998	October 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific.

			not include matters relevant to topic under consideration).				
		Direct - non-financial professional and personal	Hiscock J, Hodgson P, Peters S, Westlake D, Gabbay M Engaging physicians, benefiting patients: a qualitative study Research Report 256 London Department for Work and Pensions 2005	2005	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific.
		Direct - non-financial professional and personal	Woolf S, Martindale A-M, Stanistreet D, Gabbay M with Sapsford D, DWP project on the feasibility of SSP data collection Research Report 427 London Department for Work and Pensions 2007.	2007	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific.
		Direct - non-financial professional and personal	Catherine A O'Donnell, Adele Ring, Gary McLean, Suzanne Grant, Bruce Guthrie, Mark Gabbay , Frances S Mair, Caroline Carlisle, David Heaney, Matthew Sutton, and Graham CM Watt. The new GMS contract in primary care: The impact of governance and incentives on care. Final Report NIHR Service and Delivery Organisation programme 2010 London HMSO	2010	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific.
		Direct - non-financial professional and personal	Hillage J, Rolfe H, Bewley H, Gabbay M , Byrne P, Shiels C et al Evaluation of the Fit for Work Service pilots: first year report DWP report 793, London HMSO 2012	2012	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific as the fit for work scheme

							ended in August 2008 and the member was co-opted in October 2018.
		Direct - non-financial professional and personal	Shiels C, Hillage J, Pollard A, Gabbay M Evaluation of the Statement of Fitness for Work (fit note): quantitative survey of fit notes. DWP report 841, London HMSO 2013	2013	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: not included in evidence base as the effectiveness of fit notes were not considered as an intervention.
		Direct - non-financial professional and personal	Hillage J, Brown G, Shiels S, Gabbay M . Exploring future GP referral to Fit for Work DWP Report 883 London HMSO 2014 ISBN 978 1 910219 45 4	2014	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Shiels C, Gabbay MB , FM Ford, Patient factors associated with duration of certified sickness absence and transition to long-term incapacity <i>British Journal of General Practice</i> 2004; 54(499) : 86-91 WOS:000220195700004 Feb 04	2004	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: this paper did not form part of the evidence base as was not included as an intervention.

	Direct - non-financial professional and personal	Lithgow S, Gabbay M Living and working with sickness <i>European Journal of Public Health</i> 2004 (Dec); 14 (4S): 109 WOS:000227034700322	2004	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: this paper did not form part of the evidence base due to population.
	Direct - non-financial professional and personal	J Hiscock, P Hodgson, S Peters, D Westlake, M Gabbay UK general practitioner behaviour and attitudes in the provision of medical evidence for long-term sickness benefit <i>European Journal of Public Health</i> 2005(1/11/); 15:137 Nov 2005 WOS:0002345678003	2005	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific.
	Direct - non-financial professional and personal	Shiels C, Gabbay M The influence of GP and Patient gender interaction on the duration of certified sickness absence <i>Family Practice</i> 2006; 23(2):246-252 DOI:10.1093/fampra/cmi110 April 2006 WOS:000236106500016				<ul style="list-style-type: none"> • Declare and participate • Rationale: this paper did not form part of the evidence base as gender interaction is not within scope.
	Direct - non-financial professional and personal	Shiels C, Gabbay M B , Patient, clinician and general practice factors in long-term certified sickness <i>Scandinavian Journal of Public Health</i> 2007 35(3): 250-256.	2007	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: this paper did not form part of the

			DOI:10.1080/14034940601072364 4 WOS:000246809400005				evidence base as the focus of the article did not match the review question.
		Direct - non-financial professional and personal	Edwards S, Gabbay M Living and working with sickness: a qualitative study <i>Chronic Illness</i> 2007; 3(2) : 155-166 DOI:10.1177/1742395307082124 June 2007 PubMed ID:18083670	2007	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: this paper did not form part of the evidence base due to population.
		Direct - non-financial professional and personal	Martindale A-M, Stanistreet D, Woolf S, Gabbay M Sickness absence in the UK: Welfare reform, measurement and statutory sick pay. <i>Occupational Medicine</i> 2009; 59 : 215-217 DOI:10.1093/occmed/kqp005 June09 WOS:000266499500003	2009	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Hiscock J, Byrne P, Peters S, Westlake D, Gabbay M. Complexity in simple tasks: a qualitative analysis of GPs' completion of long-term incapacity forms <i>Primary Health Care Research and Development</i> 2009; 10(3) : 254-269	2009	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Gabbay M B Electronic fit notes: sickness certification in the new decade <i>BJGP</i> 2010; 60 :235-236.	2010	December 2018		<ul style="list-style-type: none"> • Declare and participate

			DOI:10.3399/bjgp10X483481 April2010 WOS:000278356600002				<ul style="list-style-type: none"> Rationale: this paper did not form part of the evidence base due to study type.
		Direct - non-financial professional and personal	Gabbay M Access to Welfare Benefits in Primary Care, <i>BMJ</i> 2010; 341 : 3642-3 DOI:10.1136/bmj.c3642 Aug 17 th 2010 WOS:000281212500001	2010	December 2018		<ul style="list-style-type: none"> Declare and participate Rationale: interest is non-specific
		Direct - non-financial professional and personal	Gabbay M , Taylor L, Sheppard L, Hillage J, Bamba C, Ford F, Preece R, Taske N, Kelly MP. NICE guidance on long-term sickness and incapacity <i>BJGP</i> 2011, 61 :206-7. March 2011 DOI:10.3399/bjgp11X561221 PubMed ID:21375894	2011	December 2018		<ul style="list-style-type: none"> Declare and participate Rationale: interest is related to a review of the previous guideline.
		Direct - non-financial professional and personal	Gabbay M Managing Black when in the red: challenges for general practice. <i>Occupational Medicine</i> 2011; 61 :144-145. May 2011 DOI:10.1093/occmed/kqq206 WOS:000290087100002	2011	December 2018		<ul style="list-style-type: none"> Declare and participate Rationale: interest is non-specific
		Direct - non-financial professional and personal	Shiels C, Gabbay M , Hillage J Factors associated with prevalence and types of 'may be fit' advice on fit notes. <i>BJGP</i> 2014; 64 : 131-132 DOI:	2014	December 2018		<ul style="list-style-type: none"> Declare and participate Rationale: article was not deemed to present a

			10.3399/bjgp14X677509 WOS:000332012000003				conflict of interest and expertise on topic was needed for discussion.
		Direct - non-financial professional and personal	Rannard A, Gabbay M , Sen D, Riley R, Britt D. Feasibility trial of GP and case-managed support for workplace sickness absence. <i>Primary Care Research and Development</i> 2014 (3) : 252-261 e pub: doi:10.1017/S1463423613000133 (10/4/13) PubMed ID:23574660	2014	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: this paper was excluded from the evidence base due to no control group.
		Direct - non-financial professional and personal	Gabbay M , Shiels C, Hillage J. Factors associated with the length of fit note-certified sickness episodes in the UK <i>Occup Environ Med</i> 2015; 72 : 467-475 & Online First: 24 February 2015 DOI:10.1136/oemed-2014-102307	2015	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: this paper did not form part of the evidence base as the effectiveness of this intervention was not reviewed.
		Direct - non-financial professional and personal	Simpson G.W., Byrne P., Gabbay M. B. , Rannard A. Understanding illness experiences of employees with common mental health problems <i>Occupational Medicine</i> 2015 65(5) : 367-372 DOI:10.1093/occmed/kqv047	2015	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific.

	Direct - non-financial professional and personal	Gabbay M , Hillage J, Shiels C Sickness certification for common mental disorders and GP return-to-work advice. <i>Primary Health Care Research & Development</i> 2016; 17 (5) : 437-447.	2016	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: this paper did not form part of the evidence base due to study type.
	Direct - non-financial professional and personal	Shiels C, Hillage J, Gabbay M Recurrence of sickness absence episodes certified by general practitioners in the UK <i>European Journal of General Practice</i> 2016 (in press)	2016	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: this paper did not form part of the evidence base due to study type.
	Direct - non-financial professional and personal	Shiels C, Gabbay M , Hillage J Change in diagnosis on fit notes within an episode of certified sickness absence <i>Family Practice</i> 2016; 33 (5) : 510-516 doi: 10.1093/fampra/cmw050	2016	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: this paper did not form part of the evidence base due to study type.
	Direct - non-financial professional and personal	Gabbay M , Ring A, Byng R, Anderson P, Taylor R, Mathews C et al Debt counselling for depression in primary care: an adaptive randomised controlled pilot trial (DeCoDer) <i>Health</i>	2017	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific

			<i>Technology Assessment 2017; 21 (35): 1 - 164. ISSN 1366-5278, 2046-4924</i>				
	Direct - non-financial professional and personal		Gabbay M , Shiels C, Hillage J The issue of 'long-term' fit notes for depression in the UK: patient, GP and general practice variation <i>Journal of Mental Health</i> 2017 (in press).	2017	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: this paper did not form part of the evidence base due to study type.
	Direct - non-financial professional and personal		Gabbay M Sickness Certification <i>British Journal of General Practice</i> 2009; 59 : 694.	2009	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: article was not deemed to present a conflict and expertise on topic was needed for discussion.
	Direct - non-financial professional and personal		Gabbay M Response to Dr Cohen's letter <i>Occupational Medicine</i> 2012; 62(1) : 68	2012	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
	Direct - non-financial professional and personal		Gabbay MB , Goodall M, Capewell S, Bowers P, Kennedy LA, Byrne, P, Barton GR, Martindale A-M Authors' reply to comments made	2015	December 2018		<ul style="list-style-type: none"> • Declare and participate

			about our article 'Food for Thought' <i>Journal of Public Health</i> 2015; 37(4) : 749-750e pub 23.12.14 doi:10.1093/pubmed/fdu111				<ul style="list-style-type: none"> Rationale: interest is non-specific
		Indirect-financial	Grants paid to my employer, the University of Liverpool for my salary and other direct costs. No personal direct financial gain. 2005-6 Department for work and Pensions Statutory Sick Pay data collection feasibility study- Gabbay, Stanistreet, Sapsford £100k	2005	December 2018	2006	<ul style="list-style-type: none"> Declare and participate Rationale: interest is non-specific and payment made to employer.
		Indirect -financial	2008-11 Research grant. Dept of Health Regional funding Enhancing Sickness Certification and Promoting Employment Gabbay, Shiels and Ford £59k	2008	December 2018	2011	<ul style="list-style-type: none"> Declare and participate Rationale: payment made to employer and study ended prior to guideline development started.
		Indirect -financial	2008-10 Research grant. Liverpool PCT Health@Work feasibility trial £85k	2008	December 2018	2010	<ul style="list-style-type: none"> Declare and participate Rationale: payment made to employer and study ended prior to guideline

							development started.
		Indirect -financial	2010-12 Research grant. Dept for Work and Pensions FFWS pilots evaluation Hillage J, Gabbay M, Dorsett R, Sainsbury R, Glendinning R et al £1.161M	2010	December 2018	2012	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific as the fit for work scheme ended in August 2018, so intervention not reviewed in guideline. Payment made to employer and study ended prior to guideline development started.
		Indirect -financial	Evaluation report. NW Strategic Health Authority NHSE 2010-13 evaluation of GManc FFWS pilot Gabbay & Byrne £50k	2010	December 2018	2013	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific as the fit for work scheme ended in August 2018, so intervention not reviewed in guideline Payment made

							to employer and study ended prior to guideline development started
		Indirect -financial	2011-13 Evaluation Report. Dept for Work & Pensions National Evaluation of Fit Notes Gabbay, Hillage, Shiels et al £426k	2011	December 2018	2013	<ul style="list-style-type: none"> • Declare and participate • Rationale: report does not form part of evidence base. Payment made to employer and study ended prior to guideline development started
Louise Thomson	Topic member	Indirect -financial	<p>I have a number of current and recent research projects relating to a number of interventions to support employees to remain in or enter into employment. These are listed below:</p> <p>Mental Health First Aid in the Workplace: a feasibility study. (Co-investigator) Funded by Institute of Occupational Safety and Health (£59,992).</p> <p><i>Narayanasamy M, Geraghty J, Coole C, Nouri F, Thomson L, Callaghan P, Drummond</i></p>	2017	February 2018 (updated May 2019)	November 2018	<ul style="list-style-type: none"> • Declare and participate • Rationale: Interest is non-specific to interventions included in scope and funding went to employer.

			<i>A. Mental health first aid in the workplace: A feasibility study. Wigston: IOSH, 2018</i>				
	Indirect – financial	The Implementation of Individual Placement and Support (IPS): Consultation with Employers on Line Manager Support (Lead). Funded by East Midlands AHSN (£22,000).	2016	February 2018	September 2017	<ul style="list-style-type: none"> • Declare and participate • Interest is non-specific and funding went to employer. 	
	Indirect - financial	Occupational Advice prior to lower limb joint replacement (Co-investigator). Funded by NIHR HTA £498,894	2016	February 2018	April 2019	<ul style="list-style-type: none"> • Declare and participate • Rationale: Interest is non-specific and funding went to employer. 	
	Indirect - financial	Employment Support for People with Mental Health Illness - Implementation of Individual Placement and Support (IPS) in the East Midlands (Lead). Funded by East Midlands AHSN (£154,477)	2014	February 2018	2016	<ul style="list-style-type: none"> • Declare and participate • Rationale: Interest is non-specific and funding went to employer. 	
	Indirect - financial	Dementia and Employment - Scoping Project (Co-investigator). Funded by Public Health England (£50,000)	2014	February 2018	2015	<ul style="list-style-type: none"> • Declare and participate - • Rationale: Interest is non-specific and funding went to employer. This was a scoping exercise. 	

		Indirect – financial	Pre-protocol planning to inform a study of employed patients with mild to moderate mental health disorders and the impact of the GP fit note on mental health and work outcomes. (Co-investigator) Nottingham City CCG Research Development Grant. £23,783.	2014	February 2018	2015	<ul style="list-style-type: none"> • Declare and participate Rationale: funding went to employer. The member was involved with planning the protocols.
		Indirect - financial	<p>Advisor to project: Getting the Best from the Fit Note (Co-Investigator) IOSH funded research project £125,000.</p> <p><i>Published report: Coole C, Drummond A, Watson P, Nouri F and Potgieter I (IOSH, 2015), Getting the best from the fit note. Investigating the use of the statement of fitness for work.</i></p>	2013	February 2018 (updated May 2019)	2014	<ul style="list-style-type: none"> • Declare and participate • Rationale: specific to RQ3, but the member was not an author and the paper was not included in the evidence. Funding went to employer.
		Indirect – non-financial professional and personal	<p>Paper linked to the piece of research above (not one of authors, representative on steering group):</p> <p><i>Coole C, Nouri F, Potgieter I, Drummond A (2015) Completion of fit notes by GPs: a mixed</i></p>	2013	January 2018	2014	<ul style="list-style-type: none"> • Declare and participate • Rationale: specific to RQ3b, but the member was part of the

			<i>methods study. Perspectives in Public Health: 135(5): 233-242</i>				steering group only.
	Indirect – financial		Contributing to a Rapid Scoping Review on workplace interventions and motivations to improve return to work. The work is sub-contracted by Ipsos Mori who are contracted by Joint Work and Health Unit. This is a small scoping review (of literature), 3 months of work. Includes payment paid direct to my employers.	2018	September 2018	November 2018	<ul style="list-style-type: none"> • Declare and participate • Rationale: scoping reviews are outside of the study protocols and payment made to employer.
	Direct - non-financial professional and personal		Managing employees with dementia: a systematic review, L Thomson , M Stanyon, T Denning, R Heron, A Griffiths, Occupational Medicine, Volume 69, Issue 2, March 2019, Pages 89–98,	2015	May 2019	December 2018	<ul style="list-style-type: none"> • Declare and participate - • Rationale: interest is non-specific
	Indirect – financial		Co-applicant on a research grant funded by UK Occupational Therapy Research. 'Comparing A Reusable Learning Object With Face-To-Face Training For Occupational Therapists In Advising On Fitness For Work (CREATE). These funds go to the University of Nottingham.	2017	September 2018	2019	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific and funding goes to employer.
	Direct - non-financial professional and personal		Coole, C., Nouri, F., Potgieter, I., Watson, P. J., Thomson, L. ,	2015	November 2018		<ul style="list-style-type: none"> • Declare and participate

			Hampton, R. and Drummond, A., (2015) Recommendations to facilitate the ideal fit note: are they achievable in practice? BMC FAMILY PRACTICE. 16				<ul style="list-style-type: none"> Rationale: this paper was excluded from the evidence base as the outcomes are outside of the study protocols.
	Direct - non-financial professional and personal		Coole, C., Watson, P., Thomson, L. , Hampton, R (2013). How GPs complete Fit Note comments. Occupational Medicine.	2013	November 2018		<ul style="list-style-type: none"> Declare and participate Rationale: this paper was excluded from the evidence base due to study type.
	Direct - non-financial professional and personal		Thomson, L. & Hampton, R. (2012) Fit for Work? Changing Fit Note Practice among GPs. British Journal of General Practice, 62 (595), e147-e150(4).	2012	November 2018		<ul style="list-style-type: none"> Declare and participate Rationale: this paper did not form part of the evidence base due to study type.
	Direct - non-financial professional and personal and indirect-financial		Midlands Engine Mental Health and Productivity Pilot: I am part of a consortium of 22 organisations contributing to this 3 year project funded by the Midlands Engine. The consortium is led by Coventry University and the project aims to pilot interventions to improve mental	March 2019	July 2019		<ul style="list-style-type: none"> Declare and participate Rationale: interest is non-specific and funding goes to employer

			health and productivity in the midlands working population. All funding is received by my employer, and not by me personally.				
		Direct - non-financial professional and personal	Topic Expert for the committee working on the NICE guideline update of 'Mental wellbeing at work'.	May 2019	July 2019		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
Colin Ellis	Topic member	Direct - non-financial professional and personal	Trustee, South Yorkshire Asbestos Victims Support Group (role is unpaid).	2016	January 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	As part of salaried role with Rotherham Council, involvement with the South Yorkshire wellbeing at work scheme to promote positive health and wellbeing in the workplace.	January 2018	January 2019		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Unpaid trustee of the South Yorkshire Asbestos Victims Support Group (SARAG).	October 2013	January 2019		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
Lorna Young	Topic member	Direct - non-financial professional and personal	Member of GM Disabled People's Coalition based in Manchester since September 2017.	September 2017	January 2018		<ul style="list-style-type: none"> • Declare and participate

			This is a charity advocating for disabled people independence e.g. transport, housing. Their work does not include employment areas. Role is to receive newsletters, have voting rights at their annual AGM, but not a member of any committee.				<ul style="list-style-type: none"> Rationale: interest is non-specific
		Indirect – financial	REMPLOY - As part of my role as Equality Specialist with Manchester City Council I will be the main contact and link with REMPLOY in relation to the mental health support services they provide to our employees. Service provided upon self-referral. The service is not paid by the Council as it's free to employer. REMPLOY receive payment from DWP via their contract with Access to Work based on numbers successfully completing the programme. My role is to promote the service in the Council to employees and help integrate it within our wider mental health at work support provision. My role doing this is expected to last approx 6 months. I will also promote it to our public sector partners in Manchester.	December 2018	February 2019		<ul style="list-style-type: none"> Declare and participate Rationale: interest is non-specific. This guideline does not recommend specific support services.
Kaveh Asanati	Topic member	Direct - non-financial professional and personal	Honorary Clinical Senior Lecturer at National Heart and Lung Institute, Imperial College London	March 2015	September 2018		<ul style="list-style-type: none"> Declare and participate

			(Occupational Lung Disease). This role is unpaid.				<ul style="list-style-type: none"> • Rationale: interest is non-specific
		Direct - financial	Module Lead in “Epidemiology, Statistics and Critical Appraisal” in Cardiff University.	September 2017	September 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Chairman of the Education Panel at the Society of Occupational Medicine (SOM). This role is unpaid.	January 2017	September 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Chief Examiner for “Hand Arm Vibration Syndrome” at the Faculty of Occupational Medicine of Royal College of Physicians. This role is unpaid.	June 2016	September 2018	November 2018	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Deputy Chief Examiner for “Research Methods” at the Faculty of Occupational Medicine of Royal College of Physicians. This role is unpaid.	July 2014	September 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct – non-financial professional and personal	Editorial Board of Occupational Medicine (Oxford Academic). This role is unpaid.	February 2018	September 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific

		Direct- financial	Auditor for Royal College of Physicians (SEQOHS Accreditation Scheme)	2015	September 2018	November 2018	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Laloo D, Demou E, Smedley J, Madan I, Asanati K , Macdonald EB et al., 2018, <i>Current research priorities for UK occupational physicians and occupational health researchers: a modified Delphi study.</i> , Occup Environ Med, Vol: 75, Pages: 830-836	2018	September 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Deasy J-B, Asanati K , Mansouri M, 2017, <i>Pre-employment medical assessment needs better underpinning</i> Reply, OCCUPATIONAL MEDICINE-OXFORD, Vol: 67, Pages: 163-164, ISSN: 0962-7480 Cite	2017	October 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Deasy J-B, Asanati K , Mansouri M, 2016, <i>Pre-placement psychological status and staff retention in a call centre</i> , OCCUPATIONAL MEDICINE-OXFORD, Vol: 66, Pages: 305-307, ISSN: 0962-7480	2016	October 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Demou E, Brown J, Sanati K , Kennedy M, Murray K, Macdonald EB et al., 2016, <i>A novel approach to early sickness</i>	2016	October 2018		<ul style="list-style-type: none"> • Declare and participate

			<i>absence management: The EASY (Early Access to Support for You) way</i> , WORK-A JOURNAL OF PREVENTION ASSESSMENT & REHABILITATION, Vol: 53, Pages: 597-608, ISSN: 1051-9815				<ul style="list-style-type: none"> Rationale: this paper was excluded from the evidence base due to population.
	Direct - non-financial professional and personal		Macdonald EB, Asanati K , 2016, <i>Absence from work</i> , CONTEMPORARY SOCIAL SCIENCE, Vol: 11, Pages: 30-39, ISSN: 2158-2041	2016	October 2018		<ul style="list-style-type: none"> Declare and participate Rationale: this paper did not form part of the evidence base due to study type.
	Direct - non-financial professional and personal		Vargas-Prada S, Demou E, Lalloo D, Avila-Palencia I, Sanati KA , Sampere M, Freer K, Serra C, Macdonald EB et al., 2016, <i>Effectiveness of very early workplace interventions to reduce sickness absence: a systematic review of the literature and meta-analysis</i> , SCANDINAVIAN JOURNAL OF WORK ENVIRONMENT & HEALTH, Vol: 42, Pages: 261-272, ISSN: 0355-3140	2016	October 2018		<ul style="list-style-type: none"> Declare and participate Rationale: the paper was excluded from the evidence base due to study type.
	Direct - non-financial professional and personal		Ferris M, Hirst A, Sanati NA, Sanati KA et al., 2015, <i>The international contribution to occupational health research</i> , SCANDINAVIAN JOURNAL OF WORK	2015	October 2018		<ul style="list-style-type: none"> Declare and participate Rationale: interest is non-specific

			ENVIRONMENT & HEALTH, Vol: 41, Pages: 294-298, ISSN: 0355-3140				
		Direct - non-financial professional and personal	Macdonald EB, Sanati KA , 2014, <i>Is it better to be poor and unemployed or rich and work in a hazardous environment?</i> , BMJ-BRITISH MEDICAL JOURNAL, Vol: 349, ISSN: 1756-1833	2014	October 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Brown J, Demou E, Tristram MA, Gilmour H, Sanati KA , Macdonald EB et al., 2012, <i>Employment status and health: understanding the health of the economically inactive population in Scotland</i> , BMC PUBLIC HEALTH, Vol: 12, ISSN: 1471-2458	2012	October 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Macdonald DJM, Sanati KA , Macdonald EB, 2012, <i>The Costs and Characteristics of Occupational Injuries Admitted to a Trauma Unit</i> , INTERNATIONAL JOURNAL OF OCCUPATIONAL SAFETY AND ERGONOMICS, Vol: 18, Pages: 587-590, ISSN: 1080-3548	2012	October 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Sanati KA , Mansouri M, Macdonald D, Ghafghazi S, Macdonald E, Yadegarfar Get al., 2011, <i>Surgical Techniques and Return to Work Following Carpal Tunnel Release: A Systematic Review and Meta-Analysis</i> , JOURNAL OF	2011	October 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific

			OCCUPATIONAL REHABILITATION, Vol: 21, Pages: 474-481, ISSN: 1053-0487				
	Direct - non-financial professional and personal	Macdonald EB, Sanati KA , 2010, <i>Occupational Health Services Now and in the Future: The Need for a Paradigm Shift</i> , JOURNAL OF OCCUPATIONAL AND ENVIRONMENTAL MEDICINE, Vol: 52, Pages: 1273-1277, ISSN: 1076-2752	2010	October 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific 	
	Direct - non-financial professional and personal	Sanati KA , Yadegarfar G, Naghavi H, Mansouri M, Sanati JGHet al., 2010, <i>Temporal Trend of Occupational Injuries; First Versus Second Half of a Working Shift</i> , INTERNATIONAL JOURNAL OF OCCUPATIONAL SAFETY AND ERGONOMICS, Vol: 16, Pages: 49-54, ISSN: 1080-3548	2010	October 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific 	
	Direct - non-financial professional and personal	Member of the guideline writing group of “British Association of Sexual Health and HIV Guidelines on HIV Post-Exposure Prophylaxis (PEP) following Sexual and Occupational Exposures (2019)”	October 2018	October 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific 	
	Direct - non-financial professional and personal	Co-author of the “Respiratory Disorders” chapter of “Fitness for Work: The Medical Aspects (6th Edition)”	June 2017	September 2018		<ul style="list-style-type: none"> • Declare and participate 	

							<ul style="list-style-type: none"> • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Co-author of <i>Current research priorities for UK occupational physicians and occupational health researchers: a modified Delphi study</i> (2018).	2018	October 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
Rob Allan	Topic member	Direct - non-financial professional and personal	Topic Expert for the committee working on the NICE guideline update of 'Mental wellbeing at work'.	May 2019	July 2019		<ul style="list-style-type: none"> • Declare and participate <p>Rationale: interest is non-specific</p>
Gwenllian Wynne-Jones	Topic member	Indirect – financial	<p>I have been in receipt of a Post-Doctoral Fellowship from the National Institute for Health research (NIHR) for the period 2010-2017 (PDF NIHR-PDF-2009-02-54). This payment was made to my employer.</p> <p>This Fellowship was titled "Primary care management of work related issues in patients with low back pain".</p>	April 2010	January 2018	March 2017	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific and employer received payment.
		Indirect – financial	<p>I currently hold an NIHR Clinical Trials Fellowship 2017-2018 (CTF-2016-05-10). This payment was made to my employer.</p> <p>The focus of this fellowship was on developing the "Work and Vocational Advice (WAVE)" NIHR</p>	April 2017	January 2018	January 2018	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific and employer

			HTA grant.				received payment.
	Indirect - financial		I am funded on an NIHR Research Program Grant from January 2018 for 50% of my time over 4 years (NIHR RP-PG-0615-20002). This payment was made to my employer. This grant is titled "Maximising outcome for patients with shoulder pain: using optimal diagnostic and prognostic information to target treatment".	January 2018	January 2018	December 2021	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific and employer received payment.
	Direct - non-financial professional and personal		I have published a clinical trial that may fall under the topic area being discussed. Wynne-Jones G , Artus M, Bishop A, Lawton S.A, Lewis M, Jowett S, Kigozi J, Main C, Sowden G, Wathall S, Burton A.K, van der Windt D, Hay E.M, Foster N.E, Effectiveness and costs of a vocational advice service to improve work outcomes in patients with musculoskeletal pain in primary care: A cluster randomised trial (SWAP trial ISRCTN 52269669), Pain, doi: 10.1097/j.pain.0000000000001075. [Epub ahead of print] This paper was a result of the NIHR Post-Doctoral Fellowship listed above.	January 2018	January 2018	January 2018	<ul style="list-style-type: none"> • Declare and participate • Rationale: the paper was excluded from the evidence base due to population type.

		Indirect - financial	<p>Research grant recommended for funding by NIHR HTA stream “Work and Vocational Advice (WAVE)”.</p> <p>Aiming to deliver vocational advise within primary care to all patients with at least 2 weeks of work absence.</p> <p>This will be paid to my employer.</p>	May 2019	September 2018	October 2023	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific.
		Indirect – financial	<p>Tender from Chartered Society of Physiotherapy and Joint Health and Work Unit</p> <p>“Evaluation of First Contact Physiotherapists” As part of this evaluation we are assessing the use of the AHP Fitness to work report and collecting other work related data.</p> <p>Payment went to my employer.</p>	August 2018	September 2018	July 2020	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific.
		Indirect – non-financial professional and personal	<p>Grant application NIHR HTA commissioned call</p> <p>“Work Retention in Chronic Conditions (WORC) trial”</p> <p>Aiming to deliver occupational health care for chronic physical conditions within secondary care settings</p> <p>This application was unsuccessful but payment would have gone to my employer.</p>	August 2018	September 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: unsuccessful grant application

		Indirect - financial	<p>Grant application Challenge Fund Joint Health and Work Unit</p> <p>Aiming to implement the Study of Work And Pain (SWAP) intervention in physiotherapy practice.</p> <p>Payment went to my employer.</p>	August 2018	September 2018	February 2020	<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific and payment made to employer.
		Direct - non-financial professional and personal	<p>Paper publication</p> <p>WYNNE-JONES G, CHEN Y, CROFT P, WILKIE R, JORDAN K, PETERSSON I.F, <i>Secular trends in work disability and its relationship to musculoskeletal pain and mental health: A time trend analysis using 5 cross sectional surveys (2002-2010) in the general population, Occupational and Environmental Medicine</i>, 2018, <i>In press</i></p> <p>HTTP://EPRINTS.KEELE.AC.UK/5345/</p>	August 2018	September 2018	August 2018	<ul style="list-style-type: none"> • Declare and participate • Rationale: the paper was not included in the evidence base due to study type.
		Direct - non-financial professional and personal	<p>Gwenllian Wynne-Jones, Rhiannon Buck, Carol Porteous, Lucy Cooper, Lori A. Button, Chris J. Main, Ceri J. Phillips (2011)</p> <p>What Happens to Work if you're Unwell? Beliefs and Attitudes of Managers and Employees With</p>	2011	November 2018	2011	<ul style="list-style-type: none"> • Declare and withdraw for discussion of evidence and drafting of the recommendations relating to general management.

			Musculoskeletal Pain in a Public Sector Setting. J Occup Rehabil, 21: 31-42.				<ul style="list-style-type: none"> Rationale: specific interest and paper included in evidence base for RQ3.
		Direct - non-financial professional and personal	Buck R, Porteous C, Wynne-Jones G , Webb K, Main CJ, Phillips CJ. (2011) Challenges to remaining at work with common health problems: what helps and what influence do organisational policies have?, Journal of Occupational Rehabilitation, Dec Vol 21(5) pg 501-12	2011	November 2018	2011	<ul style="list-style-type: none"> Declare and participate Rationale: the paper was excluded from the evidence base due to population.
		Direct - non-financial professional and personal	Welsh VK, Mallen CD, Wynne-Jones G , Jinks C. (2012) Exploration of GP's views and use of the fit note: a qualitative study in primary care, British Journal of General Practice, May Vol 62(598) pg 363-70	2012	December 2018		<ul style="list-style-type: none"> Declare and withdraw for discussion of evidence and drafting of the recommendations relating to fit-notes Rationale: specific interest and paper included in evidence base for RQ3.
		Direct - non-financial professional and personal	SANDERS T, WYNNE-JONES G , ARTUS M, NIO ONG B, FOSTER N, (2017) Acceptability of a vocational advice service for	2017	December 2018		<ul style="list-style-type: none"> Declare and participate

			patients consulting in primary care with musculoskeletal pain: A qualitative exploration of the experiences of general practitioners, vocational advisors and patients, Scandinavian Journal of Public Health, Aug 1 doi: 10.1177/1403494817723194.				<ul style="list-style-type: none"> Rationale: the paper was excluded from the evidence base due to population and study type.
		Direct - non-financial professional and personal	WYNNE-JONES G , DUNN K.M, Has there been a change in the rates of UK sickness certification for back pain over time? An examination of historical data from 2000 to 2010, BMJ Open, 2016;6:4 e009634 doi:10.1136/bmjopen-2015-009634	2016	December 2018		<ul style="list-style-type: none"> Declare and participate Rationale: interest is non-specific
		Direct - non-financial professional and personal	Lewis M, Wynne-Jones G , Barton P, Whitehurst DGT, Wathall S, Foster NE, Hay E, Van der windt DAWm. Should General Practitioners issue a sick certificate to employees who consult for low back pain in primary care? An assessment of clinical outcomes and cost utility, Journal of Occupational Rehabilitation, 2015;Sep 25(3):577-88. doi: 10.1007/s10926-014-9564-z –	2015	December 2018		<ul style="list-style-type: none"> Declare and participate Rationale: interest is non-specific
		Direct - non-financial professional and personal	BISHOP A, WYNNE-JONES G , LAWTON SA, VAN DER WINDT D, MAIN C, SOWDEN G, BURTON AK, LEWIS M,	2014	December 2018		<ul style="list-style-type: none"> Declare and participate

			JOWETT S, SANDERS T, HAY EM, FOSTER NE, SWAP STUDY TEAM, (2014) Rationale, design and methods of the Study of Work and Pain (SWAP): a cluster randomised controlled trial testing the addition of a vocational advice service to best current primary care for patients with musculoskeletal pain (ISRCTN 52269669), <i>BMC Musculoskeletal Disorders</i> , Vol 15(232) doi: 10.1186/1471-2474-15-232				<ul style="list-style-type: none"> Rationale: the paper was excluded from the evidence base due to population.
		Direct - non-financial professional and personal	WYNNE-JONES G , VAN DER WINDT dawm, oNG BM, BISHOP A, COWEN J, ARTUS M, SANDERS T, (2014) Perceptions of health professionals towards the management of back pain in the context of work: a qualitative study, <i>BMC Musculoskeletal Disorders</i> , Vol 15(210) doi: 10.1186/1471-2474-15-210.	2014	December 2018		<ul style="list-style-type: none"> Declare and participate Rationale: the paper was excluded from the evidence base.
		Direct - non-financial professional and personal	Welsh VK, Sanders T, Richardson J, Wynne-Jones G , Jinks C, Mallen CD, (2014) Extending the authority to certify sickness absence beyond the medical profession: a qualitative study, <i>BMC Family Practice</i> , Vol 15(100), doi:10.1186/1471-2296-15-100	2014	December 2018		<ul style="list-style-type: none"> Declare and participate Rationale: interest is non-specific

		Direct - non-financial professional and personal	Wynne-Jones G , Cowen J, Jordan J, Olalekan Uthman, Main CJ, Glozier N, van der Windt D, (2014) Absence from work and return to work in people with back pain: A systematic review and meta-analysis, Occupational and Environmental Medicine, Vol 71(6) pg 448-456	2014	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: the paper was excluded from the evidence base due to study type.
		Direct - non-financial professional and personal	Campbell P, Wynne-Jones G , Muller S, Dunn, K. (2013)The influence of employment social support for risk and prognosis in non-specific back pain: a systematic review and critical synthesis, International Archives of Occupational and Environmental Health, Feb Vol 86(2) pg 119-137	2013	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: the paper was excluded from the evidence base due to study type.
		Direct - non-financial professional and personal	Wynne-Jones G , Buck R, Varnava A, Phillips CJ, Main CJ. (2011) Impacts on work performance; what matters six months on?, Occupational Medicine, May Vol 61(3) pg 205-8	2011	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
		Direct - non-financial professional and personal	Mallen CD, Wynne-Jones G , Dunn KM. (2010) Sickness certification for mental health problems in general practice, Primary Health Care Research and Development, Apr Vol 12(2) pg 179-82	2010	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific

	Direct - non-financial professional and personal	Wynne-Jones G , Mallen CD, Main CJ, Dunn KM. (2010) General practitioners attitudes and beliefs to sickness certification: A systematic review, Scandinavian Journal of Primary Health Care, June:28 (2) pg 67-75	2010	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: the paper was excluded from the evidence based on quality of data.
	Direct - non-financial professional and personal	Wynne-Jones G , Mallen CD, Main CJ, Dunn KM. (2010) Sickness certification and the general practitioner – what really happens in general practice? Family Practice, Jun; Vol 27(3) pg 344-50	2010	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
	Direct - non-financial professional and personal	Wynne-Jones G , Buck R, Varnava A, Phillips CJ, Main CJ. (2009) Impacts on work absence and performance: what really matters? Occupational Medicine, Vol 59 pg 556-562.	2009	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: the paper was excluded from the evidence base due to study type.
	Direct - non-financial professional and personal	Buck R, Wynne-Jones G , Varnava A, Main CJ, Phillips CJ. (2009) Working with musculoskeletal pain, Reviews in Pain, Vol 3(1); pg 6-10.	2009	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: the paper did not form part of the evidence base

						due to study type.
	Direct - non-financial professional and personal	Wynne-Jones G , Varnava A, Buck R, Karanika-Murray M, Griffiths A, Phillips C, Cox T, Kahn S, Main CJ. (2009) Examination of the Work Organisation Assessment Questionnaire in public sector workers, Journal of Occupational and Environmental Medicine, May; Vol 51(5) pg 586-93	2009	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
	Direct - non-financial professional and personal	Wynne-Jones G , Mallen CD, Welsh V, Dunn KM. (2009) Rates of sickness certification in European primary care: A systematic review, European Journal of General Practice, Vol 14 (3) pg 99-108	2009	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
	Direct - non-financial professional and personal	Wynne-Jones G , Mallen CD, Mottram S, Main CJ, Dunn KM. (2009) The identification of UK sickness certification rates, standardised for age and sex, British Journal of General Practice, Vol 59 (564) pg 510-515	2009	December 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: interest is non-specific
	Direct - non-financial professional and personal	Phillips CJ, Main CJ, Buck R, Aylward M, Wynne-Jones G , Farr A. (2008) Prioritising pain in policy making: the need for a	2008	December 2018		<ul style="list-style-type: none"> • Declare and participate

			whole systems perspective, Health Policy, Vol 88 pg 166-175				<ul style="list-style-type: none"> Rationale: interest is non-specific
		Direct - non-financial professional and personal	Wynne-Jones G , Dunn KM, Mallen CD, Main CJ. (2008) Sickness certification in general practice: A comparison of electronic records with self reported absence, Primary Healthcare Research and Development, Vol 9 (2) pg 113-118	2008	December 2018		<ul style="list-style-type: none"> Declare and participate Rationale: interest is non-specific
		Direct - non-financial professional and personal	Wynne-Jones G , Dunn KM, Main CJ. (2008) The impact of low back pain on work: A study amongst primary care consultants, European Journal of Pain Vol 12 (2) pg 180 –188	2008	December 2018		<ul style="list-style-type: none"> Declare and participate Rationale: interest is non-specific
Robert Hampson	Topic member (<i>Attended PHAC 0. Since resigned</i>)	Direct - non-financial professional and personal	PHE Medical Champion for Work as a Health outcome. A pilot role to help with the implementation of the Improving Lives white paper with the aim of getting 1 million people with disabilities or long term physical or mental health conditions into employment by 2027.	2018	February 2018		<ul style="list-style-type: none"> Declare and participate – <i>in protocol development only</i> Rationale: Has not attended any meetings since PHAC 0 and has since resigned

		Direct - financial	I am a Director of RHH Medical Ltd (Company number 8026263) with a 50% shareholding. I am also an employee of this company from which I provide GP, GPSI and Occupational Medicine services.	2012	February 2018		<ul style="list-style-type: none"> • Declare and participate - <i>in protocol development only</i> • Rationale: Has not attended any meetings since PHAC 0 and has since resigned
		Direct - financial	I am a Professional Advisor to the Ingeus Clinical Advisory Group (2016-current). I receive a sessional honorarium and travel expenses for this commitment. Ingeus is an organisation that provides employment support services in the UK and more recently healthcare services.	2016	February 2018		<ul style="list-style-type: none"> • Declare and participate - <i>in protocol development only</i> • Rationale: Has not attended any meetings since PHAC 0 and has since resigned
		Direct - financial	I provide some remunerated and non-remunerated services to Arthritis Research UK as part of their policy to support people with musculoskeletal problems to remain at work and as a tutor to GPs as part of their Clinical Skills Programme	2013	February 2018		<ul style="list-style-type: none"> • Declare and participate - <i>in protocol development only</i> • Rationale: Has not attended any meetings since PHAC 0 and has since resigned

		Direct - financial	I am paid for work as the GP Musculoskeletal Editor for the OmniaMed Chronic Conditions initiative that offers opportunities for e-learning and other online CPD to GPs.	2017	February 2018		<ul style="list-style-type: none"> • Declare and participate - <i>in protocol development only</i> • Rationale: Has not attended any meetings since PHAC 0 and has since resigned
		Direct - financial	All my work clinical face-to-face work as on Occupational Physician is performed privately either through RHH Medical Ltd (as above) or through a local private GP practice PGPS Leicester.	2012	February 2018		<ul style="list-style-type: none"> • Declare and participate - <i>in protocol development only</i> • Rationale: Has not attended any meetings since PHAC 0 and has since resigned
		Direct - non-financial professional and personal	I am a nationally elected member of the Royal College of GP's Council. I represent GPs as a whole rather than geographical areas and have a particular interest in raising standards for 'Portfolio GPs 'working as GPSIs in areas such as occupational medicine, emergency health, substance misuse and musculoskeletal services.	2017	February 2018		<ul style="list-style-type: none"> • Declare and participate • Rationale: Has not attended any meetings since PHAC 0 and has since resigned

Neil Wood	PHE Topic Adviser	Indirect - non-financial professional and personal	<p><i>'Public Health England Annual Business Plan 2018-19'</i>.</p> <p>PHE has a stated position relating to work, that not having a job or enough money to live on, or somewhere decent to live are barriers to people's good health and wellbeing.</p> <p>There are many factors affecting health beyond treating illness, for adults it's about having a secure job and home and for all ages to have friendship in their life. Health and wealth are two sides of the same coin and having a decent income is the main determinant of outcome.</p> <p>For those out of work, the best public health intervention would be to help them get a job.</p>	April 2018	September 2019	<ul style="list-style-type: none"> • Declare and participate • Rationale: organisational interest declared on behalf of Public Health England in the interests of transparency.
		Indirect - non-financial professional and personal	<p><i>'Local Healthy Workplace Accreditation' Guidance.</i></p> <p>'Good work' is good for health and it is Public Health England (PHE), the Local Government Association (LGA) and the Association of Directors of Public Health's (ADPH) ambition to promote healthy workplaces.</p> <p>Local Authorities have an important role to play in</p>	July 2019	September 2019	<ul style="list-style-type: none"> • Declare and participate • Rationale: organisational interest declared on behalf of Public Health England in the interests of transparency.

			supporting employers create and maintain healthy workplaces. We hope LAs will find this guidance useful and that above all, it supports their local populations to reap the benefits of good work.				
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Date last reviewed: 22/10/2019