

## VRA Trustee Nominations 2022

1. Alan Bradshaw
2. Andrea Collin
3. Julie Denning
4. Emma Drinkwater
5. Monica Garcia
6. Sue Godby
7. Peter Kennedy
8. Sabrina Lawlor
9. Sharon Patmore
10. Joy Reymond
11. Andy Tyerman
12. Helen Valls Russell

### **Alan Bradshaw – current Trustee**

I support VRA's aims and believe I could make a difference, especially in the areas of business development and marketing.

- 25 years' experience developing and growing businesses in a linked area
- Development of business development processes, which would help VRA
- Extensive experience of marketing and organising events
- Web development - several websites, including online learning / community platforms
- Huge amount of training experience, including face-to-face, virtual training / workshops and webinars
- Keynote speaking at many conferences, mainly as subject matter expert in work-related stress, workplace mental health and wellbeing
- 10 years' experience as a Trustee, including leading organisation strategy on mental health and wellbeing

I've been in business since the mid 1990s, having developed and grown a number of businesses, including a university spin out company. The information above provides a summary of my experience. Currently, I own a consultancy and training business, Work-Life Solutions, which is also a business partner of Health Partners (formerly Duradiamond Healthcare), one of the largest Occupational Health providers in the UK. For a period, I was employed as Director of Stress & Mental Health Services for Duradiamond, and now I provide specialist stress / mental health training and consultancy services for their clients. I've had very many corporate clients, across all sectors, including Govt departments and agencies, large private sector organisations, universities, NHS, local authorities, trade unions and charities. My most important work has been in developing training and tools for managers to enable them to manage and minimise risks linked with stress and mental health at work.

**Andrea Collin – current Trustee**

I wish to continue as a trustee for the VRA as I think it is a great opportunity to get involved with promoting Occupational Therapy within the role of Vocational Rehab. I also feel that the work and resources the VRA provides for individuals working within VR is valuable and would like to add my contribution to that via the role as a trustee.

I'm an Occupational Therapist that has worked on the Department of Work & Pensions Welfare to Work programs for the past 10 years. I have supported my clients with all aspects of their health and wellbeing, whilst also them being in financial hardship, whilst also living in economically deprived areas to return to and sustain employment. I feel that I could share my knowledge and skills from within this sector to the VRA and its members. I have also been an educator to final year Occupational Therapy students over the last 4 years as a role emerging placement, within this I have been an advocate for the vocational rehabilitation route in OT career paths.

Recently I have also been speaking with universities and high school students about OT and how to get onto the career path with a view to specialising in the VR sector.

**Dr Julie Denning – current trustee**

I am actively working in Vocation Rehabilitation and feel that as a Chartered Health Psychologist I complement the multidisciplinary team of Trustees. I believe passionately in the role of work as rehabilitation and as a health outcome and would therefore like to continue to be actively involved in shaping and promoting the VRA as an organisation. I have been a Trustee for the VRA for three years now and have thoroughly enjoyed being part of the VRA and the Trustee team.

I have been working in the area of vocational rehabilitation since 2002, firstly as a consultant Health Psychologist and for the past 10 years as a leader of a vocational rehabilitation consultancy, Working To Wellbeing. I therefore understand the discipline of VR from both a client and patient perspective which I feel will be of benefit to the VRA. Furthermore, my strong academic background ensures that I take a critical and evaluative approach which I would demonstrate within the role of Trustee. My professional background as a Chartered Psychologist also brings a different angle to discussions within the VRA.

As Managing Director for Working To Wellbeing I am responsible for the design and delivery of VR services that are multi and interdisciplinary in approach. I manage and clinically supervise a team of Occupational Health Physiotherapists, Psychologists, Cognitive Behavioural Therapists and Occupational Therapists. I also liaise with our clients and with employers to ensure that the service we deliver meets their needs. I regularly design and deliver training for employers to help them to support their colleagues who are experiencing long term conditions.

As an honorary lecturer at KCL, I train Physiotherapists to improve their communications skills with their patients by applying a biopsychosocial approach and using the most up-to-

date psychological interventions in order to improve clinical outcomes with their patients. This includes a strong work focus. As a lecturer on the MSc Health Psychology course I teach students to understand the relationship between work and health.

### **Emma Drinkwater**

I have been a member of VRA for around 7 years. Within this time, my interest and passion for the area of vocational rehab has grown including completing a Masters (with distinction) in Occupational and Vocational Rehabilitation at the University of Salford. I have also taken up a post within Northern Ireland as a clinical lead within the Condition Management Programme, a unique programme supporting clients with health-related obstacles to return to or move towards employment goals. The service won the team of the year award at the recent VRA awards in December 2021.

Having had extensive insurance and NHS experience of providing and shaping vocational rehab services, I feel my experience will be an asset to the team of trustees. Prior to my current role, I worked within the insurance sector so have a firm grounding of the workings and details of VR provision within the GIP markets.

My geographical location within Northern Ireland will also mean I can provide representation on a regional level also. I want to support the VRA in its work addressing the challenges facing practitioners working in this wide and varied field. I am passionate about promoting high quality vocational rehabilitation for those who need it at the earliest possible opportunity. I am keen we contribute to the development of the evidence base, providing a strong rationale for vocational rehabilitation so we can influence policy and practice across the entire UK and beyond.

### **Monica Garcia**

I am passionate about workplace wellbeing and have built my career around best practice and evidence-based vocational rehabilitation. I have been involved in various roles related to helping individuals to return to health and work, from my early days as Rehabilitation Case Manager back in 2006 to more senior strategic consultancy roles since 2010.

I have remained involved with the VRA, supporting their activities and promoting the organisation over the years. For example, I used to coordinate the London regional Networking events during my time at Swiss Re. More recently, I have contributed to the VRA with an article "The Covid-19 Iceberg and the role of Vocational Rehabilitation".

From a wider industry perspective, I am an advocate of the VRA, and continuously promote the role of vocational rehabilitation in presentations, return to work consultancy initiatives, articles, and as a judge in insurance awards.

Having read and discussed the role of a Trustee, I would be very humbled to be considered to become a Trustee, so I can support the VRA in more structured capacity. I currently work in the Income Protection (IP) and workplace wellbeing sector. I believe I could support and promote visibility of the organisation from a marketing and membership perspective

through my involvement in IP industry initiatives here in the UK, but also with contacts in other countries like Australia.

### **Sue Godby – current Trustee**

I am very keen to be actively involved in promoting the VRA as the voice of the VR in the UK and to be part of this growing the organisation. Having worked in VR as a practitioner for many years, I can bring my expertise to the board.

I have good organisational skills and have been a trustee for two other organisations. I also chair the membership group and have been actively involved in the work and events of the VRA over the last few years.

I am an experienced Occupational Therapist and as well as being involved in the VR industry, with a working knowledge of the current issues, I have carried out training in various aspects of VR to undergraduates and health professionals, participated in and presented webinars on VR.

### **Peter Kennedy**

I am an Employability Officer with Aberdeenshire Health and Social Care Partnership Employability Service - an employability service supporting those with a health-related barrier or disability to employment. We are a team within a partnership between Aberdeenshire Council and NHS Grampian in the northeast of Scotland. I work with a team of colleagues assisting the people we're supporting move through the Employability pipeline and into sustainable employment, we also to assist people to retain their employment or return to work after a period of sick leave. This may include seeking reasonable adjustments or other changes to their duties.

I have been a non-executive board member/trustee of various third sector organisations, with turnovers ranging from £10,000 - £21 million per year and staff complements from zero - 110 colleagues. Such experience includes chairing a social housing association; board member/trustee of: a rural development NGO; an adult education college; a regional equality council; an employability and social justice organisation supporting ex-offenders and those at risk of offending behaviour; to name but a few.

I am a member of various professional bodies, viz. Member of the Institute of Employability Professionals; Member of the Chartered Management Institute; Chartered Member of the Chartered Institute of Housing; Certified Disability Management Professional - UK and Ireland Disability Management Standards Council. I am working towards Associate Membership of the Chartered Institute of Personnel and Development.

I have experience of working in both an operational; as well as a strategic level in employability.

**Sabrina Lawlor – current Trustee**

I have a particular interest in vocational rehabilitation which has developed over the last 15 years in my capacity as a serious injury solicitor.

I have experienced the challenges that my clients returning to work following a life-changing injury or illness, and how vocational rehabilitation can support an individual in the return to work process.

I would like to continue in the role of Trustee and offer and share the experience and knowledge I have acquired in the legal arena. I would also hope to work more with the VRA Irish network and help develop and encourage more awareness of vocational rehabilitation in my home country – Ireland.

I studied Vocational and Occupational Rehabilitation at the University of Salford during 2017 - 2018 and secured a certificate in this particular area of rehabilitation. I provide voluntary ad hoc support to service users at the Brain and Spinal Injury Centre at Salford Royal (BASIC) who require legal advice and support with return to work issues.

**Sharon Patmore**

I have been a professional member of the VRA for several years now and am keen to provide support using my experience and knowledge. I have worked as an Occupational Psychologist for over 25 years where my work has predominately involved the assessment and support for individuals with health conditions/disabilities realise their potential for sustained meaningful work.

I have developed, implemented and managed a Condition Management Program as part of Pathways to Work (DWP). This was one of only 2 that was delivered in-house and now sub-contracted to outside sources. I developed, implemented and managed a new program to support Wounded, Injured and Sick MH Forces Veterans into meaningful work. This was an innovative approach in personal development combining aspects of Vocational Assessment, developing self-efficacy for work and employability in a real-time sense. This was independently reviewed and identified as being more successful than other programs including those funded by DWP/JCP.

Occupational Psychology considers a wide range of elements that impact the workplace and those working within it and it is this knowledge that I am keen to share.

**Joy Reymond – current Trustee**

I would like to continue the work as a trustee that I have been doing, focusing on improving the level of recognition for VR with the government, occupational health, employers and the NHS., as well as increasing our engagement with these organisations

Moving to the UK in 2000 I led Unum's Vocational Rehabilitation Services, responsible for the provision of vocational rehabilitation services to its clients and their employees

throughout the UK. Since leaving Unum I have moved into the diversity and inclusion field offering support to employers with health and wellbeing.

I trained as a clinical psychologist, became a Trustee of the VRA in 2005 and was a founding member of the UK Rehabilitation Council. I am also an elected Board member of the Council for Work & Health.

### **Andy Tyerman – current Trustee**

I am recently retired from the NHS as a consultant clinical neuropsychologist and vocational rehabilitation (VR) specialist after acquired brain injury (ABI), I worked as a clinical neuropsychologist for 41 years. For the last 28 years I had the opportunity to play a lead role in development and provision of a specialist community brain injury rehabilitation service in Buckinghamshire. From the start this included “Working Out”, a specialist ABI VR programme, set up for those unable to return to previous work. I wish to make this experience available to the VRA to promote and support the development and provision of VR for everyone who needs it, especially for people with brain injury where my specialist experience and expertise lies.

The Working Out Programme started out as a research and development project funded jointly by Department of Health and DWP/Jobcentre Plus and evolved into an evidence-based example of good practice for Quality Requirement 6 on Vocational Rehabilitation, National Service Framework for Long-term (Neurological) Conditions. Both the service and myself have won multiple awards including from the NHS (SE Regional Nye Bevan Award 2000; Patient Champion of Year Award, Thames Valley and Wessex Leadership Awards 2015/16) and VRA (e.g. Practitioner of the Year Award, 2012; Rehabilitation Initiative of the Year, 2012).

Based on the above experience I have been involved in the development of related national standards and guidelines including the British Society of Rehabilitation Medicine Working Party on Rehabilitation after Acquired Brain Injury (2002-03); External Reference Group for the National Service Framework for Long Term Conditions (2002-05); Inter-Agency Advisory Group on Vocational Rehabilitation after Brain Injury (2003-04); Department of Health NSF Neurology Advisory Group (2005-08); Guideline Development Group on Vocational Assessment and Rehabilitation for People with Long-term Neurological Conditions (2007-10); NICE Head Injury Quality Standards Advisory Committee (2014).

Two of the above are VR specific, involving a lead role in related national guidelines: BSRM / JobcentrePlus / RCP (2004) (eds. A Tyerman & MJ Meehan). Vocational assessment and rehabilitation after acquired brain injury: Inter Agency Guidelines: British Society Rehabilitation Medicine / Jobcentre Plus / Royal College Physicians. BSRM (2010), Vocational assessment and rehabilitation for people with long-term neurological conditions: Recommendations for best practice. (Eds. Neumann V, Meehan M & Tyerman A). London: British Society of Rehabilitation Medicine.

I have extensive ABI related multi-disciplinary and multi-agency teaching experience. Since the start of Community Head Injury Service in 1992, have personally delivered around 375 teaching engagements. Of these, about 130 have been on VR, nationally and internationally. I have around 85 assorted publications, many relating to VR.

**Helen Valls Russell – current Trustee**

I have been a trustee since 2017 and have thoroughly enjoyed my involvement. I feel passionate about furthering the access to, and quality of, vocational rehabilitation.

I am an experienced Occupational Therapist and Director of Ergocom, heading up a UK-wide team of multidisciplinary health professionals who provide specialist assessments and vocational case management, supporting insurers, employers, and their employees to achieve successful return to work outcomes after illness and injury. I have many years of experience working in vocational rehabilitation, in both the public and private sector.