Workplace Health and Wellbeing Postgraduate Programme

Who is this course designed for?
The Workplace Health and Wellbeing course (Postgraduate Certificate, Postgraduate Diploma, Masters Degree) is for those who want to enhance their theory- and evidence-based knowledge on the management of health and wellbeing at work. It is designed for practitioners who recognise that worker health and wellbeing are key to sustainable organisational effectiveness. The course is non-clinical and focused on the integration of workplace health and wellbeing at the strategic level. Students are drawn from numerous professional groups and include occupational health specialists and nurses, occupational physicians, safety practitioners, occupational therapists, human resource professionals, occupational hygienists, senior managers, and many more.

Why was this course introduced?
The course was introduced in 2008 in response to the findings of a research project conducted by the University of Nottingham on behalf of the Institution of Occupational Safety and Health (IOSH). Through a survey of 1,600 IOSH members and interviews with 30 national-level occupational health leaders the project examined the training needs of practitioners for dealing with new and emerging risks to workplace health and wellbeing. Over the years the curriculum has continued to evolve in order to ensure its relevance to the contemporary world of work.

How is the course delivered?
This part-time Masters Degree comprises six taught modules and an applied research project. Three of the taught modules are delivered as 3-day intensive campus-based workshops in Nottingham (September and February of the first year, February of the second year). UK-based students are expected to attend the workshops; international students are encouraged to attend but may study these modules at a distance via video recordings of the sessions. The remaining three taught modules are delivered by e-learning with online tutor and peer support. Each year approximately 20 students from around the globe are admitted onto the course.

How long does the course take to complete?
Postgraduate Certificate: One academic year
Postgraduate Diploma: 1.75 academic years
Masters Degree: Two academic years
The course is available on a part-time basis only.

What time commitment is required?
Most students continue with full time work alongside study. There are just two assessment deadlines each year, allowing students to schedule their studies around busy professional and domestic lives. The Masters Degree involves two nine-month intensive periods of work separated by a three-month summer holiday. The amount of study time required for success varies considerably; as a general rule, during the academic year most students dedicate alternate weekends (or one day each weekend) plus one (or sometimes two) weekday evening(s) each week to their studies.
Who delivers the course?
A team of specialists operating at the forefront of research and practice on workplace health and wellbeing delivers this course. The range and depth of expertise within the team ensures that the curriculum is informed by cutting-edge scientific and policy developments.

Dr Jonathan Houdmont  [http://www.nottingham.ac.uk/medicine/people/jonathan.houdmont](http://www.nottingham.ac.uk/medicine/people/jonathan.houdmont)
Jonathan directs the Workplace Health and Wellbeing course and convenes the three e-learning modules, in addition to providing research project supervision. His research primarily concerns relations between the psychosocial work environment, health, and operational effectiveness. He also has a research interest in the application of psychological models of behaviour change to the development and evaluation of occupational sun safety interventions.

Professor Amanda Griffiths  [http://www.nottingham.ac.uk/medicine/people/amanda.griffiths](http://www.nottingham.ac.uk/medicine/people/amanda.griffiths)
Amanda convenes the three campus-based workshop modules and provides research project supervision. Her research addresses older women’s mental health and wellbeing, working-age dementia, and the prevention of work-related mental ill-health.

Additional teaching is provided by our three Honorary Professors: Dr Richard Heron (Chief Medical Officer and Vice-President Health at BP), Dr Sayeed Khan (Chief Medical Officer at EEF – the manufacturers’ organisation), and Dr Barbara Kneale (Independent Occupational Physician). Further teaching contributions are made by a range of high-level guest speakers including Shaun Davis (Group Director of Safety, Health, Wellbeing, and Sustainability at Royal Mail Group), Michael O’Donnell (Medical Director at Health Management Limited), and John Hamilton (Head of Safety, Health, and Wellbeing at Leeds Beckett University).

What do students say about the course?
We collected feedback about the course from graduates and found that:

- 96% agreed/strongly agreed that the course helped them to identify and implement good practice
- 100% indicated that the course was relevant to their work
- 100% were satisfied/very satisfied with the course content
- 100% were satisfied/very satisfied with the variety of modules offered
- 100% were satisfied/very satisfied with the standard of teaching
- 96% were satisfied/very satisfied with the level of individual student support

“Studying for the MSc in Workplace Health and Wellbeing not only enabled me to learn about cutting-edge research in the field of employee health, but significantly progressed my career. Within three months of beginning the MSc, I was offered a new job with a corporate wellbeing provider (whom I stayed with for two years), as the qualification was so well respected. The course offers fantastic networking opportunities in the field of wellbeing: it was through this network that I was approached to apply for my current job as Group Head of Health and Wellbeing at Royal Mail. The MSc is the best career move I have made!” (Judith Grant, Group Head of Health and Wellbeing at Royal Mail Group)

Why attend the University of Nottingham?
Internationally recognised for groundbreaking research and teaching excellence, The University of Nottingham is a pioneering institution that will inspire and enable you to achieve your ambitions.

- More than 43,000 students from 150 countries.
- In the top 1% of universities worldwide.
- Ranked in the world’s top 75 universities for three consecutive years.
- We are the 2nd most targeted university by Britain’s leading graduate employers.
- Students who take on postgraduate study earn an average of £200,000 more over their working life than those without a postgraduate qualification.

The University of Nottingham is the UK’s global university for research:

- 27 of our subjects feature in the top 10 for their field, with 14 in the top 5.
- Ranked 7th in the UK for research power.
- More than 90% of our research is of international quality.
## Course Structure

<table>
<thead>
<tr>
<th>Year 1</th>
<th>Semester 1</th>
<th>Module 1: Management of Workplace Health and Wellbeing (C84MWH)</th>
<th>Delivery Mode</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>September - January</td>
<td>3-day campus-based workshop mid September</td>
<td>e-learning</td>
</tr>
<tr>
<td></td>
<td>Semester 2</td>
<td>Module 2: Work-Related Stress (C84WOC)</td>
<td>e-learning</td>
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<tr>
<td></td>
<td>February - June</td>
<td>Module 3: Workplace Health Promotion (C84PWH)</td>
<td>e-learning</td>
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<td></td>
<td></td>
<td>Module 4: Absence, Rehabilitation &amp; Retention (C84SRR)</td>
<td>3-day campus-based workshop mid February</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>Year 2</th>
<th>Semester 1</th>
<th>Module 5: Organisational Research and Evaluation Methods (C84REM)</th>
<th>e-learning</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>September - January</td>
<td>Module 6: Contemporary Issues in Workplace Health (C84WCI)</td>
<td>3-day campus-based workshop mid February</td>
</tr>
<tr>
<td></td>
<td>Semester 2</td>
<td>Module 7: Applied Research Project (C84ATP)</td>
<td>e-learning</td>
</tr>
</tbody>
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Modules 4 and 6 are delivered in alternate years. In odd years of entry (e.g., 2015) students take C84SRR in the first year and C84WCI in the second year. In even years of entry (e.g., 2016) the modules are delivered in the alternate order.

### Module 1: Management of workplace health and wellbeing (PG Cert, PG Dip, MSc)
This introductory module presents the case for evidence-based workplace health and wellbeing management and considers the role of horizon scanning for new and emerging risks. The workshop-based module includes inspirational presentations from key influencers in the workplace health and wellbeing debate including **Shaun Davis** (Group Director of Safety, Health, Wellbeing, and Sustainability at Royal Mail Group), **Dr Richard Heron** (Chief Medical Officer and Vice-President Health at BP), **Dr Sayeed Khan** (Chief Medical Officer at EEF – the manufacturers’ organisation), and **Michael O’Donnell** (Medical Director at Health Management Limited).

### Module 2: Work-related stress (PG Cert, PG Dip, MSc)
Work-related stress is a leading cause of ill-health and impaired organisational effectiveness. This module establishes the scale of the problem and the imperative for its management, considers leading theoretical models that seek to provide an explanatory framework for the causes and consequences of work-related stress, and examines the application of these models to the management of work-related stress.

### Module 3: Workplace health promotion (PG Cert, PG Dip, MSc)
A healthy workforce is a productive workforce and the workplace provides an ideal location in which to promote healthy behaviours. This model considers the business case for workplace health promotion, introduces psychological theories of behaviour change, and examines the application of these theories to informing the design of effective workplace health promotion interventions.

### Module 4: Absence, rehabilitation, and retention (PG Dip, MSc)
This workshop-based module is delivered by Professor Amanda Griffiths with additional expert input from **Dr Sayeed Khan** (Chief Medical Officer at EEF – the manufacturers’ organisation) and **Dr Barbara Kneale** (Independent Occupational Physician). The module considers absence monitoring, analysis, and prevention. The module further explores the management of rehabilitation and barriers and facilitators to a sustained return to work.

### Module 5: Organisational Research and Evaluation Methods (PG Dip, MSc)
This module is about approaches to the design of workplace health and wellbeing studies, the collection of data, and the evaluation of that data with a view towards the construction of evidence-based arguments for the introduction of policies, procedures, and interventions that are designed to generate occupational health benefits. The emphasis throughout is on pragmatism in design, data collection method, analysis, and interpretation.
Module 6: Contemporary Issues in Workplace Health (PG Dip, MSc)

This workshop-based module considers a range of contemporary issues facing workplace health and wellbeing practitioners. Through presentations from the module convenor and a series of high-level guest speakers the module examines the role of theory and scientific evidence in understanding and managing these problems. The module provides an opportunity for students to focus on a workplace health and wellbeing challenge specifically related to their own interests or professional activities.

Module 7: Applied Research Project (MSc)

Module Aims: Upon completion of the six taught modules that comprise the Postgraduate Diploma, students wishing to obtain the Masters degree undertake an applied research project. This module provides the opportunity to apply skills and knowledge acquired during the course to the task of designing, conducting, and writing up a piece of research that has the potential to make a positive impact on workplace health and wellbeing. Most students undertake a study in their own place of work or that of a customer or colleague.

Publications: The best projects are jointly prepared by the student and their supervisor for publication in academic or practitioner journals; recent examples include UK postal workers’ sun safety knowledge and practices (Occupational Medicine), Acceptance of repeat worksite HIV voluntary counseling and testing in a rural South African factory (AIDS Care), and Overtime and psychological wellbeing among Chinese officer workers (Occupational Medicine).

IOSH Student Prize: Each year the best two student projects are put forward for the IOSH Health and Safety Student Research Competition. This award recognises the important role that student research plays in improving occupational safety and health policy and practice. To date our students have reached the final each year. Recent finalists include Occupation-specific psychosocial hazards and burnout among older firefighters (Tracey Mitchell), Weight and activity levels in firefighters with different work contracts (Jane Beale), and Psychosocial work conditions in a manufacturing setting: relations with individual and organizational health (Mel Whitmore).

Entry Requirements and Application Process

Entry routes
We accept applications directly onto the Masters, Postgraduate Diploma, and Postgraduate Certificate. Many students apply for the MSc at the outset though some prefer to initially register on the PG Cert or PG Dip with the option to progress to the MSc; there are no cost-related or study-duration implications to this staged approach.

Experience
Applicants should have experience in a relevant field. This may include occupational health, wellbeing, safety, nursing, physiotherapy, occupational therapy, or human resources, among others.

Academic qualifications
Direct entry to the MSc or PG Dip: 2:2 (or international equivalent) in an undergraduate degree in any subject or the National Examination Board in Occupational Safety and Health Level 6 Diploma.
Direct entry to the PG Cert, with the option to progress to the PG Dip and MSc: Pass (or international equivalent) in an undergraduate degree in any subject. Successful completion of the first two modules of the PG cert is required for progression to PG Dip and MSc.

IELTS
Students for whom English is not their first language are required to have an IELTS score of 6.5 with no less than 6.0 in any element.

Application Process
Applications are accepted up to 31 August; the course starts in mid-September. Complete the online application form at https://pgapps.nottingham.ac.uk.

Accreditation for Prior Learning
Students are required to take each module; no accreditation for prior learning can be offered. The reason for this is twofold: First, the modules follow a sequence and build on one another. Second, teaching is informed by the very latest scientific research so even if a student has studied a similar topic at a previous point in time the chances are that knowledge in the area will have moved on.
Fees and Funding

Fees
September 2016 entry: Fees stated here are for the entire programme and not per year. PG Cert £2,685, PG Dip £2,685, MSc £2,680. A student who completes the MSc therefore pays a total of £8,050. Fees may be paid in four instalments over the two-year study period.

Funding

Professional and Career Development Loans: UK students may be able to secure a Professional and Career Development Loan that is offered at a reduced interest rate paid by the government while you are studying. See https://www.gov.uk/career-development-loans/overview

Royal Mail Group and BP Scholarships: Each of these organisations generously provides a full-fee scholarship annually to a student on the Masters degree in Workplace Health and Wellbeing. These scholarships recognise academic excellence with a strong commitment to the translation of theory and scientific evidence into workplace practice. To be eligible a student must achieve an overall distinction grade in the first year of the course.

Developing Solutions Scholarships: Students from Africa, India, or a developing Commonwealth country may apply for a University of Nottingham Developing Solutions Scholarship. See http://www.nottingham.ac.uk/devsol

Taking your Masters Degree Further

Professional Doctorate in Workplace Health and Wellbeing (DocWHW)
Students that achieve a distinction grade in the Masters degree may waive the award of MSc in order to progress to a further two years of part-time research-based study. Successful examination of a thesis of up to 50,000 words results in the award of Professional Doctorate in Workplace Health and Wellbeing (DocWHW) and the right to use the ‘Dr’ title.

CMIOSH Accreditation
Students working towards becoming a Chartered Member of the Institution of Occupational Safety and Health (CMIOSH) may use assignments undertaken as part of the Workplace Health and Wellbeing course. In certain circumstances IOSH permits the submission of an MSc research project as an alternative to a skills development portfolio. In addition, course modules can be used for IOSH continuing professional development purposes. Find out more at www.iosh.co.uk

Further Information
To discuss whether this course will meet your needs please contact the course director:
Dr Jonathan Houdmont
T: +44 (0)7977 142860
E: jonathan.houdmont@nottingham.ac.uk

Student Testimonials

"After being away from academia for over 8 years I was keen to engage in further study that I would find intellectually engaging whilst being relevant to my role and career progression. Coming from a background in occupational therapy I had transitioned into occupational health 5 years ago and felt I was gaining a good level of practical experience but felt less confident with the theoretical background of the discipline. I stumbled across the MSc in Workplace Health and Wellbeing whilst Googling for courses. The clincher was being able to complete the majority of the course remotely and fit in with working full time. To say the course was a challenge would be an understatement but I felt supported throughout and thoroughly enjoyed the learning involved. The topics covered were contemporary and extremely relevant and I believe have provided me with an enhanced perspective on organisational health issues and their management. Looking back I have to say it was certainly worth it. “ (Jo Megget)

"I provide occupational health screening and health and safety training in Ireland. As a Chartered Occupational Safety and Health Practitioner I am aware of the importance of continuous professional development so I was delighted to secure a place on the MSc in Workplace Health and Wellbeing. I chose this course as the modules are relevant to my work and the online course delivery suited my needs. The lecturers are leading experts in their fields and provided us with up to date knowledge whilst also challenging us. The ability to study from home along with access to an online library was a major advantage. Some of the modules were more difficult than others but the tremendous help, support and endless patience (!) from the tutors helped maintain my sanity and successfully got me through to the end! I really enjoyed this course, it exceeded my expectations and I would recommend it to anyone who wishes to further their knowledge in employee health and wellbeing, study subjects outside of their comfort zone, network, meet interesting people and make some great new friends. “ (Bernie Mulqueen)