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2025



Society of Occupational Medicine **Occupational Health Awards 2025**

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Experts in work and health

10 December 2025

Royal College of Physicians
11 St Andrews Place
London NW1 4LE



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NEBOSH

NEBOSH is a charity who have been developing relevant, recognised and respected health, safety, wellbeing, risk and environmental qualifications for over 40 years.

Over half a million people from around the world have achieved a NEBOSH qualification, and use the knowledge and skills gained to keep colleagues safe and well in their workplace.



OH Assessment

Occupational Health Assessment Ltd is an SEQOHS accredited and Certified B-Corporation nationwide occupational health provider.

With appointments available within two working days and a highly experienced team of clinicians, the business provides rapid access to expert medical advice.



Welcome to the SOM Occupational Health Awards 2025

Launched in 2019, the SOM Occupational Health Awards are a celebration of the superb work that occupational health professionals undertake every day.

The Awards showcase occupational health – demonstrating the value of occupational health to organisations and the wider community.

This year, we were once again overwhelmed by the number and quality of submissions. It was a pleasure to read through the entries and discover the innovative and important work that is being done at both an individual and organisational level.

When judging the Awards, we looked at innovative leadership e.g. influencing Boards for real health and business benefit; collaborative work – delivering and influencing as part of a multidisciplinary team; driving best practice and overcoming barriers beyond the traditional occupational health service model, and innovation e.g. on risk management and contribution to prevention.

Huge congratulations to the very deserving winners and thank you to everyone who took the time to enter this year.

A big thank you also to our generous sponsors: NEBOSH and OH Assessment.

**Professor
Kaveh Asanati**



**Head Judge
SOM Occupational
Health Awards 2025**

Would you like to join our panel of judges for the 2026 Awards? We are looking for experienced occupational health professionals to judge next year's awards. For details, email Nick.Pahl@som.org.uk



Outstanding Occupational Health Initiative 2025

Winner:

**Royal Brompton
Specialist Occupational
Lung Referral Service**



LUNGS AT WORK
www.lungsatwork.org.uk



The Royal Brompton Specialist Occupational Lung Referral Service aspires to be the UK's leading specialist centre for preventing/ investigating/managing occupational lung diseases. The Brompton is at the forefront of knowledge/practice re. managing current/emerging occupational respiratory hazards across sectors.

Employees exposed to respiratory hazards cover the social spectrum from manual workers (e.g. stone masons and quarry workers) to post-doctoral laboratory researchers. Royal Brompton offers effective, inclusive interdisciplinary support for employees suspected of having occupational lung diseases. This unique service provides free expert advice accepting direct referrals from OH nurses/physicians then advising on possible outbreaks, workplace health surveillance programmes and spirometry results.

The service receives around 10 email queries weekly and aims to respond within three working days, offering appointments within six weeks, utilising hybrid appointments supplemented with close liaison with local services facilitating imaging and lung function/physiology. This reduces the need for patients to travel to London. Around 280 referrals are received annually, 65% direct from OH professionals. Further support for OH includes undertaking workplace visits when requested and indicated.

Innovative leadership is evidenced by the service's contribution to national British Thoracic Society guidelines on occupational asthma and silicosis. They influence governmental initiatives through their contribution to All Party Parliamentary Group on Respiratory Health and Silicosis.

The Brompton provides quality CPD training, opportunities for clinicians to gain experience in their clinics for occupational lung conditions, has materials available online and contributes to the OH Facebook resource.





Outstanding Occupational Health Practitioner 2025

Dr Anil Akpınar, Occupational Physician at Enerjisa Üretim, has spent over fifteen years redefining OH - bridging medical science, wellbeing, and organisational transformation through evidence, empathy, and innovation. Leading strategies across 31 power plants and nine worksites, he manages a multidisciplinary team of 50 including physicians, nurses, and psychologists. His approach unites medical data with human stories, ensuring every intervention begins with listening.

Through Enerjine Sağlık, he built an on-site integrated health ecosystem where physicians collaborate with physiotherapists, dietitians, and PT offering periodic services. This model transformed reactive referrals into proactive, relationship-based care.

The HeartOne digital cardiovascular-risk project screened 984 employees, identifying 195 high-risk individuals and enabling two life-saving interventions. He digitalised employee health data and launched an AI-driven health assistant to support clinical decisions - setting a new benchmark for technology-integrated practice.

After the Kahramanmaraş Earthquake, Dr Akpınar led medical and psychosocial teams delivering over 1,100 interventions, later formalising this into an Organisational Trauma Management System. Building on this, he developed a psychosocial risk-management model aligned with ISO 45003 and rooted in employee voice, conducting mixed-method assessments with 948 employees in 2023–24 and 1,129 in 2025, guiding leadership on psychological safety and wellbeing.

His inclusive initiatives - Good Enough (caregiver wellbeing), HerZone (women's health), and The Colours Within Us (DEI) - extend OH beyond the workplace to families, loved ones, and the living ecosystems surrounding power plants.

With empathy, innovation, and evidence at its heart, Dr Akpınar's leadership redefines OH as a legacy of care that heals, includes, and sustains.

Winner:
Dr Anil Akpınar





Outstanding Occupational Health Practitioner 2025

Runner up: **Dr Shairana Naleem**



Through her leadership of the Pensions Delphi Study, Dr Naleem has demonstrated innovative leadership by initiating, developing, and coordinating a structured programme to address this complex area of pension-related medical opinion. She has successfully brought together a multidisciplinary group of OH professionals to work collaboratively on improving understanding and consistency in ill-health retirement assessments.

Under Dr Naleem's guidance, the group has developed discrete workstreams focusing on key aspects of pension decision-making, supported by regular meetings that foster open discussion, shared learning, and the exchange of expertise. This initiative has been instrumental in driving evidence-based best practice, helping ensure that OH apply pension rules consistently, transparently, and defensibly.

By using the Delphi methodology, Dr Naleem has created an inclusive forum that captures collective professional consensus while identifying areas for further research and guidance. The project's success was reflected in a well-attended Delphi Study session at the FOM/SOM Annual Scientific Meeting, where Dr Naleem led discussions shaping the next phase of work. Her approach exemplifies innovation in governance, and professional development - enhancing the credibility and quality of OH advice in pension cases.



Outstanding Contribution by an Employer to Workplace Health and Wellbeing 2025

Cadent Gas has gone beyond traditional wellbeing initiatives to set a new standard for employer responsibility. Over the past 18 months, they have delivered a transformational wellbeing strategy that is proactive, inclusive, and life changing.

Leadership & Culture - Created a 3-year proactive wellbeing roadmap, embedding wellbeing into business strategy; Leadership visits to actively listen and act on employee feedback; Authentic storytelling through podcasts and videos, breaking stigma and inspiring open conversations.

Mental Health - Real-time scenario training for 400+ managers - 98% report improved confidence in wellbeing and mental health conversations; A network of 240+ Mental Health First Aiders and 100 colleagues trained in Suicide Awareness; Digitised stress risk assessments - 350 completed, enabling early intervention; 24/7 Employee Assistance Programme for personal and work-related support.

Physical Health - 1000+ free health checks, improving blood pressure, cholesterol, and glucose; Virtual GP access for employees and families; Cancer support and long-term condition care for diabetes, MS, stroke, and more; 70% quit rate in smoking and vaping cessation programme; Fertility and reproductive health support.

Financial Wellbeing - Emergency support scheme: 26 employees supported; Wellhub partnership - 60% participation, saving £380,000; Double-matched pension (up to 18%) and Financial Wellbeing Hub; Debt Management and Education.

Occupational Health - Reduced vibration through new tooling; 1,945 employees supported through health surveillance programme; Health risk awareness training.



Winner:
Cadent Gas

Cadent
Your Gas Network



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Outstanding Occupational Health Team

Winner:
TAC Healthcare
Offshore Medics Team



TAC Healthcare's Offshore Medics operate in some of the world's most remote and high-risk workplaces, delivering occupational healthcare focused on fitness to work, primary care, and trauma management until SAR support arrives. With more than 160 medics covering over 60 UKCS assets, the team combines robust pre-deployment training, 24/7 access to topside doctors, data-driven governance, exposure management, and legal compliance under stringent Safety Case requirements, ensuring crews remain safe, healthy, and operational.

Between October 2024 and October 2025, the team managed 22,480 sickbay encounters and 7,979 topside consultations. Over 93% of all cases were resolved offshore without evacuation; only 0.36% required emergency evacuation and 0.4% triggered a SAR response, a fraction of national maritime activity. The Maritime and Coastguard Agency recorded 39,129 incidents and 25,047 people rescued or assisted across the UK (2023-24), underscoring TAC Healthcare's role in reducing demand on national SAR resources through early intervention and effective on-site care.

Innovation underpins everything they do. Every medic uses iOH, TAC's Integrated OH portal, enabling real-time documentation and seamless collaboration between offshore medics, topside doctors, and onshore specialists. Health awareness is supported through TAC guidance and wellbeing materials, while clients benefit from access to InBody technology and multidisciplinary care. Mental health support is strengthened by MHFA-trained medics, two TRIM practitioners able to mobilise offshore, and onshore psychological services.

TAC is preparing for new OEUK weight and fitness guidance from February 2026 with a clinically led programme to support offshore workers, reflecting a commitment to readiness and workforce wellbeing.





Outstanding Contribution to Diversity and Inclusion 2025

EDF is guided by its Everyone's Welcome vision and foundation principle to do right by each other. EDF's employee networks Cancer Support, Mental Health Supporters, Carers & Accessibility, Neurodiversity, and Menopause, work with its Occupational Health and Wellbeing teams, to create a compassionate and inclusive support system for colleagues.

Over the past year, EDF employee networks delivered 57+ events and campaigns aligned with key dates in the cultural calendar. Combining expert-led webinars, lived experience storytelling, news and educational resources, these initiatives, promoted via intranet and Viva Engage, reached 13,000 employees, sparking open conversations around inclusion, health and wellbeing.

Occupational health plays a vital role, offering credible medical guidance that ensures employees receive accurate, empathetic information in a safe, non-judgmental space. Joint initiatives like the EDF Man Club, Mental Health Awareness Week, Disability Pride, Melanoma Awareness, Autism Week, and Daily Safety & Wellbeing messages, extended reach and promoted tailored support.

Resources like cancer prevention guides and toolkits, co-developed with Health, Safety and Wellbeing, were accessed thousands of times. From monthly drop-in sessions to buddy systems offering emotional support, employee feedback has highlighted reduced stress, improved mental wellbeing, and a stronger sense of community.

This collaborative approach exemplifies EDF's commitment to inclusion. By integrating medical expertise with peer-led support, EDF has built a resilient, informed environment where its people feel seen, supported, and empowered; living proof that when everyone's welcome, everyone thrives. Its annual feedback survey confirms this impact, with the inclusion index reaching a record breaking 87%.



**EVERYONE'S WELCOME
WE DO RIGHT BY EACH OTHER**

Winner:
**Employee Networks
at EDF Energy**





Outstanding Contribution to the Global Development of Occupational Health 2025

Winner:
Dr Nayab Sultan



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Dr Nayab Sultan has made an exceptional contribution to OH in southern Sub-Saharan Africa, particularly by raising awareness of silicosis, silicotuberculosis, and tuberculosis among former mineworkers. His work has directly impacted the wellbeing of a two-million-strong cohort across Eswatini and the SAMA network, drawing overdue attention to the deep health inequities faced by this marginalised population.

Dr Sultan was instrumental in securing a CAD\$600,000 grant in partnership with the University of British Columbia, Canada, to pilot the use of AI technologies for early detection of silicosis and TB - an innovation with the potential to transform disease surveillance and outcomes in resource-limited settings.

Beyond research and innovation, Dr Sultan remains a tireless advocate. He continues to champion compensation access and improved healthcare access for ex-mineworkers and their families. His leadership in both regional and global health diplomacy has amplified the voices of vulnerable communities and kept their health rights firmly on the policy agenda.

Dr Sultan's unwavering dedication, strategic vision, and high-impact work make him a deserving winner of this award. His contributions stand out for their scale, sustainability, and commitment to social justice.



Outstanding Contribution to the Global Development of Occupational Health 2025

Professor Janvier Gasana, MD, MPH, PhD, is an internationally recognised leader in Environmental and Occupational Medicine whose career exemplifies global impact through science, education, and capacity building. Founder and CEO of the Global Applied Prevention Center Inc. (GAPCI), he promotes primordial prevention to enhance health span and safety for workers and underserved populations worldwide.

Prof Gasana's leadership has shaped academic and institutional excellence across three continents. He founded and led the Environmental and Occupational Health Department at Florida International University (FIU) and later became founding chair and MPH Director at Kuwait University, establishing it as a regional centre of excellence. His consultancy work with WHO, the World Bank, UK DFID, and USAID has advanced occupational safety and public health in Africa, the Middle East, and the Americas.

He has created internationally adopted training programs - including the Safety Data Sheet module for iHeed's Diploma in Occupational Medicine - and has been recognised by iHeed leadership for advancing LFOM preparation. A senior member of ICOH (MinOSH, ETOH, SCOM), ACOEM/ICSOEM, IOMSC, and Medichem (EDT Chair), Prof Gasana is deeply engaged in advancing professional education and international collaboration.

Having presented at ICOH (Marrakesh 2024), AOHC (2024-2025), and most recently in Mombasa and upcoming Cotonou, Prof Gasana continues to influence the global discourse on OH research.

Special Mention: Professor Janvier Gasana



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Outstanding Contribution to the Global Development of Occupational Health 2025

Special Mention: Associate Professor Marianne Cloeren



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Dr Marianne Cloeren is a leading figure in occupational medicine with a profound global impact on education, research, and workforce development. She spearheaded building an International Occupational Medicine Education (BIOME) Community, a collaborative initiative with the International Occupational Medicine Society Collaborative (IOMSC) and Workplace Health Without Borders. BIOME will transform live training into interactive e-learning, offering free access to clinicians in low- and middle-income countries, addressing critical gaps in OH expertise worldwide.

Her work extends to creating hybrid education models for regions like Africa, where formal occupational medicine training is scarce. These programs will combine online learning, webinars, and field training to build sustainable capacity and improve recognition of workplace health needs.

Dr Cloeren's research portfolio influences global practice and policy, covering topics such as hearing loss in construction workers, cancer screening during occupational exams, health risks among gig workers, and vaccine hesitancy in workplaces. These studies highlight emerging challenges and inform evidence-based interventions.

As an Associate Professor at the University of Maryland School of Medicine, her commitment to integrating climate change and global health issues into curricula reflects her forward-thinking approach. Dr Cloeren has also started an international group for sharing free education and training resources of which there are now 157 members. Through education, research, and advocacy, Dr. Cloeren is shaping a more equitable and informed future for OH professionals worldwide.



Outstanding Contribution to Occupational Health Research 2025

Health Partners Group initiated and facilitated a Delphi Study in Ill Health Retirement (IHR) on behalf of the SOM Specialist Interest Group (SIG) for Pensions in October 2023. This was a pioneering endeavour due to limited developments in this field for 15 years. The scope was to create an action research design identifying challenging areas for IHR and produce expanded guidance, thereby recommending evidence-based unifying approaches with relevant standards and criteria.

This was successfully implemented in five stages from January 2024 to October 2025 and entailed input by SIG experts to define the problem, refinement of key questions with analysis and feedback to streamline the focus, subsequently developing an 80-page guidance document due for publishing to SOM members by the end of this year.

Additionally, the highly engaged Delphi team oversaw the design and delivery of a 90-minute workshop at the national SOM/FOM conference in Brighton on both days and an oral poster. The sessions attracted huge interest and delegate feedback rated the workshop as their favourite thing about the conference, with requests for it to be repeated in future.

As part of this novel workstream, a decision logic tool to support future assessment is being developed. This is planned for further refinement and validation having invited significant support from research groups including the London Centre for Work and Health and Manchester University.

Dr Emma Hiron, Dr Clare Piper, Dr Shairana Naleem and Dr Simon Sheard, who led the team at Health Partners.



Joint Winner:
Delphi Study
Research Group

 **Health Partners**



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Outstanding Contribution to Occupational Health Research 2025

Joint Winner: Dr Jack Meintjes



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Dr Jack Meintjes is an exceptional clinician-scientist whose research has profoundly advanced Occupational Medicine in South Africa and internationally. As Specialist in Occupational Medicine at Tygerberg Academic Hospital and Stellenbosch University, he has combined rigorous science, practical relevance, and academic mentorship for over two decades.

His prolific publication record spanning more than 35 peer-reviewed papers, book chapters, and international collaborations reflects breadth across critical domains: occupational tuberculosis, mental health in the workplace, diving and hyperbaric medicine, and infectious-disease control in healthcare settings.

His co-authored studies in Clinical Infectious Diseases, Frontiers in Psychology, and African Journal of Thoracic and Critical Care Medicine demonstrate innovation in applying research to real-world occupational risk contexts.

Dr Meintjes' research has shaped evidence-based practice in South African workplaces – notably improving protocols for post-exposure prophylaxis, infection prevention, and mental-health screening while positioning OH as a cornerstone of public health. Beyond publication, he has supervised over 60 postgraduate projects and chaired multiple PhD committees, fostering the next generation of OH researchers. Through scholarly excellence, mentorship, and translation of research into policy and practice, Dr Jack Meintjes has elevated the discipline of Occupational Medicine.



SOM Lifetime Achievement 2025

Professor Diana Kloss MBE has made an exceptional and lasting contribution to OH for nearly 40 years, combining unparalleled legal expertise with tireless dedication to education, ethics and professional standards. She continues to play an active role in shaping multidisciplinary OH practice, ensuring it remains ethically sound and legally robust.

A barrister, lecturer and former employment judge, Prof Kloss has been central to the work of the Faculty of Occupational Medicine's Ethics Committee and contributed to successive editions of its ethics guidance. Her authoritative textbook Occupational Health Law (now in its sixth edition) is regarded as the definitive reference for OH professionals, and her long running 'Expert Witness' column in the journal Occupational Health at Work has provided vital clarity on complex legal and ethical issues. She has also authored several key papers for SOM's Occupational Medicine journal.

Through her extensive teaching with universities (currently Hon Senior Lecturer at Manchester University), professional bodies and The At Work Partnership, Prof Kloss has trained thousands of OH practitioners, consistently receiving outstanding feedback for her engaging and practical approach. She has supported professional OH organisations through publications and lectures, helping to strengthen understanding of consent, confidentiality and professional integrity.

Beyond her professional achievements, Prof Kloss has offered personal advice and mentorship to countless practitioners, always promoting ethical and defensible practice. Her influence on the practice of all OH professionals is reflected in her numerous awards, including MBE, Hon Fellow of the Faculty of Occupational Medicine (2000), Hon Life Member of the Society of Occupational Medicine, and Fellowship LSBU. Her membership of government committees includes the Expert Advisory Group on AIDS, the Industrial Injuries Advisory Council, the Advisory Panel for Healthcare Workers with Blood-borne Viruses and the CJD Incidents Committee. She was Founding Chair of the Council for Work and Health in 2009, then Honorary President of the Council (February 2018). This strategic work has significantly impacted worker health both nationally and internationally.

Professor Kloss's career has left a lasting, quantifiable influence on OH law, education, and ethical practice, and genuinely warrants the SOM Lifetime Achievement award.

Winner:
Professor
Diana Kloss MBE



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SOM Lifetime Achievement 2025

Special Mention: Dr Tony Williams



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Dr Williams is a leading advocate for OH, particularly for evidence-based practices, which remain uncommon in the field. His practical and effective approach has significantly contributed to improving the health and productivity of the UK workforce, benefiting the economy. Generously dedicating his time and intellectual resources, Dr Williams has played a central role in creating workplace guidance that has positively impacted employees nationwide, often without public recognition.

During the COVID-19 pandemic, his expertise came to the fore with his key contribution to the development of the 'COVID-Age Risk Assessment Tool'. This tool, created in collaboration with experts, became a vital resource for OH professionals across the UK, enabling the identification and protection of employees most vulnerable to workplace virus transmission. Dr Williams' ability to disseminate guidance efficiently extended its reach internationally, all done selflessly and without commercial interest.

As the pandemic evolved, Dr Williams worked tirelessly to adapt the COVID-Age tool to emerging evidence, reviewing large volumes of data and ensuring practitioners remained up to date. His role as a reliable conduit within the OH community was indispensable during this dynamic period.

Beyond the pandemic, Dr Williams has demonstrated these rare qualities throughout his career in medicine and the military. His work, particularly with Fire & Rescue Services, has focused on improving the health and longevity of operational personnel, offering broader insights into workforce health. His contributions are of national importance, promoting inclusion and retention within the working population.

SOM Lifetime Achievement 2025

In a profession that relies heavily on experienced educators and publishers, Dr Chris Pugh's career serves as a blueprint for excellence in occupational medicine.

From his early career, serving as a Royal Navy Occupational Health Physician, to his appointment as Chief Medical Officer for the Channel Tunnel construction, Dr Pugh's work has been dedicated to health protection in high-risk, high-profile projects. His leadership on major UK infrastructure developments, including Heathrow Terminal 5, Crossrail, Tideway, and the London 2012 Olympics, transformed health outcomes for thousands of workers, often in complex and adverse conditions. His contributions delivered vital national service, profound public health benefits and helped ensure the success of these high-impact projects, raising standards across the UK construction sector and beyond.

As head of the UK's largest NHS OH provider, he pioneered integrated and preventive care across six NHS Trusts, an approach now being widely adopted. As founder of Duradiamond Healthcare, now Health Partners Group, he set new benchmarks for quality and consistency in OH provision. His current international work in Saudi Arabia, training medical professionals in OH, continues to export British best practice globally.

Dr Pugh has also made major contributions through voluntary roles. A member of HSE's Construction Better Health and OH Working Groups, BMA Representative for occupational medicine in Scotland and Regional Specialty Adviser and Board Member of the Faculty of Occupational Medicine, he has mentored generations of OH professionals, and advanced OH to become the specialty we know today through training, publishing, and strategic leadership.

Special Mention: Dr Chris Pugh



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SOM Lifetime Achievement 2025

Special Mention: Christina Butterworth



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Christina played a pivotal role in bringing the Faculty of Occupational Health Nursing (FOHN) and SOM together in a strategic partnership that strengthened collaboration across the profession and gave OH nurses a stronger collective voice within SOM. Christina was the only OH nurse to be appointed to the UK Government's Occupational Health Expert Task and Finish Group, chaired by Professor Dame Carol Black. She is an inspirational leader who has shaped the future of OH nursing (OHN), championing the OHN voice, raising the profile of OHNs with a commitment to quality, competency and developing others. Achievements include:

- Awarded Honorary Fellow status by FOM for her contribution to OH.
- Pioneering founder member of FOHN.
- Developing FOHN Accreditation and competency framework, Assessor, First Fellow to be accredited.
- Co-developed RCN Guidance to clinical supervision and RCN Competency framework for OHNs as member and then Chair of the RCN OH Managers forum.
- Developed a business case for OHNs within the workplace.
- As President of the AOHNP co-wrote the book 'Contemporary OH Nursing', which is on the reading list for student nurses studying OH.
- Previous Board member for the National School of Occupational Health, providing input on OH nurse education.
- Previous Director of Council for Work and Health.
- Mentor, OH mentoring scheme.

