

Hazards 2014
29th-31st August 2014
Bad work makes us sick:
We're not having it!

Hazards Conference is the UK's biggest event for trade union safety reps and activists and offers a programme to educate, organise and agitate to make work safe! This consists of a mixture of plenary sessions, debates, meetings and a comprehensive workshop programme with opportunities to learn, exchange experience and information with delegates from other unions and a wide range of sectors and jobs.

The Government's almost four year relentless attack on health and safety by rubbishing it, lying about a 'burden on business' and 'compensation culture', have not only cut specific laws and slashed enforcement but wreaked havoc with the general acceptance of the state's role to protect workers lives and health. Under government pressure, the HSE has rushed to cut regulations, downgrade key Approved Codes of Practice to guidance, changed civil liability, and degraded RIDDOR twice, slashing reports by 30% and reducing the HSE's intelligence on workplace health and safety problems and issues.

Work is becoming less safe and healthy for all workers with the most vulnerable - unorganised, migrant, temporary/agency, young, women and self-employed workers taking the brunt in the race to the bottom.

Health and safety attacks are part of the overall war on working people including cuts to jobs, wages, pensions, increasing hours, workloads and state pension age; cuts to union rep facility time and the social security safety net; denial of access to justice for tribunals and personal injury cases; zero hours contracts, workfare and other forms of insecurity labelled 'flexibility'. Employers continue to find more ways to screw more work out of us for less, via performance management, lean working, flexible working and punitive sickness absence policies. Work is becoming nastier, more brutish, destroying workers health, jobs often don't even pay, and HSE is taking almost no action on occupational cancer, stress and musculo-skeletal disorders.

Conference will discuss defending members from the actual and potential effects of business- friendly deregulation, in UK, from EU and from global free market treaties, and organising against it. Bad jobs make workers sick and Hazards 2014 is saying 'We're not having it'. This is the last conference before the next general election and we will discuss how to organise to resist specific attacks, the damaging effects on our members at work, how we can reject deregulation and make our health and safety central to a manifesto for change.

How to apply for Hazards 2014

The absolute deadline for applications is Friday 8 August 2014.

Choose two workshops plus a reserve and one keynote meeting from the list, arrange your delegate fee, complete the registration form, and send it **together with your cheque payable to Hazards 2014.**

Notification

We will acknowledge your application within a week of receiving it. **If you don't hear from us within two weeks of sending in your form, please contact us to check that we have got it.**

Conference timings and registration

Hazards 2014 formally starts at 7.30pm on Friday 29 August, and ends at 12.30pm on Sunday 31 August. Delegate registration is from 1pm to 9pm on Friday, and between 07.30-09.00 on Saturday morning, 30 August.

For more information, clarification or queries, contact us at:
0161 636 7557 or e-mail: hazconf@gmhzards.org.uk

Hazards
campaign

Hazards 2014

c/o Greater Manchester Hazards Centre
Windrush Millennium Centre
70 Alexandra Road
Manchester M16 7WD
Telephone: 0161 636 7557
Fax: 0161 636 7556
email: hazconf@gmhzards.org.uk

All the information you need to register is here.

Delegate fees

Residential delegates stay in university accommodation on campus. The delegate fee covers access to all conference events, campus facilities, refreshments at breaks and two nights accommodation with full board.

- **Residential delegate fee £270.00**

Non-residential delegates have access to all conference events, campus facilities, refreshments and food during the day.

- **Non-residential delegate fee. £165.00**

The campus and residential accommodation

Accommodation for residential delegates is in single, comfortable en-suite rooms with full facilities. All conference activities are in and around the Chancellor's Building. Campus map at <http://www.keele.ac.uk/aboutus/howtofindus/>

Bringing a non-delegate partner or child

If you wish to bring a non-participant partner, we have a number of double rooms available. Or just register as a non-residential delegate and book your own hotel. B&B plus evening meal for a residential non-participant partner is **£165 for the weekend**. We have a few twin rooms if you need to bring a child or you can register as a non-residential delegate and book your own hotel. **Please telephone us if you do need to bring a child.**

Children and childcare

We don't charge for children, and so long as you have booked it, we provide full childcare for all conference sessions. If your union gives a childcare allowance to parents attending conferences, it would help us offset our costs if you could claim that and pass it on to us. **Put details about your child or children on your form.**

Packed lunch on Sunday

We can provide a packed lunch if your travel arrangements mean you have to leave before lunch at 12.30 on Sunday. Please tick the box on the form if you need one. It will be too late to ask for one at the conference as they are ordered in advance.

Delegates with mobility or other needs

Please let us know about any mobility or other needs by ticking the box on the form and saying what you need. It is important to let us know exactly what your needs are, so if necessary, please telephone us before you apply so we can discuss it. It will be difficult to make arrangements on the day if you haven't told us in advance. We have a minibus making circular trips around the campus during the evenings, and you can book a lift from your accommodation to Chancellor's in the mornings.

Cancellation/substitutes

Delegates who have to cancel can send a substitute in their place without any additional cost. If you cancel your booking before 31 July without any substitute we will refund your fee, less 20% to cover our administrative costs. **Please note: We cannot make refunds for cancellations after 31 July. Our contract requires us to confirm the numbers that are attending on that date, and we are charged for that number even if they don't attend.**

The 25th National Hazards Conference

Hazards 2014

Bad work makes us sick:
We're not having it!

29th to 31st August 2014

at
Keele University
Stoke-on-Trent
Staffordshire

Organisation and administration by
Greater Manchester Hazards Centre
on behalf of the
National Hazards Campaign

Delegate Registration Form – Hazards 2014

Family Name: _____

First Name: _____

Address: _____

Postcode: _____

Daytime Telephone: _____

Evening Telephone: _____

email: _____

Trade Union: _____

Employer/organisation: _____

Tick the appropriate box below for your delegate status and fee

Residential (£270.00) Non-residential (£165.00)

I enclose a cheque for £ _____ payable to Hazards 2014, with this form.

Food Choices

Tick the box if your dietary needs are Vegetarian

Vegan

Other dietary needs: _____

Do you need a packed lunch on Sunday? (Tick box if Yes)
(Please – **only** if you are unable to stay for lunch due to travel)

Do you need child care places? (Tick box if Yes)

If Yes, number of children, and ages: _____

Access and other needs, please tell us what you need to make the
Conference accessible to you: _____

If you have mobility difficulties, please tick this box

Finally, please tick this box if you are coming by car

Workshop and Keynote Meeting Choices (put your **Workshop and
Keynote Meeting numbers** in the boxes in priority order)

Workshop 1 **Workshop 2** **Reserve** **Keynote Meeting**

Return this form with your cheque, made payable to Hazards 2014, to:

Hazards 2014, c/o Greater Manchester Hazards Centre, Windrush
Millennium Centre, 70 Alexandra Road, Manchester M16 7WD.

Hazards 2014 Workshops and Keynote Meetings

The opening plenary session is on Friday evening. On Saturday morning we have our main speaker session, followed by a workshop session, the keynote meetings and the second workshop session. On Sunday morning there is a campaigning meeting session and the closing plenary. There are 20 workshops and three keynote meetings to choose from now, and you can sign-up to the Sunday meetings when you register at conference. We will send you a topics list with your joining instructions two weeks before Hazards conference.

Choosing your Workshops and Keynote meeting

Select two workshops as your first choices and one reserve (three in total) plus one keynote meeting topic. Write the workshop and meeting **numbers** in the boxes on the Registration form, and keep a record for yourself on the other half of this form.

More conference event information

For more information about the programme and events visit the 2014 Conference pages on the Hazards Campaign website at <http://www.hazardscampaign.org.uk>

We hope to post-up the initial programme and amendments as it develops, and more details and outlines of the programme and events as we get them, to supplement the brief outline on this form.

Choose two Workshops and a reserve from these lists

Safety reps and organising

01 Reps' functions and employers' duties

Employers often abuse the statutory functions that safety reps have been given, and their duties to permit time-off, provide facilities and other assistance to enable safety reps' functions. We identify what they must do, and how we insist they do it.

02 Safety committees: strength or weakness?

Do joint safety committees meet our real needs, or do they allow employers to marginalise H&S issues into a toothless body? Should H&S be part of the main bargaining agenda? What are the key issues for unions?

03 Working with the enforcer

Government restrictions on enforcement have limited what inspectors can do. There are fewer HSE and local authority staff, fewer proactive inspections; difficulties in contacting an enforcer. Can we get help from inspectors when we need it?

Finding out about H&S issues

04 Improving workplace inspections

The workshop focuses on preparing for the regular workplace inspection; explains the resources and tools you need, plus checklist development; recording and reporting the results of the inspection and follow-up action.

05 Inspecting an incident or injury

Key steps in inspecting the scene of incident or injury. What you need to undertake this function well. Effective investigation ensures workplaces are safer and further harm is prevented.

06 Body mapping

A technique advocated by ILO and trade unions as a diagnostic tool to help safety reps identify workplace problems. This workshop will develop the skill to use body mapping and strengthen trade union organisation at work.

07 Is your work making you sick?

Surveys of members are an excellent way of finding out what is going on in the workplace. Our surveys show where the employer needs to act. We will consider different types of survey and how to write and conduct them.

Dealing with risks

08 Risk assessment and safety reps

General risk assessment is the foundation underpinning safe working practices, but still employers don't do them, or do them badly. How should we deal with employers over assessment failures? How do we ensure safety reps play an effective role in the process?

09 Stress risk assessment

HSE stress management standards (SMS) and toolkit form the basis for risk assessment. This is a critical view of the SMS, looks at how employers can use them; how effective controls can be put in place; what reps should do when employers fail to act.

10 Fire risk assessments

Fire service enforcers are getting tough on employer failures to assess fire risks. What standards must employers meet? What guidance is available? What are the areas of greatest weakness, and how can we get employers to improve these to ensure our members' safety at work?

Campaigning with members

11 Building the union

This workshop will share ideas about how we can use H&S issues and improvements to help us recruit, build and strengthen union organisation in the workplace/branch.

12 Resisting Resilience

Government endorses programme to make feeble workers 'man-up' and shrug off stresses and strains, become more resilient rather than remove hazards and make workplaces more healthy and safe.

Dealing with employers

13 Making the case:

winning the argument

Developing collective bargaining for H&S issues; key elements of case preparation, need to generate membership backing; when to use grievance procedure; when should we consider industrial action?

14 Excessive workloads

UK workers work the longest hours in Europe, while workloads continue to increase. How do unions monitor and control risks and unhealthy workloads? Will the HSE help?

15 Managing sickness absence

Procedures should support sick and injured workers, not penalise them. How will the external referral service impact the way in which employers manage the return to work process - and will it be detrimental to the health & well being of the workers?

Issues

16 Bullying and harassment

/Offensive Management

Discover the legal protections, what is meant by bullying and harassment, how employers should risk assess for this hazard, and what makes a good policy & procedure to protect workers.

17 Gender

False gender assumptions on many hazards and jobs can harm both women and men. We need gender sensitive risk assessment and management. Workshop explores integrating the "gender agenda" into health and safety at work and in union organisation.

18 Working to 67 and beyond

State Pension age has increased, and many need to continue working, so their health and safety must be protected. We will look at how safety reps and equality reps can work together to ensure their members are protected from discrimination and harm.

19 Musculo-skeletal injury

Musculo-skeletal injuries are at epidemic levels now. Action against them has to be at the same level. From bad backs to tenosynovitis, how tackle the problem.

20 Violence at work

As cuts bite, frontline workers are exposed to service users frustrations, increasing attacks, abuse, threats. Using case studies, workshop will consider measures reps can campaign for, with government & employers, to reduce risks to staff & prevent attacks.

Choose One Keynote Meeting

1. Snapping at the heels of the HSE

Disempowering use of stakeholders rather than workers' representatives plus massive changes to enforcement and regulation, and government interference in the tripartite nature of HSE Board and its operation, has turned the inadequate watchdog into a commercial business -friendly poodle. How do we hold the HSE's feet to the fire and make it work for us?

2 Wellbeing or being safe from health hazards at work?

Dame Carole Black shifted focus away from workplace risk and prevention, to 'wellbeing' and government and employers leapt on the bandwagon. This has led to focus on lifestyle, blaming us for our ills, resilience, 'all work is good' and punitive sickness absence schemes. How do we reverse this, refocussing on good jobs and preventing work from making us sick in first place?

3 Organising against employers flexibility

Employers flexibility is not our life: work balance, it's a managerial tool to prise more work out of us for less. Lean management or whatever it's called, involves more change, monitoring, work and stress, longer hours, less security, punitive sickness absence management, and is worse for our health and safety. How do we organise to resist being forced to fit work and demand work that fits us and is fit for our health?

For your own record. My Workshop and Meeting choices are:

Workshop 1

Workshop 2

Reserve

Keynote Meeting