

# *Hazards* 2009

## The 20th National Hazards Conference

# Hazards 2009

**Safety Reps:**

**Making a better world  
of work possible**

**10th - 12th July 2009**

**At**

**University of Manchester  
Sackville Street Campus**

**Organised by the  
National Hazards Campaign**

# Safety Reps: Making a better world of work possible.

## General Information for delegates.

### **The 20th National Hazards Conference: Hazards 2009**

Hazards Conference is the UK's biggest educational and campaigning event for trade union safety representatives and activists.

Lack of regulation and enforcement has allowed the rampant greed of individuals, financiers and globalised casino capitalism to create the current recession. Globalisation at the expense of workers rights and health & safety has been supported and promoted by de-regulating and business-loving governments, and this is where it has led us. Slavish adherence to the neo-liberal agenda has finally put all our lives, jobs and future security at risk.

Hazards 2009 focuses on supporting safety reps activities and improving our campaigning so that we can keep workplace health, safety & welfare on the political agenda in the recession, and combat any deregulation or weakening of standards on cost or competition grounds. We demand a better world of work, based on good, safe and healthy jobs for everyone, and improving our lives by making homes, services and jobs as near carbon neutral as possible.

We'll look at the new HSE guidance on safety reps functions and employers duties issued at the end of 2008, hear about examples of worker-led initiatives on green jobs from other countries, and in workshops and meetings learn and share ideas on how we campaign and work for the better world we believe is essential. So come and join us to meet 500 like-minded people, debate the issues, share and compare experience, and recharge your safety rep batteries.

Delegates assemble on Friday; Hazards ends with lunch on Sunday.

### **The conference venue and car parking.**

The University of Manchester Sackville Street campus is at the heart of Manchester city centre, a few minutes walk from Piccadilly station. A multi-story car park is adjacent to the campus site for delegates who travel by car. Delegates with mobility difficulties can park on campus.

### **How to register for Hazards 2009.**

#### **The deadline for applications is Friday 19th June 2009.**

Choose your workshops and campaign debate from the list, organise your delegate fee, complete the registration form, and send it with your cheque **payable to Hazards 2009** for the appropriate delegate fee, to Hazards 2009, C/o GMHC, Windrush Millennium Centre, 70 Alexandra Road, Manchester M16 7WD. **Please do this as soon as possible, as we have a maximum number of 500 delegates.** Delegate places at Hazards are allocated on the "first come - first served" principle.

### **Notification.**

We will acknowledge your application within a few days of receiving it. If you don't hear from us within a couple of weeks of sending your form, please telephone us and check that we have received it. The conference number is **0161 636 7558**, or e-mail [hazconf@gmhazards.org.uk](mailto:hazconf@gmhazards.org.uk)

### **Registration at Conference**

Delegate registration will start at 13.00 and end at 21.00 on Friday 10<sup>th</sup> July. Delegates will also be able to register between 07.45 - 09.00 on the Saturday morning. A buffet meal will be provided for delegates from 17.00 - 19.15 on Friday. A range of informal activities are being organised for Friday evening; the opening plenary starts at 9.00 am on Saturday.

# Hazards c a m p a i g n

## Hazards 2009

C/o Greater Manchester Hazards Centre  
Windrush Millennium Centre  
70 Alexandra Road  
Manchester, M16 7WD  
phone: 0161 636 7558  
e-mail: hazconf@gmhazards.org.uk

### All the information you need for booking is here.

#### Delegates Fees.

We've managed to keep the delegate fee stable over the past 3 years, despite overall venue costs having risen quite sharply. We also expect sponsorship to be down this year, so unfortunately we have had to increase fees slightly.

**Residential delegates** stay in University accommodation on-site. The delegate fee covers access to all conference events, and includes 2-nights accommodation, all meals, and refreshments at tea and coffee breaks.

- ♦ **Residential delegate fee..... £215.00**

**Non-residential (day) delegates** have access to all conference events, refreshments and food, except residence and breakfast.

- ♦ **Non-residential delegate fee ..... £120.00**

#### Residential Accommodation

Most University accommodation is single rooms. We only have a few double or twin rooms available, and these are reserved for pairs of delegates where *both partners* are delegates paying the residential delegate fee.

#### Bringing a non-delegate partner or child.

If you wish to bring a non-participating partner or are bringing children, you should register as a non-residential delegate and arrange your own accommodation. There are 2 Ibis hotels close to the conference venue; you can book at <http://www.ibishotel.com/gb/home/index.shtml> We do **not** recommend or endorse these hotels—they are just conveniently close.

#### Creche and child care.

There is a free professional creche at Hazards 2009 for those delegates who need to bring children. The creche will be open 30 minutes before and close 30 minutes after the formal conference session times.

#### Packed lunch on Sunday

If you are unable to stay for lunch **because of travel arrangements** we can provide a packed lunch. Tick the box on the form. Lunch will be provided at 12.30 in the dining room prior to departure for all other delegates.

#### Delegates with access or other needs.

**If you have mobility difficulties and are coming by car, please tick the boxes on the registration form** so we can arrange on-site parking for you. Please let us know if you have other access needs on your form.

#### Cancellation/substitutes

We have to confirm the number of delegates attending by the 19th June, and are then contracted to pay the University the full cost for that number of delegates. If you cancel before 19th June, we will refund your delegate fee less 20% to cover our administrative costs. If you withdraw after that date, any refund will be at the discretion of the organising sub-committee. You can send a substitute without any additional charge up to the last minute.

**For more information, clarification or queries:**

**Hazards 2009 telephone line: 0161 636 7558**

**Hazards 2009 e-mail: hazconf@gmhazards.org.uk**

## Hazards 2009 Workshops & Campaigning Debates

Hazards 2009 opening plenary session will be on Saturday morning. This year there will be 2 workshop sessions and one campaigning debate. There are 28 workshops and 3 debates to choose from.

Information and other meetings will be on Sunday morning, and will link up to the final plenary session. Meetings will as ever be listed in the reception area at conference, so you can sign-up for meetings when you register.

### More conference event information

For more information about the programme & events visit the Hazards 2009 Conference pages on the Hazards Campaign website — [www.hazardscampaign.org.uk/hazards2009](http://www.hazardscampaign.org.uk/hazards2009)

We will post-up the initial programme and amendments as it develops, and more details and outlines of workshops as facilitators send them to us, to supplement the brief outline on this form. We will also put up the meeting topics as they are decided and given to us.

### Choosing your Workshops and Debate

Select 2 workshops as your first choices and one reserve (3 in total) plus one debate topic. Write the workshop and debate numbers in the boxes on the Registration form, and keep a record for yourself on the other half of the booking form.

### Practical workshops for NEW & INEXPERIENCED REPS ONLY

#### 01 Doing a Workplace Inspection

The workshop will focus on preparing for the quarterly inspection; explain the resources and tools you need, include a practical inspection; recording and reporting the results of the inspection and taking follow-up action.

#### 02 Communication skills for reps

This workshop is about understanding communication skills, and how to be an effective rep. Preparing and presenting a case; verbal and non-verbal communications, tactics and timing; and how to reach and implement an agreement.

#### 03 Safety rep functions & employer duties

Safety reps organisation is underpinned by a legal framework. What can safety reps do? How must the employer assist and support their organisation. Which jobs are the most important.

#### 04 Facilities & time-off for reps

This workshop will clarify the duty on the employer to provide facilities, assistance and time-off for reps functions. Identify reasons to improve on the basics, and be clear about the role of the Inspector when employers are in breach of their duty

### Workshops for everyone

#### 05 The EU and Health & Safety

The EU model—is it good for UK workers; role of the EU in setting standards; how the strategy to 2012 is developing; how do we intervene to influence future developments.

#### 06 Older workers

Normal retirement age for all will rise to 68 by 2044—what are the main H&S issues for older workers; how do we ensure they are protected? We'll identify some key campaigning ideas.

#### 07 Getting the best from your enforcer.

Building a working relationship with your inspector; what reps expect from them; what inspectors expect from reps.

#### 08 Epidemiology for reps: barefoot research in the workplace

Ways of finding-out about ill-health in the workplace; reasons for absence, linking illness to conditions in the workplace.

#### 09 Violence at work

Many workers face the risk of violence. The workshop will consider the level of risk and its assessment, and policies, strategies and effective controls that help manage and prevent it.

#### 10 Chemicals & toxic substances

What harms workers, and how; using and interpreting sources of information; COSHH assessments, records, safe systems & alternatives; organising to clean-up the work environment.

#### 11 Risk Assessment

This is the foundation of safe working practices; the employers duty to assess risk; what they have to do; who is competent; the role of the safety rep in ensuring that risk assessments are effective.

#### 12 Health Surveillance

What does the law require; how should it be provided; how does the union influence what happens; making sure it is focused on & serves worker's needs

**13 Shiftwork & Health**

What are the health hazards of shiftwork; rotating shifts or regular nights - which is worse; what can be done to reduce the impact of shifts on health.

**14 Stress risk assessment**

Using stress risk assessments & the standards; what are the key stress factors; estimating the level of risk; implementing controls; rep's involvement in assessments; negotiating and ensuring action.

**15 Handling Stress cases at work**

Ensuring there are effective policies and procedures to prevent illness; representing members who have been damaged; return-to-work strategies and support systems.

**16 Bullying risk assessment**

Why is risk assessment of bullying so difficult? Should it be treated differently to any other hazard? This workshop will look at some simple but effective ideas.

**17 Gender and health & safety**

Identifying the gender issues that affect workers' health & safety; "gender-neutral" standards and their effect on men & women; organising to improve standards and protection for all workers.

**18 The long hours culture**

The European Parliament voted against the UK opt-out last year. What does this mean for the Working Time Regulations? Will the UK continue to have the longest working hours in Europe. What needs to be done to make progress.

**19 Disability equality duty**

The duty on public sector employers to produce an equality scheme; what about the private sector? Good quality schemes; the union role in ensuring protection & advancement of disabled members rights.

**20 Slips, trips and falls.**

A recent HSE improvement project, because ST&F's are still the main cause of injury, from a minor scratch to death. What needs to be done to tackle the causes at the workplace?

**21 Using the media**

Helping campaigners to get the Hazards message across: press releases; letters to the editor; doing an interview & effective communications.

**22 Mental Health**

We'll provide an overview of mental well being in the workplace; help to develop your knowledge on mental health, look at prevention of mental ill health caused by work, and identify a strategy for supporting members.

**23 Fire risk assessment**

Effective fire RA's; what is needed; opportunities to intervene; monitoring what employers do and intervening to improve protection.

**24 Duty to manage asbestos**

Asbestos remains a major problem for millions of workers. What the law requires; ensuring employers have prepared a plan; can it be improved?

**25 Driving at Work**

About a third of all drivers killed on the roads are at work in some capacity. What must employers do to better protect the non-professional driver.

**26 Managing sickness absence**

Procedures and policies that support sick workers rather than harass and penalise them. Role of the union rep; supporting and defending workers threatened with discipline.

**27 Bullying & harassment**

An increasing problem for many workers. What are the legal protections. What is a good policy, and how should procedures help protect victims.

**Campaigning Debates**

**1 How do we create and sustain "good jobs".**

What impact on mental and physical health do boring, monotonous and repetitive jobs have? Dame Carol Black talks about "Good jobs" but what does that mean? What should we demand?

**2 How important is H&S in a recession economy.**

Will employers try to use the recession as an excuse to reduce standards and cut costs? How can we fight any employer's pressure on us to swap H&S standards for job retention?

**3 Bullying—natural tendencies or organisational culture?**

Some experts argue that it's possible to identify bullies and their victims as particular types of people. Is this a valid assumption, or is the organisational culture more important?

**For your own record. My workshop & debate choices are:**

1

2

Reserve

Debate

## Delegate Registration form - Hazards 2009

Family Name: -----

First Name: -----

Address: -----  
-----  
-----

-----Postcode: -----

Daytime Telephone: -----

Evening Telephone: -----

E-mail: -----

Trade Union: -----

Employer/organisation: -----

**Tick the appropriate box below** for your delegate status and fee

Residential (£215.00) ----  Non-residential (£120.00) -----

I enclose a cheque for £.....payable to **Hazards 2009**, with this form.

### Food Choices

Tick the box if your dietary needs are Vegetarian..  Vegan ...

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 creche places? (Tick box if Yes) -----

If Yes, number of children, and ages:-----  
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Access and other needs: please tell us what you need to make the conference  
accessible to you (e.g. ground floor room): -----  
-----  
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If you have mobility difficulties, please tick this box -----

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

**Workshop and Debate Choices** (Put your **workshop and debate numbers** in the boxes in priority order)

1st	2nd	Reserve	Debate
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Return this form with your cheque, made payable to Hazards 2009, to:  
Hazards 2009, C/o Greater Manchester Hazards Centre, The Windrush  
Millennium Centre, 70 Alexandra Road, Manchester, M16 7WD.