

# **Hazards 2011**

**Enforcement cuts  
mean we need  
better workplace  
organisation.**

**2<sup>nd</sup> - 4<sup>th</sup> September 2011**  
**at**

**Keele University  
near Stoke-on-Trent  
Staffordshire**

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

## Hazards 2011

### HSE cuts mean we need better organisation

2<sup>nd</sup> - 4<sup>th</sup> September 2011

#### The 22<sup>nd</sup> National Hazards Conference: Hazards 2011

Hazards Conference is the UK's biggest educational and organising event for trade union safety reps and activists. The conference is a mixture of speakers, plenary sessions, debates & meetings and a comprehensive workshop programme. You can network and exchange experience and information with delegates from a wide range of occupations.

Now we know the dreadful hand that the 2010 election dealt us. The Con-Dem government is now intent on making ordinary people pay the price of resolving the economic crisis caused by the greed of banks and financial institutions. They falsely present the crisis as being caused by the sick and injured, those on disability and other benefits, public sector workers, and the regulation and enforcement of health & safety that they say imposes unfair burdens on business. Enforcement officers and public sector workers are now being described as "the enemies of enterprise." Workers pay the price; there is precious little evidence of shared "we are all in this together" misery.

The HSE face 35% cuts to their budget, and 201 staff left HSE in February. That means less information, education, research and enforcement for occupational health and safety as inspectors and others lose their jobs. Local authority EHO departments also face similar levels of cuts. Meanwhile Lord Young's daft and dangerous ideas like combining food safety with workplace safety inspections can only weaken both.

We **must** organise more effectively in the workplace. Last year's TUC safety reps survey found that most reps still don't fully undertake all their statutory functions. A majority of reps don't conduct the 4 workplace inspections a year the SRSC Regulations prescribe; over half spend just an hour or less a week on safety rep work; only a quarter of reps say they are automatically consulted by the employer, while 14% of reps reported they were refused time-off for training. The statutory framework must be defended, best done by extending and improving our workplace organisation and activity against unsafe and unhealthy conditions. If we don't, it's clear no-one else will.

Join us to debate these crucial health & safety issues, think about what we all need to do and develop some fresh ideas, and help to build the campaign for better workplace organisation, more inspections and effective trade union action *for* decent workplaces and *against* the cuts.

#### How to apply for Hazards 2011

**The absolute deadline for applications is Monday 8th August 2011.**

Choose 2 workshops plus a reserve and 1 keynote meeting from the list, arrange your delegate fee, complete the registration form, and send it **together with your cheque payable to Hazards 2011** for the appropriate delegate fee, to the address on the form. **Please do this as soon as possible, as the maximum number of 500 cannot be exceeded.**

#### 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 contact us to check that we have received it.**

#### Conference timings and registration

Hazards 2011 formally starts at 7.30 pm on Friday 2nd September, and ends at 12.30pm on Sunday 4th. Delegate registration is from 1pm to 9pm on Friday, and between 07.30 - 09.00 on Saturday morning.



**Hazards 2011**  
C/o Greater Manchester Hazards Centre  
Windrush Millennium Centre  
70 Alexandra Road  
Manchester M16 7WD  
**telephone:** 0161 636 7558  
**fax:** 0161 636 7556  
**e-mail:** hazconf@gmhazards.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, and includes 2-nights accommodation with full board, including refreshments at conference breaks.

- ◆ **Residential delegate fee.....£235.00**

**Non-residential (day) delegates** have access to all conference events, refreshments and food (including Saturday evening dinner).

- ◆ **Non-residential delegate fee .....£145.00**

### **The Campus and Residential Accommodation**

Accommodation for residential delegates is in single, very comfortable en-suite rooms with full facilities. All conference activities will be in and around the Chancellor's Building. For a campus map, guide, plus travel directions go to <http://www.keele.ac.uk/aboutus/howtofindus/> and follow the links.

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

If you wish to bring a non-participant partner, please telephone or e-mail us; or just register as a non-residential delegate and arrange your own accommodation. B&B + evening meal for a residential non-participant partner is £150 for the weekend. If you need to bring children, it may be better to register as a non-residential delegate and book a room in a hotel nearby, at Newcastle-under-Lyme. (Their rooms have TV, ours don't). Telephone us if you are not sure.

### **Children and child care**

There is no charge for children. We provide professional child care, which starts 30 minutes before and ends 30 minutes after conference sessions. Include details on your form. We may have to contact you for more information later.

### **Packed lunch on Sunday**

If you are unable to stay for lunch on Sunday because of travel arrangements, we will provide a packed lunch. Please tick the box on the form if you need one. For all other delegates, lunch is provided at 12.30 in the restaurant, prior to departure.

### **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. So please let us know about lactose intolerance or gluten-free food, for example.

**If you have any other needs, please telephone us before applying and we will do our best to meet them.**

### **Cancellation/substitutes**

If you have to cancel your booking before 8th August we will refund your delegate fee, less 20% to cover our administrative costs. **We cannot make refunds for cancellations made after 8th August.** Delegates who have to cancel can send a substitute in their place without extra cost. If you do send a substitute please try to let us know their name beforehand, if possible.

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

**Hazards 2011 telephone line: 0161 636 7558**

**E-mail: hazconf@gmhazards.org.uk**

## Hazards 2011 Workshops & keynote meetings

Hazards 2011 opening plenary session will be on Friday evening. On Saturday we have our main speaker session, followed by 2 workshop sessions and one keynote meeting. On Sunday morning there will be another meeting session and the closing plenary. There are 22 workshops and 3 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 2 weeks before Hazards.

### Choosing your Workshops and Keynote meeting

Select 2 workshops as your first choices and one reserve (3 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 & events visit the 2011 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. We will also post up the Sunday morning meeting topics as they are decided.

### Choose 2 workshops and a reserve from this list

#### 01 Improving workplace inspection

The workshop will focus on preparing for the regular workplace inspection; explain the resources and tools you need, including checklist development; a practical inspection exercise; recording and reporting the results of the inspection and follow-up action.

#### 02 Inspecting an incident or injury

Key steps in inspecting the scene of an incident or injury. What you need to do to ensure you can undertake this function. Effective investigation ensures workplaces are safer, further harm is prevented & helps potential compensation claims.

#### 03 Reps functions-employer duties

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

#### 04 Building the union around H&S

Health & safety improvements at work have an immediate and positive impact on all workers. This workshop will share ideas about how we can use these to help us recruit non-members, and build and strengthen union organisation at the workplace.

#### 05 Body mapping

A technique advocated by the ILO and trade unions as a diagnostic tool to help safety reps identify workplace problems. Use this workshop to develop a useful skill; to identify potential problems, and one that can help to strengthen trade union organisation in the workplace.

#### 06 Getting the best from the HSE

Even more important in the current climate, you need to build a working relationship with your inspector; what the HSE requires of inspectors; what reps expect from them, and what inspectors expect from reps; if you are unhappy with the way your inspector acts, what can you do about it?

#### 07 Globalisation & health & safety

Global capital and the 'free-market' system means that the abuse of workers health and safety is global too. What are the effects of this? How do we take some control of what happens? What should we do to build links with workers overseas?

#### 08 Engaging with older workers

Normal retirement age is soon to be abolished. Are older workers more at risk, or do they create increased risks for others? How should employers engage with older workers who wish to continue at work. What are the key issues for unions?

#### 09 Violence at work

Many workers face the risk of violence from clients and customers, the public and others. The workshop will consider the level of risk and how it's assessed, and the policies, strategies and effective controls that employers should have in place to manage and prevent violent incidents and worker injury.

#### 10 Work & cancer

HSE and other official figures vastly under-estimate the level of work-related cancer. This workshop considers what harms workers, and how; looks at alternative projections using worker-friendly assumptions, and ways of preventing damage to workers' health.

<p><b>11 Risk assessment &amp; safety reps</b> The foundation that underpins safe working practices, but still employers don't do them, or do them badly. How should we deal with employers over risk assessment failures? How do we ensure safety reps play an effective role in the process?</p> <p><b>12 Shifts damage your health</b> What are the effects of shiftwork? Are rotating shifts or regular nights worse? Are shiftworkers more at risk of injury, and how do we reduce the impact on workers' health? Do medicals and health surveillance help: what more can be done?</p> <p><b>13 Stress risk assessment</b> Stress risk assessments &amp; the HSE management standards; what are the key stress factors; estimating the level of risk; implementing controls; rep's involvement in assessments.</p> <p><b>14 Stress and workloads</b> UK workers work the longest hours in Europe, while workloads continue to increase. How do unions monitor and control risks and unhealthy workloads? How much help can we expect from the enforcer?</p> <p><b>15 Disability equality</b> The duty on public sector employers to produce an equality scheme. Defining disability and adjustments—the latest guidance; organising to ensure the protection of disabled members and their rights to work.</p> <p><b>16 Musculo-skeletal injury</b> Musculo-skeletal injuries are at epidemic levels - action against them has to be at the same level. From bad backs to tenosynovitis—ways to tackle the problem are essential now</p>	<p><b>17 Mental health at work</b> Mental health is an important issue for unions. Develop your knowledge on mental health issues; look at ways to prevent mental ill health caused by work, and identify appropriate strategies for supporting members.</p> <p><b>18 Health promotion &amp; wellbeing</b> Government now says promoting good health generally is an employer responsibility. Do yoga classes, or gym membership do any good? Will wellbeing undermine the H&amp;S agenda &amp; safety reps activity. We need good H&amp;S before wellbeing.</p> <p><b>19 Dealing with asbestos</b> Employers still expose workers to asbestos despite a comprehensive regulatory framework. What should contractors and staff be told before work starts? How do safety reps monitor what happens? How do we ensure the system works?</p> <p><b>20 Drug and alcohol testing</b> Should employers meddle in their employees private life? What about safety critical work? What safeguards are essential to protect workers from an employers over-zealous approach?</p> <p><b>21 Managing sickness absence</b> Procedures should support sick &amp; damaged workers, not penalise them. What do unions need to do to defend workers threatened with discipline for getting injured at work or being ill.</p> <p><b>22 Bullying &amp; harassment</b> A growing problem for many workers. How do we assess it? What are the legal protections. What is a good policy, and what procedures help protect victims? How do you do an inspection for bullying.</p>
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**Keynote meetings**

<p><b>1 Who pays the price for H&amp;S failures?</b> Government's are obsessed with the so-called "regulatory burden" on employers, ignoring the burdens that ill-health, injury and death, impose on workers and their families. Just how important is the employers "burden" compared to the cost that workers experience? What's the real price of political and regulatory failure to protect, and who pays it?</p> <p><b>2 Workers health written off.</b> It seems work-related health issues are of little concern to the state and regulators. Despite there being more work-related ill health than ever before, EMAS has virtually disappeared; there is only marginal enforcement of work-related stress, and workplace health seems to be rapidly merging into public health. Sickness absence procedures get tough and discipline workers, not help recovery So what can you do when it's your work that makes you sick?</p> <p><b>3 Is the UK Government dumbing-down enforcement?</b> Lord Young insisted that classrooms, shops and offices were low risk work environments. Is it true, or is this just another 'elf 'n safety' myth? Are the HSE's on-line "risk assessments" the first steps down a path that will lead to weaker protection? If so, how many other jobs will be classed as low risk, and how should we respond to this development?</p>
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**For your own record. My workshop & meeting choices are:**

W/shop1	W/shop2	Reserve	Keynote meeting
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Delegate Registration form - Hazards 2011

Family Name: -----

First Name:-----

Address:-----

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

Daytime Telephone:-----

Evening Telephone:-----

E-mail:-----

Trade Union:-----

Employer/organisation:-----

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

Residential (£235.00) ----  Non-residential (£145.00) -----

I enclose a cheque for £.....**payable to Hazards 2011**, with this form.

### Food Choices

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

Other diet 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:-----

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Access and other needs: please tell us what you need to make the conference  
accessible to you :-----

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If you have mobility difficulties, please tick this box -----

Finally, please tick th is box if you intend to come by car -----

**Workshop and Keynote Meeting Choices** (Put your **workshop and  
keynote meeting numbers** in the boxes in priority order)

W/shop 1    W/shop 2    Reserve    Keynote meeting

Return this form with your cheque, made payable to Hazards 2011, to:  
Hazards 2011, C/o Greater Manchester Hazards Centre, The Windrush  
Millennium Centre, 70 Alexandra Road, Manchester, M16 7WD.