

**Hazards 2016**  
**29th-31st July 2016**  
**Building Resistance to Support Safety Reps**

Hazards Conference is the UK's biggest and best educational and organising event for trade union safety reps and activists. Consisting of a mixture of plenary sessions, meetings and a comprehensive workshop programme. It gives delegates the opportunity to exchange experience and information with, and learn from, safety reps and activists from other unions, sectors and jobs across the UK. It's great craic too!

Tory government attacks on our capacity to protect ourselves and defend our hard-won health and safety standards continue with the (anti) TU Bill, more cuts to HSE/LA enforcement and regulation, cuts to public services, privatisation and job losses. This leads to increased working hours, and demands, stress and worsening health and safety. Employers are using the crisis to intensify work, increase monitoring and insecurity and manage by stress. They undermine collective preventative measures and union organisation by using individual 'well-being champions' and resilience training.

In March, the HSE launched #HelpGBWorkWell which is not so much a strategy as a business friendly comfort blanket for those not at risk, to pretend fine words and exhortations—'we are all responsible'- will make up for the HSE becoming an 'enabler' not an enforcer'. The 'strategy' does not mention union safety reps, unions were not consulted about the content, critical voices were excluded from the 'conversation' process. It offers no enforcement, no ambitious campaigns to tackle stress, MSDs, cancer, or other work factors that are making us ill and killing us.

We know we cannot rely on the law, on employers or enforcers but on our own organisation and strength. At Hazards 2016 we will examine the implications of the changes and discuss how we can organise better at all levels. How can we get a more radical approach that puts decent jobs with good health and safety at the centre of decent lives for all, on the political agenda. We will look at how we can educate, organise and agitate inside and outside the workplace, locally, regionally and nationally to support union safety reps and workers to resist employers' attacks on our lives and health.

#### **How to apply for Hazards 2016**

**The closing date for applications is Friday 8th July 2016**

Choose a Theme, then chose 2 workshops plus a reserve within that Theme. You will be automatically allocated to the relevant Seminar and Theme Meeting. Arrange your delegate fee, complete the registration form, and send it to us together with your cheque payable to Hazards 2016

#### **Notification we have received your registration**

We will acknowledge your application within a few days of receiving it. If you don't hear from us within 2 weeks of sending in your form, **please contact us urgently to check that we have received it as things get lost in post.**

#### **Conference timings and registration**

Hazards opening plenary starts at 7.30 pm on Friday 29th July, and conference ends at 12.30pm on Sunday 31st July, followed by packed lunch.

Delegate registration is from 1pm - 9pm on Friday 29th July, and between 7.30 - 9.00 on Saturday morning, 30th July.

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

# **Hazards** **campaign**

**Hazards 2016**  
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 good 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 . . . . . £295.00**

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

- **Non-residential delegate fee . . . . . £175.00**

### **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/> We will send you a map with final confirmation in July.

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

If you wish to bring a non-participant partner, we have a number of double and twin rooms available. Or you can register as a non-residential delegate and book your own hotel accommodation. B&B + evening meal for a residential non-participant partner is **£175 for the weekend.**

### **Children and child care**

For delegates who need to bring a child or children we provide professional child care for all conference sessions. There is no charge for children, but if your union gives a child care allowance to parents attending conferences, it would help us offset our costs if you could claim it and pass that on to us.

**Put details about your child or children on your form, and please telephone us to ensure we get the arrangements right for you.** Even if you register as a non-residential delegate and book your own hotel, you must let us know about childcare needs during conference events.

### **Packed lunch on Sunday**

Last year we wasted a great deal of food by providing both a cooked meal and a packed lunch on Sunday. This year we will only provide a packed lunch for all. Delegates can take this away with them or sit and eat together if you do not have to rush off.

### **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 event; you will be given full details when you register.

### **Cancellation/substitutes**

Delegates who have to cancel can send a substitute in their place without any additional cost—just tell us their name and details. If you cancel your booking before 8th July without any substitute we will refund your fee, less 20% to cover administrative fee. **Important note: We cannot make refunds for cancellations after 8th 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 27th** **National Hazards** **Conference**

# **Hazards 2016**

## **Building Resistance** **to Support** **Safety Reps**

**29th-31st July 2016**  
**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 2016

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 (£295.00)  Non-residential (£175.00)

I enclose a cheque for £\_\_\_\_\_ payable to Hazards 2016, with this form.

### Food Choices

Tick the box if your dietary needs are Vegetarian

Vegan

Other dietary needs: \_\_\_\_\_

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

Chosen Theme

Workshop and Reserve Choices (put the number of your Workshop choices in the boxes in priority order)

Workshop 1

Workshop 2

Reserve




Return this form with your cheque, made payable to Hazards 2016, to:

Hazards 2016, c/o Greater Manchester Hazards Centre, Windrush Millennium Centre, 70 Alexandra Road, Manchester M16 7WD.

## Hazards 2016 Workshops, Seminars & Meetings

This year we are changing the format a little to provide a more coherent, comprehensive and intensive programme for safety reps. The opening plenary session with keynote speakers is on Friday evening and the closing plenary on Sunday morning. There is no Saturday plenary. Saturday is a day for workshops, seminars and meetings ending with Fringe Meetings. The final plenary on Sunday will pull it all together and send you off with fire in your belly and more tools in your kit. This year the workshops, seminars and meetings are themed to provide a concentrated examination of all the key issues. Download & read the form carefully before you fill it in. Contact us if you need help.

There are three Themes to choose from with 5 workshops in each Theme. Two weeks before Hazards conference begins, we will send you a list of Fringe Meeting topics to select from with your final joining instructions, and you sign up for the Fringe Meetings at registration. We will post the programme and more details to supplement the brief outline on this form at: <http://www.hazardscampaign.org.uk>

### Workshops, seminars and meetings are grouped under three themes: 1. Workplace organisation 2. Dealing with risk 3 Employers offensive

1. Choose ONE of the Themes and put that number in the box on Registration Form. We suggest that if you are a new rep you choose from Theme 1; choose from Theme 2 or 3 if you are a bit more experienced and very experienced reps should choose from Theme 3.
2. Select TWO workshops from your chosen Theme as your first choices and one reserve (3 in total). Each Theme will have one Seminar which will run in parallel to the workshop session, and we will allocate you to this. You will also be automatically allocated to the Meeting in your chosen Theme.
3. Write the Workshop and reserve numbers in the boxes on the Registration form, and keep a record for yourself on the other half of this form below.
4. Complete the rest of the form, add payment and send it back to us.

### Select 2 Workshops and a reserve from your chosen Theme

For your own record. My Workshop choices are:

Workshop 1

Workshop 2

Reserve




### Theme 1 Workplace organisation

#### 01 Reps' functions and employers' duties

Employers try to restrict statutory functions of safety reps, fail to observe their duties to permit time-off, provide facilities & other assistance to enable safety reps' to function effectively. What must they do, how do we insist they do it?

#### 02 Safety committees: what do we need?

What sort of safety committees do we need to meet our real needs & not 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 Recruiting safety reps and improving workplace health & safety organisation

Examination of methods we can use to revitalise our branch/workplace organisation to recruit more safety reps.

#### 04 Role of the enforcer

Government restrictions on enforcement have limited what inspectors can do. There are fewer HSE and local authority staff, fewer proactive inspections. What can they still do & how do we get help from inspectors when we need it?

#### 05 Inspections

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

#### Seminar 1: Sharing experiences of workplace organisation and good practice

How well do we use statutory functions/ employers' duties in SRSC Regs to organise and make work safe? Learning from best practice and developing new health and safety organising ideas.

#### Meeting 1: Improving support for safety reps

Identifying weaknesses in current support systems for safety reps, in workplaces and unions. What local networks exist, what works best to build resistance and active support networks for action?

### Theme 2 Dealing with risks

#### 06 Identifying Hazards/Risk, Hierarchy of control

Risk assessment is the statutory foundation for employer working practices, but many still do poorly. We explain employer's duties, how to carry out risk assessment, the hierarchy of control and failures. How do we ensure safety reps play an effective role?

#### 07 Identifying and dealing with Stress risk factors

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

#### 08 Fire risk assessments

Fire service enforcers are tough on employer failures to assess fire risks. What are the standards employers must meet? What guidance is available? How can we get employers to improve their performance to ensure safety at work?

#### 09 Finding out what harms us

This workshop will look at the key steps for finding out what harms us and give you the tools to do this. For example, surveys, body mapping, questionnaires, assessing injury/absence figures

#### 10 Investigating incidents and injuries

Good investigation ensures problems are identified and further harm is prevented. This workshop will look at the key steps for incident investigation, and give you the tools you need to undertake this function effectively.

#### Seminar 2: Sharing experiences of making the case for dealing with what harms us

Sharing experience on how we make good case for tackling the hazards and risks they present to our health & safety, building better TU organisation. What works, what is best practice?

#### Meeting 2: Karoshi /Karojisatsu- Death/suicide due to work

The most extreme response to poor work conditions is being worked to death (Karoshi) or driven to suicide by excessive workloads/hours, stress, bullying (Karojisatsu). How do we establish the extent of this and deal with it?

### Theme 3 Employers offensive/workplace tyranny

#### 11 Management by stress

The managerial offensive expands to push workers to the limit in all kinds of ways across all sectors. We will identify the different elements, map the interactions, & the effects on workers' health.

#### 12 Punitive sickness absence management

Absence management procedures should support sick & injured workers not penalise them. We need good recovery and rehabilitation procedures. Is the 'Fit for Work' service good for us?

#### 13 Resisting resilience and individual wellbeing schemes

Resilience and, individual well being, counselling & other schemes divert attention from collective preventative action. How do we re-focus on prevention & ensure reps are not diverted?

#### 14 Behavioural safety

STOP programme, Golden Rules and 'Procedure for Corrective Actions, it's management speak for 'blame the worker'. This BS is a real threat to our survival. How do we recognise and resist it?

#### 15 Excessive workloads

UK workers work the longest hours in Europe, & workload levels continue to increase. How can safety reps use stress standards & other tools, to monitor & control risks & unhealthy workloads? Will the enforcers help?

#### Seminar 3: Sharing experiences of prioritising action against employers offensive

Disentangling the elements of employers' offensive, discussing how we prioritise the main threats and share experiences of tackling them using health & safety organisation.

#### Meeting 3: UK and global threats to health & safety organisation

Discussion of threats to H&S in UK, in Europe and globally. Discussing how to develop appropriate action at different levels from workplace to national/ global campaigns to protect and improve our H&S.