

Delegate Registration form - Hazards 2012

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 (£245.00)--- Non-residential (£150.00) -----

I enclose a cheque for £.....payable to **Hazards 2012**, 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: -----

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 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 2012 to:

Hazards 2012, Greater Manchester Hazards Centre, Windrush Millennium Centre, 70 Alexandra Road, Manchester, M16 7WD.

Hazards 2012 Workshops & 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 19 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 conference.

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 2012 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 2 workshops and a reserve from these lists

Safety reps and Organising

01 Reps' functions and 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' 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

You need to build a working relationship with your inspector; what reps expect from them, and what inspectors expect from reps; what the HSE requires of their inspectors sets a standard for all enforcers.

Finding out about H&S issues

04 Improving workplace inspections

The workshop will focus on preparing for the regular workplace inspection; explain the resources and tools you need, including 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 an incident or injury. What you need to do to undertake this function well. Effective investigation ensures workplaces are safer and further harm is prevented.

06 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.

07 Making surveys work

Surveys of members are an excellent way of finding out what is going on in the workplace, especially around issues like bullying and harassment. Our survey indicates where the employer needs to act; we'll consider how a good survey should be written and conducted.

Dealing with risks

08 Risk assessment & safety reps

The general risk assessment is 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 assessment failures? How do we ensure safety reps play an effective role in the process?

09 Stress risk assessment

The HSE management standards and toolkit form a basis for risk assessment. This is a critical view of the SMS, and 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 risk assess. What are the standards that employers must meet? What kind of guidance is available to them? 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

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.

Dealing with employers

12 Making the case: winning the argument

Developing a collective bargaining approach to H&S issues; essential elements of case preparation and the need to generate membership backing; when to use a grievance procedure; should we ever consider industrial action?

13 PINs

Provisional Improvement Notices are back. What is a PIN? How to use a PIN as part of a procedure to resolve a problem. Is this a positive way forward to deal with difficult employers and H&S problems?

14 Managing sickness absence

Procedures should support sick & 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? The Bradford Factor? We'll explain it.

Issues

15 Bullying & harassment

A growing problem for many workers. How can it be assessed? What are the legal protections? What is a good policy, and what procedures help protect victims? How do you do an inspection for bullying?

16 Excess 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?

17 Musculo-skeletal injury

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.

18 Violence at work

Many workers face the risk of violence from clients, customers, the public and others. How do you assess risk, and what policies, strategies and effective controls should employers have in place to manage and prevent violent incidents and worker injury?

19 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 health.

Keynote meetings

1 Lofstedt – Friend or Foe?

Professor Lofstedt concluded there was no evidence for radically altering current legislation, a view held by a wide range of stakeholders including employers. He did recommend review and consolidation in some areas. Cameron and company have abused that, calling for a 50% reduction in regulations by 2014. What will this mean for workplace safety and health?

2 Sickness is for wimps

The assault on sickness absence continues apace. Dame Carol Black's recommendations include removing GPs from any decision-making on long-term absence and giving it to a new assessment body. She also recommends a framework for enabling sick workers to be forced into jobs other than their normal one, and to provide a job brokering service to facilitate that. Madness or genius, or just anti-worker prejudice?

3 The case for regulation

Conventional wisdom says that enforcement works; but how well? With Government instructions to HSE to cut 11,000 pro-active inspections and local authorities to cut 65,000, will the number of work-related non-fatal injuries and cases of self-reported ill-health stop falling? Recorded fatalities for 2010-11 have already increased, and the trend looks to be upwards. We'll debate the current enforcement model and ask "Do we need an alternative model?"

For your own record. My workshop & meeting choices are:

W/shop1 W/shop2 Reserve Keynote meeting

Hazards 2012

31st August - 2nd September 2012

Countering the attack on the safe workplace

Hazards Conference is the UK's biggest educational and organising event for trade union safety reps and activists. A mixture of plenary sessions, debates, meetings and a comprehensive workshop programme. Exchange experience and information with delegates from a wide range of sectors and jobs.

The attack on health & safety regulation has continued into 2012. Lord Young was reinstated in 2011, his deregulatory brief re-confirmed. In November, Professor Lofstedt clearly upset his political masters by not quite being the hatchet-man they expected. He didn't bow to their prejudices, and said that, by and large, the system of health & safety regulation is about right. He also made a positive reference to trade union safety reps, but no recommendation about their activities. The Government then announced their intention to extend the 'Local Better Regulation Office' (LBRO) scheme as part of a package of plans to transform front-line enforcement for businesses. In this way they side-stepped the, for them, disappointing Lofstedt report.

In summer 2011, the 'Transforming Regulatory Enforcement' consultation asked businesses to say where reform of enforcement is needed. Responding in December the Government said it wanted business to become more like customers of the enforcement agencies, rather than just being subjected to the enforcement system. So law breakers as "customers" of the policing authority! They want to reduce enforcement and replace it with advice, and promote self-regulation and co-regulation, none of which offer any real protection against employer negligence or wilful disregard. Workers have **not** been consulted on what they believe would **improve** regulation.

Meanwhile, Dame Carol Black, appointed to review sickness absence, proposed removing GPs from the process of authorising long-term sickness absence after 4 weeks, and giving that function to a new 'Independent Assessment Service'. She said that workers exploit the sick pay system, implying they are skivers, and that public sector workers are the worst, and encouraged the government to review public sector sick pay schemes. Such reviews invariably lead to worsening conditions of service.

In January Cameron described health and safety as "an albatross around the neck of British businesses" and pledged to make 2012 not just the year of the Olympics and the Diamond Jubilee, but also "the year we get a lot of this pointless time-wasting out of the British economy and British life once and for all". He supported the anti-trade union group the (so-called) Trade Union Reform Campaign, and told parliament that paid time-off for union reps in the public sector was a disgraceful waste of public money and would be stopped.

So there's a lot to find out, discuss and debate, and a lot to do to defend safe workplaces and our union organisation. Come and learn what you can do.

How to apply for Hazards 2012

The absolute deadline for applications is Friday 10th August 2012.

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 2012** for the appropriate delegate fee, to the address on the form.

Notification

We will acknowledge your application within a week of receiving it. **If you don't hear from us within 2 weeks of sending your form, please contact us to check that we have got it.**

Hazards c a m p a i g n

Hazards 2012

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, refreshments at breaks and two nights accommodation with full board.

- ◆ **Residential delegate fee**.....£245.00

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

- ◆ **Non-residential delegate fee**.....£150.00

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 + evening meal for a residential non-participant partner is **£160 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 child care

We don't charge for children, and so long as you have booked it, we provide full child care for all conference sessions. 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 child details 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 10th August without any substitute we will refund your fee, less 20% to cover our administrative costs.

Please note: We cannot make refunds for cancellations made after 10th August. The Keele 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.

Conference timings and registration

Hazards 2012 formally starts at 7.30 pm on Friday 31st August, and ends at 12.30pm on Sunday 2nd September. Delegate registration is from 1pm to 9pm on Friday, and between 07.30 - 09.00 on Saturday morning, 1st September.

**For more information, clarification or queries, contact us at
0161 636 7558 or e-mail: hazconf@gmhazards.org.uk**

The 23rd National Hazards Conference

Hazards 2012

Countering the attack on the safe workplace

31st August– 2nd September
at

Keele University
Stoke-on-Trent
Staffordshire

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