

Hazards 2013
19th-21st July 2013
Stop it: You're killing us!

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, give opportunities to learn, exchange experience and information with delegates from a wide range of sectors and jobs.

The effects of the government's attack on health and safety are now being felt in workplaces. Cameron continued rubbishing health and safety in January 2013 telling entrepreneurs of the need to cut health and safety rules that stop young people getting work experience. Days later, a 16 year old apprentice was killed in an incident with a lathe at an engineering company, just weeks after starting work. Enforcement is in retreat and hiding. It's almost impossible to contact the HSE, and proactive, preventive inspections by LA's and HSE have been banned in falsely classed 'low hazard/risk' sectors which cover the majority of workplaces. New evidence shows proactive inspections not only save lives but save employers money too. But government continues the ideological destruction of the regulatory enforcement environment that workers won by collective action over generations, using the lie that it is a 'burden on business'.

Some regulations already revoked, others under threat, and the review of Approved Codes of Practice threatens to downgrade them to mere guidance. RIDDOR changes have already removed 30,000 reports of work-related injury and illness, and other proposals would make almost all work-related illness vanish, by removing the employers' duty to report them. Government acceptance of Dame Carol Black's sickness absence recommendations continues the punitive approach, and includes state funded assessment for employees who are off sick for more than four weeks increasing insecurity and stress for sick workers. Attacks on union reps facility time, on access to justice via tribunals and legal aid, and proposals to remove civil liability for health and safety breaches, further reduce the right to compensation for work-related injury and illness.

Workers have not been consulted on how work injuries, death and sickness can be reduced, nor has any assessment been conducted of the full human and economic costs of cutting laws and enforcement intended to prevent this work-related harm. The real burden is on us, not on employers. As the benefits system declares the sick, disabled and terminally ill 'fit for work', forcing them to seek jobs that don't exist, as pension age rises, and as work becomes more dangerous and unhealthy, paradoxically the need for union safety reps and good H&S at work increases. Come and learn more, discuss how we can defend safe workplaces, and build a campaign to stop them killing, maiming and making us sick to death.

How to apply for Hazards 2013

The absolute deadline for applications is Friday 21 June 2013.

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 2013** to address on form.

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 2013 formally starts at 7.30pm on Friday 19 July, and ends at 12.30pm on Sunday 21 July. Delegate registration is from 1pm to 9pm on Friday, and between 07.30-09.00 on Saturday morning, 20 July.

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

Hazards
campaign

Hazards 2013

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 £265.00**

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

- **Non-residential delegate fee £160.00**

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 **£170 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 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 21 June 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 21 June. 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 24th
National Hazards
Conference

Hazards 2013

Stop it:
You're killing us!

19th to 21st July 2013
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 2013

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 (£265.00) Non-residential (£160.00)

I enclose a cheque for £ _____ payable to Hazards 2013, 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 2013, to:

Hazards 2013, c/o Greater Manchester Hazards Centre, Windrush
Millennium Centre, 70 Alexandra Road, Manchester M16 7WD.

Hazards 2013 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 2013 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 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 Getting enforcement when the enforcer has vanished

How do we work with HSE and LA inspectors now there are fewer, are banned from inspecting proactively and it's hard to contact them? How to get help when we need it from inspectors.

Finding out about H&S issues

04 Improving workplace inspections

The workshop focuses 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 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 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 and 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 (SMS) 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 assess fire risks. 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

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 workplace/branch.

12 Campaigning inside and outside the union

How to raise the profile of health and safety with members and the public; how to use the media locally, lobby MPs, and write letters; and develop a local Hazards Group.

13 Using social media for networking and campaigning

Practical workshop on how to get started on Facebook and Twitter. Discussion of how best to use social media for H&S, pros and cons, and definite do's and don'ts

Dealing with employers

14 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?

15 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?

16 Managing sickness absence

Procedures should support sick and damaged workers, not penalise them. How should unions defend workers threatened with discipline for getting injured at work or being ill in light of the government adoption of Dame Carol Black's recommendation on Sickness Absence?

Issues

17 Bullying and 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 to inspect for bullying?

18 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.

19 Chemicals, work/environment

HSE and other official figures underestimate the level of work-related cancer and chemical harm. This workshop considers what hurts workers, and how; looks at alternative perspectives, using worker-friendly assumptions, and ways of preventing damage to health.

20 Violence at Work

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

Choose One Keynote Meeting

1. Who's on our side?

Government attacks on H&S law and enforcement is supported by business and the media, who's standing with us against it? We need to build a wider, effective Trade Union campaign to win political and public support against the destruction of the regulatory enforcement environment that protects us all, and challenges the lie that our health and safety is a 'burden on business'?

2 Defending sick pay

Government acceptance of Dame Carol Black's recommendations on sickness absence continue the punitive trend and include suggested referrals after four weeks sick leave to a new assessment body. Workers will be forced back to work when still sick, or not take much needed sick leave, and suffer increased stress, insecurity and illness. How do we protect sick workers and defend sick pay?

3 Whither or Wither Europe?

In the 1990's the EU brought us the H&S 'Six Pack', and the Social Chapter gave workers new rights and protection but little new law since. UK government's attack could not touch H&S regulations that came from EU but now seeks to repatriate them. EU review of H&S legislation is underway. Where is the EU going on health and safety, and is it still a progressive ally? How can we work with European Trade Unionists, activists, and MEPs to defend health and safety in Europe?

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

Workshop 1

Workshop 2

Reserve

Keynote Meeting