

Hazards 2015
4th-6th September 2015
Safety Reps: Reclaiming the H&S Agenda

Hazards Conference is the UK's biggest and best educational and organising event for trade union safety reps and activists. Conference activities are a mixture of plenary sessions, debates, meetings and a comprehensive workshop programme. Conference provides delegates with the opportunity to exchange experience and information with, and learn from, experts and delegates from other unions, sectors and jobs across the UK.

Things have got no better since we last met in 2014. The HSE continues to prevaricate about occupational cancer, and is in denial that stress, now the most frequent reason for absence from work, is a major problem that they need to do something about. Following-on from the government decision to appoint a board member to represent employee interests who does not have the support of the TUC or our unions, the long-established principles of tripartite cooperation are being further undermined by proposals to disband important HSE consultative and advisory committees on which we are represented, and replace them by groups of disinterested experts. The new HSE chief executive has no experience of health and safety, and there are fears about what kind of 'commercial' activities the HSE will extend into.

We have known for a long time that we cannot depend on the law or its weak enforcement to resolve the problems. Hazards 2015 will discuss how we organise more effectively, both inside and outside the workplace to defend members against the dumbing-down of standards and the rolling-back of state regulation and its enforcement. Approved Codes of Practice (ACoP) have been truncated or withdrawn, and a number of regulatory changes have reduced statutory requirements and standards. The only positive outcomes from this are the consequent amendment to Regulation 6 of the SRSC Regulations in RIDDOR, which has clarified the safety reps role in investigating incidents and ill-health in the workplace that result in more than three days absence; and the successful defence of the Construction Design & Management ACoP.

While planning for Hazards 2015, we are looking forward to the forthcoming general election throwing out the Tory-LibDem coalition government that has been so destructive to workers' security and standards of living. Whatever government we have in place when Hazards 2015 meets, we will review what they say, where we are up to, and plan how we need to organise, agitate and campaign effectively to make employers and government do what they need to do to protect the lives and health of people at work.

How to apply for Hazards 2015

The closing date for applications is Friday 8th August 2015

Choose two workshops plus a reserve and 1 keynote meeting from the list, arrange your delegate fee, complete the registration form, and send it to us together with your cheque payable to Hazards 2015

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 two weeks of sending in your form, please contact us to check that we have received it.

Conference timings and registration

Hazards opening plenary starts at 7.30pm on Friday 4th September, and conference ends at 12.30pm on Sunday 6th September, followed by lunch. Delegate registration is from 1pm to 9pm on Friday 4th September, and between 7.30am and 9.00am on Saturday morning, 5th September.

For more information, clarification or queries, contact us at
0161 636 7557 or email: 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 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 August.

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

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 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 August without any substitute we will refund your fee, less 20% to cover our administrative costs.

Important note

We cannot make refunds for cancellations after 8th August. 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 26th
National Hazards
Conference

Hazards 2015

Safety Reps:
Reclaiming the Health
and Safety Agenda

4th-6th September 2015

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 2015

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 2015, 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 the **number** of your
Workshop and Keynote Meeting choices in the boxes in priority order)

Workshop 1 **Workshop 2** **Reserve** **Keynote Meeting**

Return this form with your cheque, made payable to Hazards 2015, to:

Hazards 2015, c/o Greater Manchester Hazards Centre, Windrush
Millennium Centre, 70 Alexandra Road, Manchester M16 7WD.

Hazards 2015 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 20 workshops and three keynote meetings to choose from now, and you will sign-up for a Sunday meeting when you register at conference. We will send you a list of Sunday meetings topics list to select from with your final joining instructions, two weeks before Hazards conference begins.

Choose 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 2015 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, employers' duties
Employers often restrict the statutory functions safety reps have been given. They also fail to observe their duties to permit time-off, provide facilities and other assistance to enable safety reps' to function effectively. We identify what they must do, 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 and raising safety rep concerns
Government restrictions on enforcement have limited what inspectors can do. There are fewer HSE and local authority staff, fewer proactive inspections; difficulties in contacting an enforcer. Can we get help from inspectors when we need it?

Finding out about H&S issues

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

05 Investigating incidents and injury
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.

06 Finding out what harms members
Surveys, workplace hazard mapping and body mapping of workers are excellent ways of finding out what is hurting us at work. This workshop will consider different methods and tools, how to write and use them to build the case for improvement and strengthen trade union organisation in the workplace

Dealing with risks

07 Risk assessment and safety reps
Risk assessment is the statutory foundation underpinning all employer working practices, but many still perform poorly. We explain employer's duties, and consider how to deal with assessment failures. How do we ensure safety reps play an effective role in the process?

08 Stress risk assessment
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.

09 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?

10 Hierarchy of control of risk
Risk assessment is the essential step to safer, healthier work and should lead to safe systems of work. Control of risk must be based on the 'Hierarchy of Control' under Regulation 4 of the Management Regulations and its 'Principles of prevention' Schedule. What do we need to do to ensure employers comply with this requirement?

Campaigning with members

11 Building the union, community organising
This workshop will share ideas about how we can use H&S issues and improvements to help us recruit members and strengthen union organisation in the workplace.

12 Resisting resilience, engagement and well-being
How can we resist resilience, well being, engagement, counselling and other schemes diverting attention away from proper compliance for safe workplaces. We must re-focus on prevention and ensure reps are not diverted by such initiatives.

13 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?

14 Excessive workloads
UK workers work the longest hours in Europe, while workload levels continue to increase. How can unions use stress standards, other tools, to monitor and control risks and unhealthy workloads? Will the enforcers help?

15 Managing sickness absence
Absence management procedures should support workers who are sick and injured, not penalise them. We need good recovery and rehabilitation procedures. How will the new Fit for Work service impact on the return to work process?

Issues

16 Bullying and harassment and aggressive management
How do we define bullying and harassment. Discover the legal protection, how employers should risk assess for this hazard, and what makes a good policy and procedure to protect workers.

17 Dealing with hazardous substances at work
Thousands of workers are made ill and killed every year by hazardous substances that cause skin and lung problems, heart disease, cancer and nervous system illnesses. Can we use COSHH, Toxics Reduction, and campaigning to cut this health toll?

18 Working to 67 and beyond
The numbers of older workers are increasing. Safety and equality reps must work together to ensure members are protected from discrimination and harm. Are specific actions needed to protect their health and safety?

19 Drugs and alcohol testing
Scrutiny/surveillance and blaming of workers increases with employers in more workplaces bringing in testing for drugs and alcohol in non safety critical work. How can we oppose these or ensure better policies?

20 Protecting workers and reps who stand up for H&S
What protects workers who complain, and protects successful reps from victimisation? Is the legal protection in health and safety, employment and whistle blowing legislation any good? Can it protect workers and safety reps or do we need to do more.

Choose One Keynote Meeting

1 Using health and safety organisation to resist race to the bottom
Attacks on health, safety and union organisation have undermined resistance to changes in work that damage workers' lives and health. How do we make health and safety a priority at work, in our unions and also campaign against the 'race to bottom' deregulatory policies in UK, EU, and in global trade treaties?

2 Occupational health and the Fit for Work service
Fit for Work is a sop that even many employers don't want or use, so we need to expose it as a sham. We need a manifesto of demands for proper occupational health provision that meets worker needs, provides support and rehabilitation to return those harmed to full health, and protects all workers from health problems caused by their work.

3 Recapturing the SRSC regulations: taking back the H&S agenda
Too many employers still obstruct and limit the activities of safety reps, and fail to meet the duties that the Regulations impose on them to support reps activities. Enforcement is weak, so how do we re-capture the powerful provisions of the SRSC to improve our organisation.

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

Workshop 1 **Workshop 2** **Reserve** **Keynote Meeting**