

HEALTH & SAFETY  
REVIEW

# Preparing for the Recovery

## *Policy insights and learning from case studies*



### TOPICS

- H&S policy issues
- Environmental management issues
- Prosecutions: effective defence
- Behavioural safety
- Auditing
- Working internationally: practice and law
- Effective return to work policies
- Lessons from case law
- UK corporate manslaughter case law

The signs of recovery are in the air after a long period of economic pessimism. While the last few years have been difficult for health, safety and environmental practitioners, they now need to look forward and prepare for the future. Notwithstanding all the attacks on the health and safety regulatory burden, the fact is that by law businesses are required to manage occupational health and safety and the environmental aspects of their workplaces. The best companies choose to manage HS+E well, with health, safety and the environment established managerial disciplines.

In a series of policy-focused and case study presentations, this year's conference looks at:

- Today's policy issues for business
- Environment
- Prosecutions: effective defence
- Behavioural safety: case studies on effective policies
- Return to work: an investment that pays
- Auditing: the lessons from practice
- Working internationally: insights from a practitioner
- Learning from case law: Irish and UK
- Corporate manslaughter: review of UK cases

The objective is that delegates will learn from positive successful case studies, to be able to argue the case for effective HS+E management policies.

# morning

8.00 **LIGHT BREAKFAST/REGISTRATION**

9.00 **Opening remarks by conference chair, MARY DORGAN** ASSISTANT CHIEF EXECUTIVE, HSA

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9.15 **THERESA DOYLE** HEALTH AND SAFETY EXECUTIVE, IBEC

## **Today's perspective on health and safety**

The past five years have created many challenges to businesses operating in Ireland. IBEC, the Irish Business and Employers Confederation, is the national voice of business and employers and is in a unique position to understand the issues affecting business today. With experience of assisting members to remain compliant while watching the bottom line, Theresa will examine the challenges that have faced companies from a health and safety perspective and consider the likely future challenges.

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9.45 **PAUL CUMMINS** COMMERCIAL DIRECTOR, SEACHANGE

## **Behaviour: evidence-based research – intervention case studies**

Paul will be looking at the core human beliefs and attitudes that lead to unsafe behaviours in the workplace, grounded in theoretical knowledge and evidence-based research. Paul will then examine ways in which organisations can increase safe behaviours in the workplace through engagement methods, transparent communication and establishing real local ownership from the ground up. Paul will present real-world case studies as examples of best practice behavioural interventions leading to behavioural breakthroughs and improved safety results.

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10.15 **GRAINNE O'BOYLE** GROUP HEAD OF SAFETY ENVIRONMENT AND WELLBEING, EIRCOM

## **Wellbeing – eircom's health net project**

Grainne will talk about the Health Net Project – an innovative wellbeing project in eircom. She will explain the drivers behind the project and the development of a top down approach to engaging and delivering the project across all business areas. She will also highlight the key learnings from this initiative.

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10.45 **DISCUSSION FORUM**

Delegates are invited to raise questions, offer opinions and engage in discussions.

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11.00 **COFFEE**

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11.30 **NOELEEN McHENRY** SOLICITOR, A&L GOODBODY

## **“Responding effectively to enforcement action - lessons to be learnt from the Courts”**

Noeleen will talk about the practical implications of recent cases in the Courts for companies, directors and managers responding to enforcement action, to include the potential consequences of a prosecution, as well as possible defences and strategies to adopt.

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12.00 **MARIE MOORE** MISCSP; MCSP; MANAGER, MEDICAL AND REHABILITATION IRELAND

## **Medical case management: positive recovery management – a case studies perspective**

Marie will talk about her experience in managing injured people back to health and employment. She will illustrate by reference to case studies that positive recovery outcomes benefit all parties involved.

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12.30 **DISCUSSION FORUM**

Delegates are invited to raise questions, offer opinions and engage in discussions

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12.45 **LUNCH**

# afternoon

2.00 **IAN THOMAS** SOLICITOR, IAN THOMAS ASSOCIATES,  
REGULATORY LAW SOLICITORS

## Learning from case law – how we can use the past to improve the future

The safety of workers and visitors is one of the most important obligations imposed on employers. Everyone must act responsibly and work together to promote good health and safety. When things go wrong there can be very serious consequences for individuals and businesses. Ian will outline some of the main health and safety legislative provisions in Ireland and the UK, including a review of recent developments in the area of corporate manslaughter. He will then show how decided cases provide valuable lessons for identifying past failings, which can be used to improve health and safety for current and future generations.

2.30 **THOMAS McCARTHY** EHS MANAGER EMEA, MYLAN PLC

## The EHS manager - a Jack of all trades?

Thomas will discuss the origins and role of the EHS manager, and how the H&S professional can take on the environmental role. He will share his experiences of EHS management structures observed across a wide range of industries, how these structures have changed over time and what the possible likely expectations are for the future.

3.00 **STEPHEN FULWELL** HEALTH, SAFETY AND ENVIRONMENTAL PRACTITIONER

## Auditing internationally in the changing world of HS+E

The changes in the economic climate throughout Europe have established a significant shift in the future role of the health and safety professional and will continue to demand a greater international awareness. The presentation will focus upon these changes and will, based upon Stephen's experience in various countries, illustrate the scope of the variations in approach and enforcement policy from an auditor's perspective. Stephen will, from experience and by case study references, consider HS+E auditing internationally, the role of Europe in establishing HS+E standards, the influence of culture on HS+E law and enforcement policy and the mechanics of establishing a career as a health and safety professional in the context of the future role of the HS+E professional in the 21st century.

3.30 **DISCUSSION FORUM**

Delegates are invited to raise questions, offer opinions and engage in discussions

3.45 **CHAIRMAN'S CLOSING REMARKS**

4.00 **COFFEE AND PAPERS**

## booking form

Conference 2013 May 16th Moran Red Cow Hotel, Naas Road, Dublin 22

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**CONFERENCE FEE: €295 (HSR Subscribers) €345 (Non-Subscribers)**

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## CONFERENCE CHAIRMAN **MARY DORGAN** ASSISTANT CHIEF EXECUTIVE, HSA

Mary Dorgan is assistant chief executive, prevention services, at the Health and Safety Authority. In this role she has led policy in the area of safety and health management and has also had responsibility for the Authority's education strategy and external communications. Mary has represented the Irish Government on the EU Advisory Committee on Safety and Health for the past five years. Previous positions before joining the HSA include general manager, human resources, at Waterford Crystal and regional director, FAS. Mary has held numerous non executive director roles across a wide range of organisations, including business and commerce, state agencies, the arts and healthcare. She is a graduate in Applied Psychology from UCC and a CEDR-accredited mediator.

# about the speakers

## **PAUL CUMMINS** COMMERCIAL DIRECTOR, SEACHANGE

Paul is commercial director at SeaChange; a company that designs and implements behavioural breakthrough solutions to increase safety performance and results in organisations. Paul has a BA in psychology, an MSc in performance psychology and an MBA, where his focus was on leading best practice behavioural safety change through engagement practices. His psychology and business qualifications have led to extensive experience working with a range of professionals in enhancing their safety performance through practical means. Currently pursuing a PhD in leadership and group dynamics, Paul's MBA thesis was published as a book in 2011: "The Effectiveness of Health & Safety Communication Practices: A Qualitative Investigation of the Effectiveness of H&S Communication Practices through Engagement."

## **THERESA DOYLE** HEALTH AND SAFETY EXECUTIVE, IBEC

Theresa Doyle is a health and safety executive with the Irish Business & Employers Confederation in Dublin. She joined IBEC in 2003 from the HSA where she worked as an inspector for five years in chemical safety, commercial diving and health and safety promotion. Her current position is primarily providing an advisory service for IBEC members on best practice for health and safety issues and she is the employer representative on the Governing Body of the European Agency for Safety and Health at Work, Bilbao. Other responsibilities include the development and delivery of health and safety training courses and OHS consultancy support for Irish businesses. She is a chartered member of the Institute of Occupational Safety & Health and has a B.Sc. from University College Cork and a PhD from Trinity College Dublin.

## **STEPHEN FULWELL** HEALTH, SAFETY AND ENVIRONMENTAL PRACTITIONER

Stephen Fulwell has worked throughout Ireland as a certification auditor and university lecturer for over twenty years. As head of technical affairs for IOSH, he assisted with the establishment of Safe-T-Cert for the construction industry. In addition, he has worked globally in both certification auditing and auditor training for health and safety. He holds a Masters Degree in European Health, Safety and Environmental Law from Salford University and an Honours Degree in Health, Safety and Environmental Management. He is a fellow of both IOSH and the IIRSM.

## **THOMAS McCARTHY** EHS MANAGER EMEA, MYLAN PLC

Having left industry to join the EPA, Thomas went on to work internationally as a regulator. Thomas returned to Ireland, joining a global EHS consultancy firm as a compliance and management

system specialist. Thomas has worked with a wide range of industries of varying sizes and management structures, providing support across E and H&S topics. Thomas has recently returned to manufacturing, focusing on environmental compliance.

## **NOELEN McHENRY** SENIOR ASSOCIATE SOLICITOR, A&L GOODBODY

Noeleen is a senior associate within A&L Goodbody's environmental, health and safety group. She has extensive experience in assisting companies, directors and managers with their response to regulatory enforcement action following environmental or health and safety incidents, including advising on statutory notices, investigations, and the defence of both District and Circuit Court criminal prosecutions. She also represents companies in civil litigation, as well as providing advice on health and safety compliance generally.

## **MARIE MOORE** MISCP, MCSP MANAGER, MEDICAL AND REHABILITATION IRELAND

Marie has been the manager of Medical and Rehabilitation Ireland for over 10 years. It is the medical and vocational in-house division of AIG Europe Ireland. A chartered physiotherapist by original profession, Marie has specific postgraduate qualifications in rehabilitation, management and industrial relations. Medical and Rehabilitation specifically works with ill and injured people to facilitate the best pathway back to health and work. She is also a member of the Insurance Institute of Ireland.

## **GRAINNE O'BOYLE** GROUP HEAD OF SAFETY ENVIRONMENT AND WELLBEING, EIRCOM

Grainne's background is in occupational psychology. She graduated from Illinois University, USA, with a Masters in Rehabilitation Counselling and worked in employee assistance programmes for several years. She was head of employee relations in eircom and has a Masters in Industrial Relation and Human Resources with Keele University, UK. She is now group head of safety environment and wellbeing with Meteor and eircom and is completing a Masters in Occupational Safety and Health in UCD.

## **IAN THOMAS** SOLICITOR, IAN THOMAS ASSOCIATES, REGULATORY LAW SOLICITORS

Ian Thomas is a solicitor practising in Ireland. He has more than twenty years' experience providing advice and representation in many aspects of regulatory law, including health and safety, food law and product regulation. Ian's clients include businesses of all sizes, as well as other lawyers and consultants. Ian is currently the principal of Ian Thomas Associates and prior to qualifying as a solicitor, he practised as a barrister in England and Wales.