MANAGING OSH IN THE ECONOMIC UPTURN: THE ISSUES - ECONOMICS, POLICY, PRACTICE, LAW

TOPICS: • The upturn - effect on OSH • Policy and practice • Emerging legal issues - addiction claims • Construction - client contractor relationships • Asbestos materials in buildings • Ergonomics - is good business
The Irish economy is recovering. The anecdotal evidence – increased traffic, older office buildings being rebuilt, vacant shops opening again, is backed up by hard statistical evidence:

- The decline in employment has been reversed, with employment in 2013 increasing for the first time since 2008
- Employment in construction grew by over 6,000 in 2013 and is expected to grow by a further 10,000 in 2014
- As reported in Health & Safety Review in December the demand for OSH and EOSH professionals is growing.

While it is wise to be cautious, given the battering that the economy has suffered over the last five years, the fact is that an upturn is happening. That presents challenges and opportunities.

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

- The economic indicators as they relate to OSH
- Today’s policy issues for business
- The challenges for the construction industry and construction clients in managing the contractor/client relationship
- As the economy picks up and money is spent on demolishing and refurbishing buildings, the management of asbestos-containing materials, as recent cases in Northern Ireland illustrate, will be a challenge for the construction industry but also for businesses and property owners and occupiers of health centres, retail outlets and office blocks
- A new emerging claims area: addiction to substance abuse and gambling
- Ergonomics: how good ergonomics is good business
- Claims; trends and case studies

morning

8.00  **LIGHT BREAKFAST/REGISTRATION**

9.00  **Opening remarks by conference chair,**
    **FRANK CUNNEEN**  **FORMERLY CHAIRMAN OF THE HSA, CURRENTLY CHAIRMAN OF THE WORKPLACE SAFETY GROUP**

9.15  **HELEN RUSSELL**  **ASSOCIATE RESEARCH PROFESSOR AND DEPUTY HEAD OF THE SOCIAL RESEARCH DIVISION AT THE ECONOMIC AND SOCIAL RESEARCH COUNCIL**
    **MARTIN O’HALLORAN**  **CHIEF EXECUTIVE, HEALTH & SAFETY AUTHORITY**
    ‘From Recession to Recovery: implications of labour market change for occupational health and safety’

This paper will describe recent trends in the Irish labour market and the corresponding patterns of occupational injuries and illness. It will consider how changes in sector, occupation, and in worker characteristics have influenced levels of reported occupational injuries and ill health and discuss how we might expect these processes to evolve in the recovery period.

10.00  **MICHAEL GILLEN**  **SENIOR EXECUTIVE, PHARMACHEMICAL IRELAND**
    **Anticipating risk in a recovery: practice, pragmatism and policies in OHS**

Michael will address how crucial the issue of risk is in successfully managing OHS while the economy recovers. The timeframe required for each of the above is crucial in anticipating what is required while resources are still constrained.

10.30  **RICHARD JONES**  **HEAD OF POLICY AND PUBLIC AFFAIRS, IOSH**
    **The business case for good health and safety**

Richard explains the context and purpose of the IOSH Life Savings campaign. This campaign promotes the compelling economic arguments that complement the strong legal and moral imperatives for good health and safety. He will outline key steps to be taken, showcase elements of the campaign and highlight case studies demonstrating real savings.

11.00  **DISCUSSION FORUM**

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

11.15  **COFFEE**

11.30  **ROBERT BUTLER**  **EXECUTIVE, SAFETY POLICY AND TRAINING SERVICES DEPARTMENT, CONSTRUCTION INDUSTRY FEDERATION (CIF)**
    **Managing the contractor client relationship in construction projects**

Robert will speak about managing the client contractor relationship, from the viewpoint of a contractor putting in place systems to ensure good communication to ensure a project expectations can be managed and achieved. This can be achieved by risk and control management, components of how this can be achieved, auditing processes, benefits to both client and contractor while mitigating risk.

12.00  **DARREN ARKINS**  **MSC, AFOH, SENIOR INSPECTOR, HSA**
    **Management of Asbestos Containing Materials in Workplaces – A best practice overview**

Asbestos continues to present a serious risk to workers in older buildings. Darren will provide practical advice on measures to control asbestos in the workplace and prevent exposure to
asbestos fibres. The HSA Guidelines on Management and Abatement of Asbestos Containing Materials aim to prevent occupational illness from exposure to respirable asbestos fibres. Darren Arkins will discuss this comprehensive guide and provide information and guidance to delegates on how to identify asbestos in the workplace and the appropriate action to take. Darren will also speak on the duty-holders and their roles when it comes to dealing with asbestos in the workplace.

12.45 **DISCUSSION FORUM**
Delegates are invited to raise questions, offer opinions and engage in discussions.

1.00 **LUNCH**

afternoon

2.15 **PETER O'BRIEN** OPERATIONS MANAGER, INJURIES BOARD
*Learning from case law – how we can use the past to improve the future*
Peter will discuss the Injuries Board process, recent trends and discuss a number of case studies.

2.45 **EMER O'CALLAGHAN** PARTNER, BARRY M O'MEARA & CO
*Safety concerns and legal impacts of addictions in the workplace*
Emer will speak on the safety concerns and legal impacts of addictions in the workplace. She will address the specific safety considerations which arise in dealing with alcohol and drug abuse, including the legal impacts of addictions such as gambling. She will address the legal responsibilities of the workplace in dealing with rehabilitation and safety-specific job supports for the employee concerned and their colleagues.

3.15 **LEONARD O'SULLIVAN** SENIOR LECTURER IN INDUSTRIAL ERGONOMICS AT THE UNIVERSITY OF LIMERICK
*Good Ergonomics is Good Business*
Dr O'Sullivan will talk about the diversity of benefits of good ergonomics strategies for product developers and for manufacturing industry. There is the argument that while ergonomics is important at a societal level, it should also address other business needs in order to help motivate greater uptake at middle and higher management level. As part of his presentation, Leonard will present a framework and case studies from industry which showcase a win-win approach for businesses and workers demonstrating that “good ergonomics is good economics!”

3.45 **DISCUSSION FORUM**
Delegates are invited to raise questions, offer opinions and engage in discussions

4.00 **CHAIRMAN'S CLOSING REMARKS**

4.15 **COFFEE AND PAPERS**
**CONFERENCE CHAIRMAN** **FRANK CUNNEEN** **FORMERLY CHAIRMAN OF THE HSA, CURRENTLY CHAIRMAN OF THE WORKPLACE SAFETY GROUP**

Frank Cunneen is currently chairman of the Workplace Safety Group. He is a board member of the National Disability Authority and the Foundation Board ROS. He is a member of the Employment Appeals Tribunal, the Incorporated Law Society Complaints and Client Relations Committee and an assessor on ability to pay under Towards 2016. He is a former chairman of the HSA and the Construction Safety Partnership. He was until recently Chairman of the Royal Hospital, Donnybrook and a board member of Polair, the Personal Injuries Assessment Board and the National Statistics Board. He has been Chairman of Ibec’s policy advisory group and of its business law council. He had a long career in the chemicals industry with ICI and subsequently Zeneca Ireland Ltd. where he was chairman and managing director on retirement.

**about the speakers**

**DARREN ARKINS** **MSC, AFOH** **SENIOR INSPECTOR, HSA**

Darren Arkins works as a Senior Inspector with the Health and Safety Authority and was a Council Member of the Occupational Hygiene Society of Ireland for six years. Darren manages the Occupational Hygiene Unit (OHU) in the Chemical and Prevention Division of the Authority. The Unit has responsibility for enforcement, policy and administration of legislation in relation to asbestos, biological agents, chemical agents, carcinogens, and noise. Darren has been instrumental in the development of recent legislation such as the Biological Agents Regulations 2013 and amendment to the 2006 Asbestos Regulations. He has also produced a number of key HSA occupational hygiene publications, including the recent guidelines on the Management and Abatement of Asbestos Containing Materials in Workplaces.

**ROBERT BUTLER** **EXECUTIVE, SAFETY POLICY AND TRAINING SERVICES DEPARTMENT, CONSTRUCTION INDUSTRY FEDERATION (CIF)**

Robert heads up the Training Services’ Department within the CIF and has responsibility for developing and delivering the CIF’s internal and externally accredited training programmes. Robert also supports the Safety policy role, which involves liaising with members on the issues and providing assistance with their regulatory compliance issues. Robert is currently a member of the Health & Safety Authority Board, he is also the outgoing Chairman of the IOSH Construction Specialist Section. Included in this role is the operation of the Construction Quality Assurance Ireland (CQAI) accreditation service, which provides a sectoral approach to management systems certification. The scheme provides the construction industry with independent certification to international quality and environmental management systems standards.

**MICHAEL GILLEN** **SENIOR EXECUTIVE, PHARMACHEMICAL IRELAND**

Michael Gillen is a Senior Executive with PharmaChemical Ireland (PCI), a business sector within Ibec, where he has responsibility for environment, health & safety and energy. Michael worked in the pharmaceutical and the education industry before joining the Health and Safety Authority (HSA) as an inspector. Since joining Ibec in February 2000 he has worked in the areas of Occupational Health & Safety and Industrial Relations/Human Resources. He has a BA (Mod.) and Ph.D. in Chemistry from Trinity College Dublin, a Diploma in SHWW from UCD and a Diploma in Employment Law from NCI.

**PETER O’BRIEN** **OPERATIONS MANAGER, INJURIES BOARD**

Operations Manager in Injuriesboard.ie since the Board was established in 2004. Peter has over 20 years’ experience in claims resolution and worked with Dublin City Council prior to 2004.

**MARTIN O’HALLORAN** **CHIEF EXECUTIVE, HEALTH AND SAFETY AUTHORITY**

Martin O’Halloran has been Chief Executive of the Health and Safety Authority since June 2007. He has held senior positions with Telecom Eireann, Eircom and Vodafone. He has served on a number of boards in the public and private sector. He currently serves on the Boards of the Institute for Public Administration (IPA), the Chartered Director Network (Ireland) the Irish National Accreditation Board (INAB) and is Chairman of the Association of Chief Executives of State Agencies (ACESA).

Martin has lectured in a range of disciplines in Trinity College Dublin, Dublin Institute of Technology, DCU and University of Limerick and is an external examiner with a number of colleges. Martin is a chartered member and Honorary Vice President of the Institution of Occupational Safety and Health and is a chartered director (Institute of Directors), and an executive coach from the School of Coaching, London.

**RICHARD JONES** **HEAD OF POLICY AND PUBLIC AFFAIRS, IOSH**

As the IOSH Head of Policy and Public Affairs, Richard leads on the development of the Institution’s policies and positions and public affairs strategy, including parliamentary and non-parliamentary activities and support of campaigns and media. He manages the Institution’s external liaison, representation and relationship-building. Richard represents IOSH on external strategic committees at regional, national and international levels.

A chartered safety and health practitioner, Fellow of IOSH and member of the Chartered Institute of Public Relations, Richard has a Master’s Degree in risk management and safety technology. He has 33 years’ engineering experience and has been a health and safety professional for over 24 years. His 24 years in management include both private and voluntary sectors, with more than 13 years working at a strategic level.

**EMER O’CALLAGHAN** **PARTNER, BARRY M O’MEARA & CO, SOLICITORS**

Emer concentrates her practice in the area of employment law and occupational injury, representing employers and employees before all Courts, the Rights Commissioner, Employment Appeals Tribunal and Equality Tribunal. She holds a Law Degree from University College Cork and a Masters Degree in Health & Safety Law and Environmental Law, specialising in the area of non-physical employment related injuries such as stress, bullying and harassment. Emer is a member of IOSH and a lecturer and examiner for the Law Society of Ireland. She is the co-author of the Oxford Publishing Employment Law Manual (3rd edition) and is a regular conference speaker.

**LEONARD O’SULLIVAN** **SENIOR LECTURER IN INDUSTRIAL ERGONOMICS AT THE UNIVERSITY OF LIMERICK**

Dr. Leonard O’Sullivan is a Senior Lecturer in Industrial Ergonomics at the University of Limerick. He has a Ph.D. in Industrial Ergonomics, a Masters in Safety and Ergonomics and a Bachelor degree in Materials and Construction Technology. Dr O’Sullivan is a Fellow of the Irish Ergonomics Society, a registered member of the Ergonomics Society (UK), the Human Factors and Ergonomics Society (USA) and the Institution of Occupational Safety and Health (UK). He has co-authored 34 peer reviewed international journal papers in ergonomics, 70+ conference papers, one text and three book chapters in ergonomics. He has supervised six Ph.D. dissertations on work related musculoskeletal disorders. At the University of Limerick, Dr O’Sullivan participates in EU-funded research projects on work related injuries.

**HELEN RUSSELL** **ASSOCIATE RESEARCH PROFESSOR AND DEPUTY HEAD OF THE SOCIAL RESEARCH DIVISION AT THE ECONOMIC AND SOCIAL RESEARCH INSTITUTE (ESRI)**

Dr Helen Russell is Associate Research Professor and Deputy Head of the Social Research Division at the Economic and Social Research Institute (ESRI). She is currently leading a programme of research on health, safety and well-being at work funded by the Health and Safety Authority. She has researched and published extensively on labour market and equality issues. Together with colleagues at the ESRI, she has conducted two national surveys of employees in Ireland. Recent publications include a study of the impact of recession on job pressure in Ireland (BJIR, 2013) and two chapter contributions to the volume Economic Crisis, Quality of Work & Social Integration: the European Experience, Oxford: OUP.