

HAZARDS CAMPAIGN



Report of the 36th National Hazards Conference

Deregulation, AI and climate change – the critical role of safety reps into the future.

Online and in-person event, Keele University 5-7 September 2025

Every year union safety reps and safety activists gather together at this unique grassroots event aimed at addressing the challenges in keeping workers safe. This year the challenges are greater than ever with a changing political landscape, cuts to public services, deregulation, the effects of climate change and rapid technological advances in workplaces. The 36th Hazards conference sought to empower and educate activists in order to understand and support workers through these changes as well as ask the difficult questions. None of this would have been possible without the dedicated help from volunteers who signed up as speakers, guides, administrators, advisors and general helpers. Union participation, sponsorship and donations also helped to keep the conference costs low along with those who donated their time. Thank you to all who attended and contributed towards helping empower workers in workplace safety.

The 2025 conference saw over 220 activists take part in person, with a smaller proportion attending online. Many of the conference delegates were attending for the first time and it was great to see 19 unions represented and like last year many coming from diverse backgrounds and occupations.

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Media

Photos and conference overview by health and safety officer (GMB Northants) Neil Gardiner
<https://gmhazards.org.uk/index.php/the-36th-national-hazards-conference-2025>



Workshops

	Workshop Title (bold denotes hybrid)	Facilitators	Presentations/ Resources
1	Safety Reps Functions and Workplace Inspections	Julie Weekes Darren Thelwell	TUC Safety Reps Brown Book (2015 Free PDF) https://www.tuc.org.uk/sites/default/files/BrownBook2015.pdf (For the 2025 updated edition see order form on TUC website)
2	The role of safety reps on work related Stress and Mental Health harm	Nigel Williams	https://gmhazards.org.uk/wp-content/uploads/2025/09/mental-health-workshop-hazards-2025.pdf
3	Organising and Campaigning	Andrea Oates	https://gmhazards.org.uk/wp-content/uploads/2025/09/1-Organising-campaigning-and-resources-for-safety-reps-workshop-presentation-Hazards-2025.pdf
4	Tackling Work related violence	Tony Whelen	https://gmhazards.org.uk/wp-content/uploads/2023/09/Haz2023-Work-related-Violence-Resources.pdf
5	Working in extreme weather conditions- controlling the risks	Fred Behardian	https://gmhazards.org.uk/wp-content/uploads/2024/09/Workshop-5-Working-in-Extreme-Weather-conditions-controlling-the-risks.pdf
6	What is lurking beneath the surface in our workplace	Mike Hines	https://gmhazards.org.uk/wp-content/uploads/2024/09/Hazards-Conference-2024-Building-Safety-Final.pdf

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	buildings and what do safety reps need to do?		
7	Sex and gender the missing element in health and safety	Helen Lynn/ Cath Roberts	https://gmhazards.org.uk/wp-content/uploads/2025/09/Sex-and-gender-the-missing-element-in.pdf
8	Employer's climate policies - how can safety reps ensure they are fit for purpose?	Graham Petersen	https://gmhazards.org.uk/wp-content/uploads/2025/09/Hazards-2025-presentation-G-Petersen.pdf
9	Occupational Health - safe guarding your future	Kathy Jenkins/ Ian Tasker	https://gmhazards.org.uk/wp-content/uploads/2025/09/uk-hazards-2025-KATHY-JENKINS.pdf
10	Our future is young! How do we engage and support young workers occupational safety?	Sean Halsall	https://www.tuc.org.uk/young-workers https://gmhazards.org.uk/wp-content/uploads/2020/01/Training-Safe-App.pdf

Opening Plenary Speakers: Can AI ever be good for our health?

The opening plenary on Friday evening had four expert speakers on the topic of AI chaired by long-time safety activist, **Doug Russell**. A full list of the speakers with bios can be found at <https://gmhazards.org.uk/wp-content/uploads/2025/10/1-All-Main-Speakers-Bio-and-Pics-1.pdf>

Speakers	Session Overview and Resources
Chenay Arberry (Senior Health and Safety Specialist at the American Federation of Labor and Congress of	Doug Russell opened the plenary topic by citing the challenges faced by workers in this rapidly developing technology. He talked about the significant changes he has seen in health and safety over the 50 years he has been active; more recently climate change, COVID 19 and AI. Doug noted that with AI in its infancy we can only guess how the world of work will change with little oversight, regulations, ownership and algorithmic management, something some workers are already

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Industrial Organizations AFL-CIO). Chenay participated via Zoom in from the United States and shared her knowledge of AI, campaigning and the challenges for AFL-CIO in today's United States. Chenay has previously developed reports about tracking, monitoring, and AI with the London School of Economics.	experiencing. Doug went on to introduce the first speaker Chenay Arberry, from the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO). In her role Chenay represents over 50 trade unions in the USA across many industries. Chenay has been particularly involved in the effects of heat and toxic chemicals on work, as well as a strong interest in the impact of AI on workers. Chenay talked in detail about concerns with surveillance, algorithmic management, tracking and the erosion of workers' rights. She noted that many workers don't have a manager, relying instead on an app where it can tell you where, when and how to work, including safe places to take a rest break due to gun violence in some localities. A constant pressure on workers to achieve, with high targets and a recalibration of work affecting the whole team when a worker fails to keep up. There's also a move to use AI at a federal level to write risk assessments including streamlining risks related to chemical use/ approvals. Some employers and government bodies see the 180-day approval for some hazardous substances as being too long. Similarly with job hazards analysis, AI systems place the onus on the worker to capture risks by taking photographs for example. Monitoring workers includes wearing devices, cameras, keystroke/ online monitoring, each creating a lack of autonomy, rushing tasks and extreme levels of stress. Chenay relayed concerns about the erosion of oversight, accountability and how protections are being removed for efficiency. Concerning too is the damaging narrative that workers who can't keep up are 'lazy' or require 'training'. Chenay concluded with the importance of workers and their representatives pushing back where safety is being undermined and that all AI systems must retain a level of human control over them as a bare minimum.
Dr Philippa Collins (Bristol University) whose expertise lies at the intersection of labour law and human rights. Her research examines how rights are enforced and conceptualised, as well as the implications of workplace	Dr Philippa Collins and Dr Joe Atkinson explored AI & algorithmic management, harms to health & safety, quality of work and well-being then onto benefits for workers health and the safeguards needed. On algorithmic management Philippa looked at the various ways it was being applied in areas such as pre-screening of job applicants, picking and scheduling in warehouses /driving work, monitoring of work and rating services and even workers along with managing their time, work and calls. Similarly, the impact these systems have in the disciplinary process based on managed targets/ metrics and taking the human element out of managing workers. Dr Collins did stress that the various forms of algorithmic management still retains a human component and the supporting systems are growing in complexity with a heavy reliance on vast amounts of data – leading to increased surveillance and 'automation bias' i.e.

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technology for our human rights. Dr Joe Atkinson (University of Southampton) is an Associate Professor of Employment Law and Co-Director of the Stefan Cross Centre for Women, Equality and Law. He is also Coordinator of the Law and Psychology Programme. Joe's area of expertise and research is employment and labour law, with a particular focus on the intersection of employment law and human rights.	automated responses over human responses. Ultimately the implementation and roll out of these processes are decided by humans. Dr Atkinson noted that these technologies are rapidly expanding into other areas of work and for the full work-cycle now and not just in app-based work. It is also important to acknowledge that apart from worker safety it cannot be ignored that there are implications for human rights in areas such as privacy and equality. On safety however pressures can be observed in monitoring, work intensification, expectations and standardisation along with the effects on physical and mental health/ stress. Minute by minute monitoring in real time creates unrealistic expectations and pressure previously unknown in most workplaces. Downgrading or deskilling workers with less autonomy also results in stress and alienation. Workers often have these systems imposed on them with little say and lack transparency. Accountability and controlled licensed software is hard to control and even managers or developers can't adjust inconsistencies including in safety. Joe highlighted the importance of workers participating in any new systems being introduced and cited data protection as one way to flag concerns in workplace discussions. Joe went on to show how work safety can benefit from the responsible implementation of AI e.g. during the COVID pandemic, for lone/ isolated workers, predictive risk management and assessing safety in real time. Joe concluded with the need to have regulatory oversight, better rights at work to meet these new challenges along with human-based auditing and assessing the systems. The idea of 'technology reps' similar to that of safety reps would also be a step in the right direction. Joe and Philippa underlined the points above and pointed to the booklet given to delegates in the 2025 conference packs, <i>Algorithmic Management and a New Generation of Rights at Work</i>. (see link below)
Dr Craig Gent (LSE) is the author of <i>Cyberboss: The Rise of Algorithmic Management and the New Struggle for Control at Work</i> (Verso Books). His expertise includes the effects of AI and algorithmic management on	Doug talked about the concerns of deregulation and went on to introduce the final speaker, Dr. Craig Gent. Craig observed the future of work had many concerns from low pay, job insecurity, fewer protections and intensification with technology. It was the rapid roll out of technology that got him interested in speaking to gig economy workers especially in logistics. In a case study Dr Gent illustrated the personal story of a logistics worker called Lorenzo from before the start of his working day to the end of the day. The entirety of his day is governed by algorithmic management systems from duties, targets, wearable devices, tasks and rest breaks. The effects include isolation, deskilling, stress, pressure, paranoia, physical injuries and harm from holding back breaks including toilet breaks. Echoing Chenay's point, the lack of dignity also came

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workers and their experience of work, and the politics of digital technologies in the workplace.

through strongly. Craig went on to explain the marketing term 'AI' is misleading which is really an umbrella term for multiple, diverse and complex systems. Learning this terminology is as important as questioning it. Understanding the political language such as the 'inevitability of AI', the worker being accountable and/ or left behind. The technological 'black box' i.e. unfathomable, shifting decisions based on probability rather than truth – auto-correcting rather than calculating. Finally, workers need to be aware of bearing the brunt of the changes, insecurities and being unable to change or participate in the roll out.



Resources

Tracked & Targeted

<https://qmhazards.org.uk/wp-content/uploads/2025/09/887154db-4ac1-48ba-ada5-d83fe2b35414-COMP.pdf>

AFLCIO Health & Safety Campaigns

<https://aflcio.org/issues/workplace-health-and-safety>

Algorithmic Management and a New Generation of Rights at Work

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<https://www.ier.org.uk/product/algorithmic-management-and-a-new-generation-of-rights-at-work-hard-copy> (hard copy provided to conference delegates)

Regulating for the Future of Work

https://www.southampton.ac.uk/publicpolicy/future_of_work.pdf

Leveraging Data Protection Law for Protecting Workers

https://brill.com/view/journals/ilrc/10/2/article-p263_021.xml

UK GDPR guidance and resources

<https://ico.org.uk/for-organisations/uk-gdpr-guidance-and-resources>

Cyberboss: The Rise of Algorithmic Management and the New Struggle for Control at Work

<https://www.versobooks.com/en-gb/products/2958-cyberboss?srsItd=AfmBOoqchsCpCoVeJFTCC7jFF5txAsUABWx4h767N1f6hF4STdGBa4Y4>

Phoebe V Moore Blog

<https://phoebevmoore.wordpress.com>

Riding for Deliveroo: Resistance in the New Economy

<https://www.waterstones.com/book/riding-for-deliveroo/callum-cant/9781509535514>

Replacing Humans with AI is Going Horribly Wrong (video)

<https://youtu.be/OX1Xwzm9yHY?si=3N-K-Rdc9uMsKNcK>

Plenary Session Video (edit)

<https://www.youtube.com/watch?v=oGETZOxLqkl&t=34s>

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Second Meeting: Dealing with Violence and Stress at Work

Dr Ruth Beresford is a Research Associate in the Department of Psychology, Sociology & Politics at Hallam University. Ruth supports research projects from across the Department's disciplines, particularly in Sociology, Politics, Social Policy and Social Psychology. Notable research conducted in the fields of sexual harassment; women's sexualities and sexual lives; and qualitative and participatory research methodologies.

Jonathan Havard is a Health and Safety Officer for the RMT. Jonathan has been health and safety officer for the National Union of Rail, Maritime and Transport Workers (RMT) since 2020. Prior to this, he was a National Secretary at the maritime union Nautilus International, where he worked for almost 20 years. Jonathan is also a non-legal member of the



Alex Lancaster (UCU) introduced several speakers, including **Dr. Ruth Beresford** and **Bob Jeffrey**, who would discuss their work on sexual harassment in hospitality, **Mike Hines** from the RCN, and **Jonathan Havard** from the RMT, who would speak about violence and stress. Alex Lancaster reminded the conference of the UCU's efforts to address work-related stress and violence in educational workplaces, highlighting the need for employers to better protect vulnerable workers and comply with safety legislation.

Mike Hines from the RCN emphasised that stress should be treated as a collective issue rather than an individual one, pointing out that high stress levels among healthcare workers are not being adequately addressed by employers. Both speakers agreed that trade unions need to organise and build evidence databases to pressure employers and the HSE to take action on stress-related issues, with Mike specifically advocating for more active engagement with the HSE and the use of their powers to enforce change.

Dr. Ruth Beresford and **Dr. Bob Jeffrey** presented research on sexual harassment in the hospitality industry, highlighting its prevalence and the vulnerabilities of workers in this sector. They discussed how young, minority groups, and precarious workers are particularly at risk, and emphasised the need for better understanding, reporting mechanisms, and regulatory changes to address this issue. The presentation concluded with a call for action, including making sexual harassment a workplace health and safety issue and strengthening enforcement mechanisms.

Jonathan Havard from the RMT presented an update on their *Action Against Assaults* campaign, highlighting the need to reduce assaults on public transport staff and passengers. He shared statistics from a recent survey of 6,000 members, revealing high levels of workplace violence and inadequate training. The RMT has been actively involved in political campaigns, including seeking legislative changes in Scotland and England, and organising an annual campaign week.

The RMT have also developed a *Violence at Work Charter* with specific demands for employers, such as providing adequate training and ceasing lone working. Jonathan emphasised that employers and the government must act to

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Employment Tribunal Service in England and Wales.	protect staff and passengers, and if progress is not seen, the RMT is prepared to escalate matters industrially. Jonathan explained the role of the Office of Rail and Road (ORR) in rail safety and mentioned plans to send a campaign report on assaults to the ORR, seeking their action plan. Additionally, he touched on stress risk assessments and the cross-industry nature of workplace violence, suggesting a collective approach involving unions and government to address these issues effectively.
Mike Hines Health, Safety and Wellbeing Senior National Officer at the Royal College of Nursing (RCN). Mike has been an active health and safety educator and official in trade unions for many years. He is well respected in unions and the wider safety movement for his knowledge and a particular focus on human factors, safety cultures and the associated risks within built environments.	There were comments and discussions involving delegates and panel members which included concerns about sexual harassment and mental health challenges faced by freelancers in the entertainment industry. It was noted that Scotland has more progressive employment rights but elsewhere individual workers still often have to bring tribunal cases to address harassment. The discussion explored the use of body-worn cameras in healthcare settings in Manchester hospitals to help reduce patient aggression but the panel emphasised that cameras should be part of broader safety strategies rather than a sole solution. The discussion also touched on the need for better enforcement of workplace violence by the Office of Rail and Road, following a recent murder at Ilford Station. The high importance of risk assessment reports for employers and safety representatives was seen as essential for sharing information to build a comprehensive database. The panel discussed the challenges in reporting workplace incidents and underlined the need for unions to follow up on every case to ensure action is taken by employers or authorities. Similarly with the importance of preventative risk assessments it was suggested that the trade union movement should adopt a joined-up approach to address issues like workplace sexual harassment. The panel also touched on international regulations regarding workplace safety and the role of Trades Councils in strengthening the union voice in the community on sexual harassment. In general, the HSE/ government along with employers need to address the high percentage of ill health and absences related to stress with the same urgency as physical injuries. They should also develop regulations for stress monitoring and prevention similar to other workplace hazards. More meaningful engagement on stress-related issues based on evidence portfolios provided by unions. Employers need to shift away from individualising stress/ blaming workers and treating it as a collective workplace issue rather than promoting individual resilience. This could be improved by government and employers by; - Implementing comprehensive risk assessments for workplace stress beyond just workload management - Conducting proper risk assessments for work-related stress and consider foreseeable risks
Dr Bob Jeffery is a Course Leader MRes Social Research and Senior Lecturer in Sociology at Hallam University. Bob is an active researcher whose focus is on work and employment and social inequalities. Bob's current research focuses on 'work-based harms', unionisation of so-called 'difficult-to-organise' groups and industries and policy levers to promote good work. He is also the Course Leader for the	

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MRes Social Research, a programme focused on training students for future careers in social research.	- Engaging and consulting with health and safety representatives on stress management - Committing to proactive approaches in dealing with workplace stress - Incorporating employment rights education for young people to help address vulnerability to workplace exploitation - Addressing regulatory gaps in workplace sexual harassment by treating it as a workplace health and safety issue
(Chair) Alex Lancaster is a Bargaining and Negotiations Official (Health and Safety) for the University and College Union (UCU). Alex is a strong campaigner on preventing workload stress and finding solutions. She has worked extensively on embedding safety culture into every workplace along negotiating robust safety outcomes for members. Alex is a regular supporter of the Hazards conference.	Unions and workers representatives can also play a vital part by developing strategies, documenting issues and continuing to escalate work-related stress matters to the HSE when employers fail to comply with the regulations. Documenting and tracking absence patterns by team to identify systemic stress issues especially where employers fail to address stress-related issues. Educating and organising union members to help understand stress as a workplace issue rather than an individual problem. This includes following up on bullying and harassment complaints as part of addressing workplace relationship issues. Applying pressure to ensure the provision of timely assistance programs to support workers experiencing stress. <u>Resources</u> <i>Ending Workplace Sexual Harassment</i> https://gmhazards.org.uk/wp-content/uploads/2025/09/Ending-Workplace-SH-Hazards-V3-1.pdf <i>RCN Stress Talk</i> https://gmhazards.org.uk/wp-content/uploads/2025/09/Hazards-Stress-talk-MH-RCN.pdf <i>Action Against Assaults (RMT)</i> https://www.rmt.org.uk/campaigns/political/action-against-assaults <i>Violence at Work Charter (RMT)</i> https://www.rmt.org.uk/news/publications/transport-workers-charter-of-protection/transportworkerscharterofprotection.pdf <i>UCU Health & Safety Resource Centre</i> https://www.ucu.org.uk/healthenv

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	End Not Defend – Workers Policy Project https://workerspolicyproject.org/endnotdefend End Violence at Work Charter (Unison) https://www.unison.org.uk/content/uploads/2018/04/24948.pdf
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Third Meeting: Workers Health Crisis amid a lack of Enforcement

(Hybrid - Westminster Theatre Saturday 6th Sept, 2025, 2pm - 3.30pm)

Luke Collins has been a National Health and Safety Advisor for Unite since 2023. Luke is responsible for supporting the manufacturing, steel, aerospace/shipbuilding, foundry and automotive sectors amongst others. Luke has served as a Unite health and safety representative for several years before entering Occupational Health and Safety Management as a professional.	Dan Shears chaired the session, <i>Workers Health Crisis amid a lack of Enforcement</i> and introduced the panel. He acknowledged the importance of the <i>Hazards Magazine</i> and the hard work of HSE staff and flagged that any concerns raised today are with politicians and the key decision-makers. Luke Collins opened with the challenges facing reps/ unions due to continued underfunding of the HSE. A 50% cut in funds and under the current government it seems to be more of the same. It was noted however that the current government is more open to engaging with the unions than the previous administration. Luke relayed the professionalism of HSE inspectors and the high standards of these workers which are also recognised internationally. Remuneration for the inspectors doesn't seem to match their widely recognised professionalism. Private enterprise can be an attractive option under these circumstances and is compounded by a lack of graduates coming through. It takes years of training and experience to build a strong and effective regulator. With the pressures of dwindling funds, recruitment challenges, expectations to run courses, the need for research and scientific analysis, the budget is insufficient. In reality the HSE cannot meet the demand and the chances of getting an inspector on site, is extremely low. Luke talked about the importance of being a collective voice and that reps shouldn't have to be bogged down in complex legislation and systems – suggesting making more use of local and regional union structures for this.
Ceri Williams is policy lead for TUC Cymru. Previously he has worked for Social Care Wales, British Gas and Consumer Focus	Dan summarised the points above and talked briefly about when he worked at the HSE. He differentiated between the now separate inspection teams and investigation teams from April this year presenting more challenges through these separate functions. Dismantling of key regulatory services occurred without public consultation, scrutiny or discussion in

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Wales. Ceri's areas of expertise include rights at work, work and technology, Health and safety in the workplace.	parliament. The term 'guidance' is banded about more often now with industry leading the charge and unions often being locked out of key decisions.
Harminder Bains Partner at Leigh Day Solicitors. Harminder is joint head of the asbestos and industrial diseases department, internationally renowned for her role fighting for victims of asbestos. She has over 25 years' litigation experience and has won several cases in the Supreme Court, which have set precedents and which other lawyers follow.	Dan introduced Ceri Williams. Ceri talked about a new report from TUC Cymru, <i>Work Health & Safety in Wales: Using and Sharing Information (David Walters and Eva Makri)</i> - available from October 2025. Ceri went on to talk about the findings from the report which go beyond the traditional physical risks. Low pay, inequality, job insecurity, technological change, lack of worker representation, stress and intensified work. He quoted some statistics from the report, only one in three workers think that work contributes positively to their mental or physical health. 1.8 millions days are lost to work-related ill health in Wales and encouraged delegates to look at the executive summary (below). He outlined some of the workplaces with the highest risk of exploitation; hand car washes, seasonal agriculture, social care and construction. Medium risk includes nail bars, hospitality, garment making, the shellfish industry and warehousing. This gives us an idea of where to channel resources and build organising structures as well as look out for signs of modern slavery. On enforcement Ceri noted that systems were in place for physical risk but were lacking in psychosocial risks. The report indicates the shortage in HSE funding/ resources and a gap in enforcement particularly on mental health. In terms of the way forward, more money into the regulators, better education, collecting comprehensive data, sharing information between agencies and sectors. It was acknowledged that the proposed <i>Fair Work</i> agency will bring some of these together. Cross-agency action/ cooperation through joint action on offending employers would be advantageous. Ultimately it would be a positive step forward to implement the report recommendations in Wales along with building on the upcoming <i>Employment Rights Act</i>.
(Chair) Dan Shears is National Health, Safety & Environment Director at the GMB where he has been since 2008. A well-known union spokesperson on worker safety and was a former Policy Advisor at Health and Safety Executive. Dan studied at the University of Warwick.	Harminder Bains talked about the value of the Hazards Campaign and talked about her personal family experience relating to mesothelioma. The disease caused by asbestos dust is, according to medical professionals, one of the worst ways to die. Asbestos is everywhere and affects many families and made worse by government inaction on dealing with this huge public health crisis. Harminder talked of the powerful companies behind this deadly trade employing deceptive tactics by Rob Moore for example at safety campaign meetings. This is portrayed in the film, <i>The Gardiner, The Buddhist and the Spy</i> which Harminder hoped to get BBC executive Charlotte Moore (sister of Rob) to screen without success. One of the biggest global players in the asbestos industry is Cape who traded in this toxic product knowing the risks and continues to avoid responsibility for the harm they have done. The asbestos industry has a long history and is still not completely banned in most countries. The UK banned the last form of asbestos in 1999 but asbestos remains in many UK buildings. The younger the person exposed asbestos the higher the chance of contracting an asbestos related disease in later life. In short, this toxic substance needs to be safely removed and the government needs to act on this

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Harminster Bains



domestically and on global trade. Currently the Trump administration is seeking to reduce the regulations on this industry in the United States. A music video called 'Sick From The Wall' (based on Pink Floyd's *Another Brick in the Wall*) was played to delegates. We demand that Cape donate \$10m to research into treatment and a cure for asbestos related diseases. Harminster talked about the *Cape Asbestos Hearing Report* (see below) exposing the failings and deception of Cape and the impact still today. The talk was underlined by the fact that there's no safe level of asbestos exposure and there's no safe type of asbestos. Finally Harminster called on union reps to take the report back to their unions and ask them to back the report.

Presentations and Resources from the session

Hazards Magazine 168/169 (regulator failings - double issue)

<https://www.hazards.org/haz168-9/index.htm>

Using and Sharing Information in Regulating Work Health and Safety (TUC Cymru)

<https://www.tuc.org.uk/sites/default/files/2025-09/ENG%20v2%20-%202500032%20-%20Work%20Health%20and%20Safety%20in%20Wales%20%281%29.pdf>

TUC Cymru slide and QR code

<https://gmhazards.org.uk/wp-content/uploads/2025/09/Ceri-Williams-Lack-of-Enforcement-WHS-rpt-TUC-Cymru-slide-with-QR-code.pdf>

United Kingdom Labour Market Enforcement Strategy 2025 to 26 (Annex B: labour market and non-compliance risk analysis)

<https://assets.publishing.service.gov.uk/media/6877a014f5eb08157f363802/uk-labour-market-enforcement-strategy-2025-26-annex-b-accessible.pdf>

Fair Work Agency(proposed)

<https://assets.publishing.service.gov.uk/media/67e3d1cedcd2d93561195bdf/fair-work-agency.pdf>

The Gardiner, The Buddhist and the Spy(2025 film)

<https://syndicadofs.com/the-gardener-the-buddhist-the-spy>

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	'Sick From The Wall' (short music video) https://youtu.be/Eb5cpBCn-IA?si=n2b0GdDFINU5bmEZ Cape Asbestos Hearing Report (asbestos manufacturer) https://qmhazards.org.uk/wp-content/uploads/2025/10/HB-Cape-Hearing-Report.pdf Asbestos Victim Support Group Forum (Cape Campaign and Documents) https://asbestosforum.org.uk/cape-case/#:~:text=Campaign%20Resources,in%20an%20earlier%20court%20case.
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Fringe Meetings

Is Asbestos making a comeback and Silicosis the next asbestos?	
Luke Collins has been a National Health and Safety Advisor for Unite since 2023. Luke is responsible for supporting the manufacturing, steel, aerospace/shipbuilding, foundry and automotive sectors amongst others. Luke has served as a Unite health and safety representative for several years before entering Occupational Health and Safety Management as a professional.	The '<i>Is Asbestos making a comeback and Silicosis the next asbestos</i>' fringe meeting explored this assumption that asbestos is a thing of the past mainly affecting the older generation and distant occupations. Today we are better informed with access to lots of information, quicker diagnosis and lessons from the past. Contrary to the belief of many, asbestos is still traded globally and in particular to poor nations or territories with weak or no regulation. In the UK, despite the ban in 1999 on one of the last of the asbestos types, there's been little appetite by successive governments to remove asbestos from public buildings such as schools, offices and civic buildings. In the building trade, and with self employed trades people, there is a perception that the risk is now minimal or non-existent. Recently the HSE produced a document aimed at this misunderstanding (see below). Similarly with engineered stone and wood there's an increase in workers presenting symptoms of lung and respiratory complaints and many are now in a younger age group. <u>Presentations and resources associated with this fringe meeting</u> <i>Asbestos and You and Quick Guide for Trades</i>
Victoria Cadman is an Associate Solicitor for Irwin Mitchell's Workplace Injury Team in Manchester. She has over 12 years experience specialising in claims for people who have developed asbestos related illnesses such as mesothelioma, asbestos related lung cancer,	

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asbestosis and pleural thickening. Victoria has a great deal of experience in running claims in the Cheshire area and has helped a wide range of people to secure compensation.	https://gmhazards.org.uk/wp-content/uploads/2025/02/Asbestos-and-You_Quick-Guide-for-Trades-7-1.pdf
Sarah Lyons is Lead Officer for Health, Safety and Environment at the National Education Union (NEU). She has worked in health and safety for the NEU, and previously the NUT, for over 30 years and more recently her role has encompassed environmental and climate change issues.	Asbestos Banned But Not Gone https://resources.unitetheunion.org/media/1125/1125.pdf Asbestos in Schools: The Invisible Killer https://gmhazards.org.uk/wp-content/uploads/2025/09/Sarah-Lyons_Hazards-ASBESTOS-Conference_presentation.pdf Asbestos in Public Buildings (Report by Irwin Mitchell) https://gmhazards.org.uk/wp-content/uploads/2025/10/2045-siv-b-ds-asbestos-in-public-buildings-report-1.pdf Irwin Mitchell: Asbestos & Mesothelioma Claims https://www.irwinmitchell.com/personal/personal-injury-compensation/asbestos-claims Evidence: Public hearing on legacy of Cape asbestos https://www.appgosh.org/post/evidence-public-hearing-on-legacy-of-cape-asbestos Asbestos in Greater Manchester schools in 2025 https://gmavsq.org/wp-content/uploads/2025/06/Asbestos-in-Greater-Manchester-schools-2025.pdf
How do we make enforcement matter?	
Chair: Rob Miguel National Health and Safety Advisor - Unite the Union. Rob has contributed to campaigns on workplace temperatures; safety related Covid issues and has published guidance for Unite safety reps on risk assessments. In 2024 Rob won the prestigious	The fringe meeting ‘How do we make enforcement matter?’ looked at taking proportionate enforcement action when a duty holder does not meet their legal responsibilities to protect workers. Those with enforcement powers include, the HSE, local authorities, Maritime and Coastguard Agency (MCA), Office of Rail and Road (ORR), the Office for Product Safety and Standards (OPSS) and specialist bodies such as in nuclear energy. The session looked at the enforcement laws governing workplaces affecting workers and employers including, advice requiring action, improvement or prohibition notice and prosecution. The challenges of the HSE’s lack of enforcement were exposed from 2006 and again more recently in

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Safety and Health Practitioner (SHP) award for Most Influential in 2024.	2025 by the <i>Hazards Magazine</i> , links below. Examples of prominent prosecutions were shared but it is clear that a decade-long series of cuts to the HSE and refocusing their work into other areas remains a problem. Making full use of what we can actually do is the way forward on enforcement. It is essential to recruit and train workplace health and safety reps who can use their rights and the law to get outcomes. Working together, sharing information and attending union and Hazards safety events helps as does a lot of persistence.
Phil Liptrot is a personal injury specialist and Head of Personal Injury at Thompsons Solicitors. Qualifying as a solicitor in 1998, Phil has used his wealth of legal knowledge and experience to expertly handle high-value cases of up to seven figures, which include head injuries, amputations, fatal accidents, multiple orthopaedic injuries, psychiatric and chronic pain conditions. Phil now leads on and develops the firm's personal injury strategy and operations.	Phil Liptrott Presentation https://gmhazards.org.uk/wp-content/uploads/2025/09/Phil-Liptrott-Hazards-2025-Enforcement-PP-1.pdf Hazards Magazine 'HSE is Broke' https://www.hazards.org/commissionimpossible/safetychips.htm
Marie Monaghan UCU Regional Trade Union Support Official who is an experienced industrial relations advisor with a history of working across a variety of employment sectors. Marie's skills include negotiation, conflict resolution and has a proven track record as a specialist in worker health and safety.	Hazards Magazine Safety is 'Flatlining' https://www.hazards.org/haz168-9/index.htm Rob Miguel: Health and Safety Guidance (a quick guide for rep) https://resources.unitetheunion.org/media/1132/1132.pdf Marie Monaghan: Enforcing safer working at the University of Liverpool https://www.ucu.org.uk/article/14153/Union-victory-as-University-of-Liverpool-relaxes-hybrid-working-plans-following-industrial-action
Toxic health from toxic work	
Chair: Scott MacRory is a Regional Health and Safety Representative for the Fire Brigades Union. Scott has over 13 years of dedicated service in emergency response, his expertise	Scott MacRory pulled together information and speakers for the ' <i>Toxic health from toxic work</i> ' meeting. Scott has tirelessly campaigned on behalf of FBU members particularly on mental health, PPE, hazardous substances and the effects of these long-term on fire-fighters (see link below).

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lies in health and safety legislation, personnel management, and crisis leadership, particularly within the Scottish Fire & Rescue Service. Scott is deeply committed to enhancing the safety culture and wellbeing of over 5,000 fire-fighters in Scotland through safer working environments.	Leigh Day partner Sarah Moore led the following presentation which discussed the impact of toxic workplace exposure on health, including the risks linked to pollutants such as PFAS chemicals. Sarah explained what these 'forever chemicals' are, how they are used in everyday products and the known and unknown effects they are having on human health. Sarah looked at the impact on our communities and showed some examples of the many lawsuits in the United States and the shocking PFAS map of western Europe. Along with Ian Tasker and Scott MacRory, Sarah examined what we know so far on the effects on fire-fighters particularly various forms of cancer. They concluded with the ineffectual government action on this issue instead leaving it to workers, their unions and academics to collect data and push for preventative changes and full recognition of the risks.
Sarah Moore is a leading international and product safety lawyer at Leigh Day. Sarah specialises in large multiparty group actions on behalf of claimants based in the UK and overseas across a wide range of issues including environmental and product liability claims. Sarah's work often involves seeking compensation for individuals who have been adversely impacted by defective medical products; or for those impacted by pollutant chemical products including oil spills, toxic waste and most recently PFAS chemicals.	<u>Presentations and Resources from this meeting</u> <i>FBU: DECON Prevent and Protect campaign</i> https://www.fbu.org.uk/campaigns/decon-fire-contaminants <i>Scott MacRory Speaking on toxic work at Scottish Hazards 2025</i> https://youtu.be/MpGCBMRB2LE?si=pqvVhOppwKXN-LI7 <i>What's Hurting You? Hazards Body Map</i> https://www.hazards.org/diyresearch/bodymapping.pdf
Ian Tasker Senior Advisor Scottish Hazards. Ian has been involved with Scottish Hazards since 2001. Prior to that he spent 16 years with the Scottish Trades Union Congress (STUC) on health and safety policy with the Scottish and United Kingdom Governments as well as engagement with external stakeholders. Ian has championed many campaigns for Scottish Hazards and the wider movement together with	<i>Hazards: Eliminating Toxic Substances at Work</i> https://sites.google.com/view/gmhctur <i>Sarah Moore: PFAS Presentation at Hazards Conference 2025</i> https://gmhazards.org.uk/wp-content/uploads/2025/09/Sarah-Moore-TOXIC-PP-COMP-Template-2025-PFAS-GMHazard-Keele-6.9.25.pdf <i>The HSE Needs to be Bold on PFAS</i>

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advising reps, workers and their families seeking information and justice.	https://gmhazards.org.uk/wp-content/uploads/2023/04/The-Hazards-Campaign-welcomes-the-regulatory-management-options-analysis-report-April-2023.pdf Ian Tasker: Toxic work Blog – Scottish Hazards https://hazards.scot/blog
Violence at Work	
Chair: Darren Northcott is a National Official (Education) at the National Association of Schoolmasters Union of Women Teachers (NASUWT). Darren has been National Official for Education at the NASUWT since 2004. Previously, he was a National Officer at the FDA, the senior Civil and Public Service Union. Darren began his career as a primary school teacher and has worked in schools in Newham, East London and in Cheshire East.	Darren Northcott opened this fringe meeting by introducing Maryam Eslamdoust, General Secretary of the TSSA who expressed violence in transport being at crisis point. The physical and mental abuse reported regularly by TSSA members by passengers is unacceptable but is also leading to deaths at work. Maryam told the meeting that members, Belly Mujinga and Jorge Ortega's untimely deaths illustrate the risk that workers are facing in the transport system from the public. Failing rail operators, cost of living crisis, unchecked anti-social behaviour, lack of mental health support, lone working and social media posts are compounding the problem. The TSSA is meeting with rail operators to pressure them to make changes aimed at prevention and the campaign is also being taken to the heart of government. Measures demanded by TSSA members include; stopping lone-working, keeping ticket offices open, cameras used for prosecution and not staff monitoring and banning serious offenders from the
Maryam Eslamdoust is the General Secretary of the TSSA and former Mayor of Camden. In 2023 Maryam was elected as the TSSA General Secretary and the first woman, and person of colour to lead the union. Maryam has a degree in Economics and a Masters in Law from UCL. She held jobs at senior levels in the Labour Party working in areas such as the NEC Equalities Committee, convening several crucial joint committees between trade unions and frontbench politicians including issues such as	networks. The government needs to address the serious decline in funds for the British Transport Police and bring in strong legislation to make it a criminal offence similar to retail staff for any form of abuse/assault to transport workers. Rhys Martin, Health and Safety Policy Officer at Society and College of Radiographers continued the discussion with the risks faced by health workers every day. In the SoR meetings with the NHS violence towards staff is never off the agenda. SoR has 34,000 members, mainly female workers in public facing roles on the frontline delivering essential services. Rhys told the meeting that in Teesside for example, there's been a rise of 32% in reports of attacks on staff. Across the NHS, the 2024 Staff Survey notes that 14% of staff have experienced physical violence from the public. Staff can face risks due to lone-working or shift work especially at night in distant contracted-out car parks and security – a major concern for female workers. The SoR is working with other unions (e.g. Unite's <i>Get me Home</i> campaign), Hazards

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fire safety, Grenfell, and community wealth building. (Online)	and the Suzy Lamplugh Trust to help prevent or address these issues. Empowering the 300 SoR safety reps is a key objective for the SoR with sessions on risk assessments, training and providing resources.
Rhys Martin is a Health and Safety Policy Officer at Society and College of Radiographers (SCoR or SoR). Rhys had previously worked as a regional organiser for Unison, spent several years at the National Education Union (NEU/ formerly ATL) where he helped set up the first eastern regional organising team and undertook rep training, recruitment, campaigns, rep mentoring and branch support. Rhys started his union career as civil service safety rep for PCS covering London courts then later he was elected to the Group Executive Committee in PCS which he sat on nationally for the Public Sector Group. (Online)	Advocating safety standards on the NHS Council in areas such as employer duty of care policies for staff to get to and from work, personal safety alarms in workplaces, buddying systems for home visits, alarm response times under 60 seconds, improved tracing system for all staff, secure parking, and overnight accommodation if needed – could tie in with domestic abuse policies too. The session moved to Q&As with several accounts from delegates of experiences of violence in public facing roles. This included in the sectors already mentioned as well as airports, water companies, schools particularly lack of support for SEN students. UCU, ASLEF, Unite, Equity, SoR and TSSA reps flagged the rise in misinformation from the right of politics, media, especially social media and the devastating impact austerity has had on the public sector. An ASLEF rep made the point that UK train fares are excessive putting further pressure on the public, ASLEF has supported the successful campaign in Scotland to remove peak fares. This is helping workers afford to get to and from work with potential reducing fare evasion and conflict. Unions also need to engage young, casual and self employed workers. <u>Related Resources</u> <i>TSSA Report and Campaign into Violence on UK Transport Workers</i> https://www.tssa.org.uk/news-and-events/tssa-news/tssa-union-launches-report-highlighting-the-scale-of-violence-experienced-by-uk-transport-workers <i>Mary Sithole (TSSA) BBC Breakfast Interview – Violence at Work</i> https://www.youtube.com/watch?v=tRVkT95VCjU&t=2s <i>SoR Violence at Work: Concerned but Not Surprised Rhys Martin</i>

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	https://www.sor.org/news/wellbeing/%E2%80%98concerned-but-not-surprised%E2%80%99%E2%80%933-sor-responds-to-on The Suzy Lamplugh Trust https://www.suzylamplugh.org ILO Violence and Harassment at Work https://www.ilo.org/topics-and-sectors/violence-and-harassment-world-work RMT Transport Workers Charter of Protection https://gmhazards.org.uk/wp-content/uploads/2025/10/JHarvard-transportworkerscharterofprotection.pdf Unison Violence at Work Charter https://www.unison.org.uk/content/uploads/2024/10/27427_violence_at_work_charter_for_community_2023.pdf ASLEF Campaign to Reduce Peak Rail Fares in Scotland https://aslef.org.uk/news/aslef-hails-permanent-ending-peak-fares
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Fourth Meeting (Sunday plenary and awards): From Climate Crisis to Choking Air – What Can Safety Reps Do?

Opening comments from the chair Janet Newsham and Jawad Qasrawi Sub-Editor of Hazards Magazine.	The session opened with a short presentation from Hazards Magazine Sub-Editor, Jawad Qasrawi . Jawad linked the conference theme of AI with the Hazards Magazine stating that, inputting truth into the systems we rely on is the only way to make them effective. Without this truth; highlighting the data, the difficult stories and failings gives us a fairer fight. Workers need to be at the core of health and safety and <i>Hazards Magazine</i> provides an ‘early warning system’ based on truth and helps workers to push
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Andrea Oates is a prolific independent writer who also works with unions and the Labour Research Department (LRD). Andrea's work largely covers workplace health and safety and industrial relations/ current affairs. Andrea has written on many work-related topics from mental health to violence at work and PPE to sexual harassment at work. Amongst many publications Andrea is the author of the LRD's guide, <i>Health and Safety Law 2020</i>.	back. <i>Hazards Magazine</i> is run on a shoestring so all delegates should encourage unions and their branches to subscribe and keep this resource alive.
Cliona Shephard is a Heat Strike Digital Campaigner and Organiser. Heat Strike is a campaign pushing for protections for workers during extreme heat. The campaign is calling for a maximum working temperature, heat wave furlough schemes, and proper climate mitigation plans. During July 2025 they were encouraging union members to raise banners outside of work or during lunch breaks. Calls for 'Heat Strike' or 'Too Hot to Work' raised awareness of the risks along with taking temperatures and recording the data.	Andrea Oates talked about how climate change, air quality and health & safety are inextricably linked. Heat stress, storms, flooding are impacting workers more and more and we are not prepared to meet these challenges in the UK. Recently the FBU reported 17 fire and rescue services were drafted into Dorset fires without specialist PPE or real-world training to carry out this work. Safety reps need to be involved in mitigation strategies, using safety reps rights and climate adaptation. Negotiating a minimum heat level at work and encouraging employers to invest in good insulation, air quality are examples where reps are making some progress. Similarly there are risks moving to Net Zero with issues like bus/ car battery fires and the technology advancing faster than the law. 2026 will see a 'year of climate action' after unions (Unison, Unite, BFAWU, UCU) and the TUC have progressed motions on this issue. Delegates should note the 'Make Them Pay' campaign – taxing the super rich and wealthy corporations. Activities between the 14-15 November 2025, workplace action/ global solidarity ahead of COP 30 in Brazil.
Sean Halsall is a Unite union activist / tutor and Independent Councillor for Kew Ward Sefton (Southport). Sean worked as a bus driver for Arriva in Southport for 16 years, recruited to	Cliona Shephard expressed how the public and workers in general are feeling the effects of climate change through frequent and intense heat waves. Vulnerable people are at greater risk and workers struggle to manage under hotter conditions. At Heat Strike there are three key demands: 1. Set a national maximum working temperature <i>Since 2008, unions have been calling for a maximum working temperature, but the UK government still isn't listening. We demand that the UK government set a national maximum indoor working temperature of 30°C (27°C for those doing strenuous work).</i> 2. Put in place a heat wave furlough scheme <i>Heat waves in the UK are only set to get hotter and more frequent. Working people can't afford to bear the cost of climate breakdown, and they shouldn't have to. We demand that the government works with</i>

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Unite during a training session and went on to become the rep at his workplace for 6 years. He went on to be youth rep for the transport road section of Unite and to sit on the European Transport Workers Federation.	<i>employers and Trade Unions to set up a heat wave furlough scheme for when they can't keep workplace temperatures below 30°C.</i>
Ian Hodson is the National President of Bakers, Food and Allied Workers Union (BFAWU). Ian has been leading and campaigning on workers safety, the abolition of zero hour contracts, protection of workers' rights, ending sexual harassment and improving the minimum wage amongst other issues for decades. A key driver in Ian's work for the BFAWU has been about ending the race to the bottom in the food industry.	3. Make a climate action plan <i>In 2022 the High Court ruled that the UK government's climate action plan is so inadequate that it is illegal.</i> In the face of ever more frequent and deadly extreme weather, we demand that our government makes a plan that responds to the climate crisis by tackling its causes and averting the worst of its impacts in years to come. Until then, the UK remains headed for climate collapse without a plan, and so the Heat Strike continues. Next year along with key unions we hope to encourage workplace heat strikes when the temperature reaches a certain level. The Chair reminded reps that we have powers under the law and also recognition from the HSE that employers should control these risks to workers.
(Chair) Janet Newsham is a Coordinator of the Greater Manchester Hazards Centre and the Hazards Campaign. The campaign supports safety at work and has led initiatives to challenge work-related injuries and diseases. It has carried out a considerable body of research on safety practices. Janet has been a trade union activist for more than 40 years, starting work at BAe. In her current role she advises workers and campaigns on occupational health, safety and welfare issues, including delivering projects on Toxic Use Reduction, Long COVID, sexual harassment and facilitating the Trade Union Clean Air Network (TUCAN).	Sean Halsall spoke about how the perpetual crises facing workers e.g. cost of living, climate, and air quality is a result of a sickness of the system we live under. The onus is put on ordinary people to recycle, buy an EV, switch off lights etc while modern warfare and corporate greed undoes any gains we make many times over. Climate refugees are now a reality which is fuelling the fears espoused by the far right. This is a crisis of capitalism seeking endless growth on a struggling planet with finite resources. The system sees people and the planet as disposable for huge profits to the few. After one year in office the Labour government has continued with this same model, tinkering around the edges and now the far right is scapegoating those in need. We must change this narrative and fight for something better – transformation is needed, a safe planet is a necessity. The chair reminded us that a representative from Families Against Corporate Kills (FACK) usually speaks at this point. This year the chair read some words by John Polo from the FACK Facebook page on the pain and grief on losing a child. (see link to John Polo verse below)

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Ian Hodson opened by acknowledging Janet Newsham's retirement and the valuable contributions she has made to the Hazards and trade union movements. As a thank you, Ian made a presentation and bestowed an honorary member of the BFAWU onto Janet.

Ian talked about the ineffectual role of the government in enforcing worker safety; people are still going to work and dying. Picking up on Ruth and Bob's presentation yesterday on sexual harassment, Ian noted that the government were forced to present a report on victims of grooming gangs because of the intense media pressure. The HSE is now hiding behind that report to avoid doing anything about the millions affected by sexual harassment in the workplace. Between 9- 16 million are affected by some form of sexual harassment at work and the HSE places the responsibility onto the EHRC who have no inspectors or workplace powers. Criminal investigations also do not yield results because it is generally seen as a workplace and not a criminal matter. The HSE is part of the DWP, the people who target the benefits of the disabled to save money while workplaces have cost the economy £25bn in sickness and injuries. DWP needs the HSE to force employers to make workplaces safe, allowing workers to actually work, save lives and help the economy. Ian talked about the impact heat has on the vulnerable and working people and fully supports the Heat Strike movement. Climate change is pushing more workers to migrate and the disinformation from the far right is dividing communities. Ian then celebrated the valuable work safety reps do, pushing back and chipping away at the issues that will save lives.

Q&As followed Ian's talk, then Harminder Bains presented a voucher on behalf of Leigh Day and the Networking Questionnaire prize was presented to a delegate. Paul Holleren was recognised for his work on health and safety across the union movement on mental health, suicides, COVID-19 to name a few. Paul is retiring this year and was given the *Tree of Life Award*. Paul talked about how he started as an activist 53 years ago and what he saw in workplaces since then making safety his lifetime vocation. He advised delegates that they should endeavour to keep young people engaged in health and safety. The annual awards section of the meeting saw Hull Trains and Birmingham City Council voted as joint winners of the 'Bad Boss' on worker safety award.

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Janet Newsham:
Hazards Campaigner
Extraordinary



Bad Boss Award Nominations:

Birmingham City Council: Refuse workers dispute (joint winner)

Lancashire County Council: Stress, social worker workloads and peeling back safety

Hull Trains: Train driver sacked after raising driver fatigue concerns (joint winner)

Certificate of Excellence Awards:

End Not Defend – Workers Policy Project against workplace sexual harassment

ASLEF Toilet Dignity campaign – Access and use of toilets while at work

Unite: United Minds mental health campaign - focus on prevention and risk assessments

NW Unison COVID Action Group – support for workers and bereaved families

RCN Campaign on 'Corridor Care' – survey and report from RCN exposing the risks to patients and staff

UCU University of Birmingham Work-Related Stress – evidenced unsafe workloads and seeking prevention

GMB Midlands Health and Safety Forum – building and developing reps from scratch to enforce rights

Arthur Murray - Posthumous award for Arthur and the prosecuted Shrewsbury 24, after a 50 year campaign in March 2021 the Court of Appeal overturned the convictions of those taking strike action in 1972.

For background information on all of the 2025 nominations and awards see:

<https://gmhazards.org.uk/index.php/2025/10/08/hazards-conference-2025-awards>

Sunday Plenary Presentations/ Resources

Hazards Magazine

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<https://www.hazards.org/subscribe/index.htm>

Andrea Oates - Resources for Safety Reps

<https://gmhazards.org.uk/wp-content/uploads/2025/09/1-Organising-campaiging-and-resources-for-safety-reps-workshop-presentation-Hazards-2025.pdf>

Make Them Pay Campaign

<https://www.makethempay.org.uk>

Trade Union Clean Air Network – Resources for Reps (TUCAN)

<https://greenerjobsalliance.co.uk/tucan-resources>

ITUC Bad Climate Report

https://www.ituc-csi.org/IMG/pdf/bad_climate_iwmd_2024.pdf

COP 30 - Brazil

<https://unfccc.int/cop30>

Healthy Indoor Air: A Global Call to Action

https://webtv.un.org/en/asset/k1v/k1vv2t3bma?fbclid=IwdGRjcANBPJ9jbGNrA0E8kmV4dG4DYWVtAjExAAEeELf2Ra7dfq3ZwoKbKmrRhLnRJqzzioh61X9aoYlz1UytoU312--SAFHeQ4U_aem_yZZPK_kePeTvj-mN2wnCfA

Heat Strike Campaign

<https://heatstrike.uk>

FAK Facebook Page

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	https://www.facebook.com/groups/16054748370 Health & Safety Training Pack Pilot for Reps https://gmhazards.org.uk/wp-content/uploads/2025/08/Leaflet-to-engage-reps-A5.pdf
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Some initial feedback/ comments:

"I learned that we are tenacious and resilient ...holding the regulators to account when they are not doing their job. Campaigning for better funding of HSE. Particularly enjoyed AI and Algorithmic Management, Stress and Violence at work and How do we make enforcement matter"

"I can see now that a risk assessment [has] to be done in a meaningful way. Stress at work and reasons for this to be part of Risk assessment"

"Excellent as speakers were across a range of unions and services..."

"...Learning about campaigns that other unions are doing, about things you can get involved in straight away".

"Fantastic content on the role of safety reps on work related Stress and Mental Health harm. Great engagement opportunities. Took so much away. And this topic was, personally, so beneficial to my work issues. My only critic, is to suggest if you're in fixed seating venues to suggest groups don't go over 3 rows to hear better".

We'd like to hear from you: Please take a moment to complete the Evaluation Form <https://forms.office.com/r/7DGzsWGfJA>

The next Hazards Conference will be at Keele University from the 4-6 September 2026

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THANK YOU

Thank you to all those trade unions, branches, regional and national organisations, to trades union councils, individuals, reps and solicitors who kindly sponsor the conference every year. This important financial contribution helps us keep the prices of the conference as low as possible for everyone.

