

Towards A Healthy Workforce

2-3 October 2006 IMI Conference Centre, Sandyford Road, Dublin 16

Occupational Health & Safety

3RD ANNUAL

OH & S

SUMMIT



sponsored by

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Ireland

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THE SUNDAY BUSINESS POST

iQuest

WHO SHOULD ATTEND

This conference has been researched and designed for employers, directors, managers, professional consultants and executives responsible for Human Resources, Occupational Health & Safety and Workplace Health Promotion.

Delegates from the following well-known organisations, among others, have attended our past OHS events:

- Midland Health Board
- FÁS
- IBEC
- Irish Cancer Society
- Dell
- Superquinn
- Wexford CC
- Xerox
- Health Services Executive
- Schering Plough
- Fujisawa Ireland
- GE Healthcare
- The Courts Service
- AIG
- Hewlett Packard
- Roadstone
- Analog Devices
- MBNA
- Wicklow CC
- Eli Lilly
- Monaghan CC
- Wyeth Biopharma
- Eagle Star
- Tyco Electronics
- Forfás
- Sligo CC
- ESB
- Revenue Commissioners
- Kerry Ingredients Ireland
- Marks & Spencer
- Intel
- Bus Éireann
- Glanbia
- IDA Ireland
- DDC Ireland
- Wyeth Medica Ireland
- University College Dublin
- ARUP
- Lakeland Dairies
- Bausch & Lomb Ireland
- Fitzpatrick Castle Hotel
- Irish Prison Services
- Ernst & Young
- Banta Global Turnkey
- Cork Plastics
- North Eastern HB
- Conoco Phillips Ireland
- VHI
- IAWS
- Cork City Council
- eircom
- The Irish Times
- Irish Shell
- O2 Ireland
- Mid Western Regional Hospital
- Donegal County Enterprise Board
- Kerry Foods
- Novartis
- Friends First
- Cadbury

INTRODUCTION

Towards a Healthy Workforce is the theme of our 3rd OH&S Summit in which we will examine key issues and challenges facing OH&S policy-makers and practitioners in the coming years.

Issues such as the impact of the proposed Workplace Health and Wellbeing Strategy which is being developed by the Health & Safety Authority, the growing problem of mental ill health at work, the implications for OH&S of our ageing workforce and of course, the recently updated Safety, Health and Welfare at Work Act.

Following the positive feedback we received from delegates last year, we are continuing with a programme of workshops on key OH&S issues.

The Sunday Business Post and iQuest would like to thank our main sponsor, BUPA Ireland, for their contribution and support again this year.

CONFERENCE SUMMARY

Topics at OH&S 2006 include:

- Why we need a **national strategy for OH&S**
- **Mental health** at work - a business issue
- Employee assistance programmes and OH&S - an intergrated approach
- Our **ageing workforce** and its implications for OH&S policies and practices
- **Legislation:** Pitfalls in the new health and safety regime
- **CEO Panel** - hear our panel of CEO's give their perspective on OH&S
- Getting the **work-life balance** right
- **Case studies** on OH&S best practice

WORKSHOPS

- Business Results through Health & Safety
- What employers need to know about drug & alcohol screening in the workplace
- How healthy is your workforce? The case for a health promotion approach to workplace health
- Workplace bullying: What we now know



TOWARDS A HEALTHY WORKFORCE

FEEDBACK FROM LAST YEAR'S DELEGATES:

Based on delegate surveys

90%

of delegates rated the conference as very good or excellent.

92%

found the conference to be very informative.

89%

found it represented a good investment of time and money.

Here are some comments we received:

“

Well co-ordinated event with excellent facilities.

Very informative and thought provoking.

Good format with lectures and workshops.

Please keep it like this for 2006!

Really enjoyed the two days, very informative and very well organised.

”

KEYNOTE SPEAKERS



Professor Juhani Ilmarinen, Director, Life Course & Work theme, Finnish Institute of Occupational Health

Prof. Ilmarinen completed his PhD in 1978 in the University of Cologne, Germany. He is Director of a new theme Life Course & Work in FIOH. The aim of the theme in 2006-2010 is to create new social innovations on how to extend the working life.

Prof. Ilmarinen is Chair of the Ageing Committee of the International Ergonomics Association & Secretary of Ageing & Work Scientific Committee of The International Commission on Occupational Health.

Prof. Ilmarinen has been instrumental in the development of Finland's Work Ability programme which was developed to address the low level of employment among older workers. The dramatic results of the programme have seen governments from other European countries wanting to know more.



Padraig McManus, Chief Executive, ESB

Padraig was appointed Chief Executive and Member of the Board of ESB in July 2002. He joined ESB in 1973 and spent 15 years on the company's international businesses, later becoming Managing Director of ESB International and Commercial Director, ESB. He is a Board Member of the Irish Management Institute and Business in the Community



Ciaran O'Boyle, BSc, PhD, Dip Theol, AFBPS, ApsSI

Dr. O'Boyle is Head of School of Healthcare Management, Professor of Psychology, Chairman of the Department of Psychology and Vice Dean of the Faculty of Medicine & Health Sciences with particular responsibility for Strategy and Quality Assurance, at the Royal College of Surgeons in Ireland. He is also a member of the senior management team at RCSI.

His major academic interest is the application of the science of psychology to practical problems and he lectures extensively in Ireland and internationally. He has been a consultant psychologist to a range of public and private sector organisations. He has provided training for the World Health Organisation, contributes to management development training at the Irish Management Institute, the Smurfit Business School at UCD and IBEC. His major interests are in the fields of stress management, human factors, leadership and personal effectiveness, quality of working life and work-life balance.

PROGRAMME

Day 1 Monday 2nd October

8.00 Coffee & registration

Delegates are invited to beat the traffic by arriving early and having tea/coffee and pastries with colleagues courtesy of iQuest and The Sunday Business Post.



8.45 Chairman's opening address
Niall Devereux, Director of Finance and Development, BUPA Ireland

A NATIONAL STRATEGY FOR OH&S

The Health & Safety Authority is developing a national Workplace Health & Wellbeing Strategy which will clearly outline how the health and wellbeing of the Irish workforce will be protected and promoted.

9.00 OPENING ADDRESS - Why we need a national strategy for workplace health and wellbeing

A presentation on Ireland's proposed national strategy on health and wellbeing at work which is currently at the consultation stage and its future implications for OHS policies and practices. Mary Dorgan, who is managing this initiative at the HSA, explains why we need a national strategy.



Mary Dorgan, Assistant CEO, Health & Safety Authority

MENTAL HEALTH AT WORK

Mental ill health is common. A significant share of the population - studies suggest up to 27% - experience mental health problems. The most common mental disorders are anxiety and depression. By the year 2020, depression is expected to be the second most common cause of disability in the developed world.

9.35 Mental health at work - a business issue

- Impact of mental illness on companies
- Business drivers for adopting a mental health strategy
- Countering myths and fallacies - involving stakeholders
- Primary engagement, secondary intervention, tertiary restitution



- Moving on with dignity
 - Impact of mental wellbeing on companies
- Dr. Paul Litchfield, Chief Medical Officer, BT Group plc, UK**

10.10 Employee Assistance Programmes & Occupational Health- an integrated approach

Tony Urwin will discuss the key benefits and challenges of developing an integrated approach to rehabilitation in the workplace, and getting the most from an employee assistance programme (EAP) or workplace counselling service. Issues such as processes, boundaries, confidentiality and duty of care will be explored.



Tony Urwin, Clinical and Business Development Manager, BUPA Psychological Services, UK

10.50 Morning break & exhibition viewing

OH&S AND OLDER WORKERS

As our workforce ages and retirement ages start to rise, there will be a need for OH&S structures, policy and practices to take account of the different needs of older workers. This is currently a growing issue across Europe and is of concern to OH&S, public health and employment policy and practice.

11.20 INTERNATIONAL KEYNOTE: Growing grey productively - the challenge of workforce ageing

- Workforce ageing in the EU
- Concepts of age management
- Concepts of work ability and Employability
- Promotion of work ability during ageing
- Work-life quality and health of ageing workers in the EU
- Recommendations for the EU's ageing workforce



Professor Juhani Ilmarinen, Director, Finnish Institute of Occupational Health and Safety, Finland

LEGISLATION

Since the enactment of the Safety, Health & Welfare at Work Act 2005, which came into force a year ago, employers and OH&S practitioners have been asking questions about the various provisions of the Act.



11.55 New act. New duties: Pitfalls in the new health & safety regime

- Overview of 2005 act & regulations
 - Key changes introduced
 - How to ensure compliance
 - When the Inspector calls
- Niv O'Higgins, Partner, Projects Group, Arthur Cox**

12.30 PANEL DISCUSSION: Future issues and challenges in OH&S

Our panel discusses the issues raised this morning and the challenges and issues employers and OH&S professionals will be facing in the coming years. Delegates are encouraged to participate.

Panellists include:
Herbert Mulligan, Editor, Health & Safety Review
Tom O'Brien, Principal Psychologist, Eastern Vocational Enterprises Ltd

1.05 Lunch and exhibition viewing

sponsored by



William Fry
SOLICITORS

2.35 Welcome back from afternoon chair

OH&S - A CEO'S PERSPECTIVE

Our panel of forward-looking business leaders give their perspective on the importance of investing in OH&S. Recognising that their employees are their most valuable asset they take a proactive approach to workplace health and safety.

2.40 Safety First

Tommy Drumm, MD of one of Ireland's longest established building companies, has a clear philosophy on health and safety. He is committed to driving his company towards enhanced safety performance and has won awards and recognition for its safety efforts. Not only is health and safety top of the agenda for board meetings, the company has also introduced a number of innovations to raise the status of OH&S within the company.



Tommy Drumm, Managing Director, McInerney Homes

3.05 A proactive approach to occupational health

AOL is a world leader in interactive services with leading web brands, Internet technologies and e-commerce services. Ranked one of the best companies to work for in Ireland this year by the Great Places to Work Institute, AOL Technologies has a proactive approach to occupational health. MD Aengus McClean discusses the benefits of this policy in an organisation of 240 people, from the perspective of the employee and the company.

Aengus McClean, Vice President and Managing Director, AOL Technologies Ireland Ltd



3.30 Afternoon break

3.55 AFTERNOON KEYNOTE: ESB's journey to zero lost time injuries

Increasing rates of injuries at work through the mid-1990s led ESB to fundamentally review its approach to safety. A major safety improvement programme ensued, underpinned by the leadership and genuine commitment of the Chief Executive and his team of directors to an injury free work environment. ESB's CEO provides a perspective on the path undertaken by the company from a traveller intimately involved in this journey.

Padraig McManus, Chief Executive, ESB



THE CHALLENGE OF WORK-LIFE BALANCE

4.25 LOCKNOTE ADDRESS: Getting the Work-Life Balance Right

Recent research published by the Royal College of Surgeons in Ireland School of Healthcare Management and The Irish Management Institute indicates that managers' quality of life is often adversely affected by their work. Achieving good work-life balance is a top personal challenge for most. Dr. O'Boyle explores the challenge faced by today's organisations to optimise the quality of working life and to respond to the increasing demands from workers for better work-life balance.

Prof Ciaran O'Boyle, Professor of Psychology & Head of School of Healthcare Management, Royal College of Surgeons in Ireland



5.00 - 6.00pm Drinks Reception

iQuest and The Sunday Business Post would like to invite delegates and speakers to meet for refreshments to discuss the day's proceedings and network in a relaxed atmosphere.

Day 2 Tuesday 3rd October

8.15 Coffee and registration

Delegates are invited to beat the traffic by arriving early and having tea/coffee and pastries with colleagues courtesy of iQuest and The Sunday Business Post.

8.55 Chairman's welcome and opening remarks

9.00 Ministerial Address

Tony Killeen, Minister for Labour Affairs, Department of Enterprise, Trade and Employment



CASE STUDIES IN OH&S BEST PRACTICE

9.25 Excellence in Health & Safety - Pfizer, Ringaskiddy, Co. Cork

Pfizer Pharmaceuticals was awarded Voluntary Protection Programme (VPP) status by the HSA, which denotes the company as a model workplace with excellent health and safety management systems. Our presenters describe the programme and the best practices it recognises. They will also discuss the integration of health and safety with occupational health in the company.

Dr. Deirdre O'Reilly, Health and Safety Manager and Imelda Kiely, Chemist (Occupational Hygiene), Pfizer Ireland Pharmaceuticals

10.00 AEDs (Automated External Defibrillators) - Dublin City Council saving lives at work

Dublin City Council is the largest local authority in Ireland with 6,500 staff. Bruce Phillips has been instrumental in setting up the Health & Safety office in DCC and has worked on a wide range of important safety initiatives during his career there. He discusses the introduction of AEDs (a device that recognises life threatening heart rhythms) in Dublin City Council and the key elements of their AED programme.

Bruce Phillips, Corporate Health and Safety Manager, Dublin City Council



10.35 Morning break and exhibition viewing

WORKSHOPS

Choose between Workshop 1 & Workshop 2

11.05 Workshop 1

Workplace bullying: What we now know

- The psychology of workplace bullying - identifying the personalities who create havoc in the workplace
- Organisational best practice for preventing workplace bullying - making a "Dignity at Work" policy real and relevant
- Myths and misconceptions associated with workplace bullying
- Case studies of the responses to bullying by Irish organisations

Mark Harrold PhD, clinical psychologist, author, broadcaster and lecturer
Jacinta M. Kitt, M.St. Researcher/Lecturer, Organisational Advisor

11.05 Workshop 2

Business Results through Health & Safety

Want to improve your bottom line? This workshop will show you how, with a relatively small investment in workplace health and safety, your company can gain substantial returns on productivity, profits and customer satisfaction:

- How to develop a user friendly approach to risk assessment
- How to identify areas of high risk and put effective risk controls in place
- How to reduce accident potential thereby increasing productivity and profits
- How to achieve legal compliance

Dr. John Ryan, Commercial Director, Certification Europe



CASE STUDY:

Health & Safety delivering to the bottom line for Musgrave Cash and Carry

Learn how Musgrave Cash and Carry achieved substantial savings on their liability insurance premiums.

Mary Darlington, Health and Safety Executive, National Irish Safety Organisation

1.00 Lunch and exhibition viewing

Choose between Workshop 3 and Workshop 4

2.25 Workshop 3

How healthy is your workforce? A proactive approach to workplace health - the case for a health promotion approach

The workplace has been identified as a priority setting for health promotion. This workshop will explore the concept of health promotion and how OH&S professionals can adopt a health promotion approach in their work.

Margaret Hodgin's, Lecturer and Project Leader, Centre for Health Promotion Studies, NUI Galway



CASE STUDY:

Improving the quality of working life within the Health Service

In partnership with staff in the Midland Area, an action plan and programmes were introduced to address quality of working life related issues, such as dignity at work, stress management, communications, moving and handling, management development training and equality.

June Boulger, Project Manager, Quality of Working Life Programme, Health Services Executive, Dublin Mid-Leinster

2.25 Workshop 4

What employers need to know about drugs and alcohol screening in the workplace **Chair: John Mark O'Sullivan, Director of Business Development, Claymon Laboratories and Board Member, European Workplace Drug Testing Society**

Our harmful alcohol consumption and drug abuse has placed Ireland at the top of the European list of binge drinkers and addictive behaviours. Every day thousands of people who are abusing alcohol and drugs go to work thus making this a major issue for employers.

Pre-employment screening and drugs in the workplace
Dr. Tom Donnelly, Medical Officer, Civil Service Commission

Should there be alcohol screening in the workplace?

Rolande Anderson, Alcohol Project Director, Irish College of General Practitioners

The role of policy and intervention in addressing alcohol and drug abuse and misuse in the workplace

Gerard Bennett, General Manager, EPIC Programme Ireland Ltd

4.10 Workshops and summit ends

SPONSORSHIP OPPORTUNITIES

We have a number of promotional opportunities available that will increase your brand profile and generate business leads among decision makers attending this event.

For details contact Marion Wallace on 087 2461662 or marion.wallace@iquest.ie

BUPA Ireland Health @ Work

BUPA Ireland Health @ Work provides innovative and pro-active value added occupational health and employee support services tailored to the specific needs of individual companies. It seeks to influence and support organisations in compliance with legislation and to achieve a measurable reduction in loss attributable to ill health, particularly that which is work related. BUPA Ireland Health @ Work is also concerned with promoting the physical and psychological well being of the workforce through its health assessment and employee assistance programmes.

The main areas of focus for BUPA Ireland Health @ Work are:

- Improving the overall productivity of employees by promoting their health and well being in the workplace
- Reducing absenteeism
- Promoting and maintaining health at work through pre-employment health assessments, health surveillance, health screens, and rehabilitation
- Ensuring employers comply with legislative requirements

BUPA Ireland Health @ Work provide a range of services tailored to meet the individual needs of clients from an EAP service and online health assessments service through to full-time on-site OH nurses.

BUPA Ireland Health @ Work has offices in Dublin and Fermoy, Co Cork.





BUPA Ireland Health @ Work offers you:

- Pre employment health assessments
- Health Surveillance
- Employee Assistance Programmes
- On Site and On Line Health Assessment Services
- Health Promotion and Training Services
- On Site Occupational Health Advisors

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Building success through health

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Occupational Health & Safety **3RD ANNUAL**
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BOOKING FORM

(please photocopy if more than one registration)

First nameLast name.....Title.....

CompanyNature of Business.....

Address.....

Tel.....Mobile.....

Fax.....E-mail

Please fill in the delegate name below as you would like it to appear on the delegate badge.....

REGISTRATION FEES

Private sector and all other registrants

Early Bird - registration and payment before Friday 15th September

One day €440 + Vat €92.40 = €532.40

Two days €680 + Vat €142.80 = €822.80

Registration and payment after Friday 15th September

One day €480 + Vat €100.80 = €580.80

Two days €750 + Vat €157.50 = €907.50

Which day? First day Second day Both days

PAYMENT MUST BE RECEIVED BEFORE EVENT

SPECIAL DISCOUNTS

Send three or more delegates from the same organisation and save 10 per cent (before Vat) off the total registration fee

Cancellations and booking policies

Refunds are not available, but places are transferable once notice is given.

If you do not wish to receive information on other events organised by iQuest and The Sunday Business Post please tick here

METHOD OF PAYMENT

Payments by cheque made payable to The Sunday Business Post

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