

Sector Plan for health and safety:

UK Ports

Ports are the UK's predominant trade gateways, handling around 95% of all goods that enter and leave the UK. Ports provide each of us with many of our daily needs including importing half of our food. They enable UK industries to trade, such as through exporting 8 of every 10 UK made cars.

The ports sector directly contributes £7.6bn to the UK economy and directly employs over 100,000 people. Ports are often key drivers of coastal communities and provide vital landside hubs for the offshore industries, including oil, gas

and renewables sectors, fishing, cruise and marine recreation.

The sector is a highly productive foundation stone for the UK economy. On average it invests over £600m per year in infrastructure; focused on the long term. It continues to generate returns on this investment year on year. Jobs in the sector are 47% more productive than the UK average and often significantly better paid than local averages. Ports are a key to a 'global Britain' connecting manufacturers and consumers with the world.

Current position

The industry can be hazardous if risks are not controlled. 2017 saw 318 injuries of one or more days absence; including one fatality and 40 'specified' injuries.

The UK ports sector is well managed and has invested strongly in improving safety. Since 2000 reportable accidents have reduced by 59%.

Though the long-term accident trend is downward, rates have plateaued in recent years. Getting off this plateau needs continued effort in traditional safety and skills management, but also requires breaking new ground in the *Health and Safety Culture*, *Physical* and *Mental Health* domains across the industry.

There is clear understanding of safety performance within organisations and at national level. Individual companies may have similar understanding of their physical and mental health performance, but there is limited data at present for the whole industry. This needs to change so that an evidence-based sector strategy can be devised to help ports improve their own performance.

Port Skills & Safety (PSS) is the employer's safety organisation. It engages with government and unions to gain insight and combine regulator expectations and the aspirations of ports and unions into a single coherent industry strategy.

Outcomes and priorities

Port industry leaders have identified six sector priorities: *delivery partners*, particularly the HSE; *sharing information* to prevent accidents; *improving data* to target resources; getting off the *accident plateau*; more effective *health & safety culture* and PSS taking a *leadership* role.

- Produce ports occupational health report to benchmark sector position
- Produce ports workplace stress report and benchmark the sector
- Adopt industry standard leading indicators, research port H&S culture climate
- Identify and implement targeted campaign topics
- Review and audit skills policies and procedures



What the Sector and PSS will do to carry forward the Health and Safety agenda

PSS is central to evolving understanding, creating consensus and building a shared vision of future success. PSS objectives are to increase its influence, provide active leadership & engagement for UK Ports on new areas: **Culture**, **Physical** and **Mental Health** while strengthening and maintaining the **Skills** and **Safety** achievements of recent years. Existing services will continue, but there will also be new work to support the delivery of the five port **Sector Plan** targets.

The Sector Plan targets will enable the setting of future targets in 2019 and beyond. The Plan is modelled on HSE Sector and Health Priority Plans.

1	Health	Port Industry Target	PSS Target
		Individual organisations collate their own health data and begin reporting internally through 2019	Provide template/example format and support as needed. Conduct simple audit on % of organisations that are taking action.
2	Mental Health	Port Industry Target	PSS Target
		Individual organisations develop/ review own mental health/stress policy, conduct internal measurement and report internally through 2019	Deliver awareness programme including sources of info, resources available and templates. Conduct simple audit on % of organisations that are taking action.
3	H&S Culture	Port Industry Target	PSS Target
		Individual organisations review and collate their own leading indicators and begin reporting internally through 2019	Provide template/example format and support as needed. Conduct simple audit on % of organisations that are taking action. UK wide research on port health and safety culture/risk behaviour through joint project with Bath University. Interim findings 2019, culture tool 2020 and final report 2021.
4	Safety	Port Industry Target	PSS Target
		Set own individual organisation targets for H&S priorities/topic(s) for 2019.	Produce awareness/training materials for roll out to membership of campaign topics identified through industry performance data.
5	Skills	Port Industry Target	PSS Target
		Review/put into place skills policy and procedure(s) to ensure that all job roles have level of training needs analysis and that training is delivered to a recognised standard where an appropriate standard exists.	Provide template/example format and support as needed. Conduct simple audit on % of organisations that are taking action.