



# PORT SKILLS & SAFETY

IMPROVING STANDARDS THROUGH COLLABORATION

# Membership Pack 2025

Working together for safer ports  
and skilled port workers



[portskillsandsafety.co.uk](https://portskillsandsafety.co.uk)

An aerial photograph of a large container ship sailing on the ocean. The ship is viewed from above, showing its deck and the stacks of colorful shipping containers. The background is a dark teal color with a subtle wave pattern. In the top right corner, there are several vertical teal bars of varying heights. In the bottom left corner, there are several vertical white bars of varying heights.

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**As a membership organisation, the real value of PSS is only realised when members actively engage in meetings, working groups and discussions.**

**Stuart Wallace**  
PSS Board Chair

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# Foreword

## Stuart Wallace PSS Board Chair

**2024 has been a busy one for Port Skills and Safety, as it has for many of our members. As Chair of the Board, my personal highlights included the inaugural PSS Membership Awards, sponsored by the TT Club. I was delighted to present trophies to the winners voted for by members at the conference. Although there could only be three winners in the end, I am sure most members, like me, found all nine presentations highly valuable, along with the additional 40 entries showcased online.**



In the last 12 months, the PSS Board and I have been monitoring achievements against the objectives set when we launched the new branding and strategy at the membership conference in 2023.

The Board has been pressing the team at PSS to accelerate the achievement of these objectives. Those who attended the 2024 membership conference will have seen my presentation which shows that we exceeded expectations in many areas, especially ensuring skills sits firmly alongside safety in our priorities.

The combination of focus on skills and safety is vital. Whilst it is clear that encouraging our members to share safety data, incident and near miss learning, and best practice helps us to collaboratively improve port safety; it is ultimately the people – their skills, knowledge and commitment to a safety culture – that will make ports one of the safest places to work.

In 2025, the Board will be encouraging the team to move even further down the road on supporting improvements in safety culture across the sector. Plans for a port-specific safety culture survey and the ongoing work to develop multimedia versions of our Safety in Ports guidance means there will be even more resources available to members to use in their workplaces.

The drive to be data-led will see PSS use both safety and skills data to develop targeted resources and produce more thought leadership to inform a step change in safety. We will be looking to get more insight into the root causes of not just incidents and accidents but also near misses. As a sector, we should always ask ourselves how we can learn from these events. Therefore, I would like to once again urge every one of our members to engage in the incident dashboard and AI data projects, and also respond to requests for more data around skills. This will help us identify and address future needs more effectively.

As a membership organisation, the real value of PSS is only realised when members actively engage in meetings, working groups and discussions. Please visit the website regularly to take part in the Ask Members forum and download any new resources available.

Finally, I would like to thank my fellow board members for continuing to volunteer their time and expertise, the team for their continued hard work, and to all PSS members for their ongoing commitment to improving standards through collaboration.

## Improving Standards Through Collaboration

# Introduction

## Debbie Cavaldoro PSS Chief Executive

**As I reflect on 2024, I can't quite believe how fast the year went! One of the highlights for me was the launch of the PSS Membership Awards and the presentations from the finalists at our conference. The feedback was overwhelmingly positive and the awards will return in 2026.**



We also heard from Mark Gallagher of Formula 1 at our VIP dinner, and he really made us think about the way data can be used to improve safety performance, and this will be a key driver for us in 2025.

Alongside this, exciting new projects, guidance, and campaigns are set to launch throughout 2025, and this pack offers insight into some of them. Please stay connected with us via our [website](#) and [LinkedIn page](#) throughout the year.

Back in 2023, we launched a new set of five-year Key Performance Indicators (KPIs) for PSS and I am pleased to say that we have achieved so much since then that we have revised the KPIs. You can read more about the performance against these targets in the [strategy update](#) on our website and our revised objectives for the next three years are:

- Maintaining the Safety in Ports guidance as the industry-leading safety guidance.**
- Maintaining PSS as the benchmark for excellence for port skills.**
- Adopting a data-driven approach across all our activities.**
- Foster growth, collaboration, and knowledge-sharing with members to make ports safer.**

Further details on how we plan to achieve and measure against these objectives can be found on our website. We have also introduced new and revised strategies for our skills and safety remits which you can learn more about in this pack and online.

We will continue to improve standards through collaboration and as ever, the best way to maximise the value of your membership is to take part. Please attend our events and meetings as often as you can, visit the website to download resources and take part in the Ask Members forum, and sign up to bulletins and the monthly newsletter.

I am always pleased to receive feedback from our members so please get in touch if you would like to discuss any aspect of PSS work. Finally, my thanks to the PSS Board who continue to voluntarily give their time to PSS and to the PSS staff who consistently achieve a remarkable amount for such a small team.

**Together We Make Ports Safer**

# Mission Statement

**Port Skills and Safety Ltd is the professional safety and skills membership organisation for ports.**

**We work in collaboration with our members to promote best practice and innovation, develop guidance and services to drive continuous improvement in safety and ensure a highly skilled workforce.**

PSS's vision is to drive the port sector to become one of the safest places to work, with opportunities for individual growth and collective success.

We aim to drive positive change in skills and safety across the entire port sector.

## New members in 2024

**PSS was delighted to welcome 17 new members in 2024**

- Chrome Angel Solutions
- Doyle Shipping Group
- Dragados SA UK
- Drogheda Port Company
- Falmouth Cargo
- Ferguson Transport
- Hyde Park Environmental
- Inland & Coastal Marina Systems
- Peterhead Port Authority
- Peterson Energy Logistics
- Port of Ramsgate
- Remit Group
- Sea-Cargo Aberdeen
- Shape Associates
- Shirley Parsons
- The International Fire Training Centre
- Weston College

**In 2024, we also launched a new category of Community Membership to formally recognise our relationship with trade unions, charities and other associations. We welcomed eight organisations into this category:**

- Dry Bulk Terminals Group
- Merchant Navy Welfare Board
- Nautilus International
- RMT
- The Seafarers' Charity
- UK Harbour Masters' Association
- UK Marine Pilots' Association
- Unite the Union

# Member Benefits



PSS is core-funded through subscriptions and is open to all port-related organisations, including harbour authorities, conservancies, port and terminal operators, stevedoring companies, and port services suppliers.



## Improving Standards

PSS has a suite of Safety in Ports documents developed by the industry and in collaboration with the Health and Safety Executive and trade unions.



## Improving Skills

Contribute to the design and continuous improvement of port-specific qualifications, skills and standards helping to promote careers in ports.



## Incident Dashboard

Track your health and safety performance against national rates. Contribute to sector-wide learning on risk areas and operations.



## Safety Alerts

Share and receive safety alerts and bulletins from other members and the wider sector to learn lessons and avoid repeating incidents and near misses.



## Action Groups

Join the Port Skills Group and the Port Safety Group to share best practice and affect real change. Join working groups specialising in port operations and activities.



## Industry-Leading Events

Attend online and in-person seminars, webinars and conferences throughout the year to share best practice, innovation and resource development.



## Ask Members

The Ask Members forum allows members to ask questions about any area of port work and receive opinions, advice, and recommendations from the wider membership.



## Added Extras

Take advantage of a range of professional training courses, audit services, and discounts on services provided by other PSS members.



## Peer Partnerships

Benefit from collaborations with government, maritime organisations, trade unions, academics and international bodies.

# Membership Visits

Make the most of your membership

Book a regular catch up with the PSS team and always be ahead of the game.

Meeting our members at their sites and locations is vitally important to PSS and we offer a range of options to ensure you meet with the right team members to help you get the most out of your membership.

## CEO Visit

The Chief Executive can meet with your team to discuss how you can make the most of your membership and how PSS can support your organisation. Running through all the PSS services will help to ensure you and your team are fully engaged and benefiting from current and potential new services. There will also be a run-through the latest safety statistics and dashboards to understand how your organisation compares. Working together we can maximise the potential of your PSS membership.

## Safety / Skills Visit

Our Safety or Skills Lead can visit your location(s) for a deeper dive into our expert services and review your organisation's activities and needs. Focusing on either safety or skills over the course of a day, the visit will get into the detail of how your organisation is performing and make recommendations on how PSS can help support improvements.

## Safety Audit

For those members looking to make a step change in their approach to safety, PSS offers a full range of safety audits for a small additional charge. Audits are tailored to meet the needs of the organisation, ranging from a specific operation against our industry guidance, up to full safety management system review. Full details are included on page 12.

## Regular Catch-ups

Ensure you are always up to date with PSS activities and how PSS can support your organisation's ongoing activities with quarterly or half-yearly update meetings with the whole PSS team. These meetings take place online to ensure that all your team members can attend wherever they are based. Get in touch to arrange suitable dates.

A photograph of two workers in high-visibility vests and hard hats, viewed from behind. The worker on the left has a vest with 'SAFETY FIRST' and 'TEAM TOTAL' printed on it. The worker on the right has a vest with the 'PORT SKILLS & SAFETY' logo. The background shows an industrial port setting with a cloudy sky. The image is overlaid with a dark teal tint and decorative vertical bars in teal and white.

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Port Skills and Safety membership has proved invaluable considering the resources available to us, the ability to collaborate and drive alignment and consistency across our sector but most importantly from the skills, experience and passion that every PSS Team member exudes.

**Phil Smith**  
Group Health Safety and  
Environmental Manager  
RMS Ports Ltd

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A series of vertical white bars of varying heights and widths, located at the bottom left of the page.



# Health, Safety and Culture

PSS published its Health, Safety and Culture Strategy in July 2024. The strategy supports our vision to make the port sector one of the safest places to work, with zero fatalities and driven by data insights, innovation, and collaboration.

Continuous improvement through technology and knowledge-sharing is central to our journey. The strategy defines the direction for the next four years and is structured around four pillars:

- **Collaboration**
- **Resources**
- **Data**
- **Innovation**

## Collaboration

### Ask Members

The Ask Members service facilitates questions and feedback from members to members on a wide range of health and safety or port operation issues. Answers can be provided anonymously via email or discussed in more detail in the online forum or at Port Safety Group (PSG) meetings. In 2024, over 34 enquiries were submitted, with most receiving at least two responses.

### Port Safety Group (PSG)

A full programme of PSG meetings was held in 2024; two in-person and two online, with in-person meetings including a port tour from the host member to demonstrate safe working in operation. Many thanks to Poole Harbour Commissioners, Peel Ports, and Liverpool Cruise Terminal for hosting events in 2024. Dedicated working groups focus on revising SiP documents, and tackling emerging issues, such as electric vehicle safety. Working groups meet online and as breakout groups during PSG meetings.

## Resources

### Safety Alerts and Bulletins

Safety Alerts highlight accidents and incidents reported by our members, allowing the wider membership to learn from these experiences. PSS adds value by offering suggested considerations or actions members may wish to take in response to the alert. Safety Bulletins share information relating to new developments or changes in the industry and include considerations for members.

In 2024, PSS issued over 23 Safety Alerts and Bulletins to an average of 387 contacts. In 2025, we will be issuing alerts and bulletins via a mailing service which tracks open rates and engagement, this will enable us to measure the value of these services to members.

We have also introduced [Emergency Flash Cards](#) for members to improve their toolbox talks, interview tasks, planning, or test emergency response. The deck of playing card-sized flash cards introduce unique situations and promote interactive discussions by creating thousands of scenarios to challenge your team's emergency preparedness.

# Health, Safety and Culture

## Data

### Benchmarking dashboard

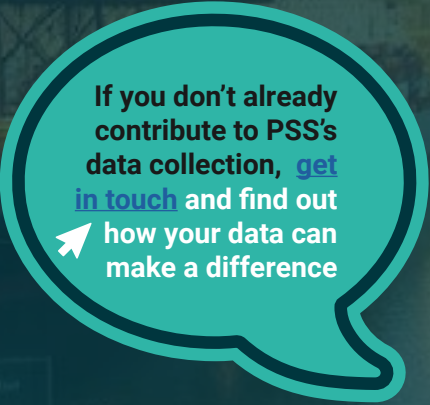
Harnessing data is vital for driving safety improvements; data is used by member ports for benchmarking and trend analysis, and by PSS to monitor sector-wide trends and identify potential focus areas. PSS collects monthly data from participating members, allowing them to benchmark their performance against other ports via a Power BI dashboard.

In recent years, the dashboard has developed from a basic summary of lost time injury data and work hours to a more detailed review of leading and lagging indicators. This has only been made possible thanks to the dedication of PSS members and has become a valuable tool for PSS and our members to review and compare incident levels across the port sector.

The annual data workshop reviews collection methods, the data provided and considers identified trends. Following feedback from the September 2024 workshop, PSS is working with contributing members to update the metrics tracked. We are also working with PSS member COMET to explore the potential to integrate AI into the dashboard. Following an initial trial in 2024, a second pilot project is planned for 2025, integrating investigation data with the potential to provide much richer insights into the root causes of incidents.

### Annual incident statistics

PSS continues to publish an annual industry report to offer insights into sector-wide performance and promote data-driven decision-making. The reports, available on the [PSS website](#), summarise data collected from contributing members over the past 12 months.



If you don't already contribute to PSS's data collection, [get in touch](#) and find out how your data can make a difference



PORT  
SKILLS  
SAFETY

# Safety in Ports Guidance

PSS is probably best known for producing the [Safety in Ports \(SiP\) guidance](#). Developed in conjunction with trade unions and the Health and Safety Executive, this guidance covers minimum standards and best practice for a range of port operations.

We are committed to remaining the primary source of health and safety guidance for the port sector, and to achieve this, all SiP documents will be updated by 2028, with ambitious targets to increase downloads. PSS will make these resources more relevant and useful for members by introducing videos and multimedia guides, quick reference guides and a self-assessment tool to help members measure their compliance.

✓	SiP000	Guidance Framework
✓	SiP001	Workplace Transport <i>Working Group review coming in 2025</i>
✓	SiP002	General Cargo <i>New version launching 2025</i>
✓	SiP003	Container Handling <i>New version launching 2025</i>
✓	SiP004	Timber Handling <i>New version launching 2025</i>
✓	SiP005	Mooring Operations
✓	SiP006	Bulk Liquids
✓	SiP007	Loading and Unloading of Dry Bulk Cargo
✓	SiP008	Storage of Dry Bulk Cargo
✓	SiP009	Lighting
✓	SiP010	Sto-Ro and Ro-Ro operations <i>Working Group review coming in 2025</i>
✓	SiP011	Sources of Occupational Health Information
✓	SiP012	Ro-Ro Passenger and Cruise Ops <i>Working Group review coming in 2025</i>
✓	SiP013	Management of Non-permanent Employees
✓	SiP014	Safe Access and Egress <i>Working Group review coming in 2025</i>
✓	SiP015	Confined Spaces
✓	SiP016	Emergency Planning <i>New version launching 2025</i>
✓	SiP017	Fitness for Work and Health Surveillance
✓	SiP018	Safety Induction and Training
✓	SiP020	Water Safety and Buoyancy Equipment
✓	SiP021	Access to Fishing Vessels and Small Craft
✓	SiP022	Biomass

# Port H&S Audit Service

PSS offers a 'friendly critic' health and safety audit service, designed to help ports understand how their health and safety performance aligns with legal requirements, sector guidance and their own operational requirements, and allowing them to benchmark against the wider port sector.

PSS auditors will conduct a thorough assessment of existing documentation and undertake onsite observations to identify those areas which require action, before any more serious issues arise. Unlike audits undertaken by certification bodies, the PSS audit also focuses on identifying areas of good practice, to ensure these are recognised and shared across the operation.

By using PSS auditors, ports can ensure that they meet not only minimum legal standards, but the highest levels of best practice identified in the Safety in Ports guidance. PSS auditors bring a wealth of knowledge in HSE management, acquired in port, offshore and other safety-critical industries, to ensure ports can minimise risks, protect their workforce, and maintain a positive reputation within the industry. Audit reports provide detailed recommendations for urgent and non-urgent action, as well as pointing to additional guidance or resources that support improvements.

As PSS is the professional safety and skills membership organisation for ports, the outcomes of audits also help to build an anonymised database of issues, best practice and recommendations which enable the entire sector to improve safety in a secure and confidential way – a unique service which only PSS and its commitment to collaboration can provide.

There are three audit standards:

- **Gold**
- **Silver**
- **Bronze**

Each standard comes with optional follow-up reviews of progress against audit actions, and annual scheduled check-ups.

## **Gold standard audit**

Measuring against international, national, and industry standards (e.g. ISO 45001, HSG65, ACOP, HSE guidance documents, SiPs). This audit includes one day of desk-based preparation, up to three days on site, and a final report and presentation of findings.

## **Silver standard audit**

Measuring compliance to safety management systems, industry standards, and company policies and procedures. This audit includes half a day of desk-based preparation, up to two days on site audit, and is concluded with a follow-up report of findings.

## **Bronze standard audit**

This audit comprises of the PSS auditor conducting a safety site tour / walk-about and includes half a day of preparation, one day on site and informal feedback (no written report).

Contact [info@portskillsandsafety.co.uk](mailto:info@portskillsandsafety.co.uk) or [visit our website](#) for more details.



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Over the years, PSS has worked extremely effectively with the members to prevent injuries and harm at work by establishing standards that are practicable and workable. PSS's stance, whilst member centred, has been uncompromising, when it comes to compliance and putting the safety of workers first.

There is nothing that PSS does that we would think as not value for money for us as members. We are happy to have been part of it for so many years and continue to be so in the future.

**Naveed Qamar**  
Head of Safety, Health, Environment, and Quality  
Port of Aberdeen

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# Fishing Port Safety

PSS has received a grant from The Seafarers' Charity to support UK fishing ports in improving the safety of fishers working in and around their ports.

This new project launches in early 2025 with a dedicated Fishing Port Safety Manager employed to be the voice of fishers in UK ports. It will include a review of the existing SiP guidance to ensure they recognise the unique operations undertaken in fishing ports. A new SiP focused on safe commercial fishing operations within ports will also be produced.

The project will take all the collaborative learning that PSS has and ensure that it encompasses the full range of port operations. The fishing port safety manager will be out and about visiting current members who have fishing operations and also working with non-members to build a base of fishing ports' best practices and share incident learnings.

While it is clear that fishing is one of the most dangerous sectors to work in, PSS believes that more can be done within ports to ensure that the same high standards for safety are applied to fishing operations as they would to any other port operation.

The Seafarers' Charity is financially supporting this project as part of their commitment to improving fishing safety. Previously, their funding support has focused on supporting fishers to improve safety onboard their fishing vessels. However, this new project expands the focus on safety to the wider work environment – the local fishing port or harbour where fishers depart and the catch is landed.

The charity believes the PSS fishing port safety project will become an important part of the jigsaw in improving fishing safety, as it broadens the responsibility for safety beyond the vessel and into the wider work environment.

PSS will be recruiting a part-time fishing port safety manager at the start of 2025 to run this project and members with fishing operations can join a specific working group.



# Skills, Careers and Diversity

At PSS, we believe that to deliver safer ports, the combination of focus on skills and safety is vital. Whilst it may be more evident that sharing safety data, learning, and best practice will make ports safer; it is ultimately people – their skills, knowledge and commitment to a safety culture – that will make ports one of the safest places to work.

Skills are essential to maintaining an adequate workforce, equipped to work safely and to adapt to evolving requirements through continuous developments. Ports must promote safety as the main driver for performance, and people as the main driver of safety.

Throughout 2024, the foundations for our skills work continued. The [skills strategy](#) was updated and revised into four key pillars that better reflected the work being requested by members:

- **Entry routes into ports**
- **Progression routes**
- **Current and future skills requirements**
- **Skills standards**

## Port Skills Group (PSkG)

In 2024, quarterly PSkG meetings took place, two online and two in-person hosted by SeaBot Maritime in Southampton and Forth Ports in Grangemouth. Discussions included sector training requirements, skills mapping, learning management systems and the energy transition.

## Progression Routes

The development of a [career pathway map](#) began in 2024 and work will continue with input from the Pathway to Ports working group. Each port role will be defined with details of typical entry requirements, qualifications, training and progression routes for each role.

The PSS website now includes a [training list](#) detailing all courses and apprenticeships provided by PSS members to support members looking for training courses which are relevant to port workers and use port-related case studies. This list is updated every two months.



# Skills, Careers and Diversity

**\*Coming in 2025\***  
Check out our website for more skills resources including graduate programmes, internships and a mentoring scheme

## Entry Routes into Ports

The [PSS website](#) has become a hub of information for member organisations to find out more about skills initiatives including T Levels, industry placements, skills boot-camps and Higher Technical Qualifications (HTQs).

Across 2024, we showcased apprentices and opportunities in the port sector, with particular focus during National Apprenticeship Week, National Careers Week, Scottish Apprenticeship Week, Scottish Careers Week and Green Careers Week.

In conjunction with members, stakeholders and the Institute for Apprenticeships and Technical Education, the revision of the [Port Operative level 2 apprenticeship](#) standard was finalised, with the updated version having launched in July 2024. This apprenticeship can now be used by a more diverse range of ports, and provides an improved apprentice assessment experience. The review of the Port Marine Operations Officer level 4 apprenticeship has begun and is scheduled for completion by the summer of 2025, in time for the next apprentice intake.

The [Apprentice Platform](#) is in its second year and is used by an increasing number of port apprentices and apprentice line managers. It contains guides, resources and events covering a range of topics to support apprentice off-the-job training.

## Current and Future Skills Requirements

PSS collects annual data on port-specific qualifications and apprenticeships, as well as information on the wider make up of the workforce. This data is used to understand future skills needs and where any shortages may be in the future. However, receiving data on the workforce has remained a challenge and we continue to encourage members to provide details on skills, competencies and jobs within each workplace to derive a more accurate sector-wide view.

In 2024, the PSkG began working on a review of the new skills which will be required by ports to meet the development of the renewables sector in the UK. Work around the skills needs and identifying any potential skills gap will continue through 2025.

## Skills standards

National Occupational Standards (NOS) are used by employers and training providers for developing knowledge and skills. They can be used to create vocational qualifications, devise job descriptions, measure workplace competence, and produce training materials. PSS continues to be the standard-setter for port skills and leads on reviewing port sector NOS to ensure they remain relevant as operations and technology change.

In 2023, the [PSS competency management system document](#) was launched and in 2024, three subgroups for operations, engineering and marine were established. Each subgroup identified the main safety critical tasks for those work areas and drafted competency assessments. A small set of example competency assessments have been produced and will be launched in 2025. Going forward, this work will also be aligned with the port operations categorised in the PSS SiP guidance and be used as a basis to create a framework of behaviours in the future.



# Campaigns and Events

To find a full list of 2025 campaigns and events visit the website or sign up to the newsletter

PSS runs a number of [campaign weeks](#) and events each year to facilitate networking and draw attention to specific areas of ports skills or safety, arising from member discussions.

## Mental Health in Ports

The Mental Health in Ports campaign promotes the significance of mental wellbeing as part of workplace health and safety. In 2024, the campaign week focused on four key mental health challenges: [addiction](#), [bereavement](#), [depression](#), and [stress](#), as well as also highlighting the importance of [supporting others during tough times](#). Resources and personal stories were shared to foster understanding and encourage open conversations across the port industry.

Every year, a central part of the campaign is the Ports Happiness Survey, which captures insights into how port workers felt about their mental health, workplace safety, and overall job satisfaction. These findings measure changes year-on-year to guide future initiatives and enhance wellbeing in the sector.

## Maritime Safety Week

UK Maritime Safety Week (MSW) takes place in the first week of July across the UK's maritime industry. In 2024, PSS held our third annual members' conference in London during MSW as well as highlighting safety achievements across the sector over the week.

At the 2024 conference, we held the first PSS Membership Awards, with members nominating their workplace campaigns in three categories: best safety moment, best skills initiative and best members' collaboration. The finalists presented at the conference and shared their campaigns with members who then voted for their favourites in each category. All nominations were highlighted on our website across the month.

The PSS Membership Awards will return in 2026, whilst the 2025 conference will be focused on discussions and presentations around the theme of [A Safer Tomorrow](#).



# 2024 campaigns

## Lithium-ion and EV awareness

In 2024, PSS ran a two-week campaign focused on lithium-ion batteries and Electric Vehicles (EV), following concerns from members that they were increasingly in use in ports but that little was understood about their unique safety risks.

PSS released a series of articles on [EV and lithium-ion batteries](#), covering everything from the likelihood of thermal runaway to specialised firefighting equipment, and advice on training needs. On Thursday 17 October 2024, we joined with the UK Chamber of Shipping to host an Electric Vehicle Maritime Safety Conference. The event featured expert insights from keynote speakers covering academia, research and development, the fire service, and government. Panel discussions added insight into the specific needs of the maritime industry.

## Port to Haulier Communications

The final campaign of 2024, focused on improving safety and operational efficiency through better collaboration between ports and hauliers. The [campaign explored](#) various strategies, including the use of clear, concise visual communication like pictograms and multilingual materials to address the diverse linguistic backgrounds of drivers. Digital tools, such as mobile applications, were highlighted for providing real-time updates on navigation and safety.

The initiative also emphasised practical measures like video walk-throughs from the driver's perspective and the importance of maintaining clear and accessible port infrastructure. Safety protocols were strengthened through regular feedback, ongoing reviews, and engagement with hauliers to address evolving challenges, such as congestion and regulatory compliance.

Resources shared during the campaign week included specific guidance on workplace transport, Ro-Ro operations, and digital solutions.

In 2025, we will again run four campaigns throughout the year. The Mental Health in Ports and Maritime Safety Week campaigns will return, along with one focused on the bi-annual London International Shipping Week and a final one based on a relevant emerging issue.



To find a full list of 2025 campaigns and events visit the [website](#) or sign up to the [newsletter](#)

# 2024 events

## VIP Dinner

In June 2024, we hosted a dinner in London for port leaders to explore the role of data in enhancing safety. Keynote speaker Mark Gallagher, a Formula 1 expert, shared how data transformed F1 safety, reducing fatalities to zero through analysis, simulations, and a culture of accountability. He emphasised that safety must remain a priority, alongside efforts to improve diversity and communication. Mark Rushton from Comet highlighted AI's potential to identify incident causes in the port sector and urged for better reporting.

## Data Meeting

In September 2024, the annual data meeting followed up this call to look at how the PSS dashboard, better investigation data and new technology could transform PSS's current incident data analysis. PSS hopes to expand the number of members and wider stakeholders sharing data, to improve root cause analysis and gain a better understanding of sector-wide issues and solutions. **In 2025, the data meeting will be held in September to continue with the groups ongoing work to improve data collection and prevent incidents through the use of the information received.**

## Port Safety Group

The Port Safety Group (PSG) allows members to connect, share best practice, learn from topical presentations and influence PSS work through the objectives set out in the safety strategy. The group meets four times per year, twice in person and twice online, with an agenda comprised of guest speakers, discussion sessions and break-out groups. In-person meetings allow members to better network with their peers to share issues and solutions, and are usually accompanied by a port tour from the host member to demonstrate safe working in operation. Online meetings enable a wider range of members to take part and keep abreast of developments, without the need to spend longer away from their business. **In 2025, in-person meetings will be held in March, hosted by Belfast Harbour Commissioners, and September, hosted by Port of London Authority.**

## Port Skills Group

The Port Skills Group (PSkG) brings together representatives from learning and development, HR and training roles to connect, learn and influence the work of PSS through the objectives set out in the skills strategy. These meetings encourage attendees to network and share ideas and best practice around port skills. They also share data and information to allow PSS to understand potential future skills needs. **In 2025, in-person meetings will be held in May, hosted by Port of Blyth, and November, hosted by Port of London Authority.**

## Innovation in Ports

Every year, PSS brings together industry leaders, technology experts, and forward-thinking professionals to explore the art of the possible for port safety and skills development. Attendees share insights into innovations already implemented, both in ports and related sectors; how to harness emerging technologies, and innovative ways of up-skilling and re-skilling port works to meet new challenges. **In 2025, the Innovation in Ports meeting takes place on 05 March, hosted by Belfast Harbour Commissioners.**

# Training Courses

PSS provides a range of professional training courses for members, with discounted rates and content designed to specifically address the needs of the port sector.

## Explosive Security Officers (ESO) course

This one-day course is aimed at managing the risk of explosives in ports and also highlights the dangers of cargoes that are not classified as explosives but can have a volatile and explosive nature under certain circumstances. It is suitable for: Explosive security officers / those with ESO responsibilities / those responsible for ESOs. This course is a collaboration between PSS, the Health and Safety Executive and the Ministry of Defence and takes place on site at the Cranfield Ordinance Test & Evaluation Centre (COTEC) in Wiltshire.

**Outline of topics:** Dangerous Goods in Harbour Areas Regulations 2016 (DGHAR) | Technology of explosives | ESO responsibilities | Explosives licensing | Explosive materials

## Incident Investigators Toolkit

This two-day IOSH-certified course is designed for port workers who undertake any aspect of incident investigation and analysis. The course is built around an operational scenario to facilitate a variety of inputs and practical exercises that cumulatively deliver a highly realistic investigative experience. The course is a collaboration between PSS and member COMET and takes place in London and Aberdeen or can be held at member's location if there is sufficient interest.

**Outline of topics:** Significant investigation data grid | Scene management | Equipment | Personnel profiles | Documents | Change evaluation | Barrier evaluation | Witness interviews

## Introduction to Safety Culture

This is a one-day interactive workshop designed for individuals in the port industry who aim to foster a positive safety culture in their workplace. Participants will explore key themes such as psychological safety, risk management, and effective interventions in challenging situations. The course includes practical scenarios, case studies, and real-world activities tailored to port environments. The course is a collaboration between PSS and member COMET and can take place in London, Aberdeen, online, or at member's location if there is sufficient interest.

**Outline of topics:** Psychological safety | Intervention | The impact of getting it wrong

# Training Courses

## Introduction to Supervision and Leadership

In this one-day interactive workshop participants will explore the distinctions between supervision and management, enhance their communication and feedback techniques, and learn effective delegation and motivational strategies. The course also focuses on identifying and developing individual leadership preferences, using case studies and practical challenges tailored to the industry. The course is a collaboration between PSS and member COMET and can take place in London, Aberdeen, online, or at member's location if there is sufficient interest.

**Outline of topics:** Difference between supervision and management | Communication and feedback | Delegation and motivation | Leadership preferences

## Managing Safely in Ports

This four-day IOSH-certified course is aimed at managers or supervisors of shore-side port operations. It is designed to equip managers with the relevant knowledge and practical skills to manage safety in operational areas of ports. This course is a collaboration between PSS and member Associated British Ports and takes place in London, Hull, or can be held at member's location if there is sufficient interest.

**Outline of topics:** Active health and safety monitoring techniques | Common workplace hazards and control methods | Environmental protection | Effective safety management systems and processes | Legal requirements of safety management | Risk assessment process

Full details, including dates, costs, and terms and conditions can be found in the [training section of the PSS website](#).



# Unique benefits for PSS members from COMET

## Solutions tailored to **your port's unique challenges**

PSS member COMET have developed a suite of options to help members perform first class investigations and root cause analysis. Together they can create great safety leadership and culture capability across the port sector.



### COMET incident investigation software and training

Delivering a process and methodology to deliver both investigative rigour and proportion to the management of everything from low-level slips and trips to more significant incidents and non-conformances.

As a PSS member, you'll gain free access to COMET's Incident Investigation and Root Cause Analysis software.



### HSE culture assessments

A proven deep dive approach to establishing the strengths and opportunities for improvement in a port safety culture. This qualitative approach delivers not only findings but also recommendations for taking site safety culture to the next level.



### Behavioural training programmes

Practical port-focused options that include supervisory leadership development and safety culture training. Courses are practical, and action-focused – designed to make the jump between learning and real-life application as small as possible.

COMET is offering PSS members the opportunity to harness the volume, quality and usefulness of the data and insights that the suite of offerings create. Each contributing element creates data that can be managed into actionable intelligence, allowing PSS members and our members to gain greater insights creating greater intellectual value. In turn this can direct efforts to make ports one of the safest places to work.



Software



Training



Health Checks



AI dashboard

To find out more visit the [PSS](#) or [COMET](#) websites.





“

The IOSH Incident Investigators Toolkit Training Course that I attended was excellent. Genuinely one of the most interesting and engaging courses I have done.

It was full of excellent practical advice and techniques that will be useful in the real world.

**Stuart Wadley**  
HSEQ Manager/PFSO  
Lerwick Port Authority

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# PSS Board and Staff

The PSS board fulfils the statutory duties of Port Skills and Safety Limited and ensures that the work of the secretariat meets members' expectations. Each board member is a Board Champion for a specific area of PSS's work.

## PSS Board



**Stuart Wallace**  
Forth Ports Ltd  
Chair



**Eddie Scoggins**  
Independent  
Vice Chair



**Debbie Cavaldoro**  
Port Skills and Safety  
CEO



**Neil Glendinning**  
Independent



**Angela Jeffrey**  
Port of London Authority  
Treasurer



**Helen Kelly**  
Nautilus International



**Martin Lawlor**  
Port of Blyth



**Mark Rushton**  
COMET



**Mike Sellers**  
Portsmouth International Port



**Neal Armstrong**  
PD Ports

## PSS Staff



**Jen Maddison**  
Health, Safety and Culture Lead



**Angela Ward**  
Skills, Careers and Diversity Lead



**Rhiannon Harty**  
Office and Events Manager



**Umayya Rahman**  
Safety, Health and Environment  
Technician Apprentice



# Membership

## Be part of making ports safer



### Full members

Typically ports, terminal or port labour supply organisations.



### Training providers

Training providers who offer learning and development to the port sector.



### Affiliates

International ports and UK organisations who do not operate solely within the port sector.



### Community

Charity, public sector or non-profit organisations supporting the port sector.

Subscriptions run from 01 January to 31 December. All subscribers are provided with the following **core services** relating specifically to the port industry. Full members also benefit from a range of working groups and data sharing.



Regular information on a wide range of topics including regulatory developments, industry guidance, health and safety performance metrics, skills and standards.



Free attendance at our Port Skills and Safety Members' Conference, Port Skills Group and Port Safety Group meetings, conferences and ad-hoc events.



Exclusive discounts on port-specific training courses and events.



Take part in discussions, share advice and be on the cutting-edge of industry developments by being part of a growing and prestigious community.

# Fees

## 2025 membership fees

Subscriptions are based on the number of employees, excluding seafarers.

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**Full membership (organisations up to 35 employees): £1,135.50**

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**Full membership (organisations with more than 35 employees): £32.50 per employee**

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**Training providers: £750**

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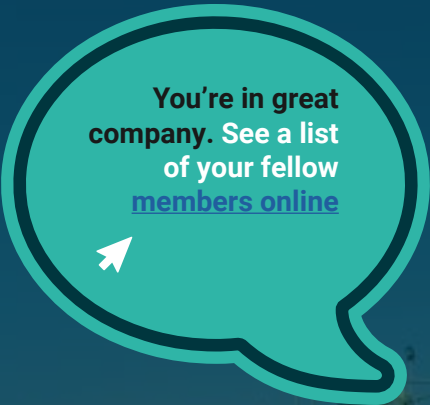
**Affiliate members : £1,135**

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**Community membership: Price on application**

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The subscription year runs from 01 January to 31 December and subscriptions are pro-rata for new members joining part-way through the year. Fees above are exclusive of VAT. Full terms and conditions of membership can be found [online](#).



You're in great company. See a list of your fellow [members online](#)



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**IMPROVING STANDARDS THROUGH COLLABORATION**