

ITF DOCKERS' SECTION

HEALTH AND SAFETY CHARTER



PRINCIPLES FOR A MODERN, SAFE PORT

Fundamental employer health and safety responsibilities

1. Employer compliance with national regulatory standards

All employers at the port must adopt and comply with all appropriate national regulatory standards for workplace health and safety in all port operations. These must include those protecting the welfare, wellbeing and equal treatment of workers as well as co-operating with the appropriate state regulatory authority to ensure that there is adequate regulatory oversight of compliance with these standards. The employer should make a copy of the applicable standards available to employees in each workplace.

2. Employer committed to participatory approaches to OSH

Employers should publicly commit to health and safety leadership and participative approaches to OSH management and this commitment should be set out in the safety policy or strategy of their organisation.

3. Recognition of Trade Union Health and Safety Representatives

Employers at the port must provide Health and Safety Representatives, workers and their organisations inside and outside the workplace with adequate means to represent their interests. They must also consult regularly with and encourage workers to make representations on matters that affect their health and safety. Workers' selection of Health and Safety Representatives must be independent of the influence of the employer.

4. Trade union support on training and information

The employer must ensure that Health and Safety Representatives have adequate time allocated with full pay to conduct their activities and receive sufficient training to do so. Trade Unions should fully support Health and Safety Representatives with such training and information to encourage them to become 'knowledge activists'.

5. Functional and consultative structures and committees

Employers and workplace organisations should establish joint structures for consultation on health and safety. Establishment and full participation of workers representatives in health and safety committees is one way to do this. A formal constitution should be

established to set out the composition and role of the Health and Safety Committee which should meet regularly and have sufficient time to ensure full discussion of all business. The agreed minutes from the meetings must also be made available to all workers.

6. Contractor labour

It is essential that all contract labour is fully trained and consulted on the employer's workplace health and safety Policy and Procedures and given the opportunity to join a workplace organisation and joint health and safety committees. Systems should be in place to ensure this.

7. Employer OSH Training

All workers should be fully trained on their workplace Health and Safety Policy and Procedures including induction training and regular refresher training for all of their duties. All workers should be made aware of who their Health and Safety Representative is and what their role is. Records should be kept of all training received.

8. Equal treatment for all workers

Employers should adopt an inclusive, integrated and gender-responsive approach to all aspects of occupational health and safety. Accordingly, the employer should ensure that there are separate, private and secure facilities and amenities for all women and men in the workplace including toilets, changing facilities and rest areas. Protective equipment and clothing for women and men should be of the correct size and fit for purpose and appropriate for the task. Women workers must be given the same opportunities as men to be selected and receive training on all aspects of port work.

9. A workplace free of violence and harassment

The employer must recognise the right of everyone to a workplace free from violence and harassment, including gender-based violence and harassment, and in consultation with workers and their organisations adopt and implement a workplace policy on violence and harassment.

10. Supervision

Port Supervisors shall be given specific training to ensure employee safety and there should be adequate supervision at the workplace to ensure the health and safety of all workers, employees, contractors and crew especially where there is a need for interaction between any of these groups.

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SPEAK UP, STAND UP, GO HOME SAFE

Your rights as a workplace health and safety representative

Workers' health and safety representatives, committees, and *joint* health and safety committees should:

1. Be given **adequate information** on health and safety matters, enabled to examine factors affecting safety and health, and encouraged to propose measures on the subject.
2. Have the **necessary access and facilities to conduct investigations** concerning safety and health at the workplace, including those arising from the complaints of workers.
3. **Be consulted** when major **new health and safety measures** are envisaged and before they are implemented and seek to obtain the support of the workers for such measures.
4. **Be consulted in planning changes and alterations of work processes**, work content or organisation of work, which may have health or safety implications for the workers.
5. Be given **protection from dismissal** and other measures prejudicial to them while exercising their functions in the field of occupational health and safety as workers representatives or as members of health and safety committees.
6. Be able to **contribute to the decision-making process** at the level of the undertaking regarding matters of health and safety.
7. Have **access to all parts of the workplace** and be able to **communicate with the workers on health and safety matters** during working hours at the workplace.
8. Be free to **contact labour inspectors**.
9. Be able to **contribute to negotiations** in the undertaking on occupational health and safety matters.
10. Have reasonable **time during paid working hours** to exercise their health and safety functions and to receive training related to these functions.
11. **Be consulted on the choice of specialists** to advise on particular health and safety problems and have recourse to the use of their own choice of specialists where they are required.

Take action on health and safety

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About the ITF

The International Transport Workers' Federation (ITF) is a democratic, affiliated federation recognised as the world's leading transport authority. We fight passionately to improve working lives; connecting trade unions from 147 countries to secure rights, equality and justice for their members. We are the voice for nearly 20 million working women and men in the transport industry across the world – including over half a million dockers.

