

PORT SKILLS & SAFETY

IMPROVING STANDARDS THROUGH COLLABORATION



**PSS Strategic Plan
2023 to 2028**



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.

Straplines

Ports Skills and Safety Ltd (PSS)

- Improving standards through collaboration
- Promoting best practice, driving innovation, developing guidance and services
- Working collaboratively for safer ports and skilled port workers

Values

PSS is a membership association and these six values guide the organisation and its staff.

Work collaboratively – we work hand in hand with our members to enhance skills and safety standards.

Promote Excellence – we strive for excellence in service delivery, and in relationships with and between our members.

Engender Trust – we believe that trust is at the heart of working together to create a safe, inclusive, and progressive culture in ports.

Encourage Respect – we promote a no blame culture in order to share lessons from incidents and produce guidance to avoid repeating them.

Being Supportive – we facilitate best practice, by driving collaboration between members and enabling them to develop their organisations.

Inspire Innovation – we support innovation for continuous improvement in port skills and safety.

Vision

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

PSS aims to drive positive change in skills and safety across the entire port sector.

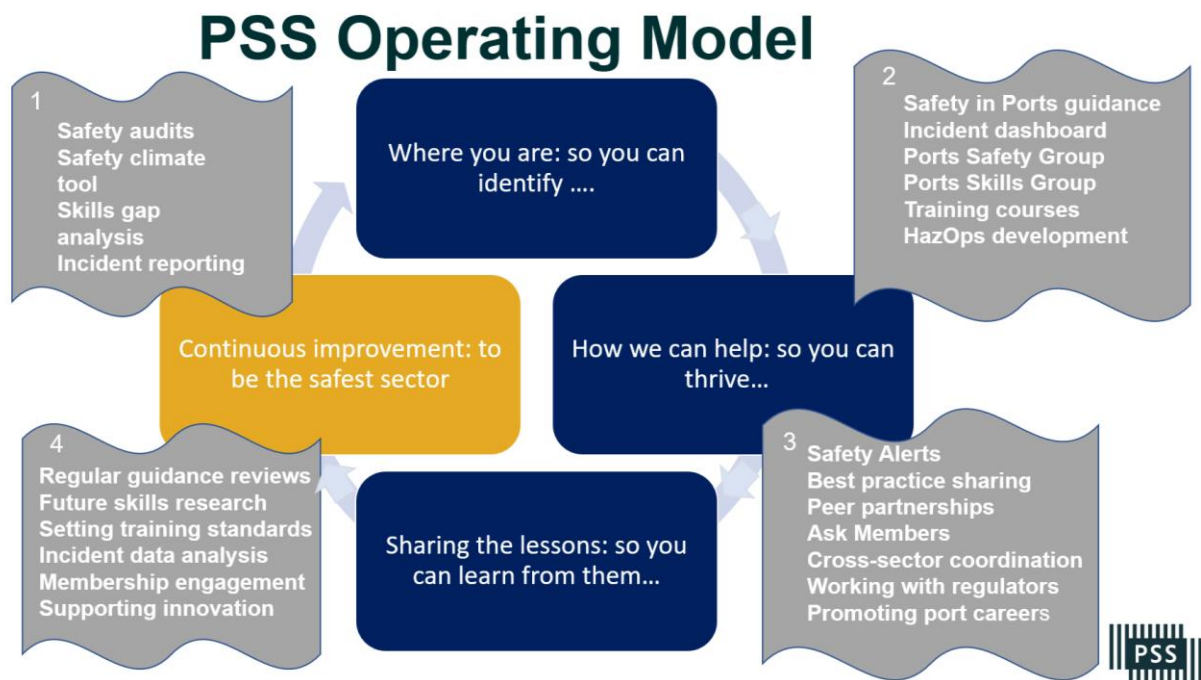
Governance

PSS is a company limited by guarantee without share capital. It is a membership organisation with over 100 ports, port service providers and training organisations in membership. PSS is jointly owned by the British Ports Association and UK Major Ports Group with Articles of Understanding and an independent board appointed to ensure good governance and direct the day-to-day work of the organisation.

Operating Model

The PSS Operating Model is designed to show that by utilising all the services PSS offers to its members, UK ports can stay on the path of continuous improvement. Our goal is to make the UK's Ports sector one of the safest sectors for workers. The majority of these services are already available to members, and others are due to be developed over the next five years.

Safety and skills audits and safety climate tools help members to understand and test their resilience. Meetings, networks and the incident dashboard allow members to benchmark their processes and incident levels against other members. Sharing best practice, incidents and near misses, cross-sector networking and training courses, ensure members continuously improve. The guidance review process, research projects and incident data analysis enable PSS to provide members with the tools to plan for the future.



PSS Key Performance Indicators

The PSS Board has set tough five-year targets, designed to stretch the organisation and ensure that continual development is at the heart of its internal structures as well as its operating model for members. They are designed to be SMART targets to show clear improvements across their lifecycle. They will be reviewed annually with stretch targets introduced where necessary.

These targets will be supported by specific Skills, Safety and Membership team plans and personal objectives.

Improve UK Port Safety Guidance



Bring all existing Safety in Port (SiP) documents up to best practice industry standards by 2028. At least four SiPs will be reviewed per year, with existing SiPs updated by 2028.

Increase awareness of SiPs guidance by increasing website downloads of guidance by 35 per cent from 2023 levels by 2028.

Increase UK Port Skills Engagement



Deliver a 25 per cent increase in participation from members on skills projects, including the Skill Group, from 2023 levels by 2028. Fulfil the objectives laid out in the five-year skills strategy.

Research and deliver a suite of information detailing port-related jobs, careers opportunities, training requirements, qualification routes and competencies by 2028.

Improve UK Port Safety Statistics



Zero incidences of fatal industry accidents among membership, where SiPs guidance is adhered to.

Increase the number of full port members contributing to the incident safety dashboard to a minimum of 75 per cent for full members by 2028.

Improve Membership Value Proposition



Facilitate full communications with, and between members, by sharing all alerts and bulletins within three working days, hold one all-member conference per year, and at least eight safety or skills meetings per year.

Increase membership by 15 per cent of income from 2022 within five years and introduce at least four new tools to help members continuously improve their safety statistic.