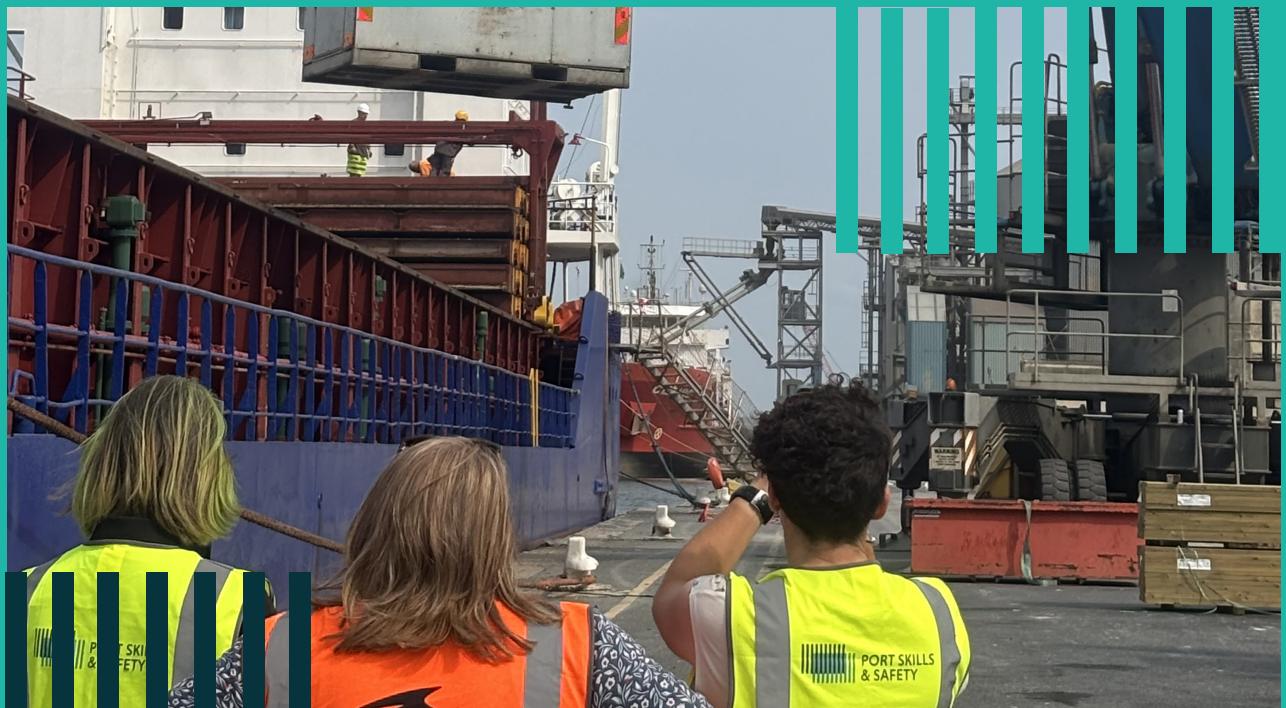




# Membership Pack 2026

Working together for safer ports  
and skilled port workers



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



“

**We see our PSS membership as more than just a title – it's an opportunity to strengthen our company's growth, credibility, and connections.**

**Ryan Jackson**  
Group Head of SHEQ,  
Portico Shipping

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# Foreword

## Stuart Wallace Chair, Port Skills and Safety Ltd

In the last 12 months, the PSS Board and I have continued to monitor the organisation's progress and ensure that the management team remains firmly guided by evidence when shaping PSS's strategic direction. This annual report once again demonstrates the breadth and depth of support available to members, and I encourage all of you to make full use of the opportunities it presents.

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.



Throughout 2025, PSS has led sector-wide discussions on what a Safer Tomorrow should look like for ports, and how we can collectively move towards becoming a sector recognised for safety excellence.

It is evident how strongly this campaign has influenced the organisation's work. We have seen a decisive shift towards learning from positive reporting, embedding competency as the bedrock of culture, and ensuring that PSS is positioned at the forefront of innovation to address the root causes of incidents.

A particular highlight for me this year has been reading the thought pieces from fellow CEOs on their own visions of a safer tomorrow. In that spirit, I would like to share my reflections on the questions the campaign has posed.

### What does a 'safe port' look like?

At its core, a safe port is one where everyone goes home safely at the end of their shift. Whether we speak of 'zero harm' or 'acceptable risk', the principle remains the same: we have a duty to learn from today so that we can be safer tomorrow; improving skills in the sector to ensure safety is delivered. And safety must extend beyond physical wellbeing. Psychological safety, trust, and respect are just as essential. We should be moving towards workplaces that encourage open, blame-free reporting, do not tolerate bullying or discrimination, and give everyone the conditions to succeed.



# A Safer Tomorrow

## Stuart Wallace, Chair, Port Skills and Safety

### Are there working practices we should be moving away from?

No port leader wants unsafe practices on their site, and where clear risks exist, most of us are already working to eliminate them. After 23 years at Forth Ports, it is clear to me that the sector has made real progress. Effective PPE, “stop the job” authority, improved activity planning, and shared responsibility for safety are now embedded. One of the biggest opportunities is to understand how technology can drive the next leap forward.

Our data tells us that container operations and quaysides are where incidents and accidents are most likely to occur, and that working at height or inside holds presents higher risks. Technology can help us reduce or even remove these risks. It can also improve the way we train our people to recognise, understand, and mitigate hazards. To achieve this, we need to work alongside innovators and technology companies to explore the art of the possible.

### Do we need different people to create a safer tomorrow?

People are the foundation of any safe port, and everyone must have the skills and support to work safely. Diversity in all its forms strengthens performance – and there is clear evidence that more diverse teams are safer, more innovative, and more efficient. But this is not about replacing the experienced and competent workforce we have today; it is about bringing them with us as we evolve. Passing on knowledge and experience are critical to maintaining and developing skills.

Culture underpins safety, and culture is created by people. Change is rarely comfortable, but when it is grounded in the right values, supported properly, and focused on creating better outcomes, everyone benefits.

### What can CEOs and senior leaders do to make a difference?

While every individual contributes to organisational culture, leaders set its direction. That responsibility demands more than statements – it requires the investment of time, resources, and attention.

Visible, felt leadership makes ports safer. Leaders who step onto the quayside, observe what is happening, and understand why people work as they do, are better placed to drive meaningful change. We must ask the uncomfortable questions, listen carefully to the answers, and act on them.

We should not only seek to understand why things go wrong, but also why they go right. A great deal can be learned from a good day. And when we learn something important – positive or negative – we must share it with PSS, so the whole sector benefits and moves forward together.

Together We Make Ports Safer

# Introduction

## Debbie Cavaldoro PSS Chief Executive

In 2025, PSS adopted the theme of A Safer Tomorrow and across the port sector, strong company culture emerged as the overriding outcome for the future. In 2026 we will support members in improving their company culture and encouraging everyone to continue this journey. Whilst the campaign has drawn to a natural close, I urge everyone to read the [thought leadership pieces](#) that were published across the year, as they provide an insight into how change happens.



The PSS team continued to work towards our four main KPIs and 2025 saw four revised and updated [Safety in Ports guidance documents](#) launched. There were [eleven new skills resources](#) released and [twelve case studies](#) covering a wide variety of port jobs. This work would not be possible without the support of members, and I would like to thank every person who attended a meeting, provided example documentation or shared their knowledge and expertise with us this year.

The PSS KPIs 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.**

You can read more about the performance against these targets in the strategy updates on our website.

Building on the drive to be data-led, in 2026 PSS will be focusing on container operations as these activities continue to account for a high number of incidents and near misses. We will also be working on the competencies required for lifting operations as member feedback highlights this as a key concern.

The combined focus on skills and safety is vital. While encouraging members to share safety data, incident and near miss learning, and best practice helps to improve port safety collaboratively, it is ultimately people – their skills, knowledge, and commitment to a strong safety culture – that will make the port sector one of the safest places to work.

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's 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.

# 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 2025

In 2025 PSS introduced a new membership band for small ports and harbours with less than five full time employees. This online-only membership will enable small ports to gain access to the resources they need to help make their ports safer. It has been established as part of the Fishing Port Safety project (see page 15) and will enable PSS to support these members beyond the duration of the project and provide a lasting legacy of safety.

### PSS was delighted to welcome 15 new members in 2025

- Ardersier Port Scotland
- CCDL Innovation
- Intelligent Fingerprinting
- Mission to Seafarers
- Saam Puertos SA
- Attis Engineering Solutions
- William Hackett Holdings
- Berwick Harbour Commission
- Isle of Man Government
- Coleraine Harbour Commissioners
- Firefly AB
- State21 Limited
- Konecranes Demag UK
- Stella Maris
- Invisible Traffick NI



# 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.

Visit the PSS website or sign up to the newsletter to get latest news, events and resources.



## Improving Standards

Enable safer operations with a suite of Safety in Ports guidance produced in conjunction with the UK Health and Safety Executive.



## Improving Skills

Strengthen the port workforce with training, resources and workforce planning that provides clear routes for entry and progression, aligned to future skills demand.



## Incident Dashboard

Monitor safety performance and benchmark against other organisations to contribute to sector-wide improvement.



## Safety Alerts

Share and learn from incidents and near misses, to drive continuous safety improvements and reduce repeat failure.



## Leading Innovation

Support the adoption of new technology and contribute to the development of innovation that directly contributes to improved safety.



## Industry-Leading Events

Access seminars, webinars and conferences to be at the forefront of sector safety and skills innovation, legislation and trends.



## Ask Members

Tap into and share expert knowledge across the sector to tackle safety and skills challenges effectively.



## Added Extras

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



## Action Groups

Network with members and contribute to the development of practical tools, guidance and resources to enhance operations.

# Meet the members

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 of the latest safety statistics and dashboards to understand how your organisation compares. Working together we can maximise the potential of your PSS membership.

## Safety or 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 carried out by experienced auditors with relevant port sector experience and can be tailored to meet the needs of the organisation, ranging from the review of a specific operation against our industry guidance, through to a full safety management system review. Full details are included on page 13.

## 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 PSS leadership 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.

“

**We value the support provided by Port Skills and Safety. The ongoing commitment to improving skills, safety standards, and competency development across the port sector has had a meaningful and positive impact.**

**The guidance, training resources, and collaborative approach offered by your organisation have supported our teams in strengthening safe working practices, enhancing operational awareness, and aligning with industry best practice.**

**Nick Venn**

Training Manager,  
The Bristol Port Company

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# Health, Safety and Culture

**The Health, Safety and Culture Strategy supports PSS's vision to make the port sector one of the safest places to work, with zero fatalities; driven by data insights, innovation, and collaboration.**

**Continuous improvement through technology and knowledge-sharing is central to our journey.**

**The strategy is structured around four pillars:**

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

## Collaboration

### Ask Members

The [\*\*Ask Members forum\*\*](#) facilitates questions and feedback from members to members on a wide range of health and safety or port operation issues. The Ask Members service has significantly increased in popularity since being launched as a discussion forum on the PSS website, enabling members to share challenges, solutions and opinions more effectively. In 2025, over 30 Ask Members enquiries were submitted and answered through the new online forum. Unanswered enquiries are picked up at Port Safety Group meetings ensuring every Ask Members question receives a response.

### Port Safety Group (PSG)

The PSG allows members to connect, share best practice, learn from topical presentations and influence PSS work through breakout sessions and workshops. The PSG meets quarterly with two in-person and two online meetings per year. 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.

### Working groups

Dedicated working groups focus on revising SiP documents, and tackling emerging issues, such as electric vehicle safety and alternate fuels. Working groups meet online and in breakout sessions during PSG meetings.

### 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 2025, PSS issued over 23 Safety Alerts and Bulletins to an average of 441 contacts, an increase of 14% in circulation in comparison with 2024.

# Health, Safety and Culture

## Data

PSS remains committed to supporting the sector through high-quality data and meaningful insight. By strengthening how we collect, analyse, and share information across the port community, we help members identify trends earlier, understand emerging risks, and take proactive steps to protect people, vessels, and cargo.

Member participation is key to providing a richer picture of both leading and lagging indicators across a growing range of safety topics. The more data provided, the stronger the insight – both for individual ports and for the wider sector. PSS uses the aggregated data to understand emerging themes, shape areas of focus, and support collective improvement.

### Benchmarking dashboard

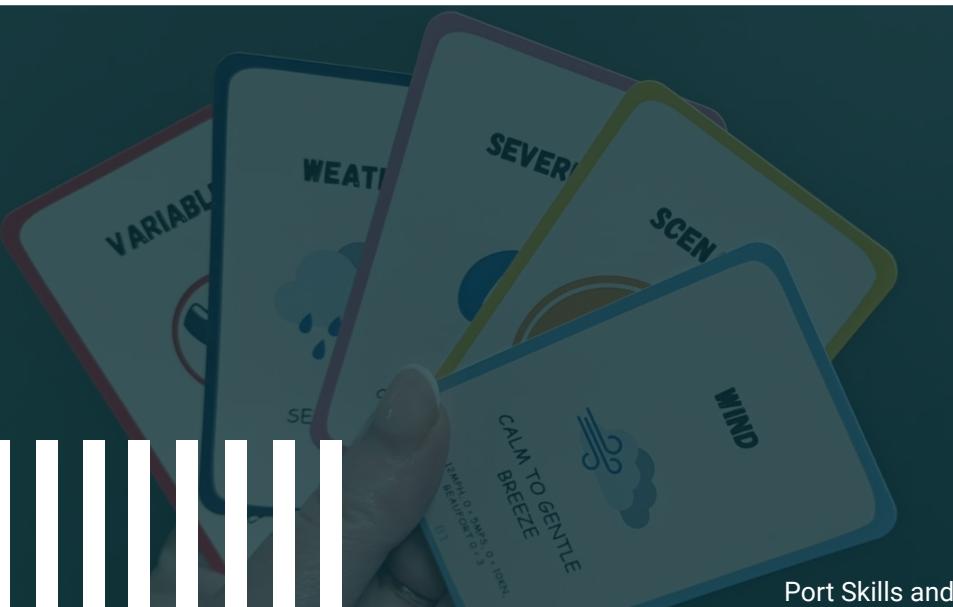
High-quality data remains central to strengthening safety performance across the port sector. Our benchmarking dashboard supports members in reviewing their own data, spotting trends, and comparing performance with peers through an interactive Power BI platform. The dashboard continues to develop to meet sector and member needs, with the inclusion of root cause factors into the data collection in 2025.

### Annual incident statistics

PSS publishes [annual industry statistics](#) 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.

### Data project

PSS has partnered with technology member COMET on a multi-phase data project to strengthen the effectiveness of AI-driven analysis. The project is now in its second phase, focusing on evaluating the quality of incident and investigation data recorded by members. This work aims to support richer, more reliable insight into the underlying root causes of incidents, helping the sector improve safety through better evidence and clearer learning.



Have you tried the PSS Emergency Flash cards yet? You can order a pack online, visit [www.portskillsandsafety.co.uk](http://www.portskillsandsafety.co.uk)

# Safety in Ports Guidance

One of the most valued resources that PSS offers is the [Safety in Ports](#) (SiPs) suite of guidance. Produced in conjunction with the Health and Safety Executive (HSE) and trade unions, these documents aim to improve safety in ports in a range of common areas.

The current range of SiP documents is available from the knowledge hub on the PSS website. Recently revised SiP documents are supplemented by member only resources including an illustrated version of the guidance, compliance checklists and related material.

 SiP000	Guidance Framework
 SiP001	Workplace Transport <i>New version launching 2026</i>
 SiP002	General Cargo <i>New and improved: version 2.0 launched 2025</i>
 SiP003	Container Handling <i>New and improved: version 2.0 launched 2025</i>
 SiP004	Timber Handling <i>New and improved: version 2.0 launched 2025</i>
 SiP005	Mooring Operations
 SiP006	Bulk Liquids
 SiP007	Loading and Unloading of Dry Bulk Cargo
 SiP008	Storage of Dry Bulk Cargo
 SiP009	Lighting <i>New and improved: version 2.0 launched 2025</i>
 SiP010	Sto-Ro and Ro-Ro operations <i>New version launching 2026</i>
 SiP011	Sources of Occupational Health Information
 SiP012	Ro-Ro Passenger and Cruise Ops <i>New version launching 2026</i>
 SiP013	Management of Non-permanent Employees
 SiP014	Safe Access and Egress
 SiP015	Confined Spaces
 SiP016	Emergency Planning
 SiP017	Fitness for Work and Health Surveillance
 SiP018	Safety Induction and Training
 SiP019	Fishing vessels <i>New SiP launching 2026</i>
 SiP020	Water Safety and Buoyancy Equipment
 SiP021	Access to Fishing Vessels and Small Craft
 SiP022	Biomass

# Port H&S Audit Service

PSS offers a well-established 'friendly critic' health and safety audit service. It is designed to help ports understand how their performance aligns with legal requirements, sector guidance, and their own operational needs, while also enabling benchmarking against the wider port sector. Many members now use the service annually to monitor progress and maintain a consistent external perspective on their safety performance.

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 organisation.

By using PSS auditors, ports can be confident that they meet not only minimum legal standards, but also the highest levels of good practice identified in the Safety in Ports guidance. Our auditors bring extensive experience in HSE management across the port, offshore, and other safety-critical industries, helping members minimise risks, protect their workforce, and maintain a positive reputation within the industry.

Audit reports provide clear, prioritised recommendations for urgent and non-urgent action, alongside relevant guidance and resources to support continual improvement. New members can access one complimentary audit day, and many choose to combine this with additional paid days or a full written report for deeper insight and more tailored recommendations.

There are three audit standards:

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

Gold and Silver audits come 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, a final report, and presentation of findings.

## **Silver standard audit**

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

## **Bronze standard audit**

This audit comprises a safety site tour / walkabout and includes half a day of preparation and one day on site with immediate feedback (no written report).

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**RightShip is proud to be a member of Port Skills and Safety. The alignment between our shared commitment to safety, innovation, and continuous improvement makes this partnership especially meaningful. PSS provides a valuable platform for collaboration and knowledge-sharing, supporting our efforts in data-driven vessel call planning and terminal safety through AI and digitisation.**

**Capt. Yucel Yildiz**  
Assistant Director, EMEA  
RightShip

”

# Fishing Port Safety

**The Fishing Port Safety project commenced during 2025 thanks to a grant from The Seafarers' Charity and aims to support UK fishing ports in improving the safety of fishers working in and around their ports.**

In the first six months of the project, the fishing port safety manager visited various ports around the country, meeting with Harbour Masters, fishers, port operators and industry bodies, to identify specific areas of concern, resulting in an action plan that will now be implemented over the remainder of the project's lifetime.

Fishing ports present a range of challenges, that may be attributed to their location, commodities handled, stakeholder relationships, or a combination of any or all of these factors.

PSS is working collaboratively with fishing port operators to actively raise the issue of safety within fishing ports and to address some of these concerns. The response from all stakeholders has been overwhelmingly positive and steps are now being taken to support and promote safe working practices.

A new Safety in Ports Guidance document will be launched in the first quarter of 2026, specifically covering port operations involving fishing vessels and their catch, with input from the port operators and the wider fishing community.

A fishing port forum has been established, with online meetings held quarterly. Port operators are encouraged to participate in open discussions regarding safety concerns, incidents, potential mitigating actions and good practice.

# Skills, Careers and Diversity

At PSS, we recognise that the foundation of a safe and high-performing port sector is rooted in the capability and commitment of its workforce. A skilled, knowledgeable, and safety-conscious workforce drives meaningful progress.

Our skills work is designed to support this vision; ensuring that individuals across the sector are equipped not only with the technical competencies required for their roles, but also with the mindset and behaviours that underpin a strong safety culture. By aligning training and career development with operational realities and future demands, we help members build resilient teams that can adapt, lead, and uphold safety as a core value.

## Port Skills Group (PSkG)

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.

The PSkG meets quarterly with two in-person and two online meetings per year. 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 promote understanding of wider port environments. 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.

## Progression routes

The [Career Pathways in Ports](#) document launched with valuable contributions from the Pathway to Ports working group, who provided expert input and supporting imagery. This document defines port roles with typical entry requirements, apprenticeships, qualifications, training and progression routes for each role. This resource can be used alongside apprenticeship planning, performance management, and succession planning, or to strengthen engagement with colleges, training providers, and local partners.



# Skills, Careers and Diversity

## Entry routes into ports

We have continued to add skills resources to the PSS website, to provide a central source of information on skills initiatives and sector-specific case studies.

In 2025, we highlighted port apprenticeships, apprentice case studies, and training providers, and supported National Apprenticeship Week. We published [The Education Landscape: PSS Guide for Employers](#), a practical tool that demonstrates how collaboration with schools, colleges, and universities can support port workforce development across the port sector and case studies to help members identify relevant training pathways aligned with operational needs.

In collaboration with members, stakeholders, and Skills England, the Port Marine Operations Officer Level 4 apprenticeship was revised to broaden its applicability across a wider range of port environments, and enhances the overall apprentice assessment experience.

Our corporate membership with the [Association of Apprentices](#) continued into its third year, with apprentice registrations rising to over 250. Through this partnership, apprentices gain access to a wide range of masterclasses organised around four key themes: personal development and mindset, professional skills and career progression, productivity and time management, and health and wellness – addressing mental, cognitive, and physical wellbeing.

## Skills standards

[National Occupational Standards](#) (NOS) remain a critical resource for employers and training providers, underpinning the development of vocational qualifications, job descriptions, competency frameworks, and training materials. As the recognised standard-setting body for port skills, PSS continues to maintain oversight of port-specific NOS to ensure they remain aligned with the evolving needs of the sector.

In 2025, we added to our [competency](#) work by producing a sample set of [competency assessment templates](#) in collaboration with members to support the [PSS Competency Management System](#). These templates illustrate the key components that effective assessments should include and are deliberately generic to provide a starting point for members to create their own suite of assessment documents, tailored to local requirements and specific tasks. This work supports ports in strengthening their internal training frameworks, promoting a culture of safety, and maintaining high standards of operational performance.

## Current and future skills requirements

In 2025, PSS launched the inaugural [early careers data collection](#) to build a clearer picture of how early careers initiatives are being implemented across the UK port sector. The [early careers headline report 2025](#) provides the first insights into how the sector is supporting early talent through apprenticeships, graduate schemes, work experience, and other entry pathways. The findings will inform PSS's work to strengthen career progression routes, identify gaps, and share best practice across the industry.

# Campaigns and Events

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.

To keep up to date with all campaigns and event [visit the website](#) or sign up to the newsletter

## A Safer Tomorrow

Throughout 2025, PSS focused on the theme of [A Safer Tomorrow](#), championing the move from reactive to proactive safety thinking and discussing the art of the possible.

Ten thought leadership articles were published across the year, with industry leaders discussing what they believe a safer tomorrow looks like, what steps need to be taken, and are already underway, to achieve it.

To ensure the voices of future leaders were also heard, we invited port apprentices and young port workers (aged 16-25) to enter a competition on what they envisage the port of tomorrow will look like, what changes they would expect to see, and how they will lead ports in the future.

The [winning entry](#) was showcased at the Annual Members' Conference during UK Maritime Safety Week (MSW). The presentation focused on several aspects of the future of ports, including how they become faster, smarter, and safer, through improvements in sustainability, technology, and wellbeing.

## Mental Health in Ports

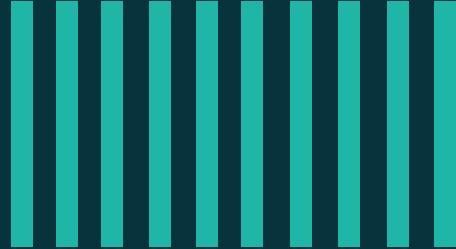
The Mental Health in Ports campaign promotes the significance of mental wellbeing as part of workplace health and safety. In 2025, the campaign encouraged port workers to engage in open conversations, shared insights on specific mental health issues, and provided practical guidance to support wellbeing in the workplace. A new Mental Health First Aider course was also launched.

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. Once again, we held our annual members' conference in London during MSW, released our report into accident statistics from the 2024 review, and raised the profile of projects supporting safety improvements across the maritime sector.

# 2025 events review



**PSS events allow members to network, learn and collaborate. Alongside ad-hoc events through the year, the following regular meetings take place. These events and meetings will return in 2026**

## Port Safety Group

A full programme of PSG meetings was held in 2025; two in-person and two online with the in-person meetings being hosted by Belfast Harbour Commissioners (February) and Port of London Authority (September). The meetings included member presentations, updates from the HSE, and facilitated breakout groups to explore culture-related challenges, share practice, and discuss questions raised by members.

## Port Skills Group

In 2025, the planned quarterly PSkG meetings took place, two online and two in-person hosted by the Port of Blyth and The Bristol Port Company. Discussions included priority sector training requirements, leadership and supervision training, graduate programmes and internships, and shaping sector responses to government consultations

## Innovation in Ports conference

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 workers to meet new challenges. The 2025 conference was hosted by Belfast Harbour Commissioners and the 2026 conference takes place on 25 March, hosted by Portsmouth International Port.

## Data Meeting

The annual data workshop explores the trends in the safety data submitted by members, shapes future development of the dashboard, and considers how the dashboard, better investigation data and new technology could transform incident data analysis.

The 2025 data meeting was held over two online workshop sessions. The first, in September, explored the results from PSS investigations on how to improve incident data, with the second, in October, focused on the trends revealed by the dashboard and potential improvements.

Following feedback from the sessions, PSS are working with members to refine the metrics and enhance the clarity and usefulness of the information displayed. PSS is working with COMET (who support the Power BI dashboard) to integrate AI into the dashboard.

A pilot project, evaluating member data to identify opportunities to provide richer insights into the root causes of incidents, is in its second phase and will continue in 2026.

# Training Courses

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

For full details of all PSS training, including dates, locations, costs, and terms and conditions, visit the [training section](#) of the website.

## Explosive Security Officers (ESO)

This one-day course enables Harbour Masters, those with ESO responsibilities, and ESO line managers to understand and manage the risk of explosives in ports. It highlights the dangers of cargoes including those that are not classified as explosive, but that have a volatile and explosive nature under certain circumstances. 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 Ordnance Test & Evaluation Centre in Wiltshire.

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

## IOSH Incident Investigators Toolkit

This two-day course is for port workers who undertake any aspect of incident investigation and analysis. It is built around an operational port 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. It can be combined with COMET practitioner training for use with the PSS technology suite (see page 22).

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

## Safety Culture Fundamentals

This is a one-day course explains how to drive excellent safety culture behaviours in the workplace. Real port scenarios, challenges, and activities give port workers the tools to implement best practice and positively influence others.

**Outline of topics:** Psychological safety | Intervention | The power of intervention | Implementing effective controls | The impact of getting it wrong

# Training Courses

## IOSH Managing Safely in Ports

This four-day course has been specifically designed for ports. It is aimed at managers or supervisors of shore-side port operations. It will equip attendees 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.

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

## Supervision and Leadership

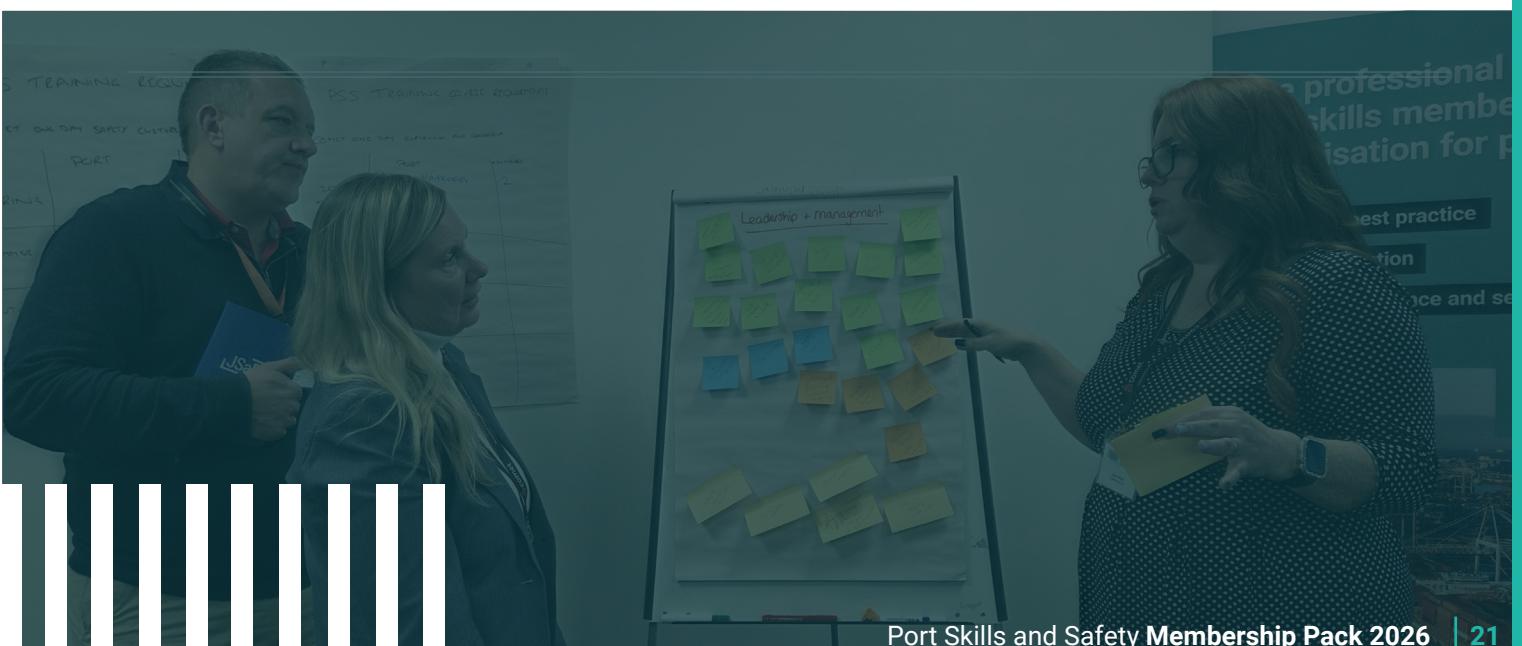
In this one-day workshop, port supervisors and managers will build on their existing skill set and unlock their leadership potential. They will acquire the skills to lead effectively, communicate effectively, delegate and motivate their teams.

**Outline of topics:** From doing to leading | Supervision v Management | Communication | Delegation and motivation | Leadership styles

## Mental Health First Aider

This two-day course enables port workers to understand and recognise common conditions which can arise in the specific port environment, and gives them the confidence to assist colleagues experiencing a mental health issue.

**Outline of topics:** Understand and recognise poor mental health | Empathy | Mental health as a health and safety issue | Active listening | Crisis management



# Unique benefits for PSS members from COMET

## Solutions tailored to your port's unique challenges

PSS member COMET has 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. The courses are action-focused and 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 solutions create. Each contributing element generates data that can be managed into actionable intelligence, allowing members to gain greater insights and intellectual value. In turn, this can direct efforts to make members' ports the safest places to work.

Find out more at [www.portskillsandsafety.co.uk](http://www.portskillsandsafety.co.uk)



Software



Training



Health Checks



AI dashboard



“

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

**Phil Smith**  
Group Health Safety &  
Environmental Manager,  
RMS Ports Ltd

”

# 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



**Ashley Nicholson**  
Port of Tyne



**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



**Lisa Stevens**  
Events and administration



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



**Kevin Robinson**  
Fishing Port Safety Manager

# 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

## 2026 membership fees

**Full membership (organisations with more than 35 employees): £33.60 per employee**  
Based on the number of employees, excluding seafarers.

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**Full membership (organisations up to 35 employees): £1,176**

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**Small ports and harbours (organisations with less than 5 staff): £750**  
Online-only membership.

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**Training providers: £750**

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**Affiliate members : £1,176**

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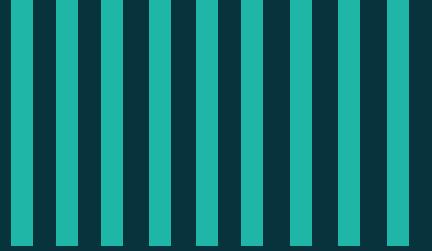
**Community membership: £350**

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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](#)



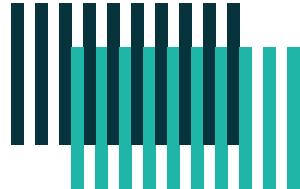
**PORTSKILLSANDSAFETY.CO.UK**

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**PORT SKILLS  
& SAFETY**

**IMPROVING STANDARDS THROUGH COLLABORATION**