

**Health Safety and Environment**  
**in the transport field**  
by Geir Kvam  
Norwegian Transport Federation



# *Nomination and election of employee representatives*

- ✓ The election committee is selected in advance of each annual meeting
- ✓ Members are encouraged to suggest candidate representatives to the election committee
- ✓ The election committee processes the submitted proposals and present its recommendations at the annual meetings
- ✓ All members can attend each annual meeting
- ✓ The election is decided by simple majority. Only those present at the annual meetings has the right to vote



# Representative's influence on the HSE work

- ✓ The collective agreement Part 1 (main agreement) regulates that each company is obliged to discuss everything with the representatives
  - One of the goals in the main agreement is: "through cooperation one can create safe and good working conditions for the benefit of both company and employees."
- ✓ Working Environment Act § 3-1.1 goes as follows:
  - To ensure that consideration for employees' health, safety and environment are safeguarded, the employer must ensure that it has carried out systematic health, environment and safety work at all levels in their **business**. This will be done in cooperation with the employees and their representatives



# Representative's influence on the HSE work



Among the important issues for elected officers include:

- Knowledge of the vehicle's technical condition and procedures for control of the vehicle
- The availability of safety equipment such as loading straps and other general protection mechanisms for the employee, and work plans that give employees rest periods
- An overview of break rooms, rest rooms and truck stops that are available to the drivers. These are important in order to avoid driver fatigues.



The consequences if a company violates the provisions of the HSE can be fines and at worst complete work stoppage.



# Safety campaigns

- ✓ To organize actions along the roads with the state road administration, these actions usually occur on truck stops, ferry piers and border crossings
- ✓ The theme for the actions may vary, here are some examples:
  - The dangers of traffic fatigue and how a healthy diet can help to prevent it
  - Driving with rest periods
  - The road traffic law and the driver's responsibility for their vehicles
  - Securing of cargo, use of protective equipment, safe driving, road maintenance, etc.



# *How to increase the influence of HSE*

- ✓ Put in place a regional safety representative, on a par with the construction industry in Norway.
- ✓ Ensure payroll systems that compile with the driving and rest provisions.
- ✓ Report companies that ignore HSE work
- ✓ Run dedicated courses on the topic of union representatives and safety representatives
- ✓ Get safety representatives and union representatives to work as “siamese twins”



# *Exchange of experience across businesses*

- ✓ We have no formal bodies within this profession for the exchange of information and experience in the HSE work
- ✓ We do however arrange local and central courses, where union representatives and members can come together across of businesses and industries.
- ✓ One of the main objectives of the courses is to build networks across businesses.
- ✓ Some union representatives and members have started using facebook and other sites where they keep in touch



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# Communication channels

- ✓ All members are registered with an e-mail address and a mobile phone number in the member systems
- ✓ Communication internally between the union, league, and LO is primarily through e-mail
- ✓ Communication and Information to the members go through mass e-mails and text messages
- ✓ The drivers receive text messages where they are encouraged to visit the website and read more



# *International cooperation within freight transport*

- Of the multinational companies, there are largely forwarding agents and broker houses that do not have their own vehicles.
- The multi-national forwarder agents/ broker houses use national companies to carry out the actual transport
- The few multi-national transport companies that we know have headquarters in high-cost countries usually create subsidiaries in low-cost countries and often have no collective agreement.
- International cooperation in the sector occurs through the following forums
  - ETF (European Transport Workers Federation)
  - ITF (International Transport Workers Federation)
  - NTF (Nordic Transport Workers Federation)



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# *International cooperation within civil transport*

- Some multinational civil transport companies that operates in Norway:
  - Veolia
  - Arriva
  - Concordia
  - Keolis
  - Tide
- The unions are strong in these companies, especially in countries where there are collective agreements, such as in Norway.
- Elected representatives in many of these companies meet with other representatives from other countries where they exchange experience and develop cooperation platforms.
- international cooperation in the sector occurs through the following forums:
  - ETF (European Transport Workers Federation)
  - ITF (International Transport Workers Federation)
  - NTF (Nordic Transport Workers Federation)



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# Safety and worker rights bargaining

- ✓ The road traffic law states the following:
  - Prior to starting the vehicle the driver needs to ensure that the vehicle is working properly and is loaded according to proper regulations
  - During worker rights bargaining, we have requested and received approval for this to be a part of the working hours and to be compensated by the employer.
- ✓ Protective clothing is necessary and have during worker rights bargaining been labeled as a requirement, it is also to be covered by the company. The company specifies what the employees can demand.
- ✓ ADR is a legally required certificate for carriage of dangerous goods. Through worker rights bargaining it has been approved that the certificate is covered by the company.



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