



Canadian
Supply Chain
Sector Council

Conseil canadien
sectoriel de la chaîne
d'approvisionnement

OCCUPATIONAL STANDARD

(For use in the development of supply chain related job descriptions, performance evaluations, career development plans, etc.)

Position:	LONGSHORE WORKER
Description of Position (As defined by the CSCSC Stakeholder Community)	<i>Longshore Workers handle, move, load and unload cargo to and from ships, trucks and railway cars on and around port docks by performing general labour duties and operating a variety of machinery such as front-end loaders, yard and ship tractors, various ship and shore based cranes, various types of forklifts, winches and derricks. They are employed by marine cargo handling companies, shipping agencies and shipping lines.</i>
Position Development	Progression to supervisory and management positions is possible through experience and additional training.
Required Qualifications:	(Education, Training, Related Work Experience)
Education	The occupation usually requires a high school diploma or equivalent, (General Educational Development (GED) Certificate) and a valid driver's license. In addition, loading equipment operator's certificate from training course or program is considered an asset.
Training	Employees in these occupations need minimum six months of working with experienced employees. Those individuals who can clearly operate the piece of equipment could be considered for promotion.
Related Work Experience	Some previous work-related skill, knowledge, or experience working with various loading equipment or in the transportation or shipping and receiving industry is usually needed.
Tasks:	
Longshore Workers perform some or all of the following tasks	<ul style="list-style-type: none"> • Operate industrial trucks, yard or ship tractors and other mobile equipment to transfer cargo, such as containers, crated items, automobiles palletized items, and mafis, around dock to within range of cranes and hoists • Drive cars and other self-propelled vehicles on Ro/Ro operations • Operate winches or other hoisting devices to load and unload cargo onto and from ships and other vessels • Perform general physical activities in order to load, unload, sort and

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	<ul style="list-style-type: none"> move cargo from and to ships • Blocking and Securing • Observe loading equipment or materials to be handled to identify problems or defects • Inspect loading equipment, structures, or materials to identify problems or defects • Read work orders or receive oral instructions for work assignments • Attach slings, hooks, and other devices to lift cargo and guide loads • Provide on the job training to new/junior material handling staff • Provide information for the completion of incident reports in relation to health and safety issues or material spills
Tools and Technology:	
	<ul style="list-style-type: none"> • Computer hardware and associated software (e.g. machine control) • Communication Devices (e.g. voice pick systems, radios, inventory management devices) • Training and knowledge of cargo handling equipment
Required Competencies:	(Knowledge, Skills, Personal Attributes)
Knowledge	A Longshore Worker should have knowledge of machines and tools, used daily, including their designs, uses, health and safety procedures, hazardous materials handling standards and regulations (if trained for it), public safety and security, basic mathematics, English language, and other languages as required.
Skills	A Longshore Worker should have the following skill sets: active listening, reading comprehension, instructing, coordination, time management, priority planning and safe work practices.
Personal Attributes	(Abilities, Work Values, Work Styles)
Abilities	The following abilities are important to the role of Longshore Workers: strength, multi-limb coordination, oral expression and comprehension, written comprehension, control precision, depth perception, near and far vision, manual dexterity, and arm-hand steadiness.
Work Values	Individuals who will succeed in this position value working with co-workers in a team environment, and contributing to a safety conscious and productive working environment, alcohol and drug free.
Work Styles	The following work styles are attributable to a Longshore Worker: attention to detail, cooperation, dependability, stress tolerance, self control, initiative, independence, persistence, achievement/effort,

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	integrity.
Essential Skills Profile:	Essential Skills are the skills needed for work, learning and life. They provide the foundation for learning all other skills and enable people to evolve with their jobs and adapt to workplace change. For more detailed essential skills profiles please refer to the ESDC website: http://www.esdc.gc.ca/eng/jobs/les/index.shtml
Reading Text	<ul style="list-style-type: none"> • Frequently read supervisor instructions, storage and handling recommendations, standard operating procedures, and health and safety posted signs, policies and procedures
Document Use	<ul style="list-style-type: none"> • Read signage posted at terminals, wharfs and piers for directions and safety information • Read weight data written or stamped on the side of cargo to determine how to lift it safely • Read labels on equipment and supplies, such as Workplace Hazardous Materials Information System (WHMIS) symbols on containers and cargo • Interpret pictures to learn about hand signals or operating procedures
Writing Skills	<ul style="list-style-type: none"> • Take notes of any problems with machinery in order to inform a supervisor • If available, write short comments about operating problems on equipment fault sheets • Complete activity logs to record tasks completed • Complete accident report forms to record the details of an accident
Numeracy	<ul style="list-style-type: none"> • Apply measurement and calculation math (read weight and size information, convert the weight of cargo from metric to imperial measurement system and vice versa) • Utilize numerical estimation (recognize ramp angles, estimate the size, weight and number of cargo pieces)
Oral Communication	<ul style="list-style-type: none"> • Listen to and follow simple radio instructions • Discuss and co-ordinate tasks with coworkers and checkers • Speak with crews of ships to locate cargo and co-ordinate work • Interact with supervisors to get direction and to problem solve • Speak with other specialized staff regarding equipment repairs • Converse with co-workers and supervisors during safety meetings
Thinking Skills	(Problem Solving, Decision Making, Job Task Planning and Organizing, Significant Use of Memory, Finding Information)
Problem Solving	<ul style="list-style-type: none"> • Find the best way to safely lift and load or unload cargo • Find a method to handle a piece of cargo that is heavier than

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	<p>indicated only if it is safe to do so</p> <ul style="list-style-type: none"> • Find creative solutions to spatial challenges when moving cargo
Decision Making	<ul style="list-style-type: none"> • Decide which piece of available equipment is most suited to the job that must be done • Decide what constitutes safe work practices to maintain their personal safety and that of others • Decide the safest and most efficient way to lash, unlash, lift and move cargo • Decide if the weight of a piece of cargo is properly marked
Job Task Planning and Organizing	<p>Longshore Workers receive assignments from supervisors at the beginning of each shift. Most activities are routine and follow established procedures. Coordinating work with others in the crew is essential to working safely and maintaining productivity</p>
Significant Use of Memory	<ul style="list-style-type: none"> • Remember the layout of different ships to locate and unload cargo • Remember cell numbers for unloading and proper placement of cargo • Remember the operating procedures of each terminal to perform work in conformance with them
Finding Information	<ul style="list-style-type: none"> • May use serial and code numbers on containers to assist them in placing cargo on ship's deck • Look on cargo or containers to find the weight for proper lifts • Consult with the supervisor by radio or in person to clarify procedures • Speak with experienced co-workers to solve problems
Working with Others	<p>Longshore Workers work in a crew of up to twelve or more other operators. Working with others is critical to the job as it impacts on safety and efficiency.</p>
Continuous Learning	<p>Longshore Workers learn on the job. There is an ongoing learning to acquire and maintain competencies in a cross-section of the industry's many skills areas, such as high-climb lashing, gantry crane operating and hatch tending (conventional or container). Safety training is emphasized as the working environment is hazardous.</p>
Additional Information	(Physical Aspects, Attitudes)
Physical Aspects	<p>Longshore Workers may need to adapt to multi-temperature work environments. They must have good vision, as they constantly have to judge whether a trailer will fit into a tight space on the ship and/or distance between the cargo and ship's deck, pier, or trailer. Longshore Workers may be sitting in the cab for long periods at a time. When lashing cargo they may require a full range of body movements. They must have an excellent upper and lower limb coordination and strengths when operating equipment or moving cargo by hand.</p>

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Attitudes	Longshore Workers should have a positive attitude and work well in a team to safely and efficiently move cargo.
Future Trends Affecting Essential Skills:	As more computerized technology is introduced to the waterfront, Longshore Workers will require more training on how to operate this new sophisticated machinery.

Government of Canada Defined - Related NOC Code & Description	7451 Longshore Workers This unit group includes workers who transfer cargo throughout dock area and onto and from ships and other vessels. They are employed by marine cargo handling companies, shipping agencies and shipping lines.
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