



Safety statement for attendance and participation at picket lines

Fórsa is committed to ensuring that industrial action is conducted in a safe, peaceful and responsible manner. The safety and welfare of Fórsa members, representatives, officials and members of the public must be maintained at all times.

All members taking part in picketing are expected to act in accordance with Fórsa's **picketing guidelines** and any directions provided by Fórsa officials, representatives and designated picket leaders.

Safe participation

Members participating on a picket line should:

- follow the directions of the designated picket leader, workplace representative or Fórsa official;
- take reasonable care for their own safety and the safety of colleagues and members of the public;
- remain in the agreed picketing area and avoid standing in locations that could expose them or others to unnecessary risk;
- take particular care around roads, entrances, car parks, moving vehicles and other traffic;
- keep emergency access and exit routes clear at all times;
- wear suitable clothing and footwear having regard to weather and local conditions;
- exercise particular care when carrying placards, banners or flags; and
- immediately bring any safety concern, accident, injury or near miss to the attention of the picket leader or Fórsa official.

Conduct on the picket line

Fórsa expects all picketing to be conducted **peacefully, respectfully and with dignity**.

If disagreement or confrontation arises, members should remain calm and refer the matter to the designated picket leader, workplace representative or Fórsa official rather than allow the situation to escalate.

A copy of the Fórsa policy on harassment, bullying and general behaviour at Fórsa conferences, meetings and events can be found [here](#). This applies to picket lines.

**Members are protected by their union during disputes.
If you are not in the union, you won't be. Join Fórsa today.**





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Role of the picket leader

Each picket leader will be clearly identified with a Fórsa high-vis jacket. They are responsible for picket line co-ordination.

The picket leader should have particular regard to local risks, including traffic movements, access arrangements, weather conditions, the number of people attending and any other circumstances that could affect the safe operation of the picket.

Where conditions become unsafe, the picket leader or responsible Fórsa official may relocate, suspend or conclude the picket.

No member should place themselves, or be expected to place themselves, at risk in order to maintain a picket.

Emergency access

Access for emergency vehicles and emergency personnel must not be obstructed.

Where an accident, medical emergency or other serious incident arises, the emergency services should be contacted where necessary and the incident should be reported to the responsible Fórsa official as soon as practicable.

Members requiring particular arrangements

Members who, because of their individual circumstances, cannot safely attend or remain on a picket line should raise this with their Fórsa representative or official.

Where appropriate, consideration should be given to alternative arrangements that allow the member to support the industrial action without compromising their health or safety.

Shared responsibility

Safe picketing depends on the co-operation and good judgement of everyone taking part.

Members are asked to look out for one another, follow the directions of picket leaders and Fórsa officials, and raise safety concerns promptly.

The maintenance of a safe, peaceful and dignified picket is the responsibility of everyone participating.

This statement should be read in conjunction with Fórsa's industrial action and **picketing guidelines** and any instructions or location-specific arrangements issued by Fórsa and/or local branches.

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