

Translation: Only the Danish document has legal validity.

Order no. 1369 of 24/11/2025

issued by the Danish Maritime Authority

Order on the Danish Fishermen's Occupational Health Council and the Fisheries Working Environment Services

Pursuant to Section 27(1)(1) and (5), and Section 32(10)(1), of the Act on Safety at Sea, cf. Consolidation Act no. 221 of 11 February 2022, as amended by Act no. 1773 of 28 December 2023, is laid down in accordance with the authorisation pursuant to Section 1(1)(3) of Order no. 261 of 23 March 2020 on the delegation of certain powers to the Danish Maritime Authority and on the right of appeal, etc.:

Scope of application

Section 1. This Order contains rules on:

- 1) Tasks for the Danish Fishermen's Occupational Health Services.
- 2) Structure, tasks, and functions for the Fisheries Working Environment Services, which is the name of the working environment service established by the Danish Fishermen's Occupational Health Council, cf. Section 27(2) in the Act on Safety at Sea.

The Danish Fishermen's Occupational Health Services

Section 2. A private self-governing institution, the Danish Fishermen's Occupational Health Services, is established.

Section 3. The Danish Fishermen's Occupational Health Services is tasked with

- 1) Promoting the health and safety of fishermen both physically and mentally;
- 2) Prevent occupational injuries, including accidents at work, occupational diseases and attrition, among employees of Danish fishing vessels;
- 3) To create and develop the basis for fishermen's safety organisations to address health and safety issues through organised on-board occupational health and safety work, in order to maintain a safe and healthy working environment, consistent at all times with technical and social developments in fishing and in society;

- 4) Identify and assess the industry's health and safety problems in collaboration with the shipping company and the safety organisation;
- 5) Provide information and guidance on the rules and regulations applicable to fishing;
- 6) Coordinating the work of port safety committees,
- 7) Make requests and proposals to the Ship Inspection Council and Danish Maritime Authority for changes to the regulations on health and safety conditions on fishing vessels;
- 8) Make proposals and give their opinion on new rules and on individual cases submitted by the Ship Inspection Council or the Danish Maritime Authority;
- 9) Collaborate and participate in the mutual exchange of information with other authorities and bodies concerned; and
- 10) Contribute to the collection and revision of statistics on health and safety matters on fishing vessels.
- 11) Collecting and storing information about crew members' names and civil registration (CPR) numbers for cooperation with police, defence, and other rescue services regarding search and rescue at sea. The information is provided upon request to the police, armed forces, and other rescue services.

Subsection 2. The Danish Maritime Authority may require the Danish Fishermen's Occupational Health Council to provide statistical information on all matters concerning the working environment on fishing vessels.

Section 4. The Danish Fishermen's Occupational Health Council is led by a board with up to eight members, equally representing both shareholder fishing and shipping companies.

Subsection 2. Shareholder fishing is understood to be fishing operations in which fishermen employed on board a fishing vessel receive a percentage of the total earnings from the catch as wages.

Section 5. Representatives and deputies to the board are appointed by the Danish Maritime Authority upon recommendation from the most representative fishing organisations following a special selection procedure developed by the Ship Inspection Council.

Section 6. The detailed rules on the Danish Fishermen's Occupational Health Council and its activities, and on the structure, duties, functions and financing of the Council shall be laid down by the Council in its Articles of Association approved by the Danish Maritime Authority.

Section 7. The Danish Fishermen's Occupational Health Council submits an annual report to the Ship Inspection Council and the Danish Maritime Authority on the Council's work in the past year.

The Danish Fishermen's Occupational Health Services

Section 8. To ensure the health and safety of persons working on board, the Danish Fishermen's Occupational Health Council shall establish a health and safety service under its jurisdiction.

Section 9. The Danish Fishermen's Occupational Health Services is tasked with:

- 1) Identifying and assessing occupational health and safety problems on fishing vessels and assisting shipping companies, ship management and safety organisations in resolving occupational health and safety issues;
- 2) Advising shipping companies, ship management and safety organisations on the performance and assessment of occupational health measurements;
- 3) Advising the shipping company, ship management and safety organisation on the procurement, control and use of personal protective equipment;
- 4) Conducting systematic health screening of particularly vulnerable groups or individuals; and
- 5) Assisting in training and advice on health, safety and hygiene issues.

Subsection 2. A fisher's participation in a health examination, as mentioned in Subsection 1(4) requires the individual's consent.

Section 10. All those engaged in fishing at sea, including part-time fishermen, are covered by the Danish Fishermen's Occupational Health Services.

Section 11. The Danish Fishermen's Occupational Health Services manage the work on safety and health conditions for persons working on board fishing vessels and serves as the secretariat for the Danish Fishermen's Occupational Health Council and any committees established by the Council.

Section 12. In addition to the tasks outlined in Section 9, the Danish Fishermen's Occupational Health Services may, according to guidelines set by the Danish Fishermen's Occupational Health Council, undertake tasks related to occupational health at sea upon request from shipping companies, shipyards, manufacturers, suppliers, or others, and for a fee.

Section 13. The Danish Fishermen's Occupational Health Services and the fisheries' safety organisation cooperate and exchange information on all areas relevant to safety and health on board.

Section 14. The Danish Fishermen's Occupational Health Council and the Danish Fishermen's Occupational Health Services may, by further agreement, participate in the meetings of the individual port safety committees without voting rights.

Section 15. The Danish Fishermen's Occupational Health Services collaborates with and exchanges information with relevant authorities, institutions, etc.

Management and staff of the Danish Fishermen's Occupational Health Services

Section 16. The Danish Fishermen's Occupational Health Council appoints a director responsible for the company's day-to-day management.

Section 17. The Danish Fishermen's Occupational Health Council appoints staff for the Danish Fishermen's Occupational Health Services in accordance with Subsection 2 and 3 to such an extent and with such a composition that the service can perform the tasks mentioned in Sections 9-15.

Subsection 2. Part of the staff shall normally be employed at the Danish Fishermen's Occupational Health Services, but some of the Service's tasks can also be performed as consultancy work by private companies, public institutions and agencies, institutes, etc.

Subsection 3. For larger tasks that require specialised knowledge development, e.g., in occupational medicine, these can be outsourced to external cooperation institutions under long-term contracts.

Section 18. The employment and dismissal of staff are carried out by the director of the Danish Fishermen's Occupational Health Services. The prioritisation and delegation of tasks are carried out by the Service's director according to guidelines issued by the Danish Fishermen's Occupational Health Council.

Section 19. The staff of the Danish Fishermen's Occupational Health Services have, in connection with the performance of their duties, the right to board any Danish fishing vessel where persons covered by this Order are working.

Section 20. The staff of the Danish Fishermen's Occupational Health Services must, in the execution of their duties, ensure that the vessel is not unnecessarily delayed, or the work on board is not unnecessarily hindered.

Section 21. The staff of the Danish Fishermen's Occupational Health Services must, upon request, present identification.

Section 22. The staff of the Danish Fishermen's Occupational Health Services are required to keep confidential from unauthorised persons what they become aware of through their work. However, the duty of confidentiality is limited by any obligation to disclose information under other legislation.

Section 23. The staff of the Danish Fishermen's Occupational Health Services must not inform the owner and the ship's master that an investigation or similar is being conducted as a result of a request from one or more employees.

Section 24. If the personnel of the Danish Fishermen's Occupational Health Services, through their work, become aware of conditions on board a vessel that pose a risk to the employees' health and safety, they are required to immediately inform the owner, master, the relevant port safety committee, and the affected employees.

Section 25. The members of the Danish Fishermen's Occupational Health Council are similarly covered by Sections 22-24 regarding the duty of confidentiality.

Obligations for shipping companies, etc.

Section 26. The shipping company is required to pass on materials and information about working environment conditions, which are received from the Danish Fishermen's Occupational Health Council, to the employees of the individual ship, as well as to the relevant safety committee, to the necessary extent.

Section 27. It is incumbent upon the ship's owner and master, as well as anyone acting on their behalf, to provide the Danish Fishermen's Occupational Health Services' staff with all necessary assistance in the execution of tasks and to provide any information in connection therewith.

Financing

Section 28. The expenses for the establishment and operation of the Danish Fishermen's Occupational Health Council and the Danish Fishermen's Occupational Health Services, and the necessary further training of the personnel in service are borne by persons who engage in commercial fishing and have employees who work at sea on board fishing vessels, as well as all vessel owners who are engaged as commercial fishermen or part-time fishermen (the shipping companies). The public subsidy to the Danish Fishermen's Occupational Health Council and the Danish Fishermen's Occupational Health Services is determined in the Danish Finance Act.

Subsection 2. The total financial framework for the functions and operation of the Danish Fishermen's Occupational Health Council and the Danish Fishermen's Occupational Health Services, excluding activities that are financed separately, must not exceed the level for the year 2008. The Danish Fishermen's Occupational Health Council may, regardless of the first point, adjust the financial framework corresponding to developments in prices, wages, or the size of the fishing fleet.

Subsection 3. The Danish Fishermen's Occupational Health Council determines the total financial framework and the distribution of expenses for the individual shipping company.

Section 29. Measures implemented by the Danish Fishermen's Occupational Health Council and the Danish Fishermen's Occupational Health Services must not incur expenses for the employees on board.

Section 30. It is the responsibility of the individual shipping company to be registered with the Danish Fishermen's Occupational Health Services and to report the information necessary for determining the contribution. It is also the shipping companies' responsibility to pay the financial contribution set by the Danish Fishermen's Occupational Health Council.

Subsection 2. In the event of non-payment of due contributions, the Danish Fishermen's Occupational Health Council may charge a reminder fee of DKK 100 and interest from the due date at the rate specified in the Act on Interest on Overdue Payments, etc., (the Danish Interest Act).

Section 31. The Danish Maritime Authority may pay activity subsidies to the Danish Fishermen's Occupational Health Council according to the provisions in the Ministry of Employment's current Order on sectoral communities for the working environment.

Section 32. Consultants may be directly affiliated with the Danish Fishermen's Occupational Health Council or with one or more of the organisations represented through the Council.

The Danish Maritime Authority's supervision

Section 33. The Danish Maritime Authority supervises that the Danish Fishermen's Occupational Health Council complies with the Order, including that the Danish Fishermen's Occupational Health Services has a staff composed in such a way and with such qualifications that it is capable of performing the tasks incumbent upon it.

Penalties

Section 34. Violation of Sections 26 and 27 is punishable by a fine.

Subsection 2. Criminal liability may be imposed on companies, etc., (legal persons) in accordance with the rules in Chapter 5 of the Danish Criminal Code.

Entry into force

Section 35. This Order entered into force on 1 January 2026.

The Danish Maritime Authority, 24 November 2025

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