

Human Element update on HEiSC

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Human Element Committee (HEiSC)

- Formed in 2007
- 25 seats with members from 14 countries
- Plus observers from flag States, IMO, P&I Club
- Meet twice a year
- Once in London
- Once in member's office
- Working groups

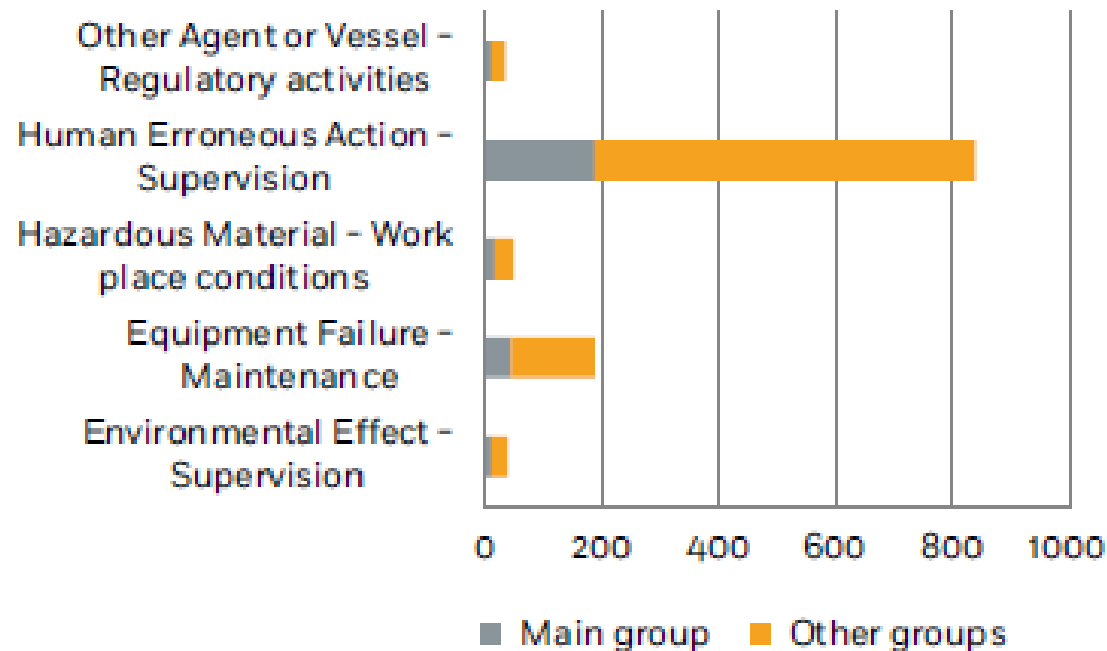




EMSA publication

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Figure 66: Groups of Contributing Factors 2011-2016



Heogh Osaka



SERIOUS MARINE CASUALTY

REPORT NO 6/2016

MARCH 2016

EMSA publication: Human Element major contributor to accidents.



Why Focus on Human Element and how can it be incorporated?

- Encourage safety culture at sea
- Advance the role of the Human Element in safety and increase skills at sea
- Develop training and education systems
- Review casualty reports for Human Element issues
- Monitor workplace environment
- Monitor seafarer welfare



Human Element - How Industry is moving

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- The industry (Oil Majors/OCIMF/other associations) are moving very fast in developing papers, creating safety groups, identifying KPI's ect. relevant to the human element. All of them are very interesting initiatives that put more and more attention on management of the human element in the shipping industry;
- All of them are aimed at **increasing safety**. However without a unified framework, the risk is to have segregated pieces of works which will be difficult to implement;
- Through Intertanko HEiSC we can intervene creating synergies on the development and on the way to build a path for actual implementation.

An insight into the HEiSC Projects

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HEiSC Current agenda items

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- OCIMF INTERTANKO SAFETY INITIATIVES:
 - a) Behavioural Competence implementation
 - b) LLAST Database
- INTERTANKO COMPETENCE MGT GUIDELINE
- MARITIME ACADEMY TRAINING PROJECT (Safe all the way: Health & Safety in colleges)
- TOGETHER IN SAFETY
- INTERTANKO HUMAN RESOURCE MATURITY MODEL
- SEAFARER WELFARE:
 - a) Cyber wellness
 - b) Mental Welfare
- Other Human Element issues as needed



INTERTANKO/OCIMF Joint Safety Initiative

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- Initiated at joint OCIMF Board/INTERTANKO EXCOM meeting in Dubai – November 2014
- Goal – a “step” change in safety and operational excellence
- Series of meetings at board and secretariat level
- First Joint Working Group meeting **July 2015**
- Identified the main agenda
- Joint meetings continues with other projects in progress.....



BCAV System

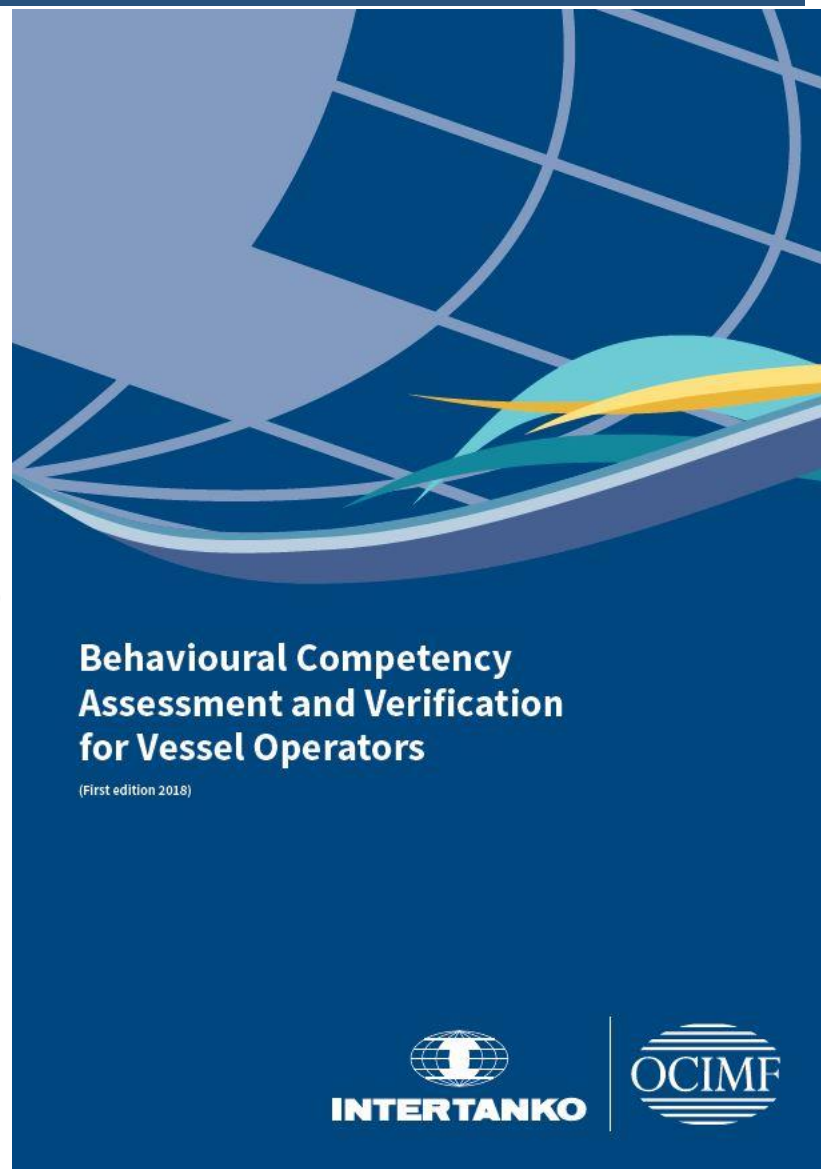
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Outcome of the system:

- Behavioural Competency System
- Focus on Behaviors
- Shared ownership with OCIMF
- Standard system across industry
- Also as a talent management tool
- Useful during recruitment
- Should also be used in the promotion process
- Non-mandatory

Outline of competence scheme:

- Introduction
- Guidelines
- **Behavioural indicators**
- Templates
- Assessor training & guidance





Focus on safety critical areas

1. Navigation
2. Mooring
3. Cargo Operations
4. Engineering



✓ **Could be an independent system or incorporated into the company's SMS**

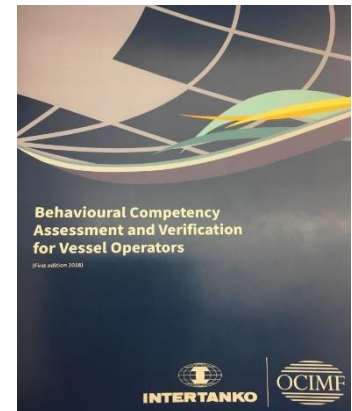
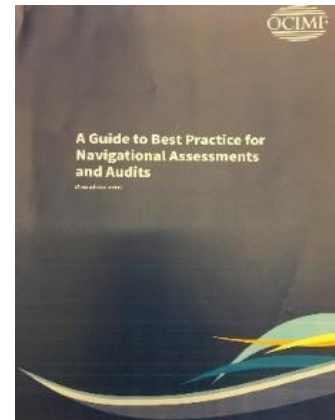


Starting with the Navigational Assessments and Audits by marine superintendents

Behaviors will be evaluated by observing the bridge team at work, measuring their ability to work and communicate as a team and their reaction to evolving navigational situations and challenges.

Competency framework consist of:

- Situational awareness
- Decision making
- Communication
- Teamwork
- Leadership
- Result Focus



Intertanko Competence Management Guidance

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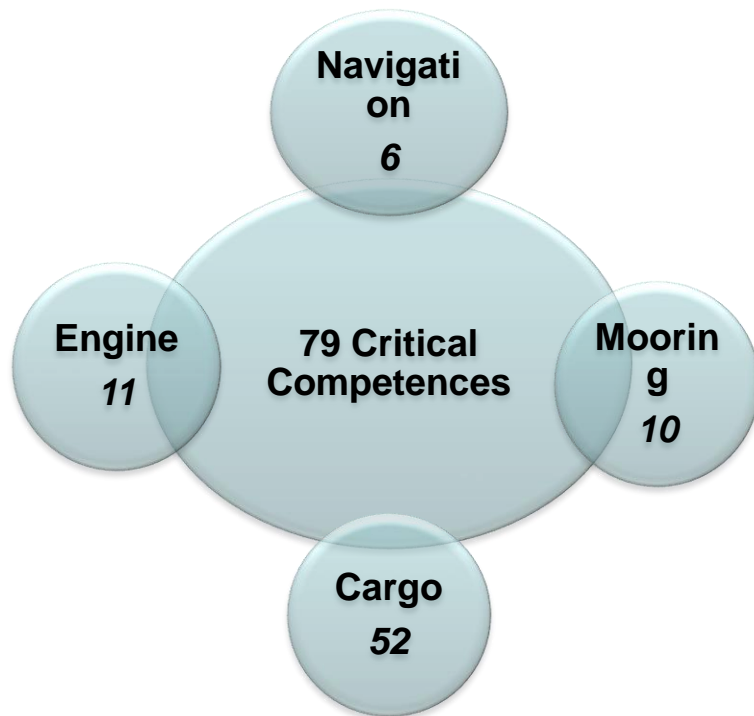
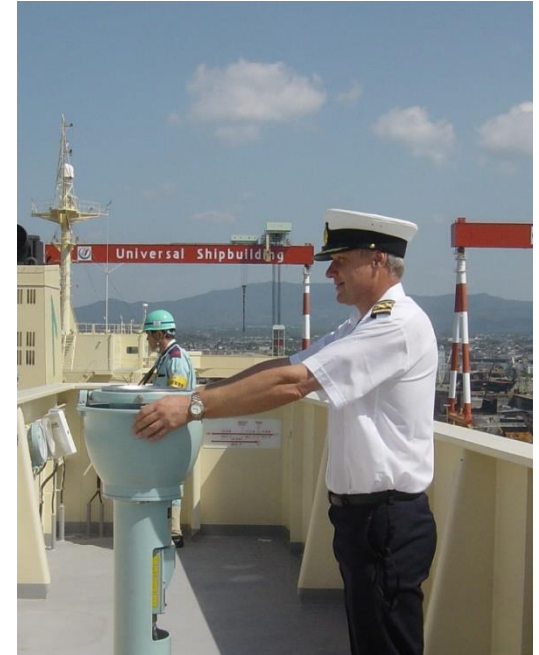
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Intertanko Competence Mgt Guidance

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Deliver a generic competence management guidance system reflecting industry best practice in terms of professional content and competence standards Including detailed criteria for performance and assessment for officers at operational and management level.



Critical Activities – By Type

The critical or core activities are those:

- that if not performed competently, could result in some sort of loss (injury, illness, damage to vessel/fittings, pollution etc.).

SAFE ALL THE WAY

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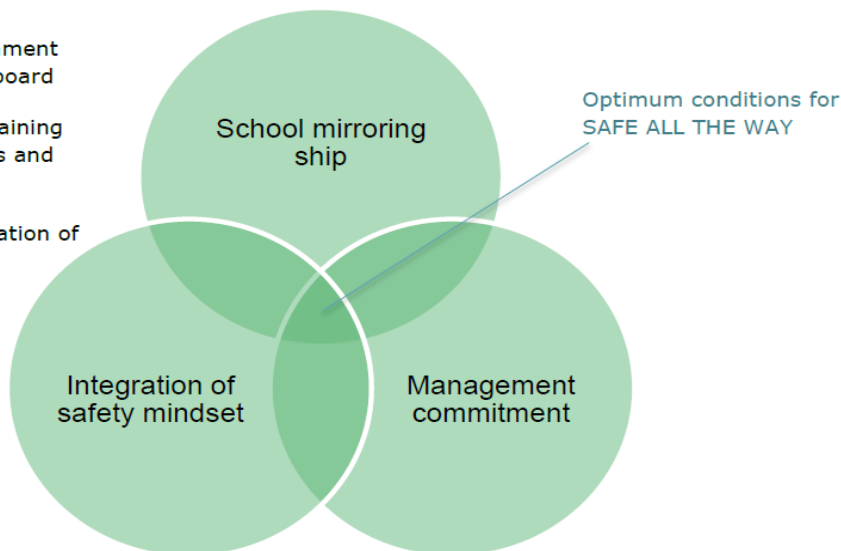


MARITIME ACADEMY TRAINING PROGRAM

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School mirroring vessel safety environment

- School infrastructure and possibility to create environment reflecting best practice on board
- Comprehension of safety training as more than teaching rules and principles
- Easier transition and application of mindset on board



Integration of safety mind-set

- Not adding a whole new training module to syllabus
- Integration into existing training practices

Management commitment

- Commitment and engagement from management
- Supporting staff also part of infrastructure and engaging in process

The 'Safe-all the way' programme believes that the development of maritime student safety competencies can be improved substantially.

It has been designed to ensure better student safety competencies beneficial for themselves, their coming colleagues, the company they will be working for and the industry as a whole.



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Learning materials for the safety principle, toolbox talk

PowerPoint presentations with notes



Activity poster

TOOLBOX TALK

A toolbox talk is a dialogue among team members about the safest and most effective execution of the job.

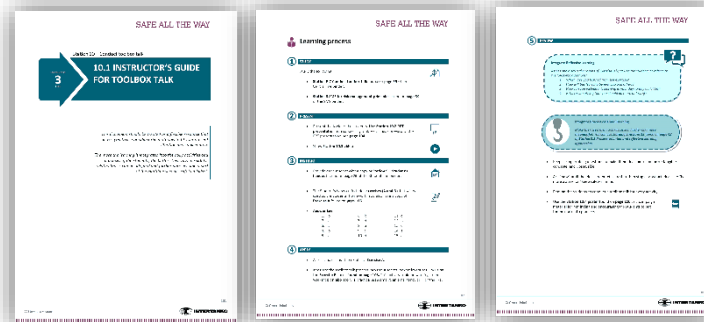
- 1 / INSIGHT
SHARE YOUR KNOWLEDGE**
 - Share your insights and experiences
 - Ask questions and clarifications
- 2 / INNOVATION
COME UP WITH NEW IDEAS**
 - Think of new and better ways to do the job
 - Be open to suggestions
- 3 / INFLUENCE
MOTIVATE OTHERS TO PARTICIPATE**
 - Persuade team members to be active
 - Give opportunity for everyone to speak
- 4 / INTERVENTION
CORRECT WRONG PERCEPTIONS**
 - Take part in correcting team members' outlook
 - React on team members' wrong perceptions
- 5 / INTEGRATION
UTILISE ALL SAFETY EFFORTS**
 - Integrate all team members' safety concerns
 - Retrieve safety knowledge and procedures from prepared risk assessments, best practice knowledge, as well as team members' experiences, ideas, and concerns

“Conduct your toolbox talk at the workplace - right before you start the job.”

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The Instructor's guide presents suggested learning structures and approaches



Animation videos

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TOGETHER IN SAFETY

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Informal group of **shipowners, charterers and industry organisations** working to develop a global leadership with a single voice on safety for the entire shipping industry.

The main thrust is to address safety across the entire industry and remove any barriers between sectors.

Therefore, best practice developed in the container sector should be shared with the tanker sector.

The three main areas being focused on **leadership, accountability** and **collaboration**.

Intertanko HR Maturity Model

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Intertanko HR Maturity Model

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Scope of the Model

- Measuring the level of maturity in People Management and HR management practices: to assist the companies during INTERNAL benchmarking exercises to see how it sits in comparison with best practices of its peers;
- To improve company safety performance and see what they need to do to achieve the next step on the maturity staircase in the HR management;

Employee Development	Reward and recognition	Customer servicing	Health and well-being / work environment
Marine HR Strategy	Talent management	Employee Engagement	People Performance Management

The maturity model would be part of a package of work – a sort of umbrella – which included the Competency Assessment and Verification system (BCAV), the Intertanko Competency Management guide (ICGM) and the Maritime Academies Training Project (MATP).

Seafarer Welfare

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Cyber Wellness at Sea guide

Although shipowners and operators may be aware of the **benefits** to providing internet access for seafarers allowing them to remain connected to family, friends and the world at large, with such benefits also come **risks**, both to the seafarer as well as to the company, if not properly managed.

The guide shed some light on the relevant Human Element issues and risks associated with regular access to the internet. As this shipboard technology evolves, so will the human factors and related challenges in managing their associated risks.

Psychological well-being & Mental Health Guidance

This short review details the available guidance for the promotion of good mental health and the prevention of suicide among seafarers.



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Suicide Prevention and Good Mental Health Guidance

Introduction



Other issues as needed

Issues arise on ad hoc basis including:

- IMO Update
- INTERTANKO aim on gender
- ISGOTT update incorporating the Human Element

Any other



Summary

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- In essence, HEiSC would then have guidance on soft and hard skills of seafarers and in general of the people management.
- Human Element incorporated into every aspect
- From college to top management
- Integration of both soft and hard skills
- Must learn from mistakes
- Important to learn from safety and for safety
- Holistic view

Thank you

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