OCIMF and INTERTANKO
Safety Initiative

OCIMF Europe & Africa Regional Marine Forum

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**LEADING THE WAY,
MAKING A DIFFERENCE**

INTERTANKO

INTERTANKO/OCIMF Joint Safety Initiative

- Why we started

- Complacency

- Rule following behavior

- Competency Assessment and Verification
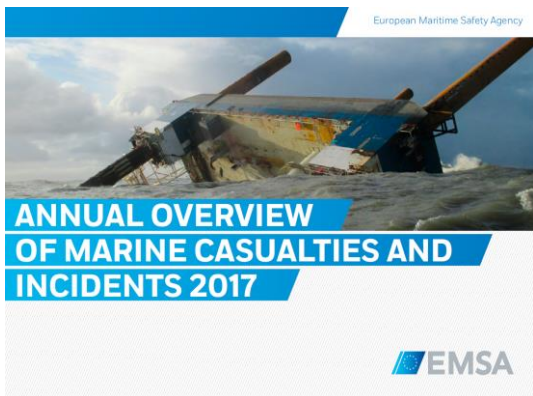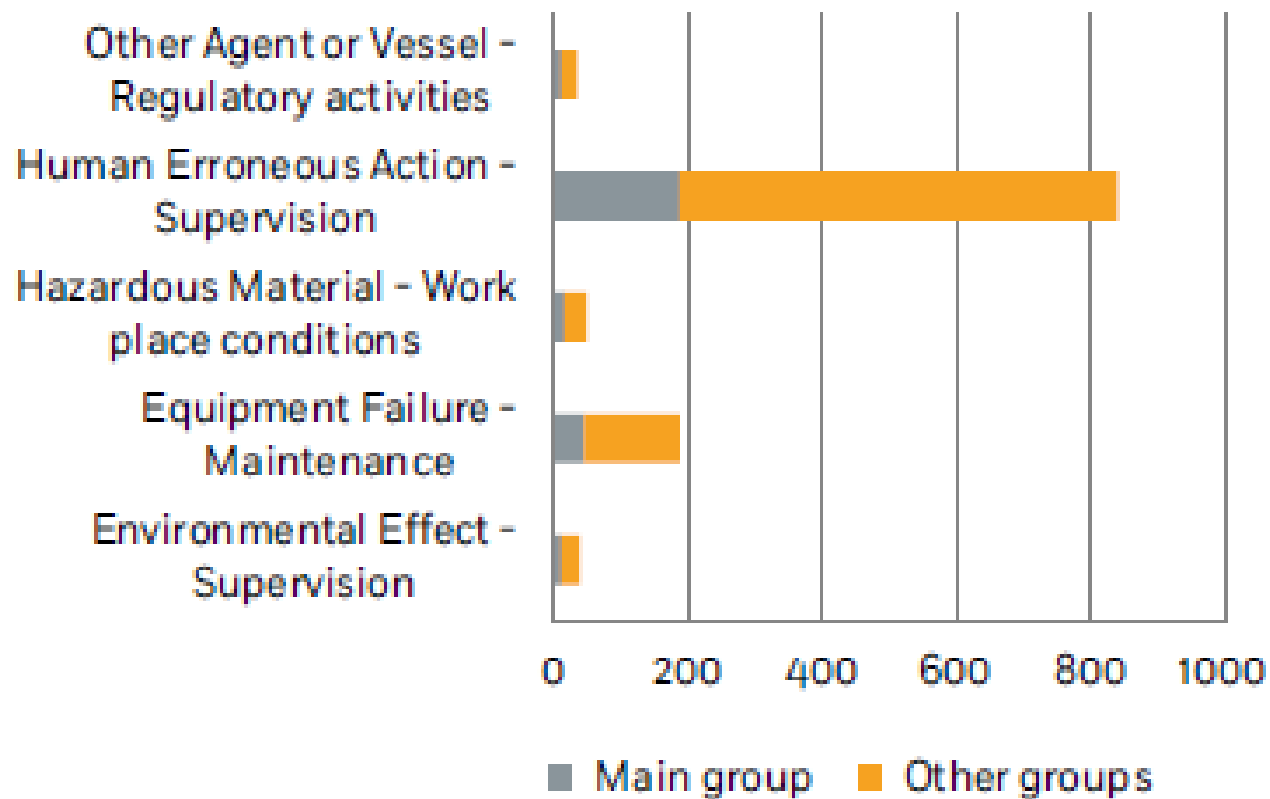
- Learning Lessons Accidents Statistics

Figure 66: Groups of Contributing Factors 2011-2016

Complacency

Definition:

A feeling of quiet pleasure or security, often while unaware of some potential danger

A feeling of contentment or self-satisfaction, especially when coupled with an unawareness of danger, trouble, or controversy.

INTERTANKO

Lack of knowledge
Taking a short-cut

Lack of surveillance and enforcement
Lack of trust
Rule could not cover everything
Demonstrate professional skill

Professional Skill

They can handle any outcome

It never goes wrong

Absence of consequences

Blind to risk

Stopped people from thinking

Technology provides a veneer of security

Heogh Osaka

SERIOUS MARINE CASUALTY   REPORT NO 6/2016   MARCH 2016

Competence

Competence key to everything

Competence reduces accidents

Competence ensures efficient operations

Need to ensure competence does not breed over confidence

Competence based training

Traditional system:

- Set list of tasks
- Candidate completes a training book
- Officer signs them off
- Candidate deemed competent

But is that a true measure of competence?
Trust? Reliability? Qualifications of the officer?

Experience based competence

Time in rank/Co is a measure of experience
Experience is a proxy for competence
Therefore, greater the experience, greater the competence

But.... sometimes experience becomes the only measure

A middle way

Combination of tasks

Tasks must reflect the work

The trainer must be trained

System auditable

Must also combine with an experience element

SOFT Skills

Soft skills

How the seafarer does the job

How he applies technical knowledge

How he gets others to work

Competence Assessment and Verification CAV WG

- Joint INTERTANKO/OCIMF Working Group to review competence management system. Met 8 times

Learning Lessons from Accidents Statistics and Trends LLAST WG

- New joint accident database and best practice for the dissemination of the lessons learned

- Met 7 times

Main INTERTANKO/OCIMF Steering Group

- Met 5 times reviewed work of CAV WG and LLAST WG

CAV WG

Four key aspects of competence management–

1. Each officer is individually assessed

2. Those assessing must be appropriately trained and assessed for their ability to assess

3. Those verifying must be appropriately trained and depending upon the setup, assessed for their ability to verify

4. The system must be open to auditing and verifying either internally or externally

Focus on tanker core competencies

1. Navigation

2. Mooring

3. Cargo Operations

4. Engineering

Up to each individual company to decide if they want to incorporate the system into their company. Could be an independent system or incorporated into the company's SMS.

Soft Skill assessment areas

A. Team Working
B. Communication & Influencing
C. Situation Awareness
D. Decision Making
E. Results Focus
F. Leadership & Managerial skills

Flexibility is key, but must have a decent assessment of soft skills of the seafarers

Outcome

- Competence Management System: shared ownership with OCIMF

- Standard system across industry and transferable between companies

- Used to assess competence in rank

- Also as a talent management tool

- Should also be used in the promotion process

- Useful during recruitment

Agreed joint aim of the process:

Objective is to move away from deterministic, fixed time periods measures of competency

- **"Medium term" – Assist in the transition from a prescriptive crew matrix to one that is competence based**

Timeline

System finalised by Drafting Group

CAV WG agreed to text on April 20th

Steering Group sits May 14th

Boards receive final system May 20th

Launch in Rome June 20th

LEARNING FROM INCIDENTS

- LLAST WG

- Develop broad based database of accidents that can be used to identify trends

- Database would be anonymous and not used for vetting

- All OCIMF and INTERTANKO WG members will share process by which they incorporate lessons learned within their company

- 3 sub-groups will develop best practice guide on the implementation of lessons learned

Summary

Close working collaboration between the industry

True focus upon the human element

Reduces the burdens imposed by fixed term deterministic approaches

Increase shipping efficiency

Achieve a real step change in safety

Reduces costs

Saves lives

Thank you

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