OCIMF and INTERTANKO

Safety Initiative

OCIMF Europe & Africa Regional Marine Forum

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LEADING THE WAY,
MAKING A DIFFERENCE
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

- Other Agent or Vessel - Regulatory activities
- Human Erroneous Action - Supervision
- Hazardous Material - Workplace conditions
- Equipment Failure - Maintenance
- Environmental Effect - Supervision

Main group: Other groups
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.
Leading the way; making a difference
Why Rules are not followed

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
Heoghs Osaka

MAIB
MARINE ACCIDENT INVESTIGATION BRANCH

SERIOUS MARINE CASUALTY
REPORT NO 6/2016
MARCH 2016

Leading the way; making a difference
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
Formation of joint groups

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
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
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
• 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 determinisitic approaches
Increase shipping efficiency
Achieve a real step change in safety
Reduces costs
Saves lives
Thank you

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