

Human Element in Shipping Committee

Dimitris Fokas

Maran Tankers Management Inc

Vice Chair nominee HEISC

***LEADING THE WAY,
MAKING A DIFFERENCE***



INTERTANKO



Human Element Committee (HEiSC)

Formed in 2005

Chaired by Tommy Olofsen OSM but stepping down

25 seats with members from 14 countries

Plus observers from flag States and IMO

Meet twice a year rotating between Europe and Asia

Increased interest recently in participation

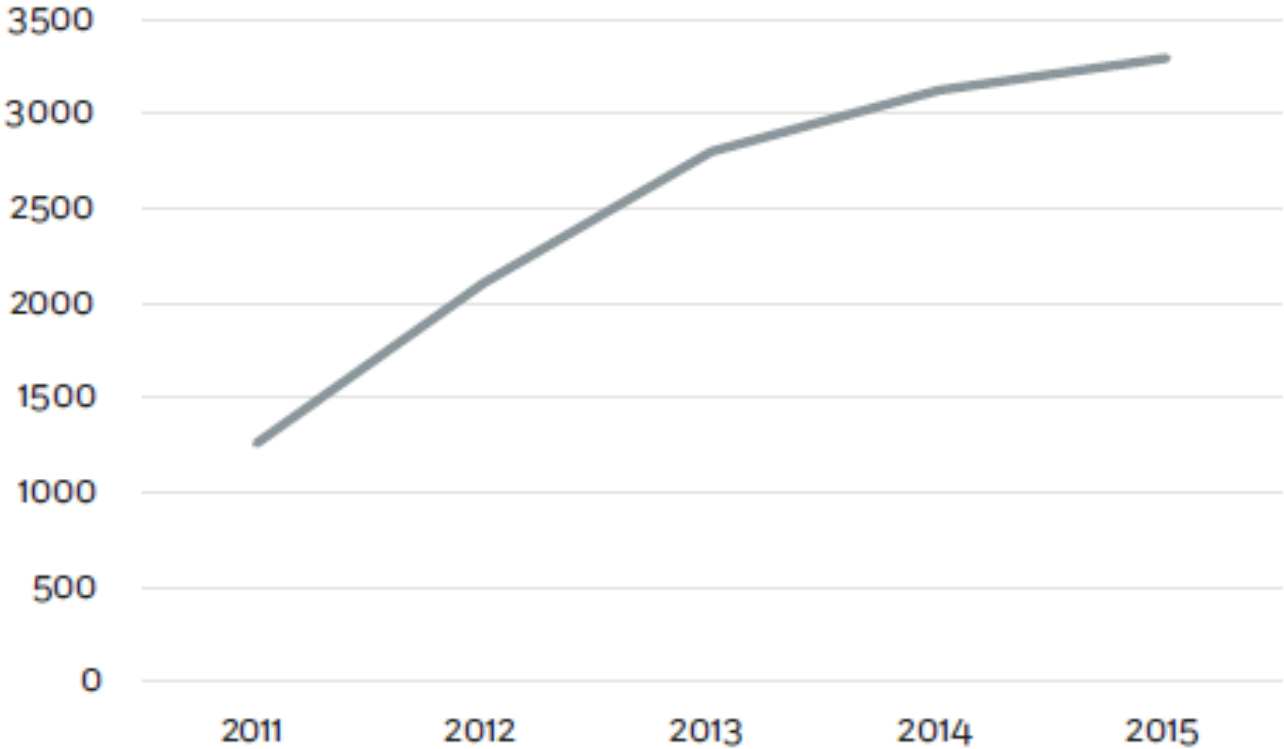
European Maritime Safety Agency



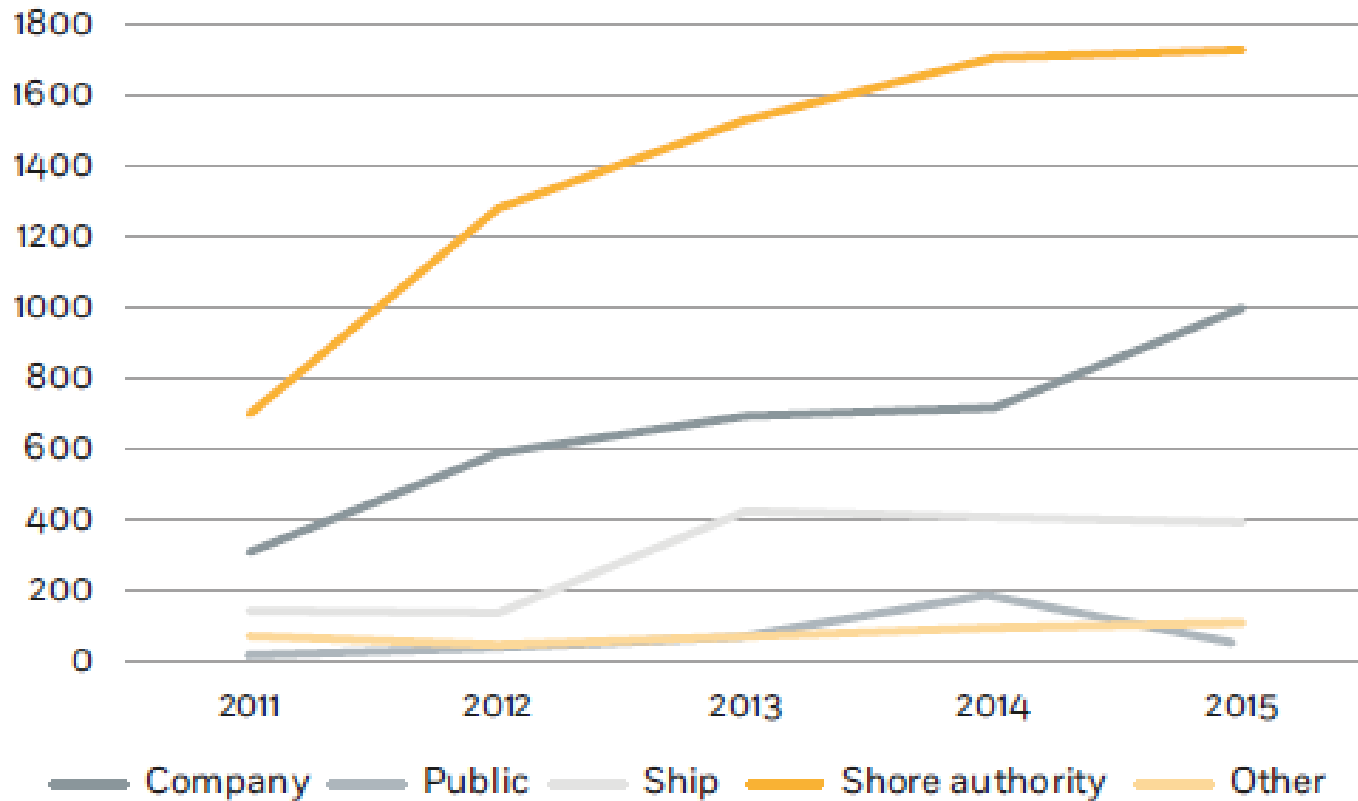
ANNUAL OVERVIEW OF MARINE CASUALTIES AND INCIDENTS 2016



EMSA Number of reported marine casualties and incidents 2011-2015

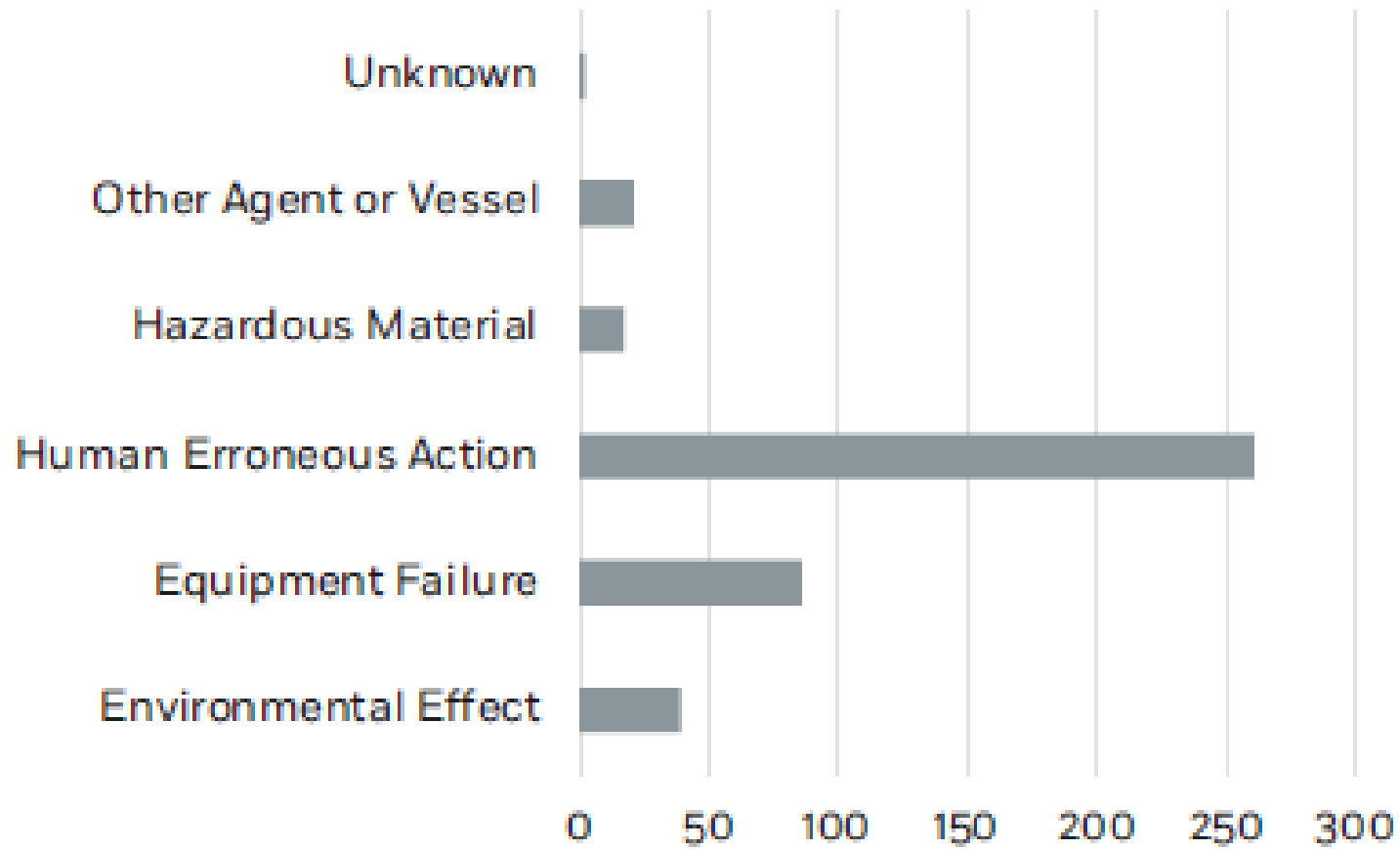


Reporting entities



ACCIDENTAL EVENTS AND CONTRIBUTING FACTORS 2011-2015

(cargo ships)





HEiSC aims

Advance the role of the HE in safety

Increase skills at sea

Encourage the recruitment of seafarers

Review casualty reports for HE issues

Encourage safety culture at sea

Develop training and education systems

Monitor workplace environment

Monitor seafarer welfare



Current agenda items

INTERTANKO Human resources maturity model

Maritime Academy Training Project

OCIMF Safety Initiative

Seafarer issues as needed

Technical competency management

Regulatory issues



INTERTANKO Human Resources Maturity Model

Aim is to create a self assessment tool for measuring a company's maturity

For use within TMSA and talent management

Mirrors the HE elements within TMSA



Marine HR Strategy	Talent management	Employee Engagement	People Performance Management
<p>Strategy / Alignment with business strategy / Employee (Seafarer) engagement strategy / Organisational culture (Diversity management)</p> <p>Planning (HR Resourcing planning)</p> <p>Organization and Structure / Policy/Processes / Evaluating / Ensuring roles and responsibilities</p> <p>HR Governance / Merger & acquisition / New Builds / New Project</p> <p>HR IT System</p>	<p>Talent strategy and planning / Attraction and Retention of talent</p> <p>Succession planning</p> <p>Career planning / Promotion</p> <p>Leadership development</p>	<p>Employee commitment & Employee involvement</p>	<p>People Performance management strategy</p> <p>People Performance Management system / Goal setting Coaching & mentoring</p> <p>Disciplinary procedures / Re-education</p>

Employee Development	Reward and recognition	Customer servicing	Health and well-being / work environment
<p>Employee development strategy</p> <p>Training & Development / PDP (Personal development planning) / Development centres (Shore assignments)</p> <p>CMS - Competence management systems</p> <p>Introduction & Inductions process</p>	<p>Reward and recognition strategy</p> <p>Salary Scheme / Employee & Labor Relations</p> <p>Incentive and Recognition scheme / Awards and prizes</p> <p>Benefits / Pension schemes / Insurance</p>	<p>Customer servicing strategy</p> <p>interfacing and supporting with levels in the organisation; (advising) ;</p> <p>interfacing with external organisations / partnering agencies / head hunters / PR / insurance / clients marketing /authorities, charterers, etc.;</p>	<p>Health and well-being strategy</p> <p>Fatigue risk management</p> <p>Health and well being</p> <p>Food and nutrition</p> <p>Employee assistance programmes</p>



Two aims to improve:

- Basic safety training at the maritime academies
- Instructor teaching competencies

Bids currently being evaluated

Outcome:

- Include safety culture in basic training
- Better trained and safer seafarers
- Reduction in accidents



OCIMF Safety Initiative

Achieve a step change in safety

Two streams:

Competency Assessment and Verification
Learning Lessons from Accidents Statistics
and Trends

Delivery in 2018



Seafarer issues as needed

Issues arise on ad hoc basis including:

- Leave patterns
- MLC compliance issues
- Piracy issues for seafarers
- IMO HE issues
- Visas for shore leave
- Social media guidance



INTERTANKO



INTERTANKO

Social Media Guidance for Seafarers

Social media is a very important tool for communicating with the world off the ship as well as keeping direct contact with family and friends. Such social media platforms as Facebook, YouTube, Twitter, Snapchat and many others are fantastic for keeping in touch, sharing information and general entertainment. They are immensely powerful and can make the separation from home less onerous.

It should be remembered that the use of instant communication tools must be done so carefully, responsibly and with regard to negative consequences. The possibility of the use of an innocent post by the news media is an ever-present situation. A post that appears innocent from a seafarer's perspective can be misinterpreted by the news media to show the ship and company in a very bad light.

It is entirely natural for a person to want to immediately share something. The popularity of photo sharing sites is testament to that. But when you share something online you have to remember that it is publically viewable and open for scrutiny and criticism within a matter of seconds. Some people refer to the red-faced test. This means if the post was viewed by your boss ashore, would you be embarrassed about it? The safest option is not to post, or at least wait until the morning. It should also be remembered that a post which could be viewed negatively can have a serious impact upon the corporate image and reputation of the shipping company.

Your company will also have a corporate policy regarding posting on social media. It is quite reasonable to expect that the shipping company will have a policy which in the event of an employee posting something in breach of a safety policy, they could face disciplinary action. An example could be a picture of a party on board showing non-compliance with the company's alcohol policy or breaches of the PPE policies.

In the event of an emergency incident, it would be reasonable for a company to prioritise official communication over social media for bandwidth and access reasons. As social media is heavily analysed and referenced by media organisations, a company will need to take an official line in communications. Therefore, great care must be taken to avoid posting anything which can be used to either contradict or negatively influence that company approach. During such times, the news media may make direct approaches to seafarers and any such approaches should be referred back to the company.

Social media is one of the most fantastic innovations available to seafarers. It can close the distance between ship and shore and bring your family into your cabin. Used carefully and sensibly, it can enhance the life on board. There are of course risks, but for professional seafarers, used to facing risks on a day-to-day basis, they are risks that can be managed.

'Golden Rules'

- Never publish inaccurate information.
- If you are unsure of the accuracy of your comments, do not publish them.
- Always ensure that if you are talking about your workplace online that you have made it clear any statements are your own and do not represent the views or values of the Company.
- Avoid violating the privacy of your fellow seafarers and co-workers.
- Only post online what you would be comfortable saying to people in person or in public.
- Never use social media as a platform to ham, intimidate, insult, threaten, defame or embarrass others.

**LEADING THE WAY,
MAKING A DIFFERENCE**



INTERTANKO

ing the way; making a difference

Seafare

Issues a

• Leave

• MLC

• Piracy

• IMO

• Visas

• Social

ding:



Technical Competence management

Started from need to update TOTS

Need to provide technical competence system for members

Currently writing technical competences

Under the review of HEiSC

Draft completion in 2017

Launch in 2018



Regulatory Issues

IMO/ILO regulation monitoring

Data protection issues

Hours of work and rest

Changes to domestic legislation

Philippines administration reorganisation

EU review of STCW compliance

STCW issues



Human Element in INTERTANKO

INTERTANKO's HE contribution broad and deep
HEiSC a mature committee
The committee is an industry leader in HE issues
Welcome new ideas to work on
Committee here to serve members' needs



Challenges of HEISC

Human element is a very difficult subject.
A fair balance is required between the theoretical approach and the end result that operators need to implement.
A practical and workable solution is needed.



Thank you