

# OCIMF INTERTANKO safety initiative

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# Safety Initiative

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Technical solutions have achieved much.  
But small nub of accidents still occurring.  
Joint board meeting with OCIMF decided that a  
step change in safety was needed.  
Needed to look at the human element and  
reasons behind accidents.  
Commenced pan industry joint work in 2016.



# Formation of joint groups

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## **Competence Assessment and Verification CAV WG**

- Develop soft skill competence management scheme Met 6 times

## **Learning Lessons from Accidents Statistics and Trends**

### **LLAST WG**

- New joint accident database and best practice for the dissemination of the lessons learned
- Joint INTERTANKO/OCIMF Working Group. Met 6 times

## **Main INTERTANKO/OCIMF Steering Group**

- Met 4 times reviewed work of CAV WG and LLAST WG

## **Total of 10 joint working and drafting groups**



The aim of the work to look at the human element and in particular HOW the seafarer does their job.

Moves away from a technical assessment of WHAT the seafarer knows.

The work focuses on the assessment of the soft skills of the officer through undertaking their normal work.



# Technical competence

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Technical competence remains vital

Underpins all the work on soft skills

Vital the industry standards are maintained

INTERTANKO's human element committee developing this

Working very closely with Seagull to achieve a modern and up to date system

Expect launch in 2018



Agreed joint aim of the process:

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



## Outline of competence scheme:

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



# Introduction

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Contains the why this system is being introduced and incorporates the guidance on how this should fit with a company's existing competence management system.





# Guidelines

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This contains the guidance on how the system should work and be operated in practice.

Guidance will be given on how the soft skills and only the soft skills of officers will be assessed through the observation of the hard technical skills.



# Behavioral Indicators

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Explains what these are and how they should be applied with a worked example. Split into 6 areas with sub elements.

- A. Collaboration**
- B. Communication & Influencing**
- C. Situation Awareness**
- D. Decision making**
- E. Results focus**
- F. Leadership & Managerial skills**



# 2 sub element examples

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## Collaboration and Team Cohesion

### Sub elements

Behavioural indicators

#### A1. Team working

Actively participates in team tasks.  
Establishes an atmosphere for open communication and participation.  
Encourages input and feedback from others.  
Builds rapport and establishes a common bond with others.  
Blocks open communication.  
Keeps barriers between crew members.  
Competes with others.  
Supports individual or silo ways of working.

#### A2. Inclusiveness and consideration of others

Helps people feel valued and appreciated.  
Welcomes and includes others.  
Demonstrates respect for people and their differences.  
Shows understanding of others' perspectives and personal situations.  
Notices the suggestions of other crewmembers.  
Gives detailed and constructive personal feedback.  
Displays little appreciation of others' contributions and perspectives.  
Ignores suggestions of other crew members.  
Shows a lack of concern for others' problems.  
Shows a lack of respect and treats some crew members more favourably than others.



# Draft example on mooring

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‘The following scenario is one where the assessment of the soft skills of the officer can be made whilst leading the technical operation of the mooring of the ship. In essence, the assessor will need to assess whether the officer possess the soft skill set as outlined to competently undertake his role as mooring team leader in mooring the vessel.’



# Relationship tech & soft skills

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Phase of the operation	Expected Actions	Relevant behavioural competency(ies)	Relevant competency elements
Prior to mooring	Has the officer participated in a meeting with Master and Bridge team for planning the mooring and how he contributed/behaved	A Collaboration B Communicating & influencing	A1 Team Working A3 Supporting others B1 Shared understanding B2 Style of communication
	Has the officer participated in a meeting with Pilot and Bridge team for planning the mooring and how he contributed/behaved	A Collaboration B Communicating & influencing	A1 Team Working A3 Supporting others B1 Shared understanding B2 Style of communication



# Templates

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These will include those for recruitment, performance review and promotion

SITUATIONAL AWARENESS	Awareness of vessel systems	Constantly monitors, crosschecks and reports changes in the states of different vessel systems and other crew members.	<input checked="" type="checkbox"/>	7-2-17	7-2-17 (Training master visit) Passage through English Channel in fog. Davinder monitors from back of bridge and has officers feeding him regular information.
		Acknowledges entries and changes to systems and other crewmembers.	<input checked="" type="checkbox"/>	7-2-17	
		Verifies the vessel position, settings, and crew actions.	<input checked="" type="checkbox"/>	7-2-17	
		Does not ask for updates on different vessel systems and other crew members.	<input type="checkbox"/>		
	Does not signal awareness of changing systems.	<input type="checkbox"/>			
	Awareness of external environment	Maintains awareness of the present state of the vessel systems and environment (position, weather, shipping traffic, terrain).	<input type="checkbox"/>		7-2-17 (Training master visit) Asks 3OFF to radio pilot station and update ETA
		Contacts outside resources when necessary about the environment.	<input type="checkbox"/>		
Shares information about the environment with others.		<input checked="" type="checkbox"/>	7-2-17		



This including worked examples and the assessor template.

Assessor training will be based upon IMO Model Course 1.30 'On-board assessment'



## 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





# LEARNING FROM INCIDENTS

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- 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



## Database

Anonymous data

Used to identify trends

Can then target those specific areas

Could see the formation of a joint experts group to develop the lessons learnt

Avoids the single unique accident driving the creation of technical regulations



## Dissemination of lessons learnt

LLAST WG identifying how best to get the lessons out to seafarers

- In the immediate aftermath of an incident: a heads up alert and general warning
- Following the investigation: route causes and lessons learnt
- Wider lessons: draws together similar incidents and takes a broader view



# Timeline

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CAV: 6 months to finalised scheme for adoption at June 2018 ExComs and launch in November 2018

LLAST: Accident templates approved and database plan to agreed by boards June 2018

2018: Launching CAV and possibly expanding to shore personnel

2018 Building the database



## 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

**Thank you**

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