

**Joint work with OCIMF
Safety Initiative**

North American Panel

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



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INTERTANKO/OCIMF Joint Safety Initiative

- 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
- Joint Working Group meeting July 2015
- Identified the main agenda



Formation of joint groups

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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



Human Factors/Behavioral Safety –

Aim to create a **competence management** system as a tool for assessing on board crew competence, training requirements and managing promotions

Aim to focus upon soft, non-technical, skill sets.

Competence Assessment and Verification



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

Draft new system end 2018

Expect launch in 2019



CAV system

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.



Assessment

- Each assessor will be trained (IMO MC 1.30)
- Top four plus, would be assessors
- Each soft skill should be assessed through the application of a technical skill
- Eg task could be 'Safely manage the mooring'
- Through assessment of the mooring operation an assessment can be made of the soft skills of the seafarer



Outline of competence scheme:

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



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

- A. Collaboration and Team Cohesion**
- 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

A 1 . T e a m 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.Inclusivene s s a n d 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



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



Timeline

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System being finalized by Drafting Group

DG completes end March

CAV WG sits on April 20th

Steering Group sits May 14th

Boards receive final system May 20th

Launch in Rome June 20th



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 have developed 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



Steering Group

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Steering group takes holistic view

Made up of representatives of respective boards

Provides guiding hand to the WGs

Involves OCIMF and INTERTANKO

This then becomes a true pan industry initiative



Timeline

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CAV: Finalised scheme to be approved by boards
June 2018

LLAST: Accident templates completed
Database build 2018



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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