

**Joint work with OCIMF  
Safety Initiative**

**Hellenic Mediterranean Panel**

**Dr Phillip Belcher**

**Marine Director INTERTANKO**

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



**INTERTANKO**



## 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



## Main Agenda

- 1. Optimizing Audits**
- 2. Human Factors/Behavioral Safety**
- 3. Learning from Incidents**



## 1. Optimizing Audits –

Aim to ensure that vetting audits done in the most efficient manner

- No overlaps
- No unnecessary audits
- All audits shared and working together

The boards agreed that this was managed by established vetting processes and committees and so dropped



## 2. 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.

True focus upon the human element



## 3 Learning from Incidents –

Aim to gather data to develop joint accident database to be used to establish trends/outputs to target lessons learnt

Aim to ensure that lessons learnt are the correct ones and should be targeted to solve real issues



# Formation of joint groups

**INTERTANKO**

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

- Chaired by **Capt I Rahim IMT** and **Capt A Cook V Ships**
- Met Oct 5, Nov 5 & Feb 4, Next May 2-3

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

- Chaired **Z d'Souza Shell** and **S Dimakopoulos Minerva Marine**
- Met Sept 14 and March 15-16, Next Sept 21-22

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

- Chaired by **John Barton Shell** and **Tommy Olofsen OSM**
- Met on Oct 6, Next May 3.



## 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.



## 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



## Soft Skill assessment areas

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



## A. Teamwork

Works effectively in a team, building productive working relationships through cooperation with colleagues, treating others with respect, resolving conflicts among team members and balancing individual and team goals.



## B. Communication & Influencing

Clearly and precisely gives and receives communication in a convincing manner to both, groups as well as individuals at all levels, including senior/line managers, colleagues and subordinates.

Interacts with others in a sensitive and effective way in a risk- and time-sensitive environment.



## C. Situation Awareness

Accurately perceives what is on-board the vessel and what is outside, understands the meaning of different elements in the environment and projects their status in the near future.

Develops effective strategies in order to manage threats to safety.



## D. Decision making

Reaches systematic and rational judgements or chooses an option based on relevant information by analysing issues and breaking them down into their discrete parts. Demonstrates a readiness to make decisions and originate action.



## E. Results focus

Focuses on achieving desired results and how best to achieve them.

Takes conscientious action to get the job done, using initiative and energy, and demonstrating flexibility and adaptability.





## F. Leadership & Managerial skills

Inspires, motivates and empowers employees to perform at their best to achieve goals.

Adjusts leadership style to situations, including those which develop suddenly and change rapidly.

Ensures the development of seafarers through coaching and mentoring.



## 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**



# LEARNING FROM INCIDENTS

**INTERTANKO**

- 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

All accidents to be submitted into the D/B using a standardised input

Definition of accident is key

Identifiers used in input

Identifiers stripped out

Anonymous outcome where identifiers cannot be seen



## Database outcome

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 takes holistic view

Made up of representatives of respective boards

Provides guiding hand to the WGs

Currently just OCIMF and INTERTANKO

CDI and SIGTTO invited to join

This then becomes a true pan industry initiative





# 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



**INTERTANKO**

Thank you



Phillip.Belcher@intertanko.com

More information, [www.intertanko.com](http://www.intertanko.com)