

# OCIMF/INTERTANKO Joint Safety Initiative

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



**INTERTANKO**



# OCIMF/INTERTANKO Safety Initiative

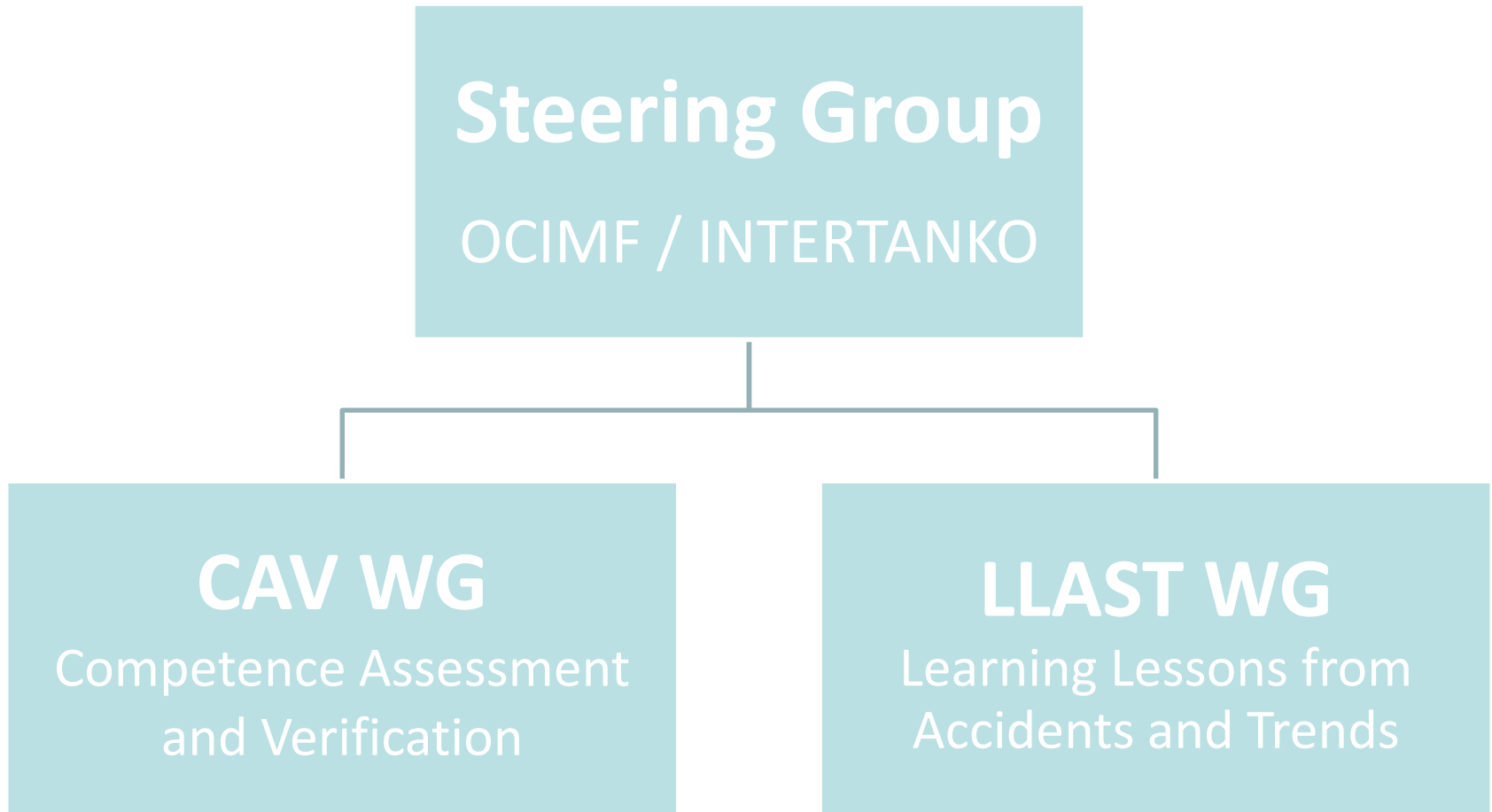
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- Technical solutions have achieved much.
- But small nub of accidents still occurring.
- Joint OCIMF & INTERTANKO board meeting decided that a step change in safety was needed.
- Needed to look at the human element and reasons behind accidents.
-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



# Formation of joint groups

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

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



## Outline of competence scheme:

1. Introduction
2. Guidelines
3. Behavioural indicators
4. Templates
5. Assessor training & guidance



# 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 and Team Cohesion**
- B. Communication and Influencing**
- C. Situation Awareness**
- D. Decision making**
- E. Results focus**
- F. Leadership and Managerial skills**



# Behavioral Indicators

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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.



# Behavioral Indicators

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Draft example for Mooring  
relationship between technical and soft skills

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





# Templates

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		

Templates will include those for recruitment, performance review and promotion



# Assessor Training & Guidance

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Each officer would be individually assessed.

Those assessing should be appropriately trained in assessing

This will include worked examples and the assessor template.

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

The final aspect would be that the whole system should be audited either internally or externally dependent on how the company decided to implement the system.



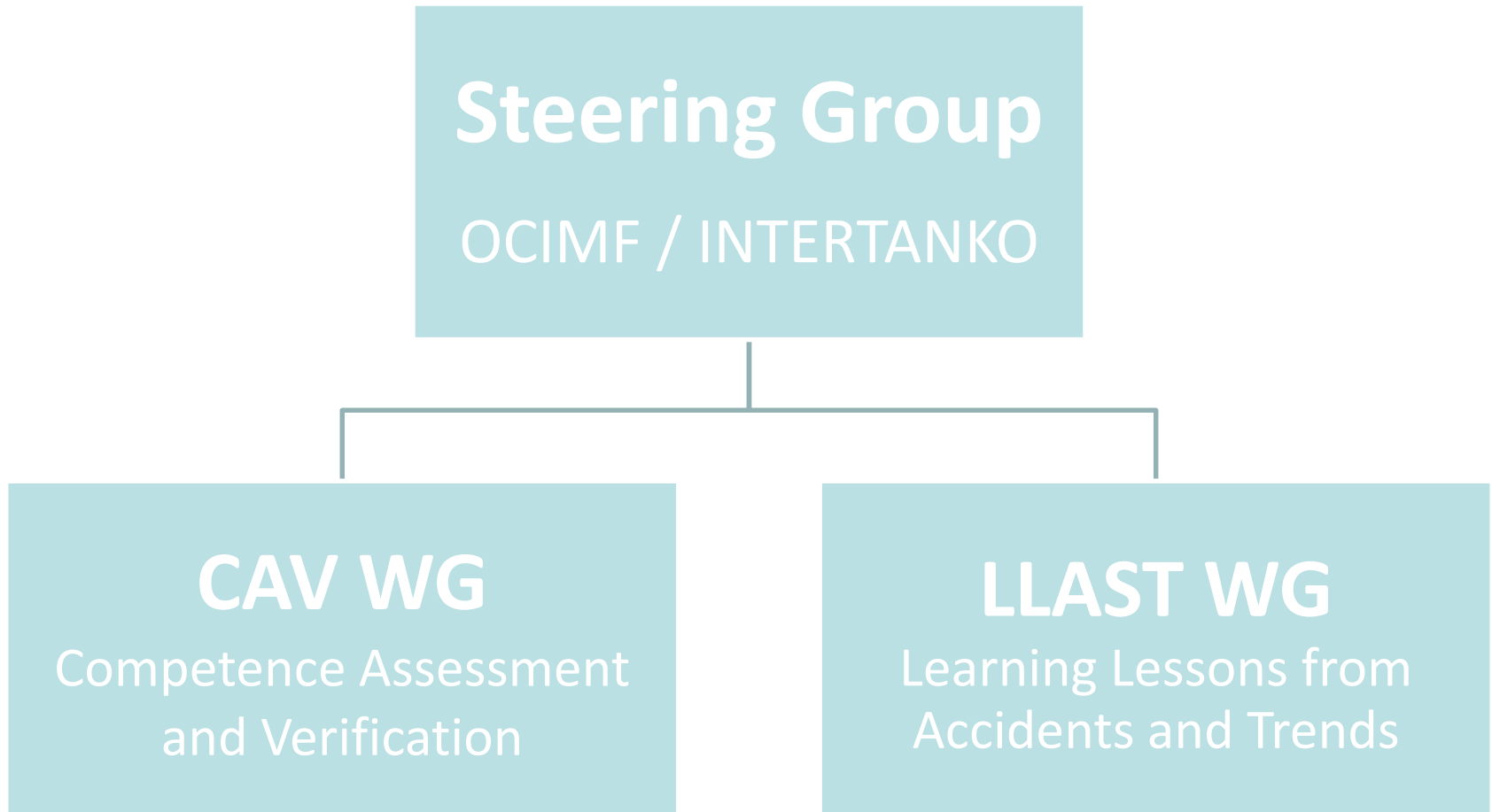
## Outcome

- 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



# OCIMF/INTERTANKO Safety Initiative

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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

- All accidents to be submitted into the DB using a standardised input - *anonymous*
- Definition of accident is key:
  1. *Human element – fatality or serious injury*
  2. *Vessel – Ship or equipment (grounding, explosion etc.)*
  3. *Environment – uncontrolled release of hydrocarbon (liquid or vapour)*
- Anonymous outcome where identifiers cannot be seen
  - *Identifiers used in input*
  - *Identifiers stripped out*



## 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:

1. In the immediate aftermath of an incident  
*- a heads up alert and general warning*
2. Following the investigation  
*- root causes and lessons learnt*
3. Wider lessons  
*- draws together similar incidents and takes a broader view*





# Where are we to date?

**INTERTANKO**

CAV: Finalised scheme ready for pilot implementation to be approved by boards  
November 2017

LLAST: Accident templates and database plan to be approved by boards November 2017

2018: Piloting CAV and expanding to shore personnel

Building the database



## **OCIMF/INTERTANKO safety Initiative**

- 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



Thank you