Norwegian Honorary Consulate

Hong Kong

香港船東會
HONG KONG
SHIPOWNERS
ASSOCIATION

NORWEGIAN
CHAMBER

"Safe, compliant, and constantly improving"

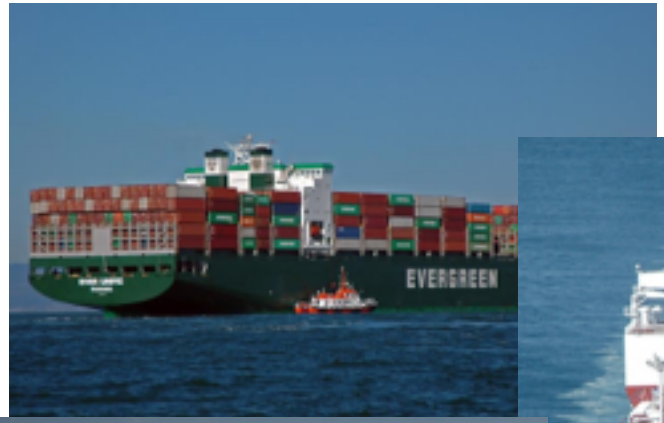
Renaissance Hong Kong Harbour View Hotel
6 December 2016

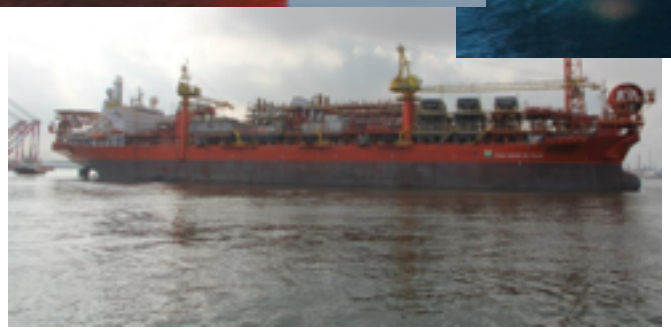
Oscar Johansen:

- *Marine Engineer*
- *Oil Tankers and Gas Carriers*
- *Maritime Simulators (Norcontrol)*
- *Ship Automation (CEO Norcontrol Group)*
- *Training Systems for Shipping Companies (1996 – present)*


MALMANGER


VMAX


EVERGREEN



Loss of training opportunity:

- Introduction of UMS operation
- Reduced manning

Crewing in multiple locations / countries

- Cultural challenges
- Language difficulties
- More demanding to manage
- Requires advanced IT solutions to keep track of personnel / personel data

Analysis by the Asian Development Bank / Fisher Associates:

- Individual Flag States (in Asia Pasific) have different interpretations of STCW regulations
- Different standards are applied in implementing regulations by Flag States in terms of:
  - Accreditation of colleges and examiners
  - Assessment / examination / certification of seafarers

Meaning:

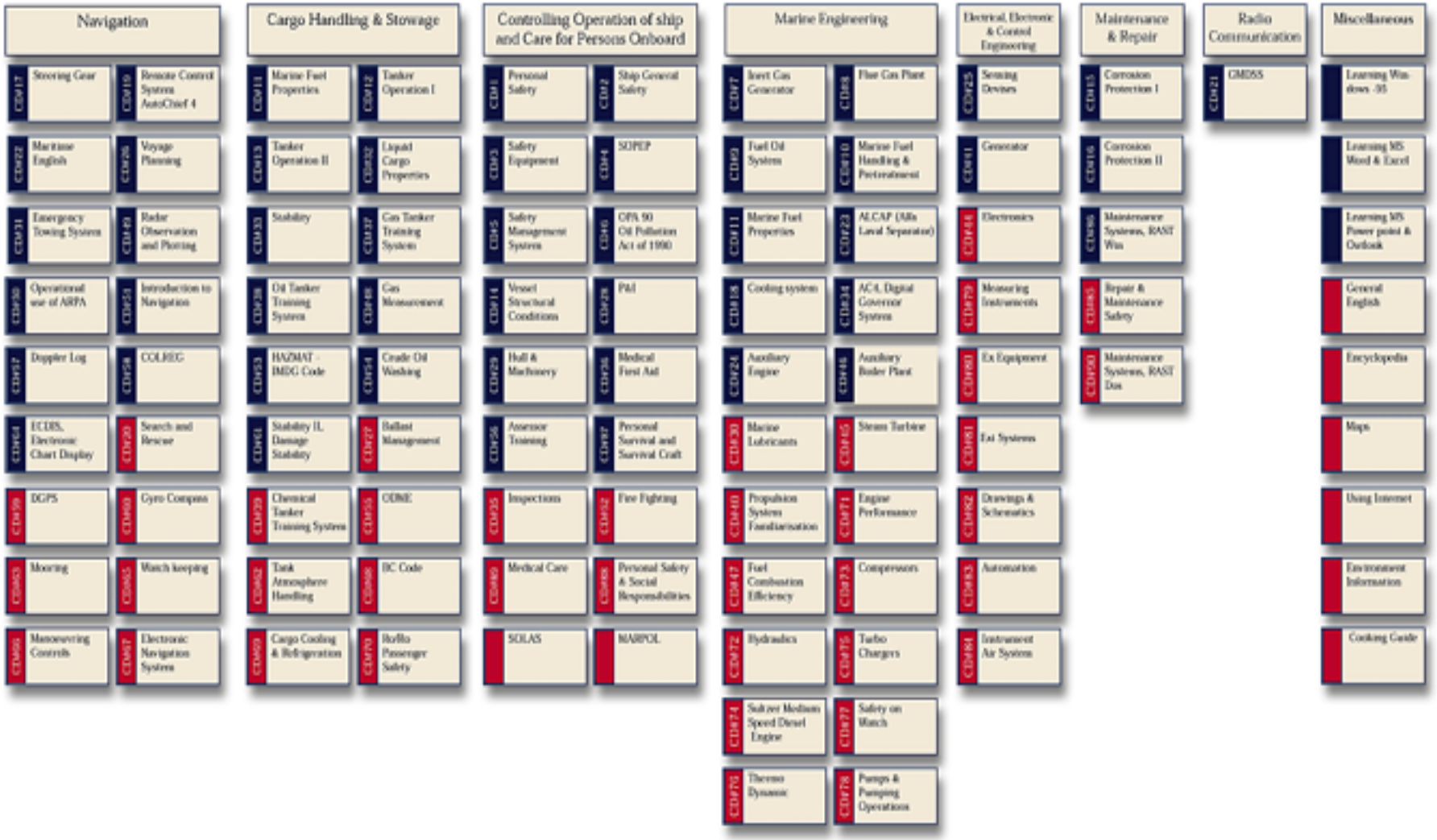
«***The employers do not know what they are getting and have to assess and train»***

STCW95:

- Shipping companies must ensure that seafarers meet international standard of competency
- Detailed records maintained of all seafarers
- Familiarisation when joining vessel (safety & work related)

Immense volume of new training requirements:

- ISM Code
- STCW 95
- STCW Manila Amendments 2010
- MLC (Maritime Labor Convention)
- ISPS Code (The International Ship and Port Facility Security Code)
- ECDIS
- IMDG (International Maritime Dangerous Goods) Code
- Etc.


Navigation
CD017 Steering Gear
CD019 Remote Control System AutoChief 4
CD022 Maritime English
CD025 Voyage Planning
CD031 Emergency Towing System
CD049 Radar Observation and Plotting
CD050 Operational use of ARPA
CD051 Introduction to Navigation
CD057 Doppler Log
CD058 COLREG
CD061 ECDIS, Electronic Chart Display
CD020 Search and Rescue
CD059 DGPS
CD060 Gyro Compass
CD062 Mooring
CD065 Watch keeping
CD066 Manoeuvring Controls
CD067 Electronic Navigation System
Cargo Handling & Stowage
CD011 Marine Fuel Properties
CD012 Tanker Operation I
CD013 Tanker Operation II
CD032 Liquid Cargo Properties
CD033 Stability
CD037 Gas Tanker Training System
CD038 Oil Tanker Training System
CD048 Gas Measurement
CD053 HAZMAT - IMDG Code
CD054 Crude Oil Washing
CD061 Stability II, Damage Stability
CD027 Ballast Management
CD039 Chemical Tanker Training System
CD055 ODME
CD062 Tank Atmosphere Handling
CD066 BC Code
CD069 Cargo Cooling & Refrigeration
CD070 RoRo Passenger Safety
Controlling Operation of ship and Care for Persons Onboard
CD01 Personal Safety
CD02 Ship General Safety
CD03 Safety Equipment
CD04 SOPEP
CD05 Safety Management System
CD06 OPA 90 Oil Pollution Act of 1990
CD014 Vessel Structural Conditions
CD028 P&I
CD029 Hull & Machinery
CD036 Medical First Aid
CD056 Assessor Training
CD067 Personal Survival and Survival Craft
CD035 Inspections
CD052 Fire Fighting
CD060 Medical Care
CD068 Personal Safety & Social Responsibilities
SOLAS
MARPOL
Marine Engineering
CD07 Inert Gas Generator
CD08 Flue Gas Plant
CD09 Fuel Oil System
CD010 Marine Fuel Handling & Pretreatment
CD011 Marine Fuel Properties
CD023 ALCAP (Alfa Laval Separator)
CD018 Cooling system
CD034 AC-ti, Digital Governor System
CD024 Auxiliary Engine
CD046 Auxiliary Boiler Plant
CD030 Marine Lubricants
CD045 Steam Turbine
CD040 Propulsion System Familiarisation
CD071 Engine Performance
CD047 Fuel Combustion Efficiency
CD073 Compressors
CD072 Hydraulics
CD075 Turbo Chargers
CD074 Sulzer Medium Speed Diesel Engine
CD077 Safety on Watch
CD076 Thermo Dynamic
CD078 Pumps & Pumping Operations
Electrical, Electronic & Control Engineering
CD025 Sensing Devices
CD041 Generator
CD044 Electronics
CD079 Measuring Instruments
CD080 Ex Equipment
CD081 Ex Systems
CD082 Drawings & Schematics
CD083 Automation
CD084 Instrument Air System
Maintenance & Repair
CD015 Corrosion Protection I
CD016 Corrosion Protection II
CD085 Maintenance Systems, RAST Win
CD085 Repair & Maintenance Safety
CD090 Maintenance Systems, RAST Dos
Radio Communication
CD021 GMDSS
Miscellaneous
Learning Windows -95
Learning MS Word & Excel
Learning MS Power point & Outlook
General English
Encyclopedia
Maps
Using Internet
Environment Information
Cooking Guide

The seafarers' competence:

- Education
- Shorebased courses
- Simulator courses
- Onboard drills / safety training
- Onboard distant learning (video and e-learning)
- ***On the job experience / training***

Reference Projects

MOL

200+ vessels

K – Line Companies

200+ vessels

Teekay Shipping

80+ vessels

Rickmers Shipmanagement

110+ vessels

Chevron Shipping

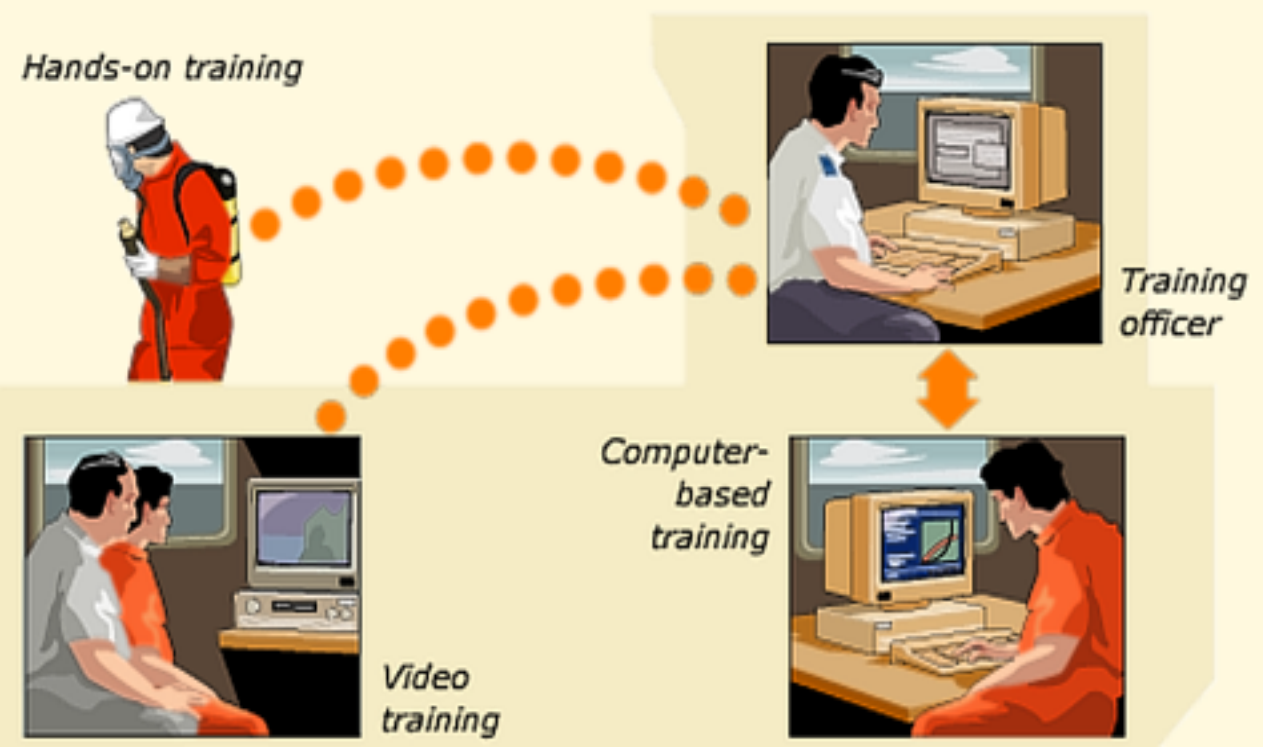
30+ vessels

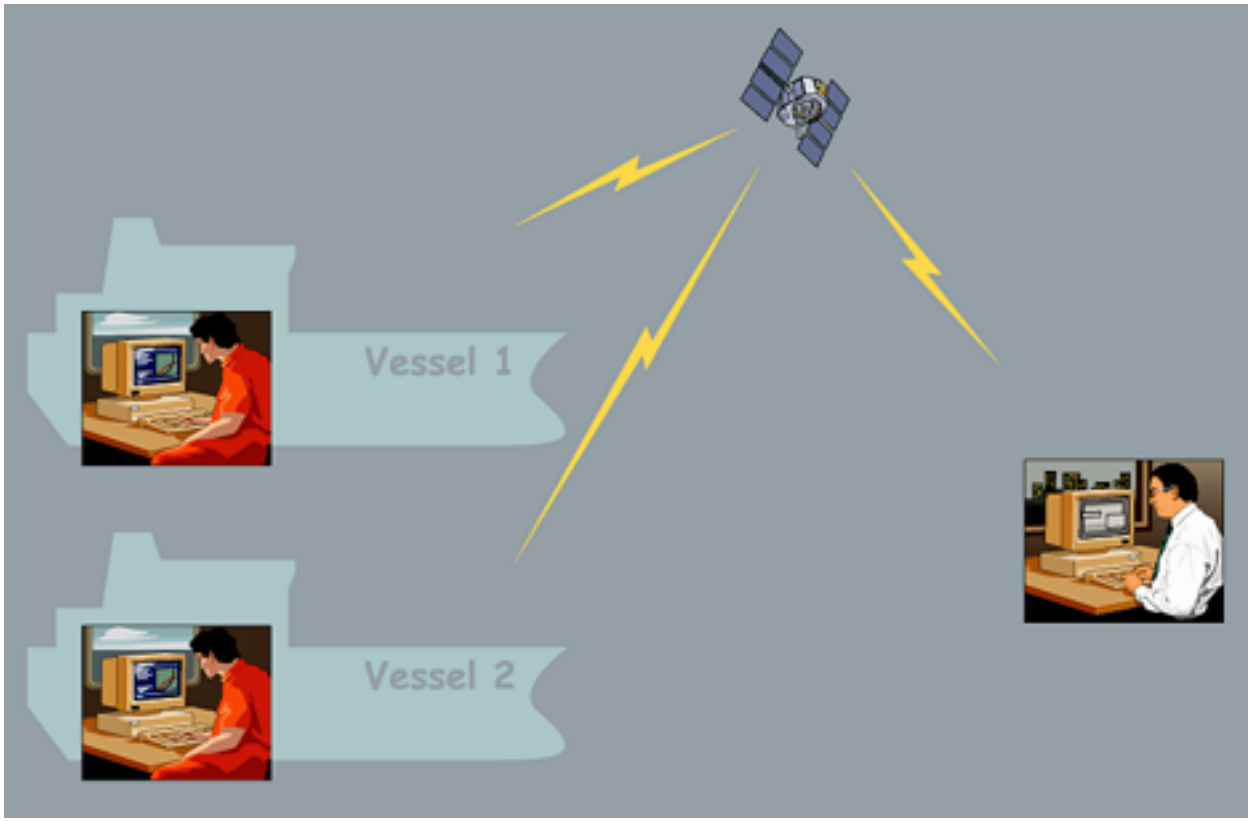
Industry competence standards:

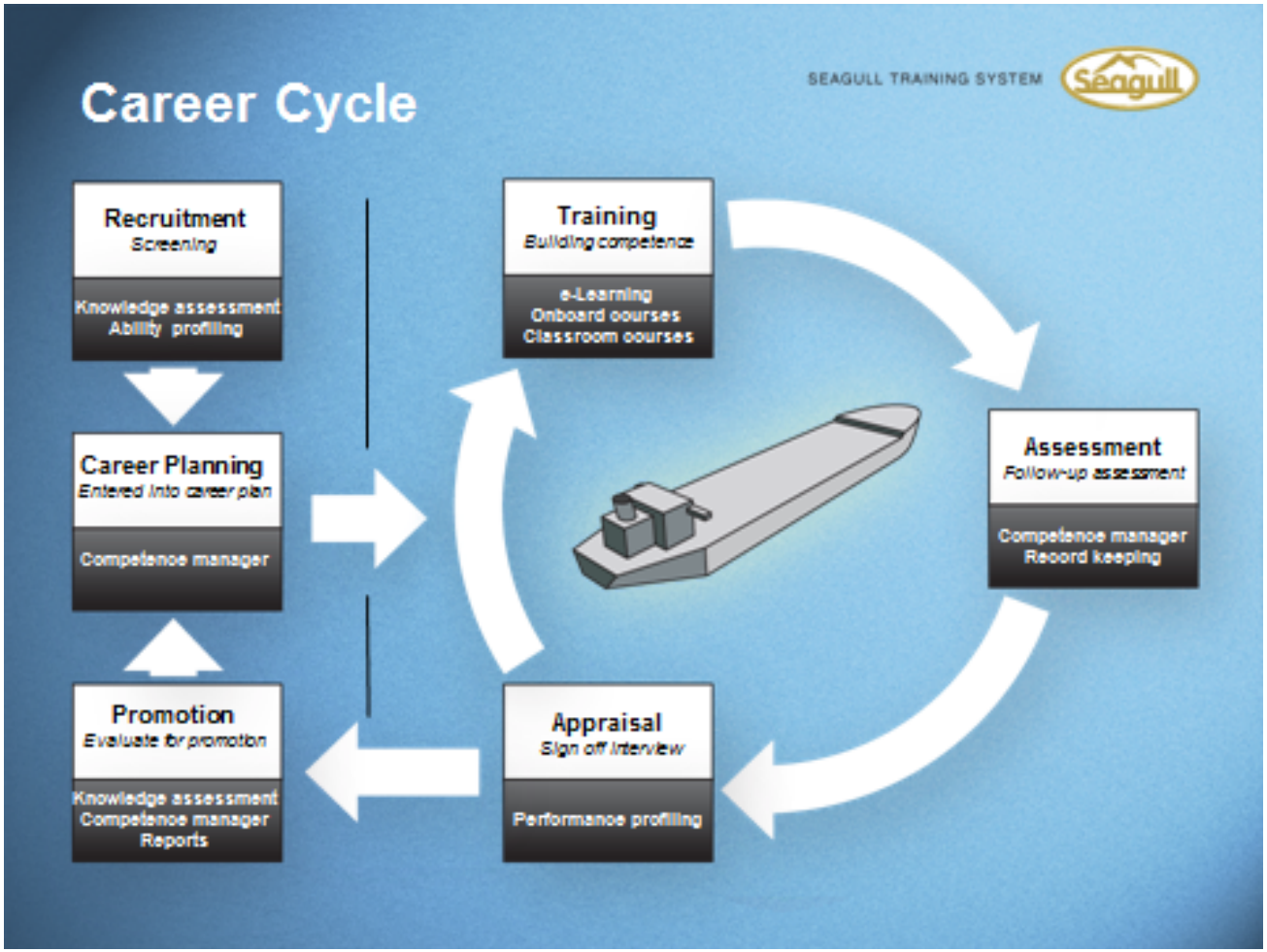
- On Board Training Record Books for Deck and Engineer Cadet (ISF)
- On Board Training Record Books for ratings (ISF)
- Suggested Competency Standards (SIGTTO)
- Tanker Officer Training Standards (TOTS by InterTanko)
- Tanker Management and Self Assessment (TMSA by OCIMF)
- Offshore Vessel Management and Self Assessment (OVMSA by OCIMF)

The main challenges for the modern Shipping Company

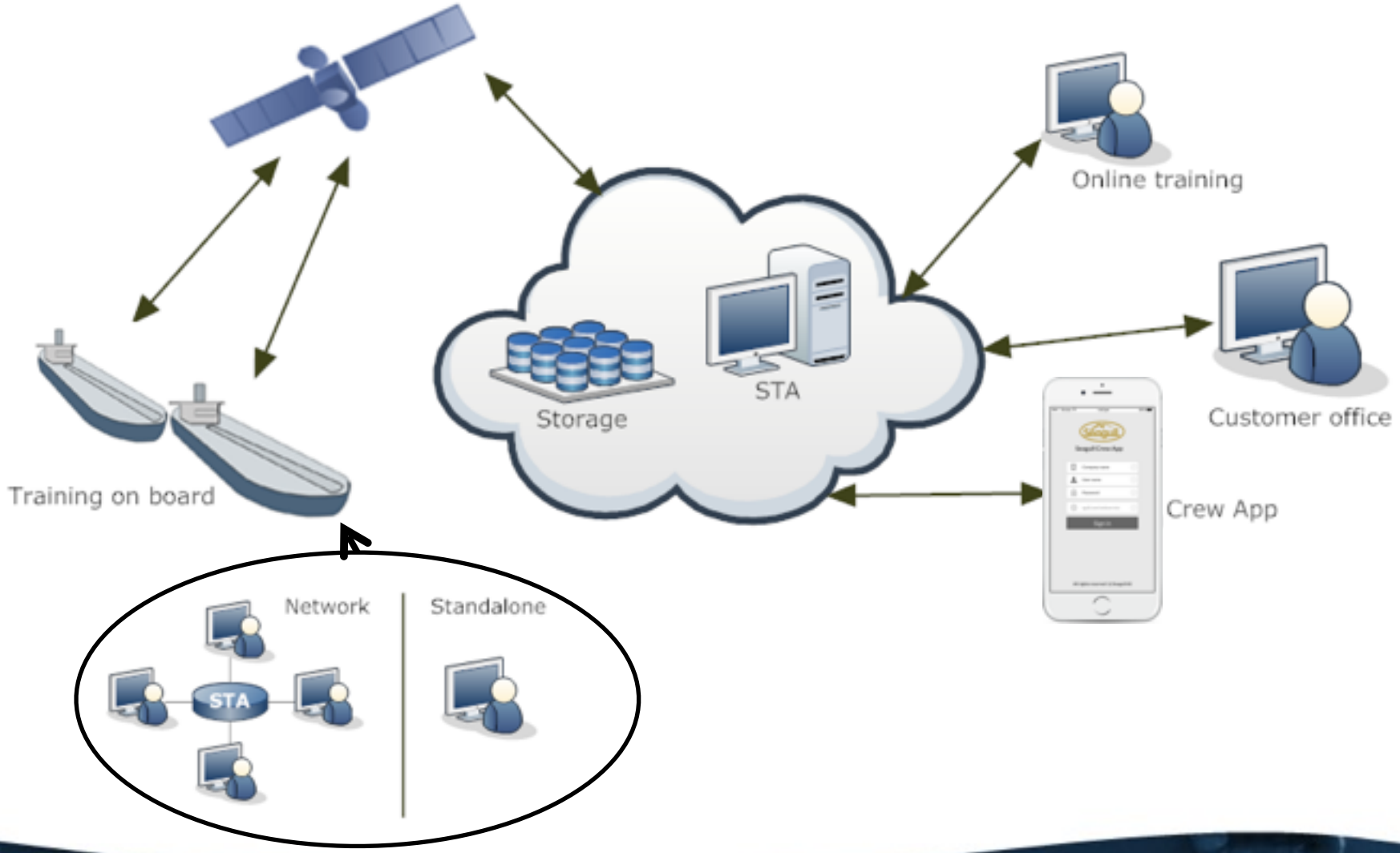
- Younger officers who are promoted much quicker than in the past
- Loss of experienced officers (who are retiring)
- *As seafarers from Asia / Pacific have replaced OECD seafarers, who typically were "at sea for life", the training task for seafarers has increased because of higher turnover due to the Asian and Indian seafarers generally having shorter careers at sea.*
- More advanced ships and ships' equipment
- More demanding charterers / cargo owners
- Increased competition for the best quality crews
- Multiple nationalities on most ships
- In many cases lack of safety / quality culture


Hands-on training
Training officer
Computer-based training
Video training


Vessel 1
Vessel 2


Career Cycle
SEAGULL TRAINING SYSTEM
Recruitment
Screening
Knowledge assessment
Ability profiling
Career Planning
Entered into career plan
Competence manager
Promotion
Evaluate for promotion
Knowledge assessment
Competence manager
Reports
Training
Building competence
e-Learning
Onboard courses
Classroom courses
Assessment
Follow-up assessment
Competence manager
Record keeping
Appraisal
Sign off interview
Performance profiling

STA in the cloud – offline and online



Thank you for the attention!