

Guiding Spirit to Shipping Industry

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## IMRC

2020-2030

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**Capt (Dr) Suresh Bhardwaj- Q3. Shifting to HR now,** and I wish to ask all of you - The ongoing pandemic has highlighted the indispensable role that the maritime industry plays in the global economy. Seafarers are at the heart of shipping – they are the critical element in operating today's technologically sophisticated ships **safely and efficiently.**

Maritime shipping operates in a complex socio-technical environment, with stringent international regulations – like the Covid protocols - that reacts to economic, political, and socially variable conditions.

So How is the HR processes in your view grappling with this reality?

**Capt Belal:** Yes, we forget the welfare of crew and mental health, his own and his family. It is challenging for crewing managers.

**Capt Shukla:** Yes we are indeed thankful to seafarers – our Covid warriors, who kept the economy going. MASSA FOSMA effort on chartered flights are well recognized. Training on mental health is not the panacea. Behaviour based safety and mental health in workshop mode in-person for ratings is what FOSMA found very effective.

**Capt Chawla:** Our human issues are really no different from an office or politics or anyone else. We need to have soft skills focus at leadership supervision. There is this onion model with

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ship at the core and the first circle is the top4 and Bosun who pretty much define the working environment. Next ring is the Operations and Technical managers and the next layer is the HSEQs. What needs to be handled is managing the pace of change. We have to constantly evolve our managing styles, our ability to lead people. We need to empower our people, give them the tools they need for managing this change.

**Capt. Apandkar:** From MET perspective, the human element, the touch between faculty and students went missing when Pandemic struck and we got into online mode. Student batches got identified as Covid batches who had no exposure to Practical skills and found difficulty in placements.

**Capt Bhasin:** From HR perspective in Covid times, we have recognized that Vaccination is the key issue. Seafarers need to be given preference. Many seafarers have taken outside India, not even registered in India portals. We are helping with WHO explanations but it is a bottleneck that is being created with various rules on double doses.

**Q4. Specially for Capt Chawla** – as he is on the Human Factors Committee of Intertanko – a subject much in vogue – due to OCIMF now pushing this agenda – ‘der aaye...durustaaeye’

Sir, it is one thing to keep talking about Seafarer competence – and completely another when we look at these Human Factors considerations. The company's role in making the environment conducive to get the optimum performance out of this skilled, experienced, competency certified seafarer. Can you bring us updated on these realities of our industry?



**Capt Chawla:** SIRE had reached its limits and run its course with average 2.3 deficiencies per inspection. Also gaming of the systems with parrot like answers to questionnaires with not much commitment behind it. So SIRE 2.0 with a completely different outlook – human perspectives – humans fail in a given ecosystem. But traditionally we blamed the seafarer. Only a good investigator may find that the seafarer was set up for failure, rather than set-up for success.

The reality as you asked, for a CEO his company is like a beautiful painting, but for other managers it is like a Whac-A-Mole game where kids sit with a hammer hammering a mole popping up from unknown places. Competency matrix which has now gone away only because of better understanding that it is not just the age or experience, there are other factors that come into play as well. My own research shows that pretty much of these big accidents happened with very senior Masters from the first world at the helm.

So, systems around the seafarer need to be designed in a better way. As an industry we are understanding Human Factors better, lot more research is going on, regulations are coming around on this focus. It is so easy to have automatic registration of events of a oil record book for example, why are we having so many records to be made by seafarer and have additional administrative burden rather than leaving him to navigation and carriage of cargo which is the basic purpose?

**Capt Bhardwaj:** Very true, even HTW 8 that got completed recently agreed on a revised checklist for considering the human element in the review, development, and implementation of new and existing IMO requirements.

### Audience Q&A followed:

**Q.** To Capt Chawla, how do you see Indian Seafarer responding to these changes?

**Capt Chawla:** We are aware of Newton's law, unless pushed we continue in inertia, it is company's responsibility to

provide the training but equally a counter-responsibility of seafarer to come up with open mind to learn.

**Q.** traditionally Indian Ratings are not being put with foreign officers? Can we do something to change this mind-set?

**Capt Shukla:** Yes you are right, but thankfully the Pandemic crisis and ease of Indian crew change enabled change that. Indian ratings are adapting well with foreign national officers. We are doing our bit by enhancing their communication skills

**Q.** How do we cope with the training gap manifested at Pre-sea level with just online training?

**Capt Bhasin:** This is a fact, we had to keep training berths idle in 2020, but in 2021 there was an opening for Practical classes at MTIs which we made use of and resumed.

**Capt Shukla:** We got the feedback of boys on ships who had been recruited and maximum said they would not like to

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pursue career at sea. The gap of missed out regimented training at Academy is too much.

**Capt Chawla:** But there were times before when there was no pre-sea, may be we have to increase the sea-time and focus on OJT (On-job-training).

**Capt Belal:** Companies not choosing Covid-batches is unfair. It was not their faults, world was grappling with it, and like Capt Chawla said, 4-6 months extra sea-time should do the trick.

Another issue I wish to address is the exorbitant costs of new engines training, we need to push it in one voice that these trainings need to be available at the places where seafarers come from and at reasonable costs and not that it be available in Copenhagen.

**Ms Yogyata** as Convenor then thanked all the Panellists and closed the session. You can watch all sessions on demand on website: <https://lnkd.in/gfYzqnF9>.

**The Mumbai Branch of The Institute of Marine Engineers (India)** in collaboration with **Anglo Eastern Maritime Training Centre** has scheduled the next course of the proposed series of value-added courses from **7th to 11th March 2022** through on-line platform Zoom on the topic **“Instrumentation &**

**Automation Course for Marine Engineers and ETO’s”.**

IMEI had scheduled this course after the tremendous success and overwhelming responses from the first two courses held in October & December 2021 respectively.

The purpose of conducting such courses is to serve as

a continuing Education and Training program for seafarers, superintendents, surveyors, technical assistants, and other members of the marine fraternity to enable them to keep abreast of the latest developments in this topic. The course has been designed by the best in the industry and will be accompanied by the ‘Quality’ stamp associated with the **IME(I) & AEMTC.**

## MARINE NEWS

### IMEI with AEMTC arranges Instrumentation & Automation Course for Marine Engineers & ETO’s.



Any prospective candidate who is interested may contact: Ms. Nimisha Nayan - 9373394137/ Ms. Neetha Nair - 9930977647; The Institute of Marine Engineers (India) – Mumbai Branch, 1012 Maker Chamber V, Nariman Point, Mumbai -400021. Tel: (022) 22851195 or drop an email to: [training\\_mumbai@imare.in](mailto:training_mumbai@imare.in) for further details.

Interested candidates can register using this Link <https://linktr.ee/imeim> and provide us the details, including the correct name as required on the Certificate. After completing the registration formalities and receipt of the payment, you will receive a confirmation from IME(I).

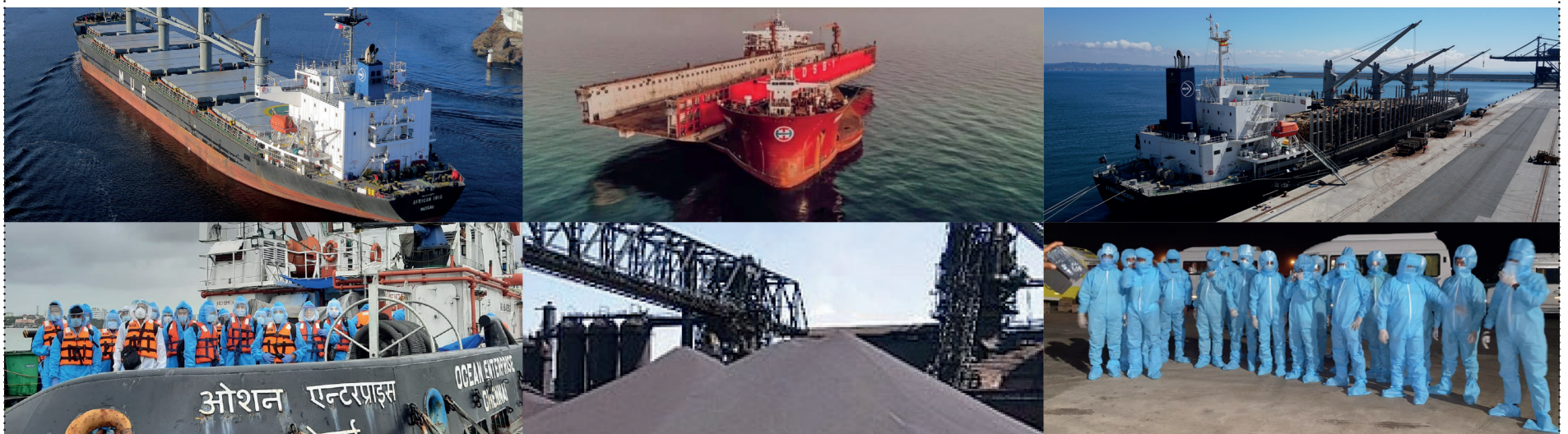


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