The MET Network with NGO Observer Status at IMO

*Global*MET
NEWSLETTER

To promote, develop
and support in the
spirit of cooperation,
the common interests
of its members in all
matters concerning
the development and
quality of maritime
education and training.

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Inside this Issue

Articles written on behalf of GlobalMET and by
other outside contributors do not necessarily
reflect the views or policies of GlobalMET

Editorial

Being relevant, purposeful and making a supreme difference has always been the hallmark of great leadership, cultures and civilizations that have enjoyed longevity! Longevity has its merits.

This month, President Obama and the Environmental Protection Agency (EPA) in the U.S., finalized the first ever comprehensive plan to limit carbon emissions from power plants- one of the biggest polluters of the environment. It is touted as the most comprehensive Climate Change initiative of its time; the AMERICA'S CLEAN POWER PLAN. "The Clean Power Plan is an historic step in the fight against climate change. It sets flexible and achievable standards to reduce carbon dioxide emissions by 32 percent from 2005 levels by 2030, while creating tens of thousands of jobs."

The President said that 2014 was one of the hottest years on the planet in the last 800,000 years. He goes on to explain that 14 of the last 15 years in this century alone have been some the hottest temperatures on record. Additionally that we are the first generation to feel the effects of Climate Change and the last that can do something about it! President Obama suggested that although the challenge may seem daunting, nothing is impossible if we work together now. He was also recently the first American President to visit the Arctic. (https://www.whitehouse.gov/climate-change)

What is MET's, maritime industry's and community's contribution to the fight against Climate Change and Global Warming? How will we meet our commitment or is it someone else's job to do that? How does MET remain relevant and purposeful in light of Climate Change, Global Warming and economic uncertainty? MET needs get in front of this urgent issue, find the high moral ground and organize around a common vision, mission and strategic outlook as a community that sees itself as relevant, purposeful and ready to make the supreme sacrifice. Even though the money seems king now, this generation is actually borrowing from their grandkids and we know better than that. Money and profit has its place and is not necessarily a bad thing when purpose meets form and function. The only real question is do we have the leadership and resolve to take up these challenges, create the kind of vision and motive force to forge forth a sustainable future for our children and children's children and deliver on the promise of Climate Change and Global Warming? Let's get excited about the President's initiative, build on it and be the great citizens the creator intended us to be.

We need continued commitment from the maritime community in the form of support, membership, mentors, writers, bloggers and whatever your unique contribution might be, e.g., information sharing and progress on needed initiatives like a comprehensive vision, mission and goals for MET and industry. Let this be a call to action, to include the charterers and companies that push for high transit speeds, quick turnarounds and ever increasing profits; Let's not give lip service to Climate Change and Global Warming initiatives on the right hand making victory laps and claims of energy efficiency while continuing business as usual on the left hand.

Join President Obama, the U.S., GMET and community in support of this most important Climate Change initiative. Be sure to check out the Globalmetblog.imanfiqrie.com and https://www.whitehouse.gov/Climate Change for more information-- see you there!

Thanks in advance!

For the Executive Secretary,

By **Iman Fiqrie Bin Muhammad** (LCDR, USN ret)
Lecturer, Malaysian Maritime Academy
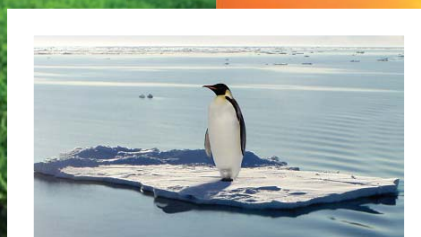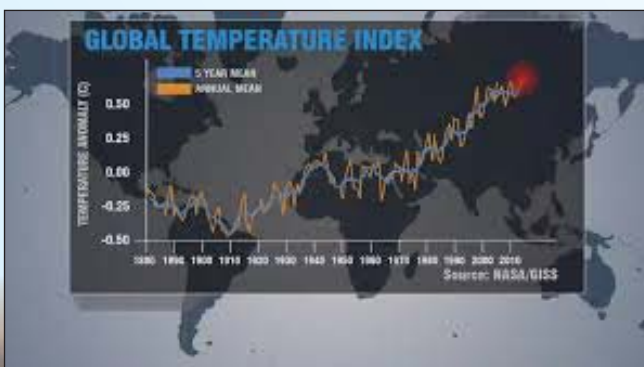
Making Careers at Sea More Attractive

The following article, written for World Maritime Day, is worth reading. It sums up generally the present situation with respect to the lack of attraction of a career in the modern industry. *Rod Short*

In many countries and particularly in the West, the popularity of seafaring as a career option has been in decline. A Drewry report that was released this week highlighted that shipping will require an additional 42,500 officers by 2019. While the report's overarching message positively observes that the persistent shortage of officer crew is receding, this is still a significant deficit and raises the longer-term question of how we attract and retain talented crews.

The romanticism of a career at sea is arguably gone. Today's mobile society, where people have more opportunities to travel for leisure as well as for work, means that there are more ways to "see the world." At the same time, shore leave while in port is increasingly limited due to quicker port turnarounds and increasingly stringent security and visa requirements.

Combine this with a lifestyle where seafarers are usually away from home for long-periods of time, working seven day weeks and often with intermittent access to digital communications and you have a hard sell to the most connected, consumerist generation in history.

You could say that seafaring suffers from an image problem. Unfortunately, the risks associated with piracy have propelled seafaring into the public eye - even Hollywood. Similarly the trend towards criminalisation of seafarers in the event of maritime accidents has affected its attractiveness.

However, I challenge whether there is enough mainstream knowledge about shipping and seafaring for image itself to be the issue. Instead, I think part of the problem is public awareness, understanding of seafaring in its entirety and recognition of seafaring as a worthwhile career, which is why it is great that this year's IMO Day of the Seafarer campaign is addressing this.

As the IMO Secretary-General, Koji Sekimizu, said this year, maritime education and training are "essential for the long-term sustainability of the sector, both at sea and on shore." It is for this reason that SSI is working with Southampton Solent University to conduct a phased program which will research and document the issues associated with the low profile of the shipping industry. This will attempt to better understand the perspective that young people and their families from different countries have on maritime careers so that these learnings can be shared and responded to more widely.

Shipping still has an attractive proposition as a career. The sophistication of technology on board vessels, for example, as well as the introduction of new operational innovations, is creating new demands on the skills of the officers and crews particularly in IT, communications and engineering. There is plenty of information that can be delivered around the variety of roles on board ships, the excitement of working in often extreme or unpredictable operational environments and on board diverse ships or on varying trades.

However, if shipping is to put more energy behind attracting talent into seafaring, it needs to deliver on its promises. Providing good pay and conditions as well as investing in training and development are absolutely fundamental, despite the wider squeezes on operators' profitability in the current climate.

While there are many operators who recognise the value of their seafarers and reflect this in the way that they are treated, we are all aware that this is not universally the case. Creating a more level playing field through greater global standardisation on seafarer conditions could help to support its attractiveness as well as retaining and motivating current seafarers.

As we join the shipping community on the IMO's Day of the Seafarer, we firmly believe that the industry has a lot to offer. By working collectively on a journey of shared education and by making mutual and positive commitments to improve its proposition, we hope that more people will embrace a fulfilling career at sea in the future, as many of us have done before.

By **Alastair Fischbacher**
The Sustainable Shipping Initiative

On Risk Management and the Safety Management System

In recent times, there have been much ado about "Managing Risks" on board ships and the ship-operator-industry's responsibility and accountability. There is a perceptible nervous approach to design, procedures and the processes in risk management. Many operators have purchased software off the shelf, providing little or no training for staff and crew. For those endeavouring to come to terms with this growing complexity, I urge readers to obtain a copy of the ISO AS/NZS 31000:2009 Risk Management Standards (as amended) plus all other associated literature (guidelines, audit etc.), that pertains to this very important management tool. This standard was developed from the original Australian/New Zealand Standard 4360:2004.

Accrue a thorough knowledge of the way that risks are measured and assessed and then treated before you attend any of the courses floating around by various vendors. The pre-training programme readings will provide for rich interchange between the facilitator and the participants as the occasion takes on a "learner-centred" approach. There is just too much "teacher-centred" training in the market place and this does become serious concerns when qualitative transferring of skills and competences do not happen, only knowledge by rote privileging inconsequential tests and examinations.

Let us first examine the meaning of Risk Management and Managing Risk. The standard explains that in general terms, "risk management" refers to the architecture (principles, framework and process) for managing risks effectively. "Managing Risks" refers to applying that architecture to particular risks. This technique may be applied to existing regulatory systems currently in use within the maritime context.

The ISM Code remains the mainstay of how a ship is to be managed. Feedback reflects sometimes on dubious ways in which Port State Control inspections and ISM/SSM audits are conducted in certain parts of the world. There is probably an emerging need to unlearn some of the stale current practices, e.g. over dependence on checklists in lieu of standard process management techniques. Perhaps it is timely that we begin to take stock of whether learning and experience occurred, and reflect on the experiences. We may just have to learn how to learn, unlearn some misrepresentations and to relearn altogether, so that we may institute the ISM Code, Safety Management System and Quality Management System with a well-designed risk-managed approach that is also Quality Assured within the same framework. Not as it seems, fulfilling mandatory activities via checklists and tick-flicks to satisfy the auditor.

Common sense and prudence questions the need for three systems that add to the unnecessary complexity. A well designed process management system that incorporates all three as a "Standard Operating Procedure-SOP" would simplify the overall management and activities thereof. It would eliminate much of the duplication of paper work that Masters and Officers are subjected to. Evidence properly gathered, monitored and actioned on a continuous basis in one document folder may now not only be viewed and assessed in one audit, or inspection but also provide records of the learned outcomes for training and other further uses.

But first, we should take a few steps backwards and see how the systems merchants have penetrated this very vulnerable but lucrative maritime market. More about this is envisaged in the next instalment of this article. Certainly the author encourages readers to write in and give your valuable experiences and examples to;

Capt Richard Teo
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Meanwhile, this article will be the first in a series of topics that may enlighten mariners on this rather important evolution and standard, called Risk Management. This knowledge, skill and praxis practice requires a few select competences not found in the STCW code. These are however desirous for practising seafarers across the rankings,

As an aid to mariners, some of the terms, in plain language as stated in the ISO 31000 standard above are reproduced below,

2.1 Risk

According to ISO 31000, *risk* is the "effect of uncertainty on objectives" and an *effect* is a positive or negative deviation from what is expected. The following two paragraphs will explain what this means.

This definition recognizes that all of us operate in an uncertain world. Whenever we try to achieve an objective, there's always the chance that things will not go according to plan. Every step has an element of risk that needs to be managed and every outcome is uncertain. Whenever we try to achieve an objective, we don't always get the results we expect. Sometimes we get positive results and sometimes we get negative results and occasionally we get both. Because of this, we need to reduce uncertainty as much as possible.

Uncertainty (or lack of certainty) is a state or condition that involves a deficiency of information and leads to inadequate or incomplete knowledge or understanding. In the context of risk management, uncertainty exists whenever the knowledge or understanding of an event, consequence, or likelihood is inadequate or incomplete.

2.2 Risk management

Risk management refers to a coordinated set of activities and methods that is used to direct an organization and to control the many risks that can affect its ability to achieve objectives.

According to the Introduction to ISO 31000 2009, the term *risk management* also refers to the architecture that is used to manage risk. This architecture includes risk management principles, a risk management framework, and a risk management process.

2.3 Risk management framework

According to ISO 31000, a *risk management framework* is a set of components that support and sustain risk management throughout an organization. There are two types of components: foundations and organizational arrangements. *Foundations* include your risk management policy, objectives, mandate, and commitment. And *organizational arrangements* include the plans, relationships, accountabilities resources, processes, and activities you use to manage your organization's risk.

2.4 Risk management policy

A *policy* statement defines a general commitment, direction, or intention. A *risk management policy* statement expresses an organization's commitment to <u>risk management</u> and clarifies its general direction or intention.

2.5 Risk attitude

An organization's *risk attitude* defines its general approach to risk. An organization's *risk attitude* (and its risk criteria) <u>influence</u> how risks are assessed and addressed. An organization's attitude towards risk <u>influences</u> whether or not risks are taken, tolerated, retained, shared, reduced, or avoided, and whether or not risk treatments are implemented or postponed.

2.6 Risk management plan

An organization's *risk management plan* describes how it intends to manage risk. It describes the management components, the approach, and the resources that will be used to manage risk. Typical management components include procedures, practices, responsibilities, and <u>activities</u> (including their sequence and timing).

Risk management plans can be <u>applied</u> to products, processes, and projects, or to an entire organization or to any part of it.

2.7 Risk owner

A *risk owner* is a person or entity that has been given the authority to manage a particular risk and is <u>accountable</u> for doing so.

Source: ISO-31000-terms

In our next instalment, we will explore further on uncertainties, assessing the risk and how such risks may be managed. Organisational culture has a very important position and situation in risk management.

A sample template, Risk Assessment Strategy, for recording and monitoring the hazards for risk treatment or mitigation is appended below. Templates are only guides and therefore each organisation needs to make improvements to templates given to them by vendors.

Note:

Risk Management requires a skills-set of competences that are quite neglected. Cursory courses are conducted by various vendors who sometimes may not be sufficiently trained in such specialised management tools. The various issues and problems that are now surfacing reflects the inadequate or insufficient knowledge, skills and praxis of many mariners and auditors. What dangers then that may occur due to these emerging issues and problems may be catastrophic as ships get larger, more sophisticated with less well trained people in critical positions on ships and ashore.

It is also important to be conversant with the fact that Risk Management is not just about threats, uncertainty and harm but also about managing opportunities and being proactive with regards to potential losses and or gains. Therefore risk management would be embedded in the organisation's culture and processes.

RISK ASSESSMENT STRATEGY

Topic:					Date:		Issue No.:	Review date:
Identify Hazards and subsequent Risks	**Analyse Risks Evaluate Risks**			**Identify and evaluate (monitoring) existing risk controls**			**Further Risk Treatments**	
Hazards Issues Risks	Consequence	Likelihood	Risk level	What we are doing now to manage this risk	Effectiveness of our strategies	New risk level	Further action needed Opportunities for improvement	

Source: South Australian Government - DOE

By **Capt. Richard Teo**
FNI FCILT MAICD

Technical Highlight SAMSUNG Gear Fit Smartwatch

Highlight

by **Iman Fiqrie**

On a recent trip back to my hometown of Niagara Falls, N.Y., I found myself in a computer electronics store called Best Buy. I couldn't get over all the electronics inside! I knew I was missing out on some of the latest electronics, but I had no idea. My father had always told me whenever you know you want to buy something, walk away and if you really want it—you'll come back and get it. Well I went back, got it and was glad I did.

It's not a computer or smartphone, but as a tech guy I can make this watch do a few things. I recommend having a store rep who knows what they're doing first install it and fit it for you. There's some tricky downloading and setup items that can overwhelm a first timer. The watch has all the features you think you'd get in a fitness watch—heart monitor, pedometer and such. I also get numerous apps from Gear Fit through the Google Play Store, e.g., recorder, camera remote, phone app, flashlight, calendar, calculator, and more.

It's about USD149 before taxes ($14) and screen protector ($19). You can also change watch band colors and watch face itself (wallpaper). I'm pretty happy with it and sure you will be too. http://www.samsung.com/global/microsite/gear/gearfit_features.html

The Training of Bridge Officers

The training of bridge officers has been questioned by the UK's Confidential Reporting Programme for Aviation and Maritime (CHIRP) after receiving confidential reports about incidents at sea.

"A report we have received related to very serious concerns over the competency of an Officer of the Watch (OOW) Deck," says Captain John Rose, Director of Maritime at CHIRP.

"Despite onboard coaching over a period of two days whilst in port, the individual made many serious errors during bridge watches. These on occasion put the ship at risk."

"We have also received concerns regarding the quality of officer training. This includes a reduction in the amount of qualifying bridge watchkeeping time in exchange for attendance on a bridge simulator course. Reports also challenge the quality of mandatory training and issuance of certificates. In one case certificates were issued prior to the completion of the course."

Rose now questions whether the current system of training and certification, in some countries, is in the best interests of the industry. He urges anyone encountering a problem to use the Safety Management System (SMS) and report the hazardous occurrence to the ship managers.

"We believe any reluctance to use the SMS indicates a weakness in the safety culture on board. It is also a lost opportunity to reveal weakness in the recruitment process, or the need for additional training in some circumstances or preparation for particular assignments."

"If the company does not react to the report, the details should be sent to the Flag state of the vessel that issued the certificate or endorsed the initial certificate of competence for service on that ship."

Disregard for Colregs

In another example of problems occurring on the bridge, Rose cites this anonymous report: "We were sailing from Cherbourg to Southampton via the Needles on a 10 meters sailing yacht equipped with an AIS (Automatic Identification System) transponder and active radar reflector. Visibility was about four miles, our speed about eight knots. As we crossed the eastbound shipping lane, several AIS targets were approaching on the port side and eventually became visible."

"One was of concern because the closest position of approach (CPA) was almost zero. The speed of this ship was about 18 knots. After monitoring the situation for some time, I called up on VHF radio and informed the crew who answered, that according to our AIS our CPA was near zero. The response was "I agree." I then asked if he planned to alter course to avoid risk of collision and he replied in the negative."

I politely pointed out that we were a sailing vessel and the stand on vessel under the Collision Regulations and asked once again if he would alter course. The reply was "I could do but I'm not going to."

"I decided at this point that further discussion was unlikely to be productive, ended the conversation and instructed the helm to turn 20 degrees to port and harden up the sails. This allowed us to pass behind the ship by a safe distance."

The lesson learned, says Rose, is do not assume that another vessel will take avoiding action even if it is aware that a risk of collision exists.

CHIRP contacted the ship's manager who forwarded the information to the ship and subsequently discussed the report when the superintendent visited the ship. Unfortunately the crew had changed before the report had been received by the ship.

The master appreciated publication and the in-depth analysis of dangerous situations by CHIRP but after several months it was difficult to reconstruct a specific situation. The master stated that the use of VHF unfortunately causes confusion a lot of the time.

By **Captain John Rose** ExC, LLM, FNI
Director (Maritime)

I have no right, by anything I do or say, to demean a human being in his own eyes. What matters is not what I think of him; it is what he thinks of himself. To undermine a man's self-respect is a sin. —Antoine de Saint-Exupéry

East and West: Personal Brands, Organizational Success and Technology Transfers

"Intelligence and character-- that is the true measure of education"   *Dr. Martin Luther King, Jr.*

There's a lot of information out there in the biosphere on training courses, outcomes, state of the economy, fiscal responsibility, KPIs and such-- all aimed at making individuals, organizations and businesses more successful! One important theme that they all seem to have in common is that they all rely heavily upon human capital. In this month's newsletter article, I'd like to compare in small part Eastern and Western cultures by delving into the individual's personal brand and its impact on the organization. The value of the individual, their influence on the workforce and organization should not be underestimated nor taken for granted; the individual and not the organization is the cornerstone of what makes that organization and its brand a success-- this should seem self-evident, making the development of human capital paramount.

Indulge me for a minute while I make a few points; as an American traveling abroad-- I have seen in any number of instances where Western brands-- educational institutions, outlets, stores, organizations and the like are attempted to be duplicated overseas for any number of reasons, e.g., aspirations of being "World Class" and successful by Western standards-- only to fall quite a bit short and not knowing exactly why. In the humble opinion of the author-- the individual, their perception of the organization's brand and their perceived role in making that brand a success are the main culprits for this failure-- the suggestion here being that the individual's "personal brand" may not be in alignment with the organization's desired vision and brand. Of course management is ultimately responsible and accountable for ensuring alignment. Having said that, according to Weiss, a personal brand consists of the "3 Ps" of "preparation, packaging and presentation". It seems to follow then that attempting to exploit a Western brand thru preparation and packaging may be rather difficult if one didn't grow up in the West; Accordingly, presentation (or outcomes) would be equally as difficult as many encoded Western traits don't transfer that easily to the East because of cultural constraints, education, influences and flawed simulations during training and work.

As to encoding, further, in the U.S. many men and women play multiple sports, participate in extracurricular activities, physical exercise like running, hiking, biking, swimming, weight lifting, wrestling, Karate, team sports, etc., where qualities like discipline, winning, losing, assertiveness, resolve, attention to detail, taking direction and playing well with others are ingrained and encoded into the Western psyche, manifesting itself in the workforce, work product and, thus the reason so why called "technology transfers" being attempted in many countries around the biosphere trying to export Western brands and work ethics tend to fall short; these "encoded Western traits" are often seen as extra, unnecessary and even unwanted attributes in many cultures, but is exactly "the stuff of Western brands"; manifesting itself in such things as an all volunteer military second to none, love of the sea, competitive nature, love of country (service) and work ethic that are unparalleled in most other countries. In fact, many claim they can't work with such Westerners because of their high standards and work ethic! The aforementioned personal Western brand traits are among many that are important to help achieve World Class success in government, private and education sector.

Consequently, the importance of aligning the company's and individual's personal brand is very important and can't be overstated. This also makes it all the more important for those involved in the hiring process to have a plan ensuring alignment. All too often, Human Resource (HR) departments fail to capitalize on their position and influence in the organization to help shape outcomes and the important link in driving the organization's success and human performance improvement (HPI); decisions about the training of personnel are totally left up to departments within the organization and frameworks such as Individual Training Plans (ITP), Department Training Plans (DTP), mid-term performance evaluations and other helpful frameworks aimed at aligning the company's mission, vision, goals, strategies and HPI initiatives are left wanting at best. All in all, individuals with potentially helpful personal branding power to enhance the organization and company brand may lose interest and instead may even hinder the brand.

More on personal brands and their importance; according to Weiss, a personal brand is defined as "...what differentiates one person from another. How do you set yourself apart from others, what do you want to be known for? Sometimes it can be a distinct talent or unique skill". It also consists of unique qualities and characteristics developed from participating in such activities mentioned earlier. Many of which are hard if not impossible to transfer to other cultures. Weiss goes on to reveal why it is important to have a personal brand and suggests that in a global environment where there is lots of uncertainty in the economy and job market that generalization as a job skill is a risky proposition. Even more so, the suggestion is that nearly five generations are about to work in the workplace together and understanding, working with and harvesting their talent can achieve effective results and success for the organization. It would seem, however, that cultural norms have the upperhand in maintaining the status quo in many organizations around the world and so personal brands can't effectively help enhance the organization's brand as once thought-- even with so called technology transfers.

In conclusion, as the much celebrated Oprah Winfrey so eloquently put it, don't try to be Oprah-- I got that down, just try and be the best you that you can be. So rather than trying to export the West, Western brand and values-- countries and educational institutions might do well to just look inward and make the necessary, required and sufficient commitments to do the very hard work that it takes to develop country, company and personal brands themselves. What's your personal brand consist of?

Weiss, Palombo. The 3 Ps of Personal Branding: View from the Learning Executive, Rita Balian Allen. https://www.td.org/Publications/Blogs/Learning-Executive-Blog/2015/06/The-3-Ps-of-Personal-Branding. Thursday, June 11, 2015

By **Iman Fiqrie Bin Muhammad** (LCDR, USN ret)
Lecturer, Malaysian Maritime Academy

Human Error: A Stubborn Problem

Shipping industry statistics state that around 90 percent of world trade is carried by sea. Key sea lanes are already busy and as world economies expand, the number and size of ships trading internationally, currently 50,000 vessels, will increase. The natural hazards of being at sea remain the same, but the increased congestion will add to the risk of collision or grounding.

Whilst technology, particularly in the form of electronic navigational aids, has done much to reduce incidents in recent years, they do continue to occur with predictable frequency. Machinery failure or the extremes of the weather may in some cases be the cause of incidents at sea, but human error remains a stubborn contributing factor. Whereas in the case of machinery or structure, where precise failures mechanisms are sought out, poor training, a lack of experience, complacency and sometimes fatigue are all too easily cited as the causes of human error, often with little further analysis.

Recent research into the human element, however, has tried to categorize and explain the types of behavior and root causes. The often quoted statistic that 80 percent of marine accidents were attributable to human error is perhaps misleading, since all have some human input. Material failure may be down to poor design or construction, extreme weather might be a failure to forecast or take appropriate avoiding action, and thus all accidents should be viewed as preventable.

In examining the human element, there are many factors, but generally an individual's performance is affected by their relationship with the job, the organization and culture within which they work and the environment. At sea, the importance of valuing individual crew members, the work they do and engaging them in the development of a safety culture on board cannot be overstated.

New technologies, which are intended to reduce the workload of seafarers and increase safety, do not always achieve the desired effects. The seafarer may have had little input to the design, which maybe unnecessarily complex, making operation confusing. Even if adequate training is carried out, the skills necessary fade rapidly.

Thus with any equipment, the relationship between human and machine must be properly thought out. Interaction should be intuitive with the operator considered part of the system. Training must be adequate to ensure that seafarers understand the technology, but there must also be emphasis on complete familiarity with the operation of equipment actually carried on board if competence is to be achieved.

Scrutiny of incidents and the subsequent investigation is essential if things are to improve. Lessons identified must be used to improve procedures and make up any gap in skills. Strong operational leadership is critical and all members must be brought in an organization's safety culture. Commitment of senior managers must be demonstrated by visiting and discussing issues and incidents with staff at the front line.

There will always be situations where there has been a wilful transgression and blame is appropriate and justified, however, a "just culture" of near miss reporting, where blame does not discourage individuals from reporting incidents, is strongly recommended. Such a system provides useful leading indicators and it is known that organizations using it suffer fewer actual accidents.

The loop must be properly closed and once a report is generated and procedures, including the need for training, must be examined and altered as necessary. It is important that responses do not needlessly lead to yet another check list or another layer of process. The administrative burden that such a bureaucratic approach presents was possibly part of the problem in the first place and less may well be better. Much of the answer is in encouragement and showing staff that reports are taken seriously and change is possible. The above offers a just snap shot of the human element in accidents.

In conjunction with industry, the MCA have produced a very good guide, "The Human Element - a guide to human behaviour in the shipping industry," which includes more on taking risks, why we break rules and prevention through good communication.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/283000/the_human _element_a_guide_ to_human_behaviour_in_the_shipping_industry.pdf

The subject was also recently covered at a popular seminar with members here at the U.K. Chamber. Case studies described by accident investigators demonstrated what could go wrong, but noting the numbers present it was clear that members are taking the issue seriously. Some very powerful presentations from industry described the importance of leadership and the changes necessary to achieve a strong safety culture.

There is much to do to spread best practice more widely and the chamber will continue to take a close interest in the development and application of this important subject. This entry has been created for information and planning purposes. It is not intended to be, nor should it be substituted for, legal advice, which turns on specific facts.

By **U.K. Chamber of Shipping**

Blogging 201:
What You Need to Know About the GlobalMET Blog
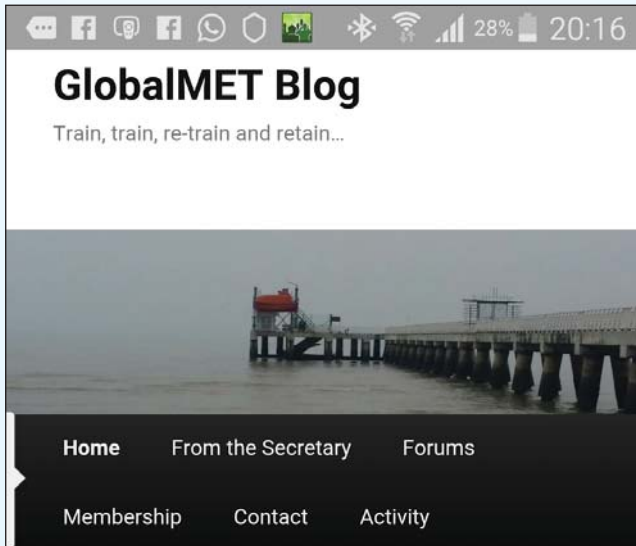
A blog refers to the Blogosphere comprising smaller blogs consisting of a video blog, political blog, corporate blog, non-profit blog, school blogs, private blog, sports blog, military blog and one of the more interesting types of blog-- the network blog. Also blog is also referred as a weblog, it "...is a discussion or informational site published on the World Wide Web (WWW) and consists of discrete entries ("posts") typically displayed in reverse chronological order" (Wikipedia).

Blogs are administered by individuals, groups, universities or schools or companies-- there are single and "multi-authored" blogs. In this newsletter I would like to explore the Globalmetblog; a privately owned, single authored and individually run blog advocating for GlobalMET and audience; Since its inception several months ago, there have been over 72,542 subscribers, participants and contributors; more than 497,528 blocked malicious login attempts; over 22,605 SPAM has been blocked; nearly 7,514 SPAM flagged comments, nearly 3,000 comments moderated; best ever views in one day was 103; average users online at any one time is about 20, during peak hours nearly 50 users viewing the newsletter, widgets and other activities.

In the welcome page message on the Globalmetblog, it's made clear from the outset, the purpose of the blog was that every mariner who has a mind to speak to do so freely with the intent of collaboration, sharing and growth; bring discourse, learning, document the life and journey of the many mariners hoped to use it. It's also clear from the numerous comments that it's done that:

> "Wow, awesome weblog structure! How long have you been running a blog for? You make running a blog look easy. The total glance of your site is excellent, as well as the content!"

> "Whoa this blog is fantastic I really like studying your articles. Keep up the great work! You realize, many individuals are hunting around for this information, you can aid them greatly."

What I have discovered since the blog is part of the Blogosphere, is that non-mariners out number mariners by as much as ten-fold. I've also noticed that no matter the content or subject matter, e.g., training, marine or environment, as long as the content is well written, thought provoking, passionate and serves a purpose that it will resonate with the blogosphere and they respond in kind:

> "Thanks on your marvelous posting! I quite enjoyed reading it, you could be a great author..I want to encourage you to continue your great job, have a nice day!"

Many comments focus on the requirements and difficulties of running blogs; thanking the Administrator for various content, design and experience, e.g., "This is very interesting, You are an overly professional blogger". Many subscribers want to know the best blogging platforms to use; which hosting companies are the best; request for permission to quote and use content; asking for help against hackers; formatting, spelling and media questions; browser and technical questions; how to obtain the blog feed or RSS; subscription information and theme design questions. An RSS, sometimes called Really Simple Syndication is a standard Web format to help publish frequently updated information or blog content like news, posts, audio or video.

A lot goes into running a blog and thus the reason for this article as many questions have been raised from subscribers about it. In addition, several previous newsletter articles have discussed the use, collection and management of knowledge and databases from which to draw quality data and help provide talent develop and human performance improvement solutions in organizations. A blog being an informational site-- can, therefore, provide a much needed asset of potentially high value.

There is a lot of capability yet to be harnessed from such blogs and it can't all be done for free although quite a bit can and has to. Many blogs thus have a donate button, as does this one; there are a number of hosting fees for things like security certificates, hosting the site in general, email packages and such; Blogs also require some degree of programming I'll call "program lite" from time to time that involves tweaking-- as even I don't enjoy major programming for my blog. Other required programming might include HTML, PHP, MySQL, CSS, Linux and a few others as required;

Being admin for the GlobalMET WordPress blog also entails such things as installing and managing plugins (small third party software that plugs into Wordpress); SPAM control, user approval, admin and management; moderation of comments and posts; writing and posting; and other "Dashboard" items dealing everything from appearance, backups, hackers to widgets and more.

Given this modicum of complexity, many bloggers choose to pay someone else to manage the hosting altogether; not allow comments or posting from bloggers as this is indeed time consuming. I am personally of the opinion that direct contact with the blogosphere is a necessary and required part of running a successful blog and having great content. Without it, anywhere or direction is fine but may take the blog far away from the original intent-- note the blogosphere can be very unforgiving in this regard.

One of the more rather interesting and important possibilities with reference to Maritime Education or business in general is the capability to create "networked blog sites" where organizations and institutions can become part of large network of blog sites-- a micro blogosphere under the umbrella of the higher level blog, in this case -- Globalmetblog. What this does is maintain certain frameworks, templates and designs while giving required controls to an institution site administrator. This means an even potentially bigger data source of knowledge with which to draw upon and help MET become even more successful; training, video and many other things are possible thru the network; collaboration and sharing and HPI.

To conclude, as alluded to in the opening message for the blog-- every mariner who has a mind to speak should do so freely with the intent of collaboration, sharing and growth of MET. Now in addition, I wish the blogosphere to collaborate, share and grow as well. Thanks in advance for reading and blogging with me, see you there; globalmetblog. imanfiqrie.com

By **Iman Fiqrie Bin Muhammad** (LCDR, USN ret)
Lecturer, Malaysian Maritime Academy

Giants of the Sea

CONTINUOUS PROFESSIONAL DEVELOPMENT FOR PROFESSIONAL MARINERS IN MARITIME EDUCATION AND TRAINING AND ASSOCIATED FUNCTION ROLES

Maritime Academy of Asia and the Pacific, Bataan, Philippines

This professional development workshop to be facilitated by Capt. Richard Teo, FNI, Australia and Dr. Chris Haughton, FNI UK will provide knowledge and skills in applying Outcome Based Education for existing national standards and international scene.

Capt Richard B S Teo FNI FCILT MAICD
MMar MSc MIM GDBus BTeach
(Adult-VocEd) Dip (QA)
Cert (TAE10 & TAA4)

Dr Chris Haughton
Chairman, Academic Advisory Board at Videotel Maritime International - a KVH Company

Workshop Schedule Options: Sept 1 to 5 or Sept 7 to 11

Plan, organise and deliver group-based learning
performance outcomes, skills and knowledge required to plan, organise and deliver training for individuals within a group.

Plan, organise and facilitate learning in the workplace
performance outcomes, skills and knowledge required to plan, organise and facilitate learning for individuals in a workplace.

Plan assessment activities and processes
performance outcomes, skills and knowledge required to plan, organise and facilitate learning for individuals in a workplace.

Assess competence
performance outcomes, skills and knowledge required to plan, organise and facilitate learning for individuals in a workplace.

Participate in assessment validation
performance needed to demonstrate achievement of the element. Assessment of performance is to be consistent with the evidence guide.

ACADEMIC FEE

Subsidised registration fee only USD 300 (PHP 13,500), (includes 4 nights accommodation, meals, ferry from MYC to Bataan and return, transport within Bataan, workshop kits, learning materials, certificate of participation).
Payment in cash or cheque to GlobalMET Limited USD account 12163200001, BSB 013052, SWFT ANZBAU3M

Who should attend?

MET teachers, trainers, instructors, examiners, assessors, instructional designers and interested academic staff of vocational education (TVET) institutes and technical colleges. Regulatory staff members, auditors, surveyors and qualifications officers. Shipping Officers,Training managers, training department staff, HR and talent development staff. Serving officers on ships and maritime vessels and all interested stakeholders in the maritime industry. Students and learners attending colleges and institutes in preparation and in advancement of their chosen careers.

Sponsorships may be available.

The participants will gain knowledge, skills and competences through action learning - action research by participative enquiry and collaborative learning principles.

For more details. please contact: **DR. ANGELICA BAYLON,** AFNI (For VADM Eduardo Ma. R. Santos, AFP (Ret), AFNI)
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