

VENLYS

Maritime Specialisation Services

**Changing the Human Performance
for the Future**



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- SUN ENTERPRISES initiative
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Editorial

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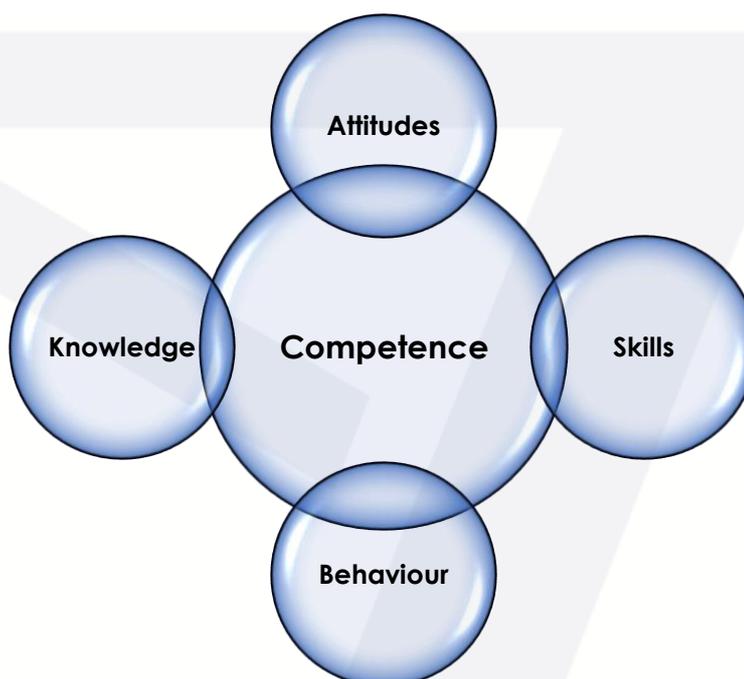
Since March 2018 our team was ready for the upcoming changes in the scheme of Behaviour Competence assessment and we are here to support you in several ways!

Moreover, a new set of seminars are being developed for our future visits in Philippines to support our clients' needs with a wider range of training services.

All of us from VENLYS wish you a very Merry Christmas and a Happy New Year!

Competence Management

With the 2010 Manila amendments to the STCW convention, in parallel with the emphasis on sea-going experience more focus is put on the competence that is assessed and recorded in combination with important soft skills, e.g. leadership, teamwork etc.).



Following IMO's lead, the industry has included competence requirements into guidelines such as TMSA 3 and Behavioural Competency Assessment and Verification for Vessel Operators by OCMIF -

INTERTANKO. Consequently, the burden of proof is shifted more towards shipping companies that are responsible to employ competent and qualified seafarers, under the requirements of the ISM Code.

Putting regulatory compliance aside, there is indeed a real need in the maritime industry to ensure that seafarers are competent in carrying out the tasks they are assigned to do on-board.

Several accidents attributed to a lack of competence provide evidence that qualified seafarers may not necessarily be competent. **These are perfect examples for highlighting the close relationship of competence with safe ship operation and emergency response and the fact that knowledge and understanding alone are not enough.**

Training for Assessors

Since April 2018 VENLYS Maritime Specialisation Services was focused on the competence management issue and we have **developed the 2-day training course "Training for Assessors"**, that is being delivered in cooperation with **DNV-GL worldwide**. The course adheres the principles laid out in IMO Model Course 1.30 and has been structured with the highest standards of quality by experts in marine safety and human factors.

The main objectives of this course are for the participants to be able to:

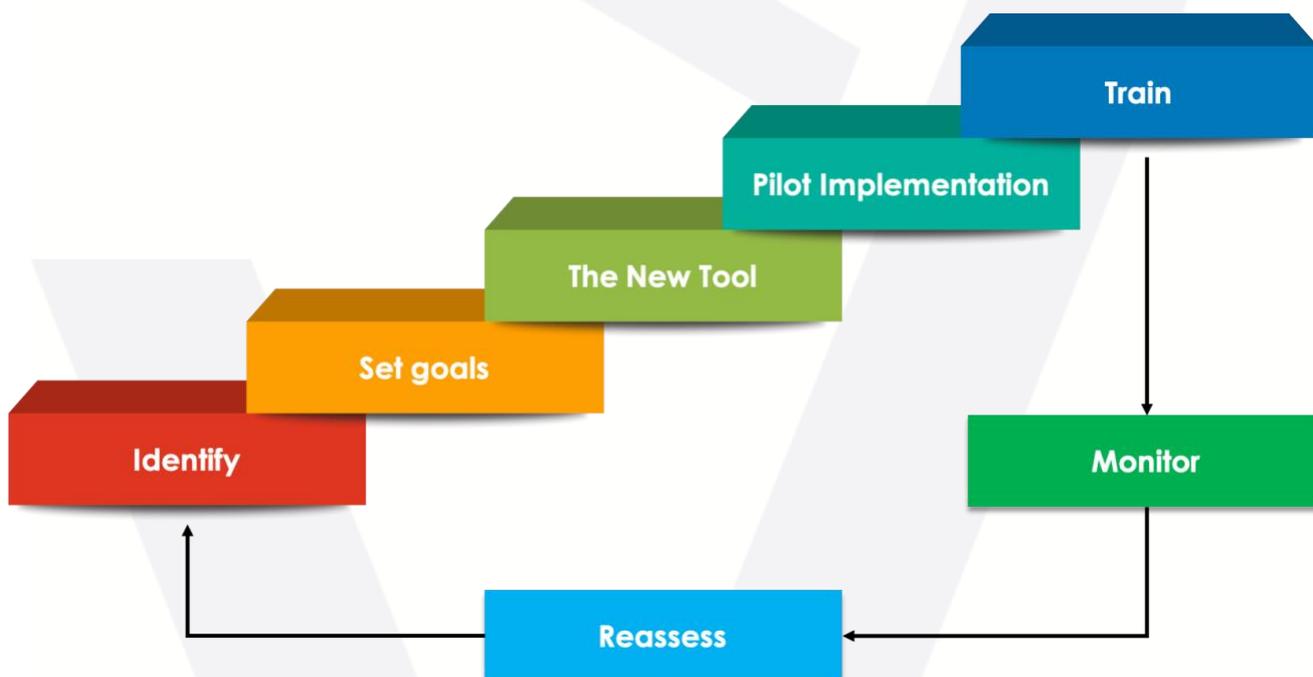
- Understand the principles of competence-based assessment.
- Understand the main aspects of behavioural indicators.
- Plan and conduct onboard assessment of competence.
- Practice communication skills (e.g. active listening etc.).
- Provide proper feedback and report results.
- Underline the importance of a proper assessment process.

Crew Assessment Tool

Moreover, VENLYS has ALREADY introduced its **new crew assessment tool back** in March 2018. The main purpose of this innovative tool is to make the assessment procedure of seafarers by shore personnel:

- More objective;
- Easier to implement; and
- Provide companies valuable data of crew assessments to evaluate training efficiency as well as identify training needs.

VENLYS's approach on this matter is shown in the figure below.



The first step is to examine the assessment process that is currently implemented by the client in order to identify any deficiencies in the overall process.

The following step is to **set the goals** of the new tool/process in collaboration with the client in order to propose and set more appropriate and objective metrics/standards. These metrics will combine technical skills along with non-technical skills (e.g. teamwork, leadership, situation awareness etc.) so as to effectively measure the performance of the seafarers' on-board ships.

The third step is the compilation of a new tool/process based on the previous steps. The goal of this new assessment tool/process is to be easily implemented by the assessors.

After the compilation of the new tool, **a pilot implementation**, guided by VENLYS, will be done so as assessors to fully understand all aspects of the process.

After the pilot implementation, **assessors will be properly trained** so that they will become familiar and competent to implement the new process.

Finally, in the sense of continuous improvement VENLYS will **monitor** the process in order to **evaluate the progress of the assessment tool and if required further readapt it to the needs of the client**.

Workshops

VENLYS Maritime Specialisation Services actively supported and participated **in the conference “ATENA Workshop” at Rome Italy.**

Additionally, VENLYS participated in two very exciting initiatives:

- **SUN ENTERPRISES LTD. that was took place in Chios** entitled “BBS and Resilience
- **NEDA Maritime Agency** event for New professionals entitled “Safety principles for New professionals”.

Chios – BBS & Resilience Awareness Workshop

SUN ENTERPRISES LTD organised the first BSS & Resilience Awareness Workshop conducted on the October 12, 2018 in Chios Island.

VENLYS team presented the role of BBS and Resilience in our industry to participants (who were from students, and seafarers up to academia members). We are excited for conducting this workshop and we hope that the audience enjoyed it as much as we did.

Finally, we would like to thank the team of SUN ENTERPRISES LTD for giving us the opportunity to conduct this workshop as well as for the outstanding organisation of the event.



Safety principles for New professionals

VENLYS conducted for the first time the workshop “Safety principles for New professionals” at the premises of NEDA Maritime Agency Co.

The participants of the workshop were students from the Merchant Marine Academy of Ionian Islands (Kefalonia).



Our team really enjoyed the opportunity given by NEDA to present and promote to Cadets the main aspects of Safety as well as Risk Management on-board ships.

Once again, we would like to thank NEDA for choosing VENLYS to conduct this seminar as we share the same belief that safety should be built from the first steps of the seafarers training and lifecycle.

ROME – ATENA Workshop

VENLYS was invited and is proud for its participation and contribution to the workshop of ATENA ROMA Associazione Technica Navale on the 30th of October 2018 in Rome.

In the workshop there were two main issues that were presented and discussed:

- Gap Analysis and Mapping of VIQ7, presented by ENI,

- Human Element Onboard Ships & Behavioural Aspects towards SAFETY II, presented by VENLYS.

We would like to thank Mr. Dianele Coppola, member of ATENA and the president Mr. Massimo De Domenico for their invitation and hospitality during our stay in Rome.



Philippines Seminars

VENLYS Maritime Specialisation Services has already started to prepare and organise its upcoming visit to Philippines that will take place from **28th of January to 8th of February 2019**. We are grateful for your immediate response as the schedule is almost fully booked.

During our visit apart from the Facilitators and Resilience training VENLYS team of VENLYS will also conduct **Safety Intelligence seminars**.

In these seminars various leadership and communication skills will be taught to participants (mainly officers) to enhance their perception and effectiveness towards safety issues.

In the near future we will announce a list of seminars regarding:

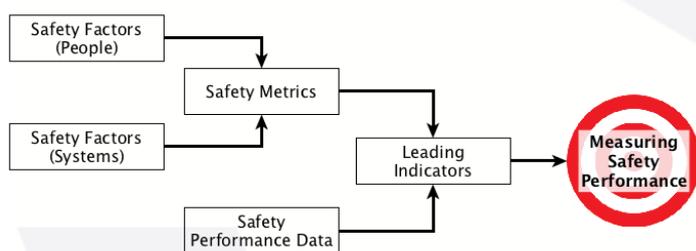
- Human factors;
- Human behaviours; and
- Non-Technical Skills.

These seminars are an effort to offer to our clients a wide spectrum of modules and therefor enhance our future visits in Philippines and services to our clients.

In case you are interested to learn more details for this issue email to Mr. Alexandros Koimtzoglou at: alexandros.koimtzoglou@venlys.com.

Safety Culture Measurement

VENLYS Maritime Specialisation Services as the leading company in the Safety Culture Measurement in Greece, **proceed to the evolution of its Safety Culture measurement process by adding more factors that are being dealt with, factored in the process and contribute to the overall evaluation.**



This update was made due to the high demand of this service and it is an effort to efficiently respond and thus provide services of high quality to our clients.

The new factors along with the identification of Leading Indicators **are innovative tools for the identification, monitoring and the enhancement of Safety Culture** in shipping companies. Please contact us for further information.

**Merry Christmas
and a
Happy New Year!**



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