

Seacare HSR Forum 2009 – Workshop

Identified issues / challenges (ordered alphabetically) for HSRs (and seafarers), suggested strategies and possible Seacare / AMSA actions.

Issues and challenges faced by HSRs and seafarers	Strategies to assist HSRs and seafarers	Possible Seacare / AMSA actions
<p>Communication</p> <ul style="list-style-type: none"> • Seacare with HSRs • Between HSRs • Operator with HSR(s) 	<ul style="list-style-type: none"> • Promote consultation processes • Greater use of publications and electronic media • HSR group to share issues / approaches • Greater frequency of Safety meetings <ul style="list-style-type: none"> ○ Within 48 hours of joining vessel (currently one a month or every swing) 	<ul style="list-style-type: none"> • Communication strategy • Seacare contact database to include HSRs and seafarers • Seacare to establish HSR register • Facilitate online chat system for HSRs – information exchange (similar to NOPSA)
<p>Consultation</p> <ul style="list-style-type: none"> • Constraints <ul style="list-style-type: none"> ○ Poor communication skills ○ Traditional hierarchical onboard structure ○ Personalities onboard ○ Concern for job security ○ Practicality (eg different swings) ○ Isolation ○ Lack of support or resources ○ Us and them 	<ul style="list-style-type: none"> • Develop HSR / seafarer communication skills • People involved in OHS issues (eg HSR) should be treated equally • All on safety committee should be equals • Need for attitude change • Approach should be to help each other 	<ul style="list-style-type: none"> • Raise awareness of consultation requirements
<p>Costs and resources</p> <ul style="list-style-type: none"> • Difficult for operator to fund / release employee for HSR training 	<ul style="list-style-type: none"> • Industry fund to remunerate operator for releasing employee for HSR training 	
<p>Induction (company / vessel)</p>	<ul style="list-style-type: none"> • Uniform induction standard • Program for all seafarers – set standard, quality and seriousness under which it takes place 	<ul style="list-style-type: none"> • Discuss with ASA / AMMA
<p>Information</p> <ul style="list-style-type: none"> • Access • Keeping up to date with <ul style="list-style-type: none"> ○ OHS issues (and how to deal with them) ○ Legislation 	<ul style="list-style-type: none"> • More resources online and / or USB stick • FAQs • Safety flashes • Seacare Forum / Conference • Improve awareness of incidents • Subscription for updates via email • Review vessel risk register 	<ul style="list-style-type: none"> • Improve Seacare / AMSA website • Provide database of examples (FAQs) • Provide USB stick with relevant OHS resources (Act, Regs, Codes, Guidance, FAQs) • AMSA circulate / distribute safety investigation outcomes • AMSA advise notifications and incident reported and investigation outcomes

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Involvement (of seafarers in OHS as HSRs) <ul style="list-style-type: none"> • Constraints <ul style="list-style-type: none"> ○ Less time onboard to address safety issues (12 hour shift means sleep and eat, so no spare time) ○ Handover aspect of safety ○ Crew rotation – continuity 	<ul style="list-style-type: none"> • Constant review of policy and procedure (Is policy working/not working?) • Build involvement – clear open and effective and easier language • Bottom-up strategies – cultural change – shop floor start to formulate ideas – best ideas for safety policy 	
Jurisdictional issues <ul style="list-style-type: none"> • NOPSA / Seacare / AMSA responsibilities 	<ul style="list-style-type: none"> • Urgent need for clarification of jurisdictional issues 	<ul style="list-style-type: none"> • Industry-wide conference for HSR • Discussions with AMSA and NOPSA
Leadership	<ul style="list-style-type: none"> • Identify good leaders • Operator / employer management to commit fully to OHS 	<ul style="list-style-type: none"> • Leadership program • Direct contact with CEOs (briefing, visits)
Legislative support <ul style="list-style-type: none"> • HSRs not required, unless requested 	<ul style="list-style-type: none"> • Change OHS(MI) Act to require operators to have HSRs 	<ul style="list-style-type: none"> • Common approach to legislation
Role of HSR <ul style="list-style-type: none"> • Employees do not understand process • Employers / operators do not understand process • Used as political tool • Diverse opinion as to what is a ‘safety issue’ • Disincentives <ul style="list-style-type: none"> ○ Peer pressure / discrimination ○ Intimidation ○ Concern for job security 	<ul style="list-style-type: none"> • Make HSR role requirement for career enhancement / advancement • Require performance as HSR as part of marine certificate • Regulatory requirements • Need different marketing / communication • Reward HSRs - provide incentive for HSRs (eg allowance) • HSR champions 	<ul style="list-style-type: none"> • Mentoring program • HSR training competency based leading to OHS qualification • HSR to be part of basic training at all levels (integrate into training) - lead to safety culture • Cultural change / human communication strategy • Promote positive HSR experiences
Skills and knowledge of HSRs <ul style="list-style-type: none"> • Communication skills • Legislative awareness (among employees & employers) • Understanding of regulations (eg requirements for PINs) 	<ul style="list-style-type: none"> • Compulsory attendance at seminars and courses by seafarers and management • Management should support attendance 	<ul style="list-style-type: none"> • Database of examples • HSR training to emphasis communication skills • Improve availability of information • Small number of near misses reported – need to learn how things are best done and share solutions
Support <ul style="list-style-type: none"> • Improve employer / operator support for HSRs / seafarers 	<ul style="list-style-type: none"> • Greater involvement of insurance providers in pushing OHS • Insurance premium way of providing incentive to employer for cultural change • CEO support critical (top down) • Company provide wider support 	<ul style="list-style-type: none"> • Improve information for employer / operator • Industry-wide conference for HSR • Target commitment from CEOs (Leadership program) • HSR assistance hot line • HSR Q&A and FAQ internet resource

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Training <ul style="list-style-type: none"> • Difficult to access 	<ul style="list-style-type: none"> • Short burst training • Compulsory training • Competency based training • Continuous professional development • On-line training (where available) • Vessel visits part of HSRs training • Promote / allow HSRs to attend the HSR Forum • Review of language 	<ul style="list-style-type: none"> • Develop industry training and awareness strategy • Training updates – on training requirements – regularly (eg USB sticks)