

SUB-COMMITTEE ON STANDARDS OF  
TRAINING AND WATCHKEEPING  
43rd session  
Agenda item 3

STW 43/3/16  
9 March 2012  
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## VALIDATION OF MODEL TRAINING COURSES

### Comment on Model Course – Officer in Charge of an Engineering Watch

#### Submitted by the International Shipping Federation (ISF)

#### SUMMARY

*Executive summary:* This document comments on document STW 43/3/5, model course – Officer in Charge of an Engineering Watch, and seeks clarification regarding training methods and time allocated for various areas of training as required by section A-III/1 of the STCW Code

*Strategic direction:* 5.2

*High-level action:* 5.2.2

*Planned output:* No related provisions

*Action to be taken:* Paragraph 14

*Related documents:* STW 43/3/5, STW 43/3/6; STW 41/7/13 and STW 41/7/31

#### Introduction

1 This document is submitted in accordance with MSC-MEPC.1/Circ.4 on "Guidelines on the organization and method of work of the Maritime Safety Committee and the Marine Environment Protection Committee and their subsidiary bodies" and comments on document STW 43/3/5, model course – Officer in Charge of an Engineering Watch.

#### Background

2 The STCW Code when amended in 2010, saw the addition of the important area of "Leadership and Managerial Skills" to the required training for Chief Engineer Officers and Second Engineer Officers under section A-III/2.

3 Amendments to table A-III/1 of the Code relating to Leadership and Managerial Skills were submitted to the Sub-Committee by the International Shipping Federation and International Chamber of Shipping in document STW 41/7/31.

## Proposals

### Use of Onboard communication equipment (Competency 1.3.1, page 35)

4 Competency 1.3.1 regarding use of internal communication clearly states the candidate "should be competent in the use of all internal communications systems and may be demonstrated by approved simulator training, where appropriate or approved laboratory equipment training".

5 ISF proposes that the following additional text be added:

- .1 Teaching aids: A3, **Practical exercises should be carried out where an equipped laboratory exists.**

### IMO Conventions Concerning Safety of Life at Sea and Protection of the Marine Environment (Competency 4.6.1, page 184)

6 ISF seeks clarification regarding the length of time assigned to acquire a thorough working knowledge of these vital conventions. ISF believes that more than 33 hours in total should be devoted to acquiring a thorough working knowledge of these conventions.

7 ISF questions the requirements for an Officer in charge of an Engineering Watch to have an in depth knowledge of Global Maritime Distress and Safety System (GMDSS), and the ITU Radio Regulations, where MARPOL and other Protection of the Marine Environment Conventions such as Ballast Water Management are either covered very briefly or omitted entirely.

8 ISF, therefore, proposes that the following regulations be removed from the draft model course:

- .1 **SOLAS Radio-communications in pages 192-193;**
- .2 **ITU Radio Regulations on page 195;**
- .3 **STP 1971 on page 196;**
- .4 **STP 1973 on page 196; and**
- .5 **Athens Convention, PAL 1974 on page 187.**

### Application of Leadership and Teamworking Skills

9 ISF questions whether the two hours dedicated to "Introduction to Management" is sufficient to ensure the understanding of the basic concepts and give practical experience of the skills being taught. Courses in this area, which are widely available to shore-based managers, tend to run for a minimum of eight working hours.

10 It is also the view of ISF that such important competency training should include traditional instruction by a suitably qualified lecturer as well as practical demonstration of the required skills through the use of, for example, role play exercises, etc. Within this structured regime, materials such as video and textbooks have a potential role; however, these materials should not be relied on to exclusively deliver the required competence.

11 ICS/ISF document STW 41/7/13, argued the importance of assertiveness training as part of the Leadership and Managerial Skills competence, and the role that such training for officers of all ranks may have had in preventing the explosion and sinking of the **Bow Mariner**.

12 Assertiveness and Leadership (including Motivation), as included in the model course for Master and Chief Mate, may be considered as the backbone of effective management and should therefore be considered as an additional subject group in its own right; however, the provision of assertiveness training as required by table A-III/1 appears to be missing.

13 ISF, therefore, proposes the following amendments to the draft model course:

.1 amend heading page 200, "**1.1 Introduction to Management (8 hours)**";  
and

.2 the following section be inserted on page 203, after section 4.7.1.4:

**4.7.1.5 Assertiveness and Leadership, including Motivation (8 hours)**

Instructors should use a combination of traditional lecture and group exercises to allow the trainees to:

- Define Authority and Assertiveness;
- Explain the differences between "Too High Authority" and "Too Low Assertiveness", where:
  - too High Authority: total command expected, lacks communication skills, cannot delegate, performance oriented, needs to prove himself; and
  - too Low Assertiveness: silenced by superior's authority, unaware of what is expected, lacks communication and management skills, personality clash.
- Explain the need for a balance between authority and assertiveness;
- State possible reasons for extremes;
- State the dangers of the four extreme combinations;
- Explain corrective management actions when an imbalance occurs;
- Explain the methods of motivation; and
- Explain the importance of motivating the crew to obtain the optimum result.

**Action requested of the Sub-Committee**

14 ISF invites the Sub-Committee to consider the above proposals and to take action, as appropriate.