

Crewing challenges



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Predicting the future, March 2009

Lloyd's List

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**DNV warns
overcapacity
will reach
10,000 ships**



Preliminary conclusions

- Officers are less experienced when they are promoted to top officer positions
- Officers are less familiar with the equipment onboard
- Top officers are less familiar with trading areas
- Top officers have limited previous experiences to rely on in critical situations



Gard initiatives: Experience transfer

- Loss prevention circulars
 - General experience transfer from recent incidents
 - - Regulatory updates
- Loss prevention calendar
 - Adresses a new loss prevention topic every month
- Officers' conferences focussing on:
 - Safety awareness
 - On board risk assessment
 - Compliance with new rules & regulations



Experience transfer: Summary

- Maintain a strong focus on recruitment, education and training
- Reconsider tasks and duties of the master
- Introduce training in situational awareness
- Actual experience must be introduced as a formal requirement when promotions are considered
- Ship owners must put forward clear expectations to their managers with respect to:
 - Selection of crew
 - Competence of crew
 - Experience and background of crew
 - Retention of crew
 - Number of crew on board

