

The 2024 Mock IMO Assembly

# AMENDMENTS TO STCW: ENSURING AND PROMOTING SAFER ONBOARD TRAINING OF SEAFARERS

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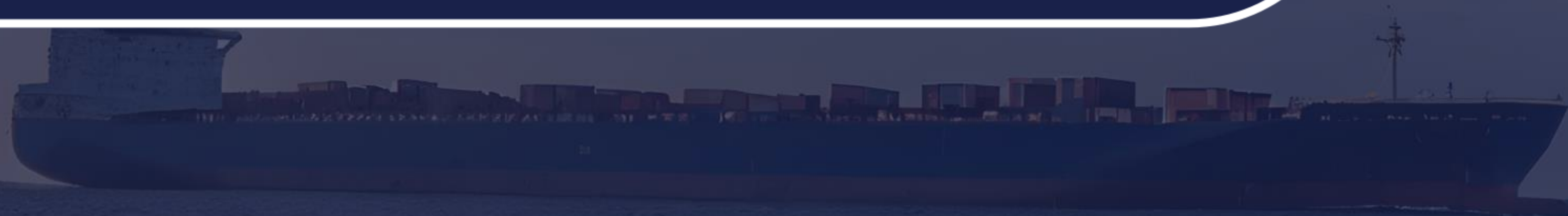
TEAM | SAFE SEA;STEM

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# Background

ISSUES THAT THE CURRENT MARITIME COMMUNITY IS FACING



## SAFE SEA;STEM

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# IMPORTANCE OF HUMAN ELEMENT

“ *THE HUMAN ELEMENT CONTINUES TO PLAY  
A VITAL ROLE IN THE MARITIME SECTOR BOTH ON BOARD AND ASHORE* ”

- IMO, Resolution A.1173(33) 'STRATEGIC PLAN FOR THE ORGANIZATION FOR THE SIX-YEAR PERIOD 2024 TO 2029'



**The human element was a contributory factor in 150 cases,  
or some 80%, of groundings and collisions.**

- IMO Sub-Committee on Flag State Implementation (FSI) -

**Human element is directly responsible for between 70% and 85% of  
all shipping incidents that lead to major insurance claims...**

- IMO, STW 39/7/3 (Submitted by Australia, New Zealand, Imarest) -



**Ensuring safer and more efficient maritime transport system**

Analysis of the IMO's Role for Safe Maritime Transport System, 2015



# HIGHEST OFFICER SHORTAGE ON RECORD & AGEING SEAFARERS

## Ageing seafarers

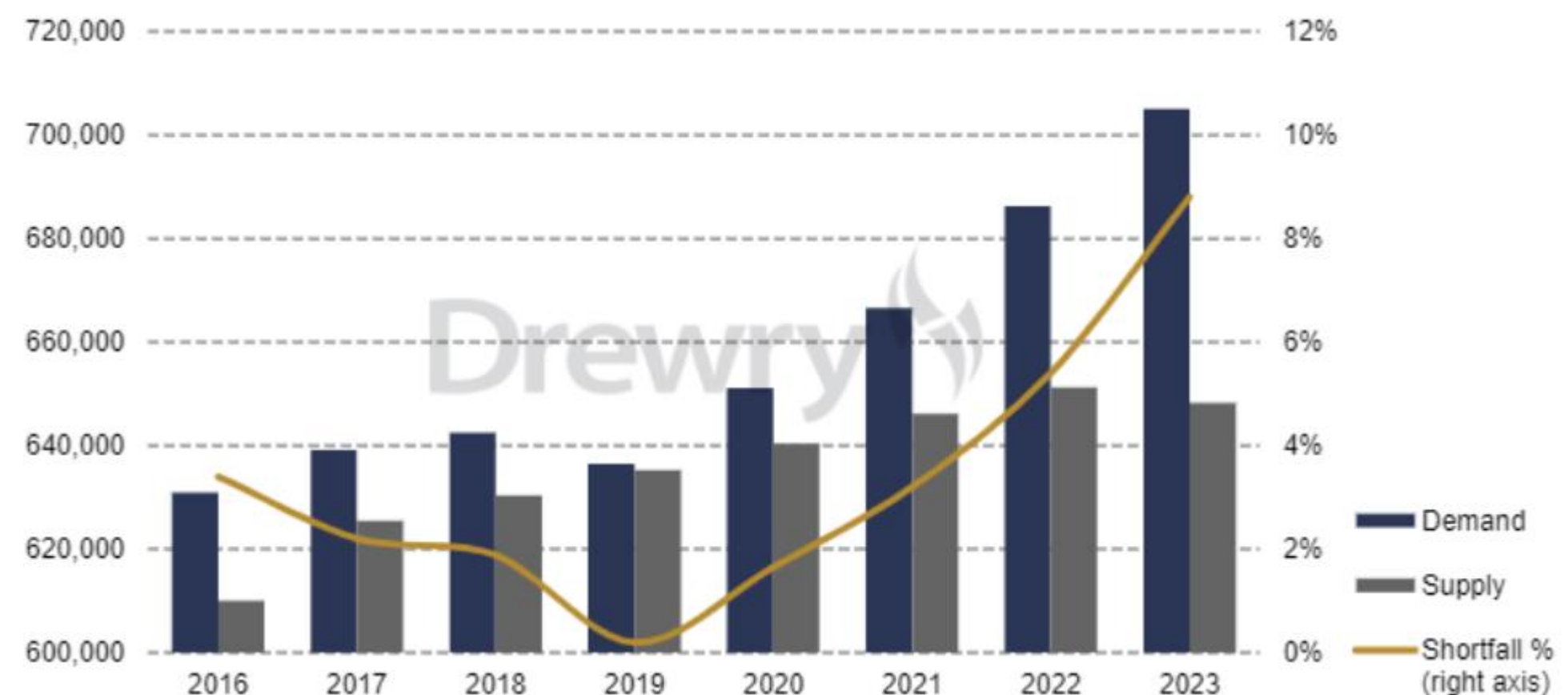
**53%** of UK seafarers were aged 40 to 61

**25%** of Russian officers are over 50 years of age.

**44%** of Korean officers are over 60 (68% are over 50%)

BIMCO / ICS  
Seafarer Workforce Report

Officer shortage surged to a 9% global deficit in 2023, a sharp rise from previous year's 5%, **marking the highest shortfall in 17 years**





# HIGHEST OFFICER SHORTAGE ON RECORD & AGEING SEAFARERS



## Ageing seafarers

**53%** of UK seafarers were aged 40 to 61

**1/4** of Russian officers are over 50 years of age.

**44%** of Korean officers are over 50 (68% are over 50%)

BIMCO / ICS  
Seafarer Workforce Report

The officer shortage surged to a 9% global deficit, a sharp rise from 3% in 2021, making the highest deficit in 17 years of Drewry seafarer market analysis.

**Global Competition to Secure Skilled Seafarers**  
**= Lack of new seafarers entering the industry**



***Seafarer*** means any person who is employed or engaged or works in any capacity on board a ship to which this Convention applies

MARITIME LABOUR CONVENTION(MLC), 2006 - ILO

The legal status and safety regulations for seafarer cadets for certification vary by country, with no provisions in the STCW addressing their safety.

Leading to being unresponsive and ineffective in their onboard training, education, and safety.



The 2010 Manila amendments to the Standards of Training, Certification and Watchkeeping Code (STCW) were adopted to **render the profession more attractive to the seafarers, particularly to cadets.**

**Onboard training of seafarers**

**Both crucial and essential procedure**

2017 EDITION



# Challenges

Necessity for improvements in prevailing conditions

## SAFE SEA;STEM

AMENDMENTS TO STCW:  
ENSURING AND PROMOTING SAFER  
ONBOARD TRAINING OF SEAFARERS





### Died in an enclosed space

A cadet lost his life aboard a bulk carrier after entering an enclosed space without adequate precautions.



### Died at sea

A cadet died at sea, following allegations of sexual assault by a senior officer aboard. This tragedy exposed widespread abuse and harassment within the maritime industry.



### Lack of proper accommodations

Discussed in ILO's 「Sectoral Meeting on the Recruitment and Retention of Seafarers and the Promotion of Opportunities for Women Seafarers」



### Died of headstroke

① A student who was undergoing onboard training on a bulk carrier, died of heatstroke in the Malacca Strait, Indonesia.

② A trainee passed away due to heatstroke after being assigned excessive tasks by the captain while a chemical tanker was docked at Mesaieed Port in Qatar.



### Fell from a height

Merchant apprentice fell from height while attempting to release a rope on the MV Graig Rotterdam in Spain. The investigation revealed inadequate safety protocols and supervision for young trainees.

### Fell from a mast

A cadet tragically fell from the yard of the fore mast on the training ship while anchored in Stokes Bay, near Gosport, England.

## Continuing accidents of seafarer cadets for certification

“Numerous studies and research proposed and provided to IMO”

encourage all officers serving on their ships to participate actively in the training of junior personnel;

STCW/CONF.2/32  
(Resolution 7 Promotion of technical knowledge, skills and professionalism of seafarers)

Proving Recent Surge in International Attention on Seafarers' Working Conditions

Resolution 7

Promotion of technical knowledge, skills and professionalism of seafarers

THE 2010 MANILA CONFERENCE,

HAVING ADOPTED the Manila amendments to the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978 and to the Seafarers' Training, Certification and Watchkeeping Code, as amended (STCW Convention and Code),

NOTING with concern the reported and anticipated shortage of qualified officers to effectively man and operate ships engaged in international trade,

APPRECIATING that the overall effectiveness of selection, training and certification processes can only be evaluated through the skills, abilities and competence exhibited by seafarers during the course of their service on board ship,

RECOMMENDS that Administrations make arrangements to ensure that shipping companies:

.1


establish criteria and processes for the selection of seafarers exhibiting the highest practicable standards of technical knowledge, skills and professionalism;

.2

monitor the standards exhibited by ships' personnel in the performance of their duties;

.6

take all appropriate measures to instil pride in the maritime profession and encourage the creation of a safety culture and environmental conscience among all those who serve on their ships.



INTERNATIONAL  
MARITIME  
ORGANIZATION

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SUB-COMMITTEE ON HUMAN ELEMENT.

HTW 7/INF.6  
20 March 2020  
ENGLISH ONLY  
Pre-session public release: ☑

DEVELOPMENT OF MEASURES TO ENSURE QUALITY OF ONBOARD TRAINING  
AS PART OF THE MANDATORY SEAGOING SERVICE REQUIRED BY THE  
STCW CONVENTION

Comprehensive study of Onboard Training (OBT) for First CoC

Submitted by the International Association of Maritime Universities (IAMU)

SUMMARY

Executive summary: This document provides the Sub-Committee with information on the IAMU project "Comprehensive study on quality of OBT", part III: OBT questionnaire feedback data from ship personnel, shipping companies and MET institutions

Strategic direction, if applicable:

6

6.16


Action to be taken: Paragraph 29

Related documents: STW 39/INF.2; MSC 85/23/6; STW 40/13/1, STW 41/7/11, STW 41/7/11; HTW 2/INF.2, HTW 4/INF.4, HTW 5/INF.5, HTW 5/5/1, HTW 6/12/5; MSC 100/10/4, MSC 100/10/4, MSC 101/21/1; C/ES.30/3(a)/1 and STCW.2/Circ.7

Introduction

1 The future sustainability of the shipping industry is overwhelmingly dependent on the availability of an adequate pool of capable and effective manpower. Taking this into consideration, it is imperative that Prospective Officers (PO) are trained comprehensively on board in order to acquire the necessary knowledge, understanding, and proficiency to handle critical and emergency shipboard operations with courage and confidence.

2 Onboard Training (OBT) is a vital linking phase between shore-based training and certification of competency. The quality of a PO is predominantly dependent upon the quality of OBT they receive. OBT is an opportunity to strategically align the theoretical knowledge



INTERNATIONAL  
MARITIME  
ORGANIZATION

EE ON HUMAN ELEMENT,  
WATCHKEEPING

HTW 7/INF.6  
22 November 2020  
ENGLISH ONLY

ROLE OF THE HUMAN ELEMENT

Quality of On-board Training (OBT)

Submitted by the International Association of Maritime Universities (IAMU)

SUMMARY

Executive summary: This document provides the Sub-Committee with information on the International Association of Maritime Universities' research project entitled "Comprehensive study on quality of on-board training (OBT) Part I: post-OBT questionnaire feedback data

References: 5.4, 12.4, 12.5

Related documents: 5.4.1, 12.4.1

Other provisions: No related provisions

Paragraph 55



# A Culture of Adjustment

## 01 Fatigue Issues

Current regulations fail to effectively prevent seafarer fatigue

## 02 Culture of Adjustment

There is widespread underreporting and adjustment of work/rest records to show compliance, often pressured by senior officers or encouraged by software warning flags.

## 03 Limited Inspections

Port State Control (PSC) inspections are largely document-focused, lacking the time and resources to uncover actual working conditions on board.

## A Culture of Adjustment

Evaluating the implementation of the current maritime regulatory framework on rest and work hours

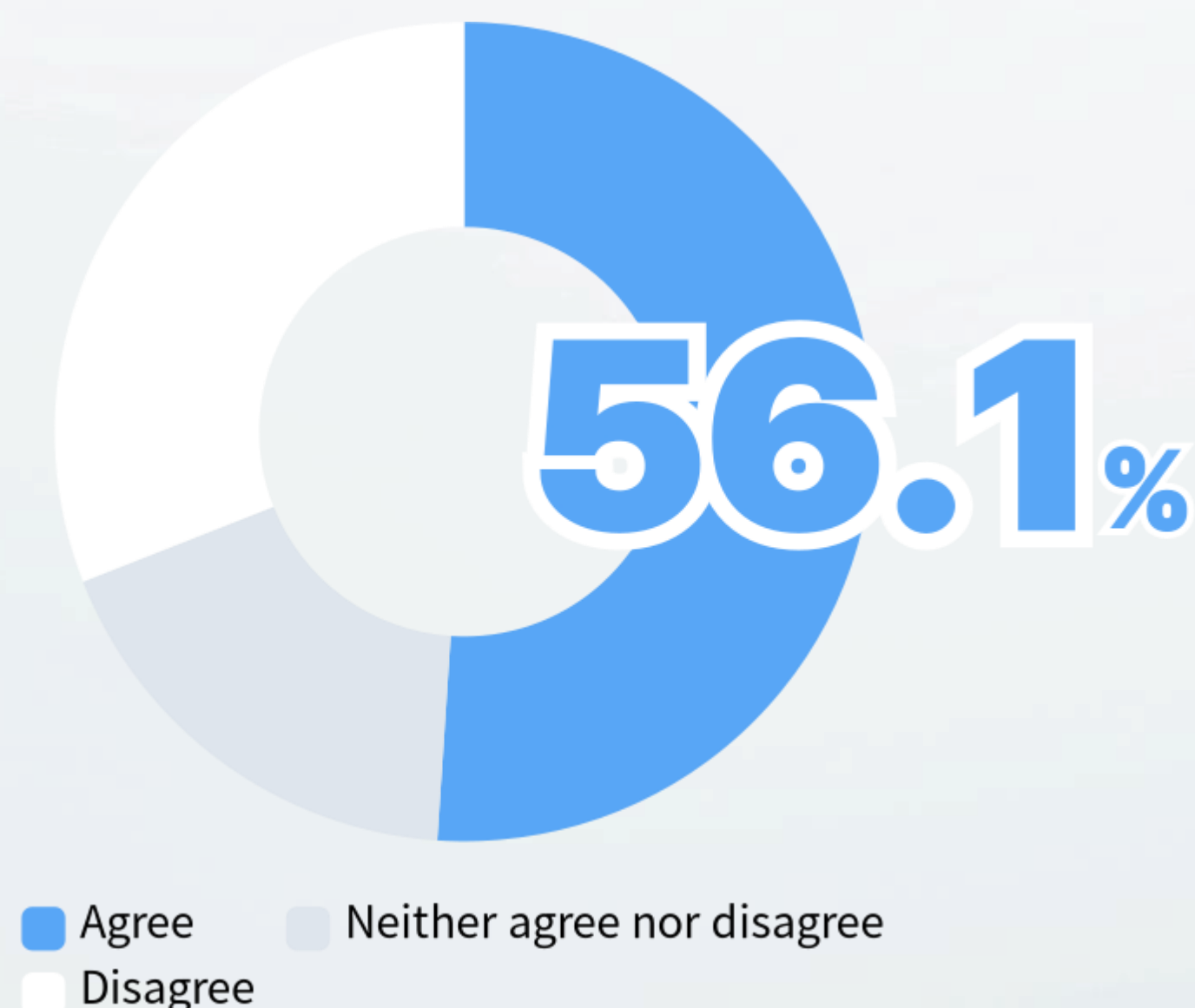


WORLD  
MARITIME  
UNIVERSITY

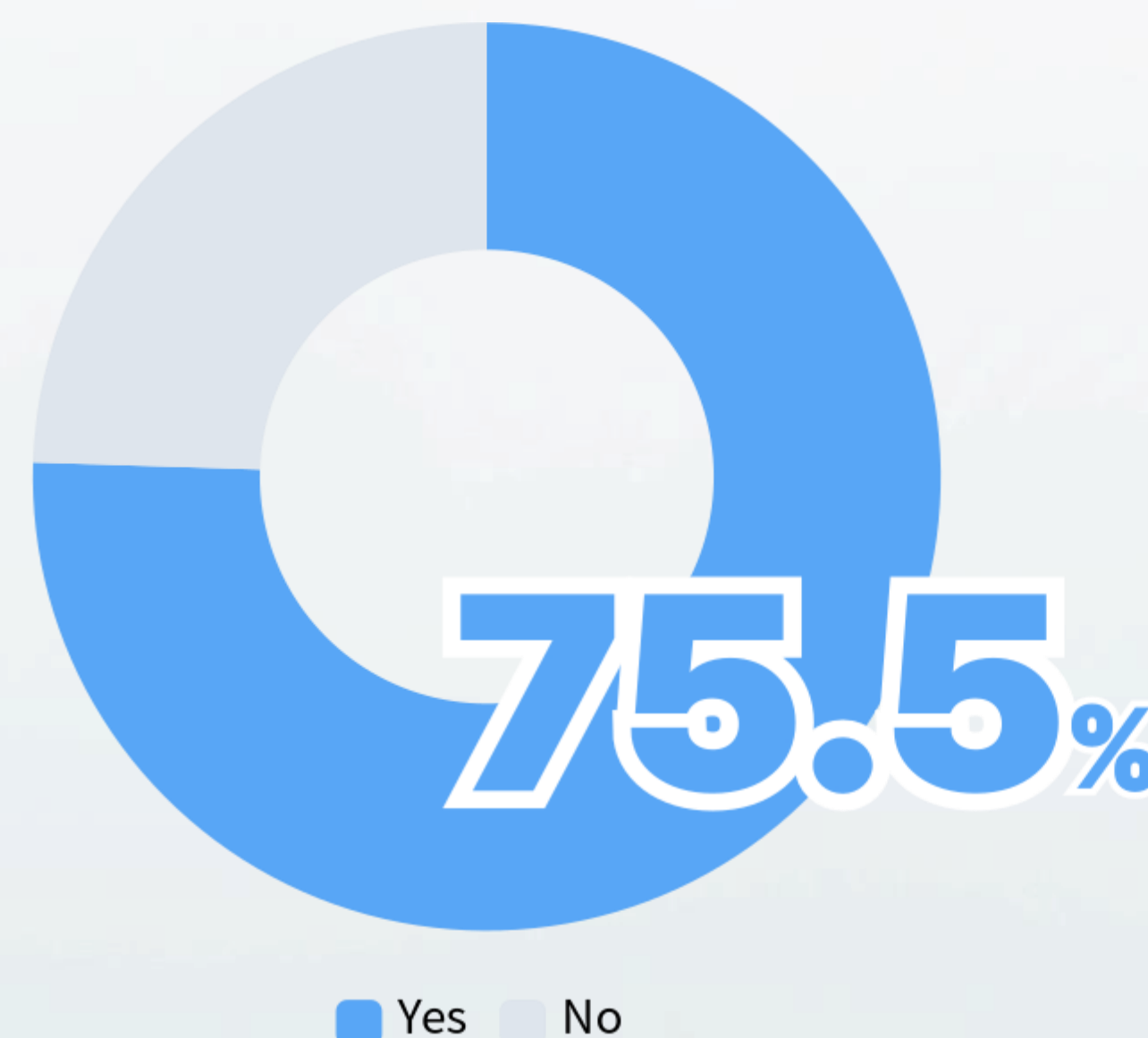


MSC 104th

# Difficulties in onboard training



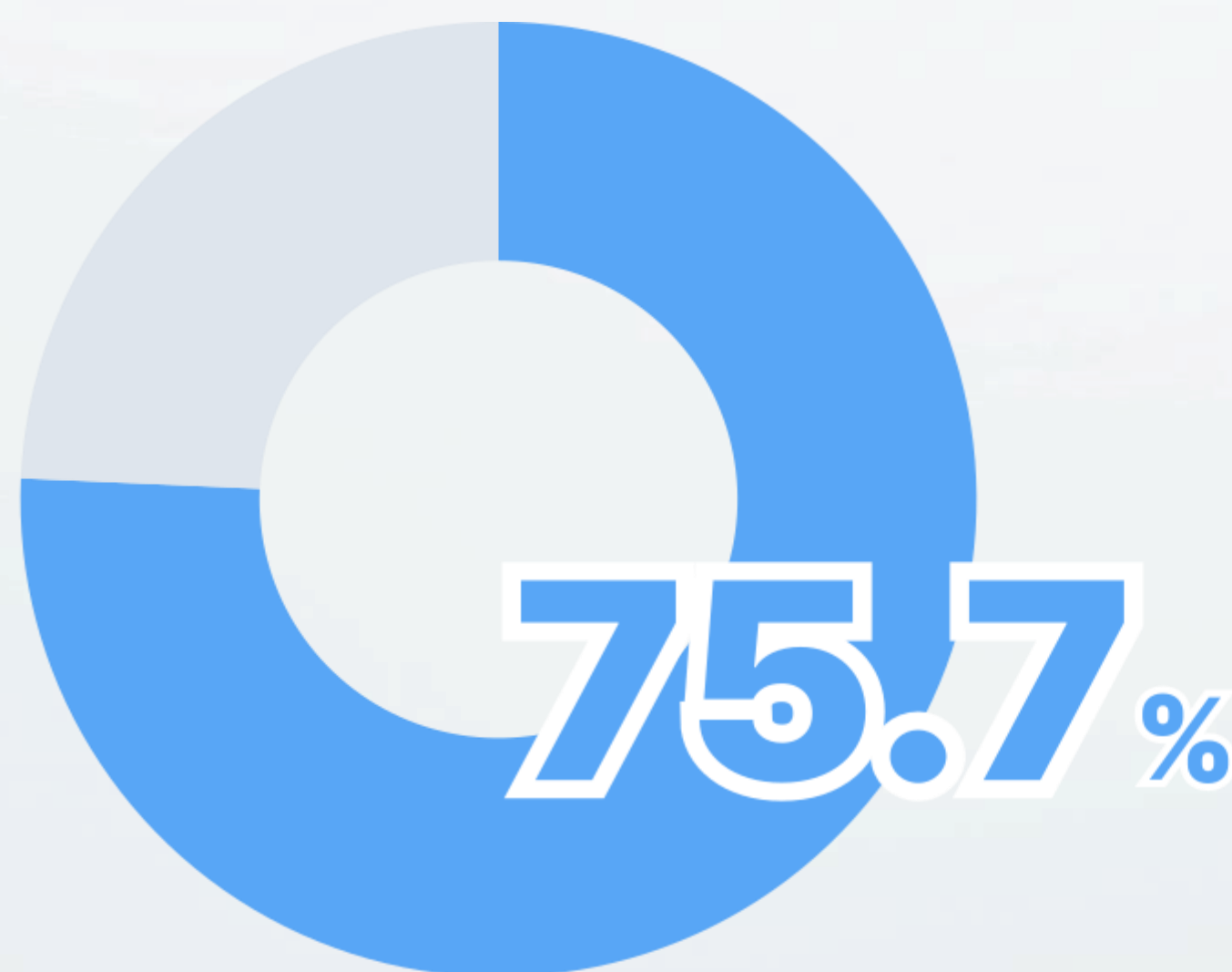
Officers have experienced the difficulties of organizing practical training programs at sea due to a lot of professional ship operation duties.



Experienced other duties on board besides training programs

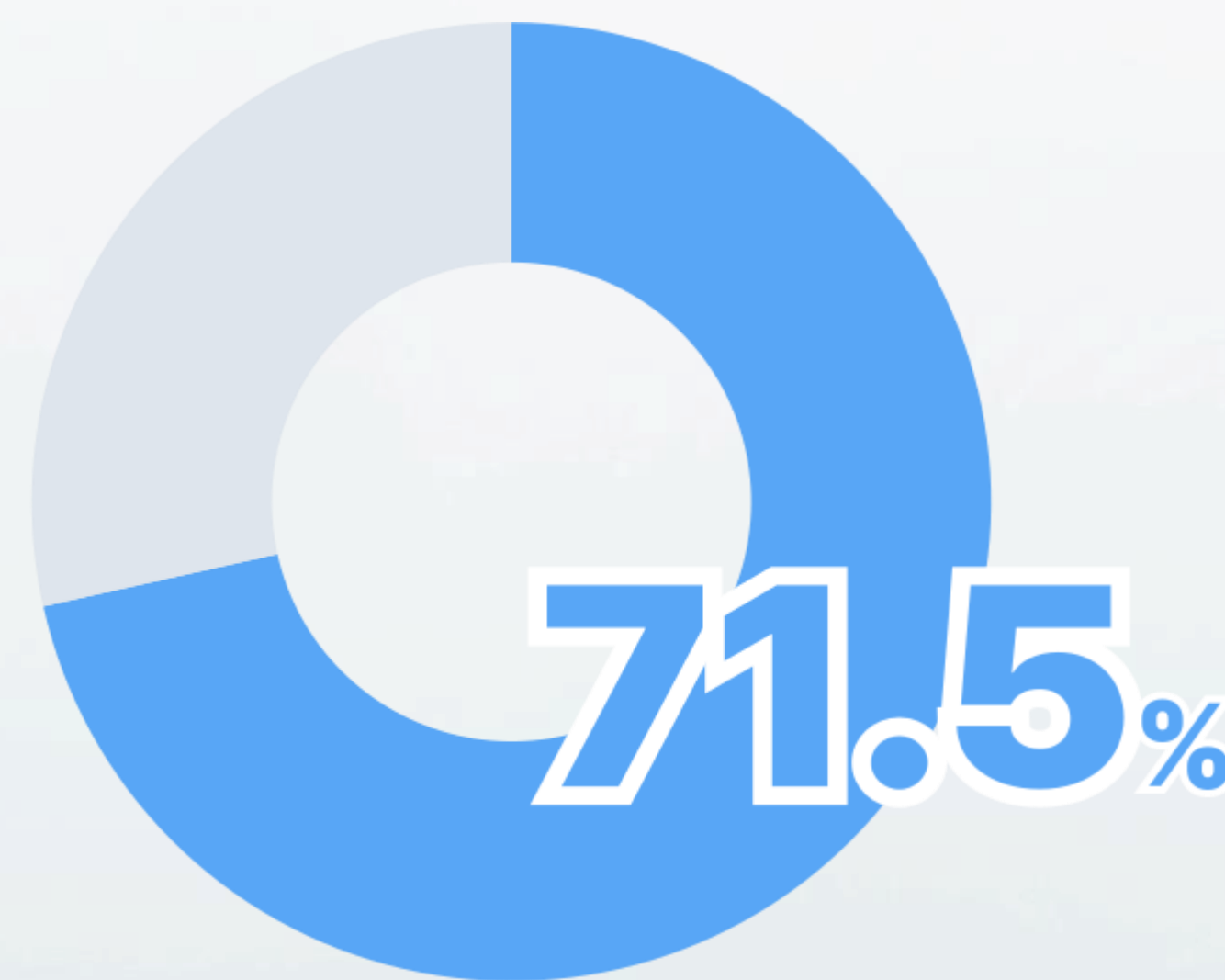


# Ineffectiveness of onboard training



■ High (Including Very High) ■ Low

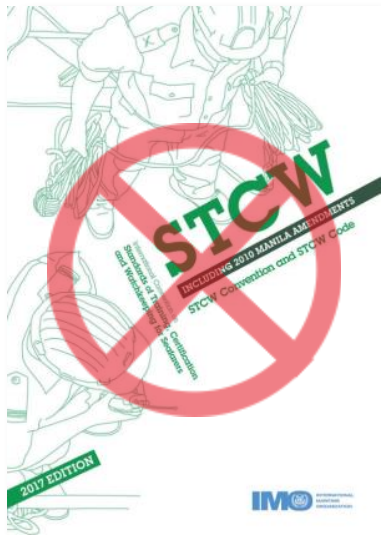
Personal workload during onboard training



■ Not completed ■ Completed

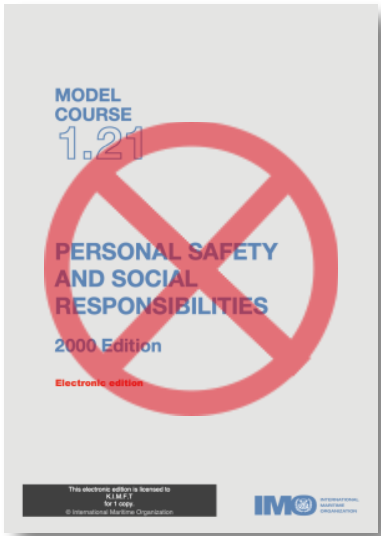
Effectiveness of onboard training programs

# No provisions regarding the safety of onboard cadets.



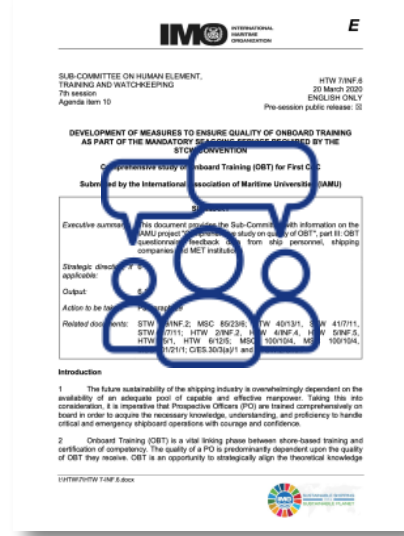
## STCW

No provisions regarding the definition, safety during onboard training, or the associated responsibilities



## IMO Model Course

No course available regarding the 'Onboard training'



## IMO Conferences

The IMO recognizes the importance of onboard training and is continuously discussing it.



# No provisions regarding the quality and the verification of training record



## Monotony Training Record Book



## A Culture of Adjustment: Prevalence of Record Adjustments



## A Culture of Adjustment: Formalism in Record-Keeping

**Seafarers seems unable to prioritise their allegiance: ship interests or regulations.  
They are trapped in cognitive dissonance, where deviance is normalised.  
- World Maritime University Report (2020)-**

# Suggestions

Proposals for enhancement and innovation in onboard training

## SAFE SEA;STEM

**AMENDMENTS TO STCW:**  
ENSURING AND PROMOTING SAFER  
ONBOARD TRAINING OF SEAFARERS



# **Suggestions by team safe sea;stem**

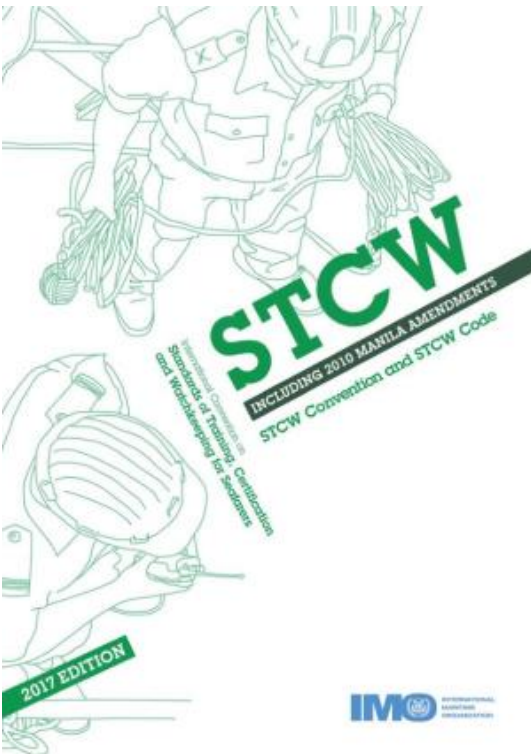
**1****Multiple Amendments to STCW Code****2****Amendments to IMO Model Course 1.21****3****IMO and Other Stakeholders' Comprehensive System to Validate, Verify, and Evaluate Learnings During Onboard Training (OBT) and Competency Evaluation**

Stating the definition of onboard training seafarer

## Section A-I/1 Definitions and clarifications

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- 
- 

**2 A cadet is an individual who embarks on a ship for certification as an officer.**





## STCW Code Amendments

## Section A-I/14 Responsibilities of companies

### Recognition of Training Institutions, Duty of Care

1 Companies, masters and crew members each have responsibility for ensuring that the obligations set out in this section are given full and complete effect and that such other measures as may be necessary are taken to ensure that each crew member can make a knowledgeable and informed contribution to the safe operation of the ship.

**.1 Company accommodating cadets must be recognized as training institutions by an appropriate authority.**

**.1.1 Training institutions shall have the responsibility to exercise reasonable skill, care and diligence about the 'Duty of Care and Exercise of Authority'.**



## STCW Code Amendments

**Section A-I/14 Responsibilities of companies**

**2** The company shall provide written instructions to the master of each ship to which the Convention applies, setting forth the policies and the procedures to be followed to ensure that all seafarers who are newly employed on board the ship are given a reasonable opportunity to become familiar with the shipboard equipment, operating procedures and other arrangements needed for the proper performance of their duties, before being assigned to those duties. Such policies and procedures shall include:

**.1** allocation of a reasonable period of time during which each newly employed seafarer will have an opportunity to become acquainted with:

**.1.1 Newly employed seafarers include cadets embarked for the purpose of training.**

## Inclusion of Seafarer Cadets



## STCW Code Amendments

## Section A-II/1 Onboard training

6 Every candidate for certification as officer in charge of a navigational watch of ships of 500 gross tonnage or more whose seagoing service, in accordance with paragraph 2.2 of regulation II/1, forms part of a training programme approved as meeting the requirements of this section shall follow an **approved programme of onboard training which:**



**.3 is adequately documented in a training record book or similar document, which must be verified, recorded in a secure digital format that is resistant to forgery, and promptly delivered to the company to ensure trust and reliability in the training record.**

\* The relevant IMO Model Course(s) and a similar document produced by the International Shipping Federation may be of assistance in the preparation of training record books.

**Trust and  
reliability of  
Training  
record book**

STCW Code Amendments

Section A-II/1 Onboard training

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- 
- 
- 
- 

**.4 A training record book specific to the type of vessel must be prepared.**

\*due diligence: reasonable steps taken by a person in order to satisfy a legal requirement

Vessel-specific training record book



## STCW Code Amendments

## Section A-II/1 Onboard training

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**.5 is shown due diligence by the captain about the safety of the cadets and the general programme.**

**\*due diligence: reasonable steps taken by a person in order to satisfy a legal requirement**

**Stated due diligence**

## STCW Code Amendments

## Section A-III/1 Onboard training

# Trust and reliability of Training record book

2 Every candidate for certification as officer in charge of an engineering watch in a manned engine-room or as designated duty engineer in a periodically unmanned engine-room of ships powered by main propulsion machinery of 750 kW or more whose seagoing service, in accordance with paragraph 2.2 of regulation III/1, forms part of a training programme approved as meeting the requirements of this section shall follow an **approved programme of**

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STCW Code Amendments

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## STCW Code Amendments

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- 
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**.5 is shown due diligence by the chief engineer about the safety of the cadets and the general programme.**

\*due diligence: reasonable steps taken by a person in order to satisfy a legal requirement

**Stated due diligence**



STCW Code Amendments

**Table A-VI/1-4 Specification of minimum standard of competence in personal safety and social responsibilities**

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
Observe safe working practices	<p>Importance of adhering to safe working practices at all times</p> <p>Safety and protective devices available to protect against potential hazards aboard ship</p> <p>Precautions to be taken prior to entering enclosed spaces</p> <p>Familiarization with international measures concerning accident prevention and occupational health</p> <p><u>Importance of safety of the onboard training programme</u></p>	<p>Assessment of evidence obtained from approved instruction or during attendance at an approved course</p>	<p>Safe working practices are observed and appropriate safety and protective equipment is correctly used at all times</p>

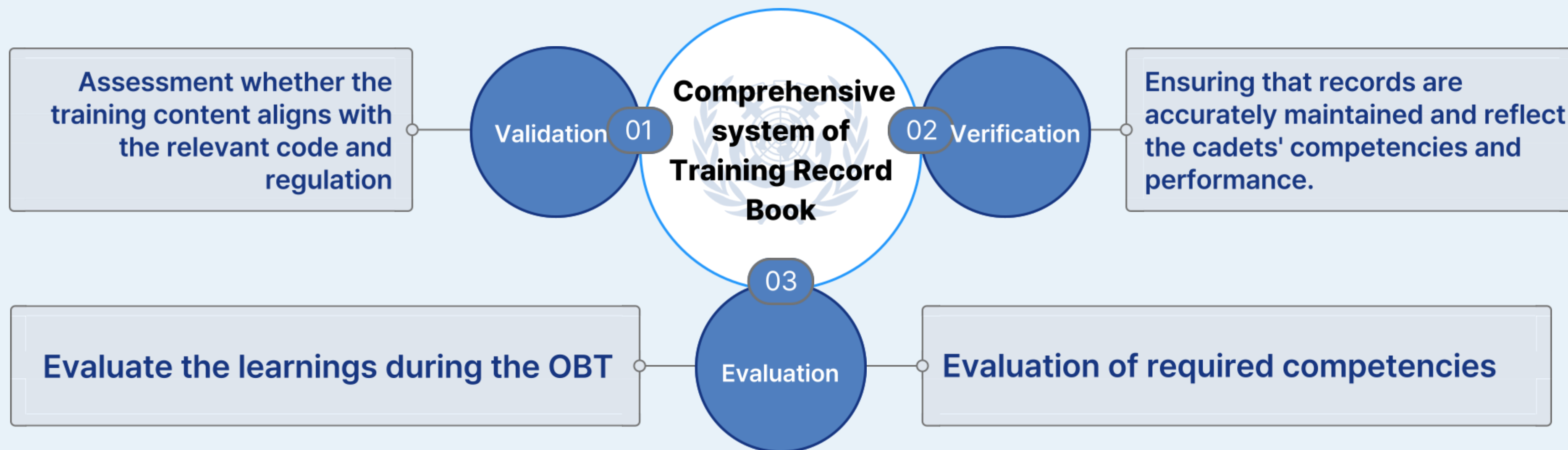
STCW Code Amendments

**Table A-VI/1-4 Specification of minimum standard of competence in personal safety and social responsibilities**

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
Contribute to effective communication on board ship	<p>Basic teamworking principles and practice, including conflict resolution</p> <p>Social responsibilities; employment conditions; individual rights and obligations; dangers of drug and alcohol abuse</p> <p><u>Basic teaching principles of onboard training programme</u></p>	Assessment of evidence obtained from approved instruction or during attendance at an approved course	Expected standards of work and behaviour are observed at all times



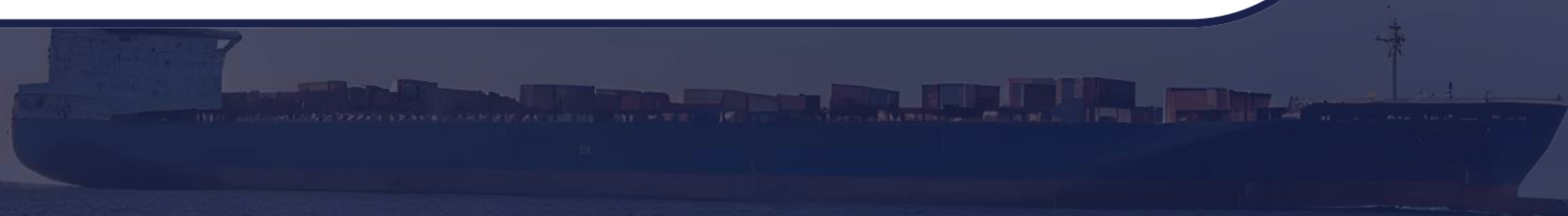
# Validation, Verification, Evaluation of Training Record Book



**"The comprehensive system of the Training Record Book enhances the effectiveness of onboard training and ensures a streamlined process."**

# Conclusion

Highlighting our suggestions to contribute to maritime community



## SAFE SEA;STEM

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*Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all*



### Target 8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

### Target 8.6

Substantially reduce the proportion of youth not in employment, education or training

### Target 8.8

Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment



# Ensuring the safety of seafarer cadets

**Enhances the  
attractiveness  
of seafaring  
careers**

**Enhances the  
supply of seafarers**

**Activates the  
National Essential  
Fleet System for  
national security  
and economic  
purposes**



\*IMO's campaign to encourage and highlight the importance of the human element and safety



# IMO Strategic Direction(2024-2029) SD 6: Address the human element



SD	Output number	Description	Parent organ(s)	Associated organ(s)
SD 6 Address the human elements	6.1	Role of the human element	MSC/ MEPC	III/PPR/ CCC/ SDC/SSE/ NCSR
	6.7	Consider reports on the issue of financial security in case of abandonment of seafarers, and shipowners' responsibilities in respect of contractual claims for personal injury to or death of seafarers, in light of the progress of the amendments to ILO MLC 2006	LEG	-
	6.17	Comprehensive review of the 1978 STCW Convention and Code	MSC	HTW

**IMO Strategic Direction(2024-2029) SD 6: Address the human element**  
The related Performance Indicators



SD	PI Index	PI Name
SD 6 Address the human elements	PI 6.1	# of reported very serious marine casualties where the human factor has been identified as one of the root causes
	PI 6.2	# of inspections with human element-related deficiencies reported to IMO under its purview by Port State Control (PSC) regimes

Resolution A.1173(33) - Adopted on 6 December 2023 (Agenda item 8)  
STRATEGIC PLAN FOR THE ORGANIZATION FOR THE SIX-YEAR PERIOD 2024 TO 2029

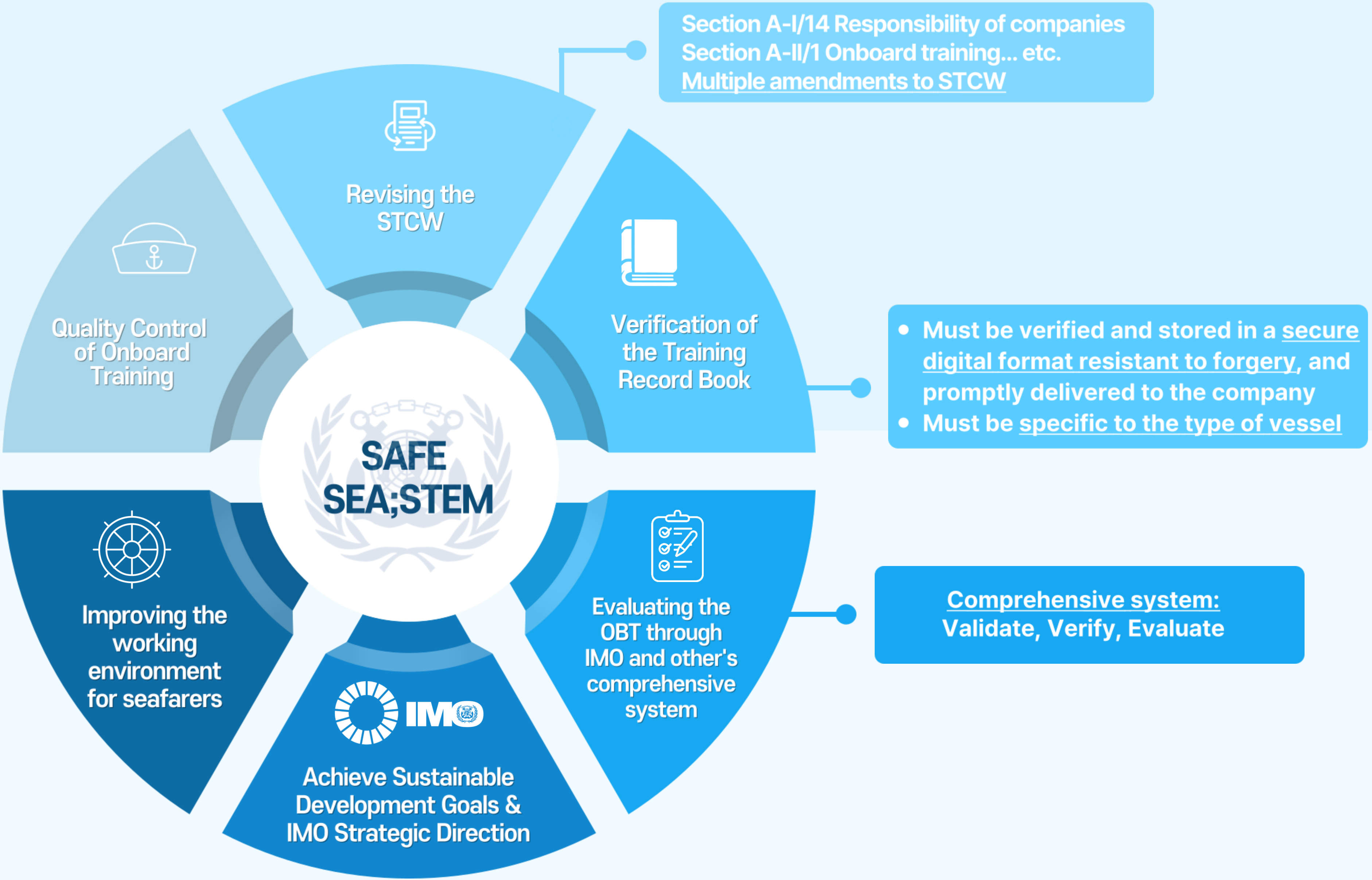


# Achieving Social and Governance Goals of ESG

**E***( Environment )***S***( Social )***G***( Governance )*

- Improving safety for cadets
- Strengthening measures to address maritime incidents
- Attractiveness of seafaring professions

- Designation as a training institution and subjecting it to onsite inspection
- Strengthening corporate obligations
- Strengthening IMO member states' power





A group of people, likely a maritime training team, are floating in the ocean. They are wearing orange life jackets and yellow caps. Some are lying on their backs, while others are sitting up. The water is dark and choppy. The text "Maritime all stem from the effective and safe training of 'Seafarers'" is overlaid on the image in white. The word "Maritime" is misspelled as "Maritime" in the original image.

Maritime all stem from the effective and safe training of  
"Seafarers"



## Source

1. IMO, STCW - KR-CON
2. IMO, Model Course 1.21 - KIMFT
3. IMO, HTW 9/7 COMPREHENSIVE REVIEW OF THE 1978 STCW CONVENTION AND CODE - KR-CON
4. MO, HTW 7/INF.6 (Sub-Committee On Human Element, Training and Watchkeeping 7th session Agenda item 10) - KR-CON
5. IMO, HTW 4/INF.4 (Sub-Committee On Human Element, Training and Watchkeeping 4th session Agenda item 7) - KR-CON
6. IMO, A 33/Res.1173 (Assembly 33rd session Agenda item 8(a)) - KR-CON
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10. Kum Fai Yuen (2018), Determinants of job satisfaction and performance of seafarers
11. Hong-tae Kim, Sung Na, A Study on the Analysis and Prevention of the Human-related Marine Accidents
12. Lee, Jinwoo; (2021), Korean Maritime Cadets' Onboard Training Environment Survey
13. Jun-Mo Park, Chang-Hyun Jung (2019), A Study on the Development of a Human Resource Management Program for Commissioned On-board Trainees
14. Cecilia Osterman (2022) Workplace bullying and harassment at sea: A structured literature review
15. Maritime Skills Comission (2021), SEAFARER CADET TRAINING GROUP REPORT & RECOMMENDATIONS
16. Hyun-Wook, Doo (2020), A Study on International Law regarding Human Rights of Seafarers
17. WMU (1999), Training of deck cadets in India : STCW and beyond
18. WMU (2017), Kadeteng Marino under the Maritime Labor Convention, 2006: a Kadeteng Marino under the Maritime Labor Convention, 2006: a study of minimum training and qualifications prior to shipboard study of minimum training and qualifications prior to shipboard training and the familiarity with onboard complaint procedures of training and the familiarity with onboard complaint procedures of Filipino Cadets
19. WMU (2020), A culture of adjustment : evaluating the implementation of the current maritime regulatory framework on rest and work hours (EVREST).

"SAFE SEA;STEM" : Safety at Sea

– Future Seafarers: Representing the crucial, foundational aspect, akin to a plant's stem.





# **AMENDMENTS TO STCW: ENSURING AND PROMOTING SAFER ONBOARD TRAINING OF SEAFARERS**

**Submitted by Team Safe Sea;Stem**

## **SUMMARY**

Team Safe Sea;Stem is inviting the committee to consider the suggestions made here and take action as appropriate.



# Thank You

## SUMMARY

Team Safe Sea;Stem is inviting the committee to consider the information provided and take action as appropriate.