

TMSA & A Ship Manager's Approach

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Focus of Presentation

- **TMSA Guidelines & the 12 Elements**
- **Salient features of TMSA (key issues)**
- **Eurasia's Road Map for compliance**
- **Advantages**
- **Recommendations**

Eurasia Group

**Ship Management Company with a
commitment to Safety, Quality and
Environment Protection.**

Our moto:

To perform

To excel

**To be the best and not necessarily
the biggest**

Eurasia Group - Quality Standards

- **ISM Code (all offices and all technically managed vessels)**
- **ISO 9001 : 2000**
- **ISO 14001:2004**
- **ISMA Code**

Tanker Management & Self Assessment

HOW DOES IT WORK

PLAN



CLARITY IN COMPANY POLICIES, PURPOSE, PROCESSES, ROLES & RESPONSIBILITIES. FOCUS ON SAFETY, ENVIRONMENT EXCELLENCE & COMMERCIAL EXCELLENCE.

ACT



WORK TO ACHIEVE COMPANY'S OBJECTIVES & ENSURE CONSISTENT IMPLEMENTATION OF PLANS. COMMUNICATE GUIDELINES, PRIORITISE & TARGET IMPROVEMENT.

MEASURE



CHECK, EVALUATE & PROVIDE FEEDBACK ON RESULTS ACHIEVED. LOOK FOR SUSTAINABLE IMPROVEMENT.

IMPROVE

DEFINE TARGETS (PRACTICAL) & FOCUS ON AREAS WHERE MAXIMUM BENEFIT & IMPROVEMENT CAN BE OBTAINED. CONCENTRATE ON LONG TERM IMPROVEMENTS RATHER THAN QUICK FIXES.

TMSA

HOW IT WORKS- THE 12 ELEMENTS

1. MANAGEMENT, LEADERSHIP & ACCOUNTABILITY
2. RECRUITMENT & MANAGEMENT OF SHORE-BASED PERSONNEL
3. RECRUITMENT & MANAGEMENT OF SHIP'S PERSONNEL.
4. RELIABILITY & MAINTENANCE STANDARDS
5. NAVIGATIONAL SAFETY
6. CARGO, BALLAST & MOORING OPERATIONS
7. MANAGEMENT OF CHANGE
8. INCIDENT INVESTIGATION & ANALYSIS
9. SAFETY MANAGEMENT - MONITORING ASHORE & ON BOARD
10. ENVIRONMENTAL MANAGEMENT
11. EMERGENCY PREPAREDNESS AND CONTINGENCY PLANNING
12. MEASUREMENT, ANALYSIS & IMPROVEMENT

Salient Features :

- **Significant emphasis on the recruitment and maintenance of ship and shore based staff – including retention benchmarks (Element 2 & 3)**
- **Significant emphasis on Environmental management – eventual attainment of ISO 14001 accreditation (Element 10A)**
- **A controlled “management of change” process (Element 7)**

Salient Features :

- **Formal Navigation Safety Audits by ship Masters and independent third party auditors. (Element 5)**
- **Minimum of two persons on each tanker trained in “Risk Assessment and Incident Investigation” (Element 8B)**
- **Minimum two persons ashore trained in Incident Investigation.(Element 8 A & B)**

Salient Features :

- **To have own bench marks and to show continuous improvement, KPIs are to be set towards verification of improvement**
- **To maintain statistics for PMS to show Percentage of outstanding PMS items per ship fleetwide monthly with a year to date update. (in stage 4 - target = to be less than 2%) (ref Element 4c)**

Salient Features :

- **Rotation of ship staff through office assignments (especially prior promotions) (Element 3)**
- **Participation of all ship's staff in safety seminars at least once in two years (Element 2A)**
- **A documented and systematic interview process with set questionnaire (Element 3)**

Salient Features :

- **Audit of Manning Agencies at least once a year (Element 3)**
- **Greater emphasis on Superintendents & auditors visit to ship (verifying cargo plans, stability & stresses, compliance to seasonal loadline zones etc). (Element 6A)**
- **Handing over / taking over process for ship & shore staff (Element 7A)**

Salient Features :

- **Formal Risk Assessment Programmes for non-routine repairs and records there of (Element 9)**
- **Inclusion of “Zero Spill” in Environmental Policy (Element 10A)**
- **A long term (five year minimum) environmental operations and business plan (Element 10A)**

Salient Features :

- **External resources mobilized at least annually for CRT (Element 11)**
- **Participation of ship's staff (on leave) in drills ashore (Element 11)**

Eurasia Group - TMSA Roadmap

- **Gap Analysis completed Feb 2005**
- **All stages documentation completed October 2005**
- **Training on TMSA ashore and on board ships to TMSA requirements completed Dec 2005**

Eurasia Group - TMSA Compliance

- **Tanker fleet – As a minimum meeting TMSA Stage 2 in entirety.**
- **(Stage 3 except for only one KPI)**
- **Meeting TMSA Stage 4 in most elements except for 5 KPIs**

Eurasia Group - TMSA Roadmap

- **Safety Seminars as per TMSA being conducted twice a year**
- **Dedicated courses on Risk Assessment and Incident Investigation being conducted regularly in the Company's Training Center "ECAL" in Mumbai**

People - Main Concern !

- **Main concern in the Organization as a result of Risk Assessment and also generally as a world wide concern is :**

“Retention of Quality People on board”

Impact of each TMSA element on People, Customer, Society & Business

- **People Results**
- **Customer Results**
- **Society Results**
- **Business Results**

		<u>Criticality</u>		
		<u>Low</u>	<u>Medium</u>	<u>High</u>
<u>Time</u> <u>Based</u>	Short Term			
	Medium Term			
	Long Term			

RISK ASSESSMENT : RANK MATRIX

Element	R	Y	G	
3	4	0	0	Ship Board Personnel
5	4	0	0	Navigational Safety
9	4	0	0	Safety Management
6	3	1	0	Cargo, Ballast, Mooring Operations
11	3	1	0	Emergency Preparedness
8	3	0	1	Incident Investigation
1	2	1	1	Management, Leadership
4	2	1	1	Maintenance
10	2	1	1	Environmental Management
7	2	0	2	Management of Change
12	0	3	1	Measurement
2	0	3	1	Shore Based Personnel

People - Main Concern !

- **Recent international studies show that wrt ISM Code Implementation the Maximum Non-Conformities have been reported in ISM Code Clause Nos:**
- **6 (Resources & Personnel)**
- **10 (Maintenance of the Ship & Eqpt)**
- **11 (Documentation)**

People - Main Concern !

Further Root Cause Analysis on the ISM Code findings reveal:

The knowledge and understanding of ship staff and ashore as the greatest concern indicating more and more training and awareness required to eliminate the “root cause – Human error”

Eurasia's People !

Eurasia values the Ships' staff with adequate shore support to be the biggest asset.

“Ships don't move Cargo, People do”

Knowledge Sharing

We have organized Campaigns across the country in India at various locations and presenting requirements of TMSA thus bringing about increased awareness amongst all seafarers in India on a fairly new development of TMSA.

- No. of such campaigns till date : 7

Three levels of Immunization !

- **Self check - by ship staff**
- **Cross check - by the superintendent**
- **External check – by Company's Loss**

Prevention, Safety & Quality Dept

Career Growth – TMSA +++

- **Rotation of ships staff thru office assignments – Regular feature with Eurasia**
- **Participation of senior ship staff in Office ship-shore drills highly encouraged and practised**
- **Career growth – for deserving staff thru promotions on board and / to office assignments as superintendents**

Biggest advantages of TMSA

- **No Certification**
- **Self Regulation**
- **Self control**
- **Self development**
- **TMSA Principles – for Non Tankers!**

Continued..

Biggest advantages of TMSA

Oil Major's Office audits :

- **Review of system by external body**
- **Experience sharing**

What is Recommended

- **Management of Change and Reliability standard documentation – not user friendly?**
- **Amended TMSA guidelines with defined bench markings would be helpful.**

Thank You