



Overseas Shipholding Group, Inc.



Managing Competence

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Group Training Manager

OSG Ship Management (GR) Ltd.

Facts about shipping



- ❑ **There are about 50,000 ships trading worldwide.**
- ❑ **These ships are operated by 1.2m seafarers;**
- ❑ **Of these 50,000 ships about 0.30% on average are lost every year;**
- ❑ **This percentage accounts for about 700 lives lost per year, which is a rate totally unacceptable in any other transport system;**

Public Concerns



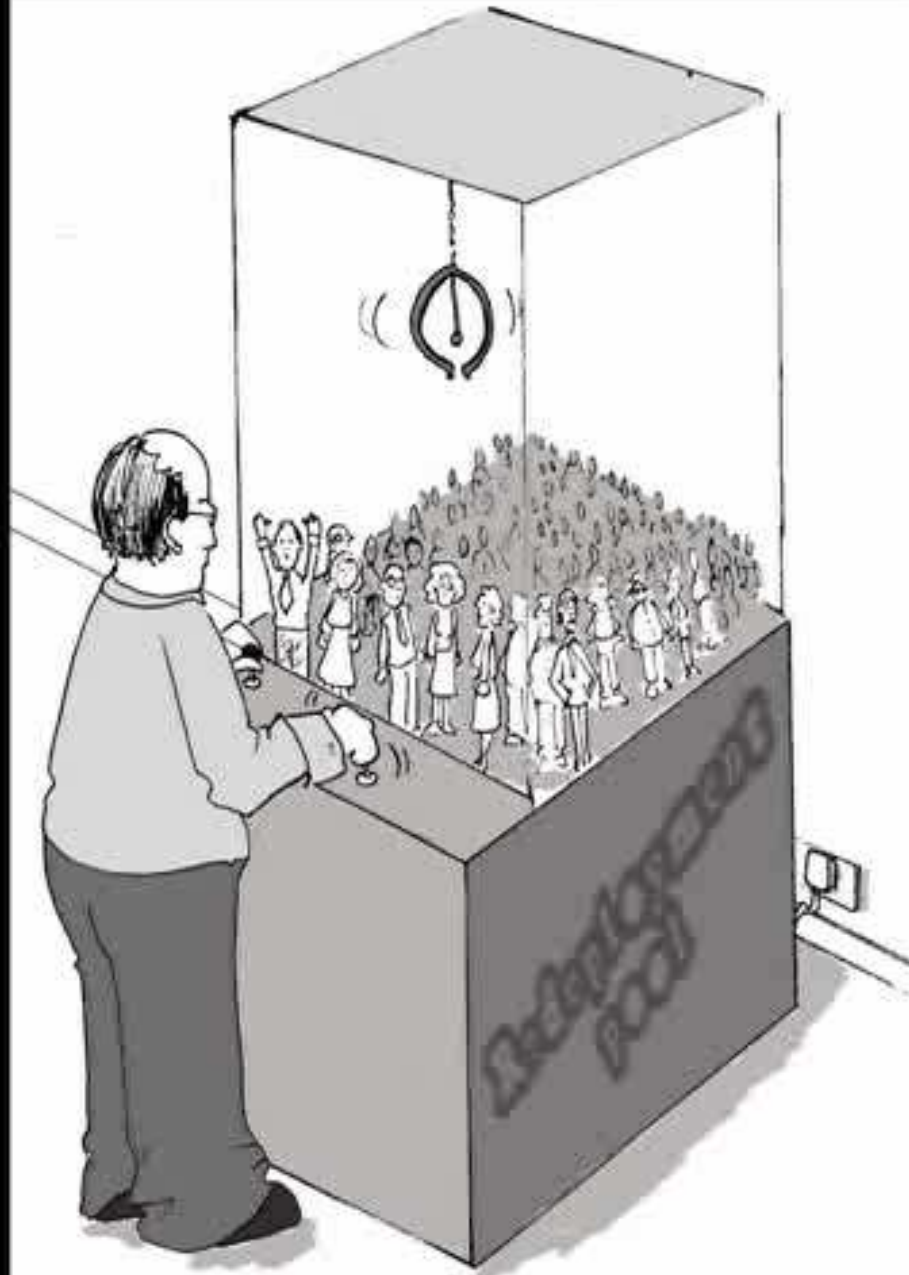
Public Perceptions



Major Collisions and Groundings 1978-2003

- ✓ **AMOCO CADIZ**, 16 March 1978 spilling 227,000 MT Crude off Portsall Brittany France;
- ✓ **ATLANTIC EMPRESS** colliding on 19 July 1979 with the **AEGEAN CAPTAIN** resulting in 26 dead and a total spill of 287,000 MT of crude oil;
- ✓ **BRAER** on 5 January 1983 spilling 85,000 MT at Shetland Islands;
- ✓ **HERALD OF FREE ENTERPRISE** on 6 March 1986 at Zeebrugge Belgium with 193 dead;
- ✓ **DONA PAZ / VECTOR** collision on 20 December 1987 at Tablas strait Philippines resulting in 4,341 counted dead;
- ✓ **EXXON VALDEZ** grounding on 24 March 1989 in Alaska spilling 53,094,510 gallons of crude oil;
- ✓ **HAVEN** on 11 April 1991 off Genoa, spilling 114,000 MT of Crude Oil and leaving 5 dead while also involving charges with manslaughter to the owner and his son that were not acquitted before 3 retrials;
- ✓ **SEA EMPRESS** on 15 February 1996 spilling 72,000 MT in Milford Haven Wales.
- ✓ **ERIKA** on 12/12/99 carrying 31,000 MT FO;
- ✓ **PRESTIGE** that was denied a port of refuse and sank off Spanish coast on 19/11/02;
- ✓ **TASMAN SPIRIT** on 28 July 2003 that grounded 1.5 nm off Karachi resulting in 12,000 MT of crude oil spilled through the leak and involved 8 arrested persons (7 crew + 1 salvage) who remained in prison for months until the Pakistani government demands for 1 bn \$ compensation were satisfied.

Common Industry Screening Process

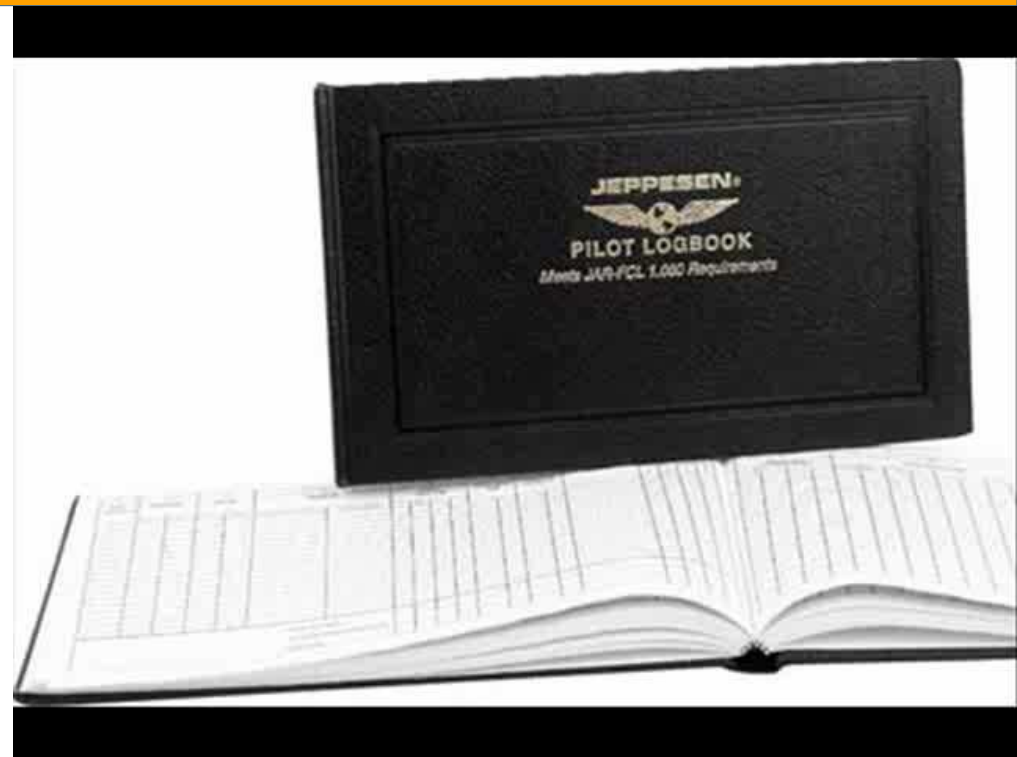


Evolution of Screening Process

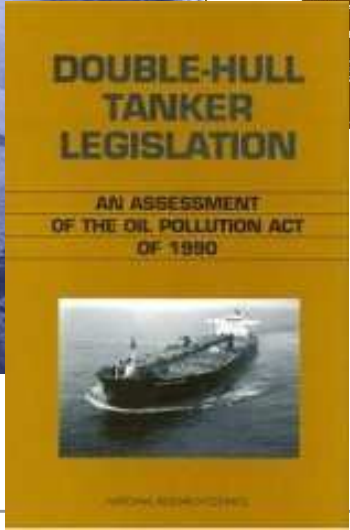
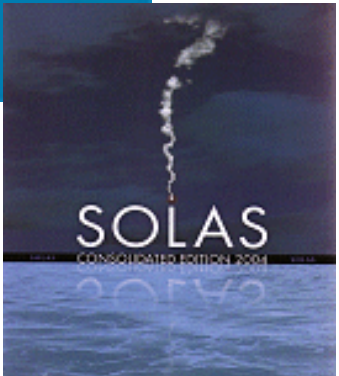
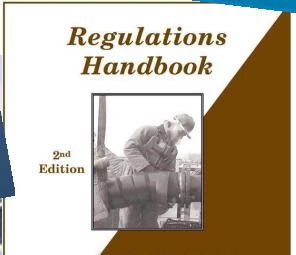
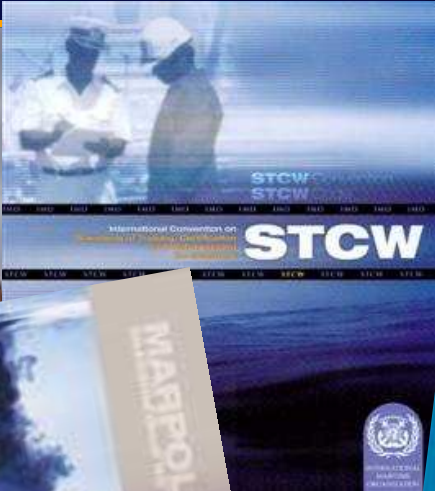


Different approaches to managing competence

- ✓ We perceive Competence as a fixed indisputable constant while in fact is a dynamic variable;
- ✓ We have widely adopted a “Once Certified, Always Competent” concept that just cannot be right; and
- ✓ We find it customary not to be able to distinct between a navigation officer who was in the last two years sailing on a tanker through Singapore straits every other week and one working on a sister ship that was laid up in the same period.



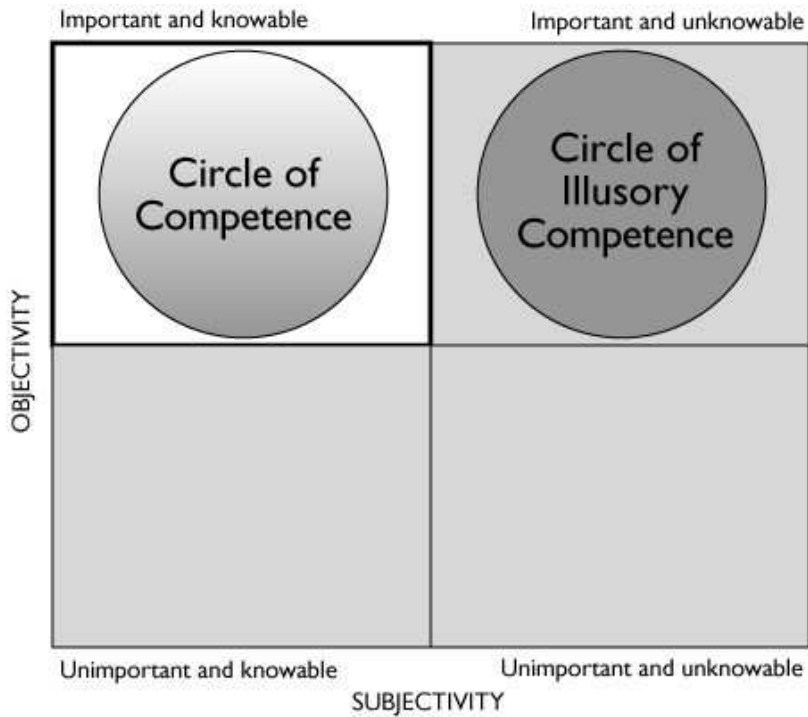
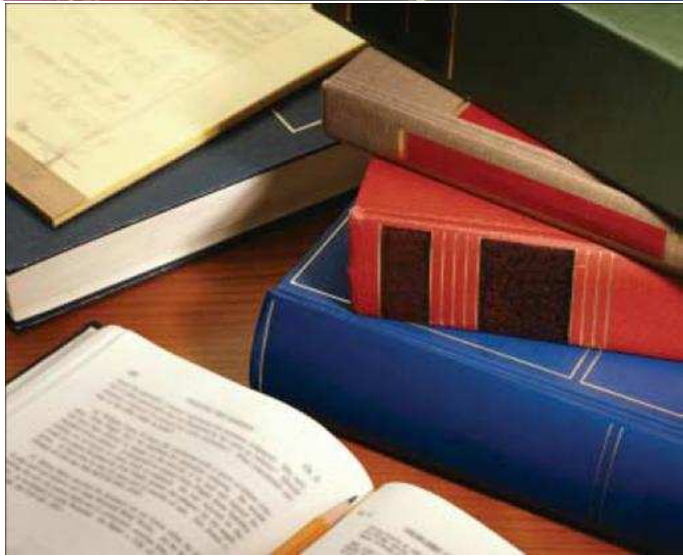
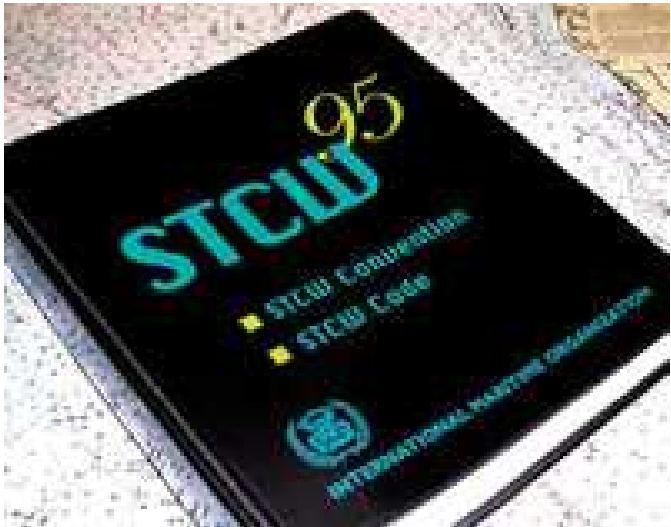
Reactive vs. Proactive



Titanic



How do we effectively monitor?

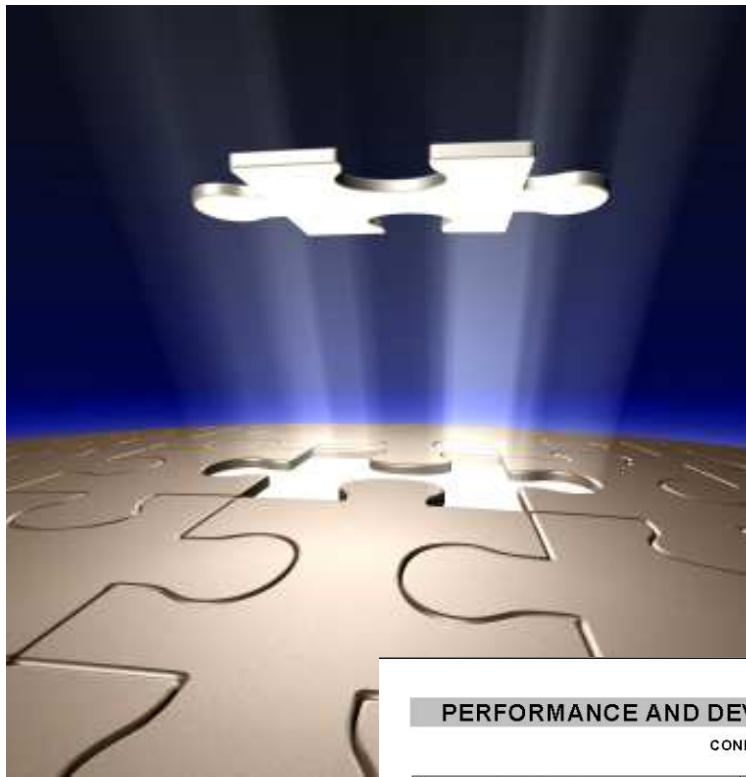


Defining competence



DO YOU THINK YOU CAN BUY ME SOME COMPETENCIES TOO, DAD

Interpreting STCW



PERFORMANCE AND DEVELOPMENT EVALUATION

INDIVIDUAL PROGRESS **EVALUATION FACTOR** GENERAL DEVELOPMENT EVALUATION

EVALUATION FACTOR			
Title	Description	Rating	Remarks
Engineering Maintainer Competence	Ability to complete documentation and record use of spares		
Engineering Maintainer Competence	Ability to dismantle equipment to the state required for planned and/or unplanned maintenance		

RATING GUIDANCE

Evaluation Criteria	Rating
Unable to maintain records in an effective useful condition	1
Made limited efforts to maintain records but insufficient to maintain continuity of information or operational compliance	2
All records that the officer was responsible for or is delegated to complete at this rank are properly maintained.	3
Has a sound understanding of the documentation and record keeping requirements at this rank and maintains good discipline in ensuring records completed by both self and subordinates are promptly and accurately completed.	4

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PERFORMANCE AND DEVELOPMENT EVALUATION

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Name	Antonio, Ramos A.	Rank	Chief Engineer
Vessel	Cabo Hellas	Period	07-Jan-2007 TO 07-Jul-2007
Evaluator	Dela Cruz, Juan J.	Position	Superintendent
		Date	07-Jul-2007

SECTION 1. INDIVIDUAL PROGRESS REPORT

In-Rank Competence

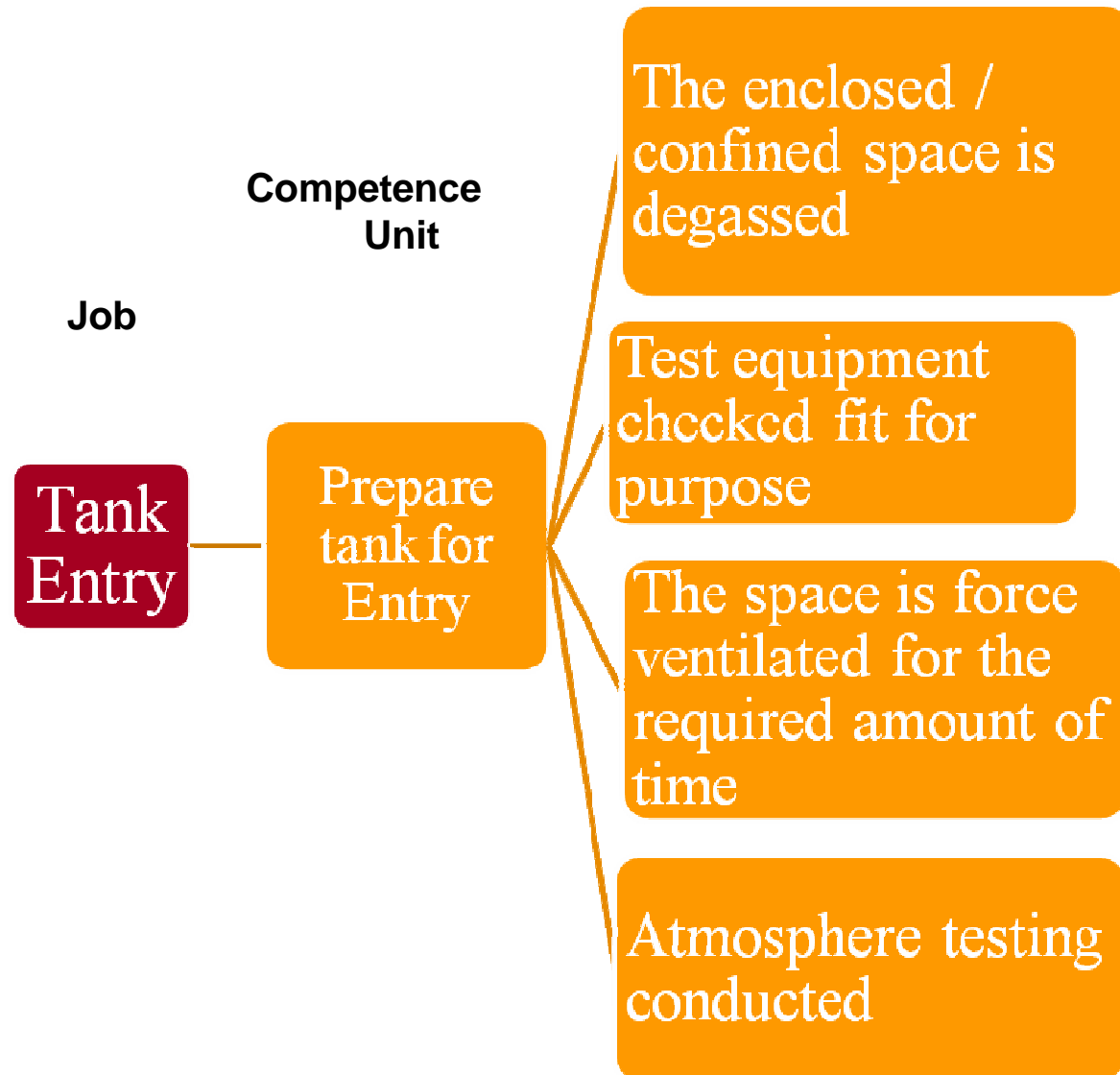
As C/E, maintain safety of the ships crew and Prevent control and fight fires on board tankers	Acquired	<div style="width: 0%; background-color: blue;"></div>	0.00
	Outstanding	<div style="width: 100%; background-color: orange;"></div>	100.00
	Progress	<div style="width: 0%; background-color: green;"></div>	0.00
As Chief Engineer, Monitor and control compliance with legislative requirements and measures to ensure safety at sea and the protection of the marine Environment	Acquired	<div style="width: 50%; background-color: blue;"></div>	50.00
	Outstanding	<div style="width: 50%; background-color: orange;"></div>	50.00
	Progress	<div style="width: 50%; background-color: green;"></div>	50.00
As Chief Engineer, organise and manage the crew	Acquired	<div style="width: 0%; background-color: blue;"></div>	0.00
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	Progress	<div style="width: 0%; background-color: green;"></div>	0.00
Manage engineering operations for all machinery, located in all spaces on a motor ship	Acquired	<div style="width: 100%; background-color: blue;"></div>	100.00
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	Progress	<div style="width: 100%; background-color: green;"></div>	100.00



Elements of Competence

❑ Three tier Inventory

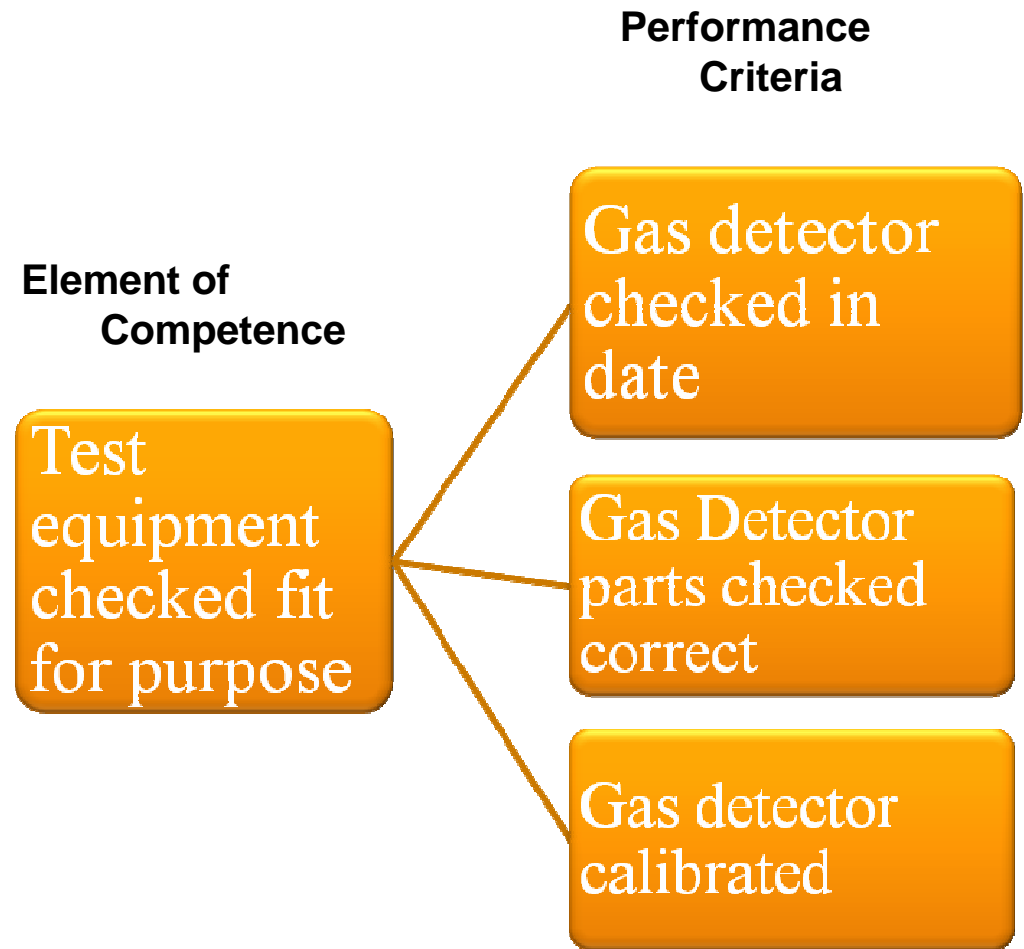
1. **Functions;**
2. **Competence Units;**
3. **Elements of Competence**



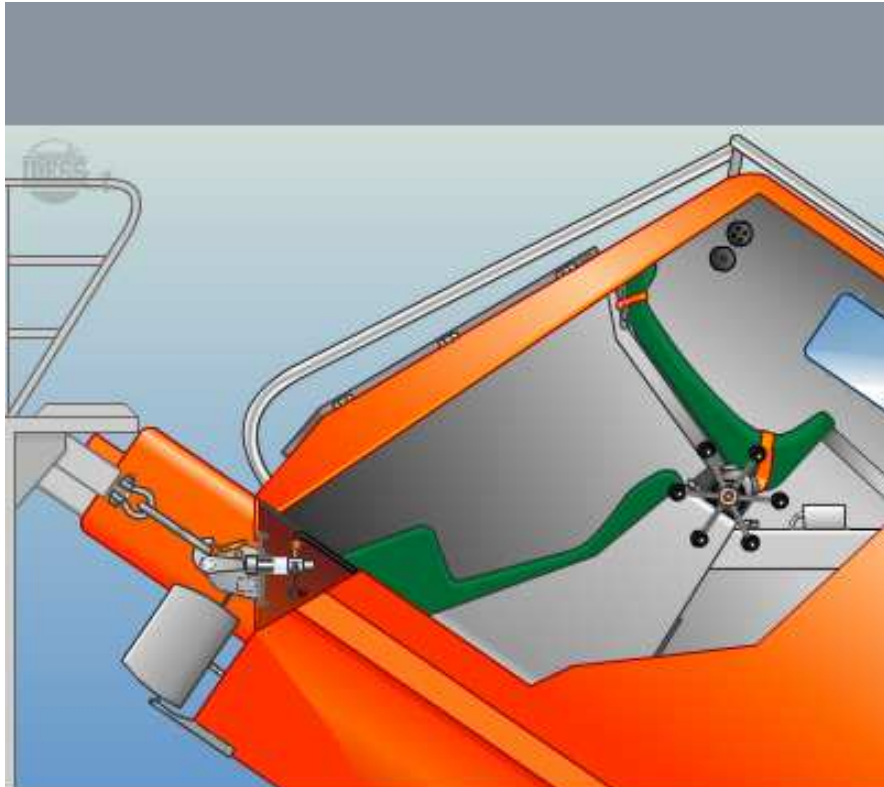
Performance Criteria



- ✓ To achieve Competence means that you can do the task safely without direct supervision
- ✓ This approach encompasses the essence of dissociation between certification and competence.
- ✓ For each element of competence it is necessary that clear reference is made in the company MS, STCW, the Code of Safe Working Practices etc.



Assessment and Training to agreed standards



Record keeping

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OSG List of Training Record Book Reports

CBL Summary | Report Generation

Filter Records

By: -- All --

Value:

Search

CBL Summary

Name	Computer Based Learning
Abulok, Larry Salamanes	Elementary First Aid for Seafarers
Abundo, Reginald Agacoscos	Elementary First Aid for Seafarers
Acibo, Joselito Arancis	Elementary First Aid for Seafarers
Agdamag, Steve Patrick Laserna	Elementary First Aid for Seafarers
Aguirre, Arman Machado	Elementary First Aid for Seafarers
Alapan, Fernando Mahinay	Elementary First Aid for Seafarers
Alarcon, Dimie Florencondia	Elementary First Aid for Seafarers
Alarcon, Francisco Jr. Gibas	Basic Fire Safety OSG Ship
Alarcon, Sherwin Deximo	Basic Fire Safety OSG Ship
Alba, Danilo Dayao	Elementary First Aid for Seafarers
Albasin, Harris Barcial	Elementary First Aid for Seafarers
Albo, Nenito Garcia	Basic Fire Safety OSG Ship
Alcantara, Nicasio Jr. Cortez	Basic Fire Safety OSG Ship
Alegre, Nelson Morfe	Elementary First Aid for Seafarers
Alicando, Dominador Jr. Santibanez	Elementary First Aid for Seafarers
Almazan, Michael Rabelas	Basic Fire Safety OSG Ship
Almira, Rex Gimeno	Elementary First Aid for Seafarers
Amaro, David Jr. Aler	Elementary First Aid for Seafarers
Amora, Erwin Galarido	Elementary First Aid for Seafarers
Amsic, Thor Magbanua	Elementary First Aid for Seafarers
Antonio, Ernesto Dizon	Elementary First Aid for Seafarers
Aquino, Tycho Slares	Basic Fire Safety OSG Ship
Aquino, Tycho Slares	Elementary First Aid for Seafarers
Arroyal, Favio Tormon	Elementary First Aid for Seafarers
Ausan, Graciano Sombilon	Elementary First Aid for Seafarers
Bacsal, Arnel Domapias	Basic Fire Safety OSG Ship
Baculo, Alvin Adarlo	Basic Fire Safety OSG Ship
Balaatas, Alvin Villamanto	Elementary First Aid for Seafarers

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Progress Details of Elementary First Aid for Seafarers

- General Principles

Topic	Date
Anatomy and Physiology	05-Sep-2005
Immediate Actions	05-Sep-2005
Introduction	05-Sep-2005
Secondary Actions	05-Sep-2005

- Unconscious Casualty

Topic	Date
Dangers	05-Sep-2005
General Treatment	05-Sep-2005
Levels of Consciousness	05-Sep-2005
Positioning of Casualty	05-Sep-2005

- Resuscitation

Topic	Date
AED Usage	05-Sep-2005
Artificial Respiration	05-Sep-2005
Choking	05-Sep-2005
CPR	05-Sep-2005
Overview	05-Sep-2005

- Wounds and Bleeding

Topic	Date
Classification of Wounds	05-Sep-2005
Dressings and Bandages	05-Sep-2005
Nose Bleeds	05-Sep-2005
Types of Bleeding	05-Sep-2005

- Burns and Scalds

Topic	Date
Causes and Assessment	05-Sep-2005
Treatment	05-Sep-2005

- Shock

Topic	Date
Causes and Effects	05-Sep-2005
Signs and Symptoms	05-Sep-2005
Treatment	05-Sep-2005

- Body Mechanics and Casualty Transfers

Topic	Date
General Considerations	05-Sep-2005
Methods of Transfer	05-Sep-2005
Stretchers and Spine boards	05-Sep-2005

Done

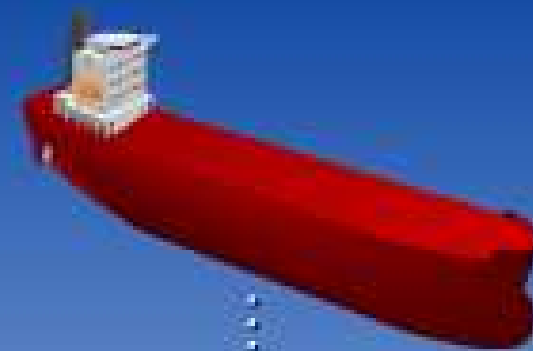
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Line of communication



Export of Training Record Book upon embarkation





PERFORMANCE AND DEVELOPMENT EVALUATION

CONFIDENTIAL

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Vessel Cabo Hellas	Period 07-Jan-2007 TO 07-Jul-2007
Evaluator Dela Cruz, Juan J.	Position Superintendent Date 07-Jul-2007

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On-Line Training Record Books



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OSG **Competence Training** Previous TRB PADE CBL ITEST Results Other Training Personal Information Log Out

« Back to List of Training Record Book | **In - Rank Competencies** | Vessel Specific Competence Units | Competencies for Promotion Welcome admin admin!

Name: Alcantara, Jose Adviento **Current Rank:** Master

In-Rank Competencies

[View All](#) | [Acquired Competence Units](#) | [Outstanding Competence Units](#)

- **FUNCTION :** **Navigation at the Management level**

Competence Unit :

Competence Unit	Signatory	Completion Date	Remarks	Location
- As Master, plan a voyage and conduct navigation				

Element :

Element	Signatory	Completion Date	Remarks
- As Master appropriately prepare and or oversee preparation of the Passage Plan			

- Element Details:

Performance Criteria	Signatory 1	Completion Date	Remarks 1	Signatory 2	Completion Date	Remarks 2
Demonstrates a working knowledge of the following publications:- Sailing Directions, light Lists, Radio Signals, Notices to mariners and Chart Catalogues View reference ...						

Competence Unit :

Competence Unit	Signatory	Completion Date	Remarks	Location
- As Master ensure determination of position and the accuracy of resultant position fix by any means				

Element :

Element	Signatory	Completion Date	Remarks
- As Master, plan and execute a passage plan using and demonstrating a working knowledge of all relevant publications			

- Element Details:

Performance Criteria	Signatory 1	Completion Date	Remarks 1	Signatory 2	Completion Date	Remarks 2
Demonstrates satisfactory ability to appraise, plan and execute a passage plan View reference ...						

Element :

Element	Signatory	Completion Date	Remarks
- As Master, demonstrate ability to determine and monitor accuracy of position fixing by any means			

- Element Details:

Performance Criteria	Signatory 1	Completion Date	Remarks 1	Signatory 2	Completion Date	Remarks 2
Demonstrates basic theoretical and practical knowledge of use of Radio D.F. (radio bearings) View reference ...						
Demonstrates basic theoretical and practical knowledge of use of ships Log - (water and ground stabilised) View reference ...						
Demonstrates ability to plot a position using range and bearing and make running fixes View reference ...						
Demonstrates satisfactory ability to obtain distance off light by vertical angle. View reference ...						
Demonstrates satisfactory ability to calculate course and distance between 2 positions and to calculate final position given initial position, course and distance run View reference ...						

Master Element 606-1 - Microsoft Internet Explorer

Competence Development Manager

As Master, plan and execute a passage plan using and demonstrating a working knowledge of all relevant publications

- Demonstrates satisfactory ability to appraise, plan and execute a passage plan.**
 - Officer demonstrates a full working knowledge of Sailing directions, Light Lists, Radio Signals, Notices to mariners, chart corrections and chart catalogue, and their use in appraising and planning a passage. The plan makes best use of navigation marks and instruments available. May be completed by observation and testing during COMPANY APPROVED Collision Avoidance and Bridge Watchkeeping course(s) Achieves at least 60% mark.

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Thank you