

Strategies for effective tanker management

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TMSA

- A laudable initiative for rewarding star performers
- Shift in built-in KPIs indicated, from exhaustive compliance orientation to simplistic performance orientation
- Quality codes - enablers not drivers
- TMSA - the fundamental aspects : Crew, Training & Continuous improvement



Will it work?

- Simplification of inherent KPIs key to wider acceptance
- Eurasia : 11 out of 12 elements already implemented. Well designed system. Fits with our strategy of continuous improvement
- Crew the most important factor for effective tanker management

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Retaining your people

- TMSA puts the emphasis back on training & motivation of crew as the most important asset
- Seafarers under pressure to move companies
- Need for better strategies for retention of seafarers
- Grassroots approach through induction of cadets
- Creation of career path to highest levels
- Investment in training; creation of leaders
- Take care of your people - they will take care of your ships
- "Return Home Safely" an effective motivation

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Benchmarking

- TMSA aspiring to higher quality standards
- Set of core KPIs to provide benchmarks for ship managers for self assessment
- Most quality operators & managers already conform to own set of KPIs
- ISMA, in intercation with Intertanko engaged in harmonizing a practical KPI framework
- External audits provide for mutual learning and improvements in industry best practices

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Back-up From Office

- TMSA focuses on best practices on board ships and shore support alike
- TMSA Stage-4 ingenious in emphasising ship-shore personnel exchange
- Ship-shore integration conducive to better perspective on industry expectations, team-action learning assignments for accelerated learning
- Eurasia : Rotation of senior ship's staff with office assignments is returning excellent results

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Cross checking

- Three-level checks conducive to TMSA implementation
- Self check – by ship's staff
- Cross check – by superintedents
- External check – by independent safety & audit staff
- Checks pre-empt detection of deficiencies

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Risk assessment

- An important component in a ship manager's armoury
- Effective if simple and easy to understand
- Ship staff already overburdened

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Conclusion

- TMSA will make a difference
- Codifies much what is already in practice
- Can't vet a vessel in 1 day but TMSA can get it done as a matter of routine
- Onus on owners & managers – rewards aplenty