



AD HOC INTERSESSIONAL MEETING OF
THE STW WORKING GROUP RELATING
TO THE COMPREHENSIVE REVIEW OF
THE STCW CONVENTION AND CODE

1st session
Agenda item 3

STW/ISWG 1/3/4
21 July 2008
ENGLISH ONLY

REVIEW OF CHAPTER II OF THE STCW CONVENTION AND CODE

Review of table A-II/2 of the STCW Code

Leadership and managerial skills

Submitted by Japan

SUMMARY

<i>Executive summary:</i>	This document contains a proposal to amend tables A-II/2 of section A-II/2 of the STCW Code to introduce leadership and managerial skills, situational awareness and decision-making
<i>Strategic direction:</i>	5
<i>High-level action:</i>	5.2
<i>Planned output:</i>	5.2.2.1
<i>Action to be taken:</i>	Paragraph 6
<i>Related documents:</i>	STW/ISWG 1/3; STW 38/17 and STW 39/7/3

Background

1 The Sub-Committee on Standard of Training and Watchkeeping at its thirty-eighth session (STW38) agreed that the proposed review of the STCW Convention and the STCW Code should address requirements for effective communications.

2 Australia, New Zealand and the Institute of Marine Engineering, Science and Technology proposed amendments to the chapter VI of the STCW Convention and Code to address requirements for effective communications and leadership in STW 39/7/3, and STW 39 agreed that requirements and skills concerning leadership should be inserted in chapters II and III.

3 STW/ISWG 1/3 provides the preliminary revised draft text of the revised chapter II of the STCW Convention and Code respectively, to address requirements for leadership and managerial skills, situation awareness and decision-making prepared by the Working Group on the comprehensive review of chapters I, II, III, VI and VIII at STW 39.

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Observations

4 Japan conducted an analysis of the draft texts in STW/ISWG 1/3 on the proposed table A-II/2 of section A-II/2, introducing competences of “Leadership and managerial skills”, “Situational awareness” and “Decision-making” and had the following comments, contemplating how they should be introduced into the table:

- .1 while supporting amendments to the table A-II/2 to introduce the competences of “Leadership and managerial skills”, “Situational awareness” and “Decision-making”, requirements proposed in the second column should be examined carefully to set them appropriately in the table A-II/2 as mandatory requirements;
- .2 requirements proposed in the second column of “Leadership and managerial skills” were considered to be key elements for masters and chief mates at the management level, however, since some of them are requirements for general industries in common or insignificant details as requirements, classification by will or choice must be necessary in terms of purpose of the STCW Convention;
- .3 target tasks of the requirements for “Situational awareness” and “Decision-making” proposed were likely ambiguous, however, since they were considered to be key elements for “Leadership and managerial skills”, they should be included in its requirements;
- .4 requirements proposed in the second column of “Situational awareness” and “Decision-making” were made up of the key elements and its interpretations that were deemed to be unnecessary; and
- .5 the existing competence “Organize and manage the crew” was considered to be one of the key elements for “Leadership and managerial skills” proposed, therefore, it should be replaced with “Leadership and managerial skills”.

Proposals

5 Japan, showing respect to the proponents concerned and taking into account the above, proposes draft amendment to table A-II/2 of section A-II/2 of the STCW Code, as set out in the annex, in order to introduce “Leadership and managerial skills” including requirements for “Situational awareness” and “Decision-making” into the table instead of the draft texts proposed in STW/ISWG 1/3.

Action requested of the Group

6 The Group is invited to consider the proposals set out in the annex and recommend as appropriate and reflect it in the comprehensive review of the STCW Convention and Code.

ANNEX

PROPOSED AMENDMENTS TO TABLE A-II/2 OF THE STCW CODE

Table A-II/2

**Specification of minimum standard of competence for masters and chief mates
on ships of 500 gross tonnage or more**

Function: Controlling the operation of the ship and care for person on board at the management level

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Method for demonstrating competence	Criteria for evaluating competence
<p>Organize and Manage the crew Leadership and managerial skill</p>	<p>A knowledge of personnel management, organizing and training on board ship</p> <p>A knowledge of related international maritime conventions and recommendations, and national legislation</p> <p>Effective use of authority and assertiveness when deemed necessary</p> <p>Workload management including:</p> <p>.1 planning and co-ordination</p> <p>.2 taking initiative to ensure crew involvement and task completion</p> <p>Subscribes to safe operating procedures and makes sure of safe operating procedure compliance in crew.</p>	<p>Examination and assessment of evidence obtained from one or more of the following:</p> <p>.1 approved in-service experience</p> <p>.2 approved training ship experience</p> <p>.3 approved simulator training, where appropriate</p>	<p>The crew are allocated duties and informed of expected standards of work and behaviour in a manner appropriate to the individuals concerned</p> <p>Training objectives and activities are based on assessment of current competence and capabilities and operational requirements</p> <p>Proper decisions, awareness, measures and behaviours taken are based on expected managerial proficiencies</p>

Column 1	Column 2	Column 3	Column 4
Competence	Knowledge, understanding and proficiency	Method for demonstrating competence	Criteria for evaluating competence
	Makes better managerial decisions including: .1 system and environment awareness .2 risk assessment .3 option generation and selection		