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## Human Element, Leadership and Management Training

**Notice to all Ship Owners, Operators, Masters, Deck and Engineering Officers of Merchant Vessels, Commercially and Privately Operated Yachts and Sail Training Vessels, and those concerned with maritime education and training**

*This notice should be read with MIN 482 (M)*

*This MIN expires 20 March 2019*

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### Summary

MIN 482 (M) provided advice and guidance regarding the mandatory introduction of Human Element, Leadership and Management (HELM) training for candidates for United Kingdom Certificates of Competency at operational and management levels.

With effect from the date of this Note, HELM training may also be offered to shore side staff (who may not hold the requisite sea service or qualifications) on a non-mandatory basis. The underlying principle is to facilitate a common understanding of HELM principles between seagoing and shore side staff.

### 1. Introduction

- 1.1 The 2010 amendments to the STCW Convention and STCW Code introduced new mandatory training requirements for candidates for officer certification in certain non-technical skills, namely;
- a) resource management, leadership and team working skills at the operational level, and
  - b) leadership and managerial skills the management level.
- 1.2 In consultation with industry, the UK approach to meeting these new requirements was to introduce a tiered training structure. Our international obligations under STCW require us to ensure training for candidates for UK Certificates of Competency complied with STCW. However, during the consultation it was identified that shore side staff may also benefit from similar training, albeit on a non-mandatory basis, and it was agreed to investigate the development of suitable training once the mandatory training had been developed and implemented.



## **2. Mandatory Training**

2.1 The mandatory training is now fully implemented in the United Kingdom training and certification structure;

- a) MNTB approved officer cadet programmes are broadly compliant with the STCW requirements at the operational level;
- b) Human Element Leadership and Management (Operational) level training for candidates not following the MNTB officer cadet training programmes – HELM(O);
- c) Human Element Leadership and Management (Management) level training for candidates for management level Certificates of Competency – HELM(M).

## **3. Non-Mandatory Training**

3.1 The original intention was to develop a HELM course suitable for shore side staff. However, during consultation it became apparent that the benefit and viability of a separate shore side course was questionable, especially considering that the syllabus would be broadly similar to the existing HELM course.

3.2 The underlying principle behind the shore side course was to enhance the understanding and working relationship between sea staff and shore staff and facilitate a common understanding of HELM principles and practices. Further, sea and shore staff may benefit from attending the same training event together.

3.3 Therefore, with effect from the date of this Note;

- a) Training Providers approved by MCA to provide HELM training may offer, on a non-mandatory basis, HELM training to shore side or other staff who do not meet the qualifications and sea service requirements under STCW for the issue of a Certificate of Competency, but nonetheless wish to benefit from HELM training,
- b) no further approval from MCA will be required to provide this training,
- c) upon successful completion of the course a certificate which does not bear a STCW endorsement may be issued which recognises the individual's attainment, but which is not valid in respect of applications for United Kingdom Certificates of Competency.



## More Information

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