

Proposal to modernise the Methodology of Teaching, Assessment/ Examination

Nautical - STCW II/2 CoC			
Competency/ Module: Shipboard Management		<i>Competency: Use of leadership and managerial skill</i>	
Knowledge, understanding and proficiency	Recommendation of working group regarding the outcome and objective.	Rationale	Action required
Outcome 1: Analyse personnel management theory as it applies to the role of a senior officer.	Keep	Relevant	None
1.1 Concepts of personnel management theory	Modernise to include new HELM requirements	Candidates should be provided with a contextualised understanding of the Human Element in the maritime industry, showing how they can put theory into practice in the work they carry out at sea.	Demonstrate how to lead for safety including how to create a culture for safety; motivate teams and individuals in adopting a safe culture and the benefits of setting individuals up for success on board with the relevant support structures and resources Explore the concept of management vs leadership vs command
1.2 Methods of implementing management theory	Keep	Relevant	None
1.3 Methods of guidance and counselling, discipline and appraisal	Keep	Relevant	None
1.4 Methods of compliance with the requirements for response to bullying, harassment, Sexual Assault and Sexual Harassment (SASH)	Add	This is due to be added to the STCW competency table for Personal Safety & Social Responsibilities. This is an essential outcome to be covered and we should be ahead of the curve in implementation	Add this outcome
1.5 Methods for ensuring Psychological Safety	Add	This has been discussed at the International Maritime Organization's Sub-Committee on Human element, Training and Watchkeeping (HTW) 9 in February 2023. It is an essential outcome to be covered and we should	Add this outcome

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		be ahead of the curve in implementation.	
Outcome 2: Apply budgetary control in a shipboard context.	Keep	Relevant	<p style="background-color: yellow;">Feedback from industry to ensure this outcome “covers cost codes, forecasting, basic book balancing, how to use excel as a budgeting and cost tracking tool and, awareness of other budgeting tools.”</p> <p style="background-color: yellow;">Highlight the practical use of data analysis skills in this outcome.</p>
2.1 Budgetary control theory methods	Keep	Relevant	None
2.2 Basic financial information	Keep	Relevant	None
Outcome 3: Interpret and apply employment law, quality assurance legislation and safety management systems to shipboard operations.	Keep	Relevant	None
3.1 Legislation regarding employment of seafarers	Remove	This remains relevant but is already covered elsewhere in the syllabus (Ship Master’s Law and Business).	Remove this sub-outcome
3.2 Purpose of quality assurance, codes and guidance	Keep	Relevant	None
3.3 Methods of developing safety cultures and the role of safety management systems	Modernise to include new HELM requirements	Candidates should be provided with a contextualised understanding of the Human Element in the maritime industry, showing how they can put theory into practice in the work they carry out at sea.	<p>Demonstrate the ability to evaluate and implement policies and procedures applicable to their role.</p> <p>Understand how to develop operating procedures and policies that take the human element into consideration, ie the importance of consultation, communication and review, their impact on all crew members and the benefit of policies</p>

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			<p>Consider and debate how organisational culture evolves and impacts on safety as well as identifying their own responsibilities as an influencer of that culture</p> <p>Explain what is meant by organisational culture ie, collective attitudes, perceptions, values, behaviours, processes, and environment</p> <p>Demonstrate how to lead for safety including how to create a culture for safety; motivate teams and individuals in adopting a safe culture and the benefits of setting individuals up for success on board with the relevant support structures and resources</p> <p>Demonstrate an understanding of factors which enhance and impact on seafarer wellbeing and mental health as well as compromising safety on board, including what resources are available to help self and others</p> <p>Appreciate and promote the benefits of shipboard training, learning, coaching, mentoring, assessment and other performance management skills</p> <p>Compare a culture of compliance with a just culture and how managers can bring about positive change and innovation in organisations drawing on relevant theory</p> <p>Ensure safety culture is thoroughly explored</p>
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3.4 Auditing procedures	Keep	Relevant	None
Proposal submitted by:	Any other outcomes for this competency, above and beyond STCW which would be needed due to use of modern technology and impact of future fuels onboard:		
	Objective	Reason Why	Action required
Cadet Training and Modernisation working Group	Include facilitation of a learning journey, from law (bare minimum requirements), through shipboard policies/the SMS, and on towards safety culture, self-regulation and continuous improvement	Seafarers need to be able to: <ul style="list-style-type: none"> - Understand how to develop operating procedures that take the human element into consideration - Identify how policies and procedures can impact individuals differently - Identify the benefits of considering who will be using policies and procedures, as well as when, why and how, when designing or reviewing policies and procedures - Identify best practice in developing procedures e.g., consulting with staff it applies to, risk assessments etc - Continually improve procedures e.g., reporting processes, toolbox talks 	Add an outcome to this module, covering the details of this proposal.

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<p>Cadet Training and Modernisation working Group</p>	<p>Include an outcome on Seafarer Wellbeing, Suicide Awareness, Equality, Diversity and Inclusion.</p>	<p>Seafarers need to be able to:</p> <ul style="list-style-type: none"> - Consider ‘suicide alertness’ as an alternative to going in to the complex issue of mental health. It is more practical. - Identify people thinking of suicide. - Overcome barriers in talking about suicide. - Identify reasons we may miss, dismiss or avoid suicide. - Practice using the 4-step model of suicide alertness: Tell, Ask, Listen and Keep-safe - Connect people at risk of suicide with further appropriate help. - Understand the managers role in promoting wellbeing, ensuring welfare (including fair employment) and in managing stress. 	<p>Add an outcome covering seafarer wellbeing and suicide awareness.</p> <p>This could be similar to a suicide alertness course such as SafeTALK.</p>
<p>Cadet Training & Modernisation Working Group</p>	<p>Include Human Element Factors throughout the syllabus</p>	<p>To provide seafarers with a contextualised understanding of the Human Element in the maritime industry, showing how they can put theory into practice in the work they carry out at sea.</p>	<p>Raise awareness throughout the Cadet’s training of the areas in which human element factors will have an impact. Recommendations on where this can be included have been noted throughout the entire syllabus. Not every template has Human Element Factor recommendations but please do add any you feel may have been missed.</p>

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<p>Cadet Training & Modernisation Working Group</p>	<p>Include Data Science skills throughout the syllabus</p>	<p>Data Science Skills (Comprehension, Analysis, Presentation, etc...) are already required within much of the syllabus. A further, specific focus on these skills needs to be taught where relevant.</p>	<p>A specific topic will need to be introduced to improve Cadets' Data Science skills. Practical application of data science skills should be highlighted throughout the syllabus. Not every template has Data Science recommendations but please do add any you feel may have been missed.</p>
<p>Cadet Training & Modernisation Working Group</p>	<p>Ensure all outcomes are contextualised to help Cadets understand what they are learning in relation to what they will experience at sea.</p>	<p>While some outcomes are intrinsically linked to work carried out at sea, some need to be contextualised to show how they apply to work on board. Where this is the case, it is important to make sure Cadets clearly understand how the outcome relates to work at sea and it is essential to make sure that this context is given with reference to current and future seagoing technologies and practices.</p>	<p>Where outcomes do not specifically cover a topic which relates to work carried out at sea, more must be done to contextualise the outcome and make it relevant to the maritime industry, giving specific shipping examples of how the outcome may be applied in a modern shipping context. Not every template has contextualisation recommendations but please do add any you feel may have been missed.</p>