

The Cost/Value of Training





A little quiz????

Question 1:

If you knew a woman who was pregnant, who had 8 kids already,

three who were deaf,

two who were blind,

one mentally retarded,

and she had syphilis,

Would you recommend that she have an abortion?

A little quiz????

Question 2

It is time to elect a new world leader, and your vote counts. Here are the facts about the three leading candidates:

Candidate A:

Associates with crooked politicians and consults with astrologists. He's had two mistresses. He also chain smokes and drinks 8 to 10 martinis a day.

Candidate B:

He was kicked out of office twice, sleeps until noon, used opium in college and drinks a quart of whisky every evening.

Candidate C:

He is a decorated war hero. He's a vegetarian, doesn't smoke, drinks an occasional beer and hasn't had any extramarital affairs.





Sea Empress 3 Perspectives

Personal

Port

Industry

The Incident



15th February 1996

Personal

MAIB

Authorisation Review Committee

Appeal

Legal Investigation (Environment Agency)

Peer Support (Local Pilots, UKMPA & TGWU)

Re-integration into work

Loss of confidence

PTSD

Anonymous threats



Port

Authorisation Review Committee

Prosecution by Environment Agency
under the Water Resources Act
(1991)

strict liability





Disciplinary Procedure

- **Pilotage Act (1987) S(3)**

(5) A competent harbour authority may suspend or revoke an authorisation granted by it under this section if it appears to it—

(a) that the authorised person has been guilty of any incompetence or misconduct affecting his capability as a pilot;

- **Authorisation Review Committee**

- **Appeal**

Legal Procedure

- **Environment Agency**
- **Water Resources Act**
- **Outcome**



Water Resources Act (1991)



Strict liability crimes are crimes which require no proof of *mens rea* in relation to one or more aspects of the *actus reus*. Strict liability offences are primarily regulatory offences aimed at businesses in relation to health and safety.

The Judgement

- The oil tanker Sea Empress was being taken into Milford Haven by an **inexperienced pilot** when it ran aground causing millions of pounds of pollution damage to an environmentally sensitive stretch of the South Wales coast, a court heard yesterday.
- The Milford Haven **port authority**, which **is responsible for pilotage**, pleaded guilty to causing polluting matter to enter controlled waters contrary to the Water Resources Act when it appeared at Cardiff crown court in a case brought by the Environment Agency.
- The cost of cleaning up after the February 1996 disaster - in which about 7,000 oiled seabirds were washed ashore - came to £60 million.
- **"If the way in which an enterprise is conducted is such that pollution of the waters is a direct consequence thereof, and if neither the pollution nor its immediate trigger is an abnormal or extraordinary event, then those carrying on the enterprise in that way are guilty of causing the pollution,"**



What did Disciplinary and Legal Process Achieve?

Bitterness

Resentment

Breakdown in relations between port and pilots

Lack of trust

Mental Health (PTSD)

Lack of Confidence



Industry



Pre Sea Empress

1987 Pilotage Act

Post Sea Empress

1987 Pilotage Act

Port Marine Safety Code

Guide to Good Practice



Port Marine Safety Code

Resulted from a review of the 1987 Pilotage Act, undertaken in 1998 by the government in the aftermath of the Sea Empress.

Came into force in 2000 and offers a national standard for port safety, aims to "improve safety for those who use or work in ports, their ships, passengers and cargoes, and the environment".

All Harbour Authorities are expected to comply with the Code. As the Code is not statutory, failure to comply is not an offence in itself, but the Code does set out references to legal duties that do exist and not adhering to it may be indicative of a breach of those duties.

The Code is subject to a triennial review process by a steering group of maritime organisations.

How do you come back from that?

Peer support (Local Pilots/UKMPA/Union)

Legal Judgement (Port)

Government Enquiry (Industry)



Training



Logo of the Ministry of Transport and Infrastructure of the Republic of Chile and the Maritime Safety Administration of the Chilean Navy.

A960

IMO RESOLUCIÓN A.960
RECOMENDACIONES SOBRE LA FORMACIÓN Y TITULACIÓN DE PRÁCTICOS QUE NO SEAN DE ALTURA Y PROCEDIMIENTOS OPERACIONALES PARA PRÁCTICOS QUE NO SEAN DE ALTURA



Networking



Comparison of Progression Procedures

Pre Sea Empress

Training 3 months

Year 1 up to 30,000dwt

Year 2 up to 90,000dwt

Year 3 up to 150,000dwt

Year 4 Unlimited

Post Sea Empress

Training (6 months)

Year 1 up to 20000 Gt

Year 2 up to 35000 Gt

Year 3 up to 50000 Gt

Year 4 & 5 up to 65000 Gt

Year 6 Unrestricted



Comparison Initial Training

Pre Sea Empress

150 trips in 3 months

Post Sea Empress

150 trips in 6 months

Manned Model Course

Simulator Course

Maritime Resource
Management Course

Trips with Line Boats

Trips on Tugs

Trips on Ferry

Time in VTS

Visit all port facilities



Comparison Post Qualification Training

Pre Sea Empress

Radar Course

Post Sea Empress

Simulator course
before each upgrade

Escort Towage Course

Minimum number trips
in Class

Minimum number trips
supervised in higher
class

Manned Model Course
before Class 1



Class One CPD Training

Pre Sea Empress Post Sea Empress

Radar Course

Bi-Annual
Simulator Course

Bi-Annual Escort
Towage Course

Refresher Maritime
Resource
Management
Course

Refresher Manned
Model Course



Quiz Answers

- **Question 1.**

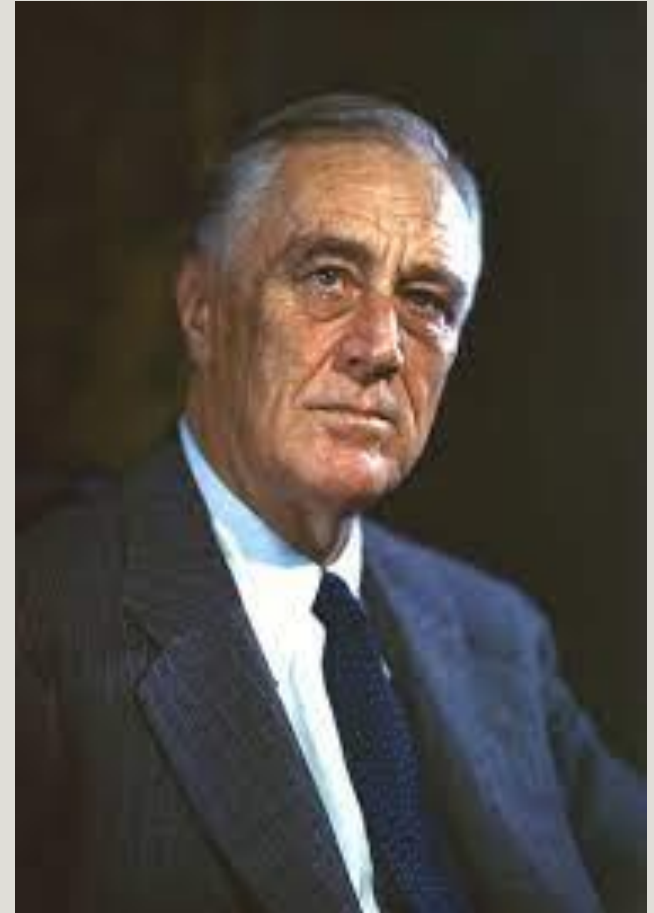
If you recommended abortion, we would never have heard of Beethoven



Question 2

Candidate A:

Associates with crooked politicians, and consults with astrologists. He's had two mistresses. He also chain smokes and drinks 8 to 10 martinis a day.



- Franklin D. Roosevelt

Question 2

Candidate B:

He was kicked out of office twice, sleeps until noon, used opium in college and drinks a quart of whisky every evening.



Winston Churchill

Question 2

Candidate C:

He is a decorated war hero.
He's a vegetarian, doesn't
smoke, drinks an occasional
beer and hasn't had any
extramarital affairs.



Adolph Hitler.

Pretty interesting isn't it?

Makes a person think
before judging
someone...
and remember...



Amateurs built the
Ark .

Professionals built
the Titanic



If you think
training is
expensive...

It is the value that is
important, not the
cost.

