

BRISBANE MARINE PILOTS

ISPO INTERNATIONAL USERS GROUP
CONFERENCE

BRISANE

18TH OCT 2018

**TRAINING, QUALIFICATIONS AND CERTIFICATION
AT
BRISBANE MARINE PILOTS**

PORT OF BRISBANE

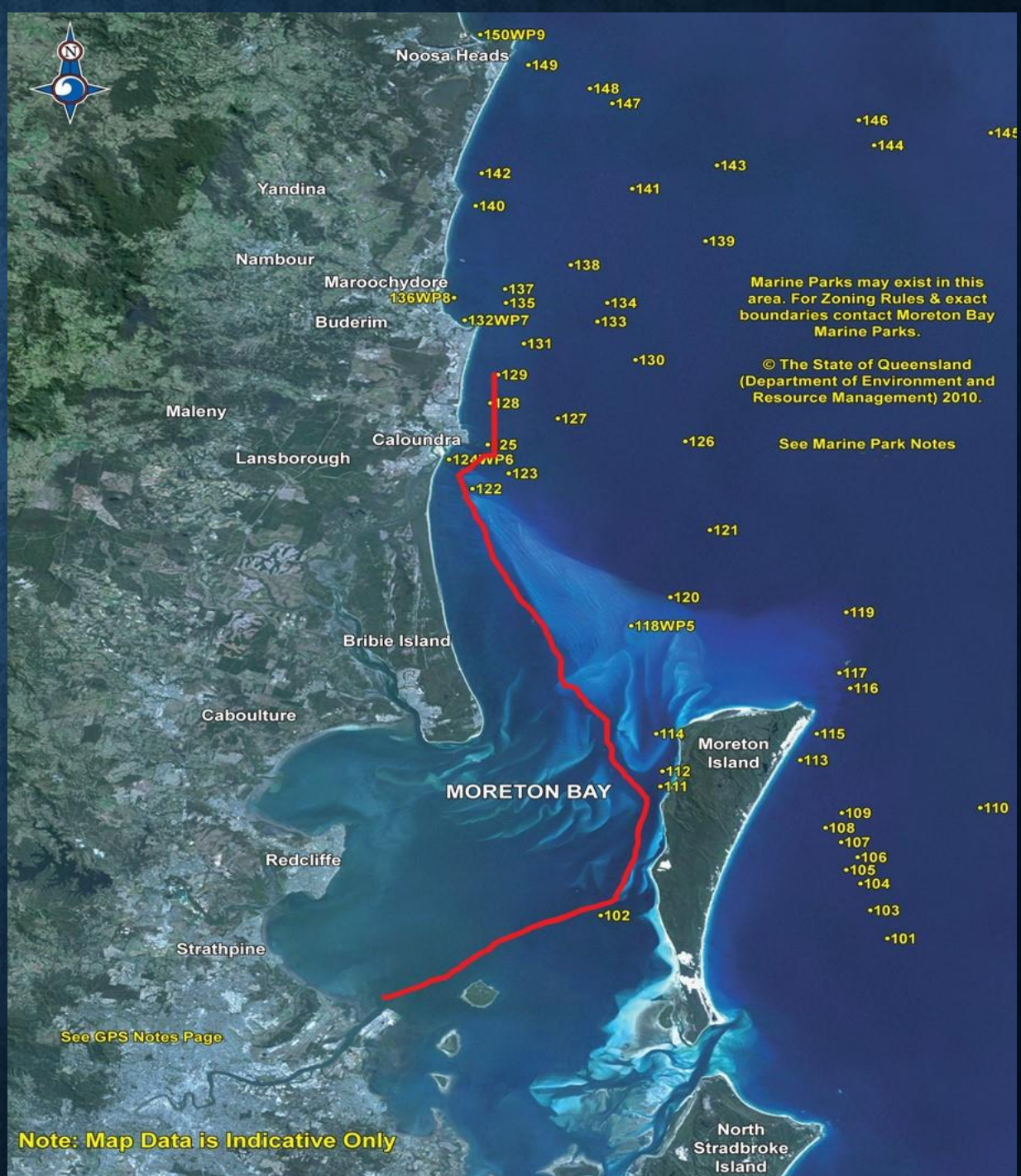
- Handles over 35 million tonnes of cargo annually
- More than \$50 billion dollars of trade
- In excess of 1.2 million containers handled yearly
- Over 15M tonnes of oil (crude, refined, bunkers) transits Moreton Bay annually
- Other key trades – coal, motor vehicles, grain, passengers
- Protected species abound – Dugong, whales, turtles.....
- Around 5,700-6,000 shipping movements per year in a “special”, high profile, capital city waterway



BRISBANE
MARINE PILOTS

PARTNER.SHIPS

OUR “BACK YARD”



BRISBANE MARINE PILOTS

- Private Pty Ltd Company – owned by the Licensed Pilots
- Pilots have “Ownership” approach
- Definition of “Ownership” –
 - passion for Pilotage, desire to succeed and exceed, desire to continuously improve
- Pilotage has evolved and will continue to evolve, particularly with technology
- “Yesterday’s” pilot wanted a blank canvas
- “Today’s” Pilot wants structure
 - systems, procedures, thorough training, guidelines and support
- Structure with flexibility to allow for nature of shiphandling

CERTIFICATION

- Minimum qualification standards for Pilots in QLD controlled by Regulator (Maritime Safety Queensland - MSQ)
- BMP works closely with MSQ on all aspects of Pilotage Regulation & Compliance
- BMP has established a higher qualification / recruitment standard that has consistently delivered
- Maintain database for Pilot certification, qualifications and training

RECRUITMENT

- Currently recruiting Pilots
- Recruiting and training new Pilots a good test of systems and Standards
- Recruitment is a rigorous process – a failed appointment causes significant hardship for all parties
- Includes “tailored” psychometric testing and simulator activities as critical components
- History has indicated the positive value of these components
- Able to identify and incorporate a “weakness” from psych test in to Pilot specific training program
- Trainee Pilot encouraged to provide feedback on recruitment

FUTURE ISSUES

- Currently discussing what future qualifications and recruitment may look like due to demographics
- Local “feeder pool” diminishing
- Traditional pathway and/or alternative pathway?
- How will standards incorporate/reflect these changes?

TRAINING

- Trainee Pilot training program is rigorous
- Incorporates all elements of Standard across a Pilots full range of competencies
- All elements are fully documented
- Theoretical, practical on-board, simulator for targeted activities, equipment, port operational knowledge
- “learnings” from incidents, risk events and risk management reviews incorporated in training, procedures, guidelines
- Strong use of Mentor Pilots - Review and feedback points throughout training cycle
- Checking against well documented objective criteria
- Checking process involves completing an actual Pilotage, involving a swing manoeuvre

TRAINING (cont'd)

- Trainee Pilot training is the baseline
- Structured training program for all pilots across all License levels
- Pilot and Company has the ability to further influence future training needs
- Specific training needs are incorporated in to individual plans
- Ongoing training incorporates external training options (“aids”) to assist achieving/maintaining competency
- Active Mentoring, Checking and Peer Support across all License Levels
- Don’t forget the human element – emotions, stress, fatigue, external pressures
- Pilots are humans

TRAINING (cont'd)

- BMP has adopted CPD (Continuing Professional Development) training
- Worked with MSQ (Regulator) AMPI and all QLD Pilots to develop more “fit for purpose” ongoing training
- CPD program incorporates key training elements from Standards
- Three Primary CPD categories;
 - Professional Pilot Environment Evaluation – Pilot organisation systems & checking
 - Knowledge and Skills – Pilotage and related knowledge & skills
 - Emergency Pilotage – develop and test skills to manage emergencies
- BMP proactively developing additional CPD elements for own pilots
- Working with AMPI to enhance CPD package
- CPD accreditation now required for Pilot License renewal (5 year cycle)

MEDICAL FITNESS

- Medical fitness – BMP pilots are still ladder climbers



BRISBANE
MARINE PILOTS
PARTNER.SHIPS

EMBARKING & DISEMBARKING



MEDICAL FITNESS

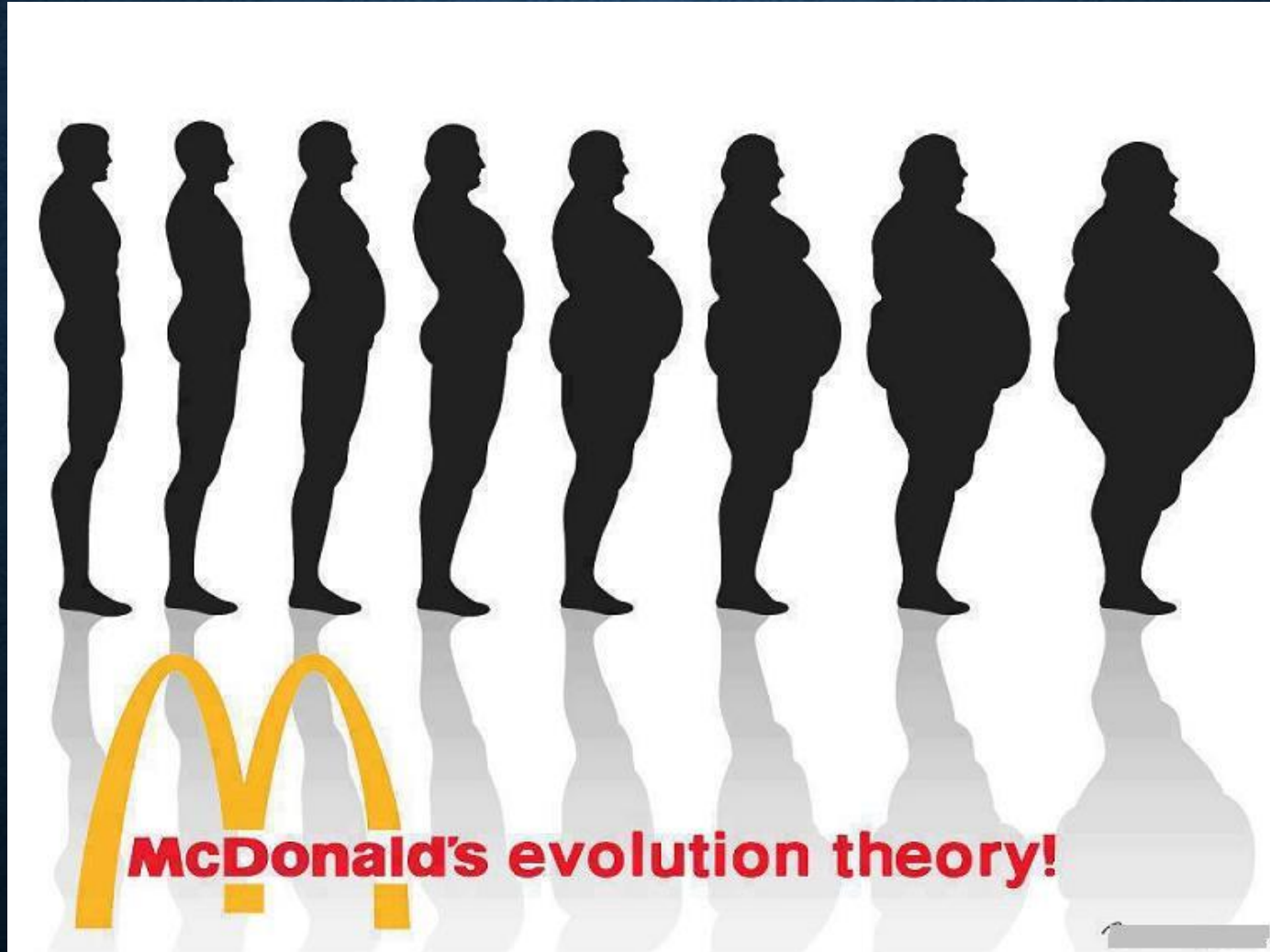
- Lifecycle of a Pilots medical fitness



BRISBANE
MARINE PILOTS

PARTNER.SHIPS

PILOT – LIFECYCLE OF FITNESS



MEDICAL FITNESS

- Lifecycle of a Pilots medical fitness
- Initial medical
- Biannual AMSA medical if under 55 yo
- Company sponsored (and encouraged) thorough medical assessment
- Focuses on physical and psychological wellbeing
- Has delivered significant benefits to BMP and individuals

FUTURE CONSIDERATIONS

- Human element – Human performance, expectations, limitations & systems to “manage”
- Mutual Monitoring for compliance
- Technology – scheduled refresher training e.g PPU/ECDIS/NARCOS refresher
- Alternative Pathways – how to incorporate qualifications, certification and training for non-traditional Pilots



BRISBANE
MARINE PILOTS
PARTNER.SHIPS

THANK YOU

QUESTIONS??