

CONFEDERATION OF EUROPEAN SHIPMASTERS' ASSOCIATIONS

CESMA NEWS



JUNE 2023



IN THIS ISSUE:



- 28th COUNCIL & AGA MINUTES, VARNA, BULGARIA
- MASS SEMINAR, SPLIT, CROATIA
- CESMA VISIT EMSA, LISBON, PORTUGAL
- EMPA GM, ROMA, ITALY
- SEAFARERS MENTAL HEALTH, CORK, IRELAND

CESMA NEWS

JUNE 2023

CONFEDERATION OF EUROPEAN SHIPMASTERS' ASSOCIATIONS

SECRETARIAT:

MUNTPLEIN 10
NL-1012WR AMSTERDAM
THE NETHERLANDS
Tel.: **SEE LIST OF BOARD MEMBERS BELOW**
E-mail: info@cesma-europe.org
website: <https://www.cesma-europe.org>

PRESIDENT:

CAPT. D. DIMITROV, BULGARIA
Mob: +359 888 340 160
E-mail: president@cesma-europe.org
private: mitko652012@yahoo.com

DEPUTY PRESIDENT:

CAPT. G . RIBARIC, SLOVENIA
Mob: +386 31 375 823
Home: +386 56 772 642
E-mail: deputy.president@cesma-europe.org
private: jrg.ribaric@gmail.com

VICE PRESIDENT:

CAPT. M. BADELL, SPAIN
Mob: +34 680 321 138
Home: +34 934 089 288
E-mail: vice.president@cesma-europe.org
private: mariano.badell@gmail.com

SECRETARY-GENERAL:

CAPT. H. ARDILLON, FRANCE
Mob: +33 609 450 057
Home: +33 235 801 505
E-mail: general.secretary@cesma-europe.org
private: hubert.ardillon@gmail.com

ADMINISTRATOR:

CAPT. H. AMMERLAAN, NETHERLAND
Mob: +31 646 260 098
E-mail: administrator@cesma-europe.org
private: h.ammerlaan56@gmail.com

HON. VICE PRESIDENTS:

CAPT. R. SERRA †
CAPT. W.VON PRESSENTIN

HON. MEMBERS:

CAPT. F.J.V.WIJNEN † CAPT. H.B. BOER †
CAPT. J. CHENNEVIERE † CAPT. J-D. TROYAT
CAPT. G. KIEHNE CAPT. J. JUAN TORRES †

ADVISORS:

PROF. J. SPAANS † CAPT. W. MUELLER

Opinions expressed in articles are those of the sources and/or authors only

Yesterday was the International Day of Women in the Maritime Industry declared by IMO. We have among us Capt. Aine Hyde from Ireland who is acting captain. Let's congratulate her and to wish her successful career.

Thanks to all colleagues for coming to participate in our AGA from all parts of Europe and I hope that we shall have fruitful discussions in the benefit of all European captains. With that I declare the 28th CESMA AGA open and hope we to take wise decisions which to be in favour of members of CESMA and all European and worldwide captains.

Capt. Dimitar DIMITROV
CESMA President

28th CESMA COUNCIL MINUTES, 18th MAY, VARNA

Those present:

Captain D. Dimitrov	President, BSMA, Bulgaria
Captain G. Ribaric	Deputy President, ZPU, Slovenia
Captain M. Badell Serra	Vice President, ACCMM, Spain
Captain H. Ardillon	Secretary General, AFCAN, France
Captain H. Ammerlaan	Administrator, NVKK, Netherlands
Captain D. Lakos	Webmaster, ZHUPK, Croatia
Captain I. Conev	BSMA, Bulgaria
Captain W. Martens	VDKS, Germany
Captain F. Marnika	ZHUPK, Croatia
Captain B. Kavanagh	IIMM, Ireland
Captain A. Hyde	IIMM, Ireland
Captain A. Pels	KBZ, Belgium
Captain G. Lettich	CNPC, Italy
Captain M. Giannelli	USCLAC, Italy
Captain L. Triggiani	IYM, Italy
Captain F. Vanoosten	HYDROS, France
Captain B. Rusu	ACNR, Romania
Captain J. Karnincic	ZHUPK, Croatia
Captain B. Vranic	ZHUPK, Chartered Master Mariner, Croatia



The Council is welcomed by the President of CESMA, Captain Dimitar Dimitrov.

ITEM 1: OPENING BY THE PRESIDENT

The President, Captain Dimitar DIMITROV opened the 28th CESMA Council Meeting in the Naval Academy ‘Nikola Vaptsarov’ in Varna. He expressed his thanks about the previous Council and AGA hold at Genoa, in May 2022, especially to Capt. Marco GIANNELLI who, assisted by members of USCLAC, made the entire organization. Then President thanks Bulgarian Captains from BSMA for the organization of present Council and AGA.

Last year Council expressed the necessity CESMA Board could meet EMSA, which was done last April 2023 at Lisboa by President and Secretary General. The visit gave the opportunity to President to propose experienced Captains for every CESMA Members Associations to cooperate with EMSA, by sharing their experience and knowledge on safety of navigation, future skills of seafarers, safety in use of alternative fuels, maritime spatial planning and other issues of importance in the maritime industry.

Being in Bulgaria, on the coast of Black Sea, President reaffirmed the CESMA support to Ukrainian colleagues, informing the Council that a lot of them are already living in Varna, just to hear the language spoken in the streets.

President had no doubt that the discussions these two days will be on important subjects for seafarers and captains.

ITEM 2: APOLOGIES

Apologies are received from Members not able to come, due to work, economic or personal reasons (Finland-HSF, Portugal-SINCOMAR, Italy-CTPC, Italy IYM).

ITEM 3: PRESENTATION OF COUNCIL MEMBERS

As usual, each council member presents himself and mentions the shipmasters’ association and which country he represents. We welcome our Romanian colleague (ACNR) Capt. Bogdan RUSU for first coming to Council and AGA. Also we welcome Capt. Alain PELS who is the new representative for Belgium KBZ.

ITEM 4: RIJEKA ASSOCIATION APPLICATION

Capt. Hubert ARDILLON, Secretary General, informed the Council that on 1st November 2022, CESMA SG received a message from Juraj KARNINCIC for application of the “Captain Association of North Adriatic – Queen of the Sea” to be member of CESMA. On 3rd November, he clarifies the application process:

quote

As it is a new registration, the final decision should be adopted during the next Council, which means that it will not be necessary to pay the registration for 2023. And in case you are accepted, the first fee will come in 2024. Even if you would be able to speak in name of your organisation at the next AGA.

Pse could you refer to CESMA Statutes – article 7 (as below) – and provide, if any, an english version of your Statutes and By-Laws. I think you have already same from CESMA, if not it will be a pleasure to send you.

Article 7 APPLICATION FOR MEMBERSHIP

a) The agreement for membership of those associations which, or individual members who, comply with the provisions of Article 6, will be granted by the Council on basis of a positive vote of two-thirds of its members after they have verified the applicant’s willingness to comply with the Statutes and By-Laws.

b) The following information will be provided by the association applying for full membership or associated membership:

- Number of seagoing, shore based or retired shipmasters and other members.
- Names of the president, vice president, treasurer and general secretary.
- The board of the organisation is entitled to ask for the submission of an English translation of the Statutes and By-Laws of the applicant association.

Statutes were received on 18th November.

However it seems that, at least for 2023, the Rijeka Association paid fees to the Croatian general Association, ZHUPK, and by this is automatically member of CESMA. Also, it appeared that ZHUPK was not aware of this application.

And as to be independent member, it is necessary that Rijeka Association be independent from Croatian Association, for the Board Members, this affair should be first cleared by ZHUPK.

And in case Rijeka Association would still like to be independent, then:

- There should be an agreement from ZHUPK
- There should NOT be any fees paid by Rijeka to ZHUPK
- And so, CESMA Council can proceed to a vote for application of Rijeka Association to be member of CESMA.

– But our statutes say: one country = one voice. Which means that ZHUPK and Rijeka would have half a voice each, or that they will make a deal in order to have a join vote.

unquote

Then during the discussion, it appears that it is not yet clear as North Adriatic Association has paid yearly subscription to ZHUPK, meaning that such Association is still member of ZHUPK, as per the six others Croatian Association. Even during the discussion in Council, North Adriatic asked to be member of CESMA. And after questioning, Capt. Juraj KARNINCIC confirmed that North Adriatic Association is still member of ZHUPK. It was then answered that till the “separation” of North Adriatic from ZHUPK is not cleared, such application could not be accepted.

It is then required to ZHUPK and North Adriatic to clear first the situation internally before to be able to send an application of North Adriatic to CESMA. And in any case if North Adriatic is still member of ZHUPK, it cannot be independent member of CESMA.

During the discussion, it was also noted that ZHUPK which means Union of Croatian ShipMaster Associations, it could be legally difficult to accept a new Croatian Association in its name, Country Croatia being already member of CESMA.

ITEM 5: ADOPTION OF THE AGENDA

The agenda was adopted with a modification, items 11 and 12 being reversed.

ITEM6: ADOPTION OF THE MINUTES OF THE 27TH COUNCIL, GENOA ON 5TH MAY, 2022.

Captain DIMITROV, CESMA President informed the floor that the minutes of 27th Council Meeting had been agreed after the event and already published in CESMA Newsletter. It was sent also by Secretary General several weeks before actual Council. No remark had been reported and the minutes had been adopted unanimously.

ITEM 7: RENDERING OF THE 2022 FINANCIAL PAPERS.

The financial papers were presented by Secretary General.

Income: One Association (LCC, Lithuania) did not pay subscriptions for 2022, and it is for the second consecutive year.

Expenditure: 2022 we paid only half of office rent in Amsterdam, due to an oversight from KCZ. The situation is now solved, and in 2023, we will pay for 1.5 year. Travel Board expenses were just more than half of what was budgeted. However beginning of 2022 was still impacted by

the pandemic. Meetings are coming back to normal now, even if it was kept from pandemic that every meeting can be performed either by presence or on video.

News letter: few more than budgeted, and the budget for this post is increased by 200 Euros to comply with the costs from printing company and stamps.

Except CESMA Newsletter post, the budgets for 2023 and 2024 are kept at the same level than previous year.

To conclude the financial papers had been adopted.

ITEM 8: SECRETARY GENERAL'S REPORT

Captain ARDILLON presented the Secretary General's Report which gives the activities of CESMA in the year 2022.

2022 was still impacted by the virus. As already said while presenting Financial papers, we have still meetings hold on internet. And most probably, this is a consequence of the Covid pandemic, a lot of conferences or seminars are and will be done on site but also on internet. Some time, it could better to follow on internet, as we are so able to follow a conference, to ask questions, directly from home. But of course for the contacts we could have face to face with authorities and shipping deciders, it is less comfortable.

Main questions are concerning skills to be delivered to seafarers: green shipping, cyber security. But also about the news fuels, even if the subject is still on expectation, as safety and operating procedures need to be think about.

However the conferences or discussions we were participating this year were also about a main subject: wellbeing of seafarers. Even if the subject is not really new, this is also probably a consequence of the pandemic. We complained during the pandemic that the seafarers were totally forgotten, which was true. But as there is a large miss of seafarers in the world and mainly in Europe, the question "how to attract youth to become seafarer" is strongly related to the wellbeing at work. The subject is also in relation with the war in Ukraine. Ukrainian and Russian seafarers represent a large percentage of world seafarers. And of course, they are less now allowed to join a merchant vessel, whatever be her flag.

So more need of seafarers, less on the market, consequence is to attract young seafarers, but the youth is more connected with shore, more strict on the conditions of employment, also more involved in the earth protection. The consequence is that skills are very important, and wellbeing or wellness too of course.

We were so able to participate "in presence" to some conferences. Let see the CESMA logbook for 2022. Unfortunately we were not able to meet the EU Commission or Organisation, nor EU Parliamentarians. At least for 2023, we already met mid April EMSA in the Lisbon headquarters.

I would like here to express my thanks to some of our Associations, and it is still the case in 2023, which organize a conference or seminar. And second thanks when they send to CESMA a report for to be edited in the CESMA Newsletter. It is important to do so, because it shows to the CESMA Newsletter readers that we are participating to conferences and able to give our thoughts. And, why not, it could also give one idea to another Association. Subjects are on the table: green shipping, cyber security, news fuels, safety on board and in port, navigation and unmanned vessels.

ITEM 9: INTERNET SITE

Site cesma-europe.org is working well. We have to publish more articles to show what CESMA is doing. Old site cesma-eu.org should be deleted before 26th September, Secretary General being in relation with hoisting company.

The email addresses associated for Board Members are all used. It is proposed for Associations which would like to have an email address (associationname@cesma-europe.org) in order to send and/or receive messages related to CESMA. It is proposed to delete the address cesma-eu@introweb.nl in the forthcoming year.



ITEM 10: STATUTES AND BY-LAWS

There were no proposals of modifications.

ITEM 12: CESMA BOARD

On 4 members, 3 were elected in 2021 and one in 2020. The fifth member of the Board (Administrator) being automatically the one from NVKK due to the fact CESMA is registered in the Chamber of Commerce of Amsterdam is not elected.

As each time there is a change in the composition of the Board, Administrator has to take all steps with Netherlands Administration, it is proposed that this year, normal renewal year for Vice President, same could be extend by one year in order to have next year a vote for full renewal of Board. Proposition was accepted unanimously.

ITEM 11: MEMBERSHIP

It becomes quite urgent to contact our colleagues from Lithuania and Latvia that are not with us today and same for the two last years. It might be possible to meet at the same time/voyage the Polish Association of Shipmasters

If we look at the first page of CESMA Newsletter, composition of the Board and particularly the paragraph “Advisors”, on the two names, only one is still alive, but without any contact during last years. President Capt. Dimitar DIMITROV proposed to look at for new advisors. To do so it is asked to Associations to propose experienced captains to the Board.

Vice-President Capt. Mariano BADELL informed Council of the new composition of AVCCMM Board, Bilbao, member of CESMA. It is noted that several women are now part of the board. Secretary General will contact AVCCMM in order to know the person who will be in charge of communications with CESMA.

ITEM 13: COOPERATION WITH OTHER ORGANISATIONS.

Secretary General sent invitations to CESMA AGA in Varna to Nautical Institute – unable to come, but President is in contact even if the date of NI AGA is not really possible for CESMA, to EMPA – EMPA President will be with us tomorrow for AGA, to IFSMA – with no answers.

ITEM 14/15: RESOLUTIONS (FROM 27TH AGA & NEW PROPOSALS).

Past year resolutions were discussed and amended, new resolutions are proposed by members to the Council.

See Item 17 “Other Matters” and final resolutions adopted at the end of the AGA Minutes

ITEM 16: INVITATION FOR THE NEXT AGA.

Capt. Hans AMMERLAAN from NVKK, The Netherlands, and Board Administrator proposed next Council and AGA 2024 to be held at Rotterdam, The Netherlands. Dates and places to be finalized, one of the meetings will probably be in Harbour Office of Rotterdam Port. Proposal was adopted unanimously. As usual all CESMA Members will be informed in due time with details.

ITEM 17: ANY OTHER MATERS

Capt. Whilelm MARTENS, VDKS Germany, pointed out the problem “How to attract” in Maritime Sector. Germany and other European Countries need officers on vessels but also in maritime offices, pilotage and all industries related to Maritime Sector. It should be looked at astern to understand how the sector came to this situation. As an example, the internet access on vessels, why is this point still in discussion?

He asked CESMA to focus that point with European Union Commission and Institutions in order to change the working condition, and so the employment of European seafarers.

As there will be a renewal of European Parliamentarians next year, it is probably the good period to contact actual ones on that subject.

Capt. Ivan CONEV, BSMA Bulgaria, made a short presentation of the EU EndorseMe project.

The EndorseMe tool is designed using an easy-to-use database format, to simplify the search and categorisation of information specifically related to Certificate of Competency (CoC) recognition. This is geared towards seafarers across all EU member states, and third countries.

The primary objective of this online database tool is to provide accurate and up to date information, to seafarers, regarding recognition of their CoC status under two categories:

1. EU member state and third country recognition of their certification issued by their national administration; and
2. Their own national administrations’ recognition of other EU and third country CoC qualified seafarers.

The platform will have an option to investigate acceptance/endorsement of sea-going certificates. ENDORSEME project aims to identify the problems associated with recognition/endorsement of certificates in a questionnaire-based needs analysis and information based on the investigation of undiscovered areas.

More information can be found on internet: <https://endorseme4seas.com>

Capt. Giovanni LETTICH, CNPC Italy, came back on the Jolly Nero case with last court sentences, not executive as waiting from Court of Cassation last decision.

Captain was sentenced to 7 years in jail, Chief Officer to 6 years and Chief Engineer to 4 years.

Capt. Bill KAVANAGH, IIMM Ireland, thanked CESMA for support given to organize in last October 20225 a seminar on wellbeing of seafarers. The seminar was scheduled for 2020 and support was given just before the pandemic arose which postponed the seminar till October 2022.

On 18th May, day of the Council, IMO launched the International Day for Women in Maritime. Council was attended by Capt. Aine HYDE, IIMM Ireland, who is an active captain in the North Sea Offshore industry.

ITEM 18: CLOSURE BY PRESIDENT

Council was closed after 17:00 by President Dimitar DIMITROV after a very fruitful day of debates.

EXTRA: After the lunch break, taken in a restaurant near the Naval Academy, Council members had the opportunity to visit the navigation simulator of the Academy, where there is the possibility to train navigation on a bridge equipped with a 3D view mean, able to project an avatar on the bridge.

Captain D. Dimitrov
President

Captain H. Ardillon
Secretary General

28th CESMA AGA MINUTES

ITEM 1: OPENING BY THE PRESIDENT – PRESENTATION OF BOARDMEMBERS. AIMS OF CESMA

The Seminar, and then the AGA, was held in the magnificent Planetarium AGA of the Naval Academy. Opening words from President Capt. Dimitar DIMITROV, see page 2.



After these words, there was a seminar with presentations on Green Transition in Shipping, Recent Contributions to Maritime Innovation, Cargo Liquefaction on Bulk Carriers, Marine Environment and Shipping. These presentations will be developed in a special report.

Then presentation of CESMA Board members, and aims of the Confederation.

ITEM 2: ADOPTION OF THE AGENDA

The Agenda was presented by the President of CESMA Capt. Dimitar DIMITROV and adopted.

ITEM 3: ADOPTION OF THE MINUTES OF THE 27TH AGA (GENOA)

Capt. DIMITROV reminded the audience that the Minutes of 27th AGA had been published and agreed by the member associations via e-mail. He asked for any amendments or corrections. The Minutes were adopted.

ITEM 4: COUNCIL MEETING DECISIONS

Vice-President Capt. Mariano BADELL, ACCMM Spain, renewal was postponed by one year to have all Board members reaching renewal date at the same year.

ITEM 5: WAR IN UKRAINE – CONSEQUENCES FOR SHIPMASTERS

Helsinki Ship Masters Association reported the problem with could arise by the presence of a ‘Russian Shadow Fleet in the Baltic Sea’, giving the risk of pollution in case of ship to ship (STS) transfer of oil, crude or product.

For attendees, even if some vessels switched off their AIS, or modified some data on, they were certainly reported when they entered the Black Sea. Danish pilots should have a good estimation of number of vessels actually in the Baltic Sea. Of course this does not decrease the risk of pollution in case of STS which could be very important following the severity of the winter.

However we can, and should, warn our national members to be vigilant, and to report to authorities in case. The letter from our Finish colleagues can be found on the CESMA website (page News).

There are also some problems in the Black Sea, but without proofs. The main uncertainty is due to the silence from authorities who probably are aware of.

ITEM 6: COVID 19 PANDEMIC – EVOLUTION SINCE 2022

Officially the crisis is now ended. It seems that all countries have now more or less re-allowed shore leaves for crew members. Following different reports, shore leaves are still some times not granted by shipping companies, which again put pressure on the Captain's shoulders, how to comply with company requirement and crew demand for shore leave.

Another consequence reported by Capt. Bill KAVANAGH, IIMM Ireland, is the delay cadets (but not only cadets) got during the pandemic, as they were not able to join vessels. In Ireland the curriculum is first year at academy following by second year on vessels. Without any possibility to join a vessel, all certificates are effectively postponed by 2 years. This, of course, is not for the students only, but also for officers on cruise vessels which were at berth or anchorage for more than one year. These officers, even on board, could not see their time on vessels counting as sea time, and so are retarded to get a better licence and/or to renew their certificates of qualification. He gave an example of a second engineer who could not be certified as chief engineer and so not promoted as well.

ITEM 7: PRESSURE ON SHIPMASTERS

No other new cases were reported by the attendees. Resolution is to be kept as it is. The problem was also talk about during the morning seminar.

ITEM 8: CRIMINALIZATION OF SEAFARERS – PRESENT SITUATION

No new cases were reported by the attendees.

ITEM 9: DIGITALIZATION OF SHIPPING – CHALLENGES FOR SHIPMASTERS

In EMSA organization chart, there is a special department for digitalization. CESMA, when visiting EMSA, discussed the present situation with Maritime Single Window (MSW), and SafetyNet. Despite MSW countries and ports are still requiring documents on papers upon arrival in port.

Masters need training for MSW, but same is also needed for shore side personals involved in maritime industry, which means not only pilots and port authorities.

It will be the same for Notice of Readiness (NOR) with a possible conflict between port requiring vessel to reduce the speed due to an unavailability of berth and the voyage orders received from owners/charterers.

Although contrary to shore side, ship masters have no secretary, and in case of falsification of documents stored on MSW the captain will be held responsible for false declaration.

It is also reported a negative consequence of MSW. In some ports the physical ship agent has disappeared, which could create some troubles to captain when the one would need a sudden help, for hospitalisation of a crew member, or even to buy printer cartridges.

ITEM 10: DECARBONIZATION – RESPONSIBILITY FOR SHIPMASTERS

The item was discussed during the presentations related to in the seminar. However it is well noted that it is the responsibility of the ship master to continuously train the crew, even if a formal training with a qualification certificate is delivered ashore.

ITEM 11: ANY OTHER MATTER

Capt. Damir LAKOS, ZHUPK Croatia and CESMA Webmaster; reported the story of the old vessel TIJAT, which sailed since 1955 in the Adriatic and now declared out of service, and on the association for the preservation of the ship. The full paper will be published in September Cesma Nwesletter.

ITEM 12: RESOLUTIONS 28th AGA, VARNA

Resolutions were already discussed during the Council. During AGA, they were discussed again, slightly amended and wording reviewed. They are reported below present minutes.

ITEM 13: NEXT AGA INVITATION

Capt. Hans AMMERLAAN, NVKK The Netherlands and CESMA Administrator, reminded the 29th Council and AGA will be held in 2024 at Rotterdam, The Netherlands. CESMA members will be advised in due time.

ITEM 14: CLOSURE BY THE PRESIDENT

President Capt. Dimitar DIMITROV thanked all attendees for their coming and their willing to share their thoughts on all subjects which were discussed. He closed the 28th CESMA Annual General Assembly and thanks again the Bulgarian member of BSMA for the organisation and the hospitality.



EXTRA: After the AGA, all attendees stayed in the Planetarium to follow a course on the stars, the constellations, and the planets, with view on the cell of the Planetarium. Such presentation was very pleasant, and should be of great interest for students. Unfortunately, it was impossible to make photos as the light is not compatible with a night sky.

Captain Dimitar Dimitrov
President

Captain Hubert Ardillon
Secretary General

28th CESMA RESOLUTIONS

CESMA members attending CESMA 28thAGA noted with concern the following seafarers' problems: COVID 19 consequences, piracy, safety of ro-ro, ropax and cruise ships, refugees in the Mediterranean and the English Channel, mooring accidents involving approved equipment, continued problem with commercial pressure on shipmasters and safety departments, different practices in simulator training in EU countries, excessive paperwork on board commercial ships and related problems with fatigue and minimum safe manning requirements, decrease of traditional navigational skills, decreased employment of EU seafarers, recent changes in the minimum requirements for sea and port pilots in some European countries and continued accidents with Very Large Vessels. CESMA draws the following resolutions as being of primary importance for shipmasters.

Resolution1: Ukrainian STCW certification

The Assembly notes the dates of validity of Ukrainian STCW certification. CESMA encourages the European Union (EU) Commission to address the expiration of such certification. CESMA encourages the EU Commission to address the recognition of Ukrainian STCW qualifications to allow for EU course attendances, which could reduce the number of false certificates.

Resolution2: European Seafarers

CESMA urges EU institutions to adopt programs that support maritime professions to attract and to retain European Seafarers. European policy should be harmonized on education, including new fuels and green shipping, employment of cadets, wellbeing, ship / shore and ship type mobility.

Resolution 3: Criminalisation of shipmasters.

The Assembly acknowledges that the issue of criminalizing seafarers, especially shipmasters, remains a significant concern. To address this, CESMA recommends that captains obtain their own legal insurance to protect themselves in case of any incidents while serving on ships. Additionally, CESMA recommends ship owners and/or operators to always provide legal assistance to shipmasters who are detained by local authorities due to an incident, until a final verdict is reached. The Assembly is also aware of the growing commercial pressures faced by shipmasters.

Resolution 4: Shipmasters key role in navigating the ship in VTS control areas.

The Assembly discussed the safety of ships when navigating in Vessel Traffic System (VTS) surveillance areas and the current trend to restrict the shipmasters' decisions in favour of more authority by VTS operators. CESMA urges European institutions and national legislative bodies to respect the shipmaster's overriding authority as per International Safety Management (ISM) Code in saving life at sea, the ship and marine environment.

Resolution 5: MASS (Maritime Autonomous Surface Ship).

The Assembly noted the development of autonomous ships and the consequences on seafarers' employability. It noted also that the responsibilities in case of incident are not yet clearly defined. CESMA will remain vigilant on all aspects of autonomous ships and related International Maritime Laws.

Resolution 6: Seafarers wellbeing.

CESMA encourages maritime stakeholders, including ship managers to work to improve the mental health and wellbeing of seafarers.

Captain D. Dimitrov
President

19th May 2023

Captain H. Ardillon
Secretary General

LECTURE ON «MASS – MARITIME AUTONOMOUS SURFACE SHIPS»

On March 3rd, 2023, at 10:00 am, at the Maritime Faculty of the University of Split, a lecture on "MASS – Maritime Autonomous Surface Ships" was held, organised by the Union of Croatian Shipmasters' Associations (Cro. Zajednica hrvatskih udruga pomorskih kapetana-ZHUPK) and the Association of Marine Captains Split (Cro. Udruga pomorskih kapetana Split-UPKS). In addition to students, professors, association members and other guests, teachers and students from maritime high schools in Zadar and Split followed the lecture online. The lecture was available online for all interested parties.

After the introductory words of the Dean of the Maritime Faculty of the University of Split, Prof. Ph.D. Pero Vidan and the President of the Association of Marine Captains Split, Captain Sanjin Dumanić, mag. ing. the presentations followed in the following order:

- Marinko Popović, mag. ing. (Croatian Register of Shipping), *IMO legislation and the Republic of Croatia*“;
- Cap. Ivan Šantić (MMPI_VTS head of service),“EMSA HLSG expert sub-group mass aktivnosti“;
- Sinikka Hartonen, mag.oec. (One Sea Association_Secretary General), , *‘ONE SEA Navigating the future: Maritime automation gaining momentum’*“;

- Prof. Toni Bielić, cap. (University of Zadar), „*Human – System – Ship Interaction*“;
- Ass. prof. Rino Bošnjak, cap. (University of Split-Maritime Faculty), “*Collision detection and avoidance system with constrain based – Route finding*“;
- Ass. prof. Đula Nađ (University of Zagreb, Faculty of Electrical Engineering and Computing-FER), „*Collision detection and avoidance system with constrain based – Route finding*“.



Figure 1. Lecture on «MASS»- Maritime Faculty of University of Split

The aim of the meeting was to find out more about the real state of affairs regarding MASS and what the experts from different fields and with experience in MASS related projects say. The term MASS (Maritime Autonomous Surface Ships) is already established in practice, but it is often misinterpreted. Many seafarers associate this term with ships without crew, the exclusion of humans in the control of the ship, and ultimately the fear of losing their jobs. For many, this is also a not so distant future, something that is already happening, but the reality is still different.

There's no denying that technology is advancing, that autonomous ships are already here in some ways, but it will be many years before larger unmanned ships will sail commercially. Students learning about autonomous ships now will certainly one day have the opportunity to work with ships that are autonomous in some way, but the human factor will still be the key factor in all of this, believes Captain Sanjin Dumanić of the Split Captains Association.

The Dean of the Maritime Faculty, Prof. Pero Vidan pointed out that the Maritime Faculty in Split is keeping up with the times and has added new subjects of study dealing with autonomous ships in general, as well as safety and security issues and cyber security. He agrees that autonomous ships are already here, at least experimental ones, but he also believes that human crews are irreplaceable for now and that it will be some time before ships are truly unmanned. Certainly, technology is advancing and needs to be adapted to it.

Marinko Popović from the Croatian Register of Shipping introduced the participants to the development of legislation for autonomous vessels, in particular the “Draft MASS Code”. The regulations are still in the working phase, including the ‘Mass Code’, which is planned to come into force in 2028 (mandatory) and 2026 (voluntary). It would apply exclusively to autonomous cargo ships on international voyages, not at all to passenger ships.

Cap. Ivan Šantić presented the report on the work of the Working Group for MASS at the European Commission and EMSA (European Maritime Safety Agency). He pointed out that IMO had organized a seminar with a broader composition in September 2022 on the topic of developing the MASS legal framework, with the participation of academics, researchers, the private sector and IMO Member States, with the aim of removing certain legal obstacles. In addition, a joint MSC-LEG-FAL Working Group on Maritime Autonomous Surface Ships (MASS) was established with the objective of detecting key challenges for ‘Mass’ operations, including identifying preferred

options for addressing common issues, such as: role, responsibilities and competencies required for MASS master and crew; identification and meaning of the term “remote operator” and their responsibilities. EMSA supports all this and actively contributes by participating in MSC meetings, proactively working on the adaptation of VTMISS (Vessel Traffic Management Information System), identifying new risks and legal gaps, etc.2

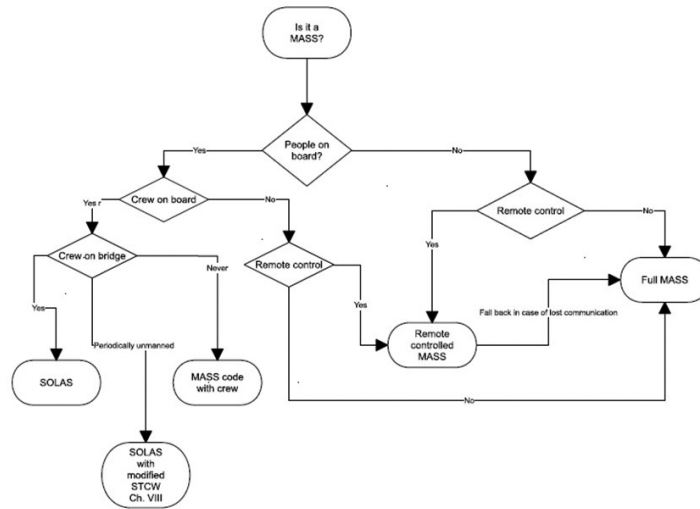


Figure 2. Regulatory framework for Mass

Sinikka Hartonen, Secretary General of One Sea Association, presented the association where she works and what she does, the development of “Mass”, related terminology, challenges, etc.

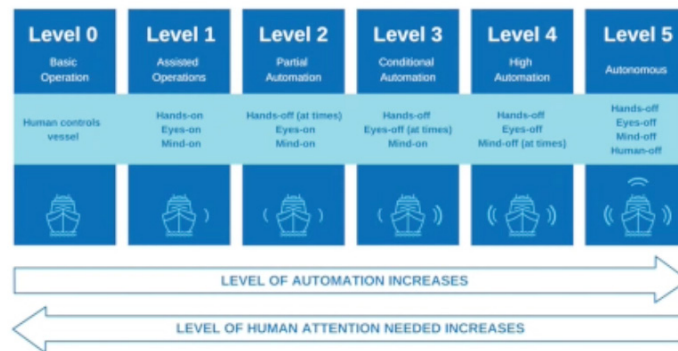
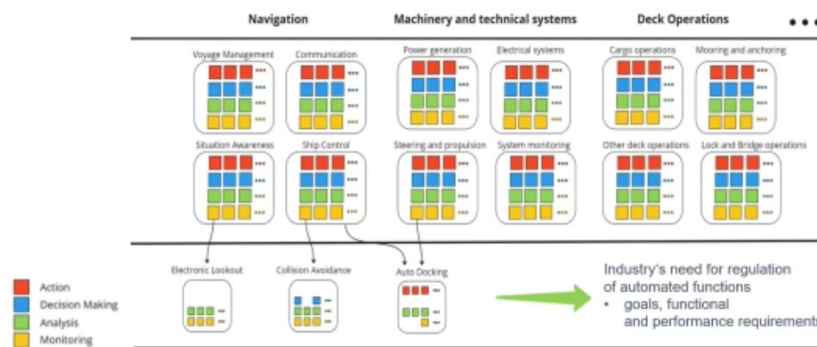


Figure 3. Mass levels



Graphic: © Wärtsilä

Figure 4. Functional and performance requirements for “MASS”

Cap. Toni Bielić presented the impact of technology on work organization and ship management. He referred to previous examples where technology has taken over the human workplace, to the increasing adaptation of humans to technology, to problems and challenges that seafarers already face today, e.g. harmonization of human and machine work, (non-)standardization of equipment and devices, teamwork, etc.

Cap. Rino Bošnjak presented a model of collision detection at sea and a system for avoiding collisions at sea as an example of a system that could be used by autonomous ships or within VTS, for example to support VTS operators.

Asst. prof. Đula N. spoke about what is being done at the Faculty of Electrical Engineering and Computing in Zagreb, both independently and in collaboration with others, regarding autonomous ships, their subsystems and solutions for them. It is worth mentioning the innovation “Autonomous catamaran for mariculture”, which was awarded the World Intellectual Property Organization (WIPO) prize for the best international innovation of the fair. There is also a project for a smaller autonomous vessel.

Navigation, guidance and control

- Identification
- Nonlinear, adaptive, robust control
- Fault tolerant control
- Mission control
- Fusion, estimation and filtering

Human-robot interaction

- User interface design
- Diver assistance technologies
- Natural language interpretation
- Human-robot collaboration

Multi-agent systems

- Cooperative control
- Formation control
- Heterogeneous robotic systems

Underwater perception

- Sonar image processing
- Sensor fusion

Vehicle design

- Surface vehicles
- Underwater vehicles
- Housings, components

Internet of Underwater Things

Autonomous/Unmanned ship project (Besposadni brod)

- Financed by European Regional Development Fund (ERDF)
- 55 mil. HRK ~ 7 mil. EUR
- 2-year project
- Fire Fighting boat
- 4-person team from LABUST

The Ship

- LOA = 23.95 m
- LWL = 23.4 m
- BOA = 6.5 m
- H = 3.06 m
- DISP = 72 t
- CREW = 1
- POWER = 2 x 1081 kW @ 2300 rpm
- FIFI PUMP - 2 x 1365 m³/h, 140m @ 1800 RPM, 566 kW
- FIFI MONITOR - 2 x 1200m³/h, 140m
- PROPULSION - 2 x JET DRIVE
- BOW THRUSTER - 1 x 45kw, 5.400 mm

Figure 5. FER Zagreb-research and projects in the domain of autonomous vessels

Technical and technological progress cannot be stopped, nor can the increasing automation of ships, up to and including unmanned ships that will one day appear. We cannot stop the future, but we can prepare for it. What we can do is to closely follow the technological development and try to be among the first highly qualified people who will be able to operate the ships of the future, pointed out Capt. Damir Lakoš, ZHUPK delegate to CESMA (Confederation of European Shipmasters' Associations). He also pointed out that in the near future we can expect the introduction of additional equipment on the bridge to assist the OOW in decision making.

To conclude, while today's technical-technological status is such that fully autonomous ships, i.e., ships without crew, are quite realistic, their commercial deployment in the full sense of the word is still a long way off. We are also still a long way from such ships displacing classic ships

from the market and having a significant impact on the labor market. What can be expected is the development and deployment of more sophisticated equipment on ships, advanced communication systems, the increasing use of automated systems, and the need for highly skilled and specialized personnel. Accordingly, it is necessary to follow these trends and respond to the challenges.

Capt. Damir LAKOS, ZHUPK, Croatia – CESMA Webmaster

Capt. Zvonimir LUSIC, UPKS, Split, Croatia

CESMA VISIT TO EMSA

April 20th, 2023 in Lisbon

CESMA, represented by Capt. Dimitrov, President, and Capt. Ardillon, Secretary General, visited European Maritime Safety Agency (EMSA) in Lisbon on 20th April 2023.

EMSA Executive Director, Mrs Maja Markovic Kostelac, was accompanied by Mrs Manuela Tomassini, Head of Department Sustainability & Technical Assistance, Mr Leendert Bal, Head of Department Safety, Security & Surveillance, Mr Ioannis Mispinas, Head of Unit Safety & Security and Mrs Radina Russeva, Policy Adviser.



We had a friendly meeting for one hour, Mrs Markovic being busy all the day with several organizations asking for a rendez-vous.

First there were few words from Mrs Markovic about EMSA history and subjects that EMSA is involved in study. With more than 270 employees from all EU countries and budget of more than 89 million Euros in 2023 plus some additional projects EMSA is strong enough to be in the European and worldwide forefront of regulating maritime safety, security and protection of environment. The latest activities in protecting European water EMSA charters any time 16 vessels to ensure spill response and protection of marine environment. The agency is collecting the data about safety of navigation and it is issuing safety reports every three years available on EMSA web site (<https://emsa.europa.eu/newsroom/latest-news/item/4830-safety-analysis-of-emcip-data-analysis-of-navigation-accidents.html>). A study on COVID 19 impact on shipping and crew on board ships had been made in member states. The main future activities are split among safety issues as well as human element in shipping, digital transformation and e-certification of EU flagged ships.

Amongst points of interest, in which CESMA could also have a role to play, are:

– How to motivate EU youngsters to come on merchant vessels, which means to embrace a career not for few months (or even few years) but for a longer period than the actual one, as it seems the middle age to finish a career at sea is around 35 years old.

– Human element, which is related to above motivation and to fatigue factor on vessels.

Human factor is at the base of some 80% of incidents on vessels, but the studies of such incidents stop generally at “due to human factor” cause, not exploring deeper in order to understand what created this “human factor”. It could come from education and/or experience of course, but also and maybe more important from fatigue, related to work/rest hours – vibrations – heat – noises, etc.

– Maritime Single Window. It is under process and working well where in use, even if there is still a problem with States and/or even Ports Authorities who add papers requirements above what is scheduled by MSW.

– Green fuels. Things are moving, maybe too fast. We have now a small experience on the carriage, loading /discharging of such fuels, when shipped as cargoes. But we should have new education projects and courses developed, as well as to create new procedures for bunkering, using such products as fuels in the engine rooms, procedures which should include all the safety aspects to take in account. However time is needed to collect all necessary data and even some experience feedbacks in order to go forward on the subject.

Capt. Dimitrov proposed that CESMA could share the knowledge from European experienced Captains on these points of interest, knowledge which could be collected by our Members, and so coming from different policies used under different Flags and Administrations. Also CESMA could, as expert, participate to EU projects to improve safety, maritime spatial planning and ship and port security.

At the end of the meeting, we planned to meet every two year, following of course the actual situation.

Capt. Dimitar DIMITROV, President

Capt. Hubert ARDILLON, Secretary General

CESMA VISIT SINCOMAR

April 20th, 2023 in Lisbon

CESMA, represented by Capt. Dimitrov, President, and Capt. Ardillon, Secretary General, took the opportunity of the visit to EMSA to meet also our Portuguese colleagues of SINCOMAR (Sindicato de Capataes e Officiais da Marinha Mercante) in Lisbon on 20th April 2023.

We were welcome by Capt. Jose Teixeira, President, with two Board Members, in their office on the port of Lisbon. After presentations of persons as we had never a chance to meet before, and speaking about their office and the next AGA scheduled in Varna, we had a very friendly dinner near the Lisbon Bridge. The office of SINCOMAR is in excellent location and with good opportunities to host CESMA Council Meeting and AGA and we discussed CESMA AGA in 2025 to be organized in Lisbon, Portugal subject to further confirmation from both SINCOMAR and CESMA Board. During the conversations had been shared ideas of future cooperation with EMSA and especially captains to render their experience when making proposals to change safety regulations. Capt. Teixeira explained their absence during CESMA AGA's with the fact that they are organization of moderate size and they could not afford to travel abroad due to financial reasons. But He assured us that they are following what CESMA is doing and they are fully in support of our activities. We hope all to be able to meet again in one occasion when visiting EMSA.

Capt. Dimitar Dimitrov, President

Capt. Hubert Ardillon, Secretary General

**CESMA joined 57th Annual Meeting of
the European Maritime Pilots Association
Rome, Italy, 25-28/April/2023.**

The meeting started on 25.04.2023 with a Council of the presidents of member Associations. The president of EMPA Capt. Dalege opened the meeting and pointed out the main challenges the pilots face today, such as the use of modern technologies, automation, and digitization and then he gave the floor to pilots from Ukraine. The President of the Ukrainian Pilot Association presented information about the situation in Ukraine, showed photos from the pilot station in Mykolaiv after the entry of Russian troops and the attitude of the aggressor – smashed cupboards, search of the premises. Out of 151 pilots in all Ukrainian ports before the war, 101 pilots are currently working, mainly in the Danube ports and only 12 pilots in Odessa and Mykolaiv. Regarding the pilots in Mariupol, he mentioned that they do not have information about all of them, but most of them managed to leave the city. With applause, all those present expressed support for Ukraine and for Ukrainian pilots. The agenda for the meeting included Minutes from the previous CoP, unanimously approved. The recommendations of EMPA were discussed and will be proposed for approval at the closing meeting. The latest editions of EMPA Policy and EMPA Recommendations were adopted. In the policy, the emphasis is on the exclusion of competition in the regulation of pilot activity in order to ensure conditions for the safety of shipping. The recommendations regarding the use of autopilot during pilotage, minimum requirements for means of recovering pilots from the water in the pilot boat, Deep Sea pilotage, cyber security and situational awareness were updated. Information was given on a project for a common EMPA platform to exchange information on deficiencies of ships being maneuvered. In terms of energy efficiency, information was given on a project to increase the energy efficiency when docking and removing ships from the quay by improving coordination and reducing waiting and engine hours of work of the various participants in the maneuvers – the ship, tugs, pilot boats, mooring boats... The EMPA Board has met with the Paris Memorandum Secretariat where ensuring the safety of pilots has been discussed mainly in relation to the means of embarking a pilot on board the ship and the need for PSC officers to monitor the condition of pilot ladders. In cooperation with the International Maritime Pilot Association (IMPA) regarding the requirements for pilot ladders, as well as with the International Association of Classification Organizations (IACS) the matter will be further discussed. Recent pilot accidents and the time taken to find and recover a pilot from the water in the various countries were discussed. In Great Britain, this time is 3-4 minutes, in Germany – 10 minutes, and in some countries it takes more than 30 minutes to recover pilot from the water, which in cold weather can be fatal. The implementation of restrictions in main engines in relation to energy efficiency and the problems these restrictions create in maneuvering were discussed. During a maneuver full power cannot be quickly given to the ship's engines and if this happens, the classification organization should be notified, and this does not motivate the captains of ships in a dangerous situation to immediately violate the energy efficiency rules and act quickly in an emergency situation.

The annual meeting of EMPA was held under the motto “The Value of Human Capital”. The meeting was moderated by journalist Morena Rivetti and started with a welcome from the president of the Italian Maritime Pilot Organization, Roberto Bunici. He noted that the Italian Maritime Pilot Association includes 220 pilots working in 35 ports and using 125 pilot boats. In his opening speech, the president of EMPA, Capt. Eric Dalege noted the innovations in the pilotage – use of artificial intelligence, automation, the ChatGPT application. The use of modern technologies is inevitable, but the deviation from accuracy at certain times should be taken into account, as well as the vulnerable operation, which can be misleading. Therefore, the pilot's awareness and ad hoc decisions in the interest of safe maneuvering remains the most important thing in pilotage. There was also a short welcome from the commander of the Italian Coast Guard, Rear Admiral Luigi Giardino. Ms. Maja Markovic-Kostelac, Executive Director of the European Maritime Safety

Agency (EMSA), welcomed the participants and gave a presentation. She emphasized that the sustainable development of the maritime industry mainly depends on people. When investigating the incidents, she pointed out that there are 680,000 ship visits in European ports every year, 46,000 ships are in European ports every day, and 500,000 sailors are in European ports. In 2021, there were 2637 accidents involving 2854 ships, 14 ships were a total loss, there were 52 very serious accidents with 36 fatalities and 621 injured. In accident investigation 78 % of were due to human error, 42% of accident happened between 00:00 and 06:00 in the morning, 36% were due to work and operational problems, 19% from organization, 10% from incorrect risk assessment, 8% from wrong environment. Emphasis in the work of EMSA is preventive work and prevention of accidents. EMPA Brawery Award was presented to the two Ukrainian pilots attending the meeting by EMPA President Capt. Eric Dalege. A brief presentation of IMPA was made by Capt. Simon Pelletier, president of the International Maritime Pilots Association, representing more than 8,000 pilots from 50 countries. His presentation began with the statement that we should not talk about the human factor, but about human capital. He pointed out cooperation between EMPA and IMPA and the International Maritime Organization (IMO) to ensure the safety of pilots and amend the requirements for pilot ladders and the provision of pilotage in the conditions of the development of autonomous ships. The opening session concluded with an address by Ms. Luisa Puccio, Director of Trade and Shipping at the European Shipowners' Association, who noted the dynamic changes in the maritime industry related to decarbonization and digitalization and the increasing need for professionals with maritime experience ashore in relation to the automation of industry. At the end, a commercial presentation of the Italian Maritime Academy Technologies was made.

The second morning session began with a presentation of Ms Eva Szewzyk from Northumbria University on Autonomous Shipping and Maritime Pilotage: disruption on MASS. It was interesting to compare the first autonomous ship to cross the Atlantic, Mayflower (2021), 15 m LOA, which made the transit of Atlantic Ocean in more than six months after departure, failure after three days sailing, return to the place of origin and then arrived not to the destination but a place close to it with the original sailing ship Mayflower transporting pilgrims from Europe to America in 17th century which crossed the Atlantic in 66 days. This shows how far we are from the practical use of autonomous ships. Captain Sanna Soninen, Pilotage Director at the Finpilots presented the possibilities of remote pilotage in Finland. Since 2017 a legislative act has allowed remote pilotage (pilotage performed remotely from a shore center). In the period 2019-2023, attempts were made in several areas in cooperation in the ONE SEA association, of which the Finnish Pilots Association is also a partner. The session ended with a presentation by Capt. Clay Diamond, Executive Director of the American Pilots Association. He informed that in the US, pilotage is regulated by a legislative act of each state and therefore the requirements in different states are different. In some states, pilots have no sea experience at all, but only on-site training. Other states required pilot applicants to have a captain's certificate, but this has since been reduced to sea experience as an officer.

The afternoon session on the first day started with the presentation of Rear Admiral Massimo Seno, Italian Coast Guard Head of II rep. on, "The Italian Regulation of Technical Nautical Services with a Focus on Pilotage- EU Regulation 352/2017". He pointed out that these services should be regulated to ensure safety of shipping. The next presentation was by the Dutch retired pilot Arie Palmers on dangerous pilot ladders. He explained the regulations on pilot ladders and the need for stricter control and requirements to be imposed by the flag administrations for certification of pilot ladders and control by State Port Control officers. The Secretary General of the Paris Memorandum informed the delegates about activities of the Paris MoU and gave examples of interaction between the officers of PSC of the parties of the Paris MoU and pilot organizations in control of the safety of shipping. An interesting film was presented by Capt. Andre Galliard, General Secretary of the French Pilots Association and Vice President of IMPA. A 20-years analysis of accidents involving French pilots some of which with fatalities, others with permanent loss of working ability was

connected with the necessary measures to prevent future accidents. He emphasized the need to comply with safety measures, wearing personal protective equipment – life jackets, protective shoes, helmets and others. Rear Admiral Luigi Giardino of the Italian Coast Guard presented delegates the interaction between Italian Coast Guard officers and pilots. Pilots have a duty to report observed hazards when boarding the ships they are piloting and if such a report is not made there are penalties for pilots. Capt. Paolo Scala, Port Captain at MSC made an interesting presentation based on his experience as a captain in the company, pilot for three years in Italian port and then port captain in MSC. He mentioned the need for teamwork, ensuring a reliable exchange of information between the captain of the ship and the pilot and providing the necessary resources – tugboats, mooring boats in different weather conditions. The last presentation was by Captain Kim Osio from Belgium about women in the pilotage profession, how she felt as captain of a ship and then as a pilot, how difficult it was to be accepted as a trainee pilot and then as a pilot.



The Deep Sea Pilotage Committee discussed the existing situation in the North and Baltic Seas, where deep sea pilotage is mainly carried out, as EMPA recommends the use of deep sea pilotage in the English Channel, North Sea, Danish Straits and Baltic Sea and calls on the coastal states to establish a regulation and minimum standards for marine pilots. It was mentioned about existing pilot companies that provide some kind of consultancy, but their specialists are of lower competence than pilots and such specialists should not be called pilots. Hiring such specialists is usually done for commercial reasons, because they are less paid. The example was the organization NEDSPA – Nord European Deep Sea Pilot Association in which it is not clear if the members are certified pilots and have the right to provide pilot services.

The presentation of Capt. Herman de Broers, Executive Director of the Netherlands Pilots Association was on teamwork in pilotage. The team lasts only few hours and consists of the pilot, traffic control system operators, port coordination center, bridge team (captain, crew), tugs, and mooring men. According to him, communication between the different parts of the team is of great importance, long-term planning and resource availability. When accepting people for work in various organizations, he emphasized that the desire to work (attitude) is more important than abilities and skills. The different participants in the process are independent and equally important. The following presentation by Lt. Commander Michele Landi from the Italian Coast Guard Training Center for Vessel Traffic Management concerned the management of resources in the port, clarified the errors according to their severity and cause (unintentional and intentional), indicated as the main and most important factor in the pilot activity situational orientation (situational awareness).

Bridge resource management includes communication management, stress management, error management, and leadership and teamwork. An imbalance of the various elements can lead to dangerous situations. In conclusion, he noted the need for a strengthened role of vessel traffic management services in order to protect the interests of the coastal state and indicated the need to comply with the recommendations of the International Association of Lighthouse Authorities (IALA).

The last open session of the EMPA General Meeting focused on pilot training and safety and began with a presentation of the new German pilot training program by Capt. Sabine Zeller, manager of a maritime training center in Germany. According to the latest changes in the regulation of requirements for pilots in Germany, there are two options for meeting the minimum requirements. The first option is to complete a maritime education in navigation, experience at sea at operational and management level, obtain a captain's ticket and then apply for a pilot. A second option has now been introduced with the option, immediately after completing maritime training and obtaining a Bachelor of Navigation degree, the graduate to complete three consecutive Masters courses at the Maritime University and then apply for pilot, the three courses totally two years. The first trainees under this second option are currently being accepted due to the lack of sufficient maritime professionals to apply for pilots. The vice-president of EMPA and president of the French Pilots Association Capt. Henry Caubriere introduced the delegates French Association Critical Incident Response Program. With every accident there is a mental disturbance. In order to overcome the consequences for the pilots, an Internal Ability Committee was created to support the pilots after an accident. After an accident, the pilot goes to this committee for an interview and colleagues assess the need for help to overcome the stress of the accident. From the statistical observations in 80% of incidents there are no consequences, in 16% there is a short-term psychological reaction and in 4% of incidents there is a long-term psychological effect reduced after the introduction of the program to 0.8%. French Pilots Association issued Handbook for Coping with Post-Incident Stress and a 24/7 hotline of volunteer pilots (peers) who advise pilots who have suffered an accident. The hotline was introduced in March this year and already has 8 calls. According to Capt. Caubriere there is significant interest in the program. The last presentation was by Capt. Grant Walkey from Trident Training and Cconsultancy Center on the basic principles of first aid in the event of an injury, illness or fall into the water while piloting. His company offers Maritime Immediate Emergency Care course and they have developed check cards for action and matching kit of equipment and supplies for providing first medical aid. He explained the possible problems that can occur such as cold shock from 0-3 minutes after the accident, swim failure – 3-30 minutes, hypothermia – after the 30th minute. To respond to a pilot falling into the water, it is recommended that in the pilot boat the crew consists of a minimum of two crew, one at the helm and the second – to assist in recovering the fallen pilot on board the boat. Horizontal boarding on the ramp is recommended and training should be done regularly because speed of action is critical.

The AGM of EMPA finished with closed session on internal matters.

Capt. D. Dimitrov, PHD, FNI,

President of CESMA and Member of Technical and Training Committee of EMPA

SEAFARERS MENTAL HEALTH CONFERENCE

April 27-28, 2023 in Cork

Organized by the International Marine Health Foundation (IMHF) with the cooperation of National Maritime College of Ireland (NMCI) and Munster Technological University (MTU) of Cork, Ireland. The floor was managed by Capt. Bill Kavanagh, from NMCI and IIMM (Irish Institute of Master Mariners), also Irish representative to CESMA.



1- Workshop on 27th April 2023

Workshop attendees: IMHF Expert Panel & Selected Speakers

Round table discussion on:

- Definitions of “Seafarer Mental Health”
- Need for common terminology
- Complexity of identifying and agreeing on Key Performance Indicators (KPIs) in the maritime industry
- Rising incidence rate of Seafarer abandonment and challenges in recording and resolving of cases
- Organisational Risk and Poor Mental Health at sea and in port
- Quality of life on board for seafarers
- Expectations of what life at sea is like for cadets

2- Conference on 28th April 2023

After some welcome words from NMCI (Capt Sinead Reen, Head of Department of Maritime Studies and Capt. Bill Kavanagh), and from Tim Carter (Norwegian Center for Maritime and Diving Medicine, University of Bergen), the first speaker was Dr. Nebojsa Nikolic, President of the Management Board of IMHF. He made a presentation of IMHF.

IMHF-EP (Expert Panel) permits:

- A scientific and educational approach
- A resource centre that is able to assist others on maritime medical issues
- Identify conditions with relevant impact on the health of communities exposed to the sea and options of a medical remedy of such conditions
- Transfer knowledge into education of professionals engaged in maritime medicine and advice to authorities, decision-makers, and responsible executives on maritime medical matters
- Advising students, researchers as well as grant providers on the prioritization and execution of research projects on maritime medicine and adjacent fields
- Participate in organizing seminars, events, workshops, conferences and scientific convention, means cooperation with national and international institutions and organizations with the same or similar interest

The aim of the workshops is to serve as guidance to decision-makers. The workshops groups

are composed from different countries, professions and experience representatives who want to improve the health of seafarers.

On a psychosocial side, seafarers suffer from all the classic psychosocial wellbeing issues. There are also reported high levels of anxiety and depression among this workforce. The literature notes that seafarers experience burnout as well as other general psychiatric disorders with a high rate of suicide which is likely underreported. There are more indicators that seafarers, like employees ashore, may be suffering from ill mental health.

Environmental, Social and Corporate Governance

By Pr Malcolm MacLachlan, Professor of Psychology and Social Inclusion, Maynooth University

All is linked: finance – performance – wellbeing.

The common concerns are: hours worked; length of tour; link of senior posts to nationality; different pay rates for the same job; access to health care during employment and between contracts. All these can be seen as a form of neo-colonialism, rich ship owning countries exploiting those with less economic strength.

Despite the importance of seafaring to international trade, governments have historically failed to protect the rights of seafarers, with some seafarers falling outside of the jurisdiction of the State with the duty to protect them.

There are numerous steps that maritime managers could take to improve the wellbeing of their personnel, including increased monitoring of the potential for poor mental health in their staff, increasing crew numbers and provision of education and support.

Wellbeing, performance and safety are determined by the organization and industry system as a whole. However, many interventions addressing depression and suicide are individualistic in focus. Initiatives such as leaflets for stress reduction are directed at seafarers themselves and are only tertiary or secondary measures. They do not focus on reducing the main occupational stressors and risks.

The Maritime Just Transition Task Force was formed to ensure that shipping's response to the climate emergency puts seafarers and communities at the heart of the solution. Seafarer training and skills needs to support a decarbonized shipping industry.

Just Shipping should consider Human Element (hierarchy, career development); Human Diversity (gender, age, nationality, color); Human Impact to Green Shipping, Human and Digital Interaction. So, the “Just Transition for Seafarers” is a great step forward but needs to be more closely linked to organizational and social justice and how these relate to wellbeing and mental health.

Legal aspects of supporting seafarers on abandoned ships

By Mr. Jan de Boer, Legal Affairs and External Relations Division of IMO

Apart of Maritime Labour Convention, MLC 2006, IMO has established joint Working Groups with ILO on seafarer issues. Are already developed: Guidelines on fair treatment of seafarers in the event of a maritime accident; Guidelines on Liability and Compensation regarding Claims for Personal Injury to or Death of Seafarers; Guidelines on Provision of Financial Security in case of Abandonment of Seafarers; Guidelines on how to deal with Seafarer Abandonment cases.

Definitions from the 2001 Guidelines:

- Abandonment is characterized by the severance of ties between the shipowner and seafarer.
- Abandonment occurs when the shipowner fails to fulfill certain fundamental obligations to the seafarer relating to timely repatriation and payment of outstanding remuneration and to the provision of basic necessities of life: adequate food, accommodation, and medical care.

- Abandonment will have occurred when the master of the ship has been left without any financial means in respect of ship operation.



The Procedure:

- A Member State or organization accredited to ILO or IMO sends information to ILO regarding a new case
- ILO sends this information for verification to IMO for checking information given on the IMO number, flag, type of vessel, company and registered owner.
- IMO sends (modified as necessary) the information back to ILO; and following consultations between IMO and ILO, the information is entered on a restricted, i.e. non public and password-protected website.
- Interested parties are notified by IMO of new entries and they have an opportunity to provide further information within 10 working days
- Thereafter the information is released for public access at <http://www.ilo.org/dyn/seafarers/seafarersbrowse.home> If necessary, different points of view will be reflected.
- A case of abandonment would be considered as resolved if, and only if, ILO has received clear advice from the Member State or organization having originally provided the information that:
 1. the totality of the crew has been successfully repatriated; and
 2. the totality of all outstanding remuneration and contractual entitlements have been paid and duly received by all the crew members.

The 2014 amendments to the MLC 2006 were established under the auspices of ILO and are based on the 2001 guidelines developed by the Joint IMO/ILO Working Group. They contains mandatory requirements for shipowners to have compulsory insurance to cover abandonment of seafarers including costs for repatriation, as well as claims for death or long-term disability of seafarers.

During the period 2012-2016, between 12 to 19 incidents have been reported annually. After entry into force of the 2014 amendments on 18th January 2017 there was a spike of new abandonment cases: 55 cases reported in 2017, 44 cases in 2018, 40 cases in 2019, 85 cases in 2020, 95 cases in 2021, and 109 new cases reported in 2022, thus alarmingly surpassing the previous year's record of reported new cases of abandonment. On which about 17 cases were related to the consequences of the Covid-19 pandemic further exacerbating the crew change situation.

The latest Updates:

- LEG 107 in November 2020 agreed to develop guidelines for port State and flag State authorities on how to deal with seafarer abandonment cases;

- LEG 108 in July 2021 agreed to establish an intersessional correspondence group to progress the work;
- The correspondence group reported to LEG 109 in March 2022 which endorsed the draft guidelines and decided to forward these as a base document for consideration and further refinement to a joint ILO-IMO tripartite working group (JTWG) to identify and address seafarer's issues and the human element;
- The JTWG consisted of eight Governments nominated by IMO (Argentina, France, India, Indonesia, Kenya, Marshall Islands, Philippines, and the United Kingdom), and eight Shipowners' representatives and eight Seafarers' representatives;
- The IMO Council in July 2022 endorsed the establishment of the JTWG and the Legal Committee's decisions;
- The JTWG met from 13-51 December 2022 and adopted new guidelines on how to deal with seafarer abandonment cases; the guidelines seek to address the significant rise in reported cases of abandonment of crews and to provide for practical guidance on how to resolve abandonment cases.

Loss Prevention

By Capt. John Dolan, North Standard P&I

What is P&I Club

Non-profit making association of like-minded ship owners. First established in mid-19th century. It is a club for mutual insurance. It is not a Public Limited Company. The shipowner members control the management company through an elected board. Twelve clubs comprise the International Group of P&I insurers, insuring approximately 90% of the world's fleet.

The primary functions of P&I Club are:

To protect the member from third party claims;

To cover third party liabilities e.g. crew illness and personal injury;

To indemnify a member for his losses.

Which is possible due to an extensive network of correspondents and surveyors worldwide and rules-based organisation.

Subject crews, the applicable club rules are:

Rule 3.1.1 – Crew injury, illness or death – Liabilities in respect of crew injury, illness or death.

Rule 3.1.2 – Repatriation – Liabilities in respect of crew repatriation.

Rule 3.1.3 – Substitute expenses – Expenses necessarily incurred in sending substitutes to replace crew who have died, are incapacitated or who have been left ashore in consequence of injury, illness or desertion. Wages are only recoverable when payable to substitutes, while awaiting and during repatriation.

Two originated costs for a crew injury / illness:

Direct costs: transport – treatment – compensation

Indirect costs: operations loss – recruit – overtime – insurance premium – management

The typical costs are 30 to 50 k\$, but can reach much more.

There is a clear interest in the safety and wellbeing of the crews on board. Because shipowners, as well as insurers, have little influence on evacuation, medical treatment and recuperation costs. And the club's default position is to be sympathetic and supportive.

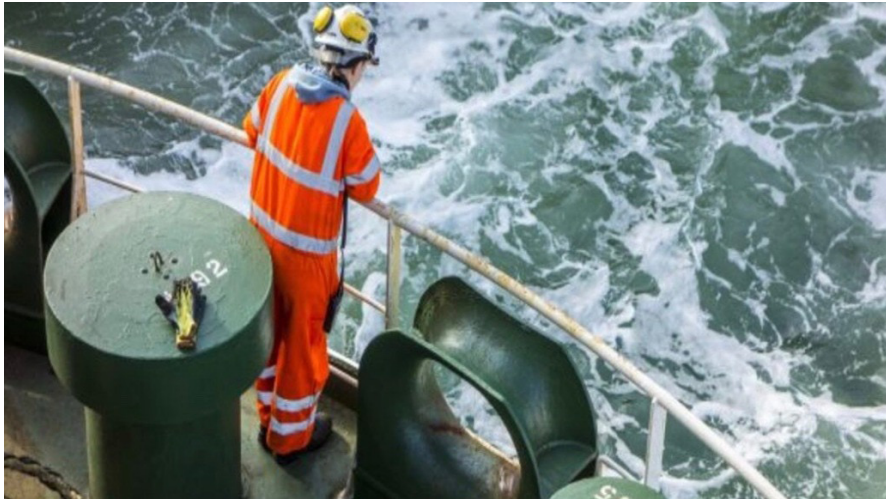
The challenges we are facing:

Suicide is the top cause of seafarer deaths. In general the mental health is impacted by social isolation, long voyages, fatigue, separation from friends and family, increased pressure on individuals, lack of crew cohesion, lack of shore leave, harassment and bullying, precarious employment.

The poor performance on board is linked to the mental health problems. The mental health problems are linked with the social media/internet use. Also the zero alcohol policy affects the social interaction on board.

What to do/organize to make better the wellbeing of seafarers?

Many shore-based companies employ competition, teamwork and the natural drive of win, in combination with financial incentives, to promote specific desired behaviours. It could be: weight loss challenges, team sports events (good fun, better bonding on board, competitive environment), fitness based challenges, smoking cessation programmes, mental health champions. All these can easily be deployed at sea.



Conclusion

Seafarers must be physically and mentally capable of responding to the needs of the safety system. Wellbeing is therefore crucial to the effectiveness of safety systems. Shipowners and managers should have a baseline wellbeing standard for their crews in the interest of safety.

The Standard Club has produced a Seafarer Wellbeing Special Edition which can be freely downloaded on Standard Club website: https://www.standard-club.com/fileadmin/uploads/standardclub/Documents/Loss_Prevention/standard-safety-seafarer-wellbeing-october-2018.pdf

Public Health Management

By Mrs Rebecca Hayes Meija, Marine Benefits, Lunds Universitet, Sweden

The Psychosocial work environment and mental health among international seafarers in the wake of the Covid-19 pandemic.

Our recent study shows that there is 1 depressed seafarer for every 2 ships. There is a decline in wellbeing levels 2 years into the pandemic. Younger seafarers are more anxious and depressed. 28% of seafarers experience some kind of depression on board. 24% experience anxiety at some level.

The aim of this study was to investigate how different factors among international seafarers were associated with stress, anxiety and depression during the Covid-19 pandemic. The main hypothesis is that the mental health among seafarers was affected by onboard Covid-19 mitigations strategies, independent from the general psychosocial environment.

The survey was done with about 18 000 international seafarers, from 154 different nationalities in 44 shipping companies.

The questions related to the pandemic could be answered by strongly disagree, disagree, not sure, agree, strongly agree.

- My employer has been transparent and provided me with regular and updated information throughout the pandemic

- My employer has done its best to carry out crew changes in a safe and timely manner.
- I believe my employer supports lobby efforts to promote the recognition of seafarers as key workers.
- My employer has provided adequate medical care and health services whenever necessary during the pandemic, both onboard and at home.
- My employer has fostered and facilitated a more positive environment during the Covid-19 pandemic (team building, anti-bullying, stress reduction, coaching, social gatherings, etc.).
- My employer had increased its focus on accident awareness and prevention.
- My employer keeps my family updated and shows sincere care for their wellbeing.

The results of the survey show:

Seafarers onboard were significantly more stressed, anxious and depressed compared to those at home.

For the main exposure variables, seafarers at home had a more positive recollection of how the Covid-19 pandemic had affected working conditions.

A bivariate regression analysis indicated there were strong associations between the main exposure variables and the dependent variables, except for improved social atmosphere were not significantly associated with stress.

Overall, having experienced delay in crew change, lack of improved routines, lack of improved safety consciousness, an increase in workload, poorer social atmosphere and poorer employee satisfaction were all significantly associated with stress, anxiety and depression.

The psychosocial work environment is associated with mental health outcomes: stress, anxiety and depression.

Anxiety and depression was more prevalent onboard, while less levels were as prevalent while at home.

On shore seafarers had a more positive recollection of how the Covid-19 pandemic had affected working conditions.

The findings indicate that the Covid-19 measures taken during the pandemic had an independent association with the mental health outcomes. Also independent from socioeconomic background variables: age, sex, nationality and rank.

Eroded policies related to crew changes had a significant negative effect on mental wellbeing due to delays.

Employers' ability to communicate effectively, clearly and transparently with seafarers was associated with better mental health outcomes. The employer had agency in not only mitigating the spread of Covid-19, but also negative mental health outcomes.

Safety consciousness and clear communications from employers were associated with better mental health outcomes among seafarers.

Conclusion:

The findings suggest that crisis management within shipping companies played an important role in mitigating adverse mental health outcomes during the pandemic.

Clear communication from employers and emphasizing safety issues onboard were effective strategies for promoting better mental wellbeing among seafarers.

However, delays in crew changes had a significant negative impact on mental health outcomes, highlighting the need for global cooperation and overarching agreements to protect international seafarers during times of crises.

Mental Health On Board

By Dr. Marta Grubman-Nowak, Medical University of Gdansk

According to the latest statistics of the European Maritime Safety Agency (EMSA, 2020), there are some 280 000 professionally active seafarers in the EU, for some 1.9 millions of seafarers in the world.

Seafarers on sea-going ships are exposed to harmful factors related to changing climatic conditions, harmful physical and chemical factors on board, specific work mode, high level of mental strain.

The stress at work is a negative experience induced by stressors at the workplace. It is a complex, multidimensional and dynamic process, during which the perceived stress factors can directly or indirectly cause psychosomatic and physiological problems. These affects can be moderated by individual factors such as temperament and personality, as well as psychosocial factors such as perceived job demands, control, social support, perceived work environment.

Considering work in the marine environment, a particularly important role is being played by the concept of mental stress and the role of psychosocial factors as its sources. Exposure to harmful physical and psychosocial factors occurs simultaneously. In this approach we are dealing with at least two processes: the direct mechanism of somatic disorders and psychological effects of stress.

The factors related to the climatic conditions are work both in low and very high temperatures, exposure to wind, rainfall, and other atmospheric phenomena.

The physical factors include exposure to vibrations, electromagnetic field, high noise level, high temperatures, poor ventilation, as well as the chemical agents on ships include asbestos, aromatic hydrocarbons, benzene and engine exhaust.

The psychosocial factors include long working hours, shift work and night watches (particularly the officers on the bridge), exposure to stress and traumatic events, piracy and catastrophes, long separation from the family, constant stay in a closed environment, isolation, lack of control, responsibility for the crew members, conflict situations, cultural differences (most of the crews are made up of different nationalities, speaking different languages, often from culturally distant countries).

Those aspects may increase the level of stress, as well as induce a feeling of isolation and contribute to a greater risk of depression, especially at the beginning of the voyage.

Stressors occurring in this marine environment have negative consequences for the individual categories of health and wellbeing at work. This may be the result of different types of somatic disorders, mental dysfunctions, and sometimes the necessity of resignation from work. In adaptation to extremely difficult conditions, the most significant role is being played by the individual characteristics that modify health consequences of stress positively or negatively.

Health consequences:

The group of people working at sea is perceived as healthier than other types of occupations (due to levels of requirements at recruitment). Stress at work can cause musculoskeletal pain, cardiovascular disorders, gastrointestinal disorders, respiratory problems, hearing disorders, endocrine disorders (diabetes, thyroid), nervous system disorders, and sleep disorders. The most significant psychosocial factors affecting musculoskeletal system are work demands, freedom of decision-making, symptoms of stress, social support and psychological anxiety.

Recommendations for health prevention

1. Organizational changes:

Increasing the pressure on shipowners to plan transports and cargo operations in such a way as to minimize the number of night watches and work over 55 hours a week.

It would be beneficial to organize the work in such a way that the shifts lasted 12 instead of 6 hours where possible.

Training for the crew about coping mechanisms and strategies for stressful situations and training in interpersonal communication to reduce the stress level.

2. Mental health prevention in the recruitment process:

Developing screening protocols for mental health.

Introducing obligatory psychological evaluation for health certificate.

Increasing the access to knowledge about psychological burden connected with work at sea and the possibilities of seeking help and support as tools of preventing mental overload.

Mental Resilience in Maritime Emergency Situations

By Capt. Brian Fitzgerald, Simply Blue Group

The speaker was Captain on a vessel engaged in the operation PONTUS in Mediterranean Sea between 2015 and 2018. During this operation, some 15 500 migrants were rescued. But not all migrants seen on the sea were finally rescued. He had also experienced SAR operations.

His purpose was mainly on the hope. For rescued people first, they could have lost family members or friends during the operation. And for the lifeguards too, when things are not going as well as expected.

Mental Resilience could come from:

- Training
- Preparation & Drills (Fleet Operational Sea Training – FOST)
- Team work
- Purpose
- Personnel Support Services
- And analysis of Post Traumatic Stress Disorders (PTSD)

Seafarer Mental Health – Root causes, Threat lines, Barriers and Recovery

By Dr Imogen Stiliz, Shell London

Work depends on mental health, individual and collective decision making, and building relationship. But it is also impacted by it, safety including psychological safety, sense of belonging, and balance between work demands, control and support

Impaired Mental Health leads to Impaired Cognitive Function which leads to impaired Capability, which may lead to incident.

Several factors can affect seafarer’s mental health: everyone has his/her own state of mental health (good or bad), work demands, work culture, environment, private life worries, difficulties with colleagues or seniors, and previous or existing health problems.

Having sight of the root causes and threat lines, and the sequence of events allows putting in place system and processes that support good mental health and prevent the adverse impacts of mental ill health. Any people related process should consider mental health safety, capability, health risks, emergency response and rehabilitation, worker welfare, benefits and disciplinary. Leadership commitment, manager examples, and organizational culture are keys. However culture change takes time.

Seafarer Wellbeing

By Dr Syed Asif Altaf, ITF

Working culture is important as well as safety culture. ITF is in discussion with the industry, mainly cruise industry to increase wellbeing of seafarers.

Presently ITF is under a negotiation on a “death benefit” in case of suicide.

Seafarer Wellbeing and the Maritime System

By Dr Olivia Swift, Lloyd's Register Foundation

Lloyd's Register Foundation is a politically and financially independent global charity that aims to engineer a safer world through promoting safety and education. This Foundation currently supports work in over 140 countries, working wherever there is the greatest need to address the world's biggest safety challenges and save lives.

The mission of the Foundation:

To secure, for the benefit of the community, high technical standards of design, manufacture, construction, maintenance, operation and performance for the purpose of enhancing the safety of life and property at sea, on land and in the air.

To advance public education including within the transportation industries and any other engineering and technological disciplines.

The challenges:

Safety at sea;

Safety of food;

Safety of physical infrastructure;

Safety of digital and data driven systems;

Safety for a sustainable future;

Understanding risk and behavior to improve safety;

Improving access to engineering skills.

Some of the Foundation's work in seafarer wellbeing can be found on website: www.lrfoundation.org.uk

Some concern safety climate by tackling mental health, psychological wellbeing in occupational contexts, crew changes and mental health, communications key to improve seafarer wellbeing, maintaining seafarer wellbeing is critical to safety.

Seafarer Quality of Life on Board

By Dr Nihan Senbursa, Ordu University, Turkey

With the recent identification of seafarers as key workers by IMO, the maritime industry has focused on finding ways to address and improve seafarers' health and psychological wellbeing. Due to unsafe conditions, dangerous chemicals, psychological stress and risks of lifestyle at sea, which are factors that threaten the health of seafarers, when compared to the general population, seafarers who work on commercial vessels are more likely to be at risk for illness, mental struggles and injuries since they spend weeks and months at sea, are distant from home, and have access to few medical services. Isolation and separation from family and friends, feeling of loneliness, can have significant consequences for the mental and physical health. And unlike most other professions, seafarers are on board during working and non-working hours.

A study was conducted among Turkish seafarers working on long-distance ships. Some 955 datas were collected.

The questionnaire comprises 36 items, grouped into several dimensions which make up the Health-related quality of life: physical functioning, role-physical, body pain, general health, vitality, social function, role-emotional, and mental health. For each question, the score was 0 to 100, average meaning 50.

The majority of the seafarers were between the ages of 31-50 (62.2%), married (58.4%), university graduate (35.2%), fat and obese (63.7%), without medical history (88.9%), not using drugs (91.1%), smokers (54.7%), and not consuming alcohol (74.2%).

According the age, seafarers aged 20 to 30 were found to have mental health below average and physical health above average.

According to education level, the mental health is below the average for high school graduates and the physical health below the average for primary school graduates.

The mental health of married or single seafarers, equal for the two groups, is below the average.

Obese seafarers have the lowest physical health condition, but mental health is considerably better than others.

Seafarers with medical history (diseases) have worse mental and physical health.

The mental and physical health of seafarers who use drugs regularly is worse.

Seafarers who are physically overworked have worse mental health.

According to the ship type, the mental health of seafarers working on dry cargo ships is the worst, and the physical health of seafarers working on Ro-Ro ships is the worse.

According to the positions and titles they work on the ship, the mental health of the cadets is found to be the worst, second worse being Master and Deck Officers, and it is also determined that the physical health of the ratings is the worst.

According to the seafarer's seafaring time, the mental health of those who work at sea for less than one year and for 16-20 years is worse than the others, no groups being above the average of 50 in term of mental health.



Conclusion:

In general, the seafarers' self-rated health was good, but it declined significantly with age, also by country, deck and engine officers showed significantly higher levels of anxiety than ratings. The findings supported the view that managerial responsibility is associated with higher stress levels. The factors affecting the general health status were determined to be vessel type and body workload; those working on dry cargo and tanker type ships have a worse general health status compared to those working on board container vessels.

The shipping industry can play a vital role in addressing loneliness at sea by providing the necessary resources and support for seafarers on board. Such support can include the provision of communication facilities that allow seafarers to stay connected with loved ones, support services that can provide them with the necessary resources and coping mechanisms, and group activity that foster a sense of community and belonging.

It should be ensured that students have a good understanding of the profession they will do in the future before they start their maritime education.

Using smart watches that can provide warnings when stress levels are abnormal, in combination with the involvement of a psychologist, can reduce the appearance of extreme behaviors on board. This can be proven extremely helpful for extra-long voyages or during quarantines where emotional pressure can be increased upon a seafarer. Further down the line, it can also provide a solution to minimize the appearance of serious mental disorders like depression and anxiety.

Seafarer Resilience

By Dr Karen Weekes, MTU

Dr. Weekes is the first Irish woman who rowed across the Atlantic Ocean alone. She shares her experience of resilience when things were not going as well as she was expected.

To not lose hope. To have some ideas or to look at a photograph of loved ones or countryside may restore the self confidence and help the resilience.

However she is an athlete, trained physically and mentally for this goal. And, more important, she was all the time able to connect shore for calls, videos or messages. And, of course, the crossing was not every day funny, but at the beginning there was a will to accomplish this cross.

Personal note: Unfortunately, I am not sure that her experience of resilience could help standard seafarers who suffer a serious incident such as fire or piracy while doing his profession. The question for those seafarers, how to join again a vessel, is clearly unanswered.

Workplace Bullying and Harassment at Sea

By Dr Cecilia Osterman, Linnaeus University, Sweden

Dr. Osterman has a twelve years experience at sea in the merchant navy. She started by her own unfortunate experience on a vessel.

Bullying at work is generally used for repeated and regular activities, processes, and behavior, often over a prolonged period of time, for example harassing, offending, or socially excluding a person. It often includes a power imbalance reflecting formal or informal power structures.

Harassment commonly refers to acts of discrimination based on any protected class or characteristics, exact scope varies between countries. It can be either physical and/or psychological.

Uncivilized behavior is related to sexual harassment, bullying, unwanted attention, workplace violence, mobbing, and victimization.

Bullying and harassment are a substantial problem in the maritime industry. And, most often, the boss is the perpetrator. The symptoms are individual, but the factors are organizational: uncertainties (who is doing what, when and how); high workload (physical, temporal, cognitive, and emotional); conflicts (workstyle, power, departmental, relational ...); weak leadership (abandoned managers without decision-latitude, resources, and tools); workplace culture (role conflicts, jargon, and lack of diversity); precarious workers hired on short-term contracts.



What is known has the appearance of an iceberg: fatality is the apparent part, but below, from surface to deep, are serious injury, rape, violence, abuse, then minor injury, threats, psychological or physical exploit, groping, and near-miss, risk behavior, sexist, racist or homophobic “jokes”, problematic languages.

How to answer:

For seafarers:

Everyone needs basic OSH knowledge;

Bystander training – learn to recognize and respond to an unpleasant situation;

Create security and certainty that colleagues will back you up;

Learn how to notice and act on changed behavior or interaction in the group;

Independent and reliable means for seafarers to communicate with shore without involvement of other personnel.

For managers (on board and ashore):

Managers are important role models;

Managers must be provided with adequate resources, usable tools, and sufficient time for a proactive work to reducing the factors that constitute the hotbed for workplace bullying and harassment;

Managers must also be able to put knowledge into practice;

Continuously rotating and shared leadership creates challenges.

For organisations:

Organisational justice by establishing fair working conditions;

Improve the physical and psychosocial work environment on board;

Interventions should include empowerment of bystanders;

Procedures and policies to protect the dignity and integrity of seafarers need to be stringently enforced by senior management. These should also be mandatory for staff induction;

Implementation of clear and confidential reporting procedures;

Raise the professional status of hotel department crews on cruise ships;

Training of supervisors in employee participation and interpersonal interaction.

For the Maritime Industry:

First of all, seafarers need decent working conditions.

Challenge the phenomenology of maritime safety

In keeping with the processes of the safety management system, the risks that constitute a hotbed for workplace bullying and harassment must be actively identified, assessed, and managed;

Vetting inspectors and auditors must ask new types of questions to gain better and deeper insights of working conditions on board. SMS complemented with leading indicators that assist in identifying drivers of safe work, not only safety work;

Impact of actions needs to be evaluated to ensure that they have the intended effect;

Since there is no evidence of short-term training interventions to have any lasting effects, wider efforts are needed to tackle the problem;

Not necessarily more legislation that is required, but rather a more stringent monitoring and enforcement of the compliance of existing regulations.

Role models, representation and inspiration

Don't underestimate the effects of role models;

Showcase diversity;

Review representation at all levels – board, managers, employees, public face;

Who does what – Don't assign tasks based on gender stereotypes;

Say no to all male panels.

Commitment from the top is crucial. When the entire responsibility is placed on middle managers, it will easily be de-prioritized in everyday work.

Conclusion of the day

A final consensus session took place during which attendees were invited to take part in an open (facilitated) discussion on the topics (and definitions) presented during both days and agree on a way forward from a systems perspective. One of the main objectives of the conference was to transform recommendations into actions that could be put in place to ensure the momentum behind improving seafarer mental health is not lost. The outputs of this session will be presented in an IMHF position paper. It is likely that a special issue of IMH will be produced highlighted research presented at this event and that further collaboration will take place between speakers and attendees for a Horizon Europe project addressing the challenges of seafarer mental health.

Capt. Hubert Ardillon, Secretary General

Capt. Bill KAavanagh, IIMM

CESMA LOGBOOK (2023-2)

We were represented at the following occasions:

3/MARCH	MASS SEMINAR, SPLIT, CROATIA and Video
20/APRIL	VISIT EMSA, LISBON, PORTUGAL
20/APRIL	VISIT SINCOMAR, LISBON, PORTUGAL
24-25/APRIL	GENERAL MEETING EMPA, ROMA, ITALY
28/APRIL	SEAFARERS WELLBEING, CORK, IRELAND
18/MAY	CESMA COUNCIL, VARNA, BULGARIA
19/MAY	CESMA AGA, VARNA, BULGARIA
24-25/MAY	EUROPEAN MARITIME DAYS, BREST, FRANCE
31/MAY	SKILLSESA FINAL CONFERENCE, BRUSSELS, BELGIUM

On the front page:

**AGA at VARNA Naval Academy – SPLIT Captains Association logo –
EMSA building at LISBON– President Capt. DIMITROV at GM EMPA at ROMA**

(abridged)

AIMS OF THE ORGANISATION

- TO WORLDWIDE PROTECT THE PROFESSIONAL INTERESTS AND STATUS OF EUROPEAN SEAGOING SHIPMASTERS.**
- TO PROMOTE MARITIME SAFETY AND PROTECT THE MARINE ENVIRONMENT.**
- TO PROMOTE ESTABLISHMENT OF EFFECTIVE RULES WHICH PROVIDE HIGH PROFESSIONAL MARITIME STANDARDS AND PROPER MANNING SCALES FOR VESSELS UNDER AN EUROPEAN NATION FLAG.**
- TO INFORM THE PUBLIC IN THE EU ABOUT DEVELOPMENTS IN THE EUROPEAN MARITIME INDUSTRY AND THOSE CONCERNING SHIPMASTERS IN PARTICULAR.**
- TO CO-OPERATE WITH OTHER INTERNATIONAL MARITIME ORGANISATIONS.**
- TO RETAIN AND DEVELOP THE HIGHEST MARITIME KNOWLEDGE AND EXPERIENCE IN EUROPE.**
- TO BE INVOLVED IN RESEARCH CONCERNING MARITIME MATTERS IF APPLICABLE IN CO- OPERATION WITH OTHER EUROPEAN INSTITUTIONS AND/OR ORGANISATIONS.**
- TO ASSIST MEMBER SHIPMASTERS WHO ENCOUNTER DIFFICULTIES IN PORTS WITHIN THE REACH OF NATIONS REPRESENTED BY CESMA MEMBER ASSOCIATIONS**
- TO PROMOTE THE SEAFARING PROFESSION IN EU MEMBER STATES**

ANNUAL SUBSCRIPTION:

EURO 16.00 PER SEAGOING MASTER (WITH A MINIMUM OF 25)

EURO 8.00 PER SEAGOING MASTER FOR ASSOCIATED MEMBER ASSOCIATIONS (WITH A MINIMUM OF 25)

LIST OF CESMA MEMBERS AND REPRESENTATIVES

MEMBER REPR VDKS GERMANY	CAPT. W. MERTENS PALMAILLE 29 22767 HAMBURG	Tel.: +49 40 384 981 Fax: +49 40 389 2114 E-mail: vdks.office@t-online.de E-mail: office@vdk.org
MEMBER REPR AFCAN FRANCE	CAPT. B. DERENNES RUE DE BASSAM 29200 BREST	Tel.: +33 298 463 760 E-mail: courrier@afcan.org
MEMBER REPR HYDROS FRANCE	CAPT. F. VANOOSTEN 201 RUE RENE CASTELIN 59240 DUNKERQUE	 E-mail: vanoosten.francis@wanadoo.fr E-mail: associationhydros@gmail.com
MEMBER REPR NVKK NETHERLANDS	CAPT. H. AMMERLAAN WASSENAARSEWEG 2 2596 CH THE HAGUE	Tel.: +31 6 8394 4694 E-mail: info@nvkk.nl
MEMBER REPR CTPC ITALY	CAPT. M. CAROBOLANTE VIA MAZZINI 30 34121 TRIESTE	Tel.: +39 040 362 364 Mob.: +39 334 740 0488 E-mail: collegio69@collegioditrieste.191.it
MEMBER REPR CNPC ITALY	CAPT. G. LETTICH VICO DELL' AGNELLO 2/28 16124 GENOA	Tel.: +39 010 247 2746 E-mail: info@collegionazionalecapitani.it
MEMBER REPR USCLAC ITALY	CAPT. C. TOMEI VIA XX SETTEMBRE 21/10 16121 GENOA	Tel.: +39 010 576 1424 Fax: +39 010 553 5129 E-mail: segreteria@usclac.it
MEMBER REPR IYM ITALY	CAPT. L. TRIGGIANI MOLO CENTRALE BANCHINA PORTO 17025 LOANO (SV)	Tel.: +39 347 960 3893 E-mail: triggiani@italianyachtmasters.com
MEMBER REPR ACMM SPAIN SPAIN	CAPT. M. BADELL SERRA CARRER DE SARDENYA 259 1-4 08013 BARCELONA	Tel.: +34 934 089 288 Mob.: +34 680 321 138 E-mail: info@capitansmercants.com
MEMBER REPR AVCCMM SPAIN	CAPT. P. ODIAGA GOROSTIZU C/BAILEN, 5 PLANTA – 1 48003 BILBAO	Tel.: +34 944 166 506 Mob.: +34 636 449 0 54 E-mail: avccmm@avccmm.org

MEMBER REPR KBZ BELGIUM	CAPT. A. PELS BROUWERSVLIET 19 B-2000 ANTWERPEN	Tel.: +32 475 435 942 E-mail: secretary-general@kbz-crmb.be
MEMBER REPR IIMM IRELAND	CAPT. B. KAVANAGH NATIONAL MARITIME COLLEGE RINGASKIDDY / CORK	Tel.: +353 214 335 637 E-mail: bill.kavanagh@nmci.ie
MEMBER REPR ZPU SLOVENIA	CAPT. G. RIBARIC OBALA 55 SI – 6320 PORTOROZ	Mob.: +386 31 375 823 E-mail: zpu.slo@siol.net
MEMBER REPR BSMA BULGARIA	CAPT. I. CONEV 49B CHATALDZHA BUL 9000 VARNA	Tel : +359 888 435 977 E-mail: chairman@bsma-bg.org
MEMBER REPR LKKA LATVIA	CAPT. J. SPRIDZANS TRIJADIBAS STREET 5 RIGA, LV-10 48	Tel.: +371 67 099 400 Fax: + 371 67 323 100 E-mail: jazeps.spridzans@lja.lv
MEMBER REPR ZHUPK CROATIA	CAPT. D. LAKOS TRG PAPE ALEKSANDRA III,3 23000 ZADAR – HRVATSKA	Tel.: +385 98 433 685 E-mail: udruga.kapetana@zd.t-com.hr
MEMBER REPR UPKCG MONTENEGRO	CAPT. J. MILUTIN PELUZICA b,b 85330 KOTOR	Tel.: +382 32 304 672 Fax: +382 325 107 E-mail: captain@t-com.me
MEMBER REPR LCC LITHUANIA	CAPT. J.LIEPUONIUS KANTO 7 KLAIPEDA/ LT- 92123	Tel.: +370 698 75704 E-mail: jurukapitonuklubas@gmail.com
MEMBER REPR SINCOMAR Portugal	CAPT. J. TEIXEIRA CAIA DE ROCHA CONDE D OBIDA ARMAZEM 113 1350 352 LISBON	Tel.: +351 213918180 E-mail: sincomar.fesmar@net.vodafone.pt
MEMBER REPR HELSINKI SHIPMASTERS SF-FINLAND	CAPT. S. SUNDBERG VEHNAKUJA 4 06400 PORVOO	Tel.: +358 40 5944954 E-mail: stig.sundberg@pp1.inet.fi
MEMBER REPR ROMANIA SHIPMASTERS	CAPT. M. TUTUIANU STR. AL.STEFLEA NR. 8A CONSTANTA	Tel.: +40 722 727 123 E-mail: office@acnr.ro