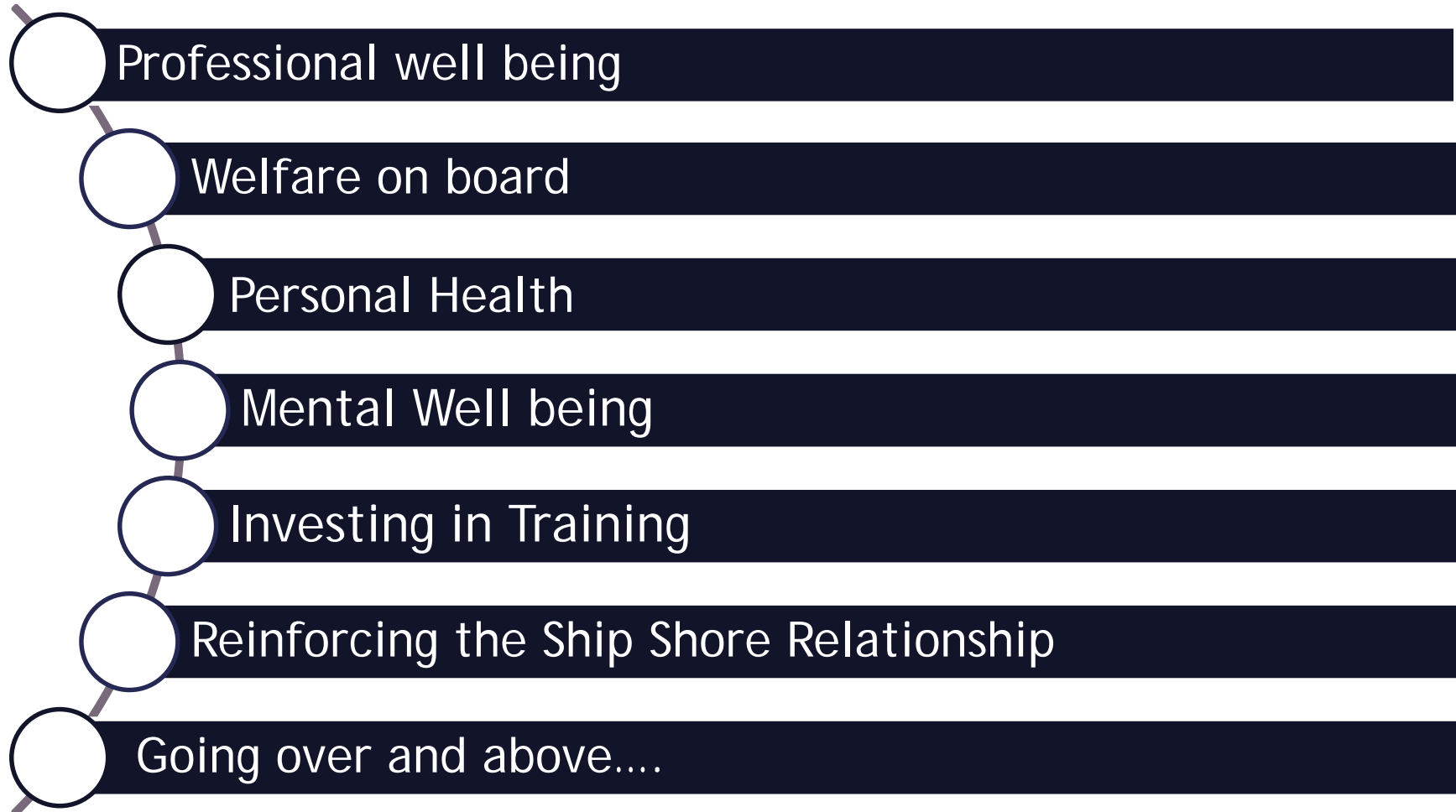


Seafarer Welfare - Critical from every Perspective

Owner's Influence on Seafarers' Welfare



Professional Well Being

❑ Vessel design

- *Ergonomics*
- *Bridge and E/R Layout - based on Seafarer feedback*
- *Standardizing Equipment across the Fleet*

❑ Maintenance to highest standards

- *Supporting ships staff in vessels maintenance thereby promoting professional pride*

❑ Professional Guidance

- *Providing support by special teams ashore in dealing with sensitive areas of ship operation*

❑ Simplified SMS Procedures

- *End User views taken into account*

Welfare On Board

❑ **Providing amenities including:**

- *Board games*
- *Gym and body work-out equipment*
- *Home theaters (movies, etc.)*
- *Musical instruments*
- *Entertainment equipment (karaoke, etc.)*
- *Video games*
- *Sport games (ping pong, darts, etc.)*

❑ **Free internet access**

❑ **Welfare awards (Safety Performance, Safety Competition – Sharing Best Practices Onboard)**

❑ **Adequate Shore Leave opportunities**

- *Free launch service*

Personal Health

- ❑ **Catering Contracts with specialist ship supply companies**
 - *Ensuring food meets cultural and nutritional requirements*

- ❑ **Extended Pre-employment medical examinations**
 - *Helps identify any unknown issues*

- ❑ **Issuing Periodical Health Bulletins**
 - *Promoting a Healthy lifestyle*

- ❑ **Medical Advisory Services**
 - *Providing specialist help from ashore*

Mental Well Being

- ❑ **Number of Cases of Depression and Suicides increasing**
 - *More connectivity with shore*

- ❑ **Providing Seafarers help and support 24h/7d – ISWAN**
 - Speaking to someone from outside the organization in your native tongue
 - Care and counselling

- ❑ **Psychometric testing for Personal Development**

- ❑ **Enabling Ship staff to understand symptoms of Depression**
 - *Issuing Depression recognition Guidelines*

- ❑ **Discussion during Conferences and Pre-joining Briefing**
 - *Promote Constant awareness*

Focus should be on getting the crew to sit down and talk between themselves!!

Investing in Training

- ❑ **Investing in Crew Conferences to provide training in:**
 - *Team cohesion*
 - *Entertainment through games and social events*
 - *Rewards*

- ❑ **Conducting targeted seminars on Soft Skills, to improve:**
 - *Leadership in a cross-cultural environment onboard*
 - *Communication between ashore and onboard personnel*

- ❑ **Issuing Fleet Letters related to topics such as:**
 - *Work/ Rest Hours Management – Fatigue Management*
 - *Harassment and Bullying*

Training Our Seafarers

❑ Establishment Learning Management System e-learning courses focused on:

- *Culture Management*
- *Stress Management*
- *Mentoring at Sea*
- *Task and workload Management*
- *Harassment and Bullying*
- *Fatigue Management*
- *Medical Care*
- *MLC 2006 – Onboard Responsibilities*

Ship-Shore Relationship

- ❑ **Establishing an “Open Door” Policy**
 - *Seafarer should feel free to call and talk to the office*
 - *Internal Confidential reporting system*

- ❑ **Onboard Visits by Office personnel aimed at discussing:**
 - *Conditions of Work and Rest*
 - *Crew welfare*
 - *Safety concerns*
 - *Getting feedback for improvement*

- ❑ **Seafarers’ pre-embarkation briefing focusing on:**
 - *Working / Rest Hours – Fatigue Management*
 - *Collective Bargain Agreements*
 - *Company’s welfare provisions and other benefits*
 - *Drug and Alcohol policy*
 - *Onboard Complaint Procedure*

Over and Above ...

❑ SCORPIO Group Life and Healthcare Cover

- *Life Insurance covers seafarers when ashore on leave, compensation paid to family in case of death*
- *Health Insurance covers Officers, Crew and their Dependents*

❑ **Benefit's Matrix includes:**

- *Hospitalization / In-Patient and Out-Patient Benefit*
- *Emergency Benefit*
- *Medical Assistance while on holidays worldwide*
- *Special Treatments*
- *Maternity Benefits*

Over and Above ...

- ❑ **Establishment of a Working Group in the office focused on undertaking projects and tasks to improve seafarers' health and well-being**

- ❑ **Participating in Programmes aimed at increasing Safety and well being**
 - *Shell Maritime Partners in Safety Campaign*
 - *Hi-Lo project*
 - *Lloyds Safety Accelerator Project*
 - *Lovoy Project*



Thank you!

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