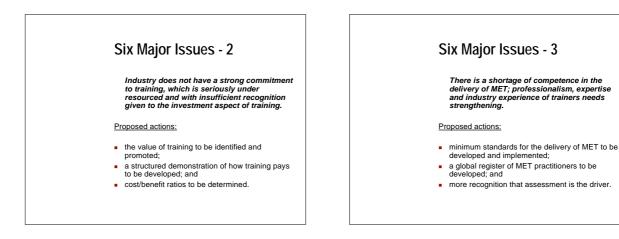


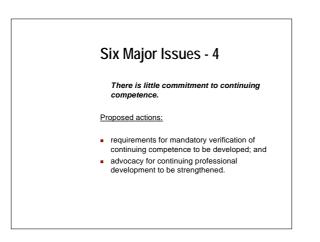
## Six Major Issues - 1

STCW has not achieved a universal standard, there is too much non-compliance (some willful), too much room for interpretation and competence is not validly assessed.

Proposed actions:

- compliance enforcement to be enhanced;
- competence beyond compliance to be sought;
  'STCW competencies' to be clearly defined;
- international goal-based criteria to be developed;
- review and amendment of STCW to be initiated, with MET providers having significant input.





# Six Major Issues - 5

Attention has been too concentrated on technical aspects.

Proposed action:

the focus on holistic and 'soft skills' to be increased - leadership, communication, intercultural relationships, motivation, attitude ...

#### Six Major Issues - 6

Insufficient attention is given to recruitment and retention of seagoing staff and to ensuring appropriate educational background, attitude and aptitude.

Proposed action:

- selection of recruits to be improved; and
- retention difficulties outlined by recent research and 'lack of career' perception to be addressed.

### **Basic Implementation Principles**

- Industry to be the driver in this respect;
- Proposals for change to reflect the various sectors of the global industry – in fact, all activities will benefit from improved MET;
- The seafarers and the MET providers to have input which reflects their crucial industry roles.

#### What To Do

- A statement as to MET problems and solutions to be prepared by the MET providers, seafarers, other sectors of the shipping industry and other interested parties;
- This statement to be widely reviewed within the industry and amended accordingly;
- Industry to agree the statement reflects its needs and the actions needed to meet those needs;
- The statement to then be distributed to associated bodies, such as IMO, ILO;
- Agreement on a 'voyage plan' for improving MET.

## What To Do - Stage 2

- Implementation methodology, resources needed and accessible to be determined by an industry representative group;
- Plan for implementation to be prepared, distributed and agreed within industry.

#### What To Do - Stage 3

Implementation to commence, with subsequent review and adjustment.