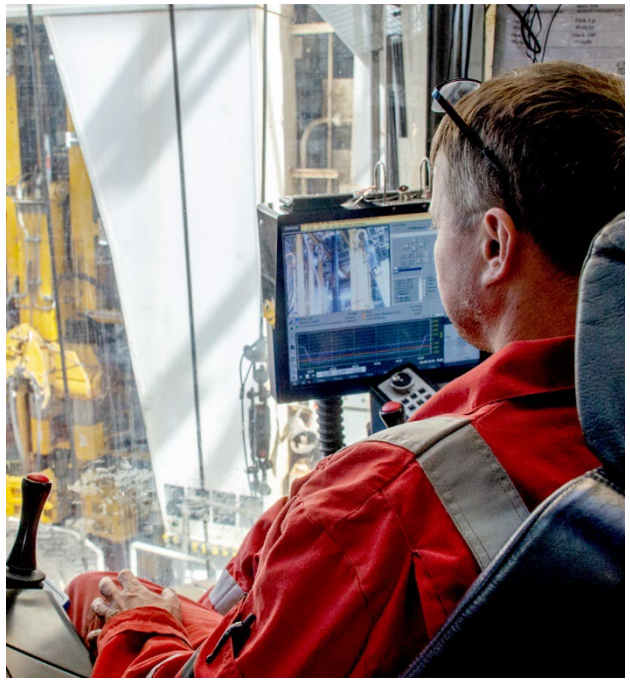

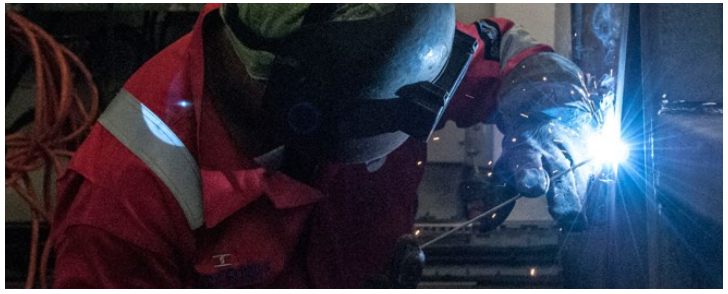

Hiring & Maintaining DP Competency MTS

MTS – Houston, Texas

Presenter: John Flynn

Date: 13th October 2022

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About Me

- Master Mariner
- DP Captain Offshore
- DP Project Manager Consultancy
- Marine Manager for Stena Drilling
- Co Chair of Marine Safety Forum
- Nautical Institute Council Member
- IMCA Regional Committee Europe & Africa

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Our Fleet

STENA FORTH

STENA SPEY

Stena Drilling

CARE, INNOVATION & PERFORMANCE

STENA CARRON

STENA DRILLMAX

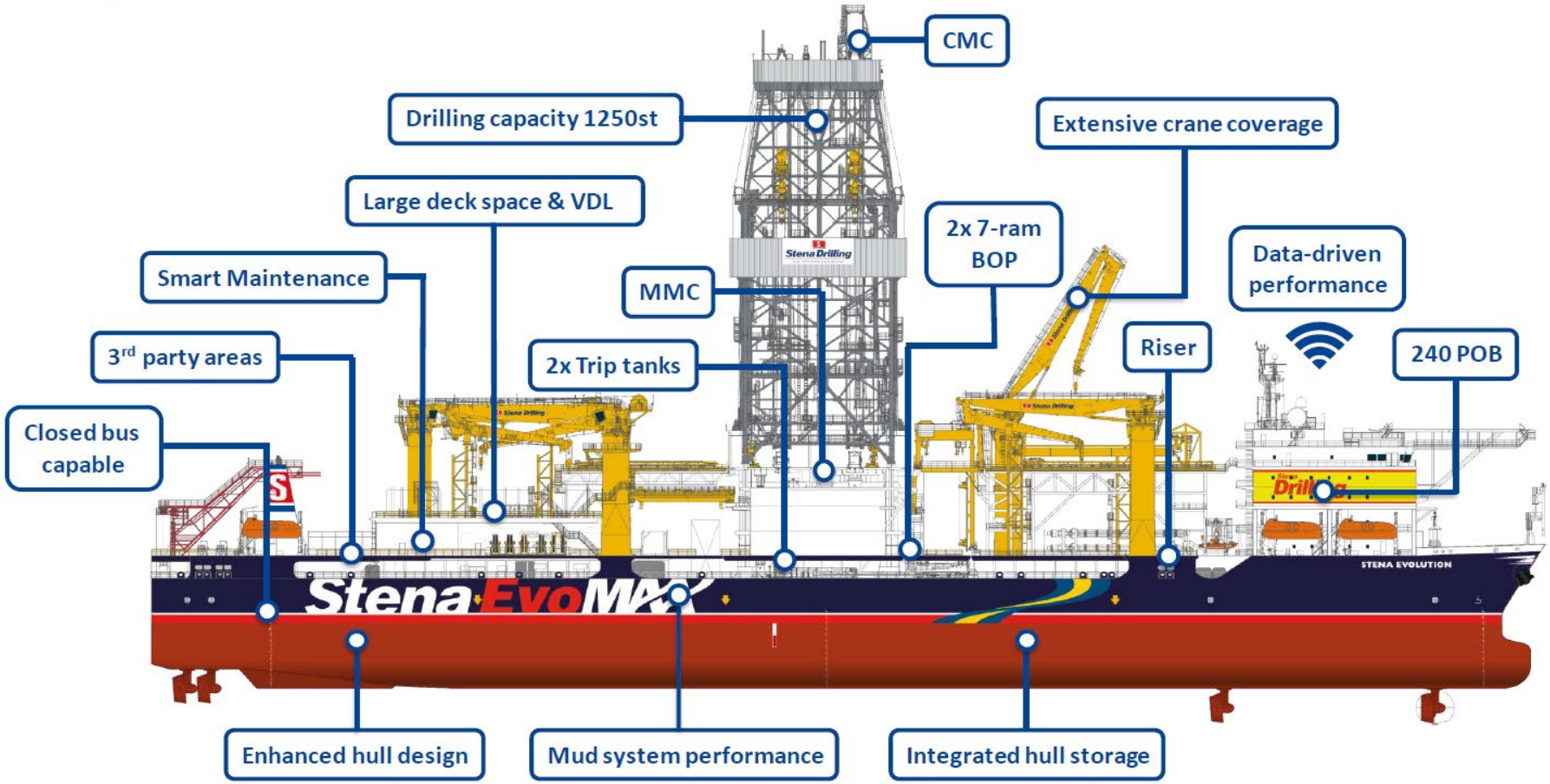
WE CARE | WE INNOVATE | WE PERFORM

STENA DON

STENA ICEMAX

Stena Evolution

Key features



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What is Competency?

The Oxford English Dictionary states;

Competence - The Ability to do something successfully or efficiently

"Competence is the set of demonstrable characteristics and skills that enable and improve the efficiency or performance of a job."

R.W White 1959

To us in Stena

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Professional Competency

Marine Certificate
• Sea Time
• Log Book
• College
• Simulator
• Assessment
• Approval

DP Certificate
• Sea Time
• Log Book
• College
• Simulator
• Assessment
• Approval

If we follow the same process we *should* get the same results ?

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Professional Competency

This is a Certificate of Competency.

So when you get this you are Competent!
– It says so right on the cover!

RIGHT?

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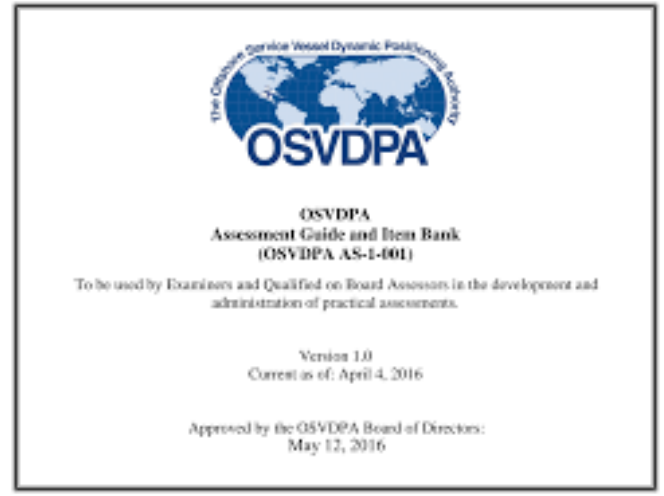
Professional Competency



These are DP Certificates.

Are these also Certificates of Competency?

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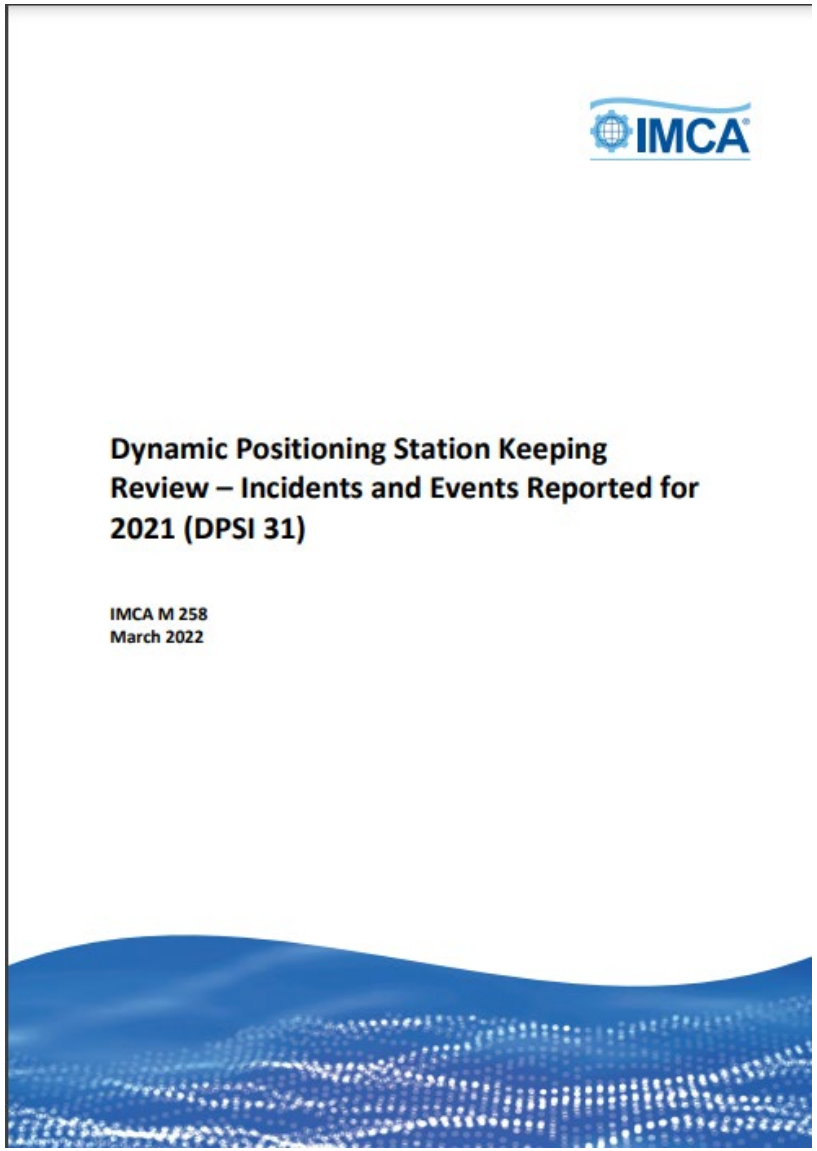
Lets look at the numbers

- DP Station Keeping Incidents are submitted anonymously by member and non-member companies.
- Aim is to share and learn
- Goal to reduce incidents.



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IMCA M258 – DP Incident Report 2021.

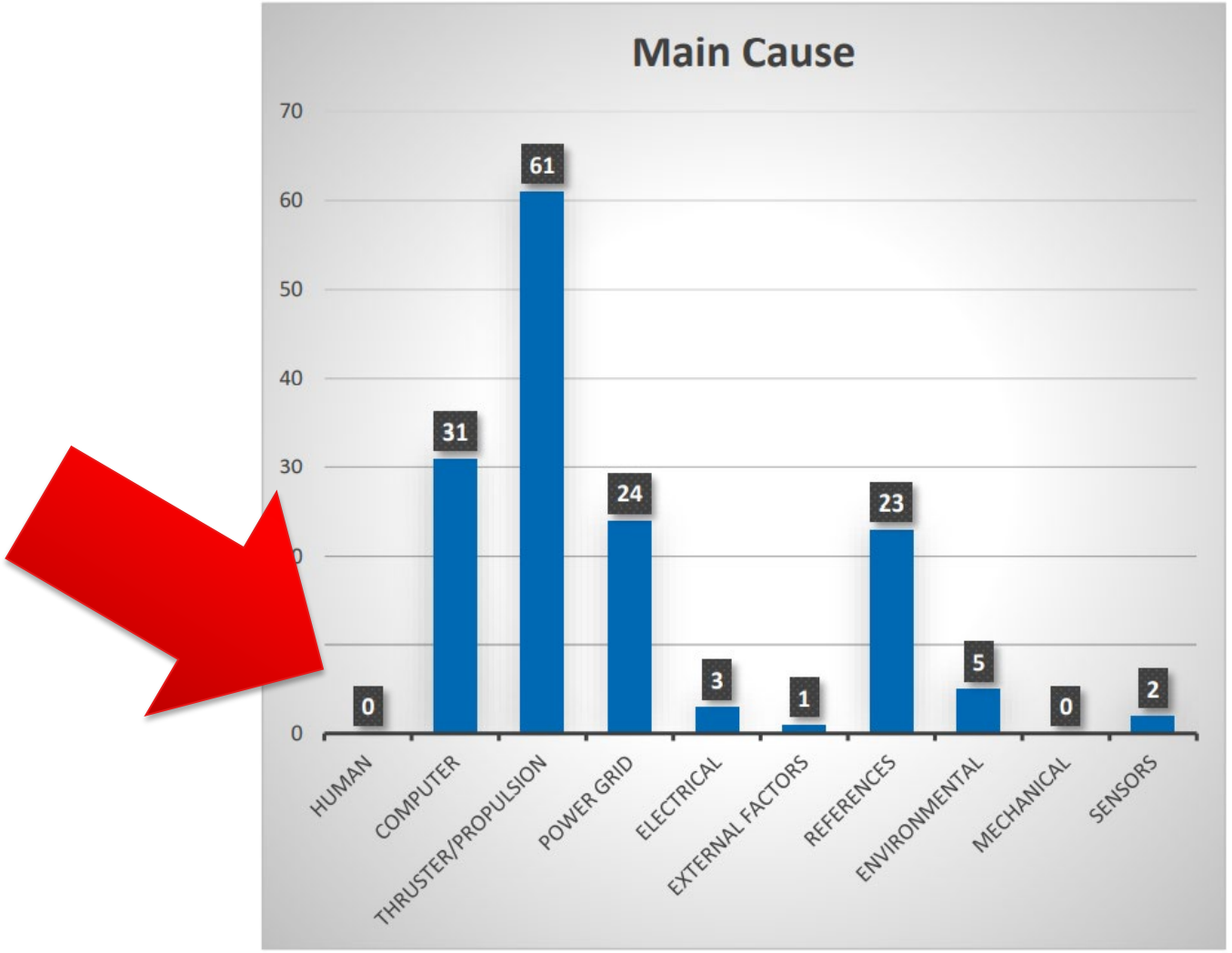

Figure 3 – Number of DP station keeping events by main cause

IMCA®

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IMCA M258

"Through the analysis of IMCAs DP station Keeping Event Reporting scheme, IMCA recognises that human factors are a significant contributor to many DP station keeping events"

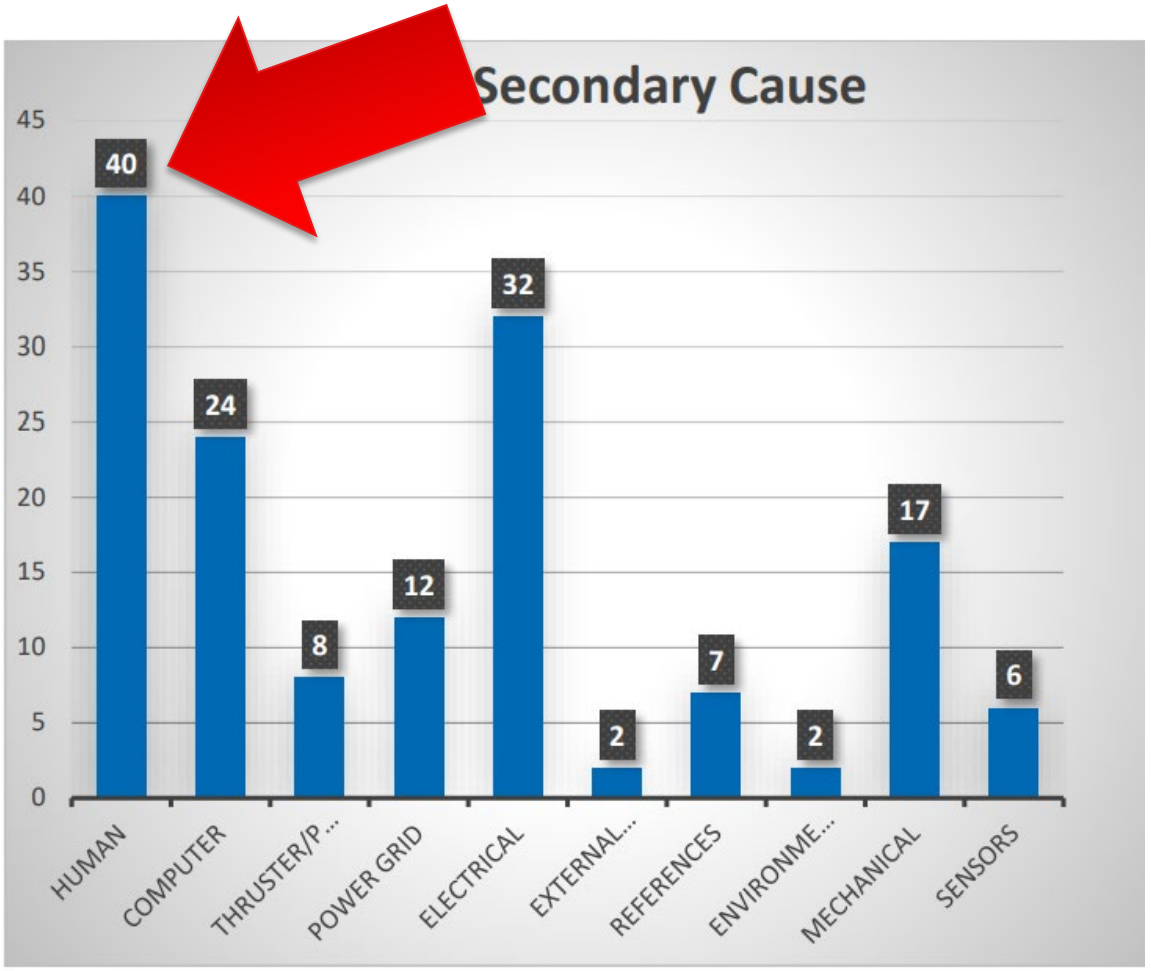

Figure 5 – Number of DP station keeping events by secondary cause

IMCA

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M117 Rev 2

- The aim of these guidelines is to improve the safety and efficiency of DP operations, by defining minimum industry guidelines for:

- training, qualification and competence levels of key DP personnel;

- developing and sustaining competence through continuous professional development (CPD) for key DP personnel.

- CPD programmes should be an integral part of the vessel owner/operator SMS and should establish the assessment and training periods for key DP personnel and whether this is conducted onboard or ashore.

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M117 Rev 2

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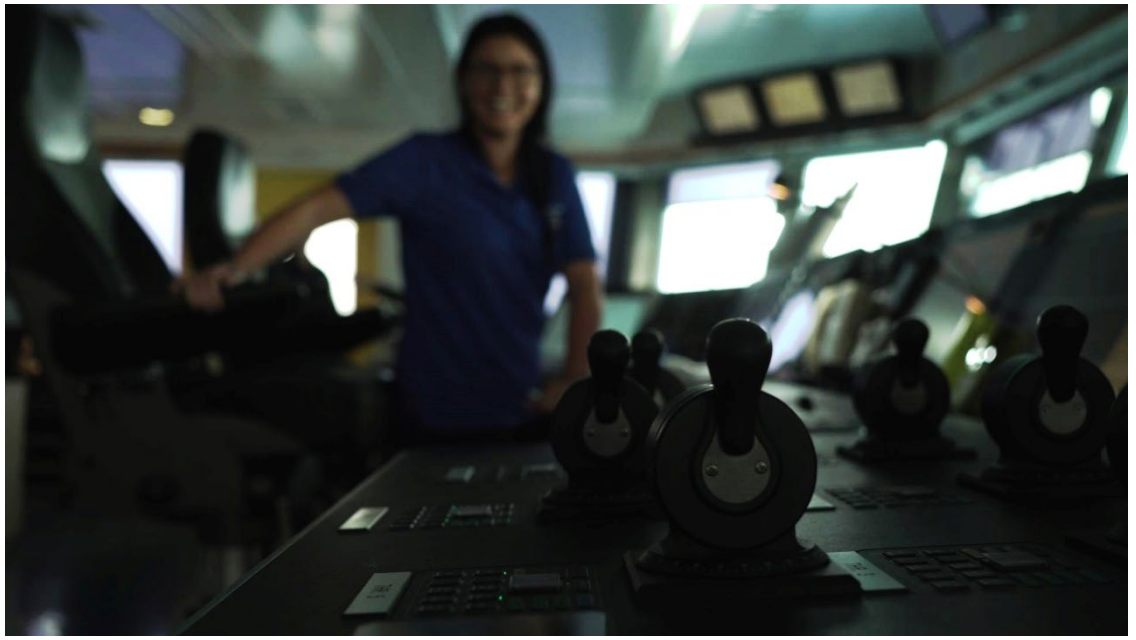
M117 Rev 2

CPD Accepted Activities:

- ✓attending training courses;
- ✓work-based learning;
- ✓distance learning and private study;
- ✓preparation and delivery of lectures and presentations;
- ✓writing DP related industry papers;
- ✓attending lectures, seminars or conferences;
- ✓acting as a mentor or instructor.



Benefits:

- ➢realising an individual's potential;
- ➢improved morale and motivation;
- ➢improved company performance;
- ➢smarter crew appraisal processes.

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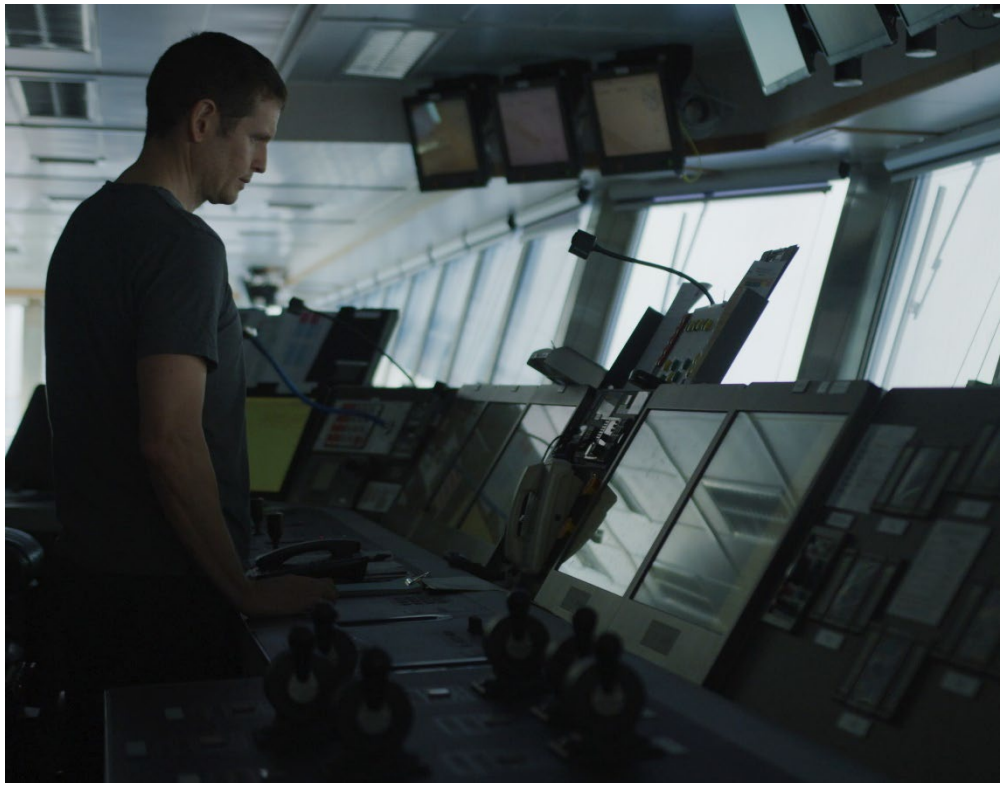
How we in Stena believe we achieve CPD.

- Additional DP Courses run by OEM
- Desk top Drills
- Annual trials completed by crew
- Involvement in Procedures & Checklists
- On board Simulator
- On board Mentoring
- Industry Forums

Is this enough?



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The Solution ?

DPO CPD App Launched By Nautical Institute and IMCA

The Nautical Institute

IMCA®

PUBLISHED MAR 24, 2021 10:59 PM BY THE MARITIME EXECUTIVE

KEELSON

Keelson Marine Assurance

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What did we do?

- Conducted for Marine Crew only.
- Initial Online assessment
  - Results shared
- Feedback provided and suggested reading indicated.
- Second Assessment
  - Results shared
  - Report issued.

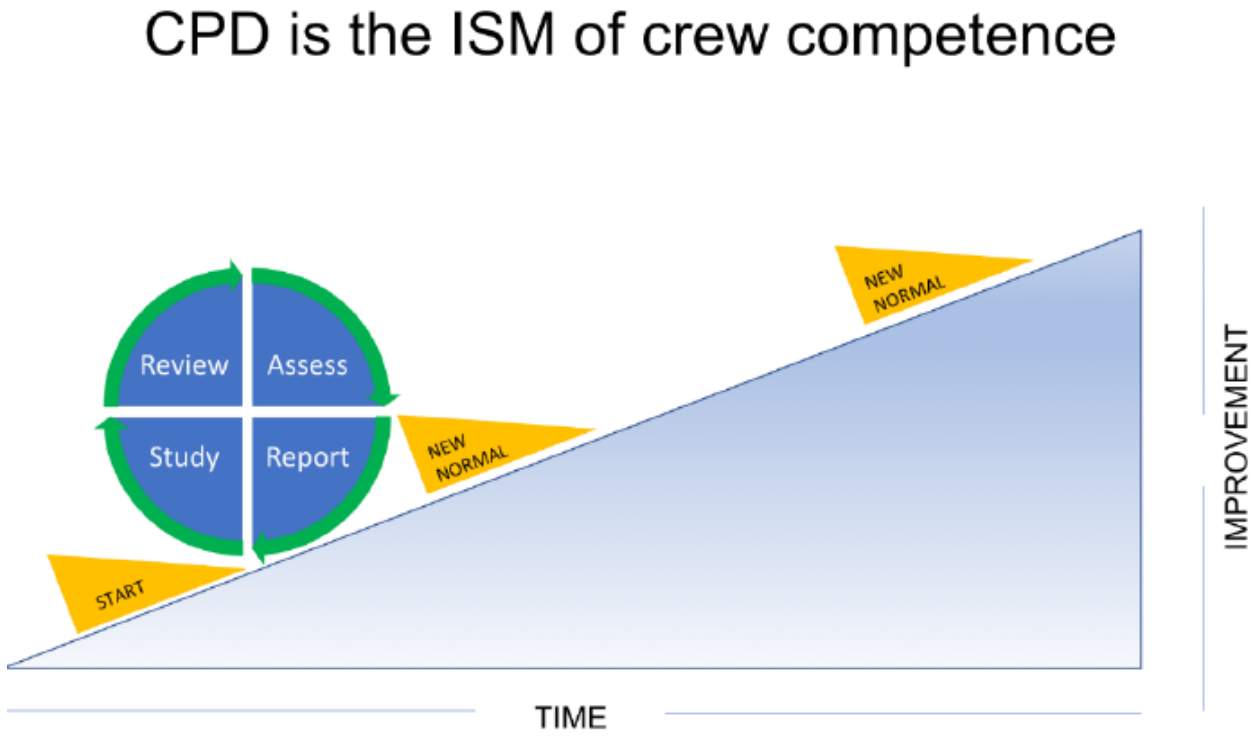

Figure 8 Stena Don - Year-on-Year Improvement

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Keelson Marine Assurance

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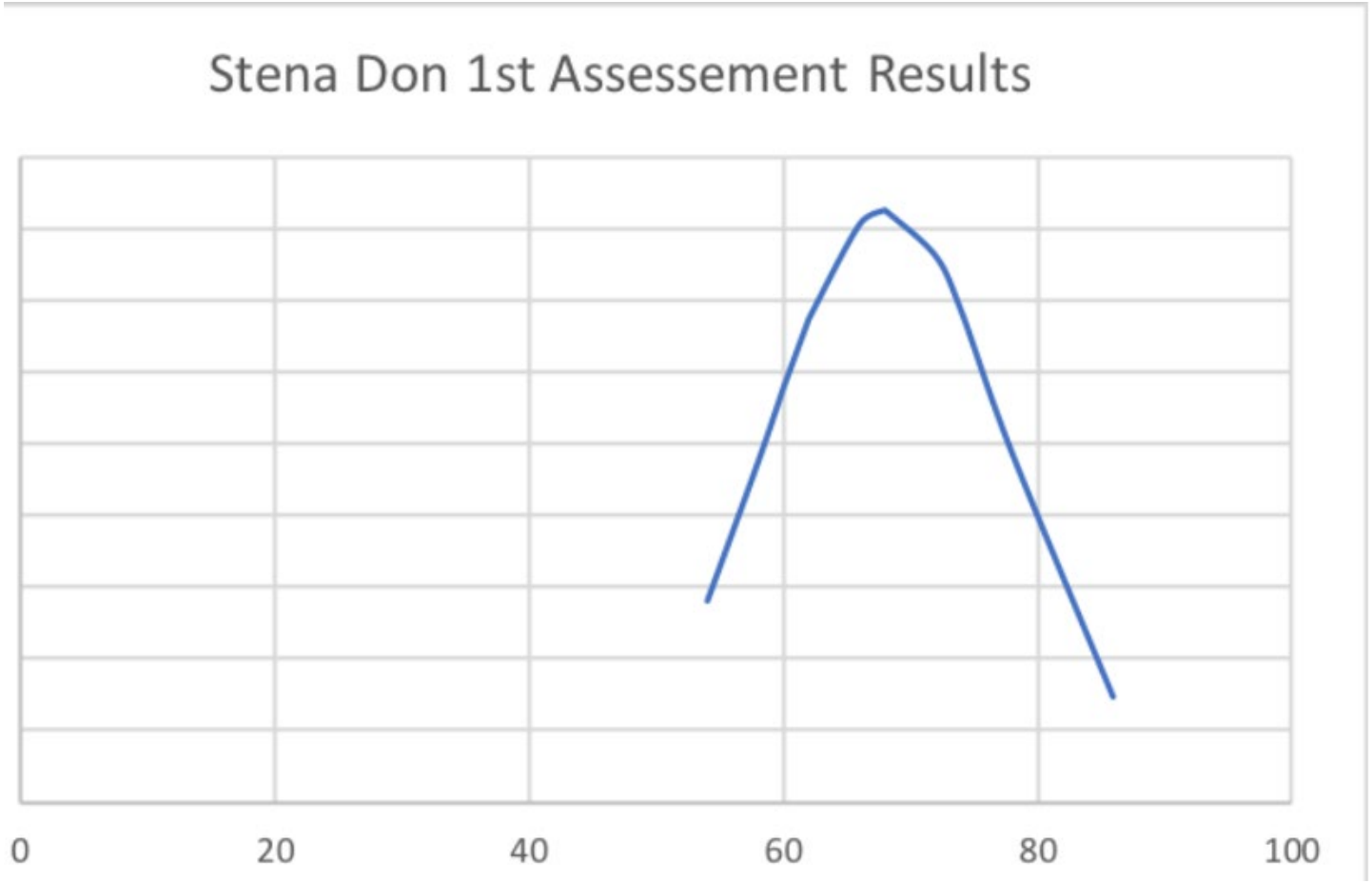
Initial Report



KEELSON
Keelson Marine Assurance

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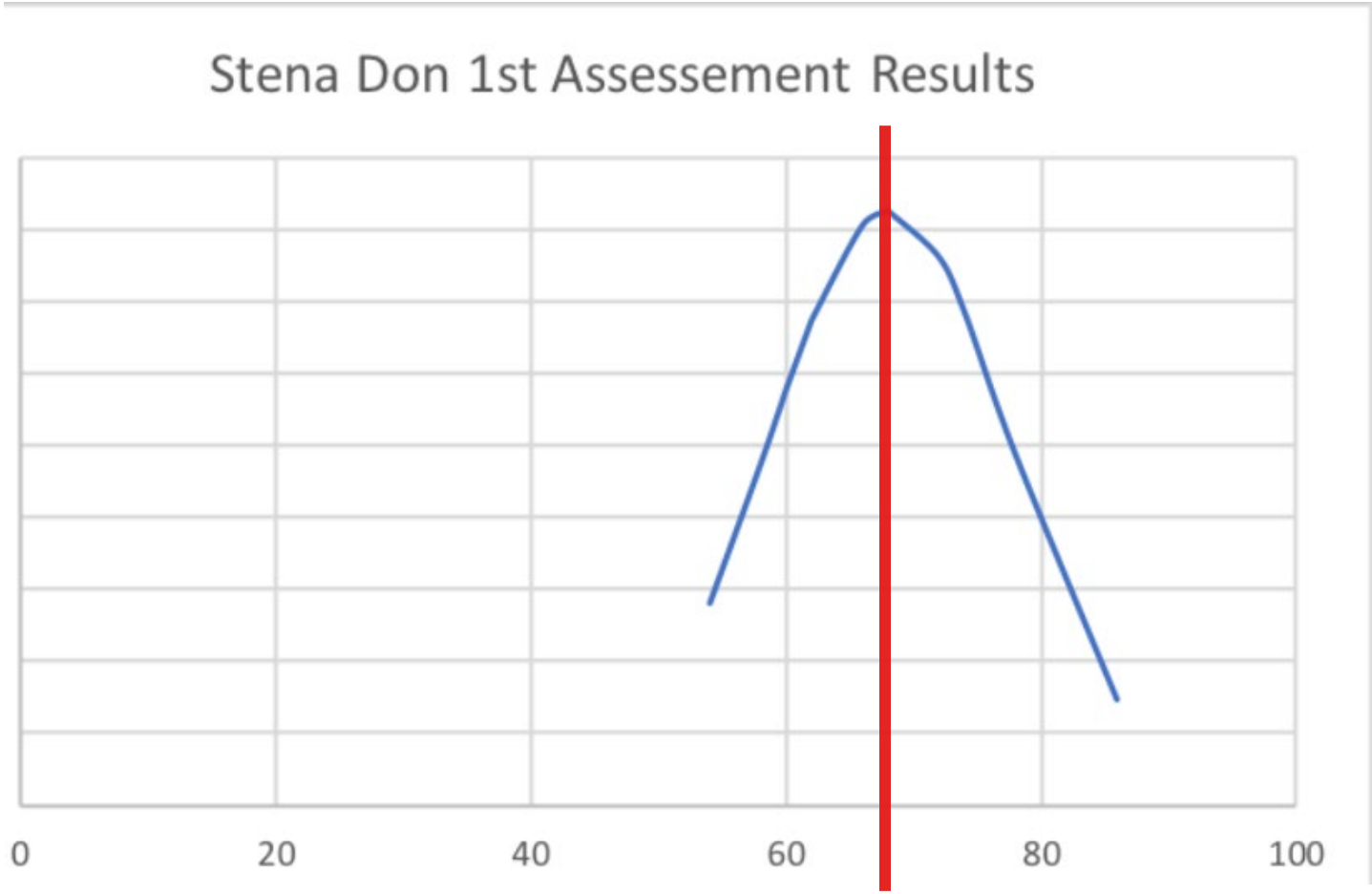
Initial Report



KEELSON
Keelson Marine Assurance

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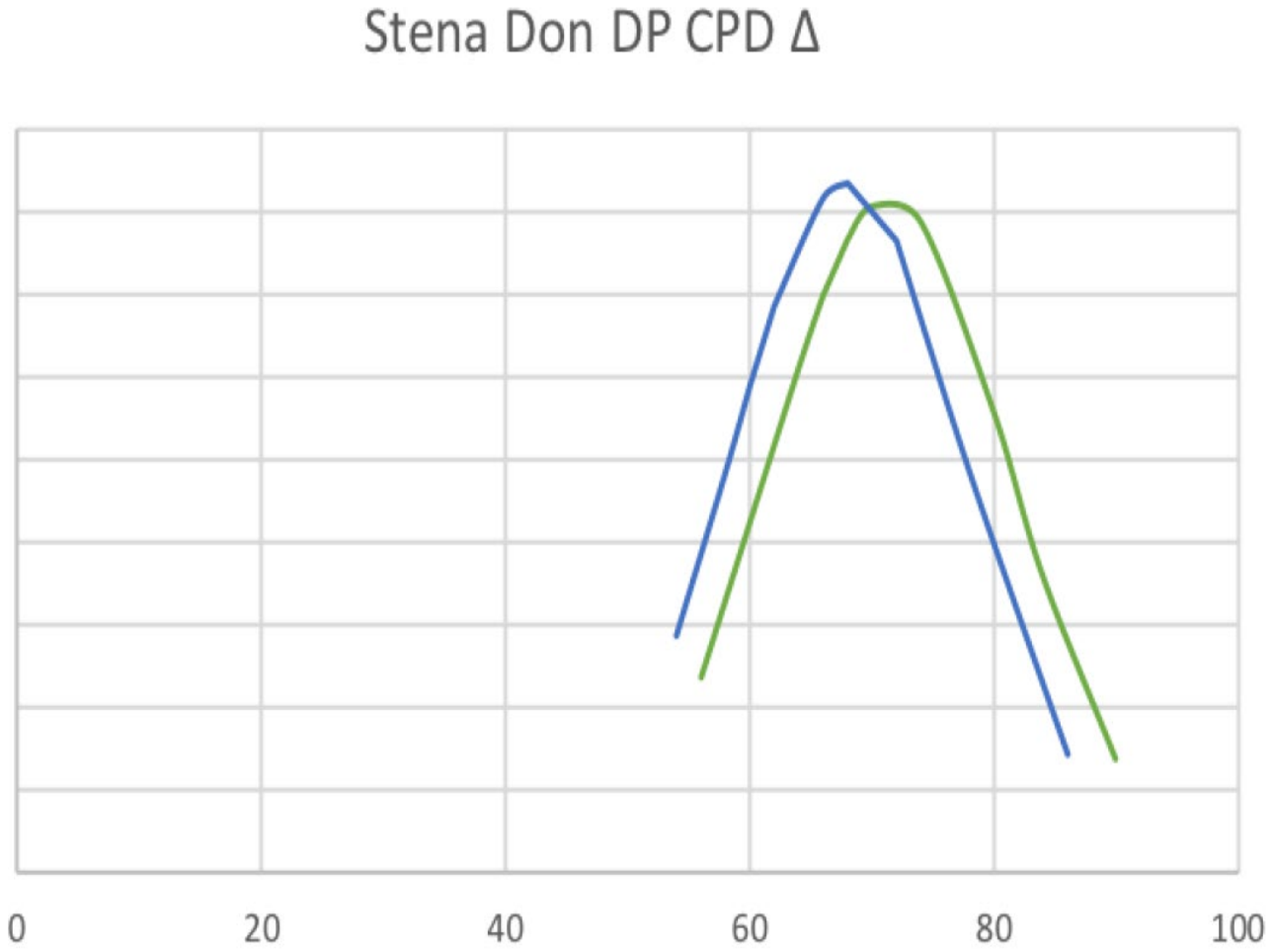
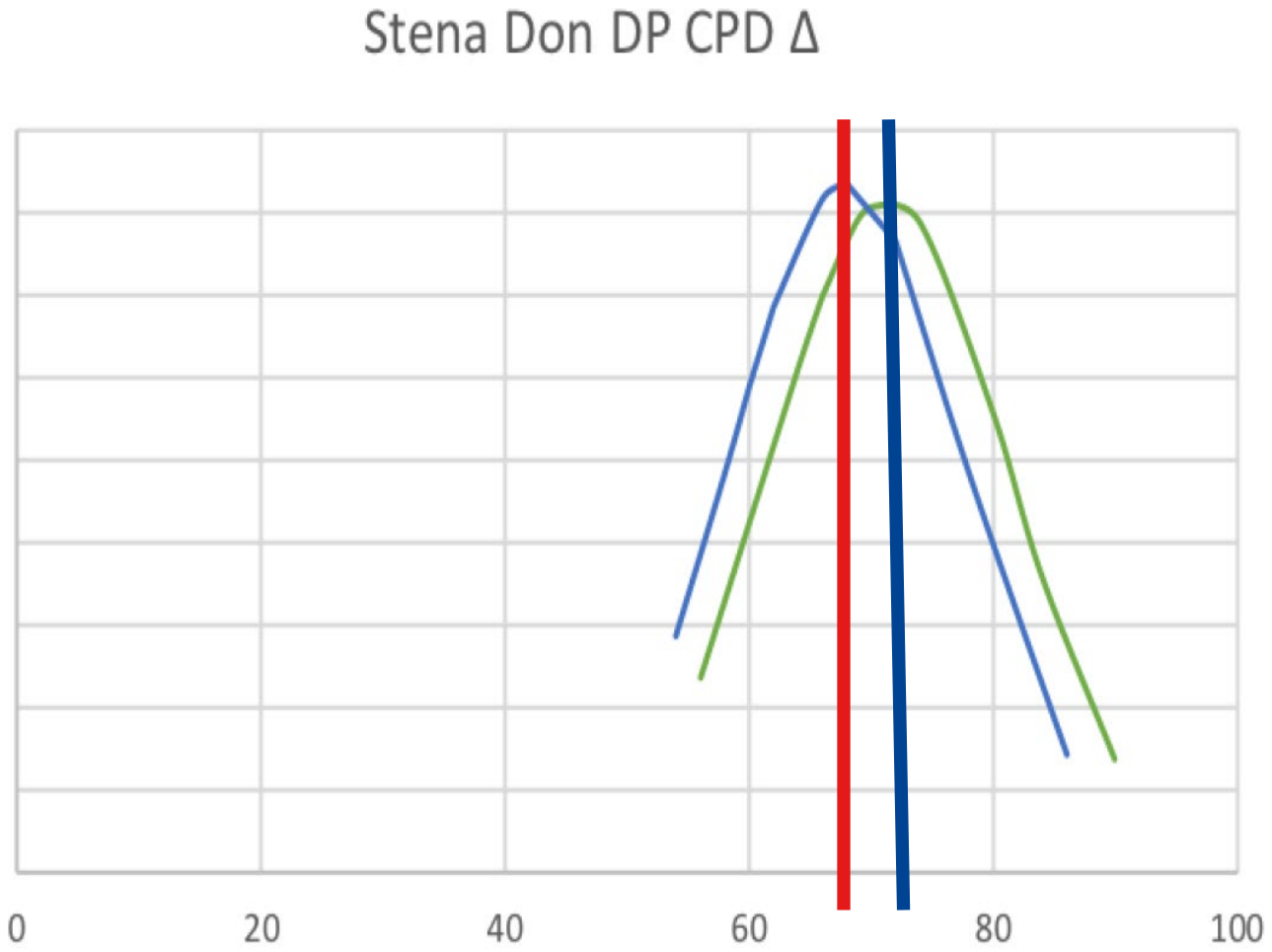
Final Report

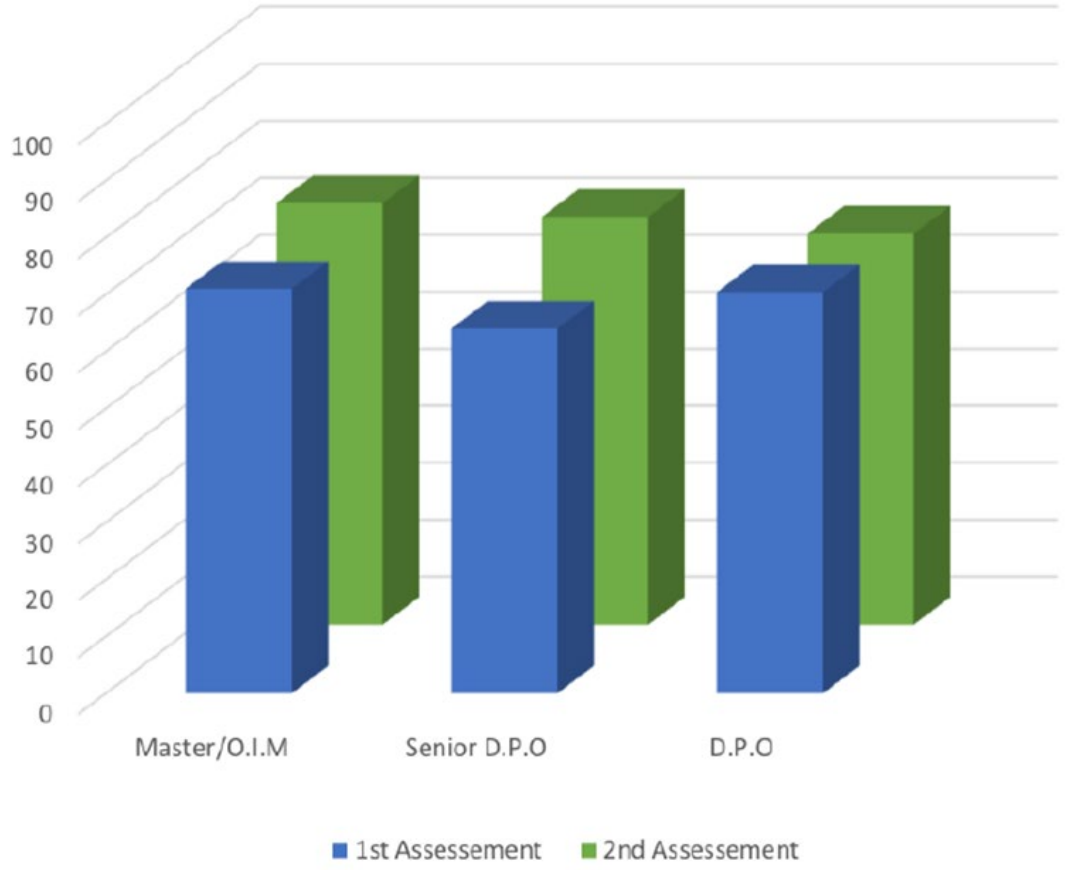


Final Report



Results

- DPOs decreased from 70% to 69%
- SDPOs increased from 64% to 72%
- OIMs increased from 71% to 74%



KEELSON
Keelson Marine Assurance

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Case Conclusion

Our Teams had much higher scores than average across the industry to start with.

It was a small sample so hard to define results

The law of diminishing returns

A lack of engagement due to end of contract

We did get requests for industry guidance.

We now comply with Industry guidelines and client expectations

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Wrapping up.

- It's a useful tool and a useful exercise but it does cost time and money
- We don't consider a Marine competency CPD app (yet) – But it is available (NI)
- We will continue to use it but more for Recruitment
- We believe the company has to have the control and fleet reports
- It confirms we have a robust recruitment / interview process.

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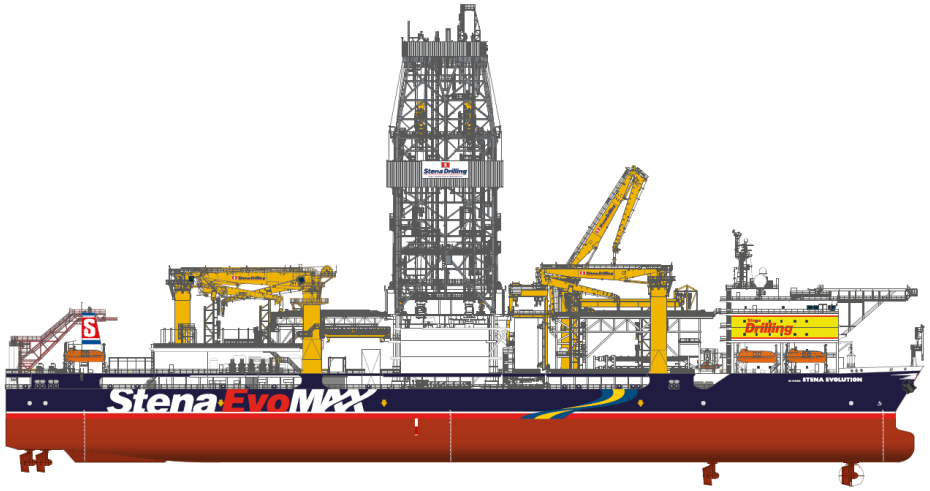
The Questions

- Do we need to look at the initial training ?
- Make the DP cert a Certificate of Competence?
- Will increased CPD training via app make better DPOs and will incident numbers drop ?
- Would it be better placed as an assessment before renewal certification?



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Thank you for listening.

Any questions?

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