

Table of Contents

Page

Chapter 6 – Resources and Personnel.....	1
1. Introduction	1
1.1 ...Regulatory Backdrop:	1
1.2 ...Requirements:	1
2. Coverage.....	1
2.1 ...Qualifications:	1
2.2 ...Responsibilities:.....	1
2.3 ...Procedures:	1

Chapter 6 – Resources and Personnel

References: [ISM Code] International *Safety Management Code* (2018)

1. Introduction

1.1 Regulatory Backdrop:

The ISM Code directs our company to maintain SMS policies and procedures that ensure that personnel in Key Positions possess the requisite training, qualifications, competency, and experience to execute their assigned duties. Further, we must ensure that these personnel are conversant in our SMS, understand of our policies and underlying regulatory mandates, and can communicate effectively when discharging their duties. The ISM Code specifically calls out our responsibility to ensure that our Masters are qualified for command and that our vessels are properly manned for safe operations with qualified and medically-fit mariners.

1.2 Requirements:

This section of the ISM Code requires our SMS to ensure that:

- each Master is qualified, conversant, and supported for safe operations.
- each vessel is properly manned for safe operations.
- personnel in Key Positions are trained to understand our system and its underlying regulations and guidelines.
- vessel crews are able to communicate effectively about their duties in a working language for each mariner.
- duty-familiarization procedures are in place for newly inducted personnel in Key Positions.
- procedures are in place for identifying and reviewing SMS training needs by position.

2. Coverage

2.1 Qualifications:

Proficiency and qualification standards for those Key Positions identified in **Chapter 3** are established as follows:

- **Afloat:** For vessel crew positions standards are set by, and qualification is achieved through the attainment of flag state-issued licenses or credentials that correspond to vessel minimum manning mandates. In addition, all crew members must be certified as Fit-for-Duty by a qualified medical evaluation prior to sailing.
- **Ashore:** Essential knowledge for each shore-side position is dictated by Internationally agreed standards, flags, classification society, those of the operating jurisdiction industry consensus standards, and client requirements. To prevent the development with time of redundancy, revision creep, revision control issues, and contradiction of policy copies, our Key Position education, qualification, and experience standards are contained within the positional job descriptions maintained and issued by our Human Resources department.

2.2 Responsibilities:

Responsibilities for ensuring the qualifications, proficiencies, and essential knowledge for shore-side personnel in Key Positions and for mariners are specified in **Chapter 3**.

2.3 Procedures:

All procedures specified in **Section 1.2** as well as the procedure for and frequency of duty-fitness evaluations are detailed in our SOPs appended as a part of this SMM.