

Issue 54 / July 2023

THE INTERNATIONAL PILOT

THE MAGAZINE OF THE INTERNATIONAL MARITIME
PILOT'S COMMUNITY



IN THIS ISSUE

**STEP BY STEP:
IMPROVING
THE SAFETY OF
PILOT TRANSFER
ARRANGEMENTS**

**SAFETY CAMPAIGN/
SURVEY 2023:
WHAT YOU NEED TO
KNOW**

**MEET IMPA'S FEMALE
PILOT MEMBERS
FROM AROUND
THE WORLD!**





Message from the President

Fellow Pilots,

Your work consistently upholds the value of maritime pilotage to society and industry. It provides IMPA with the evidence it needs to continue to protect our community from unwarranted international interference in our profession.

In January, I told you 2023 would be a good year for IMPA and pilots worldwide. 2023 has already proven eventful. I share your sadness at the loss of life we have experienced. Colleagues in the UK, Singapore, Korea, Japan and the Netherlands have given more than anyone expects. On behalf of our entire community, I extend heartfelt condolences to all affected by this tragic loss of life. But it is in such times that IMPA comes to the fore. IMPA provides a platform for sharing knowledge, expertise and experience; where there are lessons to be learned, we should learn them as one community. We are safer when we work together.

In contrast, I am heartened that the IMO Sub-Committee responsible for SOLAS regulation V/23 on pilot transfer arrangements agreed that a mandatory performance standard is the only way to improve the pilot transfer arrangements. This tremendous leap forward for the safety of pilots on duty is a long-time coming. IMPA will work tirelessly to deliver the best possible outcome for you by June 2024. I urge anyone interested in participating to coordinate with the Secretariat and talk to your national Administrations about how you can get involved.

In May, the Executive Committee agreed on an approach to expanding the Advisory Committee to include a position for a licensed female pilot. The individual will be asked to use her talents to contribute to our work in the areas where they would most like to make a difference. This important step will ensure that the knowledge, expertise and experience of our female colleagues are better reflected in the work of the Association. I look forward to sharing the outcome of this process with you.

As ever, we see challenges ahead but are prepared. The level of interest in the most advanced forms of maritime autonomous surface ships (MASS) in international trade continues to recede. Nevertheless, remote and autonomous navigation remains on many people's wish lists. This is fueling discussions about new concepts for remote pilotage in some quarters. IMPA is working to ensure that our membership has the tools to challenge the premature confidence of proponents of these new concepts. Alongside the safety of pilots on duty, protecting the social purpose of pilotage is a unifying force within IMPA.

In July, the election of a new IMO Secretary General will take place. Mr Kitack-Lim, who addressed us in Cancun in 2022 and supported our seminal event at IMO in November last year, has been an ardent supporter of pilotage and pilots. His tenure comes to an end in December 2023. IMPA will be working to ensure that the new IMO Secretary General is given every opportunity to understand what you do and why pilotage is integral to safe, efficient and environmentally sound international shipping.

Finally, I hope to see many of you in Korea in August for the Asia-Pacific Maritime Pilots' Forum, and in Panama in September for the Latin American Pilots' Forum. 2023 has seen a resurgence in opportunities to share knowledge, experience and expertise face-to-face; the desire to grasp each opportunity is palpable, and we will be stronger for it.

Simon Pelletier

IMPA President



CONTENTS

- 2 - 3** *Message from the President
by Simon Pelletier*
- 4** *Message from the Secretary General
by Matthew Williams*
- 5 - 8** *SAFETY: Lessons Learned from Maritime
Safety Investigations*
- 9 - 10** *Safety Campaign / Survey 2023:
What you need to know
by Capt Adam Roberts, IMPA Vice President*
- 11 - 12** *Non-Compliant Pilot Transfer Arrangements
on Fishing Vessels
by Capt Sang Min Goag, IMPA Vice President*
- 13 - 15** *Step by Step: Improving the Safety of
Pilot Transfer Arrangements
by Matthew Williams, IMPA Secretary General*
- 16** *COMMUNITY: Mobilising Networks for
Gender Equality - the theme for the 2023
IMO campaign to promote women in the
maritime industry
by Eliane Blanch, Relationships and
Operations Manager*
- 17 - 24** *Meet IMPA's Female Pilot Members from
around the world!
by Eliane Blanch, Relationships and
Operations Manager*
- 25 - 28** *Critical Incident Response Program:
Providing Peer Support in the immediate
of high-stress situations
by Capt Rudolphe Striga, Référent FFPM CIRP*
- 29 - 30** *Psychological impact on a pilot
by Ewan Rattray*
- 31** *IMPA Officers and Secretariat*

*Cover photo by Captain Troy Mellow, Marine Pilot at
the Port of Geraldton, Western Australia*



Message from the Secretary General

Dear Colleagues,

IMPA has been busy representing your interests at the International Maritime Organization (IMO).

The first half of the year sees frequent sessions of IMO bodies discussing matters in which IMPA is a stakeholder. Echoing the message of the President, the pinnacle of that work has been the consensus to supersede the current regulatory regime for pilot transfer arrangements with a mandatory regime. A more detailed report is provided on page 13.

Significant, albeit for different reasons, is also the adoption by the IMO of its 2023 Strategy on Reduction of GHG emissions from Ships. This Strategy, and its new ambitions for energy efficiency and alternative energy sources, present a significant challenge for the shipping industry. Given the potential for new operational challenges, we will be monitoring these developments closely. Nevertheless, efficient ship operations are essential to the Strategy, and that means your work in high-risk waters is too.

Members will also note that IMPA is now present on LinkedIn. We will promote the work of the Association to a broader range of stakeholders using positive messaging around the purpose of pilotage, and the safety of pilots on duty. This complements the Community Hub, which provides a channel for Members to share knowledge, experience and expertise, and the Secretariat to provide more candid analysis of developments in pilotage and related fields.

The move of IMPA from HQS WELLINGTON continues to generate interest amongst Members. The Secretariat is now headquartered at 30 Millbank, London, SW1P 4DU, in offices which overlook the IMO. Whilst retaining a link with the HQS WELLINGTON will be explored, the move provides an opportunity for IMPA to move closer to the work of the IMO and the expectations of our Members.

The Secretariat has also refreshed *the International Pilot*. This includes changes to content and presentation to ensure that it meets Members' needs and can be used at your discretion to bring matters of interest to the attention of your stakeholders. The Secretariat welcomes your papers, articles, letters and photographs as we strive to deliver the definitive biannual publication for and by maritime pilots worldwide.

Matthew Williams

IMPA Secretary-General

Safety

Lessons Learned from Maritime Safety Investigations

The information provided here is taken from recent lessons learned developed by the International Maritime Organization (IMO) following analyses of serious marine casualty investigation reports submitted by member State Administrations.

Those presented are those where maritime Pilots have been identified as potential beneficiaries of the information on what happened, why it happened, and what can be learned.

Anchor ruptures a submarine pipeline, causing fire, fatalities and pollution

What happened?

The main engine of a laden bulk carrier failed to start in the afternoon, which delayed her departure schedule. The engine crew members, therefore, worked for more than seven hours to solve it. She departed the berth in the evening to anchor outside the port. En route, the Pilot showed the Master the intended anchoring position on the chart. Whilst approaching the anchoring position, the Master asked the Pilot if the port anchor could be lowered 1 metre above water in preparation for anchoring, and the Pilot agreed. The ship was transiting a charted-restricted area with submarine oil pipelines in depths of about 18 metres.

The Master ordered the chief mate in their native language (which the Pilot did not understand) to lower one shackle (28 metres) in the water. One shackle of anchor cable was then lowered into the water. The cable soon became

tight, and the Master ordered it heaved in. The Pilot asked what was happening and the Master advised him of the situation. The Pilot asked for the anchor to be heaved up quickly as the area had oil pipelines.

The main engine was used to stop the ship and half a shackle of cable was heaved in. The Pilot reported the lowering of the anchor to the Pilot station as the ship moved past the area. The ship anchored near the southern end of the restricted area and the Pilot left the ship.

Whilst leaving the bulk carrier, there was no oil odour reported by the Pilot and no one was sure of what happened. This situation was not reported to the local Harbour Master or the oil refinery company for further inspection.

During the night, oil refinery operators detected oil in the water, but they could not define the source of it. At the time, the crude oil was still pumped through the ruptured subsea pipe.

In the morning, locals ashore also reported the presence of oil. About midmorning, a fire on the water started forward of the ship and engulfed it. The cause of the fire could not be established. Fire-fighting ships were deployed and about an hour later the fire stopped. The ship was significantly damaged by fire and a crew member was injured. Five persons in two boats nearby lost their lives due to the fire. Following the blaze, the oil company closed the oil transfer via subsea pipes.

Several days later, the source from the oil was found from one subsea pipe cut into two pieces and dragged far from its original location. The surrounding oil companies with local people, harbour Master officers, military and police officers working together contained the oil by using manual and automatic methods. However, due to the large amounts of it, some of the oil flowed from the bay to the strait. In this accident, thousands of tonnes of crude oil affected more than 10,000 hectares of marine ecosystem in the bay.



Why did it happen?

- 1 The Master-Pilot exchange (MPX) of essential information was inadequate and was only known by the Master and Pilot. The information about the intended anchor position did not include information of subsea pipelines.
- 2 A single common working language was not used during the Pilotage. This resulted in the Pilot being incapable of revising the Master's order to lower the anchor to the seabed and finally fouling and rupturing the pipeline.
- 3 The absence of a reporting system for an unusual situation to the local authorities disrupted efforts to minimise environmental damage.
- 4 The Master's workload before the Pilotage may have influenced his performance. Some studies suggest that fatigue and language switches (between native and international languages) are linked to unnoticed errors.
- 5 Without a leak detection system on the ruptured pipe and occurrence notification, the oil refinery company did not know about the situation and continuously pumped the crude oil. Consequently, a strong oil odour was spread in the city several hours prior to the fire.
- 6 The existing procedure of Piloting did not cover the reporting of unusual situations or near misses. Therefore, the source of oil spill in the bay could not be located immediately.

What can we learn?

- The Master and Pilot exchanging essential information is vital for effective bridge resource management (BRM).
- Using a single, common working language is central to clear, unambiguous communication to support effective BRM.
- An anchor must never be lowered in areas where there are submarine pipelines and precautions to prevent its lowering must be in place.
- If an anchor is accidentally lowered to the seabed where pipelines exist, authorities must be notified, and the cable released to avoid fouling/rupturing a pipeline.
- Adequate measures to manage an emergency response to a pipeline rupture must be in place.

Lack of Stability Calculations Results in Ship capsizing

What happened?

A 3,800 gross live-stock carrier completed loading animals and feed in the morning and the Pilot was on board shortly after. Manoeuvre commenced with two tugs. While pulled by tugs, fore & aft, the ship did not move away from the berth and developed a heeling of about 5 degrees to the port side. The Pilot used the main engine, running at half ahead and, combined with the side pull/trust rendered by tugboats, managed to move the ship away from the berth. The Master and the Pilot continued the manoeuvre outbound. The ship seemed to return to the upright after the pulling action stopped. Very soon after casting off, the ship ordered a turn to port, under the effect of fore/aft tug and rudder, reaching a new course. Immediately after letting go of the aft tug, the ship began to list to starboard, similar to the port side one, by about 3-5 degrees.

The list to starboard did not diminish, but furthermore, under the effect of fore tug and rudder port hard over command, the ship continued to heel to starboard quickly. The angle of heel continued to increase until it reached about 40-45 degrees. The Master and Pilot became aware that something was wrong with the ship's stability, and they tried to stop the ship, stayed clear of the fairway channel and decided to return to any safe berth. Even once stopped, the list continued and soon reached about 50-60 degrees to starboard, showing signs of a total loss of stability. The Master ordered to abandon the ship. There were no crew casualties. However, the livestock of 14,600 heads were lost.

Why did it happen?

The ship completed loading livestock and then the truck with animal feed and hay arrived alongside. Crew attempted to load animal feed received in 1 m big bags, but as found out during the witnesses hearing, the installation used to load such feed into silo tanks was broken at that time and the bags were loaded on top of Sun Deck (upper most deck) and the deck ahead of the bridge. As per statements, it is assumed that between 100 to 120 metric tons have been loaded in these positions. The ship was loaded with aft section aground and this contact was not investigated before the ship left the berth.

The ship capsized because of poor distribution/loading of cargo on livestock decks and weights (big bags of animal feed) on the uppermost decks, with no assessment of the initial stability before commencing the voyage. Leaving the berth in an unstable equilibrium, due to heel produced by tug action, centrifugal forces developed at turns at various rudder angles, up to hard over, and created a heeling moment which shifted the livestock and weights on board (the free surface effects of partly filled compartments was also accountable for); combined with negative up righting stability momentum, occurred as a consequence of unstable equilibrium, which lead to a total loss of stability and capsizing.

What can we learn?

- Initial stability calculations should be done before leaving port.
- Such stability calculation to be reviewed and eventually amended/approved by a qualified and competent harbour Master authority and managers.
- In the event that a Pilot has any concerns about the ability of a ship to depart a berth safely, these should be immediately reported to port and PSC authorities for appropriate action.

Multi-purpose ship makes heavy contact with quay

What happened?

On a fair-weather afternoon, a Pilot was navigating a multi-purpose ship to berth for cargo discharge. On the bridge were also Master and AB. A turn of the vessel within the inner basin was intended before getting alongside the berth, port side to. As two tugs arrived, one was asked to push at starboard mid-aft, the other to push at starboard stern to assist turning, but neither was asked to connect with a line because both Pilot and Master did not think it was necessary since the vessel had a bow thruster. The vessel arrived 110 metres away from quay at 2.6 knots, and the two tugs were pushing. A series of bow thruster, main engine and helm orders were given by the Pilot and were executed. The Master reminded the Pilot that the ship was moving too fast (2.4 knots), but 3 minutes later, the vessel made heavy contact with the quay after the Master tried to reduce speed by giving orders half astern and full astern.

Why did it happen?

- 1 A detailed and appropriate Pilotage plan was not prepared beforehand and the chosen position for turning in basin did not take the conditions at scene fully into consideration.
- 2 The two tugs were not connected, so they could not help reduce the vessel's speed.

The Master could not fully fulfil his role of assistance and supervision due to overconfidence in the Pilot and the absence of a detailed, fully communicated Pilotage plan.

- 3 Precautionary measures identified from risk assessment about the berthing operation were not fully implemented, and no sufficient emergency actions were taken, i.e. let go of both anchors.
- 4 The company's shore base did not provide sufficient instruction and support to the ship regarding the Pilotage operation.

What can we learn?

- A detailed and appropriate Pilotage plan, with all available ship and port information taken into consideration, should be used.
- An agreement and shared understanding between the bridge team and Pilot as to the Pilotage plan and monitoring against the plan should be in place.
- The bridge team should actively promote and use the concept of bridge resource management, including the incorporation of Pilots into the bridge teams, to manage voyages properly





Safety Campaign / Survey 2023: What you need to know

Captain Adam Roberts, IMPA Vice President

IMPA's Annual Safety Campaign/Survey is a vital opportunity to capture the lived experience of pilots embarking and disembarking ships. 2023 has seen the importance of this data realised, but increasing the breadth and depth of reports remains important. Here is what you need to know.

To further increase the number of reported observations during the survey period, IMPA is asking every pilot within its membership to make at least one non-compliant and one compliant observation during the survey period. Doing this will result in a substantial increase in observation reports and an even more valuable dataset for us to use when engaged in the work to amend SOLAS V/23. If this level of reporting can be maintained, we will also be able to monitor the implementation of the amended requirements and actively assess their effectiveness.

Every year we get questions about the survey and how the data is used. Below is what you need to know ahead of the Safety Campaign/Survey 2023.

One compliant and one non-compliant report per pilot

Why?

Observations of compliant and non-compliant transfer arrangements during the survey period provide a snapshot of the lived experience of maritime pilots. This experience has been used to present a case to the IMO to improve the safety of pilot transfer arrangements. As you will see from the article on page 13, the trend in observations between 2018 and 2022 influenced the decision to make all pilot transfer arrangement requirements mandatory.

We can also use the data to monitor the future compliance by industry and implementation and enforcement of the requirements by the flag and port States.

When?

1 – 14 October 2023

How?

The Secretariat will be deploying a new App which will support online and offline reporting of observations. The App will support auto-population of information like date of observation and will remember information about your region, country and port.

The new App will be available for download from the IMPA website in September and will work on both Apple iOS and Android devices.

By investing in an upgraded platform, we hope to encourage at least one non-compliant and one compliant report from every pilot within our membership in 2023, but the more the better.

What should I report?

Non-compliant and compliant pilot transfer arrangements that you experience when embarking or disembarking ships over the survey period.

It is just as important to report compliant observations as non-compliant observations to get the most accurate picture of the level of risk pilots face. A more comprehensive dataset also makes it more difficult for third parties to challenge the conclusions we can draw from your observations.

Are my observations anonymous?

Yes. Observations of non-compliant and compliant pilot transfer arrangements are anonymous. An observation or group of observations cannot be traced to an individual pilot, and IMPA always presents the data from the survey in an anonymous, aggregate form.

Will IMPA report me if I use a non-compliant pilot transfer arrangement?

No. Whilst IMPA does not condone the use of non-compliant transfer arrangements, the decision on whether to use a particular arrangement is yours.

Does IMPA make my observations available to shipping companies that call at my port?

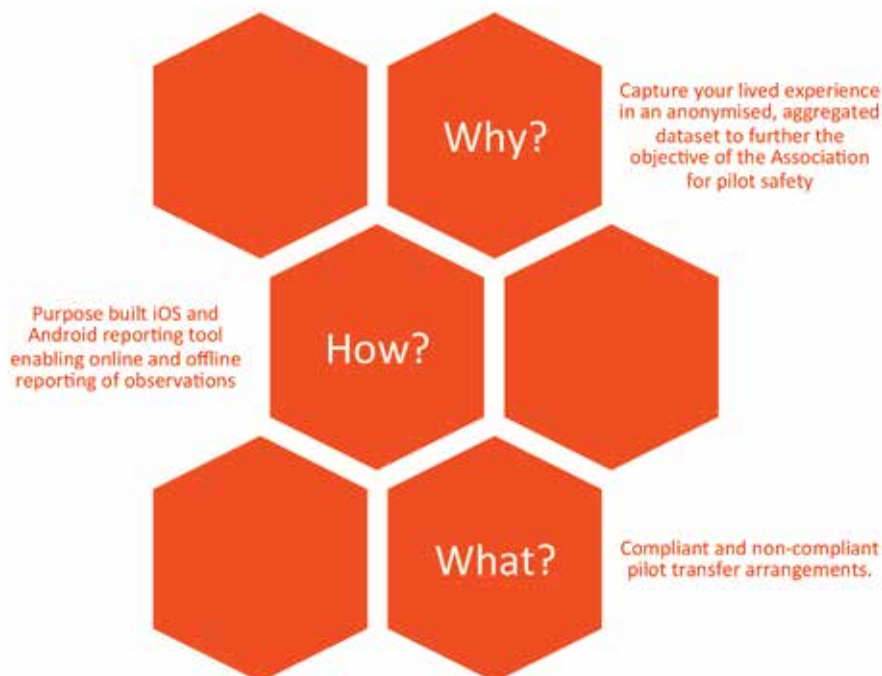
No. IMPA only uses anonymised aggregated data and does not provide information on a port-by-port basis.

Does IMPA share disaggregated results with vetting organisations or authorities?

Not at the moment. However, if there is an opportunity to raise the profile of pilot transfer arrangements within vetting regimes, this may be considered in the future.

Does IMPA sell the information?

No. The data is used only by IMPA to further the objectives of the Association. This includes reporting the results to the IMO.





Non-Compliant Pilot Transfer Arrangements on Fishing Vessels

Captain Sang Min Goag, IMPA Vice President

As we know, SOLAS regulation V/23 requires ships engaged on voyages in the course of which pilots may be employed to be provided with pilot transfer arrangements. This may well be true for cargo and passenger ships, but for fishing vessels, the provision of pilot transfer arrangements is more nuanced.

SOLAS regulation V/1.4.3 states that the Administration is responsible for determining the extent to which the provisions of 23 do not apply to fishing vessels. This means that whilst SOLAS regulation V/23 can be applied to fishing vessels and is applicable by default, another regulation (V/1.4.3) allows the flag State of the fishing vessel to decide not to apply regulation V/23. A similar situation exists for vessels below 150 gross tonnage and ships below 500 gross tonnage not engaged in international voyages - classic sizes for low-freeboard vessels.

Busan Port, Republic of Korea is a major container port. However, Busan also has excellent repair and supply infrastructure, which is also popular with fishing vessels. This means an exceptional number of acts of pilotage conducted in Busan Port involving fishing vessels.

Based on the pilotage records at Busan Port from 2020 to 2022, 3,600 acts of pilotage were conducted for fishing vessels of less than 1,000 gross tonnage.

Our experience is that fishing vessels calling at Busan Port frequently do not have safe pilot transfer arrangements, complying with SOLAS regulation V/23. This can be attributed to a combination of:

- Non-compliance due to a lack of training and familiarity of the crew with the correct way to rig and look after pilot transfer arrangements, particularly pilot ladders; and

An absence of safe pilot transfer arrangements because the fishing vessel is not required to comply with SOLAS regulation V/23, occasionally resulting in a fishing vessel arriving without a pilot ladder onboard.

Typical examples of non-compliance include:

- Improper construction and installation of pilot transfer arrangements, including insufficient handholds;
- Inadequate inspection and maintenance of pilot ladders - resulting in ladders with structural damage or missing steps - and associated equipment; and
- Pilot ladders of inadequate length or otherwise improperly rigged.

Given the number of fishing vessels calling at Busan Port, and the level of non-compliance experienced, the situation is a significant safety concern.

As an interim solution, Busan Port has issued warnings indicating that pilotage services will be refused to fishing vessels that fail to comply with pilot ladder regulations. However, this approach is unsustainable and a comprehensive solution is required.

NCSR 11	TOTAL NUMBER OF VESSELS	COMPLIANT	NON COMPLIANT	NON COMPLIANT AS PERCENTAGE
2017	10	6	4	40.0
2018	13	8	5	38.46
2019	19	12	7	36.84
2021	21	4	17	80.95
2022	29	13	16	55.17

Figure 1: IMPA data on non-compliant pilot transfer arrangements

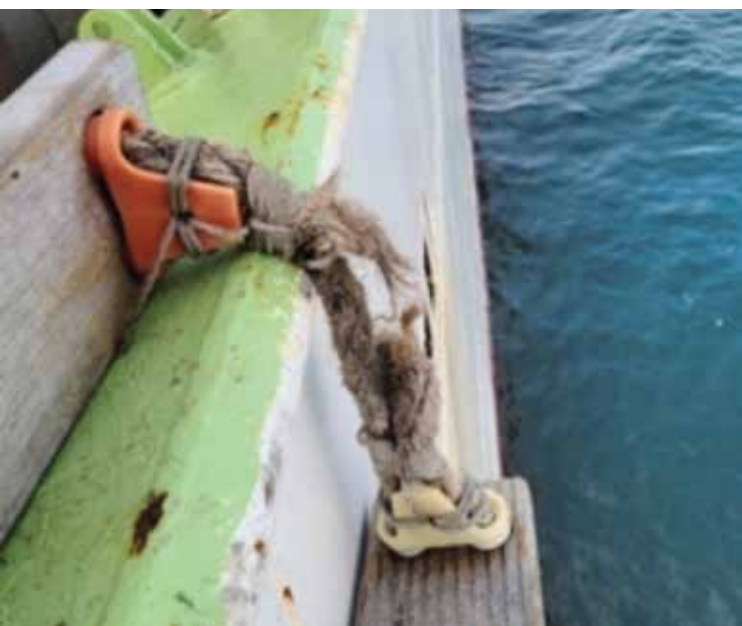
It is the author's opinion that the underlying cause of the lack of appropriate pilot transfer arrangements on fishing vessels calling at Busan Port is that fishing vessels in the Republic of Korea as not required to comply with SOLAS regulation V/23, and moreover, are not subject to port state control.

The international picture is similar. Figure 1 provides data held by IMPA from the Annual Safety Campaign/ Survey conducted between 2017 and 2022; fishing vessels consistently exceed the average. Whilst the same size is small, there is no reason to anticipate that a larger sample size would substantially reduce the rate of non-compliance.

Pilots' safety during the embarkation and disembarkation process is crucial in the maritime and fishing industries. Non-compliant pilot ladders on fishing vessels pose significant risks that a combination of the following can avoid:

- The work IMO is undertaking to amend SOLAS regulation V/23 and associated instruments to improve the safety of pilot transfers; and
- Encouraging flag State Administrations not to reduce the extent to which SOLAS regulation V/23 applies to fishing vessels.

By advocating for uniform safety standards across all ship types and raising awareness among stakeholders, we can work together to prevent accidents, protect lives, and foster a safer maritime environment for all.





Step by Step: Improving the Safety of Pilot Transfer Arrangements

Matthew Williams, IMPA Secretary General

In May, the IMO Sub-Committee responsible for SOLAS Chapter V met to take the first steps in its work on amending SOLAS regulation V/23 and its associated instruments to improve the safety of pilot transfer arrangements. This article provides an update on the progress made and next steps.

As reported in the previous edition of the International Pilot, IMPA has worked with China to develop specific technical proposals for amendments to SOLAS regulation V/23. Figure 1 provides a summary of the target changes addressed in a joint proposal from China and IMPA considered by the IMO Sub-Committee on Navigation, Communications and Search and Rescue (NCSR 10).

In addition to the technical proposals from China and

IMPA, the Bahamas and New Zealand submitted specific proposals for addressing the safety of trapdoor arrangements in the lower embarkation platforms of accommodation ladders. In discussions with both the Bahamas and New Zealand before NCSR 10, it was agreed that IMPA would not co-sponsor this proposal. Often it is helpful for there to be a diversity of co-sponsors of proposals on a particular issue.

Trapdoor arrangements are common to container ships but these arrangements have proven particularly problematic in recent years. This is in spite of the efforts of one large container ship operator to improve the situation on their ships.

IACS, representing 11 classification societies, in its contribution to discussions, sought clarifications relating to the update of the Pilot Ladder Poster (MSC.1/Circ.1428) and to propose a fix for a procedural matter relating to the application of the new ISO 799-1:2019 to existing pilot ladders from 2025.

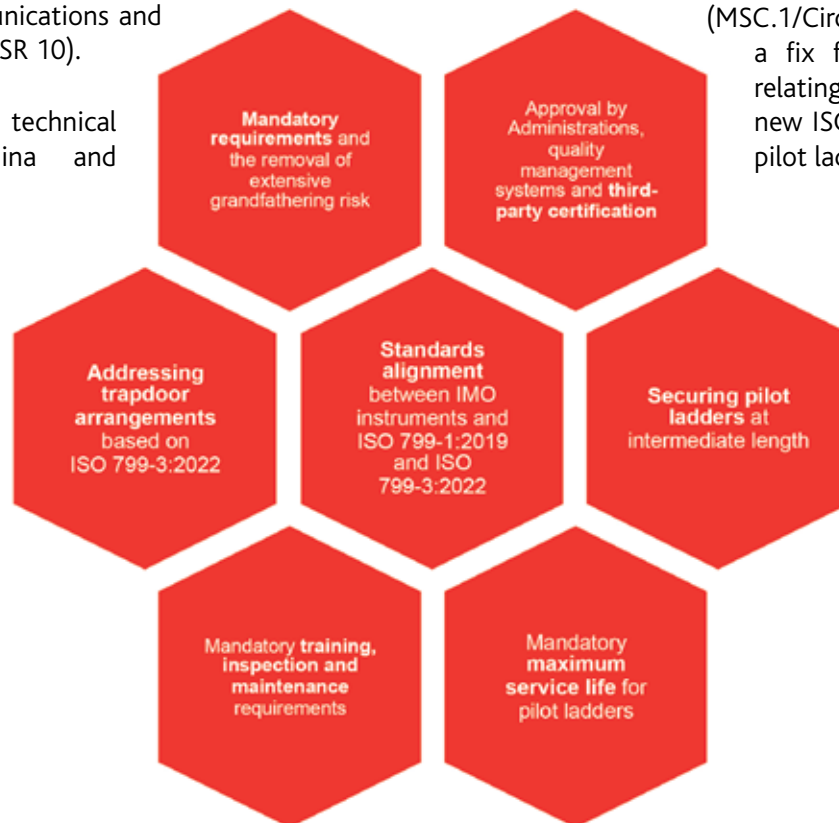


Figure 1: A summary of technical proposals presented by China and IMPA.

Addressing the root cause

Neither IMPA nor China, anticipated substantial progress on all the technical proposals in Figure 1, but we did target one particular issue: how to make implementation of the safety regime for pilot transfer arrangements more effective. The reader will be very aware that one of the weaknesses of the safety regime for pilot transfer arrangements is that it is:

- Distributed across a number of different documents;
- Is made up of a combination of mandatory regulations, and non-mandatory recommendations.

Both features mean that the regime is open to interpretation. IMO is aware of this situation and this is why the work of NCSR 10 is should address the outcome of an analysis of maritime safety investigations relating to incidents involving pilot transfer arrangements. But the instructions to NCSR 10 did not say how this should be done.

To address how IMPA presented a proposal on how NCSR 10 should approach its work. More often than not,

influencing how technical proposals are treated, is as important as the justification for the technical proposals themselves. Using IMPA Safety Campaign/Survey Results, 2018 – 2022 and the findings of the IMO's own analysis of maritime safety investigations, IMPA was able to successfully argue for an approach which should see all the issues identified in Figure 1, and the issues raised by the Bahamas and New Zealand, addressed.

The outcome IMPA wanted

The main question NCSR 10 needed to address was how to make the implementation of the safety regime for pilot transfer arrangements as effective as possible. There were a number of options for doing this, each with its own pros and cons, but ultimately it was decided that:

- It was necessary for all aspects of the regime to be mandatory; and
- That all aspects should be addressed in a single, mandatory performance standard

Figure 2 describes this change. This is the most significant step forward in the effectiveness of the safety regime for pilot transfer arrangements to date.

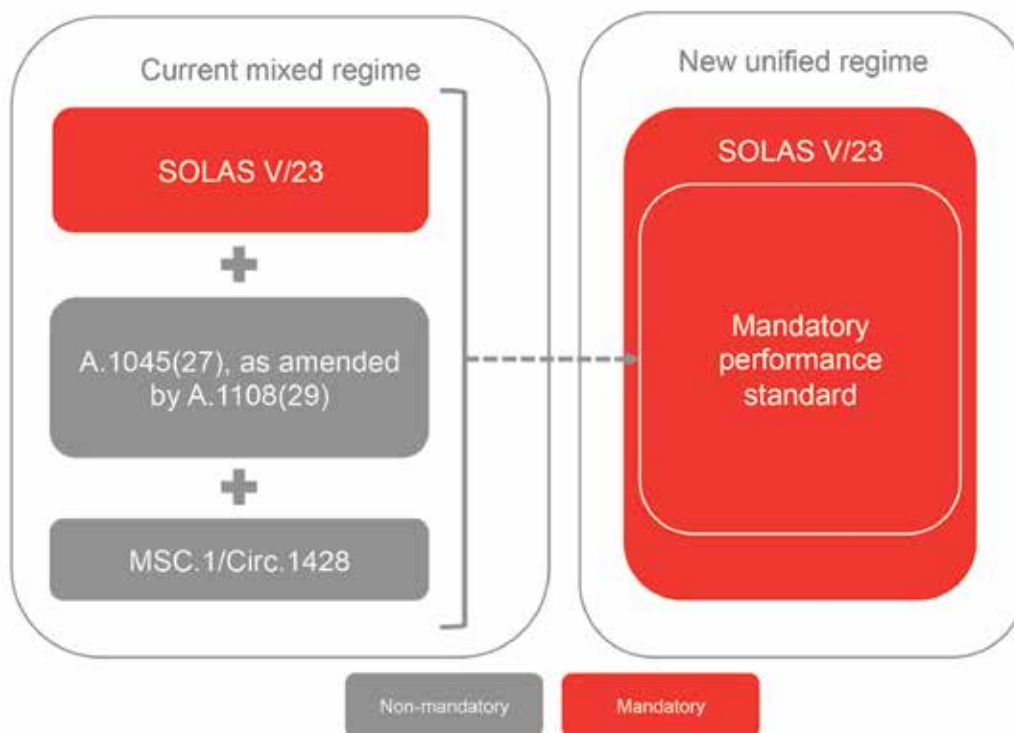


Figure 2: A summary of the anticipated change in regulatory structure agreed upon at NCSR 10.

This outcome was achieved as the result of a lot of work by IMPA in preparing proposals and working with Member States and international organizations behind the scenes. But it would be remiss not to recognise the contributions made by the representative of IMPA Members on their national delegations, and in particular, the presentation by Captain Adam Roberts, Vice-President of IMPA and Chair of the IMPA Safety Sub-Committee, which helped secure the hearts and minds of those making the decisions.

What next?

Our attention now turns to the remaining issues summarized in Figure 1. These will be considered by correspondence between now and NCSR 11 in June 2024. China, who has been an ally to our community on this important issue, will coordinate this work. IMPA expects to be an active and substantial contributor to the work.

Members, these proposals are necessary, appropriate and proportionate given the value of maritime pilots to safety of navigation, the marine environment and the efficiency of maritime trade. Moreover, we did not hear substantial concern with the technical proposals made by China and IMPA at NCSR 10. However, we should prepare for some resistance when it comes to grandfathering for existing installations, and a maximum service life based on the ladder's manufacture date. IMPA will deploy all its regulatory and technical expertise to respond to such resistance.

The value of having direct input from pilots into this work cannot be understated. If you would like to be involved in shaping the future of the safety of pilot transfer

arrangements, please coordinate with the Secretariat and engage with your national Administrations to get involved.

Figure 3 summarises the steps ahead.

Updating the Ladder Poster

The Ladder Poster (MSC.1/Circ.1428) is being updated, and this work will be aligned with the outcome of work by the IMO. In addition, it will contain a QR Code linked to the IMPA website. This will allow the Poster to focus on the must have information applicable to the majority of ships and situations, whilst providing a portal to more detailed information for Companies, Masters, crew, designers, surveyors, inspectors and pilots.

Securing Pilot Ladders at Intermediate Length

IMPA has commissioned the University of Southampton to undertake a study into the most appropriate means of securing a pilot ladder at intermediate length. The results of this Study will be published on our website shortly, and will be fed into the IMO's work.

Conclusion

2023 has been marked by a significant step forward in improving the safety of pilot transfer arrangements. Whilst there is a lot of work still to be done, and nothing is finalised yet, IMPA is well prepared to take full advantage of the opportunities it has shaped for the benefit of our Members and the pilots they represent.

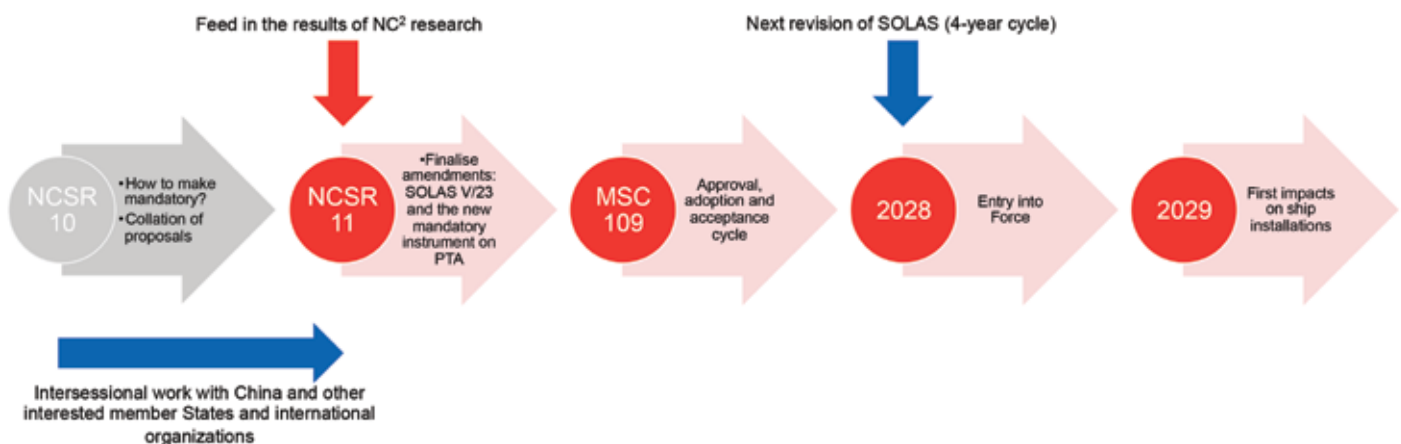


Figure 3: A summary of the steps ahead

Community

Mobilising networks for Gender Equality

- the theme for the 2023 IMO campaign to promote women in the maritime industry.

Eliane Blanch, Relationships and Operations Manager

The Maritime community came together to celebrate the International Day for Women in Maritime on 18th May at the IMO. Representatives from the IMPA Executive Committee and Secretariat enthusiastically participated in two days filled with insightful presentations and more.

The event emphasized the significance of collaboration and networking in achieving gender equality in the maritime sector. Key issues discussed were the lack of visibility of women, the need for partnerships between individuals and organizations, the importance of male allies, and engaging girls in maritime roles during their school years.

Board members of the IMO's Women in Maritime Associations (WIMAs) explored the theme "Mobilizing networks for gender equality," highlighting the importance of fostering inclusivity within the industry. One notable highlight of the event was the signing of the SMART-C Women Project, committing \$3 million over five years to enhance gender equality in developing countries. Sessions addressed the IMOGENder Network, mentorships, and breaking stereotypes to promote women in management roles.

In line with the IMO strategic plan, IMPA remains committed to heightening awareness regarding the significance of cultivating an inclusive and, consequently, sustainable maritime industry. A tangible testament to these efforts is the creation of the "Diversity and Inclusion Guidance for Pilotage." This comprehensive guidance encompasses a set of overarching recommendations designed to assist our global membership in effectively tackling this challenge.

The guidance can be found on the IMPA website:
<https://www.impahq.org/impa-policies-publications>





Meet IMPA's Female Pilot Members from around the world!

Eliane Blanch, Relationships and Operations Manager

Vilma Romero, Panama Canal Pilot - Panama Canal Pilot Association

Did you know that the Panama Maritime University / Universidad Marítima de Panamá (UNIP), was exclusively for male students for many years? It wasn't until the year 2000 that the university opened its doors to women, marking a significant milestone. In that inaugural year, 25 female students enrolled, embarking on a path to pursue careers within the maritime industry.

During a recent interview, Captain Romero, a Panama Canal Pilot and proud mother of three, graciously shared valuable insights about Pilotage in Panama. Her unique perspective as both a skilled pilot and a devoted parent adds depth and inspiration to her contributions.

Captain Romero's professionalism and humility shine through as she shares her extraordinary industry journey. In 1998 she made history as the first female Panamanian pilot of the Panama Canal, and her achievement has paved the way for four more talented female colleagues. Captain Romero's professional and personal journey stands as a testament to the potential for balance between family life and pursuing one's dream job within the maritime industry. Throughout her career, she has encountered and conquered numerous challenges, yet she remains a staunch advocate for encouraging other women to enter this field. Captain Romero recognizes that for this vision to become a reality, the industry must improve existing maternity leave benefits and ensure a secure and supportive environment for women onboard ships.

Discover more about Captain Romero through the following questionnaire, where she shares insightful answers about her maritime career and experiences.



1 How did you become a pilot?

The Pilot in training program had a requirement of 2 years of watches as a tugboat captain within the company, but I had worked as Towboat master in the Panama Canal for 11 years. When I applied, I already had that part covered.

2 What's the recruitment or selection process like in your port or country?

It's no too complicated. We had to present a certification of 2 years of watches as a tugboat captain onboard ACP tugs, which I easily completed. There was also a live interview, which was stressful, but I was confident that I had the necessary expertise and, as every aspect of my life, I put this opportunity in God's hands.

3 What's the best part of your job?

For me the best part is working outdoors. Shift work is also another plus because I got time off during regular working hours, which allowed me to participate in my sons' school activities, like plays, and soccer/basketball games.

4 What skills make you a great maritime pilot?

While I do not consider myself a great pilot, I am a hard worker who always tries to do their best; I am respectful; I am very responsible, and I am never late. I try to be at the pilot station at least 45 minutes before my duty time.

5 Have you ever felt discriminated against or underestimated?

I have felt discriminated: during my time as tugmaster (Fe15) I applied many times for Fe16 master in charge, but while I was always rated best-qualified 6 times, I was never selected for that position. I could not file a complaint because company regulations states, that best-qualified applicants cannot protest the results.

6 What advice do you have for pilots in training or junior professionals?

Always do your best, be aware that you are responsible for a ship which is worth many million dollars and many people's lives. Also remember that since we (female pilots) are a small percentage of the pilot force, we are being watched with more scrutiny, so we have to put it more effort and accomplish our job in the best way we can.

7 What challenges do you face at work?

We do face many challenges:

To begin with, getting up in the middle of the night, to be at pilot station at 0300 hours, p.e. Second one, the pilot ladder, which is often not inspected properly for boarding officers, and then we must

request the ship's officer to make the adjustments necessary so we can board safely.

Third one, meeting ships' officers and master, and finally taking control of the ship's navigation and manoeuvring into narrow channels and locks.

8 What do you think should be improved to attract more females into the industry?

I think that having a good maternity leave program will be a real incentive. Also well-established EEO committees. Orientation programs for high school students.

9 What do you think should be improved to attract more students to consider the maritime industry, most specifically, pilotage as a career?

Offering scholarships, motivational speeches, conferences with students and young professionals.

10 Tell us about an anecdote at work.

I boarded a container ship, 900x106x38', close to Cristobal breakwater - the Filipino crew and ship master on board were nice and respectful, like most Filipino crews are. At the beginning, the Ship master was a little apprehensive, but after Gatun locks he relaxed, and the transit continued smoothly.

After clearing Gatun locks, the ships we were following started to slow down, so we did the same. After around 45 minutes we had to stop engines and drift. We were fortunate to have a big rudder and the bow thruster functional, which we used to help us to stay on course, in 3.5 nautical miles reach for around one hour just drifting.

Finally ships ahead started to move a bit faster and we were able to continue our transit, right after this, the second control pilot took over.

And then the cook presented me a nice lunch with a decoration like a cake top that said, "Welcome on board miss pilot". That nice detail made my day!

Kim Ossieur, Belgian Seapilot - Wandelaar Pilot Station / Steenbank Pilot Station

Captain Ossieur's deep love for the sea and the freedom feeling it gives her are the main reasons for having pursued a career in the maritime industry. In the below questionnaire Captain Ossieur shares her work experience journey, which includes a ten-year career at sea before becoming a seapilot. As well as interesting facts about the recruitment process in Belgium, which involves obtaining specific qualifications and language proficiency from the Maritime Academy in Antwerp.

She also gives valuable advice to aspiring pilots, which includes being a supportive colleague and assertively standing up for oneself when necessary.

Captain Ossieur strongly believes that to attract more women and students to the industry, it is crucial to offer equal opportunities, tackle issues of discrimination and harassment and improve working conditions in general.

1 How did you become a pilot?

After spending ten years at sea, I was seeking a job on land; however, there were limited job opportunities available for former seafarers in Belgium. As a result, I pursued a career as a seapilot

2 What's the recruitment or selection process like in your port or country?

To become pilot in Belgium you need STCW II/2 licence, Master degree in Nautical Science and speak Flemisch/Dutch. The required diploma can only be obtained at the Maritime Academy in Antwerp.

After a training of 1 year and passing several exams, a trainee becomes pilot cat. 1. This means piloting small vessels LOA<100m. After 9 years we are allowed to pilot all vessels as pilot cat 7.

3 What's the best part of your job?

I have a passion for the sea! It offers a unique sense of freedom—a freedom that comes with working

independently. Having five days off at home after a dedicated six-day shift it also great. And let's not forget the breathtaking view! As seafarers, we are blessed with the most magnificent seascapes and panoramic horizons that are truly unique to our profession.

What skills make you a great maritime pilot?

- 4 It is tricky to talk about how good you are at your job. I mean, it's not like we can claim to be perfect, right? There's always room to grow and improve. But that's the beauty of it – none of us pilots are flawless. We're all on a constant journey of learning and getting better.

What advice do you have for pilots in training or junior professionals?

- 5 To be honest, as a pilot, I encounter fewer issues like that on board a ship. The majority of my colleagues are professional and respectful. However, I must acknowledge that there are occasional instances of misogyny exhibited by a few individuals. During my trainee intake, I faced some challenges, particularly from an old chief pilot who clearly expressed his reluctance to have a female colleague among his team.

What advice do you have for pilots in training or junior professionals?

- 6 Building close friendships with everyone is not a requirement in the workplace. It's important to





remember that the "Miss Sympathy" award is only given out at the Miss World contest. However, it is crucial to be a supportive and cooperative colleague. Sometimes, the best approach is to assert yourself assertively and professionally from the beginning, while maintaining a friendly demeanor.

7 What challenges do you face at work?

Recently, I have taken on the role of teaching pilot trainees about Regulations and Law, both at the local and international levels. It is a demanding task as there is a vast amount of knowledge that we need to acquire and continuously update. The field is constantly evolving, and it requires us to stay informed and adapt to the changing landscape.

8 What do you think should be improved to attract more females into the industry?

Provide female seafarers with equal opportunities to thrive in their careers. When they are given a fair chance and remain motivated despite facing discrimination, we can expect to see an increase in the number of women pursuing pilotage roles.

9 What do you think should be improved to attract more students to consider the maritime industry, most specifically, pilotage as a career?

At the Maritime Academy almost fifty percent of the students are girls. But only a few of them starts working at sea. My opinion is that working on board of a vessel is not so attractive anymore, due to economic pressure. It's no adventure anymore, it's just hard work now.

Companies also prefer cheaper crew, so those few (female) cadets that want to go working at sea hardly have a chance to find a place as cadet.

When women do find a job on board, they often have to deal with sexual harrasment, discrimination. So a lot gve up before obtaining the Master licence. And last but not least, there is the issue of having children.

10 Tell us about an anecdote at work.

As female pilot I clearly meet more freshly showered captains and mates on the bridge than my colleagues. When they see me arriving on the bridge, I often get a "I'll be right back" and little later the same person reappears in a fragrance of artificial smelling flowers.

Amélie Tessier, St. Lawrence River Pilot - Canadian Marine Pilot Association

Captain Tessier's love for the St. Lawrence River and her fascination with ships were the driving forces behind her decision to embark on a career in the maritime industry. Can you believe she already knew at twelve that a life at sea was her calling? But you know what's even more impressive? According to Amélie's grandma, she had that sea-loving spirit since she was just three years old!

During our chat, Captain Tessier's adventurous spirit really shone through. Her strong emphasis on teamwork and remarkable problem-solving abilities makes her an exceptional professional.

The fact that the maritime industry has traditionally been dominated by men was never an issue for Amélie. Her determination never wavered, and she chased after her seafaring dream. Her positive vibes and excitement for her work are seriously contagious – I even considered becoming a pilot after talking to Amélie...!

Learn more about Captain Tessier's remarkable maritime career through the engaging questionnaire that lies ahead.

1 How did you become a pilot?

During my childhood, I spent a lot of time at my grandparents' house, located along the St. Lawrence River. I remember seeing ships navigating up and down the river, and I was simply fascinated by them. It was at the age of 12 that I discovered my passion, and I knew since then I would work at sea. I pursued a maritime education, followed by some good years of work experience at sea, which I found immensely fulfilling. This journey ultimately led me to pursue a career in pilotage.

2 What's the recruitment or selection process like in your port or country?

Before aspiring to become a pilot, certain prerequisites must be met. These include completing a language examination conducted by



the Laurentian Pilotage Authority to demonstrate proficiency in French and English, followed by a medical examination. Additionally, aspiring candidates should present a cadet training program certification or a minimum of 18 months' work experience at sea as a master in the last 60 months prior the application. You must also hold a Master Mariner or Master Near Coastal certificate of competency, as well as clear a written examination, and participate in an interview.

3 What's the best part of your job?

Pilotage offers me the perfect balance of my love for being on ships and the opportunity to remain close to my family. This challenging profession continually presents new and diverse scenarios, far from the monotony of routine. The breath-taking views I encounter while working are priceless, making each moment on the job uniquely rewarding.

4 What skills make you a great maritime pilot?

Ship handling skills are of utmost importance in the role of a pilot. Possessing exceptional judgment, situational awareness, leadership abilities, and effective communication skills are essential for successful teamwork onboard ships. Moreover, flexibility becomes paramount as pilots must adapt to varying rosters, including night shifts, while maintaining a calm demeanor in the face of unforeseen circumstances. Being adaptable and composed in such situations is crucial for the smooth execution of piloting duties.

5 Have you ever felt discriminated against or underestimated?

Not really. Throughout my years of experience, I have consistently encountered welcoming and respectful crew members. While I acknowledge that there may have been instances where some women felt subjected to discrimination from individuals with antiquated mindsets, I believe such occurrences are becoming less frequent as our world evolves.

6 What advice do you have for pilots in training or junior professionals?

Always do your best at anything you do. The training period is the best time to gather as much information as possible. Do not be shy to ask questions and learn from experienced colleagues. And remember, being proactive is key to making the most out of your journey.

7 What challenges do you face at work?

From my personal perspective, one aspect I find crucial to manage is sleep, especially during night shifts, as they can be quite exhausting. Every day at work presents unique challenges, and that's

precisely why Pilots are indispensable aboard ships! Our job is a continuous voyage of overcoming challenges, whether it's navigating through icy waters or skilfully manoeuvring during docking and undocking operations.

8 What do you think should be improved to attract more females into the industry?

I think we should proactively promote the maritime industry, highlighting the opportunities it offers while acknowledging the challenges it entails, as this industry may not be suitable for everyone. Additionally, fostering a more flexible approach to achieve a work-life balance will undoubtedly serve as a compelling incentive for women to explore careers within this field.

9 What do you think should be improved to attract more students to consider the maritime industry, most specifically, pilotage as a career?

Again, promoting the industry in various platforms, including social media to create awareness. I also think a good way to attract individuals is to introduce shorter work period contracts at sea, such as the 6-week on, 6-week off rotation, providing a more manageable and enticing option compared to the traditional 6-month continuous stints at sea.

10 Tell us about an anecdote at work.

I remember a day when the captain's little daughter was onboard. She kindly drew something for me, which truly touched my heart. Wanting to reciprocate the gesture, I decided to gift her a bracelet that I had with me at that time. It is my hope that this small token will serve as a lasting reminder of the day she met the pilot on board, who wanted to make her feel special.

Jacqui Hurst, Sydney Pilot - Australasian Marine Pilots Institute

Captain Hurst is a skilled professional, specialising in Navigation. Her exceptional expertise in ship handling is a testament to her remarkable time spent at sea when working for the Royal Australian Navy. In addition to her professional achievements, Captain Hurst embraces the role of a mother to her young son, showcasing that it is indeed possible to pursue a fulfilling career without sacrificing a fulfilling family life.

Captain Hurst's positive attitude and direct communication style contribute to her effectiveness as a great communicator, a key attribute in the context of Master-Pilot exchanges. She firmly believes that demonstrating competence and excellence in one's job is crucial for any individual but even more when you are a woman.

As a passionate advocate for diversity and inclusion, Jacqui urges employers to take decisive action in addressing this matter – (something I fully agree with!). To delve deeper into Captain Jacqui Hurst's remarkable maritime career and gain valuable insights from her experiences, explore the following questionnaire where she generously shares her expertise.

1 How did you become a pilot?

I embarked on my career journey in the Royal Australian Navy, dedicating 17 years to serving at sea. As Navy vessels do not typically accommodate pilots on board, my specialization in Navigation led me to assume pilotage responsibilities from the very beginning. It was during this time that I became aware of civilians undertaking similar duties within the realm of commercial vessels. Motivated by this realization, I made the decision to pursue a career as a pilot and applied accordingly.

2 What's the recruitment or selection process like in your port or country?

In Australia, each state has its own set of rules and requirements for becoming a pilot. However, there



is a common requirement that stands out across the board: obtaining a Master Class 1 certification. While it is standard to hold this certification, I had the unique distinction of being the first individual with a different background to pursue this career path. My previous experience as a former Navy Officer equipped me with invaluable skills in ship handling, providing me with the necessary expertise to excel as a pilot.

3 What's the best part of your job?

The most rewarding aspect of my job is the invaluable experience of interacting with diverse individuals. I find immense joy in the dynamic international work environment that exists when onboard ships. Engaging in conversations and actively listening to the unique experiences of fellow seafarers is something I genuinely cherish.

4 What skills make you a great maritime pilot?

My strength lies in my ability to maintain calm during high-pressure situations and adopt a holistic perspective to make sound decisions.

5 What advice do you have for pilots in training or junior professionals?

During your training, you will likely receive various instructions on how to perform the job. It is important to absorb this information, but ultimately, choose the approach that works best for you. Different methods can lead to successful outcomes, so trust your judgment.

6 What challenges do you face at work?

Having a young child can be particularly challenging, especially when it comes to night shifts, as it often involves coping with shortened sleep periods.

7 What do you think should be improved to attract more females into the industry?

Australia's provision of standard maternity leave for maritime pilots can be expanded to attract more women to the industry. However, a significant challenge lies in the lack of female representation on board ships, which discourages other women from pursuing maritime careers. To overcome this, shipping companies and port authorities should introduce policies requiring a minimum number of women on board to create an environment that encourages female participation. Additionally, ensuring a safe and inclusive workplace is crucial.

Educational training on cultural and gender awareness should be provided by companies to address potential discomfort among crew members unfamiliar with women on board, promoting equality and respect for all individuals.

8 What do you think should be improved to attract more students to consider the maritime industry, most specifically, pilotage as a career?

The maritime industry, particularly pilotage, often remains hidden from the public eye. I strongly believe that promoting this industry could play a crucial role in attracting more individuals to join. It's not uncommon for me to encounter misconceptions when I mention that I work as a Marine Pilot. Some people even assume that I fly planes over water! This humorous misunderstanding serves as a prime example of how widely unknown the profession of pilotage truly is.

9 Tell us about an anecdote at work.

When I step into ships, it's not uncommon for the crew or the Captain to request a photo with me. It's usually because they've never encountered a female pilot before, and I've become somewhat of a novelty to them. One particular incident stands out in my memory: a Captain once shared with me that his ten-year-old daughter was thrilled to learn that there was a female pilot on board. This encounter left me with a sense of hope and optimism. I hope that this little girl, upon realizing that piloting is not exclusively a profession for fathers but also for mothers, will be inspired to pursue a career at sea in the future.



Critical Incident Response Program: Providing Peer Support in the immediate aftermath of high-stress situations

Captain Rodolphe Striga, Référent FFPM CIRP

Rodolphe Striga shares information on the work done by the Fédération Française des Pilotes Maritimes (FFPM) to establish a Critical Incident Response Program (FFPM CIRP). Taking inspiration from an approach already adopted in the airline industry, the Program aims to positively address the impact that high-stress situations can have on French maritime pilots.

What is stress, and how can it affect a pilot's life?

Stress is a physiological response to an abnormal situation. It is a bodily reaction that assists individuals

in responding to external circumstances. Therefore, stress is not inherently negative but rather a fundamental mechanism that alerts and safeguards the brain, signalling the need for a response to ensure survival.

It is important to note that the intensity of stress does not depend on the nature of the situation. One person may experience high levels of stress in a particular scenario(s), while another may not experience it at all.

In the life of a professional maritime pilot, numerous situations can generate stress, such as embarkation and disembarkation, ship handling, preparations and planning, or incidents/accidents during pilotage. The primary objective of the Critical Incident Response Program (CIRP) is to address the consequences of this stress proactively before it develops into a mental disorder or injury commonly known as Post-Traumatic Stress Disorder (PTSD).

CIRP : what's happening after a critical incident ?

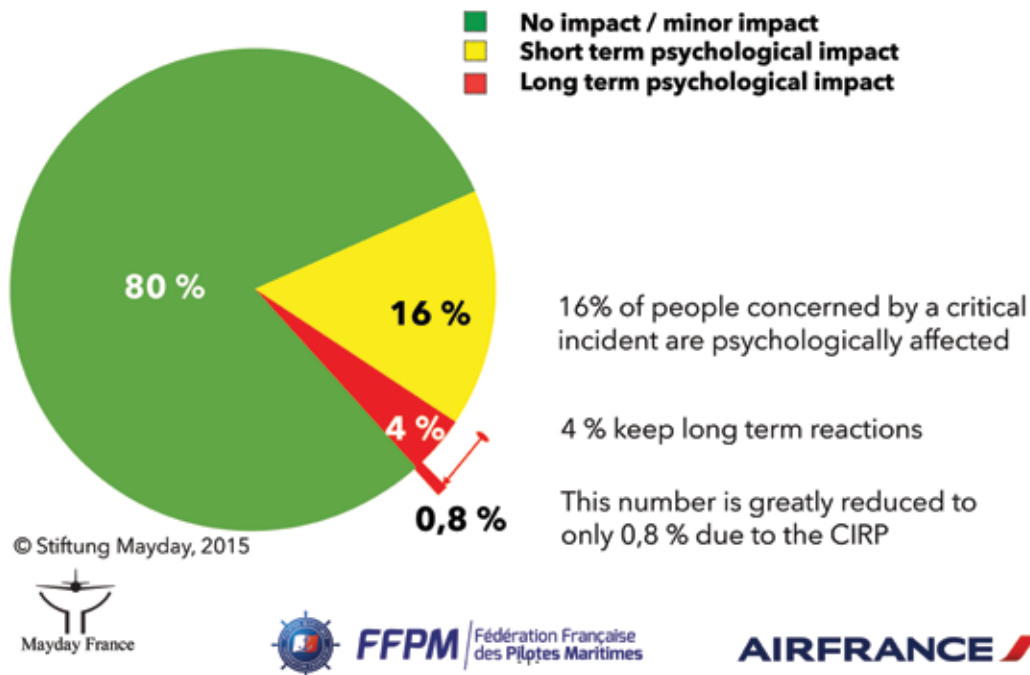


Figure 1: *The consequences of a critical incident*

PTSD is a mental health condition that develops following a traumatic event characterised by intrusive thoughts about the incident, recurrent distress/anxiety, flashback and avoidance of similar situations.

The graph in Figure 1 illustrates that no post-traumatic disorder is expected to develop in 80% of cases where individuals are subjected to stressful situations. Approximately 16% are expected to experience short-term impacts, while the remaining 4% are expected to suffer long-term effects, including the risk of PTSD.

Medical studies have indicated that an early, positive response to the 4% expected to suffer long-term effects, for example, through a CIRP, can reduce the proportion of individuals expected to suffer long-term effects, including the risk of PTSD, to 0.8%.

Comparing these figures to other populations affected by PTSD, we can observe the following prevalence rates:

- Vietnam veterans (1965 to 1975) prevalence at 15 years: **12.9%**
- Prevalence among soldiers over their lifetime: **29.8%** (Baker & Al.) or **32.6%** (Stretch & Al.)

- Firefighter volunteers: **17.5%**
- Study on 262 Dutch policemen: **7%**
- Seafarers: **20%** (for commercial, higher than fishers)
- General population: **1-2%**, depending on studies used.

There are two main hypotheses to explain the results for mariners. The first hypothesis is that mariners are frequently exposed to high-risk situations. The second hypothesis is that mariners spend extended periods of time at sea in actual, or perceived, isolation from immediate support or interventions, leading to more intense and enduring emotional responses to stressful situations.

Currently, there are no studies on the prevalence of PTSD specific to maritime pilots. In the absence of authoritative evidence to the contrary, the FFPM has decided to assume that the proportion of maritime pilots facing similar challenges may be comparable to that of the general seafarer population. Given the high potential for PTSD, it is essential to address the risk of PTSD within the maritime pilot community in France.

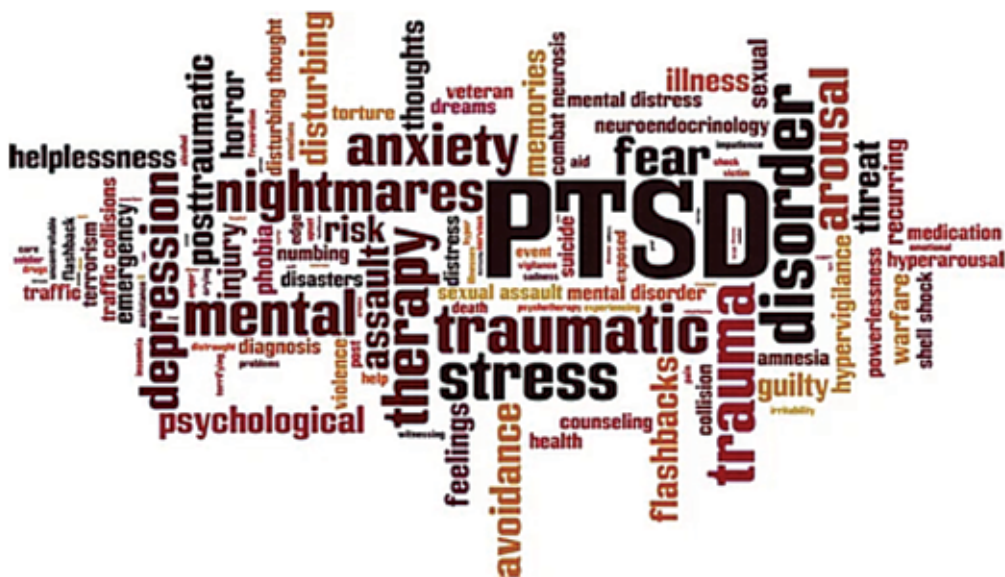


Figure 2: Triggers, impact and support for PTSD

What led to the CIRP?

The FFPM encountered cases where maritime pilots were deeply affected by accidents and incidents, without knowing how to alleviate their mental burden that could potentially lead to PTSD. CIRP is intentionally designed to go beyond technical explanations or experience feedback. It is not about generating lessons learned or preventing stressful events from recurring. Instead, it emphasizes peer support, where one maritime pilot aids another. The aim is to promote and accelerate recovery in the aftermath of traumatic and/or critical incidents whilst on duty.

Major airlines, including American Airlines, Lufthansa, Air France, and Air Austral have established critical incident response programs. Some of these programs have been operating for over 30 years. This wealth of experience led FFPM to collaborate with the airline industry and develop a program which benefits from their extensive experience.

The program was established through collaboration with Air France and Centre de Ressources et d'Aide Psychologique en Mer (CRAPEM). Air France has been implementing a CIRP structure since 2012. CRAPEM operates as a psychological support center within Saint Nazaire Hospital, offering around-the-clock assistance to seafarers since 2020.

Twelve French maritime pilots underwent training to provide peer support in March 2023. They were trained by three Air France CIRP supervisors and the leader of CRAPEM. The training program spanned three days and covered topics such as stress management, peer support, listening techniques, workshops, and extensive sharing of experiences with the training team.

After completing the training, each Peer Support Volunteer (PSV) pilot signed a confidentiality agreement and committed to implementing the teachings of the International Critical Incident Stress Foundation (ICISF).



What is CIRP?

The core characteristic of CIRP is peer support. Research by the Mental Health Foundation has shown that peer support can significantly improve individuals' well-being, resulting in fewer hospital stays, larger support networks, and improved self-esteem and social skills.

It is often said that no one understands a person's hardships better than someone who has experienced similar situations. Sharing experiences, thoughts, and behaviours create a unique bond that forms the basis for a strong peer-to-peer relationship.

When faced with adversity, individuals often feel that no one truly understands or has experienced the same feelings. Peer support helps alleviate this sense of isolation by providing companionship from someone who has gone through comparable situations.

One essential skill of a PSV pilot is listening without judgment and empathising with what the other person is going through. Active listening is an approach which goes beyond simply hearing the words someone speaks, to attempting to understand the intent and meaning behind the words spoken. It serves to allow individuals to feel acknowledged, validated and reassured. Peer supporters utilize open-ended questions to gain further understanding and provide acute stress-defusing techniques.

How does CIRP FFPM work?

The twelve PSV pilots operate on a 15-day rotating schedule. During this period, two PSVs are available on a hotline that any French maritime pilot can call if they are experiencing a stressful situation, incident, or accident.

The hotline number has been distributed to all pilots by the FFPM, and each maritime pilot possesses a FFPM CIRP air-tag key holder.



If a PSV is informed of a critical situation, they can directly call the maritime pilot(s) involved and offer support. Six essential rules must be respected throughout the support process:

- **FREEDOM:** The PSV and maritime pilot(s) affected can decline support if they choose to do so.
- **AUTONOMY:** The support process is free from external interference, and both parties are at liberty to end it at any time.
- **CONFIDENCE:** Trust between the PSV pilot and the affected maritime pilot(s) is essential before the support commences.
- **CONFIDENTIALITY:** The discussions held during support sessions are strictly confidential and should not be disclosed beyond the private space established by the PSV pilot for the maritime pilot.
- **NEUTRALITY:** The PSV pilot maintains a neutral stance and does not pass judgment, offer advice, or make recommendations.
- **HUMILITY:** PSV pilots are fellow maritime pilots who understand their own limitations. If they have any uncertainties, they can seek guidance from the PSV leader or the leader of CRAPEM. In cases where further support is needed, they can assist the maritime pilot affected in finding appropriate medical or psychological assistance.

The initial call, known as the "defusing call," should take place as soon as possible within the first 24 hours following the incident or accident. During this call, the focus is on actively listening to the maritime pilot and assisting them in relieving the pressure resulting from their experience. The PSV pilot must ensure their availability at any time required by the maritime pilot affected.

Following the first call, the PSV pilot will schedule a second meeting with the pilot two or three days later. This subsequent meeting serves as an opportunity to

assess any difficulties the maritime pilot faces and any improvements they have made.

If the maritime pilot affected expresses the need for it, there is always the option for a third and final call. No records or feedback documents are kept. Everything remains oral and within a confidential space accessible only to the maritime pilot and their PSV pilot. Once the support process is completed, nothing is retained or disclosed externally.

Has the CIRP been used?

In the first three months of operation since 21 March 2023, the FFPM CIRP has provided support to thirteen pilots, from a population of approximately 325 French maritime pilots. By comparison, in its first year, the Air France CIRP supported six flight crew from a population of approximately 3,500.

What does this mean?

Our profession is inherently exposed to stress. Prior to the creation of FFPM CIRP, many French maritime pilots used to carry the burden of incidents/accidents without finding relief for their mental strain, pain, or suffering. This may have contributed to the development of PTSD, technical limitations and anxiety.

Thanks to the leadership of FFPM, a structure is now in place to address the risk of PTSD within our community and help maritime pilots utilize their personal experiences to grow and become stronger. This judgment-free environment, free from technical analysis, advice, or personal opinions, guarantees empathetic listening based on peer support. Where necessary, it allows French maritime pilots to be referred to medical or psychological support at a much earlier stage than may otherwise have been the case.

In conclusion, the FFPM CIRP s program presents an incredible opportunity to prioritize the well-being of French maritime pilots, acknowledging them as valuable individuals who possess strength and vulnerability. The CIRP contributes to ensuring there is comprehensive care within the field of maritime pilotage in France.



Psychological impact on a pilot

Ewan Rattray

There is no denying that human beings are somewhat unique. As a species, we have an innate desire to feel significant and to contribute to society. These unique traits were recognised over 2000 years ago by Aristotle. Aristotle describes us as rational animals, who pursue knowledge for its own sake (BBC, 2022).

In other words, we are animals who have used our unique traits to progress from living in caves, to living in a truly global economy. In this global economy, products can be designed and produced by humans and shipped to other humans anywhere in the world. Furthermore, this global supply chain is also supported by a mammoth number of humans, who have used their thirst for knowledge to specialise in a variety of trades. For example, the Maritime trade. Interestingly, according to The MarineBio Conservation Society (2021), Aristotle was also known as the father of marine biodiversity and had a keen interest in the sea. I wonder what he would think if he knew our pursuit for knowledge would lead us to shipping over 2 billion tons of cargo annually by sea. (UNCTAD, 2021).

The problem is, progress always comes with risk. It was Stephen Hawking who said that the biggest threat to mankind is science and technology (Guardian, 2022). What he meant was, as we develop, we also introduce new ways to cause harm. Thankfully, as we are rational animals, we also develop ways to mitigate against harm. Let us take a Maritime Pilot as an example. A Maritime Pilot has likely spent many years at sea. Many years using their in-built motivators, to develop a level of mastery allowing them to navigate and manoeuvre a vessel in confined waters. Allowing ships to berth alongside and to safely load and discharge the 2 billion tons of cargo we ship annually. So essentially, a Maritime Pilot has used their innate desire to contribute to society and fulfil a psychological need; but not without risk.



Boarding and landing from vessels is dangerous. For example, in the latest International Maritime Pilots' Association survey, non-compliance in Pilot transfer arrangements operating in Europe was reported at 17.55% (IMPA, 2021). Although largely unreported, injuries and deaths of Maritime Pilots are also worryingly high. When we take into account that a Maritime Pilot has worked for years to specialise in a chosen career, it begs the question; What are the psychological impacts when a Pilot sustains a career ending injury boarding or landing from a vessel? As a species, we have an inborn desire to feel significant and to contribute to society and, until recently, there has been little consideration regarding the psychological impacts to a Pilot when this is taken away. Although there is currently no psychological data from injured Pilots, it is possible to compare similar injuries in other professions. For example, career ending sports injuries or industrial injuries. For clarity, the term "career-ending injury" refers to an involuntary termination of a person's career as the result of an injury.

According to Welldoing (2022), life changing injuries are recognised to result in a range of psychological

conditions, as many as 72% of people reported lasting mental health conditions following a life-changing injury. As already mentioned, there is currently no research surrounding injured Pilots, but we can draw similarities from other data. In the same way a Pilot has pushed and strived in their career, so has a professional sports athlete. When we take this into account, the resultant loss and the human emotions would be very similar.

Rapp (2017) set out to study the effects of career-ending injuries in professional athletes through an existential phenomenological perspective. In other words, athletes who had suffered career-ending injuries were interviewed, and the data from these interviews were analysed. Also the emerging themes were documented and analysed. The themes and findings of this analysis were unsurprising. The athletes described how they had not only suffered the trauma of an injury and the loss of their autonomy, but they also lost their place as a person. Similarities can be drawn when we imagine a Pilot losing mobility as the result of an injury, but also losing their place in society. Rapp (2017), goes onto describe how this dual loss can lead onto depression, pain, shock, anger, isolation, humiliation and helplessness. Furthermore, when this is coupled with financial threats it often leads to the perception of a crisis, and ultimately, a traumatic life event.

The idea of an injury resulting in life-long trauma is also consistent when we look at industrial injuries. Kendal et.al (2017) set out to investigate the impact surrounding both returns and non-returns to work following injury. He found that a non-return to work directly impacted a persons physical, psychological and financial wellbeing and if a return to work was not possible it often resulted in psychological morbidity. As was the case with the sports athletes, the trauma of the injury - coupled with the psychological impacts - is likely to lead to a traumatic life event for the individual involved. It is also easy to

compare an injured Pilot with the data derived from the industrial injuries. When we take that into account, it quickly becomes apparent that the prospects for a Pilot who has suffered a career-ending injury would be poor.

On a positive note, we have already discussed how we are rational animals who develop ways to mitigate against harm; thankfully, this also includes psychological harm. There are several effective tools that can help a person who is experiencing lasting trauma (Watkins et al. 2018). The type of trauma will dictate the method used, but importantly, therapy is well documented to be effective. For example, cognitive behavioural therapy when used and followed correctly is reported to be effective following a traumatic incident (Kar, 2011). It is important to note that for the best results, the patient must commit to the treatment and utilise the tools that are taught during the therapy. When a person utilises the tools they can create different responses to the emotions which were once leading to psychological morbidity, and in turn, reducing or removing the symptoms of the trauma.

After researching the potential psychological impacts on a Maritime Pilot following a career ending injury, it quickly became apparent that from a psychological perspective there would likely be lasting mental health conditions. Although there was no data directly relating to Pilot incidents, there was comparative data derived from other industries. On a positive note, with the correct course of therapy the psychological conditions can be managed and reduced; Provided there is commitment to the course of therapy from the patient. Having said that, when we imagine a Pilot striving in their chosen career, it is easy to imagine a Pilot striving in a method of therapy and ultimately improving upon the conditions we have discussed in this article. With that in mind, it is imperative that a Pilot's mental wellbeing is taken into account following a traumatic injury.

THE INTERNATIONAL MARITIME PILOT'S ASSOCIATION

IMPA OFFICERS

President

Simon Pelletier - Canada

Senior Vice President / Treasurer

Alvaro Moreno - Panama

Vice Presidents

Ricardo Falcão - Brazil

Adam Roberts - Australia

André Gaillard - France

Sang Min Goag - Korea

Paul Schoneveld - UK

IMPA SECRETARIAT

Secretary General

Matthew Williams

Relationship & Operations Manager

Eliane Blanch

Administrative Assistant

Joselyn Luyiga

30 Millbank

London

SW1P 4DU

Tel: +44 (0)20 7240 3973

Email: office@impahq.org

Website: www.impahq.org

Auditors:

Knox Cropper, London, England

Enquiries:

Enquiries regarding membership, editorial and subscriptions should be made to the IMPA Secretariat.

"The International Pilot" is distributed to all IMPA members and is available on the IMPA website.

The subscription rate for others is £1 per edition.

Subscribe to our newsletter through the IMPA website

or contact us at office@impahq.org for an electronic

copy. Opinions expressed in articles and letters are

those of the authors only and may not represent the

views of IMPA.