

Athens seminar and reception: The Future of Crewing

Thursday 4 October

Thematic business update

Nick Frampton

Head of Division, The Standard Club

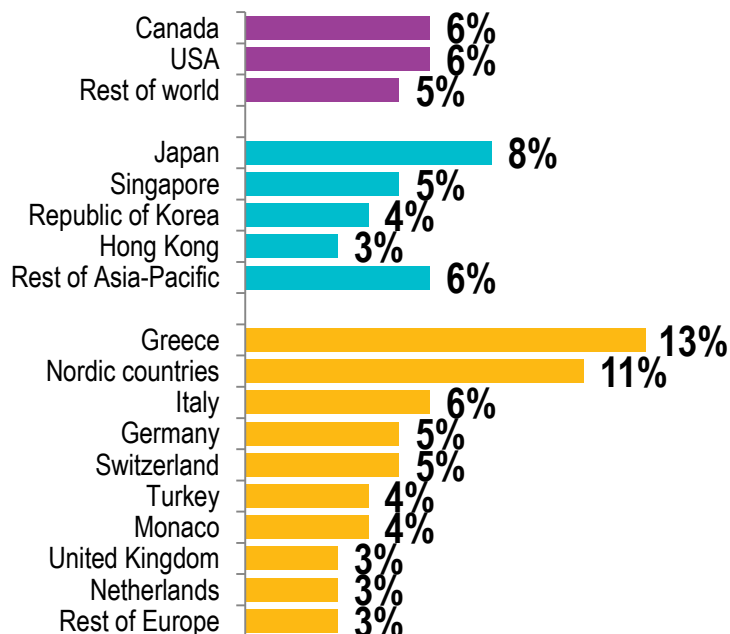
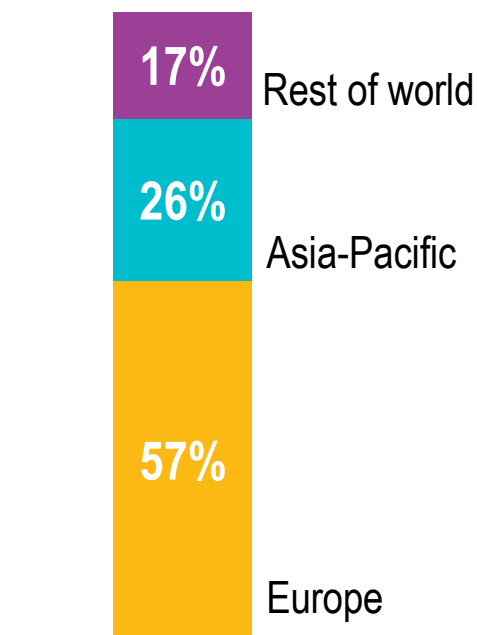
Introduction to The Standard Club

- A leading International Group P&I club, established in 1884 and now insuring over 10% of global shipping across all major markets.
- Industry-leading service, a track record of financial security, and a selective, conservative approach to growth.
- 2017: overall underwriting profit for the financial year, continued growth of The Standard Syndicate and the Singapore War Risks Mutual.
- A broad range of P&I and other marine and energy covers, offering sustained excellent value to high-quality operators.

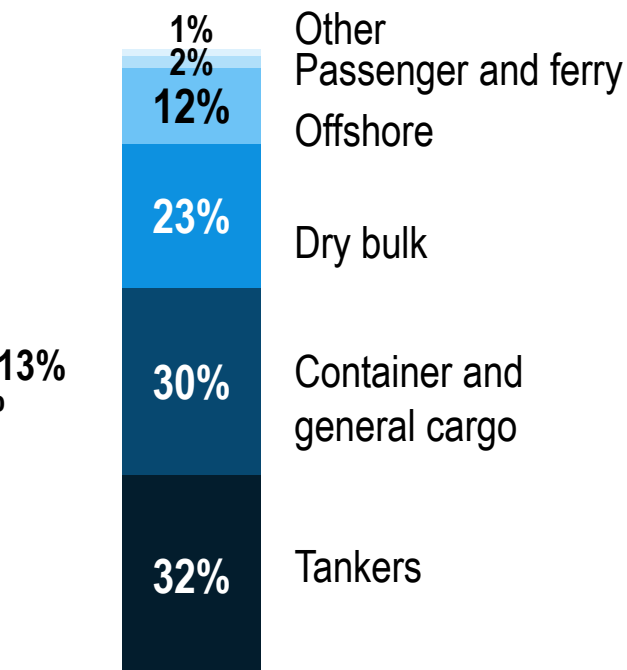
Membership

Diverse spread of business by country of management and ship type

Owned tonnage by region



Owned tonnage by ship type



12 month review

- Owned GT increased by 7% compared with World fleet growth of 2.5%
- 5% return of call for 2nd consecutive renewal
- Release calls among lowest in IG: 6% for 18/19, otherwise nil
- London Class: new business from Italy, Germany and Greece
- Reorganisation of service teams in London
- Move to the new office in the heart of the City

Overview of the club: key financials

Selective growth; breakeven underwriting; strong balance sheet

Total tonnage

159mgt

2018

149mgt

2017

Premium income

\$296m

2018/19

\$304m

2017/18

Combined ratio

111%

2018/19

101%

2017/18

Investment return

2.0%

2018/19

6.4%

2017/18 financial year

Free reserves

\$461m

2018

\$430m

2017

S&P rating

A (strong)

AAA capital strength

reaffirmed July 2018

Our ambition

01 To provide first-class financial security.

02 To be recognised for providing excellent service through solving members' problems.

03 To provide a broad range of P&I insurance and related covers that represent excellent and sustainable value.

04 To pursue selective growth, consistent with the other objectives.

Enabled by a
culture of
flexibility
and innovation

Track record of flexibility and innovation



Launch of
The Standard
Club Asia Ltd

1997



TOKIO MARINE
NICHIDO

'TS21' joint
venture with
TMNF

2001



Dedicated
'offshore'
team

2006



Plan to
launch IG
COFRs*

2014



Launch of
SWRM war
risks class

Feb. 2015



Launch of
The Standard
Syndicate at
Lloyd's

Apr. 2015

*Not supported by the International Group, but resulted in a competitive new entrant to this market

"Owners could save close to \$40m each year if International Group clubs support [Standard's] move and guarantee US COFRs" – Tradewinds, January 2014

Introduction: The Future of Crewing

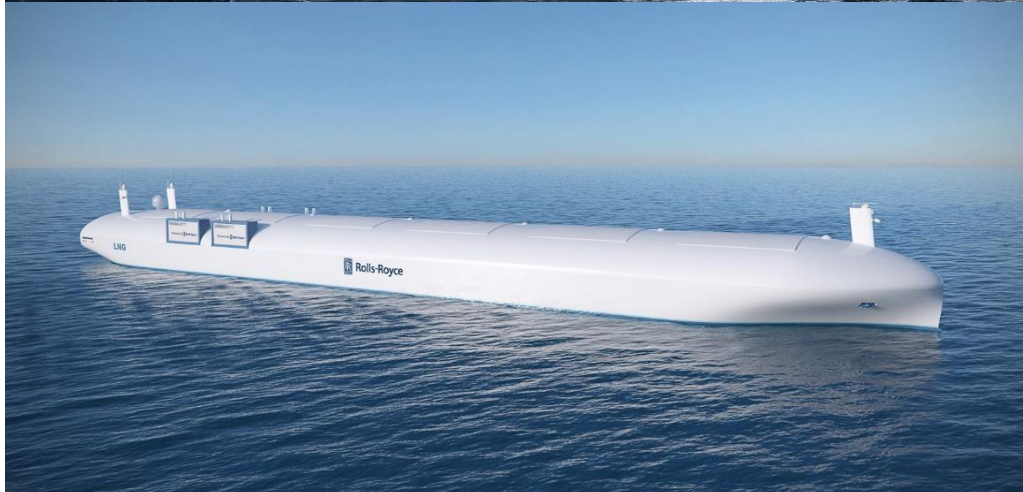
Phil Stephenson

Regional Claims Director, The Standard Club

Will ships ever be completely crew free?



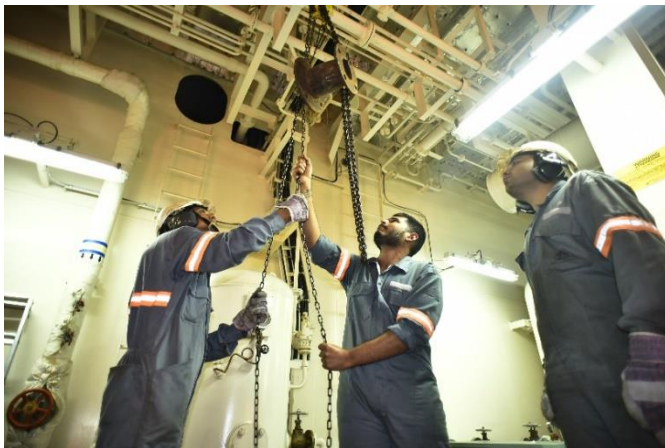
Advantages for owners



Impact on crewing



The reality



Our speakers



Yves Vandeborn

Seafarer Wellbeing and Resilience



Mark Clark

Impact of social media on crewing and human factors



Roy Scott

Crew Mental Wellbeing – why screening does not work but peer support does

Seafarer wellbeing and resilience

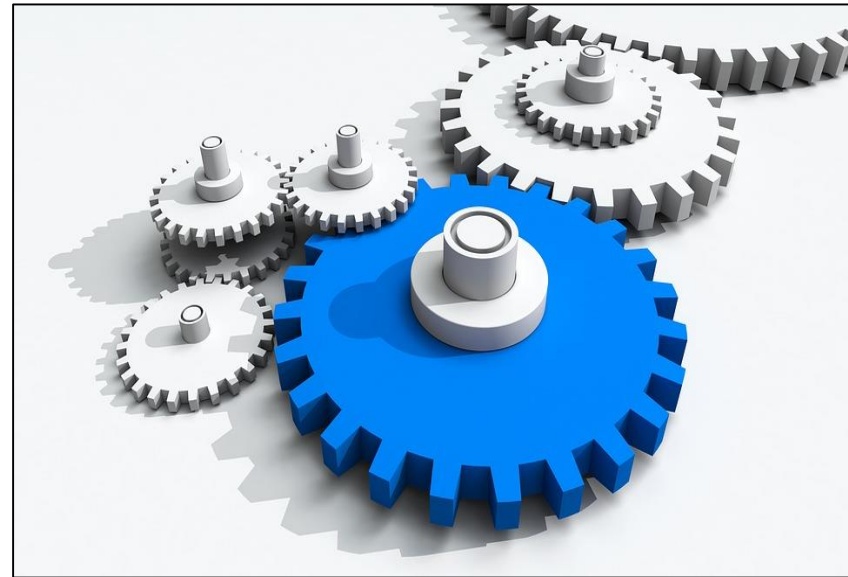
Capt Yves Vandeborn

Director of Loss Prevention, The Standard Club

Seafarer Wellbeing and Resilience

Why wellbeing matters for resilience

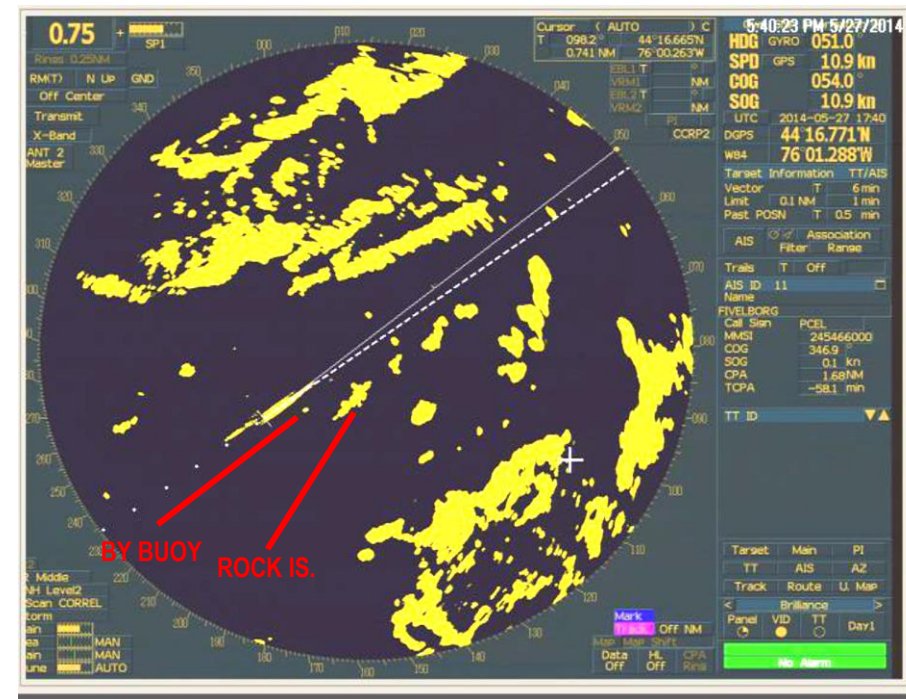
- Resilience refers to the ability of a safety system to deal with unexpected situations effectively
- For a system to be truly resilient all of its constituent parts must operate to their full potential
- The ability of a seafarer to function at his/her full potential is dependant on their wellbeing
- Seafarers suffering from debilitating mental or physical conditions may not be able to employ their training/procedures effectively



Seafarer Wellbeing and Resilience

Maritime resilience case study: grounding

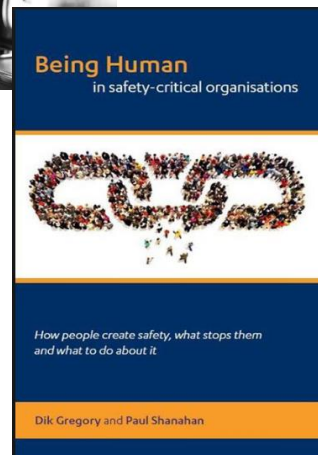
- At a crucial moment of a pilotage on the St Lawrence River a fuse controlling power to the rudder indicator was removed
- Fuse was removed by an electrician doing unauthorised repair work
- Bridge crew were required to act quickly to resolve the situation
- Neither the OOW, master or pilot recognised the true situation
- They 'assumed' steering gear failure, rather than a problem with rudder angle indicator
- Because of this the vessel grounded
- **Was resilience demonstrated by the safety organisation?**



Seafarer Wellbeing and Resilience

Path to resilience for maritime organisations

- Maritime organisations should attempt to improve their organisational resilience
- Examples of how to do this are:
 - Enhanced training regimes focussed on realism
 - Emphasis on experience as a means to attain expertise
 - Making changes to how an organisation functions which are known to improve resilience



Seafarer Wellbeing and Resilience

Scenarios for improving resilience



Firefighting



Bridge ops & emergency response



Launching and recovery of boats

Seafarer Wellbeing and Resilience

Linking resilience and wellbeing



Concentration/Alertness

Physical endurance

Ability to move rapidly to
steering gear

Active problem solving



Ability to perform
under stress

Physical dexterity to switch
steering modes

Ability to recall training

Seafarer Wellbeing and Resilience

Linking resilience and wellbeing

- Safety systems pre-suppose that all of the individuals are fit, both physically and mentally
- How would our earlier case study have been affected by poor wellbeing?
- The Standard Club has engaged with experts to assess the implications of wellbeing on the individual and safety
- The results of these efforts have contributed to the production of a wellbeing special edition of Standard Safety



Seafarer Wellbeing and Resilience

Wellbeing and safety: the body

- Some seafarers are affected by poor physical health
- Medical problems and lack of fitness will reduce the effectiveness of a seafarer
- We explore this concept in an article in our wellbeing special: Seafarer health and operational effectiveness
- This article discusses common conditions and their effects on the seafarers ability to function onboard
- Common conditions included
 - Diabetes
 - Hypertension
 - Obesity



DIABETES		HYPERTENSION		OBESITY	
Poor eyesight	Hazard for watchkeeping	Artery damage	Risk of a heart attack	Speed of reaction	Inability to respond quickly
Digestive problems	Nausea, weight loss & heartburn	Coronary artery disease	Risk of a heart attack	Agility	Difficulty accessing hard to reach locations
Nerve damage	Inability to detect hot/cold or sharp objects	Cognitive impairment	Difficulty thinking clearly / problem solving	Physical robustness	Reduced capacity for challenging physical conditions
Kidney disease (severe cases)	Difficulty thinking clearly, nausea	Kidney failure (severe cases)	Difficulty thinking clearly, nausea	Stamina	Reduced effort / effectiveness over time
Lack of blood circulation	Lack of feeling in feet & slow healing	Blurred/ Impaired vision	Hazard for watchkeeping	-	-

Seafarer Wellbeing and Resilience

Wellbeing and safety: the body

- Can a safety organisation consider itself resilient if its seafarers are impaired by medical issues?
- Seafarers are the building blocks of a resilient safety system, their wellbeing matters
- If individual seafarers are suffering a combination of conditions they will have reduced capacity to respond to emergencies/disruptive events
- The Standard Club enhanced PEME scheme recommends against employing approximately 5% of seafarers for combinations of conditions including:
 - Diabetes
 - Kidney problems
 - Obesity
 - Heart conditions

Seafarer Wellbeing and Resilience

Wellbeing and safety: the mind

Astonishing Rates of Seafarer Suicide...And 4 More.

Breaking the taboo of seafarer mental health

Suicide the top cause of seafarer deaths

Mental health problems at sea: a storm is brewing

Seafarer mental health branded 'a serious concern' as part of Mental Health Awareness Week



Seafarer Wellbeing and Resilience

Wellbeing and safety: the mind

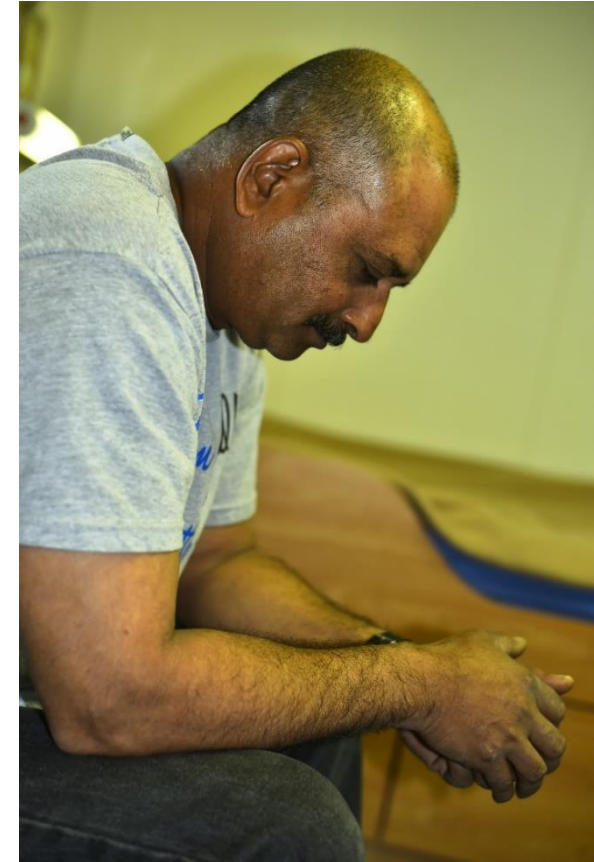
- Our wellbeing publication deals with two distinct areas relating to mental health
 - General mental health
 - Post Traumatic Stress Disorder (PTSD)
- Our article “A rising tide” lists mental health risk factors:
 - Social isolation
 - Long voyages
 - Fatigue
 - Separation from friends and family
 - Increased pressure on individuals
 - Lack of crew cohesion
 - Lack of shore leave
 - Harassment and bullying
 - Precarious employment



Seafarer Wellbeing and Resilience

Wellbeing and safety: key points

- General mental health problems known to be linked to poor performance on board:
 - Anxiety
 - Stress
 - Depression
 - Self harm and suicide
- Social media/internet use and poor mental health
 - Links to social isolation
 - Seafarers no longer socialise as they once did
- How does zero alcohol policy affect social interaction?
- Loss Prevention has researched ways to screen for those suffering from pre-existing mental illness



- A mental health disorder which follows exposure to:
 - Actual or threatened death
 - Serious injury
 - Sexual violation
- Symptoms
 - Intrusion symptoms, such as recurrent trauma-related thoughts/ nightmares
 - Avoidance of reminders of the incident
 - Negative alterations in cognition or mood
 - Poor sleep
 - Irritability, jumpiness and hyper awareness
- PTSD sufferers in safety critical roles may inadvertently cause significant harm:
 - They may miss warning indicators
 - Misinterpret instructions
 - Fail to carry out essential safety checks correctly



Seafarer Wellbeing and Resilience

Conclusion

- A negative trend in seafarer wellbeing is being widely reported
- Seafarers must be physically and mentally capable of responding to the needs of the safety system
- Wellbeing is therefore crucial to the effectiveness of safety systems
- The Standard club has produced a Seafarer Wellbeing: Special Edition
- Members should have an active interest in ensuring a baseline wellbeing standard for their crews in the interests of safety

Impact of social media on crewing and human factors

Mark Clark

Director, MTI Network





Protecting
Reputation

**PRO
RESPONSE**





New York
9/11



Manila
2018



REPUTATION
in the Age
of
Social
Media



US World Environment Soccer More

Will MySpace ever lose
its monopoly?

Victor Keegan

Thu 8 Feb 2007 07:41 EST

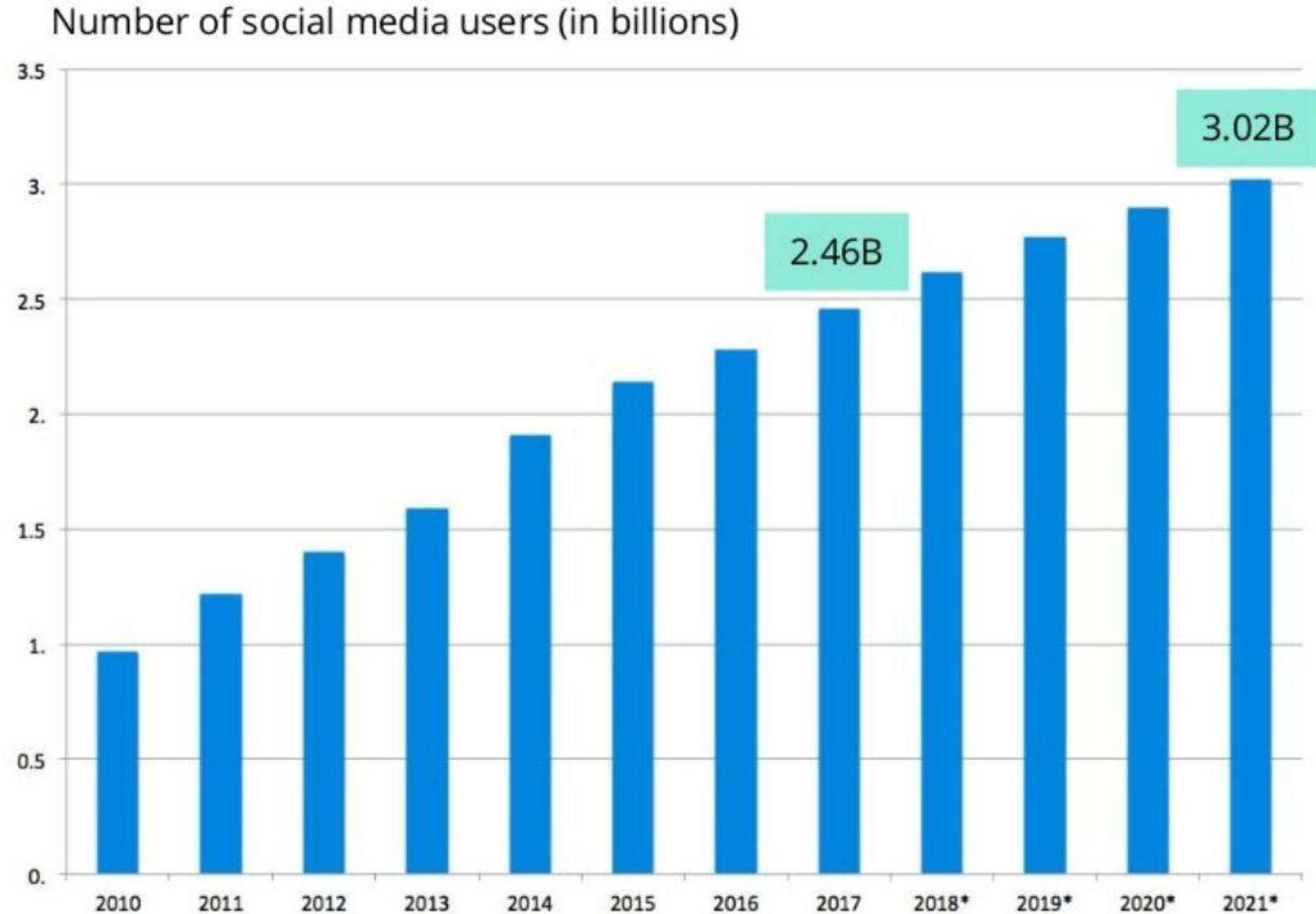
facebook

Fast forward to 2018

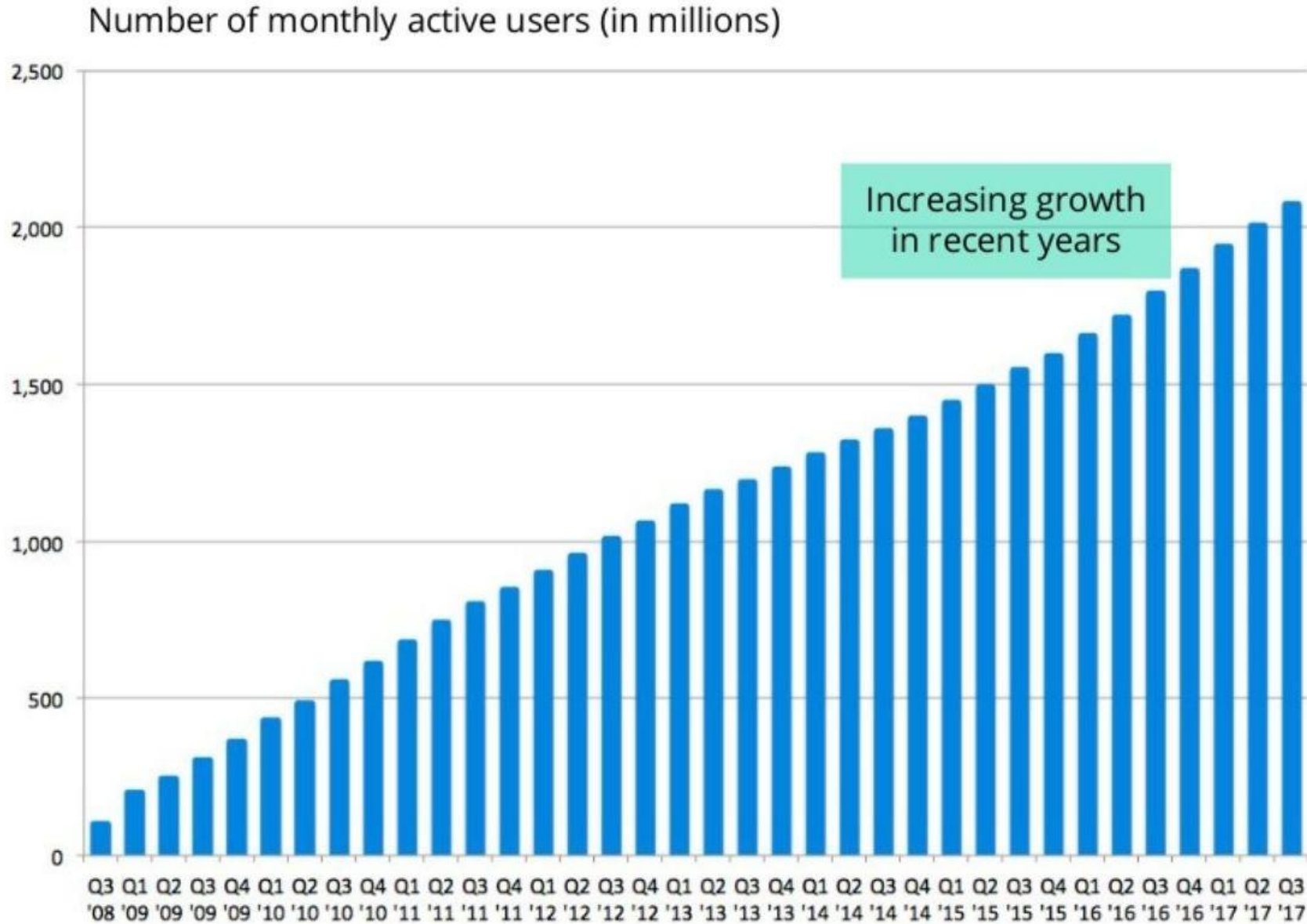


There are now almost 2.5 billion social media users on the planet..

... estimated to grow to > **three billion** by 2021.



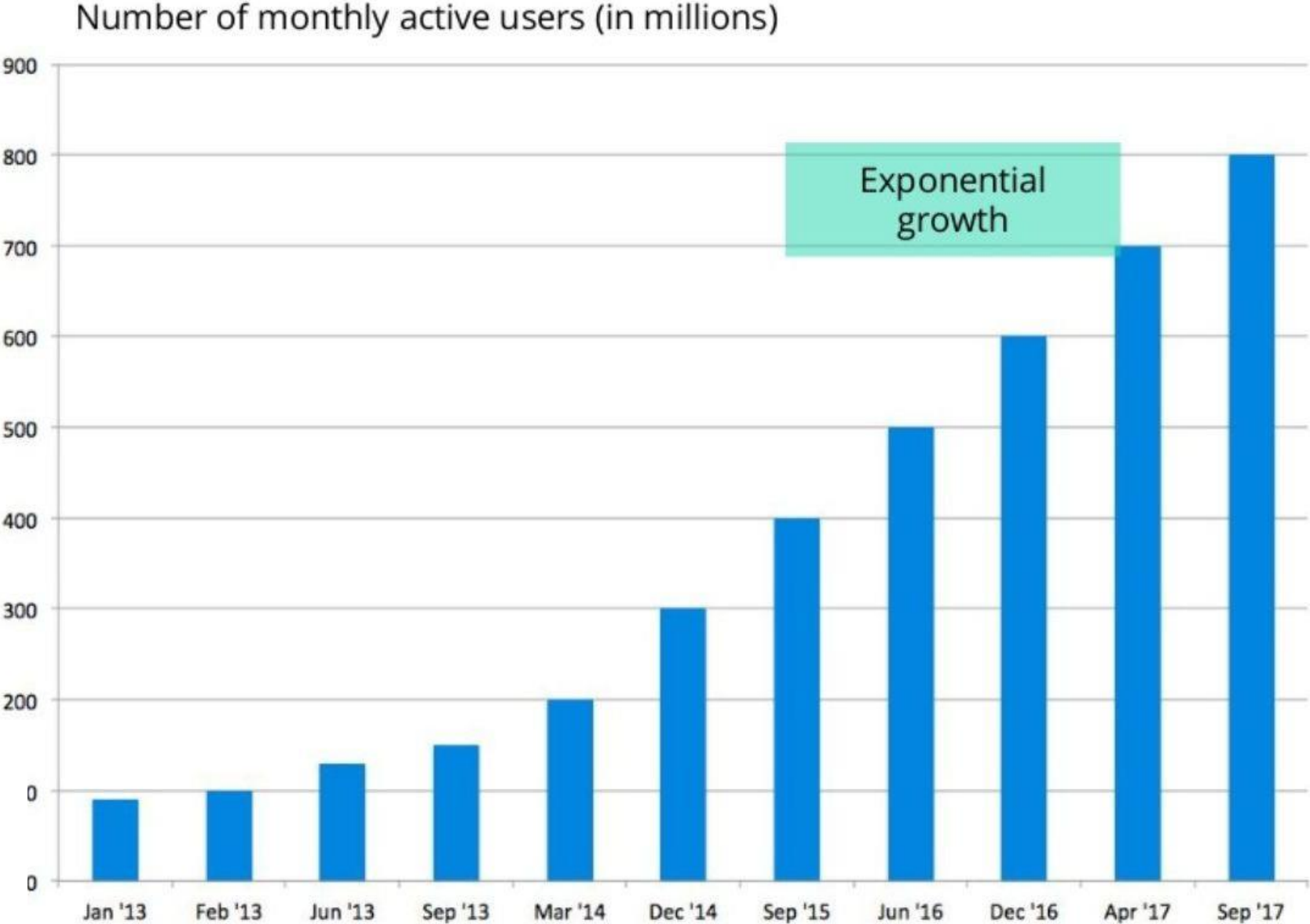
Facebook - 2.07B MAUs



30+ age demographic

84% of 30–49 year olds use Facebook.

Instagram - 800M MAUs

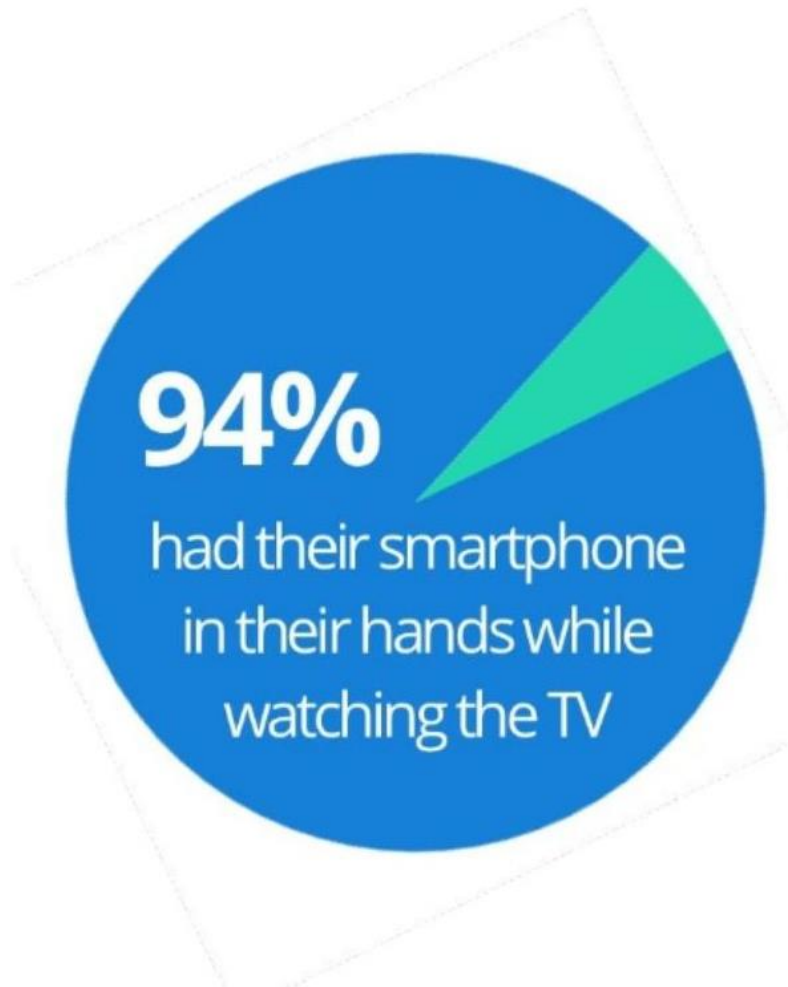


18+ age demographic


64% of 18 - 29 year olds use Instagram

“Double screening”

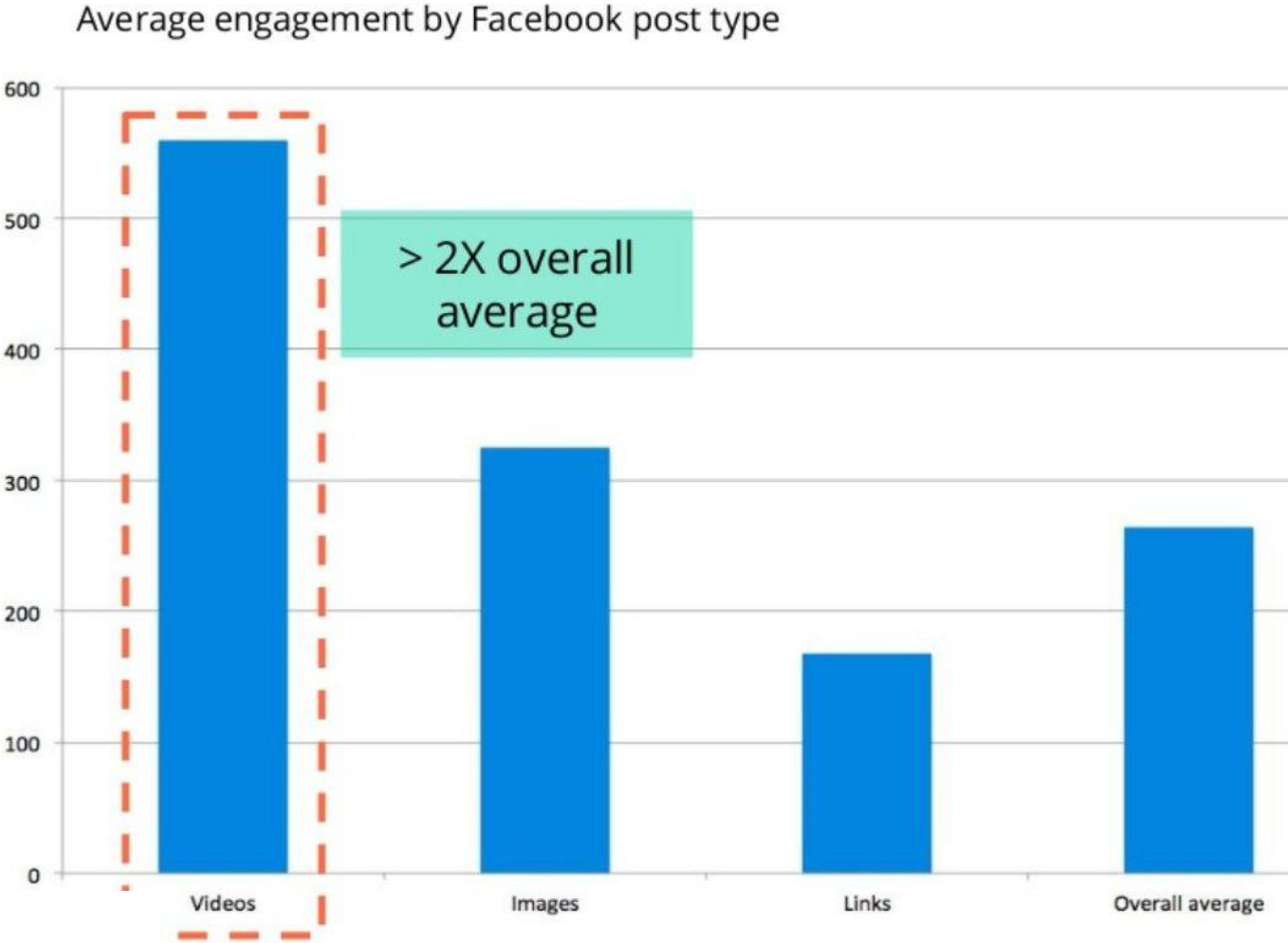
We are becoming glued to our smartphones



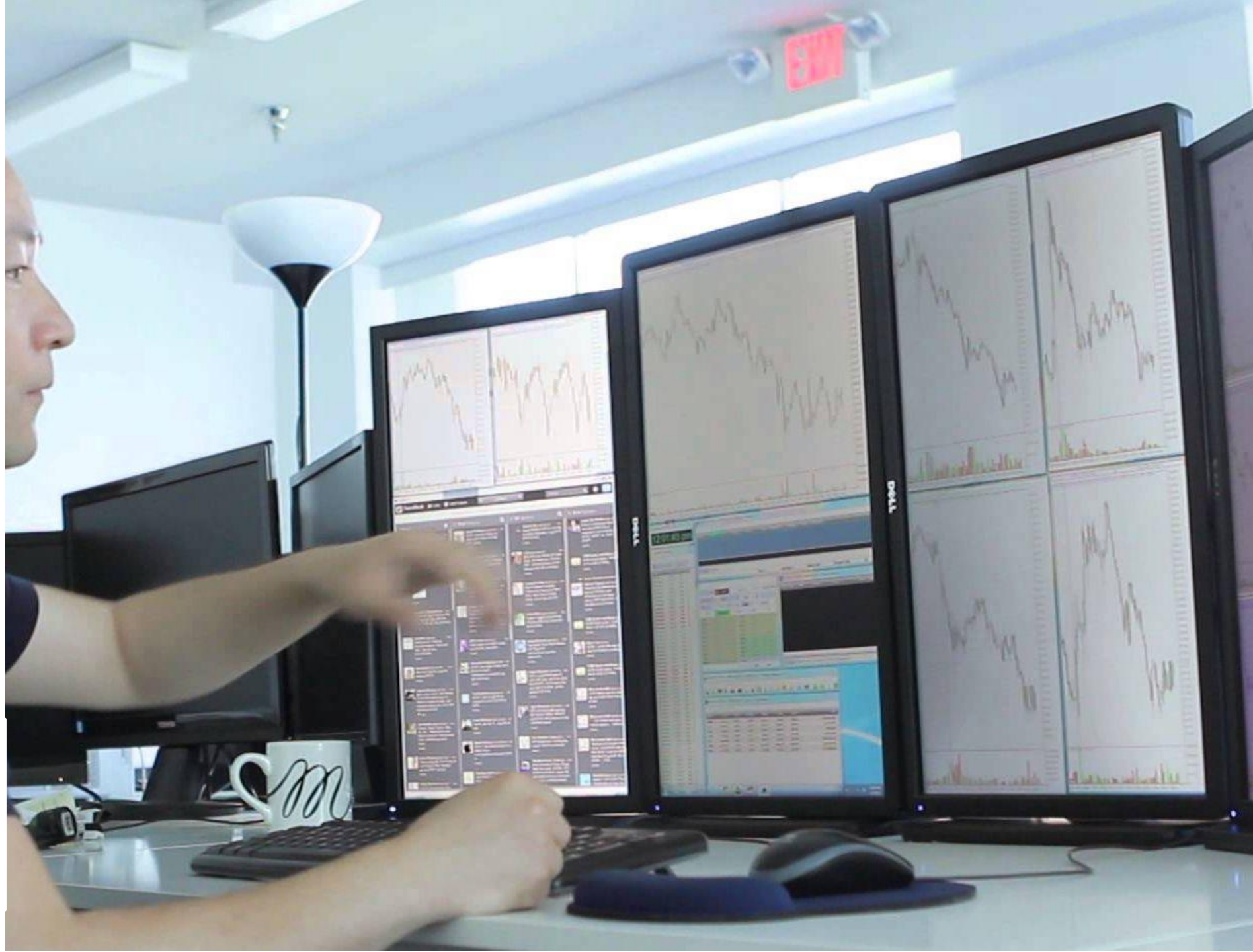
- ◆ Facebook study: 100 people watching TV
- ◆ 94 had their smartphone in their hands
- ◆ One of the top reasons they look away from the TV is to **use their smartphone**

- 
- A 55-75 year old now looks at their phone an average of 60 times a day (22,000 times per year), compared to an average of 40 daily glances across all Western European adults.
 - 71 per cent of this group checks their phones within 15 minutes of waking, compared to 56 per cent across all smartphone owners.

2018 will again be the year of video

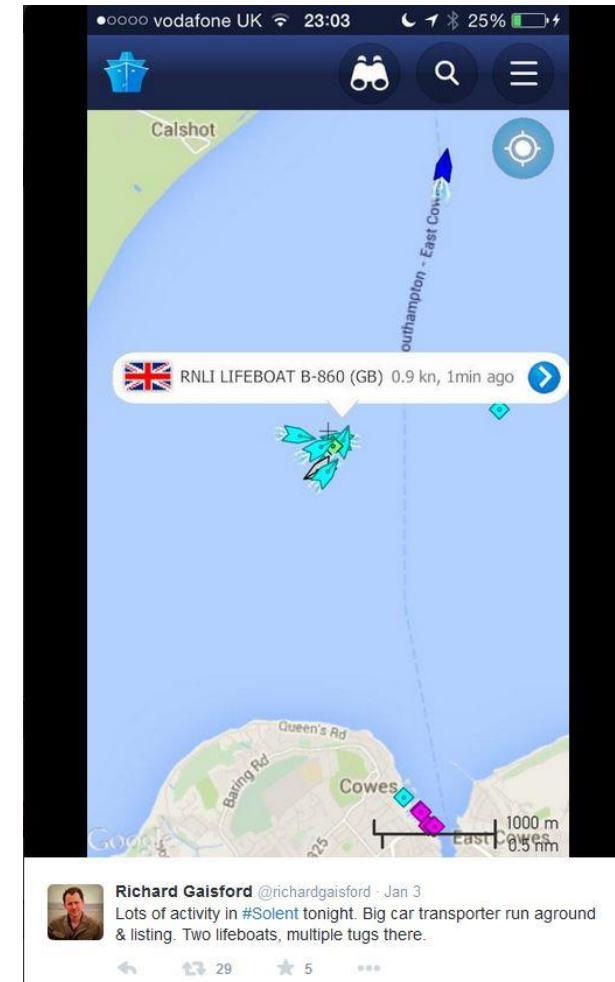
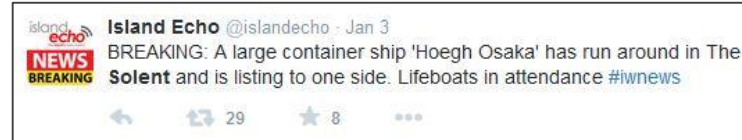


- Media monitoring - TV, Radio, social media, print, etc..
- Over 200 social media platforms





Speed of social media and visibility





Hoegh Osaka: Drone video of stranded cargo ship



BBC News ✓



Subscribe

361,195

524,650



Add to



Share



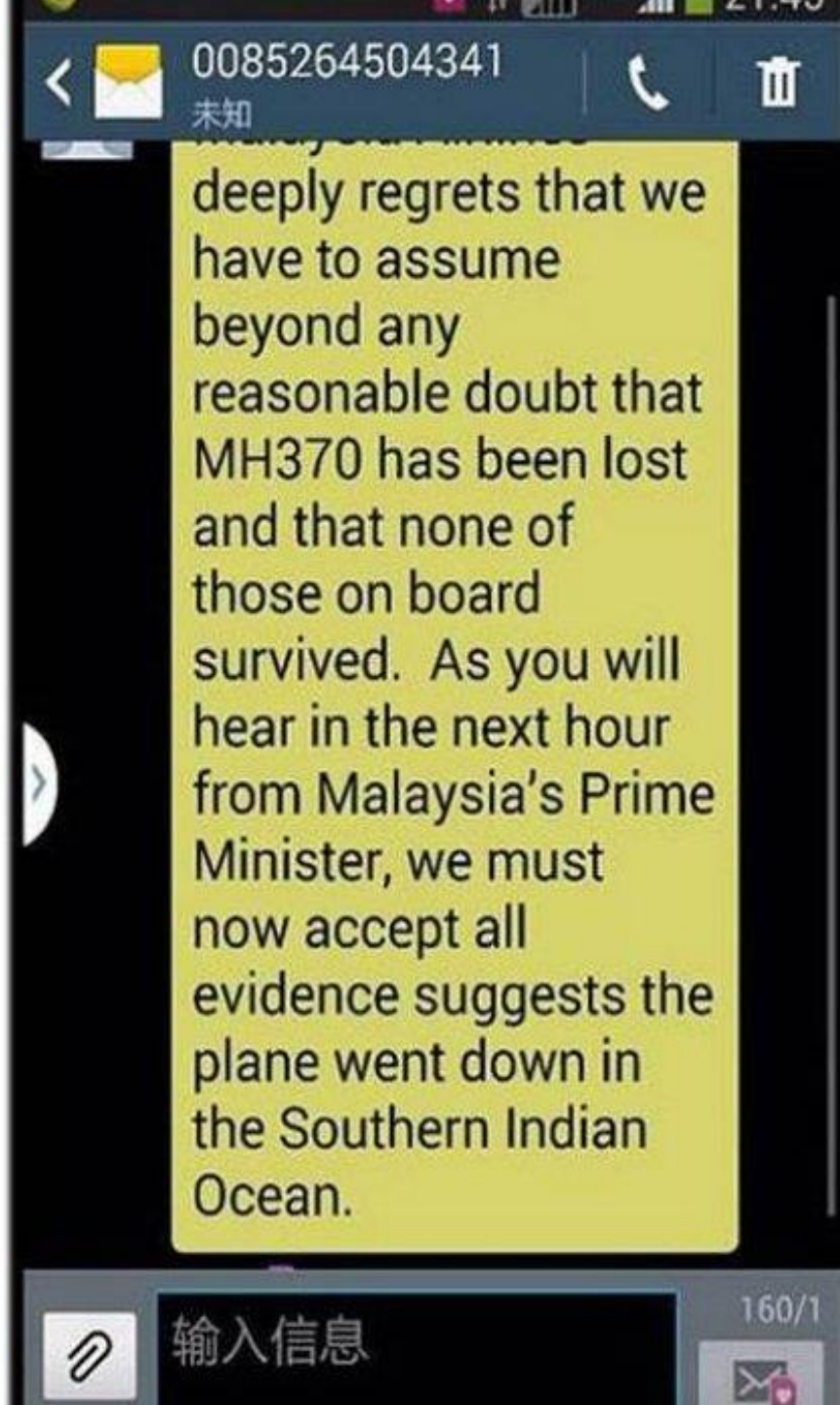
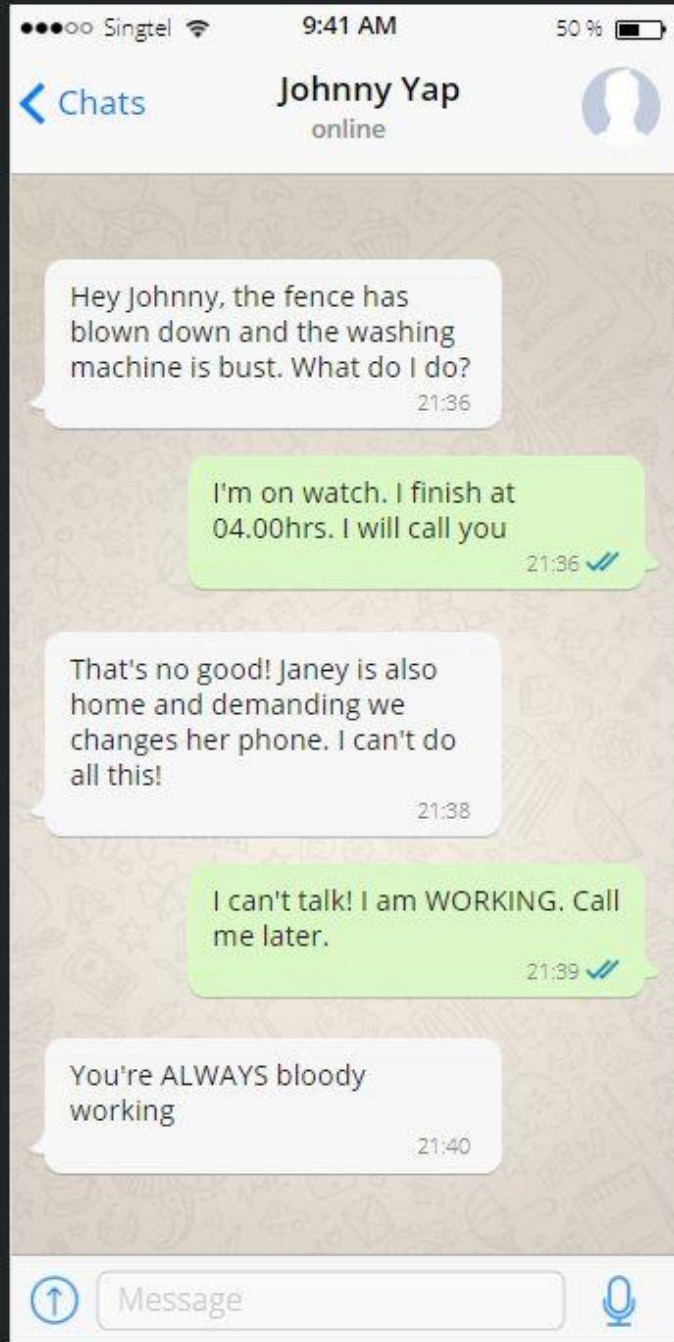
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189



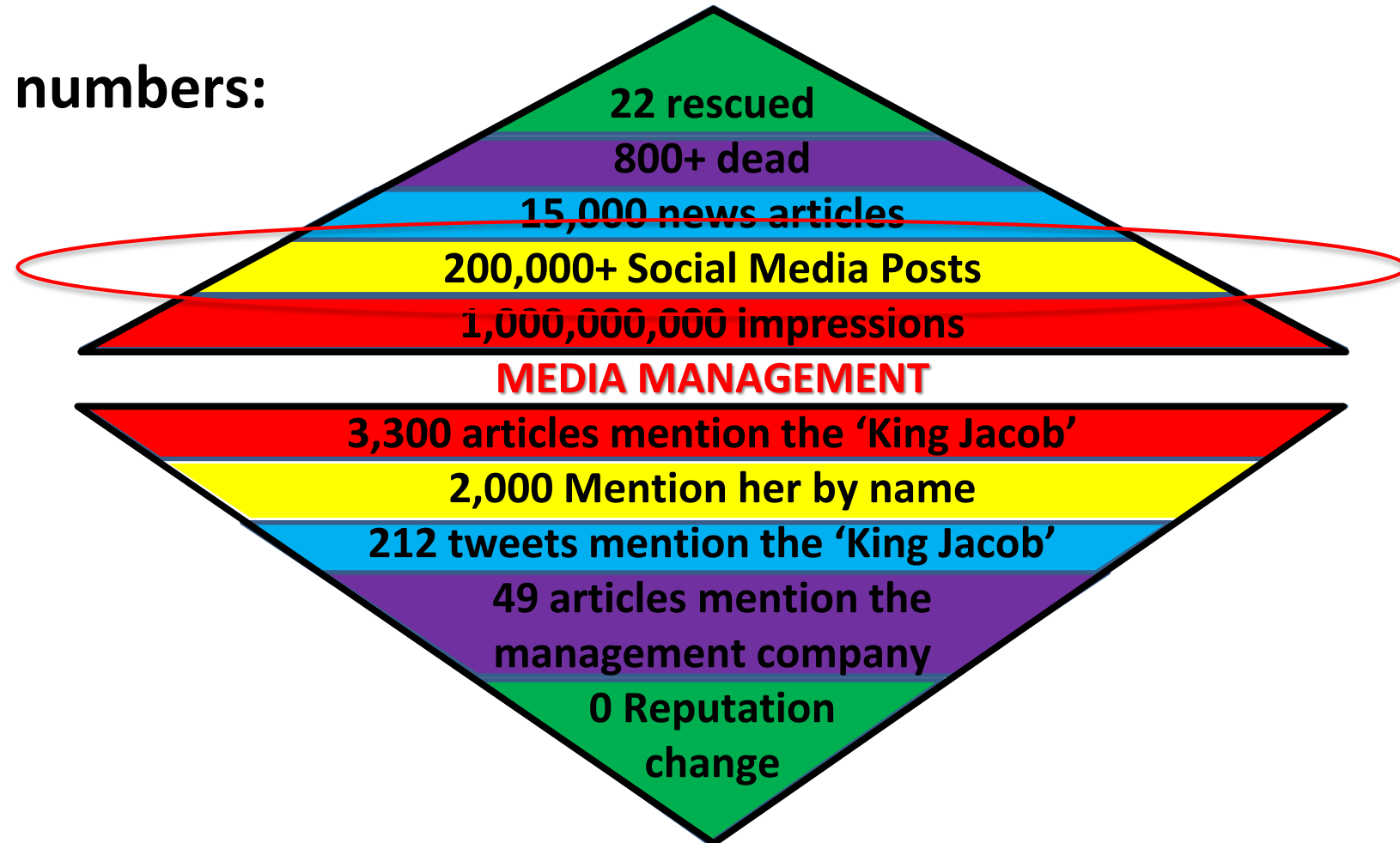
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‘King Jacob’ Mediterranean Migrants and a Global Audience



By the numbers:



Controlling media access

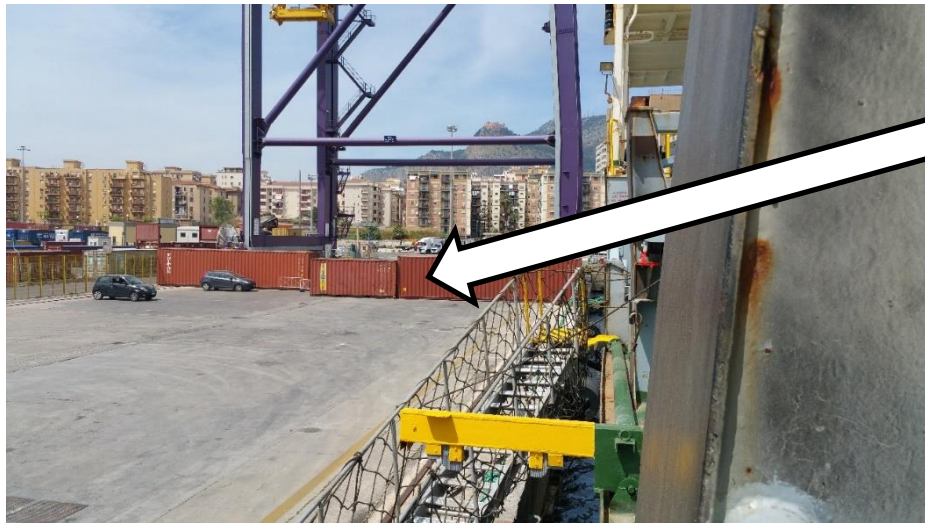


Figure 5 Tweet about King Jacob from April 24, 2015



Controlling media access

Shipping containers positioned to restrict media access to the quay side



BBC News: “The ‘King Jacob’s’ master and second officer have been taken in for questioning...”



- All crew asked not to post any social media
- All crew asked to stay aboard despite MLC
- Psychotherapist brought on board
- Padre invited to say Mass for the dead on deck

Selfie Stick, the latest
piece of SOLAS
equipment



- Be prepared to engage in social media as owner/manager to counter any posts that are plain lies or dangerous untruths.
- Deaths, injuries **ARE** being reported on Twitter



- In the first hour or so, a large incident may attract 100/200 media calls an hour into the office.
- The crew on board will be reading of your response on their devices



Large Yacht crew also affected..

Superyacht crew are also struggling with stress and mental health issues.

- Out of a recent crew survey, 72% had suffered from mental health problems, or knew someone else in the industry that had.
- Out of this proportion, only 54% had talked about their issues, with 70% confirming that no support was put in place to help them cope when struggling with stress and general mental health on board.



Our goal: “*One Voice, One Message*”

- Crew/staff
- Owners/Managers/Operators
- Charterers/Customers
- Regulators
- QI/Response contractors
- Insurers
- Authorities
- Emergency Services



Crew Mental Wellbeing – why screening does not work but peer support does

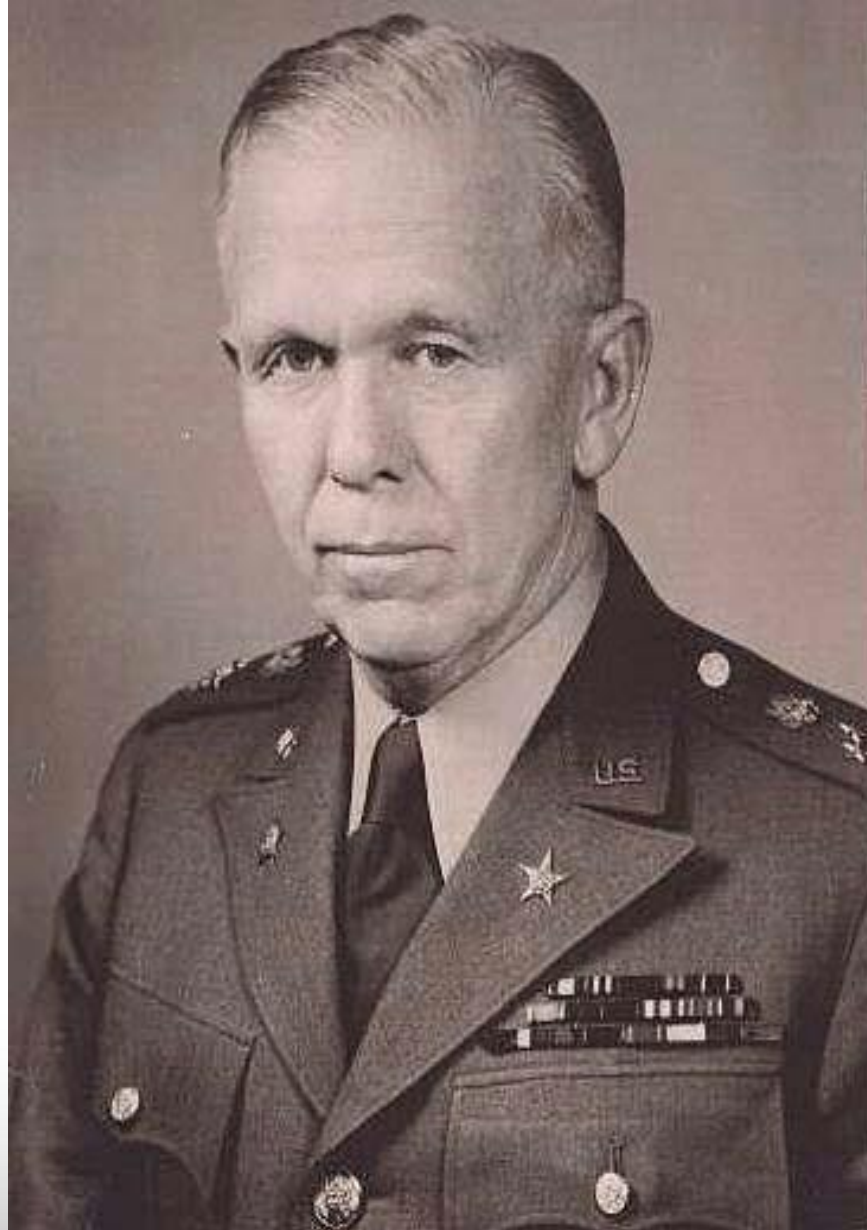
Roy Scott MBE
March on Stress

What is screening?

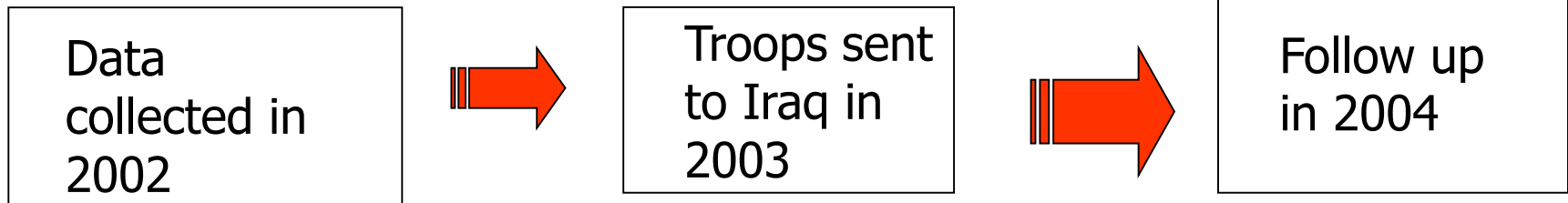
- Asking questions in order to ascertain an individual's vulnerability to develop mental ill-health or to identify their mental health status
- Its aim is to maintain or improve an individual's state of mental health

The seduction of pre-screening

- Screening beforehand for “vulnerability to PTSR” is seductive
- The grandmother test is good...however other tests are very poor
- Historically - US Army and WW2



King's College London – Screening research



Research

BMJ

Mental health screening in armed forces before the Iraq war and prevention of subsequent psychological morbidity: follow-up study

Roberto J Rona, Richard Hooper, Margaret Jones, Lisa Hull, Tess Browne, Oded Horn, Dominic Murphy, Matthew Hotopf, Simon Wessely



Last Updated: Tuesday, 28 August 2007, 22:32 GMT 23:32 UK

E-mail this to a friend

Printable version

US ex-astronaut to plead insanity

By Andy Gallacher
BBC News, Florida

Lawyers for former Nasa astronaut Lisa Nowak say they are planning to pursue a defence of temporary insanity when she stands trial in Florida next month.

The 44-year-old mother of three is charged with attempted kidnap, assault and burglary.

Police say she confronted a woman she believed was a rival for the affections of a space shuttle pilot.

Capt Nowak made headlines after police said she drove across the US wearing adult nappies to avoid toilet breaks.

She was arrested at Orlando airport here in Florida after confronting Air Force Capt Gailan Shuman - a woman she



Capt Nowak was said to be suffering from depression and insomnia

VIDEO AND AUDIO NEWS

Lisa Nowak's fall from grace

Watch

SEE ALSO

- Accused US astronaut says sorry
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- Nasa scandals overshadow launch
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- 'Love triangle' astronaut sacked
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- Astronaut in 'love kidnap plot'
06 Feb 07 | Americas

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- BBC - space exploration

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- Nasa

The BBC is not responsible for the content of external internet sites

Stigma

- Leads people to not to want to answer surveys honestly
- Is a feature of life in general but may be especially problematic in 'closed environments' such as onboard vessels
- May be improving but slowly

People don't always tell the truth



The problems with mental health selection/health screening with organisations

- No evidence of effectiveness to date
- Natural history wrong – most get better
- False positives swamp system (labelling)
- Suspicion amongst target population
- May be well intentioned but not organisationally effective

Jones & Wessely 2003: Rona et al 2004: French et al 2004: Rona et al, JAMA 2005

So what to do

- Don't screen – focus on improving helpseeking
 - Eg. Royal Foundation 'heads together'



Peer support

Journal of Traumatic Stress
April 2012, 25, 134–141
CE Article



Guidelines for Peer Support in High-Risk Organizations: An International Consensus Study Using the Delphi Method

Mark C. Creamer,^{1,2} Tracey Varker,^{1,2} Jonathan Bisson,³ Kathy Darte,⁴ Neil Greenberg,⁵
Winnie Lau,^{1,2} Gill Moreton,⁶ Meaghan O'Donnell,^{1,2} Don Richardson,⁷ Joe Ruzek,⁸
Patricia Watson,⁹ and David Forbes^{1,2}

¹Australian Centre for Posttraumatic Mental Health, Melbourne, Victoria, Australia

²Department of Psychiatry, University of Melbourne, Melbourne, Victoria, Australia

³School of Medicine, Cardiff University, Cardiff, Wales, United Kingdom

⁴Veterans Affairs Canada, Charlottetown, Prince Edward Island, Canada

⁵Institute of Psychiatry, King's College, London, England, United Kingdom

⁶Rivers Centre for Traumatic Stress, Edinburgh, Scotland, United Kingdom

⁷Parkwood Operational Stress Injury Clinic-St. Joseph's Health Care, London, Ontario, Canada

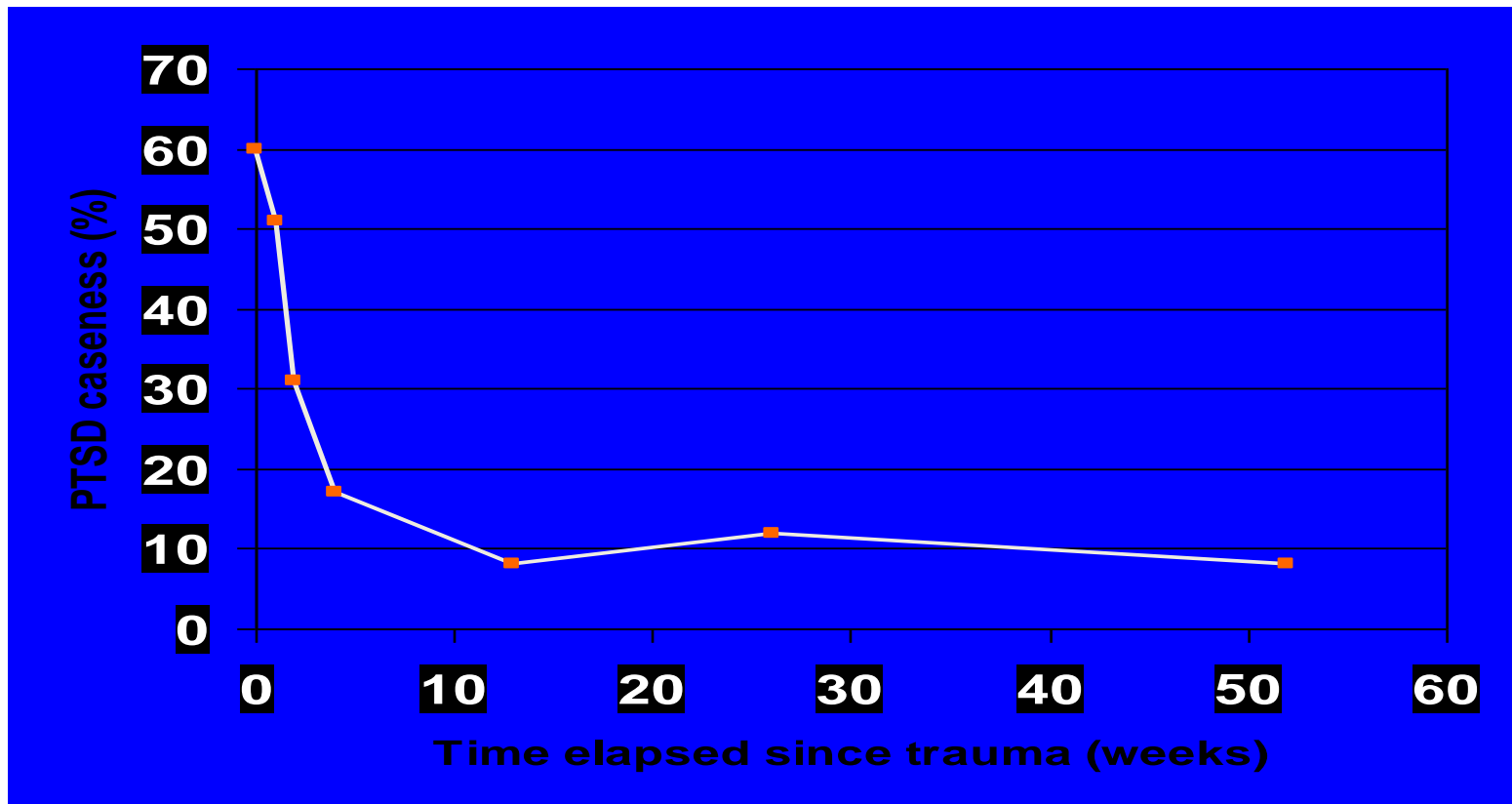
⁸National Center for PTSD, VA Palo Alto Health Care System, Menlo Park, California, USA

⁹UCLA/Duke University National Centre for Child Traumatic Stress, Los Angeles, California, USA

Peer supporters should:

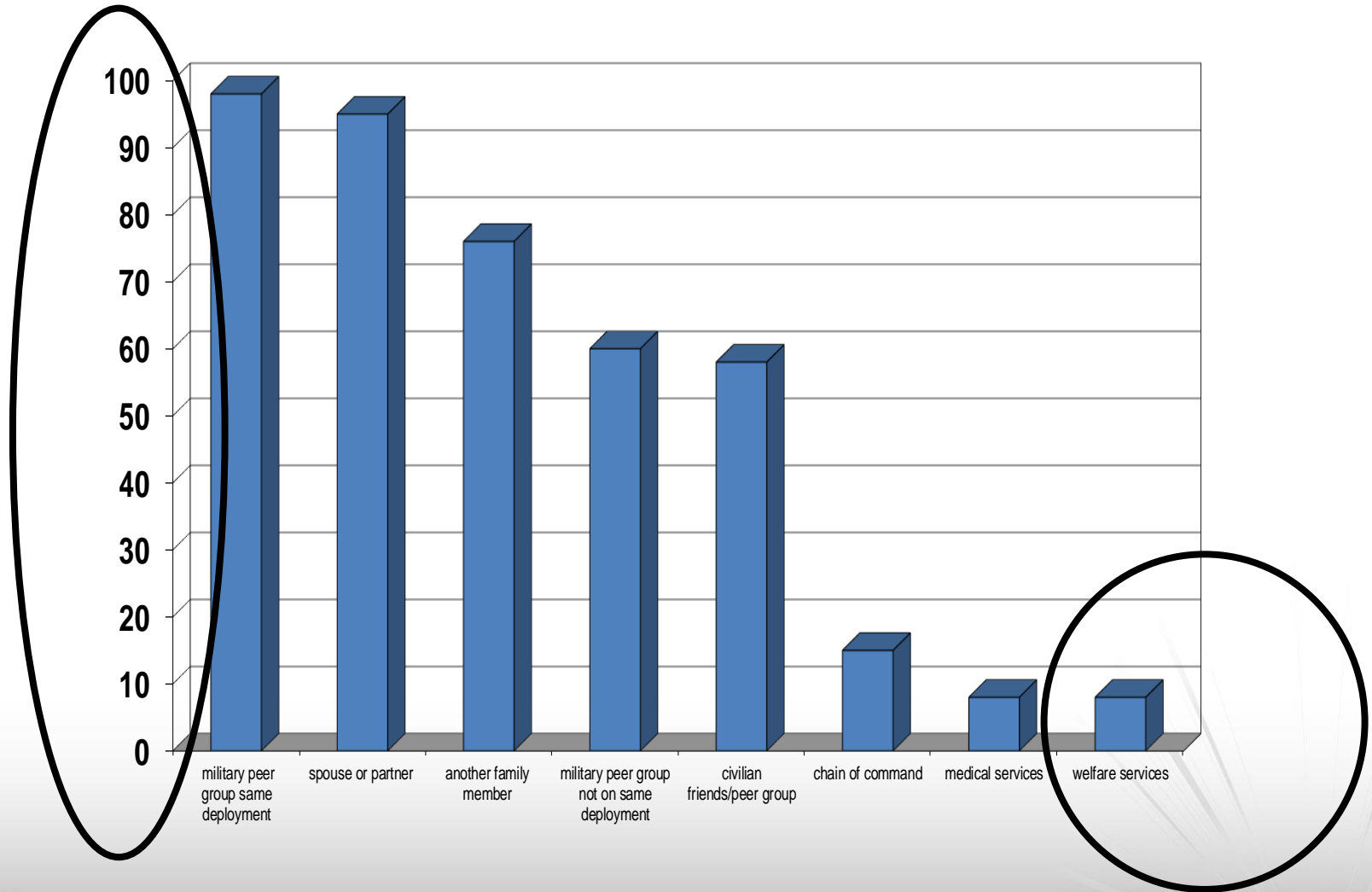
- (a) provide an empathetic, listening ear;
- (b) provide low level psychological intervention;
- (c) identify colleagues who may be at risk to themselves or others
- (d) facilitate pathways to professional help.

What is the natural history of PTSD?

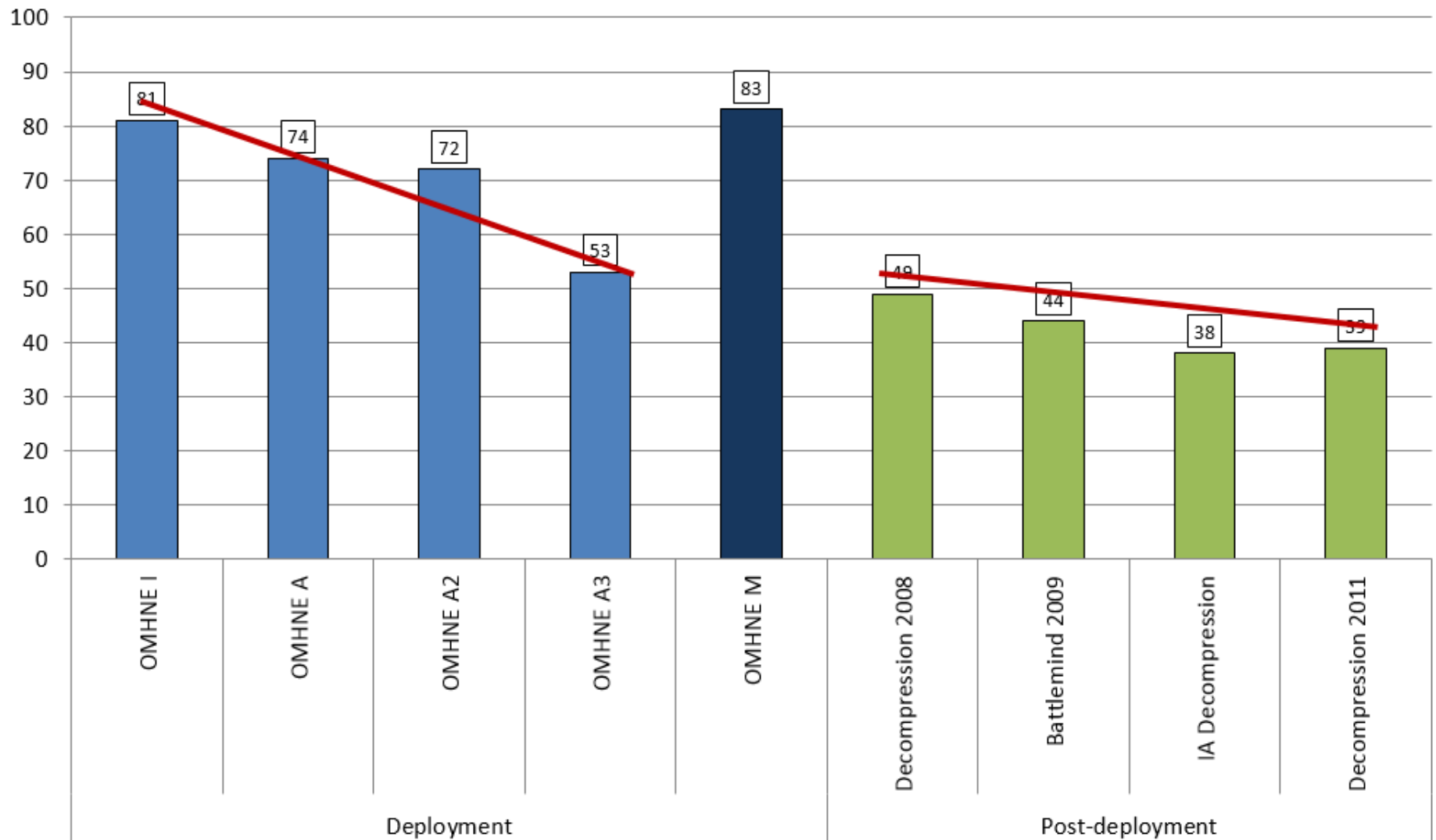


PTSD 'caseness' of patients directly involved in a raid over time. Data from Richards (1997) The Prevention of PTSD after armed robbery: the impact of a training programme within Leeds Permanent Building Society.

Who do deployed staff talk to?



Stigma in the UK AF over time



Peer support

- Used by many organisations in different formats and with different degrees of training (1 day to six weeks) and different objectives (co-therapist/early identification?)
- Generally little or no formal evaluation (e.g. NSWPF)
- Most researched is TRiM....

TRiM – Trauma Risk Management



Trauma Risk Management (TRiM)- What is it?

- Peer group support and risk assessment strategy
- Set up within the Royal Marines in late '90s – now – all Services (since 2007). FCO, BBC, Em Serv, PSC etc.
- 'Human resource' initiative
- TRiM is not a cure - assesses psychological risk & suggests management and signposts
- Trained practitioners at all levels/grades

TRiM Training

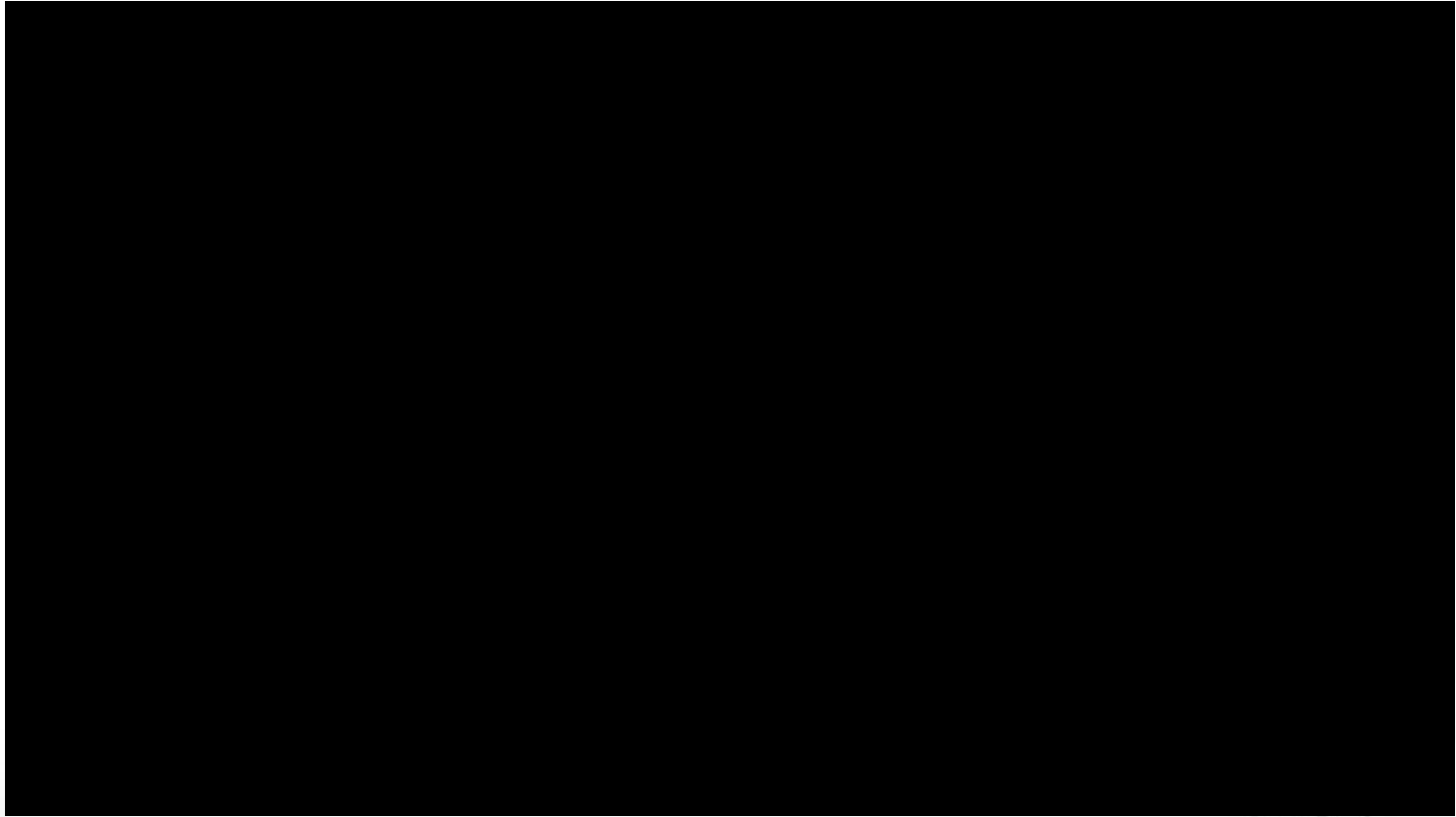
- Practitioner and Manager level training
- Formal accredited qualification
 - BTEC
 - ESTSS certificate credits
- Code of conduct
 - Refresher
 - Supervision
 - CPD

What Peer Practitioners are not!

- Counsellors
- Therapists
- Pseudo-psychologists
- Group Huggers
- Scented Candle users



Needs to be on the same wavelength

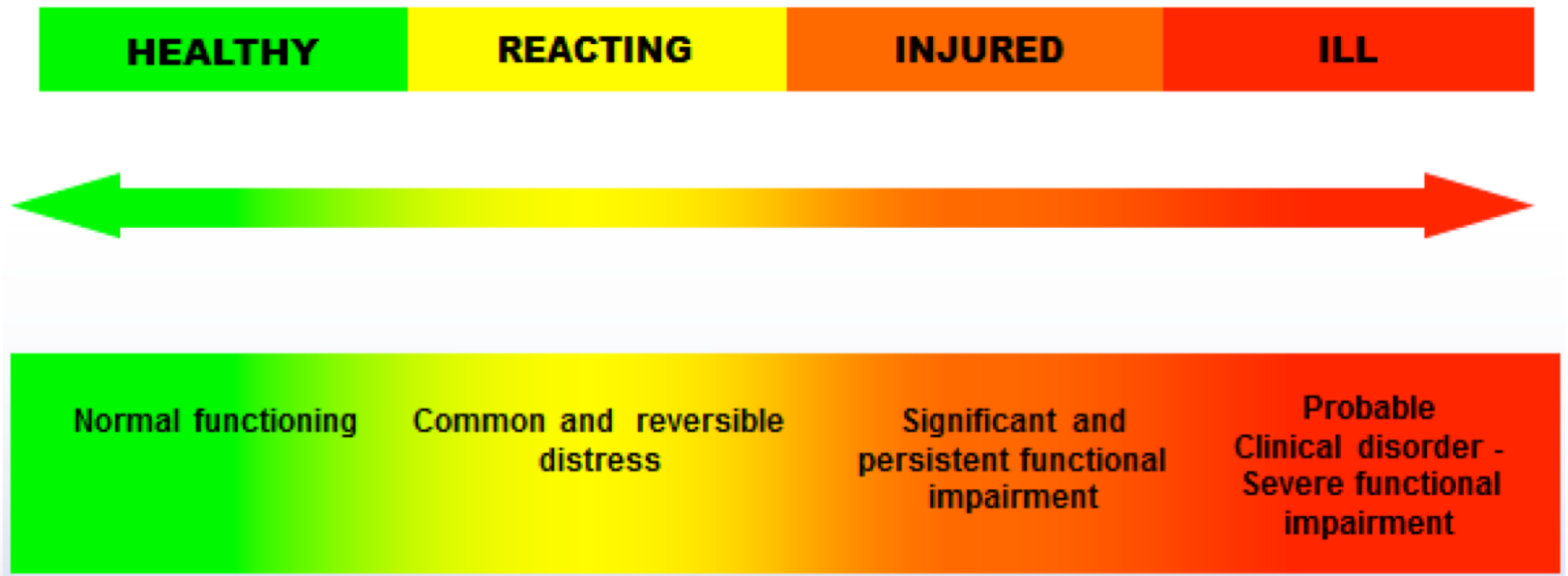


StRaW



- A peer support package designed to improve organisational **resilience**
- Based on good science and best practice
- A 'novel' approach for non-traumatic stress
- Empowers self-reliance whilst encouraging appropriate help-seeking

What to make of the information gathered during the StRaW interview?



Summary

- Psychological health screening might seem like a good idea but does not work
- Peer support for trauma has a strong evidence base and is widely used by trauma-exposed organisations
- Peer support is also useful for day to day (work, home) stressors and can be embedded into any workplace including at sea



Standard
Club

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