



— With you at all times —

Maritime Resource Management

The Swedish Club Academy

The Swedish Club offers Maritime Resource Management training through The Swedish Club Academy.

We have been committed to resource management training since the early 1990s, when the Club and seven other organisations developed the first ever resource management training course for the shipping industry, now known as MRM.

The Swedish Club Academy's MRM training is available in over 35 countries worldwide.

www.swedishclub.com/academy

What is MRM?

Maritime Resource Management (MRM) is a training programme for the maritime industry that is built upon the latest research in human factors and resource management. MRM has proved to prevent accidents at sea caused by human and organisational errors, the most common contributing factors in maritime accidents.

The programme aims to motivate a team to make fundamental changes in behaviour during everyday operation and to establish safe attitudes and safe organisational cultures. This includes understanding the importance of good management and teamwork and the willingness to accept individual responsibility for change.

The overall objective is to increase safety, efficiency and job satisfaction within an organisation and, over time, in the maritime industry as a whole.

MRM is the use and co-ordination of all the skills, knowledge, experience and resources available to a team to achieve the established goals of safety and efficiency on a voyage, or any other safety critical task.

What are the benefits of MRM?

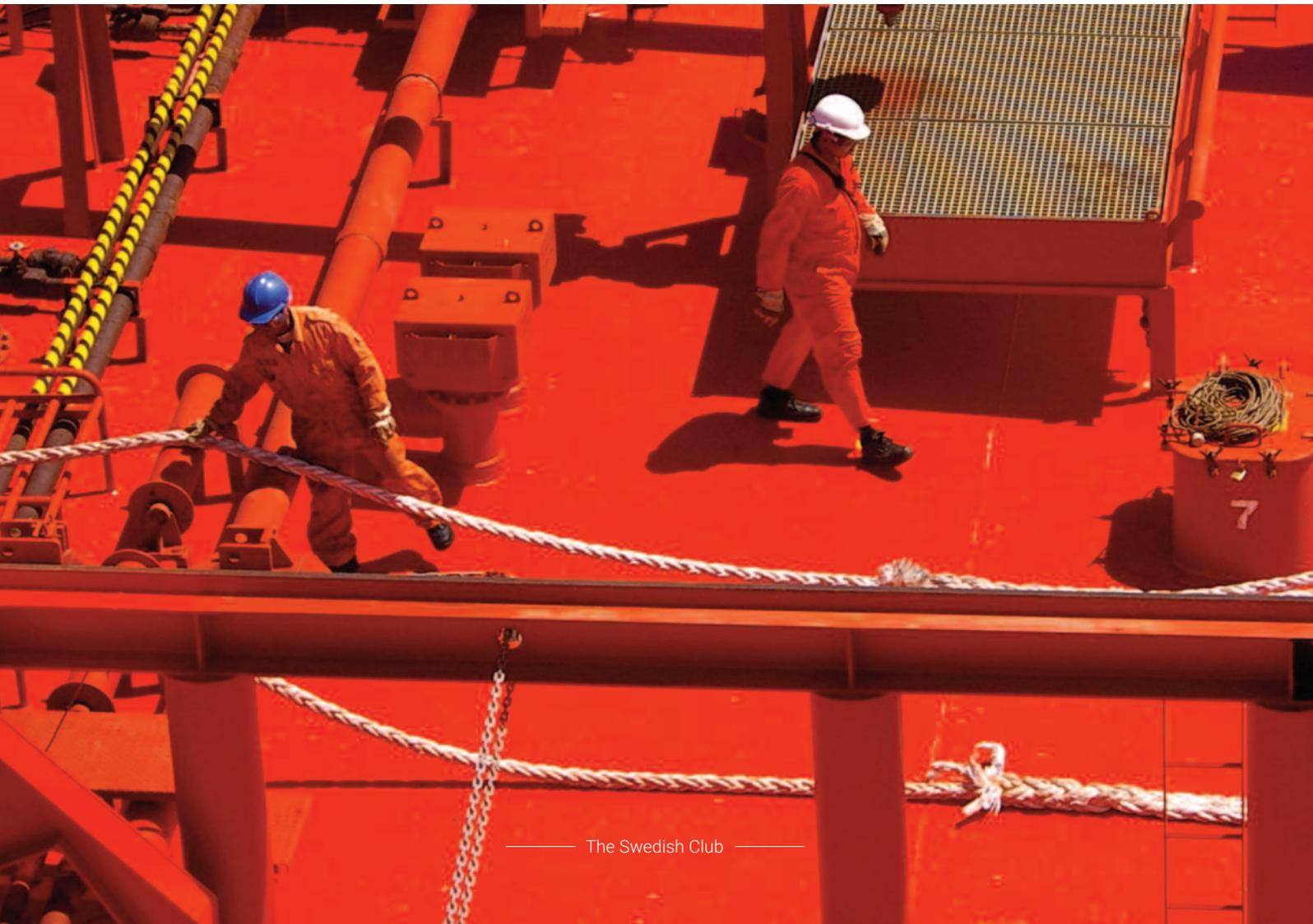
MRM is an essential part of your loss prevention programme.

Analysis has shown that many dangerous shipboard situations arise due to poor communication or coordination, rather than technical failures or lack of skills. This is why MRM aims to foster positive attitudes, good personal communication, leadership excellence and compliance with operating procedures.

The knowledge gained from MRM helps us determine the root causes of incidents and to prevent these incidents from happening in the future.

Commitment to MRM does not mean an immediate return on investment, or dramatic overnight change. Attitudes and behaviour are the most difficult attributes to change in individuals but, if successful, the result will be long-term benefits.

- **Reduce accidents and incidents**
- **Increase situation awareness**
- **Encourage effective management of available resources**
- **Improve communication**
- **Provide the tools to perform successful briefings and clear planning**
- **Minimise complacency**
- **Ensure effective implementation of standard operating procedures**



How does it work?

A successful MRM programme must have a lasting effect beyond the training session, by developing the individuals' communication skills, assertiveness and ways of coping with pressure and stress. This translates into a workforce with a much sharper focus on preventing minor errors that can lead to a significant incident or even catastrophic events.

MRM training acknowledges that there is a strong correlation between the attitudes and behaviour of the seafarers and the cultures to which they belong. There is also a need for different approaches to personnel operating in different functions and at different levels. Once open communication is established, tangible benefits can be seen in teamwork and better decision-making.

MRM training aims to create a shift in thought processes by:

- Changing attitudes – not skills
- Focusing on crews as intact teams, not a collection of competent individuals
- Addressing crew member attitudes and behaviour
- Providing two sets of objectives: training objectives and specific behavioural objectives
- Providing computer based training (CBT) for transferring facts
- Utilising case studies and human interaction to change attitudes

“A key objective of the training is for individuals to understand why errors occur.”

Who should participate?

Since the MRM course focuses on human factor issues and not on specific technical tasks, the course is ideal for all disciplines and levels, both deck, engine and ashore.

- Masters and chief engineers
- Ship's officers and crew
- Ratings
- Pilots
- Shore-based personnel;
 - VTS operators
 - Top managers
 - Designated persons (DPs)
 - Accident investigators

How do you get access to MRM training?

MRM is available to any organisation that has safety, efficiency and job satisfaction as their main priorities.

Training providers

The Swedish Club Academy's licensed training providers consist of maritime universities and training centres, shipowners and shipmanagers, manning agencies, pilot associations and seafarer associations.

In-house training

An organisation can also opt to train its own personnel. The Swedish Club is committed to spreading MRM and its concept to prevent accidents caused by human error at sea. Train the Trainer courses give you the necessary tools to successfully conduct your own MRM courses at your company.

Your guarantee of quality

New applicants for a licence are evaluated and if the requirements are met, a licence to conduct the course is issued. The requirements have been drawn up to ensure a common standard of top-quality training regardless of where the training is being held.

All licensed training providers contribute to the further development of the course by sharing a wide variety of expertise, and attending refresher courses to remain up-to-date on current issues.



STCW

STCW 2010 (Manila Amendments)

The Maritime Resource Management course meets the requirements laid down in the IMO International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978, as amended by the 2010 Manila Amendments, in the following areas:

- Table A-II/1 for Bridge resource management
- Table A-III/1 for Engine-room resource management
- Table A-II/2 and A-III/2 for Use of leadership and managerial skills
- Table A-II/1, A-III/1 and A-III/6 for Application of leadership and teamworking skills

Recognised by the Swedish Transport Agency

The Maritime Resource Management course is recognised by the Maritime Department of the Swedish Transport Agency as meeting the above-mentioned requirements of the STCW 2010 Manila Amendments.



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