



FINAL

Sent 071113

**EU Strategy for the Baltic Sea Region Priority Area on Maritime Safety and Security
 “PA Safe” Flagship Project to lay the groundwork for developing a plan to reduce
 the number of accidents in fisheries**

Baltic fleet data supplied by authorities

Year	Length of vessels - 0-8	Length of vessels - 8-12	Length of vessels - 12-15	Length of vessels - 15 and up	Total Number of vessels
2013	366	192	51	56	665

Active Fishermen/women

Inland fisheries	Coastal fisheries	Harvest sector	Total
			814

Thursday 31st October 2013

Visit to the Fisheries School (fiskeriskolen) in Thyborøn, northern Jutland Denmark

A case study of a fisheries school: how to give the best training in health and safety and ensure a sustainable sector

Meeting with inspector Søren Hyllén and education consultant Preben Noer, first and second year students at the school, and the teachers on the training vessel Athene.

This is the only school in Denmark offering a commercial fisheries education to young people between the ages of 16 and 25. It offers other courses and training in the maritime sector. The education is residential and the school has room for about 100 students living at the school. About 40 students complete the education each year, getting the so-called “blue diploma”. This gives the students the right to sail and work on all fishing vessels in Denmark or to be skipper on vessels up to 15 metres.

The education last two years and includes three practical periods of apprenticeships on a Danish commercial vessel, plus 22 weeks tuition at the school. The 22 weeks give the

students basic education in key subjects such as: navigation, maritime English, maintaining and repairing fishing equipment, radio communications, fire fighting, repair welding and hydraulics, health and safety, use of the medical inventory, preparation of meals and hygiene. All of these course components are seen as integral parts of the focus on health and safety at sea.

The school's management underline that the key to securing job opportunities for qualified and well trained commercial fishermen is a viable fisheries sector.

The course starts with a compulsory 3 week safety at sea course, again underlining the importance from the start of safety. The school has all the equipment and facilities for this, including its own training vessel Athene. The three weeks have a very practical emphasis, underlining the importance of knowing what to do in the case of an emergency.

The exercises on the vessel give the students the confidence of training near and in the water and how to use the rescue equipment, combined with being on a vessel.

The school is in the process of having a re-think about the safety course. Whilst acknowledging that it is important to train in what to do in case of an emergency, it may be too big a contrast to being on a real fishing vessel and knowing what it is really like to be at sea at a workplace. So discussions are currently ongoing with the Danish Fishermen's Federation on creating a so-called "3 plus 3 model" of three weeks safety training, followed by 3 weeks work experience, right at the beginning of the course.

The major challenge for the school is to find enough apprenticeships during the course. Here the consultant Preben Noer is kept busy matching the students to available places on vessels. The challenge is greater now because over the last 10 years, the Danish fleet has shrunk by about 50%, so there are fewer places available for the apprentices. So there is a bottleneck. The special feature of this education is that the apprentices are paid whilst they are on the course – and this is also a critical point. Their pay comes directly from the earnings from the fishery: a percentage paid by each vessel owner based on the value of the catches to the national organisation the Danish Fishermen's Association. A proportion of this money is paid to the apprentices. As the general economy of the sector is under pressure, this in turn squeezes possibilities for providing education in the sector.

If the students are lucky, they secure a job onboard the vessel where they have served their apprenticeship. There are currently apprenticeships right across Denmark, on large and small vessels, most of them along the west coast of Jutland, but also a few around the Baltic posts, such as Nexø, Rødvig and Køge. Students are invited to nominate their vessel as the best training place of the year.

The school meets three types of students:

1. Those looking to earn a good living in the sector
2. Those from fisheries backgrounds

3. Those completely from the outsider wanting to try something new

We were fortunate to meet students in both the first and second year (who can nominate the best training place). The first year students were right at the beginning of the course, undergoing the three week safety course. They were already reflecting on the importance of safety at sea, of not acting impulsively, and about the importance of this practical experience and getting the feel of being on board a vessel. Some of them called for some practical experience of being on a fishing vessel combined with the safety course.

The second year students are already thinking about their coming workplace and looking for work and what vessel they are aiming to work on. Some have even experienced accidents/incidents first hand during their apprenticeships, so they have a clear idea of the risks. They are also aware of the physical and psychological aspects of the working environment.

The school staff informed that there is a change in thinking as the new younger generation of fishermen enters the profession. They take safety more seriously and the apprentices and the newly qualified fishermen are sometimes the ones who have saved the lives of the older fishermen for whom basic safety practices are forgotten or not part of the image of being a fishermen.

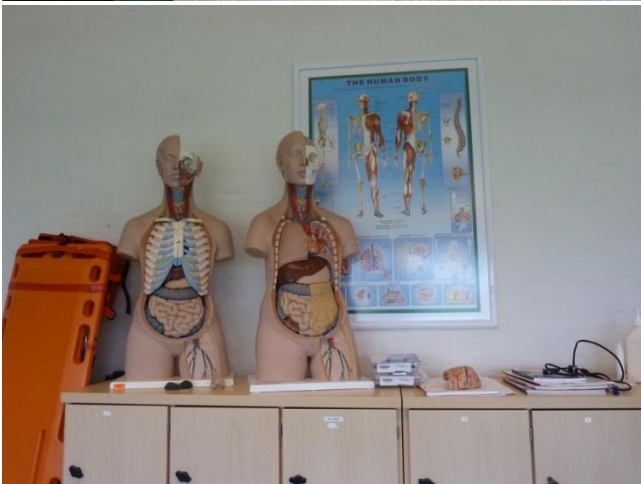
The involvement of the Danish Fishermen's Occupational Health Services at the school

The role of the DFOHS is to give advice and training on the working environment and safety on board the vessel. The DFOHS participates in course components and exercises at the school focusing on what a good and safe working environment means, how to do a work place assessment and telling about the involvement of the DFOHS in the sector. This is more theoretical, but it encourages discussion and reflection on health and safety onboard.

Safety training at sea: Athene: "Skyd dig langsomt" : Get a move on slowly

The training vessel Athene has room for 15 students together with three qualified teachers – all of them with experience as fishermen. The exercises on the vessel give the experience of being in a real emergency. Students are briefed and prepared and challenged by an unexpected twist in the exercise to test their ability to manage in unexpected situations and how to work together. The wash up after the exercises invites and encourages reflection and discussion, on how it went and what to avoid the next time round.

The qualifications from the school in Thyborøn give automatic entry to the Skagen Maritime Training and Education Centre in Denmark (Skagen Skipperskole). This is a completely new centre, built in Skagen in 2011 and it offers the latest state of the art training equipment. The centre offers four types of maritime education, including the higher grades in the commercial fishery: third rank and first rank. Building on the two year training from the fisheries school in Thyborøn, the centre focuses improving safety awareness further. The emphasis is not on creating a hierarchy or a chain of command, but on having highly qualified crew members who know what their role and function is and exactly what to do in an emergency.



Summary of the conclusions/recommendations from the staff at the school in Thyborøn

1. To put in place the 3+3 model of safety training plus introduction to work on a fishing vessel right at the start of the course.
2. To have obligatory refresher courses in basic health and safety: there is no formal requirement for this in Denmark once the students have qualified. The

only formal requirement is to have a regular fresher in the medical inventory on board and this could be combined with a refresher safety course.

3. To introduce a qualification check – especially for the small-scale vessels. This could be done in connection with the regular inspection carried out by the Danish Maritime Authority of the vessels. The DFOHS have been developing a web-based safety and maintenance system: this is a system which makes it possible to carry out work place assessments, keep the medical inventory up to date, create crew member lists, keep track of expiry dates on equipment and when things have to be checked and so on. This could be extended to make sure that those on board have the necessary papers to document education and qualifications.
4. The STCW Convention does not include use of the medical inventory. This seems to be unique to Denmark and could be incorporated into the Convention.
5. The free movement of labour in the EU should not undermine requirements on health and safety. Apart from making sure that new recruits can speak Danish, it is important to ensure that they meet the national requirements with respect to safety, for example three week safety course. The STCW-F Convention on Standards of Training, Certification and Watchkeeping must be seen as mutual recognition of minimum standards only.

Those we have met and discussed with:

<p>Fisheries school Thyborøn Fiskeriskolen, EUC Nordvest Ærøvej 9 7680 Thyborøn +45 96 91 92 30 http://www.fiskeriskolen.dk/</p>	<p>Forstander (manager) Søren Hyllen shn@eucnordvest.dk Konsulent (education consultant) Preben Noer pno@eucnordvest.dk</p>
<p>Skagen Maritime Training and Education Centre in Denmark (Skagen Skipperskole) [Met on the occasion of the DANFISH fair October 2013] Kuttervej 13 9990 Skagen +45 98 44 33 44 post@skipperskolen.dk www.skipperskolen.dk</p>	<p>Forstander (manager) Anders Andersen acta@skipperskolen.dk (+45) 51 59 85 70</p>
<p>Danish Fishermen's Occupational Health Service (Fiskeriets Arbejdsmiljøråd) Auktionsgade 1b 6700 Esbjerg +45 75 11 93 12 http://www.f-a.dk/default.asp?id=52898241011</p>	<p>Karsten Korsgaard, consultant karsten@f-a.dk</p>
<p>Danish Fishermen's Federation</p>	<p>Kim Kær Hansen, Vice president and responsible for the Baltic kim@fisker.mail.dk</p>

<http://www.youtube.com/watch?v=N13Bl8A5wik&feature=youtu.be>

Video "On the right track" ("På ret køl")

Released 02/07/2013

19 minutes – with two case studies from DK vessels below 15 metres and interview with the director of the Danish Maritime Authority. Gives basic information and principles on changes that can improve or worsen stability of the vessel

(Videoen omhandler stabilitet på fiskefartøjer under 15 meter pp. Den er udsendt sammen med en stabilitetsguide.

Den samlede pakke belyser grundprincipperne i stabilitet og stabilitetsberegninger.

Stabilitetsproblematikkerne belyses i form af cases med eksempler på både stabilitetsforbedrende og stabilitetsforringende forandringer.)

Video "Take care of stability" ("Pas på din stabilitet")

<http://www.youtube.com/watch?v=Z9zp7Ef9Syo>

Released 03/07/2013

11 minutes –with explanations from an engineer (you get his name from the first video) on how modifications to a vessel can affect the stability. It shows eight particular areas where you have to be particularly careful.

Vi demonstrerer på vores modelskib hvordan forskellige ændringer på et fiskefartøj kan ændre stabiliteten. Filmen viser 8 områder, der kræver særlig opmærksomhed.