



Petroleum  
Human Resources  
Council of Canada

Conseil canadien des  
ressources humaines  
de l'industrie du pétrole

**The Company of Master Mariners of Canada and  
the Petroleum Human Resources Council of Canada**

**28 – 30 September 2010**

**Seminar on**

***Maritime Human Resource Solutions***

at

Hampton Hall

Fisheries and Marine Institute of Memorial University  
Ridge Road, St. John's, Newfoundland, Canada

**Tuesday, 28 September, Crow's Nest Officers Club, Water Street (up the steps next to the War Memorial)**

1900 – 2100 Registration and Icebreaker Event

**Wednesday, 29 September, Hampton Hall, Fisheries and Marine Institute, Ridge Road**

- 0815 Registration, Meet and Greet (morning coffee provided)
- 0845 Chair's Introduction – Captain James Parsons
- 0850 Welcome Address – Captain Tony Patterson, Divisional Master, Newfoundland and Labrador Division of The Company of Master Mariners of Canada
- 0900 Welcome Address – Ms. Cheryl Knight, Executive Director and CEO, Petroleum Human Resources Council of Canada
- 0910 Words of Welcome – Glenn Blackwood, Executive Director, Fisheries & Marine Institute
- 0920 Words of Welcome – Dr. Darin King, Minister of Education, Newfoundland and Labrador
- 0930 Keynote Speaker – Captain Hartmut G. Hesse, Senior Deputy Director, Sub-Division for Operational Safety and Human Element, Maritime Safety Division, International Maritime Organization
- 1000 Questions
- 1010 Captain Naim Nazha, Director, Marine Personnel Standards and Pilotage, Marine Safety, Transport Canada- *Ratification by Canada of the STCW-F and MLC, 2006*
- 1030 Questions
- 1040 Nutrition Break

- 1100 **Topic Area: Petroleum and Offshore Industry Updates**
- Ms. Cheryl Knight, Executive Director and CEO, Petroleum Human Resources Council of Canada –
  - Mr. Robert Cadigan, President and CEO, Newfoundland and Labrador Oil and Gas Industries Association (NOIA) –
  - Atlantic Offshore Oil Major - TBD
- 1215 Questions
- 1230 Lunch at the Marine Institute Cafeteria- **Sponsored by DNV**
- 1330 **Topic Areas: Maritime Education and Training / Amendments to the STCW Code**
- Captain Naim Nazha, Director, Marine Personnel Standards and Pilotage, Marine Safety, Transport Canada- *The STCW/Manila Amendments*
  - Captain Simon Holford and Dr. Katherine Devitt, Warsash Maritime Academy, Southampton Solent University - *Known Knowns and Known Unknowns: Establishing the Effectiveness of Non-Technical Skills in Merchant Navy Officers*
  - Captain Denis Drown, Captain Robert Mercer, Captain Stephen Cross and Dr. Gary Jeffery– *Disparate Measures in Examinations for STCW Certificates of Competency: The Use and Effectiveness of Multiple Choice Questions*
- 1445 Questions
- 1500 Nutrition Break
- 1515 **Topic Area: Maritime Education and Training (continued)**
- Mark Dolomount, Executive Director, Professional Fish Harvesters Certification Board (PFHCB) Newfoundland and Labrador – *From Jack of All Trades to Master of One: The Professionalization of Commercial Fish Harvesters in NL.*
  - Kelly Moret, International Program Officer, MI International– *Diversity in the Maritime Sector: The Benefits of Cross-Cultural Training*
- 1615 Questions
- 1625 **Topic Area: Recruitment and Retention of Seagoing Personnel**
- Stephen Peck, Director, and Jamie Robertson, Crewing Analyst and HR Issues Officer, Marine Personnel Branch, Fleet Directorate, Canadian Coast Guard – *Projection of Attrition and Replacement of Ships' Officers in the Canadian Coast Guard through the Analysis of Certificate Demographics*
- 1650 Questions
- 1650-1715 **Poster Presentations (Marine Institute Foyer)**
- Francis J. Veale, Jr., Assistant Professor, Marine Safety and Environmental Protection Department, Massachusetts Maritime Academy- *Environmental, Health and Safety Education in the Maritime Industry*
  - Randall Russell, Executive Director, National Labour Force Renewal Directorate, Canadian Coast Guard- *Marketing and Promotion of the Maritime Profession*
- 1330-1625 **(Concurrent Activity) Interactive Workshop No.1: Group Based Risk Decision Making (Room TBA and PLEASE inform at registration if you plan to attend this workshop)**  
Facilitator- Paul H.J. Cormier, Chairman of the RANA Group of Companies, Vice President Research and Development

### End of Day One

Reception at the Marine Institute Cafeteria from 1830-2000 Wednesday, 29 September. **PLEASE inform at time of registration if you plan to attend the reception.**

## Day Two

Thursday, 30 September, Hampton Hall, Fisheries and Marine Institute, Ridge Road

0830 Registration, Meet and Greet (morning coffee provided)

### 0830-0900 Poster Presentations (Marine Institute Foyer)

- Francis J. Veale, Jr., Assistant Professor, Marine Safety and Environmental Protection Department, Massachusetts Maritime Academy- *Environmental, Health and Safety Education in the Maritime Industry*
- Randall Russell, Executive Director, National Labour Force Renewal Directorate, Canadian Coast Guard- *Marketing and Promotion of the Maritime Profession*

0900 Chair's Introduction- Captain James Parsons

### 0905 Topic Area: Fatigue Management

- Tim Keane, Operations Manager, FedNav-Canarctic Shipping- *The Impact of Harsh Environmental Conditions on Human Resources*
- Laura Critch, Dr. Angela Loucks-Atkinson, Dr. Scott MacKinnon, School of Human Kinetics and Recreation, Memorial University, and Dr. Jim Parsons, Marine Institute, Memorial University- *A Human Factors Approach to Understanding the Factors Contributing to Fatigue in the Atlantic Canada Shipping Industry*
- Marcel LaRoche, Marine Business Development Manager for Eastern Canada, Lloyd's Registry- *Supporting Human Performance in Ice and Cold Conditions*

1020 Questions

1030 Nutrition Break

### 1045 Topic Area: ISM CODE

- Gordon Halsey, Principal Consultant/Project Manager, DNV Miami- *The New Requirements of the ISM Code and Practical Risk Management: Motivating Behaviour of Seafarers*

1125 Questions

### 1135 Topic Area: Various

- Captain Naim Nazha, Director, Marine Personnel Standards and Pilotage, Marine Safety, Transport Canada- *The Seafarer Identification Document (C-185)*
- John Connors, Executive Manager, COMPASS- *In The Same Boat: Implementing A Marine Careers Promotion Strategy*
- Lloyd's Registry-TBD

1230 Questions

### 1135-1235 (Concurrent Activity) Round Table Discussion: Managing Multiculturalism in Shipping (Room TBA and PLEASE inform at registration if you plan to attend this discussion)

- Professor Elaine Potoker, PhD, Maine Maritime Academy- *Toward Cross-Cultural Competency Among Future Maritime Professionals: Needs and Challenges*

1235 Lunch at the Marine Institute Cafeteria **Sponsored by Marine Institute**

### 1335-1630 Interactive Workshop No.2: Safety Culture and Leadership

Facilitator- Mark Birchenough, Director, Lloydmasters Consulting Ltd.

1500 Nutrition Break

1640 Closing Remarks

A Social Event is intended for the evening of Thursday, 30 September (details to follow).

**Registration  
Details**

<u>Fees</u> (all taxes included)	Before September 8	\$350 CAD
	After September 8	\$450 CAD
	Students (with ID)	FREE
<u>Register</u>	Capt. Jim Parsons	jim.parsons@mi.mun.ca +1-709-778-0684
<u>Travel Advice</u>	Ms. Beulah Paddle	bpaddle@tpi.ca

**Sorry, we cannot accept credit card payments at the  
registration desk.**