

SASMIA's annual training overview 2007

Training conducted from Jan 2007 to date @ SIYALOBA– no project or funding forthcoming from TETA during this training period.

	<u>FISHERS TRAINED 2007</u>	<u>2006</u>
U 25 TON SAFETY INDUCTION	122	108
O 25 TON PRE SEA FAMILIARISATION	540	575
PROF IN LIFERAFT	49	55
SAFETY OFFICER	33	61
GR 4 WATCHKEEPER	5	20
RESTRICTED RADIO	5	17
	754	836

Important challenges experienced by all Training Providers prior to training – especially entry requirements are not met

- ❖ Selection of learners – selective courses
- ❖ Confirmation of training-
- ❖ ID document
- ❖ Medical fitness certificate
- ❖ 1 x ID size photo
- ❖ Learner information form

Queries:

February 2007 to date: 600 queries

75% reprints, 13% non compliance with course requirements and 12% not collected

Over 25 ton Pre Sea Familiarisation – 494 queries

Under 25 ton Pre Sea Induction – 59 queries

Safety Officer – 25 queries

Proficiency in Liferaft – 22 queries

It is mandatory to present identity document when reporting for any training.

May 16, 2006

SIYALOBA TRAINING: INDUSTRY TRAINING NOTICE

We require for each fisher prior to training:

- a copy of their identity book
- copy of their medical fitness certificate

Dept of Transport Management Committee notified us that we are prohibited from training any fishers without identification documents under any Seta funded project

Please note SAMSA requests that an identity number be present on all certificates within 9 weeks of training conducted, to validate authenticity of holder.

SAMSA: DEPARTMENT OF TRANSPORT
No. R. 1547 GG 20772 (RG 6707) 30 December 1999
 MERCHANT SHIPPING ACT, 1951 (ACT No. 57 OF 1951)
MERCHANT SHIPPING (TRAINING AND CERTIFICATION)
REGULATIONS, 1999*

Proof of identity

9. Every candidate for a certificate or an endorsement shall furnish proof of his or her identity to the satisfaction of the Authority. Such proof may be in the form of a valid South African identity document or passport or, in the case of a foreign citizen or resident, a valid passport

the pre-sea is included in the ""the Code" means the *Code for South African Maritime Qualifications* published by the Authority, as amended from time to time; and therefore ID is required.

Malcolm Alexander

TETA ETD PRACTITIONER

The National ID document is an essential tool to the individual, and a wide variety of national / international role players. At an individual level it allows government to maintain a database of citizens, at an individual level there is scope for the recognition within our country and the sourcing of various government grants, setting up of bank accounts Etc etc.

From SAMSA – Seafarers require to be identified and linked to achievement.

From TETA – DoL is reported to quarterly, without an ID, or temporary ID no head count is awarded for the learner. How can we justify money spent on skills development if we cannot ID the recipient? Once on our database and after a variety of opportunities the individual can be awarded a national certificate – if in possession of an ID.

Not possessing an ID and not bothering to apply for an ID document results in the individual denying themselves opportunities from a variety of sources.

Speaking as an ETD practitioner managing SETA funded projects and having to report to DoL. I guarantee you that future project beneficiaries will have to have an ID document to partake and benefit from Skills Development initiatives.

To summarize briefly – If a South African wishes to benefit from SETA funded opportunities and be able to prove SAMSA/STCW compliance they HAVE to be in possession of a valid South African Identity Document.

SAMSA response to executive committee's questions:

Pre-sea safety training.

1. This was introduced after an analysis of accidents over 6 years indicated a complete lack of knowledge of safety procedures.
2. Practical experience at ad-hoc inspections, e.g. a skipper with 25 years experience could not put on a lifejacket correctly.
3. Bodies recovered showed that people drowned because lifejacket neck ties were not secured, who showed them how to put on a lifejacket?
4. Had industry complied with its obligation to train people and therefore provide a safe working environment the legislation would have been unnecessary.
5. Of some 1316 Observer Checklists received to date, on average only 35% of skippers comply with their mandatory obligation to hold fire and abandon ship drills.
6. Pre-sea safety induction is a requirement of the STCW-F Convention.
7. The Authority does not have the confidence that skippers will train crew members given past experience.
8. This training reflects world best practice.

Seatime.

1. Seetime is the number of days spent onboard a vessel, the only time that sea time counts when a vessel is in port is usually where a seafarer is signed on articles and performs work relative to his profession, e.g. a deck officer while cargo is being discharged, an engineer overhauling a fuel pump.
2. Seetime in the fishing industry could be included while a vessel was alongside providing that it could be demonstrated that the fisher was performing work relevant to his profession, it would most likely be confined to a driver who was assisting in the overhaul of machinery, not painting the hull. This item should be discussed with the PO PE.
3. The principal of seetime being served onboard is well entrenched in mature legislation and is practiced by all Maritime Authorities.

Legislation

There is much legislation in the pipeline, all of which your members have had the opportunity to be advised about through various road shows indabas etc, if the trouble was taken to attend.

I am hesitant to commit to time frames for promulgation as that responsibility does not lie with SAMSA but with DoT, and on past performance I would be unable to state when this is likely to happen.

I trust this answers your queries.

Best Regards

Nigel

Capt. N.T.Campbell

Head: Occupational Health and Safety Unit

South African Maritime Safety Authority

Attached SAMSA Regulations on mandatory Pre Sea Safety Training

OVER 25 TON VESSELS:

DEPARTMENT OF TRANSPORT

No. R. 1548 GG 20772 (RG 6707) 30 December 1999

MERCHANT SHIPPING ACT, 1951 (ACT No. 57 OF 1951)

MERCHANT SHIPPING (SAFE MANNING) REGULATIONS, 1999*

The Minister of Transport has, under section 356 of the Merchant Shipping Act, 1951 (Act No. 57 of 1951), made the regulations in the Schedule.

Responsibilities of owners and masters

4. (1) The owner of every ship shall ensure that—

(g) every seaman employed on the ship and going to sea for the first time holds documentary evidence of having successfully completed approved safety induction training and, in the case of a fishing vessel, that the master and every seaman (other than a seaman going to sea for the first time) employed on the ship hold such evidence

UNDER 25 TON VESSELS:

DEPARTMENT OF TRANSPORT

No. R. 500 Gazette 23345 26 April 2002

MERCHANT SHIPPING ACT, 1951 (ACT No. 57 OF 1951)

MERCHANT SHIPPING (SMALL VESSEL SAFETY) REGULATIONS, 2002*

The Minister of Transport has, under section 356 of the Merchant Shipping Act, 1951 (Act No. 57 of 1951), made the regulations in the Schedule.

(3) The owner of a commercial small vessel must, in addition to meeting the requirements of subregulations (1) and (2), ensure that—

(a) the skipper and every crew member on the vessel hold documentary evidence of having successfully completed approved safety induction training; this documentary evidence must be held by every person going to sea for the first time and, not later

than 24 months after the commencement of these regulations, by all other skippers and crew members;

(b) documentation and data relevant to the skipper and every crew member on the vessel are maintained and readily available for inspection, including documentation and data respecting their employment, experience, training, medical fitness and competency in assigned duties;

LABOUR RELATIONS COURSE requested by industry in 2005 and 2006 offered but not taken up, we trained safety officers and proficiency in Liferaft instead as per EOCAF and SASMIA approval on the 26th of April 2007:

2007 at Statutory Council commencement the executive again requested we offer this course:

- **Planning, Organizing & Time Management**
- **Dealing with HIV/AIDS**
- **Understanding Diversity**
- **Labour Relations**
 - Demonstrate knowledge and understanding of the rights and responsibilities of the individual under the South African Constitution
 - Demonstrate knowledge and understanding of the structures that reinforce and support human rights in South Africa
 - Examine the applications of the Basic Conditions of Employment Act and its effect on earnings in own contract
 - Demonstrate basic understanding of the primary Labour legislation that impacts on a business unit
- **Conflict Management & Negotiation Skills**
 - Negotiate an agreement or deal in an authentic work situation
 - Use communication skills to handle and resolve conflict in the workplace

The matter of implementing a training contract with fishers, stating standard period of commitment following completion of training, must be addressed.

Training refunds should a fisher leave employer prior to end of contract. Standard contract within industry stating the period and cost of payment

SASMIA can provide a draft contract with input from EOCAF should its members come to consensus on this matter.

SIYALOBA TRAINING ACADEMY FEEDBACK

-
- Full TETA accreditation until July 2011
- SAMSA accreditation –various courses
- Training Vessel – discussed with SASMIA executive and the proposal to purchase a vessel and apply for permits – were placed on hold due to concerns of increased effort. The committee was in agreement regarding simulators and training hours on a vessel during the closed season – we will enter into negotiations with MCM at a later stage. The committee will work on this next year.
- Gr 2 Motorman simulator presently being built as a matter of urgency
- ENS simulator – 8 computers (Gr 4 Watchkeeper/skipper)
- Fire Fighting simulator
- Radio Room

COMMUNITY AND INDUSTRY PROJECTS:

- SA Sea Cadets – support with accreditation, training delivery and monetary contributions
- Media coverage for industry – television and radio promoting industry

TETA BOARD, MANCOM AND COMMITTEE FEEDBACK:

- EOCAF – chairperson Nanda stood down from attending meetings as Representative on Mancom, Skills Development & ETQA Sub-Committee and on TETA Board – Betsy the alternate took over and was subsequently elected onto the Finance Committee and Special Task Team for Skills Development as an alternate.
- SGB – representative – Betsy
- 21 TETA Board, Mancom and Committee meetings were attended
- TETA AGM attended –Betsy

TETA REVIEW

FUNDING STRATEGIES

AVAILABLE TO INDUSTRY

■ **MANDATORY GRANT:**

Criteria:

Complete by the 30th of June annually:

WSP Plan approved

ATR approved

Receive **50%** of levies back quarterly

Apply for Discretionary Grants:

- Compete with limited budget – NO BUDGET FOR 2007-2008 allocated to date – NO payments on 2006-2007 Discretionary Grants to date
- TETA only funds 75% of training expenses applied for.

SMME STRATEGY: - NO BUDGET ALLOWED TO DATE:

NO ALLOCATIONS – VOUCHERS GRANTED TO DATE IN 2007 SINCE OCTOBER 2006

SMME VOUCHER: Qualifying criteria:

- An SMME is in the Transport Sector and **employs less than 49 people and is registered with the Transport SETA.**
- That the SMME does not participate in the SETA Levy Grant System.
- An SMME wishing to participate in the strategy must be registered with the Transport SETA.
- The **training interventions are accredited and fall within the NQF.**
- **Training needs to be unit standard based** as the vouchers are paid per unit credit. It can be in the form of a Learnerships, Skills Programmes, Apprenticeships or part qualifications and offered by accredited service providers / institutions.
- Training should address the critical and scarce skills in the transport sector.
- That all Chamber SMME applications be approved by the Chamber Management Committee before being forwarded to the Skills Development and Learnership Committee / Skills Development Unit for final approval by the TETA Office Bearers or TETA BOARD

Note

- Training can only commence once TETA –written confirmation received