

# BIBBY

SHIP MANAGEMENT



## Media coverage

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MARKET SECTOR

IT & MANAGEMENT SOFTWARE

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Bibby Ship Management has been appointed exclusive European distributor of IDESS IT's competency assurance package CASys.

The system allows companies to monitor the professional development of their personnel and is increasingly relevant in today's market, says Iain Forrest, competence assurance manager at Bibby Ship Management.

"We felt there was a growing market for this type of system – companies are becoming more and more interested in 'how do we help ourselves by helping our people' and this is one of the tools that allows them to do this.

"Essentially it is an electronic extension of the old paper-based training record books of the past. It is about developing the people you have

to perform effectively. Companies are realising that the better people they have on board ship, the better the ship performs and the better the return to themselves as owner or manager."

The web-based CASys enables companies to focus more clearly on performance issues related to individuals and their development, with information updated and shared between ship and shore on a regular basis.

"The system will generate reports on who is ready for promotion, or nearly there, and what it is they have to do before they can be promoted. Time-limited and safety-critical tasks can be built in. It allows the training manager to focus his spend and budget, and look ahead a little bit more."



are nowhere near exhausting the need for improvement in areas we already know are risky. Shipping doesn't change much. However, collisions and machinery damage occurs more frequently in inexperienced companies and in sectors where management scrutiny is not strong.

"Most IT systems aim at recording data that will assist coordinated decision-making. In short, the aim is to support users with the right information at the right time to overcome gaps in information and knowledge that will result in errors."

Recording of observations or more routing data is often inconvenient and incomplete, so the software needs to make this process convenient and of direct benefit to the user entering the information, says Capt Hatzimanolis. When people make decisions, they are preoccupied with conflicting goals and pressures – they need convenient and

well-designed software navigation to benefit from corporate data.

People are very busy and often competing with each other within the organisation – so do not help each other with experience. A management system must pick up experience as a by-product of normal work, not through extra effort by one person to pass his experience to another.

And, said Capt Hatzimanolis: "People often do not remember the right experience at the right time unless they have practised for years. After a black-out, a duty engineer will rarely check the oil before starting another generator. Technology that understands shipping procedures can help with that.

"The process of being reminded about what to do or about what has happened in the past, at the right time, is rarely well thought-out. The right reminder at the right time is essential to efficient operation." ■