



INFORMATION BULLETIN No. 105

GUIDANCE ON MANNING, TRAINING AND CERTIFICATION FOR OFFSHORE INDUSTRY

Guidance and Instructions for Bahamas Recognised Organisations, Bahamas Approved Nautical Inspectors, Ship Owners, Managers, Masters, Seafarers, Recruitment & Placement Service and Duly Authorised Manning Agents

1. Purpose

- 1.1 This Bulletin provides guidance on the variation in qualifications and training required for person on Bahamian registered Mobile Offshore Units (MOU) and other such units, as determined by the BMA, used in the offshore oil and gas industry.
- 1.2 This Bulletin should be read in conjunction with *BMA Information Bulletin nos. 81, 86, 103, 106, 108, 115, 121, 124, 129, 130, 137, 138, 144, 147 IMO Assembly Resolutions A. 891(21), 1079(28) and A.1047(27)* and any subsequent Bulletins or international guidelines relating to manning, seafarers or training.

2. Application

- 2.1. The information in this Bulletin applies to:
 - .1 All persons serving or intending to serve on a Bahamian registered MOU,
 - .2 Companies employing, recruiting or selecting the persons noted above.

- 2.2. All parties should note that in order to serve the capacity of Offshore Installation Manager, Barge Supervisor, Ballast Control Operator and Maintenance Supervisor onboard a Bahamian registered MOU, the affected persons shall hold a Bahamas National Certificate.
- 2.3. For the purpose of this Bulletin,
- .i *Approved seagoing service* is sea service carried out onboard the unit type for which that application is submitted;
 - .ii *Approved training* is training that satisfies the requirements as set out in *IMO Resolution A.1079 (28)* and approved by The BMA as outlined in *BMA Information Bulletin 86*;
 - .iii *Approved Basic Safety Training* is training that complies with the requirements of STCW VI/1, VI/2, VI/3, and VI/4 or equivalent standard as determined by the BMA;
 - .iv *Company* is the entity responsible for the management of the mobile offshore unit;
 - .v *Coastal State* means the state of the Exclusive Economic Zone in which the unit is operating. The affected state can apply its rights, jurisdiction and duties that are deemed applicable in accordance with the Article 56.1 of the United Nations Convention on the Law of the Sea (UNCLOS);
 - .vi *Seabed* means the bottom of the sea;
 - .vii *Offshore Installation Manager* is the person who has overall responsibility for safety, security and operation of the MOU. For the purpose of applying these requirements, the Master can undertake the responsibilities of the OIM.
- 2.4 The Registered Owner or Company shall report the full name and details of such entity and duly authorized parties (e.g. Manning agents) who may submit application on behalf of the Registered Owner or Manager to the Seafarers and Manning Department. This notification, as well as any changes of the entity, shall be made either by completing the Manning Section of Bahamas form R104 or submitting a Letter of Declaration to this effect (The letter shall be on the headed paper of Registered Owner or Manager).
- 2.5 All person within categories C and D (see section 3.1 below) shall sign on an Article of Agreement or similar other agreement complying with the ILO requirements or the coastal state requirements as applicable.

3 Definition of Categories of Personnel

3.1 In line with the guidance provided in *IMO Resolution A. 1079 (28)*, the BMA applies the following categories to offshore personnel:

- .1 *Category A*: Visitors and special personnel not regularly assigned who are on board for a limited period of time, in general not exceeding three days, and who have no tasks in relation to the normal operations of the MOU;
- .2 *Category B*: Other special personnel without designated responsibility for the safety, security and survival of others;
- .3 *Category C*: Regularly assigned special personnel with designated responsibility for the safety, security and survival of others;
- .4 *Category D*: Maritime crew members.

3.2.1 The maritime crew consists of:

- .1 Offshore Installation Manager (OIM);
- .2 Barge Supervisor;
- .3 Ballast Control Operator;
- .4 Maintenance Supervisor,
- .5 Deck and Engineering Officers; GMDSS Radio Operators, Rating and Able Seafarers who are certified in accordance with the STCW Convention requirements.

3.2.2 All maritime crew members on self-propelled MOUs and, where required, on other units should meet the requirements of the STCW Convention

4. Responsibilities of the Company and Offshore Installation Manager

4.1 The Company employing personnel assigned to duty on MOUs has responsibility for ensuring that the standards set out in these recommendations are given full and complete effect. In addition other measures as may be necessary should be taken to ensure that personnel can make knowledgeable and informed contributions to the safe operation of the MOU.

- 4.2 The Company must verify the validity and authenticity of all seafarers' sea service, certificates and documents before applying for Bahamas certification. This responsibility remains irrespective of the Company using a recruitment and placement (manning/crewing) agent to submit seafarers' documents.
- 4.3 The Company and the OIM shall ensure that all persons joining a Unit are immediately given, appropriate familiarization training with respect to the unit for emergency, safety and security in addition to their respective duties and functions.
- 4.4.1 When attached to the seabed, the Company and the OIM of a unit shall ensure that watch standards and arrangements are maintained at all times to ensure the safety of the unit, and consultation should be made with the relevant coastal state.
- 4.4.2 Self-propelled MOU's shall, when they are not attached to the seabed, maintain watchkeeping standards as outlined in the STCW Convention Chapter VIII.
- 4.5.1 The Company and OIM shall ensure compliance with the relevant requirements of the Maritime Labour Convention 2006 or coastal state regulations as applicable with respect to periods of rest.
- 4.5.2 Additional guidance on hours of rest requirements are outlined in *BMA Information Bulletin 144*.
- 4.6 The Company and OIM shall maintain training records on the unit.
- 4.7 It shall be the responsibility of the Company to ensure that the unit is sufficiently manned in compliance with the manning levels documented on the Minimum Safe Manning Document (MSMD) by properly qualified, certificated and medically fit seafarers.

5. Manning Requirements

5.1 General

- 5.1.1 In determining the MSMD for a unit, the Company shall take into consideration the Bahamas guidelines outlined in BMA Information Bulletin 115 and in particular the following:

5.1.2 In principles the capability to:

- a) maintain safe watches and maintain general surveillance of the unit;
- b) manage the safety functions of the Unit;
- c) perform operations, as appropriate, for the prevention of damage to the marine environment;
- d) maintain the safety arrangements and the cleanliness of all accessible spaces to minimize the risk of fire;
- e) provide for medical care on board the Unit;
- f) ensure safe cargo operation including carriage of cargo during transit;
- h) inspect and maintain, as appropriate, the structural integrity of the unit;
- i) operate in accordance with the approved Security Plan; and

5.1.3 the ability to:

- a) deploy a competent damage control party;
- b) operate all onboard fire-fighting and emergency equipment and lifesaving appliances, carry out such maintenance of this equipment as is required to be done at sea, and muster and disembark all persons on board; and
- c) for self-propelled units operate the main propulsion and auxiliary machineries including pollution prevention equipment and maintain them in an operational condition to enable the ship to overcome the foreseeable perils of the voyage.

5.1.4 Onboard functions:

- .1 ongoing training requirements for all personnel, including the operation and use of fire-fighting and emergency equipment, life-saving appliances and watertight closing arrangements;
- .2 specialized training requirements for particular types of Units and in instances where members of personnel are engaged in onboard tasks that cross departmental boundaries;
- .3 provision of proper food and drinking water;
- .4 need to undertake emergency duties and responsibilities; and
- .5 provision of training opportunities for entrant personnel to allow them to gain the training and experience needed.

5.1.5 Other relevant factors including;

- .1 performance of functions at the appropriate levels of responsibility;
- .2 operation of the unit and care for persons on board;
- .3 cargo handling;
- .4 electrical, electronic and control engineering requirements;
- .5 Radio communications;

- .6 the management of safety, security and protection of the marine environment;
- .7 the number of qualified and other personnel required to meet peak workloads situations

5.2 Applying for a Minimum Safe Manning Document (MSMD)

- 5.2.1 The Company shall make an application for a MSMD following an assessment that take into consideration, the guidelines in this Bulletin and *IMO Resolutions A.1079 (28), A.955 (23) and A.1047 (27)*. Guidance on the assessment can also be found in *BMA Information Bulletin 115*.
- 5.2.2 All maritime crew members on self-propelled MOUs, and where required, on other units should meet the requirements of the STCW Convention.
- 5.2.3 In addition to meeting the requirements referred to in paragraph 4.1 above, all persons should be given onboard training and instruction in types of emergencies which might occur on the particular type of MOU on which they serve.
- 5.2.4 Applications for MSMD shall be made on the application form *R.106* that is available to download from the BMA website. The Company must ensure that the application form has all the necessary information required. Additional information required, that is not directly asked for on form R106 should be filled in section 8 of the form.
- 5.2.5 In addition, the Company may be required to provide the following supporting information:
- .i A copy of the unit's Muster plan or muster list. The proposed manning level should ensure that there are adequate persons to address any emergency.
 - .ii A copy of the work schedule showing the hours of rest for the persons outlined on the MSMD. The proposed manning level should ensure compliance with the hours of rest requirements.
- 5.2.6 The Company may conduct a generic assessment for sister units which will be engaged on similar trading voyages and/or operations.
- 5.2.7 The Company may apply for different manning levels as specified in section 5.3.1 of this Bulletin.

5.3 Issue of a MSMD

5.3.1 The BMA will consider all international requirements and guidance in drafting a MSMD in order to be satisfied that the manning shall meet the intended goals. Section 6 of the BMA's MSMD application form (R106) has two columns for manning. The columns are intended to allow the recording of manning levels for up to two operational conditions e.g. condition 1 maybe for normal operational condition and condition 2 maybe for repositioning voyages

5.3.2.1A MSMD shall contain the following capacities when the unit is in normal operational condition as a MOU:

- Offshore Installation Manager (OIM);
- Barge Supervisor (BS);
- Ballast Control Operator (BO);
- Maintenance Supervisor (MS);
- Other.

5.3.2.2 When a MOU is being repositioned, the MSMD application shall specify the person who is in charge.

5.3.3 The BMA may increase the scale of manning from that proposed by the Company. The BMA will not normally reduce the manning level from that proposed by the Company unless it considers certain references in the MSMD application proposed by the Company are unnecessary or inconsistent with standard practices.

5.3.4 Notwithstanding the manning prescribed in the MSMD, if the Company subsequently determines that it is difficult to provide minimum periods of rest after meeting all the essential duties and functions then the Company shall increase the manning levels and notify the BMA accordingly.

5.3.5 No unit shall proceed to sea, undertake a voyage or carry out operations unless it is manned, at the minimum, in compliance with the MSMD.

5.4 Validity of MSMD

5.4.1 A MSMD issued to a unit shall normally have a validity of five years from the date of issue.

5.4.2 A new MSMD is also required to be issued when:

- .1 there is a change of unit's name, or
- .2 there is a change of trading area as documented on the MSMD, or

- .3 any other changes/alterations to the unit, its crew, construction, machinery, equipment, operation, maintenance, or management that affects the manning level required to continue safe operations compliant with the Conventions and this Bulletin.

5.4.3 Notwithstanding the provisions of STCW A-VIII/1.9, if there is a need for regular exceptions from the weekly rest period, the Company shall undertake an assessment of the manning level in order to determine if the manning level onboard is sufficient in order to comply with the hours of rest requirements taking into consideration the 5.4.2 of this Bulletin. The outcome of this assessment shall be documented with a copy maintained onboard and if the assessment is negative, the necessary application shall be submitted to the BMA to review the safe manning level.

6. Training, Instructions and Certification

6.1.1 The Company shall assess the assigned onboard duties of all persons and ensure that the appropriate training and or instruction are undertaken prior to the person being assigned their duties. Notwithstanding the same, all persons employed on the unit must be given familiarization training immediately on joining the unit.

6.1.2 Companies should ensure that Category B, C and D personnel have a Certificate of Proficiency or documentary evidence of having received the appropriate additional and specialised training or instructions required in accordance with Section 5 of *IMO Resolution A.1079 (28)*

6.2 The Company shall maintain records of all training carried out and shall ensure that all persons have documentary evidence of their training and or instructions. The documentary evidence shall contain the following minimum information:

- a. Name of issuing body and contact details,
- b. Document number,
- c. Name and date of birth of person complying with the requirements,
- d. Title of the training,
- e. Number, or numbers, of the STCW Convention Regulation(s), the STCW Code Section or *IMO Resolution no. 1079 (28)* or other applicable standards under which the MOU personnel has been found qualified,
- f. Date of issue and date of expiry. The expiry date should no later than five (5) years from date of issue
- g. Name and signature of the authorized person who issued the certificate, if a certificate is issued.

- 6.2.2 The BMA will accept the Company training records being maintained electronically.
- 6.3 All maritime personnel shall have undertaken approved Basic Training (STCW Code A-VI/1) or equivalent as determined by the BMA.
- 6.4 Maritime personnel serving onboard units, which undertake cargo operations relating to oil, chemicals or liquefied gas in bulk should have certification for the appropriate cargo type. Guidance is provided in *BMA Information Bulletin 106* (Tanker training, certification and endorsement). The BMA may also accept standards of training and certification as implemented by the industry and approved by an organization that is recognized for the purpose.
- 6.5 The Company shall apply for Bahamas Flag State Endorsements (FSE) for all Officers qualified and certified in accordance with the STCW Convention Chapter II, III and V/1. Please refer to *the BMA Information Bulletin 108* on Flag State Endorsements and *BMA Information Bulletin 106* on Tanker Certification.
- 6.6 There is no specific requirement for the issue of Bahamas FSE against certificates issued under *IMO Resolution A.1079 (28)*. However, on the basis of the principles of STCW Convention recognition (STCW Regulation I/10), the BMA requires that the following capacities shall have a Bahamas national Certificate for:
- Offshore Installation Manager (OIM),
 - Barge Supervisor (BS),
 - Ballast Control Operator (BCO), and
 - Maintenance Supervisor (MS).
- 6.7 The requirements for a Bahamas National Certificate are outlined in Section 7 of this Bulletin.
- 6.8 A FSE will only be issued subject to the applicant having a National Certificate that has been issued by a country with which the Bahamas has a STCW recognized agreement (*BMA Information Bulletin No.121*). The application should be submitted in accordance with Section 7.1 of this Bulletin.
- 6.9 The BMA may accept training or education, that is related to the specific subject area, for the persons who are required to certified in accordance with *IMO Resolution A.1079 (28)*.

6.10 *BMA Information Bulletin 86* provides details of the Bahamas approval/acceptance process for training under STCW Convention Chapter V & VI.

7 Requirements for the issuance of Bahamas National Certificates under IMO Resolution A.1079 (28)

7.1 Common requirements

7.1.1 The BMA recommends that applications are submitted using the Bahamas Online Registration Information System (BORIS) via <https://public.bahamasmaritime.com>. Additional BORIS information is contained in *BMA Information Bulletin 137*.

7.1.2 Each application MUST include the following, in order to be deemed completed:

- .1 Proof of age and identity. Note that all applicants must be at least 18 years old,
- .2 Valid medical certificate. This document must be issued by a medical Practitioner approved by a country with which the Bahamas has a STCW Convention Recognition Agreement.
- .3 A duly completed application form which shall be signed by the seafarer and where applicable, the Company submitting the application,
- .4 An original passport size photograph,
- .5 Copy(ies) of successfully completed Basic Training (STCW Code A-VI/1 or basic/advanced safety training as applicable complying with the standards- and as approved by OPITO or similar industry organizations),
- .6 Documentary evidence of all relevant training and sea/unit-time,
- .7 Payment. See *BMA Information Bulletin 81* (fee schedule).

7.1.3 All maritime crew working on Bahamas registered MOU shall as a minimum be trained in accordance with *Section 6 of IMO Resolution A.1079 (28)* or equivalent as determined by the BMA.

7.1.4 All persons applying for a Bahamas National Certificate may be required to undergo an assessment as determined by the BMA.

7.15 Where onboard training is being submitted as the basis of satisfying the competence standard, the BMA must be provided with details of the in-

house training and documentary evidence that the training has been approved by a party recognized by The Bahamas. If the training has not been approved, the BMA will require details of the training (see *BMA Information Bulletin 86*) in order to assess for compliance with the standards *IMO Resolution A.1079 (28)*.

7.2 Offshore Installation Manager

7.2.1 In addition to the general information specified in Section 7.1, the applicant shall provide the following:

- .1 Valid STCW II/2 Master Certificate of Competency (CoC), STCW III/2 Chief Engineer CoC, or other relevant training and offshore-managerial level industry experience as determined by the BMA,
- .2 For STCW management level CoC holder, documentary evidence of at least 3 months sea service on a MOU in any capacity. Persons not holding the STCW management level CoC will be required to have at least 36 months sea service on board a MOU including at least 18 months service in the capacity of a Barge Supervisor or other management level capacity on a MOU,
- .3 Documentary evidence of having successfully completed all components of training listed in 5.3.2, 5.4.2 and 5.5.2 of *IMO Resolution A.1079 (28)*,
- .4 Documentary evidence of having successfully completed an approved course of training meeting the requirements of paragraph 6.2 and table 6.2 of *IMO Resolution A.1079 (28)*.

7.2.2 Persons not holding STCW II/2 CoC will have their OIM certificate restricted to 'static' condition only.

7.2.3 Persons holding a valid STCW CoC should have the specific additional training requirements that are specified in Section 3.1 of Appendix 2 of *IMO Resolution A.1079 (28)*

7.3 Barge Supervisor

7.3.1 In addition to the general information specified in Section 7.1, the applicant shall provide the following:

- .1 Evidence of at least 18 months sea service on a MOU including at least 6 months service in the capacity of a Ballast Control Operator. STCW II/1 or III/1 CoC holders who are qualified as a Ballast Control Operator will not need further sea service. STCW II/2 or II/3 Master

- CoC holders who have one month sea service on a MOU in any capacity will not need further sea service,
- .2 Documentary evidence of having successfully completed all components of training listed in 5.3.2, 5.4.2 and components .1 to .6 of paragraph 5.5.2 of *IMO Resolution A.1079 (28)*,
 - .3 An appropriate qualification for Radio-communication. This requirement is not required if the applicant has a STCW II/1 or II/2 CoC,
 - .4 Documentary evidence of having successfully completed an approved course of training meeting the requirements of paragraph 6.3 and table 6.3 of *IMO Resolution A.1079 (28)*

7.3.2 Persons not holding STCW management level deck officer or master CoC's will have their certificates restricted to 'static' conditions only.

7.3.3 Persons holding a valid STCW Chapter II CoC should have the specific additional training requirements that are specified in Section 3.2 of Appendix 2 of *IMO Resolution A.1079 (28)*

7.4 Ballast Control Operator

7.4.1 In addition to the general information specified in Section 7.1, the applicant shall provide the following

- .1 Evidence of at least 12 months sea service on a MOU including 6 months service as a trainee Ballast Control Operator under the supervision of a certified Ballast Control Operator. For persons holding STCW II/1, III/I CoC and persons holding II/3 or III/3 officer participating in a navigational/engine room watch CoC or above, 3 months sea service as a trainee Ballast Control Operator will be required,
- .2 Documentary evidence of having successfully completed all components of training listed in 5.3.2, 5.4.2 and components .1 to .6 of 5.5.2 of *IMO Resolution A.1079 (28)*
- .3 Documentary evidence of having successfully completed an approved course of training meeting the requirements of paragraph 6.4 and table 6.4 of *IMO Resolution A.1079 (28)*.

7.4.2 Persons holding a valid STCW Chapter II and III CoC should have the specific additional training requirements that are specified in Section 3.3 of Appendix 2 of *IMO Resolution A.1079 (28)*

7.5 Maintenance Supervisor

7.5.1 In addition to the general information specified in Section 7.1, the applicant shall provide the following:

- .1 Documentary evidence of at least 18 months sea service on a MOU in a relevant capacity on board, of which at least 6 months service should be as a trainee Maintenance Supervisor under the supervision of a qualified Maintenance Supervisor. For persons holding STCW III/2 or III/3 engineering CoC, at least 3 months service in a relevant category will be required,
- .2 Documentary evidence of having successfully completed all components of training listed in 5.3.2, 5.4.2 and components .1to .6 of 5.5.2 of *IMO Resolution A.1079 (28)*,
- .3 Documentary evidence of having successfully completed a course of training meeting the requirements of paragraph 6.5 and table 6.5 of the Resolution. This is not required for applicants holding a valid STCW C Chapter III CoC.

7.5.2 Persons not holding STCW III/2 or III/3 engineering CoC's will have their certificates restricted to 'static' conditions only.

7.6 Revalidation

For the purpose of revalidation, the BMA will accept the following as evidence of continued professional competence:

- .1 documentary evidence of approved service for a period of at least 12 months in the preceding 5 years; or
- .2 documentary evidence of having performed functions considered by the BMA to be equivalent to the required seagoing service; or
- .3 documentary evidence of completing approved service in the capacity of the certificate held, for a period of not less than 3 months in a supernumerary capacity, or lower rank in the six months immediately prior to serving in the capacity of the certificate to be revalidated.

7.7 Submission and processing of applications

- 7.7.1 As outlined in 7.1.2, the BMA recommends that applications are submitted using BORIS (<https://public.bahamasmaritime.com>).
- 7.7.2 Once the application is received, the BMA will review for completeness and if all correct, the applicable certificate will be issued. Taking into consideration public holidays and other factors, the BMA aims to issue certificates in a timely manner in order to avoid any delays to the vessel. Owners should ensure that proper planning when submitting applications for persons who intend to join a unit.
- 7.7.3 Failure to follow any of these guidelines may result in an application either being severely delayed or possibly rejected.
- 7.7.4 If the Bahamas Certificate is not received within two (2) months of the application submission date, the Company should contact the Seafarers and Manning Department at the Office to which the application was submitted. This will enable the Company and the BMA to address any identified problems with the submitted application.
- 7.7.5 If a Company requires documents to be processed within one (1) week of application, the BMA should be contacted and notified of the same. The provision of this "fast track" service will be subjected to an additional fee.
- 7.7.6 Correspondence relating to applications will be sent to the Companies as listed on the application form and all parties are encouraged to provide a generic email address in order to avoid any delays in the application process.

7.8 Loss or damaged certificates

- 7.8.1 The BMA should immediately be notified of any Bahamas National Certificates that are reported as being lost or damaged. The notification should include the following information:
- Name of certificate holder
 - Date of Birth
 - Nationality
 - Affected Bahamas National Certificate number, if known
 - Request for duplicate certificate, if applicable
- 7.8.2 If the lost certificate is subsequently found, the Company or person should notify the BMA.

7.8.3 The BMA continues to monitor measures to reduce the loss of documents in transit.

7.8.4 A duplicate certificate will be issued subject to receiving the above information, copy of a valid Medical certificate and the applicable fee.

8. Fees

8.1 The fees applicable are the same as for other BMA Certificates or Endorsements. Please refer to *BMA Information Bulletin 81*.

8.2 The fast track service specified in 7.7.5 will be charged as a professional fee. Please refer to *BMA Information Bulletin 81*.

9. Enquiries

Any queries related to the offshore requirements can be directed to the BMA's Seafarers & Manning Department at: stcw@bahamasmaritime.com

10. Revision History

Rev. 4 (23 November 2017) Amendments to references in Paragraphs 7.2.1.3, 7.3.1.2 and 7.4.1.2

Rev. 3 (10 April 2015) - Complete revision to incorporate provisions of *IMO Resolution A.1079 (28)*

Rev. 2 (19 April 2013) - Amendments to section 3.1, 3.3, 3.4 and 3.5)

Rev1 (28th February 2012) - Complete revision