

Outline of Taiwanese marine crew training program

本國籍船員培訓計劃大綱

- ❖ **Purpose 目的:** Normand Baltic is a highly specialized Offshore construction and support vessel with DP2 (Dynamic Positioning 2) function and able to provide ROV (Remote operated vehicle) duties. There is an apparent lack of skilled Taiwanese maritime sea staff available to operate such vessels safely and efficiently. The purpose of this training course is to outline the plan to familiarize the Taiwanese seafarers with the vessel and its functions. Their time onboard such a vessel will also train them to operate similar vessels for our fleet and other wise in the future.

本工作船 Normand Baltic 為一艘專門用於離岸工程施工建造期間的支援船舶, 具備 DP2 系統且能執行遙控無人潛水器 (ROV) 任務。顯然地在台灣目前缺乏有經驗的船員來安全且有效率地操作此類型的船舶。這個訓練計劃的目的最主要是讓台灣的船員熟悉船舶及相關功能, 以期望未來他們能操作本公司類似的其它船舶。

- ❖ **Type of vessel 船舶類型:** Offshore Support Vessel 離岸支援船
- ❖ **Name of vessel 船舶名稱:** Normand Baltic



- ❖ **Vessel specification 船舶規格:**

Design STX PSV 06 CD
Built 2010, Brevik Norway / Yard No. NB69
IMO Registration 9468190
Call Sign 2DAO6
MMSI Number 235077315
DNV Identification Number 28924
Flag State Isle of Man

Port of Registration Douglas
 Classification 1A1, SF COMF-V(3) HELDK CRANE EO
 DYNPOS-AUTR NAUT-OSV(A) CLEAN DESIGN
 DK(+)m HL (2.8)

Length Overall: 96.3 m
 Breadth Moulded: 20 m
 Length BP: 84.9 m
 Gross Tonnage: 4792 t
 Net Tonnage: 1 5 0 8 t
 Deadweight: 4370 t

❖ **Minimum Safe manning Document**



ISLE OF MAN GOVERNMENT
MINIMUM SAFE MANNING DOCUMENT
Issued under the provisions of Regulation V/14.2 of the
INTERNATIONAL CONVENTION FOR THE
SAFETY OF LIFE AT SEA, 1974,
as amended
Under the authority of the Government of the Isle of Man

Tracking Number
 IOMSR-SFM-7470-20



Particulars of ship	
Name of Ship	Normand Baltic
Distinctive Number or Letters	2DA06
IMO Number	9468190
Port of Registry	Douglas
Gross Tonnage (International Tonnage Convention, 1969)	4792.00
Main Propulsion power (kW)	8752.00
Type of Ship	Other Cargo Ship
Periodically Unattended Machinery Space	Yes
Operating Company	Solstad Shipping AS Nesavegen 39, 4280 Skudeneshavn, Norway
Trading Area	
Unlimited	

The ship named in this document is considered to be safely manned if, when it proceeds to sea, it carries not less than the number and grades/capacities of personnel specified in the table overleaf.

Issued at Douglas on 10/11/2020.

Date of Expiry: 26/10/2025.

This document is signed electronically in accordance with IMO FAL.5/Circ.39/Rev.2. Validation and authentication can be obtained from mavis.iomshipregistry.com using the QR code or the Unique Tracking Number shown at the top of the certificate



This certificate is issued by or on behalf of the Isle of Man under the responsibility of the United Kingdom as Flag State under the Convention.

Grade / Capacity	Certificate (STCW Regulation)	Number of Persons
Master	II/2	1
Chief Mate	II/2	1
Officer in Charge of a Navigation Watch	II/1	1
Chief Engineer	III/2	1
Second Engineer	III/2	1
Rating forming part of a Navigational Watch	II/4	3
Rating forming part of an Engineering Watch	III/4	1
Cook	N/A	1

❖ **Positions required 需求職位:** Total Four (4)

Deck cadet x 2 甲板部門實習生兩名
 Engine cadet x 2 輪機部門實習生兩名

❖ **Project duration 專案期程:** Commencement expected from Early March 2021 for a period of 170 days firm + options to extend.

預計 2021 年三月初開始, 為期 170 天, 並視專案情況決定是否延長

❖ **Reason for not being able to employ Taiwanese marine crew.**

無法僱用本國籍船員之原因

Most of the Taiwanese crew CV reviewed were for conventional ships like Containers or tankers. It has been difficult to find crew with operational experience on sophisticated and complex vessels like Normand Baltic. These vessels will work very close to the wind farm installation jackets – sometimes at 20 meters. The operator must position the vessel in Dynamic positioning mode and monitor currents and wind to ensure the vessel does not drift too close to the installation. Experienced DP operators and engineers with DP maintenance course are usually employed on such vessels. Isle of Flag registry also does not recognize the Taiwanese COC.

As per regulation set out by Maritime of Port Bureau, MOTC, Solstad had already asked our agent in Taiwan to advertise for the recruitment of Taiwanese marine crew at the website of both Seafarer Union and Maritime of Port Bureau, MOTC (See attachment 1)

目前我們所收到來自本國籍船員的個人簡歷, 經歷大部份都是貨輪或商船。我們在取得有實際操作像 Normand Baltic 這種高精密度的船舶的船員確實有困難。我們的工作船在離岸風場施工時, 必須與水下基礎非常靠近, 距離有時僅 20 米。工作船的操作手必須利用船上的動態定位系統將船鎖定在一定範圍, 並隨時監控洋流與風的作用與干擾, 以確保工作船不會擅自漂移或與水下基礎太過靠近。工作船所有被僱用的都是有實務經驗且受過訓練課程的動態定位系統操作手。

檢附於航港局、海員總工會等網站公開徵求船員7日, 而無符合條件之應徵者(見附件一、職缺公告)

❖ **Minimum qualification for seafarers 船員資格條件**

- STCW certificates 持相關適任證書及 STCW2010 訓練證書
- As most of the crew members on board are foreign nationals, fluent English communication skills are required, with TOEIC 700 or GCSE (including listening, reading, writing and speaking) in THE GEPT, or with no difficulty in communication by interview are preferred.
因船上多為外國籍船員，需具備流利英語溝通能力，具備多益 TOEIC 700 分或全民英檢中高級程度（含聽力讀寫及口說四項）或經面試溝通無礙者優先錄取培訓。
- Relevant health examination approval certificate for offshore wind farm operators : Medical (OGUK/ ILO / MLC). 離岸風電作業人員相關健檢核可證書
- Proof of Tertiary education in maritime studies – deck or engine 相關海事院校學歷證明。
- relevant escape training for maritime operators : OPITO BOSIET / FOET / GWO BST.
海上作業人員相關逃生訓練核可證書

❖ **Crew agreements**

- The Taiwanese crew will sign an MLC contract with Solstad Offshore's appointed manning agent for wages, insurance, pensions. Overtime will be provided as accrued.
本國籍船員須與 Solstad 指定的 Manning agent 簽訂以 MLC 為基礎的聘僱契約。
- Solstad Offshore will ensure the Taiwanese crew are provided MLC approved accommodation and meals at no additional charge to the crew.
Solstad Offshore 將提供符合 MLC 規範的住宿與伙食, 不另外計費。
- Crew will be provided sufficient training opportunities onboard the vessel but the level of knowledge gained also depends upon the individuals interest, awareness and understanding of the ship's functioning.
船員在船上將有充足的訓練機會, 唯知識及能力的累積仍視個人興趣、認知與對船舶的瞭解而定。
- Hands on training will be provided by Ship's officers as and when the timing is suitable.
船上的甲級船員在適當的時間與機會將提供相當務實的訓練。
- The training Taiwanese marine crew list (or the list of interns) shall be submitted to the MPB in the future for MPB permit application of Normand Baltic once the Taiwanese marine crew/ interns are employed.
本國籍船員或實習生經聘用後, 船員名單 (或實習生)將提交給航港局備查, 以利 Normand Baltic 在交通部航港局的從事離岸風電工程許可申請。
- The Taiwanese crew are always required to comply to ALL of Solstad HSE policies. Failure to do so could result in premature termination of contract with Solstad.
台灣籍船員必須完全遵照 Solstad 所訂立的環安衛 (HSE)規範。任何背離規範的行為可能會造成聘僱合約的提前終止。

❖ Deck Cadet Training

Soletad Offshore DTFA-OTFA-7303 Revision 01 26.08.2020	Reference 7-2 Training and Familiarization ▶ Onboard Training, Familiarization and Operation Competence ▶ Familiarization	Approved
Deck Cadet Familiarization		

Vessel	
Name:	Rank:
Joined Vessel Date:	Commenced Checklist Date:

Item Check Points	N/A	Date	Signature
A GENERAL			
1 General Introduction and duties			
2 Vessel layout and familiarization walkaround			
3 Muster Alarms / Muster Stations			
B WATCH KEEPING			
1 Watch routines			
2 Ship specific watch routines – Bridge/Deck			
3 Process watch keeping			
C COMMUNICATION			
1 Intercom and vessel's internal telephone system(s)			
2 Transportable VHF/UHF			
3 V-SAT			
4 GMDSS station			
5 VHF / Helicopter – communications			
6 Signal equipment (Aldis lamp and ship's whistle)			
7 SART and EPIRB			
8 Subscription & updates of electronic Charts and Notice to Mariners			
9 OCS Onboard module			
10 VDR			
D NAVIGATION			
1 Radar 1 and 2, including ARPA			
2 Autopilot (switch between manual and auto)			
3 GPS / DGPS			
4 VHF bearing equipment			
5 Gyro- and magnetic compass including repeaters, trouble-shooting and compass deviation tables			
6 Magnetic compass course monitor and alarm			
7 Electronic chart (Vessel specific ECDIS system)			
8 Nautical charts and publications, including filing system			
9 Echo sounder and plotter			
10 Panel for lights in signal mast			
11 Deck lights including emergency lights and lifeboat lights			
12 Lanterns – control panel, changing circuits and location of spare bulbs.			
13 Guidelines for Seamen and Notice to Mariners – system for chart corrections and logging corrections			
14 Captain's standing orders and Night order book			
15 Navtex			
16 AIS			
17 Speed log			
18 Weather fax			
19 Search lights including remote control			
20 Stability calculator			
21 CCTV			
22 Day signal figures for signal mast			
23 Other equipment on the bridge			
24 Emergency steering plan and alarm signal			
E OFFSHORE INSTALLATION SAFETY ZONE			
1 Knowledge of checklist for Entering of Safety Zone			
2 Charters procedure for entering of Safety Zone			

Item	Check Points	N/A	Date	Signature
F	ARRIVAL PLAN			
1	Knowledge of arrival and departure checklist			
G	VOYAGE PLAN			
1	Knowledge of Voyage Planning			
H	BALLAST MANAGEMENT			
1	Ships ballast water Management plan			
2	Stability familiarization including stability calculator			
3	Local and International rules regarding Ballast Water			
I	DRILL			
1	Knowledge of Drill matrix			
2	Knowledge of Action plans			
J	WATER INTEGRITY			
1	Knowledge of Ships plan, Damage control plan			
2	Watertight doors			
3	Door in accommodation and window blending			
K	DOCUMENTATIONS / MANUALS			
1	Documentations and Equipment Manuals located.			
L	POT WATER MANAGEMENT			
1	Knowledge of the test Equipment being used for Potable Water Testing			
M	MOORING OPERATIONS			
1	Knowledge of process Anchoring and mooring			
2	Mooring lines & Heaving lines condition			
3	Operating/Emergency stop for Mooring winches, Windlass and Capstan.			
4	Manning of mooring stations.			
5	Communication to bridge.			
N	MOB-BOAT / WORK BOAT OPERATION			
1	MOB-boat/work boat, mustering, manning, use of engines and operation			
2	Use of Mob-Boat/work boat davit, launching, bowline, quick release hook			
3	Knowledge about the emergency functions on the boat/Davit.			
O	PILOTAGE			
1	Process Pilotage			
2	Rules and Regulation for Pilot			
3	Rigging of Pilot ladder, Lifebuoy with line and light			
4	Communication with Pilot station and Pilot boat.			
P	SHIP-SHORE ACCESS			
1	Rigging of Gangway, Net, Lifebuoy with line and light.			
2	Watch routines on gangway.			
3	Process ship – shore access.			
Q	HOT WORK			
1	General Hot Work procedure.			
2	Work permit.			
3	Charter procedure for Hot Work inside Safety Zone.			

Checklist completed (date/sign)

Verified by Instructor and Entry is made in the Deck Logbook (date/sign)

Note: To be filed in the Familiarization folder

❖ Engine cadet training program:

**Duty Familiarization New Engine Ratings /
Cadets / Apprentices**

Vessel:	
Name:	Rank:
Joined vessel date:	Commenced checklist date:

Item	CHECKPOINTS	Date	Signature	Instructor
A MACHINERY				
1	Engine room- identify the different types of machinery and installation			
B SYSTEMS				
1	Fuel oil systems			
2	Lubricating oil systems.			
3	Cooling water systems (seawater/freshwater)			
4	Ballast- & bilge systems			
5	Freshwater systems (potable water)			
6	Compressed air system - working air.			
7	Sanitary, air-condition and ventilation systems in engine room and in accommodation			
8	Tank-sounding system			
9	System for liquid cargo			
10	System for Nitrogen filling			
11	System for bulk-cargo.			
12	System for tank-cleaning.			
13	Control-air system for machinery (Main- and Auxiliary diesels)			
14	Inspection of separators and filter systems			
15	Machinery and equipment – main data			
16	System for compressed air, use of working air, hoses, couplings etc.			
17	Internal communications systems: telephone, high speakers etc.			
18	Workshop and storeroom – tools, machined and hand held, order and system etc.			
C Oil and environmental protection (Waste Management Plan, SOPEP/SMPEP)				
1	Handling and segregation of garbage (SAP) such as organic matter, waste contaminated by foodstuffs, paper, plastic, glass and metal and special waste such as oily rags etc.			
2	Oil spill prevention equipment, positioning and use.			
3	Notification of oil spill and/or danger of oil spill.			
D OPERATION PROCEDURE				
Item	CHECKPOINTS	Date	Signature	Instructor

1	Transport of fuel oil (bunkering, loading, unloading etc.) – safety regulations			
2	Rigging for and securing of work site at a height and work site below deck.			
3	Loading/unloading liquid or dangerous cargo – safety regulations.			
4	General work in engine room and with electrical installations - importance of order, cleanliness and complying with safety rules and use of personal protective equipment.			
5	Securing work site when working with electrical installations and in areas of high voltage, securing colleagues – emergency procedure and work permit.			
6	Use of machine tools including spark producing tools, rotating and with high pressure (paint sprayer).			
7	Preparation for going to sea and securing spare parts, stores and equipment in engine room.			
8	Notification of fire, small fires, accidents, injuries and other emergency situations			
9	Chief Engineers standing orders			
10	Examine and sign relevant Risk Assessment earlier performs by "the vesse" which is filed/ompile in a Risk Assessment manual			
11	Bans / restrictions on smoking and use of open flame and spark producing tools			
12	Shipboard "Waste Management Plan" including SOPEP / SMPEP and "Oil Record Book"			
13	MOB- mustering, manning launching, sailing and operation			
E	ENVIRONMENTAL PROTECTION ONBOARD - Safety and Contingency			
1	Duties and responsibilities of the individual seaman			
2	The vessel's environment protection policy - general knowledge of the regulations and objectives			
3	Importance of and the "vessels" requirements for cleanliness and hygiene - "ship shape"			
F	DOCUMENTATION / MANUALS			
1	Documentations and Equipment Manuals located.			
Checklist completed (date/place)				
Verified by Instructor and Entry made in the Deck Logbook (date/sign)				
Note: To be filed in the Familiarization folder				

❖ List of crew members expected to be employed and employment schedule

預計僱用之船員名單與僱傭期程計畫

Solstad via our appointed recruitment agent in Taiwan have been making inquiry at domestic renowned marine university such as NTOU & NKUST for qualified candidate or candidates being interested in offshore wind energy industry. As long as the CV/ resume is provided, we will conduct a quick interview with the candidates and hopefully further recruit suitable candidates for the participation of our training program.

Upon the candidates being employed, the final crew/ cadet list will be submitted to the Maritime And Port Bureau, MOTC for the work permit application of our vessel Normand Baltic.

Solstad透過我們在台灣合作的人事招聘公司已經在國內的一些知名的海事大學, 例如海洋大學及高雄科技大學開始徵求符合需求或離岸風力發電產業有興趣的畢業生。只有我們有收到任何的履歷, 我們會立即做一個簡單的面試, 並希望進而聘用適合的人選來加入我們的培訓計劃。正式名單將於船員/實習生雇用後, 於提送外籍工作船來台申請工作計畫時一併提送至中華民國交通部航港局備查。