



Psychology of Crew





Common Goals



- Protect the physical and mental health of our people at sea
- Invest in seafarers' well-being
- Help them build a stronger mindset
- Attend to people's physical, emotional, spiritual, social, occupational, and mental well-being
- Open Communication channels between Seafarers and Company



Shipping Industry / Human Element



The shipping industry is **run** by people **for** people who:

- Design
- Build
- Own
- **Crew Management**
- Maintain
- Repair
- Regulate
- Investigate





Mental Health and Psychological Well-being



Mental Health – Definition as per WHO

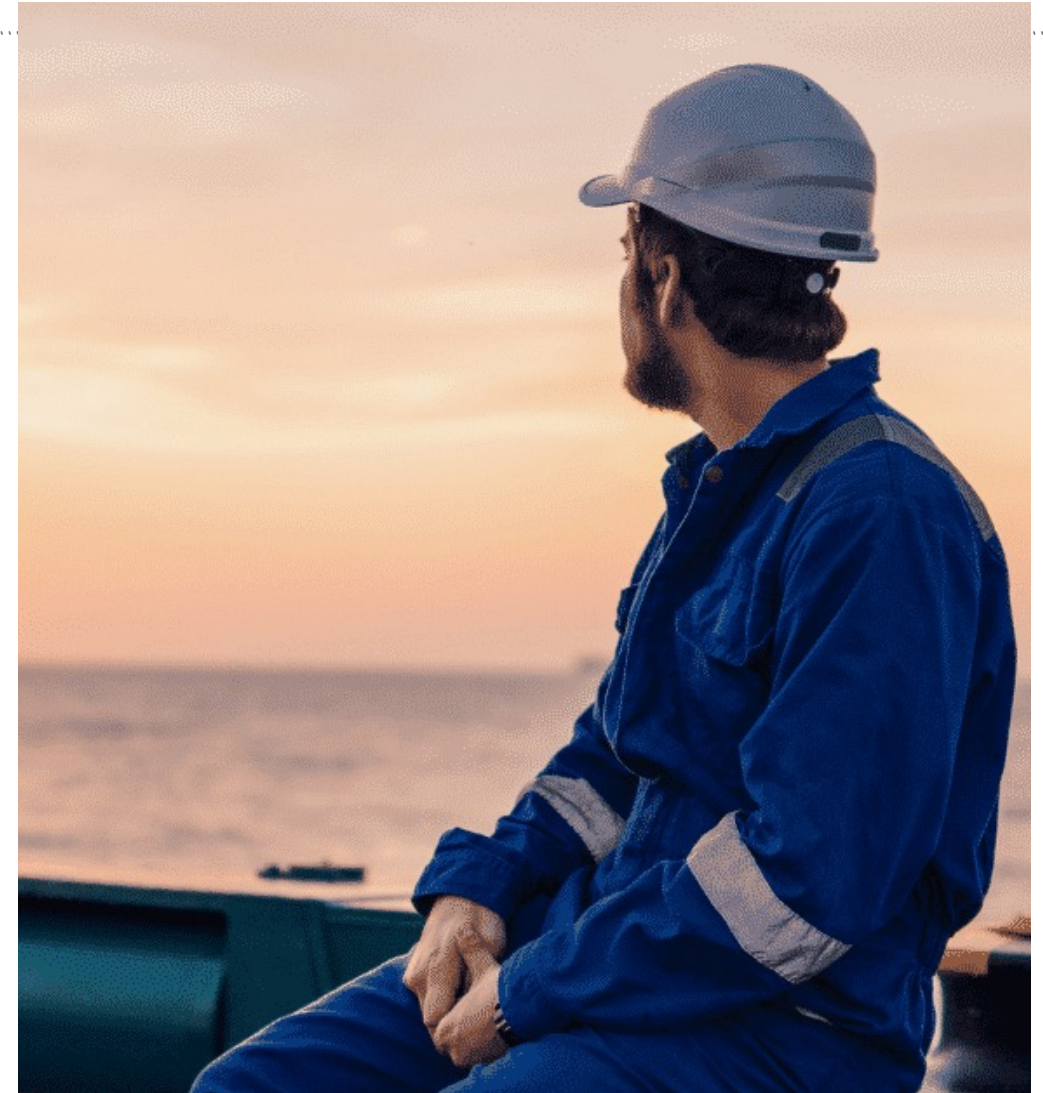
is as a state of mental and psychological well-being in which every individual realizes his or her own potential, and can cope with the normal stresses of life, can work productively and fruitfully, and is able to contribute to his or her community. (As per WHO)

Psychological Well-being

involves feeling mentally healthy, which means seafarers can function effectively, generally have a positive self-view and life outlook, experience satisfaction in life, a sense of purpose, and the belief that our lives are progressing in the right direction.

Effective Mental Health Support for Seafarers

includes access to communication with loved ones, recreational activities, and professional mental health resources, ensuring they remain psychologically fit to perform their duties safely and efficiently.

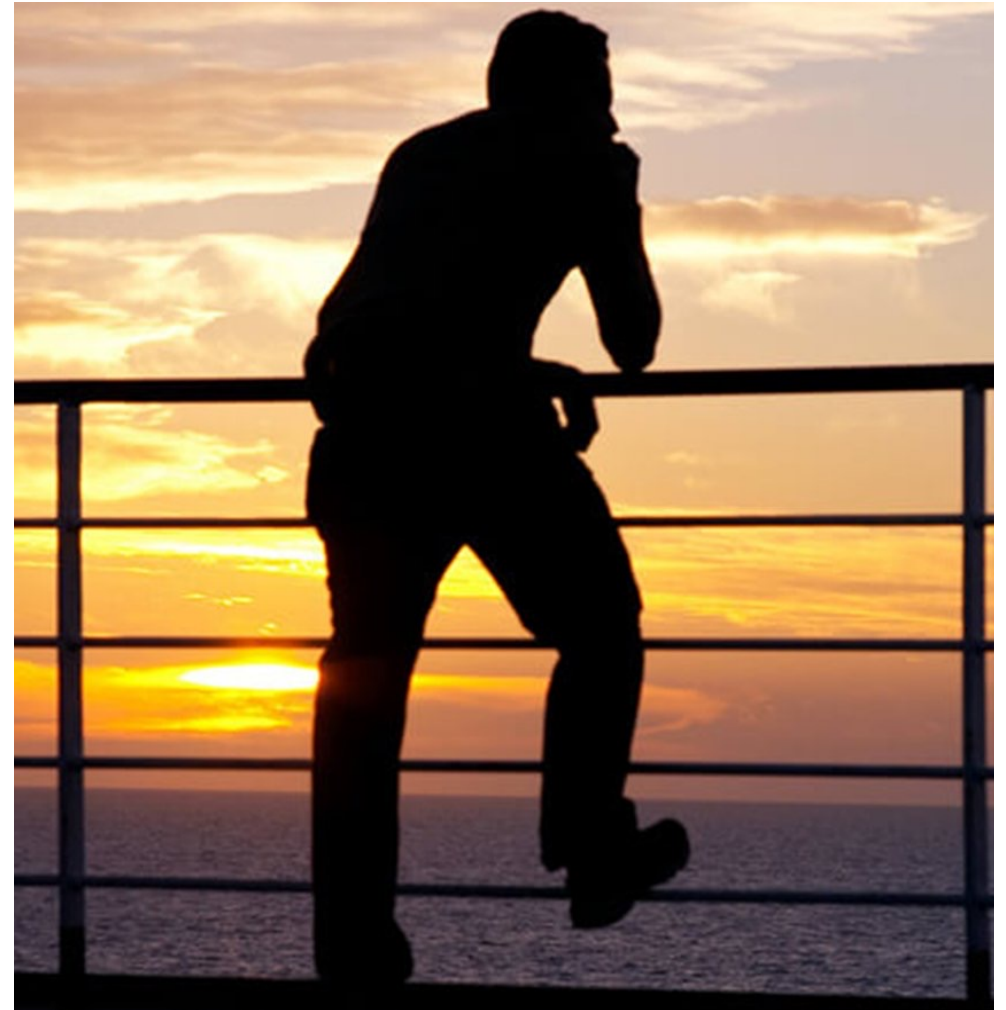




Risks to Mental Health at Work



- isolation; long period away from home ;
- excessive workload or work pace, understaffing;
- long or inflexible hours;
- unsafe or poor physical working conditions;
- organizational culture that enables toxic behaviors;
- violence, harassment or bullying;
- discrimination and exclusion;
- unclear job role;
- Exposure to potentially hazardous conditions;
- job insecurity, inadequate pay, or poor career development; and
- conflicting home / work demands





Good Mental Health



- Feel relatively confident in oneself and have positive self-esteem
- Feel and express a range of emotions
- Build and maintain good relationships with others
- Feel engaged with the Industry Collogues
- Live and work productively
- Cope with the stresses of daily life, including work-related stress
- Adapt and manage in times of change and uncertainty





Shipping Companies' Objectives



Good mental Health can be achieved:



Raise awareness on mental health and psychological well-being by identifying signs of mental health disorders and normalizing asking for help without the fear of stigma



Provide access to resources, maintain systems and response mechanisms that help prevent and address mental health disorders amongst our employees



Enhance procedures to support employees that need additional help and provide assurance that they will be treated fairly and without prejudice



Develop senior officers and team-leaders' skills to proactively identify employees at risk, start a dialogue and redirect them to correct resources



Nurture a culture of belonging where people can share their vulnerabilities through timely conversations, freedom to call for help, empathy, and intuitive support



Best Practices



➤ Health and Well-being Campaign

- ✓ Weight Management
- ✓ Shipboard Olympics Competitions
- ✓ Art Competition
- ✓ Seafarers got Talent Competition
- ✓ Cook Together – Pizza Competition



➤ Internet Availability

- ✓ Good Quality of Internet
- ✓ Accessible to useful areas onboard





Best Practices



➤ Physical Well-being

- ✓ Cardio Equipment
- ✓ Multi-gym and/or weight bench with assorted weights
- ✓ Team Sport Equipment



➤ Nourishment – Healthy and Nutritious Meals

- ✓ A well-balanced nutritional diet is available to seafarers free of charge
- ✓ Weekly menu plans based on the ship's crew complement provisions are purchased in adequate quantities and qualities according to the weekly menu



➤ Continuous Improvement of Living/Working Conditions

- ✓ Health and hygiene Inspections
- ✓ Welfare and recreation matters



Best Practices



➤ Mental Well-being

- ✓ Campaign activities
- ✓ E-learning Material
- ✓ Shore based Training

➤ Free Emotional Support Helpline by ISWAN

- ✓ International
- ✓ Confidential
- ✓ Multilingual

➤ Speak Up Policy

- ✓ Encouragement to report any business, personal or other misconducts/malpractices without fear or pressure or duress,





Best Practices

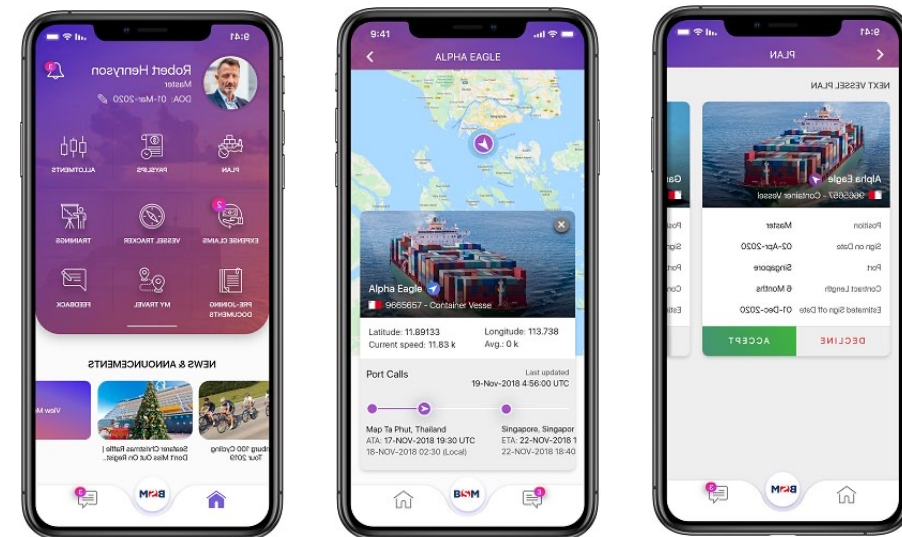


➤ Searers' blog and Seafarer Portal App

- ✓ Social Media Platform to share ideas
- ✓ Give feedback
- ✓ Direct communication with Shipmanagement Office

➤ Posters Onboard

- ✓ Psychological First Aid poster
- ✓ ISWAN Seafarers Assistance poster
- ✓ Seafarer Assistance sticker
- ✓ Balanced diet
- ✓ Healthy brain exercises
- ✓ Workout onboard






If you or someone you know is finding it difficult to cope at the moment... It's OK.

It's common to feel this way. You are NOT alone. Many people are going through a range of emotions during this time.

The current restrictions may be placing extraordinary pressures on you. You maybe worried about your family, feeling isolated or lonely, feeling scared about your health, your finances or facing an uncertain future, which can be very hard.

LOOK

Avoiding others, being irritable, anxious, not sleeping well, not eating properly, headaches, nausea, body pains, feeling restless or exhausted. Irritability or an edge: all these things can be signs of stress.

If you notice these or other signs of stress in yourself, don't be afraid to ask for help. If you notice these or other signs in a crew mate, you can also help.



PSYCHOLOGICAL FIRST AID

LISTEN

When we are finding it hard to cope, we often don't want to burden others with our problems. Don't be afraid to reach out. Asking for support early can stop things from getting worse.

Ask: Are you OK? You will not make things worse by asking. Be prepared to listen. Just listening and being there is incredibly important. Be kind, empathic and non-judgemental.

Be kind and compassionate to yourself – this is hard. Connect with people around you and people you can confide in. You might be able to help your crewmates to:

- Access information
- Tackle practical problems or talk them through to look for solutions
- Access resources, services and other sources of help

LINK

If you or a fellow crew member is struggling or needs to talk through a problem, Seafarer Assistance offers emotional support to crew on board BSM vessels. The helpline is:

- Free
- Confidential
- Multilingual
- Available 24 hours a day, 365 days a year

Contact us:

- +44 288 733 7275
- bsm@seafarerassistance.org
- bsm@seafarerassistance.org
- Live Chat: seafarerassistance.org/bsm
- WhatsApp: +44 7888 444667

Seafarer Assistance is provided by Seafarers' BSM



Importance of Psychological Well-being



- Make better decisions
- Higher Work Performance
- Take Fewer Risks
- Low Risk of Accidents
- Lower Risk of Injuries
- Less Conflicts
- Less harassment Cases
- Higher Retention Rates
- Commitment by Seafarers

Paying attention to Seafarers well-being can really make a difference and mean that they can learn to limit the risks of working at sea and keep their selves fit, healthy and happy.





Thank you
very much!

