

Prendre le large...

▶ HUMAN RESOURCES SECTORIAL COMMITTEE OF THE MARITIME INDUSTRY (CSMOIM) NEWSLETTER

VOL. 10 - NEWSLETTER N° 90
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In April, develop your human resources-related skills!

In partnership with *Groupe Conseils MCG*, CSMOIM invites you to Bécancour on April 1 for training on work team creation and optimization. No-one is perfect but a team can be! This activity will try to show how... using the Belbin method to measure the contribution of each team member's role.

[CLICK HERE TO REGISTER.](#)

On April 15 in Québec City, mentoring will be spotlighted by *Alia Conseil*. In a half-day training session, participants will familiarize themselves with different learning and coaching styles. At the end, they will have all of the materials they need to use mentoring as a tool for employee loyalty.

[CLICK HERE TO REGISTER.](#)

MARINE REGULATIONS WORKSHOP

On February 20, in Québec City, CSMOIM held its annual meeting spotlighting marine personnel regulations. The event, which has taken on key importance in recent years for supplying information, giving explanations in lay terms and providing updates regarding navigating personnel, attracted about 60 representatives from member marine organizations.

This year, Transport Canada experts talked on various themes of considerable interest to participants.

Topics addressed included the limits on working hours and hours off duty for seafarers under maritime conventions (MLC 2006 and STCW). Implementation of the new standards is clearly a cause of considerable concern among managers, who must also deal with the constraints of navigation in inland waters, which are very different from ocean waters.

The date the revised version of the Marine Personnel Regulations takes effect also raised some questions. Its implementation will impact a number of subjects affecting marine personnel in Canada. The new version of the Regulations must be in place no later than January 1, 2017. Transport Canada representatives hope that it will be implemented by late 2015.

On another note, the sea service required for Bridge Watch Rating certification led to discussions regarding recognition of service at the wheel. For some ship operators who have to deal with special regional dynamics, the requirement to perform sea service on a vessel of more than 150 tonnes is quite restrictive.

Candidates who accumulate sea time on board fishing vessels of less than 150 tonnes will be unable to obtain Bridge Watch Rating certification.

Thank you to Denis Bélanger, Bruno Duquay, Annie Larouche, Bernard Leclerc and Marcellin Papillon for their remarkable contribution to the event's success.

A special thanks to all of our members who turned out!

CSMOIM RESOURCES CENTRE - Training, human resources management and marine industry careers

Looking for information on training and the job market in the marine industry? Seeking human resources management and industrial health and safety tools adapted to the marine sector? We have what you need... and much more!

Consult our **resources centre's** latest update. Most of the CSMOIM publications and studies contained in this guide can be found on our website. However, some generic documents and reference volumes are available only in hard copy. Don't hesitate to contact the CSMOIM team to access them.

RECOGNITION OF OUR MEMBERS - FEDNAV LTD.

Congratulations to Fednav Ltd., which joins the ranks of the Montréal region's best employers for the third consecutive year!

[Read the press release.](#)



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Classes Affaires (business class) program - Career exploration internships

The *Classes Affaires* program offered by MR³ Montréal Relève allows professionals from the city's different economic sectors to spotlight the careers and occupations to which they would like to attract younger workers, including the marine industry's different specialties. *Classes Affaires* invites maritime organizations to take part in this initiative, which gives Sec III and Sec IV students an opportunity to do a one-week career exploration internship in the summer.

Classes Affaires - What is it?:
<http://vimeo.com/76715197>

If you are interested in this experience, contact Julie Mongrain by e-mail at jmongrain@projet-classesaffaires.ca or by telephone at 514-270-3300, ext. 2.

www.projetclassesaffaires.ca

Note that this initiative is offered in the Montréal area only

CALENDAR OF ACTIVITIES AND TRAINING SESSIONS

- March 14-15: **Employment fair** - Centre de foires ExpoCité, Québec City
- March 20: **Ship's environmental management training (in English)**
In collaboration with the Shipping Federation of Canada, Montréal
- April 1: **HRM training**
Creating and optimizing work teams (Belbin method), Bécancour
- April 15: **HRM training**
Mentoring as a tool for employee loyalty, Québec City
- April 23: **General shipping knowledge training**
In collaboration with *Technopole maritime du Québec* and the *Institut maritime du Québec*, Rimouski
- May 13: **Introduction to the ISM code and ISM/ISPS audits**, Québec City
- June 19: **CSMOIM AGM**, Québec

For further details on our training activities, see our calendar!

CAREERS PROMOTION ACTIVITY: LA MAURICIE VISIT SUCCESSFUL

On February 18, the CSMOIM team visited *Le Tremplin* secondary school in Sainte-Geneviève-de-Batiscan, to promote marine careers to about 100 Sec IV and Sec V students.

As Cegep registration draws near, these youngsters must make choices that are decisive for their future. We strongly believe that these promotional activities can help guide them towards a less-known field that offers many promising career opportunities.

CERTIFICATE OF PROFICIENCY AND AWARENESS IN SECURITY

In recent months, many stakeholders have shared their fears regarding the new regulatory requirements linked to the certificate of proficiency in security.

Consequently, we are pleased to inform you that the *Institut maritime du Québec* has been certified by Transport Canada to offer the new security awareness course to ship's personnel who have security-related responsibilities. Courses are scheduled for March and April 2014.

Please see the **IMQ website** for further details.

QUEBEC ADULT LEARNERS WEEK - LEARN WHILE WORKING

Québec Adult Learners Week (SQAF) will run March 29 to April 6, 2014 in 17 Québec regions. At this time, the *Institut de coopération pour l'éducation des adultes (ICÉA)* invites companies to highlight the importance of learning for the workplace.

Take advantage of the SQAF to acknowledge (activity, get-together, in-house newsletter) the members of your organization who have taken or are taking training. The ICÉA can help organize certification ceremonies to highlight these initiatives in your region or company. For more information, go to www.adulteenformation.com.

THE INSTITUT MARITIME DU QUÉBEC (IMQ) CELEBRATES ITS 70TH ANNIVERSARY IN 2014

Since its creation, 70 years ago, the IMQ has trained 2 216 graduates (all programs). This key anniversary will be highlighted at various events like the *Méritas* gala and the graduation ceremony. The entire CSMOIM team joins in applauding the quality of the marine training and education offered at the IMQ. We would also like to highlight its personnel's unflinching support for carrying out its continuing education programs in conjunction with CSMOIM. Keep up the good work!

