



# SAN NEWS

Work environment news & regulations within the Shipping Community

2/07

## THEME: HANDLING CHEMICALS

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## New handling of chemicals onboard simple and effective

Fewer chemical products, eyewash units, health checks and courses in handling thermosetting plastics. Work is being carried out onboard *Silja Symphony* to meet the new demands for chemical products on board.

The car deck is empty. Passengers for the weekend rock cruise will not arrive until a few hours later, and our steps echo on the green painted steel deck. The bosun, Benny Johansson, opens a storeroom door and steps in. He takes out a couple of files and starts flicking through the registers.

– This is where we file the product information sheets. Everything you need to know about the chemical products we have onboard is here. All new employees must read these files, he says.

In his capacity as safety representative, Benny is responsible for handling chemicals in his department. Some products have been removed completely; others have been replaced by more “friendly” alternatives.

– We had a heck of a lot of different stuff when I started here four years ago. Now we work with two or three products. When we did the stocktaking we asked ourselves what we really needed. We went through the lists of contents and discovered that certain products did more harm than good.

According to Benny, it has not been especially difficult to find effective but less harmful alternatives to the very toxic products that were sometimes used on deck.

Sometimes cleaning agents must be left



*Roddy Persson (to the left) and Ulf Holmberg make sure they use gloves when they work with the engine.*

for 10 minutes before they are active. Before, you could often start washing off directly. Apart from that, the products we use now are just as effective as the ones we have before.

There are tall metal cupboards along one wall of the storeroom. Benny opens one door and shows gloves, protective glasses, visors and other things on the shelves.

– The staff are quite good at using protective equipment, but sometimes they are careless. It is difficult to demand that everybody always uses everything indicated on the cans.

– You have to use your common sense. If you wash the deck, it is probably enough to use gloves, but if you are going to wash

down the walls you will need protective glasses too.

### Changes in storage

Storage of the chemicals has also changed. Alkaline products and acid products are now kept apart, locked in separate places.

– In the past we kept everything in one place, even on the same shelf to make matters worse. If alkaline and acid products are mixed it can be really dangerous and they should not even be in the same room, says Benny.

He has great respect for chemicals himself, especially after he was injured by a corrosive substance many years ago.

– I was cleaning with an alkaline clea- →



*Cleaning products for the kitchen are all mixed using a dosing machine.*

ning agent. My rain suit was soaked through with it and after a while my leg started to itch and sting. The cleaner had burned my skin and it looked like a graze. It really made me think about what sort of products we work with.

Some of the most toxic products used onboard include thermosetting plastics. To learn to handle these safely, everyone in the deck crew must go on a course. Ola Bengtsson, the officer in charge who shares overall responsibility with the chief mate for the work environment, says that the crew have also had medical examinations.

#### **Only approved products**

– We have identified one person who should not handle thermosetting plastics

because of his asthma. New medical check-ups will be done every six months, he says.

Chemical products are purchased through a central system. The only products on the list are those which have been approved by the crew together with the land based organisation.

– There is a blocking mechanism in the system which means that we can't buy products which are not on the list. In this way we have a good check on what is used, says Ola Bengtsson. The section which uses most chemical products onboard is the hotel and restaurant. Nina Tapani is the housekeeper and responsible for the products used by cleaning staff.

– We use about 20 products, which is about one fifth of what we used to have.

For daily cleaning we generally only need two products.

The ship only has ten of its own cleaners, and most of the work is carried out by land based companies when the ship is moored. But it is the ship's products and equipment which are used, and to keep the cabins and kitchen clean it is often necessary to use powerful products.

– For example, to remove graffiti we need strong chemicals, and they are not always environmentally friendly. But we are forced to use them, otherwise we can't get rid of the graffiti, says Nina.

In three hours the restaurants will open, and preparations have started in the kitchen. Crates of beer are stacked against one wall, and pans and food trays are taken out and put on the work surfaces. The stainless steel equipment is as clean as a polished mirror in spite of the daily wear and tear it is subjected to.

The cleaning room is just next door. Plastic containers are in one corner on the floor and there are pipes leading to a dosing machine on the wall.

– Thanks to that machine we get the right amount of cleaner, explains the chef, Jyrki Tulkki, and points to the box. If you mix them yourself it is easy to make them too strong, which is not good for staff or the environment.

#### **Eyewash units in all departments**

There are eye-wash units hanging in all departments where chemical products are handled. In the machine room there are also two standing-height showers to enable crew members to quickly wash themselves down if an accident should occur. The machinists Ulf Holmberg and Roddy Persson are in the spacious machine room changing fuel filters. Both are wearing gloves and say that they are careful to use protective equipment.

– I get really dry skin otherwise, says

## **The law requires lists and planning**

**The work environment law puts clear demands on the handling of chemical substances. Lists, procedures and risk assessments are among its requirements.**

The Marine Surveying Department's inspection of the work environment is underway. During this first year of inspection, handling of chemicals is a high priority area alongside systematic work environment checks. Clear informa-

tion about which chemicals are used and how they are handled safely are required for a ship to be approved. Every ship must have a list of toxic and flammable chemical products used onboard, the only exceptions being of those that are used temporarily. The list must be kept updated with information about products' risks and their use-by dates. The list must be kept easily accessible for those who use the products.

Risk assessment must also be carried out.

This must contain information on hazardous properties of chemical substances, handling instructions, work equipment, quantities, pressure and temperature, as well as levels and duration of exposure. Any reports made about problems, illness or accidents in conjunction with handling substances must also be included, and any conclusions drawn from health checks. Risk assessment will be used as the basis of selection of products, working methods and planning of procedures. New activities



Top row from left: Ola Bengtsson, Officer in Charge, and Ulf Nyberg, Chief Engineer.  
Bottom row from left: Benny Johansson, Bosun and Jyrki Tulkki, Chef.



## How to protect yourself

Paints, cleaning agents and oils may contain high levels of toxic substances which can give rise to minor or serious injuries. Itching eyes and dried hands are common reactions, but exposure can also lead to eczema, asthma and in the worst cases, cancer and brain or nerve damage.

Chemicals are absorbed through the skin and lungs, and good protective equipment is crucial when working with hazardous substances.

Here is a list of general advice when handling chemical products.

**Use gloves.** Check that they are approved for work with the products you are handling. Gloves have a limited life and should be changed at regular intervals.

**Wear cotton gloves** under rubber gloves to keep your hands dry. Wet skin absorbs substances more easily than dry skin.

**Keep your hands clean** with mild, liquid soap or special hand cleaner. Never use solvents such as turpentine or diesel. Wash off any paint before it dries.

**Change clothes.** Many chemicals penetrate cloth. Make sure you change dirty working clothes.

**Shower.** If you get oil or other toxic substances on your clothes, be careful to wash the areas affected afterwards.

**Face protection** is required when working with corrosive products such as rust cleaners.

**Fresh air masks** are sometimes necessary when working with highly toxic paint or odourless chemicals.

*Linda Sundgren*

Roddy and takes off one of his gloves to show his chapped fingers.

– In the past we used to be much more careless, even though we used much stronger chemicals then, says Ulf. I had a case of chemical poisoning in the 1970s. I was cleaning engine parts with some strong chemicals and got acute vitamin deficiency. I became really tired and sick and it took a few days before I recovered. My hands were oversensitive for a long time after that.

Ulf Nyberg, chief ship's engineer, is in the control room. He explains that the use of chemicals has been cut down in the machine room, too.

– We only use five or six different produc-

ts now. Some liquids cannot be used down here because their smell is too strong.

But replacing toxic products with less harmful substances is not always possible.

– Certain systems require special products, and you can't just use anything. We must look at what is recommended by the manufacturers, explains Ulf.

It is soon time for Silja Symphony's first work environment inspection. The officer in charge, Ola Bengtsson, looks forward to it with confidence.

- I think that we are rather well prepared. But we want to fulfil the work environment demands 100%, and there are always areas to improve.

*Text and photos: Linda Sundgren*

may not be initiated until a risk assessment has been completed.

Working with toxic chemicals also requires good planning so that exposure is as low as possible. Toxic substances must be replaced by healthier and safer working methods so that exposure is minimised and, if necessary, work is limited to a particular time or place. Work environment regulations also require that adequate and clear procedures and instructions are introduced for handling chemicals. According to these regulations, procedures for chemical inspection work should include selec-

tion of products and purchasing, planning of handling procedures, reception of toxic chemical substances, storage and repackaging, their introduction in new duties and handling of waste products.

### There is more information at:

- [www.sjofartsverket.se](http://www.sjofartsverket.se)
- Marine Surveying Department
- Supervision
- Supervision handbook - Work environment
- 14.29 Chemical work environment risks

## Good environment on modern ships

There are many new ships in the order books for Swedish ship owners. On average, one new ship will be delivered every two weeks this year to Swedish owners.

The seamen who crew these ships can look forward to modern vessels with a work environment that complies with regulations in the work environment law in all areas. One condition to get our young workers to stay on board is of course a good work environment, among other things. Work has now started at IMO to review the STCW code which will continue for some years, and will mean that requirements for training time at sea during the cruise training will be raised

*"The seamen who crew these ships can look forward to modern vessels with a work environment that complies with regulations in the work environment law in all areas."*

considerably, and probably new crew titles will be introduced. The revised code will also be based on goal-oriented standards. However, it will take some years before the new regulations are in place. Finally, I would like to promote a new publication from the work environment board called, "Why did it happen? How to

systematically investigate near accidents and accidents". When near accidents happen, this publication gives concrete tips on how investigation work should be carried out. It is useful, not least from the learning perspective! The order number of the book is H400 and it costs 100 kr at AV.

One last point: Don't forget that we want your nominations for candidates for this year's SAN prize!



Pieter Sprangers, chairman, SAN

### ~ NEW PRODUCTS ~

#### Supervision handbook as checklist



There is now a supervision handbook which can be read on the Marine Surveying Department website describing what the authority checks when inspecting work environments. You can find information about everything from step widths in ladders and heights of banisters to requirements for lighting and rules applicable to offensive treatment. The handbook is primarily intended as support for inspectors in their examination work, and it is hoped that it will contribute to consensus and uniformity of inspections. But the book can also make duties with work environment onboard easier for those involved, and it operates as a checklist for measures taken.

#### The supervision handbook is available at:

- [www.sjofartsverket.se](http://www.sjofartsverket.se)
- Marine Surveying Department Supervision
- Supervision handbook - Work environment

### ~ OUTLOOK ~

#### Superconvention in the EU

Work is ongoing in Brussels between labour market parties (ECSA/ETF) and the Commission to bring about the European interpretation and adaptation to the coming MLC (Maritime Labour Convention) which was unanimously approved in Geneva in the summer of 2006. This so-called superconvention will bring together 30 or so different conventions and recommendations within the ILO into one modernised and combined convention.

The aim is to improve working conditions, create a fairer competition situation and make ships more attractive workplaces. All ships of 500 gross tons or more in international traffic will be covered by the convention, which is the result of almost five years' negotiations in Geneva between governments and labour market parties.

The unique aspect of this convention from the ILO viewpoint is that it looks very similar to the IMO convention, particularly as it is divided into an A section and a B section. The A section is obligatory and the B section consists of recommendations. The convention is intended to be the "fourth pillar" in shipping together with STCW, SOLAS and MARPOL. Perhaps most important

in this context is that all ratifying flag states will issue their ships with a "labour certificate" proving that the ship/ship owner in question complies with the demands of the convention.

Every seaman will then know that he or she is working on a ship with valid general agreements and where rest time legislation is complied with. The convention will come into force when it has been ratified by at least 30 states, which together represent at least 33% of the global merchant fleet. At the time of writing only Liberia has approved the convention, but if all the states in the EU sign it, the goal will be a lot closer. The EU is trying to speed up the process and in March this year a report was adopted in parliament encouraging member states to ratify the MLC as soon as possible.

Pieter Sprangers / Linda Sundgren

#### Errata:

In the last issue of SAN News the Marine Surveying Department work environment official, Bo Wallgren, was given the wrong surname in a photograph text in the article about work environment inspections by the Marine Surveying Department. We apologise for this.

The Marine Surveying Department continuously publishes information which may be of interest to the marine industry. A selection of the latest reports are shown below. The texts may be read in full on the Marine Surveying Department website at [www.sjofartsverket.se](http://www.sjofartsverket.se) – Sjöfartsinspektionen.

## The dangers of cargo in closed spaces

As many as five deaths have occurred in Sweden in the last five years when people have entered a hold or connecting room in which the oxygen has been used and toxic gases have been produced. To enter such spaces without adequate protective equipment to help somebody else, for example, is taking a great risk. The correct type of safety equipment should be easily available and the crew must be well informed, both about risk of injury and how the risk of consequential injuries can be minimised.

## Injuries in mooring work

Handling hawsers in mooring work involves large risks. The latest incident took place in Malmö, when a mudboat was going to moor. The mudboat's hawser was put through a shackle on the quay and the end was fastened to a bitt onboard. At the same time a ship carrying cars was being maneuvered in the dock by two tugboats.

The water in the harbour became so choppy that the mudboat was set in motion and was sucked out. The hawser snapped and a seaman was hit by it on the leg. He went to the hospital later. The captain, who was the only person onboard apart from the seaman, was forced to leave the bridge to help. After the most essential duties had been carried out the captain could return to the bridge and take care of the mudboat.

### Conclusions:

- Mooring through the shackle produced a sharp angle on the hawser. In all probability, this reduced the strength of the hawser.
- It is important to stand in an area as well protected as possible when the hawser is under tension. If the hawser starts to creak, be prepared to move further away.
- Manoeuvring requires good judgement and experience. It is also important to take consideration to other activities in the area.

## Bitt came loose

There was an incident reported in Insjö regarding mooring damage. A tugboat was connected to facilitate a turn. The bitt to which the tug's hawser was fastened came off and was pulled overboard. The reason was judged to be poor mounting work. The shipping company has improved its procedures for inspections of new construction and repair work.

*Journal number 08201-07-15538; Insjö 1806*

## Spontaneous combustion of peat

Two incidents on Swedish car ferries involving peat have been reported to the Marine Surveying Department. In one case, the fire round smelled smoke from a trailer. The trailer was opened and a glowing fire in the load of peat was discovered. The fire was extinguished with water and a fire guard was in place during the rest of the crossing.

The peat had probably been ignited by a lamp on the trailer, or had spontaneously combusted. The second fire was also discovered by a crew member who noticed a strange smell. It was extinguished with water and assistance was provided by smoke-respirator firemen from land. There was a huge amount of smoke and the ship was evacuated from passengers and crew. The load carrier was equipped with a cooling plant and faulty electrics cannot be excluded as a contributing factor to the fire.

- Do not underestimate people as accident prevention factors. In both these cases, fires were detected by a fire round before the fire alarm went off.
- Apparently safe cargo can represent substantial risks.

The shipping companies involved have tried to prevent similar events through agreements with senders. The peat must have a minimum water content, and the load bearers must be in a place which decreases the consequences of a possible fire. Here the dilemma is either having them on an open deck (where damages are assumed to be limited) or in a closed space (with access to sprinklers and easier extinguishing work). Local conditions will probably determine the choice.

*Journal number 080201-06-17406, 080201-06-16793*



*The Brussels valve is the red one. The instructions are clear and easy to understand.*

## Braking systems on trailers

For some time there has been a special EU requirement for parking brakes on demountable trailers, which act through a special valve called a Brussels valve. If a trailer is parked without the Brussels valve being activated, there is a risk that the parking brake will release if the system leaks and the trailer may start to move. It is extremely important to always activate the Brussels valve when the trailer is parked.

More information is available on the Internet at [www.fordonsmateriel.se](http://www.fordonsmateriel.se):

- Axeltrycket nr 2 2004
- Parkeringsbroms.

## Inflatable life jackets that do not inflate

On at least three occasions in the last one and a half years pilots have fallen in the water when boarding a ship. Problems have arisen with Viking inflatable life jackets. In one case the lifejacket did not inflate correctly, in another it could not open the Velcro tape which keeps the jacket closed when it is uninflated, and in the third case it did not maintain pressure. Safety equipment which does not work is potentially lethal. The Marine Surveying Department advises all users or owners of inflatable lifejackets to follow the manufacturer's maintenance instructions. The following may also be noted:

- The CO2 cartridges in the Viking lifejackets in question were 38 grams. These should be replaced with 40 grams, i.e. with more inflation power.
- The automatic inflation mechanism must be replaced at certain time intervals in accordance with instructions. At the same time the gasket must be changed, otherwise the seal cannot be guaranteed and the lifejacket may leak air.

*Journal number 080202-07-15920*

## ~ ENGLISH SUMMARY ~

Read the whole magazine in English at [www.san-nytt.se](http://www.san-nytt.se).

### Silja Symphony

The car deck is empty. The bosun, Benny Johansson, opens a storeroom door and steps in. He takes out a couple of files and starts flicking through the registers.

– This is where we put the product information sheets. Here is everything you need to know about the chemical products we have, he says.

In his capacity as safety representative, Benny is responsible for handling chemicals in his department. Some products have been removed completely; others have been replaced by more “friendly” alternatives.

– We had a heck of a lot of different stuff when I started here four years ago. Now we work with two or three products, which is about half of what we had before.

Storage of the chemicals has changed, too.

– In the past we kept everything in one place, even on the same shelf to make matters worse. If alkaline and acid products are mixed, it can be really dangerous and they should not even be in the same room, says Benny.

Some of the most toxic products used include thermosetting plastics. To learn to handle these safely, everyone in the deck crew must go on a course. The crew have also had medical examinations.

– We have identified one person who should not handle thermosetting plastics because of his asthma. New medical checkups will be done every six months, says the officer in charge, Ola Bengtsson.

There are eye-wash units hanging in all departments where chemical products are handled. In the machine room there are also two standing-height showers to enable a crew member to quickly wash himself down if an accident should occur.

#### Inspection of chemicals handling

This is the first year for work environment inspections, and chemicals handling is an area of high priority alongside systematic work in environment procedures. To gain approval, clear information is required about which chemicals will be used and how they will be handled in a safe manner. On every ship there must be an inventory of toxic and flammable chemical products used, with the exception of those that are only used temporarily.

Risk assessments must also be carried out. These must include information such as hazardous properties of identified chemical substances, as well as conditions and duration of exposure. Work with hazardous chemicals also demands good planning so that there is as little exposure as possible. Hazardous substances must be replaced by less health-impairing substances, and working methods must be selected to minimise exposure. The regulations also require that clear procedures and instructions are introduced for the handling of chemicals. Procedures for chemical controls should, among other things, include: selection of product and purchase, storage and repackaging.

#### Safe handling of chemicals

There are hazardous substances in many products which are used in daily work on board. Here is a list of general guidelines for the safe handling of chemical products:

- **Use gloves.**
- **Wear cotton gloves** under rubber gloves.
- **Keep hands clean** by using mild, liquid soap or special hand cleaner.
- **Change clothes** when they become dirty.
- **Shower thoroughly** if oil or other hazardous substances have got on your clothes.
- **Use protective glasses.** Paint splashes in eyes can result in serious injuries.
- **Face protection is required** when working with corrosive products, such as rust cleaners.
- **A fresh air mask** is sometimes necessary, such as when working with highly toxic paints.

### REACH

There are over 30 000 chemicals on the European market today, of which only a fraction are tested and assessed for risks. Controls became more strict as the EU chemicals legislation, REACH (Registration, Evaluation, Authorisation and restriction of Chemicals) came into force on the 1 June.

– There is so much ignorance about how to handle chemicals, and REACH will fill many gaps in knowledge, says Ulla Falk at the Swedish National Chemicals Inspectorate.

Substances' properties, their area of use and how the surrounding environment

is exposed and influenced is among the information which must be produced. The chemicals industry must also explain how the products can be handled safely.

– An important new feature is that the law also covers chemicals that have been on the market for a long time. We have had hardly any checks on them so far, says Ulla Falk.

But even though REACH will bring about improvements, many people would have liked to see even more stringent legislation. Included in this group is the EU MP Jens Holm from the Left Party, who was the author of the report for the left group in the case.

– In Sweden, all substances over 10 kilograms must be registered, but according to REACH this is only required for substances over one ton. Many chemicals are used on a small scale, and so they fall outside the requirements for registration, he says.

For more details, contact REACH information at the Swedish National Chemicals Inspectorate at [www.kemi.se/REACH](http://www.kemi.se/REACH) or call 08-519 413 45 (Monday – Friday 9–12).

### Work satisfaction

Boring duties and unsympathetic managers. And nothing to do about it. Or is there? This book, *Work Satisfaction*, gives you tips to make your job more fun.

– Work satisfaction is one of the most important elements for enthusiasm, health and efficiency. It seems that more and more people are becoming aware of this, says Bosse Angelöw, social psychologist and author of the book, *Work Satisfaction*.

There are five steps to enjoying things more at work.

- There is almost always something which can be changed in duties at work. Discuss this with your immediate superior.
- Change your approach. Do not let negative events and criticism take over, but focus on positive aspects instead.
- Do not get worked up about poor management; you cannot do anything about it anyhow. Your irritation only saps your strength and energy.
- Set reasonable goals and expectations. If they are too high, the risk is great that they will not be achieved and this will lead to disappointment.
- Eat well and exercise regularly. This will improve your general well-being and self-esteem.

# REACH replaces Swedish chemicals legislation

There are over 30 000 chemicals on the European market today, of which only a fraction are tested and assessed for risks. Controls became stricter when the EU chemicals legislation, REACH came into force on 1 June. Critics claim that this is not enough, however.

REACH (Registration, Evaluation, Organisation and Restriction of Chemicals) is the most extensive legislation by far in the 50-year history of the EU. It increases the pressure, particularly on manufacturers and importers of chemical substances, to obtain more knowledge about their products and spread information to their users.

– There is so much ignorance about handling chemicals, and REACH will fill many gaps in knowledge, says Ulla Falk at the Swedish National Chemicals Inspectorate.

Substances' properties, their area of use and how the surrounding environment is exposed and influenced is among the information which must be produced. The chemicals industry must also explain how the products can be handled safely. By the year 2018, approximately 30 000 substances will be registered in a database at the new EU chemicals authority in Helsinki. For approximately one third of these substances, a special chemical safety report must be produced with more detailed information. The register covers all substances that are manufactured or imported in quantities over one ton per year. Substances with volumes over 1000 tons will be prioritised initially, together with those that are extremely environmentally dangerous.

– An important new feature is that the law also covers chemicals that have been on the market for a long time. We have had hardly any checks on them so far, says Ulla Falk.

## Savings of SEK 500 billion

REACH is estimated to cost between SEK 20 - 50 million. At the same time, savings of at least SEK 500 billion are expected thanks to reduced work environment risks and decreased medical costs. There are many examples of poor chemical controls causing great expense. The decontamination of PCB alone is



Ulla Falk



Jens Holm

estimated to cost Europe as much as SEK 675 billion. But even if REACH will bring about improvements, there are many people who would have liked to see even more stringent legislation. Included in this group is the EU MP Jens Holm from the Left Party, who was the author of the report for the left group in the case.

– In Sweden, all substances over 10 kilograms must be registered, but according to REACH this is only required for substances over one ton. Many chemicals are used on a small scale, and so they fall outside the requirements for registration, he says.

One fundamental idea behind REACH is that producers and importers must make risk analyses of their products and publish this information. But this obligation is decreased through immaterial rights, which means in practice that companies may withhold information for reasons of competition.

– We were agreed that everything must be made public until the Socialists pushed through the demand for reinforced immaterial rights. It came like an avalanche at the end of the negotiations, says Jens Holm.

Even Jens Holm admits that there will be improvements, however. Certain countries, perhaps mostly the new members of the EU, will have their first chemicals legislation and knowledge about chemical products will increase. A large part of the information which is stored in the database at the chemicals authority in Helsinki will be open and accessible to the general public. In the long-term REACH may be further sharpened.

– Reviews of the legislation will be made and it will be interesting to see what this can lead to, says Jens Holm.

REACH will come into force in several steps. Certain regulations will be valid from 1 June this year while the majority will come into force in June 2008. As the EU regulations are launched, Swedish regulations will be phased out.

Linda Sundgren

More information is available from the Swedish Chemicals Inspectorate, REACH information either at [www.kemi.se/reach](http://www.kemi.se/reach) or at 08-51941345 (Monday to Friday 9–12).

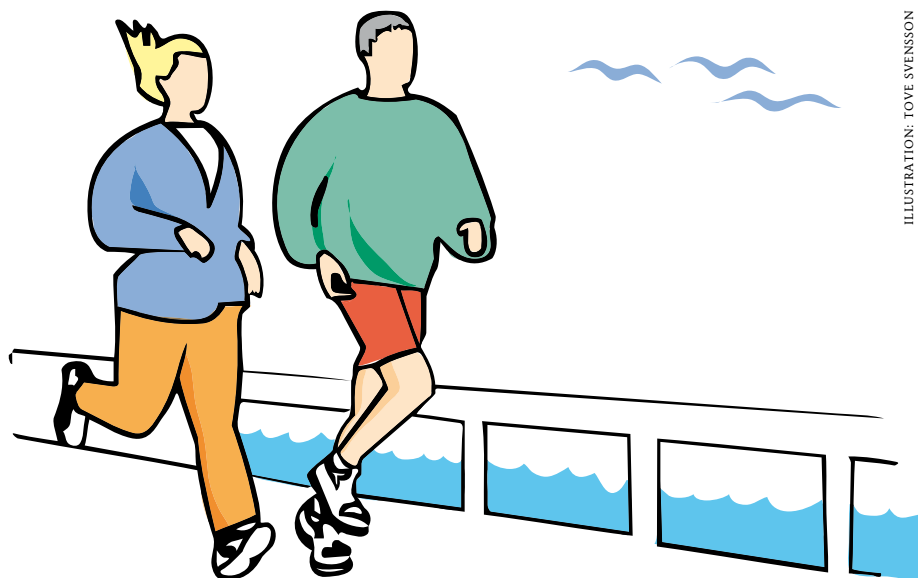


ILLUSTRATION: TOVE SVENSSON

## Work satisfaction especially important at sea

**Boring duties and unsympathetic managers. And nothing to do about it. Or is there? This book on work satisfaction gives you tips to make your job more fun.**

Enjoying your job is important. People who are satisfied and feel better spread a good atmosphere and are more efficient than those who walk around with nagging feelings of dissatisfaction.

– Work satisfaction is one of the most important elements for enthusiasm, health and efficiency. It seems that more and more people are becoming aware of this, says Bosse Angelöw, social psychologist and author of the book, “Arbetsglädje” (Work satisfaction).

According to him a harmonious workplace is built from the top down. One first condition, therefore, is that the management understands the importance of a good working climate. It is also their task to appoint managers with the right attitude.



Bosse Angelöw

– Managers are models for others, and their behaviour is very important. A good manager must be good at listening and giving his employees positive feedback, says Bosse Angelöw.

In the same way that appreciation increases people’s capacity, too much negative criticism decreases inspiration. But it is also important to take care of

your colleagues, claims Bosse Angelöw.

– It is easy to forget that we are actually each other’s work environment. A good atmosphere among colleagues can often weigh up rather boring duties at work.

In his work in helping companies and organisations to improve atmosphere and work satisfaction, Bosse Angelöw sometimes comes into contact with the shipping world. And there is a lot to improve there, he says.

– It is extremely important at sea to work with job satisfaction, since people live so close to each other. A lot of effort is required in the area of relations and team development.

### Five steps to enjoying things more at work

- There is almost always something which can be changed in duties at work. Discuss this with your immediate superior.
- Change your approach. Do not let negative events and criticism take over, but focus on positive aspects instead.
- Do not get worked up about poor management; you cannot do anything about it anyhow. Your irritation only saps your strength and energy.
- Set reasonable goals and expectations. If they are too high, there is a large risk that they will not be achieved and this will lead to disappointment.
- Eat well and exercise regularly. This will improve your general well-being and self-esteem.

Linda Sundgren

## ~ IN BRIEF ~

### Insjö abroad

The Swedish system for reporting incidents, Insjö, is now being launched in other countries. In Denmark there is a pilot project underway with the name Near Miss, and after one year they are satisfied. Similar systems are being discussed in Finland and Norway. Olle Bråfelt, an Insjö administrator at IPSO Classification & Control AB, is hoping for a shared international database.

– The greater the amount of information we have, the more we can learn, he says.

### Suffocation accidents investigated

After several suffocation accidents in a relatively short time, a Swedish-Canadian research group has been appointed to investigate what happens when timber loads rot.

### Hundreds of thousands workers die of cancer

At least 200 000 people around the world die of cancer every year after exposure to hazardous substances at work. Millions of others risk the same fate after coming into contact with asbestos, oils, exhaust gases and tobacco smoke. This has been stated by the World Health Organization, WHO, which challenges industry and governments worldwide to take measures to decrease this exposure.



## SAN NEWS

*SAN is a joint body for Swedish Shipowners' Employer Association (SARF), Swedish Ship Officers' Association (SFBF), Merchant Marine Officers' Association (SBF) and SEKO Seafarers.*

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