



# SAN NEWS

Work environment and safety in shipping

YEAR 34 1/10

## THEME: ALCOHOL AND DRUGS

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## "Zero tolerance onboard appreciated"

**Banning alcohol onboard is a good thing. It raises safety levels, discussions are avoided about how much is acceptable to drink, and colleagues with alcohol problems are not constantly subjected to temptation. That is how the crew on the Sirius Olympus view the situation.**

It is Christmas Day, 2009. By the oil terminal in Berga, just outside central Stockholm, there are wet snowflakes blowing in the wind over the rough sea. Out on the deck Alfredo Carpadosa, able-bodied seaman, is busy unloading. It has been a white Christmas for him, like the others in the crew, in two senses of the term.

– I don't usually drink very much, so for me it doesn't make a lot of difference that we are not allowed to drink onboard, he says. We work hard and during time off you can surf on the Internet and send e-mails. I don't miss alcohol.

### Tenderloin steak and water

In the galley kitchen, Katarina Björklund, the cook, is making the mid- afternoon snack. On a stainless steel bench there is a dish full of thick spareribs from yesterday's Christmas spread, and in the mess there are saffron buns and alcohol-free mulled wine. She doesn't see any problem in the crew drinking water with the Christmas food and the planned New Year's menu of lobster and tenderloin steak.

– It's good for you. Besides, some of the crew can't handle alcohol and now that we have zero tolerance they don't need to feel tempted.

Katarina, who previously worked as a cook ashore, is used to her guests choo-



*The chief engineer, Ingvar Edvardsson, sees zero tolerance as a safety issue.*

sing stronger drinks with their food. But here on the ship she does not miss that aspect.

– Sometimes we joke that a glass of red wine would be nice with the Saturday dinner, and that may be true. But since we work around the clock and some of the crew eat in 10 minutes before they return to work, drinking wine is just not on.

### Consideration towards others

The oil company that Olympus works for allows the crew to drink in moderation. During the off-duty watch, the blood alcohol limit is 0.04% and on duty it is 0.02%. The captain of the Olympus has decided to introduce zero tolerance, however. Ingvar Edvardsson, chief engineer, supports this policy wholeheartedly. For him it is primarily a question of safety.

– There are so few of us onboard that should an accident happen, we must all be able to do our duties. But it is also a matter of consideration towards others. A person with alcohol problems cannot just drink one beer with their meal and stop at that.

There are 11 people in the crew on the tanker ship Olympus and many of them know each other well. Ingvar Edvardsson does not believe that this would tempt anybody to protect a colleague with alcohol problems, however. He is also quite aware that having zero tolerance does not necessarily mean that the ship is completely free of alcohol. It is quite possible to buy bottles ashore and sit in your cabin and drink.

– Of course, you could do it on the quiet, but I don't think anybody does – at least none of us on-board at the moment.



*It is good for you to drink water says the cook, Katarina Björklund.*

It may be a problem for some people, especially older crewmembers who are used to drinking at sea. But during the last 10 or 20 years, there has been a large change in attitudes. In the past the bosun would fill his bag with tools and four cans of beer before going out to fix something. You wouldn't see that these days.

#### No time off

The second mate, Christoffer Guldbrand, is on the bridge sitting in front of the loading controls, managing the unloading. He has been with the shipping company since 2004 and he has nothing against zero tolerance, even during time off.

– We don't really have any time off when we are onboard. Everybody is included in the safety crew and situations could arise at any time. We all know what applies, and I don't think an alcoholic would take a job on a ship with zero tolerance.

He believes it is difficult to stay within certain blood alcohol limits.

– On ferries you are allowed to have 0.04%, but how much is that, really? Can you drink one, two or three beers before you are over the limit? When you are not allowed to drink at all, you don't need that sort of discussion.

The chief mate, Bengt Fahlander, is in the lounge on a sofa watching a film. He also appreciates the clear alcohol policy onboard the ship.

– Here you know what the rules are and I think everybody follows them. We have a small crew and we have such short trips that you would notice if anybody was drinking too much.

*Linda Sundgren*

## LEADERSHIP

# The necessary talk

Somebody looks rough when it is time to be on watch. He or she perhaps smells of alcohol sometimes, has a hangover or seems to be drunk. This is the time for you, as an officer or HR manager ashore, to have a talk with the person. Charlotte Almgren at Alna, an organisation that works with occupational alcohol issues, gives the following advice.

- Do not think of it as a “difficult” talk, but rather a “necessary” talk. It is your responsibility as manager to promote safety and efficiency at work and to talk with employees who, you believe, are not working well in their occupational role, irrespective of the reasons.
- Consider why you are having the talk and what your role is. Are you doing this as a manager, a fellow human being or a friend? A good talk requires that you are secure and certain in your role and with your standpoints.
- Let the discussion be built on your

perception of the person rather than the employee's problems. Say that you notice something is wrong and, if possible, give some concrete examples of situations when you have felt this. Base your talk on facts. If you start by saying you believe the employee has problems, the response will be many counter-arguments and explanations and the talk will take a completely different direction from what you had planned. Your perceptions and your feelings cannot be denied, on the other hand.

- Avoid talking about alcoholism or abuse. The objective of the discussion is not to force the employee into admitting that he or she has an addiction (it usually takes six months of treatment before anyone can admit this fact). But if you have noticed that an employee appears drunk on any occasion, or perhaps smells of alcohol, you should take up the issue.

# Drugs testing effective

**Testing is one method for checking that the rules of the shipping company are followed. However, you have to be aware of unprofessional testing companies and poor quality measuring instruments, says Olof Beck, professor of pharmacology at Karolinska Institutet in Solna.**

Many shipping companies engage external suppliers to carry out alcohol and drug tests on their crewmembers. Olof Beck believes that testing is a useful and effective method for screening employees who cannot control their drinking or who have problems. High-quality, accurate sampling systems are required, however, to give reliable results.

#### Unprofessional small companies

– There are many small companies that do this type of testing just to make money. Their testing methods are not scientifically based and they do not care enough to carry out the testing in the correct manner, says Olof Beck.

In his opinion, it is up to the shipping company to ensure that the testing company procured is professional in its work.

– As an employer you can never pass on responsibility for this work being

done correctly. You have to find out how high-quality testing is carried out before you can put relevant questions to the company and decide whether or not they are able to do the job well.

Procedures for drugs and alcohol tests should be in writing in the shipping company's policy, according to Olof Beck. The policy should also include information about blood alcohol limits and what substances you are allowed to test for; for example, some medications may be forbidden.

#### Testing requires training

Equipment for “breathalyzing” is available on many ships and can be used if a person is suspected of drinking more than permitted. The person authorised to use the equipment must be trained in how the instrument is to be used. Good quality equipment is also important for test results to be reliable.

– You can't go to a technical chain store and buy their products because they simply can't be trusted. Go to a well-renowned company and make sure that their equipment is systematically calibrated. Some companies that sell measuring instruments also offer to re-calibrate them if they are sent in, says Olof Beck.

# Seafarers in risk group for alcohol problems

**Zero tolerance is not a good method for preventing alcohol problems onboard. It is more successful to have an open dialogue about drinking habits.**

That is the opinion of Charlotte Almgren from Alna, an organisation which works for the prevention of alcohol and drug related problems in professional life.



FOTO: JAN BEINO

One person in 10 in Sweden is in the potential risk group for alcohol, and of them 2–3% are diagnosed as having an addiction. Only a small number are completely excluded socially, and the vast majority of people with alcohol problems carry on working.

– The number of people with potentially risky drinking habits is increasing, and it is this group which creates problems and is the most costly at workplaces, says Charlotte Almgren.

There are large consumers of alcohol in all age groups and in all professional groups. Studies show that there are a number of work-related factors that increase the risk of alcohol problems: a lot of travelling, working alone or in small work teams, stress, pressure, and easy access to alcohol are among such factors.

## **Alcohol ban no guaranteed cure**

– Seafarers are one of the risk groups. Forbidding alcohol onboard does not mean that the problem is solved. Individuals who have serious and long-term alcohol problems may have such a high consumption during their free time onboard and ashore that their ability to work is influenced, says Charlotte Almgren.

Successful work with drugs and alcohol problems onboard is based on a clear and transparent policy on the part of the shipping company. The policy should not only state blood alcohol limits and the company's views on drug abuse, but also describe why the company has its standpoints. The next step is to make the

policy known amongst everyone onboard and to create acceptance of it.

– As a manager you can take up the policy at workplace meetings and safety committees to promote a discussion about alcohol culture onboard. Most people would agree that you must not be drunk while on duty, but is it acceptable to be hung over, for example?

She underlines the importance of everybody knowing the consequences if it comes to light that somebody has an alcohol problem.

– As long as they believe that their colleague may be fired if they say anything, people stay silent. They don't want to feel that they are snitching on their friend and nobody wants a bad conscience about one of their colleagues losing their job. In fact, an employer is obliged to offer rehabilitation and if everybody is aware of this fact it may lead to a more open attitude. People may then have the strength to help out a colleague if they suspect he or she has a problem.

Linda Sundgren

## – if done professionally



The quantity of alcohol in exhaled breath is measured in this test. With correctly calibrated equipment handled by skilled personnel, drugs tests are a good tool in work to combat drugs and alcohol problems. Photo: Feelgood.

### **Important to see the whole picture**

He also adds that testing is not an exact science and that the results may be influenced by food and drink, temperature, time and so on. For this reason tests should only be used as an indicator of

possible drug abuse or alcohol problems, and other signals should still be observed carefully.

– I would say that it is quite possible to destroy your liver with drink, even if your employer tests you every morning.

### **Methods of testing for alcohol and drugs**

**Breathalyzer:** high quality and systematically calibrated equipment can give reliable indications of blood alcohol levels.

**Urine sample:** can be carried out onboard by trained personnel and sent to a laboratory. Reveals the occurrence of alcohol and other drugs.

**Saliva sample:** can be sent to a laboratory for analysis. The method is still somewhat controversial and there are no laboratories accredited for saliva analyses yet.

**Blood sample:** May only be taken by medically qualified personnel. Sent to a laboratory for analysis and can reveal the ingestion of alcohol and other drugs.

**Hair analysis:** can indicate the ingestion of alcohol and other drugs over a long period in the past (one centimetre of hair is roughly equivalent to one month's growth). The method is seldom used for occupational testing.

You have to bear in mind the whole picture and not only stare blindly at the test results, says Olof Beck.

Linda Sundgren

# Leadership is the theme of the year

Being a good leader and a good manager can be a heavy challenge, not least on a ship. As a captain you must live with your decisions around the clock; you must be clear and decisive when required, but at the same time you are part of the social community onboard. The autumn SAN conference will have leadership as its overall theme. This will be reflected in the newspaper, in which we will take up various aspects of leadership during the year. In this issue, for example, you are given guidance for planning and car-

rying out talks with employees who, you suspect, have problems with alcohol or other drugs.

Another area which we plan to emphasise is the constant work of the safety committees. Every year there are over 70 safety officers trained by SEKO seafarers, and their great efforts in the work environment on ships is something well worth describing.

We will of course also follow international work environment events such as the revision of STCW in Manila in June,

and the continued work for the implementation of the ILO maritime super-convention.

And remember, you can follow work environment events as they are happening on the SAN website at [www.san-nytt.se](http://www.san-nytt.se).

Enjoy your reading!



Linda Sundgren  
editor, San News

## ~ TIPS FROM SAN ~

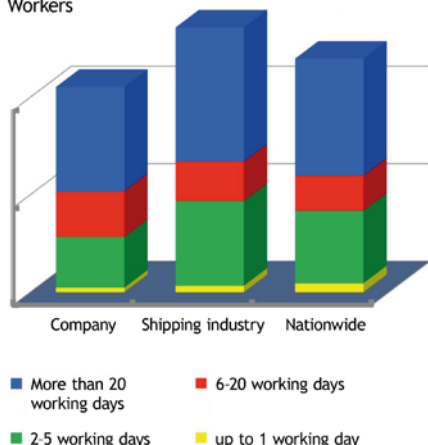
### Better check on sickness absence

Hewitt helps companies to gain a better overview of employees' presence and absence at their workplace. Affiliated companies regularly report information such as normal working hours, overtime hours, absence due to sickness and leave. In return, they receive a summary of their own reports as well as access to other companies' information.

The system has been in existence since 1981 and at present it is used by about 250 companies with approximately 150,000 employees. The first year of membership is free. The cost is subsequently SEK 6000 annually for companies with fewer than 100 employees and SEK 9000 annually for companies with more personnel. Members of the Confederation of Swedish Enterprise receive a discount.

For further information contact Marianne Sparr Jonsson on 08-50 55 59 46 or by [marianne.sparr-jonsson@hewitt.com](mailto:marianne.sparr-jonsson@hewitt.com).

Sickness absence sub-divided into length of absence  
Workers



## ~ OUTLOOK ~

### Review of the STCW convention coming to a close

The IMO has made great progress with the review of the current edition of the STCW convention (Standards of training, certification and watchkeeping). A few items remain to be solved before the diplomat conference the week before midsummer, when the new version will be officially adopted.

The revision will make it easier and clearer to interpret the contents, introduce new items, remove outdated requirements and prevent lowering the requirements for qualifications and education. The first ambitions have been followed reasonably well, but some countries have taken the opportunity to try to water down some regulations.

Here at SAN (unions and shipping companies) we are represented in different international trade organisations which safeguard their own interests. We are able to put forward our viewpoints, but we do not have the strength and voting power which each country has. There are 169 countries and the number of trade organisations which are involved in IMO work (International maritime organization).

#### Crew competence requirements

One new part of this revision is that the crew will have their own competence requirements, and that at least two qualifications for electro-technical competence will be introduced: one at the crew level and one at the officer level.

The largest problems that remain to be solved are working hours, resting hours and medical certificates. Consideration must be taken in this respect to the new ILO convention (MLC, maritime labour convention) so that the two sets of rules do not conflict with each other. Many countries want flexible solutions and exceptions from the basic rules of resting time, which are opposed by all employee representatives and certain other parties. Discussions will continue on the final text until it is established in June.

#### Medical certificates

As regards medical certificates, the objective is a standard which will apply over the whole world, but in this area too there are many divergent opinions. STCW does not really treat the subjects of manning and the work environment, but many issues are controlled by the convention and our viewpoints are important. It sometimes feels like an uphill struggle working against interests that desire neither improvements nor changes.

Strange as it may seem, there are examples of such within the EU, both in terms of countries and trade organisations.

There must be more development before the EU is able to proudly stand up and be counted among those approved, if not yet the best in the class.

Mikael Huss

The Maritime Department of the Swedish Transport Safety Agency (previously the Swedish Maritime Safety Inspectorate) will spread information about relevant events and convey important messages to the shipping industry. The aim is to increase knowledge and safety awareness among parties in the shipping industry.

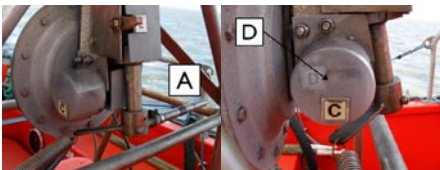
## MOB boat fell with crew in

During an exercise with a man overboard boat (MOB boat) one of the crewmembers happened to pull the handle for releasing the hook (A in the picture). The boat fell 14 metres down to the surface of the water, hitting the davit on the way down and tipping out three of the crew into the water. All three were slightly injured.

A spring-loaded mechanism should prevent the release handle from being activated before the boat is launched (behind the cover marked as D in the picture). The pin in the hydrostat had corroded, however, and was stuck in the activated position. As the box with the pin inside cannot be opened, maintenance was not possible.

The Swedish Transport Agency recommends that all existing installations be looked over. The system is manufactured by Schat-Harding. Refer to more detailed information at the Swedish Transport Agency's Safety Alert [www.transportstyrelsen.se - sjofart - safety alert](http://www.transportstyrelsen.se - sjofart - safety alert).

*SFu ref 060502-TSS09-5348*



Release handle at A      The locking pin was inside this cover

## Defective lifebuoys causing problems

The problem with defective lifebuoys which fill with water after the foam in them has collapsed is larger than first envisaged. All the signs indicate that it is the manufacturing method which causes the problem. We are aware of three types and makes in which the foam has collapsed. According to unconfirmed information, there may be up to eight makes showing similar deficiencies.

A good method of checking the lifebuoys on a ship is as follows:

1. Check whether there is a sloshing sound or water dripping from the shell.
2. Check whether there are any sounds when the lifebuoy is shaken.
3. If the answer to one or two is positive, the foam has probably collapsed.
4. Locate the injection hole where the foam was sprayed in. It is usually under one of the reflectors.
5. Check whether the lifebuoy is filled with foam.
6. If the lifebuoy is not filled with foam, fill it up with water.
7. Weigh the lifebuoy.
8. Pour out the water and re-weigh the lifebuoy.
9. Compare the two weights. If the difference is more than 400 g the lifebuoy must be replaced.

When the ship inspectors from the Swedish Transport Agency are onboard, they will check whether the lifebuoys have been tested. If not, they must be tested and approved before a certificate will be signed or renewed. This only applies to lifebuoys of the type or make that have a potential risk of absorbing water.

Refer also to the maritime department's safety alert on the website [www.transportstyrelsen.se - sjofart - Safety Alert](http://www.transportstyrelsen.se - sjofart - Safety Alert).

*SFu Safety Alert 20091210*

## Mistaken instrument reading led to grounding

An older and experienced tanker skipper was on duty on a ship that was new to him. Having shadowed with the skipper that was signing off, he took over command and continued the journey to make a stop for bunkering at Göteborg roadstead. When the ship was approaching the anchoring point just before the VTS limit, manual control was selected and the skipper decided to test the rudder. He ordered the helmsman to carry out a series of manoeuvres and the ship swung backwards and forwards for a good while. Finally the journey continued for the last leg towards the anchoring point, but the ship had drifted sideways during the manoeuvres and sailed directly onto a bank.

The investigation by the Marine Department indicates that the most probable explanation is that the skipper mistook the rudder angle indicator for the yaw indicator. Both instruments look very similar and indicate values on a display

unit. The investigation also showed that there was a very poor working climate on the bridge, with an extremely dominant skipper and a subjugated crew.

*SFu ref 060503-TSS2009-3752*

## Drive on Port State Controls

ParisMoU (mainly countries in Europe and Canada) has carried out an inspection drive for three months. Twelve questions related to navigation safety were asked. A total of almost 6000 checks were made, resulting in 81 operating bans relating to the issues in the drive, and 1872 deficiencies registered. These were as follows (on a falling scale):

- Deficiencies in sea charts and publications.
- Deck cargo that obstructs view.
- Navigation equipment out of action.

The most remarkable finding was the high incidence of deck cargo obstructing the view and navigation equipment not working.

*SFu*

## Recommendations stemming from these investigations

The investigation unit of the earlier Marine Surveying Department, now the Marine Department of the Swedish Transport Agency, has carried out 159 investigations since 1997. A total of 313 recommendations have been issued, of which 125 were general and 188 more specific.

The recommendations often relate to poor bridge procedures (44 cases), lack of ISM/ procedures /instructions (39), contravened ISM/ procedures /instructions (37) and recommendations to authorities regarding rules/procedures (27).

*SFu*

## Insjö to become Foresea and internationalised

The shared Swedish maritime near-accident and reporting system, Insjö, has changed its name to Foresea. The system is about to be launched abroad and an agreement of cooperation between ICC, which administrates Foresea, and the Finnish Maritime Administration (now the Traffic Safety Agency) has been signed.

*SFu*

# Fredrik Warrebäck is responsible for both work environment and safety

As ship safety officer, Fredrik Warrebäck is in charge of work environment activities onboard. The job is no one-man show, however, and he works in close cooperation with the chief safety officer who represents the different departments.

Fredrik Warrebäck, 30, has worked on tankers for Broströms since he became qualified as a sea captain just over three years ago. When he moved to Bro Distributor in August last year as second mate, he was also given the job of ship safety officer.

– I am responsible for work environment and safety issues onboard. This covers everything from making sure that the crew uses safety equipment to keeping up-to-date with new laws and regulations, explains Fredrik.

While some other shipping companies choose to divide responsibility for safety and work environment between a number of posts onboard, Broströms have chosen to give the task to one person. Fredrik is 100% positive to the arrangement made by his shipping company.

– This is a very good system and I find it difficult to see how you could work efficiently in any other way. I spend quite a lot of time doing this – it takes about 1 1/2 hours a day to check the fire extinguishing equipment and medical stores, for example. When it comes to the work environment there are almost always things to do, and every time I am on deck I make sure that the crewmembers are working in a safe way and using the right safety equipment.

## Most people listen in the end

Working as a newly qualified officer and being responsible for colleagues following work environment rules and using safety equipment can demand a lot of patience. But as Fredrik says, most of them accept the message sooner or later.

– Sometimes you have to be a little heavy-handed to make people listen. Even though they do not accept it the first or second time, in the end most of them do. Probably people realise that it is in their own interest to work in a safe way, and that the rules actually do fulfil an important function.



## Fredrik Warrebäck

**Age:** 30

**Home:** An apartment in Varvsholmen, in the centre of Kalmar.

**Family:** Partner and daughter Alva, almost one year old.

**Post:** Second mate and ship safety officer for Broströms Bro Distributor.

**Background:** completed his military service in the Coast Artillery in Karlskrona and then worked for a few years as an officer in the Swedish Armed Forces. Studied economics at college before the captain's programme in Kalmar 2002–2006.

**The most topical work environment question for me at the moment is:** a good atmosphere onboard, since that promotes a safer work environment.

– And it is important to take those few extra minutes to fetch some safety glasses when you are going to mix some paint, or put on a harness when it is needed. Even a fall of half a metre can cause serious injuries if you land badly.

In his position as ship safety officer, Fredrik must also find solutions to different work environment problems. Shortcomings can sometimes be put right immediately. Others require larger and more costly measures to be taken.

– Last time we were in the shipyard we re-routed the deck grating to make it easier to cross it without tripping. A lot of welding was required and it probably took a week before it was all finished. To do jobs like this you have to plan ahead and make sure they are on the shipyard list before the ship is taken in for work.

Work environment activities are no one-man show, however. Even though Fredrik is the connecting link, he works in close cooperation with the chief safe-

ty officer and other colleagues. Every department has a representative for work environment issues and they pass on information to the safety officers and to Fredrik. Once a month he carries out a safety round together with a representative from the department in question, and afterwards there is a safety committee meeting. Every third month there is a large meeting with the whole crew.

– Good work environment activities require co-operation and communication, says Fredrik. I keep the captain updated on what is happening, and above all he must know whether there are any deficiencies onboard. I also have contact with the shipping company office.

## Diamond makes the work easier

Crews at Broströms use the internal reporting system called Diamond for work environment and safety activities. All faults and measures are entered into the system so that other colleagues in the fleet are able to read them. If a serious fault is discovered, it is reported immediately to the shipping company and described in a mail which is sent to all ships.

– The last time I was onboard we received a mail about an incident that took place during an exercise with a rescue boat on one of the company's ships. On another boat it had been noticed that a shackle which should have been in stainless steel was not, and we also received a mail about that. Everybody onboard can use Diamond and for new hands it is a good tool for quickly getting to know about work environment activities, says Fredrik.

He explains that there were quite a lot of work environment studies in his sea captain's course. They also had practical exercises in measuring noise levels, light and gases, but he has learned about most work environment issues onboard.

– When you are at school and discussing the work environment at sea it is difficult to apply the knowledge to real situations. What I learned at college would never have been enough for me to sail as a competent safety officer, and I have taken a number of courses since then. On the other hand, what you can learn during a course is how to search for information and read regulations.

Linda Sundgren

# Meet SAN's members

SAN is an organ of co-operation between unions and employers and was established in 1955. The board has a chairman, seven permanent members and two co-opted members, all with specialist knowledge of the work environment at sea. During the coming year we will introduce the members of SAN in this SAN newsletter. You can also read more about SAN's work at [www.san-nytt.se](http://www.san-nytt.se)

## Lars Andersson Chairman

Lars has been leading work on the SAN board since 2007, and is also a member of the SAN News editorial committee. He is a lawyer and since January 2009 he has been the director of the Swedish Shipowners' Employer Association in Göteborg.

Lars' previous employer was Stena Line, where he was the manager of seafaring personnel and negotiations. He was also engaged in SAMKA (committee of cooperation for work environment issues), an organ of co-operation between union representatives and employer with the objective of improving and



developing the work environment and safety onboard. Noise and vibrations were recurring issues, alongside efforts to reduce sickness levels. Lars previously worked in the judiciary and what is now the Swedish Trade Federation.

## Eva Ohlsson Secretary

Eva has been the spider in the net at SAN since 2003. Many of the questions that come to the board end up on her desk and it is often she who follows up decisions made at SAN board meetings, at which she is the permanent secretary.

Eva also has overall responsibility for the board's annual conference; she manages contacts between the members and participates in the work with SAN news as well as the website.

Eva is employed as assistant at the Swedish Shipowners' Employer Association, which involves keeping con-



tacts and planning prior to conferences, training courses and board meetings. She previously worked as personal assistant to the managing director of the Swedish Shipowners' Association. She has also been employed at Volvo, Tetra Pak and Consafe.

## Karl-Arne Johansson Permanent member

Karl-Arne is the ombudsman for seafarers and is responsible for work environment issues on-board newly built ships as well as newly flagged and existing ships. He manages the training of safety officers and acts as a sounding board for local unions and safety officers in all types of work environment issues.

Karl-Arne went to sea in the beginning of the 1970s. He worked as an able-bodied seaman on a number of different ships until 1996, when he was employed as the SEKO seafarers' representative in Antwerp. He lived in Belgium for two years and his duties were to visit Swedish ships in the region. He has



worked at the union's office in Göteborg since 1998. Karl-Arne was elected to the SAN board in 2006. He participates in the annual revision of the work environment manual there. He is also a member of the SAN News editorial committee and occasionally contributes with texts for the newspaper.

## ~ IN BRIEF ~

### Inquiry into the ILO super-convention

The inquiry on the ILO (International labour organisation) super-convention was submitted to the government in December last year and will now be referred for consideration. According to the inquiry, one consequence will be more thorough inspections of foreign ships in which aspects such as salary levels, resting time and medical insurance will be examined.

### Eight people killed in pirate attacks

For the third year in a row, the number of pirate attacks has increased and last year there were 406 cases reported to the IMB (International maritime bureau) in Kuala Lumpur, Malaysia. Over 1000 crewmembers were taken hostage, 68 were injured and eight were killed in conjunction with the attacks. Most of the attacks took place off the coast of Somalia.

*ICC Commercial crime services*

### Seafarers' Year

The safety organisation of the United Nations, the IMO (International maritime organization), has decided that the 2010 World Maritime Day will have the theme of the Year of Seafarers.

*IMO briefing 02/2010*

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*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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