

WAFIC Safety Update – April 2025

(WAFIC Website: <https://www.wafic.org.au/what-we-do/access-sustainability/safety-and-training-information-02/>)

Worksafe WA Sets Up Affected Families and Workers Advisory Committee

Worksafe WA has established an advisory group which will provide a forum for bereaved families and seriously injured workers affected by workplace incidents to provide feedback for government, and advocate for change or reform, to meet the needs of those significantly impacted by workplace death or injury.

People affected by serious workplace incidents include:

- Family members of a worker fatally injured in a workplace incident
- Workers who have been seriously injured in a workplace incident
- A witness to, or a colleague closely involved in matters surrounding, a fatal or serious injury caused by a workplace incident.

AFWAC is an advisory committee to the [Work Health and Safety Commission](#) (WHSC) in accordance with Schedule 1, clause 19 of the Work Health and Safety Act 2020.

The role of AFWAC is to focus on strategic issues and suggestions that benefit workplace work health and safety or affected families and workers.

Some of the activities may include to:

- provide advice to relevant state government agencies on the specific liaison and support needs of, and processes for liaising with, people affected by serious workplace incidents
- contribute to the development and review of support networks, forums and mechanisms available for people affected by serious workplace incidents
- foster and collate research on best practice support for liaising with people affected by serious workplace incidents
- consider and provide recommendations on relevant matters referred to AFWAC
- respond to and comment on inquiries, relevant to the role of AFWAC.

AFWAC will not have a role in the investigation of workplace incidents, or counseling services for families.

AFWAC is to be chaired by the [WorkSafe Commissioner](#) and consist of a minimum of six members, including the Family Support Liaison Officer. Members will be appointed by the WorkSafe Commissioner and Chair of the Work Health & Safety Commission.

The WHSC Chair and WorkSafe Commissioner will seek to:

- appoint members representing a variety of industry sectors, for example, mining, construction, manufacturing, electrical, maritime or agriculture
- appoint both men and women members
- where possible, appoint a variety of members including some who have received serious injuries from a workplace incident and some who are affected family members or colleagues
- appoint rural and regional representation.

If you are interested in joining AFWAC please email commissioner@worksafe.wa.gov.au



New SMS requirements

Be informed of Marine Order 504 updates.

Watch the webinar recording

AMSA



New SMS
requirements
webinar
19 March 2025



Changes to safety management system
requirements from 1 June 2025

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AMSA received a lot of questions during the session and are currently going through them all and will share answers with you soon. In the meantime, [check out our resources](#).

If you attended the webinar but missed the survey, it's not too late to provide feedback.

[Complete the survey now](#) – closes 5pm, 21 March 2025.

Proposals for Mandatory Marking of Fishing Gear & Reporting Lost Gear

Readers will recall previous articles outlining international proposals to implement ‘mandatory’ marking of all fishing gear’ and ‘mandatory’ reporting of lost fishing gear.

These proposals are being considered within the International Maritime Organisation (IMO) of which Australia is a participant through the AMSA Environment Division.

The proposals form part of a holistic strategic approach to reducing plastic litter in the oceans. See draft Strategy [REPORT OF THE MARINE ENVIRONMENT PROTECTION COMMITTEE ON ITS SEVENTY-THIRD SESSION](#)

The expectation is that the strategy and action measures should be completed by 2030.

The AMSA representatives have been vocal to ensure any decisions made:

- do not impose over-the-top requirements for marking fishing gear or reporting lost gear;
- protects the privacy of individual operators; and,
- does not duplicate existing reporting requirements or data sources (ie uses existing Australia domestic fisheries management reporting systems).

At the moment, the draft documentation sets out that development of mandatory goal-based measures will be under MARPOL Annex V for the marking of fishing gear and that all measures should avoid duplication **with existing measures, instruments and frameworks**.

To date the indications are positive that the data reporting requirements should not be onerous and meets existing requirements in Australia.

Part of the considerations is the development of measures for a ship-specific management plan for the gear and equipment deployed in fishing activities, including the logging of fishing gear on board a fishing vessel.

The Australian industry has reminded authorities that the vast majority of lost fishing gear at sea is the result of illegal fishing activities and these rogue operators will not participate in any formal reporting system. The Australian industry was not wanting to be ‘loaded up’ with increased regulation and cost to manage something they already have under control and may not resolve the real problems.

The IMO working group has developed draft data requirements in the table following:

Ship particulars	
Name	Voluntary
Length	Mandatory
IMO number, registration or call sign	Voluntary
Type of fishing vessel	Mandatory
Event particulars	
Position where the fishing gear has been lost or discharged LAT XX' XX' XX" LONG XX' XX' XX"	Mandatory
Date when the gear has been lost or discharged DD/MM/YYYY	Mandatory

Time when the gear has been lost or discharged, if known	Mandatory
The reason for the discharge or loss, if known	Mandatory
Any measures taken by the fishing vessel to retrieve the gear (Open text)	Mandatory
Fishing gear lost:	
Fishing gear types	Mandatory
Description of the part of the fishing gear (dimensional characteristics, number of units) that was lost or discharged	Mandatory
Approximate quantity of gear lost	Mandatory
Sequential number or other identification marks of the tags attached to the lost or discharged fishing gear, if applicable	Voluntary

Where to from Here?

The Strategy (which was adopted in 2021) and the recent update to the Action Plan will remain in draft until formally adopted at the next IMO meeting in April 2026.

AMSA will brief industry sometime late 2025.

How Does that Happen? Government says No Shortage of Fishing Crew in Oz?

Reading the recently released *Jobs and Skills Australia Occupation Shortage List* highlighted some data that was hard to believe applied to the commercial fishing industry in this country.

This is the government agency charged with bringing to the Federal government's attention the issues in workforce placement across the nation

This document, trumpeted as having been developed through substantive consultation with industry groups (including fishing peak bodies), highlighted in black and white that for positions of Master Fisher, Fishing Leading Hand and Fishing Hand **there is NO SHORTAGE** in every State and Territory.

Go to: <https://www.jobsandskills.gov.au/data/occupation-shortages-analysis/occupation-shortage-list>

We checked out why they reached this view and received the following bureaucratic response:-

The Occupation Shortage List (OSL) ‘..... *is a point-in-time assessment of occupations in the Australian Labour market. The evidence base used to inform the OSL is broad. These include modelling, assessment of employer and stakeholder surveys, and analysis of other quantitative and qualitative sources.*

The OSL is also informed by stakeholder engagement across peak bodies, professional associations, unions, education providers and regional representative bodies as well as

feedback from tripartite partners across federal and state and territory governments and Jobs and Skills Councils.

*Further, the analysis of employer survey data that JSA collects is used to inform (among other evidence) the OSL. The analysis showed that there was an improvement in the number of qualified applicants, and suitable applicants per job vacancy for some of the occupations, indicating easing recruitment challenges. This aligned with signs of softening labour market conditions. **Additionally, feedback from state and territory governments suggested that the occupations were not in shortage in their respective jurisdictions, or they did not provide feedback.***

*The key point to note is that assessments are based on the what the collective body of evidence is suggesting and not any one individual source. **For the occupations of interest, the collective body weighed more towards indicating a no shortage.***

Considering all the above and the occupations being previously assessed as not in shortage in 2023, Jobs and Skills Australia deemed it appropriate to retain the no shortage rating in 2024.

Having said that, we acknowledge that no evidence base is complete. With that, we appreciate your engagement and the provision of information. JSA welcomes the ongoing provision of additional information and evidence as that will fill in gaps in data and further inform our assessments.’ (Editors emphasis in bold).

Really??

Thought Bubble to Alleviate Crew Shortages in Australian Fishing Industry

Over a few drinks many ideas are thrown up and issues are always resolved simply.

One of those issues is crew shortages in the Australian fishing industry. We are always hearing stories about no availability, crew lasting one trip or not turning up at all, social vices causing problems and lack of continuity from season to season.

The thought bubble started as a discussion over how good as seafarers must the Indonesian fishermen from Roti Island be to bring their basic vessels all the way to the edge of the Australian EEZ to fish and then return. It is dangerous work and shows some level of desperation to earn for your family.

The discussion moved to the positive experience of some Aussie vessel operators with using Indonesian crew on their vessels but equally how hard it was to bring them to Australia under our visa system and the lack of recognition by Australian authorities for Indonesian training processes. Indonesian crew are good seamen, known how to work hard, are respectful, have few, if any, social vices and return to work season after season as they find their earnings contribute greatly to their families at home - without risking their lives on ill-equipped small vessels fishing the edge of the Australian Fishing Zone.

As discussions wandered along someone suggested a win-win situation.

Australia wants to stop Indonesian vessels fishing in our waters (which costs millions of dollars) but Indonesians from Roti Island need to take that risk to earn enough for their families.

Why not use Australian aid funds to Indonesia to establish an AMSA accredited training school on Roti Island, train the Indonesian seamen to Aussie standards and guarantee them a crew position on an Australian fishing vessel at the end of the training process.

Win-win! Reduce incentive to fish illegally, save border force dollars, maximise targeted aid dollars and increase the pool of trained seafarers to crew on Australian fishing vessels.

Will this work? Who knows? The PALM project for bringing Pacific Islander workers to Australia to help in the agriculture industry was somewhat a success. Why not try a similar approach with the experienced Roti Island fishers and try to make everyone a winner.

A thought bubble - but it may just work.

Happy to get your thoughts – brett.mccallum@westnet.com.au

Why is Formal Vocational Training Lacking around Australia?

Formal Vocational Education and Training (VET) plays a crucial role in preparing people for employment opportunities, upskilling people in employment, and supporting employers to secure a skilled workforce.

However, training delivery (supply) is not always available where it is needed, for a multitude of reasons, and when it is not supplied, demand for training is hidden.

A range of complex issues have emerged that inhibit training supply and affect demand including VET policies, funding, investment decisions, regulation, information flows, labour supply, business decisions and training viability considerations.

The *Exploring Training Demand and Supply Challenges Project* research report has now been released by the Department of Employment and Workplace Relations (DEWR).

The report highlights that low enrolments do not equate to low industry demand but rather reflect funding constraints, trainer shortages, and policy misalignment. Registered Training Organisations (RTOs) often limit course offerings due to financial viability concerns, leading to skills gaps in critical sectors. Employers frequently rely on informal training due to the complexities of engaging with the VET system.

To bridge these gaps the report suggests reforms are needed in funding models, qualification structures, and employer engagement strategies. Strengthening partnerships between industry, government, and training providers is essential to ensuring a skilled workforce that meets current and future economic demands.

Main points raised were:

- The 'multi-stakeholder' nature of VET has contributed to a complex environment that stakeholders find challenging to understand and navigate.
- Where overwhelming barriers to delivery result in training not being offered (i.e. a lack of supply) there can be a false perception of low demand, which in turn impacts future supply, and round and round it goes.
- Low enrolments were part of a broader issue of attraction and retention to the industry. Most industries have a large proportion of the workforce in regional, rural and remote locations, so need to attract new workers to both the industry and location.
- Many businesses need the skills and knowledge that formal training provides, yet lack the time, resources, informational networks, and understanding of how valuable training can be to embrace opportunities as they arise. Some of the reasons enterprises struggled to engage in formal training included: having a seasonal or casual workforce, the time out from work required for study and travel, and a lack of understanding of the return on investment

The study also found that these factors are intensified in regional, rural and remote Australia but the commercial fishing industry already knew that.

Full report: <https://skillsinsight.com.au/project/exploring-training-demand-supply-challenges/>

New AMSA Exemptions to Simplify Process To Obtain Certificate of Survey

AMSA has introduced new exemptions to provide a simplified process **for certain vessels** to obtain a certificate of survey and operate as domestic commercial vessels (DCVs), including vessels with minor non-conformances or vessels built to *Navigation Act 2012* (Navigation Act) requirements.

These new exemptions commenced on 1 March 2025.

An update on these exemptions was included in the March RSC regulatory program update paper but the direct links to the in-force exemptions were not available at that time. These are now provided below.

The exemptions cover the following scenarios:

Exemption instrument	Scenarios
Updates to Exemption 07 – Marine Safety (Temporary operations) Exemption 2024 (EX07)	<p><u>A vessel with minor non-conformances that has been identified during an initial or renewal survey</u>, but which is safe to operate in the circumstances.</p> <p><u>An existing vessel that has ‘triggered’ the transitional vessel provisions in Marine Order 503 (MO503)</u>, but is not yet compliant with the transitional standards in MO503. The vessel must be safe to operate in the specific circumstances.</p>
NEW Exemption 49 – Marine Safety (Domestic commercial vessels — compliance with international standards) Exemption 2024 (EX49)	<p><u>A vessel built to Navigation Act requirements</u>, such as a regulated Australian vessel (RAV) that is transitioning to be a DCV.</p>

The updates to EX07 enable transitional and non-transitional vessels to continue to operate up to a maximum period of 12 months, while undertaking work to rectify non-conformances with the applicable standards in MO503.

The exemption is only available where a surveyor has conducted an initial or renewal survey and considers that any non-conformance will not jeopardise the safety of the vessel or any person on board the vessel.

An approval is required from AMSA and a surveyor must provide a survey report that meets the criteria in the exemption. For more information, please see sections 6 and 7, Division 2, of the [updated EX07 here](#).

The new EX49 introduces a simplified process for vessels built to Navigation Act requirements to operate as DCVs, provided the vessel continues to meet the technical standards as required for a RAV. Operators do not need approval for this exemption but will need to meet the eligibility conditions and apply for a certificate of survey.

For more information, please see the [new EX49 here](#).

Albanese Government Establishes National Maritime Skills Network

The Albanese government launched the National Maritime Skills Network in February 2025.

Established by Industry Skills Australia, the Network will bring together Registered Training Organisations (eg TAFE) from across the nation to strengthen collaboration, drive innovation and deliver world-class training for Australia's maritime workforce.

The Network will play a crucial role in addressing the skills pipeline needed to establish the Strategic Fleet workforce and Australia's maritime industry more broadly.

Foundation membership of the Network comprises:

- Australian Maritime College
- TAFE Queensland
- TAFE NSW
- South Metropolitan TAFE Maritime Campus (WA Fremantle)
- Industry Skills Australia which will also support and coordinate the work of the Network.

The Network aims to:

- Expand training opportunities and accessibility
- Enhance workforce capability
- Build strong industry partnerships
- Promote maritime careers
- Increase the speed-to-market for new training programs
- Strengthen professional development for VET practitioners

The government argues that this marks a significant step forward in supporting Australia's maritime workforce. By fostering collaboration, innovation, and excellence in training, the Network will help promote and strengthen maritime careers across the nation. An effective maritime industry is fundamental to Australia's economy and national security.

Visit www.maritimeskills.org.au and register your interest.

New AMSA Rules to Simplify SMS Requirements – Watch Webinar!

AMSA has simplified safety management system (SMS) requirements for smaller, less complex DCVs and operations to:

- uphold or improve safety outcomes
- align better with operational needs
- reduce administrative burden.

Note: If you are eligible for simplified SMS and you already have a full SMS, you can choose to change to simplified SMS or keep your full SMS.

Key changes for eligible vessels

- If the owner is also the designated person, a designated person responsibility statement is no longer required in the vessel's SMS.

- If the owner is also the master, a master's responsibility and authority statement is no longer required in the vessel's SMS.
- The risk assessment no longer needs to identify the key daily tasks performed by the master and crew.
- The mandatory procedures for vessel operations have been reduced.
- Owners are no longer required to identify an assembly station in the emergency plan.
- The mandatory details in the vessel's crew list have been reduced.

Watch information webinar at:

https://email.amsa.gov.au/pub/pubType/EO/pubID/zzzz67da3179c8617110/?vid=t-8Fg8B7v_I

Register for AMSA upcoming webinar:

- **Simplified SMS – Wednesday, 9 April 3pm AEST**

<https://forms.office.com/Pages/ResponsePage.aspx?id=JbkUfSEpME2PL6ajwSRfbbJGXzkmezIjPzNAFyM1VF5UN1RQTE1QMERRWEVXR0wwNUJEUzVGRk5TTCQIQCN0PWcu>

AMSA Vessel Fatigue Management Webinar Available Online

A [survey](#) of more than 1,000 crew working across a wide range of commercial vessels in Australia found a concerning knowledge gap when it came to identifying and managing fatigue.

Of the 1,000 survey participants:

- One in three began work on a vessel already in a fatigued state
- 40% had less than six hours of sleep in any given 24-hour period
- Survey participants struggled to identify lesser-known behavioural signs of fatigue like slurred speech and risk taking
- 50% had not received any fatigue management training or guidance

This led to recent changes to AMSA regulations placing far greater emphasis on vessels having a management plan for the fatigue of their crew. These changes have been set out in Marine Order 505 and to assist with understanding the requirements for managing fatigue AMSA recently held a webinar.

You can watch the 30 minute webinar at: <https://www.youtube.com/watch?v=DeDZQDevo4M>

Educating yourself, your master and crew on the impacts of fatigue, identifying fatigue and how you will manage fatigue on your vessel is of paramount importance. Including your fatigue management approach in your vessel 'safety management system' is also required. Make sure you involve your master and crew in this fatigue management system development, trial the planned approach and include crew when reviewing the system.

Particular attention needs to be paid to working at night. See some summaries of incidents due to fatigue at:

- <https://www.amsa.gov.au/vessels-operators/incident-reporting/safety-lessons-marine-incident-investigation-amsa-report-no29>
- <https://www.amsa.gov.au/vessels-operators/incident-reporting/safety-lessons-marine-incident-investigation-amsa-report-no8>

For other assistance and guides go to: <https://www.amsa.gov.au/smschanges>

Register for AMSA upcoming webinar:

- **Simplified SMS – Wednesday, 9 April 3pm AEST**

<https://forms.office.com/Pages/ResponsePage.aspx?id=JbkUfSEpME2PL6ajwSRfbbJGXzkmezIjPzNAFyM1VF5UN1RQTE1QMERRWEVXR0wwNUJEUzVGRk5TTCQIQCN0PWcu>

In-depth information, guidance and resources to help navigate and apply the following changes is available on the AMSA website at: <https://www.amsa.gov.au/changes-safety-management-system-requirements-1-june-2025>

Key changes for industry to understand are:

- Introduction of a Simplified SMS — Owners of some vessels under 7.5 metres will be eligible for a simplified SMS. Use our online [simplified SMS tool](#) to find out if the simplified SMS applies to you.
- Fatigue management — Vessel owners will need to identify and address the risk of master and crew fatigue in the vessel's risk assessment. This does not apply to Class 4 vessels.
- Drug and alcohol policy — Vessel owners will need to have a drug and alcohol policy in the vessel's SMS to manage the risks associated with drug and alcohol use.
- Cargo and dangerous goods — Vessels undertaking cargo operations, including the carriage of dangerous goods, will need to include a procedure in their SMS outlining how they manage the specific risks.
- Key operational procedures to be covered in every SMS — Class 1, 2 and 3 vessel owners will need to have procedures covering the key vessel operations in their SMS, if relevant.
- Vessel emergency plans — Loss of propulsion and oil or fuel spills will need to be covered in the vessel's emergency plan, if relevant.
- Master and designated person responsibility statement — The master's responsibility and authority statement has been clarified to better outline their authority and there is now a requirement to set out a designated person's responsibility statement. Different rules may apply to vessels eligible to operate under a simplified SMS in certain circumstances.
- Assembly station requirements — Alternative assembly stations will only be required if reasonably practicable based on the vessel's layout, characteristics and risk assessment. Different rules may apply to vessels eligible to operate under a simplified SMS.
- Record of vessel modifications — Vessel owners will need to identify risks to vessel stability in the vessel's risk assessment and maintain a record of vessel modifications impacting stability. This does not apply to Class 4 vessels and different rules may apply to vessels eligible to operate under a simplified SMS.

A range of guidance, tools and other resources are currently available to help implement the changes:

- Online simplified SMS tool — use this [simplified SMS tool](#) to check if you are eligible for the simplified SMS.
- Simplified SMS flowchart — download our printable flowchart to determine your eligibility for the simplified SMS.
- Guidance for developing:
 - Fatigue risk management plan
 - Drug and alcohol policy

- Dangerous goods procedure
- Stability risk assessment and recording vessel modifications.

Note: Over coming months more resources to help develop and implement a simplified SMS will become available.

What should people do to prepare?

Stakeholders can start updating their SMSs to include new requirements for fatigue, drug and alcohol policies, dangerous goods, and emergency plans now.

However, the simplified SMS and the updated assembly station requirements cannot be implemented early. Those [eligible for a simplified SMS](#) must keep following [current Marine Order 504 requirements](#) until 1 June 2025.

Drug & Alcohol Policy Required on All Vessels by 1st June 2025

From 1 June 2025, all domestic commercial vessel (DCV) operators must have a drug and alcohol policy as part of their safety management system (SMS).

This new requirement, introduced by AMSA, aims to address the safety risks associated with drug and alcohol use in the maritime industry.

What you need to do is ensure all masters, crew, and any special personnel are:

- made aware of your drug and alcohol policy,
- are assessed as fit to undertake their duties,
- are not impaired by drugs or alcohol.

Use the guidance material below to update your SMS to include a drug and alcohol policy. Developing a drug and alcohol policy is essential for compliance and safety. Make sure all personnel understand their responsibilities before 1 June 2025 to ensure a safe and responsible maritime environment.

View the guidance online: [Drug and alcohol policy - Class 1, 2 and 3](#)

Print or download the guidance: [How to develop a drug and alcohol policy - Class 1, 2 and 3 vessels PDF251.25 KB](#)

Review of the Surveyor Accreditation Scheme for Domestic Commercial Vessels

AMSA is conducting a risk-based review of the marine surveyor accreditation scheme for domestic commercial vessels.

This review will assess whether the scheme remains fit-for-purpose and can continue to support the needs of the Domestic Commercial Vessel fleet now and into the future.

To support the review, AMSA is establishing an industry reference group as a dedicated consultation forum to support the review of the scheme. The industry reference group will meet throughout 2025 and into the first half of 2026.

Members of the industry reference group will work collaboratively on the review of the scheme and will discuss and provide industry specific advice and recommendations on:

- application of the scheme, including challenges and opportunities for improvement

- best options or potential solutions to address identified opportunities for improvement and the feasibility of implementation
- upcoming developments, trends, and industry projections relevant to the scheme
- ensuring a balance is maintained between best practice benchmarks and feasibility in the development of a new scheme
- implementation and transitional arrangements, and
- amendments to draft regulatory instruments and guidance material.

To supplement the work of the industry reference group, AMSA will consult with industry representatives as the review progresses.

AMSA is seeking industry member views on the current accreditation scheme and potential improvements to the scheme, as well as matters raised by the industry reference group and any other matters that AMSA may identify throughout the course of the review.

AMSA will be seeking to meet with industry throughout the review via scheduled meetings and on an ad-hoc basis as matters arise that are relevant to an industry sector.

AMSA contact: Lorien Beltman, lorien.beltman@amsa.gov.au

Reminding Albanese Government about AMSA Independent Review Outcomes

During this time when elections are in the air one needs to remember what current governments have done and not done.

One matter is the Independent Review of the AMSA focussing on whether the legislation is fit-for-purpose which concluded in September 2023. The Review strongly recommended the continuation of the 'grandfathering policy' for domestic commercial vessels that were built pre-July 2013.

The Minister advised industry in a letter dated 21st January 2024 that the government was considering their response.

Nothing since then.

Government also ran a separate review into the financial sustainability of Australian Transport Safety and Investigation Bodies (including AMSA) which tabled it's report in February 2024.

Cricket since then.

Just remembering

Sharing Stories will Help Build Better Safety Culture in Fishing Industry

A series of eight (8) webinars will be conducted by the national Sea Safe programme to continue to build a culture of sharing knowledge and best practice across our industry.

The format of the one hour webinars (each month from March 2025) will focus around bringing industry people from all different areas to share their experiences and explain 'how' they tackle common themes in safety in their fishing operation.

Each session will have a panel of at least three industry people who all come with deep 'hands on' experience in improving safety in their operations and a story on the reasons why they made those improvements.

Participants being provided with a range of content including session summaries, links to further resources and clarification on regulatory requirements and advise as necessary.

The timetable at present is:

Date	Time	Heading	Content
20/03/2025	2.30 - 3.30pm	Inductions and Drills	What others in industry do to induct new starters?
1/05/2025	2.30 - 3.30pm	Keeping safety alive	From the toolbox (tacklebox) chat to other activities – what real
12/06/2025	3.30 - 4.30pm	Digital dealings and/or operations	Experiences from large and small operators who've gone digital with safety
17/07/2025	3.30 - 4.30pm	Training people (and yourself!)	So much to train on after induction – how do you keep skilling and upskilling
21/08/2025	3.30 - 4.30pm	Risk assessment – an admin task or business strengthener? of angles	Tips and how to's from a range
18/09/2025	3.30 - 4.30pm	Psychological Safety – What is it? How does it make a difference to safety?	New rules and ways to use this tool to improve business performance
16/10/2025	3.30 - 4.30pm	PPE – the last line of prevention	Who is using what and how?
20/11/2025	3.30 - 4.30pm	Health and Fatigue	Keeping people healthy and preventing fatigue

Format

10 mins	Introductions
20 mins	Panellists – 5 mins each on what they do in this area
20 mins	Questions to panellists (pre-set and audience)
10 mins	Tools, wrap up (including relevant links/legislation etc), Feedback survey

Sea Safe would love to hear from you to:

- Suggest any specific content/stories for any topic above
- Put your hand up to be a panellist at one or more session
- Introduce/point me to anyone you think would be a great panellist on a topic
- Point me to any other resources or research on any topic

Contact Jo Marshall (0408 008 344) / jo@seafoodindustryaustralia.com.au
 Jasmin Kelly (0411 430 838) / jasmin@seafoodindustryaustralia.com.au

Why Do We Need a Maritime Workforce Plan?

State and federal governments use workforce plans as key parts of their focus to address skill issues and gaps.

A 'workforce plan' provides insight into:

- skills gaps and labour shortages,
- whether training and skills are meeting industry demand and outlines current and emerging issues impacting workforce supply and demand,
- the needs of industries of all sizes, including small and niche industries such as fishing and aquaculture
- jurisdictional variations.

WAFIC participates in this planning process through the nominated jobs skills council which is responsible for:

- all maritime activities including harvest of seafood – Industry Skills Australia
- all post-harvest seafood including handling and processing – Skills Insight.

The Workforce Plan takes a broader approach to the skills system by considering all barriers to meeting the ambitions of a skilled workforce including consideration of pathways from Secondary Schools to VET (eg TAFE) and on to higher education (University).

The four key functions of a jobs skills council are

- developing a workforce plan
- training product development; implementation,
- promotion and monitoring; and
- industry stewardship.

The Australian Maritime industry is experiencing unprecedented demand for skilled workers with a significant gap between the demand and the current workforce supply. There is an ongoing shortage of Engineers, Masters and Deck Hands further impacted with the emerging green energy sectors and expanding maritime industries expected to increase demand for skilled workers with differing requirements for construction, operations, and maintenance phases.

Significant growth is anticipated in offshore oil and gas, coastal trading vessels, transshipment operations, defence support and shipbuilding, further increasing the demand for Maritime workers.

The industry is grappling with an aging workforce and high turnover rates with many seafarers leaving for alternative careers or higher-paid jobs in other sectors.

Attracting women and under-represented groups is a challenge for the industry.

The maritime industry also faces a shortage of trainers and assessors which creates a barrier in creating a skills pipeline and even though Government funding supports VET enrolments, the availability of Maritime courses through Fee-Free TAFE and VET traineeships is limited.

While there is a strong relationship between the achievement of AMSA certification and employment outcomes, there is an ongoing need for stakeholders, including governments and industry, to explore fair and equitable funding models that make training viable for training providers and cost effective for seafarers.

Thrive in 2025 - 50 events in 50 days!

Starting in February, Stay Afloat kicked off *50 Events in 50 Days*. The goal of this campaign is to bring communities together to celebrate the strength and resilience of our seafood industry.

Up to \$1,000 in funding is available for catering and event costs.

To plan an event or to get involved, reach out to the WA Stay Afloat co-ordinators at wa@stayafloat.com.au

Sea Safe - Capturing Industry Safety Stories

The safety and wellbeing of our people is paramount. With foundations in peer-to-peer learning, the Sea Safe program brings advice and tips directly from those who know best—our industry.

SIA has launched a series of safety stories across social media and seasafeoz.com.au

In the latest video, Kevin shares simple yet vital safety tips to help protect yourself and your crew on the water.

Let's work together to keep our industry safe and strong.

To share your safety story or to get involved in becoming a seafood safety advocate, contact Jo Marshall at SIA, mobile [+61 408 008 344](tel:+61408008344) or email jo@seafoodindustryaustralia.com.au, or visit the [Sea Safe website](#).

Invite Stay Afloat or SeaSafe Crew to attend your team or association meeting.

A short training session or update presentation, ranging from five minutes to an hour. If your agenda is full, we're also happy to set up a table at the back of the room to chat with attendees or offer support during breaks.

Contact your WA Stay Afloat/SeaSafe co-ordinators at wa@stayafloat.com.au to discuss.

Wellbeing workshop series: *Hand Me the Oxygen Mask*

Wellbeing Program, Jo Marshall, in partnership with Women in Seafood Australasia (WISA), will deliver eight in-person workshops across various cities and regional hubs. These workshops will focus on identifying and managing stress and preventing burnout.

Register through <https://womeninseafood.org.au/seafood-women-s-wellbeing-series>

Additional Mental Health First Aid training dates announced

As part of Stay Afloat's ongoing commitment to education and training, the first six months of 2025 online Mental Health First Aid (MHFA) courses have been scheduled and added to our online calendar. These courses aim to support mental health and wellness in our seafood communities.

For more information and to register. <https://www.stayafloat.com.au/mhfa-training-calendar/>

Safety Recall – Lifejackets with Halkey Roberts 3F Single Point Manual Inflators

The Australian Competition & Consumer Commission (ACCC) has issued a safety recall for certain Life Jacket Solutions (LJS) and Marlin lifejackets fitted with Halkey Roberts 3F Single Point Manual Inflators.

This is due to a safety defect that may prevent proper inflation, posing a drowning risk.

The affected products are:

- Life Jacket Solutions (LJS) – Model numbers: T150M, G150M, B150M, WB100, PR150M, SRSS150.
- Marlin – Model number: MK150.

What you should do:

- ✓ Check if your lifejacket contains the affected inflator.
- ✓ Stop using the lifejacket if it is affected.
- ✓ Return the lifejacket to the place of purchase for a full refund.
- ✓ Contact your retailer for more information.



Check the grey plastic part of the inflator for the marking “V96000 Halkey Roberts ®” with a manufacture date between 4 June 2021 and 15 April 2024 (laser printed in MM/DD/YY format).

The inflator may incorrectly indicate that the lifejacket is ready for use, even if the gas cylinder is empty, removed, or not properly connected.

This means the lifejacket may fail to inflate when needed creating a life-threatening safety hazard.

For further details, visit the [ACCC website](https://www.accc.gov.au/).

Or <https://www.amsa.gov.au/news-community/news-and-media-releases/safety-recall-halkey-roberts-3f-single-point-manual>

Make sure you Chat with your Crew About Safety – It’s Law!

Having conversations with your crew lets you gain first-hand knowledge and experience that will help build a healthy and safe workplace on your vessel.

Your crew will be much more engaged in the process if they understand the safety objectives and their ability to have input and their role in achieving these objectives. This makes everyone safer and can also foster trust in management and lead to improved productivity.

Consulting with workers and their representatives on health and safety matters is also a legal requirement under work health and safety laws. Given the importance of consultation in contributing to work health and safety, the [Work Health and Safety Act 2020](https://www.safeworkaustralia.gov.au/work-health-and-safety-act-2020) (WHS Act) prescribes a general duty on PCBUs to consult.

Consultation can occur in different ways depending on what suits your workplace and your workers. The best way to consult with your workers will depend on:

- the size of the business and how it is structured – *a single vessel or fleet operation*
- the way work is arranged and where your workers are located – *home port each day or away in remote areas for multiple days*
- what best suits your workers - *ask how they would like to be consulted*
- the complexity, frequency and urgency of the issues that require consultation.

Consultation is a collaborative process between the vessel owner or [person conducting a business and undertaking](https://www.safeworkaustralia.gov.au/work-health-and-safety-act-2020) (PCBU) and the master and crew. It involves allowing crew to raise issues, sharing information about work health and safety and ensuring that views of workers are considered when making decisions about health and safety for the vessel.

More info: <https://www.worksafe.wa.gov.au/consultation-and-worker-representation>

New Worksafe WA Website Available

The WorkSafe WA website is available to assist with your work health and safety needs!

Fishing and aquaculture have two sets of safety legislation to deal with:

- Maritime safety (via AMSA), and,
- Workplace safety (via Worksafe WA).

Whether you're looking for safety guidance or resources or reporting an incident the Worksafe website is designed to make it easier to find exactly what you need.

Go to: <https://www.worksafe.wa.gov.au/>

Maritime Training Products Aligned with new AMSA Marine Order 505

Skills Ministers endorsed maritime training products which have been aligned with the recently revised AMSA Marine Order 505 dealing with domestic commercial fleet competency qualifications.

The regulatory and licensing requirements in MO505 aim to enable seafarers to meet the highest standards of competence and safety in their roles and help safeguard the integrity and effectiveness of maritime training, benefitting both the industry and the seafaring community.

The revised Marine Order 505 (Certificates of Competency – National Law), came into force from 1 January 2023 and introduced 5 new certificates of competency:

- Coxswain Grade 3 Near Coastal
- Master <45m Near Coastal (replaces Master <35m, which will be phased out)
- Master <100m Near Coastal (replaces Master <80m, which will be phased out)
- Sailing Master Coastal
- Sailing Master Offshore.

These revisions also phased out 3 old certificates of competency, which are no longer issued:

- Master <35m Near Coastal (replaced by the new Master <45m Near Coastal)
- Master <80m Near Coastal (replaced by the new Master <100m Near Coastal)
- Mate <80m Near Coastal (replaced by the existing Master <24m Near Coastal)

The resulting qualifications framework and guidelines provide national consistency, improved qualification pathways, and better safety outcomes for Australian seafarers and domestic commercial vessel operators.

In response to MO505, AMSA and stakeholders requested that training products for Near Coastal job roles be reviewed to reflect licensing and regulatory requirements.

The revised training products include:

- a new Skill Set to support the Coxswain Grade 3 licensing category, facilitating occupational mobility for existing maritime workers
- a new Unit of Competency: Command and manage a voyage on a vessel up to 45 metres (Near coastal)
- merging of the Certificate III in Maritime Operations (Master Inland Waters) with the Certificate III in Maritime Operations (Master up to 24 metres Near Coastal)
- updated qualifications, Skill Sets and Units of Competency for Near Coastal job roles to reflect MO505 licensing and regulatory requirements
- incorporation of Electronic Charting System (ECS) requirements into existing products

What does this mean for industry?

The revised training products are now compliant with Marine Order 505 and International Maritime Organization (IMO) guidelines.

To support the delivery and implementation of the revised training products guides have been updated to assist assessors, trainers, RTOs and enterprises containing comprehensive lists of all products in the Training Package; including mapping information which details the changes that have been made to the training products; implementation advice, and useful links to other information.

The endorsed Training Package products will soon be available on training.gov.au.

Seafood Careers Australia

The shortage of skilled and experienced workers within the seafood industry has been an ongoing source of pain for many commercial seafood producers.

Seafood Industry Australia (SIA) in collaboration with FRDC developed an online employment and training platform, 'Seafood Careers' formally launched in July 2024.

Seafood Careers is a proactive step to address industry's ongoing workforce shortage by;

- Becoming a one-stop-shop for people interested in getting involved in the seafood industry, regardless of their experience levels.
- Better linking of job seekers with employers via an interactive map of Australia denoting key industry hubs and links to local employers
- Providing a directory of training opportunities and connecting people to career paths and employment advancement opportunities with Registered Training Organisations
- Showcasing the passion and love the people in this industry have for the work they do, and why it's a fulfilling industry to be a part of through video messaging.

The funding is now coming to a close but the legacy of this project will remain instrumental in building awareness and accessibility to careers within the seafood industry.

Highlights from the project:

- Website launch: seafoodcareers.com.au formally launched in July 2024, accompanied by an industry webinar with 25 attendees.
- Lead generation: Over 100 leads generated, including careers advisor groups, people creating courses, promotional events, individuals passionate about workforce development, communication networks; all designed to build a valuable database of contacts.
- Resource review: A desktop scan identified 250+ workforce development resources, including fact sheets, short courses, and schools content which were reviewed and assessed for inclusion on the platform.
- Courses and training: Over 125 courses linked to the platform - to name a few:
 - [Responsible oyster farmer training program](#)
 - [Digital skills hub \(Prawn farmers\)](#)
 - [Safety short courses \(AMSA recommended\)](#)
 - [Shellfish Safety Supervisors course](#)
 - [Sea Safe](#)
 - 30+ university courses
 - Various certificates
- Role descriptions: 119 comprehensive role descriptions published, covering all aspects of the seafood industry
 - including recreational, commercial, government, and research sectors.
 - with guides for expected salary, experience needed, recommended training and links through to currently advertised roles on Seek,
 - content designed to showcase the variety of roles available in the seafood industry.
- "Day in the Life" videos of people from all across the industry to create 45+ videos to pair with the myriad role descriptions so people looking at those roles can hear from

someone actually doing them. The passion and enthusiasm in these videos is a credit to our industry.

- Events: Sponsored nine events in 2024, targeting industry members, school-aged children, university attendees, teachers, and career advisors, with over 3,000 attendees collectively.
 - [Fishing & Farming for the Future](#), [Seafood Directions](#), [Agricultural, Animal and Vet Sciences Careers Expo](#), [Australian Sea Country Conference](#) and the NSW [Careers Advisers Annual Conference](#).
- Teacher resources: Thanks to collaboration with some of the wonderful graduates from the National Seafood Industry Leadership program, we're uploading work experience, excursion, and incursion opportunities to the website. These resources have been extremely popular with teachers and careers advisors.
- Website performance (as of January 2025)
 - Active users: 8,900, with 6,400 based in Australia.
 - Organic searches: 5,700
 - Direct searches: 5,700

If you'd like to explore the platform further, visit [Seafood Careers](#). We want to partner with you, so if you are attending events, have a course you've created or have some schools content ready for use, please reach out.

Everyone Has a Legal Duty of Care relating to Drugs and Alcohol

Everyone in the workplace has work health and safety duties under the *Work Health and Safety Act 2020*.

A person conducting a business or undertaking (PCBU) has a duty to protect workers from the risks associated with the use of alcohol and drugs.

As a PCBU, you must manage all health and safety risks and this might include setting specific policies for the use of drugs and alcohol.

So far as is reasonably practicable an owner must:

- ensure the health and safety of workers and others at your workplace;
- consult with workers who carry out work for the business or undertaking and who are (or are likely to be) directly affected by a health and safety matter; and,
- consult cooperate and coordinate activities with all other relevant duty holders.

All workers have a legal duty to take reasonable care for their own health and safety and not adversely affect the safety of others.

- Workers must ensure they arrive at work:
- fit and well enough to do their job; and,
- not be under the influence of alcohol or drugs

There are a number of reasons why it is appropriate to develop a workplace policy on alcohol and other drugs:

- A PCBU could be found in breach of the general duty to provide a healthy and safe workplace that is free from hazards if injury or harm is suffered as a result of alcohol or other drug use.
- Having and applying an alcohol and drug policy demonstrates management commitment to a healthy and safe workplace.
- Having a clearly defined policy, with supporting procedures in place, will assist the PCBU to provide a safe workplace and manage drug and alcohol related issues in the workplace.

- The existence of a policy also provides a means of informing employees and other people at the workplace about what behaviour is acceptable in relation to alcohol and other drugs in your workplace.

If a person appears affected or impaired by alcohol or drugs, the PCBU has an obligation to make sure the person or any one else at the workplace is not put at risk.

- If a policy exists for this situation, it should be followed. In the absence of a policy, the PCBU should determine the most appropriate course of action, which may include making arrangements for the person to get home safely.
- It should not be assumed that any observed impairment is caused by alcohol and/or other drug use. Other impairment factors may include fatigue, medical conditions, chemicals, heat, noise and symptoms of work-related stress.

More information go to: <https://www.worksafe.wa.gov.au/duties-relating-drugs-and-alcohol>

For info on vaping in the workplace go to: <https://www.worksafe.wa.gov.au/vaping>

Confined Spaces – Safety Management on Vessels

A confined space includes any enclosed or partially enclosed space that:

- is not designed or intended primarily to be occupied by a person,
- is, or is designed or intended to be, at normal atmospheric pressure while a person is in that space,
- is, or is likely to be, a risk because of the atmosphere, contaminants or smothered.

Confined spaces pose dangers because they are usually not designed to be areas where people work – engine rooms, freezers, anchor lockers, net storage areas.

Confined spaces often have poor ventilation, which allows hazardous atmospheres to develop quickly, especially if the space is small. The hazards are not always obvious and may change from one entry into the confined space to the next.

A person must be on standby to assist in the immediate vicinity outside the designated confined space preferably in direct communication with the person inside.

The risks of working in confined spaces include loss of consciousness, impairment, injury or death from:

- immediate effects of airborne contaminants
- fire or explosion from the ignition of flammable contaminants
- difficulty rescuing and treating an injured or unconscious person
- oxygen deficiency
- falls from a height
- environmental factors – eg extremes in temperature
- poor lighting
- poor communication and,
- manual handling.

Worksafe (WA) has guidance material on 'confined spaces to assist operators on how to manage the risks associated with confined spaces in the workplace.

Go to: <https://www.worksafe.wa.gov.au/publications/confined-spaces-code-practice>

AMSA General Exemptions to Expire on 30th June 2025

On 30 June 2025, the following National Law general exemptions will expire and will not be reissued:

- [Exemption 13 – Marine Safety \(Wildlife or other sightseeing\) Exemption 2020](#)
- [Exemption 18 – Marine safety \(Sail\) Exemption 2020](#)
- [Exemption 21 – Marine Safety \(Operator vehicular ferry-in-chains\) Exemption 2020](#)
- [Exemption 25 – Marine Safety \(Old certificates of competency—local restrictions\) Exemption 2020](#)
- [Exemption 33 – Marine Safety \(Sailing vessels with motor propulsion\) Exemption 2020](#)

These exemptions are no longer needed due to:

- the 2022 changes to Marine Order 505 (Certificates of Competency – national law) 2022 (MO505). Go to: <https://www.amsa.gov.au/about/regulations-and-standards/new-marine-order-505-certificates-competency-commencing-1-january>
- because arrangements can be appropriately managed through other National Law pathways such as compliance with general requirements or specific exemptions (SPEX).

Current exemption holders will need to take the necessary steps to prepare before the expiration date to avoid any disruption to operations.

AMSA commenced direct communication from 9 January 2025 to provide early visibility for exemption holders to be notified and to make necessary arrangements for the upcoming expiry of these exemptions.

As part of this advice process, exemption webpages have been updated and affected exemption holders will be contacted by direct email (where possible).

AMSA will also publish in their web news and include an article in Offshore Magazine.

For more detailed information please contact regulation@amsa.gov.au.

How to Best Maintain your EPIRB

Whether travelling by land, sea or air, a GPS-equipped distress beacon can mean all the difference in an emergency. It is important to ensure your beacon will work if you need it.

For 406MHz distress beacons, the battery expiry date is printed on the label. Periodically check the battery expiry date to ensure the beacon battery remains in-date. Beacon batteries last for approximately 5-10 years. Before your battery reaches its expiry date, you should consider the options to ensure that the beacon will transmit properly in an emergency situation.

In addition it is also important to check the beacon is functioning correctly. You can use its self-test switch. Always follow the manufacturer's guidelines to perform a self-test and for how often you should do this as over testing can drain the battery. Some manufacturers recommend testing your beacon once a month, or prior to a planned trip.

Keeping your registration details up to date helps search and rescue locate your beacon in the event of an emergency. Please keep your registration details up to date. Updating your registration is free and can be done online through the [registration system](#).

Go to: https://beacons.amsa.gov.au/maintenance/index.asp?utm_source=amsa-update&utm_medium=email&utm_campaign=beacons

What Lifejacket is Right for Your Vessel?

No-one can predict what is going to happen at sea. Lifejackets are one of the most crucial pieces of equipment onboard any vessel.

Do you know what types of lifejackets are available and how they work (self-inflating, manual inflating or foam buoyancy lifejackets)?

Do you know the requirements by law for your vessel? What are the lifejacket requirements for your vessel class and operational area? If you operate in multiple operational areas, did you know you need to carry lifejackets required for your highest category of operation.

Have you done a risk assessment for lifejacket use on your vessel – what type to use, where they are stored, when will they be used. Have you trained your crew on these procedures and how to use a lifejacket. Go to: <https://www.amsa.gov.au/lifejacketriskassess>

How to maintain your lifejackets (especially re-gassing self-inflating models) and how to store lifejackets (for ease of access)?

AMSA has developed a one-stop shop for all this information on the website.

Go to: https://www.amsa.gov.au/safety-navigation/safety-equipment/what-lifejacket-do-i-need?utm_source=amsa-update&utm_medium=email&utm_campaign=lifejacketsafety

AMSA has worked with commercial fishers operating to develop examples to assist operators to update their risk assessment and develop a lifejacket wear procedure that suits their operation.

These examples have been developed for each specific fishery sectors (eg trawl, pot, net).

The details provided are for general information, and on the understanding that AMSA is not providing specific advice on a particular matter. All risk assessments and lifejacket wear procedures must be tailored to vessels, taking into consideration their specific operation.

To access the examples go to: <https://www.amsa.gov.au/vessels-operators/domestic-commercial-vessels/lifejackets-fishing-vessels>

Two videos to assist with the messaging to industry have been developed along this theme:

<https://www.youtube.com/watch?v=sVx03ZmDTfU>

<https://www.youtube.com/watch?v=JgwrrKEwqNs>

This lifejacket safety campaign is the beginning of a multi-year sustained safety initiative by AMSA to improve attitudes and safety practices around lifejacket wearing on the water.

Further information contact Steve Whitesmith, Steve.Whitesmith@amsa.gov.au, 0408 976 282.

Who is Responsible for Emergency Procedures Planning and Testing Procedures

Under WA work health and safety legislation, the person conducting a business or undertaking **must ensure that there is an emergency plan in place** to protect anyone on the premises in the event of an emergency.

Emergency plans procedures must be developed in consultation with workers – master, crew and shore based support.

In developing a plan, consideration should be given to the range of potential emergencies that could plausibly affect the workplace.

The following is a [brief checklist](#) of the requirements for the person who has control of a vessel or control of the access to or egress from a vessel:

- An emergency plan for a vessel should be in your safety management system and include:
 - a risk assessment and development of agreed emergency procedures,
 - testing of the emergency procedures with all crew
 - information, training and instruction to relevant workers in implementing emergency procedures, including use of emergency equipment.
- Procedures to cover locating persons on the vessel during emergency procedures, notifying emergency services, medical treatment and effective communication.
- **Ensure emergency procedures are practised on the vessel at reasonable intervals during a season, especially when new crew join the vessel.**
- The procedures should allow people to safely move within the vessel and passages for the purposes of movement are always kept free of obstructions.
- Lifejackets are provided, maintained and crew trained in their use.
- Fire extinguishers should be located and distributed in accordance with Australian Standard, AS 2444-2001: Portable fire extinguishers and fire blankets in galleys.
- Training is provided on all emergency procedures and safety equipment to all people who will be required to help manage the emergency – on the vessel and onshore.

Worksafe WA to Review Man Overboard Code of Practice

Worksafe WA has indicated that they will soon commence the formation of a steering committee to review and update the Code of Practice for Man Overboard for the commercial fishing, pearling and aquaculture industries under the auspices of the *Work Health and Safety Act 2020*.

The existing Section 53 *Man Overboard CoP* was initially developed in 2010. [Code of practice - Man overboard: prevention and response](#).

The Code needs to be reviewed and updated given the introduction of the new WA WHS legislation in March 2022. The existing Code is a guideline only but can be referred to in court proceedings.

Seafood Industry Australia - Safety & Wellbeing Committee

The Australian peak seafood industry body, *Seafood Industry Australia*, has established a national *Safety & Wellbeing Committee (SWC)* to provide strategic direction and leadership to pursue a safer wild-catch, aquaculture and post-harvest seafood industry.

Several WA industry representatives, including WAFIC, have been appointed to the Safety & Wellbeing Committee together with representatives from the Australian Maritime Safety Authority (AMSA) and the Fisheries Research and Development Corporation (FRDC).

SWC will consider safety, training, wellbeing and workforce issues impacting the Australian seafood industry and advise the SIA board and CEO on appropriate actions.

The SWC is aiming at continuous improvement towards zero fatalities and reduction in workplace safety incidences through continuous cultural improvements in the use of workplace safety management systems, an increase in uptake of workplace safety and training programs and education tools. Importantly SWC will establish broad industry stakeholder engagement and best practice to inform and lead industry input to decision-making at government regulatory level.

The Safety and Wellbeing committee will work towards minimization of harm both physically and psychosocially in the wild-catch, aquaculture and post-harvest sectors. This will be measured through increased roll out and uptake of Sea Safe, ongoing engagement in consultations of any proposed regulatory changes, engaging in discussions around compliance and educational tools for industry support and progressing recommendations where required.

The SWC will actively develop and make recommendations on commercial impacts for policy developments in terms of safety and wellbeing related to international conventions and domestic Governments.

Contact Jacky Cartwright - Safety@seafoodindustryaustralia.com.au

WA Memorial for Lives Lost at Sea

A small group of volunteers wants to highlight the bravery of, and sacrifices made by, WA's commercial fishing fleet.

The WA Fishers Lost at Sea Memorial Association (FlatSea) has come up with a pretty amazing idea about how to do that. They originally thought about some kind of a statue but it really didn't feel like it was doing justice to what people went through. (Go to: <https://www.flatsea.org/>)

So they started investigating some more engaging and interactive options for the memorial and came upon an interesting concept in the Croatian city of Zadar where, when walking along the foreshore you will hear a gentle melody that reminds you of voices carried over water.

The hauntingly beautiful sounds are created by a sea organ constructed by the water's edge with the sounds are generated when the gentle swell pushes air through a series of pipes. It is one of the world's biggest musical instruments and is a triumph of art and engineering.

FlatSea organisers reckon a 'sea organ' would be a perfect tribute to the hundreds of souls who have been lost at sea while pulling pots, lines and nets along the WA coast - a giant, naturally powered musical instrument filling the beachside air with notes from the ocean.

Fatigue Management – What is It?

Fatigue is more than feeling tired and drowsy.

In a work context, fatigue is a state of mental and/or physical exhaustion which reduces a person's ability to perform work safely and effectively. It can occur because of prolonged mental or physical activity, sleep loss and/or disruption of the internal body clock.

Fatigue can be caused by factors which may be work related, non-work related or a combination of both and can accumulate over time.

Everyone in the workplace has a work health and safety duty and can help to ensure fatigue does not create a risk to health and safety at work.

Fatigue can adversely affect safety at the workplace. Fatigue reduces alertness which may lead to errors and an increase in incidents and injuries, particularly when:

- operating fixed or mobile plant, including driving vehicles
- undertaking critical tasks that require a high level of concentration
- undertaking night or shift work when a person would ordinarily be sleeping.

The longer term health effects of fatigue can include:

- heart disease
- diabetes
- high blood pressure
- gastrointestinal disorders
- lower fertility
- anxiety
- depression.

SafeWork Australia has created a Guide to provide practical assistance for persons in charge of a business or undertaking on how to manage fatigue to ensure it does not contribute to health and safety [risks](#) in the workplace and workplaces covered by most Work Health and Safety Acts.

It is not designed to provide information on managing fatigue in specific industries and does not replace requirements related to fatigue under other laws.

Go to: <https://www.safeworkaustralia.gov.au/doc/guide-managing-risk-fatigue-work>

Marine Safety Incidents – March 2025

To see all incidents reports go to: https://www.amsa.gov.au/vessels-operators/incident-reporting/2024-monthly-domestic-commercial-vessel-incident-reports?utm_source=amsa-update&utm_medium=email&utm_campaign=monthly-marine-incidents#msdynttrid=Z7gjhSXOebAKgx_Wne-EiYnIPERx4lvT0GjcbhwOck

AMSA has also summarised various incidents and outlined findings and recommendations to provide other vessel owners and operators with the opportunity to learn from marine safety incidents that have taken place.

Go to: <https://www.amsa.gov.au/marine-incident-reporting/monthly-safety-lessons-domestic>

To submit an incident report to AMSA go to: <https://www.amsa.gov.au/form19>

AMSA Quick Links for Vessel Safety Responsibilities

AMSA has provided a quick link for owners or operators of a domestic commercial vessel, including fishing vessels, to understand their responsibilities under the Regulations.

There are a number of practicalities you need to consider, including keeping your vessel and crew trained, safe and compliant.

Go to: https://www.amsa.gov.au/audiences/domestic-commercial-vessel-owner-or-operator?utm_source=amsa-update&utm_medium=email&utm_campaign=general

Safety Management Systems: https://www.amsa.gov.au/vessels-operators/domestic-commercial-vessels/safety-management-systems?utm_source=amsa-update&utm_medium=email&utm_campaign=general

Safety Management System – You Must Have One – By Law!

All domestic commercial vessels must have a safety management system (SMS).

This SMS will demonstrate and document how your vessel meets the '**mandatory**' general safety duties.

Your vessel's SMS should be based on a risk assessment of your operations. It should describe how safety, maintenance and operation is managed on your vessel.

A safety management system is not just a document – you must put it into practice, Train your employees, do practical emergency drills and document that you have done so.

The owner, operator, master, and crew of each vessel must be involved in developing and reviewing the risk assessment.

AMSA has a range of tools and resources to help you develop and assess the health of your safety management system (*clicks links underlined*):

- [Guidelines for a safety management system](#) - this guide provides information, checklists and templates that can guide you through developing or revising your own SMS.
- [How to develop a safety management system](#) - an online step by step guide through the process of developing your SMS.
- [Templates for a safety management system](#) - useful templates are available for you to download.
- [Risk management in the national system](#) - a practical guide on identifying hazards, conducting a risk assessment, implementing control measures and reviewing risks as part of your safety management system.
- [Emergency procedures flipchart](#) - ideas for developing and writing emergency procedures.
- [Crewing guidelines](#) - appropriate crewing must be determined by the owner as a part of their general safety duties and should be documented as a part of the vessels SMS.
- [Fishing for safety video](#) - watch this 16 minute video for easy to understand steps, real-world stories and experiences of why an effective SMS is essential.
- [Planned maintenance](#) - learn about the importance of maintenance plans and what to include in yours.