

Plan

- Competence Management planning
- Crewing mixes
- HR KPIs
- Human resources strategy
- Human resources technical best practices
- Identification of required skills
- Maintenance of competencies

Attract

- 'A job for life'
- Career development
- Company branding
- Contact with home
- Decent working and living conditions
- Fair salaries
- Fair terms of employment
- Fair treatment
- Family support
- Good career prospects
- Good safety record
- Happy & healthy lifestyle
- Health protection,
- High tech ships & systems
- Medical care
- Quality of life
- Reputation
- Respect
- Responsible employer
- Safe & secure working environment

Recruit

- Ability
- Aspirations
- Commitment
- Education
- Motivation
- Self discipline

Lifecycle

(See also **Alert!** Issue No. 19)

Induct

- Welcome into the Company
- Joining 'The Team'

Train

- Career development
- Company seminars
- Competency
- Continuous Professional Development
- Onboard continuation training
- Ship/system specific training

Mentor

- Advisor
- Experience
- Inspiration
- Leader
- Motivator
- Network enabler
- Role model
- Wisdom

Retain

- Supporter
- A job for life'
- Career development
- Career progression
- Company branding
- Contact with home
- Decent working and living conditions
- Fair salaries
- Fair terms of employment
- Fair treatment
- Family benefits
- Forward planning
- Good career prospects
- Happy & healthy lifestyle
- Health protection
- High tech ships & systems
- Medical care
- No blame culture
- Quality of life
- Respect
- Retirement planning
- Safe & secure working environment
- Stability of employment
- Support from ashore
- Training
- Two-way communication

Considerations (See also **Alert!** Issue No. 11)

Manning

Numbers required to do the job in both normal and emergency situations

Personnel

Ensuring the correct mix of people onboard to operate and maintain the ship and its systems

Training

Competency and familiarity with the ship and its systems

Human Resources

Achievers (See also **Alert!** Issue No. 4)

- Competencies
- Education
- Training

- Aptitude
- Knowledge

- Proficiency

Competence

- Self-awareness
- Self-evaluation

- Character
- Intelligence
- Mental ability

- Personality
- Sensitivity

Attitude

- Character building
- Communication
- Direction

- Empowerment
- Teamwork

- Adaptability
- Interoperability

- Leadership

Motivation

- Balanced diet
- D&A testing
- Exercise
- Habitability

- Hygiene
- Medical screening
- Recreation
- Rest

- Energy
- Physical Fitness
- Physical strength

- Stamina
- Wellbeing

Happy & healthy lifestyle

- Ergonomics
- Physical security

- Protective equipment
- Safe working practices

- Safety culture
- Security awareness

Safe & secure working environment

- Conscience
- Cultural integration
- Leadership

- Personal Ethics
- Remuneration
- Supervision

- Esteem
- Expectation
- Fellowship
- Identity
- Loyalty

- Security
- Sense of belonging
- Sense of purpose
- Trust

Self-actualisation

- Faith
- Religious belief

- Self-discipline

- Cultural awareness

Moral values