

LOSS PREVENTION - THE SOCIAL DIMENSION - WELL BEING

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SAFETY =?

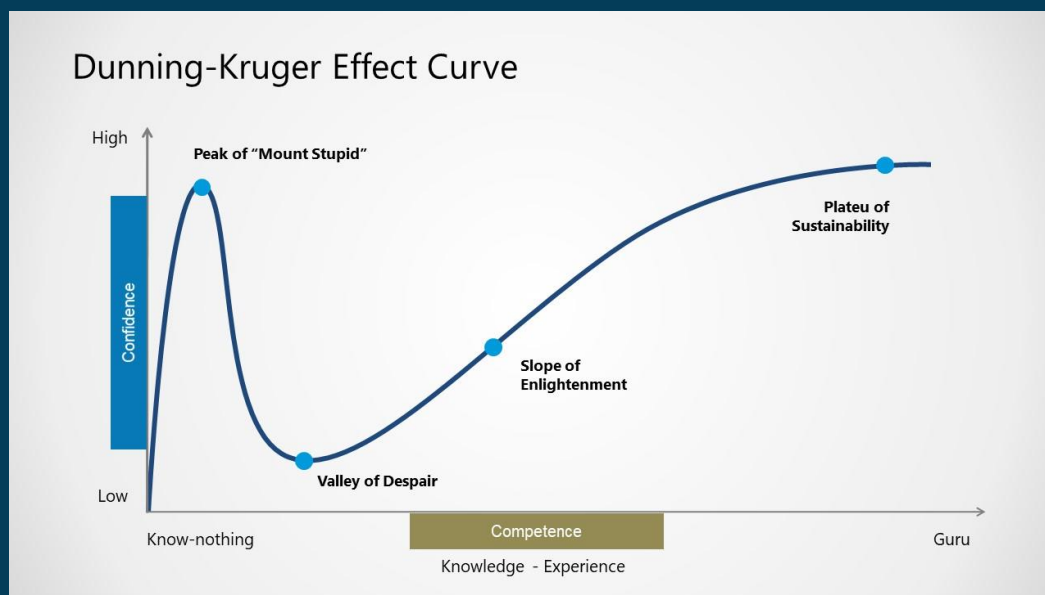


SAFETY

= THE SUM OF TECHNICAL,
HUMAN, AND ORGANISATIONAL
FACTORS THAT ALLOW FOR
FAILURE SAFELY!

WHY CARE ABOUT HUMAN FACTORS?

> The more you know, the more you realise how much you don't know!



Source: <https://slidemodel.com/templates/dunning-kruger-effect-curve-for-powerpoint/>

EMSA analysis 2014 to 2020

89.5%
OF OCCURRENCES
ARE RELATED TO
HUMAN ACTIONS

> We need to understand human factors in order to develop our industry and reduce accidents and incidents.

HUMAN FACTORS AFFECT SAFETY

ORGANISATION

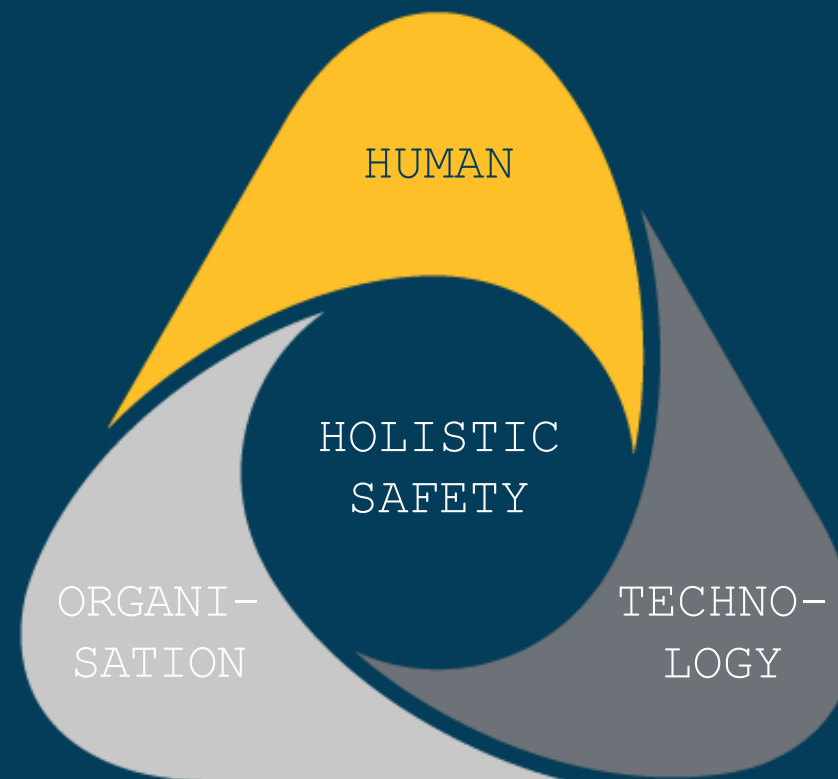
Company culture
Leadership
Communications

HUMAN

Mental and Physical health/wellbeing
Resilience
Ability and limitations

TECHNOLOGY

Designed for/centred around the human user
Implementing new technology
Limitations of equipment



HUMAN FACTORS AND BUSINESS SUSTAINABILITY

- Higher retention of employees
- Improved efficiency and quality
- Reduced conflict and increased support
- Better decision making
- Greater resilience

Accidents are expensive – both in terms of money and reputation.

For both near and long-term success, businesses need to take a human centric approach.

"If you think safety is expensive, try having an accident..."

"ACTIONS SPEAK LOUDER THAN WORDS"

AROUND THE INDUSTRY

- Research
- Welfare societies
- Digitalisation
- Regulations
- Companies are driving change

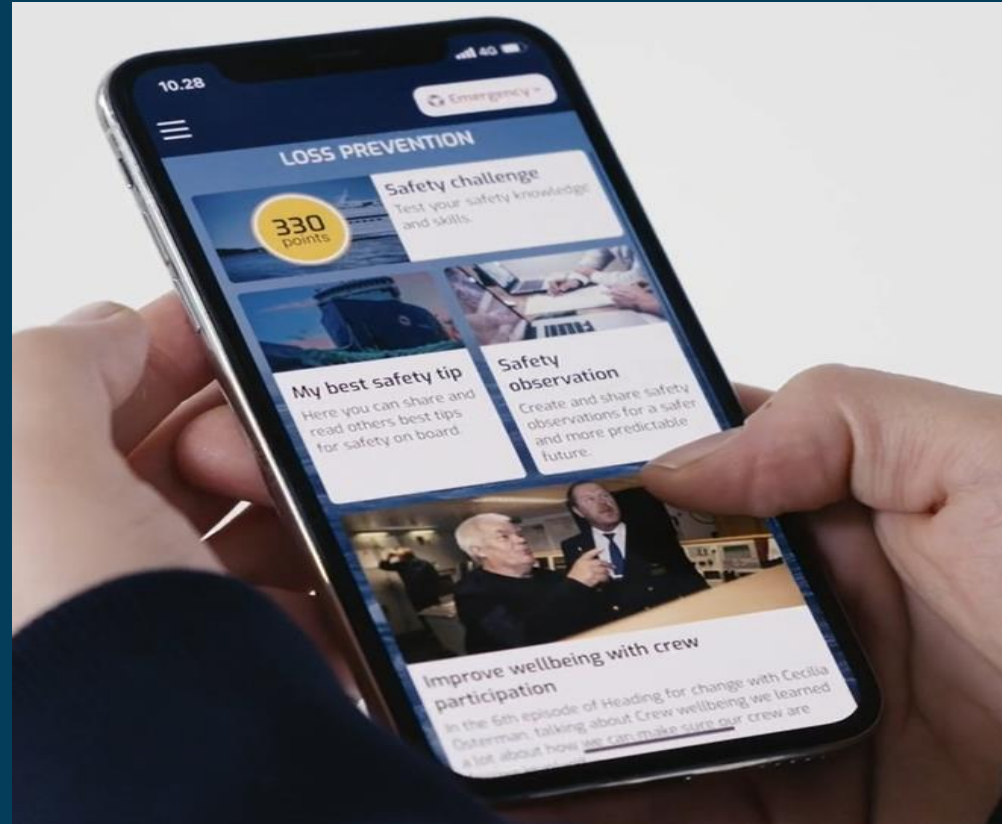
ALANDIA

- Tailored loss prevention programmes
- Seably mental health training
- Trauma project
- Monthly themes – Article, podcast, safety challenge
- Loss Prevention App





Training & Seminars. Annual Seminar.
Seminars close to clients. Online
training.



[Alandia - Loss Prevention app - PREVIEW v02 on Vimeo](#)

RECENT STUDIES ON MENTAL HEALTH

The challenge is real. According to the *Seafarer Mental Health Study**:

- 25 % of seafarers in the study had scores suggesting depression. This is significantly higher than other working and general populations.
- 17 % of the seafarers were defined as persons with anxiety.
- 20 % had thoughts of suicide over the two weeks prior to taking the survey.
- Depression, anxiety and suicidal ideation were associated with increased likelihood of injury and illness while working on board the vessel.

We need to take immediate action to improve well-being and boost mental resilience!



(*By ITF Seafarers' Trust & Yale University from October 2019.)

WHAT IS MENTAL HEALTH?

Our mental health is in many ways connected to our physical health. When we struggle with mental health it can lead to different reactions.

Physical reactions could be:

- The sense of being cold, tension, high pulse, lack of appetite, poor sleep, tiredness, constipation &/or diarrhoea.

Emotional reactions could be:

- Feelings like apathy, indifference, numbness, despair, frustration, anger and fear.

Cognitive reactions may be:

- Negative thoughts going in a circle, less interest in normal routines, personal hygiene becomes unimportant. We also might change our eating pattern; eating too much sugar or carbs, eating more, or not eating at all.

The result of some (or all) of these reactions is that the we end up in a negative circle where we lose contact with our body and mind and how we “normally” behave.

INCREASED KNOWLEDGE – LESS SHAME

Mental health is a challenging topic and can be difficult to talk about for many reasons:

- We are perhaps not used to sharing our feelings or opening up about personal problems.
- We often need close personal relationships to talk about feelings. This is not always very common on board.
- Some fear what others may think of them – will they be perceived as weak or not cut-out for the job?
- Mental health is a taboo subject in some cultures.
- Our different national cultural backgrounds might make it challenging to find a common neutral ground to discuss mental health.



SUPPORT SYSTEMS

Seafarers and shore personnel have various support systems, people and positions that can help. Being aware of the support available enables us to be prepared and gives us confidence to seek support when an issue arises.

Here you see examples of various support systems that should be part of your personal support structure; they can help you to solve different challenges in your life.

Personal support systems

- Family members
- Friends
- Work colleagues
- Neighbours

Company support systems

- Captain, senior management team, medical officer
- DPA, Crewing agency
- Other company specific support systems
- Medical insurance

Organisational support systems

- Schools and parent groups
- Faith-based organisations
- ISWAN (seafarer's welfare)
- Sailor's society
- SeafarerHelp
- The Mission to Seafarers
- Insurance companies

ACCEPTING HELP

- A personal support structure is of no use if we do not accept help.
- Sometimes it can be hard to ask others for help and also to receive help.
- Asking for help is a signal of strength and not a weakness.

Reflection

- How good are you at accepting help from others?
- What stops you from asking others for help?
- What could you do to break down those barriers?
- Imagine that you had no barriers at all and asked for help - How would you ask for help? What would you say?



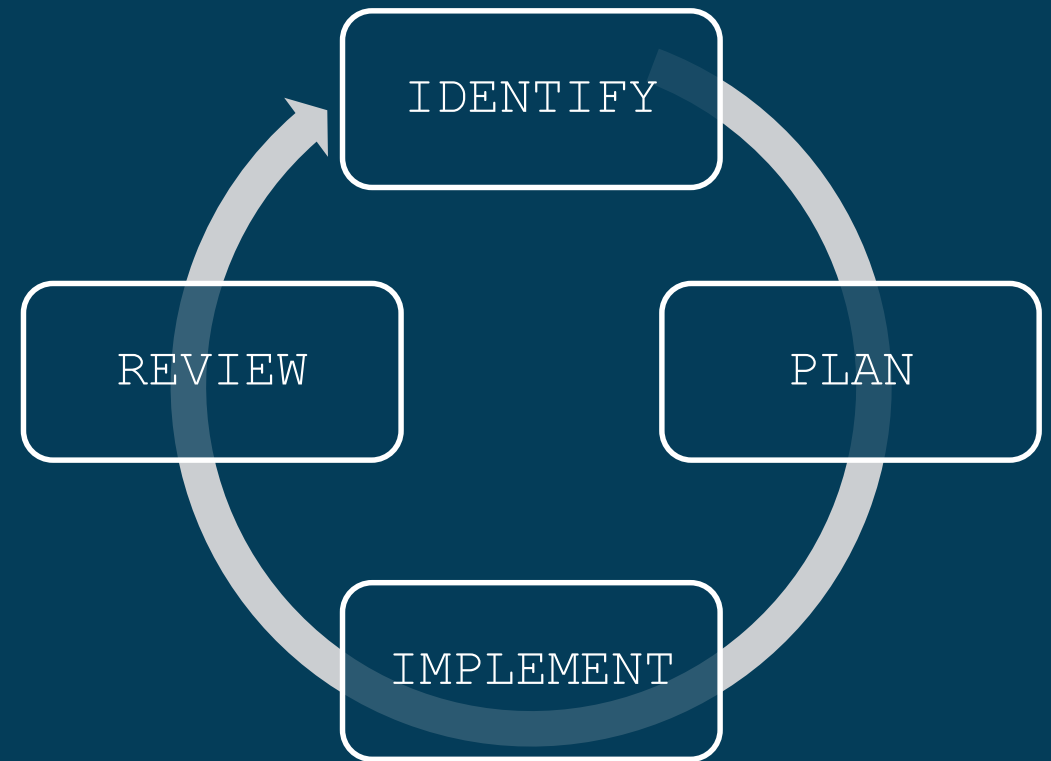
THE PRIORITY AREAS FOR WELL-BEING



***The wellbeing wheel:** Factors that are important for and affect your state of mental health.*

WHAT DO WE NEED TO DO BETTER?

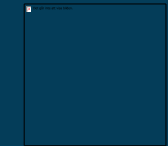
- Skills/education/training/initiatives
- Support our crews/employees
- Focus on company culture
- Allow for errors and learn from them
- Maritime resource management



OBSTACLES OR OPPORTUNITIES?



Resources - Utilise resources well



Knowledge - Understand how/what to prioritise



Environmental sustainability is in the spotlight due to compliance pressures, but it is not the only priority! Balance is key.



"Invisible industry" - is being out of sight and out of mind allowing the maritime industry to get by on the bare minimum?

PLEASE GET IN TOUCH FOR MORE INFORMATION



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THANK YOU!