



TRAINING & COMPETENCE POLICY

In accordance with STCW Convention, ISO 9001:2015, and MLC 2006

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TRAINING & COMPETENCE POLICY

JMR 073 Global Marine FZ-LLC

(In accordance with STCW Convention, ISO 9001:2015, and MLC 2006)

At **JMR 073 Global Marine FZ-LLC**, we firmly believe that the competence and continuous development of our personnel—both seafarers and shore-based staff—are essential to achieving safe, efficient, and high-quality maritime operations.

Our policy ensures that all personnel are **qualified, trained, and competent** to carry out their duties in accordance with applicable **international conventions** and **industry best practices**, particularly the **STCW Convention**, the **Maritime Labour Convention (MLC 2006)**, and **ISO 9001:2015 Clause 7.2 (Competence)**.

Policy Objectives

- To ensure that all employees, crew, and contractors possess the **knowledge, skills, and behavior** required for their roles.
- To provide **initial, recurrent, and role-specific training** that supports individual and organizational competence.
- To comply fully with the **training, certification, and qualification requirements** under international maritime law.
- To promote a culture of **continuous learning and development**.

Scope

This policy applies to:

- All officers and ratings employed onboard managed or chartered vessels.
- All shore-based personnel involved in operations, technical, commercial, and compliance functions.
- All subcontracted staff performing safety-sensitive or regulated tasks.

Key Elements of the Policy

1. Training Needs Identification

- Training requirements are determined based on:
 - Job descriptions
 - Risk assessments
 - Changes in regulations or procedures
 - Audit findings and incident investigations

2. Compliance with Mandatory Certifications

- All seafarers must hold valid **STCW-compliant** certificates of competency, proficiency, and medical fitness.
- Training and qualifications are regularly reviewed to ensure validity.



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3. Internal and External Training

- Training may be delivered in-house (briefings, drills, toolbox talks) or through **approved external providers**.

- Topics include:

- Safety & emergency response
- Bridge & engine resource management (BRM/ERM)
- Environmental regulations (MARPOL, ballast water, garbage mgmt.)
- Cybersecurity, QHSE procedures, SMS familiarization

4. Training Records and Monitoring

- A **centralized Training Record System** is maintained by the QHSE or HR department.
- Competency assessments are documented and verified periodically.

5. Onboard Familiarization and Drills

- All new joiners receive formal **familiarization** training upon embarkation.
- Emergency drills are conducted as per **SOLAS and ISM Code** requirements.

6. Shore-Based Staff Development

- Office teams receive training in compliance, commercial ethics, customer service, and relevant IMO updates.
- Role-specific development plans are implemented where appropriate.

7. Evaluation and Continuous Improvement

- Feedback from training sessions is reviewed.
- Training effectiveness is monitored through audits, KPIs, and performance appraisals.

Responsibilities

- **Masters and Heads of Department:** Ensure onboard training, familiarization, and drill execution.
- **HR / QHSE Departments:** Maintain training matrixes, track validity of certificates, and organize periodic programs.
- **All Employees:** Are expected to participate actively in training and demonstrate competence in their roles.

At JMR 073 Global Marine, we are committed to maintaining a workforce that is skilled, informed, and fully capable of meeting the demands of the modern maritime industry.

Approved by:

Capt. Jeyhun Mirzayev

General Manager

JMR 073 Global Marine FZ-LLC

