

Langstone Harbour – Training Policy

The Langstone Harbour Board believes that staff should be trained adequately for every role that they might normally be required to undertake. The Board is committed to national standards of competence for marine personnel and will review the training needs of staff in light of the changing requirements of the Board and regular performance assessments.

Marine Operations

The Board requires all staff undertaking operations afloat to attain a recognised level of competence appropriate to their duties and responsibilities. This requirement applies to Pilotage operations as well as small boat operation and mooring maintenance duties. The general requirements for marine operations, which will be reviewed as the Board's requirements change, are:

1. That all pilotage operations are conducted by trained personnel meeting the national standards of competence for marine pilots and the additional requirements of the Langstone Harbour Competent Harbour Authority Pilotage Directions.

This requirement applies to the Board's authorised Pilot, Masters and Mates holding Pilotage Exemption Certificates and all personnel involved in the boarding and landing of a Langstone Harbour authorised pilot.

2. That manning levels and competence for mooring maintenance operations on the Board's Mooring maintenance vessel are in accordance with:
 - Merchant Shipping (Small Workboats and Pilot Boats) Regulations, 1998
 - Merchant Shipping (Vessels in Commercial Use for Sport and Pleasure) Regulations, 1993
3. That the Board's patrol vessels will at all times be manned by crew considered by the Harbour Master to be competent for their duties. The minimum recognised standard for patrol boat crews will normally be RYA level 2.
4. The Harbour Master/Manager may exempt staff from the requirement to meet minimum recognised standards for specific duties provided that he is satisfied by contemporaneous performance assessment and risk assessment that such exemption will not prejudice the safety of the Board's operation.

Revalidation of Qualifications

A record of qualifications shall be held at the Harbour Office with details of qualifications of each member of marine staff. This will include date of qualification and any mandatory renewal dates. Revalidation and/or maintenance of qualifications is fully supported and resourced by the Board, where renewal or revalidation is required, the Board will ensure that necessary approved training is made available.