

Better Ways to Prepare
for SIRE 2.0 Inspections
and Manage Crew
Competency with the
Help of Digital Tools.

Tanker Operator Athens Forum 2025



Who We Are



An international marine consultancy specializing in Marine Surveying, Inspections, and Audits.



Our Expertise: Providing comprehensive services to ensure business continuity and regulatory compliance in the maritime industry.

Services
Offered:

Management Systems

Ship Inspection and Audit
Services

Technical Support Services

Business Psychology and
Training Services

Maritime Legal Advisory
Services

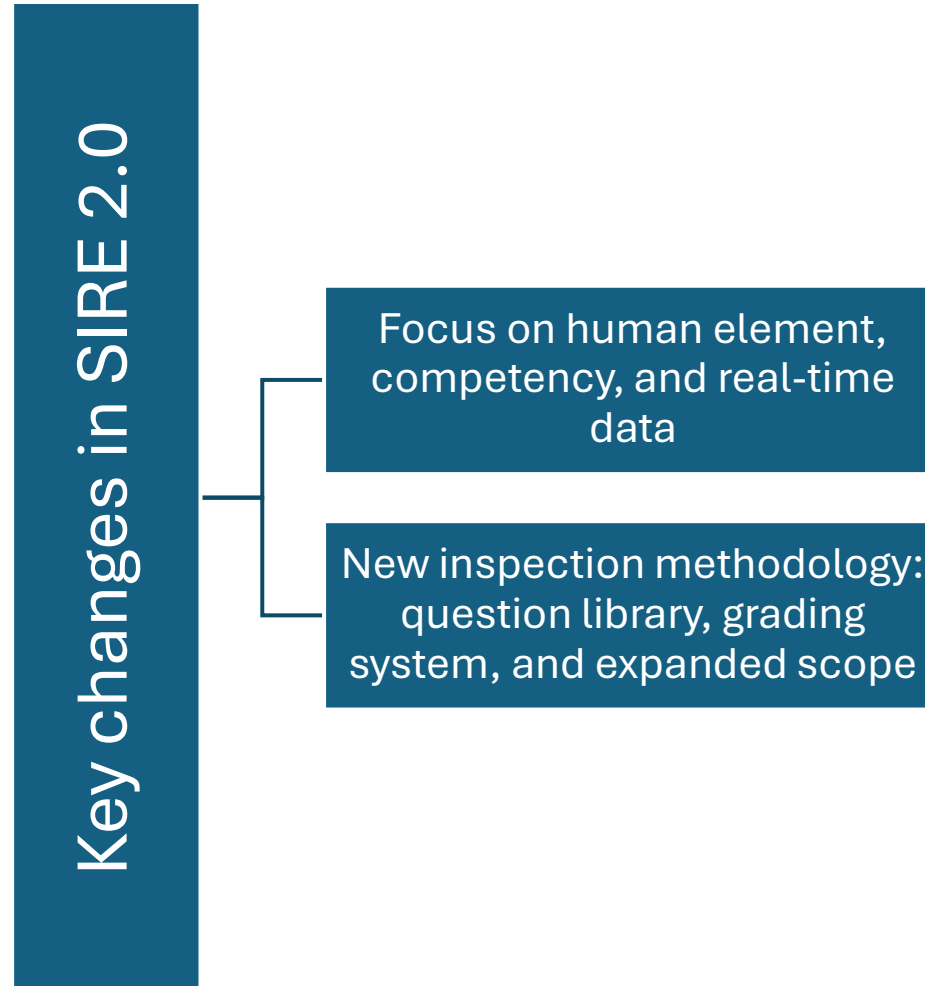
SIRE 2.0

Why is so important?

Objective

How digital tools can help shipping companies better prepare for SIRE 2.0 inspections and improve crew competency through structured training, assessment, and monitoring mechanisms.

Understanding SIRE 2.0



Challenges in SIRE 2.0 Compliance



Increased scrutiny on crew performance and documentation



Complexity of inspections with real-time assessments



Ensuring consistent training and assessment across fleets

The Role of Digital Tools



Transition from paper-based to digitalized processes



Accessibility, Efficiency, Accuracy, and Traceability



Integration with existing Ship Management Systems

Digital Solutions for Inspection Preparation



Digital checklists/platforms
tailored to SIRE 2.0 requirements



E-learning modules for specific
competencies



Virtual reality (VR) and
simulation-based training

Nautical Institute – Seaways Magazine, April 2022

Competency under inspection

- SIRE 2.0 in a nutshell

This is the most innovative element of SIRE 2.0. Although the human factor is not a new topic and has been a part of the safety agenda for many years, it has not previously been to the fore as an evaluation element. Insofar as previous versions of SIRE looked at the people onboard, it was mostly in terms of crew certification or the experience matrix. Most auditors and inspectors would avoid raising findings of human performance due to concerns about objectivity or personal ethical concerns.

Review of crew certificates and the experience matrix will now move to the pre-inspection phase. The inspectors will verify the competency of the crew on site via interview or by requesting demonstrations of designated tasks. Inspectors will be provided with tablets to record responses in real-time, and results will be hard to manipulate after the initial entry.

The questions used to evaluate performance will be along the lines of 'Were the officers aware of/familiar with ...?' There will be graded responses, such as 'execution of task exceeded expectations/execution of task was largely as expected/execution of task was not as expected'. These questions will have complementary comment boxes.

Competency under Inspection

What is Competency

- **Competence**

An individual's knowledge, skills, abilities, and behavioral attributes that enable him or her to perform his or her work consistently, precisely, and reliably.

- **Competence Standard**

The set of competence elements that comprises the total expectation of an individual in a specific role or position. It **sets the level of performance expected** for the position by the organization.

- **Competence Assurance Program**

A structured and documented process of identifying, defining, assessing, developing, and managing the continuous competence of company personnel. It includes the **formal systems, tools, and processes** that ensure personnel are competent to complete tasks to a determined standard.

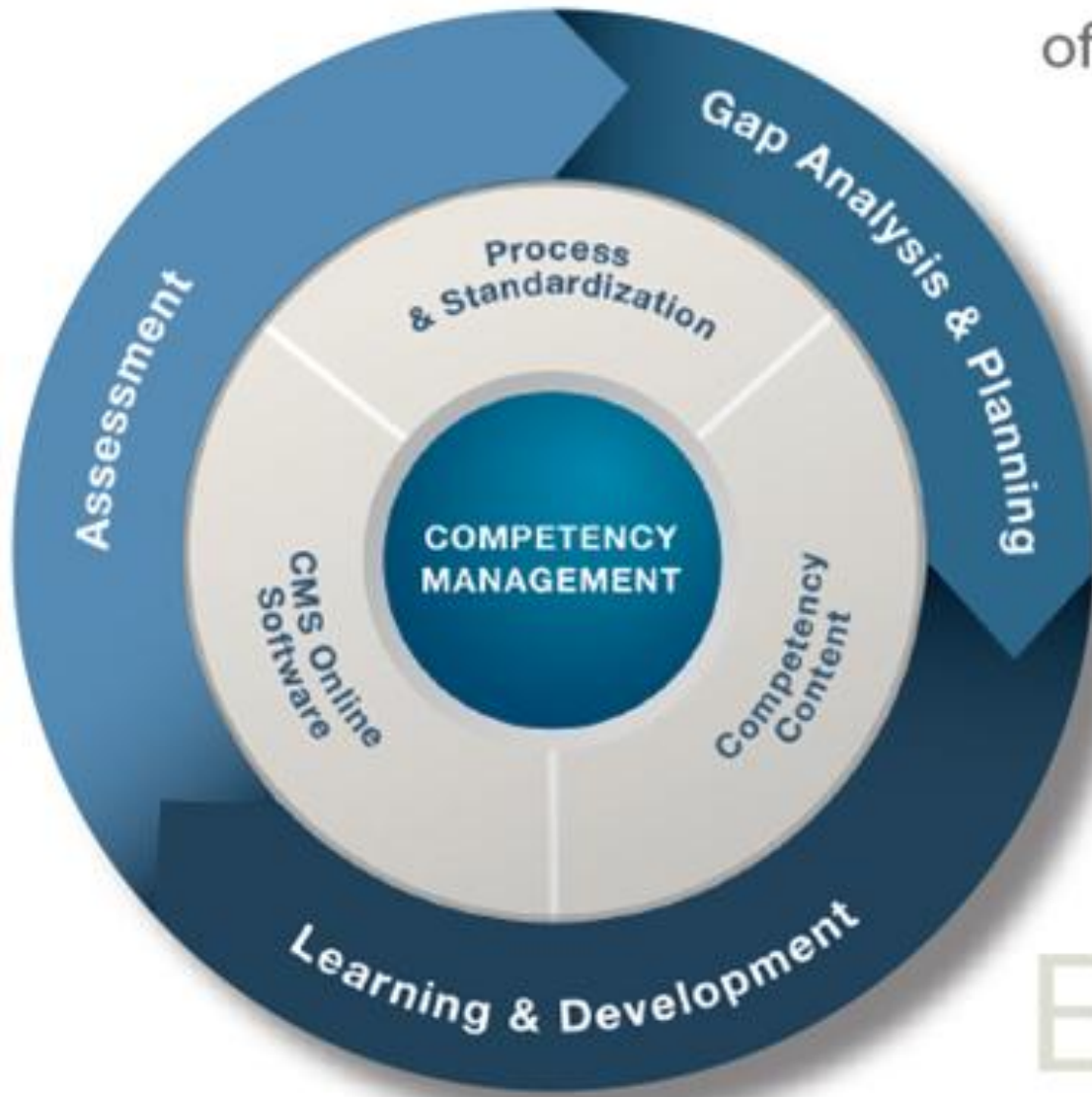
Knowledge: An employee's clear and practical understanding of material needed to perform his or her job successfully and efficiently. Knowledge can be tested.

Skill: An employee's ability to perform the job tasks consistently, precisely, and reliably. Skills can be assessed.

Ability: An employee's physical capabilities (e.g., climbing, lifting, seeing, hearing). Ability can be determined but typically cannot be enhanced.

Knowledge

of facts and theories, procedures and principles.



Skills

both practical and conceptual.

Experience

that contributes to excellent job performance.

Why Competency for Shipping Industry

EMPLOYEES



- Have a clear understanding of **job expectations**
- Clearly **identify learning opportunities** to develop self
- See potential **career development** opportunities and roadmap for growth
- **Improved safety culture** – reduce risk of own personal safety and eliminate own contributions to safety issues
- **Increases own productivity** to helping to meet the goals of the organization

COMPANY



- Reduce competence related incidents and accidents
- Improve uptime and productivity, increase profitability
- Create strategic view of personnel capabilities and talent
- Reduce turnover by becoming employer of choice – learning opportunities and career development
- Establish data driven culture to **managing talent** across recruitment, development, promotion and succession

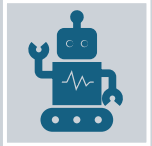
INDUSTRY



New and Increasing Industry Standards:

- INTERTANKO: **Competency Management System (ICMS): Technical Competencies** (2020)
- OCIMF and INTERTANKO: **Behavioral Competency Assessment and Verification for Vessel Operators** (2021)
- SIGTTO: **LNG Shipping Suggested Competency Standards** (2008)
- OCIMF: **Tanker Management and Self-Assessment (TMSA3)/SIRE 2.0**
- IMO: **International Safety Management (ISM) Code**
- RightShip: **Dry Bulk Management Standard (DBMS)** (2020)

Enhancing Crew Competency



Learning management systems (LMS) for continuous training



Online assessment tools with real-time feedback



Digital competency tracking and automated reporting

Real – World Applications / Case Study:

A tanker operator utilizing digital training and competency tracking reduced inspection findings and improved crew performance.

Lessons learned and best practices:

- Implement digital training programs early to ensure crew readiness.
- Use data analytics to identify trends and address recurring deficiencies.
- Ensure management commitment to digital transformation.

Reports indicate improved confidence among crew members and a more streamlined inspection process when digital tools are in place.

Benefits of Digitalization



Improved audit
readiness



Reduced administrative
burden



Enhanced learning
experience and
knowledge retention



Better alignment with
industry expectations

Key Takeaways

Digital tools are essential for efficient SIRE 2.0 preparation

Competency-based training ensures better crew performance

Proactive digital adoption leads to smoother inspections and operational excellence



Recap

Digitalization is a game-changer for SIRE 2.0 compliance, helping tanker operators streamline inspections and enhance crew competency.



Call to Action

Companies should embrace digital tools to stay ahead in the evolving regulatory landscape and ensure seamless inspection readiness.



Thank you!!!

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