

Maritime Wellbeing

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Industry partnering

Significant work is being undertaken across the industry and beyond, to promote good practice and support mental wellbeing. Included here, is a collection of services and online assistance that may be helpful for organisations, seafarers (current and former) and their families, to obtain information and support.

- Policy and guidelines for mental wellbeing [for ship managers]
 - Fatigue, security, bullying and harassment & trauma
- Policy and guidelines for mental wellbeing [for trainers and authorities]
- Further reading
 - Wellbeing, fatigue & COVID
 - Human rights, piracy & abandonment
- Information and guides for mental wellbeing [for seafarers]
 - General helplines and online support
 - Practical, emotional and spiritual services
 - Financial and legal advice
 - Mental health resources and helplines
 - Peer interaction



Policy and guidelines for mental wellbeing [for ship managers]

In addition to the resources highlighted within '[Seafarers](#) information and guides for mental wellbeing' the 'General helplines and online support', there are many others available to support both companies and individuals around mental wellbeing, including the following:

International Seafarers Welfare and Assistance Network (ISWAN)

A membership organisation which works to promote and support the welfare of seafarers globally.

Document Title	Overview	Key Author
Guidelines to shipping companies on mental health awareness	Clear policies help set a positive company culture, promote awareness of the importance of good health and wellbeing of employees, and provide clarity to employees on the support available.	UK Chamber of Shipping & Nautilus
Welfare management and mental wellness 2nd edition	Advice and recommendations for shore-side staff managing crew who may be experiencing stress as a result of prolonged service on board	INTERTANKO
Practical guidance for shipping companies on improving mental wellbeing	Practical steps to promote mental wellbeing for seafarers, which can also be applied to shore personnel.	UK Chamber of Shipping & NMOHSC, Nautilus & RMT

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Policy and guidelines for mental wellbeing [for ship managers] contd.

Document Title	Overview	Key Author
<u>Mentally healthy ships: policy and practice to promote mental health on board</u>	This guide sets out to provide useful information for shipping and ship management companies on how best to devise and implement mental health policies and practices to promote and protect positive mental health shoreside and on board.	Blackburn & ISWAN
<u>Guidelines for mental care onboard merchant ships</u>	Part of the SHIP Mental Care programme, an overview of the risks and symptoms of seafarers' mental ill health.	ISWAN & Shipowners P&I Club & Seafarers Health information Programme
<u>Wellbeing at sea: a guide for organisations</u>	(\$) Practical guidance for optimal care of seafarers, which ultimately improves seafarer wellbeing and business efficiency onboard vessels. Available to purchase from The Stationary Office.	MCA
<u>Caring for seafarers' mental wellbeing</u>	Shared insights on responding to both the routine and the extreme stressors that impact seafarers' quality of life and safety onboard.	The American Club & Seaman's Church Institute
<u>The good guide to seafarer health, safety and wellbeing</u>	Simple principles for ensuring seafarer wellbeing, from A to Z	HE - Alert!
<u>HE Alert! Issue 38</u>	Bulletin outlining welfare boards, wellness at sea and checklist about depression (referred to in the Melbourne Port Welfare Association guide)	HE - Alert!

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Policy and guidelines for mental wellbeing [for ship managers] contd.

Factors that affect wellbeing - fatigue, security, bullying and harassment & trauma

Document Title	Overview	Key Author
Fatigue guidelines: managing and reducing the risk of fatigue at sea	Simple information on the causes, consequences and management of fatigue. Primarily aimed at managers/operators of Australian regulated vessels but can be applied to other maritime operations.	AMSA
MGN 505 (M) Human Element Guidance - Part 1: Fatigue and Fitness	Information on causes of fatigue and guidance on good practice to prevent and manage fatigue. [also serves as notice to all commercial operators in UK waters]	MCA
Mariner health and wellness	Journal of safety and security at sea	US Marine Safety and Security Council
Guidance on Eliminating Shipboard Harassment and Bullying	Assistance to develop policies and plans to eliminate harassment and bullying onboard ships, and involve its seafarers and / or seafarers' organisations in this process	ICS & ITF
Best Practices Guide on Prevention of Sexual Assault and Sexual Harassment in The US Merchant Marine	Guidance on seafarers' responsibility to be respectful and actively participate in a work environment free of Sexual Assault, Harassment and other prohibited behaviours	Ship Operations Cooperative Program
Managing Traumatic Stress : Guidance for Maritime Organisations	Information to develop a traumatic stress management policy or guideline	Neil Greenberg, Human Rights at Sea & March on Stress



Policy and guidelines for mental wellbeing [for trainers & authorities]

Document Title	Overview (for trainers)	Key Author
<u>A standard for seafarers' mental health awareness and wellbeing training (eBook)</u>	(\$) Suggested criteria for the development of courses to help improve standards in the provision of mental health and wellbeing training for Seafarers', available to purchase via Witherby Seamanship International	Merchant Navy Training Board & Maritime Charities Group
<u>Wellness at sea: a new conceptual framework for seafarer training</u>	A conference paper explaining the new concept of Seafarer Wellness	J Smith & Cape Peninsula University of Technology

Document Title	Overview (for authorities)	Key Author
<u>Best Management Practices: ICMA Guidance for Maritime Ministry During COVID-19</u>	General guidance to those port ministries still operating and to assist every station in forward planning.	International Christian Maritime Association
<u>Guidelines for Implementing the Welfare Aspects of The Maritime Labour Convention, 2006</u>	Provide practical assistance to governments in drafting their own national guidelines and contribute to the welfare and morale of seafarers.	ITF & ICS



Further reading

Research & articles - seafarer wellbeing & mental ill health

Document Title	Overview	Key Author
<u>The journey from health and safety to healthy and safe</u>	A research report designed to increase understanding of the factors influencing psychological and physical health in the seafaring community.	Institute of Employment Studies & Shell
<u>Seafarers' mental health and wellbeing: research summary</u>	A research report focusing on the prevalence of mental ill health, and recommendations.	Institute of occupational Safety and Health & Cardiff University
<u>Seafarer mental health study</u>	Findings from the seafarer survey of injury, illness, and mental health risk factors in international seafarers.	ITF Seafarers' Trust & Yale University
<u>Standard safety: seafarer wellbeing</u>	A mix of articles covering seafarer physical and psychological wellbeing.	Standard Club
<u>Mariner health and wellness</u>	Journal of safety and security at sea	US Marine Safety and Security Council
<u>Women seafarers' health and welfare survey</u>	Survey results from how women currently work at sea view their health needs, undertaken after recognising the possible gap in available health information and provisions which address health issues specific to women seafarers	IMHA, ISWAN, ITF & SHS

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Further reading contd.

Research & articles - Seafarer wellbeing, fatigue & COVID

Document Title	Overview	Key Author
Port based welfare services for seafarers	Outcome of research carried out independently of existing welfare to target grants more effectively from the ITF Seafarers Trust	E Kahveci, SIRC
Seafarers' depression and suicide	Assessment of available evidence on the frequency of and trends in depression and suicide among seafarers	ITF & Norwegian Centre for Maritime Medicine
MARTHA project	Includes the final report for ship management to consider based an EU-funded project that ran from 2013-2016 with the central purpose to examine the factors which contribute to seafarers' fatigue.	International partnership of researchers & industry.
A culture of adjustment, evaluating the implementation of the current maritime regulatory framework on rest and work hours (EVREST)	An Investigation of stakeholder perceptions of the capacity of the current international regulatory framework to effectively prevent fatigue; assess the barriers to effective implementation onboard ships; and evaluate the level of compliance with the current regulatory regime.	World Maritime University
Min 656 (M)	Information on the potential impacts of the COVID-19 pandemic on seafarer wellbeing, and stressors which have been created or exacerbated by the conditions along with some mitigating strategies.	MCA
Insight briefing note COVID-19 P&I insurance coverage & seafarers' rights	Quarantine rules and the systemic risk exposed by the pandemic	Human Rights at Sea

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Further reading contd.

research & articles - human rights, piracy & abandonment

Document Title	Overview	Key Author
<u>Arbitration as a means of effective remedy for human rights abuses at sea</u>	Presents an argument for dealing with human rights abuses through arbitration	Human Rights at Sea & Shearman & Sterling LLP
<u>Flag States & Human Rights Report 2019</u>	An evaluation of Flag State Practice in Monitoring, Reporting and Enforcing Human Rights Obligations on Board Vessels	Human Rights at Sea & University of Bristol Human Rights Implementation Centre
<u>After the Release: The Long-Term Behavioral Impact of Piracy on Seafarers and Families</u>	Explores the long-term impact of piracy on seafarer and family recovery, based on a series of interviews and structured surveys of former hostages, non-hostages and family members in India, the Philippines, and Ukraine.	Oceans Beyond Piracy One Earth Future Research
<u>Good Practice Guide for Shipping and Manning Agents - Piracy</u>	Information and guidance on humanitarian support of seafarers and their families in cases of armed robbery and piracy attack	ISWAN
<u>Arrested and Detained Vessels, And Abandoned Seafarers</u>	A guide to the voluntary societies involved in port-based welfare globally. Outlines responsibilities of authorities and other organisations that might be involved when problems are identified aboard a vessel whilst in port.	ISWAN

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Information and guides for mental wellbeing [for seafarers]

In addition to the resources highlighted within the 'General helplines and online support', there are many others available to support both companies and individuals around **mental wellbeing**, offered by the following organisations:

[International Seafarers Welfare and Assistance Network \(ISWAN\)](#)

A membership organisation which works to promote and support the welfare of seafarers globally.

Document Title	Overview	Key Author
<u>Good mental health</u>	Section of the seafarers health information programme by ISWAN contains resources, including the two following practical self-help guides, available in various languages	ISWAN
<u>Psychological wellbeing at sea</u>	Self-help guide explaining the meaning of positive mental health and psychological wellbeing, how to recognize the risks to wellbeing, and how to maximize psychological wellbeing.	ISWAN
<u>Steps to positive mental health</u>	Self-help guide detailing some skills, exercises and coping strategies to help deal with emotions when life becomes stressful or mood is low.	ISWAN

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Information and guides for mental wellbeing [for seafarers] contd.

Document Title	Overview	Key Author
<u>Seafarer's mental health and wellbeing: facilitator notes</u>	Facilitator guide that accompanies a training package for exploring what seafarers can do to improve their mental health.	Videotel in association with ISWAN
<u>What's on your mind? guidance for seafarer's mental health awareness</u>	An overview of common risk factors of a developing mental health condition and the importance of recognising early warning signs. Recommended measures to prevent or treat an occurrence onboard.	The American Club
<u>The mental health of seafarers</u>	A guide to masters and officers to recognise the issues of seafarer's depression.	Melbourne Port Welfare Association, Rotary Club of Melbourne South & beyondblue
<u>Looking after the mental health of seafarers</u>	An information leaflet designed to help identify and assist a seafarer with depression [available in English, Simplified Chinese, Tagalog and Russian language]	Melbourne Port Welfare Association, Rotary Club of Melbourne South & beyondblue
<u>Psychological wellbeing at sea: a good mental health guide for seafarers</u>	An explanation of positive mental health and psychological wellbeing and the risks to wellbeing as a seafarer. A collection of practical ideas about how to maximise their psychological wellbeing.	Seafarers Health Information Programme, SeafarerHelp, Shipowners P&I and ISWAN
<u>Health focus: mental health</u>	A practical information guide with assessment and exercises for better mental health and stress reduction.	UK P&I Club

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Information and guides for mental wellbeing [for seafarers] contd.

Factors that affect wellbeing - trauma, medical care & fatigue

Document Title	Overview	Key Author
Remaining resilient after traumatic events	A post incident guide for victims, their family, colleagues and friends including common stress-related symptoms and some helpful hints.	Human Rights at Sea & March on Stress
Medical handbook for seafarers	A manual to be used together with the possible medical consultation via Radio Medical. Help for the person in charge of treatment on board to choose the optimal treatment based on the symptoms and findings.	Finish Institute of Occupational Health
Managing stress and sleeping well at sea	Self-guide to help seafarers understand stress and its effects. Practical strategies to recognize stress and cope effectively. Advice on how to manage fatigue at sea and get the most from your sleep.	ISWAN



For further information on how to manage sleep, recognise fatigue and understand jet lag whilst at sea, see also the [fatigue risk management programme](#) we have developed.



General helplines and online support

Organisation	Overview
<u>Sailors Society Wellness at Sea</u>	Website and app providing resources and tools supporting companies and individuals with emotional, physical, intellectual, spiritual and social wellbeing.
<u>SeafarerHelp</u>	Free, confidential, multi-lingual 24-hour helpline for all seafarers and families provided by ISWAN (International Seafarers' Welfare and Assistance Network). Helpline for any issue including low mood, non-payment of wages, bullying and harassment, issues with repatriation, general contractual disputes, and requests for information.
<u>Seafarers Hospital Society</u>	[UK only] Website dedicated to meeting the health, welfare and advice needs of UK-based seafarers and their dependants including information on health and welfare grants, advice services, and health and fitness support
<u>Seafarers' Advice and Information Line (SAIL)</u>	[UK only] National telephone advice service provided for UK-based seafarers and families. Provides free, confidential and impartial advice and information on a wide range of issues including welfare, benefits, housing, employment etc.
Contact your union	Where appropriate seafarers can also contact their unions, who also provide many aspects of support.



Practical, emotional and spiritual services

Organisation	Overview
<u>Mission to Seafarers</u>	Global network providing support for concerns such as money worries, mental health issues and loneliness, as well as piracy, shipwreck and abandonment. Offers practical support at their seafarer centres when facilities are not otherwise. Also able to provide spiritual and emotional support onboard.
<u>Sailors' Society</u>	Global network providing practical help and pastoral care to seafarers and families including welfare support, access to education and financial help through grants and support for families in need. Their free app, Wellness at Sea, contains self-help resources for seafarers to stay physically and mentally fit.
<u>Stella Maris</u> <u>(formerly Apostleship of the Sea (AoS))</u>	The largest ship-visiting charity in the world with a global network of over 1,000 chaplains and volunteers in 334 ports spread across 59 countries. Conducts around 70,000 ship visits a year to provide welfare services, advice, friendship, practical and pastoral care to all seafarers, regardless of nationality, belief or race. Provides "a friendly face in a foreign land, someone the seafarer can trust, speak to and confide in".
<u>The Seamen's Church Institute (SCI)</u>	[North America Specific] Mariners agency undertaking ship visits on the inland river waterways of the United States and the Gulf of Mexico. They provide the facility to connect with home and services such as education, pastoral care and legal help. Seafarers' centres are available in the Port of New York and New Jersey.



Financial and legal advice

For **financial and legal advice** (debt, benefits, housing, pensions etc.) in addition to those already highlighted in 'General helplines and online support':

SCI's Center for Seafarers' Rights

Global, free legal-aid service devoted exclusively to the needs of merchant mariners.

Seafarer Support

[UK only] - Guidance service (search engine) to find available support including advice or finding financial support

Financial and legal guidance and support can also be sought via the services highlighted within 'Practical, emotional and spiritual services':



Mission to Seafarers

Sailors' Society

Stella Maris

(formerly Apostleship of the Sea (AoS))

The Seamen's Church Institute (SCI)



Mental health resources

■ Mind

Well-known mental health charity that provides resources and advice to empower anyone struggling with their mental health.

■ Togetherall (formerly Big White Wall)

Get support, take control & feel better. An online community of members, who support, help each other and share what's troubling them in a safe, anonymous and stigma-free environment – monitored 24/7 by trained clinicians. This support network allows members to self-help through peer support, guided support programmes, resources and advice. Facility is also available for one to one online therapy with accredited counsellors and cognitive behavioural therapists. Based on where you're located there may be a subscription cost (e.g. free access for various UK* and NZ locations).

■ Seafarers Hospital Society

[*UK Specific] a long-established charity dedicated to meeting the health, welfare and advice needs of seafarers, offers free access for UK-based seafarers to togetherall (formerly the Big White Wall).

Helplines

■ Sailors' Society Crisis Response Network

A rapid response trauma care and counselling service for survivors of piracy attacks, natural disasters and crises at sea.

■ Campaign Against Living Miserably (CALM)

[UK Specific] A helpline (5pm-midnight, 365 days a year) for people, particularly men, who are down or have 'hit a wall' for any reason, who need to talk or find information and support.

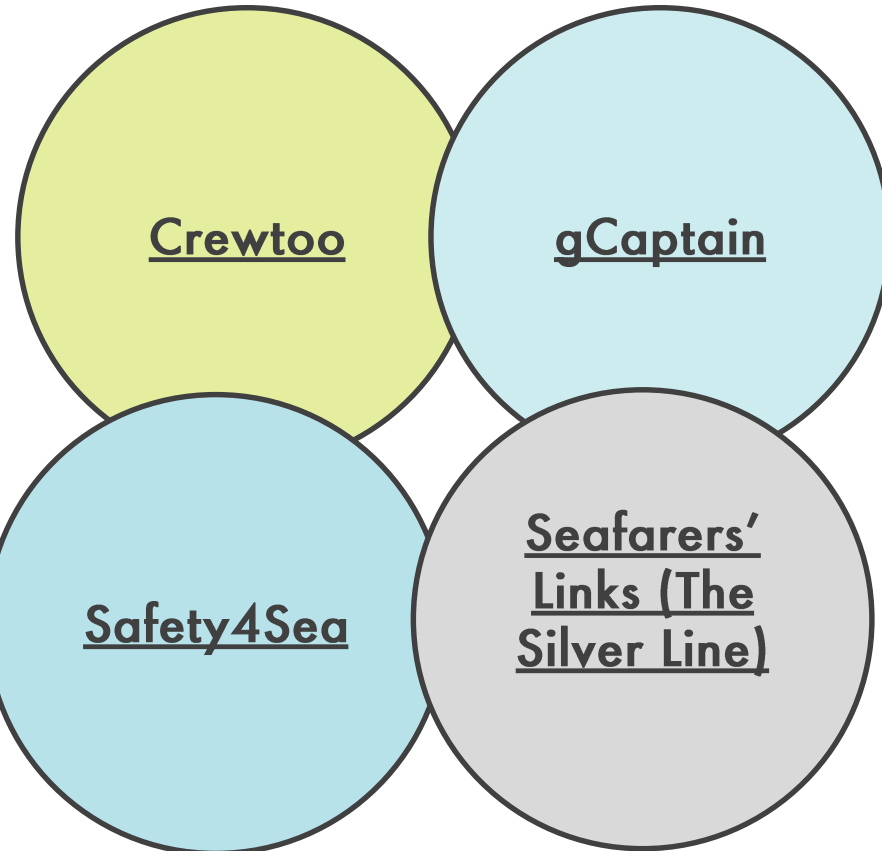
- ### ■ SeafarerHelp - Free, confidential, multi-lingual 24-hour helpline for all seafarers and families provided by ISWAN (International Seafarers' Welfare and Assistance Network). Helpline for various issues including low mood, bullying and harassment, etc.



Peer interaction

For **online social networks** to connect with your peers, read current industry news and updates or join discussion forums to have your say:

- One of the world's largest online networks of the seafaring community, with more than 112,000 members



- A maritime portal dedicated to providing updates with the aim to enhance maritime safety and promote sustainable shipping

- A maritime and offshore website dedicated to building an interactive community of maritime professionals with more than 600,000 unique viewers per month
- [UK only] Free, regular, group conversation telephone calls run by trained facilitators for seafarers, families or carers with seafaring connections. They offer an easy way to connect with people who have a maritime background, to make new friends, and to share stories and experiences of life at sea.



