



Rationalities in Accident Reporting 2

Reporting or not reporting - That is the question

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Safety Culture and Reporting Practice on Danish Ships in Danish International Ships Register (SADIS)





The puzzling background of SADIS

Nationality of injured seafarers	Total number of identified accidents	Time at risk	Accident rate per 1.000 years at sea	Crude IRR	Adjusted IRR (95% CI)
West Europeans	321	3038	106	1	1
East Europeans	73	820	89	0.84 (0.65-1.09)	0.65 (0.50-0.85)
South East Asians	68	1670	41	0.39 (0.30-0.50)	0.29 (0.22-0.38)
Total	462	5528	84		

Incidence of accidents and adjusted IRR aboard Danish cargo ships in international trade in 2003 among different nationality categories. Only accidents which could be merged with a specific employment are included. The adjusted IRR includes adjustment for ship size, charge and age.

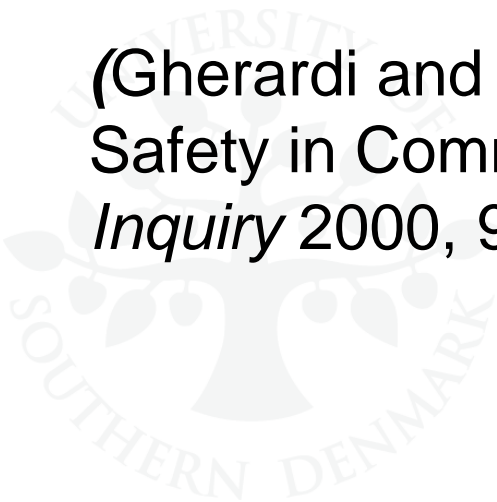
(Hansen et al, International Maritime Health, 2008, vol. 59)



Theoretical inspiration

'Communities construct safety from the heterogenous materials of cultural referents, artifacts, rules, and constraints that originate inside and outside the formal boundaries of the organisation'

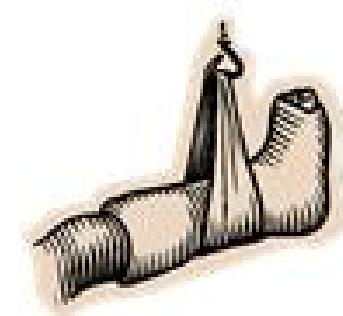
(Gherardi and Nicolini, The organisational Learning of Safety in Communities of Practice, *Journal of Management Inquiry* 2000, 9:7)





Incentives to reporting work accidents

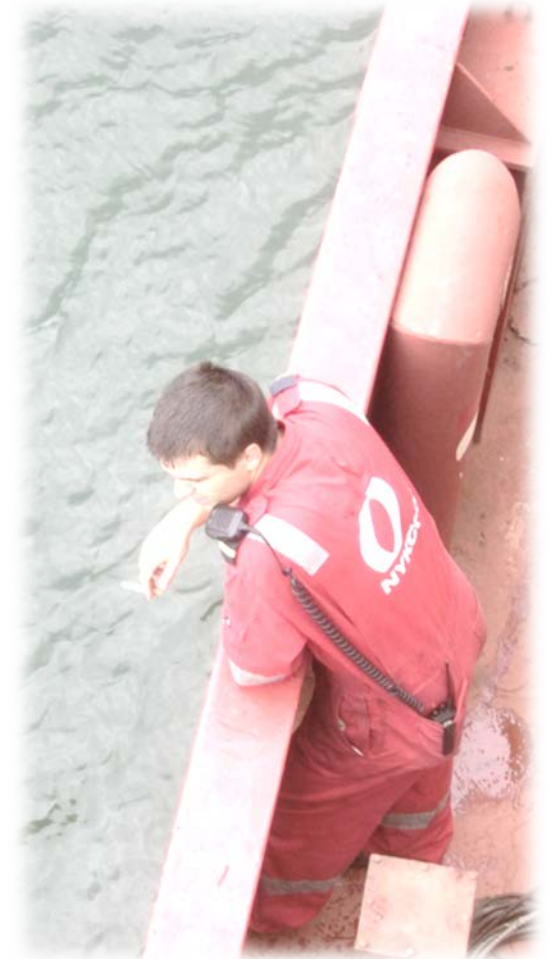
- Compensation
- Surveillance
 - Company
 - National
 - International
- Comparison and competition
- Learning and prevention





Barriers to reporting work accident

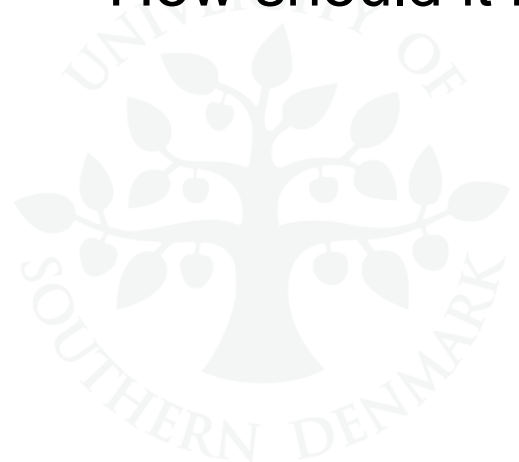
- Grey zones
- Criminalisation (→ CMA)
- Reverse reward
- Knowledge and access to information
- Fear of losing one's job
- Sick leave conditions
- ...?





Grey zones

- Who should report?
- To whom should it be reported?
- What should be reported?
- How should it be reported?





Criminalisation

'If we write it in a way that secure that the seaman really gets full compensation, then we criminalise ourselves

Representative from officers Union





Reverse reward

On a ship I once saw a mate who got his finger stuck so it almost cracked. He went straight to hospital and got it fixed. He was scheduled to go home 10 days later so he accepted to stay on board. I think it was like a favour for the skipper, because it is a not easy to get a new mate before time. Also we were in dock, so it was possible to spare him. Still, he was not on watch for 1 ½ days, but the skipper refused to declare it as an LTA. He did not want to spoil his injury statistic and would therefore not report it, and now that the mate had said he would be aboard the contract out, it was not necessary to report it.



Knowledge and access to information

- *Do you know how the rules are regarding reporting of accidents, to the company and also to the authorities?*
- No I don't know about these rules; I am not very well informed about this, probably because I am employed by the crewing management, not directly by the company.

Russian officer

- *So you don't know this form?*
- I don't know if I have... it is quite possible that I have signed some kind of paper...

Danish officer



Fear of losing one's job

Filipino are more shy – type persons. They don't speak straight, like Europeans do. So Filipinos sometimes if they are injured, they choose to hide it; not to tell it.

Filipino rating

If you are Dane and you lose your job, it is not a disaster. If you are from Poland, you will get poor but you still can survive. But those from the Philippines, they have to keep their job at any price. This is the only reason why they shut up.

Polish rating



Sick leave conditions

- (Filipinos) they want to... you know, to continue the work. Because if they are considered as sick person, they don't have...they are still paid, but they don't have overtime.
- *So overtime is very important for you?*
- Yes!
- *Because the basic salary is quite small?*
- Not... quite small (...) But of course you're here not for vacation. You're here to work, so you will do your best shot. Earn money. You don't waste time. That's' how Filipino... we don't waste time; If we can work only, 14 hours a day... Why not? That's how Filipinos are hard working



Barriers to reporting work accident and nationality

- Criminalisation
- Reverse reward
- Knowledge and access to information
- Fear of losing one's job
- Sick leave conditions





THANK YOU!