



# Marine Training Policy

April 2025

Appropriate and effective training and the associated competence of marine operations personnel are essential elements in the facilitation of navigational safety. To that end, and in compliance with the requirements of the Port Marine Safety Code (PMSC), Poole Harbour Commissioners (PHC), the Statutory Harbour Authority shall:

1. Adopt the competence standards for marine personnel associated with the PMSC or demonstrate that any standards adopted as an alternative are fully equivalent.
2. Ensure that adequate resources are made available to maintain the established standards of competence and training as documented within the PHC Marine Training Matrix.
3. Assess the suitability of all persons appointed to positions with responsibility for safety of navigation to ensure the required competence standards are met.
4. Establish and maintain an appropriate and effective ongoing schedule of marine operational training for PHC staff.
5. Ensure that all marine based (PHC) staff are appropriately trained and qualified for the tasks they are likely to perform.
6. Facilitate and encourage exchange training and familiarisation between different marine operational disciplines as required.
7. Establish and maintain an effective ongoing schedule of emergency management and response training and exercises.
8. Establish a regular review and assessment programme for all marine training to ensure that standards are maintained, training is appropriate, relevant, cost effective and meets operational staffing requirements.
9. Ensure that appropriate training records are maintained.
10. Encourage a culture of personal development through training.

**Nothing in this Policy shall subvert existing Harbour Byelaws, General Directions, regulations or terms and conditions.**

Poole Harbour Commissioners	Document ID PHC POLICY – SMS 5	Authorised By Duty Holder	Original Date November 2001	Page Number
Marine Training Policy	Date Revised April 2025	Revised By HM, AHM/Pilot, VTSO, SPO, Hydrographer, Hbr Eng, Duty Holder, DP	Review Due March 2028	1