

The Influence of the Implementation of the Watch Service on Security When Berthing at the Pier on the Training Ship John Lie

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Abstract

This research is based on an incident that occurred on March 4 2021 at exactly 08:20 LT (Local Time) when the ship was docked at the port of Merauke, Papua, a theft occurred which resulted in the paint being in the bosun store as well as personal belongings of the ship's crew were lost stolen. So the author raises the problem of how the guard service is carried out when the ship is docked at the port with the aim of knowing the implementation of the guard service on the John Lie Training Ship when the ship is docked at the port. The method used in this research is a qualitative method which produces descriptive data in the form of written words from people and observed behavior. The data source used is primary data obtained directly from the research site by making observations, which are related to the title of the thesis. The results of research and discussion of problems in this thesis show that the implementation of guard duty on the John Lie Training Ship has not been carried out optimally. This was due to a lack of understanding of responsibilities while carrying out guard duties while docked at the port and a lack of communication between the officer on duty and the crew on duty.

Keyword: Guard Service, Implementation, Training Ship John Lie

Introduction

Transportation is a necessity in society today, and one option for its use is through utilizing maritime transport services as a means of transportation. This is evidenced by the increasing number of operating ships, which indirectly creates many new job opportunities. It is known that maritime transport services carry a considerable amount of risk, hence every ship crew must possess skills, knowledge, and responsibilities to mitigate high risks. Every company always desires that each of its ship crews can perform well. Safety in performing tasks is one of the crucial factors that must be met so that all ship crews can work efficiently and safely. Being vigilant and not careless in actions will alleviate worries for others. Some ship crews only fulfill their obligations without showing concern for themselves and others while performing their duties.

To support the growth and development of productivity at work, a high level of work awareness is required. Therefore, skilled, responsible, and highly disciplined labor is needed to avoid the risk of accidents. In carrying out watch duties on the deck, there are things that must be considered for the successful completion of tasks and the safety of navigation, including humans, the ship, and all goods on board. Everything related to watch duties has been regulated by provisions outlined in the Standards of Training, Certification, and Watchkeeping for Seafarers (STCW 1978 Amendment 1995).

The watch duty activity is carried out while the ship is engaged in its activities, whether sailing, anchoring, berthing in port, or when the ship is docked for repair or maintenance activities.

Understanding the importance of watch duty aboard the ship, all ship crew members must know and understand the duties of watch duty while on board, concerning how to ensure the ship remains in a safe condition and avoids collision hazards. In general, ship duties are divided into two: daily duties and watch duties. Daily duties refer to activities performed by all ship crew members during working hours, both at sea and in port. Activities involved in daily duties aboard the ship include ship administration, maintenance of the ship and its equipment, crew affairs, as well as cargo/passenger handling.

Meanwhile watch duty is an activity carried out by a watch team led by a watch officer aboard the ship. The purpose of its implementation is to ensure the safety, orderliness, and cleanliness of the ship, cargo, passengers, and environment remain safe and to enforce regulations, orders, or instructions in procedures. Watch duty aboard the ship is divided into three: sea watch, radio watch, and port watch. Port watch duty aboard the ship is carried out when the ship is anchored, berthed at a dock, moored to a buoy, during departure or arrival maneuvers, cargo handling, and pilot embarkation/disembarkation. As a watch officer, attention must be paid to the objectives of conducting port watch duty. This involves keeping a lookout for the surroundings of the ship in accordance with the STCW (Standards of Training, Certification, and Watchkeeping for Seafarers) procedures, specifically STCW Code 2010 in Section A-VIII regarding watch handover procedures, watch schedule arrangements, watch team personnel arrangements, watch team fitness, and voyage planning.

Port watch duty must be carried out optimally and maximally. In this regard, overseeing activities related to port watch duty requires excellent physical stamina. The readiness of the crew performing port watch duty must be carefully considered; therefore, the arrangement of port watch duties must be carried out effectively. The division of port watch duties is expected to support the smooth running of activities on board the ship and also maintain the safety of the ship. One way to achieve this is by scheduling watch hours in relation to the busy schedule of various activities on the ship that drain the crew's energy. With various issues arising regarding the implementation of port watch duty, it can result in losses for the company, such as the loss of working materials or damage to the ship's construction. Based on the description of the issues above, the author is interested in conducting research with the title "The Effect Of Watch Duty Implementation On Safety During Berthing At The Dock On The Training Ship John Lie".

According to Menikome (2008:5), Watch Duty is the responsibility for various security activities in ports, docks, or other locations to ensure the safety of lives, ships, ports, and the environment. Branch (1995:114) defines Watch Duty as the responsibility for security activities in ports, docks, or other locations to prevent or eliminate the risk of theft or other related risks. According to the Kamus Besar Bahasa Indonesia, Watch Duty refers to everything related to job affairs, being on duty, or working, while "Jaga" means guarding or being on duty to ensure security and safety. In the author's view, Watch Duty is the most crucial activity conducted at sea or in ports, supporting the smooth operation of ships and cargo handling processes.

From various opinions regarding the definitions above, the understanding of watch duty is a duty performed on ships or in ports to create situations and conditions ensuring the safety and control of the ship during operation and facilitating cargo handling when the ship is berthed at the port. The definition of watch duty tasks is a supervisory activity carried out for 24 (twenty-four) hours on board a ship, aimed at supporting maritime operations to run smoothly and safely. This is achieved by conditioning navigation to proceed with caution according to maritime safety regulations, including observing the surroundings of the ship in accordance with the Collision Prevention Regulations at Sea (P2TL) – 1972. Based on research on the victims of accidents such as collisions, grounding, and others, it is often revealed that the main contributing factor is a lack of vigilance in work and the disorganization of various deck organizations (including the watch duty organization). Various rules agreed upon by representatives of the International Maritime Organization (IMO) aim to assist sailors in performing their watch duties effectively.

The International Maritime Organization (IMO), as an international maritime organization, held a conference in December 2002 where amendments to the International Convention for the Safety of Life at Sea (SOLAS) 1974 were made. This convention serves as the international code for ship safety and port facility security, known as the International Code for the Security of Ships and Port Facilities (ISPS Code), which came into effect on July 1, 2004. The International Ship & Port Security (ISPS) Code essentially functions as a security communication management system containing comprehensive rules on measures to enhance security for ships and port facilities, utilizing a risk management approach to ensure the security of ships and port facilities. The purpose of this code is to provide consistent standards and frameworks for evaluating risks, enabling governments to adjust vulnerability values for ships and port facilities in response to changing threats by determining appropriate security measures. (Malisan, 2013). Within the ISPS Code, there are several types of threats that can occur, including threats of theft or robbery of goods on ships or port facilities.

As the foundation for explaining watch duty, guidelines outlined in the International Convention for the Standards of Training, Certification, and Watchkeeping for Seafarers (STCW 1978 Amendment 1995) serve as a framework established by an international body authorized in such matters. According to the dictionary, "watch" means to observe carefully and vigilantly. In maritime watch duty, this term typically refers to a duty that lasts for four hours. Watch duty must be carried out meticulously, meaning to declare or pay attention to, observe, or supervise the ship attentively. "Awat" implies there is a reason or intention to be extremely cautious, especially to see and avoid collision hazards. "Waspada" means emphasizing a state of high alertness and readiness to take action to deal with whatever may arise. In a single day (24 hours), watch duties are divided into three groups, each working for 4 hours during the day and 4 hours at night, totaling an 8-hour duty per group per day. The deck and engine departments use a watch system, while the radio department only employs 2 teams. Watch officers include deck officers/mates, ship engineers, helmsmen, and oilers.

Watch officers can only leave their post when their duty time is completed and they ensure that the next watch officer is present on the bridge. If it is time for a shift change but the relieving watch officer has not arrived at the watch post, then the navigator or watch team leader must be notified. During the handover of watch, important matters pertaining to the watch period, especially those related to transportation safety, must be communicated. The relieving watch officer must be on the bridge or another watch position at least fifteen minutes before the watch time begins. This is to adjust visibility around the ship, especially during dark/nighttime weather or extreme conditions. The relieving watch officer can only undertake watch duties if they are fully capable of adapting to the environment of the object being guarded.

The responsibilities of the watch officer while the ship is berthed at the port extend beyond attending to the vessel and its cargo; they also entail completing necessary ship documents. According to Suwiyadi (1999:41), concerning shipping documents, these documents play vital roles in the process of shipping goods to another country. They serve to protect the cargo from the moment it is prepared for loading onto the ship at the loading port until it is delivered to its owner. These documents also declare ownership rights over the transported goods and other rights arising from the transportation. It is evident that shipping documents hold commercial value, and among the tradable documents are commercial invoices and packing lists, bills of lading, and marine insurance policies. In addition to the shipping documents required in the relationship between the shipper and the cargo recipient, there are also cargo ship documents necessary for the organization of transportation, serving as authentic evidence of the status and condition of the cargo. These documents include shipping orders, also known as shipping instructions, warehouse receipts, bills of lading, and manifests.

Every watch officer bears significant responsibilities that must be shouldered until their watch duty is completed. Watch officers must also be capable of leading their subordinates in carrying out watch duties, hence task allocation is necessary. There are three main reasons why task allocation must occur,

namely: the workload that needs to be carried, the variety of tasks, and the various specializations required. Workload and volume are logical consequences of the various functions that must be performed. Furthermore, this entails clear delineation of responsibilities and authority, well-defined job descriptions, accurate and objective task performance criteria, and so forth. The diverse nature of tasks is also a consequence of the organizational responsibilities to be fulfilled. Each type of task has its own characteristics and demands specific skills for its execution. For instance, in a commercial organization, research and development activities are vastly different from production and marketing activities, which are also distinct from support activities such as financial administration.

Human Resources (HR) performance represents the potential within individuals that is not easily harnessed in efforts to enhance productivity and quality in a job. This performance arises naturally and requires specific management or administration to grow and be utilized to its maximum potential in achieving specific goals. For management to function effectively, planning regarding the steps to be taken is necessary. Performance management is a management process designed to align organizational goals with individual goals in such a way that both individual and organizational objectives can be met. According to Moreby (9:13), there are five key performance aspects in a job: interest in the job, punctuality, determination in work, performing functions well, and performing tasks satisfactorily. Employees who demonstrate these aspects are likely to exhibit good performance and deserve recognition for their work accomplishments. They are conscious of their responsibilities and tasks, value their time, select tasks with clear goals and purposes, execute their duties proficiently, and strive to achieve job satisfaction by showcasing their skills and abilities.

As an initial step in enhancing the performance of human resources, it is essential to increase education, training, and sufficient understanding for all ship crews, particularly concerning the proper implementation of watch duty procedures. According to McCann (1990:3), understanding what a team needs for success is crucial. By speaking with numerous managers about how they lead their teams, what issues they encounter, and how they attempt to solve these problems, critical areas of recurring teamwork issues can be identified. These areas include strength in ideas but weakness in execution, lack of coordination, strong job control but insufficient adaptability to change, the need for better understanding among team members, the necessity for better support for field personnel, and the requirement for more involvement in decision-making. Gradually, it becomes apparent that the concerns voiced by managers are essential functions for teamwork. They emphasize the need for all-round skills and flexible teams capable of handling changing situations, resembling sports teams where you need both attackers and defenders, often strong in shooting and tackling respectively. In short, there are key functions of teamwork that can be identified and developed. High responsibility and work ethic are essential for ship crews, particularly when the ship is berthed at the port. According to Siswanto (1989:136), responsibility is a driving element of motivation. A sense of belonging or "rumoso handarbeni" creates motivation to feel accountable. Effective work patterns are necessary to achieve maximum work results. Generally, reactions to work boredom significantly hinder work productivity output.

Research Method and Materials

Data obtained in the form of variables consist of information surrounding the discussion, both orally and in writing. Qualitative data captures the words of research subjects in their own language. People's experiences are described in-depth, according to the meaning of life, experiences, and social interactions of the research subjects themselves. Thus, researchers can understand society according to their own understanding. This is different from quantitative research, which categorizes respondents' experiences into standard categories determined by the researcher. Qualitative data is deep and detailed, making it lengthy. Due to the specific nature of qualitative data analysis, especially for summarizing data and

consolidating it into a coherent analytical framework that is easily understood by others. This nature of data differs from quantitative data, which is relatively more systematic and standardized, and can be presented in a concise format. The research design used to obtain and manage data, as well as to describe data in a more meaningful and easily understandable format for others, involves systematically organizing and arranging the obtained data to gain clarity about the research problem being investigated.

Operational definition involves determining the characteristics to be studied so that they become measurable variables. Operational definition elucidates the specific methods used to examine and operationalize constructs, enabling other researchers to replicate measurements in the same manner or develop improved measurement methods for the constructs. Some explanations of variables found by researchers include: 1. Watch duty Watch duty is the responsibility for security activities in ports or docks or other locations to prevent or minimize the risk of theft or other related risks. 2. Port According to government regulation no. 69 of 2001 article 1 paragraph 1, a port is a place consisting of land and surrounding waters with specific boundaries as a government and economic activity area used for ship berthing, docking, embarking and disembarking passengers, or loading and unloading goods equipped with maritime safety facilities.

Population is a generalization area consisting of objects/subjects with specific qualities and characteristics determined by the research to be studied and subsequently drawn conclusions from. The population size in this study is all the crew on the John Lie Training Ship. Research Sample A sample is a part or representation of the population to be studied. Sample means data collection conducted from a portion of the population considered to represent the entire population, in other words, a subset of the population under investigation.

Based on the method of acquisition, the data obtained during this thesis writing process is organized as follows Primary Data This data is obtained from direct observations, and in this research, it is acquired through the survey method, which involves observing, measuring, and recording directly at the research site. Secondary Data Secondary data obtained through studies on regulations and procedures in accordance with regulations. Secondary data in this study are obtained from books and archives of regulations, both international and national, as well as from manuals on board related to the research topic. This data serves as complementary information obtained outside the scope of this thesis writing, particularly manuals from PT. Indonesian National Shipping as the management entity operating the John Lie Training Ship.

Data collection is aimed at obtaining relevant, accurate, and real materials. To acquire such data, various methods are employed, including qualitative interviews and literature review. Therefore, it is preferable to utilize multiple data collection methods to complement each other. In this research, the author employs several data collection techniques, including field research and document studies. Field research involves direct observation of the research object by conducting pre-sea training for 9 months on the ship, ensuring that the collected data aligns with the actual circumstances during the research period. This ensures the accuracy of the gathered data. Additionally, qualitative methods are employed in two ways: literature review and observation. Literature review involves reading, examining, and studying books available on the ship, in libraries, and through online resources. Observation, on the other hand, aims to obtain data about a particular issue to enhance understanding or verify previously obtained information. Observations are conducted systematically to record and analyze phenomena of interest, both directly and indirectly. Furthermore, document studies and literature reviews are utilized to gather secondary data by examining ship documents, including procedures related to the research topic and records of activities. This includes studying relevant books and regulations, both nationally and internationally. By employing these research methods, comprehensive and reliable data can be obtained to support the research objectives effectively. The data analysis employed in this observational

study utilizes descriptive methods, incorporating both written and oral data collected from observed subjects. This approach aims to provide insights into the facts observed in the field and compares them with existing theories to offer solutions to the identified problems. The steps involved in this analysis include analyzing the execution of guard duties when the ship is docked at the port, delineating the roles and responsibilities of officers and crew during port docking, outlining the standard guard duties for officers and crew during port docking, and analyzing the stages of data analysis in the research results. These stages consist of Orientation, Exploration, and Member Check. In the Orientation phase, the researcher seeks a general overview of the research by extensively reviewing various sources such as regulations, ship manuals, and conducting surveys in the field regarding guard duties during port docking. In the Exploration phase, observations are made on relevant aspects, in-depth and structured interviews are conducted to gather vital information, and competent parties are sought to support the research. Finally, in the Member Check phase, the gathered research results are documented, and further validation is conducted through surveys in the field regarding guard duties during port docking, aligning them with existing regulations and procedures. Through these rigorous analytical steps, comprehensive insights into the execution of guard duties during port docking are obtained, facilitating a deeper understanding of the subject matter and enabling the formulation of effective solutions to address identified issues.

Results and Discussion

A. Results

In this thesis, the author will describe the general overview of the research object according to the title of the thesis, "The Influence of Guard Duty Implementation on Ship Security While Docked at the Pier." With the description of the general overview of this research object, readers can understand various aspects that occurred during the author's research on the John Lie Training Ship. The John Lie Training Ship is one of the fleet vessels owned by PT. Indonesian National Shipping Company (PELNI), located at 10 Gajah Mada Street. The John Lie Training Ship has specifications for carrying passengers and general cargo. In its operation, this ship is operated by PT. Indonesian National Shipping Company (PELNI) in the shipping routes of the eastern part of Indonesia.

The maritime industry plays a crucial role in facilitating the export-import processes of countries with ports, especially those of international caliber. Ships serve as the most efficient transportation fleet in the global and inter-island shipping services between nations. In addition to ship safety, security is also a vital factor in ship operations. The security of ships against threats and disruptions from external sources is crucial as it can jeopardize the safety of port facilities that the ship will visit. Based on several incidents threatening ship security, the International Maritime Organization (IMO) has formulated new regulations specifically addressing security issues. According to the research conducted by the author during sea practice aboard the John Lie Training Ship, regarding the implementation of guard duties that have not been maximally executed, several issues causing the incomplete execution of guard duties on the John Lie Training Ship have been identified.

The factors contributing to the inadequate execution of guard duties aboard the John Lie Training Ship while docked at ports include Lack of understanding among guard personnel regarding their responsibilities during guard duty when the ship is docked at ports. Inadequate communication during guard duty execution between the officer on watch and the crew members on duty. As a result of the issues occurring during guard duty execution due to the crew's insufficient understanding of guard duty responsibilities, incidents arise, leading to losses for both the company and the ship's crew. One such incident that occurred aboard the John Lie Training Ship while docked at a port and engaged in cargo

handling was theft. On March 4, 2021, at precisely 08:20 AM local time, while the ship was docked at Merauke Port, Papua, theft occurred, resulting in the loss of paints stored in the bosun store and personal belongings of the ship's crew being stolen. This incident caused significant losses for both the company and the ship's crew themselves.

In discussing the implementation of duty watch while the ship is docked at the Port of Merauke, Papua, there are several issues that have led to the suboptimal execution of duty watch on the Training Ship John Lie. These factors include a lack of understanding, discipline, and a careless attitude among the ship's crew. Primarily, the lack of understanding, knowledge, and awareness among the crew about the dangers and procedures of duty watch at the port is a major contributing factor. Acts of negligence and underestimation of everything can lead to losses due to non-compliance with regulations. Discipline and punctuality also pose serious problems. Watch officers must ensure that all conditions around the ship are thoroughly checked, both when the ship is docked and when it is sailing, and ensure that watch crew members are ready before they are relieved by others. Furthermore, the allocation of watch duties must be carried out responsibly, such as watch crew members who must inspect every person boarding the ship via the gangway. However, the careless attitude of watch officers and watch crew towards potential incidents on board also presents an issue. They often fail to consider the possibility of future maritime security issues and do not execute their duties properly or disregard the established guidelines. As a solution, decisive action is needed to enhance awareness and understanding among the ship's crew about the importance of proper duty watch execution. Regular training on ship safety procedures and the responsibilities of each crew member in ensuring security must be conducted consistently. Discipline must also be enforced consistently by ship management, and all crew members must be aware of the consequences of neglecting duty watch responsibilities. Consequently, it is hoped that the implementation of duty watch on the Training Ship John Lie will become more effective and contribute to increased maritime security and the safety of port facilities.

B. Discussion

Monitoring or supervising the Watch Officers or ABs on duty is crucial in ensuring the security of the ship. In this regard, the Ship Security Officer (SSO) plays an active role in providing supervision to both the Watch Officers and ABs on duty. This supervision should be conducted regularly or periodically to determine whether the assigned tasks are being carried out effectively and in accordance with the protocols established by the Ship Security Officer (SSO), and whether they are being executed with a sense of responsibility. By monitoring, the SSO can identify any deviations from the prescribed procedures and take corrective actions promptly to maintain the security of the vessel and its surroundings. Following the monitoring process, the Ship Security Officer (SSO) conducts direct inspections or checks on the performance of the Watch Officers and ABs to ensure compliance with the regulations outlined in the ISPS Code. These inspections serve to minimize the risk of illegal activities occurring onboard or at the port. The SSO evaluates whether the Watch Officers and ABs are adhering to security protocols, such as verifying the identities of individuals boarding the ship through the gangway and inspecting any suspicious items thoroughly. Additionally, the SSO assesses the overall security posture of the ship, including the effectiveness of security measures and procedures in place, and identifies any areas for improvement. By conducting thorough inspections and checks, the SSO can maintain a high level of security awareness and readiness among the crew, thereby enhancing the safety and security of the ship and its crew while docked at the port.

Providing understanding to the officers and crew members about the purpose and objectives of the Ship Security Plan (SSP), particularly in conducting patrols every hour and the procedures for guarding the gangway, is essential for maintaining ship security. The Ship Security Plan (SSP) serves as a blueprint designed to ensure that the ship's procedures are in place to protect individuals onboard, cargo, cargo handling equipment, ship stores, or the vessel itself from the risks of security incidents. Additionally, the SSP acts as a document mandated by the International Ship and Port Facility Security (ISPS) Code,

outlining the actions and procedures implemented to maintain security onboard. This document must also outline measures consistent with security regulations set by the flag state or the company under which the vessel operates.

The objective of the SSP is to establish policies, procedures, and guidelines to safeguard the vessel. Developed based on the Ship Security Assessment (SSA), the SSP is the responsibility of the Company Security Officer (CSO) to ensure its preparation and storage in an electronic format, protected from unauthorized access. Understanding the purpose and objectives of the SSP, every officer and crew member must adhere to it diligently and with a profound sense of responsibility. Furthermore, training and drills must be conducted to ensure the implementation of the SSP onboard, covering aspects such as conducting hourly patrols, guarding the gangway, identifying restricted areas, managing security risks, preventing unauthorized access, locating security alert systems, inspecting security equipment onboard, and conducting periodic testing of security equipment and systems.

From the scope of the Ship Security Plan (SSP), all officers and crew members will be able to implement it onboard and understand the importance of this plan in ensuring the safety of both the crew and the vessel. Based on research conducted during sea practice aboard the Training Ship John Lie and interviews with key informants, it can be concluded that the implementation of the ISPS Code and Standard Operating Procedures has not been fully realized. This is primarily due to a lack of awareness and knowledge among the crew regarding the application and execution of the ISPS Code and Standard Operating Procedures, leading to security issues such as theft. To ensure that the implementation of the ISPS Code and Standard Operating Procedures supports security and operational efficiency, it must be carried out effectively and in accordance with the established procedures. To address the aforementioned issues and facilitate the implementation of effective ISPS Code and Standard Operating Procedures to achieve the desired level of security management, it is essential to enhance the crew's knowledge in implementing the ISPS Code and Standard Operating Procedures effectively onboard. The steps taken to find solutions to the aforementioned issues are as follows:

- a. Providing comprehensive guidance on all materials covered in the ISPS Code and Standard Operating Procedures (Security Briefing) to the maximum extent possible. Subsequently, both new and existing crew members can engage in discussions to address all security issues onboard and review all ISPS Code and Standard Operating Procedure (Security Briefing) materials. Security Briefings can also be conducted periodically and consistently to enhance the knowledge of all crew members in the implementation and execution.
- b. Establishing a routine practice of sharing knowledge about onboard security (security meetings) directly led by the Chief Officer, who is responsible for onboard security, or the Ship Security Officer (SSO), using a checklist to ensure detailed delivery according to the checklist. This routine practice of sharing knowledge about ship security can commence with the arrival of new crew members, where they will be briefed on their respective duties and responsibilities in maintaining ship security. These briefings can be conducted regularly until the crew members fully understand their duties and responsibilities onboard, enabling them to execute them according to the applicable procedures.
- c. Conducting supervision of the ship's crew during their duty shifts. The enhancement of discipline and awareness among the crew members regarding the implementation of the ISPS Code and the execution of Standard Operating Procedures onboard is achieved through supervision by the officer responsible for security, namely the Chief Officer. The Chief Officer evaluates and records any mistakes made by the crew members, then provides guidance and examples of what should be done according to the procedures. The Chief Officer may issue warnings to the crew members to prevent repeated mistakes. The supervision is aimed at assessing the implementation and application of the ISPS Code by the crew members and determining the extent to which they understand the security materials provided during the

Security Meetings, as well as evaluating the extent to which the duty shifts are conducted in accordance with the procedures (SOP).

The company recommends to the shore authorities to conduct an assessment of the ships that have implemented the ISPS Code. After providing understanding, training, practice, and security testing of the ship, the CSO and SSO request the port facility security officers to assess or evaluate whether the ship encounters any difficulties in meeting the requirements of Chapter XI-2 in implementing the procedures outlined in the ship security plan. The assessment of port facility security is an essential and integral part of the process of developing and updating the ship security plan where the port facility is located. When PFSA has been conducted by recognized security organizations, the security assessment must be reviewed and certified for compliance by the member state where the facility is located. The assessors must possess adequate skills to evaluate the port facility in relation to periodic updates and significant changes occurring in the port facility.

In addition, member states may allow Port Facility Security Assessors (PRSA) to handle more than one port facility if the operator, location, operations, equipment, and design of those port facilities are similar or identical. Moreover, the individuals conducting internal audits of security activities should be designated in the plan or evaluation, and their implementation should remain independent of the activities being audited, except where infeasible due to the size and condition of the port facility. Once the assessment has been conducted and implemented in accordance with the guidelines outlined in the ISPS Code, the vessel is awarded a certificate, either issued or certified by the administration or a recognized security organization acting on its behalf, or by an international ship security organization, known as the International Ship Security Certificate (ISSC). This certificate's validity period does not exceed 5 years, after which verification must be promptly undertaken, with responsibility resting with the Flag State.

Furthermore, several considerations must be taken into account in carrying out duty/watchkeeping at ports: Fitness for duty To fulfill watchkeeping duties as per A-VIII/1 STCW 1995, the following guidelines can be adopted for port watchkeepers: a. Each watchkeeper is entitled to a minimum of 10 hours of rest per 24-hour period. b. Rest periods may be divided into no more than 2 periods, with one lasting at least 6 hours. c. During emergencies, drills, or emergency operations, the requirements mentioned in points a and b above need not be followed. d. The shortest rest period can be reduced to a minimum of 6 consecutive hours, provided that the reduction does not exceed 2 days, and there must be at least 70 hours of rest during a 7-day period. e. Authorities concerned should mandate the display of watch schedules in a visible location.

Fatigue prevention Section A-VIII/1 STCW 1995 provides procedures related to working hours to prevent fatigue, as follows: a. The maximum daily working time is 12 hours, with a minimum rest period of 10 hours every 24 hours. b. Rest periods may only be divided into two, with one not less than 6 hours. c. During emergencies or drills, or emergency operations, the requirements outlined in points a and b above should not be followed. d. The minimum 10-hour method can be reduced to 6 consecutive hours, provided that the reduction does not exceed two days, and there must be at least 70 hours of rest during a 7-day period. e. Authorities concerned should mandate the display of rest schedules in a visible location.

On the ship where the author conducted sea practice, there are 4 (four) watch officers who are responsible for carrying out watch duties according to their respective watch hours, especially when the ship is berthed at the dock/port. The Chief Officer (watch officer 1) holds full responsibility for the cargo of the ship and manages all necessary ship documents, as well as regulating the watch hours consisting of daily work hours and rest hours for the deck crew. The Chief Officer is assisted by the Second Officer (watch officer 2), Third Officer (watch officer 3), and Fourth Officer (watch officer 4) in carrying out watch duties when the ship is berthed at the dock/port. However, the responsibility for managing the watch duties lies entirely with the Chief Officer. Although there is no uniform definition

of the term "fatigue," every individual involved in operating the ship must always be cautious about factors that could lead to fatigue.

Each watch officer has a significant responsibility that must be fulfilled until their watch hours are completed. Watch officers must lead their subordinates in performing watch duties, hence the need for task allocation/watch teams. There are three reasons why task allocation is necessary: the magnitude of workload, the diversity of job types, and the various specializations required. The diversity of job types results from the functions that groups are responsible for. These various tasks have distinct characteristics and require specific skills for their execution. For instance, in a commercial organization, research and development activities are vastly different from production or marketing activities, as well as support functions like financial administration.

The workload diversity necessitates specific skills. Various professional associations and organizations are evidence of the diversity of specializations required in modern organizations. Human Resource (HR) performance is the inherent potential of individuals that requires careful management or care to develop and utilize it optimally to achieve specific goals. Planning the steps to be taken is essential for effective management implementation to ensure the smooth operation of watch duties on the ship and to prevent human errors that could lead to losses for the shipping company. Performance management is a management process designed to align organizational goals with individual goals in such a way that both individual and organizational objectives are met. There are five key performance areas for a job: interest in the job, punctuality, accuracy of work, accountability, and job satisfaction. As an initial step in improving human resource performance, companies can start by providing adequate education, training, and understanding for all crew members, particularly related to the proper implementation of watch duties procedures. Each watch officer has significant tasks and responsibilities that must be carried out until their watch hours are completed. Watch officers must be able to lead their subordinates in carrying out their watch duties, hence the need for task allocation.

The workload and volume of work are logical consequences of the diverse functions that must be carried out. This further has implications in various forms, such as the necessity for clear determination of responsibilities and authorities, clear job descriptions, accurate and objective task performance measurement criteria, and so on. The diverse types of work are also a consequence of the functions that the organization is responsible for executing. Each type of work has its own characteristics and demands specific skills for its execution. For example, in a commercial organization, research and development activities are vastly different from production or marketing activities, which are also different from support functions like financial administration. The diverse workload and types of work require specific specialization. The diversity of professional associations and organizations is evidence of the diversity of professions required by modern organizations. Human resource performance is human potential that is not easily enhanced for increased productivity and work quality. This performance arises naturally and requires special management or management care to ensure that this potential can grow and be used optimally to achieve specific goals. To ensure effective management, a plan outlining the steps to be taken is necessary. Performance management is a management process designed to align organizational goals with personal goals so that personal and organizational goals can be achieved.

Conclusion

Based on the research and data collection conducted by the author regarding the implementation of watch duty while berthed at the dock, as well as the discussions presented in the previous chapters, it can be concluded that the implementation of watch duty on the Training Ship John Lie while berthed at the port is lacking due to the failure to adhere to proper watchkeeping procedures as per STCW 1995, insufficient responsibility during watch duty while berthed at the port, and a lack of coordination and communication between watch officers and watch AB. Recommendations Regarding the conclusions drawn from the issues and the results of the research conducted, the following recommendations can be provided: To ensure the safety and security of all crew members, it is advisable to adhere to the watch duty procedures established in accordance with the provisions or written regulations onboard the ship, such as the Ship Security Plan and Safety Management System.

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