

# Let's Get ALL The Franks Home In One Piece



BY  
**HARVEY  
LINTON**  
for WorkSafeBC

**H**ere's a hypothetical scenario for you. Hearing about a sudden, unexpected opening, you fuel up, load grub and other necessities and plan to leave early in the morning. Then your deckhand quits.

By chance, a young fellow walking down the float stops to look at your boat, introduces himself as Frank and asks about work. His experience is Sea Scouts, sailing Georgia Strait, but not as a fisherman, three weeks in a cannery last summer and, since then, work in a logging camp. Ordinarily, Frank wouldn't be your first choice, but you can't wait for someone with experience to come along. You tell Frank to be onboard with his gear at six the next morning.

He arrives on time and eager. After leaving the harbour, you give Frank the course and the wheel. You stay an hour to observe and explain basics like the clutch, throttle and auto pilot – and getting back on course after turning to avoid a log, when to call you and so on. You show him the Marine Quick Reference Guide with its buoyage system and other important reference items.

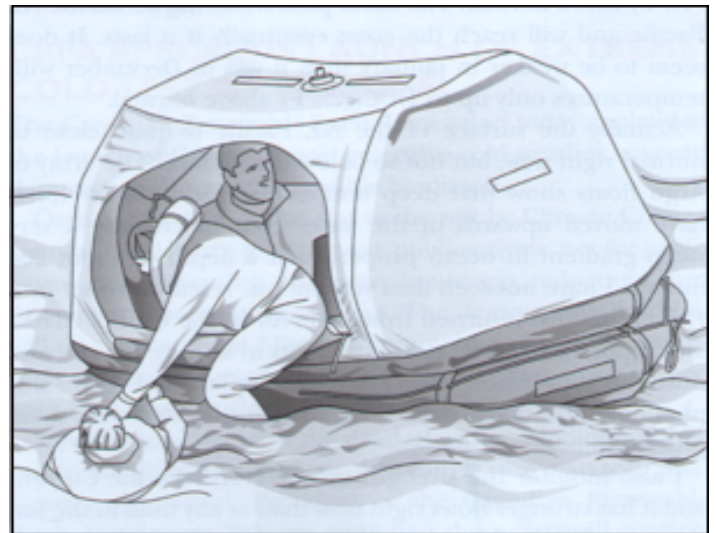
Besides watch-keeping, Frank needs to know much more, including working fishing gear and looking after the catch. So you sit at the galley table, where you can keep an eye on him, making a list and checking it twice. You write "Deckhand orientation and training" at the top of the page, underline it and draw a line down the centre. In the left-hand column you list key subjects like:

- How to avoid falling overboard;
- Location and use of fire extinguishers, life jackets, immersion suits and the life raft;
- Engine room components, including the pumping system and drive, and shaft guards;
- Reading gauges and taking on fuel;
- Fishing gear, deck equipment and controls;12
- Navigation equipment and electronics such as depth sounders, GPS and radar;
- Anchoring and watch-keeping; and
- Risks from fumes, solvents and other hazardous materials and noise;

The right-hand column is the "how-to." For each key subject, you write specific steps that you'll take to see that Frank knows what's expected of him and how he should perform. This document is a guide for both you and Frank.

But the tricky part is getting your list into Frank's head. Good approaches are pinpointing key items, and using show-and-tell techniques followed by hands-on practice to make the information real. You explain a process, and have Frank demonstrate his understanding and ability.

In all this, it's a good idea to ask periodic questions, even out of the blue, to see what Frank would do in certain situations. He'll remember more by describing how to complete a task properly. This also gives you a sense of what he hasn't understood.



Like most things, orienting and training crew are straightforward and effective when well-thought-out beforehand. They're also essential to keeping vessels safe and productive – and getting you and all the Franks in commercial fishing home in one piece.

Email comments to [Ellen.Hanson@worksafebc.com](mailto:Ellen.Hanson@worksafebc.com), or phone her at 604-233-4008 in the Lower Mainland and toll-free elsewhere in BC to 1-888-621-7233.



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