VOS Recruitment

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Outline

1. What is Recruitment ?

2. Ways to Increase Recruitments and numbers of Obs

3. How to Retain VOS

4. The New VOS Classes

5. Upgrading VOS to VOSClim – the UK VOSClim Initiative

What is Recruitment ?

What is Recruitment ?

- Recruitment is getting a ship to JOIN the VOS
- Recruitment is the process by which a ship becomes part of a National VOS programme

Solas Reg 4, Chapter V states that

"The Contacting Governments undertake to encourage the collection of meteorological data by ships at sea and to arrange for their examination, dissemination and exchange in the manner most suitable for the purposes of aiding navigation"

What Recruitment means

When a ship joins a National VOS there are responsibilities on both parties

- The ship agrees to maintain the instruments and make regular Obs
- PMO installs instruments, provides training, records the metadata
- The ship is then part of the National VOS and NMS/PMO will monitor the Obs and provide QC feedback to the ship

- The ship must be assigned to the appropriate VOS 'Class'
- The Class will define
  - » The instrument type, quality and ownership
  - » The reporting schedule and observation type
  - » The inspection regime
  - » The metadata required

Ship Recruitment is the Total Package

NMS Responsibilities

When a ship is recruited to a National VOS it is answerable to the NMS and the NMS is responsible for the following:

- ensuring there are no dual recruitments
- collecting and collating the metadata
- assigning the ship to the correct VOS Class
- providing E-logbook software or stationery & calibrated instruments to make the Obs
- monitoring Obs quality & providing feedback & training to ship
- ensuring that the ship gets the best service while ship is part of their VOS

Practices to Avoid

Impromptu Recruitments where a ship is given a logbook and added to a national VOS as 'Selected' Ship.

- This practice lacks any formal consultation and agreement
- No proper observer training is given
- No thought is given to follow up and future servicing
- It may be a duplicate recruitment if pre-checks are not made
- The quality of the ship's instruments may be poor & resultant data dubious – the ship should be declared as Auxiliary.

Targeting Ships to Recruit

- Use ESURFMAR website
  http://esurfmar.meteo.fr/doc/vosmetadata/index.php
  (or Pub 47) to identify VOS and non VOS ships
- Pub 47 has to be up to date to be effective
- Liaise with global PMOs if uncertain about a ship's status
- Check ESURFMAR 'dubious duplicate list'

The aim is to have a ship answerable only to one country, and the NMS of that country to provide the metadata, monitoring and QC for that ship

Approaching a ship to join VOS

There is no easy answer to this, it relies on hard work and perseverance by PMOs.

- Select a ship and visit to discuss possible VOS recruitment
- Start by building a rapport
- Learn something about ship & personnel
- Discuss their weather experiences, forecast products used
- Ask what they know about VOS
- Officers may have done VOS on another ship
- Explain how VOS works win/win
- Explain their role, no costs, just time
- Use supporting info – website, flyer, SOT powerpoint, brochure, MSC 1293
- Give them time to consider, follow up with email, another visit

Ways to Increase Recruitments and Numbers of Obs and how to Retain VOS
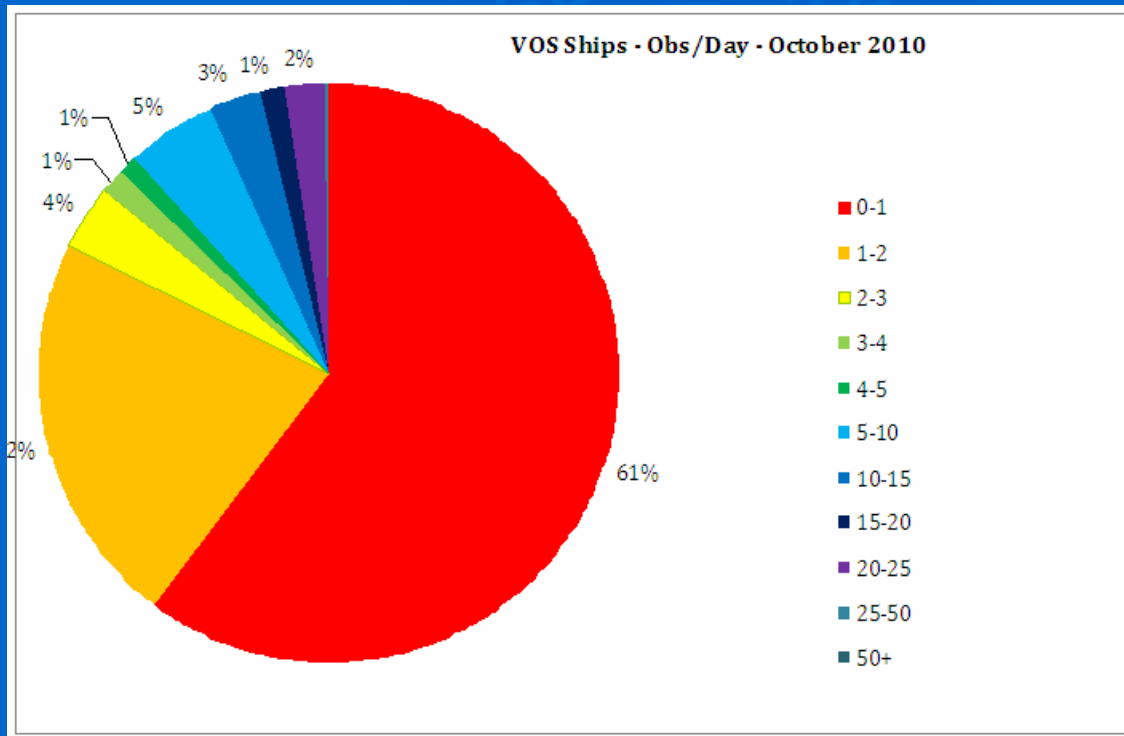
How to Increase Recruitments

Ideas that might help to increase VOS numbers are:

- Targeting ships which have not traditionally done VOS
- An active programme to 'hand over' VOS from one country to another at de-recruitment
- A web site listing names of ships willing to be recruited, and companies volunteering so closest PMO can follow up
- Appealing to companies desire to do something scientific/green to offset their carbon footprint
- Installing AWS on ships which do not do manual Obs
- Offering to install calibrated instruments
- SOT partnerships with bodies like World Ocean Council

Others?

How to Increase Numbers of Obs (1)

- Target Inactive ships to re-start Obs
  - » Approx 25% of our VOS are ' Inactive'
- Request ships to make more Obs per day

VOS Ships - Obs/Day - October 2010

Legend:
- 0-1
- 1-2
- 2-3
- 3-4
- 4-5
- 5-10
- 10-15
- 15-20
- 20-25
- 25-50
- 50+

How to Increase Numbers of Obs (2)

- Provide positive feedback on Obs
- Encourage more coastal reports
- Remind ships to report throughout the voyage
- Suggest making Obs at asynoptic (non-synoptic) times if this suits their duty schedule better
- Ensure Obs are sent in real-time
- Check Obs are sent to LES which accept Obs, compare numbers sent, with numbers received
- If sent by email, ensure Obs are received
- Ensure NMS send out asynoptic SHIP bulletins on GTS

How to retain VOS

To maintain an active VOS fleet, ships need to feel valued and part of something worthwhile.

Retain VOS by:

- Regular inspection visits
- Providing feedback on Obs quality and quantity
- Providing training and encouragement
- Developing a good relationship with ship
- Providing reliable service
- Reward by upgrading ship to VOSClim class standards

The New VOS Classes

The New VOS Classes

Background:

- SOT-V, VOSP-VI Geneva, 2009, agreed to end the 'Project' phase of VOSClim and apply benefits learned from the project to the wider VOS.

- The TT on WMO Pub47 proposed a new VOSClim class under VOS – expansion of Pub 47, Table 2202.

- At the same time AWS subclasses for the 4 main VOS classes were adopted to describe the increasing numbers and types of ship AWS installations.

- The new classes were designed to better differentiate between manual and AWS ships, and to indicate the quality (or otherwise) of the instrumentation on board.

The New Classes continued

- New (8) Classes introduced 1 July 2010

- Necessary to check the Class of each ship on national VOS & re-assign appropriate new class for Pub47 submissions

- Many publications still require updating with new Classes

- Certain assumptions can be gained about a ship due to its assigned Class. Eg 'Selected' use calibrated instruments so quality is known; 'Auxiliary' use ship's instruments where quality is unknown, so data may be less reliable.

- VOSP-VI Action Item - to upgrade as many existing VOS to VOSClim Class standards to provide climate quality marine data.

Recruitment Summary

- We need to standardise on the way we do Ship Recruitment, so as to eliminate duplicate recruitment and duplicate sets of metadata

- We need to ensure all our ships are assigned the correct VOS Class

- We need to work towards upgrading as many ships as possible to VOSClim Class standard.

- We need to implement strategies to increase VOS Recruitments and numbers of Obs, and to retain VOS.

Upgrading VOS to VOSClim – the UK VOSClim Initiative