

Training Circular No. 2 of 2006

No:21-TR(1)/2006

Dated:20th January, 2006

Subject :Introduction of a psychological screening test at entry level candidates for pre-sea officer courses

1. The shipping industry is rapidly changing with new advancements, technologies and operational practices. This, coupled with the continued pressure on economic efficiency, safety and environmental management, has resulted in increased load and stress on seafarers. In the recent past there have been an increasing number of reported cases of disturbances and incidents on board in which psychological factors are involved. Interpersonal difficulties, violence on board, cases of missing persons and depression leading to suicides etc., all appear to be on the rise.

2. The Directorate has recognized that this is a serious issue and has adopted new measures aiming to help existing seafarers to develop effective coping strategies by introducing additional training in human resource development at both the pre-sea training level and for senior officers during the Revalidation courses.

3. However, in addition to training existing officers, it is also important to select at the entry level, individuals who possess the appropriate personality and aptitude to successfully face the challenging career at sea. Successful screening at this stage will assist in excluding individuals who are more likely to not cope effectively with the stress on board or the special demands of a career which requires long periods away from home, less emotional support from family and friends and the ability to adapt to changing environments.

4. In this regard, it has been decided to introduce a psychological screening test at entry level for all future marine officers applying for admission in pre-sea courses. This test will be known as "**Merchant Marine Personality Evaluation (MMPE) test**". All aspiring candidates will be required to clear this test prior admission being granted into any pre-sea training program.

5. The MMPE test has been specially developed by psychologists with years of experience working in the marine industry to evaluate key factors in personality which have a bearing on successful functioning in the industry. The test will evaluate factors such as adaptability; emotional strength; frustration tolerance level, tendency towards anger and aggression, anxiety, depression and loneliness etc.

Procedure and methodology of MMPE test

1. The candidate undertaking this test shall indicate the correct answers in the MMPE Response test by black lead pencil.
2. The response sheet of the candidate will be scanned and the results of the test automatically generated using software.

The results will comprise 2 parts:

1. Overall score. Candidates will be required to achieve a minimum score for passing.
2. Analysis of individual factors. Can be used for identifying areas for individual development. Candidates who are borderline on important factors may require further more detailed testing and analysis and may be referred for further psychological counseling.
3. This MMPE test shall be compulsory for all the candidates desirous of joining merchant navy in their career. However, at the first stage, this has been made compulsory for all pre sea courses meant for officers whether deck or engine courses.
4. The MMPE test will be conducted at nominated centers. At present following have been selected as nominated centers :
 - (a) Mumbai -MTI, Powai and LBS CAMSAR, Hey Bunder
 - (b) Kolkatta - MERI, Kolkatta
 - (c) Chennai - NIPM, Chennai
 - (d) New Delhi- MMD, Noida

(e) Kochi - MMD, Kochi

5. The MMPE test will be conducted at regular frequency by nominated centers . The same will be notified by such centers respectively at regular intervals. The training institutes and / or prospective candidates may approach directly such nominated centers for further details
6. However, in case of requirement, the test will be conducted on more than one day by such Merchant Marine Personality Evaluation nominated centers. The result of such test will be consolidated by such centers and shall be sent to the Directorate on a monthly basis. On receipt of the request of training institutes in terms of Para 11 of the circular, the nominated centers shall respond immediately.
7. The candidate will have to pay a token fee of Rs. 100 to such nominated institutes. The admit cards can be downloaded from the DGS website which are also available with the nominated institutes. The candidates should write full details of admit card along with photographs. Two copies of admit card with photographs duly signed by the candidates will be retained by the nominated centers. One of such copies will be sent to the institute which shall give admission to such candidate after clearing all required oral and written examination and one copy will be retained by the candidate.
8. The test centres will issue candidates with a certificate stating whether they have passed or failed in the test. Candidates will be required to furnish this certificate at the time of admission to any pre-sea officer course.
9. The candidate can re-appear for the MMPE test in case of failure after interval of one month.
10. The MMPE test is intended to help the candidate in assessing his suitability for merchant navy career. It is therefore advised that in case of failure, he may take further counselling at his own end.
11. The MMPE test will be compulsory for all pre-sea candidates whether sponsored or otherwise.
12. It will be the responsibility of the pre-sea institute to ensure that the candidate has passed the MMPE test before giving admission to such candidate. In order to ensure that no malpractice takes place, the institute should cross check with the nominated centers about

genuineness of the candidates and result thereof.

13. The test can be undertaken at any stage before the candidate is given final admission by the concerned pre-sea training institute.

14. The above circular will come in force for all such courses which are to commence w.e.f 1.4.2006. These courses can be undertaken at the nominated centers by the prospective candidates from March, 2006 onwards.

All training institutes and/or sponsoring companies are requested to take note of the same for compliance with immediate effect.

This issues with the approval of the Director General of Shipping and Secretary to the Government of India.

Sd/-

(Naresh Salecha)

Sr. Dy. Director General of Shipping