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Crew Shortages - The Outlook for Supply and Demand of Quality Crews

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Crew Shortages - The Outlook for Supply and Demand of Quality Crews

- ⑤ Exchange the western junior officers with officers from the far east
- ⑤ Effort to increase profits or reduce losses
- ⑤ The cost of the crewing formed about 60% plus of the operation costs so any saving on that was material
- ⑤ Decision was taken to move from European or Scandinavian junior officers at the beginning and later on more seniors to far eastern personnel





Crew Shortages - The Outlook for Supply and Demand of Quality Crews

- ① Few owners kept the European juniors as they wanted to still continue to recruit European senior officers for the future
- ① What was the direct result of this?
 - ① no interest to study the seaman's profession be it deck or engine
 - ① no newcomers were any more or very few in the maritime academies





Crew Shortages - The Outlook for Supply and Demand of Quality Crews

- ⑤ Reduction of the number of officers
 - ⑤ Social systems in the western world
 - ⑤ Newer generation are not so much interested to be far away from their families
 - ⑤ Difference on the earnings on shore based and sea based is not as much
 - ⑤ The reputation of shipping throughout the media is not the best





Crew Shortages - The Outlook for Supply and Demand of Quality Crews

- ⑤ Any new areas for recruitment?
 - ⑤ The countries providing the seamen for the shipping industry have been exhausted
 - ⑤ Far east for cost savings
 - ⑤ We shifted to the ex soviet, ex eastern block countries for senior officers
 - ⑤ Who and to what extent has succeeded in real numbers in China?





Crew Shortages - The Outlook for Supply and Demand of Quality Crews

- ① Philippines, Myanmar, Indonesia, Sri Lanka Malaysia and India will continue to produce a good number
- ① Entire shipping comes at a stand still if the Philippine market is not there
- ① These countries can in no way be the only source of supply





Crew Shortages - The Outlook for Supply and Demand of Quality Crews

- ⑤ The education system and the experience gained in real practical terms over the time makes the professional officer a real officer
- ⑤ People are so quickly promoted to their higher ranks on account of the lack of the numbers required
- ⑤ How can then we safeguard our operations and possible liabilities and responsibilities resulting out of these people actions?





Crew Shortages - The Outlook for Supply and Demand of Quality Crews

Training and upgrading is the issue to help reducing the risks and provide the people with additional experience to handle the tonnage and cope with the existing laws and regulations.

- ⑤ We do need to give the people what they need to carry out their duties
- ⑤ It is no point to have them on board and later on try to find whom to blame if things go wrong.

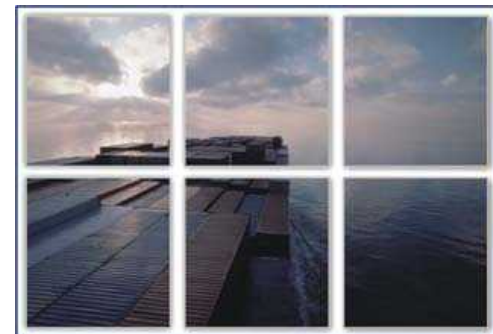
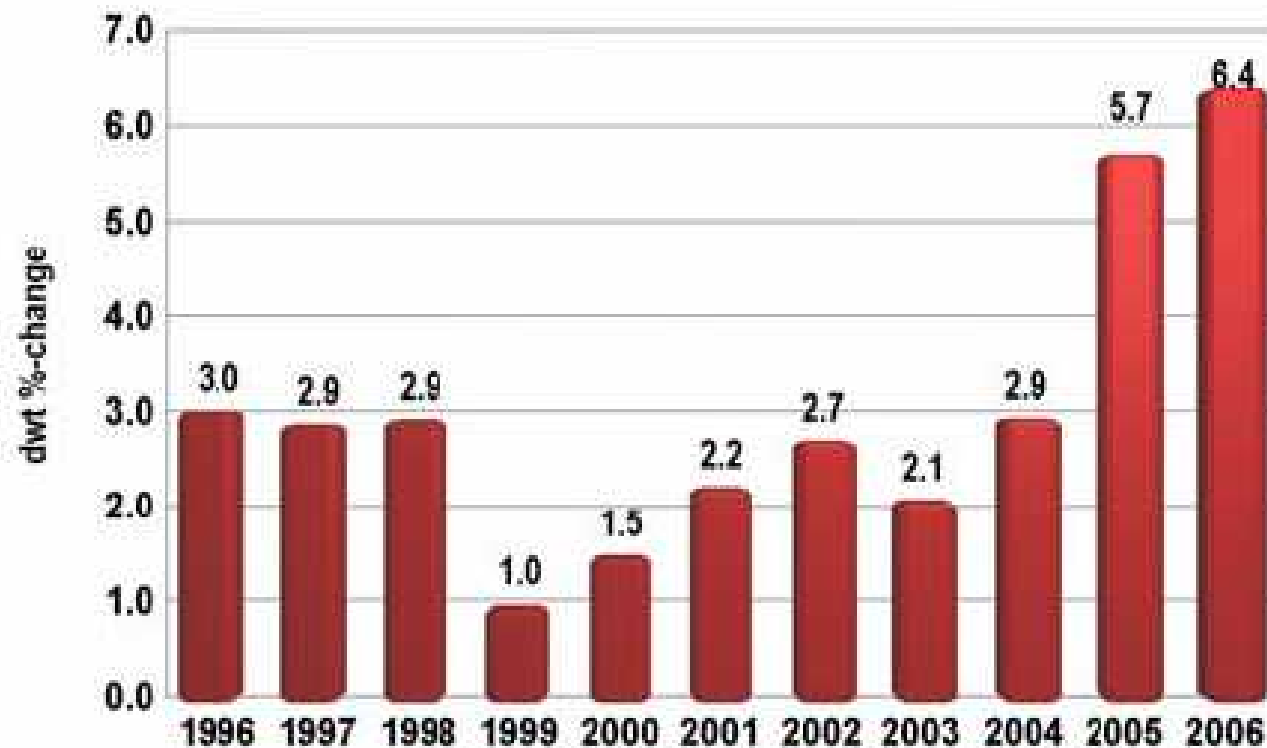


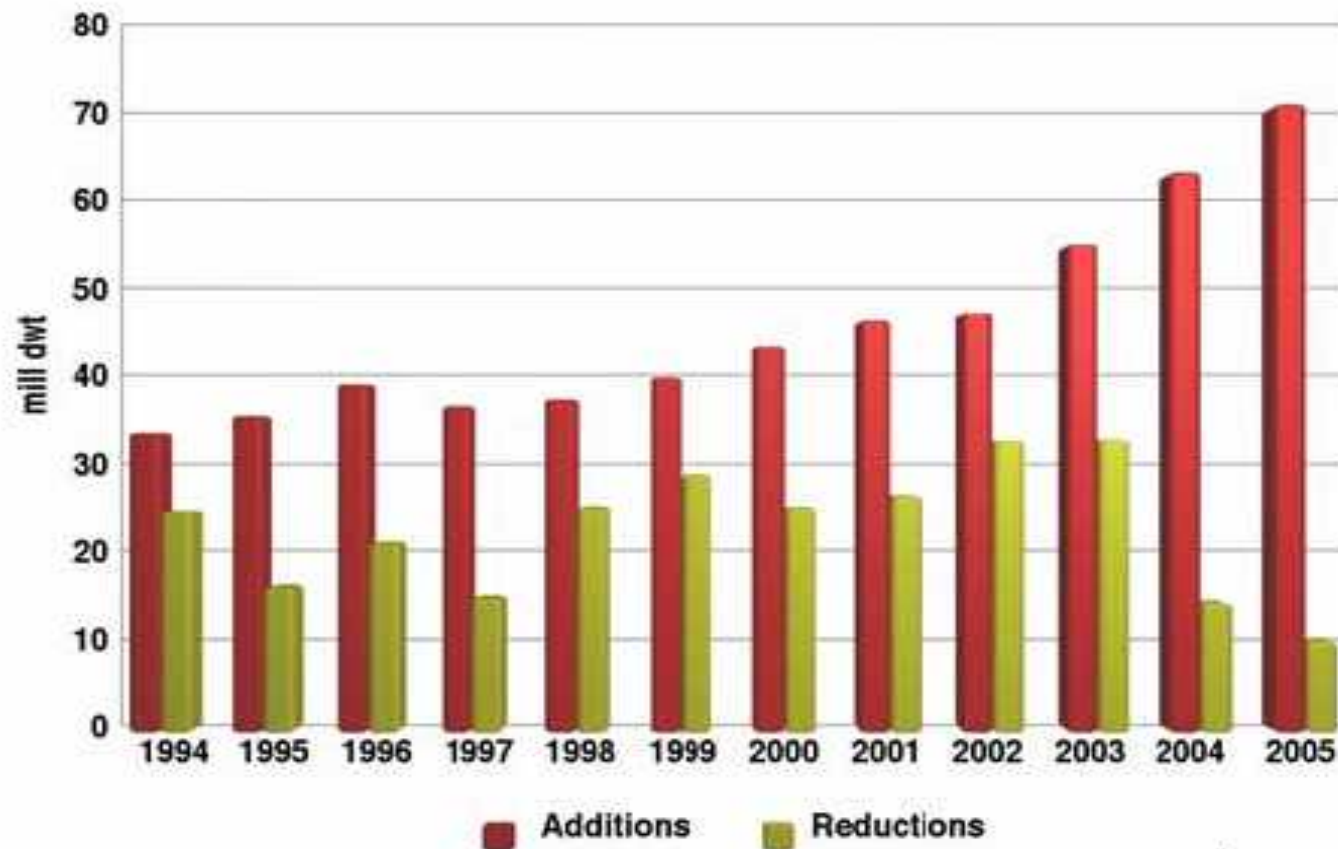
Fig. 1: World merchant fleet – Annual tonnage changes 1996 – 2006 (dwt- per cent)



ISL 2006



Fig. 2: World tonnage additions and reductions 1994-2005 (in dwt)



ISL 2006





Crew Shortages - The Outlook for Supply and Demand of Quality Crews

- ⑤ We have come to a situation that we have the need of 5 masters and we have one to choose from and not as few years ago the need of 1 and 5 candidates were available
- ⑤ How quickly do we go for promotions?
- ⑤ if a Chief Officer is not given a promotion in 2-3 contracts to master's position he disappears





Crew Shortages - The Outlook for Supply and Demand of Quality Crews

- ⑤ Escalation of the wages
 - ⑤ Follow simply the supply and demand principle
 - ⑤ Do we improve by the higher cost the quality offered?
 - ⑤ We do not get value for the extra pay
 - ⑤ The people on board will find the position next door and perhaps even with more money





Crew Shortages - The Outlook for Supply and Demand of Quality Crews

- ⑤ What shall we do then as an industry? How can we protect ourselves?
- ⑤ Vessels have become more sophisticated with more demanding trades more inspections-port state control, USCG, Oil Majors
- ⑤ We need to embark on cadet training and not on one or two persons for the fleet we do need a number
- ⑤ Building up own officers is the best. You do expect loyalty but you also need to offer loyalty to them. It is a give and take
- ⑤ The regulations change, the deficiencies due to early promotions are there and the only real weapon existing is the training and upgrading





Crew Shortages - The Outlook for Supply and Demand of Quality Crews

- ① Changing the image of shipping in the open world
- ① To make a real effort for the graduates to have this as an option for their careers
- ① No officers on the vessels will result to no people in the office with the experience we need them to have





Crew Shortages - The Outlook for Supply and Demand of Quality Crews

- ⑤ Influence on the maritime academies curriculum in the countries where from we do recruit people
- ⑤ The contribution needs to come from the owners, the managers, the charterers the underwriters as all have a vested interest in shipping
- ⑤ If we don't take action, the matter will not be any more a matter of cost. It will be a standstill



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Thank You!

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