The Crewing Conundrum

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Crew Management
conundrum

/ˈkəʊnʌndrəm/

noun

a confusing and difficult problem or question.
"one of the most difficult conundrums for the experts"

synonyms: problem, difficult question, difficulty, quandary, dilemma;
...factors of the conundrum

**Legislation**
Local employment laws, migration laws, working visa, Flag State compliance

**Data Privacy**
44000 crew, 50 nationalities, GDPR – Philippines Data Privacy Act...

**Tax compliance**
Company registered, vessel trading, seafarer employed, nationality and residency

**Sanctions**
Iran, Cuba, Myanmar...

**Health Concerns**
55% Obese 25% Hypertension
2 Crew on each vessel are depressed
Next 15 years – Treatment cost x7

**Safety and Security**
Increasing expectations, less time often results in shortcuts.
Piracy is becoming advanced

**Environmental Risks**
Ensuring strict compliance with MARPOL

**Quality consistency**
Consistent approach to service delivery world wide

**Flexible solutions**
Enabling variable costs directly linked to fleet size is beneficial to the shipowner

**Industrial Relations**
Balancing the act between owners and unions is possible with the right Crew Management partner

**Competence expectations**
Continuous development of competencies of the crew to match the technology of the ships and meet the expectations of the shipowner

**Global Sourcing**
One stop shop to global sourcing of the best talent. Recruitment process is more a two way process today
...factors impacts the financials in ship management
...some numbers

<table>
<thead>
<tr>
<th>COST</th>
<th>INCIDENTS</th>
<th>COMPETENCE</th>
<th>FOCUS</th>
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<tbody>
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<td>60-70% of a total Ship Management Budget is Crew Cost</td>
<td>80% of Marine losses is due to Human error</td>
<td>65% of Human errors is due to lack of training</td>
<td>0.3% of delegates today are full time focused on the crewing conundrum...</td>
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if you can do it cheaper...

when your client asks
...the right partner manages all these factors and protects you from risk
Provide the best crew from our global network who can deliver excellent vessel performance, built on expertise, trust and value...continuous development
...our ambition is to drive the transformation of our industry and to be the leading global provider of marine support services.