



GANGWAY

EDITION 3 - JUNE 2007

Welcome to the third edition of "Gangway" ShiptalkJOBS news bulletin.

In this edition we bow to the higher wisdom of the original ancient mariner *Marco Polo*.

As the Stone Roses said, "the more things change, the more they stay the same", and it seems that shipping is gripped by a fear to move onwards and upwards to embrace the future, the people, and the image so necessary of a modern employment opportunity."

In this edition we are also proud to announce the launch of our shore based advertising service at www.marine-jobs.co.uk



Anneley Pickles
Managing Director ShiptalkJOBS.com

ACTIONS speak louder than words...

The Lloyd's List Events 10th European Manning and Training Conference.

According to one well-respected Croatian shipping expert, "a man who goes to sea must be a man in despair."

This fairly downbeat statement seemingly set the tone for the Lloyd's List Events 10th European Manning and Training Conference, in the stunning setting of Dubrovnik, Croatia.

We have to confess, the quote in question did not actually come from the floor, nor from one of the workshop sessions, but from legendary explorer Marco Polo in his tales of Indian kings. Polo was born (according to most proud Croats) just down the road from Dubrovnik, but despite the fact he was talking some seven hundred odd years earlier, it still spookily managed to capture the essence of the Conference.

It also rather depressingly pointed to



the fact that things were bad for those at sea centuries ago, they have remained bad, and unless we do something fairly innovative and drastic they will be bad long into the future, if indeed anyone will still be going to sea.

As ever Lloyd's Lists Events brought together a grand mixture of people to make the Conference interesting, controversial and challenging, just what we need, as the message was as plain and clear in Dubrovnik

tel: +44 (0)191 469 0877
email: enquiries@shiptalkjobs.com
web: www.shiptalkjobs.com

GANGWAY



EDITION 3 - JUNE 2007



"Collectors Item - Flag, Manager and the World of Safety all smiling" **John Ramage** - MD International Registries (UK) Ltd (Maritime & Corporate Administrators of the Republic of the Marshall Islands, **Capt Mike Powell** - CHIRP, **Capt Martin Burley** - Group Training & Planning Manager V Ships.

2007 as it was back in 1272...that shipping has one major image crisis to deal with.

But is it really that bad, and what needs to be done? As Ratko Bozic MD of Split Shipmanagement stressed, we need to focus on the positive aspects of a career at sea in order to encourage more young, able and enthusiastic people into shipping.

It seems from an academic perspective that things do look pretty bleak, and Dr Helen Sampson from SIRC suggested we have bred a generation of disaffected, disenfranchised and generally glum seafarers, languishing in a "3rd World Occupation" and cast as some form of maritime "misfit".



L-R, Walport: MD - Jonathan Risley, Sales Manager - Nick Brown

However, asking people the wrong questions at the wrong time is never really going to get you anything other than a rather jaundiced, hackneyed view of things on the Bridge and in the Engine Room. It is time we all took another look and worked out the positives of life aboard ship.

It became clear through the presentations and the coffee chit-chat that we need to shape our own destiny, and by being downbeat we are actually exacerbating the problem instead of rallying to fight our corner.

If we keep bleating on that no-one wants to go to sea and that we're all doomed because it has become a dreadful job, then we are creating a self-fulfilling prophesy of disaster.

Once we stop kidding ourselves about the way things were, we can move on from downtrodden, defeated rhetoric, and can create a positive, buoyant and realistic approach to give the industry hope into the future. We need to show what a career at sea, and in the shipping industry can be. Then we can attract smart, streetwise individuals with a sense of purpose and perspective. Exactly the lifeblood we need.

There are naturally still many hurdles to leap, and in the able and erudite hands of Conference Chairman, Captain Martin Burley of V.Ships we were able to look at the challenges ahead.

The usual suspects, such as fatigue, training, social welfare, recruitment and retention were all given their rightful airing and it became clear from a truly compelling set of speakers, which included Robert Brindle of Meridian Marine, Mike Powell from CHIRP, Pieter Sprangers, Swedish Shipowners Employer Assoc, and Ole Wikborg from the Norwegian Hull Club, that it's not just about problems, there are actually some answers out there too.

Naturally one of the biggest problems with all conferences remains that "real" seafarers are very thin on the ground. They are either at sea or making the most of their leave, so it's very difficult to get a real perspective on modern day life at sea. We were therefore reliant on the trades unions and professional bodies to voice their member's points of view.

The unions have a natural tendency to focus on bad practice in the hope that it may be exposed and eradicated, however Paul Moloney of Nautilus broke from

tel: +44 (0)191 469 0877
email: enquiries@shiptalkjobs.com
web: www.shiptalkjobs.com



Philip Wake - *Nautical Institute and*
Colin Stevenson - *University of Trinidad and Tobago*

tradition and chose to focus on the positive steps needed to improve the standard of people recruited to work on ships, and the recognition that such high quality individuals receive from all quarters.

In a similar vein the subject of professionalism was approached, and it was stressed that in order to make shipping really safe, clean, secure and efficient we need to embrace the importance of professional development, the recognition that stems from it, and the quality people who are attracted into working with other quality people. Success drives success!

Philip Wake, Chief Executive of the Nautical Institute, managed to encapsulate what the future really needs to be about. Shipping needs to look at why “logs are flogged”, why we still have too few people standing watches and why fatigue still haunts us. According to the Nautical Institute we need to spread best practise, we need to encourage open research and to stamp down on the horror of criminalisation.

If we are willing and able to remove the barriers to recruitment, the people will flood in. Once they are through the door it is then about satisfying their desire and hunger to develop as professionals, and

to harness a sense of pride in themselves, their performance and skills.

This then needs to be matched by employers, owners and manning agents recognising the talent they have at their disposal. Though when it is seemingly too much for owners to nominate their own Captains for the “Shipmaster of the Year Award”, we know that there is still much work to do.

In a time of manning “crisis”, there is often too much talk of simply throwing money at the problem. While spiralling salaries are great for some, it’s important for seafarers and owners to retain a sense of perspective and a vision of a sustainable future. As such there is no better time for seafarers to demand what they truly want, which may not simply be money. Many may look for better living conditions at sea, non cash employment benefits, respect for a job well done and increased access to proper training.

Ole Wikborg hammered home the vital importance of training, not just from the emotive eyes of people and employers, but from the hard, fact and figures driven world of insurance, and stressed the positive effects that good people have on claims profiles.

As the younger generation have access to ever changing and increasing employment opportunities, we need to emphasise the positive aspects of our industry in order to compete. Talking is all well and good, but empty promises and good intentions aren’t enough.

The industry must demonstrate that it is willing to do whatever is necessary to make it attractive to pursue a career at sea once again. All in attendance agreed that we have to promote the concept of a “Through Life Career”, this glimpse of TLC is vital and can lead from a career at sea to opportunities in maritime law, insurance, journalism, recruitment, management, surveying and much, much more.

Start at sea, progress through the ranks and then move ashore bringing your talents, skills and in-depth knowledge with you. There will be those that want to stay at sea, and we should applaud those that do – but we need to accept that people do move on nowadays, their horizons expand and expectations change. Harnessing this potential energy is the way an industry grows and develops. By showing a real desire to bring in the right people, and by supporting their development as they learn their trade, we can be sure that they will then move onwards and upwards to support our rapidly expanding industry.

So let’s start afresh, with a renewed and re-energised view of shipping, jobs, people and the route to the rewards a career at sea can offer. Picking up on the words of Captains Burley and Brindle, we need to communicate to the world, not just how important shipping is but how important the seafarers are that facilitate international trade.

United we stand, divided we fall into the damaging negativity of old. The image backlash starts here...smile and wave boys, smile and wave.

At Shiptalk we intend to make a difference. We have teamed up with the leading UK based market research company Gilmour Research to conduct a global seafarer satisfaction survey.

Further news of this unique survey and how you can contribute to its findings will be released over the coming weeks.

In the meantime if you have a question you would like to put to the global seafaring community let us know and we will try and incorporate your questions into the survey.

Send your questions or comments to enquiries@shiptalkjobs.com

5th June 2007 - Shiptalk Launch Dedicated Shore Based Vacancy Advertising Website.

Shiptalk Recruitment are pleased to announce the launch of their new website at www.marine-jobs.co.uk

Since the successful launch of their dedicated seagoing vacancy advertising site earlier this year, Shiptalk Recruitment has been listening and responding to the needs of their clients who have been pressing for a similar online vacancy advertising service for shore based jobs.

According to *Anneley Pickles*, Managing Director of Shiptalk Recruitment, "In response to our existing client's needs we have provided a no-hassle, online, shore based vacancy advertising service with no hidden costs or percentage commissions on placement. Our client's vacancies can be emailed to us and displayed on *Shiptalk.com*, our monthly newsletter and on our dedicated website www.marine-jobs.co.uk within the same working day. Meaning they will begin to receive CV's from suitable candidates immediately.

Ms Pickles went on to explain that each client using this new service will have a specific micro-site within www.marine-jobs.co.uk where their vacancies will be posted thereby creating a fully branded space online that has already proven to attract a constant flow of quality candidates for clients such as BP and OSG. All job applications go directly through to the client or their nominated agent, giving them freedom and control of the recruitment process.

Additional promotion via Shiptalk.com and Shiptalk's monthly newsletter means that each recruitment campaign will receive the maximum candidate exposure in any given month and access to Shiptalk's 30,000+ newsletter subscribers, all of whom may be potential candidates for any given shore based vacancy.

For more information on this new shore based recruitment advertising service contact Anneley@shiptalkjobs.com or call Shiptalk Recruitment on +44 (0)207 617 7191 or +44 (0)191 4690877 or go to www.marine-jobs.co.uk



SHIPTALKJOBS

HELPING YOU FIND A BETTER FUTURE

tel: +44 (0)191 469 0877
email: enquiries@shiptalkjobs.com
web: www.shiptalkjobs.com