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Ladies and gentlemen - good evening. First, my thanks to the two previous speakers for comprehensively identifying many issues, especially with regard to seafarer training. It is now my role to consider the maritime service sector manning requirements.

A cornerstone for London and the UK being the centre of global maritime services is the wide range of skills available to provide our one stop shop capability. Skills we need to maintain and protect if we are to remain a world leading maritime service centre.

I don't come with manning solutions for UK's maritime future, but will develop some ideas I feel worthy of consideration and look to your engagement following this paper to provide some future strategy leading to the solutions with the hope that the Chairman may encapsulate these in his summing up.

Let us also not imagine that manning problems are only a modern day phenomenon. Although largely ignored in AW Kirkaldy's 1914 book "British Shipping", it was certainly not ignored in the book with the same title written by RH Thornton in 1939. He devotes two chapters on the manning problems of the late 19th and early 20th century one entitled "The Men" and the second "Watch-keepers" or "crew" and "officers" as we would know them today. There were different problems then, one being the nationality of seafarers, but still causes for concern. However history shows that we did find ways to deal with those issues so there is hope for us today.

Before we consider individual points, we should first decided what maritime future do we actually want for the UK and why? Does anyone really care about our maritime future? How many true British ship owners do we have? How important is the UK to global shipping? How important is global shipping to the UK? The predominance of global ship owning is moving to the East, closely followed by their service providers. Why should we care if our role and level of influence is eroded, so long as our supermarkets are filled with global produce, our cars and planes are fuelled and white goods are plentiful in the shops all at the cheapest price?

Who cares about the flag of the ship that brought those goods here? Who even knows they came by sea?

I am not off on a political rant, but I believe we do need to understand our actual expectations for shipping and maritime services before we can decide on the manning requirements needed to fulfil those expectations.

I, for one, do believe in the importance of our shipping and maritime service industries for the economic and strategic benefit of our country; and I know I am not alone. Because I have that passionate belief, I spend a lot of my time promoting the UK's maritime services and I am very much aware of the need for

jobs ashore requiring previous seafaring experience. I am fortunate I am able to convert my beliefs into actions (and am lucky in that I am also paid for it as well!). However, if others also believe in the value of our maritime industries, then they too must be ready to back those beliefs with appropriate actions. Tacit support achieves little.

I am concerned about the regular mention of the global centre of gravity of maritime services shifting to the East, but probably more upbeat than most as I am keenly aware of the high quality of our maritime services and feel the UK will remain a centre of influence for many years to come. It comes as no surprise the fact that I was in China twice this year reacting to their requests to help them develop their maritime service centre in Shanghai. The UK wishes to be their partner of choice, and I am not afraid that they will grab our knowledge and suck us dry. I have confidence in our products, a little knowledge of the long way the Chinese have to go to achieve their goals and a strong belief that we will have long term working relationships for many years to come.

However, if our maritime services are not to diminish, then we do need to ensure there is a core pool of owners based here. We already have many, but more would be welcome. To guarantee the UK remains attractive, it is important the government ensures we have a stable fiscal policy. It is not only a requirement of our sectors, but across all businesses hoping to attract foreign investment. We also need to simplify our taxation at both personal and corporate levels. Note I am not saying we have to cut taxes, we are actually reasonably competitive within Europe, but I am aware that investors are frightened off by the complexity of our tax rules. We need a sensible immigration policy allowing professionals of all nations to work here if required by the industry sector. Finally, we need to ensure that we do not over regulate – we have seen the negative effect of this in the US with their Sarbanes Oxley Act of 2002. As I said, I am not on a political rant and I know I am talking to the converted, so need say little more but we do need to decide what maritime future we, as a nation, want. Yes we do need the support of our government, but to quote RH Thornton in 1939 “One cannot, however, dispose of an economic problem by Act of Parliament. One can merely hand the baby adroitly to someone else.”

So the first point we have to consider when looking at manning for the UK’s maritime professional services is what level of education and qualification is required by employers of former seafarers?

There is no easy answer to this because the education required for a marine surveyor will be very different from that required by an average adjuster (and no-one leaves school to become an average adjuster as they haven’t a clue what one is – but more on that later). The marine insurance industry requirements are very different from the marine law firms. The education required to teach maritime affairs will be at odds with that required by ship brokers or bunker traders. The skills required to be a marine journalist are not the same as those required by ship management companies. Some employers will require seagoing experience to the highest level, i.e. Master or Chief Engineer, whilst others will require less seagoing

experience, but more education relevant to the sector. I hope this has demonstrated some of the many and varied maritime service sectors that exist and how there cannot be one simple answer to this problem. However, I do believe we need to have some answer to the question of what level of education and qualification are required by potential employers. There is a need for a study enabling the educators to provide the level of training required at the right point in a person's career.

Some ship operating companies take the matter of through life personal training very seriously and have it at the core of their management style building in structured training programmes, above and beyond standard Board of Trade level qualification (yes, I know I have just dated myself and some of the younger members of the audience may be at a loss to know what is the Board of Trade!). An integral part of manning is training and part of the long term solution is to encourage an ethos whereby ship operators sign up to the concept that, for most, seafaring is only a part of a person's whole life career. Certainly, with so few UK owners and operators, we have less chance to influence in-house training capability.

In preparing this paper, I had a look at the website of a well respected ship management company where staff training and education is a pivotal area of that Company's approach to on-going success at all levels. However, when I looked at the recruitment part of their website, a new seafarer had to input their country of residence from a set list - regardless of officer or crew. They only accepted applications from residents of Bulgaria, Czech Republic, Estonia, Germany, Hungary, India, Latvia, Lithuania, Philippines, Poland, Romania, Russia and Ukraine. If you were resident in the UK (or many other nations) you could not enrol and this is a company based in the Isle of Man - I must say I was a bit stunned to see British seafarers excluded from their list.

To get back to our manning theme, having identified the levels of training and qualification required by the shore employers, we now have to see how seafarers would be able to gain that extra education. There should be some mechanism whereby the educational establishments and organisations are able to provide the education required and determine the best ways to do so. It will be appropriate for some of the education to be provided by colleges and universities, but some will be more appropriately provided by the commercial educators such as the Institute of Chartered Shipbrokers or Lloyd's Maritime Academy. I am sure much of the required education is already available, but I am equally sure that the majority of mariners do not know what career options are available let alone what additional education is required and certainly would not know all the places where they could find such education.

The third point which I have already alluded to is the need to collectively continue to promote seafaring as an initial step into the maritime service industries. I feel this is gaining greater recognition and I know many in the room this evening are fully aware of the issue, but am yet to be convinced modern recruiting takes that fully into consideration. I certainly do not believe the burden of training costs

should fall solely on the ship operators. Third party employers have a responsibility to contribute to those training costs and one way is to sponsor cadets via organisations such as the Maritime London Officer Cadet Scholarship which was specifically established to address this issue.

My final point in the quest to achieve the manning levels required is what can be done to encourage youngsters to go to sea in the first place. It is not my role to make the proposals. Seagoing forty years ago was very different from what it is today. Only one of my fellow Warsash cadets is still at sea, and he is here in the audience this evening. He certainly has a better idea of what is required than I do, so I hope he will participate in the following discussion. But we must listen to the youngsters themselves.

The views of two German cadets have been reported from a recent the ISF Manning and training conference and I would hope that someone from Shipping Jobs may be here tonight!

The list from these two cadets was

- Misconception – too much confusing and contradictory information around, and a lack of sources of unbiased information about life at sea, they felt that these need seriously addressing
- Requirement for more technical based knowledge provided for deck cadets.
- Ship operating companies should provide more practical training, especially during semester and breaks, even if only short term.
- Concern that degree style studies did not focus enough on the actual tasks and jobs on board {Interesting forty years ago all of our education was geared to the on board requirements}
- Reduction in paperwork (ISM declarations, customs etc)
- Request for senior officers to stop making cadets do their dirty work {no come on lads – there are some things you will never change – nor want to when you get promoted!!}
- Support for more active social lives {I know from my conversation with my fellow cadet that ensuring there are sufficient social activities is incredibly important for those at sea today}
- Demand for communications to family and friends by way of internet and email {after all – this is what youngster live on today ashore, so why go to sea and be deprived of facebook, twitter etc}
- News and feedback on personal performance – {again, in my day, one certainly got feedback on performance – mine was usually none too positive!}

- More reliable schedules for relievers. As it seems they don't receive the appropriate leave as there are no reliefs { get used to it certain things just ain't going to change}
- Explore ways in which students, Universities and Shipping Companies can work more closely together
- Better pay – the students felt pay is much higher ashore than at sea.
- Want more female cadets! {This was the clue that identified the sex of the cadets! Whilst there is a lighter side to this, there is a more serious issue. Voyage styles are significantly different – loading break bulk cargoes around the UK/Continental coast allowed for a number of runs ashore as did discharging the same cargo in Calcutta over a two week period – very different from the instant turnaround times of modern container ships.

The recruiting process is much improved, but it is felt there is significant room to go in modernising the image of seafaring and a need to consider the branding issue for the Merchant Navy and maritime services to promote them as valuable career choices. It is relatively easy for the Royal Navy brand as they are a single point employer. We have a much harder task – not only is the “Merchant Navy” not a single point employer – it is a vast number of employers, all competing with each other in the commercial world. This is further complicated by the range of employment opportunities ashore and with companies many of whom have no affinity to ship owning at all. There is also a need to use modern communication media. In researching this paper, I discovered www.officercadet.org – I can't see who is behind it, but in April they put a lot of effort into developing an Officer Cadet Maritime Wiki and one way forward is for those with an interest to visit the site and update it. You will discover it does need some updating, but this could be a focal point where we could all input without it having to be owned by any one organisation.

In closing I trust we can meet the challenge and reach some conclusions regarding required actions, but then take it a step forward to make clear we know who is responsible in converting those conclusions into reality. This forum will be a waste of time if we are not able to leave here without having taken at least some steps towards identifying the issues, proposing some solutions and setting the courses required to implement those actions. Whoever has the responsibility to take actions forward also has to have the resources and capability to do so.