

# Manning for the UK's Maritime Future

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Could all give same speech – same themes but hopefully from different angles

Chamber – therefore view of **UK-based shipowner**. Start from fact that opportunities facing the UK – for shipping and for seafaring – are better now than could have been imagined ten years ago. Though still many challenges – as for any Western country

Starting point is the **fleet** – no fleet, no crew:

- Recall where we have come from – last decade
- Success – fleet/economic
- Employment still dwindling (O & R), remnant of decline
- New entrants doubled – all good news

Face **challenges**: competition in re quality, cost and some very specific employment aspects. All accentuated and complicated by the fact that our employment – like the industry itself – must be seen in the international (increasingly global) context in which it occurs

Meet our obligations on **quality**

- Accept challenge on standards, both professional and onboard conditions. Human factor crucial
- Longstanding reputation of British seafarers and want to keep that – responsibility on ourselves, colleges, and wider 'users'

- Have acted to safeguard that – move to multiple entry route structure, especially focus on foundation degree (MNTB)
- Continuing that effort through modular approach to future qualifications, interweaving with needs of rest of cluster (MSA)
- Need to keep up momentum

#### Challenge of remaining **competitive on cost**

- Need to achieve competitive cost is self-evident in a global industry
- Employers and unions worked well in safeguarding proper underpinning from government – SmarT and endeavours to improve on that. Continuing in current efforts to link more rating training in particular into the current apprenticeship schemes
- Need to encourage sharing of cost burden also with other ‘users’ within the cluster (seafaring only part of the career)
- But uncertainty ahead – including on SMarT. Important to keep positive **and** stable training **and** employment cost environment for future. Special arrangements apply to seafarers’ income taxation and to social security liabilities. Essential that these are maintained

#### Challenge of **other employment arrangements**

- More sensitive territory, differences of view – not dwell
- Relate to comparative arrangements for matching the ways and exemptions which apply to the employment of seafarers in other countries and the degree of interventionism applied eg to the employment of non-UK seafarers on UK-flag ships. Touch on questions of how ‘discrimination’ and National Minimum Wage legislation. Currently most prominently: Equality Act.

One other major theme needs highlighting: **Image and Profile**. Again not dwell, but

- Note key importance of projecting and maintaining the right image of shipping – for our own integrity, but also because our invisibility and the public’s lack of understanding of our industry works against successful employment strategies for the future
- Also, we are often our own worst enemies here – talking ourselves down and carrying over out-of-date attitudes which may not acknowledge the success of our fleet and our professionalism
- Must avoid this and talk ourselves up!

DB will talk about the impact on and needs of the **wider maritime cluster**. Not pre-empt, but recall that all maritime clusters are founded on the skill sets of one of two core industries – shipping and shipbuilding. In the UK, this means shipping ...

Close:

- Safeguard/develop the fleet and therefore the professional skills that underpin it
- Continue important advances that have been made on training
- Keep climate for shipping and employment of seafarers in UK competitive
- Work together – with Government, employers and unions, and wider cluster
- Talk the industry up not down!