

23- 24 OCTOBER 2019, LONDON, UK

25TH MARITIME HR & CREW MANAGEMENT

Recruiting, training and managing crew for efficient, safe and cost-effective operations



Key Topics

- Evolving seafarer role in the digital age
- Crew Training and Competency
- Helping the new generations adapt to seafarer life
- Preparing for IMO Sulphur 2020
- Complying with regulations: GDPR, 2020 and beyond
- Efficient recruitment to keep up with increasing roles required
- Soft HR tactics to improve crew retention
- Creating a cost-effective culture of safety on board
- Striking the balance between cost and quality of crew
- Seafarer's contribution to pollution free shipping

Agenda Committee

Sanjay Bhavnani
MMS Maritime

Faouzi Fradi
Columbia Shipmanagement

Pradeep Correa
Great Eastern Shipping Co

Kjetil Meling
SOLVANG ASA

George Pitaoulis
ABCmaritime

Karsten Lundsgaard Haegg
Maersk Training

Event Sponsors:

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For commercial and sponsorship opportunities please contact
Ketan Kulkarni on +91 20 48 523 141 or ketan@acieu.net

 **ACI**

The Conference

ACI's 25th Maritime HR & Crew Management conference will focus on the importance of training, developing and meeting the social needs of crew in a cost-effective way to improve retention and efficiency of shipping operations. The role of the seafarer is changing as digitalisation advances and it is critical that crew are equipped to deal with this.

The conference will highlight the evolving role of the seafarer in the digital age and the relevant training and skills required. Methods of recruiting and retaining seafarers with the desired characteristics will be discussed, along with managing crew in line with complying with regulations and sustainable operations. The summit will also cover safety, cost-efficiency and soft HR tactics.

The two day conference will consist of a number of informative presentations followed by interactive Q&A sessions, presentations giving a deep insight on the views shared from the different aspects of maritime HR & crew management and open discussion to further involve the delegates.

Confirmed Topics for Discussion:

- **Evolving seafarer role in the digital age**
- **Crew Training and Competency**
- **Helping the new generations adapt to seafarer life**
- **Preparing for IMO Sulphur 2020**
- **Complying with regulations: GDPR, 2020 and beyond**
- **Efficient recruitment to keep up with increasing roles required**
- **Soft HR tactics to improve crew retention**
- **Creating a cost-effective culture of safety on board**
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Who Will Be Attending?

Delegates will be drawn from the **Shipping Operators including VP's, Directors and Managers of: HR, Crew & Personnel, HSEQ, Manning and Training**. Also present will be the relevant authorities involved in the development and training of crew.



Call For Papers

If you would like to be considered as a speaker at the event for a 30-45 minute presentation, please submit an abstract for consideration to:

Isabella Brown

+44 (0) 203 141 0638

ibrown@acieu.net

More Information & Registration

If you would like to register or if you have any questions regarding the conference, please contact:

Mohammad Ahsan

Tel: +44 (0) 203 141 0606

Email: mahsan@acieu.net

Commercial & Sponsorship Opportunities

With leading companies and organisations from the Marine & Offshore industry attending and speaking at our event, we have the perfect vehicle to provide outstanding exposure to a senior level audience.

There are varying sponsorship packages available, including sponsorship of a cocktail reception on the first evening of the event and sponsorship of a networking lunch. For further details, please contact:

Ketan Kulkarni

Tel: +91 20 48 523 141

Email: ketan@acieu.net



DAY 1

Wednesday 23rd October 2019

08:00 **REGISTRATION & COFFEE**

09:00 **CHAIRMAN'S OPENING REMARKS**



Capt. Faouzi Fradi
Group Director Training
Columbia Shipmanagement

SESSION ONE

Evolving Seafarer Role in the Digital Age

09:15 **Addressing shift from STCW in the digital age: moving forward to meet today's educational and competence needs**

- STCW vs Digital age
- Educational institutions vs Digital age
- Today's sailor vs tomorrow's requirement
- Governing bodies responsibility vs Managers



Torbjørn Eide
Vice President
Klaveness Ship Management

09:45 **Highlighting the importance of the skills of tomorrow and training to keep up with advancing automation and technology**

- A new era of ship automation, remote control and fully autonomous ship-operations means less dependency on physical appearance and manual operative skills and more dependency on monitoring and corrective actions.
- The establishment of Shore Control Centres and Shore Control Centre Operators
- Recruitment, demand for theoretical knowledge, practical training, assessment and certification of personnel to Shore Control Centres.
- External control, national and international acceptance from IMO and their member states.



Tor Erik Jensen
Assistant Professor
University of South-Eastern Norway

10:15

Accelerating Changes in the World - Demand for Training is Huge

- We are living in a digitalization world and it is accelerating quickly, new technology today will be old tomorrow
- What happens to the seafarers who don't have access or have limited access to the internet whilst onboard? How do we encourage seafarers to focus on the new technology and desired training needs?
- Together with the requirement for training, there will be a huge demand of new manpower coming into the industry in the years to come. There will be skills shortages and the cost control will be critical
- e-learning: a tool to ensure training and competence being completed in a timely manner, save time and have good cost control of the training expenses



Torbjørn Udem
Course Manager
MINTRA GROUP

10:45

Panel Q&A

11:05

MORNING REFRESHMENTS

SESSION TWO

Crew Training and Competency

11:35

Respect and communication, a critical competence

- How do we measure critical competence in today's shipping involving multicultural crew with various backgrounds?
- Setting aside personal pride within an organization, what will it require?
- Practical approach to dealing with diversity and differences?



Kjetil Meling
HR Director
Solvang ASA

12:05

Highlighting the importance of seamanship basic knowledge

- Importance of Seamanship knowledge
 1. What is the essence of seamanship
 2. General Seamanship
- Seamanship: The Forgotten Factor
 1. Familiarization VS seamanship
 2. Seamanship as best practice guide
- What we can do from our side
 1. Lack of Seamanship
 2. The role of the Shipping Companies



Iliana Bintou
Crew Manager
Unisea Shipping

12:35

Panel Q&A

12:50 LUNCH

SESSION THREE

Striking the Balance between Cost and Quality of Crew

13:50

Cost and Quality of Crew : An example in the offshore maritime services industry

- Striking the balance between Cost and Quality : what are we talking about?
- Cost of crew or costs of crew?
- Quality of crew or qualities of crew?
- An example in offshore maritime services :
- BOURBON Corporation and the offshore maritime services crisis
- BOURBON crewing policies
- BOURBON initiatives : from smart shipping to smart crewing
- As long as there will be seafarers onboard vessels...



Cyrille Le Bris
Vice President Fleet Management
Bourbon Marine & Logistics

14:20

Making crew payments plain sailing

- The current payment landscape
- The need for a maritime-specific solution
- An industry ripe for disruption



Errikos Andreakos
Chief Operating Officer
MarTrust Corporation Limited

14:50

Panel Q&A



15:05

PANEL DISCUSSION

Helping the New Generations Adapt to Seafarer Life

- Observing the differences in the way gen x and y think and act in relation to the role of a seafarer
- Adapting younger generations to a change in lifestyle with less digital connectivity
- Investing time and effort to better meet requirements of younger crew members
- Questioning whether traditional values of teamwork are losing value
- Overcoming gender inequalities in the maritime industry and empowering women in shipping



Viktoras Senčila
Professor
Lithuanian Maritime Academy



Dean Ford
MD
ZS Foundation

Gregor McGowan
MCA Training Manager
UKSA

15:50

AFTERNOON REFRESHMENTS

16:20

SESSION FOUR

Creating a Safety Culture for Seafarer Welfare and Accident Prevention

Highlighting issue of stress and fatigue leading to unsafe behaviour and looking at how to minimise risk

Capt. Spyros Michalatos
Marine Safety & Quality Manager
Star Bulk

Drug testing and competency of staff for 2020

Pradeep Correa
Assistant Vice President
Great Eastern Shipping Co

17:35

CLOSE OF DAY ONE

DAY 2

Thursday 24th October 2019

08:30 **REGISTRATION & COFFEE**

09:00 **CHAIRMAN'S OPENING REMARKS**



Capt. Faouzi Fradi
 Group Director Training
Columbia Shipmanagement

SESSION FIVE

09:05 **Efficient Recruitment to Keep Up with Increasing Roles Required**

Millennials: profile of seafarer. What the industry is looking for and how to attract the desired character

- Millennials are here to stay
- Main Millennials expectation in a workplace
- Create your Employer Branding Proposition for a Millennials life at sea



Stefano Giampedroni
 Talent Acquisition Manager
MSC Cruises

09:35 **HR Planning in times of rapid fleet increase: Challenges and Solutions**

- Dorian Hellas & Dorian LPG History & Mission
- New Buildings' Deliveries
- Dorian LPG: Key Management, Customers' Requirements & Retention Rates
- Fleet Manning & Training
- Future Initiatives



Christos Sialakoumas
 Crew Manager
Dorian LPG

10:05 **Panel Q&A**

10:20 **MORNING REFRESHMENTS**

SESSION SIX

10:50

Soft HR Tactics to Improve Crew Retention

Are we doing enough for the well being of our seafarers ?

- Focusing on the human element of life at sea and how to manage this effectively, safely and profitably
- Highlighting the importance of creating a good social life on board and keeping crew happy and motivated



Bert Geeraerts
 HR Manager (Maritime)
DEME Group

11:20

The Human Contribution at Sea

- Focus on what seafarers do right, which is far more than what they supposedly do not; as compared to the relatively traditional "Human Element."
- Present and Future Skills required, such as Resilience, Ability to Innovate, and Effectively Responding to the quick pace of ever-increasing demands imposed by fast-changing maritime regulations.
- Maximizing the level of engagement of the seafarers with that of the company to achieve the required safety, profitability, and optimality within the maritime operations.
- Enhancing the motivational levels of the crew through all means, including achieving required mental health levels.



Sanjay Bhavnani
 Director & C.O.O
MMS Maritime (India)

11:50

Culture and Sustainability

- War on the talents and the megatrends
- AI – The world's first cognitive ferry company by 2021
- A leader in sustainable shipping



Margareta Jensen Dickson
 Group Head of People
Stena Line

12:20

Panel Q&A

12:40

LUNCH

13:40

CONFERENCE PRESENTATION

Seafarer's Contribution to Pollution-Free Shipping

- Addressing cultural change beginning with seafarers in order to minimise environmental impact of shipping
- Ship operations for a 'greener' service
- Evaluating the financial benefit of green shipping



Olav Vorup Jensen
 Chief Consultant
Maersk Training

14:25

CONFERENCE PRESENTATION

Preparing crew for IMO 0.50% Sulphur Limit on 1 January 2020

- Ship implementation planning – does the SMS need to be updated?
- Safety issues and on board fuel oil
- Compliance and Fuel Oil Non-Availability Reporting
- Enforcement of 0.50% sulphur limit – what can crews expect?



Edmund Hughes
Head, Air Pollution and
Energy Efficiency
IMO

15:10

CHAIRMAN'S CLOSING REMARKS



Capt. Faouzi Fradi
Group Director Training
Columbia Shipmanagement

15:20

END OF CONFERENCE & AFTERNOON REFRESHMENTS




25th Maritime HR & Crew Management


London, UK

23rd-24th
October
2019


Registration Is Simple

If you would like to register for this event or wish to find out more information, you can contact **Mohammad Ahsan** using any of the following methods:

 +44 (0)20 3141 0606

 mahsan@acieu.net

 <http://www.acius.net>

 Postal Address:
ACI Europe, 10 Gough Square, London, EC4A 3DE

Registration Is Simple

Conference (Includes Documentation Packet) 23rd–24th October 2019	£1,695.00 (ex.Vat)
Documentation Packet Only	£470.00

Please Note.

Members and customers of all supporting organisations are entitled to a discount off their conference package.

For more information please call +44 (0)203 141 0606

Documentation Packet Available

We are selling the 25th Maritime HR & Crew Management papers at just £440 (+£30 P&P). Simply tick the box on the booking form, send it with payment and your copy will be on its way to you after the meeting. This important manual will be a source of invaluable reference for the future.

About ACI

ACI, a UK owned company, has been running successful conferences in the USA since 1999. Headquartered in Chicago with offices all around the States, ACI opened its European head office at the end of 2005 and has expanded rapidly, launching a series of events in key industries including maritime, energy, oil & gas, cosmetics, chemicals & media.

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Discounts are available for multiple/group bookings. Please call **+44 (0)20 3141 0606** for more information.

Cancellations

Substitutions are welcome up to 24 hours prior to the event. Cancellations must be received in writing no less than 3 weeks prior to the start of the conference; a full credit voucher towards a future ACI conference will be issued. Any cancellation received less than 3 weeks prior to the start of the event shall be deemed to be a breach of this contract by client, and accordingly, no credits will be given. Cancellations must be received in writing by mail or fax three weeks before the conference. Thereafter the full conference fee is payable. If for any reason ACI Europe Ltd decides to amend, cancel or postpone this conference, the conference fee will not be refunded. Furthermore, ACI Europe Ltd will not be responsible for covering airfare, hotel or other costs incurred by registrants. In the event that ACI Europe Ltd cancel or postpone the event, ACI Europe Ltd reserves the right to transfer this booking to another conference to be held in the following twelve months, or to provide a credit of an equivalent amount to another conference within the following twelve months. The construction, validity and performance of this agreement shall be governed in all respects by the laws of England to the exclusive jurisdiction of whose courts the Parties hereby agree to submit.

Accommodation

The cost of accommodation is not included in the event fee. Preferential rates will be arranged with or near the event venue, and all confirmed delegates will be given details of how to book accommodation at this rate