

An aerial photograph of the tanker ship Aquitaine, viewed from the stern. The ship is dark red with a white superstructure and a prominent blue vertical stripe. It is moving through dark green water, leaving a white wake. The ship's name 'AQUITAINE' and 'ANTWERPEN' are visible on the stern. The background shows a hazy coastline with some buildings and trees.

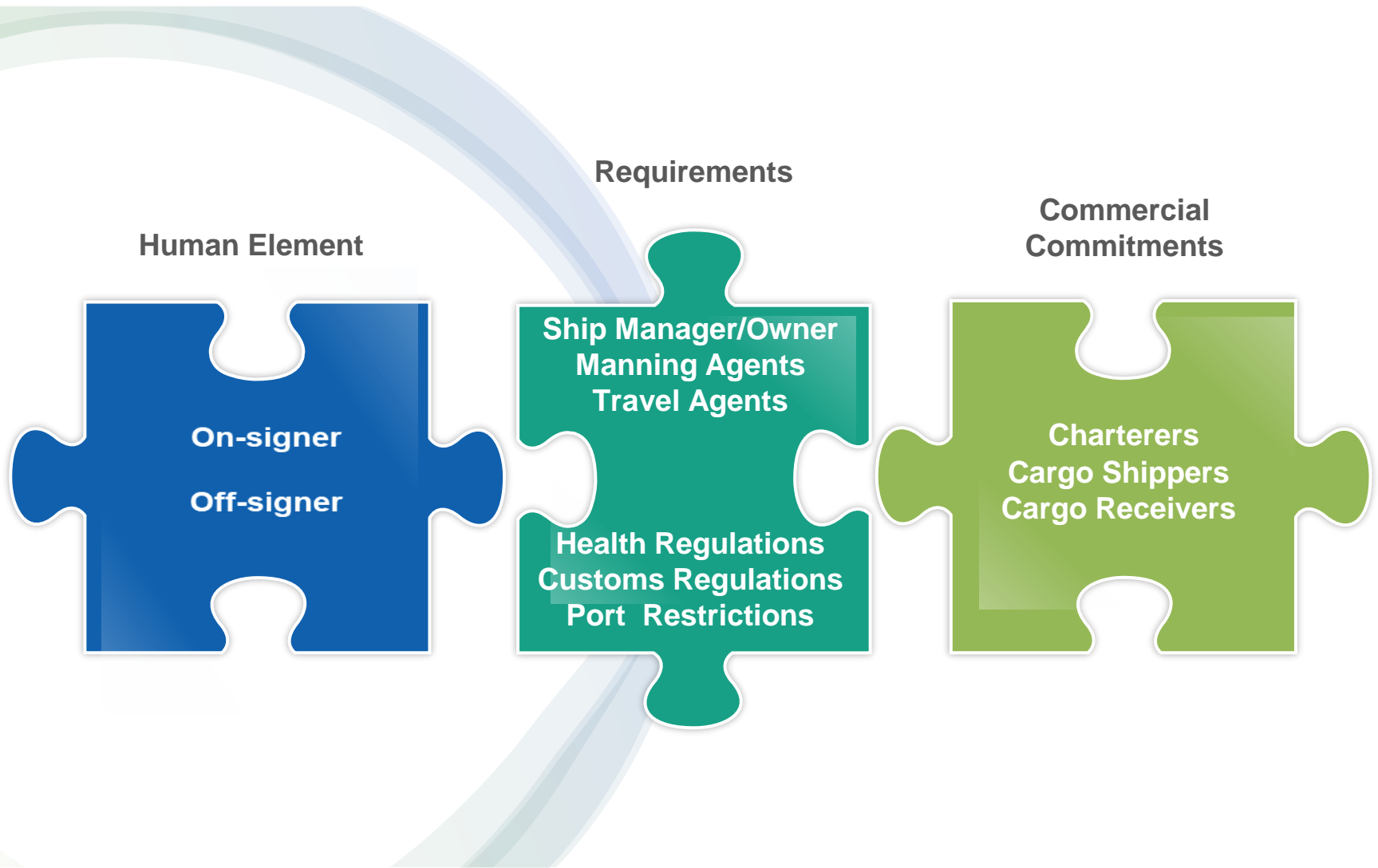
TANKER OPERATOR

NEW HOTEL ATHENS

25 MAY 2023, 0900-1400

WELCOME!

THE CREW CHANGE PUZZLE...



Crew change is a dynamic process affected by multiple factors :

- ❑ Proper follow-up of Tanker Industry's requirements (TMSA) and Company's Recruiting / Manning procedures.
- ❑ Tanker Industry voyage uncertainty for most ships (except T/C).
- ❑ Due to the voyages / port calls uncertainty, **9/10 booked air tickets** eventually are amended **+/- 1** day.
- ❑ Joining Seafarers' health / readiness status prior traveling to the ship.
- ❑ Vaccination status of the seafarers (on-signers / off-signers).
- ❑ Imposed restrictions by the ports/terminals.
- ❑ Ship's compliance with ports/terminals requirements.
- ❑ Charterers approval/consent might be required by the Charter Party.

SOLVING THE PUZZLE MANNING AGENT / SEAFARER

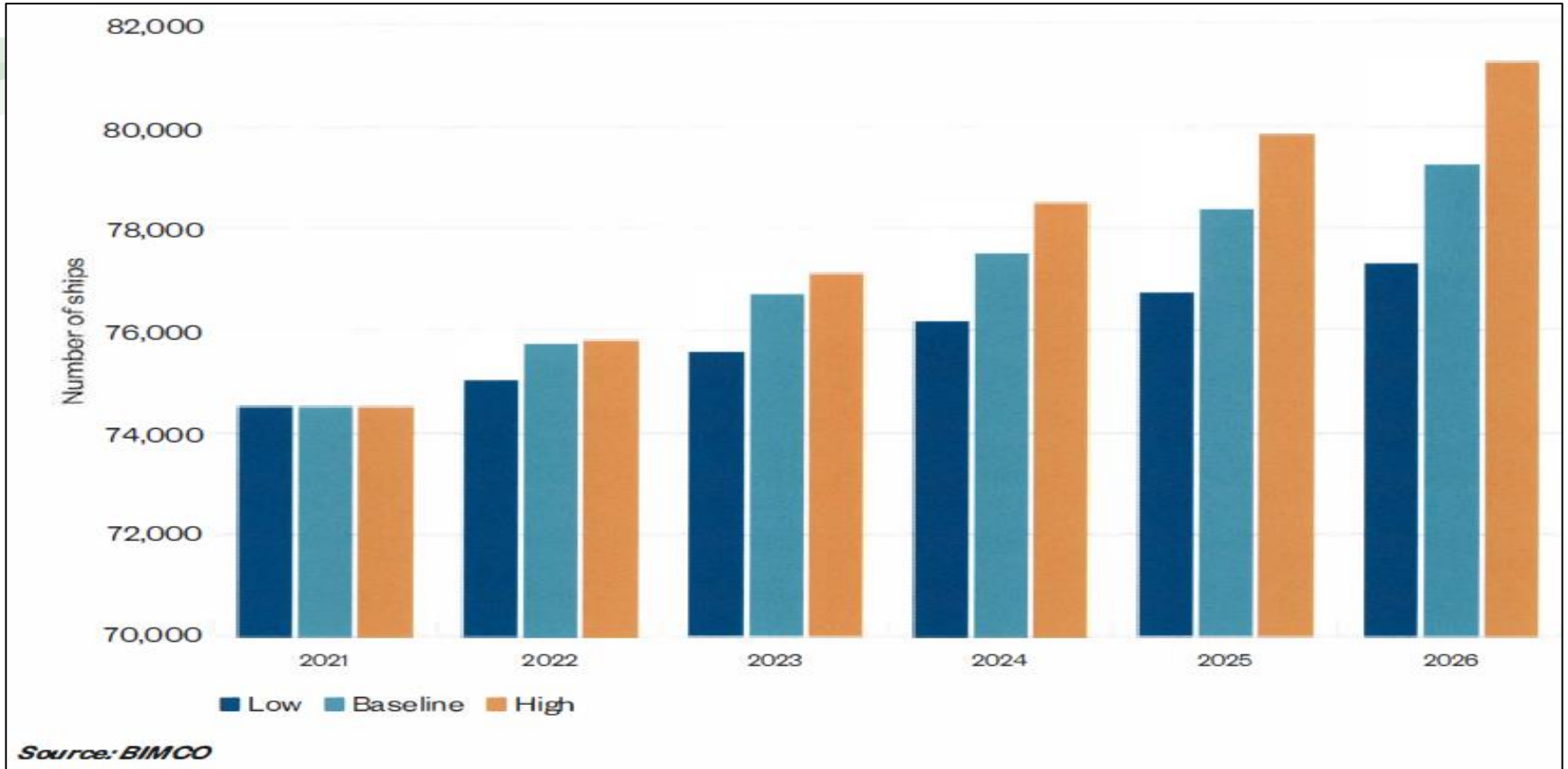
What the Manning Agent / Seafarer can do to assist in “solving” the puzzle :

- 1) Debriefing at the manning office ASAP after repatriation.
- 2) Identify training refresh course required prior next contract.
- 3) Identify VISA / Passport / Seaman book expiration dates.
- 4) Upload any newly issued documents / certificates in crew management platform.
- 5) Declare next availability date having in mind 4 months ON - OFF cycle.
- 6) Proactively self-isolate and take care of health and safety one week prior traveling.
- 7) Maintain as practicable as possible health and safety measures during travelling.

SOLVING THE PUZZLE TRAVEL AGENT

What the Travel Agent can do to assist in “solving” the puzzle :

- 1) Travel Agent’s role should be **part of** the Ship Manager / Owner’s strategy / process.
- 2) Euronav offers short Employment Contracts (Officers 3-4 months, Ratings 6 months)
as part of its strategy on **Seafarers’ Physical and Mental Well-Being**.
- 3) Due to this strategy, the annual volume of seafarers’ air tickets is **increased / predetermined**.
- 4) Travel Agent should be in **direct contact** with the Ship Manager / Owner
(Crewing Managers / Crewing Coordinators).
- 5) Travel Agent should **propose optimum** ticket options / cost efficient alternatives.
- 6) Travel Agent should have **access** to Ship Manager / Owner’s **crew management platform**
regarding on-signers.
- 7) Travel Agent should also maintain close **contact** with **ships’ Masters** regarding off-signers.



- Forecast for future world merchant fleet growth and composition utilised IHS Fairplay fleet data.
- The forecast estimates an overall 6.4% increase in the number of ships in the world merchant fleet by 2026.
- The figure will rise from 74,505 to 79,280 over the next 5 years.

- Future seafarers demand depends on **world merchant fleet growth** and composition, and the average operational crewing levels required for each vessel's type.
- The impact of the forecast world merchant fleet growth on the demand for seafarers :

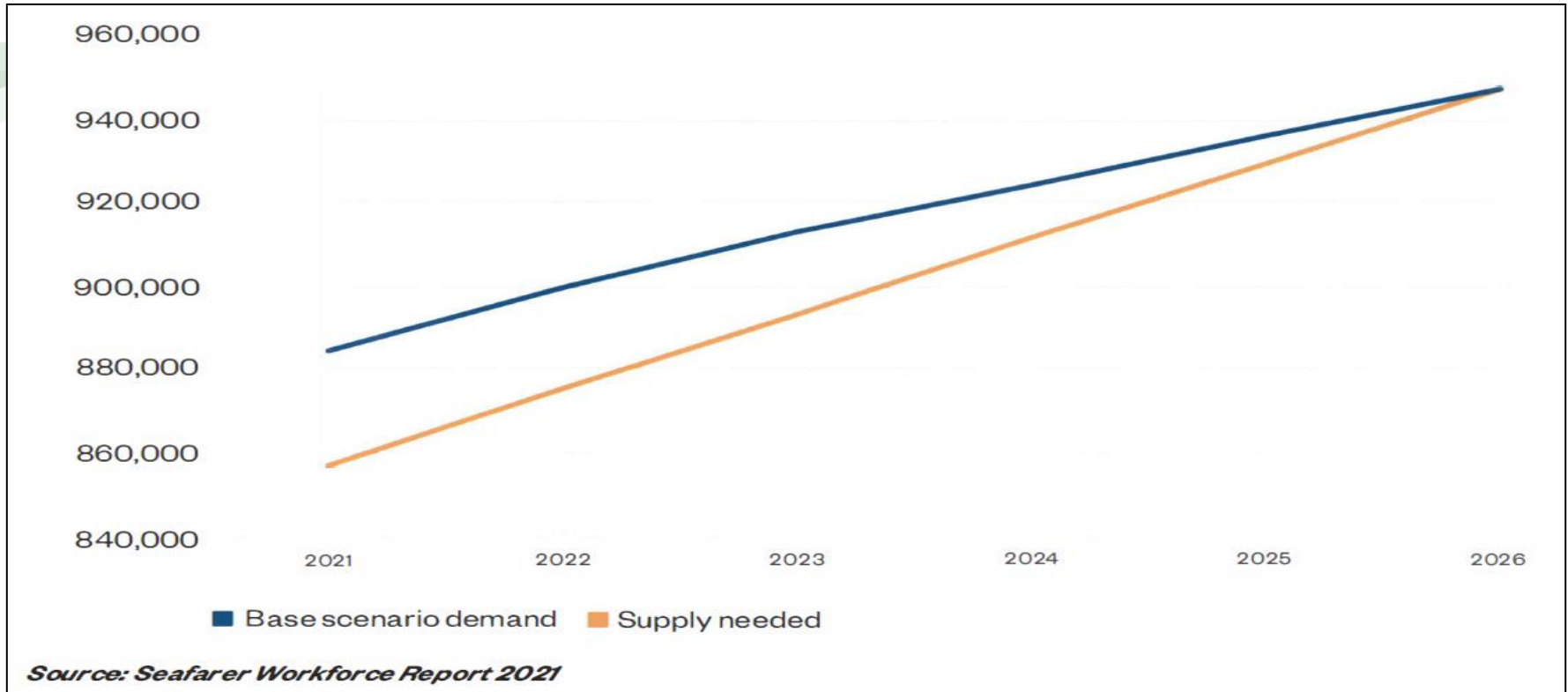
	2015	2021	2026 (basic case)
Officers	790,500	883,780	947,040
Ratings	754,500	997,540	1,069,500
Total	1,545,000	1,881,320	2,016,540

Source: Seafarer Workforce Report 2021

- The level of annual supply growth needed to meet this forecast level of demand :

	Officers	Ratings
Demand in 2026	947,050	1,069,500
Annual supply growth needed	17,902	6,866
Average annual % increase needed	2%	0.6%

Source: Seafarer Workforce Report 2021



- To meet the demand for 947,050 officers in 2026, **an additional 17,902 officers will be needed every year** starting in 2022.
- This is about 2% annual increase in the number of officers.
- This increase in the required supply of officers is **within reach** with current trends, as there has been an increase of approximately **2.4%** in numbers of officers per year **since 2010**.

CONCLUSIONS:

- BIMCO Seafarer Workforce Report 2021 estimated that world merchant fleet will continue to grow, therefore the **demand for STCW certified seafarers** over the next five years will **continue to increase**.
- It is a manageable task to keep the supply and demand in balance, **IF** the current trends in **recruitment, training/development and retention** are maintained.
- It is vital to **actively promote** careers at sea, **enhance maritime education and training** worldwide, analyse and address trends in **seafarers retention**, to ensure that the supply of STCW certified seafarers continues to keep pace with the demand.

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THANK YOU!

