

2014 MANPOWER SURVEY REPORT  
OF THE  
MARITIME SERVICES INDUSTRY

Maritime Services Training Board

Vocational Training Council

# 2014 Manpower Survey Report of Maritime Services Industry

## Table of Contents

<u>Title</u>	<u>Paragraph</u>	<u>Page</u>
<b>EXECUTIVE SUMMARY</b>	1 - 18	5 - 8
<b><u>Section</u></b>		
<b>I INTRODUCTION</b>	1.1 - 1.30	9 - 19
The Maritime Services Training Board		
The Manpower Survey		
Objective of the Survey		
Coverage of the Survey		
Sampling Methodology		
Fieldwork Period		
Survey Document		
Response Rate		
Outsourcing		
Summary of Vessels Distribution		
Principal and Non-principal Job Employees		
Points to Note		
Rounding of Figures		
Presentation of the Report		
Release of the Survey Findings		
Acknowledgements		
<b>II SUMMARY OF SURVEY FINDINGS (OCEAN GOING SECTOR)</b>	2.1 - 2.16	20 - 28
Establishments in Ocean Going Sector		
Number of Seafarers Employed on Ocean Going Vessels under Hong Kong Ownership/Management		
Supplementary Statistics of Seafarers		
Number of Vacancies and Number of Posts for Seafarers		
Age Ranges of Seafarers		
Manpower (Seafarers) Change, Forecast and Comparison for 2014, 2015 and 2016		
Training Needs for HK employees		

	<u>Title</u>	<u>Paragraph</u>	<u>Page</u>
<b>III</b>	<b>SUMMARY OF SURVEY FINDINGS (RIVER TRADE SECTOR)</b>	3.1 - 3.11	29 - 33
	Establishments in River Trade Sector		
	Number of Hong Kong Seafarers		
	Supplementary Statistics of Seafarers		
	Age Distribution of Hong Kong Seafarers		
	Number of Job Vacancies for Seafarers		
	Manpower Change, Forecast and Comparison for 2014, 2015 and 2016		
	Training Needs for Promotion of HK employees		
<b>IV</b>	<b>SUMMARY OF SURVEY FINDINGS (LOCAL VESSEL SECTOR)</b>	4.1 - 4.17	34 - 41
	Establishments in Local Vessel Sector		
	Supplementary Statistic of Pleasure Vessels		
	Number of Hong Kong Seafarers Employed		
	Supplementary Statistics of Pleasure Vessel Crews		
	Age Ranges of Seafarers		
	Salary Distribution		
	Number of Job Vacancies for Seafarers		
	Manpower Change, Forecast and Comparison for 2014, 2015 and 2016		
	Training Requirement, Manpower Demand and Supply Analysis		
	Training Needs of Existing Employees		
<b>V</b>	<b>SUMMARY OF SURVEY FINDINGS (ASHORE SECTOR)</b>	5.1 - 5.9	42 - 47
	Establishments in Ashore Sector		
	Number of People Employed		
	Number of Job Vacancies		
	Employees with Ex-seafaring Experience (Officer)		
	Supplementary Statistics of Ex-seafarers in Marine Department		
	Manpower Change, Forecast and Comparison for 2014, 2015 and 2016		
	Age Ranges of Employees with Ex-seafaring Experience (Officer)		
	Training Requirement Analysis in Ashore Sector		

<u>Title</u>	<u>Paragraph</u>	<u>Page</u>
<b>VI CONCLUSIONS &amp; RECOMMENDATIONS</b>	6.1 - 6.34	48 - 55
Use of the Manpower Survey Report		
Summary of Employees Distribution According to Principal Job Titles		
Summary of Manpower for Principal Job Titles		
Trends of the Changes in Past Manpower		
Manpower Forecast		
Recruitment Difficulties and Aging Problem		
Business Review and Outlook		
Manpower Projections		
Manpower Demand and Supply		
In-Service Training		
Maritime Aviation Training Fund		
Promotion of the Maritime Services Industry		
Maritime and Aviation Internship Network		
Survey Findings to Trade Unions		
<b>APPENDICES</b>		56 - 146
<b>1</b>	Terms of Reference of Maritime Services Training Board	
<b>2</b>	Membership of the Maritime Services Training Board	
<b>3</b>	Working Party on 2014 Manpower Survey	
<b>4</b>	External Industry Experts	
<b>5</b>	Hong Kong Standard Industrial Classification (HSIC) V2.0	
<b>6</b>	Sampling Coverage & Sampling Plan	
<b>7</b>	Number of Graduates of Full-time Pre-employment Courses	
<b>8</b>	Number of Graduates of Skills Upgrading Courses	
<b>9</b>	List of Pre-approved Courses and Examinations (MATF)	
<b>10</b>	List of Approved Training Courses for LVTTIS (MATF)	
<b>11</b>	Maritime and Aviation Internship Network	
<b>12</b>	Other Findings	
<b>13</b>	Manpower Projection	
<b>14</b>	Survey Document & Questionnaires	

*The full Survey Report is also available on line at <http://www.vtc.edu.hk>*

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## EXECUTIVE SUMMARY

### Objective

The Maritime Services Training Board (the Training Board) of the Vocational Training Council (VTC) is established to advise VTC on manpower trends and industry development needs. A manpower survey was conducted during the period from September 2014 to January 2015 to collect the latest information on the technical manpower of the industry. The aim is to provide industry participants with information on the manpower situation and training needs of personnel in the industry.

### Scope of the Survey

2. The survey covered a sample of 809 establishments in the maritime services industry with an effective response rate of 95.74%. They were randomly selected from the 4 sectors of the industry.

- I. Ocean Going Sector;
- II. River Trade Sector;
- III. Local Vessel Sector;
- IV. Ashore Sector.

3. The stratified random sampling method was used for the sample selection of establishments. The data collected was statistically grossed up to reflect the overall manpower situation of the maritime services industry at the time of the survey.

4. Supplementary samples were identified by the Training Board and were also included in the survey.

5. One of the key information that the survey sought was the number of Hong Kong and non-Hong Kong employees.

### Key Survey Findings

#### *Total Number of Employees*

6. The Survey revealed at the time of the fieldwork that a total of 23,441 people were employed in the maritime services industry in the 4 sectors. These people were employed in the principal jobs of the maritime services industry as specified in the manpower survey report. The *Ashore Sector* occupied the first place with 40.54% employees followed by *Ocean Going Sector* which employed 36.74%. The distribution of employees by sector is given in Table 1.

Table 1: Number of Employees by Sector

<b>Sector</b>	<b>No. of Employees</b>	<b>% of Total Number of Employees</b>
Ocean Going	8 612	36.74
River Trade	1 677	7.15
Local Vessel	3 649	15.57
Ashore	9 503	40.54
Total	23 441	100.00

*Number of Hong Kong and non-Hong Kong Employees*

7. Maritime services industry is a highly global business and employers recruit employees from all over the world. It is necessary to ask employers whether employees came from Hong Kong or not. The employers said 19.96% of their employees were recruited from overseas while 80.04% were recruited locally from Hong Kong employees.

8. The 23,441 employees were all employed by establishments in Hong Kong. No overseas company was involved in the survey. The number in each sector of *ocean going*, *river trade* and *local vessel* not only represents the number of principal job titles for each of these sectors but also includes number of employees who work onshore with job duties related to the 3 corresponding sectors. The distribution of Hong Kong and non-Hong Kong employees is given in Table 2.

Table 2: Number of Hong Kong and non-Hong Kong Employees by Sector (Job Duty)

<b>Sector</b>	<b>No. of HK Employees</b>	<b>No. of Non-HK Employees</b>	<b>Total</b>
Ocean Going	4 394 (51.02%)	4 218 (48.98%)	8 612
River Trade	1 668 (99.46%)	9 (0.54%)	1 677
Local Vessel	3 435 (94.14%)	214 (5.86%)	3 649
Ashore	9 266 (97.51%)	237 (2.49%)	9 503
Total	18 763 (80.04%)	4 678 (19.96%)	23 441

*Remarks: Numbers in brackets represent the % share of the sectors*

*Number of Vacancies*

9. At the time of the survey, respondents reported 532 vacancies, which represents 2.27% of the existing total number of the maritime services related employees. The *ashore sector* recorded the highest number of 342 vacancies which is 64.29% of the total number of vacancies. In comparison, the *ocean going sector* only had 5.83% of the total vacancies.

10. The numbers in *ocean going*, *river trade* and *local vessel* sectors, not only included the numbers for seafarers, but also included the number of vacancies working ashore with job duties related to these 3 sectors. Readers may refer to the relevant sections for the numbers of seafarer vacancies.

11. Readers should bear in mind that these vacancies can be filled worldwide. It is not necessary to be filled by Hong Kong employees. The employers will make appropriate decisions to hire their employees according to the manpower supply situation in different regions in the world. Table 3 shows the distribution of vacancies across all sectors.

Table 3: Number of Vacancies by Sector (Job Duty)

Sector	No. of Vacancies	% of Total Vacancies
Ocean Going	31	5.83
River Trade	34	6.39
Local Vessel	125	23.50
Ashore	342	64.29
Total	532	100.00

#### *Manpower Demand and Supply*

12. To give readers further information about the current manpower (the sum of total number of employees and the number of vacancies) situation, the survey asked employers to indicate the geographical source of their employees. To simplify the question, employers only needed to specify whether the recruited employees were Hong Kong employees or not. The term *Hong Kong employees* refer to Hong Kong permanent residents. Table 4 displays the distribution of Hong Kong and Non-Hong Kong employees.

Table 4: Number of Employees and Manpower by Sector (Job Duty)

Sector	HK	Non-HK	Overall	Manpower
Ocean Going	4 394 (18.74%)	4 218 (17.99%)	8 612 (36.74%)	8 643
River Trade	1 668 (7.12%)	9 (0.04%)	1 677 (7.15%)	1 711
Local Vessel	3 435 (14.65%)	214 (0.91%)	3 649 (15.57%)	3 774
Ashore	9 266 (39.53%)	237 (1.01%)	9 503 (40.54%)	9 845
Total	18 763 (80.04%)	4 678 (19.96%)	23 441 (100.00%)	23 973

*Remarks: Numbers in brackets represent the % share of the total employees*

### *Manpower Change*

13. The Survey also enquired the employers to project the forecasted manpower for 2015 and 2016. The projected manpower by sector for 2015 and 2016 are 24,734 and 25,509 respectively. Please note that the employers do not necessary to recruit employees from Hong Kong only. Table 5 shows a picture of manpower situations for the 3 years from 2014.

14. The Survey recorded a growth in the manpower edged up 3.17% (2015) and 6.40% (2016) projected by the respondents (compared with 2014).

Table 5: Manpower Forecasts for 2015 and 2016 by Sector (Job Duty)

<b>Sector</b>	<b>Actual Manpower in 2014</b>	<b>Forecasted Manpower in 2015</b>	<b>Forecasted Manpower in 2016</b>
Ocean Going	8 643	9 224	10 051
River Trade	1 711	1 711	1 711
Local Vessel	3 774	3 760	3 704
Ashore	9 845	10 039	10 043
Total	23 973	24 734	25 509

### **Training for the Employees**

15. VTC is the major training provider for maritime services employees in Hong Kong. It supplies a large number of graduates for the maritime services industry. The planned number of graduates of the pre-employment courses in the year 2015 and 2016 will be 158 and 170 respectively. The graduates in 2014 was 194. For detailed trainee figures, readers may refer to the information in Appendix 7.

16. To cope with the manpower need and staff development of the industry, Maritime Services Training Institutes (MSTI) also provides industry participants with a wide variety of skills upgrading courses. MSTI also works closely with Marine Department and other trade associations/unions to meet the demands for in-services short courses and launches the appropriate courses in a timely manner. Readers may refer to Appendix 7 and Appendix 8 for the courses and programmes provided for the maritime services industry.

17. The Maritime and Aviation Training Fund (MATF) is used to sustain and enhance the existing training schemes, as well as to launch new initiatives for the maritime sector. Maritime and Aviation Internship Network (MAIN) is a new initiative to offer youngsters an opportunity to work as interns during summer vacation. A maximum of HK\$6,000 for an internship period of up to 2 months.

18. The Training Board encourages employers to make use of the various training schemes to develop and upgrade the skills of their employees, and to attract young people to join the industry.



## **SECTION I : INTRODUCTION**

### **The Maritime Services Training Board**

1.1 The Maritime Services Training Board (the Training Board) of the Vocational Training Council (VTC) is required by its terms of reference to determine the manpower demand of the industry, including the collection and analysis of relevant manpower and training statistics. The result is used to make recommendations to VTC for future course development so as to meet the demand from the industry. The Training Board comprises members nominated by industry trade associations, industry labour unions, professional bodies and tertiary institutes in Hong Kong. The terms of reference and the membership list of the Training Board are listed in Appendix 1 and Appendix 2 respectively.

### **The Manpower Survey**

1.2 The Training Board conducted a survey of the maritime services industry by forming a Working Party on 2014 Manpower Survey (Working Party). The Working Party was formed to oversee the process of selecting the samples, questionnaire design, data analysis and reporting. In addition, the Census and Statistic Department assisted in the fieldwork. Membership of the Working Party is given in Appendix 3.

1.3 In order to solicit more comment and opinions from industry participants, external industry experts were invited to attend the Working Party meetings to express their views on the survey statistics. An expert from each of the sector was invited. The list of external industry experts is in Appendix 4.

### **Objective of the Survey**

1.4 In the 3rd quarter of 2014, the Training Board conducted a biennial manpower survey on the maritime services industry which covered 16 branches of the 4 sectors.

1.5 The key information collected from the survey is as follows:

- I. The manpower situation as at 15 August 2014;
- II. The forecast number of employees in August 2015 and August 2016;
- III. The training needs of employees.

1.6 The survey findings also provide useful information for different stakeholders including trade unions/associations, training providers and company management teams to formulate plans and courses to tackle the identified manpower and training needs.

## Coverage of the Survey

1.7 The survey covered employees whose job titles and descriptions were related to the maritime services industry as specified in the survey questionnaires. The Training Board decided to use the branches in the 2012 survey to ensure consistency.

1.8 Two major groups of companies to be surveyed were identified. The primary company group (Group 1) of the survey was companies owning ships and involved in the business of shipbroker, management and operations of ships. The data was sourced from the Central Register of Establishments maintained by Census and Statistics Department (C&SD). The number of companies sampled in each sub-groups are shown below in Table 1.1.

Table 1.1: Primary Category

<b>Group 1</b>	<b>Category</b>
1.1	Ship Agents & Managers and Local Representative Offices of Overseas Shipping Companies in HK (HSIC 5011, 5012)
1.2	Ship Owners of Sea-going Vessels (HSIC 5013)
1.3	Operators of Sea-going Vessels (HSIC 5014)
1.4	Ship Owners and Operators of Vessels Moving Between HK and ports in Pearl River Delta (HSIC 5015)
1.5	Inland Water Transport (HSIC 5021, 5022)
1.6	Mid-stream Operation (HSIC 522202)
1.7	Container Terminal and Marine Cargo Terminal Operators, Port Facilities Operators and Services Activities for Water Transportation (HSIC 522201, 522203, 522299)
1.8	Shipbrokers (HSIC 522906)

1.9 In order to have a more complete picture of the industry, a supplementary group (Group 2) was identified to include other major players in the industry. The categories are displayed in Table 1.2.

Table 1.2: Supplementary Sample Category

<b>Group 2</b>	<b>Category</b>
2.1	Ship Agents & Managers and Local Representative Offices of Overseas Shipping Companies in HK
2.2	Ship Owners of Sea-going Vessels
2.3	Operators of Sea-going Vessels
2.4	Ship Owners and Managers
2.5	Inland Water Transport
2.6	Mid-stream Operation
2.7	Shipbrokers
2.8	Classification Societies/Consultants and Surveyors
2.9	Marine Equipment/Shipbuilders and Repairers
2.10	Marine Insurance
2.11	Maritime Law
2.12	Ship Finance
2.13	Ship Registration and Port Authorities
2.14	Other Services

### **Sampling Methodology**

1.10 Similar to the 2012 survey, this survey adopted a mixed approach in deciding the sampling frame, making use of the Hong Kong Standard Industrial Classification (HSIC) and other means. The HSIC Scheme is a three-tier system managed by the Census & Statistics Department (C&SD), HKSAR Government. The HSIC groups establishments of similar business nature in Hong Kong into specific sectors and branches. Industrial sectors are classified with 3 to 6 digits. The details of the HSIC classification for each sector in this survey are shown in Appendix 5.

1.11 For HSIC based sampling, the stratified random sampling method was adopted in the manpower survey when selecting establishments from the sampling frame for data enumeration. Data collected were statistically grossed up where applicable to give an overall picture of the manpower situation for the sectors and branches. No grossing up of data was done for the supplementary samples. The branches surveyed and the sample sizes are shown below. Readers may refer to Appendix 6 for the detailed distribution of samples for all of the branches.

Table 1.3: Sampling Plan

<b>Sector</b>	<b>Branch</b>		<b>Sample Size</b>
I.	Ocean Going Sector		
	1.	Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies (HSIC 5011, 5012)	199
	2.	Ship Owners of Sea-going Vessels (HSIC 5013)	75
	3.	Operators of Sea-going Vessels (HSIC 5014)	31
		<u>Cargo Handling Terminals</u>	
	4.	Supplementary Samples * - Ship Owners and Managers	19
II.	River Trade Sector		
	5.	Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta (HSIC 5015)	38
III.	Local Vessel Sector		
	6.	Inland Water Transport (HSIC 5021, 5022)	151
	7.	Mid-stream Operation (HSIC 522202)	51
IV.	Ashore Sector		
	8.	Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c. (HSIC 522201, 522203, 522299)	61
	9.	Shipbrokers (HSIC 522906)	68
	10.	Supplementary Samples * - Classification Societies; Consultants and Surveyors	9
	11.	Supplementary Samples * - Marine Equipment; Shipbuilders and Repairers	14
	12.	Supplementary Samples * - Marine Insurance	21
	13.	Supplementary Samples * - Maritime Law	13
	14.	Supplementary Samples * - Ship Finance	7
	15.	Supplementary Samples * - Ship Registration and Port Authorities	5
	16.	Supplementary Samples * - Other Services	47
		Total	809

\* *Company level*

## **Fieldwork Period**

1.12 The data collection for the manpower survey commenced on 17 September 2014. A copy of the printed survey document was sent to each of the sampled establishments one week before the survey began. The reference date of the manpower data was 15 August 2014. During the survey period, colleagues from C&SD contacted the establishments to assist with the completion of the questionnaires. The fieldwork was completed on 30 January 2015.

## **Survey Document**

1.13 Survey questionnaire was designed for each of the 4 sectors. There are 4 sets of survey document. C&SD assisted in sending the appropriate survey documents to the sampled establishments.

1.14 Each set of survey documents consisted of 3 components which included the questionnaire, explanatory notes and descriptions of principal jobs. The number of non-Hong Kong employees was also collected, but the survey concentrated on the Hong Kong employees. The following information was collected during the fieldwork. Please note that each sector had a separate questionnaire tailored to the specific sector.

- I. Information on flags, types and number of vessels and the future manpower projection;
- II. Information on seafarers such as number of HK and non-HK employees, their positions on board, vacancies, age ranges and manpower projections;
- III. Training needs of employees as required by the employers.

1.15 The complete survey document together with the 4 sets of questionnaires are in Appendix 14.

1.16 After the fieldwork period, the completed questionnaires were verified by C&SD. The data was then input into the statistical system to process. Based on a set of tabulation criteria, statistical tables were generated. The results were then sent to the Working Party for further analysis.

## Response Rate

1.17 After the fieldwork, C&SD calculated that there were 809 establishments (sample size) should be surveyed in the 2014 Manpower Survey, compared with 806 in the 2012 survey. 495 provided information, 22 declined, while 292 did not complete the survey due to some reasons. As a result, the effective response rate<sup>1</sup> of the survey was 95.74%. The detailed analysis of responses is shown below.

Result	Number	%
Closed	20	2.47%
Duplication	15	1.85%
Merged with Other Establishment	10	1.24%
Moved, Address Cannot be Located /Untraceable	19	2.35%
Non-contact	50	6.18%
Not Engaged in Specific Trade	33	4.08%
No Technical Manpower	11	1.36%
Not Yet Start Operation	10	1.24%
Partial Response	34	4.20%
Refusal	22	2.72%
Registered Office /Corresponding Address	37	4.57%
Response	461	56.98%
Temporarily Ceased	86	10.63%
Vacant	1	0.12%
Total	809	100.00%

## Outsourcing

1.18 One characteristic of the maritime services industry is that companies might set up a representative offices only and sub-contract out the operations to subsidiaries or other companies. This survey asked employers the number of employees they directly recruited. For some representative offices, there might not be any employees recruited. In addition, the subsidiaries and/or sub-contractors might hire 0 number of employee from Hong Kong, since employees may be recruited from all over the world.

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<sup>1</sup> Effective response rate is calculated by the sum of "Response" and "Partial Response" divided by this sum plus "Refusal"

1.19 Due to the fact that maritime services industry is globalized, there is a need to find out the number of representative offices in Hong Kong. That is the number of companies did not hire any employee at the time of the survey. Table 1.4 shows the distribution of representative offices for the 4 sectors. Of the 812 establishments in the industry, there are 39 establishments, around 4.80% of which were representative offices at the time of survey. They revealed that they did not have any principal job employees for any sector, or branch as stated in the survey document. i.e. Some establishments claimed that they did not have principal job employees for their own sectors and principal job employees for other sectors

Table 1.4: Number of Establishments with No Principle Job (Non-sector Based) Employee

<b>Sector</b>	<b>No. of Establishments</b>	<b>Establishments (without Principal Job Employee)</b>	<b>% in Same Sector</b>
Ocean Going	254	16	6.30
River Trade	47	2	4.26
Local Vessel	286	12	4.20
Ashore	225	9	4.00
Total	812	39	4.80

1.20 If we look at the number of establishments which did not have principal job employee from another point of view, which is sector base, it was found that 89.69% of ocean going establishments might only a representative office in Hong Kong. They did not have principal job employees of their own sectors, but might have employees of other sectors.

1.21 Table 1.5 shows the distribution of representative offices for the industry by sector base. Please note the total number of establishments is not the same with the total in Table 1.4, this is because some establishments might have completed two different sets of questionnaires if they claimed they had activities in more than one sector.

Table 1.5: Number of Establishments with No Principle Job (Sector Based) Employee

<b>Sector</b>	<b>No. of Establishments</b>	<b>Establishments (without Principal Job Employees)</b>	<b>% in Same Sector</b>
Ocean Going	97	87	89.69%
River Trade	39	34	87.18%
Local Vessel	271	95	35.06%
Ashore	708	22	3.11%

## Summary of Vessels Distribution

1.22 The survey also investigated the number of establishments who owned/managed vessels in Hong Kong. Table 1.6 shows the findings for this purpose. 3,937 vessels were owned by 391 establishments at the time of survey. The table does not indicate that the establishments have recruited staff in Hong Kong to work on these 3,937 vessels. The staff may be recruited by overseas companies.

Table 1.6: Number of Vessels by Branch and by Sector

Branch	No. of Establishments	No. of Vessels			Overall
		Ocean Going	River Trade	Local Vessel	
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	54	1 962	0	0	1 962
Ship Owners of Sea-going Vessels	26	221	0	0	221
Operators of Sea-going Vessels	9	95	0	0	95
Ship Owners and Managers	6	119	0	12	131
Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	39	0	357	0	357
Inland Water Transport	165	6	0	662	668
Mid-stream Operation	62	0	0	151	151
Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	11	0	0	51	51
Shipbrokers	2	0	0	2	2
Classification Societies	0	0	0	0	0
Marine Equipment; Shipbuilders and Repairers	4	2	0	54	56
Marine Insurance	0	0	0	0	0
Maritime Law	0	0	0	0	0
Ship Finance	0	0	0	0	0
Ship Registration and Port Authorities	1	0	0	49	49
Other Services	12	0	0	194	194
Total	391	2 405	357	1 175	3 937

## Principal and Non-principal Job Employees

1.23 According to the terms of reference of the Maritime Services Training Board, the survey only focused on employees whose principal jobs were related to the



business/operation/technical aspects of the maritime services industry. All the related job descriptions for principal jobs are described in the survey document in Appendix 14. But, the survey also collected the number of non-principal job employees for different branches. The detailed breakdown is presented in Table 1.7.

Table 1.7: Number of Employees for Principal and Non-principal Jobs

<b>Industry</b>	<b>No. of Establishments</b>	<b>Principal Job Employees</b>	<b>Non-principal Job Employees</b>	<b>Overall</b>
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	198	7 191	1 648	8 839
Ship Owners of Sea-going Vessels	30	122	160	282
Operators of Sea-going Vessels	16	572	786	1 358
Ship Owners and Managers	10	727	361	1 088
Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	47	1 677	1 104	2 781
Inland Water Transport	177	2 779	237	3 016
Mid-stream Operation	109	870	246	1 116
Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	47	3 549	587	4 136
Shipbrokers	67	235	76	311
Classification Societies	11	72	32	104
Marine Equipment; Shipbuilders and Repairers	16	1 100	215	1 315
Marine Insurance	19	275	45	320
Maritime Law	12	137	2	139
Ship Finance	8	69	3351	3 420
Ship Registration and Port Authorities	5	804	527	1 331
Other Services	40	3 262	3 720	6 982
Total	812	23 441	13 097	36 538

1.24 The HSIC relies on the declaration by the companies for their businesses and operations. It is known that some companies in the capacity of sub-contractors have employees working in the industry of maritime services but for some reasons they do not declare their businesses and operations as maritime services. As a result, these companies would be out of the scope of this survey.

## Points to Note

1.25 Readers should pay attention to the following when reading the report:

- I. In the following sections, the word *establishments* refers to the number of companies in the maritime services industry;
- II. The manpower findings presented refer to industry-related employees only. Those administrative and other supporting personnel are excluded;
- III. The findings of this survey refer to personnel involved in the 4 sectors specified in the survey documents only;
- IV. The emphasis of this survey is on the employees of Hong Kong.

1.26 The findings of this survey reflect the manpower situation of the maritime services industry in August 2014. However, the uncertainty in global economy will have an effect on manpower demand and planning. The manpower data and forecast in the report should therefore be read in this context.

## Rounding of Figures

1.27 There may be a slight discrepancy between the sum of individual items and the totals as shown in the tables owing to rounding.

## Presentation of the Report

1.28 There is a separate section for each of the sectors surveyed. A summary of the key survey findings and their analyses are presented in the appropriate sections of the sectors. The last section is *Conclusions & Recommendations*. For other survey findings, the relevant statistical tables are in Appendix 12.

## Release of the Survey Findings

1.29 This report presents the findings from the survey. It is also available online at <http://www.vtc.edu.hk>. The detailed pathway on the website is shown as below:

***About VTC → Governance Structure → The Council → Training Boards and General Committees → Maritime Services Training Board → Publications***

## **Acknowledgements**

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## SECTION II : SUMMARY OF SURVEY FINDINGS (OCEAN GOING SECTOR)

### Establishments in Ocean Going Sector

2.1 The survey revealed that in August 2014, 95 establishments were found in *ocean going sector*. But, 2 other establishments which were in other branches claimed that they have business and/or staff in ocean going sector. The distribution of these establishments is summarized in Table 2.1 below. These establishments claimed that they owned and operated ocean going vessels at the time of the survey.

Table 2.1: Distribution of Establishments (Owned / Operated Vessels)

Branch	No. of Establishments
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	54
Ship Owners of Sea-going Vessels	26
Operators of Sea-going Vessels	9
Ship Owners and Managers	6
Inland Water Transport	1
Marine Equipment; Shipbuilders and Repairers	1
All Branches	97

2.2 These 97 establishments responded that they owned/operated *ocean going* vessels. Table 2.2 shows the types of ships they owned/operated. 2,405 ships were involved in *ocean going* business.

Table 2.2: Summary of Vessels under Ownership/Management

Types of Ship	No. of Ships in 2014	Estimated No. of Ships in			
		2015		2016	
		No.	% change	No.	% change
Tankers, Combination Carriers	474	553	16.67	563	18.78
Bulk Carriers	1 092	1 189	8.88	1 198	9.71
Container Vessels	691	750	8.54	792	14.62
Other Cargo Ships	143	129	-9.79	127	-11.19
Passenger Ships	1	1	-	1	-
Others	4	4	-	4	-
Total	2 405	2 626	9.19	2 685	11.64

*Remark: % change compared with 2014*

2.3 Among the 97 establishments, 87 establishments stated that they did not employ officers/ratings in Hong Kong. These 87 establishments owned/operated 2,226 vessels at the time of survey. It was calculated that 179 vessels were owned/operated by 10 *ocean going* establishments who recruited employees in Hong Kong. Establishments also forecasted the future trends for 2015 and 2016.

### Number of Seafarers Employed on Ocean Going Vessels under Hong Kong Ownership/Management

2.4 In the survey, there were 2 major categories of seafarers, namely *officer* and *rating*. Under each category, there were also different positions on board. Table 2.3 and 2.4 show the breakdown of the 2 categories with different job positions. 30 HK seafarers were *ocean going* related.

Table 2.3: Number of Officers Employed

Job Title	No. of Officer Posts on Board	No. of Officers Employed			% of HK Officers Employed
		HK	Non-HK	Total	
Master	2 450	0	179	179	-
Chief Engineer	2 448	1	178	179	0.56
Chief Officer	2 450	2	179	181	1.10
2nd Engineer	2 454	3	179	182	1.65
2nd Officer	2 549	2	191	193	1.04
3rd Engineer	2 457	0	177	177	-
3rd Officer	2 499	0	206	206	-
4th Engineer	2 447	1	173	174	0.57
Junior Engineer / Training Engineer	137	0	24	24	-
Deck Cadet	2 368	9	188	197	4.57
Engineer Cadet	2 343	3	185	188	1.60
Electro-technical Officer	2 288	1	95	96	1.04
Refrigeration Engineer	6	0	6	6	-
*Others	17	0	5	5	-
Total	26 913	22	1 965	1 987	1.11

Remark: % represents no. of HK officers employed divided by no. of officers employed in same job title

\* Others: Junior officer, Radio officer, E/E Cadet

Table 2.4: Number of Ratings Employed

Job Title	No. of Rating Posts on Board	No. of Ratings Employed			% of HK Ratings Employed
		HK	Non-HK	Total	
Chief Petty Officer / Bosun	2 447	0	179	179	-
Pumpman	125	1	37	38	2.63
Fitter	2 332	0	111	111	-
Sailor	11 237	0	700	700	-
Motorman	4 904	0	472	472	-
Rating (General Purpose)	4 191	6	142	148	4.05
Steward	362	1	142	143	0.70
Cook	772	0	181	181	-
Laundry Man	194	0	6	6	-
Others *	386	0	30	30	-
Total	26 950	8	2 000	2 008	0.40

*Remark: % represents no. of HK ratings employed divided by no. of ratings employed in same job title*

*\* Other Job Titles: Wiper, Security, Waiter, Oiler, Boiler technician, Petty officer, Diver, Carpenter, Messman*

2.5 Although the total number of posts was more than fifty thousand, most of the posts were managed by overseas companies in other countries, only a small portion of posts were employed in Hong Kong. Of those seafarers who were hired from Hong Kong, only 0.75% were HK employees. Table 2.5 sets out the full picture of the posts and seafarers on board. It compared the number of HK, non-HK employees and the number of posts on board.

Table 2.5: Summary of Posts and Employees Managed in HK

Job Title	No. of Posts on Board	No. of Employees Employed			% of HK Employees
		HK	Non-HK	Total	
Officers	26 913	22	1 965	1 987	7.4
Ratings	26 950	8	2 000	2 008	7.5
Total	53 863	30	3 965	3 995	7.4

*Remark: % represents no. of HK employees over the corresponding no. of posts*

## Supplementary Statistics of Seafarers

2.6 Hong Kong employees who are employed in the capacity of seafarers are required to register with the Marine Department (MD). As at 31 December 2014, 175 officers and 16 ratings were registered. These 191 HK seafarers worked on ocean going vessels. There was a noticeable difference between the number of HK seafarers registered at MD and the number of HK seafarers employed in the survey. One possible explanation for this is that this may be because some of the HK seafarers were employed by overseas companies and these companies were out of the scope of the survey.

### Number of Vacancies and Number of Posts for Seafarers

2.7 At the time of the survey, employers reported that there were no vacancies (managed in Hong Kong) in the two categories of job titles (*officer* and *rating*) for HK seafarers. There were no immediate available posts for which the establishments were trying to recruit at the time of the survey. The Training Board assumed that the employers looked for suitable candidates overseas due to the recruitment difficulty in Hong Kong.

2.8 On the other hand, respondents revealed that there were 60 HK seafarer posts on board. Table 2.6 displays the information of posts compared with the seafarers employed.

Table 2.6: Number of Posts on Board

Posts on Board	No. of Posts		No. of Employees	
	HK	Non-HK	HK	Non-HK
Officers	52	26 861	22	1 965
Ratings	8	26 942	8	2 000
Total	60	53 803	30	3 965

### Age Ranges of Seafarers

2.9 In order to find out the seafarer retirement situation for the industry, the survey establishments were asked the ages of their active seafarers. Active seafarers refer to officers/ratings employed or had been employed on board within the last 12 months at the time of survey.

2.10 Table 2.7 and 2.8 present the age distribution for this purpose. Please note that not all establishments provided the age information of their employees, hence, the numbers are not equal to the numbers in Table 2.6.

Table 2.7: Age Distribution of Active HK Officers Listed

<b>Job Title</b>	<b>No. of Active HK Officers</b>	
	<b>50 or below</b>	<b>51 or above</b>
Chief Engineer	-	2
Chief Officer	2	2
2nd Engineer	1	2
2nd Officer	4	-
4th Engineer	2	-
Deck Cadet	17	-
Engineer Cadet	3	-
Electro-technical Officer	-	1
Total	29	7

Table 2.8: Age Distribution of Active HK Ratings Listed

<b>Job Title</b>	<b>No. of Active HK Ratings</b>	
	<b>50 or below</b>	<b>51 or above</b>
Pumpman	-	1
Rating (General Purpose)	3	3
Steward	-	1
Total	3	5



## Manpower (Seafarers) Change, Forecast and Comparison for 2014, 2015 and 2016

2.11 Establishments were requested to estimate the manpower situations in 2015 and 2016. Tables 2.9 and 2.10 display the forecasts by employers for the ocean going related job titles.

Table 2.9: Manpower Forecasted (Officers) by Employers

Job Title	Officers Employed (Manpower)			Estimated Officers Employed			
	2014			2015		2016	
	HK	Non-HK	Sub-total	No.	% change	No.	% change
	No.	No.	No.				
Master	0	179	179	202	12.85	253	41.34
Chief Engineer	1	178	179	202	12.85	253	41.34
Chief Officer	2	179	181	202	11.60	253	39.78
2nd Engineer	3	179	182	203	11.54	254	39.56
2nd Officer	2	191	193	220	13.99	271	40.41
3rd Engineer	0	177	177	200	12.99	251	41.81
3rd Officer	0	206	206	243	17.96	294	42.72
4th Engineer	1	173	174	212	21.84	250	43.68
Junior Engineer / Training Engineer	0	24	24	28	16.67	33	37.50
Deck Cadet	9	188	197	260	31.98	302	53.30
Engineer Cadet	3	185	188	240	27.66	279	48.40
Electro-technical Officer	1	95	96	98	2.08	108	12.50
Refrigeration Engineer	0	6	6	6	0.00	6	0.00
Others *	0	5	5	6	20.00	6	20.00
Total	22	1 965	1 987	2 322	16.86	2 813	41.57

Remark: % change is no. of officers compared with the figure for the same job title in 2014

\* Others: Junior officer, Radio officer, E/E Cadet

Table 2.10: Manpower Forecasted (Ratings) by Employers

Job Title	Ratings Employed (Manpower)			Estimated Ratings Employed			
	2014			2015		2016	
	HK	Non-HK	Sub-total	No.	% change	No.	% change
	No.	No.	No.				
Chief Petty Officer / Bosun	0	179	179	204	13.97	235	31.28
Pumpman	1	37	38	45	18.42	55	44.74
Fitter	0	111	111	115	3.60	130	17.12
Sailor	0	700	700	802	14.57	907	29.57
Motorman	0	472	472	552	16.95	634	34.32
Rating (General Purpose)	6	142	148	166	12.16	176	18.92
Steward	1	142	143	161	12.59	199	39.16
Cook	0	181	181	205	13.26	246	35.91
Laundry Man	0	6	6	6	0.00	6	0.00
Others *	0	30	30	33	10.00	35	16.67
Total	8	2 000	2 008	2 289	13.99	2 623	30.63

*Remark: % change is no. of ratings compared with the figure for the same job title in 2014*

*\* Others: Wiper, Security, Waiter, Oiler, Boiler technician, Petty officer, Diver, Carpenter, Messman*

2.12 A summary of the manpower (Seafarers) forecasted by employers is displayed below in Table 2.11.

Table 2.11: Summary of Manpower Forecasted by Employers

Job Title	Actual Manpower	Estimated Manpower			
	2014	2015		2016	
	No.	No.	% change	No.	% change
Officers	1 987	2 322	16.86	2 813	41.57
Ratings	2 008	2 289	13.99	2 623	30.63
Total	3 995	4 611	15.42	5 436	36.07

## Training Needs for HK employees

2.13 In order to find out the training needs of HK employees, the surveyed establishments were asked for the estimated number of promotional posts in 2015 and 2016 for HK employees. Based on the number of promotional posts, employers should arrange trainings for the appropriate rank employees so that they can be better prepared for the promotions. Table 2.12 displays the estimated promotional posts by employers.

Table 2.12: Promotional Posts for HK Employees

Job Title	Estimated No. of Promotional Posts for HK Employees			
	2015		2016	
	No.	% of Same Job Title	No.	% of Same Job Title
2nd Engineer	0	NA	2	66.67
2nd Officer	3	150.00	1	50.00
3rd Officer	2	NA	3	NA
Total	5	13.51	6	13.64

2.14 The Training Board considers that the figures do not reflect the training needs of the ocean going sector. This is because establishments usually require their seafarers to attend skills upgrading courses from time to time. Moreover, some of the respondents had difficulty in answering the number of promotional posts.

2.15 The survey asked the retirement situation of the active HK seafarers. 51 or above is the age group of employees who are going to retire within 10 years and new entrants are required to replace them. Table 2.13 shows the summary of job positions and number of HK active seafarers who were age over 51 or above at the time of survey.

Table 2.13: Active HK Seafarers to be retired

Job Title	51 or above
Chief Engineer	2
Chief Officer	2
2nd Engineer	2
Electro-technical Officer	1
Pumpman	1
Rating (General Purpose)	3
Steward	1
Total	12

2.16 In Table 2.6 from paragraph 2.8, it is noticed that there were 52 officer posts and 8 ratings posts for HK employees at the time of the survey. Post-secondary education is one of the entry requirements for these posts, hence, more graduates of post-secondary qualifications have to be produced in order to solve the problem of recruitment difficulty. Appendix 7 shows the number of full-time graduates and courses offered by local tertiary institutes for the maritime services industry.

### SECTION III : SUMMARY OF SURVEY FINDINGS (RIVER TRADE SECTOR)

#### Establishments in River Trade Sector

3.1 The survey revealed that in August 2014, 39 establishments (Table 3.1) were found in *river trade sector*. Unlike *ocean going sector*, no other branch had business in river trade except the branch (branch 5) for river trade vessels. The 39 establishments claimed that they had operated river trade vessels at the time of survey.

Table 3.1: Branch of Establishments (Operated Vessels)

Branch	No. of Establishments
Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	39

3.2 Table 3.2 shows the types of ships they operated. 357 ships were in *river trade sector*. The survey found that there was almost no increase in the number of ships from 2014 to 2016.

Table 3.2: Summary of Ships under Operations

Types of Ships	No. of Ships in 2014	Forecast No. of Vessels in			
		2015		2016	
		No.	% change	No.	% change
Jetfoils	15	15	-	15	-
Catamarans & Jetcats	46	46	-	46	-
Others Cargo Ships	296	297	0.34	297	0.34
Total	357	358	0.28	358	0.28

*Remark: % of change compared with 2014*

## Number of Hong Kong Seafarers

3.3 The survey asked employers for the number of HK seafarers employed on 15 August 2014. There was a high possibility that HK seafarers were employed by overseas companies, such as shipping companies in the Mainland or Macau, but this was out of the scope of the survey. The survey only looked at the establishments in Hong Kong. Table 3.3 shows the number of seafarers in different job titles.

Table 3.3: Number of Seafarers Employed

<b>Job Title</b>	<b>No. of HK Seafarers Employed</b>	<b>% share of the Total Employees</b>
Master	99	10.55
Chief Officer	97	10.34
Night Vision Officer	66	7.04
Deck Cadet	0	0.00
Chief Engineer	110	11.73
Junior/Assistant Engineer	0	0.00
Fitter	23	2.45
Sailor	201	21.43
Motorman	107	11.41
Rating (General Purpose)	16	1.71
Cabin Attendant	218	23.24
Clerk on Board	1	0.11
Total	938	100.00

## Supplementary Statistics of Seafarers

3.4 According to the information from MD, as at 31 December 2014, 589 HK officers and 722 HK ratings were registered. These 1,311 HK seafarers worked on river trade vessels.

3.5 The Training Board considered that the number of HK seafarers employed at the time of survey did not reflect the realistic situation of the sector. One reason might be that some respondents hired the HK seafarers via their subsidiary companies in the Mainland. These subsidiary companies were outside the scope of the survey.

## Age Distribution of Hong Kong Seafarers

3.6 Employers reported that in August 2014, a total of 49.79% HK seafarers aged below 50 were engaged in the principal jobs in *river trade related business*. Of the 49.79% employees, most of them were cabin attendant, sailor level. For the employees in senior levels such as *master* and *chief officer*, they were all over the age of 50. The Training Board considers that employers should recruit more deck cadets and develop them to become future senior officers. Number of employees and the corresponding percentage of employees in the same job level are shown in Table 3.4.

Table 3.4: Age Distribution of Seafarers Employed

Job Title	50 or below		51 to 60		61 or above		Overall
	No.	%	No.	%	No.	%	
Master	0	0.00	66	66.67	33	33.33	99
Chief Officer	0	0.00	66	68.04	31	31.96	97
Night Vision Officer	46	69.70	20	30.30	0	0.00	66
Deck Cadet	0	-	0	-	0	-	0
Chief Engineer	0	0.00	75	68.18	35	31.82	110
Junior/Assistant Engineer	0	-	0	-	0	-	0
Fitter	0	0.00	23	100.00	0	0.00	23
Sailor	196	97.51	5	2.49	0	0.00	201
Motorman	0	0.00	107	100.00	0	0.00	107
Rating (General Purpose)	6	37.50	8	50.00	2	12.50	16
Cabin Attendant	218	100.00	0	0.00	0	0.00	218
Clerk on board	1	100.00	0	0.00	0	0.00	1
Total	467	49.79	370	39.45	101	10.77	938

## Number of Job Vacancies for Seafarers

3.7 At the time of the survey, employers reported 28 job vacancies (or 2.99% of the total seafarers) in the *river trade* related business. Although the survey also asked the reasons for vacancies, employers chose not to disclose the reasons. It was assumed that the employees left their current companies and took up other positions in the maritime services industry. The number of job vacancies and the related job titles are shown in Table 3.5.

Table 3.5: Number of Job Vacancies by Job Title

Job Title	No. of Vacancies	% of Total Vacancies	% of Total Employed in Same Job Level
Sailor	6	21.43	2.99
Cabin Attendant	22	78.57	10.09
Total	28	100.00	2.99

### Manpower Change, Forecast and Comparison for 2014, 2015 and 2016

3.8 Establishments were requested to estimate the manpower situation in 2015 and 2016. Tables 3.6 displays the forecast by employers for the *river trade sector*.

Table 3.6: Manpower Forecasted by Employers

Job Title	Manpower of HK Seafarers in 2014	Projected No. of HK Seafarers to be Employed			
		2015		2016	
		No.	% change	No.	% change
Master	99	99	0.00	99	0.00
Chief Officer	97	97	0.00	97	0.00
Night Vision Officer	66	66	0.00	66	0.00
Deck Cadet	0	0	-	0	-
Chief Engineer	110	110	0.00	110	0.00
Junior/Assistant Engineer	0	0	-	0	-
Fitter	23	23	0.00	23	0.00
Sailor	207	207	0.00	207	0.00
Motorman	107	107	0.00	107	0.00
Rating (General Purpose)	16	16	0.00	16	0.00
Cabin Attendant	240	240	0.00	240	0.00
Other Job Titles	519	519	0.00	519	0.00
Total	966	966	0.00	966	0.00

Remark: % change is no. of employees compared with the figure for the same job title in 2014



## Training Needs for Promotion of HK employees

3.9 The survey found that establishments had a number of vacancies for cabin attendant. On the other hand, the number of seafarers was very stable. At the time of the survey, establishments revealed that no promotional post for principal job was planned for 2015 and 2016. Only two respondents indicated that they had promotional posts for Class 3 Local Engineer.

3.10 A number of skills upgrading courses are offered by Maritime Services Training Institute. These courses may fulfill the requirement of the seafarers for further promotions.

3.11 If we look at the retirement situation of the seafarers employed, it was found that 370 seafarers were age 51 or above while 101 seafarers were age 61 or above. The total is around 50.22% of the overall number of employees in *river trade sector*. It is assumed that the 101 seafarers aged 61 or above will retire at any time, but retirement age may be deferred due to a lack of manpower. Nevertheless, the sector has to find a way to attract youngsters to join the industry in order to sustain the development. In Appendix 7, it was projected there are 350 and 306 full-time graduates produced in 2014 and 2015 respectively.

Table 3.7 Seafarers to be retired in River Trade Sector

Job Title	51 to 60		61 or above		Overall
	No.	%	No.	%	
Master	66	66.67	33	33.33	99
Chief Officer	66	68.04	31	31.96	97
Night Vision Officer	20	30.30	0	0.00	20
Deck Cadet	0	-	0	-	0
Chief Engineer	75	68.18	35	31.82	110
Junior/Assistant Engineer	0	-	0	-	0
Fitter	23	100.00	0	0.00	23
Sailor	5	2.49	0	0.00	5
Motorman	107	100.00	0	0.00	107
Rating (General Purpose)	8	50.00	2	12.50	10
Cabin Attendant	0	0.00	0	0.00	0
Clerk on board	0	0.00	0	0.00	0
Total	370	39.45	101	10.77	471

## SECTION IV : SUMMARY OF SURVEY FINDINGS (LOCAL VESSEL SECTOR)

### Establishments in Local Vessel Sector

4.1 The survey revealed that in August 2014, 230 establishments were found in *local vessel sector* (*Inland Water Transport* and *Mid-stream Operation branches*). But, 41 other establishments which were in other branches claimed that they had business and/or staff in *local vessel sector*. The distribution of these establishments is summarized in Table 4.1 below. These establishments claimed that they had businesses in *local vessel sector* at the time of survey.

Table 4.1: Distribution of Establishments

Branch	No. of Establishment (NOT Own/Operate Ship)	No. of Establishment (Own/Operate Ships)
Ship Owners and Managers	0	1
Inland Water Transport	3	165
Mid-stream Operation	0	62
Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	10	11
Shipbrokers	0	2
Marine Equipment; Shipbuilders and Repairers	0	4
Ship Registration and Port Authorities	0	1
Other Services	0	12
All Branches	13	258

4.2 The 258 establishments responded that they owned and/or operated local vessels. Table 4.2 shows the types of ships they owned/operated. 1,175 ships were in *local vessel sector*. The establishments also estimated the future trends for 2015 and 2016.

Table 4.2: Summary of Ships under Ownership/Management

Type of Vessels	No. of Vessels in 2014	Forecasted No. of Ships in			
		2015		2016	
		No.	% change	No.	% change
Ferries	81	83	2.47	83	2.47
Tug Boats	148	149	0.68	149	0.68
Motor Launches	267	269	0.75	269	0.75
Motor Cargo Boats	42	44	4.76	44	4.76
Lighter/Barges	271	271	0.00	271	0.00
Bunker Vessels	96	93	-3.13	93	-3.13
Pleasure Vessels	30	29	-3.33	29	-3.33
Others : Police craft	119	130	9.24	130	9.24
Others : Petrol boat	48	48	0.00	48	0.00
Others : Fireboat	9	9	0.00	9	0.00
Others : Pilotboat	14	14	0.00	14	0.00
Others : motor sampan, yacht, dangerous goods, survey boat, transportation boat	50	50	0.00	50	0.00
Total	1 175	1 189	1.19	1 189	1.19

*Remark: % change compared with 2014*

### **Supplementary Statistic of Pleasure Vessels**

4.3 According to the report *2014 Port of Hong Kong Statistical Tables* from MD, there were 8,959 Class IV (i.e. auxiliary powered yacht, cruiser and open cruiser) licensed pleasure vessels as at 31 December 2014. The Training Board noticed that there were a large numbers of pleasure vessels which were privately owned or owned by companies which were not in the maritime services industry. These companies were all outside the scope of the survey.

## Number of Hong Kong Seafarers Employed

4.4 The survey revealed that in August 2014, 4,694 seafarers were engaged in the principal jobs of the *local vessel sector*. These 4,694 seafarers came from the 176 establishments with *local vessel* related business in Hong Kong. Meanwhile, 95 establishments indicated that they employed no technical staff. This might be because they were only offices to arrange work for other parties and/or serve as middlemen between parties. Table 4.3 shows the breakdown of the employees in different branches.

Table 4.3: Number of Hong Kong Seafarers Employed

Branch	No. of Establishments without Seafarer	No. of Establishments with Seafarers	Number of Seafarers Engaged
Ship Owners and Managers	0	1	104
Inland Water Transport	43	125	1 720
Mid-stream Operation	44	18	91
Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	3	18	180
Shipbrokers	1	1	1
Marine Equipment; Shipbuilders and Repairers	1	3	206
Ship Registration and Port Authorities	0	1	296
Other Services	3	9	2 096
Total	95	176	4 694

## Supplementary Statistics of Pleasure Vessel Crews

4.5 As at 26 May 2015, 10,853 certificates of Pleasure Vessel Grade 1 Operator and 44,997 certificates of Pleasure Vessel Grade 2 Operator had been issued by MD. The people holding these certificates may work in part-time and/or as freelancers. They may also be hired by companies which were not in maritime services business. These companies are not included in the branches in Table 4.3.

## Age Ranges of Seafarers

4.6 In order to find out the retirement situation of the Hong Kong seafarers, the survey establishments were asked the ages of the employed seafarers. Table 4.4 presents the age distribution for this purpose.

Table 4.4: Age Distribution of Local Seafarers

Job Title	50 or below		51 to 60		61 or above		Not Specified		Overall
	No.	%	No.	%	No.	%	No.	%	
Coxswain	449	34.97	555	43.22	213	16.59	67	5.22	1 284
Assistant Coxswain	128	44.76	109	38.11	31	10.84	18	6.29	286
Sailor	1 014	53.42	527	27.77	251	13.22	106	5.58	1 898
Engine Operator	153	21.73	276	39.20	227	32.24	48	6.82	704
Assistant Engine Operator	289	60.97	154	32.49	31	6.54	0	0.00	474
Others *	29	60.42	15	31.25	4	8.33	0	0.00	48
Total	2 062	43.93	1 636	34.85	757	16.13	239	5.09	4 694

*\*Others: Cook, Steward, Senior Engineer, Handyman*

4.7 From the Table 4.4, it is noticed that the percentage of employees aged over 50 was high in general with the exception of assistant engine operators.

4.8 Overall, 50.98% of local seafarers were aged 51 or above at the time of survey. Therefore, it is anticipated that the aging problem will become more and more severe in the future.

### Salary Distribution

4.9 The respondents were requested to provide the average monthly income group. Average monthly income includes basic wage, cost-of-living allowance, meal allowance and other regular/guaranteed bonuses. 42.31% of employees were in the income range \$20,001 or above. Table 4.5 shows the salary distribution by job title.

Table 4.5: Salary Distribution of Hong Kong Crew Members Employed

Job Title	\$12,000 or below		\$12,001 - \$15,000		\$15,001 - \$20,000		\$20,001 or above		Not Specified		Overall
	No.	%	No.	%	No.	%	No.	%	No.	%	
Coxswain	12	0.93	46	3.58	287	22.35	873	67.99	66	5.14	1 284
Assistant Coxswain	0	0.00	43	15.03	92	32.17	138	48.25	13	4.55	286
Sailor	95	5.01	606	31.93	903	47.58	210	11.06	84	4.43	1 898
Engine Operator	112	15.91	26	3.69	173	24.57	347	49.29	46	6.53	704
Assistant Engine Operator	4	0.84	18	3.80	53	11.18	383	80.80	16	3.38	474
Others *	0	-	0	-	13	27.08	35	72.92	0	-	48
Total	223	4.75	739	15.74	1 521	32.40	1 986	42.31	225	4.79	4 694

*Remark: % share of the total in same job title, \*Others: Cook, Steward, Senior Engineer, Handyman*

## Number of Job Vacancies for Seafarers

4.10 At the time of survey, respondents revealed that there were 162 vacancies which represents 3.45% of the total number of seafarers. The job title of sailor had 57 vacancies which was the most popular. The number of existing vacancies by job title is illustrated in Table 4.6.

Table 4.6: Number of Vacancies by Job Title

Job Title	No. of Employees	No. of Vacancies	% of Total Vacancies	% of Total Employed
Coxswain	1 284	38	23.46	2.96
Assistant Coxswain	286	15	9.26	5.24
Sailor	1 898	57	35.19	3.00
Engine Operator	704	31	19.14	4.40
Assistant Engine Operator	474	17	10.49	3.59
Others *	48	4	2.47	8.33
Total	4 694	162	100.00	3.45

\*Others: Cook, Steward, Senior Engineer, Handyman

4.11 The survey also investigated the reasons for vacancies for the *local vessel sector*. Respondents said that the major reasons were that there was a lack of applicants and no qualified applicants for the posts. Some employers also revealed that no fixed working location made the job unpopular and the employees quitted the job. Table 4.7 displays the reasons for vacancies by job title.

Table 4.7: Reason for Vacancies by Job Title

Job Title	No Applicant	No Qualified Applicant	Other Reasons
Coxswain	5	6	0
Assistant Coxswain	4	5	1
Sailor	10	11	4
Engine Operator	8	9	0
Assistant Engine Operator	4	5	0
Others *	1	2	0
Total	30	38	5

\*Others: Cook, Steward, Senior Engineer, Handyman

## Manpower Change, Forecast and Comparison for 2014, 2015 and 2016

4.12 Establishments were requested to estimate the manpower situations (the sum of total seafarers and total vacancies) in 2015 and 2016. They forecasted that there will be 4,867 posts in 2015 and 4,835 in 2016. Among the job titles (*others\** excluded) in *local vessel sector*, *assistant engine operator* recorded the highest growth rate of 3.05% in 2015 and 3.26% in 2016. Tables 4.8 displays the forecast by employers.

Table 4.8: Manpower Forecast by Employers

Job Title	Actual Manpower in 2014	Forecasted Manpower in			
		2015		2016	
		No.	% change	No.	% change
Coxswain	1 322	1 335	0.98	1 328	0.45
Assistant Coxswain	301	298	-1.00	298	-1.00
Sailor	1 955	1 943	-0.61	1 923	-1.64
Engine Operator	735	733	-0.27	727	-1.09
Assistant Engine Operator	491	506	3.05	507	3.26
Others *	52	52	-	52	-
Total	4 856	4 867	0.23	4 835	-0.43

Remark: % change is no. of employees compared with the figure for the same job title in 2014

\*Others: Cook, Steward, Senior Engineer, Handyman

4.13 The Training Board considers that the negative manpower forecast in 2016 by employers may be due to the effect of the Hong Kong-Zhuhai-Macau Bridge.

### Training Requirement, Manpower Demand and Supply Analysis

4.14 It was noticed that 757 seafarers were aged over 61 or above in the *local vessel sector*. Although there was a small change in the manpower forecasted by the employers, the sector still has a large shortage of manpower at present.

4.15 According to the information from Appendix 7, number of full-time pre-employment graduates of *junior general purpose ratings* courses was 73 in 2014 with expected increases in 2015 and 2016, it is predicted that the manpower shortage will be slightly eased.

### **Training Needs of Existing Employees**

4.16 The survey revealed that employers required employees' training in respect of certificates/endorsements was 4,605 employees (in terms of man-times). It was observed that the top three most popular courses are as follows,

- I. Elementary First Aid and Proficiency in Medical First Aid;
- II. Fire-fighting (Local Craft);
- III. Personal Survival Techniques (Local Craft).

4.17 The survey also found that most of the training needs came from the branch of Inland Water Transport and/or establishments with employment size over 200. The training requirements by employers are shown in Table 4.9.



Table 4.9: Training Requirements for HK Crew Members (Man-times)

Job Title	Types of Trainings													Overall	
	Coxswain Grade 3 Certificate	Coxswain Grade 2 Certificate	Engine Grade 3 Certificate	Engine Grade 2 Certificate	Elementary First Aid and Proficiency in Medical First Aid	Fire-fighting (Local Craft)	Personal Survival Techniques (Local Craft)	Basic Radar Operator	Basic Safety Training for Local Vessels' Crew	Basic Handling of Dangerous Goods (Local Vessel)	Oil Carrier Safety (Local Vessel)	Shipboard Crane Operator Safety	Others (Please Specify)		Others (Please Specify)
Coxswain	39	103	8	17	155	127	127	102	24	10	14	9	38	15	788
Assistant Coxswain	39	55	13	0	57	57	52	37	0	0	0	3	19	12	401
Sailor	228	253	226	197	344	398	238	125	0	0	28	18	0	20	2 477
Engine Operator	5	0	36	77	94	77	0	36	0	0	12	37	0	30	481
Assistant Engine Operator	7	0	56	45	70	70	31	26	0	0	4	23	0	13	415
Others *	0	0	0	0	11	11	0	0	0	0	0	0	0	10	43
Total	318	411	339	336	731	740	423	248	10	58	90	57	100	4 605	

\*Others: Cook, Steward, Senior Engineer, Handyman

## SECTION V : SUMMARY OF SURVEY FINDINGS (ASHORE SECTOR)

### Establishments in Ashore Sector

5.1 The survey revealed that in August 2014, 708 establishments with business in *ashore sector* were found in all the 16 branches. The distribution of these establishments is summarized in Table 5.1 below. These establishments claimed that they have principal job and non-principal job employees.

Table 5.1: Distribution of Establishments with Ashore Business

Branch	No. of Establishments
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	198
Ship Owners of Sea-going Vessels	24
Operators of Sea-going Vessels	16
Ship Owners and Managers	5
Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	45
Inland Water Transport	110
Mid-stream Operation	103
Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	30
Shipbrokers	66
Classification Societies	11
Marine Equipment; Shipbuilders and Repairers	16
Marine Insurance	19
Maritime Law	12
Ship Finance	8
Ship Registration and Port Authorities	5
Other Services	40
All Branches	708

## Number of People Employed

5.2 These 708 establishments responded that they recruited HK and non-HK employees. At the time of survey, the respondents revealed that 94.84% were HK employees. Table 5.2 shows the distribution of employees by job area.

Table 5.2: Distribution of Employees by Job Area

Job Area	Total Employees	HK Employees		Non-HK Employees	
		No.	%	No.	%
Administration, Management & Human Resource	1 136	997	87.76	139	12.24
Business and Trade	1 809	1 683	93.03	126	6.97
Operations	7 234	7 135	98.63	99	1.37
Technical and Consultancy	2 608	2 402	92.10	206	7.90
Marine Law and Insurance	707	611	86.42	96	13.58
Training and Education	70	67	95.71	3	4.29
Account and Finance	166	155	93.37	11	6.63
Safety and Risk Management	82	51	62.20	31	37.80
Editor	2	0	-	2	100.00
Total	13 814	13 101	94.84	713	5.16

## Number of Job Vacancies

5.3 At the time of the survey, employers reported that there was 342 immediate vacancies. The most severe shortage of manpower was in the job area of *operations*, in terms of number of vacancies. Table 5.3 shows the number of vacancies by job area.

Table 5.3: Number of Vacancies by Job Area

<b>Job Area</b>	<b>No. of Employees</b>	<b>No. of Vacancies</b>	<b>% in Same Job Area</b>
Administration, Management & Human Resource	1 136	6	0.53
Business and Trade	1 809	24	1.33
Operations	7 234	205	2.83
Technical and Consultancy	2 608	94	3.60
Marine Law and Insurance	707	4	0.57
Training and Education	70	3	4.29
Account and Finance	166	2	1.20
Safety and Risk Management	82	3	3.66
Editor	2	1	50.00
<b>Total</b>	<b>13 814</b>	<b>342</b>	<b>2.48</b>

5.4 The employers also reported the reasons for vacancies. The major reason was that there was a lack of qualified applicants at the time of the survey. Table 5.4 shows the reasons by job area.

Table 5.4: Reasons for Vacancies by Job Area

<b>Job Area</b>	<b>No Applicant</b>	<b>No Qualified Applicant</b>	<b>Insufficient Professional Training</b>	<b>Need of Business</b>	<b>Retirement</b>	<b>Others</b>	<b>Overall</b>
Administration, Management & Human Resource	0	1	0	0	1	0	2
Business and Trade	0	8	1	2	0	0	11
Operations	7	16	0	2	1	1	27
Technical and Consultancy	6	14	0	3	1	0	24
Marine Law and Insurance	0	2	0	2	0	0	4
Training and Education	0	2	0	0	0	1	3
Account and Finance	0	0	1	0	0	1	2
Safety and Risk Management	0	1	0	0	1	0	2
Editor	0	1	0	0	0	0	1
<b>Total</b>	<b>13</b>	<b>45</b>	<b>2</b>	<b>9</b>	<b>4</b>	<b>3</b>	<b>76</b>

## Employees with Ex-seafaring Experience (Officer)

5.5 At the time of the survey, people with seagoing experience but working ashore were identified as ex-seafarers. The survey found that 9.30% of employees with seagoing experience were working in the *ashore sector*. Table 5.5 shows the figures by job area.

Table 5.5: Employees with Ex-seafaring Experience by Job Area

Job Area	No. of Employees	No. of Employees with Ex-seafaring Experience	% of Employees with Ex-seafaring Experience
Administration, Management & Human Resource	1 136	160	14.08
Business and Trade	1 809	98	5.42
Operations	7 234	614	8.49
Technical and Consultancy	2 608	301	11.54
Marine Law and Insurance	707	15	2.12
Training and Education	70	44	62.86
Account and Finance	166	12	7.23
Safety and Risk Management	82	41	50.00
Editor	2	0	-
Total	13 814	1 285	9.30

## Supplementary Statistics of Ex-seafarers in Marine Department

5.6 MD recruited a number of ex-seafarers in their department. MD is one of the employment areas which attract ex-seafarers. As at 31 December 2014, the employees working at MD, who has sea going experience is listed in table 5.6.

Table 5.6: Employees with Ex-seafaring Experience at MD

Post	Establishment	Strength
Deputy Director of Marine (D3)	1	1
Assistant Director of Marine (D2)	6	6
Principal Marine Officer (D1)	4	4
Principal Surveyor of Ships (D1)	7	7
Hydrographer (D1)	1	1
Senior Marine Officer	20	18
Marine Officer	38	30
Marine Controller	13	12
Assistant Marine Controller	42	33
Senior Surveyor of Ships	17	16
Surveyor of Ships	32	26
Total	181	154

## Manpower Change, Forecast and Comparison for 2014, 2015 and 2016

5.7 Establishments were requested to estimate the manpower situations in 2015 and 2016. Tables 5.7 displays the forecast by employers for the *ashore sector*. A mild growth in 2015 and 2016 was forecasted.

Table 5.7: Manpower Forecasted by Employers

Job Area	Manpower in 2014	Forecasted No. of Employees in			
		2015		2016	
		No.	% change	No.	% change
Administration, Management & Human Resource	1 142	1 144	0.18	1 141	-0.09
Business and Trade	1 833	1 834	0.05	1 838	0.27
Operations	7 439	7 551	1.51	7 539	1.34
Technical and Consultancy	2 702	2 709	0.26	2 703	0.04
Marine Law and Insurance	711	726	2.11	726	2.11
Training and Education	73	73	0.00	73	0.00
Account and Finance	168	167	-0.60	167	-0.60
Safety and Risk Management	85	83	-2.35	82	-3.53
Editor	3	3	0.00	3	0.00
Total	14 156	14 290	0.95	14 272	0.82

Remark: % change is no. of employees compared with the figure for the same job title in 2014

## Age Ranges of Employees with Ex-seafaring Experience (Officer)

5.8 In order to find out the employee retirement situation in *ashore sector*, the survey establishments were asked the ages of their employees with ex-seafaring experience. Table 5.8 presents the age distribution for this purpose. It was found that the aging rate in *ashore sector* was moderate if we only looked at the number of ex-seafarers compared with the number of total employees in the sector. But, it was calculated that 54.47% (700) of the employees were aged over 50 in the 1,285 employees with ex-seafaring experience.

Table 5.8: Age Distribution of Employees with Ex-seafaring Experience

Job Area	50 or below		51 - 60		61 or above		Overall
	No.	%	No.	%	No.	%	
Administration, Management & Human Resource	27	2.38	100	8.80	33	2.90	1 136
Business and Trade	44	2.43	42	2.32	12	0.66	1 809
Operations	283	3.91	242	3.35	89	1.23	7 234
Technical and Consultancy	178	6.83	92	3.53	31	1.19	2 608
Marine Law and Insurance	4	0.57	7	0.99	4	0.57	707
Training and Education	19	27.14	19	27.14	6	8.57	70
Account and Finance	12	7.23	0	0.00	0	0.00	166
Safety and Risk Management	18	21.95	10	12.20	13	15.85	82
Editor	0	0.00	0	0.00	0	0.00	2
Total	585	4.23	512	3.71	188	1.36	13 814

*Remark: % share in same position with or without ex-seafaring experience*

### **Training Requirement Analysis in Ashore Sector**

5.9 The survey mainly asked the employers the age ranges of their onshore personnel. 188 ex-seafarers were age 61 or above. Usually, 60 to 65 are the retirement ages of employees in Hong Kong. They will be retiring any time if there are new replacements. Moreover, there existed 342 vacancies which needed to be filled at the time of the survey, but the employers did not state that the 342 vacancies have to be filled by ex-seafarers.

## PART VI : CONCLUSIONS & RECOMMENDATIONS

### Use of the Manpower Survey Report

6.1 The findings of the survey reflect the manpower situation of the maritime services industry at the time of the survey. However, the current uncertainty in global economy may have an impact on manpower demand. The manpower data and forecast in the report should therefore be read in this context. Readers are advised to be cautious when using the findings as reference material.

### Summary of Employees Distribution According to Principal Job Titles

6.2 There are 4 sectors in the survey, a summary of the distribution of employees is provided in Table 6.1. The distribution is based on principal jobs of each sector. For *ocean going*, *river trade* and *local vessel sector*, they are mainly seafarers while those in *ashore sector* are personnel working onshore. The establishments were not asked the number of non-HK employees in the *river trade* and *local vessel sector* at this survey.

Table 6.1: Employee Distribution by Sector (Principal Job)

Sector	No. of HK Employees	No. of Non-HK Employees	Total
Ocean Going	30 (0.13%)	3 965 (16.91%)	3 995
River Trade	938 (4.00%)	- -	938
Local Vessel	4 694 (20.02%)	- -	4 694
Ashore	13 101 (55.89%)	713 (3.04%)	13 814
Total	18 763 (80.04%)	4 678 (19.96%)	23 441

*Remark: Numbers in brackets represent the % share of the total employees*

### Summary of Manpower for Principal Job Titles

6.3 The manpower situation with respect to the principal job titles of the corresponding sectors at the time of survey is summarized in Table 6.2. In fact, the employees can be recruited worldwide due to the characteristic of the maritime services industry.



Table 6.2: Manpower Distribution by Sector (Principal Job)

<b>Sector</b>	<b>No. of Employees</b>	<b>No. of Vacancies</b>	<b>Manpower</b>
Ocean Going	3 995	-	3 995
River Trade	938	28	966
Local Vessel	4 694	162	4 856
Ashore	13 814	342	14 156
Total	23 441	532	23 973

### **Trends of the Changes in Past Manpower**

6.4 In this survey, employers were requested to estimate their manpower in 2015 and 2016. Table 6.3 shows the trend of changes in the number of employees (HK and non-HK) engaged in the industry.

Table 6.3: Trends of Changes by Sector (Principal Job)

<b>Sector</b>	<b>2012</b>	<b>2014</b>	<b>2015 (estimated)</b>	<b>2016 (estimated)</b>
Ocean Going	3 506	3 995	4 611	5 436
River Trade	966	966	966	966
Local Vessel	4 812	4 856	4 867	4 835
Ashore	11 553	14 156	14 290	14 272
Total	20 837	23 973	24 734	25 509

6.5 The figures in Table 6.3 include the numbers for HK and non-HK employees. Readers may refer to the appropriate sections of this report and the 2012 report for the figures for HK employees.

6.6 Since the figure for *river trade sector* in 2012 was not available, employers opined that there was no change for the manpower in 2015 and 2016. In order to generate the manpower forecast, an assumption was made that 966 was the manpower number in 2012.

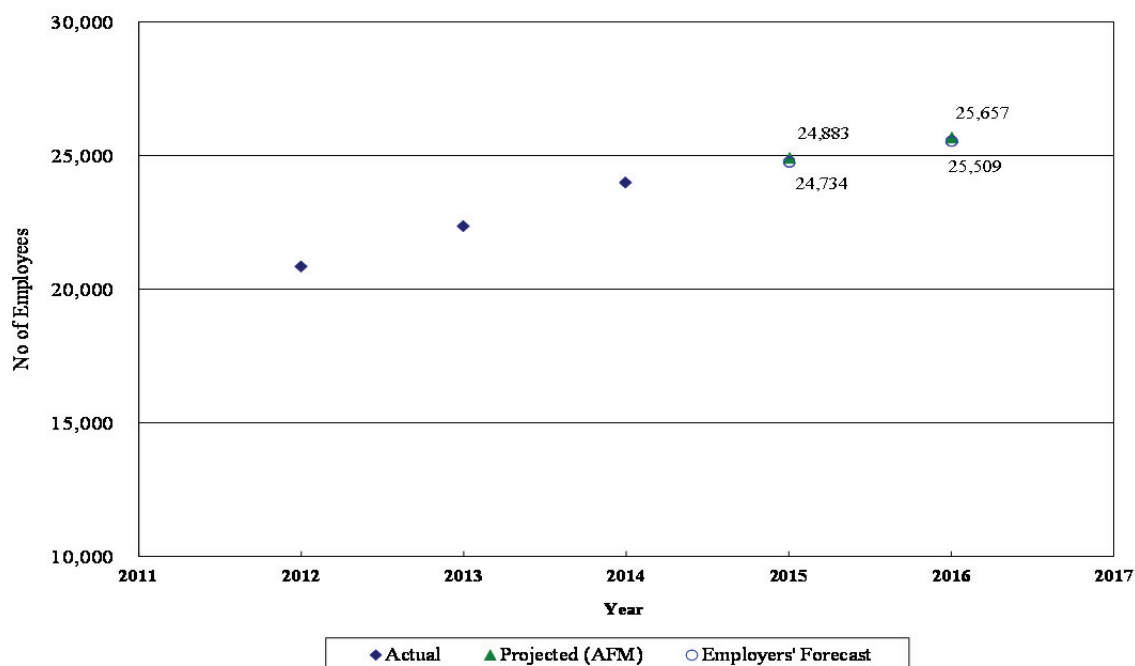
## Manpower Forecast

6.7 Besides employers' forecast, the Adaptive Filtering Method (AFM) was also used to project the manpower change. AFM is based on historical patterns in manpower series to extrapolate the future while the employers' forecast (EF) is based on the industry

experience of the respondents. Figure 1 illustrates the trend of manpower growth rates since 2012 by using the two methods.

Figure 1: Trend of Manpower Growth Rate

Manpower Projection in Maritimes Industry for 2015 -2016



6.8 More information on the manpower projection can be found in Appendix 13.

## Recruitment Difficulties and Aging Problem

6.9 The survey revealed that employers had difficulties in attracting suitable candidates with the relevant experience and qualifications. Although there were posts on board for the *ocean going sector*, it was rarely filled by Hong Kong employees.

6.10 In the *river trade sector*, the survey found that all of the seafarers in the senior posts such as *master, chief officer/engineer* were over age of 50. The same situation occurred in the *local vessel sector* for the local seafarers in the positions of *coxswain and engine operator*. This is a signal to establishments that they have to find replacements at this point in time or at some time in the future, and plan ahead to prepare for the wave of retirement.

6.11 The survey also revealed that employers in the *ashore sector* had difficulties in recruiting employees in the job areas of *operations* and *technical & consultancy*.

## **Business Review and Outlook**

### *World Economy Outlook*

6.12 Global growth remains moderate, with uneven prospects across the main countries and regions. The global economic growth in 2015 is estimated to be 3.5%. The outlook for advanced economies is improving, while growth in emerging market and developing economies is projected to be lower, primarily reflecting weaker prospects for some large emerging market economies, such as China and oil-exporting countries, such as USA.

6.13 An expected increase in the US interest rate, the remaining fragility of euro area, a further slowdown in developing economies and geopolitical conflicts, all these pose major concerns for the global economic outlook.

### *Mainland Development*

6.14 According to the ranking of top 10 world container ports in 2014, the Chinese ports occupied 7 positions. China saw significant positive growth in container volumes for the past years. Shanghai is the busiest container port worldwide, handling around 35.3 million TEUs.

6.15 Proposed by the Government of China, a plan to establish the Asian Infrastructure Investment Bank (AIIB) was developed in October 2014. As at May 2015, there were 57 countries joined the AIIB.

6.16 China's economy grew by 7.4% in 2014. It was projected to grow by 6.8% and 6.3% for the years 2015 and 2016 respectively. The slower growth projected for China would affect the world economy given its economy's large size and deep trade and financial linkage with other nations.

### *Hong Kong Port*

6.17 Hong Kong is one of the major ports in the world, in terms of tonnage of shipping using its facilities, cargo handled and number of passengers carried. Hong Kong handled 22.3 million TEUs in 2014 and was the 4<sup>th</sup> largest container port based on throughput in the world. Our port is one of the safest and highly effective ports in the world.

6.18 The Closer Economic Partnership Arrangement (CEPA) allows local and foreign-owned businesses in Hong Kong to tap the vast opportunities the mainland offers, enabling service providers in maritime services industry and other industries to set up wholly owned enterprises on the mainland.

### *Outlook – One Belt One Road*

6.19 The Central Government has put forward initiatives to build the “Silk Road Economic Belt” and the “21<sup>st</sup> Century Maritime Silk Road”. These nation co-operation corridors, spanning different regions in the world will foster co-operation in “five links”, including scopes of policy, facilities, trade, capital and culture, among regions in Asia, Europe and Africa.

6.20 The HKSAR Government views *One Belt One Road* as a new opportunity for Hong Kong in many aspects, maritime services will be one of them. As an important maritime centre in the world, Hong Kong can provide enterprises with professional services. Maritime services industry will have a future development on the *Road*.

6.21 The launch of the *One Belt One Road* initiative will increase people to people, goods to goods exchanges between China and the other cities and countries concerned, as well as boost demand for international sea transports. The industry may explore co-operation possibilities with the district.

### *Outlook – Maritime Centre*

6.22 Around 200 thousand vessels, including ocean going and river trade vessels visit the HK port every year. In order to serve the needs of this busy port and the international shipping community, maritime services related companies here provide a comprehensive range of quality services

6.23 In 2014, the HKSAR launched a 100 million Maritime and Aviation Training Fund (MATF) to support manpower development for the maritime and aviation industries with a view to expanding the pool of Hong Kong employees for the long term development of these 2 industries.

6.24 As a regional hub of maritime services, Hong Kong provides a wide variety of professional services in the following areas,

- I. Shipowning;
- II. Marine Insurance;
- III. Ship Finance;
- IV. Ship Registration;
- V. Classification Societies;
- VI. Ship Repairing;
- VII. Marine Equipment;
- VIII. Ship Agent Services;
- IX. Ship Management;
- X. Ship Chartering;
- XI. Shipbroking;
- XII. Maritime Legal Services.

6.25 According to the Chief Executive Summary 2014, Hong Kong will be developed as a Dispute Resolution Services Centre for maritime services industry. Hong Kong is a highly respected centre for shipping law, commercial law and arbitration, and the Hong Kong Arbitration Ordinance is widely considered to be one of the world's leading arbitration statutes.

6.26 With increasing maritime activities in China and Asia region, maritime arbitration services have immense potential for further growth in Hong Kong. In fact, China Maritime Arbitration Commission has set up offices in Hong Kong. The Central Government and the HKSAR Government signed a host country agreement and the related memorandum of administrative arrangement respectively with the permanent court of arbitration on the conduct of dispute settlement proceedings in Hong Kong by the court.

### **Manpower Projections**

6.27 The manpower forecast for 2015 and 2016 by using AFM and EF are shown in Table 6.4.

Table 6.4: Manpower Forecast for 2015 & 2016

<b>Year</b>	<b>Actual Manpower</b>	<b>Projected Manpower (AFM)</b>	<b>Employer's Forecast (EF)</b>
2014	23,973	-	-
2015	-	24,883 (3.8%)*	24,734 (3.2%)*
2016	-	25,657 (3.1%)**	25,509 (3.1%)**

\* % change vs actual manpower in 2014.

\*\* % change vs projected manpower in previous year.

### **Manpower Demand and Supply**

6.28 The Government is becoming more aware of the human resource problem of the maritime services industry. A number of incentive funds and schemes have been launched in order to attract new comers to the industry. It takes around 5 years to equip a young person with the qualifications and working experience required to become a senior rank officer on board. The fact is that the problem cannot be solved in a short time, but there are positive signs of new initiatives including increased funding for manpower trainings of the industry. The problem will be solved gradually.

## **In-Service Training**

6.29 The shipping industry depends on competent, well-trained seafarers to ensure safety of life at sea, efficiency of navigation and protection and preservation of the marine environment. Maritime Services Training Institute (MSTI) and Hong Kong Seamen's Union (HKSU) are the training providers in Hong Kong, which to offer a wide variety of courses for employees in the maritime services sector. A wide variety of part-time courses are provided for industry practitioners to enhance their professional knowledge and skills. Appendix 8 shows a list of part-time courses for the industry.

## **Maritime Aviation Training Fund**

6.30 The Maritime Aviation Training Fund (MATF) was established in 2014. The purpose of the fund is to sustain and enhance the existing training schemes, as well as to launch new initiatives for the maritime and aviation sectors. The fund not only benefits those currently working in the maritime services industry but also provides incentive to attract newcomers to the industry. A list of pre-approved courses/examination is in Appendix 9.

6.31 MATF also supports the trainings for employees in the *local vessel sector*. The Local Vessel Trade Training Incentive Scheme (LVTTIS) under MATF is for this purpose. A list of approved training courses for LVTTIS is in Appendix 10.

## **Promotion of the Maritime Services Industry**

6.32 The Training Board considers that the younger generation of Hong Kong are capable of accepting the challenges posted by the maritime services industry. In order to promote the industry, activities such as course talks, career talks and visits to companies and/or training institutes should be arranged. Publicity messages have to be aimed at teenagers to build up their interest in the professional industry of maritime services.

## **Maritime and Aviation Internship Network**

6.33 The new initiative of internship network from the Maritime and Aviation Training Fund offers youngsters opportunities to have an early exposure to the industry so as to encourage them to join the industry after graduation. Details of the initiative is in Appendix 11. The Training Board would like to encourage maritime services companies & students studying maritime services courses to participate in the Internship Network during summer vacation.

## **Survey Findings to Trade Unions**

6.34 Relevant trade unions will be visited for the purpose of bringing the important messages from the findings of the survey to them. The Training Board believes that with a strong connection between the tertiary institutes and the related professional bodies/trade unions, members of the Training Board should motivate their organizations by offering more workplace attachment programmes to the students in such a way that it will attract them to join the industry after completing their studies.

## **APPENDICES**

Appendix 1:	Terms of Reference of Maritime Services Training Board
Appendix 2 :	Membership of the Maritime Services Training Board
Appendix 3 :	Working Party on 2014 Manpower Survey
Appendix 4 :	External Industry Experts
Appendix 5 :	Hong Kong Standard Industrial Classification (HSIC) V2.0
Appendix 6 :	Sampling Coverage & Sampling Plan
Appendix 7 :	Number of Graduates of Full-time Pre-employment Courses
Appendix 8 :	Number of Graduates of Skills Upgrading Courses
Appendix 9:	List of Pre-approved Courses and Examinations (MATF)
Appendix 10	List of Approved Training Courses for LVTTIS (MATF)
Appendix 11	Maritime and Aviation Internship Network
Appendix 12	Other Findings
Appendix 13	Manpower Projection
Appendix 14	Survey Document & Questionnaires



**VOCATIONAL TRAINING COUNCIL**  
**Terms of Reference of Training Board**

1. To determine the manpower demand of the industry, including the collection and analysis of relevant manpower and student/trainee statistics and information on socio-economic, technological and labour market developments.
2. To assess and review whether the manpower supply for the industry matches with the manpower demand.
3. To recommend to the Vocational Training Council the development of vocational education and training facilities to meet the assessed manpower demand.
4. To advise the Hong Kong Institute of Vocational Education (IVE) and training & development centres on the direction and strategic development of their programmes in the relevant disciplines.
5. To advise on the course planning, curriculum development and quality assurance systems of the IVE and training & development centres.
6. To prescribe job specifications for the principal jobs in the industry defining the skills, knowledge and training required.
7. To advise on training programmes for the principal jobs in the industry specifying the time a trainee needs to spend on each skill elements.
8. To tender advice in respect of skill assessments, trade tests and certification for in-service workers, apprentices and trainees, for the purpose of ascertaining that the specified skill standards have been attained.
9. To advise on the conduct of skill competitions in key trades in the industry for the promotion of vocational education and training as well as participation in international competitions.
10. To liaise with relevant bodies on matters pertaining to the development and promotion of vocational education and training in the industry, including employers, employers' associations, trade unions, professional institutions, training and educational institutions and government departments.
11. To organize seminars/conferences/symposia on vocational education and training for the industry.
12. To advise on the publicity relating to the activities of the Training Board and relevant vocational education and training programmes of the VTC.
13. To submit to the Council an annual report on the Training Board's work and its recommendations on the strategies for programmes in the relevant disciplines.
14. To undertake any other functions delegated by the Council in accordance with Section 7 of the Vocational Training Council Ordinance.

**VOCATIONAL TRAINING COUNCIL**  
**Maritime Services Training Board**  
**(April 2014 to March 2015)**

**Chairman**

Mr Arthur BOWRING                      nominated by the Hong Kong Shipowners Association

**Members**

Ms CHAN Yuk-lin, Yvette                nominated by the Hong Kong General Chamber of  
Commerce

Mr FAN Keung                              nominated by the Harbour Transportation Workers  
General Union

Capt. LI Chi-wai                            nominated by the Hong Kong Seamen's Union

Mrs LUK FUNG Yim-to, Doris            nominated by the Hong Kong Shipowners Association

Mr NG Siu-yuen, Nelson                 nominated by the Hong Kong & Kowloon Motor Boats  
& Tug Boats Association Ltd.

Dr PANG Ka-liong, Kelvin                nominated by The Hong Kong Polytechnic University

Capt WONG Kam-fai, Ben                nominated by the High Speed Craft Consultative  
Committee

Mr WONG Yui-cheong, David            nominated by the Employers' Federation of Hong  
Kong

Capt WU Kwok-hau                        nominated by the Merchant Navy Officers' Guild -  
Hong Kong

Capt YIP Kwok-lee                        nominated by a ferry company

Mr KWOK Kin-wah, Gary                 representing the Commissioner of Police

Dr LI Yiu-kwong, Stephen                representing the Director of Marine

Mr LI Yiu-man                                representing the Commissioner for Labour

Dr LIU Sai-lok, Eric                        representing the Executive Director of the Vocational  
Training Council

**Secretary**

Mr HO Wai-man, Homer                 The Vocational Training Council

**VOCATIONAL TRAINING COUNCIL  
Maritime Services Training Board  
Working Party on 2014 Manpower Survey**

Mrs LUK FUNG Yim-to, Doris (Convener)

Ms CHAN Yuk-lin, Yvette

Mr CHEUNG Kwok-wai Demen

Mr FAN Keung

Capt LI Chi-wai

Dr LI Yiu-kwong, Stephen

Capt WONG Kam-fai, Ben

Capt WU Kwok-hau

Ir Mak Chiu-ki

Mr HO Wai-man, Homer (Secretary)

**VOCATIONAL TRAINING COUNCIL  
Maritime Services Training Board  
External Industry Experts**

Mr Den F.Y. FOK	Orient Overseas Container Line Limited
Capt TUNG Siu-fay	Chu Kong High-Speed Ferry Company Limited
Ms Bobo FUNG	New World First Ferry Services Limited
Mr Terry CHU	South Express Limited

## Hong Kong Standard Industrial Classification (HSIC) V2.0

1. Upon the official release of the International Standard Industrial Classification of All Economic Activities Revision 4 (ISIC Rev. 4) by the United Nations Statistics Division in August 2008, the Hong Kong Standard Industrial Classification Version 2.0 (HSIC V2.0), which adopts the basic framework and principles of the ISIC Rev. 4 and reflects the structural shift in the economy of Hong Kong and emerging local economic activities, was released on 31 October 2008. HSIC V2.0 has been used progressively in different surveys by the Census and Statistics Department since 2009.

2. Those divisions related to the maritime services in HSIC V2.0 for the survey sampling are extracted and listed in detail below:

<u>Code</u>	<u>Title and Explanatory Note</u>
<b>50</b>	<p><b>Water transport</b> This Industry Division includes the transport of passengers or freight over water, whether scheduled or not. Also included is the operation of towing or pushing boats, excursion, cruise or sightseeing boats, ferries, water taxis etc. Although the location is an indicator for the separation between cross-border and inland water transport, the deciding factor is the type of vessel used. All transport on sea-going vessels is classified in Industry Group 501, while transport using other vessels is classified in Industry Group 502.</p> <p>This Industry Division excludes restaurant and bar activities on board ships (see Industry Classes 5611 and 5631), if carried out by a separate unit. Also excluded is the rental of pleasure boats, canoes and sailboats for recreational purposes (see Industry Class 7721).</p>
<b>501</b>	<p><b>Cross-border water transport</b> This Industry Group includes the transport of passengers or freight on vessels designed for operating on sea or coastal waters (including Mainland coastal waters and Pearl River Delta).</p>
<b>5011</b>	<p><b>Ship agents and managers</b> See Industry Sub-class 501100.</p>
<b>501100</b>	<p><b>Ship agents and managers</b> <i>Include:</i></p> <ul style="list-style-type: none"> <li>- crew agents</li> <li>- freight agent of sea-going vessels</li> <li>- management agent of sea-going vessels</li> <li>- port agent of sea-going vessels</li> <li>- ship agent and manager of sea-going vessels</li> <li>- ship agent and manager of vessels moving between Hong Kong and the ports in the Pearl River Delta region</li> <li>- sub-agent for sea-going vessels</li> </ul>

<u>Code</u>	<u>Title and Explanatory Note</u>
-------------	-----------------------------------

*Exclude:*

- operation of floating casinos (see 939100)
- restaurant and bar activities on board ships, when provided by separate units (see 561 and 563)

<b>5012</b>	<b>Local representative offices of overseas shipping companies</b>
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See Industry Sub-class 501200.

<b>501200</b>	<b>Local representative offices of overseas shipping companies</b>
---------------	--

*Include:*

- local branch offices of overseas ship agents
- local branch offices of overseas ship operators
- local branch offices of overseas ship owners

<b>5013</b>	<b>Ship owners of sea-going vessels</b>
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This Industry Class includes ship owners operating their own sea-going vessels, either by themselves or by appointed agents, and ship owners renting or chartering out their sea-going vessels to other operators (with or without provision of ship crews).

A ship owner is classified as such following the accounting practice or standpoint of the establishment. So long as it regards the vessel as its own and includes the related revenue and expenses in its accounts, the establishment is classified as a ship owner irrespective of where the vessel is registered.

<b>501301</b>	<b>Ship owners of sea-going vessels for passenger transport</b>
---------------	---

*Include:*

- passenger transport by own sea-going vessels
- chartering of own sea-going vessels with crews (i.e. on a full basis) to other operators for passenger transport
- renting of own sea-going vessels without crews (i.e. on a bare vessel basis) to other operators for passenger transport

<b>501302</b>	<b>Ship owners of sea-going vessels for freight transport</b>
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*Include:*

- freight transport by own sea-going vessels
- chartering of own sea-going vessels with crews (i.e. on a full basis) to other operators for freight transport
- renting of own sea-going vessels without crews (i.e. on a bare vessel basis) to other operators for freight transport

<b>5014</b>	<b>Operators of sea-going vessels</b>
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This Industry Class consists of operators of sea-going vessels rented or chartered from others including freight or passenger vessels (i.e. the operators themselves do not have their own sea-going vessels). Excluded are ship owners operating their own vessels which are included under Industry Class 5013.

<u>Code</u>	<u>Title and Explanatory Note</u>
<b>501401</b>	<p><b>Operators of sea-going vessels for passenger transport</b></p> <p><i>Include:</i></p> <ul style="list-style-type: none"> <li>- operators of sea-going passenger vessels, rented or chartered from others</li> <li>- re-renting out sea-going passenger vessels, which are rented or chartered from others, to third party operators</li> </ul>
<b>501402</b>	<p><b>Operators of sea-going vessels for freight transport</b></p> <p><i>Include:</i></p> <ul style="list-style-type: none"> <li>- operators of sea-going freight vessels, rented or chartered from others</li> <li>- re-renting out sea-going freight vessels, which are rented or chartered from others, to third party operators</li> </ul>
<b>5015</b>	<p><b>Ship owners and operators of vessels moving between Hong Kong and the ports in Pearl River Delta</b></p> <p>This Industry Class consists of ship owners or operators of freight or passenger vessels moving between Hong Kong and the ports in Pearl River Delta. The latter include catamarans, jetfoils and hydrofoils. Ship owners operating their own vessels, ship owners renting or chartering out their vessels to others, and operators of vessels rented or chartered from others are also included.</p>
<b>501501</b>	<p><b>Ship owners and operators of passenger vessels moving between Hong Kong and the ports in Pearl River Delta</b></p> <p><i>Include:</i></p> <ul style="list-style-type: none"> <li>- operators of passenger vessels moving between Hong Kong and the ports in the Pearl River Delta region</li> <li>- Ship owners of passenger vessels moving between Hong Kong and the ports in the Pearl River Delta region</li> </ul>
<b>501502</b>	<p><b>Ship owners and operators of freight vessels moving between Hong Kong and the ports in Pearl River Delta</b></p> <p><i>Include:</i></p> <ul style="list-style-type: none"> <li>- operators of freight vessels moving between Hong Kong and the ports in the Pearl River Delta region</li> <li>- ship owners of freight vessels moving between Hong Kong and the ports in the Pearl River Delta region</li> </ul>
<b>502</b>	<p><b>Inland water transport</b></p> <p>This Industry Group includes the transport of passengers or freight on inland waters, involving vessels that are not suitable for ocean transport.</p>
<b>5021</b>	<p><b>Inland passenger water transport</b></p> <p>This Industry Class includes the transport of passengers on inland waters, involving vessels that are not suitable for ocean transport.</p>
<b>502101</b>	<p><b>Licensed and franchised ferry services</b></p> <p><i>Include:</i></p> <ul style="list-style-type: none"> <li>- franchised ferry services</li> <li>- operating of ferries on specified routes with licensed right</li> </ul> <p><i>Exclude:</i></p> <ul style="list-style-type: none"> <li>- "kaito" owners or operators (see 502199)</li> </ul>

<u>Code</u>	<u>Title and Explanatory Note</u>
<b>502199</b>	<b>Kaito and non-scheduled inland water passenger transport</b> <i>Include:</i> <ul style="list-style-type: none"> <li>- "kaito" owners or operators</li> <li>- "wala-wala" owners or operators</li> <li>- rental of sampans with crew</li> <li>- rental of sightseeing boats with crews</li> <li>- inland water passenger transport, owners or operators, n.e.c.</li> </ul>
<b>5022</b>	<b>Inland freight water transport</b> See Industry Sub-class 502200.
<b>502200</b>	<b>Inland freight water transport</b> <i>Include:</i> <ul style="list-style-type: none"> <li>- barge owners but not operators</li> <li>- lighter owners or operators</li> <li>- tugboat owners or operators</li> <li>- inland cargo vessel owners or operators, n.e.c.</li> </ul> <i>Exclude:</i> <ul style="list-style-type: none"> <li>- barge operators (irrespective of whether being owners) engaged in stevedoring services (such as mid-stream operation) (see 522202)</li> </ul>



## 2014 Manpower Survey of the Maritime Services Industry

## Sampling Coverage &amp; Sampling Plan

Branch	Industry	Employment Size	Size of Frame	Sample Size
<u>I. Ocean-going Vessels</u>				
1.	Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies (HSIC 5011, 5012)	1-9	178	89
		10-19	37	37
		20-49	33	33
		50-99	13	13
		100-199	16	16
		200 & over	4	4
		Supplementary	7	7
		Sub-total	288	199
2.	Ship Owners of Sea-going Vessels (HSIC 5013)	1-9	66	66
		10-19	3	3
		20-49	1	1
		50-99	2	2
		100-199	-	-
		200 & over	-	-
		Supplementary	3	3
		Sub-total	75	75
3.	Operators of Sea-going Vessels (HSIC 5014)	1-9	12	12
		10-19	9	9
		20-49	2	2
		50-99	4	4
		100-199	1	1
		200 & over	2	2
		Supplementary	1	1
		Sub-total	31	31
4.	Supplementary Samples * - Ship Owners and Managers		18	18
	<b>Sub-total for Sector of Ocean-going Vessels (Branches 1 - 4)</b>		<b>412</b>	<b>323</b>
<u>II. River-trade Vessels</u>				
5.	Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta (HSIC 5015)	1-9	34	17
		10-19	10	10
		20-49	8	8
		50-99	2	2
		100-199	-	-
		200 & over	1	1
		Supplementary	-	-
		Sub-total	55	38
	<b>Sub-total for Sector of River-trade Vessels (Branch 5)</b>		<b>55</b>	<b>38</b>

<b>Branch</b>	<b>Industry</b>	<b>Employment Size</b>	<b>Size of Frame</b>	<b>Sample Size</b>
<b>III. Local Vessels</b>				
6.	Inland Water Transport (HSIC 5021, 5022)	1-9	244	92
		10-19	21	21
		20-49	11	11
		50-99	1	1
		100-199	3	3
		200 & over	2	2
		Supplementary	21	21
		Sub-total	303	151
7.	Mid-stream Operation (HSIC 522202)	1-9	102	20
		10-19	14	14
		20-49	5	5
		50-99	1	1
		100-199	2	2
		200 & over	-	-
		Supplementary	9	9
		Sub-total	133	51
<b>Sub-total for Sector of Local Vessels (Branches 6 - 7)</b>			<b>436</b>	<b>202</b>
<b>IV. Ashore</b>				
8.	Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c. (HSIC 522201, 522203, 522299)	1-9	38	38
		10-19	9	9
		20-49	5	5
		50-99	-	-
		100-199	4	4
		200 & over	5	5
		Sub-total	61	61
9.	Shipbrokers (HSIC 522906)	1-9	56	56
		10-19	5	5
		20-49	3	3
		50-99	-	-
		100-199	-	-
		200 & over	-	-
		Supplementary	4	4
		Sub-total	68	68
10.	Supplementary Samples * - Classification Societies; Consultants and Surveyors		9	9
11.	Supplementary Samples * - Marine Equipment; Shipbuilders and Repairers		14	14
12.	Supplementary Samples * - Marine Insurance		21	21

<b>Branch</b>	<b>Industry</b>	<b>Employment Size</b>	<b>Size of Frame</b>	<b>Sample Size</b>
13.	Supplementary Samples * - Maritime Law		13	13
14.	Supplementary Samples * - Ship Finance		7	7
15.	Supplementary Samples * - Ship Registration and Port Authorities		5	5
16.	Supplementary Samples * - Other Services		47	47
	<b>Sub-total for Sector of Ashore (Branches 8 - 16)</b>		<b>245</b>	<b>245</b>
			<b>Grand Total</b>	<b>1 148</b>
				<b>808</b>

\* Data to be collected at company level.  
N.A. Not Available

**Number of Graduates of Full-time Pre-employment Courses**

Course Name	*Training Provider	Number of Graduates		
		Actual	Projected	
		2013/14	2014/15	2015/16
BBA (Hons) in International Shipping and Transport Logistics	PolyU	71*	85*	91*
Higher Diploma in International Transport Logistics	PolyU	85*	63*	45*
Higher Diploma in Maritime Studies	IVE	55	50	60
Higher Diploma in Mechanical Engineering	IVE	66#	28#	30#
Certificate for Junior General Purpose Ratings	MSTI	36	80	80
Junior General Purpose Rating	MSTI	37	-	-
Total		350	306	306

Note: #ocean going engineering cadet

\*graduates are qualified in many sectors of the shipping and logistics industry in areas of air, land and sea transport, but not necessary all in maritime services industry

Remark:

*Training Provider	Full Name
PolyU	The Hong Kong Polytechnic University
IVE	The Hong Kong Institute of Vocational Education
MSTI	Maritime Services Training Institute

**Number of Graduates of Skills Upgrading Courses**

Course Name	*Training Provider	Number of Graduates		
		Actual	Projected	
		2013/14	2014/15	2015/16
<b>In-service &amp; Pre-sea Training (for Ocean-Going &amp; River Trade Sectors)</b>				
Personal Safety and Social Responsibilities (PSSR)	MSTI	242	32	90
Crowd Control and Crisis Management Training (CCCM)	MSTI	28	48	48
Personal Survival Techniques (PST)	MSTI	313	224	232
Fire Prevention, Fire Fighting and Advanced Fire Fighting (Combined) (FF)	MSTI	180	240	220
Proficiency in Survival Craft and Rescue Boats other than Fast Rescue Boats (CPSC)	MSTI	66	48	48
Elementary First Aid and Proficiency in Medical First Aid (Combined) (FA)	MSTI	175	176	190
First Aid at Sea (Evening) (EFA)	MSTI	66	40	25
First Aid Refresher (AMS)	MSTI	42	90	100
Proficiency in Medical Care (PMC)	MSTI	12	24	24
Proficiency in Ship Security Officer (SSO)	MSTI	138	24	24
Security Training for Seafarers with Designated Security Duties (DSD)	MSTI	196	24	8
Security Awareness Training for All Seafarers (SAAS)	MSTI	268	48	48
Basic Training for Oil and Chemical Tanker Cargo Operations (TF)	MSTI	9	16	16
Radar Navigation, Plotting and Use of ARPA (ARPA)	MSTI	22	30	30
The Use of Electronic Chart Display and Information System (ECDIS) (Ocean-going)	MSTI	54	72	48
The Use of Electronic Chart Display and Information System (ECDIS-RT) (River Trade)	MSTI	-	0	126
Global Maritime Distress and Safety System, General Operator Certificate (including Restricted Operator Certificate) (GMDSS GOC)	MSTI	72	36	24
Global Maritime Distress and Safety System, Restricted Operator Certificate (GMDSS ROC)	MSTI	51	48	48
High Speed Craft Radar Simulator (HSC)	MSTI	24	24	12

Course Name	*Training Provider	Number of Graduates		
		Actual	Projected	
		2013/14	2014/15	2015/16
High Speed Craft Radar Simulator (HSC) (Part-time Evening)	MSTI	12	60	12
Efficient Deck Hand (EDH)	MSTI	73	48	50
Preparatory Course for River Trade Deck Officer Class 1 & 2 (RT1/2)	MSTI	-	10	10
Preparatory Course for River Trade Deck Officer Class 3 (RT3)	MSTI	-	10	10
Certificate for River Trade Ratings (CRTR)	MSTI	-	15	15
Refresher Training (STCW2010 Amendments) (REFT)	MSTI	96	72	80
<b>In-service Training (for Local Vessels Sector)</b>				
Refresher Training for Local Coxswains (LMR)	MSTI	59	30	30
Preparatory Course for Examination Leading to Local Craft – Coxswain Grade 3, Certificate of Competency (CG3 E)	MSTI	-	12	48
Preparatory Course for Examination Leading to Local Craft – Coxswain Grade 3, Certificate of Competency (CG3 E) (Part-time Evening)	MSTI	9	12	12
Preparatory Course for Examination Leading to Local Craft – Coxswain Grade 2, Certificate of Competency (CG2 E)	MSTI	-	12	12
Preparatory Course for Examination Leading to Local Craft – Coxswain Grade 2, Certificate of Competency (CG2 E)( FSD)	MSTI	6	0	0
Preparatory Course for Examination Leading to Local Craft – Coxswain Grade 2, Certificate of Competency (CG2 E) (Part-time Evening)	MSTI	-	12	12
Preparatory Course for Examination Leading to Local Craft – Engine Operator Grade 3, Certificate of Competency (EOG3 E)	MSTI	-	12	48
Preparatory Course for Examination Leading to Local Craft – Engine Operator Grade 3, Certificate of Competency (EOG3 E) (Part-time Evening)	MSTI	-	12	12
Preparatory Course for Examination Leading to Local Craft – Engine Operator Grade 2, Certificate of Competency (EOG2 E)	MSTI	-	12	12

Course Name	*Training Provider	Number of Graduates		
		Actual	Projected	
		2013/14	2014/15	2015/16
Preparatory Course for Examination Leading to Local Craft – Engine Operator Grade 2, Certificate of Competency (EOG2 E) (Part-time Evening)	MSTI	-	12	12
Basic Radar Operator Course (BROC)	MSTI	23	100	20
Basic Radar Operator Course (BROC) (Part-time Evening)	MSTI	-	20	0
Elementary Radar Operation (HK Waters) (EROHK)	MSTI	35	36	36
Elementary Radar Operation (HK Waters) (EROHK) (Part-time Evening)	MSTI	-	36	0
Oil Carrier Safety Training (Local Waters) (LCTF)	MSTI	75	80	80
Personal Survival Techniques (Local Craft) (LCPST)	MSTI	28	40	40
Fire Fighting (Local Craft) (LCFF)	MSTI	108	200	150
Preparatory Course for Examination for Local Coxswain Grade 3 Certificate	HKSU	-	-	-
Refresher Course for Local Coxswain	HKSU	-	-	-
Basic Radar Operation (Hong Kong Waters)	HKSU	-	-	-
Foundation Course for Local Engineer Operator	HKSU	-	-	-
VHF Radio (Hong Kong Waters)	HKSU	-	-	-
Refresher Course for Certificate of Competency (Deck Officer) (River Trade) Class 3	HKSU	-	-	-
<b>Safety Training</b>				
Shipboard Cargo Handling Basic Safety Training (Blue Card) (BCS)	MSTI	209	100	130
Shipboard Cargo Handling Basic Safety (Refresher) Training (Blue card) (BCSR)	MSTI	29	100	100
Shipboard Cargo Handling Works Supervisor Safety (WSC)	MSTI	-	50	75
Marine Construction Works Supervisor Safety (MCSC)	MSTI	26	50	75
Ship Repairing & Ship Breaking Works Supervisor Safety (SRSB)	MSTI	-	50	25
Shipboard Crane Operators Training (Theory) (COST)	MSTI	71	150	120
Shipboard Crane Operators Training Refresher (COSTR)	MSTI	29	150	100

Course Name	*Training Provider	Number of Graduates		
		Actual	Projected	
		2013/14	2014/15	2015/16
Basic Handling of Dangerous Goods (Local Vessel) Course (DG)	MSTI	38	30	30
<b>Miscellaneous</b>				
Handling Large Vessels in Emergency	MSTI	-	12	12
Safety Course for Air Crew	MSTI	859	220	400
Fire Safety for VTC Staff	MSTI	29	24	24
Fire Fighting for Fire Fighters of CLP (FF/CLP)	MSTI	-	12	12
Refresher Fire Fighting for Fire Fighters of CLP (FFR/CLP)	MSTI	12	12	24
Breathing Apparatus Operator Course (BACC)	MSTI	12	10	10
Maritime Knowledge for Berth Controllers of SkyPier	MSTI	8	-	-
Maritime Knowledge and Safety Training for Port Health Boarding Officers (MKST)	MSTI	20	10	10
Passenger Ship Fire Fighting (PSFF)	MSTI	30	-	-
6-day Training Course on Basic Local Craft Rating Training for HK Fishermen (BRF)	MSTI	8	20	-
Total		3,862	3,097	3,209

Remark:

*Training Provider	Full Name
MSTI	Maritime Services Training Institute
HKSU	Hong Kong Seamen's Union





海運及空運人才培訓基金  
專業培訓課程及考試費用發還計劃  
已核准的課程／考試名單  
(由 2014 年 4 月 1 日起生效)

Professional Training and Examination Refund Scheme  
under the Maritime and Aviation Training Fund  
Pre-approved Courses/Examinations List  
(w.e.f 1.4.2014)

本名單會不時進行檢討及更新。請參閱海運及空運人才培訓基金(基金)網頁上的最新資料。

This list will be reviewed and updated from time to time. Please check the Maritime and Aviation Training Fund's (MATF's) website <http://www.matf.gov.hk> for latest information.

課程／考試 編號 MATF Course / Examination Code	舉辦課程／ 考試機構名稱 Name of Course Provider/Examination Authority	課程／考試名稱 [備註(1)] Course/Examination Title [Note1]	學費／考試費用 [備註(2)] Course/Examination fee [Note2]
MC001	波羅的海國際航運公會 BIMCO [請留意備註(3)] [Please pay attention to Note 3]	使用 2012 版船舶買賣合同範本研討會 Seminar on Using Saleform 2012	<u>會員 (Member)</u> EUR 185  <u>非會員 (Non-member)</u> EUR 245
MC002	理工大學董浩雲國際 海事研究中心 CY Tung International Centre for Maritime Studies, the Hong Kong Polytechnic University	Business of Shipping and Logistics	\$5,000
MC003	海事保險學會 Marine Insurance Club Ltd	Practical Course in Marine Insurance	<u>會員 (Member)</u> \$1,000  <u>非會員 (Non-member)</u> \$1,500
MC004	Cambridge Academy of Transport [請留意備註(3)] [Please pay attention to Note 3]	The Business of Shipping – Hong Kong	USD 3,600
MC005	IBC Asia [請留意備註(3)] [Please pay attention to Note 3]	Advanced Bunker Operations, Disputes and Claims	SGD3,395

課程／考試 編號 MATF Course / Examination Code	舉辦課程／ 考試機構名稱 Name of Course Provider/Examination Authority	課程／考試名稱 [備註(1)] Course/Examination Title [Note1]	學費／考試費用 [備註(2)] Course/Examination fee [Note2]
MC006	波羅的海國際航運公會 BIMCO [請留意備註(3)] [Please pay attention to Note 3]	Time Charter Masterclass	<u>會員 (Member)</u> EUR 990 <u>非會員 (Non-member)</u> EUR 1,350
MC007	波羅的海國際航運公會 BIMCO [請留意備註(3)] [Please pay attention to Note 3]	BIMCO eLearning Diploma Programme (BeDP)  <b>Modules under BeDP:</b> ◇ Introduction to Shipping; ◇ Bills of Lading; ◇ Time Charter Parties; ◇ Dry Cargo Laytime and Demurrage; ◇ Tanker Chartering Laytime and Demurrage; and ◇ Voyage Chartering	<u>會員 (Member)</u> EUR 1,150 per module  <u>非會員 (Non-member)</u> EUR 1,495 per module
ME001	The Institute of Chartered Shipbrokers(ICS) [請留意備註(3)] [Please pay attention to Note 3]	Professional Qualification Examinations  <b>Compulsory Papers</b> ◇ Introduction to Shipping ◇ Legal Principles in Shipping Business ◇ Economics of Sea Transport & International Trade ◇ Shipping Business  <b>Optional Papers</b> ◇ Dry Cargo Chartering ◇ Ship Operations & Management ◇ Ship Sale & Purchase ◇ Tanker Chartering ◇ Liner Trades ◇ Port Agency ◇ Logistics & Multi-modal Transport ◇ Port & Terminal Management ◇ Offshore Support Industry ◇ Shipping Law ◇ Marine Insurance ◇ Shipping Finance	<u>(Up to 10 October 2014)</u> GBP 60 per subject  <u>(Until 13 February 2015)</u> GBP 90 per subject

課程／考試 編號 MATF Course / Examination Code	舉辦課程／ 考試機構名稱 Name of Course Provider/Examination Authority	課程／考試名稱 [備註(1)] Course/Examination Title [Note1]	學費／考試費用 [備註(2)] Course/Examination fee [Note2]
ME002	The Chartered Insurance Institute (CII)  [請留意備註(3)] [Please pay attention to Note 3]	Cargo and goods in transit insurance (P90)	<u>會員 (Member)</u> GBP 121
		Marine Hull and Associated Liability (P98)	<u>非會員 (Non-member)</u> GBP 164
LC001	海事訓練學院 Maritime Services Training Institute (MSTI)  [請留意備註(4)] [Please pay attention to Note 4]	個人求生技能 (本地船舶) Personal Survival Techniques (Local Craft)	\$950
LC002		消防訓練 (本地船舶) Fire Fighting (Local Craft)	\$3,050
LC003		急救 (基本及醫療技能合併課程) [亦稱為海上急救課程] Elementary First Aid and Proficiency in Medical First Aid (Combined) [ also known as First Aid at Sea]	\$2,090
LC004		基本雷達操作 (本地船舶) Basic Radar Operator Course (Local Craft)	\$6,090
LC005		雷達操作 (香港水域) 初階課程 Elementary Radar Operation (Hong Kong Waters) Course	\$3,070
LC006		本地船舶船主複修課程 Refresher Training for Local Vessels' Coxswains	\$1,460
LC007		預備本地船舶三級船主證書考試 Preparatory Course for Examination Leading to Local Craft – Coxswain Grade 3, Certificate of Competency	\$8,550
LC008		預備本地船舶二級船主證書考試 Preparatory Course for Examination Leading to Local Craft – Coxswain Grade 2, Certificate of Competency	\$16,670
LC009		預備本地船舶三級大偈證書考試 Preparatory Course for Examination Leading to Local Craft – Engine Operator Grade 3, Certificate of Competency	\$8,030
LC010		預備本地船舶二級大偈證書考試 Preparatory Course for Examination Leading to Local Craft – Engine Operator Grade 2, Certificate of Competency	\$10,610
LC011		本地油輪安全訓練 Oil Carrier Safety Training (Local Waters)	\$580

課程／考試 編號 MATF Course / Examination Code	舉辦課程／ 考試機構名稱 Name of Course Provider/Examination Authority	課程／考試名稱 [備註(1)] Course/Examination Title [Note1]	學費／考試費用 [備註(2)] Course/Examination fee [Note2]
LC012		本地船舶船員基本安全訓練 (黃咭) Basic Safety Training for Local Vessels' Crews (Yellow Card)	\$2,300
LC013		擁擠人群管理 Crowd Control and Crisis Management	\$330
LC014	香港海員工會及 小輪業職工會合辦 Hong Kong Seamen's Union and Small Craft Workers Union	本地三級船長培訓課程 Preparatory Course for Examination for Local Coxswain Grade 3 Certificate	<u>會員 (Member)</u> \$4,000 <u>非會員 (Non-member)</u> \$4,500
LC015		本地二級船長培訓課程 Preparatory Course for Examination for Local Coxswain Grade 2 Certificate	\$7,000
LC016		本地船長複修課程 Refresher Course for Local Coxswain	\$350
LC017		本地輪機員基礎課程 Foundation Course for Local Engineer Operator	\$3,000
LC018		本港水域無線電(VHF)課程 VHF Radio (Hong Kong Waters)	\$1,400
LC019		基本雷達操作(本港水域)訓練課程 Basic Radar Operation (Hong Kong Waters)	\$5,200
LC020		海事訓練學院 Maritime Services Training Institute (MSTI)	本地船舶初級船員基礎培訓證書課程 Certificate in Basic Training for Local Craft Ratings (CBTLCR)
LC021	[請留意備註(4)] [Please pay attention to Note 4]	本地船員航行值班 Navigational Watchkeeping for Local Craft Ratings (NWLK)	\$660
LC022		初級船員安全訓練 Basic Safety Training for Local Craft Ratings (BSTL)	\$3,920
LC023		本地幹練甲板人員 Efficient Deck Hand for Local Craft Ratings (EDHL)	\$2,610
LC024		本地船員輪機值班 Engine-room Watchkeeping for Local Craft Ratings (EWKL)	\$980
LE001	海事處 Marine Department	一級甲板高級船員(商船船長)合格證書考試 Examination for Certificate of Competency as Deck Officer (Master Mariner) Class 1	\$9,250
LE002	海事處 Marine Department	二級甲板高級船員合格證書考試 Examination for Certificate of Competency as Deck Officer Class 2	\$6,940

課程／考試 編號 MATF Course / Examination Code	舉辦課程／ 考試機構名稱 Name of Course Provider/Examination Authority	課程／考試名稱 [備註(1)] Course/Examination Title [Note1]	學費／考試費用 [備註(2)] Course/Examination fee [Note2]
LE003		三級甲板高級船員合格證書考試 Examination for Certificate of Competency as Deck Officer Class 3	\$4,820
LE004		一級輪機師合格證書考試 Examination for Certificate of Competency as Marine Engineer Officer Class 1	\$7,710
LE005		二級輪機師合格證書考試 Examination for Certificate of Competency as Marine Engineer Officer Class 2	\$5,800
LE006		三級輪機師合格證書考試 Examination for Certificate of Competency as Marine Engineer Officer Class 3	\$1,930
LE007		一級(內河航行)甲板高級船員合格證書考試 Examination for Certificate of Competency as Deck Officer (River Trade) Class 1	\$6,940
LE008		二級(內河航行)甲板高級船員合格證書考試 Examination for Certificate of Competency as Deck Officer (River Trade) Class 2	\$4,820
LE009		三級(內河航行)甲板高級船員合格證書考試 Examination for Certificate of Competency as Deck Officer (River Trade) Class 3	\$3,090
LE010		一級(內河航行)輪機師合格證書考試 Examination for Certificate of Competency as Marine Engineer Officer (River Trade) Class 1	\$6,940
LE011		二級(內河航行)輪機師合格證書考試 Examination for Certificate of Competency as Marine Engineer Officer (River Trade) Class 2	\$4,820
LE012		三級(內河航行)輪機師合格證書考試 Examination for Certificate of Competency as Marine Engineer Officer (River Trade) Class 3	\$2,400
LE013		本地船長二級證明書適任能力考試 Competency Examination – Local Coxswain Grade 2 Certificate	\$1,255
LE014		本地船長三級證明書適任能力考試 Competency Examination – Local Coxswain Grade 3 Certificate	\$660
LE015		本地輪機員二級證明書適任能力考試 Competency Examination – Local Engine Operator Grade 2 Certificate	\$1,255
LE016		本地輪機員三級證明書適任能力考試 Competency Examination – Local Engine Operator Grade 3 Certificate	\$660

課程／考試 編號 MATF Course / Examination Code	舉辦課程／ 考試機構名稱 Name of Course Provider/Examination Authority	課程／考試名稱 [備註(1)] Course/Examination Title [Note1]	學費／考試費用 [備註(2)] Course/Examination fee [Note2]
LE017	通訊事務管理局 The Office of the Communications Authority (OFCA)	無線電話資格證書(祇在香港水域適用)考試 Examination for Certificate of Competency in Radiotelephony Restricted (Hong Kong Waters)	\$150

備註 Notes

- (1) 只適用於在香港舉行的課程／考試。  
Only applicable to courses/examinations conducted in Hong Kong.
- (2) 除另有註明外，所列的學費／考試費用以港元為單位。所列的費用只供參考，有關機構可作相關調整而不作另行通知。如欲查詢最新的學費／考試費，請與有關機構聯絡。  
Unless otherwise specified, the course/examination fees quoted are in Hong Kong Dollars. The fees provided are for reference only. Course provider/examination authority may make adjustment without prior notice. For enquires of the latest course/examination fees, please contact the relevant course provider / examination authority.
- (3) 在本計劃下，所有學費／考試費用發還以港元發放。如舉辦課程／考試的機構只接受以港元以外的貨幣繳交學費／考試費，運輸及房屋局(運房屋)在計算可發放的退費金額時，會以香港銀行公會在課程／考試前一個 4 月 1 日所公佈的中間匯率 (即貨幣賣出價和電匯買入價的中間數)折算為港元計算。在任何情況下，申請人不可就匯率差額向運房局提出索償。  
All refund made under this Scheme will be in Hong Kong Dollars. If any other currency other than Hong Kong Dollars was the sole payment currency accepted by the course provider/examination authority, for the purpose of calculating the refund amount, Transport and Housing Bureau (THB) will convert the fee at the Hong Kong Association of Banks (HKAB) mid-market rate (i.e. mid-point between the opening selling and buying TT rates) on the 1 April preceding the course/examination. Under no circumstances the applicant can claim THB for any exchange loss arising from the exchange rate fluctuation.
- (4) 如申請人為香港註冊海員或適任證書持有人(不包括遊樂船)，而在報讀海事訓練學院課程時已享有 70%的學費優惠，則在本計劃下可發放的學費退還(如批准)為全額學費的 10%。  
If the applicant is a Hong Kong registered seafarer or holder of certificates of competency (not including pleasure vessel) and was only charged at 30% recovery rate at the time of enrolling in MSTI's course, he/she is entitled to a refund of 10% of the full fee under this Scheme.
- (5) 有興趣報讀有關課程/考試的申請人請聯絡有關機構以獲得最新資料-  
Interested applicants may approach the course provider/examination authority for latest information -

舉辦課程／考試機構

Course provider / Examination authority

波羅的海國際航運公會  
BIMCO

查詢電話

Enquiry Telephone No.

(45) 4436 6800

電郵

Email

education@bimco.org

理工大學董浩雲國際海事研究中心  
CY TUNG International Centre for  
Maritime Studies, The Hong Kong  
Polytechnic University

(852) 2766 6636

cyt.icms@polyu.edu.hk

<u>舉辦課程／考試機構</u>	<u>查詢電話</u>	<u>電郵</u>
<u>Course provider / Examination authority</u>	<u>Enquiry Telephone No.</u>	<u>Email</u>
海事保險學會 Marine Insurance Club Ltd	(852) 9265 9199 (852) 2852 7171	raymond.wong@averageadj.com franco@hk.cntaiping.com
Cambridge Academy of Transport	44 (0) 1223 845242	enquiries@catz.co.uk
IBC Asia	(65) 6508 2401	register@ibcasia.com.sg
The Institute of Chartered Shipbrokers(ICS)	44 (0) 20 7623 1111	enquiries@ics.org.uk
The Chartered Insurance Institute (CII)	(44) 20 8989 8464	customer.serv@cii.co.uk
海事訓練學院 MSTI	(852) 2458 3833	msti@vtc.edu.hk
香港海員工會 Hong Kong Seamen's Union	(852) 2332 0766	yang@hksu1946.hk
小輪業職工會 Small Craft Workers Union	(852) 2780 0381	scwuhk@gmail.com
海事處海員發證組 Marine Department Seafarers' Certification Section	<u>本地合格證明書</u> <u>Local certificate</u> (852) 2852 4941 <u>遠洋及內河合格證明書</u> <u>Seagoing &amp; River Trade certificate</u> (852) 2852 3148	local_crt@mardep.gov.hk  ebs_crt@mardep.gov.hk
通訊事務管理局 The Office of the Communications Authority (OFCA)	(852) 2961 6608	maritime@ofca.gov.hk



海運及空運人才培訓基金  
本地船舶業訓練獎勵計劃  
Maritime and Aviation Training Fund  
Local Vessel Trade Training Incentive Scheme

經核准的海員訓練課程名單  
List of Approved training courses for LVTIS

	課程機構 Name of Training Establishment	課程名稱 Course Name			
1.	海事訓練學院 Maritime Services Training Institute	初級全能海員證書 Certificate for Junior General Purposes Ratings	+	初級船員安全訓練 Basic Safety Training for Local Craft Ratings  (此部份由海事訓練學院舉辦 – This part is organised by MSTI)	
2.		本地船舶初級船員基礎培訓證書 Certificate in Basic Training for Local Craft Ratings			
3.		預備本地船舶三級船主證書考試 Preparatory Course for Examination Leading to Local Craft – Coxswain Grade 3, Certificate of Competency			
4.		預備本地船舶三級大偈證書考試 Preparatory Course for Examination Leading to Local Craft – Engine Operator Grade 3, Certificate of Competency			
5.		香港海員工會 Hong Kong Seamen's Union 及 and			本地三級船長培訓班 Preparatory Course for Examination for Local Coxswain Grade 3 Certificate
6.		小輪業職工會 Small Craft Workers Union 合辦			本地三級輪機操作員培訓班 Preparatory Course for Examination for Local Engine operator Grade 3 Certificate

**課程機構 / Name of Training Establishment**

海事訓練學院 / Maritime Services Training Institute

香港海員工會 / Hong Kong Seamen's Union

小輪業職工會 / Small Craft Workers Union

**查詢電話/ Enquiry Telephone No.**

(852) 2458 3833

(852) 2332 0766

(852) 2780 0381





## Introduction

To offer young generation an opportunity to have an early exposure to the wide spectrum of career opportunities in the aviation and maritime sectors so as to encourage them to join the sector after graduation, the Government would like to invite companies in the aviation and maritime sectors to participate in the Internship Network to offer intern places during summer vacation.

## Eligibility

This initiative is open to non-final year full time local students from any undergraduate programmes of the University Grants Committee-funded education institutions, Hang Seng Management College, Hong Kong Shue Yan University, the Open University of Hong Kong and any sub-degree programmes of the Vocational Training Council.

## Partnership arrangement

Government's support

- MATF would reimburse the participating companies of the honorarium paid to interns up to 75% or HK\$6,000 (whichever is the lower) for an internship period up to two months.

Company's role

- register and offer internship places under MATF during 2015 summer vacation, i.e. from May to September 2015 for a minimum of 4 weeks;
- pay the monthly honorarium to student interns during the internship period, and then claim for reimbursement from MATF regarding the sum sponsored by the Government, and return the evaluation form after completion of internship; and
- give a fruitful and rewarding experience to the interns.

## For students

Please refer to the information on intern places provided under the Internship Network as posted on MATF's and the above-mentioned education institutions' websites. Students are required to submit the application for internship direct to the recruiting companies. Students will have opportunities to participate in exchanges / visits to be organised by MATF. Upon completion of the internship, students will be asked to submit an evaluation form to MATF unit direct / via recruiting companies.

## Enquiries

Website : [www.matf.gov.hk](http://www.matf.gov.hk) Email : [matf@thb.gov.hk](mailto:matf@thb.gov.hk) Hotline : 3509 7261



**Maritime and Aviation Training Fund**  
海運及空運人才培訓基金

Source : *Maritime and Aviation Training Fund*

General Tables : 12.1, 12.2, 12.3, 12.4, 12.5, 12.6

Table 12.1: Analysis of Result of Enumeration (ALL Branch)

Result	Pre-Survey Branch																Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
Closed	4	4	-	-	1	8	2	1	-	-	-	-	-	-	-	-	20
Duplication	6	-	2	-	1	-	1	-	1	-	3	-	-	-	-	-	15
Merged with Other Establishment	-	7	1	-	-	1	-	-	1	-	-	-	-	-	-	-	10
Moved, Address Cannot be Located / Untraceable	2	2	-	-	1	10	2	1	-	-	-	-	1	-	-	-	19
Non-contact	13	5	2	3	1	17	2	3	-	-	-	1	-	-	-	3	50
Not Engaged in Specific Trade	18	4	4	-	2	3	1	-	1	-	-	-	-	-	-	-	33
No Technical Manpower	2	-	1	2	-	-	-	-	-	-	-	1	1	3	-	1	11
Not Yet Start Operation	3	2	-	3	-	-	-	-	1	-	-	-	-	-	-	1	10
Partial Response	16	5	4	3	4	1	-	-	-	-	-	-	-	-	-	1	34
Refusal	7	5	-	1	1	1	1	1	1	-	-	1	2	1	-	-	22
Registered Office /Corresponding Address	-	13	2	3	2	4	-	-	12	1	-	-	-	-	-	-	37
Response	111	12	9	4	23	83	36	41	51	9	10	16	9	3	5	39	461
Temporarily Ceased	17	16	6	-	2	22	6	2	11	-	1	2	-	-	-	1	86
Vacant	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Total	199	75	31	19	38	151	51	61	68	9	14	21	13	7	5	47	809

**Table 12.2: Number of HK Employees in 2012 and 2014**

Industry	No. of HK Employees in 2012		No. of HK Employees in 2014		% change	
	Technical	Non-technical	Technical	Non-technical	Technical	Non-technical
1. Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	2 641 (16.34%)	1 091 (3.65%)	3 564 (18.99%)	1 639 (3.48%)	34.95	50.23
2. Ship Owners of Sea-going Vessels	307 (1.90%)	421 (1.41%)	101 (0.54%)	153 (0.32%)	-67.10	-63.66
3. Operators of Sea-going Vessels	166 (1.03%)	22 (0.07%)	564 (3.01%)	786 (1.67%)	239.76	3,472.73
4. Ship Owners and Managers	217 (1.34%)	472 (1.58%)	165 (0.88%)	522 (1.11%)	-23.96	10.59
5. Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	1 267 (7.84%)	1 004 (3.36%)	1 668 (8.89%)	1 103 (2.34%)	31.65	9.86
6. Inland Water Transport	2 399 (14.84%)	280 (0.94%)	2565 (13.67%)	293 (0.62%)	6.92	4.64
7. Mid-stream Operation	1 275 (7.89%)	152 (0.51%)	870 (4.64%)	246 (0.52%)	-31.76	61.84
8. Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	3 620 (22.39%)	692 (2.31%)	3 530 (18.81%)	587 (1.25%)	-2.49	-15.17
9. Shipbrokers	179 (1.11%)	129 (0.43%)	189 (1.01%)	76 (0.16%)	5.59	-41.09
10. Classification Societies	58 (0.36%)	64 (0.21%)	55 (0.29%)	1 117 (2.37%)	-5.17	1,645.31
11. Marine Equipment; Shipbuilders and Repairers	1 (0.01%)	0 (0.00%)	1 070 (5.70%)	212 (0.45%)	106 900.00	-
12. Marine Insurance	261 (1.61%)	1 217 (4.07%)	235 (1.25%)	1 149 (2.44%)	-9.96	-5.59
13. Maritime Law	117 (0.72%)	1 240 (4.14%)	99 (0.53%)	1 445 (3.07%)	-15.38	16.53
14. Ship Finance	19 (0.12%)	849 (2.84%)	67 (0.36%)	5 590 (11.87%)	252.63	558.42
15. Ship Registration and Port Authorities	769 (4.76%)	478 (1.60%)	781 (4.16%)	527 (1.12%)	1.56	10.25
16. Other Services	2 871 (17.76%)	21 813 (72.89%)	3 240 (17.27%)	31 650 (67.20%)	12.85	45.10
Overall	16 167 (100.00%)	29 924 (100.00%)	18 763 (100.00%)	47 095 (100.00%)	16.06	57.38

**Table 12.3: Number of HK and Non-HK Employees (distributed by principal job titles)**

Industry	No. of HK Employees on Job Titles relating to					No. of Non-HK Employees on Job Titles relating to					Total
	Ocean-going	River-trade	Local Vessels	Ashore	Sub-total	Ocean-going	River-trade	Local Vessels	Ashore	Sub-total	
1. Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	1	0	0	3563	3 564 (49.56%)	3 230	N.A.	N.A.	397	3627 (50.44%)	7 191
2. Ship Owners of Sea-going Vessels	0	0	0	101	101 (82.79%)	0	N.A.	N.A.	21	21 (17.21%)	122
3. Operators of Sea-going Vessels	0	0	0	564	564 (98.60%)	0	N.A.	N.A.	8	8 (1.40%)	572
4. Ship Owners and Managers	21	0	104	40	165 (22.70%)	527	N.A.	N.A.	35	562 (77.30%)	727
5. Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	0	938	0	730	1 668 (99.46%)	0	N.A.	N.A.	9	9 (0.54%)	1 677
6. Inland Water Transport	0	0	1 720	845	2 565 (92.30%)	198	N.A.	N.A.	16	214 (7.70%)	2 779
7. Mid-stream Operation	0	0	91	779	870 (100.00%)	0	N.A.	N.A.	0	0 (0.00%)	870
8. Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	0	0	180	3350	3 530 (99.46%)	0	N.A.	N.A.	19	19 (0.54%)	3 549
9. Shipbrokers	0	0	1	188	189 (80.43%)	0	N.A.	N.A.	46	46 (19.57%)	235
10. Classification Societies	0	0	0	55	55 (76.39%)	0	N.A.	N.A.	17	17 (23.61%)	72
11. Marine Equipment; Shipbuilders and Repairers	8	0	206	856	1 070 (97.27%)	10	N.A.	N.A.	20	30 (2.73%)	1 100
12. Marine Insurance	0	0	0	235	235 (85.45%)	0	N.A.	N.A.	40	40 (14.55%)	275
13. Maritime Law	0	0	0	99	99 (72.26%)	0	N.A.	N.A.	38	38 (27.74%)	137

Industry	No. of HK Employees on Job Titles relating to				No. of Non-HK Employees on Job Titles relating to					Total	
	Ocean-going	River-trade	Local Vessels	Ashore	Sub-total	Ocean-going	River-trade	Local Vessels	Ashore		Sub-total
14. Ship Finance	0	0	0	67	67 (97.10%)	0	N.A.	N.A.	2	2 (2.90%)	69
15. Ship Registration and Port Authorities	0	0	296	485	781 (97.14%)	0	N.A.	N.A.	23	23 (2.86%)	804
16. Other Services	0	0	2 096	1 144	3 240 (99.33%)	0	N.A.	N.A.	22	22 (0.67%)	3 262
Overall	30	938	4 694	13 101	18 763 (80.04%)	3 965	N.A.	N.A.	713	4 678 (19.96%)	23 441

Remark: 1. Numbers in the brackets represent the percentage for the same branch.

2. For Job Titles relating to River-trade and Local Vessels, the number of non-HK employees is not available.

**Table 12.4 : Number of HK and Non-HK Employees  
(distributed by the corresponding duties in related sectors)**

Industry	No. of HK Employees	No. of Non-HK Employees	Total
1. Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	3 564 (49.56%)	3627 (50.44%)	7 191
2. Ship Owners of Sea-going Vessels	101 (82.79%)	21 (17.21%)	122
3. Operators of Sea-going Vessels	564 (98.60%)	8 (1.40%)	572
4. Ship Owners and Managers	165 (22.70%)	562 (77.30%)	727
5. Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	1 668 (99.46%)	9 (0.54%)	1 677
6. Inland Water Transport	2 565 (92.30%)	214 (7.70%)	2 779
7. Mid-stream Operation	870 (100.00%)	0 (0.00%)	870
8. Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	3 530 (99.46%)	19 (0.54%)	3 549
9. Shipbrokers	189 (80.43%)	46 (19.57%)	235
10. Classification Societies	55 (76.39%)	17 (23.61%)	72
11. Marine Equipment; Shipbuilders and Repairers	1 070 (97.27%)	30 (2.73%)	1 100
12. Marine Insurance	235 (85.45%)	40 (14.55%)	275
13. Maritime Law	99 (72.26%)	38 (27.74%)	137
14. Ship Finance	67 (97.10%)	2 (2.90%)	69
15. Ship Registration and Port Authorities	781 (97.14%)	23 (2.86%)	804
16. Other Services	3 240 (99.33%)	22 (0.67%)	3 262
Overall	18 763 (80.04%)	4 678 (19.96%)	23 441

*Remark: Numbers in the brackets represent the percentage for the same branch*

**Table 12.5: Manpower Forecast in 2015 and 2016 by Sector**

Sector	Actual Manpower in 2014					Manpower Forecast in 2015					Manpower Forecast in 2016				
	Ocean-going	River-trade	Local Vessels	Ashore	Sub-total	Ocean-going	River-trade	Local Vessels	Ashore	Sub-total	Ocean-going	River-trade	Local Vessels	Ashore	Sub-total
I. Ocean-going	3 779	0	114	4 750	8 643	4 395	0	88	4 741	9 224	5 220	0	88	4 743	10 051
II. River-trade	0	966	0	745	1 711	0	966	0	745	1 711	0	966	0	745	1 711
III. Local Vessels	198	0	1 917	1 659	3 774	198	0	1 908	1 654	3 760	198	0	1 877	1 629	3 704
IV. Ashore	18	0	2 825	7 002	9 845	18	0	2 871	7 150	10 039	18	0	2 870	7 155	10 043
Overall	3 995	966	4 856	14 156	23 973	4 611	966	4 867	14 290	24 734	5 436	966	4 835	14 272	25 509

*Note: Actual Manpower in 2014 equals to the sum of the number of employees and the number of vacancies*

**Table 12.6: Number of Vessels by Sector**

Sector	No. of Establishment	No. of Vessels of			Total No. of Vessels
		Ocean-going	River-trade	Local Vessels	
I. Ocean-going	95	2 397	0	12	2 409
II. River-trade	39	0	357	0	357
III. Local Vessels	227	6	0	813	819
IV. Ashore	30	2	0	350	352
Overall	391	2 405	357	1 175	3 937



Ocean Going Tables: 12.7, 12.8, 12.9, 12.10, 12.11, 12.12, 12.13, 12.14, 12.15, 12.16, 12.17

**Table 12.7 : Establishments with Zero Employee Number Surveyed**

Branch	No. of Establishments	No. of Ships
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	48	1 817
Ship Owners of Sea-going Vessels	26	221
Operators of Sea-going Vessels	9	95
Ship Owners and Managers	4	93
All Branches	87	2 226

*\*Others: Operators of sea-going vessels for freight transport, Ship Agent*

**Table 12.8 : Nature of Business of Establishments with Non-zero Employee(HK) Surveyed**

Nature of Business	No. of Establishments	No. of Persons Engaged
Shipowner	0	0
Ship Management	3	1 003
Crewing Agency	0	0
Other Maritime Services Providers	2	130
Others	0	0
Shipowner and Ship Management	5	2 862
Shipowner and Other Maritime Services Providers	0	0
Shipowner and Others	0	0
Other Maritime Services Providers and Others	0	0
Overall	10	3 995

*\*Others: Operators of sea-going vessels for freight transport, Ship Agent*

**Table 12.9 : Number and Type of Ships under Ownership and/or Management  
(All branches)**

Branch	Type of Ships	Number of Ships in 2014	Forecasted No. of Ships in			
			2015		2016	
			No.	%	No.	%
1. Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	Tankers, Combination Carriers	422	519	22.99	529	25.36
	Bulk Carriers	1 004	1 109	10.46	1 112	10.76
	Container Vessels	416	533	28.13	575	38.22
	Other Cargo Ships	118	118	-	116	-1.69
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	2	2	-	2	-
	Sub-total	1 962	2 281	16.26	2 334	18.96
2. Ship Owners of Sea-going Vessels	Tankers, Combination Carriers	20	2	-90.00	2	-90.00
	Bulk Carriers	54	43	-20.37	43	-20.37
	Container Vessels	127	115	-9.45	115	-9.45
	Other Cargo Ships	19	5	-73.68	5	-73.68
	Passenger Ships	1	1	-	1	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	0	0	-	0	-
	Sub-total	221	166	-24.89	166	-24.89
3. Operators of Sea-going Vessels	Tankers, Combination Carriers	0	0	-	0	-
	Bulk Carriers	22	22	-	23	4.55
	Container Vessels	72	26	-63.89	26	-63.89
	Other Cargo Ships	1	1	-	1	-
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	0	0	-	0	-
	Sub-total	95	49	-48.42	50	-47.37
4. Ship Owners and Managers	Tankers, Combination Carriers	26	26	-	26	-
	Bulk Carriers	12	15	25.00	20	66.67
	Container Vessels	76	76	-	76	-
	Other Cargo Ships	5	5	-	5	-
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	0	0	-	0	-
	Sub-total	119	122	2.52	127	6.72

Branch	Type of Ships	Number of Ships in 2014	Forecasted No. of Ships in			
			2015		2016	
			No.	%	No.	%
5. Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	Tankers, Combination Carriers	0	0	-	0	-
	Bulk Carriers	0	0	-	0	-
	Container Vessels	0	0	-	0	-
	Other Cargo Ships	0	0	-	0	-
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	0	0	-	0	-
	Sub-total	0	0	-	0	-
6. Inland Water Transport	Tankers, Combination Carriers	6	6	-	6	-
	Bulk Carriers	0	0	-	0	-
	Container Vessels	0	0	-	0	-
	Other Cargo Ships	0	0	-	0	-
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	0	0	-	0	-
	Sub-total	6	6	-	6	-
7. Mid-stream Operation	Tankers, Combination Carriers	0	0	-	0	-
	Bulk Carriers	0	0	-	0	-
	Container Vessels	0	0	-	0	-
	Other Cargo Ships	0	0	-	0	-
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	0	0	-	0	-
	Sub-total	0	0	-	0	-
8. Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	Tankers, Combination Carriers	0	0	-	0	-
	Bulk Carriers	0	0	-	0	-
	Container Vessels	0	0	-	0	-
	Other Cargo Ships	0	0	-	0	-
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	0	0	-	0	-
	Sub-total	0	0	-	0	-

Branch	Type of Ships	Number of Ships in 2014	Forecasted No. of Ships in			
			2015		2016	
			No.	%	No.	%
9. Shipbrokers	Tankers, Combination Carriers	0	0	-	0	-
	Bulk Carriers	0	0	-	0	-
	Container Vessels	0	0	-	0	-
	Other Cargo Ships	0	0	-	0	-
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	0	0	-	0	-
	Sub-total	0	0	-	0	-
10. Classification Societies; Consultants and Surveyors	Tankers, Combination Carriers	0	0	-	0	-
	Bulk Carriers	0	0	-	0	-
	Container Vessels	0	0	-	0	-
	Other Cargo Ships	0	0	-	0	-
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	0	0	-	0	-
	Sub-total	0	0	-	0	-
11. Marine Equipment; Shipbuilders and Repairers	Tankers, Combination Carriers	0	0	-	0	-
	Bulk Carriers	0	0	-	0	-
	Container Vessels	0	0	-	0	-
	Other Cargo Ships	0	0	-	0	-
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	2	2	-	2	-
	Others : Dredger	0	0	-	0	-
	Sub-total	2	2	-	2	-
12. Marine Insurance	Tankers, Combination Carriers	0	0	-	0	-
	Bulk Carriers	0	0	-	0	-
	Container Vessels	0	0	-	0	-
	Other Cargo Ships	0	0	-	0	-
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	0	0	-	0	-
	Sub-total	0	0	-	0	-

Branch	Type of Ships	Number of Ships in 2014	Forecasted No. of Ships in			
			2015		2016	
			No.	%	No.	%
13. Maritime Law	Tankers, Combination Carriers	0	0	-	0	-
	Bulk Carriers	0	0	-	0	-
	Container Vessels	0	0	-	0	-
	Other Cargo Ships	0	0	-	0	-
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	0	0	-	0	-
	Sub-total	0	0	-	0	-
14. Ship Finance	Tankers, Combination Carriers	0	0	-	0	-
	Bulk Carriers	0	0	-	0	-
	Container Vessels	0	0	-	0	-
	Other Cargo Ships	0	0	-	0	-
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	0	0	-	0	-
	Sub-total	0	0	-	0	-
15. Ship Registration and Port Authorities	Tankers, Combination Carriers	0	0	-	0	-
	Bulk Carriers	0	0	-	0	-
	Container Vessels	0	0	-	0	-
	Other Cargo Ships	0	0	-	0	-
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	0	0	-	0	-
	Sub-total	0	0	-	0	-
16. Other Services	Tankers, Combination Carriers	0	0	-	0	-
	Bulk Carriers	0	0	-	0	-
	Container Vessels	0	0	-	0	-
	Other Cargo Ships	0	0	-	0	-
	Passenger Ships	0	0	-	0	-
	Others : Tug boat	0	0	-	0	-
	Others : Dredger	0	0	-	0	-
	Sub-total	0	0	-	0	-
Overall		2 405	2 626	9.19	2 685	11.64

**Table 12.10 : Distribution of Ships by Flag**

Flags	No. of Ships in 2014	Forecasted No. of Ships in			
		2015		2016	
		No.	% change	No.	% change
Panama	339	340	0.29	319	-5.90
Liberia	107	107	0.00	107	0.00
Marshall Islands	138	140	1.45	134	-2.90
HKSAR	1 141	1 181	3.51	1 266	10.96
Singapore	165	167	1.21	168	1.82
People's Republic of China (PRC)	0	0	-	0	-
Others *	240	259	7.92	259	7.92
Overall	2 130	2 194	3.00	2 253	5.77

Notes : Percentage of changes compared with 2014 figures

\* Others: England, Bermuda, Indonesia, Malta, Cyprus, Mark, Netherlands Antilles, Barbados, Bahamas, Isle of Man

**Table 12.11 : Surveyed Establishments Which Owned/Operated/Managed Ships and Employed Officers in Hong Kong by Industry**

Industry	No. of Establishments	No. of Ships	No. of Officer Posts		No. of Officers Employed	
			HK	Non-HK	HK	Non-HK
1. Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	6	145	2	1 926	1	1 592
2. Ship Owners of Sea-going Vessels	0	0	0	0	0	0
3. Operators of Sea-going Vessels	0	0	0	0	0	0
4. Ship Owners and Managers	2	26	19	277	19	277
5. Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	0	0	0	0	0	0
6. Inland Water Transport	1	6	0	90	0	90
7. Mid-stream Operation	0	0	0	0	0	0
8. Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	0	0	0	0	0	0
9. Shipbrokers	0	0	0	0	0	0
10. Classification Societies	0	0	0	0	0	0
11. Marine Equipment; Shipbuilders and Repairers	1	2	2	6	2	6
12. Marine Insurance	0	0	0	0	0	0
13. Maritime Law	0	0	0	0	0	0
14. Ship Finance	0	0	0	0	0	0
15. Ship Registration and Port Authorities	0	0	0	0	0	0
16. Other Services	0	0	0	0	0	0
Overall	10	179	23	2 299	22	1 965

**Table 12.12 : Surveyed Establishments Which Owned/Operated/Managed Ships and Employed Ratings in Hong Kong by Industry**

Industry	No. of Establishments	No. of Ships	No. of Rating Posts		No. of Ratings Employed	
			HK	Non-HK	HK	Non-HK
1. Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	6	145	0	1 944	0	1 638
2. Ship Owners of Sea-going Vessels	0	0	0	0	0	0
3. Operators of Sea-going Vessels	0	0	0	0	0	0
4. Ship Owners and Managers	2	26	2	250	2	250
5. Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	0	0	0	0	0	0
6. Inland Water Transport	1	6	0	108	0	108
7. Mid-stream Operation	0	0	0	0	0	0
8. Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	0	0	0	0	0	0
9. Shipbrokers	0	0	0	0	0	0
10. Classification Societies	0	0	0	0	0	0
11. Marine Equipment; Shipbuilders and Repairers	1	2	6	4	6	4
12. Marine Insurance	0	0	0	0	0	0
13. Maritime Law	0	0	0	0	0	0
14. Ship Finance	0	0	0	0	0	0
15. Ship Registration and Port Authorities	0	0	0	0	0	0
16. Other Services	0	0	0	0	0	0
Overall	10	179	8	2 306	8	2 000



**Table 12.13 : Summary of Surveyed Establishments (ownership/management)  
Employed Officers/Ratings in Hong Kong**

Industry	No. of Establishments	No. of Ships	No. of Posts	No. of Employees (non-HK)	No. of Employees (HK)	% of Employees (HK) for Posts
1. Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	6	145	3 872	3 230	1	0.03
2. Ship Owners of Sea-going Vessels	0	0	0	0	0	-
3. Operators of Sea-going Vessels	0	0	0	0	0	-
4. Ship Owners and Managers	2	26	548	527	21	3.83
5. Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	0	0	0	0	0	-
6. Inland Water Transport	1	6	198	198	0	0.00
7. Mid-stream Operation	0	0	0	0	0	-
8. Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	0	0	0	0	0	-
9. Shipbrokers	0	0	0	0	0	-
10. Classification Societies	0	0	0	0	0	-
11. Marine Equipment; Shipbuilders and Repairers	1	2	18	10	8	44.44
12. Marine Insurance	0	0	0	0	0	-
13. Maritime Law	0	0	0	0	0	-
14. Ship Finance	0	0	0	0	0	-
15. Ship Registration and Port Authorities	0	0	0	0	0	-
16. Other Services	0	0	0	0	0	-
Overall	10	179	4 636	3 965	30	0.65

**Table 12.14 : Percentage of Officers/Ratings Employed in Hong Kong**

	No. of Posts	No. of HK Employees	% of HK Employees for Posts
Officers	26 913	22	0.08
Ratings	2 6 950	8	0.03
Overall	53 863	30	0.06

**Table 12.15 : Distribution of HK & Non-HK Employees by Job Title**

Job Title	No. of Employees	% of Total Number of Employees
Master	179	4.48
Chief Engineer	179	4.48
Chief Officer	181	4.53
2nd Engineer	182	4.56
2nd Officer	193	4.83
3rd Engineer	177	4.43
3rd Officer	206	5.16
4th Engineer	174	4.36
Junior Engineer / Training Engineer	24	0.60
Deck Cadet	197	4.93
Engineer Cadet	188	4.71
Electro-technical Officer	96	2.40
Refrigeration Engineer	6	0.15
Others (Officers) *	5	0.13
Chief Petty Officer / Bosun	179	4.48
Pumpman	38	0.95
Fitter	111	2.78
Sailor	700	17.52
Motorman	472	11.81
Rating (General Purpose)	148	3.70
Steward	143	3.58
Cook	181	4.53
Laundry man	6	0.15
Others (Ratings) **	30	0.75
Overall	3 995	100.00

\* *Others (Officer): Junior officer, Radio officer, E/E Cadet*

\*\* *Others (Ratings): Wiper, Security, Waiter, Oiler, Boiler technician, Petty officer, Diver, Carpenter, Messman*

**Table 12.16 : Age Distribution of Active Ratings Listed**

Job Title	No. of Ratings Employed		No. of Active Hong Kong Ratings by Age Group			
			50 or below		51 or above	
	HK	Non-HK	HK	Non-HK	HK	Non-HK
Chief Petty Officer / Bosun	0	179	0	80	0	41
Pumpman	1	37	0	50	1	0
Fitter	0	111	0	15	0	1
Sailor	0	700	0	413	0	68
Motorman	0	472	0	310	0	75
Rating (General Purpose)	6	142	3	71	3	24
Steward	1	142	0	87	1	3
Cook	0	181	0	84	0	25
Laundry man	0	6	0	6	0	0
Others *	0	30	0	37	0	16
Overall	8	2000	3	1 153	5	253

\* Others: Wiper, Security, Waiter, Oiler, Boiler technician, Petty officer, Diver, Carpenter, Messman

**Table 12.17 : Age Distribution of Active Officers Listed**

Job Title	No. of Officers Employed		No. of Active Hong Kong Officers by Age Group			
			50 or below		51 or above	
	HK	Non-HK	HK	Non-HK	HK	Non-HK
Master	0	179	0	104	0	21
Chief Engineer	1	178	0	105	2	22
Chief Officer	2	179	2	99	2	7
2nd Engineer	3	179	1	104	2	5
2nd Officer	2	191	4	122	0	4
3rd Engineer	0	177	0	105	0	4
3rd Officer	0	206	0	119	0	3
4th Engineer	1	173	2	125	0	3
Junior Engineer / Training Engineer	0	24	0	30	0	0
Deck Cadet	9	188	17	89	0	6
Engineer Cadet	3	185	3	89	0	6
Electro-technical Officer	1	95	0	51	1	14
Refrigeration Engineer	0	6	0	6	0	0
Others *	0	5	0	5	0	0
Overall	22	1 965	29	1 153	7	95

\* Others: Junior officer, Radio officer, E/E Cadet

River Trade Table: 12.18

**Table 12.18: Distribution of Employees by Industry**

<b>Industry</b>	<b>No. of Establishments</b>	<b>No. of Employees</b>
1. Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	0	0
2. Ship Owners of Sea-going Vessels	0	0
3. Operators of Sea-going Vessels	0	0
4. Ship Owners and Managers	0	0
5. Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	5	938
6. Inland Water Transport	0	0
7. Mid-stream Operation	0	0
8. Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	0	0
9. Shipbrokers	0	0
10. Classification Societies	0	0
11. Marine Equipment; Shipbuilders and Repairers	0	0
12. Marine Insurance	0	0
13. Maritime Law	0	0
14. Ship Finance	0	0
15. Ship Registration and Port Authorities	0	0
16. Other Services	0	0
Overall	5	938

Local Vessel Table: 12.19

**Table 12.19 : Summary Table for Training Requirements for Crew Members  
(Man-times)**

<b>Type of Training</b>	<b>No. of Employees</b>
Coxswain Grade 3 Certificate	318
Coxswain Grade 2 Certificate	411
Engine Grade 3 Certificate	339
Engine Grade 2 Certificate	336
Elementary First Aid and Proficiency in Medical First Aid (Combined)	731
Fire-fighting (Local Craft)	740
Personal Survival Techniques (Local Craft)	744
Basic Radar Operator	423
Basic Safety Training for Local Vessels' Crew	248
Basic Handling of Dangerous Goods (Local Vessel)	10
Oil Carrier Safety (Local Vessel)	58
Shipboard Crane Operator Safety	90
Others: Radiotelephony (local waters)	57
Others: Shipboard Cargo Operation Basic Safety	100
Overall	4 605

Ashore Tables: 12.20, 12.21, 12.22, 12.23

**Table 12.20 : Extrapolated Number of Vacancies with Ex-seafaring Experience Required**

Job Area	No. of Vacancies	% of Employees with Ex-seafaring Experience	No. of Vacancies with Ex-seafaring Experience Required
Administration, Management & Human Resource	6	14.08	1
Business and Trade	24	5.42	1
Operations	205	8.49	17
Technical and Consultancy	94	11.54	11
Marine Law and Insurance	4	2.12	0
Training and Education	3	62.86	2
Account and Finance	2	7.23	0
Safety and Risk Management	3	50.00	2
Others *	1	0.00	0
Overall	342	9.30	34

\*Other: Editor

**Table 12.21 : Extrapolated Number of Employees (with Ex-seafaring Experience)**

Job Area	Employee with Ex-seafaring Experience		Projected No. of Employees with Ex-seafaring Experience			
	2014		2015		2016	
	No.	% of Employees with Ex-seafaring Experience	No.	% change	No.	% change
Administration, Management & Human Resource	160	14.08	161	0.63	161	0.63
Business and Trade	98	5.42	99	1.02	100	2.04
Operations	614	8.49	641	4.4	640	4.23
Technical and Consultancy	301	11.54	313	3.99	312	3.65
Marine Law and Insurance	15	2.12	15	0	15	0
Training and Education	44	62.86	46	4.55	46	4.55
Account and Finance	12	7.23	12	0	12	0
Safety and Risk Management	41	50.00	42	2.44	41	0
Others *	0	0.00	0	-	0	-
Overall	1 285	9.30	1 329	3.42	1 327	3.27

\*Others: Editor

**Table 12.22: Establishment with Principal Job Code,  
Non-principal Job Code (un-matched/non-technical 000) and  
Non-related Job Code(999) Surveyed**

<b>Branch</b>	<b>No. of Establishments</b>
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	198
Ship Owners of Sea-going Vessels	24
Operators of Sea-going Vessels	16
Ship Owners and Managers	5
Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	45
Inland Water Transport	110
Mid-stream Operation	103
Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	30
Shipbrokers	66
Classification Societies	11
Marine Equipment; Shipbuilders and Repairers	16
Marine Insurance	19
Maritime Law	12
Ship Finance	8
Ship Registration and Port Authorities	5
Other Services	40
All Branches	708

**Table 12.23: Summary of Employees with Ex-seafaring Experience**

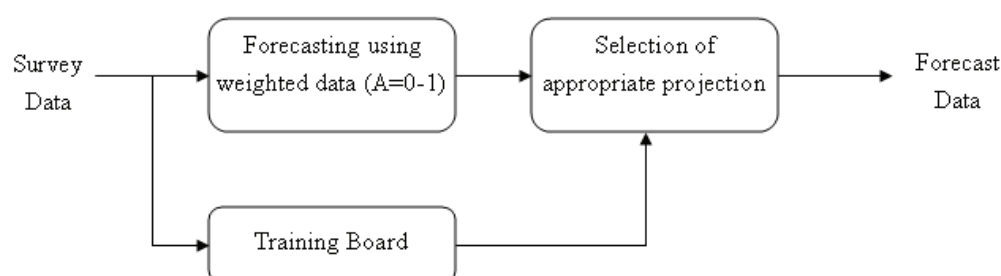
Job Area	Establishments Which Have Responded to the Question on Ashore Employees Having Ex-seafaring Experience (in Terms of No. of Employees)			No. of Employees with Ex-seafaring Experience (D)	% of Employees with Ex-seafaring Experience (E) = (D) / (A)
	Responded (A)	Not Responded (B)	Total (C) = (A) + (B)		
Administration, Management & Human Resource	785	351	1 136	160	20.38
Business and Trade	1 558	251	1 809	98	6.29
Operations	4 748	2 486	7 234	614	12.93
Technical and Consultancy	1 489	1 119	2 608	301	20.21
Marine Law and Insurance	489	218	707	15	3.07
Training and Education	69	1	70	44	63.77
Account and Finance	166	0	166	12	7.23
Safety and Risk Management	77	5	82	41	53.25
Others *	2	0	2	0	0.00
Overall	9 383	4 431	13 814	1 285	13.69

\*Others Job Area: Editor



## MANPOWER PROJECTION FOR THE MARITIMES INDUSTRY FOR 2015-2017 USING ADAPTIVE FILTERING METHOD (AFM)

1. Adaptive Filtering Method (AFM) is proposed to project future manpower requirements in the Maritimes industry. The method is briefly illustrated in the following diagram:



2. Past survey data are weighted in a geometric series, which gives heavier weighting to the data collected in the more recent surveys. The degree of emphasis on the more recent survey data can be varied by adjusting the parameter A. By taking into consideration the various factors which may affect manpower demand such as market trends, technological developments and global economic situations, the Training Board will be able to decide the most appropriate manpower projection.

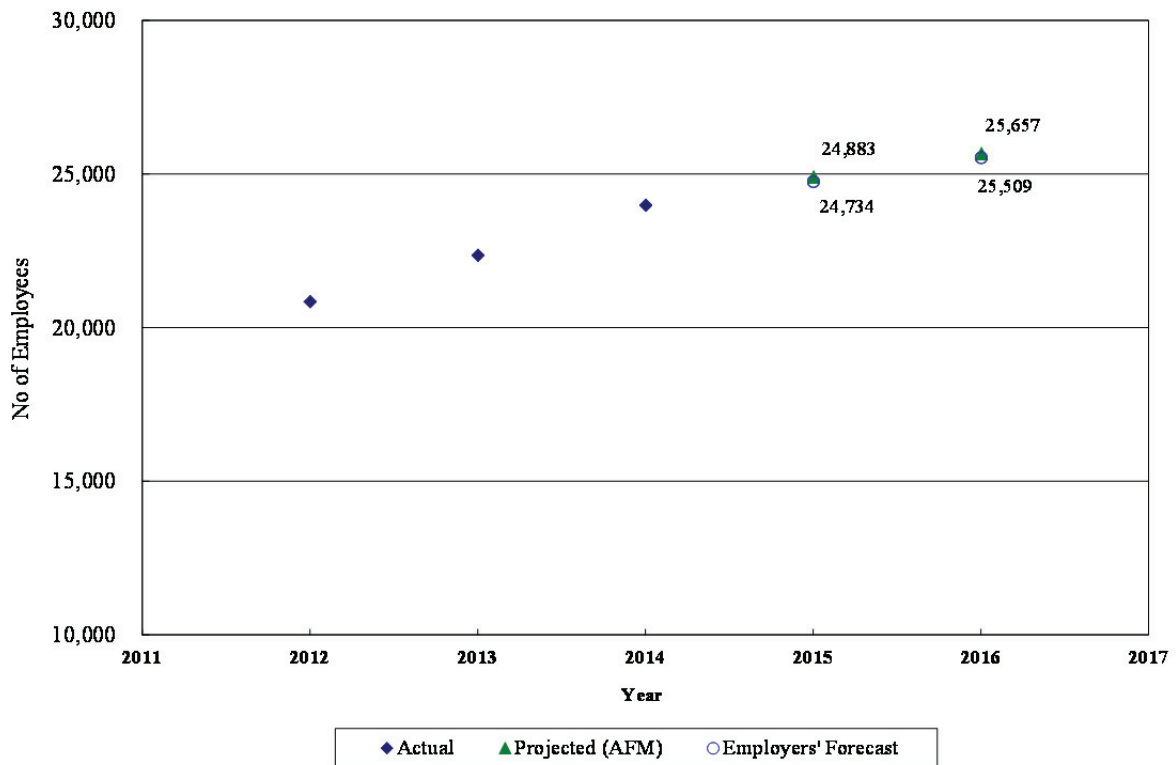
3. The manpower demand for Maritimes Industry in 2015-2017 is projected using Adaptive Filtering Method (AFM) and Employers' Forecast (EF). A summary table is provided as below.

<b>Year</b>	<b>Actual Manpower</b>	<b>Projected Manpower (AFM)</b>	<b>Employer's Forecast (EF)</b>
<b>2014</b>	<b>23,973</b>		
<b>2015F</b>		<b>24,883</b> (3.8%)*	<b>24,734</b> (3.2%)*
<b>2016F</b>		<b>25,657</b> (3.1%)**	<b>25,509</b> (3.1%)**
<b>2017F</b>		<b>26,282</b> (2.4%)**	
*	as percentage change vs actual manpower in 2014		
**	as percentage change vs projected manpower in previous year		
AFM:	Adaptive Filtering Method (A = 0.7)		

4. Figure 1 below summarizes the manpower projection using 2 different methods. AFM indicates an upward trend in Maritimes industry in the coming 3 years. Finally, the employers' forecast which is based on personal guess and industry experience of the respondents also shows slight manpower growth in Maritimes industry in 2015.

Figure 1: Summary of Manpower Projection

**Manpower Projection in Maritimes Industry for 2015 -2016**



**Vocational Training Council 職業訓練局**

Headquarters Division 2 總辦事處二科  
6F, 20A Tsing Yi Road, Tsing Yi Island, New Territories, Hong Kong  
香港新界青衣島青衣路20A號6樓  
www.vtc.edu.hk

Telephone No 電話

Facsimile No 傳真

2574 3759

Our Reference 本局檔號 MS/4/2 (14)

Your Reference 來函檔號



3 September 2014

Dear Sir/Madam,

**The 2014 Manpower Survey of the Maritime Services Industry**

The Vocational Training Council is a statutory body appointed by the HKSAR Government to be responsible for manpower training in Hong Kong. The Maritime Services Training Board is one of the Training Boards of the Vocational Training Council. It is established to assess the manpower situation and devise training plans for the maritime services industry.

The Training Board will conduct a manpower survey of the maritime services establishments from 10 September to 9 October 2014, with the assistance of the Census and Statistics Department. The purpose of this survey is to obtain data on the present and future manpower situation and training information so as to enable the Training Board to formulate appropriate training plans to meet the need of the industry. Your co-operation in providing the information would be much appreciated.

Over the past years, the manpower survey findings have been used by employers and training institutions as reference materials for formulating their manpower and business plans. Your participation in the survey is important to its success and I sincerely hope that the survey will provide you with relevant manpower statistics to assist in the formulation of human resources development plans and strategies of your company.

-----  
I enclose a copy (copies) of the survey questionnaire(s) and explanatory note(s) for your reference and completion. During the survey period, an officer of the Census and Statistics Department will contact your office. The officer will answer any questions you may have and assist in the completion of the questionnaire(s) if necessary. I wish to assure you that the information collected will be handled in strict confidence and will be published only in the form of statistical summaries without reference to individual establishments.

Should you have any questions regarding the survey, please contact the Census and Statistics Department at 2116 8436. Or, you may send the completed questionnaire(s) to the Manpower Statistics Section of the Census and Statistics Department at *Units 1103 – 1106, 11/F, Stelux House, 698 Prince Edward Road East, San Po Kong, Kowloon.*

Yours faithfully,

A handwritten signature in black ink that reads 'Arthur Bowring'.

(Arthur BOWRING)

Chairman

Maritime Services Training Board

**CONFIDENTIAL**  
WHEN ENTERED WITH DATA

填入數據後即成  
機密文件

**VOCATIONAL TRAINING COUNCIL**  
職業訓練局

**THE 2014 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY  
QUESTIONNAIRE (FORM 1) - SURVEY OF SEAFARERS ON OCEAN-GOING VESSELS**

**海事服務業二零一四年人力調查  
調查表(表一) - 商船海員調查(遠洋輪)**

(PLEASE READ THE EXPLANATORY NOTES BEFORE COMPLETING THIS QUESTIONNAIRE)  
(填表前請參閱附註)

For official use only: 此欄毋須填寫	Rec. Type	Survey Code	Industry Code	Establishment No.	Enumerator's No.	Editor's No.	Check Digit	No. of Employees Covered by the Questionnaire
	1	3   8   2 3	 4 5 6 7 8 9	 10 11 12 13 14 15	 16 17	 18 19	 20 21 22	 23 24 25 26 27

NAME OF ESTABLISHMENT : \_\_\_\_\_  
機構名稱

ADDRESS : \_\_\_\_\_  
地址

TOTAL NO. OF PERSONS ENGAGED : \_\_\_\_\_  
僱員總人數

NAME OF PERSON TO CONTACT : \_\_\_\_\_  
聯絡人姓名

POSITION : \_\_\_\_\_  
職位

TEL NO. : \_\_\_\_\_  
電話

FAX NO. : \_\_\_\_\_  
圖文傳真

E-MAIL : \_\_\_\_\_  
電郵

NATURE OF BUSINESS : \_\_\_\_\_  
業務性質

Please Tick (may tick more than one)  
請在圈內(可選多於一項)

Shipowner  
船東

Ship Management  
船舶管理

Crewing Agency  
海員代理

Other Maritime Services Providers  
其他海事服務提供者

Others (Please Specify)  
其他(請註明)

Please tick the box if your company wants a complimentary copy of the 2014 Manpower Survey Report.  
如貴公司欲收到二零一四年人力調查報告,請於方格內加上(✓)號

99

**Questionnaire - Ocean-going Sector**  
**調查表 - 遠洋輪業**

**Part I : Ships 第一部份：船隻**

(1)	(2)					(3)							
No. of Ships under Ownership and/or Management 擁有及/或管理的船隻數目	Type 類型					Flags 所掛船籍旗							
	Tankers, Combination Carriers 油輪、油貨混合輪	Bulk Carriers 散裝貨輪	Container Vessels 貨櫃輪	Other Cargo Ships 雜貨輪	Passenger Ships 客輪	Others 其他	Panama 巴拿馬	Liberia 利比里亞	Marshall Islands 馬紹爾群島	HKSAR 香港特別行政區	Singapore 新加坡	People's Republic of China (PRC) 中國	Others 其他
(i) No. of Ships as at 15.8.2014 在 2014年 8月15日的船隻數目	8	11	14	17	20	23	26	29	32	35	38	41	44
(ii) Forecast No. of Ships in 2015 預測至二零一五年的船隻數目	47	50	53	56	59	62	65	68	71	74	77	80	83
(iii) Forecast No. of Ships in 2016 預測至二零一六年的船隻數目	86	89	92	95	98	101	104	107	110	113	116	119	122
For official use only 此欄毋須填寫	125					126							

Questionnaire - Ocean-going Sector  
調查表 - 远洋輪業

Part II - Officers 第二部分: 高級海員

Rec Type	(1) Position on Board 船上職位 (See Appendix C1) (參閱附錄 C1)		(2) Total No. of Officer Posts on Board as at 15.8.2014 在2014年8月15日 於貴機構 船隻上的高級 海員職位總數	(3) No. of Officers Employed on Board as at 15.8.2014 在2014年8月15日 受僱於貴機構 船隻上的 高級海員人數	(4) Projected Total No. of Officers to be Employed on Board 預計未來適用於貴機構 船隻上的高級海員人數		(5) No. of Active Officers Listed with Your Company for Employment According to Age Group 登記於貴機構備用下的現役高級海員人數 按年齡分佈			(6) No. of Vacancies in this position as at 15.8.2014 在2014年8月15日 該職位的空缺數目	(7) Reason(s) for Vacancy, if any, in this Position (may tick more than one) 該職位出現空缺(如有)的原因(可選多於一項)		
	Job Title / Code 職位 / 編號	Hong Kong 本港 Non-Hong Kong 非本港			2015	2016	50 or below 50歲以下	51 or above 51歲或以上	Total 總數		No Applicant 沒有人應徵	No Qualified Applicant 沒有合資格人選	Others (Please Specify) 其他(請註明)
			8 - 10	15 - 18	19 - 22	23 - 26	27 - 30	31 - 34	35 - 38	39 - 42	43	44	45
3	Master 船長	Hong Kong 本港 Non-Hong Kong 非本港	101 301								<input type="checkbox"/>	<input type="checkbox"/>	
3	Chief Engineer 輪機長(大車)	Hong Kong 本港 Non-Hong Kong 非本港	102 302								<input type="checkbox"/>	<input type="checkbox"/>	
3	Chief Officer 大副(大伙)	Hong Kong 本港 Non-Hong Kong 非本港	103 303								<input type="checkbox"/>	<input type="checkbox"/>	
3	2nd Engineer 大管輪(二車)	Hong Kong 本港 Non-Hong Kong 非本港	104 304								<input type="checkbox"/>	<input type="checkbox"/>	
3	2nd Officer 二副(二伙)	Hong Kong 本港 Non-Hong Kong 非本港	105 305								<input type="checkbox"/>	<input type="checkbox"/>	
3	3rd Engineer 二管輪(三車)	Hong Kong 本港 Non-Hong Kong 非本港	106 306								<input type="checkbox"/>	<input type="checkbox"/>	
3	3rd Officer 三副(三伙)	Hong Kong 本港 Non-Hong Kong 非本港	107 307								<input type="checkbox"/>	<input type="checkbox"/>	
3	4th Engineer 三管輪(四車)	Hong Kong 本港 Non-Hong Kong 非本港	108 308								<input type="checkbox"/>	<input type="checkbox"/>	
3	Junior Engineer/Training Engineer 初級管輪(幫車)/(初級車人)	Hong Kong 本港 Non-Hong Kong 非本港	109 309								<input type="checkbox"/>	<input type="checkbox"/>	
3	Deck Cadet 見習甲板高級海員	Hong Kong 本港 Non-Hong Kong 非本港	110 310								<input type="checkbox"/>	<input type="checkbox"/>	
3	Engineer Cadet 見習輪機高級海員	Hong Kong 本港 Non-Hong Kong 非本港	111 311								<input type="checkbox"/>	<input type="checkbox"/>	
3	Electro-technical Officer 電氣技術員	Hong Kong 本港 Non-Hong Kong 非本港	112 312								<input type="checkbox"/>	<input type="checkbox"/>	
3	Refrigeration Engineer 冷凍師	Hong Kong 本港 Non-Hong Kong 非本港	113 313								<input type="checkbox"/>	<input type="checkbox"/>	
3	Others (Please Specify) 其他(請註明)	Hong Kong 本港 Non-Hong Kong 非本港	114 314								<input type="checkbox"/>	<input type="checkbox"/>	



Rec. Type	(1)		(2)													For official use only 此欄毋須填寫 ↓
	Position on Board 船上職位 (See Appendix C1) (參閱附錄 C1)	Job Title / Code 職稱 / 編號	No. of Hong Kong Officers Requiring Training for promotions to the following Positions 需要接受培訓獲取晉升資格以下職位的香港高級海員人數													
	Master 船長	Chief Engineer 輪機長(大車)	Chief Officer 大副(六伏)	2nd Engineer 二管輪(二車)	2nd Officer 二副(二伏)	3rd Engineer 三管輪(三車)	3rd Officer 三副(三伏)	4th Engineer 四管輪(四車)	Junior Engineer / Training Engineer 初級管輪(艇車) / 初級車人	Deck Cadet 見習甲板高級海員	Engineer Cadet 見習輪機高級海員	Electro-technical Officer 電氣技術員	Refrigeration Engineer 冷凍師	Others (Please Specify) (其他 (請註明))	Others (Please Specify) (其他 (請註明))	For official use only
	101	102	103	104	105	106	107	108	109	110	111	112	113			56-57
	11-13	14-16	17-19	20-22	23-25	26-28	29-31	32-34	35-37	38-40	41-43	44-46	47-49	50-52	53-55	
4	Projected number of promotional positions in the next two years 預計未來兩年升級職位人數															
	2015															
	2016															

End of questionnaire. Thank you for your co-operation.  
問卷完，多謝合作



**The 2014 Manpower Survey of the Maritime Services Industry**  
**海事服務業二零一四年人力調查**

**Survey of Seafarers on Ocean-going Vessels**  
**商船海員調查（遠洋輪）**

**Explanatory Notes**  
**附註**

1. Before completing the questionnaire, please read carefully the Explanatory Notes.  
填寫調查表前，請參閱附註。
2. The Questionnaire (Form 1) is used to collect information of seafarers working on ocean-going vessels. If you are not operators in this sector, please inform us.  
調查表（表一）是用作收集在遠洋輪上工作的海員資料，如貴機構並非本界別的營運者，請通知我們。
3. Please provide accurate and updated information as it will be used as the basis for making recommendations to the Government to have accurate assessment on training needs for the seafarers.  
請提供準確及最新資料。因是次調查所得的結果將會作為向政府提出建議的基礎，從而對海員的訓練需求作出準確評估。
4. The reference date for this survey is **15 August 2014**.  
是次調查以二零一四年八月十五日的資料為準。
5. **Front Page of Questionnaire**  
調查表首頁

On the front page of the questionnaire, please select the principal line of business of the establishment.

請在調查表首頁上揀選貴機構的主要業務性質。

Part I

第一部份

(i) No. of Ships as at 15.8.2014

在 2014 年 8 月 15 日的船隻數目

(ii) Forecast No. of Ships in 2015 and 2016  
&  
(iii)

預測至二零一五年及  
二零一六年的船隻數目

Ships

船隻

Please enter the total number of ships under your ownership and/or management regardless of the nationality of the crew as at 15.8.2014.

請填寫貴機構在 2014 年 8 月 15 日擁有及/或管理的船隻總數，而無需理會其船員的國籍。

Please enter the forecast total number of ships to be under your ownership and/or management in **2015** and **2016**, regardless of the nationality of the crew.

請填寫貴機構預測在二零一五年及二零一六年時擁有及/或管理的船隻總數，而無需理會其船員的國籍。

Part II

第二部份

(1) Position on Board

船上職位

Officers

高級海員

Please note that the ranking system on British ships has been followed. If the ranking system of your company adopted is different from the one shown, please make conversion if necessary. Please refer to **Appendix C1** for job descriptions of principal jobs.

請注意本欄是採用英國船隻的分級制度，如與貴機構現行的制度有異，請自行作適當的轉換。請參閱**附錄 C1** 有關主要職務的工作說明。

(2) Total No. of Officer Posts on Board as at 15.8.2014

在 2014 年 8 月 15 日於貴機構船隻上的高級海員職位總數

Please enter the total number of **Hong Kong**<sup>1</sup> and **non-Hong Kong**<sup>2</sup> officers posts on board all ships under your ownership or management as at 15.8.2014.

If you are a crewing agency only, you need not provide such information.

請填寫貴機構在 2014 年 8 月 15 日擁有或管理船隻上所有本港<sup>1</sup>及非本港<sup>2</sup>高級海員職位的總數。

倘貴機構屬海員代理，則無需填寫。

Note 1 : “Hong Kong Officers” refer to Hong Kong permanent residents.

註 1 : 「本港高級海員」是指擁有香港永久居民身份的高級海員。

Note 2 : “Non-Hong Kong Officers” refer to non-Hong Kong permanent residents.

註 2 : 「非本港高級海員」是指無擁有香港永久居民身份的高級海員。

- (3) No. of Officers **Employed** on Board as at 15.8.2014

在 2014 年 8 月 15 日 **受僱** 於貴機構船隻上的高級海員人數

Please respectively enter the number of **Hong Kong**<sup>1</sup> and **non-Hong Kong**<sup>2</sup> officers **employed** by your company on board as at 15.8.2014 in Column (3).

請於第 (3) 欄內分別填寫在 2014 年 8 月 15 日 **受僱** 於貴機構船隻上的 **本港**<sup>1</sup> 及 **非本港**<sup>2</sup> 的高級海員人數。

- 4) Projected Total No. of Officers to be Employed on Board

預計未來僱用於貴機構船隻上的高級海員人數

Please respectively enter the projected number of Hong Kong and non-Hong Kong officers you will employ in **2015** and **2016** in Column (4).

請於第 (4) 欄內指定位置內分別填寫貴機構預計在 **二零一五年** 及 **二零一六年** 擬僱用的本港及非本港高級海員人數。

- (5) No. of **Active Officers**<sup>3</sup> Listed with Your Company for Employment According to Age Group

按年齡分佈的登記於貴機構屬下的 **現役**<sup>3</sup> 高級海員人數

Please respectively provide the number of active Hong Kong and non-Hong Kong officers by age group in Column (5), including those officers reported in Column (2).

請於第 (5) 欄內按年齡分佈填寫貴機構屬下現役的本港及非本港高級海員人數，包括第 (2) 欄內填報的高級海員。

Note 3 : “Active Officers” refer to officers being employed or have been employed on board within the last 12 months.

註 3 : 「現役高級海員」是指現正受僱或在過去十二個月內曾受僱於船上的高級海員。

- (6) No. of Vacancies in this position as at 15.8.2014

在 2014 年 8 月 15 日該職位的空缺數目

Please enter the number of vacancies for each position as at 15.8.2014 in Column (6).

請於第 (6) 欄內填寫在 2014 年 8 月 15 日各職位的空缺數目。

(7) Reason(s) for Vacancy, if any, in this Position

該職位出現空缺  
(如有)的原因

Please tick the reason(s) in Column (7) for the vacancies reported in Column (6). If there are other reasons, please specify.

請從第(7)欄列出的原因當中，選出最能解釋貴機構在第(6)欄所填報的職位出現空缺的情況(可選多於一項)。如有其他原因，請於空白地方列明。

### Part III

#### 第三部份

### Ratings

#### 普通海員

(1) Position on Board

船上職位

Please note that some ratings are watch-keepers. The other junior ratings are normally day workers. They may keep watches if in possession of STCW Watch-keeping Certificates. Please refer to **Appendix C1** for job descriptions of principal jobs.

請注意有部份普通海員是值班員工。而其他普通海員通常是日班員工，但如果持有國際公約值班證書，亦可擔任值班工作。請參閱**附錄 C1** 有關主要職務的工作說明。

(2) Total No. of Rating Posts on Board as at 15.8.2014

在 2014 年 8 月 15 日於貴機構船隻上的普通海員職位總數

Please enter the number of ***Hong Kong***<sup>4</sup> and ***non-Hong Kong***<sup>5</sup> ratings posts on board all ships under your ownership or management as at 15.8.2014.

If you are a crewing agency only, you need not provide such information.

請填寫貴機構在 2014 年 8 月 15 日擁有或管理船隻上所有**本港**<sup>4</sup>及**非本港**<sup>5</sup>普通海員職位的總數。

倘貴機構屬海員代理，則無需填寫。

*Note 4 : "Hong Kong Ratings" refer to Hong Kong permanent residents.*

註 4 : 「本港普通海員」是指擁有香港永久居民身份的普通海員。

*Note 5: "Non-Hong Kong Ratings" refer to non-Hong Kong permanent residents.*

註 5 : 「非本港普通海員」是指無擁有香港永久居民身份的普通海員。

(3) No. of Ratings **Employed** on Board as at 15.8.2014

在 2014 年 8 月 15 日受僱於貴機構船隻上的普通海員人數

Please respectively enter the number of **Hong Kong**<sup>4</sup> and **non-Hong Kong**<sup>5</sup> ratings **employed** by your company on board as at 15.8.2014 in Column (3).

請於第（3）欄內分別填寫在 2014 年 8 月 15 日受僱於貴機構船隻上的**本港**<sup>4</sup>及**非本港**<sup>5</sup>的普通海員人數。

(4) Projected Total No. of Ratings to be Employed on Board

預計未來僱用於貴機構船隻上的普通海員人數

Please respectively enter the projected number of Hong Kong and non-Hong Kong ratings you will employ in **2015** and **2016** in Column (3).

請於第（3）欄內指定位置內分別填寫貴機構預計在**二零一五年**及**二零一六年**擬僱用的本港及非本港普通海員人數。

(5) No. of **Active Ratings**<sup>6</sup> Listed with Your Company for Employment According to Age Group

按年齡分佈的  
登記於貴機構屬下的  
**現役**<sup>6</sup> 普通海員人數

Please respectively provide the number of active Hong Kong and non-Hong Kong ratings by age group in Column (5), including those ratings reported in Column (2).

請於第（5）欄內按年齡分佈填寫貴機構屬下現役的本港及非本港普通海員人數，包括第（2）欄內填報的普通海員。

*Note 6 : "Active Ratings" refer to ratings being employed or have been employed on board within the last 12 months.*

註 6 : 「現役普通海員」是指現正受僱或在過去十二個月內曾受僱於船上的普通海員。

(6) No. of Vacancies in this position as at 15.8.2014

在 2014 年 8 月 15 日該職位的  
空缺數目

Please enter the number of vacancies for each position as at 15.8.2014 in Column (6).

請於第（6）欄內填寫在 2014 年 8 月 15 日各職位的空缺數目。

(7) Reason(s) for Vacancy, if any, in this Position

該職位出現空缺  
（如有）的原因

Please tick the reason(s) in Column (7) for the vacancies reported in Column (6). If there are other reasons, please specify.

請從第（7）欄列出的原因當中，選出最能解釋貴機構在第（6）欄所填報的職位出現空缺的情況（可選多於一項）。如有其他原因，請於空白地方列明。

Part IV  
第四部份

Training Requirements for Hong Kong Officers  
本港高級海員的培訓需求

(1) Position on Board

船上職位

The projected number of active officers who have potential to promote to the next ranks.

預計晉升至該職位的現役高級海員人數。

(2) No. of Hong Kong Officers  
Requiring Training for promotions to the  
following Positions

需要接受培訓獲取資格升級至以下  
職位的本港高級海員人數

Please note that the ranking system on British ships has been followed. If the ranking system of your company adopted is different from the one shown, please make conversion if necessary. Please enter the projected number of officers who have potential to promote to the next ranks for the year of 2015 and 2016 in Column (2).

請注意本欄是採用英國船隻的分級制度，如與貴機構現行的制度有異，請自行作適當的轉換。

請於第（2）欄內填報貴機構

預計於二零一五年及二零一六年晉升至該職位的現役高級海員人數。

**The 2014 Manpower Survey of the Maritime Services Industry**  
**海事服務業二零一四年人力調查**

**Survey of Seafarers on Ocean-going Vessels**  
**商船海員調查（遠洋輪）**

**Job Descriptions of Principal Jobs**  
**主要職務的工作說明**

Job Code 職稱編號	Job Title 職稱	Job Description 工作說明
OFFICER 高級海員		
101 / 301	Master 船長	Takes complete charge of the ship. 負責掌管全船。
102 / 302	Chief Engineer 輪機長（大車）	Plans, co-ordinates and directs the engineering department. 策劃、統籌及指揮輪機部。
103 / 303	Chief Officer 大副（大伙）	Plans, co-ordinates and directs the deck department, and loading and unloading of cargo. Keeps navigational watch. 策劃、統籌及指揮甲板部與貨物的裝卸。航行值班。
104 / 304	2nd Engineer 大管輪（二車）	Controls, and participates in the operation, maintenance and repair of machinery as directed. Keeps engine-room watch and directs subordinates. 根據指示，管理及參予輪機的操作與維修，機房值班及指揮下屬。
105 / 305	2nd Officer 二副（二伙）	Performs deck duties as directed. Keeps navigational watch and undertakes additional navigational duties. 根據指示，擔當甲板職務。航行值班及從事其他航行職務。
106 / 306	3rd Engineer 二管輪（三車）	Controls, and participates in the operation, maintenance and repair of machinery as directed. Keeps engine-room watch. 根據指示，管理及參予輪機的操作與維修。機房值班。
107 / 307	3rd Officer 三副（三伙）	Performs deck duties as directed. Keeps navigational watch and undertakes additional safety duties. 根據指示，擔當甲板職務。航行值班及從事其他安全職務。

Job Code 職稱編號	Job Title 職稱	Job Description 工作說明
OFFICER (cont'd) 高級海員 (續)		
108 / 308	4th Engineer 三管輪 (四車)	Controls, and participates in the operation, maintenance and repair of machinery and undertakes engine-room duties as directed. Keeps engine-room watch. 根據指示，管理及參予輪機的操作與維修，擔當機房職務。機房值班。
109 / 309	Junior Engineer / Training Engineer 初級管輪 (幫車) ／ (初級車人)	Assists and participates in the operation, maintenance and repair of machinery as directed. Day work only. 根據指示，協助及參予輪機的操作與維修。非值班船員。
110 / 310	Deck Cadet 見習甲板高級海員	Understudies deck officer's and navigational duties under the direction of the Chief Officer. 按照大副所指示學習擔當甲板高級船員的甲板工作及航行職務。
111 / 311	Engineer Cadet 見習輪機高級海員	Understudies engineer officer's duties in engine-room and operation, maintenance and repair of machinery under the direction of the 2nd Engineer. 按照大管輪所指示學習擔當大管輪高級船員的機房職務及操作、保養和維修機械。
112 / 312	Electro-technical Officer 電氣技術員	Operates and maintains radio / electronic / electrical equipment. 操作及保養電訊／電子／電氣設備。
113 / 313	Refrigeration Engineer 冷凍師	Controls and participates in the maintenance and operation of refrigeration machinery. Monitors refrigerated cargo compartments. 監管、參予維修及操作冷凍機的工作。管理冷藏貨物艙。



Job Code 職稱編號	Job Title 職稱	Job Description 工作說明
RATING	普通海員	
201 / 401	Chief Petty Officer / Bosun 總隊長 / 水手長	Supervises general purpose ratings engaged in duties on deck, cargo space, in the engine-room and general cleaning and maintenance work aboard ship. 督導全能海員從事甲板、貨艙與機房的職務，以及船上的清潔維修工作。
202 / 402	Pumpman 泵工	Operates, maintains and repairs cargo/ballast pumps and related machinery. 操作、維修和保養貨物 / 壓艙水泵及有關機械。
203 / 403	Fitter 機器打磨匠	Assists engineers to repair and maintain pumps and machinery. 協助輪機員維修和保養水泵及機械。
204 / 404	Sailor 水手	Carries out duties of berthing, anchoring, other mooring operations and cargo handling under the supervision of bosun or deck officer. 在水手長或甲板部高級海員督導下從事碼頭靠泊、下錨、其他繫泊和處理貨物的工作。
205 / 405	Motorman 機工	Carries out engineering maintenance work under the supervision of marine engineer officer. 在輪機部高級海員督導下從事維修機械的工作。
206 / 406	Rating (General Purpose) 普通海員 (全能)	Carries out duties of berthing/unberthing, watchkeeping duties on deck/bridge and in engine-room, cleaning and maintenance work on deck and in cargo spaces/engine-room, and assists engineers to repair and maintain machinery. 執行繫泊 / 起航工作、甲板 / 駕駛台和機房的值班職務、甲板 / 貨艙和機房的清潔保養工作，及協助輪機員維修和保養機械。
207 / 407	Steward 管事	Serves meals, attends needs of officers and passengers and maintains cleanliness of accommodation. 上菜、照顧乘客及高級海員的需要，清潔居室。
208 / 408	Cook 廚師	Supervises and undertakes preparation of meals. 督導及從事膳食烹製。
209 / 409	Laundry man 洗衣工人	Performs duties of washing, drying and ironing linen. 擔任洗滌、晾乾及熨平亞麻布織物的職務。

<b>CONFIDENTIAL</b> WHEN ENTERED WITH DATA	填入數據後即成 <b>機密文件</b>
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**VOCATIONAL TRAINING COUNCIL**  
職業訓練局

**THE 2014 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY  
QUESTIONNAIRE (FORM 2) - SURVEY OF SEAFARERS ON RIVER-TRADE VESSELS**

**海事服務業二零一四年人力調查  
調查表(表二) - 商船海員調查(內河船)**

(PLEASE READ THE EXPLANATORY NOTES BEFORE COMPLETING THIS QUESTIONNAIRE)  
(填表前請參閱附註)

For official use only: 此欄毋須填寫	Rec. Type	Survey Code	Industry Code	Establishment No.	Enumerator's No.	Editor's No.	Check Digit	No. of Employees Covered by the Questionnaire
	1	3 1 9 2 3	4 5 6 7 8 9	10 11 12 13 14 15	16 17	18 19	20 21 22	23 24 25 26 27

NAME OF ESTABLISHMENT : \_\_\_\_\_  
機構名稱

ADDRESS : \_\_\_\_\_  
地址

NAME OF PERSON TO CONTACT : \_\_\_\_\_  
聯絡人姓名

TEL NO. : \_\_\_\_\_  
電話

E-MAIL : \_\_\_\_\_  
電郵

TOTAL NO. OF PERSONS ENGAGED : \_\_\_\_\_  
僱員總人數

POSITION : \_\_\_\_\_  
職位

FAX NO. : \_\_\_\_\_  
圖文傳真

Please tick the box if your company wants a complimentary copy of the 2014 Manpower Survey Report.  99  
如 貴公司欲收到二零一四年人力調查報告，請於方格內加上(✓)號

**Questionnaire - River Trade Sector**

**調查表 – 內河船業**

**Part I: Ships 第一部份：船隻**

(1)	(2)		
No. of Ships Operated 經營船隻數目	Type 類型		
	Jetfoils 噴射 水翼船	Catamarans & Jetcats 雙體船 及噴射雙體船	Others 其他
(i) No. of Ships as at 15.8.2014 在 2014年8月15日的船隻數目	8	11	14
(ii) Forecast No. of Ships in 2015 預測至二零一五年的船隻數目	17	20	23
(iii) Forecast No. of Ships in 2016 預測至二零一六年的船隻數目	26	29	32
For official use only 此欄毋須填寫	35		

Questionnaire – River Trade Sector  
調查表 – 內河船業  
Part II: Seafarers 第二部份：海員

Rec. Type	(1) Position on Board 船上職位 (See Appendix C2) (參閱附錄 C2)	(2) No. of Hong Kong Seafarers Employed as at 15.8.2014 在2014年8月15日 受僱的 香港海員人數	(3) No. of Hong Kong Seafarers Employed According to Age Group 受僱的香港海員人數 按年齡分佈			(4) Projected Total No. of Hong Kong Seafarers to be Employed 預計未來應用的 香港海員人數		(5) No. of Vacancies in this position as at 15.8.2014 在2014年8月15日 該職位的空缺數目	(6) Reason(s) for Vacancy, if any, in this Position (may tick more than one) 該職位出現空缺(如有)的原因(可選多於一項)			
			50 or below 50歲或以下	51-60 51至60歲	61 or above 61歲或以上	Total 總數	2015		2016	No Applicant 沒有人應徵	No Qualified Applicant 沒有合資格人選	Others (Please Specify) 其他(請註明)
		8 - 10	15 - 18	19 - 22	23 - 26	27 - 30	31 - 34	35 - 38	39 - 42	43	44	45
3	Master 船長	501								<input type="checkbox"/>	<input type="checkbox"/>	
3	Chief Officer 大副(大伙)	502								<input type="checkbox"/>	<input type="checkbox"/>	
3	Night Vision Officer	503								<input type="checkbox"/>	<input type="checkbox"/>	
3	Deck Cadet 見習甲板高級海員	504								<input type="checkbox"/>	<input type="checkbox"/>	
3	Chief Engineer 輪機長(大車)	505								<input type="checkbox"/>	<input type="checkbox"/>	
3	Junior / Assistant Engineer 初級管輪(幫車)	506								<input type="checkbox"/>	<input type="checkbox"/>	
3	Fitter 機器打膠匠	507								<input type="checkbox"/>	<input type="checkbox"/>	
3	Sailor 水手	508								<input type="checkbox"/>	<input type="checkbox"/>	
3	Motorman 機工	509								<input type="checkbox"/>	<input type="checkbox"/>	
3	Rating (General Purpose) 普通海員(全能)	510								<input type="checkbox"/>	<input type="checkbox"/>	
3	Cabin Attendant 客廳服務員	511								<input type="checkbox"/>	<input type="checkbox"/>	
3	Others (Please Specify) 其他(請註明)	512								<input type="checkbox"/>	<input type="checkbox"/>	
3	Others (Please Specify) 其他(請註明)	513								<input type="checkbox"/>	<input type="checkbox"/>	
3	Others (Please Specify) 其他(請註明)	514								<input type="checkbox"/>	<input type="checkbox"/>	
3	Others (Please Specify) 其他(請註明)	515								<input type="checkbox"/>	<input type="checkbox"/>	
3	Others (Please Specify) 其他(請註明)	516								<input type="checkbox"/>	<input type="checkbox"/>	

P.T.O.  
「請轉下頁」

Questionnaire - River Trade Sector  
調查表 - 內河船業

Part III : Training Needs for Hong Kong Seafarers to be Promoted 第三部份：本港海員晉升的培訓需求

Rec. Type	(1)		(2)											For official use only		
	Position on Board 船上職位 (See Appendix C2) (參閱附錄 C2)	Job Title / Code 職稱 / 編號	No. of Hong Kong Seafarers Requiring Training for promotions 需要接受培訓獲取資格升級至以下職位的本港海員人數													
	Master 船長 501	Chief Officer 大副(大伙) 502	Night Vision Officer 夜航員 503	Deck Cadet 見習甲板 高級海員 504	Chief Engineer 輪機長 (大車) 505	Junior/Assistant Engineer 初級管輪 (幫車) 506	Fitter 機器打磨匠 507	Sailor 水手 508	Motorman 機工 509	Rating (General Purpose) 普通海員 (全能) 510	Cabin Attendant 客艙服務員 511	Others (Please Specify) 其他 (請註明)	Others (Please Specify) 其他 (請註明)	Others (Please Specify) 其他 (請註明)	For official use only 此欄 毋須填寫 ↓	
4	For official use only 此欄毋須填寫 →	8 - 10	11 - 13	14 - 16	17 - 19	20 - 22	23 - 25	26 - 28	29 - 31	32 - 34	35 - 37	38 - 40	41 - 43	44 - 46	47 - 49	50 - 51
	Projected number of promotional positions in the next two years 預計未來兩年升級職位人數	2015	2016													

End of questionnaire. Thank you for your co-operation.  
問卷完，多謝合作

**The 2014 Manpower Survey of the Maritime Services Industry**  
**海事服務業二零一四年人力調查**

**Survey of Seafarers on River-trade Vessels**  
**商船海員調查（內河船）**

**Explanatory Notes**  
**附註**

1. Before completing the questionnaires, please read carefully the Explanatory Notes.  
填寫調查表前，請參閱附註。
2. The Questionnaire (Form 2) is used to collect information of seafarers working on river-trade vessels. If you are not operators in this sector, please inform us.  
調查表（表二）是用作收集在內河船上工作的海員資料，如貴機構並非本界別的營運者，請通知我們。
3. Please provide accurate and updated information as it will be used as the basis for making recommendations to the Government to have accurate assessment on training needs for the seafarers.  
請提供準確及最新資料。因是次調查所得的結果將會作為向政府提出建議的基礎，從而對海員的訓練需求作出準確評估。
4. The reference date for this survey is **15 August 2014**.  
是次調查以二零一四年八月十五日的資料為準。

**Part I**

第一部份

(i) No. of Ship as at 15.8.2004

在 2014 年 8 月 15 日的船隻數目

(ii) Forecast No. of Ships in 2015 and 2016  
&

(iii)

預測至二零一五年及  
二零一六年的船隻數目

**Ships**

船隻

Please enter the total number of ships under your ownership or management as at 15.8.2014.

請填寫貴機構在 2014 年 8 月 15 日擁有或管理的船隻總數。

Please enter the forecast total number of ships to be under your ownership or management in **2015** and **2016**.

請填寫貴機構預測在 二零一五年 及 二零一六年 時擁有或管理的船隻總數。

**Part II**

第二部份

(1) Position on Board

船上職位

**Seafarers**

海員

Please note that the ranking system on British ships has been followed. Please refer to **Appendix C2** for job descriptions of principal jobs.

請注意本欄是採用英國船隻的分級制度。請參閱**附錄 C2** 有關主要職務的工作說明。

(2) No. of Hong Kong Seafarers  
Employed as at 15.8.2014

在 2014 年 8 月 15 日受僱的本港  
海員人數

Please enter the number of **Hong Kong**<sup>1</sup> seafarers employed by your company as at 15.8.2014 in Column (2).

請於第 (2) 欄內填寫在 2014 年 8 月 15 日受僱於貴機構的 本港<sup>1</sup> 海員人數。

*Note 1 : "Hong Kong Seafarers" refer to Hong Kong permanent residents.*

註 1 : 「本港海員」是指擁有香港永久居民身份的海員。

(3) No. of Hong Kong Seafarers Employed  
According to Age Group

按年齡分佈的受僱本港  
海員人數

Please provide the number of Hong Kong seafarers employed, by age group, in Column (3). 請於第 (3) 欄內按年齡分佈填寫受僱於貴機構的本港海員人數。

(4) Projected Total No. of Hong Kong Seafarers to be Employed

預計未來僱用的本港海員人數

Please respectively enter the projected number of Hong Kong seafarers you will employ in **2015** and **2016** in Column (4).

請於第(4)欄內指定位置分別填寫貴機構預計在二零一五年及二零一六年擬僱用的本港海員人數。

(5) No. of Vacancies in this position as at 15.8.2014  
在 2014 年 8 月 15 日該職位的空缺數目

Please enter the number of vacancies for each position as at 15.8.2014 in Column (5).

請於第(5)欄內填寫在 2014 年 8 月 15 日各職位的空缺數目。

(6) Reason(s) for Vacancy, if any, in this Position

該職位出現空缺  
(如有)的原因

Please tick the reason(s) in Column (6) for the vacancies reported in Column (5). If there are other reasons, please specify.

請從第(6)欄列出的原因當中，選出最能解釋貴機構在第(5)欄所填報的職位出現空缺的情況(可選多於一項)。如有其他原因，請於空白地方列明。

Part III  
第三部份

Training Requirements for Hong Kong Seafarers  
本港海員的培訓需求

(1) Position on Board

船上職位

The projected number of active seafarers who have potential to promote to the next ranks.

預計晉升至該職位的現役海員人數。

(2) No. of Hong Kong Seafarers Requiring Training for promotions to the following Positions

需要接受培訓獲取資格升級至以下職位的本港海員人數

Please note that the ranking system on British ships has been followed.

Please enter the projected number of Hong Kong seafarers who have potential to promote to the next ranks for the year of 2015 and 2016 in Column (2).

請注意本欄是採用英國船隻的分級制度。

請於第(2)欄內填報貴機構預計於二零一五年及二零一六年晉升至該職位的現役本港海員人數。



**The 2014 Manpower Survey of the Maritime Services Industry**  
**海事服務業二零一四年人力調查**

**Survey of Seafarers on River-trade Vessels**  
**商船海員調查（內河船）**

**Job Descriptions of Principal Jobs**  
**主要職務的工作說明**

Job Code 職稱編號	Job Title 職稱	Job Description 工作說明
SEAFARER      海員		
501	Master  船長	Takes complete charge of a ship and carries out duties pertaining to navigation, berthing and unberthing, safety of passengers and crew, compliance with local and international regulations, etc. 掌管全船，負責駕駛、繫泊、起航、乘客及船員安全的職務，以配合本地及國際規定等。
502	Chief Officer  大副（大伙）	Assists the Master to manage the ship and carry out navigational duties, and keeps records in the bridge log books, etc. 協助船長管理全船，執行駕駛職務，及負責甲板部航海日誌的記錄工作等。
503	Night Vision Officer  夜航員	Keeps watch with Night Vision Device during hours of darkness and informs the Master of any detected objects. 利用夜間觀察器，在黑夜進行監察；發現物體時向船長報告。
504	Deck Cadet  見習甲板高級船員	Understudies deck officer's and navigational duties under the direction of the Chief Officer. 按照大副所指示學習擔當甲板高級船員的甲板工作及航行職務。
505	Chief Engineer  輪機長（大車）	In charge of the engine-room. Keeps main engines and auxiliaries running smoothly. 管理輪機部。負責保持主機及輔助裝置的正常運作。
506	Junior/Assistant Engineer  初級管輪（幫車）	Assists the Chief and Second Engineer. Keeps engine-room watch and carries out engine-room duties. 協助輪機長及大管輪執行機房值班職務及其他工作。
507	Fitter  機器打磨匠	Assists engineers to repair and maintain pumps and machinery. 協助輪機員維修和保養水泵及機械。

Job Code 職稱編號	Job Title 職稱	Job Description 工作說明
SEAFARER (cont'd) 海員 (續)		
508	Sailor 水手	Carries out duties of berthing, anchoring, other mooring operations and cargo handling under the supervision of bosun or deck officer. 在水手長或甲板部高級海員督導下從事碼頭靠泊、下錨、其他繫泊和處理貨物的工作。
509	Motorman 機工	Carries out engineering maintenance work under the supervision of marine engineer officer. 在輪機部高級海員督導下從事維修機械的工作。
510	Rating (General Purpose) 普通海員 (全能)	Carries out berthing and unberthing duties, general cleaning and maintenance work under supervision of Chief Officer, and general engine-room and cleaning duties under supervision of Chief Engineer. 在大副的督導下，執行繫泊、起航及一般清潔維修職務。在輪機長(大車)的督導下，執行一般機房職務及清潔工作。
511	Cabin Attendant 客艙服務員	Provides passengers with services, such as in identifying seats, issuing newspapers & cleaning towels, etc., and as required. 負責帶領乘客就座，向其分發報章、手巾及所需物品。

<b>CONFIDENTIAL</b> WHEN ENTERED WITH DATA	填入數據後即成 <b>機密文件</b>
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**VOCATIONAL TRAINING COUNCIL**  
職業訓練局

**THE 2014 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY  
QUESTIONNAIRE (FORM 3) - SURVEY OF CREW MEMBERS ON LOCAL VESSELS**

**海事服務業二零一四年人力調查  
調查表(表三) - 本地船舶船員調查**

(PLEASE READ THE EXPLANATORY NOTES BEFORE COMPLETING THIS QUESTIONNAIRE)  
(填表前請參閱附註)

For official use only: 此欄毋須填寫	Rec. Type	Survey Code	Industry Code	Establishment No.	Enumerator's No.	Editor's No.	Check Digit	No. of Employees Covered by the Questionnaire
	_	_ _ _	_ _ _ _ _ _ _ _ _ _ _ _ _ _	_ _ _ _ _ _ _ _ _ _ _ _ _ _	_ _ _	_ _ _	_ _ _ _	_ _ _ _ _ _ _ _ _ _ _ _ _ _
	1	2 3	4 5 6 7 8 9	10 11 12 13 14 15	16 17	18 19	20 21 22	23 24 25 26 27

NAME OF ESTABLISHMENT : \_\_\_\_\_  
機構名稱

ADDRESS : \_\_\_\_\_  
地址

NAME OF PERSON TO CONTACT : \_\_\_\_\_  
聯絡人姓名

TEL NO. : \_\_\_\_\_  
電話

E-MAIL : \_\_\_\_\_  
電郵

TOTAL NO. OF PERSONS ENGAGED : \_\_\_\_\_  
僱員總人數

POSITION : \_\_\_\_\_  
職位

FAX NO. : \_\_\_\_\_  
圖文傳真

Please tick the box if your company wants a complimentary copy of the 2014 Manpower Survey Report.  
如 貴公司欲收到二零一四年人力調查報告，請於方格內加上 (✓) 號

99

Questionnaire - Local Vessel Sector

調查表 - 本地船業

Part I: Vessels 第一部份：船舶

(1)	(2)							
No. of Vessels Operated 經營船舶數目	Type 類型							
	Ferries 渡海輪	Tug Boats 拖船	Motor Launches 機動載客船	Motor Cargo Boats 機動貨艇	Lighter/Barges 躉船	Bunker Vessels 供油船	Pleasure Vessels 遊樂船	Others 其他
(i) No. of Vessels as at 15.8.2014 在 2014年8月15日的船舶數目	8	11	14	17	20	23	26	29
(ii) Forecast No. of Vessels in 2015 預測至二零一五年的船舶數目	32	35	38	41	44	47	50	53
(iii) Forecast No. of Vessels in 2016 預測至二零一六年的船舶數目	56	59	62	65	68	71	74	77
For official use only 此欄毋須填寫								80

Questionnaire - Local Vessel Sector  
調查表 - 本地船隻

Part II: Crew Members 第二部份：船員

Rec. Type	(1) Position on Board 船上職位 (See Appendix C3) (參閱附錄 C3)	(2) No. of Hong Kong Crew Members Employed as at 15.8.2014 在2014年8月15日 受僱的 本地船員人數	(3) No. of Hong Kong Crew Members Employed According to Age Group 受僱的本地船員人數 按年齡分佈			(4) No. of Hong Kong Crew Members Employed According to Average Monthly Income Group 受僱的本地船員人數 按平均每月收入分佈			(5) Projected Total No. of Hong Kong Crew Members to be Employed 預計未來僱用的 本地船員人數		(6) No. of Vacancies in this position as at 15.8.2014 在2014年8月15日 該職位的空位數目	(7) Reason(s) for Vacancy, if any, in this Position (may tick more than one) 該職位出現空缺(如有)的原因(可選多於一項)					
			50 or below 50歲或以下	51 - 60 51至60歲	61 or above 61歲或以上	Total 總數	\$12,000 or below \$12,000或以下	\$12,001 - \$15,000 \$12,001至\$15,000	\$15,001 - \$20,000 \$15,001至\$20,000	\$20,001 or above \$20,001或以上		2015	2016	No Applicant 沒有人應徵	No. Qualified Applicant 沒有合資格入選	Others (Please Specify) 其他(請註明)	
3	Coxswain 船長	8 - 10	15 - 18	19 - 22	23 - 26	27 - 30	31 - 34	35 - 38	39 - 42	43 - 46	47 - 50	51 - 54	55 - 58	59	60	61	
3	Assistant Coxswain 助理船長	601															
3	Sailor 水手	602															
3	Engine Operator 輪機長(大砲)	603															
3	Assistant Engine Operator 助理輪機長(助理大砲)	604															
3	Others (Please Specify)	605															
3	Others (Please Specify)	606															
3	Others (Please Specify)	607															
3	Others (Please Specify)	608															
3	Others (Please Specify)	609															
3	Others (Please Specify)	610															

P.T.O.  
「翻轉下頁」

Questionnaire - Local Vessel Sector  
調查表 - 本地船舶業

Part III : Training Requirements for Crew Members 第三部份：船員的培訓需求

(1)		(2)											For official use only 此欄毋須填寫 →			
		No. of Hong Kong Crew Members Requiring Training as below for Certificates / Endorsements 需要接受以下訓練以獲取證書 / 認可資格的本地船員人數														
Rec. Type	Position on Board 船上職位 (See Appendix C3) (參閱附錄 C3)	Coxswain Grade 3 Certificate 船長 三級證書	Coxswain Grade 2 Certificate 船長 二級證書	Engine Certificate Grade 3 輪機操作員 三級證書	Engine Certificate Grade 2 輪機操作員 二級證書	Elementary First Aid and Proficiency in Medical First Aid 急救 (基本及醫療技術 合併課程)	Fire-fighting (Local Craft) 消防訓練 (本地船舶)	Personal Survival Techniques (Local Craft) 個人求生技能 (本地船舶)	Basic Radar Operator 基本雷達 操作員	Basic Safety Training for Local Vessels' Crew 本地船舶 船員安全訓練 (水手培)	Basic Handling of Dangerous Goods (Local Vessel) 基本 危險貨物處理 (本地船舶)	Oil Carrier Safety (Local Vessel) 本地油輪安全	Shipboard Crane Operator Safety 船上起重機 操作安全	Others (Please Specify) 其他 (請註明)	Others (Please Specify) 其他 (請註明)	For official use only 此欄 毋須填寫 →
		Job Title / Code 職稱 / 編號														
	For official use only 此欄毋須填寫 →	8 - 10	14 - 16	17 - 19	20 - 22	23 - 25	26 - 28	29 - 31	32 - 34	35 - 37	38 - 40	41 - 43	44 - 46	47 - 49	50 - 52	53 - 54
4	Coxswain 船長															
4	Assistant Coxswain 助理船長															
4	Sailor 水手															
4	Engine Operator 輪機長 (大馬)															
4	Assistant Engine Operator 助理輪機長 (助理大馬)															
4	Others (Please Specify) 其他 (請註明)															
4	Others (Please Specify) 其他 (請註明)															
4	Others (Please Specify) 其他 (請註明)															
4	Others (Please Specify) 其他 (請註明)															
4	Others (Please Specify) 其他 (請註明)															

End of questionnaire. Thank you for your co-operation.  
問卷完，多謝合作

**The 2014 Manpower Survey of the Maritime Services Industry**  
**海事服務業二零一四年人力調查**

**Survey of Crew Members on Local Vessels**  
**本地船舶船員調查**

**Explanatory Notes**  
**附註**

1. Before completing the questionnaires, please read carefully the Explanatory Notes.  
填寫調查表前，請參閱附註。
2. The Questionnaire (Form 3) is used to collect information of crew members working on local vessels. If you are not operators in this sector, please inform us.  
調查表（表三）是用作收集在本地船舶上工作的船員資料，如貴機構並非本界別的營運者，請通知我們。
3. Please provide accurate and updated information as it will be used as the basis for making recommendations to the Government to have accurate assessment on training needs for the crew members.  
請提供準確及最新資料。因是次調查所得的結果將會作為向政府提出建議的基礎，從而對船員的訓練需求作出準確評估。
4. The reference date for this survey is **15 August 2014**.  
是次調查以二零一四年八月十五日的資料為準。

**Part I**

第一部份

(i) No. of Vessels as at 15.8.2014

在 2014 年 8 月 15 日的  
船舶數目

(ii) Forecast No. of Vessels

& in 2015 and 2016

(iii)

預測至二零一五年及  
二零一六年的船舶數目

**Vessels**

船舶

Please enter the total number of vessels under your ownership or management as at 15.8.2014.

請填寫貴機構在 2014 年 8 月 15 日擁有或管理的船舶總數。

Please enter the forecast total number of vessels to be under your ownership or management in **2015** and **2016**.

請填寫貴機構預測在 二零一五年 及 二零一六年 時擁有或管理的船舶總數。

**Part II**

第二部份

(1) Position on Board

船上職位

**Crew Members**

船員

Please note that the ranking system on ferries with large crew size has been followed. Small tugboats may not have certain posts on board. Please refer to **Appendix C3** for job descriptions of principal jobs.

請注意本欄是採用渡海輪大型船員編制。細小拖輪可能未設有某些職位。請參閱**附錄 C3** 有關主要職務的工作說明。

(2) No. of Hong Kong Crew Members Employed as at 15.8.2014

在 2014 年 8 月 15 日受僱的  
本港船員人數

Please enter the number of **Hong Kong**<sup>1</sup> crew members employed by your company as at 15.8.2014 in Column (2).

請於第 (2) 欄內填寫在 2014 年 8 月 15 日受僱於貴機構的 本港<sup>1</sup> 船員人數。

*Note 1 : "Hong Kong Crew Members" refer to Hong Kong permanent residents.*

註 1 : 「本港船員」是指擁有香港永久居民身份的船員。

(3) No. of Hong Kong Crew Members Employed According to Age Group

按年齡分佈的  
受僱本港船員人數

Please provide the number of Hong Kong crew members employed, by age group, in Column (3).

請於第 (3) 欄內按年齡分佈填寫受僱於貴機構的本港船員人數。



- (4) No. of Hong Kong Crew Members Employed According to Average Monthly Income Group

按平均每月收入分佈的  
受僱本港船員人數

Please provide the number of Hong Kong crew members employed, by average monthly income group, in Column (4).

Average monthly income should include basic wages, cost-of-living allowance, meal allowance, and other regular / guaranteed bonuses and allowances, etc., if any. If you have more than one employee doing the same job, please enter the average figure.

請於第(4)欄內按平均每月收入分佈填寫受僱於貴機構的本港船員人數。

平均每月收入當中包括底薪、生活津貼、膳食津貼，以及其他經常性/保證發放的花紅及津貼等。若從事同類工作的僱員多於一名，則請取其平均收入。

- (5) Projected Total No. of Hong Kong Crew Members to be Employed

預計未來僱用的本港船員人數

Please respectively enter the projected number of Hong Kong crew members you will employ in **2015** and **2016** in Column (5).

請於第(5)欄內指定位置分別填寫貴機構預計在二零一五年及二零一六年時擬僱用的本港船員人數。

- (6) No. of Vacancies in this position as at 15.8.2014  
在 2014 年 8 月 15 日該職位的  
空缺數目

Please enter the number of vacancies for each position as at 15.8.2014 in Column (6).

請於第(6)欄內填寫在 2014 年 8 月 15 日各職位的空缺數目。

- (7) Reason(s) for Vacancy, if any, in this Position

該職位出現空缺  
(如有)的原因

Please tick the reason(s) in Column (7) for the vacancies reported in Column (6). If there are other reasons, please specify.

請從第(7)欄列出的原因當中，選出最能解釋貴機構在第(6)欄所填報的職位出現空缺的情況(可選多於一項)。如有其他原因，請於空白地方列明。

### Part III 第三部份

### Training Requirements for Crew Members 船員的培訓需求

- (1) Position on Board

船上職位

Please note that the ranking system on ferries with large crew size has been followed. Small tugboats may not have certain posts on board.

請注意本欄是採用渡海輪大型船員編制。細小拖輪可能未設有某些職位。

(2) No. of Hong Kong Crew Members  
Requiring Training for  
Certificates/Endorsements  
需接受訓練獲取證書/  
認可資格的本港船員人數

Please enter the number of Hong Kong crew  
members requiring training in Column (2).

請於第(2)欄內填報貴機構的本港船員  
需要接受各項訓練的人數。

**The 2014 Manpower Survey of the Maritime Services Industry**  
**海事服務業二零一四年人力調查**

**Survey of Crew Members on Local Vessels**  
**本地船舶船員調查**

**Job Descriptions of Principal Jobs**  
**主要職務的工作說明**

Job Code 職稱編號	Job Title 職稱	Job Description 工作說明
CREW MEMBER      船員		
601	Coxswain 船長	Manoeuvres the vessel during navigation, berthing and unberthing. 掌管駕駛、靠泊及起航工作。
602	Assistant Coxswain 助理船長	Assists the Coxswain in navigation, berthing and unberthing. 協助船長掌管駕駛、靠泊及起航工作。
603	Sailor  水手	Carries out berthing and unberthing duties under supervision of the Coxswain or Assistant Coxswain. Undertakes general cleaning and maintenance work. 在船長或助理船長的督導下，執行繫泊及起航工作。擔任一般清潔維修職務。
604	Engine Operator 輪機長（大偈）	Operates and maintains main engine and auxiliaries. 操作及維修輪機、輔助設備。
605	Assistant Engine Operator 助理輪機長 （助理大偈）	Assists Engineer in the operation and maintenance of main engine and auxiliaries. 協助輪機長操作及維修輪機、輔助裝置。

<b>CONFIDENTIAL</b> WHEN ENTERED WITH DATA	填入數據後即成 機密文件
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VOCATIONAL TRAINING COUNCIL  
職業訓練局

**THE 2014 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY**  
**QUESTIONNAIRE (FORM 4) - SURVEY OF SHIPPING/MARITIME SERVICES RELATED PERSONNEL WORKING ASHORE**

調查表(表四) - 於岸上從事與航運/海事服務業有關的工作人員調查

(PLEASE READ THE EXPLANATORY NOTES BEFORE COMPLETING THIS QUESTIONNAIRE)  
(填表前請參閱附註)

For official use only: 此欄毋須填寫	Rec. Type	Survey Code	Industry Code	Establishment No.	Enumerator's No.	Editor's No.	Check Digit	No. of Employees Covered by the Questionnaire
	1	4 1 1	4 5 6 7 8 9	10 11 12 13 14 15	16 17	18 19	20 21 22	23 24 25 26 27

NAME OF ESTABLISHMENT : \_\_\_\_\_  
機構名稱

ADDRESS : \_\_\_\_\_  
地址

NAME OF PERSON TO CONTACT : \_\_\_\_\_  
聯絡人姓名

TEL NO. : \_\_\_\_\_  
電話

E-MAIL : \_\_\_\_\_  
電郵

TOTAL NO. OF PERSONS ENGAGED : \_\_\_\_\_  
僱員總人數

POSITION : \_\_\_\_\_  
職位

FAX NO. : \_\_\_\_\_  
圖文傳真

Please tick the box if your company wants a complimentary copy of the 2014 Manpower Survey Report.  99  
如 貴公司欲收到二零一四年人力調查報告，請於方格內加上(✓)號

Questionnaire - Ashore  
調查表 - 岸上

Part I: Shipping/Maritime Services Related Personnel Working Ashore 第一部份: 於岸上從事與航運/海運服務業有關的工作人員

Rec. Type	(1) Position Ashore Related to Shipping / Maritime Services 岸上與航運/海運服務業有關的職位  Job Area / Code 工作範圍/編號	(2) No. of Employees in this Position as at 15.8.2014 在2014年8月15日出任該職位的僱員人數		(3) Projected Total No. of Employees to be Employed for this Position 預計未來該職位需僱用人數		(4) No. of Employees with Ex-servicing Experience (Officer Grade) According to Age Group 現在出任該職位而具備航海經驗(高級海員)的僱員人數 按年齡分佈				(5) No. of Vacancies in this position as at 15.8.2014 在2014年8月15日該職位的空缺數目	(6) Reason(s) for Vacancy, if any, in this Position (may tick more than one) 該職位出現空缺(如有)的原因(可選多於一項)			
		No. of Hong Kong Employees 本地僱員	No. of Non-Hong Kong Employees 非本地僱員	2015	2016	50 or below 50歲或以下	51 - 60 51至60歲	61 or above 61歲或以上	Total 總數		No Applicant 沒有人應徵	No Qualified Applicant 沒有合資格人選	Insufficient Professional Training 缺乏專業培訓	Others (Please Specify) 其他(請註明)
	8-10 For official use only 此欄須填寫 →	11-14	15-18	19-22	23-26	27-30	31-34	35-38	39-42	43-46	47	48	49	50
1.	Administration, Management & Human Resource 行政、管理及人力資源													
2.	Business and Trade 商業及貿易													
3.	Operations 營運													
4.	Technical and Consultancy 技術及顧問													
5.	Marine Law and Insurance 海運法律及保險													
6.	Training and Education 培訓及教育													
7.	Account and Finance 會計及財務													
8.	Safety and Risk Management 安全及風險管理													
9.	Others (Please Specify) 其他(請註明)													
10.	Others (Please Specify) 其他(請註明)													
11.	Others (Please Specify) 其他(請註明)													
12.	Others (Please Specify) 其他(請註明)													

End of questionnaire. Thank you for your co-operation.  
問卷完，多謝合作

**The 2014 Manpower Survey of the Maritime Services Industry**  
**海事服務業二零一四年人力調查**

**Survey of Shipping / Maritime Services Related Personnel Working Ashore**  
**於岸上從事與航運 / 海事服務業有關的工作人員調查**

**Explanatory Notes**  
**附註**

1. Before completing the questionnaires, please read carefully the Explanatory Notes.  
填寫調查表前，請參閱附註。
2. The Questionnaire (Form 4) is used to collect information of shipping/maritime services related personnel working ashore with an aim to assess the demand of shore-based manpower with ex-seafaring officer qualifications/experience.  
調查表（表四）是用作收集在岸上從事與航運／海事服務業有關的工作人員資料，旨在評估該等岸上職位對具備航海經驗人員的需求。
3. Please provide accurate and updated information as it will be used as the basis for making recommendations to the Government to have accurate assessment on training needs for the shipping/maritime services related personnel working ashore.  
請提供準確及最新資料。因是次調查所得的結果將會作為向政府提出建議的基礎，從而對在岸上從事與航運 / 海事服務業有關的工作人員的訓練需求作出準確評估。
4. The reference date for this survey is **15 August 2014**.  
是次調查以二零一四年八月十五日的資料為準。

Part I

第一部份

Shipping/Maritime Services Related Personnel Working Ashore

於岸上從事與航運 / 海事服務業有關的工作人員

- (1) Position Ashore Related to Shipping/Maritime Services  
岸上與航運 / 海事服務業有關的職位

Please refer to **Appendix C4** for job descriptions of principal jobs.

請參閱**附錄 C4** 有關主要職務的工作說明。

- (2) No. of Employees in this Position as at 15.8.2014

在 2014 年 8 月 15 日出任該職位的僱員人數

Please respectively enter the number of **Hong Kong**<sup>1</sup> and **non-Hong Kong**<sup>2</sup> employees for each position of your company as at 15.8.2014 in Column (2).

請於第(2)欄內分別填寫貴機構在 2014 年 8 月 15 日出任各職位的**本港**<sup>1</sup>及**非本港**<sup>2</sup>僱員人數。

*Note 1 : "Hong Kong Employees" refer to Hong Kong permanent residents.*

註 1 : 「本港僱員」是指擁有香港永久居民身份之僱員。

*Note 2 : "Non-Hong Kong Employees" refer to non-Hong Kong permanent residents.*

註 2 : 「非本港僱員」是指無擁有香港永久居民身份之僱員。

- (3) Projected Total No. of Employees to be Employed for this Position

預計未來該職位需僱用人數

Please respectively enter the projected number of employees you will employ in **2015** and **2016** for each position in Column (3).

請於第(3)欄內指定位置分別填寫貴機構預計在**二零一五年**及**二零一六年**時擬僱用出任各職位的人數。

- (4) No. of Employees with Ex-seafaring Experience (Officer Grade) in this Position at Present According to Age Group  
按年齡分佈的現在出任該職位而具備航海經驗(高級海員)的僱員人數

Please provide the number of employees who are certified officers or ex-certified officers, for each position by age group, in Column (4).

請於第(4)欄內按年齡分佈填寫現在於貴機構出任各職位並已具備航海經驗的僱員人數。

(5) No. of Vacancies in this position  
as at 15.8.2014  
在 2014 年 8 月 15 日該職位的  
空缺數目

Please enter the number of vacancies for each  
position as at 15.8.2014 in Column (5).  
請於第（5）欄內填寫在 2014 年 8 月 15  
日各職位的空缺數目。

(6) Reason(s) for Vacancy, if any,  
in this Position

該職位出現空缺  
（如有）的原因

Please tick the reason(s) in Column (6) for the  
vacancies reported in Column (5). If there are  
other reasons, please specify.

請從第（6）欄列出的原因當中，選出最  
能解釋貴機構在第（5）欄所填報的職位  
出現空缺的情況（可選多於一項）。如有  
其他原因，請於空白地方列明。



**2014 Manpower Survey of the Maritime Services Industry**  
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**Shipping/Maritime Services Related Personnel Working Ashore**  
**於岸上從事與航運 / 海事服務業有關的工作人員**

**Job Description of Principal Jobs**  
**主要職務的工作說明**

Job Code 職稱編號	Job Category 職位種類	Job Description 工作說明
701	Administration, Management and Human Resource  行政、管理及人力資源	Maritime/Shipping Administration, Management & HR eg. Managing Director, Chief Executive Officer, General Manager, Management Officer of Local Vessels, Management of Leisure Craft/ Clubhouse, Ship Registration, Fleet Manger, Crewing Arrangements 海事/航運行政及管理、船員招聘 例如: 董事總經理、行政總管、總經理、本地船舶營運工作人員、遊樂船舶/會所管理、船舶註冊、航線經理、船員經理/主任
702	Business and Trade  商業及貿易	Commercial, Sales & Purchases, Customer Service, Marketing, Pricing Activities eg. Marketing/Sales, Commercial Manager, Freight Manager, Customer Service, Shipbroking, Chartering 商務、銷售買賣、顧客服務、市場拓展、定價業務 例如: 市場拓展/營業、商務經理、貨運經理、顧客服務、船舶經紀、租賃及定艙
703	Operations  營運	Distribution, Delivery, Logistics Operations, Warehouse, Depot, Terminal, Pier Operations, Stevedoring, Ship Onboard Services eg. Ship Agency, Shipping Officer, Document Officer, Boarding Officer, Port Captain, Distribution Manager, Traffic Manager, Warehouse Manager, Depot Manager, Terminal Officer, Stevedore, Tallyman, Forklift Truck Operator, Crane Operator, Ship Planner 營運管理、船務文員、文件處理員、報關員、配送調度、交收操作、倉庫、場地、碼頭操作、船上貨物操作 例如: 船舶代理、駐埠船長、分發經理、調度經理、倉庫經理、貨運經理、貨運站運作主管、貨物操作員、理貨員、鏟車操作員、機械操作員、船舶艙載計劃經理

Job Code 職稱編號	Job Category 職位種類	Job Description 工作說明
704	Technical and Consultancy  技術及顧問	Technical Support, Repair & Maintenance, Routing, Planning, Marine-Cargo Surveying, Ship Surveying eg. Line Manager, Ship's Technical Manager, Engineering Manager, Superintendent, Marine-Cargo Surveyor, Marine Consultant, Hull Surveyor, Marine Electronics Technician, Shipyard/Ship Repairer 技術支援、維修、航線、計劃、海運貨物測量、船舶檢驗 例如: 船舶技術經理、機械操作經理、技術總監、海運貨物測量師、海事顧問、船舶檢驗師、海洋電子技術員、船塢/船隻維修員
705	Marine Law and Insurance  海事法律及保險	Maritime Lawyer, Protection & Indemnity, Claims Affairs, Maritime Arbitration eg. Admiralty Solicitor, Legal Assistant, P&I / Insurance Manager, Claims Manager 海事法律、保險、理賠事務、海事仲裁 例如: 海事法律師、法律助理、保險事務經理、理賠經理
706	Training and Education  培訓及教育	Maritime Services Related Education and Training eg. Professor, Lecturer, Trainer 海事服務訓練及教育 例如: 教授、講師、導師
707	Account and Finance  會計及財務	Maritime Related Accountancy, Audit, Ship Finance eg. Ship Finance Manager, Ship Accountant/Auditor 與海事有關會計及審計、財務 例如: 財務經理、會計及審計師
708	Safety and Risk Management  安全及風險管理	Safety & Quality Control/Certification eg. Safety Director, ISM Auditor 安全、質素認證 例如: 安全總監、國際安全管理稽核員