

2016 MANPOWER SURVEY REPORT
OF THE
MARITIME SERVICES INDUSTRY

二零一六年人力調查報告
海事服務業訓練委員會

Maritime Services Training Board

Vocational Training Council

職業訓練局

海事服務業訓練委員會

2016 Manpower Survey Report of Maritime Services Industry

Table of Contents

<u>Title</u>	<u>Paragraph</u>	<u>Page</u>
EXECUTIVE SUMMARY	1 – 17	3 – 10
<u>Section</u>		
I INTRODUCTION	1.1 – 1.19	11 – 18
II SUMMARY OF SURVEY FINDINGS (OCEAN GOING SECTOR)	2.1 – 2.18	19 – 34
III SUMMARY OF SURVEY FINDINGS (RIVER TRADE SECTOR)	3.1 – 3.13	35 – 46
IV SUMMARY OF SURVEY FINDINGS (LOCAL VESSEL SECTOR)	4.1 – 4.18	47 – 58
V SUMMARY OF SURVEY FINDINGS (SHORE BASED PERSONNEL)	5.1 – 5.10	59 – 66
VI CONCLUSIONS AND RECOMMENDATIONS	6.1 – 6.47	67 – 78
APPENDIX		79 – 186
1	Terms of Reference	
2	Membership	
3	Manpower Survey Working Party	
4	External Industry Experts	
5	Hong Kong Standard Industrial Classification (HSIC) V2.0	
6	Sampling Coverage & Sampling Plan	
7	Number of Graduates of Full-time Pre-employment Courses	
8	Number of Graduates of Skills Upgrading Courses	
9	List of Pre-approved Courses and Examinations (MATF)	
10	List of Approved Training Courses for Local Vessel (MATF)	
11	Maritime and Aviation Internship Network	
12	Other Findings	
13	Manpower Projection	
14	Survey Document	

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. The Training Board had conducted a manpower survey during the period from September 2016 to January 2017 to collect the latest manpower information of the maritime services industry.

Scope of the Survey

2. The survey covered 797 establishments with an effective response rate of 95.40%. The samples were randomly selected from the four sectors below:

- i. Ocean Going Sector;
- ii. River Trade Sector;
- iii. Local Vessel Sector;
- iv. Shore Based Personnel Sector.

3. Seventeen branches were identified in this survey:

- i. Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies;
- ii. Ship Owners of Sea-going Vessels;
- iii. Operators of Sea-going Vessels;
- iv. Supplementary Samples - Ship Owners and Managers;
- v. Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta;
- vi. Inland Water Transport;
- vii. Mid-stream Operation;
- viii. Supplementary Samples - Yacht Club;
- ix. Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation Not Elsewhere Classified (n.e.c.);
- x. Shipbrokers;
- xi. Supplementary Samples - Classification Societies; Consultants and Surveyors;

- xii. Supplementary Samples - Marine Equipment; Shipbuilders and Repairers;
- xiii. Supplementary Samples - Marine Insurance;
- xiv. Supplementary Samples - Maritime Law;
- xv. Supplementary Samples - Ship Finance;
- xvi. Supplementary Samples - Ship Registration and Port Authorities;
- xvii. Supplementary Samples - Other Services.

4. By adopting the stratified random sampling method in selecting the 797 samples, the data collected was grossed up statistically to reflect an overall picture of the manpower situation of the industry at the time of the survey.

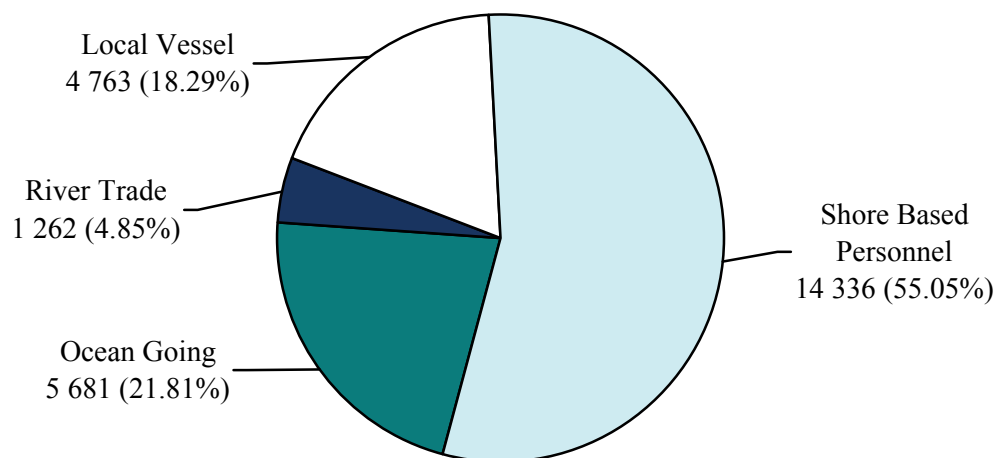
5. The principal jobs for the *Ocean Going*, *River Trade*, and *Local Vessel Sectors* were seafarers specific, but this did not apply to the principal jobs of *Shore Based Personnel Sector*. **Appendix 14** is a detailed description of principal jobs for each sector.

Key Survey Findings

Total Number of seafarers and Shore Based Personnel Engaged

6. The Survey revealed that in August 2016, 26 042 people were employed in the principal jobs of the four sectors of the maritime services industry. Of the 26 042 employees, 5 681 (21.81%) were employed in the *Ocean Going Sector*, 1 261 (4.85%) were employed in the *River Trade Sector*, 4 763 (18.29%) in the *Local Vessel Sector*, and 14 336 (55.05%) in the *Shore Based Personnel Sector*. The distribution of employees by sector is given in Figure 1.

Figure 1: Distribution of Employees by Sector (Principal Jobs)



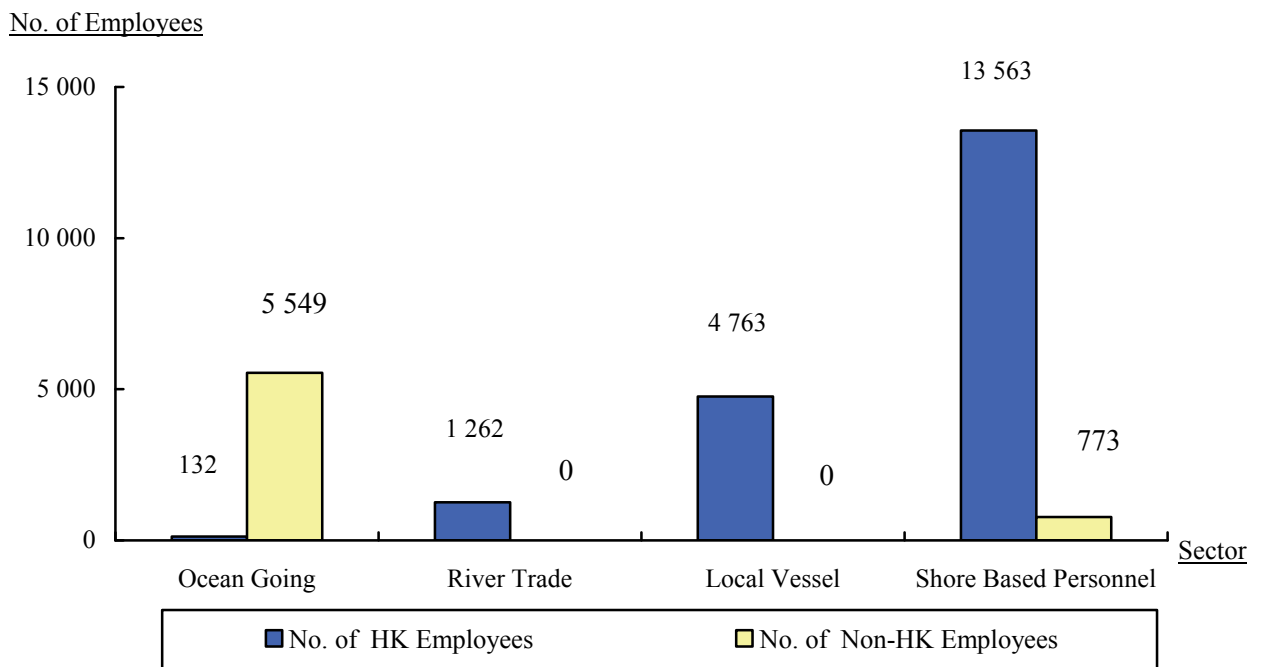
Remark: The percentage may not add up to 100 due to rounding

Number of Local and Non-Local Employees

7. As the maritime services industry is a global business, establishments were asked whether they recruited local employees or overseas employees. The term, *Hong Kong Employee*, refers to Hong Kong permanent resident. To simplify the question, employers only needed to specify whether the recruited employees were Hong Kong (HK¹) employees or Non-Hong Kong (Non-HK²) employees. Employers responded that there were 24.28% non-HK employees and 75.72% HK employees. Employers of the *River Trade* and *Local Vessel Sectors* indicated that they had no Non-HK employee at the time of the survey.

8. The distribution of HK and Non-HK employees in the four sectors is given in Figure 2.

Figure 2: Distribution of HK and Non-HK employees by Sector (Principal Job)



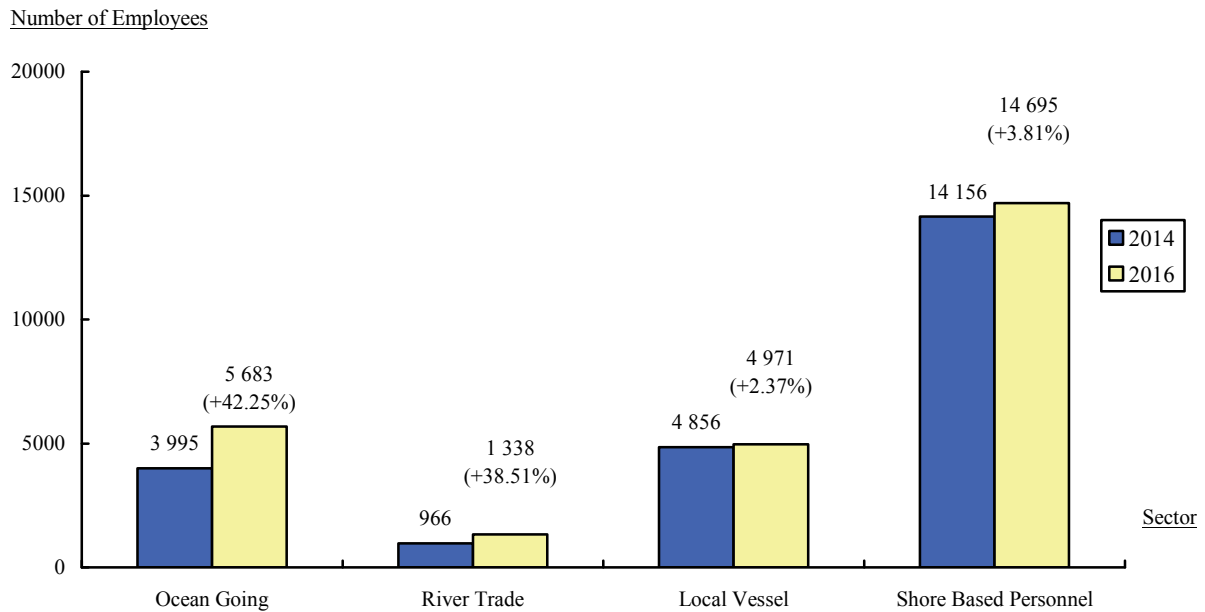
Manpower Change

9. The manpower had increased from 23 973 in 2014 to 26 687 in 2016, by 2 714 employees (11.32%). The changes in manpower between 2014 and 2016 by sector are summarised in Figure 3.

¹ Refers to positions held by Hong Kong Permanent residents

² Refers to positions held by Non-Hong Kong permanent residents

Figure 3: Manpower Changes by Sector between 2014 and 2016



10. As mentioned before, maritime services industry is a highly global business, and employers can recruit employees from all over the world. The global manpower situation of the *Ocean Going Sector* can be found from the website of BIMCO³. The significant increase (42.25%) of the number of ocean going employees reflected that establishments recruited more ocean going seafarers in Hong Kong at the time of the survey. The number did not represent that they were all HK employees.

11. Considering that the fleet size (266) is consistent with the number of employees engaged, the Training Board considers that the number (1 338) for the *River Trade Sector* reflected the actual situation of manpower at the time of the survey.

Vacancies by Sector

12. A total of 645 vacancies were reported at the time of the Survey. The *Shore Based Sector* recorded the largest number of 359 vacancies, representing 55.66% of the total number of vacancies. Table 1 is a summary of vacancies by sector.

³ Please refers to information from the website: www.bimco.org

Table 1: Number of Vacancies by Sector (Principal Job)

Sector	No. of Vacancies (%)
Ocean Going	2 (0.31)
River Trade	76 (11.78)
Local Vessel	208 (32.25)
Shore Based Personnel	359 (55.66)
Total	645 (100.00)

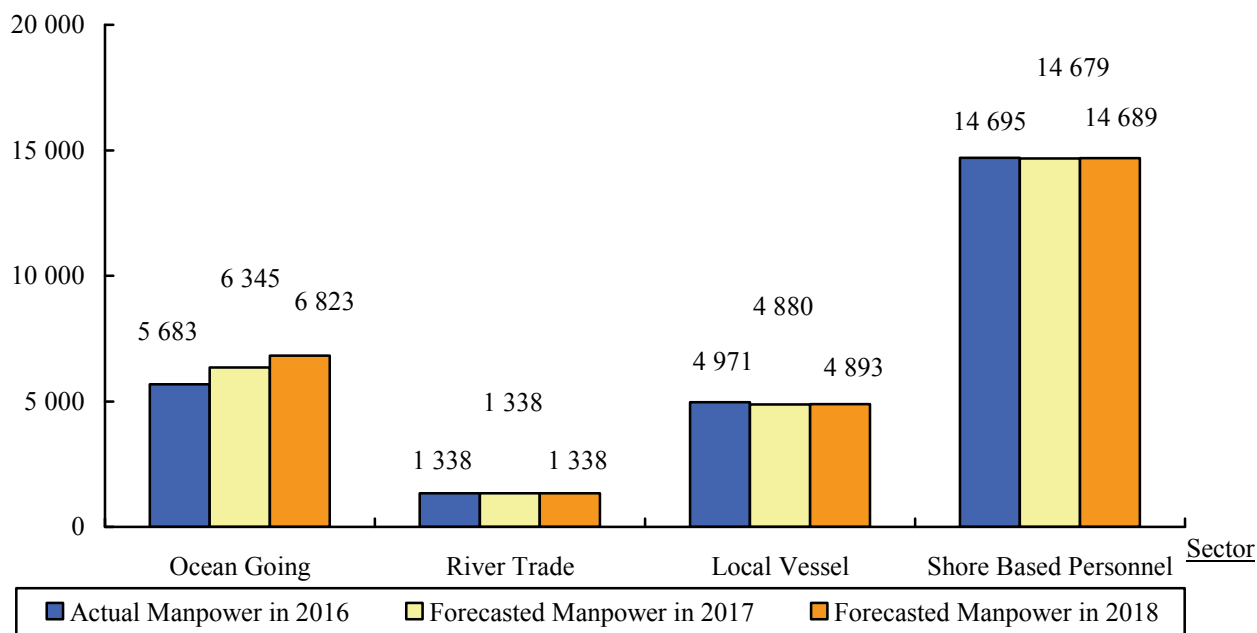
Remarks: % denotes the percentage share of total vacancies

Manpower Forecasted by Employers

13. Employers forecasted that there would be a total of 27 242 employees in 2017, an increase of 555 (2.08%) over the number of manpower in 2016 while there would be 27 743 employees in 2018 with an annual growth of 1.84%. The Employers' forecast of manpower by sector is presented in Figure 4.

Figure 4: Employers' Forecast by Sector

No. of Employees



Ageing Problem and Wastages

14. The respondents were asked the average age range of their employees (26 042). Table 2 shows the distribution of average age range of employees by sector with the corresponding wastage rates. Please refer to the relevant sections in this report for the detailed average age range of each principal job title. The Training Board considers that

judging from the high percentage of seafarers in the average age range of 51 – 65 (and above) in the River trade Sector and Local Vessel Sector, this is a signal to establishments that they have to sustain the manpower development beginning at this point in time. Similar situation occurred in the Shore Based Sector which had high percentage of employees in the average age range of 51 – 65 (and above) at the time of the survey. This is also a signal to employers to plan ahead to prepare for the wave of retirement in the ten years ahead.

Table 2: Average Age Range and Wastage Rate by Sector

Sector	40 or below		(Average) 41 - 50		(Average) 51 - 60		(Average) 61 - 65		66 or above		Not Specified		Overall No.	Wastage Rate (%)
	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)		
Ocean Going (Officer)	1 150	(38.62)	387	(13.00)	228	(7.66)	-	-	-	-	1 213	(40.73)	2 978	2.05
Ocean Going (Rating)	767	(28.38)	744	(27.52)	11	(0.41)	-	-	-	-	1 181	(43.69)	2 703	1.59
River Trade	524	(41.52)	374	(29.64)	362	(28.68)	2	(0.16)	-	-	-	-	1 262	0.75
Local Vessel	1 340	(28.13)	1 473	(30.93)	1 195	(25.09)	225	(4.72)	23	(0.48)	507	(10.64)	4 763	5.49
Shore Based	2 835	(19.78)	5 927	(41.34)	981	(6.84)	196	(1.37)	41	(0.29)	4 356	(30.39)	14 336	3.04

Remark: (%) denotes the percentage share of the total employees in same sector

Training Requirement (pre-employment)

15. The Training Board has estimated the turnover at different sectors due to the manpower growth and employees leaving the industry. The projected training requirement for year 2017 to year 2018 is given in Table 3. Please refer to **Appendix 13** for the details of the manpower projection.

Table 3: Annual Demand for 2017 - 2018

Sector	Total	Range (+/- 10%)
Ocean Going	1 307	1 176 - 1 438
River Trade	265	239 - 292
Local Vessel	334	301 - 367
Shore Based Personnel	721	649 - 793

Training Requirement (in-service)

16. The survey asked employers the highest classes of certificate holding by their seafarers in order to identify the training needs of Hong Kong seafarers. Table 2.15, 3.8, and 4.8 display the numbers of seafarers holding the highest certificates. Seafarers need to apply next higher certificate examination so that they can advance to the next higher level of posts.

Recommendations

17. The information collected in the survey would enable employers, employees, tertiary institutions, and other course providers to formulate training programmes to help practitioners plan the future manpower development and fulfill various training requirements of the maritime services industry. Based on the findings from the survey, the Training Board made the following recommendations:

For Employers

- (i) Employers are welcome to contribute themselves to build an environmental friendly port of Hong Kong by focusing on marine policy and port planning for the sustainable development of the industry.
- (ii) In addition to policy management and port planning, due to the development of Belt and Road Initiative, and the increasing number of members in the Asia Infrastructure Investment Bank, employers may explore more business opportunities in maritime services including areas of finance, insurance, arbitration, and law. To facilitate for the development, employers are encouraged to upgrade knowledge of their employees in these areas;
- (iii) Employers offer more training opportunities and incentive to their employees so as to attract more young talents to join and develop future careers in the maritime services industry for a sustainable manpower development of the industry;
- (iv) Employers are encouraged to provide more workplace visits, and industrial attachment places to students of maritime services related programmes so that students can apply what they have learned in the workplace and in return, to equip them with the relevant working experience and skills when joining the industry after graduation;

For Training Providers

- (v) Local tertiary institutions should develop programmes including elements in Belt and Road Initiative, and topics in policy management, port planning, maritime finance, insurance, arbitration, and law to satisfy the needs of the maritime services industry;
- (vi) Training providers are recommended to provide suitable training programmes for in-service practitioners to prepare for their professional examinations;

For Employees

- (vii) Employees are encouraged to utilise different funding schemes, such as Maritime and Aviation Training Fund (MATF) and Engineering Training Subsidy Scheme (ETSS), to upgrade their skills and knowledges for career development;

For the Training Board

- (viii) To continue tendering advice to VTC on the strategic development, quality assurance and curriculum of its programmes in maritime services;
- (ix) To promote and focus on Vocational and Professional Education and Training (VPET) for the benefit of the industry;
- (x) To organise and continue supporting the activities such as career talks, workplace visits, and workshops in Business-School Partnership Programme (BSPP);
- (xi) The Training Board also encourages its members' organisations to take part and support the Maritime Week to promote VPET for the benefit of the industry;
- (xii) To continue conducting manpower survey at a regular basis to assess the manpower demand and supply in the industry.

SECTION I

INTRODUCTION

The Training Board

1.1 The Training Board is required, among other duties, to assess the manpower and training needs of the maritime services industry and to recommend to the VTC measures to meet the training demand of the industry. Its membership and terms of reference are given in **Appendices 1** and **2** respectively.

The Manpower Survey

1.2 In pursuance of its terms of reference, the Training Board conducted a survey of the maritime services industry during the period from September 2016 to January 2017 to collect manpower information with a view to assessing the industry's manpower structure and training needs. A survey working party was formed to oversee the process of sample selection, questionnaire design, data analysis and reporting while the survey was carried out with the assistance of the Census and Statistics Department (C&SD). Membership of the survey working party is given in **Appendix 3**. External industry experts were invited to express their views on the survey findings. The list of external industry experts is in **Appendix 4**.

1.3 The following key information was collected from the survey:

- i. The number of employees at the time of the survey;
- ii. Employers' forecast of the future number of employees;
- iii. The number of vacancies;
- iv. The training needs of employees.

1.4 Employers were also requested to provide information on the number of HK and Non-HK employees recruited in Hong Kong.

Scope of the Survey

1.5 The survey covered employees of the four sectors in the maritime services industry. The data source was from the Central Register of Establishments maintained by C&SD. The branches from C&SD are shown below.

- i. Ship Agents & Managers and Local Representative Offices of Overseas Shipping Companies in Hong Kong;
- ii. Ship Owners of Sea-going Vessels;
- iii. Operators of Sea-going Vessels;
- iv. Ship Owners and Operators of Vessels Moving Between Hong Kong and ports in Pearl River Delta;
- v. Inland Water Transport;
- vi. Mid-stream Operation;
- vii. Container Terminal and Marine Cargo Terminal Operators, Port Facilities Operators and Services Activities for Water Transportation;
- viii. Shipbrokers.

1.6 In addition to the standard branches from C&SD, the Training Board also identified a set of supplementary samples with a view to fully cover the scope in the survey. The following is a list of supplementary branches for the survey.

- i. Ship Owners and Managers of Ocean Going;
- ii. Local Yacht Club;
- iii. Classification Societies, Consultants and Surveyors;
- iv. Marine Equipment, Shipbuilders and Repairers;
- v. Marine Insurance;
- vi. Maritime Law;
- vii. Ship Finance;
- viii. Ship Registration and Port Authorities;
- ix. Other Services.

Sampling Methodology

1.7 Similar to previous 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 groups establishments of similar business nature in Hong Kong into specific sectors and branches. Details of the HSIC classification for each sector in this survey are shown in **Appendix 5**.

1.8 Of the 1 087 registered companies in the maritime services industry, a sample comprising 797 companies covering 17 branches were selected by using the stratified random sampling method. The number of samples for each branch is given in Table 1.1 while the detailed distribution of samples is given in **Appendix 6**.

Table 1.1: Sampling Plan

Sector	Branch	Sample Size
I. Ocean Going Sector		
i)	Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies (HSIC 5011, 5012)	198
ii)	Ship Owners of Sea-going Vessels (HSIC 5013)	69
iii)	Operators of Sea-going Vessels (HSIC 5014)	27
iv)	Supplementary Samples * - Ship Owners and Managers	11
II. River Trade Sector		
v)	Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta (HSIC 5015)	47
III. Local Vessel Sector		
vi)	Inland Water Transport (HSIC 5021, 5022)	131
vii)	Mid-stream Operation (HSIC 522202)	71
viii)	Supplementary Samples * - Yacht Club	14
IV. Shore Based Personnel Sector		
ix)	Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation Not Elsewhere Classified (n.e.c.) (HSIC 522201, 522203, 522299)	63
x)	Shipbrokers (HSIC 522906)	68

Sector	Branch	Sample Size
xi)	Supplementary Samples * - Classification Societies; Consultants and Surveyors	10
xii)	Supplementary Samples * - Marine Equipment; Shipbuilders and Repairers	14
xiii)	Supplementary Samples * - Marine Insurance	19
xiv)	Supplementary Samples * - Maritime Law	11
xv)	Supplementary Samples * - Ship Finance	5
xvi)	Supplementary Samples * - Ship Registration and Port Authorities	5
xvii)	Supplementary Samples * - Other Services	34
	Total	797

* *Company level*

Fieldwork Period

1.9 The fieldwork, with reference date of the manpower data at 15 August 2016, was conducted from 1 September 2016 to 30 September 2016, and with follow up cases completed in January 2017. Questionnaires with explanatory notes and job descriptions were sent to the selected establishments one week before the survey.

Survey Document

1.10 The Training Board designed questionnaires with relevant principal jobs for *Ocean Going Sector*, *River Trade Sector*, *Local Vessel Sector*, and *Shored Based Personnel Sector*. A supplementary set of questionnaire for yacht clubs of *Local Vessel Sector* was added to this survey. Each of the sectors has its own set of survey document. C&SD assisted in sending the appropriate survey documents to the sampled establishments and conducting survey fieldwork. Details of the survey document are given in **Appendix 14**.

Response Rate

1.11 Of the 797 establishments, 456 supplied the required information. A total of 319 establishments had either closed, moved, merged with other establishments, or no longer engaged in work related to the Marine Services Industry. The remaining 22 establishments had declined to supply any information. As a result, the effective response rate⁴ of the survey was 95.40%. The detailed analysis of responses is shown below.

⁴ *Effective response rate is calculated by the sum of "Response" and "Partial Response" divided by this sum plus "Refusal"*

Result	No.	(%)
Closed	15	(1.88)
Door-locked	1	(0.13)
Merged with Other Establishment	8	(1.00)
Moved, Address Cannot be Located/Untraceable	34	(4.27)
Non-contact	78	(9.79)
Not Engaged in Specific Trade	39	(4.89)
No Technical Manpower	35	(4.39)
Not Yet Start Operation	7	(0.88)
Partial Response	12	(1.51)
Refusal	22	(2.76)
Registered Office/Corresponding Address	44	(5.52)
Response	444	(55.71)
Temporary Ceased	58	(7.28)
Total	797	(100.00)

Remark: (%) denotes the percentage share of the total

Outsourcing

1.12 One characteristic of the maritime services industry is that companies might set up representative offices only and contract out the operations to subsidiaries or other companies. Respondents of the survey were required to provide the number of employees directly recruited. For some representative offices, there might be no employees recruited. In addition, the subsidiaries and/or sub-contractors might not hire any employee in Hong Kong, since all employees might be recruited globally.

1.13 The number of representing offices of foreign companies without business operations was also surveyed. Table 1.2 shows the distribution of representative offices for the four sectors. Of the 1 024 establishments in the industry, 207 establishments, around 20.21% of which were representative offices at the time of the survey. This revealed that they did not recruit any principal job employees as stated in the survey document.

Table 1.2: Number of Establishments without Principle Job Employee by Sector

Sector	No. of Establishments	Establishments (w/o Principal Job Employee)	% in Sector
Ocean Going	83	75	90.36
River Trade	36	30	83.33
Local Vessel	248	79	31.85
Shore Based Personnel	657	23	3.50
Total	1 024	207	20.21

Ship Owners and Operators

1.14 The survey also covered the number of vessels, owned, managed and/or operated by establishments and the result is given in Table 1.3. 5 223 vessels were owned and/or managed by 341 establishments at the time of the survey. The establishments were not required to indicate the numbers of Hong Kong employees stationed on vessels.

Table 1.3: Number of Vessels by Branch

Branch	No. of Establishments	No. of Vessels
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	39	1 959
Ship Owners of Sea-going Vessels	32	244
Operators of Sea-going Vessels	8	198
Ship Owners and Managers	5	168
Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	36	266
Inland Water Transport	150	610
Mid-stream Operation	40	125
Yacht Club	8	1 222
Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation Not Elsewhere Classified (n.e.c.)	13	13
Shipbrokers	-	-
Classification Societies; Consultants and Surveyors	-	-
Marine Equipment; Shipbuilders and Repairers	4	202
Marine Insurance	-	-
Maritime Law	-	-
Ship Finance	-	-
Ship Registration and Port Authorities	1	49
Other Services	5	167
Total	341	5 223

Principal and Non-principal Job Employees

1.15 The survey only focused on employees whose principal jobs were stated in the survey document. In addition, the survey also collected the number of non-principal job employees whose businesses were related to the maritime services industry in different branches. The detailed breakdown is presented in Table 1.4.

Table 1.4: Employees for Principal and Non-principal Jobs by Branch

Branch	No. of Establishments	Principal Job Employees	Non-principal Job Employees	Overall
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	223	7 875	1 562	9 437
Ship Owners of Sea-going Vessels	34	153	152	305
Operators of Sea-going Vessels	20	1 928	674	2 602
Ship Owners and Managers	5	791	380	1 171
Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	44	2 439	884	3 323
Inland Water Transport	175	2 679	252	2 931
Mid-stream Operation	83	715	215	930
Yacht Club	10	122	192	314
Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation Not Elsewhere Classified (n.e.c.)	44	3 516	555	4 071
Shipbrokers	52	205	61	266
Classification Societies; Consultants and Surveyors	9	48	14	62
Marine Equipment; Shipbuilders and Repairers	14	1 216	239	1 455
Marine Insurance	18	312	58	370
Maritime Law	10	84	18	102
Ship Finance	3	17	4 004	4 021
Ship Registration and Port Authorities	5	833	451	1 284
Other Services	32	3 109	3 258	6 367
Total	781	26 042	12 969	39 011

Rounding of Figures and Percentages

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

Presentation of the Report

1.17 In this survey report, there is 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

1.18 This report presents the findings from the survey. It is also available online at:

http://www.vtc.edu.hk/html/en/about/train_publications3792.html

Acknowledgements

1.19 The Training Board wishes to express its gratitude to those surveyed establishments who provided valuable information required for the survey. The Training Board also appreciates to the contribution of the Working Party on 2016 Manpower Survey, in particular, the industry experts who provided insights to the survey findings. Last but not least, the Training Board wishes to extend its appreciation to those organisations and individuals for their cooperation and assistance with the survey.

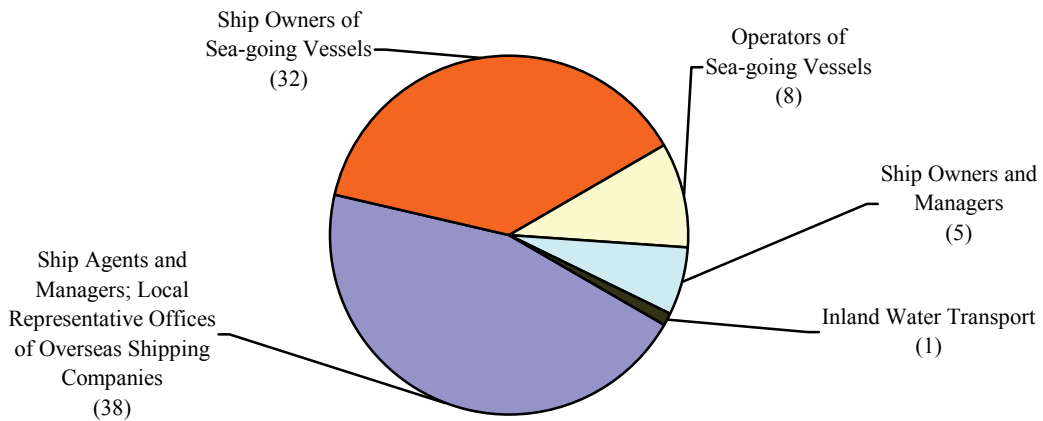
SECTION II

SUMMARY OF SURVEY FINDINGS (OCEAN GOING SECTOR)

Establishments in Ocean Going Sector

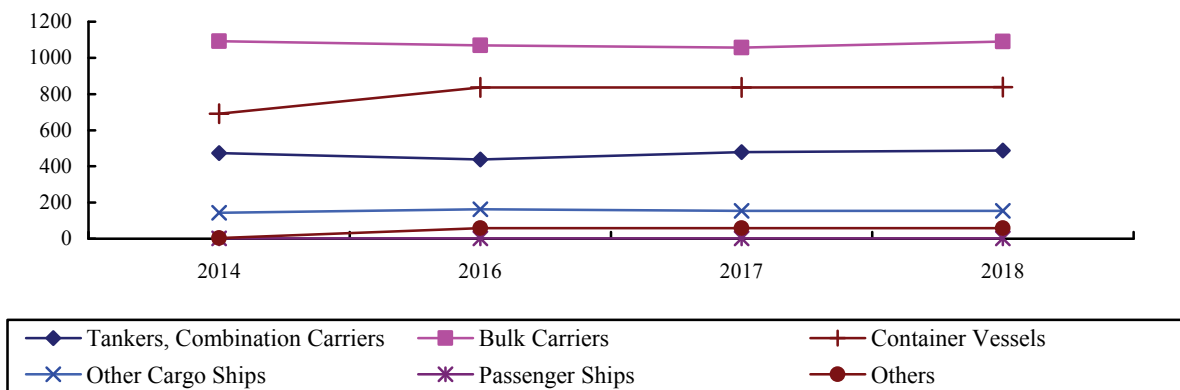
2.1 Of the seventeen branches surveyed, five branches had establishments in *Ocean Going Sector*, in which the establishments claimed that they owned and operated ocean going vessels at the time of the survey. The distribution of these establishments is summarised in Figure 2.1 below.

Figure 2.1: Distribution of Establishments (Owned or Operated Vessels)



2.2 These 84 establishments responded that they owned or operated *ocean going* vessels. Figure 2.2 shows the types of ships they owned/operated in which 2 565 vessels were involved in ocean going business in 2016 while employers forecasted that the overall changes in 2017 (21 or 0.82%) and 2018 (65 or 1.70%) would not be significant.

Figure 2.2: Trend of Changes in Vessels under Ownership/Management (2014 – 2018)



Others: Ro-ro container ship, Ro-ro ship*

Number of Seafarers Employed under Hong Kong Ownership/Management

2.3 In the survey, there were two major categories of seafarers, namely *officer* and *rating*. Under each category, there were also different positions on-board. Table 2.1 and 2.2 show the breakdown of the two categories by job position. 5 681 seafarers were employed in Hong Kong.

Table 2.1: Number of Officers Employed in Hong Kong

Job Title	No. of Officer Posts on Board	No. of Officers Employed (%)
Master	2 586	249 (9.63)
Chief Engineer	2 606	306 (11.74)
Chief Officer	2 579	249 (9.65)
2nd Engineer	2 579	267 (10.35)
2nd Officer	2 628	282 (10.73)
3rd Engineer	2 593	268 (10.34)
3rd Officer	2 607	323 (12.39)
4th Engineer	2 626	268 (10.21)
Junior Engineer / Training Engineer	172	34 (19.77)
Deck Cadet	2 564	318 (12.40)
Engineer Cadet	2 502	298 (11.91)
Electro-technical Officer	2 430	113 (4.65)
Refrigeration Engineer	3	3 (100.00)
Others - Radio Officer	24	- -
Total	28 499	2 978 (10.45)

Remark: % denotes the percentage share of employees in same job title

Table 2.2: Number of Ratings Employed in Hong Kong

Job Title	No. of Rating Posts on Board	No. of Ratings Employed (%)	
Chief Petty Officer / Bosun	2 580	243	(9.42)
Pumpman	186	71	(38.17)
Fitter	2 431	129	(5.31)
Sailor	11 882	1 110	(9.34)
Motorman	5 163	629	(12.18)
Rating (General Purpose)	4 374	149	(3.41)
Steward	457	140	(30.63)
Cook	985	201	(20.41)
Laundry Man	163	3	(1.84)
Others*	485	28	(5.77)
Total	28 706	2 703	(9.42)

Remark: % denotes the percentage share of employees in same job title

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

2.4 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 was employed in Hong Kong. Of those seafarers who were hired from Hong Kong, 2.32% were HK employees while 97.67% were Non-HK employees. Table 2.3 sets out a summary of posts and seafarers on-board.

Table 2.3: Summary of Posts and Employees Managed in Hong Kong

Job Title	No. of Posts on Board	No. of Employees Employed			% of HK Employees
		HK	Non-HK	Total	
Officers	28 499	126	2 852	2 978	4.23
Ratings	28 706	6	2 697	2 703	0.22
Total	57 205	132	5 549	5 681	2.32

Remark: % denotes the no. of HK employees over the corresponding total employees

Number of Vacancies

2.5 Employers reported 2 vacancies of officer posts and no vacancies of rating posts in the *Ocean Going Sector* at the time of the survey. The Training Board considers that the employers looked for suitable candidates overseas due to the recruitment difficulty in Hong Kong at the time of the survey. The numbers of vacancies by officer posts and rating posts are given in Table 2.4 and 2.5.

Table 2.4: Number of Office Vacancies

Job Title	No. of Officers Employed	No. of Vacancies (%)
Master	249	2 (100.00)
Chief Engineer	306	- -
Chief Officer	249	- -
2nd Engineer	267	- -
2nd Officer	282	- -
3rd Engineer	268	- -
3rd Officer	323	- -
4th Engineer	268	- -
Junior Engineer / Training Engineer	34	- -
Deck Cadet	318	- -
Engineer Cadet	298	- -
Electro-technical Officer	113	- -
Refrigeration Engineer	3	- -
Total	2 978	2 (100.00)

Remarks: (%) denotes the percentage share of total vacancies

Table 2.5: Number of Rating Vacancies

Job Title	No. of Ratings Employed	No. of Vacancies (%)
Chief Petty Officer / Bosun	243	-
Pumpman	71	-
Fitter	129	-
Sailor	1 110	-
Motorman	629	-
Rating (General Purpose)	149	-
Steward	140	-
Cook	201	-
Laundry man	3	-
Others*	28	-
Total	2 703	-

Others* - Wiper, Oiler, Messman

2.6 However, respondents revealed that there were 139 HK seafarer posts on-board. Table 2.6 gives 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 Seafarers Employed	
	HK	Non-HK	HK	Non-HK
Officers	133	28 366	126	2 852
Ratings	6	28 700	6	2 697
Total	139	57 066	132	5 549

2.7 An important characteristic of the manpower in *Ocean Going Sector* is that the employers can recruit seafarers worldwide. As regards the recruitment, HK seafarers can apply posts on-boards from overseas companies while overseas companies can recruit HK seafarers. The Training Board stresses that the survey did not cover overseas establishments. The Training Board also opined that there should be a number of HK seafarers who were employed/recruited by overseas companies at the time of survey.

2.8 A summary of the manpower forecast by employers is displayed below in Table 2.7. Detailed survey results for officers and ratings are given in the next paragraph.

Table 2.7: Summary of Manpower Forecast by Employers

Job Title	Manpower	Estimated Manpower			
	2016	2017		2018	
	No.	No.	(%)	No.	(%)
Officers	2 980	3 316	(11.28)	3 554	(19.26)
Ratings	2 703	3 029	(12.06)	3 269	(20.94)
Total	5 683	6 345	(11.65)	6 823	(20.06)

Remark: (%) denotes the percentage change compared with the same job title in 2016

Manpower Forecast by Employers

2.9 Establishments were requested to estimate the manpower situations in 2017 and 2018. Table 2.7 and 2.8 show the manpower forecast by employer.

Table 2.8: Manpower Forecast (Officers) by Employer

Job Title	Manpower			Estimated Officers Employed			
	2016			2017		2018	
	HK	Non-HK	Sub-total	No.	(%)	No.	(%)
	No.	No.	No.				
Master	4	247	251	275	(9.56)	303	(20.72)
Chief Engineer	6	300	306	329	(7.52)	351	(14.71)
Chief Officer	3	246	249	275	(10.44)	303	(21.69)
2nd Engineer	5	262	267	296	(10.86)	323	(20.97)
2nd Officer	14	268	282	312	(10.64)	342	(21.28)
3rd Engineer	4	264	268	298	(11.19)	328	(22.39)
3rd Officer	12	311	323	390	(20.74)	406	(25.70)
4th Engineer	5	263	268	310	(15.67)	335	(25.00)
Junior Engineer / Training Engineer	-	34	34	34	-	34	-
Deck Cadet	64	254	318	352	(10.69)	360	(13.21)
Engineer Cadet	8	290	298	323	(8.39)	331	(11.07)
Electro-technical Officer	1	112	113	119	(5.31)	135	(19.47)
Refrigeration Engineer	-	3	3	3	-	3	-
Others*	-	-	-	-	N.A.	-	N.A.
Total	126	2 854	2 980	3 316	(11.28)	3 554	(19.26)

Remark: (%) denotes the percentage change compared with the same job title in 2016

Others - Junior officer, Radio officer, E/E Cadet*

Table 2.9: Manpower Forecast (Ratings) by Employers

Job Title	Manpower			Estimated Ratings Employed			
	2016			2017		2018	
	HK	Non-HK	Sub-total	No.	(%)	No.	(%)
	No.	No.	No.				
Chief Petty Officer / Bosun	1	242	243	275	(13.17)	305	(25.51)
Pumpman	1	70	71	98	(38.03)	113	(59.15)
Fitter	-	129	129	129	-	129	-
Sailor	1	1 109	1 110	1 257	(13.24)	1 393	(25.50)
Motorman	-	629	629	710	(12.88)	746	(18.60)
Rating (General Purpose)	-	149	149	149	-	149	-
Steward	1	139	140	152	(8.57)	158	(12.86)
Cook	2	199	201	228	(13.43)	245	(21.89)
Laundry man	-	3	3	3	-	3	-
Others*	-	28	28	28	-	28	-
Total	6	2 697	2 703	3 029	(12.06)	3 269	(20.94)

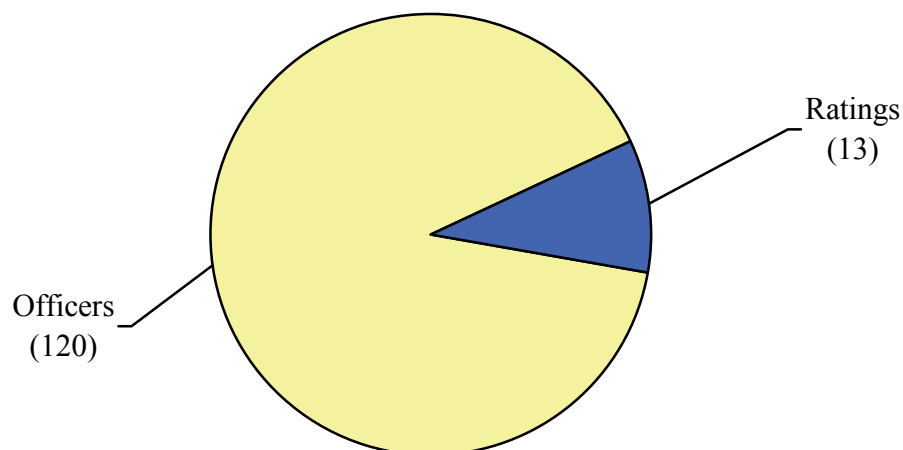
Remark: (%) denotes the percentage change compared with the same job title in 2016

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

Supplementary Statistics of Seafarers from Marine Department

2.10 HK seafarers must register under the Merchant Shipping Ordinance (Seafarers) if they want to serve seafaring profession. As at 31 December 2016, the numbers of officers and ratings registered are given in Figure 2.3.

Figure 2.3: Number of Officers and Ratings Registered (Ocean Going)



Staff Turnover in the Past Twelve Months

2.11 Employers reported that 223 seafarers, representing 3.93% of the total number of seafarers in *Ocean Going Sector*, had left in the past 12 months. The number of seafarers (officers and ratings) leaving in the past 12 months by whereabouts are shown in Table 2.10 and 2.11.

Table 2.10: No. of Officers Left the Establishment in the Past 12 Months by Whereabouts

Job Title	Whereabouts				Overall (%)
	Taking Up/ Starting Own Business in Marine Services Related Jobs	Taking Up/ Starting Own Business in Non-Marine Services Related Jobs	Emigration Retirement or Further Studies	Others*	
Master	3	2	5	-	10 (8.06)
Chief Engineer	4	-	10	6	20 (16.13)
Chief Officer	7	1	1	-	9 (7.26)
2nd Engineer	5	2	2	6	15 (12.10)
2nd Officer	5	3	-	-	8 (6.45)
3rd Engineer	3	-	-	-	3 (2.42)
3rd Officer	7	5	-	-	12 (9.68)
4th Engineer	6	4	-	-	10 (8.06)
Junior Engineer / Training Engineer	3	-	-	-	3 (2.42)
Deck Cadet	6	8	1	-	15 (12.1)
Engineer Cadet	8	4	1	-	13 (10.48)
Electro-technical Officer	3	-	-	-	3 (2.42)
Refrigeration Engineer	3	-	-	-	3 (2.42)
Total	63	29	20	12	124 (100.00)

Remark: (%) denotes the percentage share of the total
Others* - decease, redundancy

Table 2.11: No. of Ratings Left the Establishment in the Past 12 Months by Whereabouts

Job Title	Whereabouts			Overall (%)
	Taking Up/ Starting Own Business in Marine Services Related Jobs	Taking Up/ Starting Own Business in Non-Marine Services Related Jobs	Emigration Retirement or Further Studies	
Chief Petty Officer / Bosun	3	4	1	8 (8.08)
Pumpman	3	-	-	3 (3.03)
Fitter	3	3	-	6 (6.06)
Sailor	12	15	-	27 (27.27)
Motorman	14	12	2	28 (28.28)
Rating (General Purpose)	12	-	-	12 (12.12)
Steward	3	-	-	3 (3.03)
Cook	3	5	1	9 (9.09)
Laundry man	3	-	-	3 (3.03)
Total	56	39	4	99 (100.00)

Remarks: (%) denotes the percentage share of the total

Average Age Range

2.12 Table 2.12 and 2.13 show the distribution of seafarers by average age range at different job titles. The majority of both officers and ratings were at average age 40 or below. Active seafarers refer to officers/ratings employed or had been employed on board in the last 12 months at the time of the survey. Please note that the tables only show the average age range of employees at the time of the survey while the actual age range of employees was given in the 2014 Manpower Survey Report⁵ (Table 2.7, Page 24) and the corresponding tables were shown as follows:

⁵ http://www.vtc.edu.hk/html/en/about/train_publications4128.html

Actual Age Distribution of Active HK Officers
(Table Extracted from 2014 Manpower Survey Report)

Job Title	No. of Active HK Officers	
	50 or below	51 or above
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

Actual Age Distribution of Active HK Ratings
(Table Extracted from 2014 Manpower Survey Report)

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

Table 2.12: Average Age Distribution of Officers

Job Title	(Average) 40 or below		(Average) 41-50		(Average) 51-60		(Average) 61-65		(Average) 66 or above		Not Specified		Overall
	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	
Master	19	(7.63)	56	(22.49)	63	(25.30)	-	-	-	-	111	(44.58)	249
Chief Engineer	19	(6.21)	59	(19.28)	117	(38.24)	-	-	-	-	111	(36.27)	306
Chief Officer	72	(28.92)	58	(23.29)	8	(3.21)	-	-	-	-	111	(44.58)	249
2nd Engineer	68	(25.47)	79	(29.59)	8	(3.00)	-	-	-	-	112	(41.95)	267
2nd Officer	101	(35.82)	62	(21.99)	8	(2.84)	-	-	-	-	111	(39.36)	282
3rd Engineer	94	(35.07)	55	(20.52)	8	(2.99)	-	-	-	-	111	(41.42)	268
3rd Officer	204	(63.16)	-	-	8	(2.48)	-	-	-	-	111	(34.37)	323
4th Engineer	176	(65.67)	-	-	8	(2.99)	-	-	-	-	84	(31.34)	268
Junior Engineer / Training Engineer	3	(8.82)	-	-	-	-	-	-	-	-	31	(91.18)	34
Deck Cadet	185	(58.18)	-	-	-	-	-	-	-	-	133	(41.82)	318
Engineer Cadet	162	(54.36)	-	-	-	-	-	-	-	-	136	(45.64)	298
Electro-technical Officer	44	(38.94)	18	(15.93)	-	-	-	-	-	-	51	(45.13)	113
Refrigeration Engineer	3	(100.00)	-	-	-	-	-	-	-	-	-	-	3
Total	1 150	(38.62)	387	(13.00)	228	(7.66)	-	-	-	-	1 213	(40.73)	2 978

Remark: (%) denotes the percentage share of employees in same job title

Table 2.13 Average Age Distribution of Ratings

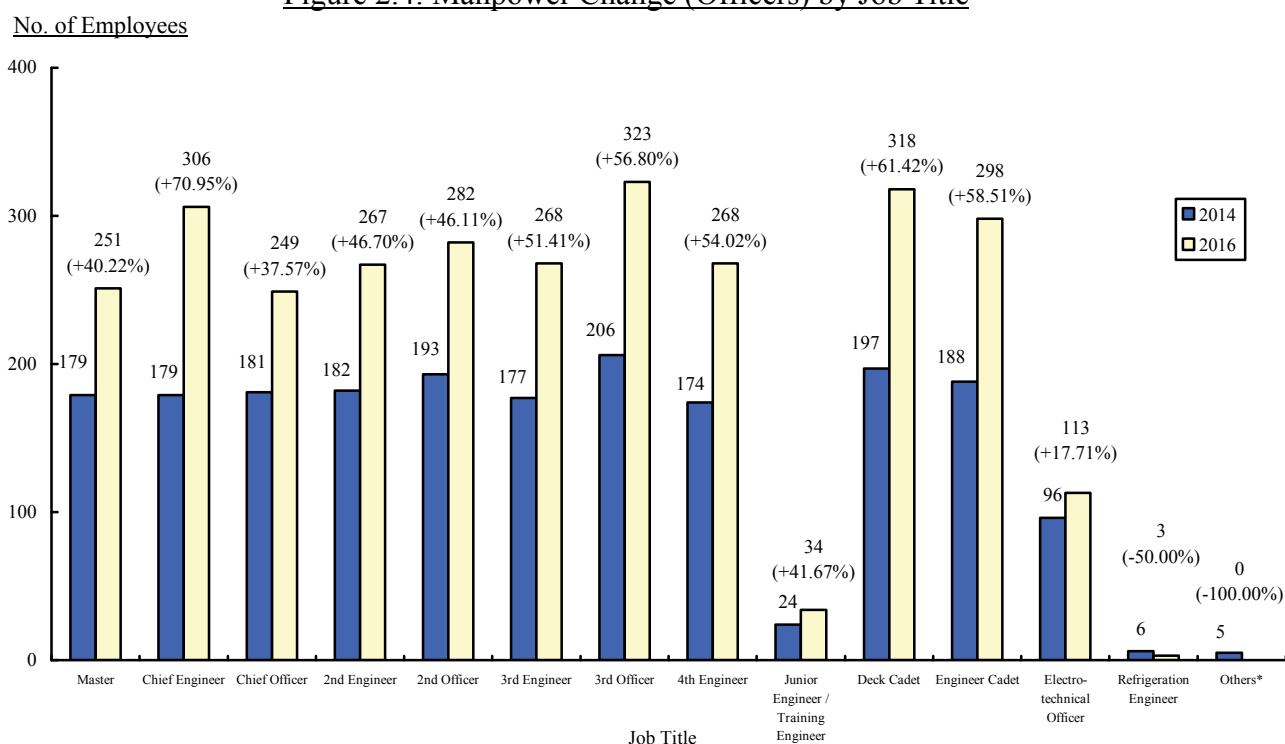
Job Title	(Average) 40 or below		(Average) 41-50		(Average) 51-60		(Average) 61-65		(Average) 66 or above		Not Specified		Overall
	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	
Chief Petty Officer / Bosun	22	(9.05)	101	(41.56)	9	(3.70)	-	-	-	-	111	(45.68)	243
Pumpman	22	(30.99)	41	(57.75)	-	-	-	-	-	-	8	(11.27)	71
Fitter	3	(2.33)	29	(22.48)	-	-	-	-	-	-	97	(75.19)	129
Sailor	347	(31.26)	347	(31.26)	-	-	-	-	-	-	416	(37.48)	1110
Motorman	224	(35.61)	165	(26.23)	-	-	-	-	-	-	240	(38.16)	629
Rating (General Purpose)	44	(29.53)	-	-	-	-	-	-	-	-	105	(70.47)	149
Steward	22	(15.71)	-	-	-	-	-	-	-	-	118	(84.29)	140
Cook	72	(35.82)	61	(30.35)	2	(1.00)	-	-	-	-	66	(32.84)	201
Laundry man	3	(100.00)	-	-	-	-	-	-	-	-	-	-	3
Others - Wiper, etc	8	(28.57)	-	-	-	-	-	-	-	-	20	(71.43)	28
Total	767	(28.38)	744	(27.52)	11	(0.41)	-	-	-	-	1 181	(43.69)	2 703

Remark: (%) denotes the percentage share of employees in same job title

Manpower Change by Job Title

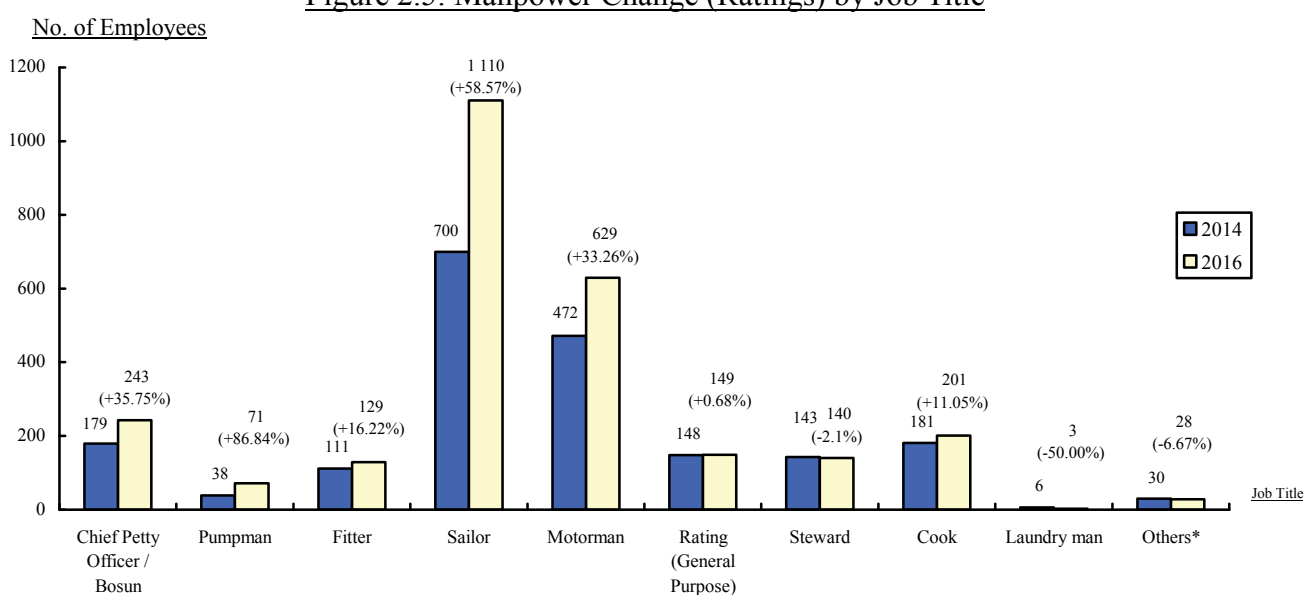
2.13 The survey revealed that the manpower of the *Ocean Going Sector* had increased by 42.25% from 3 995 employees in August 2014 to 5 683 in August 2016. Figure 2.4 and 2.5 show the manpower change by job title between 2014 and 2016. Some respondents reported that they employed more seafarers in Hong Kong than in overseas branches/agents.

Figure 2.4: Manpower Change (Officers) by Job Title



Others*- Junior officer, Radio officer, E/E Cadet

Figure 2.5: Manpower Change (Ratings) by Job Title



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

Staff Wastage

2.14 Wastage refers to people leaving the maritime services industry with the reasons of job change to other industry, retirement, emigration, further studies, or other reasons. As revealed in this survey, the number of wastage was 61 for officer level while the number for rating level was 43.

2.15 “Wastage rate” refers to the percentage of manpower leaving the industry permanently. With the total manpower of 5 683 people in the *Ocean Going Sector*, the wastage rate calculated was 1.83% at the time of the survey while the details is given in Table 2.14.

Table 2.14: Wastage of Employees

Posts on Board	Manpower	Wastage (%)
Officers	2 980	61 (2.05)
Ratings	2 703	43 (1.59)
Total	5 683	104 (1.83)

Remark: (%) denotes the wastage rate by post on board

Training Needs for Seafarers

2.16 The survey asked employers the highest classes of certificate holding by their seafarers in order to identify the training needs of Hong Kong seafarers. Table 2.15 displays the types of highest certificates holding by seafarers.

Table 2.15: Number of HK Officers by Highest Class of Certificate

Job Title	No. of Hong Kong Officers Holding the Highest Class of Certificates							Overall
	Certificate of Competency (Deck Officer) (Ocean-Going) Class 3	Certificate of Competency (Deck Officer) (Ocean-Going) Class 2	Certificate of Competency (Deck Officer) (Ocean-Going) Class 1	Certificate of Competency (Marine Engineer Officer) (Ocean-Going) Class 3	Certificate of Competency (Marine Engineer Officer) (Ocean-Going) Class 2	Certificate of Competency (Marine Engineer Officer) (Ocean-Going) Class 1	Not Specified	
Master	-	-	4	-	-	-	-	4
Chief Engineer	-	-	-	-	-	5	1	6
Chief Officer	-	1	-	-	-	-	2	3
2nd Engineer	-	-	-	-	4	-	1	5
2nd Officer	12	-	-	-	-	-	2	14
3rd Engineer	-	-	-	4	-	-	-	4
3rd Officer	12	-	-	-	-	-	-	12
4th Engineer	-	-	-	4	-	-	1	5
Junior Engineer / Training Engineer	-	-	-	-	-	-	-	-
Deck Cadet	-	-	-	-	-	-	64	64
Engineer Cadet	-	-	-	-	-	-	8	8
Electro-technical Officer	-	-	-	-	-	-	1	1
Refrigeration Engineer	-	-	-	-	-	-	-	-
Total	24	1	4	8	4	5	80	126

Career Development for Youngster

2.17 A master mariner is the professional qualification required for youngsters to serve as a captain of a commercial ocean going vessel, operating anywhere in the world. The Training Board encourages youngsters to develop their careers in *Ocean Going Sector* as shown in Figure 2.6(a) and 2.6(b) from cadet officer to master mariner. Cadet Officers have to earn sufficient sea time experience and relevant trainings/examinations in order to apply and advance to next higher ranks.

Figure 2.6(a): Career Path for Cadet Officer

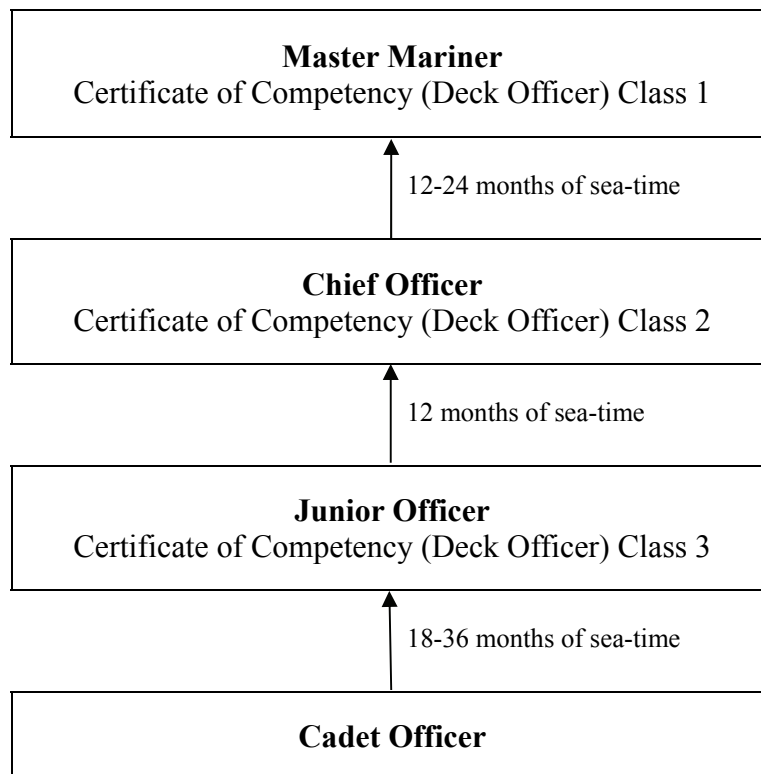
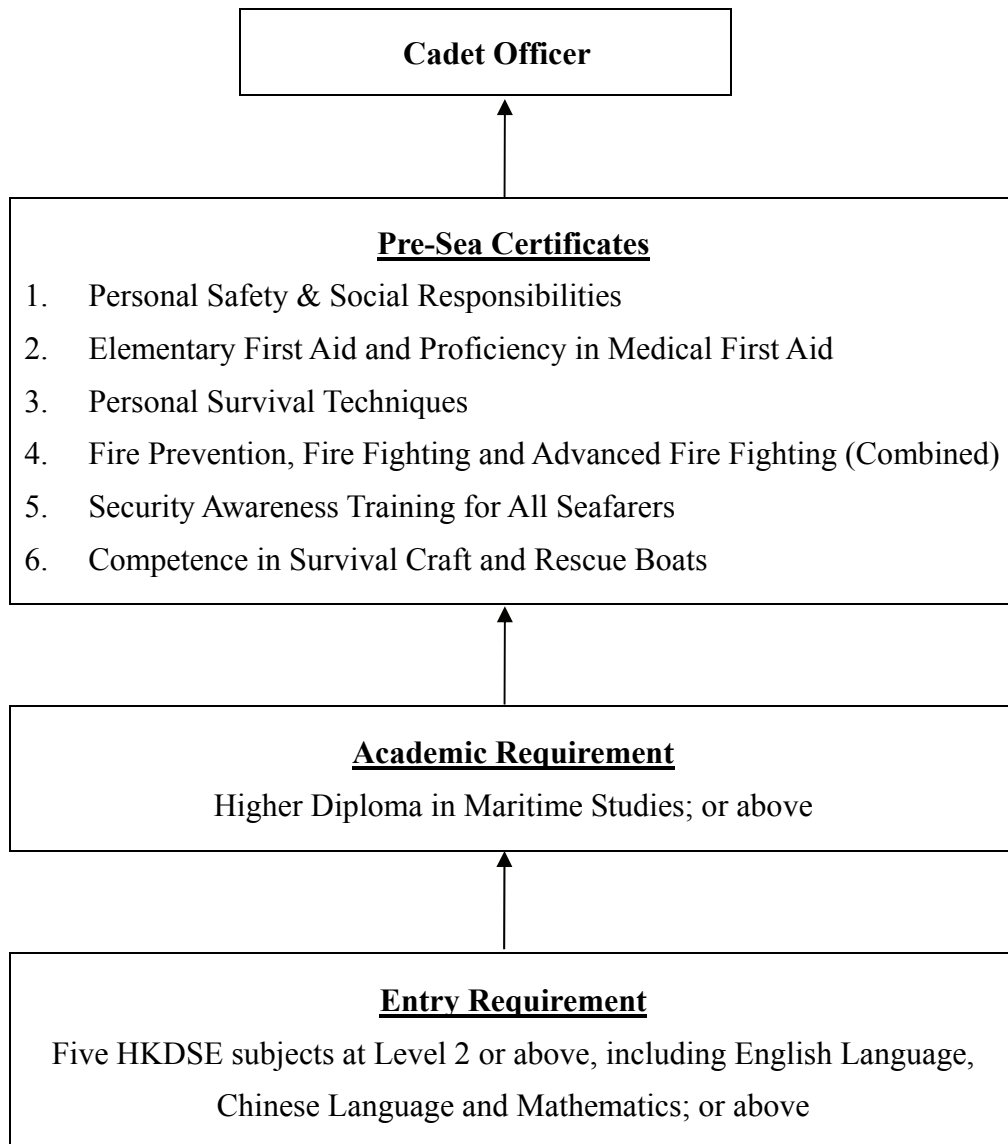


Figure 2.6(b): Training for Cadet Officer



2.18 A marine engineer of a vessel is the head of the technical department of the vessel. Among other duties, he/she has to ensure that the engine room machinery works properly to facilitate for a smooth voyage. To qualify as a marine engineer, youngsters have to go through stages of studies, examinations and experience. The career path and qualifications to become a qualified marine engineer are shown in figure 2.7(a) and 2.7(b) below.

Figure 2.7(a): Career Path for Engineer Cadet

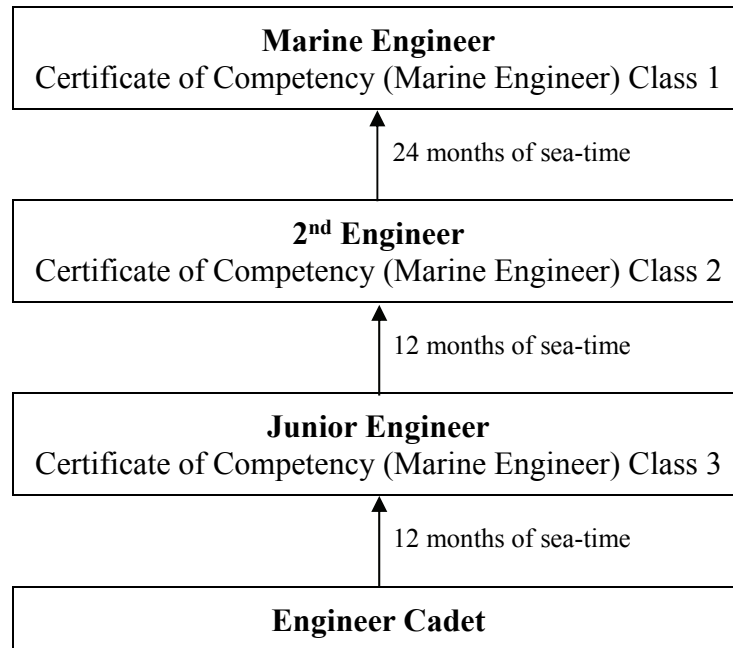
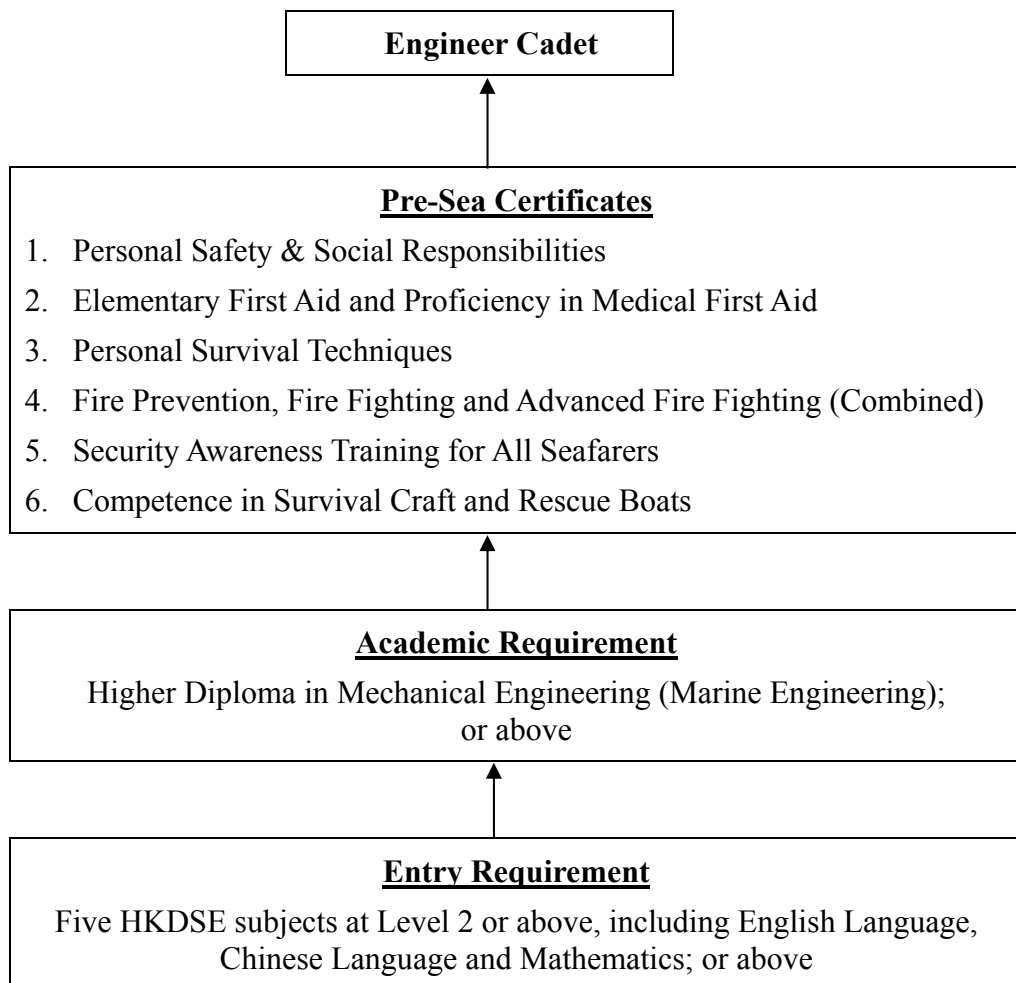


Figure 2.7(b): Training for Engineer Cadet



SECTION III

SUMMARY OF SURVEY FINDINGS (RIVER TRADE SECTOR)

Establishments in River Trade Sector

3.1 Branch 5 in Table 3.1 reveals that there were 36 establishments which belonged to the *River Trade Sector* as disclosed by employers at the time of the survey.

Table 3.1: Branch of Establishments (Operated Vessels)

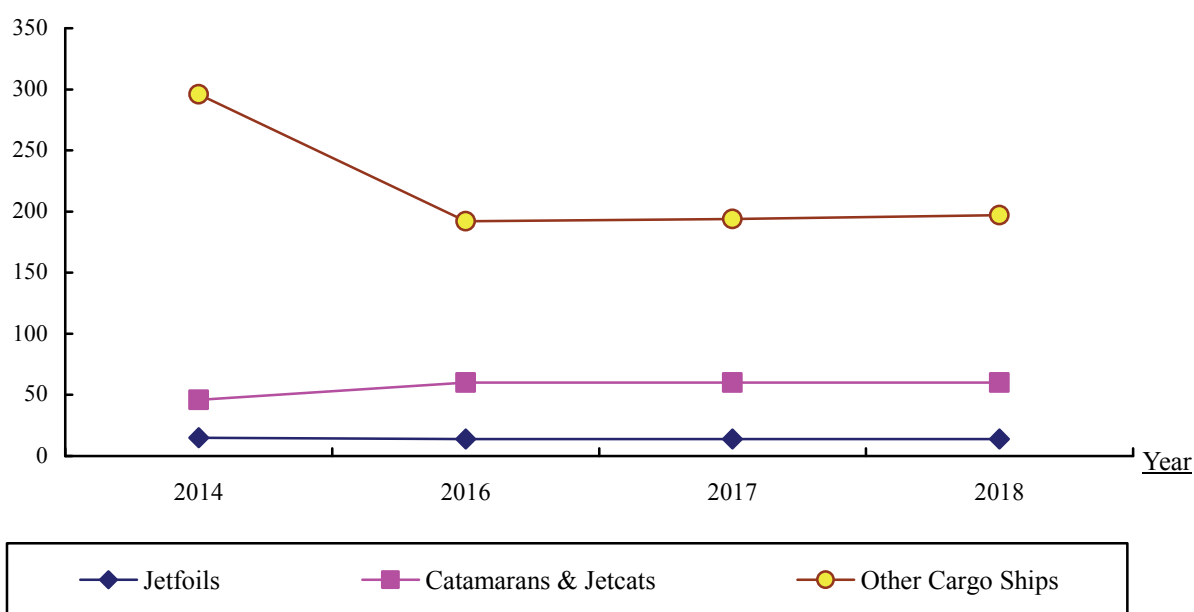
Branch	No. of Establishments
Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	36

Number of Vessels

3.2 These 36 establishments responded that they operated 266 river trade vessels. Figure 3.1 shows the types of ships they operated. The employers also forecasted that there were moderate growth in 2017 (2 or 0.75%) and 2018 (5 or 1.88%). The establishments also reported that the total number of vessels managed was decreased (91) at the time of the survey especially for other cargo ships.

Figure 3.1: Trends of Changes in Vessels under Operations (2014 – 2018)

No. of Vessels



Number of Seafarers

3.3 The survey revealed that in August 2016, 1 262 people were employed in the *River Trade Sector*. The distribution of employees by job title is shown in Table 3.2. For seafarer rank of employees, sailor has the largest share (23.85%) followed by chief engineer (11.49%).

Table 3.2: Number of Seafarers Employed

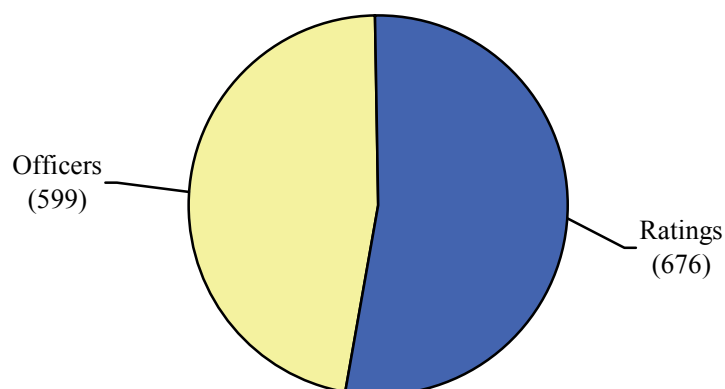
Job Title	No. of HK Seafarers Employed (%)	
Master	177	(14.03)
Chief Officer	125	(9.90)
Night Vision Officer	67	(5.31)
Deck Cadet	12	(0.95)
Chief Engineer	145	(11.49)
Junior/Assistant Engineer	88	(6.97)
Fitter	-	-
Sailor	301	(23.85)
Motorman	-	-
Rating (General Purpose)	39	(3.09)
Cabin Attendant	308	(24.41)
Total	1 262	(100.00)

Remark: (%) denotes the percentage share of total seafarers

Supplementary Statistics of Seafarers from Marine Department

3.4 According to the information from Marine Department (MD), as at 31 December 2016, there were 1 275 HK seafarers worked on river trade vessels. The numbers of HK officers and ratings registered are given in Figure 3.2 below.

Figure 3.2: Number of Offices and Ratings Registered (River Trade)



Number of Vacancies

3.5 At the time of the survey, employers reported 76 vacancies, representing 6.02% of the total number of employees in *River Trade Sector*. The distribution of vacancies by job title as compared with the number of employees is shown in Table 3.3.

Table 3.3: Number of Job Vacancies as Compared with Number of Seafarers by Job Title

Job Title	No. of HK Seafarers Employed	No. of Vacancies (%)	
Master	177	2	(2.63)
Chief Officer	125	-	-
Night Vision Officer	67	-	-
Deck Cadet	12	-	-
Chief Engineer	145	-	-
Junior/Assistant Engineer	88	-	-
Sailor	301	40	(52.63)
Rating (General Purpose)	39	-	-
Cabin Attendant	308	34	(44.74)
Total	1 262	76	(100.00)

Remarks: % denotes the percentage share of total vacancies

Manpower Forecast by Employers

3.6 Establishments were requested to estimate the manpower situation in 2017 and 2018. At the time of the survey, employers forecasted that the manpower was stable in 2017 and 2018. Table 3.4 displays the forecast by employers for the *River Trade Sector*.

Table 3.4: Manpower Forecast by Employers

Job Title	Manpower of HK Seafarers in 2016	Projected No. of HK Seafarers to be Employed			
		2017		2018	
		No.	(%)	No.	(%)
Master	179	179	-	179	-
Chief Officer	125	125	-	125	-
Night Vision Officer	67	67	-	67	-
Deck Cadet	12	12	-	12	-
Chief Engineer	145	145	-	145	-
Junior/Assistant Engineer	88	88	-	88	-
Sailor	341	341	-	341	-
Rating (General Purpose)	39	39	-	39	-
Cabin Attendant	342	342	-	342	-
Total	1 338	1 338	-	1 338	-

Remark: (%) denotes the percentage change compared with the same job title in 2016

Staff Turnover in the Past Twelve Months

3.7 Employers reported that only 15 seafarers, representing 1.19% of the total number of seafarers in *River Trade Sector*, had left in the past 12 months. The number of seafarers leaving in the past 12 months by whereabouts is shown in Table 3.5.

Table 3.5: No. of Officers Left the Establishment in the Past 12 Months by Whereabouts

Job Title	Whereabouts				Overall (%)
	Taking Up/ Starting Own Business in Marine Services Related Jobs	Taking Up/ Starting Own Business in Non-Marine Services Related Jobs	Emigration Retirement or Further Studies	Others*	
Master	-	-	-	-	- -
Chief Officer	-	-	-	-	- -
Night Vision Officer	-	-	-	-	- -
Deck Cadet	-	-	-	-	- -
Chief Engineer	-	-	-	-	- -
Junior/Assistant Engineer	-	-	-	-	- -
Fitter	-	-	-	-	- -
Sailor	5	-	-	-	5 (33.33)
Motorman	-	-	-	-	- -
Rating (General Purpose)	-	-	-	-	- -
Cabin Attendant	-	-	-	10	10 (66.67)
Total	5	-	-	10	15 (100)

Remarks: (%) denotes the percentage share of total
Others* - decease, redundancy

Age Distribution of Seafarers

3.8 The survey asked employers the average age range of their seafarers at the time of the survey. The distribution of seafarers by average age range by job title is shown in Table 3.6. Please note that the table only shows the average age range of employees at the time of the survey while the actual age range of employees was given in 2014 Manpower Survey Report⁶ (Table 3.4, Page 31). The age distribution of seafarers in 2014 survey was shown in the following table.

⁶ http://www.vtc.edu.hk/html/en/about/train_publications4128.html

Actual Age Distribution of Seafarers Employed
(Table Extracted from 2014 Manpower Survey Report)

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

Table 3.6: Average Age Range of Seafarers by Job Title

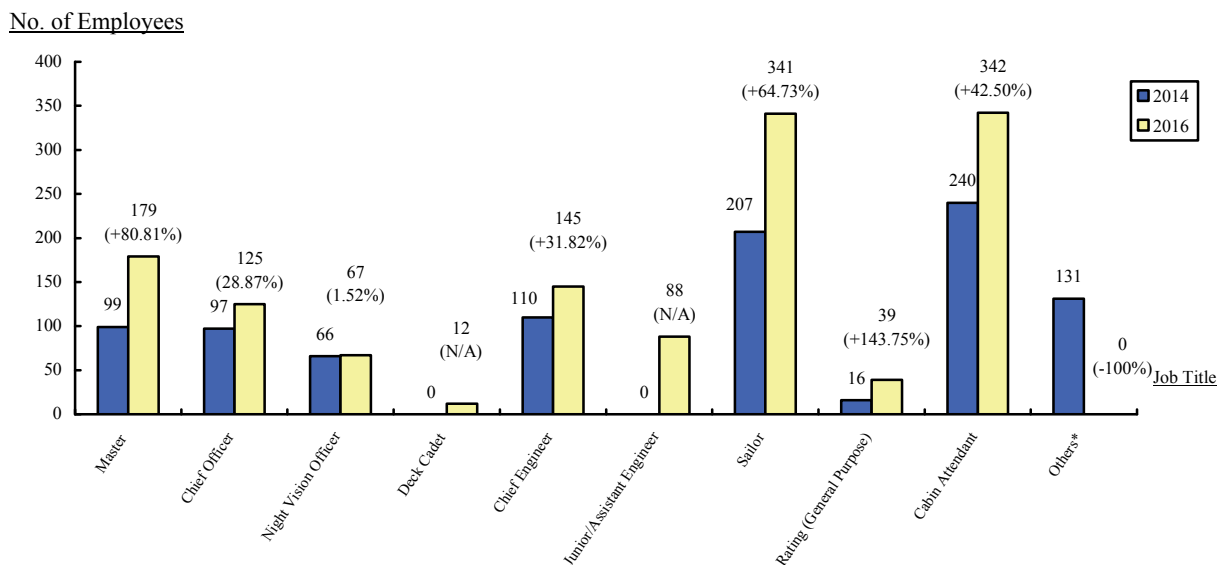
Job Title	(Average) 40 or below		(Average) 41-50		(Average) 51-60		(Average) 61-65		(Average) 66 or above		Overall No.
	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	
Master	-	-	59	(33.33)	116	(65.54)	2	(1.13)	-	-	177
Chief Officer	42	(33.60)	2	(1.60)	81	(64.80)	-	-	-	-	125
Night Vision Officer	21	(31.34)	-	-	46	(68.66)	-	-	-	-	67
Deck Cadet	12	(100.00)	-	-	-	-	-	-	-	-	12
Chief Engineer	-	-	26	(17.93)	119	(82.07)	-	-	-	-	145
Junior/Assistant Engineer	49	(55.68)	39	(44.32)	-	-	-	-	-	-	88
Fitter	-	-	-	-	-	-	-	-	-	-	-
Sailor	92	(30.56)	209	(69.44)	-	-	-	-	-	-	301
Motorman	-	-	-	-	-	-	-	-	-	-	-
Rating (General Purpose)	-	-	39	(100.00)	-	-	-	-	-	-	39
Cabin Attendant	308	(100.00)	-	-	-	-	-	-	-	-	308
Total	524	(41.52)	374	(29.64)	362	(28.68)	2	(0.16)	-	-	1 262

Remark: (%) denotes the percentage share of the total employees in same job title

Manpower Change by Job Title

3.9 The survey revealed that the manpower of the *River Trade Sector* had increased by 38.51% from 966 employees in August 2014 to 1 338 in August 2016. Figure 3.3 shows the manpower change by job title between 2014 and 2016. Some establishments reported that they employed more HK seafarers in 2016 such that the number of employees had a significant increase in 2016.

Figure 3.3: Manpower Change by Job Title



Others* – Fitter, Motorman, Clerk on board

Staff Wastage

3.10 As revealed in this survey, 10 people in the *River Trade Sector* left the industry permanently, the average wastage rate calculated was 0.75% at the time of the survey while the details are given in Table 3.7.

Table 3.7: Wastage of Employees

Posts on Board	Manpower	Wastage (%)	
Master	179	-	-
Chief Officer	125	-	-
Night Vision Officer	67	-	-
Deck Cadet	12	-	-
Chief Engineer	145	-	-
Junior / Assistant Engineer	88	-	-
Fitter	341	-	-
Sailor	39	-	-
Motorman	179	-	-
Rating (General Purpose)	125	-	-
Cabin Attendant	342	10	(2.92)
Total	1 338	10	(0.75)

Remark: % in brackets denote the wastage rate

Training Needs

3.11 The survey asked employers the highest class of certificate holding by their seafarers in order to find out the training needs of seafarers. Table 3.8 displays the types of highest certificates holding by seafarers.

Table 3.8: Number of HK Officers by Highest Class of Certificate

Job Title	No. of Hong Kong Officers Holding the Highest Class of Certificates								Overall
	Certificate of Competency (Deck Officer) River Trade Class 3	Certificate of Competency (Deck Officer) River Trade Class 2	Certificate of Competency (Deck Officer) River Trade Class 1	Certificate of Competency (Marine Engineer Officer) River Trade Class 3	Certificate of Competency (Marine Engineer Officer) River Trade Class 2	Certificate of Competency (Marine Engineer Officer) River Trade Class 1	Others*	Not Specified	
Master	-	-	110	-	-	-	8	59	177
Chief Officer	29	72	14	-	-	-	10	-	125
Night Vision Officer	56	2	1	-	-	-	8	-	67
Deck Cadet	2	-	-	-	-	-	-	10	12
Chief Engineer	-	-	-	-	53	54	13	25	145
Junior / Assistant Engineer	-	-	-	61	1	-	-	26	88
Fitter	-	-	-	-	-	-	-	-	-
Sailor	-	-	-	-	-	-	-	301	301
Motorman	-	-	-	-	-	-	-	-	-
Rating (General Purpose)	-	-	-	-	-	-	-	39	39
Cabin Attendant	-	-	-	-	-	-	-	308	308
Total	87	74	125	61	54	54	39	768	1 262

* Other - Certificate of Ocean Going

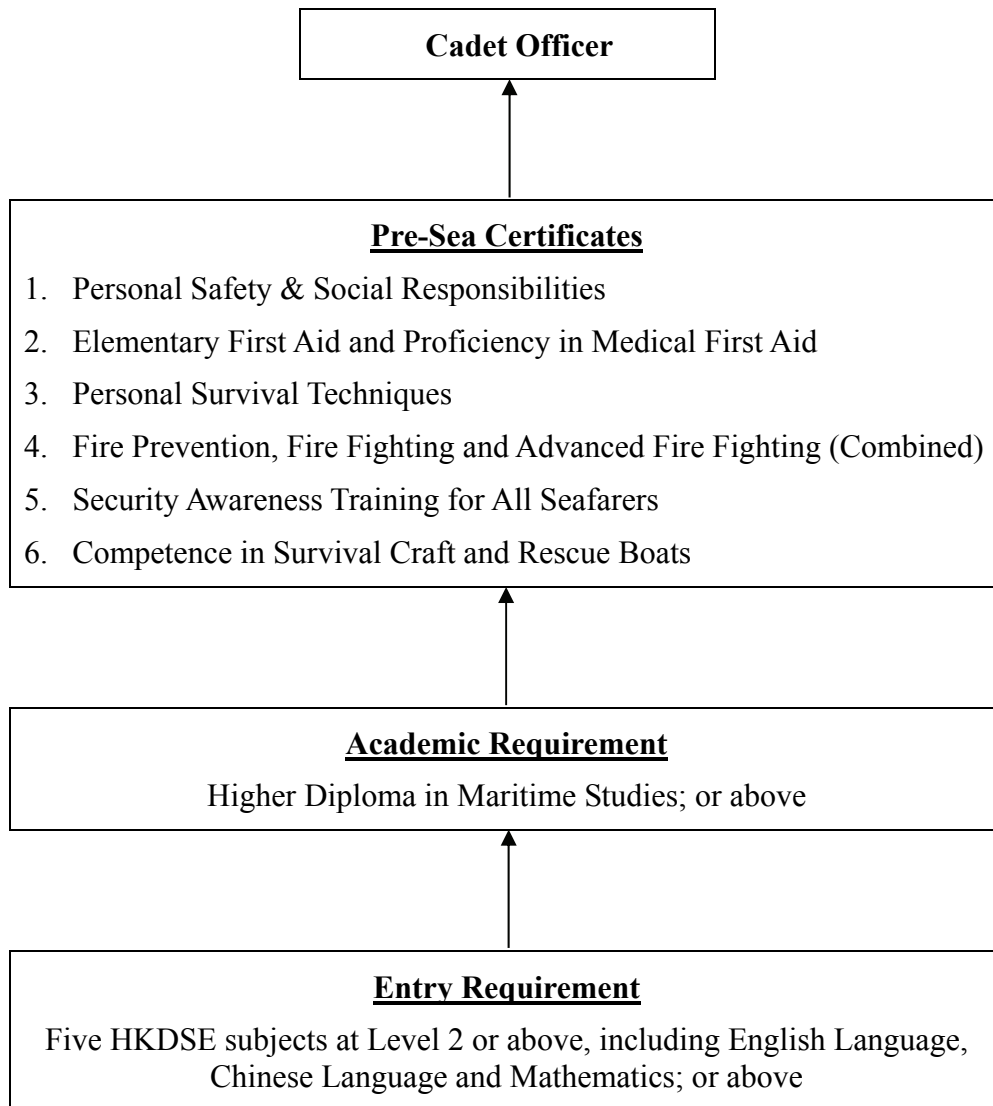
Career Development for Youngsters

3.12 A ship master is the professional qualification required for youngsters to serve as a captain of a commercial river trade vessel sails to waters in the vicinity of Hong Kong, Pearl River, Macao, and other inland waters in Guangdong and Guangxi, The Training Board also encourages youngsters to develop their careers in *River Trade Sector* if they prefer a shorter sea journey/time than in *Ocean Going Sector*. To qualify as a ship master, youngsters have to go through stages of studies, examinations and experience. The career path and training requirement for cadet officer are given in Figure 3.4(a) and 3.4(b).

Figure 3.4(a): Career Path for Cadet Officer



Figure 3.4(b): Training for Cadet Officer



3.13 Similar to marine engineer in *Ocean Going Sector*, a chief engineer oversees the technical department of a river trade vessel. It is his duty to ensure that the engine room machinery works properly for a smooth voyage. To qualify as a chief engineer, youngsters have to go through stages of studies, examinations and experience. The career path and qualifications to become a qualified marine engineer are shown in figure 3.5(a) and 3.5(b) below.

Figure 3.5(a): Career Path for Engineer Cadet

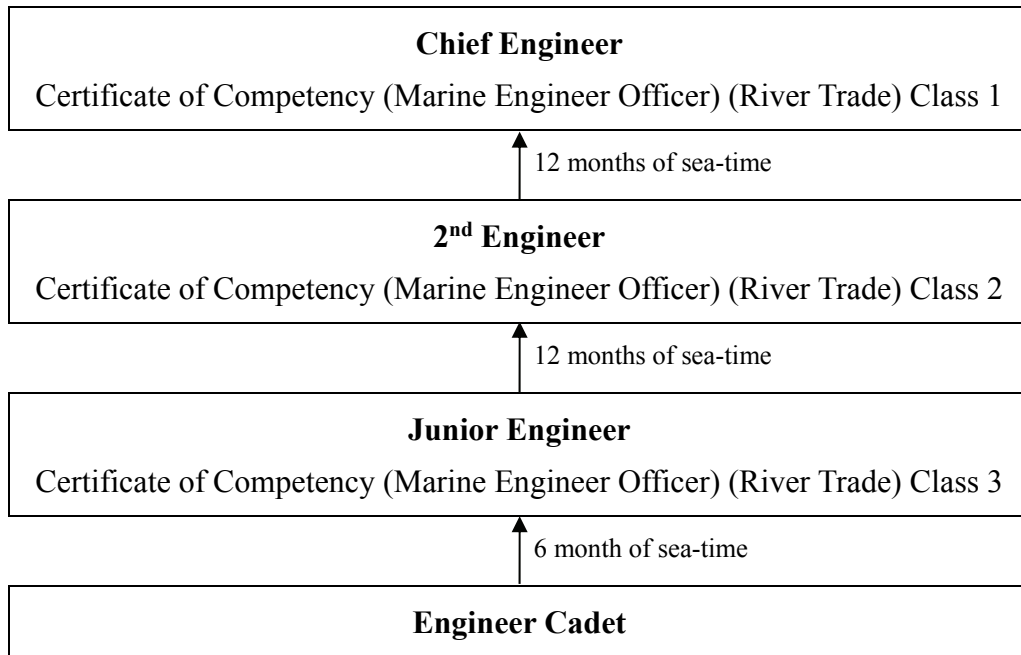
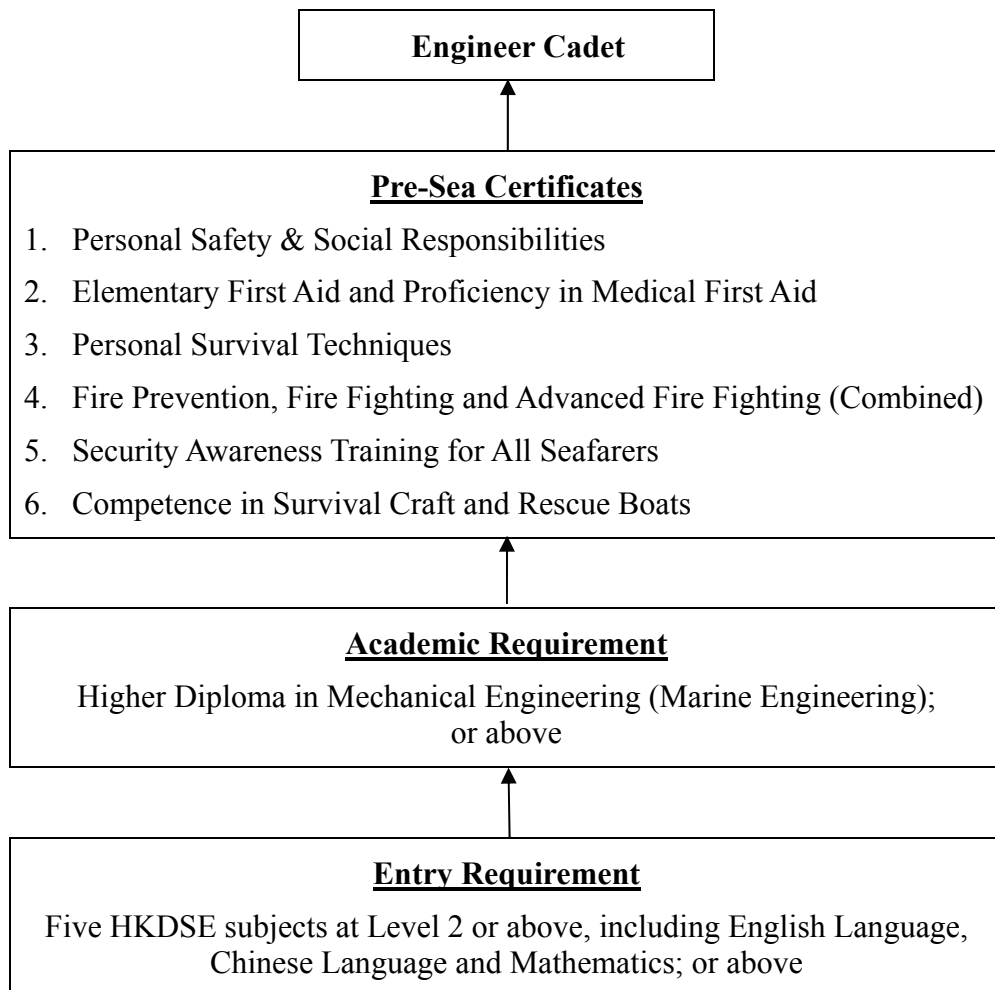


Figure 3.5(b): Training for Engineer Cadet



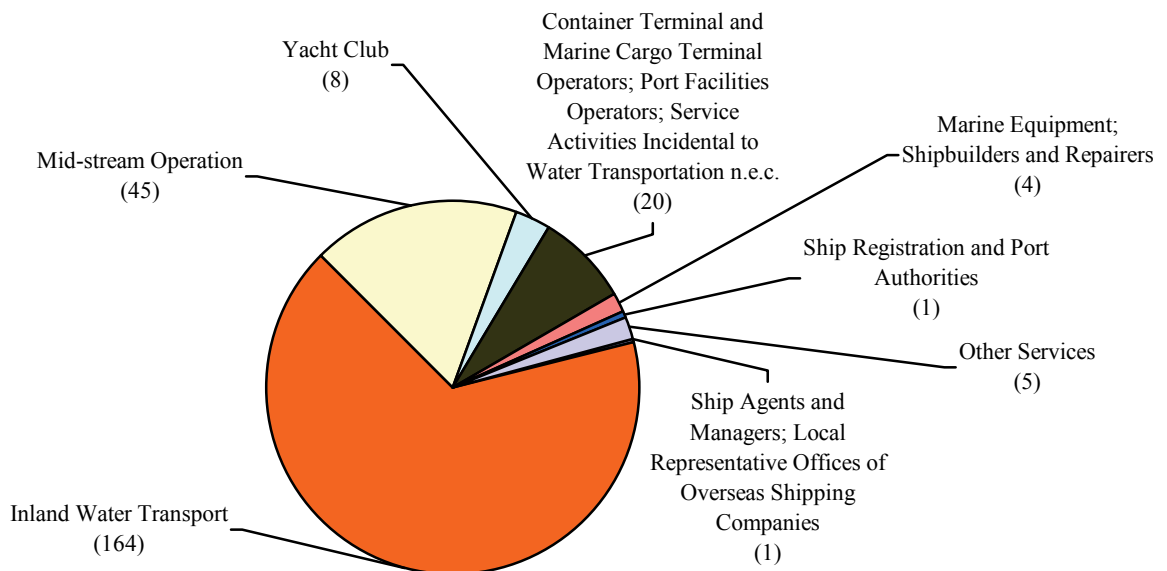
SECTION IV

SUMMARY OF SURVEY FINDINGS (LOCAL VESSEL SECTOR)

Establishments in Local Vessel Sector

4.1 The survey revealed that in August 2016, 248 establishments were found in *Local Vessel Sector*. The distribution of these establishments is summarised in Figure 4.1 below. These establishments claimed that they had businesses in *Local Vessel Sector* at the time of the survey.

Figure 4.1: Distribution of Establishments

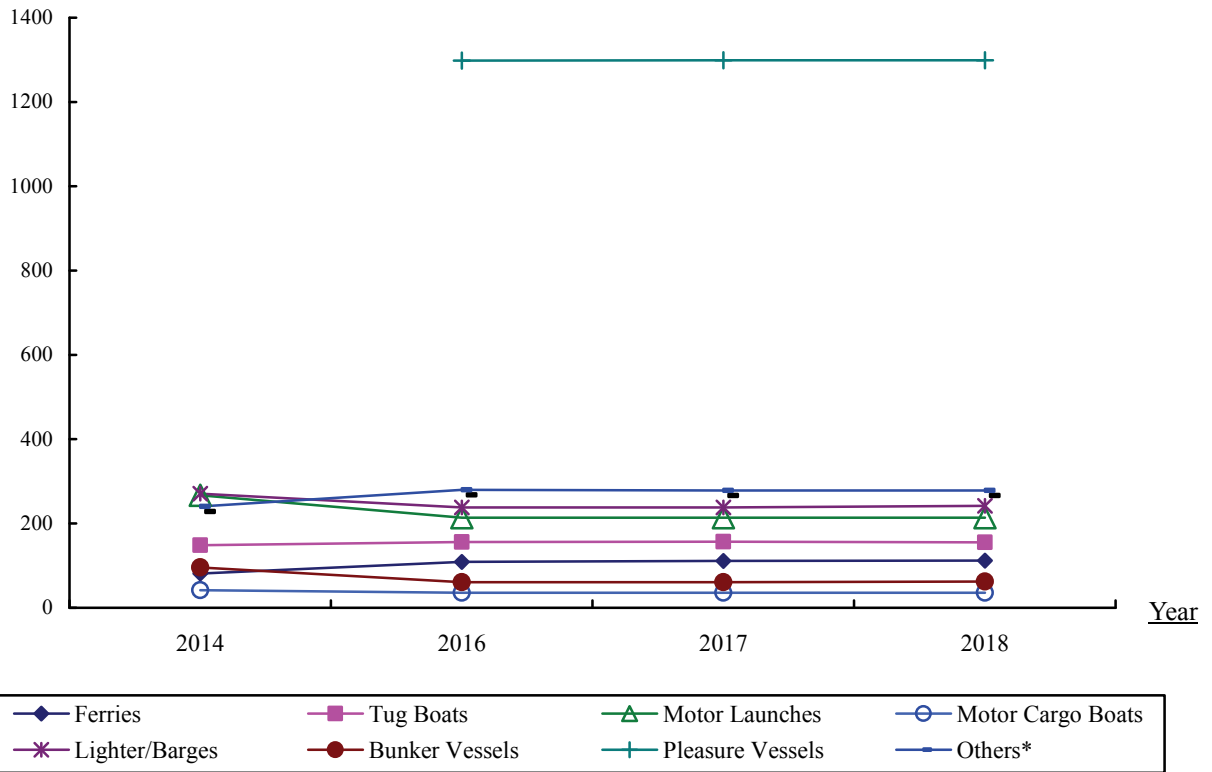


Number of Vessels

4.2 Figure 4.2 shows the types of ships they owned/operated. 2 392 vessels were in *Local Vessel Sector*. The number of vessels reported by employers at the time of the survey was greater than the number in the previous survey because the supplementary *branch of yacht club* was added. The establishments also estimated the future trends for 2017 and 2018.

Figure 4.2: Trends of Changes in Vessels under Ownership/Management (2014 - 2018)

No. of Vessels



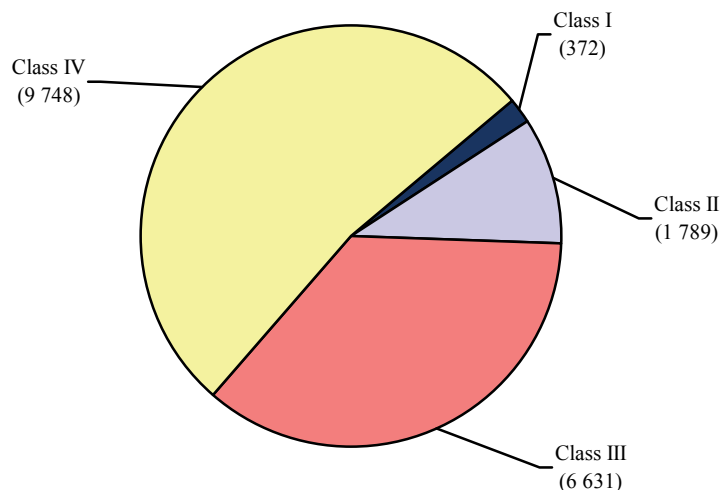
Remark: pleasure vessels were surveyed since 2016

Others* - motor sampan, yacht, dangerous goods, survey boat, transportation boat, police vessels, fire boat, petrol boat, pilot boat

Supplementary Statistic of Pleasure Vessels from Marine Department

4.3 According to the information from the Marine Department (MD), there were 18 540 local vessels as at 31 December 2016. The type of vessels is given in Figure 4.3.

Figure 4.3: Numbers of HK Licensed Local Vessels



Number of Seafarers Employed

4.4 The survey revealed that in August 2016, 4 763 crew members were engaged in the principal jobs of the *Local Vessel Sector* from the 169 establishments. At the time of the survey, 79 establishments reported that they employed no principal job employees. Table 4.1 shows the breakdown of the employees in different branches.

Table 4.1: Number of Employees by Branch

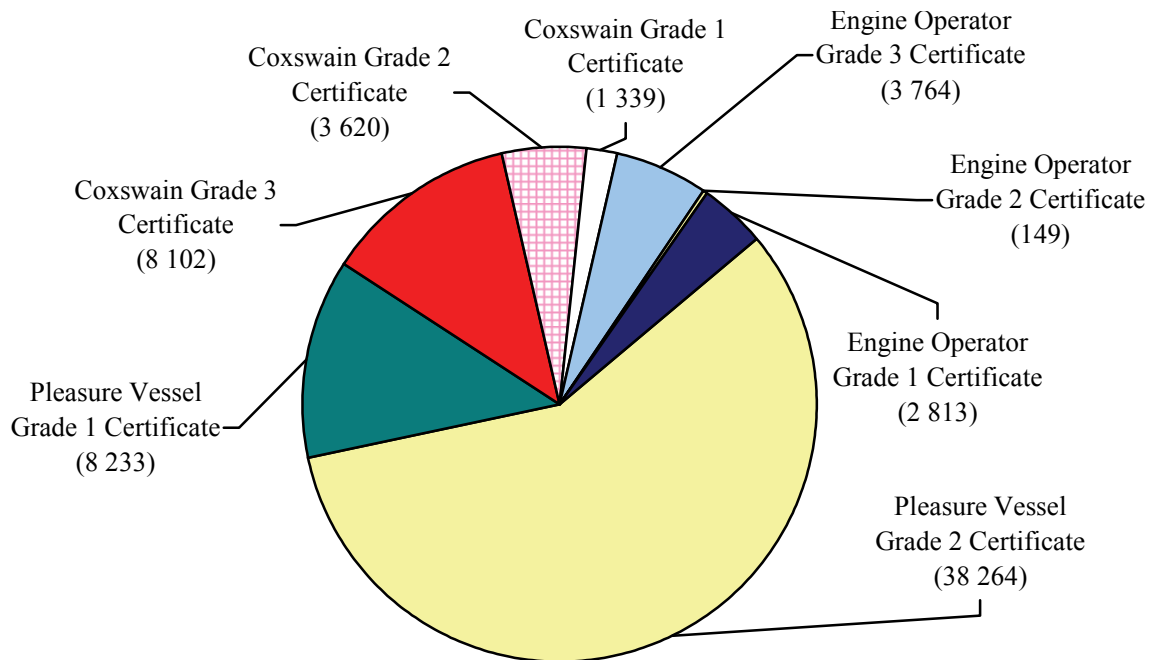
Branch	No. of Establishments without Principal Job Employees	No. of Establishments with Principal Job Employees	No. of Principal Job Employees
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	-	1	43
Inland Water Transport	39	125	1 825
Mid-stream Operation	33	12	83
Yacht Club	5	3	40
Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water	1	19	156
Marine Equipment; Shipbuilders and Repairers	1	3	262
Ship Registration and Port Authorities	-	1	271
Other Services	-	5	2 083
Total	79	169	4 763

4.5 The survey tried to collect the manpower situation of the *Yacht Club Branch*, it was noticed that there was difficulty in surveying the number of seafarers working in yacht clubs. The Training Board considers that yacht clubs did not have the information of seafarers working in yacht clubs because they did not usually recruit seafarers while there should be a significant number of seafarers working on pleasure vessels.

Supplementary Statistics of Certificates of Local Vessels from Marine Department

4.6 According to the information from MD, as at 31 December 2016, the total number of holders with different local certificates was 66 284 people and the details are given in Figure 4.4.

Figure 4.4 Number of HK Licensed Seafarers (Local Vessel)



Staff Turnover in the Past Twelve Months

4.7 Employers reported that only 408 crew members, representing 8.57% of the total number of crew members in *Local Vessel Sector*, had left in the past 12 months. The number of crew members leaving in the past 12 months by whereabouts is shown in Table 4.2.

Table 4.2: No. of Crew Members Left the Establishment in the Past 12 Months by Whereabouts

	Whereabouts				Overall (%)
	Taking Up/ Starting Own Business in Marine Services Related Jobs	Taking Up / Starting Own Business in Non-Marine Services Related Jobs	Emigration Retirement or Further Studies	Others*	
Coxswain	45	12	53	-	110 (26.96)
Assistant Coxswain	12	0	13	3	28 (6.86)
Sailor	41	21	97	14	173 (42.40)
Engine Operator	28	14	15	-	57 (13.97)
Assistant Engine Operator	9	1	30	-	40 (9.80)
Total	135	48	208	17	408 (100.00)

Remark: (%) denotes the percentage share of the total
Others* - illness, resigned, decease

Number of Job Vacancies for Crew Members

4.8 At the time of the survey, respondents revealed that there were 208 vacancies which represent 4.37% of the total number of crew members. The job title of sailor had 96 vacancies which was the most popular. The number of existing vacancies by job title is illustrated in Table 4.3.

Table 4.3: Number of Vacancies by Job Title

Job Title	No. of Employees	No. of Vacancies (%)
Coxswain	1 421	49 (23.56)
Assistant Coxswain	274	9 (4.33)
Sailor	1 887	96 (46.15)
Engine Operator	726	38 (18.27)
Assistant Engine Operator	423	16 (7.69)
Fitter	30	- -
Others – Pilot	2	- -
Total	4 763	208 (100.00)

Remark: (%) denotes the percentage share of employees in same job title

Manpower Forecast by Employers

4.9 Establishments were requested to estimate the manpower situations in 2017 and 2018. They forecasted that there will be 4 880 posts in 2017 and 4 893 in 2018. Table 4.4 displays the forecasts by employers. The Training Board considers that the effect on manpower in relation to the Third-runway System Development was not known at the time of the survey.

Table 4.4: Manpower Forecast by Employers

Job Title	Actual Manpower in 2016	Forecasted Manpower in			
		2017		2018	
		No.	(%)	No.	(%)
Coxswain	1 470	1 439	(-2.11)	1 441	(-1.97)
Assistant Coxswain	283	282	(-0.35)	283	-
Sailor	1 983	1 950	(-1.66)	1 957	(-1.31)
Engine Operator	764	739	(-3.27)	741	(-3.01)
Assistant Engine Operator	439	438	(-0.23)	439	-
Fitter	30	30	-	30	-
Others - Pilot	2	2	-	2	-
Total	4 971	4 880	(-1.83)	4 893	(-1.57)

Remark: (%) denotes the percentage change compared with same job title in 2016

4.10 The Training Board considers that the local vessel business will be stable in the coming two years.

Age Range of Seafarers

4.11 In order to find out the retirement situation of the crew members, the sample establishments were asked about the age range of their seafarers. Table 4.5 presents the average age distribution of employees. Please note that the table only shows the average age range of employees at the time of the survey while the actual age range of employees was given in 2014 Manpower Survey Report⁷ (Table 4.4, Page 37) and the corresponding table was shown as follows:

Actual Age Distribution of Local Seafarers
(Table Extracted from 2014 Manpower Survey Report)

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

⁷ http://www.vtc.edu.hk/html/en/about/train_publications4128.html

Table 4.5: Average Age Distribution of Employees

Job Title	(Average) 40 or below		(Average) 41-50		(Average) 51-60		(Average) 61-65		(Average) 66 or above		Not Specified		Overall
	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	
Coxswain	2	(0.14)	672	(47.29)	537	(37.79)	70	(4.93)	20	(1.41)	120	(8.44)	1 421
Assistant Coxswain	16	(5.84)	68	(24.82)	103	(37.59)	23	(8.39)	-	-	64	(23.36)	274
Sailor	989	(52.41)	343	(18.18)	255	(13.51)	103	(5.46)	3	(0.16)	194	(10.28)	1 887
Engine Operator	2	(0.28)	336	(46.28)	269	(37.05)	27	(3.72)	-	-	92	(12.67)	726
Assistant Engine Operator	313	(74.00)	43	(10.17)	31	(7.33)	-	-	-	-	36	(8.51)	423
Fitter	18	(60.00)	11	(36.67)	-	-	-	-	-	-	1	(3.33)	30
Others - Pilot	-	-	-	-	-	-	2	(100.00)	-	-	-	-	2
Total	1 340	(28.13)	1 473	(30.93)	1 195	(25.09)	225	(4.72)	23	(0.48)	507	(10.64)	4 763

Remark: % share of the total in same job title

4.12 As shown in Table 4.5, the largest number of employees was at the average age between 41 and 50, followed by the age group of 40 or below. Overall, 30.29% of crew members were aged 51 or above at the time of the survey.

Salary Distribution

4.13 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. 52.15% of employees were in the income range \$15,001 - \$25,000. Table 4.6 shows the salary distribution by job title.

Table 4.6: Salary Distribution of Employees

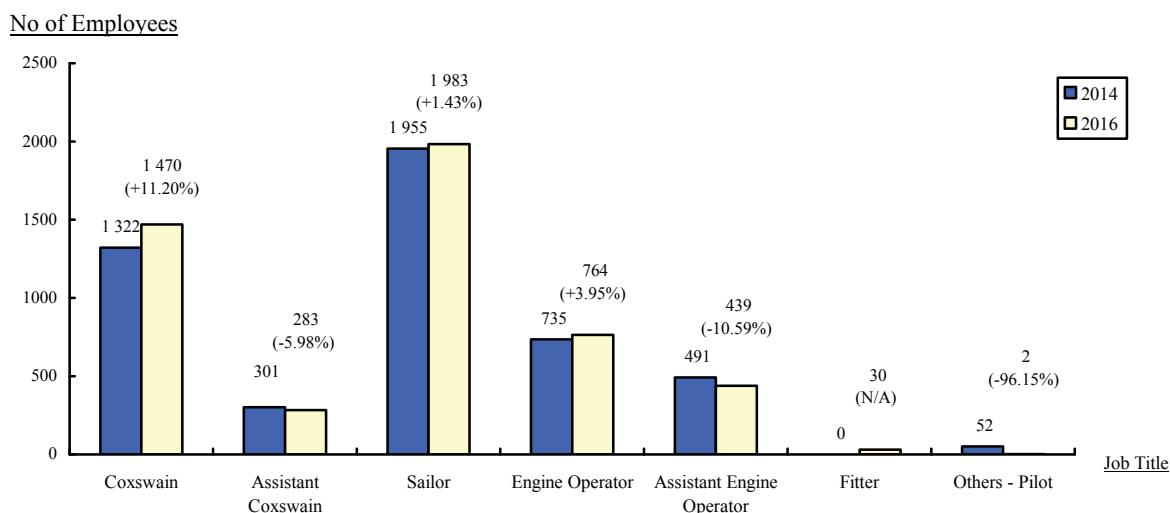
Job Title	\$15,000 or below		\$15,001 - \$25,000		\$25,001 - \$35,000		\$35,001 - \$45,000		\$45,001 or above		Not Specified		Overall
	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	
Coxswain	27	(1.90)	349	(24.56)	637	(44.83)	180	(12.67)	6	(0.42)	222	(15.62)	1 421
Assistant Coxswain	28	(10.22)	83	(30.29)	76	(27.74)	19	(6.93)	-	-	68	(24.82)	274
Sailor	222	(11.76)	1 417	(75.09)	4	(0.21)	-	-	-	-	244	(12.93)	1 887
Engine Operator	9	(1.24)	285	(39.26)	197	(27.13)	119	(16.39)	-	-	116	(15.98)	726
Assistant Engine Operator	18	(4.26)	326	(77.07)	40	(9.46)	-	-	-	-	39	(9.22)	423
Fitter	-	-	24	(80.00)	5	(16.67)	-	-	-	-	1	(3.33)	30
Others - Pilot	-	-	-	-	-	-	-	-	2	(100.00)	-	-	2
Total	304	(6.38)	2 484	(52.15)	959	(20.13)	318	(6.68)	8	(0.17)	690	(14.49)	4 763

Remark: (%) denotes the percentage share of employees in same job title

Manpower Change by Job Title

4.14 The survey revealed that the manpower of the Local Vessel Sector had increased by 2.37% from 4 856 employees in August 2014 to 4 971 in August 2016. Figure 4.5 shows the manpower change by job title between 2014 and 2016.

Figure 4.5: Manpower Change by Job Title



Staff Wastage

4.15 As revealed in this survey, 273 people in the *Local Vessel Sector* left the industry forever, the average wastage rate calculated was 5.49% at the time of the survey while the details is given in Table 4.7.

4.16

Table 4.7: Wastage of Employees

Posts on Board	Manpower	Wastage (%)
Coxswain	1 470	65 (4.42)
Assistant Coxswain	283	16 (5.65)
Sailor	1 983	132 (6.66)
Engine Operator	764	29 (3.80)
Assistant Engine Operator	439	31 (7.06)
Fitter	30	- -
Pilot	2	- -
Total	4 971	273 (5.49)

Remark: % in brackets denote the wastage rate in same job title

Training Needs of Seafarers

4.17 Employers were requested to provide the information on the highest class of certificate holding by their seafarers in order to find out the training needs of Hong Kong seafarers. The training requirements by different levels of certificates are given in Table 4.8.

Table 4.8: Number of HK Crew Members by Highest Class of Certificate

Job Title	No. of Hong Kong Crew Members Holding the Highest Class of Certificates										Overall#
	Pleasure Vessel Grade 2 Certificate	Pleasure Vessel Grade 1 Certificate	Coxswain Grade 3 Certificate	Coxswain Grade 2 Certificate	Coxswain Grade 1 Certificate	Engine Operator Grade 3 Certificate	Engine Operator Grade 2 Certificate	Engine Operator Grade 1 Certificate	Others*	Not Specified	
Coxswain	15	5	92	242	368	16	42	98	19	707	1 604
Assistant Coxswain	-	1	26	60	34	3	-	16	6	148	294
Sailor	-	1	110	45	3	66	13	40	30	1 626	1 934
Engine Operator	9	1	9	30	19	42	65	279	8	328	790
Assistant Engine Operator	-	-	1	3	6	3	11	29	10	378	441
Fitter	-	-	-	-	-	19	1	-	-	10	30
Pilot	-	-	-	-	2	-	-	-	-	0	4
Total	24	8	238	380	432	149	132	462	73	3 197	5 097

Overall# - A crew member may possess both coxswain and engine operator certificates at the same time

Others - Pilot license, Certificate on Safe Use of Lifting Gears and Rigging Practices, and Crane Operator Safety Training Certificates*

Career Development for Youngsters

4.18 A coxswain is the person in charge of a vessel, particularly its navigation and steering within the local Hong Kong water. Cadets can apply for three different classes of coxswain qualification stage by stage. To qualify as a coxswain 1, youngsters have to go through stages of studies, examinations and experience. Figure 4.6(a) and 4.6(b) illustrate the career path and training requirement from coxswain trainee to coxswain 1.

Figure 4.6(a): Career Path for Coxswain Trainees

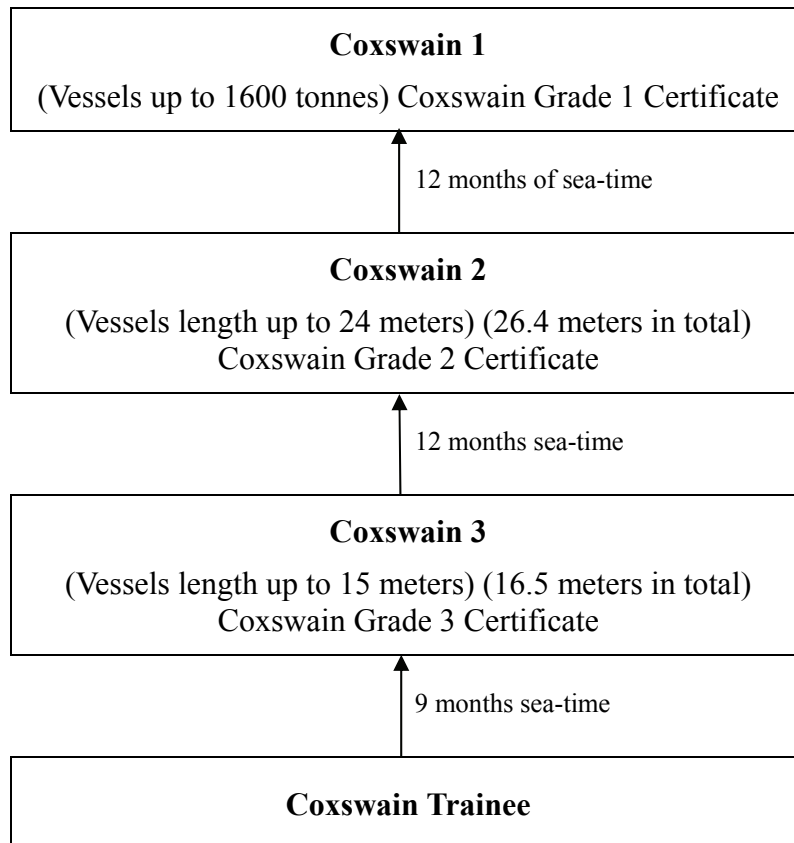
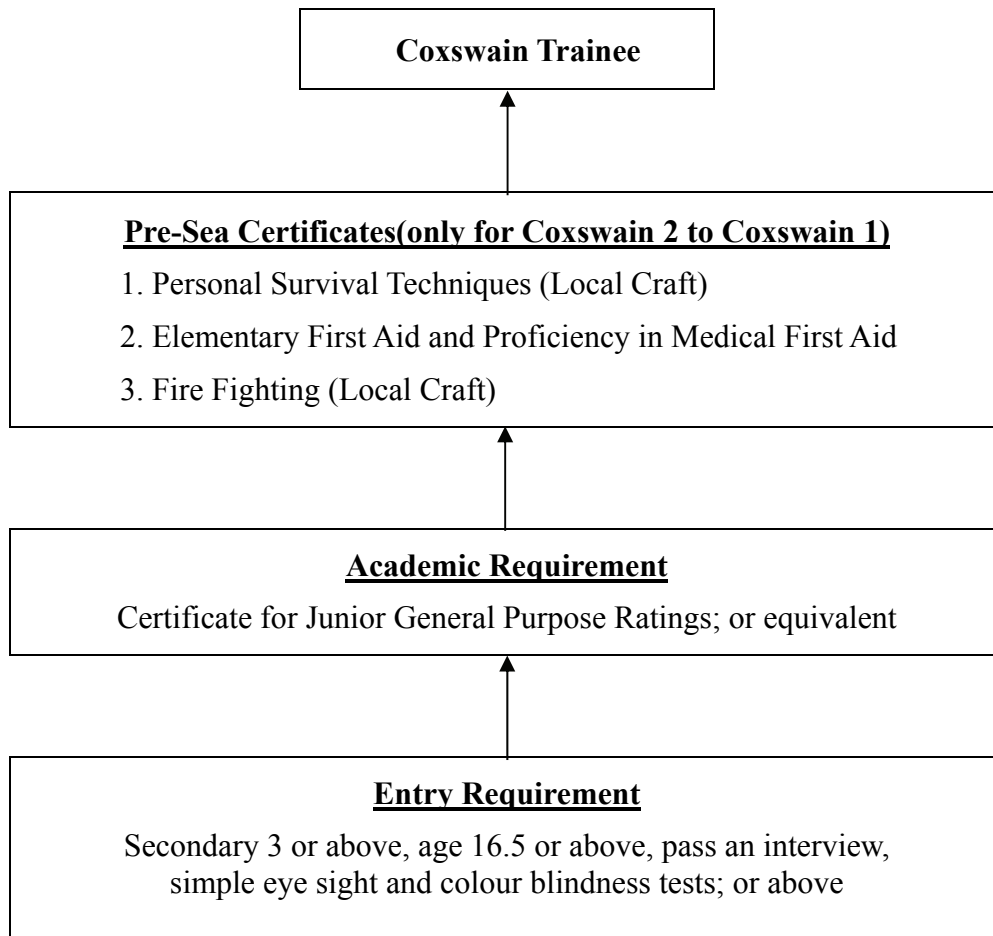


Figure 4.6(b): Training for Coxswain Trainee



4.19 An engineer operator is responsible for the maintaining all machinery and electrical appliances on board. There are several classes of engineering officers which engineer trainees can apply to progress up the career ladder. To qualify as an engineer operator, youngsters have to go through stages of studies, examinations and experience. Figure 4.7(a) and 4.7(b) illustrate the career path and training requirement from engineer trainee to engineer operator 1.

Figure 4.7(a): Career Path for Engineer Trainees

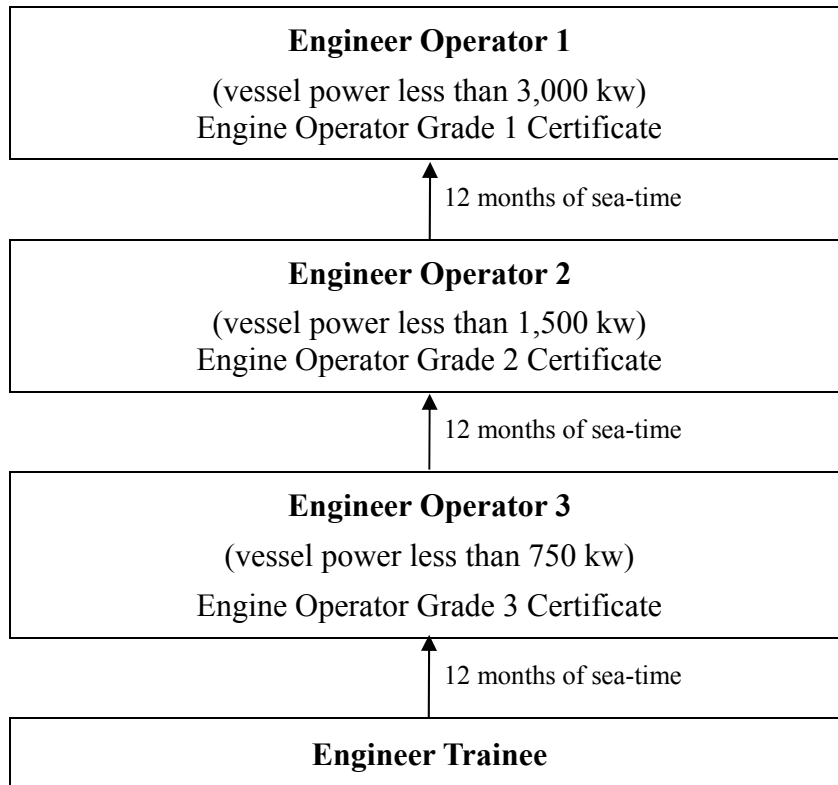
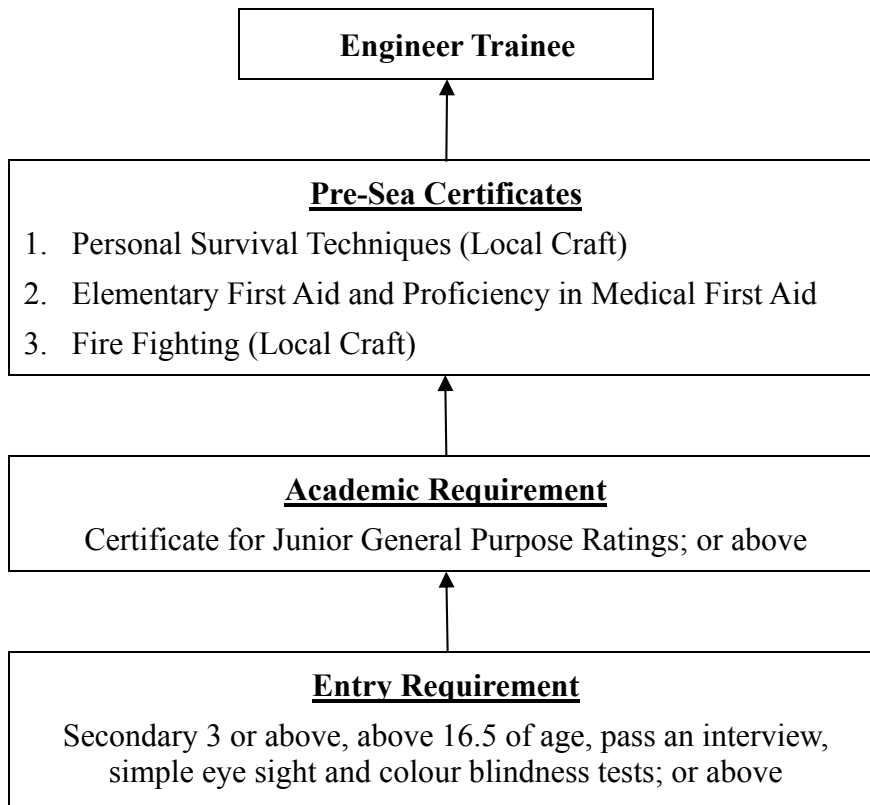


Figure 4.7(b): Training for Engineer Trainees



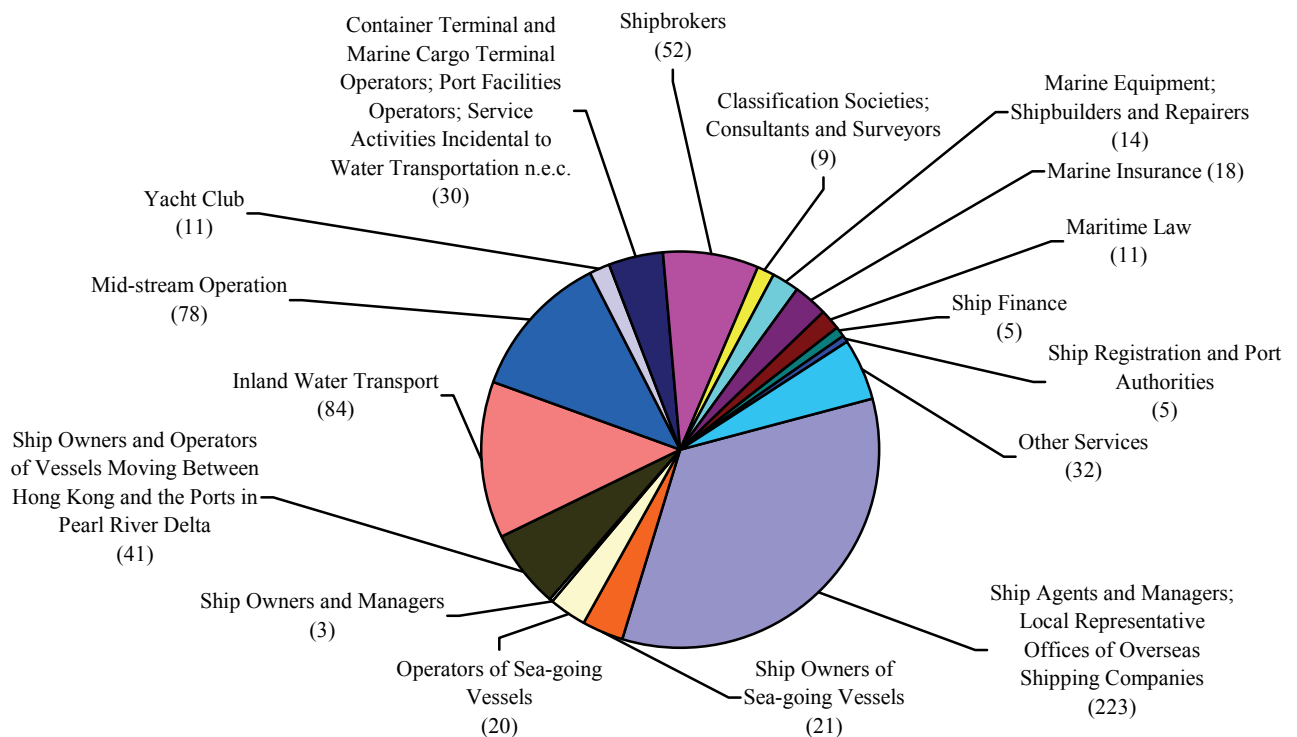
SECTION V

SUMMARY OF SURVEY FINDINGS (SHORED BASED PERSONNEL SECTOR)

Establishments in Shored Based Personnel Sector

5.1 The survey revealed that in August 2016, 657 establishments with business in *Shore Based Personnel Sector* were found in all the seventeen branches. The distribution of establishments is summarised in Figure 5.1 below. These establishments indicated that they have principal job and non-principal job employees.

Figure 5.1: Distribution of Establishments with Ashore Business



Number of Employees

5.2 These 657 establishments responded that they recruited HK and Non-HK employees. At the time of the survey, respondents revealed that 94.61% were HK employees while 5.39% was Non-HK employees. Table 5.1 shows the distribution of employees by job area.

Table 5.1: Distribution of Employees by Job Area

Job Area	No. of Employees	HK Employees		Non-HK Employees	
		No.	(%)	No.	(%)
Administration, Management & Human Resource	1 121	1 025	(91.44)	96	(8.56)
Business and Trade	1 873	1 758	(93.86)	115	(6.14)
Operations	7 177	7 026	(97.90)	151	(2.10)
Technical and Consultancy	3 036	2 755	((90.74)	281	(9.26)
Marine Law and Insurance	663	593	(89.44)	70	(10.56)
Training and Education	103	82	(79.61)	21	(20.39)
Account and Finance	205	196	(95.61)	9	(4.39)
Safety and Risk Management	156	128	(82.05)	28	(17.95)
Editor	2	-	-	2	(100.00)
Total	14 336	13 563	(94.61)	773	(5.39)

Remarks: (%) denotes the percentage share of employees in same job area

Staff Turnover in the Past Twelve Months

5.3 Employers reported that 599 employees, representing 4.18% of the total number of employees in *Shore Based Personnel Sector*, had left in the past 12 months. The numbers of employees leaving in the past 12 months by whereabouts is shown in Table 5.2.

Table 5.2: No. of Employees in Shore Based Personnel Sector Left the Establishment
in the Past 12 Months by Whereabouts

Job Area	Whereabouts				Overall (%)
	Taking Up/ Starting Own Business in Marine Services Related Jobs	Taking Up/ Starting Own Business in Non-Marine Services Related Jobs	Emigration Retirement or Further Studies	Others*	
Administration, Management & Human Resource	5	11	14	7	37 (6.18)
Business and Trade	22	16	9	68	115 (19.20)
Operations	57	27	29	173	286 (47.75)
Technical and Consultancy	35	5	21	38	99 (16.53)
Marine Law and Insurance	30	10	3	7	50 (8.35)
Training and Education	-	-	2	-	2 (0.33)
Account and Finance	3	4	-	-	7 (1.17)
Safety and Risk Management	1	-	2	-	3 (0.50)
Total	153	73	80	293	599 (100.00)

Remark: (%) denotes the percentage share of the total

Others - marriage, redundancy, resigned, decease, returned to China Companies*

Number of Job Vacancies

5.4 At the time of the survey, employers reported that there were 359 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

Job Area	No. of Employees	No. of Vacancies (%)	
Administration, Management & Human Resource	1 121	12	(3.34)
Business and Trade	1 873	26	(7.24)
Operations	7 177	196	(54.60)
Technical and Consultancy	3 036	108	(30.08)
Marine Law and Insurance	663	11	(3.06)
Training and Education	103	4	(1.11)
Account and Finance	205	-	-
Safety and Risk Management	156	1	(0.28)
Editor	2	1	(0.28)
Total	14 336	359	(100.00)

Remarks: (%) denotes the percentage share of total vacancies

Manpower Forecast for 2016, 2017 and 2018

5.5 Establishments were requested to estimate the manpower situations in 2017 and 2018. Table 5.4 displays the forecast by employer for the *Shore Based Personnel Sector*. A mild decrease in 2017 and 2018 was forecasted.

Table 5.4: Manpower Forecast by Employer

Job Area	Manpower in 2016	Forecasted No. of Employees in			
		2017		2018	
		No.	(%)	No.	(%)
Administration, Management & Human Resource	1 133	1 135	(0.18)	1 135	(0.18)
Business and Trade	1 899	1 863	(-1.90)	1 866	(-1.74)
Operations	7 373	7 380	(0.09)	7 387	(0.19)
Technical and Consultancy	3 144	3 157	(0.41)	3 157	(0.41)
Marine Law and Insurance	674	671	(-0.45)	671	(-0.45)
Training and Education	107	107	-	107	-
Account and Finance	205	207	(0.98)	207	(0.98)
Safety and Risk Management	157	156	(-0.64)	156	(-0.64)
Others - Editor	3	3	-	3	-
Total	14 695	14 679	(-0.11)	14 689	(-0.04)

Remark: (%) denotes the percentage change compared with same job title in 2016

Employees with Ex-seafaring Experience (Officer)

5.6 At the time of the survey, people with sea going experience but working ashore were identified as ex-seafarers. The survey identified that 9.37% of employees with seagoing experience were working in the Shore Based Personnel 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 (%)
Administration, Management & Human Resource	1 121	186 (16.59)
Business and Trade	1 873	75 (4.00)
Operations	7 177	476 (6.63)
Technical and Consultancy	3 036	496 (16.34)
Marine Law and Insurance	663	6 (0.90)
Training and Education	103	39 (37.86)
Account and Finance	205	- -
Safety and Risk Management	156	65 (41.67)
Others - Editor	2	- -
Total	14 336	1 343 (9.37)

Remark: (%) denotes the percentage share of employees in same job area

Supplementary Statistics of Ex-seafarers in Marine Department

5.7 As at 31 December 2016, the employees working at MD, who had 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)	7	5
Principal Marine Officer (D1)	4	3
Principal Surveyor of Ships (D1)	7	4
Hydrographer (D1)	1	-
Senior Marine Officer	19	14
Marine Officer	36	20
Marine Controller	13	10
Assistant Marine Controller	42	33
Senior Surveyor of Ships	17	11
Surveyor of Ships	33	20
Total	180	121

Age Range of Employees

5.8 To see the age distribution of employees, the survey establishments were asked the ages of their employees and the findings are given in Table 5.7. It was calculated that the aging rate in *Shore Based Personnel Sector* was moderate with 8.5% (1 218) of employees were aged over 50 in the *sector*. Please note that the table only shows the average age range of employees at the time of the survey while the actual age range of employees was given in 2014 Manpower Survey Report⁸ (Table 5.8, Page 47) as shown below.

Actual Age Distribution of Employees with Ex-seafaring Experience
(Table Extracted from 2014 Manpower Survey Report)

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
Others *	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

**Others: Editor*

⁸ http://www.vtc.edu.hk/html/en/about/train_publications4128.html

Table 5.7: Average Age Distribution of Employees

Job Area	(Average) 40 or below		(Average) 41-50		(Average) 51-60		(Average) 61-65		(Average) 66 or above		Not Specified		Overall
	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	
Administration, Management & Human Resource	68	(6.07)	497	(44.34)	247	(22.03)	52	(4.64)	25	(2.23)	232	(20.70)	1121
Business and Trade	462	(24.67)	686	(36.63)	89	(4.75)	16	(0.85)	4	(0.21)	616	(32.89)	1873
Operations	1468	(20.45)	2796	(38.96)	399	(5.56)	26	(0.36)	7	(0.10)	2481	(34.57)	7177
Technical and Consultancy	476	(15.68)	1532	(50.46)	184	(6.06)	99	(3.26)	1	(0.03)	744	(24.51)	3036
Marine Law and Insurance	198	(29.86)	235	(35.44)	3	(0.45)	1	(0.15)	-	-	226	(34.09)	663
Training and Education	-	-	78	(75.73)	23	(22.33)	-	-	-	-	2	(1.94)	103
Account and Finance	102	(49.76)	84	(40.98)	2	(0.98)	-	-	1	(0.49)	16	(7.80)	205
Safety and Risk Management	61	(39.10)	19	(12.18)	34	(21.79)	2	(1.28)	3	(1.92)	37	(23.72)	156
Others - Editor	-	-	-	-	-	-	-	-	-	-	2	(100.00)	2
Total	2 835	(19.78)	5 927	(41.34)	981	(6.84)	196	(1.37)	41	(0.29)	4 356	(30.39)	14 336

Remark: (%) denotes the percentage share of employees in same job area

Staff Wastage

5.9 As revealed in this survey, 446 people in the *Shore Based Personnel Sector* left the industry forever, the average wastage rate calculated was 3.04% at the time of the survey while the details is given in Table 5.8.

Table 5.8: Wastage of Employees

Job Area	Manpower	Wastage (%)
Administration, Management & Human Resource	1 133	32 (2.82)
Business and Trade	1 899	93 (4.90)
Operations	7 373	229 (3.11)
Technical and Consultancy	3 144	64 (2.04)
Marine Law and Insurance	674	20 (2.97)
Training and Education	107	2 (1.87)
Account and Finance	205	4 (1.95)
Safety and Risk Management	157	2 (1.27)
Others - Editor	3	- -
Total	14 695	446 (3.04)

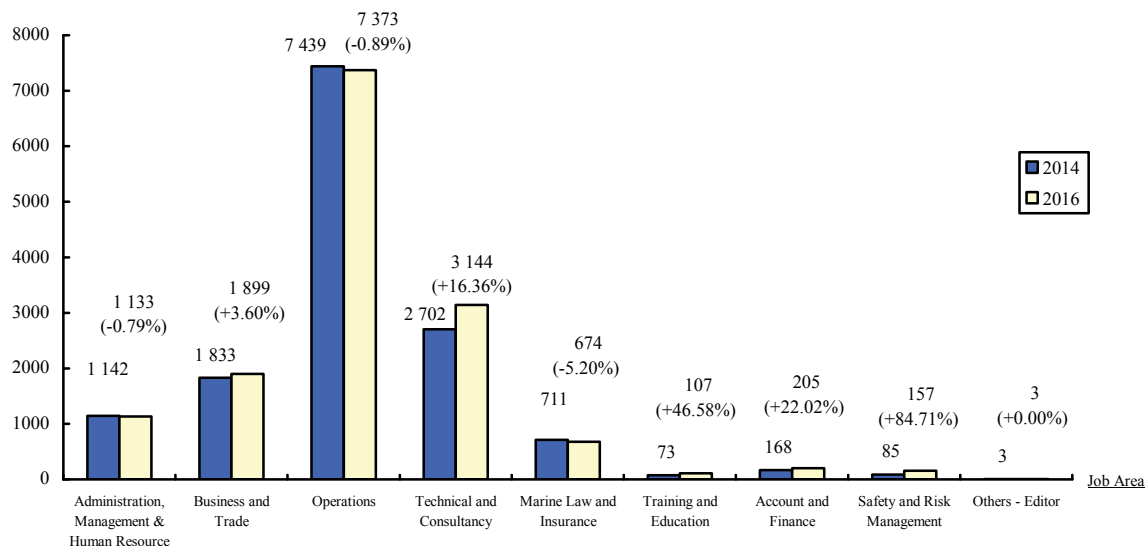
Remark: (%) denotes the wastage rate by job area

Manpower Change by Job Area

5.10 The survey revealed that the manpower of the *Shore Based Personnel Sector* had increased by 3.81% from 14 156 employees in August 2014 to 14 695 in August 2016. Figure 5.2 shows the manpower change by job area between 2014 and 2016.

Figure 5.2: Manpower Change by Job Area

No of Employees



SECTION VI

CONCLUSIONS & RECOMMENDATIONS

6.1 The Training Board examined the survey findings and is of the opinion that they generally reflect the manpower and training situation of the maritime services industry at the time of the survey. The survey revealed that the manpower of the industry in August 2016 was 26 687. The Training Board considers that the survey had covered the major parts of the workforce in the industry.

Business Review and Outlook

World Economy Outlook

6.2 In January 2017, International Monetary Fund (IMF)⁹ estimated the global economic growth in 2016 was 3.1% while the growth was expected to expand by 3.4% in 2017. Growth was projected to a 1.6% rise in advanced economies for 2016, while growth in emerging market and developing economies continue to drive the global growth with a projected increase of 4.1%.

6.3 In the midst of the international changes, the Hong Kong Government has been undertaking different local policies, such as setting up the Belt & Road Office, in order to keep up with the world economic pace. On the other hand, the survey indicated a positive growth in the past 2 years, in which the manpower in the Maritime Service Industry had increased compared with the findings in the previous survey.

Challenges for shipping industry

6.4 Activities of Intra-Asia trade are increasing as China and other developed countries are investing more in the region; this provides an opportunity of maritime services industry to expand the scope into the ASEAN region. Meanwhile, Hong Kong has a comparatively mature port infrastructure development, may consider to focus on quality and productivity improvement of the industry.

Belt and Road Office

6.5 The HKSAR Government has already set up a Belt & Road Office (BRO) to take forward related studies of Belt and Road Initiative and co-ordinate work among departments and external organisations. The office will also liaise with the central ministries, provincial and municipal authorities, as well as various sectors, professional bodies, and community organisations in Hong Kong in order to make good use of any development opportunities for Hong Kong under OBOR.

⁹ *World Economic Outlook Updated in January 2017*,
<http://www.imf.org/en/publications/weo/issues/2016/12/27/a-shifting-global-economic-landscape>

Asia Infrastructure Investment Bank (AIIB)

6.6 The AIIB is an international financial institution proposed by China, aiming to support infrastructure projects in Asia. The bank is an open organisation and all economies are welcome to join. The government welcomed the AIIB's announcement that Hong Kong will become one of its new members. This is one small step forward to become "super-connector" in OBOR. By joining AIIB, Hong Kong has many roles to play in the promotion of OBOR which in turn the maritime services industry can seize more opportunities along countries and cities in OBOR.

Hong Kong Port

6.7 There are currently nine container terminals situated at Kwai Chung, Tsing Yi and Stonecutters Island. Hong Kong ranked 5th in the world's busiest container ports in 2016. The volumes of containers handled from 2012 to 2016 were recorded below.

Year	Throughput (Million TEU)	World Ranking
2016	19.6	5
2015	20.1	5
2014	22.2	4
2013	22.4	4
2012	23.1	3

6.8 Hong Kong has recognised by the maritime services industry as one of the top ranking ship registration centres. By the cooperation of HKSAR Government and the maritime services industry, 2 513 vessels were registered in Hong Kong, with a total gross tonnage of 107.6 million tonnes at the end of 2016¹⁰.

Hong Kong Maritime and Port Board

6.9 Hong Kong is already one of the international maritime centre (IMC) in the world. It is also a premier maritime centre in the Asia-Pacific region. There are many activities of the maritime services industry to support and contribute the efficiency of the industry.

¹⁰ Source from Marine Department, http://www.mardep.gov.hk/en/pub_services/pdf/mon_stat.pdf

6.10 As an IMC, Hong Kong has developed principally from the activities of a cluster rather than only a port. The cluster comprises the following services:

- Ship Owning and Operating;
- Ship Management;
- Ship Agent Services;
- Classification Societies and Surveyors;
- Marine Equipment and Supplies;
- Marine Insurance;
- Marine Finance;
- Ship Brokering and Chartering;
- Maritime Law and Arbitration;
- Shipyards and Ship Repairing;
- Ship Registration; and
- Supporting Services (including education & training).

6.11 As stated in the 2016 Policy Address, the Hong Kong Maritime and Port Board (HKMPB) was set up in April 2016. It is a high-level platform for the Government to work closely with the industry to set the direction for the long-term development of the port and maritime services. HKMPB is responsible for the following objectives:

- To assist the government in devising maritime and port-related strategies and initiatives;
- To facilitate collaboration between stakeholders, and work closely with the Government;
- To create a maritime business-friendly environment;
- To foster the long term development of Hong Kong's maritime industry and port; and
- To support and promote Hong Kong's maritime community.

Competitiveness of the Hong Kong International Maritime Centre

6.12 The benchmarking of Hong Kong with other IMCs has shown that Hong Kong has competitive advantages when compared with other IMCs in the Asia region. Our strategic objective must be built on these advantages and thereby attracting more maritime companies to move to Hong Kong.

6.13 A challenge encountered by the maritime services industry is the difficulty in recruiting suitably qualified personnel and the high costs they must face, particularly of land and labour.

Third-runway System Development

6.14 The Hong Kong International Airport is beginning the construction of the Third-runway System, which means more manpower is needed. The Training Board considers that there would be some effects on the manpower of the industry.

Talent Competition with other Industries

6.15 Around the world, populations are ageing in many industries. That is a major problem for the maritime services industry where labour shortage due to retirement is already beginning to take the toll.

6.16 Industries need to attract the best employees to stay profitable, but the perception about the industry will affect youngsters to make their decisions on which industries for their career development. The Training Board believes that it is important for the industry to stay in a competitive edge over other industries.

Summary of Employees by Sector

6.17 A summary of the distribution of employees based on principal jobs is provided in Table 6.1.

Table 6.1: Employee Distribution by Sector

Sector	No. of HK Employees (%)		No. of Non-HK Employees (%)		Overall
Ocean Going	132	(2.32)	5 549	(97.68)	5 681
River Trade	1 262	(100.00)	-	-	1 262
Local Vessel	4 763	(100.00)	-	-	4 763
Shore Based Personnel	13 563	(94.61)	773	(5.39)	14 336
Total	19 720	(75.72)	6 322	(24.28)	26 042

Remark: (%) denotes the percentage share of employees in same sector

Summary of Manpower

6.18 The manpower situation with respect to the principal job of the corresponding sectors at the time of the survey is summarised in Table 6.2.

Table 6.2: Manpower Distribution by Sector (Principal Job)

Sector	No. of Employees	No. of Vacancies	Manpower
Ocean Going	5 681	2	5 683
River Trade	1 262	76	1 338
Local Vessel	4 763	208	4 971
Shore Based Personnel	14 336	359	14 695
Total	26 042	645	26 687

Trends of Changes in Manpower

6.19 Employers were also requested to estimate their manpower in 2017 and 2018 at the time of the survey. Table 6.3 shows the trends of changes in the number of employees from 2014 to 2018.

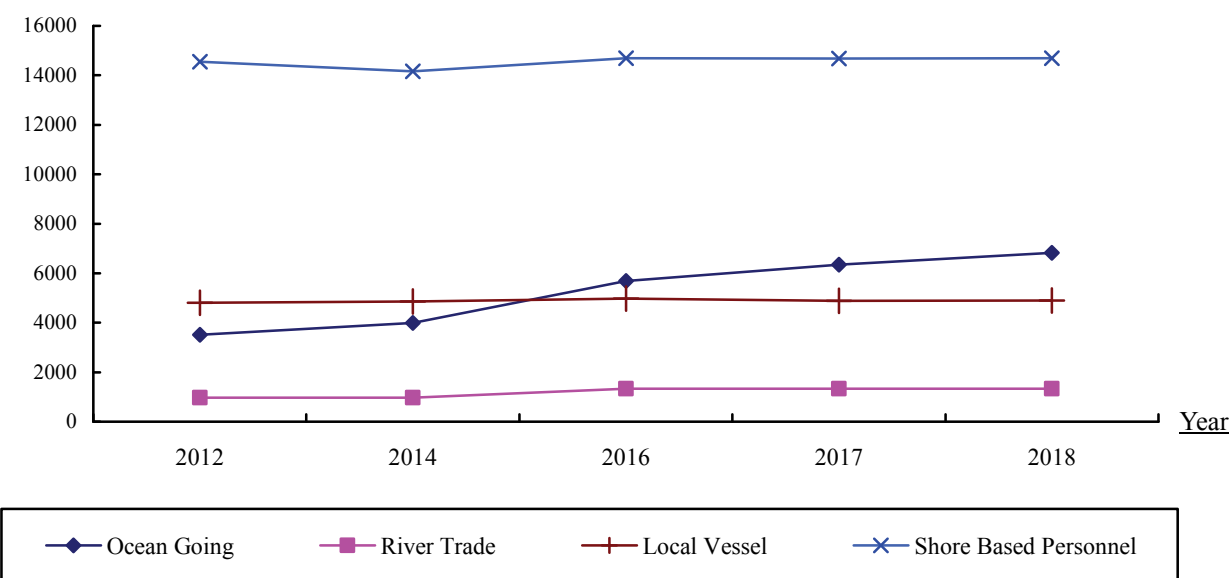
Table 6.3: Manpower Change by Sector from 2012 to 2018

Sector	2012	2014	2016	2017 (estimated)	2018 (estimated)
Ocean Going	3 509	3 995	5 683	6 345	6 823
River Trade	966	966	1 338	1 338	1 338
Local Vessel	4 812	4 856	4 971	4 880	4 893
Shore Based Personnel	14 553	14 156	14 695	14 679	14 689
Total	20 837	23 973	26 687	27 242	27 743

6.20 Figure 6.1 illustrates the trends of manpower changes by sector from 2012 to 2018.

Figure 6.1: Trends of Changes by Sector

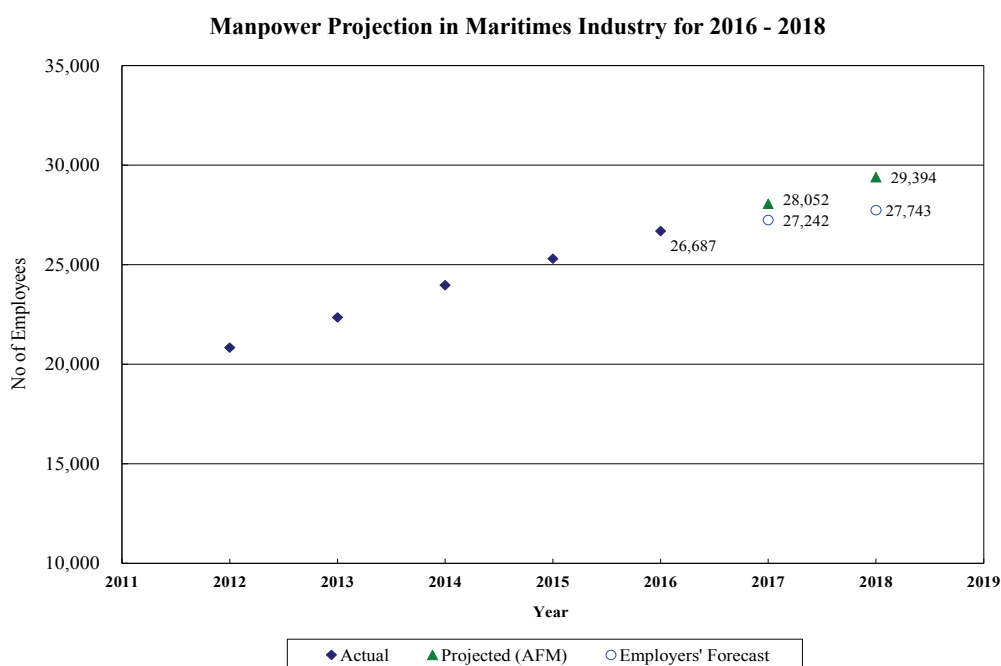
No of Employees



Manpower Forecast

6.21 Besides employers' forecast, the Adaptive Filtering Method (AFM) was adopted 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 6.2 illustrates the trend of manpower growth since 2012 by using the two methods.

Figure 6.2: Trend of Manpower Growth



6.22 More information on the manpower projection is given in **Appendix 13**.

Manpower Projection

6.23 The manpower forecast for 2017 and 2018 by using AFM and EF are shown in Table 6.4.

Table 6.4: Manpower Forecast for 2017 and 2018

Year	Actual Manpower	Projected Manpower (AFM)	Employer's Forecast (EF)
2016	26 687	-	-
2017*	-	28 052 (5.1%)	27 242 (2.1%)
2018*	-	29 394 (4.8%)	27 743 (1.8%)

* percentage change versus manpower in previous year

RECOMMENDATIONS

6.24 The 2016 Manpower Survey Report was compiled with the aim to provide industry with information on the manpower situation and training needs. The Training Board considers that the survey has reflected the manpower situation of the industry and has made the recommendations in the following paragraphs.

For Employers

Marine Policy and Port Planning

6.25 The Training Board considers that marine activities have an impact on the environment at sea and harbour. Marine policy and port planning provide the industry opportunities for creating growth. Employers may spend some resources to find out the outlook in these areas, and bring together the environment, economic, and social considerations for the growth of the industry.

New Opportunities under Belt and Road Initiative and Asia Infrastructure Investment Bank

6.26 The Belt and Road Initiative aims to connect China, Asia, Europe, and Africa in the areas of policy co-ordination, facilities connectivity, business and trade, financial integration, and people-to-people bonds. The Training Board is of the view that the development of the Initiative not only has significant impact on the Mainland and over 60 countries along the Belt and Road, but also has huge implication for the future development of the maritime services industry.

6.27 The Asia Infrastructure Investment Bank serves a role to offer finance to infrastructure projects as part of the Initiative. Employers are encouraged to seize new business opportunities and to identify needs for the growth of the industry. For examples, maritime finance, insurance, arbitration, and law are the growing areas of the industry. As a result, there are needs to upgrade knowledge of employees in these areas.

Maritime and Aviation Training Fund

6.28 The Maritime and 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.

6.29 A list of pre-approved courses/examination is in **Appendix 9 and Appendix 10**. The Training Board encourages employers to make use of the fund to attract youngsters joining the maritime services industry.

Industry Attachment and Maritime and Aviation Internship Network

6.30 Industrial Attachment (IA) is a work-based experience programme providing a real life organisational context for students to develop practical skills which are valuable to their career development. Students can apply and enhance their skills in reality, contribute to the organisation, and at the same time, obtain invaluable guidance from their mentors. Employers in the maritime services industry are encouraged to provide IA places to students so as to attract them to develop their future careers and to sustain the manpower growth in the industry.

6.31 The new initiative of internship network from the MATF 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 are in **Appendix 11**. The Training Board would like to encourage maritime services companies and students studying maritime services programmes to participate in the Internship Network during summer vacation. They are also encouraged to provide different activities to secondary school students so as to help them plan ahead for their future studies and careers.

For Training Providers

Training for New Entrants and In-service Practitioners

6.32 The Training Board is commissioned to provide advice on matters relating to the development of training services of the Maritime Services Training Institute (MSTI) which is one of the operational units of VTC.

6.33 To cope with the need and staff development of the industry, MSTI also supports the delivery of the top-up BSc (Hons) Marine Operations Management programme in Hong Kong. The programme is jointly offered by the School for Higher and Professional Education (SHAPE) of VTC and Southampton Solent University, UK. **Appendix 7** and **Appendix 8** list out the UGC-funded, SHAPE, and MSTI courses/programmes provided for new entrants and existing employees of the maritime services industry. The Training Board recommends training providers to continue providing suitable training programmes to cater for the manpower needs of the industry.

Training Requirement for Pre-employment

6.34 Having considered the latest developments as well as the employers' forecast of the future manpower requirement, the Training Board is of the view that the maritime services industry will have a moderate growth in the coming years. Based on projected average annual manpower change, the past manpower figures and the average wastage rates, the Training Board worked out the following training needs for the next two years in order to cover wastage, and growth at different sectors, and are given in Table 6.5 below.

Table 6.5: Average Annual Training Requirement for the Next Two Years
(2017 – 2018)

Sector	Recommended Annual Requirement	Preferred Education
Ocean Going	1 176 - 1 438	Higher Diploma in Maritime Studies or Higher Diploma in Mechanical Engineering (Marine Elective) or Equivalent or Above
River Trade	239 - 292	Higher Diploma in Maritime Studies or Higher Diploma in Mechanical Engineering (Marine Elective) or Equivalent or Above
Local Vessel	301 - 367	Certificate for Junior General Purpose Ratings or Equivalent or Above
Shore Based Personnel	649 - 793	Higher Diploma or University Degree programmes related to Maritime Studies or Mechanical/Marine Engineering or Equivalent or Above

Manpower Supply at Degree and Sub-degree Levels for 2016-2018

6.35 Based on the information provided by University Grants Committee (UGC), and VTC, there are 334 maritime services related degree graduates in 2016, projected number of 342 graduates in 2017, and 347 in 2018.

6.36 UGC-funded institutions, and VTC produced 129 higher diploma graduates of maritime services related programmes in 2016, projected number of 119 graduates in 2017 and 98 in 2018. A brief summary of pre-employment graduates is given in Table 6.6. Please refer to Appendix 7 for detailed information on the graduates of UGC-funded and VTC programmes.

Table 6.6: Supply of Pre-employment Graduates

Programme Level	Graduate	Estimated No. of Graduates	
	2016	2017	2018
Degree	334	342	347
Higher Diploma	129	119	98
Certificates	84	80	80
Total	547	541	525

6.37 The Central Government has been putting efforts to look for opportunities and create developments along the cities of OBOR. The HKSAR Government views OBOR as a new opportunity for Hong Kong in many aspects, transport and logistics service will be one of them. Hong Kong, as one of the important international maritime centres in the world, the Training Board sees maritime finance, maritime insurance, and maritime law will be growing areas to be explored in the industry. Local tertiary institutions may consider to develop their maritime services programmes with topics in these areas.

In-Service Training

6.38 The next level of certificate will be needed for a seafarer holding a lower level of certificate to advance to a higher level position while the survey revealed the numbers of holders of different levels of certificates. The maritime services industry depends on competent, well-trained seafarers to ensure safety at sea, efficiency of navigation, protection, and preservation of the marine environment.

6.39 The Training Board recommends training providers to offer relevant training programmes to existing seafarers for their advancements. Maritime Services Training Institute (MSTI) is one of the training providers of seafarers in Hong Kong, which offers a wide variety of courses for employees of the industry. **Appendix 8** shows a list of in-service courses offered by MSTI. Some other organisations, such as Hong Kong Seamens Union¹¹, also offers in-service courses for seafarers.

For Employees

Maritime Aviation and Training Fund (MATF)

6.40 The aim of MATF is to build up a pool of professionals and technical personnel to support Hong Kong's future development of aviation and maritime services industry. Lists of approved training courses for employees are given in **Appendix 9 - 10** while the other courses under MATF can be found from the MATF website¹².

¹¹ Please refer to the website: www.hksu1946.hk for other in-service courses

¹² <http://www.thb.gov.hk/eng/whatsnew/transport/2014/20140401.htm>

Engineering Training Subsidy Scheme

6.41 In order to further encourage continuing education, the Financial Secretary announced in the 2016 Budget the implementation of the Engineering Training Subsidy Scheme (ETSS) to provide tuition fee subsidy for three cohorts of students starting from the 2016/17 academic year to designated professional part-time programmes offered by VTC, covering programmes in the areas of construction and engineering. Successful applicants will be refunded 60% of the tuition fees of eligible programmes, subject to a maximum of \$45,000 per person. The Training Board encourages in-service practitioners to take this opportunity to upgrade their knowledges. The following is a list of Part-time programmes offered to employees of maritime services industry under the ETSS in AY 2016/17.

Programmes	QF Level
Professional Diploma in Marine Operations	4
Professional Certificate in Marine Operations	4
Professional Certificate in Shipboard Operations	4

For the Training Board

Advice on Relevant VTC Programmes

6.42 In accordance with its terms of reference, the Training Board will continue to advise the relevant disciplines of IVE in related programme areas of the Engineering Discipline, and the MSTI on the direction and strategic development of their programmes related to the maritime services industry, with special emphasis on programme/course planning, curriculum development, and quality assurance issues.

Promotion, Publicity, and Networking of the Maritime Services Industry

6.43 The Training Board considers that the younger generation of Hong Kong should be able to accept the challenges posted by the maritime services industry. The Training Board will promote and focus on Vocational and Professional Education and Training (VPET) to the public, to teenagers in particular, so as inspire their interests in the professional industry of maritime services.

Workplace Visits and Career Talks

6.44 The aim of Business-School Partnership Programme (BSPP) of Education Bureau (EB) is to promote better co-operation and closer alliances between the business sector and secondary schools. The programme can widen students' exposure and equip them to meet the challenges of their future careers. The Training Board will continue to liaise with BSPP to suggest company visits, career talk, and other activities to schools in order to promote the industry to youngsters.

Maritime Week (formerly known as Maritime Awareness Week and Maritime Industry Week)

6.45 With the support of numerous associations/unions in maritime service industry and local education institutions, Maritime Week is one of the popular events of the industry every year. Its primary aims are to raise public awareness and to promote careers in the maritime services industry to youngsters in Hong Kong. The Training Board encourages students concerned to participate in the event for a deeper understanding of the industry and to seek their future career development opportunity.

6.46 The Training Board also encourages its members' organisations to take part and support the Maritime Week to promote VPET for the benefit of the industry.

Manpower Survey

6.47 The Training Board will adopt a new approach to conduct the manpower survey to better reflect the dynamics of manpower situation. A full survey will be conducted once every four years supplemented by periodic information updates. The full survey will adopt the similar approach to the current biennial survey while update reports will be produced in the interim between full survey exercises.

APPENDIX

- Appendix 1 : Terms of Reference
- Appendix 2 : Membership
- Appendix 3 : Manpower Survey Working Party
- 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 In-Service Training Courses
- Appendix 9 : List of Pre-approved Courses and Examinations (MATF)
- Appendix 10 : List of Approved Training Courses for Local Vessel (MATF)
- Appendix 11 : Maritime and Aviation Internship Network
- Appendix 12 : Other Findings
- Appendix 13 : Manpower Projection
- Appendix 14 : Survey Documents

VOCATIONAL TRAINING COUNCIL

Terms of Reference

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 Pro-Act 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 IVE and Pro-Act 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 element.
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, including employers, employers' associations, trade unions, professional institutions, training and educational institutions and government departments, on matters pertaining to the development and promotion of vocational education and training in the industry.
11. To organise 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 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 2016 to March 2017)**

Chairman

Mr Arthur BOWRING nominated by the Hong Kong Shipowners Association

Members

Mr CHEUNG Kwok-wai, Demen nominated by the Hong Kong & Kowloon Motor Boats
& Tug Boats Association Ltd.

Mr FAN Keung nominated by the Harbour Transportation Workers
General Union

Mr LAU Wai-cheong, Jackson nominated by the Hong Kong General Chamber of
Commerce

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

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

Ms TONG Ka-lee nominated by the Amalgamated Union of Seafarers,
Hong Kong

Ms Ann WONG nominated by a ferry company

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

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

Mr CHOI Chi-chuen representing the Director of Marine

Mr LI Yiu-man representing the Commissioner for Labour

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

Dr YAN Ting-kwan, Daniel representing the Executive Director of the Vocational
Training Council

Secretary

Mr HO Wai-man, Homer Vocational Training Council

**VOCATIONAL TRAINING COUNCIL
Maritime Services Training Board**

Manpower Survey Working Party

Mrs LUK FUNG Yim-to, Doris (Convener)

Mr CHEUNG Kwok-wai, Demen

Mr CHOI Chi-chuen

Mr FAN Keung

Capt LI Chi-wai

Ms TONG Ka-lee

Ms Ann WONG

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

Code **Title and Explanatory Note**

50 **Water transport**

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.

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).

501 **Cross-border water transport**

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).

5011 **Ship agents and managers**

See Industry Sub-class 501100.

501100 **Ship agents and managers**

Include:

- crew agents
- freight agent of sea-going vessels
- management agent of sea-going vessels
- port agent of sea-going vessels
- ship agent and manager of sea-going vessels
- ship agent and manager of vessels moving between Hong Kong and the ports in the Pearl River Delta region
- sub-agent for sea-going vessels

<u>Code</u>	<u>Title and Explanatory Note</u>
	<p><i>Exclude:</i></p> <ul style="list-style-type: none"> - operation of floating casinos (see 939100) - restaurant and bar activities on board ships, when provided by separate units (see 561 and 563)
5012	<p>Local representative offices of overseas shipping companies See Industry Sub-class 501200.</p>
501200	<p>Local representative offices of overseas shipping companies <i>Include:</i></p> <ul style="list-style-type: none"> - local branch offices of overseas ship agents - local branch offices of overseas ship operators - local branch offices of overseas ship owners
5013	<p>Ship owners of sea-going vessels 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).</p> <p>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.</p>
501301	<p>Ship owners of sea-going vessels for passenger transport <i>Include:</i></p> <ul style="list-style-type: none"> - 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
501302	<p>Ship owners of sea-going vessels for freight transport <i>Include:</i></p> <ul style="list-style-type: none"> - 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
5014	<p>Operators of sea-going vessels 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.</p>

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

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

2016 Manpower Survey of the Maritime Services Industry

Sampling Coverage & Sampling Plan

Branch	Industry	Employment Size	Size of Frame	Sample Size
I. Ocean Going Sector				
1.	Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies (HSIC 5011, 5012)	1-9 10-19 20-49 50-99 100-199 200 & over Supplementary	204 28 32 14 11 5 5	102 29 32 14 11 5 5
		Sub-total	299	198
2.	Ship Owners of Sea-going Vessels (HSIC 5013)	1-9 10-19 20-49 50-99 100-199 200 & over Supplementary	60 4 1 1 - - 3	60 4 1 1 - - 3
		Sub-total	69	69
3.	Operators of Sea-going Vessels (HSIC 5014)	1-9 10-19 20-49 50-99 100-199 200 & over Supplementary	13 4 5 3 - 1 1	13 4 5 3 - 1 1
		Sub-total	27	27
4.	Supplementary Samples * - Ship Owners and Managers		11	11
	Sub-total for Sector of Ocean-going Vessels (Branches 1 - 4)		406	305
II. River Trade Sector				
5.	Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta (HSIC 5015)	1-9 10-19 20-49 50-99 100-199 200 & over Supplementary	31 13 11 1 - - 3	19 13 11 1 - - 3
		Sub-total	59	47
	Sub-total for Sector of River-trade Vessels (Branch 5)		59	47

Branch	Industry	Employment Size	Size of Frame	Sample Size
III. Local Vessel Sector				
6.	Inland Water Transport (HSIC 5021, 5022)	1-9	218	82
		10-19	18	18
		20-49	8	8
		50-99	1	1
		100-199	3	3
		200 & over	2	2
		Supplementary	17	17
		Sub-total	267	131
7.	Mid-stream Operation (HSIC 522202)	1-9	82	41
		10-19	17	17
		20-49	2	2
		50-99	1	1
		100-199	2	2
		200 & over	-	-
		Supplementary	8	8
		Sub-total	112	71
8.	Supplementary Samples * - Yacht Club		14	14
Sub-total for Sector of Local Vessels (Branches 6 - 8)			393	216
IV. Shore Based Personnel Sector				
9.	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	39	39
		10-19	10	10
		20-49	5	5
		50-99	-	-
		100-199	5	5
		200 & over	4	4
		Sub-total	63	63
10.	Shipbrokers (HSIC 522906)	1-9	59	59
		10-19	5	5
		20-49	1	1
		50-99	-	-
		100-199	-	-
		200 & over	-	-
		Supplementary	3	3
		Sub-total	68	68
11.	Supplementary Samples * - Classification Societies; Consultants and Surveyors		10	10
12.	Supplementary Samples * - Marine Equipment; Shipbuilders and Repairers		14	14
13.	Supplementary Samples * - Marine Insurance		19	19

Branch	Industry	Employment Size	Size of Frame	Sample Size
14.	Supplementary Samples * - Maritime Law		11	11
15.	Supplementary Samples * - Ship Finance		5	5
16.	Supplementary Samples * - Ship Registration and Port Authorities		5	5
17.	Supplementary Samples * - Other Services		34	34
Sub-total for Sector of Shore Based (Branches 9 - 17)			229	229
Grand Total			1 087	797

* Data to be collected at company level.

**Number of Graduates of Full-time Pre-employment Courses
UCG-funded courses and VTC courses**

Course Name	#Training Provider	Number of Graduates in 2016	Projected Number of Graduates	
			2017	2018
B.Eng. (Hons) Mechanical Engineering*	PolyU	96	100	97
BBA (Hons) in International Shipping and Transport Logistics*	PolyU	93	108	105
Higher Diploma in International Transport Logistics*	PolyU	57	60	35
B.Eng. Mechanical Engineering*	HKUST	145	134	115
Higher Diploma in Maritime Studies	MSTI	40	43	45
BSc (Hons) Marine Operations Management Programme	SHAPE	-	-	30
Higher Diploma in Mechanical Engineering (major in Marine Engineering)	IVE	32	16	18
Certificate for Junior General Purpose Ratings	MSTI	84	80	80
Total		547	541	525

Remark:

#Training Provider	Full Name
PolyU	The Hong Kong Polytechnic University
HKUST	Hong Kong University of Science and Technology
IVE	The Hong Kong Institute of Vocational Education
SHAPE	The School for Higher and Professional Education of VTC and Southampton Solent University, UK jointly offered the programme
MSTI	Maritime Services Training Institute

*Note : *Graduates will be employed in other industries as well, actual number of graduates employed by maritime services industry is not provided.*

**Number of Graduates of In-Service Training Courses
(Maritime Services Training Institute)**

Course Name	Number of Graduates in 2016	Projected Number of Graduates	
		2017	2018
In-service & Pre-sea Training (for Sea-going & River Trade Sectors)			
Basic Safety Training for Cruise Staff (BSTCS)	-	-	80
Basic Training for Oil and Chemical Tanker Cargo Operations (TF)	8	30	16
Competence in Survival Craft and Rescue Boats other than Fast Rescue Boats (CPSC)	61	50	32
Crowd Control & Crisis Management Training (CCCM)	82	24	100
Efficient Deck Hand (EDH)	51	50	50
Elementary First Aid and Proficiency in Medical First Aid (Combined) (Evening) (EFA)	80	48	48
Elementary First Aid and Proficiency in Medical First Aid (Combined) (FA)	223	230	190
Fire Prevention, Fire Fighting and Advanced Fire Fighting (Combined) (FF)	208	180	170
GMDSS General Operator Certificate Course (GMDG)	21	48	24
GMDSS Restricted Operator Certificate Course (GMDR)	54	24	36
High Speed Craft Radar Simulator Course (Evening) (HSC(E))	-	12	12
High Speed Craft Radar Simulator Course (HSC)	33	36	36
High Voltage Training for Marine Engineer (HVTME)	-	105	30
Maritime Resource Management (MRM)	-	36	36
Operational use of Electronic Chart Display and Information System (ECDIS)	63	18	27
Personal Safety and Social Responsibilities (PSSR)	199	90	150
Personal Survival Techniques (PST)	303	282	350
Preparation Course for Examination of Class 2 River Trade (RT2)	-	10	10

Course Name	Number of Graduates in 2016	Projected Number of Graduates	
		2017	2018
Preparation Course for Examination of Class 3 River Trade (RT3)	-	10	10
Proficiency in Medical Care (PMC)	23	36	24
Proficiency in Ship Security Officers (SSO)	33	24	24
Radar Navigation at Management Level (RADM)	16	40	24
Radar Navigation, Radar Plotting and Use of ARPA (ARPA)	45	40	40
Refresher Training (STCW 2010 Amendments) (REFT)	132	60	60
River Trade Operational Use of Electronic Chart Display and Information System (RT-ECDIS)	171	45	45
Security Awareness Training for All Seafarers (SA)	34	48	30
Security Training for Seafarers with Designated Security Duties (DSD)	65	20	60
Upgrading Course for Certificate of Competency Class 3 (Deck) (CoC3D)	50	30	30
Upgrading Course for Certificate of Competency Class 3 (Engineer) (CoC3E)	-	15	5
Upgrading Course for Classes 2 & 1 (Deck) Certificate of Competency (CoC2/1D)	-	15	15
Upgrading Course for Classes 2 & 1 (Engineer) Certificate of Competency (CoC2/1E)	-	10	5
In-service Training (for Local Vessel Sector)			
Basic Radar Operator Course (BROC)	10	10	10
Basic Safety Training for Local Craft Ratings (BSTL)	3	16	12
Certificate in Basic Training for Local Craft Ratings (CBTLCR)	3	-	12
Elementary Radar Operations (Advanced) (Hong Kong Waters) (EROA)	31	78	40
Fast Speed Craft Radar Simulator (Hong Kong Waters) (FSC)	-	-	12
Fire Fighting (Local Craft) (LcFF)	95	60	90

Course Name	Number of Graduates in 2016	Projected Number of Graduates	
		2017	2018
Oil Carrier Safety Training (Local Waters) (LcTF)	61	80	60
Personal Survival Techniques (Local Craft) (LcPST)	61	40	40
Preparatory Course for Examination Leading to Local Craft – Coxswain Grade 2, Certificate of Competency (CG2)	20	30	40
Preparatory Course for Examination Leading to Local Craft – Coxswain Grade 3, Certificate of Competency (CG3)	48	54	60
Preparatory Course for Examination Leading to Local Craft – Engine Operator Grade 2, Certificate of Competency (EOG2)	-	30	40
Preparatory Course for Examination Leading to Local Craft – Engine Operator Grade 3, Certificate of Competency (EOG3)	25	54	60
Refresher Course for Coxswains of Local Vessels (LMR)	-	12	6
Safety Training			
Basic Handling of Dangerous Goods (Local Vessel) Course (DG)	37	45	40
Shipboard Cargo Handling Basic Safety Training (Refresher) Course (BCSR)	169	200	160
Shipboard Cargo Handling Basic Safety Training Course (BCS)	261	200	200
Shipboard Crane Operators Safety Training (Refresher) Course (COSTR)	90	100	100
Shipboard Crane Operators Safety Training Course (COST)	78	120	120
Works Supervisor Safety Training Course - Cargo Handling (WSC)	-	60	40
Works Supervisor Safety Training Course - Marine Construction (MCSC)	115	60	100
Works Supervisor Safety Training Course - Ship-repairing and Ship-breaking (SRSB)	45	24	24

Course Name	Number of Graduates in 2016	Projected Number of Graduates	
		2017	2018
Miscellaneous			
Breathing Apparatus Operator Course (C&E) (BA)	24	36	24
Effective Mooring (EM)	-	22	-
Familiarisation in the Use of Electronic Chart Display and Information Systems (FECDIS)	-	-	20
Fire Fighting (CLP) (FF(CLP))	-	12	12
Fire Safety and Fire Fighting (LNG) (FSFF-LNG)	-	-	10
Fire Safety Course for VTC Staff (VTCFF)	20	30	24
First Aid Refresher (AMS) (AMS)	153	130	140
Handling Large Vessel in Emergency (HLVE)	-	12	-
Passenger Ship Fire Fighting (PSFF)	16	40	-
Refresher on the Use of Navigation Equipment (RUNE)	-	-	24
Workshop on Basic Maritime Knowledge and Personal & Navigational Safety for Port Health Officers (PHO)	-	10	10
	3 320	3 231	3 299



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]
MC002	香港理工大學董浩雲 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> \$1,500 <u>非會員 (Non-member)</u> \$2,000
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

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]	Masterclass Workshop Time Charter	<u>會員 (Member)</u> EUR 650 <u>非會員 (Non-member)</u> EUR 850
MC007		BIMCO eLearning Diploma Programme (BeDP) Modules under BeDP: ✧ 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
MC008		BIMCO Masterclass Workshops in Hong Kong – Bills of Lading	<u>會員 (Member)</u> EUR 1,090 <u>非會員 (Non-member)</u> EUR 1,490
MC009	T.U.N International [請留意備註(3)] [Please pay attention to Note 3]	Marine Insurance Masterclass in Hong Kong	SGD 5,099
MC010	海事訓練學院 Maritime Services Training Institute (MSTI)	船上醫療及護理技能 Proficiency in Medical Care	\$4,340
MC011	[請留意備註(4)] [Please pay attention to Note 4]	消防訓練(基本及高級合併課程) Fire Prevention, Fire Fighting and Advanced Fire Fighting (Combined)	\$5,890

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]
MC012	海事訓練學院 Maritime Services Training Institute (MSTI)	救生船隻操作技能(不包括高速艇) Proficiency in Survival Craft and Rescue Boats other than Fast Rescue Boats	\$3,370
MC013	[請留意備註(4)] [Please pay attention to Note 4]	個人求生技能 Personal Survival Techniques	\$1,580
MC014		進修培訓(STCW 2010 修正案) Refresher Training (STCW 2010 Amendments)	\$9,930
MC015		電子海圖顯示與信息系統操作 Operational Use of Electronic Chart Display and Information System	\$10,290
MC016		個人安全及群居責任 Personal Safety and Social Responsibilities	\$500
MC017		保安意識訓練(所有船員) Security Awareness Training for All Seafarers	\$1,250
MC018	海空運輸培訓中心 有限公司 Air Marine Transport Training Centre Ltd	出入口實務課程 Shipping Import – Export	\$2,500
MC019		國際海運危險貨物規則 International Maritime Dangerous Goods (IMDG) Code	\$2,800
MC020	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	Intermediate Training in Maritime Services	\$12,000

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]
MC021	The Chartered Insurance Institute (CII) and 香港保險學會 The Insurance Institute of Hong Kong (IIHK)	Marine Insurance	<u>會員 (Member)</u> \$ 3,230 (1 day) \$ 5,985 (2 days) <u>非會員 (Non-member)</u> \$ 3,400 (1 day) \$ 6,300 (2 days)
MC022	Brookes Bell Hong Kong	At the Sharp End	\$ 7,800 (food and beverage charges not included)
MC024	波羅的海國際航運公會 BIMCO [請留意備註(3)] [Please pay attention to Note 3]	BIMCO Masterclass Workshops in Hong Kong – Laytime and Demurrage	<u>會員 (Member)</u> EUR 990 <u>非會員 (Non-member)</u> EUR 1,350
MC025	M.I.C.E. Global Pte Ltd [請留意備註(3)] [Please pay attention to Note 3]	Advanced Laytime and Demurrage	SGD 3,995
MC026	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	三級(內河航行)甲板高級船員知識 更新課程 River Trade Class 3 (Deck) Shore Based Updating Course	<u>會員 (Member)</u> \$5,000 <u>非會員 (Non-member)</u> \$6,000
MC027	海事訓練學院 Maritime Services Training Institute (MSTI) [請留意備註(4)] [Please pay attention to Note 4]	高速船雷達模擬課程 High Speed Craft Radar Simulator Course (HSC)	\$6,620
MC028		船舶保安主任 Proficiency in Ship Security Officer Course (SSO)	\$2,590

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]
MC029	海事訓練學院 Maritime Services Training Institute (MSTI)	指定保安職責培訓 Security Training for Seafarers with Designated Security Duties (DSD)	\$1,250
MC030	[請留意備註(4)] [Please pay attention to Note 4]	全球海上遇險與安全系統通用值機員 證書 GMDSS General Operator Certificate (GOC)	\$18,430
MC031		全球海上遇險與安全系統限用值機員 證書 GMDSS Restricted Operator Certificate (ROC)	\$6,200
MC032		雷達導航、雷達標繪及自動標繪雷達的 應用 Radar Navigation, Radar Plotting and Use of ARPA (ARPA)	\$10,870
MC033		雷達導航-管理級 Radar Navigation at Management Level (RADM)	\$9,490
MC034	香港付貨人委員會 The Hong Kong Shippers' Council and ZIM Integrated Shipping Services Limited and 香港專業教育學院 (IVE) (青衣分校) The Hong Kong Institute of Vocational Education (Tsing Yi)	International Maritime Dangerous Goods Code Training Program	\$1,000

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]
MC035	香港大學專業進修學院 HKU School of Professional and Continuing Education	國際供應鏈及船務管理(榮譽)理學士 BSc (Hons) in International Supply Chain & Shipping Management (BISCS) and 航運及物流(榮譽)理學士 BSc (Hons) in Maritime Transport & Logistics (BMTL) Relevant modules under BISCS or BMTL: ✧ Ports and Intermodalism; ✧ International Shipping; ✧ Strategic Management and Governance; ✧ Carriage of Goods by Sea	\$13,300 per module
MC036	PetroEdge [請留意備註(3)] [Please pay attention to Note 3]	Interpreting & Managing Charterparty for Supply Vessels – Mitigating Risk and Safeguarding against Conflicts & Disputes	SGD 3,799
MC037	香港海員工會 Hong Kong Seamen's Union and 廣東省廣遠職業技術學校 Guangdong Vocational School of COSCO	船舶高壓電氣安全知識培訓證書 Marine High Voltage Electrical Safety Knowledge Training Certificate	\$2,200
MC038	香港理工大學 物流及航運學系 萬邦曹文錦海事圖書館暨研 究及發展中心 (萬邦海事中心) IMC-Frank Tsao Maritime Library and R&D Center(IMCC), Department of Logistics and Maritime Studies, the Hong Kong Polytechnic University	Freight derivatives and risk management	\$12,000

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]
ME001	The Institute of Chartered Shipbrokers(ICS) [請留意備註(3)] [Please pay attention to Note 3]	Professional Qualifying Examinations Compulsory Papers ◇ Introduction to Shipping ◇ Legal Principles in Shipping Business ◇ Economics of Sea Transport & International Trade ◇ Shipping Business Optional Papers ◇ 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 <u>(Up to 10 October 2014)</u> GBP 60 per subject <u>(Until 13 February 2015)</u> GBP 90 per subject
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) Maritime Hull and Associated Liability (P98)	<u>會員 (Member)</u> GBP 121 <u>非會員 (Non-member)</u> GBP 164

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]
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 (本地船隻) Personal Survival Techniques (Local Craft)	\$1,050
LC002		消防訓練 (本地船隻) Fire Fighting (Local Craft)	\$3,500
LC003		急救 (基本及醫療技能合併課程) [亦稱為 海上急救課程] (日間制) Elementary First Aid and Proficiency in Medical First Aid (Combined) (Daytime mode) [Also known as First Aid at Sea]	\$2,860
		急救 (基本及醫療技能合併課程) [亦稱為 海上急救課程] (夜間制) Elementary First Aid and Proficiency in Medical First Aid (Combined) (Evening mode) [Also known as First Aid at Sea]	\$2,900
LC004		基本雷達操作 Basic Radar Operator Course	\$7,370
LC005		雷達操作 (香港水域) 初階課程 Elementary Radar Operation (Hong Kong Waters) Course	\$3,330
LC006		本地船舶船長複修課程 Refresher Training for Local Vessels' Coxswains	\$1,530
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	\$8,930
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	\$17,330
LC009		預備本地船舶三級大僑證書考試 Preparatory Course for Examination Leading to Local Craft – Engine Operator Grade 3, Certificate of Competency	\$8,400
LC010	預備本地船舶二級大僑證書考試 Preparatory Course for Examination Leading to Local Craft – Engine Operator Grade 2, Certificate of Competency	\$11,200	

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]
LC011	海事訓練學院 Maritime Services Training Institute (MSTI)	本地油輪安全訓練 Oil Carrier Safety Training (Local Waters)	\$1,180
LC013	[請留意備註(4)] [Please pay attention to Note 4]	密集人群管理、危機管理和人的行為、旅客 安全 Crowd Management Training, Crisis Management and Human Behaviour Training, Passenger Safety	\$980
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 (HKSU and SCWU)	本地三級船長培訓課程 Preparatory Course for Examination for Local Coxswain Grade 3 Certificate	香港海員工會會員 (<u>Member of HKSU</u>) \$4,000 小輪業職工會會員 (<u>Member of SCWU</u>) \$4,000 非會員 (Non-member) \$4,500
LC015		本地二級船長培訓課程 Preparatory Course for Examination for Local Coxswain Grade 2 Certificate	香港海員工會會員 (<u>Member of HKSU</u>) \$8,200 小輪業職工會會員 (<u>Member of SCWU</u>) \$8,600 香港海員工會及 小輪業職工會會員 (<u>Member of HKSU & SCWU</u>) \$8,000 非會員 (Non-member) \$8,800
LC016		本地船長複修課程 Refresher Course for Local Coxswain	香港海員工會會員 (<u>Member of HKSU</u>) \$450 小輪業職工會會員 (<u>Member of SCWU</u>) \$450 非會員 (Non-member) \$500

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]
LC017	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 (HKSU and SCWU)	本地三級輪機操作員培訓課程 Local Class 3 Engine Operator Training Course	香港海員工會會員 (Member of HKSU) \$5,200 小輪業職工會會員 (Member of SCWU) \$5,600 香港海員工會及 小輪業職工會會員 (Member of HKSU & SCWU) \$5,000 非會員 (Non-member) \$5,800
LC018		本地水域無線電(VHF)課程 VHF Radio (Hong Kong Waters)	香港海員工會會員 (Member of HKSU) \$1,400 小輪業職工會會員 (Member of SCWU) \$1,400 非會員 (Non-member) \$1,600
LC019		基本雷達操作(本港水域)訓練課程 Basic Radar Operation (Hong Kong Waters)	香港海員工會會員 (Member of HKSU) \$5,700 小輪業職工會會員 (Member of SCWU) \$6,100 香港海員工會及 小輪業職工會會員 (Member of HKSU & SCWU) \$5,500 非會員 (Non-member) \$6,300
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	\$13,660
LC021	[請留意備註(4)] [Please pay attention to Note 4]	本地船員航行值班 Navigational Watch-keeping for Local Craft Ratings (NWLK)	\$930
LC022		初級船員安全訓練 Basic Safety Training for Local Craft Ratings (BSTL)	\$4,970

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]
LC023	海事訓練學院 Maritime Services Training Institute (MSTI)	本地幹練甲板人員 Efficient Deck Hand for Local Craft Ratings (EDHL)	\$3,660
LC024	[請留意備註(4)] [Please pay attention to Note 4]	本地船員輪機值班 Engine-room Watchkeeping for Local Craft Ratings (EWKL)	\$1,380
LC025	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 (HKSU and SCWU)	本地船舶模擬駕駛訓練課程 Local Vessel Ship Simulator Course	香港海員工會會員 (<u>Member of HKSU</u>) \$6,200 小輪業職工會會員 (<u>Member of SCWU</u>) \$6,600 香港海員工會及 小輪業職工會會員 (<u>Member of HKSU & SCWU</u>) \$6,000 <u>非會員 (Non-member)</u> \$6,800
LC026	海運學會 Institute of Seatransport	本地船舶船長一天復修課程 One Day Refresher Course for Coxswains of Local Vessels	\$1,000
LC027	海事訓練學院 Maritime Services Training Institute (MSTI) [請留意備註(4)] [Please pay attention to Note 4]	雷達操作進階(香港水域) Elementary Radar Operations (Advanced) (Hong Kong Waters) (EROA)	\$5,030
LC028	海運學會 Institute of Seatransport	Preparatory Course for Examination Leading to Local Craft Coxswain Grade 2 Certificate of Competency	\$10,000
LC029	快捷航海儀器有限公司 Express Marine Electronics Company Limited	無線電話資格證書(祇在香港水域適用) Certificate of Competency in Radiotelephony Restricted (Hong Kong Waters)	\$1,600
LC030		限用無線電話資格證書(長距離) Restricted Certificate of Competency in Radiotelephony (Long Range)	\$7,000

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]
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		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
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

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]
LE013	海事處 Marine Department	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		本地輪機操作員二級證明書適任能力考試 Competency Examination – Local Engine Operator Grade 2 Certificate	\$1,255
LE016		本地輪機操作員三級證明書適任能力考試 Competency Examination – Local Engine Operator Grade 3 Certificate	\$660
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
LE018	海事處 Marine Department	本地船長(本地常識)考試 Coxswain (Local Knowledge) Examination	\$1,255

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 MSTT'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.

<u>舉辦課程／考試機構</u> <u>Course provider / Examination authority</u>	<u>查詢電話</u> <u>Enquiry Telephone No.</u>	<u>電郵</u> <u>Email</u>
波羅的海國際航運公會 BIMCO	(45) 4436 6800	education@bimco.org
香港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
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
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
T.U.N International	(65) 6376 3178	info@tun.sg
海事訓練學院 Maritime Services Training Institute	(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

<u>舉辦課程／考試機構</u> Course provider / Examination authority	<u>查詢電話</u> Enquiry Telephone No.	<u>電郵</u> Email
海事處海員發證組 Marine Department Seafarers' Certification Section	本地合格證明書 Local certificate (852) 2852 4941	local_crt@mardep.gov.hk
	遠洋及內河合格證明書 Seagoing & River Trade certificate (852) 2852 3148	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
海空運輸培訓中心有限公司 Air Marine Transport Training Centre Ltd	(852) 3462 2481	admin@amtcl.com
香港保險學會 The Insurance Institute of Hong Kong	(852) 2520 0098	enquiry@iihk.org.hk
海運學會 Institute of Seatransport	(852) 2581 0003	info@seatransport.org
Brookes Bell Hong Kong	(852) 2358 4794	elizabeth.bridgelock@brookesbell.com
M.I.C.E. Global Pte Ltd	(65) 6747 8600	eileen@miceglobal.com.sg
香港付貨人委員會 The Hong Kong Shippers' Council	(852) 2211 2323	shippers@hkshippers.org.hk
香港大學專業進修學院 HKU School of Professional and Continuing Education	(852) 2867 8323 (852) 2867 8393	trade@hkuspace.hku.hk

舉辦課程／考試機構
Course provider / Examination authority

查詢電話
Enquiry Telephone No.

電郵
Email

PetroEdge

(65) 6741 9927

info@asiaedge.net

香港理工大學物流及航運學系
萬邦曹文錦海事圖書館暨研究及
發展中心(萬邦海事中心)

3400 3618

imcc.centre@polyu.edu.hk

IMC-Frank Tsao Maritime Library and
R&D Center(IMCC), Department of
Logistics and Maritime Studies,
the Hong Kong Polytechnic University

快捷航海儀器有限公司

2904 6215

info@eme.com.hk

Express Marine Electronics Company
Limited

MATF

**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.		初級全能海員證書 Certificate for Junior General Purposes Ratings	
2.	海事訓練學院	本地船舶初級船員基礎培訓證書 Certificate in Basic Training for Local Craft Ratings	
3.	Maritime Services Training Institute	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	+ 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)
4.		預備本地船舶三級大僑證書考試 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	本地三級船長培訓班 Preparatory Course for Examination for Local Coxswain Grade 3 Certificate	
6.	及 and 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

Maritime and Aviation Internship Scheme (Maritime)

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 Scheme to offer intern places.

Eligibility

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

Partnership arrangement

Government's support

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

Company's role

- register and offer internship places under the MATF during 2017 summer vacation, i.e. from May to September 2017 for a minimum of 4 weeks;
- pay the monthly honorarium to student interns during the internship period, and then claim for reimbursement from the MATF regarding the sum sponsored by the Government, together with an evaluation of the scheme, after completion of internship;
- give a fruitful and rewarding experience to the interns; and
- release the interns for a few activities organised by the MATF.

For companies

Transport and Housing Bureau will confirm with the companies the respective number of intern positions registered under the Scheme upon receipt of the registration forms. Please note that companies are free to select suitable interns and have no obligation to fill all the registered positions.

For students

Please refer to the information on intern places provided under the Internship Scheme (Maritime) as posted on the websites of the MATF, Hong Kong Maritime and Port Board (HKMPB) and the above-mentioned tertiary education institutions. Students are required to submit the application direct to the recruiting companies. Students will have opportunities to participate in exchanges / visits to be organised by the MATF. Upon completion of the internship, students have to submit an evaluation form to the MATF direct / via recruiting companies.

Enquiries

Email: matf@thb.gov.hk Hotline: 3509 7261

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

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	17	
Closed	1	-	-	1	-	8	3	-	1	1	-	-	-	-	-	-	-	15
Door-locked	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Merged with Other Establishment	2	1	-	-	-	2	1	-	-	1	-	-	1	-	-	-	-	8
Moved, Address Cannot be Located / Untraceable	4	2	-	1	1	19	3	-	-	2	1	-	-	-	-	-	1	34
Non-contact	20	8	2	2	1	17	4	1	6	5	2	-	3	1	-	-	6	78
Not Engaged in Specific Trade	8	1	3	1	10	3	7	-	4	2	-	-	-	-	-	-	-	39
No Technical Manpower	4	14	-	1	1	6	-	3	1	1	-	-	-	1	2	-	1	35
Not Yet Start Operation	4	2	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	7
Partial Response	3	1	1	-	1	1	-	-	2	1	-	1	1	-	-	-	-	12
Refusal	6	3	1	-	1	2	-	1	-	-	1	-	1	1	1	-	4	22
Registered Office / Corresponding Address	6	15	1	4	2	-	-	1	12	2	-	-	-	-	-	-	1	44
Response	127	14	15	1	28	63	44	6	34	45	6	13	13	8	2	5	20	444
Temporary Ceased	13	8	4	-	2	10	8	2	2	8	-	-	-	-	-	-	1	58
Total	198	69	27	11	47	131	71	14	63	68	10	14	19	11	5	5	34	797

Table 12.2: Number of HK Employees in 2014 and 2016

Industry	No. of HK Employees in 2014		No. of HK Employees in 2016		% change	
	Principal Job	Non-principal Job	Principal Job	Non-principal Job	Principal Job	Non-principal Job
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	3 564 (68.50%)	1 639 (31.50%)	3 905 (71.49%)	1 557 (28.51%)	9.57	-5.00
Ship Owners of Sea-going Vessels	101 (39.76%)	153 (60.24%)	117 (46.06%)	137 (53.94%)	15.84	-10.46
Operators of Sea-going Vessels	564 (41.78%)	786 (58.22%)	639 (49.23%)	659 (50.77%)	13.30	-16.16
Ship Owners and Managers	165 (24.02%)	522 (75.98%)	69 (11.42%)	535 (88.58%)	-58.18	2.49
Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	1 668 (60.19%)	1 103 (39.81%)	2 414 (73.28%)	880 (26.72%)	44.72	-20.22
Inland Water Transport	2 565 (89.75%)	293 (10.25%)	2 575 (88.79%)	325 (11.21%)	0.39	10.92
Mid-stream Operation	870 (77.96%)	246 (22.04%)	715 (76.88%)	215 (23.12%)	-17.82	-12.60
Yacht Club *	N.A.	-	122 (17.99%)	556 (82.01%)	N.A.	N.A.
Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	3 530 (85.74%)	587 (14.26%)	3 499 (86.44%)	549 (13.56%)	-0.88	-6.47
Shipbrokers	189 (71.32%)	76 (28.68%)	179 (74.58%)	61 (25.42%)	-5.29	-19.74
Classification Societies	55 (4.69%)	1 117 (95.31%)	37 (3.25%)	1 101 (96.75%)	-32.73	-1.43
Marine Equipment; Shipbuilders and Repairers	1 070 (83.46%)	212 (16.54%)	1 196 (83.46%)	237 (16.54%)	11.78	11.79
Marine Insurance	235 (16.98%)	1 149 (83.02%)	276 (19.56%)	1 135 (80.44%)	17.45	-1.22
Maritime Law	99 (6.41%)	1 445 (93.59%)	70 (4.14%)	1 621 (95.86%)	-29.29	12.18
Ship Finance	67 (1.18%)	5 590 (98.82%)	16 (0.28%)	5 630 (99.72%)	-76.12	0.72
Ship Registration and Port Authorities	781 (59.71%)	527 (40.29%)	816 (64.45%)	450 (35.55%)	4.48	-14.61
Other Services	3 240 (9.29%)	31 650 (90.71%)	3 075 (9.95%)	27 827 (90.05%)	-5.09	-12.08
Overall	18 763 (28.49%)	47 095 (71.51%)	19 720 (31.21%)	43 475 (68.79%)	5.10	-7.69

Table 12.3: Number of Hong Kong and non-Hong Kong Employees by Sector (in Business) and Branch

Sector (in Business)	Branch	HK Employees		Non-HK Employees		Overall
		Number	%	Number	%	
Ocean Going	Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies-	3 905	(49.59%)	3 970	(50.41%)	7 875
	Ship Owners of Sea-going Vessels	117	(76.47%)	36	(23.53%)	153
	Operators of Sea-going Vessels	639	(33.14%)	1 289	(66.86%)	1 928
	Ship Owners and Managers	69	(8.72%)	722	(91.28%)	791
	Sub-total	4 730	(44.01%)	6 017	(55.99%)	10 747
River Trade	Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	2 414	(98.97%)	25	(1.03%)	2 439
Local Vessel	Sub-total	2 414	(98.97%)	25	(1.03%)	2 439
	Inland Water Transport	2 575	(96.12%)	104	(3.88%)	2 679
	Mid-stream Operation	715	(100.00%)	0	-	715
	Yacht Club	122	(100.00%)	0	-	122
	Sub-total	3 412	(97.04%)	104	(2.96%)	3 516
Shore Based Personnel	Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	3 499	(99.52%)	17	(0.48%)	3 516
	Shipbrokers	179	(87.32%)	26	(12.68%)	205
	Classification Societies	37	(77.08%)	11	(22.92%)	48
	Marine Equipment; Shipbuilders and Repairers	1 196	(98.36%)	20	(1.64%)	1 216
	Marine Insurance	276	(88.46%)	36	(11.54%)	312
	Maritime Law	70	(83.33%)	14	(16.67%)	84
	Ship Finance	16	(94.12%)	1	(5.88%)	17
	Ship Registration and Port Authorities	816	(97.96%)	17	(2.04%)	833
	Other Services	3 075	(98.91%)	34	(1.09%)	3 109
	Sub-total	9 164	(98.12%)	176	(1.88%)	9 340
	Overall	19 720	(75.72%)	6 322	(24.28%)	26 042

Remark: 1. Number in the bracket represents the % of the same branch.

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

Table 12.4: Manpower Forecast in 2017 and 2018 by Sector

Sector	Actual Manpower in 2016					Manpower Forecast in 2017					Manpower Forecast in 2018				
	Ocean-going	River-trade	Local Vessels	Shore Based Personnel	Sub-total	Ocean-going	River-trade	Local Vessels	Shore Based Personnel	Sub-total	Ocean-going	River-trade	Local Vessels	Shore Based Personnel	Sub-total
I. Ocean-going	5 584	-	43	5 167	10 794	6 246	-	43	5 125	11 414	6 724	-	43	5 130	11 897
II. River-trade	-	1 338	-	1 209	2 547	-	1 338	-	1 208	2 546	-	1 338	-	1 208	2 546
III. Local Vessels	99	-	2 031	1 483	3 613	99	-	1 944	1 486	3 529	99	-	1 957	1 489	3 545
IV. Shore Based Personnel	-	-	2 897	6 836	9 733	-	-	2 893	6 860	9 753	-	-	2 893	6 862	9 755
Overall	5 683	1 338	4 971	14 695	26 687	6 345	1 338	4 880	14 679	27 242	6 823	1 338	4 893	14 689	27 743

Remark: The effect of Third-runway System Development on manpower was not surveyed.

Table 12.5: Number of Vessels by Sector

Sector	No. of Establishment	No. of Vessels of			Total No. of Vessels
		Ocean-going	River-trade	Local Vessels	
Ocean-going	84	2 562	-	7	2 569
River-trade	36	-	266	-	266
Local Vessels	198	3	-	1 954	1 957
Shore Based Personnel	23	-	-	431	431
Overall	341	2 565	266	2 392	5 223

Ocean Going Tables: 12.6, 12.7, 12.8, 12.9, 12.10, 12.11, 12.12, 12.13, 12.14, 12.15, 12.16

Table 12.6 : Establishments without Seafarer in Ocean Going Sector Employed and Number of Ocean Going Vessels

Branch	No. of Establishments	No. of Ships
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	34	1 804
Ship Owners of Sea-going Vessels	32	244
Operators of Sea-going Vessels	7	143
Ship Owners and Managers	2	103
Overall	75	2 294

Table 12.7 : Establishments with Seafarers in Ocean Going Sector Employed and Number of Seafarers in Ocean Going Sector Employed

Nature of Business	No. of Establishments	No. of Persons Engaged
Shipowner	1	1 325
Ship Management	3	1 923
Shipowner and Ship Management	4	2 334
Shipowner and Ship Management and Crewing Agency	1	99
Overall	9	5 681

**Table 12.8 : Number of Ocean Going Vessels and
Forecast Number of Ocean Going Vessels
(All branches)**

Branch	Type of Vessel	No. of Vessels in 2016	Forecasted No. of Vessels in			
			2017		2018	
			No.	%	No.	%
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	Tankers, Combination Carriers	414	454	9.66	463	11.84
	Bulk Carriers	935	917	-1.93	938	0.32
	Container Vessels	449	445	-0.89	445	-0.89
	Other Cargo Ships	142	134	-5.63	134	-5.63
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	12	12	-	12	-
	Sub-total	1 952	1 962	0.51	1 992	2.05
Ship Owners of Sea-going Vessels	Tankers, Combination Carriers	17	17	-	17	-
	Bulk Carriers	79	82	3.80	82	3.80
	Container Vessels	121	121	-	121	-
	Other Cargo Ships	16	16	-	16	-
	Passenger Ships	1	1	-	1	-
	Others*	10	10	-	10	-
	Sub-total	244	247	1.23	247	1.23
Operators of Sea-going Vessels	Tankers, Combination Carriers	-	-	N.A.	-	N.A.
	Bulk Carriers	34	38	11.76	50	47.06
	Container Vessels	164	168	2.44	169	3.05
	Other Cargo Ships	-	-	N.A.	-	N.A.
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	-	-	N.A.	-	N.A.
	Sub-total	198	206	4.04	219	10.61
Ship Owners and Managers	Tankers, Combination Carriers	4	4	-	4	-
	Bulk Carriers	20	20	-	20	-
	Container Vessels	103	103	-	104	0.97
	Other Cargo Ships	5	5	-	5	-
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	36	36	-	36	-
	Sub-total	168	168	-	169	0.60
Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	Tankers, Combination Carriers	-	-	N.A.	-	N.A.
	Bulk Carriers	-	-	N.A.	-	N.A.
	Container Vessels	-	-	N.A.	-	N.A.
	Other Cargo Ships	-	-	N.A.	-	N.A.
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	-	-	N.A.	-	N.A.
	Sub-total	-	-	N.A.	-	N.A.
Inland Water Transport	Tankers, Combination Carriers	3	3	-	3	-
	Bulk Carriers	-	-	N.A.	-	N.A.
	Container Vessels	-	-	N.A.	-	N.A.
	Other Cargo Ships	-	-	N.A.	-	N.A.
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	-	-	N.A.	-	N.A.
	Sub-total	3	3	-	3	-

Branch	Type of Vessel	No. of Vessels in 2016	Forecasted No. of Vessels in			
			2017		2018	
			No.	%	No.	%
Mid-stream Operation	Tankers, Combination Carriers	-	-	N.A.	-	N.A.
	Bulk Carriers	-	-	N.A.	-	N.A.
	Container Vessels	-	-	N.A.	-	N.A.
	Other Cargo Ships	-	-	N.A.	-	N.A.
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	-	-	N.A.	-	N.A.
	Sub-total	-	-	N.A.	-	N.A.
Yacht Club	Tankers, Combination Carriers	-	-	N.A.	-	N.A.
	Bulk Carriers	-	-	N.A.	-	N.A.
	Container Vessels	-	-	N.A.	-	N.A.
	Other Cargo Ships	-	-	N.A.	-	N.A.
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	-	-	N.A.	-	N.A.
	Sub-total	-	-	N.A.	-	N.A.
Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	Tankers, Combination Carriers	-	-	N.A.	-	N.A.
	Bulk Carriers	-	-	N.A.	-	N.A.
	Container Vessels	-	-	N.A.	-	N.A.
	Other Cargo Ships	-	-	N.A.	-	N.A.
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	-	-	N.A.	-	N.A.
	Sub-total	-	-	N.A.	-	N.A.
Shipbrokers	Tankers, Combination Carriers	-	-	N.A.	-	N.A.
	Bulk Carriers	-	-	N.A.	-	N.A.
	Container Vessels	-	-	N.A.	-	N.A.
	Other Cargo Ships	-	-	N.A.	-	N.A.
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	-	-	N.A.	-	N.A.
	Sub-total	-	-	N.A.	-	N.A.
Classification Societies; Consultants and Surveyors	Tankers, Combination Carriers	-	-	N.A.	-	N.A.
	Bulk Carriers	-	-	N.A.	-	N.A.
	Container Vessels	-	-	N.A.	-	N.A.
	Other Cargo Ships	-	-	N.A.	-	N.A.
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	-	-	N.A.	-	N.A.
	Sub-total	-	-	N.A.	-	N.A.
Marine Equipment; Shipbuilders and Repairers	Tankers, Combination Carriers	-	-	N.A.	-	N.A.
	Bulk Carriers	-	-	N.A.	-	N.A.
	Container Vessels	-	-	N.A.	-	N.A.
	Other Cargo Ships	-	-	N.A.	-	N.A.
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	-	-	N.A.	-	N.A.
	Sub-total	-	-	N.A.	-	N.A.

Branch	Type of Vessel	No. of Vessels in 2016	Forecasted No. of Vessels in			
			2017		2018	
			No.	%	No.	%
Marine Insurance	Tankers, Combination Carriers	-	-	N.A.	-	N.A.
	Bulk Carriers	-	-	N.A.	-	N.A.
	Container Vessels	-	-	N.A.	-	N.A.
	Other Cargo Ships	-	-	N.A.	-	N.A.
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	-	-	N.A.	-	N.A.
	Sub-total	-	-	N.A.	-	N.A.
Maritime Law	Tankers, Combination Carriers	-	-	N.A.	-	N.A.
	Bulk Carriers	-	-	N.A.	-	N.A.
	Container Vessels	-	-	N.A.	-	N.A.
	Other Cargo Ships	-	-	N.A.	-	N.A.
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	-	-	N.A.	-	N.A.
	Sub-total	-	-	N.A.	-	N.A.
Ship Finance	Tankers, Combination Carriers	-	-	N.A.	-	N.A.
	Bulk Carriers	-	-	N.A.	-	N.A.
	Container Vessels	-	-	N.A.	-	N.A.
	Other Cargo Ships	-	-	N.A.	-	N.A.
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	-	-	N.A.	-	N.A.
	Sub-total	-	-	N.A.	-	N.A.
Ship Registration and Port Authorities	Tankers, Combination Carriers	-	-	N.A.	-	N.A.
	Bulk Carriers	-	-	N.A.	-	N.A.
	Container Vessels	-	-	N.A.	-	N.A.
	Other Cargo Ships	-	-	N.A.	-	N.A.
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	-	-	N.A.	-	N.A.
	Sub-total	-	-	N.A.	-	N.A.
Other Services	Tankers, Combination Carriers	-	-	N.A.	-	N.A.
	Bulk Carriers	-	-	N.A.	-	N.A.
	Container Vessels	-	-	N.A.	-	N.A.
	Other Cargo Ships	-	-	N.A.	-	N.A.
	Passenger Ships	-	-	N.A.	-	N.A.
	Others*	-	-	N.A.	-	N.A.
	Sub-total	-	-	N.A.	-	N.A.
Overall		2 565	2 586	0.82	2 630	2.53

Remarks: % change compared with 2016

Others* - Ro-ro container ship, Ro-ro ship

Table 12.9 : Number of Ocean Going Vessels and Forecasted Number of Ocean Going Vessels by Flag

Flags	No. of Vessels in 2016	Forecasted No. of Vessels in			
		2017		2018	
		No.	% change	No.	% change
Panama	249	251	0.80	251	0.80
Liberia	77	81	5.19	93	20.78
Marshall	47	49	4.26	49	4.26
HKSAR	689	723	4.93	738	7.11
Singapore	91	94	3.30	96	5.49
People's Republic of China (PRC)	1	1	-	1	-
Others*	138	146	5.80	146	5.80
Overall	1 292	1 345	4.10	1 374	6.35

*Remark: Percentage of changes compared with 2016 figures
Others* - Belize, Cyprus, Malta, Japan, South Africa, unknown*

Table 12.10 : Establishments with Seafarers in Ocean Going Sector Employed, Number of Vessels, Number of Officers Posts in Ocean Going Sector

Industry	No. of Establishments	No. of Ships	No. of Officer Posts		No. of Officers Employed	
			HK	Non-HK	HK	Non-HK
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	4	148	23	1 874	23	1 786
Ship Owners of Sea-going Vessels	-	-	-	-	-	-
Operators of Sea-going Vessels	1	55	66	608	66	608
Ship Owners and Managers	3	65	37	695	37	413
Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	-	-	-	-	-	-
Inland Water Transport	1	3	-	45	-	45
Mid-stream Operation	-	-	-	-	-	-
Yacht Club	-	-	-	-	-	-
Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	-	-	-	-	-	-
Shipbrokers	-	-	-	-	-	-
Classification Societies	-	-	-	-	-	-
Marine Equipment; Shipbuilders and Repairers	-	-	-	-	-	-
Marine Insurance	-	-	-	-	-	-
Maritime Law	-	-	-	-	-	-
Ship Finance	-	-	-	-	-	-
Ship Registration and Port Authorities	-	-	-	-	-	-
Other Services	-	-	-	-	-	-
Total	9	271	126	3 222	126	2 852

Table 12.11 : Establishments with Seafarers in Ocean Going Sector Employed, Number of Vessels, Number of Rating Posts in Ocean Going Sector

Industry	No. of Establishments	No. of Ships	No. of Rating Posts		No. of Ratings Employed	
			HK	Non-HK	HK	Non-HK
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	4	148	-	1 878	-	1 749
Ship Owners of Sea-going Vessels	-	-	-	-	-	-
Operators of Sea-going Vessels	1	55	4	647	4	647
Ship Owners and Managers	3	65	2	607	2	247
Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	-	-	-	-	-	-
Inland Water Transport	1	3	-	54	-	54
Mid-stream Operation	-	-	-	-	-	-
Yacht Club	-	-	-	-	-	-
Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	-	-	-	-	-	-
Shipbrokers	-	-	-	-	-	-
Classification Societies	-	-	-	-	-	-
Marine Equipment; Shipbuilders and Repairers	-	-	-	-	-	-
Marine Insurance	-	-	-	-	-	-
Maritime Law	-	-	-	-	-	-
Ship Finance	-	-	-	-	-	-
Ship Registration and Port Authorities	-	-	-	-	-	-
Other Services	-	-	-	-	-	-
Total	9	271	6	3 186	6	2 697

**Table 12.12 : Summary of Surveyed Establishments (ownership/management)
Employed Seafarers in Hong Kong**

Industry	No. of Establishments	No. of Vessels	No. of Seafarer Posts on Board	No. of Seafarers Employed (non-HK)	No. of Seafarers Employed (HK)	% of HK Seafarers for Posts
Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	4	148	3 775	3 535	23	0.61
Ship Owners of Sea-going Vessels	-	-	-	-	-	N.A.
Operators of Sea-going Vessels	1	55	1 325	1 255	70	5.28
Ship Owners and Managers	3	65	1 341	660	39	2.91
Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	-	-	-	-	-	N.A.
Inland Water Transport	1	3	99	99	-	-
Mid-stream Operation	-	-	-	-	-	N.A.
Yacht Club	-	-	-	-	-	N.A.
Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	-	-	-	-	-	N.A.
Shipbrokers	-	-	-	-	-	N.A.
Classification Societies	-	-	-	-	-	N.A.
Marine Equipment; Shipbuilders and Repairers	-	-	-	-	-	N.A.
Marine Insurance	-	-	-	-	-	N.A.
Maritime Law	-	-	-	-	-	N.A.
Ship Finance	-	-	-	-	-	N.A.
Ship Registration and Port Authorities	-	-	-	-	-	N.A.
Other Services	-	-	-	-	-	N.A.
Overall	9	271	6 540	5 549	132	2.02

Table 12.13 : Percentage of Hong Kong Seafarers Employed in Hong Kong

	No. of Seafarer Posts	No. of HK Seafarers Employed	% of HK Seafarers for Posts in Same Job Level
Officers	28 499	126	0.44
Ratings	28 706	6	0.02
Overall	57 205	132	0.23

Table 12.14 : Distribution of Seafarers in Ocean Going Sector Employed by Job Title

Job Title	No. of Seafarers Employed	% of Total Seafarers
Master	249	4.38
Chief Engineer	306	5.39
Chief Officer	249	4.38
2nd Engineer	267	4.70
2nd Officer	282	4.96
3rd Engineer	268	4.72
3rd Officer	323	5.69
4th Engineer	268	4.72
Junior Engineer / Training Engineer	34	0.60
Deck Cadet	318	5.60
Engineer Cadet	298	5.25
Electro-technical Officer	113	1.99
Refrigeration Engineer	3	0.05
Other Officer	-	-
Chief Petty Officer / Bosun	243	4.28
Pumpman	71	1.25
Fitter	129	2.27
Sailor	1 110	19.54
Motorman	629	11.07
Rating (General Purpose)	149	2.62
Steward	140	2.46
Cook	201	3.54
Laundry man	3	0.05
Other Rating *	28	0.49
Overall	5 681	100.00

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

*** Other Rating : Wiper, Oiler, Messman*

Table 12.15 : Average Age Distribution of Active Ratings in Ocean Going Sector

Job Title	No. of Ratings Employed		40 or below		(Average) 41-50		(Average) 51-60		(Average) 61-65		66 or above		Not Specified	
	HK	Non-HK	HK	Non-HK	HK	Non-HK	HK	Non-HK	HK	Non-HK	HK	Non-HK	HK	Non-HK
Chief Petty Officer / Bosun	1	242	-	22	-	101	1	8	-	-	-	-	-	111
Pumpman	1	70	-	22	-	41	-	-	-	-	-	-	1	7
Fitter	-	129	-	3	-	29	-	-	-	-	-	-	-	97
Sailor	1	1 109	-	347	1	346	-	-	-	-	-	-	-	416
Motorman	-	629	-	224	-	165	-	-	-	-	-	-	-	240
Rating (General Purpose)	-	149	-	44	-	-	-	-	-	-	-	-	-	105
Steward	1	139	-	22	-	-	-	-	-	-	-	-	1	117
Cook	2	199	-	72	-	61	2	-	-	-	-	-	-	66
Laundry man	-	3	-	3	-	-	-	-	-	-	-	-	-	-
Others*	-	28	-	8	-	-	-	-	-	-	-	-	-	20
Overall	6	2 697	-	767	1	743	3	8	-	-	-	-	2	1 179

Others : Wiper, Oiler, Messman*

Table 12.16 : Average Age Distribution of Active Officers in Ocean Going Sector

Job Title	No. of Officers Employed		40 or below		(Average) 41-50		(Average) 51-60		(Average) 61-65		66 or above		Not Specified	
	HK	Non-HK	HK	Non-HK	HK	Non-HK	HK	Non-HK	HK	Non-HK	HK	Non-HK	HK	Non-HK
Master	4	245	-	19	-	56	4	59	-	-	-	-	-	111
Chief Engineer	6	300	-	19	-	59	5	112	-	-	-	-	1	110
Chief Officer	3	246	-	72	1	57	-	8	-	-	-	-	2	109
2nd Engineer	5	262	-	68	4	75	-	8	-	-	-	-	1	111
2nd Officer	14	268	-	101	12	50	-	8	-	-	-	-	2	109
3rd Engineer	4	264	-	94	4	51	-	8	-	-	-	-	-	111
3rd Officer	12	311	12	192	-	-	-	8	-	-	-	-	-	111
4th Engineer	5	263	4	172	-	-	-	8	-	-	-	-	1	83
Junior Engineer / Training Engineer	-	34	-	3	-	-	-	-	-	-	-	-	-	31
Deck Cadet	64	254	37	148	-	-	-	-	-	-	-	-	27	106
Engineer Cadet	8	290	1	161	-	-	-	-	-	-	-	-	7	129
Electro-technical Officer	1	112	-	44	-	18	-	-	-	-	-	-	1	50
Refrigeration Engineer	-	3	-	3	-	-	-	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Overall	126	2 852	54	1 096	21	366	9	219	-	-	-	-	42	1 171

Shore Based Personnel Sector Tables: 12.17, 12.18, 12.19

Table 12.17 : 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	12	16.59	2
Business and Trade	26	4.00	1
Operations	196	6.63	13
Technical and Consultancy	108	16.34	18
Marine Law and Insurance	11	0.90	-
Training and Education	4	37.86	2
Account and Finance	-	-	-
Safety and Risk Management	1	41.67	-
Others*	1	-	-
Overall	359	9.37	36

*Others: Editor

Table 12.18 : 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	186	16.59	188	1.08	188	1.08
Business and Trade	75	4.00	75	-	75	-
Operations	476	6.63	489	2.73	490	2.94
Technical and Consultancy	496	16.34	516	4.03	516	4.03
Marine Law and Insurance	6	0.90	6	-	6	-
Training and Education	39	37.86	41	5.13	41	5.13
Account and Finance	-	-	-	N.A.	-	N.A.
Safety and Risk Management	65	41.67	65	-	65	-
Others*	-	-	-	N.A.	-	N.A.
Overall	1 343	9.37	1 380	2.76	1 381	2.83

*Others: Editor

Table 12.19: 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	1 059	62	1 121	186	17.56
Business and Trade	1 637	236	1 873	75	4.58
Operations	5 814	1 363	7 177	476	8.19
Technical and Consultancy	2 551	485	3 036	496	19.44
Marine Law and Insurance	647	16	663	6	0.93
Training and Education	62	41	103	39	62.90
Account and Finance	202	3	205	-	-
Safety and Risk Management	140	16	156	65	46.43
Others*	2	-	2	-	-
Overall	12 114	2 222	14 336	1 343	11.09

*Others Job Area: Editor

Yacht Club Tables: 12.20, 12.21, 12.22, 12.23, 12.24, 12.25, 12.26, 12.27, 12.28

Table 12.20: Number of Establishments with Operation for Yacht Club

Branch	No. of Establishments
Yacht Club	8
Overall	8

Table 12.21: Number of Local Vessels and Forecasted Number of Local Vessels under Ownership and/or Management for Yacht Club by Type

Type of Vessels	No. of Vessels in 2016	Forecast No. of Vessels in			
		2017		2018	
		No.	% change	No.	% change
Tug Boats	-	-	N.A.	-	N.A.
Motor Launches	17	17	-	17	-
Pleasure Vessels	1 204	1 204	-	1 204	-
Others*	1	1	-	1	-
Overall	1 222	1 222	-	1 222	-

**Others - Small speedboat*

Remark: % change compared with 2016

Table 12.22: Number of Establishments with/without Crew Members in Local Vessel Sector and Number of Crew Members in Local Vessel Sector Employed for Yacht Club by Branch

Branch	No. of Establishments without Crew Member	No. of Establishments with Crew Members
Yacht Club	5	3
Overall	5	3

Table 12.23: Average Age Distribution of Hong Kong Crew Members in Local Vessel Sector Employed for Yacht Club by Job

Job Title	Average Age												Overall
	40 or below		(Average) 41-50		(Average) 51-60		(Average) 61-65		66 or above		Not Specified		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Coxswain	2	20.00	-	-	-	-	-	-	-	-	8	80.00	10
Assistant Coxswain	-	-	-	-	-	-	-	-	-	-	30	100.00	30
Sailor	-	-	-	-	-	-	-	-	-	-	-	-	-
Engine Operator	-	-	-	-	-	-	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-	-	-	-	-	-	-
Overall	2	5.00	-	-	-	-	-	-	-	-	38	95.00	40

Remarks: Numbers in brackets denote the percentage shares of the total numbers of employees in same job titles

Table 12.24: Salary Distribution of Hong Kong Crew Members in Local Vessel Sector Employed for Yacht Club by Job Title

Job Title	Average Monthly Income Range												Overall
	\$15,000 or below		\$15,001 - \$25,000		\$25,001 - \$35,000		\$35,001 - \$45,000		\$45,001 or above		Not Specified		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Coxswain	-	-	-	-	-	-	-	-	-	-	10	100.00	10
Assistant Coxswain	-	-	-	-	-	-	-	-	-	-	30	100.00	30
Sailor	-	N.A.	-	N.A.	-	N.A.	-	N.A.	-	N.A.	-	N.A.	-
Engine Operator	-	N.A.	-	N.A.	-	N.A.	-	N.A.	-	N.A.	-	N.A.	-
Others	-	N.A.	-	N.A.	-	N.A.	-	N.A.	-	N.A.	-	N.A.	-
Overall	-	-	-	-	-	-	-	-	-	-	40	100.00	40

Remarks: % share of the total in same job title

Table 12.25: Number of Vacancies in Local Vessel Sector for Yacht Club by Job Title

Job Title	No. of Crew Members Employed	No. of Vacancies %	% of Total Employees in Same Job Titles
Coxswain	10	- N.A.	-
Assistant Coxswain	30	- N.A.	-
Sailor	-	- N.A.	N.A.
Engine Operator	-	- N.A.	N.A.
Others	-	- N.A.	N.A.
Overall	40	- N.A.	-

Table 12.26: Number of Hong Kong Crew Members in Local Vessel Sector Left the Establishment for yacht Club by Job Title by Whereabouts

Job Title	Whereabouts				Overall
	Taking Up/ Starting Own Business in Marine Services Related Jobs	Taking Up/ Starting Own Business in Non-Marine Services Related Jobs	Emigration Retirement or Further Studies	Others	
Coxswain	-	-	-	-	-
Assistant Coxswain	-	-	-	-	-
Sailor	-	-	-	-	-
Engine Operator	-	-	-	-	-
Others	-	-	-	-	-
Total	-	-	-	-	-

Table 12.27: Number of Actual Manpower and Forecasted Number of Manpower of Crew Members for Yacht Club by Job Title

Job Title	Actual Manpower in 2016	Forecasted Manpower in			
		2017		2018	
		No.	% change	No.	% change
Coxswain	10	10	-	10	-
Assistant Coxswain	30	30	-	30	-
Sailor	-	-	N.A.	-	N.A.
Engine Operator	-	-	N.A.	-	N.A.
Others	-	-	N.A.	-	N.A.
Overall	40	40	-	40	-

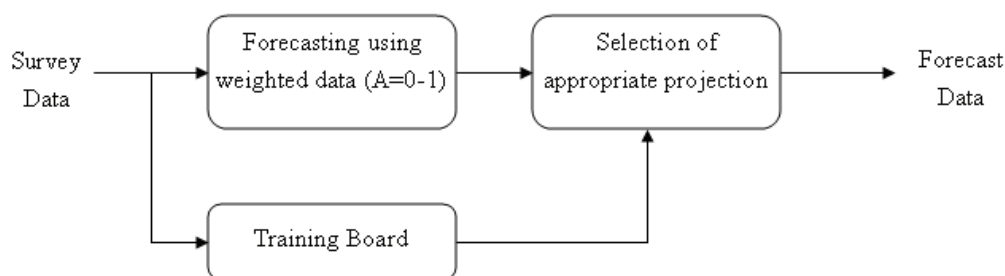
Remarks: % change compared with 2016

Table 12.28: Number of Hong Kong Crew Members for Yacht Club by Job Title by Holding the Highest Class of Certificate

Job Title	No. of Hong Kong Crew Members Holding the Highest Class of Certificates									Overall
	Pleasure Vessel Grade 2 Certificate	Pleasure Vessel Grade 1 Certificate	Coxswain Grade 3 Certificate	Coxswain Grade 2 Certificate	Coxswain Grade 1 Certificate	Engine Operator Grade 3 Certificate	Engine Operator Grade 2 Certificate	Engine Operator Grade 1 Certificate	Not Specified	
Coxswain	-	2	-	-	-	-	-	-	8	10
Assistant Coxswain	-	-	-	-	-	-	-	-	30	30
Sailor	-	-	-	-	-	-	-	-	-	-
Engine Operator	-	-	-	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-	-	-	-
Overall	-	2	-	-	-	-	-	-	38	40

**Manpower Projection for the Maritimes Industry
for 2017-2019 using Adaptive Filtering Method (AFM)**

1. Similar to previous rounds of manpower surveys, Adaptive Filtering Method (AFM) is proposed to project future manpower requirements in the Maritimes industry at the Local Vessel and Ashore. The method is briefly illustrated in the following diagram as below:



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 projections.

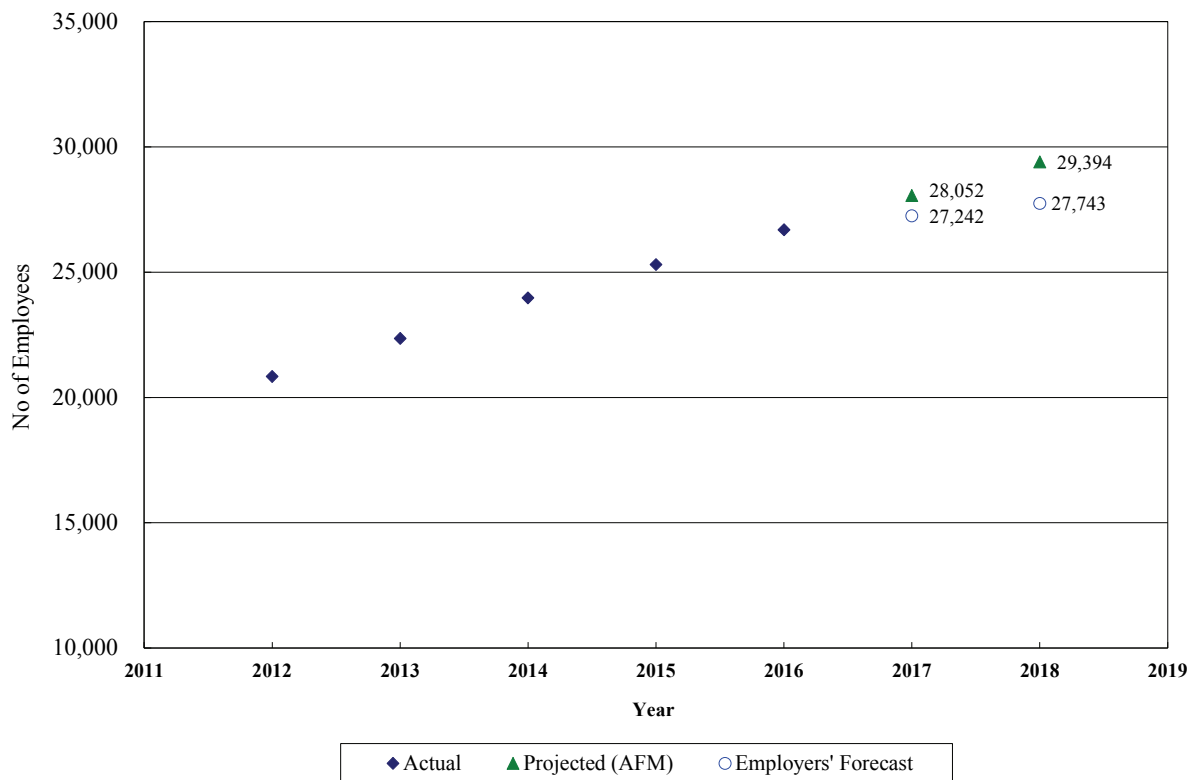
3. The manpower demand for Maritimes Industry in 2017-2019 is projected using Adaptive Filtering Method (AFM) and Employers' Forecast (EF). A summary table is provided as below.

Year	Actual Manpower	Projected Manpower (AFM)	Employer's Forecast (EF)
2016	26 687		
2017F		28 052 (5.1%)*	27 242 (2.1%)*
2018F		29 394 (4.8%)**	27 743 (1.8%)**
2019F		30,709 (4.5%)**	
*	as percentage change vs actual manpower in 2016		
**	as percentage change vs projected manpower in previous year		
AFM:	Adaptive Filtering Method		

4. Figure 1 below summarises the manpower projection using 2 different methods. AFM indicates an upward trend in Maritimes industry in the coming 2 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 2017.

Figure 1: Summary of Manpower Projection

Manpower Projection in Maritimes Industry for 2017 -2018



Telephone No 電話

Facsimile No 傳真

3748 9400

Our Reference 本局檔號 MS MPS 2016

Your Reference 來函檔號



28 August 2016

Dear Sir/Madam,

The 2016 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 (MSTB) is one of the Training Boards of the Vocational Training Council. The MSTB is established to assess the manpower situation and make education and training proposals for the Maritime Services Industry.

The MSTB will conduct a manpower survey of the maritime services establishments from 1 September to 30 September 2016, 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 education and training requirements so as to enable the MSTB to formulate appropriate education and training plans to meet the needs 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 to formulate their manpower and business plans. Your participation in the survey is essential 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 for 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 2016 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY
QUESTIONNAIRE (FORM 1) - SURVEY OF SEAFARERS IN OCEAN GOING SECTOR**

**海 事 服 務 業 二 零 一 六 年 人 力 調 查
調 查 表 (表 一) - 商 船 海 員 調 查 (遠 洋 業)**

(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)

99 Shipowner 船東
 100 Ship Management 船舶管理
 101 Crewing Agency 海員代理
 102 Other Maritime Services Providers 其他海事服務提供者
 103 Others (Please Specify) : _____ 其他 (請註明)

Please tick the box if your company wants a complimentary copy of the 2016 Manpower Survey Report.
如貴公司欲收到二零一六年人力調查報告，請於方格內加上 (✓) 號

104

Questionnaire - Ocean Going Sector
調查表 - 遠洋業

Part I : Ships 第一部分：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 HK SAR 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 15.8.2016 在 2016年8月15日的船隻數目	8 11 14 17 20 23	26 29 32 35 38 44
(ii) Forecasted No. of Ships in 2017 預測至二零一七年的船隻數目	47 50 53 56 59 62	65 68 71 74 77 83
(iii) Forecasted No. of Ships in 2018 預測至二零一八年的船隻數目	86 89 92 95 98 101	104 107 110 113 116 122
For official use only 此欄毋須填寫	125	126

Questionnaire - Ocean Going Sector

調查表 - 遠洋業

Part II : Officers 第二部份：高級海員

Rec. Type	(1) Position on Board 船上職位 (See Appendix C1) (參閱附錄 C1)		(2) No. of Officer Posts on Board as at 15.8.2016 在2016年8月15日於貴機構船隻上的 高級海員 職位人數		(3) No. of Officers Employed on Board as at 15.8.2016 在2016年8月15日受僱於貴機構船隻上的 高級海員 人數		(4) Projected 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		(5) Average Age of Active Officers Listed with Your Company for Employment 登記於貴機構屬下的 現任高級海員 平均年齡 (see Column 8) (見 8 欄)		(6) No. of Vacancies in this Position as at 15.8.2016 在2016年8月15日該職位的空缺數目		(7) No. of Officers Left in the Past 12 Months by Whereabouts 過去十二個月內 高級海員 離職人數 (按去向分類)				(8) Please Use the Following Codes for Column (5). 請按下列編號，填入 (5) 欄內。	
	Job Title / Code 職稱 / 編號																	
	For official use only 此欄毋須填寫 →		8 - 10	11 - 14	15 - 18	19 - 22	23 - 26	27	28 - 31	32 - 33	34 - 35	36 - 37	38 - 39	Code 編號	Average Age Range 平均年齡			
2	Master 船長	Hong Kong 本港	101														1 40 or below 40歲或以下	
		Non-Hong Kong 非本港	301															2 41 - 50 41歲至 50歲
2	Chief Engineer 輪機長 (大車)	Hong Kong 本港	102														3 51 - 60 51歲至 60歲	
		Non-Hong Kong 非本港	302															4 61 - 65 61歲至 65歲
2	Chief Officer 大副 (大伙)	Hong Kong 本港	103														5 66 or above 66歲或以上	
		Non-Hong Kong 非本港	303															
2	2nd Engineer 二管輪 (二車)	Hong Kong 本港	104															
		Non-Hong Kong 非本港	304															
2	2nd Officer 二副 (二伙)	Hong Kong 本港	105															
		Non-Hong Kong 非本港	305															
2	3rd Engineer 三管輪 (三車)	Hong Kong 本港	106															
		Non-Hong Kong 非本港	306															
2	3rd Officer 三副 (三伙)	Hong Kong 本港	107															
		Non-Hong Kong 非本港	307															
2	4th Engineer 四管輪 (四車)	Hong Kong 本港	108															
		Non-Hong Kong 非本港	308															
2	Junior Engineer / Training Engineer 初級管輪 (幫車) / (初級車人)	Hong Kong 本港	109															
		Non-Hong Kong 非本港	309															
2	Deck Cadet 見習甲板高級海員	Hong Kong 本港	110															
		Non-Hong Kong 非本港	310															
2	Engineer Cadet 見習輪機高級海員	Hong Kong 本港	111															
		Non-Hong Kong 非本港	311															
2	Electro-technical Officer 電氣技術員	Hong Kong 本港	112															
		Non-Hong Kong 非本港	312															
2	Refrigeration Engineer 冷凍師	Hong Kong 本港	113															
		Non-Hong Kong 非本港	313															
2	Others (Please Specify) 其他 (請註明)	Hong Kong 本港	114															
		Non-Hong Kong 非本港	314															

P.T.O.
「請轉下頁」

Questionnaire - Ocean Going Sector
調查表 - 遠洋業

Part III : Ratings 第三部份：普通海員

Rec. Type	(1) Position on Board 船上職位 (See Appendix C1) (參閱附錄 C1)		(2) No. of Ratings on Board as at 15.8.2016 在2016年8月15日於貴機構船隻上的 普通海員 職位人數		(3) No. of Ratings Employed on Board as at 15.8.2016 在2016年8月15日受僱於貴機構船隻上的 普通海員 人數		(4) Projected 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		(5) Average Age of Active Ratings Listed with Your Company for Employment 登記於貴機構屬下的 現役普通海員 平均年齡 (see Column 8) (見 8 欄)	(6) No. of Vacancies in this Position as at 15.8.2016 在2016年8月15日該職位的空缺數目	(7) No. of Ratings Left in the Past 12 Months by Whereabouts 過去十二個月內 普通海員 離職人數 (按去向分類)				(8) Please Use the Following Codes for Column (5). 請按下列編號，填入 (5) 欄內。	
	Job Title / Code 職稱 / 編號		8 - 10	11 - 14	15 - 18	19 - 22	23 - 26	27	28 - 31	32 - 33	34 - 35	36 - 37	38 - 39	Code 編號	Average Age Range 平均年齡	
	For official use only 此欄毋須填寫 →															
2	Chief Petty Officer / Bosun 總隊長 / 水手長	Hong Kong 本港	201	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	40 or below 40歲或以下	
		Non-Hong Kong 非本港	401	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	4	61 - 65 61歲至 65歲	
2	Pumpman 泵工	Hong Kong 本港	202	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3	51 - 60 51歲至 60歲	
		Non-Hong Kong 非本港	402	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	5	66 or above 66歲或以上	
2	Fitter 機器打磨匠	Hong Kong 本港	203	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		Non-Hong Kong 非本港	403	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2	Sailor 水手	Hong Kong 本港	204	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		Non-Hong Kong 非本港	404	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2	Motorman 機工	Hong Kong 本港	205	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		Non-Hong Kong 非本港	405	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2	Rating (General Purpose) 普通海員 (全能)	Hong Kong 本港	206	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		Non-Hong Kong 非本港	406	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2	Steward 管事	Hong Kong 本港	207	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		Non-Hong Kong 非本港	407	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2	Cook 廚師	Hong Kong 本港	208	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		Non-Hong Kong 非本港	408	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2	Laundry man 洗衣工人	Hong Kong 本港	209	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		Non-Hong Kong 非本港	409	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2	Others (Please Specify) 其他 (請註明)	Hong Kong 本港	210	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		Non-Hong Kong 非本港	410	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2	Others (Please Specify) 其他 (請註明)	Hong Kong 本港	211	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		Non-Hong Kong 非本港	411	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2	Others (Please Specify) 其他 (請註明)	Hong Kong 本港	212	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		Non-Hong Kong 非本港	412	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2	Others (Please Specify) 其他 (請註明)	Hong Kong 本港	213	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		Non-Hong Kong 非本港	413	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2	Others (Please Specify) 其他 (請註明)	Hong Kong 本港	214	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		Non-Hong Kong 非本港	414	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

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「請轉下頁」

Questionnaire - Ocean Going Sector

調查表 - 遠洋業

Part IV : Training Needs for Hong Kong Officers 第四部份：本港高級海員培訓需求

Rec. Type		(1)							(2)				For official use only 此欄毋須填寫
		No. of Hong Kong Officers Holding the Highest Class of Certificates as Listed Below 持有認可最高級別證書的本港高級海員人數							Certificate of Competency (Marine Engineer Officer) (Ocean-going) Class 1	Certificate of Competency (Marine Engineer Officer) (Ocean-going) Class 2	Certificate of Competency (Marine Engineer Officer) (Ocean-going) Class 3	Others (Please Specify)	
Position on Board 船上職位 (See Appendix C1) (參閱附錄 C1)		8 - 10	11 - 13	14 - 16	17 - 19	20 - 22	23 - 25	26 - 28	29 - 31	32 - 34	Others (Please Specify) 其他 (請註明)		35 - 36
Job Title / Code 職稱 / 編號		Certificate of Competency (Deck Officer) (Ocean-going) Class 3 遠洋船 三級駕駛員證書	Certificate of Competency (Deck Officer) (Ocean-going) Class 2 遠洋船 二級駕駛員證書	Certificate of Competency (Deck Officer) (Ocean-going) Class 1 遠洋船 一級駕駛員證書	Certificate of Competency (Marine Engineer Officer) (Ocean-going) Class 3 遠洋船 三級船舶輪機員證書	Certificate of Competency (Marine Engineer Officer) (Ocean-going) Class 2 遠洋船 二級船舶輪機員證書	Certificate of Competency (Marine Engineer Officer) (Ocean-going) Class 1 遠洋船 一級船舶輪機員證書						For official use only 此欄 毋須填寫
4	Master 船長												
4	Chief Engineer 輪機長 (大車)												
4	Chief Officer 大副 (大仗)												
4	2nd Engineer 大管輪 (二車)												
4	2nd Officer 二副 (二仗)												
4	3rd Engineer 二管輪 (三車)												
4	3rd Officer 三副 (三仗)												
4	4th Engineer 三管輪 (四車)												
4	Junior Engineer / Training Engineer 初級管輪 (幫車) / (初級車人)												
4	Deck Cadet 見習甲板高級海員												
4	Engine Cadet 見習輪機高級海員												
4	Electro-technical Officer 電氣技術員												
4	Refrigeration Engineer 冷凍師												
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 2016 Manpower Survey of the Maritime Services Industry
海事服務業二零一六年人力調查

Survey of Seafarers in Ocean Going Sector
商船海員調查（遠洋業）

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 2016**.
是次調查以二零一六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 15.8.2016

在 2016 年 8 月 15 日的船隻數目

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 15.8.2016.

請填寫貴機構在 2016 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。

(ii) Forecasted No. of Ships in 2017 and 2018
&
(iii)

預測至二零一七年及
二零一八年的船隻數目

Please enter the forecasted total number of ships to be under your ownership and/or management in **2017** and **2018**, regardless of the nationality of the crew.

請填寫貴機構預測在 二零一七年 及 二零一八年 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) No. of **Officer** Posts on Board
as at 15.8.2016

在 2016 年 8 月 15 日於貴機構
船隻上的 高級海員 職位人數

Please enter the number of **Hong Kong**¹ and **non-Hong Kong**² officer posts on board all ships under your ownership or management as at 15.8.2016.

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

請填寫貴機構在 2016 年 8 月 15 日擁有或管理船隻上 本港¹ 及 非本港² 高級海員職位的人數。

倘貴機構屬海員代理，則無需填寫。

Note 1 : "Hong Kong Officer" refer to Hong Kong permanent resident.

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 Officer” refer to non-Hong Kong permanent resident.

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 15.8.2016

在 2016 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**¹ and **non-Hong Kong**² officers **employed** by your company on board as at 15.8.2016 in Column (3).

請於第（3）欄內分別填寫在 2016 年 8 月 15 日受僱於貴機構船隻上的本港¹及非本港²的高級海員人數。

- 4) Projected 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 **2017** and **2018** in Column (4).

請於第（4）欄內指定位置內分別填寫貴機構預計在二零一七年及二零一八年擬僱用的本港及非本港高級海員人數。

- (5) Average Age of **Active Officers**³ Listed with Your Company for Employment

登記於貴機構屬下的現役高級海員³平均年齡

Please respectively provide the average age of active Hong Kong and non-Hong Kong officers in Column (5), including those officers reported in Column (3).

請於第（5）欄內填寫貴機構屬下現役的本港及非本港高級海員平均年齡，包括第（3）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 15.8.2016

在 2016 年 8 月 15 日該職位的空缺數目

Please enter the number of vacancies for each position as at 15.8.2016 in Column (6).

請於第（6）欄內填寫在 2016 年 8 月 15 日各職位的空缺數目。

- (7) No. of **Officers** Left in the Past 12 Months by Whereabouts

過去十二個月內高級海員離職人數（按去向分類）

Please enter the number of officers left your company in the past 12 months by whereabouts in Column (7).

請於第（7）欄內，按去向填寫過去十二個月內離職的高級海員人數。

Part III
第三部份

(1) Position on Board

船上職位

(2) No. of **Rating** Posts on Board
as at 15.8.2016

在 2016 年 8 月 15 日於貴機構
船隻上的 **普通海員** 職位人數

(3) No. of **Ratings** Employed on Board
as at 15.8.2016

在 2016 年 8 月 15 日 **受僱** 於
貴機構船隻上的 **普通海員** 人數

(4) Projected 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

Ratings
普通海員

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。

Please enter the number of **Hong Kong**⁴ and **non-Hong Kong**⁵ rating posts on board all ships under your ownership or management as at 15.8.2016.

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

請填寫貴機構在 2016 年 8 月 15 日擁有或管理船隻上所有**本港**⁴ 及 **非本港**⁵ 普通海員職位的人數。

倘貴機構屬海員代理，則無需填寫。

Note 4 : "Hong Kong Rating" refer to Hong Kong permanent resident.

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 Rating" refer to non-Hong Kong permanent resident.

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。

Please respectively enter the number of **Hong Kong**⁴ and **non-Hong Kong**⁵ ratings **employed** by your company on board as at 15.8.2016 in Column (3).

請於第 (3) 欄內分別填寫在 2016 年 8 月 15 日 **受僱** 於貴機構船隻上的 **本港**⁴ 及 **非本港**⁵ 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 **2017** and **2018** in Column (4).

請於第 (4) 欄內指定位置內分別填寫貴機構預計在 **二零一七年** 及 **二零一八年** 擬僱用的本港及非本港普通海員人數。

- (5) Average Age of Active **Ratings**⁶ Listed with Your Company for Employment

登記於貴機構屬下的
現役普通海員⁶ 平均年齡

Please respectively provide the average age of active Hong Kong and non-Hong Kong ratings in Column (5), including those ratings reported in Column (3).

請於第(5)欄內填寫貴機構屬下現役的本港及非本港普通海員平均年齡，包括第(3)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 15.8.2016
在 2016 年 8 月 15 日該職位的
空缺數目

Please enter the number of vacancies for each position as at 15.8.2016 in Column (6).
請於第(6)欄內填寫在 2016 年 8 月 15 日各職位的空缺數目。

- (7) No. of **Ratings** Left in the Past 12 Months by Whereabouts

過去十二個月內 普通海員
離職人數 (按去向分類)

Please enter the number of ratings left your company in the past 12 months by whereabouts in Column (7).

請於第(7)欄內，按去向填寫過去十二個月內離職的普通海員人數。

Part IV 第四部份

Training Needs for Hong Kong Officers 本港高級海員培訓需求

- (1) Position on Board

船上職位

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) No. of **Hong Kong Officers** Holding the Highest Class of Certificates
持有認可最高級別證書的 本港高級海員 人數

Please enter the number of Hong Kong Officers holding the highest class of certificates.
請填寫持有認可最高級別證書的本港高級海員人數。

The 2016 Manpower Survey of the Maritime Services Industry
海事服務業二零一六年人力調查

Survey of Seafarers in Ocean Going Sector
商船海員調查（遠洋業）

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。

CONFIDENTIAL 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 2016 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY
QUESTIONNAIRE (FORM 2) - SURVEY OF SEAFARERS IN RIVER TRADE SECTOR**

海事服務業二零一六年人力調查
調查表(表二) - 商船海員調查(內河業)

(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 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

POSITION : _____
職位

FAX NO. : _____
圖文傳真

TOTAL NO. OF PERSONS ENGAGED : _____
僱員總人數







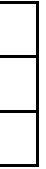

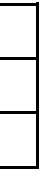

Please tick the box if your company wants a complimentary copy of the 2016 Manpower Survey Report.
如 貴公司欲收到二零一六年人力調查報告，請於方格內加上 (✓) 號

99

Questionnaire - River Trade Sector

調查表 – 內河業

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 15.8.2016 在 2016年8月15日的船隻數目	 8	 11	 14
(ii) Forecasted No. of Ships in 2017 預測至二零一七年的船隻數目	 17	 20	 23
(iii) Forecasted No. of Ships in 2018 預測至二零一八年的船隻數目	 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) Job Title / Code 職稱 / 編號	(2) No. of Hong Kong Seafarers Employed as at 15.8.2016 在2016年8月15日受僱的 本港海員人數		(3) Average Age of Hong Kong Seafarers Employed 受僱的 本港海員 平均年齡 (see Column 7) (見 7 欄)		(4) Projected No. of Hong Kong Seafarers to be Employed 預計未來僱用的 本港海員人數		(5) No. of Vacancies in this Position as at 15.8.2016 在2016年8月15日該職位的 空缺數目	(6) No. of Hong Kong Seafarers Left in the Past 12 Months by Whereabouts 過去十二個月內本港海員離職人數 (按去向分類)				(7) Please Use the Following Codes for Column (3). 請按下列編號，填入 (3) 欄 內。 Code 編號 Average Age Range 平均年齡 1 40 or below 40歲或以下 2 41 - 50 41歲至 50歲 3 51 - 60 51歲至 60歲 4 61 - 65 61歲至 65歲 5 66 or above 66歲或以上
		2017	2018	15 - 17	18 - 20	21 - 23	24 - 25 繼續於海事服務 業任職/創業		26 - 27 於其他行業 任職/創業	28 - 29 移民、退休 或進修	Others (Please Specify) 其他 (請註明)		
	For official use only 此欄毋須填寫 → 8 - 10	11 - 13	14	15 - 17	18 - 20	21 - 23	24 - 25	26 - 27	28 - 29	30 - 31			
2	Master 船長	501											
2	Chief Officer 大副 (大伙)	502											
2	Night Vision Officer 夜航員	503											
2	Deck Cadet 見習甲板高級海員	504											
2	Chief Engineer 輪機長 (大車)	505											
2	Junior / Assistant Engineer 初級管輪 (幫車)	506											
2	Fitter 機器打磨匠	507											
2	Sailor 水手	508											
2	Motorman 機工	509											
2	Rating (General Purpose) 普通海員 (全能)	510											
2	Cabin Attendant 客艙服務員	511											
2	Others (Please Specify) 其他 (請註明)	512											
2	Others (Please Specify) 其他 (請註明)	513											

Questionnaire - River Trade Sector
調查表 - 內河業

Part III : Training Needs for Hong Kong Seafarers 第三部份：本港海員培訓需求

(1)		(2)								
		No. of Hong Kong Seafarers Holding the Highest Class of Certificates as Listed Below 持有認可最高級別證書的本港海員人數								
Rec. Type	Position on Board 船上職位 (See Appendix C2) (參閱附錄 C2)	Certificate of Competency (Deck Officer) Class 3 內河船 三級駕駛員證書	Certificate of Competency (Deck Officer) Class 2 內河船 二級駕駛員證書	Certificate of Competency (Deck Officer) Class 1 內河船 一級駕駛員證書	Certificate of Competency (Marine Engineer Officer) (River Trade) Class 3 內河船 三級船舶輪機員證書	Certificate of Competency (Marine Engineer Officer) (River Trade) Class 2 內河船 二級船舶輪機員證書	Certificate of Competency (Marine Engineer Officer) (River Trade) Class 1 內河船 一級船舶輪機員證書	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	32 - 34	35 - 37	38 - 40	41 - 43	44 - 46	47 - 49	50 - 52	53 - 55	56 - 57
	For official use only 此欄毋須填寫 →									
2	Master 船長 501									
2	Chief Officer 大副 (大伙) 502									
2	Night Vision Officer 夜航員 503									
2	Deck Cadet 見習甲板高級海員 504									
2	Chief Engineer 輪機長 (大車) 505									
2	Junior / Assistant Engineer 初級管輪 (幫車) 506									
2	Fitter 機器打磨匠 507									
2	Sailor 水手 508									
2	Motorman 機工 509									
2	Rating (General Purpose) 普通海員 (全能) 510									
2	Cabin Attendant 客艙服務員 511									
2	Others (Please Specify) 其他 (請註明) 512									
2	Others (Please Specify) 其他 (請註明) 513									

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

The 2016 Manpower Survey of the Maritime Services Industry
海事服務業二零一六年人力調查

Survey of Seafarers in River Trade Sector
商船海員調查（內河業）

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 2016**.
是次調查以二零一六年八月十五日的資料為準。

Part I

第一部份

(i) No. of Ship as at 15.8.2016

在 2016 年 8 月 15 日的船隻數目

(ii) Forecasted No. of Ships in 2017 and 2018

&

(iii)

預測至二零一七年及
二零一八年的船隻數目

Ships

船隻

Please enter the total number of ships under your ownership or management as at 15.8.2016.

請填寫貴機構在 2016 年 8 月 15 日擁有或管理的船隻總數。

Please enter the forecasted total number of ships to be under your ownership or management in **2017 and 2018**.

請填寫貴機構預測在 二零一七年及二零一八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 15.8.2016

在 2016 年 8 月 15 日受僱的
本港海員人數

Please enter the number of **Hong Kong**¹ seafarers employed by your company as at 15.8.2016 in Column (2).

請於第 (2) 欄內填寫在 2016 年 8 月 15 日受僱於貴機構的 本港¹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) Average Age of **Hong Kong Seafarers**

Employed

受僱的 本港海員 平均年齡

Please provide the average age of Hong Kong seafarers employed in Column (3).

請於第 (3) 欄內填寫受僱於貴機構的 本港海員 平均年齡。

(4) Projected 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 **2017** and **2018** in Column (4).

請於第(4)欄內指定位置分別填寫貴機構預計在**二零一七年**及**二零一八年**擬僱用的本港海員人數。

(5) No. of Vacancies in this Position as at 15.8.2016
在 2016 年 8 月 15 日該職位的
空缺數目

Please enter the number of vacancies for each position as at 15.8.2016 in Column (5).

請於第(5)欄內填寫在 2016 年 8 月 15 日各職位的空缺數目。

(6) No. of **Hong Kong Seafarers** Left in the Past 12 Months by Whereabouts

過去十二個月內**本港海員**
離職人數(按去向分類)

Please enter the number of Hong Kong Seafarers left your company in the past 12 months by whereabouts in Column (6).

請於第(6)欄內,按去向填寫過去十二個月內離職的本港海員人數。

Part III
第三部份

Training Needs for Hong Kong Seafarers
本港海員培訓需求

(1) Position on Board

船上職位

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 C2** 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 C2**有關主要職務的工作說明。

(2) No. of **Hong Kong Seafarers** Holding the Highest Class of Certificates
持有認可最高級別證書的**本港海員**人數

Please enter the number of Hong Kong Seafarers holding the highest class of certificates.

請填寫持有認可最高級別證書的本港海員人數。

The 2016 Manpower Survey of the Maritime Services Industry
海事服務業二零一六年人力調查

Survey of Seafarers in River Trade Sector
商船海員調查（內河業）

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。

CONFIDENTIAL 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 2016 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY
QUESTIONNAIRE (FORM 3) - SURVEY OF CREW MEMBERS IN LOCAL VESSEL SECTOR

海 事 服 務 業 二 零 一 六 年 人 力 調 查
調 查 表 (表 三) - 本 地 船 業 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	3 1 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

POSITION: _____
職位

FAX NO.: _____
圖文傳真

TOTAL NO. OF PERSONS ENGAGED: _____
僱員總人數

Please tick the box if your company wants a complimentary copy of the 2016 Manpower Survey Report. 99
如 貴公司欲收到二零一六年人力調查報告，請於方格內加上 (✓) 號

Questionnaire - Local Vessel Sector

調查表 - 本地船業

Part I: Vessels 第一部份：船舶

(1)	(2)							
	Type 類型							
No. of Vessels Operated 經營船舶數目	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 15.8.2016 在 2016年8月15日的船舶數目	8	11	14	17	20	23	26	29
(ii) Forecasted No. of Vessels in 2017 預測至二零一七年的船舶數目	32	35	38	41	44	47	50	53
(iii) Forecasted No. of Vessels in 2018 預測至二零一八年的船舶數目	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 - 本地船舶業

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) Job Title / Code 職稱 / 編號	(2) No. of Hong Kong Crew Members Employed as at 15.8.2016 在2016年8月15日 受僱的 本港船員人數	(3) Average Age of Hong Kong Crew Members Employed 受僱的 本港船員 平均年齡 (see Column 8) (見 8 欄)	(4) Average Monthly Income Range 平均每月 收入幅度 (see Column 8) (見 8 欄)	(5) Projected No. of Hong Kong Crew Members to be Employed 預計未來僱用的 本港船員人數		(6) No. of Vacancies in this Position as at 15.8.2016 在2016年8月15日 該職位的 空缺數目	(7) No. of Hong Kong Crew Members Left in the Past 12 Months by Whereabouts 過去十二個月內本港船員離職人數 (按去向分類)				(8) Please Use the Following Codes for Column (3). 請按下列編號，填入 (3) 欄內。 Code 編號 Average Age Range 平均年齡 1 40 or below 40歲或以下 2 41 - 50 41歲至 50歲 3 51 - 60 51歲至 60歲 4 61 - 65 61歲至 65歲 5 66 or above 66歲或以上
					2017	2018		Taking up/starting own business in maritime services related jobs 繼續於海事服務 業任職/創業	25 - 26	Taking up/starting own business in non-maritime services related jobs 於其他行業 任職/創業	27 - 28	
	For official use only 此欄毋須填寫 → 8 - 10	11 - 13	14	15	16 - 18	19 - 21	22 - 24	25 - 26	27 - 28	29 - 30	31 - 32	
2	Coxswain 船長	601										
2	Assistant Coxswain 助理船長	602										
2	Sailor 水手	603										
2	Engine Operator 輪機長 (大燭)	604										
2	Assistant Engine Operator 助理輪機長 (助理大燭)	605										
2	Fitter 機器打磨匠	606										
2	Others (Please Specify) 其他 (請註明)	607										
2	Others (Please Specify) 其他 (請註明)	608										

P.T.O.
「請轉下頁」

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

Part III : Training Needs for Hong Kong Crew Members 第三部份：本港船員的培訓需求

Rec. Type		(1)		(2)										For official use only 此欄毋須填寫 毋須填寫 ↓										
		Position on Board 船上職位 (See Appendix C3) (參閱附錄 C3)		No. of Hong Kong Crew Members Holding the Highest Class of Certificates as Listed Below 持有認可最高級別證書的本港船員人數																				
Job Title / Code 職稱 / 編號		Pleasure Vessel Grade 2 Certificate 遊樂船 二級證明書	Pleasure Vessel Grade 1 Certificate 遊樂船 一級證明書	Coxswain Grade 3 Certificate 船長 三級證明書	Coxswain Grade 2 Certificate 船長 二級證明書	Coxswain Grade 1 Certificate 船長 一級證明書	Engine Operator Grade 3 Certificate 輪機操作員 三級證明書	Engine Operator Grade 2 Certificate 輪機操作員 二級證明書	Engine Operator Grade 1 Certificate 輪機操作員 一級證明書	Others (Please Specify) 其他 (請註明)	Others (Please Specify) 其他 (請註明)	Others (Please Specify) 其他 (請註明)	60 - 62	57 - 59	54 - 56	51 - 53	48 - 50	45 - 47	42 - 44	39 - 41	36 - 38	33 - 35	63 - 64	
2																								
2	Assistant Coxswain 助理船長																							
2	Sailor 水手																							
2	Engine Operator 輪機長 (大偈)																							
2	Assistant Engine Operator 助理輪機長 (助理大偈)																							
2	Fitter 機器打磨匠																							
2	Others (Please Specify) 其他 (請註明)																							
2	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 2016 Manpower Survey of the Maritime Services Industry
海事服務業二零一六年人力調查

Survey of Crew Members in Local Vessel Sector
本地船舶業船員調查

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 2016**.
是次調查以二零一六年八月十五日的資料為準。

Part I

第一部份

(i) No. of Vessels as at 15.8.2016

在 2016 年 8 月 15 日的
船舶數目

(ii) Forecasted No. of Vessels
& in 2017 and 2018

(iii)

預測至二零一七年及
二零一八年的船舶數目

Vessels

船舶

Please enter the total number of vessels under your ownership or management as at 15.8.2016. 請填寫貴機構在 2016 年 8 月 15 日擁有或管理的船舶總數。

Please enter the forecasted total number of vessels to be under your ownership or management in 2017 and 2018.

請填寫貴機構預測在 二零一七年 及 二零一八年 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 15.8.2016

在 2016 年 8 月 15 日受僱的
本港船員 人數

Please enter the number of **Hong Kong**¹ crew members employed by your company as at 15.8.2016 in Column (2).

請於第 (2) 欄內填寫在 2016 年 8 月 15 日受僱於貴機構的 **本港**¹ 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) Average Age of **Hong Kong Crew Members** Employed

受僱的 **本港船員** 平均年齡

Please provide the average age of Hong Kong crew members employed in Column (3).

請於第 (3) 欄內填寫受僱於貴機構的 **本港船員** 平均年齡。

(4) Average Monthly Income Range

平均每月收入幅度

Please provide the average monthly income range 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.

請於第(4)欄內填寫受僱於貴機構的本港船員平均每月收入幅度。

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。

(5) Projected 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 **2017** and **2018** in Column (5).

請於第(5)欄內指定位置分別填寫貴機構預計在**二零一七年**及**二零一八年**時擬僱用的本港船員人數。

(6) No. of Vacancies in this Position as at 15.8.2016

在 2016 年 8 月 15 日該職位的
空缺數目

Please enter the number of vacancies for each position as at 15.8.2016 in Column (6).

請於第(6)欄內填寫在 2016 年 8 月 15 日各職位的空缺數目。

(7) No. of **Hong Kong Crew Members** Left in the Past 12 Months by Whereabouts

過去十二個月內**本港船員**離職
人數 (按去向分類)

Please enter the number of Hong Kong crew members left your company in the past 12 months by whereabouts in Column (7).

請於第(7)欄內，按去向填寫過去十二個月內離職的本港船員人數。

Part III
第三部份

Training Needs for Hong Kong Crew Members
本港船員的培訓需求

(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**
Holding the Highest Class of Certificates

持有認可最高級別證書的
本港船員人數

Please enter the number of Hong Kong crew members holding the **highest class of the certificates**².

請填寫持有認可**最高級別證書**²的本港船員人數。

Note 2 : • “60 Tons License” is equivalent to “Coxswain Grade 2 Certificate”

註 2 : 「60 噸營業牌照」相等於「船長二級證明書」。

• “300 Tons License” is equivalent to “Coxswain Grade 1 Certificate”

「300 噸營業牌照」相等於「船長一級證明書」。

• “150 Horsepower or Below Certificate” is equivalent to “Engine Operator Grade 2 Certificate”

「150 匹或以下牌照」相等於「輪機操作員二級證明書」。

• “Over 150 Horsepower Certificate” is equivalent to “Engine Operator Grade 1 Certificate”

「150 匹以上牌照」相等於「輪機操作員一級證明書」。

The 2016 Manpower Survey of the Maritime Services Industry
海事服務業二零一六年人力調查

Survey of Crew Members in Local Vessel Sector
本地船舶業船員調查

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 Engine Operator 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。
606	Fitter 機器打磨匠	Assists Engine Operator or Assistance Engine Operator to repair and maintain pumps and machinery. 協助輪機長或助理輪機長維修和保養水泵及機械。

CONFIDENTIAL 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 2016 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY
QUESTIONNAIRE (FORM 4) - SURVEY OF EMPLOYEES IN SHORE BASED PERSONNEL SECTOR

海事服務業二零一六年人力調查
調查表(表四) - 岸上工作人員調查

(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 1	Survey Code 2 3 4 1 1	Industry Code 4 5 6 7 8 9 1 1 1 1 1 1 1 1 1 1	Establishment No. 10 11 12 13 14 15 1 1 1 1 1 1 1 1 1 1	Enumerator's No. 16 17 1 1 1 1 1 1 1 1 1 1	Editor's No. 18 19 1 1 1 1 1 1 1 1 1 1	Check Digit 20 21 22 1 1 1 1 1 1 1 1 1 1	No. of Employees Covered by the Questionnaire 23 24 25 26 27 1 1 1 1 1 1 1 1 1 1
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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 2016 Manpower Survey Report. 99
如 貴公司欲收到二零一六年人力調查報告，請於方格內加上 (✓) 號

Questionnaire - Shore Based Personnel Sector
調查表 - 岸上

Part I: Employees in Shore Based Personnel Sector 第一部份：岸上工作人員

Rec. Type	(1) Shore Based Position Related to Maritime Services 岸上與海事服務業有關的職位 (See Appendix C4) (參閱附錄 C4)	(2) No. of Employees in this Position as at 15.8.2016 在2016年8月15日出任該職位的僱員人數		(3) Projected No. of Employees to be Employed for this Position 預計未來該職位需備用人數		(4) Average Age of Employees 僱員平均年齡 (see Column 8) (見 8 欄)	(5) No. of Employees with Ex-seafaring Experience in this Position at Present 現在出任該職位而具備海上工作經驗的僱員人數	(6) No. of Vacancies in this Position as at 15.8.2016 在2016年8月15日該職位的空缺數目	(7) No. of Employees Left in the Past 12 Months by Whereabouts 過去十二個月內離職僱員人數 (按去向分類)				(8) Please Use the Following Codes for Column (4). 請按下列編號，填入 (4) 欄內。 Code 編號 Average Age Range 平均年齡 1 40 or below 40歲或以下 2 41 - 50 41歲至 50歲 3 51 - 60 51歲至 60歲 4 61 - 65 61歲至 65歲 5 66 or above 66歲或以上
		No. of Hong Kong Employees 本地僱員	No. of Non-Hong Kong Employees 非本地僱員	2017	2018				Taking up/starting maritime services related jobs 繼續於海事服務業任職/創業	Taking up/starting non-maritime services related jobs 於其他行業任職/創業	Emigration, retirement or further studies 移民、退休或進修	Others (Please Specify) 其他 (請註明)	
	For official use only 此欄毋須填寫 →	8 - 10	11 - 14	15 - 18	19 - 22	23 - 26	27	28 - 30	31 - 34	35 - 36	37 - 38	39 - 40	41 - 42
2	Administration, Management & Human Resource 行政、管理及人力資源												
2	Business and Trade 商業及貿易	702											
2	Operations 營運	703											
2	Technical and Consultancy 技術及顧問	704											
2	Marine Law and Insurance 海事法律及保險	705											
2	Training and Education 培訓及教育	706											
2	Account and Finance 會計及財務	707											
2	Safety and Risk Management 安全及風險管理	708											
2	Others (Please Specify) 其他 (請註明)	709											
2	Others (Please Specify) 其他 (請註明)	710											

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

The 2016 Manpower Survey of the Maritime Services Industry
海事服務業二零一六年人力調查

Survey of Employees in Shore Based Personnel Sector
岸上工作人員調查

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 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海上工作經驗僱員的需求。
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 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 2016**.
是次調查以二零一六年八月十五日的資料為準。

Part I

第一部份

Employees in Shore Based Personnel Sector

岸上工作人員

- (1) Shore Based Position Related to Maritime Services
岸上與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 15.8.2016

Please respectively enter the number of **Hong Kong**¹ and **non-Hong Kong**² employees for each position of your company as at 15.8.2016 in Column (2).

在 2016 年 8 月 15 日出任該職位的僱員人數

請於第(2)欄內分別填寫貴機構在 2016 年 8 月 15 日出任各職位的**本港**¹及**非本港**²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 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 **2017** and **2018** 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**二零一七年**及**二零一八年**時擬僱用出任各職位的人數。

- (4) Average Age of Employees
僱員平均年齡

Please provide the average age of employees in Column (4).

請於第(4)欄內填寫受僱於貴機構的僱員平均年齡。

- (5) No. of Employees with Ex-seafaring Experience in this Position at Present
現在出任該職位而具備海上工作經驗的僱員人數

Please provide the number of employees who are certified officers or ex-certified officers, for each position in Column (5).

請於第(5)欄內填寫現在於貴機構出任各職位並已具備海上工作經驗的僱員人數。

(6) No. of Vacancies in this Position
as at 15.8.2016
在 2016 年 8 月 15 日該職位的
空缺數目

Please enter the number of vacancies for each
position as at 15.8.2016 in Column (6).
請於第（6）欄內填寫在 2016 年 8 月 15
日各職位的空缺數目。

(7) No. of Employees Left in the Past
12 Months by Whereabouts
過去十二個月內離職僱員人數
（按去向分類）

Please enter the number of employees left your
company in the past 12 months by whereabouts
in Column (7).
請於第（7）欄內，按去向填寫過去十二
個月內離職的本港船員人數。

The 2016 Manpower Survey of the Maritime Services Industry
海事服務業二零一六年人力調查

Survey of Employees in Shore Based Personnel Sector
岸上工作人員調查

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. General Manager/Director, Marine Controller, Cruise/Yacht Manager/Officer, Ship Registration Manager/Officer, Fleet Manager/Officer, Human Resource Manager/Officer, Management Trainee 海事／航運行政及管理、船員招聘 例如：總經理／董事、海事監督、郵輪／遊樂船經理／主任、船舶註冊經理／主任、航線經理／主任、船員部經理／主任、見習生
702	Business and Trade 商業及貿易	Commercial, Sales & Purchases, Customer Service, Marketing, Pricing Activities eg. Commercial Manager/Officer, Freight Manager/Officer, Customer Service Manager/Officer, Shipbroker, Chartering/Sale & Purchase Manager/Officer 商務、銷售買賣、顧客服務、市場拓展、定價業務 例如：商務經理／主任、貨運經理／主任、顧客服務經理／主任、船務經紀、租賃／銷售部經理／主任

Job Code 職稱編號	Job Category 職位種類	Job Description 工作說明
703	Operations 營運	<p>Distribution, Delivery, Logistics Operations, Warehouse, Depot, Terminal, Pier Operations, Stevedoring, Ship Onboard Services</p> <p>eg. Ship Agent, Shipping Manager/Officer, Boarding Officer, Port Captain, Port Agent, Distribution Manager, Traffic Manager, Warehouse Manager, Depot Manager, Terminal Officer, Stevedore, Tallyman, Forklift Truck Operator, Crane Operator, Ship Planner, Operational Superintendent, Cargo Flow Operator, Vessel Operator, Management Trainee</p> <p>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</p> <p>例如：船舶代理、船務經理／主任、登船主任、駐岸船長、港口代理、分發經理、調度經理、倉庫經理、貨運經理、貨運站運作主任、貨物操作員、理貨員、鏟車操作員、吊機操作員、船舶艙載計劃經理、船務總管、貨物訊息業務員、船舶營運員、見習生</p>
704	Technical and Consultancy 技術及顧問	<p>Technical Support, Repair & Maintenance, Routing, Planning, Marine-Cargo Surveying, Ship Surveying</p> <p>eg. Line Manager, Ship's Technical Manager, Engineering Manager, Marine-Cargo Surveyor, Licensed Pilot, Marine Consultant/Officer, Surveyor of Ship, Hull Surveyor, Marine Electronics Technician, Shipyard/Ship Repairer, Technical Superintendent, Electrical Superintendent, Management Trainee</p> <p>技術支援、維修、航線、計劃、海運貨物測量、船舶檢驗</p> <p>例如：航班經理、船舶技術經理、機械工程經理、海運貨物測量師、領港員、海事顧問／主任、驗船主任、船舶檢驗師、海事電子技術員、船塢／船隻維修員、機務總管、電氣總管、見習生</p>

Job Code 職稱編號	Job Category 職位種類	Job Description 工作說明
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, Insurance Manager/Officer, Claims Manager/Officer, Arbitrator, Average Adjuster, Underwriter 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／主任、理賠經理／主任、仲裁員、海損理算師、核保人
706	Training and Education 培訓及教育	Maritime Services Related Education and Training eg. Professor (Maritime Studies), Lecturer (Maritime Studies), Trainer (Seafarer), Placement Officer 海事服務訓練及教育 例如: 教授(海事科技)、講師(海事科技)、導師(海員)、就業輔導主任
707	Account and Finance 會計及財務	Maritime Related Accountancy, Audit, Ship Finance eg. Ship Finance Manager/Officer, Ship Accounting Manager/Auditor/Officer 與海事有關會計、審計及財務 例如: 船舶融資經理／主任、會計經理／審計師／主任
708	Safety and Risk Management 安全及風險管理	Safety & Quality Control/Certification eg. Safety Superintendent/Officer, Safety & Quality Manager/Officer, ISM Auditor, Shipping Safety Officer 安全、質素認證 例如: 安全總監／主任、安全和品質體系主管／主任、國際安全管理稽核員、船舶安全主任

CONFIDENTIAL 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 2016 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY
QUESTIONNAIRE (SUPPLEMENTARY FORM) - SURVEY OF CREW MEMBERS AT YACHT CLUBS

海事服務業二零一六年人力調查
調查表(補充調查表) - 遊艇會船員調查

(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	3 1 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 2016 Manpower Survey Report. 99
如 貴公司欲收到二零一六年人力調查報告，請於方格內加上 (✓) 號

Questionnaire - Local Vessel Sector (Supplementary Form for Yacht Clubs)

調查表 – 本地船舶業 (遊艇會專用補充調查表)

Part I: Vessels 第一部份：船舶

(1)	(2)			
No. of Vessels Managed 管理船舶數目	Tug Boats 拖船	Motor Launches 機動載客船	Pleasure Vessels 遊樂船	Others 其他
(i) No. of Vessels as at 15.8.2016 在 2016年8月15日的船舶數目	_ _ _ _ 8	_ _ _ _ 11	_ _ _ _ 14	_ _ _ _ 17
(ii) Forecasted No. of Vessels in 2017 預測至二零一七年的船舶數目	_ _ _ _ 20	_ _ _ _ 23	_ _ _ _ 26	_ _ _ _ 29
(iii) Forecasted No. of Vessels in 2018 預測至二零一八年的船舶數目	_ _ _ _ 32	_ _ _ _ 35	_ _ _ _ 38	_ _ _ _ 41
For official use only 此欄毋須填寫				
				_ _ _ _ 44

Questionnaire - Local Vessel Sector (Supplementary Form for Yacht Clubs)
調查表 - 本地船舶業 (遊艇會專用補充調查表)

Part II: Crew Members 第二部份：船員

Rec. Type	(1)		(2)	(3)	(4)	(5)		(6)	(7)				(8)
	Position on Board 船上職位 (See Appendix C5) (參閱附錄 C5)	Job Title / Code 職稱 / 編號				Projected No. of Hong Kong Crew Members to be Employed/Managed 預計未來受僱/管理的 本港船員 人數	2017		2018	No. of Vacancies in this Position as at 15.8.2016 在2016年8月15日 該職位的 空缺數目	Taking up/starting own business in maritime services related jobs 繼續於海事服務 業任職/創業	25 - 26	
		For official use only 此欄毋須填寫 → 8 - 10	11 - 13	14	15	16 - 18	19 - 21	22 - 24	25 - 26	27 - 28	29 - 30	31 - 32	
2	Coxswain 船長	601	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
2	Assistant Coxswain 助理船長	602	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
2	Sailor 水手	603	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
2	Engine Operator 輪機長 (大燭)	604	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
2	Others (Please Specify) 其他 (請註明)	609	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
2	Others (Please Specify) 其他 (請註明)	610	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
2	Others (Please Specify) 其他 (請註明)	611	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
2	Others (Please Specify) 其他 (請註明)	612	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	

P.T.O.
「請轉下頁」

Questionnaire - Local Vessel Sector (Supplementary Form for Yacht Clubs)
調查表 - 本地船舶業 (遊艇會專用補充調查表)

Part III : Training Needs for Hong Kong Crew Members 第三部份：本港船員的培訓需求

(1)		(2)										
		No. of Hong Kong Crew Members Holding the Highest Class of Certificates as Listed Below 持有認可最高級別證書的本港船員人數										
Rec. Type	Position on Board 船上職位	Pleasure Vessel Grade 2 Certificate 遊樂船 二級證明書	Pleasure Vessel Grade 1 Certificate 遊樂船 一級證明書	Coxswain Grade 3 Certificate 船長 三級證明書	Coxswain Grade 2 Certificate 船長 二級證明書	Coxswain Grade 1 Certificate 船長 一級證明書	Engine Operator Grade 3 Certificate 輪機操作員 三級證明書	Engine Operator Grade 2 Certificate 輪機操作員 二級證明書	Engine Operator Grade 1 Certificate 輪機操作員 一級證明書	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	33 - 35	36 - 38	39 - 41	42 - 44	45 - 47	48 - 50	51 - 53	54 - 56	57 - 59	60 - 62	63 - 64
	For official use only 此欄毋須填寫 →											
2	Coxswain 船長	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
2	Assistant Coxswain 助理船長	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
2	Sailor 水手	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
2	Engine Operator 輪機長 (大偈)	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
2	Others (Please Specify) 其他 (請註明)	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
2	Others (Please Specify) 其他 (請註明)	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
2	Others (Please Specify) 其他 (請註明)	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
2	Others (Please Specify) 其他 (請註明)	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

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

The 2016 Manpower Survey of the Maritime Services Industry
海事服務業二零一六年人力調查

Survey of Crew Members in Local Vessel Sector (Supplementary Form for Yacht Clubs)
本地船舶業船員調查（遊艇會補充調查表）

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 (Supplementary Form) 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（補充調查表）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 2016**.
是次調查以二零一六年八月十五日的資料為準。

Part I

第一部份

(i) No. of Vessels as at 15.8.2016

在 2016 年 8 月 15 日的
船舶數目

(ii) Forecasted No. of Vessels
& in 2017 and 2018

(iii)

預測至二零一七年及
二零一八年的船舶數目

Vessels

船舶

Please enter the total number of vessels under your ownership or management as at 15.8.2016. 請填寫貴機構在 2016 年 8 月 15 日擁有或管理的船舶總數。

Please enter the forecasted total number of vessels to be under your ownership or management in 2017 and 2018.

請填寫貴機構預測在 二零一七年 及 二零一八年 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 C5** 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 C5** 有關主要職務的工作說明。

(2) No. of Hong Kong Crew Members
Employed/Managed as at 15.8.2016

在 2016 年 8 月 15 日受僱／管理的
本港船員 人數

Please enter the number of Hong Kong¹ crew members employed/managed by your company as at 15.8.2016 in Column (2).

請於第 (2) 欄內填寫在 2016 年 8 月 15 日受僱／管理於貴機構的 本港¹ 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) Average Age of Hong Kong Crew Members
Employed/Managed

受僱／管理的 本港船員 平均年齡

Please provide the average age of Hong Kong crew members employed/managed in Column (3).

請於第 (3) 欄內填寫受僱／管理於貴機構的 本港船員 平均年齡。

(4) Average Monthly Income Range

平均每月收入幅度

Please provide the average monthly income range 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.

請於第(4)欄內填寫受僱於貴機構的本港船員平均每月收入幅度。

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。

(5) Projected No. of **Hong Kong Crew Members** to be Employed/Managed

預計未來受僱／管理的**本港船員**人數

Please respectively enter the projected number of Hong Kong crew members you will employ/manage in **2017** and **2018** in Column (5).

請於第(5)欄內指定位置分別填寫貴機構預計在**二零一七年**及**二零一八年**時擬受僱／管理的本港船員人數。

(6) No. of Vacancies in this Position as at 15.8.2016

在 2016 年 8 月 15 日該職位的空缺數目

Please enter the number of vacancies for each position as at 15.8.2016 in Column (6).

請於第(6)欄內填寫在 2016 年 8 月 15 日各職位的空缺數目。

(7) No. of **Hong Kong Crew Members** Left in the Past 12 Months by Whereabouts

過去十二個月內**本港船員**離職人數（按去向分類）

Please enter the number of Hong Kong crew members left your company in the past 12 months by whereabouts in Column (7).

請於第(7)欄內，按去向填寫過去十二個月內離職的本港船員人數。

Part III
第三部份

Training Needs for Hong Kong Crew Members
本港船員的培訓需求

(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**
Holding the Highest Class of Certificates

持有認可最高級別證書的
本港船員人數

Please enter the number of Hong Kong crew members holding the **highest class of the certificates**².

請填寫持有認可**最高級別證書**²的本港船員人數。

Note 2 : • “60 Tons License” is equivalent to “Coxswain Grade 2 Certificate”

註 2 : 「60 噸營業牌照」相等於「船長二級證明書」。

• “300 Tons License” is equivalent to “Coxswain Grade 1 Certificate”

「300 噸營業牌照」相等於「船長一級證明書」。

• “150 Horsepower or Below Certificate” is equivalent to “Engine Operator Grade 2 Certificate”

「150 匹或以下牌照」相等於「輪機操作員二級證明書」。

• “Over 150 Horsepower Certificate” is equivalent to “Engine Operator Grade 1 Certificate”

「150 匹以上牌照」相等於「輪機操作員一級證明書」。

The 2016 Manpower Survey of the Maritime Services Industry
海事服務業二零一六年人力調查

Survey of Crew Members in Local Vessel Sector (Supplementary Form for Yacht Clubs)
本地船舶業船員調查（遊艇會補充調查表）

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。