

2012 MANPOWER SURVEY REPORT
OF THE
MARITIME SERVICES INDUSTRY

Maritime Services Training Board

Vocational Training Council

2012 Manpower Survey of Maritime Services Industry

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

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PART I : INTRODUCTION

The Training Board

1. The Maritime Services Training Board (MSTB) of the Vocational Training Council (VTC) is set up by the HKSAR Government to be responsible for, among other duties, determining the manpower situation and training needs in the maritime services industry and for making recommendations on measures to enhance the quality of the workforce with a view to bringing about sufficient trained manpower to meet the industry needs. The MSTB comprises members nominated by industry trade associations, industry labour unions, professional bodies, education/training institutions and government departments. The terms of reference of the training board and membership lists of the MSTB and its working parties are in Appendices 1 to 4.

Purpose of the Survey

2. In the second half of 2012, the MSTB conducted a manpower survey on four target sectors in the industry, namely ocean-going, river trade, local vessel and personnel employed in the shore-based marine-related professions.

3. The survey aimed at: (i) collecting the latest manpower data of the maritime services industry; (ii) identifying issues of concern for the industry; (iii) formulating appropriate plan to train new entrants and upgrade the in-service seafarers. The survey findings would provide useful information for different stakeholders including shipping companies' management, training providers, trade associations and labour unions to tackle the identified training needs.

4. Through the survey and its report, it is hoped to sketch a holistic picture of seafarers' careers prospect for promoting the industry among the younger generation. On top of the three sectors usually surveyed, a separate questionnaire is worked out for collecting the data of personnel employed in the shore-based marine industry and posts requiring the seafarers' qualifications and shipboard working experience because this is an integrated part of the demand for seafarers to be analyzed.

Coverage of the Survey and Method of Sampling

5. The scope of the 2012 Survey had covered 4 sectors as follows:

- (i) Ocean-going Sector
- (ii) River Trade Sector
- (iii) Local Vessel Sector
- (iv) Shipping/Maritime Services Related Personnel Working Ashore

6. The survey adopted a mixed approach in deciding the sampling frame, making use of the Hong Kong Standard Industrial Classification (HSIC) and other means. The HSIC Scheme is a three-tier system managed by the Census & Statistics Department (C&SD). The HSIC groups establishments of similar business nature in Hong Kong into specific sectors/branches. Industrial sectors are identified by 3 digits, 4 digits and 6 digits respectively. The details of the classification for each sector in this survey are shown in Appendix 5.

7. For HSIC based sample, a stratified sampling method was adopted. Besides, several of supplementary samples which identified by the MSTB are also included. The sampling plan of the four sectors is shown below. Detailed sampling breakdown by each sector is shown in Appendix 6.

| Branch | Sector/Sub-Sector | Size of Frame | Sample Size |
|---------------|---|----------------------|--------------------|
| Group I. | <u>Ocean-going Vessels</u> | | |
| 1. | Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies (HSIC 5011, 5012) | 249 | 178 |
| 2. | Ship Owners of Sea-going Vessels (HSIC 5013) | 31 | 31 |
| 3. | Operators of Sea-going Vessels (HSIC 5014) | 16 | 16 |
| 4. | Supplementary Samples - Ship Owners and Managers | 23 | 23 |
| | Sub-total | 319 | 248 |
| Group II. | <u>River-trade Vessels</u> | | |
| 5. | Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta (HSIC 5015) | 41 | 41 |
| | Sub-total | 41 | 41 |
| Group III. | <u>Local Vessels</u> | | |
| 6. | Inland Water Transport (HSIC 5021, 5022) | 470 | 194 |
| 7. | Mid-stream Operation (HSIC 522202) | 148 | 87 |
| | Sub-total | 618 | 281 |
| Group IV. | <u>Ashore</u> | | |
| 8. | Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c. (HSIC 522201, 522203, 522299) | 39 | 39 |
| 9. | Shipbrokers (HSIC 522906) | 61 | 61 |
| 10. | Supplementary Samples - Classification Societies; Consultants and Surveyors | 9 | 9 |
| 11. | Supplementary Samples - Marine Equipment; Shipbuilders and Repairers | 14 | 14 |
| 12. | Supplementary Samples - Marine Insurance | 25 | 25 |
| 13. | Supplementary Samples - Maritime Law | 15 | 15 |
| 14. | Supplementary Samples - Ship Finance | 11 | 11 |
| 15. | Supplementary Samples - Ship Registration and Port Authorities | 4 | 4 |
| 16. | Supplementary Samples - Other Services | 53 | 53 |
| | Sub-total | 231 | 231 |
| | Total | 1,209 | 801 |

Data Collection

8. Four sets of survey questionnaires have been designed for the target sectors, namely the Ocean-going (Form 1), River Trade (Form 2), Local Vessels (Form 3) and personnel employed in the shore-based marine industry and posts requiring the seafarers' qualifications and shipboard working experience (Form 4).

9. The questionnaire, consisting of three main parts, started with a cover page to capture basic classification data of the responding establishments, followed by the main content which was structured as follows:

- (i) Part I collected the information on ships/vessels under their management which including the flags, numbers and types of ships/vessels and respective future projection;
- (ii) Part II (Part II & III of Form I) collected the information on seafarers which including number of employment, identification and age of the seafarers, current number of vacancies of each position on-board and respective projection of employment for 2014 & 2016 etc.;
- (iii) Part III (Part IV of Form I) gathered the training preferences and requirements.

10. The survey questionnaire is in the Annex of the Report.

11. The field work of this survey was conducted with the assistance of the C&SD. Two weeks before the survey started, a full set survey documents which included cover letter, questionnaire and explanatory notes had been sent to the selected sampling establishments in respective sector of the industry. Staff members (interviewers) of the C&SD visited the surveyed establishments by prior appointment. They assisted the completion of the questionnaires and collected the completed questionnaires. The completed questionnaire were checked and verified. The data were then processed by the C&SD and submitted to the MSTB for review and endorsement.

Response

12. The analysis of responses is shown below.

| Sector/Sub-Sector | Sample Size | Effective Response ¹ | Refusal | All Others* | All |
|--------------------------------------|-------------|---------------------------------|-----------|-------------|------------|
| Group I. Ocean-going Vessels | 248 | 123 | 15 | 113 | 251 |
| Group II. River-trade Vessels | 41 | 27 | 0 | 15 | 42 |
| Group III. Local Vessels | 281 | 140 | 1 | 141 | 282 |
| Group IV. Shore-Based Establishments | 231 | 157 | 4 | 70 | 231 |
| Total | 801 | 447 | 20 | 339 | 806 |

¹ Effective response included those "Response" and "Partial Response"

Note for *: The following are classified as “All Others”:

- Duplication
- Merged with Other Establishment
- Closed
- Moved, Address Cannot be Located /Untraceable
- Not Engaged in Specific Trade
- No Technical Manpower
- Not Yet Start Operation
- Registered Office /Corresponding Address
- Temporary Ceased
- Non-contact

13. Despite 27 out of 41 establishments in the river-trade sector had responded to the survey, it was found that incomplete data were collected from Hong Kong/Macau ferry operators and therefore inappropriate for disclosing partial picture of them and also insufficient for analysis. The Training Board decides not to publish findings of this sector.

PART II : SEAFARERS

Part 2.1: Summary of Survey Findings of Seafarers

Nature of Business

14. Out of the 248 establishments in Branches 1 to 4, 66 establishments were found to have ocean-going vessels owned or operated by them.

15. Not all of the 66 establishments directly employed seafarers in Hong Kong. 13 establishments were found to engage seafarers in Hong Kong. The other establishments might engage seafarers elsewhere.

16. These 13 establishments had responded and which satisfied the following conditions: Firstly, they had vessels owned and/or operated by them AND secondly, they had seafarers under their payroll. There are establishments which satisfied the first condition but not the second condition and they were not counted in the statistics.

Table OG 1: Surveyed Establishments which Employed Seafarers in Hong Kong

| No. of Establishments | No. of Ships |
|-----------------------|--------------|
| 13 | 164 |

Number of Seafarers Employed on Ocean-going Vessels under Hong Kong Ownership and/or Management

17. 3,444 seafarers were employed in Hong Kong by the 13 establishments, the breakdown by officers and ratings are in the following tables.

Table OG 2: No. of Officers Employed on Board of the Surveyed Establishments

| Position on Board | Hong Kong ² | Non-Hong Kong ³ | Total |
|-----------------------------------|------------------------|----------------------------|--------------|
| Master | 2 | 140 | 142 |
| Chief Engineer | 5 | 137 | 142 |
| Chief Officer | 0 | 142 | 142 |
| 2nd Engineer | 2 | 141 | 143 |
| 2nd Officer | 0 | 142 | 142 |
| 3rd Engineer | 0 | 142 | 142 |
| 3rd Officer | 0 | 209 | 209 |
| 4th Engineer | 3 | 168 | 171 |
| Junior Engineer/Training Engineer | 0 | 20 | 20 |
| Deck Cadet | 0 | 133 | 133 |
| Engineer Cadet | 0 | 113 | 113 |
| Electro-technical Officer | 0 | 39 | 39 |
| Refrigeration Engineer | 0 | 2 | 2 |
| Others | 0 | 1 | 1 |
| Total | 12 | 1,529 | 1,541 |

Table OG 3: No. of Ratings Employed on Board of the Surveyed Establishments

| Position on Board | Hong Kong ² | Non-Hong Kong ³ | Total |
|---------------------------|------------------------|----------------------------|--------------|
| Chief Petty Officer/Bosun | 0 | 141 | 141 |
| Pumpman | 0 | 10 | 10 |
| Fitter | 0 | 70 | 70 |
| Sailor | 0 | 740 | 740 |
| Motorman | 0 | 354 | 354 |
| Rating (General Purpose) | 0 | 85 | 85 |
| Steward | 0 | 324 | 324 |
| Cook | 0 | 163 | 163 |
| Laundry man | 0 | 3 | 3 |
| Others | 0 | 13 | 13 |
| Total | 0 | 1,903 | 1,903 |

² “*Hong Kong Officers or Ratings*” refer to positions held by Hong Kong permanent residents.

³ “*Non-Hong Kong Officers or Ratings*” refer to positions held by non-Hong Kong permanent residents.

Table OG 4: Number and Percentage of Deck Officers and Engineering Officers of the Surveyed Establishments

| | Number | Percentage |
|----------------------|--------------|----------------|
| Deck Officers | 769 | 49.90% |
| Engineering Officers | 772 | 50.10% |
| Total | 1,541 | 100.00% |

Number of Current Vacancies⁴ in the Positions and Reasons Behind

18. The number of vacancies within the 13 establishments which employed seafarers in Hong Kong were found.

Vacancies for Officers and Ratings at the Time of Survey

Table OG 5: No. of Vacancies in the Position for Officers of the Surveyed Establishments

| Position on Board | No. Employed | No. of Vacancies | % share in Total Vacancies | % share in Total Employment |
|---------------------------|--------------|------------------|----------------------------|-----------------------------|
| Master | 142 | 2 | 3.23% | 0.12% |
| Chief Engineer | 142 | 2 | 3.23% | 0.12% |
| Chief Officer | 142 | 2 | 3.23% | 0.12% |
| 2nd Engineer | 143 | 2 | 3.23% | 0.12% |
| 2nd Officer | 142 | 0 | 0.00% | 0.00% |
| 3rd Engineer | 142 | 0 | 0.00% | 0.00% |
| 3rd Officer | 209 | 0 | 0.00% | 0.00% |
| 4th Engineer | 171 | 0 | 0.00% | 0.00% |
| Junior/Training Engineer | 20 | 54 | 87.10% | 3.37% |
| Deck Cadet | 133 | 0 | 0.00% | 0.00% |
| Engineer Cadet | 113 | 0 | 0.00% | 0.00% |
| Electro-technical Officer | 39 | 0 | 0.00% | 0.00% |
| Refrigeration Engineer | 2 | 0 | 0.00% | 0.00% |
| Others | 1 | 0 | 0.00% | 0.00% |
| Total | 1,541 | 62 | 100.00% | 3.87% |

⁴ “*Vacancies*” refers to unfilled, immediately available job openings for which the establishment is actively trying to recruit at the time of survey.

Table OG 6: No. of Vacancies in the Position for Ratings of the Surveyed Establishments

| Position on Board | No. of Vacancies | % share in Total Vacancies | % share in Total Employment |
|-----------------------------|------------------|----------------------------|-----------------------------|
| Chief Petty Officer / Bosun | 0 | NA | NA |
| Pumpman | 0 | NA | NA |
| Fitter | 0 | NA | NA |
| Sailor | 0 | NA | NA |
| Motorman | 0 | NA | NA |
| Rating (General Purpose) | 0 | NA | NA |
| Steward | 0 | NA | NA |
| Cook | 0 | NA | NA |
| Laundry man | 0 | NA | NA |
| Others | 0 | NA | NA |
| Total | 0 | NA | NA |

Reasons for Vacancy

19. The reasons for the vacancies within the 13 establishments which employed seafarers in Hong Kong were given for a proportion of the vacancies:

Table OG 7: Reasons for Vacancy in the Position for Officers of the Surveyed Establishments

| Position on Board | Reason(s) | | | Total |
|---------------------------|--------------|------------------------|----------|-----------|
| | No Applicant | No Qualified Applicant | Others | |
| Master | 0 | 2 | 0 | 2 |
| Chief Engineer | 0 | 2 | 0 | 2 |
| Chief Officer | 0 | 2 | 0 | 2 |
| 2 nd Engineer | 0 | 2 | 0 | 2 |
| 2 nd Officer | 0 | 0 | 0 | 0 |
| 3 rd Engineer | 0 | 0 | 0 | 0 |
| 3 rd Officer | 0 | 0 | 0 | 0 |
| 4 th Engineer | 0 | 0 | 0 | 0 |
| Junior/Training Engineer | 3 | 0 | 0 | 3 |
| Deck Cadet | 0 | 0 | 0 | 0 |
| Engineer Cadet | 0 | 0 | 0 | 0 |
| Electro-technical Officer | 0 | 0 | 0 | 0 |
| Refrigeration Engineer | 0 | 0 | 0 | 0 |
| Others | 0 | 0 | 0 | 0 |
| Total | 3 | 8 | 0 | 11 |

Table OG 8: Reasons for Vacancy in the Position for Ratings
of the Surveyed Establishments

| Position on Board | Reason(s) | | | Total |
|-----------------------------|--------------|------------------------|----------|----------|
| | No Applicant | No Qualified Applicant | Others | |
| Chief Petty Officer / Bosun | 0 | 0 | 0 | 0 |
| Pumpman | 0 | 0 | 0 | 0 |
| Fitter | 0 | 0 | 0 | 0 |
| Sailor | 0 | 0 | 0 | 0 |
| Motorman | 0 | 0 | 0 | 0 |
| Rating (General Purpose) | 0 | 0 | 0 | 0 |
| Steward | 0 | 0 | 0 | 0 |
| Cook | 0 | 0 | 0 | 0 |
| Laundry man | 0 | 0 | 0 | 0 |
| Others | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 |

Manpower Demand Forecast

20. The 13 establishments which employed seafarers in Hong Kong had projected their manpower for 2014 and 2016:

Table OG 9: Projected No. of Officers to be Employed on Board in
2014 and 2016
of the Surveyed Establishments

| | 2012 | | | 2014 | | | 2016 | | |
|---------------------------|-----------|--------------|--------------|-----------|--------------|--------------|-----------|--------------|--------------|
| | HK. | Non-HK | Total | HK. | Non-HK. | Total | HK. | Non-HK. | Total |
| Master | 2 | 140 | 142 | 2 | 152 | 154 | 4 | 158 | 162 |
| Chief Engineer | 5 | 137 | 142 | 5 | 149 | 154 | 7 | 155 | 162 |
| Chief Officer | 0 | 142 | 142 | 0 | 154 | 154 | 0 | 162 | 162 |
| 2nd Engineer | 2 | 141 | 143 | 2 | 153 | 155 | 4 | 159 | 163 |
| 2nd Officer | 0 | 142 | 142 | 0 | 154 | 154 | 0 | 162 | 162 |
| 3rd Engineer | 0 | 142 | 142 | 0 | 154 | 154 | 0 | 162 | 162 |
| 3rd Officer | 0 | 209 | 209 | 0 | 221 | 221 | 0 | 229 | 229 |
| 4th Engineer | 3 | 168 | 171 | 3 | 180 | 183 | 3 | 188 | 191 |
| Junior/Training Engineer | 0 | 20 | 20 | 0 | 80 | 80 | 0 | 80 | 80 |
| Deck Cadet | 0 | 133 | 133 | 0 | 147 | 147 | 0 | 155 | 155 |
| Engineer Cadet | 0 | 113 | 113 | 0 | 126 | 126 | 0 | 134 | 134 |
| Electro-technical Officer | 0 | 39 | 39 | 0 | 41 | 41 | 0 | 43 | 43 |
| Refrigeration Engineer | 0 | 2 | 2 | 0 | 2 | 2 | 0 | 2 | 2 |
| Others | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 12 | 1,529 | 1,541 | 12 | 1,713 | 1,725 | 18 | 1,789 | 1,807 |

Table OG 10: Projected No. of Ratings to be Employed on Board in
2014 and 2016
of the Surveyed Establishments

| | 2012 | | | 2014 | | | 2016 | | |
|-----------------------------|----------|--------------|--------------|----------|--------------|--------------|----------|--------------|--------------|
| | HK. | Non-HK. | Total | HK. | Non-HK. | Total | HK. | Non-HK. | Total |
| Chief Petty Officer / Bosun | 0 | 141 | 141 | 0 | 151 | 151 | 0 | 161 | 161 |
| Pumpman | 0 | 10 | 10 | 0 | 12 | 12 | 0 | 12 | 12 |
| Fitter | 0 | 70 | 70 | 0 | 92 | 92 | 0 | 106 | 106 |
| Sailor | 0 | 740 | 740 | 0 | 808 | 808 | 0 | 850 | 850 |
| Motorman | 0 | 354 | 354 | 0 | 380 | 380 | 0 | 396 | 396 |
| Rating (General Purpose) | 0 | 85 | 85 | 0 | 85 | 85 | 0 | 85 | 85 |
| Steward | 0 | 324 | 324 | 0 | 326 | 326 | 0 | 328 | 328 |
| Cook | 0 | 163 | 163 | 0 | 175 | 175 | 0 | 185 | 185 |
| Laundry man | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 | 3 |
| Others | 0 | 13 | 13 | 0 | 23 | 23 | 0 | 29 | 29 |
| Total | 0 | 1,903 | 1,903 | 0 | 2,055 | 2,055 | 0 | 2,155 | 2,155 |

Upgrading Training Requirements for Hong Kong Officers

21. The 13 establishments which employed seafarers in Hong Kong had responded to upgrading training requirements for their Hong Kong officers:

Table OG 11: Upgrading Training Requirements for
Hong Kong Officers
of the Surveyed Establishments

| Type of Training | No. of Officers |
|---|-----------------|
| Electronic Navigation System | 6 |
| Electronic Chart Display Information System | 6 |
| Radar Navigation, Plotting and Use of ARPA | 6 |
| Radar Navigation – Management Level or Radar Simulator | 6 |
| GMDSS General Operator Certificate | 6 |
| Proficiency in Medical Care | 6 |
| Elementary First Aid and Proficiency in Medical First Aid | 12 |
| Fire Prevention, Fire-fighting & Advanced Fire-fighting (Combine) | 12 |
| Personal Survival Techniques | 12 |
| Competence in Survival Craft & Rescue Boats | 12 |

| Type of Training | No. of Officers |
|---|-----------------|
| Tanker Familiarization | 12 |
| Bridge Resources Management | 0 |
| Dangerous Goods | 0 |
| - LPG Tanker Safety | 12 |
| - Petroleum Tanker Safety | 0 |
| - Chemical Tanker Safety | 0 |
| Preparatory Course for Sea-going Class 3 (Deck Officer) Examination | 6 |
| Preparatory Course for Sea-going Class 2 & 1 (Deck Officer) Examination | 3 |
| Preparatory Course for Sea-going Class 3 (Engineer) Examination | 0 |
| Preparatory Course for Sea-going Class 2 & 1 (Engineer) Examination | 6 |
| Others | 0 |

Remark on the Findings

22. In consideration that only 13 effective samples were obtained, the data thus obtained is non-representative of the whole sector and the Training Board decided to base its analysis on information from government source (Part 2.2). The presentation of the findings in this Part of the Report is purely for record purpose.

Part 2.2: Supplementary Statistics of Seafarers

23. Hong Kong people employed as seafarers are required under Cap 478 Merchant Shipping (Seafarers) Ordinance to register with the Marine Department and therefore the registry maintained by the Marine Department is the most authoritative source of information. Selected statistics are published for the interest of the general public, more statistics are shown in Appendix 8.

Table SS 1: Number of Current Seafarers – Officers Grade in 2012

| | Navigation | Engineering | Total |
|----------|------------|-------------|--------------|
| Officers | 477 | 294 | 771 |

Table SS 2: Number of Current Seafarers – Ratings in 2012

| | Deck | Engine Room | General Purpose | Catering | Total |
|---------|------|-------------|-----------------|----------|--------------|
| Ratings | 339 | 31 | 355 | 7 | 732 |

Table SS 3: Number of Current Seafarers – Officers and Ratings in 2012

| | Sea-going Ships | Coastal-going Ships | | Total |
|--------------|-------------------|---------------------|--------------------|--------------|
| | Part I Registered | Part I Registered | Part II Registered | |
| Officers | 152 | 114 | 505 | 771 |
| Ratings | 19 | 299 | 414 | 732 |
| Total | 171 | 413 | 919 | 1,503 |

Table SS 4: Posts Filled on Coastal-going (River Trade) Ships on 31-12-2012

| | |
|-------------------------|--------------|
| Navigation | |
| Cadet | 11 |
| Navigation Officer | 84 |
| Chief Officer | 143 |
| Master | 138 |
| Sub-total | 376 |
| Engineering | |
| Cadet | 1 |
| Assistant Engineer | 96 |
| Engineer Officer | - |
| Chief Engineer | 146 |
| Sub-total | 243 |
| Deck | |
| Sailor | 291 |
| Senior Sailor (G.P.) | 48 |
| Deck Trainee | - |
| Sub-total | 339 |
| Engine Room | |
| Fitter | 25 |
| Engine Room Trainee | - |
| Sub-total | 25 |
| Catering | |
| Cabin Attendant | 277 |
| Senior Cabin Attendant | 54 |
| Cabin Attendant Trainee | 5 |
| Service Ambassador | 13 |
| Sub-total | 349 |
| Total | 1,332 |

Table SS 5: Age Distribution of Part I & II Registered Seafarers on 31-12-2012

| | 20 & below | 21-25 | 26-30 | 31-35 | 36-40 | 41-45 | 46-50 | 51-55 | 56-60 | 61 & above | |
|---------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|--------------|
| Navigating Officer | 9 | 103 | 129 | 59 | 38 | 16 | 44 | 60 | 130 | 252 | 840 |
| Engineering Officer | 1 | 58 | 70 | 61 | 36 | 31 | 48 | 98 | 184 | 807 | 1,394 |
| Rating | 31 | 228 | 456 | 381 | 254 | 238 | 270 | 270 | 261 | 889 | 3,278 |
| Total | 41 | 389 | 655 | 501 | 328 | 285 | 362 | 428 | 575 | 1,948 | 5,512 |

Table SS 6: Age Distribution of Part I & II Registered Seafarers on 31-12-2012 by Percentage

| Age in 2012 | 20 & below | 21-25 | 26-30 | 31-35 | 36-40 | 41-45 | 46-50 | 51-55 | 56-60 | 61 & above |
|---------------------|--------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|---------------|---------------|
| Navigating Officer | 1.07% | 12.26% | 15.36% | 7.02% | 4.52% | 1.90% | 5.24% | 7.14% | 15.48% | 30.00% |
| Engineering Officer | 0.07% | 4.16% | 5.02% | 4.38% | 2.58% | 2.22% | 3.44% | 7.03% | 13.20% | 57.89% |
| Rating | 0.95% | 6.96% | 13.91% | 11.62% | 7.75% | 7.26% | 8.24% | 8.24% | 7.96% | 27.12% |
| Total | 0.74% | 7.06 % | 11.88% | 9.09 % | 5.95% | 5.17% | 6.57% | 7.76% | 10.43% | 35.34% |

Part 2.3: Training Requirement Analysis of Seafarers

24. Full background and methods to find out the training requirements are described in Appendix 9. Due to limitation of the data available from the survey and from other sources, it is not feasible to carry out the kind of analysis that used to be undertaken by those training boards of the Vocational Training Council (VTC) for various industrial sectors. Ideally, annual training requirement is worked out.

25. Instead, the analysis will focus on what is the most essential training requirement and to decide this, reference is made to a criterion adopted by VTC's training boards, that is the study of training requirement should be the study of training requirement of Hong Kong people. For the ocean-going sector, employers can choose from employing Hong Kong seafarers as well as non-Hong Kong seafarers, therefore this sector does not satisfy the criterion. For river-trade sector, only Hong Kong seafarers involved and therefore the river-trade sector is selected for the study.

26. The study picks seafarers age group 51-60 because this is the age group who are retiring latest in 10 years and new entrants are required imminently to replace them. The age distribution of seafarers on river-trade can be found from the following tables. In the absence of better data, the age distribution is borrowed for the analysis and the age distribution of seafarers aged 51-60 in 2012 was used to calculate the number of seafarers in respective positions and the result is as follows:

Table OG 12: Extrapolated Age Distribution of Posts Filled on Coastal-going (River Trade) Ships on 31-12-2012

| | Positions | Age in 2012 51-60 | Positions at Age 51-60 |
|----------------------|-----------|----------------------|---------------------------|
| Navigation Officers | 365 | 22.62% | 83 |
| Engineering Officers | 242 | 20.23% | 49 |
| Deck Ratings | 339 | 16.20% | 55 |
| Total | | | 187 |

27. 187 is assumed to be the number of new entrants required to replace those currently in position but retiring in 10 years. The number is illustrative of the manpower situation but does not indicate when should the new entrants be recruited and trained.

28. Readers should be reminded that this is a static and not dynamic analysis; seafarers have been attracted by other sectors such as the pleasure craft and result in extra loss of manpower. The Hong Kong/Macau ferry operators are facing the problem that sailings had to be cancelled due to insufficient number of seafarers to man the sailings. However, neither the findings of this survey nor information from other sources could assist a systematic study of the problem and therefore the problem is a known problem but not explicitly expressed in this report.

PART III : SHIPPING/MARITIME SERVICES RELATED PERSONNEL WORKING ASHORE

Part 3.1: Summary of Survey Findings of Shipping/Maritime Services Related Personnel Working Ashore

Number of Employees and Vacancy in Various Positions

29. The survey had covered shore-based establishments in the shipping/maritime services and the information on employees in all positions were found. Those positions requiring seagoing qualifications and experience were also identified. The people with seagoing qualifications and experience but working ashore are known as ex-seafarers.

Table ES 1: Number of Employees Working Ashore with or without Seafaring Experience

| Job Code & Job Title | No. of Employees | No. of Vacancies | No. of Employees & Vacancies | Employees with Ex-seafaring Experience | Percentage against the Same Job Level | Vacancies with Ex-seafaring Experience | Employees with Ex-seafaring Experience incl. vacancies |
|--|------------------|------------------|------------------------------|--|---------------------------------------|--|--|
| 101 Managing Director | 291 | 0 | 291 | 48 | 16.49% | 0 | 48 |
| 102 Marketing Manager | 202 | 0 | 202 | 5 | 2.48% | 0 | 5 |
| 103 Freight Manager | 159 | 0 | 159 | 5 | 3.14% | 0 | 5 |
| 104 Distribution Manager | 44 | 0 | 44 | 6 | 13.64% | 0 | 6 |
| 105 Warehouse Manager | 110 | 1 | 111 | 24 | 21.82% | 0 | 24 |
| 106 Fleet Manager | 291 | 0 | 291 | 64 | 21.99% | 0 | 64 |
| 107 Stevedore Manager | 51 | 0 | 51 | 4 | 7.84% | 0 | 4 |
| 108 Technical Manager | 518 | 67 | 585 | 46 | 8.88% | 6 | 52 |
| 109 Agency Manager | 91 | 0 | 91 | 25 | 27.47% | 0 | 25 |
| 110 Ship Sales & Purchase Manager | 236 | 0 | 236 | 18 | 7.63% | 0 | 18 |
| 111 P& I / Insurance Manager | 149 | 2 | 151 | 10 | 6.71% | 0 | 10 |
| 112 Marine-Cargo Surveyor | 5 | 0 | 5 | 3 | 60.00% | 0 | 3 |
| 113 Risk Manager | 13 | 0 | 13 | 1 | 7.69% | 0 | 1 |
| 114 Editor | 3 | 0 | 3 | 0 | 0.00% | 0 | 0 |
| 115 Ship Finance Manager | 41 | 0 | 41 | 0 | 0.00% | 0 | 0 |
| 116 Safety / Quality Manager / Auditor | 48 | 1 | 49 | 15 | 31.25% | 0 | 15 |
| 117 Crew Manager | 42 | 0 | 42 | 12 | 28.57% | 0 | 12 |
| 118 Professor | 54 | 0 | 54 | 45 | 83.33% | 0 | 45 |
| 119 Lawyer | 135 | 0 | 135 | 0 | 0.00% | 0 | 0 |
| 120 Market Research Manager | 8 | 2 | 10 | 3 | 37.50% | 1 | 4 |
| 121 Ship Accountant/Auditor | 33 | 0 | 33 | 0 | 0.00% | 0 | 0 |
| 122 Ship Surveyor | 143 | 6 | 149 | 50 | 34.97% | 2 | 52 |
| 123 Ship Registration Manager | 4 | 0 | 4 | 0 | 0.00% | 0 | 0 |

| Job Code & Job Title | No. of Employees | No. of Vacancies | No. of Employees & Vacancies | Employees with Ex-seafaring Experience | Percentage against the Same Job Level | Vacancies with Ex-seafaring Experience | Employees with Ex-seafaring Experience incl. vacancies |
|---|------------------|------------------|------------------------------|--|---------------------------------------|--|--|
| 124 Local Vessels Manager | 40 | 2 | 42 | 5 | 12.50% | 0 | 5 |
| 125 Leisure Craft Manager | 11 | 0 | 11 | 6 | 54.55% | 0 | 6 |
| 126 Port Manager | 428 | 28 | 456 | 210 | 49.07% | 14 | 224 |
| 801 Executive Officer | 78 | 0 | 78 | 0 | 0.00% | 0 | 0 |
| 802 Sales Representatives | 529 | 0 | 529 | 0 | 0.00% | 0 | 0 |
| 803 Customer Service Representatives | 1,056 | 2 | 1,058 | 0 | 0.00% | 0 | 0 |
| 804 Distribution Officer | 384 | 1 | 385 | 3 | 0.78% | 0 | 3 |
| 805 Pier Attendant | 1,881 | 79 | 1,960 | 15 | 0.80% | 1 | 16 |
| 806 Fleet Officer | 479 | 2 | 481 | 22 | 4.59% | 0 | 22 |
| 807 Stevedore | 2,044 | 109 | 2,153 | 0 | 0.00% | 0 | 0 |
| 808 Technician | 781 | 8 | 789 | 25 | 3.20% | 0 | 25 |
| 809 Boarding Officer | 195 | 1 | 196 | 12 | 6.15% | 0 | 12 |
| 810 Ship Sales & Purchase Representatives | 127 | 1 | 128 | 0 | 0.00% | 0 | 0 |
| 811 P& I/Insurance Officer | 171 | 1 | 172 | 2 | 1.17% | 0 | 2 |
| 812 Marine-Cargo Assistant | 0 | 0 | 0 | 0 | 0.00% | 0 | 0 |
| 813 Risk Executive | 1 | 0 | 1 | 0 | 0.00% | 0 | 0 |
| 814 Reporter | 0 | 0 | 0 | 0 | 0.00% | 0 | 0 |
| 815 Ship Finance Representatives | 8 | 0 | 8 | 0 | 0.00% | 0 | 0 |
| 816 Safety / Quality Assistant | 23 | 1 | 24 | 3 | 13.04% | 0 | 3 |
| 817 Crew Assistant | 61 | 0 | 61 | 3 | 4.92% | 0 | 3 |
| 818 Trainer | 6 | 0 | 6 | 2 | 33.33% | 0 | 2 |
| 819 Legal Assistant | 22 | 0 | 22 | 0 | 0.00% | 0 | 0 |
| 820 Market Research Assistant | 10 | 0 | 10 | 0 | 0.00% | 0 | 0 |
| 821 Ship Account Assistant | 1 | 0 | 1 | 0 | 0.00% | 0 | 0 |
| 822 Ship Survey Assistant | 3 | 0 | 3 | 0 | 0.00% | 0 | 0 |
| 823 Ship Registration Assistant | 0 | 0 | 0 | 0 | 0.00% | 0 | 0 |
| 824 Local Vessels Assistant | 126 | 31 | 157 | 5 | 3.97% | 1 | 6 |
| 825 Leisure Craft Assistant | 52 | 1 | 53 | 0 | 0.00% | 0 | 0 |
| 826 Port Management Assistant | 19 | 0 | 19 | 0 | 0.00% | 0 | 0 |
| Total | 11,207 | 346 | 11,553 | 697 | 6.22% | 25 | 722 |

**Table ES 2: Summary of Number of Employees Working Ashore
with or without Seafaring Experience**

| Job Code & Job Title | No. of Employees | No. of Vacancies | No. of Employees & Vacancies | Employees with Ex-seafaring Experience | Percentage against the Same Job Level | Vacancies with Ex-seafaring Experience | Employees with Ex-seafaring Experience incl. vacancies |
|---|------------------|------------------|------------------------------|--|---------------------------------------|--|--|
| 100 series jobs (Those at Professional, Managerial & Executive Positions) | 3,150 | 109 | 3,259 | 605 | 19.21% | 23 | 628 |
| 800 series jobs (Those at Assistant or Non-Executive Positions) | 8,057 | 237 | 8,294 | 92 | 1.14% | 2 | 94 |
| Total | 11,207 | 346 | 11,553 | 697 | 6.22% | 25 | 722 |

Table ES 3: Projection of Employees Working Ashore with or without Seafaring Experience

| Job Code & Job Title | No. of Employees in 2012 | Projected No. of Employees in | | | |
|--|--------------------------|-------------------------------|---------|------|---------|
| | | 2014 | | 2016 | |
| | | No. | (in %)* | No. | (in %)* |
| 101 Managing Director | 291 | 291 | - | 291 | - |
| 102 Marketing Manager | 202 | 202 | - | 202 | - |
| 103 Freight Manager | 159 | 157 | -1.26% | 157 | -1.26% |
| 104 Distribution Manager | 44 | 44 | - | 44 | - |
| 105 Warehouse Manager | 110 | 113 | 2.73% | 106 | -3.64% |
| 106 Fleet Manager | 291 | 290 | -0.34% | 291 | - |
| 107 Stevedore Manager | 51 | 51 | - | 51 | - |
| 108 Technical Manager | 518 | 594 | 14.67% | 594 | 14.67% |
| 109 Agency Manager | 91 | 91 | - | 93 | 2.20% |
| 110 Ship Sales & Purchase Manager | 236 | 237 | 0.42% | 238 | 0.85% |
| 111 P& I / Insurance Manager | 149 | 151 | 1.34% | 153 | 2.68% |
| 112 Marine-Cargo Surveyor | 5 | 5 | - | 5 | - |
| 113 Risk Manager | 13 | 13 | - | 13 | - |
| 114 Editor | 3 | 3 | - | 3 | - |
| 115 Ship Finance Manager | 41 | 37 | -9.76% | 37 | -9.76% |
| 116 Safety / Quality Manager / Auditor | 48 | 49 | 2.08% | 49 | 2.08% |
| 117 Crew Manager | 42 | 42 | - | 43 | 2.38% |
| 118 Professor | 54 | 54 | - | 54 | - |
| 119 Lawyer | 135 | 137 | 1.48% | 139 | 2.96% |
| 120 Market Research Manager | 8 | 10 | 25.00% | 10 | 25.00% |
| 121 Ship Accountant/Auditor | 33 | 33 | - | 33 | - |
| 122 Ship Surveyor | 143 | 150 | 4.90% | 150 | 4.90% |
| 123 Ship Registration Manager | 4 | 4 | - | 4 | - |
| 124 Local Vessels Manager | 40 | 42 | 5.00% | 42 | 5.00% |
| 125 Leisure Craft Manager | 11 | 11 | - | 11 | - |
| 126 Port Manager | 428 | 457 | 6.78% | 457 | 6.78% |

| Job Code & Job Title | No. of Employees in 2012 | Projected No. of Employees in | | | |
|---|--------------------------|-------------------------------|--------------|---------------|--------------|
| | | 2014 | | 2016 | |
| | | No. | (in %)* | No. | (in %)* |
| 801 Executive Officer | 78 | 78 | - | 78 | - |
| 802 Sales Representatives | 529 | 529 | - | 529 | - |
| 803 Customer Service Representatives | 1,056 | 1,052 | -0.38% | 1,052 | -0.38% |
| 804 Distribution Officer | 384 | 384 | - | 384 | - |
| 805 Pier Attendant | 1,881 | 2,020 | 7.39% | 2,020 | 7.39% |
| 806 Fleet Officer | 479 | 482 | 0.63% | 483 | 0.84% |
| 807 Stevedore | 2,044 | 2,216 | 8.41% | 2,216 | 8.41% |
| 808 Technician | 781 | 787 | 0.77% | 789 | 1.02% |
| 809 Boarding Officer | 195 | 197 | 1.03% | 199 | 2.05% |
| 810 Ship Sales & Purchase Representatives | 127 | 128 | 0.79% | 128 | 0.79% |
| 811 P& I / Insurance Officer | 171 | 177 | 3.51% | 179 | 4.68% |
| 812 Marine-Cargo Assistant | 0 | 0 | - | 0 | - |
| 813 Risk Executive | 1 | 1 | - | 1 | - |
| 814 Reporter | 0 | 0 | - | 0 | - |
| 815 Ship Finance Representatives | 8 | 8 | - | 8 | - |
| 816 Safety / Quality Assistant | 23 | 24 | 4.35% | 24 | 4.35% |
| 817 Crew Assistant | 61 | 64 | 4.92% | 64 | 4.92% |
| 818 Trainer | 6 | 6 | - | 6 | - |
| 819 Legal Assistant | 22 | 24 | 9.09% | 24 | 9.09% |
| 820 Market Research Assistant | 10 | 10 | - | 10 | - |
| 821 Ship Account Assistant | 1 | 1 | - | 1 | - |
| 822 Ship Survey Assistant | 3 | 3 | - | 3 | - |
| 823 Ship Registration Assistant | 0 | 0 | - | 0 | - |
| 824 Local Vessels Assistant | 126 | 157 | 24.60% | 157 | 24.60% |
| 825 Leisure Craft Assistant | 52 | 53 | 1.92% | 53 | 1.92% |
| 826 Port Management Assistant | 19 | 19 | - | 19 | - |
| Total | 11,207 | 11,688 | 4.29% | 11,697 | 4.37% |

*Note for *: Percentage of changes compared with 2012 figures*

Table ES 4: Age Distribution of Employees Working Ashore
with Seafaring Experience (ex-seafarers)

| Job Code & Job Title | Age in 2012 | | | | Overall |
|---|-------------|----------|----------|-------------|------------|
| | 30 or below | 31 to 50 | 51 to 55 | 56 or above | |
| 101 Managing Director | 0 | 12 | 12 | 24 | 48 |
| 102 Marketing Manager | 0 | 2 | 1 | 2 | 5 |
| 103 Freight Manager | 0 | 0 | 0 | 5 | 5 |
| 104 Distribution Manager | 0 | 0 | 2 | 4 | 6 |
| 105 Warehouse Manager | 0 | 0 | 0 | 24 | 24 |
| 106 Fleet Manager | 2 | 23 | 0 | 39 | 64 |
| 107 Stevedore Manager | 0 | 0 | 0 | 4 | 4 |
| 108 Technical Manager | 0 | 27 | 7 | 18 | 52 |
| 109 Agency Manager | 0 | 5 | 8 | 12 | 25 |
| 110 Ship Sales & Purchase Manager | 2 | 2 | 4 | 10 | 18 |
| 111 P& I / Insurance Manager | 0 | 1 | 6 | 3 | 10 |
| 112 Marine-Cargo Surveyor | 0 | 1 | 2 | 0 | 3 |
| 113 Risk Manager | 0 | 1 | 0 | 0 | 1 |
| 114 Editor | 0 | 0 | 0 | 0 | 0 |
| 115 Ship Finance Manager | 0 | 0 | 0 | 0 | 0 |
| 116 Safety / Quality Manager / Auditor | 0 | 10 | 3 | 2 | 15 |
| 117 Crew Manager | 0 | 0 | 1 | 11 | 12 |
| 118 Professor | 3 | 13 | 17 | 12 | 45 |
| 119 Lawyer | 0 | 0 | 0 | 0 | 0 |
| 120 Market Research Manager | 0 | 0 | 1 | 3 | 4 |
| 121 Ship Accountant/Auditor | 0 | 0 | 0 | 0 | 0 |
| 122 Ship Surveyor | 0 | 19 | 19 | 15 | 52 |
| 123 Ship Registration Manager | 0 | 0 | 0 | 0 | 0 |
| 124 Local Vessels Manager | 0 | 3 | 0 | 2 | 5 |
| 125 Leisure Craft Manager | 0 | 0 | 6 | 0 | 6 |
| 126 Port Manager | 0 | 55 | 86 | 82 | 224 |
| 801 Executive Officer | 0 | 0 | 0 | 0 | 0 |
| 802 Sales Representatives | 0 | 0 | 0 | 0 | 0 |
| 803 Customer Service Representatives | 0 | 0 | 0 | 0 | 0 |
| 804 Distribution Officer | 0 | 1 | 2 | 0 | 3 |
| 805 Pier Attendant | 0 | 0 | 0 | 16 | 16 |
| 806 Fleet Officer | 0 | 1 | 0 | 21 | 22 |
| 807 Stevedore | 0 | 0 | 0 | 0 | 0 |
| 808 Technician | 0 | 14 | 8 | 3 | 25 |
| 809 Boarding Officer | 0 | 5 | 2 | 5 | 12 |
| 810 Ship Sales & Purchase Representatives | 0 | 0 | 0 | 0 | 0 |
| 811 P& I / Insurance Officer | 0 | 0 | 2 | 0 | 2 |
| 812 Marine-Cargo Assistant | 0 | 0 | 0 | 0 | 0 |
| 813 Risk Executive | 0 | 0 | 0 | 0 | 0 |
| 814 Reporter | 0 | 0 | 0 | 0 | 0 |
| 815 Ship Finance Representatives | 0 | 0 | 0 | 0 | 0 |
| 816 Safety / Quality Assistant | 0 | 2 | 1 | 0 | 3 |
| 817 Crew Assistant | 2 | 0 | 0 | 1 | 3 |
| 818 Trainer | 0 | 0 | 0 | 2 | 2 |
| 819 Legal Assistant | 0 | 0 | 0 | 0 | 0 |

| Job Code & Job Title | Age in 2012 | | | | Overall |
|---------------------------------|-------------|------------|------------|-------------|------------|
| | 30 or below | 31 to 50 | 51 to 55 | 56 or above | |
| 820 Market Research Assistant | 0 | 0 | 0 | 0 | 0 |
| 821 Ship Account Assistant | 0 | 0 | 0 | 0 | 0 |
| 822 Ship Survey Assistant | 0 | 0 | 0 | 0 | 0 |
| 823 Ship Registration Assistant | 0 | 0 | 0 | 0 | 0 |
| 824 Local Vessels Assistant | 0 | 1 | 5 | 0 | 6 |
| 825 Leisure Craft Assistant | 0 | 0 | 0 | 0 | 0 |
| 826 Port Management Assistant | 0 | 0 | 0 | 0 | 0 |
| Total | 9 | 198 | 195 | 320 | 722 |

Table ES 5: Summary of Number of Employees Working Ashore with Seafaring Experience (ex-seafarers)

| Job Code & Job Title | Age in 2012 | | | | Overall |
|---|-------------|------------|------------|-------------|------------|
| | 30 or below | 31 to 50 | 51 to 55 | 56 or above | |
| 100 series jobs (Those at Professional, Managerial & Executive Positions) | 7 | 174 | 175 | 272 | 628 |
| 800 series jobs (Those at Assistant or Non-Executive Positions) | 2 | 24 | 20 | 48 | 94 |
| Total | 9 | 198 | 195 | 320 | 722 |
| Percentage of age group (%) | 1.25% | 27.42% | 27.01% | 44.32% | 100.00% |

Table ES 6: Number and Percentage of Ex-Seafarers Deck Officers and Engineering Officers at Professional, Managerial and Executive Positions

| | Number | Percentage |
|-----------------------------------|------------|----------------|
| Ex-seafarers Deck Officers | 405 | 64.49% |
| Ex-seafarers Engineering Officers | 223 | 35.51% |
| Total | 628 | 100.00% |

Vacancies of Shipping/Maritime Services Related Personnel Working Ashore

30. Some respondents were eager to disclose the reasons for the existing vacancies.

Table ES 7: Reasons for Vacancy of Professional/Managerial Level Employees of the Survey of Shipping/Maritime Services Related Personnel Working Ashore

| Job Code & Job Title | No Applicant | No Qualified Applicant | No/ Insufficient Professional Training | Recruitment in Progress | Overall |
|--------------------------------------|--------------|------------------------|--|-------------------------|-----------|
| 101 Managing Director | 0 | 0 | 0 | 0 | 0 |
| 102 Marketing Manager | 0 | 0 | 0 | 0 | 0 |
| 103 Freight Manager | 0 | 0 | 0 | 0 | 0 |
| 104 Distribution Manager | 0 | 0 | 0 | 0 | 0 |
| 105 Warehouse Manager | 1 | 1 | 0 | 0 | 2 |
| 106 Fleet Manager | 0 | 0 | 0 | 0 | 0 |
| 107 Stevedore Manager | 0 | 0 | 0 | 0 | 0 |
| 108 Technical Manager | 4 | 4 | 0 | 0 | 8 |
| 109 Agency Manager | 0 | 0 | 0 | 0 | 0 |
| 110 Ship Sales & Purchase Manager | 0 | 0 | 0 | 0 | 0 |
| 111 P& I/Insurance Manager | 0 | 1 | 1 | 0 | 2 |
| 112 Marine-Cargo Surveyor | 0 | 0 | 0 | 0 | 0 |
| 113 Risk Manager | 0 | 0 | 0 | 0 | 0 |
| 114 Editor | 0 | 0 | 0 | 0 | 0 |
| 115 Ship Finance Manager | 0 | 0 | 0 | 0 | 0 |
| 116 Safety / Quality Manager/Auditor | 0 | 0 | 0 | 1 | 1 |
| 117 Crew Manager | 0 | 0 | 0 | 0 | 0 |
| 118 Professor | 0 | 0 | 0 | 0 | 0 |
| 119 Lawyer | 0 | 0 | 0 | 0 | 0 |
| 120 Market Research Manager | 1 | 0 | 0 | 0 | 1 |
| 121 Ship Accountant/Auditor | 0 | 0 | 0 | 0 | 0 |
| 122 Ship Surveyor | 0 | 2 | 0 | 1 | 3 |
| 123 Ship Registration Manager | 0 | 0 | 0 | 0 | 0 |
| 124 Local Vessels Manager | 0 | 0 | 0 | 1 | 1 |
| 125 Leisure Craft Manager | 0 | 0 | 0 | 0 | 0 |
| 126 Port Manager | 0 | 1 | 0 | 1 | 2 |
| Total | 6 | 9 | 1 | 4 | 20 |

Table ES 8: Reasons for Vacancy of
Non-Professional/Non-Managerial Level Employees of the Survey of
Shipping/Maritime Services Related Personnel Working Ashore

| Job Code & Job Title | No Applicant | No Qualified Applicant | No/ Insufficient Professional Training | Unattractive Salary/ Career Prospect | Other | Overall |
|--|-----------------|------------------------------|---|---|----------|-----------|
| 801 Executive Officer | 0 | 0 | 0 | 0 | 0 | 0 |
| 802 Sales Representatives | 0 | 0 | 0 | 0 | 0 | 0 |
| 803 Customer Service Representatives | 0 | 1 | 0 | 0 | 0 | 1 |
| 804 Distribution Officer | 0 | 0 | 1 | 1 | 0 | 2 |
| 805 Pier Attendant | 4 | 4 | 0 | 2 | 0 | 10 |
| 806 Fleet Officer | 1 | 2 | 0 | 0 | 0 | 3 |
| 807 Stevedore | 2 | 1 | 0 | 4 | 1 | 8 |
| 808 Technician | 2 | 3 | 0 | 1 | 0 | 6 |
| 809 Boarding Officer | 0 | 1 | 0 | 0 | 0 | 1 |
| 810 Ship Sales & Purchase Representatives | 1 | 1 | 0 | 0 | 0 | 2 |
| 811 P& I / Insurance Officer | 0 | 1 | 0 | 0 | 0 | 1 |
| 812 Marine-Cargo Assistant | 0 | 0 | 0 | 0 | 0 | 0 |
| 813 Risk Executive | 0 | 0 | 0 | 0 | 0 | 0 |
| 814 Reporter | 0 | 0 | 0 | 0 | 0 | 0 |
| 815 Ship Finance Representatives | 0 | 0 | 0 | 0 | 0 | 0 |
| 816 Safety / Quality Assistant | 0 | 1 | 0 | 0 | 0 | 1 |
| 817 Crew Assistant | 0 | 0 | 0 | 0 | 0 | 0 |
| 818 Trainer | 0 | 0 | 0 | 0 | 0 | 0 |
| 819 Legal Assistant | 0 | 0 | 0 | 0 | 0 | 0 |
| 820 Market Research Assistant | 0 | 0 | 0 | 0 | 0 | 0 |
| 821 Ship Account Assistant | 0 | 0 | 0 | 0 | 0 | 0 |
| 822 Ship Survey Assistant | 0 | 0 | 0 | 0 | 0 | 0 |
| 823 Ship Registration Assistant | 0 | 0 | 0 | 0 | 0 | 0 |
| 824 Local Vessels Assistant | 0 | 0 | 0 | 0 | 2 | 1 |
| 825 Leisure Craft Assistant | 0 | 0 | 0 | 1 | 0 | 1 |
| 826 Port Management Assistant | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 10 | 15 | 1 | 9 | 2 | 37 |

Part 3.2 : Training Requirement Analysis of Ex-Seafarers

31. A number of people are engaged in shore-based jobs and they possess seafarer qualifications at officer grade and they are known as ex-seafarers for the purpose of the analysis.

32. For the jobs surveyed, employers could choose to employ local people with the required qualifications or to engage expatriates. The analysis takes information in Part 3.1 and it is assumed that all positions are held by Hong Kong people and the positions remain there when people retire and such positions are to be filled.

33. The analysis picks ex-seafarers age group 51 and above because this is the age group who are retiring latest in 10 years and new entrants are required imminently to replace them. The finding is as follows:

Table ES 9: Ex-Seafarers Deck Officers and Engineering Officers at Professional, Managerial and Executive Positions At Age 51 and Above

| | Positions at Age 51 and above in 2012 |
|-----------------------------|---------------------------------------|
| Ex-deck/navigation Officers | 301 |
| Ex-engineering Officers | 146 |
| Total | 447 |

34. 447 is assumed to be equivalent to the number of new entrants required to replace ex-seafarers retiring immediately or imminently. The number is illustrative of the manpower situation and does not indicate when should the new entrants be recruited and trained.

PART IV : LOCAL VESSELS CREW

Part 4.1: Summary of Survey Findings of Local Vessels Crew

35. The number of effective samples of the local vessel sector was 140. It was assumed that these establishments were typical of the local vessel sector and the survey findings were extrapolated and representative of a wider scope of the sector. Nevertheless, caution must be exercised in the interpretation of the data obtained from the survey.

Numbers and Types of Local Vessels

36. The information on local vessels owned and/or operated by the surveyed establishments in this sector at the time of survey were found, as follows:

Table LV 1: Numbers and Types of Local Vessels of Surveyed Establishments

| Type of Vessels | No. of Vessels in 2012 | Forecast No. of Vessels in | |
|-------------------|---------------------------|-------------------------------|------------|
| | | 2014 | 2016 |
| Ferries | 83 | 85 | 85 |
| Tug Boats | 80 | 80 | 80 |
| Motor Launches | 181 | 181 | 181 |
| Motor Cargo Boats | 29 | 29 | 27 |
| Lighter/Barges | 200 | 197 | 195 |
| Bunker Vessels | 54 | 51 | 51 |
| Pleasure Vessels | 56 | 56 | 56 |
| Others | 148 | 149 | 150 |
| Total | 831 | 828 | 825 |

37. Since the survey did not cover the scope of the pleasure craft, those pleasure vessels found were assumed to be owned or operated by the surveyed establishments but being a relatively minor proportion of the whole pleasure craft population.

Number of Crew Members Employed on Local Vessels

38. The information on crew members employed on local vessels by the surveyed establishments were found, as follows:

Table LV 2: No. of Crew Members Employed on Local Vessels of the Surveyed Establishments

| Position on Board | No. Employed |
|---------------------------|--------------|
| Coxswain | 1,206 |
| Assistant Coxswain | 409 |
| Sailor | 1,846 |
| Engine Operator | 671 |
| Assistant Engine Operator | 506 |
| Others | 47 |
| Total | 4,685 |

Age Distribution of Crew Members Employed on Local Vessels

39. The age distribution of crew members employed on local vessels by the surveyed establishments was found. Not all establishments have responded to the survey and the findings shows only the age distribution of crew members employed on local vessels of the surveyed establishments.

Table LV 3: Age Distribution of Crew Members Employed on Local Vessels of the Surveyed Establishments

| Position on Board | Age 30 or below | | Age 31 to 50 | | Age 51 to 55 | | Age 56 or above | | Total |
|---------------------------|-----------------|---------------|--------------|---------------|--------------|---------------|-----------------|---------------|--------------|
| | no. | % | no. | % | no. | % | no. | % | |
| Coxswain | 0 | 0.00% | 485 | 46.80% | 322 | 31.10% | 230 | 22.20% | 1,037 |
| Assistant Coxswain | 2 | 1.00% | 96 | 48.70% | 75 | 38.10% | 24 | 12.20% | 197 |
| Sailor | 375 | 21.20% | 888 | 50.20% | 304 | 17.20% | 201 | 11.40% | 1,768 |
| Engine Operator | 0 | 0.00% | 238 | 41.60% | 195 | 34.10% | 139 | 24.30% | 572 |
| Assistant Engine Operator | 103 | 20.40% | 237 | 46.80% | 125 | 24.70% | 41 | 8.10% | 506 |
| Others | 6 | 12.80% | 26 | 55.30% | 8 | 17.00% | 7 | 14.90% | 47 |
| Total | 486 | 11.80% | 1,970 | 47.70% | 1,029 | 24.90% | 642 | 15.60% | 4,127 |

Remarks: Percentage represent % share among the same position

Vacancies on Local Vessels at the Time of Survey and Reasons Behind

40. “Vacancies” refers to unfilled and immediately available job openings for which the establishment is actively trying to recruit at the time of survey.

Vacancies on Local Vessels at the Time of Survey

41. The numbers of vacancies on local vessels were found in the surveyed establishments at the time of survey.

Table LV 4: Vacancies on Local Vessels of the Surveyed Establishments

| Position on Board | No. of Crew Members Employed | No. of Vacancies | % of No. of Vacancies in Total | % of No. of Vacancies in Total Employment |
|---------------------------|------------------------------|------------------|--------------------------------|---|
| Coxswain | 1,206 | 41 | 32.28% | 0.88% |
| Assistant Coxswain | 409 | 29 | 22.83% | 0.62% |
| Sailor | 1,846 | 36 | 28.35% | 0.77% |
| Engine Operator | 671 | 6 | 4.72% | 0.13% |
| Assistant Engine Operator | 506 | 8 | 6.30% | 0.17% |
| Others | 47 | 7 | 5.51% | 0.15% |
| Total | 4,685 | 127 | 100.00% | 2.71% |

Reasons for Vacancies on Local Vessels at the Time of Survey

42. The reasons for vacancies on local vessels identified at the time of survey were grouped in 3 categories.

Table LV 5: Reasons for Vacancies on Local Vessels of the Surveyed Establishments

| Position on Board | Reason(s) | | | Total |
|---------------------------|--------------|------------------------|----------|-----------|
| | No Applicant | No Qualified Applicant | Others | |
| Coxswain | 1 | 4 | 2 | 7 |
| Assistant Coxswain | 2 | 2 | 1 | 5 |
| Sailor | 6 | 2 | 2 | 10 |
| Engine Operator | 0 | 2 | 1 | 3 |
| Assistant Engine Operator | 2 | 2 | 0 | 4 |
| Others | 0 | 1 | 2 | 3 |
| Total | 11 | 13 | 8 | 32 |

Manpower Demand Forecast

43. The surveyed establishments had projected the numbers of crew members to be employed on their local vessels in 2014 and 2016:

Table LV 6: Projected Numbers of Crew Members to be Employed on Local Vessels in 2014 and 2016 of the Surveyed Establishments

| Position on Board | 2012 | | 2014 | | 2016 | |
|---------------------------|--------------|--------------|---------------|--------------|---------------|--------------|
| | No. | No. | % | No. | % | No. |
| Coxswain | 1,206 | 1,248 | 3.48% | 1,248 | 3.48% | 1,248 |
| Assistant Coxswain | 409 | 435 | 6.36% | 437 | 6.85% | 437 |
| Sailor | 1,846 | 1,773 | -3.95% | 1,779 | -3.63% | 1,779 |
| Engine Operator | 671 | 666 | -0.75% | 666 | -0.75% | 666 |
| Assistant Engine Operator | 506 | 474 | -6.32% | 479 | -5.34% | 479 |
| Others | 47 | 54 | 14.89% | 54 | 14.89% | 54 |
| Total | 4,685 | 4,650 | -0.75% | 4,663 | -0.47% | 4,663 |

Remarks: Percentage represent % share among the same position

Training for Crew Members Employed on Local Vessels

44. The surveyed establishments had responded to training necessary for crew members employed on their local vessels.

Table LV 7: Training for Crew Members Employed on Local Vessels of Surveyed Establishments

| Type of Training | No. |
|---|-----|
| Preparatory Course for Examination Leading to Local Coxswain, Grade 3, Certificate of Competency | 111 |
| Preparatory Course for Examination Leading to Local Coxswain, Grade 2, Certificate of Competency | 268 |
| Preparatory Course for Examination Leading to Local Engine Operator, Grade 3, Certificate of Competency | 92 |
| Preparatory Course for Examination Leading to Local Engine Operator, Grade 2, Certificate of Competency | 175 |
| Elementary First Aid and Proficiency in Medical First Aid (Combined) | 442 |
| Fire-fighting (Local Craft) | 451 |
| Personal Survival Techniques (Local Craft) | 490 |
| Basic Radar Operator | 215 |
| Basic Safety Training for Local Vessels' Crews | 326 |
| Basic Handling of Dangerous Goods (Local Vessel) | 130 |
| Oil Carrier Safety (Local Waters) | 255 |
| Shipboard Crane Operator Safety Training | 130 |
| Others | 106 |

Part 4.2: Analysis of Survey Findings of Local Vessels Crew

45. The survey findings have been reviewed and commented by the Working Party on Training of Local Vessels Crew. Having studied the data in details, the Working Party concluded that the survey findings represent a fair picture of manpower situation in the local vessel sector at the time of the survey. However, a sequence of events had happened after the survey, notably the ferry collision off Lamma Island on 1 October 2012. Such events changed rapidly the scene of manpower demand and training requirements in the local vessel sector.

Aging and Serious Loss of Manpower

46. The local vessel sector has been facing serious manpower shortage and succession problems, as reflected in the survey findings.

Aging Distribution of Crew Members Employed on Local Vessels

47. According to the survey findings, 15.56% of crew members employed on local vessels were in the age range of 56 or above in 2012. In reality, some crew members of this age group might have reached the retirement age of 60 already. They are due or overdue to be replaced. The aging problem of crew members in higher ranks is even more serious with 20.58% of coxswains and 16.70% of engine operators were aged 56 or above in 2012.

Table LV 8: Age Distribution of Crew Members Employed on Local Vessels by Percentage of Surveyed Establishments

| Position on Board | Age 30 or below | Age 31 to 50 | Age 51 to 55 | Age 56 or above |
|-------------------|-----------------|---------------|---------------|-----------------|
| Coxswain | 0.16% | 47.08% | 32.17% | 20.58% |
| Engine Operator | 9.55% | 44.06% | 29.68% | 16.70% |
| Sailor | 21.21% | 50.23% | 17.19% | 11.37% |
| Total | 11.76% | 47.65% | 25.02% | 15.56% |

Remarks: Percentage represent % share among the same position

48. The extrapolated age distribution of crew members employed on local vessels in terms of number is shown below. It is found that 744 of them were aged 56 or above in 2012. The imminent or immediate replacement of 332 coxswains, 197 engine operators and 215 sailors indicate the gravity of the problem. Details are in Appendix 7.

Table LV 9: Extrapolated Age Distribution of Crew Members
Employed on Local Vessels of Surveyed Establishments

| Position on Board | Age 30 or below | Age 31 to 50 | Age 51 to 55 | Age 56 or above | Total |
|-------------------|-----------------|--------------|--------------|-----------------|--------------|
| Coxswain | 3 | 760 | 520 | 332 | 1,615 |
| Engine Operator | 112 | 519 | 349 | 197 | 1,177 |
| Sailor | 402 | 951 | 325 | 215 | 1,893 |
| Total | 517 | 2,230 | 1,194 | 744 | 4,685 |

49. The aging problem is also serious in the next age group. It is found that 1,194 crew members were in the age group of 51 to 55 in 2012. It is therefore assumed that they will retire in 5 to 9 years counting from 2012. If this number is evenly distributed in the next 5 years, that means 239 of them will retire each year or it represents the wastage rate of 5.1% annually.

Excessive Loss of Crew Members Against New Demand for Crew Members

50. The upward adjustment of minimum wage and the better prospects in other industries had attracted employees to leave the local vessel sector and exerted additional pressure on its manpower shortage, which is caused by natural wastage.

51. It is foreseen that the short and long-term infrastructure projects, such as the construction of the Hong Kong-Zhuhai-Macau bridge, would need more local vessels and hence more crew members to support the offshore works and delivery of workers and building materials within Hong Kong waters.

52. The Working Party noted that employers had predicted in 2012 the contraction of manpower in 2014 and 2016. The Working Party opined that because of the serious aging problem of their crew members, and it was pessimistic to get the replacement of their retiring employees; some of the employers might have to resort to undesirable solutions such as cutting down their operations to cope with the actual manpower. This might influence their decision on the projection.

Post-Lamma Accident Era

53. Following the Lamma accident, measures had been taken or would be taken to improve the safety at sea within Hong Kong waters; hence, the manning of harbour ferries and other local vessels would be affected. One implication is to increase the number of crew members on local vessels so as to satisfy the statutory requirements newly enacted or would be enacted.

54. An example is the more strictly controlled working hours of crew members employed on local vessels and because of this, additional manpower will be required to work in the shorter shifts. Operators of local vessels had estimated the additional manpower but it is not included in the analysis because of the consultations and negotiations that are taking place and it is difficult to pinpoint any kind of estimation.

Part 4.3: Training Requirement Analysis of Local Vessels Crew

Training Requirements for Crew Members Employed on Local Vessels

55. Assuming an employee retires at the age of 60 and assuming that for each employee retiring, a person should be trained to replace the retiring employee. The analysis of minimum training requirement should therefore include the number of people retiring and the number of people to be trained to replace retiring employees. In addition, training requirements related to the potential growth of manpower and those related to additional wastage envisaged are worked out as the overall training requirement.

Immediate/Imminent Training Requirement

56. The survey findings reveal the numbers of employees in different ranks and in different age groups. For employees aged 56 or above, they are assumed to retire immediately or latest 4 years from now and this is the age group that replacement is most urgently needed.

57. For the age group of 56 or above, 744 persons are required to fill vacancies emerging from the retiring crew members. For coxswains and engine operators in particular, it takes time to train up personnel qualified and competent for the positions. This number serves as a symbol of problems that the local vessel sector will encounter. Theoretically, a one-off exercise should be staged to recruit and train such number of people, so that there would not be any vacuum left behind the retirement of serving crew members.

Table LV 10: Summary of Number of People to be Recruited for Replacing Crew Members Aged 56 or Above and to Retire Immediately or Imminently

| Position on Board | Age 56 or above |
|-------------------|-----------------|
| Coxswains | 332 |
| Engine operators | 197 |
| Sailors | 215 |
| Total | 744 |

58. At present, it is urgent to maintain sufficient manpower for the local vessel sector, not to mention coping with growth and additional loss of manpower. It takes five years to equip a person with the qualifications and working experience necessary to become a qualified and competent coxswain. Shorter duration is required for engine operators but the process is not easier at all. In short, a person should be trained latest five years from now to fill a vacancy.

59. Even though the public is becoming more aware of the problems encountered by the local vessel sector, it is a fact that such problems cannot be easily solved due to the intense competition between industries for manpower and the lack of extra resources, qualified trainers and youngsters to join the industry, etc. The report serves as a source of information for the practitioners and other stakeholders to confront the problems.

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

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

**VOCATIONAL TRAINING COUNCIL
Maritime Services Training Board
(2012-2013 and 2013-2014)**

Chairman

Mr Arthur BOWRING nominated by the Hong Kong Shipowners Association Ltd.

Members

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

Capt CHEUNG Sai-teng
(to 31 March 2013) nominated by the High Speed Craft Consultative Committee

Capt WONG Kam-fai, Ben
(from 1 April 2013)

Capt CHEUNG Wing-tak nominated by the Merchant Navy Officers' Guild - Hong Kong

Ms CHING Ngan-lai
(to 31 March 2013) nominated by the Harbour Transportation Workers General Union

Mr FAN Keung
(from 1 April 2013)

Capt LAM Pui-hung, Tommy nominated by the Hong Kong Shipowners Association Ltd.
(deceased 14 January 2013)

Mrs LUK FUNG Yim-to
(from 1 September 2013)

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

Mr NG Kin-man nominated by a ferry company

Mr NG Siu Yuen, Nelson nominated by the Hong Kong and Kowloon Motor Boats and Tug Boats Association Ltd.

Dr WONG Hon-shu nominated by The Hong Kong Polytechnic University

Mr TENG Kin-ting, Clinton nominated by the Employers' Federation of Hong Kong
(to 31 March 2013)

Mr WONG Yui-cheong, David
(from 1 April 2013)

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

Mr MOK Hon-wing representing the Commissioner for Labour

Mr WONG Sai-fat representing the Director of Marine

Capt YEUNG Pui-keung, Tony representing the Executive Director of the Vocational Training Council

**VOCATIONAL TRAINING COUNCIL
Maritime Services Training Board
Working Party on 2012 Manpower Survey**

| | |
|----------------------------|---|
| Mr NG Kin-man (Convener) | Shun Tak-China Travel Ship Management Limited |
| Ms CHAN Yuk-lin, Yvette | Hong Kong General Chamber of Commerce |
| Capt CHEUNG Sai-teng | High Speed Ferry Consultative Committee |
| Capt CHEUNG Wing-tak | Merchant Navy Officers' Guild- Hong Kong |
| Capt LI Chi-wai | Hong Kong Seamen's Union |
| Mr WONG Sai-fat | Marine Department |
| Capt YEUNG Pui-keung, Tony | Maritime Services Training Institute |

**VOCATIONAL TRAINING COUNCIL
Maritime Services Training Board
Working Party on Training of Local Vessels Crew**

| | |
|----------------------------|---|
| Capt LI Chi-wai (Convener) | Hong Kong Seamen's Union |
| Mr CHEUNG Kwok-wai, Demen | A ferry operator |
| Mr FAN Keung | Harbour Transportation Workers General Union |
| Mr Paul GUAN | A bunker vessel operator |
| Ms KWOK Yuk-lan | Hong Kong Fishermen Consortium |
| Mr T. H. LEUNG, Johnny | A ferry operator |
| Mr LEUNG Siu-wing | Hong Kong Cargo-Vessel Traders' Association Limited |
| Mr WEN Tsz-kit, Bondy | Hong Kong & Kowloon Motor Boats & Tug Boats Association Limited |
| Mr WONG Sai-fat | Marine Department |
| Capt WU Kai-ping, Billy | Hong Kong Seamen's Union |
| Capt YEUNG Pui-keung, Tony | Maritime Services Training Institute |

Hong Kong Standard Industrial Classification (HSIC) V2.0

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

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

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

Code **Title and Explanatory Note**

Exclude:

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

5012 **Local representative offices of overseas shipping companies**
See Industry Sub-class 501200.

501200 **Local representative offices of overseas shipping companies**

Include:

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

5013 **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).

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.

501301 **Ship owners of sea-going vessels for passenger transport**

Include:

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

501302 **Ship owners of sea-going vessels for freight transport**

Include:

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

5014 **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.

| <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> |

| <u>Code</u> | <u>Title and Explanatory Note</u> |
|---------------|---|
| 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) |
| 502199 | <p>Kaito and non-scheduled inland water passenger transport</p> <p><i>Include:</i></p> <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 | <p>Inland freight water transport</p> <p>See Industry Sub-class 502200.</p> |
| 502200 | <p>Inland freight water transport</p> <p><i>Include:</i></p> <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. <p><i>Exclude:</i></p> <ul style="list-style-type: none"> - barge operators (irrespective of whether being owners) engaged in stevedoring services (such as mid-stream operation) (see 522202) |

2012 Manpower Survey of the Maritime Services Industry

Sampling Coverage & Sampling Plan

| Branch | Industry | Employment Size | Size of Frame | Sample Size |
|--------------------------------|---|--|--------------------------------------|--------------------------------------|
| I. Ocean-going Vessels | | | | |
| 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 | 177 34 15 10 9 3 1 | 106 34 15 10 9 3 1 |
| | | <i>Sub-total</i> | <i>249</i> | <i>178</i> |
| 2. | Ship Owners of Sea-going Vessels (HSIC 5013) | 1-9 10-19 20-49 50-99 100-199 200 & over | 17 3 4 3 2 2 | 17 3 4 3 2 2 |
| | | <i>Sub-total</i> | <i>31</i> | <i>31</i> |
| 3. | Operators of Sea-going Vessels (HSIC 5014) | 1-9 10-19 20-49 50-99 100-199 200 & over | 7 5 3 1 - - | 7 5 3 1 - - |
| | | <i>Sub-total</i> | <i>16</i> | <i>16</i> |
| 4. | Supplementary Samples - Ship Owners and Managers | | 23 | 23 |
| | <i>Sub-total for Sector of Ocean-going Vessels (Branches 1 - 4)</i> | | <i>319</i> | <i>248</i> |
| II. River-trade Vessels | | | | |
| 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 | 16 7 8 3 1 3 3 | 16 7 8 3 1 3 3 |
| | | <i>Sub-total</i> | <i>41</i> | <i>41</i> |
| | <i>Sub-total for Sector of River-trade Vessels (Branch 5)</i> | | <i>41</i> | <i>41</i> |

| Branch | Industry | Employment Size | Size of Frame | Sample Size |
|--|--|------------------------|----------------------|--------------------|
| III. Local Vessels | | | | |
| 6. | Inland Water Transport (HSIC 5021, 5022) | 1-9 | 395 | 119 |
| | | 10-19 | 27 | 27 |
| | | 20-49 | 11 | 11 |
| | | 50-99 | 1 | 1 |
| | | 100-199 | 3 | 3 |
| | | 200 & over | 2 | 2 |
| | | Supplementary | 31 | 31 |
| | | <i>Sub-total</i> | <i>470</i> | <i>194</i> |
| 7. | Mid-stream Operation (HSIC 522202) | 1-9 | 101 | 40 |
| | | 10-19 | 8 | 8 |
| | | 20-49 | 9 | 9 |
| | | 50-99 | 2 | 2 |
| | | 100-199 | 2 | 2 |
| | | 200 & over | 1 | 1 |
| | | Supplementary | 25 | 25 |
| | | <i>Sub-total</i> | <i>148</i> | <i>87</i> |
| <i>Sub-total for Sector of Local Vessels (Branches 6 - 7)</i> | | | <i>618</i> | <i>281</i> |
| IV. Ashore | | | | |
| 8. | Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c. (HSIC 522201, 522203, 522299) | 1-9 | 24 | 24 |
| | | 10-19 | 3 | 3 |
| | | 20-49 | 3 | 3 |
| | | 50-99 | - | - |
| | | 100-199 | 5 | 5 |
| | | 200 & over | 4 | 4 |
| | | <i>Sub-total</i> | <i>39</i> | <i>39</i> |
| 9. | Shipbrokers (HSIC 522906) | 1-9 | 47 | 47 |
| | | 10-19 | 7 | 7 |
| | | 20-49 | 3 | 3 |
| | | 50-99 | - | - |
| | | 100-199 | - | - |
| | | 200 & over | - | - |
| | | Supplementary | 4 | 4 |
| | | <i>Sub-total</i> | <i>61</i> | <i>61</i> |
| 10. | Supplementary Samples - Classification Societies; Consultants and Surveyors | | 9 | 9 |
| 11. | Supplementary Samples - Marine Equipment; Shipbuilders and Repairers | | 14 | 14 |

| Branch | Industry | Employment Size | Size of Frame | Sample Size |
|---------------|--|----------------------------|--------------------------|------------------------|
| 12. | Supplementary Samples - Marine Insurance | | 25 | 25 |
| 13. | Supplementary Samples - Maritime Law | | 15 | 15 |
| 14. | Supplementary Samples - Ship Finance | | 11 | 11 |
| 15. | Supplementary Samples - Ship Registration and Port Authorities | | 4 | 4 |
| 16. | Supplementary Samples - Other Services | | 53 | 53 |
| | <i>Sub-total for Sector of Ashore (Branches 8 - 16)</i> | | 231 | 231 |
| | Grand Total | | 1,209 | 801 |

2012 Manpower Survey of the Maritime Services Industry

More Survey Findings

Surveyed Establishments with Ocean-going Vessels

1. 66 establishments were found to have ocean-going vessels owned or operated by them. The types of vessels and flags are shown below. Since not all the 66 establishments engaged their seafarers in Hong Kong, the related manpower statistics is not available.

Table OG A1: No. of Ocean-going Vessels by Type of Ships of 66 Establishments

| Type of Ships | No. of Ships in 2012 | Forecast No. of Ships in 2014 | | Forecast No. of Ships in 2016 | |
|------------------------------------|----------------------|-------------------------------|------------|-------------------------------|------------|
| | | No. | % Change | No. | % Change |
| Tankers, Combination Carriers | 157 | 161 | 2.5 | 161 | 2.5 |
| Bulk Carriers | 464 | 489 | 5.4 | 500 | 7.8 |
| Container Vessels | 313 | 318 | 1.6 | 318 | 1.6 |
| Other Cargo Ships | 2 | 2 | - | 2 | - |
| Passenger Ships | 8 | 8 | - | 8 | - |
| Other Types of Ships not Specified | 3 | 3 | - | 3 | - |
| Total | 947 | 981 | 3.6 | 992 | 4.8 |

Note : Percentage of changes compared with 2012 figures

Table OG A2 : No. of Ocean-going Vessels by Flags of 66 Establishments

| Flags | No. of Ships in 2012 | Forecast No. of Ships in 2014 | | Forecast No. of Ships in 2016 | |
|----------------------|----------------------|-------------------------------|------------|-------------------------------|------------|
| | | No. | % Change | No. | % Change |
| HKSAR | 406 | 428 | 5.4 | 435 | 7.1 |
| Liberia | 91 | 91 | - | 91 | - |
| Panama | 245 | 249 | 1.6 | 251 | 2.4 |
| Others : Unspecified | 205 | 213 | 3.9 | 215 | 4.9 |
| Total | 947 | 981 | 3.6 | 992 | 4.8 |

Note : Percentage of changes compared with 2012 figures

Surveyed Establishments with Employees with
Seagoing Qualifications/Experience Working Ashore

2. The survey had covered shore-based establishments in the shipping/maritime services and found 11,207 jobs with them, as follows (the statistics relating to those requiring seagoing qualifications/experience are shown in the main report):

Table ES A1: No. of Shipping/Maritime Services Related Personnel Working Ashore

| Branch | Professional/ Managerial | | | | Non-Professional/ Non-Managerial | | | | Total |
|---|-----------------------------|--------------|------------|-------------|-------------------------------------|--------------|------------|-------------|---------------|
| | H.K. | | Non-H.K. | | H.K. | | Non-H.K. | | |
| | No. | % | No. | % | No. | % | No. | % | |
| Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies | 695 | 23.97 | 139 | 4.79 | 1,940 | 66.92 | 125 | 4.31 | 2,899 |
| Ship Owners of Sea-going Vessels | 108 | 29.03 | 49 | 13.17 | 193 | 51.88 | 22 | 5.91 | 372 |
| Operators of Sea-going Vessels | 58 | 21.25 | 82 | 30.04 | 108 | 39.56 | 25 | 9.16 | 273 |
| Ship Owners and Managers | 1 | 3.85 | 14 | 53.85 | 9 | 34.62 | 2 | 7.69 | 26 |
| Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta | 69 | 18.45 | 4 | 1.07 | 257 | 68.72 | 44 | 11.76 | 374 |
| Inland Water Transport | 119 | 15.68 | 2 | 0.26 | 635 | 83.66 | 3 | 0.40 | 759 |
| Mid-stream Operation | 97 | 8.19 | 0 | 0 | 1,087 | 91.81 | 0 | 0 | 1,184 |
| Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c. | 604 | 17.12 | 0 | 0 | 2,924 | 82.88 | 0 | 0 | 3,528 |
| Shipbrokers | 115 | 46.37 | 53 | 21.37 | 64 | 25.81 | 16 | 6.45 | 248 |
| Classification Societies; Consultants and Surveyors | 49 | 71.01 | 11 | 15.94 | 9 | 13.04 | 0 | 0 | 69 |
| Marine Equipment; Shipbuilders and Repairers | 0 | 0 | 4 | 80.00 | 1 | 20.00 | 0 | 0 | 5 |
| Marine Insurance | 130 | 44.37 | 18 | 6.14 | 131 | 44.71 | 14 | 4.78 | 293 |
| Maritime Law | 108 | 83.08 | 10 | 7.69 | 9 | 6.92 | 3 | 2.31 | 130 |
| Ship Finance | 14 | 60.87 | 4 | 17.39 | 5 | 21.74 | 0 | 0 | 23 |
| Ship Registration and Port Authorities | 429 | 85.8 | 17 | 3.40 | 54 | 10.80 | 0 | 0 | 500 |
| Other Services | 130 | 24.81 | 17 | 3.24 | 377 | 71.95 | 0 | 0 | 524 |
| Total | 2,726 | 24.32 | 424 | 3.78 | 7,803 | 69.63 | 254 | 2.27 | 11,207 |

Remarks: % represented the share among the same branch

Surveyed Establishments with Local Vessels

Age Distribution of Crew Members Employed on Local Vessels

3. The age distribution of crew members employed on local vessels by the surveyed establishments was found. Not all establishments responded to the survey and the findings shows only the age distribution of crew members employed on local vessels by the surveyed establishments.

Table LV A1: Age Distribution of Crew Members – Survey Findings

| Position on Board | Age 30 or below | | Age 31 to 50 | | Age 51 to 55 | | Age 56 or above | | Total |
|---------------------------|-----------------|-------------|--------------|-------------|--------------|-------------|-----------------|-------------|--------------|
| | No. | % | No. | % | No. | % | No. | % | |
| Coxswain | 0 | 0.00 | 485 | 46.8 | 322 | 31.1 | 230 | 22.2 | 1,037 |
| Assistant Coxswain | 2 | 1.0 | 96 | 48.7 | 75 | 38.1 | 24 | 12.2 | 197 |
| Sailor | 375 | 21.2 | 888 | 50.2 | 304 | 17.2 | 201 | 11.4 | 1,768 |
| Engine Operator | 0 | 0.00 | 238 | 41.6 | 195 | 34.1 | 139 | 24.3 | 572 |
| Assistant Engine Operator | 103 | 20.4 | 237 | 46.8 | 125 | 24.7 | 41 | 8.1 | 506 |
| Others | 6 | 12.8 | 26 | 55.3 | 8 | 17.0 | 7 | 14.9 | 47 |
| Total | 486 | 11.8 | 1,970 | 47.7 | 1,029 | 24.9 | 642 | 15.6 | 4,127 |

Percentage represent % share among the same position

4. To enable analysis, age distribution has been regrouped with the following result:

Table LV A2: Age Distribution of Crew Members – Survey Findings

| Position on Board | Age 30 or below | Age 31 to 50 | Age 51 to 55 | Age 56 or above | Total |
|--|-----------------|--------------|--------------|-----------------|--------------|
| Coxswain (including assistant coxswain) | 2 | 581 | 397 | 254 | 1,234 |
| Engine Operator (including assistant engine operators) | 103 | 475 | 320 | 180 | 1,078 |
| Sailor | 375 | 888 | 304 | 201 | 1,768 |
| Total | 480 | 1,944 | 1,021 | 635 | 4,080 |

Note: Other crew members have been excluded

Table LV A3: Age Distribution of Crew Members by Percentage – Survey Findings

| Position on Board | Age 30 or below | Age 31 to 50 | Age 51 to 55 | Age 56 or above |
|-------------------|-----------------|---------------|---------------|-----------------|
| Coxswain | 0.16% | 47.08% | 32.17% | 20.58% |
| Engine Operator | 9.55% | 44.06% | 29.68% | 16.70% |
| Sailor | 21.21% | 50.23% | 17.19% | 11.37% |
| Total | 11.76% | 47.65% | 25.02% | 15.56% |

Percentage represent % share among the same position

Table LV A4: Extrapolated Age Distribution of Crew Members – Rounded-Up

| Position on Board | Age 30 or below | Age 31 to 50 | Age 51 to 55 | Age 56 or above | Total |
|-------------------|-----------------|--------------|--------------|-----------------|--------------|
| Coxswain | 3 | 760 | 520 | 332 | 1,615 |
| Engine Operator | 112 | 519 | 349 | 197 | 1,177 |
| Sailor | 402 | 951 | 325 | 215 | 1,893 |
| Total | 517 | 2,230 | 1,194 | 744 | 4,685 |

Port of Hong Kong Statistics

Table SS A1: Recent Trend of Officers and Ratings Registered in Part I and Current Posts Filled on Sea-going Ships

| | Total Registered | Current Posts Filled |
|------|------------------|----------------------|
| 2002 | 3,104 | 208 |
| 2003 | 3,188 | 207 |
| 2004 | 3,272 | 201 |
| 2005 | 3,343 | 179 |
| 2006 | 3,423 | 159 |
| 2007 | 3,527 | 160 |
| 2008 | 3,662 | 177 |
| 2009 | 3,754 | 147 |
| 2010 | 3,852 | 165 |
| 2011 | 3,952 | 149 |
| 2012 | 4,073 | 171 |

Table SS A2: Recent Trend of Registered Officers and Ratings and Current Posts Filled on Coastal-going (River Trade) Ships

| | Total Registered on Part I Register | Current Posts Filled |
|------|-------------------------------------|----------------------|
| 2008 | 3,662 | 525 |
| 2009 | 3,754 | 635 |
| 2010 | 3,852 | 494 |
| 2011 | 3,952 | 435 |
| 2012 | 4,073 | 413 |

| | Total Registered on Part II Register | Current Posts Filled |
|------|--------------------------------------|----------------------|
| 2008 | 1,212 | 563 |
| 2009 | 1,329 | 811 |
| 2010 | 1,369 | 973 |
| 2011 | 1,394 | 872 |
| 2012 | 1,439 | 919 |

Source: Marine Department: Survey of Posts on Sea-going Ships and Coastal-going (River Trade) Ships Filled by Hong Kong Registered Seafarers as at 31 December 2012

Training Requirement Analysis

Background

Turnover and Wastage

1. Turnover is a normal phenomenon of all industries, an establishment may encounter turnover of its manpower arising from the following situations:

- Employees leaving the establishment and taking up/starting own business in related jobs in the same industry – in this case, employees change their employers but do not leave the serving industry
- Employees leaving the establishment and taking up/starting own business in jobs not related to the industry – in this case, employees leave the serving industry entirely
- Employees leaving the establishment and emigrate, retire or undergoing further studies – in this case, employees leave the serving industry entirely

2. For the second and third cases, it results in permanent loss of manpower and also known as wastage. An industry that is stabilized in terms of manpower should require trained personnel to cope with wastage, in other words, to replace those retiring or for any reasons, leaving the industry. The number of people to be trained for this purpose is the minimum training requirement.

Expansion/Growth

3. For an industry undergoing expansion, additional manpower is needed to fill increasing number of positions. The combined effect of wastage and expansion/growth usually are studied together.

To Cope with Wastage and Expansion/Growth

4. An establishment replenishes and supplements the manpower by means of:
- Recruitment from related establishments of the same industry – in this case, no particular training is required except for adapting practices and corporate culture
 - Recruitment from establishments of non-related industries – in this case, training is required for conversion of skills
 - Recruitment of new entrants – depending on the job nature, usually this means recruiting from graduates studied related programme at education/training institutions or from people totally new to the industry.

Scenarios

5. Ideally, two scenarios are studied, the no-growth scenario and the growth-trend scenario respectively. The first scenario assumes the minimum training requirement to cope with wastage. Since usually no data is available on the wastage arising from emigration and reasons other than retirement, the review might focus on the aspect of training requirement to cope with retirement. The second scenario assumes growth in the industry and hence its manpower. The training requirement for both the need to replace retiring people and the need to expand the manpower due to growth should be worked out.

No-growth or Minimum Training Requirement Scenario

6. Two elements of this scenario are:

- The number of employees which is the basis for analysis
- The wastage rate which is the number of employees leaving permanently, an annual number is usually worked out

7. The annual training requirement for this scenario is the product of the number of employees and the wastage rate:

A1 =Basic number of employees

A2 =Wastage rate (number of employees leaving permanently annually)

A3 =Number of people required to replace employees leaving permanently annually = Number of people required to be trained annually to replace employees leaving permanently = Minimum annual training requirement))) =A1*A2

Growth Scenario

8. In this scenario, other than the number of people to be trained to replace outgoing employees, the number of people to be trained to fill positions created due to growth is also calculated.

A1 =Basic number of employees

A2 =Wastage rate (number of employees leaving permanently annually)

A3 =Number of people required to replace employees leaving permanently annually = Number of people required to be trained annually to replace employees leaving permanently = Minimum annual training requirement))) =A1*A2

A4 =Growth rate (number of employees increasing annually)

A5 =Number of people required to fill new positions = Number of people to be trained annually to fill new positions = Annual training requirement for growth))) =A1*A4

A6 =Overall annual training requirement))) =A3+A5

Jobs Requiring Seagoing Qualifications/Experience

9. The manpower demand and supply of the seafarers for the ocean-going and river trades is an aspect reviewed by the Maritime Services Training Board from time to time. To help its analysis and assessment, the Training Board conducted a large scale manpower survey in 2012. The survey incorporates a new aspect for analysis, which is the demand for the jobs ashore that require seagoing qualifications/experience. For such jobs, seagoing qualifications and experience are either required or preferred. Therefore the demand for jobs requiring seagoing qualifications and experience arising not only from the ocean-going and river-trade sectors, but also arising from jobs performed ashore.

10. A dimension not found in local employment market is that employers (shipowners) operate ocean-going vessels internationally and they can recruit seafarers in Hong Kong and from other countries. If they recruit seafarers in Hong Kong, their operating arm for crewing affair can recruit Hong Kong as well as non-Hong Kong seafarers because employers are not required to employ Hong Kong seafarers for ocean-going seafaring jobs. It means that jobs open on Hong Kong registered ocean-going vessels are not necessarily occupied by Hong Kong seafarers. For river-trade seafarers, employers should engage Hong Kong seafarers.

11. Because shipowners are not required to employ Hong Kong seafarers on their ocean-going vessels, analysis of demand on Hong Kong seafarers on ocean-going vessels is superfluous.

Training Requirement Analysis of Seafarers

12. Similar to other industries, turnover of seafarers and ex-seafarers happens:

- Seafarers and ex-seafarers taking up related jobs in the same industry – in this case, seafarers and ex-seafarers change their employers but keep their jobs as seafarers and ex-seafarers, no particular training requirement is arising
- Seafarers and ex-seafarers retiring – This is the concern of all stakeholders

13. Employers cope with turnover of seafarers and ex-seafarers by means of:

- Recruiting qualified seafarers and ex-seafarers available in the job market
- Recruiting new entrants such as graduates completing related programme at education/training institutions and undergoing cadet training – A period is required for a person starting from post-secondary education/vocational training and be qualified for cadet and eventually qualified as an officer.

14. Separate analyses are worked out on officer grade jobs including deck officers and engineering officers aboard river-trade vessels as well as those working ashore. Seafarers registered with the Marine Department are classified as Part I and Part II seafarers respectively. Part I registered seafarers are qualified to work on ocean-going and river-trade vessels but Part II registered seafarers only on river-trade vessels. The analysis does not make a differentiation between Part I and Part II seafarers since the entry requirements are the same and at the time of training, a person might not know or decide whether to join the ocean-going or the river-trade.

15. Ideally, the training requirement should follow the method described in the beginning of this Appendix. However, in the absence of reliable data for wastage, the method is not feasible.

16. Alternatively, the analysis tries to quantify the training requirements by simply referring to the number of employees at age 51 and above because this is the age group that is most in need of replacement and also because training for new entrants should start now so that they are qualified in time for the specific jobs.

Jobs on Local Vessels

17. Similar approach is adopted for training requirement of local vessels crew members; in this case, the number of employees at age group 56 and above is referred to because a shorter period of training is required.

Seagoing Qualifications – Progression Routes

1. This is a simplified representation of the progress routes for deck and engineering officers. The information on the exact pathways are available in Hong Kong Shipowners Association's website.

Deck Officer

| | <u>Duration</u> |
|--|-----------------|
| i. Class I officer | - |
| ii. Class II officer | 12 – 24 months |
| iii. Class III officer | 12 – 24 months |
| iv. Deck cadet | 12 – 24 months |
| v. Recognised qualifications after graduation from secondary school (Note) | 24 – 48 months |

Note: The Higher Diploma in Maritime Studies offered by the Maritime Services Training Institute is an example

Engineering Officer

| | <u>Duration</u> |
|--|-----------------|
| i. Class I officer | - |
| ii. Class II officer | 12 – 24 months |
| iii. Class III officer | 12 – 24 months |
| iv. Deck cadet | 6 – 12 months |
| v. Recognised qualifications after graduation from secondary school (Note) | 24 – 48 months |

Note: The Higher Diploma in Mechanical Engineering offered by the Hong Kong Institute of Vocational Education is an example

Highlight of Report on a Study on the Manpower Demand for ex-seafarers of the Port and Maritime Industry in Hong Kong

1. The Marine Department had commissioned The Hong Kong Polytechnic University (PolyU) to carry out a study on the demand of the Port and Maritime Support Industries (PMSI) in Hong Kong for people with seafaring experience. The PolyU published the Report on a Study on the Manpower Demand for ex-seafarers of the Port and Maritime Industry in Hong Kong (the Report) on 30 June 2001.
2. The Report states that the demand for ex-seagoing officers amongst Hong Kong's shore-based PMSI is 4,438 jobs. The study reveals that about 25% of these jobs are held by expatriates because of insufficient local people with the seafaring qualifications.
3. The study finds that the PMSI faces aging problem for the employees with seafaring experience.
4. The Report argues that to achieve the objective of maintaining Hong Kong as an international shipping centre and establishing as a logistics centre, a pool of people with seagoing experience should be maintained.
5. To achieve this, the Report stresses the strengthening of cadet training and recommends the intervention of the Government in the introduction of training schemes.
6. The Report says that the education and training facilities is risking depletion if no or little attention is paid to the issue.
7. The Report recommends the broadening of publicity of progression path of career onboard and ashore of seafaring officers to attract new entrants.

Reference:

Professor Cullinane K., Gardner B., Ng J., Dr Nielsen D., Dr Pettit S. (2001). *A Study on the Manpower Demand for ex-seafarers of the Port and Maritime Industry in Hong Kong*. Hong Kong: The Hong Kong Polytechnic University.

Training Fund for Maritime and Aviation Transport

1. In his 2013-14 Budget speech, the Financial Secretary announced the establishment of a training fund for maritime and aviation transport so as to sustain and expand various existing training schemes and scholarships, and to implement other new initiatives. A sum of \$100 million is designated for spending in five years.

2. Existing training schemes and scholarships include the following:

Incentive Schemes at Technical Level

- Sea-going Training Incentive Scheme (SGTIS) (since 2004); and
- Ship Repair Training Incentive Scheme (SRTIS) (since 2006).

Scholarship Schemes at Professional Level

- Maritime Law Scholarship (Master's Programme, City University of Hong Kong ("CityU")) (since 2010);
- International Maritime and Logistics Scholarship (Master's Programme, The Hong Kong Polytechnic University ("PolyU")) (since 2007); and
- The University of Hong Kong ("HKU") - Dalian Maritime University ("DMU") Academic Collaboration (since 2008).

3. New initiatives might include the following:

- Maritime-related training and education; and
- Promotion and publicity for career prospects

4. The Government has set up task forces to seek advice from stakeholders on the utilization of the training fund.

Vocational Training Council 職業訓練局
Headquarters Division 2 總辦事處二科
www.vtc.edu.hk

Our Reference 本局檔號 : MS/1/2 (12)



9 July 2012

Dear Sir/Madam,

The 2012 Manpower Survey of the Maritime Services Industry

The Vocational Training Council is a statutory body appointed by the HKSAR Government to be responsible for manpower training in Hong Kong. The Maritime Services Training Board is one of the 21 Training Boards of the Vocational Training Council. It is established to assess the manpower situation and devise training plans for the maritime services industry.

The Training Board will conduct a manpower survey of the maritime services establishments from 16 July to 15 August 2012, with the assistance of the Census and Statistics Department. The purpose of this survey is to obtain data on the present and future manpower situation and training information so as to enable the Training Board to formulate appropriate training plans to meet the need of the industry. Your co-operation in providing the information would be much appreciated.

----- I enclosed the following documents for your reference and completion, depending on the sector(s) in which your establishment is involved:

- (a) Questionnaire(s) (Appendix A1 or A2 or A3 and A4);
- (b) Explanatory notes (Appendix B1 or B2 or B3 and B4); and
- (c) Descriptions of principal jobs (Appendix C1 or C2 or C3).

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, appearing to read 'Arthur Bowring', is written over a light blue horizontal line.

(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 2012 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY
QUESTIONNAIRE (FORM 1) - SURVEY OF SEAFARERS ON OCEAN-GOING VESSELS

海事服務業二零一二年人力調查
調查表(表一) - 商船海員調查(遠洋輪)

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

| For official use only: 此欄毋須填寫 | Rec. Type | Survey Code | Industry Code | Establishment No. | Enumerator's No. | Editor's No. | Check Digit | No. of Employees Covered by the Questionnaire |
|----------------------------------|-----------|----------------|--------------------------------------|---|------------------|--------------|--------------|---|
| | 1 | 3 8 2 3 | 4 4 5 6 7 8 9 | 10 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✓在圖內(可選多於一項)

| | | |
|--|--|--|
| <input type="radio"/> Shipowner 船東 | <input type="radio"/> Ship Management 船舶管理 | <input type="radio"/> Crewing Agency 海員代理 |
| <input type="radio"/> Other Maritime Services Providers 其他海事服務提供者 | <input type="radio"/> Others (Please Specify) : _____ 其他(請註明) | |

Please tick the box if your company wants a complimentary copy of the 2012 Manpower Survey Report.
如貴公司欲收到二零一二年人力調查報告，請於方格內加上(✓)號

99

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

Part I: Ships 第一部份：船隻

| (1) | (2) | | | | | (3) | | | | | |
|--|---|-----------------------|--------------------------|--------------------------|-----------------------|---------------|------------------|--|-----------------|---------------|--------------|
| No. of Ships under Ownership and/or Management 擁有及/或管理的船隻數目 | Type 類型 | | | | | Flags 所掛船旗 | | | | | |
| | 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 | HKSAR 香港特別行政區 | People's Republic of China (PRC) 中國 | Liberia 利比里亞 | Panama 巴拿馬 | Others 其他 |
| (i) Present No. of Ships 現有船隻數目 | 8 | 11 | 14 | 17 | 20 | 23 | 26 | 29 | 32 | 35 | 38 |
| (ii) Forecast No. of Ships in 2014 預測至二零一四年的船隻數目 | 41 | 44 | 47 | 50 | 53 | 56 | 59 | 62 | 65 | 68 | 71 |
| (iii) Forecast No. of Ships in 2016 預測至二零一六年的船隻數目 | 74 | 77 | 80 | 83 | 86 | 89 | 92 | 95 | 98 | 101 | 104 |
| For official use only 此欄毋須填寫 | | | | | | | | | | | |
| | | | | | | 107 | | | | | |
| | | | | | | 108 | | | | | |

Questionnaire - Ocean-going Sector

調查表 - 远洋輪業

Part IV - Training Requirements for Hong Kong Officers - 第四部份：香港高級船員的培訓要求

| (1) | | (2) | | | | | | | | | | | | | | | | | | | | | | |
|-----------|---|--|---|--|---|--|--|--|---|--|---|--------------------------------|--|------------------------------|---------------------------------|----------------------------------|---|---|--|------------------------------------|------------------------------------|---------------------------------|-------|--|
| | | No. of Hong Kong Officers Requiring Training as listed below for Certificates / Endorsements 需要接受以下訓練以便獲取證書 / 認可資格的香港高級船員人數 | | | | | | | | | | | | | | | | | | | | | | |
| Rec. Type | Position on Board 船上職位 (See Appendix C1) (參閱附錄 C1) | Electronic Navigation System 電子導航系統 | Electronic Chart Display Information System 電子海圖系統 | Radar Navigation, Plotting and Use of ARPA 自動雷達傳真儀 雷達器 | Radar Navigation Management Level or Radar Simulator 雷達導航管理級別 雷達模擬器課程 | GMDSS General Operator Certificate 全球海事遇險及安全系統 通用電報員證書 | Proficiency in Medical Care 船上醫療及護理技能 | Elementary First Aid and Proficiency in Medical First Aid 急救(基本及醫療技能 合格課程) | Fire Prevention, Fire-fighting & Advanced Fire-fighting (Combine) 消防訓練(合併) | Personal Survival Techniques 個人求生技能 | Competence in Survival Craft & Rescue Boats 救生船隻 技能操作 | Tanker Familiarization 油輪知識 | Bridge Resources Management 駕駛艙資源管理 | Dangerous Goods 危險貨物 | | | Preparatory Course for Sea-going Class 3 (Deck Officer) 遠洋船三級船員預備班 | Preparatory Course for Sea-going Class 3 (Engineer) 遠洋船三級船員預備班 | Preparatory Course for Sea-going Class 2 & 1 (Engineer) 遠洋船二級及一級船員預備班 | 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 | | |
| | | | | | | | | | | | | | | LPG Tanker Safety 石油氣輪船安全 | Petroleum Tanker Safety 油輪安全 | Chemical Tanker Safety 化學品船安全 | | | | | | | | |
| 4 | Master 船長 | 11-13 | 14-16 | 17-19 | 20-22 | 23-25 | 26-28 | 29-31 | 32-34 | 35-37 | 38-40 | 41-43 | 44-46 | 47-49 | 50-52 | 53-55 | 56-58 | 59-61 | 62-64 | 65-67 | 68-70 | 71-73 | 74-75 | |
| 4 | Chief Engineer 輪機長(大車) | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Chief Officer 大副(大伙) | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 2nd Engineer 二管輪(二車) | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 2nd Officer 二副(二伙) | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 3rd Engineer 三管輪(三車) | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 3rd Officer 三副(三伙) | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 4th Engineer 四管輪(四車) | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Junior Engineer/ Training Engineer 初級管輪(幫車) / (訓練車人) | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Deck Cadet 克羅甲級高級海員 | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Engineer Cadet 克羅輪高級海員 | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Electro-technical Officer 電氣技術員 | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Refrigeration Engineer 冷藏師 | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Others (Please Specify) 其他(請註明) | | | | | | | | | | | | | | | | | | | | | | | |

End of questionnaire. Thank you for your cooperation.
問卷完，多謝合作

The 2012 Manpower Survey of the Maritime Services Industry
海事服務業二零一二年人力調查

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

Explanatory Notes
附註

1. Before completing the questionnaire, please read carefully the Explanatory Notes.
填寫調查表前，請參閱附註。
2. The Questionnaire (Form 1) is used to collect information of seafarers working on ocean-going vessels. If you are not operators in this sector, please inform us.
調查表（表一）是用作收集在遠洋輪上工作的海員資料，如貴機構並非本界別的營運者，請通知我們。
3. Please provide accurate and updated information as it will be used as the basis for making recommendations to the Government to have accurate assessment on training needs for the seafarers.
請提供準確及最新資料。因是次調查所得的結果將會作為向政府提出建議的基礎，從而對海員的訓練需求作出準確評估。
4. The reference date for this survey is **July 2012**.
是次調查以二零一二年七月的資料為準。
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) Present No. of Ships

現有船隻數目

(ii) Forecast No. of Ships in 2014 and 2016 & (iii)

預測至二零一四年及
二零一六年的船隻數目

Ships

船隻

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

請填寫貴機構擁有及/或管理的船隻總數，而無需理會其船員的國籍。

Please enter the forecast total number of ships to be under your ownership and/or management in **2014** and **2016**, regardless of the nationality of the crew.

請填寫貴機構預測在**二零一四年**及**二零一六年**時擁有及/或管理的船隻總數，而無需理會其船員的國籍。

Part II

第二部份

(1) Position on Board

船上職位

Officers

高級海員

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

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

(2) No. of Officers Employed on Board at Present

現職於貴機構船隻上的
高級海員人數

Please respectively enter the number of **Hong Kong**¹ and **non-Hong Kong**² officers employed on board at present in Column (2).

請於第(2)欄內分別填寫現在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。

Note 1 : "Hong Kong Officers" refer to Hong Kong permanent residents.

註1：「本港高級海員」是指擁有香港永久居民身份的高級海員。

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

註2：「非本港高級海員」是指無擁有香港永久居民身份的高級海員。

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

預計未來僱用於貴機構船隻上的高級海員人數

Please respectively enter the projected number of Hong Kong and non-Hong Kong officers you will employ in **2014** and **2016** in Column (3).
請於第（3）欄內指定位置內分別填寫貴機構預計在二零一四年及二零一六年擬僱用的本港及非本港高級海員人數。

- (4) No. of **Active Officers**³ Listed with Your Company for Employment According to Age Group

按年齡分佈的
登記於貴機構屬下的
現役³高級海員人數

Please respectively provide the number of active Hong Kong and non-Hong Kong officers by age group in Column (4), including those officers reported in Column (2).
請於第（4）欄內按年齡分佈填寫貴機構屬下現役的本港及非本港高級海員人數，包括第（2）欄內填報的高級海員。

Note 3 : "Active Officers" refer to officers being employed or have been employed on board within the last 12 months.
註3：「現役高級海員」是指現正受僱或在過去十二個月內曾受僱於船上的高級海員。

- (5) No. of Vacancies in this Position at Present

該職位的
現有空缺數目

Please enter the current number of vacancies for each position in Column (5).

請於第（5）欄內填寫現時貴機構於各職位出現的空缺數目。

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

該職位出現空缺
（如有）的原因

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

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

Part III
第三部份

Ratings
普通海員

(1) Position on Board

船上職位

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

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

(2) No. of Ratings Employed on Board at Present

現職於貴機構船隻上的
普通海員人數

Please respectively enter the number of **Hong Kong**⁴ and **non-Hong Kong**⁵ ratings in Column (2).

請於第（2）欄內分別填寫現在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。

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

註 4 : 「本港普通海員」是指擁有香港永久居民身份的普通海員。

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

註 5 : 「非本港普通海員」是指無擁有香港永久居民身份的普通海員。

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

預計未來僱用於貴機構
船隻上的普通海員人數

Please respectively enter the projected number of Hong Kong and non-Hong Kong ratings you will employ in **2014** and **2016** in Column (3).

請於第（3）欄內指定位置內分別填寫貴機構預計在**二零一四年**及**二零一六年**擬僱用的本港及非本港普通海員人數。

- (4) No. of ***Active Ratings***⁶ Listed with Your Company for Employment According to Age Group

按年齡分佈的
登記於貴機構屬下的
現役⁶ 普通海員人數

Please respectively provide the number of active Hong Kong and non-Hong Kong ratings by age group in Column (4), including those ratings reported in Column (2).

請於第(4)欄內按年齡分佈填寫貴機構屬下現役的本港及非本港普通海員人數，包括第(2)欄內填報的普通海員。

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

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

- (5) No. of Vacancies in this Position at Present

該職位的
現有空缺數目

Please enter the current number of vacancies for each position in Column (5).

請於第(5)欄內填寫現時貴機構於各職位出現的空缺數目。

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

該職位出現空缺
(如有)的原因

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

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

Part IV

第四部份

Training Requirements for Hong Kong Officers

本港高級海員的培訓需求

- (1) Position on Board

船上職位

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.

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。

- (2) No. of Hong Kong Officers Requiring Training for Certificates/Endorsement

需要接受訓練以便
獲取證書／認可資格
的本港高級海員人數

Please enter the number of active Hong Kong officers requiring training in Column (2).

請於第(2)欄內填報貴機構的本港現役高級海員需要接受各項訓練的人數。

The 2012 Manpower Survey of the Maritime Services Industry
海事服務業二零一二年人力調查

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

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

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

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

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

| | |
|------------------------|-----------------|
| CONFIDENTIAL | 填入數據後即成 機密文件 |
| WHEN ENTERED WITH DATA | |

VOCATIONAL TRAINING COUNCIL
職業訓練局

**THE 2012 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY
QUESTIONNAIRE (FORM 2) - SURVEY OF SEAFARERS ON RIVER-TRADE VESSELS**

**海事服務業二零一二年人力調查
調查表(表二) - 商船海員調查(內河船)**

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

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

NAME OF ESTABLISHMENT : _____
機構名稱

ADDRESS : _____
地址

NAME OF PERSON TO CONTACT : _____
聯絡人姓名

TEL NO. : _____
電話

E-MAIL : _____
電郵

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

POSITION : _____
職位

FAX NO. : _____
圖文傳真

Please tick the box if your company wants a complimentary copy of the 2012 Manpower Survey Report.
如 貴公司欲收到二零一二年人力調查報告，請於方格內加上(✓)號

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Questionnaire - River Trade Sector

調查表 – 內河船業

Part I : Ships 第一部份：船隻

| (1) | (2) | | |
|--|-----------------------|--|--------------|
| No. of Ships Operated 經營船隻數目 | Type 類型 | | |
| | Jetfoils 噴射 水翼船 | Catamarans & Jetcats 雙體船 及噴射雙體船 | Others 其他 |
| (i) Present No. of Ships 現有船隻數目 | 8 | 11 | 14 |
| (ii) Forecast No. of Ships in 2014 預測至二零一四年的船隻數目 | 17 | 20 | 23 |
| (iii) Forecast No. of Ships in 2016 預測至二零一六年的船隻數目 | 26 | 29 | 32 |
| For official use only 此欄毋須填寫 | 35 | | |

Questionnaire - River Trade Sector
調查表 - 內河船業

Part II: Seafarers 第二部份：海員

| Rec. Type | (1) Position on Board 船上職位 (See Appendix C2) (參閱附錄 C2) | (2) Total No. of Hong Kong Seafarers Employed at Present 現在受僱的 本地海員 人數 | (3) No. of Hong Kong Seafarers Employed According to Age Group 受僱的本地海員人數 按年齡分佈 | | | | (4) Projected Total No. of Hong Kong Seafarers to be Employed 預計未來僱用的 本地海員人數 | | (5) No. of Vacancies in this Position at Present 該職位的 現有空缺數目 | | | (6) Reason(s) for Vacancy, if any, in this Position (If tick more than one option) 該職位出現空缺 (如有) 的原因 (可選多於一項) | | |
|-----------|--|---|--|----------------------|----------------------|------------------------|---|---------|--|-----------------------------------|-------------------------------------|---|--|--|
| | | | 30 or below 30 歲或以下 | 31 - 50 31 至 50 歲 | 51 - 55 51 至 55 歲 | 56 or above 56 歲或以上 | 2014 | 2016 | No Applicant 沒有人應徵 | No Qualified Applicant 沒有合資格人選 | Others (Please Specify) 其他 (請註明) | | | |
| 3 | Master 船長 | 8 - 10 | 15 - 18 | 19 - 22 | 23 - 26 | 27 - 30 | 31 - 34 | 35 - 38 | 39 - 42 | 43 | 44 | 45 | | |
| 3 | Chief Officer 大副 (大伙) | 501 | | | | | | | | | | | | |
| 3 | Night Vision Officer 夜航員 | 502 | | | | | | | | | | | | |
| 3 | Deck Cadet 見習甲板高級海員 | 503 | | | | | | | | | | | | |
| 3 | Chief Engineer 輪機長 (大車) | 504 | | | | | | | | | | | | |
| 3 | Junior / Assistant Engine 初級管輪 (幫車) | 505 | | | | | | | | | | | | |
| 3 | Fitter 機器打磨匠 | 506 | | | | | | | | | | | | |
| 3 | Sailor 水手 | 507 | | | | | | | | | | | | |
| 3 | Motorman 機工 | 508 | | | | | | | | | | | | |
| 3 | Rating (General Purpose) 普通海員 (全能) | 509 | | | | | | | | | | | | |
| 3 | Cabin Attendant 客廳服務員 | 510 | | | | | | | | | | | | |
| 3 | Others (Please Specify) 其他 (請註明) | 511 | | | | | | | | | | | | |
| 3 | Others (Please Specify) 其他 (請註明) | 512 | | | | | | | | | | | | |
| 3 | Others (Please Specify) 其他 (請註明) | 513 | | | | | | | | | | | | |
| 3 | Others (Please Specify) 其他 (請註明) | 514 | | | | | | | | | | | | |
| 3 | Others (Please Specify) 其他 (請註明) | 515 | | | | | | | | | | | | |
| 3 | Others (Please Specify) 其他 (請註明) | 516 | | | | | | | | | | | | |

P.T.O.
「請轉下頁」

Questionnaire - River Trade Sector

問卷表 - 內河航運

Part III - Training Requirements for Hong Kong Seafarers - 第三部份：本地海員的培訓要求

| (1) | | (2) | | | | | | | | | | | | | | | | | | | | | | | | |
|-----------|--|--|---|--|--|----------------------------------|------------------------------------|---------------------------------------|----------------------------|-----------------------------|---|---|-----------------------------------|------------------------------|---|--|--------------------------|---------------------|---|---|---|---|-------------------------|-------------------------|-----------------------|-------|
| | | No. of Hong Kong Seafarers Requiring Training as listed below for Certificate Endorsements 需要培訓以取得該項證書/認可類別的本地海員人數 | | | | | | | | | | | | | | | | | | | | | | | | |
| Rec. Type | Position on Board (船員職位) (參閱附錄 C2) | Electronic Navigation System | Electronic Chart Display Information System | Radar Navigation, Plotting and Use of ARPA | Radar Navigation - Level 1 Radar Simulator | High Speed Craft Radar Simulator | GMDSS General Operator Certificate | GMDSS Restricted Operator Certificate | Bridge Resource Management | Proficiency in Medical Care | Elementary First Aid and Proficiency in Medical First Aid | Fire Prevention & Fire-fighting (Combine) | Fire-fighting for Cabin Attendant | Personal Survival Techniques | Competence in Survival Craft & Rescue Boats | Emergency Response - Crew Team Refresher | Crowd Control Management | Efficient Deck Hand | Bridging Course for River Trade Ratings | Preparatory Course for River Trade Class 3 (Engineer) | Preparatory Course for River Trade Class 2 & 1 (Deck Officer) | Preparatory Course for River Trade Class 2 & 1 (Engineer) | Others (Please Specify) | Others (Please Specify) | For official use only | |
| | For official use only 此欄毋須填寫 | 8-10 | 14-16 | 17-19 | 20-22 | 23-25 | 26-28 | 29-31 | 32-34 | 35-37 | 38-40 | 41-43 | 44-46 | 47-49 | 50-52 | 53-55 | 56-58 | 59-61 | 62-64 | 65-67 | 68-70 | 71-73 | 74-76 | 77-79 | 80-82 | 83-84 |
| 4 | Master 船長 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Chief Officer 大副 (六人) | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Night Vision Officer 夜視員 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Deck Cadet 昆崗中級海運學員 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Chief Engineer 輪機長 (六人) | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Junior / Assistant Engineer 初級管輪 (幫辦) | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Chief Steward 總廚打荷仔 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Sailor 水手 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | McCorman 機工 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Rating (General Purpose) 普通海員 (全能) | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Cabin Attendant 客房服務員 | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Others (Please Specify) 其他 (請註明) | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Others (Please Specify) 其他 (請註明) | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Others (Please Specify) 其他 (請註明) | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Others (Please Specify) 其他 (請註明) | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Others (Please Specify) 其他 (請註明) | | | | | | | | | | | | | | | | | | | | | | | | | |

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

The 2012 Manpower Survey of the Maritime Services Industry
海事服務業二零一二年人力調查

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

Explanatory Notes
附註

1. Before completing the questionnaires, please read carefully the Explanatory Notes.
填寫調查表前，請參閱附註。
2. The Questionnaire (Form 2) is used to collect information of seafarers working on river-trade vessels. If you are not operators in this sector, please inform us.
調查表（表二）是用作收集在內河船上工作的海員資料，如貴機構並非本界別的營運者，請通知我們。
3. Please provide accurate and updated information as it will be used as the basis for making recommendations to the Government to have accurate assessment on training needs for the seafarers.
請提供準確及最新資料。因是次調查所得的結果將會作為向政府提出建議的基礎，從而對海員的訓練需求作出準確評估。
4. The reference date for this survey is **July 2012**.
是次調查以二零一二年七月的資料為準。

Part I

第一部份

(i) No. of Ship Operated

經營船隻數目

(ii) Forecast No. of Ships in 2014 and 2016
&
(iii)

預測至二零一四年及
二零一六年的船隻數目

Ships

船隻

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

請填寫貴機構擁有或管理的船隻總數。

Please enter the forecast total number of ships to be under your ownership or management in 2014 and 2016.

請填寫貴機構預測在二零一四年及二零一六年時擁有或管理的船隻總數。

Part II

第二部份

(1) Position on Board

船上職位

Seafarers

海員

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

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

(2) Total No. of Hong Kong Seafarers Employed at Present

現在受僱的本港海員人數

Please enter the number of Hong Kong¹ seafarers employed at present in Column (2).

請於第(2)欄內填寫現在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) No. of Hong Kong Seafarers Employed According to Age Group

按年齡分佈的
受僱本港海員人數

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

請於第(3)欄內按年齡分佈填寫受僱於貴機構的本港海員人數。

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

預計未來僱用的
本港海員人數

Please respectively enter the projected number of Hong Kong seafarers you will employ in **2014** and **2016** in Column (4).

請於第(4)欄內指定位置分別填寫貴機構預計在二零一四年及二零一六年擬僱用的本港海員人數。

(5) No. of Vacancies in this Position at Present

該職位的
現有空缺數目

Please enter the current number of vacancies for each position in Column (5).

請於第(5)欄內填寫現時貴機構於各職位出現的空缺數目。

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

該職位出現空缺
(如有)的原因

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

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

Part III

第三部份

Training Requirements for Hong Kong Seafarers

本港海員的培訓需求

(1) Position on Board

船上職位

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

請注意本欄是採用英國船隻的分級制度。

(2) No. of Hong Kong Seafarers Requiring Training for Certificates/Endorsements

需接受訓練獲取證書/
認可資格的本港海員人數

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

請於第(2)欄內填報貴機構的本港海員需要接受各項訓練的人數。

The 2012 Manpower Survey of the Maritime Services Industry
海事服務業二零一二年人力調查

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

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

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

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

| | |
|---|-----------------|
| 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 2012 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY
QUESTIONNAIRE (FORM 3) - SURVEY OF CREW MEMBERS ON LOCAL VESSELS**

**海事服務業二零一二年人力調查
調查表(表三) - 本地船舶船員調查**

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

| For official use only: 此欄毋須填寫 | Rec. Type | Survey Code | Industry Code | Establishment No. | Enumerator's No. | Editor's No. | Check Digit | No. of Employees Covered by the Questionnaire |
|----------------------------------|-----------|--------------|---------------|-------------------|------------------|--------------|-------------|---|
| | 1 | 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 2012 Manpower Survey Report.
如 貴公司欲收到二零一二年人力調查報告，請於方格內加上 (✓) 號

Questionnaire - Local Vessel Sector

調查表 - 本地船舶業

Part I: Vessels 第一部份：船舶

| (1) | (2) | | | | | | | |
|--|----------------|-----------------|-------------------------|---------------------------|----------------------|-----------------------|-------------------------|--------------|
| No. of Vessels Operated 經營船舶數目 | Type 類型 | | | | | | | |
| | Ferries 渡海輪 | Tug Boats 拖船 | Motor Launches 機動載客船 | Motor Cargo Boats 機動貨艇 | Lighter/Barges 躉船 | Bunker Vessels 供油船 | Pleasure Vessels 遊樂船 | Others 其他 |
| (i) Present No. of Vessels 現有船舶數目 | 8 | 11 | 14 | 17 | 20 | 23 | 26 | 29 |
| (ii) Forecast No. of Vessels in 2014 預測至二零一四年的船舶數目 | 32 | 35 | 38 | 41 | 44 | 47 | 50 | 53 |
| (iii) Forecast No. of Vessels in 2016 預測至二零一六年的船舶數目 | 56 | 59 | 62 | 65 | 68 | 71 | 74 | 77 |
| For official use only 此欄毋須填寫 | 80 | | | | | | | |

Questionnaire - Local Vessel Sector
 調查表 - 本地船隻業界
 Part II - Crew Members 第二部份：船員

| Rec. Type | (1) Position on Board 船上職位 (See Appendix C) (參閱附錄 C) | (2) Total No. of Hong Kong Crew Members Employed at Present 現在受僱的 本地船員 人數 | (3) No. of Hong Kong Crew Members Employed According to Age Group 受僱的本地船員人數 按年齡分佈 | | | | (4) No. of Hong Kong Crew Members Employed According to Average Monthly Income Group 受僱的本地船員人數 按平均每月收入分佈 | | | | | (5) Projected Total No. of Hong Kong Crew Members to be Employed 預計未來兩年的 本地船員人數 | | (6) No. of Vacancies in this Position at Present 現有的 該類職位缺額 | (7) Reason(s) for Vacancy, if any, in this Position may tick more than one option) 該類職位出現空缺(如有)的原因(可選多於一項) | | | |
|-----------|--|---|---|-------------------|-------------------|-----------------------|--|--|--|--|--|--|------|---|--|-----------------------|-----------------------------------|------------------------------------|
| | | | 30 or below 30歲或以下 | 31 - 50 31至50歲 | 51 - 55 51至55歲 | 56 or above 56歲或以上 | \$10,000 or below \$10,000或以下 | \$10,001 - \$15,000 \$10,001至\$15,000 | \$15,001 - \$20,000 \$15,001至\$20,000 | \$20,001 - \$25,000 \$20,001至\$25,000 | \$25,001 - \$30,000 \$25,001至\$30,000 | \$30,001 or above \$30,001或以上 | 2014 | | 2016 | No Applicant 沒有人應徵 | No-Qualified Applicant 沒有合資格人選 | Others (Please Specify) 其他(請註明) |
| | For official use only 供調查局使用 | 8-10 | | | | | | | | | | | | | | | | |
| 3 | Coxswain 船長 | 601 | | | | | | | | | | | | | | | | |
| 3 | Assistant Coxswain 助理船長 | 602 | | | | | | | | | | | | | | | | |
| 3 | Stoker 水手 | 603 | | | | | | | | | | | | | | | | |
| 3 | Engine Operator 機艙長(大船) | 604 | | | | | | | | | | | | | | | | |
| 3 | Assistant Engine Operator 助理機艙長(即副大機) | 605 | | | | | | | | | | | | | | | | |
| 3 | Others (Please Specify) | 606 | | | | | | | | | | | | | | | | |
| 3 | Others (Please Specify) | 607 | | | | | | | | | | | | | | | | |
| 3 | Others (Please Specify) | 608 | | | | | | | | | | | | | | | | |
| 3 | Others (Please Specify) | 609 | | | | | | | | | | | | | | | | |
| 3 | Others (Please Specify) | 610 | | | | | | | | | | | | | | | | |

B.T.O.
「請轉下頁」

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

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

| (1) | | (2) | | | | | | | | | | | For official use only 此欄毋須填寫 ↓ | | | | | |
|-----------|---|--|---|--|--|---|---|--|-------------------------------------|--|--|---|--|----------------------------------|----------------------------------|----------------------------------|---------|---------|
| | | No. of Hong Kong Crew Members Requiring Training as listed below for Certificates / Endorsements 需要接受以下訓練以便獲取證書／認可資格的 香港 船員人數 | | | | | | | | | | | | | | | | |
| Rec. Type | Position on Board 船上職位 (See Appendix C3) (參閱附錄 C3) | Coxswain Grade 3 Certificate 船長 三級證明書 | Coxswain Grade 2 Certificate 船長 二級證明書 | Engine Grade 3 Certificate 輪機操作員 三級證明書 | Engine Grade 2 Certificate 輪機操作員 二級證明書 | Elementary First Aid and Proficiency in Medical First Aid 急救 (基本及醫術技能 合作課程) | Fire-fighting (Local Craft) 消防訓練 (本地船舶) | Personal Survival Techniques (Local Craft) 個人求生技能 (本地船舶) | Basic Radar Operator 基本雷達 操作員 | Basic Safety Training for Local Vessels' Crew 本地船舶 船員安全訓練 (水手培) | Basic Handling of Dangerous Goods (Local Vessel) 基本 危險貨物處理 (本地船舶) | Oil Carrier Safety (Local Vessel) 本地油輪安全 | Shipboard Crane Operator Safety 船上起重機 操作安全 | Others (Please Specify) (請註明) | Others (Please Specify) (請註明) | Others (Please Specify) (請註明) | | |
| | Job Title / Code 職稱 / 編號 | 8 - 10 | 11 - 13 | 14 - 16 | 17 - 19 | 20 - 22 | 23 - 25 | 26 - 28 | 29 - 31 | 32 - 34 | 35 - 37 | 38 - 40 | 41 - 43 | 44 - 46 | 47 - 49 | 50 - 52 | 53 - 54 | |
| 4 | Coxswain 船長 | → | 8 - 10 | 11 - 13 | 14 - 16 | 17 - 19 | 20 - 22 | 23 - 25 | 26 - 28 | 29 - 31 | 32 - 34 | 35 - 37 | 38 - 40 | 41 - 43 | 44 - 46 | 47 - 49 | 50 - 52 | 53 - 54 |
| 4 | Assistant Coxswain 助理船長 | 601 | | | | | | | | | | | | | | | | |
| 4 | Sailor 水手 | 602 | | | | | | | | | | | | | | | | |
| 4 | Engine Operator 輪機長 (大級) | 603 | | | | | | | | | | | | | | | | |
| 4 | Assistant Engine Operator 助理輪機長 (助理大級) | 604 | | | | | | | | | | | | | | | | |
| 4 | Others (Please Specify) 其他 (請註明) | 605 | | | | | | | | | | | | | | | | |
| 4 | Others (Please Specify) 其他 (請註明) | 606 | | | | | | | | | | | | | | | | |
| 4 | Others (Please Specify) 其他 (請註明) | 607 | | | | | | | | | | | | | | | | |
| 4 | Others (Please Specify) 其他 (請註明) | 608 | | | | | | | | | | | | | | | | |
| 4 | Others (Please Specify) 其他 (請註明) | 609 | | | | | | | | | | | | | | | | |
| 4 | Others (Please Specify) 其他 (請註明) | 610 | | | | | | | | | | | | | | | | |

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

The 2012 Manpower Survey of the Maritime Services Industry
海事服務業二零一二年人力調查

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

Explanatory Notes
附註

1. Before completing the questionnaires, please read carefully the Explanatory Notes.
填寫調查表前，請參閱附註。
2. The Questionnaire (Form 3) is used to collect information of crew members working on local vessels. If you are not operators in this sector, please inform us.
調查表（表三）是用作收集在本地船舶上工作的船員資料，如貴機構並非本界別的營運者，請通知我們。
3. Please provide accurate and updated information as it will be used as the basis for making recommendations to the Government to have accurate assessment on training needs for the crew members.
請提供準確及最新資料。因是次調查所得的結果將會作為向政府提出建議的基礎，從而對船員的訓練需求作出準確評估。
4. The reference date for this survey is **July 2012**.
是次調查以二零一二年七月的資料為準。

Part I

第一部份

(i) No. of Vessels Operated

經營船舶數目

(ii) Forecast No. of Vessels
& in 2014 and 2016

(iii)

預測至二零一四年及
二零一六年的船舶數目

Vessels

船舶

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

請填寫貴機構擁有或管理的船舶總數。

Please enter the forecast total number of vessels to be under your ownership or management in 2014 and 2016.

請填寫貴機構預測在二零一四年及二零一六年時擁有或管理的船舶總數。

Part II

第二部份

(1) Position on Board

船上職位

Crew Members

船員

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

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

(2) Total No. of Hong Kong Crew Members
Employed at Present

現在受僱的本港船員人數

Please enter the number of Hong Kong¹ crew members employed at present in Column (2).

請於第(2)欄內填寫現在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) No. of Hong Kong Crew Members
Employed According to Age Group

按年齡分佈的
受僱本港船員人數

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

請於第(3)欄內按年齡分佈填寫受僱於貴機構的本港船員人數。

- | | |
|--|---|
| <p>(4) No. of Hong Kong Crew Members Employed According to Average Monthly Income Group 按平均每月收入分佈的受僱本港船員人數</p> | <p>Please provide the number of Hong Kong crew members employed, by average monthly income group, in Column (4). 請於第(4)欄內按平均每月收入分佈填寫受僱於貴機構的本港船員人數。</p> |
| <p>(5) Projected Total No. of Hong Kong Crew Members to be Employed 預計未來僱用的本港船員人數</p> | <p>Please respectively enter the projected number of Hong Kong crew members you will employ in 2014 and 2016 in Column (5). 請於第(5)欄內指定位置分別填寫貴機構預計在二零一四年及二零一六年時擬僱用的本港船員人數。</p> |
| <p>(6) No. of Vacancies in this Position at Present 該職位的現有空缺數目</p> | <p>Please enter the current number of vacancies for each position in Column (6). 請於第(6)欄內填寫現時貴機構於各職位出現的空缺數目。</p> |
| <p>(7) Reason(s) for Vacancy, if any, in this Position 該職位出現空缺(如有)的原因</p> | <p>Please tick the reason(s) in Column (7) for the vacancies reported in Column (6). If there are other reasons, please specify. 請從第(7)欄列出的原因當中,選出最能解釋貴機構在第(6)欄所填報的職位出現空缺的情況(可選多於一項)。如有其他原因,請於空白地方列明。</p> |

Part III
第三部份

Training Requirements for Crew Members
船員的培訓需求

- | | |
|---|--|
| <p>(1) Position on Board 船上職位</p> | <p>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。</p> |
| <p>(2) No. of Hong Kong Crew Members Requiring Training for Certificates/Endorsements 需接受訓練獲取證書／認可資格的本港船員人數</p> | <p>Please enter the number of Hong Kong crew members requiring training in Column (2). 請於第(2)欄內填報貴機構的本港船員需要接受各項訓練的人數。</p> |

The 2012 Manpower Survey of the Maritime Services Industry
海事服務業二零一二年人力調查

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

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

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

Questionnaire - Ashore
調查表 - 岸上

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

| Rec. Type | (1) Position Ashore Related to Shipping/Maritime Services 岸上與航運／海事服務業有關的職位 | | (2) No. of Employees in this Position at Present 現在出任該職位的僱員人數 | | (3) Projected Total No. of Employees to be Employed for this Position 預計未來該職位需僱用的人數 | | (4) No. of Employees with Extending Experience (Officer Grade) According to Age Group 現在出任該職位而具備航海經驗(高級海員)的僱員人數 按年齡分布 | | | | | (5) No. of Vacancies in this Position at Present 該職位的現有空缺數目 | (6) Reason(s) for Vacancy, if any, in this Position (tick more than one option) 該職位出現空缺(如有)的原因(可選多於一項) | | | |
|-----------|--|---|---|---|---|-------|--|-------------------|-------------------|-----------------------|-------------|---|--|-----------------------------------|---|--|
| | Job Title / Code 職稱/編號 | 8 - 10 For official use only. 此欄位須填寫 | No. of Hong Kong Employees 香港僱員 | No. of Non-Hong Kong Employees 非本地僱員 | 2014 | 2016 | 30 or below 30歲或以下 | 31 - 50 31至50歲 | 51 - 55 51至55歲 | 56 or above 56歲或以上 | Total 總數 | | No Applicant 沒有人應徵 | No Qualified Applicant 沒有合資格人選 | No/Insufficient Professional Training 缺乏專業培訓 | Unattractive Salary/Career Prospect 薪金/行業前景吸引 |
| | | | 11-14 | 15-18 | 19-22 | 23-26 | 27-30 | 31-34 | 35-38 | 39-42 | 43-46 | 51 | 52 | 53 | 54 | 55 |
| 1. | | | | | | | | | | | | | | | | |
| 2. | | | | | | | | | | | | | | | | |
| 3. | | | | | | | | | | | | | | | | |
| 4. | | | | | | | | | | | | | | | | |
| 5. | | | | | | | | | | | | | | | | |
| 6. | | | | | | | | | | | | | | | | |
| 7. | | | | | | | | | | | | | | | | |
| 8. | | | | | | | | | | | | | | | | |
| 9. | | | | | | | | | | | | | | | | |
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| 22. | | | | | | | | | | | | | | | | |

Note: If additional lines are necessary, please tick here and enter on supplementary sheet(s).
附註：如填寫滿，請先將()填入此 內，然後在附頁繼續填寫。

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

The 2012 Manpower Survey of the Maritime Services Industry
海事服務業二零一二年人力調查

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

Explanatory Notes
附註

1. Before completing the questionnaires, please read carefully the Explanatory Notes.
填寫調查表前，請參閱附註。
2. The Questionnaire (Form 4) is used to collect information of shipping/maritime services related personnel working ashore with an aim to assess the demand of shore-based manpower with ex-seafaring officer qualifications/experience.
調查表（表四）是用作收集在岸上從事與航運／海事服務業有關的工作人員資料，旨在評估該等岸上職位對具備航海經驗人員的需求。
3. Please provide accurate and updated information as it will be used as the basis for making recommendations to the Government to have accurate assessment on training needs for the shipping/maritime services related personnel working ashore .
請提供準確及最新資料。因是次調查所得的結果將會作為向政府提出建議的基礎，從而對在岸上從事與航運／海事服務業有關的工作人員的訓練需求作出準確評估。
4. The reference date for this survey is **July 2012**.
是次調查以二零一二年七月的資料為準。

Part I

第一部份

Shipping/Maritime Services Related Personnel Working Ashore

於岸上從事與航運／海事服務業有關的工作人員

(1) Position Ashore Related to Shipping/Maritime Services

岸上與航運／海事服務業有關的職位

Please enter the job titles of shipping/maritime services related personnel working ashore in Column (1).

請於第(1)欄內填寫貴機構於岸上從事與航運／海事服務業有關的職位名稱。

(2) No. of Employees in this Position at Present

現在出任該職位的僱員人數

Please respectively enter the current number of **Hong Kong**¹ and **non-Hong Kong**² employees for each position in Column (2).

請於第(2)欄內分別填寫貴機構現在出任各職位的**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 Total No. of Employees to be Employed for this Position

預計未來該職位需僱用人數

Please respectively enter the projected number of employees you will employ in **2014** and **2016** for each position in Column (3).

請於第(3)欄內指定位置分別填寫貴機構預計在**二零一四年**及**二零一六年**時擬僱用出任各職位的人數。

(4) No. of Employees with Ex-seafaring Experience (Officer Grade) in this Position at Present According to Age Group

按年齡分佈的現在出任該職位而具備航海經驗(高級海員)的僱員人數

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

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

(5) No. of Vacancies in this Position
at Present

該職位的
現有空缺數目

Please enter the current number of vacancies for
each position in Column (5).

請於第(5)欄內填寫現時貴機構於各職
位出現的空缺數目。

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

該職位出現空缺
(如有)的原因

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

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