

21st & 22nd April 2009

## 4th Maritime HR & Crew Development

Dubai, UAE



### Employing Effective Strategies to Optimise your Crew Selection, Recruitment and Retention Programmes

ACI's 4<sup>th</sup> Maritime HR and Crew Development Conference in Dubai will highlight the topical issues relating to acute shortage of crew. The manning crisis is now at a critical point and is affecting different aspects of the shipping industry. The lack of skilled crew has resulted in safety and environmental concerns as well as inhibiting the growth of shipping companies. In this conference, **delegates will have the opportunity to hear from their peers on the latest HR and crew management strategies to overcome these challenges.** You will also have the opportunity to **join interactive discussions where issues such as safety, environmental protection and realistic solutions to the manning crisis will be discussed.**

#### THE AGENDA

Throughout the 2 days you will have the opportunity to hear from your industry peers and discover the most topical developments in the crew management. The agenda will cover the following critical areas:

- Discover the latest strategies in managing crew shortages
- Understand the factors resulting in the manning crisis
- Examine the solutions employed by leading shipowners and managers to overcome these challenges
- Hear from industry experts on selection, recruitment and retention strategies
- Determine the current challenges facing the tankers and offshore and how the different parties are working together to minimise the impact of the crew crisis

#### AN INTERACTIVE 2 DAYS

ACI's meetings offer the perfect opportunity to discover the latest updates and to discuss your own crewing challenges and solutions with your peers through an interactive and informative 2 day programme.

- Hear from an outstanding line-up of the industry's leading HR and manning executives
- Network informally with a relatively small, targeted group of senior-level executives and decision-makers from the shipping industry
- Discuss the latest challenges and developments in this rapidly changing and growing sector of the industry
- Participate in roundtable sessions – giving you the chance to discuss the latest issues with your colleagues – and the speakers - in an open, informal and intimate setting

#### Who will attend?

All ACI's events are **strictly end-user focussed** attract a targeted group of senior level researchers and decision-makers from industry. Delegates will be drawn from Ship Owning and Ship Management companies and include VPs, Directors and Managers of:

- Human Resources
- Crew Management
- Fleet Management
- Training and HSQE
- Manning Agencies

#### OPPORTUNITIES TO MEET YOUR TARGET AUDIENCE

Companies can gain direct access to our senior level audience and have an increased level of visibility through branding and networking at the conference. For information on available sponsorship and commercial opportunities, please contact Jean-Jacques Hermans on:

+44 207 981 2506 or email [jhermans@acius.net](mailto:jhermans@acius.net)

#### INVITED SPEAKERS INCLUDE:

Kuwait Oil Tanker Co

D&K Shipping Ltd

IMO

Maersk Training Centre

Anglo-Eastern Maritime Training Centre

And many more....

#### TESTIMONIALS

*'I also felt the conference went well with some very good input', Marine Manager, BIMCO*

*'The conference was very good', Marine Surveyor, Inserve MTS*

*"I also felt the Conference went well with some very good input"*  
SVP Marine Operations,  
Star Reefers UK Ltd

For more information or to register for this exclusive event, contact ACI

By calling +44 (0) 207 981 2502

Emailing: [sgrisetti@acius.net](mailto:sgrisetti@acius.net)

Visit our website: [www.acius.net](http://www.acius.net)



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## DAY ONE: 21<sup>st</sup> April 2009

08.00 **Registration and Coffee**

09.00 **CHAIRMAN'S OPENING ADDRESS**

09.10 **KEYNOTE ADDRESS**

### Effectively Managing Increasing Ship Operating Costs

- How do increasing crew costs impact your business?
- Expanding your business in the midst of crew shortage
- Exploring strategies to manage rising crew cost and its impact on operational outlay

09.50 **CONFERENCE PRESENTATION**

### Challenges of Training and Development of Crews - an Owner's perspective

- Implementing a structured controlled process
- Successfully integrating TOTS into your training programme
- Understanding the value of competency based training

Grant Akata, General Services Manager, **Nigeria LNG**

10.30 **Morning Refreshments and Exhibition Showcase**

11.00 **CONFERENCE PRESENTATION**

### Meeting the Requirements of Oil Majors

- Going beyond industry requirements
- Competent crew to ensure safety and avoid incidents
- Retaining crew to ensure uninterrupted operations of vessels
- Is 'fast - tracking' a solution? What is its impact on safety?

Ali Shehab, Manager Fleet Personnel Group, **Kuwait Oil Tanker Co**

11.40 **CONFERENCE PRESENTATION**

### Learning from the Indian Shipping Experience

Pradeep Correa, General Manager of Fleet Personnel, **Great Eastern Shipping Company**

12.20 **Lunch**

13.00 **CONFERENCE PRESENTATION**

### Improving Competence of Crew – Role and Objective of Training

- Ensuring safety of ships with competent crew
- Effective training of crew of different culture and language abilities
- Enhancing the ability of crew to deal with crisis to minimise damage to vessels and environment
- Understanding the effectiveness of technologies available to train crew

Kersi N. Deboo, Director & Principal, **Anglo-Eastern Maritime Training Centre**

14.20 **CONFERENCE PRESENTATION**

### Ship Design – Better Facilities for Crew

- Exploring the importance of better living conditions in attracting and retaining crew
- Cost vs. benefits of investing in better facilities
- Analysing the advantages of training berths and the cost of providing them

15.40 **Afternoon Refreshments**

15.00 **CONFERENCE PRESENTATION**

### Crew Safety – Taking Steps to Ensure the Safety of Crew, Cargo and Ship

- Investigating cost of managing risk in your shipping operations
- Exploring the options available to minimise the risk of piracy
- Providing a safe working environment for your crew

16.00 **CONFERENCE PRESENTATION**

### Falsified Documents and Value Added Benefits to Retain Crew

Integrity is one of the pillars of any endeavour and nowhere is this more visible than in the shipping industry. Tradition of seafarers integrity is facing a challenge of globalization with ever growing web of new regulations and global governance. Falsification of documents and records is sometimes hard to accept, as it happens in any workplace, but it is more important to explain: why is it happening? What are the effects of falsification for the company and what solutions we can offer? We have to find the way to "Do It Right" policy. By implementing added benefits to seafarers' welfare and family life we can increase retention rates as seafarers families are essential part of shipping community.

Eduard Tkalcic, Head of International Crewing, **OSG Ship Management**

16.40 **"Interactive" ROUNDTABLE DISCUSSIONS**

Topics to be covered include:

TABLE 1:  
CHAIR:

TABLE 2:  
CHAIR

TABLE 3:  
CHAIR:

17.40 **Drinks Reception and End of Day One**

\*Invited speaker

**DAY TWO: 22<sup>nd</sup> April 2009**

08.30 Registration and Coffee

09.00 CHAIRMAN'S OPENING ADDRESS

09.10 KEYNOTE ADDRESS

**Exploring Realistic Solutions to the Shortage of Crew**

Due to the shortage of crew in the last few years, many unqualified seafarers have been hired by owners but statistics confirm big losses due to human error hence adequate education and training are the base to create first class quality and improve the performance on board.

- Understanding how the shortage impacts your operational efficiency
- Identifying cost-effective solutions that meets your requirements

Mihai Sagau, Chief Executive Officer, **Sagau Shipping**

09.50 CONFERENCE PRESENTATION

**Human Resources Strategies in Crew Recruitment, Selection and Retention**

- Employing effective strategies to minimise the impact of crew shortage

Khaled Jamil, Managing Director, **Qawareb Ship Management**

11.10 Morning Refreshments

10.30 CONFERENCE PRESENTATION

**Overcoming the Challenge of Finding Qualified Maritime Officers and Crew in the Midst of a Worldwide Lack of Personnel in the Foreseeable Future**

- What attracts crew to the shipping industry and motivates them?
- One important issue is to recognize and understand the Employee's Needs – Raising Standards

Bjorn Simonsen, Managing Director, **OSM Crew Management**

11.40 **"Interactive" ROUNDTABLE DISCUSSIONS**

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CHAIR:

TABLE 3:  
CHAIR:

12.40 Lunch

14.00 CONFERENCE PRESENTATION

**Manning Agency – What Role Does the Crew Manager Plays?**

- Optimising your relationship with your crew managers
- Working with crew agencies to develop crew recruitment & retention strategies

14.40 CONFERENCE PRESENTATION

**Reviewing the 2006 Maritime Labour Convention**

- Exploring the challenges to meeting the requirements of the convention
  - What is its impact on shipping operations
- Harish Raman, ILO Manager - Marine, Middle East & Africa, **Lloyd's Register**

15.20 CONFERENCE PRESENTATION

**HR strategies – Knowledge Management**

- Effectively disseminating knowledge throughout the organisation to enhance crew expertise
- Establishing a structured approach to crew competency management

16.00 Closing Remarks &amp; Afternoon Refreshments

16.20 End of conference

\*Invited speaker

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## 5 EASY WAYS TO REGISTER

Tel: +44 20 7981 2502  
Fax: +44 20 7593 0071  
Email: [sgrisetti@acius.net](mailto:sgrisetti@acius.net)

Web: <http://www.acius.net>  
Mail: ACI Europe, 5/13 Great Suffolk Street, London, SE1 0NS

## TERMS AND CONDITIONS

### How to Register

Registrations must be received in writing or electronically at our secure web site. Please complete and mail or fax a copy of registration form with a cheque or credit card number. Fee includes program materials, continental breakfast, networking luncheon and refreshments.

### Payment

Payment must be received within five business days of returning the signed contract. After receiving payment a VAT receipt will be issued. If you do not receive a letter outlining details two weeks prior to the event, please contact the Conference Co-ordinator at ACI Europe Ltd.

**Discounts are available for multiple/group bookings. Please call +44 20 7981 2502 for more information**

### Cancellations

Substitutions are welcome up to 24 hours prior to the event. Cancellations must be received in writing no less than 3 weeks prior to the start of the conference; a full credit voucher towards a future ACI conference will be issued. Any cancellation received less than 3 weeks prior to the start of the event shall be deemed to be a breach of this contract by client, and accordingly, no credits will be given. By completing this registration form, the client hereby agrees that in case of dispute or cancellation ACI Europe Ltd will not be able to mitigate its losses for any less than 50% of the total contract value. Cancellations must be received in writing by mail or fax three weeks before the conference. Thereafter the full conference fee is payable. If for any reason ACI Europe Ltd decides to amend, cancel or postpone this conference, the conference fee will not be refunded. Furthermore, ACI Europe Ltd will not be responsible for covering airfare, hotel or other costs incurred by registrants. In the event that ACI Europe Ltd cancel or postpone the event, ACI Europe Ltd reserves the right to transfer this booking to another conference to be held in the following twelve months, or to provide a credit of an equivalent amount to another conference within the following twelve months. The construction, validity and performance of this agreement shall be governed in all respects by the laws of England to the exclusive jurisdiction of whose courts the Parties hereby agree to submit.

### About ACI

ACI, a UK owned company, have been running successful conferences for the last 8 years in the USA. Headquartered in Chicago with offices all around the States, they run forums in varied fields and are market leaders in Healthcare business conferences. Opening their European head office at the end of 2005, they have expanded rapidly and are launching a series of events covering emerging markets, the maritime industry and now the pharmaceutical industry.

### Venue:

Dubai, UAE.  
Details to be confirmed.

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

### Prices and Payment Information

Conference (Includes Documentation Packet)	<b>21<sup>st</sup> – 22<sup>nd</sup> April 2009</b>	<b>£1,325 (+ VAT)</b>
Documentation Packet	Copies of all conference proceedings	£395

### Documentation Packet Available

You can purchase the **4<sup>th</sup> Maritime HR & Crew Development** papers at just **£395**. Simply tick the box on the booking form, send it with payment and your copy will be on its way to you after the meeting. This important manual will be a source of invaluable reference for the future.

### Discounted Registrations

Members and customers of all supporting organisations are entitled to a 15% discount off their conference package. The deadline for discounted registrations is Friday 13<sup>th</sup> February 2009. For more information please call +44 20 7981 2504.

## With Thanks to our Supporting Partners:

