

# Company of Master Mariners



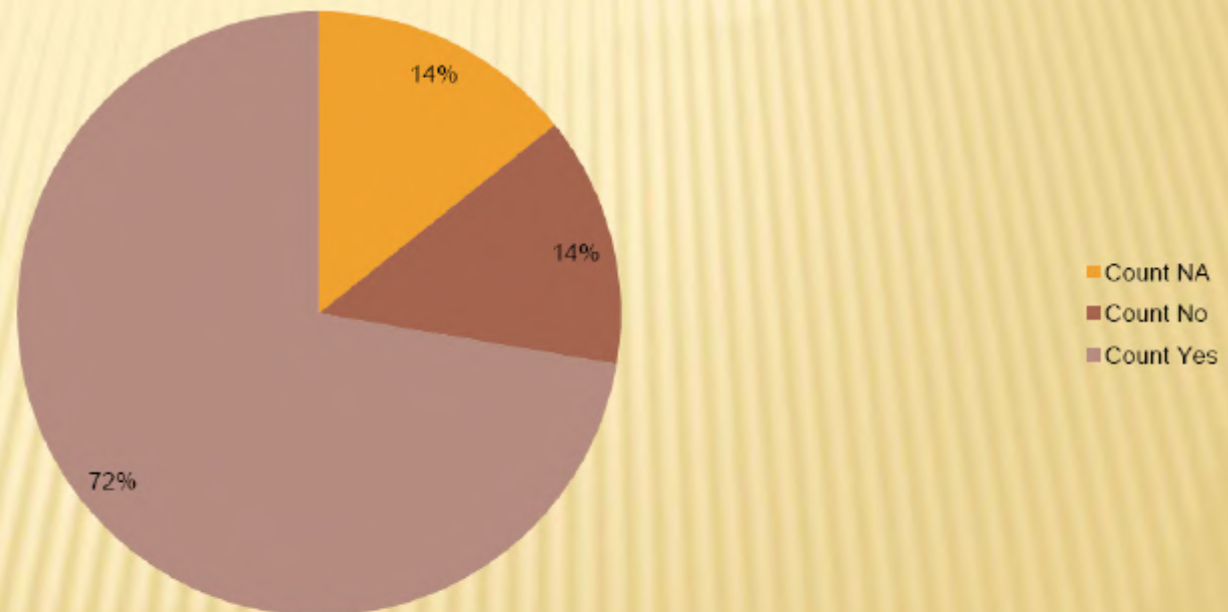
The Need for Change

# INTERNATIONAL ISSUES

- ✘ 80000 officer shortage in 2012
- ✘ Equates to 2000 vessels and 1 billion tonnes of cargo
- ✘ Why no ships laid up due to lack of labour?

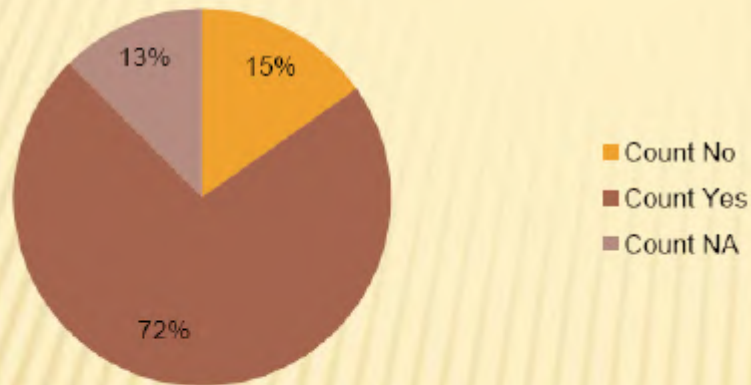
# ALL VESSELS ALL QUESTIONS

All Questions  
Breakdown by Responses

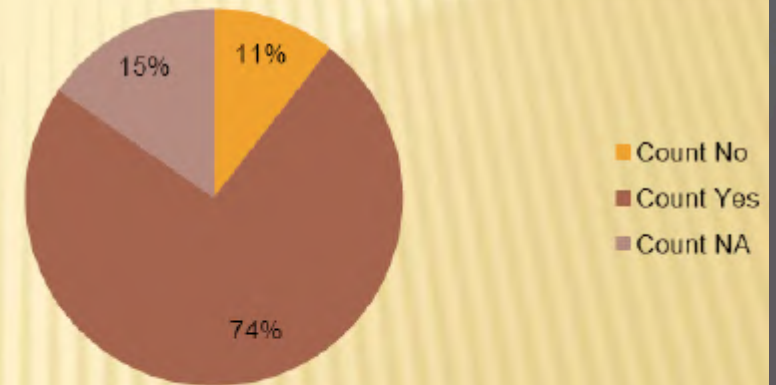


# BREAKDOWN BY PRIMARY VESSEL TYPE

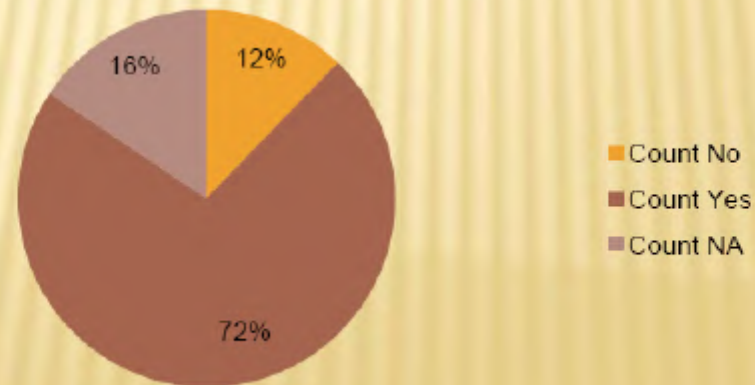
## Bulk Carrier Responses



## Tanker Responses



## Container Responses



# WHAT ARE WE FACED WITH?

- Declining Crew competencies
- A desire by countries to have home grown, marine skilled, shore based personnel – but
- No desire to train seafarers or employ seafarers from their home country
- Litigious environment
- No whole of life career path

# Who takes stewardship?

- ▣ Unions
- ▣ Master Mariner Associations
- ▣ Marine Sector

# Membership Change over last 5 years

	2009	2010	2011	2012	2013
Melbourne	139	127	131	124	129
Newcastle	42	43	41	42	42
Queensland	85	88	81	78	72
S Australia	36	34	33	33	35
Sydney	92	86	82	80	74
W Australia	91	101	121	130	145
TOTAL	485	479	489	487	497

# Member's Age Analysis

22 March 2010 - 1 April 2011

BRANCH	Over 81 years	66 - 80 yrs	41 - 65 yrs	20 - 40 yrs	TOTAL	Average Age
Melbourne	13.95%	38.76%	44.19%	3.10%	129	64.9
Newcastle	7.50%	47.50%	45.00%	0.00%	40	65.0
Queensland	15.00%	51.25%	32.50%	1.25%	80	66.9
South Australia	12.12%	57.58%	30.30%	0.00%	33	69.4
Sydney	24.39%	52.44%	20.73%	2.44%	82	69.5
W Australia	8.26%	29.75%	55.38%	6.61%	121	60.8
<b>TOTAL</b>	<b>13.81%</b>	<b>42.89%</b>	<b>40.21%</b>	<b>3.09%</b>	<b>485</b>	<b>65.3</b>



# Member's Age Analysis

20 March 2012 - 02 April 2013

BRANCH	Over 81 years	66 - 80 yrs	41 - 65 yrs	20 - 40 yrs	TOTAL	Average Age
Melbourne	15.50%	39.53%	41.09%	3.88%	129	66.2
Newcastle	9.52%	45.24%	42.86%	2.38%	42	65.5
Queensland	16.67%	51.39%	30.56%	1.39%	72	67.9
South Australia	25.71%	25.71%	25.71%	2.86%	35	69.5
Sydney	18.92%	56.76%	22.97%	1.35%	74	70.9
W Australia	5.48%	28.77%	55.48%	10.27%	146	59.1
<b>TOTAL</b>	<b>13.65%</b>	<b>40.76%</b>	<b>40.76%</b>	<b>4.82%</b>	<b>498</b>	<b>65.2</b>

# Demographics

- Over 80 years of age:  
retirees unlikely to take Court positions
- Age 65 – 80:  
usually more time on hand to assist, but no longer active in the Industry
- Age 40 – 65:  
usually well settled in their career path, active in the Industry and ideal for Court leadership
- Age 20 – 40:  
often not ready to make full commitments, but may be willing to assist with information, projects and be ready for grooming into Court positions

# Members by Occupation

BRANCH	SEAGOING	SHORE BASED	RETIRED	TOTAL
Melbourne	13	63	53	129
Newcastle	8	19	15	42
Queensland	10	36	26	72
S Australia	5	14	16	35
Sydney	5	34	35	74
W Australia	23	89	34	146
TOTAL	64	255	179	498

BRANCH	SEAGOING	SHORE BASED	RETIRED	TOTAL
Melbourne	10%	49%	41%	100%
Newcastle	19%	45%	36%	100%
Queensland	14%	50%	36%	100%
S Australia	14%	40%	46%	100%
Sydney	7%	46%	47%	100%
W Australia	16%	61%	23%	100%
TOTAL	13%	51%	36%	

BRANCH	SEAGOING	SHORE BASED	RETIRED	TOTAL
Melbourne	3%	11%	13%	
Newcastle	2%	4%	3%	
Queensland	2%	7%	5%	
S Australia	1%	3%	3%	
Sydney	1%	7%	7%	
W Australia	5%	18%	7%	
TOTAL	13%	51%	36%	100%

# Internal Issues

- ▣ Decisions being made by those that are no longer directly concerned
- ▣ Branch activity dictated by those predominately interested in social activity

# External Issues

- ▣ Competing organisations – Master Mariners/ IFSMA/ Honourable Company, IHMA, Nautical Institute, INMarEST, IMPA/ AMPI, unions etc.
- ▣ Look after own profession do not look at whole of industry



Company Change

# Why?

- Only 25% at best attend branch meetings and therefore 75% of members (mostly active) have either no ability or interest to attend branch meetings
- Reliance on branch activity to keep the company alive will result in the company folding
- New members have indicated that they wish to be members of the Company of Master Mariners as a body and not a branch

# Why?

- Many persons who are now interested in joining the Company do not like the branch atmosphere however wish to be actively involved with where the Company is heading
- There is a place for the social interaction in branches and provision of technical presentations
- Duplication of administrative effort and resources means waste
- The Company needs to be seen as a national body not disparate groups



# How

- Do we attract new members in younger age groups
- We all personally know other people in the Industry who are non-members what will make them join
- Student memberships – attract younger people entering the Industry
- Do we canvas deck officer employees

**Master Mariners Membership**

WA

Newcastle

Federal Board

Sydney

Secretary General

SA

(Registrar/ Secretary/  
Treasurer)

Melbourne

Brisbane

# Federal Board

- Branch Masters form Board
- One Branch Master selected as Chair (no additional Federal Master)
- Administration by Secretary General
- All finances and memberships administered via Secretary General

# Other Activities/Changes

- ▣ Centralisation of registration
- ▣ Web enhancements
- ▣ Facebook
- ▣ 4 years of “Celebrate Maritime Day”

# Still Needed

- ▣ Centralisation of funds
- ▣ Increased branch activity
- ▣ Maritime Clusters

As an Entity we may be seen as small and weak. Many things conspire against us. It is necessary to change and adapt. To remain relevant to new seafarers and to develop a strong unity with other like minded maritime associations so as to drive a common goal-----

To continued growth of the Maritime sector and the longevity of our chosen professions.