



Christoph Koenig

Business Development Director
Ocean Technologies Group



OCEAN
Technologies Group

Tech-Smart Crewing

Technologies' role in efficient operations and improving the employee experience

Christoph Koenig | Business Development Director | OTG



Identifying the HR challenges

the art of finding, keeping and nurturing talent



Recruit



Retain



TRANSACTIONAL

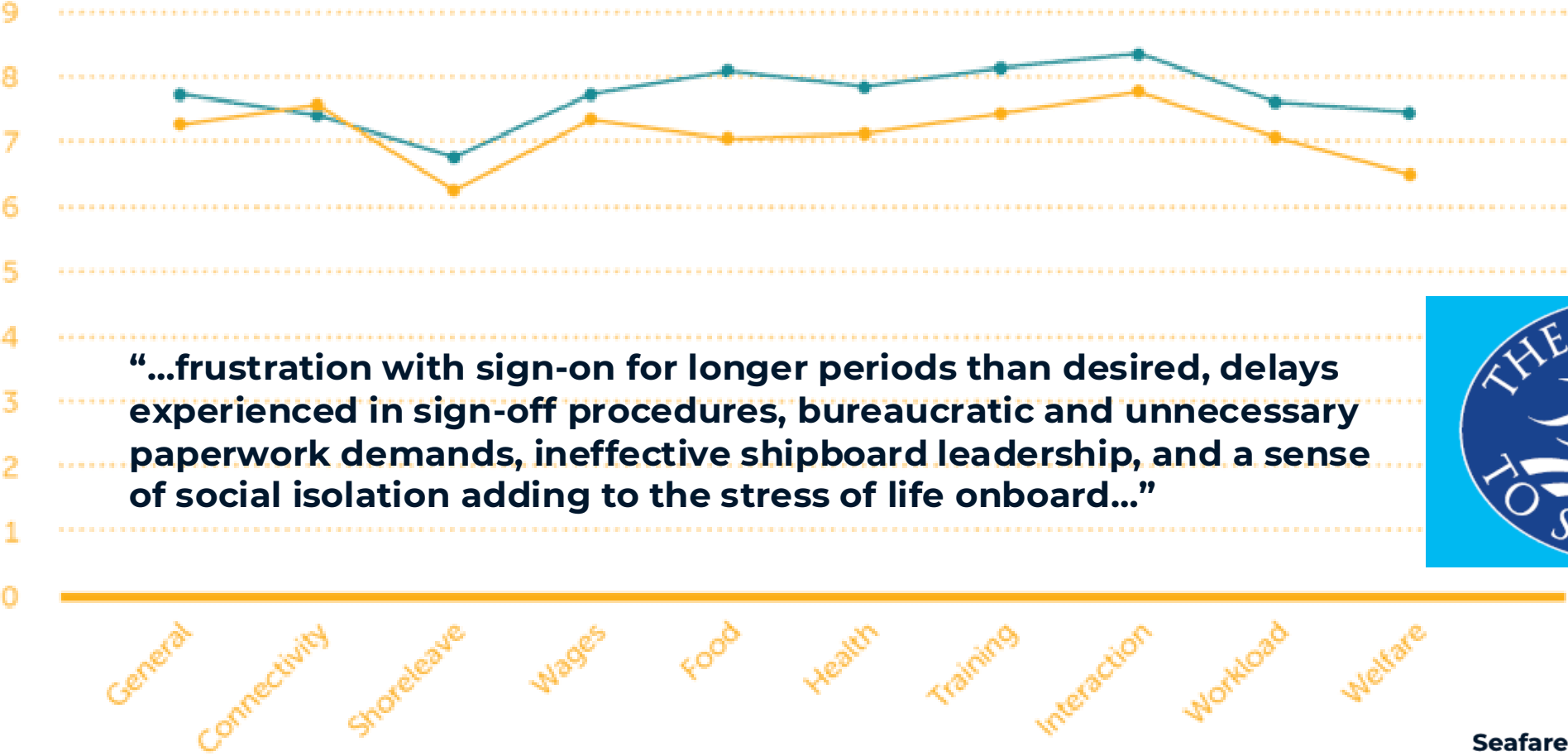


TRANSFORMATIONAL

Seafarers Happiness index

Q1 2023 v Q4 2022

Q1 2023 Q4 2022



“...frustration with sign-on for longer periods than desired, delays experienced in sign-off procedures, bureaucratic and unnecessary paperwork demands, ineffective shipboard leadership, and a sense of social isolation adding to the stress of life onboard...”



People are the key to our success

- **The role of the seafarer has always been in evolution**

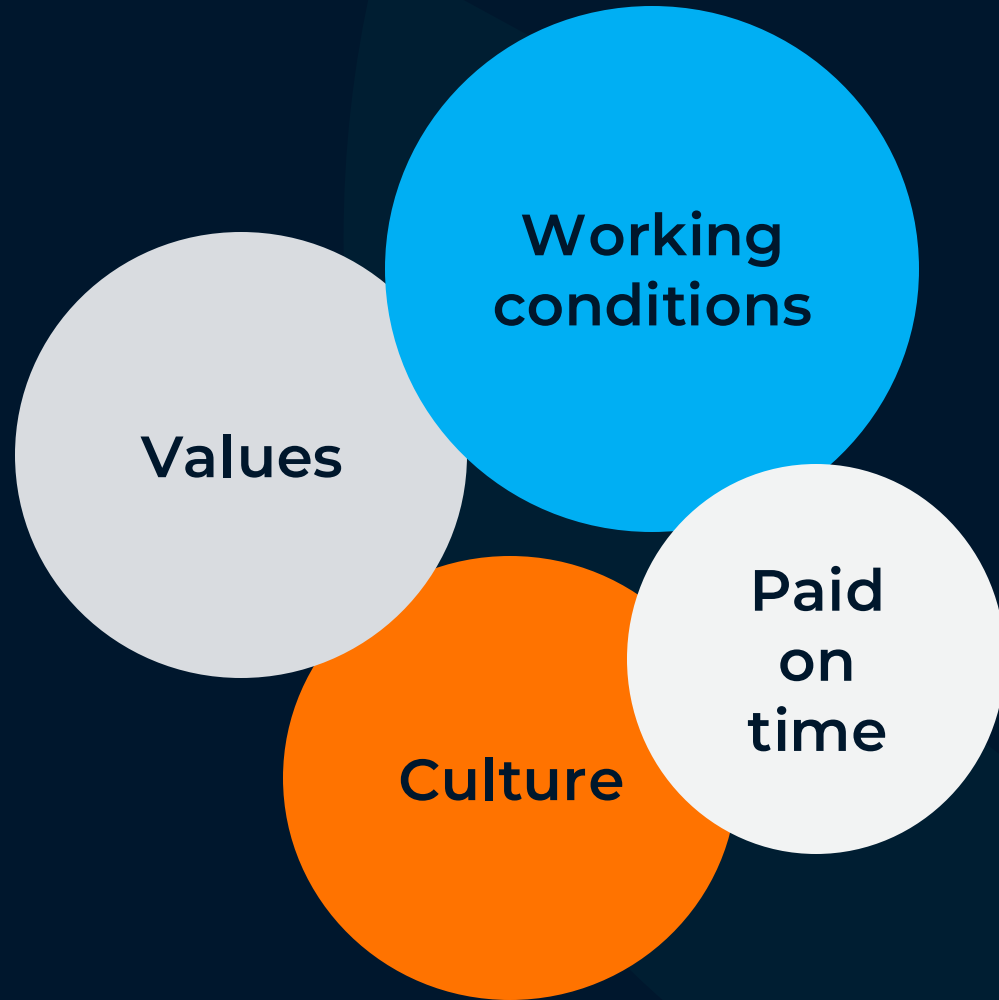
- Broader responsibilities
- Ever-changing trades and requirements
- New equipment, new fuels
- Social and cultural mix

- **Their expectations have evolved, too**

- Career development, continuous training
- Transparent communication
- Work / Life balance, remuneration
- Use of mobile, modern tools



ESG context – The Social Pillar



Managing maritime personnel is difficult



- **Crewing teams are under enormous pressure**
 - It is hard to find good crew
 - Even harder to keep them
 - Mobilising them is increasingly complex...
 - ...and increasingly expensive

Abandoning the spreadsheet

data should work for you, not the other way around...

Handling data does not need to be a chore.

A Maritime HR platform means...

- + Always up-to-date
- + Secure, restricted access
- + Paperwork is minimized and what remains is automated
- + Benchmarking is facilitated



There are solutions at hand

ensuring compliance and enabling success

At any scale, by embracing a Maritime HR approach to crewing, we can retain people more easily and lessen the burden of everyone involved, onboard and onshore.

- + Clear communication of expectations
- + A clear view of opportunities for progression
- + More time for teams aboard and ashore
- + Reduced pressure and stress

OCEAN

Technologies Group



OCEAN
Learning

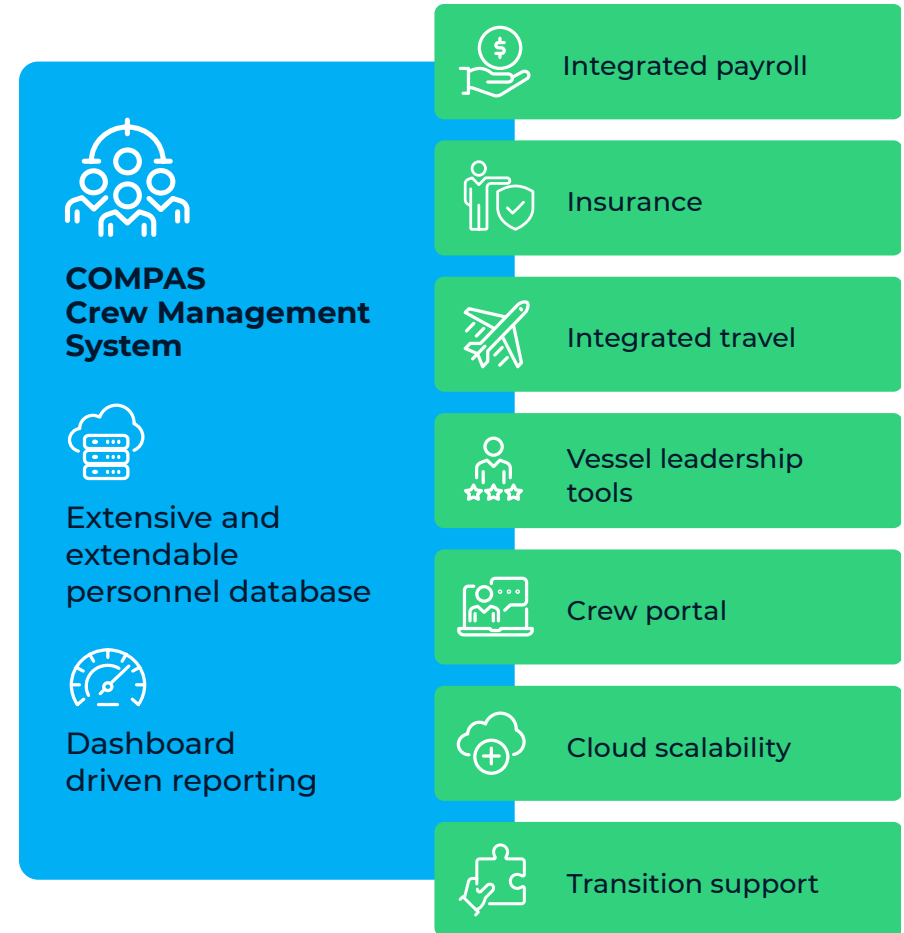
OCEAN
Fleet

COMPAS

COMPAS Crew Management System

features...

- **An extensive and extendable personnel database**
 - + All vital crew-related data is structured and standardized.
 - + Complex operations such as crew change and promotions are made easy and intuitive.
- **Dashboard driven reporting**
 - + User Experience built on firsthand knowledge of the needs of crewing teams, providing relevant business intelligence.
 - + It makes sharing information with your stakeholders quick and easy.



One-click compliance check

- + Perform complete compliance checks in seconds.
- + Instantly see compliance with flag, STCW, owner or equipment manufacturer requirements
- + Share or export the results to colleagues, partners, customers or other stakeholders
- + See compliance across your fleet in one place



Integrated Payroll

reduce room for error

An international workforce can be an administrative tour de force.

Compliance and accuracy are critical while dealing with:

- Multiple wage scales
- Collective bargaining agreements
- Different tax regimes

It is possible to automate many processes, including:

- Issuing contracts,
- Handling CVs
- Visa applications

And integrate crewing systems directly with your financial and banking systems

Payments Draft History

Company: Greenwich MARINE LIMITED Currency: -- --

From date: 01/Sep/2022 To date: 27/Mar/2023

Name	Value Date	Company	Amount	Currency	Draft Type	Transaction
AGENTS AUG22	08/Sep/2022	Greenwich MARINE LIMITED	123,783.60	USD	BANK	
AGENTS NOV22	01/Dec/2022	Greenwich MARINE LIMITED	388,075.45	USD	BANK	
BERUSDLOMAR	31/Oct/2022	Greenwich MARINE LIMITED	41,900.00	USD	BANK	
CASHCYAUG22	22/Sep/2022	Greenwich MARINE LIMITED	390,085.28	USD	CASH	
CASHMFG181122	14/Nov/2022	Greenwich MARINE LIMITED	11,052.33	USD	CASH	
CASHOCT22CY	01/Nov/2022	Greenwich MARINE LIMITED	133,389.52	USD	CASH	
cashSept22	10/Oct/2022	Greenwich MARINE LIMITED	146,641.07	USD	CASH	
chermigoc2	04/Nov/2022	Greenwich MARINE LIMITED	14,950.02	USD	BANK	
cy191022	19/Oct/2022	Greenwich MARINE LIMITED	2,000.00	USD	BANK	
CYAGENTS OCT22	31/Oct/2022	Greenwich MARINE LIMITED	317,011.65	USD	BANK	
CYAUG22USD	14/Sep/2022	Greenwich MARINE LIMITED	351,404.00	USD	BANK	
CYAGSHNOV22	06/Dec/2022	Greenwich MARINE LIMITED	73,850.00	USD	CASH	
CYFOREUR021122	02/Nov/2022	Greenwich MARINE LIMITED	1,411.56	EUR	BANK	
CYFOREUR181022	18/Oct/2022	Greenwich MARINE LIMITED	1,006.73	EUR	BANK	
CYFOREUR2710	27/Oct/2022	Greenwich MARINE LIMITED	2,700.00	EUR	BANK	
CYFOREURNOV22	25/Nov/2022	Greenwich MARINE LIMITED	5,700.00	EUR	BANK	
CYFOREURNOV22	25/Nov/2022	Greenwich MARINE LIMITED	4,818.00	EUR	BANK	

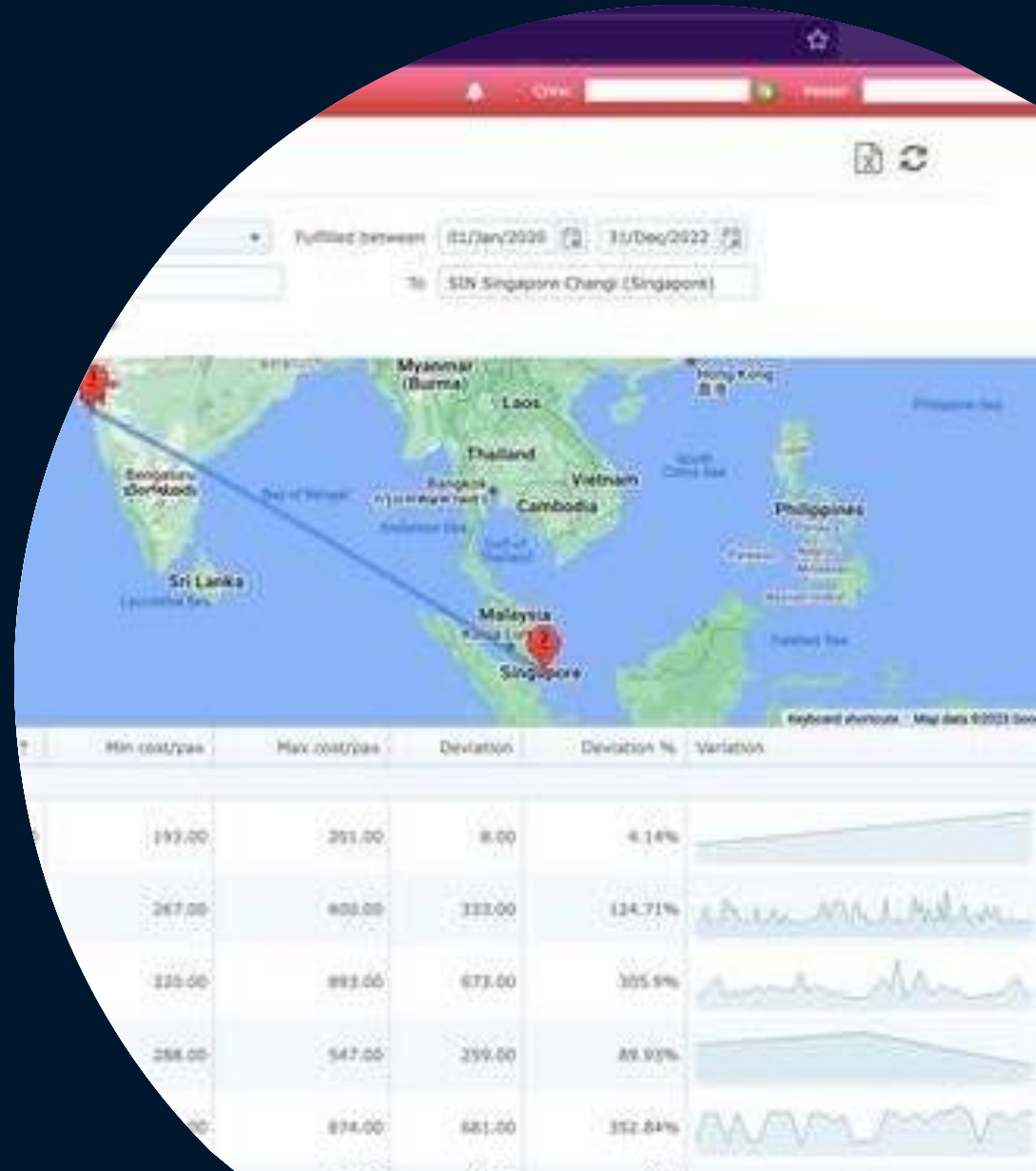
Getting People to Work

and controlling costs

Crew changes have never been more challenging.

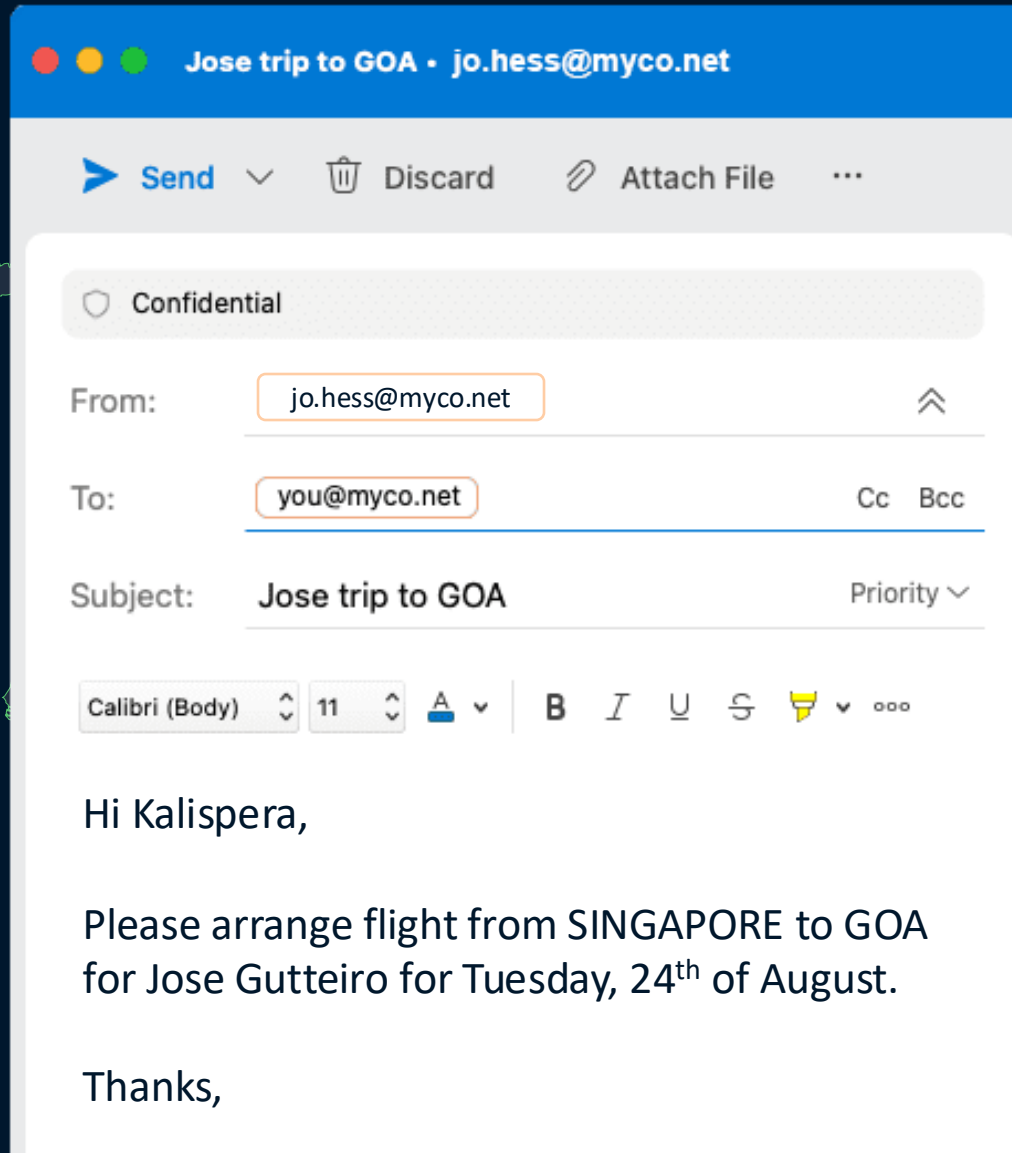
Crewing teams need to get people to and from international locations, often at short notice.

- + Flowing from the fleet planning tool, the travel module interfaces with travel agencies via API or dedicated portal.
- + Keep track of the costs involved in crew changes
- + Budget hotels, air fare, etc.
- + Benchmark new quotes with historical data
- + Control the cost of the most used routes



Standardisation

- GOA – IATA Code
- MAL – ISO Code
 - Malawi
 - Malagaska
 - Malta
 - Malaysia



So, where are you sending Jose?

Leadership tools

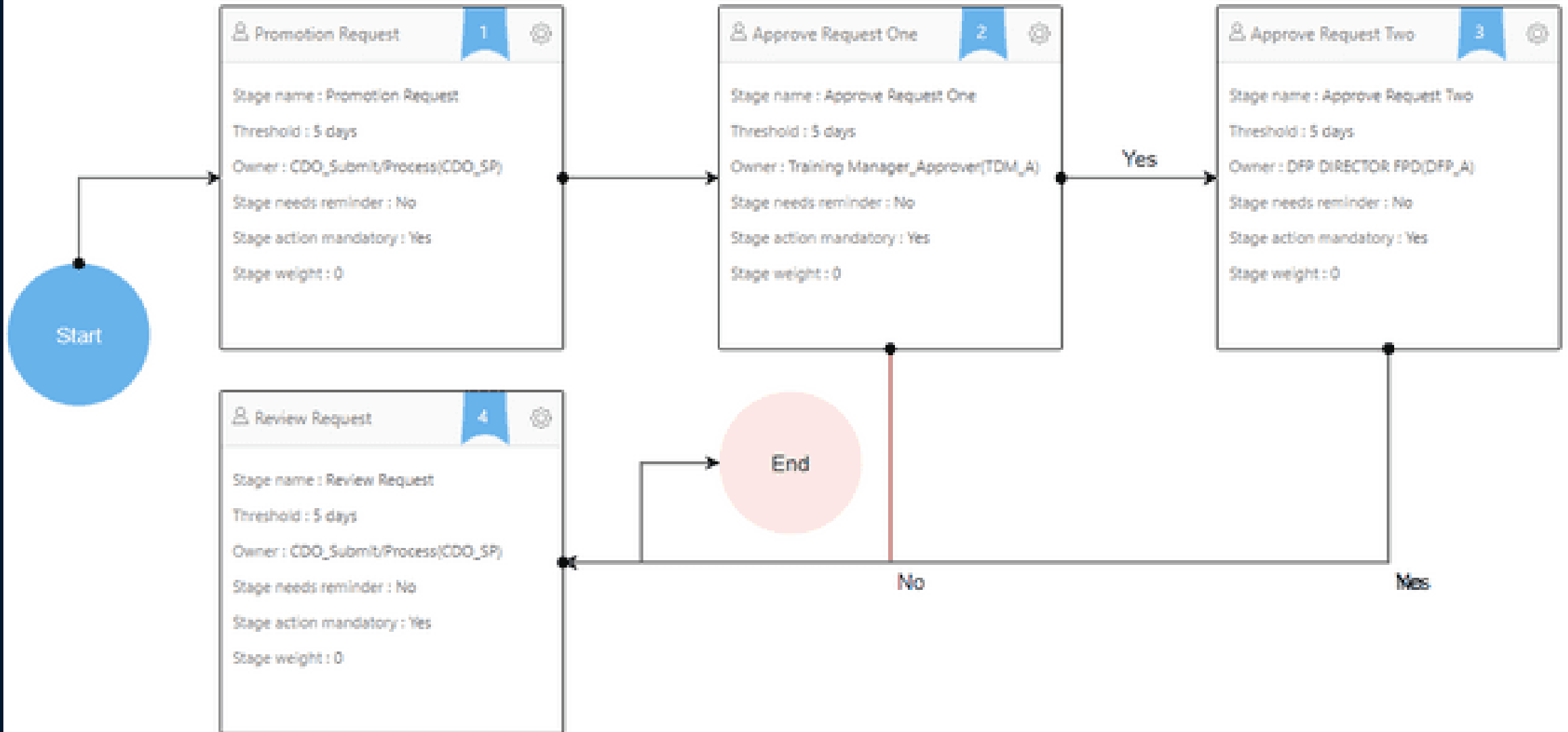
free vessel leadership from administration

A ship's senior staff are selected for their leadership and seafaring skills, not their ability to shuffle spreadsheets.

- + Issue crew lists and other required documentation at ports of call, and to stakeholders in the correct formats, automagically.
- + Keep track of crew changes, muster lists, flights and more as everything is automatically transferred in the background.
- + Focus and perform the critical roles they are employed for.



Promotions



Keeping the crew in the loop

give your people control and visibility

Allowing them to easily manage their own data from anywhere, increases transparency, trust, self-confidence, engagement and lightens burden on office staff.

- + Check their own future calendar events such as training, travel plans and assignments.
- + Process notifications, receive and view pay slips.
- + File for claims and expenses.
- + Stay on top of their status of compliance.
- + Upload or download relevant documents.



Supporting crew development

Learning platform key component of employee experience

- + Knowledge building resources
- + Competency building frameworks
- + Ability to see what to prioritise
- + Ability to see own performance
- + Facilitating self-directed learning
- + A tool to help communicate your culture



Bringing it all together



RECRUIT

Industry standard tools to help assess and select the talent you need



ONBOARD

All you need to set up your new hires for success and quickly get them to where you need them to be



DEVELOP

Comprehensive talent management tools and content to cover your safety training and skills development needs



SUPPORT

Smart workflows that make work manageable



PERFORM

Achieve the highest levels of safety, efficiency and sustainable business growth



RETAIN

Create an employee experience that ensures you retain your talent



Thank you...

Scan the QR code to find out more

