

ACHEON AKTI®

NAVIGATION COMPANY LTD

Optimising Crew Budgets while Safeguarding Standards

Balancing financial efficiency, safety, and compliance in shipping operations

ELIAS CONSTANTINOU

CHIEF OPERATING OFFICER

Entrust our expertise,
Navigate with confidence

History

- **Acheon Akti** is a family-owned company and was founded in 2002 with the aim of becoming a first-class ship manager with a global reputation for excellence and reliability
- Through the years, **Acheon Akti** has developed expertise into various types of vessels, including bulkers of all sizes, tankers, chemical tankers, reefers, container vessels, passenger vessels, general cargo and offshore support
- Being situated in Limassol, we take advantage of Cyprus' geographical position at the crossroads of three continents, as well as benefit from the island's efficient communications and telecommunications infrastructure






About





- **Acheon Akti** has been a global provider of ship management services
- Headquartered in Cyprus with offices in Dubai and Germany
- The company maintains the highest degree of operational and safety integrity over a managed fleet of more than 55 vessels
- **Acheon Akti** is an active member of industry organisations such as BIMCO, Cyprus Shipping Chamber, IMEC, IMarEST, Cyprus Marine Club and EBEA.
- The company places great emphasis on its employees, its human capital, and enjoys a high degree of employee retention and loyalty
- **Acheon Akti** is certified by Bureau Veritas in respect of DOC, MLC, ISO 9001, ISO 14001 and ISO 45001
- Our ISM / ISO / MLC Codes Certification guarantees optimum quality and safety standards

What we discussed so far

Coping with Crew Shortages:

-  New talent sources a global provider
-  Retention & loyalty
-  Seafaring as an attractive career

AI in Crewing:

-  Smarter planning & scheduling
-  Automated compliance & HR
-  Wellbeing monitoring
-  Empowering people, not replacing

 Sustainable crewing strategies +  Technology for efficiency & resilience

 Leads into: Optimising Crewing Costs While Enhancing Quality

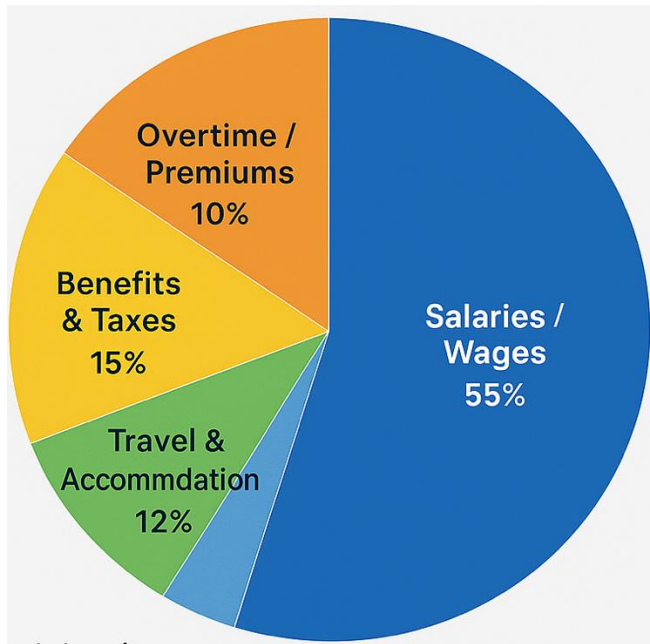


Introduction

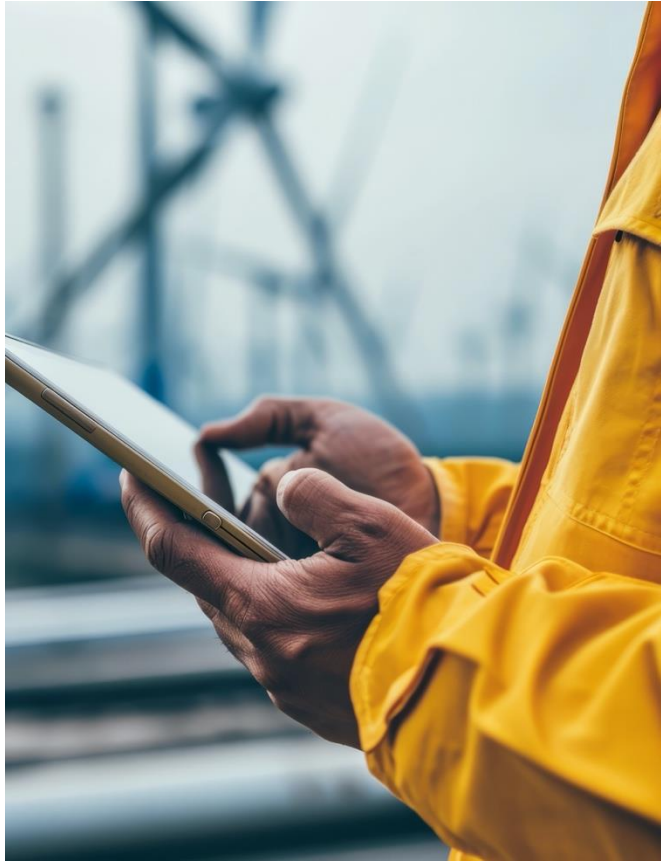
- Crew costs = 30 - 50% of vessel OPEX
- Need balance between Cost Efficiency and Safety

Today's focus: Challenges, Strategies, Best Practices

Crew Cost Components



- Training / Certifications 2%
- Equipment / Uniforms 5%
- Miscellaneous / Contingency
- Training
- Contingency



— The Role of Crew Cost in Shipping

- Wages, overtime, bonuses
- Training & certification
- Travel, repatriations, visas
- Insurance & welfare benefits
- Onboard living expenses



Challenges in Managing Crew Budgets

- Rising global labour costs
- Stricter compliance: STCW, MLC, Flag State
- Shortage of skilled officers
- Pressure from owners to cut OPEX
- Disruptions: COVID-19, inflation, geopolitics



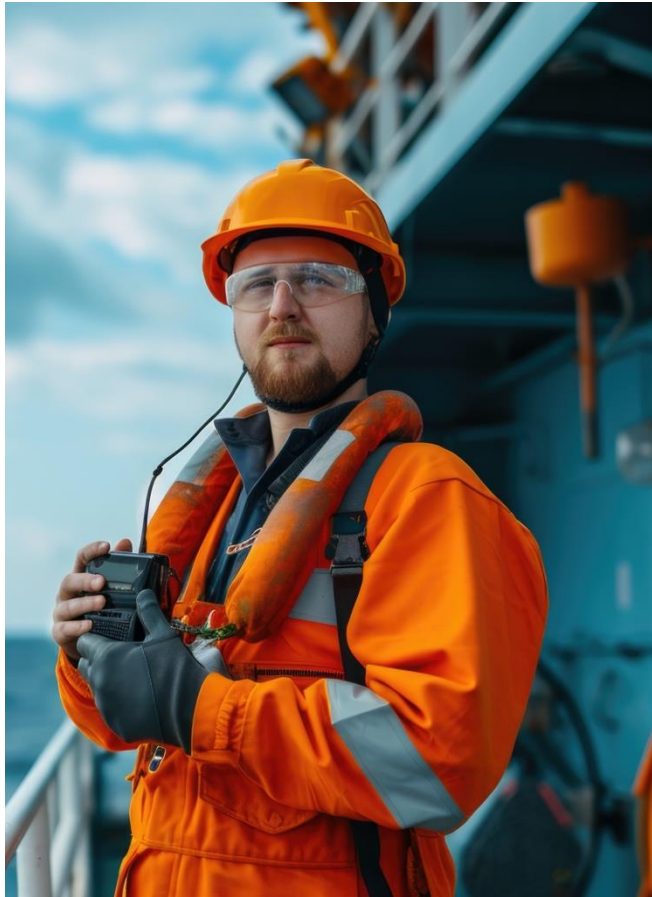
Where Costs Spiral

- Poor crew planning – last-minute flights
- Over-reliance on expensive agencies
- Re-training due to high turnover
- Inefficient contract rotations cycles
- Lack of digitalisation

Key Strategies for Optimisation



- Efficient crew planning & rotation
- Digital tools for payroll & scheduling
- Outsourcing via reliable crewing agencies
- Retention programs to reduce turnover
- Smart procurement: bulk supplies & travel deals



— Safeguarding Standards

- Compliance with IMO, ILO-MLC, Flag State
- Continuous Training & Upskilling
- Welfare & Mental Health Support
- Performance monitoring via KPIs & Audits

Examples from Industry Practices

A major shipping company implemented a digital crewing system to streamline scheduling and payroll



- Digital crewing software reduced admin errors
- Global travel contracts cut costs by 15%
- Welfare investment lowered turnover by 8%
- Overall: 12% cost reduction without breaching MLC

North Sea Ship Collision



On **March 10th 2025** in the North Sea Ship Collision approximately 14 nautical miles northeast of Spurn Head, East Yorkshire, UK, a Portuguese-registered container ship collided with A US-registered oil/chemical tanker, which was anchored at the time.

The collision resulted in a massive fireball due to the ignition of aviation fuel onboard the oil / chemical tanker, leading to significant environmental contamination and the presumed death of a Filipino crew member onboard the containership.

The incident also released thousands of plastic resin pellets (nurdles) into the marine environment, posing threats to wildlife.

North Sea Ship Collision

This incident underscores the critical importance of adequate crew training adherence to safety protocols:

- **Training and Awareness**

Regular training on emergency response, navigation and environmental protection is essential to prevent such incidents

- **Regulatory Compliance**

Strict adherence to maritime safety regulations, including the presence of dedicated lookouts and proper watchkeeping practices is vital

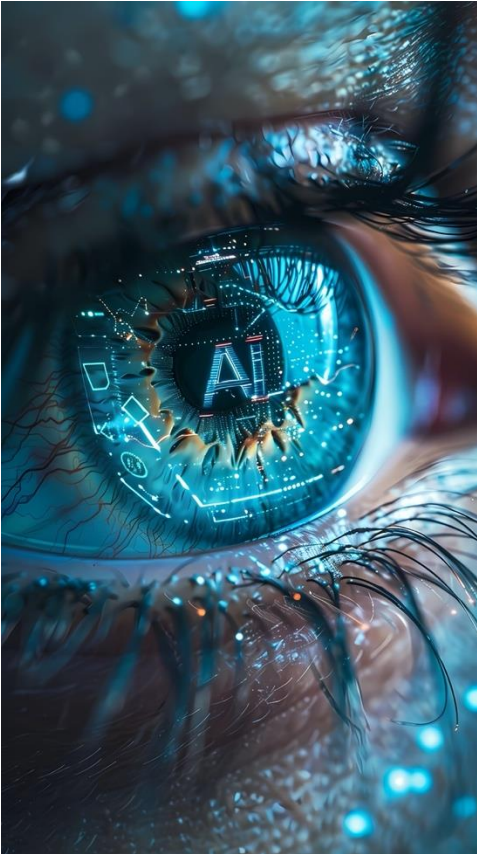
- **Environmental Stewardship**

Implementing measures to prevent pollution and mitigate environmental damage is crucial for the protection of marine ecosystems



North Sea Ship Collision

Cause	Effect	Repercussion
Reduced training hours for navigation, emergency response, and equipment handling	Crew less familiar with safety procedures, slower in emergency response, mistakes in operation	Increased risk of collisions, groundings, onboard fires, machinery accidents
Insufficient drills for emergency situations (fire, abandon-ship)	Crew unprepared during actual emergencies	Injuries or fatalities among crew, passengers, or loss of cargo
Watch keeping or inadequate bridge staffing	Critical hazards unnoticed	Collisions or grounding incidents
Lack of recurrent or refresher training	Skills deteriorate over time	Regulatory fines, detention of ships, reputational damage
Budget cuts impacting simulation or hands-on exercises	Reduced competency in handling complex equipment	Environmental damage (oil spills, chemical leaks), financial losses, insurance premium increases



Future Outlook

- AI & predictive planning for crew scheduling
- Training for alternative fuels (LNG, ammonia)
- ESG pressure: welfare as sustainability goal
- Talent shift to Africa & South Asia

ACHEON AKTI®
NAVIGATION COMPANY LTD

Thank You for
your attention!