

Specification of Competency Standards for the Logistics Industry
Unit of Competency

1. Title	Formulate onboard manpower resources strategy
2. Code	LOGGOM504A
3. Range	This unit of competency is applicable to shipping companies, related sea freight operators, crew recruitment managers and shipping masters. Practitioners should be capable to formulate onboard manpower resources strategy with respect to the needs and business development direction of the company.
4. Level	5
5. Credit	9 (for reference only)
6. Competency	<p style="text-align: center;"><u>Performance Requirements</u></p> <p>6.1 Knowledge of onboard manpower resources</p> <ul style="list-style-type: none"> ◆ Understand different ship types as well as their structures and operation ◆ Understand daily operation on board and the risks occurred during navigation and cargo handling ◆ Understand the business operation and development, financial conditions, operating cost and percentage of crew expenses in operating costs; and master the company's quality requirements on ship operation ◆ Understand the importance of crew management on ship operation and business operation ◆ Understand the internal ship accident record, analyze causes of accident related to the crew, including their nationality, language, training and experience; and understand the losses and impact of the accident

	<p data-bbox="384 757 639 1003">6.2 Formulate onboard manpower resources strategy</p> <ul style="list-style-type: none"> <li data-bbox="783 226 1469 577">◆ Understand the measures and legislations on crew adopted locally and in other areas, especially countries where the ships of the company registered and their ports of call, and master respective international convention requirements for crew <li data-bbox="783 600 1469 689">◆ Understand the insurance matters related to onboard manpower resources <li data-bbox="783 757 1469 1216">◆ Formulate onboard manpower resources strategy with respect to different circumstances and factors including ship type, crew size required, operating costs, current and future development of the shipping industry, port of call, ship type and insurance company used for cargo transport, as well as requirements of P&I Club and classification societies <li data-bbox="783 1238 1469 1541">◆ Discuss with relevant departments to formulate shipboard manpower resources strategy so as to enhance the safety of crew and ships during operation, to minimize the influence on business and to protect the company's interests <li data-bbox="783 1563 1469 1966">◆ Formulate onboard manpower resources strategy with respect to the measures, legislations and international conventions on crew adopted by the countries where the ships of the company registered and their ports of call to ensure crew safety as well as safe and legal operation and access of ships to ports
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	<ul style="list-style-type: none"> ◆ Communicate with insurance companies, P&I Club and classification societies on their crew requirements and to incorporate these requirements in the shipboard manpower resources strategy formulated to avoid affecting the insurance coverage of the ship and rating given by the respective classification society ◆ Formulate a strategy to select ship agents to handle crew matters in the market with respect to the background, service quality and reputation of and rates charged by different ship agents and according to the company’s policy ◆ Formulate onboard staff training policy and strategy when necessary ◆ Handle the insurance matters for onboard staff to meet legal requirements ◆ Communicate with relevant colleagues after formulating onboard manpower resources strategy in order to follow up the results and to rectify if necessary
7. Assessment Criteria	<p>The integrated outcome requirement of this unit of competency is:</p> <p>(i) Capable to formulate an onboard manpower resources strategy with respect to the requirements and business development direction of the company so as to use effectively the company resources, to minimize the risks of operation and to prevent personal accidents, injuries and deaths occurred to crew as well as ship accidents and loss of goods.</p>
8. Remarks	