



### Welcome

### Safety Seminar August 2022

#### **Hong Kong Marine Department**



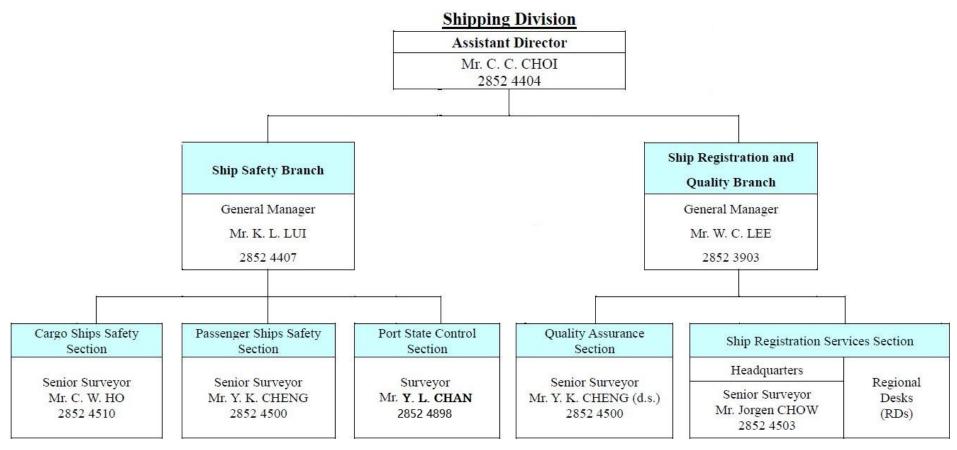


# Opening and Introduction

K.L. LUI
General Manager/Ship Safety









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### What's On Today



- 1. HK Fleet Quality Performance
- 2. FSQC Update
- 3. Introduction of One-stop e-Service

#### ---- Break----

- 4. Detention Case Study
- 5. Concentrated Inspection Campaign ("CIC 2022")
- 6. Compliance of MLC
- 7. Q&A Session





# 1. HK Fleet Quality Performance

# **Teddy LAM**Surveyor/Quality Assurance







2021	2021 (Jan-Jun)	2022 (Jan-Jun)	
De	eficiencies per Inspection	on	
1.11	1.00	1.14	
	Detention Rate		
1.22%	1.13%	1.26%	
	No. of Detentions	1	<b>27</b> %
53	22		compared to last first half year's figure)
	No. of Inspections		
4257	1947	2223	7



#### **Detention by MOUs+USCG**

	2021	2021	2022	
	2021	(Jan-Jun)	(Jan-Jun)	→ Australia (Tokyo)
Tokyo	30(57%)*	14(64%)	12(43%)* -	2021 2022
Paris	10	3	10	(Jan-Jun) (Jan-Jun) <b>5</b>
Indian Ocean	0	0	1 \	(45%)* (17%)*
USCG	3	2	3	(1070)
Abuja MOU	1	0	1	
Riyadh MOU	1	0	0	> Paris MOU
Vina del Mar	2	1	0	2021 2022 (Jan-Jun) (Jan-Jun)
Black Sea	5	1	1	3 10
Mediterranean Ocean	1	1	0	(14%)* (36%)*
Total	53	22	28	

()\* indicate the percentage against percentages from the total number of detention for the period of time



## Geographical Distribution of Detention (Top 6)



<b>2021</b> (Jan	n-Jun)
Australia	10 (45%)
Indonesia	2 (9%)
Russia	2 (9%)
USA	1 (5%)
Canada	1 (5%)
United Kingdom	1 (5%)

2022 (Jan-Jun)				
Australia	5 (17%)			
USA	3 (11%)			
Germany	3 (11%)			
Japan	2 (7%)			
Italy	2 (7%)			
Indonesia	2 (7%)			



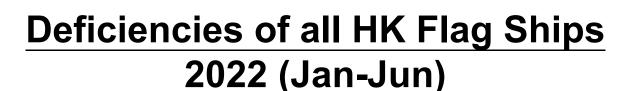




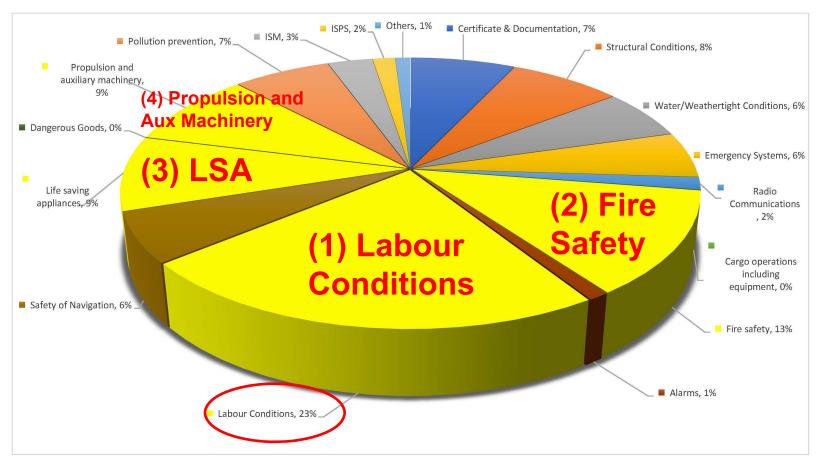


2021 (Jan-Jun)

2022 (Jan-Jun)







2022 (Jan-Jun)



#### **Detention Rate at USCG**



	2021	2021 (Jan-Jun)	2022 (Jan-Jun)
Tokyo	30	14	12
Paris	10	3	10
Indian Ocean	0	0	1
USCG	3	2	3
Abuja MOU	1	0	1
Riyadh MOU	1	0	0
Vina del Mar	2	1	0
Black Sea	5	1	1
Mediterranean Ocean	1	1	0
Total	53	22	28

USCG Detention Rate		
2021	2022	
(Jan-Jun)	(Jan-Jun)	
0.88%	1.29%	

FSQC Audit courage extended to North America and USA since Dec 2021 and Jan 2022 respectively.



#### "QUALSHIP 21 Program"



- 3 yr rolling detention % <1%</li>
- Hong Kong has met all the requirements for participation on the "QUALSHIP 21 Program" since 2011



Shipowners / operators are remained to upkeeping the condition of vessels so as to maintaining the QUALSHIP 21 qualification





Ship managers and owners are advised to conduct a self-inspection of the ship on the following areas before calling Paris MOU ports. Ship managers and owners might also make reference to our PSC Inspection (Pre-arrival) Checklist, which is available on our website.

(https://www.mardep.gov.hk/en/faq/pdf/let200727a.pdf)

- 1. Fire-dampers and ventilators
- 2. Navigation equipment e.g. ECDIS update, navigation light
- 3. Operation of Oily Water Separator (3 way valve)
- 4. Emergency generator (onload running test)
- 5. ISM Implementation and maintenance





















- Ship managers and owners are advised to conduct self-inspection of the ship on the following areas before calling Paris MOU ports:
- 1. Emergency, lighting, batteries and low insulation
- 2. Cleanliness and tidiness of accommodation and engine room
- 3. Pipes condition e.g. sea water pipe leakage, oily insulation on pipe
- 4. Fire Safety e.g. fire alarm system, water mist system and door self closing device
- 5. Life saving appliance
- Ship managers and owners might also make reference of inspection areas in our PSC Inspection (Pre-arrival) Checklist, which is available on our website.
- (https://www.mardep.gov.hk/en/faq/pdf/let200727a.pdf)













Emergency lighting, Lighting, batteries and low insulation

Cleanliness and tidiness of accommodation and engine room





















### Follow up by the Company



- Appoint the Ship's RO to clear deficiencies for releasing the ships from detention (MSIN 07/2020)
- Report and analysis of non-conformities, accidents and hazardous occurrences in accordance with ISM Code section 9
- ◆ Investigate and identify the root causes of the deterioration in the quality of their ships, and formulate and implement appropriate solutions to improve the ship's quality, whether any indication of a breakdown in systematic maintenance, and established preventive action plan.
- Quality Assurance Section (QA) may contact the DPA of the Company for details of PSC detention and discuss with the DPA to establish a preventive action plan to avoid a similar nature recurrence in the future.





### 2. FSQC Update

# Jorgen CHOW Senior Surveyor/Ship Registration Services



### **FSQC Audit Update**



- ◆ There were 92 FSQC Audits completed in 1<sup>st</sup> half of 2022
- The total number of FSQC Audits conducted for HK registered ships is increasing annually

Year	No. of FSQC Audits completed
2020	70
2021	141
2022 (January to June)	92







Regions	Australia	Canada	Hong Kong	Japan	London	Shanghai	Singapore	USA
No. of FSQCA completed in 1 <sup>st</sup> half 2022	19	9	1	9	5	25	18	6



#### **FSQC Audit Update**



#### A recent case to share

- In one FSQC Audit on a ship with doubtful quality, our Local Consultant (LC) reported discrepancies on "sign-on date" between the ship's Crew List and Seafarers' Employment Agreement (SEA) of Chief Officer (C/O), Second Officer (2/O) and Cook
- ◆ Through MD's investigation, the C/O, 2/O and Cook were found working onboard for 20, 14 and 17 months respectively (exceeding the maximum period for service on board, and no repatriation plan or flag approval) and the company had reported a false entry of "sign-on date" on the ship's Crew List for the three seafarers
  - A serious potential PSC detainable deficiency of MLC was timely identified in FSQC Audit, and follow-up actions were taken to avoid PSC detention



#### **FSQC Audit Update**



#### A recent case to share

- Mercantile Marine Office requested the company to take immediate action to repatriate the three seafarers
- ◆ MD Quality Assurance Section issued a final warning letter to the company (with full-term DOC and SMC replaced with short-term of 3 months validity) due to repeated poor ship maintenance and violation of MLC requirements that were identified in the FSQC Audit
- To safeguard the welfare of the crew on board and avoid PSC detention
  - Recently, MD also launched a campaign to request our RO to review all SEAs in upcoming SMC / DOC audit, to ensure ISM and MLC's compliance





### 3. Introduction of One-stop e-Service

# Jorgen CHOW Senior Surveyor/Ship Registration Services

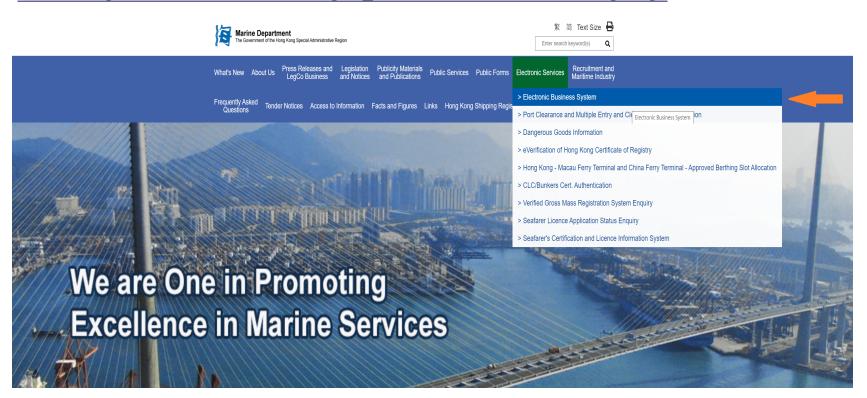






 New online application launched on 1 July 2022, available at the Electronic Business System (eBS)

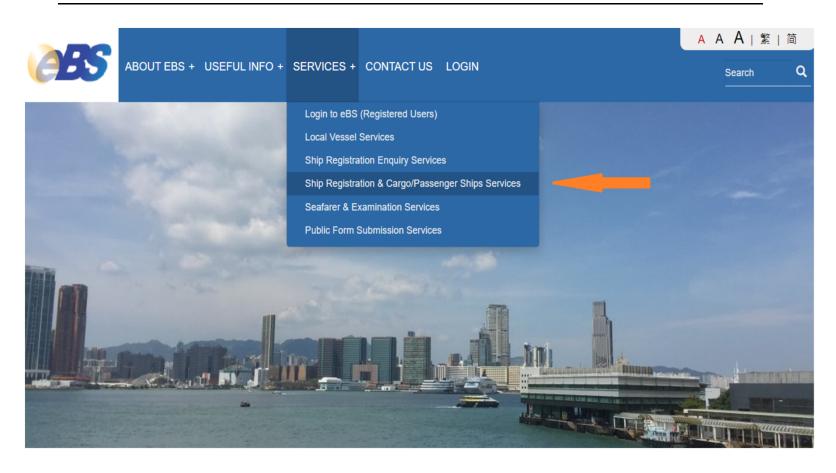
https://ebs.mardep.gov.hk/en/index.php







# SHIP REGISTRATION & CARGO/PASSENGER SHIPS SERVICES



https://ebs.mardep.gov.hk/en/services\_ship\_registration\_ships\_services.php





- On the OSS platform, you can apply many certificates including:
  - Certificate of Registry (CoR)
  - Declaration of Maritime Labour Compliance (DMLC)-Part1
  - Minimum Safe Manning Certificate(MSMC)
  - Exemptions/Dispensations
  - Certificate of Insurance or Other Financial Security in Respect of Civil Liability for Bunker Oil Pollution Damage (BCC)
  - Certificate of Insurance or Other Financial Security in Respect of Civil Liability for Oil Pollution Damage (CLC)
  - Continuous Synopsis Record (CSR)





 ✓ Free account & Simple Registration (only email address is required)

Create New Passcode Account for Ship Registration Services and Services for Cargo/Passenger Ships Application				
Email Address *	Enter Email Address			
Captcha Type *	● Image			
	cw82a			
Token No *	Enter Token No			
	Continue			





✓ Single account for multiple-applications
 (COR, DMLC-Part1, MSMC, Exemptions/ Dispensations, BCC, CLC, CSR, etc.)

eBS Form ID	Form Name Fe	00	Ref.	
eBS9101		rst Registration Fee lased on GT)		Apply
eBS Form ID	Form Name	Fee		Cancel
eBS9105 ☑	First Continuous Synopsis Record (CSR)	HKD\$260		
eBS9109 ☑	Certificate of Insurance or Other Financial Security in res Civil Liability for Bunker Oil Pollution Damage (Bunker Ce Application)			
eBS9110 ☑	Certificate of Insurance or Other Financial Security in res Civil Liability for Oil Pollution Damage (Civil Liability Certif Application)			
eBS9111 🔽	Declaration of Maritime Labour Compliance - Part 1	221		
eBS9112 🔼	Minimum Safe Manning Certificate			
oBS9113 ☑	Application for Dispensation of Manning			
eBS9114 🛂	Exemption/Dispensation	1223		





✓ eBS online payment is available for ship certifications, including BCC, CLC, CSR and certified/ uncertified Transcript of Register

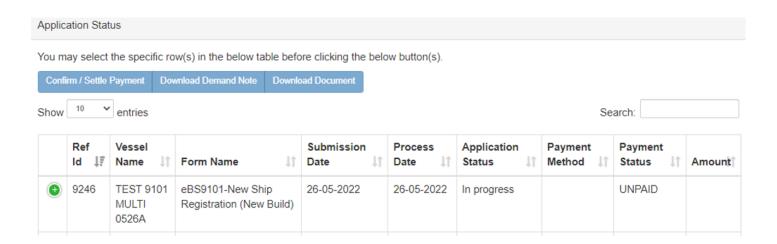


✓ Online payment such as Internet banking is also available for ship registration (COR) and ATC payment





- ✓ Tracking for ship registration and certifications applications
- ✓ Record / Information of past applications







✓ Fee Calculator for Ship Registration Fee and Annual Tonnage
 Charge (For Reference Use)

↑ / First Registration Fee and Annual Tonnage Charge Calculator					
You are invited to register a New Passcode Account for Ship Registration Services and	Service for Registered Cargo/Passenger Ships. Click here.				
First Registration	Fee (Based On GT)				
Gross Tonnage of Ship	First Registration Fee (HK\$)				
100000	15,000.00				
Annual Tonnage I	Fee (Based On NT)				
Net Tonnage of Ship	Annual Tonnage Fee (HK\$)				
50000	77,500.00				
The annual tonnage charge for a ship is determined according to is NET TONNAGE (Note), AND for the 15,001st NT and upward - HK\$3.00 per ton, SUBJECT to a maximum	IT) not exceeding 1,000 NT - HK\$1500; plus for the 1,001 <sup>st</sup> to 15,000 <sup>th</sup> NT - HK\$3.5 per charge of HK\$77,500.				
Print Home					





### Break





### 4. Detention Case Study

# Nelson HO Senior Surveyor/Cargo Ships Safety

## Case 1 Detained by different MOU in 2 consecutive months

Type of ship	Container Ship
Ship age	> 20 years
PSC inspection (PSCI)	Mobile, United States Bremerthaven, Germany
Detainable deficiencies	4 (US), 14 (Germany)
Period of detention	2 Days (US), 15 Days (Germany)







### Case 1 Detained by 2 MOUs within 30 days

- The ship was detained by U.S. COAST GUARD PSC at the end of May 2022 with 4 detainable deficiencies.
- The ship was detained once again by Paris MOU PSC in June 2022 with 14 detainable deficiencies.
- 3 detainable deficiencies noted by the Paris MOU PSC inspection were also recorded in that of the U.S. COAST GUARD PSC.





#### **Lesson Learnt (Case 1)**



- Ship operators and Masters are reminded of the importance of maintaining the seaworthiness of the vessel. They shall
  - Ensure routine maintenances are effectively carried out; and
  - □ Rectify PSC deficiencies as soon as possible after release from PSC detention.
- Ship operators and Masters are reminded the ship is subject to further inspections at any time by PSC Officers of other MOU.



### Case 2 Detention after a Near Miss at the Bond Reef Entrance

Type of ship	Bulk Carrier
Ship age	> 15 years
PSCI	Mackay, Australia
Detainable deficiencies	1
Period of detention	10 Days





### **Case 2 Near Miss Notification**



- 01:40 Pilot boarded the ship to carry inbound pilotage through the Hydrographers Passage.
- 03:11 The ship's track was found to have diverged outside of the two way route and fell within 0.1nm from the Bond Reef.
- 03:12 The pilot was aware that the Bond Beacon Light was closer than usual.
- 03:15 VTSO analyzed the ship's past track, revealing an AIS Jump of 0.75nm to the East of its previous location.
- 03:30 VTSO contacted the ship to confirm it had not deviated from the centre of the channel, but the pilot revealed that the ship had indeed experienced a sudden AIS jump and was suddenly finding itself very close to the Bond Reef light, noting the need to steer away from danger.



### Case 2 PSC inspection after the Near Miss Notification

- After the near-miss report, the ship was subjected to PSC inspection at the next port.
- A total of 15 deficiencies were found in the PSC inspection, with 11 deficiencies related to Safety of Navigation.
- The ship was detained for 10 days with regards to objective evidences. Shipboard officers were found to have insufficient operational proficiency or were unfamiliar with essential operational procedures in relation to safety of navigation.



#### **Lesson Learnt (Case 2)**



- Ship operators and Masters are reminded that the Master remains the responsible person at all times, even with a pilot onboard.
- Watchkeeping standard Section A-VIII/2 para.49 of the STCW Code

"Despite the duties and obligations of pilots, their presence on board does not relieve the master or officer in charge of the navigational watch from their duties and obligations for the safety of the ship....."



## Case 3 Flag Dispensation Validity (Non Detention Case)



Type of ship	Bulk Carrier
Ship age	> 10 years
PSCI	Dunkerque, France
Deficiencies	9
Period of detention	_







■ The SC, SE, LL, IOPP, IAPP, IBWMC and ISPP had expired on 14/03/22 and been extended beyond 3 months to 30/6/22 after considering the situation and taking into account the IMO Circular Letter No.4204/Add.19/Rev.3, "Guidance for flag States regarding surveys and renewals of certificates during the COVID-19 pandemic".

■ 7 of 9 deficiencies were related to the renewal of certificates as the PSCO did not accept the letter of dispensation issued by the flag state.





- The PSC issued action code 16 rectified within 14 days (due date 1/7/22) with the comment in the email to HKMD as below:
- At the beginning of the visit, PSCO were informed that the renewal survey of SOLAS, MARPOL, LL and BWM certificates had been postponed to 30/6/22. The 5-year certificates had expired on 14/3/22. It was therefore found onboard:
  - 1. Flag state authorization for extension of the above mentioned certificates were valid until 30/6/22;
  - 2. Short-term certificates issued by RO on behalf of the flag valid until 30/6/22.





- According to SOLAS / Ch. 1 / Reg. 14(e), such extension "... shall only be granted for the purpose of allowing the ship to complete its voyage to the port in which it is to be surveyed .... No certificate shall be extended for a period longer than three months, and a ship to which an extension is granted shall not, on its arrival in the port in which it is to be surveyed, be entitled by virtue of such extension to leave that port without having a new certificate."
- Equivalent regulatory elements are written in MARPOL, LL and BWM conventions for certificates associated with the said conventions.





- The vessel made multiple calls during these 3 months, in harbours where the completion of required survey was possible.
- As a consequence, PSCO considered the extension is invalid as it was for a longer than 3 month, and deficiencies were recorded for each certificate concerned.





#### **Lesson Learnt (Case 3)**



- Ship operators and Masters are reminded that flag dispensation beyond 3 months may not be accepted by all PSCO.
- Although IMO Circular Letter No.4204/Add.19/Rev.3 allows flag states to issue dispensations for the extension of certificate renewals for more than 3 months during the COVID-19 pandemic, it should be noted that the PSC may hold different viewpoints regarding the current phase of the epidemic.



### **Case 4 Extended Detention Period**



Type of ship	Bulk Carrier
Ship age	> 10 years
PSCI	Antwerpen, Belgium
Detainable Deficiencies	8
Period of detention	> 30 days





### Case 4 Extended Detention Period



- The ship was detained by Belgium PSC with 8 detainable deficiencies.
- One month later, Belgium PSC carried out an expanded inspection and found 4 more deficiencies for the detained ship.
- The ship is not the only case detained by PSC for more than 10 Days in the last 2 years.



### **Case 4 Extended Detention Period**



Ships detained for 10 days or more from 1 Jan, 2021 to 30 Jun, 2022

Vessel	Detention Country	Detainable Deficiencies	Total Detention Period (Days)
Α	Belgium	10	107
В	United Kingdom	1	13
С	Netherlands	3	18
D	Canada	2	24
Е	Germany	6	11
F	Germany	5	65
G	Chile	2	18
Н	Ghana	3	11
1	Australia	1	10



#### **Lesson Learnt (Case 4)**



- Results of PSC detention could be worse than what we can imagine and it is not only in more stringent PSC inspection ports in US or AUS.
- Ship operators and masters are reminded to maintain vessel seaworthiness at all times, in case deficiencies are found before port arrival but cannot be rectified immediately, risk assessment and repair plans could be submitted to MD for applying dispensation.
- Even for ships which are not entering an US or AUS port nor have been detained in the past 12 months, a selfinspection carried out prior to entering any port in alignment with inspection areas listed in our (Pre-arrival) PSC Inspection checklist is advised.





## 5. Concentrated Inspection Campaign ("CIC 2022")

### Nelson HO Senior Surveyor/Cargo Ships Safety

We are One in Promoting Excellence in Marine Services





#### Introduction – CIC 2022

Theme: STCW

- Jointly organized by Tokyo MOU and Paris MOU
- Held from 1 Sep 30 Nov, 2022









#### Purpose – CIC 2022

- To raise awareness of shipowners, operators and crew on the specific requirements related to STCW
- To ensure the number of seafarers serving on board, seafarer training and certification, medical certificates, watch schedules and hours of rest are each in compliance with STCW requirements
- AIM: To ensure the ship is in compliance with STCW requirements





#### How is CIC 2022 conducted?

- Between 1 Sep 30 Nov 2022, a ship that is subject to CIC 2022 will be conducted in conjunction with PSC inspection.
- A copy of PSC inspection report AND the completed CIC questionnaire should be kept on board for record purpose.









- 10 questions
- Qs1-10 Answers of "NO" to be accompanied by a relevant deficiency on the report of inspection.
- Qs1-5 and Qs8-9 Answers of "NO" may be considered for DETENTION.







#### In compliance with STCW requirements:

Q1, Is the number of seafarers serving on board the vessel in compliance with the requirements of the Minimum Safe Manning document? (Detainable)

 Q2, Do the ship Master and officers hold valid Certificates of Competency as required and specified in the Minimum Safe Manning document? (Detainable)





- Q3, Do the vessel's master, officers and radio operators hold valid endorsements which attest to the required recognition of certificates OR relevant documentary proof of such applications? (Detainable)
- Q4, Do all seafarers possess valid certificates of proficiency (COP) or relevant documentary evidence as required? (Detainable)







- Q5, Do all seafarers on board possess valid medical certificates as required? (Detainable)
  - □ (HKMD MSIN No.74/2016, https://www.mardep.gov.hk/en/msnote/pdf/msin1674.pdf)
- Q6, Are valid records for hours of rest available in compliance with relevant requirements?
  - ☐ (HKMD Circular Letter dated 15 March 2011, https://www.mardep.gov.hk/en/faq/pdf/clsolas110315.pdf)







Q7, Are valid watch schedules available and in compliance with the provisions of STCW?

■ Q8, Are the vessel's newly-joined seafarers familiar with their required specific duties in relation to their defined routine / emergency duties? (Detainable)





- Q9, Are seafarers on board the vessel able to communicate effectively with one another in the working language of the vessel as required? (Detainable)
- Q10, Are valid voyage plans available in covering the vessel's entire route (from berth to berth)?







#### **Useful Links – CIC 2022**

Press Release on the Launch of CIC of STCW

 https://www.tokyomou.org/doc/Press%20release%20on% 202022%20CIC%20on%20STCW%20-%20final-p.pdf

	MEMORANDUM OF UNDERSTAND ON PORT STATE CONTROL IN THE ASIA-PACIFIC REGION	The second second		STCW		PAIGN	
		CIC on STCW					
	Inspection Authority						
	Ship Name	IMO Number	$\mathcal{A}$				
	Date of Inspection	Inspection Port					
No	QUESTIONS 1 TO 10 ANSWERED WITH REPORT OF INSPECTION.	A "NO" MUST BE ACCOMPANIED BY A RE	Yes	DEFICIE	N/A	Detention	
140.	Do the number of the seafarers serving on board conform with the		100	110	140	Determo	
Q.1*	Minimum Safe Manning requirement specified for the vessel?				-		
Q.2*	Do the master and officers hold valid certificates of competency as required by the Minimum Safe Manning Document?		0	0			
Q.3*	Do the master, officers and radio operators hold valid endorsements attesting the recognition of certificates or documentary proof of application?		0	0	0		
Q.4°	Do seatarers hold relevant certificates of proficiency (COP) or documentary evidences?		0	0	0	0	
Q.5*	Do seafarers on board hold valid medical certificates?		0	0	0	0	
Q.6	Do the records for hours of rest indicate compliance with the requirements?		0	0	0		
Q.7	Do the watch schedules comply with the provisions of STCW?		D	0	0		
Q.8*	Are seafarers newly joined the vessel familiar with their specific duties that are relevant to their routine or emergency duties?		0	0	0	0	
	Can the seafarers on board the vessel communicate effectively with each other in the working language of the vessel?		п	0			
Q.9*	other in the working language of the	vesser					

MD Circular -To Be Announced





#### 6. Compliance of MLC

## Zhi Jian KUANG Senior Surveyor/Seagoing Examination and Mercantile Marine Office

We are One in Promoting Excellence in Marine Services



#### **MLC Compliance Check**



#### Mercantile Marine Office (MMO),

- 1. carries out the MLC compliance check, mainly on the employment and welfare of seafarers (routine & random).
- 2. conducts investigations into complaint incidents of seafarers' matters.
- conducts investigation / inquiry into disciplinary incidents (nil warning letter issued or notification letter issued in 2022).
- 4. renders assistance to seafarers with respect to welfare, wages, working conditions, etc.



#### MLC deficiency related PSC detention cases



- In January 2020 and up to August 2022, 15 cases related to MLC compliance deficiency (https://www.mardep.gov.hk/en/faq/pscinfo.html)
- 1 case: working/rest hours
- 1 case: medical fitness
- 13 cases: Seafarers Employment Agreement (SEA)/expired, repatriation(over 11 months), payment not according to SEA
   [Rolgium (4) Australian (3) Canada(2) Japan(3) Panama(1) Chile (1)

[Belgium (4), Australian (3), Canada(2), Japan(3), Panama(1), Chile (1), China (1)]

#### SEA:

- ✓ shall be valid
- ✓ total service period not more than 11 months (repatriation)
- ✓ payment and monthly account (match SEA, timely monthly payment)





#### Assistance to seafarers encountered problems



Seafarers suffered border closure or travel restrictions due to pandemic or regional conflict, MD always stands ready to render assistance

- ◆ MD sought assistance from the local port Authority and the local Chinese Embassy for the ship stranded in ports. For example:
  - A ship was rejected to enter a Chinese port for crew changes due to suspected infected crew members onboard
  - ◆ MD liaised with China MSA to acquire their assistance to enable the ship to be permitted to enter the port.
  - The ship was eventually permitted to enter port and the infected crew members were allowed to go ashore for treatment and subsequent repatriation upon recovery.



### MMO circular letters regarding seafarers matters



#### https://www.mardep.gov.hk/en/faq/cirletter.html

- Circular Letter emphasizing the importance of COVID-19 vaccination for seafarers.
- Circular Letter informing recent cases of Hong Kong ship being detained by port State control (PSC) regime due to seafarer having been found exceeding their maximum period for service on board
  - No repatriation plan or flag approval was available and urging ship managers the need to review all SEAs of their Hong Kong ships ensuring no seafarers exceeding the service period of 11 months on board without MD approval.
  - ROs have been requested to verify seafarers' service time span on board, their SEAs validity and records of SEA copy delivered to MD, etc.



### Suggestions on helping the seafarers under the pandemic and conflict situations



- The pandemic and conflict may last longer
- The shipowners are urged to pay special attention to the wellbeing and mental health of the crew serving on board ships.
- ◆ Timely assistance should be considered for the seafarers who need it in such difficult time even if it exceeds the employer's liability as stated in the SEA:
  - Some need early termination
  - Some need SEA extension
  - Some need repatriation in difficult areas voyage detour, special transportation, extra cost etc.
  - Some need special arrangement of wages remittance for their family



#### **Handling of seafarers complaints**



MMO handles complaints and assistance requests from seafarers and company, such as delayed repatriation, and payment problems.

- Some cases of complaint are relayed by IMO, union or foreign Administration without firstly reported to MD.
- Companies please reiterate the on board complaint procedure Seafarers are advised to seek assistance from company and MD through the normal route first. Seafarers can then change to seek assistance from IMO, ITF, ILO, port States, or other unions / associations.





#### **THANK YOU!**





#### 7. Q&A Session

We are One in Promoting Excellence in Marine Services





# Thank You for Your Participation and Cooperation to Uphold the Quality of HK Registered Ships

**End**