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## GLAVA 12

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# Posjeta predstavnika Unije kapetana

Kapetan Janko Milutin ispred Unije kapetana posjetio je našu Školu i održao predavanje predstavnicima učenika završnih razreda.

Učenici su bili u prilici da slušaju o Pravilniku o vrstama zvanja i ovlašćenja, o brodovlasnicima, o brodskom menadžmentu, o agencijama za ukrcavanje i posredovanje, o globalnoj brodarskoj industriji, o standardima, o trening centrima, o samom procesu aplikacije, o aplikacionim formama - o adekvatnoj formi za CV, o procesu selekcije...

Maturanti su savjetovani kako da se pripreme za razgovore za posao kao i koja odjeća se smatra prikladnom za odlazak na razgovor ovoga tipa.

Naravno, poseban dio predavanja odnosio se i na probleme sa kojima se sreću pomorci u svom poslu.

Kapetanu Janku Milutinu zahvaljujemo na izdvojenom vremenu.

Predavanje je održano u školskom amfiteatru, u utorak, 23. aprila, 2019.





**UDRUŽENJE POMORSKIH KAPETANA CRNE GORE**  
**SHIPMASTER'S ASSOCIATION OF MONTENEGRO**

**PREDAVANJE: KAKO DO KADETURE/UKRCAJA?**

**KOTOR, 23.4.2019.**





**Capt. Janko MILUTIN**

- Maritime School, High Maritime School
- Certif. Maritime Auditor & MLC Trainer and Inspector
- Sea Service: abt. 20 yrs, 8 yrs as a Master
- Shore Serv.: Maritime Insp. & Auditor, DP, S&Q Manager, Maritime Agency Manager
- Ex. President of MNE Shipmaster's Assoc.
- Board Member of Maritime School Kotor




**PRAVILNIK O VRSTAMA ZVANJA I OVLAŠĆENJA...**  
Član 47

- Pripravnici za sticanje zvanja oficira plovidbene straže, oficira plovidbene straže u mašinskom odjeljenju i oficira za elektrotehniku tokom pripravničkog staža obučavaju se pod nadzorom oficira koga odredi zapovjednik broda.
- Pripravnici iz stava 1 ovog člana tokom obuke **treba da vode pripravnički dnevnik** na cmogorskom ili **engleskom jeziku** koji **prije početka pripravničkog staža ovjerava Lučka kapetanija**.
- Pripravnici u toku pripravničke službe **treba da provedu najmanje pola dnevnog radnog vremena u službi na straži i najmanje šest mjeseci na dužnosti plovidbene straže odnosno straže u mašinskom odjeljenju pod nadzorom oficira** iz stava 1 ovog člana.

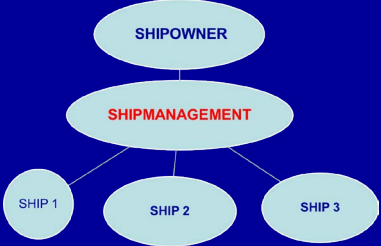



**WHO IS SHIPOWNER?**

- STATE OWNED ... OR
- FAMILY / PERSONAL ... OR
- BANK ... OR
- INVESTMENT FUND

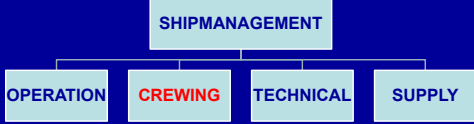



**SHIPMANAGEMENT?**



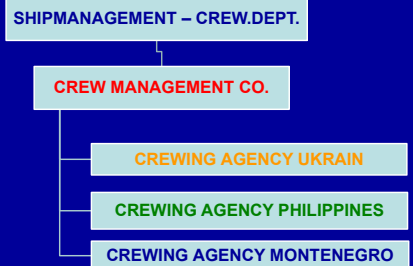



**SHIPMANAGEMENT ACTIVITIES**






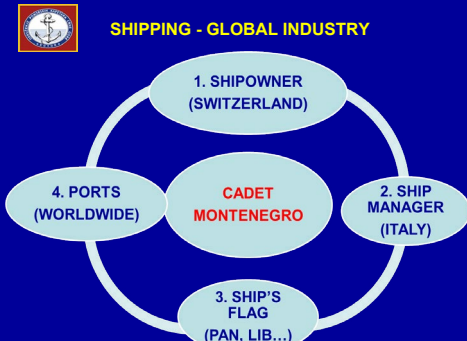
**CREW MANAGEMENT COMPANIES**





**CREWING AGENCIES**





**SHIPPING - GLOBAL INDUSTRY**

1. SHIPOWNER (SWITZERLAND)

2. SHIP MANAGER (ITALY)

3. SHIP'S FLAG (PAN, LIB...)

4. PORTS (WORLDWIDE)

**CADET MONTENEGRO**



**CREWING GLOBAL STANDARDS**

ILO MLC 2006 – “Maritime Labor Convention“:

Title 1. Min. Requirements for Seafarers to Work on a Ship (Reg. 1.4 - Recruitment and placement) – CREWING AGENCY

Title 2. Conditions of Employment - SHIPMANAGER

Title 3. Accommodation, Recreational Facilities, Food and Catering - SHIPMANAGER

Title 4. Health Protection, Medical Care, Welfare and Social Security Protection - SHIPMANAGER



**MNE LEGISLATION**

- Zakon o sigurnosti pomorske plovidbe, Glava X. Životni i radni uslovi pomoraca na brodu, Član 163. - Posredovanje pri zapošljavanju, i
- Min. saobraćaja i pomorstva: Pravilnik o bližim uslovima, načinu i postupku izdavanja odobrenja za posredovanje pri zapošljavanju pomoraca



**WORLD FLEETS - MARKET**

1. GENERAL CARGO = 14.885
2. TANKERS = 14.427
3. BULKERS = 11.427
4. CONTAINERS = 5.265
5. OFFSHORE = 4.584
6. MULT-PURPOSE = 3.178
7. LPG / LNG = 2.008
8. REEFERS = 1418
9. RO-RO = 836
10. CAR CARRIERS = 780

**WORLD CARGO FLEET = 59.952**




**SEAFARERS CARGO SHIPS**

- MARINE PERSONEL (DK, ENG & GALLEY)
- TTL ABT. 1.650.000 (ABT 750.000 OFF & ABT 850.000 RATING)
- SHORTAGE APP. 16.500 OFF & SURPLUS AROUND 120.000 RATINGS
- SUPPLY OF OFF. – TO INCREASE STADILY



**SUPPLY COUNTRIES**


- PHILO ABT. 750.000 (MOSTLY RATINGS)
- CHINA, INDONESIA, RUSSIA & UKRAINE
- UK ABT. 28.000
- CRO ABT 25.000
- MNE = ? = ☹



**CREWING & GLOBALISTION - TRAINING CENTRES**

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graph TD
    A[XY SHIPMANAGEMENT] --> B[XY TRAINING CENTER UKRAIN]
    A --> C[XY TRAINING CENTER PHILIPPINES]
    A --> D[XY TRAINING CENTER MNE]
            
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**CREWING & GLOBALISATION - CREW. MANAGERMENTS / AGENCIES**

Exp. MARLOW – CYPRUS

- 14.000 SEAFARERS
- 10 COUNTRIES
- 800 SHORE BASED STAFF: OFFICES AT: RUS X 7, UKR X6, PHILL X 3, IND, HK, SPORE, POL, CAP VERDE)...



## EMPLOYER'S AIM

**QUALIFIED, CERTIFIED,  
EXPERIENCED, SKILLED AND  
MEDICAL FIT SEAFARER**

**CADET=INVESTMENT - \$/€  
FROM CADET TO MAS/CH.ENG.**



## RECRUITMENT CRITERIA - GENERAL

- IMO / EU WHITE LIST  
(EDUCATION / TRAINING = QUALIFIED,  
COMPETENT SEAFARERS)
- STABLE POOL / NUMBER OF SEAFARERS
- WAGE SCALE (THE COST OF LIVING)
- RETENTION RATE



## RECRUITMENT CRITERIA - INDIVIDUAL

- AGE FACTOR
- MEDICAL FIT. (BMI) & SOBRIETY (DRUG & ALCO)
- KNOWLEDGE: THEORY & PRACTICE
- LIFE GOAL / AIM
- MOTIVATION AND WILLINGNESS



## EXP. - PHILIPPINO CADET

1. MARITIME ACADEMY

2. APRENTICESHIP

3. 3RD OFF LICENCE

4. OS or WPR – 2 CONTR. MIN

5. JUNIOR DECK / ENG OFF

6. 3RD OFF / 4TH ENG



## HOW/TO WHOM I WILL APPLY FOR EMPLOYMENT?

- **DIRECT:**  
-TO SHIPMANAGEMENT COMPANY  
-VIA FAMILY MEMBER OR FRIENDS  
(„PREKO VEZE“)
- **VIA CREWING AGENCY(IES)**



## APPLICATION PROCESS:

- CONTACT crewing agencies (Personal visit,  
phone, e-mail, FB, Viber, WhatsApp ...).
- GET INITIAL INFO how to apply and which info  
and documents are needed?
- PREPARE all documents requested incl. scanned  
copies in pdf/color format, max abt. 250kB
- HANDOVER or SEND requested documents.
- WAIT for 3 days for their answer.





## APPLICATION PROCESS:

- ...DUE TO STRONG COMPETITION:
- If no answer – contact crewing agency and ensure  
that they received documents.
- Contact crewing agency frequently, every 2 weeks,  
and ask for proposed vacancy.
- While awaiting vacancy – refresh or improve your  
basic professional knowledge incl. Engl. language.  
Get familiar with requirements - On Board  
Training Record Book.


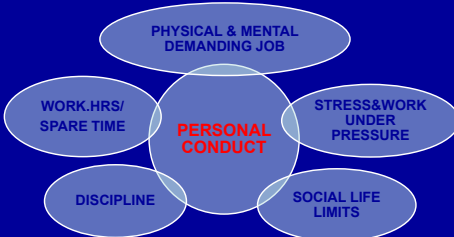

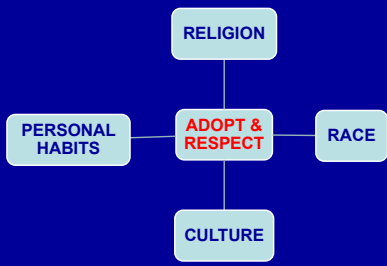


## APPLICATION FORM / CURRICULUM VITAE (CV)

- Personal details (Name, DOB, Address,  
Photo, Weight, Height, Contacts...)
- Travel documents (PPT & SB)
- Certificates
- Education (Diploma)
- Work experience (!)
- Interests
- References (!)
- Crime or in court litigation

 <p><b>SELECTION PROCESS:</b></p> <ul style="list-style-type: none"> <li>• English language test,</li> <li>• Basic professional knowledge test,</li> <li>• Interview: face to face, phone / Skype</li> <li>• Gathering relevant info</li> </ul>	 <p><b>PRE-JOINING PROCESS:</b></p> <ul style="list-style-type: none"> <li>• Who is Employer?</li> <li>• Duties and responsibilities.</li> <li>• Particulars of proposed vessel.</li> <li>• Proposed vessel trade.</li> <li>• Draft of Employment Agreement review (commencement, duration, wage details, etc).</li> </ul>
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 <p><b>TIPS:</b></p> <ul style="list-style-type: none"> <li>• Personal presence rather than other communication (phone and el. media ...)</li> <li>• Visit crewing agency – alone,</li> <li>• Be sober,</li> <li>• Avoid extravagant and striking clothes</li> <li>• Clothes should be clean and neat</li> <li>• Do not hesitate / show willingness</li> </ul>	 <p><b>TIPS:</b></p> <ul style="list-style-type: none"> <li>• Speak clearly and concisely</li> <li>• Highlight the interest</li> <li>• Follow up their instructions promptly - <b>DO NOT WAIT</b></li> </ul>
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 <p><b>ON BOARD VESSEL</b></p> 	 <p><b>ON BOARD VESSEL:</b></p> 
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 <p><b>ON BOARD VESSEL</b></p> <ul style="list-style-type: none"> <li>• Performance reports</li> <li>• Emergency case</li> <li>• Complaints procedures</li> <li>• Company Representative Visits</li> </ul>	 <p><b>AGENCIJE ZA POSREDOVANJE - MNE</b></p> <p>- MLC 2006 – DOZVOLA / LICENCA ZA RAD:</p> <ol style="list-style-type: none"> <li>1. „AZALEA MARITIME“, Bijela <a href="http://www.azalea-maritime.com">www.azalea-maritime.com</a></li> <li>2. „LUČIĆ MARINE SERVICES“, Sutorina / HN <a href="http://www.maritimontenegro.com">www.maritimontenegro.com</a></li> <li>3. „NORMONTE“, Kotor <a href="http://www.normonte.com">www.normonte.com</a></li> <li>4. „SIKIMIĆ MARINE SERVICES“, Herceg-Novi <a href="http://www.sms-manning.com">www.sms-manning.com</a></li> </ol>
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## AGENCIJE ZA POSREDOVANJE - MNE

5. „MONTE CREW“, Bar  
[www.facebook.com/MonteCrewAgencija/](https://www.facebook.com/MonteCrewAgencija/)

6. „ADRIATIC CREWING“, Bar,  
E-mail: [director@adriatic-crewing.me](mailto:director@adriatic-crewing.me)

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NELEGALNE "AGENCIJE" & POJEDINCI - Ⓢ



## AGENCIJE ZA POSREDOVANJE – CRO

### SPISAK ODOBRENIH AGENCIJA:

[www.crosma.hr](http://www.crosma.hr)



### POSTOJEĆE STANJE

- Ne postoji uređen sistem zapošljavanja pomoraca (MLC 2006)
- Postojeći Sindikat pomoraca nepoznat - neaktivan
- Nelegalne agencije i pojedinci
- Ogroman broj pomoraca se zapošljava preko agencija i/ili pojedinaca koji nijesu na teritoriji CG
- Dio pomorca plaća usluge ukrcaja
- Dio pomoraca ima štetne ugovore o radu ili ih čak i nema
- Pomorci neisplaćeni na brodu
- Pomorci neisplaćeni za povrede na radu



### KAKO DO UKRCAJA?

- VJEROM U SEBE
- UPORNIM TRAŽENJEM – NE ČEKANJEM
- RADOM NA SEBI – STICANJEM, OBNAVLJANJEM I UNAPREĐIVANJEM ZNANJA I VJEŠTINA



**NAVIGARE NECESSE EST  
VIVERE NON EST NECESSE**

**HVALA NA PAŽNJI**



**Q - A**