

Merchant Navy Officers' Guild - Hong Kong 香港商船高級船員協會

GUILD NEWS & 季刊 QUARTERLY REPORT

AUGUST 2018
二零一八年 八月份



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Merchant Navy Officers' Guild - Hong Kong & Merchant Service Club Annual General Meeting 2017 - 2018 香港商船高級船員協會及香港商船高級船員會所 二零一七年至二零一八年會員週年大會

The Annual General Meeting 2017-2018 was held on 23 June 2018. 21 Guild members were elected as Executive Council Members of 2018-2021.
2017年至2018年會員週年大會已於2018年6月23日舉行，會上選出21位協會會員擔任2018年至2021年的執行理事會成員。

Executive Council Members for 2018-2021 are as follows:
2018年至2021年執行理事會成員名單如下：

Chan Kai Hong	陳淇康	Chan Wai Leung	陳偉樑	Cheung Kai Wa	張啟華
Cheung Wing Tak	張榮德	Chung Tung Tong	鍾東堂	Ho Kai Hung	何啟鴻
Lai Kwai Yau	黎貴游	Lai Ming Hong	黎銘康	Lam Hoo Chiu	林浩釗
Lau Mang Tak	劉孟德	Lau Yau Shing	劉右成	Li Chan Kuen	李贊權
Lo Hon Sum	羅漢森	Siu Tin Wah	蕭天華	So Ying Cheung	蘇英祥
Tam Shing Chieh	譚勝捷	Wan Pak Leung	溫栢亮	Wong Shun Kwan	王舜昀
Wu Kwok Hau	胡國豪	Yuen Pong Kit	阮邦傑	Yung Ka Wai	容家瑋



At the 1st Executive Council Meeting held on 26 June 2018, the followings were elected as President, First Vice President, Second Vice President, General Secretary and Treasurer:
本屆執行理事會於2018年6月26日舉行第一次會議，並從上述名單中，選出5位成員擔任會長、第一副會長、第二副會長、秘書長及司庫：

President	會長	-----	Capt. Tam Shing Chieh	譚勝捷船長
First Vice President	第一副會長	-----	Capt. Wu Kwok Hau	胡國豪船長
Second Vice President	第二副會長	-----	Capt. Cheung Wing Tak	張榮德船長
General Secretary	秘書長	-----	Capt. Chung Tung Tong	鍾東堂船長
Treasurer	司庫	-----	Mr. Lam Hoo Chiu	林浩釗先生

Message from President

會長的話

Dear members,

It is my honor to be elected as the new President of the Merchant Navy Officers' Guild, Hong Kong. As we know the Guild has her authentic history. With the efforts by the long line of distinguished Executive Councils, the Guild has become one of the most influential maritime unions, with her significance not only in serving the members, but also the active and meaningful contribution to Hong Kong and International Maritime affairs. The Guild strives to enhance the standard and condition, occupational safety and the proficiency of seafarer through collective bargaining agreements, participating the government advisory bodies and Hong Kong Seafarer Mutual Assistance Fund (HKSMFAF).

Sustainable development is an important issue for all industries, and it is in particular the pressing task for maritime industry. To provide career path, to improve the condition of seafarer and to assist them in equipping professional skills and qualifications for competencies are the key to attract young people in entering and serving in the industry as well as in developing maritime expertise. These are also the development direction of the Guild. For the past few years, the Guild has spared no efforts in participating on issues no matter the wages negotiation, safety standard, the repealing and adding of maritime-related regulations, and other welfare of seafarers. Further, the Guild supported the efforts of local maritime student on trainings and qualifications, by tripartite negotiation, and through the Hong Kong Maritime Scholarship Fund (HKMSF), provided assistance for maritime trainings for Hong Kong seafarers and maritime students. At the same time, the Guild started the work in organizing young seafarers and maritime students, which laid a foundation for the sustainable development and forward development of the Guild and the industry.

The new Executive Council has smoothly formed, which means the Guild is heading to a thriving and growing union. The work and the mission of the Guild as a union will be continued, and further to develop in this respect. Myself and my colleagues in the Council will stand on our posts, and will keep our mandate as a local maritime union, in serving our members and seafarer worldwide and in further contribution in maritime industry. I wish you will continue to support the Guild, we will work and stay together, and to push forward the Guild to a new and bright chapter.

Thank you.

Tam Shing Chieh
President



各位會員:

很榮幸當選香港商船高級船員協會的會長。協會有著悠久的歷史，在歷任理事會的努力下，成為了香港最具影響力的海事工會之一，不單服務會員，亦積極參與香港及國際海事事務，透過參與集體談判協議簽訂、參與政府諮詢架構、香港船員互助基金(HKSMFAF)等，致力提高海員的待遇、安全以及行業專業水平。

可持續發展是每一個行業的重要議題，而這個目標對海事行業來說更是刻不容緩。提供職業階梯、改善海員工作待遇條件以及協助海員們增進技能、考取行業資格是吸引年輕人入行以及確保行業質素的重要手段，也是協會的發展方針。因此在過去數年，協會不遺餘力地參與到不論海員工資、行業安全標準、海事相關條例增刪、海員福利舉措等事務中。此外，工會亦大力支持本地海事學生考核認證，透過三方協商，以及香港船員助學基金(HKMSF)為香港海員及海事學員提供海事培訓支援。協會同時開展了對年輕海員及海事學員的工作，為未來工會和行業持續發展奠定基礎。

新一屆理事會順利產生，意味著協會生生不息、穩步向前。同時協會的工作和使命將繼續傳承，並期望發揚光大。我和新一屆理事會，將會緊守崗位，肩負本地海事工會的使命，繼續為會員及廣大海員服務，以及為海事行業盡一份力。冀望各會員繼續支持本會，群策群力，推動協會更穩健地發展。

感謝。

譚勝捷 會長

Merchant Navy Officers' Guild - Hong Kong Annual Report 2017-2018

香港商船高級船員協會 二零一七年至二零一八年周年報告

23th June 2018

二零一八年六月二十三日

Guided by its mission and based on the experiences accumulated over the years, the Guild has continuously made enormous contributions in strengthening protection to seafarers' employment right and improving their interests and welfare in the past year.

(1) Management

(a) The Guild office performs necessary office duties and provides members with services under the guidance of the Executive Council members. Besides, the Guild signs the Collective Bargaining Agreements with shipping companies on behalf of sea-going seafarers and strives for better protection of the right and interests for both sea-going and river-trade seafarers.

(b) Under the guidance of the Executive Council members, the Guild has direct management of the Club affairs and has further improved the operation of the Club.

(2) Providing Benefits to Members

The Guild provides members and in certain circumstances their families with the following benefits subject to the availability of funds:

- (a) funeral expenses of deceased members and seafarers;
- (b) financial assistance to members when victimized in trade dispute;
- (c) legal advice and assistance to members involved in shipping casualty;
- (d) protection and legal defense of members' certificate of competency as officers or other qualifications as officers.

(3) Safeguarding Welfare of Seafarers

(a) The Guild aims at promoting, improving, protecting and maintaining the rights, interests and social status of the members. The Guild also promotes and maintains friendly relationship with kindred associations for mutual benefit and protection.

(b) The Guild representative continues to attend General Committee Meetings of the Sailors Home and Missions to Seamen to express opinions regarding the Mariners' Club's management and operation. The Guild also follow up with the redevelopment project of the Tsim Sha Tsui Mariners' Club with the government authority.

協會秉承一貫宗旨，汲取過去的豐富經驗，於過去一年不斷向前邁進，加強保障船員的就業權益及改善船員的福利。

(一) 管理事項

(1) 協會辦公室在執行理事會成員的領導下執行日常工作，為會員服務。此外，協會代表遠洋船船員與船公司簽署集體談判合約，同時亦致力爭取保障遠洋船及內河船船員的各項權益。

(2) 在執行理事會成員的領導下，協會直接管理會所事務，進一步改善會所的營運。

(二) 為會員提供福利

協會視乎會款是否足夠，為會員及於某些情況下為會員的家屬，提供以下福利：

- (1) 去世會員和船員的殮葬費；
- (2) 為於勞資糾紛中受害的會員提供財政援助；
- (3) 為涉及海難事故的會員提供法律意見及援助；
- (4) 維護會員的高級船員適任證書，或作為高級船員的其他資歷證書，及提供法律辯護。

(三) 保障船員福利

(1) 協會的宗旨乃促進、改善、維護及保障會員的權益及社會地位。協會亦致力促進及維持與類同性質組織的友好關係，以維護共同利益。

(2) 協會的代表繼續出席海員俱樂部管理委員會會議，就海員俱樂部管理及營運的事項提出意見，並跟進與政府商討重建尖沙咀海員俱樂部的事宜。



(c) To safeguard and strengthen sea-going seafarers' rights, the ITF Hong Kong inspector, nominated by the Guild, continues the work of ship inspection for vessels calling at Hong Kong port, it is ensuring shipping companies are fulfilling the requirements of collective bargaining agreements. Inspectorate works also include the identification and handling of complaints or enquiries from seafarers. The inspector and the Guild had taken actions to assist seafarers' in needs. During April 2017 to March 2018, the inspector completed 151 inspections including routine ship visit of Hong Kong-flagged ships and FOC ships. Besides, cases of wages claims, dead and injured compensation and seafarers' complaints were handled, which in the year the Inspector and the Guild have assisted the seafarers successfully claimed back total US\$1,230,774 unpaid wages.

(d) The Legal Consultation and Assistance Scheme of the Guild provided financial assistance in the provision of legal advice and/or representation in case of shipping casualty and related criminal proceedings committed by a Member during the course of his/her employment as a merchant marine office. The upper limit per member per case is HK\$1,000,000.

(e) The establishment of the Hong Kong Seafarer Mutual Assistance Fund (HKSMFAF) and Hong Kong Maritime Scholarship Fund (HKMSF) were aimed at providing assistance to distressed seafarers and training support to the Hong Kong Flagged Vessels seafarers. The balance for the Trust was HK\$ 62,438,084 as at 30th April 2017. From April 2017 to March 2018, the Administrative Committee of the Trust has approved the applications of 4 employers' training reimbursements and 189 students' training assistance. The Trust has also granted financial assistance to support the operation and running cost of the Mariners' Club's visiting launch and the operation cost of Maritime Professional Promotion Federation (MPPF).

(f) To achieve quick, easy, barrier-free interaction between the Guild and our members, the Guild runs the official Facebook page and website with updated information of the Guild.

(g) The Guild is firmly committed in creating, promoting and maintaining an environment for members and staff by providing equal opportunity and respect, and free from discrimination and

harassment. The Guild's Equal Opportunities Policy has been in effect to make clear the Guild's commitment to equal opportunities, non-discriminatory procedures and practice.

(h) The Guild highlights the importance of young people towards sustainable development of the Guild and the whole maritime industry. The MNOG Youth has been one of the core work of the Guild this year and the coming further. The Guild empowers and encourages young people to contribute and voice out. Apart from the MNOG Youth memberships, MNOG Youth members are invited to form a leading team to promote the Guild among their peers and organize various activities.

(3) 由協會提名的ITF香港區檢查員繼續執行職務，維護及加強遠洋船船員的權益。檢查員檢查停靠於香港港口內的船舶，確保船公司履行集體談判合約的規定及處理船員的投訴或查詢，更會協助船員依法採取維權行動。2017年4月至2018年3月期間，檢查員共處理了151艘船舶檢查，當中包括香港旗船及方便旗船的例行檢查，及處理有關工資索賠，死傷賠償和海員投訴等，成功協助船員追討回美金\$1,230,774元的欠薪。

(4) 協會之法律諮詢及援助計劃為現職船員於當值期間遭航運事故或因事故而被起訴之會員提供每名會員上限為港幣 \$1,000,000的法律援助。

(5) 香港船員互助及助學基金成立之主要目的是為遇險的香港旗船船員提供經濟援助及支持海事培訓。截至2018年4月底基金累積合共港幣62,438,084元。從2017年4月至2018年3月期間，基金管理委員會共批出了4宗僱主培訓資助和189名學生的培訓資助。基金亦撥款資助了海員俱樂部探訪船及海事專才推廣聯盟的營運開支。

(6) 為向會員提供更快更新的協會資訊及增進協會與各會員間的互動，協會不斷更新官方網站及臉書專頁內容並提供協會的最新資訊。

(7) 協會堅定地致力為會員和員工營造、促進和維持不受歧視和騷擾的平等機會環境。協會的平等機會政策有效地闡明了協會對平等機會、反歧視的程序和實踐承諾。

(8) 協會強調年輕人對協會和整個航運業的可持續發展有着舉足輕重的地位。MNOG青年團是協會今年和未來的核心工作。協會鼓勵及協助年輕人對協會作出貢獻並聽取他們的意見。除了MNOG青年團員外，協會還邀請了MNOG青年團員組成了領導團隊，在同儕間推廣協會及組織各項活動。

(i) The Guild Study Room on the 15th floor of Alliance Building has been put into service. The study room provides a quiet and comfortable environment for free use. The Guild will continue to purchase and provide reference books and examination-related materials to facilitate users of the study room.

(j) To support and assist maritime students and MNOG Youth members in their studies and examinations, COC revision and tutorial classes were arranged by the Guild started from November 2017.

(4) Promoting Maritime Industry and Seafaring Career

(a) The Guild has always insisted on dedicating itself to encouraging local youngsters to join seafaring industry. To enable deck and engineer cadets to gain adequate sea experiences for further development, the Guild continued to lobby shipping companies to provide more job opportunities for them in the past year.

(b) The Guild and the Amalgamated Union of Seafarers, Hong Kong each donated HK\$500,000, totally HK\$1,000,000 to the Maritime Services Training Institute in supporting the programme development of the Sea-going Class 2/1 (Deck & Engineer) CoC Course.

(c) The Guild together with the Amalgamated Union of Seafarer, Hong Kong engaged with the Shanghai Maritime University (SMU) to conduct a research in topic: 'The Social Security Fund Contribution of Chinese seamen assigned overseas' to develop an in-depth analysis comprehensive with statistics based on the situation of Chinese Social Security Fund Contributions. It demonstrated its situation under the current legal framework and implications to Chinese seafarer assigned overseas.

(d) The Guild together with the Amalgamated Union of Seafarer, Hong Kong had invited the research team including the lecturers and professors from the Merchant Marine College and Law School of the Shanghai Maritime University to speak on the workshop "The Latest Update of International Seafarer's Issues 2018" on 31st January 2018 based on the "The Social Security Fund Contribution of Chinese seamen assigned overseas" research. Over 50 delegates from local unions, oversea unions and shipping companies attended the workshop.

(e) In order to solve the manpower shortage in maritime industry and encourage young people to join the industry after graduation. The Guild together with Amalgamated Unions of Seafarers, Hong Kong and the Marine Department held the "Career Briefing Session about Marine Department's jobs" on 8th November 2017, to introduce the requirements and conditions of works in Marine Department. The representatives of the Marine Department also strongly encouraged the high caliber of people to obtain the relevant qualifications, apply for the jobs and bring in new impetus to the Department. The briefing session was successful with well attendance.

(9) 協會在誠信大廈十五樓的溫習室正式投入服務，除了免費提供寧靜舒適的環境給學員溫習外，亦會陸續添置更多的教科書和備試相關書籍供使用者借閱。

(10) 協會於2017年11月開辦COC溫習和輔導班以支持及幫助青年會員和海事學生學習及應付考試。

(四) 推動航運業

(1) 協會一直致力鼓勵本地年青人投身航海事業。為使甲板及輪機練習生能累積足夠的航海經驗以作進一步的發展，協會於過去一年繼續遊說多間船公司向練習生提供更多的就業機會。

(2) 協會與香港航業海員合併工會各向海事訓練學院捐款港幣50萬元，合共港幣100萬元，支持學院加快開辦一級和二級甲板及工程高級船員合格證書培訓課程。

(3) 協會與香港航業海員合併工會委託了上海海事大學就《中國外派海員社保繳納情況》的主題進行研究。該研究根據中國社保基金繳費情況，統計並深入分析在目前的法律法規和內容下中國外派海員的社保繳納狀況與影響。

(4) 協會與香港航業海員合併工會於二零一八年一月三十一日邀請了上海海事大學商船學院以及法學院的教授和講師來港，根據《中國外派海員社保繳納情況》的研究舉行了名為「二零一八國際海員發展研究會」。超過五十名分別來自本地工會、新加坡工會和台灣工會代表以及船公司的代表出席了是次研討會。

(5) 為解決業界青黃不接問題及吸引年青人畢業後投身航運界。協會連同友會香港航業海員合併工會及海事處於2017年11月8日舉辦了「海事處入職簡介會」，為有興趣投考海事處職位的學員介紹入職條件及職業狀況。海事處代表亦非常鼓勵學員們考取相關資歷並投考一些海事處職位，為海事處注入新動力。活動順利完成，會者均感獲益良多。

(5) Organizing Activities for Members

The Guild organized several activities last year to foster relationships amongst members.

(a) Beer parties were organized for members. Members only needed to pay entrance fee of HK\$20 to enjoy beer during the party.

(b) The Guild organized a 2-day tour to Dongguan, China from 21st to 22nd October 2017. The tour was well received. Around 200 Guild and Club members, their relatives and friends joined the tour.

(c) Christmas Party and Lunar New Year Party were held on 13th December 2017 and 28th February 2018 respectively. Free dinner buffets were served. Members and guests enjoyed themselves and had great times at the parties.

(d) The MNOG Youth Sub-Committee of the Guild organized basketball and various activities for young Guild members two to three times a month in the past year, so as to unite the young members within the Guild.

(6) Participating in Hong Kong Maritime Committees and Boards

The Guild was present at the following meetings last year:

- (a) High Speed Craft Consultative Committee (HSCCC)
- (b) Hong Kong Fleet Operation Advisory Committee (HKFOAC)
- (c) Maritime Services Training Board (MSTB)
- (d) Port Welfare Committee
- (e) Seafarers' Advisory Board (SAB)
- (f) Consultative Committee, Ship Personnel Management

(7) ITF Hong Kong Seafarers' Affiliate Co-ordination Committee (HSCC)

(a) The HSCC signed the Special Agreement with 248 FOC ships on behalf of the ITF and the Hong Kong Collective Bargaining Agreement (HKCBA) with 1,530 Hong Kong-flagged ships up to March 2018.

(b) On 4th October 2013, two seafarers were seriously injured in the collision between Hkg. MT Dalian Venture and Pan. MV Kohyohsan in the Straits of Singapore. With the help of the Guild and

ITF Hong Kong Office, the two injured seafarers visited Hong Kong in April 2018 to mediate with the shipping company regarding their compensations. The Guild and the lawyers will follow up closely with the final settlement negotiation.

(五) 會員活動

協會去年舉辦了多項活動，促進會員之間的關係。

(1) 協會不時舉辦啤酒聚會，參與的會員只須繳付港幣20元的入場費，即可暢飲啤酒。

(2) 協會於2017年10月21日至22日舉辦中國東莞兩天遊旅行團。是次活動反應熱烈，約二百名協會及會所會員、其家屬及好友報名參加。

(3) 協會分別於2017年12月13日及2018年2月28日舉辦聖誕酒會及農曆新年酒會，以免費的自助晚餐招待會員，會員及賓客均盡興而歸。

(4) 協會的年青會員小組委員會於過去一年為年青會員舉辦籃球活動及其他活動，每月聚會兩至三次，以聯繫及團結會內的年青會員。

(六) 參與本港海事會議

協會去年派代表出席下列各項會議：

- (1) 高速船船舶諮詢委員會 (HSCCC)
- (2) 香港船隊運作諮詢委員會 (HKFOAC)
- (3) 海事服務訓練委員會 (MSTB)
- (4) 港口福利委員會
- (5) 海員諮詢委員會 (SAB)
- (6) 船員管理協商委員會

(七) 國際運輸工人聯盟香港海員屬會協調委員會 (HSCC)

(1) 截至2018年3月底，香港海員屬會協調委員會代表ITF與248艘方便旗船簽署特別合約，同時為1,530艘香港旗船簽署集體談判合約。

(2) 2013年10月4日，兩名於香港旗船MT. Dalian Venture工作之船員因與巴拿馬旗船MV. Kohyohsan在新加坡海峽相撞意外嚴重受傷。在協會和ITF香港辦事處的幫助下，兩名受傷船員於2018年4月到訪香港與船公司就工傷賠償進行調解，進展良好。協方及雙方代表律師將繼續就最終賠償金額進行商討。

(c) The New Imperial Star is a Palau Flagged ship abandoned in Hong Kong waters since November 2015. 46 crew members have been stranded including 20 from Ukraine, 18 from Myanmar and 8 from the mainland China. The Guild, the Amalgamated Union of Seafarer, Hong Kong and The Sailors Home and Missions to Seamen have provided HK\$ 1,500,000 in May 2016 for the crew as an advance payment for their partial arrears of wages and repatriation expenses. After the ship auction of the New Imperial Star was successfully completed, the amount plus interest was reimbursed by the court. The interest payment received was distributed to the crew as final humanitarian assistance.

(d) MV. Liberty Prudencia is a Hong Kong Flagged ship detained in the Port of Zhoushan, China since January 2017. 19 Indian crew members have not been paid since 25th November 2016 with a total outstanding wage for about US\$182,730 up to the end of March 2017. The supply of water and provisions were limited on the vessel. With the help of the Guild together with Amalgamated Union of Seafarers, Hong Kong, lawyers were hired to negotiate with the company for the crew. Finally the entire crew claimed back US\$260,000 for wages and were repatriated to their home country.

(e) Bulk carrier MV. Emerald Star which carrying nickel ore on its way from Indonesia to Lianyungang, China capsized and sank in the morning on 13th October 2017. Among the 26 Indian crew served on board, 16 were rescued and 10 remain missing. The Guild together with the Amalgamated Unions of Seafarers, Hong Kong provided US\$300 to each crew member as emergency aid to tide them over the difficulties. In addition, close contact with shipowner is also provided to understand the aftermath, and ensure the smooth repatriation and proper care. The Guild has also successfully applied Hong Kong Seafarer Mutual Assistance Fund to provide financial assistance to the missing crew's families' members.

(8) ITF HK Coordinating Committee

(a) Being elected as the convener of the ITF HK Coordinating Committee again for the year of 2018-2020 by the Hong Kong ITF affiliates, the Guild has been keeping contacts and held meetings with other affiliates periodically to exchange views, to share experiences, to discuss the ITF policies and

to promote campaigns in order to protect transport workers' rights and interests. In addition, the Guild helps the ITF and its affiliates to keep a close connection with each other and to encourage the non ITF transport unions to join the ITF.

(b) The 47th Meeting of the ITF HK Coordinating Committee was held on 15th January 2018.



(3) 帛琉共和國旗船新皇星號自2015年11月被遺棄於香港水域。船上有46名船員包括20名烏克蘭船員，18名緬甸船員及8名大陸船員。新皇星號的船舶拍賣完成後，法庭連同利息償付協會聯同香港航業海員合併工會及海員俱樂部於2016年5月合共墊支的港幣1,500,000予船員作為預付部分工資欠款和遣返費用。償付之利息收益已分發給船員作為最後的人道援助。

(4) 自2017年1月，香港旗船MV. Liberty Prudencia滯泊於舟山港。船上19名印度籍船員自2016年11月25日被欠薪，截至3月底累計拖欠金額已超逾\$182,730美元。船上只提供有限度食水及物資供應。協會聯同香港航業海員合併工會替船員聘請律師與船公司談判，最終全船船員取得26萬美金工資並獲遣返回國。

(5) 一首運載鎳礦的散貨船EMERALD STAR從印尼開往中國的連雲港途中不幸翻側及沉沒，船上26名印度籍船員中，有16人獲救，另10人失蹤。協會向船東密切溝通了解善後工作，確保船員可順利遣返及得到適切的照顧。協會並連同友會香港航業海員合併工會向每名受影響船員發放了300美元的緊急救助金，助他們渡過難關。

(八) 國際運輸工人聯盟 (ITF) 香港區協調委員會 (HKCC)

(1) 協會在2018年至2020年繼續獲得香港的ITF屬會推選為ITF香港區協調委員會的召集人。協會一直與其他屬會保持聯繫，並定期舉行會議，與其他屬會交流意見、分享經驗、討論ITF政策及推動維護本港運輸工人權益的活動。此外，協會亦協助ITF與其他屬會保持緊密聯繫，並鼓勵還未成為ITF屬會的運輸工人工會加入ITF。

(2) ITF香港區協調委員會會議已於2018年1月15日舉行了第47次會議。

(9) ITF & Other Overseas Meeting

The Guild maintains a close and good relationship with the ITF Fair Practices Committee Meeting and other maritime organizations. Representatives of the Guild attended various ITF meetings and other overseas meetings.

(a) General Secretary of the Guild attended the ITF FPC Steering Group meeting on 15th to 16th November 2017 in London, United Kingdom. The meeting focused on the preparation of the second round International Bargaining Forum (IBF) in February 2018 and followed up with the matters arose from the Cape Town FPC Steering Group meeting held on June 2017.

(b) General Secretary of the Guild attended the Expanded FPC Steering group meeting held on 23rd February 2018 in Manila, Philippines. The outcomes from the IBF negotiations held on 20th to 22nd of February were endorsed during the meeting which included wages, Dockers clauses and designations of Warlike and High Risk areas.

(c) Second Vice President, Executive Council Members and representative of the Guild attended the 34th Asian Seafarers' Summit Meeting (ASSM) held on 5th October 2017 in Singapore. Apart from a number of inspiring reports were presented by various unions in related to unions activities, cases handling and work plans for promoting sea-going career to attract young people joining the maritime industry, the meeting also focused on the discussions for the Term of Reference for abandonment of seafarers and Maritime incidents in particular the establishment of the Emergency Communication System and the Work Group for the Support System.

(d) General Secretary of the Guild attended the Nautilus Federation dinner meeting held on 14th November 2017 in London, United Kingdom. The meeting explored the findings of Nautilus Autonomous Ships Survey conducted in September 2017 and concerned with the negative effects of autonomous ships would bring to the maritime industry.

(e) Executive Council Member and the representative of the Guild attended the ITF Women Transport Workers' Conference held on 7-8th November 2017 in Marrakech, Morocco. The conference reported the progress of the 2014-2018 work program, addressed numbers of issues including the violence in work environment, the sexual segregation on works in global transport industry and the emergence of new technology. Unions reaffirmed

their initiatives to back up women, recruit women members and develop concrete plans to support women transport workers.

(f) The President, Second Vice President, Executive Council Members and representative of the Guild attended 6th Working Group meeting on Asian Seafarers' Summit Meeting (ASSM) and 1st Focus meeting on abandonment of seafarers held on 27-28th February 2018 in Tokyo, Japan and the 35th ASSM on 12th April 2018 in Busan, Korea. The 35th ASSM reported the abandoned seafarers and garbage treatment harbor facilities' issues which were discussed in the 6th Working Group meeting and further deliberated the issues of automated ships.

(九) 國際運輸工人聯盟 (ITF) 及其他海外會議

協會一直與ITF及其他海事組織保持緊密聯繫及良好關係。去年，協會的代表曾出席多個ITF及其他海外會議。

(1) 協會秘書長出席了2017年11月15日至16日於英國倫敦舉行的ITF FPC指導小組會議。會議重點籌備2018年2月將舉行第二輪國際協商論壇(IBF)，並跟進2017年6月舉行的開普敦FPC指導小組會議的事項。

(2) 協會秘書長出席了2018年2月23日在菲律賓馬尼拉舉行的ITF FPC指導小組的延伸會議。會議認可了於2018年2月20日至22日舉行的國際協商論壇(IBF)的決議，其中包括工資、碼頭工人條款和戰區及高危區域的界定。

(3) 協會第二副會長、執行委員會成員及協會代表出席了2017年10月5日在新加坡舉行的亞洲海員高峰會議(ASSM)。會議上除了各國及地區工會代表匯報工會運動狀況、工會展開的各種優化航海職業前景、鼓勵年青人入行的措施和計劃外，亦重點討論了工會在處理海上事件和棄船個案的角色和參與，並建議建立工會間的緊急通報機制和支援工作小組。

(4) 協會秘書長出席2017年11月14日在英國倫敦舉行的Nautilus Federation晚宴會議。會議對2017年9月進行的Nautilus自動化船舶調查進行了探討並關注自動化船舶對航運業的負面影響。

(5) 協會執行理事會成員及協會代表出席了於2017年11月7至8日在摩洛哥馬拉喀什召開的ITF婦女會議。會議報告了2014-2018年工作計劃的進展情況，亦討論了職場暴力、兩性在交通行業內的職業屏障、以及新興科技的衝擊等議題。同時工會重申支援婦女、吸納女性會員及制定具體計劃以支持女性運輸工人等的立場。

(6) 協會會長、第二副會長、執行委員會成員及協會代表出席了於2018年2月27日至28日在日本東京舉行的第六次亞洲海員峰會(ASSM)工作小組會議舉行、第一次被遺棄海員的專題會議，及2018年4月12日在韓國釜山舉行的第35屆ASSM會議。第35屆ASSM會議報告了第6次ASSM工作小組會議討論過的被遺棄海員和港口垃圾處理設施議題，並進一步審視自動化船舶的影響。

(10) Exchange between Unions

(a) First Vice President and General Secretary of the Guild has attending the opening of the International Transport Workers' Federation (ITF) Singapore Office on 6th September 2017 to celebrate and maintain harmonious relationship with cooperation.

(b) Executive Council members of the Guild paid a fraternal visit to the National Chinese Seamen's Union (NCSU) on 4th December 2017 to exchange views and experiences of union memberships, benefits, maritime education and training in regard to the implementation of STCW convention 2010 and the Maritime Labour Convention (MLC) 2006 which entered into force on 1st January 2017.

(c) To strengthen the cooperation with maritime academic organizations, General Secretary of the Guild together with representatives of MSTI and the Amalgamated Union of Seafarers, Hong Kong conducted a visit to Shanghai Maritime University (SMU) on 19th April 2018. The trip aimed to visit the maritime training facilities of SMU, to explore opportunities for MSTI students to undergo training on board SMU's Training Ship and to look into the implications of the autoship development.

(11) Finances (at 31st March 2018)

The audited accounts of the Guild for the year 2017-2018 show a total income of HK\$37,581,165 from the subscriptions and others. As for the expenditure, a total amount of HK\$12,931,047 could be noted. The overall surplus of the Guild for the year was HK\$24,172,478.

Finally, I would like to take this opportunity to thank the Executive Council members for their valuable contributions to the affairs of the Guild. It was my honor to work with them and act as the President of the Guild last year. I sincerely hope the Guild can continue to make progress and strive for more rights and interests to our members under the guidance of the Executive Council.

(十) 與友會進行交流

(1) 協會第一副會長及秘書長於2017年9月6日出席了國際運輸工人聯盟新加坡辦事處的開幕典禮，以表慶賀和保持緊密合作關係。

(2) 協會執行理事會成員於2017年12月4日拜訪中華海員總工會。兩會因應STCW公約2010年修正案及於2017年1月1日起全面實施的國際海事勞工公約(MLC)，在會員權益、福利、教育、訓練等會範疇作經驗及意見交流。

(3) 為加強與海事學術界的合作，協會秘書長聯同香港海事訓練學院代表及香港航業海員合併工會代表於2018年4月19日到上海海事大學進行考察及拜訪。是次考察拜訪目的主要是參觀上海海事大學的海事訓練設施、研究香港海事訓練學院學生在上海海事大學培訓船上接受培訓的機會，及探索船舶自動化發展的影響。

(十一) 財政報告 (截至2018年3月31日)

經核數師審核的財政報告顯示，協會於2017至2018年度的會費及其他收入為港幣三千七百五十八萬一千一百六十五元(HK\$37,581,165)，支出為港幣一千二百九十三萬一千零四十七元(HK\$12,931,047)。本財政年度的盈利為港幣二千四百一十七萬二千四百七十八元(HK\$24,172,478)。

最後，本人藉此機會感謝各執行理事會成員對會務作出的寶貴貢獻。過去一年，我很榮幸能與各執行理事會成員共事，並擔任協會的會長。我衷心希望協會在執行理事會的領導下能繼續向前邁進，為會員爭取更多權益。



Revised IMO's Guidance on Fatigue Mitigation & Management to be Approved 國際海事組織《疲勞舒緩及管理指引》修訂待批中

Maritime accidents are often caused by fatigue. In order to minimize marine casualties and to develop a marine safety culture, the International Maritime Organization ("the IMO") issued a "Guidance on Fatigue Mitigation and Management" ("the Fatigue Guidance") on 12 June 2001. This guidance informs each party that has a direct impact on vessel safety of the nature of fatigue, its causes, preventive and counter-measures.

However, in the decade followed, fatigue remained as a major cause of maritime accidents. Therefore, the IMO began to revise and update the Fatigue Guidance since 2014. The revision urges to use a "maritime fatigue risk management framework" ("the FRM Framework") to supplement the current fatigue management approach which only relies on a prescriptive hours of work and rest regulations. This approach is ineffective as in reality the workload onboard ships are too heavy, making it almost impossible to follow the hours of work and rest regulations. As such, the FRM Framework will impose 5 more "defensive layers" on top of it. These 5 defensive layers are actually questions for assessing the fatigue risks. They are:

- i) Is company providing effective support for managing the risks of fatigue?
- ii) Are seafarers provided with adequate sleep opportunity?
- iii) Is the sleep obtained adequate? (Duration & Quality)
- iv) Are seafarers able to maintain adequate alertness and performance while on duty?
- v) Are fatigue related events reported and analysed?

The first question is the most important one as it urges the shipping companies to establish core risk control measures for ensuring that adequate support is available for managing fatigue. These should include providing fatigue risk management training to the seafarers, and to make them be aware of the causes and consequences of fatigue.

In short, this revision of the Fatigue Guidance is aimed to revolutionize the current fatigue management system by using the FRM Framework, which will help shipping companies to manage the fatigue risks much more efficiently. It will be sent to the Maritime Safety Committee of the IMO for final approval in November 2018. A detailed explanation of the FRM Framework is available in an article titled "Fatigue Risk Management: A Maritime Framework", written by Michelle Grech, at <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4772195/>.

海事意外很多時是由疲勞引起的。為了減少海事傷亡及建立一個海事安全文化，國際海事組織於2001年6月12日發出了《疲勞舒緩及管理指引》("疲勞指引")。這指引告知受船舶安全直接影響的各方有關疲勞的性質、原因、預防和應對的方法。

但是在上述指引發出後的十年內，疲勞仍然是海事意外的主要原因之一。有見及此，國際海事組織於2014年開始修訂和更新疲勞指引。是次修訂主張以『海事疲勞風險管理框架』來彌補現有的指示性工作與休息時數規定的不足。由於在現實中船員在船上的工作非常繁重，他們很難遵從這工作與休息時數規定；故該規定不能有效避免疲勞。所以，上述的海事疲勞風險管理框架將會在現有的規定上加多5個保護層。這5個保護層其實是評估疲勞風險的問題。這些問題是：

- (一) 公司有為疲勞風險管理提供有效的支援嗎？
- (二) 船員有足夠的睡眠機會嗎？
- (三) 該睡眠的持久度與質數足夠嗎？
- (四) 船員能否在當值期間維持足夠的警覺性和表現？
- (五) 有沒有報告及分析與疲勞有關的事件？

第一個問題是最重要的，它要求船公司設立核心風險管理措施以確保船上有足夠的疲勞管理支援。這些支援應包括向船員提供疲勞風險管理訓練，並令他們知道疲勞的原因和後果。

簡而言之，這次疲勞指引的修改的目的是以海事疲勞風險管理框架來改革現有的疲勞管理系統，以幫助船公司更有效地管理疲勞風險。這修訂將會交由國際海事組織的海事安全委員會於2018年11月作最後審批。海事疲勞風險管理框架的詳細說明可於由 Michelle Grech 撰寫的文章 "Fatigue Risk Management: A Maritime Framework" 中看到，該文章的網址為：

<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC4772195/>.



協會舉辦了海事處職位簡介會 The Guild arranged the Marine Department Briefing Sessions



感謝Guild的安排，讓我們有一個平台接收關於海事處新職位的資訊。加入海事處對我們來說有點遙遠和陌生，雖然在學校都知道未來海事處將新增「助理海事主任」一職，但認識有限。現在經過簡介會後，知道了更多關於此職位的資訊後，對海事行業相關職位有更多認識，對我未來職業規劃很有幫助。

Thanks for the Guild's arrangement to the session as it provided us a platform in accessing new recruitment information from the Marine Department. To work in the Marine Department is a bit beyond our reach. Although we were informed about the newly created post 'Assistant Marine Officer' during school, it was not as clear as what we can get from this briefing session. After knowing better about the new post, I think it is useful for me in pathing my career in the future.

——伍立濠 Morton Ng

希望日後Guild能辦更多關於其他職位如高速船、船公司等職位的簡介會。

I hope there will be more maritime-related briefings to be arranged by the Guild such as posts in high-speed crafts or other shipping companies.

經過4/7的簡介會後，了解更多有關職位的資訊，對未來職業的規劃部署，有了明確的指引，並能夠早作準備。希望日後工會能夠舉辦更多其他海事職位的簡介會，能讓更多海員及學生受惠。

海事訓練學院二年級學生
胡鈞浩

After the Briefing Session on 4 July, I was acknowledged with more detail about the posts offered in Marine Department, which is very helpful to my plan to future career, with a clear dimension and guidelines for me to prepare in early stage. Hoping that in the coming future there will be more briefings on maritime related jobs as they will benefit to both seafarer and students.

Jenson Wu, Year 2 student
MSTI



The General Secretary and ITF Inspector from the Guild attended the Shanghai 'International Conference on Maritime Policy, Technology and Education'
協會秘書長及ITF檢查員出席了上海「國際海事政策、科技和教育會議」



All delegates shared with their maritime experiences and ideas with others.
各與會者共同分享其海事經驗與心得。

On 2nd and 3rd July, Captain T. T. Chung, the General Secretary of the Guild and Jason Lam, our nominated ITF Inspector attended the Shanghai 'International Conference on Maritime Policy, Technology and Education' which was hosted by the Shanghai Maritime University and Southampton Solent University and had given their speech during the Conference.

Captain T.T. Chung, our General Secretary introduced to the participants the history of the Guild, and the efforts and achievements in seafarer rights protection and improvement on seafarer's welfare and conditions. Captain Chung also introduced the coordination works by the 3 seafarers unions in Hong Kong, and the efforts being done through the Hong Kong Seafarer Mutual Assistance Fund (HKMASF) and Hong Kong Seafarer Scholarship Fund (HKMSF), in providing financial assistance and maritime training support to distressed Hong Kong seafarers and maritime students. Jason Lam, the ITF Inspector, gave the presentation of ITF flag ship policy, inspection jobs and works on seafarer rights protection. By sharing experiences of Hong Kong unions work to other delegates, and exchanging valuable ideas, the Guild was inspired in terms of Guild affairs and future development.



Captain T.T. Chung, our General Secretary shared with others the Guild history and union works.
協會秘書長鍾東堂向各人介紹了協會歷史及會務工作。

本會秘書長鍾東堂及協會ITF檢查員林偉康於7月2日及3日到上海出席了由上海海事大學及南安普敦索倫特大學舉辦的「國際海事政策、科技和教育會議」(ICMPTE)，並分別在會議上發言。

秘書長鍾東堂向各與會者介紹了協會歷史，以及在保障船員的權益和改善船員的福利方面的努力與成果。除此之外，鍾東堂秘書長亦介紹了香港三家海事工會的協作，以及如何透過海事工會及船東成立的香港船員互助基金(HKSMAF)以及香港船員助學基金(HKMSF)，分別為遇險和有困難的香港船員和海事學員提供經濟援助和海事培訓費用。另外ITF檢查員林偉康則介紹了ITF的旗船政策、檢查和維權工作。藉著香港工會的經驗分享，與其他代表互相分享和交流，對協會的事務和發展均有得益。

Jason Lam, the Guild nominated ITF Inspector explaining the Inspectorate works to the delegates.
協會ITF檢查員林偉康正向各與會者介紹檢查員工作。