



Dry Bulk Terminal Group Conference – Southampton October 2019



Maritime industry experts in salary and pay benchmarking, sea and shore career development and professional HR services

SPINNAKER GLOBAL LTD

🚢 HR Consulting

- 🚢 Maritime HR Association

- 🚢 Seafarer Employers Association

- 🚢 Personality profiling

- 🚢 Leadership development – open courses to major projects

- 🚢 HR Consulting assignments – organisational change, KPIs...

- 🚢 The Annual Maritime HR Conference

🚢 Recruitment

- 🚢 Executive Search

We specialise in everything HR.....

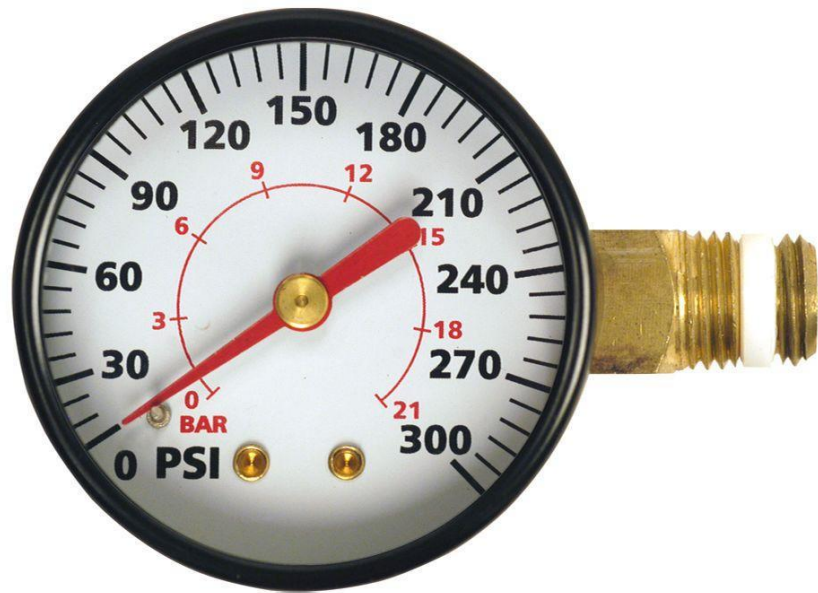
- Yes it is. It's twenty years behind every other industry
- We've only had HR departments for 10-15 years
- We are learning what others already take for granted



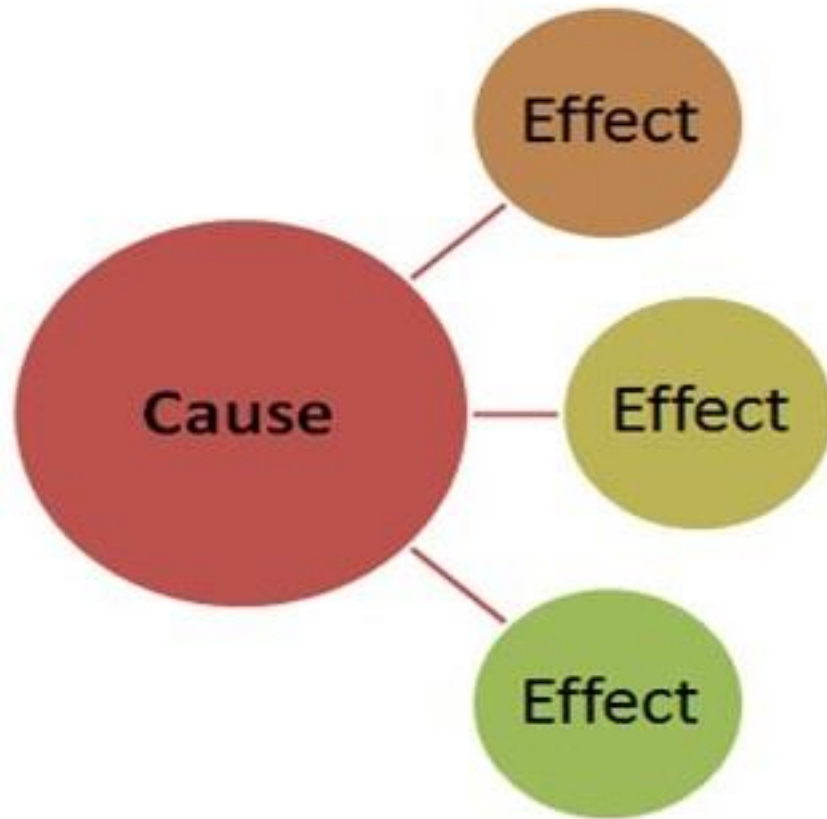
What problems do you have ?



What impact (pressures) are these problems having in the business ?



What policies do you have in place ?



.....consider and make use of

- Health and Safety
- Absence Management
- Disciplinary
- Performance Management
- Management capability
- Retention....Workforce planning (e.g. Job design, recruitment costs)
- Training & development
- Benefit packages

However, examples of gross misconduct might include

- theft or fraud
- physical violence or bullying
- deliberate and serious damage to property
- serious misuse of an organisation's property or name
- deliberately accessing internet sites containing pornographic, offensive or obscene material
- serious insubordination
- unlawful discrimination or harassment
- bringing the organisation into serious disrepute
- **serious incapability at work brought on by alcohol or illegal drugs**
- causing loss, damage or injury through serious negligence
- **serious breach of health and safety rules**
- a serious breach of confidence.

How to implement an alcohol/drugs policy

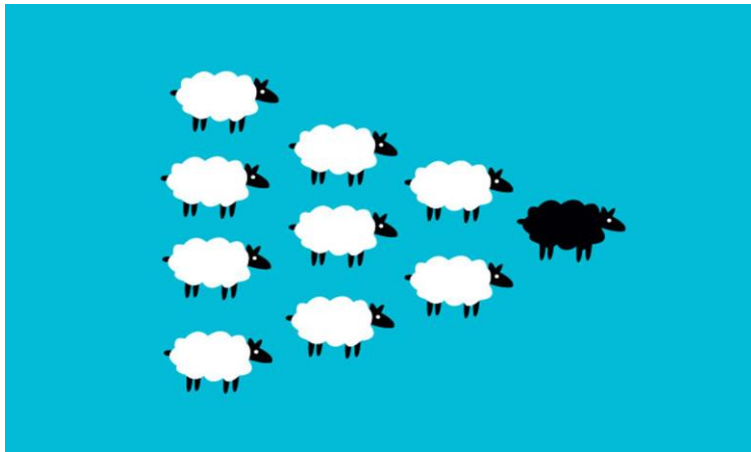
Plan for change

- Where are you heading?
- What will you need?
- What have you got now?
- Where are the gaps?



P O L I C I E S

And

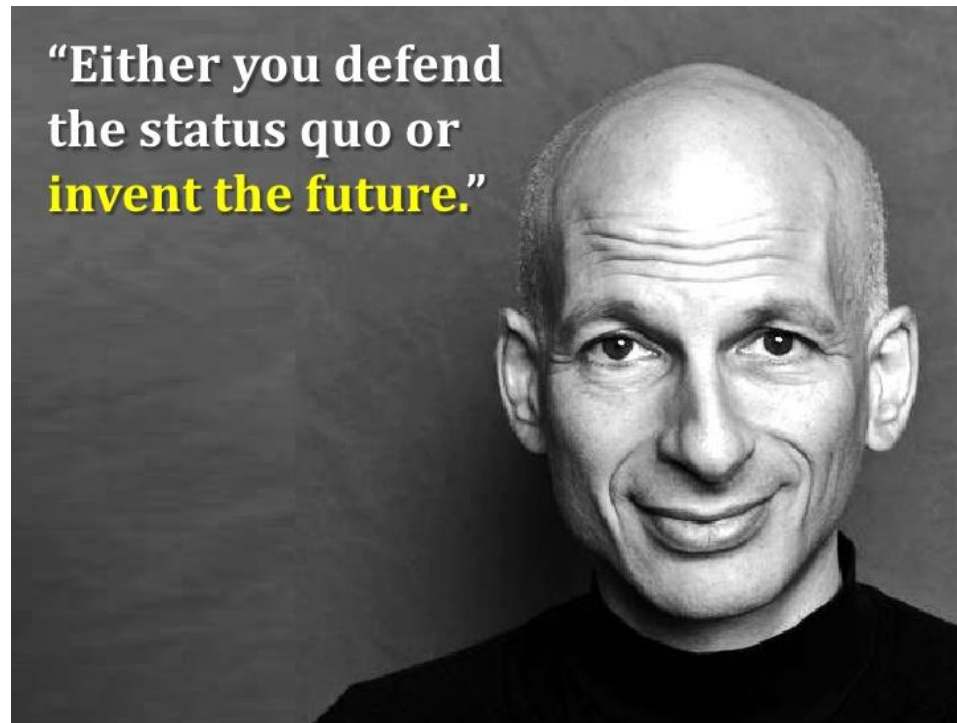


How to implement an alcohol/drugs policy

- Communicate the policy to all staff.
- Obtain confirmation from staff that it has been read and understood.
- Add the policy to the staff handbook/intranet.
- Inform new recruits of the policy during induction.
- Where possible, train staff on the subject.
- Make express reference to any policy of testing in all new contracts.



What can you do to start addressing the problem.....?





Shore-based shipping recruitment,
executive search and HR consulting

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For DBTG build a legal database by jurisdiction.....

Disciplinary & Grievance	Absence Management	Health & Safety	Well Being	Performance Management