



**THE SHIPPING
ASSOCIATION
OF JAMAICA**

ANNUAL REPORT 2018

80th Annual General Meeting

"NAVIGATING THE FUTURE"

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WHO WE ARE

The Shipping Association of Jamaica (SAJ) is a key force driving the success story of the modernised Port of Kingston. The SAJ is pivotal to the continued advancement of the dependability and precision of cargo handling operations at the ports. The advancement has vastly improved the ports' competitive edge and lowered and stabilized costs. Since 1939 The SAJ has been providing a steady and reliable workforce for break bulk and containerized cargo shipping for the Port of Kingston.

Leading the way in the region, the SAJ administers a cutting-edge work force management system which facilitates flexible and real-time placement of highly skilled workers for the port, whose transshipment activities account for 90 percent (90%) of all its operations. SAJ workers can be found in all areas of cargo loading, unloading and storage. The SAJ has been deliberate in making innovative improvements to the work conditions of the port workers in alignment with the widespread use of containers, increasing volume of transport and the demands of international trade. The reforms undertaken by the SAJ have had a ripple effect in the modernisation of the industry on a whole, not just in Jamaica but in other parts of the Caribbean as well.

These reforms continue to enhance and create changes in the organisation, structure and management of port workers. Previously, the work force was low skilled and occasional, but due to ongoing modernisation and training done by SAJ, employment and deployment of port workers are now regularised and workers are highly skilled to meet the changing needs of containerised cargo shipping and greater use of technology in the industry.

In addition to being a supplier of port labour, the association has an integral role and a strong presence in the Jamaica maritime industry and has paved the way for the integration of modern techniques in globally recognised training, technology use and container cargo handling.

AGENDA

ITEM 1	CALL TO ORDER
ITEM 2	APOLOGIES
ITEM 3	(a) CONFIRMATION OF MINUTES 79th Annual General Meeting held on Friday, December 8, 2017 (b) Matters Arising
ITEM 4	(a) PRESIDENT'S REPORT FOR 2018 (b) Matters Arising
ITEM 5	PRESENTATION OF FINANCIAL STATEMENTS The Shipping Association of Jamaica Approval of Audited Financial Statements to Year End 31 December 2017. Unaudited Financial Statements for the period January to September 2018
ITEM 6	ELECTION OF: President for 2019 Vice President for 2019 Managing Committee Members for 2019
ITEM 7	APPOINTMENT OF AUDITORS
ITEM 8	ANY OTHER BUSINESS

MINUTES OF THE 79TH ANNUAL GENERAL MEETING

Name	Company	Voting Status
Kim Clarke – President	Maritime & Transport Services Ltd.	Voting
	Maritime Towing Co. Ltd.	Voting
	Seaport Equipment Ltd.	Voting
	Port Contractors Ltd.	Voting
Denise Lyn Fatt, Vice President	Freight Handlers Limited	Voting
Roger Hinds, Immediate Past President	Transocean Shipping	Voting
	MSC Jamaica Ltd.	Voting
Lisa Johnston	Jamaica Producers Group	Voting
	Jamaica Producers Shipping	Voting
	PSC Limited	Voting
Michael Bernard	Jamaica Freight and Shipping	Voting
	Shipping Services (Stevedoring) Ltd	Voting
	Interseas Ltd	Voting
	Fidelity Trading	Voting
	Jamaica Fruit & Shipping	Voting
	Coastal Shipping	Voting
	Ship Management Services	Voting
William Brown	Seafreight	Voting
	Metro Shipping	Voting
Harry Maragh	Lannaman & Morris Shipping	Non-Voting
	Lannaman & Morris S & M Ltd.	Non-Voting
Evroy Johnson	Lannaman & Morris Shipping	Voting
Stacia Cunningham	Lannaman & Morris Shipping	Voting
Corah Ann Robertson Sylvester	Seaboard Jamaica Ltd.	Voting
	Port Cold Ltd.	Voting
	Cold Port Ltd.	Voting
Mark Williams	Kingston Wharves	Voting
	Kingston Terminal Operators Limited	Voting
	Western Terminals	Voting
Andre Rochester	A E Parnell & Co	Voting
	R S Gamble (1998) Ltd.	Voting
	Arnold Malabre & Co. Ltd.	Non-Voting
Olivier Tretout	Kingston Freeport Terminal Ltd.	Voting
Neil Gillam	Kingston Freeport Terminal Ltd.	Non-voting
Stephen Bell	LSK & Co. Ltd	Voting
Khara Wisdom	Freight Handlers Ltd.	Voting
Carolyn “Trudy” Bell	CMA CGM Ltd.	Voting
Clifton Walker	Ocean Air International Ltd.	Voting
Locksley Tulloch	Gateway Shipping International	Voting

Vivienne Thompson	RK Logistics	Voting
Alva Wood	Allied Trucking Ltd.	Voting
Ruel Gibson	Xars Equipment & Trucking Co. Ltd.	Voting
Erol Smith	Shipping Services Ltd.	Voting
Frances Yeo	Assessment Recoveries Limited	Non- voting
Oneish Thomas	Assessment Recoveries Limited	Non-voting
Bert Brown	Ethelbert & Associates Ltd.	Voting
Trevor Riley, Group CEO	Shipping Association of Jamaica	
Andrea McGibbon, Deputy Group CEO	"	
Terrence Brooks, Labour Planning & Deployment Manager	"	
Raymond Hernandez, Financial Controller	"	
Dionne Gordon, Board Secretary	"	
Jean Hinds, Internal Auditor	"	
Sophia Walcott, Recording Secretary	"	
Monique Morrison	"	
Fiona Hall	"	
Shernett McIntyre	"	
Tsashai Williams	"	
Fiona Hall	"	
Shernett McIntyre	"	

CALL TO ORDER

The 79th Annual General Meeting (AGM) of the Shipping Association of Jamaica (SAJ) was called to order at 10:10am by Chairman Kim Clarke.

APOLOGIES FOR ABSENCE

An apology was tendered on behalf of Mr. Charles Johnston, Mr. Robert Kinlocke and Mr. Grantley Stephenson.

CONFIRMATION OF MINUTES

Minutes of Annual General Meeting held Friday, November 18, 2016:

Attendees: Mr. Charles Johnston should have been listed as representing Jamaica Producers Group, Jamaica Producers Shipping and P.S.C. Limited

Page 3: 'Dwayne' was changed to 'Duane'

There being no further amendments, the minutes were confirmed on a motion moved by Mr. Michael Bernard and seconded by Mr. Roger Hinds.

MATTERS ARISING FROM THE MINUTES

Shipping Industry Forum with Cabinet Ministers

The CEO said that several matters that were addressed with the Cabinet have moved along one way or the other by the passage of time. He indicated that although there was not total satisfaction, there has been some development.

The Customs Act

The CEO advised that there have been several attempts to promulgate a new Customs Act since the last AGM. He said that management had been receiving new sets of documents from the Jamaica Customs. He advised of the formation of the "Technical Committee for Legislative Review (TCLR)", a sub-committee of the Trade Facilitation Task Force. He indicated that the committee had the very vibrant leadership of Dr. Kathy Ann Brown, Deputy Solicitor General, and its function was to review all forms of Jamaican legislation and regulations that will have an impact on logistics in Jamaica. He noted that Dr. Brown's intervention had already led Jamaica Customs to take another look at how it puts together plans for the new Customs Act.

Newport West

The CEO advised that management had had several meetings with various stakeholders such as the Police Commissioner, the Mayor of Kingston and the Member of Parliament for the area which includes Newport West to address issues concerning Newport West. He said that among the things discussed were the general security in Newport West, improvement of policing in the area, traffic management and the one-way system in particular, where persons are failing to observe; and seeking to get some agreement on establishing an impounding system for illegally parked vehicles on the roads.

He said that based on the discussions with the Police, they were willing and ready to assist. He noted that some members of the SAJ have identified equipment to assist the Police in moving the chassis off the road and land has been identified to be used as the pound. He noted that the Police have indicated that any pound had to be gazetted so there needed to be further intervention from central Government and from the Mayor. He said that management would continue to seek some resolution to the issues and highlighted that the Police Commissioner had promised to add twelve Police Officers and an additional motor bike patrol to Newport West for the Christmas season.

Newport West Master Plan

The CEO advised that the Association has commissioned an Urban Planner to produce a concept document to show management how to fix some of the problems in Newport West such as vendors on the side walk and vehicular movement. He said that a draft plan was received but management had not yet gotten a chance to review it with the Urban Planner, with a view to circulate it to

members for their input. He indicated that the draft plan would be reviewed early in 2018 as soon as the Managing Committee had had a chance to examine it.

Mr. Ruel Gibson referred to his comments at the last meeting relating to inadequate membership participation, and expressed that he had not seen any improvements, although it was agreed to look into having quarterly meetings to encourage a greater participation of the membership. He highlighted that there were members with useful contribution to be made to the Association but did not appear to think that they were sufficiently included in what was happening. The Chairman responded that it was up to members to participate and noted that all members were invited to the Agents Committee meeting. Mr. Gibson said that the name 'Agents Committee' only reflected agents and did not reflect the entire membership. The Chairman responded that the Managing Committee would look at revamping the name to 'Members Committee' in an effort get increased participation.

Mrs. Denise Lyn Fatt highlighted that members met on various issues throughout the year, for example to discuss the Customs Act. She added that despite numerous efforts to get more members to participate, it was not forthcoming. Mr. Gibson responded that the idea was to ensure that members were given the opportunity to participate and it did not appear that way on the surface. The CEO advised that there are many different fora at the SAJ. He said that there have been around six workshops at the SAJ within the year and the entire membership were invited and the participation was very high throughout the year. He suggested that Mr. Gibson take in context, the criticisms he was making as there is involvement of the membership, perhaps not at the level that it ought to be at but there is attempt on the management side to get members involved. He said that some members do





GSAT awardees prepare to go on a port tour as a part of their reward for a job well done.

respond, and they respond in different ways to different activities.

PRESIDENT'S REPORT

The Chairman advised that the President's report formed part of the Association's published Annual Financial Report. He indicated that reports from other departments would form part of the financial presentation.

MATTERS ARISING FROM THE PRESIDENT'S REPORT

The Chairman then moved on to the presentation of the financials presented by Financial Controller, Mr. Raymond Hernandez.

PRESENTATION OF FINANCIAL STATEMENTS

The Shipping Association of Jamaica Audited financial statements to year ended December 31, 2016

SAJ Financial Controller, Mr. Raymond Hernandez, gave a synopsis of some economic statistics from 2011 to October 2016. Some highlights were:

1. Inflation rates YTD 2017 – 4.00%, and Sept 2016 – 1.70%.
2. Interest rate: 90-day J\$ T-bill Rate yield at 5.68% in 2016 and 5.48% at the end of October 2017.
3. USD Exchange Rate: 2016 J\$1 to US\$127.98 and US\$126.69 at the end of October 2017. J\$ Devaluation for the financial year in 2016 was -6.28% and 1.01% at the end of October 2017.

The consolidated audited accounts for the SAJ Group for the period ended December 2016 were presented. The

presentation included data on key economic indicators for the years 2015, 2016 and year-to-date 2017. Mr. Hernandez then presented on the Group's Income and Expenditure statements as well as Balance Sheet.

Following the presentation, the audited accounts as at December 31, 2016 were adopted on a motion moved by Mr. William Brown and seconded by Mr. Michael Bernard.

Unaudited financial statements for the period January – September 2017

Mr. Hernandez also guided members through the unaudited financial statements up to the end of the third quarter of 2017.

ELECTION OF OFFICERS

The Chairman announced that he was not offering himself for re-election as President. He said that he would be handing over to another worthy President and highlighted that his tenure as President of the Association had been very fulfilling.

The Chairman then thanked the members of the Managing Committee for their support during the period of his leadership. He expressed gratitude to the CEO and his team for the contributions to the success of his tenure as President.

The CEO advised that the business of the Association according to the Constitution at clause 4, shall be conducted by a Managing Committee, nine members of which shall be elected by a simple majority of those members attending and voting. He said that in addition,

there shall be an Immediate Past President who will not be voted and two Honorary Members who are appointed by the Managing Committee. He said that according to Clause 5, only Ordinary members shall be eligible to serve on the Managing Committee which shall consist of the President, Vice-President and Immediate Past President and the other members mentioned. He advised that sixty percent of the Managing Committee must comprise representatives of member companies who were Ordinary members as at December 31, 2010. He also reminded that members must be fully paid up in order to exercise the franchise.

The Board Secretary, Mrs. Dionne Mason-Gordon did the roll-call after which Mr. Kim Clarke nominated Mrs. Denise Lyn Fatt for the position of President. This was seconded by Mr. Roger Hinds and unanimously carried. The CEO highlighted the historic nomination of the SAJ's first female President and the meeting applauded. Mr. Michael Bernard nominated Mr. William Brown for the position of Vice President. This was seconded by Mrs. Corah Ann Robertson Sylvester and unanimously carried. The CEO noted that Mr. Kim Clarke has retained his position on the Managing Committee as Immediate Past President. Nominations of the other seven members of the Managing Committee were as follows:

- Mr. Neil Gillam – nominated by Mr. Kim Clarke and seconded by Mr. Roger Hinds
- Mrs. Corah Ann Robertson Sylvester – nominated by Mr. William Brown and seconded by Mr. Harry Maragh
- Mr. Grantley Stephenson – nominated by Mr. Mark Williams and seconded by Mr. Kim Clarke
- Mr. Robert Kinlocke – nominated by Mr. Andre Rochester and seconded by Mr. Michael Bernard
- Mr. Roger Hinds – nominated by Mrs. Denise Lyn Fatt and seconded by Mrs. Corah Ann Robertson Sylvester
- Mr. Michael Bernard – nominated by Mr. Kim Clarke and seconded by Mrs. Corah Ann Robertson Sylvester
- Mr. Andre Rochester – nominated by Mr. William Brown and seconded by Mr. Michael Bernard

The CEO listed the names of the newly elected Managing Committee and members joined him in congratulating them. He stated that the Positions of Honorary Members would be filled by the Managing Committee in accordance with the Constitution.

Appointment of Auditors

The firm PriceWaterhouseCoopers, having indicated its willingness to continue as auditors for the Association, was re-appointed for 2018 on a motion moved by Mr. Michael Bernard, seconded by Mr. Andre Rochester, and carried.

ANY OTHER BUSINESS

Newport West

Mrs. Corah Ann Robertson Sylvester spoke about the unfavorable parking of chassis and containers within the Newport West community. She asked the representatives of shipping lines and the Port Trailer Haulage Association (PTHA) present at the meeting





to be more responsible. Mr. Andre Rochester also made an appeal for truck drivers to be more responsible in maneuvering the trucks within the area. Mr. William Brown commented on the impending impounding system and Mr. Stephen Bell indicated that the situation was not new and would not stop unless stakeholders identified a more wholesome way of having the discussions at a different forum.

Mr. Alva Wood highlighted that in other jurisdictions, usually facilities were provided for truckers to use for a small fee. He said that the Port Trailer Haulage Association has been in discussions with the Port Authority of Jamaica about the facility to the west of Gordon Cay. He advised that the PTHA has also been speaking with the Truckers on the matter and has warned them of possible implications. Mr. Ruel Gibson added that there was also the issue of commercial businesses on the streets.

The CEO said that there was another deterrent which was not being enforced. He highlighted the clause in the Port Securities Regulation which states that a truck shall not be registered to go on the port if it does not have secure facilities for parking the truck, containers and chassis. He said that if the regulations were being enforced, a lot of the trucks that were being registered, would not be registered. He suggested an approach whereby the Port Authority could perhaps provide the space for rental and after that they start to enforce the rules.

Thank You Sentiments

Mrs. Corah Ann Robertson Sylvester on behalf of the Managing Committee and the wider community applauded Mr. Kim Clarke for his diligent leadership, energy, passion and bold attitude in defending the SAJ and the shipping community of Jamaica. Mr. Clarke responded by thanking the Managing Committee and the management team for their support during his tenure.

Adjournment

The Chairman enquired whether there was any other matter to be raised for discussion. There being none, the meeting was adjourned at 11:14 a.m. on a motion moved by Mrs. Denise Lyn Fatt and seconded by Mr. Andre Rochester.



Workshop facilitator, Novelette Denton-Prince engages participants during the recent Public Relations and Crisis Management Workshop held at the Shipping Association of Jamaica.

Resolution to be passed at the
80TH ANNUAL GENERAL MEETING OF THE SHIPPING ASSOCIATION OF JAMAICA

Notice is hereby given that at the Annual General Meeting Scheduled to be held on Friday, December 7, 2018 starting at 9:00 a.m., it is proposed that the following resolution be passed:

Be it resolved the Constitution of the Shipping Association of Jamaica be amended as follows:

That Clause 1 be amended by insertion of a new Group E, to expand the category of Ordinary Members, as follows:

1. Members of the Association shall be categorised as Ordinary Members and Associate Members.
 - (a) Ordinary Members shall be persons or shall be firms, companies, corporations, associations or other legal entities registered in Jamaica and ordinarily carrying on business in Jamaica and shall be:
 - (i) engaged in carrying on business as:-
 - A stevedoring contractor;
 - B shipowner or ship operator;
 - C wharfinger, wharf or terminal owner or operator; or
 - D ship's agent.
 - E subsidiary company or companies of any of the corporate legal entities listed at A, B, C and D in this clause.
 - (ii) any representative association of persons or entities engaged directly in the shipping industry such as:
 - A cargo hauliers;
 - B port equipment contractors;
 - C bonded warehouse operators;
 - D agents for NVOCC's; or
 - E any other organisation directly related to the shipping industry
- and who pursuant to Clause 1.1 hereunder has applied for ordinary membership in the Association and has been named an Ordinary Member by the Managing Committee.

*Clause 1:
Members of the
Association*

*Members
with voting
rights*

Note to Members: This resolution to be passed requires at least two thirds of the members present at the AGM of which 21 days notice has been given.

SECRETARY
THE SHIPPING ASSOCIATION OF JAMAICA

November 15, 2018

OUR MANAGING COMMITTEE



DENISE LYN FATT
President

Denise Lyn Fatt is the first female President of the Shipping Association of Jamaica. Before being elected to the role of President, she served as chairman of the Agents' Committee of the SAJ and has been a member of the SAJ's Managing Committee since 2009. She has been an active member of the SAJ's Agents' Committee since 1976.

Mrs. Lyn Fatt is the Managing Director of Freight Handlers Limited, a company she started with her husband in 1988. Prior to starting her own company, she served at a management level in shipping and other sectors: Managing Director for Ocean Air International Limited; Senior Supply

Assistant for the United Nations Children's Fund; and Traffic Manager for InterFreight Agencies Limited.

She also serves the shipping industry as a member of the University Council of the Caribbean Maritime University and a member of Women in Maritime Caribbean. An Ex-Officio President of the St. Hugh's High School Past Students Association, Mrs. Lyn Fatt is a graduate of the University of the West Indies with a Bachelor of Arts in Politics and History. She is also a graduate of the Norwegian Shipping Academy with a Post Graduate Diploma in Professional Shipping.



WILLIAM A. BROWN
Vice President

William A. Brown is Vice President of the Shipping Association of Jamaica. He is also the Managing Director of the Lannaman & Morris (Shipping) Group of Companies.

A Public Practising Accountant, he is a fellow of the Association of Chartered Accountants (ACCA) and the Institute of Chartered Accountants of Jamaica (ICAJ). He is a Certified International Trade Professional under the World Trade Organisation (WTO) International Trade Tribunal.

In addition to serving the industry on the Managing Committee of the Shipping Association of Jamaica, Mr. Brown serves on the General Council of the Caribbean Shipping Association, the Board of Directors SAJ Property Company Limited, Assessment Recoveries Limited, Maritime Authority of Jamaica and is a Trustee of Metro Investment Pension Plan.

He is a graduate of the University of the West Indies, Mona.



KIM CLARKE
Immediate Past President

Kim Clarke was President of the Shipping Association of Jamaica (SAJ) in 2012-2017. Prior to becoming President, he served the SAJ in capacity of Vice President from 2009 – 2012. Mr. Clarke is a second-generation family member to enter the shipping industry. His father Hylton Clarke was part-owner of the Maritime Transport Group of Companies. In 2002, he became a member of the SAJ's Managing Committee making him and his father the first father-son team to sit on the Committee simultaneously.

Mr. Clarke's work experience in the shipping industry began in 1990 at Kirk Line Inc. in Miami where he was a Documentation Clerk. He quickly moved up the ranks a year later to Documentation Manager. Returning to Jamaica in 1991, he became Director of Maritime

and Transport Group of Companies. He now serves as Managing Director of this group of companies. The Group consists of Maritime and Transport Services Limited., Maritime Towing Company Limited., Maritime General Insurance Brokers Limited., A. E. Parnell and company Limited, Parnell Investment Limited and Seaport Equipment Limited.

He is also a director of Kingston Wharves Limited, Newport Fersan Jamaica Limited and R.S. Gamble Limited, Arnold L. Malabre & Company Limited, SAJ Properties Limited and is Managing Director of Boat Services Ltd.

Mr. Clarke is a graduate of the University of Miami.



ROGER HINDS
Past President

Roger Hinds has been a member of the Managing Committee for many years and has served as Vice President and then President of the SAJ from 2006 to 2008 and from 2008 to 2012 respectively. He remains active on its board as well as on the board of the Shipping Association of Jamaica Property Limited. For three years he chaired the Agents and Steering Committees of the Caribbean Shipping Association.

A native of Barbados, and a graduate of the University of the West Indies, Mr. Hinds has been working in Jamaica's maritime sector since 1982. He is the Chairman of Transocean Shipping Limited, the Founder and Chairman of Transport Logistics Limited and Marine Haulage Services Limited.

He is currently the Managing Director of MSC Mediterranean Shipping Company Jamaica Limited, but continues to make a contribution to the maritime sector in general by serving on the boards of Kingston Wharves Limited, (ten of those years being in the capacity of Company Secretary), Port Computer Services, (trading as ADVANTUM), and more recently, The Caribbean Maritime University.

Mr. Hinds earned his Bachelor of Arts and Master of Science degrees from the University of the West Indies. He is a founding and still active member of the Rotary Club of St. Andrew North, an avid reader and a fitness enthusiast.



MICHAEL GEORGE BERNARD
Past President

Michael George Bernard was President of the SAJ from 2006 - 2008. He has been a member of the Managing Committee since 1995. Mr. Bernard served the Association as Vice President from 2003 to 2005 with responsibility for Industrial Relations.

He is the Managing Director of Shipping Services Stevedoring Limited, and serves on several boards within the shipping industry including, Jamaica Freight & Shipping Co. Ltd, Coastal Towage Limited, Coastal Shipping Limited, Interseas Limited, National Quarantine Commission (Deputy Chairman 2013), and the Caribbean Maritime Institute. He is a member of the Port Awards Committee of the Caribbean Shipping Association. Mr. Bernard also serves

as a Director of Assessment Recoveries Limited, Advantum, Kingston Port Workers Pension Trustee, Jamaica Productivity Centre, and is a 1st Vice President of the Jamaica Employers Federation.

Educated at Kingston College and the University of the West Indies Mr. Bernard was inducted as a Gold Member of the International Association of Business Leaders. He was President of the Marine & Allied Coop Credit Union 2006-2008, & the Rotary Club of Liguanea Plains in July 2008-2009.

Motto: "I can do all things through Christ that strengthens me."- Phillipians 4:13



GRANTLEY STEPHENSON C.D., J.P.
Past President

Grantley Stephenson has been a central figure in the shipping industry for over 30 years, with a career spanning the Caribbean, Mexico and the United Kingdom (UK). Mr. Stephenson is currently the Chief Executive Officer of Kingston Wharves Limited (KWL). He is a past president of the SAJ and Caribbean Shipping Association.

He was educated at the College of Arts, Science and Technology (now UTECH), the University of the West Indies (UWI), and the University of Plymouth. He holds a Master's degree in Business Administration (MBA) from the UWI. Mr. Stephenson was conferred the Honorary Doctor of Science in Port Management by the Caribbean Maritime University in 2017. He received the 2015 'Manager of the Year' Award from the Jamaica Institute of Management and was ranked the Number 1 CEO among all companies trading on the Jamaica Stock

Exchange by the Business Suite Magazine in 2010. He is also a fellow of the Jamaica Institute of Management.

Mr. Stephenson was conferred with the Order of Distinction, Commander Class in 2007. He has served as Honorary Consul General to the Kingdom of Norway since 1998 and a past Dean of the Consular Corps of Jamaica. He is the recipient of the Royal Norwegian Order of Merit, the highest non-national award.

Mr. Stephenson is a Director of Jamaica Producers Group Limited, Security Administrators Limited, Harbour Cold Stores Limited, SAJ Property Limited, ADVANTUM, Assessment Recoveries Limited, Ports Management & Security Limited and Shortwood Teachers' College.



**CORAH ANN
ROBERTSON SYLVESTER**

She was educated at Campion College; the University of the West Indies; the Norwegian Shipping Academy (Norway) and the UNCTAD - Trainmar Instructor's Workshop. Mrs. Robertson Sylvester has been in the shipping industry for over 26 years. She started as Line Manager and subsequently Sales and Marketing Manager at Kirk Line; and, Project Manager for Coastal Shipping/Interseas. She was Director of Sales and Marketing at Jamaica Freight and Shipping where she managed sales, marketing and advertising for the lines represented, including Seaboard Marine, Jamaica Producers Shipping Co., Kent Line and Ivaran Shipping and Mitsui.

Mrs. Robertson Sylvester is at present the Chief Executive Officer of Seaboard Freight & Shipping Jamaica Ltd., a subsidiary of Seaboard Marine Ltd. located in Miami, USA. From 2000 - 2003 Mrs. Robertson Sylvester was the Vice President of the Caribbean Shipping Association (CSA), an Association which was established in 1971 to facilitate development of an efficient, viable Caribbean shipping industry. In 2003, she

became the first female President of the 35 year old CSA. She was again elected as the President of the CSA in 2005.

Mrs. Robertson Sylvester has been a Director of the Shipping Association of Jamaica (SAJ) since 2005, Jamaica Freight & Shipping (JFS) since 1998 and Assessment Recoveries Ltd. (ARL) since 2006. She also served as a Director of the Port Authority of Jamaica (PAJ) from 2007 to 2012. In May 2016 she was appointed chair or the Maritime Authority of Jamaica (MAJ). She also serves as a council member of the Caribbean Maritime University (CMU).

She has served the Hillel Academy as Parent Teachers Association Class Representative from 2003 -2014 in various capacities, and is presently serving as Class Representative for the Campion College Home School Association.

Married to Courtney, they have three lovely children, Emmanuel, Jessica and Benjamin.



ANDRE A. ROCHESTER

Andre Rochester is the Freight Manager at Maritime and Transport Services Limited and is one of the most recently elected members of the SAJ'S Managing Committee. Mr. Rochester is also the Chairman of the SAJ's Agents Committee and a trustee of the Maritime Group Pension Fund. He started his career in shipping in 1982 in a clerical capacity with Terminal Services Limited, a division of Grace Kennedy which operated a fleet of trucks/drivers and a cadre of stevedores on the terminal. After briefly leaving the sector for a

stint in Insurance and Real Estate, Mr. Rochester officially signalled his return to the shipping industry by opting to take up a supervisory position at Maersk Jamaica in 1993.

He then served in a supervisory capacity at Transocean before moving on to Maritime and Transport Services, in a similar capacity, ultimately ascending to the position he holds today.



ROBERT KINLOCKE

His eminent career in the shipping industry began on August 31, 1970 when he was hired as a clerk at Kingston Wharves Limited (KWL). He was later appointed general manager in 1981. A little over a decade later, he was promoted to managing director of KWL. During this time, he oversaw the merger of Western Terminals and KWL. In the history of Kingston Wharves Mr. Kinlocke is the first person to start as a clerk and rise to the level of managing director.

He became the Managing Director of Kingston Terminal Operators, now known as KCT in 2001.

Mr. Kinlocke has also served as director of several companies, including GraceKennedy Ltd, Kingston

Wharves Ltd, Security Administrators Ltd, Harbour Cold Stores Ltd, Shipping Association of Jamaica, Kingston Terminal Operators Ltd, CMA CGM (Ja) Ltd., amongst others.

He has a degree in Maritime Studies which he earned at the University of Wales.

Mr. Kinlocke is an active Rotarian and served as President of the Rotary Club of Kingston for the year 2015/16.

He is married to Beverley, and together they have four children.



CHARLES JOHNSTON, C.D.
Past President, Honorary Member

Charles Johnston is the Executive Chairman of Jamaica Fruit & Shipping Company and its subsidiaries. He has been in the shipping and produce-export business since 1964 and has been a member of the Managing Committee of the SAJ with few interruptions since 1976.

Mr. Johnston is the Chairman of Jamaica Producers Group Ltd., Seaboard Freight & Shipping Company Ltd., and is the Deputy Chairman of German Ship Repair Ja Ltd. He also serves as a director on other boards including: the Kingston Port Workers Superannuation Fund, The Jamaica Public Service Company Ltd., B & D Trawling Ltd., Lennox Portland Ltd.,

Kingston Logistics Centre, SAJ Property Limited and Kingston Wharves Ltd.

Mr. Johnston is a 2006 recipient of the National Award of the Order of Distinction, Commander Class and was inducted into the Hall of Fame of the Private Sector Organisation of Jamaica in 2008. He is a member of the Kings House Foundation and the Spanish Jamaica Foundation. Mr. Johnston is a past student of Jamaica College and holds a Bachelor of Science Degree in economics from the University of Pennsylvania, Wharton School of Finance and Commerce.



HARRIAT MARAGH
Past President, Honorary Member

Harriat Maragh is the Chairman and Chief Executive Officer of Lannaman & Morris Shipping Limited. He is also Chairman of the Kingston Port Workers Superannuation Fund and Metro Investments Limited and a Past President of the Shipping Association of Jamaica.

He serves as a Director on several boards including Kingston Wharves Limited, the Shipping Association of Jamaica Property Limited; Assessment Recoveries Limited, Express Catering, ADVANTUM, the National Cruise Council of

Jamaica, Margaritaville Turks and Caicos and is Chairman of Main Events.

Mr. Maragh is a graduate of the Humber College of Applied Arts and Technology in Toronto, Canada and a member of the Institute of Chartered Shipbrokers.



TREVOR RILEY J.P.
Group Chief Executive Officer

Trevor Riley performs the role of Chief Executive Officer of the SAJ and related companies. He leads a team of over 650 persons providing a range of services, including the supply of labour, security and Information Technology services to the Port of Kingston; as well as property services and investments.

Mr. Riley worked previously in banking, tourism and media. A Justice of the Peace for the Parish of Kingston, he holds a Master of Business Administration degree (Kingston, UK), the Bachelor of Laws degree (Upper Second-Class Honours) from the University of Technology, the Diploma in Mass Communications, (UWI) and the Diploma in Journalism from the International

Institute for Journalism, (IJJ) Berlin, Germany. He is a Member of the Chartered Institute of Marketing (MCIM), United Kingdom and has also completed the Harvard University Programme on Negotiation. He is a past president of the Rotary Club of Liguanea Plains and sits on the Advisory Board of the University of Technology Jamaica, Faculty of Law.

Mr. Riley serves as Company Secretary for Advantum, formerly Port Computer Services Limited and also for Assessment Recoveries Limited (ARL). He is a Trustee of the Kingston Portworkers Superannuation Fund and the SAJ Staff Pension Fund.

In executing its role, our Managing Committee applies sound corporate governance which is vital to the activities of the Shipping Association of Jamaica (SAJ) and its subsidiaries.

THE PRESIDENT'S REPORT



Dear Colleagues,

It has been a distinct privilege to have been entrusted with the confidence of the membership to serve you this year as the President of this esteemed association. It has been a year of continued consolidations and modernization in the industry and as an association we have been adjusting to the winds of local and international change and implementing our strategic plans. As we contemplate these developments and implement relevant initiatives, we always consider how best to honour our commitment to our members and to reward the great confidence that you place each year in the leadership of the association.

The year 2018 has been an exciting one in international shipping. Changes which have influenced the long term arc of expectation among stakeholders include the Belt and Road Initiative, Beijing's multibillion dollar marketing campaign for something that was already well under way – Chinese investment around the world. The "belts" in the initiative being the railroads that will connect China with Europe, Russia, the Middle East and Central and Southeast Asia. The "roads" being the maritime routes and multiple ports that will be enhanced or built along the South China Sea, Indian Ocean and South Pacific. These routes and the 65 countries they connect represent a significant portion of the world's economy. The initiative accounts for 30% of global nominal GDP, 40% of global GDP growth and 44% of the world's population.

According to Morgan Stanley Research there are improved economics in Belt and Road countries and in the long run this initiative will likely be mutually beneficial to both China and the participating countries with total global investment likely to near \$1.2-1.3 trillion by 2027.

Other global changes include the growing uncertainty surrounding Brexit. Considering the magnitude of the imponderables linked to Brexit, it is likely to continue to contribute to uncertainty which has potentially damaging long term consequences for the UK economy and the economies of its trading partners. While the overwhelming weight of argument predicts that Brexit-induced uncertainty will have a significant negative effect on the UK economy if it continues much longer, we have no doubt that Britain will find the appropriate solutions that sustain its long march as a significant world power.

We have been assured locally that Jamaica has sought to leverage the Economic Partnership Agreement (EPA) as a platform for CARIFORUM countries to escape the uncertainty. We note however that Jamaica will have to be very strategic in how it continues to deepen its trading relationships with both the European Union and Britain after that country's exit from the Union.



With the United States' president Donald Trump keeping his promises to prioritise national interests over international considerations in trade as in other areas which affect shipping, 2018 heralded changes in the US relationship with key-trading partners. The full effects of this change in US-Foreign Policy remain to be seen.

Yet, despite concerns over relationships between the largest players in global trade, the World Trade Organisation predicts that world merchandise trade growth will remain strong in 2018 and 2019 after posting its largest increase in six years in 2017. Notwithstanding these positive projections, there are signs that escalating trade tensions may already be affecting business confidence and investment decisions, which could compromise the current outlook.

Considering this theme of change and uncertainty in the international environment, consolidation and overcapacity at the global level and privatisation of a major terminal in Kingston have brought both challenges and opportunity into the Jamaican shipping landscape. The Shipping Association of Jamaica has continued to redefine its role to ensure it remains relevant to the needs of its membership.

One of the areas in which we continue to place emphasis is in human resource development. Despite changing fortunes and challenging times, we will continue to ensure through our own efforts and those of partners such as the Caribbean Maritime University and the Terminals that Kingston has at its disposal the highest calibre of training to satisfy the demands of the industry.

The financial report will show that we continue to face challenges consequent on some of the downward pressures on cost, even while we are called upon to increase our support of the Terminals in their demand for labour. We are in a new phase of negotiation with respect to the level of the Labour Assessment Charge, which covers the cost of the benefits earned by our workers for services provided to

the port. We expect to resolve these challenges in the usual cooperative spirit, placing the interests of the industry and our workers at the forefront.

Training and Development

The Association's accreditation status was renewed by The National Council of Technical and Vocational Education and Training (NCTVET) following the annual review. The SAJ has Accredited Training Organization (ATO) status for the following programmes:

- Stevedoring Foundations Skills - NVQ-J Level 1
- Warehousing Operations (Assessment Only) - NVQ-J Level 1
- Stevedoring Operations (Assessment Only) - NVQ-J Level 2
- Warehousing Operations (Assessment Only) - NVQ-J Level 2
- Stevedoring Operations (Assessment Only) - NVQ-J Level 3
- Warehousing Operations (Assessment Only) - NVQ-J Level 3

It is worthy of note that renewal of our status is not an automatic process. The Association must prove the continuing rigour of its approach to training. Its systems, management processes, training approaches, material and personnel are vigorously evaluated at each renewal and with the same diligence as at the beginning some ten years ago.

The Shipping Association of Jamaica aims to develop and nurture talent by preparing employees for growth while supporting our strategic objectives. Over the years, the Association has remained committed to the continuous development of our employees and as such a total of twenty-seven (27) administrative employees participated in training programmes in 2018.

Joint Industrial Council (JIC)

The Joint Industrial Council (JIC) meetings are scheduled on the last Wednesday of each month. The Council continues to highlight issues affecting the Port of Kingston and our workers, always aiming to provide solutions and recommendations while maintaining good industrial relations. The council invited guest speakers to discuss matters relating to the industry as well as national issues. The following speakers presented on the topics highlighted:

- Occupational Health and Safety Bill- presented by Mr. Andrew Dale, Assistant Director, Ministry of Labour and Social Security.
- Changes in the Shipping Industry – presented by Dr. Fritz Pinnock, President, Caribbean Maritime University.

Customs Bill 2019 Review

Since 2013 we have been steadily engaged in the attempt to modernize the Customs Act. The Government of Jamaica has agreed to repeal and replace the Customs Act of 1941. The SAJ Agents' Committee has been joined by other members who have met frequently in 2018 to review several iterations of this new Customs Bill (which has been presented in the form of a Discussion Paper). As has happened in the past, the legal team at Jamaica Customs met with members of the SAJ Agents' Committee to explain some of the new thinking that went into the latest draft.

Newport West Improvement

Your Association continues to work tirelessly for the improvement of Newport West, the community in which most of our members do business daily and in which huge financial investments have been made in property, infrastructure and business. Our efforts have been focused on drain cleaning and rehabilitation, sanitation, parking, sidewalk vending, safety, security and traffic flow, among others. We have had direct dialogue, attended meetings and written letters to the Most Hon. Prime Ministers, Ministers in multiple ministries, the National Works Agency, the National Water Commission, the Kingston and St. Andrew Corporation, the Jamaica Urban Transit Corporation (JUTC) and others. Recently, we formed a Working Group with the Port Authority of Jamaica to commence activity to address some of the issues.

We have pursued the option of having a JUTC route to Newport West to remove the danger and indignity of people crossing the highway barriers to get to work and do business in Newport West.

As a community and Association, we have raised and contributed funding to drain cleaning and have a reasonable expectation that the NWA will finally agree to a redesign of the Ninth Avenue/Marcus Garvey Drive intersection to allow legal left turns, which should improve access to Newport West. These are small but significant movements in our ever-challenging efforts to achieve change in the way the apparatus of Government responds to the needs of business.

Eightieth Anniversary

As we celebrate 80 years in 2019, we will be taking the opportunity to reflect on how far we have come as an organisation which has kept the Port of Kingston a stable, reliable business environment and one which is a leading voice of the local and regional shipping industry. We will start our Anniversary celebrations with a service of thanksgiving at the historic St. Peter's Church, Port Royal, on Sunday, January 27, 2019 (time to be confirmed). As a major part of our celebration, Jamaica will host the Shipping Executives Conference of the Caribbean Shipping Association, during May 2019. Our industry will be on show and the effort to host is a collaborative one with member companies, including the two shipping terminals, as well as partners such as the Port Authority of Jamaica, the Maritime Authority of Jamaica and the Caribbean Maritime University playing significant roles in the conference arrangements.

We will provide further updates on the activities to celebrate the year and encourage you our members to join in the celebrations of this milestone for your association. As we close the curtains on this year, may I take this opportunity to wish all of you a happy holiday season and blessings for 2019 and beyond. Thank you for the faith you have reposed in me and the support with which you have buttressed my year as President of your association. It has been an unparalleled pleasure to have interacted with you at all levels as we have worked this year together. Also, I wish to thank the members of the Managing Committee for their untiring support.

I thank the CEO and his team for their professionalism and support during 2018 and I wish for all members of the association a prosperous future. As we begin our celebration of 80 years of existence, may our efforts together be crowned with success. I invite you to read our full report for greater details of some of the matters I have highlighted in this brief introduction.

DENISE LYN FATT

President – SAJ

HUMAN RESOURCE DEVELOPMENT

MISSION STATEMENT

We are committed to creating a motivated, competent, healthy and productive workforce through training, teamwork, customer service and integrity.

We will be responsible for the implementation and administration of human resource policies in a timely and efficient manner.

PROFESSIONAL DEVELOPMENT

The Shipping Association aims to develop and nurture talent by preparing employees for growth while supporting our strategic objectives. Over the years, the Association has remained committed to the continuous development of our employees and as such a total of twenty-seven (27) administrative employees participated in training programmes during the period under review.

Training Seminars Attended By Administrative Staff

- Real Estate Board Refresher Course
- Certified Internal Auditor (CIA) Examination Review
- Oral Fluency
- Safety Monitoring
- Public Relations and Crisis Management
- Defensive Driving Techniques
- Protecting Your Business
- Supervisory Management
- Social Media and Content Planning
- Annual Service Excellence Conference

SAJ Tvet Training Programme

The SAJ TVET programme aims to ensure that Stevedores maintain consistently high quality and productivity levels. Our TVET offering allows the SAJ to provide world class trained and certified skilled workers to the constituent members of the Association. However, the Association was forced to switch focus in 2018 to aggressive recruitment and training of new employees to keep pace with the rapid increase in labour requests from both terminals. It is very likely that we will keep this posture for most of 2019 and resume certification activities towards the last quarter.

HEART Trust/NTA Training And Certification Support

The Association's accreditation status was renewed by The National Council of Technical and Vocational Education and Training (NCTVET) following the annual review. The SAJ has Accredited Training Organization (ATO) status for the following programmes:

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- Warehousing Operations
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- Stevedoring Operations
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- Warehousing Operations
(Assessment Only) - NVQ-J Level 2
- Stevedoring Operations
(Assessment Only) - NVQ-J Level 3
- Warehousing Operations
(Assessment Only) - NVQ-J Level 3

Safety Monitoring Training

Four (4) senior SAJ trainers completed Safety Monitoring training, and the SAJ is now equipped and ready to structure and deliver safety training to our industry partners. Training sessions were held during the period January 25 to February 23, 2018.

Driving Techniques Training

SAJ's internal trainers designed and delivered a training solution for car vessel activities. Twenty-three (23) Stevedores received training aimed at improving driving skillsets needed to work car vessels between January – September 2018. The programme targets specific driving manoeuvres including centipede layout, parallel parking, bay parking, reverse driving and clutch control.

Apprentice Stevedores

Eighty-eight (88) new Apprentice Stevedores were recruited and trained in 2018 in response to increased demand for stevedore labour.

Logistics Clerks

Twenty (20) new Logistics Clerks were recruited and trained in 2018. This category of labour was created specifically for warehouse/logistics activities and are primarily assigned to Kingston Wharves' warehouse facilities.

Defensive Driving

SAJ employees also participated in a defensive driving course tailored for emergency responders which was conducted by Grennell's Driving School. Training was done on

April with the aim of addressing specific weaknesses that were identified.

Internship Programme

Through our partnerships with the Petroleum Corporation of Jamaica (PCJ) and the Caribbean Maritime University, thirteen (13) students benefitted from our internship programme. The exercise provided students with real world experiences through their placement and participation in key business activities at the Association.

CORE HR ACTIVITIES

Education Assistance For Employees

The SAJ continues to support educational initiatives for our employees under our education assistance policy. Eight (8) employees benefitted from the programme in 2018:

1. Two (2) employees are pursuing professional certification
2. Five (5) employees are pursuing a bachelor's degree
3. One employee is pursuing a master's degree

Education Assistance For Children Of Employees

For the 2018/2019 academic year a total of One Hundred and Seventy-five (175) students were granted education assistance by the Association. The breakdown is as follows:

Category of Staff	Education Assistance
Stevedore	43
Supplemental Labour Pool	80
Administrative Staff	44

Gsat Awards Ceremony

Ten (10) students were awarded GSAT scholarships for 2018/2019 academic year. An awards ceremony was hosted at the SAJ on August 17, 2018 in the students' honour. The awardees benefitted from a guided tour of KFTL and KWL.

SAJ Home Assistance Initiative

The SAJ recognizes that home ownership stands as a signal of accomplishment and independence and as such assisted a total of fourteen (14) team members with home

acquisition and improvement loans during the period under review.

Industrial Relations

The Joint Industrial Council (JIC) meetings are scheduled on the last Wednesday of each month.

The Council continues to highlight issues affecting the Port of Kingston and our workers, always aiming to provide solutions and recommendations while maintaining good industrial relations. The council invited guest speakers to discuss matters relating to the industry as well as national issues. The following speakers presented on the topics highlighted:

- Occupational Health and Safety Bill- presented by Mr. Andrew Dale, Assistant Director, Ministry of Labour and Social Security.
- Changes in the Shipping Industry – presented by Dr. Fritz Pinnock, President, Caribbean Maritime University.

Industry Training

As part of our mandate to provide training for the Industry, the Association has offered a series of training courses. More than sixty (60) employees from member companies and corporate Jamaica participated in the following course offerings: Public Relations and Crisis Management, Supervisory Management and Social Media and Content Planning.

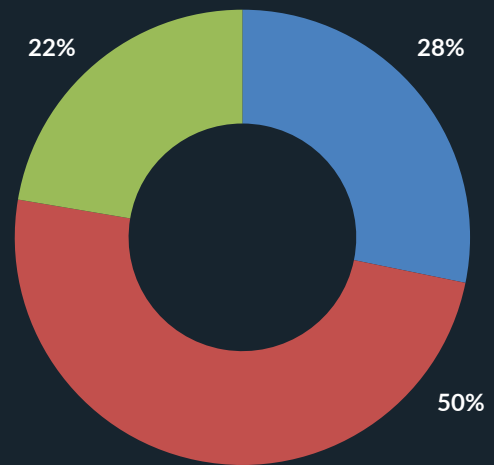
RECRUITING CENTRE - LABOUR SUPPLIED

Attrition

During September 2017 to August 31, 2018, forty (40) workers separated from the Association. Of this total, ten (10), workers resigned to take up employment at KFTL while (9) nine were from the Logistics Clerk pool.

Labour Strength (Lashing Pool)

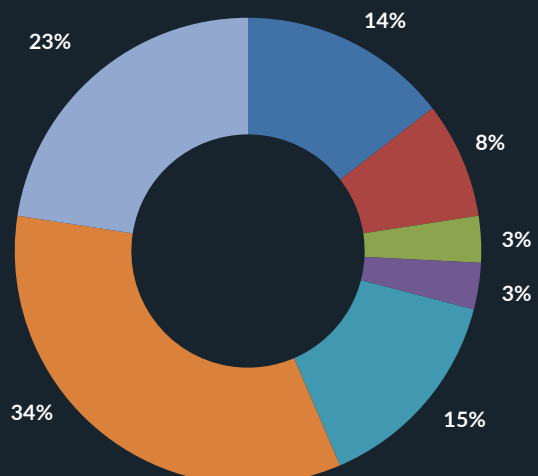
LABOUR STRENGTH AS AT AUGUST 31, 2018	
CATEGORY	TOTAL
Registered Stevedores	77
Casual Stevedores	135
Apprentices	61
GRAND TOTAL	273



Registered Stevedores Apprentices Casual Stevedores

Labour Strength (Specialized Labour Pool)

SPECIALIZED LABOUR STRENGTH AS AT AUGUST 31, 2018	
CATEGORY	TOTAL
Stevedore Coordinators	9
Straddle Operators	5
Quay Crane Operators	2
Stacker Operators	2
Winch Operators	9
Truck Operators	21
Forklift Operators	14
GRAND TOTAL	62



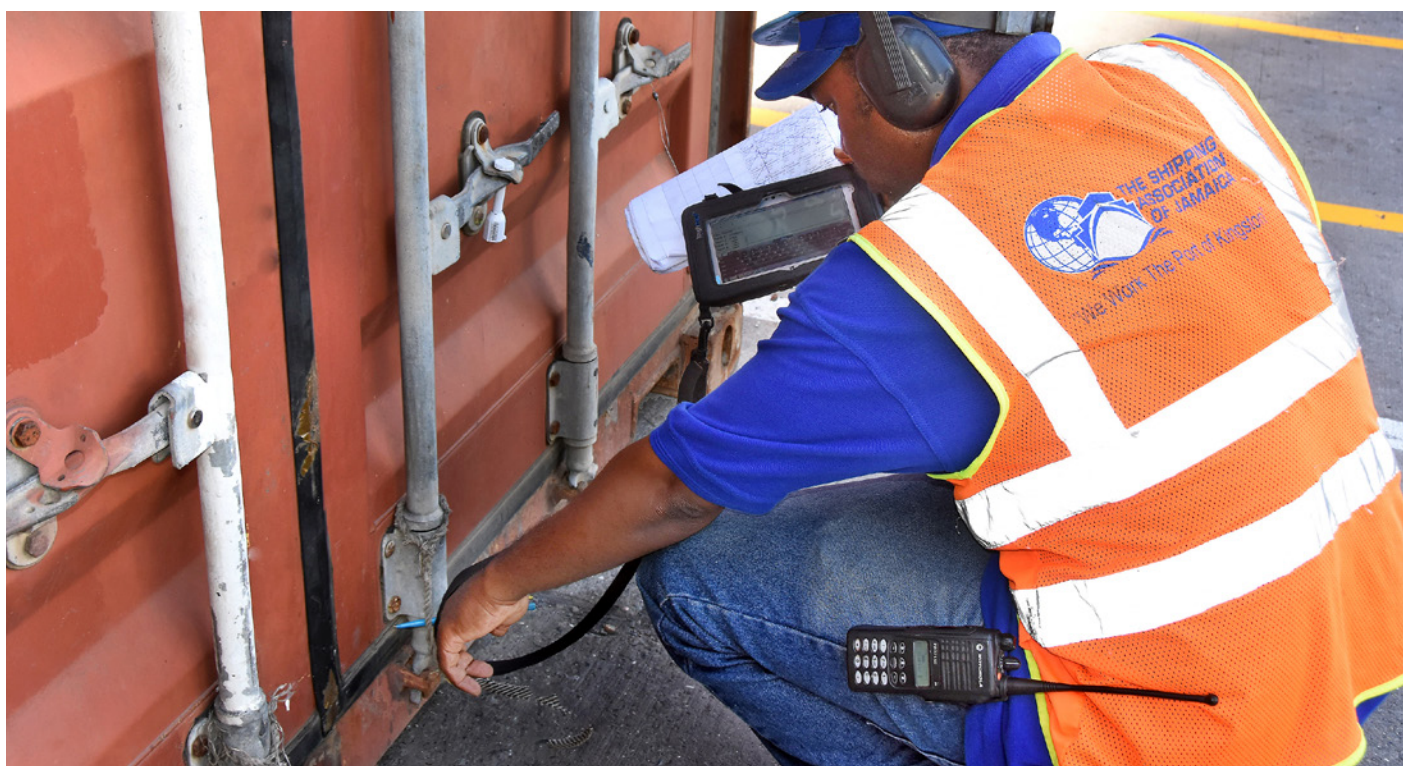
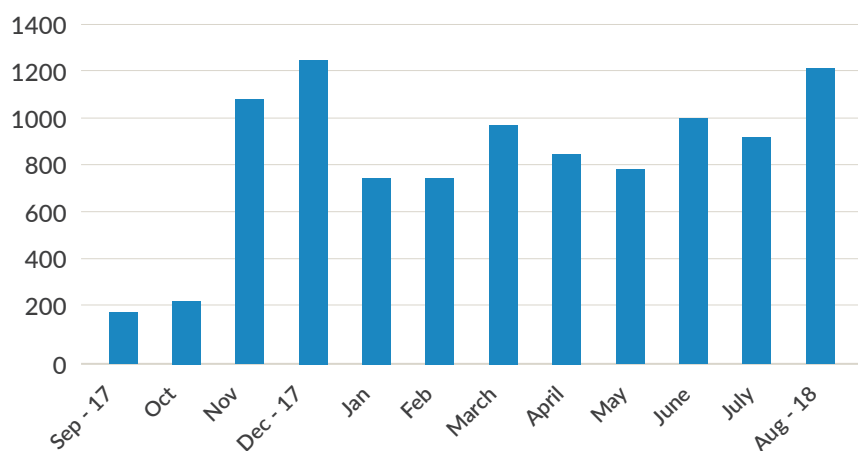
Stevedore Coordinators Straddle Operators Quay Crane Operators Stacker Operators
Winch Operators Truck Operators Forklift Operators

LOGISTICS CLERKS

As at August 31, 2018, the SAJ had engaged eighteen (18) Logistics Clerks who are assigned to the Kingston Wharves Warehouse.

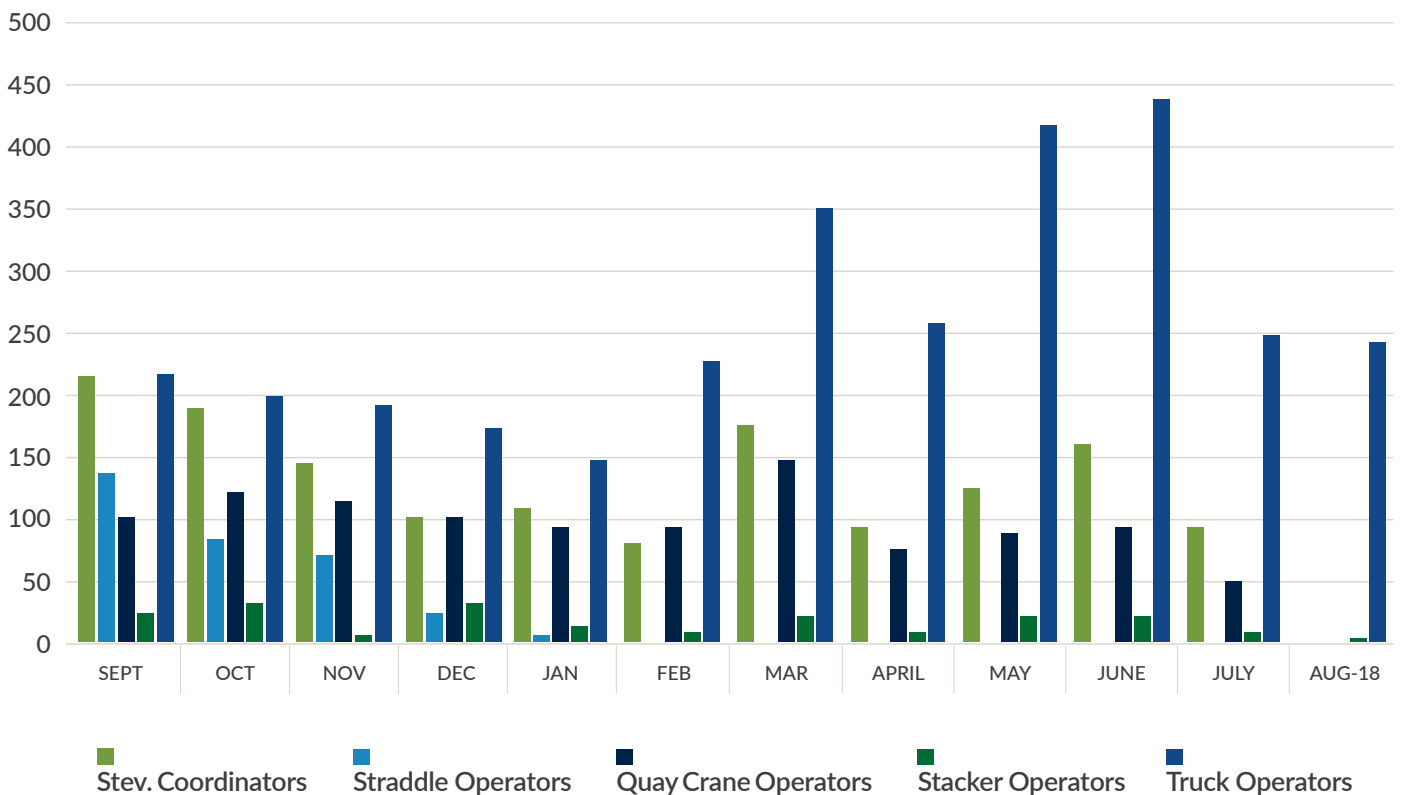
Monthly Kwl Logistics Clerk Shifts - Sept 2017- Aug 2018

MONTH	TOTAL
Sep- 2017	210
Oct- 2017	255
Nov- 2017	1125
Dec- 2017	1298
Jan- 2018	799
Feb- 2018	783
Mar- 2018	1019
Apr- 2018	891
May- 2018	821
June- 2018	1047
July- 2018	962
Aug- 2018	1255



MONTHLY SPECIALIZED LABOUR USAGE- SEPT 2017-AUG 2018

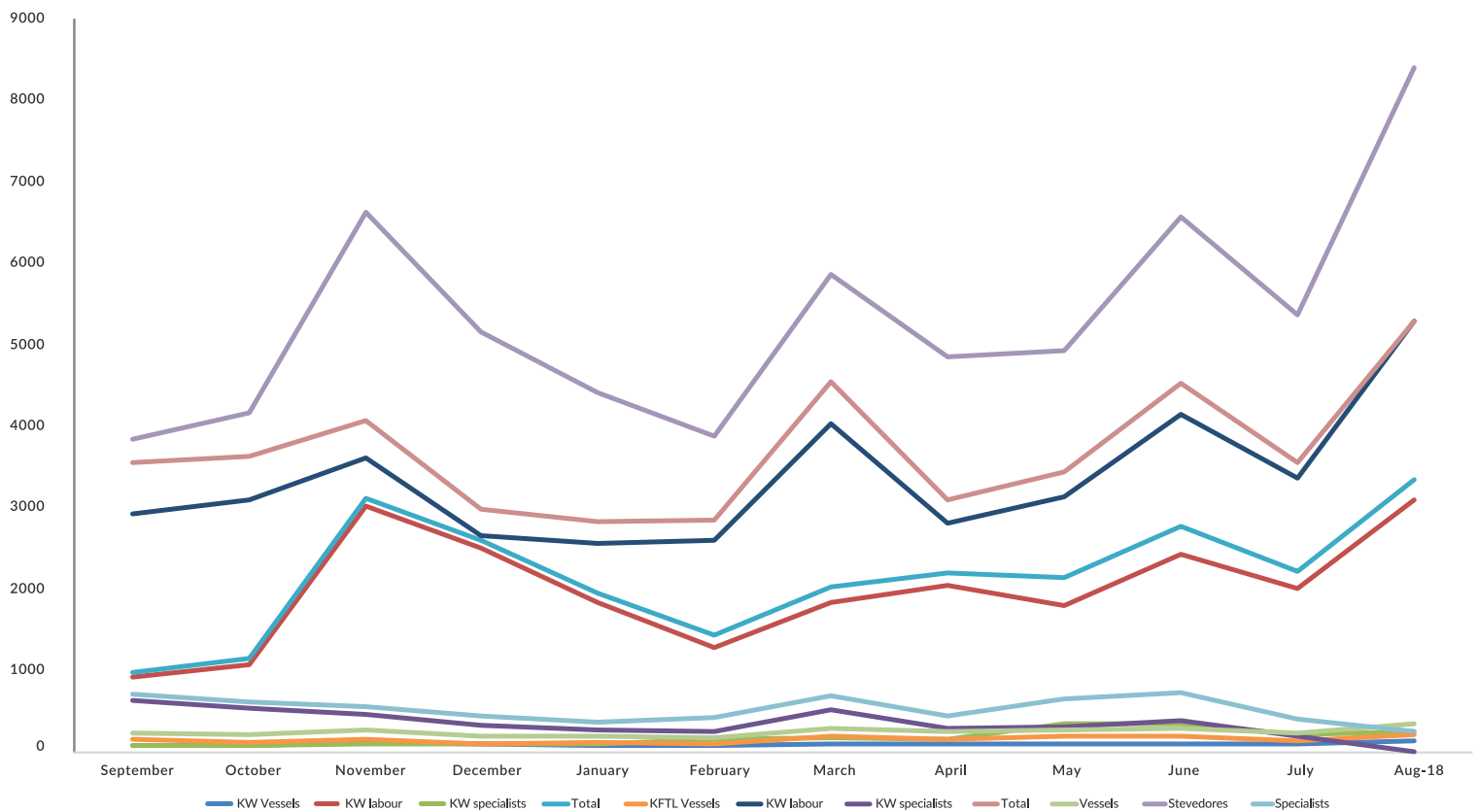
MONTHLY SPECIALIZED LABOUR USAGE SEPTEMBER 2017- AUGUST 2018													
	Sept 2017	Oct 2017	Nov 2017	Dec 2017	Jan 2018	Feb 2018	March 2018	April 2018	May 2018	June 2018	July 2018	Aug 2018	Total
Stevedore Coordinators	214	189	146	102	109	82	176	95	126	161	94	0	1494
Straddle Operators	139	83	70	25	5	0	0	0	0	0	0	0	322
Quay Crane Operators	102	122	114	103	95	95	149	75	90	95	50	0	1090
Stacker Operators	25	31	5	33	13	9	23	8	22	23	8	3	203
Truck Operators	219	199	191	173	149	228	353	260	419	440	250	243	3124
	699	624	526	436	371	414	701	438	657	719	402	246	6233



MANNING LEVELS SEPT 2017- AUG 2018

MANNING LEVELS SEPT 2017- AUG 2018											
	Manning Levels - September 2017 - August 2018								Combined Totals		
	KW				KCT/KFTL				KW, KCT/KFTL		
	KW Vessels	KW Labour	KW Specialists	Total	KCT Vessels	KCT Labour	KCT Specialists	Total	Vessels	Stevedores	Specialists
September	74	909	73	982	148	2920	626	3546	222	3829	699
October	78	1068	77	1145	123	3085	537	3622	201	4153	614
November	116	3012	98	3110	154	3609	449	4058	270	6621	547
December	90	2501	102	2603	102	2651	334	2985	192	5152	436
January	81	1836	104	1940	110	2562	266	2828	191	4398	370
February	77	1273	162	1435	94	2596	256	2852	171	3869	418
March	99	1838	179	2017	193	4023	513	4536	292	5861	692
April	92	2041	146	2187	159	2808	292	3100	251	4849	438
May	88	1789	353	2142	184	3130	304	3434	272	4919	657
June	94	2416	345	2761	198	4148	374	4522	292	6564	719
July	92	1995	214	2209	131	3363	187	3550	223	5358	401
August	128	3099	246	3345	213	5289	0	5289	341	8388	246
Total	1109	23777	2099	25876	1809	40184	4138	44322	2918	63961	6237

MANNING LEVEL STATISTICS

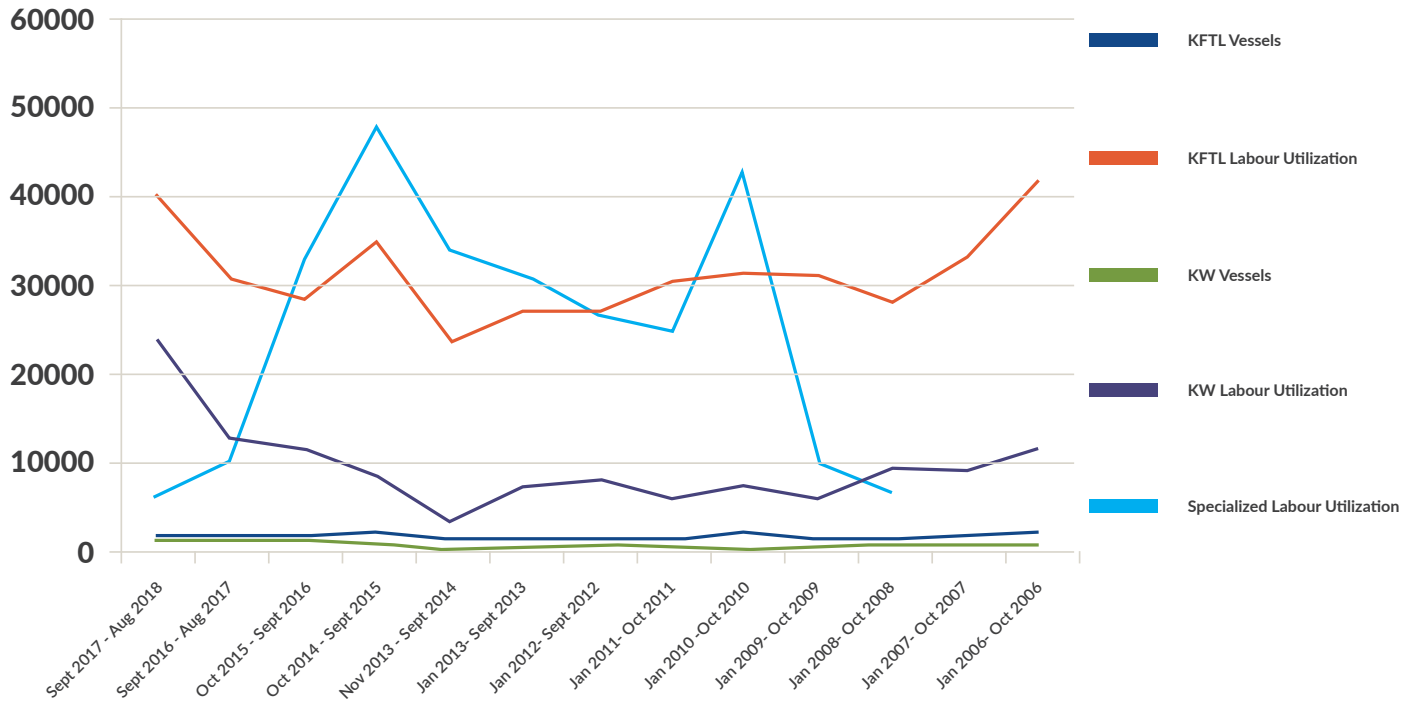


SHIFTS SUPPLIED FOR THE PERIOD 2006 – 2018

SHIFTS SUPPLIED 2006-2018					
Year To Date	KCT Vessels	KCT Labour Utilization	KW Vessels	KW Labour Utilization	Specialized Labour Utilization
Sept 2017 - Aug 2018	1809	40184	1109	23777	6237
Sept 2016 - Aug 2017	1761	30619	1153	13128	10627
Oct 2015 - Sept 2016	1721	28703	994	11721	32906
Oct 2014 - Sept 2015	2098	35234	898	8770	47656
Nov 2013 - Sept 2014	1591	23805	564	3554	34163
Jan 2013- Sept 2013	1307	27249	699	7727	31214
Jan 2012- Sept 2012	1265	26965	653	8153	26748
Jan 2011- Oct 2011	1460	30560	671	5957	25014
Jan 2010 -Oct 2010	1830	31398	694	7445	42633
Jan 2009- Oct 2009	1447	31217	532	6636	10296
Jan 2008- Oct 2008	1507	28374	826	9478	6848
Jan 2007- Oct 2007	1769	33168	769	9564	
Jan 2006- Oct 2006	2234	41766	785	11688	



STATISTICS- SHIFTS SUPPLIED 2006 – 2018



OCCUPATIONAL HEALTH INITIATIVES

The Occupational Health Unit arranged and delivered the following activities during the period under review; each event was well received.

DATE	EVENTS
September 8, 2017	Suicide Awareness
April 25, 2018	Noise Awareness Day Symposium
September 22, 2017	Annual Health & Wellness Expo
April 26, 2018	Colon & Reproductive Health
May 14, 2018	Workplace Ergonomics
June 21, 2018	Importance of Making a Will
June 29 & Jul 6, 2018	FIFA World Cup- Jersey Day
July 27, 2018	Cervical Screening
August 3, 2018	Jamaica Day
September 21, 2018	Annual Health and Wellness Expo

VISITS TO THE OHN AND SAJ AMBULANCE UNIT			
Month	OHN	SAJ Ambulance	Total
September 2017	87	24	111
October 2017	76	46	122
November 2017	77	24	101
December 2017	50	34	84
January 2018	21	30	51
February 2018	35	20	55
March 2018	123	34	157
April 2018	120	34	154
May 2018	145	34	179
June 2018	110	21	131
July 2018	111	34	145
August 2018	83	28	111
Total no. of persons	1,038	363	1,401



Members of the Ettenio team interact with a customer at the SAJ Wellness Expo held at the Shipping Association of Jamaica's offices on September 21.



Customers get their haircuts and mini-facials from members of the Totally Male team at the SAJ Wellness Expo held at the Shipping Association of Jamaica's offices on September 21.



TREATMENT FOR TENANTS AT THE SAJ OFFICE							
Month & Year	Credit Union	Ocean Air	Caribbean Marine	Freight Handlers	Security	Zim/ Carib Sta	April 2018
Sept. 17	0	0	0	6	0	4	10
Oct. 17	0	1	0	11	0	2	14
Nov. 17	0	0	0	5	0	7	12
Dec. 17	0	0	0	5	0	7	12
Jan. 18	0	0	0	0	0	0	0
Feb. 18	0	0	0	2	0	2	4
Mar. 18	1	0	0	6	0	2	9
Apr. 18	0	0	0	4	0	5	9
May 18	0	0	0	8	0	4	12
Jun. 18	0	0	0	8	2	5	15
Jul. 18	0	0	0	4	1	6	11
Aug. 18	0	0	0	2	1	3	6
GRAND TOTAL	1	1	0	61	4	47	114

TREATMENT FOR TENANTS AT THE SAJ OFFICE			
Month & Year	LJA Men	URINE TEST	Total
Sept. 17	17	19	36
Oct. 17	14	0	14
Nov. 17	8	55	63
Dec. 17	3	15	18
Jan. 18	16	25	41
Feb. 18	12	12	24
Mar. 18	43	2	45
Apr. 18	21	45	66
May 18	10	33	43
Jun. 18	26	19	45
Jul. 18	21	6	27
Aug. 18	7	7	14
GRAND TOTAL	198	238	436

MOBILE CLINIC ACTIVITIES			
Month & Year	New	Returning	Total
Sept. 2017	3	21	24
Oct. 2017	3	23	26
Nov. 2017	11	22	33
Dec. 2017	-	21	21
Jan. 2018	2	27	29
Feb. 2018	2	14	16
Mar. 2018	7	25	32
Apr. 2018	5	30	35
May 2018	7	30	37
June 2018	5	17	22
July 2018	8	33	41
Aug. 2018	7	28	35
GRAND TOTAL	60	291	351

TOTAL COST FOR WORKERS AT SAJ MOBILE CLINIC					
Month & Year	No. of Sessions	Doctor	Nurse	Ancillary Worker	Total
Sept. 2017	1	\$15,200	\$10,000	\$2,500	\$27,700
Oct. 2017	2	\$30,400	\$20,000	\$5,000	\$55,400
Nov. 2017	2	\$30,400	\$20,000	\$5,000	\$55,400
Dec. 2017	2	\$30,400	\$20,000	\$5,000	\$55,400
Jan. 2018	2	\$30,400	\$20,000	\$5,000	\$55,400
Feb. 2018	1	\$15,200	\$10,000	\$2,500	\$27,700
Mar. 2018	2	\$30,400	\$20,000	\$5,000	\$55,400
Apr. 2018	2	\$30,400	\$20,000	\$5,000	\$55,400
May 2018	2	\$30,400	\$20,000	\$5,000	\$55,400
June 2018	1	\$15,200	\$10,000	\$2,500	\$27,700
July 2018	2	\$30,400	\$20,000	\$5,000	\$55,400
Aug. 2018	2	\$30,400	\$20,000	\$5,000	\$55,400
GRAND TOTAL:	21	\$319,200	\$210,000	\$52,500	\$ 581,700

ON-THE-JOB INJURY CASES				
Month	OJIs Pre-Existing	New OJIs	Recurrent Injury	First Aid Cases
September 2017	3	1	0	5
October 2017	2	4	0	0
November 2017	2	3	0	5
December 2017	4	1	0	0
January 2018	3	1	0	9
February 2018	3	2	0	8
March 2018	3	5	0	2
April 2018	5	4	0	4
May 2018	5	5	0	4
June 2018	6	6	0	2
July 2018	5	3	1	6
August 2018	7	3	1	4
Total	48	38	2	49

The above injuries were caused from accidents or incidents resulting in: crush injuries, broken body parts and back and neck injuries to name a few. Clients received a range of treatment to include: general and specialist medical consultations (orthopaedic, neurology and physiatrist), and diagnostic evaluations, physiotherapy, occupational therapy, nerve conduction studies, steroid injection, medications and surgical interventions.



Dr. Patrick Roberts, Consultant Oncologist and Hepatobiliary Surgeon, during his presentation at the Colon and Reproductive Health Expo held at the Shipping Association of Jamaica.

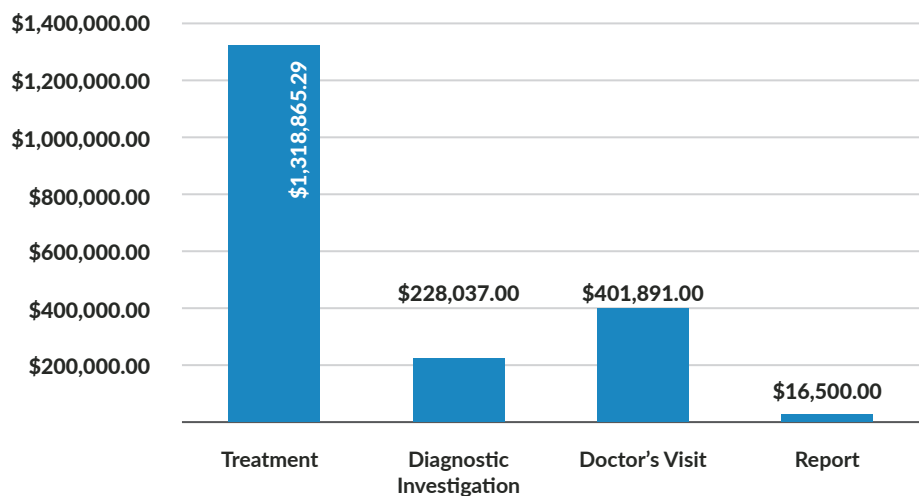


Tevin Harrison executes a CPR drill on his colleague at a Stevedore training session at the Shipping Association of Jamaica.

TOTAL MEDICAL COST FOR ON-THE-JOB-INJURY

For the period of September 2017 to August 2018 the total amount of money spent was one million nine hundred and sixty-five thousand two Hundred and ninety-three dollars and twenty-nine cents (\$1,965,293.29) for persons on OJI.

OJI Monies spent for Sept. 17 to Aug. 18



1. Treatment- medical surgical intervention: medication, physiotherapy, occupational therapy, operating theatre, dressing of wound, injection, removal of suture, dental reconstructions and work hardening, crutches and cam walker, application of hemi-cast, application of full cast, removal of cast, strapping ankle, disposables, slings, MIS technique instrumentation for surgery and hospital charges, admissions and discharge.
2. Diagnostics Investigations – EEG (electroencephalogram), x-ray, MRI, blood works, and urinalysis.
3. Doctor's Visits – Specialist and regular doctor visit
4. Reports

SHIFTS SUPPLIED FOR THE PERIOD 2006 – 2018

During the period under review, a total of fifty-one (51) Retiree home visits were conducted by the OHN. The visits included: assessment of blood pressure and blood glucose levels and where applicable, advice given on medical conditions, diet, physical activity and prescriptive drugs. They were also advised on ways to care for themselves and as well as ways to maintain social integration.

TOTAL NUMBER OF ANNUAL PRE-EMPLOYMENT AND EMPLOYMENT MEDICALS COMPLETED

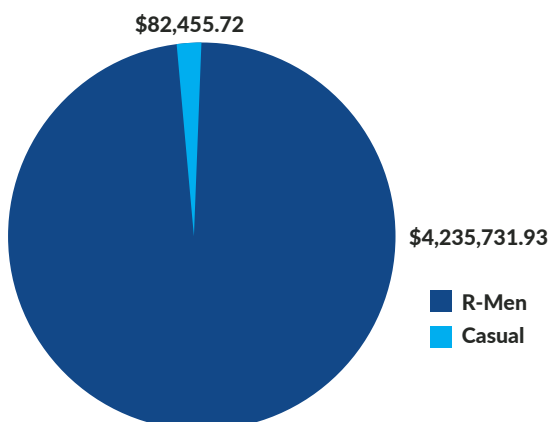
For the period of September 2017 to August 2018 the total number of persons who have done medicals are one hundred and eighty (180) from the R-Men, prospective admin. staff, prospective Stevedores and facilities staff.

Category	# of Persons	Eye Exam. per visit (\$4,000)	Hearing Exam. per visit (\$3,500)	X-Rays per visit (\$13,900)	Bloodwork – 40 yrs. (\$12,100)	Bloodwork – under the age of 40 yrs. (21 persons) (\$10,300)	Physician (\$4,000)	ECG Test (40 yrs. N over) (\$2,000)	Total
R- Men (60 men)	80	\$320,000	\$280,000	\$1,112,000	\$726,000	\$216,300	\$320,000	\$120,000	\$3,094,300
ALJ Men (116)	116	\$464,000	\$406,000	\$1,612,400	\$411,400	\$844,600	\$464,000	\$68,000	\$4,270,400
Prospective Stevedore (3 men)	87	\$348,000	\$304,500	\$1,209,300	\$36,300	30,900	\$11,100	\$6,000	\$1,946,100
Category	# of Persons	Eye Exam. per visit (\$4,000)	Hearing Examination per visit (\$3,500) Examination per visit (\$3,500)	X-Rays per visit (\$13,900)	Bloodwork		Physician (\$4000)	ECG Test (40 yrs. N over)	Total
Prospective Facilities Staff	7	0	0	0	\$72,100		\$28,000	0	\$100,100
Prospective Admin. Staff	6	0	0	0	\$61,800		\$24,000	0	\$85,800
GRAND TOTAL	296	\$1,132,000	\$990,500	\$3,933,700	\$2,399,400		\$847,100	\$194,000	\$9,496,700

COST OF REGULAR SICK LEAVE - SEPTEMBER 2017 TO AUGUST 2018

For the period of September 2017 to August 2018 the total amount of money spent was four million three hundred and eighteen thousand one hundred and eighty-seven dollars and sixty-five cents (\$4,318,187.65) for persons on regular sick leave.

Regular Sick Leave Sept. 17 to Aug. 18



OUR LEADERSHIP TEAM

Trevor Riley J.P. – Group CEO (profile and photo on page 15)



ANDREA MCGIBBON
Deputy Group CEO and COO
of Advantum

Andrea McGibbon is a transformational leader who specialises in strategy development and business process engineering. Andrea began her professional life in the insurance industry where she served nine years in Accounting and Finance roles. She transitioned to the shipping industry in 2008 as Financial Controller at the Shipping Association of Jamaica (SAJ) before being promoted to Group Chief Financial Officer and later Deputy Chief Executive Officer. She is also the Chief Operating Officer (COO) of Advantum.

Andrea completed the prestigious Programme on Negotiation and Leadership at the Harvard

Law School in 2015 and is the holder of a CPA designation (State of Georgia, 2001) along with a Bachelor's Degree in Accounting with Economics and a Masters Degree in Accounting, both from the University of the West Indies (UWI). She studied Port Management at the Antwerp Port Training Centre (APEC), Belgium, in 2012, and Project Management at the University of New Orleans, USA, in 2004.

She is a team-builder extraordinaire and an uncompromising lover of nature and excellence.



RAYMOND ERNANDEZ
Group Financial Controller

Raymond Hernandez has over 16 years' experience in finance and investment management. An Ardenne alumnus, he firmly believes in the motto, "With God as guide, we seek the highest". With a natural affinity to figures, Raymond enrolled at the University of the West Indies where he earned his bachelor's degree with honours in accounting and management studies.

After serving the Jamaica Constabulary Force for 11 years, he left and pursued employment in corporate Jamaica, working in the financial

sector. The following years were pivotal as they would see him working in insurance, retail and ultimately the shipping industry. Raymond finds handling complex issues rewarding.

Raymond has a Master of Science degree in accounting which he obtained from the University of the West Indies. In 2015, he was admitted as a Fellow of the Institute of Chartered Accountants of Jamaica. He joined the Shipping Association of Jamaica in 2014 as Financial Controller and was appointed Group Financial Controller in 2016.



TERRENCE BROOKS
Human Resources Manager

Terrence Brooks joined the association in 1995 as Recruiting Clerk. He is a second generation employee of the SAJ following in the footsteps of his father, Rudolph Brooks, who was one of the Association's most noteworthy and influential stevedores.

Mr. Brooks is a proven high performer who has received successive promotions before being accorded full responsibility for all Human Resource Management and Development functions in the SAJ and associated companies. He was previously Manager, Labour Planning and Deployment, Recruiting Supervisor and Senior Operations Officer.

A specialist in labour planning and a practised data analyst, Mr. Brooks has direct responsibility for the management and deployment of a pool of close to 600 stevedores and specialist workers to the Port of Kingston as well as for a team of 16 administrative staff. His experience encompasses areas of trend forecasting, industrial relations, strategy development and planning.

A Kingston College Old Boy, Mr. Brooks has certification in supervisory management and industrial relations and is currently pursuing advanced studies in the field of business administration.



DIONNE GORDON
Operations Manager, Property
and Administration

Mrs. Dionne Gordon has served the SAJ for 32 years. She joined the Association as secretary to the Deputy Training and Welfare Manager in 1986 and served several managers, including successive General Managers. In 2009, she was promoted to the post of Property and Executives Services Officer and in 2010, became the Operations Manager, Property and Administration.

Mrs. Gordon is a results-oriented professional, with training in strategic planning, managing projects and operations. She has a proven record of success in planning and executing large meetings, conferences and events. At present,

she is the company secretary for The Caribbean Shipping Association (CSA) and CSA Training Trust Fund and assists the Caribbean Shipping Association as the manager of two annual conferences. She is also a member of the C&WJ Credit Union Supervisory Committee and a Member Trustee for the SAJ Staff Pension Fund.

She holds a Master of Business Administration with a specialisation in Strategic Planning and a Bachelor of Arts Degree in Business and Finance from Heriot Watt University in Scotland. She is also the recipient of an Associate of Science Degree in management from the University of the West Indies.



FIONA HALL
Operations Manager, Finance

The Operations Manager, Finance, Fiona has over 15 years' experience in accounting. She has been with the SAJ since 2002, and provides training at the entry level for new staff while overseeing and monitoring the daily accounting and finance operations of SAJ and its subsidiaries.

Her areas of expertise include: accounts and financial operations, management accounts, cash flow control, financial analysis, budget

preparations and payroll and taxes. Fiona holds a Master of Business Administration, Finance from Manchester Business School and a Bachelor of Social Science, Accounting and Management Studies from the University of West Indies, Mona.



SOPHIA JOHNSON
Operations Manager
Recruiting and Safety

Ms. Johnson is the first female to hold the position of Operations Manager – Recruiting and Safety. Her responsibilities include the overall management of the SAJ's Recruiting Centre which is hub through which labour is requested and efficiently and effectively supplied to port operators.

Passionate about human capital, she is a seasoned Human Resource Professional who has held various Human Resource positions primarily in the manufacturing sector throughout her 9-year professional career.

Ms. Johnson holds a Post Graduate Diploma in Human Resource Management from the Management Institute for National Development where she achieved the top performer award for 2013 and a Bachelor of Social Science (Hons) in Human Resource Management from the University of West Indies, Mona.

COMMUNICATIONS AND MEMBER SERVICES



Sales & Marketing Manager at Jamaica Freight and Shipping Limited, Anna Hamilton (left), presents Prime Minister, The Most Hon. Andrew Michael Holness with a gift at JEA Expo Jamaica 2018.



President of the Shipping Association of Jamaica, Mrs. Denise Lyn Fatt in an interview with Kirk Wright from TVJ to discuss the massive flooding which took place at Newport West on October 23, 2018.

Agents' Committee

2018 was an active year for the SAJ Agents' Committee lead by dedicated chairman, Mr. Andre Rochester. This committee examines the business of shipping and recommends changes and enhancements to processes and procedures within the SAJ and the wider shipping community. The committee has been successfully carrying out this mandate and has represented the association as a major arm in discussions with external partners. The Shipping Association facilitates the work of the shipping agents by representing them or facilitating their representation in industry related meetings and as members of various committees.

National Committee on Trade Facilitation

In February 2015, Jamaica formed its National Committee on Trade Facilitation, known as the Trade Facilitation Task Force (TF2) which forms a part of over an overarching reform agenda. Its purpose is to implement the Trade Facilitation Agreement of 2013. It does this by working to strengthen the trade environment in an effort to improve the ease and ways of doing business and stimulate growth.

The Shipping Association of Jamaica has been involved in the Trade Facilitation Taskforce and its reform agenda which includes several activities related to the revision of Jamaica's institutional and governance framework for international trade. The Office of the Cabinet (OOC) is mandated to support the implementation of trade reform measures related to these activities. Through the



Monique Morrison, Member Services Officer at the Shipping Association of Jamaica (SAJ) participating at the Joint Consultations of the Draft Customs Bill held at the SAJ offices.



Kristen Rhone engages attendees at the Newport West Disaster Preparedness Presentation held at the Shipping Association of Jamaica's (SAJ) offices recently.

operationalization of a Technical Committee for Legislative Review (TCLR), the OOC is undertaking a review of trade related activities.

The Technical Committee for Legislative Review (TCLR)

The SAJ is involved with the work of the TCLR which is conducted through four (4) Technical Working Groups. These TWGs undertake the review of the Discussion Paper which contains proposals for the new Customs Act and other proposed legislation and policy documents. They also review fees and charges imposed by border regulatory agencies; synchronize legislation and related work.

Kingston and St. Andrew Homecoming Foundation (KASHF) Planning Committee

The KASHF is a non-profit organization, established and registered on September 5, 2016. Its mandate is to mobilize and encourage all Kingston and St. Andrew citizens and their friends, resident or overseas to use the human and financial resources of the two parishes for the development of economic, educational cultural and social capacity of its people to improve their quality of life.

The SAJ participated, once again, in the Kingston and St. Andrew Development and Homecoming Foundation (KASHF) planning committee as it coordinated its second annual year-end activity. The SAJ will not be making a financial contribution to this effort but will support the committee in other ways. Several meetings were held during the year.

The Quality Assurance Committee of the Jamaica Customs Agency

The Quality Assurance Committee (QAC) has been re-established at Jamaica Customs as a primary point of contact to resolve trade-related problems arising from

implementation of new initiatives and the movement of goods. The Shipping Association continues to be an active member. This year the committee discussed:

- Challenges being experienced with the streamlining of port operations
- Challenges with the Port Community System (PCS) stakeholder buy-in
- Issues related to the timely write-off of transit bonds
- Operation issues related to use of the ASYCUDA Customs Management system

AUTOMATED SYSTEM FOR CUSTOMS DATA (ASYCUDA)

ASYCUDA Steering Committee

The ASYCUDA Steering Committee had its final meeting in January of 2018. SAJ represented the wider private sector community on the ASYCUDA Steering Committee. The meeting focused on the close of the project's implementation. There was high praise for the system by government members of the committee and a general feeling of completion and satisfaction on their part with the project. The SAJ raised the matter of the incomplete features of the system namely a schema to manage the receipt of manifests for short transits and a schema for transferring cargo on ships travelling coastwise. The Commissioner of Customs, Mrs. Velma Ricketts-Walker, has asked that the Information Services Unit which now handles ASYCUDA matters to attend to the matter. They are still in the process of completing this request.

Customs Bill 2019 Review

The Shipping Association has long been a proponent of the view that the Customs Act of 1941 is in need of replacement. The Government of Jamaica has agreed to completely repealing and replacing the Customs Act.



SAJ's Agents' Committee hard at work discussing their concerns with the Jamaica Customs Agency.

The Agents' Committee has been joined by other members who have met frequently in 2018 to review several iterations of this new Customs Bill (which has been presented in the form of a Discussion Paper). As has happened in the past, the legal team at Jamaica Customs met with members of the SAJ Agents' Committee to understand some of the new thinking that went into the Customs Act.

Equipment Interchange Agreement & Trucker Registration

The Port Trailer Haulage Association continues to be one of the key stakeholders in the Shipping Industry and as such the SAJ continues to register truckers and facilitate their access to the Port of Kingston and in doing so facilitate the movement of goods on and off the ports.

Port Community System Project.

Jamaica's Ports Community System (PCS) project is now in the advanced stages of implementation. The major milestones of the project this year have been:

- The launch of the Import Phase (Maritime -Kingston) for full container loads and motor vehicles - February 2018.
- The PCS Gate Out Authorization - August 6, 2018
- The team has ad hoc meetings with the shipping agents to discuss system requirements and provide feedback on the implementation. Training is ongoing as the project unfolds.

Maritime Awareness Week

As is our custom the SAJ was pivotal in the planning and execution of Maritime Awareness Week 2018 which was celebrated from Sunday September 23 to Friday September 29, with other industry partners such as

Maritime Authority of Jamaica (MAJ), Caribbean Maritime University (CMU), Kingston Freeport Terminal Limited (KFTL), Port Authority of Jamaica (PAJ) and Women in Maritime Association, Caribbean (WiMAC) this year's Maritime Awareness Week under the theme "IMO 70- Our Heritage: Better Shipping for a Better Future" was met with much enthusiasm by the CMU which celebrated their one year anniversary as a university.

The week began with a church service at St. Peter's Anglican Church on Sunday, followed by two days of student exhibitions at the Caribbean Maritime University where the SAJ represented its members. The official launch of WiMAC's SeaPerch Underwater Robotics Programme was held on Thursday and was commemorated with the customary balloon launch.

Marcus Garvey School

The SAJ continued its strong involvement with Marcus Garvey School. In addition to its membership on the board, the internal SAJ staff committee contributed to the evaluation of the principal which is a requirement of the Ministry of Education.

Protocol for the Regulation of Chemical Imports within Jamaica's Jurisdiction

The members of the Agents' Committee met and reviewed the Protocol for the Regulation of Chemical Imports within Jamaica's Jurisdiction in response to a request from the Ministry of Economic Growth and Job Creation. The comments were sent to the Ministry. The Ministry responded by adjusting the protocol. Those comments have been circulated. We await the official word from the government of Jamaica on the revised protocol which we understand is before Cabinet for approval.

Inaugural International Bunker Industry Association (IBIA) Caribbean Bunker Conference

The SAJ provided technical assistance to the Maritime Authority of Jamaica (MAJ), and their partner, the International Bunker Industry Association (IBIA), as they hosted a two-day conference's and training session at the Hyatt Ziva Hotel in Montego Bay from April 17-19, 2018. The conferences aim's were to educate stakeholders, including shipping line representatives, regulators, port authorities and bunker suppliers, on legislative changes affecting the industry; to promote Jamaica as a competent bunkering location; and to provide important networking opportunities to international-sector interests. The conference was a success and will become an annual event.

PUBLICITY AND PROMOTIONS

Shipping Feature

The SAJ continues the preparation and publication of the Shipping Industry News Feature in the Tuesday Gleaner highlighting growth and development while lauding the achievements of individuals and entities in the industry. The shipping features for 2018 included:

- My Pleasure To Have Served The Shipping Industry
- SAJ Remembers Janice Budd
- First Captain Of TUI Cruises Impressed With Port Of Kingston
- KWL Exploring Light Motor Vehicle Assembly As Part Of Logistics Initiative
- SAJ Bids Farewell To Janice Budd
- SAJ President Urges Jamaica Customs To Continue Streamlining Efforts
- SAJ Donates To Walker's Place Of Safety
- SAJ Regrets Death Of Noel Hylton
- ADVANTUM Snaps Up High Performing Young Talent
- Shipping Industry Commemorates The Life Of Noel Hylton

- Welcoming The Polarcus Adira A 3D Seismic Vessel
- SAJ Member Companies Promote Logistic Services At Expo Jamaica 2018
- Inaugural Bunker Industry Caribbean Conference A Success!
- Port Everglades Hosts Successful CSA Conference
- Maritime Authority Of Jamaica Hosts National Workshop
- SAJ To Mount Supervisory-Management Workshop
- Jamaica Trading Services Celebrates 30 Years Of Excellence
- Kingston Wharves Continues Expansion Into Near-Port Logistics Developments
- 40 Students For Summer Jobs, Internship At KWL
- SAJ Staff Joins Marcus Garvey School In Celebrating Their Graduates
- SAJ Mounts Advanced Social Media Workshop
- SAJ Hosts Highly Successful Management Workshop
- SAJ Stages Financial Reporting Workshop
- SAJ Hails The Bright Future Of Jamaican Logistics
- SAJ Hosts Newport West Disaster Preparedness Meeting
- Shipping Community Ensnared By Traffic
- It's Maritime Week!
- Environment, Digitalisation, Cooperation Take Centrestage At CSA 48th AGM
- New CSA President Croston Targets Institutional And Membership Development
- Robertson Receives National Honour
- CSA To Review Code Of Ethics To Promote Gender Equality
- Floods Block Productivity In Newport West

General Media Coverage

The Department continued to liaise with the media to ensure there was adequate coverage of industry events and issues.



Participants pose with workshop facilitator and members of the Shipping Association of Jamaica (SAJ) staff while holding their certificates of participation earned at the Public Relations and Crisis Management Workshop, held at the SAJ's offices on April 5, 2018.

As such, the Association ensured that:

- Media advisories and releases were disseminated among local media houses
- All queries and requests for information from the public and members were addressed
- Videography and photography were arranged for all SAJ events
- Service projects as well as internal programmes were covered.



Then President of the Caribbean Shipping Association Mr. David Jean Marie addressing delegates at the Caribbean Shipping Association's 17th Annual Shipping Executives' Conference in Fort Lauderdale, Florida on May 14, 2018.

SAJ Consults support of CSA

The SAJ Consults Team has been working assiduously to maintain an active and visible Caribbean Shipping Association (CSA) brand. During the period under review we have continued to maintain the CSA's online presence through the Website, Facebook and LinkedIn pages. We also provided information on the American Caribbean

Maritime Foundation's Annual Anchor Awards Dinner and the Customs Brokers and Freight Forwarders Conference.

The SAJ Consults team promoted the CSA's 17th Caribbean Shipping Executives Conference held in Fort Lauderdale, from May 14 to 15, 2018. This year's Executives' Conference included a half-day workshop on Disaster Awareness. The team also promoted the Caribbean Shipping Association's 48th Annual General Meeting Conference and Exhibition held in Panama City, Panama, from October 8-10, 2018. For each conference the team produced conference speaking notes for the President and the Vice-President. The team also provided editorial content and supervision for the Caribbean Maritime magazine and the foreword for the conference magazine.

As the CSA began making preparations for its 2019 Caribbean Shipping Executives' Conference (CSEC), in Kingston, the department facilitated the work of the crew on site as they filmed the promotional video which was shown at the AGM and posted to the CSA social media pages.

The CSA website continues to be a rich source of information on the work of the CSA. Content is posted regularly based on relevance to the industry. Posts are increased prior to conferences and to promote training initiatives undertaken by the Association. The CSA social media pages are updated several times per week with regional and international shipping news and features. The CSA Facebook page is also frequently updated with regional and international shipping news and features. Reports are provided to the CSA periodically reflecting the work of the SAJ Consults team.



Shawn Cranston, Operations Supervisor at Seaboard Freight & Shipping Jamaica Limited engages with the presenter at the Supervisory Management Workshop held at the Shipping Association of Jamaica while the other participants look on.

Internal Communication

The SAJ maintained a high level of employee engagement by ensuring that all relevant local, regional and international maritime news were circulated among the staff. The team also promoted in-house events put on by other departments. Employee engagement was stimulated through random email staff quizzes.

External Communication

The shipping industry feature was successfully published each week and continued its focus on developments in the industry. Stakeholders in the industry also received information on developments in the local, regional and international maritime industry at regular intervals

Expo Jamaica 2018

The SAJ facilitated its member companies' participation in Expo Jamaica 2018. Their products and services were show-cased over a four-day period to regular patrons, potential clients and business partners. The show was an opportunity to announce the merger of the Jamaica Exporters' Association (of which SAJ was a long-standing member) and the Jamaica Manufacturers' Association into the Jamaica Manufacturers' and Exporters' Association. The members expressed their appreciation for the facilitation provided by the SAJ and are looking forward to similar efforts in the future.

Education Ministry's Math Expo 2018

Once again, the SAJ joined scores of companies which partnered with the Ministry of Education to improve the attitude of students and teachers to mathematics at the sixth annual staging of Math Expo, hosted by the University of the West Indies, Mona on April 19, 2018.

Thousands of students from primary, secondary and tertiary institutions, and mathematics enthusiasts from across the country, had the opportunity to immerse themselves in a host of creative activities geared at promoting the exciting elements of mathematics. The SAJ members supported the event by providing prizes for the students who participated in quizzes. The Caribbean Maritime University shared a booth with the SAJ team as they have each year.

Training

SAJ continued its training initiatives with more than sixty (60) employees from the shipping industry and corporate Jamaica participating in this year's training courses offered at the SAJ offices.

Courses Offered:

- PR & Crisis Management Workshop
- Supervisory Management Workshop
- Social Media Management & Content Planning Workshop

Newport West Disaster Preparedness Presentation

Just as we were entering the most active part of the 2018 hurricane season, the SAJ partnered with the Office of Disaster Preparedness and Emergency Management (ODPEM) to educate the Newport West community about their vulnerabilities and what to do before, during and after a natural disaster. The presentation was very timely and our members benefitted tremendously from the information that was shared.



Raymond Hernandez, financial controller, Shipping Association of Jamaica, hands over a donation for the children of Walker's Place of Safety to Michelle McIntosh from the Child Protection and Family Services Agency.



From left: Father Mark Hallinan at Marcus Garvey School and Jean Hinds, internal auditor at the Shipping Association of Jamaica presents a young graduate with his certificate and token at their graduation ceremony.



Amado Danni, Stevedore at the Shipping Association of Jamaica, rewards Amanda Williams, a grade ten student of Tarrant High School, with her Seaboard string bag for answering her math question correctly at Math Expo 2018.



Participants taking a moment from discussing their workshop group activity. From left: Delano Williams, Community Relations Officer of the National Water Commission (NWC); Leighton Williams, Communications Officer of the Jamaica National Group; and Paula Arbouine, Customer Service Agent of Seaboard Freight and Shipping Jamaica Limited.



The Shipping Association of Jamaica's booth received a visit from the Minister of Education at the 2018 Math Expo: (From left) Amado Danni, Stevedore, Shipping Association of Jamaica; Denzil Archer, Shift Monitor, Shipping Association of Jamaica; and Senator The Honourable Ruel Reid, Minister of Education, Youth and Information.



The presenter, Mrs. Novelette Denton-Prince, Shipping Association of Jamaica (SAJ) staff members and participants at the Supervisory Management Workshop held at the Shipping Association of Jamaica recently.



Minister of Industry, Commerce, Agriculture and Fisheries, The Hon. Audley Shaw greets Camille McLeod, account executive, Kingston Wharves Limited at the SAJ booth at JEA Expo Jamaica 2018.



Minister of National Security, Hon. Dr. Horace Chang (right), smiles happily as he unveils his gift from the ladies of Jamaica Freight and Shipping at the SAJ booth at the JEA Expo Jamaica 2018. From left: Anna Hamilton, Sales and Marketing Manager; Kadien Thompson, customer service representative; and Jennifer Bowen, customer service representative.



Chairman of Kingston Wharves, Jeffrey Hall (centre) pauses to take a photo with the Kingston Wharves ladies at the Shipping Associations of Jamaica's (SAJ) booth at JEA Expo Jamaica 2018. From left: Christina Brown-Benjamin, operations clerk; Giselle Riley, senior accountant; Camille McLeod, account executive; and Ann-Marie Grant, customer service representative.

Hon. Dr Horace Chang, Minister of National Security (centre) stopped by the SAJ booth at JEA Expo Jamaica 2018 and shared a moment with the ladies from Seaboard Freight and Shipping Limited. From left: Cimonique Bogle, assistant accountant; Kerry-Ann Williams, credit officer/accountant; Jodi-Ann Pottinger, receptionist; and Coreen Williams, Director of Sales and Marketing.





Participants of the Public Relations and Crisis Management Workshop taking a moment from discussing their workshop group activity. From left: Donette Subron, Public Relations Officer, Caribbean Maritime University; Annmarie Kirlew-Williams, Senior Communications Officer, The Jamaica National Group; and Michka McCreath, Public Relations Manager, Ministry of Labour and Social Security.



The graduating class and members of staff at Marcus Garvey School share a moment with members of the SAJ staff at their graduation ceremony.



David Minott, a grade six student of the Maverley Primary and Junior High School, smiles happily with his prize won for answering his math question correctly at Math Expo 2018.



Christina Henriques (left) and Samoyia McKenzie (right), grade six students of Grant's Pen Primary and Infant School, smiling happily with their prizes won for answering their math questions correctly at Math Expo 2018.



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