



***THE SHIPPING  
ASSOCIATION  
OF JAMAICA***

---

ANNUAL REPORT 2017

---

**79TH ANNUAL GENERAL MEETING**

**"NAVIGATING THE FUTURE"**

[www.jamports.com](http://www.jamports.com)

# Table of Contents

|                                                  |    |
|--------------------------------------------------|----|
| The Shipping Association of Jamaica (Who we are) | 5  |
| AGM Agenda                                       | 6  |
| Minutes of the last AGM                          | 7  |
| Managing Committee profiles                      | 12 |
| President's report                               | 16 |
| Executive Team profiles                          | 20 |
| Human Resource Development                       | 22 |
| Occupational Health & Wellness                   | 34 |
| Communications, Member Services & Outreach       | 40 |





# Who we are



The Shipping Association of Jamaica (SAJ) is instrumental to the success of the modernised Port of Kingston. The SAJ has played a vital role in the advancement of the dependability and precision of cargo handling operations at the ports. This has consistently lowered costs and improved the port's competitive edge. Since 1939, the SAJ has been providing a steady and reliable workforce for break bulk and containerized cargo shipping at the Kingston Container Terminal and Kingston Wharves Limited.

The SAJ administers a work force management system which facilitates flexible and real-time placement of highly skilled workers for the port. They are deployed to work in all areas of cargo loading, unloading and storage. The SAJ has made 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. Formerly, the work force was low skilled and occasional, but due to ongoing modernisation and training done by the 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.

The SAJ is not just 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<br>78th Annual General Meeting held on<br>Friday, November 25th, 2016<br>(b) Matters Arising                                                                     |
| ITEM 4 | (a) PRESIDENT'S REPORT FOR 2017<br>(b) Matters Arising                                                                                                                                       |
| ITEM 5 | PRESENTATION OF FINANCIAL STATEMENTS<br><br>Approval of Audited Financial Statements to Year End 31 December 2016<br>Unaudited Financial Statements for the period January to September 2017 |
| ITEM 6 | ELECTION OF:<br>President for 2017<br>Vice President for 2017<br>Managing Committee Members for 2017                                                                                         |
| 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        |
| Roger Hinds, Immediate Past President                 | Transocean Shipping                 | Voting        |
| Captain Diedrich Suendermann                          | Carib Star Shipping Ltd.            | Voting        |
| Charles Johnston                                      | Jamaica Freight and Shipping        | Voting        |
| Michael Bernard                                       | Shipping Services (Stevedoring) Ltd | Voting        |
|                                                       | Interseas Ltd                       | Voting        |
|                                                       | Fidelity Trading                    | Voting        |
| Marjory Kennedy                                       | Jamaica Fruit & Shipping            | Voting        |
|                                                       | Coastal Shipping                    | Voting        |
|                                                       | Ship Management Services            | Voting        |
| William Brown                                         | Lannaman & Morris Shipping          | Voting        |
| Harry Maragh                                          | Lannaman & Morris S & M Ltd.        | Voting        |
| Grantley Stephenson                                   | 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.           | Voting        |
| Olivier Tretout                                       | Kingston Freeport Terminal Ltd.     | Voting        |
| Paula Pinnock                                         | Maritime & Transport Group          | Observer      |
| Carolyn “Trudy” Bell                                  | CMA CGM Ltd.                        | Voting        |
| Ricardo Valentine                                     | Royal Ocean Shipping Ltd.           | Non-voting    |
| Clifton Walker                                        | Ocean Air International Ltd.        | Voting        |
| Locksley Tulloch                                      | RK Logistics Ltd.                   | Voting        |
| Vivienne Thompson                                     | Gateway Shipping International      | Voting        |
| Alva Wood                                             | Allied Trucking Ltd.                | Voting        |
| Ruel Gibson                                           | Xars Equipment & Trucking Co. Ltd.  | Voting        |
| Frances Yeo                                           | Assessment Recoveries Limited       | Non- voting   |
| Paula Pinnock                                         | Maritime & Transport Group          | Observer      |
| Annmarie Curtis                                       | Advantum                            | Observer      |
| 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                                            | “                                   |               |
| Marcelle Dawkins                                      | “                                   |               |
| Antoneisha Douglas                                    | “                                   |               |

**Call to Order**

The 78th 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 Mrs. Corah Ann Robertson-Sylvester and Mr. Erol Smith

Marcus Garvey thoroughfare. The CEO responded that Management had not let up on lobbying with the Government Ministers and the JUTC. He added that the feedback once again, was that the size buses that they would wish to use were not available, and they promised to revert as soon as the new buses became available.

Mrs. Pinnock enquired whether the SAJ could consider commissioning

with the continued depreciation and deterioration of the Newport West area. He said that some legitimate business operators were also contributing to the disarray in the area. The Chairman responded that the SAJ had done quite a bit of lobbying in regard to getting the roads resurfaced. He noted that the Association tried to revamp the Newport West Citizens Association which Mr. Gibson had started. He added that there were

some roadblocks by a few persons and input from SAJ's management has contributed to a change in the mindset of those persons. He said that the SAJ would continue its efforts to get things done, but could not guarantee that those charged with the responsibility to administer the country would do their jobs effectively. The Chairman noted that the SAJ had been trying to assist the 'powers that be' but getting their assistance was very challenging. The CEO enquired about Mr. Gibson's recommendation and he responded that a carefully selected number of persons from the community who have its interest at heart, with the backing of the SAJ should join forces to represent the concerns. He said that a

strong message should be sent for stakeholders to know that it cannot be business as usual.

With respect to the building of an overhead bridge, Mrs. Marjory Kennedy indicated that there was an offer from Mr. Dwane Marzouca, a member of the Newport West community to contribute to the costs and nothing had been done about it. Mr. Harry Maragh added that members should send a message to the political parties withholding financial sponsorship until real changes are effected within the community. The CEO responded that Management would follow up on the points mentioned.

**President's Report**

The Chairman advised that the President's report formed part of the



JEF Courtesy Call. SAJ President Kim Clarke (fifth right) receives a token from Chief Executive Officer of the Jamaica Employers' Federation, Brenda Cuthbert. At a courtesy call to mark the celebration of celebrating National Employers' Month 2017 under the theme "People, Purpose, Growth...the Pathway to Prosperity. Joining them from left are Andrea McGibbon Deputy CEO of the SAJ Group, Trevor Riley, CEO of the SAJ Group, Denise Lyn Fatt Vice President of the Shipping Association of Jamaica, Young Entrepreneurs Association of Jamaica (YEA) President, Ricardo James, Dorraine Wright Operations Manager Human Resources and Training, Michael Bernard Member of the Shipping Association of Jamaica's Managing Committee.

**Confirmation of Minutes**

Minutes of Annual General Meeting held Friday, November 27, 2015:

**Page 1:** Voting status for Mr. Evroy Johnson and Mr. Xan Gibson were changed to "Observer".

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

**Matters Arising from the Minutes**

The CEO advised that all matters that required further action had been addressed.

**Bus Services for Newport West**

Mrs. Paula Pinnock expressed her ongoing concern about the dangers of industry workers crossing the

an overhead bridge for the area. The CEO responded that Management had actually pursued the quotes for building an overhead bridge and advised that the Association could not afford it. She suggested that the SAJ request donations from the Newport West Community. Past President Hinds added that the SAJ had nothing to be embarrassed about as it had pursued many options for a resolution of the problem. He said that it was an unfortunate state of affairs where lives have been lost and indicated that it was a matter of national concern which the government should address.

Mr. Ruel Gibson said that he was not impressed with the SAJ's lobbying efforts with the government. He said that his major concern had to do



Participants in the Business Writing workshop join members of the Shipping Association of Jamaica's, staff while holding their certificates of participation.

Association's published 2015 Annual Financial Report. He indicated that reports from other departments will form part of the financial presentation.

## Matters Arising from the President's Report

### Shipping Industry Forum with Cabinet Ministers

The Chairman highlighted that members of the SAJ met with the Minister of Finance, the Honourable Audley Shaw, and other senior members of the Cabinet on Friday, September 28. He added that the meeting was convened to discuss logistics initiatives and trade facilitation. He advised that the meeting was chaired by Mrs. Patricia Francis, the Chairman of the Trade Facilitation Task Force, who had provided a summary of the meeting. The Chairman indicated that management would follow up on action points from the meeting.

The CEO reported that among the highlights of the meeting were the impediments to the shipping industry and logistics sector, the cost of doing business with Customs, the bureaucracy involved with Customs or other agencies of Government and getting the government to put the shipping industry and logistics on the fast track of the country's growth initiatives. He said that most of the comments that

were made seem to have gone down well with the Ministers concerned and management was looking forward to seeing some of those changes. He added that management would be following up on the Government's efforts to make the changes. The CEO advised that the meeting was attended by a large number of the major players including representatives of some of the overseas shipping lines who flew in specially to meet with the Ministers and to share concerns about doing business in Jamaica.

Mr. Ruel Gibson indicated that he was still uncertain on the progress in achieving the logistics realization. He noted that Kingston Wharves Limited had been very aggressive in demonstrating its commitment to the overall logistics picture. He enquired about the objective and time frame as it relates to achieving the logistics hub in conjunction with government policies. The Chairman indicated that the logistics realization was being tied to the Customs initiative in amending the Customs Act. He added that the second amendment was scheduled to be out early 2017 and noted that the SAJ was responding with all its concerns. He said that the idea was to show the JCA that the charges in Jamaica compared with other territories, for example Panama, were exorbitant. He said that ease of doing business in Jamaica would attract more business.

KWL's CEO Mr. Grantley Stephenson added that the Special Economic Zone (SEZ) regulations have not yet been prepared and there were no indications of a time frame for completion. The CEO indicated that while the government was slow in finalizing the regulations and the laws, many persons who have a business sense, were aggressively pursuing options that will give effect to the logistics hub. Vice President Denise Lyn Fatt added that many persons were of the impression that the logistics hub only included the port and that was not so. In response to discussions about what the logistics hub entailed, Mr. Gibson indicated that without a cohesive approach stakeholders within Newport West will not be able to have an appreciation as to how to go forward. Mr. Gibson stated that Management should ensure that the SAJ's representatives on the Jamaica Customs Advisory Board are recognized and aggressive people who can get the attention of the Customs authority. The CEO reassured Mr. Gibson that the people on the committee, though not appointed by the SAJ, are aggressive and were not sitting back and just observing.

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, 2015

SAJ Financial Controller, Mr. Raymond Hernandez, gave a synopsis of some economic statistics from 2010 to October 2015. Some highlights were:

1. Inflation rates YTD 2015 – 3.66%, and YTD Sept 2014 – 6.4%.
2. Interest rate: 90-day J\$ T-bill Rate yield at 5.96% in 2015 and 5.86% at the end of September 2016.
3. USD Exchange Rate: 2015 J\$1 to US\$120.41 and US\$128.00 at the end of September 2016. J\$ Devaluation for the financial year in 2015 was -4.5% and 6.53% at the end of September 2015.

The consolidated audited accounts for the SAJ Group for the period ended December 2015 were presented. The presentation included data on key economic indicators for the years 2014, 2015 and year-to-date 2016. 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, 2015 were adopted on a motion moved by Mr. Michael Bernard and seconded by Mr. Harry Maragh.

### Unaudited financial statements for the period January – September 2016

Mr. Hernandez also guided members through the unaudited financial statements up to the end of the third quarter of 2016.

Mrs. Paula Pinnock noted the increase in motor vehicle expense on the Canine side and enquired whether that was an indication that management should look at changing out the older vehicles. Mr. Hernandez responded that management had requested some quotations for



Member Services Officer of the SAJ conducts Monique Morrison a Business Communication workshop. In the foreground is Coreen Williams of Seaboard Jamaica Limited.

replacement of the motor vehicles and was in the process of doing a cost analysis. Mr. Gibson enquired about the reduction in training expenditure. The CEO responded that other costs were also included in the budget. He advised that the SAJ had an ongoing training programme which was always happening through the NCTVET programme as well as other types of training which depended on the demands of the port. He added that a lot of the training was done in-house and noted that management absorbs those costs within its operation.

Mr. Ruel Gibson suggested that the meeting be paused to acknowledge the passing of Jonathan Worton, son of former MC member Mr. James Worton. The CEO advised that management had written to the family and several members have spoken to them directly and expressed condolences on behalf of the industry.

### Election of Officers

The CEO stated that Clause 4 of the Constitution of the Shipping Association of Jamaica requires that a Managing Committee be appointed to conduct the business of the Association and Clause 5 suggested how the appointed members may be chosen. He then announced that it was time for the election of a President, a Vice-President and then the other members of the Managing Committee. The CEO mentioned that only ordinary member companies of the Association were eligible to vote. 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 the Honorary Member, Mr. Charles Johnston moved for the Managing Committee to be reappointed en bloc. The move was seconded by Mrs. Paula Pinnock. There were three votes against the motion; Xars Trucking & Equipment Limited, RK Logistics and International Shipping Limited. The motion was carried by the majority and the Managing Committee (listed herewith) was reinstated en bloc:

- Mr. Kim Clarke
- Mrs. Denise Lyn Fatt
- Mr. Roger Hinds
- Mr. Grantley Stephenson
- Mr. Michael Bernard
- Mr. William Brown
- Mrs. Corah Ann Robertson-Sylvester
- Mr. Olivier Tretout
- Mr. Andre Rochester
- Captain Diedrich Suendermann

The positions of Honorary Members will 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 2017 on a motion moved by Mr. Michael Bernard, seconded by Mr. Roger Hinds, and carried. Prior to the vote, Mr. Johnston enquired whether the current Auditors were competitive and Mr. Hernandez responded in the affirmative.

## Any Other Business

### Elections

Mr. Ruel Gibson noted his vote against the return of the Managing Committee en bloc. He indicated that based on the level and size of the SAJ, the Association should always be looking for renewal and young people with the sort of drive that would put new meaning to what was happening from time to time. Mr. Charles Johnston indicated that Mr. Andre Rochester, a new, younger member had joined the Managing Committee. Mr. Gibson said that returning the MC en bloc should never be seen as a practice.

### Member Participation

Mr. Ruel Gibson indicated that something was lacking in the membership. He said that management should look at how it could get better participation of the SAJ membership and suggested having quarterly meetings with the membership. The Chairman indicated that the Agents' Committee met on a monthly basis and suggested that the full membership could be invited to a more in-depth quarterly Agents' Committee meeting.

Mr. Johnston advised that a resolution was passed some time ago which has allowed associate members to apply to become ordinary members. He said that some associate members have done it but some have not. He suggested that management send out a circular reminding associate members that some of them are entitled to become ordinary members.

### CESS Discussions

The CEO advised that management has had some discussions with several members who are line customers with respect to the quantum of the cess. He indicated that there was one particular member who for several months has not paid. He highlighted that management had made a reduction in the cess as of September 1st and was in discussions regarding potentially greater reduction tied in with the discussions that management was having with the unions about the SAJ's labour contract. He added that management expected to be

able to find some resolution over the next month or two and asked members to be patient to allow management to conduct the sensitive negotiations without saying too much at the current stage. Mr. Johnston enquired whether management was making progress and the CEO responded that labour negotiations were proceeding slowly. He said that one of the chief Union Officers had had an accident and had been away from work for several weeks. He indicated that the Union Officer was back at work and management hoped to advance the discussions at the upcoming meeting.

The CEO updated that the union started out with a nineteen point claim and so far, about four or five of their claims have been withdrawn. He said that agreement was reached on five items and indicated that management was down to the financial component of the discussions.

Mr. Harry Maragh noted that one of the SAJ's major clients was not paying cess and enquired about the implications on cash flow. The Chairman responded that management was working assiduously to resolve the issue. He added that while the non-payments of cess was not yet hurting the Association, management was conscious of the negative implications that would arise from the shortfall. The CEO reiterated that he was confident that management would achieve some resolution in the short run, as there was a commitment on the part of all parties to resolve the issue.

on the PMSL Board plans to move for the winding up of the company. Mr. Maragh reminded that the SAJ had injected \$128M in the company and hoped to recover at least a part of the sum. This was discussed and Mr. Grantley Stephenson indicated that the shareholders' agreement may not allow for the SAJ to get back any money. Mr. Maragh responded that the shareholders' agreement did not speak to the winding up of the company. Mr. Charles Johnston indicated that management should obtain and circulate the PMSL's shareholders' agreement among the Managing Committee.

### Adjournment

The Chairman thanked members for attending the meeting, wished them all the best for the holiday season and asked whether there was any other matter to be raised for discussions. There being none, the meeting was adjourned at 11:12 a.m. on a motion moved by Mr. Ruel Gibson and seconded by Mr. Michael Bernard.



Health talk: The Importance of Physical Activity presenter, Charmaine Plommer, Senior Health Education Officer Ministry of Health leads the SAJ staff through various stress relieving exercises.

### Ports Management & Security Limited – Port Security

Mr. Harry Maragh advised that the future of Ports Management & Security Limited looked uncertain and indicated that the SAJ Representatives who sat

# Our Managing Committee



**Kim Clarke,**  
President – SAJ

Kim Clarke was elected President of the Shipping Association of Jamaica (SAJ) in 2012. 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.



**Denise Lyn Fatt**  
Vice President

Denise Lyn Fatt is the first female Vice President of the Shipping Association of Jamaica. Before being elected to the role of VP, 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. 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.



**Roger Hinds**  
Immediate Past President

Roger Hinds is the immediate past president of the Shipping Association of Jamaica (SAJ). He served as president of the SAJ from 2009 to 2012. Prior to becoming president, he served the SAJ as a member of its Managing Committee and as Vice President from 2006 to 2008.

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 and Chief Executive Officer of Transocean Shipping Limited and the Founder and Chairman of Transport Logistics Limited and Marine Haulage Service Limited.

He serves on the Board of Directors of, and is Company Secretary for, the Kingston Wharves Group. He is the Chairman of ADVANTUM, and serves on the board of Assessment Recoveries Limited (ARL).



**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 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" Philippians 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 the Immediate Past President of the 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 is the recipient of the Jamaica Institute of Management 2015 Manager of the Year Award and has been a distinguished Fellow of that institution since November 2006. Based on the performance of KWL under his guidance he was ranked the Number 1 CEO of all companies trading on the Jamaica Stock Exchange by BusinessSuite Magazine in 2010.

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 is the Immediate 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, and Assessment Recoveries Limited.



**Corah Ann Robertson-Sylvester**

Mrs. Robertson-Sylvester is the Chief Executive Officer of Seaboard Jamaica, a subsidiary of Seaboard Marine Ltd, Miami. In 2003 she became the first female President of The Caribbean Shipping Association. She has been a member of the Managing Committee of the SAJ since 2005 and is a Director of Jamaica Freight and Shipping Limited.

Successfully climbing the ranks in the shipping industry, she started as a Line Manager, then moved on to Sales and Marketing Manager at Kirk Line and then Project Manager for Coastal Shipping/Interseas. She was Director of Sales and Marketing at Jamaica Freight and Shipping where she managed sales and advertising for the lines represented including Seaboard Marine, Jamaica Producers Shipping Company, Kent Line, Ivaran Shipping and Mitsui.

A past student of Campion College and the University of the West Indies, she furthered her education at the Norwegian Shipping Academy and the UNCTAD – Trainmar Instructor's Workshop.

**Capt. Diedrich Suendermann**

Captain Diedrich Suendermann is Operations and Logistics Manager, Central America and Caribbean District for ZIM American Integrated Shipping Services Co. LLC in Miami, Florida. He previously served in Jamaica as General Manager of Carib Star Shipping Limited, agents for Zim Integrated Shipping Line.

A native of Germany, Captain Suendermann travelled the world on container vessels for 23 years. During his last seven years at sea, he served as a Master/Captain.

He has held several management roles in the shipping industry having served as Operations Manager and later Director of Regional Operations for CMA CGM (Caribbean), Operations Manager at the Long Beach Container Terminal. He also served as Port Captain and Assistant General Manager, U.S West Coast Operations for DSR-Senator Lines.

He is a graduate of the "Hochschule fuer Nautik" (maritime Academy) in Bremen, Germany.

**William A. Brown**

William A. Brown is the Managing Director of the Lannaman & Morris Shipping (Shipping) Group of Companies.

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

Mr. Brown also serves the industry on the Managing Committee of The Shipping Association of Jamaica, the General Council of the Caribbean Shipping Association, the Board of Directors of SAJ Property 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.

**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.

**Olivier Tretout**

Olivier Tretout is the Chief Executive Officer of Kingston Freeport Terminal Limited, concessionaire of the Kingston Container Terminal. An engineer by profession, he studied at the distinguished Ecole Nationale des Travaux Publics de l'Etat in Lyon - where he combined the fields of engineering and financial management - and Ecole Nationale des Ponts et Chaussées in Paris where he obtained a Master in Public Management and Technical Mastery. He is also the holder of a Maritime MBA from Euromed in Marseille.

He began his career in the fields of urban planning and environmental policy and dedicated over twenty years to the French Ministry of Transport, Urban Planning, Environmental Policy and Social Housing, managing multi-million Euro projects.

Olivier joined the CMA CGM Group in 2007 and has steadily developed his expertise in port management and development. Over the years, he has been assigned to oversee and develop key assets in competitive markets in Africa, South America, North America and the French West Indies. He is now immersed in his latest challenge to make Kingston a first-class hub and capitalise on the significant opportunities presented by the expansion of the Panama Canal.



**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, 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.**  
Chief Executive Officer

Trevor Riley performs the role of chief executive officer of the SAJ, its subsidiaries and related companies. He leads a team of over 500 persons providing a range of services, including investments, stevedoring, property development and management, security; and Information Technology.

He is Company Secretary of Advantum, and Assessment Recoveries Limited (ARL). He is a Trustee of the Kingston Portworkers' Superannuation Fund and the SAJ Staff Pension Fund. A Justice of the Peace for the Parish of Kingston, he is a graduate of the Kingston University, in Britain, where he completed the MBA; and the University of Technology, from which he holds the Bachelor of Laws degree.

He also completed the Diploma in Mass Communications, at the University of the West Indies and the Diploma in Journalism from the International Institute for Journalism, (IJJ) Berlin, Germany. He holds the designation of Member of the Chartered Institute of Marketing (MCIM), United Kingdom; and holds a certificate in negotiation from the Harvard University Programme on Negotiation.



## President's Report

Dear Colleagues,

I am honoured to have been entrusted with the confidence of the membership to serve you as President for another year. It has been a year of change and development for the industry. And as an association we have been adjusting to the winds of change and deepening our strategic plans for our future. In all our efforts, we consider how best to deepen our commitment to our members and to reward the confidence that you have put in the leadership of the association.

2017 has been another dynamic year in the fast-paced world of global shipping. Key changes which have impacted on policy include the planned withdrawal of the United Kingdom from the European Union; the election of Donald Trump as the forty-fifth president of the United States and China's increasing dominance in the global marketplace. These major events are felt by most analysts as likely to shape the next decade.

The United States, which traditionally has advocated

free trade, is demanding changes in many of the multi-lateral trading arrangements of which it is a signatory. This is already sending ripples through international markets. Equally destabilising is the so-called "Brexit", which is making the future less predictable for British people and their counterparts in the rest of Europe.

The unpredictable direction of the global economy in the near term and the lack of clarity about actions of the governments on monetary, fiscal and trade policies created considerable risk for global trade. The WTO estimates that global trade will rise by 2.4% in 2017. Factoring in the uncertainties, some experts expect that the figure for 2017 may not rise above 1.8%, with the best estimates giving the most optimistic forecast at a maximum of 3.6%.

The industry itself has been undergoing structural changes affecting almost all segments within the industry. Key trends in the global shipping industry are ongoing technology advancements, increasing regulatory pressure, the changing geo-political situation, slowing overall seaborne trade growth and general global economic uncertainties.

The container shipping market in 2016 was an industry with lower profitability, poor market conditions and the resulting lower freight rates. These factors were partly offset by higher volumes and lower unit costs related to lower bunker prices, higher utilization and cost efficiencies.

In 2017, the Shipping Association of Jamaica embarked upon a process of brand modernisation. Firstly, the SAJ refreshed its logo. The Association had an internal competition to give the staff an opportunity to be engaged in the process and to exercise their talent. Unfortunately, although there were several worthy entries, no winner was declared. That process was followed by a bidding exercise and the logo that is proudly displayed here was chosen from among those submitted for consideration. This logo is modern and agile, representing the future of the SAJ and it maintains some of the vital elements which made the old logo so distinctive and distinguished. We are pleased to use this logo for the first time on the 2017 Annual Report.



The SAJ also modernised its website. The new website is well worth the time it took to complete this process. Commendations and congratulations have been profuse as staff members, association members and other website visitors enjoy the utility of the features the old website had, such as the history of industry, and the depiction of a modern port and refreshed logo in the design.

The future is full of promise for the SAJ, and the Association's new physical brand reflects that bright and budding future!





Bridgette Fraser of the Port Authority of Jamaica introduces her work mate Leonie Bloise-Bloomfield to the other participants

The year began with the unfortunate news of the bankruptcy of Hanjin Shipping in February 2017, making it the largest container shipping bankruptcy in the 60-year history of containerization. However, amidst all the market turmoil, 2017 is still expected to be a stable year for the container shipping industry primarily driven by an increase in freight rates, exceptionally strong demand growth and higher annual contract rates seen in the second quarter.

In spite of relatively good demand across most major regions, terminal operators expect pressure on margins due to industry consolidation and ever-increasing vessel sizes. According to IHS Markit data, after the liner mergers and acquisition, seven carriers will control 70.0% of global fleet capacity.

It is against this background that the Shipping Association of Jamaica has continued in 2016 and 2017 to implement its change strategy to ensure the viability of our organisation deep into the 21st Century. Consolidation at the global level and

privatisation of our major port in Kingston have brought both challenges and opportunity into the Jamaican shipping landscape and the SAJ has shown its resilience by anticipating and preparing its response to the changes that have come.

Our principal response has been to ensure that our labour force continues to have the highest calibre training to remain ahead of the demands of the ultra-modern terminals that operate at Port Bustamante. We have spent a considerable amount of time and effort to understand the changing needs of both KFTL and KWL as each terminal elaborates its business model; and this has resulted in higher demands for the skills we supply. We will continue to prepare our teams, although we have no guarantees about how the terminals may respond in the future to the type of labour arrangement which has characterised our port for nearly 80 years. We believe there is tremendous advantage in utilising the services of an external labour supplier, such as the SAJ, which is jointly owned by all its members, and which focuses on creating value for these members.

### **HEART TRUST/NTA Training and Certification Support**

This year the Association regained its four-year accreditation status with the National Council of Technical and Vocational Education and Training (NCTVET), which will allow us to continue providing high quality, regionally certified training to our stevedore-trainees. The SAJ is an Accredited Training Organization (ATO) for programmes such as Stevedoring Foundations and Warehousing Operations.

### **Private Security Services**

Due to our efforts to refocus and modernise the Association, in 2017 we assumed the responsibility for security on our main facility at Fourth Avenue. Eight (8) security officers are under-going training to meet the Private Security Regulation Authority (PSRA) Training regulations.

### **Training**

The business community expects high standards from the shipping association. Accordingly, the SAJ resumed its external training thrust, providing high quality training opportunities for our members and the wider business community. The response was creditable as one hundred and fifty-one (151) employees from member companies and corporate entities across Jamaica participated in six (6) training courses offered by the SAJ. Through the evaluations the participants expressed the desire to do more training courses with the SAJ and gave the association high marks for each training session conducted.

### **Economic Growth Council**

In May, members of the Managing Committee and secretariat of the SAJ: The president Kim Clarke, and members Charles Johnston, Grantley Stephenson and CEO Trevor Riley and Member Services Officer, Monique Morrison met with the Economic Growth Council. Mr. Michael Lee Chin received documents detailing our vision for the future of the shipping industry which is its evolution into a world-class logistics centred economy. Important developments



Workshop facilitator, Tamara Whyte, poses with pleased participants as they hold their certificates earned at the Cutting-edge Customer Service workshop, held on July 19, 2017 at the Shipping Association of Jamaica.

have resulted from that initial meeting and we continue to pursue them.

### **Newport West Master Plan**

The SAJ has undertaken the reorganisation of the Newport West community under a Masterplan initiative. Our SAJ members are consulting with design firm Atelier Vidal, to coalesce the vision and develop the initial plans.

### **Customs Bill 2017 Review**

After several phases of review and amendment, the government of Jamaica has opted to repeal and replace the current Customs Act. The Shipping Association remains committed to making our contribution to any new legislation which will better align customs' processes with trade facilitation and better position Jamaica as a major logistics hub.

### **Workplace Wellness**

The Association staged another successful wellness programme this year. It facilitated employees' exposure to various activities dedicated to enhancing healthy

lifestyles. The annual fair assisted members and employees alike to experience a day of enlightened enjoyment of their work environment.

As an Association, we are always seeking new ways to add value to our membership. We will be continuing to do this in the year ahead. We thank you for your support of our activities. It is your support which crowns our efforts with success. We look forward to the future knowing that we are on an excellent trajectory of growth and development.

As I bring the curtains down on my own tenure as President of your Association, I wish again to thank the membership for the tremendous faith reposed in me these last five years to lead an organisation that I consider to be one of the most effective in the history of our country. I Also wish to thank the members of the Managing Committee with whom I have served both as President and as Member for about 15 years. Your Association truly has great leadership.

I thank the CEO and his team for their professionalism and support during my tenure; and I wish for all members of the Association good fortune in the future. I shall remain supportive of the new leadership of the SAJ, confident that our Association remains in very good hands.

Yours sincerely,  
**Kim Clarke**  
President

# Executive Team

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



**Andrea McGibbon**

Deputy Group CEO and COO of Advantum

Skilled in a range of disciplines, Andrea McGibbon joined the team at the Shipping Association of Jamaica in 2008 as Chief Financial Officer and was promoted to the position of Deputy General Manager/Deputy Group CEO in 2014.

Andrea is a transformational leader who specialises in strategy development and business process engineering. She began her professional life in the insurance industry serving nine years in Accounting and Finance roles.

Andrea completed the prestigious Programme on Negotiation and Leadership at the Harvard Law School in 2015 and is the holder of CPA designation (State of Georgia, 2001) along with Bachelor's and Master's Degrees in Accounting with Economics 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 committed to service excellence, a demonstrated team-builder and an uncompromising lover of nature.



**Raymond Hernandez**

Group Financial Controller

Raymond is an Ardenne High alumnus who believes firmly in the motto, "with God as guide, seek the best". He has amassed more than 15 years' experience in financial and investment management and prides himself on being adept at resolving complex issues. He credits his deep resolve and resourcefulness to his 11 years of service in the Jamaica Constabulary Force where he regarded no task as insurmountable.

Raymond joined the team at the Shipping Association of Jamaica in 2014 as Financial Controller and was promoted to Group Financial Controller in 2016. He holds a Bachelor's degree in Accounting and Management Studies and a Master's in Accounting. Raymond has been a Fellow of the Institute of Chartered Accountants of Jamaica since 2015.



**Terrence Brooks**

Human Resources Manager

Terrence Brooks joined the Association in 1995 as a summer employee. 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 Group and related businesses. In addition to driving strategic initiatives, he is focused on recruitment, training and development, welfare, compensation policy, labour deployment and business development. He was previously Manager, Labour Planning and Deployment, Operations Manager - Recruiting and Senior Operations Officer. 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 human resource and strategic management.



**Dionne Gordon**

Operations Manager, Property and Administration

Mrs. Dionne Gordon has served the SAJ for over 30 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 also assists the Caribbean Shipping Association as the manager of two annual conferences.

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.



**Janice Budd**  
Operations Manager –  
Communications & Member Services

Ms. Budd came to the SAJ in April 2015 having served as a journalist and communications professional for 24 years. She joined the Association's Secretariat after working in banking at National Commercial Bank where she served as its Corporate Communications Officer.

She brings her vast experience in traditional and New Media and well honed Editorial, Scriptwriting and Speechwriting skills to her role, having worked as Editor of the Sunday Observer, Radio News Editor with the RJR Communications Group, and producer/reporter/presenter at CVM TV and JBC TV.

Ms. Budd holds a BA in Media and Communications from CARIMAC, UWI, Mona and a diploma in Marketing, UWI.



**Sophia Johnson**  
Operations Manager -  
Recruiting and Safety

Ms. Johnson joined the team at the SAJ in 2016 as Operations Manager in charge of recruiting and safety, she is the first female to hold this position. Her responsibilities include the overall management of the SAJ's Recruiting Centre which is the 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 7-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.



**Dorraine Wright**  
Operations Manager – Human  
Resources and Training

Joining SAJ's HR Team in 2016 as The Operations Manager, HR & Training, Ms. Wright has oversight for the SAJ training activities as well packaging developmental programs which will benefit the shipping industry.

She has nine and a half years' experience in initiating, planning and executing strategies that deliver superior results. Her broad experience includes work in benefits, employee relations, talent acquisition and management. She has experience in various industries including financial services and insurance.

Ms. Wright earned her Master of Science Degree in Human Resource Development and a Bachelor of Social Science, Psychology and Human Resource Management from the University of West Indies, Mona. She subscribes to the philosophy that an alignment between productivity and personal satisfaction must exist for any company's success.

# 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 seventy-three (73) administrative employees participated in training programmes during the period under review.

## Training Seminars Attended By Administrative Staff

- Customer Service Training
- Social Media Marketing
- Events Planning and Management
- Business Writing for Professional
- Mastering Microsoft Excel
- Protocol & Professional Etiquette
- Introduction to Cybersecurity
- TVET Capacity Building Intervention Workshop
- Building Talented and Engaged Workforce Seminar
- The Signs, Symptoms and Impact of Workplace Violence– Early Indicators: Managing For Trust"
- Middle Managers' Conference 2017- Leadership 365
- Workers' health: Global plan of action "WHO Sixtieth World Health Assembly"
- ICC Conference: Boosting the use of Arbitration in the Caribbean
- Taxation Seminar
- Funding Sources Seminar
- Train-The-Trainer Programme
- ICC Conference: Boosting the use of Arbitration in the Caribbean
- Suicide Prevention Seminar
- Real Estate Salesman Course

## SAJ Tvet Training Programme

SAJ TVET programme aims to ensure that Stevedores maintain consistently high quality and productivity levels. This program allows the SAJ to provide world class trained and certified skilled workers to the constituent members of the Association. Cohort VI with a total of Twenty-Five (25) Stevedores commenced training in Stevedoring Foundation Skills Level 1 Programme on July 11, 2016 with final exams ending February 2017. Cohort VI achieved a 100% success rate in certification exams.

## 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 an audit exercise. Accredited status lasts for four (4) years, commencing May 18, 2016 through to May 18, 2020. The SAJ is an Accredited Training Organization (ATO) for the following programmes:

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

## Heart Saver CPR/First Aid/ Aed Training Seminar

Two (2) Emergency Medical Technicians completed training in pursuance of CPR, First Aid and AED recertification during the period October 11-12, 2016.

## Hygiene Awareness Training

This training session was designed to assist Watermen in shortening the timeframe and adhere to hygiene recommendations while preparing water for drinking on the Port. Both personal hygiene and food handling techniques were explored. Training sessions were held on October 25, 2016 and Nov 15 & 16, 2016; sixteen (16) Stevedores were trained.

## Train-The-Trainer Programme

One core trainer in SAJ' Accredited Stevedoring Foundations Skills Programme successfully completed the "Train-the-Trainer" course offered by the Management Institute for National Development (MIND) in February 2017.

## Driving Technique Training

In an effort to respond to an increasing motor vehicle transshipment business, SAJ's internal trainers designed and delivered a training solution for car vessel activities aimed at properly equipping drivers. Eighty (80) Stevedores received training improving driving skillsets needed to work car boat vessels between January – Sept 2017. The program targets specific driving manoeuvres including Centipede Layout, Parallel Parking, Bay Parking, Reverse Driving and Clutch Control.

## Emergency Vehicle Operator Training

Four (4) employees completed a course in emergency vehicle operation during the period June 27-28, 2017. This training program reinforces the responsibilities of SAJ's ambulance drivers and the need for safe and efficient transportation of all patients, crew and the public during a crisis.

## PSRA Basic Training

Eight (8) security officers are under-going training to meet the PSRA Training regulation. SAJ is facilitating the training exercise by offering weekend sessions which commenced in September 2017.

## SAJ' Summer Internship Programme

Through partnerships with various institutions, fourteen (14) students benefitted from SAJ' summer internship programme. The exercise was designed to provide students with real world experience through their placement and participation in key business activities at the Association.



(Second left) Racquel Jones trainer celebrates success with Freight Handlers Limited team members, (from left) Managing Director Mrs. Denise Lyn Fatt, Kevin Wilson Full- Container Load Coordinator, Keisha Goffe Sales Executive and Sonia Clarke Bowen Branch Manager. Ms. Jones Facilitated a series of courses on Microsoft Excel.



From Left: Shizel McKenzie of Shipping Association, Ronee Campbell of Freight Handles Limited and Alecia Bolt of the Spanish Grain Store participate in the Customer Service Workshop

## Core HR

### Education Assistance For Employees

The SAJ continues to support educational initiatives for our employees under our education assistance policy. Six (6) employees benefitted from the programme in 2017:

1. Two employees are pursuing professional certification
2. Three employees are pursuing a bachelor's degree
3. One employee is pursuing a master's degree

### Education Assistance For Children Of Employees

For the 2017/2018 academic year a total of One Hundred and Forty (140) students were granted education assistance by the Association. The breakdown is as follows:

| Category of Staff        | Education Assistance |
|--------------------------|----------------------|
| Stevedore                | 60                   |
| Supplemental Labour Pool | 34                   |
| Administrative Staff     | 46                   |

### GSAT Awards Ceremony

Thirteen students were awarded GSAT scholarships for 2017/2018 academic year. An award ceremony was hosted at the SAJ on August 18, 2017 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 two employees with home improvement loans.

## Industrial Relations

The Joint Industrial Council (JIC) meetings are held 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. An agreement was made at the Council meeting held on August 30, 2017 between Management and the Unions to convene JIC meetings on a quarterly basis instead of monthly.



From Left: President of the Shipping Association, Kim Clarke, presents Commissioner of Customs Mrs. Velma Ricketts Walker with a token after a breakfast meeting with the SAJ's Managing Committee.



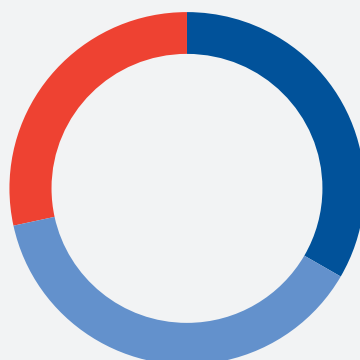
Candice Lazarus, of Maritime and Transport Limited, receives a prize from Natalia Welch from Hungry Eyes Vegan Catering at the SAJ's Wellness Expo held on September 22, 2017.

## Recruting Centre - Labour Supplied

### Labour Strength (Lashing Pool)

LABOUR STRENGTH AS AT AUGUST 31, 2017

| CATEGORY              | TOTAL      |
|-----------------------|------------|
| Registered Stevedores | 81         |
| Casual Stevedores     | 93         |
| Apprentices           | 69         |
| <b>GRAND TOTAL</b>    | <b>243</b> |



- Registered Stevedore 33%
- Casual Stevedores 38%
- Apprentices 26%

### Specialized Labour Pool 2017

LABOUR STRENGTH AS AT AUGUST 31, 2017  
(SPECIALIZED LABOUR)

| CATEGORY               | TOTAL     |
|------------------------|-----------|
| Stevedore Coordinators | 5         |
| Straddle Operators     | 5         |
| Quay Crane Operators   | 5         |
| Stacker Operators      | 2         |
| Winch Operators        | 9         |
| Truck Operators        | 14        |
| Forklift Operators     | 14        |
| <b>GRAND TOTAL</b>     | <b>54</b> |



- Stev. Coordinators 13%
- Straddle Operators 13%
- Quay Crane Operators 13%
- Stacker Operators 5%
- Winch Operators 23%
- Truck Operators 35%

### Mathematics Expo.



SAJ Stevedore Shemar Hamilton is assisting students at the 2017 Mathematics Expo



Jordayne Grant (Left) and Aliyah Smith (Right) of Jessie Ripoll Primary receive gifts for answering questions about the shipping industry at the annual Mathematics Exposition hosted by the Ministry of Education in March of each year.

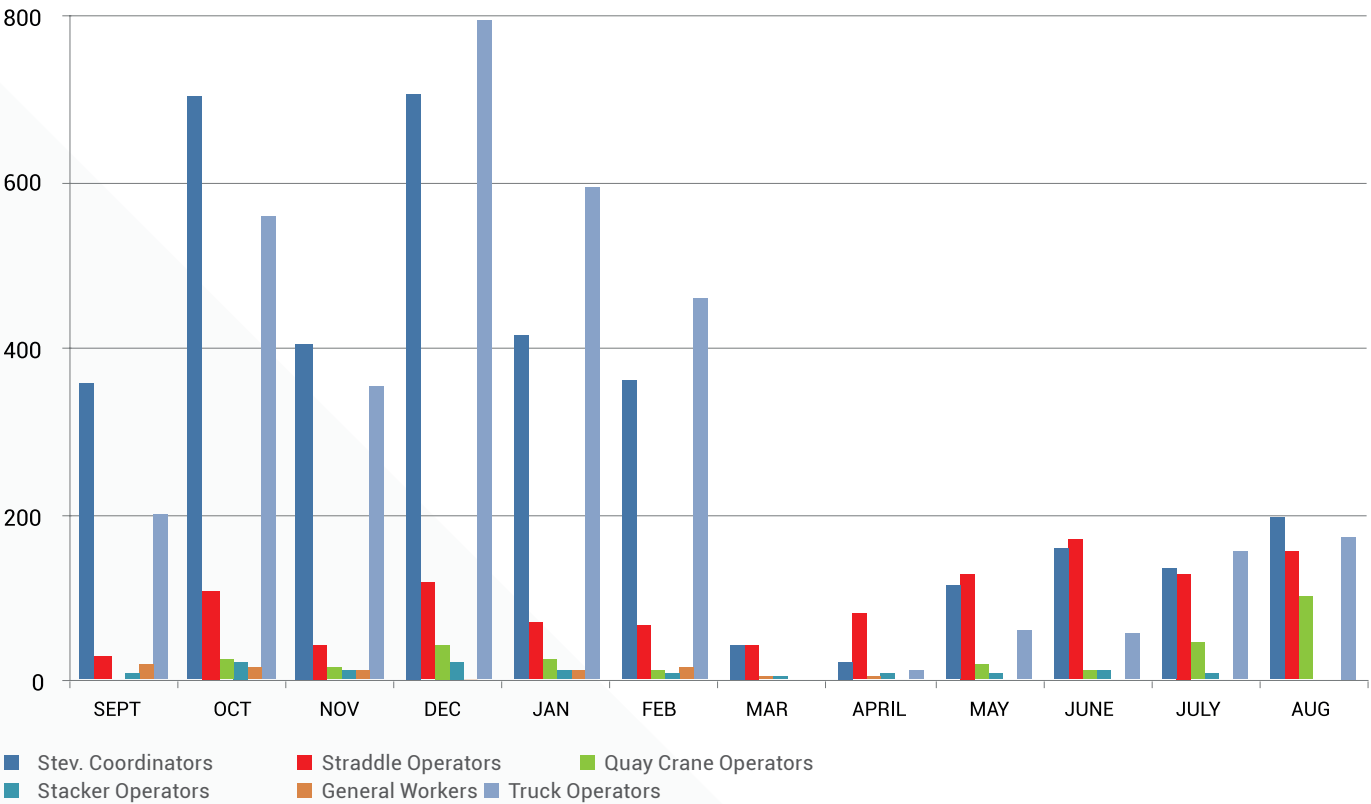
## Monthly Specialized Usage

| MONTHLY SPECIALIZED LABOUR USAGE -SEPTEMBER 2016 - AUGUST 2017 |      |      |     |      |      |     |       |       |     |      |      |     |             |
|----------------------------------------------------------------|------|------|-----|------|------|-----|-------|-------|-----|------|------|-----|-------------|
|                                                                | Sept | Oct  | Nov | Dec  | Jan  | Feb | March | April | May | June | July | Aug | Total       |
| Stevedore Coordinators                                         | 357  | 701  | 405 | 705  | 415  | 361 | 44    | 24    | 117 | 159  | 137  | 199 | <b>3624</b> |
| Straddle Operators                                             | 31   | 108  | 45  | 118  | 70   | 68  | 45    | 81    | 128 | 169  | 131  | 156 | <b>1150</b> |
| Quay Crane Operators                                           | 2    | 26   | 18  | 44   | 27   | 15  | 8     | 17    | 19  | 14   | 49   | 102 | <b>341</b>  |
| Stacker Operators                                              | 11   | 24   | 12  | 25   | 13   | 9   | 6     | 11    | 11  | 12   | 10   | 3   | <b>147</b>  |
| General Workers                                                | 20   | 18   | 14  | 4    | 15   | 18  | 0     | 0     | 0   | 0    | 0    | 0   | <b>89</b>   |
| Truck Operators                                                | 201  | 560  | 353 | 795  | 594  | 461 | 2     | 13    | 60  | 58   | 157  | 173 | <b>3427</b> |
|                                                                | 622  | 1437 | 847 | 1691 | 1134 | 932 | 105   | 146   | 335 | 412  | 484  | 633 | <b>8778</b> |



Participants practice their graces under the approving eye of their facilitator of the during the Protocol and Etiquette Workshop.

Monthly Specialized Labour Usage -September 2016 - August 2017



Participants interact during an ice-breaker activity at the Cutting-edge customer service workshop at the Shipping Association of Jamaica. From left: Jovani Riley and Monifa Marsh, customer service representatives at Lannaman & Morris Shipping Limited and Sharisse Robinson, Storekeeper at the Jamaica Public Service Company Limited.

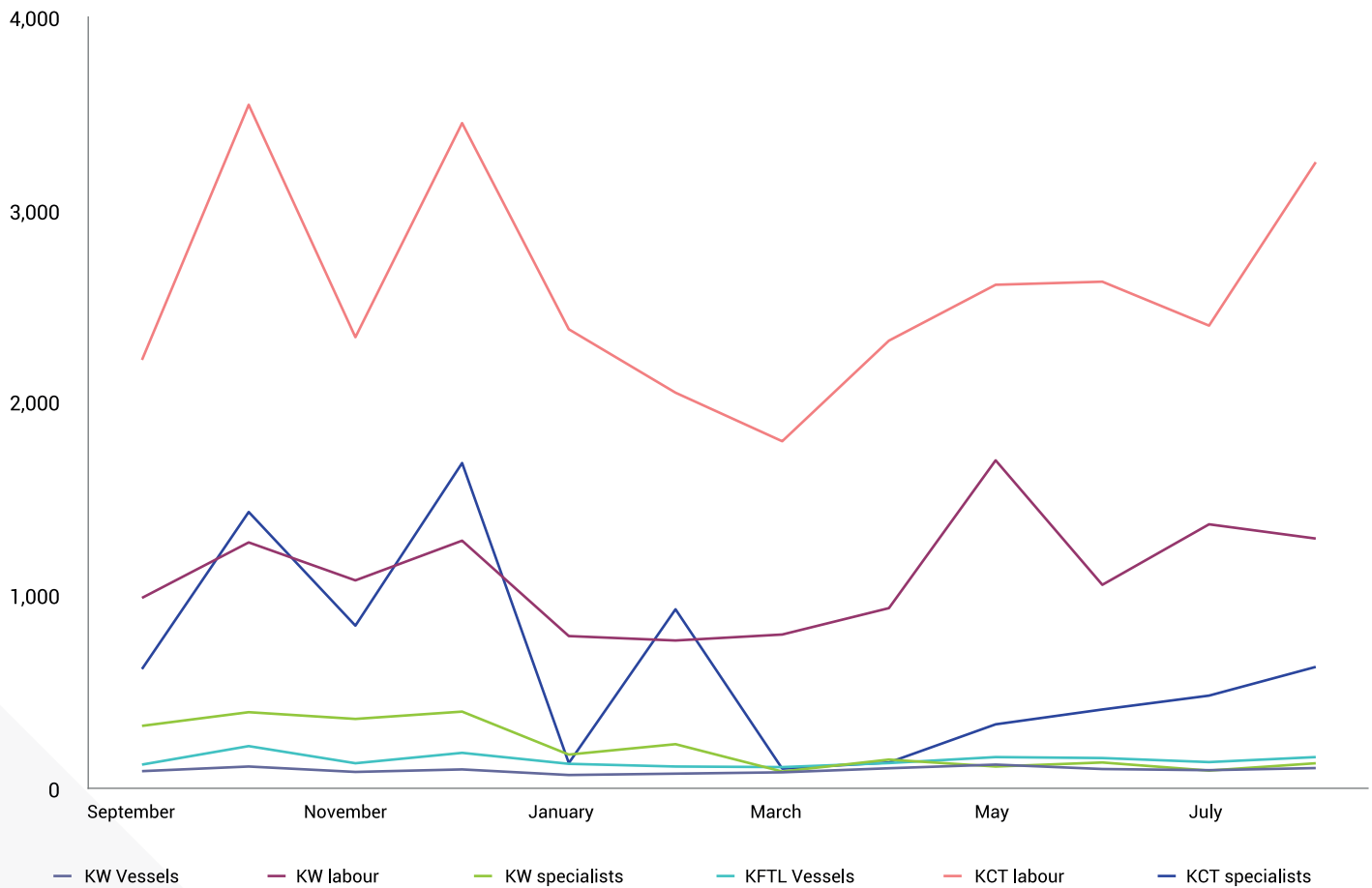
## Manning Levels

|           | MANNING LEVELS: OCTOBER 2015 - SEPTEMBER 2016 |           |                |       |             |            |                 |       | COMBINED TOTALS |            |             |
|-----------|-----------------------------------------------|-----------|----------------|-------|-------------|------------|-----------------|-------|-----------------|------------|-------------|
|           | KW                                            |           |                |       | KFTL        |            |                 |       | KW/KFTL         |            |             |
|           | KW Vessels                                    | KW labour | KW specialists | Total | KCT Vessels | KCT labour | KCT specialists | Total | Vessels         | Stevedores | Specialists |
| September | 92                                            | 991       | 327            | 1318  | 126         | 2226       | 622             | 2848  | 218             | 3217       | 949         |
| October   | 116                                           | 1279      | 398            | 1677  | 222         | 3550       | 1437            | 4987  | 338             | 4829       | 1835        |
| November  | 88                                            | 1082      | 363            | 1445  | 133         | 2344       | 847             | 3191  | 221             | 3426       | 1210        |
| December  | 101                                           | 1288      | 401            | 1689  | 187         | 3455       | 1691            | 5146  | 288             | 4743       | 2092        |
| January   | 72                                            | 793       | 178            | 971   | 130         | 2385       | 134             | 2519  | 202             | 3178       | 312         |
| February  | 79                                            | 770       | 232            | 1002  | 116         | 2056       | 932             | 2988  | 195             | 2826       | 1164        |
| March     | 86                                            | 801       | 90             | 891   | 113         | 1804       | 105             | 1909  | 199             | 2605       | 195         |
| April     | 107                                           | 938       | 152            | 1090  | 134         | 2326       | 137             | 2463  | 241             | 3264       | 289         |
| May       | 126                                           | 1705      | 116            | 1821  | 165         | 2616       | 335             | 2951  | 291             | 4321       | 451         |
| June      | 103                                           | 1059      | 137            | 1196  | 160         | 2632       | 412             | 3044  | 263             | 3691       | 549         |
| July      | 97                                            | 1373      | 95             | 1468  | 139         | 2404       | 484             | 2888  | 236             | 3777       | 579         |
| August    | 108                                           | 1299      | 133            | 1432  | 165         | 3252       | 633             | 3885  | 273             | 4551       | 766         |
| Total     | 1175                                          | 13378     | 2622           | 16000 | 1790        | 31050      | 7769            | 38819 | 2965            | 44428      | 10391       |



From left: Monique Morrison, member services officer of the Shipping Association of Jamaica and (right) Terrence Brooks, human resource manager, also of the Shipping Association of Jamaica present stevedore Ronyke Cummings with his certificate of participation at a Business Writing for Professionals workshop held at the Association's offices in March.

## Manning Level Statistics



Participants in the Event Planning Workshop discuss their workshop group activity. (Left to Right) Sophia Walcott, Executive Secretary of the Shipping Association of Jamaica (SAJ) Keli-Anne Pounall event coordinator Starlight Productions, Jessica Belle Senior Director, Human Resource Management and Development and Jodian White accounting clerk of SAJ.

## Shifts Supplied

| SHIFTS SUPPLIED 2005 -2017 |             |                        |            |                       |                                |
|----------------------------|-------------|------------------------|------------|-----------------------|--------------------------------|
| Year To Date               | KCT Vessels | KCT Labour Utilization | KW Vessels | KW Labour Utilization | Specialized Labour Utilization |
| 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- Sept 2013             | 1307        | 27249                  | 699        | 7727                  | 31214                          |
| Jan- Sept 2012             | 1265        | 26965                  | 653        | 8153                  | 26748                          |
| Jan- Oct 2011              | 1460        | 30560                  | 671        | 5957                  | 25014                          |
| Jan- Oct 2010              | 1830        | 31398                  | 694        | 7445                  | 42633                          |
| Jan- Oct 2009              | 1447        | 31217                  | 532        | 6636                  | 10296                          |
| Jan- Oct 2008              | 1507        | 28374                  | 826        | 9478                  | 6848                           |
| Jan- Oct 2007              | 1769        | 33168                  | 769        | 9564                  |                                |
| Jan- Oct 2006              | 2234        | 41766                  | 785        | 11688                 |                                |
| Jan- Oct 2005              | 1322        | 22614                  | 424        | 11940                 |                                |



Health Talks: Stress, Sex and You. Presenter Caeleen Diedrick, Transformational Coach, Motivational Speaker engages the audience.



Participants enjoying Health Talk: Stress, Sex and You. In the foreground are Stacy-Ann Murray, William Raby and Jean Bell. The talk was held in the SAJ conference room on June 9, 2017.

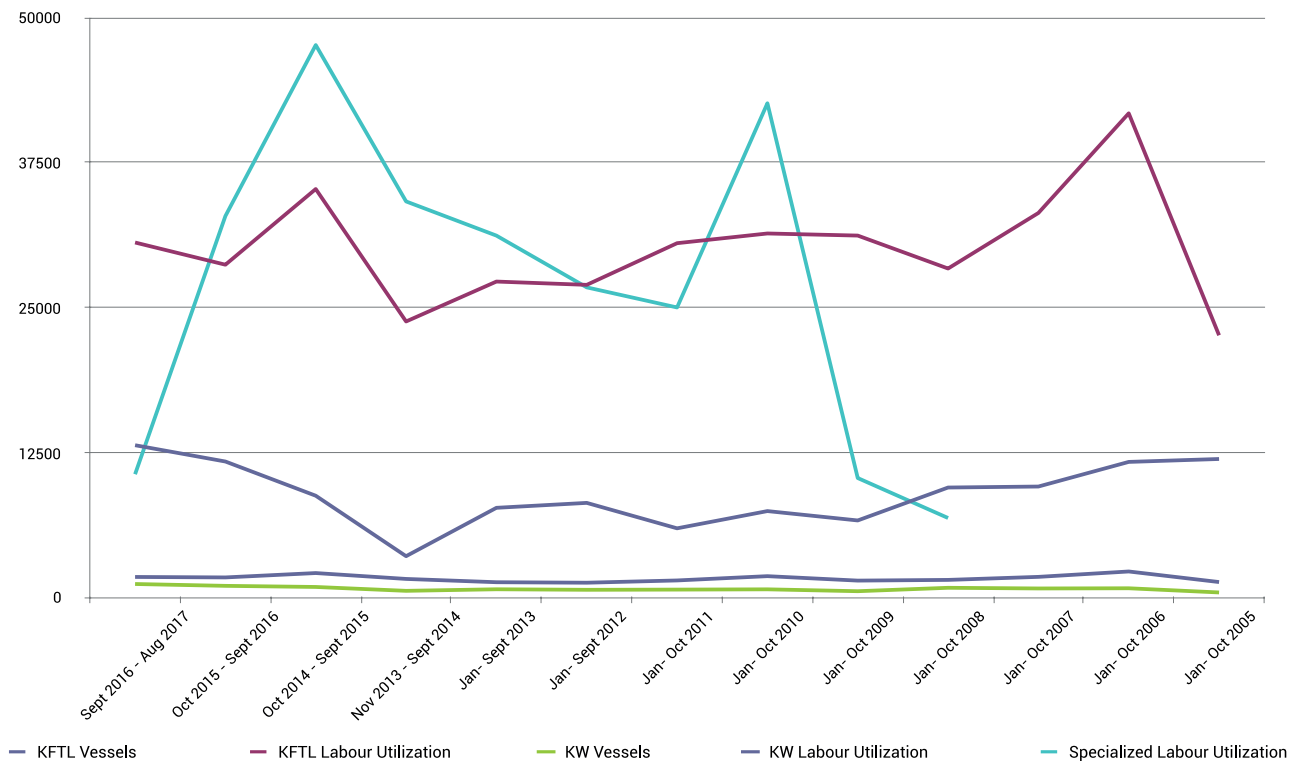


Engaged participants during the Health talk: Stress, Sex and You. From left to right the participants are Vershema Vickers, Andrea McGibbon, Stacy-Ann Murray, Jean Bell and William Raby.

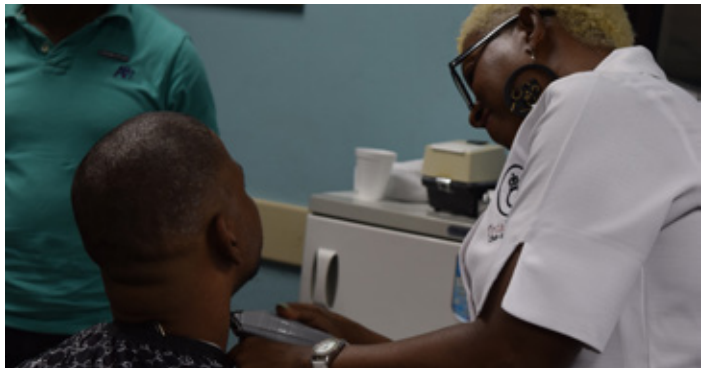


Participants of Uniform Day 2017: Camille Spence, Jodian White, Shorna McGhie, Kinda Priestly, Kameika Ellis-Swaby, Andrea McGibbon, Pauline Haylett, Sophia Johnson, Andre Nicely

## Statistics - Shifts Supplied 2005 – 2017



Robert Sinclair answers questions to win a prize at the Wellness Expo.



Sandra Samuels, of Totally Male, gives Kevaughn Lyew You a shave at the Wellness Fair



Kedeisha Fagan, of T-Geddes Grant, presenting a prize to Sharnette Budd, of Carib Star Shipping, at SAJ's Wellness Expo held on September 22, 2017.



Wellness Expo Participant Melissa Carr, from T-Geddes Grant, presenting a gift basket to Shanae Forsythe, from Carib Star Shipping, at SAJ's Annual Wellness Expo held in September.

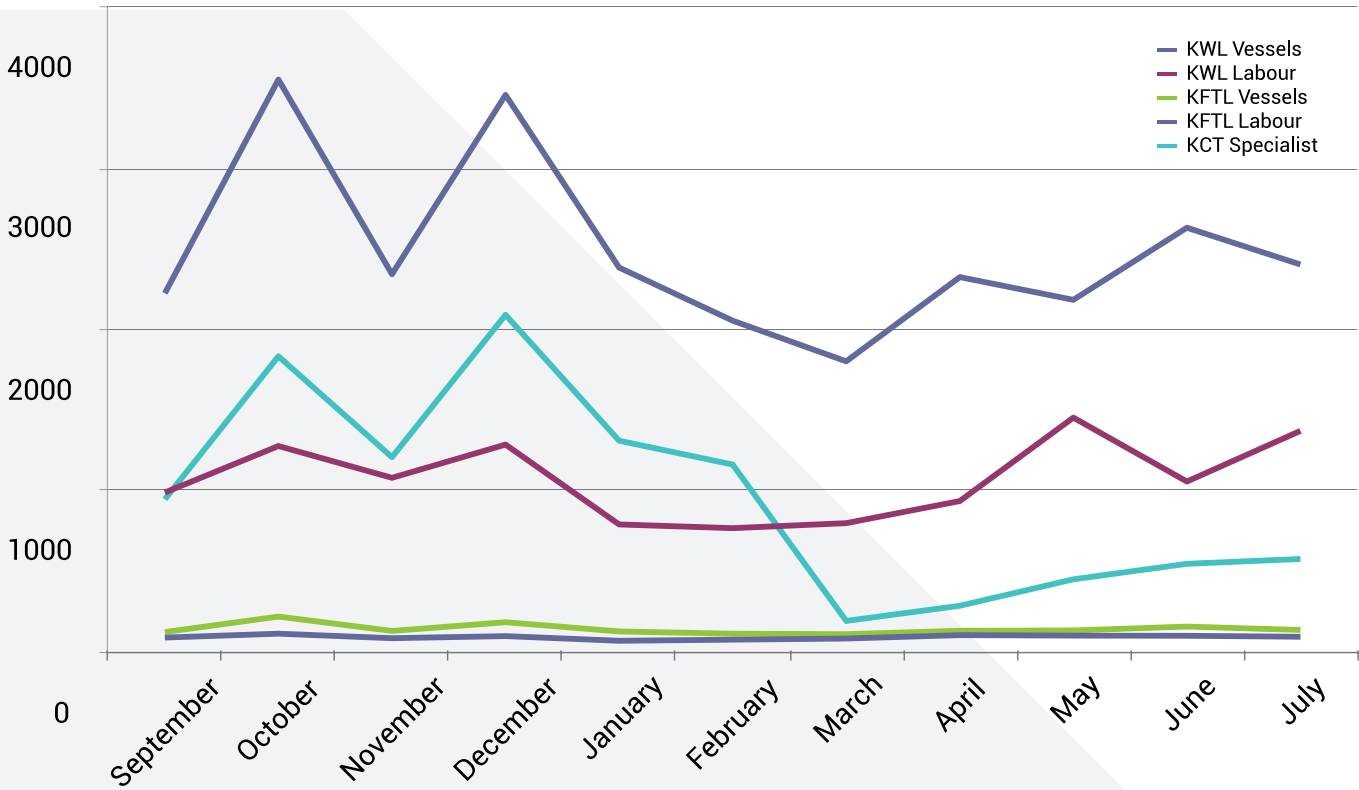


## September 2016 - August 2017

| SEPTEMBER 2016 - AUGUST 2017 |             |            |              |             |                |
|------------------------------|-------------|------------|--------------|-------------|----------------|
|                              | KCT Vessels | KWL Labour | KFTL Vessels | KFTL Labour | KCT Specialist |
| September                    | 92          | 991        | 126          | 2226        | 949            |
| October                      | 116         | 1279       | 222          | 3550        | 1835           |
| November                     | 88          | 1082       | 133          | 2344        | 1210           |
| December                     | 101         | 1288       | 187          | 3455        | 2092           |
| January                      | 72          | 793        | 130          | 2385        | 1312           |
| February                     | 79          | 770        | 116          | 2056        | 1164           |
| March                        | 86          | 801        | 113          | 1804        | 195            |
| April                        | 107         | 938        | 134          | 2326        | 289            |
| May                          | 104         | 1455       | 136          | 2185        | 453            |
| June                         | 103         | 1059       | 160          | 2632        | 549            |
| July                         | 97          | 1373       | 139          | 2404        | 579            |
| August                       | 108         | 1299       | 165          | 3252        | 766            |



Lannaman & Morris (Shipping) Limited's Freight /Customer Service Supervisor, Carla Dacas (left) and the company's Sales Manager Stacia Nosworthy-Cunningham (right) from listen attentively at an Event Planning Workshop.

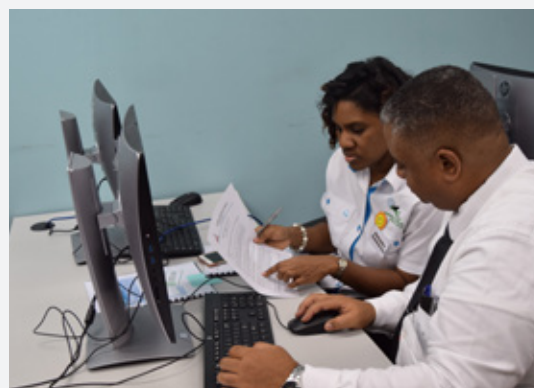


From left Stevedores William Raby, Newton Brown and Leroy McCalum participate in the Healthy Lifestyle Promotion put on by the SAJ on Wednesday, April 05, 2017.

## 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 2016                                                                                                                              | Wellness Expo                                                                                   |
| November 2016                                                                                                                               | SAJ Mix – Off Competition                                                                       |
| March 2017                                                                                                                                  | Cancer Screening: 55 persons were screened                                                      |
|                                                                                                                                             | Uniform Day                                                                                     |
| June 2017                                                                                                                                   | Health talk: Stress, Sex and You<br>Health talk: The Importance of Physical Activity            |
| June 2017                                                                                                                                   | Dental Day: Eighty-two (82) persons benefited from cleaning treatments; 60 adults & 22 children |
| The OHN hosted health education sessions for SAJ Stevedores on How to Maintain a Healthy Lifestyle and Reduce the Risk of Chronic Diseases. |                                                                                                 |



Lannaman and Morris Accounts Executive Natalie Samuels and Freight Manager of Maritime and Transport Andre Rochester are working on their charts and calculations during the Excel Workshop.

## Visits To The OHN And SAJ Ambulance Unit

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

| Month<br>Sept 2016 - Aug 2017 | OHN  | SAJ Ambulance | Total |
|-------------------------------|------|---------------|-------|
| Sept. 2016                    | 70   | 56            | 126   |
| Oct. 2016                     | 68   | 37            | 105   |
| Nov. 2016                     | 94   | 55            | 149   |
| Dec 2016                      | 42   | 32            | 74    |
| Jan. 2017                     | 124  | 33            | 157   |
| Feb. 2017                     | 100  | 32            | 132   |
| Mar. 2017                     | 106  | 38            | 144   |
| Apr. 2017                     | 96   | 8             | 104   |
| May 2017                      | 121  | 30            | 151   |
| Jun. 2017                     | 120  | 26            | 146   |
| Jul. 2017                     | 103  | 23            | 126   |
| Aug. 2017                     | 153  | 49            | 202   |
| Total no. of Persons          | 1197 | 419           | 1616  |

## Mobile Clinic Activities

| Month & Year<br>Sept 2016 – Aug 2017 | CATEGORIES |           |       |
|--------------------------------------|------------|-----------|-------|
|                                      | New        | Returning | Total |
| Sept. 2016                           | 4          | 21        | 25    |
| Oct. 2016                            | 7          | 35        | 42    |
| Nov. 2016                            | 7          | 33        | 40    |
| Dec 2016                             | 8          | 33        | 41    |
| Jan. 2017                            | 1          | 18        | 19    |
| Feb. 2017                            | 6          | 41        | 47    |
| Mar. 2017                            | 6          | 37        | 43    |
| Apr. 2017                            | 2          | 32        | 34    |
| May 2017                             | 0          | 22        | 22    |
| Jun. 2017                            | 1          | 16        | 17    |
| Jul. 2017                            | 2          | 25        | 27    |
| Aug. 2017                            | 7          | 27        | 34    |
| Grand Total                          | 51         | 340       | 391   |

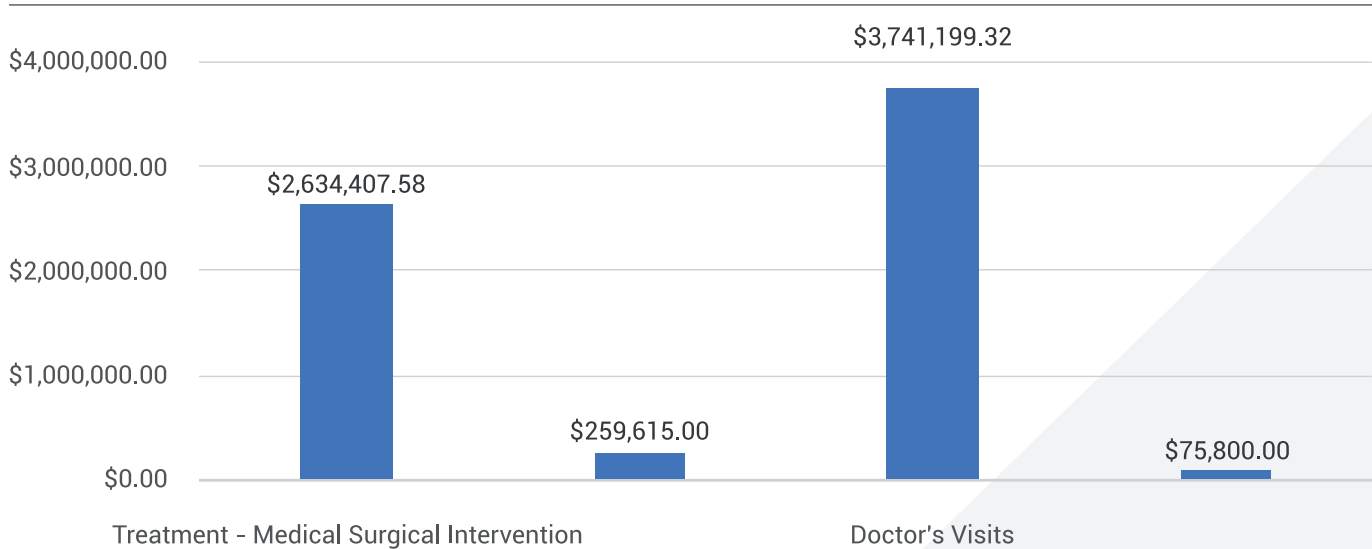
## On-The-Job Injury Cases

| Month<br>Sept 2016 - Aug 2017 | OJIs<br>Pre-Existing | New OJIs | Recurrent Injury | First Aid Cases | Hospitalizations |
|-------------------------------|----------------------|----------|------------------|-----------------|------------------|
| Sept. 2016                    | 5                    | 3        | 0                | 4               | 0                |
| Oct. 2016                     | 6                    | 0        | 0                | 8               | 0                |
| Nov. 2016                     | 5                    | 4        | 0                | 2               | 0                |
| Dec 2016                      | 7                    | 3        | 0                | 5               | 0                |
| Jan. 2017                     | 7                    | 4        | 0                | 4               | 0                |
| Feb. 2017                     | 5                    | 0        | 0                | 1               | 0                |
| Mar. 2017                     | 3                    | 3        | 0                | 0               | 0                |
| Apr. 2017                     | 2                    | 1        | 0                | 2               | 0                |
| May 2017                      | 3                    | 2        | 0                | 9               | 0                |
| Jun. 2017                     | 3                    | 2        | 1                | 5               | 1                |
| Jul. 2017                     | 3                    | 3        | 0                | 9               | 0                |
| Aug. 2017                     | 4                    | 1        | 0                | 4               | 0                |
| Total                         | 53                   | 26       | 1                | 53              | 1                |

The above injuries were caused from accidents/ incidents resulting in crush injuries, broken body parts, as well as back and neck injuries. Treatment included general and specialist medical consultations (orthopaedic, neurology, physiatry and psychiatry), diagnostic evaluations, physiotherapy, occupational therapy, nerve conduction studies, steroid injection, medication and surgery.

## Total Medical Cost For On-The-Job-Injury

The total spent for persons on OJI was Six Million Seven Hundred and Eleven Thousand and Twenty-One Dollars and Ninety Cents (\$6,711,021.90).



### KEY

1. **Treatment:** medication, physiotherapy, occupational therapy, operation theatre, dressing of wound, injection, removal of suture, dental reconstructions and work hardening, crutches and cam walker, application of hemicast, application of full cast, removal of cast, strapping ankle, disposables, 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 Visits** – Specialist and regular doctor visit

4. **Reports**



## Total Number Of Medicals Completed

| MEDICALS COMPLETED<br>Sept 2016 – Aug 2017 |        |
|--------------------------------------------|--------|
| Category                                   | Amount |
| R- MEN                                     | 60     |
| Prospective Stevedore                      | 3      |
| Prospective SAJ Staff                      | 2      |
| Prospective Advantum                       | 11     |
| A-Men to R-Men                             | 20     |
| GRAND TOTAL                                | 96     |

Workshop participants well engaged at the Cutting-edge Customer Service workshop put on by the SAJ. From left: front row - Diane Sharpe, administrative assistant at the Shipping Association of Jamaica, Kaydian Durrant, customer concerns coordinator at Massy Distribution (Jamaica) Limited, Marlene Hall, export clerk at Seaboard Freight & Shipping. Back row - Hilary Forrester, customer service supervisor at Massy Distribution (Jamaica) Limited and Sharlene Sinclair, freight clerk at Seaboard Freight & Shipping.

## Cost For Medicals Completed Sept 2016 - Aug 2017

| Category              | # of Persons | Eye Examination per visit (\$4,000) | Hearing Examination per visit (\$3,500) | X-Rays per visit (\$13,900) | Bloodwork – 40 yrs. n over (35 persons) (\$12,100) | Bloodwork – under the age of 40 yrs. (25 persons) (\$10,300) | Physician (\$3,700) | ECG Test              | Total       |
|-----------------------|--------------|-------------------------------------|-----------------------------------------|-----------------------------|----------------------------------------------------|--------------------------------------------------------------|---------------------|-----------------------|-------------|
| R- Men                | 60           | \$240,000                           | \$210,000                               | \$834,000                   | \$423,500                                          | \$257,500                                                    | \$222,000           | \$62,000 (31 persons) | \$2,249,000 |
| Prospective Stevedore | 3            | \$12,000                            | \$10,500                                | \$41,700                    | \$36,300                                           | 0                                                            | \$11,100            | \$2000                | \$113,600   |

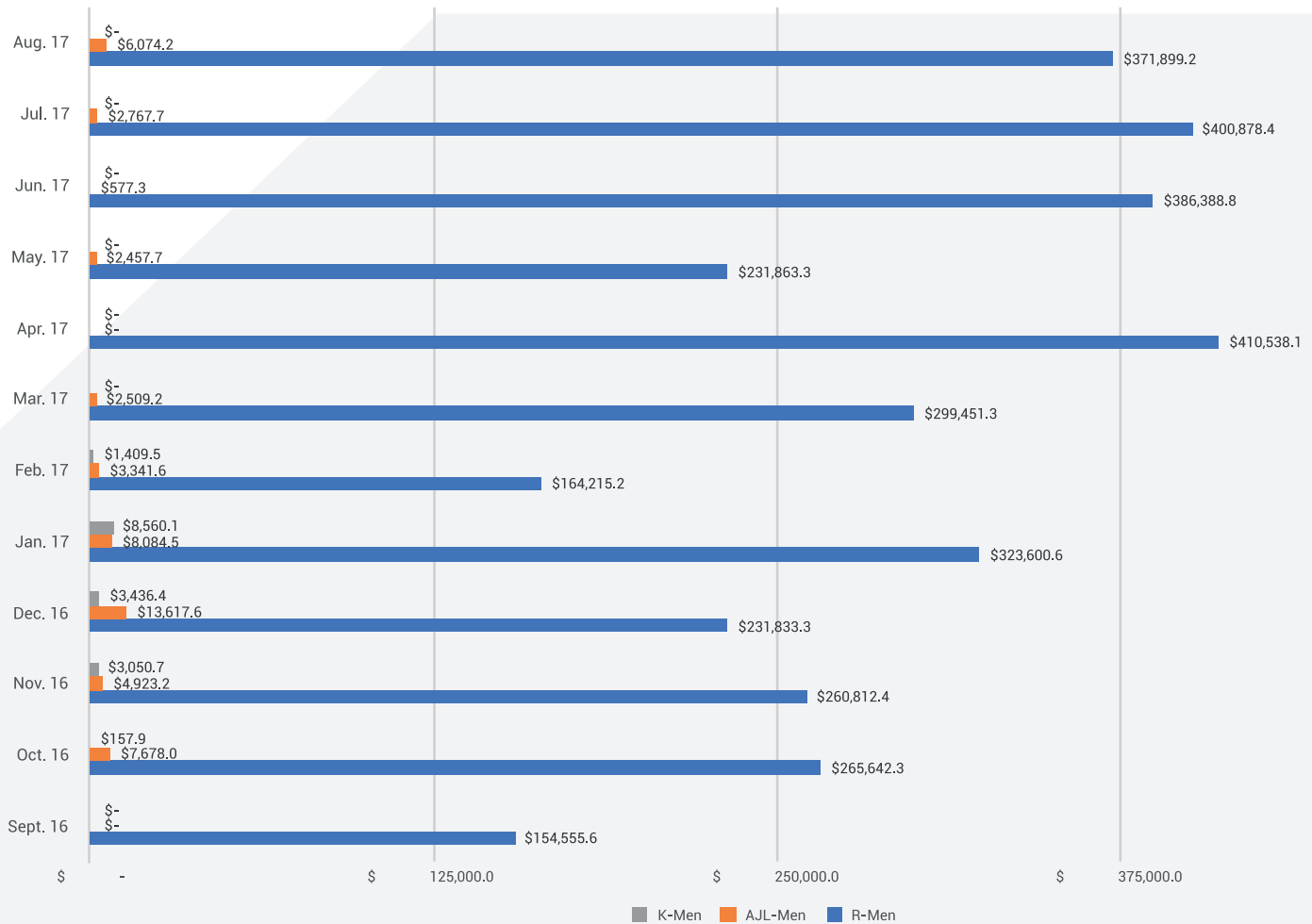
NB. The A-Men being considered for promotion were sent to Elite Diagnostics for their X-Rays as Oxford X-Ray Ltd. Was closed for the Christmas Holidays Please note that their cost per person was \$12,500 with a little discount given.

| A-Men transferred to R-Men | 20           | \$80,000                            | \$70,000                                | \$232,187.50                | \$133,100 (11 men) | \$92,700 (9 men) | \$74,000            | \$22,000 (11 men)         | \$703,987.50 |
|----------------------------|--------------|-------------------------------------|-----------------------------------------|-----------------------------|--------------------|------------------|---------------------|---------------------------|--------------|
| Category                   | # of Persons | Eye Examination per visit (\$4,000) | Hearing Examination per visit (\$3,500) | X-Rays per visit (\$13,900) | Bloodwork          |                  | Physician (\$3,700) | ECG Test (40 yrs. N over) | Total        |
| Advantum Staff             | 11           | 0                                   | 0                                       | 0                           | \$52,250           |                  | \$40,700            | 0                         | \$92,950     |
| Prospective Admin. Staff   | 2            | 0                                   | 0                                       | 0                           | \$9,500            |                  | \$7,400             | 0                         | \$16,900     |
| GRAND TOTAL                | 96           | \$332,000                           | \$290,500                               | \$1,107,887.50              | \$61,750           |                  | \$48,100            | 0                         | \$109,850    |



The Agents' Committee at work. Here members of the committee are viewing a presentation from the Port Community System Team.

## Cost Of Regular Sick Leave For September 2016 To August 2017



For the period of September 2016 to August 2017 the total spent on Regular Sick Leave was Three Million Three Hundred and Thirty-Eight Thousand Four Hundred and Ninety Dollars and Fifty-Five Cents (\$3,338,490.55).



Omar Walker, safety and Security Manager of Kingston Wharves Limited engages the other participants in the Cybersecurity Workshop.

## Retiree Visits

During the period under review, the OHN visited thirty-nine (39) retirees and their families providing medical checks, including blood pressure checks and blood glucose checks where applicable. Advice was given on medical conditions, diet, physical activity and prescriptive drugs. They were also advised on ways to care for themselves and ways to ensure social integration.

## Canine Division

The Canine Division was established in 1994 as a service to SAJ's members to prevent drugs in cargo passing over the Port of Kingston and the Country's out-port. The service was later offered to corporate Jamaica in an effort to safe guard the integrity of cargo leaving the Port. The Canine Unit is committed to ensuring viability and is manned by eight (8) employees and eight (8) drug detection dogs.

The strategic decisions taken in 2016 resulted in an increase of assignments to 1,755 up from 1,644 compared to the same period in 2015-2016 financial year. The increase in assignments are attributed to Red Stripe's decision to manufacture beer in Jamaica for the US market as well as acquiring six (6) new clients.

## Dental Day



On July 27, 2017 the Association hosted a Dental Day. Members of the Association and staff were able to access excellent services at a discounted cost.

# Communications, Member Services And Community Outreach

## Agents' Committee

2017 was a busy year for the members of the SAJ Agents' Committee ably lead by chairman, Mr. Andre Rochester. The remit of this committee is to examine the business of trade and recommend 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 on industry related meetings and as members of various committees.

## Trade Facilitation Task Force

### World Bank Mission

As a member of the trade facilitation taskforce, the SAJ participated in this meeting convened to review the export processes deployed by Border Agencies and Commodity Boards. They discussed those export processes which include the issuance of licenses/ permits the inspection processes, the documentation/forms required; and the associated fees.

## Customs Bill - Trade Facilitation Task Force

In September, the SAJ attended a meeting convened by the Trade Facilitation Task Force's legislative committee to discuss the Customs Bill 2017. The focus of the meeting was to review the 2017 Customs Bill with respect to business and trade facilitation. The meeting critiqued the current process of producing the bill. It was found that the underpinning policy framework for the creation of the Bill was omitted or withheld from stakeholders. The entire process of reforming the Customs Act is now subject to a major shake-up and possibility a restart and re-set. The Shipping Association remains committed to making our contribution to any new legislation which bill better align customs' processes with trade facilitation and better position Jamaica as a major logistics hub.

### World Food Programme Logistics Capacity Assessment (LCA) Tool

The SAJ participated in the initial meeting to perform a Logistics Capacity Assessment (LCA). This tool is a source of information related to logistics infrastructure and services in a country. It is used to standardize information across multiple countries and a means of sharing that information both within World Food Programme (WFP) and with the humanitarian community globally.



Dania Beckford, workshop facilitator, pose with satisfied participants after the workshop dubbed 'Protocol & Professional Etiquette' held in June 2017 at the Shipping Association of Jamaica. Participants left the workshop equipped with principles and techniques for professional conduct at corporate functions and in the workplace, as well as knowledge of accepted systems of protocol for Jamaican government and diplomatic interactions.



Denise Lyn Fatt managing director of Freight Handlers Limited and vice president of the Shipping Association receives her certificate for participating in the Social Media Bootcamp from Dorraine Wright (middle) operations manager, human resources and training at the SAJ and Dennis Brooks (right) social media expert. The workshop was held at the Shipping Association of Jamaica's Fourth Avenue offices on February 6, 2017.

The assessment is operational in nature and concentrate on critical elements of the logistics links, such as port and airport capacities, road and rail networks, storage facilities, handling procedures, labour rates, local transportation resources and other key elements required for operational support.

Consideration is given to identifying any physical or material shortcomings, which may result in bottlenecks in the delivery pipeline to support operations planning in the event of a disaster. A well prepared and constructed assessment contributes to the overall emergency response strategy and execution. We expect that there will be follow-up meetings as this initiative develops.

### **Kingston and St Andrew Homecoming Planning Committee**

The SAJ participated in the Kingston and St. Andrew Development and Homecoming Foundation (KASHF) planning committee as it coordinated its first annual year-end activity. The foundation is a non-profit NGO, established and registered on September 5, 2016. It seeks to mobilise 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 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.

### **Economic Growth Council**

After several internal preparatory meetings, the SAJ met with the Economic Growth Council on May 19, 2017. The

chairman, Mr. Lee Chin is also the chairman of the Enterprise Team for Logistics. The SAJ Team tendered an extensive document of industry concerns and of the country's plans for the development of a world-class logistics hub.

The chairman advised the SAJ team on how to achieve their logistics goals and provided an advisor to assist with this effort.

### **New Commissioner of Customs**

In June, 2017, the Managing Committee met with the new commissioner of customs, Mrs. Velma Ricketts Walker to formally establish a working relationship with her. The Commissioner has asked that this meeting become regularized.

### **Newport West Master Plan**

The Newport West Masterplan has been given new life. SAJ members met with consulting firm Atilier Vidal to understand the needs of the community and their vision for how the areas should be developed. The consulting firm is now working to create the master plan and share it for approval.

### **The Quality Assurance Committee of the Jamaica Customs Agency/Customs Business Partnership Forum**

The Quality Assurance Committee (QAC) is now the Customs Business Partnership Forum. The Shipping Association continues to be a member. This committee is still in the process of properly establishing its remit and will be evaluated according to its meaningful output in subsequent reports.

### **Customs Bill 2017 Review**

Jamaica Customs is repealing and replacing the Customs Act. The SAJ Agents' Committee met frequently to review this new Customs Bill. A comprehensive internal review is underway. The legal team at Jamaica Customs met with members of the SAJ Agents' Committee to discuss some of the new thinking that went into the Customs Act.

Even now we await the sections regarding "Fines", "Breaches" and "Mitigation" to put some provisions in the new act in their proper context.

### **Equipment Interchange Agreement & Trucker Registration**

The Port Trailer Haulage Association is 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.

The PTHA approached the SAJ to mediate the resumption of normalcy during a strike in August. The PTHA had been discussing their concerns with the KFTL Terminal and the Port Authority for several months but to no avail. The trucking community felt that withdrawing their service was the only way to get the attention of relevant interests. They reached out to the SAJ to assist and the result was three meetings here at the SAJ over two days and a fourth at the KFTL premises. The truckers returned to work after the series of discussions.

### Port Users Committee Meetings

Soon after the strike, the PTHA reached out to the SAJ asking for a resumption of the dormant Port Users Committee to deal with such matters as those that lead to the strike at KFTL. Specifically, that committee would monitor the efficiency of all port users and of the port itself. It would bring the business sector together to have these discussions. It would serve as a watchdog and would drive the processes of positive change. As the voice of the shipping industry the SAJ would serve in an advisory capacity. The SAJ is now in the process of reconstituting that committee.



SAJ Lunch and Learn attendees listen attentively to Velma Ricketts Walker, Commissioner of Customs and CEO of the JCA as she presents on Positive Developments at the Jamaica Customs Agency.

## Automated System for Customs Data (ASYCUDA)

### ASYCUDA Working Group

The SAJ working group met with the ASYCUDA team to make recommendations about changes and upgrades to the system. They followed up on requests that were made to protect Shipping Agents' proprietary data. They also facilitated the Customs ASYCUDA Team here at the SAJ for several meetings, particularly with shipping agents.

### ASYCUDA Steering Committee



From left: Erol Smith, executive chairman and Neil Smith, director of the SSL Group listening attentively at a lunch and learn seminar held July 26, 2017 at SAJ.

The SAJ represents the wider private sector community on the ASYCUDA Steering Committee. The Customs reported at the end of August that despite some outstanding features, the system has been fully implemented for both cargo and passenger clearance at all Customs locations islandwide in marine and air and all the sufferance wharves and cruise ship islandwide. Future meetings would be convened to discuss the future of the system now that the project implementation phases have been completed. The Team at Jamaica Customs has committed themselves to meeting regularly with the SAJ team to monitor system upgrades.

### Port Community System Project

Jamaica's Ports Community System (PCS) being provided by Soget has begun to receive and relay trade data. The team has been meeting with the shipping agents at their regular monthly meeting to discuss system requirements. Training is to begin soon after which a pilot of key features will begin.

### International Maritime Organisation GEF-UNDP-IMO Project

In 2016, the SAJ initiated its participation in the GEF-UNDP-IMO Project on "Removing the Capacity Barriers for Implementing Energy Efficiency Measures for International Shipping". Jamaica as a Lead Pilot Country, has as its primary focus the reduction of greenhouse gas emissions (GHG) from international shipping. Jamaica has established a National Task Force which will guide the implementation of the Project. The International Maritime Organization (IMO) is providing technical assistance in relation to the legal, policy and institutional reforms required to implement the technical and operational measures for energy efficient shipping. It is expected that this will contribute to the IMO's efforts to combat climate change.

GloMEEP is a GEF-UNDP-IMO project aimed at supporting the uptake and implementation of these energy efficiency measures for shipping, thereby reducing greenhouse gas emissions from shipping. In 2017, Jamaica's National Task Force met to discuss three draft reports completed by the consultants: The national rapid assessment of the country's maritime status, energy baselines, targets and roadmap; The national maritime energy efficiency strategy; and the draft legislation for the incorporation of MARPOL Annex VI into national legislation.

### Maritime Awareness Week

Maritime Awareness Week 2017 was marked by a particularly celebratory atmosphere as the Caribbean Maritime Institute was celebrating its new charter on World Maritime Day which would see it thereafter officially using its new status as University.

The industry was hosted this year by Swallowfield Church at the start of the week of activities.

As is our custom, the SAJ represented members at the annual Caribbean Maritime Institute (CMI) student exposition on Tuesday.

### Lunch and Learn

The Shipping Association of Jamaica along with its member companies, Lasocean Agencies Limited and Adolph Levy & Brothers Limited, hosted Chief Executive Officer and Commissioner of Customs Velma Ricketts Walker as lunch and learn presenter. The topic was 'Positive Advancements at Jamaica Customs'. More than 80 persons representing businesses across the supply chain turned out to hear the commissioner present on the agency's plans for enhancing their customers' experience. She outlined an eight-point



Pleased members of the 2017 graduation class of the Marcus Garvey School pose with their gifted bags filled with school supplies alongside members of SAJ (left) Jean Hinds, internal auditor and (right) Camille Spence, librarian and accounting officer.

action plan to achieve this goal, including aspects such as enforcing compliance, reviewing business processes, trade facilitation and stakeholder engagement.

### Marcus Garvey School

The Marcus Garvey School Committee continues to be very involved in the life of the school. Besides sitting on the board, the internal SAJ staff committee was busily devising ways to expand its positive influence on the institution in 2017. The committee raised funds for the usual graduation gifts at a fundraising bake-sale which was supported by many member companies across the shipping industry as well as SAJ staff.

The committee undertook the painting of the classrooms and the "eating area" of the Marcus Garvey School from the funds raised by the staff committee.

### NSWMA Rate Increase Discussions

Last year the Shipping Association received a letter advising of the National Solid Waste Management Authority's intention to increase the charges associated with the collection of waste generated by ships. In 2017, the SAJ met with the NSWMA to clarify some of the implications of the requests being made. Members explained the differences in the needs of homeporting vessels for garbage disposal when compared with tramps and liner vessels. They explained the nature of the competition among ports for the business

of providing multiple services to vessels and the importance of being competitive. The NSWMA tabled the Cubic Meters Measurement vs Flat Rate Figure for discussion. The members expressed the view that any increase must come with improvements to service in the areas of timeliness and consistency of service delivery which should precede any such increase.

The SAJ raised the matter with the Maritime Authority of Jamaica for their input.

### Training

This year the SAJ resumed its training thrust. One Hundred and Fifty-One (151) employees from member companies and corporate Jamaica participated in the training courses offered at the SAJ.

#### Courses Offered:

- Social Media Marketing
- Events Planning and Management
- Business Writing for Professional
- Mastering Microsoft Excel
- Protocol & Professional Etiquette
- Introduction to Cybersecurity

## GSAT Award Ceremony 2017



Caption: The High School Graduating class of 2022 smile brightly as they enjoy the GSAT celebration function held in their honour at the Shipping Association of Jamaica recently. Organisers cheering them on are (From left ) Terrence Brooks, Human Resource Manager and his team members Operations Manager of Training and Development Dorraine, Wright and Operations Manager of Recruiting and Safety, Sophia Johnson.



Guest speaker and previous recipient of a GSAT scholarship Danielle Phillips, gives words of inspiration to the audience.



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



Ms. Kimberley Hall, a specialist in the field of Cybersecurity, smiles with her satisfied students at the conclusion of the Cybersecurity Workshop.

# Notes

# Notes





4 Fourth Ave; Port Bustamante; P.O. Box 1050; Kingston 13; Jamaica W.I.  
**Telephone:** (876) 923-3491 | **website:** [www.jamports.com](http://www.jamports.com)