



68th Annual General Meeting



the shipping association of jamaica

Friday, December 1, 2006
Shipping Association of Jamaica Conference Room

The Economic Environment

SOURCE: Bank of Jamaica

The Bank of Jamaica, in its Quarterly Monetary Policy Report for the period July to September 2006, outlined the main economic developments of the review quarter and gave some indication of how it saw things developing in the near-term.

The following is a summary of the report delivered by the Governor of the Bank of Jamaica at the Press Briefing of November 8, 2006:

Overview of the developments in the September Quarter

Economic developments in the quarter were generally positive, continuing the trend of the three previous quarters. We continued to experience a fall in annual inflation in line with our expectations. The money and foreign exchange markets were stable and the net international reserves increased substantially. Growth in the real sector continued to be relatively robust and fiscal consolidation continued.

These positive trends in the domestic economy were supported by the generally favourable international economic developments in the review quarter. As you are all aware, the Federal Reserve Bank kept its federal funds rate unchanged consecutively after the two last meetings of the Federal Open Market Committee. This encouraged continued strong demand for Jamaica Dollar bonds. Additionally, the continued expansion in the economies of our major trading partners facilitated the on-going demand for Jamaica's exports of goods and services during the quarter.

Against this background and in context of a positive economic outlook, the Bank of Jamaica reduced the interest rates on all of its open market instruments by 30 basis points on the 1st September and by another 20 basis points on the 22nd September.

Inflation

At the end of September the 12-month point-to-point inflation was 6.5 per cent - the lowest annual rate since March 2003. You may recall that at the end of September last year the 12-month point-to-point inflation was much higher at 19.0 per cent. Price increases in the Food and Drink category were the dominant influences on inflation in the review quarter but despite the impact, these increases were not as great as we had anticipated. In fact, the prices of vegetables which are usually high in the September quarter were actually lower than expected, due largely to increased supplies.

Core inflation was estimated at 1.1 per cent for the quarter - a bit higher than the 1.0 per cent that we had programmed. However, the annual core inflation which is estimated at 3.8 per cent at end-September still remains in line with the Bank's medium-term trajectory of 4.0 to 5.0 per cent. All told, we expect inflation for the December quarter to be in the range of 1.5 per cent to 2.5 per cent, resulting in inflation of around 8.0 per cent for the calendar year.

Friday, December 1, 2006

Jamaica, West Indies



ANNUAL GENERAL MEETING 2006

Shipping Association of Jamaica

THE SHIPPING ASSOCIATION OF JAMAICA

AGENDA 68th ANNUAL GENERAL MEETING FRIDAY, DECEMBER 1, 2006

at 10:00 a.m.

Shipping Association of Jamaica's Conference Room
4 Fourth Avenue, Newport West

- ITEM 1 CALL TO ORDER
- ITEM 2 APOLOGIES
- ITEM 3
 - (a) CONFIRMATION OF MINUTES
- 67th Annual General Meeting held on
Friday, December 2, 2005
 - (b) Matters Arising
- ITEM 5
 - (a) PRESIDENT'S REPORT FOR 2006
 - (b) Matters Arising
- ITEM 6 PRESENTATION OF FINANCIAL STATEMENTS
 - (I) The Shipping Association of Jamaica
 - (A) Approval of Audited Financial Statements to
Year End 31 December 2005
 - (B) Unaudited Financial Statements for period
January to September 2006
 - (II) Port Computer Services Limited
Audited Financial Statements to Year End
31 December 2005
 - (III) Shipping Association of Jamaica Property Limited
Audited Financial Statements to Year End
31 December 2005
- ITEM 7 ELECTION OF:
 - (A) President for 2007
 - (B) Vice President for 2007
 - (C) Managing Committee Members for 2007
- ITEM 8 APPOINTMENT OF AUDITORS
- ITEM 9 ANY OTHER BUSINESS

THE SHIPPING ASSOCIATION OF JAMAICA

MINUTES OF THE 67th ANNUAL GENERAL MEETING

**HELD ON FRIDAY, DECEMBER 2, 2005 AT 10:00 A.M. AT THE SHIPPING ASSOCIATION OF JAMAICA, 4
FOURTH AVENUE,
NEWPORT WEST**

In Attendance		
Name	Company	Voting Status
H. Maragh, President	Lannaman and Morris Shipping Ltd	Voting
	Lannaman and Morris (S&M) Ltd	Voting
M. Bernard, Vice President	Shipping Services (Stevedoring) Ltd	Voting
	Jamaica Freight and Shipping Co Ltd	Voting
	Coastal Shipping Ltd	Voting
	Interseas Ltd	Voting
	Ship Management Services Ltd	Voting
	Turnel Services	Voting
G. Stephenson, IPP	Kingston Wharves Ltd	Voting
	Kingston Terminal Operators Ltd	Voting
	Western Terminals Ltd	Voting
C. Johnston	Jamaica Fruit & Shipping Ltd	Voting
	Jamaica Producers Shipping Ltd	Voting
	Producers Shipping Co Ltd	Voting
K. Clarke	Maritime & Transport Services Ltd	Voting
	A E Parnell & Co Ltd	Voting
	Seaport Equipment Ltd	Voting
J. Lowe	Maritime Towing Ltd	Voting
R. Hinds	Transocean Shipping Ltd	Voting
	Green Cove Maritime Ltd	Voting
D. Martin	International Shipping Ltd	Voting
Frederick Pinnock	Port Contractors Ltd	Voting
C. Robertson-Sylvester	Port Cold Ltd	Voting
	Cold Port Ltd	Voting
Fritz Pinnock	Metro Investments Ltd	Voting
	Metro Shipping Ltd	Voting
	Seafreight Jamaica	Voting
	Freight Handlers Ltd	Voting
A. Rochester	R S Gamble (1998) Ltd	Voting
	Arnold Malabre & Co Ltd	Voting
E. Johnson	Carib Star Shipping Ltd	Voting
D. Levy	Xars Equipment & Trucking Ltd	Voting
R. Valentine	Royale Ocean Ltd	Non-Voting
J. Ralston	TS Crane Service Ltd	Voting
A. Wood	Port Services Ltd	Voting
	Allied Trucking & Maritime Services Ltd	Voting
B. Brown	SGS	Non-Voting
R. Williams	Jamaica Container Repairs Ltd	Non-Voting
B. Brown	Ocean Air Ltd	Non-Voting
M. Kennedy	Jamaica Freight & Shipping Ltd	Observer
T. Muschette	BL Williams International	Voting
C. Donaldson	Perez Y Cia (Jamaica) Ltd	Non-Voting
D. Yee Sing	CMA-CGM Jamaica Ltd	Non-Voting
T. Riley	Shipping Association of Jamaica	General Manager
S. Smith	Shipping Association of Jamaica	Financial Controller
D. Reynolds	Shipping Association of Jamaica	HRD Manager
S. Lowrie	Shipping Association of Jamaica	Comm&Serv. Manager
S. Nelson	Shipping Association of Jamaica	HRD Officer
R. Lewis	Port Computer Services Ltd	General Manager
F. Yeo	Assessment Recoveries Ltd	General Manager
D. Gordon	Shipping Association of Jamaica	Rec. Secretary
A. Cameron	Shipping Association of Jamaica	Admin. Asst.

ITEM 1 **CALL TO ORDER**

The Chairman called the meeting to order and welcomed those present to the 67th Annual General Meeting of the Shipping Association of Jamaica.

ITEM 2 **APOLOGIES FOR ABSENCE**

An apology was tendered on behalf of Mrs Paula Pinnock, who was represented by Mr Frederick Pinnock; Mrs Denise Lyn Fatt, who was represented by Proxy; and Mr Fabian Stewart.

Before proceeding, the Chairman introduced the current members of the MC who were seated at the head table and also introduced Mrs Diana Reynolds as the Association's new HRD Manager and Mr Sean Smith as the Financial Controller.

ITEM 3 (a) **AMENDMENTS/CONFIRMATION OF MINUTES**

December 3, 2004

There being no amendments, the minutes were confirmed on a motion by Mr Charles Johnston, seconded by Mr Kim Clarke and unanimously carried.

ITEM 3 (b) **MATTERS ARISING FROM MINUTES OF AGM HELD on December 4, 2004**

There were no queries under matters arising from Minutes of AGM held on December 3, 2004.

ITEM 4(a) **PRESIDENT'S REPORT FOR 2005**

Members were referred to the President's Report which was circulated prior to the meeting, and which the meeting agreed to be taken as read.

The Chairman noted that the report spoke to a number of issues and a number of challenges that the Association faced during the year and challenges that would be faced in the year ahead. He opined that the Association faced a challenging New Year and said he was sure the members would agree all agents in the industry would face new challenges in the New Year as well. Since there were no questions he took the opportunity to highlight a few areas of the report.

ITEM 4(b) **MATTERS ARISING**

Cess

The Chairman noted that this area was now a great challenge for the Association. He said members would recall the meeting held with some of the Shipping Lines two years ago when an agreement was signed. He said certain aspects of the Agreement had not been met, in particular the requirement that the parties would have met again to review the situation following the signing of the new Joint Labour Agreement. He said that meeting was not held and the Association was trying to arrange the meeting as quickly as possible. The Chairman said the PAJ was trying to facilitate the parties by arranging this meeting and further said that this meeting was critical as the Association needed to have a review of the cess and this came in light of the tremendous increase in transshipment business and the flat domestic cargo that was now being experienced.

The Chairman said the President's Report also spoke to and answered the question asked at the last AGM which was, "***What is the cess, it is a part of the stevedoring, how did it come about***". He said the Cess was not a contribution, it was for services rendered and even if the lines did not pay that cess, the cost would have to be paid in another form and that was a matter of fact. He said

the Association had done its research and had the support of the PAJ on this issue. He said it was only a matter of time before the Association met with the Shipping lines. Mrs Robertson-Sylvester at this point said it was important to stress that the transshipment portion was what was growing, however, transshipment did not make a contribution to the full services that they used.

She said she was not sure if persons understood this, but as she represented a carrier that brought domestic cargo to Jamaica, she was pointing out that the domestic cargo carried the transshipment cargo and this was a fact. She said the persons in the transshipment business had a tendency to point out what should not be done as it will affect the industry, and she opined that while it may not affect them in one way, it affected the Country in another way. She said it was the Domestic consumer/business that made the true contribution to the cost of the services that were relevant to the Port.

At this point, Mr Martin asked if the Association had any alternatives should the lines refuse to grant an increase. To this the Chairman said the Association had some alternatives, but since the PAJ was integrally involved in the negotiations we will prefer to wait and have dialogue with them and the lines.

Mr Hinds noted that the two points raised by the President were properly articulated in the report and further said that it was important for members to understand the implications of not getting a cess increase. He also said that in preparing the Association's budget, certain projections were made regarding the movement of the Jamaican Dollar. He said it was anticipated that the dollar would have moved in a particular direction, however, this did not materialize resulting in a further shortfall which had to be made up.

The President also said that the Association had certain obligations such as the Pensioners Bonus and the contribution made by the Association to the Pension Fund. He said as Chairman of the Kingston Portworkers Fund, he realized how critical it was for the Association to earn revenue to support these funds. He said the MC would meet right after to make a decision on whether or not it could afford to pay that bonus. He further said that the nine months account would give a clear idea of the Association's financial status going into December.

SAJ Constitution

The Chairman said this item was well articulated in the report and said members would note that a decision had been taken that the Association's Constitution in its current form would secure the strength and viability of the Association into the foreseeable future. He said when the Managing Committee had its Retreat, this decision was taken after much debate and discussion.

The Chairman noted that this continued to be a very difficult period for the industry particularly at a time when the Caribbean Single Market and Economy was about to roll out its new form where anybody could come into Jamaica and set up an agency. He opined that some of the shipping lines that had expressed an interest in becoming members of the Association were the same ones who wanted to see the back of Association and he had a difficulty with this.

He noted that SAJ was a National organization and the MC would continue to take the responsibilities of a national organization way into the future. He said it had been said over and over that the objectives and aspirations of the Association were of a national level and included working in harmony with its international partners.

He further said that the MC intended to continue on that path. He said the MC would have to look at some aspects of the Association and he was sure that this would continue into the New Year.

The Chairman said the rest of his report spoke to a number of initiatives that were undertaken throughout the year and the successes throughout the year and he trust that members found the report interesting and that the information had served to guide them on what the Association had been doing over the last year.

Mrs Robertson-Sylvester noted that the proposed industrial park was of interest to members and asked if the Chairman could elaborate on it. The Chairman said he would ask the General Manager to speak on the Park, but contributed that this proposal came about because a lot of security problems were being experienced in the Community where businesses and employees were being robbed. He opined that members of the Community seemed to be always threatened and members had not seen any effort on the part of the authority to protect them.

The Chairman said attempts were being made to create the Newport West area into an Industrial Park where the Community would be in charge of its own destiny.

The General Manager said that idea of the Industrial Park was not quite new as the NPWCCA had done a proposal several years ago and Mr John Ulett of SAL had gone as far as to draw up a plan. He said what the Association had sought to do was to go a little deeper into some of the rules, legislation and regulations that would affect the ability to create the park. He said the idea was to create a perimeter fence running along Marcus Garvey Drive from Ninth Avenue up to Fourth Avenue and to create a secure space within that area with an extension of the access control modality of the Port to two or three entrance and exit gates At Ninth, Fourth and at another strategic point. He said he had examined the laws, Agencies and various regulations that would affect the Association's ability to do so and had had wide consultation with stakeholders within the Port and outside of the Port.

The General Manager said what was received was an overwhelming endorsement of the project. He said the next phase was to cost it and develop a scheme of management for it and how to finance and maintain the scheme.

The General Manager said in January the Association was hoping to have a big meeting of all the stakeholders for the draft plan to be presented and to get feedback.

Mr Johnston added that the only other obstacle was to determine whether it was necessary to get 100% unanimity in order to go ahead with the Park or whether a majority would suffice and suggested that the Chairman seek legal advice on this.

SAJ Book

The Chairman said the Book was being re-done as the Association was not happy with what had been submitted by the previous author. He said it was currently being edited and should be available for launch by the end of March 2006. He also said that it made for interesting reading.

Golf Tournament

The Chairman said the Golf Tournament was a huge success and there were plans to make it an annual event. He said the proceeds of the Tournament went to the Caribbean Maritime Institute.

Industry Dinner

The Chairman said the Industry Dinner was an even bigger success with a surplus being realized. He said this surplus assisted with the purchase of a bus for the CMI which was recently handed over.

Mr Hinds commended the Chairman and the Association on the efforts which helped to procure the bus for CMI and further said that a picture should have been placed in the report.

Mr Pinnock at this point, said as a member of the CMI family he wanted to thank the Association for the bus that was donated and said it was well received.

At this point, Mr David Yee Sing said he observed the glittery dinner and felt it was so timely. He took the opportunity to commend the Association on a job well done as he felt it was easily one of the best dinners he had attended. Mr Yee Sing also Recommended that the Association consider sponsoring some lunch time "munch and learn" sessions for members and invite special speakers for a couple of hours in an effort to keep the membership relationship going.

Under 15 KSAFA Football Competition

The Chairman noted that the Association and some of its members sponsored the competition and SAJ received a lot of exposure and he thanked those members who co-sponsored.

Mr Yee Sing enquired if the Association would consider sponsoring an intra-industry football competition among the members.

Mr Yee Sing also spoke to the state of the roads in the area and opined that they needed some special attention. Chairman responded that while it was not mentioned before, there was ongoing dialogue with the Minister of Transport and Works and the NWA on the matter. He said the General Manager, Roger Hinds and Kim Clarke had been doing some work, however, the MC needed to make a decision on how to proceed. He further said that this was why the Industrial park was so critical to what was being done.

Mrs Kennedy contributed that once the roads were repaired, there would have to be some kind of policing to ensure that persons did not wash their chassis and trucks on the road as this helped to erode the road surface.

The Chairman said once the Town hall meeting was held, the next step would be to set up the criteria on how the Park would be operated and that would be included.

Mobile Clinic

The Chairman advised that the mobile clinic was going to another level and Mr Lowrie was asked to update members on the plans for the Clinic. Mr Lowrie reported that there was a proposal for SAJ to partner with the Rotary Club of Liguanea Plains, The Diabetes Association of Jamaica and Blue Cross of Jamaica and possibly other non-governmental organizations that were involved in health care, to have a "wellness tour" utilizing the clinic. He said the details were still being worked out, however, it was intended to take the clinic to various communities where the citizens would have easy access to medical care, working in tandem with the health authorities. He said members would be advised of further developments.

The General Manager added that the Association's contribution would be the provision of the mobile clinic and said that some members had volunteered to help with moving the clinic to the various destinations. He said Blue Cross and the Rotary would provide the financial assistance

Caribbean Shipping Association

The Chairman also advised that at the last CSA Annual General Meeting held in Barbados, Mrs Corah Ann Robertson-Sylvester was elected as President for another term. He also advised that Mr Grantley Stephenson and himself were elected to serve on the General Council as Group representatives.

Labour Matters

With respect to the labour strength on the terminal the Chairman said members would have noticed that the work force moved from 178 in 2004 to 220 and said that the Association was looking to employ another 100 which would give members an idea of the expansion that was taking place on the terminal and also that the SAJ was "stepping up to the plate". He also mentioned the challenges face if the Association was not able to get a cess increase.

The Chairman said the Recruiting Centre was under discussion as the Association was looking at the Centre seriously because of the many infrastructural defects that it had. He said an Engineer's report had been completed and said that at some point the Association would have to make a decision whether to keep or sell the property.

The Chairman concluded his presentation of report by saying that those were some of the challenges and successes over the year.

ITEM 5 PRESENTATION OF FINANCIAL STATEMENTS

I The Shipping Association of Jamaica

(a) Audited financial Statements to year end 2004 December 31

Mr Sean Smith, Financial Controller, referred members to the audited accounts and highlighted the main points in the Income and Expenditure Account for the year and the Balance Sheet as at 2003 December 31. During the presentation, Mr Yee Sing enquired if the Association had any interest in the Vascis Equipment on the Port to which he was told no. He was advised that the money paid was a contribution on the part of the Association.

Mr Wayne Rhoden enquired if there were any noticeable changes in the Association's figures since Assessment Recoveries Limited (ARL) started operation and was advised that ARL was not a related company and the income earned from ARL was based on management fees received from ARL

Following the presentation, the Audited Account to year-end December 31, 2004 were adopted on a motion by Mr Charles Johnston, seconded by Mr Michael Bernard and carried.

(b) Unaudited Financial Statements for Period 2005 January to September

Mr Smith guided members through the unaudited accounts to 2005 September 30 which showed the company projected to end the year in a deficit position.

Mr Yee Sing asked Mr Smith to elaborate on why the direct expenses had moved up so much and was advised that overtime was the reason for this. Mr Bernard also added that the last few

months had been very stressful on the work force and this was as a result of the activities at KCT. He said this was one of the reasons the Association would have to fast track the training to keep abreast of what was happening and not to overly expose the workers. The General Manager also said that the Association intended to recruit additional workers and this should result in a change in the amount of overtime worked for 2006 as the Association was working a lot closer with the Terminals to project the amount of labour that would be needed at any given point.

The General Manager also appealed to members to advise the Association if they knew of any young men who were suitable for employment on the Port.

II Port Computer Services Limited **Financial Statements to year ended 2004 December 31**

Mr Smith presented the Accounts for Port Computer Services Limited for year ended 2004 December 31.

During the presentation, Mr Evroy Johnson noted that there were some 21 hurricane and further said that the disaster risk had increased somewhat. He said he had not seen any amount in the accounts relating to a disaster recovery plan and enquired what kind of steps the Association and PCS were taking as it related to disaster recovery.

Mr Lewis, General Manager of PCS said that in 2003 PCS implemented a hot site facility at IBM in New Kingston where data was backed up real time at that facility. He further said that the company's Disaster plan was being updated and that the facility itself was replicated five miles away

SAJ General Manager said in terms of the SAJ, two distinct areas were being focused on; one was the protection of electronics in the Company by building a strong room so that in the event of the roof lifting, the nerve centre protected. Also between the Association head office and the Recruiting Centre, the Association had invested in 2 large water tanks, one 65,000 tank at the Head Office which would provide water for two weeks, and at Recruiting Centre, a smaller tank which would provide water also for two weeks in the event of a disaster similar to Hurricane Ivan.

Mrs. Kennedy enquired if there were any plans in place or under review for the Expansion of the services that PCS offered. The SAJ General Manager said as was mentioned in the President's report, the Association was engaged in the transformation of PCS which had already started already. He said the second phase was to begin in January 2006 and would involve strengthening the management team and strengthening of the resource skills inside the company with a view to going after new business.

He said he was not able to give much more details but during 2006 members should see some additional changes at PCS. He noted that PCS was limited by its name and Plan was to go outside the box and outside the name and to provide some of the services outside of Port Community and as far as outside of the Island.

III SAJ Property Limited **Financial Statements to year ended 2004 December 31**

Mr Smith guided members through the Accounts of SAJ Property Limited.

The General Manager also advised that as part of the services the Property Company had been

providing to members, there had not been an increase in the rental rates for a number of years. Mr Charles Johnston pointed out that the policy was that the Association would go with the market rates with a commensurate discount for members with the proviso, however that the Association should not move too far away from the market.

Following the Presentation, the audited accounts for PCS and the Property Company were adopted on a motion by Mr Evroy Johnston, seconded by Mrs Corah Ann Robertson-Sylvester and carried.

Before proceeding to the elections, the Chairman took the opportunity to welcome some new members who joined the Association during the year; namely, Allied Trucking (ordinary Member), Seaboard Freight & Shipping, CMA CGM and Perez Y Cia (Jamaica).

At this point, Mr Yee Sing said he noted from the accounts that not enough was coming into the Association in terms of income and further said that no comment had been made about Montego Bay and enquired if the Association was contemplating doing what was done in Kingston in Montego Bay which was to collect cess for containers passing over the Port in Montego Bay. He also asked if there were any plans to represent those workers over in Montego Bay as a trade union. In other words, what was the Montego Bay vision. The Chairman said he was not in a position to answer that.

Mr Charles Johnston further offered that the mandate of the Association was tied to Kingston and it had no authority over Montego Bay, Port Esquivel and the other outports. He said the Association could try but he doubted it would be successful.

ITEM 6 ELECTION OF OFFICERS

The General Manager chaired this section of the meeting and advised that the Constitution provided for the election of a President, Vice President and seven other members of the Managing Committee at the Annual General Meeting.

The General Manager requested that members identify themselves, the company which they represented, and indicate their voting status. This was done per pages 1 and 2 of these minutes. Mr Riley also advised that he had received Proxies from the following companies:-

Proxy

- o TS Cranes
- o Interseas Limited
- o Shipping Services
- o Turnel Shipping Services
- o Shipowners (PSI) Services
- o Coastal Shipping
- o Jamaica Freight & Shipping
- o Jamaica Fruit & Shipping
- o Maritime & Transport Services
- o Maritime Towing
- o R S Gamble (1998) Co Ltd
- o Arnold Malabre
- o A E Parnell & Co

- o Transocean Ocean Shipping
- o Green Cove Maritime
- o Ship Management
- o Seaport Equipment
- o Jamaica Producers Shipping
- o Jamaica Producers Group
- o PSC Limited
- o Freight Handlers

Fritz Pinnock

The General manager noted that while he had received proxies from companies, most of the companies were represented.

Before nominations were received the Chairman indicated that he would not be seeking re-election.

(a) **Election of President**

Mr Michael Bernard was nominated for the position of President by Mr Kim Clarke and this was seconded by Mr Joseph Lowe.

There being no other nominations, **Mr Bernard was unanimously elected President for 2006.**

(b) **Election of Vice President**

Nominations were invited for the post of Vice President

Mr. Roger Hinds was nominated for the position of Vice President by Mr Charles Johnston and this was seconded by Mr Kim Clarke.

There being no other nominations, **Mr. Hinds was unanimously elected Vice President for 2006.**

(c) **Immediate Past President**

Mr. Harry Maragh would become the Immediate Past President for 2006 and was thanked for services as President over the last three years.

(d) **Other Members**

Nominations were invited for other members of the Managing Committee.

Mr Grantley Stephenson was nominated by Mr Charles Johnston and seconded by Mr Michael Bernard.

Mrs Paula Pinnock was nominated by Mr. Kim Clarke and seconded by Mrs Corah Ann Robertson-Sylvester.

Mr. Kim Clarke was nominated by Mrs Corah Ann Robertson-Sylvester and seconded by Mr. Grantley Stephenson.

Mr. Donovan Martin was nominated by Mr. Alva Wood and seconded by Mr. Michael Bernard.

Mr. Charles Johnston was nominated by Mr Roger Hinds and seconded by Mr. Grantley Stephenson. Mr Joseph Lowe was nominated by Mr Andre Rochester and seconded by Mr Evroy Johnson. Mrs Corah Ann Robertson-Sylvester was nominated by Mr Charles Johnston and seconded by Mr Grantley Stephenson. Mr. Fritz Pinnock was nominated by Mr Harry Maragh and seconded by Mr. Alva Wood.

Ballots were taken and the remaining **seven members of the Managing Committee for 2006 were elected as follows:-**

Mr Grantley Stephenson
Mrs. Paula Pinnock
Mr. Kim Clarke
Mr. Donavan Martin
Mrs Corah Ann Robertson-Sylvester
Mr Charles Johnston
Mr Joseph Lowe

The General Manager then asked the new members to present themselves to the meeting. Following the elections, incoming President, Mr Michael Bernard was asked to make an acceptance speech.

Mr Bernard started by thanking the members present for taking the time out to attend the AGM. He said that without them there would be no election. He also thanked members for the support that was given to outgoing President, Mr Harry Maragh, for the support they had given during his (Mr Bernard's) tenure as Vice President and the Managing Committee over the years. He noted that Mr Maragh had been a good President for the last three years and in his capacity of Immediate Past President, he was confident that he (Mr Bernard) would continue to enjoy Mr. Maragh's support.

Mr Bernard said a number of issues had been raised and would be on the MC's agenda for 2006. The Industrial Park and security and safety for employees and members was paramount and further said that the MC would ensure that the Industrial Park was a reality working, closely with the political directorate and within the Association's own resources. Mr Bernard said commendation must go to Human Resource Department for doing a lot of work in trying to fast track the needs that the industry would have for the future of the container terminals and any new business that would develop over the terminal of Kingston wharves.

He said he would like to underscore one area of the labour contract that was sometimes neglected. He said the fact that the major players in the industry had synchronized all the negotiating years for Kingston Wharves, APM Terminals and the SAJ, brought about a certain order in negotiations.

Mr Bernard said when the Association had its protracted meetings and settlement in late April 2005, it set the stage for Kingston Wharves to conclude its negotiations with a similar settlement. This he said, gave stability to the Port of Kingston and acted as a marketing tool and said this should be used as a strong selling point to the Shipping lines when the next meeting was held with them.

Mr Bernard said it was the Association's hope not to have just a one year meeting with members, but quarterly to keep members abreast of what was happening in an effort to build back some of the relationships. He said as head of the Industrial Relations section, efforts were being made to change the JIC format and he added that the Council would be inviting speakers to address the JIC on a quarterly basis to stimulate the workforce and forge a stronger bond with the workers.

In closing, Mr Bernard said the Association would commence another round of negotiations in July 2006 and asked for members continued support. He asked members to advise the team of any changes they would like to see well in advance so the negotiating team could strategize and be ready for the next round of negotiations.

He thanked members again for their support and said he looked forward to working with them in the coming year.

The Chairman thanked the incoming President and congratulated the Managing Committee.

ITEM 7 APPOINTMENT OF AUDITORS

The firm of PricewaterhouseCoopers, having indicated willingness to continue as auditors for the Association, was re-appointed auditors for 2006 based on a motion by Mr Charles Johnston and seconded by Kim Clarke.

ITEM 8 ANY OTHER BUSINESS

The Outgoing President took the opportunity to thank members for their support over the last three years. He said it had been a learning experience from his first day as President. He noted that the industry was going through tremendous change and he spoke of the days when he joined the industry when there were so many agents and currently there were so few.

He noted that the industry's future was still uncertain however, there were new areas that abound and members should try to learn about these new ventures as they came up. He opined that it was not going to be business as usual so although he would not be the President going forward, he intended to give his whole hearted support to the incoming President, the Managing Committee and the Association as he felt that the Association was a good organization.

AGM PAPERS

Mr Ralston said it would be good to get the documents for the meeting more than 24 hours before the meeting. This was noted by the Chairman.

Assessment Recoveries Limited

Mr. Muschette said he had an issue that was of great concern to the freight forwarders. He said he understood why Assessment Recoveries Limited (ARL) was established and what it did, however, he had a fundamental problem that no one could seem to solve. He said he brought it to this forum for suggestions because he did not see a solution in the near future unless the shipping lines, the freight forwarders and ARL met.

He said he was speaking about a situation where an overseas NVOCC brought in a solo container for a consignee in Jamaica on a house bill of lading and the NVOCC was the consignee on

the master bill of lading. He said although the ultimate consignee was the one on the house bill of lading, the NVOCC was being charged for detention even though the NVOCC notified with a letter to ARL before the container was released from the terminal who the ultimate consignee was. He said this was BL Williams's experience.

The General Manager advised that ARL's contract was with the shipping line and the lines contracted with the line's bill of lading. He said the line did not have contract with the house bill of lading and as a result, ARL could not pursue or enforce an agreement in which there was no legal standing. Ms Frances Yeo, General Manager of ARL, said SAJ General Manager's explanation was correct and she added that a number of meetings had been held with the various entities and that was the position that was being held.

Mr. Muschette opined that there must be something where ARL as the collecting agent could do to put the onus on the ultimate consignee. He said ARL and shipping lines could come up with something where the NVOCC made the ultimate consignee sign to say that he/she was responsible for the detention once he/she collected his/her documents. Mrs. Robertson-Sylvester contributed that it was the Freight Forwarder that was on the Bill of Lading and the lines had no contract with the ultimate consignee. She said the Bill of Lading was the legal contract worldwide.

This was discussed further following which the Chairman suggested that Mr. Muschette write to the Association to document his concern and the Association would arrange a meeting with ARL and the freight forwarders to discuss this matter and to try and come up with a solution.

Mr Muschette said what he planned to do was to amend each of the master bills of lading back to the consignee and ARL would have to go to the consignee.

Mr Hinds made a suggestion that the Association do some research into what happened in other jurisdiction as he felt this matter was not unique to Jamaica.

Mr. Muschette also asked that a deadline be set to set the proposed meeting and the Chairman said after the AGM he would sit with the General Manager and Ms Yeo of ARL to see when a meeting could be arranged to discuss the matter.

UWI Career Day

Mr Evroy Johnson opined that most young intelligent minds at the University of the West Indies did not know that a viable profession existed in the shipping industry and he noted that the SAJ had never participated in the UWI career day. Mr. Lowrie interjected at this point to say that the Association had participated in the UWI's career day on occasion, however, Mr. Johnson said if the Association participated it was not effective. Mr. Lowrie advised that the SAJ had participated at HEART academy and high schools.

Thank you to Outgoing President

Mrs Robertson personally thanked the outgoing President for his leadership over the previous three years. She said she was not sure if members understood the amount of time that the Chairman had given up in order to lead the Association and said that his tenure as President had involved a lot of negotiations and meetings in an effort to ensure that the Association remained viable. She opined that members could not pay him for the time given and said she wanted to thank him personally on behalf of the Managing Committee.

She said it had been an honour to served with him and look forward to working with him on the MC as Immediate Past President. This received a resounding round of applause.

AGM President's Report

Mr Hinds commended the management and staff of the Association on the professional manner in which the President's report was prepared. He opined that it was an excellent publication and well organized.

ITEM 9 ADJOURNMENT

There being no further business for discussion, the meeting adjourned on a motion made by Mr Andre Rochester, seconded by Mr Ted Muschette at 12:40 p.m.

CONFIRMED.....DATE.....

The Managing Committee 2006



Roger Hinds
Vice President



Michael Bernard
President



Harry Maragh
Immediate Past President



Charles Johnston
Past President



Grantley Stephenson
Past President



Donavan Martin
Agents Committee
Chairman



Kim Clarke



Paula Pinnock



Corah Ann
Robertson - Sylvester



Joseph Lowe



Trevor Riley
General Manager

Friday, December 1, 2006

Jamaica, West Indies



ANNUAL GENERAL MEETING 2006

Shipping Association of Jamaica



President's Overview

A qualitatively higher level of interaction, knowledge sharing; and membership and staff involvement in SAJ activities was attained in 2006.

Michael Bernard, SAJ President 2006

My dear colleagues

I am happy to be making my first report to the Annual General Meeting of the Shipping Association of Jamaica as your President, particularly at this time of rapid and sustained change in the local, regional and global shipping industry. It is a time of great excitement for those of us who have made this industry our careers and who have given so much of ourselves and our lives to its growth.

While it may seem that we are constantly being challenged these days to make sacrifices to enhance the growth of our industry, I believe the rewards for ourselves, our

country and our people will be considerable if we adopt the correct approaches and grasp the opportunities that abound.

It has often been said that shipping is the most globalised of all industries and if you consider the fact that a vessel that loads and discharges in Kingston, does exactly the same in another port within 24 hours of its departure from Kingston,

then it would not be incorrect to assume that such a vessel would expect similar levels of service in each port. Similarity of service should be assumed to be similarity of "high quality service".

The bulk of our business is transshipment, which is easily moved from one port to another, so if we are to prevail in this business it is incumbent on all of us who are partici-

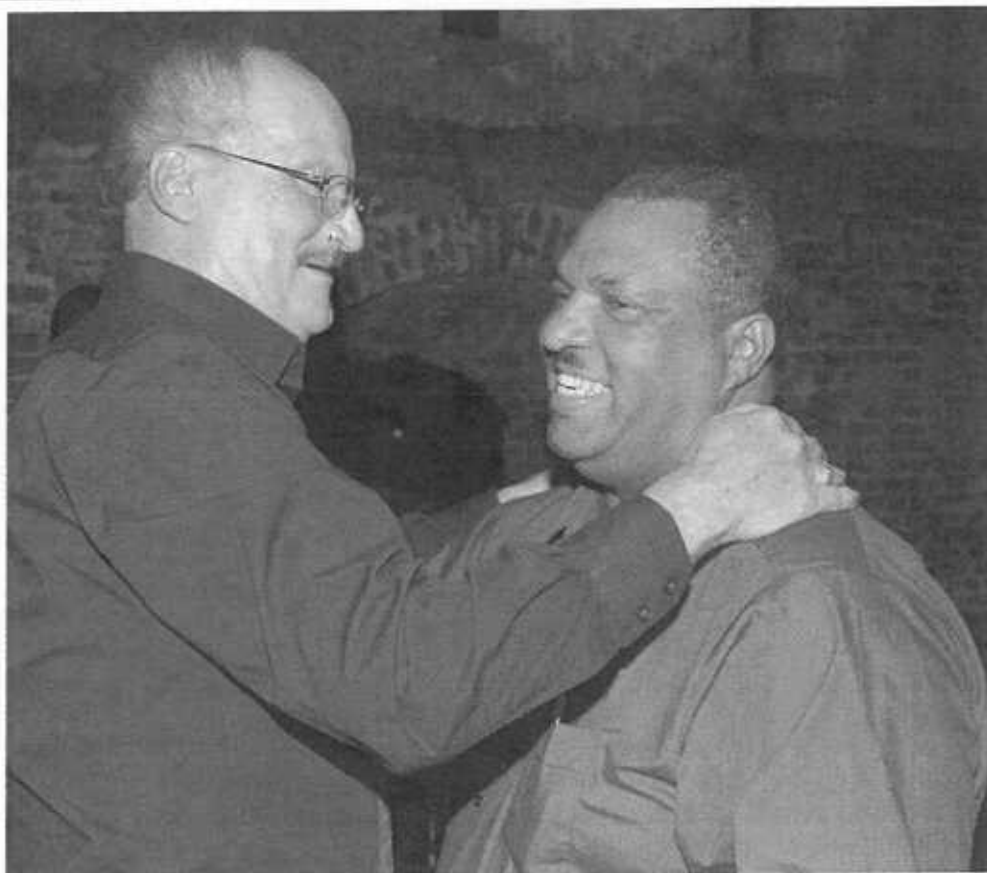
I have the confidence that as an Association we will continue to create solutions that deepen and strengthen the SAJ's relevance to our industry into the future.

President's Overview

pants in the industry to find the appropriate solutions to guarantee a continuously increasing quality of service.

We at the Shipping Association of Jamaica are committed to this principle and have done much over the last several years to demonstrate this. It is no coincidence that we have intensified the type, levels and quality of training that we are providing for our workers. It is also the reason why we have introduced programmes to increase the awareness of our younger colleagues in the shipping industry about issues that affect the sector and the nation as a whole.

If we are to continue to be successful in this business, then all partners – workers, owners, agents, terminals, stevedoring companies and others – must share the vision of a port and of an industry which is a vital part of the global logistics chain. We must see ourselves as provider of service to the world, firstly through the shipping lines that call our



The Shipping Association of Jamaica hosted a reception at the landmark Fort Charles in Port Royal, during a meeting of the Council of the Caribbean Shipping Association in January 2006. SAJ President, Michael Bernard (right) greets Fernando Rivera, then Vice President of CSA, who has been elected as CSA's President for the 2006-2007 period.

ports, but most importantly to the global consumers whose goods and materials pass over our ports.

If we see the containers and bulk items that pass over our ports as being items anxiously awaited by producers and consumers who rely on us to get it to them quickly and safely, and if we can visualize the satisfaction experienced by manufacturers, traders and consumers when they receive high quality goods handled by the work-

ers at our ports, then we can begin to grasp our roles as providers of a vital service to the world.

We should be mindful of the fact that there are others in our region desirous and well placed to offer such services and are preparing their ports to do so at a level and quality that they hope we cannot match.

If we can do all of these things, then we should prepare to do all in our powers to ensure that the compe-

President's Overview



The Shipping Association of Jamaica congratulated Managing Committee member Mrs. Corah Ann Robertson-Sylvester (Centre) for her stewardship of the Caribbean Shipping Association for the past three (3) years. With her are Mr. Carlos Urriola, of Manzanillo International Terminal, Panama, the CSA Vice President for 2006-2007; and Sonja Voisin-Tom, of Trinidad and Tobago.

tition remains behind us. We have the ability; we have the time; we have the resources. We must use them well to stay ahead.

We have been making these points in the current round of negotiations for a new Joint Labour Agreement for the period 2006-2008 with the Unions representing the stevedores employed to the Shipping Association of Jamaica.

We have made it abundantly clear that if ever there were a time for all stakeholders to look beyond our shores and take cognizance of the changes that are occurring in the industry, that time is now.

We have to be very deliberate about the responses that the local shipping community is making,

not just to stay competitive, but to take a bigger share of the business.

We are demonstrating through every possible means the absolute necessity for the Port to take the opportunity now to assess the additional changes that are required to allow us to grow to the level where we become one of the seminal hub ports in the new container shipping era that is dawning.

Many years ago when the industry was being shaped, our industry leaders looked to a future when we would become the top transshipment port in the region and we have become that through the commitment of all stakeholders – labour and management.

And together we have made the changes, often with

give and take on both sides; to give the port continued growth and relevance.

We are at that point again, because of the rapid changes taking place in the world and because of our global ambitions, when we must now ensure that our next steps are coordinated to achieve the objective of making Kingston the preeminent hub port of the Central America and Caribbean region.

At every level, therefore, each stakeholder must ensure that our work practices and attitudes are world standard.

We must each ensure that each day we focus on achieving the utmost for our industry and, by extension, our children and ourselves.

President's Overview



Our achievements in 2006 include the increasing use of experienced portworkers as trainers for our new recruits as well as for established stevedores learning new skills, such as in the introduction of a system to prevent injuries resulting from falls in container lashing activity. The enthusiasm with which our stevedores have approached the imparting of their knowledge to their colleagues speaks volumes of the partnership that has been built over time between the Association and its employees. The Association is proud of this achievement. Here the trainers were honoured at a special luncheon hosted by the President, (second right) General Manager (left) and HRD Manager (right). The Operations Manager, Recruiting, is at third right.

Year of Achievement

Throughout the year, members were provided with timely and relevant information and offered services aimed at improving the viability of the sector, strengthening partnerships within the shipping industry and with allied sectors.

At the same time, initiatives were taken to improve public knowledge of the industry and promote a positive image of the SAJ through the print and broadcast media as well as at public events such as the JMA/JEA Expo, Annual Customs Fair and CMI Open Day.

A qualitatively higher level of industry interaction,

knowledge-sharing and membership and staff involvement in SAJ activities was attained in 2006. This was achieved because your Association is committed to creating strong and vibrant partnerships within the shipping industry through efficient teamwork and the use of proficiencies that can be accessed either internally or externally.

On assuming the role of President a year ago, I made the point that it was my intention to bring the Association closer to its members and to engage, particularly the younger employees in the work of the SAJ.

I tasked the management of the Association to devise ways to achieve this,

and I am particularly proud of the introduction of the "Lunch and Learn" series, which has brought members of the industry to the Association's offices to learn about matters that affect the industry and themselves.

"Lunch and Learn"

In July 2006 the Association, as part of its efforts to raise the awareness of the maritime community and its various stakeholders on developments in the international maritime sector, embarked on a series of regular information sessions and workshops, dubbed "Lunch and Learn".

The idea behind the "Lunch

President's Overview

and Learn" sessions is that during an hour-long lunch session, members of the shipping industry are informed about various issues and developments relating to the maritime sector and other related areas. Envisioned as an informal exchange of ideas and information, the seminar

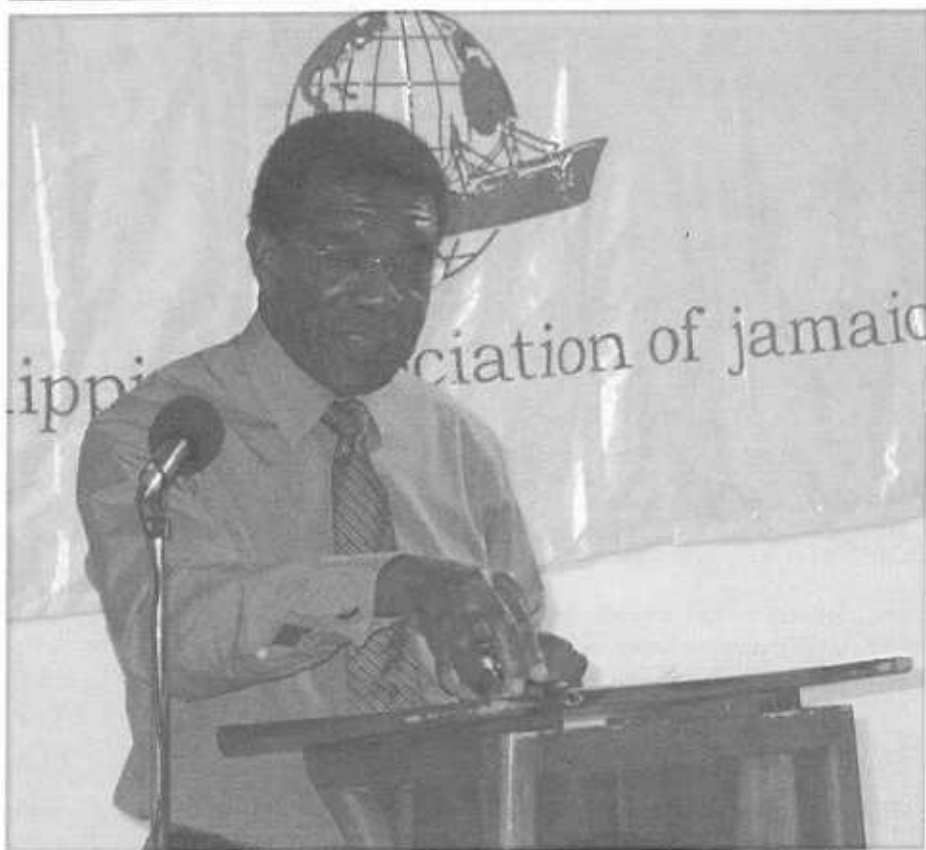
has become a staple on the agenda of our membership who use the monthly gatherings as an opportunity to "meet and greet" and network with other industry players, while capitalizing on the extensive experience and knowledge of some of our top industry leaders.

To date, the seminars have explored a wide range of topics including: the role of Freight Forwarders and Customs Brokers in the Supply Chain; the role of the CMI and regional development; Adopting a first class Culture for a first class maritime industry; Change Management



The Lunch & Learn seminars have been established as a means of increasing the awareness of particularly younger employees in the shipping industry about developments in global shipping and in business on a whole. It also allows the SAJ to bring the membership closer to the centre of the organisation. The Association is very pleased at the success of the programme and is committed to its continuation in 2007 and beyond. The seminars now demand a larger meeting space than at the inception. The picture shows the first Lunch and Learn seminar which dealt with issues concerning Customs Brokerage and Freight Forwarding.

President's Overview



The Lord William "Bill" Morris of Handsworth, Birmingham, in the United Kingdom, was one of the visitors to the Shipping Association of Jamaica during 2006, when he addressed a special meeting of the Joint Industrial Council for Port Bustamante. Lord Morris, who was born in Jamaica, has had a distinguished career as a trade unionist in Britain, where he rose to become the General Secretary of the Transport and General Workers Union. He is currently Chancellor of the University of Technology (UTech). His presentation was well received by members of the Association, employees and trade unionists present at the JIC in early November.

and Globalization, to name a few.

Consistent evaluation has been undertaken and the general feedback from our membership has been that the "Lunch and Learn" series is meeting the needs of the membership and useful suggestions have been made on its improvement. We will continue the series in 2007 and

ensure the very high standards and interesting topics that have characterized the seminars so far.

While the seminars have received support from our regular members who must be recognized for their usual support of the Association, mention must also be made for the wide cross section of persons who have come from

affiliated industries to take advantage of these opportunities – the freight forwarders, customs brokers, among others. Of special importance is the role played by the sponsors who have willingly lent their support to what they have perceived as a worthwhile and far-reaching initiative.

The Association

Your Association has continued to make a meaningful contribution to the Port of Kingston in the primary area of service, which is the provision of a highly skilled stevedore workforce, many of whom have been trained to operate in new skill areas, such as equipment operations and as stevedore coordinators. Our workers have proven themselves as being worthy of such consideration. We have also renewed training in winch operations, to provide for some small growth in the break bulk traffic.

The Cess: We persevere in our discussions with the Lines on the question of the Cess, which remains at the levels agreed in January 2004, and which now cannot adequately meet the cost of providing the labour to the Port; as the audited financial statements

(Continued on page 22)

President's Overview

will reveal. We expect that this matter will be resolved over the course of the next four weeks, as we face a new year and as negotiations have started for a new wage and fringe benefits package for our workers.

As matters concerning the Cess are very delicately poised at the moment, I hope you will forgive me for not being more expansive in my discussion of that issue at this point.



SAJ President, Michael Bernard, shares information from an advance copy of the book "History of the Shipping Association of Jamaica", with Lord William Morris, of Handsworth, during Lord Morris' visit to the SAJ in November.

Negotiations: Claims were exchanged on July 28, 2006 for proposed amendments to the existing Labour contract. The unions have presented a 'shopping list' of claims signifying a lack of understanding of this global industry and the need for reasonable positions. The SAJ's claim has focused primarily on changes in work practices, which currently prevent the optimum level of flexibility we would like to see on the Port of Kingston.

Acceptance of the proposals made will improve our efficiencies resulting in our Port being even more competitive. Five meetings were held at the local level with no progress being made on the fundamental issues and in a

meeting held on September 27, 2006, it was clear to the management team that discussions could not remain at the local level and the matter of continuation of negotiations was referred to the Ministry of Labour for resolution.

We have held seven conciliation meetings at the Ministry with limited progress to date.

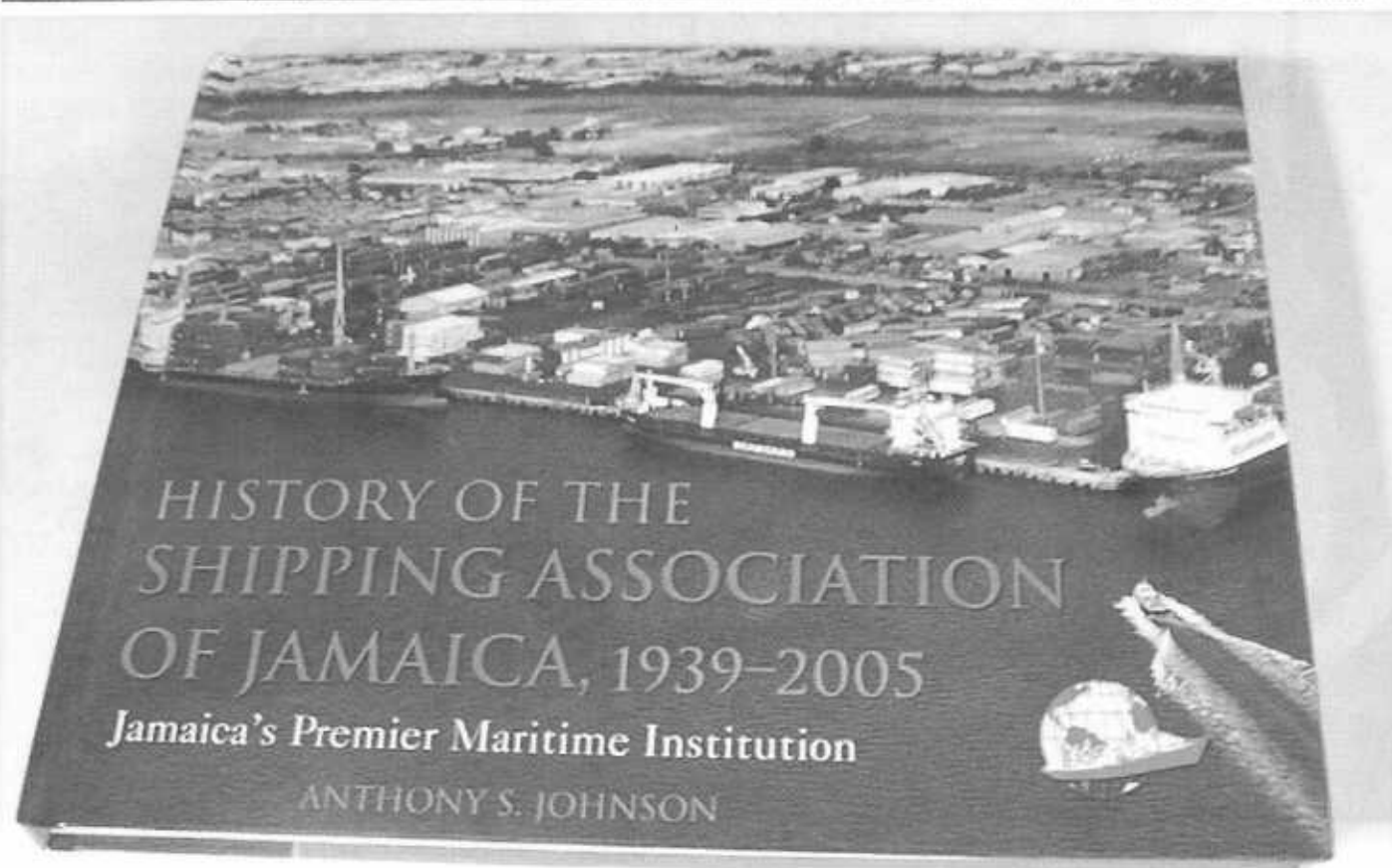
Newport West Industrial

Park: A year ago, we reported that efforts had begun to re-zone the Newport West community into a gated industrial park, and that effort has continued assiduously in the period that followed. However, while we have re-

ceived widespread verbal support of the project, it has been less easy to obtain the written consent of all of the owners and tenants in the community.

There are still two or three large blocks of property for which consent is expected but not yet received in writing. Our lawyers advise that this is a prerequisite for proceeding to the next level of actually getting approval of the scheme from the Kingston and St. Andrew Corporation.

We are in contact with these last three major landowners and expect that their consent forms will be returned to us shortly.



One of the achievements for which the Association can be proud is the completion during this year of the book "History of the Shipping Association of Jamaica", authored by Anthony Johnson, with research by Michael Jarrett and staff members of the SAJ. A launch ceremony is being planned for the middle of January, 2006 and members will be provided with details. The book is now on sale; and will also be available at libraries across Jamaica.

SAJ History: I am pleased to report that the new writer we commissioned to produce the SAJ history book completed the work on schedule and the book is printed and available. The History of The Shipping Association of Jamaica will focus public attention on how Jamaica's shipping industry has influenced the development of our nation's industrial and political relations as well as

the major economic sectors.

The book is written by Senator Anthony Johnson and shows how the SAJ, formed in the 1939 birthing of our nation, has initiated a revolutionary approach to industrial relations enabling the Port of Kingston to be now ranked among the best in the world. The Official Launch will be followed by publicized presentations to national leaders, institutions and libraries.

We plan to host a book launching ceremony at the Devonshire, Devon House, on Friday, January 12, 2007 for which each member will receive an invitation.

The Book is on sale here today, and is available in the SAJ Offices at a price of \$2,800.00 general sale and \$2,520.00 for members of the SAJ, representing a 10% dis-

President's Overview



The Association is collaborating with Blue Cross of Jamaica, the Diabetes Association of Jamaica and the Rotary Club of Liguanea Plains in the execution of a Wellness Tour of Jamaica, which involves the use of our Mobile Clinic in the delivery of health services to Jamaicans of all walks of life. Our members can be justly proud of this intervention.

count for members. The book will make an excellent Christmas gift for your principals and clients and I urge each member to buy at least two before the current stock of 2000 copies runs out.

Jamaica Wellness Tour:

The "Jamaica Wellness Tour" was officially launched on April 10, 2006 and has since been providing health screening services either free or at very low cost to thousands of needy Jamaicans. The "tour" is a project of the Rotary Club of Liguanea Plains in associa-

tion with the Shipping Association of Jamaica (SAJ), Blue Cross of Jamaica Limited (BCJL) and the Diabetes Association of Jamaica (DAJ).

The SAJ has contributed the use of our Mobile Clinic, while the other partners are providing funding and technical services. This is a very useful way to bring the shipping industry closer to the people of Jamaica in a meaningful and beneficial way, thereby enhancing the reputation of caring for the whole industry.

On the first leg of the "tour",

the Shipping Association of Jamaica's mobile clinic was based at the parking lot of the UWI Health Centre from April 10 to 13, providing health tests to the university population and hundreds of residents of surrounding communities such as August Town, Hermitage and Tavern. Second stop of the tour was at the New Providence Primary School in Liguanea during May, where tests were offered to members of the school community and the surrounding communities.

The third stop of the Jamaica

President's Overview

Wellness Tour was at the Edna Manley College of the Visual and Performing Arts where it provided services to the college community and residents of the surrounding areas.

The fourth stop was at the Holy Trinity Cathedral and it next went to the Wolmer's Prep School where it served both students and residents of nearby communities.

At the launch of the fifth leg, Professor Errol Morrison, Immediate Past President of the Rotary Club of Liguanea Plains, noted that the "Jamaica Wellness Tour" was keeping with its objectives of:

- providing medical screening facilities to those persons who face the greatest challenge in accessing such services, and
- increasing the awareness of Jamaicans on the need to adopt healthy lifestyles and preventive approaches to personal health care.

In addressing the launch ceremonies, I have expressed your Association's pleasure at our being able to play an integral role in bringing health services to those most in need across our island.

BCJL, the SAJ and the DAJ are providing medical

personnel, equipment and supplies for the medical tests that included: heart and blood pressure tests; eye screening, blood sugar tests, cholesterol level tests, and hearing tests. Solid Insurance Brokers have contributed strips for blood-sugar tests.

SAJ MC Members Roger Hinds and Kim Clarke have been providing invaluable haulage services in transporting the Clinic to and from the various sites. The "Jamaica Wellness Tour" will be taken all over Jamaica during the 2007.

Partnerships

In the spirit of forging and maintaining meaningful and mutually beneficial partnerships, your Association has continued its liaison with various corporate and government agencies, namely the Private Sector Organization of Jamaica (PSOJ), Jamaica Employers Federation (JEF), of which we are Executive Members; the Jamaica Chamber of Commerce (JCC), the Jamaica Manufacturers Association (JMA), the Jamaica Exporters' Association (JEA), Jamaica Promotions Corporation (JAMPRO), the Ministry of Foreign Affairs and Foreign Trade, the Ministry of Transport and Works, the Port Authority of Jamaica, the Ja-

maica Maritime Institute, the Maritime Authority of Jamaica, the Jamaica Customs Department, among others, on a wide cross section of issues.

Participation has taken the form of membership on various Committees including the JCC Inter – Trade and Customs Tariff and Port Users Committees, the Jamaica Trade Point Advisory Council of JAMPRO, the Jamaica Trade and Adjustment Team (JTAT) of the Ministry of Foreign Affairs and Foreign Trade and the Jamaica Customs Quality Assurance Committee. During the year, the Association participated in the JMA/JEA Trade Expo, the annual Customs Fair hosted by the Jamaica Customs Department and in various National Export Week activities hosted by the Jamaica Exporters' Association.

Special mention must be made of the collaborative work undertaken with our main maritime industry partners, notably the Port Authority of Jamaica (PAJ), the Maritime Authority of Jamaica (MAJ) and the Caribbean Maritime Institute (CMI). Over the year we have worked closely with the PAJ in a range of activities including the staging of our annual Disaster Preparedness and Security Seminar, which was

President's Overview



The Shipping Association of Jamaica (SAJ) received the prestigious "Employment Creation and Forty+ Award" from the Private Sector Organization of Jamaica's (PSOJ) at a function held on Tuesday, February 28, 2006 at the Terra Nova Hotel. The Association had taken the initiative to inform the PSOJ of the SAJ's eligibility for this Award. Here the Association's President, Michael Bernard (centre) joins other awardees after the acceptance of the trophy from Lola Fong Wright, PSOJ Executive Director (left) and Camille Facey (second right) Vice President, Regulatory Affairs, at Cable and Wireless Jamaica Ltd. Paul Alexander, Marketing Manager of Berger Paints and Cheryl Chin, of Party Experience Limited, accepted awards on behalf of their companies.

"Best Multi-Purpose Terminal of the Year" at the Awards Banquet, on October 17.

At the awards banquet, the CSA honoured its founding president, Peter Evelyn, second president Michael Blackman and its fifth president Ludlow Stewart by making them Honorary Members, in recognition of their outstanding and monumental contribution to the development of the Association.

PSOJ Job Creation

Awards: The Shipping Association of Jamaica (SAJ) received the prestigious "Employment Creation and Forty+ Award" from the Private Sector Organization of Jamaica's (PSOJ) at a function held on Tuesday, February 28, 2006 at the Terra Nova Hotel. The Association had taken the initiative to inform the PSOJ of the SAJ's eligibility for this Award.

I accepted the plaque on behalf of the Association from Camille Facey, Senior Vice-President and Company Secretary of Cable & Wireless Jamaica Ltd., sponsors of the Award.

In announcing the Award, Lola Fong Wright, Chief Executive Officer of the PSOJ, noted that the SAJ was

The SAJ is proud of our contribution toward making our Port a modern, state-of-the-art facility that is now ranked among the Top Sixty in the world. We continue to be an active participant in ensuring that Jamaica's shipping industry remains competitive and viable for the long haul.

selected "in recognition of its significant investment which has led to creation of sustainable employment opportunities and for providing employment for over 40+ years".

Mrs. Fong Wright informed the public that "during the past twelve month period, the SAJ had, in response to the personnel requirements of the Port, recruited 47 persons in the category of Stevedores, with confidence that these jobs would be sustained for more than two years. At that time the Association employed 230 stevedores and currently, the Association employs 354 Stevedores.

Training and employment: The announcement in the latter part of 2005 of the PAJ's acquisition of 500,000 additional container moves into Kingston via Maersk Shipping Line re-

sulted in the SAJ's resumption of the employment of stevedores in the casual category. From November 2005 to September 2006, the SAJ recruited and trained 139 stevedores.

This was supplemented in October 2006 by the employment of 10 substitute winch operators, as a response to the increase in cement shipments at Kingston Wharves. Over the last year, the SAJ has invested heavily in training and personnel development. An intensive training programme has resulted in Stevedores being trained in the areas of Straddle Carrier Operators, Quay Gantry Crane Operators, Stevedore Coordinators and Forklift Operators. Stevedores have therefore become multi-skilled and are currently working in these categories on a regular basis.

President's Overview



An SAJ football team entered KSAFA's Business House Division II Tournament, and in its first season, the team triumphed and became champions of that Division. Both administrative and stevedoring staff supported the team, boosting their morale and strengthening the unity among all employees. After their victory, the President hosted a special luncheon for the team and they presented him with a signed team jersey. With the President (centre) are (from left) Newton Brown, Co-Manager of the Team; Trevor Riley, SAJ General Manager; Hawthorne Ellis, Team Captain; and Horace Forbes, Co-Manager of the Team.

In addition, the SAJ has embarked upon the development of a Certification programme for the Stevedore category. This project is being spearheaded by the SAJ with the assistance of HEART's National Vocational Training Department (NVQ). A technical team, consisting of representatives from the SAJ, HEART and other relevant agencies, has completed the competency standards for Level 1 of the programme. The Team is currently working on Level 2,

which will soon be ready. The SAJ is ensuring that it continues to provide training and development for Portworkers to the highest ILO standards, so that they can respond to the changes taking place in global shipping.

With regard to the competitiveness of the local shipping industry, our highly-skilled workers, and the industrial climate that we have created, serve to enhance the viability of the Port of Kingston.

The SAJ is proud of our contribution toward making our Port a modern, state-of-the-art facility that is now ranked among the Top Sixty in the world. We continue to be an active participant in ensuring that Jamaica's shipping industry remains competitive and viable for the long haul.

Foreign Language Classes: In recognition of the increasingly global nature of shipping, in July 2006, the Association took steps to

President's Overview

make the industry and its employees multilingual, in keeping with the global age. The first batch of language students embarked on a 12-week Spanish course with the assistance from a teacher from the Venezuelan institute. With a complement of some 30 students the pilot project was a success and will be continued into 2007. In fact, the recommendation has been made that this opportunity be extended to port workers and this will be pursued in the New Year.

SAJ Business House Division II Champions

Before I close, I also wish to pay tribute to the partnership between our port workers and administrative staff in the sporting arena. What began

in 2005 as friendly competition between the SAJ's Administrative Staff and SAJ Portworkers developed this year into a fully-fledged combined team of skilled, disciplined and intrepid players.

The SAJ team entered KSAFA's Business House Division II Tournament, and in its first season, the team triumphed and became champions of that Division. Both Administrative and stevedoring workers supported the team, boosting their morale and strengthening the unity among all employees. When they beat the Courts team in the Finals to lift the trophy, I was present and joined in the celebrations.

The SAJ team will compete in the KSAFA Business House Division I Competition in 2007.

We could not have achieved many of our successes in 2006 without the strong support of the dedicated management and staff of the Shipping Association of Jamaica; or without the support of our members, who themselves have many great achievements to their credit.

In terms of the staff, I wish to highlight the contribution of Pamela Shaw, from the SAJ canteen, who took on the major task of catering for most of the meetings held at the Association during the year, including lunch for the new Prime Minister, the Leader of the Opposition and other dignitaries.

The Executive Assistant to the General Manager, Dionne Gordon; who continues to help to support the work of the Managing Committee as well as the Caribbean Shipping Association, even while carrying the heavy task of support for the General Manager.

There are many others who stand tall in their efforts at the Association and I wish to pay tribute to them.



In recognition of the increasingly global nature of shipping, in July 2006, the Association took steps to make the industry and its employees multilingual, in keeping with the global age. The first batch of language students embarked on a 12-week Spanish course with the assistance of Stephanie Anderson (standing in photo) a teacher from the Venezuelan institute. With a complement of some 30 students the pilot project was a success and will be continued into 2007.

President's Overview

These include the Portworkers who rose to the occasion when we asked them to provide training for their colleagues.

Our hard working General Manager Trevor Riley continues to lead a very effective team of managers, including Diana Reynolds, Sydney Lowrie, Sean Smith, Suelen Nelson, Basil Downer and Trevor Gordon.

The Association is blessed to have the current staff in every department and, as President, I salute all of them on behalf of the Man-

aging Committee.

Thanks for Your Support

In closing my contribution to this report, I wish to thank the membership of the Association, our partners, our workers and staff and the Managing Committee who have given their support to ensure that the Association's work and my tenure as President was crowned with success. There are still some challenges ahead of us, but I have the confidence that as an Association we will continue to create solutions that deepen and strengthen the

SAJ's relevance to our industry into the future.

In the following pages, you will read additional information about the work that the various departments of the Association has performed since the last Annual General Meeting. Of course, the team and I stand ready to respond to any queries that you may have on any issue concerning the business of the Association.

**Yours sincerely
Michael Bernard
President**

ARL AND PSOJ

Assessment Recoveries Limited became a member of the Private Sector Organisation during the year. Frances Yeo (right), ARL general manager, accepts her company's plaque of membership to the Private Sector Organisation of Jamaica (PSOJ) from PSOJ President Beverley Lopez at an induction ceremony held at the organisation's headquarters.



President's Overview



The SAJ President has paid tribute to the Association's member companies that continue to excel in various fields of endeavour. Kingston Wharves is one such company that has made significant investments to expand its facilities to create opportunities in the expanding trading arena. The Company has received wide recognition for its efforts. Grantley Stephenson, chairman and CEO of Kingston Wharves Limited (KWL), accepts the prestigious trophy for KWL's selection as the Caribbean's Best Multi-Purpose Terminal from Maria Santiago, wife of CSA President, Fernando Rivera. At left is David Ross, chairman of the port awards committee of the Caribbean Shipping Association.

Communications, Member Services & Community Outreach

The Communications and Services Department was very active during 2006, as it was central to the delivery of services to members and in fulfilling the President's objectives for the year.

The department was responsible for the planning and delivery of programmes such as Lunch and Learn, the Wellness Tour as well as support for the Agents' Committee.

On the following pages, we report on some of the accomplishments of the Department.

Agents' committee:

Among the issues considered by the Committee during the year were:

Customs Issues –

- Implications of the electronic (e-manifest) system implemented by Jamaica Customs Department
- Customs Warehousing Fees
- Customs Auction procedures
- Customs Overtime practices
- Training of Agents in the use of new Customs forms and documents
- Customs Certification procedure
- Customs User Fees

Port Authority of Jamaica:



Prime Minister Portia Simpson Miller visited the Shipping Association of Jamaica booth during the JMA/JEA Expo 2006 and was welcomed by SAJ Vice President Roger Hinds.

The Association also responded to the Port Authority of Jamaica with respect to several issues, among them the proposed increases in mileage for marine pilots and Port congestion.

Information: The Department, as part of its core functions, has continued to disseminate information among its membership and has since 2006 implemented new and innovative ways to

publicise newsworthy information on local, national, regional and international matters of interest.

Gleaner Shipping

Page: There has been a dramatic growth in contributions of press releases, articles and photo captions from SAJ Members and Industry Partners to the weekly Gleaner Shipping Page.

Other positive developments include a marked increase in feedback on the

Communications, Member Services & Community Outreach



The Minister of Foreign Affairs and Foreign Trade, the Hon. Anthony Hylton, visited the Shipping Association of Jamaica and spoke to its members on the Caribbean Single Market and Economy (CSME) and other multi-lateral trading agreements which Jamaica has signed or is in the process of negotiating. The Minister welcomed the partnership established between the SAJ and his Ministry. He was then given a tour of the facilities at Kingston Wharves Limited and APM Terminals Jamaica Ltd. The Minister (second left) is flanked by (from left) SAJ Vice President Roger Hinds; President Michael Bernard and General Manager Trevor Riley.

page and good advertising support for special features such as the Maritime Awareness Week Supplement.

Throughout the year, the Shipping Page publicized the activities of the SAJ along with industry partners while celebrating outstanding performers in the industry and giving information on how the local shipping industry has been, and continues to be, integral to Jamaica's development.

Website: Since the development of the SAJ website – www.jamports.com in 2005, the website underwent significant upgrading in 2006, culminating in the re-launch of a new and improved website with widened membership services and advantages. To date, there have been

311,186 hits to the site and numerous members have signed up for membership access to the site, also placing their advertisements on the site.

In 2007, it is envisaged that the Association will expand its coverage, reaching more of its constituents as it provides timely information on the developments taking place in the industry.

It is also hoped that more linkages will be forged with other international maritime websites.

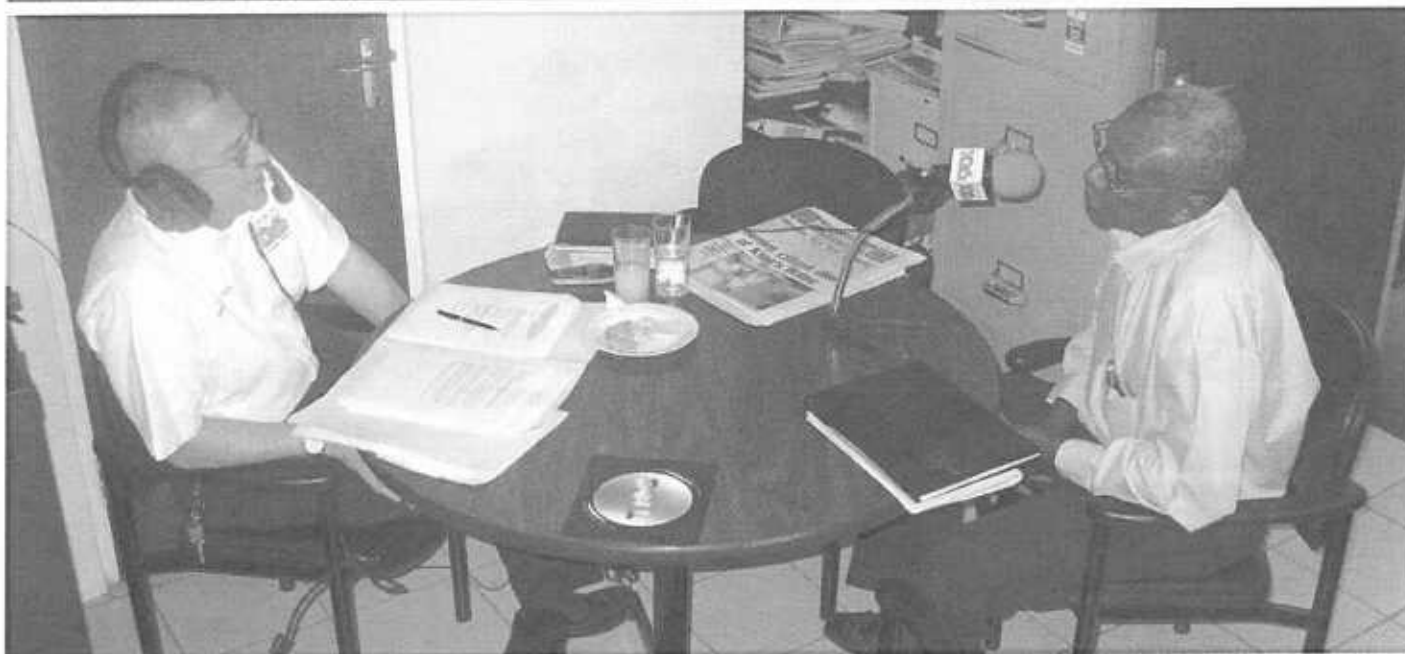
The site is updated daily with local, regional and international shipping-related news and therefore is proving a valuable resource to members, particularly as they seek to garner prompt and relevant information.

Industry Newsletter – “Ship to Shore”: The Industry Newsletter – “Ship to Shore” was introduced and one edition has been disseminated both as hard copy and electronically to members and partners. The Department has now identified a resource person, who is both competent and affordable, to assist with digital graphics. We will therefore be producing more issues of “Ship to Shore” in 2007, as well as the Staff Newsletter – “TEAM SAJ”.

The Shipping Intelligencer

As a supplement to the other information packages being distributed among its membership, the Department has created the *Shipping Intelligencer*, a monthly publication of developments in

Communications, Member Services & Community Outreach



Trevor Gordon, Operations Manager for the Canine Division of the Shipping Association of Jamaica, being interviewed on the role of the Division, by Ronald Thwaites, of Power 106 FM, during Maritime Week. The Canine Division continues to provide a high quality of service to Jamaican exporters and serves a useful role in assuring the integrity of Jamaican exports.

global shipping, circulated primarily at the monthly Lunch and Learn seminars.

Maritime Week

The Department worked with various industry partners mainly comprised of the MAJ, PAJ, CMI, etc. on plans for Maritime Awareness Week which is held annually at the end of the month of September worldwide.

Among the activities undertaken by the Department for that week included the hosting of a lunchtime seminar here at the SAJ on the Changing role of the Shipping Agent.

The Department also

marketed the SAJ and its role and services at the exhibition hosted by the CMI at the CMI over a three-day period. The Department also hosted a re-launch of its website – www.jamports.com followed by a more light hearted Industry Talent Exhibition. The week culminated in a membership mixer held at the Christopher's Piano Bar. Plans for port tours had to be postponed however.

Overall, the Department celebrated the week with various media opportunities in both daily newspapers as well as a live outside broadcast at the CMI, jointly sponsored by the SAJ and the

CMI, that featured our President and the Manager of the Canine Division.

OUTREACH

Marcus Garvey Basic School Programmes

During 2006, the SAJ maintained its sponsorship commitments to the Marcus Garvey Basic School, subsidizing the teachers' salaries for seven (7) months of the school year.

New arrangements have been made for the September 2006 – 2007 school year. The Association also provided subventions in other areas, such as the provision

Communications, Member Services & Community Outreach

of basic medical supplies, teachers' uniforms and stationery and other materials for the school in keeping with its usual back to school contributions.

During the course of 2006, the department has had several meetings with members of the Board on the administration of the school, which recently acquired a new Board Chairman in Father Tom Frink.

Some of the activities undertaken by the Association for the year were the hosting of a "Back to School" Health Day in September 2006 as well as an ongoing Book and Toy Drive for the establishment of a Resource Centre for the school.

During the Health Day general medical check ups, immunization and optical care were provided to both parents and children of the school.

Sessions were delivered on parenting skills and birth registration were successful and yielded much interest by the parents.

Both the parents and the administrators of the school were pleased with the initiative and have since given very positive feedback.

The response to the Book and Toy Drive was very positive and substantial contributions have been made by



Members of the Police High Command, led by Deputy Commissioner Lynval Bailey (second left) being given a tour of Port Bustamante by SAJ President Mike Bernard. The SAJ and its members intensified their collaboration with the Police High Command with a view to improving the security of Port Bustamante. That effort continues as the Association is not satisfied with the level of focus from which the Newport West community has benefited over the years.

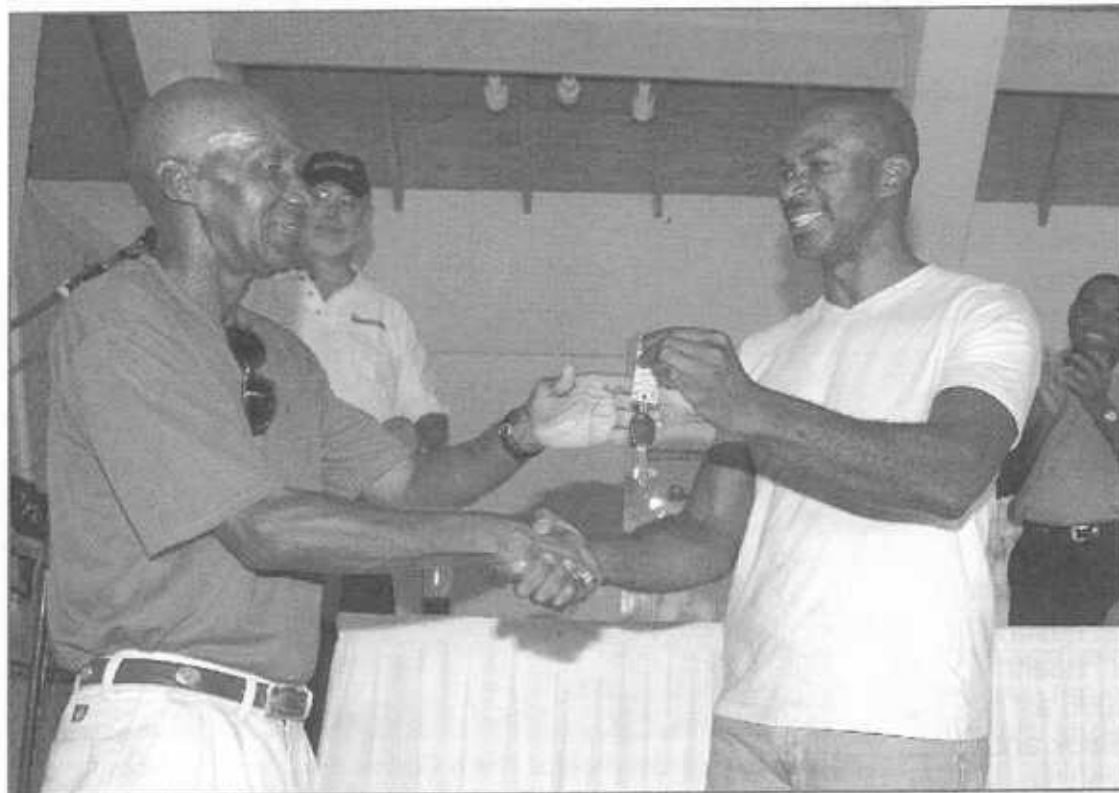
staff and other members of the Association to this initiative. It is anticipated that there will be an official "handing over" ceremony in January 2007 for the official opening of the Resource Centre.

Commitments have also been made for the provision of two refurbished computers to the School.

Equally significant is the work which takes place at

the end of 2006 to refurbish the roof and paint the building of the school, funds for which will be provided from the proceeds of this years Annual golf Benefit.

Finally, the Association has made its usual commitment to the hosting of a Christmas Treat for the children of the Marcus Garvey Basic School.



John "Mitchie" Bell, scored a hole in one during the second staging of the Shipping Industry Benefit Golf Tournament, in April 2006. Here he is being presented with the keys to a 2007 Chevy Aveo, the prize committed by GM Challenger Ltd. Presentation was made by SAJ Vice President, Roger Hinds.

Shipping Industry Benefit Golf Tournament

This year's renewal of the Shipping Industry Benefit Golf Tournament was a tremendous success, with a full field of 104 participating players. The Tournament took place on Saturday, April 22 at the Caymanas Golf & Country Club with named beneficiary being the Marcus Garvey Basic School.

KWL was Platinum Sponsor while APM Terminals Jamaica and Capital & Credit Securities were Gold Sponsors. We also received good support in Hole Sponsorship and Prize Sponsorship.

Sponsors are:

Kingston Wharves Limited (Platinum Sponsor); The Shipping Association of Jamaica; APM Terminals Jamaica Limited; Capital &

Credit Securities; Port Computer Services Ltd., Assessment Recoveries Ltd, Lannaman & Morris Shipping Ltd., Seaboard Marine, Seafreight, Lascelles Wines & Spirits, Air Jamaica, GM Challenger, Hilton Kingston Hotel, Half Moon, SuperClubs, APL Freight & Shipping, First Global Financial Services, Allied Insurance Brokers, Spectrum Systems Limited, Totally Male, Protection & Security Ltd., Maritime Authority of Jamaica, Digicel, Mitchell's Auto Supplies, Rose Hall Golf and Country Club, Caribbean Broilers, Continental Baking Company (HTB), Dairy Industries, the Gleaner Company Ltd., the Jamaica Pegasus Hotel, Margaritaville, and KLAS Sport Radio.

Overall Champion was the Jamaica representative Maggie Lyn, and the ladies group winner was Michiko Asanumo; Jennifer Mendes, wife of the Port Captain, Gimenes Mendes, placed second in the ladies group.



Maggie Lyn (second left) proudly displays The Shipping Association of Jamaica (SAJ) Gold Cup for being overall champion and Michiko Asanumo holds the Kingston Wharves Limited (KWL) trophy for being ladies' champion while Harry Maragh (left), immediate past president of the SAJ, (representing sponsors Seafreight) and past president Grantley Stephenson, chairman and CEO of KWL, share in the celebration. The first renewal of the Shipping Industry Benefit Golf Tournament was played on Saturday, April 22, at the Caymanas Golf and Country Club.

Other placements were:

The Men's Handicap 0-7 Winner, Radcliffe Knibbs; second Larry Lodenquai, third Bruce Lyn.

Men's Handicap 8-15, Winner, Iverol Coley; second, Carl Welsh; third Tony Hyde.

Men's Handicap 16-24, Winner, Keith Smith; second,

Conald Chung; third SAJ Communications and Services Manager, Sydney Lowrie.

The GM Challenger Hole-in-One, Winner John L. M. "Mitchie" Bell; Men's Longest Drive, Dennis Atkinson; Ladies' Longest Drive, Maggie Lyn; Hole No. 3 Nearest to pin, Cleo Taylor; Hole No. 8 Nearest to pin, Herman McDonald; Hole No. 17 Nearest to pin, Joan Josephs.

Shipping Industry/KSAFA Under-15 Tournament

The local shipping industry, led by the Shipping Association of Jamaica (SAJ), again joined forces with the Kingston & St. Andrew Football Association (KSAFA) in support of this year's Under-15 Competition for the Winston Chung-Fah Trophy.

CorahAnn Robertson-Sylvester, Managing Director

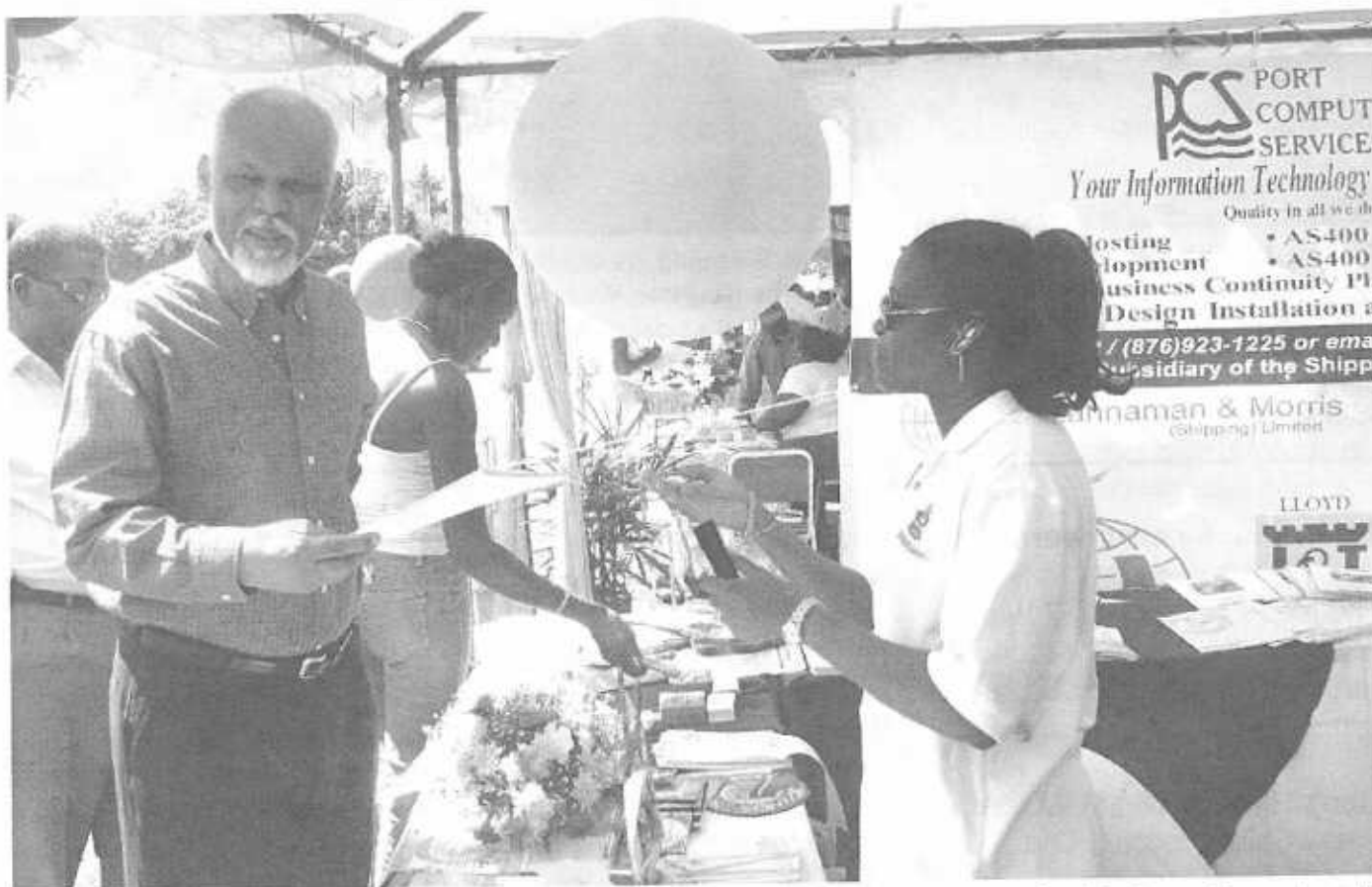
Communications, Member Services & Community Outreach

of Seaboard Jamaica Ltd., one of the major sponsors, noted that "last year's tournament turned out to be a great success and so the shipping fraternity is pleased to renew our sponsorship to the tune of half million dollars (J\$500,000) that will cover: prize monies, referees fees, administrative costs and trophies and awards."

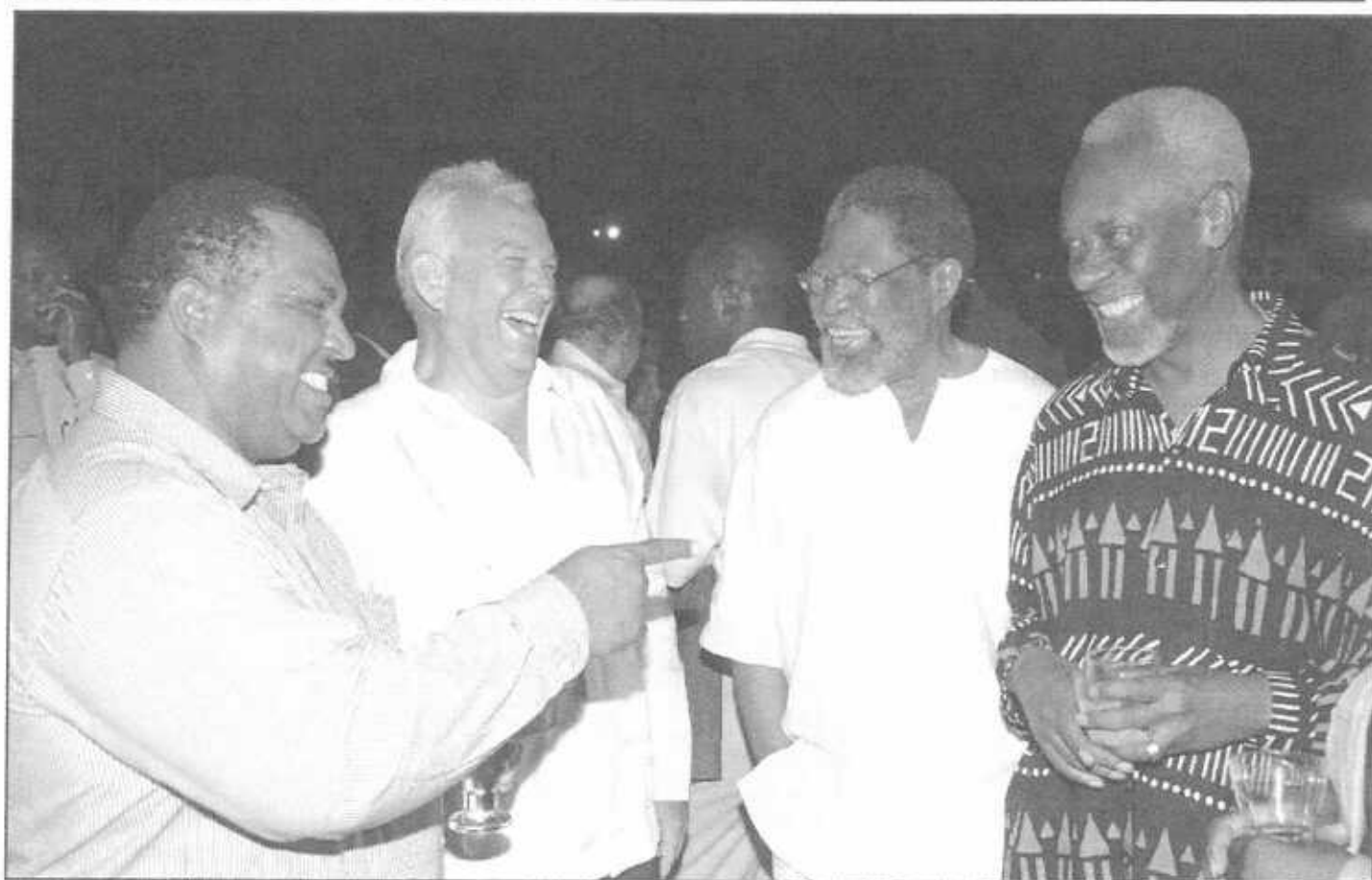
At both the launch and presentation functions held at the offices of the SAJ, KSAFA

president Ambassador Stewart Stephenson thanked the sponsors from the local shipping industry on behalf of the 23 participating Under-15 teams in Kingston and St. Andrew. The winners of the 2006 Shipping Industry/KSAFA Under-15 Tournament were Meadhaven United, who receive the trophy named for Winston Chung-Fah, who has dedicated his life to the development of local football. The competition was a great

success and climaxed on Saturday July 15, 2006 when Meadhaven United beat Santos FC 5-0 to claim the Winston Chung-Fah Trophy and \$80,000 in first-prize money. Sponsors of the tournament are: The Shipping Association of Jamaica, Seaboard Freight & Shipping, Jamaica Freight & Shipping, Kingston Wharves Limited, Maritime & Transport Services Ltd. and Port Contractors Limited.



The Shipping Association of Jamaica's booth was a popular area at the Jamaica Customs Department's fair staged at the Ranny Williams Entertainment Centre on January 28. Then Minister of Foreign Affairs and Foreign Trade, Hon. K.D. Knight, gets information on Jamaica's shipping industry from Dionne Mason-Gordon, executive assistant at The Shipping Association of Jamaica.



Farewell to Prime Minister P. J. Patterson

The Department was instrumental in implementing plans for the industry's tribute to the Most Hon. P. J. Patterson. Port Royal's austere Fort Charles was transformed into a happy party venue on the evening of Monday, March 20 when Jamaica's shipping industry expressed its deep appreciation to Prime Minister P. J. Patterson for his unwavering support for the sector's growth and development throughout his political ca-

In March 2006, just prior to the transition of national leadership, the Jamaican shipping industry paid tribute to the former Prime Minister, the Most Honourable P.J. Patterson, (right) at a dinner held at Fort Charles, Port Royal. The SAJ President Mike Bernard (left) hosted the dinner along with Port Authority of Jamaica President, the Hon. Noel Hylton, O.J. SAJ MC member Charles Johnston (second left) joins the President in a discussion with the former Prime Minister and trade unionist Hopeton Caven.

reer.

"Under his wise leadership, we have developed a world-class maritime industry with more than 3,000 vessel calls per year, directly employing more than 3,000 Jamaicans and generating many thousands more jobs indirectly, both on and off the port," declared the Hon. Noel Hylton, President of the Port

Authority of Jamaica (PAJ) as he recounted the tremendous contributions of Prime Minister Patterson to Jamaica's maritime industry. Before presenting the Prime Minister with a Citation, the PAJ President noted that the PM's "unconditional support to the development of this sector has seen it become one of the Jamaica's greatest success stories, with the Port Of

Communications, Member Services & Community Outreach

Kingston rated 63rd among the world's top 100 ports".

The Citation was written by the Rt. Hon. Rex Nettleford and read by Vivian Crawford, Executive Director of the Institute of Jamaica.

The function was organized by the major players in Jamaica's dynamic shipping industry – the Port Authority of Jamaica, the Shipping Association of Jamaica (SAJ), Kingston Wharves Ltd. (KWL) and APM Terminals (Jamaica) Limited. It was on behalf of all these organizations that Mr. Hylton made a commitment to the James Patterson Institute of Technology, to provide equipment for that new facility.

Michael Bernard, President of the SAJ, delivered the official welcome during which he drew attention to the fact that "it has been under the leadership of Prime Minister Patterson that our nation has seen the most audacious and extensive investments being made in port expansion and modernization."

The SAJ president went on to state that "it is in direct response to this expansion that the Shipping Association of Jamaica is engaged in a programme of employment and training of Port-workers – ensuring that our port personnel have the requisite skills to compete with



Members of the Shipping Association of Jamaica (SAJ) and the Shipping Association of Barbados (SAB) are pictured together following their dinner meeting at the Terra Nova Hotel, in July 2006. The Barbados delegation was on the Jamaican leg of a tour to three Caribbean islands, which included Trinidad and Tobago and Puerto Rico, to gather information on port operations. Meeting were (front row, from left) Michael Bernard, president of the SAJ; Corah Ann Robertson-Sylvester, president of the Caribbean Shipping Association; Robert Foster, president of the SAB; Emerson Alleyne, office manager/treasurer of the SAB; (middle row, from left) Glyne St. Hill, vice-president of the SAB; Harry Maragh, immediate past president of the SAJ; Robert Bowen, trustee of the SAB; (back row, from left) Marc Sampson, manager of Windward Agencies Limited (Barbados); Trevor Riley, general manager of the SAJ; Garth Kitson, general manager – operations for Kingston Wharves Limited, and Roger Hinds, vice president of the SAJ.



As part of the corporate social responsibility programme conducted on behalf of the Jamaican shipping industry, the Shipping Association of Jamaica has been providing support for the Marcus Garvey Basic School in Greenwich Town for over ten years. The Association was represented by the President and members of the management team at the school's graduation exercise this year.

highlighting the contributions of Mr. Patterson to Jamaica's maritime sector, was shown on-screen during the function. In that presentation, the Hon. Robert Pickersgill, Minister of Transport and Works, told the audience that "the Prime Minister's vision has guided the development of Jamaica's ports and the maritime sector to unprecedented levels of productivity and effi-

ciency". Mr. Pickersgill also chaired the function.

In his response to the verbal and symbolic tributes paid to him, Prime Minister Patterson stated that he was "always convinced that Jamaica's shipping industry has a very special and critical role in national development". He thanked the public and private sectors, the workers and trade unions involved in the

industry "for proving that Jamaicans can successfully work together toward mutually beneficial, national objectives."

➔ But the evening's activities were not all about speeches, as the versatile Dwight Richards and enchanting Karen Smith had the Prime Minister dancing and singing to the delight of all who were gathered.

Communications, Member Services & Community Outreach



During the Year, the Communication & Services Department helped to promote the SAJ subsidiary Port Computer Services, represented here by O'Neil Charles and Donna Marie Anderson.

EXPOSITIONS AND TRADE SHOWS

Jamaica Customs Department Annual Customs Fair: The annual Customs Information Fair was held at the Ranny Williams Entertainment Centre on January 28, 2006. The Department coordinated the SAJ's participation as a boothholder.

The Department made arrangements with SAJ members to promote their various services and also used the opportunity to strengthen linkages with our partners. Members of staff assisted in erecting and manning the booth. We also participated in

a Live Outside Broadcast and used the opportunity to publicize the services of Port Computer Services and the Canine Division.

JMA/JEA Expo 2006: Under the theme "Buy Jamaican, Brand We Love", JMA/JEA Expo 2006 was staged at the National Arena from April 27-30, 2006. The SAJ operated a 10' x 10' booth on the mezzanine at which we supplied information on the services offered by the Association and our members. Members supplied brochures, souvenirs and other items for our booth and Vice-President Roger Hinds was on hand to greet the

Prime Minister when she visited the SAJ booth on Opening Day.

The SAJ booth attracted hundreds of visitors, some of whom expressed interest in port expansion; shipping of agro-processed goods to the UK and USA; assistance in clearing barrels and employment opportunities in the shipping industry.

SEMINARS AND WORKSHOPS

Throughout 2006, the Department worked assiduously at raising the awareness of the members it seeks to serve, through the delivery of various seminars and workshops. In July 2006 a Disaster Preparedness and Security Seminar was held for the entire Newport West corporate community to build the capacity of members in preparing for and mitigating against the advent of natural disasters and security crises. In conjunction with Security Administrators Limited (SAL), the PAJ and the Office of Disaster Preparedness and Emergency Management (ODPEM), the seminar principally shed light on risk management and disaster preparation, but also lay the foundation for the development of a Newport West Emergency plan to serve the entire community.

Communications, Member Services & Community Outreach

Equally significant in 2006 was the hosting of a Briefing Seminar on the Opportunities for the Transport and Logistics Sectors from Cricket World Cup (CWC) 2007. Given the importance of this landmark event for Jamaica and the rest of the Caribbean, the hosting of seminar with the Local Organising Committee was timely and valuable for the membership. Among other things, the seminar gave updates on the latest developments taking place in preparation for CWC, the role of the transport and logistics sector in facilitating this event, as well as the opportunities to be had by this sector during and after the convening of what is hoped will be a world-class event.

The SAJ Library and Public Enquiries:

The SAJ Library continues to be used by persons in the industry and by CMI students. During 2006, we also received seven (7) overseas requests for information from our library that we were able to satisfy. Research requests from local and overseas persons and organizations cover the areas of Shipping History; ISPS requirements; Port Modernization and Regional Issues such as the Caribbean MOU on Port/State Control.

The Department's Librarian is now pursuing a course in Library Studies at EXED that will lead to a Bachelor's Degree. This complements plans developed by the General Manager for the expansion and upgrading of the SAJ Library.



Visits: During 2006, the Department arranged for and/or assisted in hosting a number of visits from overseas and local personalities, including:

- The CSA Executive Council in January
- Retirement Function for Portworker Sandy McGeachy in February
- Executive Members of the JEA in February
- Appreciation Luncheon for SAJ Stevedore/Trainers in June
- Minister of Foreign Affairs and Foreign Trade, Anthony Hylton in June
- Leader of the Opposition, Bruce Golding in June
- Barbados Shipping Representatives in July
- Ambassador of Argentina to Jamaica in Au-

gust

- OAS/OECS Trade Facilitation Delegation in September

Future Plans: In 2007, the Communication & Member Services Department will be working closely with the HR Department to develop a programme of interactive vision-sharing with SAJ Portworkers.

Drawing on the positive experiences of our "Lunch and Learn" seminars, the cohesion and boost in morale achieved through the football team, and the higher cultural levels of the new Portworkers, the programme will seek to:

- Reinforce the fact that Portworkers are "the backbone" of the SAJ
- promote a careerist attitude in which Portworkers see themselves as a skilled workforce that is being transformed, through training and a personal commitment to excellence, into being the world's best
- Instill pride in the history of Portworkers, in the importance of the Port of Kingston to national development, and their current role in the transformation of Jamaican society

Human Resource Development

Considering the role of the SAJ, the Human Resources Development Department is the principal service delivery vehicle of the Association, as it is focused on the recruitment, selection, training and deployment of workers for the Port of Kingston.

The Department also supports the industrial relations activities of the SAJ, working closely with the office of the General Manager.

The Department's report follows:

Labour Relations

Negotiations for new Joint Labour Agreement

Claims were exchanged on July 28, 2006 for proposed amendments to the existing Labour contract. The unions have presented a 'shopping list' of claims signifying a lack of understanding of this global industry and the need for reasonable positions. The SAJ's claim has focused primarily on changes in work practices, which currently prevent the optimum level of flexibility we would like to see on the Port of

Kingston. Acceptance of the proposals made will improve our efficiencies resulting in our Port being even more competitive.

Five meetings were held at the local level with no progress being made on the fundamental issues and in a meeting held on September 27, 2006, it was clear to the management team that discussions could not remain at the local level and the matter of continuation of negotiations was referred to the Ministry of Labour for resolution. Four conciliation meetings have been held at the Ministry with limited progress to date.

Joint Industrial Council

During the period under review, the Council took the initiative to invite guest speakers who are experts in their particular areas. The first special guest was James Moss Solomon, the Chief Corporate Affairs Officer at Grace Kennedy & Company who spoke on the Caribbean Single Market and the opportunities he felt should be exploited to promote development at the micro and macro levels.

Manpower Utilisation

Year To Date	KCT Vessels	KCT Gangs	KW Vessels	KW Gangs
Jan-Oct 2006	2234	6961	785	1948
Jan-Oct 2005	1322	3769	424	1990
Jan-Oct 2004	1450	3655	551	1187
Jan-Oct 2003	1438	3250	597	1223
Jan-Oct 2002	1211	3028	636	1308

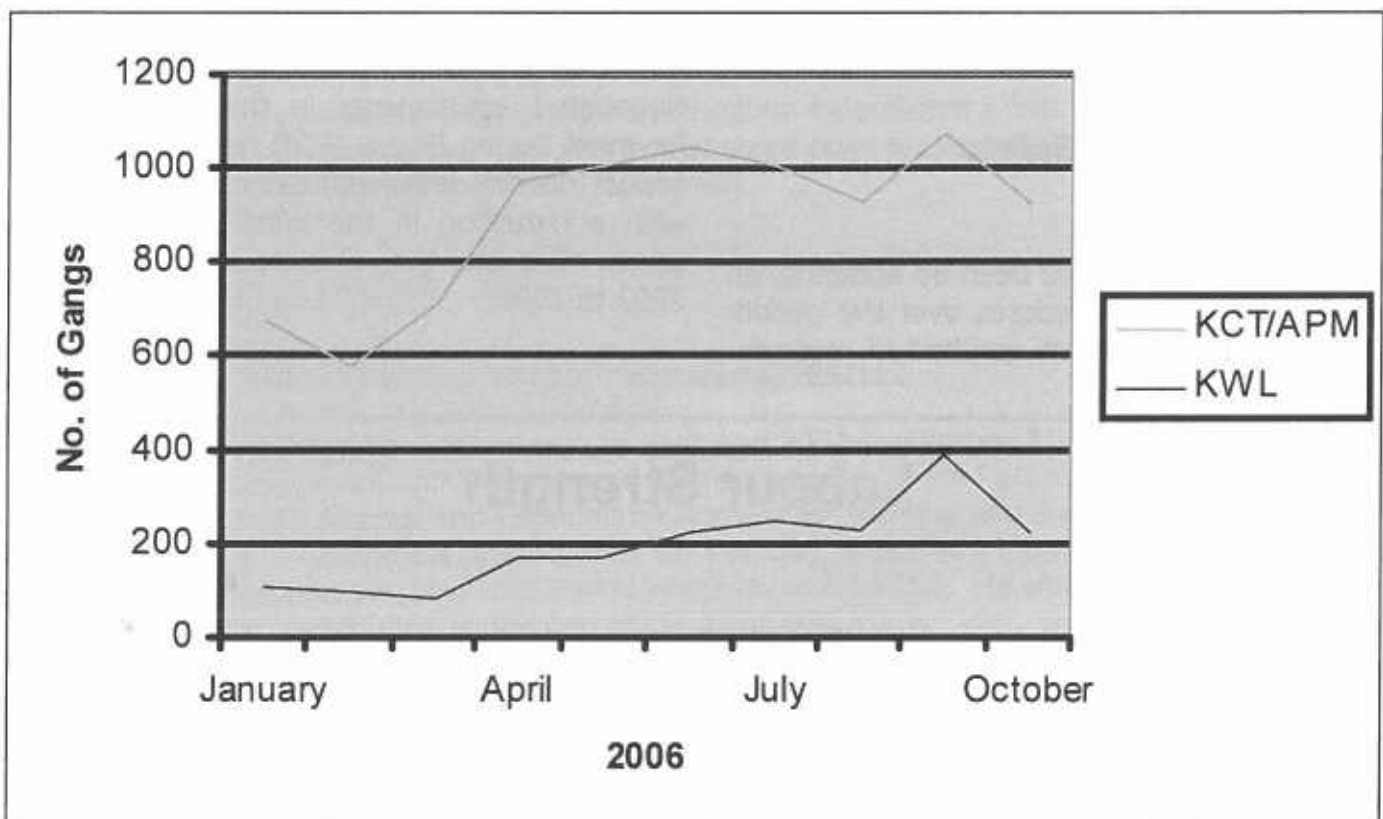
Human Resource Development

The second guest speaker was Jamaican-born Lord Bill Morris who migrated to England in 1954 where he worked his way through the ranks of the powerful Transport and General Workers Union to be elected, as it's first black General Secretary. His topic was "how trade unions

and employees can enable and sustain harmonious and progressive relations in the globalised industrial environment".

In his presentation, Lord Bill emphasized the need to "build partnerships to manage change in a world of economic globalization, techno-

logical advances and the new demands of 24-hour service". He noted that in the current period of fierce international competition, management and workers need to see "where their interests overlap" in the areas of productivity, efficiency and job security.



The table on the previous page sets out the comparative number of vessels and manpower utilization over a 10-month period in each of the last five years at both the APM-managed Kingston Container Terminal and at Kingston Wharves, the Multi-purpose Terminal.

Above is a graphical illustration of gang utilization and vessels worked over the period for both terminals.

Human Resource Development

The announcement in the latter part of 2005 of the PAJ's acquisition of 30,000 additional boxes into Kingston via Maersk Shipping Line resulted in the SAJ's resumption of the in the casual category.

From November 2005 to September 2006, the SAJ recruited and trained 139 casual stevedores.

Following the increased business from the importation of cement, the SAJ also increased its cadre of winch operators by ten (10) substitute operators on short term contracts.

Health and Safety

Accidents

Year to Date there have been 68 accidents on the job involving stevedores over the period. Most of these accidents resulted in musculo-

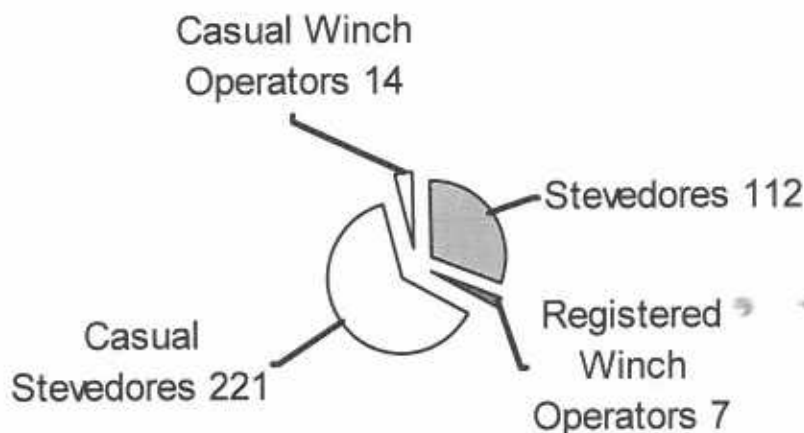
skeletal injury. The current figure shows an increase in the rate of accidents for 2006 when compared with 48 accidents taking place over the same period for 2005 and the reasons for this include utilization of new/less experienced stevedores and increased man hours worked thereby increasing probability of accidents.

Stevedores are reminded on a regular basis to put 'safety first'. Techniques used by stevedores will be monitored and where there is a need for retraining this will be undertaken.

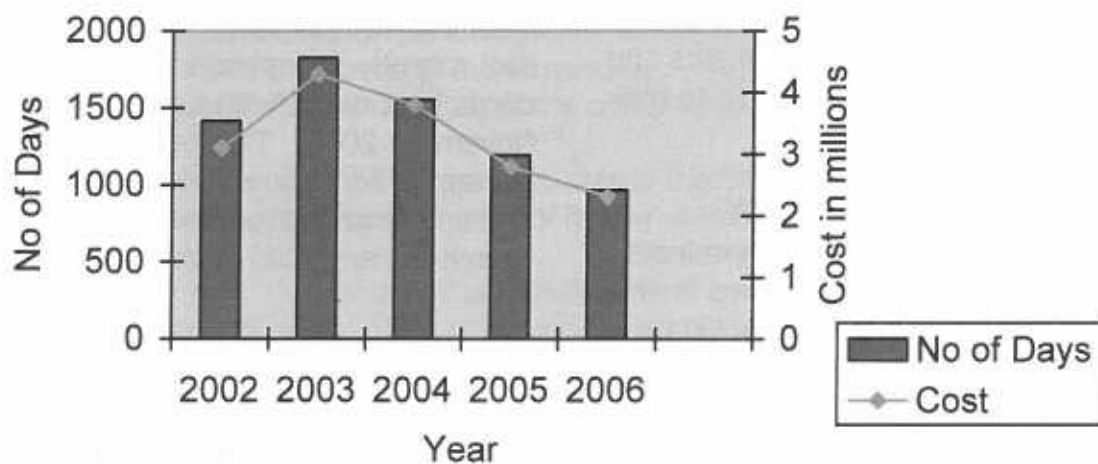
Sick Leave /Health Care Costs

Negotiated adjustments in the application of Payment During Illness (PDI) has had a positive impact on sick leave utilization for the period, with a reduction in the number of sick days taken. See graphical illustration for the period 2002 to 2006.

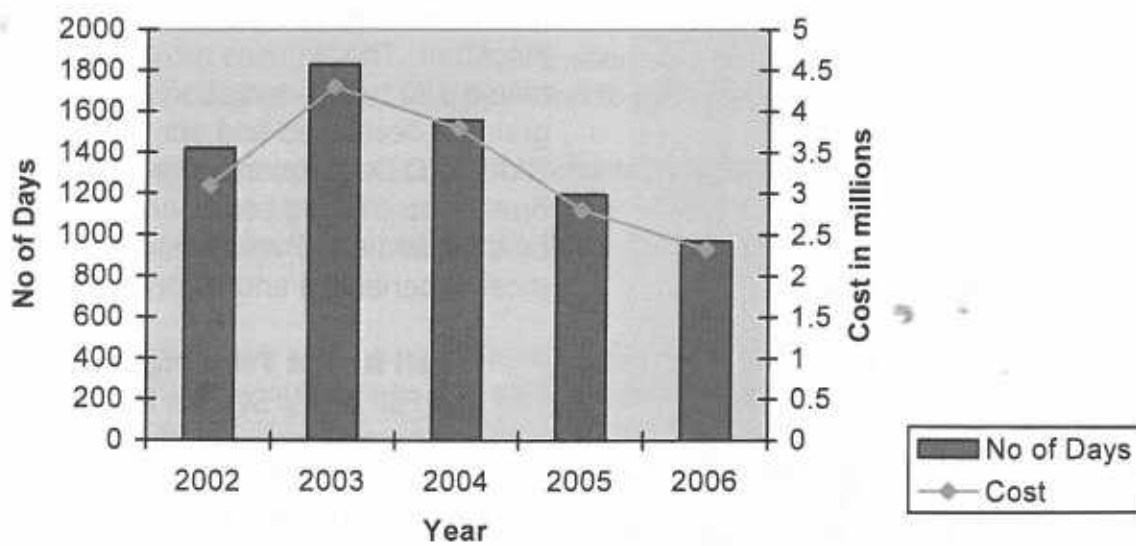
Labour Strength



Payment During Illness - Non-OJI



Payment During Illness - Non-OJI



Human Resource Development

DISCIPLINE

There has been a further reduction over 2005 in the amount of disciplinary matters arising for the period under review. The reported cases typically consist of early quitting and most are resolved at the departmental level. Greater effort has been made in communicating with the workforce on their responsibilities towards work assignments and the need for a professional approach to their work.

TRAINING AND DEVELOPMENT

In collaboration with APM Terminals Limited, SAJ Stevedores were trained in the categories of Equipment Operators, Quay Gantry Crane Operators and Stevedore Coordinators.



Stevedore Certification

The development of the Certification Programme for the Stevedore category has progressed very well during the review period. This project is being spearheaded by HEART's National Vocational Training Department, and a Technical Team consisting of representatives from the NCTVET, SAJ, HEART NTA and C M I has recently completed the competency standards for Level 2 with Level 3 expected by end November 2006. The next stage is for the SAJ to apply for accreditation as an Accredited Training Organisation and the completion of this exercise is expected March 2007.

Train the Trainer

Three staff members successfully completed the Level I Train the Trainer programme conducted by HEART. The next stage is to have persons trained as Assessors to further enhance our training capability.

Accolades for SAJ stevedore/trainers

At a special luncheon in June 2006, SAJ expressed deep appreciation to the sixteen (16) stevedores who volunteered to assist in training newly recruited portworkers for the Port of Kingston. The trainees were required to undertake a 120 hour orientation and training programme developed and administered by the SAJ's HRD Department. Practical sessions and on-the-job training components were delivered by the team of 16 volunteers from among the most experienced and highly skilled stevedores.

Fall Arrest Training

A Fall Arrest System for stevedores who work on heights consistently was introduced during October 2006. The SAJ stevedore/trainers were trained by APM personnel to deliver the theoretical and practical sessions and the assessments were conducted by APM.

Human Resource Development

Again the stevedores were commended for the excellent way in which they prepared and delivered the course. All SAJ stevedores are required to complete the training.

Winch Training

The SAJ was able to resume winch training in October 2006 and it is intended that approximately ten (10) stevedores will be trained as substitute winch operators.

Summary of SAJ Training Activities with APM Terminals

APM Category	2004-5	2005-6 (YTD 31/10/06)
Stevedore Coordinator	12	16
Equipment Operator	10	32
Quay Gantry Crane Operator	9	4



Alton Perkins (right) is one of the SAJ stevedores who have been sharing their knowledge and experience with colleague stevedores as trainers. The SAJ President and executive team hosted a luncheon to honour the trainers and to thank them for their generous support of our training initiatives.



Human Resource Development

EDUCATIONAL ASSISTANCE

For the 2005/2006 academic year, over 584 applications for educational grants were submitted to the SAJ. 397 applicants received assistance totaling \$2.7m, which saw a marginal increase of 4.2% in the amount granted over last year.

This year eight (8) new successful students were awarded a scholarship to attend high school for the next five (5) academic years. Currently, the scholarship programme is funding twenty-seven (27) students attending 1st to 6th forms and three (3) students attending tertiary institutions.

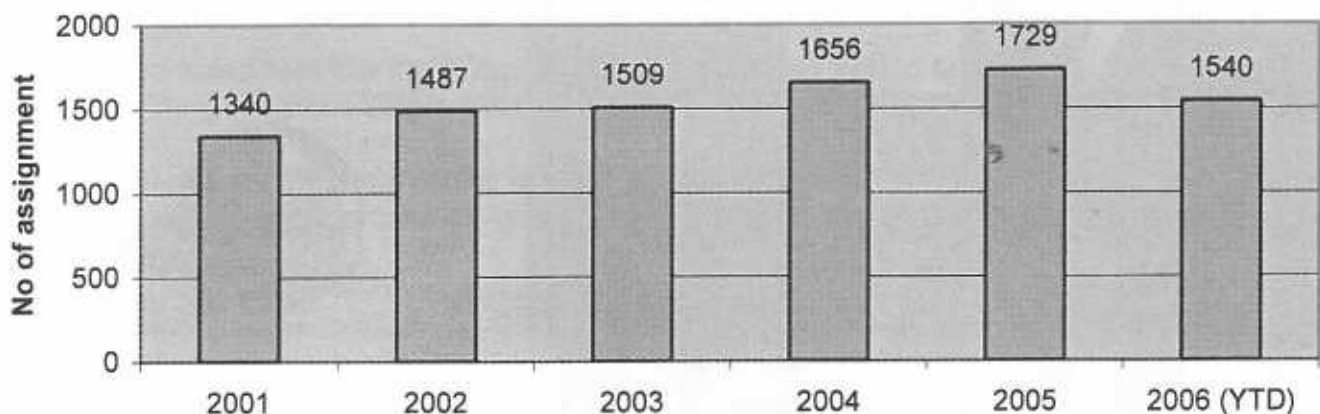
The Canine Division



The Canine Service continues to be a viable source of income for the SAJ. The Service completed a total of 1,540 assignments over the period.

The number of dogs has increased by five (5) bringing the total to 22 dogs with 10 Handlers in the system.

Canine Assignments : 2001-2005,YTD 2006



Port Computer Services Limited

Port Computer Services Limited is a wholly-owned subsidiary of the Shipping Association of Jamaica, which provides software support to the terminal operating companies as well as shipping agents.

The company's profitability declined by 14% for the year 2006 compared to last year as a result of a 16% increase in overhead cost for the year. The increase in overhead cost was driven by investment in human capital to ensure that we have the internal resources to support new business ventures.

Pre-tax profit is \$11.8M compared to \$14M for the same period last year. Revenues at the end of October 2006 increased from \$63.8M to \$68.7 when compared to the same period last year.

During the period under review the company had the following accomplishments:

- 1) Successful implementation of two phases of an e-commerce facility for Kingston Wharves. Phase one allowed customers to pay bill of lading related charges online while phase two will al-

low customers to pay general terminal related charges online.

- 2) The company started providing systems administration services to a leading shipping Agent.
- 3) The company completed the requirements definition and is in the process of completing the development of a Chassis Rental System for ARL.
- 4) The company completed the implementation of AGIS at yet another shipping agency.

EQUIPMENT AND COMMUNICATION

The following equipment were acquired:

1. Five Dell Servers to enhance the Windows infrastructure and improve the level of service we offer to our customers.
2. Various Cisco devices to increase the network redundancy, which is part of our disaster recovery, plan.

PCS Financials at a glance

Year To Date October 2006:

	<u>YTD 2006</u>	<u>YTD 2005</u>	<u>%</u>
Profit/(Loss)	11,826,495	14,076,203	(16)
Income	68,687,913	63,828,551	8%
Expenditure	56,861,418	49,752,348	(14)

The Economic Environment

Continued from the Inside Front Cover

Looking ahead towards the March quarter, the Bank is expecting supplies of agricultural commodities to remain buoyant, thereby facilitating lower prices and a favourable impact on the consumer basket.

Foreign Exchange Market

The foreign exchange market continued to be stable in the September quarter. Stability was reflected in a marked slowing in the rate of depreciation of the Jamaica Dollar to 0.03 per cent. Notably, this level of depreciation was the lowest since the March 2005 quarter. The stability in the foreign exchange market was supported by strong private capital inflows, complemented by continued buoyancy in the flows from tourism and remittances during the quarter.

In the context of these strong flows, the net international reserves increased by US\$232.0 million during the quarter to US\$2 342.0 million at end September. The increase in reserves put the stock of reserves at US\$264.2 million above the target for end-September. Gross reserves were US\$2 293.2 million, representing 18.8 weeks of estimated goods and services imports.

Growth and outlook for the Near-term

For the September quarter, the Bank estimated that real GDP grew at a slightly faster pace relative to the June 2006 quarter. With the exception of the manufacturing sector, all sectors are estimated to have expanded in the review period. Agriculture and Miscellaneous Services which includes the tourism industry were the major drivers of growth. For the December 2006 quarter, the Central Bank is expecting the macroeconomic conditions to remain favourable.

We expect real GDP growth to strengthen as the construction sector rebounds from the setback of the previous quarters. The mining sector and tourism industry are also forecasted to record strong growth. The Bank is anticipating the usual seasonally higher demand for foreign exchange to meet the increased payments for imports for the Christmas holidays. In fact, we are already seeing that the pick-up in demand is putting some pressure on the exchange rate.

However, private capital inflows are expected to remain relatively strong in the quarter and we expect the continuation of significant flows from tourism and remittances. With the NIR now being maintained in a reasonable comfort zone, the Central Bank has the ability and is prepared to augment any temporary shortfall in supplies in the market.



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