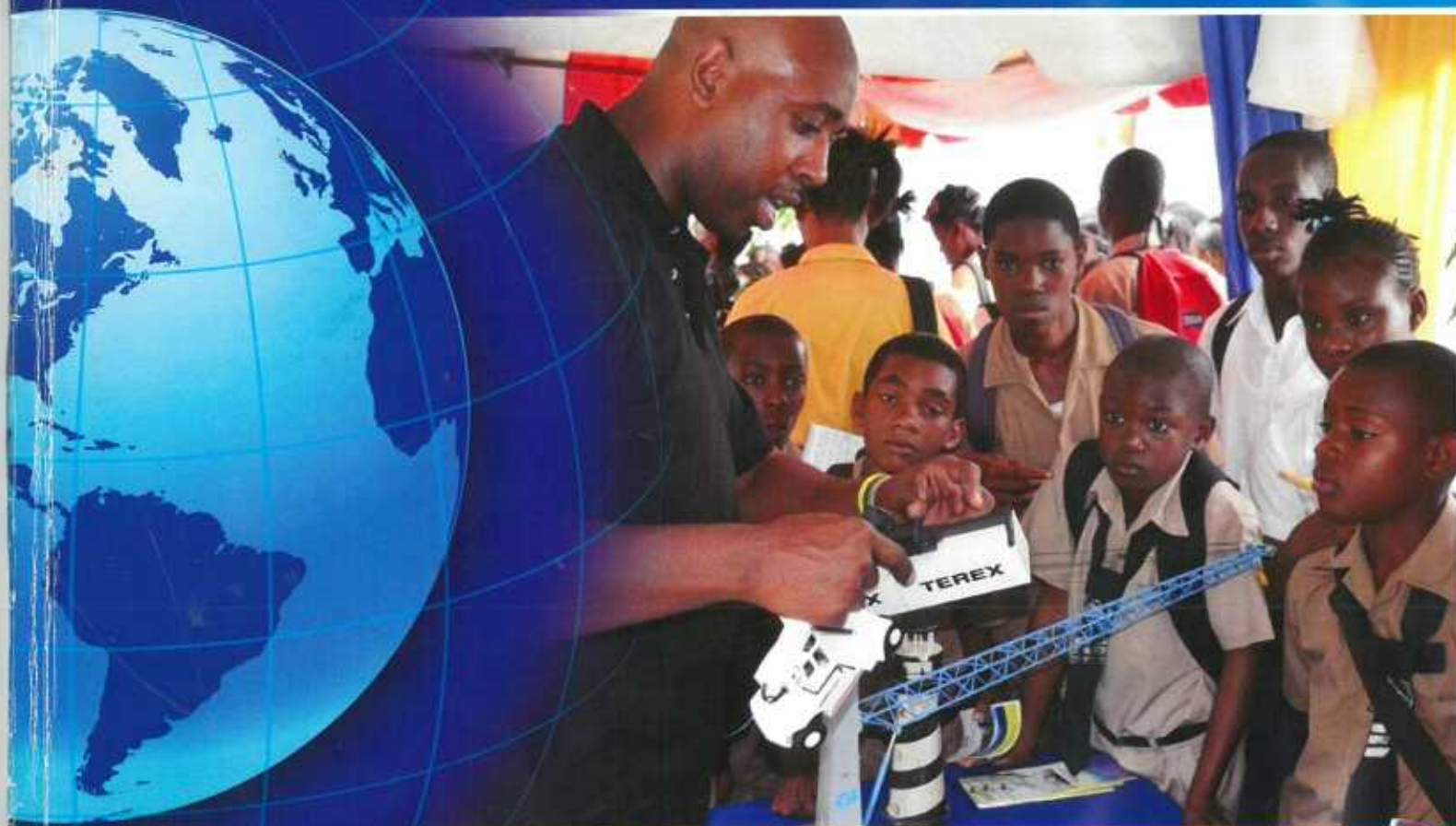




the shipping association of jamaica



Annual Report 2013

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PROFILE

The Shipping Association of Jamaica

The Shipping Association of Jamaica (SAJ) is a labour-hire organization registered as a trade union on January 27, 1939 by a small group of businessmen.

The SAJ emerged against the backdrop of Jamaica's well-documented labour upheaval in the 1930s. The unrest also led to the formation of Jamaica's two major political parties and trade unions.

Since its establishment, the SAJ has charted the course for developments in the local and regional maritime sectors, ensuring that these industries remain competitive and viable.

A members' organisation, the Association works closely with Government agencies and the private sector to promote sustainability and growth in the shipping industry.

The SAJ has seen steady growth in its membership since establishment, and now represents seventy-eight businesses. Members of the Association include shipping agents, terminal operators, stevedoring companies, hauliers, ship owners and operators, non-vessel operating common carriers (NVOCC's), and customs brokers and freight forwarders.

The SAJ promotes various initiatives to advance the interest of its members, employees and staff, as well as delivers training programmes to industry stakeholders. The Association also provides a forum to facilitate the development of industrial relations standards throughout the shipping industry through the Joint Industrial Council established in 1952.

True to its core business of hiring and supplying labour within the maritime transport sector, the SAJ directly employs various categories of skilled workers. The SAJ's highly-trained, experienced port workers work on the terminals operating at Port Bustamante across three shifts each day. In this regard, the Association manages and maintains a cadre of 550 skilled workers.

The SAJ's support to industry is far-reaching. The Association provides Port Bustamante with much of its communications infrastructure, and support for the port's Information Technology system through its subsidiary ADVANTUM. Additionally, the SAJ provides drug interdiction and contraband detection services through its Canine Division.



AGENDA

75th ANNUAL GENERAL MEETING

WEDNESDAY, NOVEMBER 27, 2013 at 10 a.m.

At the Conference Room of the Shipping Association of Jamaica
4 Fourth Avenue, Newport West

ITEM 1 CALL TO ORDER

ITEM 2 APOLOGIES

ITEM 3 (a) CONFIRMATION OF MINUTES

74th Annual General Meeting held on Friday, November 30th, 2012

(b) Matters Arising

ITEM 4 (a) PRESIDENT'S REPORT FOR 2013

(b) Matters Arising

ITEM 5 PRESENTATION OF FINANCIAL STATEMENTS

The Shipping Association of Jamaica

Approval of Audited Financial Statements to Year End 31 December 2012

Unaudited Financial Statements for the period January to September 2013

Advantum

Audited Financial Statements to Year End 31 December 2012

Shipping Association of Jamaica Property Limited

Audited Financial Statements to Year End 31 December 2012

ITEM 6 ELECTION OF:

President for 2014

Vice President for 2014

Managing Committee Members for 2014

ITEM 7 APPOINTMENT OF AUDITORS

ITEM 8 ANY OTHER BUSINESS

MINUTES

74th ANNUAL GENERAL MEETING

HELD FRIDAY, NOVEMBER 30, 2012 at 10 a.m.
At the Conference Room of the Shipping Association of Jamaica
4 Fourth Avenue, Newport West

In Attendance:

Name	Company	Voting Status
Roger Hinds, President - Chairman	Transocean Shipping	Voting
Kim Clarke, Vice President	Maritime Towing	Voting
	Maritime & Transport Services	Voting
Michael Bernard, Immediate Past President	Jamaica Freight and Shipping	Voting
	Shipping Services (Stevedoring) Ltd	Voting
	Coastal Shipping	Voting
	Interseas Ltd	Voting
	Turnel Shipping	Voting
Harry Maragh	Lannaman and Morris Shipping	Voting
Grantley Stephenson	Kingston Wharves	Voting
	Kingston Terminal Operators Limited	Voting
	Western Terminals	Voting
Charles Johnston	Jamaica Fruit & Shipping	Voting
	Jamaica Producers Group	Voting
	Jamaica Producers Shipping	Voting
	Ship Management Services	Voting
	Producers Shipping Company	Voting
Denise Lyn Fatt	Freight Handlers Limited	Voting
Evroy Johnson	Carib Star Shipping Ltd	Voting
Joseph Lowe	A E Parnell & Co	Voting
	Seaport Equipment Limited	Voting
Corah-Ann Robertson-Sylvester	Port Cold	Voting
	Cold Port	Voting
Diedrich Suendermann	Carib Star Shipping Ltd	Voting
William Brown	Metro Investments Limited	Voting
	Metro Shipping	Voting
Blossom Deidrich	Lannaman and Morris (S&M)	Voting
	Seafreight Jamaica	Voting
Kimani Peterkin	Carib Star Shipping Ltd	Observer
Mitzie Burke Green	Jamaica Trading Services	Non-Voting

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Name	Company	Voting Status
John Ralston	TS Crane Services	Voting
Ruel Gibson	Xars Equipment and Trucking	Voting
Stephen Bell	LSK & Company Ltd	Non-Voting
Robert Kinlocke	International Shipping	Voting
Milford Cranston	F. A. J. Logistics	Non-Voting
Loxley Tulloch	Gateway Shipping	Voting
Alva Wood	Allied Trucking	Voting
	Maritime Services Limited	Voting
Trudy Binns	Port Trailer Haulage Association	Non-Voting
Andre Rochester	R S Gamble (1998)	Voting
	Arnold Malabre & Co	Voting
Paula Pinnock	Port Contractors Limited	Voting
Frances Yeo	Assessment Recoveries Limited	Observer
Elaine Hayden	Advantum (Port Computer Services)	Observer
Annmarie Curtis	"	Observer
Trevor Riley, General Manager	Shipping Association of Jamaica	
Andrea McGibbon, Chief Financial Officer	"	
Diana Reynolds, Snr. HRD Manager	"	
Dionne Gordon, Board Secretary	"	
Jean Hinds, Internal Auditor	"	
Catherine Carter, Recording Secretary	"	
Fiona Hall	"	
Terrence Brooks	"	
Luckresha Baker	"	
Antoneisha Douglas	"	
Yahneake Sterling	"	
Monique Morrison	"	

Call to Order

The 74th Annual General Meeting (AGM) of the Shipping Association of Jamaica (SAJ) was called to order at 10:10am by Chairman Roger Hinds.

Apologies for Absence

An Apology was tendered on behalf of Mrs. Denise Lyn Fatt of Freight Handlers Limited, who would arrive late.

MINUTES

Confirmation of Minutes

Minutes of Annual General Meeting held Friday, November 25, 2011

There being no amendments, the minutes were confirmed on a motion moved by Mrs. Corah-Ann Robertson-Sylvester and seconded by Mr. Joseph Lowe.

Matters Arising from Minutes

Access to Newport West

The issue of the lack of adequate pedestrian access to the Newport West business community was raised for discussion by Ms. Trudy Binns. She stated that while she was aware that some discussions had started, it was imperative for the process of addressing the issue to be translated into definitive action.

The SAJ General Manager responded that the Association's scope did not allow it to implement a solution to the problem without dialogue with Agencies such as the National Works Agency and the JUTC. He added, however, that the Association was having regular dialogue and correspondence with the JUTC which had responded by doing an assessment of the feasibility of allowing their buses to traverse Newport West. Responding to an additional query raised by Ms. Binns, the General Manager advised that the outcome from discussions with the operators of the Portmore Toll Road was that access from the Freezone was not possible due to the design specification requirements of highway entrance lanes.

President's Report

The President invited comments on his end of year report which formed part of the Association's published 2012 Annual Report.

Matters Arising from the President's Report

Newport West Infrastructure Works

Mr. Ruel Gibson referred to notice given in the President's report that the road works slated for

Newport West was complete. He opined that based on the quality of the work observed by him, the community was likely to be returned to facing challenges with its roads in a shorter time than would have been expected.

The President responded that significant work had been done in Newport West and the experience of the business community and its patrons have been vastly improved as a result. He stated, however, that work to the drainage infrastructure was incomplete as the Government has informed that they do not have the financing to undertake the repair work. Mr. Hinds added that the Association, as expected, would continue to be vigilant in its agitation for the completion of the full scope of works slated for Newport West.

A discussion ensued on the active role played by the SAJ and other members of the Newport West business community in improving and maintaining the area's infrastructure. It was noted that the drains on Third Avenue are periodically cleaned by Kingston Wharves Ltd. Mr. Charles Johnston stated that he has long held the view that the SAJ should purchase a backhoe for utilization in drain cleaning activities in the area, to which the President responded that he would ensure that the possibility to do so would be explored.

Mrs. Corah-Ann Robertson-Sylvester stated that while more work was needed, she wanted to thank the President for the successful efforts he had spearheaded to bring about the improvements that have been made to roadways in Newport West. She added that, going forward, the Association should remain close to representatives at the NWA so that the outstanding needs stay top of mind.

Mr. Gibson insisted that the record reflect the fact that he and several other users of the area were not pleased with the work done by the NWA's subcontractors.

Port Community System

The President provided an update on the status of the project to implement a Port Community System (PCS) for Jamaica. He explained that the two-stage tender process for the procurement of the PCS had started and that there were several reputable international firms who have expressed an interest in bidding. He added

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that a fulltime project manager has been engaged for the initiative jointly by the SAJ and the Port Authority of Jamaica (PAJ). He stated, as well, that he was proud that the SAJ had pressed ahead with its research and lobby efforts for the development of the PCS and that a solid foundation has been laid.

Mr. Maragh stated that he was uncomfortable with the arrangements for the development of the PCS and the impression of a diminished role being accorded to the SAJ. He added that the PAJ and the Jamaica Customs Department have taken the lead as the government entities involved in the project and that he was concerned that the SAJ would not realize a return on its investments.

Mr. Hinds responded that while it was his hope that the SAJ would be involved in the business component of the PCS, the Association was about more than making a profit. He added that if the use of the PCS brought about improved efficiencies which in turn enhanced Jamaica's profile as a shipping and business destination – then a major objective of the SAJ would have been met.

Mr. Robert Kinlocke expressed concern that many of the stakeholders of the PCS project were not aware of the details involved and how their operations would be directly impacted. He questioned whether any information was yet available on the charges to be applied and the individual/entity who would benefit from financial gains from the system should any be realized.

Mr. Hinds responded that the PCS was an online system that would automate the supply chain in the movement of cargo and thus lessen processing times as well as reduce significantly the volume of paper used in these operations. He said that while he was certain that there would be a fee for the use of the system, the specific amounts have not yet been arrived at.

Mr. Kinlocke opined that based on the information presented, the PCS seemed poised to become a monopoly imposition on the shipping industry and a potential cash cow. He said that it was very possible that there may be efficiencies when the system becomes implemented but there was no guarantee that they would last. He went further to state that the industry should have a say in the development, and ongoing

management of the initiative to which the President responded that the SAJ has been at the discussion table with the Customs Department and the PAJ since the beginning.

Discussions on the PCS continued with Mr. Maragh adding that if the SAJ would not derive a financial benefit from the initiative then it should continue to support the project's development but not through the injection of funds. He said that the SAJ had already invested significant time and effort into the project.

Ms. Paula Pinnock questioned whether there was a way for the SAJ to regain a foothold in the initiative or exercise the option of buying a majority stake. Mr. Kinlocke expressed surprise that there was not a clear position on SAJ's stake in the project.

Mr. Trevor Riley explained that the leading of the initiative by the PAJ and the Customs Department were critical to the project in its current stage as optimal functioning of a PCS in Jamaica could only be realized with the government's buy-in and their commitment to championing a change in their own operations. He added that for the system to work, government laws and regulations also had to be changed. He also stated that there have in fact been discussions led by the SAJ and its information technology subsidiary Advantum on investment and joint venture options in the project.

Panama Canal

Responding to a request for information on preparations by the Port of Kingston for the widening of the Panama Canal, Mr. Hinds drew members' attention to the cover of the Annual General report which featured a photograph of the Canal. He said that the prominence given to the Panama Canal in the 2012 report both on the cover of the publication and in the discussion on the issue in the President's report were to bring about deliberate focus on the country's need to ensure it is ready for a changed landscape in 2014. He added that there were significant opportunities that would accrue to the Jamaican economy if the necessary action were quickly taken. He said that despite his hope that the Port of Kingston would be ready, he was not happy with the progress made to-date. He mentioned, in addition, that some shipping lines have indicated that they were not pleased with operations in Kingston. He maintained however that

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the SAJ has taken advantage of every opportunity to lobby the government despite their position that they are strapped for funding.

Mr. Charles Johnston asked whether any consideration had been given to the SAJ providing the equipment required for the dredging of the harbor given the open knowledge that this needed to be done.

Mr. Kinlocke stated that he was not advocating for the SAJ to invest in operations on the port, but rather for the voice of the Association to be louder in its lobbying with the Government.

The President pointed out that there has been much dialogue with the Government on issues affecting the shipping industry. He cited as an example the fact that the SAJ brought the President of the Manzanillo International Terminal (MIT) in Panama to deliver a presentation on the Panama Canal and the opportunities which would result for Jamaica if certain specific steps were taken. He added that the Minister of Transport, who has portfolio responsibility for the shipping industry was in attendance at the event. Mr. Hinds stated as well that he accompanied the Minister of Industry, Investment and Commerce on a tour of logistics operations in Panama which provided a solid context for the direction in which Jamaica needed to go if it was to capitalize on the widening of the Panama Canal.

Mr. Kinlocke interjected that perhaps lobbying has been done privately; he opined however that these efforts would be more effective if they were public.

Mrs. Robertson-Sylvester responded that comments regarding the privacy of the Association's lobby effort painted an incorrect picture of the work being done by the SAJ. She challenged members to read the Shipping Features published weekly in the Gleaner as well as consult other media archives online. This, she said, would confirm that the Association has been strident in vocalizing and lobbying for the needs of the shipping industry.

Presentation of Financial Statements

1. The Shipping Association of Jamaica

Audited financial statements to year ended December 31, 2011

SAJ Chief Financial Officer (CFO), Ms. Andrea McGibbon presented the consolidated audited accounts for the SAJ Group for the period ended December 2011. The presentation included data on key economic indicators for the years 2010, 2011 and year-to-date 2012. Ms. McGibbon then presented on the Group's Income and Expenditure statements as well as Balance Sheet.

Following the presentation, the audited accounts as at December 31, 2011 were adopted on a motion moved by Mrs. Paula Pinnock, seconded by Mr. Michael Bernard and carried.

Mrs. Paula Pinnock offered commendation to the Managing Committee and the Management of the Association for the significant reduction in overtime charges for port labour. She also raised the issue of the reduction in the amount of cess collected and opined that the time was right for a cess to be levied on transshipment cargo. She said that given the projection for an increase in transshipment business, it has become increasingly necessary to ensure that this activity in particular can fund and sustain itself.

The President responded that some shipping lines were not happy with the service received on the port and that given this fact, it would be difficult to introduce new or increased charges. He spoke also to the challenges facing the port with the unreliability of equipment, which coupled with other factors contribute to the low level of productivity in cargo moves per hour. He said that the complaints by Lines were not imagined and the country had to be careful not to lose the little competitiveness it had by increasing charges in an inefficient environment.

Mrs. Pinnock suggested that the SAJ should seek dialogue with the terminal operators on the challenges faced by shipping lines with a view to assisting in the development of strategies to address the problems identified.

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Unaudited financial statements for the period January – September 2012

Ms. McGibbon also guided members through the unaudited financial statements up to the end of the third quarter of 2012.

2. Advantum (Port Computer Services)

Audited financial statements to year ended December 31, 2011

Ms. McGibbon presented the audited accounts for Advantum for the year ended December 31, 2011.

There being no questions, the accounts were approved on a motion moved by Mrs. Corah-Ann Robertson-Sylvester, seconded by Mr. Michael Bernard and carried.

3. SAJ Property Limited (SAJPL)

Audited financial statements to year ended December 31, 2011

The CFO guided members through the audited accounts for SAJPL for the year ended December 2011.

Responding to a question on the process through which properties owned by the SAJ were sold, the General Manager confirmed that reserve prices were set, subsequent to which the properties were advertised for sale, and then sold to the highest bidders.

The audited accounts for SAJPL were accepted on a motion moved by Mr. Kim Clarke, seconded by Mrs. Paula Pinnock and carried.

Resolutions to amend the Constitution of the Shipping Association of Jamaica

At this point the General Manager explained that up for members' consideration was a proposal to amend the constitution of the SAJ to allow for the inclusion of Honorary Members in the composition of its Managing Committee.

The resolutions to amend the constitution were circulated with the notice of the sitting Annual General Meeting and are as follows:

RESOLUTION 1

BE IT RESOLVED THAT Clause 4 of the Constitution of the Association be amended by deleting the current Clause and inserting the following:

The general business of the Association shall be conducted by a Managing Committee (herein referred to as "the Managing Committee") nine members of which shall be elected by a simple majority of those members attending and voting. In addition, the Immediate Past President shall serve as a voting member of the Managing Committee. Further, the Managing Committee shall have the power to appoint from time to time a maximum of two Honorary Members who shall have the functions and powers of the members of the Managing Committee, save and except the power to vote at meetings of the Managing Committee. The Managing Committee may do on behalf of the Association all acts which are not by the Agreement required to be exercised or done by the Association in General Meeting.

RESOLUTION 2

BE IT RESOLVED THAT Clause 5 of the Constitution of the Association be amended by inserting the following words after the words "seven members", and before the word "PROVIDED".

"in addition to the Honorary Members"

RESOLUTION 3

BE IT RESOLVED THAT Clause 5, (e) of the Constitution of the Association be amended by inserting after the words "ex-officio members" and before the word "General Manager" the following words:

"of the Managing Committee"

and by inserting after the words "General Manager" and before the words "and Trustees" the following words: "two Honorary Members"

RESOLUTION 4

BE IT RESOLVED THAT Clause 5 of the Constitution of the Association be amended by the inclusion of a new Sub Clause (g) immediately after Sub Clause (f) as follows:

(g) Honorary Members may be any individual in

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good standing with the Association and who has served a minimum period of ten years on any Committee of the Association and whose contribution is considered by the Managing Committee to have been exemplary in the service of the Association and the wider shipping industry. Honorary Members shall be appointed by a three-fourths vote of the members of the Managing Committee at regular or special meetings of the Managing Committee called for the purpose and shall serve for a period of three years. The Managing Committee shall have the power in its absolute discretion to extend or determine the tenure of such Honorary Members by a three fourths majority of members of the Managing Committee at regular or special meetings of the Managing Committee.

RESOLUTION 5

BE IT RESOLVED THAT Clause 6 of the Constitution of the Association be amended by inserting after the word "Committee" and before the word "shall" the following words: "other than Honorary Members"

Mr. Kinlocke sought clarification on the rationale for adding honorary members to the Managing Committee after more than 70 years of the Association's existence. The General Manager pointed out that this was being done in the interest of succession planning and would allow for the retention of experienced members of the shipping the industry as part of the Managing Committee as well as allow for exposure to be given to newer senior executives.

The amendment resolutions were proposed en bloc by Mr. Michael Bernard, seconded by Mr. Kim Clarke and unanimously passed.

Election of Officers

At this point the President thanked his colleague Managing Committee members for their support of him as he headed the Association for what he classified as four rewarding years. He also thanked the management and staff of the SAJ for their tireless efforts, singling out the CFO, who he said had done an excellent job in presenting the Accounts; and

the General Manager, whom he said had done an outstanding job in leading the Association's business. He then announced that it was time for the election of officers to form the Associations 2013 Managing Committee and that he would not offer himself for re-election.

Announcements were also made by Mr. Charles Johnston and Mr. Evroy Johnson that they would not offer themselves for reelection.

The proceedings were then handed over to the General Manager, who indicated that, in accordance with the SAJ's Constitution, the sitting Managing Committee was dissolved. He specified that clause 5 of the Constitution called for the election of officers to serve in the capacity of President, Vice President, and seven other members, who will hold office until the next Annual General Meeting. He added that the previous Managing Committee members were eligible for re-election and that the last President would serve on the Managing Committee as Immediate Past President.

A roll call was done by Mrs. Dionne Gordon to indicate the members in attendance who were eligible to vote either in person or via proxy.

Election of President

Mr. Kim Clarke was nominated for the post of president by Mr. Roger Hinds. this was seconded by Mr. Evroy Johnson.

There being only one nominee for the post of president, Mr. Kim Clarke was elected President for 2013.

Election of Vice President

Mrs. Denise Lyn Fatt was nominated for the post of vice president by Mr. Kim Clarke. This was seconded by Mrs. Paula Pinnock.

There being no further nominations, Mrs. Lyn Fatt was elected Vice President for 2013.

Immediate Past President

In light of the election of a new President, Mr. Roger Hinds would assume the role of Immediate Past President for 2013.

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Other Managing Committee Members

The following persons were nominated to serve as part of the Association's Managing Committee for 2013:

- Captain Diedrich Suendermann: nominated by Mr. Evroy Johnson and seconded by Mr. Kim Clarke
- Mr. William Brown: nominated by Mr. Kim Clarke and seconded by Mr. Evroy Johnson
- Mr. Michael Bernard: nominated by Mrs. Paula Pinnock and seconded by Mrs. Denise Lyn Fatt
- Mrs. Corah-Ann Robertson-Sylvester: nominated by Mr. Charles Johnston and seconded by Mr. Stephen Bell
- Mr. Grantley Stephenson: nominated by Mrs. Paula Pinnock and seconded by Mrs. Corah Ann Robertson-Sylvester
- Mr. Harry Maragh: nominated by Mrs. Corah Ann Robertson-Sylvester and seconded by Mr. Roger Hinds
- Mr. Joseph Lowe: nominated by Mr. Roger Hinds and seconded by Mrs. Denise Lyn Fatt.

The nominations were put to a vote and unanimously passed.

Appointment of Auditors

The firm PriceWaterhouseCoopers, having indicated willingness to continue as auditors for the Association was re-appointed for 2013 on a motioned by Mr. Michael Bernard and seconded by Mr. William Brown.

Any Other Business

Dispute with KCT

Mr. Kinlocke stated that it had come to his attention that KCT Services Ltd was refusing to honour some of their payment obligations to the SAJ. He sought clarification on whether this was in fact the case and if so, what was being done to resolve it.

The General Manager confirmed that the Association was in negotiation with KCT to resolve the issue of the

non-payment of approximately J\$40 million in fringe benefits expenses for the supplemental labour pool which SAJ manages on their behalf. Responding to an additional concern on the impact of the non-payment on the Association's cash flow, Mr. Riley advised that the situation was troubling but that he hoped the matter would be resolved in short order.

Mr. Kinlocke queried the basis of the non-payment and was advised that KCT has incorrectly contended that the costs involved were to be covered from the SAJ's cess revenue.

Wage Negotiations

Mr. John Ralston implored Management of the SAJ to make every effort to promptly start and conclude the agreement of wage increases on behalf of its workers. He added that protracted negotiations result in a demand for large amounts of retroactive payments which can sometimes prove difficult to meet.

In response to Mr. Ralston, Mr. Riley explained that while Management always endeavoured for negotiations at the Joint Industrial Council to be concluded speedily, it was an iterative process which required meticulous deliberations with parties who had views that were significantly different from those of the SAJ. The outcome of negotiations cannot, therefore, be guaranteed. The Association, however, would, as usual, do its utmost to ensure costs to the industry remained manageable.

Anchoring of Ships

Mr. Ralston also raised the issue of the anchoring of ships in the Kingston Harbour; he stated that this was being done in a manner that was destroying the reef and could lead to disastrous ripple effects. He asked for the Association to lobby the Government's environmental authorities in an effort to stem this practice, and he offered to assist the Association in putting together information on the issue.

Remarks by New President – Mr. Kim Clarke

Newly elected President, Mr. Kim Clarke, stated that he was honoured by the confidence expressed in him by the members of the Association. He added that he has had significant preparation to take on the critical

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role of President with the help of several stalwarts in the shipping industry. He expressed optimism for the future of the Association and said that he looked forward to forging ahead with the completion of targeted projects. The projects mentioned by Mr. Clarke were as follows:

- Implementation of the Port Community System
- Development of a logistics park in Newport West
- Improved security in the Newport West business community
- Provision of adequate pedestrian access to Newport West
- Completion of the road & drainage works
- Lobbying for transparency and information sharing in the privatization of KCT

Mr. Clarke said he looked forward to receiving the support of the members of the Association as he worked along with the new Managing Committee and SAJ staff in the interest of the shipping industry.

Adjournment

The Chairman asked whether there was any other matter to be raised for discussions. There being none, the meeting adjourned at 12:29pm on a motion moved by Mr. Ruel Gibson and seconded by Mr. Robert Kinlocke.

Confirmed:

Date:



PROFILES

The Managing Committee

Kim Clarke – President



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

Mr. Clarke's work experience in the shipping industry began in 1990 at Kirk Line Inc. in Miami where he was a Documentation Clerk. He quickly moved up the ranks a year later to Documentation Manager. Returning to Jamaica in 1991, he became Director of Maritime and Transport Group of Companies. He now serves as Managing Director of Maritime and Transport Group of Companies. The Group consists of Maritime and Transport Services Limited., Maritime Towing Company Limited, Maritime General Insurance Brokers Limited, A. E. Parnell and company Limited, Parnell Investment Limited and Seaport Equipment Limited.

He is also a director of Kingston Wharves Limited and Newport Fersan Jamaica Limited. He is Managing Director of Boat Services Ltd.

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

Denise Lyn Fatt – Vice President



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

Mrs. Lyn Fatt is the Managing Director of Freight Handlers Limited, a company she started with her husband in 1988. Prior to starting her own company, she served at a management level in shipping and other sectors: Managing Director of Ocean Air International Limited; Senior Supply Assistant for the United Nations Children's Fund; and Traffic Manager for InterFreight Agencies Limited.

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

Roger Hinds – Immediate Past President



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

A native of Barbados, Hinds has been working in Jamaica's maritime sector since 1982. He is the Chairman and Chief Executive Officer of Transocean Shipping Limited and the Founder and Chairman of Transport Logistics Limited and Marine Haulage Service Limited.

He is a Director and Company Secretary of the Kingston Wharves Group. He is the Chairman of Advantum, and serves on the board of Assessment Recoveries Limited.

Mr. Hinds also serves the regional shipping industry. He is the Chairman of the Caribbean Shipping Association's (CSA) Group A sub-committee – representing Shipping Agents, Private Stevedore Contractors and National Associations.

The Managing Committee

Michael George Bernard – Past President



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

He is the Managing Director of Shipping Services Stevedoring Limited and serves on several boards within the shipping industry including, Jamaica Freight & Shipping Co. Ltd, National Quarantine Commission (Deputy Chairman 2013), and the Caribbean Maritime Institute. He is a member of the Port Awards Committee of the Caribbean Shipping Association. Mr. Bernard also serves as a Director of Advantum, as a trustee of Kingston Port Workers Pension Fund, and is a 1st Vice President of the Jamaica Employers Federation.

In June 2005 he was inducted as a Gold Member of the International Association of Business Leaders. He is a past president of the Rotary Club of Liguanea Plains.

Mr. Bernard was educated at Kingston College and the University of the West Indies.

Harriat Maragh – Past President



A past president of the SAJ, Harriat Maragh is the Chairman and CEO of Lannaman and Morris Shipping Limited.

Mr. Maragh is also the Chairman of Seafreight Jamaica Limited, Seafreight Lines Inc Miami, Kingston Port Workers Superannuation Fund and Metro Investments Limited.

He serves as a Director on several boards including Kingston Wharves Limited, the Shipping Association of Jamaica's Property Company, Assessment Recoveries Limited and the National Cruise Council of Jamaica.

He is a graduate of Calabar High School and Humber College in Toronto, Canada.

Grantley Stephenson, C.D., J.P. – Past President



A past president of the SAJ and a member of the Managing Committee since 1990, Grantley Stephenson is the Chairman and Chief Executive Officer of Kingston Wharves Limited. He is also the President of the Caribbean Shipping Association.

Mr. Stephenson has over 30 years' experience in the shipping industry, having worked in areas of Ship Owning and Operations, Ship Management and Ship Agency representation in Mexico, the U.K. and Jamaica.

He has served as Honorary Consul General of the Kingdom of Norway since 1998 and in January 2013 was awarded with the Royal Norwegian Order of Merit, the highest honour that can be bestowed on a non national of Norway.

Mr. Stephenson served as Dean of the Consular Corps of Jamaica in 2007 and is again serving as Dean since January 2012. He was conferred with the National Award of the Order of Distinction, Commander Class in 2007.

Mr. Stephenson holds directorship in the following companies: Kingston Wharves Limited, Security Administrators Limited, Harbour Cold Stores Limited, Shipping Association of Jamaica Property Limited, ADVANTUM, Ports Management & Security Limited and Assessment Recoveries Limited.

He was educated in Jamaica at the College of Arts, Science and Technology (now UTECH), the University of the West Indies, and the University of Plymouth in the United Kingdom. He holds a Master of Business Administration degree (MBA) from the University of the West Indies and is a Fellow of the Jamaica Institute of Management.

PROFILES

The Managing Committee

Corah Ann Robertson-Sylvester



Mrs. Robertson-Sylvester is the Chief Executive Officer of Seaboard Jamaica, a subsidiary of Seaboard Marine Ltd, Miami. In 2003 she became the first female President of The Caribbean Shipping Association which was established in 1971 to facilitate the development of an efficient, viable Caribbean shipping industry.

She has been a member of the Managing Committee of the Association since 2005 and is a Director of Jamaica Freight and Shipping Limited.

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

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

Joseph Alexander Lowe



A member of the Managing Committee of the SAJ since 2005, Joseph Lowe is a Director and Group Operations Manager for Maritime and Transport Services Limited.

Mr. Lowe's career in shipping began in 1963 at Grace Kennedy and Company Shipping Limited as a Validating Clerk in the Freight Department. He was later promoted to Manager of the same department and in 1976 he was promoted to assistant General Manager and General Manager in 1988.

He was transferred to International Shipping Limited, a subsidiary of Grace Kennedy and Company Limited as Managing Director in 1992. Three years later he was transferred to Hamburg-Süd Columbus Jamaica Limited as Managing Director where he remained until his retirement in 2001.

He is a past student of Excelsior High School.

Captain Diedrich Suendermann



Captain Diedrich Suendermann is the General Manager of Carib Star Shipping Limited, agents for Zim Integrated Shipping Line.

A native of Germany, Captain Suendermann travelled the world on container vessels for 23 years. During his last seven years at sea, he served as a Master/Captain. He has held several management roles in the shipping industry having served as Operations Manager and later Director of Regional Operations for CMA CGM (Caribbean), Operations Manager at the Long Beach Container Terminal and Port Captain and Assistant General Manager, U.S West Coast Operations for DSR-Senator Lines.

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

The Managing Committee

William A. Brown



William A. Brown is the Group Chief Financial Officer for the Lannaman & Morris (Shipping) Group of Companies.

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

Mr. Brown serves the industry as a Director of Assessment Recoveries Limited and is as a Trustee of Metro Investment Pension Plan. He also serves as Honorary Secretary of the Jamaica Golf Association.

He is a graduate of the University of the West Indies, Mona, and the University of Michigan, Ross School of Business Executive Program.

Charles Johnston, C.D., – Honorary Member



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

Mr. Johnston is the Chairman of Jamaica Producers Group Ltd., Seaboard Freight & Shipping Company Ltd. and T.S. Crane Services Ltd., and is the Deputy Chairman of Scotia Group Jamaica Ltd. He also serves as a director on other boards including: the Kingston Port Workers Superannuation Fund, The Jamaica Public Service Company Ltd. and Kingston Wharves Ltd.

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

Trevor Riley J.P. – General Manager



As General Manager of the Shipping Association of Jamaica, Trevor Riley performs the role of chief executive officer of the SAJ, its subsidiaries and related companies. He leads a team of over 650 persons providing a range of services, including the supply of labour, security and Information Technology services to the Port of Kingston. He is one of the lead negotiators for labour agreements affecting the port of Kingston, and has represented the industry at meetings, conferences and workshops relating to the business of shipping in four continents.

Prior to his return to the SAJ, Mr. Riley worked in the banking and tourism sectors in several managerial positions including: Managing Director for the Jamaica Observer; General Manager, Marketing for the Caribbean for Air Jamaica Limited; Deputy Director Tourism, General Manager, Workers and Capital Finance Limited (UK); and General Manager, UK Operations Victoria Mutual Finance Limited.

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

Mr. Riley is deputy chairman of the Tourism Enhancement Fund, a director of Nutrition Products Limited and Chairman of the Board of Governors of Tavares Gardens Primary School.

A Justice of the Peace for the Parish of Kingston, he holds a Master of Business Administration degree (Kingston, UK), the Diploma in Mass Communications, (UWI) and the Diploma in Journalism from the International Institute for Journalism, (IJI) Berlin, Germany and is a Member of the Chartered Institute of Marketing (MCIM), United Kingdom. He has also completed the Harvard University Programme on Negotiation. He is a past president of the Rotary Club of Liguanea Plains. An avid golfer, he is a member of Caymanas Golf and Country Club and the Jamaica Golf Association.

REPORT

President's Report



Kim Clarke

My Dear Colleagues:

It is hard to imagine that my administration has completed a full year, but time does fly when you are having fun in the service of an industry which you truly love. That love is sometimes tested by the difficulty in wading through the bureaucracy of government, which sometimes frustrates one's efforts to get things done; and other times demands twice as much output to achieve small measures of progress.

However, I am grateful for every single milestone passed and every ounce of progress made in the attainment of the vision we all hold for our industry.

When I became President, I gave a short presentation on some of the things I would like to achieve for the membership and the industry. My report card is mixed. However, we can report some progress in securing the best interests of our members. In the few instances in which we have not been made the type of progress that we had planned, I assure you that it was not for a lack of effort on the part of either me or the team on the Managing Committee or in the secretariat. At the same time, some new challenges emerged which demanded our focus; and I think we can say confidently that we were able to achieve reasonable degrees of success with some of those.

Below, I offer a review of some of the activities and programmes which we all consider to be priorities:

Jamaica Customs

Since the beginning of my term as President, considerable time and attention has been focused on removing some of the harsh new fees that were announced by Jamaica Customs for services related to the movement and clearance of cargo consequent on the designation of Customs as an executive agency.

As you know, in addition to the normal revenue collection duties of Jamaica Customs, the Agency now has to earn its keep by charging fees. Some of the fees announced in February were so onerous that if left to stand, our industry may have been crippled. We have been successful in taking our lobbying to the Ministry of Finance, Customs and other relevant bodies such as the Port Authority of Jamaica, and have succeeded in having some of the more penal charges reduced.

Recognising that in the short term, the authorities are strapped for cash and have committed to raising funds under the agreement with the IMF, we have embarked upon a comprehensive strategy to improve Customs' role as a facilitator of trade in the medium term. This strategy has three main components:

- (1) The first is to continue to engage Jamaica Customs on a day to day basis in a partnership to smooth their interaction with our members and the industry;
- (2) The second is to seek to improve the understanding of Jamaica Customs in relation to the structures that are necessary for the smooth operations of a logistics hub. This includes helping to expose the main officials of customs to the processes and procedures that exist in successful logistics communities such as Panama, Dubai and others.

- (3) The third is to continue our work with other partners in a general lobbying effort with the Government and with Customs to improve the wider logistics framework of the country.

Elsewhere in this report, you will see a photo showing the Jamaican Commissioner and Collector of Customs; representatives of the Shipping Association of Jamaica and JAMPRO in a meeting with the head of Panama Customs. The SAJ sponsored the Jamaican Customs officials to Panama and arranged for them to visit the Freezone in Colon and to hold meetings with their counterparts in that country. Our hope is that the sharing of information on trade facilitation will inspire some change in the thinking behind our own approach in Jamaica to imperatives for trade. We will continue to work with our partners in the Jamaica Customs Agency to ensure the best advantage is taken to make our country and our industry competitive.

Implementation of the Port Community System

This project is proceeding according to schedule, and the expectation is that of the two bidders, a selection of one will be made by the end of November 2013 and implementation will commence by end of March 2014. The system will be fully operational within two years of that date, however modules such as transshipment and import will be established sooner.

We are very happy that the journey toward a Port Community System seems to be taking very positive steps and are gratified that a vision of the SAJ is coming to fruition. The main tasks remaining are to ensure that the solution is to the benefit of the country and our members; and that the SAJ has a role in the implementation of the system.



▲ **Kim Clarke** (right), President, Shipping Association of Jamaica (SAJ), welcomes **Hon. Anthony Hylton**, Minister of Industry, Investment & Commerce, to the SAJ's Fourth Avenue offices.

REPORT

President's

Development of a logistics park in Newport West

The SAJ has continued its lobbying efforts with various agencies of Government, and it has been decided that Newport West will be included in the area being designated as the logistic hub. Among the items remaining outstanding is an agreement on the source of funding for enclosing the community. The SAJ continues to negotiate with relevant parties on this matter.

Improved security in the Newport West business community

The SAJ continues to work with partners such as Security Administrators Limited and the Jamaica Constabulary Force to maintain an appropriate level of security in Newport West; and to ensure a timely response to incidents of crime. We are pleased to report that our initiatives have continued to bear fruit in the low levels of criminal activity reported year to date. Noting the volatility of criminal activity nationwide, we remain vigilant, however. The Newport West police were recently returned to the Ports Division of the JCF and the SAJ has been engaged in an active collaboration with that division and have secured the agreement for the SAL mobile patrol to continue with the assistance of the police; and also for the foot patrol to continue in the community. SAL has been successful in obtaining agreement from the Police High Command for seven of their officers to be designated special district constables, with powers of arrest.

This will go a far way to improving the effectiveness of our joint efforts to manage crime in our business community. We will continue our interaction with the police, SAL and other partners to ensure the best possible security presence and to achieve the highest standard of safety for corporate citizens and employees in our community.

Provision of adequate pedestrian access to Newport West

The SAJ has been advised by the Ministry of Transport and Works that it cannot bear the cost of installing pedestrian bridges along Marcus Garvey Drive or to increase the height of the median barriers separating



▲ Kim Clarke, President, Shipping Association of Jamaica (left), presents a copy of the History of the Shipping Association of Jamaica to Mrs. Joan Spencer-Ernandez, Board Chair, Caribbean Maritime Institute.

President's

the easterly and westerly halves of the roadway. As such, we have continued our lobbying efforts with the Jamaica Urban Transit Company, JUTC, with a view to arranging a special bus route via Newport West. I admit that this has been on the agenda for a number of years and I regret that we have not been able to show the success that we had hoped for. The work continues and we expect to be able to see progress in the short term. Please be assured that we are not giving up on this issue.

Completion of the road & drainage works

Although some drainage work has been done since December, we remain dissatisfied by the slow pace of activity by the National Works Agency (NWA).

Our most recent tour was at the end of July 2013, conducted by the SAJ and senior representatives of the NWA. We are awaiting submission of new estimates for the repair of sections of Seventh Avenue as well as a section of Second Street that was disturbed by the National Water Commission.

Lobbying for transparency and information sharing in the privatization of KCT

The Shipping Association of Jamaica has been invited to sit as a member of the Logistics Task Force, which is helping to guide the implementation of the Logistics Hub, of which privatization of KCT is a component.



▲ From left: **Condell Stephenson**, Chairman, Joint Industrial Council, **Trevor Riley**, General Manager, Shipping Association of Jamaica (SAJ), **Hon. Derrick Kellier**, Minister of Labour and Social Security, and **Kim Clarke**, SAJ President, on the occasion of Minister Kellier's visit to the Joint Industrial Council. A mural painted by SAJ port workers depicting their contribution to the industry is in the background.

REPORT

President's



From left: **Corah-Ann Robertson-Sylvester**, Chief Executive Officer of Seaboard Jamaica Limited, and **Grantley Stephenson** Chief Executive Officer of Kingston Wharves Limited take **Hon. Derrick Kellier**, Minister of Labour and Social Security on a tour of the port.

Labour Management

The Shipping Association of Jamaica has received commendation from members of the Government and private sector for the historic four-year labour agreement recently signed with the joint unions. This agreement will have the effect of deepening the stable industrial environment in Jamaica and signaling to global partners that our port is open and ready for expansion of business.

Hon. Noel Hylton, OJ

The shipping industry bade farewell to the Hon. Noel Hylton, OJ, the former Chairman and CEO of the Port Authority of Jamaica, who served the industry for 47 years, nine of which was as the General Manager of the SAJ. We were very happy to have coordinated the farewell function to allow our members and the industry to pay respects to this giant of the maritime sector, who has done so much to put shipping on the map in our country.

On a final note

We have provided within the ensuing pages a glimpse of the general activities of the Association since the last Annual General Meeting. I hope you find the information in this report to be useful and I look forward to the usual robust discussion at this year's AGM. I once again thank you for the confidence you reposed in me as President. I thank the members of the Managing Committee for their service to the Association and their support of me as President. I thank the General Manager, the management and staff of the Association for their continued excellence in delivering service to our members and clients; and I thank the clients for their continued reliance on the services of the SAJ.

Please enjoy the rest of this publication.

Yours sincerely

Kim Clarke

PRESIDENT



Offices of the Shipping Association of Jamaica

REPORT

Communications, Member Services and Community Outreach

Agents' Committee

In 2013 the Agents' Committee of the Shipping Association of Jamaica held its regular monthly meetings. Mrs. Denise Lyn Fatt, remained in her role as Chairman of the Committee, and Andre Rochester as Deputy Chairman.

An extraordinary meeting of the Committee was held April 5th to discuss concerns arising from the introduction of the Customs Administrative Fee (CAF) and its implementation on April 1, 2013. The Agents convened a forum on April 9th as a follow-up to further discuss the implications of the CAF for the shipping industry and trade in general.

The agents and their designates represented the Association at several industry related meetings and as members of various committees.

The Quality Assurance Committee of the Jamaica Customs Department

Industry stakeholders continued to voice their trade concerns at the meeting of the Quality Assurance Committee (QAC), and liaised with the Collector of Customs and other members of the Jamaica Customs Department team in seeking resolutions. During 2013 the following key issues were raised and discussed:

- Challenges associated with the implementation of the electronic manifests (e-Manifest) system for persons conducting business at off-dock warehouses whereby certain manual processes would not be facilitated by the Jamaica Customs Department
- Challenges associated with the Broker System as a result of the new fee schedule introduced by the Jamaica Customs Department

- Concerns arising from the proposed changes to the Customs Act and the implications for shipping industry stakeholders

In order to facilitate the shared interests of the SAJ and the Jamaica Customs Department, and increase general awareness, the SAJ continued its programme of disseminating relevant information to its members and industry partners.

Beyond membership of the QAC, the relationship with the Jamaica Customs Department continues to be collaborative and fruitful. The Agents met with the Commissioner and his team on several occasions during the year to foster understanding and strengthen ties as the CAF developed.

The Commissioner and one of the Collectors of Customs were also guest speakers at the SAJ's October Lunch and Learn event, and highlighted the planned developments and changes at the Jamaica Customs Department arising from its attaining Executive Agency status.

Industry stakeholders such as the Maritime Authority of Jamaica, the Caribbean Maritime Institute and Marine Safety Jamaica Limited made presentations to the Agents about concerns and developments in the industry.

Equipment Interchange Agreement & Trucker Registration

The Port Trailer Haulage Association continues to be one of the key stakeholders in the Shipping Industry and as such there were several discussions on the equipment interchange agreement during the year.

The SAJ continues to register truckers and in doing so facilitate the movement of goods on and off the ports.

Communications, Member Services and Community Outreach



- ▲ Members and stakeholders of the Shipping Association of Jamaica listen attentively to a presentation on the government's 2013/14 revenue measures and the National Debt Exchange



- ▲ **Harry Maragh** (left) Chairman of SeaFreight, greets **Hon. Anthony Hylton** (centre), Minister of Industry, Investment and Commerce while **William Brown**, Chief Financial Officer, Lannaman and Morris Group, looks on. The occasion was the Lunch and Learn held in March.

REPORT

Communications, Member Services and Community Outreach

Port Community System

In January the Project Manager of the Port Community System conducted a Lunch and Learn Seminar outlining the linkages between that project and the modernization of the business of shipping through the movement to a fully integrated industry through a single point of contact. The project saw the selection of preferred bidders. The project has acquired key international expertise which will increase its efficacy as it is implemented. The success of the project is a key IMF deliverable and it is expected to bring well-needed enhancements to the ease of doing business in Jamaica and improve the Jamaica's ability to successfully trade with its international counterparts.

Other Committees

JCC/Customs Tariff and Port Users Committee

The Jamaica Chamber of Commerce remains a key stakeholder of the SAJ. In 2013 it served as one of the platforms to successfully lobby for adjustments to the Customs Administrative Fee. It was also a partner in providing important business information to stakeholders through the Tariff and Port Users Committee and other meetings.

Lunch and Learn Seminars

The SAJ hosted five (5) Lunch and Learn seminars during the reporting period:

- January 16, 2013 – Presentation on the Progress Made in the Implementation of the Port Community System. Speaker – Mr. Dwain Powell, Project Manager, Port Community System.
- February 27, 2013 – Presentation on 2013/14 Government Revenue Measures and the National Debt Exchange. Speaker – Mr. Dean McDonald, Vice President of Portfolio Management and Research, First Global Financial Services.

- March 7, 2013 – Presentation by the Ministry of Industry, Investment and Commerce and his team on the Government's Plan to Establish Jamaica as a Logistics Hub. Speaker- Hon. Anthony Hylton, Minister of Industry, Investment and Commerce.
- July 17, 2013 – Presentation by the team from the United States Container Security Initiative on Security on the Port of Kingston.
- October 31, 2013 – Presentation on Positive Changes at Jamaica Customs and the Impact of its Executive Agency Status. Speaker - Mr. Cebert Mitchell, Acting Collector of Customs, Jamaica Customs Department.



▲ **Denise Lyn-Fatt** (right), Vice President of the Shipping Association of Jamaica (SAJ), shares a light moment with **Elaine Hayden**, General Manager, ADVANTUM, and **Dwain Powell**, Project Manager, Port Community System (PCS). Powell updated industry members on the progress of the PCS during a Lunch and Learn in January.

Communications, Member Services and Community Outreach**Publicity and Promotions****Shipping Feature**

The weekly Shipping Feature published in the Tuesday Gleaner, continued to highlight developments in the maritime sector and the activities within the local and regional shipping industry, as well as global trade matters.

Below are some of the articles that impacted the industry:

- Minister Hylton Meets With Shipping Interests
- PAJ Welcomes MSC in Summer 2014 to the Historic Falmouth Port
- Are the Americas Ready for Expanded Panama Canal? CSA Looks at the Region's Preparedness for Opening
- CMI Trains Regional Shipping Industry Partners
- Denise Lyn Fatt - SAJ's First Female VP
- Customs Announces Savings After CAF Review
- Landmark Labour Agreement Signed at Port of Kingston
- KWL Acquires Stevedoring Business of Shipping Services Ltd.
- Michael Bernard Elected First Vice President of JEF
- CMI to Train Workforce For Panama Canal Expansion
- ADVANTUM Hosts Tech Fair
- Seaboard Wins Sixth Consecutive JEA Award
- Noel "Tony" Hylton- A Man of Vision, A Man of Action
- The CSA signs MOU to Offer Masters Degree in Port and Marine Management



▲ Members and stakeholders of the Shipping Industry give rapt attention as they are informed on issues related to container security on the Port of Kingston.

REPORT

Communications, Member Services and Community Outreach

Jamaica Wellness Tour

In 2013 the SAJ continued its partnership with the Rotary Club of Liguanea Plains and brought wellness to communities across the parishes of Kingston and St. Andrew. As is customary, transportation for the duration of the tour was provided by the Maritime and Transport Group and Transocean Shipping Limited.

The partnership saw health care being brought to:

- The elderly of the Mountain View community on August 17



▲ **Yahneke Sterling**, Public Relations Officer, Shipping Association of Jamaica presents the Best Friend Award to **Gabrielle Gayle** during the graduation and prize giving ceremony for the Marcus Garvey School on July 3, 2013. The school is sponsored by the SAJ.

- The children of the New Providence Primary School on October 29

The Marcus Garvey Basic School

The Marcus Garvey Basic School has commenced the process to register the school as outlined by the Early Childhood Commission. Teacher documentation has been submitted, and there has been ongoing work towards upgrading the safety and security facilities and equipment. Funds were raised by the school to raise the wall at Greenwich Avenue and add barbed wire to the perimeter fencing.

The school received a donation of CDN\$8000 towards salaries and utilities. There has also been increased involvement in the day to day operations of the schools by the parents. Those parents facing financial difficulty have also contributed their time in undertaking various projects on the school grounds.

The Marcus Garvey School hosted a Graduation and Prize-Giving Ceremony on July 3rd for seven (7) students. The school re-opened for the 2013-2014 school year on September 9th with a dramatic increase in enrolment of seventy-three (73) students from forty-six (46) in May 2013. The increase in enrolment at the school has been attributed by the administration to the community's endorsement of the quality of education being provided to the students, and increasing commitment.

There has been some difficulty in collecting lunch money of \$100 per day and recommendations were made as to how to best manage the problem. The school also planned to restart the SAJ's School Feeding Programme in the 2013-14 school year. In light of the 50% collection rate at the end of 2012-13, the Board recommended maintaining the school fee at \$3500 per term for the new school year. The school is now reporting almost full compliance by parents as new rules for attendance have been introduced.

Communications, Member Services and Community Outreach

The SAJ Communications Department conducted an Orientation Session for the staff of the Marcus Garvey Basic School on August 29th. The presentations included Ethics, Dress Code, and Conflict Resolution. The training session was well appreciated by the staff members.

The Association continues to provide financial support for the school for the eight months of the school year, and our staff continues to assist with lunch.



▲ **Monique Morrison**, Member Services Officer, Shipping Association of Jamaica (SAJ) presents a school bag with supplies to a proud graduate during the Marcus Garvey School's graduation on July 3, 2013. The school is sponsored by the SAJ.

General Media Coverage

In an effort to keep the public aware of the developments in the industry, the Association continued to liaise with the media and responded to queries regarding same.

As a result, the Association ensured that:

- News releases and advisories were circulated among the media houses.
- The CSA's Director of Public Relations received updates on all local developments.
- Queries and requests from the public and members were addressed.
- Photography and videography were arranged for SAJ events.
- Community service projects and internal programmes were covered.



▲ **Newton Brown**, Stevedore Trainer, Shipping Association of Jamaica tells students about the various careers within the shipping industry at Camperdown High School's Career Fair.

REPORT

Communications, Member Services and Community Outreach

Internal Communication

As is customary, staff of the SAJ received e-mail updates on current local, regional and international shipping industry news.

External Communication

- The SAJ continued to produce and publish the weekly shipping feature in The Gleaner which continued to highlight the developments in the industry.
- Current information was sent to members and industry partners on developments in the local, regional and international maritime industry. Local updates were also highlighted on the SAJ's website.

Outreach Clinic

The SAJ continued to provide free monthly health services to the residents of Greenwich Town through its Community Outreach Clinic. A total of 4202 residents received healthcare services between the periods October 2012 to September 2013.

Community Outreach

The SAJ lived up to its corporate social responsibility and during the Christmas season of 2012, provided care packages to the elderly and disabled of the community.



- ▲ During the Caribbean Shipping Association AGM and Conference in Panama, the Director General of the Panama Customs Authority, **Virna C. Luque**, (centre) received a delegation from the Jamaican logistics community to discuss bilateral relations and to give insights on the role of Customs in trade facilitation. The Jamaican delegation included the Commissioner of Customs for Jamaica, **Major Richard Reese** (third left) and the Collector of Customs for Kingston, **Mrs. Karlene Henry** (third right); and **Charles Johnston**, Managing Committee member of the Shipping Association of Jamaica (SAJ). Others on the mission were (from left) **Michael Cohen**, General Manager, Kingston Logistics Centre Ltd; **Trevor Riley**, General Manager, SAJ; and **Claude Duncan**, Vice President, JAMPRO.

Communications, Member Services and Community Outreach



- ▲ Graduates of the NCTVET-accredited Stevedoring Level I Programme proudly display their certificates presented at a ceremony held at the Shipping Association of Jamaica (SAJ) on Tuesday, October 1, 2013. The course covers operational and technical skills required on Jamaica's ports.

REPORT

Communications, Member Services and Community Outreach

Other Sponsorships/Donations

During the year ended October 31, 2013, the SAJ continued to contribute towards other benefits/causes as well as participate in charitable events.

The major areas of focus were education/development of youth, health and social upliftment.

- Various Service Clubs –Kiwanis and Rotary
- St. Andrew South Police Summer Camp
- Women's Leadership Initiative
- Jamaica Exporters' Association (JEA) National Exporters' Month
- As well as various charity organizations and church groups.

SAJ Sponsored Awards

In 2013, the SAJ again sponsored two major awards:

- The University of Technology – Administrative Award for the Most Outstanding student - Bachelor of Science Degree in Administrative Management.
- The Jamaica Exporters Association (JEA) Award for the – Exporter with the highest tonnage through the Port of Kingston for 2012. J Wray and Nephew won the award in this category.

SAJ Library

Stakeholders in the industry as well as students of the Caribbean Maritime Institute continued to utilize the services of the SAJ's Library during the reported period.



▲ **Major Richard Reece**, Commissioner of Customs, greets **Alvin C. Henry**, Director of Kingston Wharves Limited, at the 43rd Annual General Meeting, Conference and Exhibition of the Caribbean Shipping Association (CSA) held in Panama, October 7 to 9, 2013. Looking on is **Grantley Stephenson**, President of the CSA and Chief Executive Officer of Kingston Wharves.

Communications, Member Services and Community Outreach

Industry Related Activities

Maritime Awareness Week

Maritime Awareness Week was celebrated during the period September 22-27, 2013 under the theme "Sustainable Development: IMO's Contribution Beyond Rio +20." The SAJ supported the Caribbean Maritime Institute's (CMI) activities to commemorate the week. General Manager Trevor Riley attended the Thanksgiving Service held at the Church of Reconciliation in Portmore, St. Catherine, and the SAJ team participated in the Open Day Ceremony and Exhibition September 23 – 25 held at the CMI. The weekly Shipping Feature of September 17 featured the schedule of activities and acknowledged the theme for 2013.

Personnel

The Communications, Member Services and Community Outreach Department continued to function as part of the Executive Office reporting to the General Manager. There are two principal officers, Miss Monique Morrison, Member Services Officer and Miss Yahneake Sterling, Public Relations Officer.



▲ Members of the Marine Pilot's Association are in good spirits as they celebrate the dedication of their new tug boat to the late **Duke Fuller**. From left: **William Hylton**, **Leonard MacLeish**, **Hubert Kerr**, **Kim Clarke** – President of the SAJ, **Seaward Herman King**, **Roy 'Roxy' Fuller** and **Nigel Ramsay**.

REPORT

Human Resource Development

1. Labour Relations

Negotiations for period November 1, 2012 to October 31, 2016

On July 26, 2013 an historic 4 year Joint Labour Agreement was signed between the Association and the unions representing Stevedores. Following 26 meetings at the local level, agreement was reached on critical areas requiring change and or termination. The unions have to be commended for the level of maturity displayed and increased understanding of the changing dynamics of the shipping industry locally and globally. The significant changes in the new agreement are:

Joint Labour Agreement Clause	Changes agreed
<i>Clause 1 – Length of Agreement</i>	4 years in duration November 1, 2012 to October 31, 2016
<i>Clause 6 – Graveyard Premium</i>	This premium was eliminated as of July 31, 2013
<i>Clause 15 – Payment during illness (not related to on the job injury)</i>	Payment limited to 12 days November 1, 2013 to October 31, 2016 Payment reduced to 10 days as of October 31, 2016
<i>Clause 22 – Mortgage Assistance</i>	Increased to \$200,000 per eligible worker per contract
<i>Schedule 3(a) Wage Rates</i>	Year 1- 2.5% (1/11/2012 - 31/10/2013) Year 2- 2.5% (1/11/2013 - 31/10/2014) Year 3- 3% (1/11/2014 - 31/10/2015) Year 4- 4% (1/11/2015 - 31/10/2016)

2. Joint Industrial Council

The regular Council meetings commenced in August 2013 following the conclusion of the negotiations. One of the main areas of attention will be the development of the Port and ongoing ability of the SAJ employees to respond to its ever-changing demands.



Professor Gordon Shirley (right), President and Chief Executive Officer of the Port Authority of Jamaica, thanks Condell Stephenson (centre), Chairman of the Joint Industrial Council (JIC) of the Port of Kingston, for a warm welcome to the JIC meeting. Debbie Ann Dobson Bailey, (right) recording secretary to the JIC captures the proceedings.

Human Resource Development

▲ In 2013, The Shipping Association of Jamaica and Unions representing stevedores have signed a historic four-year wage agreement. Here the **Trevor Riley**, the General Manager of the Shipping Association (front left) **Alvin Sinclair** (right) and the BITU vice-president commemorate the moment with a symbolic gesture. In the background are the representatives of the Shipping Association, its members, representatives of the trade unions and employees.

REPORT

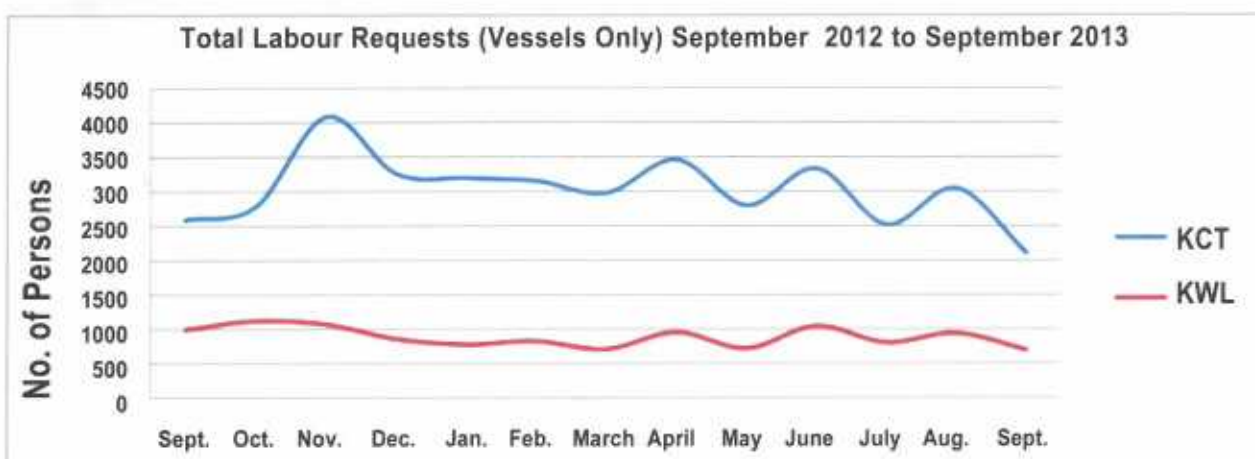
Human Resource Development

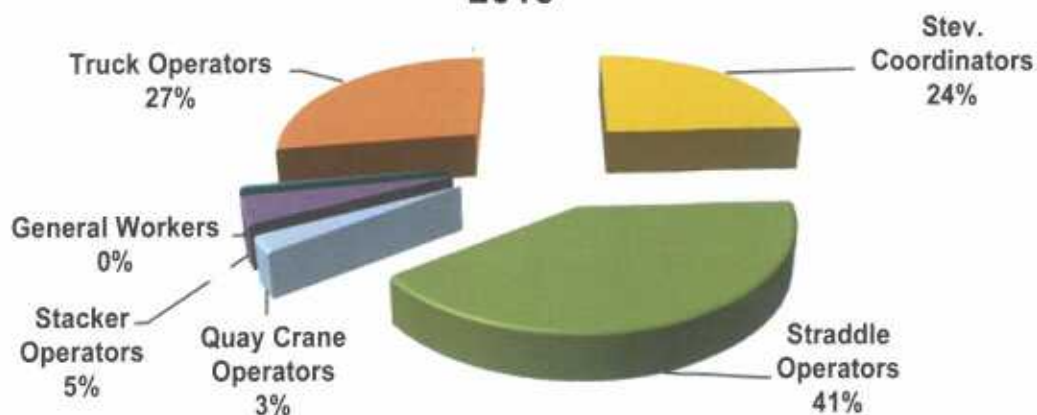
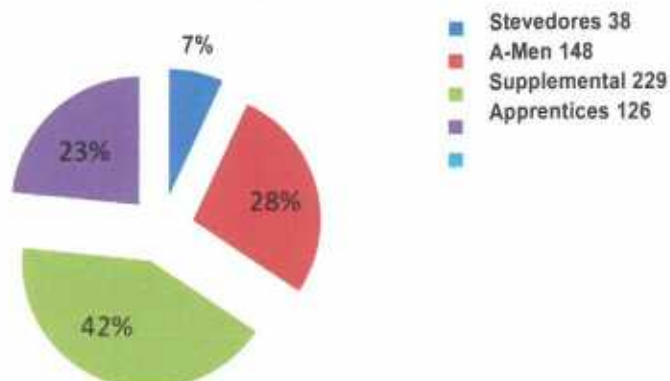
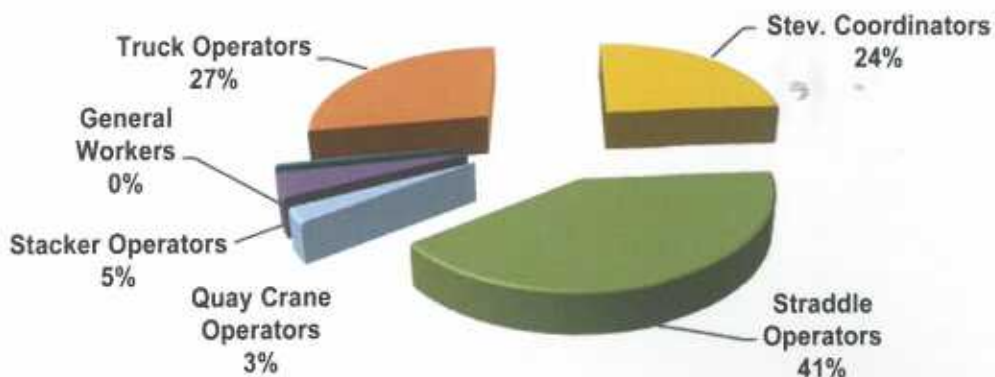
3. Manpower

The table below sets out the number of vessels and manpower utilization over a 10-month period over the last 9 years on both the Kingston Container Terminal and the Kingston Wharves' managed Multi-purpose Terminal.

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

Below is a graphical illustration of the utilization of men and vessels worked over the period for the Container and Multipurpose Terminals.



Human Resource Development**Specialized Labour Pool as at September 2013****Labour Strength September 2013****Specialized Labour Pool (All groups).**

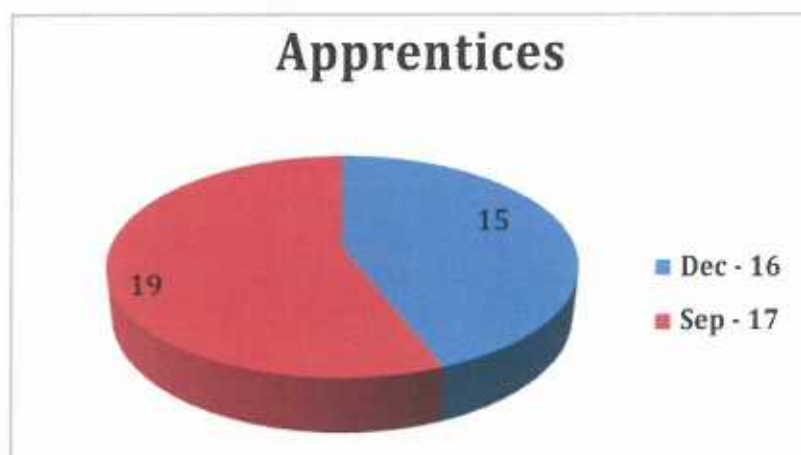
REPORT

Human Resource Development

Training and Development

Apprenticeship Programme

The apprenticeship programme continues to thrive and has been supplementing the stevedore labour pool. Two groups of Apprentices have been trained since December 2012, totalling 34. At the end of the apprenticeship programme, each apprentice will be evaluated as movement into the Junior Stevedore category is not automatic. In 2013 approximately 35 moved to the Junior Stevedore category.



Supplemental Labour Pool

The Association has not recruited externally for the supplemental pool since June 2012, but SAJ workers have been selected for training as Stevedore Coordinators (1 group), Straddle Carrier operators (2 groups), and Gantry Crane Operators (three groups). Opportunities for training are advertised internally and interviews are conducted to ascertain suitability. All selected candidates must meet medical requirements to be selected. For the 2013 Year the following have been trained.



Human Resource Development**Internal Training Initiatives****A. Sensitization sessions**

Six (6) sensitization sessions were held for stevedores. The topics ranged from understanding the daily provision of labour process to more personal matters such as Estate planning. The workshops were done so that stevedores could be engaged in discussions on emerging trends in shipping, changes in the industry, its impact on the workforce as well as to reconnect the worker with the vision and mission of the SAJ. The workshops were well received based on the feedback at the end of the sessions. Stevedores felt that these sessions were useful and helped to connect the workforce with Management and provided opportunities for clarifying a number of issues.

B. First Aid

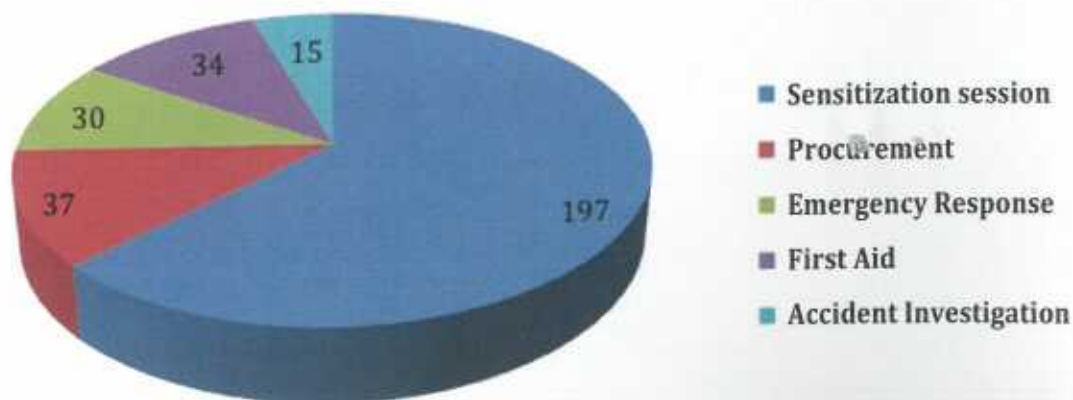
Two First Aid and CPR sessions were held with stevedores. A total of 37 stevedores were trained in this area. It is the intent that all workers be exposed to First Aid and CPR courses. Workers are being equipped to deal with certain emergencies that may arise until medical help arrives.

C. Emergency Response

Three emergency response training sessions were held at the SAJ. Over 35 staff members were trained in fire, hurricane and earthquake response. The training objective was to ensure that at SAJ employees have the necessary understanding and tools to successfully respond to an emergency situation. The training was a joint effort by the Training and Development Manager and the Facilities Officer.

D. Accident Investigation Training

The SAJ had partnered with the Caribbean Maritime Institute (CMI) to host accident investigation training. This was done with the intention of building a cadre of personnel equipped to effectively handle accident investigations within the SAJ. Five persons were selected from the operational area and trained. KCT Services Ltd and Kingston Wharves Limited were invited to be a part of this offering and both entities sent personnel to be trained. KWL sent a total of 6 persons and the KCT Services Ltd sent 2 personnel. The course lasted for three days. All participants were successful in their final assessments and were certified by the CMI. They were also given OSHA 511 certification.

Internal Training

REPORT

Human Resource Development

E. Procurement Training

The Chief Financial Officer of SAJ saw a need to sensitize persons on the policies and procedures relating to procurement and as such a training intervention was conceived. Training was conducted for 37 internal staff members representing SAJ, SAJ Property and Advantum. The persons selected were chosen from all departments so that awareness would spread throughout the organisation. The training effort was well received and staff gave positive feedback.

NCTVET STEVEDORING LEVEL 1 PROGRAMME

The second group of NCTVET trainees who were trained in 2012 received their Certificates from the NCTVET in October 2013. A small ceremony was held to acknowledge this accomplishment. All 15 sat an external exam and were successful.

A third batch of 21 NCTVET trainees began training in February 2013. Training ended in July 2013 and the external exams were held in August 2013. Two examiners were contracted who set the papers, conducted the practical assessments and will mark the written papers. Results are pending but it is anticipated that results will be ready for November 2013 after which a request will be made to the NCTVET for the printing of the certificates.

A total of 46 stevedores would have participated in the programme up to 2013. The expectation is that by the end of 2014, at least 100 stevedores will have participated in the programme.

EXTERNAL TRAINING

Administrative members of staff were selected to attend training events that would enhance their knowledge and skills in their areas of employment. For 2013, a total of 25 administrative staff was sent on training representing approximately 50% of SAJ's staff complement. Training providers included Jamaica Employers Federation, HRMAJ, INFOSERV, MIND, UCC to name a few.

TRAINING NEEDS ASSESSMENT

The SAJ conducted a Training Needs Assessment for the Administrative staff of SAJ, Canine, and Advantum. This is to ensure that the training and development of employees are in sync with the needs of the organization. The intention is to capture factual data and to ensure that both training and development plans are crafted at the individual and departmental level. This will be utilized in tandem with the performance appraisals.

In total 60 staff members of the SAJ group were interviewed and 28 members of Advantum. Information collated in interviews was included in a needs report which was then fed into individual development plans. These development plans have highlighted gaps which will be targeted via appropriate training intervention (coaching, job enrichment, training etc) in 2014 and beyond.

EDUCATION ASSISTANCE

Applications for assistance to schoolchildren of staff members attending primary and high school were received and processed resulting in the following assistance given:

Category of staff	Education Assistance	Scholarship
Administrative	8	21
R- Men	23	15
A- Men	57	-
L- Men	1	-
J- Men	4	-
K- Men (supplemental labour)	48	-
X- Men (supplemental labour)	10	-
Advantum	10	1

Human Resource Development**5. Occupational Health and Wellness**

November 1, 2012 "Pink Day" was hosted on the Shipping Association of Jamaica premises. We partnered with the Jamaica Cancer Society who provided their Mobile Mammography Unit to conduct testing. Pap-Smears and Mammograms were done for the female staff and other members of the Shipping Industry.

The Occupational Health Department continued to encourage health and wellness throughout 2013 by disseminating information via emails and pamphlets to the administrative staff to sensitize them on issues relating to:

- Posture While at Your Desk
- The Benefits of Coconut Water
- Lifestyle Changes which will enhanced the quality and the longevity of one's life
- What to Do If You Suspect a Heart Attack.



▲ Members of the SAJ team show no signs of fatigue as they pose for the group photo at the finish line of the 2013 Sagicor Sigma Corporate Run.

REPORT

Property and Administration

SAJ Property

During the year, the Property team continued to address the maintenance issues of the SAJ complex. The maintenance recovery strategy that was put in place at the start of 2009 has resulted in the most of the maintenance charges being recovered.

Since the last Annual General Meeting, the SAJ Complex lost a tenant, but this created the opportunity to market a larger space in the property, and we have now concluded negotiations for the occupation of all remaining tenantable space, by 1 December 2013.

We have made little progress with getting the permission of the KSAC to mitigate the flooding inside the premises, despite conforming to all their requirements. We have thus written to the Town Clerk seeking his intervention and he has again promised to provide an early response.

External Property Management

SAJ Property Limited continues to provide property management services for properties owned by the Kingston Portworkers Superannuation Fund and SAJ Staff Pension Fund. This involves carrying out regular maintenance and visits to its various properties which include a commercial building, several pieces of land and six apartments.



▲ **Roger Hinds**, Immediate Past President of the Shipping Association of Jamaica (centre) listens to Her Worship the Mayor of Kingston, **Councillor Angella Brown Burke** during a tour of Newport West with the **Hon. Richard Azan**, Minister of State in the Ministry of Transport and Works (left).

Property and Administration**Canine Division**

The Association upgraded the canine division's surroundings by improving the handlers' offices and amenities area. The refurbishing exercise was carried out by our member company, Kingston Logistics Company. The staff has since moved into the new offices.

Assignments from January to October totalled 1,141, a decline when compared to 1,291 for the corresponding period in 2012. We believe that the reduction is due in part to the overall fall in exports and the fact that two of our main customers, have opted to produce in the country of sale rather than export.

Red Stripe and Pepsi have reduced the amount of cargo being exported, the former by as much as 50%. This has had a significant impact on the Canine Division's assignments.

The Division strives to find other ways to supplement its revenue stream in light of the downturn in business and will re-double its efforts to maintain relevance and review its operations in order to effectively manage costs. Significantly, the Division remains a self-sustaining business unit, and is a net contributor to the Association's revenues.



▲ Members of the Canine Division of the SAJ, (From Left) **Sylvia Benjamin-Chambers**, Supervisor **Garvin Duffus**, **Denise Taylor**, **Neil Williams** and **Anthony Taylor**, proudly show their charges.

REPORT

Property and Administration

Recruiting



▲ Back Row (From Left) **Terrence Brooks**, Operations Manager - Recruiting, **Julian Patterson**, Recruiting Supervisor, **Garfield Green**, Recruiting Officer, **Sanjay Wallace**, Recruiting Officer, Front Row (From Left) **Vershema Vickers**, Recruiting Officer, **Marsha Raffington-Christie**, Operations Administrator.



➤ Standing (From Left) **William Raby**, Shift Monitor, **Denzil Archer**, Stevedore, **Andre Nicely**, Stevedore

◀ Seated (From Left) **Harold Holness**, Stevedore, **Jerome Gayle**, Shift Monitor, **Francis Tavares**, Shift Monitor.

Advantum

2013 has seen an increased adoption of our systems and we have spent much of the year working on customer upgrades for the Payroll, Port Manager and Agent systems. We continue to prospect and give focus to the sales process, borne out in the number of upgrades done this year.

Achievements

New Managed Services Contracts

Two new customers were added over the period. We now service over ten (10) companies managing their IT systems and networks on a 24-hour basis from the Kingport Data Centre.

Entry into the Trinidad Market

Gordon Grant & Company became our first customer in the twin republic of Trinidad and Tobago with the roll out of Advantum Agent. Advantum now provides services to three (3) other territories outside of Jamaica. We are in discussions with players in several islands; in order to increase the number of customers across the region.

Upgrade of Systems

A number of systems were rewritten and customers migrated to the new versions. Among the systems upgraded are Agent, Port Manager and Payroll. The customers have benefitted from improved feature and functionality as well as lowered cost of running the systems.

Advantum eAgent – Pay As You Go

In 2012, Advantum eAgent was launched – a Cloud based version of the Advantum Agent. Coming out of discussions with several potential customers, a new pricing model was developed for the smaller players within the industry, who

had lower volumes and/or seasonal business. These customers pay a per B/L fee to use the system; the charges are calculated monthly after usage. The service is marketed as providing Agents with world-class software without Capex or Opex.

Advantum Tech Fair

Advantum launched a new service in June; a Tech Fair aimed at providing reasonably priced electronics to the shipping industry through Advantum. There will be another on November 15th.

Advantum TechConnect

November 13-15, Advantum will host a series of events geared towards continued introduction of technology to the community as well as service improvements. The days cover the following events:

- TechConnect Conference on November 13th. The theme of the event is *"Securing the Logistics Chain: People, Equipment & Technology"* explores a non-traditional look at securing the supply chain through the use of technology. It affords a more profound understanding of the need for a holistic approach to security as well as to inform on the latest technology with regard to security.
- User Forum on November 14th. Advantum brings together users of the Agent, Port Manager and eLabour systems in group discussions. The aim is to share knowledge of how the system is used in different organisations as well as to provide a forum to agree and plan the development path of the systems with the respective users.
- Tech Fair on November 15th.

REPORT

Advantum

Improving Systems Quality

As part of improving on the delivery of solutions, we introduced a formal quality assurance role as at April 2013. The role of the Quality Assurance Executive is to ensure all systems being rolled out to users go thorough in-house testing before being rolled out to customers. The results are seen in the projects since and users now go through formal User Acceptance Testing before the systems are put into production.

New Products and Services in 2013

- **TechConnect Conference**
- **Chassis Rental/Equipment Management System** – This system allows a company to manage deployment of equipment and to capture details of the items rented, who they are rented to, when they are returned and all costs associated with the rental of units and the repair of damaged ones.
- **eLabour** – This is an upgrade to the Recruiting system in use at the Shipping Association of Jamaica and provides for improved functionality on a more cost effective platform.



From Left: **Kris Mendes**, Network Engineer, **Kadian Diedrick** Administrative Assistant, **David Watson**, Software Development Manager, **Shannon Brown**, Business Analyst, **Wayne Clarke**, Service Desk Support, **Sharda Grant** Quality Assurance, **Robert Sinclair**, Senior Systems Engineer, **Winsome Bennett**, Service Desk Support, **Andrea Grant**, Business Development Officer. Front Row: (from left) **Elaine Hayden**, General Manager, **Kevaghn Lyew You**, System Support Analyst, **Annmarie Curtis**, Client Services Manager, **Donna-Marie Anderson**, Programme, **Oneil Charles**, Programmer, **Howard James**, Programmer/Analyst, **Sachae Mitto-Wilson**, Administrative Assistant.

NOTES



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