





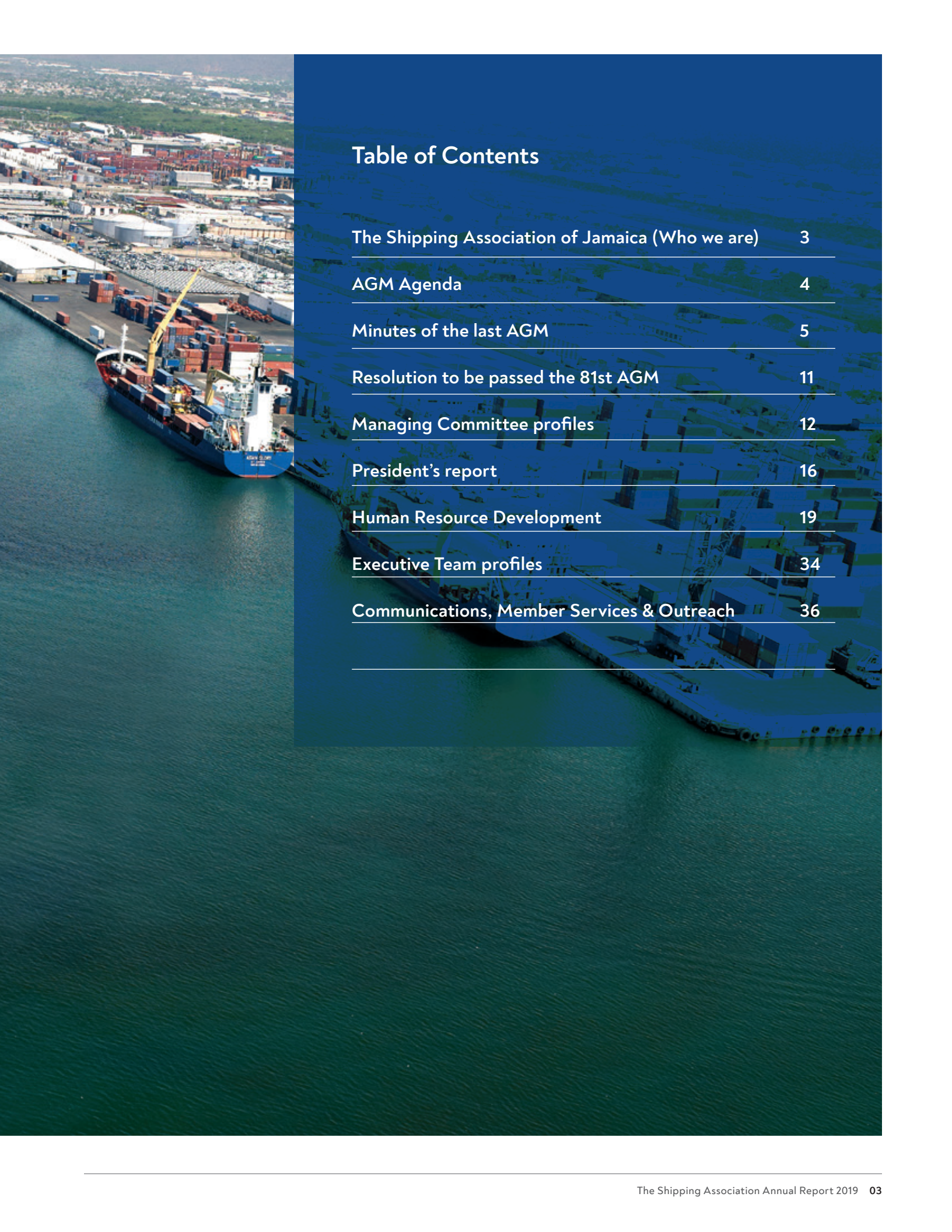


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Who we are

Proudly celebrating 80 years of significant contributions to the development of Jamaica's shipping industry, the Shipping Association of Jamaica (SAJ) continues to be a pillar of strength in the maritime community as it provides exemplary services to the ports of Kingston and its members.

Since its inception in 1939, the association has made great strides in the advancement of training and has incorporated modernized systems to improve efficiency on the ports.

The SAJ provides a consistent supply of labour which specializes in all aspects of cargo-handling to the ports of Kingston. It is committed to the continued advancement of the quality of labour it supplies and has accredited its training programmes to guarantee the reliability and accuracy of its labour force.

The association is registered under the Trade Union Act of Jamaica and promotes a high standard of industrial relations in the shipping industry through the Joint Industrial Council (JIC) which was established in 1952. As a result, the port of Kingston is now regarded as a best practice location for industrial relations in the Caribbean, with the SAJ at the forefront of the changes taking place on the ports.

Additionally, the SAJ as a member-based organization currently represents seventy-eight (78) businesses consisting of shipping agents, stevedoring contractors and terminal operators. The association plays a central role in the development of the industry by advocating for its members' needs and interests; collaborating with government agencies and private entities on regulations and standards; sharing relevant industry information; and connecting with all stakeholders across all sectors to provide for the safe, efficient and secure movement of people, goods and commodities.

The SAJ has also fostered the establishment and development of the Caribbean Shipping Association (CSA) and serves as the home of its Secretariat. As the SAJ celebrated 80 impactful years, the association hosted the CSA's 18th Caribbean Shipping Executives' Conference in Kingston. The largest of its kind to date.

The SAJ continues to lead the charge for growth on the port of Kingston and remains committed to making significant advances that will ensure that Jamaica's maritime sector becomes even more competitive and remains viable, regionally and internationally.

Agenda

- | | |
|------------|--|
| ITEM 1 | CALL TO ORDER |
| ITEM 2 | APOLOGIES |
| ITEM 3 (a) | CONFIRMATION OF MINUTES
80th Annual General Meeting held on
Friday, December 7, 2018 |
| (b) | Matters Arising |
| ITEM 4 (a) | PRESIDENT'S REPORT FOR 2019 |
| (b) | Matters Arising |
| ITEM 5 | PRESENTATION OF FINANCIAL STATEMENTS
The Shipping Association of Jamaica
Approval of Audited Financial Statements to Year End 31 December 2018
Unaudited Financial Statements for the period January to September 2019 |
| ITEM 6 | ELECTION OF:
President for 2020
Vice President for 2020
Managing Committee Members for 2020 |
| ITEM 7 | APPOINTMENT OF AUDITORS |
| ITEM 8 | ANY OTHER BUSINESS |



Minutes of the 80th Annual General Meeting

NAME	COMPANY	VOTING STATUS
William Brown – Vice President	Metro Investments	Voting
	Metro Shipping	Voting
Oscar Bridge	Maritime Towing Co. Ltd.	Voting
	Seaport Equipment Ltd.	Voting
	Port Contractors Ltd.	Voting
Neville Lyn Fatt	Freight Handlers Limited	Voting
	Aero International Shipping Ltd	Voting
Roger Hinds	Transocean Shipping	Voting
	MSC Jamaica Ltd.	Voting
Charles Johnston	Cargo Handlers Ltd.	Voting
	Port Handlers Ltd.	Voting
	Turnell Shipping Ltd.	Voting
Lisa Johnston	Jamaica Producers Shipping	Voting
	PSC Limited	Voting
	Jamaica Producers Group	Voting
Anna Hamilton	Jamaica Freight and Shipping	Voting
Michael Bernard	Shipping Services (Stevedoring) Ltd	Voting
	Interseas Ltd	Voting
	Ship Management Services	Voting
	Coastal Shipping	Voting
Marjory Kennedy	Jamaica Fruit & Shipping	Voting
Harry Maragh	Lannaman & Morris Shipping	Voting
	Lannaman & Morris S & M Ltd.	Voting
	Seafreight Agencies Ltd.	Voting
Stacia Cunningham	Lannaman & Morris Shipping	Observer
Corah Ann Robertson-Sylvester	Seaboard Jamaica Ltd.	Voting
	Port Cold Ltd.	Voting
	Cold Port Ltd.	Voting
Grantley Stephenson	Kingston Wharves	Voting
	Kingston Terminal Operators Limited	Voting
	Western Terminals	Voting
Andre Rochester	A E Parnell & Co	Voting
	R S Gamble (1998) Ltd.	Voting
	Arnold Malabre & Co. Ltd.	Voting
Stephen Bell	LSK & Co.	Voting
Carolyn Bell	CMA CGM Ja. Ltd.	Voting

Conrad Whittick	CMA CGM Ja. Ltd.	Observer
Clifton Walker	Ocean Air International Ltd.	Voting
Joseph Rhoden	Ocean Air International Ltd.	Observer
Robert Kinlocke	Gateway Shipping International	Voting
Vivienne Thompson	RK Logistics	Voting
	International Shipping	Voting
Loxley Tulloch	Gateway Shipping International	Observer
Alva Wood	Allied Trucking Ltd.	Voting
Ruel Gibson	Xars Equipment & Trucking Co. Ltd.	Voting
Xan Gibson	Xars Equipment & Trucking Co. Ltd.	Observer
Erol Smith	Lasocean Agencies Ltd.	Voting
	Shipping Services Ltd.	Voting
	Adolph Levy & Bros. Ltd	Voting
Neil Smith	Shipping Services Ltd.	Observer
Frances Yeo	Assessment Recoveries Limited	Non- voting
Kisha Williams-Hare	Carib Star Shipping/ZIM	Voting
Gayon Douglas	Jamaica Producers Group	Observer
Vannessa Samuels	Jamaica Producers Group	Observer
Trevor Riley, Group CEO	Shipping Association of Jamaica	
Andrea McGibbon, Deputy Group CEO	"	
Terrence Brooks, Labour Planning & Deployment Manager	"	Observer
Raymond Ernandez, Financial Controller	"	Observer
Dionne Gordon, Board Secretary	"	Observer
Jean Hinds, Internal Auditor	"	Observer
Sophia Walcott, Recording Secretary	"	Observer
Monique Morrison	"	Observer
Fiona Hall	"	Observer
Marcelle Dawkins	"	Observer
Tsashai Williams	"	Observer
Camille Spence	"	Observer

CALL TO ORDER

The 80th Annual General Meeting (AGM) of the Shipping Association of Jamaica (SAJ) was called to order at 9:15am by SAJ Vice President, William Brown, who was acting in the role of Chairman due to the unavoidable absence of President Denise Lyn Fatt.

APOLOGIES FOR ABSENCE

An apology was tendered on behalf of the President, and Immediate Past President Kim Clarke who were absent; and Mr. Robert Kinlocke and Mr. Oscar Bridge who would be late.

CONFIRMATION OF MINUTES

Minutes of Annual General Meeting held Friday, December 8, 2017:

- Attendees: Mr. Charles Johnston should have been listed as representing Jamaica Producers Group, Jamaica Producers Shipping and P.S.C. Limited
- Page 5: 'Dwayne' was changed to 'Duane'
- Mrs. Corah Ann Robertson-Sylvester highlighted that her name was incorrectly written and should be hyphenated.
- Page 5 – Mr. Harry Maragh should have been noted as voting while Mr. Evroy Johnson and Mrs. Stacia Cunningham should have been noted as non-voting for

- Lannaman & Morris Shipping.
- Arnold Malabre should have been listed as voting.

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

MATTERS ARISING FROM THE MINUTES

The CEO confirmed that all matters requiring attention had been addressed within the year.

Newport West Improvement

The CEO advised that a promising meeting was held at Kingston Wharves Limited within the week which involved the Minister without portfolio in the Ministry of Economic Growth and Job Creation, the Hon. Daryl Vaz. He indicated that a working group was to be formed to manage the improvement of Newport West and some specific items had been identified for immediate attention. These included drain cleaning and repairs and the reinstatement of the left turn into Ninth Avenue from Marcus Garvey Drive heading west. He stated that the working group would consider other issues and noted that the Mayor of Kingston had agreed to present a resolution at the next sitting of the Kingston and St. Andrew Municipal Council formally to hand over the streets in Newport West streets to KSAC. The CEO said that as a result of that meeting, management felt optimistic that the Association would get some traction behind the improvements that were discussed. He added that the plan should also include having a JUTC bus route coming through Newport West.

Mr. Charles Johnston concurred that the meeting was promising and added that another important take away was a commitment from the Port Authority to provide a yard for the parking of chassis. He said that management would follow up with the relevant parties to ensure that it did its part in the hope that the promises were kept. Regarding the left turn at Ninth Avenue, Mr. Grantley Stephenson highlighted that the National Works Agency would modify a design submitted by the SAJ. He noted however that the actual cost would have to be borne by the community. He advised that Kingston Wharves Limited would undertake to fix the drain by Third Street and Ninth Avenue which was estimated to cost over a hundred million dollars. He indicated that the project was scheduled to commence in January 2019.

Mrs. Corah Ann Robertson-Sylvester enquired whether there were any discussions about fixing of the roads and the CEO responded that the fixing of the roads came up in a very general way. He said that the working group would have it priced, and the question of budget would determine when that project could be undertaken. Mrs. Robertson-Sylvester stated that representatives on the working group would have to push for the roads to be fixed as it was a main concern for many persons. Mr. Neil Smith highlighted Newport Boulevard and enquired whether there were plans

to have the entrance fixed. The CEO responded that it was on the agenda, however the cost to allow a left turn at Ninth Avenue was significantly lower than fixing almost two (2) kilometers of roadway. Mr. Charles Johnston indicated that that was one of the areas which would be considered for a planned food court, which would facilitate both vendors and industry employees. He noted that part of the improvement plan was to have a centralized area to which food vendors would be relocated.

The Customs Act

Agents' Committee Chairman Andre Rochester advised that the Ministry of Finance had undertaken to do a repeal and replacement of the Customs Act. He said that the draft document was developed, and a series of consultations were being held with various stakeholders to review the document. He noted that the consultations were primarily supported by the Technical Committee for Legislative Review (TCLR), a sub-committee of the Trade Facilitation Task Force and ably chaired by Dr. Kathy-Ann Brown. Mr. Rochester advised that one of the consultations was hosted by the SAJ over a period of five days. He said that the discussions were lively and noted that he had seen improvements in the draft Customs Act. He added that one of the sections which were of great concern for members, was the penalties. Mr. Rochester implored everyone to review and comment on the Act as it would impact everyone in the shipping industry. He expressed optimism that a desirable revised Customs Act would be the result of adequate member input and participation. He indicated that members could submit their input via the Association's Member Services Officer Monique Morrison. He recognized and expressed thanks to Ms. Morrison for her participation in the review process.

Mr. Robert Kinlocke expressed concerns about the matter of overtime and enquired whether the Act had addressed the question of work hours for Customs Officers. He noted that there was no consistency with respect to customs overtime. Mr. Rochester thanked Mr. Kinlocke for raising the matter of overtime and indicated that the Act did not specifically address the matter and indicated that that specific issue required the support and lobbying of all members. The CEO responded that the matter of overtime had come up in a discussion where he was present, and the JCA had indicated that the actual details of working time would be addressed in the regulations. He said that the JCA has accepted the argument that there needed to be some consistency with the number of people assigned to a particular vessel and the levels of those persons. The CEO supported Mr. Rochester's call for members to read and comment on the Customs Bill, as the persons who actually ran shipping and logistics businesses could bring much greater insight to the processes to which the Act was directed than could the management and staff of the Association.

PRESIDENT'S REPORT

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

MATTERS ARISING FROM THE PRESIDENT'S REPORT

The Chairman highlighted that the SAJ would celebrate 80 years in 2019 and noted that a series of celebratory events were being planned for the anniversary year. The CEO highlighted that the Association would start the anniversary celebrations with a service of thanksgiving at the historic St. Peter's Church, Port Royal, on Sunday, January 27, 2019 at 10a.m. He asked that members note the date and join in the celebrations. He advised that members would be notified of the other celebratory events in due course. Mrs. Corah Ann Robertson-Sylvester reiterated that 80 years was a big deal for the Association and encouraged members' participation in all the events.

The Chairman advised that as part of the 80th Anniversary celebrations the SAJ would be honoring active and past stalwarts of the Association and welcomed recommendations from the membership. The CEO highlighted that two SAJ members had received National Honors on Heroes Day, Mr. Ruel Gibson, who received the Order of Distinction in the Officer Class; and Mr. Ishmael Robertson who received the Order of Distinction, Commander Class. He advised that Mr. Charles Johnston was also honored in 2018 with the Honorary Doctorate for International Shipping by the Caribbean Maritime University. The CEO advised that Mr. Stephen Bell and his dad had started a scholarship at the Caribbean Maritime University in 2018 to honor an outstanding student. The scholarship was in the name of Robert Bell, a Past President of the SAJ. He also advised that Mr. Harry Maragh was honored by the Calabar Old Boys Association; members then joined the CEO and expressed commendations to all the Honorees.

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

PRESENTATION OF FINANCIAL STATEMENTS

The Shipping Association of Jamaica Audited financial statements to year ended December 31, 2017

Mr. Hernandez gave a synopsis of some economic statistics from 2012 to October 2017. Some highlights were:

1. the Association recorded an after-tax deficit of \$11M, compared with a surplus of \$136M in 2016.
2. Total income fell by 27% or \$230M in 2017 when compared with 2016
3. Total expenses excluding actuarial adjustments reflected a decrease of 5% or \$37M when compared to the prior year.

The consolidated audited accounts for the SAJ Group for the period ended December 2017 were presented. The presentation included data on key economic indicators for the years 2016, 2017 and year-to-date 2018. Mr. Hernandez then presented on the Group's Income and Expenditure statements as well as Balance Sheet.

Following the presentation, the audited accounts as at December 31, 2017 were adopted on a motion moved by Mr. Michael Bernard and seconded by Mr. Grantley Stephenson.

Unaudited financial statements for the period January – September 2018

Mr. Hernandez also guided members through the unaudited financial statements up to the end of the third quarter of 2018.

Mr. Erol Smith enquired about the overall plan to correct the operating loss and the CEO responded that one of the things that management had been committed to was not to cause a disruption and noted that the Association was supplying the labour reliably so far. He said that management was continuing the negotiations not just to collect monies owed but also rightsizing the cess. He indicated that after the election, the Managing Committee would have to assess the Association's position and decide whether any additional actions were to be taken. He said that while the Association had taken two of the players to court, it was still negotiating with them and with others.

Election of Officers

The Chairman thanked the President and other members of the Managing Committee for their support during the year and noted that members were looking forward to the Association's 80th Anniversary year in 2019.

The CEO also extended gratitude to the outgoing Managing Committee for its service to the SAJ over the last year. He advised that the business of the Association according to the Constitution at Clause 4, "shall be conducted by a Managing Committee, nine members of which shall be elected by a simple majority of those members attending and voting". He said that in addition, "there shall be an Immediate Past President who will not be voted and two Honorary Members who are appointed by the Managing Committee". He said that according to Clause 5, "only Ordinary members shall be eligible to serve on the Managing Committee which shall consist of the President, Vice-President and Immediate Past President and the other members mentioned". He advised that "sixty percent of the Managing Committee must comprise representatives of member companies who were Ordinary members as at December 31, 2010". He also reminded that members must be fully paid up in order to exercise the franchise.

The Board Secretary, Mrs. Dionne Mason-Gordon did the roll call after which Mr. Grantley Stephenson nominated Mr. Charles Johnston for the position of President. This was seconded by Mrs. Marjory Kennedy. Mr. Clifton Walker nominated Mrs. Denise Lyn Fatt, and this was seconded by Mr. Oscar Bridge. Members were issued with ballots to facilitate voting for the position of President. A total of 47 ballots were counted, Mr. Johnston polled 29 votes and Mrs. Lyn Fatt received 18 votes. Mr. Johnston was declared President and members congratulated him. The CEO thanked Mrs. Denise Lyn Fatt for her service and noted that she would remain on the Managing Committee as Immediate Past President. Mr. Johnston also expressed thanks to Mrs. Lyn Fatt and noted that he was in contact with her. He said that they had both promised to support each other whatever the outcome of the elections.

Mr. Robert Kinlocke nominated Mr. Grantley Stephenson for the position of Vice President. This was seconded by Mr. William Brown and carried. Mr. Oscar Bridge nominated Mr. William Brown for the position of Vice President and Mr. Brown respectfully declined the nomination. Nominations of the other seven members of the Managing Committee were as follows:

- Mr. William Brown – nominated by Mr. Andre Rochester and seconded by Mr. Ruel Gibson
- Mr. Kim Clarke – nominated by Mrs. Corah Ann Robertson-Sylvester and seconded by Mr. Oscar Bridge
- Mrs. Corah Ann Robertson-Sylvester – nominated by Mr. Roger Hinds and seconded by Mr. Ruel Gibson
- Mr. Robert Kinlocke – nominated by Mr. Ruel Gibson and seconded by Mr. Michael Bernard
- Mr. Roger Hinds – nominated by Mr. William Brown and seconded by Mrs. Corah Ann Robertson-Sylvester
- Mr. Mark Williams – nominated by Mr. Grantley Stephenson and seconded by Mrs. Lisa Johnston
- Mr. Andre Rochester – nominated by Mr. Neville Lyn Fatt and seconded by Mr. William Brown

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

Resolution

The CEO explained that the following resolution to be passed was to increase the types of companies that are eligible to become voting members of the SAJ:

*Be it resolved that the Constitution of the Shipping Association of Jamaica be amended as follows:
That Clause 1 be amended by insertion of a new Group E, to expand the category of Ordinary Members, as follows:*

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

The CEO advised that for the resolution to be passed, it required at least two thirds of the members present at the AGM of which 21 days' notice had been given, and he asserted that the latter condition had been met. The resolution was proposed by Mr. Michael Bernard, seconded by Mr. William Brown and carried by the majority. The three opposers were Mr. Andre Rochester of Arnold Malabre Limited, Mr. Oscar Bridge of Maritime & Transport Group and Carolyn 'Trudy' Bell of CMA CGM Jamaica Limited.

Appointment of Auditors

Mr. Raymond Hernandez advised that PriceWaterhouseCoopers had been doing a fair job as Auditors for the SAJ over the years. He said that based on current operations, financial position and cost cutting efforts of the Association, Management believed that it was appropriate to consider a change in auditors. As such, Management had proposed to change the Association's Auditors to Mair Russel Grant Thornton. Mr. Robert Kinlocke moved for the firm Mair Russel Grant Thornton to be appointed auditors for the Association for 2019. This was seconded by Mr. Michael Bernard and unanimously carried.

Any Other Business

Thank You Sentiments

Mrs. Corah Ann Robertson-Sylvester expressed thanks to Mrs. Denise Lyn Fatt for her service to the SAJ. She highlighted that Mrs. Lyn Fatt was dedicated to the work of the Association and noted her remarkable contribution to the Customs Act Review. Mrs. Robertson-Sylvester

highlighted that Mrs. Lyn Fatt would be recorded in the Association's history as the first female President of the Association. She also commended Mrs. Lyn Fatt for representing the SAJ in many fora internationally.

Meeting of Members

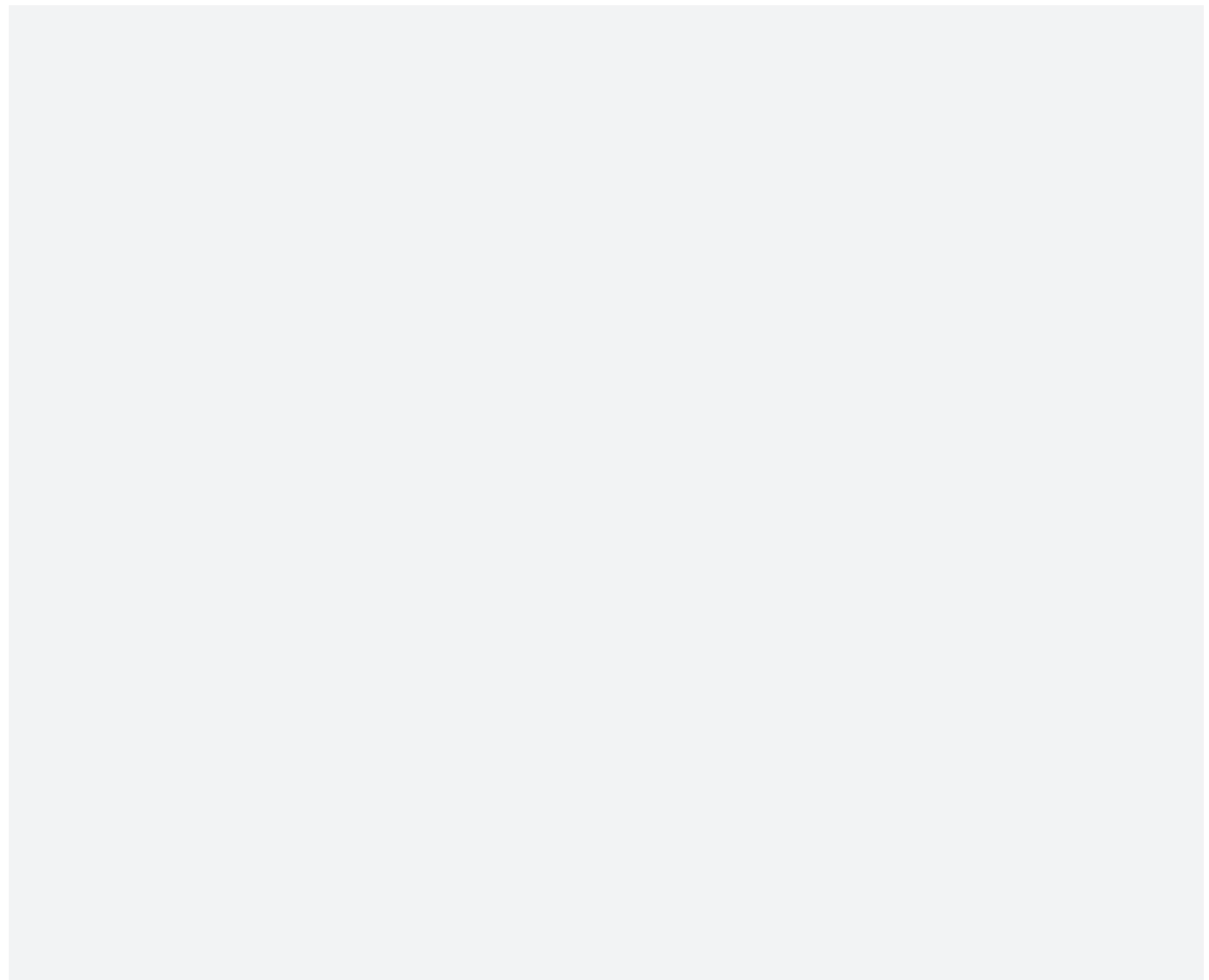
Mr. Ruel Gibson stated that on more than one occasion, he had expressed concerns that members were not meeting enough. He said that meetings should be held to encourage participation and measure members' abilities. Mr. Johnston responded that members could call for a meeting anytime but if a more structured quarterly meeting was required, he would take that to the Managing Committee for discussion and approval. Mr. William Brown indicated that Agents' Committee Meeting was held every month and suggested having mid-year meeting to update members on what was happening with the Association, without voting or elections etc. Mr. Neil Smith enquired whether airlines could be invited to join the SAJ and the CEO noted the importance

of being inclusive but indicated that the Association may end up changing so much to suit the other types of business that it loses its relevance to its core constituency.

Mr. Charles Johnston thanked everyone who supported him and Mrs. Lyn Fatt. He indicated that an Executive Committee would be formed to deal with some of the challenging issues that the Association would have to deal with in 2019.

Adjournment

The Chairman enquired whether there was any other matter to be raised for discussion. There being none, the meeting was adjourned at 11:17 a.m. on a motion moved by Mr. Roger Hinds and seconded by Mr. Andre Rochester.



Prime Minister Andrew Holness (second left) posing with (from left) president of the Shipping Association of Jamaica Charles Johnston, President of the Caribbean Shipping Association (CSA) Juan Carlos Croston and Mac Sampson, vice-president of the CSA.

OUR MANAGING COMMITTEE



**CHARLES JOHNSTON, C.D.,
DSC. (HON)**
President

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

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

SAJ Property Limited. He is also a trustee of the Kingston Port Workers Superannuation Fund.

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. In 2018, the degree of Doctor of Science in International Shipping, honoris causa, was conferred upon him. 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.



**GRANTLEY STEPHENSON, CD,
HON (DSC), JP**
Vice President

Grantley Stephenson is Chief Executive Officer of the Kingston Wharves Group and served in the dual capacity of Executive Chairman and CEO between 2004 - 2009 and 2011 - 2013.

Mr. Stephenson was conferred the Honorary Doctor of Science in Port Management by the Caribbean Maritime University in 2017. He received the 2015 'Manager of the Year' Award from the Jamaica Institute of Management and was ranked the No. 1 CEO among all companies trading on the Jamaica Stock Exchange by the Businessuite Magazine in 2010. He is also a fellow of the Jamaica Institute of Management.

and is the Immediate Past Dean of the Consular Corps of Jamaica. In 2013, he was awarded the Royal Norwegian Order of Merit, the highest non-national award.

He also serves on other boards and committee associations such as Jamaica Producers Group, Security Administrators Limited, Shipping Association of Jamaica, Shipping Association of Jamaica Property Limited, Assessment Recoveries Limited, Ports Management and Security Limited, ADVANTUM and he is the Chairman of the Board of Managers of the Shortwood Teachers College.

Mr. Stephenson has served as Honorary Consul General to the Kingdom of Norway since 1998



DENISE LYN FATT
Immediate Past President

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

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

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

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



ROGER HINDS
Past President

Roger Hinds has been a member of the Managing Committee for many years and has served as Vice President and then President of the SAJ from 2006 to 2008 and from 2008 to 2012 respectively. He remains active on its board as well as on the board of the Shipping Association of Jamaica Property Limited. He served in the Caribbean Shipping Association's general council for six years, three of which were as chairman of the Agent's Committee.

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

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

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



MICHAEL GEORGE BERNARD
Past President,
Honourary Member

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 started as a Clerk & accounting Supervisor at Sprotons Shipping Limited from 1968 to 1970, then promoted to Stevedore Supervisor, then Operations Manager, operating on Western Terminals & Kingston Wharves Limited for Sprotons Shipping until it was sold to Jamaica Fruit & Shipping in 1975, and he was employed by Jamaica Freight & Shipping Co., Limited, its subsidiary. He was then seconded to Shipping Services Stevedoring Ltd when it was formed in 1993 where he served as Managing Director until 2013 before he returned to Jamaica Freight & Shipping Co. as Director.

He serves on several boards within the shipping industry including, Coastal Towage Limited,

Coastal Shipping Limited, Interseas Limited, National Quarantine Commission (Deputy Chairman 2013), the Caribbean Maritime University and the PSOJ -Special Committee on National Security & Justice. He is a member of the Port Awards Committee of the Caribbean Shipping Association. Mr. Bernard also serves as a Director of Assessment Recoveries Limited, Advantum, Kingston Port Workers Pension Trustee, Jamaica Productivity Centre, and is a 1st Vice President of the Jamaica Employers Federation.

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

Motto: "I can do all things through Christ that Strengthens me" Philippians 4:13



KIM CLARKE
Past President

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

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

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

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

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

OUR MANAGING COMMITTEE (cont'd)



**WILLIAM A. BROWN B.SC (HONS),
FCA, FCCA, CITP**

William A. Brown is a Chartered Accountant & Certified International Trade Professional, specializing in fraud, inventory logistics, shipping agency forensics, as well as international trade investigations under the auspices of the World Trade Organisation (WTO).

Currently the Group Managing Director of Lannaman & Morris (Shipping) Group of Companies, he is a member of the Managing Committee of the Shipping Association of Jamaica, Jamaica's representative on the General Council of the Caribbean Shipping Association, a member of the Board of Directors of the Maritime Authority of Jamaica and Chairs the Government's Enterprise Committee for the Privatisation of Jamaica's Ship Registry.

He serves on numerous Corporate Boards of Directors including, Lannaman & Morris (Shipping) Limited, SAJ Property Limited, Assessment Recoveries Limited, Port Computer Services Limited (ADVANTUM), Fiducia Properties Limited, CFL Shipping Agency Limited, PAS Cargo Jamaica Limited, Cian Developments Limited and Cascades Ventures & Equities Limited. Additionally, he Chairs the Board of Trustees of the Metro Investments Pension Fund.

A Fellow of the Institute of Chartered Accountants of Jamaica (ICAJ) and the Association of Chartered Certified Accountants (ACCA), he is an honours Graduate of the University of the West Indies, Canada's Forum for International Trade Training and a past student of Rusea's High School.



**CORAH ANN
ROBERTSON SYLVESTER**

She was educated at Campion College; the University of the West Indies; the Norwegian Shipping Academy (Norway) and the UNCTAD - Trainmar Instructor's Workshop.

Mrs. Robertson Sylvester has been in the shipping industry for over 26 years. She started as Line Manager and subsequently Sales and Marketing Manager at Kirk Line; and, Project Manager for Coastal Shipping/Interseas. She was Director of Sales and Marketing at Jamaica Freight and Shipping where she managed sales, marketing and advertising for the lines represented, including Seaboard Marine, Jamaica Producers Shipping Co., Kent Line and Ivaran Shipping and Mitsui.

Mrs. Robertson Sylvester is at present the Chief Executive Officer of Seaboard Freight & Shipping Jamaica Ltd., a subsidiary of Seaboard Marine Ltd. located in Miami, USA.

From 2000 - 2003, Mrs. Robertson Sylvester was the Vice President of the Caribbean Shipping Association (CSA), an Association which was

established in 1971 to facilitate development of an efficient, viable Caribbean shipping industry. In 2003, she became the first female President of the 35 year old CSA. She was again elected as the President of the CSA in 2005.

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

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

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



ANDRE A. ROCHESTER

Andre Rochester is the Freight Manager at Maritime and Transport Services Limited and is one of the most recently elected members of the SAJ'S Managing Committee. Mr. Rochester is also the Chairman of the SAJ's Agents Committee and a trustee of the Maritime Group Pension Fund.

He started his career in shipping in 1982 in a clerical capacity with Terminal Services Limited, a division of Grace Kennedy which operated a fleet

of trucks/drivers and a cadre of stevedores on the terminal. After briefly leaving the sector for a stint in Insurance and Real Estate, Mr. Rochester officially signalled his return to the shipping industry by opting to take up a supervisory position at Maersk Jamaica in 1993.

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



ROBERT KINLOCKE

Robert Kinlocke is the chairman and Chief Executive Officer of Gateway Shipping Group.

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

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

Mr. Kinlocke has also served as director of several companies, including GraceKennedy Ltd, Kingston Wharves Ltd, Security Administrators Ltd, Harbour Cold Stores Ltd, Shipping Association of Jamaica, Kingston Terminal Operators Ltd, CMA CGM (Ja) Ltd., amongst others.

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

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

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



HARRIAT MARAGH
Past President,
Honorary Member

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

He serves as a Director on several boards including Kingston Wharves Limited, the Shipping Association of Jamaica Property Limited; Assessment Recoveries Limited,

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

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



MARK F WILLIAMS

Mark Williams is the Chief Operating Officer of Kingston Wharves Limited. He has responsibility for the development and execution of the KWL Group corporate and strategic plans. Mark also has responsibility for domestic and international business, marketing, terminal operations and talent development.

Mark has more than 20 years' experience in commercial and strategic planning. Prior to joining Kingston Wharves, Mark held the positions of Vice President – commercial development, marketing and planning at The Airports Authority of Jamaica and Senior Management positions at The Shell Company (W.I.) Limited and Shell Antilles & Guianas Limited.

He holds a Masters of Business Administration (MBA) degree from University of Surrey, United Kingdom, a Masters of Philosophy (MPhil) and Bachelor of Science (BSc) degree from the University of the West Indies and Bachelor of Laws degree (LL.B) from the University of London. He is a Certified Port Executive and has completed Executive and Leadership Development programs from the prestigious Wharton Business School and Columbia University.

Mark serves as Director of Security Administrators Limited, Jamaica Youth for Christ and is a Justice of the Peace for Kingston.



TREVOR RILEY J.P.
Group Chief Executive Officer

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

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

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

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

THE PRESIDENT'S REPORT



Dear Colleagues,

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

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

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

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

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

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

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

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

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

The financial report will show that we continue to face challenges consequent on some of the downward pressures

on cost, even while we are called upon to increase our support of the Terminals in their demand for labour. We are in a new phase of negotiation with respect to the level of the Labour Assessment Charge, which covers the cost of the benefits earned by our workers for services provided to the port. We expect to resolve these challenges in the usual cooperative spirit, placing the interests of the industry and our workers at the forefront.

Training and Development

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

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

It is worthy of note that renewal of our status is not an

automatic process. The Association must prove the continuing rigour of its approach to training. Its systems, management processes, training approaches, material and personnel are vigorously evaluated at each renewal and with the same diligence as at the beginning some ten years ago.

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

Joint Industrial Council (JIC)

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

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



Prime Minister Andrew Holness addresses delegates at the Caribbean Shipping Association's 18th Caribbean Shipping Executives Conference at The Jamaica Pegasus hotel.

University.

Customs Bill 2019 Review

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

Newport West Improvement

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

Corporation (JUTC) and others. Recently, we formed a Working Group with the Port Authority of Jamaica to commence activity to address some of the issues.

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

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

Eightieth Anniversary

As we celebrate 80 years in 2019, we will be taking the opportunity to reflect on how far we have come as an organisation which has kept the Port of Kingston a stable, reliable business environment and one which is a leading voice of the local and regional shipping industry. We will start our Anniversary celebrations with a service of thanksgiving at the historic St. Peter's Church, Port Royal, on Sunday, January 27, 2019 (time to be confirmed). As a major part of our celebration, Jamaica will host the



Prime Minister Andrew Holness (second left) posing with (from left) president of the Shipping Association of Jamaica Charles Johnston, President of the Caribbean Shipping Association (CSA) Juan Carlos Croston and Mac Sampson, vice-president of the CSA.



The congregation recites the suffrage at SAJ's 80th Anniversary church service held at St. Peter's Anglican Church in Port Royal.

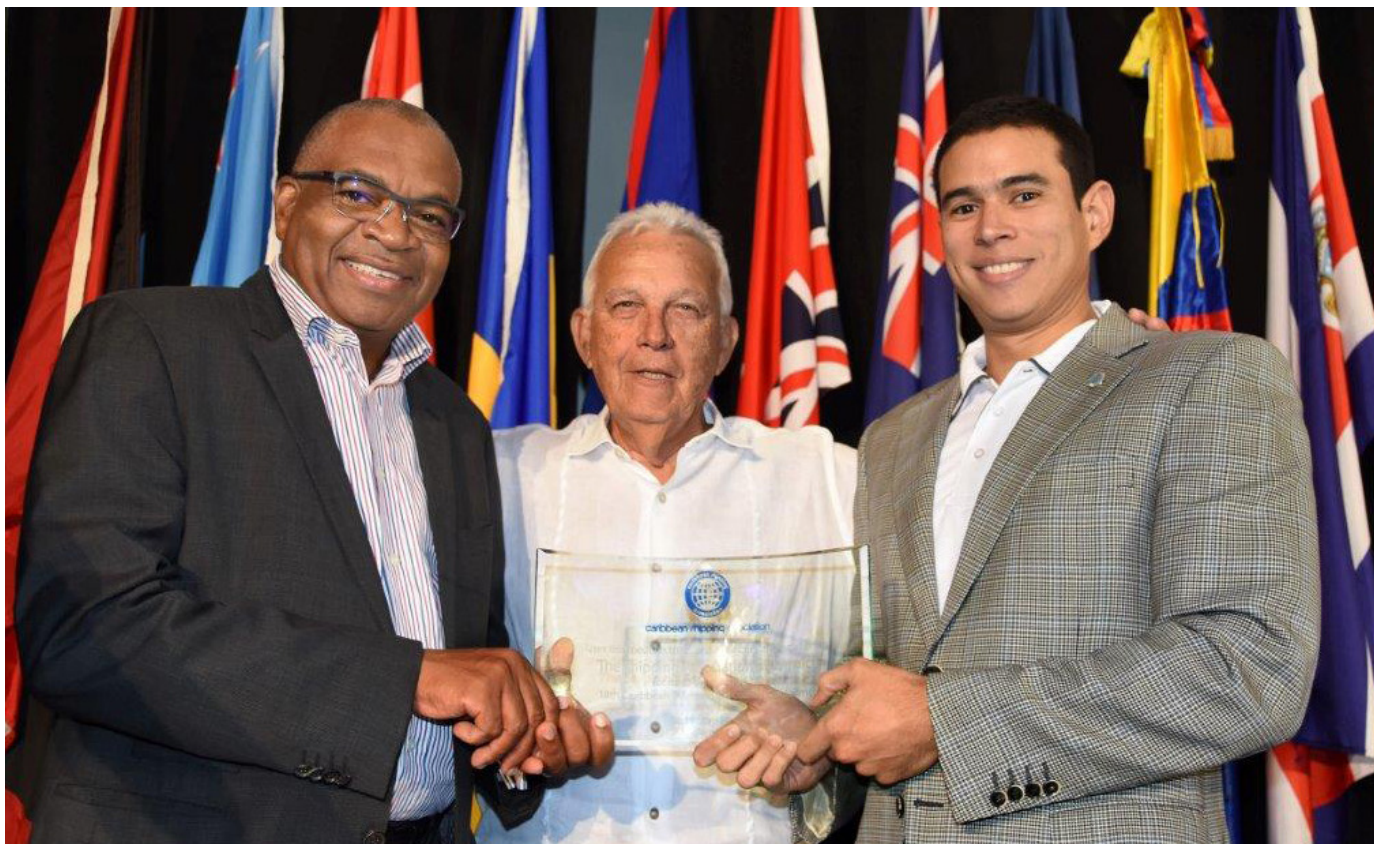
Shipping Executives Conference of the Caribbean Shipping Association, during May 2019. Our industry will be on show and the effort to host is a collaborative one with member companies, including the two shipping terminals, as well as partners such as the Port Authority of Jamaica, the Maritime Authority of Jamaica and the Caribbean Maritime University playing significant roles in the conference arrangements.

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

to thank the members of the Managing Committee for their untiring support.

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

CHARLES JOHNSTON,
C.D., DSC. (Hon) President SAJ



President of the Caribbean Shipping Association (CSA), Mr. Juan Carlos Croston (right) presents a gift to the President of the Shipping Association of Jamaica (SAJ), Mr. Charles Johnston (centre) and Group CEO, Mr. Trevor Riley (left), to signify the CSA's appreciation to the SAJ for its role in hosting the 18th Caribbean Shipping Executives Conference in Kingston, Jamaica.



Shipping Association of Jamaica President Charles Johnston (second right) introduces Prime Minister Andrew Holness (right) to vice-president of the Caribbean Shipping Association Marc Sampson (left) and president of the Caribbean Shipping Association Juan Carlos Croston at the opening of the Caribbean Shipping Association's 18th Annual Caribbean Shipping Executives Conference.

HUMAN RESOURCE DEVELOPMENT

MISSION STATEMENT

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

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

Professional Development

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

Training Seminars Attended By Administrative Staff

- Public Speaking for Executives
- HEART/NTA- Sector Skills Council Sensitization
- Caribbean Shipping Association Conference
- Demystifying Redundancy- Laws and Practice
- Improving Property Management
- How to Delegate Effectively

Defensive Driving

An EMT/Ambulance driver participated in the defensive driving technique on Saturday, August 10, 2019.

SAJ TVET Training Programme

SAJ TVET programme aims to ensure that Stevedores maintain consistently high quality and productivity levels. This program allows the SAJ to provide world class trained and certified skilled workers to the constituent members of the Association. The programme was suspended during the period due to financial constraints.

Heart Trust/NTA Training And Certification Support

The Association still maintain its accreditation status with The National Council of Technical and Vocational Education and Training (NCTVET). The SAJ is an Accredited Training Organization (ATO) for the following programmes:

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

Car Driver Training

Ten (10) Stevedores were trained to operate vehicles on the car vessels. This was in keeping with fulfilling the demand for drivers on car vessel operations at Kingston Wharves. Training sessions were held on April 13 and 14, 2019.

Stevedore Co-Ordinator Training

Six (6) Stevedores participated in stevedore coordinator training at Kingston Wharves Limited for the period June 2019 to August 11, 2019.

Apprentice Stevedore

Over the period a total of thirty (30) Apprentice Stevedores were trained, these men were selected through partnership with the SAJ and the Citizen, Security and Justice Programme (CSJP). This is in keeping with supplying the demand for labour from the terminals.

Logistics Clerks

During the period the SAJ trained twenty (20) Logistics Clerks to work in warehouse facilities on the Port of Kingston bringing the total to forty- eight (48) persons trained since its inception in 2018.

Core HR

Education Assistance For Employees

The SAJ continues to support educational initiatives for our employees under our education assistance policy. Seven (7) employees benefitted from the programme in 2019:

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

Education Assistance For Children Of Employees

For the 2019/2020 academic year ninety -one (91) employees (Administration and Stevedores) benefitted from the education assistance programme to assist with back to school expenses. A total of one hundred and thirty-seven (137) students were beneficiary on the programme. The breakdown is as follows:

Category of Staff	Education Assistance
Stevedore	95
Supplemental Labour Pool	12
Administrative Staff	30

Summer Internship Programme

Through partnerships with various institutions, sixteen (16) students benefitted from SAJ's summer internship programme. The exercise was designed to provide students with real world experience through their placement and participation in key business activities at the Association and member companies.

PSRA Certification

Four (4) Security Guards were trained for the PSRA certification. Training was conducted on the following Sundays, July 21, August 4 and August 11, 2019. This is in keeping with the requirement by the PSRA, to ensure that all security guards are certified.

Industrial Relations

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

The Council continues to highlight issues affecting the Port of Kingston and our workers, always aiming to provide solutions and recommendations while maintaining good industrial relations.

Industry Training

As part of the mandate to provide training for the Industry, the Association has offered the following training course. Twenty-three (23) employees from member companies and corporate Jamaica participated in this training course offered by the SAJ.

Course Offered:

- Public Speaking for Executives

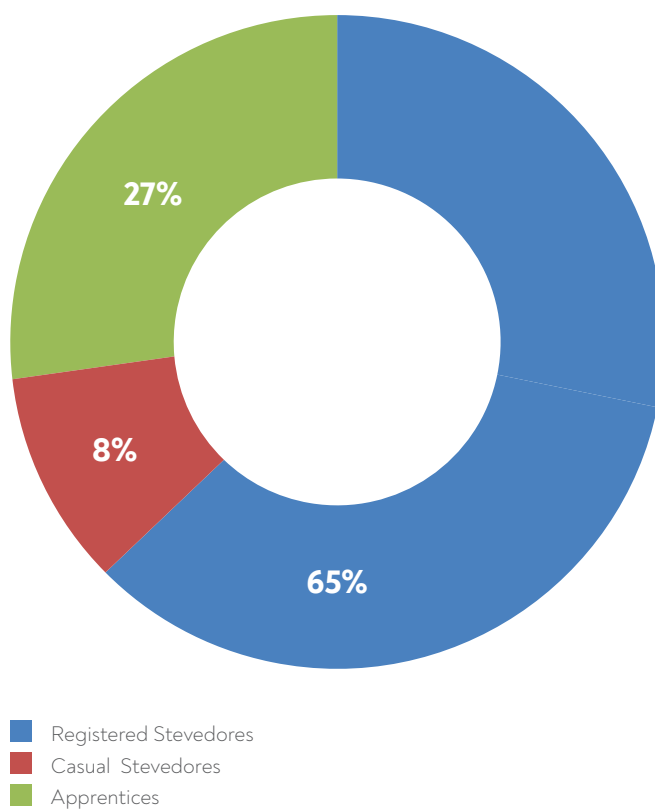
RECRUITING CENTRE - LABOUR SUPPLIED

Attrition

During September 2018 to August 31, 2019, thirty (30) workers separated from the Association. Of this total, one (1), worker resigned to take up employment at KFTL. Included in this total are seven (7) Logistics Clerks.

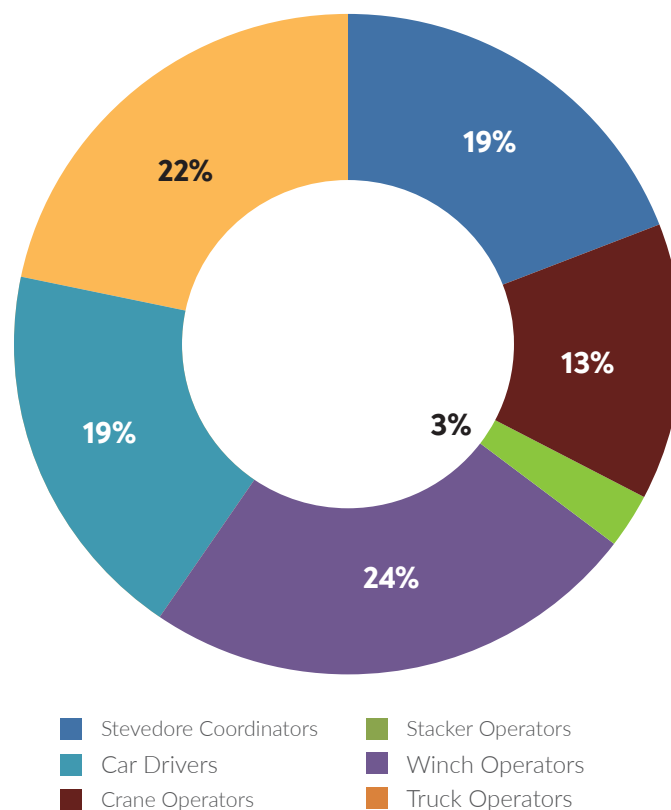
Labour Strength (Lashing Pool)

LABOUR STRENGTH AS AT AUGUST 31, 2019	
CATEGORY	TOTAL
Registered Stevedores	196
Casual Stevedores	23
Apprentices	81
GRAND TOTAL	300



Labour Strength (Specialized Labour Pool)

SPECIALIZED LABOUR STRENGTH AS AT AUGUST 31, 2019	
CATEGORY	TOTAL
Stevedore Coordinators	7
Crane Operators	5
Stacker Operators	1
Winch Operators	9
Car Drivers (Equipment Operators)	7
Truck Operators	8
GRAND TOTAL	37

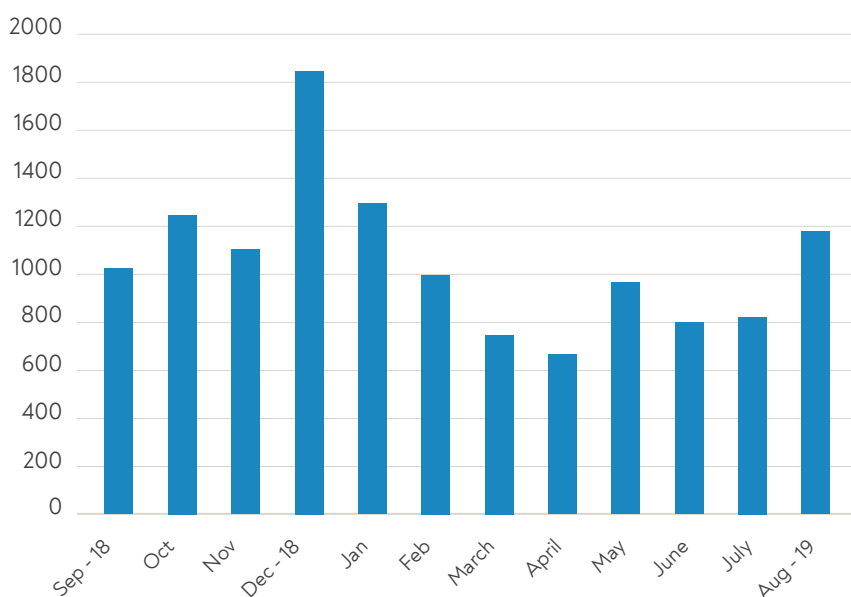


LOGISTICS CLERKS

As at August 31, 2019, the SAJ has engaged twenty-nine (29) Logistics Clerks who are assigned to Kingston Wharves Warehouse Total Logistics Facility (TLF) and Kingston Warehouse Complex (KWC).

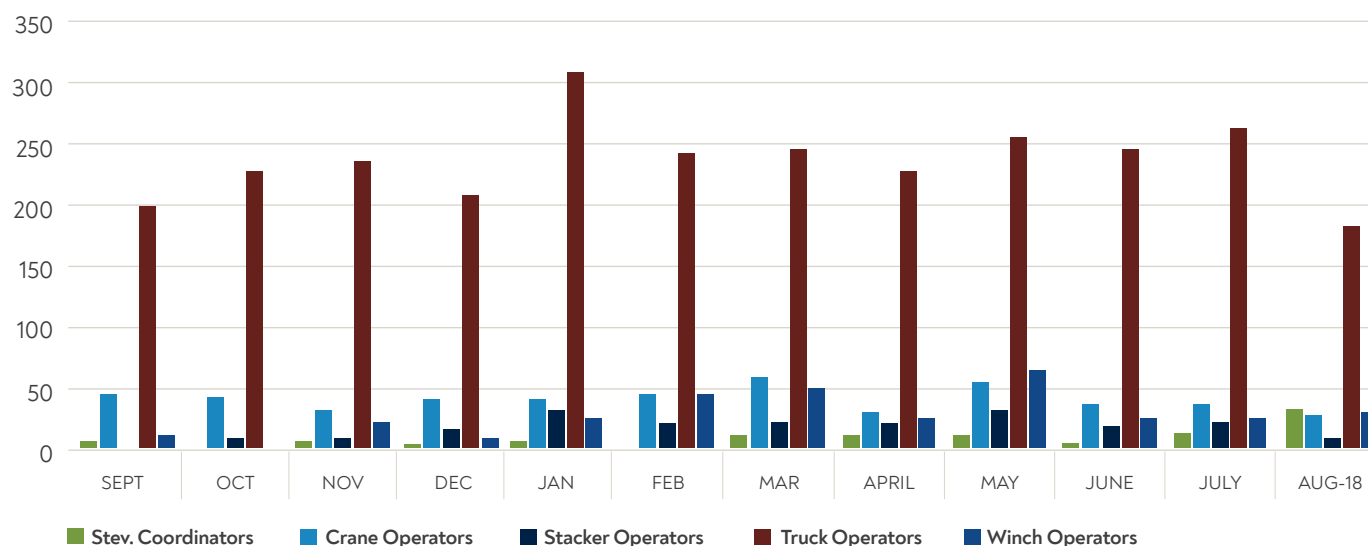
Monthly KWL Logistics Clerk Shifts Sept 2018- Aug 2019

MONTH	TOTAL
Sep-2018	1095
Oct	1317
Nov	1145
Dec-2018	1905
Jan-2019	1362
Feb	1057
March	782
April	746
May	998
June	835
July	900
Aug-2019	1229



MONTHLY SPECIALIZED LABOUR USAGE SEPTEMBER 2018 - AUGUST 2019													
	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APRIL	MAY	JUNE	JUL	AUG	Total
Stevedore. Coordinators	5	3	6	5	7	3	15	14	13	5	15	39	130
Crane Operators	46	44	39	38	42	47	60	35	56	38	38	28	511
Stacker Operators	2	11	10	17	27	16	19	22	29	22	21	10	206
Truck Operators	182	229	235	209	306	242	246	227	255	248	260	179	2818
Winch Operators	9	2	23	13	22	46	52	24	64	25	26	30	336
	244	289	313	282	404	354	392	322	417	338	360	286	4001

Monthly Specialized Labour Usage September 2018 - August 2019



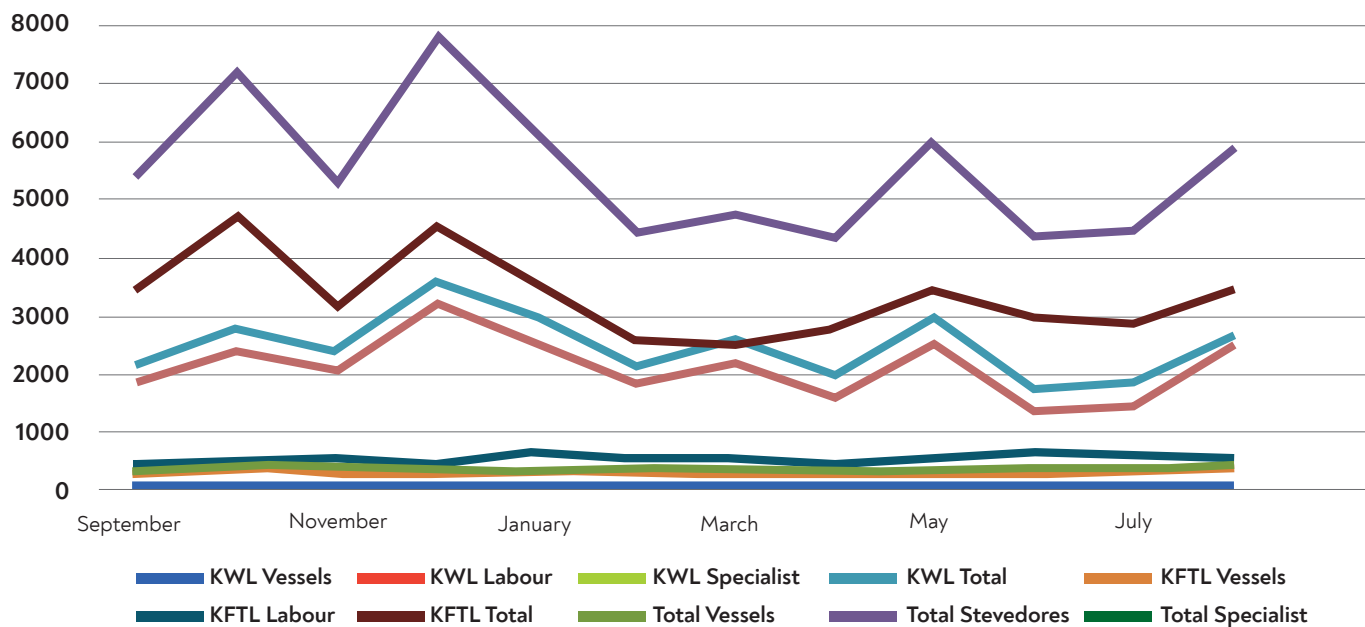
A customer gets a haircut from a member of the Totally Male team at the SAJ Health & Wellness Expo held at the Shipping Association of Jamaica offices.

Manning Levels

MANNING LEVELS SEPT 2018 - AUG 2019

	Manning Levels - September 2018 - August 2019								Combined Totals	
	KW				KCT/KFTL				KW, KCT/KFTL	
	KW Vessels	KW Labour	KW Specialists	Total	KCT Vessels	KCT Labour	Total	Total Vessels	Total Stevedores	Total Specialists
September	76	1898	244	2142	137	3500	3500	213	5398	244
October	101	2476	289	2765	155	4727	4727	256	7203	289
November	70	2066	313	2379	128	3207	3207	198	5273	313
December	92	3252	282	3534	149	4559	4559	241	7811	282
January	90	2591	404	2995	146	3588	3588	236	6179	404
February	68	1853	354	2207	135	2638	2638	203	4491	354
March	89	2201	392	2593	114	2544	2544	203	4745	392
April	69	1645	322	1967	113	2776	2776	182	4421	322
May	102	2556	417	2973	99	3439	3439	201	5995	417
June	72	1418	338	1756	91	3027	3027	163	4445	338
July	58	1502	360	1862	135	2962	2962	193	4464	360
August	86	2482	286	2768	174	3441	3441	260	5923	286
Total	973	25940	4001	29941	1576	40408	40408	2549	66348	4001

Manning Levels - Sept 2018 - Aug 2019



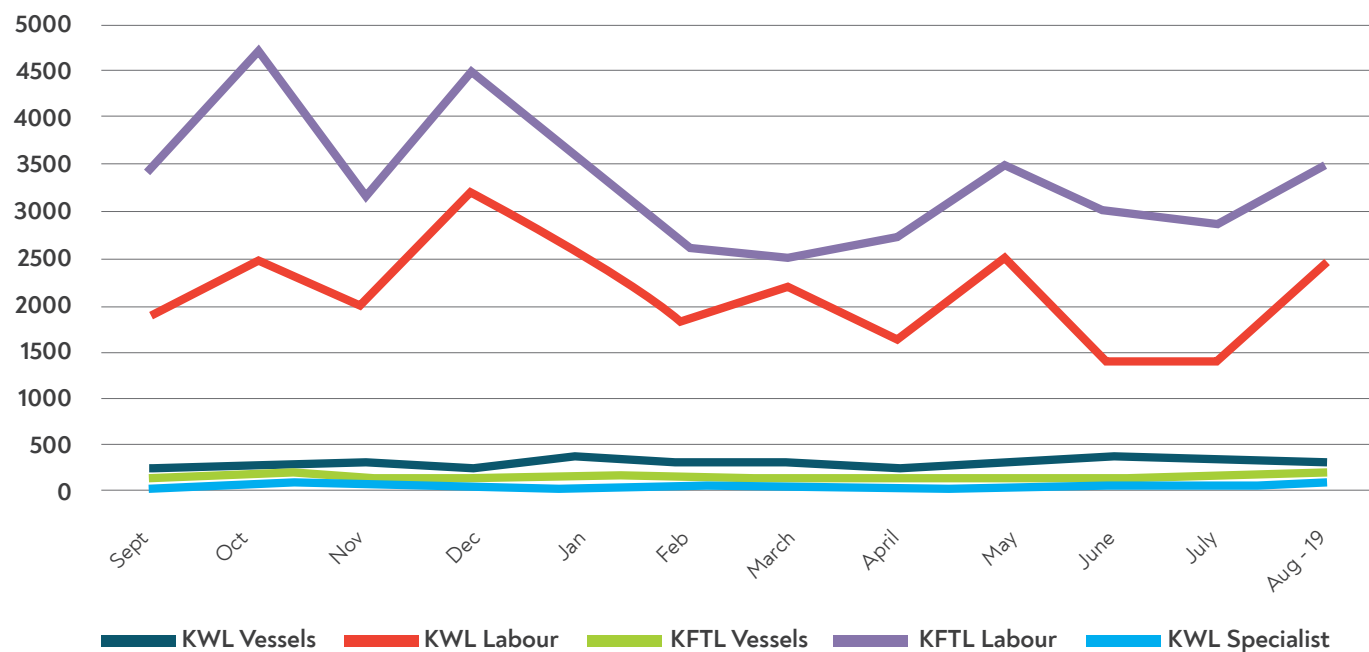
Manning Levels

MANNING LEVEL - SEPT 2018 - AUG 2019					
	KWL Vessels	KWL Labour	KFTL Vessels	KWL Labour	KWL Specialist
September	76	1898	137	3500	189
October	101	2476	155	4727	243
November	70	2066	128	3207	251
December	92	3252	149	4559	231
January	90	2591	146	3588	340
February	68	1853	135	2638	261
March	89	2201	114	2544	280
April	69	1645	113	2776	263
May	102	2556	99	3439	297
June	72	1418	91	3027	334
July	58	1502	135	2962	313
Aug-19	86	2482	174	3441	
	973	25940	1576	40408	



A stevedore-in-training receives one-on-one attention from his facilitator as he executes a CPR drill at a training session at the Shipping Association of Jamaica.

Statistics- Shifts Supplied – Sept 2018 – Aug 2019



OCCUPATIONAL HEALTH INITIATIVES

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

DATE	EVENTS
September 21, 2018	Annual Health & Wellness Expo
November 26, 2018	Non-Communicable Diseases Presentation
April 25, 2019	Pap Smear Day
September 27, 2019	Annual Health & Wellness Expo

VISITS TO THE OHN AND SAJ AMBULANCE UNIT			
Month	OHN	SAJ Ambulance	Total
September 2018	124	34	158
October 2018	148	40	188
November 2018	147	27	174
December 2018	76	60	136
January 2019	45	26	71
February 2019	85	21	106
March 2019	47	26	73
April 2019	68	22	90
May 2019	34	20	54
June 2019	97	22	119
July 2019	56	2	58
August 2019	43	7	50
Total # of Persons	970	307	1277



Stevedores execute a CPR drill at a training session at the Shipping Association of Jamaica.



Customers preview samples and other items for sale at discounted prices on Pap Smear Day at the Shipping Association of Jamaica offices.



Denzil Archer, stevedore at the Shipping Association of Jamaica, gets some very important information at the National Health Fund booth at the Health and Wellness Expo 2019.

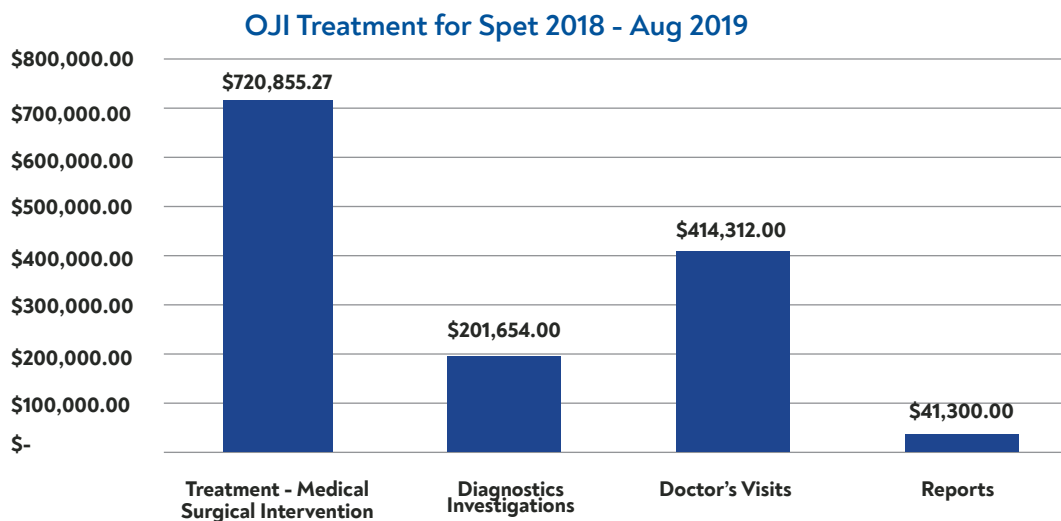
NO. OF PERSONS SEEN AT COMMUNITY CLINIC			
Month & Year	New	Returning	Total
Sept. 2018	5	16	21
Oct. 2018	16	37	53
Nov. 2018	5	26	31
Dec. 2018	1	10	11
Jan. 2019	0	24	24
Feb. 2019	0	24	24
Mar. 2019	0	24	24
Apr. 2019	6	20	26
May 2019	4	29	33
June 2019	5	32	37
July 2019	3	33	36
Aug. 2019	2	28	30
GRAND TOTAL	47	303	350



Mrs. Corah Ann Robertson-Sylvester, a member of the Shipping Association of Jamaica's (SAJ) Managing Committee, speaking at the 18th Caribbean Shipping Executives Conference hosted by the SAJ in Kingston, Jamaica.

TOTAL MEDICAL COST FOR ON-THE-JOB-INJURY

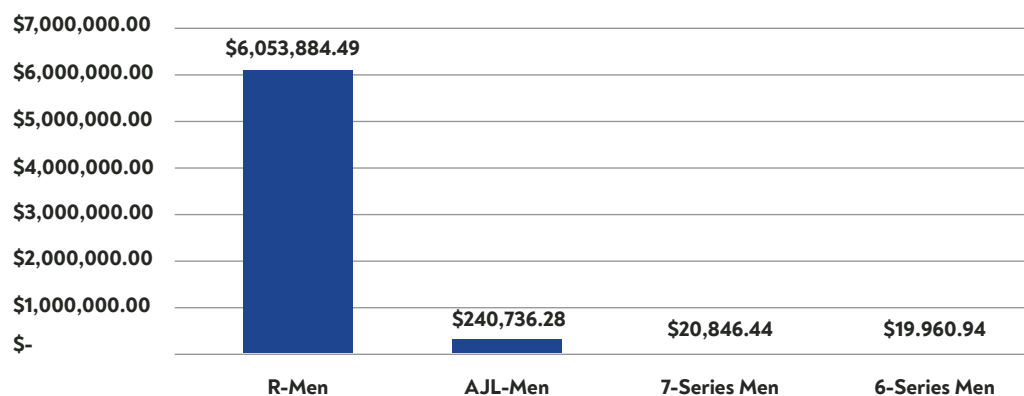
For the period of September 2018 to August 2019 the total amount of money spent was one million three hundred and seventy-eight thousand one hundred and twenty-one dollars and twenty-seven cents (\$1,378,121.27) for persons on OJI.



1. Treatment- medical Surgical Intervention: medication, physiotherapy, dressing of wound, injection, removal of suture.
2. Diagnostics Investigations – EEG (electroencephalogram), x-ray, MRI, blood works, and urinalysis.
3. Doctor's Visits – Specialist and regular doctor visit
4. Reports

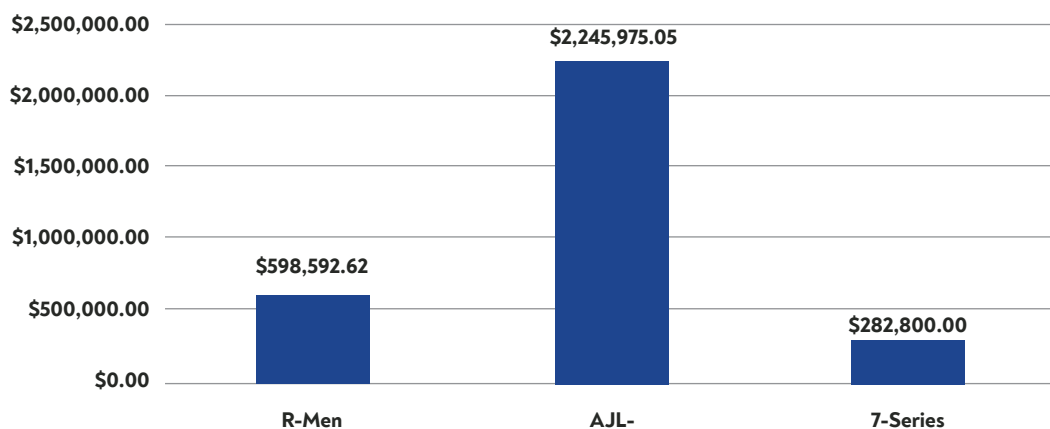
COST OF REGULAR SICK LEAVE FOR SEPT 2018 TO AUG 2019

For the period of October 2018 to August 2019 the total amount of money spent was six million three hundred and thirty-five thousand four hundred and twenty-eight dollars and fifteen cents (\$6,335,428.15) for persons on Regular Sick Leave.



COST OF OJI SICK LEAVE FOR SEPT TO AUG 2019

For the period of September 2018 to August 2019 the total amount of money spent was three million one hundred and twenty-seven thousand three hundred and sixty-seven dollars and sixty-seven cents (\$3,127,367.67) for persons on OJI Sick Leave.

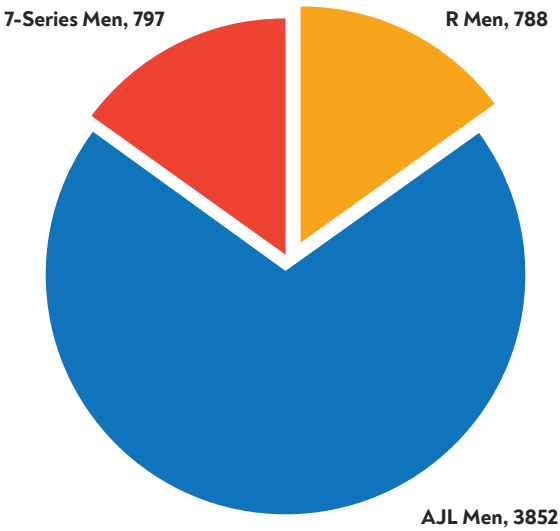


The Prime Minister of Jamaica, the Most Honourable Andrew Holness (centre), President of the Shipping Association of Jamaica, Mr. Charles Johnston (next right) and the General Council of the Caribbean Shipping Association (CSA) stand for Jamaica's national anthem at the 18th Caribbean Shipping Executives Conference.

TOTAL NO. OF MAN HOURS LOST
FOR OJI SICK LEAVE

For the period of September 2018 to August 2019 the total amount of hours lost was five thousand four hundred and thirty-seven (5,437) for persons on OJI Sick Leave.

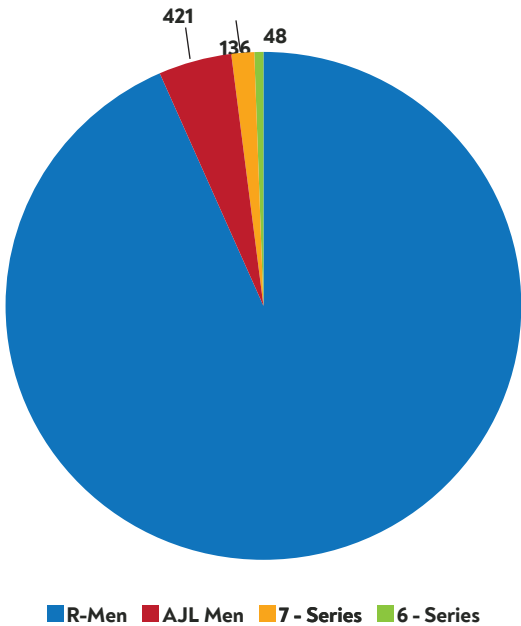
OJI MAN HOURS LOST
SEPT 2018 - AUG 2019



TOTAL NO. OF MAN HOURS LOST FOR
REGULAR SICK LEAVE

For the period of September 2018 to August 2019 the total amount of hours lost was twelve thousand one hundred and thirteen (12,113) for Regular Sick Leave.

Regular Man Hours Lost
September 2018 - August 2019



From left: Mr. Robert Kinlocke, a member of the Shipping Association of Jamaica’s Managing Committee, his wife Beverley, Director of International Shipping Ltd, and their son Richard share a moment with Vivienne Thompson, General Manager at International Shipping Ltd at the Welcome Cocktail Event for the 18th Caribbean Shipping Executives Conference.



President of the Caribbean Shipping Association, Mr. Juan Carlos Croston (centre) pause for a photo with members of the Managing Committee of the Shipping Association of Jamaica (SAJ) at the 18th Caribbean Shipping Executives Conference that was hosted by the SAJ in Kingston, Jamaica. From left are: Group CEO, Mr. Trevor Riley; Vice President, Mr. Grantley Stephenson; President, Mr. Charles Johnston; and Honourary Member, Mr. Harriat Maragh



President of the Shipping Association of Jamaica (SAJ), Mr. Charles Johnston, addresses delegates at the 18th Caribbean Shipping Executives Conference that was hosted by the SAJ in Kingston, Jamaica.

OUR LEADERSHIP TEAM

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



RAYMOND ERNANDEZ
Group Financial Controller

Raymond Hernandez has over 17 years' experience in finance and investment management. An Ardenne alumnus, he firmly believes in the motto, "With God as guide, we seek the highest". With a natural affinity to figures, Raymond enrolled at the University of the West Indies where he earned his bachelor's degree with honours in accounting and management studies.

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

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

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



TERRENCE BROOKS
Human Resources Manager

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

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

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

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



DIONNE GORDON
Operations Manager, Property
and Administration

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

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

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

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



FIONA HALL

Operations Manager, Finance

With over 15 years' experience in accounting, Miss Hall is the Operations Manager of Finance. Since joining the SAJ in 2002, she has provided training at the entry level for new staff while overseeing and monitoring the daily accounting and finance operations of SAJ and its subsidiaries.

Her areas of expertise include: accounts and financial operations, management accounts,

cash flow control, financial analysis, budget preparations and payroll and taxes.

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



SOPHIA JOHNSON

Operations Manager
Recruiting and Safety

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

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

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



**DEBBIE ANN
DOBSON BAILEY**

Deputy Operations Manager HR
and Training

Debbie Ann joined the SAJ in 2012 as a Human Resources Assistant and served as HR and Benefits Administrator from 2016-2017. In 2018, she was promoted to Deputy Operations Manager -HR and Training.

Prior to joining the SAJ, Debbie Ann had over 15 years' experience in Administration but her love and appreciation for the human capital endeared her to aspire to be a Human Resource Professional.

At present she assists in the Secretariat of the Caribbean Shipping Association (CSA) for its Annual Conferences.

She holds a Bachelor of Science Degree in Management Studies with Major in Human Resource Management from the Northern Caribbean University. She is also a recipient of an Associate Degree in Management Studies and a Certified Professional Secretary.

Communications and Member Services

Agents' Committee

The agents' committee of the SAJ observes the business of shipping and recommends changes and enhancements to processes and procedures within the SAJ and the wider shipping community. 2019 was another active year for the SAJ Agents' Committee lead by chairman, Mr. Andre Rochester. The committee has been successfully carrying out its mandate and has represented the association as a major stakeholder in discussions with external partners. The Shipping Association facilitates the work of the shipping agents by representing them or facilitating their representation in business and industry related meetings and as members of various committees.

Customs Bill 2019 Review

High on the agenda of the shipping association this year as been its involvement as a major stakeholder in the review and subsequent replacement of the Customs Act. Indeed, it bears repeating that the SAJ has long been a proponent of the view that the Customs Act of 1941 is in need of replacement. The Government of Jamaica has agreed to completely repealing and replacing the Customs Act. As they have in subsequent years, the SAJ Agents' Committee has been joined by other members who have met frequently in 2019 to review several iterations of this new Customs Bill. As has happened in the past, the legal team at Jamaica Customs met with members of the SAJ Agents' Committee members to understand some of the new thinking that went into the Customs Act and to put forward suggestions that would better suit Jamaica.

The Customs Act was tabled in parliament in June 2019 and the new regulations which will operationalize its provisions are expected in the new year.

The SAJ provided two major presentations by Jamaica Customs in order to provide members with access to the reasoning and rationale

Revised Kyoto Convention

The Revised Kyoto Convention (RKC) aims at facilitating trade by harmonizing and simplifying Customs procedures and practices. Jamaica Customs is leading Jamaica's advance to become a contracting party to the agreement. The General Annex which is binding commits contracting parties to the following principles:

- transparency and predictability of Customs actions,
- transparency and predictability of Customs actions,
- standardization and simplification of the goods declaration and supporting documents,
- simplified procedures for authorized persons,
- maximum use of information technology,
- minimum necessary Customs control to ensure compliance with regulations,
- use of risk management and audit-based controls,
- coordinated interventions with other border agencies, and
- partnership with the trade

They made a presentation to members in September on some features of the RKC and announced their intention to accede. The Customs Act is being revised, in part, with the principles of the RKC in mind. It is acknowledged by some that the RKC has the benefit of increasing revenue collection.

National Committee on Trade Facilitation

The purpose of the Trade Facilitation Task Force is to implement the World Trade Organization (WTO) Trade Facilitation Agreement (TFA). The TFA aims to simplify customs procedures by clarifying and improving aspects of Articles V (freedom of transit), VIII (fees and formalities related to export and imports), and X (transparency, publication of laws and regulations) of the General Agreement on Tariffs and Trade (GATT). The agreement,



Ana Molina-Diaz, director of business development at Crowley, greets Hazel Edwards, senior director legal affairs, Jamaica Customs Agency after the Crowley sponsored Lunch & Learn session that was held at the Shipping Association of Jamaica offices.

once fully implemented, should remove red tape and reduce the costs of trading among countries.

SAJ is a dedicated partner on this taskforce which works to strengthen the trading environment in Jamaica an effort to improve the ease and ways of doing business and to stimulate growth. Its broad reform agenda includes several activities related to the revision of Jamaica's institutional and governance framework for international trade. The Office of the Cabinet (OOC) continues to support the implementation of trade reform measures related to these activities. Through the operationalization of a Technical Committee for Legislative Review (TCLR), the OOC is undertaking a review of trade related activities.

The Technical Committee for Legislative Review (TCLR)

The SAJ is an active participant in the work of the TCLR which is conducted through four (4) Technical Working Groups (TWGs) which undertake work including:

- A multi-sector review of the Customs Act proposals and other proposed legislation and policy documents;
- A review and ultimate rationalization of the fees and charges imposed by border regulatory agencies;
- The synchronizing of border regulatory legislation;
- The support and monitoring of the development of the Single Window for Trade;

Jamaica Single Window for Trade (JSTW)

The JSTW enables traders to submit documentation and/or data requirements for importation, exportation, or transit of goods through a single-entry point.

The project will allow for greater transparency in accurate, reliable and timely information. It also promises greater efficiency by streamlining processes, procedures, cost and resources. The result is expected to be the enhancement of Jamaica's competitiveness through improving the way of doing business, building capacity and technology. Two presentations on the single window have been made at the SAJ so far.

Jamaica Trade Information Portal (JTIP)

The portal purports to provide a single authoritative online source for trade information relating to import-export regulations, requirements and processes, which businesses can easily access at any time.

The database includes information from border regulatory agencies on standards, tariffs, fees, levies and applicable penalties; various authorisations; inspections and verifications; and details about trade agreements while highlighting opportunities.

There are downloadable forms for applications, licences, and permits, as well as links to regulatory and various bodies engaged in trade facilitation.

The Quality Assurance Committee of the Jamaica Customs Agency

When the Quality Assurance Committee (QAC) was re-established at Jamaica Customs it reassumed the role of a primary point of contact to resolve trade-related problems arising from implementation of new initiatives and the movement of goods. However, the mandates seems



The presenter, Monique Morrison, Shipping Association of Jamaica (SAJ) staff members and participants at the Public Speaking for Executives Workshop held at the SAJ.

to be changing as new partners are being invited to the table to discuss matters which are not under the purview of Jamaica Customs, a development the SAJ has noted. Nonetheless the SAJ continues to be an active member. This year the committee discussed:

- The continued challenges being experienced with the streamlining of port operations
- Challenges with the implementation of the Port Community system (PCS)
- The implementation of the Express Cargo Clearance processing which has been developed to take the JCA out of the processing of paperwork and leave shipping agents and others open to the liabilities associated with submitted information which client have submitted which may be incorrect.
- Operation issues related to use of the ASYCUDA Customs Management system such as paygate (the e-payment system)

Equipment Interchange Agreement & Trucker Registration

In 2019 the SAJ continued to retain oversight of the Self-Insurance Scheme being managed by the Port Trailer Haulage Association to ensure the continued protection of the interest of members. However the SAJ no longer registers truckers under the Port Authority (Port Security Bylaws) of 2010. The SAJ alerted concerned parties that Jamaica's supply chain will remain under threat unless Clause 13 of the Bylaws is enforced which requires all trucking companies to operate from secure premises that are inspected and certified by the Port Authority of Jamaica or their nominee. The PAJ has undertaken the registration.

Port Community System Project.

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

- the launch the of the Trucker Appointment system.
- the launch the of the Export phase

There were several meetings held to explain the new export booking process.

Maritime Awareness Week

The SAJ was involved in the planning and execution of Maritime Awareness Week 2019 which was celebrated from Sunday, September 22 to Thursday, September 26 with other industry partners such as Maritime Authority of Jamaica (MAJ), Caribbean Maritime University (CMU), Kingston Freeport Terminal Limited (KFTL), Ports Authority of Jamaica (PAJ) and Women in Maritime Association, Caribbean (WiMAC). This year's Maritime Awareness Week under the theme "Empowering Women in the Maritime Community" was fully embraced.

The week began with a church service at Saxthorpe Methodist Church on Sunday, followed by two days of student maritime exhibitions including a Girls' Day at the Caribbean Maritime University where the SAJ represented its members. There was the official launch of WiMAC's Mentorship programme which was well-supported by the president and members of the SAJ.

Marcus Garvey School

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

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

The members of the Agent's Committee met and reviewed the Protocol for the Regulation of Chemical Imports within Jamaica's Jurisdiction in response to a request from the Ministry of Economic Growth and job creation. The comments were sent to the ministry. The Ministry



The audience gives the presenter, Hazel Edwards, senior director legal affairs, Jamaica Customs Agency, it's full attention at the Crowley sponsored Lunch & Learn session that was held at the Shipping Association of Jamaica's offices.



Women of the Women in Maritime Association Caribbean (WiMAC) Jamaica Chapter and their guests pause for a photo after the launch of WiMAC's Mentorship Programme on September 26, 2019.

responded by adjusting the protocol. Those comments have been circulated. We await the official word from the government of Jamaica on the revised protocol which we understand is before Cabinet for approval.

Publicity and Promotions

Shipping Feature

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

- SAJ Elects New President
- Dutch Vessel Makes Maiden Call
- Shipping Association Of Jamaica Is 80!
- Jamaica Freight & Shipping Commemorates COSCO Beijing's Inaugural Call To Kingston
- SAJ Proud To Share The Success Of The Port Of Kingston
- Kingston Wharves Recognises Customs Workers
- SAJ Members Prepare For JTIP Implementation
- Harry Maragh Appointed To Express Catering Board
- CSA's 18th Caribbean Shipping Executives Conference Comes To Kingston!
- Hopefield Preparatory Tours The 'Carnival Horizon'
- Making Math Count
- UTech Awards SAJ CEO For National Service
- Sustainable Arctic Shipping
- The Caribbean Shipping Association's Mid-Year Conference
- CSA Presents Impressive IT Panel Discussion
- The Shipping Industry Remembers Ernest Gooden
- SAJ At 80 Hosts CSA Conference
- SAJ Celebrates 80 With Premier Regional Shipping Conference
- PM Lauds SAJ, CSA For Contributions To National And Regional Development
- CARIBMEPA Officially Launched At CSA

- Caribbean Shipping Association Promoting Gender Equality
- SAJ, KWL, PCS And Customs Harnessing ICT For First-World Efficiency And Speed
- IMO Women's Group Celebrates Jamaican Women Making Historic Strides
- Customs Brokers And Freight Forwarders Association Of Jamaica Elects 2019 Executive
- Kingston Wharves Donates To Make Learning More Interactive
- Kingston Wharves Celebrates 30 Years Of Sponsoring Youth Cricket
- Insightful Speakers, Engaging Topics - Registration Opens For The 49th CSA AGM
- National Trade Facilitation Task Force Committee Prepares For WTO TFA Notification
- Jamaica Producers Group Limited Celebrates 90
- Kingston Wharves Presents PEP Scholarships And Gifts
- Jamaica Fruit Celebrates 100 Years!
- Seaboard Marine Connects Savannah To Its Latin America And Caribbean Network
- SAJ Hosts Lunch And Learn On The New Customs Act
- World Maritime Day 2019: Recognising Gender Equality
- Caribbean Shipping Association's 49th AGM Starts In Punta Cana
- United States Ambassador Tours Kingston Wharves

General Media Coverage

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

As such, the Association ensured that:

- Media advisories and releases were disseminated among local media houses
- All queries and requests for information from the public and members were addressed
- Videography and photography were arranged for all SAJ events

- Service projects as well as internal programmes were covered.

SAJ Consults Support of CSA

The SAJConsults Team has been working assiduously to improve its PR services to the Caribbean Shipping Association (CSA) brand. During the period under review we have continued to maintain the CSA's online presence through the website, facebook and LinkedIn pages and we restarted posting to Instagram and Twitter. We also provided information on the American Caribbean Maritime Foundation's Annual Anchor Awards Dinner.

The SAJ Consults team promoted the CSA's 18th Caribbean Shipping Executives Conference held in Kingston Jamaica in May. This dove-tailed as a flagship activity for the celebration of the SAJ's 80th anniversary. The SAJ hosted under the theme "The SAJ at 80 welcomes the CSA". In addition to the customary work for the CSA, the SAJ also produced outstanding events and coverage and support of them at the Jamaica Pegasus, the Mona Visitor's Lodge and Devon House.

The team also promoted the Caribbean Shipping Association's 49th Annual General Meeting Conference and Exhibition held Punta Cana, Dominican Republic from October 7-9, 2019. For each conference the team produced conference speaking notes for the President and the Vice president. The team also provided editorial content and supervision for the Caribbean Maritime magazine and the foreword for the conference magazine.

Reports are provided to the CSA periodically reflecting the work of the SAJConsults team.

Internal Communication

The SAJ maintained a high level of employee engagement

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

External Communication

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

Education Ministry's Math Expo 2019

Once again, the SAJ joined companies from across Jamaica to partner with the Ministry of Education to improve the attitude of students and teachers to mathematics at the seventh annual staging of Math Expo, hosted by the University of the West Indies, Mona in March 2019. Approximately six thousand students from primary, secondary and tertiary institutions, and mathematics enthusiasts from across the country were involved in activities geared at promoting the creative and elements of mathematics. The SAJ members supported the event by providing prizes for the students who participated in quizzes. The Caribbean Maritime University shared a booth with the SAJ team as they have each year.

Training

SAJ continued its training initiatives with more than twenty employees from the shipping industry and corporate Jamaica participating in this year's training courses offered at the SAJ offices. The Public Speaking for Executives course was offered.



Newton Brown, stevedore at the Shipping Association of Jamaica, engages students of Albion Mountain Primary School at the Mathematics Exposition.



Chief information officer of The Trade Board Limited, Carl L. Morgan (left), shares a word with the audience alongside Trevor O'Regan, the team leader of the Jamaica Trade Information Portal Project, at a stakeholder sensitization meeting, held for members of the Shipping Association of Jamaica.



Maurice Coke, national project manager of the Electronic Single Window for Trade, during his presentation at the Shipping Association of Jamaica offices.



Amado Danni, stevedore at the Shipping Association of Jamaica, engages students of the Portsmouth Primary School at the Mathematics Exposition held at the University of the West Indies recently.



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