

Maritime Services Training Board  
海事服務業訓練委員會



Maritime Services Industry  
Manpower Survey Report  
海事服務業 • 人力調查報告書

2024



# **2024 Manpower Survey Report**

## **Maritime Services Industry**

Maritime Services Training Board

Vocational Training Council

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## **ACKNOWLEDGEMENT**

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## Definition of Terms

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Average monthly income	The monthly income, including the basic wage, regular overtime pay, cost of living allowance, meal allowance, commission and bonus. It is an average figure among employees engaging in the same principal job.
Full-time employees	Persons who are working full-time (i.e. at least 4 weeks a month, and not less than 18 hours in each week) under the payroll of the sampled establishment/company for the specified job, disregarding whether they are deployed to work in other places. These also include proprietors and partners working full-time for the establishment.
Technical manpower	The personnel who are employed in the principal jobs* of the maritime services industry to apply the industrial knowledge and technical skills required to complete the work assigned. <i>(* Details of the principal jobs are given in Appendix iv.)</i>
Turnover rate	The number of employees left as a percentage of the total number of employees and vacancies.
Vacancies	The unfilled, immediately available job openings for which the establishment is actively trying to recruit personnel at the time of the survey.
Vacancy rate	The vacancies as a percentage of the total number of employees and vacancies.

# **I. EXECUTIVE SUMMARY**

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## **i. Background**

1.1 The Maritime Services Training Board (Training Board) conducted a manpower survey of the Maritime Services Industry from December 2024 to February 2025. This report presents the survey findings of the latest manpower situation of the industry and proposes recommendations on the manpower demand and training needs to the industry, employers, training providers and the Government, making reference to the business outlook.

## **ii. Survey Coverage**

1.2 The survey encompassed four key sectors of the Maritime Services Industry: Ocean Going, River Trade, Local Vessel, and Shore-Based sectors. Out of a total of 1,020 industry establishments, identified through the central registrar of the Census and Statistics Department (C&SD) and the recommendations of the Training Board, a sample of 797 establishments was selected. This sample included 264 from the Ocean Going sector, 42 from the River Trade sector, 158 from the Local Vessel sector, and 333 from the Shore-Based sector. These selected establishments were requested to provide manpower data based on a list of principal jobs, which had been defined and deemed significant by the Training Board. The principal jobs were grouped into 14 job categories, as outlined below:

- (a) Ocean Going Sector
  - 1. Officers
  - 2. Ratings
- (b) River Trade Sector
  - 3. Seafarers
- (c) Local Vessel Sector
  - 4. Crew Members (Local Vessel)
  - 5. Crew Members (Yacht)
- (d) Shore-Based Sector
  - 6. Administration; Management and Human Resources
  - 7. Business and Trade
  - 8. Operations
  - 9. Technical and Consultancy
  - 10. Marine Law and Insurance
  - 11. Training and Education
  - 12. Account and Finance
  - 13. Safety and Risk Management
  - 14. Other Staff of Supporting Services

### iii. Methodology

1.3 The survey was conducted in accordance with a sampling plan developed by the Vocational Training Council (VTC). A stratified random sampling method was employed to select 532 establishments from the Hong Kong Standard Industrial Classification list provided by the Census and Statistics Department (C&SD) of the HKSAR Government. Additionally, based on the Training Board's recommendations, 265 supplementary establishments were included, bringing the total sample size to 797. Each selected establishment was asked to complete a questionnaire consisting of two parts: (i) quantitative manpower data categorized by principal job roles, and (ii) supplementary information related to manpower and fleet conditions. The processes of data collection and enumeration were carefully supervised, and all data underwent verification to ensure its quality. Following enumeration, the effective response rate stood at 92.4%.

1.4 The Training Board made a manpower projection for the period from 2025 to 2028 using a forecasting method that rests on the weighted averages of historical data. Details of the projection methodology are provided in *Appendix (vii)*.

### iv. Findings

#### Number of Employees and Vacancies

1.5 A total of 25,993 employees were engaged in the Maritime Services Industry were as at 1 December 2024. The majority of them were working in the Shore-Based sector (52.9%). The Ocean Going sector was found to have a large portion of non-Hong Kong employees (97.5%). At the time of the survey, the total number of job vacancies across sectors was 384, and most of them were found in the Local Vessel sector. Details are shown in Table 1.1a and Table 1.1b.

Table 1.1a Number of Employees and Vacancies across Sector

Sectors	No. of Employees			No. of Vacancies
	Total	HK	Non-HK <sup>1</sup>	
Ocean Going	7,505	180	7,325	N/A <sup>3</sup>
River Trade	403	403	N/A	29
Local Vessel	4,339	4,339	N/A	163
Shore-Based <sup>2</sup>	13,746	12,551	1,195	192
<b>Overall</b>	<b>25,993</b>	<b>17,473</b>	<b>8,520</b>	<b>384</b>

Notes:

1. Information on non-Hong Kong employees was not collected from River Trade and Local Vessel companies as these companies are expected to have very few non-Hong Kong employees.
2. Shore-based personnel in Ocean Going, River Trade and Local Vessel companies are grouped under Shore-Based sector.
3. Vacancies in the ocean going sector are not applicable, as ocean-going vessels should not have any unfilled positions when they depart to sea.

Table 1.1b Number of Full-time Employees by Job Category

		No. of full-time employees	(%)
Ocean Going	Officers	3,948	15.2%
	Ratings	3,557	13.7%
River Trade	Seafarers	403	1.6%
Local Vessel	Crew Members (Local Vessel)	4,235	16.3%
	Crew Members (Yacht)	104	0.4%
	Operations	3,823	14.7%
	Technical and Consultancy	2,346	9.0%
	Administration, Management and Human Resources	2,070	8.0%
Shore-based Personnel	Business and Trade	1,963	7.6%
	Account and Finance	831	3.2%
	Marine Law and Insurance	441	1.7%
	Safety and Risk Management	193	0.7%
	Training and Education	143	0.6%
	Other Staff of Supporting Services	1,936	7.4%
	<b>Total</b>		<b>25,993</b>

*Note: Shore-based personnel of Ocean Going, River Trade and Local Vessel companies are grouped under "Shore-based Personnel" for analysis.*

Principal Jobs with Most Employees and Vacancies

1.6 The prominent principal jobs with the most employees and vacancies in each sector are shown in Table 1.2.

Table 1.2 Principal Jobs with the Most Employees and Vacancies

Sector	Principal Jobs with Most Employees (% of Employees in the sector)	Principal Jobs with Most Vacancies (% of Vacancies in the sector)
Ocean Going	• Sailor (12.1)	N/A*
	• Rating (General Purpose) (10.9)	
	• Motorman (10.2)	
River Trade	• Sailor (23.8)	• Cabin Attendant (62.1)
	• Cabin Attendant (23.1)	• Master (17.2)
	• Chief Officer (11.9)	
	• Chef Engineer (11.9)	
Local Vessel	• Sailor (27.5)	• Coxswain (39.3)

Sector	Principal Jobs with Most Employees (% of Employees in the sector)	Principal Jobs with Most Vacancies (% of Vacancies in the sector)
Shore-Based	• Coxswain (25.7)	• Sailor (21.5)
	• Assistant Coxswain (19.1)	• Engine Operator (16.6)
	• Pier Attendant / Pier Assistant (7.3)	• Pier Attendant / Pier Assistant (11.5)
	• Marketing / Business Development Manager (4.4)	• Mechanical Engineering Technician (9.4)
	• Customer Service Representative (4.2)	• Customer Service Representative (3.6)
		• Rigger (3.6)

*Note : \* Vacancies in the Ocean Going sector are not applicable, as ocean-going vessels should not have any unfilled positions when they depart to sea.*

### Employers' Views on Business Environment and Manpower in the Next 2 Years

1.7 Employers across different sectors provided varying forecasts for business volume over the next two years. 54.1% of employers in the Ocean Going sector and 54.2% in the River Trade sector anticipated that business volume would remain stable. In contrast, 38.0% of employers in the Local Vessel sector expected a decline in business volume. Meanwhile, 42.9% of employers in the Shore-Based sector also predicted stable business conditions. Details are shown in Table 1.3.

Table 1.3 Employers' Views on Business Volume in the Next 2 Years by Sector

Sector	Better (%)	Stable (%)	Worsen (%)	Uncertain (%)
Ocean Going	2.8	54.1	17.0	26.1
River Trade	0	54.2	25.0	20.8
Local Vessel	6.5	30.6	38.0	25.0
Shore-based	3.9	42.9	25.1	28.1

1.8 A small proportion of employers across all sectors anticipated growth in their full-time manpower over the next two years. In the Ocean Going sector, 7.8% of employers expected an annual increase of 1.11% in full-time employees. In the River Trade sector, 4.2% projected a 1.67% annual increase. For the Local Vessel sector, 7.4% of employers anticipated a 0.43% annual rise, while in the Shore-Based sector, 3.4% forecasted a 0.48% annual increase in full-time staff.

## Age of Hong Kong Employees

1.9 For Hong Kong full-time employees, the prominent age group was 36 – 55 for the River Trade Sector (60.5%), Local Vessel Sector (53.8%) and Shore-based Personnel (64.4%). For the Ocean Going Sector, both older group (aged 56 – 64; 34.3%) and younger group (aged 35 or below; 38.8%) were common. Details are shown in Table 1.4.

Table 1.4 Age Distribution of Hong Kong Employees

	Prominent Age Groups
<b>Ocean Going</b>	35 or below (38.8%); 56 – 64 (34.3%)
Officers	35 or below (50.0%)
Ratings	56 – 64 (53.3%)
<b>River Trade (Seafarers)</b>	36 – 55 (60.5%)
<b>Local Vessel (Crew Members)</b>	36 – 55 (53.8%)
<b>Shore-based Personnel</b>	36 – 55 (64.4%)

## Highest Class Certificate of Competency (Except Shored-Based Sector)

1.10 Employers, with the exception of those in the Shore-Based sector, were asked to indicate the highest class of Certificate of Competency (CoC) held by their employees. The survey results showed that all Hong Kong officers in the Ocean-Going sector, seafarers in the River Trade sector, and crew members in the Local Vessel sector met the minimum CoC requirements for their respective positions. Additionally, a portion of them held CoC that exceeded the minimum requirements. The numbers of employees holding CoC above the required level by sector are listed in Table 1.5.

Table 1.5 The Numbers of Employees Holding CoC Above the Required Level by Sector

Principal Job	Minimum Requirements	Highest Class of CoC
<b>Ocean Going Sector</b>		
3rd Officer	Class 3	Class 3 (98.0%)
		Class 2 (2.0%)
3rd Engineer	Class 3	Class 3 (92.3%)
		Class 2 (7.7%)
<b>River Trade Sector</b>		
Chief Officer	Class 3	Class 3 (66.7%)
		Class 2 (29.2%)
		Class 1 (4.2%)
Chief Engineer	Class 2	Class 2 (89.6%)
		Class 1 (10.4%)

Principal Job	Minimum Requirements	Highest Class of CoC
<b>Local Vessel Sector</b>		
Coxswain	Grade 3	Grade 3 (11.4%) Grade 2 (11.8%) Grade 1 (76.8%)
Assistant Coxswain	Grade 3	Grade 3 (2.0%) Grade 2 (93.0%) Grade 1 (4.9%)
Engine Operator	Grade 3	Grade 3 (2.4%) Grade 2 (8.7%) Grade 1 (88.8%)
Assistant Engine Operator	Grade 3	Grade 2 (88.2%)
Captain (Pleasure Vessel)	Grade 2	Grade 2 (44.9%) Grade 1 (55.1%)

### Training Needs in the Next 12 Months

1.11 During the survey, employers were asked about the training and development needs of their employees to enhance their skills over the next 12 months. The results indicated that: trade-specific skills were the top priority for officers and ratings in the Ocean-Going sector; generic skills were essential for seafarers in the River Trade sector; trade-specific skills were also in demand for crew members in the Local Vessels sector; and general management skills were most needed for employees at the managerial and executive levels in the Shore-Based sector. The top training needs for employees over the next 12 months by sector by job category are shown in Table 1.6.

Table 1.6 The Top Training Needs for Employees over the Next 12 Months  
by Sector by Job Category

<b>Ocean Going Sector</b>		
Officer	Rating	Shore-based Personnel
<ul style="list-style-type: none"> <li>Preparatory course for various classes of Certificate of Competency</li> <li>Basic ship knowledge</li> </ul>	Basic ship knowledge	Communication Skills
<b>River Trade Sector</b>		
Seafarer	Shore-based Personnel	
<ul style="list-style-type: none"> <li>Communication Skills</li> <li>Problem Solving Skills</li> </ul>	Problem Solving Skills	

### **Local Vessels Sector**

<b>Crew Members (Local Vessel)</b>	<b>Crew Members (Yacht)</b>	<b>Shore-based personnel</b>
Basic ship knowledge	Basic ship knowledge	Communication Skills

### **Shore Based Sector**

<b>Managerial and Executive Level</b>	<b>Assistant and Non-Executive Level</b>
Principles of management	Problem Solving Skills

### Preferred Level of Education and Years of Experience of Employees in the Shored-Based Sector

1.12 The survey revealed that 79.9% of employers in the Shore-Based sector preferred their managerial and executive-level employees to possess a first-degree level of education, while 70.2% preferred diploma or certificate qualifications for employees at the assistant and non-executive level. Regarding work experience, 41.2% of employers favoured managerial and executive-level employees with over 10 years of experience, and 29.9% preferred those with 6 to less than 10 years of experience. For assistant and non-executive-level positions, 62.1% of employers preferred candidates with 1 to less than 3 years of experience.

### Preferred mode of training for Full-time Employees in the Shored-Based Sector

1.13 In the Shore-Based sector, 67.8% of employers preferred to provide on-the-job training and an equal 40.8% percentage favored in-house company training for their managerial and executive-level employees. For assistant and non-executive-level employees, 70.8% of employers preferred on-the-job training, while 31.9% supported in-house training.

### Number of Vessels and Forecast for the Next Two Years

1.14 The Ocean-Going sector reported a total of 2,746 vessels, with bulk carriers comprising the largest share, 954 vessels, or 34.7%. The number of vessels is expected to increase to 2,791 in 2025 and 2,844 in 2026. Among the current fleet, 1,044 vessels (38.0%) hoisted under the Hong Kong Special Administrative Region (HKSAR) flag, followed by 707 vessels (25.7%) under the Panama flag. Table 1.7a presents the main vessel types and flags by sector, while Table 1.7b shows the projected number of vessels by sector over the next two years.

Table 1.7a The Main Vessel Types and Flags by Sector

Sector	Major Type of Vessels	No. of Vessels (% of total vessels in respective sector)		Major Flags	No. of Flags (% of total vessels in respective sector)
Ocean Going	Bulk Carriers	954	(34.7%)	HKSAR	1,044 (38.0%)
	Container	888	(32.3%)	Panama	707 (25.7%)
River Trade	Others (such as, Foileats, barges, etc.)	149	(81.4%)	-	-
	Catamarans & Jetcats	28	(15.3%)	-	-
Local Vessel	Pleasure Vessels	1,372	(60.0%)	-	-
	Lighters/Barges	187	(8.2%)	-	-

Table 1.7b The Projected Number of Vessels by Sector over the Next Two Years

Sector	No. of Vessels in 2024	Forecasted No. Vessels in 2025	Change Vs 2024	Forecasted No. Vessels in 2026	Change Vs 2024
Ocean Going	2,746	2,791	+45 (+1.6%)	2,844	+98 (+3.6%)
River Trade	183	181	-2 (-1.1%)	182	-1 (-0.5%)
Local Vessel	2,285	2,298	+13 (+0.6%)	2,298	+13 (+0.6%)

### Staff Turnover

1.15 During the Survey, it was reported that there were 2,301 new recruits in the past 12 months across all sectors. Among them, 1,181 with experience in the Maritime Services Industry. In addition, there were 1,882 employees left in the past 12 months across sector. The overall turnover rate rose from 6.7% in 2020 to 7.1% in 2024. A high turnover was recorded in the Shore-based sector (i.e. 9.1%). The full-time Employees Left and Recruited in the Past 12 months by Sector are shown in Table 1.8.

Table 1.8 Full-time Employees Left and Recruited in the Past 12 months by Sector

	No. of full-time Employees Left	Turnover Rate %	No. of New Recruits	% of Having Maritime Services Relevant Experience
Ocean Going	383	5.1	767	76.7
River Trade	32	7.4	72	81.9
Local Vessel	194	4.3	277	67.5
Shore-based Personnel	1,273	9.1	915	37.9
<b>Overall:</b>	<b>1,882</b>	<b>7.1</b>	<b>2,031</b>	<b>58.1</b>

Note:

1. Shore-based personnel of Ocean Going, River Trade and Local Vessel companies are grouped under “Shore-based Personnel” for analysis.

2. Turnover rate =  $\frac{\text{No. of full-time employees left}}{\text{Total no. of posts (full-time employees + full-time vacancies)}}$  (for the respective sector)

### Ocean Going Employees Employed by Hong Kong Companies and Non-Hong Kong Employees

1.16 At the time of the survey, there were 54,403 posts on ocean-going vessels managed by Hong Kong companies. However, only 13.8% (7,505) of these employees were directly employed by the Hong Kong companies themselves. Among them, the ratio of Hong Kong to non-Hong Kong employees was approximately 1 to 41.

### Monthly Income

1.17 Regarding average monthly income, 35.7% and 27.8% of seafarers in the River Trade sector reported salaries in the ranges of HKD20,001– HKD25,000 and over HKD40,000, respectively. In the Local Vessel sector, 61.3% of crew members earned between HK\$30,001– HK\$40,000, while 50% of yacht crew members reported salaries in the HK\$25,001– HK\$30,000 range. For the Shore-Based sector, 25.8% of personnel earned between HK\$30,001– HK\$40,000, and 23.5% earned between HKD20,001– HKD25,000. In the Ocean Going sector, 41.3% of officers earned between USD \$2,501–4,000, and 34.8% earned between USD \$4,001– USD 5,500. Meanwhile, 80% of ratings in this sector reported monthly salaries in the range of USD 2,501– USD 4,000.

Table 1.9 Average Monthly Income of Hong Kong Employees by Job Category

	Prominent ranges of income
<b>River Trade</b> (Seafarers)	Over HK\$40,001 (27.8%);
	HK\$25,001 - \$30,000 (26.6%);
	HK\$20,001 - \$25,000 (35.7%)
<b>Local Vessel</b> (Crew Members)	HK\$30,001 - \$40,000 (61.3%)
<b>Shore-based Personnel</b>	HK\$30,001 - \$40,000 (25.8%);
	HK\$25,001 - \$30,000 (23.2%);
	HK\$20,001 - \$25,000 (23.5%)
<b>Ocean Going</b>	US\$4,001 - \$5,500 (26.2%);
	US\$2,501 - \$4,000 (50.8%)
Officers	US\$4,001 - \$5,500 (34.8%);
	US\$2,501 - \$4,000 (41.3%)
Ratings	US\$2,501 - \$4,000 (80.0%)

### **Shore-based Personnel with Ex-seafaring Experience**

1.18 In overall, 16.9% of the Shore-based Personnel had seafaring experience. The top 3 job categories for higher percentages of Shore-based Personnel with ex-seafaring experience were Training and Education (53.8%), Technical and Consultancy (44.8%) and Safety and Risk Management (33.2%).

## **v. Manpower Analysis**

### **Manpower Changes between 2024 and 2020**

#### *Changes in Number of Full-time Employees*

1.19 The total number of full-time employees has decreased from 27,323 in 2020 to 25,993 in 2024, with a decrement of 4.9% (-1,330 persons). Decreases were found in all sectors.

**Table 1.10 Changes in Number of Full-time Employees by Sector**

	No. of full-time employees		Change in 4 years		Annual change in %
	2024	2020			
Ocean Going	7,505	7,860	- 355	- 4.5%	- 1.1%
River Trade	403	748	- 345	- 46.1%	- 14.3%
Local Vessel	4,339	4,637	- 298	- 6.4%	- 1.6%
Shore-based Personnel	13,746	14,078	- 332	- 2.4%	- 0.6%
<b>Overall:</b>	<b>25,993</b>	<b>27,323</b>	<b>- 1,330</b>	<b>- 4.9%</b>	<b>- 1.2%</b>

Note: Shore-based personnel of Ocean Going, River Trade and Local Vessel companies are grouped under “Shore-based Personnel” for analysis.

### Changes in Number of Full-time Vacancies

1.20 The total number of full-time vacancies has decreased, from 545 in 2020 to 384 in 2024, with a decrement of 29.5% (-161 vacancies). Decrease in vacancies was found for Crew Members in the Local Vessel Sector (-210 vacancies), while increases were observed for Seafarers in the River Trade Sector (+29 vacancies) and Shore-based Personnel (+20 vacancies).

**Table 1.11 Changes in Number of Full-time Vacancies by Sector**

	No. of full-time vacancies		Change in 4 years		Annual Vacancy Rate <sup>2</sup>		
	2024	2020			change	%	
					in %	2024	2020
Ocean Going <sup>1</sup>			N/A				
River Trade	29	0	+29	--	--	6.7	0
Local Vessel	163	373	-210	-56.3%	-18.7%	3.6	7.4
Shore-based Personnel	192	172	+20	+11.6%	+2.8%	1.4	1.2
<b>Overall:</b>	<b>384</b>	<b>545</b>	<b>-161</b>	<b>-29.5%</b>	<b>-8.4%</b>	<b>1.5</b>	<b>2.0</b>

Notes : 1. Vacancies in the Ocean Going sector are not applicable, as ocean going vessels should not have any unfilled positions when they depart to sea.

2. Vacancy rate = 
$$\frac{\text{No. of full-time vacancies}}{\text{Total no. of posts (full-time employees + full-time vacancies)}}$$
 (for the respective sector in the respective year)

### Changes in Number of Posts on Board

1.21 The total number of posts on board in the Ocean Going Sector has decreased from 58,755 in 2020 to 54,403 in 2024, with a decrement of 7.4% (-4,352 posts).

Table 1.12 Changes in Number of Posts on Board in Ocean Going Sector by Job Category

	No. of Posts on Board		Change in 4 years		Annual
	2024	2020			change in %
Officers	27,312	29,365	- 2,053	- 7.0%	- 1.8%
Ratings	27,091	29,390	- 2,299	- 7.8%	- 2.0%
<b>Overall:</b>	<b>54,403</b>	<b>58,755</b>	<b>- 4,352</b>	<b>- 7.4%</b>	<b>- 1.9%</b>

*Changes in Number of Vessels*

1.22 When comparing the estimated number of vessels between 2024 and 2020, decreases were found in the Local Vessel (-160 vessels) and River Trade (-52 vessels) Sectors, whilst increase was recorded for the Ocean Going Sector (+99 vessels).

Table 1.13 Changes in Number of Vessels by Sector

	No. of Vessels		Change in 4 years		Annual
	2024	2020			change in %
Ocean Going	2,746	2,647	+ 99	+ 3.7%	+ 0.9
River Trade	183	235	- 52	- 22.1%	- 6.1
Local Vessel	2,285	2,445	- 160	- 6.5%	- 1.7
<b>Overall</b>	<b>5,214</b>	<b>5,327</b>	<b>-113</b>	<b>-2.1%</b>	<b>-0.5</b>

Business Outlook

*Ocean Going Sector*

1.23 Hong Kong has historically been a key player in global maritime trade, known for its strategic location, strong legal and tax frameworks, and world-class ship registration services. Although it has seen a decline in its role as a transshipment hub due to the rise of neighbouring ports like Shenzhen and Guangzhou, it remains a leader in high-end maritime services such as ship management, arbitration, and finance and has a clear edge in ocean-going fleets and Southeast Asian transshipment from Europe, with container taxes four times lower than in mainland China. However, the sector faces significant challenges, including intensified regional competition, a shortage of maritime talent, and pressure to comply with stricter global environmental and regulatory standards.

1.24 To remain competitive, Hong Kong must pivot toward green and smart shipping solutions. Opportunities lie in leveraging government support for sustainability and green finance, integrating more deeply into national initiatives like the Belt and Road and Greater Bay Area, and expanding its maritime talent pool through education and training. The growing adoption of Liquefied Natural Gas fuelled vessels presents significant business

prospects, as operators increasingly invest in cleaner fuel options to meet tightening emission regulations and market demand for sustainable shipping solutions. By focusing on innovation, talent development, and international-standard services, Hong Kong can reposition itself not just as a transshipment hub, but as a leading centre for environmentally responsible and technologically advanced maritime operations.

### *River Trade Sector*

1.25 Hong Kong's river trade sector once played a crucial role in linking the city with the Pearl River Delta, serving as a key conduit for cargo between South China and global markets. However, recent structural changes, such as the modernisation of Mainland ports, new land-based infrastructure like the Hong Kong-Zhuhai-Macao Bridge, and growing reliance on direct export routes, have led to a sharp decline in inland water cargo throughput. These shifts have left the sector struggling with aging fleets, rising operational costs, labour shortages, and reduced allocation of port resources for river trade activities.

1.26 Despite these setbacks, the sector holds potential for reinvention. Hong Kong's strengths as a global financial and legal hub, along with its strategic location in the Greater Bay Area, offer a foundation for revitalising river trade. Embracing clean energy vessels, digital technologies, and better integration with multimodal logistics systems could position the sector as a sustainable and efficient regional transport option. With targeted policy support and a shift toward high-value services like cold chain logistics, the river trade industry can evolve from its current transitional state into a dynamic contributor to Hong Kong's broader logistics and environmental goals.

### *Local Vessel Sector*

1.27 The Local Vessel sector is vital to Hong Kong's maritime ecosystem, supporting essential services like port operations, marine construction, cargo handling, and passenger transport. While largely focused on domestic waters, the sector significantly contributes to the city's economy. However, it faces persistent structural challenges, most notably an aging workforce and difficulties in attracting younger talent. Physical demands, limited career progression, and a mismatch between industry training needs and the available talent pool exacerbate recruitment problems. At the same time, rising operational costs, driven by fuel prices, maintenance, and increasingly strict safety and environmental regulations, are straining smaller operators who struggle to afford fleet upgrades or new vessels.

1.28 Despite these hurdles, the sector is also presented with notable opportunities. Government initiatives aimed at training, green vessel adoption, and manpower development provide a foundation for modernisation and long-term resilience. The push toward environmental sustainability opens doors for transitioning to cleaner, more efficient technologies, while digitalisation offers ways to streamline operations and enhance cost-

effectiveness. However, as electric vessels become an emerging trend, the current shortage of charging facilities poses a challenge that must be addressed to fully realise the benefits of green vessel adoption. Additionally, continued coastal development projects in Hong Kong are expected to sustain demand for local vessel services, fueling opportunities for business growth and talent renewal. With the right policy support and industry adaptation, the Local Vessel sector can evolve to meet future demands while strengthening its role in Hong Kong's maritime future.

### *Shored Based Sector*

1.29 Hong Kong's shore-based sector, which includes key areas such as marine law, insurance, operations, human resources, safety, and training, plays a vital role in supporting the city's standing as a global maritime centre. As the sector adapts to evolving market dynamics, regional integration, and rapid technological change, it faces both opportunities and challenges. Hong Kong's strategic role in the Greater Bay Area positions it well to lead collaborative efforts with neighbouring ports, strengthen regional logistics efficiency, and adopt smart port technologies. Embracing digitalisation through innovations like big data, real-time platforms, and AI can improve transparency and streamline maritime operations, giving Hong Kong a competitive edge in global maritime services.

1.30 Nevertheless, the industry must navigate several critical hurdles. Stringent environmental regulations require substantial investment in green technologies and sustainable operations, posing financial challenges for smaller firms. Oversupply in the global shipping market has also led to shrinking profit margins, particularly affecting locally focused services. Additionally, the sector is experiencing a talent gap, as emerging technologies and sustainability demands require new skill sets. Addressing these labour shortages through targeted training and attracting young professionals will be essential to maintaining Hong Kong's maritime competitiveness and ensuring long-term industry resilience.

### Manpower Projection and Annual Additional Manpower Requirement

1.31 Besides employers' forecast, the Adaptive Filtering Method (AFM) was adopted to project the manpower of the industry from 2025 to 2028. It is worth to note that the total manpower of the Shore-Based sector was 13,938, which included 1,956 non-technical<sup>1</sup> employees. As with previous manpower projection, non-technical employees were excluded when for accessing the training needs of the sector. Only the Ocean Going sector was projected to have a noticeable manpower growth while the manpower for other sectors remains steady.

<sup>1</sup> Non-technical employees refer to employees who work in the sector as supporting staff and not include in the principal jobs.

Table 1.14 Manpower Projection from 2025 to 2028 by AFM

<b>Year</b>	<b>Ocean Going (A = 0.5)</b>	<b>River Trade (A = 0.55)</b>	<b>Local Vessel (A = 0.5)</b>	<b>Shore-Based<sup>2</sup> (A = 0.4)</b>	<b>Overall</b>
2024(Actual)	7,505	432	4,502	11,982	24,421
2025	7,661 (+2.1%) <sup>1</sup>	433 (+0.1%)	4,523 (+0.5%)	12,089 (+0.9%)	24,706 (+1.2%)
2026	7,684 (+0.3%)	416 (-3.8%)	4,500 (-0.5%)	12,055 (-0.3%)	24,655 (-0.2%)
2027	7,702 (+0.2%)	404 (-2.9%)	4,482 (-0.4%)	12,029 (-0.2%)	24,617 (-0.2%)
2028	7,716 (+0.2%)	395 (-2.2%)	4,469 (-0.3%)	12,009 (-0.2%)	24,589 (-0.1%)

Note:

1. % change over preceding year
2. Excluding other staff of supporting services

1.32 Based on the projected manpower growth and wastage rate, the estimated annual additional manpower demand for 2025 to 2028 by sector is shown in Table 1.14.

Table 1.15 Annual Additional Manpower Requirement

<b>Sector</b>	<b>Estimated Annual Additional Requirement</b>	<b>Preferred Education (for progression to officer or supervisory level)</b>
Ocean Going	21 <sup>^</sup>	Higher Diploma in Maritime Studies or Higher Diploma in Mechanical Engineering (Marine Elective) or Equivalent or Above
River Trade	0	Higher Diploma in Maritime Studies or Higher Diploma in Mechanical Engineering (Marine Elective) or Equivalent or Above
Local Vessel	54	Certificate for Junior General Purpose Ratings or Equivalent or Above
Shore-Based	73 <sup>*</sup>	Higher Diploma or First Degree related to Maritime Studies or Mechanical/Marine Engineering or Equivalent or Above
<b>Total</b>	<b>148</b>	

Note:

- <sup>^</sup> Non-HK employees were excluded from the estimation as the survey focused on local manpower requirement.
- <sup>\*</sup> Non-technical manpower (i.e. “other staff of supporting services in the Shore-Based Sector”) was excluded as relevant employees may not require industry-specific training.

## **vi. Recommendations**

### Facilitating Career Transition and Upskilling for Surplus River Trade Operators

1.33 As the River Trade sector faces a prolonged decline in passenger demand, many operators may face redundancy. To address this, a structured career transition framework is

essential to help surplus workers pivot into adjacent maritime sectors, particularly the Local Vessel and leisure boating industries. Given the distinct operational and regulatory environments, targeted retraining is crucial. Short-term courses should be offered in local vessel handling, crew coordination, and compliance with Hong Kong maritime laws, with flexible schedules and subsidised fees to ensure accessibility.

1.34 Additionally, surplus personnel should be encouraged to explore careers in the growing leisure boating sector. Training institutions can support this transition by offering preparatory courses for relevant certifications, enriched with practical components like onboard training and customer service. Collaborations with industry stakeholders, such as marinas and yacht clubs, can enhance real-world learning and job placement opportunities, ensuring smoother reintegration into the maritime workforce.

#### Enhancing Local Participation in the Ocean-Going Sector

1.35 The survey revealed a significant underrepresentation of Hong Kong residents in the Ocean-Going sector, with most positions occupied by non-local permanent residents despite a steady annual influx of over 20 locally trained seafarers under the Seagoing Training Incentive Scheme (SGTIS). To bridge this gap, local-based shipowners and management companies are urged to offer more employment opportunities to homegrown talent. In support, the Government could consider implementing broader incentives, such as tax breaks, wage subsidies, or preferential access to government tenders, to encourage the hiring of local seafarers. These strategic measures would not only promote inclusive workforce development but also strengthen Hong Kong's status as a world-class maritime hub.

#### Strengthening Talent Retention and Development in the Maritime Services Industry

1.36 The maritime sector is grappling with a persistent talent shortage, as the current intake of new entrants remains insufficient to meet long-term workforce needs. To address this, it is proposed that the Maritime and Aviation Training Fund (MATF) be institutionalised with recurrent government funding to ensure the sustainability of training incentives, scholarships, and support schemes. Expanding the MATF's scope to include infrastructure upgrades, modernised training tools, and professional development for instructors can further enhance the quality and appeal of maritime education.

1.37 Given the financial challenges faced by young practitioners, especially those in the Ocean-Going sector, measures such as inflation-adjusted subsidies under the SGTIS, paid study leave, and additional financial assistance should be introduced to improve retention. Employers also have a crucial role in workforce development by offering internal incentives, facilitating ongoing training, and maintaining competitive remuneration. Together, these initiatives aim to foster a robust, future-ready maritime workforce while reinforcing the industry's attractiveness to the next generation.

### Promoting Maritime Careers to Youngers through Seafaring Pathways

1.38 Seafaring experience is a valuable foundation for a wide range of shore-based maritime careers, yet this career trajectory remains underrecognised, especially among youth. The survey revealed that over 16.9% of shore-based maritime professionals have prior sea service, with many transitioning into roles in education, consultancy, and management.

1.39 To better attract and inform future talent, the Government should enhance Life Planning Education in schools by incorporating comprehensive content on maritime career pathways, including both seafaring and shore-based roles. Industry stakeholders can support this by engaging in school outreach through talks, internships, and mentorship programmes. These collaborative efforts can help reshape perceptions, spotlight success stories, and position the maritime industry as a dynamic, long-term career choice for the next generation.

### Bridging Training Gaps and Strengthening Technical Pathways in Maritime Careers

1.40 To meet the evolving demands of the maritime industry, training providers are urged to address the in-service training needs identified in the survey, particularly for workers across local, river trade, and ocean-going vessels. The Local Vessel sector stood out with nearly 1,900 employees yet to attain top-tier qualifications, highlighting an urgent need for targeted upskilling. Flexible training formats, such as modular, online, or evening classes, are recommended to accommodate shift-based work schedules and enhance access to professional development.

1.41 Additionally, the lack of Hong Kong-trained marine engineers in ocean-going roles presents a technical talent gap. To bridge this, institutions should embed marine-specific content into mechanical engineering programmes and offer bridging courses to facilitate certification and career entry. These efforts will not only enhance workforce capabilities but also strengthen Hong Kong's competitiveness as a global maritime hub.

### Advancing Modernised Seafarer Training for a Future-Ready Maritime Workforce

1.42 To keep pace with rapid decarbonisation, digitalisation, and new ship technologies, Hong Kong's maritime training institutions should modernise seafarer training by adopting blended learning that combines classroom teaching, simulators, VR/AR tools, online modules, and hands-on practice. Curricula must align with international standards and cover the safe operation of alternative fuels and hybrid propulsion systems, helping seafarers handle emerging safety and environmental challenges confidently.

1.43 At the same time, shipowners, regulators, and industry bodies should support vessel-specific training, expand onboard familiarisation and mentoring, and invest in modern training

facilities and qualified instructors. Strengthening digital skills, cyber awareness, and soft skills like leadership and ship-shore coordination will prepare seafarers for more complex roles at sea and onshore, ensuring a skilled and adaptable workforce that keeps Hong Kong competitive in a changing global maritime landscape.

#### Strengthening Maritime Workforce Planning Through Regular and Targeted Surveys

1.44 To maintain a responsive and sustainable maritime workforce, it is crucial to conduct regular manpower surveys that reflect the sector's evolving needs and complexities. These surveys should go beyond broad industry trends to focus on specific segments and critical roles, such as those in the growing leisure shipping sector and positions with acute talent shortages like crane operators and marine electricians. By capturing detailed workforce data and identifying emerging training and recruitment gaps, such targeted studies will empower policymakers and industry leaders to implement informed, strategic measures that enhance talent development and bolster Hong Kong's maritime competitiveness.

# I INTRODUCTION

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## i. Background

2.1 The Maritime Services Training Board (the Training Board) of the Vocational Training Council (VTC) is appointed by the HKSAR Government to assess the manpower situation and training needs of the Maritime Services Industry. The Training Board is composed of members nominated by major trade associations, labour unions, professional bodies, educational and training institutions, and relevant government departments. The Working Party of the Manpower Survey is formed by members of the Training Board and other industry representatives. The membership and terms of reference are listed in *Appendix (i) and (ii) and (iii)*.

2.2 Since 2016, the Maritime Services Manpower Survey has been conducted every four years. Between survey years, periodic manpower updates are carried out through focus group discussions and desk research to better capture the latest manpower trends.

2.3 The data for this manpower survey was collected between December 2024 and February 2025, with 1 December 2024 as the reference date. This report presents the survey findings and analysis of the current manpower situation in the industry. It also provides recommendations on manpower development for the industry, employers, training providers, and the Government, taking into account the prevailing business outlook.

## ii. Objectives

2.4 The objectives of the manpower survey conducted for the Maritime Services Industry are:

- (a) To collect up-to-date manpower information by the principal jobs by job category by sector in the industry;
- (b) To assess the industry's technical manpower situation;
- (c) To forecast training requirements in the near future; and
- (d) To recommend to the VTC and relevant stakeholders the development of training strategies to meet the manpower needs.

### iii. Survey Coverage

2.5 The survey employed a stratified random sampling method for data collection. A total of 797 establishments were selected from 1,020 businesses in the Maritime Services Industry, based on the Census and Statistics Department's (C&SD) central register and the Training Board's recommendations. The sample included 264 establishments from the Ocean-Going sector, 42 from the River Trade sector, 158 from the Local Vessel sector, and 333 from the Shore-Based sector. The sectors and branches of the industry covered in the survey are shown as follows.

- (a) Ocean Going Sector
  - 1. Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies
  - 2. Ship Owners of Sea-going Vessels
  - 3. Operators of Sea-going Vessels
  - 4. Ship Owners and Managers (Supplementary Samples)
- (b) River Trade Sector
  - 5. Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta
- (c) Local Vessel Sector
  - 6. Inland Water Transport
  - 7. Mid-stream Operation
  - 8. Yacht Club and Other Yacht Services (Supplementary Samples)
- (d) Shore-Based Sector
  - 9. Container Terminal and Marine Cargo Terminal Operators and Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c. (Supplementary Samples)
  - 10. Shipbrokers
  - 11. Classification Societies; Consultants and Surveyors (Supplementary Samples)
  - 12. Marine Equipment; Shipbuilders and Repairers
  - 13. Marine Insurance (Supplementary Samples)
  - 14. Maritime Law (Supplementary Samples)
  - 15. Ship Finance (Supplementary Samples)
  - 16. Ship Registration and Port Authorities (Supplementary Samples)
  - 17. Other Marine Services (Supplementary Samples)

## III METHODOLOGY

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### i. Sample Design

3.1 Based on the Hong Kong Standard Industrial Classification list from the Census and Statistics Department (C&SD) of the HKSAR Government, the survey covered around 1,020 companies in different branches of the industry. By adopting the stratified random sampling method for selecting companies from the Central Register of Establishments of the C&SD, and the inclusion of supplementary samples recommended by the Training Board, a total of 797 companies were selected for the survey, comprising 264 for Ocean Going Sector, 42 for River Trade Sector, 158 for Local Vessel Sector and 333 for Shore-Based Sector.

### ii. Questionnaire Design

3.2 Four sets of questionnaire were designed for different sectors. Each set of the questionnaire comprised two parts. Part I collected quantitative manpower information by principal jobs, and Part II collected supplementary manpower and fleet information. The list of principal jobs was defined by the Training Board with detailed job descriptions given for each job, and was classified in 14 job categories as follows:

- (a) Ocean Going Sector
  - 1. Officers
  - 2. Ratings
- (b) River Trade Sector
  - 3. Seafarers
- (c) Local Vessel Sector
  - 4. Crew Members (Local Vessel)
  - 5. Crew Members (Yacht)
- (d) Shore-Based Sector
  - 6. Administration; Management and Human Resources
  - 7. Business and Trade
  - 8. Operations
  - 9. Technical and Consultancy
  - 10. Marine Law and Insurance
  - 11. Training and Education
  - 12. Account and Finance
  - 13. Safety and Risk Management
  - 14. Other Staff of Supporting Services

3.3 While the job titles of similar roles may vary cross establishments, respondents were required to provide manpower information corresponding to the job descriptions and the skill

levels of the principal jobs. The survey documents including a sample questionnaire for each sector<sup>2</sup>, explanatory notes, and job descriptions for the principal jobs are given in *Appendix (iv)*.

### **iii. Data Collection**

3.4 Data collection took place between December 2024 and February 2025. Each invited establishment received a set of survey documents and was asked to provide manpower information as of 1 December 2024. During the fieldwork period, enumerators supported respondents in completing the questionnaire through phone interviews or on-site visits.

3.5 Several measures were implemented to ensure the quality of the data collection process. These included thorough fieldwork preparation, comprehensive training for field staff, close monitoring of fieldwork activities, efforts to boost response rates, careful checking of completed questionnaires, and validation of the collected data.

### **iv. Data Analysis**

3.6 Among the 476 valid sampled establishments, 440 were successfully enumerated, giving an effective response rate of 92.4%.<sup>3</sup> Taking into account (i) the satisfactory response rate of individual branches, (ii) the satisfactory response rate from a majority of prominent and sizeable establishments, and (iii) the grossing-up of sample results based on the statistically-grounded method, it could be concluded that the survey findings presented in this report contributed to a significant level of representativeness of the sector. The response rate achieved for individual sector was also adequate to produce meaningful breakdown by sector.

### **v. Manpower Projection Methodology**

3.7 The Training Board employs a forecasting method based on weighted averages of historical data to project manpower demand in the Maritime Services Industry. Greater emphasis is placed on more recent data, while also considering long-term market trends, technological developments within the industry, and other socio-economic factors. Using this approach, the Training Board projected manpower needs for the period from 2025 to 2028. The details of the projection methodology are provided in *Appendix (vii)*.

<sup>2</sup> The letter on the bottom right corner of the questionnaire cover denotes the sector that the questionnaire was intended for, i.e. O: Ocean Going; R: River Trade; L: Local Vessel; S: Shore-Based.

<sup>3</sup> Sampled establishments with suspended operation, change of industry, nil reply to the survey were considered invalid.

## **vi. Limitations**

3.8 With the growing popularity of pleasure vessels in Hong Kong, the survey sought to explore the manpower demand of pleasure vessel operators and related support staff by including supplementary samples from yacht clubs and other relevant companies. However, as many operators are directly employed by vessel owners, who fall outside the survey scope, the manpower situation of pleasure vessel operators is not fully captured in this report.

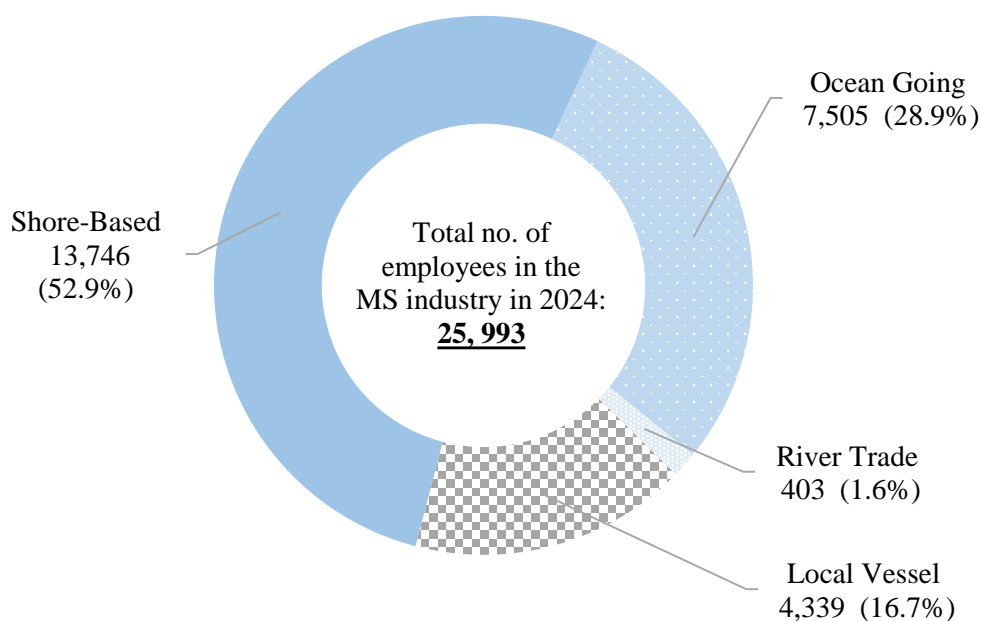
## IV SURVEY FINDINGS

### i. Number of Employees

4.1 The survey revealed that as of 1 December 2024, the Maritime Services Industry employed a total of 25,993 individuals. The largest proportion worked in the Shore-Based sector (52.8%), followed by the Ocean Going sector (28.9%) and the Local Vessel sector (16.7%). The River Trade sector had the smallest share of employees (1.6%). Details are shown in Figure 4.1.

4.2 Analysed by type of residence, among the 7,505 full-time employees in the Ocean Going Sector, Hong Kong employees (i.e. Hong Kong permanent residents) only accounted for 2.4%, while the vast majority were non-Hong Kong employees (97.6%). Conversely, among the 13,746 Shore-based Personnel, more than nine-tenths were Hong Kong employees (91.3%).

Figure 4.1 Number of Employees by Sector



*Notes:*

1. Percentages in brackets are calculated on the basis of the total no. of full-time employees.
2. Shore-based personnel in Ocean Going, River Trade and Local Vessel companies are grouped under Shore-Based sector.
3. The total percentage may be greater than 100 due to the rounding of decimals.

4.3 Analysing by job category, relatively more full-time employees were Crew Members of Local Vessel (16.3%; 4,235 persons), followed by Officers (15.2%; 3,948 persons) and Ratings (13.7%; 3,557 persons) of Ocean Going, and Shore-based Personnel who engaged in Operations (14.7%; 3,823 persons).

Table 4.1 Number of Full-time Employees by Job Category

	No. of Full-time Employees	(%)
<b>Ocean Going</b>		
Officers	3,948	15.2
Ratings	3,557	13.7
<b>River Trade</b>		
Seafarers	403	1.6
<b>Local Vessel</b>		
Crew Members (Local Vessel)	4,235	16.3
Crew Members (Yacht)	104	0.4
<b>Shore-based Personnel</b>		
Operations	3,823	14.7
Technical and Consultancy	2,346	9.0
Administration, Management and Human Resources	2,070	8.0
Business and Trade	1,963	7.6
Account and Finance	831	3.2
Marine Law and Insurance	441	1.7
Safety and Risk Management	193	0.7
Training and Education	143	0.6
Other Staff of Supporting Services	1,936	7.4
<b>Overall:</b>	<b>25,993</b>	<b>100</b>

Note: Shore-based personnel of Ocean Going, River Trade and Local Vessel companies are grouped under "Shore-based Personnel" for analysis.

4.4 The "Top Three" prominent principal jobs of each sector are shown in Table 4.2.

Table 4.2 Prominent Principal Jobs by Sector

Sector	Prominent Principal Jobs	No. of Employees	% of Total No. of Employees in the Sector
Ocean Going	• Sailor	910	12.1
	• Rating (General Purpose)	815	10.9
	• Motorman	766	10.2
River Trade	• Sailor	96	23.8
	• Cabin Attendant	93	23.1
	• Chief Officer	48	11.9
	• Chief Engineer	48	11.9
Local Vessel	• Sailor	1,195	27.5
	• Coxswain	1,114	25.7

Sector	Prominent Principal Jobs	No. of Employees	% of Total No. of Employees in the Sector
Shore-Based	• Assistant Coxswain	830	19.1
	• Pier Attendant / Pier Assistant	997	7.3
	• Marketing / Business Development Manager	605	4.4
	• Customer Service Representation	576	4.2

Notes:

1. Percentages are calculated on the basis of the total no. of full-time employees in that particular sector.
2. Shore-based personnel in Ocean Going, River Trade and Local Vessel companies are grouped under Shore-Based sector.

## ii. Number of Vacancies

4.5 At the time of the survey, there were 384 job vacancies in the industry, representing a vacancy rate of 1.5% of all full-time posts. The River Trade sector recorded the highest vacancy rate at 6.7%. Details are shown in Table 4.3.

Table 4.3 Number of Vacancies by Job Category

Sector	Job Category	No. of Full-time Vacancies	No. of Full-time Posts	Vacancy Rate (%)
Ocean Going*	Officers	N/A	3,948	N/A
	Ratings	N/A	3,557	N/A
	<b><i>Sub Total</i></b>	<b>-</b>	<b><u>7,505</u></b>	<b>-</b>
River Trade	Seafarers	29	432	6.7
	<b><i>Sub Total</i></b>	<b><u>29</u></b>	<b><u>432</u></b>	<b><u>6.7</u></b>
Local Vessel	Crew Members (Local Vessel)	163	4,398	3.7
	Crew Members (Yacht)	-	104	-
	<b><i>Sub Total</i></b>	<b><u>163</u></b>	<b><u>4,502</u></b>	<b><u>3.6</u></b>
Shore-Based	Administration; Management and Human Resources	13	2,083	0.6
	Business and Trade	19	1,982	1.0
	Operations	60	3,883	1.5
	Technical and Consultancy	66	2,412	2.7
	Marine Law and Insurance	4	445	0.9
	Training and Education	2	145	1.4

Sector	Job Category	No. of Full-time Vacancies	No. of Full-time Posts	Vacancy Rate (%)
	Account and Finance	6	837	0.7
	Safety and Risk Management	2	195	1.0
	Other Staff of Supporting Services	20	1,956	1.0
	<b><u>Sub Total</u></b>	<b><u>192</u></b>	<b><u>13,938</u></b>	<b><u>1.4</u></b>
	<b>Total</b>	<b>384</b>	<b>26,377</b>	<b>1.5</b>

Notes:

\* Vacancies in the Ocean Going sector are not applicable, as ocean going vessels should not have any unfilled positions when they depart to sea.

1. No. of full-time posts = No. of full-time employees + No. of full-time vacancies.

2. Vacancy rate =  $\frac{\text{No. of full-time vacancies}}{\text{No. of full-time employees} + \text{No. of full-time vacancies}}$

3. Shore-based personnel in Ocean Going, River Trade and Local Vessel companies are grouped under Shore-Based sector.

4.6 The prominent vacancies, which accounted for 51.6% of the total number of vacancies, are shown in Table 4.4.

Table 4.4 Prominent Vacancies by Sector

Sector	Prominent Vacancies	No. of Vacancies	% of Total No. of Vacancies in the Sector
Ocean Going*	N/A	N/A	N/A
River Trade	• Cabin Attendant	18	62.1
Local Vessel	• Coxswain	64	39.3
	• Sailor	35	21.5
	• Engine Operator	27	16.6
Shore-Based	• Pier Attendant; Pier Assistant	22	11.5
	• Mechanical Engineering Technician	18	9.4
	• Customer representative	7	3.6
	• Rigger	7	3.6

Notes:

\* Vacancies in the Ocean Going sector are not applicable, as ocean going vessels should not have any unfilled positions when they depart to sea.

1. Percentages are calculated on the basis of the total no. of full-time vacancies in that particular sector.

2. Shore-based personnel in Ocean Going, River Trade and Local Vessel companies are grouped under Shore-Based sector.

### iii. Employers' Views on Business Environment and Manpower in the Next 2 Years

4.7 Employers were asked to forecast the business environment over the next two years. Among the respondents, 3.8% anticipated an improvement in the business climate, with 74.1% of them expecting business volume to increase by less than 25%. These employers expressed optimism based on expected growth in demand for transport and logistics services, along with a projected decline in ship prices. On the other hand, 24.5% of respondents believed the business environment would worsen in the coming year. Of these, 51.1% anticipated a decline in business volume of less than 25%, citing a weakening global economy and rising operational costs as key concerns. Details are shown in Table 4.5a and Table 4.5b.

Table 4.5a Employers' Views on Business Volume in the Next 2 Years by Sector

Sector	Better (%)	Stable (%)	Worsen (%)	Uncertain (%)
Ocean Going	2.8	54.1	17.0	26.1
River Trade	0	54.2	25.0	20.8
Local Vessel	6.5	30.6	38.0	25.0
Shore-based	3.9	42.9	25.1	28.1

Table 4.5b Employer Outlook on Business Environment and Volume Trends in the Next Two Years

Trend	% of establishments	Expected % Change in Business Volume			
		Below 25%	26-50%	51-75%	76% or above
Better	3.8%	74.1%	25.9%	0.0%	0.0%
Stable	44.9%				
Worsen	24.5%	51.1%	29.3%	6.9%	12.6%
Uncertain	26.8%				
<b>Total no. of Companies</b>	<b>806</b>				

4.8 Employers were invited to share their expectations regarding manpower changes over the next two years. A small proportion (5.4%) projected an increase in staffing levels, with the majority of them (73.7%) anticipating modest growth of less than 25%. Conversely, 2.5% of respondents expected a reduction in manpower, and among these, 61.1% predicted a decrease of less than 25%. Further details can be found in Table 4.6.

Table 4.6 Employer Projections on Manpower Changes in the Next Two Years

Trend	% of establishments	Expected % change in Number of Full-time Employees			
		Below 25%	26-50%	51-75%	76% or above
Increase	5.4%	73.7%	15.8%	0.0%	10.5%
Same	92.1%				
Decrease	2.5%	61.1%	22.2%	0.0%	16.7%
<b>Total no. of companies</b>	<b>806</b>				

#### iv. Age of Hong Kong Employees

4.9 Respondents were asked to provide the age distribution of their Hong Kong employees. At the time of the survey, more than half (61.3%) of the workforce was aged between 36 and 55, followed by 20.5% who were aged between 56 and 64. The age distribution by sector is shown in Table 4.7.

Table 4.7 Age Distribution of Hong Kong Employees by Sector

Sector	35 or Below (%)	36-55 (%)	56-64 (%)	65 or Above (%)	No. of Full-time Employees
Ocean Going	38.8	19.4	34.3	7.5	180
River Trade	18.9	60.5	17.6	3.0	403
Local Vessel	16.4	53.8	24.3	5.5	4,339
Shore-Based	14.3	64.4	19.0	2.2	12,511
<b>Total</b>	<b>15.1</b>	<b>61.3</b>	<b>20.5</b>	<b>3.2</b>	<b>17,473</b>

Notes:

1. Percentages are calculated on the basis of the total no. of full-time Hong Kong employees in that particular sector.
2. Shore-based personnel in Ocean Going, River Trade and Local Vessel companies are grouped under Shore-Based sector.
3. The overall percentage may be greater than 100 due to the rounding of decimals.

4.10 Among the four sectors, the Ocean Going sector had the highest percentage of ageing Hong Kong staff, i.e. 7.5% of their employees were in the age range of 65 or above and 34.3% fell into the age group of 56-64. Chief Officer (100%), Sailor (100%) and Chief Engineer (66.7%) were noted to have the highest percentages of staff over the age of 55. Age distribution of local vessel employees by principal jobs is shown in Table 4.8. For age distribution of all sectors, please refer to *Appendix (xii)*.

Table 4.8 Age Distribution of Hong Kong Employees of the Ocean Going Sector

Job Category	Principal Job	Total no. of employees	Age Distribution (%)			
			35 or below	36 - 55	56 - 64	65 or above
Officer	Master	16	7.7	38.5	53.8	0
	Chief Engineer	14	0	33.3	66.7	0
	Chief Officer	2	0	0	100	0
	2nd Engineer	3	100	0	0	0
	2nd Officer	8	75.0	25.0	0	0
	3rd Engineer	13	66.7	33.3	0	0
	3rd Officer	51	100	0	0	0
	4th Engineer	9	100	0	0	0
	Deck Cadet	45	100	0	0	0
	Engineer Cadet	4	100	0	0	0
Ratings	Sailor	13	0	0	61.5	38.5
	Cook	2	0	100	0	0
<b>Overall</b>		<b>180</b>	<b>38.8</b>	<b>19.4</b>	<b>34.3</b>	<b>7.5</b>

**v. Higher Class of Certificate of Competency (Except Shored-Based Sector)**

4.11 Employers were asked to provide the information on the highest class of Certificate of Competency (CoC) held by Hong Kong officers, seafarers and crew members in the Ocean Going, River Trade and Local Vessel sectors. The distributions of the highest class of CoC by principal job by sector are listed in Table 4.9 - 4.11.

4.12 As observed from Table 4.9, 42 ocean-going deck cadets and 4 ocean-going engineer cadets had not held the relevant certificates. Since they will need to obtain higher qualifications for further progression, it implies that in-service training (say preparatory courses for various classes of Ocean-going CoC) is potentially required for these 46 Hong Kong officers.

Table 4.9 Distribution of the Highest Class of Certificate of Competency  
Held by Hong Kong Officers of the Ocean Going Sector

Principal Job	Deck Officer (Ocean-going)			Marine Engineer Officer (Ocean-going)			Not Holding the Relevant Certificates
	Class 3	Class 2	Class 1	Class 3	Class 2	Class 1	
Master	-	-	16	-	-	-	-
Chief Officer	-	2	-	-	-	-	-
2nd Officer	8	-	-	-	-	-	-
3rd Officer	50	1	-	-	-	-	-
Deck Cadet	-	-	-	-	-	-	42
Chief Engineer	-	-	-	-	-	14	-
2nd Engineer	-	-	-	-	3	-	-
3rd Engineer	-	-	-	12	1	-	-
4th Engineer	-	-	-	9	-	-	-
Engineer Cadet	-	-	-	-	-	-	4

*Notes: Some employees may have both deck and engineering related qualifications.*

4.13 According to Table 4.10, in-service training (i.e. preparatory courses for various classes of River Trade CoC) is potentially required for 4 deck cadets as they had not yet obtained the relevant certificates of their profession. It was noted that fitters, sailors, ratings and cabin attendants are less likely to have the incentive or minimum qualifications for further progression.

Table 4.10 Distribution of the Highest Class of Certificate of Competency  
Held by Hong Kong Seafarers of the River Trade Sector

Principal Job	Deck Officer (River Trade)			Marine Engineer Officer (River Trade)			Not Holding the Relevant Certificates
	Class 3	Class 2	Class 1	Class 3	Class 2	Class 1	
Master	-	-	43	-	-	-	-
Chief Officer	32	14	2	-	-	-	-
Night Vision Officer	18	-	-	-	-	-	-
Deck Cadet	-	-	-	-	-	-	4
Chief Engineer	-	-	-	-	43	5	-
Junior/Assistant Engineer	-	-	-	14	2	-	-
Fitter	-	-	-	-	-	-	1
Sailor	-	-	-	-	-	-	60

Principal Job	Deck Officer (River Trade)			Marine Engineer Officer (River Trade)			Not Holding the Relevant Certificates
	Class 3	Class 2	Class 1	Class 3	Class 2	Class 1	
Rating (General Purpose)	-	-	-	-	-	-	22
Cabin Attendant	-	-	-	-	-	-	58

Note: Some respondents were unwilling to provide the above information. Only those with information were presented above.

4.14 It was noted from Table 4.11 that preparatory/upgrading courses for Grade 1 or 2 Coxswain are potentially required for 1,048 Coxswains and Assistant Coxswains holding relevant Grade 2 or 3 CoC, and preparatory/upgrading courses for Grade 1 or 2 Engineer Operator may be required for 552 Engine Operators & Assistant Engine Operators holding Grade 2 or 3 Engineer Operator CoC.

Table 4.11 Distribution of the Highest Class of Certificate of Competency Held by Hong Kong Crew Members of Local Vessel Sector

Principal Job	Pleasure Vessel		Coxswain (Local Vessel)			Engineer Operator (Local Vessel)			Others	Not Holding the Relevant Certificates
	Grade 2	Grade 1	Grade 3	Grade 2 or equivalent	Grade 1 or equivalent	Grade 3	Grade 2 or equivalent	Grade 1 or equivalent		
<b>Crew Members (Excluding Yacht)*</b>										
Coxswain	-	-	127	132	855	-	-	-	-	-
Assistant Coxswain	-	-	17	772	41	-	-	-	-	-
Sailor	3	1	183	107	8	127	10	23	135	598
Engine Operator	-	-	-	1	-	13	48	490	-	0
Assistant Engine Operator	-	-	-	-	-	13	472	44	-	6
<b>Crew Members (Yacht)</b>										
Captain	31	38	-	-	-	-	-	-	-	-
Deckhand	-	-	-	-	-	4	-	-	-	31
Engineer Chief	-	-	-	-	-	-	-	-	-	-
Steward	-	-	-	-	-	-	-	-	-	-

Notes:

- \* *Excluding Yacht refers to water transport, mid-stream operation, government department, etc.*
- 1. *Other certificate refers to Shipboard Cargo Handling Basic Safety Training Course.*
- 2. *Some respondents were unwilling to provide the above information. Only those with information were presented above.*
- 3. *Coxswains & Assistant Coxswains not yet attained the highest class of CoCs: 144 (Grade 3) + 904(Grade 2).*
- 4. *Engine Operators & Assistant Engine Operators not yet attained the highest class of CoCs: 26 (Grade 3) + 520 (Grade 2) + 6 (no CoCs).*

## **vi. Training Needs**

4.15 Employers were asked to specify the training needs of their employees over the next 12 months. In the Ocean-Going sector, 85.7% of employers identified a strong demand for preparatory courses for various classes of CoC, along with basic ship knowledge as essential for officers. Additionally, 50% of employers highlighted the need for basic ship knowledge for ratings. For shore-based personnel within this sector, 72.4% of employers emphasised the importance of communication skills. Details are shown in Table 4.12a.

4.16 In the River Trade sector, 75% of employers expressed a need for preparatory CoC courses, training related to the International Code of Safety for Ships using Gases or other Low-flashpoint Fuels (IGF Code), and basic ship knowledge for their seafarers. Furthermore, 83.3% of employers considered problem-solving skills essential for their shore-based staff. Details are shown in Table 4.12b.

4.17 Within the Local Vessel sector, basic ship knowledge was identified as a training priority for 64.3% of employers for local crew members, and 76.5% for yacht crew members. Additionally, 64.4% of employers in this sector emphasised the need for problem-solving skills for shore-based personnel. Details are shown in Table 4.12c.

4.18 For the Shore-Based sector, 75.2% of employers indicated that principles of management were essential training for employees at the managerial and executive level. Meanwhile, 74.1% prioritised problem-solving skills for assistant and non-executive level staff. Details are shown in Table 4.12a - 4.12d.

Table 4.12a Training Areas for Employees in the Ocean Going Sector  
Over the Next 12 Months

Training Area	% of Respondents		
	Officers	Ratings	Shore Based Personnel
<b>A. General Management Skills</b>			
(i) Principles of management	57.1	0	52.5
(ii) Facilitation skills/ People Relationship Management	42.9	0	35.0
(iii) Knowledge on ESG (Environmental, social and governance)	42.9	0	19.8
<b>B. Trade Specific Skills</b>			
(i) Preparatory course for various classes of Certificate of Competency	85.7	25.0	2.3
(ii) International Code of Safety for Ships using Gases or other Low-flashpoint Fuels (IGF Code) related training	57.1	0	5.1
(iii) Basic ship knowledge	85.7	50.0	19.8
(iv) Practical knowledge on marine claims and insurance	57.1	0	21.2
<b>C. Generic Skills</b>			
(i) Communication Skills	57.1	25.0	72.4
(ii) Data Analysis	42.9	0	36.4
(iii) Problem Solving Skills	57.1	25.0	68.7
(iv) Information Technology	42.9	0	54.4
<b>D. Others</b>	0	0	1.8
<b>E. No Training Requirements</b>	0	0	3.7

*Notes:*

1. Percentages are calculated on the basis of total number of companies with such level of staff.
2. Respondents are allowed to select more than one skills.

Table 4.12b Training Areas for Employees in the River Trade Sector  
Over the Next 12 Months

Training Area	% of Respondents	
	Seafarers	Shore Based Personnel
<b>A. General Management Skills</b>		
(i) Principles of management	50.0	62.5
(ii) Facilitation skills/ People Relationship Management	50.0	29.2
(iii) Knowledge on ESG (Environmental, social and governance)	25.0	33.3
<b>B. Trade Specific Skills</b>		
(i) Preparatory course for various classes of Certificate of Competency	75.0	0
(ii) International Code of Safety for Ships using Gases or other Low-flashpoint Fuels (IGF Code) related training	75.0	0
(iii) Basic ship knowledge	75.0	0
(iv) Practical knowledge on marine claims and insurance	25.0	20.8
<b>C. Generic Skills</b>		
(i) Communication Skills	100	66.7
(ii) Data Analysis	0	41.7
(iii) Problem Solving Skills	100	83.3
(iv) Information Technology	50.0	70.8
<b>D. Others</b>	25.0	0
<b>E. No Training Requirements</b>	0	4.2

Notes :

1. Percentages are calculated on the basis of total number of companies with such level of staff.

2. Respondents are allowed to select more than one skills.

Table 4.12c Training Areas for Employees in the Local Vessel Sector  
Over the Next 12 Months

Training Area	% of Respondents		
	Crew Members (Local Vessel)	Crew Members (Yacht)	Shore Based Personnel
<b>A. General Management Skills</b>			
(i) Principles of management	51.4	35.3	38.9
(ii) Facilitation skills/ People Relationship Management	24.3	11.8	34.4
(iii) Knowledge on ESG (Environmental, social and governance)	14.3	17.6	20.0
<b>B. Trade Specific Skills</b>			
(i) Preparatory course for various classes of Certificate of Competency	41.4	29.4	6.7
(ii) International Code of Safety for Ships using Gases or other Low- flashpoint Fuels (IGF Code) related training	24.3	23.5	7.8
(iii) Basic ship knowledge	64.3	76.5	11.1
(iv) Practical knowledge on marine claims and insurance	15.7	29.4	27.8
<b>C. Generic Skills</b>			
(i) Communication Skills	55.7	52.9	67.8
(ii) Data Analysis	7.1	0.	24.4
(iii) Problem Solving Skills	62.9	70.6	64.4
(iv) Information Technology	25.7	17.6	40.0
<b>D. Others</b>	5.7	11.8	2.2
<b>E. No Training Requirements</b>	4.3	5.9	4.4

Notes:

1. Percentages are calculated on the basis of total number of companies with such level of staff.

2. Respondents are allowed to select more than one skills.

Table 4.12d Training Areas for Employees in Shored-Based Sector  
Over the Next 12 Months

Training Area	%	
	Managerial and Executive Level	Assistant and Non-Executive Level
<b>A. General Management Skills</b>		
(i) Principles of management	75.2	1.2
(ii) Facilitation skills/ People Relationship Management	49.2	1.2
(iii) Knowledge on ESG (Environmental, social and governance)	27.1	1.2
<b>B. Trade Specific Skills</b>		
(i) Preparatory course for various classes of Certificate of Competency	9.0	1.5
(ii) International Code of Safety for Ships using Gases or other Low-flashpoint Fuels (IGF Code) related training	22.6	7.3
(iii) Basic ship knowledge	44.4	29.7
(iv) Practical knowledge on marine claims and insurance	23.3	7.7
<b>C. Generic Skills</b>		
(i) Communication Skills	62.4	60.6
(ii) Data Analysis	23.7	15.8
(iii) Problem Solving Skills	68.8	74.1
(iv) Information Technology	32.0	32.4
<b>D. Others</b>	2.6	1.5
<b>E. No training requirements</b>	2.3	6.6

*Notes:*

1. Percentages are calculated on the basis of total number of companies with such level of staff.
2. Respondents are allowed to select more than one skills.

## vii. Preferred Mode of Training for Full-time Employees in Shore-Based Sector

4.19 The survey revealed that the majority of employers in the Shore-Based sector preferred offering on-the-job training to their staff, with 67.8% supporting this approach for managerial and executive-level employees, and 70.8% for assistant and non-executive staff. In comparison, 40.8% and 31.9% of employers, respectively, favoured in-house training provided by the company for these two employee groups. The distribution of preferred training methods for employees is presented in Table 4.13.

Table 4.13 The Distribution of Preferred Mode of Training Offered for Employees

	<b>Managerial and Executive Level</b>	<b>Assistant and Non-Executive Level</b>
Company's in-house training	40.8%	31.9%
Outside training provider	26.6%	22.3%
On-the-job training	67.8%	70.8%
Real-time online training via relevant software	23.2%	16.9%
Bite-size video training via online platform	25.8%	15.8%
<i>No preference</i>	<i>1.9%</i>	<i>0.4%</i>
<b>Total number of companies having the respective levels of employees</b>	<b>301</b>	<b>294</b>

## viii. Staff Turnover

4.20 A total of 2,031 new recruits in the past 12 months were reported across all sectors. The Shore-Based Personnel sector recorded the highest number of new recruits with 915, followed by the Ocean Going sector with 767, the Local Vessel sector with 277, and the River Trade sector with 72. Of the total new recruits, 1,181 had prior experience in the maritime services industry. The Ocean Going sector had the most experienced recruits with 588, followed by Shore-Based Personnel with 347, Local Vessel with 187, and River Trade with 59. The number of new recruits in the past 12 months by sectors are shown in Table 4.14.

Table 4.14 The Number of New Recruits in the Past 12 Months by Sectors

No. of new recruits	Sector				Total
	Ocean Going	River Trade	Local Vessel	Shore Based Personnel	
Total of new recruits	767	72	277	915	2,031
Number of new recruits with experience in Maritime Services industry	588	59	187	347	1,181
<b>% of new recruits with experience</b>	<b>76.7%</b>	<b>81.9%</b>	<b>67.5%</b>	<b>37.9%</b>	

4.21 Employees leaving the companies were usually initiated by changes of employment, retirement, redundancy, emigration, etc. As shown in Table 4.15, employers reported that 1,882 employees had left the companies in the past 12 months, representing a turnover rate of 7.1% of the existing 26,377 posts.

Table 4.15 Staff Turnover Rates

Sector	Total No. of Posts	Total No. of Employees Left in the Past 12 Months	Total No. of New Recruits in the Past 12 Months	Number of New Recruits with Experience in the Maritime Services industry	Turnover Rate (%)
Ocean Going	7,505	383	767	588	5.1
River Trade	432	32	72	59	7.4
Local Vessel	4,502	194	277	187	4.3
Shore-Based	13,938	1,273	915	347	9.1
<b>Total</b>	<b>26,377</b>	<b>1,882</b>	<b>2,031</b>	<b>1,181</b>	<b>7.1</b>

Notes:

1. Turnover rate =  $\frac{\text{No. of staff left in the past 12 months}}{\text{No. of posts of the sector}}$
2. Shore-based personnel in Ocean Going, River Trade and Local Vessel companies are grouped under the Shore-Based sector.

## ix. Number of Vessels

4.22 At the time of the survey, the Ocean-Going, River Trade, and Local Vessel sectors collectively reported ownership or management of 5,214 vessels. The Ocean-Going sector accounted for the largest share with 2,746 vessels, followed closely by the Local Vessel sector, which operated 2,285 ships. Based on respondents' forecasts, the total number of vessels is expected to remain largely stable in 2025 and 2026, with only slight year-on-year increases of 1.1% and 1.8%, respectively. Further details are provided in Table 4.16

Table 4.16 Trend of Changes in Types of Vessels

Sector	No. of Vessels in 2024	Forecasted No. of Vessels in 2025	Forecasted No. of Vessels in 2026
<b>Ocean Going</b>	<b>2,746</b>	<b>2,791 (+1.6%)</b>	<b>2,844 (+1.9%)</b>
• Tankers, Combination Carriers	651	693 (+6.5%)	725 (+4.6%)
• Bulk Carriers	954	957 (+0.3%)	967 (+1.0%)
• Container Vessels	888	886 (-0.2%)	881(-0.6%)
• Other Cargo Ships	192	192 (0%)	204 (+6.3%)
• Passenger Ships	1	1 (0%)	1 (0%)
• Others	60	62 (+3.3%)	66 (+6.5%)
<b>River Trade</b>	<b>183</b>	<b>181 (-1.1%)</b>	<b>182 (+0.5%)</b>
• Jetfoils	6	6 (0%)	6 (0%)
• Catamarans & Jetcats	28	27 (-3.6%)	28 (+3.7%)
• Others	149	148 (-0.7%)	148 (0%)
<b>Local Vessel</b>	<b>2,285</b>	<b>2,298 (+0.6%)</b>	<b>2,298 (0%)</b>
• Ferries	102	110 (+7.8%)	110 (0%)
• Tug Boats	148	151 (+2.0%)	153 (+1.3%)
• Motor Launches	162	160 (-1.2%)	160 (0%)
• Motor Cargo Boats	8	8 (0%)	8 (0%)
• Lighters / Barges	187	189 (+1.1%)	190 (+0.5%)
• Bunker Vessels	54	55 (+1.9%)	54 (-1.8%)
• Pleasure Vessels	1,372	1,373 (+0.1%)	13,71 (-0.1%)
• Others	252	252 (0%)	252 (0%)
<b>Overall</b>	<b>5,214</b>	<b>5,270 (+1.1%)</b>	<b>5,324 (+1.0%)</b>

*Notes:*

1. *Other Ocean Going vessels include gas carriers, chemical tankers, sand carriers, specialised vessels, and car carriers.*
2. *Other River Trade vessels include feeder vessels, cargo vessels, container barges, bulk carriers, tugs, and barges.*
3. *Other Local vessels include workboats, sailing, paddling, coastal rowing, pilot vessels, fireboats, and police launches.*

4.23 Of the 2,746 vessels in the Ocean-Going sector, 1,044 hoisted the Hong Kong Special Administrative Region (HKSAR) flag, representing 38% of the total fleet. This was followed by vessels with the Panama flag, totalling 707 or 25.7%. Detailed information on vessel flag distribution, along with projections for 2025 and 2026, is provided in Table 4.17.

Table 4.17 Flags Hoisted by Ocean Going Vessels

Ocean Going Sector	No. of Vessels in 2024	Forecasted No. of Vessels in 2025	Forecasted No. of Vessels in 2026
Flags			
• China	118	123 (+4.2%)	117 (-4.9%)
• Liberia	374	374 (0%)	374 (0%)
• Panama	707	716 (+1.3%)	733 (+2.4%)
• Marshall Islands	141	142 (+0.7%)	142 (0%)
• HKSAR	1,044	1,065 (+2.0%)	1,104 (+3.7%)
• Singapore	223	232 (+4.0%)	235 (+1.3%)
• Malta	16	16 (0%)	16 (0%)
• Others (e.g. Japan, South Africa, Philippines, etc.)	123	123 (0%)	123 (0%)
<b>Total</b>	<b>2,746</b>	<b>2,791 (+1.6%)</b>	<b>2,844 (+1.9%)</b>

Note: ( ) denotes increase or decline % against the previous year

#### x. Preferred Level of Education of full-time employees in Shore-Based Sector

4.24 Some 79.9% of employers in the Shore-Based sector preferred their managerial and executive-level employees to hold a first degree, while 70.2% expected assistant and non-executive staff to possess diploma or certificate qualifications. The distribution of preferred level of education for full-time employees, as indicated by employers, are listed in Table 4.18.

Table 4.18 Preferred level of Education of Full-time Employees in Shore Based Companies

	Post-graduate Degree	First Degree	Sub-degree	Diploma/Certificate	Secondary 4 to 7	Secondary 3 or below	Total no. of FT employees
Managerial and Executive Level	6.3%	79.9%	9.2%	4.1%	0.4%	0.0%	<b>1,659</b>
Assistant and Non-	0.0%	7.3%	9.7%	70.2%	12.7%	0.2%	<b>5,623</b>

	Post-graduate Degree	First Degree	Sub-degree	Diploma/Certificate	Secondary 4 to 7	Secondary 3 or below	Total no. of FT employees
Executive Level							
<b>Total</b>	<b>1.5%</b>	<b>24.6%</b>	<b>9.6%</b>	<b>54.5%</b>	<b>9.7%</b>	<b>0.1%</b>	<b>7,282</b>

#### **xi. Preferred Years of Experience of Full-time Employees in Shore-Based Sector**

4.8 The survey revealed that 41.2% of employers in the Shore-Based sector preferred their managerial and executive-level employees to have 10 or more years of experience. In contrast, 62.1% of employers expected assistant and non-executive staff to have between 1 and less than 3 years of experience. The distribution of preferred years of experience for full-time employees, as reported by employers, is presented in Table 4.18.

Table 4.18 Preferred Years of Experience of Full-time Employees in Shore Based Companies

	10 years or above	6 years to less than 10 years	3 years to less than 6 years	1 year to less than 3 years	Less than 1 year	No Experience	Total no. of FT Employees
Managerial and Executive Level	41.2%	29.9%	28.2%	0.7%	0.0%	0.0%	<b>1,659</b>
Assistant and Non-Executive Level	0.0%	2.3%	19.3%	62.1%	1.3%	15.0%	<b>5,623</b>
<b>Overall</b>	<b>9.7%</b>	<b>8.8%</b>	<b>21.4%</b>	<b>47.6%</b>	<b>1.0%</b>	<b>11.5%</b>	<b>7,282</b>

#### ***Other Sector-Specific Findings***

4.9 Additional information was collected from specific sectors to better reflect their manpower situation.

## xii. Percentage of Officers and Ratings employed by Hong Kong Companies On Board Ocean-going Vessels (Ocean Going Sector)

4.10 At the time of the survey, a total of 54,403 positions were reported on board ocean-going vessels managed by Hong Kong companies, with an almost equal distribution between Officers (50.2%) and Ratings (49.8%). As shown in Table 4.19a, the majority of these seafarers were not directly employed by the Hong Kong companies that owned or managed the vessels; instead, most offshore positions were overseen by overseas firms, while the type of residence of these employees is shown in Table 4.19b.

Table 4.19a Officers and Ratings Employed by Hong Kong Companies

Job Category	No. of Posts on Board	No. of Employees Employed by Hong Kong Companies (%)
Officers	27,312	3,948 (14.5%)
Ratings	27,091	3,557 (13.1%)
<b>Overall</b>	<b>54,403</b>	<b>7,505 (13.8%)</b>

*Note:* Percentages denote the no. of employees employed by Hong Kong companies over the corresponding total no. of posts on board.

Table 4.19b Type of Residence

Job Category	Hong Kong	Non-Hong Kong	Total
Officers	90 (0.3%)	27,222 (99.7%)	27,312 (50.2%)
Ratings	13 (<0.1%)	27,078 (>99.9%)	27,091 (49.8%)
<b>Overall</b>	<b>102 (0.2%)</b>	<b>54,300 (99.8%)</b>	<b>54,403 (100%)</b>

*Notes:* “Hong Kong” refers to Hong Kong permanent resident and “non-HK” refers to non-Hong Kong permanent resident.  
( ) denotes percentages of the respective job category.

## xiii. Percentage of Non-Hong Kong Employees (Ocean Going and Shore-Based Sectors)

4.11 The majority (97.6%) of employees in the Ocean-Going sector were non-Hong Kong permanent residents, with Hong Kong employees accounting for only 2.4% of the workforce. In contrast, most employees in the Shore-Based sector were Hong Kong permanent residents, although a notable proportion, 1,195 individuals or 8.7%, were non-Hong Kong permanent residents. Table 4.20 presents the distribution of non-Hong Kong employees by sector and job category.

Table 4.20 Distribution of Employees by Job Category

Sector	Job Category	No. of Employees			% of non-HK Employees
		Total	HK	Non-HK	
Ocean Going	Officers	3,948	165	3,783	95.8
	Ratings	3,557	15	3,542	99.6
	<b><u>Sub-total</u></b>	<b><u>7,505</u></b>	<b><u>180</u></b>	<b><u>7,325</u></b>	<b><u>97.6</u></b>
Shore-Based	Administration; Management and Human Resources	2,070	1,749	321	15.5
	Business and Trade	1,963	1,837	90	4.6
	Operations	3,823	3,736	87	2.3
	Technical and Consultancy	2,346	2,000	346	14.7
	Marine Law and Insurance	441	400	41	9.3
	Training and Education	143	143	0	0
	Account and Finance	831	802	29	3.5
	Safety and Risk Management	193	156	37	19.2
	Other Staff of Supporting Services	1,936	1,692	244	12.6
	<b><u>Sub-total</u></b>	<b><u>13,746</u></b>	<b><u>12,551</u></b>	<b><u>1,195</u></b>	<b><u>8.7</u></b>

Notes:

1. Percentages denote the no. of Hong Kong employees over the corresponding total no. of employees in that particular job category.
2. Information on non-Hong Kong employees was not collected among River Trade and Local Vessel companies as they are believed to employ very few non-Hong Kong employees.
3. Shore-based personnel in Ocean Going, River Trade and Local Vessel companies are grouped under Shore-Based sector.

#### xiv. Monthly Income

4.12 Employers were asked to report the average monthly salaries of their crew members. The survey results showed that in the River Trade sector, 35.7% of crew members earned between HK\$20,001 and HK\$25,000. In the Local Vessel sector, 61.3% received salaries ranging from HK\$30,001 to HK\$40,000. In the Shore-Based sector, 25.8% of employees earned between HK\$30,001 and HK\$40,000. Meanwhile, in the Ocean-Going sector, 50.8% of crew members reported earning between USD\$2,501 and USD\$4,000 per month. Average Monthly Income distribution by job category by sector is shown in Table 4.21.

Table 4.21 Average Monthly Income Distribution by Job Category by Sector

<b>Job Category</b>	<b>\$12,000 or below</b>	<b>\$12,001 - \$15,000</b>	<b>\$15,001 - \$20,000</b>	<b>\$20,001 - \$25,000</b>	<b>\$25,001 - \$30,000</b>	<b>\$30,001 - \$40,000</b>	<b>Over \$40,000</b>
<b>River Trade</b>	<b>1.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>35.7%</b>	<b>26.6%</b>	<b>8.9%</b>	<b>27.8%</b>
Seafarers	1.0%	0.0%	0.0%	35.7%	26.6%	8.9%	27.8%
<b>Local Vessel</b>	<b>0.0%</b>	<b>1.2%</b>	<b>8.2%</b>	<b>10.7%</b>	<b>15.9%</b>	<b>61.3%</b>	<b>2.7%</b>
Crew Members (Local Vessel)	0.0%	1.2%	7.4%	10.6%	14.8%	63.2%	2.8%
Crew Members (Yacht)	0.0%	0.0%	32.4%	14.7%	50.0%	2.0%	1.0%
<b>Shore Based Personnel</b>	<b>0.0%</b>	<b>1.6%</b>	<b>14.7%</b>	<b>23.5%</b>	<b>23.2%</b>	<b>25.8%</b>	<b>11.4%</b>
Administration; Management and Human Resources	0.0%	0.2%	16.0%	35.7%	23.5%	6.4%	18.3%
Business and Trade Operations	0.0%	2.8%	9.4%	20.0%	19.7%	32.6%	15.5%
Technical and Consultancy	0.0%	0.0%	25.4%	23.8%	16.3%	21.9%	12.7%
Marine Law and Insurance	0.0%	0.0%	7.1%	2.7%	10.7%	15.2%	64.3%
Training and Education	0.0%	1.0%	0.0%	0.0%	35.3%	8.8%	54.9%
Account and Finance	0.0%	0.5%	17.8%	39.5%	32.4%	4.7%	5.1%
Safety and Risk Management	0.0%	0.0%	15.0%	21.0%	9.0%	35.0%	20.0%
Other Staff of Supporting Services	0.0%	0.2%	2.4%	3.2%	29.1%	65.2%	0.0%
<b>Total</b>	<b>0.0%</b>	<b>1.4%</b>	<b>12.4%</b>	<b>20.4%</b>	<b>21.3%</b>	<b>35.0%</b>	<b>9.5%</b>

Note: Percentages are calculated on the basis of the total no. of full-time employees of the sector for that particular job category.

## xv. Shore-Based Personnel with Ex-seafaring Experience

4.13 Employees working ashore with sea going experience were classified as ex-seafarers. This survey tried to explore the potential career opportunities of the ex-seafarers by asking the respondents of the Shore-Based sector to indicate the number of their employees with seafaring experience. It was identified that 16.9% of shore-based personnel had seafaring experience. Among various shore-based job categories, “Education and Training” (51.9%), “Technical and Consultancy” (29.5%) and “Administration; Management and Human Resources” (27.9%) were found to have the highest proportions of employees with seafaring experience. Table 4.22 shows the details.

Table 4.22 Shore-Based Personnel with Ex-seafaring Experience

<b>Job Category</b>	<b>Shore-Based Personnel</b>	<b>Shore-Based Personnel with Ex-seafaring Experience</b>
Administration; Management and Human Resources	2,070	468 (22.6%)
Business and Trade	1,963	234 (11.9%)
Operations	3,823	315 (8.2%)
Technical and Consultancy	2,346	1,052 (44.8%)
Marine Law and Insurance	441	48 (10.9%)
Training and Education	143	77 (53.8%)
Account and Finance	831	7 (0.8%)
Safety and Risk Management	193	64 (33.2%)
Other Staff of Supporting Services	1,936	57 (2.9%)
<b>Overall</b>	<b>13,746</b>	<b>2,322 (16.9%)</b>

*Notes:*

1. Percentages in brackets are calculated on the basis of the total no. of full-time employees of that particular job category.
2. Shore-based personnel in Ocean Going, River Trade and Local Vessel companies are grouped under Shore-Based sector and includes both Hong Kong and non-Hong Kong employees.

## xvi. Statistical Tables

4.14 The detailed manpower statistics of the Maritime Services Industry are tabulated in *Appendix (xii)*.

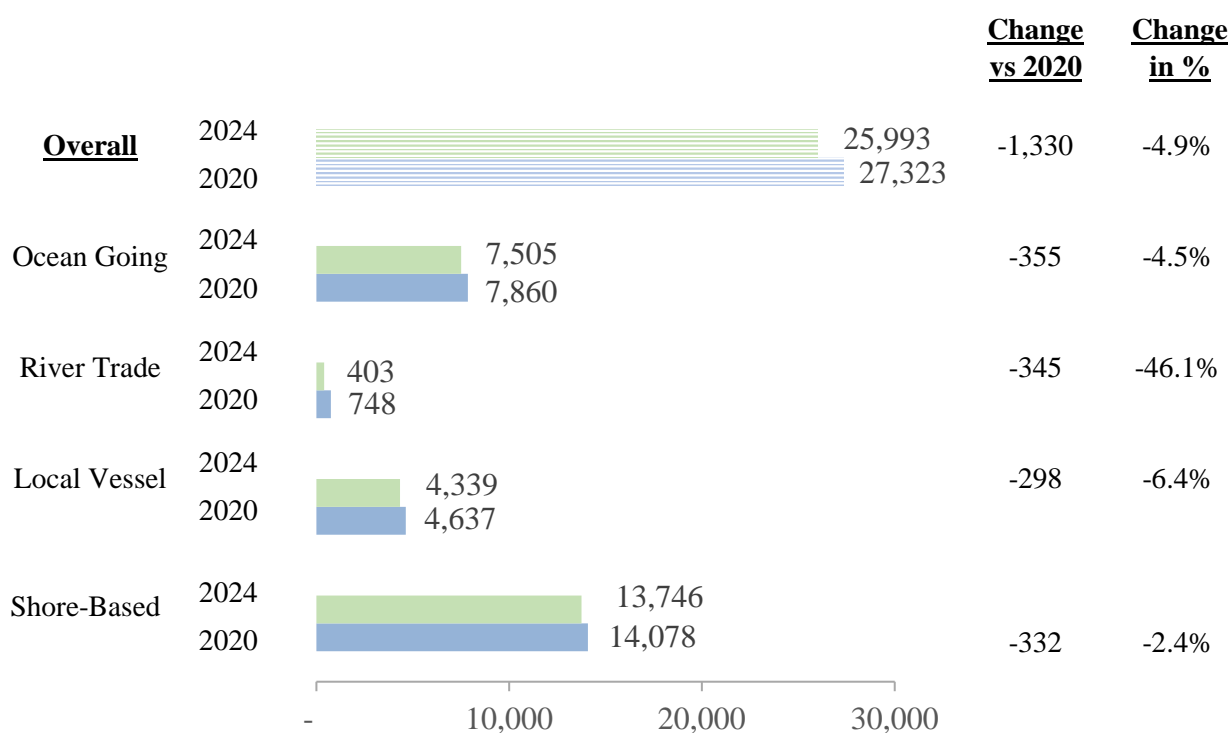
## V MANPOWER ANALYSIS

### i. Manpower Changes between 2020 and 2024

#### Changes in Number of Employees

5.1 As shown in Figure 5.1, the total number of employees in the Maritime Services Industry declined from 27,323 in 2020 to 25,993 in 2024, representing a decrease of 1,330 employees or 4.9%. All sectors experienced a reduction in workforce over the period. The most significant decline occurred in the River Trade sector, which saw a sharp drop of 345 employees, equivalent to a 46.1% decrease, indicating substantial contraction in that segment of the industry.

Figure 5.1 Changes in Number of Employees

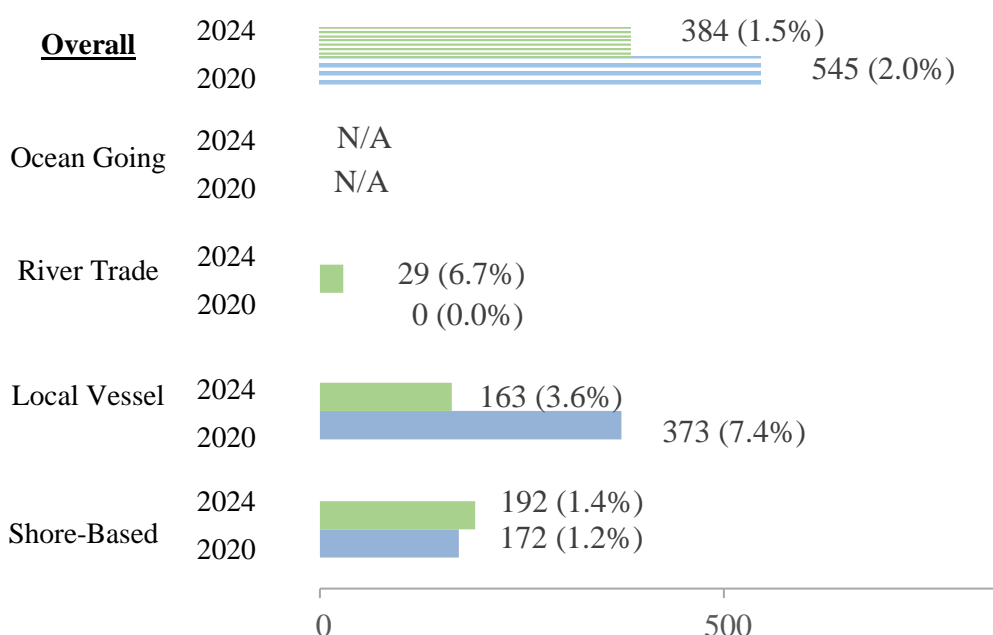


*Note: Shore-based personnel in Ocean Going, River Trade and Local Vessel companies are grouped under Shore-Based sector.*

## Changes in Number of Vacancies

5.2 The overall vacancy rate in the Maritime Services Industry declined slightly from 2.0% in 2020 to 1.5% in 2024, suggesting a modest improvement in staffing stability. Notably, the Local Vessel sector experienced a significant drop in the number of vacancies, reflecting either successful recruitment efforts or a reduction in operational demand. In contrast, the River Trade sector recorded an increase in vacancies, which may indicate ongoing recruitment challenges or a shortage of qualified candidates in that segment. Details are shown in Figure 5.2.

Figure 5.2 Changes in Number of Vacancies



### *Notes:*

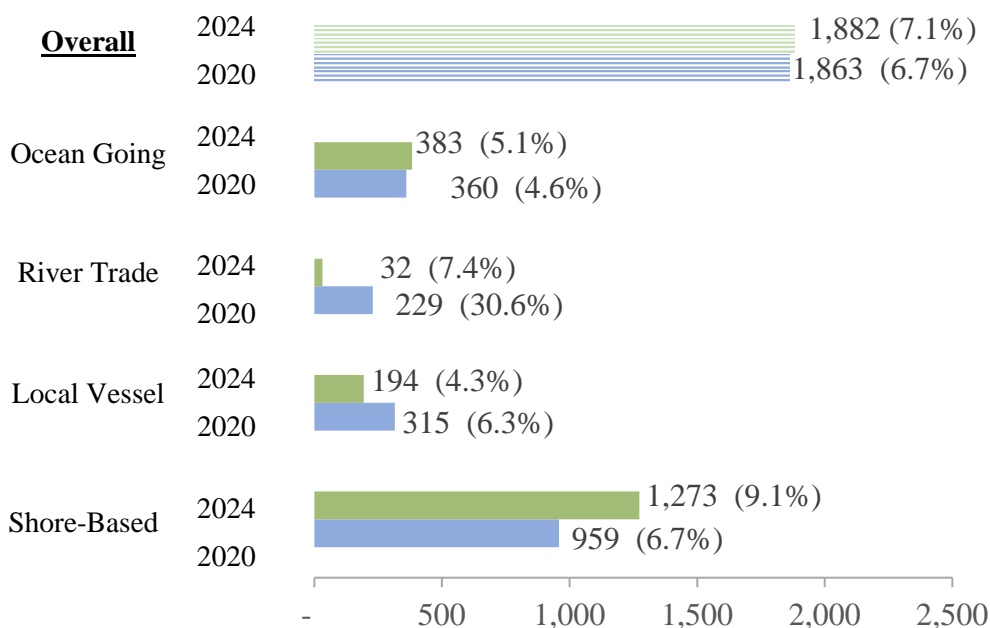
1. Vacancies in the Ocean Going sector are not applicable, as ocean going vessels should not have any unfilled positions when they depart to sea.
2. Figures in brackets indicate vacancy rates.
3. 
$$\text{Vacancy rate} = \frac{\text{No. of full-time vacancies}}{\text{No. of full-time employees} + \text{No. of full-time vacancies}}$$
4. Shore-based personnel in Ocean Going, River Trade and Local Vessel companies are grouped under the Shore-Based sector.

## Changes in Staff Turnover

5.3 As shown in Figure 5.3, the overall turnover rate in the Maritime Services Industry increased from 6.7% in 2020 to 7.1% in 2024, indicating a moderate rise in workforce mobility. The Shore-Based sector experienced a notable increase in turnover, with the rate rising by 9.1% compared to 2020, possibly reflecting shifting career preferences, competitive job markets, or

workplace-related challenges. In contrast, the River Trade sector showed a remarkable improvement in employee retention. The turnover rate in this sector dropped sharply from 30.6% in 2020 to just 7.4% in 2024, suggesting enhanced job stability, better working conditions, or reduced operational scale.

**Figure 5.3 Changes in Staff Turnover**



Notes:

1. Figures in brackets indicate turnover rates.
2. 
$$\text{Turnover rate} = \frac{\text{No. of staff left in the past 12 months}}{\text{No. of posts of the sector}}$$
3. no. of staff left in the past 12 months / no. of posts of that particular sector
4. Shore-based personnel in Ocean Going, River Trade and Local Vessel companies are grouped under the Shore-Based sector.

### **Changes in Number of Posts on Board**

5.4. The total number of posts on board in the Ocean Going Sector has decreased from 58,755 in 2020 to 54,403 in 2024, with a decrement of 7.4% (-4 352 posts). The decrease in the number of posts on board was similar for Officers (-2 053 posts) and Ratings (-2 299 posts).

Table 5.1 Changes in Number of Posts on Board in Ocean Going Sector by Job Category

Job Category	No. of Posts on Board in 2024	No. of Posts on Board in 2020	Change in 4 Years
Officers	27,312	29,365	-2,053 (-1.8%)
Ratings	27,091	29,390	-2,299 (-2.0%)
<b>Overall</b>	<b>54,403</b>	<b>58,755</b>	<b>-4,352 (-1.9%)</b>

Changes in Number of Vessels (Except Shore-Based Sector)

5.5 As shown in Table 5.2, the total number of vessels in the Ocean-Going sector increased by 3.7%, reflecting modest growth and possible expansion in international maritime operations. In contrast, both the River Trade and Local Vessel sectors experienced notable declines, with vessel numbers decreasing by 22.1% and 6.5%, respectively. The overall number of vessels in the River Trade sector alone fell by 2.1%, suggesting a continued contraction in this area of the industry.

Table 5.2 Change in Number of Vessels

Sector	No. of Vessels in 2024	No. of Vessels in 2020	Change vs 2020	Change in %
Ocean Going	2,746	2,647	99	3.7
• Tankers, Combination Carriers	651	445	206	46.3
• Bulk Carriers	954	1,175	-221	-18.8
• Container Vessels	888	802	86	10.7
• Other Cargo Ships	192	174	18	10.3
• Passenger Ships	1	0	1	100
• Others (e.g. RoRo ships, Sand Carriers, etc.)	60	51	9	17.6
River Trade	183	235	-52	-22.1
• Jetfoils	6	14	-8	-57.1
• Catamarans & Jetcats	28	60	-32	-53.3
• Others (e.g. Foilcats, barges, etc.)	149	161	-12	-7.5
Local Vessel	2,285	2,445	-160	-6.5
• Ferries	102	113	-11	-9.7
• Tug Boats	148	154	-6	-3.9
• Motor Launches	162	211	-49	-23.2
• Motor Cargo Boats	8	39	-31	-79.5
• Lighters / Barges	187	234	-47	-20.1

• Bunker Vessels	54	65	-11	-16.9
• Pleasure Vessels	1,372	1,347	25	1.9
• Others (e.g. Fireboats, Patrol boats, etc.)	252	282	-30	-10.6
	<hr/>			
<b>Overall</b>	<b>5,214</b>	<b>5,327</b>	<b>-113</b>	<b>-2.1</b>
	<hr/>			

## **ii. Business Outlook**

### Ocean Going Sector

5.6 Hong Kong has long held a pivotal role in global maritime trade, serving as a major hub for ocean-going shipping. While its position as a transshipment port has diminished in recent years due to the rapid development of neighbouring Mainland ports such as Shenzhen and Guangzhou, Hong Kong remains internationally respected for its robust maritime legal system, simple tax regime, and highly regarded ship registration platform. These institutional strengths, along with its strategic location at the heart of Asia, continue to support its role in global shipping, particularly in high-end maritime services such as ship management, marine insurance, arbitration, and maritime finance. Hong Kong maintains a competitive edge in ocean-going fleet operations and Southeast Asian transshipment from Europe, an advantage that mainland China cannot easily replicate, given that container taxes in Hong Kong are four times lower than those in mainland China.

5.7 Despite these advantages, the industry faces several challenges. Chief among them is growing competition from regional ports, which has led to a gradual loss of transshipment volume. Additionally, there is a noticeable shortage of maritime talent, particularly among local seafarers, as younger generations show less interest in pursuing sea-based careers. At the same time, the industry must respond to emerging global risks, such as shifting geopolitical dynamics, the implications of trade restrictions, and increasingly stringent environmental regulations imposed by international bodies such as the International Maritime Organisation. These factors have placed greater pressure on shipping companies to modernise their fleets and adopt greener technologies.

5.8 Looking forward, Hong Kong's ocean-going shipping sector is best positioned to thrive by embracing a transition toward green and smart shipping. With the government's promotion of green finance and the maritime industry's commitment to sustainability, there is an opportunity for the city to become a regional leader in environmentally friendly shipping practices and digital fleet management. The growing adoption of Liquefied Natural Gas fuelled vessels presents significant business prospects, as operators increasingly invest in cleaner fuel options to meet tightening emission regulations and market demand for sustainable shipping solutions. Furthermore, Hong Kong's role in the Belt and Road Initiative and the Greater Bay Area (GBA) development plan offers a unique chance to deepen integration with Mainland China while continuing to provide international-standard maritime services. This dual positioning, serving as both a gateway for Chinese shipping enterprises to "go global" and as a high-end service centre, can revitalise the industry.

5.9 To sustain long-term growth, Hong Kong must also invest in nurturing a new generation of maritime professionals. Strengthening partnerships with local universities, expanding maritime training programmes, and promoting public awareness of shipping careers

will be essential. In addition, expanding the international ship registry and offering competitive incentives can attract more shipowners to register their fleets under the Hong Kong flag, thereby enhancing the city's maritime footprint.

### River Trade Sector

5.10 Hong Kong's river trade sector once played a vital role in connecting the city with the Pearl River Delta, facilitating the movement of cargo between South China and international markets. However, in recent years, this sector has faced a significant decline due to various structural changes. The rapid modernisation of mainland ports, the development of extensive road and bridge infrastructure such as the Hong Kong-Zhuhai-Macao Bridge, and the increasing reliance on direct export routes from the Mainland have all contributed to a reduction in inland water cargo throughput in Hong Kong. As a result, the industry is grappling with mounting operational costs, an aging fleet, labour shortages, and diminished port resources allocated for river trade.

5.11 Despite these challenges, the river trade sector is not without hope. With the continued development of the GBA, Hong Kong's unique advantages, including its status as a free port, a global financial center, and a hub for legal and arbitration services, position it well to redefine its role in regional logistics. By integrating digital technologies, promoting the use of clean energy vessels, and modernising port management systems, Hong Kong could reposition river trade as a green, sustainable transport option within the region. Additionally, policy support in areas such as fleet renewal, simplified customs procedures, and better coordination with Guangdong ports would be essential to revitalising this mode of transport.

5.12 Looking ahead, Hong Kong can also explore new opportunities through the integration of inland waterway shipping with multimodal logistics. By combining river transport with sea, air, and land logistics services, Hong Kong can build a flexible and efficient cross-border logistics network. There is also potential to shift the industry's focus from low-value bulk cargo to high-value-added services such as cold chain logistics and specialized cargo handling. In summary, although the inland waterway shipping industry is currently in a transitional phase, with the right support and strategic innovation, it can still contribute meaningfully to Hong Kong's role in regional logistics and sustainable transport development.

### Local Vessel Sector

5.13 The Local Vessel sector plays an indispensable role in supporting Hong Kong's maritime infrastructure, facilitating port operations, marine construction, cargo handling, and passenger transport across the territory's busy coastal waters. Despite its primarily domestic focus, the sector remains a cornerstone of the city's maritime services and continues to contribute significantly to the broader economy. Its current business outlook reflects a

complex balance of persistent structural challenges and new opportunities for innovation and growth.

5.14 One of the most critical challenges facing the sector is its aging workforce. A significant portion of experienced crew members and technical personnel are approaching retirement age, and attracting younger talent has proven increasingly difficult. The nature of the work, often viewed as physically demanding with limited career progression, further compounds this recruitment issue. At the same time, employers continue to express a strong demand for crew with practical knowledge and certifications. For instance, a majority of employers have emphasised the need for basic ship knowledge and preparatory training for Certificates of Competency, yet the existing talent pipeline is not keeping pace with demand.

5.15 Rising operational costs are also placing considerable pressure on vessel operators. Maintenance expenditures, fuel prices, and compliance with increasingly stringent safety and environmental regulations have significantly narrowed profit margins. For many small to medium-sized operators, investing in new vessels or upgrading existing fleets to meet regulatory standards is financially burdensome. The call for fleet modernisation, driven by regulations around emissions and safety, underscores a pressing need for support mechanisms to ensure long-term viability.

5.16 Nevertheless, the sector also stands at the threshold of important opportunities. Government policy has been increasingly supportive, with training subsidies, green vessel initiatives, and manpower development programs designed to bolster the sector's resilience. As environmental sustainability becomes a central focus of maritime policy, the transition to greener operations, such as adopting hybrid engines and alternative fuels, offers vessel owners a chance to modernise while contributing to Hong Kong's climate goals. These changes, though initially costly, present long-term savings and reputational benefits. However, as the adoption of electric vessels becomes more prevalent, the current insufficiency of charging facilities poses a challenge that must be addressed to support the sector's transition to greener operations.

5.17 Digitalisation is another promising avenue. From smart fleet management systems to automated scheduling and route optimisation, the adoption of digital tools can enhance operational efficiency and improve cost management. While uptake has been gradual, the potential for technological transformation remains significant, especially in reducing administrative burden and increasing service reliability.

5.18 Furthermore, ongoing coastal development projects across Hong Kong, such as land reclamation, port expansion, and marine infrastructure construction, are expected to sustain demand for local vessel services. These developments not only create business opportunities for marine logistics and support vessels but also generate momentum for recruiting and training a new generation of maritime professionals.

## Shore-Based Sector

5.19 The outlook for Hong Kong's shore-based maritime industry, spanning areas such as administration, management, human resources, business operations, technical consultancy, marine law, insurance, safety, and training, presents both significant opportunities and notable challenges. As Hong Kong continues to maintain its status as one of the world's leading maritime centres, these supporting sectors play a crucial role in ensuring that the overall industry remains competitive, sustainable, and well-equipped to face global challenges.

5.20 Hong Kong's shore-based maritime industry is a mix of promising opportunities and significant challenges, influenced by evolving market dynamics, technological advancements, and regional collaboration efforts. As one of the world's leading maritime hubs, Hong Kong's port and logistics sector plays a crucial role in global shipping and trade, but it faces mounting pressure to adapt to new trends and environmental regulations in the coming years.

5.21 A major opportunity for growth lies in Hong Kong's strategic position within the GBA. The ongoing integration of the region's maritime services creates a unique chance for Hong Kong to enhance its port operations, foster closer collaborations with neighbouring ports, and optimise the flow of goods in the region. By improving connectivity and efficiency through advanced technologies such as automation and digitalisation, Hong Kong could solidify its role as the key maritime gateway to Mainland China and Southeast Asia.

5.22 The increasing adoption of digital technologies within the maritime sector presents another significant opportunity. The use of Internet of Things, big data, and artificial intelligence in port operations can streamline processes, reduce costs, and improve efficiency. Digital port platforms and real-time data sharing between stakeholders offer the potential to enhance transparency and operational performance across the maritime value chain. This technological transformation is not just an opportunity for Hong Kong to lead the way in port modernisation but also to develop smart maritime services that could set global standards.

5.23 However, the sector also faces a number of challenges. One of the primary concerns is the pressure to comply with increasingly stringent environmental regulations. As the global shipping industry moves toward greater sustainability, Hong Kong's maritime sector must find ways to reduce carbon emissions and integrate green shipping solutions. This includes investing in alternative fuels, such as hydrogen or ammonia, and retrofitting existing vessels with environmentally friendly technologies. The shift to a greener maritime industry requires substantial capital investments and technological innovation, which could pose challenges, particularly for smaller operators who may struggle to meet the required standards.

5.24 In addition to environmental pressures, the global shipping market itself is experiencing an oversupply of capacity, which is putting downward pressure on freight rates and profitability. This is particularly challenging for Hong Kong’s local vessel sector, which relies on both domestic and international shipping markets. The need for the sector to remain competitive while managing fluctuating market conditions will require a high degree of adaptability, innovation, and cost-efficiency.

5.25 The demand for skilled labour and talent within the maritime industry is also an area of concern. As the sector evolves with new technologies and complex regulations, the need for a workforce equipped with specialised skills in digital technologies, sustainability practices, and port management will grow. Training and attracting new talent to meet these demands is essential for Hong Kong to maintain its leadership position in the maritime industry.

### iii. Manpower Projection and Annual Additional Manpower Requirement

#### Manpower Projection

5.26 Besides employers’ forecast, the Adaptive Filtering Method (AFM) was adopted to project the manpower of the industry from 2025 to 2028. The estimated manpower from 2025 to 2028 is shown in Table 5.6 below. It is worth to note that the total manpower of the Shore-Based sector was 13,938, which included 1,956 non-technical<sup>4</sup> employees. As with previous manpower projection, non-technical employees were excluded when for accessing the training needs of the sector. In order to project the training needs for the Based on the results, only the Shore-Based sector was projected to have a noticeable manpower growth while the manpower of other sectors remains steady. Manpower trend from 2012 to 2024 is shown in Figure 5.4. For details of AFM, please refer to *Appendix (vii)*.

Table 5.6 Manpower Projection from 2025 to 2028 by AFM

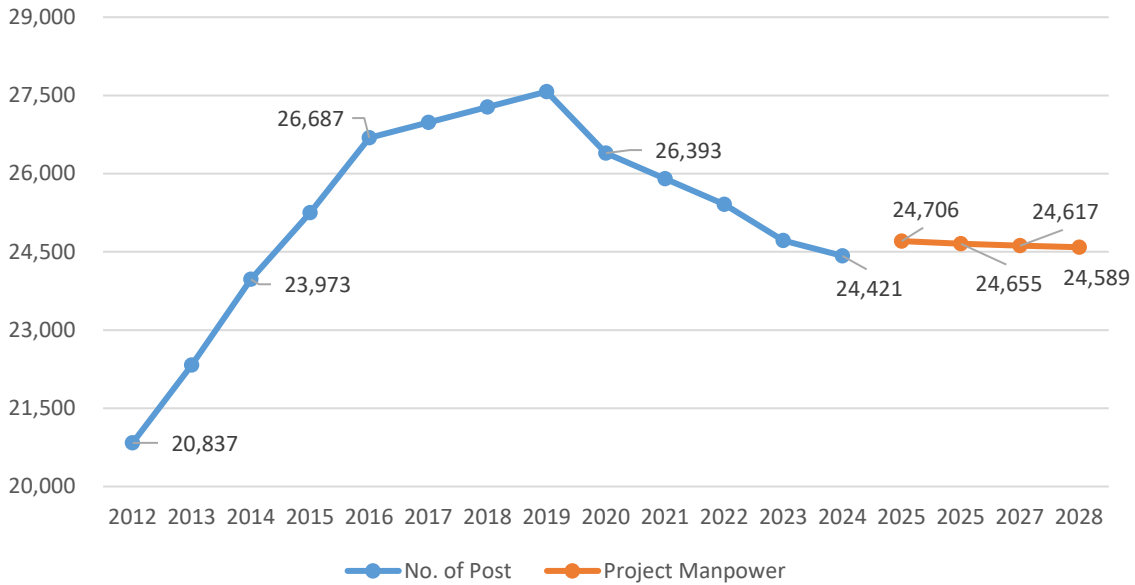
Year	Ocean Going (A = 0.5)	River Trade (A = 0.55)	Local Vessel (A = 0.5)	Shore-Based <sup>2</sup> (A = 0.4)	Overall
2024(Actual)	7,505	432	4,502	11,982	24,421
2025	7,661 (+2.1%) <sup>1</sup>	433 (+0.1%)	4,523 (+0.5%)	12,089 (+0.9%)	24,706 (+1.2%)
2026	7,684 (+0.3%)	416 (-3.8%)	4,500 (-0.5%)	12,055 (-0.3%)	24,655 (-0.2%)
2027	7,702 (+0.2%)	404 (-2.9%)	4,482 (-0.4%)	12,029 (-0.2%)	24,617 (-0.2%)
2028	7,716 (+0.2%)	395 (-2.2%)	4,469 (-0.3%)	12,009 (-0.2%)	24,589 (-0.1%)

Note:

1. % change over preceding year
2. Excluding non-technical employees

<sup>4</sup> Non-technical employees refer to employees who work in the sector as supporting staff and not include in the principal jobs.

**Figure 5.4 Manpower Trend from 2025 to 2028**



**Annual Additional Manpower Requirement**

5.27 Having considered the latest developments as well as the employers’ forecast of the future manpower requirement, the Training Board is of the view that the manpower of the Maritime Services Industry will have a slight growth in the coming years. Based on the projected manpower growth and the average wastage rate, the estimated annual additional manpower demand for 2025 to 2028 by sector is shown in Table 5.7 below. For assumptions in working out the estimates, please refer to *Appendix (viii)*.

**Table 5.7 Annual Additional Manpower Requirement**

Sector	Estimated Annual Additional Requirement	Preferred Education (for progression to officer or supervisory level)
Ocean Going	21 <sup>^</sup>	Higher Diploma in Maritime Studies or Higher Diploma in Mechanical Engineering (Marine Elective) or Equivalent or Above
River Trade	0	Higher Diploma in Maritime Studies or Higher Diploma in Mechanical Engineering (Marine Elective) or Equivalent or Above
Local Vessel	54	Certificate for Junior General Purpose Ratings or Equivalent or Above
Shore-Based	73 <sup>*</sup>	Higher Diploma or First Degree related to Maritime Studies or Mechanical/Marine Engineering or Equivalent or Above

Sector	Estimated Annual Additional Requirement	Preferred Education (for progression to officer or supervisory level)
<b>Total</b>	<b>148</b>	

Note:

<sup>^</sup> Non-HK employees were excluded from the estimation as the survey focused on local manpower requirement.

\* Non-technical manpower (i.e. “other staff of supporting services in the Shore-Based Sector”) was excluded as relevant employees may not require industry-specific training

#### Potential Manpower Supply at Degree and Sub-degree Levels for 2024 - 2026

5.28 Based on the information provided by University Grants Committee (UGC) and VTC, supply of graduates from maritime-related programmes (incl. mechanical engineering programmes) for 2024 – 2026 is given in Table 5.8. For details of the programmes, please refer to *Appendix (ix)*.

5.29 As the number of graduates from self-financed programmes are not available and maritime-related graduates may choose to work in other industries, figures in Table 5.8 are presented for reference purposes.

Table 5.8 Supply of Pre-employment Graduates

Programme Level	Estimated No. of Graduates		
	2024	2025	2026
Degree	462	417	551
Higher Diploma	183	154	155
Certificate	70	70	70
<b>Total</b>	<b>715</b>	<b>641</b>	<b>776</b>

## VI RECOMMENDATIONS

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6.1 Based on the findings of the manpower survey and a careful review of the current and projected outlook of the maritime industry, the Training Board affirms that the survey offers a representative snapshot of the workforce dynamics across key sectors. It has captured the prevailing employment trends and training needs, and provides a valuable basis for policy recommendations. With reference to the survey results and broader developments affecting the industry, the Training Board proposes the following strategic measures to support workforce development, industry sustainability, and talent retention.

### Facilitating Career Transition and Upskilling for Surplus River Trade Operators

6.2 With the sustained and likely irreversible decline in river passenger ferry demand, companies operating in the River Trade sector may be compelled to significantly downscale their operations. As a result, a portion of their workforce may become redundant. To mitigate the impact and prevent talent drain, a structured transition pathway should be established to assist affected personnel in redeploying their skills in adjacent maritime sectors, most notably the Local Vessel industry.

6.3 Given the operational and regulatory differences between coastal ferries and local vessels, including variations in navigation environments, safety protocols, and vessel handling techniques, targeted retraining is essential. Training providers should design and deliver short-term conversion courses covering topics such as:

- Berthing and maneuvering skills in Hong Kong waters;
- Local Vessel operational management and crew coordination; and
- Familiarisation with local maritime regulations and licensing procedures.

6.4 To ensure accessibility and uptake, these training programmes should be offered with flexible schedules and subsidised fees, ideally supported by government funding or public-private partnerships. In parallel, a structured skills-matching platform could be established to connect retrained personnel with job openings in the Local Vessel sector, fostering quicker and more effective re-employment.

6.5 Beyond the commercial maritime industry, surplus River Trade operators should also be encouraged to explore emerging opportunities in the leisure and recreational boating sector, which has shown steady growth in recent years. This includes roles such as pleasure vessel operators, private yacht crew, and charter service coordinators.

6.6 To support this transition, training institutions should offer comprehensive preparatory courses designed to help candidates obtain relevant certifications, such as the Pleasure Vessel Operator Grade 1 Certificate and Pleasure Vessel Operator Grade 2 Certificate. Although the examination for this certification is primarily written, training providers should enhance course content by incorporating practical components, including:

- Onboard training with pleasure vessels and yachts;
- Safety and emergency drills tailored for non-commercial operations; and
- Customer service and guest handling skills for private charters.

6.7 Such blended training not only ensures regulatory compliance but also improves employability and confidence among career switchers. Where possible, partnerships with yacht clubs, marinas, or private vessel owners could be explored to provide real-world training experiences and facilitate job placements upon course completion.

#### Promoting Local Employment in the Ocean-Going Sector

6.8 The survey highlighted a notable underrepresentation of Hong Kong residents within the workforce of the Ocean-Going sector, where the majority of employees were non-local permanent residents at the time of data collection. Despite the consistent pipeline of locally trained seafarers, averaging over 20 new entrants per year (details given in Appendix (xiii)) under the Seagoing Training Incentive Scheme (SGTIS), local-based shipowners and ship management companies have yet to fully tap into this talent pool. In light of this, there is a pressing need to promote the employment of homegrown maritime professionals within this critical segment of the industry.

6.9 To address this imbalance, employers are strongly encouraged to create more career pathways for Hong Kong seafarers by actively recruiting and integrating them into ocean-going operations. Beyond the current provision of monthly subsidies to local trainees, the Government could introduce a broader range of incentive measures, such as tax concessions, wage subsidies, or priority access to government contracts, to motivate employers to prioritise local hires. By aligning talent development with national employment goals, these initiatives can help build a more resilient, inclusive, and locally supported maritime workforce, while reinforcing Hong Kong's role as a competitive international shipping centre.

## Strengthening Incentives and Support Schemes to Attract and Retain Maritime Talent

6.10 The maritime industry continues to face a critical shortage of fresh talent, with the influx of new entrants unable to meet long-term manpower demands. To address this challenge, it is recommended that the Maritime and Aviation Training Fund (MATF) be institutionalised with recurrent and sustainable government funding. This would ensure the continuity of various incentive schemes currently supported under the MATF, such as training subsidies, scholarships, and internship programmes.

6.11 While the MATF has primarily focused on supporting students, in-service practitioners, and maritime companies, there is strong justification for broadening its scope. The Government should consider expanding the fund's application to cover infrastructure and institutional development initiatives. These may include the modernisation of training facilities, investment in advanced simulation and digital technologies, curriculum enrichment, and the professional development of teaching staff. Furthermore, targeted support for research and training in emerging maritime technologies, particularly those related to decarbonisation and green shipping, would align with global trends and raise the overall quality, relevance, and attractiveness of maritime education and training.

6.12 To retain young talent in the sector, especially during the financially vulnerable early years of their careers, the Government should enhance its support mechanisms through the MATF. In light of Hong Kong's high cost of living, entry-level maritime practitioners often struggle with low initial earnings and are required to take unpaid leave to prepare for mandatory certification examinations. Support should be extended to practitioners across all maritime services sectors, particularly the Ocean Going sector, to ensure a more inclusive and sustainable talent retention strategy.

6.13 In response, the Government should consider making inflation-indexed adjustments to the SGTIS and exploring the introduction of additional financial support measures. These could include paid study leave, examination allowances, relocation assistance, and other benefits designed to reduce the financial burdens of training, thereby improving retention and morale among young professionals.

6.14 Beyond government efforts, employers play a pivotal role in cultivating and retaining skilled maritime personnel. They are encouraged to take a more proactive stance in talent development by introducing internal incentive schemes and flexible arrangements to promote professional advancement. For instance, employers could release staff during working hours for approved training programmes, offer bonuses or salary increments upon the successful attainment of industry-recognised qualifications, and facilitate mentorship or fast-track promotion pathways.

6.15 Additionally, companies should conduct regular market reviews of remuneration packages to ensure their compensation structures remain competitive and appealing to both current employees and prospective talent. Creating a supportive and growth-oriented work environment will not only help retain experienced practitioners but also make the maritime profession more attractive to the next generation.

#### Promoting Maritime Career Pathways and Raising Youth Awareness

6.16 Seafaring experience is highly valued across a wide spectrum of shore-based maritime roles, yet this pathway remains largely underappreciated by the general public, particularly among youth. According to the survey, more than 17% of shore-based maritime professionals had prior sea service experience. These individuals often transition into roles within Education and Training, Technical and Consultancy Services, and Administration, Management, and Human Resources, where their firsthand operational knowledge greatly enhances the effectiveness and quality of services provided.

6.17 A notable example is the Marine Department, which has successfully integrated over 200 former seafarers into mid- to senior-level positions, reflecting a strong institutional demand for individuals with practical seafaring backgrounds (refer to Appendix (xiii)). This upward mobility potential highlights the significant value of maritime careers not only at sea but also in subsequent land-based opportunities.

6.18 To sustain and rejuvenate the talent pipeline, it is imperative to actively promote the maritime industry as a dynamic and viable career path to younger generations. Raising awareness of the diverse career opportunities, both at sea and ashore, can help reshape perceptions and attract new entrants.

6.19 The Government should enhance Life Planning Education in secondary schools by integrating more comprehensive information about the maritime and port logistics sectors into the career exploration curriculum. This could include interactive learning materials, virtual tours of port operations, and student-led projects on maritime innovations.

6.20 In tandem, employers, industry bodies, and professional associations should collaborate with the Education Bureau to play a more engaged role in career guidance. They can do so by leveraging platforms such as the Business-School Partnership Programme to host career talks, mentorship schemes, internship placements, and company site visits, allowing students to gain firsthand insights into the scope and progression of maritime careers.

6.21 By collectively amplifying outreach efforts and showcasing success stories of ex-seafarers now thriving in shore-based roles, the industry can inspire young talent and foster a deeper appreciation of maritime professions as long-term, rewarding career options.

## Addressing In-Service Training Needs and Enhancing Technical Pathways

6.22 Training providers are strongly encouraged to draw upon the insights and in-service training needs identified in paragraphs 4.15 to 4.18 of the survey to develop and deliver relevant preparatory and upgrading courses tailored to the evolving demands of the maritime workforce. These courses should cater to in-service practitioners operating across a broad spectrum of vessel types, including local, river trade, and ocean-going vessels.

6.23 The Local Vessel sector, in particular, has emerged as a priority area, with the survey revealing that nearly 2,000 employees have yet to attain the highest level of qualifications in their respective job streams. This skills gap highlights a pressing need for structured professional development pathways. Given the prevalence of shift work among local vessel operators, training providers should adopt flexible delivery models, such as modular learning, blended online and in-person classes, and evening or weekend sessions, to make training more accessible to working professionals.

6.24 By aligning training design with actual operational needs and workforce constraints, providers can play a pivotal role in upskilling the maritime labour force, improving job mobility, and enhancing safety and efficiency across the industry.

6.25 Another area of concern is the underrepresentation of Hong Kong-trained marine engineers on board ocean-going vessels. This shortage not only limits local participation in key technical roles but also constrains the overall capability and resilience of the maritime engineering workforce.

6.26 To address this, training institutions should consider embedding marine-specific knowledge and competencies into existing mechanical engineering curricula. This would create a more seamless transition for engineering students into maritime careers. Furthermore, bridging programmes, such as short-term courses on marine systems, ship propulsion, and maritime safety, could be developed to help graduates meet the professional requirements, thereby enabling them to embark on seagoing engineering careers.

6.27 By integrating maritime-focused modules into engineering education and offering clear pathways to certification, Hong Kong can foster a new generation of locally trained marine engineers, reinforcing its strategic position in the global shipping and logistics landscape.

## Advancing Modernised Seafarer Training for a Future-Ready Maritime Workforce

6.28 To meet the demands of rapid decarbonisation, digitalisation, and evolving ship technologies, it is recommended that Hong Kong's maritime training institutions and stakeholders systematically modernise seafarer training in line with global best practices. Building on lessons from the UK's training reforms and DNV's decarbonisation scenarios, local training academies should adopt blended learning models that integrate classroom teaching, simulators, VR/AR tools, online modules, and practical onboard training. Updated curricula should align with IMO model courses for alternative fuels such as LNG, hydrogen, ammonia, and methanol, ensuring seafarers can safely handle new fuels and hybrid propulsion systems while mitigating emerging safety and environmental risks.

6.29 In parallel, shipowners and operators should implement vessel-specific and fuel-specific training plans, expand onboard familiarisation programmes for new technologies, and strengthen mentorship schemes to facilitate knowledge transfer from senior crew to junior personnel. To build a workforce capable of managing digital ships and advanced automation, training programmes must embed modules on electronic navigation systems, predictive maintenance, cybersecurity awareness, and the use of smart technologies for daily operations. Additionally, soft skills like leadership, ship-shore communication, and data-driven decision-making should be prioritised to equip seafarers for more cross-functional roles and potential shore-based career pathways.

6.30 Lastly, regulators, industry bodies, and employers should work together to invest in state-of-the-art simulators, attract experienced instructors, and expedite the standardisation of training frameworks for emerging technologies. By modernising training infrastructure and content, Hong Kong can cultivate a highly skilled, resilient maritime workforce ready to navigate the complexities of a decarbonised and digitalised shipping industry, securing long-term talent sustainability and competitiveness on the global stage.

## Enhancing Manpower Planning Through Regular and Targeted Survey Initiatives

6.31 To ensure that manpower policies and training initiatives remain responsive to the dynamic needs of the maritime industry, it is strongly recommended that comprehensive manpower surveys be conducted at regular intervals. These surveys are essential tools for monitoring industry trends, identifying emerging skill gaps, and informing evidence-based workforce planning.

6.32 Given the evolving landscape and diversity within the maritime sector, future manpower surveys should, subject to resource availability, incorporate broader and more targeted scopes to deepen the understanding of sector-specific challenges and opportunities. Key areas of focus may include:

- **Leisure Shipping Manpower Assessment:** Conduct a detailed study of the workforce in the leisure shipping segment, which has gained traction in recent years. This study should evaluate labour demand, required competencies, licensing needs, and potential career pathways in the sector; and
- **Expanded Coverage of Roles with Acute Shortages:** Reassess and, where necessary, broaden the survey coverage and job classifications to include positions facing severe recruitment challenges. For instance, roles such as crane operators, marine electricians, and surveyors are often in high demand but insufficiently represented in previous manpower assessments. Identifying their training needs and career barriers can help shape targeted interventions.

6.33 By regularly updating manpower intelligence and expanding the scope of analysis, the Government and industry stakeholders will be better equipped to devise forward-looking strategies that ensure a sustainable and competitive maritime workforce for Hong Kong.

**Membership of the Maritime Services Training Board**

(As at 1 April 2025)

**Chairman**

Mr Wellington KOO Tse-hau, JP      nominated by the Hong Kong Shipowners Association

**Members**

Mr Francois CHAO Sih-hing      nominated by the Hong Kong Shipowners Association

Mr Stephen CHAU Yun-wang      nominated by the Employers' Federation of Hong  
Kong

Captain CHEUNG Tai-kee      nominated by the Hong Kong & Kowloon Motor Boats  
& Tug Boats Association

Captain William CHOW Tak-chor      nominated by the Hong Kong Seamen's Union

Captain CHUNG Tung-tong      nominated by the Merchant Navy Officers' Guild -  
Hong Kong

Dr David FONG Shiu-man      nominated by the Hong Kong Maritime Law  
Association

Mr HUNG Kwok-hung      nominated by the High Speed Craft Consultative  
Committee

Mr LAI Kwai-yau      nominated by the Amalgamated Union of Seafarers,  
Hong Kong

Ms Angelina LEI Ho-yau      nominated by an ocean-going vessel repairing  
company

Ms LEUNG Fung-ying      nominated by the Maritime Professional Promotion  
Federation

Mr Horace LO Wai-man      nominated by Hong Kong General Chamber of  
Commerce

Mr MAKKAR Jagmeet Singh      nominated by the Institute of Chartered Shipbrokers  
Hong Kong Branch

Mr Edwin SIN Chi-wan      nominated by a local craft repairing company

Mr SIU Ping-wing      nominated by the Harbour Transportation Workers  
General Union

Dr Judy TONG Hang-fa	nominated by a local education/training institution
Captain WONG Kwok-wai	nominated by a ferry company
Ms YEUNG Ka-yi	nominated by the Marine Insurance Association of The Hong Kong Federation of Insurers
Mr Jeff CHU Sui-fung	representing the Commissioner of Police
Mr LEE Chi-ming	representing the Commissioner for Labour
Mr Jammy NG Ngai-wing	representing the Director of Marine
Dr Michael WANG Jianguo	representing the Executive Director of the Vocational Training Council
<b><u>Secretary</u></b>	
Mr Leslie LEUNG Kim-hang	Vocational Training Council

**Terms of Reference of the Maritime Services Training Board**

1. To determine the manpower demand of the industry, including the collection and analysis of relevant manpower and student/trainee statistics and information on socio-economic, technological and labour market developments.
2. To assess and review whether the manpower supply for the industry matches with the manpower demand.
3. To recommend to the Vocational Training Council (the Council) the development of vocational and professional education and training (VPET) facilities to meet the assessed manpower demand.
4. To advise the Council on the strategic development and quality assurance of its programmes in the relevant disciplines.
5. To prescribe job specifications for the principal jobs in the industry defining the skills and knowledge and advise on relevant training programme specifying the time a trainee needs to spend on each skill element.
6. To tender advice in respect of skill assessments, trade tests and certification, if appropriate, for in-service workers, apprentices and trainees, for the purpose of ascertaining that the specified skill standards have been attained.
7. To advise on the conduct of skill competitions in key trades in the industry for the promotion of VPET as well as participation in international competitions.
8. To liaise with relevant bodies, including employers, employers' associations, trade unions, professional institutions, training and educational institutions and government departments, on matters pertaining to the development and promotion of VPET in the industry.
9. To organise seminars/conferences/symposia on VPET for the industry.
10. To advise on the publicity relating to the activities of the Training Board and relevant VPET programmes of the Council.
11. To submit to the Council an annual report on the Training Board's work and its recommendations on the strategies for programmes in the relevant disciplines.
12. To undertake any other functions delegated by the Council in accordance with Section 7 of the Vocational Training Council Ordinance.

**Membership of the Working Party of 2024 Manpower Survey**

(As at 1 April 2025)

**Convenor**

Captain CHEUNG Tai-kee                      nominated by the Hong Kong & Kowloon  
Motor Boats & Tug Boats Association

**Members**

Captain CHUNG Tung-tong                      nominated by the Merchant Navy Officers’  
Guild - Hong Kong

Ms LEUNG Fung-ying                              nominated by the Maritime Professional  
Promotion Federation.

Mr Edwin SIN Chi-wan                              nominated by a local craft repairing company

Mr Jammy NG Ngai-wing                              representing the Director of Marine

Mr WONG Chi-ming                                      representing Maritime Services Training  
Institute, Vocational Training Council

**Secretary**

Mr Leslie LEUNG Kim-hang                              Vocational Training Council

**External Experts** invited to sit in Working Party meeting(s) for analysis of survey  
findings:

Mr Gary LEE    representing Pacific Basin Shipping (HK)  
Limited

Captain Ronly TSE Wing-yee                              representing Shun Tak - China Travel Ship  
Management Ltd.

**Survey Documents**

(A). Cover Letter



18 November 2024

Dear Sir/Madam,

**2024 Manpower Survey of the  
Maritime Services Industry**

The Maritime Services Training Board (the Training Board) of the Vocational Training Council (VTC), is responsible for matters pertaining to manpower training in the industry. To collect the latest manpower information for formulating recommendations on future manpower training, the Training Board will conduct the above survey from **December 2024 to January 2025**. I am writing to enlist your kind assistance by providing the relevant information to the survey and your co-operation would be much appreciated.

I enclose the following documents for your reference and completion:

- (a) The Questionnaire;
- (b) Explanatory Notes (Appendix A); and
- (c) Job Descriptions for Principal Jobs (Appendix B).

The VTC has appointed **Mercado Solutions Associates Ltd. (MSA)** to conduct the above survey. During the survey period, the enumerator of **MSA** will contact your company for the survey and answer the questions you may have. If necessary, visit will be made to your company to assist in completing and collecting the questionnaire. Alternatively, you may return the copy of the completed questionnaire to **MSA** via fax (2538 8123) or email (ms@mercadosolutions.com).

I wish to assure you that the information provided will be handled **in strict confidence** and published on an aggregate basis without reference to individual companies.

The salient findings and the survey report will be uploaded to the Manpower Survey Information System of the VTC after completion of the survey. The link is as follows:

<https://manpower-survey.vtc.edu.hk/>



If you have any queries, please feel free to contact the following hotline during 9:30 a.m. to 6:00 p.m. from Monday to Friday:

- ✧ For matters regarding completion and return of questionnaire(s), please contact **Ms LI** of **MSA** on 2598 0909.
- ✧ In case you want to approach the VTC directly, please contact **Mr Boris TAM** of the **VTC Manpower Survey (Statistical Team)** on 3907 6865.

Yours faithfully,

(KOO Tse-hau, Wellington)  
Chairman

Maritime Services Training Board

Encl.

(B). Questionnaire (with Explanatory Notes  
and Job Descriptions for Principal Jobs)

**CONFIDENTIAL**

WHEN ENTERED WITH DATA

填入數據後即成

**機密文件****VOCATIONAL TRAINING COUNCIL****職業訓練局****THE 2024 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY****海事服務業2024年人力調查**

The 2024 Manpower Survey of the Maritime Services (MS) aims at collecting manpower information of the industry concerned for formulating recommendations on future manpower training. Please kindly provide the information of your establishment as at **1<sup>st</sup> December 2024** by answering the questionnaire. Thank you.

海事服務業2024年人力調查旨在蒐集業內人力情況的最新資料，並按此為未來人力訓練制訂適當建議。懇請貴機構根據**2024年12月1日**的人力情況填寫此問卷。多謝合作。

**Establishment Information****機構資料**

(For official use)

Industry Code \_\_\_\_\_

**NATURE OF BUSINESS:**

業務性質

Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies  
船務代理及管理人；海外船公司駐港辦事處

Ship Owners of Sea-going Vessels  
遠洋輪船船東

Operators of Sea-going Vessels  
遠洋輪船營運者

Others, please specify  
其他，請註明

TOTAL NO. OF PERSONS ENGAGED: \_\_\_\_\_

僱員總人數

**Details of Contact Person\*****聯絡人資料\***

NAME OF PERSON TO CONTACT: \_\_\_\_\_

聯絡人姓名

POSITION: \_\_\_\_\_

職位

TEL. NO. : \_\_\_\_\_ - \_\_\_\_\_

電話

FAX NO. : \_\_\_\_\_

圖文傳真

E-MAIL : \_\_\_\_\_

電郵

\* The information provided will be used for the purpose of this and subsequent manpower surveys.  
所提供資料將用作是次及日後人力調查之用。

**Part I – Manpower Information**

**第一部份 – 人力情況**

Please complete columns ‘B’ to ‘G’ of the questionnaire according to the list of principal jobs by referring to Appendix B for job description of individual job.

請根據列表中的主要職務，並參考附錄B有關各種職務的工作說明來填寫表內‘B’至‘G’各欄。

**Principal Jobs (Full-time employees) 主要職務 (全職僱員)**

Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Posts on Board as at Survey Reference Date 在統計日期在船上的職位數目		(C) No. of Employees as at Survey Reference Date 在統計日期的僱員人數		(D) No. of Vacancies as at Survey Reference Date 在統計日期的空缺額	(E) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees) 在統計日期僱員的年齡分布 (本港僱員)				(F) Average Monthly Income (USD) (Hong Kong Employees) 平均每月收入(美元) (本港僱員)  Code 編號 1 \$1,000 or below或以下 2 \$1,001 - \$2,500 3 \$2,501 - \$4,000 4 \$4,001 - \$5,500 5 \$5,501 - \$7,000 6 \$7,001 - \$8,500 7 Over \$8,500 以上	(G) No. of Employees with Ex-seafaring Experience 具備海上工作經驗的僱員人數
		Hong Kong 本港*	Non-Hong Kong 非本港*	Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 – 55	56 – 64	65 or above 或以上		
e.g. 例子	Job Title A (10 posts on board, 5 employees employed in your establishment (2 are Hong Kong employees) and no vacancy) 職位甲(10名人員在船上工作，5名是貴機構的僱員(其中2名是本港僱員)及沒有空缺)	3	7	2	3	0	0	1	1	0	2	
<b>Officers 高級海員</b>												
<i>The ranking system on British ships is used. If the ranking system your company adopted is different from the one shown, please refer to Appendix B for job descriptions of principal jobs.</i> 主要職務是採用英國船隻的分級制度，如與貴機構現行的制度有異，請參閱附錄B有關主要職務的工作說明。												
101	Master 船長											
102	Chief Engineer 輪機長(大車)											
103	Chief Officer 大副(大伙)											
104	2nd Engineer 二管輪(二車)											
105	2nd Officer 二副(二伙)											
106	3rd Engineer 三管輪(三車)											
107	3rd Officer 三副(三伙)											
108	4th Engineer 四管輪(四車)											
109	Junior Engineer; Training Engineer 初級管輪(駕車); 初級管輪(初級車人)											
110	Deck Cadet 見習甲板高級海員											
111	Engine Cadet 見習輪機高級海員											
112	Electro-technical Officer 電氣技術員											
113	Refrigeration Engineer 冷凍師											
<b>Ratings 普通海員</b>												
201	Chief Petty Officer; Bosun 總隊長; 水手長											
202	Pumpman 泵工											
203	Fitter 機器打磨匠											
204	Sailor 水手											
205	Motorman 機工											
206	Rating (General Purpose) 普通海員(全能)											
207	Steward 管事											
208	Cook 廚師											
209	Laundry man 洗衣工人											

\* "Hong Kong" refers to Hong Kong permanent resident and "Non-Hong Kong" refers to non-Hong Kong permanent resident.  
「本港」是指擁有香港永久居民身份而「非本港」是指無擁有香港永久居民身份。

Serial No.

Job Code 職位編號	(A) Principal Job 主要職務 (See Appendix B) (參閱附錄 B)	(B) No. of Posts on Board as at Survey Reference Date 在統計日期在船上的職位數目		(C) No. of Employees as at Survey Reference Date 在統計日期的僱員人數		(D) No. of Vacancies as at Survey Reference Date 在統計日期的空缺額	(E) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees) 在統計日期僱員的年齡分布 (本港僱員)				(F) Average Monthly Income (HKD) (Hong Kong Employees) 平均每月收入(港元) (本港僱員)  Code 編號 1 \$12,000 or below 或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	(G) No. of Employees with Ex-seafaring Experience 具備海上工作經驗的僱員人數	
		Hong Kong 本港*	Non-Hong Kong 非本港*	Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 - 55	56 - 64	65 or above 或以上			
e.g. 例子	Job Title A (10 posts on board, 5 employees employed in your establishment (2 are Hong Kong employees) and no vacancy) 職位甲(10名人員在船上工作，5名是貴機構的僱員(其中2名是本港僱員)及沒有空缺)	3	7	2	3	0	0	1	1	0	2		
<b>Shore Based Personnel 岸上工作人員</b>													
<b>Administration; Management and Human Resource 行政、管理及人力資源</b>													
511	Managing Director; Chief Executive Officer; General Manager 董事總經理；行政總裁；總經理												
512	Fleet Manager; Marine Superintendent; Port Captain 航線經理；海事總監；駐岸船長												
513	Fleet Officer 航線主任												
514	Crew Manager 海員招募經理												
515	Crew Officer 海員招募主任												
<b>Business and Trade 商業及貿易</b>													
521	Marketing / Business Development Manager 市場拓展經理												
522	Ship Chartering / Sales and Purchase Manager 船舶租賃／買賣經理												
523	Ship Chartering / Sales and Purchase Representative 船舶租賃／買賣代表												
524	Shipbroker 船務經紀												
525	Sales Engineer 銷售工程師												
526	Customer Service Representative 客戶服務代表												
<b>Operations 營運</b>													
531	Port Manager; Stevedore Manager 港口經理；貨物裝卸經理												
532	Ship Agency Manager 船舶代理經理												
533	Freight Manager; Logistics Manager 貨運經理；物流經理												
534	Cargo Planner; Cargo Officer 貨物規劃員；貨物主任												
535	Warehouse and Distribution Manager 倉務及收發經理												
536	Boarding Officer 登船主任												
537	Stevedore 貨物操作員												
538	Pier Attendant; Pier Assistant 碼頭操作員；碼頭助理												
539	Crane Driver 起重機操作工												
540	Rigger 索具工												
<b>Technical and Consultancy 技術及顧問</b>													
601	Technical Manager; Technical Superintendent; Ship Repairs Manager; Ship Repairs Superintendent 技術經理；技術總監；船舶維修主管；船舶維修總監												

\* "Hong Kong" refers to Hong Kong permanent resident and "Non-Hong Kong" refers to non-Hong Kong permanent resident.  
「本港」是指擁有香港永久居民身份而「非本港」是指無擁有香港永久居民身份。

Job Code 職位編號	(A) Principal Job 主要職務 (See Appendix B) (參閱附錄 B)		(B) No. of Posts on Board as at Survey Reference Date 在統計日期在船上的職位數目		(C) No. of Employees as at Survey Reference Date 在統計日期的僱員人數		(D) No. of Vacancies as at Survey Reference Date 在統計日期的空缺額	(E) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees) 在統計日期僱員的年齡分布 (本港僱員)				(F) Average Monthly Income (HKD) (Hong Kong Employees) 平均每月收入(港元) (本港僱員)		(G) No. of Employees with Ex-seafaring Experience 具備海上工作經驗的僱員人數		
			Hong Kong 本港*	Non-Hong Kong 非本港*	Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 – 55	56 – 64	65 or above 或以上	Code 編號				
												1 \$12,000 or below或以下	2 \$12,001 - \$15,000		3 \$15,001 - \$20,000	4 \$20,001 - \$25,000
e.g. 例子	Job Title A (10 posts on board, 5 employees employed in your establishment (2 are Hong Kong employees) and no vacancy) 職位甲(10名人員在船上工作，5名是貴機構的僱員(其中2名是本港僱員)及沒有空缺)		3	7	2	3	0	0	1	1	0	2				

## Shore Based Personnel (CONTINUED) 岸上工作人員 (續)

## Technical and Consultancy (CONTINUED) 技術及顧問 (續)

602	Assistant Technical Manager; Assistant Technical Superintendent; Assistant Ship Repairs Manager; Assistant Ship Repairs Superintendent 助理技術經理；助理技術總監；助理船舶維修主管；助理船舶維修總監													
603	Ship Surveyor; Technical Consultant; Engineering Consultant 船舶檢驗師；技術顧問；工程顧問													
604	Marine Surveyor; Marine Consultant; Cargo Surveyor; Cargo Consultant 海運測量師；海運顧問；貨物測量師；貨物顧問													
605	Harbour Pilot 領港員													
606	Service Engineer 技術服務工程師													
607	Electrical Engineer 電機工程師													
608	Marine Engineer 輪機工程師													
609	Mechanical Engineer 機械工程師													
610	Ship Designer; Naval Architect 船舶設計師；造船工程師													
611	Draughtsman 繪圖員													
612	Electrical Engineering Technician 電機工程技術員													
613	Electronics Technician; Telecommunication Technician 電子技術員；通訊技術員													
614	Estimator 估計員													
615	Mechanical Engineering Technician 機械工程技術員													
616	Ship Repairs Supervisor; Ship Repairs Foreman 船舶維修監督；船舶維修管工													
617	Air-conditioning Mechanic; Sheet Metal Worker 空氣調節技工；薄片金屬構造工													
618	Carpenter 木工													
619	Electrician 電工													
620	GRP – Worker 玻璃纖維工													
621	Machinist 機床工													
622	Marine Pipeworker 船舶喉管工													
623	Painter 髹漆工													
624	Welder 焊接工													
625	Steel Worker (Boiler Maker / Steel Plater / Blacksmith) 鋼鐵工 (鍋爐工、造船鋼板工或鐵工)													

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「本港」是指擁有香港永久居民身份而「非本港」是指無擁有香港永久居民身份。

Serial No.

Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Posts on Board as at Survey Reference Date  在統計日期在船上的職位數目		(C) No. of Employees as at Survey Reference Date  在統計日期的僱員人數		(D) No. of Vacancies as at Survey Reference Date  在統計日期的空缺額	(E) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees)  在統計日期僱員的年齡分布 (本港僱員)				(F) Average Monthly Income (HKD) (Hong Kong Employees)  平均每月收入(港元) (本港僱員)  Code 編號 1 \$12,000 or below 或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	(G) No. of Employees with Ex-seafaring Experience  具備海上工作經驗的僱員人數
		Hong Kong 本港*	Non-Hong Kong 非本港*	Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 - 55	56 - 64	65 or above 或以上		
e.g. 例子	Job Title A (10 posts on board, 5 employees employed in your establishment (2 are Hong Kong employees) and no vacancy) 職位甲(10名人員在船上工作，5名是貴機構的僱員(其中2名是本港僱員)及沒有空缺)	3	7	2	3	0	0	1	1	0	2	
<b>Shore Based Personnel (CONTINUED) 岸上工作人員 (續)</b>												
<b>Marine Law and Insurance 海事法律及保險</b>												
701	Maritime Lawyer; Admiralty Lawyer 海事律師											
702	Maritime Arbitrator 海事仲裁員											
703	P&I/Insurance Manager; Claim Manager; Marine Expert 保險事務；申索經理；海事專家											
704	P&I / Insurance Officer; Claims Officer 保險事務；申索主任											
705	Marine Insurance Underwriter 海事保險核保人											
706	Insurance Broker 保險經紀人											
<b>Training and Education 教育及培訓</b>												
707	Professor; Lecturer; Instructor; Trainer 教授；講師；教導員；導師											
<b>Account and Finance 會計及財務</b>												
708	Ship Finance Manager 船舶融資經理											
709	Ship Leasing Manager 船舶租賃經理											
<b>Safety and Risk Management 安全及風險管理</b>												
710	Safety/Risk Manager; Auditor; OHSE Manager 安全經理；審計師；職業健康、安全、環境經理											
711	Safety Officer 安全主任											
712	Assistant Safety Officer / Safety Supervisor 助理安全主任／安全督導員											
<b>Other Staff of Supporting Services 其他支援員工</b>												
999	Other staff of supporting services, e.g., general human resources, finance, IT and administration works. 其他支援員工，例如參與一般人力資源、財務、資訊科技或其他行政工作											
<b>Other Staff Related to the Maritime Services Industry 其他相關海事服務業的員工</b>												

For Official Use

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## Part II 第二部份

### Expected Change in Future 未來變化

1. When comparing with the current situation, please indicate your views on the expected change. (Please tick in the box as appropriate)  
相對於現在，請指出 貴機構就以下各項目的預期變化。(請在適當的格內填上“✓”號)

#### In the next 2 years

##### 未來兩年

- (i) Business volume  
業務額

(a) Better  
較佳

(b) Stable  
穩定

(c) Worsen  
較差

(d) Uncertain  
不肯定

- (ii) Number of Full-time employees  
全職員工數目

(a) Increase  
增加

(b) Same  
不變

(c) Decrease  
減少

Please indicate the reasons leading to **“better” or “worse”**:  
請說明引起較佳或較差的原因：

\_\_\_\_\_

2. Other than the principal jobs in Part I, please indicate the new job position(s) that will be introduced in the future (if any) in order to meet the emerging trends of the industry. If existing jobs are foreseen to undergo drastic changes in job duties/job specifications, please also provide the information in the table below. (Please tick in the box as appropriate)  
除第一部分所列出的職位外，請指出 貴機構未來將會引入的新職位(如有)，以配合行業的新興趨勢。如現有職位將有職務或工作規範上的重大轉變，亦請填寫下表。(請在適當的格內填上“✓”號)

Job title 職位名稱	New Job 新職位	Existing Job 現有職位	Job Descriptions / Changes in Job Duties/Specifications 職位描述 / 職務或工作規範的轉變
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	

### New Recruitment 新聘僱員

3. Please state the number of full-time employees who were **newly recruited** in the past 12 months.  
(If there is no recruitment, please fill “0” in the box)  
請列出 貴機構在過去十二個月內**新招聘**的全職僱員人數。(如沒有招聘，請在方框內填上“0”)

	Officers 高級海員	Ratings 普通海員	Shore Based Personnel 岸上工作人員
(a) Total no. of recruits 總招聘人數			
(b) No. of new recruits with experience in Maritime Services industry 具海事服務業經驗的新招聘僱員人數			

**Employees Leaving the Establishment****僱員離職**

4. Please state the number of full-time employees who **left** in the **past 12 months**.  
(If there is no employees left, please fill "0" in the box)  
請列出 貴機構在過去十二個月內離職的全職僱員人數。(如沒有員工離職，請在方框內填上“0”)

	Officers 高級海員	Ratings 普通海員	Shore Based Personnel 岸上工作人員
No. of employees leaving the Company 離職的僱員人數			

**Highest Class of Certificate of Competency****最高級別的適任證書**

5. Please state the number of full-time **Hong Kong officers** holding each of the following as the highest class of certificate of competency.  
請列出本港高級海員持有以下為最高級別的適任證書的人數。

	Holding the following Certificate of Competency as Highest Class of Certificate of Competency 持有以下技能證書為最高級別的適任證書						Others 其他
	Deck Officer (Ocean-going) Class 3 遠洋船三級 駕駛員	Deck Officer (Ocean-going) Class 2 遠洋船二級 駕駛員	Deck Officer (Ocean-going) Class 1 遠洋船一級 駕駛員	Marine Engineer Officer (Ocean-going) Class 3 遠洋船三級 船舶輪機員	Marine Engineer Officer (Ocean-going) Class 2 遠洋船二級 船舶輪機員	Marine Engineer Officer (Ocean-going) Class 1 遠洋船一級 船舶輪機員	
101 Master 船長							
102 Chief Engineer 輪機長(大車)							
103 Chief Officer 大副(大伙)							
104 2nd Engineer 大管輪(二車)							
105 2nd Officer 二副(二伙)							
106 3rd Engineer 二管輪(三車)							
107 3rd Officer 三副(三伙)							
108 4th Engineer 三管輪(四車)							
109 Junior Engineer ; Training Engineer 初級管輪(幫車); 初級管輪(初級車人)							
110 Deck Cadet 見習甲板高級海員							
111 Engineer Cadet 見習輪機高級海員							
112 Electro-technical Officer 電氣技術員							
113 Refrigeration Engineer 冷凍師							

**Ships**  
**船隻**

6. Please indicate the number of ocean going vessels under ownership or management by type of ships and flags.  
請按船隻類型及所掛船籍旗，填寫擁有或管理遠洋輪的數目。

- (a) Type of vessels  
船隻類型

Type of ship 船隻類型	No. of Vessels as at Survey Reference Date 在統計日期的船隻數目	Forecasted No. of Vessels in 2025 2025年的預測船隻數目	Forecasted No. of Vessels in 2026 2026年預測的船隻數目
Tankers, Combination Carriers 油輪、油貨混合輪			
Bulk Carriers 散裝貨輪			
Container Vessels 貨櫃輪			
Other Cargo Ships 雜貨輪			
Passenger Ships 客輪			
Others, please specify 其他，請註明 _____			

- (b) Flags  
所掛船籍旗

Flags 所掛船籍旗	No. of Vessels as at Survey Reference Date 在統計日期的船隻數目	Forecasted No. of Vessels in 2025 2025年的預測船隻數目	Forecasted No. of Vessels in 2026 2026年預測的船隻數目
Liberia 利比里亞			
Panama 巴拿馬			
Marshall Islands 馬紹爾群島			
HKSAR 香港特別行政區			
Singapore 新加坡			
Malta 馬爾他			
China 中國			
Others, please specify 其他，請註明 _____			

**Manpower Training and Development****人力培訓及發展**

7. What type of training do you think the full-time personnel in the Maritime Services industry needs to enhance their skills in the next 12 months. (You may wish to tick “√” more than 1 option for each job category).

在未來十二個月內，閣下認為全職海事服務業從業員須接受以下哪類培訓？（每職務分類可剔選“√”多個選項）。

<u>Training</u> 培訓	Officers 高級海員	Ratings 普通海員	Shore Based Personnel 岸上工作人員
<b>A. General Management Skills 一般管理技能</b>			
(i) Principles of management (e.g. problem solving, decision making, leadership, crisis management) 管理技能 (如解決問題、決策、領導才能及危機管理)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Facilitation skills/ People Relationship Management 引導技能／人際關係管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Knowledge on ESG (Environmental, social and governance) ESG (環境、社會和管治) 知識	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>B. Trade Specific Skills 業內專業技能</b>			
(i) Preparatory course for various classes of Certificate of Competency (Deck Officer/Marine Engineer) 不同級別的適任證書(甲板高級船員／輪機師)備試課程	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) International Code of Safety for Ships using Gases or other Low-flashpoint Fuels (IGF Code) related training 《國際船舶使用氣體或其他低閃點燃料安全章程》相關培訓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Basic ship knowledge (e.g. ship stability and ship machinery) 基礎船舶知識 (例如船舶穩定性及船上機械)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Practical knowledge on marine claims and insurance 海事索償和保險實務培訓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>C. Generic Skills 通用技能</b>			
(i) Communication Skills 溝通技巧	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Data Analysis 數據分析	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Problem Solving Skills 解決問題技巧	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Information Technology 資訊科技	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>D. Others 其他</b>			
Please specify: 請說明:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>No such level of staff</i> <i>沒有相關職級員工</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**End of Questionnaire. Thank You for Your Co-operation.**

問卷完，多謝合作。

**The 2024 Manpower Survey of the Maritime Services Industry**  
**海 事 服 務 業 2 0 2 4 年 人 力 調 查**

Explanatory Notes  
附註

**Part I**  
第一部份

1. Principal Jobs - Column 'A'  
主要職務—— 'A' 欄

- (a) Please go through column 'A' and mark those principal jobs applicable to your company. For detailed job descriptions for principal jobs, please refer to Appendix B.  
請瀏覽 'A' 欄，選取適用於 貴機構的主要職務。有關詳細的工作說明，請參閱附錄 B。
- (b) Please note that some of the job titles may not be the same as those used in your company. Please classify an employee according to his/her major duty and supply the required information if the jobs have similar or related functions.  
調查表內部分職稱可能有別於 貴機構所採用。請根據僱員的主要職責分類。若員工職責與表內某職務的職責相近，可視作相同職務，請提供所需資料。
- (c) In the event that an employee's duties in your company are split between two or more job titles, please use the job title that best describes his/her principal responsibility.  
如 貴機構有員工身兼多項職責，請選用最能反映其主要職責的職稱。
- (d) Please add in column 'A' titles of any principal jobs not mentioned in job descriptions (Appendix B); briefly describe them with respect of the appropriate job categories.  
如 貴機構另有海事服務業的主要職務未載於工作說明（附錄 B），請一併填入 'A' 欄內，並簡述其所屬的職務類別及等級。

2. Number of Posts on Board as at Survey Reference Date - Column 'B'  
在統計日期在船上的職位數目 —— 'B' 欄

For each principal job, please fill in the total number of Hong Kong and non-Hong Kong posts on board (including the employees from subcontractors) as at survey reference date.  
請填寫 貴機構於統計參考日期僱用的每個主要職務在船上的本港及非本港職位總數（包括來自外判公司的員工）。

3. Number of Employees as at Survey Reference Date - Column 'C'  
在統計日期的僱員人數 —— 'C' 欄

For each principal job, please fill in the total number of Hong Kong and non-Hong Kong full-time employees as at the survey reference date.

"Full-Time Employees" refer to those working full-time (i.e. at least 4 weeks a month, and not less than 18 hours each week) under the payroll of the company. These include proprietors and partners working full-time for the company. These definitions also apply to 'full-time employee(s)' appearing in other parts of the questionnaire.  
請填寫 貴機構於統計日期僱用的每個主要職務的的本港及非本港全職僱員總數。

「全職僱員」指在 貴機構內全職工作（即每月最少四週、每週不少於十八小時）的受薪人員，其中包括在機構內全職工作的東主及合夥人。調查表內所出現的「全職僱員」等詞，定義亦同。

**Part I (continued)**

**第一部份 (續)**

**4. Number of Vacancies as at Survey Reference Date - Column 'D'**

在統計日期的空缺額——‘D’欄

Please fill in the number of existing full-time vacancies as at the Survey Reference Date. ‘Vacancies’ refer to those unfilled, immediately available job openings for which the company is actively trying to recruit personnel as at the survey reference date.

請填上在統計日期每一主要職務的全職空缺額。「空缺額」是指該職位於統計參考日期仍懸空，須立刻填補，而現正積極招聘人員填補。

**5. Age Distribution of Employees as at Survey Reference Date - Column 'E'**

在統計日期的僱員年齡分布——‘E’欄

Please indicate the age range distribution of Hong Kong full-time employees.

請指出 貴機構本港全職僱員的年齡分布。

**6. Average Monthly Income (USD) of Employees - Column 'F'**

本港僱員之平均每月收入(美元)——‘F’欄

Please enter the code of the average monthly income (USD) during the past 12 months for each principal job of Hong Kong full-time employee(s). This should include basic salary, overtime pay, cost of living allowance, meal allowance, housing allowance, travel allowance, commission and bonus. If you have more than one employee doing the same job, please enter the average range.

請在‘F’欄填入每個主要職務的本港全職僱員過去 12 個月平均每月收入(美元)的編號。這包括底薪、逾時工作津貼、生活津貼、膳食津貼、房屋津貼、旅行津貼、佣金及花紅。如 貴公司有多於一名僱員擔任同一主要職務，則請取平均收入。

**7. No. of Employees with Ex-seafaring Experience - Column 'G'**

具備海上工作經驗的僱員人數——‘G’欄

Please indicate the no. of shore based personnel with ex-seafaring experience.

請指出 貴機構具備海上工作經驗的僱員人數。

**Part II**  
**第二部份**

8. Question 1 - Expected Change in Future

問題 1 — 未來變化

When comparing with the current situation, please indicate your views on the expected change in the next 2 years.  
相對於現在，請指出 貴機構預計在未來兩年之預期變化。

- (i) Business volume and provide the reasons leading to the better or worsen.  
業務額及指出引起較佳或較差的原因。
- (ii) Number of Full-time employees  
全職員工數目

9. Question 2 – New Job Position

問題 2 — 新職位

- ◆ Please indicate the new job position(s) that will be introduced in the future (if any) in order to meet the emerging trends of the industry.  
請指出 貴機構未來將會引入的新職位(如有)，以配合行業的新興趨勢。
- ◆ Please indicate the existing jobs that are foreseen to undergo drastic changes in job duties/job specifications.  
請指出 貴機構預計將有職務或工作規範上重大轉變的現有職位。

10. Question 3 - New Recruitment

問題 3 — 新聘僱員

- ◆ Please fill in the total number of full-time employees who were newly recruited in the past 12 months.  
請填寫 貴機構在過去十二個月內新招聘的全職僱員總人數。
- ◆ Please fill in the number of new recruits with experience in Maritime Services industry.  
請填寫 貴機構的新招聘中，具海事服務業經驗的新招聘僱員人數。

11. Question 4 – Employees who had left the company

問題 4 — 已離職僱員

Please fill in the number of full-time employees who had left in the past 12 months.  
請填寫 貴機構過去十二個月內，全職僱員的離職人數。

12. Question 5 – Highest Class of Certificate of Competency

問題 5 — 最高級別的適任證書

For each principal job under the category of “Hong Kong Officers”, please enter the number of employees among different classes of CoC, based on the highest qualification they are holding.

請就每一項屬於「本港高級海員」的主要職務，根據其持有的最高資歷，於每類適任證書填寫持有相關資歷的僱員人數。

**Part II (continued)**

**第二部份 (續)**

13. Question 6 – Ship

問題 6 – 船隻

Please indicate the number of ocean going vessels under ownership or management by type of ships and flags.  
請按船隻類型及所掛船籍旗填寫 貴機構擁有或管理遠洋輪的數目。

- ◆ Please fill in the number of vessels as at survey reference date.  
請填寫 貴機構在統計日期的船隻數目。
- ◆ Please fill in the number of vessels forecasted in 2025.  
請填寫 貴機構在 2025 年預測的船隻數目。
- ◆ Please fill in the number of vessels forecasted in 2026.  
請填寫 貴機構在 2026 年預測的船隻數目。

14. Question 7 – Training areas

問題 7 – 培訓範疇

Please indicate the future training areas required for full-time personnel in the Maritime Services industry in the next 12 months

請指出全職海事服務業從業員在未來十二個月所需要的培訓範疇。

**2024 Manpower Survey of the Maritime Service Industry**  
**海事服務業 2024 年人力調查**

**Description for the Principal Jobs**  
**- Ocean Going Sector -**  
**主要職務的工作說明**  
**- 遠洋業 -**

**Job level 技能級別**

**M: Managerial and Executive Level 管理及行政職級;**

**A: Assistant and Non-Executive Level 助理及非行政職級**

Code 編號	Principal Job 主要職務	Job Description 工作說明
<b>OFFICERS 高級海員</b>		
101	Master 船長	Takes complete charge of the ship. 負責掌管全船。
102	Chief Engineer 輪機長 (大車)	Plans, co-ordinates and directs the engineering department. 策劃、統籌及指揮輪機部。
103	Chief Officer 大副 (大伙)	Plans, co-ordinates and directs the deck department, and loading and unloading of cargo. Keeps navigational watch. 策劃、統籌及指揮甲板部與貨物的裝卸。航行值班。
104	2nd Engineer 大管輪 (二車)	Controls, and participates in the operation, maintenance and repair of machinery as directed. Keeps engine-room watch and directs subordinates. 根據指示, 管理及參予輪機的操作與維修, 機房值班及指揮下屬。
105	2nd Officer 二副 (二伙)	Performs deck duties as directed. Keeps navigational watch and undertakes additional navigational duties. 根據指示, 擔當甲板職務。航行值班及從事其他航行職務。
106	3rd Engineer 二管輪 (三車)	Controls, and participates in the operation, maintenance and repair of machinery as directed. Keeps engine-room watch. 根據指示, 管理及參予輪機的操作與維修。機房值班。
107	3rd Officer 三副 (三伙)	Performs deck duties as directed. Keeps navigational watch and undertakes additional safety duties. 根據指示, 擔當甲板職務。航行值班及從事其他安全職務。
108	4th Engineer 三管輪 (四車)	Controls, and participates in the operation, maintenance and repair of machinery and undertakes engine-room duties as directed. Keeps engine-room watch. 根據指示, 管理及參予輪機的操作與維修, 擔當機房職務。機房值班。
109	Junior Engineer ; Training Engineer 初級管輪 (幫車); 初級管輪 (初級車人)	Assists and participates in the operation, maintenance and repair of machinery as directed. Day work only. 根據指示, 協助及參予輪機的操作與維修。非值班船員。
110	Deck Cadet 見習甲板高級海員	Understudies deck officer's and navigational duties under the direction of the Chief Officer. 按照大副所指示學習擔當甲板高級船員的甲板工作及航行職務。

Code 編號	Principal Job 主要職務	Job Description 工作說明
111	Engineer Cadet 見習輪機高級海員	Understudies engineer officer's duties in engine-room and operation, maintenance and repair of machinery under the direction of the 2nd Engineer. 按照大管輪所指示學習擔當大管輪高級船員的機房職務及操作、保養和維修機械。
112	Electro-technical Officer 電氣技術員	Operates and maintains radio / electronic / electrical equipment. 操作及保養電訊／電子／電氣設備。
113	Refrigeration Engineer 冷凍師	Controls and participates in the maintenance and operation of refrigeration machinery. Monitors refrigerated cargo compartments. 監管、參予維修及操作冷凍機的工作。管理冷藏貨物艙。
<b>RATINGS 普通海員</b>		
201	Chief Petty Officer ; Bosun 總隊長；水手長	Supervises general purpose ratings engaged in duties on deck, cargo space, in the engine-room and general cleaning and maintenance work aboard ship. 督導全能海員從事甲板、貨艙與機房的職務，以及船上的清潔維修工作。
202	Pumpman 泵工	Operates, maintains and repairs cargo/ballast pumps and related machinery. 操作、維修和保養貨物／壓艙水泵及有關機械。
203	Fitter 機器打磨匠	Assists engineers to repair and maintain pumps and machinery. 協助輪機員維修和保養水泵及機械。
204	Sailor 水手	Carries out duties of berthing, anchoring, other mooring operations and cargo handling under the supervision of bosun or deck officer. 在水手長或甲板部高級海員督導下從事碼頭靠泊、下錨、其他繫泊和處理貨物的工作。
205	Motorman 機工	Carries out engineering maintenance work under the supervision of marine engineer officer. 在輪機部高級海員督導下從事維修機械的工作。
206	Rating (General Purpose) 普通海員（全能）	Carries out duties of berthing/unberthing, watchkeeping duties on deck/bridge and in engine-room, cleaning and maintenance work on deck and in cargo spaces/engine-room, and assists engineers to repair and maintain machinery. 執行繫泊／起航工作、甲板／駕駛台和機房的值班職務、甲板／貨艙和機房的清潔保養工作，及協助輪機員維修和保養機械。
207	Steward 管事	Serves meals, attends needs of officers and passengers and maintains cleanliness of accommodation. 上菜、照顧乘客及高級海員的需要，清潔居室。
208	Cook 廚師	Supervises and undertakes preparation of meals. 督導及從事膳食烹製。
209	Laundry man 洗衣工人	Performs duties of washing, drying and ironing linen. 擔任洗滌、晾乾及熨平亞麻布織物的職務。

Code 編號	Principal Job 主要職務	Job Description 工作說明
<b>ADMINISTRATION; MANAGEMENT AND HUMAN RESOURCE 行政、管理及人力資源</b>		
511 M	Managing Director ; Chief Executive Officer ; General Manager 董事總經理；行政總裁；總經理	Assumes full responsibility of overall management and development; formulates company strategies, sets guidelines, targets, and makes corporate decisions; monitors the performance of various departments; reports to the Board of Directors overall company policies. 全權負責公司的整體管理及發展；制定公司策略、方針及目標，並為公司作出決定；監管各部門的運作；向董事會提交有關公司整體政策的報告。
512 M	Fleet Manager ; Marine Superintendent ; Port Captain 航線經理；海事總監；駐岸船長	Oversees all operational aspects and budgetary control of the company's vessels; ensures that they are operated safely, economically and efficiently maintained to a standard that allows them to fulfil operational requirements of either the organisation or charter parties and/or other commercial contracts. 監察公司所有船隻的運作事宜及財務控制，確保船隻運作安全、成本合理、有效率，以符合機構、租賃方及／合約要求的運作水平。
513 A	Fleet Officer 航線主任	Supervises and handles all operational issues related to company's vessels, e.g. keeps records on voyage and maintenance of vessels, monitors fuel costs; administers port disbursements; assists the Manager/Superintendent in reviewing vessels' cargo stowage/loading & discharging plan and vessels' overall performance. 督導及處理所有與公司船隻有關的運作事宜，例如：保存航行及保養記錄，監察燃料開支，處理港口費，協助經理／總監檢視貨物裝載／卸貨計劃，及船隻的整體表現。
514 M	Crew Manager 海員招募經理	Oversees crew recruitment, deployment to vessel, scheduling, and regular training and development; takes care of on-going management and administrative duties of seafarers, such as payroll, travel arrangements, insurance and health schemes. 監察海員招募工作，船員調配、編更、恆常培訓及發展；處理其他日常與船員相關的管理及行政工作，例如發薪、交通安排、保險及醫療計劃等。
515 A	Crew Officer 海員招募主任	Supervises and executes general crew administration, including payroll, travel arrangements, insurance and certificates of crew members; co-ordinates timely crew changes. 督導及執行一般海員行政工作，包括發薪、交通安排、保險、海員證書；協調船員按時地換班。
<b>BUSINESS AND TRADE 商業及貿易</b>		
521 M	Marketing / Business Development Manager 市場拓展經理	Develops, implements and executes strategic marketing plans for the company in order to attract prospective customers and retain existing ones. 制定、實施和執行策略性市場推廣計劃，以吸引潛在客戶並保留現有客戶。
522 M	Ship Chartering / Sales and Purchase Manager 船舶租賃／買賣經理	Handles all aspects of chartering/sales and purchase activities (e.g. identifies chartering/sales and purchase opportunities, evaluates returns, negotiate rates and terms) to meet the profit/sales target of the company. 處理所有船舶租賃／買賣活動（例如：物色租賃／買賣的機會、評估回報、協商價格及條款），以達成公司訂下的利潤／銷售目標。
523 A	Ship Chartering / Sales and Purchase Representative 船舶租賃／買賣代表	Supports chartering/sales and purchase activities to meet the profit/sales target of the company. 支援船舶租賃／買賣活動，以達成公司訂下的利潤／銷售目標。

Code 編號	Principal Job 主要職務	Job Description 工作說明
524 M	Shipbroker 船務經紀	Liaises with ship owners, ship operators and cargo owners to facilitate the sale, purchase and chartering of vessels; provides market information for sale or chartering of vessels; handles payment and drafts contracts and relevant documents. 聯繫船東、船舶營運人、貨主以促成船舶買賣及出租；提供與船隻租賃或買賣相關的市場資訊；處理付款、草擬合同和相關文件等。
525 M	Sales Engineer 銷售工程師	Uses technical knowledge to manage sales of marine products/services. 利用行業專業知識，處理海事產品／服務的銷售工作。
526 A	Customer Service Representative 客戶服務代表	Interacts with customers on behalf of the company; provides information about services offered by the company; responds to customers' enquires and complaints. 代表公司與客戶聯繫，提供公司相關服務的資訊給客戶，處理客戶查詢及投訴。
<b>OPERATIONS 營運</b>		
531 M	Port Manager ; Stevedore Manager 港口經理；貨物裝卸經理	Oversees and co-ordinates a range of port activities including loading/unloading ships (or boarding/alighting of passengers), cargo/baggage storage, tug and pilot services with a view to optimise resource use, minimise costs and comply with relevant regulations. (The scope of "Stevedore Manager" may confine to the supervision of loading/unloading activities.) 監察及協調一系列的港口活動，包括裝卸船上貨物(或安排乘客上落船隻)、儲存貨物／行李、拖輪及領港服務等，以達致理想的資源運用、控制成本及符合法規要求。(「貨物裝卸經理」的工作範疇或只限於監督與船上貨物裝卸相關的活動。)
532 M	Ship Agency Manager 船舶代理經理	Liaises with port officials and terminal operators to plan effective cargo operations when the vessel arrives the port; carries out any arrangements as required by the shipping lines, ship-owners and ship-masters. 當負責船隻進入港口，聯繫港口管理人員、碼頭營運者以規劃有效的貨物處理工序；應船公司、船主或船長要求，執行其他相關安排。
533 M	Freight Manager ; Logistics Manager 貨運經理；物流經理	Oversees the transportation (in particular ocean freight shipments) of goods from suppliers to distributors; ensures the shipping methods are safe, efficient and cost-effective. 監察由供應商到分發商的運輸過程(特別是涉及海運的部份)。確保運輸方式安全、有效率及符合成本效益。
534 A	Cargo Planner ; Cargo Officer 貨物規劃員；貨物主任	Assesses the nature of goods and the situation of the vessels to ensure that any loading or discharging is done safely and efficiently; solve stowage-related problems; communicates with port operatives to assign destinations for the cargo. 評估貨物性質及船隻狀況，安全及有效率地安排裝卸貨物，解決與裝載相關的問題，就貨物存放地點與港口操作人員溝通。
535 M	Warehouse and Distribution Manager 倉務及收發經理	Plans and manages the receiving, storage and distribution of goods and the overall operation of a warehouse; keeps track of stock levels, delivery times and transport costs. 規劃和管理物流、倉庫及運輸；監管庫存狀況、交貨時間、運輸成本。
536 A	Boarding Officer 登船主任	Facilitates the smooth entry and departure of the assigned ships; ensures that they fulfil statutory formalities and required declarations. 協助負責船隻暢順進出港口，確保船隻符合法規及各項申報要求。
537 A	Stevedore 貨物操作員	Loads and unloads the cargo of ships in a port. 於港口裝卸船上貨物。
538 A	Pier Attendant ; Pier Assistant 碼頭操作員；碼頭助理	Provides general support to the operations of a pier; may involve cleaning, basic maintenance and customer services duties. 支援碼頭一般運作，或涉及清潔、基本保養及客戶服務等工作。

Code 編號	Principal Job 主要職務	Job Description 工作說明
539 A	Crane Driver 起重機操作工	Operates various types of cranes. 操作各類起重機。
540 A	Rigger 索具工	Assists in lifting, handling various tools, work pieces and equipment, building workbenches, maintaining rigging, pulleys and buckles. 協助吊重，搬運各種工具、工件及設備；搭建工作台架；保養索具、滑車及卸扣。
<b>TECHNICAL AND CONSULTANCY 技術及顧問</b>		
601 M	Technical Manager ; Technical Superintendent ; Ship Repairs Manager ; Ship Repairs Superintendent 技術經理；技術總監； 船舶維修主管；船舶維修總監	Plans and organises vessels' repair works, conducts survey inspections, controls budgets and spares procurement. 規劃及安排船舶維修保養，進行船舶檢測，控制成本及採購船舶相關部件。
602 M	Assistant Technical Manager ; Assistant Technical Superintendent ; Assistant Ship Repairs Manager ; Assistant Ship Repairs Superintendent 助理技術經理； 助理技術總監； 助理船舶維修主管； 助理船舶維修總監	Supervises and execute vessel repair plans and spares procurement; assists the Manager/Superintendent in sorting out technical problems encountered during the course of work. 督導及執行船舶維修計劃及部件採購工作，協助經理／總監處理日常工作遇到的技術問題。
603 M	Ship Surveyor ; Technical Consultant ; Engineering Consultant 船舶檢驗師；技術顧問； 工程顧問	Conducts inspections/examinations of vessels to assess, monitors and reports on their condition, inspects equipment intended for new or existing vessels to ensure compliance with various standards or specifications. 檢查／測試船隻以評估、監察及報告船隻狀況，檢查供新船／現有船隻使用的設備以確保符合水平／規格。
604 M	Marine Surveyor; Marine Consultant ; Cargo Surveyor ; Cargo Consultant 海運測量師；海運顧問； 貨物測量師；貨物顧問	Verifies the condition of cargo; investigates cargo loss or damage; provides technical advice for insuring or transporting goods. 核實貨物狀況，調查貨損，就投保或運送貨物提供技術意見。
605 M	Harbour Pilot 領港員	Accompanies and gives navigational advice to the Captains when the sea-going vessels enter or leave Hong Kong to ensure their safe navigation within Hong Kong waters. 在遠洋船隻抵港或離港時陪同船長，給予航行意見，確保船隻在香港水域內安全航行。
606 M	Service Engineer 技術服務工程師	Uses technical knowledge to provide after-sales services related to ship machinery, equipment and other marine products. 利用行業專業知識，為船舶機械、設備及其他海事產品提供售後服務。
607 M	Electrical Engineer 電機工程師	Carries out research on electrical engineering problems; designs electrical systems and plans and supervises their construction, installation, operation, maintenance and repair, and advises one's own company or clients on electrical engineering matters. 研究電機工程問題；設計電氣系統，策劃與監督系統的建造、裝設、操作、保養及修理；向公司或客戶提供關於電機工程的意見。

Code 編號	Principal Job 主要職務	Job Description 工作說明
608 M	Marine Engineer 輪機工程師	Studies, designs and advises on propulsion systems, power plants, heating and ventilating systems, steering gear, pumps, and other mechanical and electrical equipment, construction, installation, maintenance and repair. 研究、設計及就船舶推進系統、動力裝置、暖氣與通風系統、操舵裝置、泵、其他機械與電機設備的建造、裝設、保養及修理提供專業意見。
609 M	Mechanical Engineer 機械工程師	Carries out research on mechanical engineering problems; designs and advises on mechanically functioning, plant and equipment; and plans and supervises their development, manufacture, construction, installation, operation, maintenance and repair. 研究機械工程問題；設計機械設備，並提供專業意見。計劃及監督機械設備的發展、生產、建造、裝設、操作、保養及修理。
610 M	Ship Designer ; Naval Architect 船舶設計師；造船工程師	Studies and prepares specifications for shipbuilding, conversion or repair. Studies, designs, and advises on the hulls and superstructures. Plans and supervises and be responsible for the overall design, their development, construction, maintenance and repair. 研究及編製建造新船、改裝船舶或修船的規格。研究、設計及就輪船的船身及上層結構提供專業意見。策劃、監督及負責輪船的全面設計、發展、構造、保養及修理。
611 A	Draughtsman 繪圖員	Prepares structural, layout, detail and assembly drawings or circuit diagrams for the maintenance and repair of plants, equipment and ship structures. 繪製結構圖、配置圖、明細圖、裝配圖或線路圖，用以保養及維修船隻結構、船上裝置及設備。
612 A	Electrical Engineering Technician 電機工程技術員	Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, development, installation, operation, maintenance and repair of electrical systems and equipment. 單獨或在合資格工程師指導下，擔任技術性工作，從事設計、發展、安裝、操作、保養及修理電機裝置及設備。
613 A	Electronics Technician; Telecommunication Technician 電子技術員；通訊技術員	Carries out installation and repairing of marine electronic/ telecommunication equipment. 安裝及修理船用電子／通訊設備。
614 A	Estimator 估計員	Obtains basic data and set up detailed cost sheets for materials, overhead and labour in the preparation of tenders for shipbuilding and repair work; takes off quantities for work. 獲取基本資料，並詳細開列工料成本及雜項開支，以備競投船舶建造與修理工程之用。計算工程進度。
615 A	Mechanical Engineering Technician 機械工程技術員	Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, development, construction, installation, efficient operation, maintenance and repair of mechanical plant and equipment. 單獨或在合資格工程師指導下，擔任技術性工作，從事設計、發展、安裝、操作、保養及修理機械裝置及設備。
616 M	Ship Repairs Supervisor ; Ship Repairs Foreman 船舶維修監督；船舶維修管工	Controls groups or teams of craftsmen or other works to support the repair and maintenance of ships. 管理若干組／隊的技工或其他工人，以支援船舶維修及保養。
617 A	Air-conditioning Mechanic ; Sheet Metal Worker 空氣調節技工； 薄片金屬構造工	Fits, assembles, erects, installs, commissions, services, operates, maintains and repairs air-conditioning plant and during fitted on-board ships. 安裝、組合、裝配、設置、測試、檢修、操作、保養及維修船上的空氣調節系統及風槽。

<b>Code 編號</b>	<b>Principal Job 主要職務</b>	<b>Job Description 工作說明</b>
618 A	Carpenter 木工	Constructs and repairs wooden vessels, and carries out structural wood work. 建造及修理木船，並從事與船舶建造有關的木工。
619 A	Electrician 電工	Tests, overhauls and installs electrical plant and equipment, and wiring for power and lighting. 測試、檢查及安裝電氣設備和供電及照明的佈線。
620 A	GRP – Worker 玻璃纖維工	Constructs, repairs and assembles vessels and articles from glass reinforced plastic material (GRP). 使用玻璃纖維建造、修理及組合船隻與用具。
621 A	Machinist 機床工	Sets up and operates machine tools, to machine parts according to drawings and specifications. 調較與操作機床，並依據圖則與規格機製零件。
622 A	Marine Pipeworker 船舶喉管工	Fabricates, assembles, installs, maintains and repairs piping systems on board ships. 負責船舶上各種喉管系統的構造、組合、安裝、保養和修理。
623 A	Painter 髹漆工	Undertakes surface preparations and painting works on ships. 負責船舶的表面處理及髹漆工作。
624 A	Welder 焊接工	Performs cutting, joining and depositing of metal by means of welding. 以焊接法切割、接合及補焊金屬。
625 A	Steel Worker (Boiler Maker / Steel Plater / Blacksmith) 鋼鐵工（鍋爐工、造船鋼板 工或鐵工）	Carries out the fabrication and erection of steel structures on marine crafts. 建造、裝設與修理船舶鋼鐵結構。
<b>MARINE LAW AND INSURANCE 海事法律及保險</b>		
701 M	Maritime Lawyer; Admiralty Lawyer 海事律師	Advises clients on legal issues and disputes under marine law and the related rules and conventions; draws up legal documents; represents clients in legal proceedings. 按海事法律及相關的規則和公約，在各類法律問題和糾紛上為客戶作出建議、起草法律文件，及在法律訴訟代表客戶。
702 M	Maritime Arbitrator 海事仲裁員	Studies evidence, determines liability, encourages communications between disputants and tries to bring them to a settlement before an official hearing takes place; prepares settlement agreements for settled cases. 研究證據，釐定各方責任，鼓勵爭議各方透過溝通，於進行法律聆訊前達成和解協議，並就和解個案預備協議書。
703 M	P&I / Insurance Manager ; Claims Manager ; Marine Expert 保險事務；申索經理； 海事專家	Identifies and analyses risks associated with policies, manages claims or provide expert advice, minimises risk of financial loss and achieves target budgets of the company. 識別及分析保單涉及的風險，管理保險申索，或提供專業意見，減低公司的損失及配合公司財務預算。
704 A	P&I / Insurance Officer ; Claims Officer 保險事務；申索主任	Administers insurance policies, records and claims; processes information on incidents pertaining to the policies. 處理保單、保留記錄及申索，審核與保單相關的事務資料。
705 A	Marine Insurance Underwriter 海事保險核保人	On behalf of the insurance companies, assesses the risks involved in the insurance/reinsurance policies applied and decides on whether the company should accept these risks. 代表保險公司為申請者的投保/再投保的風險作評估，決定公司是否接受該些風險。
706 A	Insurance Broker 保險經紀人	On behalf of the clients (i.e. the insured), assesses their insurance needs and identify the most suitable insurance policies for them. 代表客戶(即受保人)，評估客戶的保險需求，為他們尋找最合適的保險方案。

Code 編號	Principal Job 主要職務	Job Description 工作說明
<b>TRAINING AND EDUCATION 教育及培訓</b>		
707 M	Professor ; Lecturer ; Instructor ; Trainer 教授 ; 講師 ; 教導員 ; 導師	Teach students in academic/vocational subjects related to the maritime services industry at different levels; may also conduct research and publish papers relevant to maritime studies. 教導不同程度的學生與海事服務業相關的學術／職業科目，或會同時進行相關的學術研究及發表論文／文章。
<b>ACCOUNT AND FINANCE 會計及財務</b>		
708 M	Ship Finance Manager 船舶融資經理	Assesses risks and asset value for offering of mortgages, loans and other credit facilities in relation to purchase of second-hand vessels or new buildings. 評估風險及資產價值，以提供與購買二手船隻／新造船隻相關的抵押、借貸及其他類別的信貸服務。
709 M	Ship Leasing Manager 船舶租賃經理	Assesses risks and asset value for offering of ship leasing contracts in relation to new buildings. 評估風險及資產價值，以提供與新造船隻相關的船舶租賃合約。
<b>SAFETY AND RISK MANAGEMENT 安全及風險管理</b>		
710 M	Safety / Risk Manager ; Auditor ; OHSE Manager 安全經理 ; 審計師 ; 職業健康、安全、環境經理	Assesses health, safety and environmental risks at the workplace, devises a mechanism/ workflow for prevention of accidents, carries out audit checks to ensure that the risk management mechanism is implemented properly. 評估工作間的健康、安全及環境風險，訂立機制／流程以預防意外，透過審核確保風險管理機制妥善執行。
711 A	Safety Officer 安全主任	Assists to promote the safety and health of persons employed at the workplace, including the inspection of workplace, equipment or works processes to identify any risks and to advise on preventive measures; investigates accidents and dangerous occurrences and makes recommendations to prevent similar accidents. 協助於工作場所進行促進僱員安全及健康的工作，包括視察工作場所、設備或一般鑒別工作危險的程序，並就預防措施提供意見；調查意外及危險事故的成因，並就如何避免發生同類意外提供意見。
712 A	Assistant Safety Officer / Safety Supervisor 助理安全主任／安全督導員	Assists the Safety Officer in promoting safety and health of persons employed at the workplace. Advises employees on safety standards, and supervises the observance of such standards for the promotion of safety at work. Implementing industrial safety training. 協助安全主任，進行促進工作場所僱員安全及健康的工作；向員工提供有關安全標準的意見，並監督這些標準的切實執行，以促進工作安全。推行工業安全訓練。
<b>OTHER STAFF OF SUPPORTING SERVICES 其他支援員工</b>		
999	Other staff of supporting services, e.g. general human resources, finance, IT and administration works. 其他支援員工，例如參與一般人力資源、財務、資訊科技或其他行政工作	

**CONFIDENTIAL**

WHEN ENTERED WITH DATA

填入數據後即成

**機密文件****VOCATIONAL TRAINING COUNCIL****職業訓練局****THE 2024 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY****海事服務業2024年人力調查**

The 2024 Manpower Survey of the Maritime Services (MS) aims at collecting manpower information of the industry concerned for formulating recommendations on future manpower training. Please kindly provide the information of your establishment as at **1<sup>st</sup> December 2024** by answering the questionnaire. Thank you.

海事服務業2024年人力調查旨在蒐集業內人力情況的最新資料，並按此為未來人力訓練制訂適當建議。懇請貴機構根據**2024年12月1日**的人力情況填寫此問卷。多謝合作。

**Establishment Information****機構資料**

(For official use)

Industry Code \_\_\_\_\_

**NATURE OF BUSINESS:**

業務性質

Ship Owners and Operators of Vessels Moving between  
Hong Kong and the Ports in Pearl River Delta  
往來香港與珠江三角洲港口的船隻船東及營運者

Others, please specify  
其他，請註明

TOTAL NO. OF PERSONS ENGAGED: \_\_\_\_\_

僱員總人數

**Details of Contact Person\*****聯絡人資料\***

NAME OF PERSON TO CONTACT: \_\_\_\_\_

聯絡人姓名

POSITION: \_\_\_\_\_

職位

TEL. NO.: \_\_\_\_\_

電話

FAX NO.: \_\_\_\_\_

圖文傳真

E-MAIL : \_\_\_\_\_

電郵

\* The information provided will be used for the purpose of this and subsequent manpower surveys.  
所提供資料將用作是次及日後人力調查之用。

Part I – Manpower Information

第一部份 – 人力情況

Please complete columns 'B' to 'F' of the questionnaire according to the list of principal jobs by referring to Appendix B for job description of individual job.

請根據列表中的主要職務，並參考附錄B有關各種職務的工作說明來填寫表內'B'至'F'各欄。

Principal Jobs (Full-time employees) 主要職務 (全職僱員)

Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Employees as at Survey Reference Date 在統計日期的僱員人數		(C) No. of Vacancies as at Survey Reference Date 在統計日期的空缺額	(D) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees) 在統計日期僱員的年齡分布 (本港僱員)				(E) Average Monthly Income (HKD) (Hong Kong Employees) 平均每月收入(港元) (本港僱員)  Code 編號 1 \$12,000 or below 或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	(F) No. of Employees with Ex-seafaring Experience 具備海上工作經驗的僱員人數
		Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 – 55	56 – 64	65 or above 或以上		
e.g: 例子	Job Title A (2 Hong Kong employees, 1 Non-Hong Kong employees and 2 vacancies) 職位甲 (2名本港僱員、1名非本港僱員及2個空缺)	2	1	2	0	1	1	0	2	
<b>Seafarers 海員</b>										
<i>The ranking system on British ships is used. If the ranking system your company adopted is different from the one shown, please refer to Appendix B for job descriptions of principal jobs.</i> 主要職務是採用英國船隻的分級制度，如與貴機構現行的制度有異，請參閱附錄B有關主要職務的工作說明。										
301	Master 船長									
302	Chief Officer 大副 (大伙)									
303	Night Vision Officer 夜航員									
304	Deck Cadet 見習甲板高級船員									
305	Chief Engineer 輪機長 (大車)									
306	Junior/Assistant Engineer 初級管輪 (幫車)									
307	Fitter 機器打磨匠									
308	Sailor 水手									
309	Motorman 機工									
310	Rating (General Purpose) 普通海員 (全能)									
311	Cabin Attendant 客艙服務員									
<b>Shore Based Personnel 岸上工作人員</b>										
<b>Administration; Management and Human Resource 行政、管理及人力資源</b>										
511	Managing Director; Chief Executive Officer; General Manager 董事總經理；行政總裁；總經理									
512	Fleet Manager; Marine Superintendent; Port Captain 航線經理；海事總監；駐岸船長									
513	Fleet Officer 航線主任									
514	Crew Manager 海員招募經理									
515	Crew Officer 海員招募主任									

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Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Employees as at Survey Reference Date  在統計日期的 僱員人數		(C) No. of Vacancies as at Survey Reference Date  在統計 日期的 空缺額	(D) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees)  在統計日期 僱員的年齡分布 (本港僱員)				(E) Average Monthly Income (HKD) (Hong Kong Employees)  平均每月收入(港元) (本港僱員)	(F) No. of Employees with Ex- seafaring Experience  具備海上 工作經驗的僱員 人數
		Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 – 55	56 – 64	65 or above 或以上	Code 編號 1 \$12,000 or below或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	
e.g. 例子	Job Title A (2 Hong Kong employees, 1 Non-Hong Kong employees and 2 vacancies) 職位甲 (2名本港僱員、1名非本港僱員及2個空缺)	2	1	2	0	1	1	0	2	
<b>Shore Based Personnel (CONTINUED) 岸上工作人員 (續)</b>										
<b>Business and Trade 商業及貿易</b>										
521	Marketing / Business Development Manager 市場拓展經理									
522	Ship Chartering / Sales and Purchase Manager 船舶租賃/買賣經理									
523	Ship Chartering / Sales and Purchase Representative 船舶租賃/買賣代表									
524	Shipbroker 船務經紀									
525	Sales Engineer 銷售工程師									
526	Customer Service Representative 客戶服務代表									
<b>Operations 營運</b>										
531	Port Manager; Stevedore Manager 港口經理；貨物裝卸經理									
532	Ship Agency Manager 船舶代理經理									
533	Freight Manager; Logistics Manager 貨運經理；物流經理									
534	Cargo Planner; Cargo Officer 貨物規劃員；貨物主任									
535	Warehouse and Distribution Manager 倉務及收發經理									
536	Boarding Officer 登船主任									
537	Stevedore 貨物操作員									
538	Pier Attendant; Pier Assistant 碼頭操作員；碼頭助理									
539	Crane Driver 起重機操作工									
540	Rigger 索具工									
<b>Technical and Consultancy 技術及顧問</b>										
601	Technical Manager; Technical Superintendent; Ship Repairs Manager; Ship Repairs Superintendent 技術經理；技術總監；船舶維修主管；船舶維修總監									
602	Assistant Technical Manager; Assistant Technical Superintendent; Assistant Ship Repairs Manager; Assistant Ship Repairs Superintendent 助理技術經理；助理技術總監；助理船舶維修主管；助理船舶維修總監									
603	Ship Surveyor; Technical Consultant; Engineering Consultant 船舶檢驗師；技術顧問；工程顧問									

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Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Employees as at Survey Reference Date  在統計日期的 僱員人數		(C) No. of Vacancies as at Survey Reference Date  在統計 日期的 空缺額	(D) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees)  在統計日期 僱員的年齡分布 (本港僱員)				(E) Average Monthly Income (HKD) (Hong Kong Employees)  平均每月收入(港元) (本港僱員)	(F) No. of Employees with Ex- seafaring Experience  具備海上工作 經驗的僱員人數
		Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 – 55	56 – 64	65 or above 或以上	Code 編號 1 \$12,000 or below 或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	
e.g. 例子	Job Title A (2 Hong Kong employees, 1 Non-Hong Kong employees and 2 vacancies) 職位甲 (2名本港僱員、1名非本港僱員及2個空缺)	2	1	2	0	1	1	0	2	
<b>Shore Based Personnel (CONTINUED) 岸上工作人員 (續)</b>										
<b>Technical and Consultancy (CONTINUED) 技術及顧問 (續)</b>										
604	Marine Surveyor; Marine Consultant; Cargo Surveyor; Cargo Consultant 海運測量師；海運顧問；貨物測量師 ；貨物顧問									
605	Harbour Pilot 領港員									
606	Service Engineer 技術服務工程師									
607	Electrical Engineer 電機工程師									
608	Marine Engineer 輪機工程師									
609	Mechanical Engineer 機械工程師									
610	Ship Designer; Naval Architect 船舶設計師；造船工程師									
611	Draughtsman 繪圖員									
612	Electrical Engineering Technician 電機工程技術員									
613	Electronics Technician; Telecommunication Technician 電子技術員；通訊技術員									
614	Estimator 估計員									
615	Mechanical Engineering Technician 機械工程技術員									
616	Ship Repairs Supervisor; Ship Repairs Foreman 船舶維修監督；船舶維修管工									
617	Air-conditioning Mechanic; Sheet Metal Worker 空氣調節技工；薄片金屬構造工									
618	Carpenter 木工									
619	Electrician 電工									
620	GRP – Worker 玻璃纖維工									
621	Machinist 機床工									
622	Marine Pipeworker 船舶喉管工									
623	Painter 髹漆工									
624	Welder 焊接工									
625	Steel Worker (Boiler Maker / Steel Plater / Blacksmith) 鋼鐵工（鍋爐工、造船鋼板工或 鐵工）									

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Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Employees as at Survey Reference Date  在統計日期的 僱員人數		(C) No. of Vacancies as at Survey Reference Date  在統計 日期的 空缺額	(D) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees)  在統計日期 僱員的年齡分布 (本港僱員)				(E) Average Monthly Income (HKD) (Hong Kong Employees)  平均每月收入(港元) (本港僱員)  Code 編號 1 \$12,000 or below 或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	(F) No. of Employees with Ex-seafaring Experience  具備海上工作經驗 的僱員人數
		Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 – 55	56 – 64	65 or above 或以上		
e.g. 例子	Job Title A (3 Hong Kong employees and 2 vacancies) 職位甲 (3名本港僱員及2個空缺)	3	0	2	0	2	0	1	2	1
<b>Shore Based Personnel (CONTINUED) 岸上工作人員 (續)</b>										
<b>MARINE LAW AND INSURANCE 海事法律及保險</b>										
701	Maritime Lawyer; Admiralty Lawyer 海事律師									
702	Maritime Arbitrator 海事仲裁員									
703	P&I/Insurance Manager; Claim Manager; Marine Expert 保險事務；申索經理；海事專家									
704	P&I / Insurance Officer; Claims Officer 保險事務；申索主任									
705	Marine Insurance Underwriter 海事保險核保人									
706	Insurance Broker 保險經紀人									
<b>Training and Education 教育及培訓</b>										
707	Professor; Lecturer; Instructor; Trainer 教授；講師；教導員；導師									
<b>Account and Finance 會計及財務</b>										
708	Ship Finance Manager 船舶融資經理									
709	Ship Leasing Manager 船舶租賃經理									
<b>Safety and Risk Management 安全及風險管理</b>										
710	Safety/Risk Manager; Auditor; OHSE Manager 安全經理；審計師；職業健康、安全 、環境經理									
711	Safety Officer 安全主任									
712	Assistant Safety Officer / Safety Supervisor 助理安全主任／安全督導員									
<b>Other Staff of Supporting Services 其他支援員工</b>										
999	Other staff of supporting services, e.g., general human resources, finance, IT and administration works. 其他支援員工，例如參與一般人力資 源、財務、資訊科技或其他行政工作									
<b>Other Staff Related to the Maritime Services Industry 其他相關海事服務業的員工</b>										

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## Part II 第二部份

### Expected Change in Future 未來變化

1. When comparing with the current situation, please indicate your views on the expected change. (Please tick in the box as appropriate)  
相對於現在，請指出 貴機構預計在未來於下列之預期變化。(請在適當的格內填上“✓”號)

#### In the next 2 years

##### 未來兩年

- (i) Business volume  
業務額

(a) Better  
較佳

(b) Stable  
穩定

(c) Worsen  
較差

(d) Uncertain  
不肯定

- (ii) Number of Full-time employees  
全職員工數目

(a) Increase  
增加

(b) Same  
不變

(c) Decrease  
減少

Please indicate the reasons leading to **“better” or “worse”**:  
請說明引起較佳或較差的原因：

\_\_\_\_\_

2. Other than the principal jobs in Part I, please indicate the new job position(s) that will be introduced in the future (if any) in order to meet the emerging trends of the industry. If existing jobs are foreseen to undergo drastic changes in job duties/job specifications, please also provide the information in the table below. (Please tick in the box as appropriate)  
除第一部分所列出的職位外，請指出 貴機構未來將會引入的新職位(如有)，以配合行業的新興趨勢。如現有職位將有職務或工作規範上的重大轉變，亦請填寫下表。(請在適當的格內填上“✓”號)

Job title 職位名稱	New Job 新職位	Existing Job 現有職位	Job Descriptions / Changes in Job Duties/Specifications 職位描述 / 職務或工作規範的轉變
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	

### New Recruitment 新聘僱員

3. Please state the number of full-time employees who were **newly recruited** in the past 12 months.  
(If there is no recruitment, please fill “0” in the box)  
請列出 貴機構在過去十二個月內**新招聘**的全職僱員人數。(如沒有招聘，請在方框內填上“0”)

	Seafarers 海員	Shore Based Personnel 岸上工作人員
(a) Total no. of recruits 總招聘人數		
(b) No. of new recruits with experience in Maritime Services industry 具海事服務業經驗的新招聘僱員人數		

**Employees Leaving the Establishment****僱員離職**

4. Please state the number of full-time employees who **left** in the **past 12 months**.  
(If there is no employees left, please fill "0" in the box)  
請列出 貴機構在過去十二個月內**離職**的全職僱員人數。(如沒有員工離職，請在方框內填上“0”)

	Seafarers 海員	Shore Based Personnel 岸上工作人員
No. of employees leaving the Company 離職的僱員人數		

**Highest Class of Certificate of Competency****最高級別的適任證書**

5. Please state the number of full-time **Hong Kong Seafarers** holding each of the following as the highest class of certificate of competency.  
請列出**本港海員**持有以下為最高級別的適任證書的人數。

	Holding the following Certificate of Competency as Highest Class of Certificate of Competency 持有以下技能證書為最高級別的適任證書							Others 其他	Not Holding the Relevant Certificates 沒有持有相關證書
	Deck Officer (River Trade) Class 3 內河船三級駕駛員	Deck Officer (River Trade) Class 2 內河船二級駕駛員	Deck Officer (River Trade) Class 1 內河船一級駕駛員	Marine Engineer Officer (River Trade) Class 3 內河船三級船舶輪機員	Marine Engineer Officer (River Trade) Class 2 內河船二級船舶輪機員	Marine Engineer Officer (River Trade) Class 1 內河船一級船舶輪機員			
301 Master 船長									
302 Chief Officer 大副(大伙)									
303 Night Vision Office 夜航員									
304 Deck Cadet 見習甲板高級船員									
305 Chief Engineer 輪機長(大車)									
306 Junior/Assistant Engineer 初級管輪(幫車)									
307 Fitter 機器打磨匠									
308 Sailor 水手									
309 Motorman 機工									
310 Rating (General Purpose) 普通海員(全能)									
311 Cabin Attendant 客艙服務員									

**Ships****船隻**

6. Please indicate the number of vessels under operation by type of ships.  
請按船隻類型填寫經營船隻的數目。

Type of ship 船隻類型	No. of Vessels as at Survey Reference Date 在統計日期的船隻數目	Forecasted No. of Vessels in 2025 2025年預測的船隻數目	Forecasted No. of Vessels in 2026 2026年預測的船隻數目
Jetfoils 噴射水翼船			
Catamarans & Jetcats 雙體船及噴射雙體船			
Others, please specify 其他，請註明			

**Manpower Training and Development**  
人力培訓及發展

7. What type of training do you think the full-time personnel in the Maritime Services industry needs to enhance their skills in the next 12 months. (You may wish to tick “√” more than 1 option for each job category).  
在未來十二個月內，閣下認為全職海事服務業從業員須接受以下哪類培訓？（每職務分類可剔選“√”多個選項）。

<u>Training</u> 培訓	Seafarers 海員	Shore Based Personnel 岸上工作人員
<b>A. General Management Skills 一般管理技能</b>		
(i) Principles of management (e.g. problem solving, decision making, leadership, crisis management) 管理技能 (如解決問題、決策、領導才能及危機管理)	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Facilitation skills/ People Relationship Management 引導技能／人際關係管理	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Knowledge on ESG (Environmental, social and governance) ESG (環境、社會和管治) 知識	<input type="checkbox"/>	<input type="checkbox"/>
<b>B. Trade Specific Skills 業內專業技能</b>		
(i) Preparatory course for various classes of Certificate of Competency (Deck Officer/Marine Engineer) 不同級別的適任證書(甲板高級船員／輪機師)備試課程	<input type="checkbox"/>	<input type="checkbox"/>
(ii) International Code of Safety for Ships using Gases or other Low-flashpoint Fuels (IGF Code) related training 《國際船舶使用氣體或其他低閃點燃料安全章程》相關培訓	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Basic ship knowledge (e.g. ship stability and ship machinery) 基礎船舶知識 (例如船舶穩定性及船上機械)	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Practical knowledge on marine claims and insurance 海事索償和保險實務培訓	<input type="checkbox"/>	<input type="checkbox"/>
<b>C. Generic Skills 通用技能</b>		
(i) Communication Skills 溝通技巧	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Data Analysis 數據分析	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Problem Solving Skills 解決問題技巧	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Information Technology 資訊科技	<input type="checkbox"/>	<input type="checkbox"/>
<b>D. Others 其他</b>		
Please specify: 請說明:  _____	<input type="checkbox"/>	<input type="checkbox"/>
<i>No such level of staff</i> 沒有相關職級員工	<input type="checkbox"/>	<input type="checkbox"/>

**End of Questionnaire. Thank You for Your Co-operation.**  
問卷完，多謝合作。

**The 2024 Manpower Survey of the Maritime Services Industry**  
**海 事 服 務 業 2 0 2 4 年 人 力 調 查**

Explanatory Notes  
附註

**Part I**  
第一部份

1. Principal Jobs - Column 'A'  
主要職務—— 'A' 欄

- (a) Please go through column 'A' and mark those principal jobs applicable to your company. For detailed job descriptions for principal jobs, please refer to Appendix B.  
請瀏覽 'A' 欄，選取適用於 貴機構的主要職務。有關詳細的工作說明，請參閱附錄 B。
- (b) Please note that some of the job titles may not be the same as those used in your company. Please classify an employee according to his/her major duty and supply the required information if the jobs have similar or related functions.  
調查表內部分職稱可能有別於 貴機構所採用。請根據僱員的主要職責分類。若員工職責與表內某職務的職責相近，可視作相同職務，請提供所需資料。
- (c) In the event that an employee's duties in your company are split between two or more job titles, please use the job title that best describes his/her principal responsibility.  
如 貴機構有員工身兼多項職責，請選用最能反映其主要職責的職稱。
- (d) Please add in column 'A' titles of any principal jobs not mentioned in job descriptions (Appendix B); briefly describe them with respect of the appropriate job categories.  
如 貴機構另有海事服務業的主要職務未載於工作說明（附錄 B），請一併填入 'A' 欄內，並簡述其所屬的職務類別及等級。

2. Number of Employees as at Survey Reference Date - Column 'B'  
在統計日期的僱員人數 —— 'B' 欄

For each principal job, please fill in the total number of Hong Kong and non-Hong Kong full-time employees as at the survey reference date.

"Full-Time Employees" refer to those working full-time (i.e. at least 4 weeks a month, and not less than 18 hours each week) under the payroll of the company. These include proprietors and partners working full-time for the company. These definitions also apply to 'full-time employee(s)' appearing in other parts of the questionnaire.  
請填寫 貴機構於統計日期僱用的每個主要職務的的本港及非本港全職僱員總數。

「全職僱員」指在 貴機構內全職工作（即每月最少四週、每週不少於十八小時）的受薪人員，其中包括在機構內全職工作的東主及合夥人。調查表內所出現的「全職僱員」等詞，定義亦同。

3. Number of Vacancies as at Survey Reference Date - Column 'C'  
在統計日期的空缺額 —— 'C' 欄

Please fill in the number of existing full-time vacancies as at the Survey Reference Date. 'Vacancies' refer to those unfilled, immediately available job openings for which the company is actively trying to recruit personnel as at the survey reference date.

請填上在統計日期每一主要職務的全職空缺額。「空缺額」是指該職位於統計參考日期仍懸空，須立刻填補，而現正積極招聘人員填補。

**Part I (continued)**

**第一部份 (續)**

4. Age Distribution of Employees as at Survey Reference Date - Column 'D'  
在統計日期的僱員年齡分布 —— 'D' 欄

Please indicate the age range distribution of Hong Kong full-time employees.  
請指出 貴機構本港全職僱員的年齡分布。

5. Average Monthly Income (HKD) of Employees - Column 'E'  
本港僱員之平均每月收入(港元) —— 'E' 欄

Please enter the code of the average monthly income (HKD) during the past 12 months for each principal job of Hong Kong full-time employee(s). This should include basic salary, overtime pay, cost of living allowance, meal allowance, housing allowance, travel allowance, commission and bonus. If you have more than one employee doing the same job, please enter the average range.

請在 'E' 欄填入每個主要職務的本港全職僱員過去 12 個月平均每月收入(港元)的編號。這包括底薪、逾時工作津貼、生活津貼、膳食津貼、房屋津貼、旅行津貼、佣金及花紅。如 貴公司有多於一名僱員擔任同一主要職務，則請取平均收入。

6. No. of Employees with Ex-seafaring Experience - Column 'F'  
具備海上工作經驗的僱員人數 —— 'F' 欄

Please indicate the no. of shore based personnel with ex-seafaring experience.  
請指出 貴機構具備海上工作經驗的僱員人數。

**Part II**  
**第二部份**

7. Question 1 - Expected Change in Future

問題 1 — 未來變化

When comparing with the current situation, please indicate your views on the expected change in the next 2 years.  
相對於現在，請指出 貴機構預計在未來兩年之預期變化。

- (i) Business volume and provide the reasons leading to the better or worsen.  
業務額及指出引起較佳或較差的原因。
- (ii) Number of Full-time employees  
全職員工數目

8. Question 2 - New Job Position

問題 2 — 新職位

- ◆ Please indicate the new job position(s) that will be introduced in the future (if any) in order to meet the emerging trends of the industry.  
請指出 貴機構未來將會引入的新職位(如有)，以配合行業的新興趨勢。
- ◆ Please indicate the existing jobs that are foreseen to undergo drastic changes in job duties/job specifications.  
請指出 貴機構預計將有職務或工作規範上重大轉變的現有職位。

9. Question 3 - New Recruitment

問題 3 — 新聘僱員

- ◆ Please fill in the total number of full-time employees who were newly recruited in the past 12 months.  
請填寫 貴機構在過去十二個月內新招聘的全職僱員總人數。
- ◆ Please fill in the number of new recruits with experience in Maritime Services industry.  
請填寫 貴機構的新招聘中，具海事服務業經驗的新招聘僱員人數。

10. Question 4 – Employees who had left the company

問題 4 — 已離職僱員

Please fill in the number of full-time employees who had left in the past 12 months.  
請填寫 貴機構過去十二個月內，全職僱員的離職人數。

11. Question 5 – Highest Class of Certificate of Competency

問題 5 — 最高級別的適任證書

For each principal job under the category of “Hong Kong Seafarers”, please enter the number of employees among different classes of CoC, based on the highest qualification they are holding.  
請就每一項屬於「本港海員」的主要職務，根據其持有的最高資歷，於每類適任證書填寫持有相關資歷的僱員人數。

**Part II (continued)**

**第二部份 (續)**

12. Question 6 – Ship

問題 6 – 船隻

Please indicate the number of vessels under operation by type of ships.

請按船隻類型填寫 貴機構經營船隻的數目。

- ◆ Please fill in the number of vessels as at survey reference date.  
請填寫 貴機構在統計日期的船隻數目。
- ◆ Please fill in the number of vessels forecasted in 2025.  
請填寫 貴機構在 2025 年預測的船隻數目。
- ◆ Please fill in the number of vessels forecasted in 2026.  
請填寫 貴機構在 2026 年預測的船隻數目。

13. Question 7 – Training areas

問題 7 – 培訓範疇

Please indicate the future training areas required for full-time personnel in the Maritime Services industry in the next 12 months

請指出全職海事服務業從業員在未來十二個月所需要的培訓範疇。

**2024 Manpower Survey of the Maritime Service Industry**  
**海事服務業 2024 年人力調查**

**Description for the Principal Jobs**  
**- River Trade Sector -**  
**主要職務的工作說明**  
**- 內河業 -**

**Job level 技能級別**

**M: Managerial and Executive Level 管理及行政職級;**

**A: Assistant and Non-Executive Level 助理及非行政職級**

Code 編號	Principal Job 主要職務	Job Description 工作說明
<b>SEAFARER 海員</b>		
301	Master 船長	Takes complete charge of a ship and carries out duties pertaining to navigation, berthing and unberthing, safety of passengers and crew, compliance with local and international regulations, etc. 掌管全船，負責駕駛、繫泊、起航、乘客及船員安全的職務，以配合本地及國際規定等。
302	Chief Officer 大副（大伙）	Assists the Master to manage the ship and carry out navigational duties, and keeps records in the bridge log books, etc. 協助船長管理全船，執行駕駛職務，及負責甲板部航海日誌的記錄工作等。
303	Night Vision Officer 夜航員	Keeps watch with Night Vision Device during hours of darkness and informs the Master of any detected objects. 利用夜間觀察器，在黑夜進行監察；發現物體時向船長報告。
304	Deck Cadet 見習甲板高級船員	Understudies deck officer's and navigational duties under the direction of the Chief Officer. 按照大副所指示學習擔當甲板高級船員的甲板工作及航行職務。
305	Chief Engineer 輪機長（大車）	In charge of the engine-room. Keeps main engines and auxiliaries running smoothly. 管理輪機部。負責保持主機及輔助裝置的正常運作。
306	Junior / Assistant Engineer 初級管輪（幫車）	Assists the Chief and Second Engineer. Keeps engine-room watch and carries out engine-room duties. 協助輪機長及大管輪執行機房值班職務及其他工作。
307	Fitter 機器打磨匠	Assists engineers to repair and maintain pumps and machinery. 協助輪機員維修和保養水泵及機械。
308	Sailor 水手	Carries out duties of berthing, anchoring, other mooring operations and cargo handling under the supervision of bosun or deck officer. 在水手長或甲板部高級海員督導下從事碼頭靠泊、下錨、其他繫泊和處理貨物的工作。
309	Motorman 機工	Carries out engineering maintenance work under the supervision of marine engineer officer. 在輪機部高級海員督導下從事維修機械的工作。

<b>Code 編號</b>	<b>Principal Job 主要職務</b>	<b>Job Description 工作說明</b>
310	Rating (General Purpose) 普通海員 (全能)	Carries out berthing and unberthing duties, general cleaning and maintenance work under supervision of Chief Officer, and general engine-room and cleaning duties under supervision of Chief Engineer. 在大副的督導下，執行繫泊、起航及一般清潔維修職務。在輪機長(大車)的督導下，執行一般機房職務及清潔工作。
311	Cabin Attendant 客艙服務員	Provides passengers with services, such as in identifying seats, issuing newspapers & cleaning towels, etc., and as required. 負責帶領乘客就座，向其分發報章、手巾及所需物品。
<b>ADMINISTRATION; MANAGEMENT AND HUMAN RESOURCE 行政、管理及人力資源</b>		
511 <b>M</b>	Managing Director ; Chief Executive Officer ; General Manager 董事總經理；行政總裁； 總經理	Assumes full responsibility of overall management and development; formulates company strategies, sets guidelines, targets, and makes corporate decisions; monitors the performance of various departments; reports to the Board of Directors overall company policies. 全權負責公司的整體管理及發展；制定公司策略、方針及目標，並為公司作出決定；監管各部門的運作；向董事會提交有關公司整體政策的報告。
512 <b>M</b>	Fleet Manager ; Marine Superintendent ; Port Captain 航線經理；海事總監； 駐岸船長	Oversees all operational aspects and budgetary control of the company's vessels; ensures that they are operated safely, economically and efficiently maintained to a standard that allows them to fulfil operational requirements of either the organisation or charter parties and/or other commercial contracts. 監察公司所有船隻的運作事宜及財務控制，確保船隻運作安全、成本合理、有效率，以符合機構、租賃方及／合約要求的運作水平。
513 <b>A</b>	Fleet Officer 航線主任	Supervises and handles all operational issues related to company's vessels, e.g. keeps records on voyage and maintenance of vessels, monitors fuel costs; administers port disbursements; assists the Manager/Superintendent in reviewing vessels' cargo stowage/loading & discharging plan and vessels' overall performance. 督導及處理所有與公司船隻有關的運作事宜，例如：保存航行及保養記錄，監察燃料開支，處理港口費，協助經理／總監檢視貨物裝載／卸貨計劃，及船隻的整體表現。
514 <b>M</b>	Crew Manager 海員招募經理	Oversees crew recruitment, deployment to vessel, scheduling, and regular training and development; takes care of on-going management and administrative duties of seafarers, such as payroll, travel arrangements, insurance and health schemes. 監察海員招募工作，船員調配、編更、恆常培訓及發展；處理其他日常與船員相關的管理及行政工作，例如發薪、交通安排、保險及醫療計劃等。
515 <b>A</b>	Crew Officer 海員招募主任	Supervises and executes general crew administration, including payroll, travel arrangements, insurance and certificates of crew members; co-ordinates timely crew changes. 督導及執行一般海員行政工作，包括發薪、交通安排、保險、海員證書；協調船員按時地換班。

Code 編號	Principal Job 主要職務	Job Description 工作說明
<b>BUSINESS AND TRADE 商業及貿易</b>		
521 M	Marketing / Business Development Manager 市場拓展經理	Develops, implements and executes strategic marketing plans for the company in order to attract prospective customers and retain existing ones. 制定、實施和執行策略性市場推廣計劃，以吸引潛在客戶並保留現有客戶。
522 M	Ship Chartering / Sales and Purchase Manager 船舶租賃／買賣經理	Handles all aspects of chartering/sales and purchase activities (e.g. identifies chartering/sales and purchase opportunities, evaluates returns, negotiate rates and terms) to meet the profit/sales target of the company. 處理所有船舶租賃／買賣活動（例如：物色租賃／買賣的機會、評估回報、協商價格及條款），以達成公司訂下的利潤／銷售目標。
523 A	Ship Chartering / Sales and Purchase Representative 船舶租賃／買賣代表	Supports chartering/sales and purchase activities to meet the profit/sales target of the company. 支援船舶租賃／買賣活動，以達成公司訂下的利潤／銷售目標。
524 M	Shipbroker 船務經紀	Liaises with ship owners, ship operators and cargo owners to facilitate the sale, purchase and chartering of vessels; provides market information for sale or chartering of vessels; handles payment and drafts contracts and relevant documents. 聯繫船東、船舶營運人、貨主以促成船舶買賣及出租；提供與船隻租賃或買賣相關的市場資訊；處理付款、草擬合同和相關文件等。
525 M	Sales Engineer 銷售工程師	Uses technical knowledge to manage sales of marine products/services. 利用行業專業知識，處理海事產品／服務的銷售工作。
526 A	Customer Service Representative 客戶服務代表	Interacts with customers on behalf of the company; provides information about services offered by the company; responds to customers' enquires and complaints. 代表公司與客戶聯系，提供公司相關服務的資訊給客戶，處理客戶查詢及投訴。
<b>OPERATIONS 營運</b>		
531 M	Port Manager ; Stevedore Manager 港口經理；貨物裝卸經理	Oversees and co-ordinates a range of port activities including loading/unloading ships (or boarding/alighting of passengers), cargo/baggage storage, tug and pilot services with a view to optimise resource use, minimise costs and comply with relevant regulations. (The scope of "Stevedore Manager" may confine to the supervision of loading/unloading activities.) 監察及協調一系列的港口活動，包括裝卸船上貨物(或安排乘客上落船隻)、儲存貨物／行李、拖輪及領港服務等，以達致理想的資源運用、控制成本及符合法規要求。(「貨物裝卸經理」的工作範疇或只限於監督與船上貨物裝卸相關的活動。)
532 M	Ship Agency Manager 船舶代理經理	Liaises with port officials and terminal operators to plan effective cargo operations when the vessel arrives the port; carries out any arrangements as required by the shipping lines, ship-owners and ship-masters. 當負責船隻進入港口，聯繫港口管理人員、碼頭營運者以規劃有效的貨物處理工序；應船公司、船主或船長要求，執行其他相關安排。
533 M	Freight Manager ; Logistics Manager 貨運經理；物流經理	Oversees the transportation (in particular ocean freight shipments) of goods from suppliers to distributors; ensures the shipping methods are safe, efficient and cost-effective. 監察由供應商到分發商的運輸過程(特別是涉及海運的部份)。確保運輸方式安全、有效率及符合成本效益。

Code 編號	Principal Job 主要職務	Job Description 工作說明
534 A	Cargo Planner ; Cargo Officer 貨物規劃員；貨物主任	Assesses the nature of goods and the situation of the vessels to ensure that any loading or discharging is done safely and efficiently; solve stowage-related problems; communicates with port operatives to assign destinations for the cargo. 評估貨物性質及船隻狀況，安全及有效率地安排裝卸貨物，解決與裝載相關的問題，就貨物存放地點與港口操作人員溝通。
535 M	Warehouse and Distribution Manager 倉務及收發經理	Plans and manages the receiving, storage and distribution of goods and the overall operation of a warehouse; keeps track of stock levels, delivery times and transport costs. 規劃和管理物流、倉庫及運輸；監管庫存狀況、交貨時間、運輸成本。
536 A	Boarding Officer 登船主任	Facilitates the smooth entry and departure of the assigned ships; ensures that they fulfil statutory formalities and required declarations. 協助負責船隻暢順進出港口，確保船隻符合法規及各項申報要求。
537 A	Stevedore 貨物操作員	Loads and unloads the cargo of ships in a port. 於港口裝卸船上貨物。
538 A	Pier Attendant ; Pier Assistant 碼頭操作員；碼頭助理	Provides general support to the operations of a pier; may involve cleaning, basic maintenance and customer services duties. 支援碼頭一般運作，或涉及清潔、基本保養及客戶服務等工作。
539 A	Crane Driver 起重機操作工	Operates various types of cranes. 操作各類起重機。
540 A	Rigger 索具工	Assists in lifting, handling various tools, work pieces and equipment, building workbenches, maintaining rigging, pulleys and buckles. 協助吊重，搬運各種工具、工件及設備；搭建工作台架；保養索具、滑車及卸扣。
<b>TECHNICAL AND CONSULTANCY 技術及顧問</b>		
601 M	Technical Manager ; Technical Superintendent ; Ship Repairs Manager ; Ship Repairs Superintendent 技術經理；技術總監； 船舶維修主管；船舶維修總監	Plans and organises vessels' repair works, conducts survey inspections, controls budgets and spares procurement. 規劃及安排船舶維修保養，進行船舶檢測，控制成本及採購船舶相關部件。
602 M	Assistant Technical Manager ; Assistant Technical Superintendent ; Assistant Ship Repairs Manager ; Assistant Ship Repairs Superintendent 助理技術經理； 助理技術總監； 助理船舶維修主管； 助理船舶維修總監	Supervises and execute vessel repair plans and spares procurement; assists the Manager/Superintendent in sorting out technical problems encountered during the course of work. 督導及執行船舶維修計劃及部件採購工作，協助經理／總監處理日常工作遇到的技術問題。
603 M	Ship Surveyor ; Technical Consultant ; Engineering Consultant 船舶檢驗師；技術顧問； 工程顧問	Conducts inspections/examinations of vessels to assess, monitors and reports on their condition, inspects equipment intended for new or existing vessels to ensure compliance with various standards or specifications. 檢查／測試船隻以評估、監察及報告船隻狀況，檢查供新船／現有船隻使用的設備以確保符合水平／規格。
604 M	Marine Surveyor ; Marine Consultant ; Cargo Surveyor ; Cargo Consultant 海運測量師；海運顧問； 貨物測量師；貨物顧問	Verifies the condition of cargo; investigates cargo loss or damage; provides technical advice for insuring or transporting goods. 核實貨物狀況，調查貨損，就投保或運送貨物提供技術意見。

Code 編號	Principal Job 主要職務	Job Description 工作說明
605 M	Harbour Pilot 領港員	Accompanies and gives navigational advice to the Captains when the sea-going vessels enter or leave Hong Kong to ensure their safe navigation within Hong Kong waters. 在遠洋船隻抵港或離港時陪同船長，給予航行意見，確保船隻在香港水域內安全航行。
606 M	Service Engineer 技術服務工程師	Uses technical knowledge to provide after-sales services related to ship machinery, equipment and other marine products. 利用行業專業知識，為船舶機械、設備及其他海事產品提供售後服務。
607 M	Electrical Engineer 電機工程師	Carries out research on electrical engineering problems; designs electrical systems and plans and supervises their construction, installation, operation, maintenance and repair, and advises one's own company or clients on electrical engineering matters. 研究電機工程問題；設計電氣系統，策劃與監督系統的建造、裝設、操作、保養及修理；向公司或客戶提供關於電機工程的意見。
608 M	Marine Engineer 輪機工程師	Studies, designs and advises on propulsion systems, power plants, heating and ventilating systems, steering gear, pumps, and other mechanical and electrical equipment, construction, installation, maintenance and repair. 研究、設計及就船舶推進系統、動力裝置、暖氣與通風系統、操舵裝置、泵、其他機械與電機設備的建造、裝設、保養及修理提供專業意見。
609 M	Mechanical Engineer 機械工程師	Carries out research on mechanical engineering problems; designs and advises on mechanically functioning, plant and equipment; and plans and supervises their development, manufacture, construction, installation, operation, maintenance and repair. 研究機械工程問題；設計機械設備，並提供專業意見。計劃及監督機械設備的發展、生產、建造、裝設、操作、保養及修理。
610 M	Ship Designer ; Naval Architect 船舶設計師；造船工程師	Studies and prepares specifications for shipbuilding, conversion or repair. Studies, designs, and advises on the hulls and superstructures. Plans and supervises and be responsible for the overall design, their development, construction, maintenance and repair. 研究及編製建造新船、改裝船舶或修船的規格。研究、設計及就輪船的船身及上層結構提供專業意見。策劃、監督及負責輪船的全面設計、發展、構造、保養及修理。
611 A	Draughtsman 繪圖員	Prepares structural, layout, detail and assembly drawings or circuit diagrams for the maintenance and repair of plants, equipment and ship structures. 繪製結構圖、配置圖、明細圖、裝配圖或線路圖，用以保養及維修船隻結構、船上裝置及設備。
612 A	Electrical Engineering Technician 電機工程技術員	Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, development, installation, operation, maintenance and repair of electrical systems and equipment. 單獨或在合資格工程師指導下，擔任技術性工作，從事設計、發展、安裝、操作、保養及修理電機裝置及設備。
613 A	Electronics Technician ; Telecommunication Technician 電子技術員；通訊技術員	Carries out installation and repairing of marine electronic/ telecommunication equipment. 安裝及修理船用電子／通訊設備。
614 A	Estimator 估計員	Obtains basic data and set up detailed cost sheets for materials, overhead and labour in the preparation of tenders for shipbuilding and repair work; takes off quantities for work. 獲取基本資料，並詳細開列工料成本及雜項開支，以備競投船舶建造與修理工程之用。計算工程進度。

Code 編號	Principal Job 主要職務	Job Description 工作說明
615 A	Mechanical Engineering Technician 機械工程技術員	Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, development, construction, installation, efficient operation, maintenance and repair of mechanical plant and equipment. 單獨或在合資格工程師指導下，擔任技術性工作，從事設計、發展、安裝、操作、保養及修理機械裝置及設備。
616 M	Ship Repairs Supervisor ; Ship Repairs Foreman 船舶維修監督；船舶維修管工	Controls groups or teams of craftsmen or other works to support the repair and maintenance of ships. 管理若干組／隊的技工或其他工人，以支援船舶維修及保養。
617 A	Air-conditioning Mechanic ; Sheet Metal Worker 空氣調節技工； 薄片金屬構造工	Fits, assembles, erects, installs, commissions, services, operates, maintains and repairs air-conditioning plant and during fitted on-board ships. 安裝、組合、裝配、設置、測試、檢修、操作、保養及維修船上的空氣調節系統及風槽。
618 A	Carpenter 木工	Constructs and repairs wooden vessels, and carries out structural wood work. 建造及修理木船，並從事與船舶建造有關的木工。
619 A	Electrician 電工	Tests, overhauls and installs electrical plant and equipment, and wiring for power and lighting. 測試、檢查及安裝電氣設備和供電及照明的佈線。
620 A	GRP – Worker 玻璃纖維工	Constructs, repairs and assembles vessels and articles from glass reinforced plastic material (GRP). 使用玻璃纖維建造、修理及組合船隻與用具。
621 A	Machinist 機床工	Sets up and operates machine tools, to machine parts according to drawings and specifications. 調較與操作機床，並依據圖則與規格機製零件。
622 A	Marine Pipeworker 船舶喉管工	Fabricates, assembles, installs, maintains and repairs piping systems on board ships. 負責船舶上各種喉管系統的構造、組合、安裝、保養和修理。
623 A	Painter 髹漆工	Undertakes surface preparations and painting works on ships. 負責船舶的表面處理及髹漆工作。
624 A	Welder 焊接工	Performs cutting, joining and depositing of metal by means of welding. 以焊接法切割、接合及補焊金屬。
625 A	Steel Worker (Boiler Maker / Steel Plater / Blacksmith) 鋼鐵工（鍋爐工、造船鋼板工 或鐵工）	Carries out the fabrication and erection of steel structures on marine crafts. 建造、裝設與修理船舶鋼鐵結構。
<b>MARINE LAW AND INSURANCE 海事法律及保險</b>		
701 M	Maritime Lawyer ; Admiralty Lawyer 海事律師	Advises clients on legal issues and disputes under marine law and the related rules and conventions; draws up legal documents; represents clients in legal proceedings. 按海事法律及相關的規則和公約，在各類法律問題和糾紛上為客戶作出建議、起草法律文件，及在法律訴訟代表客戶。
702 M	Maritime Arbitrator 海事仲裁員	Studies evidence, determines liability, encourages communications between disputants and tries to bring them to a settlement before an official hearing takes place; prepares settlement agreements for settled cases. 研究證據，釐定各方責任，鼓勵爭議各方透過溝通，於進行法律聆訊前達成和解協議，並就和解個案預備協議書。
703 M	P&I / Insurance Manager ; Claims Manager ; Marine Expert 保險事務；申索經理； 海事專家	Identifies and analyses risks associated with policies, manages claims or provide expert advice, minimises risk of financial loss and achieves target budgets of the company. 識別及分析保單涉及的風險，管理保險申索，或提供專業意見，減低公司的損失及配合公司財務預算。

Code 編號	Principal Job 主要職務	Job Description 工作說明
704 A	P&I / Insurance Officer ; Claims Officer 保險事務；申索主任	Administers insurance policies, records and claims; processes information on incidents pertaining to the policies. 處理保單、保留記錄及申索，審核與保單相關的事故資料。
705 A	Marine Insurance Underwriter 海事保險核保人	On behalf of the insurance companies, assesses the risks involved in the insurance/reinsurance policies applied and decides on whether the company should accept these risks. 代表保險公司為申請者的投保/再投保的風險作評估，決定公司是否接受這些風險。
706 A	Insurance Broker 保險經紀人	On behalf of the clients (i.e. the insured), assesses their insurance needs and identify the most suitable insurance policies for them. 代表客戶(即受保人)，評估客戶的保險需求，為他們尋找最合適的保險方案。
<b>TRAINING AND EDUCATION 教育及培訓</b>		
707 M	Professor ; Lecturer ; Instructor ; Trainer 教授；講師；教導師；導師	Teach students in academic/vocational subjects related to the maritime services industry at different levels; may also conduct research and publish papers relevant to maritime studies. 教導不同程度的學生與海事服務業相關的學術／職業科目，或會同時進行相關的學術研究及發表論文／文章。
<b>ACCOUNT AND FINANCE 會計及財務</b>		
708 M	Ship Finance Manager 船舶融資經理	Assesses risks and asset value for offering of mortgages, loans and other credit facilities in relation to purchase of second-hand vessels or new buildings. 評估風險及資產價值，以提供與購買二手船隻／新造船隻相關的抵押、借貸及其他類別的信貸服務。
709 M	Ship Leasing Manager 船舶租賃經理	Assesses risks and asset value for offering of ship leasing contracts in relation to new buildings. 評估風險及資產價值，以提供與新造船隻相關的船舶租賃合約。
<b>SAFETY AND RISK MANAGEMENT 安全及風險管理</b>		
710 M	Safety / Risk Manager ; Auditor ; OHSE Manager 安全經理；審計師； 職業健康、安全、環境經理	Assesses health, safety and environmental risks at the workplace, devises a mechanism/ workflow for prevention of accidents, carries out audit checks to ensure that the risk management mechanism is implemented properly. 評估工作間的健康、安全及環境風險，訂立機制／流程以預防意外，透過審核確保風險管理機制妥善執行。
711 A	Safety Officer 安全主任	Assists to promote the safety and health of persons employed at the workplace, including the inspection of workplace, equipment or works processes to identify any risks and to advise on preventive measures; investigates accidents and dangerous occurrences and makes recommendations to prevent similar accidents. 協助於工作場所進行促進僱員安全及健康的工作，包括視察工作場所、設備或一般鑒別工作危險的程序，並就預防措施提供意見；調查意外及危險事故的成因，並就如何避免發生同類意外提供意見。
712 A	Assistant Safety Officer / Safety Supervisor 助理安全主任／安全督導員	Assists the Safety Officer in promoting safety and health of persons employed at the workplace. Advises employees on safety standards, and supervises the observance of such standards for the promotion of safety at work. Implementing industrial safety training. 協助安全主任，進行促進工作場所僱員安全及健康的工作；向員工提供有關安全標準的意見，並監督這些標準的切實執行，以促進工作安全。推行工業安全訓練。
<b>OTHER STAFF OF SUPPORTING SERVICES 其他支援員工</b>		
999	Other staff of supporting services, e.g. general human resources, finance, IT and administration works. 其他支援員工，例如參與一般人力資源、財務、資訊科技或其他行政工作	

**CONFIDENTIAL**

WHEN ENTERED WITH DATA

填入數據後即成

**機密文件****VOCATIONAL TRAINING COUNCIL****職業訓練局****THE 2024 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY****海事服務業2024年人力調查**

The 2024 Manpower Survey of the Maritime Services (MS) aims at collecting manpower information of the industry concerned for formulating recommendations on future manpower training. Please kindly provide the information of your establishment as at **1<sup>st</sup> December 2024** by answering the questionnaire. Thank you.

海事服務業2024年人力調查旨在蒐集業內人力情況的最新資料，並按此為未來人力訓練制訂適當建議。懇請貴機構根據**2024年12月1日**的人力情況填寫此問卷。多謝合作。

**Establishment Information****機構資料**

(For official use)

Industry Code \_\_\_\_\_

**NATURE OF BUSINESS:**

業務性質

 Inland water transport  
港內水上運輸

 Yacht clubs  
遊艇會

 Mid-stream operation  
中流作業

 Others, please specify  
其他，請註明

TOTAL NO. OF PERSONS ENGAGED: \_\_\_\_\_

僱員總人數

**Details of Contact Person\*****聯絡人資料\***

NAME OF PERSON TO CONTACT: \_\_\_\_\_

聯絡人姓名

POSITION: \_\_\_\_\_

職位

TEL. NO. : \_\_\_\_\_

電話

FAX NO. : \_\_\_\_\_

圖文傳真

E-MAIL : \_\_\_\_\_

電郵

\* The information provided will be used for the purpose of this and subsequent manpower surveys.  
所提供資料將用作是次及日後人力調查之用。

**Part I – Manpower Information**

**第一部份 – 人力情況**

Please complete columns 'B' to 'F' of the questionnaire according to the list of principal jobs by referring to Appendix B for job description of individual job.

請根據列表中的主要職務，並參考附錄B有關各種職務的工作說明來填寫表內 'B' 至 'F' 各欄。

**Principal Jobs (Full-time employees) 主要職務 (全職僱員)**

Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Employees as at Survey Reference Date  在統計日期的 僱員人數		(C) No. of Vacancies as at Survey Reference Date  在統計 日期的 空缺額	(D) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees)  在統計日期 僱員的年齡分布 (本地僱員)				(E) Average Monthly Income (HKD) (Hong Kong Employees)  平均每月收入(港元) (本地僱員)  Code 編號 1 \$12,000 or below 或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	(F) No. of Employees with Ex- seafaring Experience  具備海上工 作經驗的僱 員 人數
		Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36-55	56-64	65 or above 或以上		
e.g. 例子	Job Title A (3 Hong Kong employees and 2 vacancies) 職位甲 (3名本港僱員及2個空缺)	3		2	0	2	0	1	3	
<b>Crew Members (Local Vessel) 船員 (本地船舶)</b>										
401	Coxswain 船長									
402	Assistant Coxswain 助理船長									
403	Sailor 水手									
404	Engine Operator 輪機長 (大偈)									
405	Assistant Engine Operator 助理輪機長 (助理大偈)									
406	Fitter 機器打磨匠									
<b>Crew Members (Yacht) 船員 (遊艇)</b>										
451	Captain 船長									
452	Chief Officer 大副 (大伙)									
453	Deckhand 水手									
454	Engineer 工程師									
456	Interior Manager 船艙經理									
457	Chief Steward 總管事									
458	Senior Steward 高級服務員									
459	Junior Steward 初級服務員									
460	Chef 主廚									
461	Sous Chef 副廚									

\* "Hong Kong" refers to Hong Kong permanent resident and "Non-Hong Kong" refers to non-Hong Kong permanent resident.  
「本港」是指擁有香港永久居民身份而「非本港」是指無擁有香港永久居民身份。

Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Employees as at Survey Reference Date  在統計日期的 僱員人數		(C) No. of Vacancies as at Survey Reference Date  在統計 日期的 空缺額	(D) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees)  在統計日期 僱員的年齡分布 (本地僱員)				(E) Average Monthly Income (HKD) (Hong Kong Employees)  平均每月收入(港元) (本地僱員)  Code 編號 1 \$12,000 or below 或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	(F) No. of Employees with Ex- seafaring Experience  具備海上 工作經驗 的僱員 人數
		Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 – 55	56 – 64	65 or above 或以上		
e.g. 例子	Job Title A (3 Hong Kong employees and 2 vacancies) 職位甲 (3名本港僱員及2個空缺)	3	0	2	0	2	0	1	3	1
<b>Shore Based Personnel 岸上工作人員</b>										
<b>Administration; Management and Human Resource 行政、管理及人力資源</b>										
511	Managing Director; Chief Executive Officer; General Manager 董事總經理；行政總裁；總經理									
512	Fleet Manager; Marine Superintendent; Port Captain 航線經理；海事總監；駐岸船長									
513	Fleet Officer 航線主任									
514	Crew Manager 海員招募經理									
515	Crew Officer 海員招募主任									
<b>Business and Trade 商業及貿易</b>										
521	Marketing / Business Development Manager 市場拓展經理									
522	Ship Chartering / Sales and Purchase Manager 船舶租賃／買賣經理									
523	Ship Chartering / Sales and Purchase Representative 船舶租賃／買賣代表									
524	Shipbroker 船務經紀									
525	Sales Engineer 銷售工程師									
526	Customer Service Representative 客戶服務代表									
<b>Operations 營運</b>										
531	Port Manager; Stevedore Manager 港口經理；貨物裝卸經理									
532	Ship Agency Manager 船舶代理經理									
533	Freight Manager; Logistics Manager 貨運經理；物流經理									
534	Cargo Planner; Cargo Officer 貨物規劃員；貨物主任									
535	Warehouse and Distribution Manager 倉務及收發經理									
536	Boarding Officer 登船主任									
537	Stevedore 貨物操作員									
538	Pier Attendant; Pier Assistant 碼頭操作員；碼頭助理									
539	Crane Driver 起重機操作工									
540	Rigger 索具工									

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Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Employees as at Survey Reference Date  在統計日期的 僱員人數		(C) No. of Vacancies as at Survey Reference Date  在統計 日期的 空缺額	(D) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees)  在統計日期 僱員的年齡分布 (本地僱員)				(E) Average Monthly Income (HKD) (Hong Kong Employees)  平均每月收入(港元) (本地僱員)  Code 編號 1 \$12,000 or below 或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	(F) No. of Employees with Ex- seafaring Experience  具備海上 工作經驗 的僱員 人數
		Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 - 55	56 - 64	65 or above 或以上		
e.g. 例子	Job Title A (3 Hong Kong employees and 2 vacancies) 職位甲 (3名本港僱員及2個空缺)	3	0	2	0	2	0	1	3	1
<b>Shore Based Personnel (CONTINUED) 岸上工作人員 (續)</b>										
<b>Technical and Consultancy 技術及顧問</b>										
601	Technical Manager; Technical Superintendent; Ship Repairs Manager; Ship Repairs Superintendent 技術經理; 技術總監; 船舶維修主管; 船舶維修總監									
602	Assistant Technical Manager; Assistant Technical Superintendent; Assistant Ship Repairs Manager; Assistant Ship Repairs Superintendent 助理技術經理; 助理技術總監; 助理船舶維修主管; 助理船舶維修總監									
603	Ship Surveyor; Technical Consultant; Engineering Consultant 船舶檢驗師; 技術顧問; 工程顧問									
604	Marine Surveyor; Marine Consultant; Cargo Surveyor; Cargo Consultant 海運測量師; 海運顧問; 貨物測量師; 貨物顧問									
605	Harbour Pilot 領港員									
606	Service Engineer 技術服務工程師									
607	Electrical Engineer 電機工程師									
608	Marine Engineer 輪機工程師									
609	Mechanical Engineer 機械工程師									
610	Ship Designer; Naval Architect 船舶設計師; 造船工程師									
611	Draughtsman 繪圖員									
612	Electrical Engineering Technician 電機工程技術員									
613	Electronics Technician; Telecommunication Technician 電子技術員; 通訊技術員									
614	Estimator 估計員									
615	Mechanical Engineering Technician 機械工程技術員									
616	Ship Repairs Supervisor; Ship Repairs Foreman 船舶維修監督; 船舶維修管工									
617	Air-conditioning Mechanic; Sheet Metal Worker 空氣調節技工; 薄片金屬構造工									
618	Carpenter 木工									
619	Electrician 電工									
620	GRP - Worker 玻璃纖維工									

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Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Employees as at Survey Reference Date  在統計日期的 僱員人數		(C) No. of Vacancies as at Survey Reference Date  在統計 日期的 空缺額	(D) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees)  在統計日期 僱員的年齡分布 (本港僱員)				(E) Average Monthly Income (HKD) (Hong Kong Employees)  平均每月收入(港元) (本港僱員)	(F) No. of Employees with Ex- seafaring Experience  具備海上 工作經驗 的僱員人 數
		Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 – 55	56 – 64	65 or above 或以上	Code 編號 1 \$12,000 or below 或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	
e.g. 例子	Job Title A (3 Hong Kong employees and 2 vacancies) 職位甲 (3名本港僱員及2個空缺)	3	0	2	0	2	0	1	3	1
<b>Shore Based Personnel (CONTINUED) 岸上工作人員 (續)</b>										
<b>Technical and Consultancy (CONTINUED) 技術及顧問 (續)</b>										
621	Machinist 機床工									
622	Marine Pipeworker 船舶喉管工									
623	Painter 髹漆工									
624	Welder 焊接工									
625	Steel Worker (Boiler Maker / Steel Plater / Blacksmith) 鋼鐵工 (鍋爐工、造船鋼板工或鐵工)									
<b>Marine Law and Insurance 海事法律及保險</b>										
701	Maritime Lawyer; Admiralty Lawyer 海事律師									
702	Maritime Arbitrator 海事仲裁員									
703	P&I / Insurance Manager; Claims Manager; Marine Expert 保險事務; 申索經理; 海事專家									
704	P&I / Insurance Officer; Claims Officer 保險事務; 申索主任									
705	Marine Insurance Underwriter 海事保險核保人									
706	Insurance Broker 保險經紀人									
<b>Training and Education 教育及培訓</b>										
707	Professor; Lecturer; Instructor; Trainer 教授; 講師; 教導員; 導師									
<b>Account and Finance 會計及財務</b>										
708	Ship Finance Manager 船舶融資經理									
709	Ship Leasing Manager 船舶租賃經理									
<b>Safety and Risk Management 安全及風險管理</b>										
710	Safety/Risk Manager; Auditor; OHSE Manager 安全經理; 審計師; 職業健康、安全、 環境經理									
711	Safety Officer 安全主任									
712	Assistant Safety Officer / Safety Supervisor 助理安全主任 / 安全督導員									

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(A) Principal Job 主要職務 (See Appendix B) (參閱附錄 B)	(B) No. of Employees as at Survey Reference Date 在統計日期的 僱員人數		(C) No. of Vacancies as at Survey Reference Date 在統計 日期的 空缺額	(D) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees) 在統計日期 僱員的年齡分布 (本地僱員)				(E) Average Monthly Income (HKD) (Hong Kong Employees) 平均每月收入(港元) (本地僱員) Code 編號 1 \$12,000 or below或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	(F) No. of Employees with Ex- seafaring Experience 具備海上 工作經驗 的僱員 人數
	Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 – 55	56 – 64	65 or above 或以上		
Job Code 職位編號 e.g: 例子 Job Title A (3 Hong Kong employees and 2 vacancies) 職位甲 (3名本港僱員及2個空缺)	3	0	2	0	2	0	1	3	1
<b>Shore Based Personnel (CONTINUED) 岸上工作人員 (續)</b>									
<b>Other Staff of Supporting Services 其他支援員工</b>									
Other staff of supporting services, e.g., general human resources, finance, IT and administration works. 其他支援員工，例如參與一般人力資 源、財務、資訊科技或其他行政工作									
999									
<b>Other Staff Related to the Maritime Services Industry 其他相關海事服務業的員工</b>									

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## Part II 第二部份

### Expected Change in Future 未來變化

1. When comparing with the current situation, please indicate your views on the expected change. (Please tick in the box as appropriate)  
相對於現在，請指出 貴機構預計在未來於下列之預期變化。(請在適當的格內填上“✓”號)

#### In the next 2 years

##### 未來兩年

(i) Business volume  
業務額

(a) Better  
較佳

(b) Stable  
穩定

(c) Worsen  
較差

(d) Uncertain  
不肯定

(ii) Number of Full-time employees  
全職員工數目

(a) Increase  
增加

(b) Same  
不變

(c) Decrease  
減少

Please indicate the reasons leading to **“better” or “worse”**:  
請說明引起較佳或較差的原因：

2. Other than the principal jobs in Part I, please indicate the new job position(s) that will be introduced in the future (if any) in order to meet the emerging trends of the industry. If existing jobs are foreseen to undergo drastic changes in job duties/job specifications, please also provide the information in the table below. (Please tick in the box as appropriate)  
除第一部分所列出的職位外，請指出 貴機構未來將會引入的新職位(如有)，以配合行業的新興趨勢。如現有職位將有職務或工作規範上的重大轉變，亦請填寫下表。(請在適當的格內填上“✓”號)

Job title 職位名稱	New Job 新職位	Existing Job 現有職位	Job Descriptions / Changes in Job Duties/Specifications 職位描述 / 職務或工作規範的轉變
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	

### New Recruitment 新聘僱員

3. Please state the number of full-time employees who were **newly recruited** in the past 12 months.  
(If there is no recruitment, please fill “0” in the box)  
請列出 貴機構在過去十二個月內**新招聘**的全職僱員人數。(如沒有招聘，請在方框內填上“0”)

	Crew Members (Local Vessel) 船員 (本地船舶)	Crew Members (Yacht) 船員 (遊艇)	Shore Based Personnel 岸上工作人員
(a) Total no. of recruits 總招聘人數			
(b) No. of new recruits with experience in the Maritime Services industry 具海事服務業經驗的 新招聘僱員人數			

**Employees Leaving the Establishment****僱員離職**

4. Please state the number of full-time employees who **left** in the **past 12 months**.  
(If there is no employees left, please fill "0" in the box)  
請列出 貴機構在過去十二個月內離職的全職僱員人數。(如沒有員工離職，請在方框內填上“0”)

	Crew Members (Local Vessel) 船員(本地船舶)	Crew Members (Yacht) 船員(遊艇)	Shore Based Personnel 岸上工作人員
No. of employees leaving the Company 離職的僱員人數			

**Highest Class of Certificate of Competency****最高級別的適任證書**

5. Please state the number of full-time **Hong Kong crew members** holding each of the followings as their highest class of certificate of competency.  
請列出本港船員持有以下為最高級別的適任證書的人數。

Principal Job 主要職務	Holding the following Certificate as Highest Class of Certificate of Competency 持有以下證書為最高級別的適任證書									Not Holding the Relevant Certificates 沒有持有相關證明書
	Pleasure Vessel Grade 2 遊樂船 二級	Pleasure Vessel Grade 1 遊樂船 一級	Coxswain Grade 3 船長 三級	Coxswain Grade 2 / 60 Tons License 船長二級/ 60噸營業 牌照	Coxswain Grade 1 / 300 Tons License 船長一級/ 300噸營業 牌照	Engine Operator Grade 3 輪機操作 員三級	Engine Operator Grade 2 / 150 Horsepower or Below Certificate 輪機操作 員二級/ 150匹或以 下牌照	Engine Operator Grade 1 / Over 150 Horsepower Certificate 輪機操作 員一級/ 150匹以上 牌照	Others 其他	
<b>Crew Members (Local Vessel) 船員(本地船舶)</b>										
401 Coxswain 船長										
402 Assistant Coxswain 助理船長										
403 Sailor 水手										
404 Engine Operator 輪機長(大偈)										
405 Assistant Engine Operator 助理輪機長(助理大偈)										
406 Fitter 機器打磨匠										
<b>Crew Members (Yacht) 船員(遊艇)</b>										
451 Captain 船長										
452 Chief Officer 大副(大伙)										
453 Deckhand 水手										
454 Engineer 工程師										
455 Electro-technical Officer 電氣技術員										
456 Interior Manager 船艙經理										
457 Chief Steward 總管事										
458 Senior Steward 高級服務員										
459 Junior Steward 初級服務員										
460 Chef 主廚										
461 Sous Chef 副廚										

Note: A crew member may possess more than one certificate of competency at the same time.  
註：船員可同時持有多於一類的適任證書。

**Ships**  
**船隻**

6. Please indicate the number of vessels under ownership or management by type of ships.  
請按船隻類型填寫擁有或管理船隻的數目。

Type of ship 船隻類型	No. of Vessels as at Survey Reference Date 在統計日期的船隻數目	Forecasted No. of Vessels in 2025 2025年預測的船隻數目	Forecasted No. of Vessels in 2026 2026年預測的船隻數目
Ferries 渡海輪			
Tug Boats 拖船			
Motor Launches 機動載客船			
Motor Cargo Boats 機動貨艇			
Lighters/Barges 躉船			
Bunker Vessels 供油船			
Pleasure Vessels 遊樂船			
Others, please specify 其他，請註明 _____			

**Manpower Training and Development**  
人力培訓及發展

7. What type of training do you think the full-time personnel in the Maritime Services industry needs to enhance their skills in the next 12 months. (You may wish to tick “✓” more than 1 option for each job category).

在未來十二個月內，閣下認為全職海事服務業從業員須接受以下哪類培訓？（每職務分類可剔選“✓”多個選項）。

<u>Training</u> 培訓	Crew Members (Local Vessel) 船員 (本地船舶)	Crew Members (Yacht) 船員 (遊艇)	Shore Based Personnel 岸上工作人員
<b>A. General Management Skills 一般管理技能</b>			
(i) Principles of management (e.g. problem solving, decision making, leadership, crisis management) 管理技能 (如解決問題、決策、領導才能及危機管理)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Facilitation skills/ People Relationship Management 引導技能／人際關係管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Knowledge on ESG (Environmental, social and governance) ESG (環境、社會和管治) 知識	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>B. Trade Specific Skills 業內專業技能</b>			
(i) Preparatory course for various classes of Certificate of Competency (Deck Officer/Marine Engineer) 不同級別的適任證書(甲板高級船員／輪機師)備試課程	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) International Code of Safety for Ships using Gases or other Low-flashpoint Fuels (IGF Code) related training 《國際船舶使用氣體或其他低閃點燃料安全章程》相關培訓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Basic ship knowledge (e.g. ship stability and ship machinery) 基礎船舶知識 (例如船舶穩定性及船上機械)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Practical knowledge on marine claims and insurance 海事索償和保險實務培訓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>C. Generic Skills 通用技能</b>			
(i) Communication Skills 溝通技巧	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Data Analysis 數據分析	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Problem Solving Skills 解決問題技巧	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Information Technology 資訊科技	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>D. Others 其他</b>			
Please specify: 請說明:  _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No such level of staff 沒有相關職級員工	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**End of Questionnaire. Thank You for Your Co-operation.**  
問卷完，多謝合作。

**The 2024 Manpower Survey of the Maritime Services Industry**  
**海 事 服 務 業 2 0 2 4 年 人 力 調 查**

Explanatory Notes  
附註

**Part I**  
第一部份

1. Principal Jobs - Column 'A'  
主要職務—— 'A' 欄

- (a) Please go through column 'A' and mark those principal jobs applicable to your company. For detailed job descriptions for principal jobs, please refer to Appendix B.  
請瀏覽 'A' 欄，選取適用於 貴機構的主要職務。有關詳細的工作說明，請參閱附錄 B。
- (b) Please note that some of the job titles may not be the same as those used in your company. Please classify an employee according to his/her major duty and supply the required information if the jobs have similar or related functions.  
調查表內部分職稱可能有別於 貴機構所採用。請根據僱員的主要職責分類。若員工職責與表內某職務的職責相近，可視作相同職務，請提供所需資料。
- (c) In the event that an employee's duties in your company are split between two or more job titles, please use the job title that best describes his/her principal responsibility.  
如 貴機構有員工身兼多項職責，請選用最能反映其主要職責的職稱。
- (d) Please add in column 'A' titles of any principal jobs not mentioned in job descriptions (Appendix B); briefly describe them with respect of the appropriate job categories.  
如 貴機構另有海事服務業的主要職務未載於工作說明（附錄 B），請一併填入 'A' 欄內，並簡述其所屬的職務類別及等級。

2. Number of Employees as at Survey Reference Date - Column 'B'  
在統計日期的僱員人數—— 'B' 欄

For each principal job, please fill in the total number of Hong Kong and non-Hong Kong full-time employees as at the survey reference date.

"Full-Time Employees" refer to those working full-time (i.e. at least 4 weeks a month, and not less than 18 hours each week) under the payroll of the company. These include proprietors and partners working full-time for the company. These definitions also apply to 'full-time employee(s)' appearing in other parts of the questionnaire.  
請填寫 貴機構於統計日期僱用的每個主要職務的本港及非本港全職僱員總數。

「全職僱員」指在 貴機構內全職工作（即每月最少四週、每週不少於十八小時）的受薪人員，其中包括在機構內全職工作的東主及合夥人。調查表內所出現的「全職僱員」等詞，定義亦同。

3. Number of Vacancies as at Survey Reference Date - Column 'C'  
在統計日期的空缺額—— 'C' 欄

Please fill in the number of existing full-time vacancies as at the Survey Reference Date. 'Vacancies' refer to those unfilled, immediately available job openings for which the company is actively trying to recruit personnel as at the survey reference date.

請填上在統計日期每一主要職務的全職空缺額。「空缺額」是指該職位於統計參考日期仍懸空，須立刻填補，而現正積極招聘人員填補。

**Part I (continued)**

**第一部份 (續)**

4. Age Distribution of Employees as at Survey Reference Date - Column 'D'  
在統計日期的僱員年齡分布 —— 'D' 欄

Please indicate the age range distribution of Hong Kong full-time employees.  
請指出 貴機構本港全職僱員的年齡分布。

5. Average Monthly Income (HKD) of Employees - Column 'E'  
僱員之平均每月收入(港元) —— 'E' 欄

Please enter the code of the average monthly income (HKD) during the past 12 months for each principal job of Hong Kong full-time employee(s). This should include basic salary, overtime pay, cost of living allowance, meal allowance, housing allowance, travel allowance, commission and bonus. If you have more than one employee doing the same job, please enter the average range.

請在 'E' 欄填入每個主要職務的本港全職僱員過去 12 個月平均每月收入(港元)的編號。這包括底薪、逾時工作津貼、生活津貼、膳食津貼、房屋津貼、旅行津貼、佣金及花紅。如 貴公司有多於一名僱員擔任同一主要職務，則請取平均收入。

6. No. of Employees with Ex-seafaring Experience - Column 'F'  
具備海上工作經驗的僱員人數 —— 'F' 欄

Please indicate the no. of shore based personnel with ex-seafaring experience.  
請指出 貴機構具備海上工作經驗的僱員人數。

**Part II**  
**第二部份**

7. Question 1 - Expected Change in Future

問題 1 — 未來變化

When comparing with the current situation, please indicate your views on the expected change in the next 2 years.  
相對於現在，請指出 貴機構預計在未來兩年之預期變化。

- (i) Business volume and provide the reasons leading to the better or worsen.  
業務額及指出引起較佳或較差的原因。
- (ii) Number of Full-time employees  
全職員工數目

8. Question 2 - New Job Position

問題 2 — 新職位

- ◆ Please indicate the new job position(s) that will be introduced in the future (if any) in order to meet the emerging trends of the industry.  
請指出 貴機構未來將會引入的新職位(如有)，以配合行業的新興趨勢。
- ◆ Please indicate the existing jobs that are foreseen to undergo drastic changes in job duties/job specifications.  
請指出 貴機構預計將有職務或工作規範上重大轉變的現有職位。

9. Question 3 - New Recruitment

問題 3 — 新聘僱員

- ◆ Please fill in the total number of full-time employees who were newly recruited in the past 12 months.  
請填寫 貴機構在過去十二個月內新招聘的全職僱員總人數。
- ◆ Please fill in the number of new recruits with experience in Maritime Services industry.  
請填寫 貴機構的新招聘中，具海事服務業經驗的新招聘僱員人數。

10. Question 4 – Employees who had left the company

問題 4 — 已離職僱員

Please fill in the number of full-time employees who had left in the past 12 months.  
請填寫 貴機構過去十二個月內，全職僱員的離職人數。

11. Question 5 – Highest Class of Certificate of Competency

問題 5 — 最高級別的適任證書

For each principal job under the category of “Hong Kong Crew Members”, please enter the number of employees among different classes of CoC, based on the highest qualification they are holding.

請就每一項屬於「本港船員」的主要職務，根據其持有的最高資歷，於每類適任證書填寫持有相關資歷的僱員人數。

**Part II (continued)**

**第二部份 (續)**

12. Question 6 – Ship

問題 6 – 船隻

Please indicate the number of vessels under ownership or management by type of ships.  
請按船隻類型填寫 貴機構擁有或管理船隻的數目。

- ◆ Please fill in the number of vessels as at survey reference date.  
請填寫 貴機構在統計日期的船隻數目。
- ◆ Please fill in the number of vessels forecasted in 2025.  
請填寫 貴機構在 2025 年預測的船隻數目。
- ◆ Please fill in the number of vessels forecasted in 2026.  
請填寫 貴機構在 2026 年預測的船隻數目。

13. Question 7 – Training areas

問題 7 – 培訓範疇

Please indicate the future training areas required for full-time personnel in the Maritime Services industry in the next 12 months

請指出全職海事服務業從業員在未來十二個月所需要的培訓範疇。

**2024 Manpower Survey of the Maritime Service Industry**  
**海事服務業 2024 年人力調查**

**Description for the Principal Jobs**  
**- Local Vessel Sector -**  
**主要職務的工作說明**  
**- 本地船舶業 -**

**Job level 技能級別**

**M: Managerial and Executive Level 管理及行政職級;**

**A: Assistant and Non-Executive Level 助理及非行政職級**

<b>Code 編號</b>	<b>Principal Job 主要職務</b>	<b>Job Description 工作說明</b>
<b>CREW MEMBER (LOCAL VESSEL) 船員 (本地船舶)</b>		
401	Coxswain 船長	Manoeuvres the vessel during navigation, berthing and unberthing. 掌管駕駛、靠泊及起航工作。
402	Assistant Coxswain 助理船長	Assists the Coxswain in navigation, berthing and unberthing. 協助船長掌管駕駛、靠泊及起航工作。
403	Sailor 水手	Carries out berthing and unberthing duties under supervision of the Coxswain or Assistant Coxswain. Undertakes general cleaning and maintenance work. 在船長或助理船長的督導下，執行繫泊及起航工作。擔任一般清潔維修職務。
404	Engine Operator 輪機長 (大偈)	Operates and maintains main engine and auxiliaries. 操作及維修輪機、輔助設備。
405	Assistant Engine Operator 助理輪機長 (助理大偈)	Assists Engine Operator in the operation and maintenance of main engine and auxiliaries. 協助輪機長操作及維修輪機、輔助裝置。
406	Fitter 機器打磨匠	Assists Engine Operator or Assistance Engine Operator to repair and maintain pumps and machinery. 協助輪機長或助理輪機長維修和保養水泵及機械。
<b>CREW MEMBER (YACHT) 船員 (遊艇)</b>		
451	Captain 船長	Manoeuvres the yacht during navigation, berthing and unberthing. Subject to the size of the yacht, may need to assist with guest service, co-ordinate food and beverage on board and maintain the yacht. 掌管遊艇駕駛、靠泊及起航工作。視乎遊艇規模，或需協助接待客人，協調船上飲食安排，負責遊艇的保養工作。
452	Chief Officer 大副 (大伙)	Assists the Captain in navigation and other safety duties. Supervises deck crew and supports the guests in participating in water sports or other leisure activities. 協助船長駕駛遊艇及執行其他安全職務，督導甲板船員，以及支援客人進行水上運動或其他休閒活動。

Code 編號	Principal Job 主要職務	Job Description 工作說明
453	Deckhand 水手	<p>Carries out berthing and unberthing duties under supervision of the Captain. Undertakes general cleaning and maintenance work. Subject to the size of the yacht, may need to support water sports activities of the yacht and assist in serving food and beverage to guests.</p> <p>在船長的督導下，執行繫泊及起航工作。擔任一般清潔維修職務。視乎遊艇規模，或需支援船上的水上活動及協助向客人奉上食物及飲料。</p>
454	Engineer 工程師	<p>Maintains the mechanical and electrical operations of the yacht. Sources spare parts required for repairs.</p> <p>保養遊艇所有機械及電子設備的運作，採購供維修用的備用部件。</p>
456	Interior Manager 船艙經理	<p>Sets up the interior of the yacht based on the requirements of the owner or company. Introduces service and process standards on board and trains the interior crew.</p> <p>根據船主或公司要求，設計船艙佈置，訂立船上服務及流程標準，以及訓練船艙部員工。</p>
457	Chief Steward 總管事	<p>Oversees guest service, housekeeping, event planning and entertainment, as well as interior set-up and maintenance.</p> <p>監察顧客服務、家政、活動規劃及娛樂、以及船艙佈置及保養。</p>
458	Senior Steward 高級服務員	<p>Assists the chief steward in interior housekeeping and provision of hospitality service.</p> <p>協助總管事處理船艙內的家務工作及提供顧客服務。</p>
459	Junior Steward 初級服務員	<p>Serves guests and performs other housekeeping duties on board under supervision/instructions.</p> <p>於監督／指示下，於船上服務乘客及執行其他家務工作。</p>
460	Chef 主廚	<p>Designs and prepares all guest and crew meals. Manages the operation of the galley including budget control.</p> <p>設計及預備所有客人及船員膳食，管理整個廚房運作，包括成本控制。</p>
461	Sous Chef 副廚	<p>Assists the Chef in food preparation and other aspects of galley duties, e.g. maintaining food inventory.</p> <p>協助主廚預備食物及支援其他廚務工作，例如維持食物存貨。</p>

Code 編號	Principal Job 主要職務	Job Description 工作說明
<b>ADMINISTRATION; MANAGEMENT AND HUMAN RESOURCE 行政、管理及人力資源</b>		
511 M	Managing Director ; Chief Executive Officer ; General Manager 董事總經理；行政總裁；總經理	Assumes full responsibility of overall management and development; formulates company strategies, sets guidelines, targets, and makes corporate decisions; monitors the performance of various departments; reports to the Board of Directors overall company policies. 全權負責公司的整體管理及發展；制定公司策略、方針及目標，並為公司作出決定；監管各部門的運作；向董事會提交有關公司整體政策的報告。
512 M	Fleet Manager ; Marine Superintendent ; Port Captain 航線經理；海事總監；駐岸船長	Oversees all operational aspects and budgetary control of the company's vessels; ensures that they are operated safely, economically and efficiently maintained to a standard that allows them to fulfil operational requirements of either the organisation or charter parties and/or other commercial contracts. 監察公司所有船隻的運作事宜及財務控制，確保船隻運作安全、成本合理、有效率，以符合機構、租賃方及／合約要求的運作水平。
513 A	Fleet Officer 航線主任	Supervises and handles all operational issues related to company's vessels, e.g. keeps records on voyage and maintenance of vessels, monitors fuel costs; administers port disbursements; assists the Manager/Superintendent in reviewing vessels' cargo stowage/loading & discharging plan and vessels' overall performance. 督導及處理所有與公司船隻有關的運作事宜，例如：保存航行及保養記錄，監察燃料開支，處理港口費，協助經理／總監檢視貨物裝載／卸貨計劃，及船隻的整體表現。
514 M	Crew Manager 海員招募經理	Oversees crew recruitment, deployment to vessel, scheduling, and regular training and development; takes care of on-going management and administrative duties of seafarers, such as payroll, travel arrangements, insurance and health schemes. 監察海員招募工作，船員調配、編更、恆常培訓及發展；處理其他日常與船員相關的管理及行政工作，例如發薪、交通安排、保險及醫療計劃等。
515 A	Crew Officer 海員招募主任	Supervises and executes general crew administration, including payroll, travel arrangements, insurance and certificates of crew members; co-ordinates timely crew changes. 督導及執行一般海員行政工作，包括發薪、交通安排、保險、海員證書；協調船員按時地換班。
<b>BUSINESS AND TRADE 商業及貿易</b>		
521 M	Marketing / Business Development Manager 市場拓展經理	Develops, implements and executes strategic marketing plans for the company in order to attract prospective customers and retain existing ones. 制定、實施和執行策略性市場推廣計劃，以吸引潛在客戶並保留現有客戶。
522 M	Ship Chartering / Sales and Purchase Manager 船舶租賃／買賣經理	Handles all aspects of chartering/sales and purchase activities (e.g. identifies chartering/sales and purchase opportunities, evaluates returns, negotiate rates and terms) to meet the profit/sales target of the company. 處理所有船舶租賃／買賣活動（例如：物色租賃／買賣的機會、評估回報、協商價格及條款），以達成公司訂下的利潤／銷售目標。
523 A	Ship Chartering / Sales and Purchase Representative 船舶租賃／買賣代表	Supports chartering/sales and purchase activities to meet the profit/sales target of the company. 支援船舶租賃／買賣活動，以達成公司訂下的利潤／銷售目標。

Code 編號	Principal Job 主要職務	Job Description 工作說明
524 M	Shipbroker 船務經紀	<p>Liaises with ship owners, ship operators and cargo owners to facilitate the sale, purchase and chartering of vessels; provides market information for sale or chartering of vessels; handles payment and drafts contracts and relevant documents.</p> <p>聯繫船東、船舶營運人、貨主以促成船舶買賣及出租；提供與船隻租賃或買賣相關的市場資訊；處理付款、草擬合同和相關文件等。</p>
525 M	Sales Engineer 銷售工程師	<p>Uses technical knowledge to manage sales of marine products/services.</p> <p>利用行業專業知識，處理海事產品／服務的銷售工作。</p>
526 A	Customer Service Representative 客戶服務代表	<p>Interacts with customers on behalf of the company; provides information about services offered by the company; responds to customers' enquires and complaints.</p> <p>代表公司與客戶聯繫，提供公司相關服務的資訊給客戶，處理客戶查詢及投訴。</p>
<b>OPERATIONS 營運</b>		
531 M	Port Manager ; Stevedore Manager 港口經理；貨物裝卸經理	<p>Oversees and co-ordinates a range of port activities including loading/unloading ships (or boarding/alighting of passengers), cargo/baggage storage, tug and pilot services with a view to optimise resource use, minimise costs and comply with relevant regulations. (The scope of "Stevedore Manager" may confine to the supervision of loading/unloading activities.)</p> <p>監察及協調一系列的港口活動，包括裝卸船上貨物(或安排乘客上落船隻)、儲存貨物／行李、拖輪及領港服務等，以達致理想的資源運用、控制成本及符合法規要求。(「貨物裝卸經理」的工作範疇或只限於監督與船上貨物裝卸相關的活動。)</p>
532 M	Ship Agency Manager 船舶代理經理	<p>Liaises with port officials and terminal operators to plan effective cargo operations when the vessel arrives the port; carries out any arrangements as required by the shipping lines, ship-owners and ship-masters.</p> <p>當負責船隻進入港口，聯繫港口管理人員、碼頭營運者以規劃有效的貨物處理工序；應船公司、船主或船長要求，執行其他相關安排。</p>
533 M	Freight Manager ; Logistics Manager 貨運經理；物流經理	<p>Oversees the transportation (in particular ocean freight shipments) of goods from suppliers to distributors; ensures the shipping methods are safe, efficient and cost-effective.</p> <p>監察由供應商到分發商的運輸過程(特別是涉及海運的部份)。確保運輸方式安全、有效率及符合成本效益。</p>
534 A	Cargo Planner ; Cargo Officer 貨物規劃員；貨物主任	<p>Assesses the nature of goods and the situation of the vessels to ensure that any loading or discharging is done safely and efficiently; solve stowage-related problems; communicates with port operatives to assign destinations for the cargo.</p> <p>評估貨物性質及船隻狀況，安全及有效率地安排裝卸貨物，解決與裝載相關的問題，就貨物存放地點與港口操作人員溝通。</p>
535 M	Warehouse and Distribution Manager 倉務及收發經理	<p>Plans and manages the receiving, storage and distribution of goods and the overall operation of a warehouse; keeps track of stock levels, delivery times and transport costs.</p> <p>規劃和管理物流、倉庫及運輸；監管庫存狀況、交貨時間、運輸成本。</p>
536 A	Boarding Officer 登船主任	<p>Facilitates the smooth entry and departure of the assigned ships; ensures that they fulfil statutory formalities and required declarations.</p> <p>協助負責船隻暢順進出港口，確保船隻符合法規及各項申報要求。</p>
537 A	Stevedore 貨物操作員	<p>Loads and unloads the cargo of ships in a port.</p> <p>於港口裝卸船上貨物。</p>
538 A	Pier Attendant ; Pier Assistant 碼頭操作員；碼頭助理	<p>Provides general support to the operations of a pier; may involve cleaning, basic maintenance and customer services duties.</p> <p>支援碼頭一般運作，或涉及清潔、基本保養及客戶服務等工作。</p>

Code 編號	Principal Job 主要職務	Job Description 工作說明
539 A	Crane Driver 起重機操作工	Operates various types of cranes. 操作各類起重機。
540 A	Rigger 索具工	Assists in lifting, handling various tools, work pieces and equipment, building workbenches, maintaining rigging, pulleys and buckles. 協助吊重，搬運各種工具、工件及設備；搭建工作台架；保養索具、滑車及卸扣。
<b>TECHNICAL AND CONSULTANCY 技術及顧問</b>		
601 M	Technical Manager ; Technical Superintendent ; Ship Repairs Manager ; Ship Repairs Superintendent 技術經理；技術總監；船舶維修主管；船舶維修總監	Plans and organises vessels' repair works, conducts survey inspections, controls budgets and spares procurement. 規劃及安排船舶維修保養，進行船舶檢測，控制成本及採購船舶相關部件。
602 M	Assistant Technical Manager ; Assistant Technical Superintendent ; Assistant Ship Repairs Manager ; Assistant Ship Repairs Superintendent 助理技術經理；助理技術總監；助理船舶維修主管；助理船舶維修總監	Supervises and execute vessel repair plans and spares procurement; assists the Manager/Superintendent in sorting out technical problems encountered during the course of work. 督導及執行船舶維修計劃及部件採購工作，協助經理／總監處理日常工作遇到的技術問題。
603 M	Ship Surveyor ; Technical Consultant ; Engineering Consultant 船舶檢驗師；技術顧問；工程顧問	Conducts inspections/examinations of vessels to assess, monitors and reports on their condition, inspects equipment intended for new or existing vessels to ensure compliance with various standards or specifications. 檢查／測試船隻以評估、監察及報告船隻狀況，檢查供新船／現有船隻使用的設備以確保符合水平／規格。
604 M	Marine Surveyor ; Marine Consultant ; Cargo Surveyor ; Cargo Consultant 海運測量師；海運顧問；貨物測量師；貨物顧問	Verifies the condition of cargo; investigates cargo loss or damage; provides technical advice for insuring or transporting goods. 核實貨物狀況，調查貨損，就投保或運送貨物提供技術意見。
605 M	Harbour Pilot 領港員	Accompanies and gives navigational advice to the Captains when the sea-going vessels enter or leave Hong Kong to ensure their safe navigation within Hong Kong waters. 在遠洋船隻抵港或離港時陪同船長，給予航行意見，確保船隻在香港水域內安全航行。
606 M	Service Engineer 技術服務工程師	Uses technical knowledge to provide after-sales services related to ship machinery, equipment and other marine products. 利用行業專業知識，為船舶機械、設備及其他海事產品提供售後服務。
607 M	Electrical Engineer 電機工程師	Carries out research on electrical engineering problems; designs electrical systems and plans and supervises their construction, installation, operation, maintenance and repair, and advises one's own company or clients on electrical engineering matters. 研究電機工程問題；設計電氣系統，策劃與監督系統的建造、裝設、操作、保養及修理；向公司或客戶提供關於電機工程的意見。

Code 編號	Principal Job 主要職務	Job Description 工作說明
608 M	Marine Engineer 輪機工程師	Studies, designs and advises on propulsion systems, power plants, heating and ventilating systems, steering gear, pumps, and other mechanical and electrical equipment, construction, installation, maintenance and repair. 研究、設計及就船舶推進系統、動力裝置、暖氣與通風系統、操舵裝置、泵、其他機械與電機設備的建造、裝設、保養及修理提供專業意見。
609 M	Mechanical Engineer 機械工程師	Carries out research on mechanical engineering problems; designs and advises on mechanically functioning, plant and equipment; and plans and supervises their development, manufacture, construction, installation, operation, maintenance and repair. 研究機械工程問題；設計機械設備，並提供專業意見。計劃及監督機械設備的發展、生產、建造、裝設、操作、保養及修理。
610 M	Ship Designer ; Naval Architect 船舶設計師；造船工程師	Studies and prepares specifications for shipbuilding, conversion or repair. Studies, designs, and advises on the hulls and superstructures. Plans and supervises and be responsible for the overall design, their development, construction, maintenance and repair. 研究及編製建造新船、改裝船舶或修船的規格。研究、設計及就輪船的船身及上層結構提供專業意見。策劃、監督及負責輪船的全面設計、發展、構造、保養及修理。
611 A	Draughtsman 繪圖員	Prepares structural, layout, detail and assembly drawings or circuit diagrams for the maintenance and repair of plants, equipment and ship structures. 繪製結構圖、配置圖、明細圖、裝配圖或線路圖，用以保養及維修船隻結構、船上裝置及設備。
612 A	Electrical Engineering Technician 電機工程技術員	Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, development, installation, operation, maintenance and repair of electrical systems and equipment. 單獨或在合資格工程師指導下，擔任技術性工作，從事設計、發展、安裝、操作、保養及修理電機裝置及設備。
613 A	Electronics Technician ; Telecommunication Technician 電子技術員；通訊技術員	Carries out installation and repairing of marine electronic/ telecommunication equipment. 安裝及修理船用電子／通訊設備。
614 A	Estimator 估計員	Obtains basic data and set up detailed cost sheets for materials, overhead and labour in the preparation of tenders for shipbuilding and repair work; takes off quantities for work. 獲取基本資料，並詳細開列工料成本及雜項開支，以備競投船舶建造與修理工程之用。計算工程進度。
615 A	Mechanical Engineering Technician 機械工程技術員	Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, development, construction, installation, efficient operation, maintenance and repair of mechanical plant and equipment. 單獨或在合資格工程師指導下，擔任技術性工作，從事設計、發展、安裝、操作、保養及修理機械裝置及設備。
616 M	Ship Repairs Supervisor ; Ship Repairs Foreman 船舶維修監督；船舶維修管工	Controls groups or teams of craftsmen or other works to support the repair and maintenance of ships. 管理若干組／隊的技工或其他工人，以支援船舶維修及保養。
617 A	Air-conditioning Mechanic ; Sheet Metal Worker 空氣調節技工；薄片金屬構造工	Fits, assembles, erects, installs, commissions, services, operates, maintains and repairs air-conditioning plant and during fitted on-board ships. 安裝、組合、裝配、設置、測試、檢修、操作、保養及維修船上的空氣調節系統及風槽。
618 A	Carpenter 木工	Constructs and repairs wooden vessels, and carries out structural wood work. 建造及修理木船，並從事與船舶建造有關的木工。

<b>Code 編號</b>	<b>Principal Job 主要職務</b>	<b>Job Description 工作說明</b>
619 A	Electrician 電工	Tests, overhauls and installs electrical plant and equipment, and wiring for power and lighting. 測試、檢查及安裝電氣設備和供電及照明的佈線。
620 A	GRP – Worker 玻璃纖維工	Constructs, repairs and assembles vessels and articles from glass reinforced plastic material (GRP). 使用玻璃纖維建造、修理及組合船隻與用具。
621 A	Machinist 機床工	Sets up and operates machine tools, to machine parts according to drawings and specifications. 調較與操作機床，並依據圖則與規格機製零件。
622 A	Marine Pipeworker 船舶喉管工	Fabricates, assembles, installs, maintains and repairs piping systems on board ships. 負責船舶上各種喉管系統的構造、組合、安裝、保養和修理。
623 A	Painter 髹漆工	Undertakes surface preparations and painting works on ships. 負責船舶的表面處理及髹漆工作。
624 A	Welder 焊接工	Performs cutting, joining and depositing of metal by means of welding. 以焊接法切割、接合及補焊金屬。
625 A	Steel Worker (Boiler Maker / Steel Plater / Blacksmith) 鋼鐵工（鍋爐工、造船鋼板工 或鐵工）	Carries out the fabrication and erection of steel structures on marine crafts. 建造、裝設與修理船舶鋼鐵結構。
<b>MARINE LAW AND INSURANCE 海事法律及保險</b>		
701 M	Maritime Lawyer ; Admiralty Lawyer 海事律師	Advises clients on legal issues and disputes under marine law and the related rules and conventions; draws up legal documents; represents clients in legal proceedings. 按海事法律及相關的規則和公約，在各類法律問題和糾紛上為客戶作出建議、起草法律文件，及在法律訴訟代表客戶。
702 M	Maritime Arbitrator 海事仲裁員	Studies evidence, determines liability, encourages communications between disputants and tries to bring them to a settlement before an official hearing takes place; prepares settlement agreements for settled cases. 研究證據，釐定各方責任，鼓勵爭議各方透過溝通，於進行法律聆訊前達成和解協議，並就和解個案預備協議書。
703 M	P&I / Insurance Manager ; Claims Manager ; Marine Expert 保險事務；申索經理； 海事專家	Identifies and analyses risks associated with policies, manages claims or provide expert advice, minimises risk of financial loss and achieves target budgets of the company. 識別及分析保單涉及的風險，管理保險申索，或提供專業意見，減低公司的損失及配合公司財務預算。
704 A	P&I / Insurance Officer ; Claims Officer 保險事務；申索主任	Administers insurance policies, records and claims; processes information on incidents pertaining to the policies. 處理保單、保留記錄及申索，審核與保單相關的事故資料。
705 A	Marine Insurance Underwriter 海事保險核保人	On behalf of the insurance companies, assesses the risks involved in the insurance/reinsurance policies applied and decides on whether the company should accept these risks. 代表保險公司為申請者的投保/再投保的風險作評估，決定公司是否接受該些風險。
706 A	Insurance Broker 保險經紀人	On behalf of the clients (i.e. the insured), assesses their insurance needs and identify the most suitable insurance policies for them. 代表客戶(即受保人)，評估客戶的保險需求，為他們尋找最合適的保險方案。

Code 編號	Principal Job 主要職務	Job Description 工作說明
<b>TRAINING AND EDUCATION 教育及培訓</b>		
707 M	Professor ; Lecturer ; Instructor ; Trainer 教授；講師；教導員；導師	Teach students in academic/vocational subjects related to the maritime services industry at different levels; may also conduct research and publish papers relevant to maritime studies. 教導不同程度的學生與海事服務業相關的學術／職業科目，或會同時進行相關的學術研究及發表論文／文章。
<b>ACCOUNT AND FINANCE 會計及財務</b>		
708 M	Ship Finance Manager 船舶融資經理	Assesses risks and asset value for offering of mortgages, loans and other credit facilities in relation to purchase of second-hand vessels or new buildings. 評估風險及資產價值，以提供與購買二手船隻／新造船隻相關的抵押、借貸及其他類別的信貸服務。
709 M	Ship Leasing Manager 船舶租賃經理	Assesses risks and asset value for offering of ship leasing contracts in relation to new buildings. 評估風險及資產價值，以提供與新造船隻相關的船舶租賃合約。
<b>SAFETY AND RISK MANAGEMENT 安全及風險管理</b>		
710 M	Safety / Risk Manager ; Auditor ; OHSE Manager 安全經理；審計師； 職業健康、安全、環境經理	Assesses health, safety and environmental risks at the workplace, devises a mechanism/ workflow for prevention of accidents, carries out audit checks to ensure that the risk management mechanism is implemented properly. 評估工作間的健康、安全及環境風險，訂立機制／流程以預防意外，透過審核確保風險管理機制妥善執行。
711 A	Safety Officer 安全主任	Assists to promote the safety and health of persons employed at the workplace, including the inspection of workplace, equipment or works processes to identify any risks and to advise on preventive measures; investigates accidents and dangerous occurrences and makes recommendations to prevent similar accidents. 協助於工作場所進行促進僱員安全及健康的工作，包括視察工作場所、設備或一般鑒別工作危險的程序，並就預防措施提供意見；調查意外及危險事故的成因，並就如何避免發生同類意外提供意見。
712 A	Assistant Safety Officer / Safety Supervisor 助理安全主任／安全督導員	Assists the Safety Officer in promoting safety and health of persons employed at the workplace. Advises employees on safety standards, and supervises the observance of such standards for the promotion of safety at work. Implementing industrial safety training. 協助安全主任，進行促進工作場所僱員安全及健康的工作；向員工提供有關安全標準的意見，並監督這些標準的切實執行，以促進工作安全。推行工業安全訓練。
<b>OTHER STAFF OF SUPPORTING SERVICES 其他支援員工</b>		
999	Other staff of supporting services, e.g. general human resources, finance, IT and administration works. 其他支援員工，例如參與一般人力資源、財務、資訊科技或其他行政工作	

**CONFIDENTIAL**

WHEN ENTERED WITH DATA

填入數據後即成

**機密文件****VOCATIONAL TRAINING COUNCIL****職業訓練局****THE 2024 MANPOWER SURVEY OF THE MARITIME SERVICES INDUSTRY****海事服務業2024年人力調查**

The 2024 Manpower Survey of the Maritime Services (MS) aims at collecting manpower information of the industry concerned for formulating recommendations on future manpower training. Please kindly provide the information of your establishment as at **1<sup>st</sup> December 2024** by answering the questionnaire. Thank you.

海事服務業2024年人力調查旨在蒐集業內人力情況的最新資料，並按此為未來人力訓練制訂適當建議。懇請貴機構根據**2024年12月1日**的人力情況填寫此問卷。多謝合作。

**Establishment Information****機構資料**

(For official use)

Industry Code \_\_\_\_\_

## NATURE OF BUSINESS:

## 業務性質

- |   |  |
|---|--|
| <input type="checkbox"/> Container Terminal and Marine Cargo Terminal Operators; Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.<br>貨櫃碼頭及貨運碼頭營運者；港口設施營運者；其他水上運輸輔助服務活動 | <input type="checkbox"/> Shipbrokers<br>船隻經紀   |
| <input type="checkbox"/> Classification Societies; Consultants and Surveyors<br>船級社；顧問公司及驗船公司   | <input type="checkbox"/> Marine Equipment; Shipbuilders and Repairer<br>海事設備；造船廠及修船廠 |
| <input type="checkbox"/> Marine Insurance<br>海事保險   | <input type="checkbox"/> Maritime Law<br>海事法   |
| <input type="checkbox"/> Ship Finance<br>船舶融資   | <input type="checkbox"/> Ship Registration and Port Authorities<br>船舶註冊及港口當局         |
| <input type="checkbox"/> Other Maritime Services, please specify<br>其他海事服務，請註明  |  |

TOTAL NO. OF PERSONS ENGAGED: \_\_\_\_\_

僱員總人數

**Details of Contact Person\*****聯絡人資料\***

NAME OF PERSON TO CONTACT: \_\_\_\_\_

聯絡人姓名

POSITION: \_\_\_\_\_

職位

TEL. NO.: \_\_\_\_\_

電話

FAX NO.: \_\_\_\_\_

圖文傳真

E-MAIL : \_\_\_\_\_

電郵

\* The information provided will be used for the purpose of this and subsequent manpower surveys.  
所提供資料將用作是次及日後人力調查之用。

**Part I – Manpower Information**  
**第一部份 – 人力情況**

Please complete columns ‘B’ to ‘F’ of the questionnaire according to the list of principal jobs by referring to Appendix B for job description of individual job.

請根據列表中的主要職務，並參考附錄B有關各種職務的工作說明來填寫表內‘B’至‘F’各欄。

**Principal Jobs (Full-time employees) 主要職務 (全職僱員)**

Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Employees as at Survey Reference Date 在統計日期的僱員人數		(C) No. of Vacancies as at Survey Reference Date 在統計日期的空缺額	(D) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees) 在統計日期僱員的年齡分布 (本港僱員)				(E) Average Monthly Income (HKD) (Hong Kong Employees) 平均每月收入(港元) (本港僱員)	(F) No. of Employees with Ex-seafaring Experience 具備海上工作經驗的僱員人數
		Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 – 55	56 – 64	65 or above 或以上	Code 編號 1 \$12,000 or below 或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	
e.g. 例子	Job Title A (3 Hong Kong employees and 2 vacancies) 職位甲 (3名本港僱員及2個空缺)	3	0	2	0	2	0	1	3	1
<b>Shore Based Personnel 岸上工作人員</b>										
<b>Administration; Management and Human Resource 行政、管理及人力資源</b>										
511	Managing Director; Chief Executive Officer; General Manager 董事總經理；行政總裁；總經理									
512	Fleet Manager; Marine Superintendent; Port Captain 航線經理；海事總監；駐岸船長									
513	Fleet Officer 航線主任									
514	Crew Manager 海員招募經理									
515	Crew Officer 海員招募主任									
<b>Business and Trade 商業及貿易</b>										
521	Marketing / Business Development Manager 市場拓展經理									
522	Ship Chartering / Sales and Purchase Manager 船舶租賃／買賣經理									
523	Ship Chartering / Sales and Purchase Representative 船舶租賃／買賣代表									
524	Shipbroker 船務經紀									
525	Sales Engineer 銷售工程師									
526	Customer Service Representative 客戶服務代表									
<b>Operations 營運</b>										
531	Port Manager; Stevedore Manager 港口經理；貨物裝卸經理									
532	Ship Agency Manager 船舶代理經理									
533	Freight Manager; Logistics Manager 貨運經理；物流經理									
534	Cargo Planner; Cargo Officer 貨物規劃員；貨物主任									
535	Warehouse and Distribution Manager 倉務及收發經理									
536	Boarding Officer 登船主任									
537	Stevedore 貨物操作員									

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「本港」是指擁有香港永久居民身份而「非本港」是指無擁有香港永久居民身份。

Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Employees as at Survey Reference Date  在統計日期的 僱員人數		(C) No. of Vacancies as at Survey Reference Date  在統計 日期的 空缺額	(D) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees)  在統計日期 僱員的年齡分布 (本地僱員)				(E) Average Monthly Income (HKD) (Hong Kong Employees)  平均每月收入(港元) (本地僱員)	(F) No. of Employees with Ex- seafaring Experience  具備海上工 作經驗的僱 員人數
		Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 – 55	56 – 64	65 or above 或以上	Code 編號	
									1 \$12,000 or below 或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	
e.g. 例子	Job Title A (3 Hong Kong employees and 2 vacancies) 職位甲 (3名本港僱員及2個空缺)	3	0	2	4	5	0	2	3	1
<b>Shore Based Personnel (CONTINUED) 岸上工作人員 (續)</b>										
<b>Operations (CONTINUED) 營運 (續)</b>										
538	Pier Attendant; Pier Assistant 碼頭操作員；碼頭助理									
539	Crane Driver 起重機操作工									
540	Rigger 索具工									
<b>Technical and Consultancy 技術及顧問</b>										
601	Technical Manager; Technical Superintendent; Ship Repairs Manager; Ship Repairs Superintendent 技術經理；技術總監；船舶維修主管； 船舶維修總監									
602	Assistant Technical Manager; Assistant Technical Superintendent; Assistant Ship Repairs Manager; Assistant Ship Repairs Superintendent 助理技術經理；助理技術總監； 助理船舶維修主管；助理船舶維修總監									
603	Ship Surveyor; Technical Consultant; Engineering Consultant 船舶檢驗師；技術顧問；工程顧問									
604	Marine Surveyor; Marine Consultant; Cargo Surveyor; Cargo Consultant 海運測量師；海運顧問；貨物測量師；貨物顧問									
605	Harbour Pilot 領港員									
606	Service Engineer 技術服務工程師									
607	Electrical Engineer 電機工程師									
608	Marine Engineer 輪機工程師									
609	Mechanical Engineer 機械工程師									
610	Ship Designer ; Naval Architect 船舶設計師；造船工程師									
611	Draughtsman 繪圖員									
612	Electrical Engineering Technician 電機工程技術員									
613	Electronics Technician; Telecommunication Technician 電子技術員；通訊技術員									
614	Estimator 估計員									
615	Mechanical Engineering Technician 機械工程技術員									
616	Ship Repairs Supervisor; Ship Repairs Foreman 船舶維修監督；船舶維修管工									
617	Air-conditioning Mechanic; Sheet Metal Worker 空氣調節技工；薄片金屬構造工									
618	Carpenter 木工									

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Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Employees as at Survey Reference Date  在統計日期的 僱員人數		(C) No. of Vacancies as at Survey Reference Date  在統計日期的 空缺額	(D) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees)  在統計日期 僱員的年齡分布 (本港僱員)				(E) Average Monthly Income (HKD) (Hong Kong Employees)  平均每月收入(港元) (本港僱員)	(F) No. of Employees with Ex- seafaring Experience  具備海上工 作經驗的僱 員人數
		Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 – 55	56 – 64	65 or above 或以上	Code 編號 1 \$12,000 or below 或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	
e.g. 例子	Job Title A (3 Hong Kong employees and 2 vacancies) 職位甲 (3名本港僱員及2個空缺)	3	0	2	0	2	0	1	3	1
<b>Shore Based Personnel (CONTINUED) 岸上工作人員 (續)</b>										
<b>Technical and Consultancy (CONTINUED) 技術及顧問 (續)</b>										
619	Electrician 電工									
620	GRP – Worker 玻璃纖維工									
621	Machinist 機床工									
622	Marine Pipeworker 船舶喉管工									
623	Painter 髹漆工									
624	Welder 焊接工									
625	Steel Worker (Boiler Maker / Steel Plater / Blacksmith) 鋼鐵工 (鍋爐工、造船鋼板工或鐵工)									
<b>Marine Law and Insurance 海事法律及保險</b>										
701	Maritime Lawyer; Admiralty Lawyer 海事律師									
702	Maritime Arbitrator 海事仲裁員									
703	P&I/Insurance Manager; Claim Manager; Marine Expert 保險事務；申索經理；海事專家									
704	P&I / Insurance Officer; Claims Officer 保險事務；申索主任									
705	Marine Insurance Underwriter 海事保險核保人									
706	Insurance Broker 保險經紀人									
<b>Training and Education 教育及培訓</b>										
707	Professor; Lecturer; Instructor; Trainer 教授；講師；教導員；導師									
<b>Account and Finance 會計及財務</b>										
708	Ship Finance Manager 船舶融資經理									
709	Ship Leasing Manager 船舶租賃經理									
<b>Safety and Risk Management 安全及風險管理</b>										
710	Safety/Risk Manager; Auditor; OHSE Manager 安全經理；審計師；職業健康、安全、環境經理									
711	Safety Officer 安全主任									
712	Assistant Safety Officer / Safety Supervisor 助理安全主任／安全督導員									

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Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Employees as at Survey Reference Date  在統計日期的 僱員人數		(C) No. of Vacancies as at Survey Reference Date  在統計 日期的 空缺額	(D) Age Distribution of Employees as at Survey Reference Date (Hong Kong Employees)  在統計日期 僱員的年齡分布 (本地僱員)				(E) Average Monthly Income (HKD) (Hong Kong Employees)  平均每月收入(港元) (本地僱員)  Code 編號 1 \$12,000 or below 或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$20,000 4 \$20,001 - \$25,000 5 \$25,001 - \$30,000 6 \$30,001 - \$40,000 7 Over \$40,000 以上	(F) No. of Employees with Ex- seafaring Experience  具備海上 工作經驗 的僱員 人數
		Hong Kong 本港*	Non-Hong Kong 非本港*		35 or below 或以下	36 – 55	56 – 64	65 or above 或以上		
e.g: 列子	Job Title A (3 Hong Kong employees and 2 vacancies) 職位甲 (3名本港僱員及2個空缺)	3		2	0	2	0	1	3	
<b>Shore Based Personnel (CONTINUED) 岸上工作人員 (續)</b>										
<b>Other Staff of Supporting Services 其他支援員工</b>										
999	Other staff of supporting services, e.g., general human resources, finance, IT and administration works. 其他支援員工，例如參與一般人力資源、財務、資訊科技或其他行政工作									
<b>Other Staff Related to the Maritime Services Industry 其他相關海事服務業的員工</b>										

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## Part II 第二部

### Expected Change in Future 未來變化

1. When comparing with the current situation, please indicate your views on the expected change. (Please tick in the box as appropriate)  
相對於現在，請指出 貴機構預計在未來於下列之預期變化。(請在適當的格內填上“✓”號)

#### In the next 2 years

##### 未來兩年

(i) Business volume  
業務額

- (a) Better  
較佳
- (b) Stable  
穩定
- (c) Worsen  
較差
- (d) Uncertain  
不肯定

(ii) Number of Full-time employees  
全職員工數目

- (a) Increase  
增加
- (b) Same  
不變
- (c) Decrease  
減少

Please indicate the reasons leading to **“better” or “worse”**:  
請說明引起較佳或較差的原因：

\_\_\_\_\_

2. Other than the principal jobs in Part I, please indicate the new job position(s) that will be introduced in the future (if any) in order to meet the emerging trends of the industry. If existing jobs are foreseen to undergo drastic changes in job duties/job specifications, please also provide the information in the table below. (Please tick in the box as appropriate)  
除第一部分所列出的職位外，請指出 貴機構未來將會引入的新職位(如有)，以配合行業的新興趨勢。如現有職位將有職務或工作規範上的重大轉變，亦請填寫下表。(請在適當的格內填上“✓”號)

Job title 職位名稱	New Job 新職位	Existing Job 現有職位	Job Descriptions / Changes in Job Duties/Specifications 職位描述 / 職務或工作規範的轉變
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	

### New Recruitment 新聘僱員

3. Please state the number of full-time employees who were **newly recruited** in the past 12 months.  
(If there is no recruitment, please fill “0” in the box)  
請列出 貴機構在過去十二個月內**新招聘**的全職僱員人數。(如沒有招聘，請在方框內填上“0”)

	Shore Based Personnel 岸上工作人員
(a) Total no. of recruits 總招聘人數	
(b) No. of new recruits with experience in Maritime Services industry 具海事服務業經驗的新招聘僱員人數	

**Employees Leaving the Establishment****僱員離職**

4. Please state the number of full-time employees who **left** in the **past 12 months**.  
(If there is no employees left, please fill "0" in the box)  
請列出 貴機構在過去十二個月內**離職**的全職僱員人數。(如沒有員工離職，請在方框內填上“0”)

	Shore Based Personnel 岸上工作人員
No. of employees leaving the Company 離職的僱員人數	

**Preferred Level of Education and Years of Experience of Employees****僱員宜有的教育程度及相關年資**

5. Please choose preferred Level of Education and Years of Experience of **full-time employees**.  
請選擇**全職僱員**宜有的教育程度及相關年資。

Job level 職級	Managerial and Executive Level 管理及行政職級	Assistant and Non- Executive Level 助理及非行政職級
<b>(a) Level of Education (Please tick "✓" <u>1 box</u> for each job level)</b> <b>教育程度 (每職級請剔“✓” 選一項)</b>		
(i) Postgraduate Degree 研究生學位	<input type="checkbox"/>	<input type="checkbox"/>
(ii) First Degree 學士學位	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Sub-degree (e.g. Higher Diploma) 副學位 (例如高級文憑)	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Diploma/Certificate 文憑/證書	<input type="checkbox"/>	<input type="checkbox"/>
(v) Secondary 4 to 7 中四至中七	<input type="checkbox"/>	<input type="checkbox"/>
(vi) Secondary 3 or below 中三或以下	<input type="checkbox"/>	<input type="checkbox"/>
<b>(b) Years of Experience (Please tick "✓" <u>1 box</u> for each job level)</b> <b>相關年資 (每職級請剔“✓” 選一項)</b>		
(i) 10 years or more 十年或以上	<input type="checkbox"/>	<input type="checkbox"/>
(ii) 6 years to less than 10 years 六年至十年以下	<input type="checkbox"/>	<input type="checkbox"/>
(iii) 3 years to less than 6 years 三年至六年以下	<input type="checkbox"/>	<input type="checkbox"/>
(iv) 1 year to less than 3 years 一年至三年以下	<input type="checkbox"/>	<input type="checkbox"/>
(v) Less than 1 year 一年以下	<input type="checkbox"/>	<input type="checkbox"/>
(vi) No experience 無經驗	<input type="checkbox"/>	<input type="checkbox"/>
<i>No such level of staff</i> 沒有相關職級員工	<input type="checkbox"/>	<input type="checkbox"/>

**Training of Employees**  
**僱員的訓練**

6. Please choose the preferred mode of training for full-time employees (You may tick “✓” one or more options).  
 請選擇全職僱員宜有的訓練模式（可剔“✓”選多於一項）。

	Managerial and Executive Level 管理及行政職級	Assistant and Non-Executive Level 助理及非行政職級
<b>Face-to-face 實體</b>		
(a) Company's in-house training 公司內部培訓	<input type="checkbox"/>	<input type="checkbox"/>
(b) Outside training provider 外間培訓機構	<input type="checkbox"/>	<input type="checkbox"/>
(c) On-the-job training 在職培訓	<input type="checkbox"/>	<input type="checkbox"/>
<b>Online 網上</b>		
(d) Real-time online training via relevant software (e.g. zoom) 實時透過相關軟體進行網上培訓 (例如：zoom)	<input type="checkbox"/>	<input type="checkbox"/>
(e) Bite-size video training via online platform 在網上平台瀏覽培訓短片	<input type="checkbox"/>	<input type="checkbox"/>
<i>No such level of staff</i> 沒有相關職級員工	<input type="checkbox"/>	<input type="checkbox"/>

**Manpower Training and Development**  
人力培訓及發展

7. What type of training do you think the full-time personnel in the Maritime Services industry needs to enhance their skills in the next 12 months. (You may wish to tick “√” more than 1 option for each job category).

在未來十二個月內，閣下認為全職海事服務業從業員須接受以下哪類培訓？（每職務分類可剔選“√”多個選項）。

<u>Training</u> 培訓	Managerial and Executive Level 管理及行政職級	Assistant and Non- Executive Level 助理及非行政職級
<b>A. General Management Skills 一般管理技能</b>		
(i) Principles of management (e.g. problem solving, decision making, leadership, crisis management) 管理技能 (如解決問題、決策、領導才能及危機管理)	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Facilitation skills/ People Relationship Management 引導技能／人際關係管理	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Knowledge on ESG (Environmental, social and governance) ESG (環境、社會和管治) 知識	<input type="checkbox"/>	<input type="checkbox"/>
<b>B. Trade Specific Skills 業內專業技能</b>		
(i) Preparatory course for various classes of Certificate of Competency (Deck Officer/Marine Engineer) 不同級別的適任證書(甲板高級船員／輪機師)備試課程	<input type="checkbox"/>	<input type="checkbox"/>
(ii) International Code of Safety for Ships using Gases or other Low-flashpoint Fuels (IGF Code) related training 《國際船舶使用氣體或其他低閃點燃料安全章程》相關培訓	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Basic ship knowledge (e.g. ship stability and ship machinery) 基礎船舶知識 (例如船舶穩定性及船上機械)	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Practical knowledge on marine claims and insurance 海事索償和保險實務培訓	<input type="checkbox"/>	<input type="checkbox"/>
<b>C. Generic Skills 通用技能</b>		
(i) Communication Skills 溝通技巧	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Data Analysis 數據分析	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Problem Solving Skills 解決問題技巧	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Information Technology 資訊科技	<input type="checkbox"/>	<input type="checkbox"/>
<b>D. Others 其他</b>		
Please specify: 請說明:  _____	<input type="checkbox"/>	<input type="checkbox"/>
<i>No such level of staff</i> 沒有相關職級員工	<input type="checkbox"/>	<input type="checkbox"/>

**End of Questionnaire. Thank You for Your Co-operation.**  
問卷完，多謝合作。

**The 2024 Manpower Survey of the Maritime Services Industry**  
**海 事 服 務 業 2 0 2 4 年 人 力 調 查**

Explanatory Notes  
附註

**Part I**  
第一部份

1. Principal Jobs - Column 'A'  
主要職務—— 'A' 欄

- (a) Please go through column 'A' and mark those principal jobs applicable to your company. For detailed job descriptions for principal jobs, please refer to Appendix B.  
請瀏覽 'A' 欄，選取適用於 貴機構的主要職務。有關詳細的工作說明，請參閱附錄 B。
- (b) Please note that some of the job titles may not be the same as those used in your company. Please classify an employee according to his/her major duty and supply the required information if the jobs have similar or related functions.  
調查表內部分職稱可能有別於 貴機構所採用。請根據僱員的主要職責分類。若員工職責與表內某職務的職責相近，可視作相同職務，請提供所需資料。
- (c) In the event that an employee's duties in your company are split between two or more job titles, please use the job title that best describes his/her principal responsibility.  
如 貴機構有員工身兼多項職責，請選用最能反映其主要職責的職稱。
- (d) Please add in column 'A' titles of any principal jobs not mentioned in job descriptions (Appendix B); briefly describe them with respect of the appropriate job categories.  
如 貴機構另有海事服務業的主要職務未載於工作說明（附錄 B），請一併填入 'A' 欄內，並簡述其所屬的職務類別及等級。

2. Number of Employees as at Survey Reference Date - Column 'B'  
在統計日期的僱員人數 —— 'B' 欄

For each principal job, please fill in the total number of Hong Kong and non-Hong Kong full-time employees as at the survey reference date.

"Full-Time Employees" refer to those working full-time (i.e. at least 4 weeks a month, and not less than 18 hours each week) under the payroll of the company. These include proprietors and partners working full-time for the company. These definitions also apply to 'full-time employee(s)' appearing in other parts of the questionnaire.  
請填寫 貴機構於統計日期僱用的每個主要職務的本港及非本全港職僱員總數。

「全職僱員」指在 貴機構內全職工作（即每月最少四週、每週不少於十八小時）的受薪人員，其中包括在機構內全職工作的東主及合夥人。調查表內所出現的「全職僱員」等詞，定義亦同。

3. Number of Vacancies as at Survey Reference Date - Column 'C'  
在統計日期的空缺額 —— 'C' 欄

Please fill in the number of existing full-time vacancies as at the Survey Reference Date. 'Vacancies' refer to those unfilled, immediately available job openings for which the company is actively trying to recruit personnel as at the survey reference date.

請填上在統計日期每一主要職務的全職空缺額。「空缺額」是指該職位於統計參考日期仍懸空，須立刻填補，而現正積極招聘人員填補。

**Part I (continued)**

**第一部份 (續)**

4. Age Distribution of Employees as at Survey Reference Date - Column 'D'  
在統計日期的僱員年齡分布 —— 'D' 欄

Please indicate the age range distribution of Hong Kong full-time employees.  
請指出 貴機構本港全職僱員的年齡分布。

5. Average Monthly Income (HKD) of Employees - Column 'E'  
僱員之平均每月收入(港元) —— 'E' 欄

Please enter the code of the average monthly income (HKD) during the past 12 months for each principal job of Hong Kong full-time employee(s). This should include basic salary, overtime pay, cost of living allowance, meal allowance, housing allowance, travel allowance, commission and bonus. If you have more than one employee doing the same job, please enter the average range.

請在 'E' 欄填入每個主要職務的本港全職僱員過去 12 個月平均每月收入(港元)的編號。這包括底薪、逾時工作津貼、生活津貼、膳食津貼、房屋津貼、旅行津貼、佣金及花紅。如 貴公司有多於一名僱員擔任同一主要職務，則請取平均收入。

6. No. of Employees with Ex-seafaring Experience - Column 'F'  
具備海上工作經驗的僱員人數 —— 'F' 欄

Please indicate the no. of shore based personnel with ex-seafaring experience.  
請指出 貴機構具備海上工作經驗的僱員人數。

**Part II**  
**第二部份**

7. Question 1 - Expected Change in Future

問題 1 — 未來變化

When comparing with the current situation, please indicate your views on the expected change in the next 2 years.  
相對於現在，請指出 貴機構預計在未來兩年之預期變化。

- (i) Business volume and provide the reasons leading to the better or worsen.  
業務額及指出引起較佳或較差的原因。
- (ii) Number of Full-time employees  
全職員工數目

8. Question 2 - New Job Position

問題 2 — 新職位

- ◆ Please indicate the new job position(s) that will be introduced in the future (if any) in order to meet the emerging trends of the industry.  
請指出 貴機構未來將會引入的新職位(如有)，以配合行業的新興趨勢。
- ◆ Please indicate the existing jobs that are foreseen to undergo drastic changes in job duties/job specifications.  
請指出 貴機構預計將有職務或工作規範上重大轉變的現有職位。

9. Question 3 - New Recruitment

問題 3 — 新聘僱員

- ◆ Please fill in the total number of full-time employees who were newly recruited in the past 12 months.  
請填寫 貴機構在過去十二個月內新招聘的全職僱員總人數。
- ◆ Please fill in the number of new recruits with experience in Maritime Services industry.  
請填寫 貴機構的新招聘中，具海事服務業經驗的新招聘僱員人數。

10. Question 4 – Employees who had left the company

問題 4 — 已離職僱員

Please fill in the number of full-time employees who had left in the past 12 months.  
請填寫 貴機構過去十二個月內，全職僱員的離職人數。

## **Part II (continued)**

### **第二部份 (續)**

#### **11. Question 5 – Preferred Level of Education and Years of Experience of Employees**

問題 5 — 僱員宜有的教育程度及相關年資

Please indicate the preferred level of education and years of experience of full-time employees.

請選擇全職僱員宜有的教育程度及相關年資。

Definition of Preferred Level of Education:

宜有的教育程度的定義：

- ◆ “Postgraduate Degree” refers to higher degrees (e.g. master degrees) offered by local or non-local education institutions, or equivalent.  
「研究生學位」是指本地或非本地教育機構提供的高等學位（如碩士學位），或同等教育程度。
- ◆ “First Degree” refers to First degrees offered by local or non-local education institutions, or equivalent.  
「學士學位」是指本地或非本地教育機構提供的學士學位，或同等教育程度。
- ◆ “Sub-degree” refers to Associate Degrees, Higher Diplomas, Professional Diplomas, Higher Certificates, Endorsement Certificates, Associateship or equivalent programmes offered by local or non-local education institutions.  
「副學位」是指本地或非本地教育機構提供的副學士、高級文憑、專業文憑、高級證書、增修證書、院士銜或同等課程。
- ◆ “Diploma/Certificate” refers to technical and vocational education programmes including Diploma/Certificate courses, Diploma of Foundation Studies, Diploma of Vocational Education and programmes at the craft level, or equivalent.  
「文憑／證書」是指技術及職業教育課程之文憑／證書、基礎課程文憑、職專文憑及技工程度的課程，或同等教育程度。
- ◆ “Secondary 4 to 7” refers to Secondary 4-7, covering the education programmes in relation to the Hong Kong Certificate of Education Examination (HKCEE), the Hong Kong Diploma of Secondary Education (HKDSE) Examination, DAE, or equivalent.  
「中四至中七」是指中四至中七（包括與香港中學會考、香港中學文憑考試、應用教育文憑等相關的教育課程）或同等教育程度。
- ◆ “Secondary 3 or below” refers to Secondary 3 or below, or equivalent.  
「中三或以下」是指中三或以下，或同等教育程度。

#### **12. Question 6 – Training mode**

問題 6 — 訓練模式

Please indicate the preferred mode of training for full-time employees.

請指出全職僱員宜有的訓練模式。

#### **13. Question 7 – Training areas**

問題 7 — 培訓範疇

Please indicate the future training areas required for full-time personnel in the Maritime Services industry in the next 12 months

請指出全職海事服務業從業員在未來十二個月所需要的培訓範疇。

**2024 Manpower Survey of the Maritime Service Industry**  
**海事服務業 2024 年人力調查**

**Description for the Principal Jobs**  
**- Shore Based Personnel Sector -**  
**主要職務的工作說明**  
**- 岸上工作人員 -**

**Job level 技能級別**

**M: Managerial and Executive Level 管理及行政職級;**

**A: Assistant and Non-Executive Level 助理及非行政職級**

Code 編號	Principal Job 主要職務	Job Description 工作說明
<b>ADMINISTRATION; MANAGEMENT AND HUMAN RESOURCE 行政、管理及人力資源</b>		
511 <b>M</b>	Managing Director ; Chief Executive Officer ; General Manager 董事總經理 ; 行政總裁 ; 總經理	Assumes full responsibility of overall management and development; formulates company strategies, sets guidelines, targets, and makes corporate decisions; monitors the performance of various departments; reports to the Board of Directors overall company policies. 全權負責公司的整體管理及發展; 制定公司策略、方針及目標, 並為公司作出決定; 監管各部門的運作; 向董事會提交有關公司整體政策的報告。
512 <b>M</b>	Fleet Manager ; Marine Superintendent ; Port Captain 航線經理 ; 海事總監 ; 駐岸船長	Oversees all operational aspects and budgetary control of the company's vessels; ensures that they are operated safely, economically and efficiently maintained to a standard that allows them to fulfil operational requirements of either the organisation or charter parties and/or other commercial contracts. 監察公司所有船隻的運作事宜及財務控制, 確保船隻運作安全、成本合理、有效率, 以符合機構、租賃方及/合約要求的運作水平。
513 <b>A</b>	Fleet Officer 航線主任	Supervises and handles all operational issues related to company's vessels, e.g. keeps records on voyage and maintenance of vessels, monitors fuel costs; administers port disbursements; assists the Manager/Superintendent in reviewing vessels' cargo stowage/loading & discharging plan and vessels' overall performance. 督導及處理所有與公司船隻有關的運作事宜, 例如: 保存航行及保養記錄, 監察燃料開支, 處理港口費, 協助經理/總監檢視貨物裝載/卸貨計劃, 及船隻的整體表現。
514 <b>M</b>	Crew Manager 海員招募經理	Oversees crew recruitment, deployment to vessel, scheduling, and regular training and development; takes care of on-going management and administrative duties of seafarers, such as payroll, travel arrangements, insurance and health schemes. 監察海員招募工作, 船員調配、編更、恆常培訓及發展; 處理其他日常與船員相關的管理及行政工作, 例如發薪、交通安排、保險及醫療計劃等。
515 <b>A</b>	Crew Officer 海員招募主任	Supervises and executes general crew administration, including payroll, travel arrangements, insurance and certificates of crew members; co-ordinates timely crew changes. 督導及執行一般海員行政工作, 包括發薪、交通安排、保險、海員證書; 協調船員按時地換班。

Code 編號	Principal Job 主要職務	Job Description 工作說明
<b>BUSINESS AND TRADE 商業及貿易</b>		
521 M	Marketing / Business Development Manager 市場拓展經理	Develops, implements and executes strategic marketing plans for the company in order to attract prospective customers and retain existing ones. 制定、實施和執行策略性市場推廣計劃，以吸引潛在客戶並保留現有客戶。
522 M	Ship Chartering / Sales and Purchase Manager 船舶租賃／買賣經理	Handles all aspects of chartering/sales and purchase activities (e.g. identifies chartering/sales and purchase opportunities, evaluates returns, negotiate rates and terms) to meet the profit/sales target of the company. 處理所有船舶租賃／買賣活動（例如：物色租賃／買賣的機會、評估回報、協商價格及條款），以達成公司訂下的利潤／銷售目標。
523 A	Ship Chartering / Sales and Purchase Representative 船舶租賃／買賣代表	Supports chartering/sales and purchase activities to meet the profit/sales target of the company. 支援船舶租賃／買賣活動，以達成公司訂下的利潤／銷售目標。
524 M	Shipbroker 船務經紀	Liaises with ship owners, ship operators and cargo owners to facilitate the sale, purchase and chartering of vessels; provides market information for sale or chartering of vessels; handles payment and drafts contracts and relevant documents. 聯繫船東、船舶營運人、貨主以促成船舶買賣及出租；提供與船隻租賃或買賣相關的市場資訊；處理付款、草擬合同和相關文件等。
525 M	Sales Engineer 銷售工程師	Uses technical knowledge to manage sales of marine products/services. 利用行業專業知識，處理海事產品／服務的銷售工作。
526 A	Customer Service Representative 客戶服務代表	Interacts with customers on behalf of the company; provides information about services offered by the company; responds to customers' enquires and complaints. 代表公司與客戶聯繫，提供公司相關服務的資訊給客戶，處理客戶查詢及投訴。
<b>OPERATIONS 營運</b>		
531 M	Port Manager ; Stevedore Manager 港口經理；貨物裝卸經理	Oversees and co-ordinates a range of port activities including loading/unloading ships (or boarding/alighting of passengers), cargo/baggage storage, tug and pilot services with a view to optimise resource use, minimise costs and comply with relevant regulations. (The scope of "Stevedore Manager" may confine to the supervision of loading/unloading activities.) 監察及協調一系列的港口活動，包括裝卸船上貨物(或安排乘客上落船隻)、儲存貨物／行李、拖輪及領港服務等，以達致理想的資源運用、控制成本及符合法規要求。（「貨物裝卸經理」的工作範疇或只限於監督與船上貨物裝卸相關的活動。）
532 M	Ship Agency Manager 船舶代理經理	Liaises with port officials and terminal operators to plan effective cargo operations when the vessel arrives the port; carries out any arrangements as required by the shipping lines, ship-owners and ship-masters. 當負責船隻進入港口，聯繫港口管理人員、碼頭營運者以規劃有效的貨物處理工序；應船公司、船主或船長要求，執行其他相關安排。
533 M	Freight Manager ; Logistics Manager 貨運經理；物流經理	Oversees the transportation (in particular ocean freight shipments) of goods from suppliers to distributors; ensures the shipping methods are safe, efficient and cost-effective. 監察由供應商到分發商的運輸過程(特別是涉及海運的部份)。確保運輸方式安全、有效率及符合成本效益。

Code 編號	Principal Job 主要職務	Job Description 工作說明
534 A	Cargo Planner ; Cargo Officer 貨物規劃員；貨物主任	Assesses the nature of goods and the situation of the vessels to ensure that any loading or discharging is done safely and efficiently; solve stowage-related problems; communicates with port operatives to assign destinations for the cargo. 評估貨物性質及船隻狀況，安全及有效率地安排裝卸貨物，解決與裝載相關的問題，就貨物存放地點與港口操作人員溝通。
535 M	Warehouse and Distribution Manager 倉務及收發經理	Plans and manages the receiving, storage and distribution of goods and the overall operation of a warehouse; keeps track of stock levels, delivery times and transport costs. 規劃和管理物流、倉庫及運輸；監管庫存狀況、交貨時間、運輸成本。
536 A	Boarding Officer 登船主任	Facilitates the smooth entry and departure of the assigned ships; ensures that they fulfil statutory formalities and required declarations. 協助負責船隻暢順進出港口，確保船隻符合法規及各項申報要求。
537 A	Stevedore 貨物操作員	Loads and unloads the cargo of ships in a port. 於港口裝卸船上貨物。
538 A	Pier Attendant ; Pier Assistant 碼頭操作員；碼頭助理	Provides general support to the operations of a pier; may involve cleaning, basic maintenance and customer services duties. 支援碼頭一般運作，或涉及清潔、基本保養及客戶服務等工作。
539 A	Crane Driver 起重機操作工	Operates various types of cranes. 操作各類起重機。
540 A	Rigger 索具工	Assists in lifting, handling various tools, work pieces and equipment, building workbenches, maintaining rigging, pulleys and buckles. 協助吊重，搬運各種工具、工件及設備；搭建工作台架；保養索具、滑車及卸扣。
<b>TECHNICAL AND CONSULTANCY 技術及顧問</b>		
601 M	Technical Manager ; Technical Superintendent ; Ship Repairs Manager ; Ship Repairs Superintendent 技術經理；技術總監； 船舶維修主管； 船舶維修總監	Plans and organises vessels' repair works, conducts survey inspections, controls budgets and spares procurement. 規劃及安排船舶維修保養，進行船舶檢測，控制成本及採購船舶相關部件。
602 M	Assistant Technical Manager ; Assistant Technical Superintendent ; Assistant Ship Repairs Manager ; Assistant Ship Repairs Superintendent 助理技術經理； 助理技術總監； 助理船舶維修主管； 助理船舶維修總監	Supervises and execute vessel repair plans and spares procurement; assists the Manager/Superintendent in sorting out technical problems encountered during the course of work. 督導及執行船舶維修計劃及部件採購工作，協助經理／總監處理日常工作遇到的技術問題。
603 M	Ship Surveyor ; Technical Consultant ; Engineering Consultant 船舶檢驗師；技術顧問； 工程顧問	Conducts inspections/examinations of vessels to assess, monitors and reports on their condition, inspects equipment intended for new or existing vessels to ensure compliance with various standards or specifications. 檢查／測試船隻以評估、監察及報告船隻狀況，檢查供新船／現有船隻使用的設備以確保符合水平／規格。
604 M	Marine Surveyor; Marine Consultant ; Cargo Surveyor ; Cargo Consultant 海運測量師；海運顧問； 貨物測量師；貨物顧問	Verifies the condition of cargo; investigates cargo loss or damage; provides technical advice for insuring or transporting goods. 核實貨物狀況，調查貨損，就投保或運送貨物提供技術意見。

Code 編號	Principal Job 主要職務	Job Description 工作說明
605 M	Harbour Pilot 領港員	Accompanies and gives navigational advice to the Captains when the sea-going vessels enter or leave Hong Kong to ensure their safe navigation within Hong Kong waters. 在遠洋船隻抵港或離港時陪同船長，給予航行意見，確保船隻在香港水域內安全航行。
606 M	Service Engineer 技術服務工程師	Uses technical knowledge to provide after-sales services related to ship machinery, equipment and other marine products. 利用行業專業知識，為船舶機械、設備及其他海事產品提供售後服務。
607 M	Electrical Engineer 電機工程師	Carries out research on electrical engineering problems; designs electrical systems and plans and supervises their construction, installation, operation, maintenance and repair, and advises one's own company or clients on electrical engineering matters. 研究電機工程問題；設計電氣系統，策劃與監督系統的建造、裝設、操作、保養及修理；向公司或客戶提供關於電機工程的意見。
608 M	Marine Engineer 輪機工程師	Studies, designs and advises on propulsion systems, power plants, heating and ventilating systems, steering gear, pumps, and other mechanical and electrical equipment, construction, installation, maintenance and repair. 研究、設計及就船舶推進系統、動力裝置、暖氣與通風系統、操舵裝置、泵、其他機械與電機設備的建造、裝設、保養及修理提供專業意見。
609 M	Mechanical Engineer 機械工程師	Carries out research on mechanical engineering problems; designs and advises on mechanically functioning, plant and equipment; and plans and supervises their development, manufacture, construction, installation, operation, maintenance and repair. 研究機械工程問題；設計機械設備，並提供專業意見。計劃及監督機械設備的發展、生產、建造、裝設、操作、保養及修理。
610 M	Ship Designer ; Naval Architect 船舶設計師；造船工程師	Studies and prepares specifications for shipbuilding, conversion or repair. Studies, designs, and advises on the hulls and superstructures. Plans and supervises and be responsible for the overall design, their development, construction, maintenance and repair. 研究及編製建造新船、改裝船舶或修船的規格。研究、設計及就輪船的船身及上層結構提供專業意見。策劃、監督及負責輪船的全面設計、發展、構造、保養及修理。
611 A	Draughtsman 繪圖員	Prepares structural, layout, detail and assembly drawings or circuit diagrams for the maintenance and repair of plants, equipment and ship structures. 繪製結構圖、配置圖、明細圖、裝配圖或線路圖，用以保養及維修船隻結構、船上裝置及設備。
612 A	Electrical Engineering Technician 電機工程技術員	Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, development, installation, operation, maintenance and repair of electrical systems and equipment. 單獨或在合資格工程師指導下，擔任技術性工作，從事設計、發展、安裝、操作、保養及修理電機裝置及設備。
613 A	Electronics Technician; Telecommunication Technician 電子技術員；通訊技術員	Carries out installation and repairing of marine electronic/telecommunication equipment. 安裝及修理船用電子／通訊設備。
614 A	Estimator 估計員	Obtains basic data and set up detailed cost sheets for materials, overhead and labour in the preparation of tenders for shipbuilding and repair work; takes off quantities for work. 獲取基本資料，並詳細開列工料成本及雜項開支，以備競投船舶建造與修理工程之用。計算工程進度。

Code 編號	Principal Job 主要職務	Job Description 工作說明
615 A	Mechanical Engineering Technician 機械工程技術員	Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, development, construction, installation, efficient operation, maintenance and repair of mechanical plant and equipment. 單獨或在合資格工程師指導下，擔任技術性工作，從事設計、發展、安裝、操作、保養及修理機械裝置及設備。
616 M	Ship Repairs Supervisor; Ship Repairs Foreman 船舶維修監督；船舶維修管工	Controls groups or teams of craftsmen or other works to support the repair and maintenance of ships. 管理若干組／隊的技工或其他工人，以支援船舶維修及保養。
617 A	Air-conditioning Mechanic ; Sheet Metal Worker 空氣調節技工； 薄片金屬構造工	Fits, assembles, erects, installs, commissions, services, operates, maintains and repairs air-conditioning plant and during fitted on-board ships. 安裝、組合、裝配、設置、測試、檢修、操作、保養及維修船上的空氣調節系統及風槽。
618 A	Carpenter 木工	Constructs and repairs wooden vessels, and carries out structural wood work. 建造及修理木船，並從事與船舶建造有關的木工。
619 A	Electrician 電工	Tests, overhauls and installs electrical plant and equipment, and wiring for power and lighting. 測試、檢查及安裝電氣設備和供電及照明的佈線。
620 A	GRP – Worker 玻璃纖維工	Constructs, repairs and assembles vessels and articles from glass reinforced plastic material (GRP). 使用玻璃纖維建造、修理及組合船隻與用具。
621 A	Machinist 機床工	Sets up and operates machine tools, to machine parts according to drawings and specifications. 調較與操作機床，並依據圖則與規格機製零件。
622 A	Marine Pipeworker 船舶喉管工	Fabricates, assembles, installs, maintains and repairs piping systems on board ships. 負責船舶上各種喉管系統的構造、組合、安裝、保養和修理。
623 A	Painter 髹漆工	Undertakes surface preparations and painting works on ships. 負責船舶的表面處理及髹漆工作。
624 A	Welder 焊接工	Performs cutting, joining and depositing of metal by means of welding. 以焊接法切割、接合及補焊金屬。
625 A	Steel Worker (Boiler Maker / Steel Plater / Blacksmith) 鋼鐵工（鍋爐工、造船鋼板工 或鐵工）	Carries out the fabrication and erection of steel structures on marine crafts. 建造、裝設與修理船舶鋼鐵結構。
<b>MARINE LAW AND INSURANCE 海事法律及保險</b>		
701 M	Maritime Lawyer ; Admiralty Lawyer 海事律師	Advises clients on legal issues and disputes under marine law and the related rules and conventions; draws up legal documents; represents clients in legal proceedings. 按海事法律及相關的規則和公約，在各類法律問題和糾紛上為客戶作出建議、起草法律文件，及在法律訴訟代表客戶。
702 M	Maritime Arbitrator 海事仲裁員	Studies evidence, determines liability, encourages communications between disputants and tries to bring them to a settlement before an official hearing takes place; prepares settlement agreements for settled cases. 研究證據，釐定各方責任，鼓勵爭議各方透過溝通，於進行法律聆訊前達成和解協議，並就和解個案預備協議書。
703 M	P&I / Insurance Manager ; Claims Manager ; Marine Expert 保險事務；申索經理； 海事專家	Identifies and analyses risks associated with policies, manages claims or provide expert advice, minimises risk of financial loss and achieves target budgets of the company. 識別及分析保單涉及的風險，管理保險申索，或提供專業意見，減低公司的損失及配合公司財務預算。

Code 編號	Principal Job 主要職務	Job Description 工作說明
704 A	P&I / Insurance Officer ; Claims Officer 保險事務；申索主任	Administers insurance policies, records and claims; processes information on incidents pertaining to the policies. 處理保單、保留記錄及申索，審核與保單相關的事故資料。
705 A	Marine Insurance Underwriter 海事保險核保人	On behalf of the insurance companies, assesses the risks involved in the insurance/reinsurance policies applied and decides on whether the company should accept these risks. 代表保險公司為申請者的投保/再投保的風險作評估，決定公司是否接受該些風險。
706 A	Insurance Broker 保險經紀人	On behalf of the clients (i.e. the insured), assesses their insurance needs and identify the most suitable insurance policies for them. 代表客戶(即受保人)，評估客戶的保險需求，為他們尋找最合適的保險方案。
<b>TRAINING AND EDUCATION 教育及培訓</b>		
707 M	Professor ; Lecturer ; Instructor ; Trainer 教授；講師；教導員；導師	Teach students in academic/vocational subjects related to the maritime services industry at different levels; may also conduct research and publish papers relevant to maritime studies. 教導不同程度的學生與海事服務業相關的學術／職業科目，或會同時進行相關的學術研究及發表論文／文章。
<b>ACCOUNT AND FINANCE 會計及財務</b>		
708 M	Ship Finance Manager 船舶融資經理	Assesses risks and asset value for offering of mortgages, loans and other credit facilities in relation to purchase of second-hand vessels or new buildings. 評估風險及資產價值，以提供與購買二手船隻／新造船隻相關的抵押、借貸及其他類別的信貸服務。
709 M	Ship Leasing Manager 船舶租賃經理	Assesses risks and asset value for offering of ship leasing contracts in relation to new buildings. 評估風險及資產價值，以提供與新造船隻相關的船舶租賃合約。
<b>SAFETY AND RISK MANAGEMENT 安全及風險管理</b>		
710 M	Safety / Risk Manager ; Auditor ; OHSE Manager 安全經理；審計師； 職業健康、安全、環境經理	Assesses health, safety and environmental risks at the workplace, devises a mechanism/ workflow for prevention of accidents, carries out audit checks to ensure that the risk management mechanism is implemented properly. 評估工作間的健康、安全及環境風險，訂立機制／流程以預防意外，透過審核確保風險管理機制妥善執行。
711 A	Safety Officer 安全主任	Assists to promote the safety and health of persons employed at the workplace, including the inspection of workplace, equipment or works processes to identify any risks and to advise on preventive measures; investigates accidents and dangerous occurrences and makes recommendations to prevent similar accidents. 協助於工作場所進行促進僱員安全及健康的工作，包括視察工作場所、設備或一般鑒別工作危險的程序，並就預防措施提供意見；調查意外及危險事故的成因，並就如何避免發生同類意外提供意見。
712 A	Assistant Safety Officer / Safety Supervisor 助理安全主任／安全督導員	Assists the Safety Officer in promoting safety and health of persons employed at the workplace. Advises employees on safety standards, and supervises the observance of such standards for the promotion of safety at work. Implementing industrial safety training. 協助安全主任，進行促進工作場所僱員安全及健康的工作；向員工提供有關安全標準的意見，並監督這些標準的切實執行，以促進工作安全。推行工業安全訓練。
<b>OTHER STAFF OF SUPPORTING SERVICES 其他支援員工</b>		
999	Other staff of supporting services, e.g. general human resources, finance, IT and administration works. 其他支援員工，例如參與一般人力資源、財務、資訊科技或其他行政工作	

**Response Profile**

<b>Sector/Branch</b>	<b>(a) No. of Valid Cases *</b>	<b>(b) No. of Establishments Successfully Enumerated</b>	<b>(b) / (a) Effective Response Rate</b>
<b>A. Ocean Going Sector</b>			
Branch 1: Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies	100	89	89.0%
Branch 2: Ship Owners of Sea-going Vessels	18	15	83.3%
Branch 3: Operators of Sea-going Vessels	8	7	87.5%
Branch 4: Ship Owners and Managers	3	3	100.0%
<b>B. River Trade Sector</b>			
Branch 5: Ship Owners and Operators of Vessels Moving Between Hong Kong and the Ports in Pearl River Delta	25	25	100.0%
<b>C. Local Vessel Sector</b>			
Branch 6a: Inland Water Transport – Licensed and franchised ferry services	8	8	100.0%
Branch 6b: Inland Water Transport – Kaito and non-scheduled inland water passenger transport and Inland freight water transport	46	43	93.5%
Branch 7: Mid-stream Operation	27	23	85.2%
Branch 8: Yacht Club and Other Yacht Services	18	18	100.0%
<b>D. Shore-Based Sector</b>			
9a. Container Terminal and Marine Cargo Terminal Operators	6	6	100.0%

<b>Sector/Branch</b>	<b>(a) No. of Valid Cases *</b>	<b>(b) No. of Establishments Successfully Enumerated</b>	<b>(b) / (a) Effective Response Rate</b>
9b. Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c.	47	44	93.6%
10. Shipbrokers	44	41	93.2%
11. Classification Societies; Consultants and Surveyors	29	24	82.8%
12. Marine Equipment; Shipbuilders and Repairers	54	54	100.0%
13. Marine Insurance	11	10	90.9%
14. Maritime Law	7	7	100.0%
15. Ship Finance	1	1	100.0%
16. Ship Registration and Port Authorities	2	2	100.0%
17. Other Marine Services	22	20	90.9%
<b>Overall</b>	<b>476</b>	<b>440</b>	<b>92.4%</b>

*Note: \* Excluding establishments which had ceased operation, had not employed any relevant technical staff, etc. at the time of survey.*

## **Quality Control Measures**

### Prior to fieldwork preparation

- Collect contact information of the sampled establishments
- Group sampled establishments to the same business organisation

### Thorough training of fieldwork staff

- Industry briefing workshop by VTC
- Intensive briefing and training sessions by the survey consultant in consultation with VTC

### Monitoring of the fieldwork execution

- Well-trained enumerators who are experienced in conducting establishment surveys
- Closely monitor fieldwork progress and work of enumerators
- Debriefing sessions twice a week
- Joint field visits by VTC

### Measures to increase the response rate

- Strategic directions given by VTC
- Assistance from the Training Boards and trade associations, etc.

### Checking of the completed questionnaires

- Sample check of completed questionnaires by an independent team of QC checkers
- 100% vetting of the completed questionnaires by VTC

### Data processing and data validation

- Collection of data via an i-Survey platform (Interactive Online Interviewing Systems)
- Validation of collected data via computer programming and systems

### Data analysis by VTC

- Comparison of survey findings with last round
- Benchmarking with relevant manpower information (if deemed appropriate)

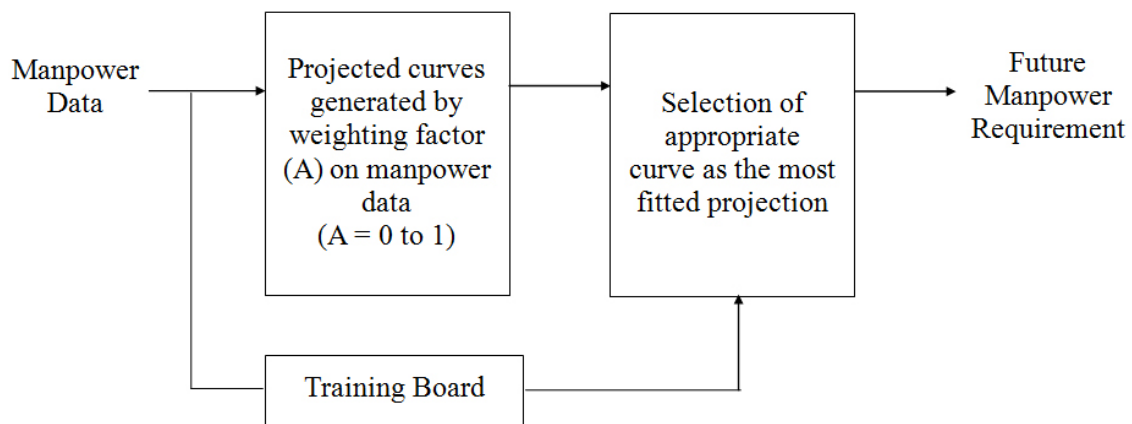
## Manpower Projection Methodology

### Adaptive Filtering Method

1. The Adaptive Filtering Method is a forecasting method which rested on the principle of “Weighted Exponential Smoothing”. In this method, past manpower data are weighted and heavier weightings are given to the more recent data. The forecast is more dependent on the recent manpower information. The degree of emphasis on the more recent survey data can be varied by adjusting the weighting factor (A). Thus, the higher the value of ‘A’, the heavier the weightings of the more recent data.

2. The forecast may be optimised to suit the decisions made by the Training Boards based on the factors such as the market trends, technological developments, social-economic factors, future expectations, etc. The method is illustrated in Figure 1 below.

Figure 1 Adaptive Filtering Method



**Annual Additional Manpower Requirement**

<b>Sector</b>	<b>Manpower in 2024</b> (a)	<b>Projected Manpower in 2028 (by AFM)</b> (b)	<b>Average Annual Manpower Growth</b> (c)=[(b)-(a)]/4	<b>Replacement for Wastage<sup>1</sup></b> (d)= [(a)+(b)]/2 x wastage rate	<b>Annual Additional Manpower Requirement<sup>3</sup></b> (c)+(d)
Ocean Going <sup>3</sup>	180	230 <sup>2</sup>	13	8	21
River Trade	432	395	-9	3	-6
Local Vessel	4,502	4,469	-8	62	54
Shore-Based <sup>4</sup>	11,982	12,009	7	66	73

<sup>1</sup> Replacement for wastage = average annual manpower x wastage rate of respective sectors  
For River Trade sector, as the wastage rate (i.e. 30.6%) is believed to include surplus staff which need not be replenished in the next few years, the MSTB decided to use the estimated number of retiring staff to work out the projected wastage rate. Below are the wastage rates adopted for various sectors:

<sup>2</sup> Employers in the Ocean-Going sector anticipate an increase in the number of vessels starting from 2025, accompanied by a gradual rise in the proportion of Hong Kong employees within the sector. In 2024, Hong Kong employees accounted for 2.3% of the workforce in the Ocean-Going sector, and this proportion is expected to increase to 2.9% by 2028.

<b>Sector</b>	<b>Wastage Rate (%)</b>	<b>Source/Assumption</b>
Ocean Going	4.0	7.5% Employees were in the age group of "65 or above"; assuming all of them will retire by 2028 34.3% of employees were aged between 56 and 64. Some are expected to retire, while others may transition to shore-based positions.
River Trade	0.8	3% employees were in the age group of "65 or above"; assuming all of them will retire by 2028
Local Vessel	1.4	5.5% employees were in the age group of "65 or above"; assuming all of them will retire by 2028
Shore-Based	0.6	2.2% employees were in the age group of "65 or above"; assuming all of them will retire by 2028 (excl. non-technical staff)

<sup>3</sup> +/- 10% applies for presentation of the estimates in the report

<sup>4</sup> As the survey focuses on local manpower requirement, non-HK employees were excluded for the calculation of the estimated annual additional manpower requirement

<sup>5</sup> Non-technical staff (i.e. "Other staff of supporting services in Shore-Based sector) was excluded for projecting the annual additional manpower requirement as industry-specific training may not be required for this type of staff

**Number of Graduates of Full-time Pre-employment Courses  
UCG-funded courses and VTC courses**

全日制職前訓練課程、  
大學教育資助委員會資助課程及  
職業訓練局課程畢業生人數

Course Name 課程名稱	#Training Provider 培訓機構	Estimated Number of Graduates 估算畢業人數	Projected Number of Graduates 推算畢業人數	
		2023/24	2024/25	2025/26
Bachelor of Engineering in Mechanical Engineering <sup>2</sup> 工學士 (機械工程)	CityU 城大	105	36	54
B.Eng. Mechanical & Automation Engineering <sup>2</sup> 機械與自動化工程學士	CUHK 中大	40	33	34
BBA (Hons) International Shipping and Transport Logistics <sup>2</sup> 國際航運及物流管理(榮譽)工商管理學士學位	PolyU 理大	97	120	-
BBA (Hons) Scheme in Aviation, Maritime & Supply Chain Management <sup>2</sup>	PolyU 理大	-	-	241
BEng (Hons) Scheme in Mechanical Engineering <sup>2</sup> 機械工程學(榮譽)工學士學位組合課程	PolyU 理大	114	112	132
BEng Mechanical Engineering <sup>2</sup> 工學士 (機械工程學)	HKUST 科大	71	91	65
BEng/BBA Mechanical Engineering and General Business Management <sup>1 and 2</sup> 工學士 (機械工程學) 及工商管理學士 (綜合商業管理學)	HKUST 科大	2	1	-
Higher Diploma in Mechanical Engineering <sup>2 and 3</sup> 機械工程學高級文憑	IVE	110	98	100
Bachelor of Engineering (Mechanical Engineering) (Honours) <sup>1,2 and 3</sup>	SHAPE	33	24	25
Higher Diploma in Maritime Studies <sup>4</sup> 海事科技高級文憑	MSTI	73	56	55
Certificate for Junior General Purpose Ratings <sup>5</sup> 初級全能海員證書	MSTI	70	70	70
	Total 總數	715	641	776

Remark 註：

#Training Provider 培訓機構	Full Name 全稱
CityU 城大	The City University of Hong Kong 香港城市大學
CUHK 中大	The Chinese University of Hong Kong 香港中文大學
PolyU 理大	The Hong Kong Polytechnic University 香港理工大學
HKUST 科大	Hong Kong University of Science and Technology 香港科技大學
IVE	The Hong Kong Institute of Vocational Education 香港專業教育學院
SHAPE	The School for Higher and Professional Education [SHAPE] of VTC and RMIT University, Australia jointly offered the programme 職業訓練局才晉高等教育學院與澳洲皇家墨爾本理工大學合辦課程
MSTI	Maritime Services Training Institute 海事訓練學院

Note :

<sup>1</sup>Only English name is available.

<sup>2</sup>Graduates will be employed in other industries as well, actual number of graduates employed by maritime services industry is not provided.

<sup>3</sup>Projected number of graduates for the specified academic year based on the number of admitted students in the academic year two years ago. For example, number of projected graduates in AY 2024/25 based on the admitted students in AY2022/23.

<sup>4</sup>Projected number of graduates for the specified academic year based on the planned places of year(s) before. For example, projected number of graduates in AY2024/25 based on the planned places of two years course in AY2022/23 and one year course in AY 2024/25.

<sup>5</sup>Projected number of graduates for the specified academic year based on the planned places of that year.

註：

<sup>1</sup> 課程只有英文名稱。

<sup>2</sup> 由於畢業生可投身其他行業，故上表未有提供獲海事服務業僱用的實際畢業生人數。

<sup>3</sup> 根據兩年前該學年錄取學生人數所預測的畢業生人數。例如，2024/25 學年的預測畢業生人數是根據 2022/23 學年錄取的學生人數推算得出。

<sup>4</sup> 根據前幾年課程計劃學額所預測的指定學年畢業生人數。例如，2024/25 學年的預測畢業生人數是根據 2022/23 學年兩年制課程的計劃學額及 2024/25 學年一年制課程的計劃學額推算得出。

<sup>5</sup> 根據該學年計劃學額所預測的畢業生人數。

**Maritime and Aviation Training Fund (MATF)**

1. The Maritime and Aviation Training Fund (MATF) came into operation on 1 April 2014. The aim is to build up in due course a vibrant, diversified and competitive pool of professionals and technical personnel to support Hong Kong's future development in the two sectors. With a total commitment of \$500 million by financial year 2023-24, the MATF sustains and enhances the Government's support for the manpower development and promotion of the maritime, aviation and logistics industries.

2. Maritime-related Schemes operated under the MATF include:
- Professional Training and Examination Refund Scheme (ProTERS)
  - Maritime and Aviation Internship Scheme
  - Local Vessel Trade Training Incentive Scheme (LVTTIS)
  - Local Vessel Competency Enhancement Scheme (LVCES)
  - Sea-going Training Incentive Scheme (SGTIS)
  - Ship Repair Training Incentive Scheme (SRTIS)
  - Hong Kong Maritime and Logistics Scholarship Scheme
  - The University of Hong Kong (HKU) – Dalian Maritime University (DMU) Academic Collaboration Scheme
  - Overseas Exchange Sponsorship Scheme
  - Hong Kong Nautical and Maritime Scholarship Scheme
  - The University of Hong Kong (HKU) – Shanghai Maritime University (SMU) Academic Collaboration Scheme

### **Business School Partnership Programme (BSPP)**

1. The Business-School Partnership Programme (BSPP) was first launched in 2005. The aim of BSPP is to promote better co-operation and closer alliances between the business sector and schools. It leads students out of the classroom to gain a wider perspective of the world so that they can get prepared for life in the society. Through this new learning platform provided by the business sector, students will be able to know about different careers and understand the requirements of employers, enhance generic skills, develop correct work attitude and values which enable them to adapt to economic and social changes, hence ultimately achieve the goal of whole-person development.

*(Extracted from: <https://careerguidance.edb.hkedcity.net>)*

2. The Maritime Services Training Board (MSTB) has been actively supporting the BSPP since FY 2015-16. Below are the activities jointly offered by MSTB in FY 2024-25:

Name of the Activities
1. Talk / Online Talk on Career Development in Maritime Services Industry
2. Career Talk on Seagoing Profession
3. Visit to the Maritime Services Training Institute, Vocational Training Council
4. Visit Maritime Museum and Career Talk on Seagoing Profession
5. Visit to Marine Department Training Centre (Government Dockyard) and Career Talk
6. Visit to Shipyard of TurboJET
7. Visit to Sun Ferry Services Company Limited
8. Ship Handling Simulation and VR Yacht Experience Workshop
9. Ship Handling Simulation Experience Workshop

**Statistical Tables**

1. No. of Posts on Board and employees in Ocean Going sector by principal job  
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2. Manpower Statistics by principal job  
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5. Percentage distribution and ranking of training required in the next 12 months by sector by job category  
按界別及職務類別劃分在未來十二個月內僱員所需培訓的百分比及排名

**1. No. of Posts on Board and Employees in Ocean Going sector by principal job**  
**按主要職務劃分的在遠洋輪業船上職位及僱員數目**

Principal Job 主要職務		No. of Posts on Board as at Survey Reference Date 統計日期 在船上的職位數目			No. of Employees as at Survey Reference Date 統計日期僱員人數			Employees as percentage of posts on board 僱員 佔船上職位的 百分比 (b) / (a)
		HK 本港	Non-HK 非本港	Total 總數 (a)	HK 本港	Non-HK 非本港	Total 總數 (b)	
<b>Officers 高級海員</b>								
101	Master 船長	16	2,462	2,478	16	298	314	12.7%
102	Chief Engineer 輪機長(大車)	12	2,499	2,511	14	312	326	13.0%
103	Chief Officer 大副(大伙)	0	2,480	2,480	2	311	313	12.6%
104	2nd Engineer 大管輪(二車)	2	2,462	2,464	3	306	309	12.5%
105	2nd Officer 二副(二伙)	5	2,555	2,560	8	406	414	16.2%
106	3rd Engineer 二管輪(三車)	6	2,504	2,510	13	359	372	14.8%
107	3rd Officer 三副(三伙)	22	2,534	2,556	51	422	473	18.5%
108	4th Engineer 三管輪(四車)	5	2,365	2,370	9	363	372	15.7%
109	Junior Engineer ; Training Engineer 初級管輪(幫車) ; 初級管輪(初級車人)	0	182	182	0	42	42	23.1%
110	Deck Cadet 見習甲板高級海員	20	2,529	2,549	45	331	376	14.8%
111	Engineer Cadet 見習輪機高級海員	2	2,416	2,418	4	252	256	10.6%
112	Electro-technical Officer 電氣技術員	0	2,148	2,148	0	239	239	11.1%
113	Refrigeration Engineer 冷凍師	0	86	86	0	142	142	165.1%
<b>Sub-total 小計</b>		<b>90</b>	<b>27,222</b>	<b>27,312</b>	<b>165</b>	<b>3,783</b>	<b>3,948</b>	<b>14.5%</b>
<b>Ratings 普通海員</b>								
201	Chief Petty Officer ; Bosun 總隊長 ; 水手長	0	2,458	2,458	0	305	305	12.4%
202	Pumpman 泵工	0	169	169	0	89	89	52.7%
203	Fitter 機器打磨匠	0	2,623	2,623	0	290	290	11.1%
204	Sailor 水手	13	11,578	11,591	13	897	910	7.9%
205	Motorman 機工	0	4,960	4,960	0	766	766	15.4%
206	Rating (General Purpose) 普通海員(全能)	0	3,769	3,769	0	815	815	21.6%
207	Steward 管事	0	466	466	0	79	79	17.0%
208	Cook 廚師	0	951	951	2	301	303	31.9%
209	Laundry man 洗衣工人	0	104	104	0	0	0	0.0%
<b>Sub-total 小計</b>		<b>13</b>	<b>27,078</b>	<b>27,091</b>	<b>15</b>	<b>3,542</b>	<b>3,557</b>	<b>13.1%</b>
<b>Total 總數</b>		<b>103</b>	<b>54,300</b>	<b>54,403</b>	<b>180</b>	<b>7,325</b>	<b>7,505</b>	<b>13.8%</b>

**2. Manpower Statistics by principal job**  
按主要職務劃分的人力統計

Principal Job 主要職務	No. of Employees as at Survey Reference Date 在統計日期的僱員人數			Number of Vacancies as at Survey Reference Date 在統計日期的 空缺額	% of Shore Based Personnel with Ex- seafaring Experience 具備海上工作 經驗的岸上工作人 員的百分比
	HK 本港	Non-HK 非本港	Total 總數		
<b>Ocean Going 遠洋輪</b>					
<b>Officers 高級海員</b>					
101	Master 船長	16	298	314	N/A
102	Chief Engineer 輪機長 (大車)	14	312	326	N/A
103	Chief Officer 大副 (大伙)	2	311	313	N/A
104	2nd Engineer 大管輪 (二車)	3	306	309	N/A
105	2nd Officer 二副 (二伙)	8	406	414	N/A
106	3rd Engineer 二管輪 (三車)	13	359	372	N/A
107	3rd Officer 三副 (三伙)	51	422	473	N/A
108	4th Engineer 三管輪 (四車)	9	363	372	N/A
109	Junior Engineer ; Training Engineer 初級管輪 (幫車) ; 初級管輪 (初級車人)	0	42	42	N/A
110	Deck Cadet 見習甲板高級海員	45	331	376	N/A
111	Engineer Cadet 見習輪機高級海員	4	252	256	N/A
112	Electro-technical Officer 電氣技術員	0	239	239	N/A
113	Refrigeration Engineer 冷凍師	0	142	142	N/A
<b>Sub-total 小計</b>		<b>165</b>	<b>3,783</b>	<b>3,948</b>	<b>N/A</b>
<b>Ratings 普通海員</b>					
201	Chief Petty Officer ; Bosun 總隊長 ; 水手長	0	305	305	N/A
202	Pumpman 泵工	0	89	89	N/A
203	Fitter 機器打磨匠	0	290	290	N/A
204	Sailor 水手	13	897	910	N/A
205	Motorman 機工	0	766	766	N/A
206	Rating (General Purpose) 普通海員 (全能)	0	815	815	N/A
207	Steward 管事	0	79	79	N/A
208	Cook 廚師	2	301	303	N/A
209	Laundry man 洗衣工人	0	0	0	N/A
<b>Sub-total 小計</b>		<b>15</b>	<b>3,542</b>	<b>3,557</b>	<b>N/A</b>
<b>Sub-total - Ocean Going 小計 - 遠洋輪</b>		<b>180</b>	<b>7,325</b>	<b>7,505</b>	<b>N/A</b>
<b>River Trade 內河船</b>					
<b>Seafarers 海員</b>					
301	Master 船長	43	0	43	5
302	Chief Officer 大副 (大伙)	48	0	48	0
303	Night Vision Officer 夜航員	18	0	18	0
304	Deck Cadet 見習甲板高級船員	5	0	5	0
305	Chief Engineer 輪機長 (大車)	48	0	48	0
306	Junior/Assistant Engineer 初級管輪 (幫車)	16	0	16	0
307	Fitter 機器打磨匠	5	0	5	0
308	Sailor 水手	96	0	96	3
309	Motorman 機工	0	0	0	0
310	Rating (General Purpose) 普通海員 (全能)	31	0	31	3
311	Cabin Attendant 客艙服務員	93	0	93	18
<b>Sub-total - River Trade 小計 - 內河船</b>		<b>403</b>	<b>0</b>	<b>403</b>	<b>29</b>

Principal Job 主要職務	No. of Employees as at Survey Reference Date 在統計日期的僱員人數			Number of Vacancies as at Survey Reference Date 在統計日期的 空缺額	% of Shore Based Personnel with Ex- seafaring Experience 具備海上工作 經驗的岸上工作人 員的百分比	
	HK 本港	Non-HK 非本港	Total 總數			
<b>Local Vessel 本地船舶</b>						
<b>Crew Members (Local Vessel) 船員 (本地船舶)</b>						
401	Coxswain 船長	1,114		1,114	64	
402	Assistant Coxswain 助理船長	830		830	11	
403	Sailor 水手	1,195		1,195	35	
404	Engine Operator 輪機長 (大偈)	552		552	27	
405	Assistant Engine Operator 助理輪機長 (助理大偈)	535		535	23	
406	Fitter 機器打磨匠	9		9	3	
<b>Sub-total 小計</b>		<b>4,235</b>		<b>4,235</b>	<b>163</b>	
<b>Crew Members (Yacht) 船員 (遊艇)</b>						
451	Captain 船長	69		69	0	
452	Chief Officer 大副 (大伙)	0		0	0	
453	Deckhand 水手	35		35	0	
454	Engineer 工程師	0		0	0	
456	Interior Manager 船艙經理	0		0	0	
457	Chief Steward 總管事	0		0	0	
458	Senior Steward 高級服務員	0		0	0	
459	Junior Steward 初級服務員	0		0	0	
460	Chef 主廚	0		0	0	
461	Sous Chef 副廚	0		0	0	
<b>Sub-total 小計</b>		<b>104</b>		<b>104</b>	<b>0</b>	
<b>Sub-total - Local Vessel 小計 - 本地船舶</b>		<b>4,339</b>		<b>4,339</b>	<b>163</b>	
<b>Shore Based Personnel 駐岸工作人員</b>						
<b>Administration; Management and Human Resources 行政、管理及人力資源</b>						
501	Other Managers (Administration ; Management and Human Resources) 其他經理 (行政、管理及人力資源)	74	2	76	0	63.2%
511	Managing Director ; Chief Executive Officer ; General Manager 董事總經理 ; 行政總裁 ; 總經理	194	89	283	0	37.5%
512	Fleet Manager ; Marine Superintendent ; Port Captain 航線經理 ; 海事總監 ; 駐岸船長	98	74	172	5	61.0%
513	Fleet Officer 航線主任	127	2	129	2	10.9%
514	Crew Manager 海員招募經理	27	41	68	1	83.8%
515	Crew Officer 海員招募主任	26	100	126	0	86.5%
901	Other Staff (Administration ; Management and Human Resources) 其他員工 (行政、管理及人力資源)	1,203	13	1,216	5	2.4%
<b>Sub-total 小計</b>		<b>1,749</b>	<b>321</b>	<b>2,070</b>	<b>13</b>	<b>22.6%</b>
<b>Business and Trade 商業及貿易</b>						
502	Other Managers (Business and Trade) 其他經理 (商業及貿易)	5	0	5	0	0.0%
521	Marketing / Business Development Manager 市場拓展經理	575	30	605	2	18.3%
522	Ship Chartering / Sales and Purchase Manager 船舶租賃 / 買賣經理	106	27	133	0	37.6%
523	Ship Chartering / Sales and Purchase Representative 船舶租賃 / 買賣代表	32	5	37	0	16.2%
524	Shipbroker 船務經紀	72	13	85	0	34.1%
525	Sales Engineer 銷售工程師	172	7	179	5	5.6%
526	Customer Service Representative 客戶服務代表	569	7	576	7	4.2%
902	Other Staff (Business and Trade) 其他員工 (商業及貿易)	342	1	343	5	1.2%
<b>Sub-total 小計</b>		<b>1,873</b>	<b>90</b>	<b>1,963</b>	<b>19</b>	<b>11.9%</b>

Principal Job 主要職務		No. of Employees as at Survey Reference Date 在統計日期的僱員人數			Number of Vacancies as at Survey Reference Date 在統計日期的 空缺額	% of Shore Based Personnel with Ex- seafaring Experience 具備海上工作 經驗的岸上工作人 員的百分比
		HK 本港	Non-HK 非本港	Total 總數		
<b>Operations 營運</b>						
503	Other Managers (Operations) 其他經理 (營運)	62	7	69	0	13.0%
531	Port Manager ; Stevedore Manager 港口經理 ; 貨物裝卸經理	161	20	181	5	23.2%
532	Ship Agency Manager 船舶代理經理	94	20	114	1	24.6%
533	Freight Manager ; Logistics Manager 貨運經理 ; 物流經理	80	1	81	0	16.0%
534	Cargo Planner ; Cargo Officer 貨物規劃員 ; 貨物主任	562	1	563	1	1.4%
535	Warehouse and Distribution Manager 倉務及收發經理	40	1	41	0	24.4%
536	Boarding Officer 登船主任	92	24	116	1	26.7%
537	Stevedore 貨物操作員	341	0	341	1	6.5%
538	Pier Attendant ; Pier Assistant 碼頭操作員 ; 碼頭助理	997	0	997	22	7.0%
539	Crane Driver 起重機操作工	400	0	400	0	9.3%
540	Rigger 索具工	12	11	23	7	52.2%
903	Other Staff (Operations) 其他員工 (營運)	895	2	897	22	3.7%
<b>Sub-total 小計</b>		<b>3,736</b>	<b>87</b>	<b>3,823</b>	<b>60</b>	<b>8.2%</b>
<b>Technical and Consultancy 技術及顧問</b>						
504	Other Managers (Technical and Consultancy) 其他經理 (技術及顧問)	38	4	42	0	4.8%
601	Technical Manager ; Technical Superintendent ; Ship Repairs Manager ; Ship Repairs Superintendent 技術經理 ; 技術總監 ; 船舶維修主管 ; 船舶維修總監	164	27	191	6	44.5%
602	Assistant Technical Manager ; Assistant Technical Superintendent ; Assistant Ship Repairs Manager ; Assistant Ship Repairs Superintendent 助理技術經理 ; 助理技術總監 ; 助理船舶維修主管 ; 助理船舶維修總監	68	53	121	0	62.8%
603	Ship Surveyor ; Technical Consultant ; Engineering Consultant 船舶檢驗師 ; 技術顧問 ; 工程顧問	116	13	129	5	62.8%
604	Marine Surveyor ; Marine Consultant ; Cargo Surveyor ; Cargo Consultant 海運測量師 ; 海運顧問 ; 貨物測量師 ; 貨物顧問	24	2	26	0	34.6%
605	Harbour Pilot 領港員	3	0	3	0	100.0%
606	Service Engineer 技術服務工程師	208	77	285	5	54.0%
607	Electrical Engineer 電機工程師	42	1	43	1	44.2%
608	Marine Engineer 輪機工程師	24	0	24	0	91.7%
609	Mechanical Engineer 機械工程師	51	1	52	0	36.5%
610	Ship Designer ; Naval Architect 船舶設計師 ; 造船工程師	2	0	2	0	50.0%
611	Draughtsman 繪圖員	1	0	1	0	0.0%
612	Electrical Engineering Technician 電機工程技術員	93	0	93	0	69.9%
613	Electronics Technician ; Telecommunication Technician 電子技術員 ; 通訊技術員	45	0	45	0	73.3%
614	Estimator 估計員	2	0	2	0	0.0%
615	Mechanical Engineering Technician 機械工程技術員	295	17	312	18	42.0%

Principal Job 主要職務		No. of Employees as at Survey Reference Date 在統計日期的僱員人數			Number of Vacancies as at Survey Reference Date 在統計日期的 空缺額	% of Shore Based Personnel with Ex- seafaring Experience 具備海上工作 經驗的岸上工作人 員的百分比
		HK 本港	Non-HK 非本港	Total 總數		
616	Ship Repairs Supervisor ; Ship Repairs Foreman 船舶維修監督；船舶維修管工	72	4	76	0	52.6%
617	Air-conditioning Mechanic ; Sheet Metal Worker 空氣調節技工；薄片金屬構造工	12	2	14	0	14.3%
618	Carpenter 木工	27	0	27	0	40.7%
619	Electrician 電工	169	11	180	6	27.2%
620	GRP - Worker 玻璃纖維工	10	10	20	0	10.0%
621	Machinist 機床工	34	10	44	1	15.9%
622	Marine Pipeworker 船舶喉管工	18	2	20	1	10.0%
623	Painter 髹漆工	79	11	90	0	50.0%
624	Welder 焊接工	88	2	90	2	55.6%
625	Steel Worker (Boiler Maker / Steel Plater / Blacksmith) 鋼鐵工（鍋爐工、造船鋼板工或鐵工）	49	84	133	1	85.7%
904	Other Staff (Technical and Consultancy) 其他員工（技術及顧問）	266	15	281	20	10.7%
<b>Sub-total 小計</b>		<b>2,000</b>	<b>346</b>	<b>2,346</b>	<b>66</b>	<b>44.8%</b>
<b>Marine Law and Insurance 海事法律及保險</b>						
701	Maritime Lawyer; Admiralty Lawyer 海事律師	77	9	86	1	5.8%
702	Maritime Arbitrator 海事仲裁員	17	0	17	0	0.0%
703	P&I / Insurance Manager ; Claims Manager ; Marine Expert 保險事務經理；申索經理；海事專家	95	7	102	3	18.6%
704	P&I / Insurance Officer ; Claims Officer 保險事務主任；申索主任	85	5	90	0	13.3%
705	Marine Insurance Underwriter 海事保險核保人	27	0	27	0	25.9%
706	Insurance Broker 保險經紀人	23	0	23	0	21.7%
905	Other Staff (Marine Law and Insurance) 其他員工（海事法律及保險）	76	20	96	0	0.0%
<b>Sub-total 小計</b>		<b>400</b>	<b>41</b>	<b>441</b>	<b>4</b>	<b>10.9%</b>
<b>Training and Education 教育及培訓</b>						
707	Professor ; Lecturer ; Instructor ; Trainer 教授；講師；教導員；導師	142	0	142	2	54.2%
906	Other Staff (Training and Education) 其他員工（教育及培訓）	1	0	1	0	0.0%
<b>Sub-total 小計</b>		<b>143</b>	<b>0</b>	<b>143</b>	<b>2</b>	<b>53.8%</b>
<b>Account and Finance 會計及財務</b>						
507	Other Managers (Account and Finance) 其他經理（會計及財務）	22	4	26	0	0.0%
708	Ship Finance Manager 船舶融資經理	53	18	71	1	5.6%
709	Ship Leasing Manager 船舶租賃經理	13	0	13	0	0.0%
907	Other Staff (Account and Finance) 其他員工（會計及財務）	714	7	721	5	0.4%
<b>Sub-total 小計</b>		<b>802</b>	<b>29</b>	<b>831</b>	<b>6</b>	<b>0.8%</b>
<b>Safety and Risk Management 安全及風險管理</b>						
710	Safety / Risk Manager ; Auditor ; OHSE Manager 安全經理；審計師； 職業健康、安全、環境經理	88	26	114	0	29.8%
711	Safety Officer 安全主任	34	8	42	1	40.5%
712	Assistant Safety Officer / Safety Supervisor 助理安全主任／安全督導員	29	3	32	1	40.6%
908	Other Staff (Safety and Risk Management) 其他員工（安全及風險管理）	5	0	5	0	0.0%
<b>Sub-total 小計</b>		<b>156</b>	<b>37</b>	<b>193</b>	<b>2</b>	<b>33.2%</b>

Principal Job 主要職務		No. of Employees as at Survey Reference Date 在統計日期的僱員人數			Number of Vacancies as at Survey Reference Date 在統計日期的 空缺額	% of Shore Based Personnel with Ex- seafaring Experience 具備海上工作 經驗的岸上工作人 員的百分比
		HK 本港	Non-HK 非本港	Total 總數		
<b>Other Staff of Supporting Services</b> 其他支援員工						
999	Other staff of supporting services, e.g. general human resources, finance, IT and administration works 其他支援員工，例如參與一般人力資源、 財務、資訊科技或其他行政工作	1,692	244	1,936	20	2.9%
<b>Sub-total - Shore-Based</b>		<b>12,551</b>	<b>1,195</b>	<b>13,746</b>	<b>192</b>	<b>16.9%</b>
<b>Total 總數</b>		<b>17,473</b>	<b>8,520</b>	<b>25,993</b>	<b>384</b>	<b>8.9%</b>

### 3. Age Distribution of Employees by principal job

按主要職務劃分的僱員年齡分佈

Principal Job 主要職務		35 or below 35 或以下	36 - 55	56 - 64	65 or above 65 或以上	Total no. of employees 僱員人數
<b>Ocean Going 遠洋輪</b>						
<b>Officers 高級海員</b>						
101	Master 船長	7.7%	38.5%	53.8%	0.0%	16
102	Chief Engineer 輪機長 (大車)	0.0%	33.3%	66.7%	0.0%	14
103	Chief Officer 大副 (大伙)	0.0%	0.0%	100.0%	0.0%	2
104	2nd Engineer 大管輪 (二車)	100.0%	0.0%	0.0%	0.0%	3
105	2nd Officer 二副 (二伙)	75.0%	25.0%	0.0%	0.0%	8
106	3rd Engineer 二管輪 (三車)	66.7%	33.3%	0.0%	0.0%	13
107	3rd Officer 三副 (三伙)	100.0%	0.0%	0.0%	0.0%	51
108	4th Engineer 三管輪 (四車)	100.0%	0.0%	0.0%	0.0%	9
109	Junior Engineer ; Training Engineer 初級管輪 (幫車) ; 初級管輪 (初級車人)	-	-	-	-	0
110	Deck Cadet 見習甲板高級海員	100.0%	0.0%	0.0%	0.0%	45
111	Engineer Cadet 見習輪機高級海員	100.0%	0.0%	0.0%	0.0%	4
112	Electro-technical Officer 電氣技術員	-	-	-	-	0
113	Refrigeration Engineer 冷凍師	-	-	-	-	0
<b>Sub-total 小計</b>		<b>50.0%</b>	<b>21.2%</b>	<b>28.8%</b>	<b>0.0%</b>	<b>165</b>
<b>Ratings 普通海員</b>						
201	Chief Petty Officer ; Bosun 總隊長 ; 水手長	-	-	-	-	0
202	Pumpman 泵工	-	-	-	-	0
203	Fitter 機器打磨匠	-	-	-	-	0
204	Sailor 水手	0.0%	0.0%	61.5%	38.5%	13
205	Motorman 機工	-	-	-	-	0
206	Rating (General Purpose) 普通海員 (全能)	-	-	-	-	0
207	Steward 管事	-	-	-	-	0
208	Cook 廚師	0.0%	100.0%	0.0%	0.0%	2
209	Laundry man 洗衣工人	-	-	-	-	0
<b>Sub-total 小計</b>		<b>0.0%</b>	<b>13.3%</b>	<b>53.3%</b>	<b>33.3%</b>	<b>15</b>
<b>Sub-total - Ocean Going 小計 - 遠洋輪</b>		<b>38.8%</b>	<b>19.4%</b>	<b>34.3%</b>	<b>7.5%</b>	<b>180</b>

Principal Job 主要職務		35 or below 35 或以下	36 - 55	56 - 64	65 or above 65 或以上	Total no. of employees 僱員人數
<b>River Trade 內河船</b>						
<b>Seafarers 海員</b>						
301	Master 船長	4.7%	51.2%	27.9%	16.3%	43
302	Chief Officer 大副 (大伙)	14.6%	81.3%	4.2%	0.0%	48
303	Night Vision Officer 夜航員	27.8%	66.7%	5.6%	0.0%	18
304	Deck Cadet 見習甲板高級船員	100.0%	0.0%	0.0%	0.0%	5
305	Chief Engineer 輪機長 (大車)	4.2%	54.2%	33.3%	8.3%	48
306	Junior/Assistant Engineer 初級管輪 (幫車)	25.0%	68.8%	6.3%	0.0%	16
307	Fitter 機器打磨匠	0.0%	80.0%	20.0%	0.0%	5
308	Sailor 水手	24.0%	59.4%	15.6%	1.0%	96
309	Motorman 機工	-	-	-	-	0
310	Rating (General Purpose) 普通海員 (全能)	29.0%	45.2%	25.8%	0.0%	31
311	Cabin Attendant 客艙服務員	20.4%	63.4%	16.1%	0.0%	93
<b>Sub-total - River Trade 小計 - 內河船</b>		<b>18.9%</b>	<b>60.5%</b>	<b>17.6%</b>	<b>3.0%</b>	<b>403</b>
<b>Local Vessel 本地船舶</b>						
<b>Crew Members (Local Vessel) 船員 (本地船舶)</b>						
401	Coxswain 船長	4.2%	58.9%	29.5%	7.4%	1,114
402	Assistant Coxswain 助理船長	25.1%	60.0%	13.5%	1.4%	830
403	Sailor 水手	24.6%	39.7%	29.0%	6.7%	1,195
404	Engine Operator 輪機長 (大偈)	5.4%	51.1%	33.2%	10.3%	552
405	Assistant Engine Operator 助理輪機長 (助理大偈)	20.9%	69.2%	8.8%	1.1%	535
406	Fitter 機器打磨匠	0.0%	22.2%	77.8%	0.0%	9
<b>Sub-total 小計</b>		<b>16.3%</b>	<b>53.9%</b>	<b>24.2%</b>	<b>5.6%</b>	<b>4,235</b>
<b>Crew Members (Yacht) 船員 (遊艇)</b>						
451	Captain 船長	10.1%	59.4%	26.1%	4.3%	69
452	Chief Officer 大副 (大伙)	-	-	-	-	0
453	Deckhand 水手	34.3%	34.3%	31.4%	0.0%	35
454	Engineer 工程師	-	-	-	-	0
456	Interior Manager 船艙經理	-	-	-	-	0
457	Chief Steward 總管事	-	-	-	-	0
458	Senior Steward 高級服務員	-	-	-	-	0
459	Junior Steward 初級服務員	-	-	-	-	0
460	Chef 主廚	-	-	-	-	0
461	Sous Chef 副廚	-	-	-	-	0
<b>Sub-total 小計</b>		<b>18.3%</b>	<b>51.0%</b>	<b>27.9%</b>	<b>2.9%</b>	<b>104</b>
<b>Sub-total - Local Vessel 小計 - 本地船舶</b>		<b>16.4%</b>	<b>53.8%</b>	<b>24.3%</b>	<b>5.5%</b>	<b>4,339</b>

Principal Job 主要職務		35 or below 35 或以下	36 - 55	56 - 64	65 or above 65 或以上	Total no. of employees 僱員人數
<b>Shore Based Personnel 駐岸工作人員</b>						
<b>Administration; Management and Human Resources 行政、管理及人力資源</b>						
501	Other Managers (Administration ; Management and Human Resources) 其他經理 (行政、管理及人力資源)	0.0%	96.9%	3.1%	0.0%	74
511	Managing Director ; Chief Executive Officer ; General Manager 董事總經理 ; 行政總裁 ; 總經理	0.5%	52.1%	38.3%	9.0%	194
512	Fleet Manager ; Marine Superintendent ; Port Captain 航線經理 ; 海事總監 ; 駐岸船長	3.3%	67.4%	25.0%	4.3%	98
513	Fleet Officer 航線主任	22.8%	52.0%	22.8%	2.4%	127
514	Crew Manager 海員招募經理	5.0%	65.0%	25.0%	5.0%	27
515	Crew Officer 海員招募主任	27.3%	59.1%	13.6%	0.0%	26
901	Other Staff (Administration ; Management and Human Resources) 其他員工 (行政、管理及人力資源)	22.6%	63.6%	12.8%	1.0%	1,203
<b>Sub-total 小計</b>		<b>18.3%</b>	<b>62.2%</b>	<b>17.3%</b>	<b>2.3%</b>	<b>1,749</b>
<b>Business and Trade 商業及貿易</b>						
502	Other Managers (Business and Trade) 其他經理 (商業及貿易)	0.0%	60.0%	20.0%	20.0%	5
521	Marketing / Business Development Manager 市場拓展經理	9.3%	62.6%	22.2%	5.9%	575
522	Ship Chartering / Sales and Purchase Manager 船舶租賃 / 買賣經理	10.6%	65.4%	21.2%	2.9%	106
523	Ship Chartering / Sales and Purchase Representative 船舶租賃 / 買賣代表	17.9%	60.7%	17.9%	3.6%	32
524	Shipbroker 船務經紀	11.1%	72.2%	12.5%	4.2%	72
525	Sales Engineer 銷售工程師	11.0%	84.3%	4.7%	0.0%	172
526	Customer Service Representative 客戶服務代表	16.4%	72.7%	10.8%	0.2%	569
902	Other Staff (Business and Trade) 其他員工 (商業及貿易)	9.7%	77.9%	11.8%	0.6%	342
<b>Sub-total 小計</b>		<b>11.9%</b>	<b>71.0%</b>	<b>14.7%</b>	<b>2.4%</b>	<b>1,873</b>
<b>Operations 營運</b>						
503	Other Managers (Operations) 其他經理 (營運)	6.5%	80.6%	6.5%	6.5%	62
531	Port Manager ; Stevedore Manager 港口經理 ; 貨物裝卸經理	11.8%	64.6%	21.7%	1.9%	161
532	Ship Agency Manager 船舶代理經理	2.1%	68.1%	25.5%	4.3%	94
533	Freight Manager ; Logistics Manager 貨運經理 ; 物流經理	6.3%	51.3%	41.3%	1.3%	80
534	Cargo Planner ; Cargo Officer 貨物規劃員 ; 貨物主任	11.6%	67.3%	21.1%	0.0%	562
535	Warehouse and Distribution Manager 倉務及收發經理	2.5%	67.5%	25.0%	5.0%	40
536	Boarding Officer 登船主任	10.0%	60.0%	30.0%	0.0%	92

Principal Job 主要職務		35 or below 35 或以下	36 - 55	56 - 64	65 or above 65 或以上	Total no. of employees 僱員人數
537	Stevedore 貨物操作員	7.9%	68.3%	23.2%	0.6%	341
538	Pier Attendant ; Pier Assistant 碼頭操作員；碼頭助理	6.7%	64.3%	27.1%	1.9%	997
539	Crane Driver 起重機操作工	14.8%	59.8%	25.3%	0.3%	400
540	Rigger 索具工	0.0%	41.7%	33.3%	25.0%	12
903	Other Staff (Operations) 其他員工 (營運)	12.3%	76.5%	10.8%	0.4%	895
<b>Sub-total 小計</b>		<b>9.6%</b>	<b>66.5%</b>	<b>22.7%</b>	<b>1.2%</b>	<b>3,736</b>
<b>Technical and Consultancy 技術及顧問</b>						
504	Other Managers (Technical and Consultancy) 其他經理 (技術及顧問)	21.1%	50.0%	21.1%	7.9%	38
601	Technical Manager ; Technical Superintendent ; Ship Repairs Manager ; Ship Repairs Superintendent 技術經理；技術總監； 船舶維修主管；船舶維修總監	2.7%	71.2%	20.5%	5.5%	164
602	Assistant Technical Manager ; Assistant Technical Superintendent ; Assistant Ship Repairs Manager ; Assistant Ship Repairs Superintendent 助理技術經理；助理技術總監； 助理船舶維修主管；助理船舶維修總監	10.3%	70.6%	19.1%	0.0%	68
603	Ship Surveyor ; Technical Consultant ; Engineering Consultant 船舶檢驗師；技術顧問；工程顧問	0.0%	88.8%	6.1%	5.1%	116
604	Marine Surveyor ; Marine Consultant ; Cargo Surveyor ; Cargo Consultant 海運測量師；海運顧問； 貨物測量師；貨物顧問	4.3%	47.8%	30.4%	17.4%	24
605	Harbour Pilot 領港員	0.0%	100.0%	0.0%	0.0%	3
606	Service Engineer 技術服務工程師	26.1%	52.8%	17.6%	3.5%	208
607	Electrical Engineer 電機工程師	4.8%	81.0%	14.3%	0.0%	42
608	Marine Engineer 輪機工程師	8.3%	87.5%	4.2%	0.0%	24
609	Mechanical Engineer 機械工程師	11.8%	76.5%	11.8%	0.0%	51
610	Ship Designer ; Naval Architect 船舶設計師；造船工程師	0.0%	50.0%	50.0%	0.0%	2
611	Draughtsman 繪圖員	100.0%	0.0%	0.0%	0.0%	1
612	Electrical Engineering Technician 電機工程技術員	8.6%	68.8%	22.6%	0.0%	93
613	Electronics Technician ; Telecommunication Technician 電子技術員；通訊技術員	2.2%	95.6%	0.0%	2.2%	45
614	Estimator 估計員	0.0%	50.0%	50.0%	0.0%	2
615	Mechanical Engineering Technician 機械工程技術員	20.3%	60.3%	15.6%	3.7%	295
616	Ship Repairs Supervisor ; Ship Repairs Foreman 船舶維修監督；船舶維修管工	6.9%	22.2%	58.3%	12.5%	72

Principal Job 主要職務		35 or below 35 或以下	36 - 55	56 - 64	65 or above 65 或以上	Total no. of employees 僱員人數
617	Air-conditioning Mechanic ; Sheet Metal Worker 空氣調節技工；薄片金屬構造工	25.0%	41.7%	33.3%	0.0%	12
618	Carpenter 木工	0.0%	37.0%	55.6%	7.4%	27
619	Electrician 電工	17.8%	50.3%	29.6%	2.4%	169
620	GRP - Worker 玻璃纖維工	10.0%	30.0%	60.0%	0.0%	10
621	Machinist 機床工	0.0%	38.2%	58.8%	2.9%	34
622	Marine Pipeworker 船舶喉管工	0.0%	33.3%	61.1%	5.6%	18
623	Painter 髹漆工	0.0%	68.4%	25.3%	6.3%	79
624	Welder 焊接工	10.2%	28.4%	43.2%	18.2%	88
625	Steel Worker (Boiler Maker / Steel Plater / Blacksmith) 鋼鐵工（鍋爐工、造船鋼板工或鐵工）	0.0%	42.9%	53.1%	4.1%	49
904	Other Staff (Technical and Consultancy) 其他員工（技術及顧問）	12.8%	54.3%	31.9%	1.1%	266
<b>Sub-total 小計</b>		<b>11.4%</b>	<b>59.0%</b>	<b>25.1%</b>	<b>4.5%</b>	<b>2,000</b>
<b>Marine Law and Insurance 海事法律及保險</b>						
701	Maritime Lawyer ; Admiralty Lawyer 海事律師	40.3%	51.4%	8.3%	0.0%	77
702	Maritime Arbitrator 海事仲裁員	17.6%	70.6%	5.9%	5.9%	17
703	P&I / Insurance Manager ; Claims Manager ; Marine Expert 保險事務經理；申索經理；海事專家	12.8%	68.1%	12.8%	6.4%	95
704	P&I / Insurance Officer ; Claims Officer 保險事務主任；申索主任	25.9%	56.5%	17.6%	0.0%	85
705	Marine Insurance Underwriter 海事保險核保人	29.6%	63.0%	7.4%	0.0%	27
706	Insurance Broker 保險經紀人	26.1%	60.9%	8.7%	4.3%	23
905	Other Staff (Marine Law and Insurance) 其他員工（海事法律及保險）	30.8%	69.2%	0.0%	0.0%	76
<b>Sub-total 小計</b>		<b>25.4%</b>	<b>60.7%</b>	<b>11.5%</b>	<b>2.4%</b>	<b>400</b>
<b>Training and Education 教育及培訓</b>						
707	Professor ; Lecturer ; Instructor ; Trainer 教授；講師；教導員；導師	8.0%	55.1%	19.6%	17.4%	142
906	Other Staff (Training and Education) 其他員工（教育及培訓）	0.0%	100.0%	0.0%	0.0%	1
<b>Sub-total 小計</b>		<b>7.9%</b>	<b>55.4%</b>	<b>19.4%</b>	<b>17.3%</b>	<b>143</b>
<b>Account and Finance 會計及財務</b>						
507	Other Managers (Account and Finance) 其他經理（會計及財務）	4.5%	40.9%	45.5%	9.1%	22
708	Ship Finance Manager 船舶融資經理	0.0%	88.7%	11.3%	0.0%	53
709	Ship Leasing Manager 船舶租賃經理	0.0%	69.2%	30.8%	0.0%	13
907	Other Staff (Account and Finance) 其他員工（會計及財務）	13.1%	64.6%	20.7%	1.6%	714
<b>Sub-total 小計</b>		<b>11.8%</b>	<b>65.7%</b>	<b>20.9%</b>	<b>1.6%</b>	<b>802</b>

Principal Job 主要職務		35 or below 35 或以下	36 - 55	56 - 64	65 or above 65 或以上	Total no. of employees 僱員人數
<b>Safety and Risk Management 安全及風險管理</b>						
710	Safety / Risk Manager ; Auditor ; OHSE Manager 安全經理；審計師； 職業健康、安全、環境經理	16.9%	72.9%	10.2%	0.0%	88
711	Safety Officer 安全主任	17.6%	76.5%	5.9%	0.0%	34
712	Assistant Safety Officer / Safety Supervisor 助理安全主任／安全督導員	27.6%	72.4%	0.0%	0.0%	29
908	Other Staff (Safety and Risk Management) 其他員工（安全及風險管理）	0.0%	100.0%	0.0%	0.0%	5
<b>Sub-total 小計</b>		<b>18.9%</b>	<b>74.8%</b>	<b>6.3%</b>	<b>0.0%</b>	<b>156</b>
<b>Other Staff of Supporting Services 其他支援員工</b>						
999	Other staff of supporting services, e.g. general human resources, finance, IT and administration works 其他支援員工， 例如參與一般人力資源、財務、資訊科技或其他行政工作	27.0%	60.1%	12.3%	0.6%	1,692
<b>Sub-total 小計</b>		<b>27.0%</b>	<b>60.1%</b>	<b>12.3%</b>	<b>0.6%</b>	<b>1,692</b>
<b>Sub-total - Shore-Based 小計 - 駐岸</b>		<b>14.3%</b>	<b>64.4%</b>	<b>19.0%</b>	<b>2.2%</b>	<b>12,551</b>
<b>Overall 總計</b>		<b>15.1%</b>	<b>61.3%</b>	<b>20.5%</b>	<b>3.2%</b>	<b>17,473</b>

*Note:*

*Shore-based personnel of Ocean Going, River Trade, Local Vessel companies are grouped under Shore-based sector for*

*註：*

*遠洋輪、內河船及本地船舶的駐岸工作人員均納入駐岸工作的界別。*

#### 4. Percentage Distribution of Average Monthly Remuneration Package of Employees by principal job

按主要職務劃分的僱員每月平均薪酬分佈

All sectors excluding Ocean Going 除遠洋輪業外的所有界別

Principal Job 主要職務		\$12,000 or below 或以下	\$12,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$25,000	\$25,001 - \$30,000	\$30,001 - \$40,000	Over \$40,000 以上	Total no. of employees 僱員人數
<b>River Trade 內河船</b>									
<b>Seafarers 海員</b>									
301	Master 船長	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	43
302	Chief Officer 大副 (大伙)	0.0%	0.0%	0.0%	0.0%	0.0%	56.3%	43.8%	48
303	Night Vision Officer 夜航員	0.0%	0.0%	0.0%	0.0%	55.6%	44.4%	0.0%	18
304	Deck Cadet 見習甲板高級船員	80.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	5
305	Chief Engineer 輪機長 (大車)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	48
306	Junior/Assistant Engineer 初級管輪 (幫車)	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	16
307	Fitter 機器打磨匠	0.0%	0.0%	0.0%	20.0%	80.0%	0.0%	0.0%	5
308	Sailor 水手	0.0%	0.0%	0.0%	52.1%	47.9%	0.0%	0.0%	96
309	Motorman 機工	-	-	-	-	-	-	-	0
310	Rating (General Purpose) 普通海員 (全能)	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	31
311	Cabin Attendant 客艙服務員	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	93
<b>Sub-total - River Trade 小計 - 內河船</b>		<b>1.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>35.7%</b>	<b>26.6%</b>	<b>8.9%</b>	<b>27.8%</b>	<b>403</b>
<b>Local Vessel 本地船舶</b>									
<b>Crew Members (Local Vessel) 船員 (本地船舶)</b>									
401	Coxswain 船長	0.0%	0.0%	1.2%	1.2%	7.4%	83.5%	6.7%	1,114
402	Assistant Coxswain 助理船長	0.0%	0.0%	0.1%	5.8%	9.0%	84.8%	0.3%	830
403	Sailor 水手	0.0%	5.9%	29.5%	28.6%	33.2%	2.8%	0.0%	1,195
404	Engine Operator 輪機長 (大燭)	0.0%	0.0%	1.0%	14.9%	26.5%	51.3%	6.3%	552
405	Assistant Engine Operator 助理輪機長 (助理大燭)	0.0%	0.0%	6.3%	7.4%	2.3%	83.8%	0.2%	535
406	Fitter 機器打磨匠	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9
<b>Sub-total 小計</b>		<b>0.0%</b>	<b>1.2%</b>	<b>7.4%</b>	<b>10.6%</b>	<b>14.8%</b>	<b>63.2%</b>	<b>2.8%</b>	<b>4,235</b>
<b>Crew Members (Yacht) 船員 (遊艇)</b>									
451	Captain 船長	0.0%	0.0%	1.5%	17.9%	76.1%	3.0%	1.5%	69
452	Chief Officer 大副 (大伙)	-	-	-	-	-	-	-	0
453	Deckhand 水手	0.0%	0.0%	91.4%	8.6%	0.0%	0.0%	0.0%	35
454	Engineer 工程師	-	-	-	-	-	-	-	0
456	Interior Manager 船艙經理	-	-	-	-	-	-	-	0
457	Chief Steward 總管事	-	-	-	-	-	-	-	0
458	Senior Steward 高級服務員	-	-	-	-	-	-	-	0
459	Junior Steward 初級服務員	-	-	-	-	-	-	-	0
460	Chef 主廚	-	-	-	-	-	-	-	0
461	Sous Chef 副廚	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>		<b>0.0%</b>	<b>0.0%</b>	<b>32.4%</b>	<b>14.7%</b>	<b>50.0%</b>	<b>2.0%</b>	<b>1.0%</b>	<b>104</b>
<b>Sub-total - Local Vessel 小計 - 本地船舶</b>		<b>0.0%</b>	<b>1.2%</b>	<b>8.2%</b>	<b>10.7%</b>	<b>15.9%</b>	<b>61.3%</b>	<b>2.7%</b>	<b>4,339</b>

Principal Job 主要職務		\$12,000 or below 或以下	\$12,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$25,000	\$25,001 - \$30,000	\$30,001 - \$40,000	Over \$40,000 以上	Total no. of employees 僱員人數
<b>Shore Based Personnel 駐岸工作人員</b>									
<b>Administration; Management and Human Resources 行政、管理及人力資源</b>									
501	Other Managers (Administration ; Management and Human Resources) 其他經理 (行政、管理及人力資源)	0.0%	0.0%	0.0%	0.0%	15.2%	10.6%	74.2%	74
511	Managing Director ; Chief Executive Officer ; General Manager 董事總經理 ; 行政總裁 ; 總經理	0.0%	0.0%	0.0%	0.7%	2.9%	2.2%	94.2%	194
512	Fleet Manager ; Marine Superintendent ; Port Captain 航線經理 ; 海事總監 ; 駐岸船長	0.0%	0.0%	0.0%	0.0%	0.0%	11.3%	88.7%	98
513	Fleet Officer 航線主任	0.0%	0.0%	2.4%	0.0%	28.9%	68.7%	0.0%	127
514	Crew Manager 海員招募經理	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	80.0%	27
515	Crew Officer 海員招募主任	0.0%	0.0%	0.0%	22.2%	55.6%	22.2%	0.0%	26
901	Other Staff (Administration ; Management and Human Resources) 其他員工 (行政、管理及人力資源)	0.0%	0.2%	22.0%	49.3%	28.0%	0.5%	0.0%	1,203
<b>Sub-total 小計</b>		<b>0.0%</b>	<b>0.2%</b>	<b>16.0%</b>	<b>35.7%</b>	<b>23.5%</b>	<b>6.4%</b>	<b>18.3%</b>	<b>1,749</b>
<b>Business and Trade 商業及貿易</b>									
502	Other Managers (Business and Trade) 其他經理 (商業及貿易)	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	66.7%	5
521	Marketing / Business Development Manager 市場拓展經理	0.0%	0.0%	1.2%	6.3%	17.8%	47.4%	27.3%	575
522	Ship Chartering / Sales and Purchase Manager 船舶租賃 / 買賣經理	0.0%	0.0%	0.0%	1.5%	7.6%	43.9%	47.0%	106
523	Ship Chartering / Sales and Purchase Representative 船舶租賃 / 買賣代表	0.0%	0.0%	0.0%	20.0%	40.0%	33.3%	6.7%	32
524	Shipbroker 船務經紀	0.0%	0.0%	3.1%	10.9%	18.8%	3.1%	64.1%	72
525	Sales Engineer 銷售工程師	0.0%	0.0%	0.0%	11.7%	34.4%	52.3%	1.6%	172
526	Customer Service Representative 客戶服務代表	0.0%	9.0%	22.3%	32.1%	22.3%	14.3%	0.0%	569
902	Other Staff (Business and Trade) 其他員工 (商業及貿易)	0.0%	0.6%	15.8%	43.9%	11.7%	28.1%	0.0%	342
<b>Sub-total 小計</b>		<b>0.0%</b>	<b>2.8%</b>	<b>9.4%</b>	<b>20.0%</b>	<b>19.7%</b>	<b>32.6%</b>	<b>15.5%</b>	<b>1,873</b>
<b>Operations 營運</b>									
503	Other Managers (Operations) 其他經理 (營運)	0.0%	0.0%	0.0%	15.4%	34.6%	15.4%	34.6%	62
531	Port Manager ; Stevedore Manager 港口經理 ; 貨物裝卸經理	0.0%	0.0%	0.0%	5.0%	8.0%	53.0%	34.0%	161
532	Ship Agency Manager 船舶代理經理	0.0%	0.0%	0.0%	9.7%	24.2%	45.2%	21.0%	94
533	Freight Manager ; Logistics Manager 貨運經理 ; 物流經理	0.0%	0.0%	3.4%	5.2%	39.7%	36.2%	15.5%	80
534	Cargo Planner ; Cargo Officer 貨物規劃員 ; 貨物主任	0.0%	0.0%	12.1%	7.7%	4.2%	75.2%	0.7%	562
535	Warehouse and Distribution Manager 倉務及收發經理	0.0%	0.0%	51.4%	8.6%	28.6%	5.7%	5.7%	40
536	Boarding Officer 登船主任	0.0%	0.0%	1.3%	40.5%	53.2%	5.1%	0.0%	92
537	Stevedore 貨物操作員	0.0%	11.6%	26.7%	61.6%	0.0%	0.0%	0.0%	341
538	Pier Attendant ; Pier Assistant 碼頭操作員 ; 碼頭助理	0.0%	9.9%	10.8%	28.1%	45.2%	5.9%	0.0%	997
539	Crane Driver 起重機操作工	0.0%	0.0%	43.8%	24.4%	24.9%	7.0%	0.0%	400
540	Rigger 索具工	0.0%	0.0%	75.0%	16.7%	0.0%	8.3%	0.0%	12
903	Other Staff (Operations) 其他員工 (營運)	0.0%	0.9%	30.5%	59.4%	8.5%	0.6%	0.0%	895
<b>Sub-total 小計</b>		<b>0.0%</b>	<b>3.9%</b>	<b>17.1%</b>	<b>27.2%</b>	<b>25.0%</b>	<b>23.1%</b>	<b>3.7%</b>	<b>3,736</b>

Principal Job 主要職務		\$12,000 or below 或以下	\$12,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$25,000	\$25,001 - \$30,000	\$30,001 - \$40,000	Over \$40,000 以上	Total no. of employees 僱員人數
<b>Technical and Consultancy 技術及顧問</b>									
504	Other Managers (Technical and Consultancy) 其他經理 (技術及顧問)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	38
601	Technical Manager ; Technical Superintendent ; Ship Repairs Manager ; Ship Repairs Superintendent 技術經理 ; 技術總監 ; 船舶維修主管 ; 船舶維修總監	0.0%	0.0%	0.0%	4.0%	4.0%	12.9%	79.2%	164
602	Assistant Technical Manager ; Assistant Technical Superintendent ; Assistant Ship Repairs Manager ; Assistant Ship Repairs Superintendent 助理技術經理 ; 助理技術總監 ; 助理船舶維修主管 ; 助理船舶維修總監	0.0%	0.0%	16.3%	2.0%	4.1%	65.3%	12.2%	68
603	Ship Surveyor ; Technical Consultant ; Engineering Consultant 船舶檢驗師 ; 技術顧問 ; 工程顧問	0.0%	0.0%	0.0%	2.8%	22.2%	52.8%	22.2%	116
604	Marine Surveyor ; Marine Consultant ; Cargo Surveyor ; Cargo Consultant 海運測量師 ; 海運顧問 ; 貨物測量師 ; 貨物顧問	0.0%	0.0%	0.0%	10.5%	10.5%	36.8%	42.1%	24
605	Harbour Pilot 領港員	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	66.7%	3
606	Service Engineer 技術服務工程師	0.0%	0.0%	0.0%	0.0%	18.9%	58.3%	22.8%	208
607	Electrical Engineer 電機工程師	0.0%	0.0%	0.0%	9.1%	51.5%	36.4%	3.0%	42
608	Marine Engineer 輪機工程師	0.0%	0.0%	0.0%	4.5%	90.9%	4.5%	0.0%	24
609	Mechanical Engineer 機械工程師	0.0%	0.0%	0.0%	4.8%	33.3%	61.9%	0.0%	51
610	Ship Designer ; Naval Architect 船舶設計師 ; 造船工程師	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	2
611	Draughtsman 繪圖員	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	1
612	Electrical Engineering Technician 電機工程技術員	0.0%	0.0%	54.9%	37.4%	7.7%	0.0%	0.0%	93
613	Electronics Technician ; Telecommunication Technician 電子技術員 ; 通訊技術員	0.0%	0.0%	75.0%	13.6%	11.4%	0.0%	0.0%	45
614	Estimator 估計員	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	2
615	Mechanical Engineering Technician 機械工程技術員	0.0%	0.0%	37.8%	43.8%	10.7%	7.7%	0.0%	295
616	Ship Repairs Supervisor ; Ship Repairs Foreman 船舶維修監督 ; 船舶維修管工	0.0%	0.0%	0.0%	7.1%	41.4%	51.4%	0.0%	72
617	Air-conditioning Mechanic ; Sheet Metal Worker 空氣調節技工 ; 薄片金屬構造工	0.0%	0.0%	42.9%	57.1%	0.0%	0.0%	0.0%	12
618	Carpenter 木工	0.0%	0.0%	37.0%	63.0%	0.0%	0.0%	0.0%	27
619	Electrician 電工	0.0%	0.0%	33.6%	32.7%	17.8%	15.9%	0.0%	169
620	GRP - Worker 玻璃纖維工	0.0%	0.0%	60.0%	40.0%	0.0%	0.0%	0.0%	10
621	Machinist 機床工	0.0%	0.0%	67.6%	32.4%	0.0%	0.0%	0.0%	34
622	Marine Pipeworker 船舶喉管工	0.0%	0.0%	93.3%	0.0%	0.0%	6.7%	0.0%	18
623	Painter 髹漆工	0.0%	0.0%	53.2%	39.0%	7.8%	0.0%	0.0%	79
624	Welder 焊接工	0.0%	0.0%	19.8%	36.0%	10.5%	33.7%	0.0%	88
625	Steel Worker (Boiler Maker / Steel Plater / Blacksmith) 鋼鐵工 (鍋爐工、造船鋼板工或鐵工)	0.0%	0.0%	10.2%	38.8%	44.9%	6.1%	0.0%	49
904	Other Staff (Technical and Consultancy) 其他員工 (技術及顧問)	0.0%	0.0%	29.5%	27.3%	20.5%	18.2%	4.5%	266
<b>Sub-total 小計</b>		<b>0.0%</b>	<b>0.0%</b>	<b>25.4%</b>	<b>23.8%</b>	<b>16.3%</b>	<b>21.9%</b>	<b>12.7%</b>	<b>2,000</b>

Principal Job 主要職務		\$12,000 or below 或以下	\$12,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$25,000	\$25,001 - \$30,000	\$30,001 - \$40,000	Over \$40,000 以上	Total no. of employees 僱員人數
<b>Marine Law and Insurance 海事法律及保險</b>									
701	Maritime Lawyer ; Admiralty Lawyer 海事律師	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	77
702	Maritime Arbitrator 海事仲裁員	0.0%	0.0%	0.0%	0.0%	0.0%	23.5%	76.5%	17
703	P&I / Insurance Manager ; Claims Manager ; Marine Expert 保險事務經理 ; 申索經理 ; 海事專家	0.0%	0.0%	0.0%	1.8%	1.8%	14.5%	81.8%	95
704	P&I / Insurance Officer ; Claims Officer 保險事務主任 ; 申索主任	0.0%	0.0%	18.0%	10.0%	36.0%	24.0%	12.0%	85
705	Marine Insurance Underwriter 海事保險核保人	0.0%	0.0%	11.1%	0.0%	27.8%	5.6%	55.6%	27
706	Insurance Broker 保險經紀人	0.0%	0.0%	26.3%	0.0%	0.0%	31.6%	42.1%	23
905	Other Staff (Marine Law and Insurance) 其他員工 (海事法律及保險)	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	76
<b>Sub-total 小計</b>		<b>0.0%</b>	<b>0.0%</b>	<b>7.1%</b>	<b>2.7%</b>	<b>10.7%</b>	<b>15.2%</b>	<b>64.3%</b>	<b>400</b>
<b>Training and Education 教育及培訓</b>									
707	Professor ; Lecturer ; Instructor ; Trainer 教授 ; 講師 ; 教導員 ; 導師	0.0%	0.0%	0.0%	0.0%	35.6%	8.9%	55.4%	142
906	Other Staff (Training and Education) 其他員工 (教育及培訓)	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1
<b>Sub-total 小計</b>		<b>0.0%</b>	<b>1.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>35.3%</b>	<b>8.8%</b>	<b>54.9%</b>	<b>143</b>
<b>Account and Finance 會計及財務</b>									
507	Other Managers (Account and Finance) 其他經理 (會計及財務)	0.0%	0.0%	0.0%	0.0%	47.6%	33.3%	19.0%	22
708	Ship Finance Manager 船舶融資經理	0.0%	0.0%	0.0%	15.8%	0.0%	15.8%	68.4%	53
709	Ship Leasing Manager 船舶租賃經理	0.0%	0.0%	0.0%	18.2%	45.5%	27.3%	9.1%	13
907	Other Staff (Account and Finance) 其他員工 (會計及財務)	0.0%	0.6%	20.1%	43.2%	33.8%	2.4%	0.0%	714
<b>Sub-total 小計</b>		<b>0.0%</b>	<b>0.5%</b>	<b>17.8%</b>	<b>39.5%</b>	<b>32.4%</b>	<b>4.7%</b>	<b>5.1%</b>	<b>802</b>
<b>Safety and Risk Management 安全及風險管理</b>									
710	Safety / Risk Manager ; Auditor ; OHSE Manager 安全經理 ; 審計師 ; 職業健康、安全、環境經理	0.0%	0.0%	0.0%	4.3%	6.4%	57.4%	31.9%	88
711	Safety Officer 安全主任	0.0%	0.0%	42.3%	15.4%	7.7%	30.8%	3.8%	34
712	Assistant Safety Officer / Safety Supervisor 助理安全主任 / 安全督導員	0.0%	0.0%	4.5%	59.1%	18.2%	0.0%	18.2%	29
908	Other Staff (Safety and Risk Management) 其他員工 (安全及風險管理)	0.0%	0.0%	60.0%	40.0%	0.0%	0.0%	0.0%	5
<b>Sub-total 小計</b>		<b>0.0%</b>	<b>0.0%</b>	<b>15.0%</b>	<b>21.0%</b>	<b>9.0%</b>	<b>35.0%</b>	<b>20.0%</b>	<b>156</b>
<b>Other Staff of Supporting Services 其他支援員工</b>									
999	Other staff of supporting services, e.g. general human resources, finance, IT and administration works 其他支援員工, 例如參與一般人力資 源、財務、資訊科技或其他行政工作	0.0%	0.2%	2.4%	3.2%	29.1%	65.2%	0.0%	1,692
<b>Sub-total 小計</b>		<b>0.0%</b>	<b>1.6%</b>	<b>14.7%</b>	<b>23.5%</b>	<b>23.2%</b>	<b>25.8%</b>	<b>11.4%</b>	<b>12,551</b>
<b>Overall 總計</b>		<b>0.0%</b>	<b>1.4%</b>	<b>12.4%</b>	<b>20.4%</b>	<b>21.3%</b>	<b>35.0%</b>	<b>9.5%</b>	<b>17,293</b>

Principal Job 主要職務		\$12,000 or below 或以下	\$12,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$25,000	\$25,001 - \$30,000	\$30,001 - \$40,000	Over \$40,000 以上	Total no. of employees 僱員人數
<b>Ocean Going 遠洋輪</b>									
Principal Job 主要職務		USD \$1,000 or below 或以下	USD \$1,001 - \$2,500	USD \$2,501 - \$4,000	USD \$4,001 - \$5,500	USD \$5,501 - \$7,000	USD \$7,001 - \$8,500	Over USD \$8,500 以上	Total no. of employees 僱員人數
<b>Officers 高級海員</b>									
101	Master 船長	0.0%	0.0%	11.1%	77.8%	0.0%	0.0%	11.1%	16
102	Chief Engineer 輪機長 (大車)	0.0%	0.0%	0.0%	85.7%	0.0%	0.0%	14.3%	14
103	Chief Officer 大副 (大伙)	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	2
104	2nd Engineer 大管輪 (二車)	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	3
105	2nd Officer 二副 (二伙)	0.0%	0.0%	87.5%	12.5%	0.0%	0.0%	0.0%	8
106	3rd Engineer 二管輪 (三車)	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	13
107	3rd Officer 三副 (三伙)	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	51
108	4th Engineer 三管輪 (四車)	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	9
109	Junior Engineer ; Training Engineer 初級管輪 (幫車) ; 初級管輪 (初級車人)	-	-	-	-	-	-	-	0
110	Deck Cadet 見習甲板高級海員	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	45
111	Engineer Cadet 見習輪機高級海員	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4
112	Electro-technical Officer 電氣技術員	-	-	-	-	-	-	-	0
113	Refrigeration Engineer 冷凍師	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>		<b>17.4%</b>	<b>0.0%</b>	<b>41.3%</b>	<b>34.8%</b>	<b>0.0%</b>	<b>2.2%</b>	<b>4.3%</b>	<b>165</b>
<b>Ratings 普通海員</b>									
201	Chief Petty Officer ; Bosun 總隊長 ; 水手長	-	-	-	-	-	-	-	0
202	Pumpman 泵工	-	-	-	-	-	-	-	0
203	Fitter 機器打磨匠	-	-	-	-	-	-	-	0
204	Sailor 水手	0.0%	7.7%	92.3%	0.0%	0.0%	0.0%	0.0%	13
205	Motorman 機工	-	-	-	-	-	-	-	0
206	Rating (General Purpose) 普通海員 (全能)	-	-	-	-	-	-	-	0
207	Steward 管事	-	-	-	-	-	-	-	0
208	Cook 廚師	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2
209	Laundry man 洗衣工人	-	-	-	-	-	-	-	0
<b>Sub-total 小計</b>		<b>0.0%</b>	<b>20.0%</b>	<b>80.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>15</b>
<b>總計Overall</b>		<b>13.1%</b>	<b>4.9%</b>	<b>50.8%</b>	<b>26.2%</b>	<b>0.0%</b>	<b>1.6%</b>	<b>3.3%</b>	<b>180</b>

**Note:**

Shore-based personnel of Ocean Going, River Trade, Local Vessel companies are grouped under Shore-based sector for presentation.

**註:**

遠洋輪、內河船及本地船舶的駐岸工作人員均納入駐岸工作的界別。

5. Percentage distribution and ranking of training required in the next 12 months by sector by job category

按界別及職務類別劃分在未來十二個月內僱員所需培訓的百分比及排名

Ocean Going 遠洋輪						
Training 培訓	Percentage 百分比			Ranking 排名		
	Officers 高級海員	Ratings 普通海員	Shore Based Personnel 岸上工作人員	Officers 高級海員	Ratings 普通海員	Shore Based Personnel 岸上工作人員
<b>A. General Management Skills 一般管理技能</b>						
(i) Principles of management 管理技能	57.1%	0.0%	52.5%	3	5	4
(ii) Facilitation skills/ People Relationship Management 引導技能/人際關係管理	42.9%	0.0%	35.0%	8	5	6
(iii) Knowledge on ESG (Environmental, social and governance) ESG (環境、社會和管治) 知識	42.9%	0.0%	19.8%	8	5	8
<b>B. Trade Specific Skills 業內專業技能</b>						
(i) Preparatory course for various classes of Certificate of Competency 不同級別的適任證書備試課程	85.7%	25.0%	2.3%	1	2	11
(ii) International Code of Safety for Ships using Gases or other Low-flashpoint Fuels (IGF Code) related training 《國際船舶使用氣體或其他低閃點燃料安全章程》相關培訓	57.1%	0.0%	5.1%	3	5	10
(iii) Basic ship knowledge 基礎船舶知識	85.7%	50.0%	19.8%	1	1	8
(iv) Practical knowledge on marine claims and insurance 海事索償和保險實務培訓	57.1%	0.0%	21.2%	3	5	7
<b>C. Generic Skills 通用技能</b>						
(i) Communication Skills 溝通技巧	57.1%	25.0%	72.4%	3	2	1
(ii) Data Analysis 數據分析	42.9%	0.0%	36.4%	8	5	5
(iii) Problem Solving Skills 解決問題技巧	57.1%	25.0%	68.7%	3	2	2
(iv) Information Technology 資訊科技	42.9%	0.0%	54.4%	8	5	3
Others 其他	0.0%	0.0%	1.8%	12	5	12
Training not required 不需要任何培訓	0.0%	0.0%	3.7%			
<b>Number of companies with such job category 有相關職務類別的公司數目</b>	10	6	239			

Others

其他

認識危險品處理 / 文件處理

River Trade 內河船				
Training 培訓	Percentage 百分比		Ranking 排名	
	Seafarers 海員	Shore Based Personnel 岸上工作人員	Seafarers 海員	Shore Based Personnel 岸上工作人員
<b>A. General Management Skills 一般管理技能</b>				
(i) Principles of management 管理技能	50.0%	62.5%	6	4
(ii) Facilitation skills/ People Relationship Management 引導技能/人際關係管理	50.0%	29.2%	6	7
(iii) Knowledge on ESG (Environmental, social and governance) ESG (環境、社會和管治) 知識	25.0%	33.3%	9	6
<b>B. Trade Specific Skills 業內專業技能</b>				
(i) Preparatory course for various classes of Certificate of Competency 不同級別的適任證書備試課程	75.0%	0.0%	3	9
(ii) International Code of Safety for Ships using Gases or other Low-flashpoint Fuels (IGF Code) related training 《國際船舶使用氣體或其他低閃點燃料安全章程》相關培訓	75.0%	0.0%	3	9
(iii) Basic ship knowledge 基礎船舶知識	75.0%	0.0%	3	9
(iv) Practical knowledge on marine claims and insurance 海事索償和保險實務培訓	25.0%	20.8%	9	8
<b>C. Generic Skills 通用技能</b>				
(i) Communication Skills 溝通技巧	100.0%	66.7%	1	3
(ii) Data Analysis 數據分析	0.0%	41.7%	12	5
(iii) Problem Solving Skills 解決問題技巧	100.0%	83.3%	1	1
(iv) Information Technology 資訊科技	50.0%	70.8%	6	2
Others 其他	25.0%	0.0%	9	9
Training not required 不需要任何培訓	0.0%	4.2%		
<b>Number of companies with such job category 有相關職務類別的公司數目</b>	4	27		

Others

其他

霧航，雷達及其它與安全相關課程

Local Vessel 本地船舶						
Training 培訓	Percentage 百分比			Ranking 排名		
	Crew Members (Local Vessel) 船員 (本地船舶)	Crew Members (Yacht) 船員 (遊艇)	Shore Based Personnel 岸上工作人員	Crew Members (Local Vessel) 船員 (本地船舶)	Crew Members (Yacht) 船員 (遊艇)	Shore Based Personnel 岸上工作人員
<b>A. General Management Skills 一般管理技能</b>						
(i) Principles of management 管理技能	51.4%	35.3%	38.9%	4	4	4
(ii) Facilitation skills/ People Relationship Management 引導技能/人際關係管理	24.3%	11.8%	34.4%	7	10	5
(iii) Knowledge on ESG (Environmental, social and governance) ESG (環境、社會和管治) 知識	14.3%	17.6%	20.0%	10	8	8
<b>B. Trade Specific Skills 業內專業技能</b>						
(i) Preparatory course for various classes of Certificate of Competency 不同級別的適任證書備試課程	41.4%	29.4%	6.7%	5	5	11
(ii) International Code of Safety for Ships using Gases or other Low-flashpoint Fuels (IGF Code) related training 《國際船舶使用氣體或其他低閃點燃料安全章程》相關培訓	24.3%	23.5%	7.8%	7	7	10
(iii) Basic ship knowledge 基礎船舶知識	64.3%	76.5%	11.1%	1	1	9
(iv) Practical knowledge on marine claims and insurance 海事索償和保險實務培訓	15.7%	29.4%	27.8%	9	5	6
<b>C. Generic Skills 通用技能</b>						
(i) Communication Skills 溝通技巧	55.7%	52.9%	67.8%	3	3	1
(ii) Data Analysis 數據分析	7.1%	0.0%	24.4%	11	12	7
(iii) Problem Solving Skills 解決問題技巧	62.9%	70.6%	64.4%	2	2	2
(iv) Information Technology 資訊科技	25.7%	17.6%	40.0%	6	8	3
Others 其他	5.7%	11.8%	2.2%	12	10	12
Training not required 不需要任何培訓	4.3%	5.9%	4.4%			
<b>Number of companies with such job category 有相關職務類別的公司數目</b>	86	17	101			

Others

其他

Safety

STCW High Voltage Training for Marine

Engineers

實習船舶運作

Shore Based companies 駐岸公司				
Training 培訓	Percentage 百分比		Ranking 排名	
	Managerial and Executive Level 管理及行政職級	Assistant and Non-Executive Level 助理及非行政職級	Managerial and Executive Level 管理及行政職級	Assistant and Non-Executive Level 助理及非行政職級
<b>A. General Management Skills 一般管理技能</b>				
(i) Principles of management 管理技能	75.2%	1.2%	1	10
(ii) Facilitation skills/ People Relationship Management 引導技能／人際關係管理	49.2%	1.2%	4	10
(iii) Knowledge on ESG (Environmental, social and governance) ESG (環境、社會和管治) 知識	27.1%	1.2%	7	10
<b>B. Trade Specific Skills 業內專業技能</b>				
(i) Preparatory course for various classes of Certificate of Competency 不同級別的適任證書備試課程	9.0%	1.5%	11	8
(ii) International Code of Safety for Ships using Gases or other Low-flashpoint Fuels (IGF Code) related training 《國際船舶使用氣體或其他低閃點燃料安全章程》相關培訓	22.6%	7.3%	10	7
(iii) Basic ship knowledge 基礎船舶知識	44.4%	29.7%	5	4
(iv) Practical knowledge on marine claims and insurance 海事索償和保險實務培訓	23.3%	7.7%	9	6
<b>C. Generic Skills 通用技能</b>				
(i) Communication Skills 溝通技巧	62.4%	60.6%	3	2
(ii) Data Analysis 數據分析	23.7%	15.8%	8	5
(iii) Problem Solving Skills 解決問題技巧	68.8%	74.1%	2	1
(iv) Information Technology 資訊科技	32.0%	32.4%	6	3
Others 其他	2.6%	1.5%	12	8
Training not required 不需要任何培訓	2.3%	6.6%		
<b>Number of companies with such job category 有相關職務類別的公司數目</b>	301	294		

**Others**

其他  
 海事知識  
 認識遊艇高壓電知識  
 船上通訊導航證書  
 英語能力

**Note:**

- (1) Percentages are calculated on the basis of total number of companies with such level of staff
- (2) Respondents are allowed to select more than one skills

**註：**

- (1) 百分比是以具有相關技能等級的員工的公司數目為基準計算
- (2) 受訪者可剔選多於一項

### Supplementary Statistics from the Marine Department

#### I. Number of Graduates Joining the Seagoing Training Incentive Scheme (SGTIS) (up to 31 March 2025)

Year of Graduation	Training Providers								
	MSTI	IVE	HKU	HKUST	CUHK	PolyU		Others	
	Deck Cadet	Engineer Cadet	Engineer Cadet	Engineer Cadet	Engineer Cadet	Deck Cadet	Engineer Cadet	Deck Cadet	Engineer Cadet
2024	6	0	0	0	0	4	0	1	0
2023	14	0	1	0	0	4	0	0	1
2022	19	0	1	0	1	2	0	1	0
2021	25	0	0	0	0	1	0	1	1
2020	22	1	1	0	0	5	1	1	0
2019	26	7	1	0	0	2	2	2	1
2018	31	5	1	1	0	3	0	3	0
2017	36	5	0	1	0	2	0	0	1
2016	36	7	0	2	0	0	2	3	1
2015	24	7	2	3	1	6	0	2	0
2014	39	9	1	2	0	6	4	0	0
2013	24	7	1	1	0	10	3	0	0

#### Note

- The SGTIS aims at encouraging Hong Kong youngsters to take on and complete sea-going training with a view to developing their future careers in the port and maritime support industries. Eligible applicants can receive monthly subsidy in 3 phases.  
(<https://www.hkmpb.gov.hk/en/manpower/sgtis.html>)
- Full names of training providers:  
MSTI - The Maritime Services Training Institute  
IVE - The Hong Kong Institute of Vocational Education  
HKU - The University of Hong Kong  
HKUST - The Hong Kong University of Science and Technology  
CUHK - The Chinese University of Hong Kong  
PolyU - The Hong Kong Polytechnic University  
Others - e.g. Overseas universities

II. Number of Registered Seafarers Working On-board Ocean-going Vessels

	As at 31 December 2024
Officers	73
Ratings	1
<b>Total</b>	<b>74</b>

III. Number of Registered Seafarers Working On-board River-trade Vessels

	As at 31 December 2024
Officers	203
Ratings	225
<b>Total</b>	<b>428</b>

*(The statistics of II & III were obtained by the Marine Department in a survey in 2024. The figures presented above only represent the officers/ratings employed by those companies who were willing to respond to the survey. Thus, the figures may be smaller than the actual ones.)*

IV. Number of Licensed Local Vessels

	As at 31 December 2024
Class I	398
Class II	1,756
Class III	6,125
Class IV	12,325
<b>Total</b>	<b>20,604</b>

V. Number of People Holding Local Vessel Certificates

Types of Certificates	As at 31 December 2024
Coxswain Grade 1 Certificate	2,061
Coxswain Grade 2 Certificate	4,553
Coxswain Grade 3 Certificate	9,521
Engine Operator Grade 1 Certificate	4,177
Engine Operator Grade 2 Certificate	460
Engine Operator Grade 3 Certificate	5,956
Pleasure Vessel Grade 1 Certificate	6,523
Pleasure Vessel Grade 2 Certificate	48,801
<b>Total</b>	<b>85,052</b>

VI. Posts of the Marine Department Requiring Seafaring Experience

Posts	As at 31 December 2024	
	Establishment	Strength
Deputy Director of Marine (D3)	7	2
Assistant Director of Marine (D2)	1	1
Principal Marine Officer (D1)	4	3
Principal Surveyor of Ships (D1)	7	7
Hydrographer (D1)	1	1
Senior Marine Officer	20	13
Marine Officer	40	33
Assistant Marine Officer		
Marine Controller	16	6
Assistant Marine Controller	55	59
Senior Surveyor of Ships	22	16
Surveyor of Ships	42	36
Assistant Surveyor of Ships		
<b>Total</b>	<b>215</b>	<b>177</b>

## Sample Plan of the 2024 Manpower Survey of the Maritime Services Industry

Sector	Branch	Employment size	Sample Size	
I. Ocean Going Sector	1 Ship Agents and Managers; Local Representative Offices of Overseas Shipping Companies (HSIC 5011, 5012)	1-9	152	
		10-19	19	
		20-49	22	
		50-99	13	
		100-199	6	
		200 & over	5	
		Supplementary *	3	
		<b>Sub-total</b>	<b>220</b>	
	2 Ship Owners of Sea-going Vessels (HSIC 5013)	1-9	9	
		10-19	3	
		20-49	3	
		50-99	NA	
		100-199	NA	
200 & over		NA		
Supplementary *		2		
	<b>Sub-total</b>	<b>17</b>		
3 Operators of Sea-going Vessels (HSIC 501402)	1-9	10		
	10-19	2		
	20-49	2		
	50-99	3		
	100-199	1		
	200 & over	1		
	Supplementary *	1		
	<b>Sub-total</b>	<b>20</b>		
	4 Ship Owners and Managers (Supplementary Samples)		7	
II. River Trade Sector	5 Ship Owners and Operators of Vessels; Moving Between Hong Kong and the Ports in Pearl River Delta (HSIC 5015)	1-9	22	
		10-19	8	
		20-49	5	
		50-99	2	
		100-199	2	
		200 & over	1	
		Supplementary *	2	
	<b>Sub-total</b>	<b>42</b>		
III. Local Vessel Sector	6a Inland Water Transport - Licensed and franchised ferry services (HSIC 502101)	1-9	3	
		10-19	4	
		20-49	1	
		50-99	1	
		100-199	1	
		200 & over	2	
		Supplementary *	2	
		<b>Sub-total</b>	<b>14</b>	
		6b Inland Water Transport - Kaito and non-scheduled inland water passenger transport and Inland freight water transport (Supplementary Samples)		59
	7 Mid-stream Operation (HSIC 522202)	1-9	56	
		10-19	1	
		20-49	3	
		50-99	2	
100-199		NA		
200 & over		NA		
Supplementary *		6		
	<b>Sub-total</b>	<b>68</b>		
	8 Yacht Club and other yacht services (Supplementary Samples)		17	

## Sample Plan of the 2024 Manpower Survey of the Maritime Services Industry

IV. Shore Based Sector	9a Container Terminal and Marine; Cargo Terminal Operators (HSIC 522201)	1-9	1
		10-19	NA
		20-49	NA
		50-99	4
		100-199	1
		200 & over	4
		<b>Sub-total</b>	<b>10</b>
	9b Port Facilities Operators; Service Activities Incidental to Water Transportation n.e.c. (Supplementary Samples)		<b>41</b>
	10 Shipbrokers (HSIC 522906)	1-9	76
		10-19	3
		20-49	1
		50-99	NA
		100-199	NA
	200 & over	NA	
	Supplementary *	2	
	<b>Sub-total</b>	<b>82</b>	
11 Classification Societies; Consultants and Surveyors (Supplementary Samples)		<b>45</b>	
12 Marine Equipment; Shipbuilders and Repairers (HSIC 301100, 301200 & part of 331500)	1-9	52	
	10-19	17	
	20-49	2	
	50-99	3	
	100-199	1	
	200 & over	2	
	Supplementary *	1	
	<b>Sub-total</b>	<b>78</b>	
13 Marine Insurance (Supplementary Samples)		<b>17</b>	
14 Maritime Law (Supplementary Samples)		<b>11</b>	
15 Ship Finance (Supplementary Samples)		<b>3</b>	
16 Ship Registration and Port Authorities (Supplementary Samples)		<b>5</b>	
17 Other Maritime Services (Supplementary Samples)		<b>41</b>	
	<b>Grand Total :</b>	<b>797</b>	