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RECRUITMENT

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T H E M A R I T I M E E M P L O Y E E
S U R V E Y
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Attitudes to employment in the maritime sector

SURVEY CONDUCTED

JULY-SEP 2015

BY:



Coracle **Transforms Learning**

HALCYON

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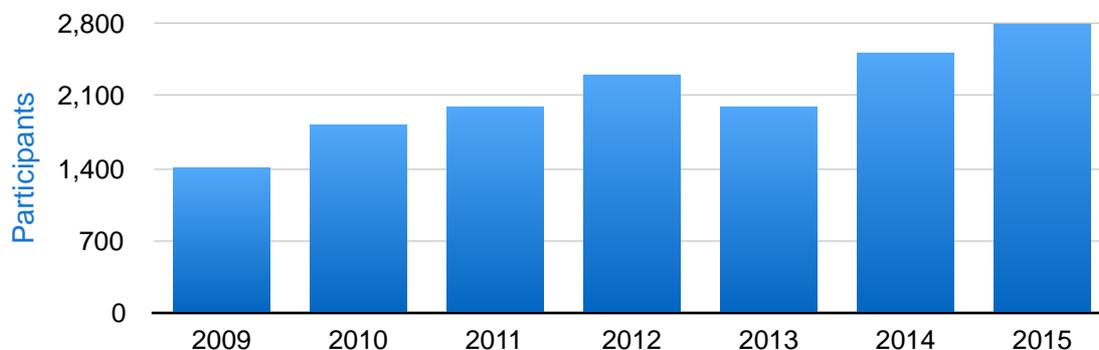
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WELCOME TO THE MARITIME EMPLOYEE SURVEY 2015

Now in its 7th consecutive year, this survey of 2,832 individuals within the global shore based shipping and maritime market allows you to gain a detailed picture of our industry with respect to financial and motivational issues.

A big thank you to all of our participants for your input and continued support



We added some new questions this year to help understand people's thoughts on their current roles and what they offer in terms of career prospects and looked at which locations appear to offer the best work / life balance.

This year's results show clearly that the majority of employees across all sectors feel that they are lacking in training and development in their current roles and that our employees are overwhelmingly of the opinion that a new job and better development opportunities would come from moving to a new employer.

Concerns over job security are increasing with 61% of our survey participants indicating they are concerned about job security compared to 51% in 2014. 40% are more concerned than they were this time last year, a dramatic increase from last year's 28%.

The amount of survey respondents receiving bonuses this year remains similar to last year (58% this year compared to 56% in 2014).

However, there are different trends depending on the business area you work in.

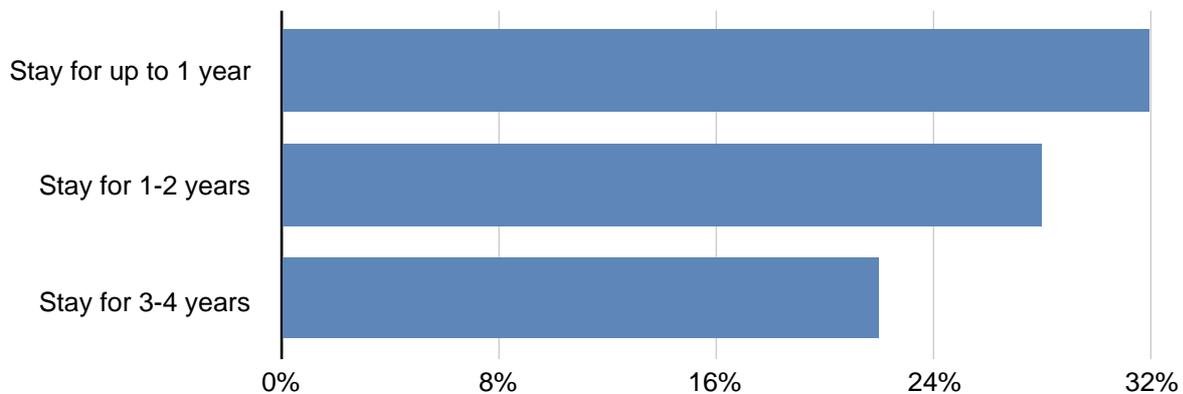


- Only 53% of brokers, charterers and traders received a bonus in the last 12 months compared to 62% in 2014.
- The technical sector is continuing its trend of increasing the number of people being paid a bonus as 69% of respondents received a bonus in the last 12 months compared to 62% in 2014 and 46% in 2013. The ongoing shortage of technical personnel at all levels is a likely driving factor in this.

With a fractionally lower number of respondents receiving a pay increase in 2015, being 47% this year compared to 49% in 2014, this leads to 73% of respondents voting salary as the most important element in considering a job change.

This year, we asked which locations are most attractive from a work / life balance perspective. Singapore was a clear leader with 23% of our participants favouring this location followed by England and Northern Europe.

When asked “how long are you likely to stay in the same job before considering making a move?”:



This may be because it is clear from this year’s survey that employees do not feel they have much opportunity to change jobs or for development with their current employer.

We asked participants how their employer could improve their work / life balance. The opportunity for flexible working ranked highest, closely followed by the opportunity to work from home on a regular basis. This may not be the easiest to achieve in our industry, but it is certainly not impossible.

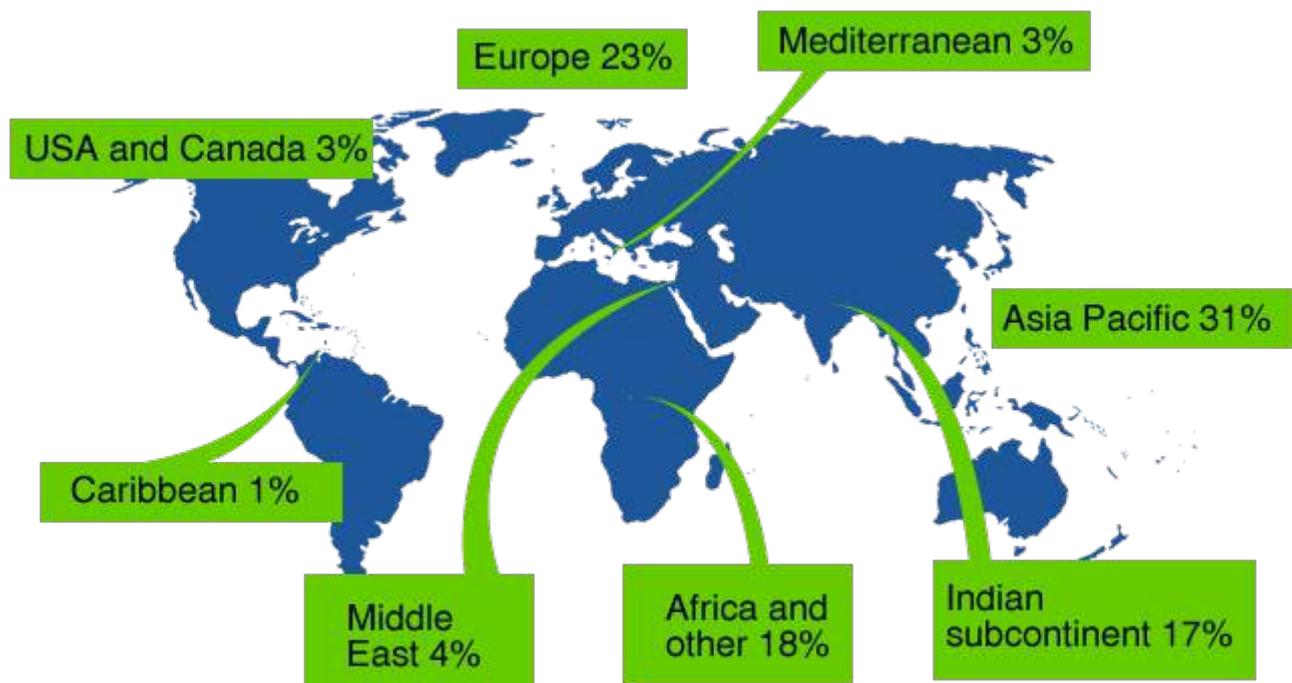


Last year, our report highlighted the need for employers to consider their employee retention strategies if they are keen to look beyond the short term. Whilst it remains an employer driven market, thought needs to be given to the stagnant conditions most employees feel they are in.

Long working hours and increasing demands and pressure for improved commercial and operational results are high on the priority list for employers, together with a desire for employees to remain with the organisation for several years. In order to achieve this, employees need to be motivated and feel well looked after by their employer. With a lack of salary increases, a lack of promotion potential and a lack of training and development opportunities prevailing, the likelihood of increased staff turnover is high.

Employers, it really is time to consider your medium and long term strategy if employee retention is important to you.

Geographical location of respondents:





WHAT'S IN THE REPORT?

On the following pages, you will find the report broken down as follows:

Business area specific statistics in the following categories:

- Broking, chartering and trading
- Executive / senior management
- Technical / HSEQ
- P&I / legal / insurance
- Vessel operations
- Liner
- Other (incorporating HR / crewing / finance / admin)

Sector specific statistics in the following categories:

- Tanker
- Dry cargo
- Offshore
- Other (mixed fleet / container / passenger)

Geographic specific statistics in the following categories:

- Europe
- USA & Canada
- Caribs
- Middle East
- Indian sub-Continent
- Asia Pacific

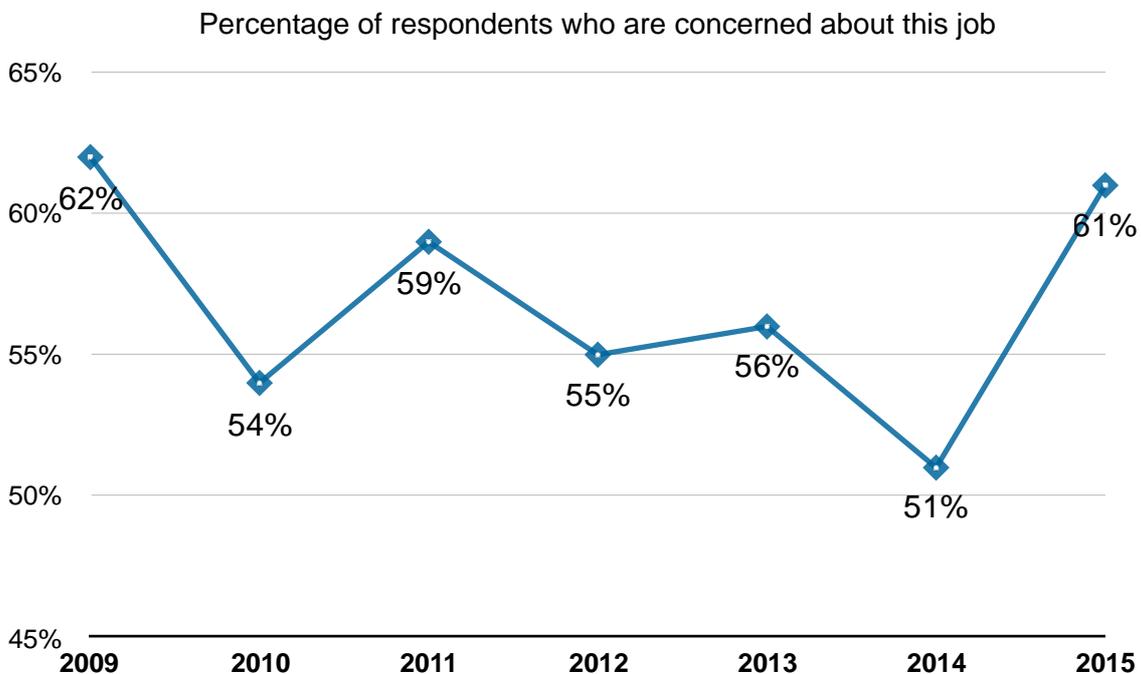


HEADLINE STATISTICS

Job security and employment opportunities

61% of our survey participants indicated they are concerned about job security compared to 51% in 2014. 40% are more concerned than they were this time last year, a significant increase from last year's 28%.

Only 42% are more confident about employment opportunities they are seeing in the market compared to 60% in 2014.



Salary / Bonus

47% of respondents received a salary increase and 58% received a bonus in the last 12 months. Of those who did receive a bonus, 31% received between 1-10% of their annual salary and 28% received between 11-25% of their annual salary. Of the 58% who did receive a bonus, 63% were happy with the amount they received.

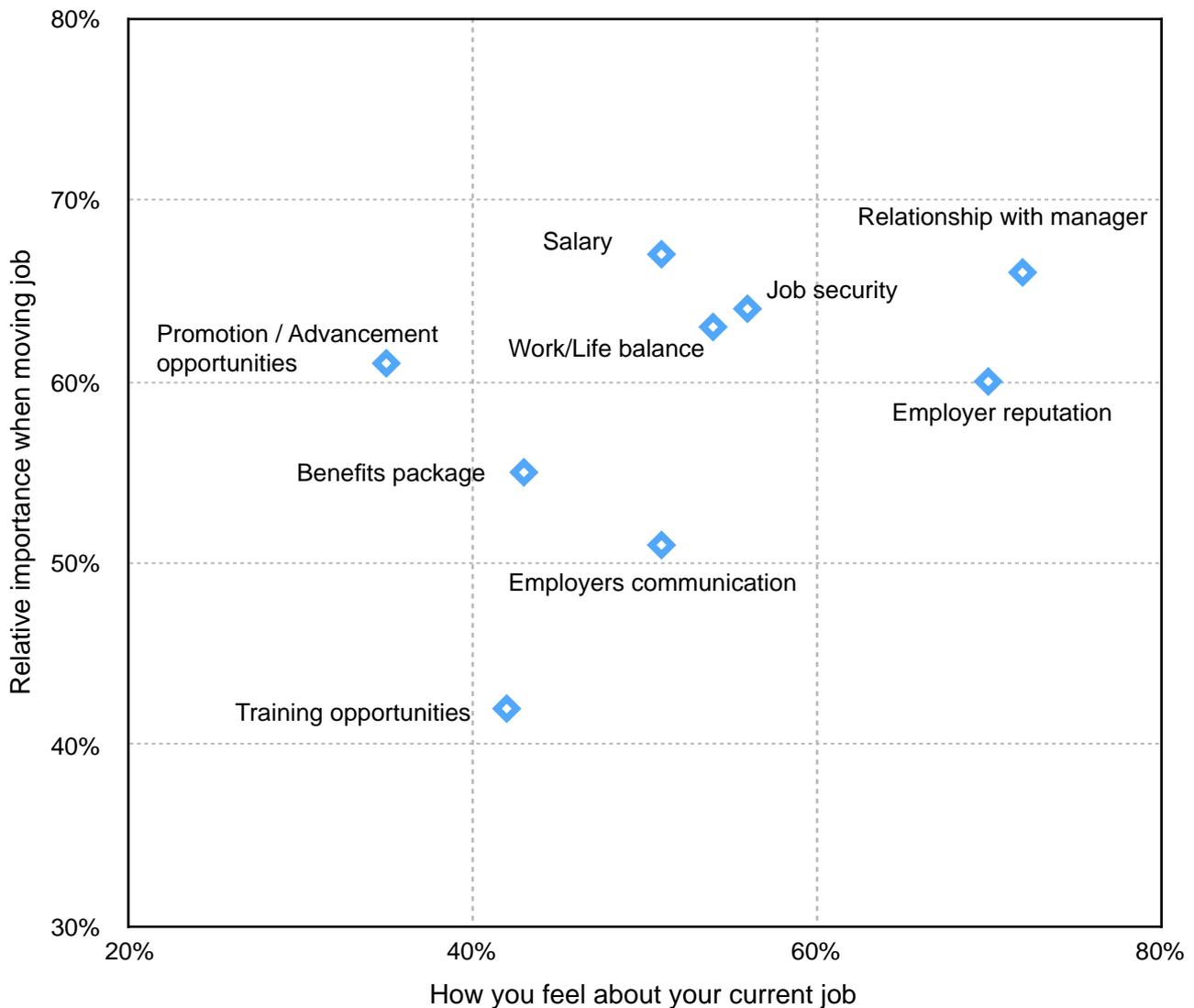
Asia continues to dominate the headlines in terms of salary increases and bonus payments.



Areas of current employment providing greatest / least satisfaction

Aspects providing participants in our survey with the most contentment in their jobs are the reputation of their employer, closely followed by the relationship they have with their line manager. Promotion prospects currently being provided are rated as causing the most dissatisfaction, closely followed by training opportunities.

This chart illustrates respondents feelings about their current job versus the relative importance they place on various elements when moving job.

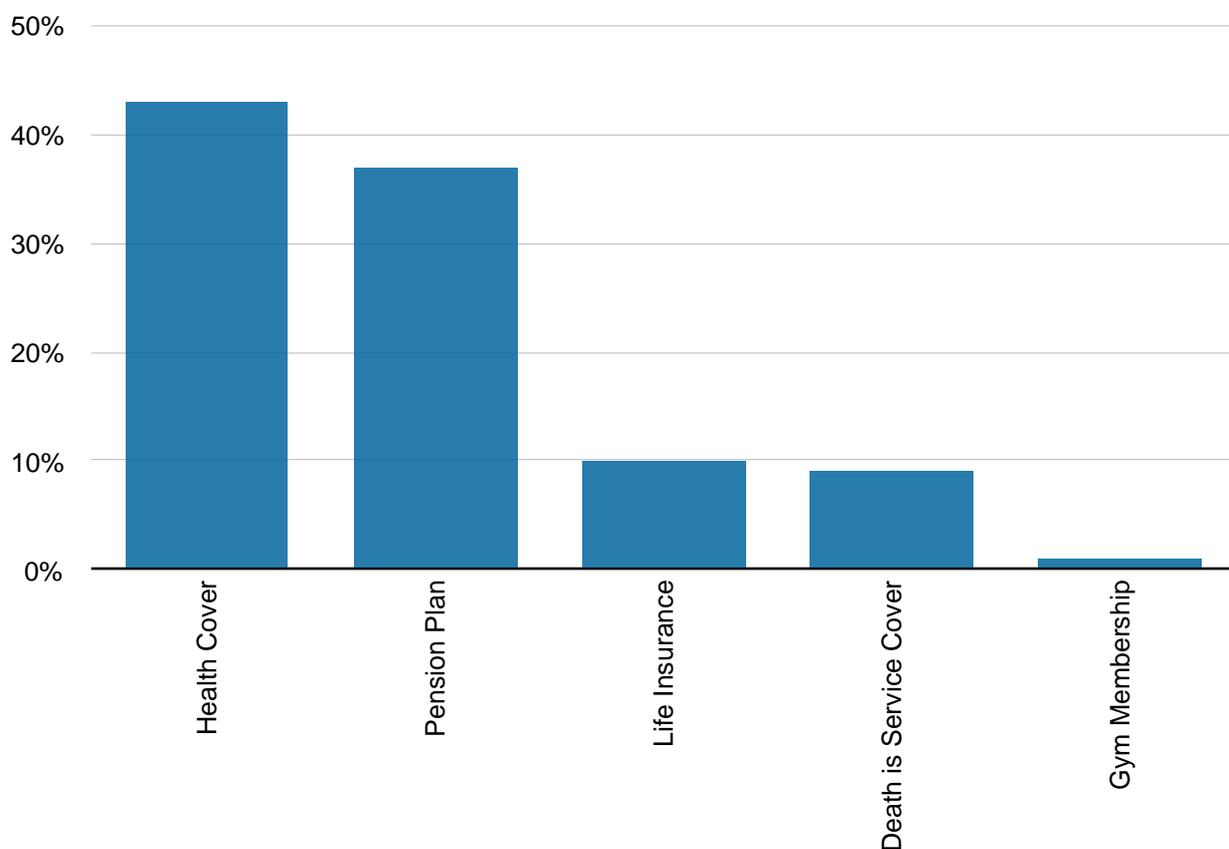




Areas of importance in considering a job change

When considering a career move, salary has this year replaced work life balance and the relationship individuals have with their line manager as being the highest in terms of importance with 73% of respondents voting this first.

Benefits packages: ranked in order of importance



Changing jobs / headcount changes

76% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.

77% of our survey participants have not changed jobs in the last 12 months.



57% of respondents reported an increase in headcount within their organisation over the last 12 months, 31% of people reported that this was by up to 5 people, 12% reported increases of 6-20 people and 3% of 21-50 people. 9% of respondents reported an increase in headcount but were unsure of the amount.

Training and development

50% of participants advised that their current employer does provide, pay for and/or encourage training. The majority of respondents prefer instructor led face to face training at a training centre.

CASE STUDY

We note a change in approach to training on offer from some shipping companies as organisations such as The Marine Society and the RMT engage in developing and promoting specific training aids for the sector. Coracle works with The Marine Society and RMT on a series of @Sea courses. These are also available as iOS and Android Apps for offline use and are being taken up for use by employers such as A.P. Moller Maersk, DFDS Seaways and Royal Navy.

Employment

32% of respondents said they would anticipate staying in a job for up to 1 year, 28% 1-2 years and 22% 3-4 years.

58% of participants said that a job change would most likely occur by moving to a new employer and 60% of participants feel that better development opportunities would come from a new employer.

When answering what their employer could do to help them achieve a better work life balance, providing flexible working hours was the preferred choice for 55% of respondents, followed by having the ability to work from home on a regular basis.

Location hotspots

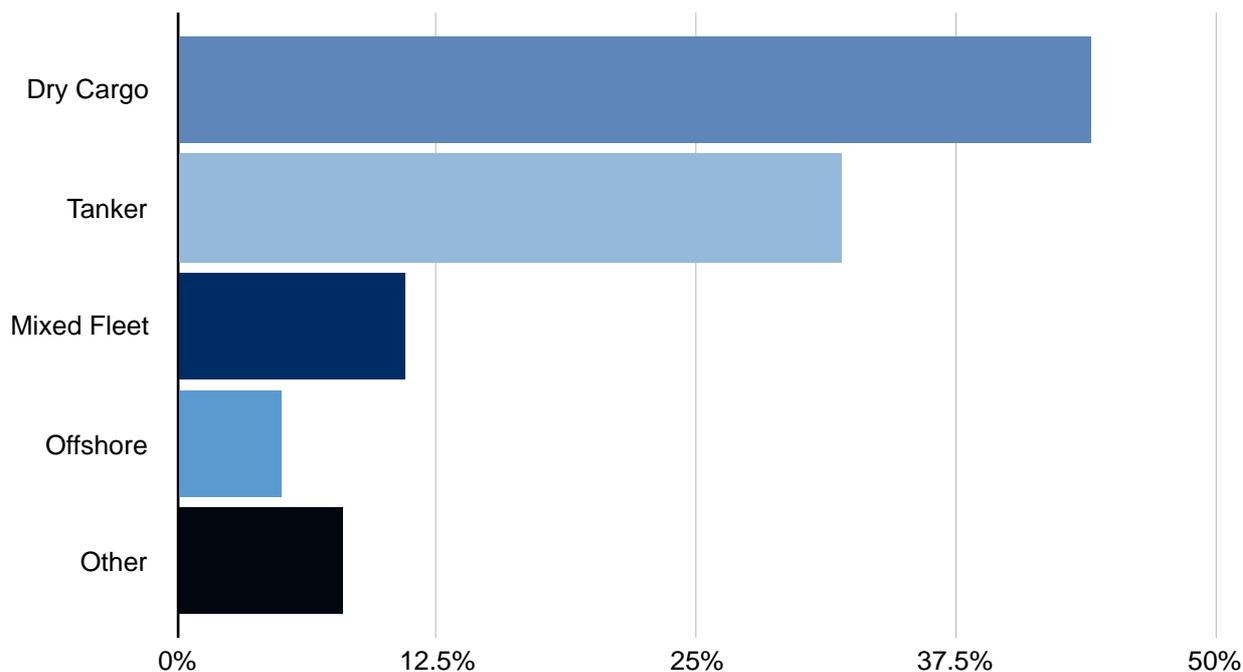
We asked which locations are most attractive from a work / life balance perspective.

Singapore was a clear leader with 23% of our participants favouring this location followed by England and Northern Europe.



RESULTS BY BUSINESS AREA

BROKERS / CHARTERERS / TRADERS



Job security and employment opportunities

55% of our survey participants indicated they are concerned about job security. 37% are more concerned than they were this time last year.

44% are more confident about employment opportunities they are seeing in the market compared to 2014.



Areas of current employment providing greatest / least satisfaction

Ranking highest in terms of satisfaction was:

- the relationship with their manager were (71% voted this first)
- reputation of employer (69% voted this second)
- job security (54% ranked this third)

Scoring lowest again this year was promotion/advancement opportunities.

Areas of importance in considering a job change

When considering a change of job, salary is of most importance to this group (73% voted this first) followed by work life balance.

Salary / Bonus

47% of our participants have seen an increase to their basic salary.

Only 53% of respondents within this sector have received a bonus within the last 12 months (this was 62% in 2014). Of these 23% received between 1-10% of their salary and 38% received 11-25% of their salary. 50% of those receiving a bonus were not content with the amount they received.

Changing jobs / headcount changes

34% of respondents have not seen any headcount increase within their organisation in the last 12 months.

78% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.

21% of our survey participants have changed jobs in the last 12 months.

60% of respondents reported an increase in headcount within their organisation over the last 12 months, 42% of people reported that this was by up to 5 people, 8%



reported increases of 6-20 people and 1% of 21-50 people. 6% of respondents reported an increase in headcount but were unsure of the amount.

Training and development

Only 41% of participants advised that their current employer does provide, pay for and/or encourage training.

Employment

When asked “how long are you likely to stay in the same job before considering making a move?”, the results were:

- 33% up to 1 year
- 31% 1 to 2 years
- 17% 3 to 4 years

58% of respondents believe that a job change for them would be most likely by moving to a new employer and 62% of respondents believe that better development opportunities exist for them with a new employer.

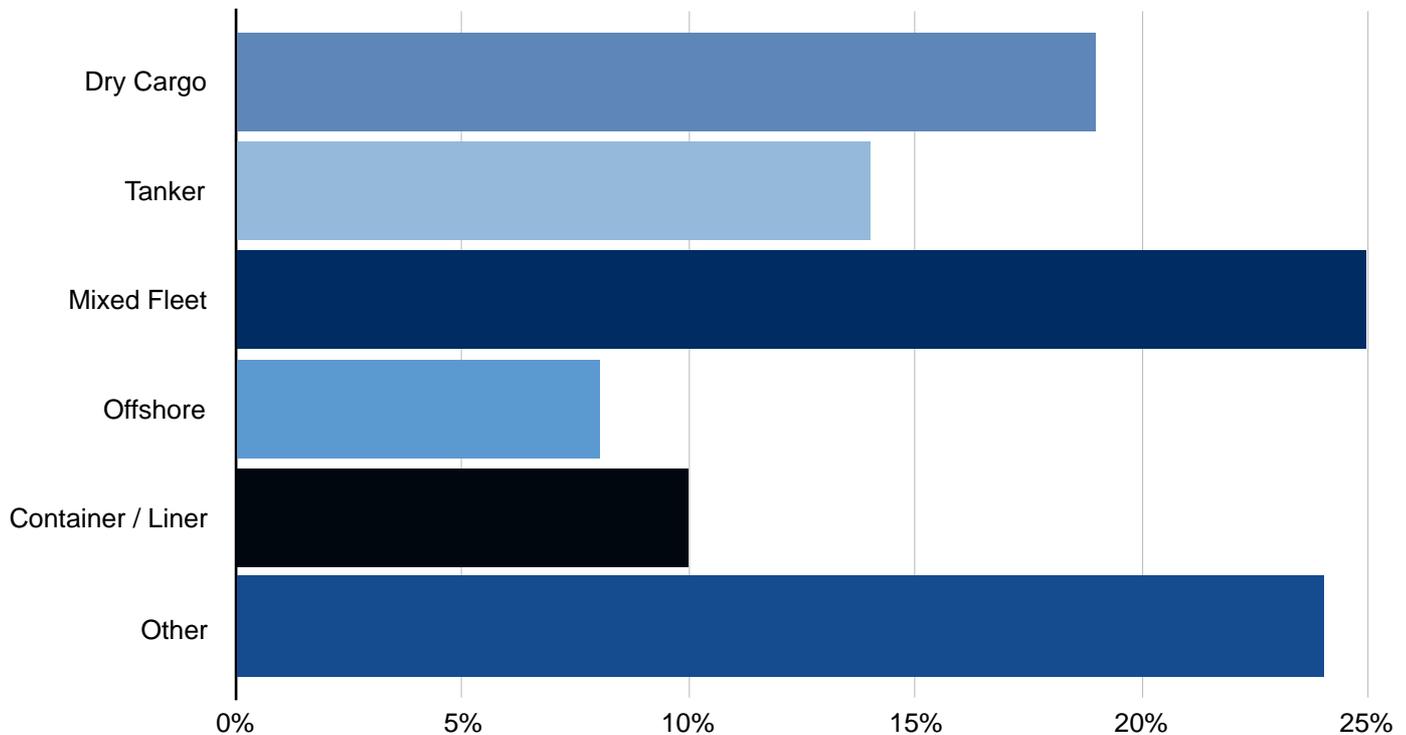
When answering what their employer could do to help them achieve a better work life balance, providing flexible working hours was the preferred choice for 62% of respondents, followed by having the ability to work from home on a regular basis.

Location hotspots

In terms of the location that offers the best work / life balance, 24% of respondents indicated that they believe this to be Singapore, 20% indicated England, 9% United Arab Emirates, 6% Switzerland and 5% Norway.



EXECUTIVE / SENIOR MANAGEMENT



Job security and employment opportunities

51% of our survey participants indicated they are concerned about job security. 35% are more concerned than they were this time last year.

44% are more confident about employment opportunities they are seeing in the market compared to 2014.

Areas of current employment providing greatest / least satisfaction

Aspects providing participants in our survey with the most contentment in their jobs are the relationship they have with their line manager, closely followed by the reputation of their employer. Promotion prospects are causing the most dissatisfaction, closely followed by training opportunities.



Areas of importance in considering a job change

When considering a career move, the relationship individuals have with their line manager ranks highest in terms of importance with 68% of respondents voting this first.

Salary / Bonus

45% have received a salary increase and 57% of respondents have received a bonus in the last 12 months compared to 54% in 2014. Of those who did receive a bonus, 27% received between 1-10% of their annual salary and 29% received between 11-25% of their annual salary. Of the 57% who did receive a bonus, 67% were happy with the amount they received.

Changing jobs / headcount changes

87% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.

21% of our survey participants have changed jobs in the last 12 months.

57% of respondents reported an increase in headcount within their organisation over the last 12 months, 30% of people reported that this was by up to 5 people, 11% reported increases of 6-20 people and 3% of 21-50 people. 6% of respondents reported an increase in headcount but were unsure of the amount.

Training and development

52% of participants advised that their current employer does provide, pay for and/or encourage training.



Employment

When asked “how long are you likely to stay in the same job before considering making a move?”, the results were:

- 38% up to 1 year
- 24% 1 to 2 years
- 19% 3 to 4 years

58% of respondents believe that a job change for them would be most likely by moving to a new employer and 61% of respondents believe that better development opportunities exist for them with a new employer.

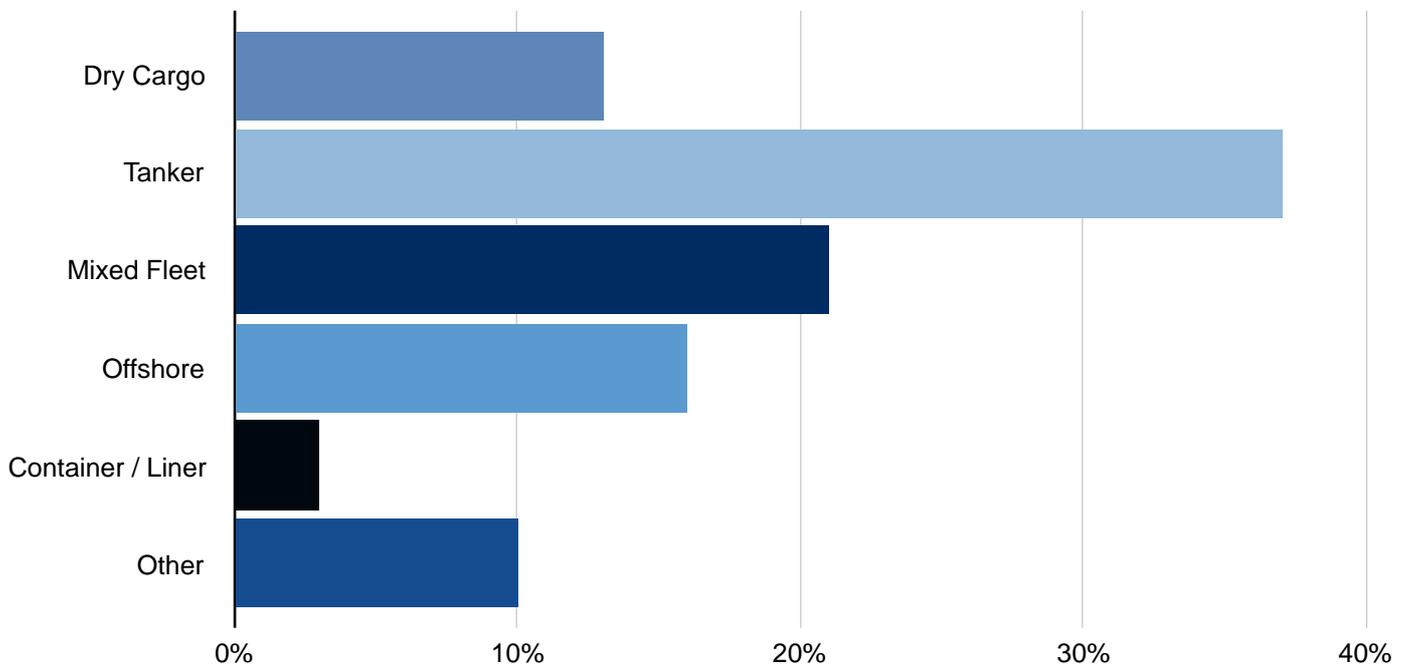
When answering what their employer could do to help them achieve a better work life balance, providing flexible working hours was the preferred choice for 49% of respondents, followed by having the ability to work from home on a regular basis.

Location hotspots

In terms of the location that offers the best work / life balance, 21% of respondents indicated that they believe this to be Singapore, followed by Northern Europe and the UAE.



TECHNICAL / HSEQ



Job security and employment opportunities

60% of our survey participants indicated they are concerned about job security. 38% are more concerned than they were this time last year.

44% are more confident about employment opportunities they are seeing in the market compared to 2014.

Areas of current employment providing greatest / least satisfaction

Aspects providing participants in our survey with the most contentment in their jobs are the relationship they have with their line manager, closely followed by the reputation of their employer. Promotion prospects are causing the most dissatisfaction, closely followed by training opportunities.



Areas of importance in considering a job change

When considering a career move, work life balance ranks highest in terms of importance with 68% of respondents voting this first, similar to last year's results.

Salary / Bonus

54% have received a salary increase in the last 12 months compared with 61% of respondents in 2014 and 39% in 2013.

69% of respondents have received a bonus in the last 12 months compared to 62% in 2014. Of those who did receive a bonus, 40% received between 1-10% of their annual salary and 21% received between 11-25% of their annual salary. Of the 57% who did receive a bonus, 61% were happy with the amount they received.

Changing jobs / headcount changes

86% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.

23% of our survey participants have changed jobs in the last 12 months.

64% of respondents reported an increase in headcount within their organisation over the last 12 months, 24% of people reported that this was by up to 5 people, 23% reported increases of 6-20 people and 3% of 21-50 people. 8% of respondents reported an increase in headcount but were unsure of the amount.

Training and development

47% of participants advised that their current employer does provide, pay for and/or encourage training.



Employment

When asked “how long are you likely to stay in the same job before considering making a move?”, the results were:

33% up to 1 year

22% 1 to 2 years

32% 3 to 4 years

66% of respondents believe that a job change for them would be most likely by moving to a new employer and 65% of respondents believe that better development opportunities exist for them with a new employer.

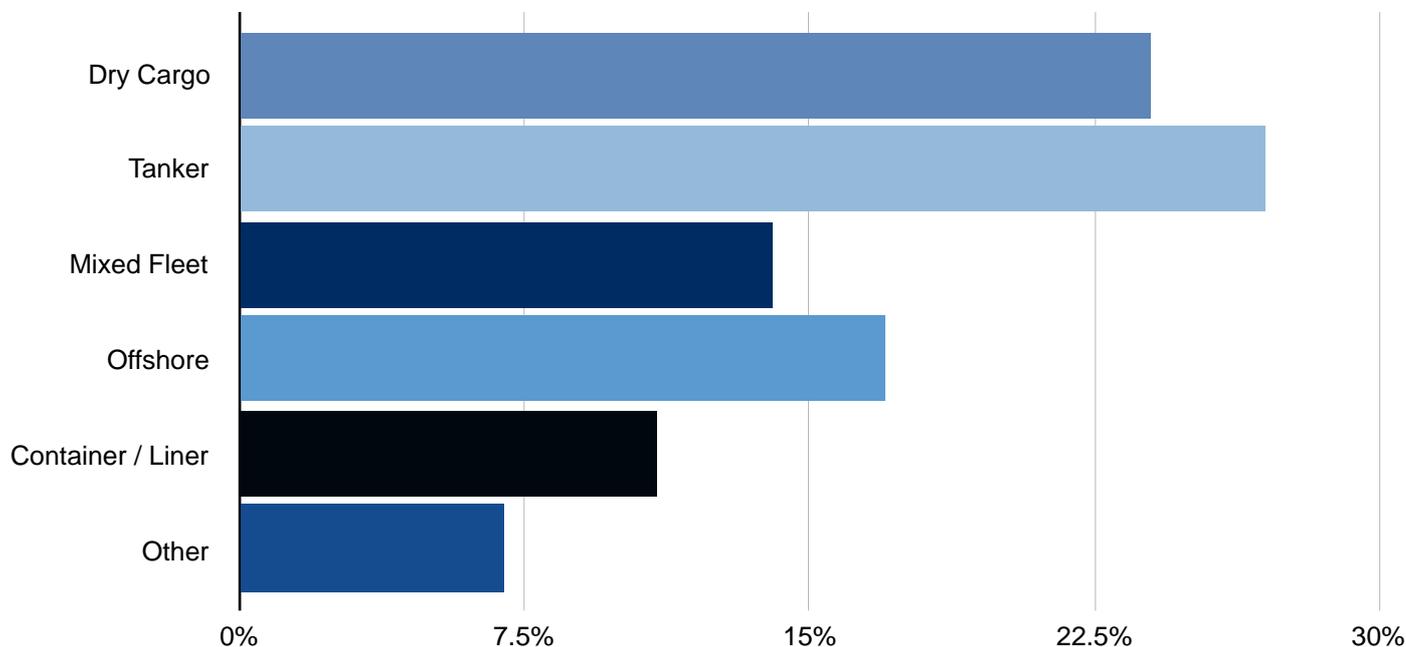
When answering what their employer could do to help them achieve a better work life balance, providing flexible working hours was the preferred choice for 46% of respondents, followed by having the ability to work from home on a regular basis.

Location hotspots

In terms of the location that offers the best work / life balance, 25% of respondents indicated that they believe this to be Singapore, followed by Northern Europe and the rest of Asia.



P&I, LEGAL, INSURANCE



Job security and employment opportunities

48% of our survey participants indicated they are concerned about job security. 34% are more concerned than they were this time last year.

41% are more confident about employment opportunities they are seeing in the market compared to 2014.

Areas of current employment providing greatest / least satisfaction

Aspects providing participants in our survey with the most contentment in their jobs are the reputation of their employer, closely followed by the relationship they have with their line manager. Promotion prospects are causing the most dissatisfaction.



Areas of importance in considering a job change

When considering a career move, the relationship with their line manager ranks highest in terms of importance with 96% of respondents voting this first, a complete change from last year where promotion prospects took pole position.

Salary / Bonus

43% have received a salary increase in the last 12 months compared to 66% in 2014.

52% of respondents have received a bonus in the last 12 months compared to 58% in 2014. Of those who did receive a bonus, 40% received between 1-10% of their annual salary and 27% received between 11-25% of their annual salary. Of the 52% who did receive a bonus, 53% were happy with the amount they received.

Changing jobs / headcount changes

89% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.

25% of our survey participants have changed jobs in the last 12 months.

57% of respondents reported an increase in headcount within their organisation over the last 12 months, 32% of people reported that this was by up to 5 people, 7% reported increases of 6-20 people and 7% of 21-50 people. 10% of respondents reported an increase in headcount but were unsure of the amount.



Training and development

65% of participants advised that their current employer does provide, pay for and/or encourage training.

CASE STUDY

The P&I Qualification (PANDIQ) is a Chartered Institute of Insurers (CII) accredited award organised by the International Group of P&I Clubs (IGP&I). Until a few years ago, each individual Club maintained their own study programmes - in developing the PANDIQ programme the Group provides a comprehensive and standardised set of learning texts for the Clubs to use to enhance their own study programmes or for the staff of these Clubs to use as a standalone programme of learning. By using the CII credits gained by passing the modules that make up PANDIQ, combined with others gained from passing CII exams, candidates can achieve a CII qualification, such as CII Certificate of Insurance, CII Diploma, ACII Advanced Diploma.

Employment

When asked “how long are you likely to stay in the same job before considering making a move?”, the results were:

17% up to 1 year
41% 1 to 2 years
24% 3 to 4 years

48% of respondents believe that a job change for them would be most likely by moving to a new employer and 45% of respondents believe that better development opportunities exist for them with a new employer.

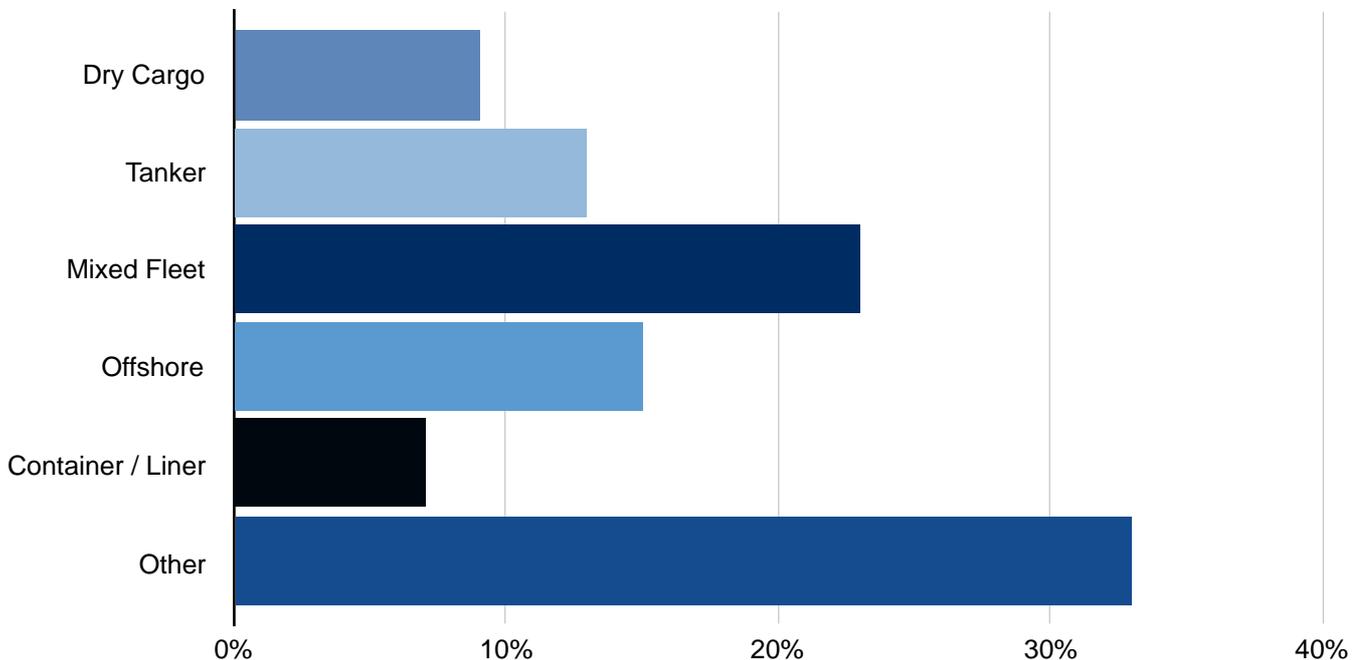
When answering what their employer could do to help them achieve a better work life balance, providing flexible working hours was the preferred choice for 52% of respondents, followed by having the ability to work from home on a regular basis.

Location hotspots

In terms of the location that offers the best work / life balance, 25% of respondents indicated that they believe this to be England, followed by Northern Europe and then Singapore.



VESSEL OPERATIONS



Job security and employment opportunities

65% of our survey participants indicated they are concerned about job security. 40% are more concerned than they were this time last year.

38% are more confident about employment opportunities they are seeing in the market.

Areas of current employment providing greatest / least satisfaction

Aspects providing participants in our survey with the most contentment in their jobs are the reputation of their employer, closely followed by the relationship they have with their line manager. Promotion prospects are causing the most dissatisfaction, closely followed by training opportunities.



Areas of importance in considering a job change

When considering a career move, salary ranks highest in terms of importance with 70% of respondents voting this first.

Salary / Bonus

54% have received a salary increase in the last 12 months compared to 52% in 2014.

59% of respondents have received a bonus in the last 12 months compared to 54% in 2014. Of those who did receive a bonus, 29% received between 1-10% of their annual salary and 32% received between 11-25% of their annual salary. Of the 59% who did receive a bonus, 58% were happy with the amount they received.

Changing jobs / headcount changes

86% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.

23% of our survey participants have changed jobs in the last 12 months.

63% of respondents reported an increase in headcount within their organisation over the last 12 months, 37% of people reported that this was by up to 5 people, 12% reported increases of 6-20 people and 2% of 21-50 people. 8% of respondents reported an increase in headcount but were unsure of the amount.

Training and development

48% of participants advised that their current employer does provide, pay for and/or encourage training.



Employment

When asked “how long are you likely to stay in the same job before considering making a move?”, the results were:

37% up to 1 year
25% 1 to 2 years
23% 3 to 4 years

58% of respondents believe that a job change for them would be most likely by moving to a new employer and 61% of respondents believe that better development opportunities exist for them with a new employer.

When answering what their employer could do to help them achieve a better work life balance, providing flexible working hours was the preferred choice for 58% of respondents, followed by having the ability to work from home on a regular basis.

Location hotspots

In terms of the location that offers the best work / life balance, 26% of respondents indicated that they believe this to be Singapore, followed by Northern Europe and England.



LINER TRADES

Job security and employment opportunities

77% of our survey participants indicated they are concerned about job security. 55% are more concerned than they were this time last year.

32% are more confident about employment opportunities they are seeing in the market.

Areas of current employment providing greatest / least satisfaction

Aspects providing participants in our survey with the most contentment in their jobs are the reputation of their employer (81% put this first), closely followed by the relationship they have with their line manager. Promotion prospects are causing the most dissatisfaction with 53% of people citing this as their main area of concern.

Areas of importance in considering a job change

When considering a career move, salary ranks highest in terms of importance with 80% of respondents voting this first.

Salary / Bonus

70% have received a salary increase in the last 12 months compared to 46% in 2014.

70% of respondents have received a bonus in the last 12 months compared to 65% in 2014. Of those who did receive a bonus, 29% received between 1-10% of their annual salary and 28% received between 11-25% of their annual salary. Of those who did receive a bonus, 57% were happy with the amount they received.

Changing jobs / headcount changes

85% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.



15% of our survey participants have changed jobs in the last 12 months.

60% of respondents reported an increase in headcount within their organisation over the last 12 months, 30% of people reported that this was by up to 5 people, 10% reported increases of 6-20 people and 2% of 21-50 people. 15% of respondents reported an increase in headcount but were unsure of the amount.

Training and development

45% of participants advised that their current employer does provide, pay for and/or encourage training.

Employment

When asked “how long are you likely to stay in the same job before considering making a move?”, the results were:

29% up to 1 year
43% 1 to 2 years
14% 3 to 4 years

67% of respondents believe that a job change for them would be most likely by moving to a new employer and 62% of respondents believe that better development opportunities exist for them with a new employer.

When answering what their employer could do to help them achieve a better work life balance, providing flexible working hours was the preferred choice for 82% of respondents, followed by having the ability to work from home on a regular basis.

Location hotspots

In terms of the location that offers the best work / life balance, 30% of respondents indicated that they believe this to be Northern Europe, followed by the UAE and Australia.



OTHER

THIS CATEGORY CONSISTS OF A DIVERSE GROUP OF PARTICIPANTS INCLUDING HR, CREWING, FINANCE AND ADMIN.

Job security and employment opportunities

67% of our survey participants indicated they are concerned about job security. 43% are more concerned than they were this time last year.

44% are more confident about employment opportunities they are seeing in the market.

Areas of current employment providing greatest / least satisfaction

Aspects providing participants in our survey with the most contentment in their jobs are the relationship they have with their line manager (74% rated this first), followed by the reputation of their employer. Promotion prospects are causing the most dissatisfaction, closely followed by training opportunities.

Areas of importance in considering a job change

When considering a career move, work life balance ranks highest in terms of importance with 68% of respondents voting this first.

Salary / Bonus

48% have received a salary increase in the last 12 months compared to 50% in 2014.

56% of respondents have received a bonus in the last 12 months, the same as 2014. Of those who did receive a bonus, 35% received between 1-10% of their annual salary and 23% received between 11-25% of their annual salary. Of those who did receive a bonus, 70% were happy with the amount they received.

Changing jobs / headcount changes

84% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the



recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.

22% of our survey participants have changed jobs in the last 12 months.

58% of respondents reported an increase in headcount within their organisation over the last 12 months, 26% of people reported that this was by up to 5 people, 13% reported increases of 6-20 people and 5% of 21-50 people. 11% of respondents reported an increase in headcount but were unsure of the amount.

Training and development

52% of participants advised that their current employer does provide, pay for and/or encourage training.

Employment

When asked “how long are you likely to stay in the same job before considering making a move?”, the results were:

25% up to 1 year

32% 1 to 2 years

23% 3 to 4 years

57% of respondents believe that a job change for them would be most likely by moving to a new employer and 57% of respondents believe that better development opportunities exist for them with a new employer.

When answering what their employer could do to help them achieve a better work life balance, providing flexible working hours was the preferred choice for 60% of respondents, followed by having the ability to work from home on a regular basis.

Location hotspots

In terms of the location that offers the best work / life balance, 22% of respondents indicated that they believe this to be Singapore, followed by England then Northern Europe.



RESULTS BY SECTOR

DRY CARGO

62% of participants are concerned about their current position (this was 57% in 2014), 43% of these being more concerned than this time last year.

33% are more confident in the number of opportunities they are seeing coming on to the market.

54% have received a bonus within the last 12 months (compared to 57% in 2014) of which 31% received 1-10% of salary and 32% received 28% of salary. 66% were happy with their bonus.

43% of participants have received a pay rise within the last 12 months (similar to 2014's figure of 42%).

19% have changed jobs within the last 12 months (down from 24% in 2014).

Preferred locations – Northern Europe first, Singapore second, UAE third.

TANKER

52% of participants are concerned about their current position (compared to 43% in 2014), 32% of these being more concerned than this time last year.

54% are more confident in the number of opportunities they are seeing coming on to the market.

66% have received a bonus within the last 12 months (this was 63% in 2014) of which 31% received 1-10% of salary and 32% received 11-25% of salary.

55% of participants have received a pay rise within the last 12 months compared to 52% in 2014.

22% have changed jobs within the last 12 months compared to 15% in 2014.

Preferred locations – Singapore first, England second, Northern Europe third.



OFFSHORE

67% of participants are concerned about their current position (up from 42% in 2014), 44% of these being more concerned than this time last year.

33% are more confident in the number of opportunities they are seeing coming on to the market.

66% have received a bonus within the last 12 months (up from 44% in 2014) of which 31% received 1-10% of salary and 32% received 11-25% of salary.

55% of participants have received a pay rise within the last 12 months (similar to 2014's 54%).

22% have changed jobs within the last 12 months (compared to 26% in 2014).

Preferred locations – Singapore first, Northern Europe second and UAE third.

OTHER

(MIXED FLEET / CONTAINER / PASSENGER)

63% of participants are concerned about their current position, 40% of these being more concerned than this time last year.

44% are more confident in the number of opportunities they are seeing coming on to the market.

66% have received a bonus within the last 12 months of which 31% received 1-10% of salary and 32% received 11-25% of salary.

55% of participants have received a pay rise within the last 12 months.

22% have changed jobs within the last 12 months.

Preferred locations – Singapore first, Northern Europe second, England third.



RESULTS BY GEOGRAPHY

EUROPE

49% of participants are concerned about their current position (up from 40% in 2014), 33% of these being more concerned than this time last year.

38% are more confident in the number of opportunities they are seeing coming on to the market.

52% have received a bonus within the last 12 months (compared to 55% in 2014) of which 49% received 1-10% of salary and 27% received 11-25% of salary.

44% of participants have received a pay rise within the last 12 months compared to 50% in 2014.

24% have changed jobs within the last 12 months compared to 22% in 2014.

Employees are likely to stay in the same job for:

Up to 1 year	32%
1-2 years	28%
3-4 years	24%

USA & CANADA

48% of participants are concerned about their current position (this was 51% in 2014), 42% of these being more concerned than this time last year.

33% are more confident in the number of opportunities they are seeing coming on to the market.

68% have received a bonus within the last 12 months (compared to 45% in 2014) of which 43% received 1-10% of salary and 24% received 11-25% of salary.

35% of participants have received a pay rise within the last 12 months compared to 42% in 2014.

19% have changed jobs within the last 12 months compared to 36% in 2014.

Employees are likely to stay in the same job for:

Up to 1 year	45%
1-2 years	23%
3-4 years	16%



MIDDLE EAST

48% of participants are concerned about their current position, 42% of these being more concerned than this time last year.

33% are more confident in the number of opportunities they are seeing coming on to the market.

68% have received a bonus within the last 12 months of which 43% received 1-10% of salary and 24% received 11-25% of salary.

35% of participants have received a pay rise within the last 12 months.

19% have changed jobs within the last 12 months.

Employees are likely to stay in the same job for:

Up to 1 year	45%
1-2 years	23%
3-4 years	16%

INDIAN SUB-CONTINENT

72% of participants are concerned about their current position (this was 62% in 2014), 40% of these being more concerned than this time last year.

46% are more confident in the number of opportunities they are seeing coming on to the market.

51% have received a bonus within the last 12 months (compared to 56% in 2014) of which 36% received 1-10% of salary and 23% received 11-25% of salary.

51% of participants have received a pay rise within the last 12 months (this was 48% in 2014).

27% have changed jobs within the last 12 months (compared to 16% in 2014).

Employees are likely to stay in the same job for:

Up to 1 year	46%
1-2 years	27%
3-4 years	15%



ASIA PACIFIC

65% of participants are concerned about their current position (this was 50% in 2014), 44% of these being more concerned than this time last year.

43% are more confident in the number of opportunities they are seeing coming on to the market.

74% have received a bonus within the last 12 months (this was 71% in 2014) of which 20% received 1-10% of salary and 27% received 11-25% of salary.

61% of participants have received a pay rise within the last 12 months (this was 54% in 2014).

20% have changed jobs within the last 12 months (similar to 2014s 21%).

Employees are likely to stay in the same job for:

Up to 1 year	26%
1-2 years	32%
3-4 years	27%

THANK YOU

Thank you for taking part in the Maritime Employee Survey 2015. We hope you found the results of interest. If you have any comments, please get in touch with the teams at Halcyon Recruitment and/or Coracle Online.



ABOUT CORACLE

Coracle is a Cambridge based e-learning specialist.

Our heritage is borne from the maritime industry, where we have been supporting thousands of learners in over 70 countries since 2006.

Technology has enabled great progress in the development of online learning in recent years and we are quick to adopt emerging technologies that enhance our work.

Our Learning Line platform is a successful and popular tool, acting like a digital wallet of learning to enable individuals to save, share and collaborate on content they have discovered. Perfect for co-working with fellow learners, as well as mentors, the Learning Line makes learning social and engaging.

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ABOUT HALCYON RECRUITMENT

Halcyon Recruitment provides bespoke and tailored recruitment services solely for the shore based shipping and maritime sector. Filling roles across the globe from Executive Search level positions through to graduate and trainee recruitment, all of our expert recruitment team have previous front line maritime industry experience prior to their careers as highly trained recruitment professionals.

Roles that we cover include CEOs, COOs, CFOs, MDs, charterers, traders, brokers, operators, technical positions (managers / superintendents / HSQE personnel), purchasers, P&I (claims handlers through to Directors), lawyers, crew managers/ executives, HR managers, accountants and so on. We offer a wide range of services that include executive search, contingency recruitment, salary and market analysis and HR services.

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