



Shipshape



From the Bridge

Our theme for 2017 was 'raising the standard' and I believe we have done that this year. We have stepped up our lobbying activities, have made further progress in our efforts to self-regulate, were noted for the success of our Sydney conference and have been recognised for our achievements in being nominated for and winning the Association Turnaround of the Year Award for 2017, an honour awarded to an association that has demonstrated a marked improvement in its operations over recent years.

We have come a long way and have achieved some small successes with the challenges that have faced us but we, as a body of professional marine surveyors, still need to put in more individual effort to assist the Institute to promote our professionalism and regulate standards for the marine survey services that we offer.

Raising standards is about looking at what you do and striving to do it better. It's about deciding that you are going to be more, do more and have more input and therefore impact on the outcomes we strive for.

All members should be advocating for and actively working to improve standards across all sectors of the industry and, more importantly, those members who are employers need to play a more active role in assisting in the establishment of best practices, encouraging the development of ongoing skills and professional development of their staff and demonstrating industry leadership in the technical standards for which our Institute is known for.



Josh Wilson getting some vote winning pointers from David Hepburn (a Hall of Fame inductee for 2017) at the AIMS conference in Sydney.



Peter Murday receiving the Association Turnaround of the Year Award for 2017

It is crucial that we all be engaged and take a leadership position in what drives our industry and work to lead the development of standards and best practices and help create the baseline of standards for which the industry as a whole will eventually adopt and adhere to.

We have been working with AMSA to develop the Advanced Diploma qualifications which will be used in the future for all surveyors. AMSA have endorsed this project as they too see the need to 'grow their own' (surveyors), they know that cross training of maritime workers is the only sure way to combat the shortages of skilled surveyors and they acknowledge that all surveyors should be taught correctly and be accountable to the same standards.

During this year our CEO met continuously with AMSA with a view to ensuring that all surveyors and not just statutory surveyors for domestic commercial vessels, who demonstrate a professional status as well as qualifications and experience are recognised under an established accreditation scheme.

The CEO and executive have also been busy meeting with DAWR regarding proposed changes to the Grain Export Control Orders in 2020. The AO (Dry Bulk Vessel) issue also created much interest with members in the "grain states" and we have done our best to keep abreast of developments in this area.

In 2018 the AIMS will launch the Registered Commercial Marine Surveyor List, which will recognise those surveyors who have proven themselves to be professional in all aspects of their work and AMSA have agreed to support this move and provide links to the list from their website.

This will be a major breakthrough in marine surveying in Australia and the first step in recognising the skilled status of marine surveyors.

We need to stand up as industry leaders and commit to working together to build a professional and sustainable industry. Professionalism resonates in a crowded marketplace.



We are the only professional Australian marine surveying body and we must work together to create the baseline rules of engagement for the industry here and in our region.

In 2018 we must, as members, provide a collective voice for the industry in regard to issues of regulation and actively support the establishment of the Registered Commercial Marine Surveyor list by raising our own standards and meeting the requirements for inclusion on the list.

So, over the Christmas break, in between joyous family festivities and digesting the fine culinary efforts of the nominated chef, I hope all members will take a bit of time out to think about how we can contribute just a little bit more next year.

In closing I would like to thank our CEO and support staff for their ongoing and tireless efforts in pursuing the growth of the AIMS and wish all members a happy and safe Christmas and a prosperous New Year

Peter Murday - President



CEO Report

It has been another great year of progress, innovation and achievement and we have worked hard to ensure that the AIMS remains relevant and up to date with our industry's challenges.

This year has seen many changes in terms of how we operate on a day to day basis and how we structure our operations to achieve our goals and it has been very pleasing to see that we have made significant progress on all goals for 2017 with most action items completed or well on the way to completion.

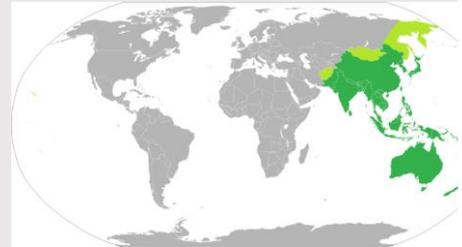
I am currently working on securing a stand at the Asia Pacific Maritime (APM) conference and exhibition in Singapore in March 2018. This is the most established exhibition and conference in Southeast Asia where 15,000 owners, builders, technical procurers and end-users from Asia and 1,500+ international suppliers in the shipbuilding & marine, workboat and offshore industry come together across three days to buy, sell and network and the AIMS will be marketing our services and our members at this event.

With the goals already set for next year we will require some tweaking to our administrative operations with membership management being a key issue for 2018.

Another key membership initiative to be implemented in early 2018 is the Registered Commercial Marine Surveyor List and we will require a dedicated administrative person who can set up the new systems and manage the workload that will come with our push into the Asia Pacific region.

The AIMS takes calls each day from a wide range of industry sectors as well as vessel owners who want information on how to select a marine surveyor and what qualifications and experience a marine surveyor should have in order to carry out different types of surveys.

*It's time for AIMS to
set the benchmark
for surveying in our
region*



At the recent Council meeting and AGM it was agreed that our push into the Asia Pacific region would commence in early 2018 and Andrew Laughlin will be our representative in Indonesia.

Andrew is an Associate member of the AIMS who is based in Indonesia and has agreed to assist us to market the AIMS and our training in the region

Apart from the AIMS website there is no definitive information available which would assist someone who needs to appoint a surveyor to make an informed choice. The list has been developed to meet this gap in demand and to provide some certainty to the users of marine surveyor services.

The list will be made available on the AIMS website and AMSA will have a link to the list on their website as well.

The list will be distributed to Shippers, Shippers Agents, and Insurers, Government Departments such as the Dept. of Agriculture and Water Resources, and AMSA as well as shipwrights and other professional associations that use marine surveyor services.

The list will allow shippers and their agents who are required to provide a declaration of assurance to Authorised Officers regarding the qualifications of their appointed marine surveyor to be able to refer to the list and have confidence in the selection of a surveyor and in naming that surveyor on their declaration.

More information on the Registered Commercial Marine Surveyor list is available on the website and will also be forwarded to all members prior to January 2018.

An in house training initiative is also being implemented in 2018. The initiative has 3 prime objectives:

1. Promote structured meaningful training and upskilling of staff and the take up of trainees and new entrants to the industry.
2. Encourage members to undertake training or provide training to staff as a pathway for eligibility for inclusion on the Registered Commercial Marine Surveyor list.
3. Ensure that new entrants to the industry or to new categories of survey are adequately trained

Information sessions will be held in each State in 2018 commencing with NSW in February and I hope to have covered all regions by the end of April.

This year I will also be travelling outside of capital cities and holding sessions in regional locations to ensure that as many members as possible have the opportunity to attend.

The Biennial Conference and Awards for Excellence were a big success and I would like to once again thank those members who sponsored us and helped to make the day all that it was.

In particular, I would like to thank Harsh Chopra from HC Marine, Andrew Graver and Louis Koutelas from Hunter Marine, Michel Lagesse from ACME, Olav Castellino from Cargo Care, Razzak Syed from Australian Marine Surveys, Laxmidhar Sahoo from AMSPEC and of course Chris Barber from AMSA and our insurer BRIC. Without them it would have been almost impossible to have the first-class event that we had.

It looks like 2018 is shaping up to be another year of hard work and achievement so the Christmas break will be the perfect time to reflect on how far we have come and how far there is still to go.

I would like to wish all of our members a very happy and safe Christmas and New Year and look forward to meeting as many members as I can throughout 2018.

Susan Hull - CEO



Ship to Shore

What we have noticed over this year is the highly competitive market for marine surveyors, skilled and semi-skilled, that is prevalent right across the country but particularly in WA and Far North Queensland.

Competition is rife as organisations compete for market dominance and yet very few organisations are willing to expend any time or effort in training their own surveyors.

Those that do will capture the higher end of the market and will dominate over the next few years.

The Australian Maritime Safety Authority (AMSA) will assume responsibility for the direct provision of certification and compliance services on 1 July 2018 and have acknowledged that marine surveyor organisations across all sectors need to embrace the development of skills for marine surveyors as a priority for the successful management of their business operations.

The Maritime industry business composition statistics show that 89 % of business operators are small businesses employing less than 4 people, 8 % are medium sized and 3 % are large operators. It is generally within this 3% that we see investment in their staff through provision of training and skill development.

To expand the viability of investment in their people, clients, particularly the larger corporates, need to get on board by recognising the benefits of using highly skilled marine surveyors, placing less focus on price and more focus on the quality of the service.

Industry is being held to ransom with competitive shopping by marine surveyors



Industry is being held to ransom with 'competitive shopping' by marine surveyors who move constantly from employer to employer seeking higher wages when what they should be looking for is an employer who is willing to invest in developing their skills and provide additional training across different sectors of the industry.

The leaders in our industry know that providing additional mentoring and training will enable them to more effectively develop workers with less experience as well as build trust and loyalty from employees and therefore ensure their longevity as well as their profitability

I believe that the larger organisations such as Rio Tinto and BHP should be embracing upskilling and profitability of their marine survey providers to ensure that Australia maintains its position amongst the most ethical and respected places to do business in the greater maritime and shipping sectors.

The size of a business is an important determinant of business longevity. The small business sector is very volatile, with non-employing small businesses having the lowest survival rate of all businesses in Australia.¹ Sole operators with no employees are the most short-lived businesses with a survival rate of only 56 per cent. Survival rates increase with size: micro businesses with 1 to 4 employees had a survival rate of 68 per cent. Small businesses with 5-19 employees had a survival rate of 77 per cent.

The vast majority (63 per cent) of small businesses in the marine survey sector are sole traders with no employees at all. Of the rest, 9 per cent have one employee, and 7 per cent of small businesses have two employees.

While some operators use subcontractors they are not employees, not invested in the business and rarely receive any professional development. Subcontractors also move freely between competing operators which also encourages the competitive shopping mentality.

Our industry will likely change dramatically over the coming decades and all companies will need to invest in capacity building through education and training of their people and the capacity to successfully attract, train and retain younger workers will be critical in meeting the skill needs of the industry and for the workforce to confront the challenges of a changing sector.²

New operators are coming in to the market and established sole traders are leaving the industry for retirement.

Industry reports suggest that the Maritime workforce is projected to increase by as much as 8% in the coming five years, driven primarily by growth in freight transport and yet we see very few business owners or surveyors undertaking sufficient training or thinking about the future and how they might meet market demand.

2018 should be a year where all AIMS members look at their business plan to address potential future business. Take on a trainee, even if it's a part time one, teach them skills, give them confidence and get ready to build a future in the industry.

I would also take this opportunity to wish all our members, our staff and their families the very best for the Festive Season and beyond into 2018 – even if you don't celebrate this season, please accept my wishes from one Australian to another.

We should also reflect upon the AIMS journey thus far and look forward to some exciting and challenging times ahead as we strive to remain strong and relevant by developing our institute to be a world leader in training, accreditation and industry engagement.

John Holden – Vice President



¹ Based on The Australian Small Business and Family Enterprise Ombudsman data

² Australian Industry Standards Environmental scan.

The Learning Curve



While we did report in May that work on the Advanced Diploma was progressing nicely and we hoped to have the application for Government endorsement (accredited as an Australian qualification) in to the regulator by the end of 2017 and available for trial there were a few curve balls that were pitched our way

Firstly, new rules preventing us from going directly to the regulator to have the course accredited came into play and we were forced to seek the assistance of the industry skills centre to progress the application. The Skills Council advised that the qualification should not be an Accredited Course, but a qualification contained in the Maritime training package.

This was not our preferred option. Secondly, we were advised by the Skills Council that the Maritime training package was up for review in 2018 and that the Diploma amendments that we pushed for in 2015 were being incorporated into the review.

This was great news for us and as we were advised that the start date for the Advanced Diploma would only be held back by 3 months we agreed to wait for their processes to be implemented.

We have now been advised that the qualification structure has been lodged with the Department of Education and Training and that although the Industry Reference Committee has approved our application a date of March / April 2018 is more likely for accreditation. The upside is that we can start to trial the course units as early as February and that persons undertaking the trial will be awarded retrospective recognition for the units they undertake during the trial.

*Student of the Year
2017*

Pania Smogavec

*Marine Matters
Queensland*



***Pania with Mike Tweedie and
Michael Sierp from SA at the
conference***

It is worth remembering that the electives will include some units from the current Diploma to ensure that blue water surveyors who wish to be eligible for AMSA accreditation can satisfy the qualification requirements and that DCV surveyors can claim those units against the Advanced Diploma.

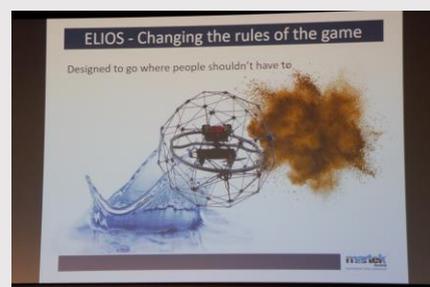
Members who have already undertaken the Draft and Dry Bulk survey courses will be provided with a Statement of Attainment from the new qualification once we have received our accreditation.

The Advanced Diploma is a sophisticated high-level qualification that covers several different sectors of the survey industry and students will need to undertake practical assessments. We did not receive sufficient interest from members wishing to act as Assessors which was very disappointing as this would be an ideal way for those cutting down work hours and / or considering moving into semi-retirement to give back to the industry and get paid for doing so.

However, we did receive some interest and we will be following those people up in the new year. There is the opportunity to use industry experts to assist with assessment of students and we will be seeking assistance from suitably qualified and experienced members to work with students, conduct assessments and sign off on their log books so that will be an enormous help in making sure that students can fulfil the practical requirements. As we move into self - regulation, to gain the confidence of government, the Institute must provide solid evidence that the AIMS members are committed to maintaining their professionalism. Our CPD requirements became mandatory this year and by **June 30 2018** all members must provide evidence of their CPD.

The CPD policy and forms for completion can be downloaded from the members only section of the website.

Technology, in particular the Drones were a big hit at the Sydney conference



Samuel Jackson from Martek explains the Drone functions

Finally, I would like to wish all of our students a merry Christmas and a happy New Year.

There have certainly been some outstanding students this year which will make it difficult to select a winner in our next awards.

CAEDY HAMMOND.
TRAINING AND GOVERNANCE MANAGER

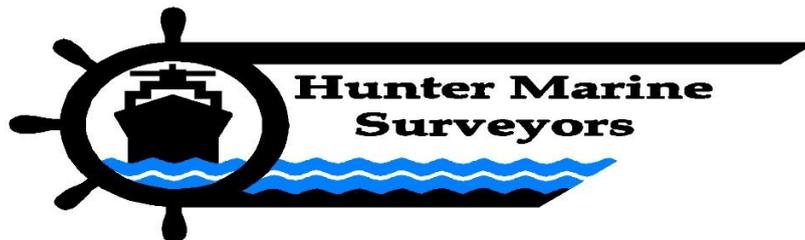
**THANKS AGAIN TO ALL OF OUR GREAT SPONSORS AT THIS
YEARS BIENNIAL CONFERENCE AND AWARDS FOR
EXCELLENCE**



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