



**Introduction.** The 2024 WA Jobs, Education and Training (WAJET) Industry Survey required a 600 word profile on each occupation. Below is ANZSCO code 139999 Specialist Managers used for Harbour Master and Deputy Harbour Master. The text below is open source and free for use when LDSC is correctly acknowledged. The text is open to correction. The Logistics and Defence Council (LDSC) welcomes input on 08 9388 8781 or <https://www.ldsc.asn.au/contact.html>

**Industry Advisory Group.** LDSC invites stakeholders to join our Maritime Industry Advisory Group 08 9388 8781 or <https://www.ldsc.asn.au/contact.html>

**Based on your Maritime industry consultations and the feedback provided please provide a 600 word summary for Occupation ANZSCO code 139999 Specialist Managers used for Harbour Master and Deputy Harbour Master**

**Introduction.** The ANZSCO code 139999 Specialist Managers is used for the Harbour Master and Deputy Harbour Master. This is a landside Maritime occupation in ports responsible for the safe operation, navigation and security of a maritime port. The Harbour Masters at Fremantle and Pilbara Ports have a team of Vessel Tracking Service Officers (VTSO) to support shipping traffic approaching port and pilotage to dock.

**Acute shortage.** The workforce shortage for Harbour Master is acute and persistent. The numbers required are small. WA has five port authorities responsible for 13 ports. Applicants are generally from overseas since the training pipeline in Australia is weak. The AMSA qualification required is Master Unlimited or Master 1. This is the highest qualification in the career path for the seagoing occupation 231213 Ship's Master. South Metropolitan TAFE offers the MAR60220 Advanced Diploma of Maritime Operations (Master Unlimited) which aligns with the AMSA certificate.

**Pathway to Master Mariner.** The industry expectation is that the Harbour Master is an experienced Master Mariner who has captained large vessels. A Master Mariner is the Captain or 'skipper' of the ship. An example ship's crew has a Captain with a Masters Unlimited occupation 231213 Ship's Master. There may be three technical officers under a Chief Engineer and three Deck Officers under a First Officer. There will be eight to 15 Deck Hands or Integrated Ratings on deck and engine room jobs. Ideally all Deck Officers are on the AMSA pathway to a Masters Unlimited to Captain a ship. Equally the Engineer Officers should be progressing to AMSA Engineer class 1. The fastest this can be achieved is nine years. For example: Third Mate to Second Mate three years - Second Mate to First Mate three years - First Mate to Master three years. There is a high attrition rate. Generally it takes 10 to 20 years to qualify.

**Maritime skills crisis.** Maritime stakeholders report acute and persistent workforce shortage for 231213 Ship's Master. Stakeholders acknowledge that the Training pathway is not working due to limited training berths on Australian ships. The Australian merchant fleet has shrunk from 100 to thirteen ships in three decades. This creates the acute shortage of maritime workforce. This creates persistent shortages in downstream landside Maritime occupations such as Harbour Master, Marine Surveyor, Marine Assurance, Marine Superintendent, Cargo Planner, Regulator and Trainer. The tiny Australian flagged merchant fleet means training berths have disappeared. The maritime workforce is aging out. Australia is reliant on charter of foreign flagged vessels and international maritime workforce. International vessels carry the majority of coastal container shipping in Australia.

**Demand factors:**

- Global demand for WA iron ore, oil & gas
- Global demand for WA wheat
- Demand for Engineers and Technicians

**Supply factors:**

- Limited training berths on Australian ships
- Aging out of Maritime workforce
- Cost of training
- Long lead time to obtain licence
- AMSA licensing or compliance requirements
- Additional sea-time for specialist roles
- Competition for Engineers and supporting technical workforce

**Sovereign capability.** Establishing an effective Australian Training Pathway for Ship's Master, Ship's Engineer and Ship's Officers in a global shipping market is one part of Sovereign capability: The Commonwealth must lead. For training berths there must be Australian ships. Investment in an Australian flagged merchant fleet must include discussion of investment in port infrastructure and shipbuilding. Ultimately Australian foreign and defence policies will dictate Australian projection into the Indo-Pacific and policy on sovereign control of ports and shipping will follow. Commonwealth policy will follow the Australian Government Response to the Strategic Fleet Taskforce Final report issued November 2023. Coastal shipping reform remains on the Australian Government agenda.

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