



**Introduction.** The 2024 WA Jobs, Education and Training (WAJET) Industry Survey required a 600 word profile on each occupation. Below is 899211 Deck Hand. 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 899211 Deck Hand**

**Definition.** The Maritime Occupation 899211 Deck Hand performs maintenance and lookout tasks aboard a ship. An alternative ANZSCO title is seafarer. The Skill Level is 4.

**Stakeholder feedback.** In WA 899211 Deck Hand is called Integrated Rating (IR). The term 'integrated' clarifies qualification to work on and below deck. The licencing body AMSA refers to 'six certificates for Rating'. The levels reflect progression to integration of Deck or Engine Room duties as follows:

1. Chief Integrated rating
2. Integrated Rating
3. Able Seafarer – Engine Rating
4. Able Seafarer – Deck Rating
5. Navigational watch rating
6. Engine Room Watch Rating

**Workforce characteristics.** The WA Deck Hand workforce is stable with low turnover. The relevant union is the Maritime Union of Australia (MUA). Many WA Deck Hands work FIFO contracts on Oil & Gas offshore support vessels serving the rigs in the Northwest. Three workforce planning factors are specific to Deck Hands as an entry level occupation:

- Deck Hands are ANZSCO Skill Level 4 and can be upskilled with short courses to changes in technology or AMSA regulation
- The tradition for 899211 Deck Hand moving to landside stevedore work as 891113 Waterside Worker when retiring from sea has virtually stopped
- Ratings with aptitude can progress on the AMSA pathway to Deck Officer or Engineer Officer. Most remain classified as 899211 Deck Hand progressing through the six levels of Ratings to Integrated rating.



**Training pathway.** An example ship's crew has a Captain with a Masters Unlimited. There may be three Deck or Ship's Officers under a First Officer and three technical officers or engineers under a Chief Engineer. There may be eight to 15 Deck Hands or Ratings on deck and engine room tasks. Ratings should be progressing to Chief Integrated rating. Ideally all Ship's Officers are on the AMSA pathway to a Masters Unlimited to Captain a ship. Equally Engineer Officers should be progressing to AMSA Engineer class 1.

**Maritime skills crisis.** Maritime companies report acute and persistent maritime workforce shortage. 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. The tiny Australian flagged merchant fleet means training berths have disappeared. The acute shortage of seafarers creates persistent shortages in downstream landside Maritime occupations like Harbour Master, Marine Surveyor, Marine Assurance, Marine Superintendent, Cargo Planner, Regulator and Trainer. The existing maritime workforce is aging out. Australia relies on charter of international vessels and maritime workforce. Foreign flagged 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
- Proposed offshore windfarms
- 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 Maritime workforce 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. 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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