

DANICA  
CREWING SPECIALISTS



# **DANICA** CREW MANAGERS' SURVEY **2023**

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## Danica Crew Managers' Survey 2023

Every year Danica Crewing Specialists conducts a Seafarer Survey measuring how seafarers see their situation, what employment conditions they are offered, etc. We have just published the results of the 2023-survey which can be found [HERE](#):

In addition and as a comparison, we thought it would be interesting to see how crew managers currently evaluate the manning situation. Therefore we invited 1000 crew managers and other personnel involved in crewing to participate in a Crew Managers' Survey.

We are pleased to present the results of this survey in this report.

Feel free to contact us at any time if you need any further information: Danica's CEO and founder, **Capt. Henrik Jensen** can be reached on email:

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**Enjoy the reading!**

**Danica Crewing Specialists**

**Henrik Jensen, Chief Executive Officer**

## Highlights:

- Salaries have increased over the past year across all ranks. Some ranks have seen an increase of 10% and even a lot more for the senior ranks. This confirms the findings in the recent Danica Seafarers' Survey.
- Crew managers report salary as the primary motivation for seafarers to change jobs which is in alignment with what seafarers reported in their survey. However, crew managers are not in tune with the other parameters reported by seafarers as reasons for changing job.
- Almost half (47%) of crew managers reported that within the past 12 months it has become increasingly difficult to find and recruit competent seafarers.
- Despite the shortage of talent becoming a difficult challenge, only 60% of the respondents says their company has a written strategy for intake and retention of crew.
- The majority of crew managers consider their job to have become harder over the past year. It is notable that crew managers find that their job has become even more complex, even compared to the very difficult time during the COVID-19 pandemic

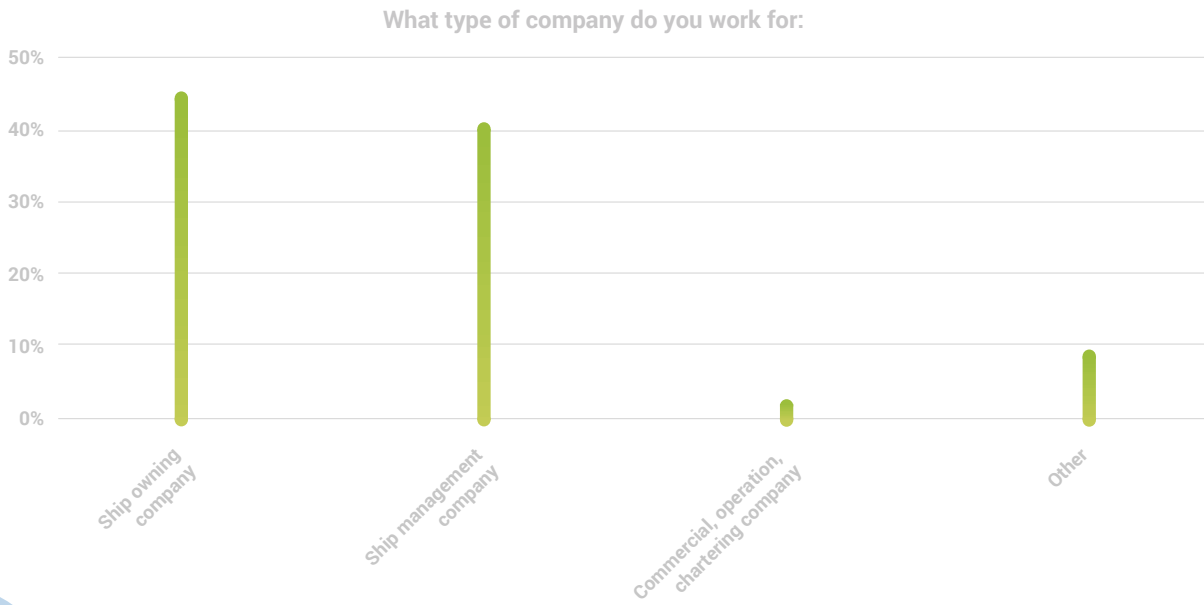
# Contents

1. Who Responded?.....	4
2. Management of fleet.....	4
3. Role.....	5
4. Seniority.....	5
5. Reporting.....	6
6. Size of crewing department.....	6
7. Job complexity.....	7
8. Recruitment.....	7
9. Retention.....	8
10. Recruitment Strategy.....	8
11. Number of nationalities.....	9
12. Seafarers' remuneration adjustments.....	9-10
13. What could make a seafarer changing employer?.....	11
14. Remuneration – Further details.....	12
15. Number of crew members.....	13
16. Crew Nationalities.....	13

# 01

## Who Responded?

- We had in total 86 respondents to our survey.
- The respondents came equally from ship owning companies and ship management companies.
- Geographically the respondents came from a wide spread of countries but particularly from Greece, Cyprus, Denmark, and Singapore.



# 02

## Management of fleet

- The majority of respondents worked in a company where all the functions related to the management of the fleet was done in-house.

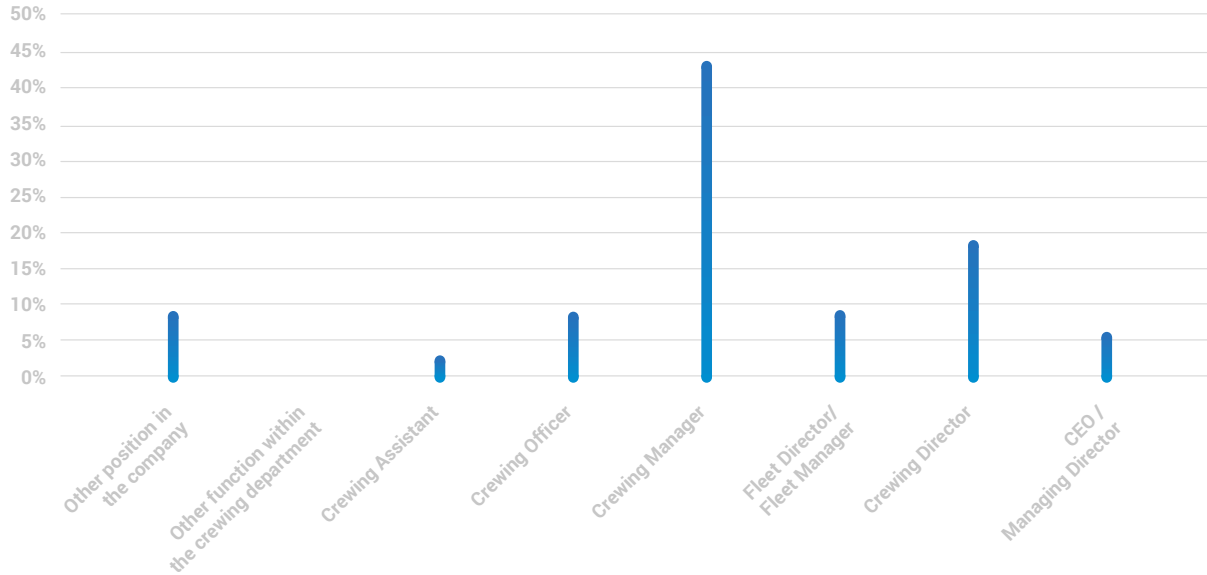


# 03

## Role

- The majority of respondents have a role within the crewing department.
- Some CEOs and Managing Directors also participated in the survey.

What is your role in your organisation

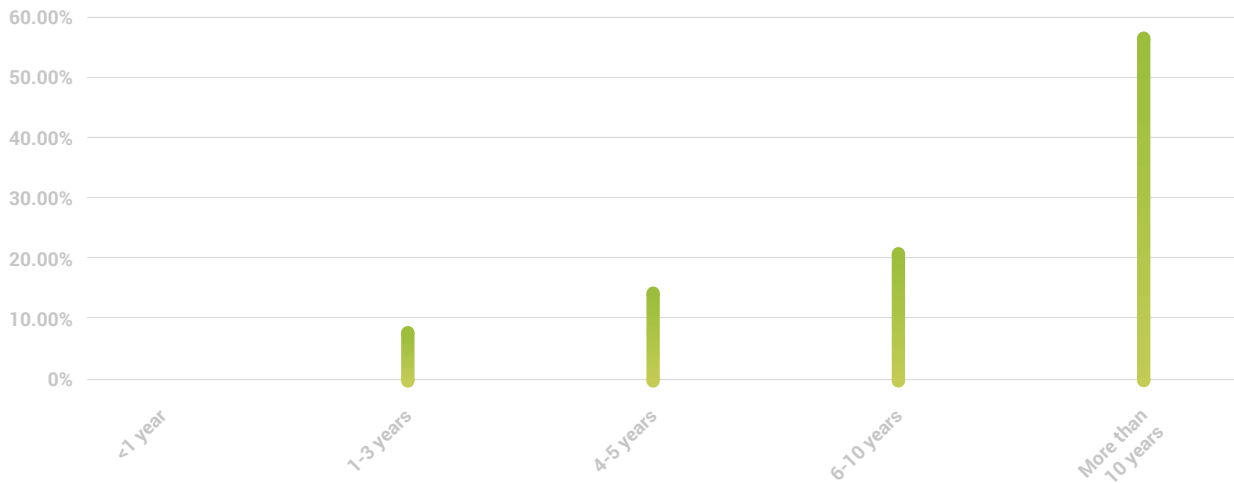


# 04

## Seniority

- Most participants have a long experience within the crewing field.
- 78% have worked for six years or longer within a crewing department.

How many years have you been working in a crewing department position?

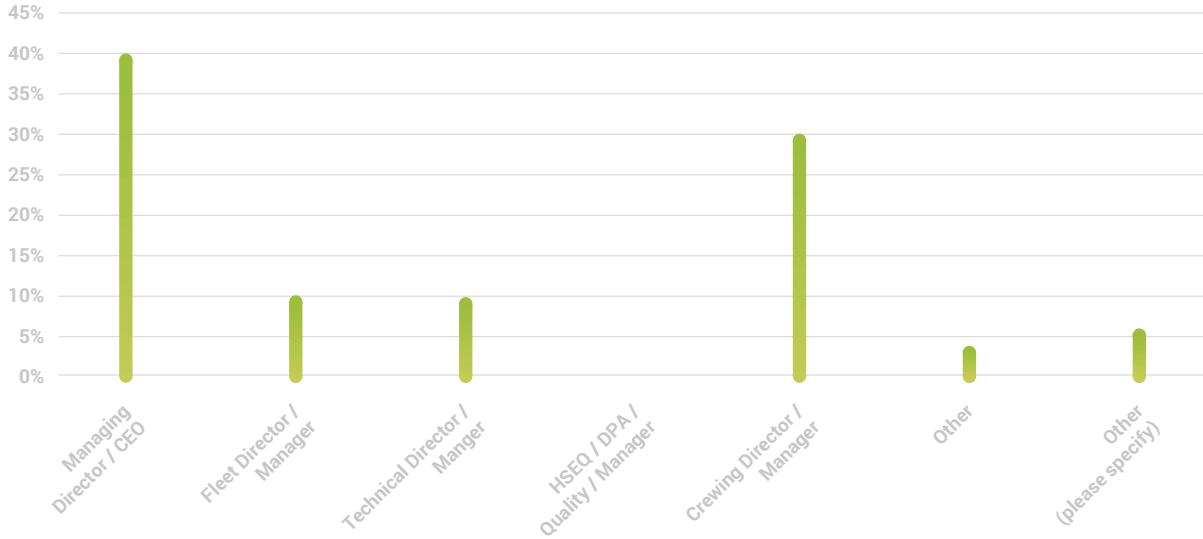


# 05

## Reporting

- Most of the participants report to the Managing Director or CEO within their organisation.
- From the detailed data, it appears that 70% of the crew managers/directors report to the highest level in the organisation and are on the same level as technical and financial heads. This shows that these companies prioritise manning of the vessels as high.

To whom do you report to within your organisation

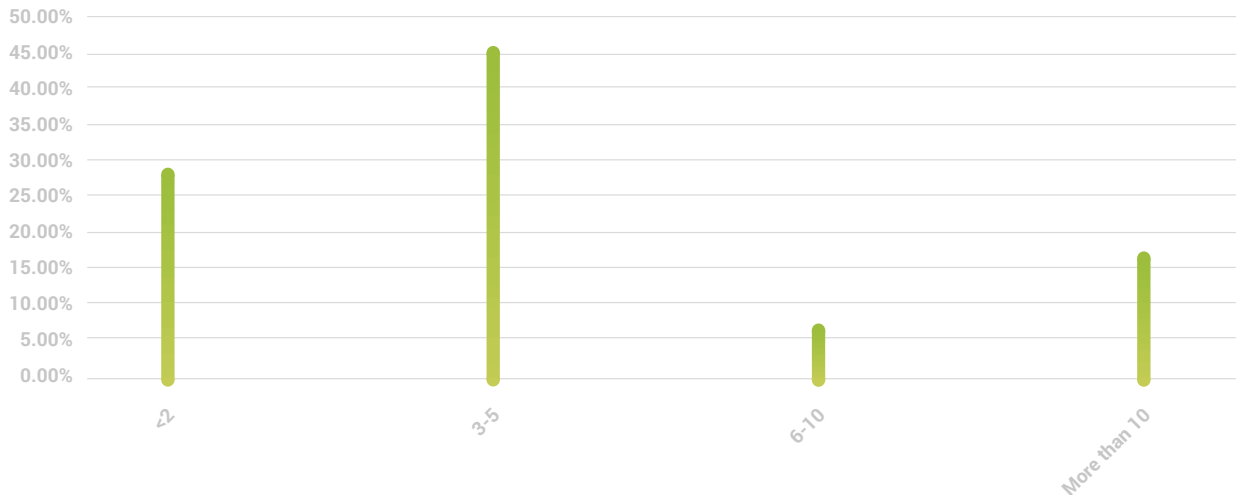


# 06

## Size of crewing department

- The respondents typically have 3-5 persons reporting to them.

How many staff members report to you?

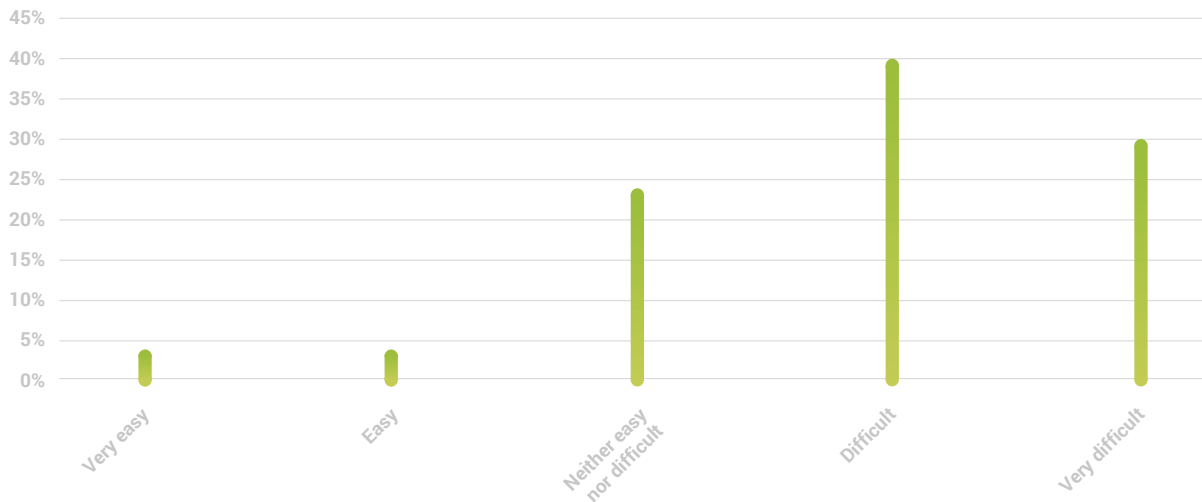


# 07

## Job complexity

- 70% of the crew managers answered that their job has become more difficult within the past two years.
- We should be aware that this mostly cover the post-pandemic period.

Looking back on the past two years, Have your job become:

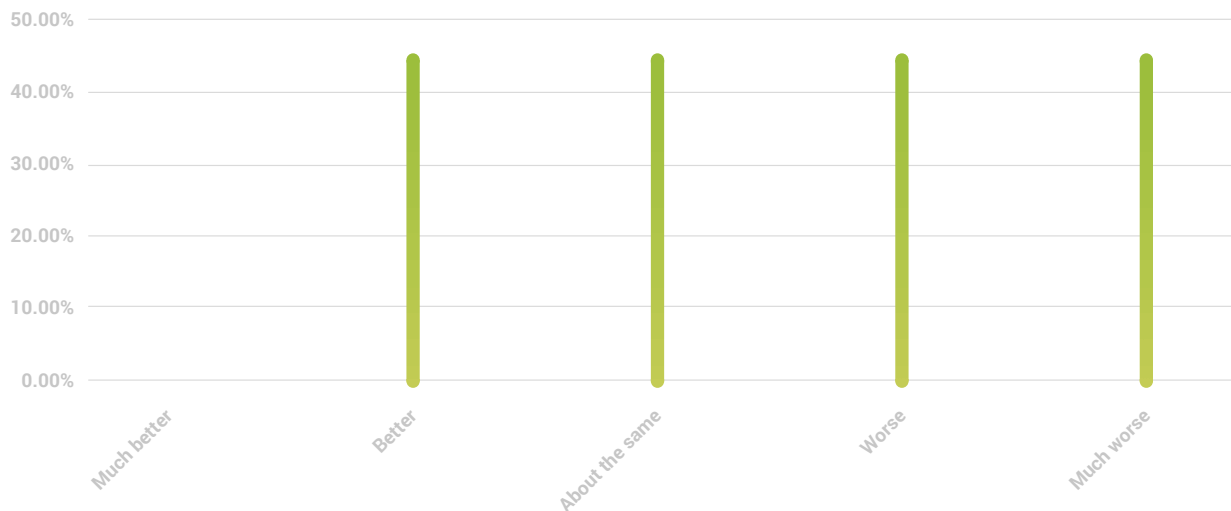


# 08

## Recruitment

- Nearly 50% of crew managers find it more difficult to recruit crew members of the calibre they need.

Looking back on the past 12 months, How has the situation developed for you regarding crew members fulfilling your requirements within your budgets/wages?

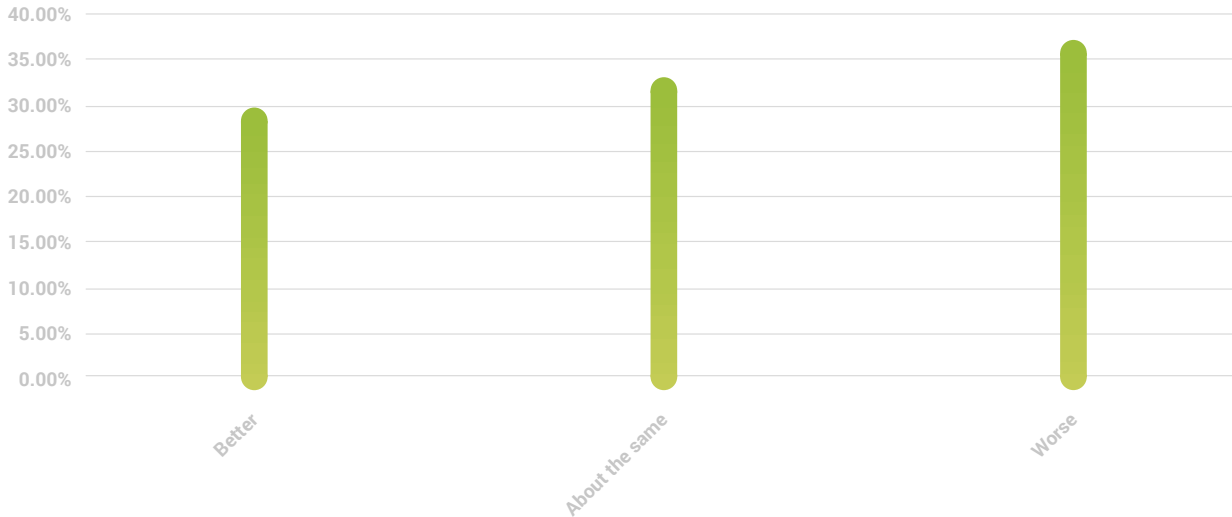


# 09

## Retention

- In two-thirds of the companies the retention rate has changed in the past 12 months.
- A third of the companies faced better retention rates.
- A third of the companies saw their seafarers becoming more willing to change employer.
- A third of the companies maintained the same retention rate.

How has the retention rate developed for your crew pool in the last 12 months?

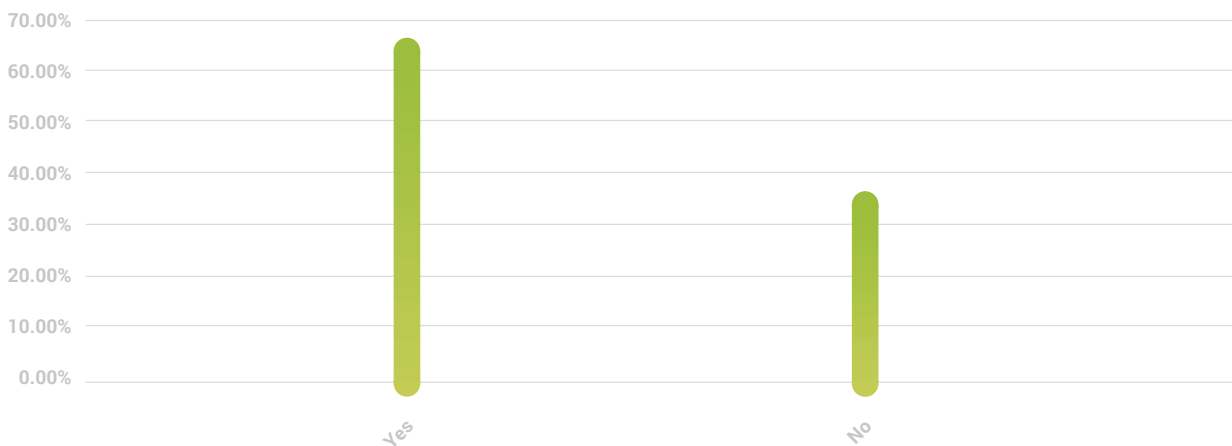


# 10

## Recruitment Strategy

- Only 60% of the companies have a written strategy in place for intake and retaining seafarers.

Has your company written a strategy in place for sourcing, recruiting and retaining your seafarers?



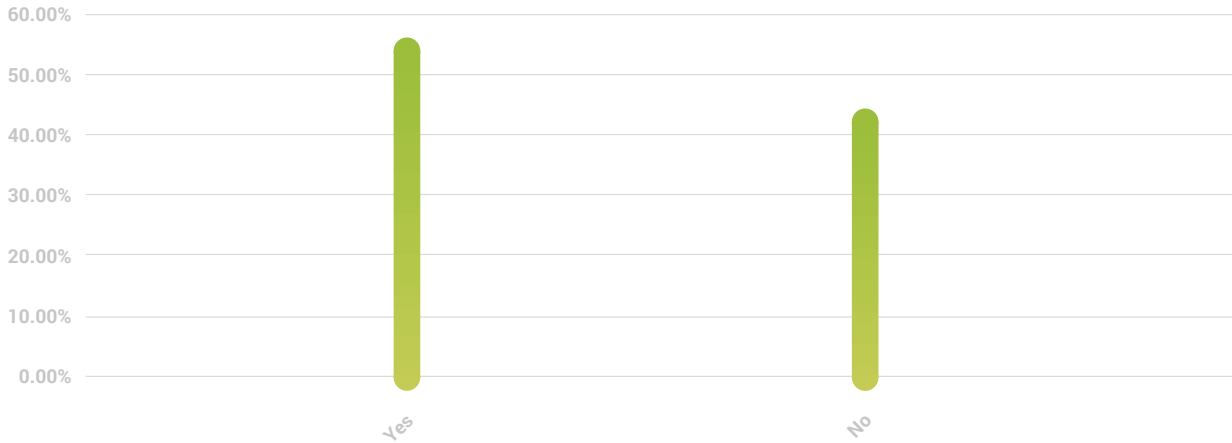




## Expand number of nationalities

- 55% of the companies are planning to take on other nationalities within the next 12 months.

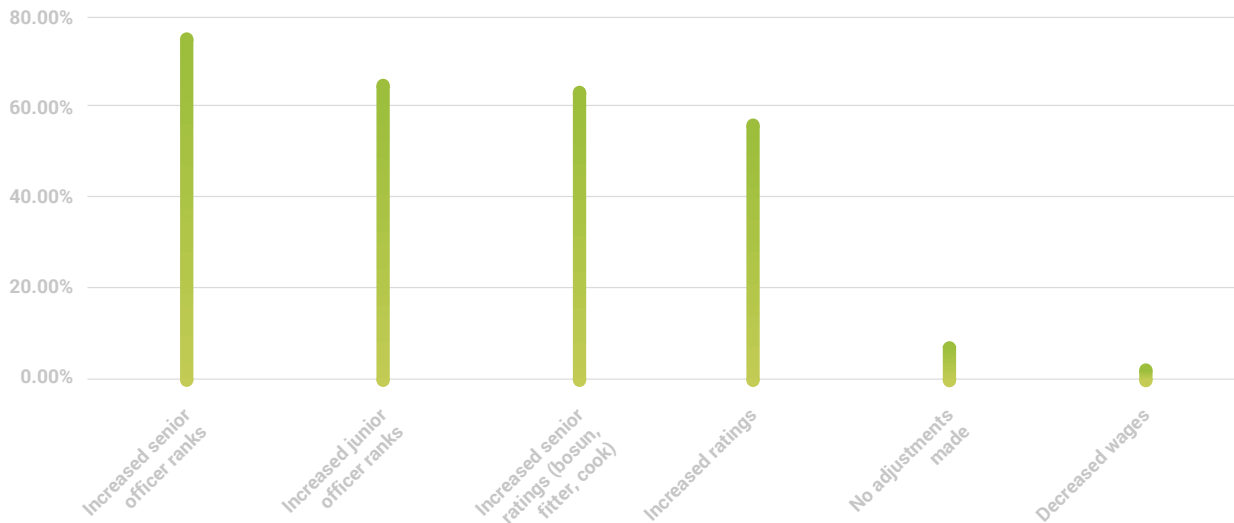
Does your company plan to take on other nationalities within the next 12 months



## Seafarers' remuneration adjustments

- 74% of senior officers got a pay rise.
- Only 6% of the companies did not adjust the wages.
- Seafarers' remuneration increases, continued

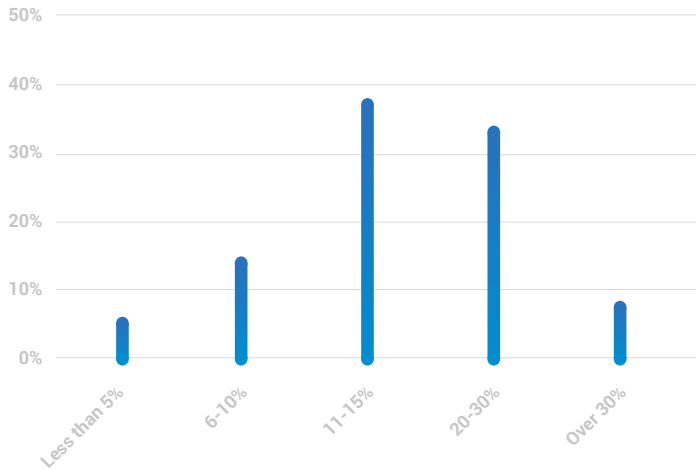
Has your company adjusted the wages in the past 12 months?



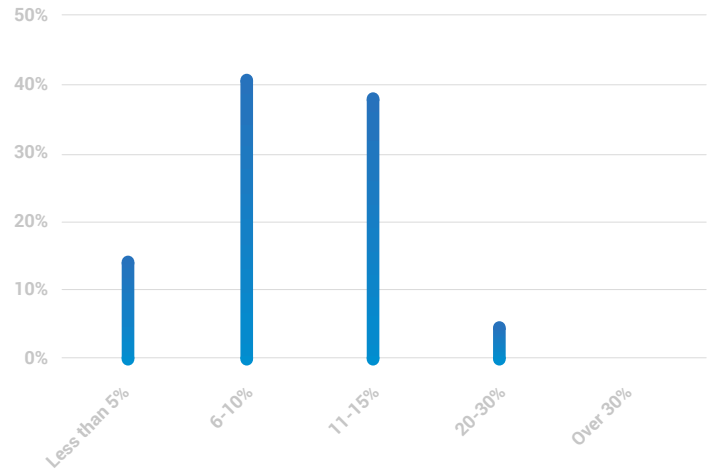
## Seafarers' remuneration adjustments

- The respondents who indicated that wages were increased granted wages increases as follows:

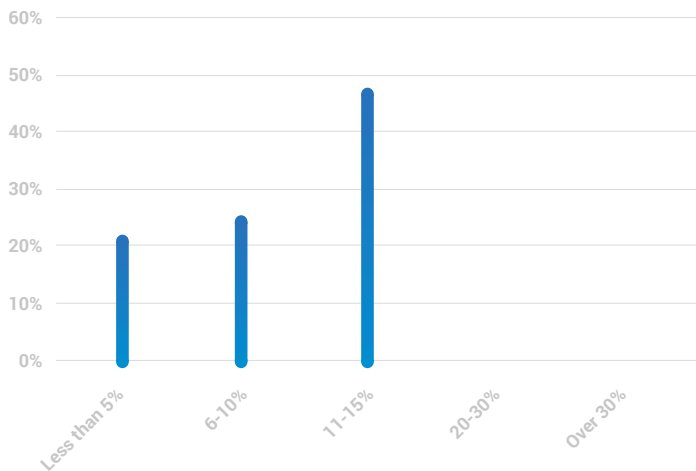
Wage increase given to senior officers



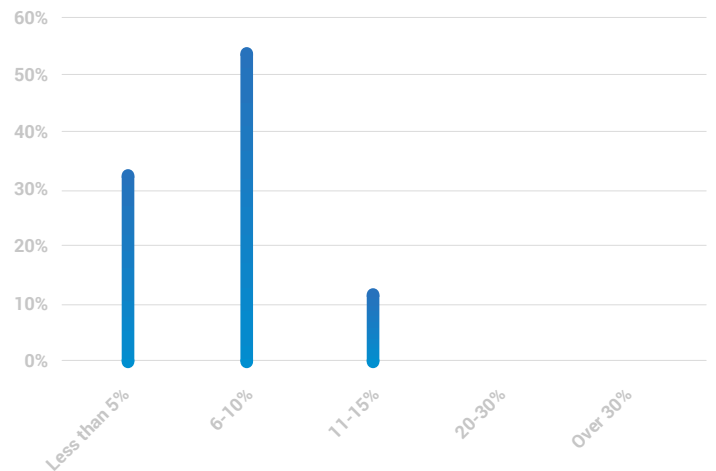
Wage increase given to junior officers



Wage increase given to senior ratings



Wage increase given to junior ratings

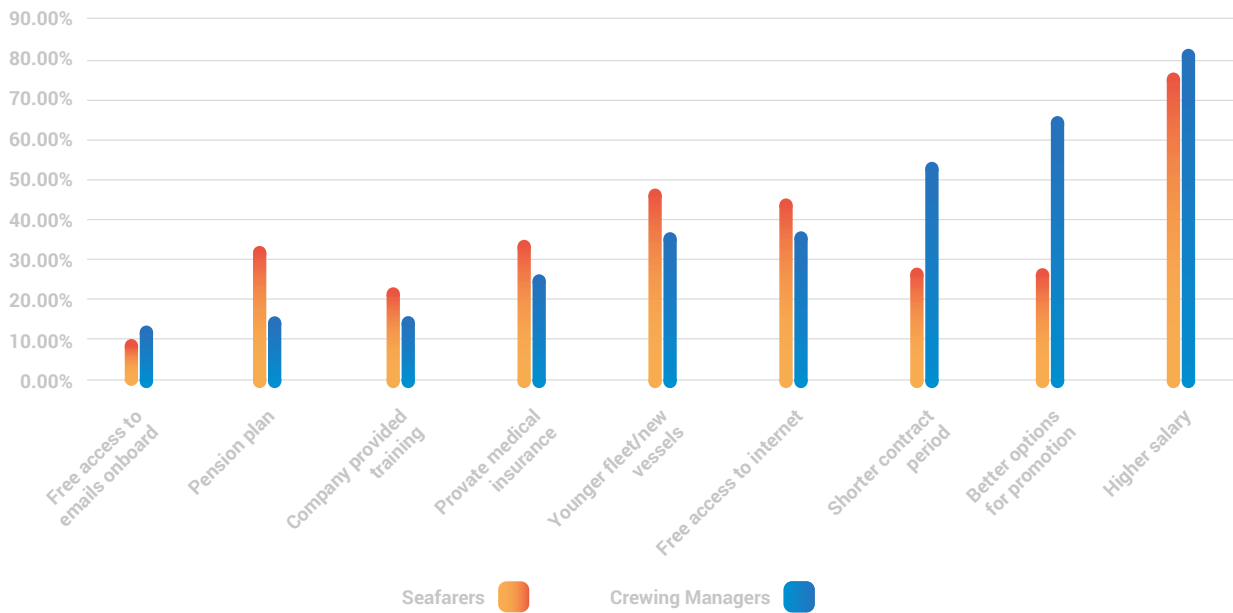


# 13

## What could make a seafarer change employer?

- In our seafarer survey we asked what could make the seafarer accept employment in another company.
- In the crew manager survey, we asked the crewing managers what they thought would make a seafarer leave for another company.
- Overall the crew managers understood well what is important for the seafarers. However, crew managers over-estimate the parameters for promotion possibilities and shorter contract periods, and they also think pension plans are important, whereas our Seafarers' Survey indicated they are not.

Potential reason for changing company





# 14

## Remuneration – Further details

In our seafarer survey we also asked the seafarers about their remuneration and fringes.

The Danica survey, in combination with our in-depth knowledge of the crew employment markets, gives us a unique and detailed insight about salaries for each rank and each vessel type and size.

Due to the complexity of the wage data, we cannot list all wages in this short recap of the survey. However:

- **For senior officers (top-4) there is for all nationalities an increase in salaries of 10-15% compared to the previous survey in 2021.**
- **In particular, the salaries for the top-4 have risen on dry cargo vessels (container, bulk, and multipurpose vessels)**
- **The salary rises for the top-4 on tankers were more moderate.**
- **The wages on offshore vessels remained the same as previous years.**
- **The wage gap between Filipino and Eastern European officers is narrowing.**
- **Indian senior officers on dry cargo vessels continue to have about 10% higher wages than their Eastern European peers.**
- **Bosuns, cooks and fitters remain in demand and their wages have increased by about 10% across all vessel types.**
- **Ukrainian fitters have had increases up to 30% due to huge shortage.**

As international recruitment experts across all vessel type and with own offices in Ukraine, Georgia, India and the Philippines, Danica is in possession of in-depth wage intelligence.

Our Group Recruitment Manager Yulia Filchukova has overall responsibility for recruitment in the Danica Group.

Feel free to contact Yulia to learn the details about wage levels for seafarers from the countries we recruit from.

[filchukova@danica-crewing.com](mailto:filchukova@danica-crewing.com)

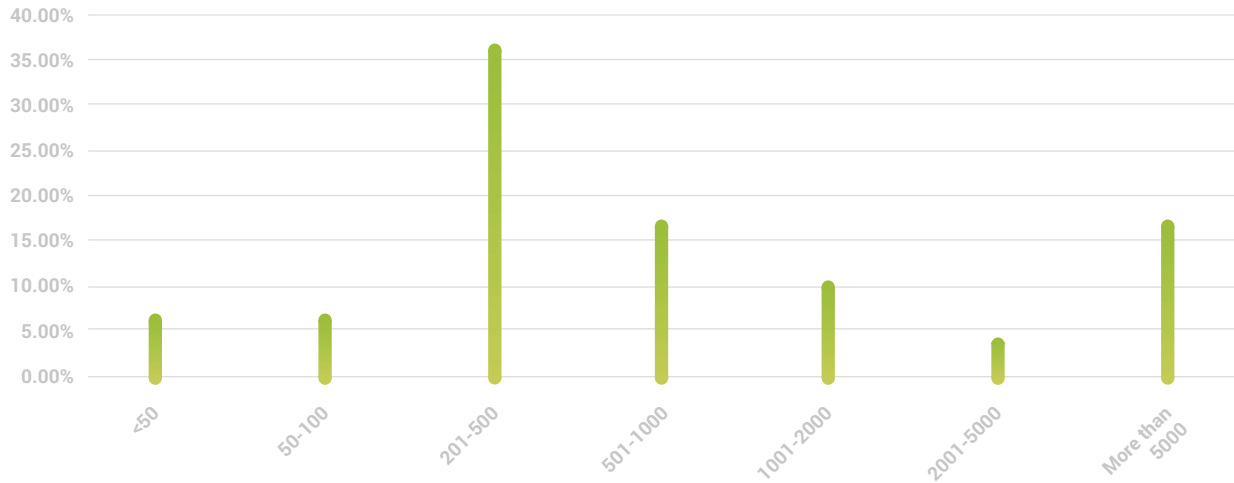
Mobile telephone/WhatsApp: **+49 152 0305 0418**

# 15

## Number of crew members

- Most of the respondents worked in companies with a crew pool of 200-500 seafarers, which means they are likely to have a fleet of some 10 to 25 vessels.

How many crew members are currently onboard your company's vessels

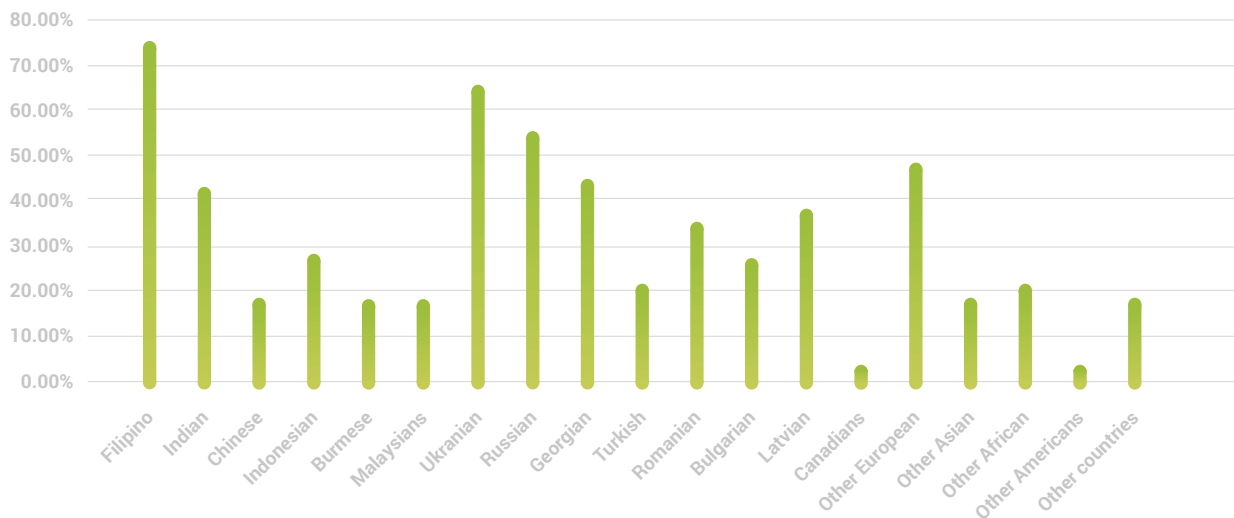


# 16

## Crew Nationalities

- All key nationalities were represented in the crew pools managed by the respondents.

Which nationalities are onboard your company's vessels



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