

SVITZER

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RETAIN AND ATTRACT BEST PRACTICES



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RETAIN: AVAILABILITY OF PRIVATE HEALTH CARE

TARGETING EXPERIENCED COLLEAGUES AFLOAT

- Private health cover now an integrated part of terms and conditions in many locations; improving accessibility of health care provision for our crews and families
- Reduces the potential bottle necks in public services post Covid
- Support both physical and mental health campaigns and reduce absence levels



RETAIN: WORK/LIFE BALANCE AND CAREER OPTIONS

TARGETING A NEW GENERATION

- Improving work life balance by introduction of holidays (in lieu of pay)
- Sea to Shore career paths
- Access to Continuous training online as part of individual development plans
- Opportunities to participate in strategic project work



ATTRACT: INVESTING IN THE FUTURE

TARGETING THE NEXT GENERATION

- Apprentice Programme: Latest batch consist of 17 apprentices on the OOZ 500 nr costal route at Fleetwood Nautical College
- Diversity: Specific targets on diversity and focus on maintaining an inclusive culture
- New technologies and our strong green profile are key in attracting new colleagues
- The towage industry is widely unknown even with the marine and shipping industry





THANK YOU

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