




Overseas Shipholding Group, Inc.

The background of the slide is a photograph of a ship's hull and anchor chain. The hull is dark and metallic, with a chain of heavy links hanging down. The background is a light blue sky with a white grid pattern. On the left side, there is a vertical list of numbers from 25 to 44, each followed by a two-digit number, likely representing a scale or depth measurement.

Falsified documents and Value Added Benefits to retain the crew

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Maritime Human Resource Solutions

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- ◇ Integrity
- ◇ The Mariner is more than just a skillful navigator
- ◇ Character
- ◇ Leadership



PPE (personal protection equipment) was required when connecting this base on the



◆ Why do seafarers falsify records?

Falsification



- ◇ Alteration of information or evidence so as to mislead.
- ◇ There is an intention to deceive or commit fraud through fake documents or changed information.
- ◇ Submission of fake supporting documents to create a desired identity.



What documents are falsified ?



- ◇ Workers' Identity
- ◇ Travel documents
- ◇ Proofs of qualification
 - ◇ Diplomas
 - ◇ Transcript of records
 - ◇ Certificates of competency



Unlawful Practices in Relation to Proof of Qualification



◆ International Maritime Organization



◆ Unlawful Practices in Relation to Proofs of Qualification:

- ◆ Tampering of certificates of competency
- ◆ Attempted impersonation or misrepresentation of identity
- ◆ False data supplied
 - ◆ Higher certificates than what is actually issued
 - ◆ Other required qualifications
 - ◆ Seagoing Service
- ◆ Forging or tampering with supporting certificates
- ◆ Altered seagoing service
- ◆ Cheating in examinations

Reasons for Falsification



- ◊ Unfair employment practices
- ◊ Rising costs of education and training
 - ◊ Direct costs: examination fees and other charges.
 - ◊ Indirect costs: travel and subsistence.
- ◊ Advancements in technology



Effects of falsification



- ◇ Distorted compensation schemes

- ◇ Training problem

- ◇ Threat to operations
 - ◇ Accidents
 - ◇ Damage to equipment



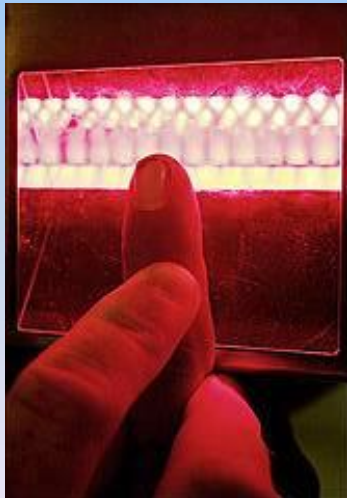
- ◇ **Signs of a Seafarer with Falsified Records**
 - ◇ Very calm and very reserved
 - ◇ Very aggressive
- ◇ **Their character is questionable**
- ◇ **They may commit rogue behavior onboard**



- ◇ Capability building in terms of technical verification
- ◇ More responsive human resources approach



- ◆ **Strengthening security features and control systems.**
 - ◆ Biometrics.
 - ◆ Watermarks.
 - ◆ UV protection.
 - ◆ Laser engravings.
 - ◆ Background investigations.





- ◇ **Human resources approach**
 - ◇ Competency based versus paper-trail

In house training



◆ Strengthening in-house training

- ◆ OSG invests in training: Start from zero
- ◆ OSG house in Manila
- ◆ OSG pays for training costs and wages





- ◆ **Common management standard**
 - ◆ OSG is a benchmark of best practices
 - ◆ Yearly conferences
 - ◆ Ships visits
 - ◆ Management videos
 - ◆ Ship stand downs
 - ◆ OSG's management principle: Do It Right



Develop the right company culture



- ◆ Transparency
- ◆ Participation
- ◆ Personal development
- ◆ Family involvement
- ◆ Culture of compliance
- ◆ Professional pride



◆ **At OSG, we take care of our seafarers and their families**

- ◆ Family days
- ◆ Family center
- ◆ Child care centers
- ◆ HMO insurance



◆ **At OSG, we instill the right corporate values**

- ◆ **OSG** Pre-departure orientation seminars

Do it Right



- ◆ We invest in our people.
- ◆ At OSG, not only we Do Things Right, we help our people Do It Right.



Thank You



THANK YOU.