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## **The necessity of improving the ability of Vietnamese Maritime Safety Assurance Corporation II**

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### **Abstract**

Currently, Vietnam is a member of 15 maritime conventions and maritime IMO protocols and has signed 17 bilateral maritime agreements with other countries, the maritime law of Vietnam has also been amended to be more appropriate with the International regulations. However, in order to create more favorable conditions for a limited liability company for Region Pilot, the Government should actively study and consider further participation in the conventions, creating a more complete legal framework to adjust and protect national interests, and in line with international practices and laws. On that basis, on 20/12/2013, the Vietnam Maritime Navigation Association was established with the participation of two Maritime Safety Assurance Corporation in the North, South and 12 Pilot Companies in the country.

**Keywords:** IMO, maritime safety, international law

### **Introduction**

After more than 20 years of renovation, economic potential of the sea is constantly growing. Thus, in Resolution IX, on the "sea strategy of Vietnam" adopted at the 4th meeting of the Central Committee of the X Party Central Committee stated: By 2020, the marine economy will contribute 53-55% of GDP, And 55-60% export turnover nationwide. In fact, marine and coastal economies contribute 48-49% of GDP. This further affirms: The importance of marine economy to the country's development process, especially in the context; The 21st century is considered by the world as "The Century of the Ocean". In order to successfully achieve the objectives of Vietnam's maritime strategy, and at the same time to serve effectively the marine economy, the maritime safety industry is increasingly asserting its importance and key position in establishing. To maintain a maritime safety environment, create conditions for commercial development, marine economy and humanitarian objectives, combine security and national defense, search and rescue and coordinate with the marine environment, contribute The assertion of sovereignty, national sovereignty over the sea and islands.

On March 22, 1993, in order to improve its operational capacity and meet the requirements of marine economic development, Region II Pilotage Company was re-established under the model of State-owned enterprises, production and business enterprises. An independent economic entity with full legal personality, can open an account at a bank, use a seal. By July 1993, Do Son Pilot Station was established, creating a significant change in the Company's operations, contributing to the improvement of maritime pilotage effectiveness. Through many changes in the model of business operations and operating areas, overcoming difficulties and shortage of facilities, Maritime Pilot One-member Limited Company has gradually determined the direction of its own way. Myself. Maritime Pilot One Member Limited Liability Company is always considered one of the leading maritime piloting units of the Vietnamese Pilotage industry, which has the foundation for self confidence on the way of integration and development. The main and cross-functional function of the maritime system is to create a precondition for marine economic development, contributing positively to the economic development of the city, bringing Haiphong to the sea.

In recent years, the conditions of seaport infrastructure in Hai Phong area have been overloaded, maritime safety and order has become more and more complex, but in order to meet the requirements of the era and ensure maritime safety, maritime security and prevention of environmental pollution, contributing to the protection of national sovereignty

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over islands and islands, the exercise of sovereign rights and National jurisdiction, "the study to propose measures to improve the operational capacity of Maritime Pilot One-Member Limited Liability Company is a current issue.

### **Assessment of the operational status of Maritime Safety Assurance Corporation II**

**Labor capacity:** the company has a total of 156 employees, of which university level accounts for 56.4%. However, the number of direct labors has only 66 college level pilots, 42.3% and 17 high level pilots, 10.9%. In addition, the main source of revenue from the company is dependent on maritime pilotage activities. Thus, the main workforce of the company today is the pilot navigators are low level, so in order to improve the range of the company, the key issue is to improve the team of pilots. High level. Thus, human resources at the company has clearly demonstrated the main characteristics:

- Basically, the company has identified the organizational system model in accordance with the operational requirements as well as the capacity and actual level of the staff.
- The company has built and gradually completed the system of institutions, rules and regulations. In the field of human resources management, the company has issued quite enough regulations such as: the organizational structure, functions, tasks and powers of departments and units; Professional standards of titles; Labor rules, regulations on labor recruitment, regulations on salary increase, leveling, regulations on labor discipline and material liability, regulations on occupational safety and health, Management and use of welfare funds ... This is the basis for step by step transparency and improvement of human resources management at the company.
- Policies as well as the content and form of human resource management at the company have revealed many inadequacies, many areas no longer meet the requirements of enterprise management in the roadmap for international economic integration. The main reason is the conservative, stagnant, afraid of change, afraid of collision of staff, especially managers are not fully aware of the importance of human resource management and win Take proper care of this issue. Meanism dominates human resource management.
- The organizational apparatus has many shortcomings, inadequacies:
- Organizational plans are not adapted to changing environments. No relationship of authority and responsibility.
- Do not authorize or authorize ineffective administration.
- Separation of information systems with corresponding authority system.
- Duplicate commander and less interested in improving organizational structure.
- Like most other state-owned enterprises in Vietnam, the company's employees mature from centralized bureaucratic planning, all thinking and acting in the early years of the founding. There are too many inadequacies with the country's renewal requirements.
- Company operates in an unfavorable environment, lack of law, lack of information;

- Employees do not have the right view on competition, cooperation and business.
- Extreme tendencies of the subsidy period and the early period towards market economy continue to exist and arise in the process of formation and development of the company;
- The non-interference of views and management due to the diversity of sources of management training influences the company's short-term and long-term planning goals;
- The Company does not have a proper and long-term mechanism of human use but is too dependent on the general policy mechanism as well as the administrative orders of the management level;
- The inadequacy of education and training for officials and employees of generations of periods of influence on quality and cultural attitudes of laborers;
- Experimentalism, patriarchy is also quite popular and heavy, especially managers. Most of the managers of the company matured from technical expertise, have not been trained in business management systems, do not have the professional skills needed;

Thus, the imbalance of human resources has been, and will continue to be a pain for the company is still the status of redundancy, unreasonable labor structure. The company is not active in the training plan, promotion, recruitment activities are circumstantial, arbitrary, emotional.

**Salary:** the company cannot determine the economic and scientific basis of the labor organization to set wage scales and wage structures; The cost norms for non-standardized jobs, the system of criteria for evaluating the results and the quality of work performed by staff are not scientifically designed and clear, the labor market is not visible. And lack of information;

The human resources environment in the company is still inadequate: the institutional system has not been designed in a scientific way to solve problems, problems and problems in a quality and effective way. The mechanism encouraging the mobilization of human resources is extreme, inconsistent and inconsistent with human resources policies, less organized culture and positive reinforcement in reality. Highly discriminatory, punishable and unjustified punishment regimes, system of rights, responsibilities, obligations, benefits are less transparent, even deformed, tend to be selfish.

**Asset capacity:** At present, the company has built two new ships and put into use to serve the pilotage, bringing the total number of ships of the company to nine. With the number of such ships, the company will not meet the shipping needs of the port area of Hai Phong in the coming years. Facing the above situation, the company needs to soon replenish the ship, while also equipped with modern equipment to serve the pilot effectively.

**Financial capacity:** in 2014 the capital adequacy and development coefficient is 1.02 compared to 2013 is 1.0; So the company has increased its capital by 2%. The rate of return on equity in 2013 is 23.1% and in 2014 it is 16.8%. ROE in 2013 is 0.17 and in 2014 it is 0.13; The ROA in 2013 is 0.09 and in 2014 it is 0.08. Compared to 2013, 2014 is profitable and ROE and ROA are all down. Thus, in order to increase profits and reduce costs, the

company must have specific plans in the coming years and must strive to achieve the set goals.

In short, given the weaknesses in human resources, asset capacities and the volatile world economy, the company must set out specific objectives for capacity building. next time.

### **Some solutions of capacity improvement**

#### ***Training to improve the quality of human resources***

The success or failure of a business is influenced by a number of factors in which labor quality plays a very important role, with close ties to other factors. In addition, the continuous development of science and technology, the volatility of the business environment and the changes in the organization itself have made the business itself to adapt. Hence, training of human resources is an indispensable requirement in human resource management. Employees are people who are directly involved in production and business activities and who implement the objectives set by the business.

As of 2014, there are 156 people in the company, of which 5 are college graduates, accounting for 3.2% of the total, and the university level is 88 people, accounting for 56.4%. It is because of that, that capacity building works through improving the quality of human resources in diplomatic relations, understanding the domestic and international economic environment, and international communication with a good standard. A very necessary work, directly affecting the performance of the pilot company limited area II. To improve the level of workers, the following measures should be taken:

Improve the level of work skills, education level and communication ability of human resources, especially the human resources of the sales department and the professional level of the management staff and full time staff. Company.

Improve the efficiency of production and business to create all conditions to increase the Company's ability to operate in the market.

Raise the level of management capacity to suit the trend of the country's economic development. Each year, send cadres to take turns to attend training courses, attend workshops and professional management training courses under the new promulgation mechanism of the State.

Improve the English language ability of Head / Deputy Head, crew and crew, encourage staff to work overtime hours.

On the other hand, when sending staff to training must be trained in accordance with professional professional work they are responsible through the center specialized training managers. Regular updating of new knowledge of management, providing basic economic knowledge through lectures or through the development, analysis and handling of situations, direct training through work ( For new employees to work at the Company), conduct trainings through the formulation of projects to improve the operation of the management apparatus in the Company.

The number of pilots is direct labor, occupying the majority of 66 people, accounting for 42.3% of the total number of human resources of the Company, thereby improving the professional skills and experience as well as the foreign language skills of the navigational team. Is a very important and urgent issue. In addition, it is necessary to invest funds for them to study and acquire new

technologies. It is combined with other pilot companies in the country and in the region or in the world in order to acquire modern experience and technology from which to train the pilot team in a more professional way with high efficiency.

#### ***Improvement of human resources management***

Human resource management: human resource planning; Building up advanced norms and systems; To formulate plans on training and retraining for officials and employees, including the sending of pilots to professional training courses in foreign countries; Set up the planetary engine, efficient operation, avoid form, mold; Decentralization of scientific management, clear in the direction of giving facilities and employees have the opportunity to dedicate and develop; To formulate policies on remuneration of employees, rewards, punishments and incentives in the direction of publicity and transparency; Create a working environment.

Employer plan: The right purpose, professional, no overlap; Workers are trained to know many things, good at one thing; Create internal competition opportunities, set up inspection systems.

Job management: work planning, assignment, test management; Employ the maximum staff time with the direct supervisor's supervision; To receive and process information, to intensify the application of information technology to the management; Concerned about the quality of service, work efficiency of each employee; To detect and handle errors in time; Establish and maintain the reporting system, evaluate the quality of work in a scientific and effective way.

#### ***Coordination among sectors on development objectives, participation in international conventions and the legalization of international maritime commitments***

The characteristics of the maritime industry in general and maritime pilots in particular are those of a marine or coastal area, where other economic activities also take place. Therefore, in the course of mining operations, there is no conflict of interest. Therefore, in the process of strategic planning and action plan, the company needs to choose development goals to suit their potential and advantages.

International convention is one of the most important sources of international maritime law. International treaties, when entered into force, will become binding on the parties. However, that does not mean that countries that do not participate in the convention will not be affected by the conventions. In some cases, provisions in a given treaty are widely accepted and implemented internationally and become internationally binding to all nations. In addition, in practice, the ships of other countries do not participate in the convention, but international maritime transport activities will be indirectly affected by the convention. Moreover, the participation of the convention, and the development of the legal system in line with the provisions of the conventions, creating unity in the legal documents will help businesses be more active in international integration.

Currently, Vietnam is a member of 15 maritime conventions and maritime IMO protocols and has signed 17 bilateral maritime agreements with other countries, the maritime law of Vietnam has also been amended to be more appropriate with the International regulations.

However, in order to create more favorable conditions for a limited liability company for Region II Pilot, the Government should actively study and consider further participation in the conventions, creating a more complete legal framework. To adjust and protect national interests, and in line with international practices and laws. On that basis, on 20/12/2013, the Vietnam Maritime Navigation Association was established with the participation of two Maritime Safety Assurance Corporation in the North, South and 12 Pilot Companies on country. With nearly 300 pilots, the objectives of the Association are to form and consolidate the organizational structure, develop and complete the operational mechanism, develop the membership and revenue-generating service activities. The development needs of the Association, enhance the interests of its members. The Association will be the place where members exchange experiences and learn from each other, organize job training, train to improve their capacity to lead the ship. The association will provide members with support such as: providing policy information; Propose suggestions to line agencies and the Government on policy development and improvement; Organize short training courses; Provide new technology information, organize specialized seminars; Representatives protect the interests of members; Develop relationships, seek funding from international organizations; Resolving disputes among members ... The association will be the sector representative organization to contribute, suggest ideas to build the strategic orientation of the maritime industry and maritime pilot Vietnam; Join the forums, join the International Pilot Association to capture the day's specialized information for members, help members capture new ones of the industry, refer to apply for their units. The establishment of the Association has met step by step integration goals, it is necessary to have a professional pilot organization to promote Vietnam maritime pilotage industry to grow faster.

Another important issue is the dissemination of the law. Besides the business needs to actively learn and update the legal system, the State should also do well the deployment and propaganda so that legal provisions promote real effect in the life of the flower business. Maritime navigation.

In conclusion, to improve the operational capacity of Part One Pilotage One-member Limited Liability Company, the measures taken by the Company and the State side must be carried out at the same time. The company needs to invest in the construction of material facilities, improve labor quality, renovate the organizational structure, and the State should create synchronous policies and legal system to create favorable conditions for company.

### Conclusion

The amount of goods forecasted to 2020 is 35 million tons per year and by 2030 is 120 million tons per year. That shows the importance of developing the team of Maritime Services in general and Maritime Pilots in particular. In order to adapt to the development trend of the port and outbound fleet, the Maritime Maritime One-member Limited Liability Company Region II needs to improve its operational capacity. The thesis analyzes the current status of the company in terms of organization, human resources, finance, material and technical facilities and compliance with legal regulations and policies, State books aim to recognize development, adaptability and development in the coming period. Based on that, the author has given

specific measures to improve the company's operation in the coming time, namely:

- + To associate the development of maritime pilots with the task of developing the marine economy and ensuring national security and defense;
- + Raise labor capacity and human resource management in the company through human resource recruitment method, send staff to study to improve professional and foreign language, Maritime pilots in the region and in the world;
- + To increase investment in material and technical facilities to gradually modernize the fleet, to facilitate the prompt and accurate guidance of the ship;
- + Regarding the long-term development strategy, the company should work out plans to coordinate with the development objectives, international conventions and the international commitments on maritime and maritime pilotage. To bring domestic pilots equal to regional and international.

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