



MARINE UTILITY SERVICES LTD.

(M.U.S.L.)



M.U.S.L

- **Marine Utility Services Ltd (MUSL)** is a registered **Limited Liability Company of Trinidad and Tobago** and is owned by the **Navarro's Group of Companies**.

• **M.U.S.L**

- **Marine Contractor in the Offshore Energy Industry;**
- **Supplying Local Seamen with experience and training to man**
 - Supply Vessels Crew Boats;
 - Seismic Vessels;
 - Anchor Handling Vessels;
 - Utility and Tug Boats
- **M.U.S.L has a database of over four (400) hundred Seamen to draw from**

M.U.S.L

- We maintain a close working relationship with the Seamen and Waterfront Workers Trade Union (SWWTU) from whom also we employ Seamen.

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MISSION STATEMENT

- To provide the necessary opportunities for the development of Nationals of Trinidad and Tobago into qualified Seafarers that can be marketed Internationally and to achieve the highest level of output consistent with good health, safety and protection to the environment.

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OUR VISION

- To be the best provider of opportunities for our Employees in order for them to uplift their standard of living and to make them more marketable Internationally as Maritime Professionals.

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RECRUITMENT

- Applications for Employment are received from the following sources:-
 - Word of mouth referrals by Employees, associates and related Companies
 - Press Advertisements
 - From Seamen and Waterfront Workers Trade Union

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RECRUITMENT (CONTINUED)

- Only applications with STCW 95 Certification are considered and when the need arises interviews are arranged with selected applicants. As a result, applicants are then short listed on the basis of certification, sea-time and references.

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CAREER DEVELOPMENT PATH

- On the job evaluations and personal recommendations are received from the Vessels.
- Seamen of good report are advised to further up-grade their certification level upon obtaining the mandatory sea-time.

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Examples of rating levels are:

— DECK

Ordinary Seamen (OS) — Class 4 to Able Bodied Seamen (AB) — Class 1

— ENGINE ROOM

Oilers — Class 4 to Motormen — Class 2 then to 3rd Engineer; upwards to 2nd Engineer then on to Chief Engineer

— GALLEY

From Galley hands to Cook to Chief Cook

CAREER DEVELOPMENT PATH

- We are at the time working with the **Caribbean Fisheries Training and Development Institute (CFTDI)** and the **University of Trinidad and Tobago (UTT)** – Maritime Faculty in the introduction of Courses for our Deck and Engineering Crews and with the **Trinidad and Tobago Hotel and Hospitality School (TTHHS)** in establishing a curriculum and rating system, compatible with International Standards for our Cooks.

CAREER DEVELOPMENT PATH (CONTINUED)

- Often times we would assist Employees in whatever way possible.
- It is to be noted that our efforts can reach only to the level of Courses that are obtained locally in the case of Deck, Engine Room and Cooks, however with respect to our Mates and one (1) Local Captain, M.U.S.L financed the total cost of tuition, hotel and upkeep expenses at Schools of International repute in Houston and Louisiana, USA in doing certificated courses in Direct Positioning (DP) AND Global Maritime Distress and Safety Systems (GMDSS).
- We view this as an investment for Trinidad and Tobago since no one is tied to us by contract.

SAFETY

- Before every Crew change the embarking Crew is brought to our Training Room where videos on Drills and several aspects of safety are shown and an interactive discussion is held based on their actual experience and observations.
- This we find has been responsible for the marked drop in major and minor accidents on board. In fact, we have not had a major accident for the past nine (9) years.

SAFETY (CONTINUED)

- We insist that there MUST be “toolbox meetings” or Job Safety Analysis (JSA) before doing ANY job and that “People are the most important Asset in the Company” and our main aim is that Seamen get back to their families in the same condition – Physical and Mental – that they were in before going on board.

CUSTOMERS

- **Tidewater West Indies Ltd.**
 - The local branch Company of Tidewater Inc., the world's largest Supply Boat Company for whom we have supplied Seamen for over four and a half decades. Today we have over one hundred and ten (110) Seamen working on their Vessels in Trinidad and Tobago.
- **Other satisfied customers with whom we have a long relationships are:**
 - Western Geco
 - Maersk Supply
 - Secunda Marine
 - General Engineering Marine Surveys Ltd. (G.E.M.S)
 - Guard Line Geo Survey
 - Fugro
 - P.G.S
 - Edison Chouest — Marine
 - Global Industries Offshore

WORK PERMITS

- We work very closely with the Work Permit Division at Navarro's Brokerage Ltd in order to get the desired results in obtaining Work Permits for the ex – pat Crews.

LEADERSHIP TEAM

- **Mr. Antonio Navarro — Chairman**
- **Mr. Philip Navarro — Managing Director**
- **Mr. Bash David — Director / General Manager**

CONCLUSION

- During the tenure of **M.U.S.L**, there has never been any matter of Industrial Relations referred to the Ministry of Labour for arbitration or to the Industrial Court for Judgment.









