

CREW NEWSLETTER

AN INTERNATIONAL, CERTIFIED AGENCY SPECIALIZES IN PROFESSIONAL RECRUITMENT FOR SEAFARERS.

THE MYSTICAL INQUIRIES POSED TO BARTENDERS SEEKING PASSAGE ON CRUISE SHIP REALMS!

How familiar are you with creating unique and signature cocktails ???

FAMILIARIZE YOURSELF WITH POTENTIAL QUESTIONS BEFORE APPLYING TO ENHANCE YOUR CHANCES OF SUCCESS !!!

10 COCKTAILS FOR BEGINNERS



THE MOJITO
 10 mint leaves
 2 tablespoons mojito simple syrup
 ½ oz lime
 1 cup ice cubes
 2 fluid oz white rum
 club soda



BEE'S KNEES
 2 oz gin
 ½ oz honey syrup
 ½ oz lemon juice
 1 lemon twist garnish



MARGARITA
 2 oz tequila
 1 oz lime juice
 1 oz triple sec
 1-2 teaspoons agave syrup
 salt for the rim
 lime wheel for garnish



LEMON DROP
 1 ½ oz vodka
 ½ oz cointreau
 ½ oz lemon juice
 1 teaspoon simple syrup



NEGRONI
 1 oz gin
 1 oz campari
 1 oz sweet vermouth
 orange peel



VODKA TONIC
 2 oz vodka
 5 oz tonic water
 ice cubes
 a wedge of lemon



SEX ON THE BEACH
 1 ½ oz vodka
 ½ oz creme de cassis
 ½ oz peach schnapps
 2 orange juice
 2 oz cranberry juice
 orange slice
 maraschino cherry



COSMOPOLITAN
 1 ½ oz vodka
 1 oz cointreau
 1 splash cranberry juice
 ½ oz lime juice
 1 lime wedge



WHISKEY SOUR
 2 oz bourbon
 ¾ oz simple syrup
 ¾ oz lemon juice
 2-3 drops angostura bitters
 1 oz egg white
 orange swath



WHITE RUSSIAN
 2 oz vodka
 1 oz coffee liqueur
 1 splash heavy cream



About Us: ISOL (Interworld Shipping Overseas Limited), a licensed and MLC-certified global HR management service provider, specializes in various sectors. We cater to maritime, oil and gas, cruise ships, mega-yachts, river cruises, cargo shipping, merchant navy, hotels, and resorts, offering services to chartered crew, offshore, and hospitality butlers.

If you seek quality, reliability, and efficient services, ISOL is the trusted brand and partner for your sourcing needs. Our flexible HR solutions enable you to concentrate on your core business objectives.

At ISOL, we prioritize innovation and provide numerous benefits to our clients. Our dedicated specialists are highly motivated, ambitious, and skilled, ensuring our tailored recruitment solutions surpass the highest expectations of our esteemed customers.

Awesome NEWS

The Amount of Money You Earn on a Cruise Ship Varies: Remuneration depends on your role and expertise. Typically, entry-level roles like wait staff or housekeeping pay between \$1,000 and \$2,500 monthly. More experienced professionals, such as Waiters, Bartenders, or Chefs, can earn up to \$4,000 a month, with luxury brands potentially offering higher salaries than regular cruise lines.



WHAT DOES ISOL MANNING AGENCY DO?

A ISOL manning agency is a company that fulfils the following functions:

- Advertises a vacancy and gathers applications;
- Proposes seafarers/candidates to principals/clients;
- Arranges medical and visa requirements for outgoing seafarers;
- Arranges most local procedures/requirements for crew joining; and
- Is generally understood as providing 'recruitment and placements services' as referred to in the MLC, 2006.

WHAT DOES A CREW MANAGER DO ?

A CREW MANAGER IS A COMPANY THAT EMPLOYS SEAFARERS ON BEHALF OF A SHIP MANAGER OR SHIPOWNER OR ON ITS OWN BEHALF. A CREW MANAGER FULFILLS THE FUNCTIONS SET OUT BELOW AND OPERATES AS FOLLOWS:

1. SIGNS CREW MANAGEMENT AGREEMENTS WITH SHIPOWNERS (E.G. CREWMAN A, CREWMAN B OR SIMILAR);
2. INTERVIEWS SEAFARERS, ENSURES ALL LICENCES AND CERTIFICATES ARE AUTHENTICATED AND MEDICALS AND ALL OTHER
3. LOCAL REQUIREMENTS ARE SATISFIED;
4. SELECTS APPROPRIATE AND COMPETENT SEAFARERS ACCORDING TO THEIR SERVICE AND EXPERIENCE AND ALLOCATES THEM TO RELEVANT SHIPS UNDER MANAGEMENT;
5. MAY ACT AS THE MARITIME EMPLOYER HAVING ALL THE JUDICIAL RESPONSIBILITIES FOR THE CREW.

Always Follow These 4 Steps When Returning Safely Home:

1. Report to the concerned Crew Manning Agency.
2. Verify your visa's expiration date and requirements for your joining destination.
3. Check if your medical certifications are still valid.
4. Ensure your STCW certificate is up-to-date.

By completing these steps, you can then peacefully enjoy your well-deserved vacation and spend your money wisely. ISOL

- Provide positive references as part of a due diligence process
- Provide 24-hour availability including a dedicated customer relations manager
- Be confident that it can handle data responsibly and comply with respective data protection laws such as General Data Protection Regulation (GDPR) in Europe
- Be flexible in terms of what they offer, e.g. determining what is needed by way of services available and meeting these needs

Choose Your Crew Manning Agency Wisely !!!



ISOL is transparent. It addresses problems and resolves them fast.

3 Main Types of Manning Agencies:

1. Introductory agency
2. Hiring hall
3. Employment business

Introductory agency	Sends papers for a company to review. They may supply applications and/or curriculum vitae to employers, or conduct interviews on the employer's behalf, in return for a fee paid by the employer. Such an agency may fall outside the MLC, 2006
Hiring hall	An organisation usually under a labour union's auspices, which provides new recruits for employers with a collective bargaining agreement with the union. Employer use of a hiring hall may be voluntary or compulsory under the terms of a contract with the union (or, in a few cases, the labour laws of the jurisdiction). Compulsory use of a hiring hall may turn employers into a closed shop as seafarers must join the union before hire. The hiring hall places responsibility on a union to ensure its members are suitably qualified and responsible individuals before deployment to the employer. A union will often enforce a basic code of conduct among its members. Hiring halls are most common in skilled trades and where employers quickly need to find qualified recruits and the relationship between the union and employer can be relatively harmonious if a hiring hall is reputable. The union will handle qualifications, eligibility requirements and maintain individual employment records.
Employment business	Chooses seafarers for shipping companies, similar to a temp agency which provides workers for a defined period for shore-based roles. Employment businesses may be deemed to be the employer of the seafarers supplied to companies, including where specified in accordance with the EU Directive on Temporary Agency Work.

What Defines a Good Manning Agency?

A good manning agency should be able to:

- Be transparent in its operations
- Be licensed by the appropriate national authority or regulated by national laws or regulations, or operate to national legal standards that are effectively enforced
- Provide a list of customers to approach for feedback
- Respond to problems identified and be willing to resolve these quickly
- Be International Organization for Standardization (ISO) certified if possible, for consideration at tender, or Tanker Management and Self-Assessment (TMSA) vetted (see TMSA best practice criteria below)
- Have a long-term relationship with its seafarers and their customers, which would indicate a reputable agency with a high degree of satisfaction
- Allow for some degree of choice of the candidates available for a particular post
- Validate certificates held by candidates being offered up
- Fulfill contractual obligations with the shipowner/ship manager on a timely basis
- Answer questions posed as part of an audit process, if such a process exists

MANNING AGENCY OBLIGATIONS

- ACCURATELY DESCRIBE THE TERMS AND CONDITIONS/REMUNERATION FOR EMPLOYMENT;
- MAKE IT EASY TO RELIEVE A SEAFARER AT THE END OF THEIR CONTRACT AND IDENTIFY A RELIEF SEAFARER;
- NOT CHARGE SEAFARERS FOR RECRUITING OR PLACING THEM OR REQUIRE AN ADMINISTRATION CHARGE;
- NOT ADOPT ANY DISCRIMINATORY PRACTICES, SUCH AS VICTIMISATION OR FAILING TO RESPECT PROTECTED CHARACTERISTICS SUCH AS GENDER, AGE, OR RACE;
- NOT OPERATE ANY BLACKLISTS OF PEOPLE, INCLUDING LISTING WHO MAY HAVE RAISED A COMPLAINT UNDER THE MLC, 2006 OR A HEALTH AND SAFETY ISSUE;
- ONLY PROMISE GENUINE JOBS AND REFLECT THE JOB DESCRIPTIONS ACCURATELY;
- DEMONSTRATE AWARENESS OF DIFFERENT APPLICABLE FLAG AND LABOUR SUPPLY STATE LAWS;
- BE ABLE TO PROVIDE REFEREE SHIPPING COMPANIES TO SEEK A PERFORMANCE REFERENCE;
- BE SENSIBLY PRICED, THOROUGH AND NOT CHARGE SEAFARERS FOR ANYTHING TO BE MET UNDER MLC, 2006;
- FIND IT EASY TO ESTABLISH AND AGREE APPROPRIATE BREAK CLAUSES IN A CONTRACT; AND
- CLEARLY EXPLAIN THEIR BUSINESS ROLES AND RESPONSIBILITIES AND THE SHIPOWNER'S ROLES AND RESPONSIBILITIES SO THAT A SEAFARER CLEARLY KNOWS WHO IS RESPONSIBLE FOR WHAT.

FRAUDULENT OR BOGUS OPERATORS

THE PRIMARY CONCERN IS WITH ENTITIES PURPORTING TO BE MANNING AGENTS CLAIMING TO HAVE A RELATIONSHIP WITH A SHIPOWNER/EMPLOYER, BUT WHO DO NOT IN REALITY AND WHO ADVERTISE AND RECRUIT FOR NON-EXISTENT JOBS. THE MLC, 2006 DOES NOT HAVE A MECHANISM TO HANDLE ENTITIES OPERATING BOGUS AND FRAUDULENT OPERATIONS, OFTEN THROUGH WEBSITES. IF YOU BECOME AWARE OF A FRAUDULENT OR BOGUS OPERATOR USING YOUR COMPANY'S NAME, YOU SHOULD:

- REPORT THE CASE TO BOTH THE POLICE AND MARITIME AUTHORITIES TO FORMALLY RECORD IT;
- PLACE A DISCLAIMER ON YOUR COMPANY'S WEBSITE TO EXPLAIN THAT THERE IS A FRAUDULENT AGENCY USING YOUR
- COMPANY'S NAME AND TO DISCOURAGE PEOPLE CONTACTING THEM;
- PROVIDE INFORMATION ON THE COMPANY'S WEBSITE TO EXPLAIN YOUR RECRUITMENT PROCESS, TO BE TRANSPARENT WITH PEOPLE POTENTIALLY INTERESTED IN BEING RECRUITED BY YOUR COMPANY;
- CHECK THE INTERNATIONAL TRANSPORT WORKERS' FEDERATION (ITF) RECRUITMENT SCAMS FACTSHEET AT: WWW.ITFSEAFARERS.ORG/EN/YOUR-RIGHTS/RECRUITMENT-SCAMS;
- ALERT SEAFARERS NOT TO RESPOND TO REQUESTS FOR UPFRONT PAYMENT;
- ENCOURAGE SEAFARERS TO CHECK INFORMATION AND MAKE SURE HYPERLINK ADDRESSES ARE GENUINE; AND
- EDUCATE SEAFARERS ON HOW TO IDENTIFY AND AVOID SCAMS.

KEY CRITERIA CHECKLIST

WHEN REVIEWING MANNING AGENCIES, SHIPOWNERS SHOULD BE ABLE TO TICK ALL THE BOXES IN THE CHECKLIST BELOW TO VERIFY THE MANNING AGENCY MEETS ALL THE KEY CRITERIA.

SHIPOWNERS SHOULD ALSO CHECK THE NATIONAL FLAG LEGISLATION OF THE MANNING AGENTS' OPERATIONS. SEVERAL LABOUR SUPPLY COUNTRIES HAVE DETAILED LEGISLATIVE PROVISIONS FOR THEIR RECRUITMENT AND PLACEMENT SERVICES LICENSING REGIME ON THEIR OFFICIAL WEBSITES, WHICH COULD BE ADDED TO THE CHECKLIST FOR REVIEW BY SHIPOWNERS WHEN SELECTING A MANNING AGENCY.

CRITERIA TO BE TICKED:

- ISO ACCREDITED/TMSA CRITERIA MET
- DOES NOT CHARGE SEAFARERS FOR ANY SERVICES EXCEPT THOSE ALLOWED UNDER MLC, 2006
- DOES NOT OPERATE BLACKLISTS
- ACCURATELY ADVERTISES AND FILLS VACANCIES WHICH THEY ARE HANDLING
- ENSURES ALL APPROPRIATE TERMS AND CONDITIONS OF EMPLOYMENT ARE PROPERLY HONOURED



SERVICE AWARDS

INSIGNIA | March 3, 2024



5 Years of Service: Glenn Dela Cruz Parillo – Head Cleaner
 15 Years of Service: Mizanur Rahman – Head Butler
 20 Years of Service: Frolan Rivera Franco – Plumber