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Internal flexibility has secured crews

In a branch under pressure, ESVAGT has managed to keep its employees.

The current challenges faced by a large portion of the industry has meant that many shipping companies have had to lay up vessels and many seamen have been worried about their job security.

Thanks to a flexible attitude from its employees, ESVAGT has managed to avoid redundancies:

“We had four new builds last year. As we could already see that change was brewing in the market, we put a conservative personnel policy in place and

filled the crew vacancies from within the company,” says Hans Richard Pedersen, Senior HR & CREW Partner for ESVAGT:

“Colleagues took up the baton admirably and demonstrated a great deal of flexibility. That meant that, in autumn 2016, we were able to lay up the ‘Esvagt Champion’ without having to make any redundancies,” he says.

Despite the continued downturn in the market, ESVAGT has worked hard to hold onto the principle. This has been achieved by a staff hiring freeze supplemented by using hired in staff for especially busy periods:

“Unfortunately, the situation has changed further and we have had to enter an agreement with the navigators for our group 2 and 3 vessels where, from the 1 November 2016, their working hours have been decreased – equivalent to 28 sailing days – and their salary has accordingly decreased by 4.5 days per month for a one year period. Colleagues here have demonstrated great business understanding. We are keeping the fleet continually updated so they can see what is happening and the value created by keeping a close eye on money. We have witnessed a real team spirit and sense of understanding for the fleet as a whole – and everyone is willing to go that extra mile for ESVAGT. It is a trust that is very humbling,” he says.

ESVAGT is a dedicated provider of safety and support at sea, founded on an experienced and well-trained offshore crew and unmatched rescue capabilities.

We support the offshore Oil & Gas industries with a wide range of specialized services: Standby, Emergency Response and Rescue Vessels (ERRV), Oil spill response, Firefighting, Tanker assists, Rig moves, Supply services and Interfield transfer of cargo and personnel.

In 2010, ESVAGT brought the dedicated offshore wind Service Operation Vessels (SOV) to the market. The SOVs provide accommodation for up to 40 technicians, storage for small turbine parts and a workshop, plus personnel and equipment transfer capabilities by either Walk-to-Work gangway system or Safe Transfer Boats.

ESVAGT was founded in 1981 and has a fleet of more than 40 vessels and

more than 900 employees on- and offshore.

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