

NOVEMBER

DECEMBER

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
N-1 ACTUAL RADAR	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	SA	
N-2 RADAR SIMULATOR																															
N-3 NAV. AIDS SIMULATOR																															
N-4 METEO. INSTRUMENT																															
N-5 SEX. & CRYSTAL CHRON.																															
N-6 STEERING SIMULATOR																															
N-7 MAGNETIC COMPASS																															
E-1 DIESEL MAIN ENG. SIM.																															
E-2 EMERGENCY DIESEL GEN.																															
E-3-1 CENTRIFUGAL PUMP																															
E-3-2 SCREW PUMP																															
E-3-3 HYDRAULIC CIR. TRAINER																															
E-3-4 REF. & AIR. PLANT SIM.																															
E-3-5 STEERING GEAR																															
E-5-6 HYDRAULIC WINCH																															
E-4 GEN. SWITCH B. SIM.																															
E-5 PROCESS CONTROL SIM.																															
E-6 INSTRUMENTATION EQUIP.																															
E-7 OIL PURIFIER																															
S-1 FIRE FIGHTING EQUIP.																															
S-2 LIFE SAVING EQUIPMENT																															
S-3 RADIO TELEPHONY SYSTEM																															
S-4 CARGO HANDLING SIM.																															
S-5 MOVIE TRNG. MATERIAL																															
S-6 C.O.W. & I.C.S.																															

LEGEND

- ROUTINE MAINTENANCE / 3 MONTHS
- ROUTINE MAINTENANCE / 6 MONTHS
- ROUTINE MAINTENANCE / 12 MONTHS (YEAR)
- PREVENTIVE MAINTENANCE

Financial Assistance from AMOSUP to Supplement Current
Remuneration of NMP Trainors
(A Position Paper)

I. Introduction

The effectiveness of the National Maritime Polytechnic in relation to its role as the lone government training center for seafarers and its mission to upgrade the country's maritime manpower resources largely depends on the composition and strength of its faculty who are direct implementors of its various training programs.

Maritime trainors are very scarce resources in the country today. This is primarily due to the increasing demand for Filipino seafarers in the international maritime labor market. Needless to say, shipboard pay for merchant marine officers is much higher than the salary of trainors at NMP.

Recruitment naturally is a perennial problem of the agency, and what is worse is maintenance of human resources specifically the stability and retention of faculty is difficult to ensure. The high rate of faculty turnover is caused by the very low salary and lack of incentives.

II. Statement of Facts

1. Despite the salary standardization in the government service (RA 6758), the salary of trainors has remained uncompetitive. The agency's appeal to the Department of Budget & Management in this regard has not been met due to budgetary constraints.
2. To augment the national allocation for salary of its trainors, the NMP has sought the assistance of other agencies, both private and public to finance its faculty incentive program. In 1990, the Overseas Workers Welfare Administration (OWWA) generously granted a six month incentive pay to fifty eight (58) NMP trainors who each received as high as P 26,812.00 and as low as P 1,248.00 depending on the teaching load and the length of service.

Unfortunately, much to their regret, the OWWA could not continue to give such financial assistance because of other priorities. Thus, during the current year, 1991,

the NMP has again looked for another source of funding assistance for the same purpose, specifically from the AMOSUP, of which many NMP trainers and trainees are members.

3. There is an aggregate of fifty eight (58) faculty members of NMP who are appointed as Professors Associate Professors, Assistant Professors and Instructors, the highest salary of whom is P10,135/ month and the lowest is P3,540./ month. The faculty members are assigned either as maritime training supervisors, maritime trainers who handle the different training course/modules or in technical operations to take care of the simulators and other highly sophisticated training equipment.
4. The NMP maritime trainers are well trained not only in handling classroom instruction with emphasis on hands-on training but also in preparing and utilizing instructional materials like course plans, training and development guides, manuals and syllabi patterned after IMO models/standard to ensure the highest quality of instruction to the greatest number of Filipino seafarers.
5. Records show that as of June 30, 1991 an aggregate of seventeen thousand eleven (17,011) trainees have been certificated in the different training modules since 1986. For the year 1992, the agency has targetted a total of six thousand three hundred fifty two (6,352) trainees the various modules, both upgrading and specialized courses.

On the other hand, low morale and lack of motivation/job satisfaction are generally observed among the NMP faculty members. This condition certainly calls for an immediate attention and appropriate action from management if only to maintain a strongly committed training staff, for only then can the agency achieve its target, both in terms of quantity and quality.

III. Implications

1. The standard salary of maritime trainers is very much lower than what merchant marine officers can get from overseas employment. Thus the NMP has to adopt an incentive scheme for attraction, maintenance and development as well as stability and retention of its faculty.

2. Any financial assistance from AMOSUP to the NMP trainors will certainly boost the membership of the union if trainor-beneficiaries are encouraged to become a member by boarding its vessels under the NMP shipboard Rotation Program. The arrangement shall be mutually beneficial to both agencies.
3. The AMOSUP assistance will go a long way in augmenting the income of maritime training supervisors, maritime trainors and the technical operations staff, most of whom are merchant marine officers who nobly opted to sacrifice their shipboard profession in favor of maritime training to upgrade the knowledge and skills of their fellow seafarers.
4. The NMP trainors can likewise assist the AMOSUP in enriching its training programs in terms of technology transfer, cross-training or faculty exchange program.
6. AMOSUP members may enroll in any training module at NMP at discounted rates allowable by existing auditing rules/regulations.

IV. Recommendations

Based on the foregoing facts and their implications it is therefore recommended that:

1. An AMOSUP-funded NMP faculty incentive program shall be adopted to cover the period from January 1- December 31, 1991.
2. The program beneficiaries shall include both the teaching and non-teaching members of the faculty.
3. The amount involved is approximately P1.2M, constituting 30% of the national budget allocated for the personal services of the faculty. This shall be equitably apportioned among the fifty eight faculty members who have rendered service during the period covered.
4. Disbursement shall be in accordance with existing laws/regulations.
5. Future schemes of the same nature and intent may be proposed to other generous agencies who have equally genuine concern for the sad plight of maritime trainors.

Basic Incentive - P 1,000/ faculty member
 P 1,000/ teaching supervisor

Hourly rate for teaching load - P 40.21

Assume that P100,000.00 is allocated per month

	P100,000.00	
less -	58,000.00	- basic incentive at P1,000.00 for each faculty
	42,000.00	
less -	3,000.00	- additional incentive for full time trainers w/ super- visory functions
	39,000.00	
	x 12	
	468,000.00	-total basic incentive for the year

	1,200,000.00	
less -	468,000.00	- total basic incentive for the year
	732,000.00	- incentive for teaching loads

Rate//teaching hour = $\frac{\text{Incentive for teaching loads}}{\text{Total No. of training hrs. for all modules for the year per master schedule}}$

Illustration:

P 40.21 = $\frac{P 732,000.00}{18,200}$

LIST OF TEXTBOOK

NAME OF TEXTBOOK	DELIVERY	VOLUME	PAGE	COURSE	MODULE
1. SAFE HANDLING AND STORAGE OF CARGOES	1987	100 VOLS.	54 PGS.	DECK UPGRADING	SAFE CARGO HANDLING & STOWAGE
2. ABRIDGED MANUAL ON PRACTICAL ELECTRICITY	1987	100 VOLS.	97 PGS.	ENGINE UPGRADING	MARINE ELECTRICITY
3. REFRIGIRATION AND AIR-CONDITIONING	1987	100 VOLS.	104 PGS.	ENGINE UPGRADING	REFRIGERATION & AIRCONDITIONING
4. ELECTRONIC & ELECTRICAL FUNDAMENTALS VOL. I-1	1987	100 VOLS.	223 PGS.	ENGINE UPGRADING	ELECTROTECHNOLOGY
5. ELECTRONIC & ELECTRICAL FUNDAMENTALS VOL. I-2	1987	100 VOLS.	224 PGS.	ENGINE UPGRADING	ELECTROTECHNOLOGY
6. ELECTRONIC & ELECTRICAL FUNDAMENTALS VOL. II-1	1987	100 VOLS.	184 PGS.	ENGINE UPGRADING	ELECTROTECHNOLOGY
7. ELECTRONIC & ELECTRICAL FUNDAMENTALS VOL. II-2	1987	100 VOLS.	193 PGS.	ENGINE UPGRADING	ELECTROTECHNOLOGY
8. AUTO CONTROL SYSTEM	JAN. 1988	100 VOLS.	129 PGS.	ENGINE UPGRADING	CONTROL ENGINEERING
9. SYLLABUS (MARINE ENGINEERING UPGRADE)	MAR. 1988	100 VOLS.	173 PGS.	ENGINE UPGRADING	
10. HYDRO MECHANICS	MAR. 1988	100 VOLS.	256 PGS.	ENGINE UPGRADING	HYDROMECHANICS
11. STABILITY, TRIM & STRUCTURAL STRENGTH	MAR. 1988	100 VOLS.	137 PGS.	DECK UPGRADING	TRIM & STABILITY
12. DIESEL PROPULSION (2-STROKE ENGINE)	SEP. 1988	100 VOLS.	283 PGS.	ENGINE UPGRADING	MODERN MARINE PROPULSION SYSTEM
13. DIESEL PROPULSION (4-STROKE CYCLE)	SEP. 1988	100 VOLS.	85 PGS.	ENGINE UPGRADING	STEAM PLANT/4-STROKE DIESEL ENGINE
14. AUXILIARY MACHINERY SYSTEM	OCT. 1988	100 VOLS.	178 PGS.	ENGINE UPGRADING	AUXILIARY SYSTEM
15. STEAM PLANT	OCT. 1988	100 VOLS.	150 PGS.	ENGINE UPGRADING	STEAM PLANT/4-STROKE DIESEL ENGINE
16. TEXT BOOK FOR SHIP HANDLING	DEC. 1988	100 VOLS.	40 PGS.	DECK UPGRADING	SHIP HANDLING & MANEUVERING
17. ELECTRONIC NAVIGATION SYSTEMS	MAR. 1989	100 VOLS.	64 PGS.	DECK UPGRADING	ELECTRONIC NAVIGATION SYSTEMS
18. PRACTICE OF NAVIGATION & COMPASSES	SEP. 1989	100 VOLS.	104 PGS.	DECK UPGRADING	PRACTICE OF NAVIGA. & AIDS TO NAVIGA.
19. TANKER SAFETY	DEC. 1989	100 VOLS.	116 PGS.	SPECIALIZED	TANKER SAFTY
20. ELECTRO TECHNOLOGY	MAR. 1990	100 VOLS.	336 PGS.	ENGINE UPGRADING	ELECTROTECHNOLOGY
21. MARINE ELECTRONICS	FEB. 1991	100 VOLS.	165 PGS.	ENGINE UPGRADING	MARINE ELECTRONICS
22. MARINE METEOROLOGY	MAR. 1991	100 VOLS.	53 PGS.	DECK UPGRADING	MARINE METEOROLOGY

JICA