
Manpower development for container terminals – Planners training

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4th Indian Ocean Ports and Logistics 2010



Agenda

- ❖ HPTI
- ❖ Development of Terminals
- ❖ Job Profiles „Container Planner“ / „Dispatcher“
- ❖ Training schemes
- ❖ Outlook





HPTI

Conceptualising, designing, managing, and executing tailor-made training courses, seminars and study tours

Founded in 1981

Part of the Hamburg port community



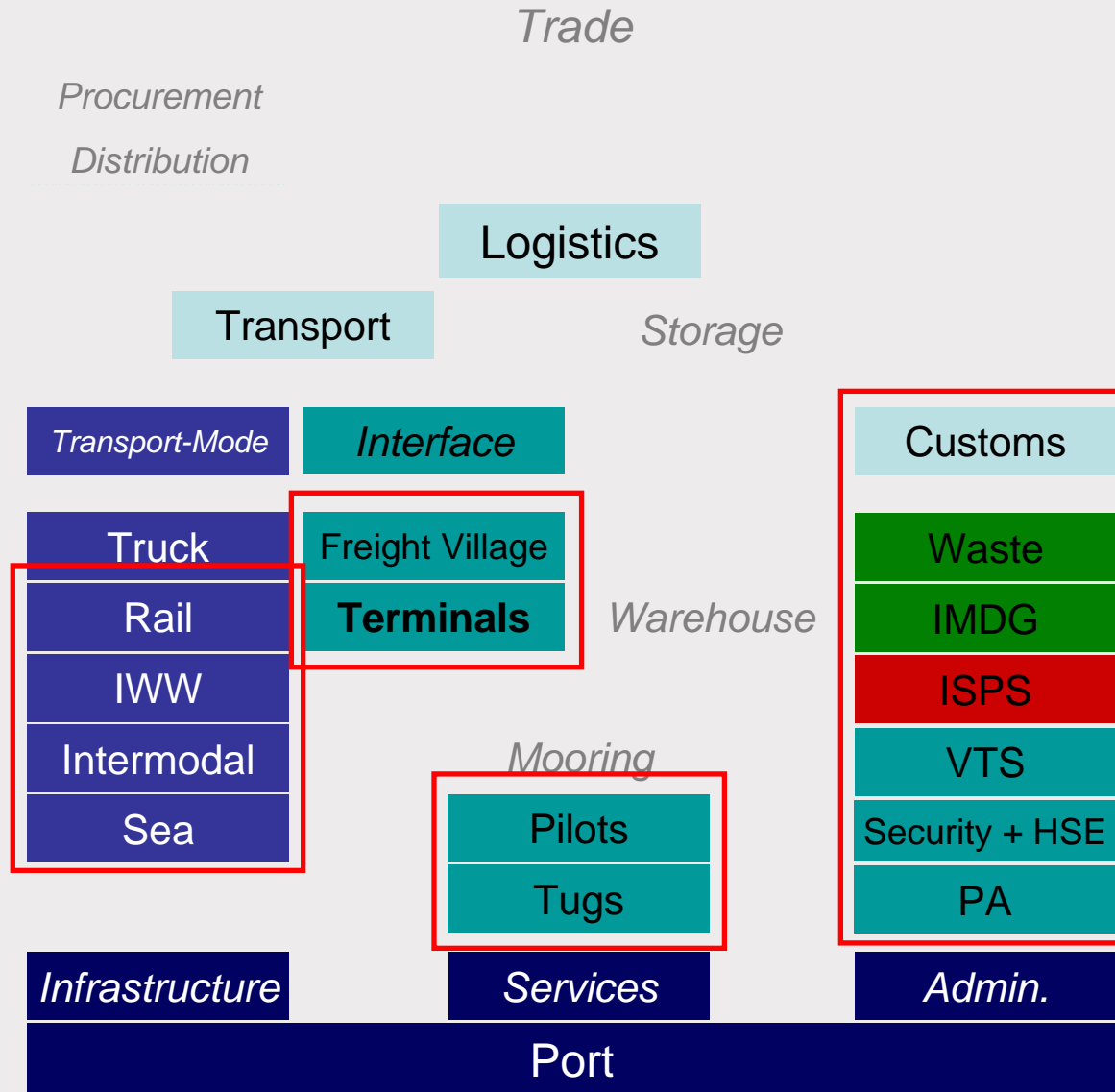
HPTI is divided into three areas of competence

– individual yet integrated

- ❖ **Port & Shipping**
- ❖ **Logistics & Transport**
- ❖ **Environment & Safety/Security**



Overview





HR development in ports:

- ❖ Increasing number of dedicated university programmes
- ❖ Limited number of internationally acknowledged extra-university open courses
- ❖ Dedicated trainings for company clients
 - Technical training
 - Management training
 - HR consultancy



Container terminal staff

- ❖ Container checker / cargo co-ordinators
- ❖ Equipment driver
- ❖ Crane driver
- ❖ Quay supervisors
- ❖ Planners / Dispatchers
- ❖ PFSO
- ❖ IMDG
- ❖ Admin





Established training / education

- ❖ Driving license: FL, RS
 - ❖ Crane driver simulator
 - ❖ Dangerous goods
 - ❖ PFSO
 - ❖ Cargo securing, lashing
-
- Standardised courses
 - Based on local law, education standards



Source: www.mpri.com



Recruitment

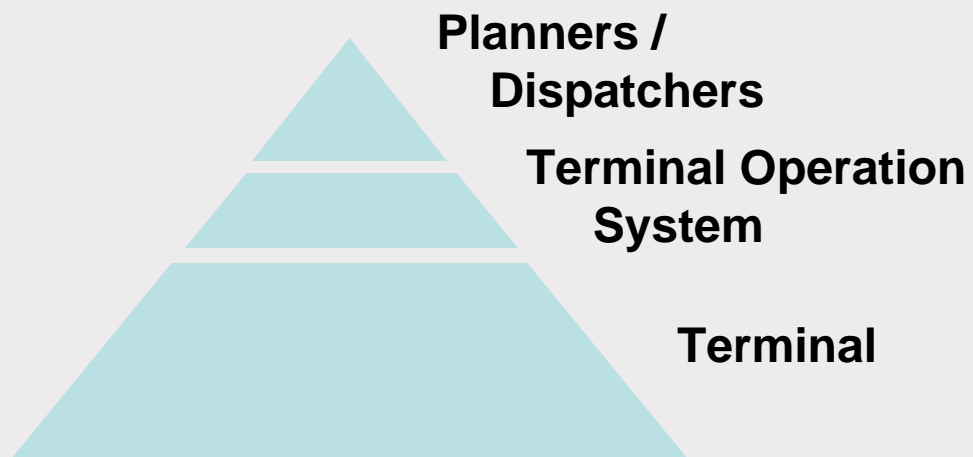
Popular qualification schemes for planners / ops managers

- ❖ Promotion of experienced staff
- ❖ Nautical patents
- ❖ Industry related vocational training
- ❖ University degree (business studies, IT,...)



Container terminal development

- ❖ EDI
 - ❖ Shifting modal split
 - ❖ Transshipments
 - ❖ Tracing / tracking, reefer monitoring
 - ❖ MT depots
 - ❖ Larger vessels, shorter mooring times
-
- ❖ RDT
 - ❖ Autogate
 - ❖ Twinlift / tandem





Tasks of planners / dispatchers

Planners

- ❖ Berth planning
- ❖ Stowage planning
- ❖ Yard planning
- ❖ Inland traffic planning

Dispatchers

- ❖ Equipment and manpower allocation
- ❖ Supervision and correction



Job requirements

Knowledge of

- ❖ Vessel principles
- ❖ Container specifications
- ❖ Maritime transport
- ❖ Dangerous cargo
- ❖ Customs
- ❖ EDI files
- ❖ Stowage rules
- ❖ Bayplans
- ❖ Yard strategies
- ❖ Equipment capacities
- ❖ Terminal Operation System



Training for Container Planners

Scenarios

- ❖ Greenfield
- ❖ Expansion
- ❖ System upgrade
- ❖ Staff upgrade



HPTI training schemes

Target group	Areas		
	<i>Basic</i>	<i>Advanced</i>	<i>TOS</i>
Newcomer	x	x	x
Career changer		x	
Old hands' upgrade		x	(x)
Software migration			x
Further topics	Introduction to maritime trade	IMDG	



Modular structure

- ❖ Candidates with previous knowledge
- ❖ Selected training modules

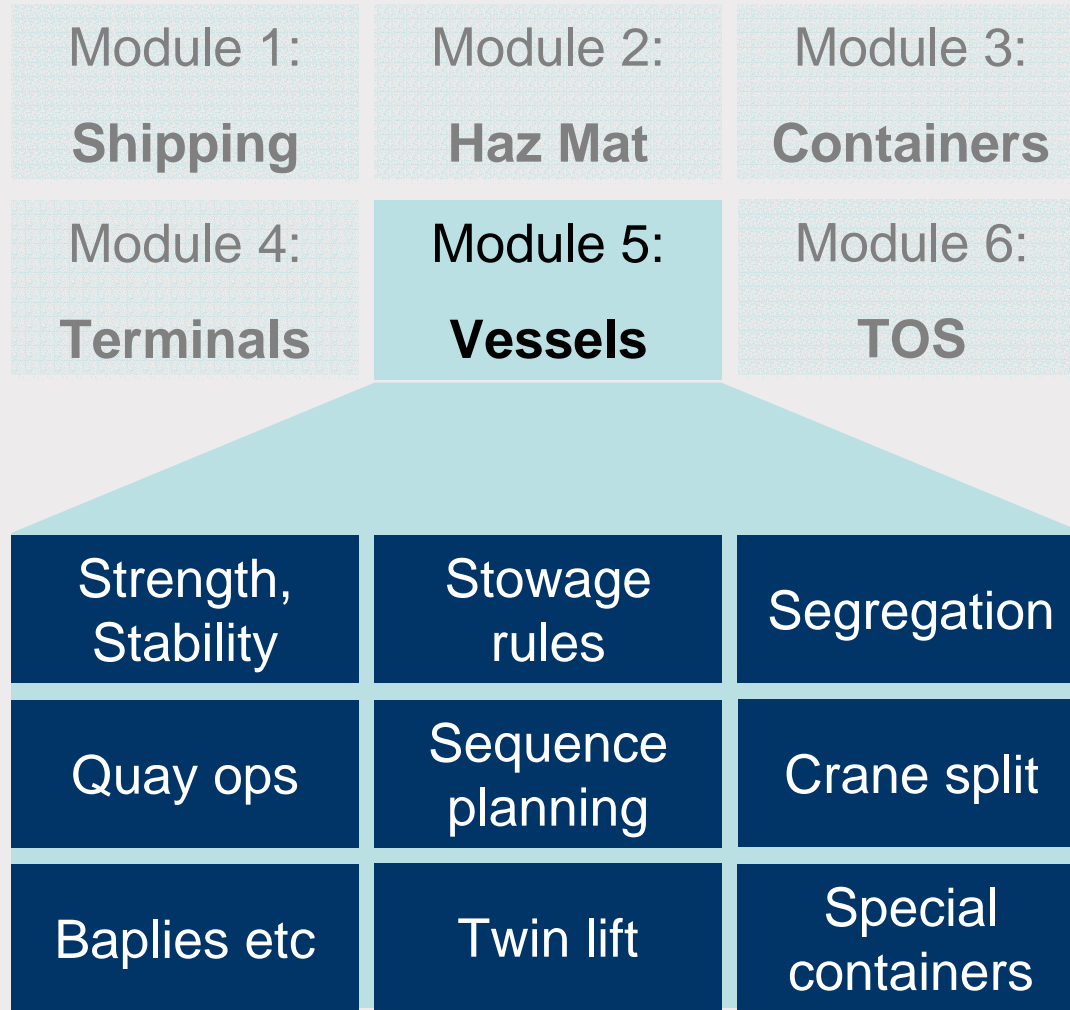
HPTI's certified Planners Course: 6 theory modules

Module 1: Container Shipping Industry	Module 2: Haz Mat, Environm. Protection	Module 3: Container specification
Module 4: Terminals: Systems, stow, traffic	Module 5: Vessels: Stability, stow, operations	Module 6: TOS: usage, setting, efficiency

Certified by Germanischer Lloyd, 2009



Modular structure





Route to training

- ❖ Expertise
- ❖ Research / preparation
- ❖ Knowledge of Terminal Operation System



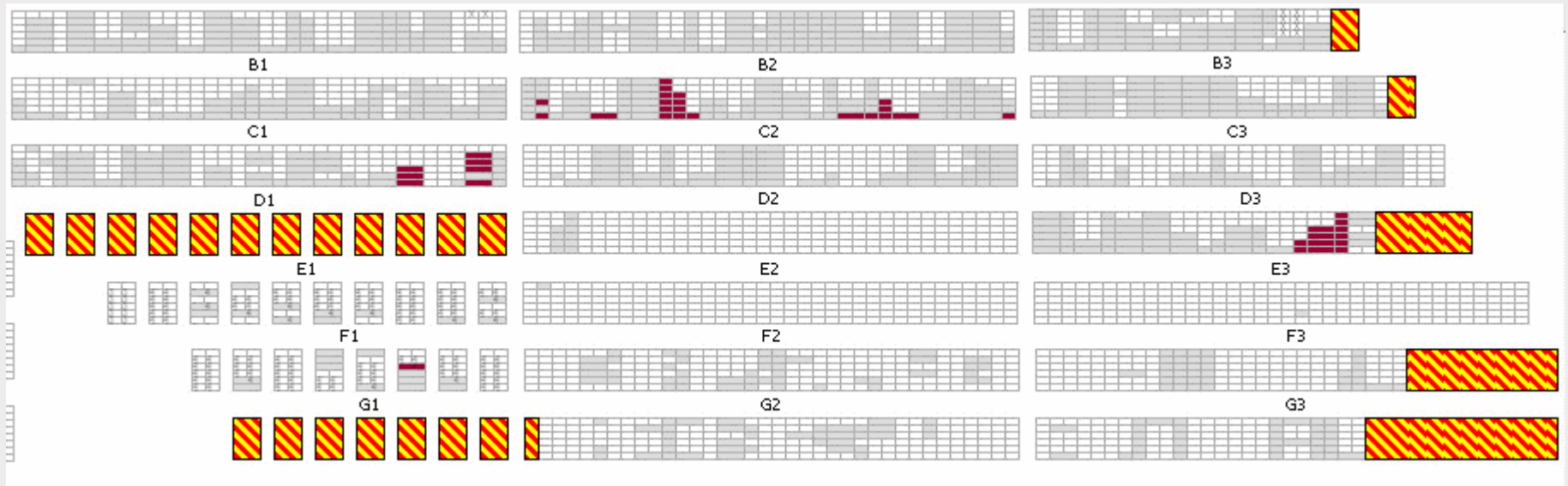
Common impacts of inadequate planners' competencies

- ❖ Bad yard utilisation
- ❖ Lot of shuffling
- ❖ Congestions: Equipment / external traffic
- ❖ Safety deficits
- ❖ Lost containers
- ❖ Claims

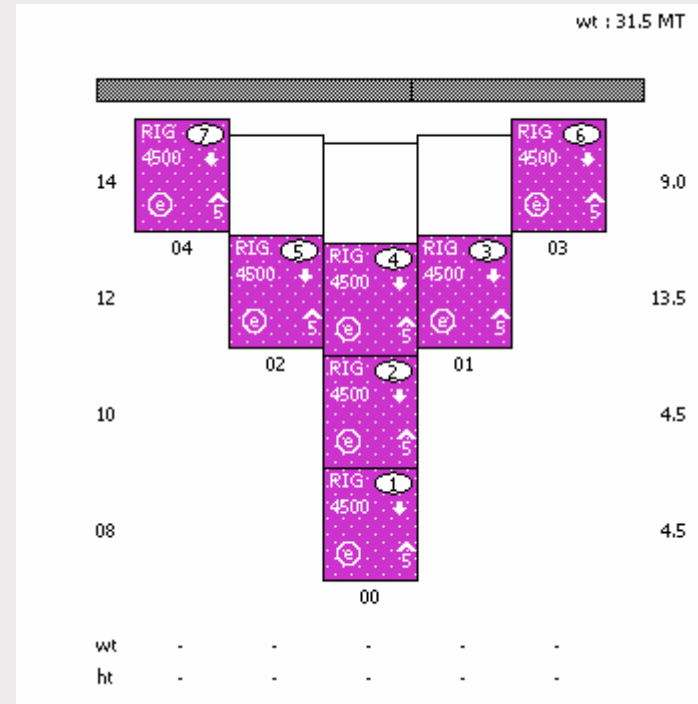
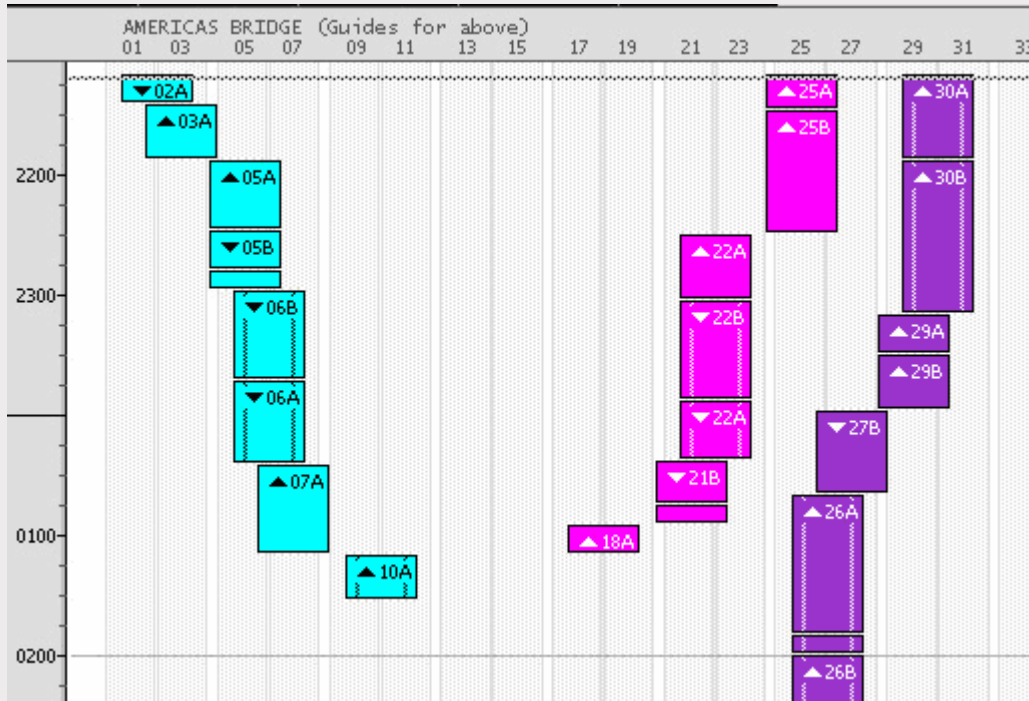
- ❖ Awareness
- ❖ Responsibility
- ❖ Communication



Examples (1)



Examples (2)



Examples (3)

Container No.	Move Time	Kind	From
GVCU2195505	+M01120	LOAD	B221A5
NEXU1509697	+M01122	LOAD	B221B5
NEXU1546860	+M01125	LOAD	B221C5
JOLU1158353	+M01127	LOAD	B221D5
NEXU1539048	+M01130	LOAD	B221E5
GVCU2238206	+M01132	LOAD	B221F5
NEXU1558048	+M01135	LOAD	B221A4
NEXU1528193	+M01137	LOAD	B221B4
NEXU1507478	+M01140	LOAD	B221C4
GVCU2268284	+M01142	LOAD	B221D4
GVCU2197323	+M01145	LOAD	B221E4
GVCU2237787	+M01147	LOAD	B221F4
FCIU2007200	+M01150	LOAD	B221A3
NEXU1513070	+M01152	LOAD	B221B3
KKFU1707038	+M01155	LOAD	C158F5

Container No.	Move Time	Kind	From
GVCU2208900	+M01125	LOAD	B223F4
FCIU3108196	+M01127	LOAD	B223E4
NEXU1548585	+M01130	LOAD	B223F3
NEXU1549149	+M01132	LOAD	B223E3
CLHU2874624	+M01135	LOAD	B223D3
GVCU2196883	+M01137	LOAD	B223C3
AMFU3261070	+M01140	LOAD	B223F2
JOLU1159869	+M01142	LOAD	B223E2
RFCU2032363	+M01145	LOAD	B223D2
KKFU1160758	+M01147	LOAD	C158D3
KKFU1752314	+M01152	LOAD	C158E3
KKFU1408510	+M01157	LOAD	C158F3
KKFU1141948	+M01202	LOAD	C158D2
KKFU1319428	+M01207	LOAD	C158E2
KKFU1318890	+M01212	LOAD	C158F2

	A	B	C	D	E	F	
5					16 060514 e 4	15 060714 e 5	5
4					18 060814 e 4	17 060614 e 4	4
3				10 220908 e 4	11 220708 e 4	12 220508 e 4	3
2				13 220910 e 4	14 220710 e 4	15 220510 e 4	2
1				16 220912 e 4	17 220712 e 4	18 220512 e 4	1
EXPORT GENERAL							←
C157							



Examples (4)





Summing up

Training as a way to improve terminal productivity and to utilise capacities

- ❖ Task-oriented
- ❖ On site
- ❖ On system
- ❖ Flexible

- ❖ Workshops on quality management
- ❖ Training on auxiliary systems: Reefer control

Next Step

- ❖ Optimisation training / coaching

A photograph of an open shipping container. The container is white with a blue top edge. The doors are open, revealing a blue plastic chair inside. The text "Thank you" is overlaid in the center of the image. Below the main container, another container is visible, with the text "TRITON CONTAINER INTERNATIONAL LIMITED" on its door. The background is a clear blue sky.

Thank you

TRITON
CONTAINER INTERNATIONAL
LIMITED



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