

SSM

Scottish Ship Management



Officers



Introduction to SSM

Scottish Ship Management was established in May, 1968, to charter and manage the vessels of Lyle Shipping Company Ltd, and H. Hogarth & Sons Ltd as one fleet then totalling some 200,000 tons deadweight.

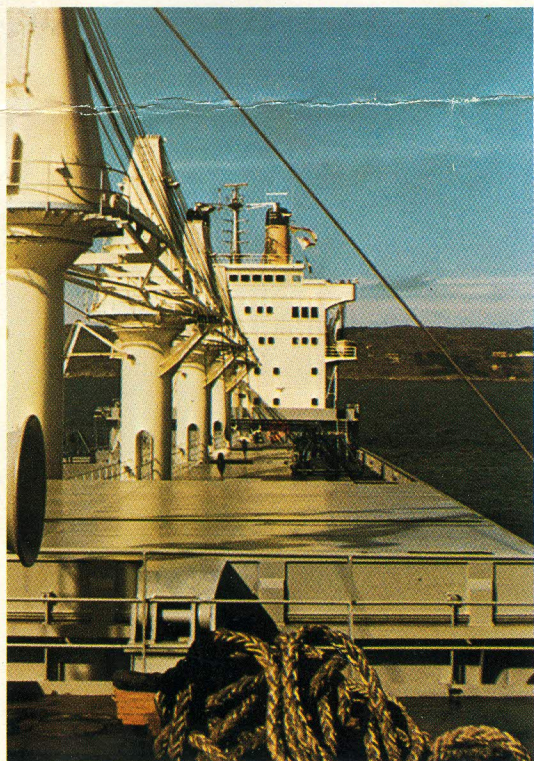
Since its formation, the Company has expanded rapidly and now manages a fleet of about 500,000 tons deadweight. The main part of the fleet consists of medium-sized 15-knot bulk carriers fitted with cranes and grabs. Most of the vessels are fully automated, manned by General Purpose Crews and many are powered by medium-speed diesel engines with controllable pitch propellers. A number of ships are on long-term Time Charter, two modern gearless bulk carriers trade from the Eastern Caribbean to the St Lawrence in Canada with Bauxite, two ore carriers call regularly at the UK every two to five weeks.

As part of a new construction programme, four new bulk carriers are due for delivery in the latter half of 1975 and will be self-discharging, fully-automated with slow-speed diesels and manned by General Purpose crews.

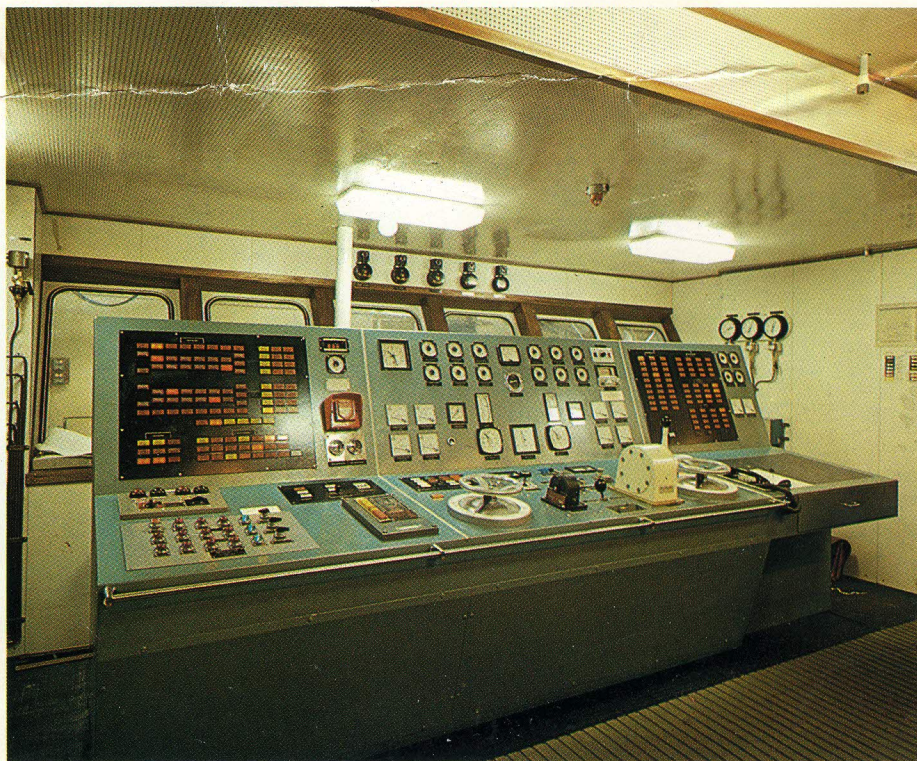
The ships call at ports in Australasia, Japan, the Vancouver area of Canada's West coast and the UK/Continent. Cargoes include Lumber, Phosphate, Concentrates, Salt, Coal, Sulphur, Mineral Sands, Sugar, Alumina and Grain.

Taken together, these factors have contributed to the development of what must be regarded as one of the most modern fleets in the world.

Deck View *Cape Horn Class*



Engine Control Room *Cape Horn Class*



General Information

The stay in port can vary considerably. Loading is usually confined to one to three days with a notable exception of a Lumber cargo which may take three weeks. Single port discharges range from thirty-six hours to three weeks although usually about four/five days are required. Cranes are normally operated by shore labour.

As many Officers come to SSM through the recommendations of their friends and colleagues, it can be seen that SSM has established a good name in the Industry. One of our aims is to maintain an atmosphere whereby our sea staff feel we are worthy of that recommendation.

Further information is contained in the SSM Contract Officers Handbook, which is available on request.

Baron Dunmore



SSM and Manpower

The development of the SSM fleet has required the creation of sound personnel policies and the introduction of manpower planning techniques.

The recruitment and selection of personnel is designed to secure a high calibre of staff. Training arrangements ensure that personnel are given the opportunity to develop their technical and human relations skills through comprehensive cadetships, internal company seminars and management development courses.

The shipboard organisation of the fully-automated vessels is run by management teams with GP crews and is backed up by the shore organisation to ensure that the Company's overall objectives are achieved.

Every effort is made to ensure effective communication between the Company and its officers, and good relations are maintained by the Company and the seafarers' organisations.

All ships are supplied with films, libraries and permanently fitted TV sets. Catering arrangements are excellent. Comfort is ensured by provision of individual cabins, also bars and swimming pools. The largest and latest class of vessel also has individual showers and toilets, wall-to-wall carpeting and gymnasium equipment. SSM has therefore established a fleet with the most modern facilities and amenities.

Officers' Lounge Bar *Cape Horn Class*



SSM and You

Having satisfactorily completed a voyage, you would normally be offered a Company Service Contract, effective on reappointment.

Once on Contract, application from you for your wife to sail with you for a voyage will be given full consideration. You may also request to have your children sail with you.

Opportunities for promotion are excellent where ability and qualifications permit. Seniority is not necessarily the primary factor in consideration for promotion. Merit, however, is a most important feature.

Your reliefs are planned on the basis of voyages of four to five months duration. Exceptions may occur when the vessel is loading for the UK/Continent.

Wheelhouse



Baron Inchcape



This is your opportunity to join a really
professional team. Now is the time to contact:

The Recruitment Officer
Scottish Ship Management
40 Buchanan Street
Glasgow G1 3JZ

Telephone 041-221 8633

248 2333