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NEW DECREE ON YUGOSLAV MERCHANT MARINE PERSONNEL

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The new decree on merchant marine personnel effective 1 January 1951 deals with the problem of training merchant marine personnel and qualifying them for their duties.

During the 3-year period in which the provisions of the decree on maritime and inland shipping personnel, now superseded by the new decree on merchant marine personnel, were in force, a large number of shortcomings and gaps appeared which had to be remedied. Since this could not be done by partial change or amendment, the old decree, insofar as it affects maritime personnel, is replaced by the new decree on merchant marine personnel.

The new decree was enacted primarily for the following reasons:

1. By the former decree most maritime officials were assigned to the maritime navigation and ship engineering services; a smaller number were assigned to the postal, telephone, and telegraph service, and a very small number to other services, such as the administrative, etc. The former decree thus failed to include all positions. For instance, it contained no provisions for positions in the harbor exploitation service in general, while the radio service was included in the postal, telephone, and telegraph service. Because of its particular characteristics, the radio service should have been handled by assigning the radiotelegraph service to the civil air communications branch, or the telegraph service to the railroad exploitation branch.
2. Another shortcoming of the former decree which gave much trouble in practice was the fact that there were too many duties included in individual positions. Very often each of these duties was quite sufficient to be a full-time job, and several of them would have been enough for a separate service. This was the case with organizational units which were included in the ship service, and with the lighthouse service which was included in the maritime administrative service and maritime security service.

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3. Under the former decree, applying the provisions governing positions belonging to the ship service was very difficult, for they included positions on board ship and ashore. The base pay for both groups was the same, and in many positions was a fixed monthly amount. But the special system of payment for personnel aboard ship, which included sea pay, duty and other allowances, rations, quarters, and service clothing, placed such personnel in a much more favorable position than personnel assigned to organizational units ashore.

Since a large number of personnel in the professional maritime service must be obtained from the ship service branch, it is necessary to create favorable conditions for transfer of personnel from ships to other maritime services. Because of hardships of life and work at sea, seagoing personnel should be better paid than personnel in an organizational unit, but this does not mean that personnel employed in identical positions in different branches should receive different base pay. Base pay, being the pay for the regular performance of particular duties, should be determined solely on the basis of the value of the work performed and the degree of specialization involved in its performance. In no case should it be determined by giving arbitrary preference to some positions; there should be no disparity in pay between positions of the same grade, as was the case until recently with the positions of transocean captain, ship engineer first and second class, etc.

4. The specific opportunities arising from the needs and method of developing professional maritime personnel require an adequate system of schools. When the former decree went into effect, considerable changes were made in the maritime educational system. In addition to existing maritime technical institutes, a Maritime College and a Seaman's School with special sections for specialties such as navigation, naval engineering, economics, and radio service were established. These changes entailed considerable changes in the rules governing the professional development of maritime personnel, and in the rules for qualifying for a specific position.

These are the main reasons which led to the conclusion that the provisions of the former decree prevented the proper development and education of maritime personnel, and did not provide an adequate basis for setting up a just system of paying employees according to their qualifications, responsibilities, and the quality of their work.

The new decree is based on the following basic principles:

1. This decree governs all activities connected with the maritime economy and its administrative service. Consequently, there is no longer any need to retain the former two branches, navigation and engineering.
2. The maritime branch is divided into separate services, each one of which is an integral unit with many positions, but it is easy to transfer personnel from one service to another since the professional and educational qualifications and basic pay for corresponding positions in the different services are uniform.
3. Requirements for professional development and training of personnel are connected with the present system of training maritime personnel.
4. The new decree does not retain the former classifications of deck and engineering service positions, such as seaman, mate, chief petty officer, assistant engineer, and chief engineer, since these positions are subject to the decree on professional training and positions of workers.

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In addition to these principles, the new decree contains a number of other amendments, such as definition of the precise duties of various positions, the breaking up of one position into several, and the adoption of designations actually used in the seaman's daily life.

These amendments are as follows:

1. Deck Service

A new rank, "brodovodja" [petty officer?] has been added, which with certain restrictions depending on the gross registered tonnage of a vessel, involves duties identical to those of the former coastal shipping lieutenant, and some of the same duties as those of the former chief petty officer. This rank requires passing a technical examination, or graduation from a technical institute for fishing.

The former rank of lieutenant, transocean lines, is replaced by the rank of merchant marine lieutenant, who has the duties of third and second deck officer on long-distance coastal or transocean lines, or deck officer on short coastal runs.

The only change affecting the rank of captain, coastal shipping lines, is the provision that he is authorized to perform ship captain's duties only on short coastal runs and with certain limitations depending on gross registered tonnage on passenger ships.

For appointment to the rank of captain, transocean lines, a Maritime College degree is required.

The new rank of merchant marine senior captain is created to replace that of commodore.

All former activities of an organizational nature are taken away from the deck service except nautical-technical supervision, which may be performed only by captain, transocean lines, or merchant marine senior captain.

2. Ship Engineering Service

A new rank of engineer, third class, is established which takes over the duties of the former junior engineer, with the change that in performing the duties of second and third engineer, the marine engineer, third class, is not restricted to the operation of ship's engines within certain horsepower limits. Qualifications required are a degree from the engineering section of a maritime technical institute and probational service, or a technical examination in case of trained workers.

The only change affecting the position of the former marine engineer, second class, is that his position now includes the duties of the first and second engineering officers, instead of the second and third officers as before.

The requirement for appointment to marine engineer, first class, is a Maritime College degree.

The rank of senior marine engineer is replaced by that of chief marine engineer, with no change in duties.

All former activities of an organizational nature are taken away from the ship engineering service, except machine-technical inspection, which may be performed only by marine engineer, first class, or chief marine engineer.

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3. Maritime Administrative Service

The former assistant shipping officer, shipping officer, and port lieutenant are replaced by the assistant port officer, port officer, and senior port officer. Their activity is restricted to maritime administrative service, maintenance of port regulations, administration of port agencies, and auxiliary duty in port commands.

For the position of port captain, second class, the rank of captain, transocean lines, is now required. This is to remedy the former situation, in which this particular position was open to personnel outside the ship service. This change was made because experience has shown that this position can be properly filled only by personnel who have served aboard ship and who know from experience when and what kind of services are needed from harbor authorities. This position also requires a Maritime College degree.

The responsibilities of port captain, first class, and chief port captain are more clearly defined by the new decree.

The new decree also contains the following new provisions.

a. Maritime radio service is rendered by maritime radiotelegraph operators, first and second class. The responsibilities of these positions differ greatly from those of senior radio operators and radio operators in the former postal, telegraph, and telephone branch. The maritime radio service includes the shore radio station service and defines its duties precisely.

b. The lighthouse service is assigned its own special positions: assistant lighthouse keeper, lighthouse keeper, and senior lighthouse keeper. The responsibilities of and the qualifications for these positions are clearly defined. The lighthouse service is separated from and made independent of the harbor administration service, in which it was formerly included.

c. The duties of officials employed in the harbor exploitation service and maritime trade duties in organizational units are included in the following positions: junior maritime technician, maritime technician, and senior maritime technician. To qualify for these positions, on-the-job training with some organizational unit, or practical work in the same line aboard ship is required. This provision removes one of the main shortcomings of the former decree, which assigned duties belonging to different services to one position, for instance, ship service in organizational units.

d. The new decree establishes, as the highest positions in the maritime branch, the maritime counselor and the senior maritime counselor. These are now open not only to ship service personnel as was formerly the case, but also to personnel employed in organizational units. For instance, the position of maritime counselor was formerly open only to members of the maritime administrative service.

The new decree contains a number of other important innovations. One of them is the provision authorizing the issuing of special directives, if necessary, to define more precisely the duties of individual positions. The above authorization very probably will be used in the near future in connection with the ship engineering service, where it will be necessary to define clearly the responsibilities of various positions according to engine types: steam or diesel.

In addition, the length of service required for promotion is to be established for each position in the maritime service. For instance, the new decree calls for a designated period of service to be spent in subordinate positions before promotion to higher positions.

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Detailed provisions for the length of service for each position and for each duty in the ship service will be set forth in a supplementary directive, which will prescribe the rules for technical examinations, an examination program, and the plan and duration of training courses for higher positions.

The basic principle set up in regard to qualifying for the maritime profession is that an officer may be appointed to a position or promoted to a higher position only when he has the qualifications for it.

A probationary period of 2 years is established for the following positions: merchant marine lieutenant; marine engineer, third class; junior marine technician; and marine radiotelegraph operator, second class. The new decree thus lengthens the probationary period from one year to two. Experience has proved that a probational period of one year for lieutenant, transocean lines, port lieutenant, and marine engineer, second class, was too short to acquaint candidates with the work they would later have to do.

The new decree makes no changes in such matters as annual leave, notification of termination of employment, and honorary services.

The following comparative chart shows the former and new base pay in all maritime positions (all pay is net and in dinars):

Position	Former		New	
	Base Pay		Position	Base Pay
<u>Deck Service</u>				
Chief petty officer		3,290	Petty officer	3,290 - 3,640
Lieutenant, coastal shipping lines	3,370 - 3,640		Merchant marine lieutenant	3,370 - 3,640
Lieutenant, transocean lines	3,720 - 3,990		Captain, coastal shipping lines	3,990
Captain, coastal shipping lines	3,990		Captain, transocean lines	3,990 - 4,340
Captain, transocean lines	3,990 - 4,340		Merchant marine senior captain	4,680
Commodore		4,680		
<u>Ship Engineering Service</u>				
Junior marine engineer	3,370 - 3,640		Marine engineer, third class	3,370 - 3,640
Marine engineer, second class	3,720 - 3,990		Marine engineer, second class	3,640 - 3,990
Marine engineer, first class	3,990 - 4,340		Marine engineer, first class	3,990 - 4,340
Senior marine engineer		4,680	Chief marine engineer	4,680

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<u>Position</u>	<u>Former</u>	<u>Base Pay</u>	<u>Position</u>	<u>New</u>	<u>Base Pay</u>
Maritime Administrative Service and Maritime Security Service					
Assistant shipping officer		2,570 - 2,930	Assistant trade officer		2,570 - 2,930
Shipping officer		2,930 - 3,370	Assistant lighthouse keeper		2,570 - 2,930
Port lieutenant		3,640	Port trade officer		2,930 - 3,370
Port captain, second class		4,165	Lighthouse keeper		2,930 - 3,370
Port captain, first class		4,510	Senior port trade officer		3,640
Chief port captain		4,940	Senior lighthouse keeper		3,640
			Port captain, second class		4,340
			Port captain, first class		4,510
			Chief port captain		4,940
Service in Organizational Units					
--			Junior maritime technician		3,640 - 4,070
--			Maritime technician		4,340
--			Chief maritime technician		4,940
Maritime counselor		5,350	Maritime counselor		5,360
--			Chief maritime counselor		6,200

Maritime Radio Service

<u>Former Decree in Postal, Telegraph, and Telephone Branch</u>		<u>New Decree</u>
Radio operator	2,930 - 3,640	Maritime radio-telegraph operator, second class
Senior radio operator	3,810 - 4,510	Maritime radio-telegraph operator, first class

The base pay of a merchant marine lieutenant is 350 dinars less than that of a former transoceanic lines lieutenant, because the base pay of the latter was out of line with the pay of other positions in the maritime profession, and other positions requiring similar professional and educational qualifications.

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A slight difference in pay also appears for the position of marine mechanic, second class, to adjust this base pay in line with the pay of other branches and provide a wider range of pay within the grade.

The only base pay increased by the new decree is the pay of port captain, second class, which has been made equal to the pay of transocean lines captain, because the qualifications for these positions are identical.

The base pay for the newly created positions of junior maritime technician, maritime technician, chief maritime technician, maritime counselor, and chief maritime counselor are made equal to the pay of corresponding positions in other branches, because of the importance, scope, difficulty, and responsibility of these positions.

Separate instructions will be issued on when and in what cases an officer may be given pay higher than the lowest limit set for his grade. This need is greatest for positions in the deck, engineering, and radio services.

To avoid decreases in pay resulting from transfer or reassignments, officials whose pay would otherwise be reduced will continue to receive their former pay, i.e., they will receive the pay of the new position plus the difference between this and the former pay.

Transfer of personnel will be accomplished by a special commission created for that purpose in each organizational unit from which personnel are to be transferred. Decisions are subject to the final approval of the federal Minister of the Merchant Marine or authorized member of the government for units of republic or local significance in cooperation with the Council for Legislature and the Development of the People's Authority. The above commissions will be guided by the provisions of a special directive to be issued in due time. At this time full application is to be made of the principle that all position rights are to be respected, and that nobody is to be demoted, not even those employees who do not qualify for the positions they are now holding. Personnel who think that their rights have been violated in assignment to new positions have the right of appeal to the higher state authority in accordance with the provisions of the State Employees' Law.

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