

Report on Stocktaking and Analysis of Present Cook Training Activities



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List of abbreviations

BSH	Bundesamt für Seeschifffahrt und Hydrographie
ICC	International Cooking Certificate
BSM MTC	Bernhard Schulte Shipmanagement Maritime Training Centre Cyprus Ltd.
STCW'95	Standards of Training, Certification and Watch keeping of 1995
ff.	following
aar.	as a rule
See-BG	See Berufsgenossenschaft – today BG Verkehr

Part 1 – Introduction, legal framework and training institutions

1. Aims and issues

This study highlights the actual training of cooks employed on seagoing vessels as carried out in the project partner countries Germany, United Kingdom, Latvia and Cyprus. In this context, a number of training institutes as well as the different training concepts are described, analysed and compared.

The preparation of food and meals takes a dominant place in seafaring life on board the vessels. Crewmembers as well as passengers have to be nourished in a balanced and healthy way. In order to withstand the high work load on board a seagoing vessel a balanced, healthy and sufficient nutrition has to have highest priority on board and is the precondition for the maintenance of a healthy living- and working environment and atmosphere on board.

A responsible and proper handling of provisions as well as good hygienic condition in galley and provision rooms are a strong indicator for good onboard management as well as professionalism of the manager / owners.¹

Not only the food preparation takes a prominent part in the victualling chain, but also the proper storage of the provisions, the strict adherence of the respective hygienic regulations on board as well as the provision ordering via trustworthy and reliable ship chandlers and suppliers.²

The mentioned hygienic regulations do not only determine the actual handling of the food and its preparation but extends also on their storage and purchase as well as the selection of suitable cleaning materials, cleaning of the respective places / locations.³

In view of the increasing expectations towards modern onboard management with its intensified work processes and administrative task which have to be adhered to with a shrinking number of personnel on board, the training of cooks employed on seagoing vessels became increasing important.

¹ Videotel Information CD Food and Safety at Sea

² Videotel Information CD Pt. 2 Delivery, Storage, Preparation and Delivery

³ Videotel Information CD Pt. 3 Pest Control and Cleaning

This is the especially valid for the system-gastronomy which is nowadays applied on all cruise vessels with its special requirements towards the catering personnel.⁴ Especially on cruise vessels the food quality is of utmost importance and contributes considerably to a successful cruise holiday. In case the respective standards are not maintained this will not only negatively reflect on the onboard management but might harm also the reputation of the owner / manager and can lead to considerable economic damage. In case the hygienic standards and regulations are not properly observed the ship might even be denied port entry by the respective port authorities who even can put the vessel under quarantine.

In view of above it is remarkable that so far no internationally valid training requirements are certified through the International Maritime Organization (IMO).⁵ Only minimum requirements towards the professional knowledge of a cook are described for example by the International Labour Organization (ILO) convention of 1946, the Merchant Shipping Notice M 1482 of the British transport ministry and the Merchant Shipping Regulations of 1981.

According to information received from the 'Bundesamt fuer Seeschiffahrt und Hydrographie' (BSH), the German flag state authority, there are no regulations for certification requirements concerning cooks employed on vessels under German flag.⁶ Training institutions which are offering training in this area, base their syllabus on the mentioned directives although they are legally not binding, there are no legal requirements to do so.

A German cook employed on a seagoing vessel under German flag has to pass the conventional training for cooks.

In order to be employed on a seagoing vessel, mostly cruise liners, a cook has to fulfil in addition to the professional education and practical experience also the STCW 95 requirements, and especially to pass the Basic Safety course.⁷

The owners / management companies, especially the ones engaged in the cruise liner market, preferably arrange in-house training or use private training institutes in order to train their personnel in the basics of food preparation, storage and planning of the catering process.

⁴ E-mail correspondence of 11.04.2010 with James MacDonald

⁵ E-mail correspondence of 24.03.2010 with B Kennedy

⁶ According to James MacDonald BSH – responsible for recognition/control of training and upgrading courses

⁷ According to an employee of Sea-Chefs at the training fare at Dortmund on 27.02.2010

The main difference between cooking in a hotel and on board a vessel is first of all in the availability of the provisions. The change in provisions taken over under different climatically circumstances in different ports of call provide a challenge for a cook. Special training should provide the cook with required knowledge to judge the quality of provisions on offer. This is especially important in respect to all fresh provisions like fruits, vegetables, meat and seafood.

A ships cooks mostly applicants are hired who have passed already training in the catering area like for example for a hotel cook. Many ship-owners / managers are recruiting their personnel via recruiting companies who are recruiting out of shore based pools. In order to fill a cook requirement on a cruise liner, preferable cooks with experience in 5 star hotels are employed.

The personnel employed on board vessels are nowadays mostly multinational. According to information received from an employee of the company 'Sea Chefs' who are amongst others responsible for the catering personnel employed on the cruise liners under TUI Cruises, there are 20 German ships cooks employed on the MS 'Mein Schiff' who work with 200 Pilipino cooks.⁸ Usually the German cooks are employed in the capacity of a section head who are supervising a team of around 10 cooks. This example shows not only the multi nationality of the catering personnel but also the immense crew requirement the companies have.

On seagoing cargo vessels the catering personnel is usually recruited from 'low-wage countries'. The mentioned tendency to employ less qualified personnel available for lower wages highlights the importance to create international valid regulations for the education of cooks employed on the mentioned cruise liners and cargo vessels which eventually will prove beneficiary to the owners / managers.

⁸ information received on 27.02.2010 on the employment fare at Dortmund

2. International and national agreements

2.2 ILO Convention of 1946

This convention defines standards for the employment of cooks on board of seagoing vessels. Amongst others it defines that the cook on board is the person responsible for the food preparation.

As cook certificates are based mostly on this ILO convention, parts of the convention is cited further below.⁹

The convention contains directives after which the cook on seagoing vessels has to be trained and certified. However, as the convention has not been signed by all flag states, certificates based on it do not have legally binding relevance on all vessels of the world fleet.¹⁰ The ILO conventions are referring to already trained cooks as well as to training criteria.¹¹

The ILO convention has been ratified 1946 and came into force 1953. As this ILO convention is one of the few international recognized agreements regarding the training for cook some abstracts of it are stated hereunder.

(Abridged)

Article 1

1. This Convention covers all seagoing vessels, regardless whether they are public- or privately owned which are employed in the commercial carriage of goods or passengers and are registered in a country which has signed this convention.

2. On the vessels or vessel categories which are considered after this convention as sea going, the national labour laws - and in their absence employment contracts between employers and employees are observed.

Article 2

As to this convention the person who has the immediate responsibility for the preparation of the meals for the crew on board is considered to be the ships-cook.

⁹ BSM-MTC Certificate

¹⁰ see article 8 para2, countries which have ratified this convention

¹¹ e-mail correspondence with Brendan Kennedy on 24.03.2010

Article 3

1. On vessels which are covered by this convention no person is to be employed as ships-cook who is not in possession of a certificate proving his ability to work as a ships-cook which has been issued in accordance with the articles of this convention.
2. The responsible issuing authority can however deviate from this requirement in case they consider that there is a shortage of ships-cooks in possession of the respective training certificate.

Article 4

1. The responsible authority will regulate the examination process as well as the issuing of training certificates.
2. Nobody is to obtain the training certificate who does not fulfil the following requirements determined by the responsible authority:
 - a. the minimum age requirement
 - b. the minimum seafaring period
 - c. passing of the required examination
3. The required examination has to include a practical test of meal preparation. Further the aspects of the nutrition value of foodstuff, the preparation and planning of a well balanced diet as well as the knowledge of proper handling and storage of provisions has to be part of the examination.

(Abridged)

Article 8

1. This convention is considered binding only for members of the International Labour Organization who's ratification is entered through the general director.
2. The convention will come into force 6 months after their ratification through 9 of the following countries: Argentina, Australia, Belgium, Brazil, Chile, China, Denmark, Finland, France, Greece, India, Ireland, Italy, Yugoslavia, Canada, Netherlands, Norway, Poland, Portugal, Sweden, Turkey, USA, and United Kingdom. Of the required 9 signatories at least 5 countries to have a national fleet of at least 1 Mil. BRT. This requirement shall promote an early ratification of the convention through member states.

(Abridged)

Article 9

1. Every member state who has ratified this convention has the right to cancel his ratification after a period of 10 years starting with the day the convention came in force. The cancellation has to be done by announcement to the general director of the international labour office who will register the cancellation. The cancellation will come into force only one year after it has been registered.

(Abridged)

2.3 Maritime Labour Convention of 2006

The Maritime Labour Convention of 2006 was adopted by the ILO on 23/02/2006. This new convention replaced more than 60 older conventions, amongst them also the previously referred to convention of 1946.¹² Amongst other, new minimum standards for the work- and living conditions on board are defined. As to information received from Capt. Tilo Berger, responsible contact person at the BG Verkehr, the new convention will not come into force before begin of 2011. At to the latest official information received from the BG Verkehr on 03/06/09, the convention will come into force latest by 01/01/2012.

In the following some thematically relevant parts of the convention will be cited:

1. Every signatory of the convention has to introduce legal regulations in respect to the minimum requirements for the quality of provisions and drinking water as well as the preparation of meals supplied to the seafarers on board vessels registered under their flag. The signatory is further obliged to take appropriate measures in order to increase knowledge and awareness regarding the rules and regulations mentioned in this paragraph.

2. Every signatory has to ensure that vessels registered under his flag comply with the following minimum requirements:

Food prepared and served on board has to reflect the specifically cultural and religious customs of the crew serving on board and has to be suitable and sufficient in respect to the duration- and geographical area of the vessels voyage / its trading schedule.

¹² MLC-Info 01_2009 of See-BG Abschnitt Allgemeines

- a. The catering department has to be organized and equipped in a way to guarantee the preparation of well balanced food in a good variety and under observation of the hygienic standards.
 - b. The catering personnel has to be trained for their tasks as required
3. Managers have to ensure that the personnel employed as ships cook is suitable qualified and licensed in line with the respective regulations of the signatory flag state as applicable.
4. The regulations as laid down in paragraph 3 have to include the requirement for a successful participation in a training course regarding the practical knowledge of the preparation of food, personal hygiene, storage and control of provisions, environmental impact, health and safety relating to the catering department.
5. On vessels with a safe manning of less than 10 persons, on which the safe manning certificate does not require the employment of a fully qualified cook, due to size or trading characteristics of the vessel, the person who is in charge to prepare the meals on board has to have undergone a training course or instruction regarding the practical knowledge of the preparation of food, personal hygiene, storage and control of provisions on board.
6. Due to exceptional circumstances the respective flag state authority can issue an exemption certificate, allowing a particular vessel to trade without fully qualified cook until it reaches the next suitable port or for a period of up to one month, provided that the person replacing the missing cook has undergone a training course or instruction regarding the practical knowledge of the preparation of food, personal hygiene, storage and control of provisions on board.
7. In accordance with the condition of permanent compliance as to article 5, the responsible authority has to require that the adherence to the requirements for the following is checked by the vessels command on a regular base:
 - a. stock on provision and drinking water, accommodations, recreation facilities, catering including service

b. all rooms, areas and equipment used for the storage of provisions and drinking water

c. galley as well as equipment used for the preparation and serving of meals.

The inspections are to be documented in the vessel documents.

8. The minimum age for a ships cook to be employed on board is 18 years – regulation B3.2- provision including service, regulation B3.2.1 – inspection, education, research and publication:

1. The responsible authority in cooperation with other involved authorities and organizations should collect up-dated information about nutrition, as well as the organization of provisions, their storage and preparation and serving of meals with special relevance to the catering process on board vessels.

This information should be made available, either free of charge or a suitable fee, to all stake holders in the process, like producers of ships provisions, ship chandlers, vessel's masters and onboard catering staff, as well as respective trade organisations for ship managers / owners and seamen.

The publication should be arranged by suitable means like manuals, info brochures, leaflets, advertisements in respective publications.

2. The responsible authority to publish recommendations to avoid waste of provisions, the compliance with hygienic standards and the maintaining of a professional working environment.

3. The responsible authority, in cooperation with involved organizations shall develop information material and onboard Informational material regarding the enforcement of proper onboard catering.

4. The responsible authority should closely cooperate with national trade organisations of managers / owners and seafarers as well as other authorities involved in the area of health and nutrition whose assistance to be used in case required.

Regulation B3.2.2 – ships cooks

1. In order to qualify for the employment as a ships cook, the applicant has to fulfil certain criteria which are to be defined by the responsible authority in respect to:
 - a. minimum sea-service period
 - b. passing of the prescribed examination or an equivalent examination of a recognized cook training course.
2. The prescribed examination to be carried out either directly through the regulating authority or under its supervision at a recognized training institute for cooks.
3. Also respective professional certificates issued by the responsible authorities of other signatory countries of this convention or the Marine Labour Convention of 2006 62 (no 69) agreement regarding the training certificate for ships cooks, 1946, or which are issued from other recognized authorities, should be recognized.

2.4 Merchant Shipping Regulations of 1981

The Merchant Shipping Regulation of 1981 came into force on 01/09/1981.¹³

It creates the base for the Merchant Shipping Notices. Within the Merchant Shipping Regulation general terms and rules are defined. The Merchant Shipping Notices are providing the legally refined regulations which reflect the actual legal framework. As such they are adjusted to legal changes when required.¹⁴

It has to be noted that the terms used in the Merchant Shipping Notices are based on the definitions as given in the Merchant Shipping Regulation.

2.5 Merchant Shipping Notice M.1482

The Merchant Shipping Notice M.1482 contains the directive to obtain a cook certificate in the United Kingdom. It is as such a national, not an international valid regulation.¹⁵

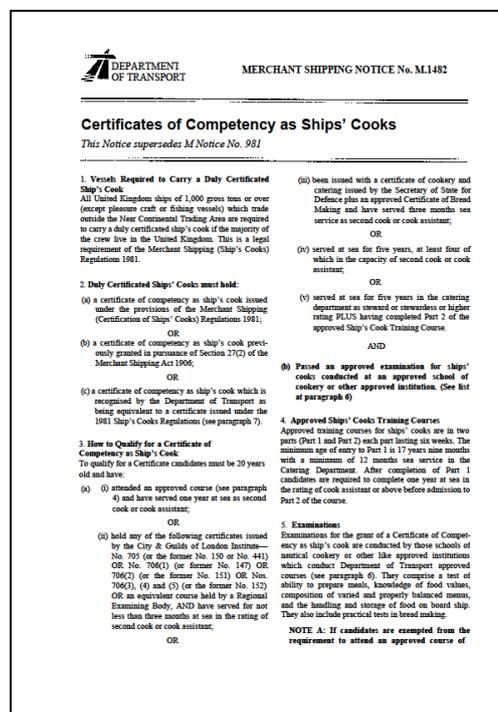
¹³ Merchant Shipping Regulations of 1981, page 1 document heading

¹⁴ Merchant Shipping Regulations of 1981, page 2 paragraph 1

¹⁵ E-mail communication with Brendan Kennedy of 24.03.2010

It contains training requirements regarding the examination of ships cooks. It also lists the training institutes which are certified by the responsible authority to carry out the official recognized training for cooks and ships cooks.¹⁶

In the first paragraph of this document it is stated that the validity of the regulations is limited to seagoing vessel registered under UK flag and on which the majority of the crew on board lives in the United Kingdom. It is obvious that it has very limited relevance nowadays as today cargo ships are crewed mainly with sailors from low wage countries.¹⁷



¹⁶ E-mail communication with Stephen Chapman of 16.02.2010

¹⁷ E-mail communication with Brendan Kennedy of 24.03.2010

3. Training Institutions

3.1 Germany

The MS 'EMSSTROM' is alongside at the port of Leer since 1998 and is used since as a maritime training centre.

Upgrading training courses for German- as well as foreign seaman are offered on modern nautical- and electronic equipment.

The main focus is on the systematic education of Filipino seamen to become nautical and technical officers as well as on the training for ships cooks.

Another focus lies on the safety training as to STCW 95 requirements.

With the support of many German- and foreign ships owners and managers, the MS 'Emsstrom' offers a good addition to maritime training in Germany.

Until begin of the 90ths also the nautical school at Luebeck-Travemuende offered a training for the cooks mate.¹⁸

Contact person:

Capt. Peter Grunau

Gemeinnützige Gesellschaft Trainingszentrum MS "Emsstrom" mbH

Handelshafen

26789 Leer, Germany

3.2 Latvia

During the research for this dissertation it was established that no state-run education for ships cooks is available in Latvia any more.¹⁹ It was not possible to contact the previously responsible person for this education, Capt Spridzans²⁰ for further information on the subject.

It seems that the state-run training for ships cooks did not attract any more sufficient participants and was closed down. This view was also backed by information received from Capt. Zellmer.

¹⁸ E-mail correspondence with James MacDonald of 11.04.2010

¹⁹ E-mail correspondence with Capt. Uwe Zellmer of 20.03.2010

²⁰ E-mail correspondence with Prof. Capt. Becker-Heins of 17.03.2010

With the introduction of the training course to obtain the 'International Cooking Certificate' (ICC), 2005 at Riga, interested students was offered an alternative to the state-run training for ships cooks.²¹

This ICC training course was accepted apparently as the better alternative to the state-run training scheme which had a duration of 4 years which were split in 2 years onboard- and 2 years shore based training.²²

3.3 Cyprus

In Cyprus the training for ships cooks is offered by the Maritime Training Centre (Cyprus) which is managed by Bernhard Schulte Shipmanagement (abbreviated as BSM-MTC). The training centre was established 1983 at Limassol where it is still situated. The centre recognized by the IMO and stands under the patronage of the Republic of Cyprus. Some of the courses offered are also recognized by leading flag states.

Offered are training- and up-grading training courses for ratings as well as junior officers who are / will be employed on vessels under Cypriot- as well as foreign flag.

1998 the training centre was awarded the 'Lloyd's List Youth & Training Award' for exceptional and continuous efforts in the field of maritime education.

Until today more than 4600 students from 10 different nations have been trained at the premises.

Next to the training of personnel for the deck and engine department, special emphasis is given to the education of ships cooks which takes around 4 months. Although Cyprus is recognized as a centre of maritime training in Europe, the training for ships cooks can only be done at the BSM-MTC.²³

Contact person:

Brendan Kennedy

Bernhard Schulte Shipmanagement – Maritime Training Centre

7, Saafi Street

3042 Limassol

Cyprus

²¹ E-mail correspondence with Capt. Uwe Zellmer of 20.03.2010

²² E-mail correspondence with Capt. Uwe Zellmer of 20.03.2010

²³ info as to <http://www.bs-shipmanagement.com/marine-training>

3.4 United Kingdom

The education for ships cooks is offered in the UK amongst others at the institute 'City & Guilds' which will hereafter be dealt with.

City & Guilds is the leading provider for professional training in the UK and is operating as well internationally. The company maintains 8500 training centres in 100 countries and offers around 500 professional qualifications in 28 different fields.

The department cooking and catering contains a number of professional educations and offers the student also the possibility for professional up-grading training.²⁴

The required training for ships cooks can be done at this institute and is to be combined with the sea service time according to the requirements laid down in the Merchant Shipping Notice M.1482 issued by the British ministry of transportation. The institute is fully licensed and therefore authorized to carry out the cook training which is required to take up a positions as ships cook.

The course no. 7100, 'professional cooking', is a general training course for cooks and is not a specialized for the requirements of ships cooks. However, together with the required sea service time of 2 years it is accepted by the Maritime and Coastguard Agency (MCA) as ships cook training to fulfil the requirement towards the ships cook education under the British flag.²⁵

Further institutions which offer education to ships cooks:²⁶

Neath College

Dwr-y-Felin Road

Neath

West Glamorgan SA10 7RF

Tel: 0639 634271

Glasgow College of Food Technology

230 Cathedral Street

Glasgow G1 2TG

Tel: 041-552 3751

National Sea Training College

Denton

Gravesend

Kent DA12 2HR

South Tyneside College

St George's Avenue

South Shields

Tyne and Wear NE34 6ET

²⁴ info as to <http://www.cityandguilds.com>

²⁵ E-mail correspondence with Burnie Powell responsible for Training and Certification at the MCA of 16.03.2010

²⁶ see page 2 Merchant Shipping Notice M.1482

Tel: 0474 363656

Tel: 091-456 0403

The John Niven Further Education Centre

Lewis Street

Stranraer DG9 7AL

Tel: 0387 61261

Also the above mentioned training institutes offering an education for conventional cooks which is not specialized for ships cook and need to be combined with two years sea service in order to be recognized as education for ships cooks.

Part 2 – Content and Certification

4.1 Germany

4.1.1 Content

At the GGT 'Emsstrom' mainly Filipino seamen are educated who already have working experience in the gastronomic sector.

Before they come to Germany to train the preparation of meals to European standards, they passed 3 months preparation training at Manila. They also undergo the basic safety course as to STCW 95 at Manila already. Usually the cook upgrading training at Germany takes 3 to 4 months. Next to the preparation of food also the food processing as well as storage of provisions is dealt with during the training.²⁷

The training consists of 12 modules of which some have a practical- and others a theoretical orientation. The syllabus contains the principles of victual ling, planning, calculation of quantities and ordering of provisions as well as the preparation of food.²⁸

Basic theoretical knowledge

Theory 1: planning of menus

- Planning of menu schedules under observation of the different nationalities of the crew.

Theory 2: requirements

- weekly stock control, preparation of stockists, provision ordering

Theory 3: provision calculation

- understanding the most important parameters used for a provision calculation, preparing of an provisional calculation as well as the preparation of a monthly menu plan.

²⁷ E-mail correspondence with Capt. Peter Grunau of 15.03.2010

²⁸ See Cook Training plan of GGT-Emsstrom

Practical training

Module 1: Baking of bread

- knowledge of the different temperatures during baking process as well as the chemical reactions taking place during the process.

Module 2: Preparation and baking of other bakery products

- preparing and baking of cake and other bakery products.

Module 3: Preparation of sauces

- preparation of a variety of sauces with meat and vegetables, sweet and sour, Bolognese and brown sauces.

Module 4: Preparation of soups

- preparation of a variety of soups, meat- and vegetable soups, tomato soup, mushroom- and chicken soup.

Module 5: Handling and preparation of vegetables

- storage and preparation of vegetables under observation of their seasonable availability.

Module 6: Preparation of salads

- preparation of salads with- and without vegetable or meat like meat salad and tomato salad.

Module 7: Handling and preparation of potatoes

- selection, storage and preparation of potatoes.

Module 8: Handling and preparation of rice

- selection, storage and preparation of rice.

Module 9: Handling and preparation of pasta

- selection, storage and preparation of pasta.

Module 10: Preparation of desserts

- preparation of different desserts.

Module 11: Hygiene in galley and pantry

- creation of general awareness regarding food hygiene and the maintaining of hygienic practice in the galley and pantry, storage of cooked and raw food stuff as well as personal hygiene.

Module 12: Handling of different meats

- understanding the basic principle of meat processing and the special requirements for the handling of different meats.

4.1.2 Certificates and flag-state regulations

As to the 'Bundesamt fuer Seefahrt und Hydrographie' at Hamburg who is the responsible authority of the German flag-state, there is no requirement for the certification of ships cooks who are employed on vessels registered in the first- or second German register.

Germany had signed the ILO Convention 69 in the 50ths. However as the Federal Republic of Germany did not yet exist when the convention was introduced, Germany is not listed in article 8 of the convention.

The German- and Austrian cooks who were employed on seagoing vessels at that time usually started off as cooks-mate and were promoted to ships cooks after 6 to 12 months onboard service time. The professional title of a cook was and still is highly recognized and a conventional cook is considered to be suitable qualified to work as a ships cook.

In the German 'Heuertarifvertrag' covers the following professions engaged in the catering department: cook, cook/mess man, cooks mate, backer, butcher, cleaner.

An exception was the AB/cook employed on ships in the coastal trade with 5 to 6 crew on board. On these vessels the cook had to assist on deck during the mooring operations in order to for the mooring stations to be manned sufficiently which otherwise would not be possible due to the limited number of crew.

The nautical school at Luebeck-Travemuende offered training for ships-cooks until some time in the 80ties. It consisted of a 2 week introductory course, followed by a 2 week up-grading training course.²⁹

Today no such training at the public nautical schools is offered any more.

Many owners / managers are using the services of private training institutes in order to train their cooks coming from low-wage countries and upgrade their basic knowledge.

As mentioned previously, such training is for example carried out at the 'GGT Emsstrom'. After the successful passing of the training course and respective examination, a certificate is issued stating also the subjects / areas covered by the training done. This certificate serves as proof of qualification to the owner / manager.

Further to information received from the 'Berufsgenossenschaft Verkehr' (following titled as BV Verkehr) the cook needs to be in possession of a basic safety training certificate as a pre-condition for the mustering on board.³⁰

It has to be presented during a port-state control on the vessel. This 4 days basic course deals with the basics of fire fighting and ships-safety.

The said course is not be confused with the basic safety training as to STCW 95 which nearly always been offered / arranged but which is legally not really required in certain circumstances.³¹ The reduced requirement is based on the fact that usually cooks do not participate in the fire fighting team. When the cook has only participated in the reduced safety training he is not allowed to participate in any emergency team and may be employed only in a support team.

On cruise liners different regulations might prevail. Due to the high number of catering personnel, the cook might have to act as a team leader, a function for which full basic safety course training is required.

²⁹ information based on a telephone conversation with James MacDonald of BSH

³⁰ information based on a telephone conversation with Port State Officer Capt. Rainer Mayer

³¹ information based on a telephone conversation with James MacDonald of BSH

GEMEINNÜTZIGE GESELLSCHAFT
TRAININGSZENTRUM
MS EMSSTROM mbH



Certified acc. to
ISO 9001: 2000

Certificate No.:

CERTIFICATE OF ATTENDANCE
Teilnahmebescheinigung

Hiermit wird bescheinigt, daß
This is to certify

geboren am In : mit Erfolg
born at: successfully

teilgenommen hat vom bis am
participated from to the

**EUROPEAN CUISINE
COOKING TRAINING COURSE**

Datum _____
Date

Unterschrift Ausbilder: _____
Signature Trainer

Schulleiter : _____
Head of School **Kapt. Peter Grunau**

Gemeinnützige Gesellschaft
Trainingszentrum MS Emsstrom mbH
26789 Leer – Handelshafen - Germany



Certified acc. To
ISO 9001: 2000

School Report Cook Trainee

Name :
Date of Birth :
Place of Birth :
Nationality :
Training from : to:

Mr. _____ has attended a three month training course in European Cuisine. During this time Mr. _____ was duly examined with the results being summarized hereunder. Mr. Salizon was trained in computer based Food control management systems.

Theoretical Lessons :

Quality and handling of Eggs :
Quality and handling of Meat :
Quality and handling of Fish :
Quality and handling of vegetables
and their substitutes :
Bread and Pastry :
Food / Personal Hygiene and
Micro bacterial perish :
Provision administration :
and Marpol /Garbage Management

Practical Lessons :

Cooking :
Bread backing :
Confectioner's :
Butchering :

Leer, den
Ort, Datum
Place, date

Unterschrift des Schulleiters
Signature of senior instructor
Seal of training institution

1 = excellent, 2 = good, 3 = satisfied, 4 = sufficient, 5 = not sufficient

4.2 Cyprus

4.2.1 Content

The cook education in Cyprus is divided into 3 separate courses:

Commercial Cooking 10

Commercial Cooking 20

Commercial Cooking 30

Commercial Cooking 10 forms the base course, Commercial Cooking 20 and 30 are up-grading courses who lay emphasis on special themes of the cook education. Each course is structured into modules and includes the topics safety, galley equipment and tools as well as preparation of meals. Certain modules might be repeated in course 20 or 30 in order to increase the depth of the subject dealt with.³²

Commercial Cooking 10:

Module 2a: Safety, health- and personal precautions
- safe working practises like lifting of loads, handling of electrical equipment, usage of protective equipment.

Module 2: Safe handling of galley equipment
- identifying of safety hazards, reporting of accidents and sicknesses

Module 2a: Personal safety equipment
- proper handling of personal safety equipment

Module 2 + 3: Safe handling of galley tools and equipment
- handling of the usual galley equipment and tools

Module 6a: Vegetables, fruits and mushrooms
- selection, storage and preparation of vegetables, fruits and mushrooms

³² Training Plan of BSM-MTC

- Module 6a: Preparation of vegetables and mushrooms
- selection and proper cooking of vegetables and mushrooms
- Module 6a: Preparation of fruit- and berry desserts
- selection of the right ingredients and correct preparation of fruit- and berry desserts
- Module 7a: Cold meals and buffets
- selection of the right ingredients and correct preparation of salads
- Module 7a: Preparation of different salads (meat- fish-, potato salad)
- combining and mixing of different ingredients, preparation of single components. Proper storage and dressing of salads.
- Module 7a: Preparation of dressings and cold sauces
- combination of various ingredients for the preparation of cold base sauces and selection of additional ingredients for the preparation of other cold sauces.
- Module 8a: Cooking and preparation of potatoes
- selection and proper preparation of different types of potatoes

Commercial Cooking 20:

- Module 2b: Demonstration of safety awareness
- Practical fire prevention and risk assessment, information about new safety regulations and safe practice at the work space.
- Module 2b: Maintaining a safe work environment
- identification of hazards, danger signals and maintaining of a safe working environment
- Module 2b: Safety, hygiene and personnel

- Identifying and handling of dangerous materials and their safe storage. Reporting of work related accidents and assistance at accidents for example through administering of first aid.

Module 2b: Personal protective equipment

- handling and operating of personal protective equipment

Module 2b: Safe handling of galley utensils, machinery and equipment

- Inspection and cleaning of galley utensils, machinery and equipment, as well sharpening of knives.

Module 4b: Convenience Food

- Usage of the microwave oven for defrosting and cooking of frozen food as well as the proper preparation of frozen food.

Module 4b: Processing of food in powder form or drinks

- preparation of food in powder form or drinks

Module 5b: Preparation of flavoured butter

- combining butter with flavours in order to prepare for example garlic- and herbal butter

Module 6b Vegetable, fruit and mushrooms

- preparation of vegetables, fruits and mushrooms

Module 6b: Preparation of fruits

- preparation of fruits and its presentation on a plate

Module 7b: Sandwiches and Canapés

- ingredients and preparation of different fillings

Module 7: Preparation of cold appetizers and hors d'oeuvres

- preparation of cold appetizers

Module 8: Rice and cereals

- preparation of rice and its storage, cooked and raw

Module 8a: Preparation of pasta

- preparation of filled pasta like ravioli or cannelloni and their usage in pasta salads

Module 9: Cakes and desserts

- Preparation of pastry with fresh ingredients

Module 10 Meat, poultry and seafood

- understanding the processing of meat. Special requirements for the processing of meat, poultry and fish. Cautious handling of sensitive provisions

Module 11: Eggs and milk products

- selection, preparation and storage of eggs. Special requirements for the handling of eggs and milk products by the cook

Module 11: Preparation of toast

- preparation of a French toast

Module 11: Breakfast

- preparation and mixing of ingredients required to prepare a pancake and other breakfast items

Module 11: Preparation of cereal food

- cooking- and preparation of food with cereals

Commercial Cooking 30:

Module 2c: Safety, personal hygiene and personnel

- observance of personal hygiene and safety awareness when handling galley equipment

Module 2c: First aid

- administering of first aid in an emergency, reporting of accidents and sicknesses, risk assessment at the workspace

Module 5c: Fonds, sauces and soups

- preparation of fonds and sauces

Module 8c: Preparation of pasta

- preparation of pasta and its usage in salads

4.2.2 Certificates and flag state regulations

After passing the examination the student receives a certificate. This can be added to his application documents and is proof of an extensive training.

Similar to the British regulations, a 2 year period of sea service as mess man or 2nd cook or extensive experience as cook in a shore position in his country of origin is a precondition for the participation at the course. The latter excludes the necessity of sea service.³³

The certificate is legally valid on all vessels which are managed through BSM-MTC and is recognized by the Cypriote Department of Merchant Shipping. It is accepted on all vessel managed by BSM-MTC as official proof of the students ability.³⁴

From a legal point of view there are no international standards regarding the education of ships cooks – it is a kind of grey area.

It is however common practice that flag states which are on the IMO White List recognize their certificate amongst each other.³⁵

As a result the student obtains a qualification which allows him to be mustered as a cook.

³³ E-mail correspondence with Brendan Kennedy of 24.03.2010

³⁴ E-mail correspondence with Brendan Kennedy of 24.03.2010

³⁵ Statement bases on e-mail of Brendan Kennedy of 24.03.2010

(FOR EXAMPLE ONLY NOT AN OFFICIAL DOCUMENT)

BSM MARITIME TRAINING CENTRE

SHORE BASED TRAINING

RECORD OF ATTENDANCE

This is to certify that

Family Name

Given Name

**CDC No.
Date of Birth**

Place of Birth

Has successfully completed a sixteen weeks vocational training course from to in compliance with ILO Convention (No. 69). The course included, but was not limited to Preparation of balanced menus, handling and storage of food and Catering Health and Hygiene and Accounting and Maintenance of Stores.

Official Name etc

Stamp

Date:

4.3 United Kingdom

4.3.1 Content

The respective education is offered in the UK amongst others by , 'City & Guilds'. This training institute which is especially mentioned by the British ministry of transport does not only offer education in the maritime sector.³⁶

The offered training is split into two levels. The first level is a foundation course and offers basic training for the employment in the galley. The minimum age limit is 17 years and nine months. Also required is a previous sea service period of at least one year in the catering department. The qualification of ships cook can be obtained after passing of the second level course. A precondition for the participation in the second level course is the passing of the first level course as well as another year of sea service in the catering department.³⁷

Both courses have duration of 450 hrs each and contain next to the preparation of food also the durability of different provisions as well as their proper storage.

As a special addition also the service and the handling of guests is taught at this institute. As there are no backers any more employed on seagoing cargo vessels, in a practical test also the ability to bake bread has to be demonstrated.

Each of the two level courses is structured in various modules.³⁸

³⁶ Merchant Shipping Notice M.1482 page 1

³⁷ based on the requirements as to Merchant Shipping Notice M.1482

³⁸ qualification handbook 1 and 2 page 9 of City and Guilds

Level 1 - introduction to professional cooking³⁹

Module 101: Introduction into gastronomy and catering trade

- The objective of this module is to bring the student closer to the food industry and to convey an understanding of the processes in this industry.

Module 202: Food safety in the gastronomy

- This module will teach how to deal with food carefully and safely and it is processed to minimize contamination with bacteria come to pass.

Module 103: Health and safety awareness for the catering and gastronomy

- In this unit the candidate is taught how to work with the required safety awareness in the catering and gastronomy. It will make the student aware of the dangers in his working field, how to recognise and avoid them.

Module 104: Introduction into healthy nutrition and diets

- next to healthy nutrition and diets also food allergies and their special characteristics are dealt with. The student should learn how people react when getting into contact with substances to which they are allergic and what precautions the cook has to take to prevent such contact.

Module 105: Introduction to the use of kitchen materials

- This module teaches the safe and proper use of kitchen tools. It is taught, which tools are used for the respective work.

Module 106: Introduction to the personal workspace

- In addition to punctuality and order of the workspace, communication and team work take are prominently dealt with in this module. A catering crew can only work properly if they all speak the "same language".

³⁹ City and Guilds Qualification Handbook 1 page 32 ff.

Module 107: Preparation of meals by cooking, poaching and steaming

- in this module the students learn the right way to cook, poach and steam food. It will be taught which cooking method should be applied and how it is carried out properly.

Module 108 Preparation of stew

- next to preparation of food used for a stew also here special attention is given to the proper cooking process for a stew.

Module 109: Preparation of meals by baking, roasting and grilling

- food will be prepared either by baking, roasting or grilling, whichever is most suitable for the food handled. Next to the correct temperatures also the special esthetical and optic of the meal are observed.

Module 110: Preparation of meals by deep frying and roasting

- in this module the trainee learns to select the most suitable cooking method for selected food. Attention is given to the correct and proper carrying out of the process. Also pointed out are the dangers of the cooking process involving hot fats.

Module 111: Preparation of prefabricated meals

- Due to the increasing spread of prefabricated food, this module is becoming more important. In this module, the basics of food processing used in prefabrication of food are taught.

Module 112: Preparation of cold food

- In addition to the preparation of cold dishes, salads and buffets, presentation and aesthetics are of the main subjects of the module. The correct cooling and storage of food are basic building blocks of this module.

Level 2 - Diploma in field of professional cooking⁴⁰

Module 201: Study of the gastronomy and catering industry

- In the module 201, the students are prepared for their future leadership role within the catering team. The students should develop an economic understanding of the gastronomy and catering industry. For this purpose studies on the subject are carried out.

Module 202: Food safety in catering

- The objective of this module is to how to deal with food carefully and safely, and to process it with a minimum contamination with bacteria.

Module 203: Health and safety awareness for the catering and hospitality industry

- In this unit the candidate is taught how to work safely in the catering and hospitality industry. It will address the dangers which can come up within the catering department, how they are recognized and dealt with.

Module 204: Introduction into healthy nutrition and diets

- next to healthy nutrition and diets also food allergies and their special characteristics are dealt with. The student should learn how people react when getting into contact with substances to which they are allergic and what precautions the cook has to take to prevent such contact. Special emphasis in this module is also put on the planning of diet menus.

Module 205: Kitchen routines, cost and menu planning

- This module focuses on the economical requirements a cook has to deal with. Planning, Cost-calculation cost- efficiency in the catering department are subjects of the module.

Module 206: Cooking skills

- In this module the trained cooking skills as well as the knowledge of food handling and processing are deepened.

⁴⁰ City and Guilds Qualification Handbook 2 page 31 ff.

Module 207: preparation and cooking of funds, sauces and soups

- Fund, soups and sauces are the basis for many dishes and are often used to refine dishes. The students have to demonstrate their ability to prepare and use them accordingly.

Module 208: Preparation and cooking of fruit and vegetable

- As many varieties of fruit and vegetables can only be prepared when fresh, also their seasonal availability has to be known and taken into consideration in the menu planning. Within this module also the checking of their quality and freshness as well as the respective preparation methods will be dealt with.

Module 209: Preparation and cooking of meat and offal

- meat and offal are especially sensitive food. Their preparation, storage, cooling as well as quality assessment and purchase are within the scope of this module.

Module 210: Preparation and cooking of poultry

- same as the food mentioned in the previous module also poultry belongs to the especially sensitive foods. Quality and freshness are of utmost importance and also the preparation process needs special attention.

Module 211: Preparation of fish and crustaceans

- in this module the preparation of fish and crustaceans will be dealt with, as well as their storage, purchase, quality- and freshness assessment.

Module 212: Preparation and cooking of rice, pasta, meals including cereals and eggs

- competent handling of rice, pasta and eggs with emphasis of the correct handling of eggs in order to avoid bacterial contamination.

Module 213: Preparation and cooking of puddings and desserts

- pudding and desserts are the subject of this module. In addition to the preparation of desserts, their presentation and aesthetics are highlighted. The student will learn the specific requirements for dealing with desserts.

Module 214: Preparation of pastry and bread

- as especially on cargo vessels nowadays no baker is employed anymore, a cook student who wants to be employed on seagoing vessels as ships cook, has to be able to back pastry and bread. Every participant of the module will have to demonstrate these skills.

4.3.2 Certificates and flag state regulations

In the UK the official certificates (as required by the flag state) are issued by the MCA.⁴¹ These certificates are based on the ‘Merchant Shipping Regulations’ of 1981, the ‘Merchant Shipping Notice M.1482’ and the ‘ILO Convention of 1946’.⁴² There are mainly two preconditions for the issuing of the said certificate, a minimum sea service time of 2 years and a qualification as cook.⁴³

Amongst others, the cook qualification obtained through the courses at City & Guild is accepted in this respect. The requirements are laid down in the ‘Merchant Shipping Notice M.1482 issued by the British ministry of transportation.

Especially this document defines the requirements to obtain the certificate for ships cooks. Only the cook training obtained at one of the training institutes stated in this notice is recognized and has to be combined with the required sea service in order to gain practical experience.

Certificates obtained at private and public training institutes will only be recognised after they are examined through the British flag state authority, the Maritime and Coastguard Agency. ‘City & Guild at London is such an officially recognized training institute. Other private institutes, like for example Tyneside, are also licensed to train cooks under the requirements as laid down in the ‘Merchant Shipping Notice M.1482’ and the ‘Merchant Shipping Regulation of 1981’.

⁴¹ E-mail correspondence with Stephen Chapman of 17.03.2010

⁴² E-mail correspondence with Stephen Chapman of 17.03.2010

⁴³ Merchant Shipping Notice M.1482

Part 3 – Analysis, Comparison, Summery

– national training for cooks	Germany	United Kingdom	Latvia	Cyprus
Educational- , labour law and collective bargaining agreements	X	X	no information	X
Structure and organization of the educational process	X	X	no information	X
Safety and health precautions at the work space	X	X	no information	X
Environmental protection	X	X	no information	X
Handling of guests, advise and sales		X	no information	
Usage of machinery and provisions, planning of the work process	X	X	no information	X
Hygiene in the galley and service area	X	X	no information	X
Office organization and communication Catering industry, advertising	X	X	no information	X
Provisions based on vegetables	X	X		X

5. Comparison of the training concepts

– national training for cooks	Germany	United Kingdom	Latvia	Cyprus
Preparation of soups and stocks	X	X	no information	X
Preparation of fish and crustaceans	X	X	no information	X
Preparation of meat and offal	X	X	no information	X
Preparation of game and poultry	X	X	no information	X
Preparation of appetizers and cold plates, preparation of deserts	X	X	no information	X
Preparation of dairy products and eggs	X	X	no information	X
Preparation and processing of dough and mixtures	X	X	no information	X
Preparation of sweets and pastries	X	X	no information	X

It is not difficult to compare the different training concepts through the different curricula. As already the table shows, the different curricular are following more or less the same concept. The key points in the cook training are determined by the national and international accepted core competencies of a cook. The different modules defer only slightly which however can also be a result of different comprehensiveness of information given in the curriculum.⁴⁴

Germany	United Kingdom	Cyprus
3 – 4 months	3 - 4 months	4 months
3 modules theory 12 modules practice	12 modules course 1 12 modules course 2	11 modules course 1 19 modules course 2 4 modules course 3

Also the duration of the training is nearly identical. The training in Germany takes 3 to 4 months. In UK the both training courses together have a duration of 900 hours which also comes to 3 to 4 months when calculating an 8 hrs day. Also in Cyprus the training is completed in arnd. 4 months. Due to above it can be said that there are only minimal differences in between these institutes.

Every institute is naming the modules differently and puts a different emphasis on the various elements. As can be seen from the table the training is structured mostly into two courses which contain different modules. All curricular include aspects of safety, storage, fruits and vegetables, eggs and pastry, desserts, backing and the preparation of various meals.⁴⁵

⁴⁴ information is based on the information material received from the respective training institutes

⁴⁵ information is based on the received curricula

6. Similar projects within the EU

The International Foundation for professional certification in the hotel and catering industry was founded on 14.05.2005 in Riga by three companies engaged in continuing education. German project partner is the Academy Überlingen, which maintains various training centres in Germany.⁴⁶

Thus, a trans-national system was created, which makes it possible for cooks and employees in the hospitality industry to proof skills and expertise across Europe. For this purpose, a uniform certification system was established, The issued certificate has validity throughout Europe. Through the 'International Cooking Certificate' (ICC) cooks can prove their theoretical and practical expertise across Europe. Each module includes 3 examinations which have to be passed by the successful candidate.

The three examinations consist of a written examination of thirty questions, a practical examination of sixty minutes and an oral examination which is scheduled after the practical examination. The examinations must be passed within a time frame of three years.⁴⁷ The total duration of the training is seven months and includes the practical training period in a business / company. The training is scheduled in a way to allow the student to work at least part time whilst undergoing the education.

Teaching at the training centre is scheduled on two week days giving the student the possibility to work 3 days a week for an external employer part time or to absolve a practicum.⁴⁸

This project does not conflict or compete with already existing training schemes in the various countries of European Community. It should rather be a transparent proof of competency, which simplifies the process of obtaining employment nationally as well as Europe wide for holders of the respective certificate. It also simplifies the selection of qualified personnel for employers.⁴⁹

It is a first approach to install an equal standard of education Europe-wide. Especially for people originating from European low-wage countries it creates better chances of employment when they can proof by the obtained certificate that their professional qualification compares to that of professionals of other EU nationals.

⁴⁶ information leaflet of ICC

⁴⁷ <http://www.eucookingdl.org> sub section examination

⁴⁸ ICC information flyer page 2 of Akademie Überlingen

⁴⁹ <http://www.dazg.de> Deutsche Agentur für Zertifizierung im Gastgewerbe

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6.1 Content

The training to obtain the certificate ICC is structured in 7 modules of which two are so called base modules. The base modules contain mainly the theoretical basic knowledge of a cook and are not concentrating on specific knowledge regarding products or processes.⁵⁰

Base module 1

- Hygiene, safety at the workspace, environmental issues, storage

Base module 2

- Nutrition, maintenance of nutrition, cooking methods

Module 3

- Meat

Module 4

- Poultry and game

Module 5

- Fruits, vegetables, potatoes, cereals

Module 6

- Fish, crustaceans

Module 7

- Eggs, dairy products, desserts, pastry

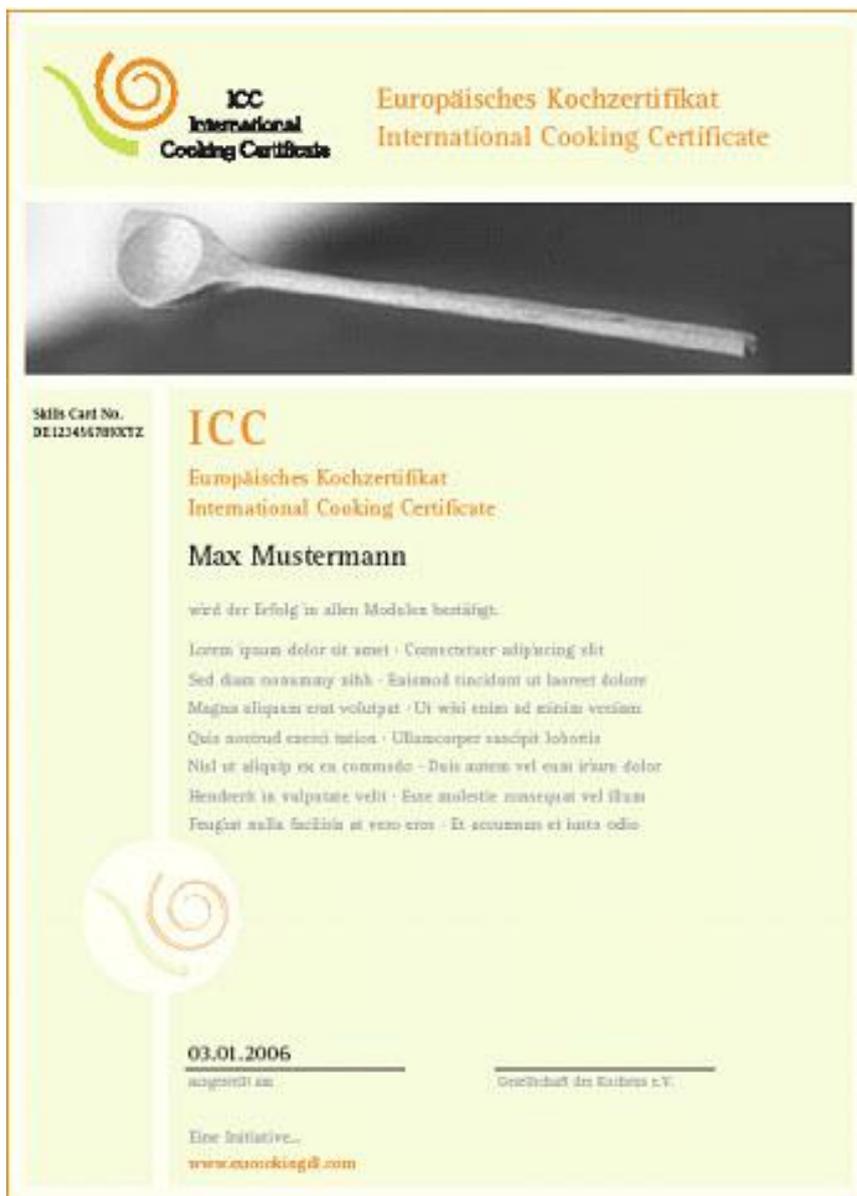
⁵⁰ curriculum for the International Cooking Certificate

6.2 Certificates

The certificates issued by the academy are officially recognized qualifications.

The examinee proves with this certificate that he can support every chief cook and is able to prepare meals and food independently.⁵¹

The certificate meets the European standard of training. It has however in Germany less weight than the education in the conventional dual training system organized in-between industry / chamber of commerce and within the respective company.⁵²



⁵¹ information is based on a telephone conversation with employees of the academie Ü'berlingen , branch office Leer

⁵² information is based on a telephone conversation with an employee of the 'Bremer Arbeitsgemeinschaft für Integration und Soziales'



VERIFICATION CARD

DE123456789XYZ
a1b2c3d4

Mustermann, Max

04.01.1955 / Musterstadt

Name / Vorname

Geburtsdatum / Geburtsort

Modul 1	Hygiene, HACCP, Arbeitssicherheit	schlecht	gut	sehr gut
		Datum	Datum	Datum
Modul 2	Lebensmittelbestandteile und ihre Eigenschaften	schlecht	gut	sehr gut
		Datum	Datum	Datum
Modul 3	Fleisch	schlecht	gut	sehr gut
		Datum	Datum	Datum
Modul 4	Geflügel, WBgeflügel und Wild	schlecht	gut	sehr gut
		Datum	Datum	Datum
Modul 5	Obst, Gemüse, Kartoffeln, Getreide und Getreideerzeugnisse	schlecht	gut	sehr gut
		Datum	Datum	Datum
Modul 6	Fische, Schalen- und Krustentiere	schlecht	gut	sehr gut
		Datum	Datum	Datum
Modul 7	Eier, Milchprodukte, Desserts	schlecht	gut	sehr gut
		Datum	Datum	Datum

7. Summary

In this section a final analysis of the different training concepts is made, focussing on their pros and cons.

The research brings some new and as well astonishing facts to light. Originally it was not known that there are nearly no internationally valid and legally binding regulations in this field.⁵³ The catering department is not thought of in maritime affairs one on the most important departments on board a vessel. It reports directly to the master and is especially on cruise liners the label of the manger / owner.⁵⁴

On normal cargo vessels the cook is the department head. On cruise vessels also a food and beverage manager, a purchasing manager and a hotel manager are employed and superior to the cook. On other vessels the position of the cook compares to other department heads like the chief officer for the deck department. Form above it becomes obvious how important a good education is in the fields of food preparation, provision handling and purchase as well as handling of personnel.

Form a cook on a seagoing vessel it is to be expected that he can judge the quality of the provisions on board. He has to be able to understand whether the ship chandler has maintained the hygienic - and the cooling requirements as to the hygiene guidelines of the food regulation for the provisions delivered on board.⁵⁵

Also it is expected from the cook that he is able to maintain a long term planning of the provision requirement based on the weekly / monthly menu / consumption and that he prepares a healthy and well balanced diet. This is the more important on cruise liners.

On board a cruise liner often the buffet reflects for the passenger the ability of the onboard management, the master and owner / manager of the ship.

For many guests is the food a central part of the cruise.

Therefore it's for the owner / manager of utmost importance that the buffet and meals are properly prepared and presented. Here the old saying the food has to be a feast for the eye too is even more valid than on usual cargo vessels.

However, also here the main focus has to be on the safe / hygienic preparation of food. On cargo vessels the food presentation stays in the second line. For the manager the galley is a cost factor which needs to be controlled. The catering on board is necessary in order to maintain the crew but it is not earning any money and as such

⁵³ statements refer to Germany

⁵⁴ Videotel Information CD's Pt. 1-4

⁵⁵ Videotel Information CD Pt. 2 Delivery, Storage, Preparation und Delivery

has to be economised. In view of above the catering crew is usually employed from low wage countries. This brings a considerable cost reduction.

Only a few German cooks are still employed on cargo vessels – they are mostly ‘relicts’ from the old times when it was still common practice to employ a German cook and a baker on a German flag vessel.⁵⁶ With the mellowing of the safe manning regulations and the introduction of the 2nd German register their employment on board became history.

However, it has to be noted that ‘cheaper does not automatically means worse’. There are also very able and talented cooks to be found under the foreign crew employed from low wages countries - but in most cases they are changing over soon to be employed on cruise liners where they find better chances to practice their skills and have better career prospective. The routine in the galley of a cruise liner is more close to the one in a hotel on shore than the galley routine on cargo vessels - the standards on a cruise liner relating often to a 5 star hotel on shore.⁵⁷

Under this circumstances it is not astonishing that also in the new 2010 version of the STCW 95 code which comes into force from 2012, no specific requirements towards a ships cook are stated. Also in international law there are nearly no legal regulations to be found in respect to the training for ships cooks. As to information from the German ‘Bundesamt fuer Seeschifffahrt und Hydrographie’ everybody can be mustered as a ships cook on board.

From a legal point of view this crew does not need to prove any cook specific training. Not even a basic safety course is required for him in case the cook is not foreseen to act as a team leader in an emergency – the less comprehensive safety and fire prevention training which is an introduction in the safety on board, would be sufficient.

This course takes approx. 5 days. It is the precondition towards the employment as cook on board a seagoing vessel.⁵⁸ Many managers are aware of this fact and hire cooks with a limited qualification as they can be employed under more favourable conditions. However, although not always required, nowadays nearly all seamen are undergoing the usual basic safety course and not the short safety introduction.

It is also common practice of German managers to hire crew who has already been employed in the field of catering on shore as they are considered to be more suitable

⁵⁶ info based on a telefon conversation with James MacDonald vom BSH

⁵⁷ info based on a telefon conversation with a Sea-Chefs employee of 27.02.2010 at Dortmund

⁵⁸ statement based on information received from James MacDonald of BSH

to take over the position of the ships cook due to their experience and professional training.

Prior to their employment on board the candidates are often undergoing an up-grading training course at their countries of origin. The training usually contains basic principles of provision storing and food processing on board.⁵⁹ The training schools used are often privately organized and only after the students have undergone this basic catering training they are sent to Europe to up-grade their knowledge in respect to European catering standards and food preparation.

The said upgrading training is done on behalf of the managers / employers in order to bring the performance / knowledge of the personnel employed from low wages countries up to the standards required by the market. Naturally the owner / manager like to employ good qualified personnel to low wages.

Nearly all training in this area is carried out at private training institutions. Although it seems not to be possible to create international valid standards, every manager / employer requests that his personnel is trained adequately and fulfils the requirements towards a cook. In many countries cook training is no issue and is offered only sporadically.

These private training centres mostly work on a contractual base for the manager who sends his employee to the school. The courses offered are well taken on as this training often is the only chance for a student to get employed on board a vessel.

The training certificates obtained are usually rated higher than the ones issued by state run training institutes.

Many internationally operating training institutions offer training at Manila and on Cyprus. Especially Cyprus is considered as centre of the maritime training in Europe. Here the training for ships cooks is only arranged at the BSM-MTC, the participants mostly coming from low wages countries.⁶⁰ This shows how limited the offer for catering training is within Europe.

The dominance of privately operated training centres against the ones operated by the state reflects not necessarily a lower quality in the public training sector. Rather are the private enterprises often more flexible as can be seen in the low wages countries.

In Latvia for example the public catering training has ceased to exist as it was based on the national legislation which did foresee an education with duration of 4 years. Next to the 2 years of required sea service a shore base training period of 2 years had

⁵⁹ e-mail correspondence with Capt. Peter Grunau of 15.03.2010

⁶⁰ e-mail correspondence with Brendan Kennedy of 03.03.2010

to be absolved in order to obtain a certificate. After finishing the 9th grade at a public school the student left the school in order to start the said catering education.

This training period was rather long and lost its attraction when other options were available.

Nowadays private institutes offer professional education leading to the 'International Cook Certificate' which promises Europe wide recognition and can be obtained within a shorter time span.

As no agreement for binding standards within the STCW code has been reached and public training often still reflecting national educational requirements which have no legal bearing for the employment of ships of another flag, this training became increasingly unattractive for the students.⁶¹

Also in Germany and UK a similar situation can be found – public organized training for ships cooks is arranged only for personnel to be employed on ships in the public service or the navy.⁶²

For British seamen it became nearly impossible to be mustered as cook on cargo vessels. The huge influx of cheap labour and the lack of legal framework has led to a situation in which practically only crew from low-wage countries is employed on board.

This situation led to the change / reduction of training offered in the UK. Nowadays there is practically no specific training for ships cooks offered any more but only conventional cook training. The work scope of participants in these courses is later on limited to cruise liners and other passenger vessels with their high similarity to shore based catering.⁶³ In this sector of the industry chief cooks with specific experience are employed. Similar is the situation in Germany. On the TUI cruise vessel MV 'Mein Schiff' 20 German cooks are employed as resort chefs and chief cook. They supervise 200 Filipino cooks.⁶⁴

On the cruise liners and passenger vessels usually cooks with a work experience at 5 star hotels are employed. The mix of their education as conventional cook and their work experience in a high class hotel qualify them to be employed in the respective positions on these specific vessels.

These cooks have to obtain the basic safety certificate as required by STCW. They also undergo usually a specific up-grading training in respect to purchase- and storage

⁶¹ e-mail correspondence with Capt. Uwe Zellmer of 20.03.2010

⁶² e-mail correspondence with Stephen Chapman of 04.03.2010

⁶³ e-mail correspondence with Stephen Chapman of 04.03.2010

⁶⁴ according to an employee of Sea-Chefs on the 'Jobmesse' on 27.02.2010 at Dortmund

of provisions on the background of the climatically and seasonal availability, changing with the vessels trading pattern.

It is to remark that up to the 80ties a 'real' training for ships cooks existed in Germany. It was offered at the 'Seemannsschule Luebeck-Travemuende'. The training was mainly for the rank of AB/cook, a dual function on board coastal vessels. Due to the limited number of crew on board (usually 4 to 5 crew) the cook had to assist on deck during the mooring operations.⁶⁵

In conclusion on this issue it can be said that it is very surprising how little government supervision exists in such an important area like the catering department on seagoing vessels.

It is hardly acceptable that there are no general regulations regarding the training of ships cooks. This shows ones more the difficulty to obtain multinational agreements.

The education through the private sector is not wrong as such, however, there should be a general standard about the content of the training and its certification. This is a precondition to create transparency in the training and to obtain a general minimum standard wherever the training is conducted.

Also on the background of recurrent food diseases, properly trained personnel are of importance. It is not sufficient to train students only how to prepare food and meals technically correct, it is rather necessary that a comprehensive basic training is carried out. Although the curricular followed in the mentioned training institutions includes such basic training, it is doubtful whether the training institutes especially in the low wage countries are giving this important subject the required emphasis in the absent of any state control.

An increasing requirement for catering personnel now and in the foreseeable future could lead to a lowering of standards in the cook training. The example of Latvia has shown how fast a state run training scheme can be closed down.

In order to guarantee acceptable results, training organized by private enterprises should be based on requirements put down by the state.

Many well established owners and managers selecting their personnel properly and ensure that their crew is adequately trained. However there are also companies who try to 'cut corners' and do not exercise the required supervision with the consequence that knowingly or unknowingly catering personnel is employed on board their vessel who are not able to conduct with the necessary professionalism.

⁶⁵ e-mail correspondence with James MacDonald of 09.04.2010

With the absence of general standards it is difficult for the employer to recognize which certificate guarantees that the applicant has obtained the required knowledge and practical experience which allow him to function as ships cook.

Once employed it is often difficult for the employer to terminate the employment of an unsuitable cook prematurely, with the result that the vessel has to live with the unsatisfying cook until the end of his contract.

Internationally accepted training standards and certificates could prevent such situations.

The ICC is a first approach and could also provide a solution for the maritime industry with its confusing training situation.

It is the first multi-national certificate in Europe, which the purpose to unify the training of cooks. It is already now in direct competition with the national organized educational systems.

As the example of Latvia shows, it is more attractive to students to choose this training as the certificate obtained is internationally recognized and it can even be obtained in a shorter time span.

As the International Cooking Certificate is obtained through an already existing well proven system, it could be used as a blueprint to introduce a Europe wide- or even international recognized training standard in the maritime industry.

By adjustment of the ICC to the maritime requirements and by integration of the existing maritime training centres and institutes into the training and examination process for the ICC, a transparent training standard could be created with a general validity for the education of ships cooks.

In wide areas the content of the ICC training is already similar- or even alike to the training administered in the various training institutions of the maritime industry.

By extending the syllabus in the areas of storage of provision and food processing in the maritime environment, an 'ICC-Maritime' could be introduced.

This would be the right step to create a uniform and transparent training for ships cooks of various nationalities.

As the ICC is already recognized by many countries, amongst other also Germany, it should be formally easier to introduce a 'marinised' ICC (other approaches require the introduction of a completely new system). It would be a qualitative gain for the entire industry.

Through the new edition of the Maritime Labour Agreement of 2006 all flag states are forced to act on the issue. An international valid certificate which sets a uniform and

internationally accepted training standard, has to be introduced and agreed on. It remains to be seen whether the various participating countries will reach a common agreement in this matter.

In conclusion, it should be remarked that in the next few years the whole sector will be restructured. The flag states cannot avoid agreeing on a uniform standard in the training for catering personnel which will be able to cope with the new requirements towards this area.

At present it still seems not possible to reach agreement on national as well as international levels and to formulate a common legal framework for the subject.

Efforts to improve the training situation, as for example of James McDonald, are not followed up / implemented.

All efforts going towards the creation of a training syllabus which is attributed to the special requirements for the catering personnel on board. Such a common curriculum would be a proper approach which brings the chance to enjoy safe- and professionally prepared food on board of seagoing vessels also in the future.