Rayterton PeopleOS – Maritime Crew & Human Capital Platform

PeopleOS – Maritime Crew & Human Capital Platform is not an HR system adapted for shipping.

It is a purpose-built, regulation-ready, and executive-grade digital backbone for maritime workforce management..

A world-class maritime crew platform

Rayterton Apps Software for Maritime Crew & Human Capital Platform

Enterprise Maritime Human Capital Digital Platform for Maritime Crew

Executive Summary

PeopleOS – Maritime Crew & Human Capital Platform is a purpose-built digital platform designed to manage, govern, and optimize maritime human capital in a highly regulated and operationally demanding environment. It is not a generic HR system adapted for shipping, but a specialized maritime workforce backbone that integrates crew lifecycle management, compliance, payroll, welfare, and executive oversight into one unified platform.

Built for shipping companies, fleet operators, and state-owned enterprises, PeopleOS addresses the real operational challenges of maritime organizations: continuous crew readiness, strict regulatory compliance, complex payroll structures, crew rotation sustainability, and enterprise-level governance. The platform ensures that vessels remain fully manned, compliant, and operational at all times, while protecting crew welfare and organizational integrity.

PeopleOS manages the complete crew lifecycle, from recruitment and assignment to rotation, certification, payroll, performance evaluation, and long-term career development. Every crew member is represented through a comprehensive 360-degree profile that connects operational history, compliance status, performance records, and future readiness. This enables management to make informed decisions based on accurate, real-time data rather than fragmented spreadsheets or manual reports.

Compliance is embedded into daily operations through continuous monitoring of certifications, medical fitness, training requirements, and flag state regulations. Instead of reacting to audits or inspections, organizations using PeopleOS operate in a constant state of compliance readiness, significantly reducing regulatory risk and operational disruption.
The platform also delivers a specialized maritime payroll engine that accurately handles voyage-based compensation, allowances, premiums, and regulatory obligations. Payroll becomes transparent, auditable, and defensible, strengthening trust between crew, finance, and management.

At the executive level, PeopleOS provides a real-time control tower that consolidates crew readiness, compliance exposure, operational risk, and workforce sustainability into clear, actionable insights. This empowers directors, commissioners, and senior management to exercise effective governance and oversight with confidence.
With strong enterprise controls, full audit trails, and support for multi-fleet, multi-entity, and multi-country operations, PeopleOS is designed to scale securely and reliably across complex maritime organizations

Why PeopleOS for Maritime

PeopleOS for Maritime is not just a system to manage crews.
It is a strategic platform that ensures compliance, continuity, and confidence across every voyage.

Purpose-Built for Maritime Operations
PeopleOS for Maritime is designed specifically for the realities of shipping operations, not adapted from generic HR systems. It reflects the complexity of crew rotation, vessel manning, certification requirements, and voyage-based employment models that define maritime organizations.
Regulation-Ready by Design
Compliance is embedded into daily operations, not treated as a periodic checklist. PeopleOS continuously monitors certifications, medical fitness, training validity, and flag state requirements, ensuring vessels and crews remain audit-ready at all times.
Operational Continuity Without Compromise
By aligning crew lifecycle data with fleet and voyage planning, PeopleOS ensures uninterrupted operations. Management gains early visibility into crew shortages, rotation risks, and succession gaps before they impact vessel readiness.

Maritime-Grade Payroll Accuracy

PeopleOS delivers a payroll engine built for seafarer contracts, voyage-based allowances, and regulatory obligations. Compensation is calculated accurately, transparently, and defensibly, reducing disputes and financial exposure.

Human Sustainability as a Strategic Asset

Beyond compliance and operations, PeopleOS supports long-term workforce sustainability. Structured career paths, training management, succession planning, and welfare management strengthen retention, safety culture, and organizational resilience.

Executive-Level Control and Governance

PeopleOS provides leadership with a real-time control tower for crew readiness, compliance exposure, and operational risk. Decisions are based on a single, trusted source of truth, supported by full audit trails and enterprise-grade controls.

Enterprise-Ready and Scalable

Designed for multi-fleet, multi-entity, and multi-country operations, PeopleOS scales securely across complex organizational structures. It integrates seamlessly with fleet, finance, and corporate systems while maintaining strong data governance and security.

Modules in PeopleOS - **Maritime Crew & Human Capital Platform**

- Core Maritime Crew Lifecycle Management
- Certification, License & Compliance Management
- Crew Rotation, Planning & Forecasting
- Maritime Payroll & Allowance Management
- Performance, Discipline & Crew Evaluation
- Training, Career Path & Succession
- Crew Welfare, Engagement & Claims
- Fleet, Voyage & HR Integration Layer
- Executive & Compliance Dashboard
- Governance, Security & Enterprise Control

PeopleOS – Maritime Crew & Human Capital Platform transforms maritime workforce management from an operational necessity into a strategic advantage, ensuring compliance, continuity, and confidence across every voyage.

Core Maritime Crew Lifecycle Management

Core Maritime Crew Lifecycle Management transforms crew data into a strategic operational asset, ensuring that maritime organizations operate with confidence, compliance, and continuity across every voyage.

Overview

Core Maritime Crew Lifecycle Management is the foundational module of PeopleOS for Maritime, designed to manage the entire lifecycle of seafarers with precision, regulatory awareness, and operational continuity. This module serves as the single source of truth for all crew-related data, ensuring that every decision related to deployment, rotation, compliance, and payroll is based on accurate and real-time information.

Unlike generic HR systems adapted for shipping, this module is purpose-built to reflect the realities of maritime operations, where crew readiness, certification validity, and vessel manning are mission-critical and directly impact safety, compliance, and business performance.

Crew Master & Seafarer Profile 360°

This component provides a comprehensive, unified profile for every seafarer across the organization. It consolidates personal identity, rank, sea service history, medical status, certification records, contract details, and assignment history into a single authoritative record.

Each crew profile is designed to support operational decision making, compliance verification, and long-term career management, enabling management to instantly assess readiness, eligibility, and historical performance of any crew member across fleets and vessels.

Onboard & Offboard Assignment Management

This component manages the full assignment lifecycle of crew members, from embarkation to disembarkation, including contract start and end, travel coordination, and status transitions between onboard, offboard, and standby.

The system ensures clear visibility of who is currently sailing, who is in rotation, and who is available for future deployment, reducing operational uncertainty and preventing last-minute manning risks.

Rank, Manning & Vessel Complement Control

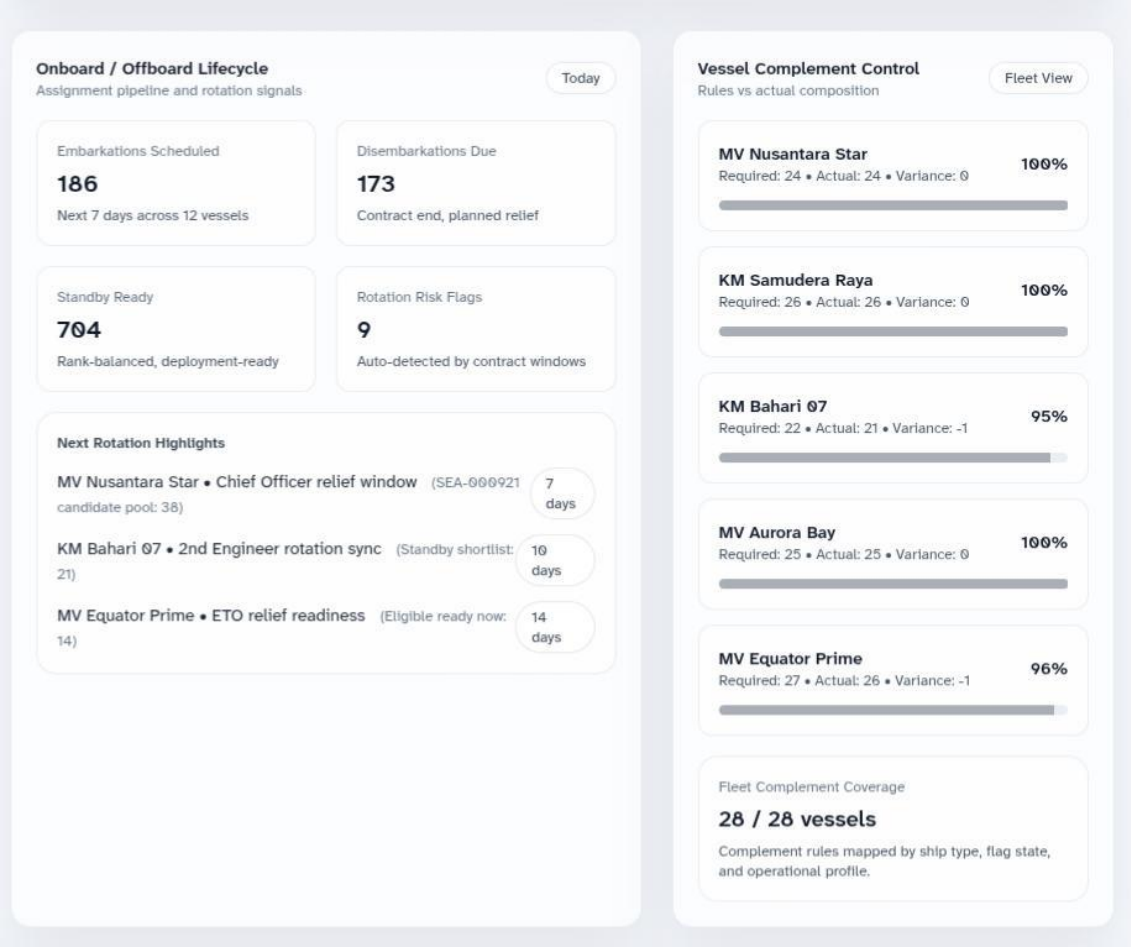
This component ensures that every vessel is manned according to regulatory requirements, company policies, and operational standards. It defines vessel-specific manning rules based on ship type, flag state, and operational profile.

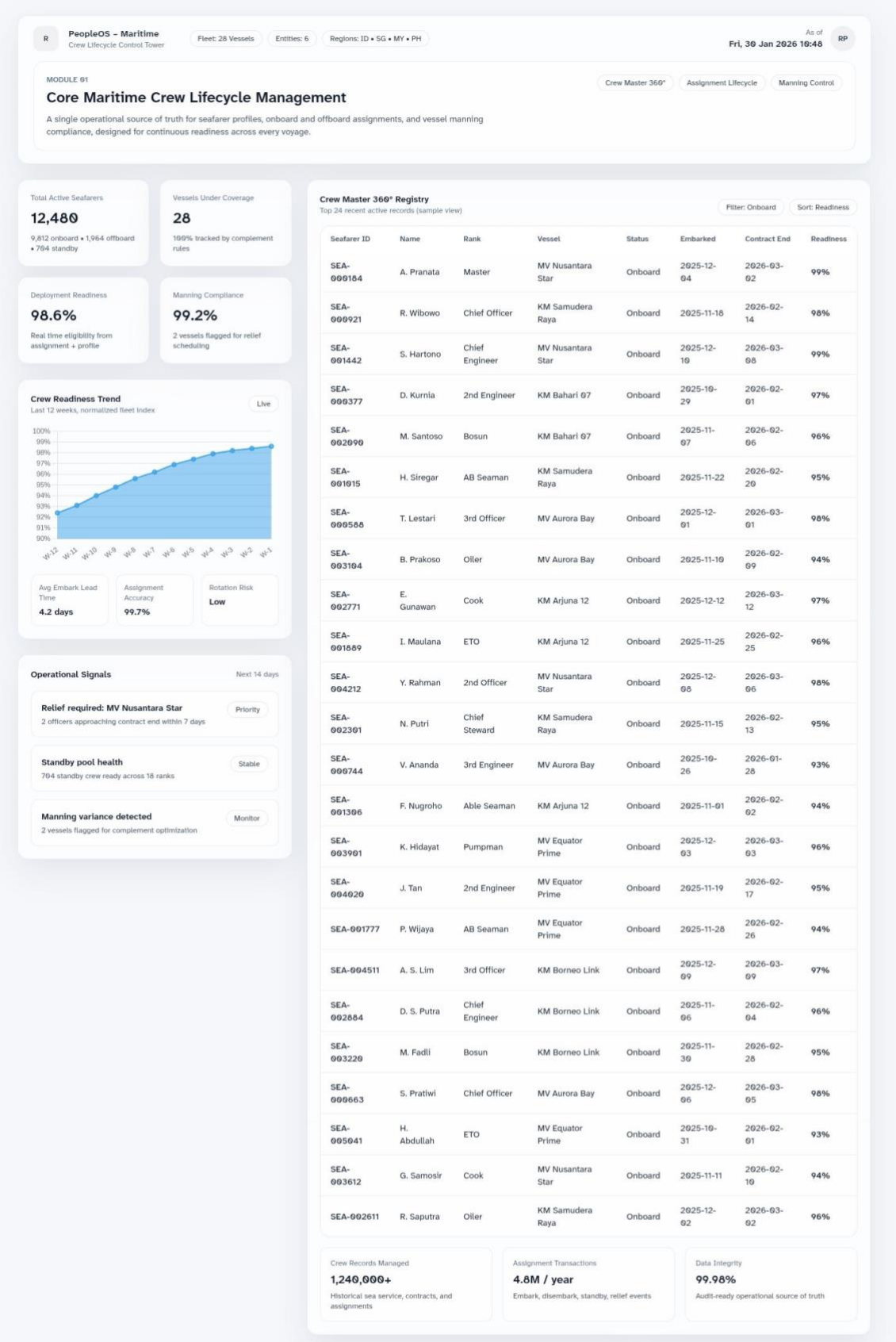
By continuously validating actual crew composition against required vessel complements, the system helps organizations avoid non-compliance, detention risks, and operational delays while maintaining optimal crew utilization.

Operational Value

Through this module, PeopleOS establishes a strong digital backbone for maritime human capital management, enabling shipping operators to:

- Maintain complete and accurate crew data at all times
- Ensure continuous readiness of crew and vessels
- Reduce compliance risk related to manning and assignment
- Improve transparency across HR, marine operations, and management
- Support scalable operations across multiple fleets and entities




PeopleOS – Maritime
Crew Lifecycle Control Tower
Fleet: 28 Vessels
Entities: 6
Regions: ID • SG • MY • PH
As of
Fri, 30 Jan 2026 10:48
RP
MODULE 01
Core Maritime Crew Lifecycle Management
Crew Master 360°
Assignment Lifecycle
Manning Control
A single operational source of truth for seafarer profiles, onboard and offboard assignments, and vessel manning compliance, designed for continuous readiness across every voyage.
Total Active Seafarers
12,480
9,812 onboard • 1,964 offboard • 704 standby
Vessels Under Coverage
28
100% tracked by complement rules
Deployment Readiness
98.6%
Real time eligibility from assignment + profile
Manning Compliance
99.2%
2 vessels flagged for relief scheduling
Crew Readiness Trend
Last 12 weeks, normalized fleet index
Live
100%
99%
98%
97%
96%
95%
94%
93%
92%
91%
90%
W-12
W-11
W-10
W-9
W-8
W-7
W-6
W-5
W-4
W-3
W-2
W-1
Avg Embark Lead Time
4.2 days
Assignment Accuracy
99.7%
Rotation Risk
Low
Operational Signals
Next 14 days
Relief required: MV Nusantara Star
2 officers approaching contract end within 7 days
Priority
Standby pool health
704 standby crew ready across 18 ranks
Stable
Manning variance detected
2 vessels flagged for complement optimization
Monitor
Crew Master 360° Registry
Top 24 recent active records (sample view)
Filter: Onboard
Sort: Readiness
Seafarer ID
Name
Rank
Vessel
Status
Embarked
Contract End
Readiness
SEA-000184
A. Pranata
Master
MV Nusantara Star
Onboard
2025-12-04
2026-03-02
99%
SEA-000921
R. Wibowo
Chief Officer
KM Samudera Raya
Onboard
2025-11-18
2026-02-14
98%
SEA-001442
S. Hartono
Chief Engineer
MV Nusantara Star
Onboard
2025-12-10
2026-03-08
99%
SEA-000377
D. Kurnia
2nd Engineer
KM Bahari 07
Onboard
2025-10-29
2026-02-01
97%
SEA-002090
M. Santoso
Bosun
KM Bahari 07
Onboard
2025-11-07
2026-02-06
96%
SEA-001015
H. Siregar
AB Seaman
KM Samudera Raya
Onboard
2025-11-22
2026-02-20
95%
SEA-000588
T. Lestari
3rd Officer
MV Aurora Bay
Onboard
2025-12-01
2026-03-01
98%
SEA-003104
B. Prakoso
Oiler
MV Aurora Bay
Onboard
2025-11-10
2026-02-09
94%
SEA-002771
E. Gunawan
Cook
KM Arjuna 12
Onboard
2025-12-12
2026-03-12
97%
SEA-001689
I. Maulana
ETO
KM Arjuna 12
Onboard
2025-11-25
2026-02-25
96%
SEA-004212
Y. Rahman
2nd Officer
MV Nusantara Star
Onboard
2025-12-08
2026-03-06
98%
SEA-002301
N. Putri
Chief Steward
KM Samudera Raya
Onboard
2025-11-15
2026-02-13
95%
SEA-000744
V. Ananda
3rd Engineer
MV Aurora Bay
Onboard
2025-10-26
2026-01-28
93%
SEA-001306
F. Nugroho
Able Seaman
KM Arjuna 12
Onboard
2025-11-01
2026-02-02
94%
SEA-003901
K. Hidayat
Pumpman
MV Equator Prime
Onboard
2025-12-03
2026-03-03
96%
SEA-004020
J. Tan
2nd Engineer
MV Equator Prime
Onboard
2025-11-19
2026-02-17
95%
SEA-001777
P. Wijaya
AB Seaman
MV Equator Prime
Onboard
2025-11-28
2026-02-26
94%
SEA-004511
A. S. Lim
3rd Officer
KM Borneo Link
Onboard
2025-12-09
2026-03-09
97%
SEA-002884
D. S. Putra
Chief Engineer
KM Borneo Link
Onboard
2025-11-06
2026-02-04
96%
SEA-003220
M. Fadli
Bosun
KM Borneo Link
Onboard
2025-11-30
2026-02-28
95%
SEA-000663
S. Pratiwi
Chief Officer
MV Aurora Bay
Onboard
2025-12-06
2026-03-05
98%
SEA-005041
H. Abdullah
ETO
MV Equator Prime
Onboard
2025-10-31
2026-02-01
93%
SEA-003612
G. Samosir
Cook
MV Nusantara Star
Onboard
2025-11-11
2026-02-10
94%
SEA-002611
R. Saputra
Oiler
KM Samudera Raya
Onboard
2025-12-02
2026-03-02
96%
Crew Records Managed
1,240,000+
Historical sea service, contracts, and assignments
Assignment Transactions
4.8M / year
Embark, disembark, standby, relief events
Data Integrity
99.98%
Audit-ready operational source of truth

Certification, License & Compliance Management

Certification, License & Compliance Management ensures that compliance is not an event, but a continuously enforced operational standard across the entire maritime workforce.

Overview

Certification, License & Compliance Management is a mission-critical module within PeopleOS for Maritime, designed to ensure that every seafarer and every vessel consistently meet international and national regulatory requirements. This module transforms compliance from a reactive administrative burden into a proactive, continuously monitored capability.

Built specifically for maritime operations, this module addresses the complexity of multi-jurisdiction regulations, time-bound certifications, and audit-driven environments, enabling shipping organizations to operate with confidence in front of regulators, auditors, and port authorities.

STCW & Flag State Certification Tracking

This component provides centralized management and real-time tracking of all mandatory seafarer certifications, including STCW, flag state licenses, and ship-specific requirements. Each certificate is monitored throughout its lifecycle, from issuance to expiry and renewal eligibility.

By linking certification validity directly to crew assignment eligibility, the system prevents non-compliant deployment and significantly reduces the risk of vessel detention or operational disruption.

Medical, Training & Endorsement Control

This component manages medical fitness records, mandatory trainings, and endorsement requirements as an integrated compliance framework. Medical certificates, simulator training, refresher courses, and special endorsements are continuously validated against assignment and rank requirements.

The system ensures that no crew member is assigned without meeting all medical and training prerequisites, protecting both operational safety and organizational liability.

Compliance Readiness Dashboard

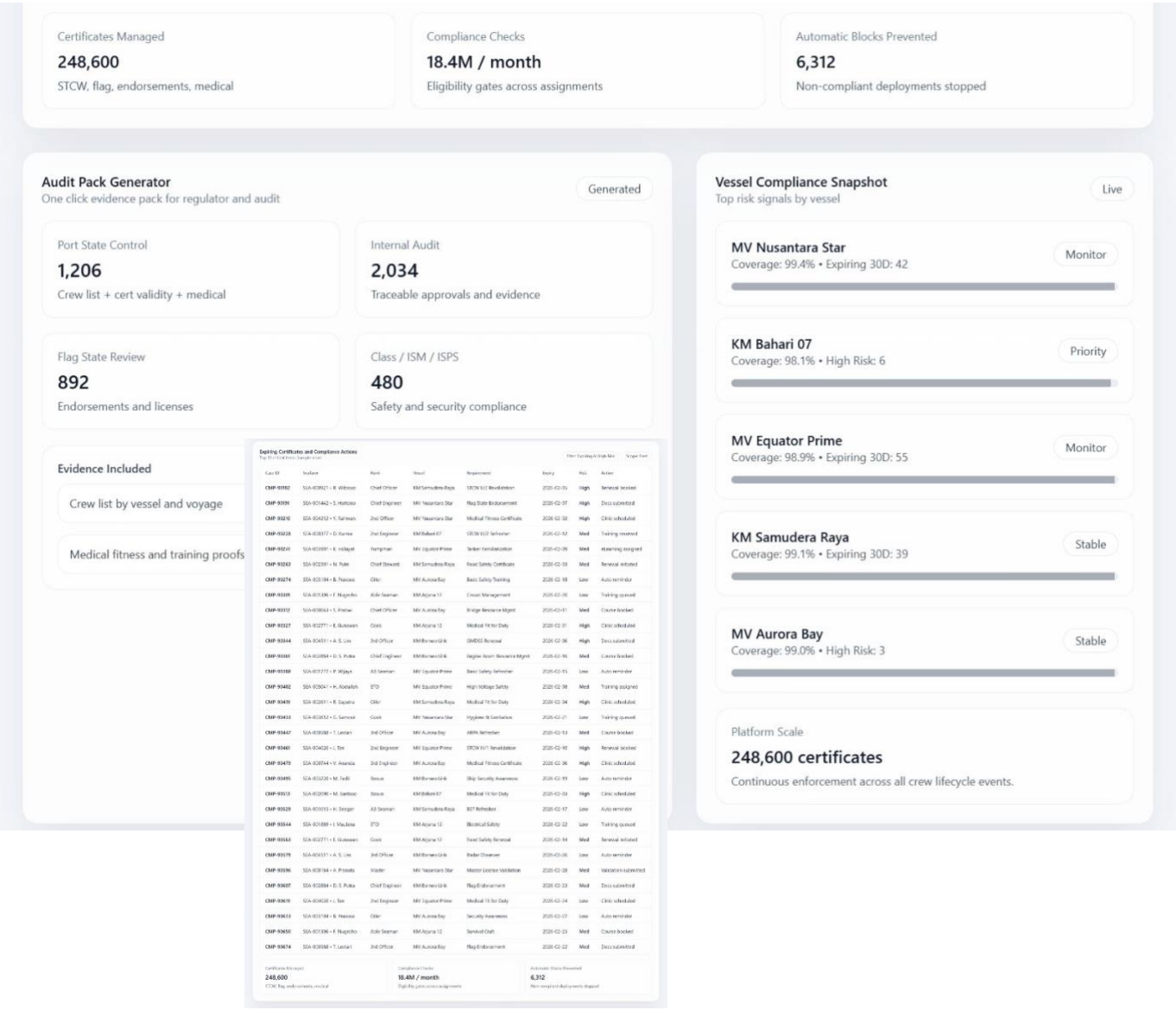
This component delivers a real-time compliance overview at crew, vessel, fleet, and enterprise levels. Management can instantly identify expiring certificates, upcoming medical renewals, training gaps, and high-risk compliance areas.

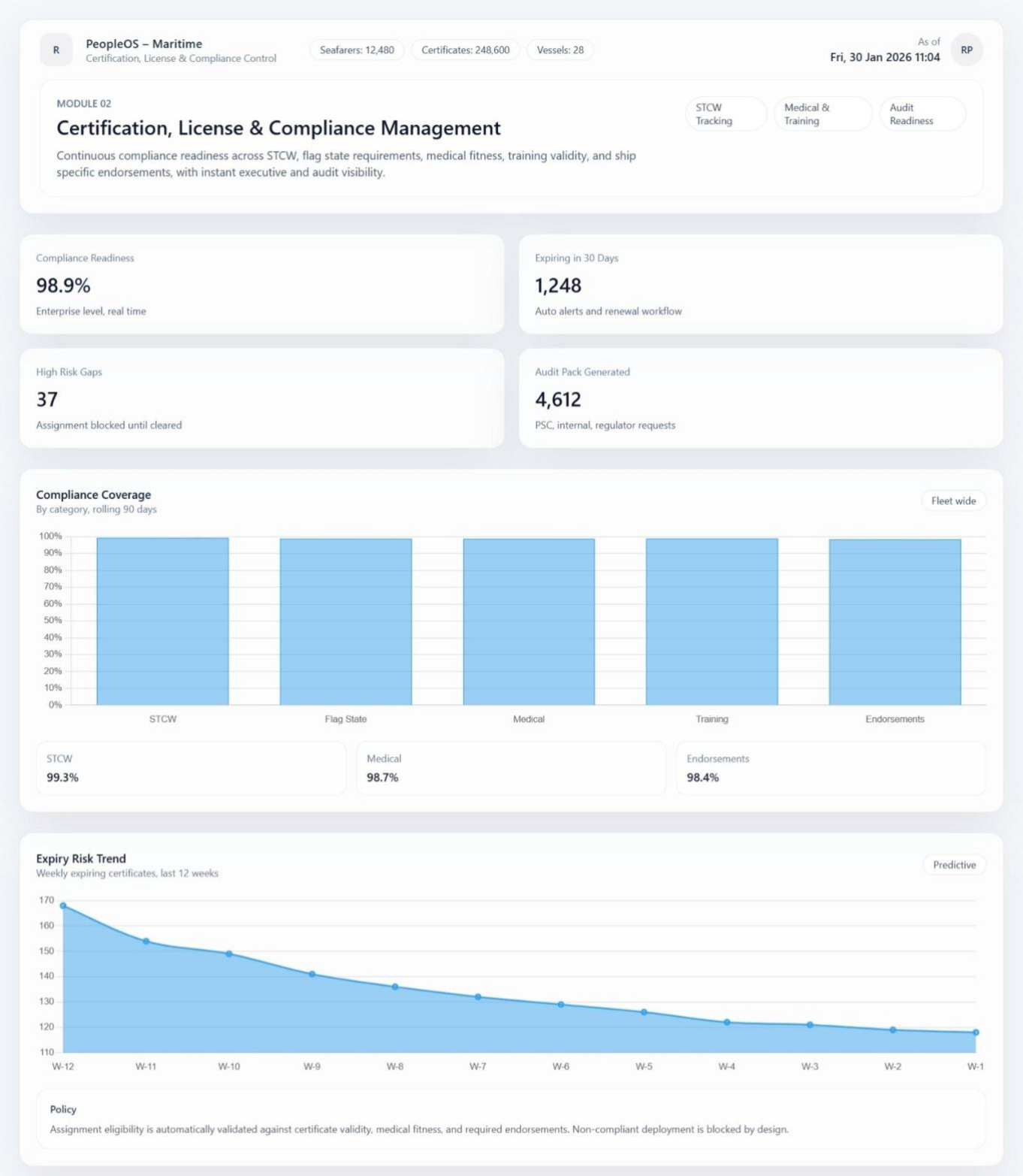
Designed for executive and audit use, the dashboard enables rapid preparation for inspections, internal audits, and regulatory reviews without manual consolidation or last-minute data validation.

Operational Value

Through this module, PeopleOS enables maritime organizations to:

- Maintain continuous compliance across crews, vessels, and fleets
- Eliminate last-minute certification and medical risks
- Reduce audit preparation time and operational exposure
- Strengthen trust with regulators, flag states, and port authorities
- Embed compliance directly into operational decision making




R
PeopleOS – Maritime
Certification, License & Compliance Control
Seafarers: 12,480
Certificates: 248,600
Vessels: 28
As of
Fri, 30 Jan 2026 11:04
RP
MODULE 02
Certification, License & Compliance Management
Continuous compliance readiness across STCW, flag state requirements, medical fitness, training validity, and ship specific endorsements, with instant executive and audit visibility.
STCW Tracking
Medical & Training
Audit Readiness
Compliance Readiness
98.9%
Enterprise level, real time
Expiring in 30 Days
1,248
Auto alerts and renewal workflow
High Risk Gaps
37
Assignment blocked until cleared
Audit Pack Generated
4,612
PSC, internal, regulator requests
Compliance Coverage
By category, rolling 90 days
Fleet wide
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
STCW
Flag State
Medical
Training
Endorsements
STCW
99.3%
Medical
98.7%
Endorsements
98.4%
Expiry Risk Trend
Weekly expiring certificates, last 12 weeks
Predictive
170
160
150
140
130
120
110
W-12
W-11
W-10
W-9
W-8
W-7
W-6
W-5
W-4
W-3
W-2
W-1
Policy
Assignment eligibility is automatically validated against certificate validity, medical fitness, and required endorsements. Non-compliant deployment is blocked by design.

Crew Rotation, Planning & Forecasting

Crew Rotation, Planning & Forecasting transforms crew scheduling into a strategic planning discipline that safeguards both operational continuity and human sustainability.

Overview

Crew Rotation, Planning & Forecasting is a strategic operational module within PeopleOS for Maritime, designed to ensure continuous vessel readiness while balancing crew welfare, regulatory limits, and operational efficiency. This module elevates crew rotation from manual scheduling into a structured, data-driven planning capability.

By aligning contract terms, fatigue rules, vessel schedules, and crew availability, this module enables maritime organizations to anticipate workforce needs, reduce last-minute disruptions, and maintain stable operations across fleets.

Crew Rotation Planning Engine

This component provides a structured planning engine to design and manage crew rotation schedules based on contract duration, rank requirements, fatigue regulations, and vessel operational plans.

The system supports scenario-based planning, allowing planners to evaluate alternative rotation strategies and proactively address potential crew shortages or overlaps before they impact operations.

Leave, Relief & Standby Management

This component manages offboard crew cycles, including leave periods, relief crew assignments, and standby pools. It provides clear visibility into which crew members are resting, preparing for deployment, or available for immediate assignment.

By maintaining a structured standby and relief framework, the system reduces dependency on ad-hoc decisions and ensures smoother crew transitions between voyages.

Future Manning Forecast

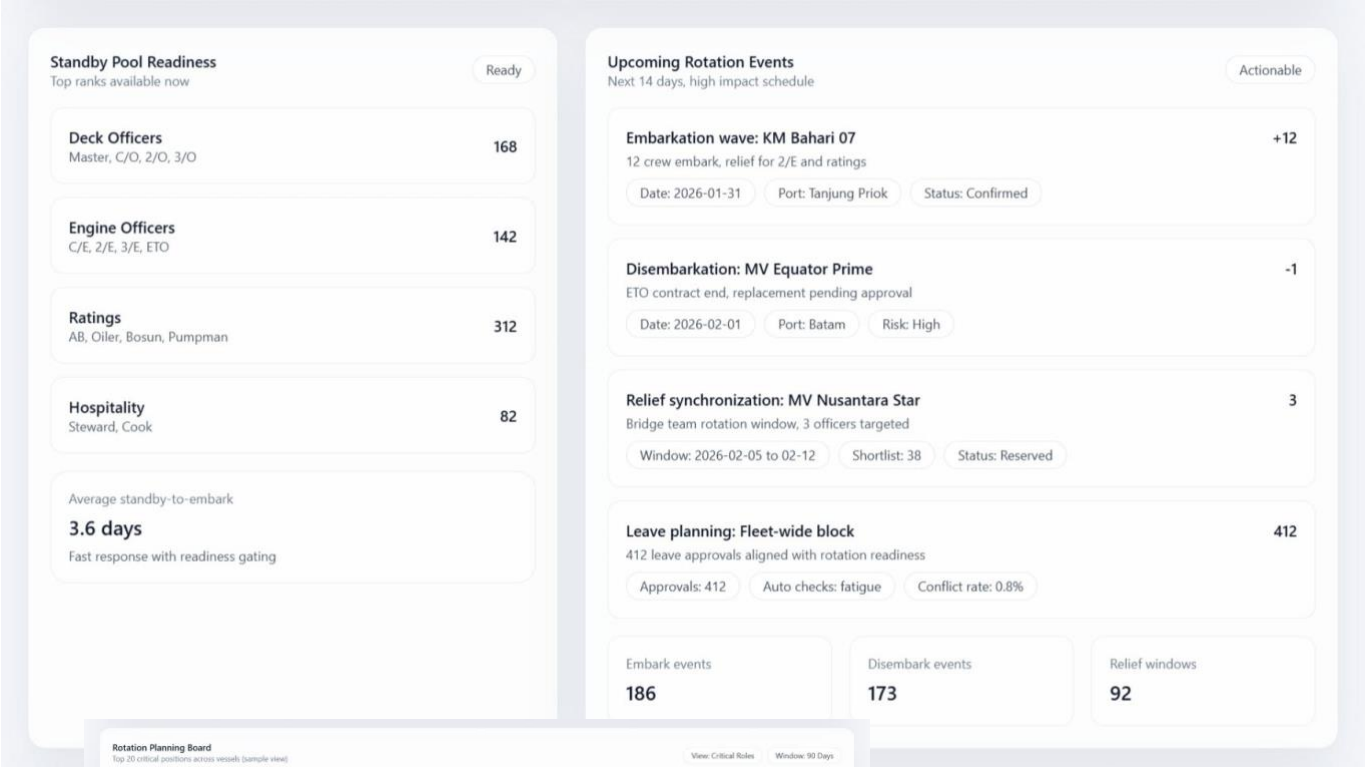
This component delivers forward-looking insights into crew demand across upcoming voyages, fleet changes, and contractual obligations. It identifies future gaps in rank availability, certification coverage, and rotation capacity.

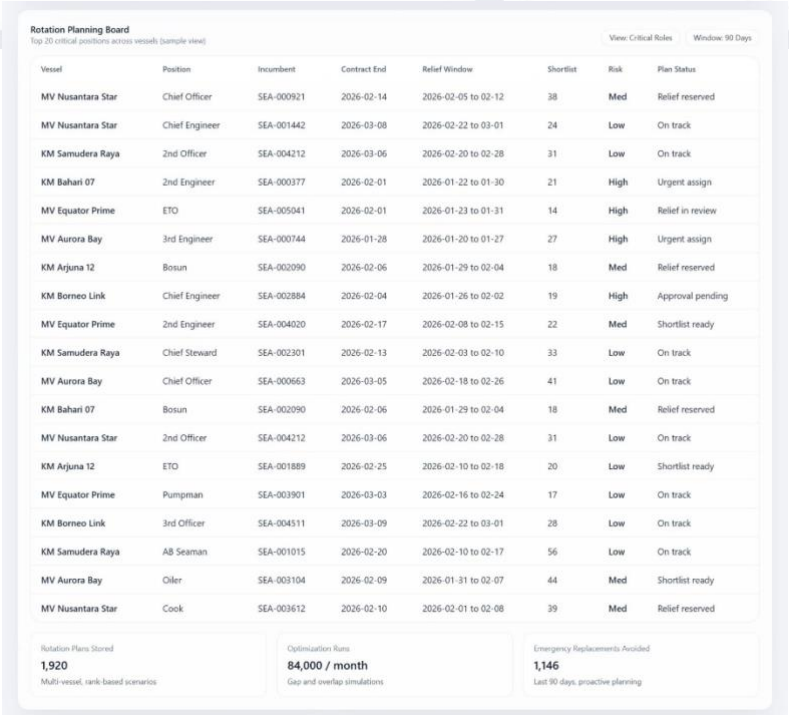
Management can use these forecasts to plan recruitment, training, and promotion activities well in advance, ensuring long-term operational continuity and cost control.

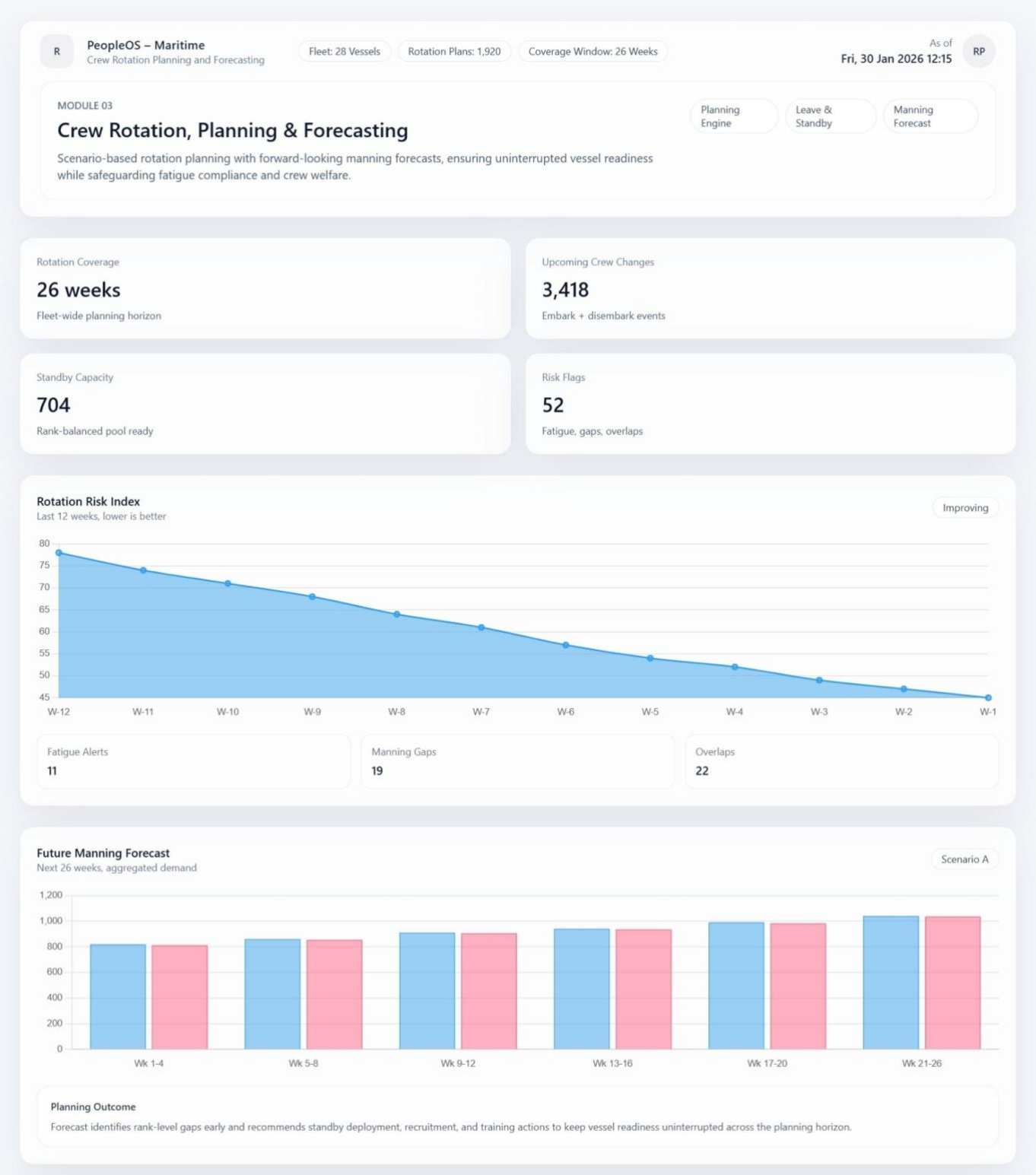
Operational Value

Through this module, PeopleOS enables maritime organizations to:

- Ensure uninterrupted vessel operations through proactive rotation planning
- Balance operational efficiency with crew welfare and fatigue management
- Reduce emergency crew replacements and associated costs
- Improve long-term workforce planning accuracy
- Strengthen coordination between HR, marine operations, and crewing teams






R
PeopleOS – Maritime
Crew Rotation Planning and Forecasting
Fleet: 28 Vessels
Rotation Plans: 1,920
Coverage Window: 26 Weeks
As of
Fri, 30 Jan 2026 12:15
RP
MODULE 03
Crew Rotation, Planning & Forecasting
Planning Engine
Leave & Standby
Manning Forecast
Scenario-based rotation planning with forward-looking manning forecasts, ensuring uninterrupted vessel readiness while safeguarding fatigue compliance and crew welfare.
Rotation Coverage
26 weeks
Fleet-wide planning horizon
Upcoming Crew Changes
3,418
Embark + disembark events
Standby Capacity
704
Rank-balanced pool ready
Risk Flags
52
Fatigue, gaps, overlaps
Rotation Risk Index
Last 12 weeks, lower is better
Improving
80
75
70
65
60
55
50
45
W-12
W-11
W-10
W-9
W-8
W-7
W-6
W-5
W-4
W-3
W-2
W-1
Fatigue Alerts
11
Manning Gaps
19
Overlaps
22
Future Manning Forecast
Next 26 weeks, aggregated demand
Scenario A
1,200
1,000
800
600
400
200
0
Wk 1-4
Wk 5-8
Wk 9-12
Wk 13-16
Wk 17-20
Wk 21-26
Planning Outcome
Forecast identifies rank-level gaps early and recommends standby deployment, recruitment, and training actions to keep vessel readiness uninterrupted across the planning horizon.

Maritime Payroll & Allowance Management

Maritime Payroll & Allowance Management delivers precision, compliance, and confidence in one of the most sensitive and mission-critical areas of maritime operations.

Overview

Maritime Payroll & Allowance Management is a specialized payroll module within PeopleOS for Maritime, engineered to handle the complexity of seafarer compensation across voyages, contracts, and regulatory environments. This module goes beyond standard payroll by embedding maritime-specific rules, allowances, and compliance directly into the payroll engine.

Designed for accuracy, transparency, and audit readiness, this module ensures that crew compensation is calculated correctly, paid on time, and fully defensible in front of internal management, auditors, and regulators.

Maritime Payroll Engine

This component provides a payroll calculation engine tailored specifically for maritime operations. It supports contract-based payroll, sailing days, overtime, rank-based rates, and payroll cycles that span onboard and offboard periods.

The system automatically aligns payroll calculations with crew assignments and rotation data, eliminating manual reconciliation and reducing payroll errors that can lead to disputes or financial exposure.

Voyage-Based Allowance & Premium Management

This component manages voyage-related allowances and premiums, including route-based incentives, hazard pay, overtime premiums, and special operational allowances.

By linking allowances directly to voyage data and crew assignments, the system ensures fair, transparent, and traceable compensation aligned with actual operational conditions.

Union, Tax & Regulatory Compliance

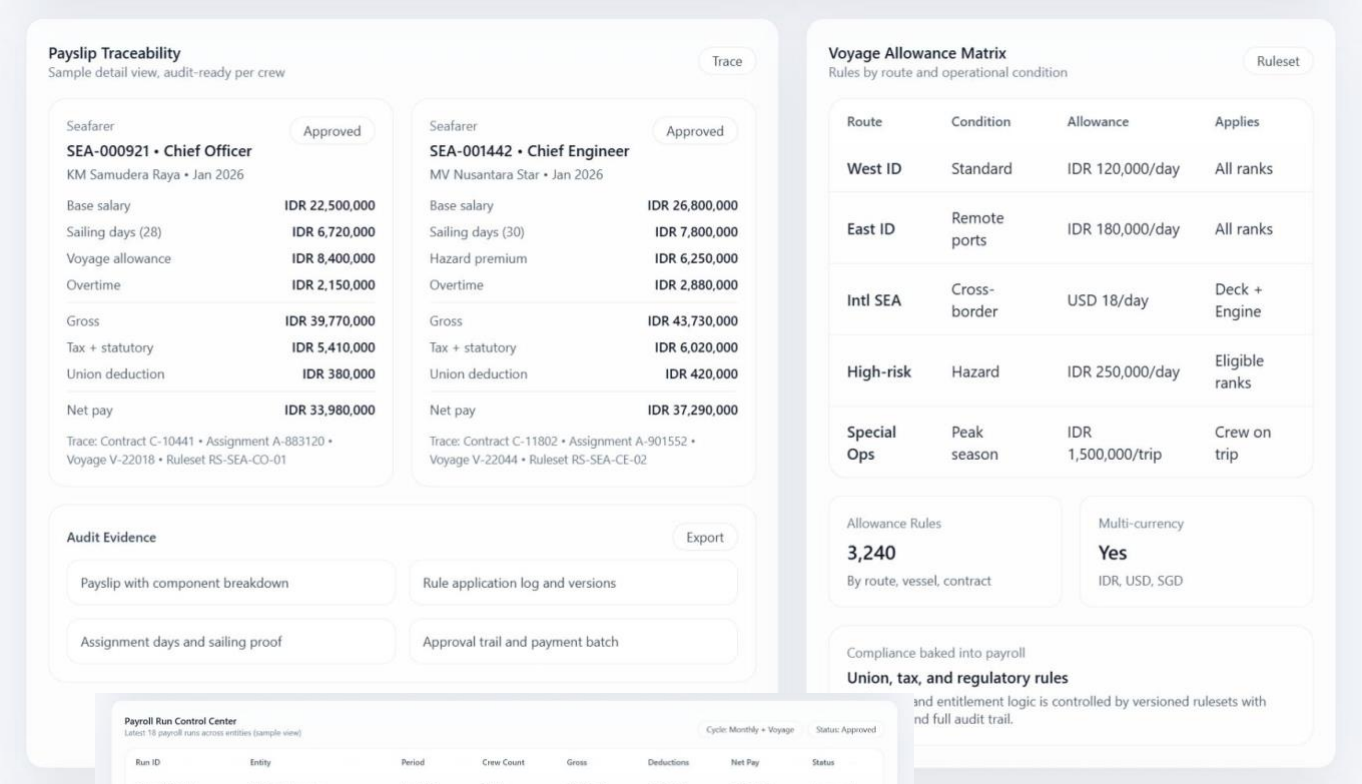
This component embeds compliance with labor agreements, union rules, taxation requirements, and applicable maritime regulations into the payroll process. It supports different contractual schemes, payroll currencies, and jurisdiction-specific deductions.

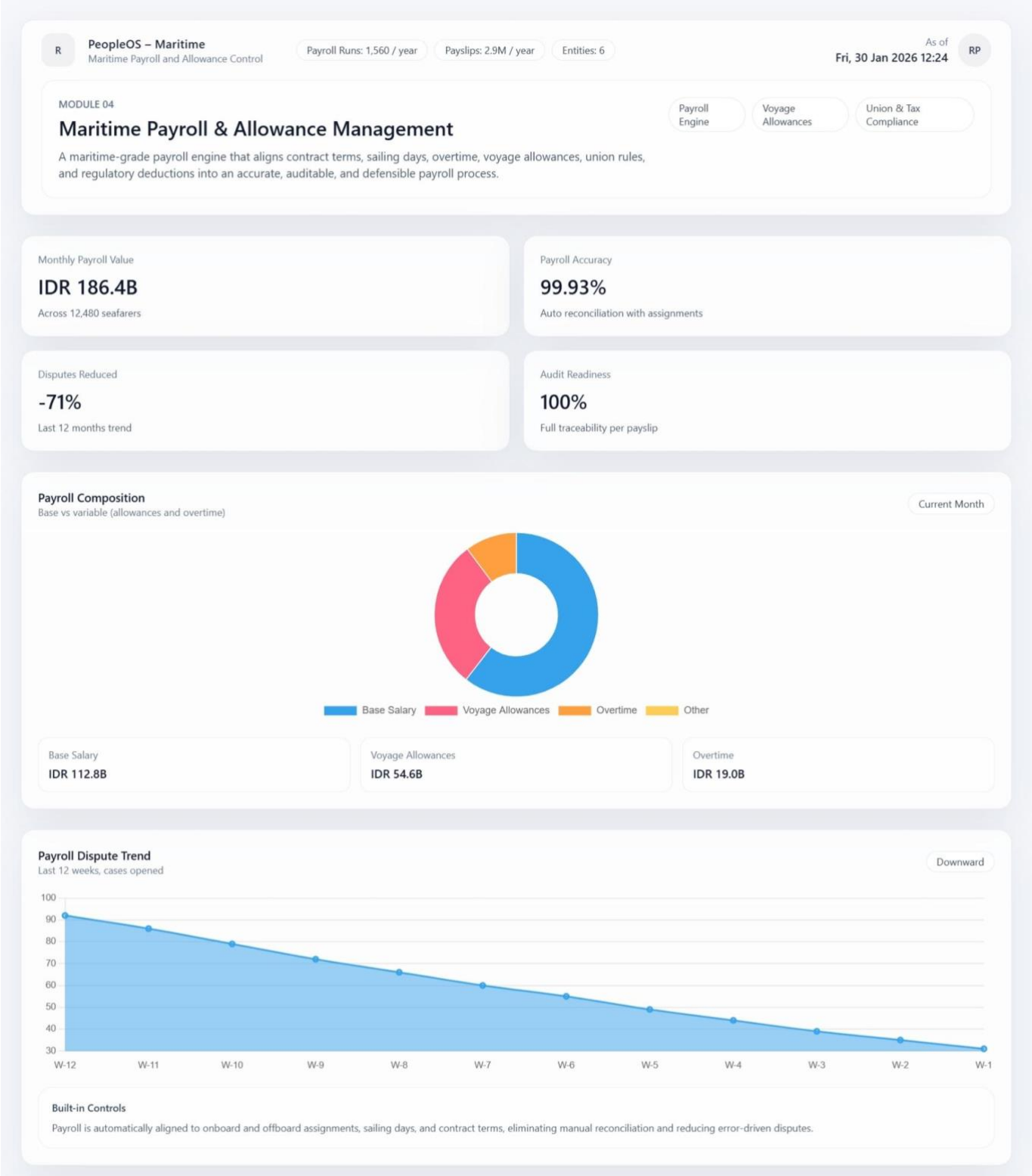
The result is a payroll process that is consistently compliant, audit-ready, and resilient to regulatory scrutiny across different operating regions.

Operational Value

Through this module, PeopleOS enables maritime organizations to:

- Ensure accurate and transparent crew compensation
- Reduce payroll disputes and manual reconciliation efforts
- Maintain compliance with union agreements and labor regulations
- Support multi-currency and multi-entity payroll operations
- Strengthen trust between crew, finance, and management




R
PeopleOS – Maritime
Maritime Payroll and Allowance Control
Payroll Runs: 1,560 / year
Payslips: 2.9M / year
Entities: 6
As of
Fri, 30 Jan 2026 12:24
RP
MODULE 04
Maritime Payroll & Allowance Management
A maritime-grade payroll engine that aligns contract terms, sailing days, overtime, voyage allowances, union rules, and regulatory deductions into an accurate, auditable, and defensible payroll process.
Payroll Engine
Voyage Allowances
Union & Tax Compliance
Monthly Payroll Value
IDR 186.4B
Across 12,480 seafarers
Payroll Accuracy
99.93%
Auto reconciliation with assignments
Disputes Reduced
-71%
Last 12 months trend
Audit Readiness
100%
Full traceability per payslip
Payroll Composition
Base vs variable (allowances and overtime)
Current Month
Base Salary
Voyage Allowances
Overtime
Other
Base Salary
IDR 112.8B
Voyage Allowances
IDR 54.6B
Overtime
IDR 19.0B
Payroll Dispute Trend
Last 12 weeks, cases opened
Downward
100
90
80
70
60
50
40
30
W-12
W-11
W-10
W-9
W-8
W-7
W-6
W-5
W-4
W-3
W-2
W-1
Built-in Controls
Payroll is automatically aligned to onboard and offboard assignments, sailing days, and contract terms, eliminating manual reconciliation and reducing error-driven disputes.

Performance, Discipline & Crew Evaluation

Performance, Discipline & Crew Evaluation transforms crew assessment into a governance-driven system that reinforces safety, fairness, and long-term maritime excellence.

Overview

Performance, Discipline & Crew Evaluation is a strategic people governance module within PeopleOS for Maritime, designed to measure, document, and improve crew performance in a structured and defensible manner. This module ensures that performance management in maritime operations is objective, traceable, and aligned with safety, operational excellence, and long-term talent development.

Rather than treating evaluation as a periodic HR activity, this module embeds performance and discipline management directly into daily maritime operations and voyage execution.

Crew Performance & Voyage Evaluation

This component enables structured evaluation of crew performance based on voyage execution, safety behavior, operational discipline, and role-specific responsibilities. Evaluations can be conducted per voyage, per contract period, or based on predefined operational milestones.

By linking performance records to actual assignments and voyages, the system creates an evidence-based performance history that supports promotion, retention, and corrective action decisions.

Incident, Discipline & Sanction Tracking

This component provides a formal framework for recording incidents, violations, investigations, and disciplinary actions. Each case is documented with chronology, supporting evidence, decisions, and outcomes.

The system ensures fairness, consistency, and legal defensibility while protecting the organization from reputational and compliance risks arising from unmanaged disciplinary issues.

Talent Pool & Promotion Readiness

This component identifies high-potential crew members based on performance trends, certification readiness, sea service accumulation, and leadership indicators. It supports structured promotion readiness assessments and talent pooling across fleets.

Management gains clear visibility into who is ready for rank upgrade, who requires further development, and where future leadership gaps may emerge.

Operational Value

Through this module, PeopleOS enables maritime organizations to:

- Establish objective and transparent crew performance management
- Reduce subjective decision making in promotion and discipline
- Strengthen safety culture through accountable evaluations
- Build a reliable talent pipeline for critical maritime roles
- Protect the organization through defensible personnel records

Crew Performance & Voyage Evaluation Register
Top 28 latest evaluations (sample view)
Filter: Critical roles | Scope: Fleet

Eval ID	Seafarer	Rank	Vessel	Voyage	Safety	Discipline	Score	Outcome
EVAL-884120	SEA-000921 • R. Wibowo	Chief Officer	MV Nusantara Star	V-22044	4.9	A	4.82	Promotion Ready
EVAL-884138	SEA-001442 • S. Hartono	Chief Engineer	MV Nusantara Star	V-22044	4.8	A	4.74	Key Talent
EVAL-884166	SEA-004212 • Y. Rahman	2nd Officer	KM Samudera Raya	V-21998	4.7	A	4.61	Promotion Track
EVAL-884201	SEA-000377 • D. Kurnia	2nd Engineer	KM Bahari 07	V-22003	4.6	B	4.44	Develop
EVAL-884233	SEA-005041 • H. Abdullah	ETO	MV Equator Prime	V-22018	4.5	B	4.38	Develop
EVAL-884267	SEA-000744 • V. Ananda	3rd Engineer	MV Aurora Bay	V-22012	4.8	A	4.66	Promotion Track
EVAL-884291	SEA-002090 • M. Santoso	Bosun	KM Arjuna 12	V-21987	4.7	A	4.58	Key Talent
EVAL-884309	SEA-003104 • B. Prakoso	Oiler	MV Aurora Bay	V-22012	4.6	A	4.49	Develop
EVAL-884325	SEA-003901 • K. Hidayat	Pumpman	MV Equator Prime	V-22018				
EVAL-884341	SEA-002301 • N. Putri	Chief Steward	KM Samudera Raya	V-21998				
EVAL-884360	SEA-001306 • F. Nugroho	Able Seaman	KM Arjuna 12	V-21987				
EVAL-884382	SEA-000588 • T. Lestari	3rd Officer	MV Aurora Bay	V-22012				
EVAL-884401	SEA-004020 • J. Tan	2nd Engineer	MV Equator Prime	V-22018				
EVAL-884427	SEA-004511 • A. S. Lim	3rd Officer	KM Borneo Link	V-22022				
EVAL-884459	SEA-003612 • G. Samosir	Cook	MV Nusantara Star	V-22044				
EVAL-884488	SEA-002884 • D. S. Putra	Chief Engineer	KM Borneo Link	V-22022				
EVAL-884503	SEA-001015 • H. Siregar	AB Seaman	KM Samudera Raya	V-21998				
EVAL-884526	SEA-001889 • I. Maulana	ETO	KM Arjuna 12	V-21987				
EVAL-884549	SEA-000184 • A. Pranata	Master	MV Nusantara Star	V-22044				
EVAL-884571	SEA-002611 • R. Saputra	Oiler	KM Samudera Raya	V-21998				
EVAL-884590	SEA-004122 • P. Wijaya	AB Seaman	MV Equator Prime	V-22018				
EVAL-884612	SEA-003220 • M. Fadli	Bosun	KM Borneo Link	V-22022				
EVAL-884633	SEA-003901 • K. Hidayat	Pumpman	MV Equator Prime	V-22018				
EVAL-884651	SEA-004711 • L. Susanto	3rd Engineer	MV Aurora Bay	V-22012				
EVAL-884672	SEA-002771 • E. Gunawan	Cook	KM Arjuna 12	V-21987				
EVAL-884699	SEA-000663 • S. Pratiwi	Chief Officer	MV Aurora Bay	V-22012				
EVAL-884721	SEA-004911 • R. Hakim	2nd Officer	KM Samudera Raya	V-21998				

Evidence Records Linked
6.8M
Voyage logs, safety, incidents

Promotion Decisions
1,204 / year
Rank upgrades, leadership track

Incident, Discipline & Sanction Tracking
Top 16 open cases with evidence timeline
Open

Case	Type	Vessel	Severity	Stage	SLA
DSP-22108	Safety violation	MV Equator Prime	High	Investigation	4 days
DSP-22122	Operational negligence	MV Nusantara Star	Med	Hearing scheduled	6 days
DSP-22141	Harassment complaint	KM Samudera Raya	High	Evidence review	3 days
DSP-22157	Alcohol policy	MV Aurora Bay	Med	Corrective action	8 days
DSP-22173	Security breach	KM Borneo Link	High	Investigation	5 days
DSP-22188	Attendance misconduct	KM Arjuna 12	Low	Manager review	10 days
DSP-22206	Procedure non-compliance	MV Equator Prime	Med	Evidence review	7 days
DSP-22219	Damage incident	MV Nusantara Star	Med	Hearing scheduled	9 days
DSP-22234	Safety near miss	KM Samudera Raya	Low	Corrective action	12 days
DSP-22252	Insubordination	MV Aurora Bay	Med	Manager review	11 days
DSP-22267	Safety violation	KM Borneo Link	High	Investigation	4 days
DSP-22283	Operational negligence	MV Equator Prime	High	Evidence review	2 days
DSP-22291	Harassment complaint	MV Nusantara Star	Med	Hearing scheduled	6 days
DSP-22305	Security breach	KM Samudera Raya	High	Investigation	5 days
DSP-22317	Procedure non-compliance	MV Aurora Bay	Med	Corrective action	8 days
DSP-22329	Damage incident	KM Arjuna 12	Low	Manager review	14 days

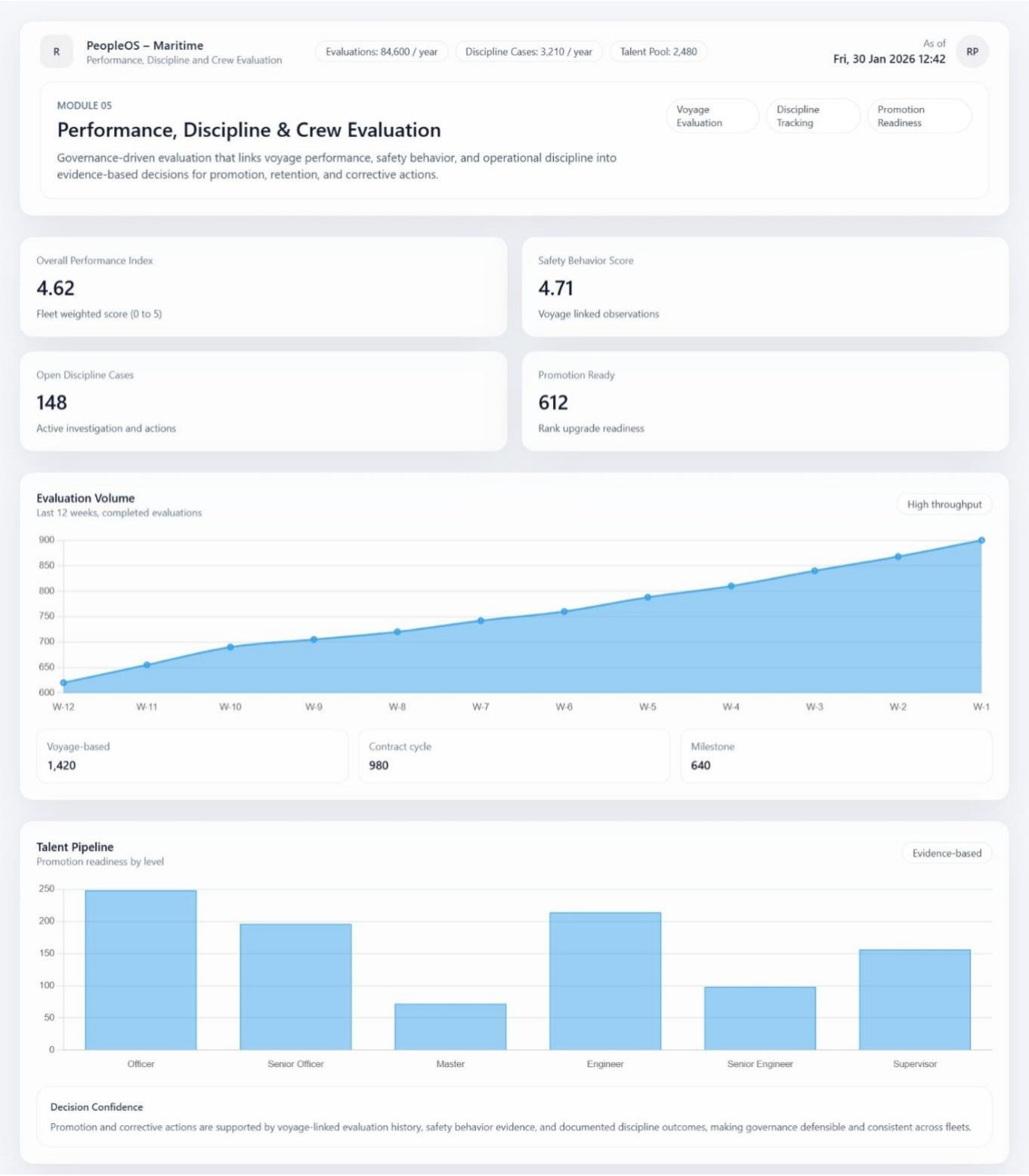
Governance
Evidence trace
Each case is documented with chronology, supporting evidence, decisions, sanctions, and outcomes, ensuring fairness, consistency, and legal defensibility.

Talent Pool & Promotion Readiness
Top 18 candidates for critical roles (sample view)
Shortlist

Seafarer	Current Rank	Target Rank	Trend	Readiness
SEA-010442 • A. Pranata	Master	Fleet Captain	Up	99%
SEA-008221 • R. Wibowo	Chief Officer	Master	Up	96%
SEA-009114 • S. Hartono	Chief Engineer	Fleet Engineer	Up	95%
SEA-007552 • T. Lestari	3rd Officer	2nd Officer	Up	93%
SEA-006330 • V. Ananda	3rd Engineer	2nd Engineer	Up	92%
SEA-006118 • M. Santoso	Bosun	Deck Foreman	Up	90%
SEA-005901 • Y. Rahman	2nd Officer	Chief Officer	Up	89%
SEA-005041 • H. Abdullah	ETO	Senior ETO	Up	87%
SEA-004511 • A. S. Lim	3rd Officer	2nd Officer	Up	86%
SEA-004020 • J. Tan	2nd Engineer	Chief Engineer	Up	84%
SEA-003901 • K. Hidayat	Pumpman	Senior Pumpman	Up	83%
SEA-003612 • G. Samosir	Cook	Chief Cook	Up	81%
SEA-003220 • M. Fadli	Bosun	Deck Foreman	Stable	78%
SEA-003104 • B. Prakoso	Oiler	Senior Oiler	Up	77%
SEA-002884 • D. S. Putra	Chief Engineer	Fleet Engineer	Up	92%
SEA-002771 • E. Gunawan	Cook	Chief Cook	Up	80%
SEA-002611 • R. Saputra	Oiler	Senior Oiler	Up	79%
SEA-001306 • F. Nugroho	Able Seaman	Bosun	Up	82%

Candidates tracked
2,480
Across fleets and ranks

Readiness validations
120,000 / month
Cert, sea service, score gates


R
PeopleOS – Maritime
Performance, Discipline and Crew Evaluation
Evaluations: 84,600 / year
Discipline Cases: 3,210 / year
Talent Pool: 2,480
As of
Fri, 30 Jan 2026 12:42
RP
MODULE 05
Performance, Discipline & Crew Evaluation
Governance-driven evaluation that links voyage performance, safety behavior, and operational discipline into evidence-based decisions for promotion, retention, and corrective actions.
Voyage Evaluation
Discipline Tracking
Promotion Readiness
Overall Performance Index
4.62
Fleet weighted score (0 to 5)
Safety Behavior Score
4.71
Voyage linked observations
Open Discipline Cases
148
Active investigation and actions
Promotion Ready
612
Rank upgrade readiness
Evaluation Volume
Last 12 weeks, completed evaluations
High throughput
900
850
800
750
700
650
600
W-12
W-11
W-10
W-9
W-8
W-7
W-6
W-5
W-4
W-3
W-2
W-1
Voyage-based
1,420
Contract cycle
980
Milestone
640
Talent Pipeline
Promotion readiness by level
Evidence-based
250
200
150
100
50
0
Officer
Senior Officer
Master
Engineer
Senior Engineer
Supervisor
Decision Confidence
Promotion and corrective actions are supported by voyage-linked evaluation history, safety behavior evidence, and documented discipline outcomes, making governance defensible and consistent across fleets.

Training, Career Path & Succession

Training, Career Path & Succession secures the future of maritime operations by systematically developing talent and protecting mission-critical roles.

Overview

Training, Career Path & Succession is a forward-looking human capital module within PeopleOS for Maritime, designed to ensure long-term workforce sustainability and leadership continuity across maritime operations. This module transforms training and career development from fragmented administrative processes into a structured, strategic capability.

By aligning training requirements, certification pathways, and career progression with operational needs, this module enables maritime organizations to systematically develop talent while safeguarding critical positions across fleets.

Maritime Training Management

This component provides centralized management of all training activities, including mandatory certifications, refresher courses, simulator programs, and company-specific development initiatives. Training requirements are dynamically linked to rank, vessel type, and operational role.

The system ensures that training investments are targeted, timely, and aligned with both regulatory compliance and future operational demands.

Career Path & Rank Progression

This component visualizes structured career pathways for seafarers, from entry-level positions to senior officer roles. It defines clear progression criteria based on sea service, certification, performance history, and competency readiness.

By making career advancement transparent and data-driven, the system increases motivation, retention, and long-term engagement among crew members.

Succession & Critical Position Planning

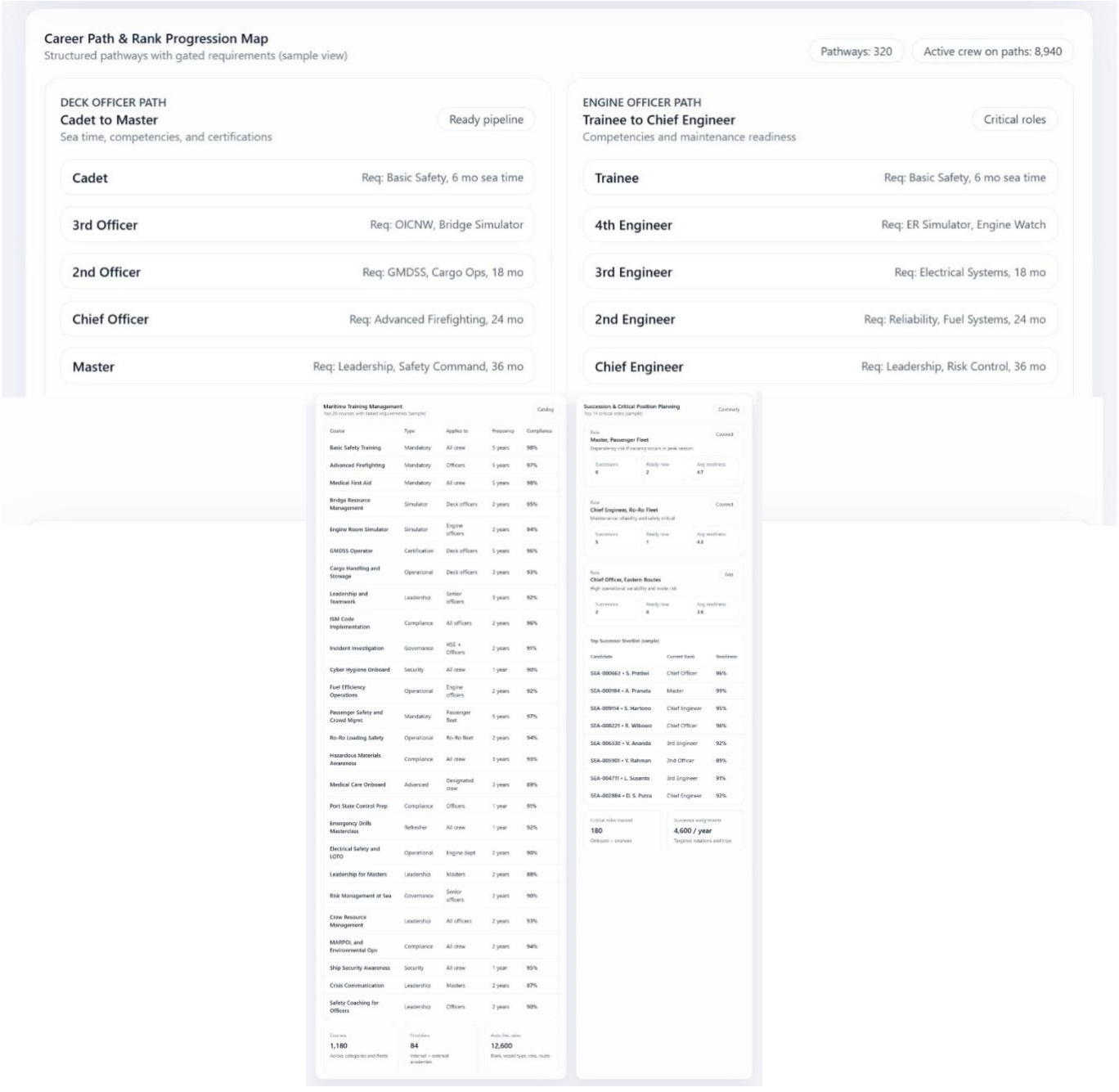
This component identifies and monitors succession readiness for critical maritime positions, both onboard and ashore. It highlights dependency risks, talent gaps, and readiness levels across fleets and ranks.

Management can proactively prepare successors through targeted training and assignments, reducing operational risk caused by sudden vacancies or unplanned attrition.

Operational Value

Through this module, PeopleOS enables maritime organizations to:

- Build a sustainable and future-ready maritime workforce
- Reduce dependency on reactive recruitment for critical roles
- Improve retention through transparent career development
- Align training investment with strategic workforce needs
- Ensure leadership continuity across fleets and operations



R **PeopleOS – Maritime**
Training, Career Path and Succession Planning

Learning Hours: 1.2M / year | Active Pathways: 320 | Successor Pools: 1,040

As of
Fri, 30 Jan 2026 13:33

RP

MODULE 06

Training, Career Path & Succession

Maritime Training | Career Path | Succession

A forward-looking human capital engine that links maritime training, rank progression requirements, competency readiness, and critical position succession into a structured, measurable pipeline.

Training Compliance
97.8%
Mandatory + refresher coverage

Average Readiness Index
4.54
Competency and sea-time gates

Critical Roles Covered
92%
With named successors

Vacancy Risk
Low
Next 6 months forecast

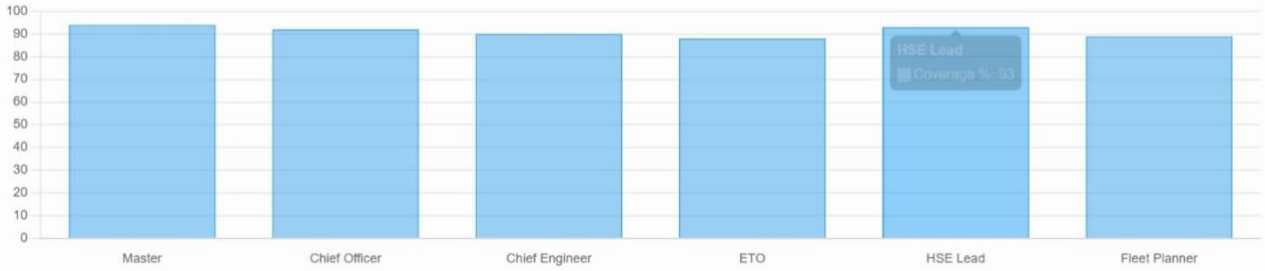
Training Throughput
Last 12 weeks, completions

High volume

Mandatory	Refresher	Simulator
9,240	6,880	3,120

Succession Coverage
Critical positions with successors

Gap visibility



Operational Continuity

Succession readiness is tracked for both onboard and onshore critical roles, highlighting dependency risks and enabling targeted training and assignments to prevent sudden vacancy shocks.

Crew Welfare, Engagement & Claims

Crew Welfare, Engagement & Claims embeds human sustainability into maritime operations, ensuring that operational excellence is supported by trust, fairness, and care.

Overview

Crew Welfare, Engagement & Claims is a human-centric module within PeopleOS for Maritime, designed to protect crew wellbeing while strengthening trust between seafarers and management. This module recognizes that welfare, communication, and fair grievance handling are essential to safety, retention, and long-term operational stability.

By providing structured, transparent mechanisms for welfare management and claims handling, this module ensures that crew concerns are addressed consistently and professionally, without disrupting vessel operations.

Crew Welfare & Benefit Management

This component manages welfare programs, benefits, and support entitlements for crew members and, where applicable, their families. It covers insurance coverage, welfare allowances, and company-provided facilities and assistance.

The system provides management with visibility into welfare commitments while ensuring that crew entitlements are administered fairly and consistently across fleets.

Grievance, Claim & Case Handling

This component provides a formal and traceable framework for submitting, reviewing, and resolving crew grievances and claims. Each case is documented with supporting evidence, review stages, decisions, and outcomes.

By standardizing grievance handling, the system protects both crew rights and organizational integrity, reducing the risk of escalation, disputes, or reputational damage.

Crew Communication & Announcement

This component establishes an official communication channel between management and crew members. It supports policy announcements, operational updates, welfare communications, and important notices.

The system ensures that critical information is delivered consistently and auditable, even in distributed and multi-fleet maritime environments.

Operational Value

Through this module, PeopleOS enables maritime organizations to:

- Strengthen crew trust and engagement

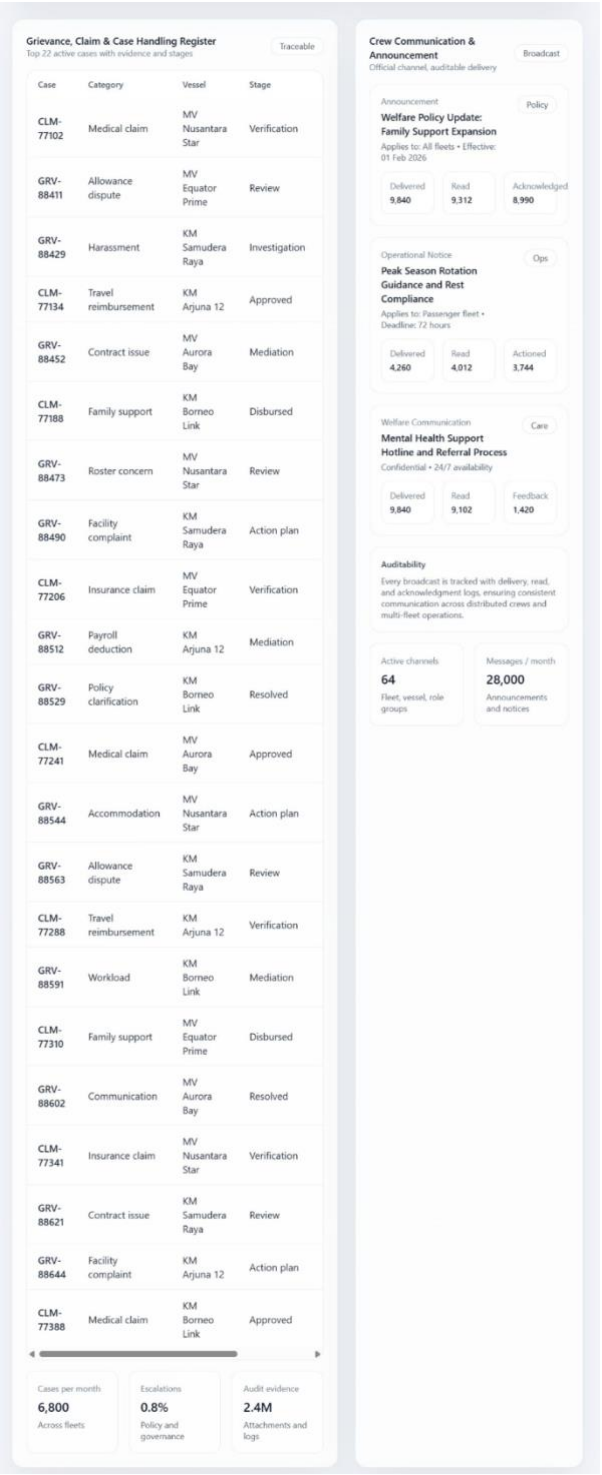
- Improve retention through transparent welfare management
- Reduce conflict escalation and unmanaged disputes
- Ensure consistent communication across fleets
- Reinforce a safety-first and people-centric culture

Crew Welfare & Benefit Management Ledger
Top 30 latest welfare transactions (sample view)

Scope: Fleet | Currency: IDR

Txn ID	Crew	Vessel	Benefit Type	Amount	Status	Processed
WLF-990120	SEA-000921 • R. Wibowo	MV Nusantara Star	Onboard Allowance	IDR 18,500,000	Paid	T+0
WLF-990138	SEA-001442 • S. Hartono	MV Nusantara Star	Hazard Premium	IDR 9,750,000	Paid	T+0
WLF-990166	SEA-004212 • Y. Rahman	KM Samudera Raya	Family Support	IDR 6,200,000	Paid	T+1
WLF-990201	SEA-000377 • D. Kurnia	KM Bahari 07	Medical Reimbursement	IDR 12,450,000	Approved	T+2
WLF-990233	SEA-005041 • H. Abdullah	MV Equator Prime	Travel Support	IDR 4,800,000	Paid	T+0
WLF-990267	SEA-000744 • V. Ananda	MV Aurora Bay	Onboard Allowance	IDR 15,900,000	Paid	T+0
WLF-990291	SEA-002090 • M. Santoso	KM Arjuna 12	Welfare Allowance	IDR 3,250,000	Paid	T+1
WLF-990309	SEA-003104 • B. Prakoso	MV Aurora Bay	Meal Support	IDR 1,800,000	Paid	T+0
WLF-990325	SEA-003901 • K. Hidayat	MV Equator Prime	Medical Reimbursement	IDR 8,300,000	Approved	T+2
WLF-990341	SEA-002301 • N. Putri	KM Samudera Raya	Family Support	IDR 5,700,000	Paid	T+1
WLF-990360	SEA-001306 • F. Nugroho	KM Arjuna 12	Welfare Allowance	IDR 2,900,000	Paid	T+0
WLF-990382	SEA-000588 • T. Lestari	MV Aurora Bay	Travel Support	IDR 6,150,000	Paid	T+0
WLF-990401	SEA-004020 • J. Tan	MV Equator Prime	Hazard Premium	IDR 7,900,000	Paid	T+1
WLF-990427	SEA-004511 • A. S. Lim	KM Borneo Link	Onboard Allowance	IDR 14,850,000	Paid	T+0
WLF-990459	SEA-003612 • G. Samosir	MV Nusantara Star	Meal Support	IDR 1,650,000	Paid	T+0
WLF-990488	SEA-002884 • D. S. Putra	KM Borneo Link	Family Support	IDR 7,250,000	Paid	T+1
WLF-990503	SEA-001015 • H. Siregar	KM Samudera Raya	Welfare Allowance	IDR 2,650,000	Paid	T+0
WLF-990526	SEA-001889 • I. Maulana	KM Arjuna 12	Medical Reimbursement	IDR 10,900,000	Approved	T+2
WLF-990549	SEA-000184 • A. Pranata	MV Nusantara Star	Onboard Allowance	IDR 22,400,000	Paid	T+0
WLF-990571	SEA-002611 • R. Saputra	KM Samudera Raya	Travel Support	IDR 3,900,000	Paid	T+0
WLF-990590	SEA-004122 • P. Wijaya	MV Equator Prime	Welfare Allowance	IDR 2,450,000	Paid	T+1
WLF-990612	SEA-003220 • M. Fadli	KM Borneo Link	Family Support	IDR 5,150,000	Paid	T+1
WLF-990633	SEA-004711 • L. Susanto	MV Aurora Bay	Hazard Premium	IDR 6,600,000	Paid	T+0
WLF-990651	SEA-002771 • E. Gunawan	KM Arjuna 12	Meal Support	IDR 1,550,000	Paid	T+0
WLF-990672	SEA-000663 • S. Pratiwi	MV Aurora Bay	Medical Reimbursement	IDR 13,800,000	Approved	T+2

Welfare programs: 240 — Fleet and role specific
Eligible families: 18,400 — Dependent coverage registry
Auto entitlement rules: 8,900 — Rank, route, vessel, contract



Grievance, Claim & Case Handling Register
Top 22 active cases with evidence and stages

Traceable

Case	Category	Vessel	Stage
CLM-77102	Medical claim	MV Nusantara Star	Verification
GRV-88411	Allowance dispute	MV Equator Prime	Review
GRV-88429	Harassment	KM Samudera Raya	Investigation
CLM-77134	Travel reimbursement	KM Arjuna 12	Approved
GRV-88452	Contract issue	MV Aurora Bay	Mediation
CLM-77188	Family support	KM Borneo Link	Disbursed
GRV-88473	Roster concern	MV Nusantara Star	Review
GRV-88490	Facility complaint	KM Samudera Raya	Action plan
CLM-77206	Insurance claim	MV Equator Prime	Verification
GRV-88512	Payroll deduction	KM Arjuna 12	Mediation
GRV-88529	Policy clarification	KM Borneo Link	Resolved
CLM-77241	Medical claim	MV Aurora Bay	Approved
GRV-88544	Accommodation	MV Nusantara Star	Action plan
GRV-88563	Allowance dispute	KM Samudera Raya	Review
CLM-77288	Travel reimbursement	KM Arjuna 12	Verification
GRV-88591	Workload	KM Borneo Link	Mediation
CLM-77310	Family support	MV Equator Prime	Disbursed
GRV-88602	Communication	MV Aurora Bay	Resolved
CLM-77341	Insurance claim	MV Nusantara Star	Verification
GRV-88621	Contract issue	KM Samudera Raya	Review
GRV-88644	Facility complaint	KM Arjuna 12	Action plan
CLM-77388	Medical claim	KM Borneo Link	Approved

Cases per month: 6,800 — Across fleets
Escalations: 0.8% — Policy and governance
Audit evidence: 2.4M — Attachments and logs

Crew Communication & Announcement
Official channel, auditable delivery

Broadcast

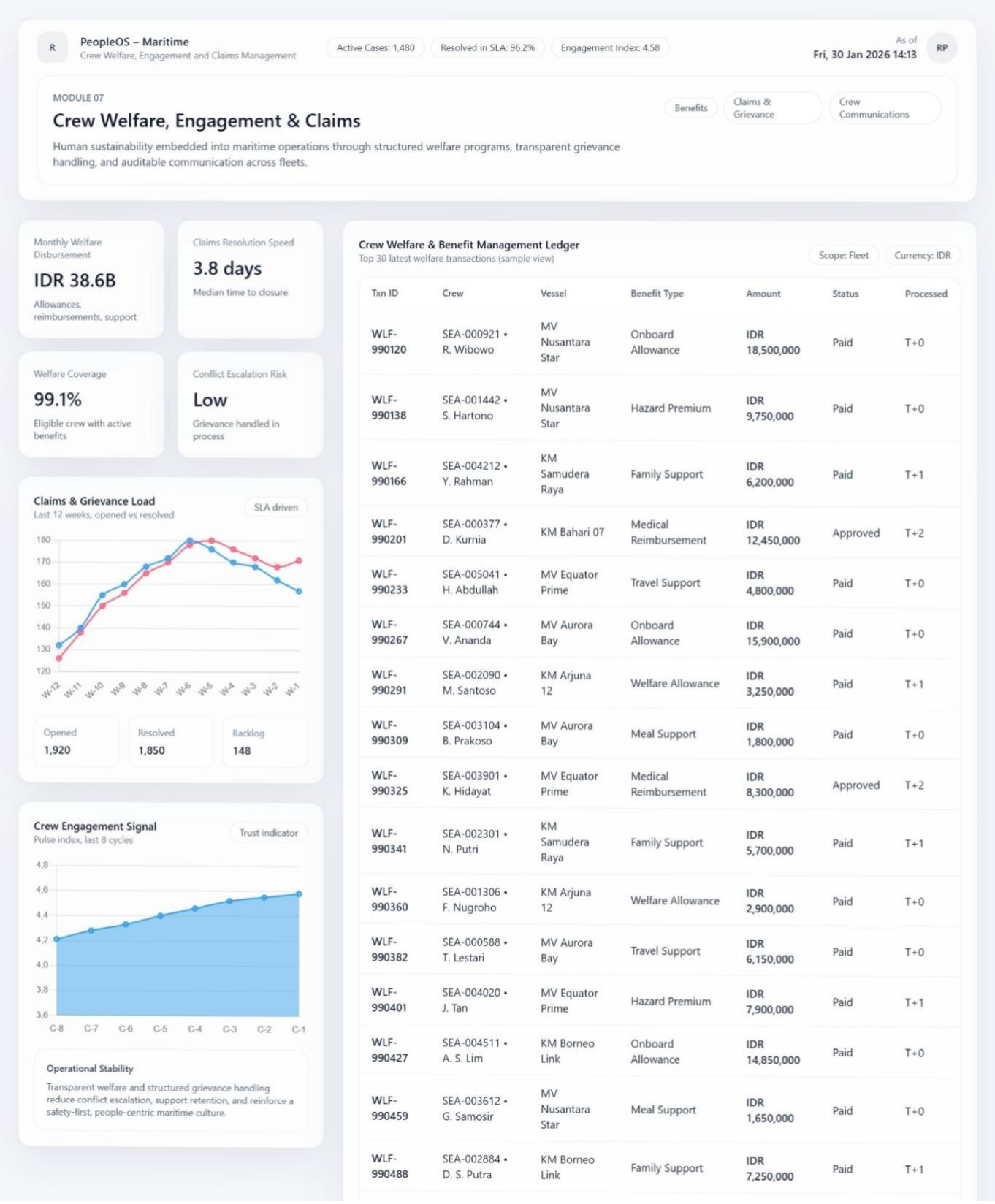
Announcement — Policy
Welfare Policy Update: Family Support Expansion
Applies to: All fleets • Effective: 01 Feb 2026
Delivered 9,840 | Read 9,312 | Acknowledged 8,990

Operational Notice — Ops
Peak Season Rotation Guidance and Rest Compliance
Applies to: Passenger fleet • Deadline: 72 hours
Delivered 4,260 | Read 4,012 | Actioned 3,744

Welfare Communication — Care
Mental Health Support Hotline and Referral Process
Confidential • 24/7 availability
Delivered 9,840 | Read 9,102 | Feedback 1,420

Auditability
Every broadcast is tracked with delivery, read, and acknowledgment logs, ensuring consistent communication across distributed crews and multi-fleet operations.

Active channels: 64 — Fleet, vessel, role groups
Messages / month: 28,000 — Announcements and notices


R
PeopleOS – Maritime
Crew Welfare, Engagement and Claims Management
Active Cases: 1,480
Resolved in SLA: 96.2%
Engagement Index: 4.58
As of
Fri, 30 Jan 2026 14:13
RP
MODULE 07
Crew Welfare, Engagement & Claims
Benefits
Claims & Grievance
Crew Communications
Human sustainability embedded into maritime operations through structured welfare programs, transparent grievance handling, and auditable communication across fleets.
Monthly Welfare Disbursement
IDR 38.6B
Allowances, reimbursements, support
Claims Resolution Speed
3.8 days
Median time to closure
Welfare Coverage
99.1%
Eligible crew with active benefits
Conflict Escalation Risk
Low
Grievance handled in process
Claims & Grievance Load
Last 12 weeks, opened vs resolved
SLA driven
180
170
160
150
140
130
120
W-12
W-11
W-10
W-9
W-8
W-7
W-6
W-5
W-4
W-3
W-2
W-1
Opened
1,920
Resolved
1,850
Backlog
148
Crew Engagement Signal
Pulse index, last 8 cycles
Trust indicator
4,8
4,6
4,4
4,2
4,0
3,8
3,6
C-8
C-7
C-6
C-5
C-4
C-3
C-2
C-1
Operational Stability
Transparent welfare and structured grievance handling reduce conflict escalation, support retention, and reinforce a safety-first, people-centric maritime culture.
Crew Welfare & Benefit Management Ledger
Top 30 latest welfare transactions (sample view)
Scope: Fleet
Currency: IDR
Txn ID
Crew
Vessel
Benefit Type
Amount
Status
Processed
WLF-990120
SEA-000921 • R. Wibowo
MV Nusantara Star
Onboard Allowance
IDR 18,500,000
Paid
T+0
WLF-990138
SEA-001442 • S. Hartono
MV Nusantara Star
Hazard Premium
IDR 9,750,000
Paid
T+0
WLF-990166
SEA-004212 • Y. Rahman
KM Samudera Raya
Family Support
IDR 6,200,000
Paid
T+1
WLF-990201
SEA-000377 • D. Kurnia
KM Bahari 07
Medical Reimbursement
IDR 12,450,000
Approved
T+2
WLF-990233
SEA-005041 • H. Abdullah
MV Equator Prime
Travel Support
IDR 4,800,000
Paid
T+0
WLF-990267
SEA-000744 • V. Ananda
MV Aurora Bay
Onboard Allowance
IDR 15,900,000
Paid
T+0
WLF-990291
SEA-002090 • M. Santoso
KM Arjuna 12
Welfare Allowance
IDR 3,250,000
Paid
T+1
WLF-990309
SEA-003104 • B. Prakoso
MV Aurora Bay
Meal Support
IDR 1,800,000
Paid
T+0
WLF-990325
SEA-003901 • K. Hidayat
MV Equator Prime
Medical Reimbursement
IDR 8,300,000
Approved
T+2
WLF-990341
SEA-002301 • N. Putri
KM Samudera Raya
Family Support
IDR 5,700,000
Paid
T+1
WLF-990360
SEA-001306 • F. Nugroho
KM Arjuna 12
Welfare Allowance
IDR 2,900,000
Paid
T+0
WLF-990382
SEA-000588 • T. Lestari
MV Aurora Bay
Travel Support
IDR 6,150,000
Paid
T+0
WLF-990401
SEA-004020 • J. Tan
MV Equator Prime
Hazard Premium
IDR 7,900,000
Paid
T+1
WLF-990427
SEA-004511 • A. S. Lim
KM Borneo Link
Onboard Allowance
IDR 14,850,000
Paid
T+0
WLF-990459
SEA-003612 • G. Samosir
MV Nusantara Star
Meal Support
IDR 1,650,000
Paid
T+0
WLF-990488
SEA-002884 • D. S. Putra
KM Borneo Link
Family Support
IDR 7,250,000
Paid
T+1

Fleet, Voyage & HR Integration Layer

Fleet, Voyage & HR Integration Layer positions PeopleOS as a unified digital backbone that aligns people, vessels, and voyages into one coherent operational ecosystem.

Overview

Fleet, Voyage & HR Integration Layer is the enterprise integration backbone of PeopleOS for Maritime, designed to connect human capital data with fleet operations, voyage execution, and corporate systems. This module ensures that crew information is not isolated within HR, but actively drives operational decisions across the organization.

By unifying people, vessel, and voyage data, this module enables maritime organizations to operate with a shared, real-time operational picture across departments and management levels.

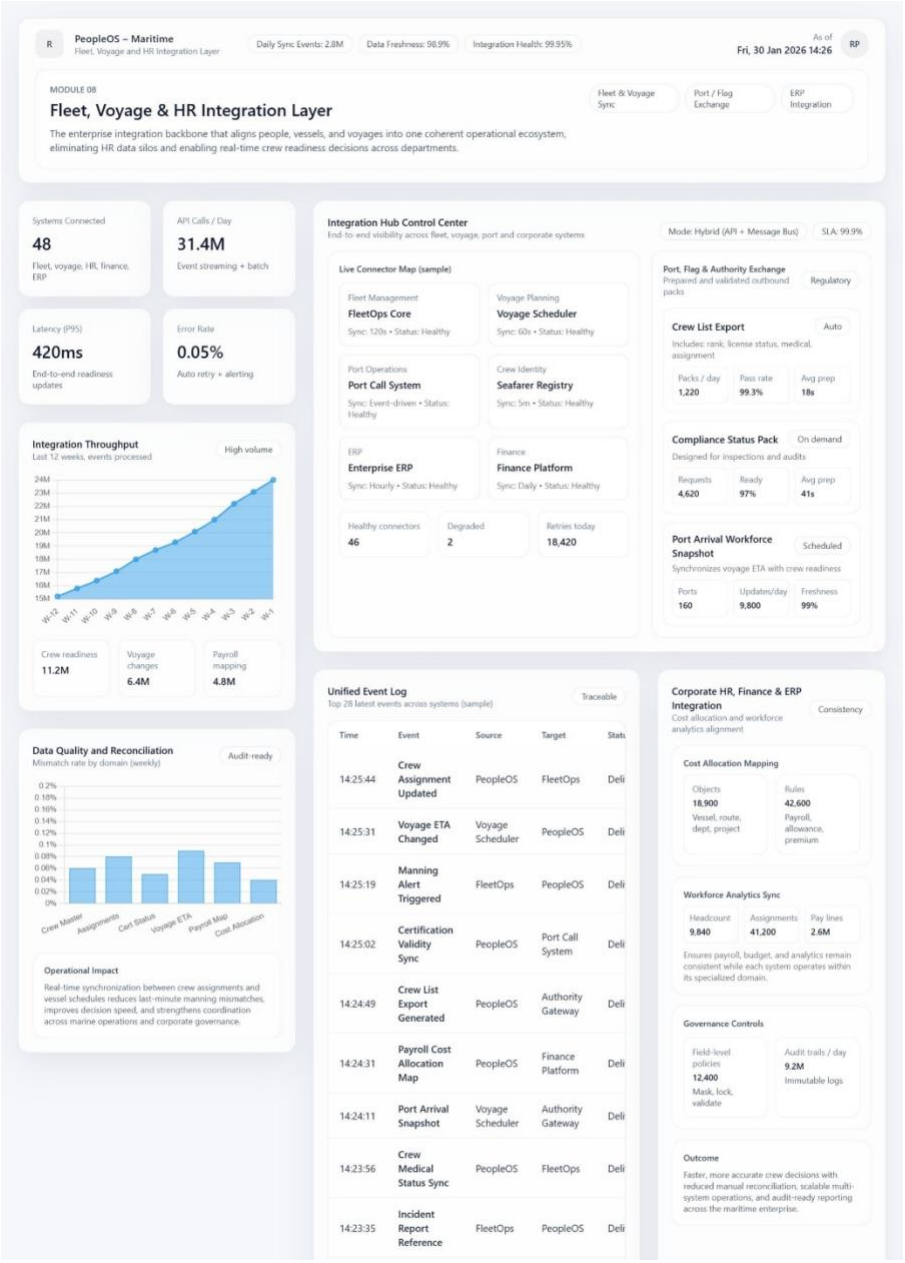
Integration with Fleet & Voyage Systems

This component enables seamless data exchange between PeopleOS and fleet management, voyage planning, and port operation systems. Crew assignments, manning status, and readiness data are synchronized with vessel schedules and voyage plans.

The result is improved coordination between crewing, marine operations, and operations planning teams, reducing misalignment and operational friction.

Port, Flag & Authority Data Exchange

This component supports structured data sharing with port authorities, flag states, and regulatory bodies where required. Crew lists,



certification status, and compliance-related data can be prepared and validated directly from the system.

By reducing manual data preparation, the system increases accuracy, shortens reporting cycles, and improves responsiveness during inspections and audits.

Corporate HR, Finance & ERP Integration

This component connects PeopleOS with corporate HR systems, finance platforms, and enterprise ERP solutions. It enables alignment of payroll, cost allocation, budgeting, and workforce analytics across the organization.

The integration layer ensures consistency of data while allowing each system to operate within its specialized domain.

Operational Value

Through this module, PeopleOS enables maritime organizations to:

- Eliminate data silos between HR and operations
- Improve accuracy and timeliness of crew-related decisions
- Strengthen coordination across operational and corporate teams
- Reduce manual reconciliation and reporting effort
- Support scalable, multi-system enterprise environments

Executive & Compliance Dashboard

Executive & Compliance Dashboard transforms complex maritime workforce data into a clear, authoritative control tower for leadership and governance.

Overview

Executive & Compliance Dashboard is the strategic command and control layer of PeopleOS for Maritime, designed to provide leadership with real-time visibility into crew readiness, compliance status, and operational risk. This module translates complex operational data into clear, actionable insights for executive decision making.

Rather than presenting raw metrics, the dashboard is curated to answer the questions that matter most to executives, regulators, and board members, enabling fast, confident, and defensible decisions.

Real-Time Executive Overview

This component delivers a consolidated, real-time snapshot of crew deployment, manning status, certification validity, and rotation readiness across fleets and vessels.

Executives can instantly assess operational health, identify emerging risks, and validate that vessels are fully compliant and ready to operate.

Compliance & Audit Readiness View

This component provides a dedicated view focused on regulatory compliance and audit preparedness. It highlights expiring certifications, medical gaps, training shortfalls, and vessel-level compliance risks.

The system supports rapid drill-down from enterprise view to vessel or individual crew level, ensuring transparency and responsiveness during inspections or audits.

Risk, Exposure & Decision Indicators

This component surfaces key risk indicators related to crew availability, compliance exposure, payroll liabilities, and succession gaps. Visual indicators and thresholds help management prioritize attention and corrective actions.

By making risks visible early, the dashboard enables proactive intervention before issues escalate into operational or reputational incidents.

Operational Value

Through this module, PeopleOS enables maritime leadership to:

- Gain real-time visibility into crew and compliance status
- Make faster, data-driven operational and strategic decisions

- Reduce regulatory and operational risk exposure
- Strengthen governance and board-level oversight
- Present a single, trusted view of maritime human capital

Governance, Security & Enterprise Control

Governance, Security & Enterprise Control ensures that PeopleOS operates as a trusted, enterprise-grade platform for mission-critical maritime human capital management.

Overview

Governance, Security & Enterprise Control is the foundational assurance layer of PeopleOS for Maritime, designed to meet the governance, security, and control requirements of large shipping organizations, state-owned enterprises, and multinational operators. This module ensures that the platform operates with integrity, accountability, and resilience at enterprise scale.

By embedding governance and security directly into system architecture, PeopleOS enables maritime organizations to operate confidently in highly regulated, audit-intensive environments.

Role-Based Access & Segregation of Duties

This component enforces strict role-based access control across all modules and functions. It ensures clear separation of responsibilities between HR, crewing, marine operations, finance, and management roles.

The system prevents unauthorized access and reduces the risk of errors, fraud, or policy violations through enforced segregation of duties.

Full Audit Trail & Data Integrity

This component provides comprehensive audit logging for all critical transactions and data changes. Every update to crew records, certifications, payroll inputs, and approvals is time-stamped, attributed, and traceable.

The system supports internal audits, external audits, and investigations with defensible and tamper-resistant records.

Multi-Entity, Multi-Fleet & Multi-Country Support

This component enables PeopleOS to operate across complex organizational structures, including multiple subsidiaries, fleets, and countries. It supports differing regulatory regimes, currencies, languages, and operational policies within a single platform.

Management gains centralized visibility while allowing localized operational control where required.

Security, Data Protection & Business Continuity

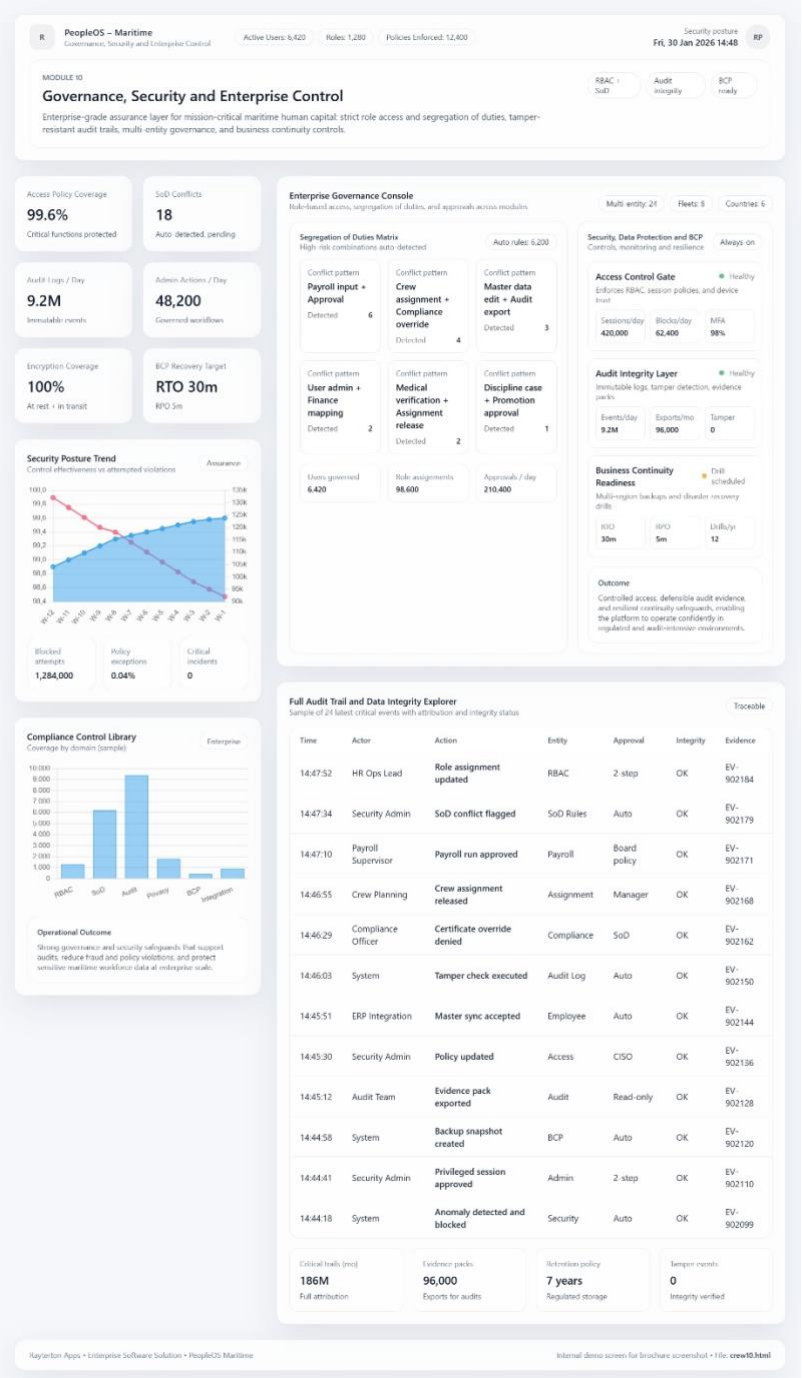
This component addresses data security, privacy, and system resilience through controlled access, data protection mechanisms, and operational safeguards. It supports enterprise security standards and business continuity requirements.

The platform is designed to protect sensitive crew and operational data while ensuring availability and reliability for mission-critical maritime operations.

Operational Value

Through this module, PeopleOS enables maritime organizations to:

- Operate with strong governance and internal controls
- Protect sensitive workforce and operational data
- Meet audit, compliance, and regulatory expectations
- Scale securely across fleets, entities, and regions
- Build long-term trust with regulators, boards, and stakeholders



Ready to discuss Your Maritime Workforce Strategy

Engage with our team to align PeopleOS with your fleet structure, regulatory context, and growth plans. See how PeopleOS delivers real-time visibility into crew lifecycle, compliance, and payroll at enterprise scale.

PeopleOS for Maritime is designed for organizations that require confidence, compliance, and continuity in every voyage.

Contact Us :

+62 812 9615 0369 **marketing@rayterton.com**

About Rayterton

Established in 2003, Rayterton delivers comprehensive Best Fit Software Solutions, server and hardware products, and technology services to a wide range of industries and organizations. Our core expertise lies in Business Process Improvement (BPI), IT Infrastructure, and IT Management.

At Rayterton, we are committed to empowering our clients by enhancing their business operations through tailored IT and management solutions. We combine innovation, experience, and client collaboration to ensure long-term success and digital transformation.

Our Competitive Strengths

100% Risk Free	**Best fit to client requirements**	**Easy to customize**	**Software ownership**	**No Change Request (CR) fees during maintenance**

For more information, visit rayterton.com