

NEW STAR MARINE

INTELLIGENCE BRIEFING

LPG / LNG + Hormuz Officer Availability Benchmark

Quarter Two, 2026

Indonesia

Operations base

MLC 2006

Certified

ISO 9001:2015

Certified

Source-linked

No marketing wrap

Prepared for: vessel owners, operators and charterers — LPG, LNG and tanker segments.

Twelve-page benchmark. Pool size by rank, IBF bonus exposure, K&R cover lines, average sign-on lead time, and the three contract clauses charterers now demand before fixture.

01 · EXECUTIVE SUMMARY

What changed in officer supply, Q2 2026.

Five facts that govern every LPG, LNG and tanker fixture this quarter:

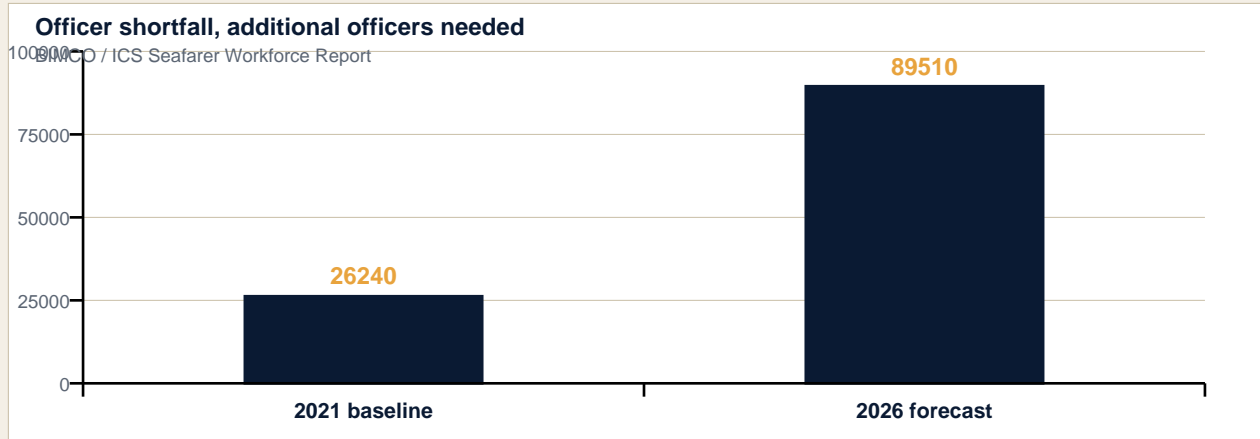
- **Officer shortage at a decade-high.** BIMCO / ICS forecasts **89,510 additional officers needed** by 2026 against a 26,240 baseline in 2021. Drewry's 2025/26 Manning Review puts current officer deficit at **8.5% today rising to 10% by 2030**.
- **Hormuz is the binding constraint.** Since the **28 February 2026 strike**, the IMO reports approximately **22,500 mariners stranded** across the Gulf region (May 2026). Additional War-Risk Premium (AWRP) has run **2.5%-8.0% per voyage**, translating to **USD 3-8 million on a VLCC laycan** (Howden Re, Lloyd's List Intelligence).
- **LPG/LNG effective compensation has repriced.** Base salaries of USD 8-12k/month now stack with the IBF 100% basic-wage warlike bonus, pushing effective monthly compensation for HRA-willing senior officers into a **USD 20-30k/month band** when transit days are in contract.
- **Charterers ask three things before fixture.** An officer's HRA transit log since 28 February; a signed JNG/IBF Warlike Operations Area rider on file; and Kidnap & Ransom (K&R) cover lines documented per voyage.
- **Sign-on lead times have not blown out — refusal rates have.** Standard 14-day sign-on holds for pre-vetted Hormuz-willing pools. What has changed is the rate of **late refusals at the gangway**, which forces airfare, off-hire and replacement-crew costs onto the owner's voyage P&L.

Reader's note. Where no public market average exists for a figure, this benchmark uses the phrase *industry benchmark* or *Q2 2026 market average* rather than a single-house number. All numeric anchors carry a source citation on page 12.

02 · MARKET CONTEXT

Global officer pool and the shortage curve.

The global merchant fleet runs on a finite officer pool. The BIMCO / ICS Seafarer Workforce Report sizes the active seafarer population at **approximately 1.89 million**, crewing a merchant fleet of **74,000+ vessels**. Officer supply has tightened year-on-year against this base.



Anchor	Q2 2026 reading	Source
Global seafarers	1.89 million	BIMCO / ICS 2021
Merchant fleet	74,000+ vessels	BIMCO / ICS 2021
Officer shortfall trajectory	26,240 (2021) → 89,510 (2026)	BIMCO / ICS
Current officer deficit	8.5% today → 10% by 2030	Drewry Manning Review 2025/26
Crew-change logistics cost	USD 12B / 10M crew-trips per year	Tilla / Motion Ventures
Asia-Europe crew airfare (May 2026)	+110% average, +218% peak	ATPI / Tanker Operator

"Widening supply and demand gap for qualified officers" — Sandra Welch, January 2026. "Are we creating the conditions for a wider crewing shortage?" — Mark O'Neil, Columbia Group CEO, April 2026.

03 · LPG OFFICER AVAILABILITY

Gas carrier officers — VLGC, MGC, semi-ref and fully-ref.

LPG crewing fails on cargo-system literacy, not on CV volume. The constraint is the senior officer who has logged time on the vessel's actual containment system and holds current IGC Code endorsements.

Metric	Q2 2026 reading
Senior officer ranks tracked	Master, Chief Officer, Cargo Engineer
Base salary band (LPG senior officer)	USD 8-9k / month (industry benchmark)
IBF Warlike bonus on HRA transit	+100% of basic wage (per JNG/IBF rider)
Effective compensation, HRA-willing pool	USD 18-22k / month (Q2 2026 market average)
Typical sign-on lead time	14 days from shortlist confirmation
IGC Code currency requirement	Endorsement valid; last gas trade ≤ 12 months
Share of LPG senior officers willing to transit HRA	Industry benchmark: ~11% of qualified pool (Q2 2026)
Terminal familiarisation, Gulf load points	Documented per voyage; vetting team reviewable

Reading the table. The 11% HRA-willing share is the binding constraint in the Q2 2026 LPG market — not headline pool size. The bonus mechanic (page 7) explains why effective compensation roughly doubles once the rider is on file.

Owners running fully-pressurised and semi-ref tonnage report longer lead times when the cargo-system match is enforced strictly. The market average — across both pressurised and refrigerated LPG — converges on a 14-day sign-on for officers already vetted into a Hormuz-willing pool.

04 · LNG OFFICER AVAILABILITY

Membrane and Moss type-rated senior officers.

LNG crewing is unforgiving on two axes: regulatory currency (STCW V/1-2 advanced gas) and terminal familiarity (Qatar, UAE, US Gulf). The pool of officers cleared on both is smaller than headline counts suggest.

Metric	Q2 2026 reading
Senior officer ranks tracked	Master, Chief Officer, Chief Engineer, Gas Engineer
Base salary band (LNG senior officer)	USD 10-12k / month (industry benchmark)
IBF Warlike bonus on HRA transit	+100% of basic wage (per JNG/IBF rider)
Top-tier effective compensation, HRA-willing	USD 22.7k+ / month (Q2 2026 market average)
Type-rating split	Membrane / Moss endorsements tracked separately
STCW endorsement	V/1-2 advanced gas current
BOG management hours	Versioned per officer; reliquefaction trained
Qatar / UAE terminal familiarisation	Last call logged within 24 months
Typical sign-on lead time (HRA-willing)	14 days from shortlist confirmation

Membrane vs Moss. Type-rating is non-substitutable. A Moss-only Master cannot fill a membrane-fixture vacancy on short notice. The Q2 2026 squeeze is sharper on membrane senior officers because Qatari and US Gulf trade leans heavily that way.

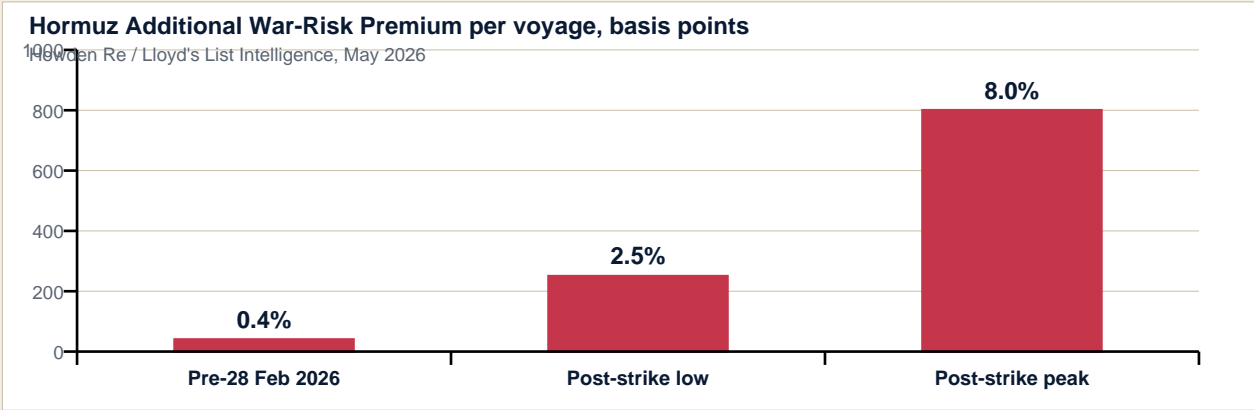
Top-tier compensation in this segment — the USD 22.7k+ band — applies to Masters and Chief Engineers who carry both HRA transit log and current Qatar/UAE familiarisation. Below that tier, mid-career Chief Officers cluster in the USD 16-19k effective range once the warlike rider is active.

05 · HORMUZ SITUATION

Traffic, insurance and stranded crew, Q2 2026.

The Strait of Hormuz did not close. Traffic compressed and repriced. The Joint Maritime Information Center (JMIC) tracked a collapse in transit volume in the days following the 28 February 2026 strike, with subsequent partial recovery.

Indicator	Q2 2026 reading	Source
Pre-strike daily transits (laden + ballast)	~138 vessels / day	JMIC
Trough daily transits (post-strike peak disruption)	~10 vessels / day	JMIC, Lloyd's List Intelligence
Stranded mariners across Gulf (May 2026)	~22,500	IMO
AWRP per voyage, range observed Q2 2026	2.5% - 8.0% of hull value	Howden Re
AWRP cost on a VLCC voyage	USD 3-8 million	Howden Re, Lloyd's List
Share of world LNG transiting Hormuz	~19% of seaborne LNG	IEA / EIA



"We're just doing our jobs, but we don't know who's really behind the cargo. Ships being detained, crews being questioned." — Officer, Seafarers Happiness Index Q4 2025.

06 · IBF BONUS MECHANICS

What the JNG/IBF warlike rider actually obliges.

The Joint Negotiating Group (JNG) and International Bargaining Forum (IBF) define the rider language that governs warlike-area transit pay. Owners should treat the rider as a four-part obligation, not a single bonus line.

Clause	Owner obligation
Basic-wage bonus	100% of basic wage payable for every day the vessel is inside the designated warlike operations area.
Death and disability cover	Doubled compensation amounts payable to the seafarer or next of kin for the duration of warlike-area transit.
Right of refusal	Absolute right of the seafarer to refuse to proceed into the warlike area, exercisable without penalty.
Repatriation on refusal	On refusal, the seafarer is entitled to repatriation at owner's cost and to two months' basic wage

Owner's exposure, in plain terms

A refusal at the Gulf entrance is not a neutral event. The owner carries the cost of repatriation, two months of basic wage, off-hire days while the replacement is sourced, and airfare into a Gulf port where seat capacity is already constrained. On a VLCC or VLGC voyage with a tight laycan, these costs compound against the AWRP exposure shown on page 6.

The leverage point. Pre-vetted, rider-signed officers do not refuse at the gangway. The contract clauses on page 10 are designed to make this verifiable at fixture, not at boarding.

07 · K&R; COVER LINES

What charterers and P&I; clubs ask before fixture.

Kidnap & Ransom (K&R) cover is no longer a back-office annex. In Q2 2026, charterer vetting teams and P&I clubs expect documented cover lines and BMP5 currency on file before they confirm the fixture.

The pre-fixture checklist

- **K&R policy certificate** with named-vessel endorsement for the voyage in question, including the Hormuz transit.
- **JNG/IBF Warlike Operations Area rider** pre-signed by the officer assigned to the voyage, with signature date on file.
- **BMP5 currency** — Best Management Practices 5 drill log for the assigned crew, dated within the current contract period.
- **Transit log extract** covering at least one Hormuz transit by the assigned Master since 28 February 2026.
- **P&I confirmation** of warlike cover in force, with policy number and inception date.
- **Sanctions screening** on the officer's nationality, documents and previous trade routes, retained on file for the charterer's compliance team.

P&I EXPECTATIONS · Q2 2026

Cover documented per voyage, not per fleet.

Major P&I clubs now expect voyage-level documentation rather than a blanket annual position. Owners that pre-package this with the crew file shorten the vetting cycle measurably.

Gard's published claims data — approximately 3,000 crew claims per year, with a 25% rise in crew death claims post-pandemic — underscores why P&I and vetting teams have tightened documentation requirements. The cost of a missing rider on file is no longer hypothetical.

08 · SIGN-ON LEAD TIME

By segment, by rank, with and without HRA willingness.

Q2 2026 market averages, sign-on counted from the date a shortlist is confirmed to the date the officer boards. Pre-vetted pools deliver shorter, more predictable timing.

Segment	Rank	Std. sign-on	HRA-willing sign-on
LPG	Master	14 days	14 days
LPG	Chief Officer	10-14 days	14 days
LPG	Chief Engineer	14 days	14-18 days
LNG	Master	14 days	14 days
LNG	Chief Officer	14 days	14-18 days
LNG	Chief Engineer	14-18 days	18-21 days
Tanker (crude / product)	Master	10-14 days	14 days
Tanker (crude / product)	Chief Officer	7-14 days	14 days
Tanker (chemical)	Master	14 days	14-18 days

What pushes lead time out

Three failure modes account for most of the slippage past the standard 14-day window:

- **Visa friction** on Gulf transit or sign-on ports — UAE, Oman, Saudi Arabia — particularly for officers from Eastern European and South Asian source countries.
- **Airfare scarcity** on Asia-Europe and Asia-Gulf routes. ATPI / Tanker Operator reported +110% average and +218% peak fare increases on these corridors in May 2026.
- **Late refusal at the gangway** by officers who signed without fully reading the IBF rider or who reassess after a fresh incident report. Pre-signed rider on file eliminates this.

09 · THREE CONTRACT CLAUSES

What charterers now demand before fixture, Q2 2026.

Across LPG, LNG and tanker fixtures concluded since 28 February 2026, three clauses have moved from optional to standard. Owners able to evidence all three at fixture report measurably shorter vetting cycles.

01**Pre-confirmed Hormuz willingness with IBF rider signed.**

Assigned Master and Chief Officer have, prior to fixture, signed the JNG/IBF Warlike Operations Area rider for this specific voyage. Signature date and rider language version retained on file. Eliminates the late-refusal scenario at the Gulf entrance.

02**Replacement clause if officer refuses at gangway (90-day cover).**

Owner is protected by a 90-day replacement guarantee from the crewing partner. If the assigned officer withdraws between shortlist confirmation and boarding, replacement is delivered without additional fee inside the 90-day window. Caps the off-hire and airfare exposure.

03**Transit-log documentation extracts for vetting team.**

Crewing partner delivers a transit-log extract for each named officer covering at least one Hormuz transit since 28 February 2026. Format is directly attachable to the charterer's vetting system or P&I; documentation pack — no manual rekeying.

How to read this page. A fixture that evidences all three clauses puts the charterer's vetting team in a position where they ask for the documentation pack rather than wait for it. That shift — from request to receipt — is the practical signal of Q2 2026 best practice.

10 · ABOUT NEW STAR MARINE

Boutique crewing house, gas and tanker focus.

New Star Marine is a boutique crewing house focused on LPG, LNG and tanker tonnage. Operations are based in Indonesia. Our delivery commitments are written into every SLA — not footnoted in a brochure.

Focus segments	LPG · LNG · Tanker (crude / product / chemical)
Operations base	Indonesia
Vetting protocol	8-step internal vetting on every shortlist
Replacement guarantee	90 days, written into every SLA
Documentation standards	MLC 2006 · ISO 9001:2015
Hormuz-readiness package	Pre-signed IBF rider · K&R cover line · BMP5 currency · transit-log extract per officer
Charterer-facing deliverable	TMSA-aligned competence matrix · last SIRE outcomes (tanker) · IGC currency (gas)

"Owner pain in one ear, seafarer pain in the other. The agencies that win this decade will speak both languages." — Vitalina Volodchenko, Founder.

Contact

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Pilot proposal	Available on request — no contract to terminate, runs in parallel with your current crewing partner.

11 · SOURCES

Anchors and references cited in this benchmark.

Where a numeric anchor in this benchmark carries a citation, the primary source is listed below. Public reports are linked to the publisher's landing page; market-average and industry-benchmark phrasing is used where no single public number governs.

Officer supply and shortage

BIMCO / ICS Seafarer Workforce Report (2021) · <https://www.bimco.org/news/priority-news/20210728-seafarer-workforce-report>
Drewry — Manning Report 2025/26 · <https://www.drewry.co.uk/maritime-research-products/manning-annual-review-and-forecast-2025-2026>
ICS — Seafarers and the labour market · <https://www.ics-shipping.org/>

Hormuz, war-risk and stranded crew

IMO — Maritime safety and the Strait of Hormuz · <https://www.imo.org/>
Howden Re — Marine war-risk market commentary · <https://www.howdengroup.com/news-and-insights>
Lloyd's List Intelligence — Hormuz traffic tracker · <https://www.lloydslist.com/>
Joint Maritime Information Center (JMIC) · <https://www.cusnc.navy.mil/CMF/JMIC/>

Insurance, P&I; and union rules

ITF / IBF — Warlike Operations Area framework · <https://www.itfseafarers.org/en/your-rights/wages/bargaining-forum>
ITF — Abandonment data and unpaid wages · <https://www.itfseafarers.org/en/news/itf-recovered-58m-in-unpaid-wages-2024>
Gard P&I; — Crew claims and seafarer wellbeing · <https://www.gard.no/articles/>

Energy markets and trade flows

IEA — Oil Market Report and gas trade flows · <https://www.iea.org/reports>
EIA — World Oil Transit Chokepoints · https://www.eia.gov/international/analysis/special-topics/World_Oil_Transit_Chokepoints

Crew logistics, travel and operations

ATPI / Tanker Operator — crew travel cost data · <https://www.tankeroperator.com/>
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Seafarers Happiness Index (Q4 2024, Q4 2025) · <https://www.happyatsea.org/>

Standards and vetting

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OCIMF TMSA 3 — Tanker Management and Self Assessment · <https://www.ocimf.org/>
BMP5 — Best Management Practices, 5th edition · <https://www.ics-shipping.org/>
IGC Code — IMO International Gas Carrier Code · <https://www.imo.org/>
STCW Convention — incl. e-certificates (in force 1 Jan 2025) · [https://www.imo.org/en/About/Conventions/Pages/International-Convention-on-Standards-of-Training-Certification-and-Watchkeeping-for-Seafarers-\(STCW\).aspx](https://www.imo.org/en/About/Conventions/Pages/International-Convention-on-Standards-of-Training-Certification-and-Watchkeeping-for-Seafarers-(STCW).aspx)

This document is an intelligence briefing for prospective owner and charterer counterparties of New Star Marine. Figures are compiled from public sources current at Q2 2026 and from industry benchmark ranges. Where no public market number exists, the document uses range or market-average language rather than a single-house number.