

# OneOcean



Human Capital Management:

# COMPAS

Your complete crew  
management solution

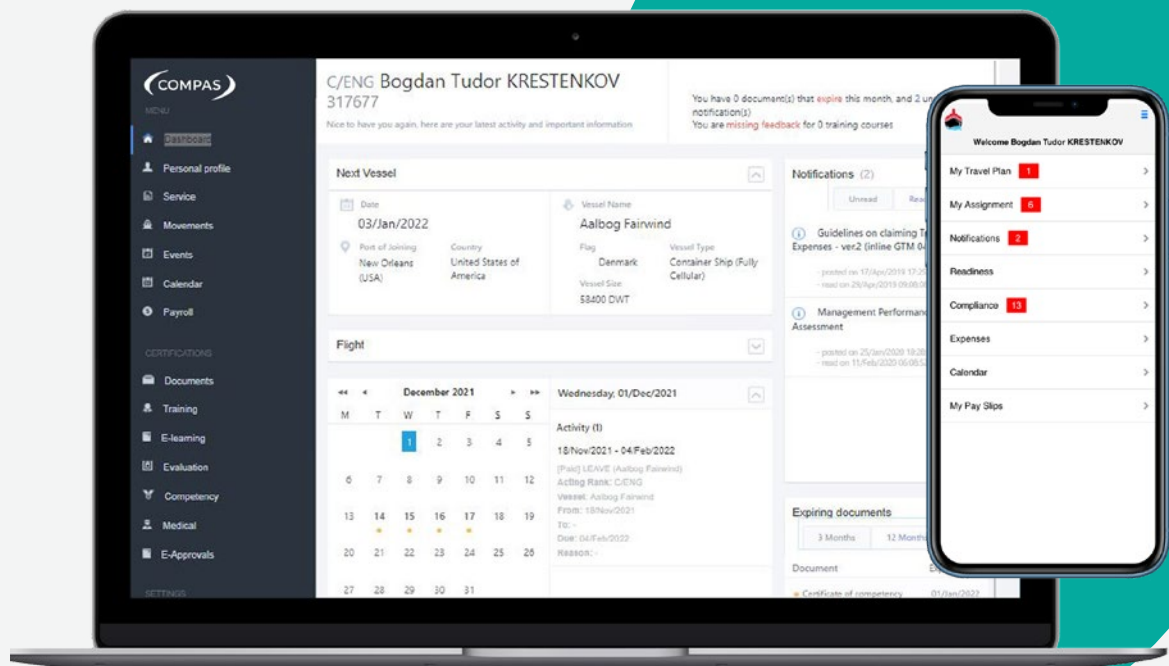


Anyone can buy good steel, **it's the people that make a difference** to your commercial success.

With an increasing focus on the wellbeing of our seafarers and shore-based teams, it is essential to get maritime HR right.

COMPAS is the most comprehensive maritime HR system in the world today, meeting the crew management needs of any ship manager, offshore oil gas and alternative energy operator. The system leverages cloud technology and smart digitised workflows to manage all aspects of maritime HR in as few clicks as possible, minimising the administrative workload on your shore-based and onboard teams.

With its unrivalled expertise and depth of modular tools, applications and flexible cloud-based approach, it's easy to see why COMPAS continues to be the crew management system of choice to some of the world's most successful ship operators.



## An extensive and extendable personnel database

Your people are your greatest asset and COMPAS makes it possible to stay on top of their vital information. Past and current voyages, biodata certificates, seaman's book, medical and training records and all other crew related data is structured and standardised. Built-in business logic simplifies complex tasks like crew change and ensures checks against Flag, owner, or OEM requirements are carried out quickly and accurately, reducing risk and saving time.

## Dashboard driven reporting

Our exemplary user experience is built on first-hand knowledge of the needs of crewing teams. We provide you with intuitive views and visualisations that help you make sense of your information, with reports that allow you to drill down for sharper focus. We also know that it is important to be able to share information with your stakeholders and provide the capability to generate reports dynamically in a single click.



**COMPAS**

Crew Management System



Extensive and extendable  
personnel database



Dashboard driven reporting



One-click compliance checks



One-click travel quotations



Reduced onboard administration



Integrated payroll



Benchmarked travel prices



Crew-specific portal



Cloud scalability



# Your complete crew management solution.



## Integrated payroll that reduces room for error

Managing contracts and payroll for an international workforce is complex, with varying wage scales, tax regimes, and agreements demanding precision. COMPAS automates calculations, reduces the risk of error, and integrates seamlessly with financial systems - ensuring compliance, easing workloads, and giving operators confidence in every payroll cycle.



Ever since we implemented the COMPAS crew management system, we have never worked more efficiently when it comes to managing all aspects of our crewing resources. Their dedicated support team made it extremely easy and enjoyable for us to learn and utilise the system which has become crucial in our daily tasks."

Crewing Manager, Tanker Operator





## Integrated travel with built-in cost benchmarking

Crew changes are complex and can be urgent. COMPAS streamlines travel management by connecting directly with multiple suppliers, delivering fast quotations, automated approvals, and a full audit trail - all within the system, not scattered across inboxes. Side-by-side comparisons make it easy to evaluate active quotes, while historical benchmarks provide an unbiased reference for comparable routes. Together, they give crewing teams the visibility to secure the best options quickly, control expenses, and make transparent, data-driven decisions.



## Freeing vessel leadership from administration

A ship's master is selected for their leadership and seafaring skills, not their ability to check receipts and shuffle spreadsheets. By automating document transfer and connecting crewing, finance, and HR processes, COMPAS reduces administrative burden onboard. This gives leadership teams more time to focus on safety, performance, and supporting their crew.



**COMPAS is a game changer for us in our day-to-day crew management tasks. Everything is made easy within a few clicks, from storing our personnel database to enhancing our crew-change management. They provide a quality solution and have great people in place to help you achieve your business goals."**

**Crewing Manager, Tanker Operator**



## Crew self-service fit for a mobile, global workforce







Empower crew with secure, anytime access to contracts, schedules, expenses, and assignments via a mobile app. This transparency gives seafarers greater control and confidence, while reducing administration for shore teams and strengthening overall engagement and wellbeing.



## Cloud-first scalability

As a cloud-first solution, COMPAS keeps your data and systems safe from disruption with secure backups and professionally managed global infrastructure. Running in the cloud removes the need for you to manage specific hardware, cutting CAPEX and OPEX while giving you the flexibility to scale as your business demands.

### Crew members can...

-  Check travel plans
-  Check future calendar events
-  update details
-  Check compliance
-  Check payslips
-  File for claims and expense



## Services that support

Implementing a business-critical system doesn't have to be complex. Our specialists guide you through data migration, training, and onboarding, ensuring a smooth transition with minimal disruption. With best-practice consultancy and ongoing support, we help you get the most from COMPAS today and keep it performing for the long term.

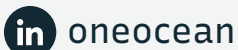


# Find out more about **COMPAS**

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