

RNI 53380/91

NOVEMBER 2023

Sailor Today

your unmissable dose of vitaminSEA



GOING BEYOND THE BASICS



Be an educator, not an auditor!



WE CARE

ENGAGING | EMPOWERING | INSPIRING

Setting the standard

 **ANGLO-EASTERN**

Sailor Today

Your Unmissable Dose of Vitamin SEA

Kindly note that we do not charge to publish articles. The editorial content of this magazine is chosen on merit and is the prerogative of the Editor only, and no other external source.

EDITOR:

Capt Sunil Nangia

E-MAIL:

info@sailortoday.net

WEBSITE:

www.sailortoday.net

OWNED, PUBLISHED AND PRINTED BY:

Sangeeta Nangia, at E-26, Greater Kailash Enclave Part One, New Delhi 110048, India.

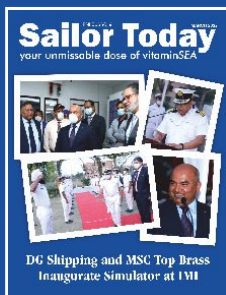
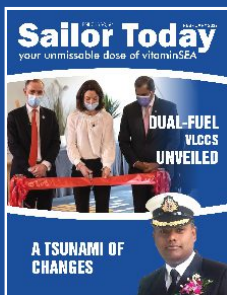
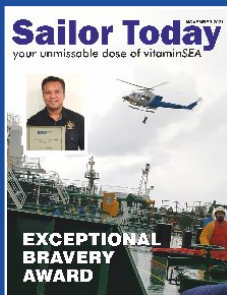
PRINTED AT:

US Graphics Pvt. Ltd.,
B-186, Okhla Indl Area, Ph-1, New Delhi 110 020. All rights reserved.

Reproduction in part of whole without permission of the editor is prohibited.

Sailor Today

your unmissable dose of vitaminSEA



Sailor Today

Tv

You can watch on www.sailortoday.in

Or Sailor Today **YouTube** channel

BSM

Maritime Solutions

powered by people

Maritime Solutions powered by people. An ocean of expertise dedicated to safe reliable and efficient ship management.
Website: www.bs-shipmanagement.com

OFFICERS

MASTER for Oil / Chemical, Bulk Carrier, Product, VLGC / LPG & LNG & Container.

CHIEF OFFICER for Oil / Chemical, Bulk Carrier, Product, LPG & LNG & Container.

CHIEF ENGINEER for Oil / Chemical / Bulk & Container (ME / RT Flex Exp. Preferred).

SECOND ENGINEER for Oil / Chemical / Bulk, Container (ME Exp. Preferred), LPG & LNG.

****ETO** for Oil / Chemical / Bulk, Container (ME / RT Flex Exp. Preferred), LPG & LNG.

RATINGS : A/B, Motorman, Bosun, Fitter for Handy size Bulk Carrier, Tanker Vessels, Container Ships, LPG & LNG

BRANCH OFFICE DETAILS:

MUMBAI

Mr. Mukesh Kumar Tel: 022-40017302 / Email: mukesh.kumar@bs-shipmanagement.com
Mr. Sunil Sinha Tel: 022-40017303 / Email: sunil.sinha@bs-shipmanagement.com

For Ratings:

Mr. Pravin Chavan / Tel: 022-400174981 / +91 8828428898 / Email: pravin.chavan@bs-shipmanagement.com
Ms. Suparna Kunnath / Tel: 022-40017337 / +91 7738068833 / Email: suparna.kunnath@bs-shipmanagement.com
Ms. Nikita Rao / Tel: +91 7304407449 / Email: nikita.rao@bs-shipmanagement.com
401, Olympia, Hiranandani Gardens, Powai, Mumbai - 400076. Tel: 022-40017300 Fax: 022-4017333

FOR HOSPITALITY STAFF (CRUISE VESSELS)

Kiran Jaybhaye - +917718893631 | Email: kiran.jaybhaye@schultecruise.com
Kaushik Purandare - +918976828397 | Email: kaushik.purandare@schultecruise.com

DELHI

Mr. Munish Kanwar
Unit No.124-125, First Floor, Rectangle 1, Saket District Centre, New Delhi-11001, India.
Tel: 011-41640966; Mob: 08800219635 / Email: munish.kanwar@bs-shipmanagement.com

CHENNAI

Mr. Rajiv Kunnekat
6-A, EGA Trade Centre, 809, Poonamalle High Road, Kilpauk, Chennai - 600010, Tamil Nadu, India
Tel: 044-40800801, 802; Mob: 09884069907 / Email: rajiv.kunnekat@bs-shipmanagement.com

KOLKATA

Capt. Amit Dutt
#2A, 2nd Floor, PS ARCADIA CENTRUM, 69 Park Street, Kolkata:700016, West Bengal, India.
Tel: +91 33 4073 2607, +91 33 4803 5964 / Mob: 09903982061 / Email: amit.dutt@bs-shipmanagement.com

PATNA

Mr. Madhup Chandrashekar
R.D.Plaza,G1+G2,Ground Floor, Mitra Compound, Behind Alankar Palace, Boring Road, Patna -800001, Bihar, India.
Mob: +91 9934300274 / Email: madhup.chandrashekar@bs-shipmanagement.com

KOCHI

Mr. Ranganathan M.S.
MariApps House | 6th Floor, Block No.9 | Smart City Kochi SEZ | Kakkannad | Ernakulam - 682030 | India
Tel: +91 484 4516751, 4516752 / Mob: +91 +919895278622 / Email: ranganathan.ms@bs-shipmanagement.com

GOA

Mr. Sanjay Misra
Gera Imperium 1, Office Premises 602-603, Patton, Panjim, Goa - 403001
Mob: +91 89767 59325 | Email: sanjay.misra@bs-shipmanagement.com

COLOMBO

Mr. Nuwanpriya Sugunapala
No 385 | 4th Floor | Landmark Building | Galle Road | Colombo 00300 | Sri Lanka
Mob: 94 11 237 2853 | Email: nuwanpriya.sugunapala@bs-shipmanagement.com

Please note BSM has NO AGENTS acting on behalf of the company.
All recruitment is done directly by the office in a fair and ethical manner.

License No.:
RPSL No. 142
Expiry Date: 13th Aug 2024
www.bs-shipmanagement.com





GOING BEYOND THE BASICS

The need for a more integrated approach to health, safety, environment, and quality, is becoming increasingly important in today's business. Each of these can affect the safe operation of a ship, thus it involves a continuous process of implementation, feedback, analysis and planning.

Capt Ravi Swarup, HSEQ Manager, OMNI (Operations), OMNI Offshore Terminals (Operations) Pte Ltd. shares deeper insights on how to create a healthy workplace environment and ensure safer and secure

shipping as well as cleaner oceans.

An expert in his field, Capt Ravi Swarup's specialised qualifications include *Internal auditor for safety management (ISM), quality management systems (ISO 9001:2015), and environmental management systems (ISO 14001:2015)

*Company Security Officer and internal auditor for ship security management systems (ISPS) *Risk management *Incident investigation and analysis *BOSIET to name a few...

According to the IMO, “An organization with a 'safety culture' is one that gives appropriate priority to safety and realises that safety has to be managed like other areas of the business.” It's a must to comply with international regulations to ensure safety at sea and proper quality management.

How do you keep yourself updated on the latest regulatory requirements and industry best practices related to HSEQ?

To remain updated on regulatory requirements and industry best practices in HSEQ, I rely on comprehensive sources. This includes regularly consulting bulletins prepared by various Classification societies and circulars issued by Flag Administrations. These sources provide invaluable insights and updates essential for ensuring compliance and staying ahead in implementing best practices within the maritime industry.



Risk assessments, audits and inspections enable ship owners and ship managers to keep vessels in good condition and prevent unexpected accidents/incidents. But mere documentation is not enough.

What are the main challenges you face in implementing and maintaining HSEQ standards across a fleet of offshore vessels?

Implementing and sustaining HSEQ standards across an offshore vessel fleet can be likened to instigating a cultural shift. The challenge lies in moving safety beyond a mere formality - beyond being a checkbox on a list of protocols. It's about integrating safety into the very essence of daily operations. This transformation demands an educational approach, emphasizing the significance of safety as an inherent part of each task and decision. Educating individuals to perceive safety as not just a document but as a fundamental process is key to addressing this challenge effectively.

For some individuals, safety is akin to sugar—a discretionary element in their coffee. Extending the analogy to beverages, the challenge arises in persuading those accustomed to low or no sugar in their coffee to embrace sugarcane juice. This poses a significant hurdle. When safety is reduced to a mere document—a permit, a job risk assessment, or a checklist designed for auditor

presentation—rather than an integral process, the need for a paradigm shift becomes evident. The way forward necessitates a robust focus on education. In dealing with individuals displaying cavalier attitudes toward safety, education is not just a suggestion; it becomes an imperative, akin to having a metaphorical stick at one's back.

The crew change crisis resulting from COVID-19 highlighted more than ever the importance of ensuring crew safety and health.

How do you ensure effective communication and coordination among the various stakeholders involved in HSEQ management, such as vessel crews, office staff, clients, and regulators?

Effective communication and coordination among various stakeholders in HSEQ management is pivotal to effective outcomes. Establishing clear communication channels with vessel crews is essential for setting up and ensuring adherence to the HSEQ standards chosen by the company. Moreover, a robust feedback mechanism, facilitating communication between the office and vessels, is vital for driving continual improvements in compliance with HSEQ standards.

Transparent communication with clients, founded on integrity and honesty, fosters support and cooperation, particularly in times of difficulty.

Additionally, maintaining open communication with regulators is crucial to staying compliant with laws and



It's people working on board ships that can be educated and trained; and that they can also have off-days

regulations, and leveraging their feedback from reviews and inspections to enhance the HSEQ Management System. Thus, to sum up we need -

- Open and clear communication with vessel's crews, and closing the loop with feedback on observed levels of compliance.
- A business partnership with a Client is best built on the foundations of integrity and honesty, which is predicated on transparency in communications; and
- It is incumbent upon the Company to comply with applicable laws and regulations and it is in the best interests of a company to work with regulators than be directed by them.

The AGCS Safety Shipping Review 2022 reports that safety has improved onboard vessels in 2021. One of the factors driving improvement is the advance in technology.

How do you conduct incident and accident investigations to determine root causes and recommend corrective actions?

Conducting incident and accident investigations requires a methodical approach to know what caused the problem and how to fix it. Utilizing

techniques like the Why-Why analysis helps in uncovering the root causes. It's imperative to go beyond attributing incidents solely to human factors, instead focusing on how the company's management system could have intervened to prevent these factors from culminating in incidents. Recognizing the limitations of influence within the company's management system and identifying deficiencies in processes or their implementation are central to these investigations.

To reiterate, there are various techniques for investigating an incident to determine its root causes, with the method, giving a satisfactory determination of root cause(s) for the majority of incident / events, being the Why-Why analysis. The primary objective is to identify the root cause(s), and it is crucial to keep the following considerations in mind:

The Why-Why analysis involves an iterative series of 'Why' questions. Each successive 'Why' probes the reasons behind the preceding response until causes are identified, describing either noncompliance with an existing rule, regulation, industry practice, or procedure, or the absence of guidance in the company's management system that could have prevented one or more causes from occurring.

The 'Why' analysis should not conclude at a contributory human factor, such as a wilful

Target zero is a good slogan but failure is an opportunity to improve

act, incompetence, or ignorance. It should extend further to assess how the company's management system could have prevented the development of these factors to a point where they became contributors to the incident.

Recognizing the limits of influence of the company's management system is essential during the 'Why' analysis. While some causal factors may have roots in political, economic, or societal environments, these factors are realistically beyond the company's ability to influence.

There is no restriction on the number of 'Why' questions that can be asked. The key criterion is reaching a cause or set of causes that point to deficiencies in a process or its implementation.

As we all know, prevention is better than cure. The best way to prevent the chances of accidents and incidents is with regular risk assessment monitoring and appraisal.

What are the tools and techniques you use to monitor and measure HSEQ performance and compliance?

Monitoring and measuring HSEQ performance and compliance entails employing various tools and techniques. This includes reviewing

- Reports that record observations of safe / unsafe acts or conditions
- JRAs for non-routine tasks
- Audits of critical activities on board ships

Tools & Techniques for Monitoring & Measuring HSEQ Performance & Compliance – The Steps

Record of Safe /
unsafe acts or
conditions

Review of JRAs

Audits of critical
Activities

In person Audits



by the vessel's management team to establish compliance with conditions stated on permits, and mitigating measures in the JRA

- In-person audits for an overview of the implementation of the HSEQ MS

According to a safety expert, Dr Grahaeme Henderson OBE, "It is about understanding your safety risks and identifying your major incident types, then using the good practices that are already available to stop these preventable safety incidents from recurring."

How do you handle the HSE and asset integrity aspects of FPSO and FSO vessels?

Managing HSE and asset integrity aspects

of FPSO and FSO vessels involves aligning safety practices with asset maintenance protocols. This link emphasizes compliance with established best practices to avoid both incidents and equipment failures. Establishing company standards and rigorously assessing and monitoring compliance with these standards are fundamental to ensuring both HSE and asset. Thus,

- HSE and asset integrity are linked at a fundamental level – compliance with established good practice in the execution of tasks to avoid incidents or equipment failures.
- HSE and Asset Integrity both need the establishment of Company standards and thereafter, assessment and monitoring for compliance.

Be an educator, not an auditor!



Inmarsat Maritime's 'The Future of Maritime Safety Report 2022' states that "It is vital that shipping puts safety at the core of its operations and uses every solution available to prevent incidents and save lives."

How do you customize and adapt the HSEQ management systems to suit the specific needs and expectations of different clients and projects?

A mature HSEQ MS come to be based on a broad range of regulatory requirements and industry best practice, but before commencing work with a new client or in a new operating environment, it's advisable to identify and evaluate specific requirements. Addressing any gaps discovered through this review process not only enhances the HSEQ MS, contributing to its continual improvement but also lays the foundation for a productive long-term relationship with the client and the regulatory authority. Thus,

- A good HSEQ MS will generally cater to the majority of Client and Operating Jurisdiction regulatory requirements.
- However, good practice requires the specific requirements be identified and reviewed against the available guidelines in the HSEQ MS.
- In case of shortfalls, they need to be

addressed through inclusion.

- Experience shows that the filling in of gaps through such reviews is beneficial for the continual improvement of the HSEQ MS and for meeting contractual and regulatory requirements.

It is often said that responsibilities come before skills.

According to you, what are the skills and competencies that are essential for a successful HSEQ manager in the maritime industry?

Key skills and competencies essential for a successful HSEQ manager encompass understanding the human element in ship operations; acknowledging that crew members can have off-days; and maintaining a focus on improvement instead of fault-finding. Recognizing failures as opportunities for improvement is crucial. Lastly, embracing an educative role, being a guide instead of just THE AUDITOR, fosters a proactive and positive safety culture within the fleet.

- Target zero is a good slogan but failure is an opportunity to improve
- It's people working on board ships that can be educated and trained; and that they can also have off-days
- Look for opportunities to improve, don't look for faults
- Be an educator, not an auditor

Initiate a cultural shift, embedding safety into daily operations beyond a mere checklist.

With so many new rules and requirements to contend with, those on-board and ashore need supportive guidance from experts enabling in-depth knowledge.

What would be your advice to newbies and experienced practitioners?

1. Stay Informed:

- Regularly consult reliable sources such as bulletins from Classification societies and circulars from Flag Administrations.
- Cultivate a habit of continuous learning to ensure compliance and stay ahead of industry best practices.

2. Implement and Maintain Standards:

- Initiate a cultural shift, embedding safety into daily operations beyond a mere checklist.
- Prioritize education, emphasizing safety as a fundamental process rather than just documentation.

3. Communication and Coordination:

- Establish clear communication channels with vessel crews and implement a robust feedback mechanism for continual improvement.
- Foster transparent communication with

clients, built on integrity, and maintain an open dialogue with regulators.

4. Incident and Accident Investigations:

- Utilize methodical approaches to establish root causes and thus, the corrective measures that will be effective in preventing recurrence.
- Look beyond human factors, recognizing the limits of influence within the company's management system.

5. Monitoring and Measurement:

- Employ a comprehensive toolkit, including detailed reports, JRA reviews, audits of critical activities, and in-person audits.
- Gain nuanced insights into safe and unsafe acts for targeted improvements in compliance.

6. HSE and Asset Integrity:

- Align safety practices with asset maintenance, emphasizing compliance with established best practices.
- Establish and rigorously implement company standards for the prevention of incidents and equipment failures.
- Investigate incidents and equipment failures to drive system improvement

Remember the roots and independence found on ships, maintaining a supportive rather than a directive role when transitioning from sea to shore.

HSE AND ASSET INTEGRITY BOTH NEED THE ESTABLISHMENT OF COMPANY STANDARDS AND THEREAFTER, ASSESSMENT AND MONITORING FOR COMPLIANCE.

7. Customization of HSEQ Management Systems:

- Conduct reviews to identify and address specific needs before commencing work with new clients or in new operating environments.
- Enhance the HSEQ MS by adopting new requirements, contributing to continual improvement.

8. Skills and Competencies:

- Know that incidents are preventable
- View failures as opportunities for improvement.
- Understand the human element in ship

operations and focus on continuous improvement rather than fault-finding.

- Embrace an educative role over an auditing one for fostering a positive safety culture.

Closing Note:

- Remember and value the independence of the seafarer, maintaining a supportive rather than a directive role when transitioning from sea to shore.
- Embrace a culture of continuous learning, openness, and proactive improvement.

d'Amico Ship Ishima India Pvt. Ltd.
MASSA MEMBER

RPSL NO - MUM-030 Valid till 20th April 2026



www.damicohip.com | www.ishimaship.com | www.siriuship.com

**One of the
youngest fleet
with an average
age of
5 years**

REQUIRED FOR OUR FLEET OF

IMO TYPE II & III, CHEMICAL TANKERS, PRODUCT TANKERS, CRUDE OIL TANKERS, PANAMAX BULK CARRIERS

DECK AND ENGINE OFFICERS

- Excellent promotion prospects
- Family carriage for all ranks
- Joining and repatriation costs Hometown - Hometown
- Value Added Training / Courses, Hotel Accommodation & Company's guest house facility available for all ranks

- Attractive salary package
- Flag State expenses for all officers borne by the company
- Well maintained diverse fleet
- Long term employment
- Defined career path culminating into shore based placement

MUMBAI OFFICE
A-201/202/203, City Point, J.B. Nagar, Andheri Kurla Road, Andheri (East), Mumbai - 400059
Tel : +91-22-4037 2221/22, +91-22-40502100
Fax: +91-22-28234987, +91-22-40502150

Please forward your CV on : mumbai@damicoishima.com, hrsea@damicoishima.com

DELHI OFFICE
Office No. 113, First Floor, Hemkunt Tower, 98, Nehru Place - 110019
Phone No.: 011-41658541 / 011-46075160

Please forward your CV on: delhi@damicoishima.com

THE NAUTICAL INSTITUTE SINGAPORE CONFERENCE 2023 WRAPS UP WITH EXCEPTIONAL ATTENDANCE AND INSPIRING INSIGHTS FOR THE MARITIME INDUSTRY



Mr. Teo Eng Dih, Chief Executive, Maritime and Port Authority of Singapore (MPA) delivering the opening address for The Nautical Institute Singapore conference 2023

The Nautical Institute Singapore Conference 2023 has concluded with the attendance of close to 180 shipping professionals and key industry leaders from all over the world. This

year the event was held at M Hotel Singapore and the theme was "Seafaring in the modern, and everchanging millennium," which dived into an overarching focus on the future of seafaring in the maritime industry.

At the event, Guest of Honour Mr. Teo Eng Dih, Chief Executive, Maritime and Port Authority of Singapore (MPA) delivered the opening address and touched on how the maritime sector will continue to evolve and is going through a major transformation to be more safe, efficient and sustainable.

Managing Director of Gard Singapore, John Martin, and The Nautical Institute, Global Vice President Capt. W.N.S.K.A.M. Wijayakulathilaka (Nish) also highlighted salient points on the importance of crew training and how seafaring is a vital component in global trade, through their respective keynote addresses.

The panel discussions touched on three important topics Sustainability: Fuelling The Future, Seafarers: Going Beyond Certification and Navigation: Charting a Course Towards an

Autonomous Bridge. The conference was also accompanied by speaking slots from various maritime organisations.

Capt. Yves Vandenberg FNI, Honorary President of The Nautical Institute (Singapore) shared: "Our annual conference has come to a triumphant close and the resounding success is a testament to the unwavering support of the maritime industry. On behalf of The Nautical Institute (Singapore), we would like to thank all esteemed dignitaries, delegates, speakers, and our sponsors for your support and taking the time to share their expertise at the conference. We are pleased to see that over time the conference has grown to become a reflection of our views on professionalism, best practice, and safety throughout the maritime industry."



Capt. Yves Vandenberg FNI, Honorary President of The Nautical Institute (Singapore) conducting the opening remarks for The Nautical Institute Singapore conference 2023



ITIC WARNS SHIP MANAGERS OF THE DANGERS OF MANAGEMENT MISTAKES

MARK BRATTMAN
Claims Director at ITIC

International Transport Intermediaries Club (ITIC) – a mutual insurer that provides professional indemnity cover for transport intermediaries operating in the marine, offshore, renewable and aviation industries – has advised ship managers to be wary of the risks and costs involved with claims of failing to meet contractual obligations.

The warning came as part of ITIC's October 2023 Claims Review that cited a case of a ship manager managing two vessels for the same owner and allegedly failing to meet the required standards expected according to the signed BIMCO Shipman contracts.

You can access ITIC's October 2023 Claims

Review [here](#).

For the first vessel, the owners alleged that the managers mismanaged their ships by failing to identify deficiencies, arrange and supervise maintenance and repairs, implement the onboard ISM and PMC systems, and communicate appropriately with the crew.

The owners further alleged that the managers failed to provide them with sufficient information in respect of 'extraordinary' expenditure to allow owners to make an informed decision on whether to approve incurring the cost.

For the second vessel, the owners made

various allegations, including failure to plan a crew change and dismiss the crew for misconduct, which allegedly meant the crew were not suitably qualified, and failure to maintain the ship adequately.

Owners presented their claims under various heads of damages, including cost of repairs, loss of hire, cost of bunkers, and port and agency costs. The total claim was for US\$ 9.5m. BIMCO Shipman contracts limited liability to US\$ 1.5m for each ship.

The ship managers accepted that there had been some mismanagement on their part. Therefore, there was a significant litigation risk. Furthermore, costs incurred in fighting the claims would be substantial – in the hundreds of thousands, if not more. This also meant a lot of management time would be used to defend the claims. As a result, with ITIC's assistance, the managers

met with the owner for settlement talks.

Following several rounds of settlement talks, both ships were eventually settled at US\$ 700,000 each (US\$ 1.4m total), with ITIC paying this claim less the deductibles.

"It is of utmost importance that ship managers ensure they adhere to contractual obligations at all times and that maintenance works are kept up to date. Professional Indemnity (PI) insurance is part of our member's risk management strategy, and it gives the ship manager peace of mind and protects them against claims such as this one. The benefit of having cover from a company such as ITIC is that you have an insurer who understands the business and risks ship managers face and speaks the ship manager's language," said Mark Brattman, Claims Director at ITIC.

Sailor Today

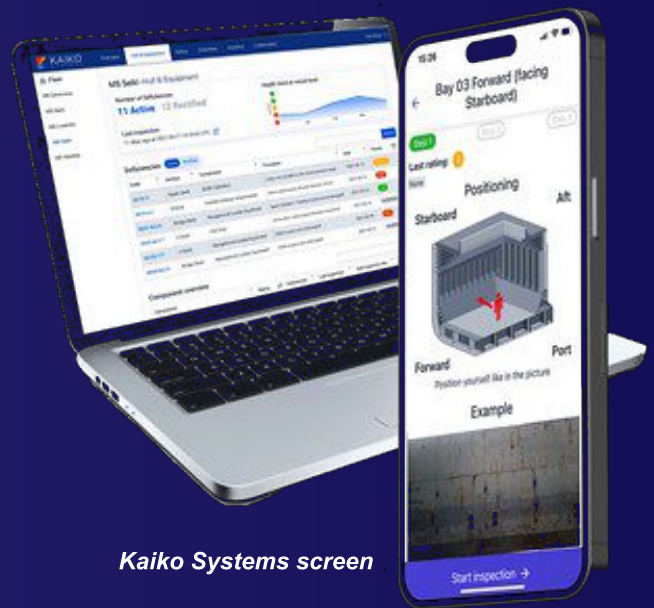
Tv

You can watch on www.sailortoday.in

Or

Sailor Today **YouTube** channel

CSM selects Kaiko Systems to Revolutionise Maritime Operations Through AI-Driven, Mobile-First Technology.



Kaiko Systems screen



Fabian Fussek

CEO and Co-Founder of Kaiko Systems



Mark O'Neil

President and CEO of the Columbia Group

Columbia Shipmanagement (CSM) is scaling new heights in operational efficiency after choosing Kaiko Systems to provide an innovative, user-friendly software tool which organises and analyses ship data, providing insight into the condition of vessels and identifying risks before they result in incidents.

Having launched its product only two years ago, Kaiko Systems has already facilitated tens of thousands of inspections through the mobile-first platform, which allows seafarers to gather data directly from the frontline, streamlining the process and reducing the burden of extensive documentation and reporting. In doing this,



Kaiko Systems

CEO and Co-Founder
Fabian Fussek and Eddy del Valle
Kaiko Systems Co-Founder and CTO

our most capable people are free to take care of more challenging projects.

The app guides seafarers through routine inspections and provides on-the-job guidance, making it fast and easy for them to collect data, such as pictures and the results of functionality checks, in a reliable and standardised way.

CSM's crew utilises Kaiko Systems' mobile application to plan, document and report maintenance and inspection activities on board the vessels, making it easier for them to do a better job in ensuring safety, PSC readiness and vessel condition improvements. Additionally, the software guarantees compliance with the evolving regulatory landscapes.

Leveraging cutting-edge AI algorithms,

Kaiko Systems' software enables CSM to cultivate rapid, data-informed decisions from its onshore teams, thereby facilitating instantaneous critical decision-making.

Mark O'Neil, Columbia Group CEO, stated: "The integration of Kaiko Systems' technology elevates our operational efficiencies to new levels, providing real-time insights into vessel condition. This not only drastically improves performance but also reinforces our commitment to regulatory compliance and safety standards."

Fabian Fussek, CEO and Co-Founder of Kaiko Systems, added: "In alliance with Columbia Shipmanagement, Kaiko Systems is setting a new paradigm — one that transcends operational efficiencies and redefines industry benchmarks. We are not merely promising ROI; we are advocating for an industry-wide revolution."



Kaiko Systems' software enables CSM to cultivate rapid, data-informed decisions from its onshore teams, thereby facilitating instantaneous critical decision-making



Solutions for Sustainable Dry Bulk Shipping in focus at INTERCARGO forum in Athens

Dimitris Fafalios, Chairman of INTERCARGO

As shipping continues its journey to decarbonisation, INTERCARGO will host a special forum in Athens on November 23rd, entitled 'Solutions for Sustainable Dry Bulk Shipping'.

Supported by @TECHNAVA and with an introduction from INTERCARGO Chairman Dimitris Fafalios, the event incorporates perspectives from a wide range of industry sectors including ship design, shipbuilding, engines, fuels, technology, and chartering.

The event will be moderated by Intercargo Technical Committee Vice-Chairman, Dimitris Monioudis. Presentations include:

- “Our Approach to Net Zero Society,” by Takeshi Mashima, General Manager (Technical) Nihon Shipyard UK Ltd
- “WinGD X-DF for alternative fuels: A breakthrough for bulkers,” by Carmelo Cartalemi, General Manager, Head of Global Sales, and Marcel Ott, General Manager, Application Engineering & Documentation



- “Tailored solutions for bulk carriers,” by Peter Borgnæs, Global Head of Sales for the environmental portfolio, Heat & Gas systems, Alfa Laval Aalborg A/S , and Dimitris Kampanis, Business Development Manager, Capital Sales Business Unit Heat & Gas Systems (Marine Division) Alfa Laval Aalborg A/S
- “EU ETS and the Commercial Impact” by Linda Kongerslev , Director – Sustainability, Oldendorff Carriers.

The Forum will take place from 6pm on Thursday, 23rd November, at the Stavros Niarchos Foundation Cultural Center in Athens, and will be followed by a light buffet reception.

It is open to both INTERCARGO members and invited non-members who are dry bulk ship owners, managers or operators.



KVH Crew Wellbeing Solutions Honored with 2023 CAREER4SEA Europort Award

Leading maritime industry organization SAFETY4SEA recognizes KVH for providing connectivity services that enhance crew welfare

MIDDLETOWN, RI – November 15, 2023 – On November 10, 2023, the SAFETY4SEA organization and Europort honored KVH Industries, Inc. (Nasdaq: KVHI) with its 2023 CAREER4SEA Europort Award for Crew Welfare. The award, presented during Europort 2023, recognizes KVH's longstanding commitment to improving crew wellbeing through connectivity solutions and crew content services.

Chris Watson, Vice President of Marketing and Communications at KVH, states, "We are grateful for this



L-R: Thomas Plueschau, KVH Regional Sales Manager, accepts the 2023 CAREER4SEA Europort Crew Welfare Award from Apostolos Belokas, Managing Director of SAFETY4SEA

acknowledgment of KVH's efforts to ensure seafarers are always connected to friends and family as well as to news and entertainment. Commercial seafarers keep the world's commerce moving in working conditions that can be challenging, solitary, and far from home. We aim to ensure these women and men are engaged with their crewmates, in touch with those on land, and motivated through connections and relevant content. Thank you to SAFETY4SEA and Europort for their recognition of our efforts."

KVH is proud to support crew welfare for seafarers worldwide with a continued focus on connectivity technology, services, and content. KVH Link is the company's signature crew welfare service featuring hundreds of news stories, movies, TV shows, music and karaoke, social videos, sporting events and stats, and documentaries. KVH Link content provides a welcome individual diversion when crew members are off watch and an opportunity for crew interaction and camaraderie when gathered together. For vessels not equipped with a KVH hybrid or VSAT terminal, the KVH linkHUB solution delivers blockbuster movies and TV programs monthly to vessels via secure

drives and an onboard media server.

KVH's innovative TracNet™ terminals feature integrated satellite, cellular, and Wi-Fi technology with intelligent, automatic switching to keep vessels and crew connected to the best available communication option. The product line is the first to offer a fully integrated hybrid maritime solution of this type, utilizing an algorithm that assesses factors such as availability, cost, and quality of data

connection to deliver the best performance consistently.

KVH also strives to remove financial and operational barriers to ensure fleet owners and managers can bring its technology and content quickly and affordably for operations and crew. Cost-effective

subscription bundles to KVH Link are available, and delivery methods ensure a vessel's data plan and Internet speed are unaffected. KVH's AgilePlans® ONE service allows ships to bring world-class connectivity hardware onboard with no CAPEX, flexible monthly subscriptions, subsidized shipping and installation, and zero maintenance costs. AgilePlans ONE customers receive NEWSlink™ Print and SPORTSlink™ Stats as part of their subscription.



FIRST OF ITS KIND AIDS TO NAVIGATION COURSE HELD IN MIDDLE EAST TO ENHANCE MARITIME SAFETY IN THE GULF



Mahdi Al Mosawi
MENAS General Manager

A first of its kind training course for the Middle East has been held to teach mariners about the basic concept of Aids to Navigation (AtoN) after a clear need was identified from potential clients.

Run by Middle East Navigation Services (MENAS) with co-operation with Bahrain Port Maritime Affairs PMA, the Level 3 course was a success, attracting 18 students from nine different entities: Bahrain Ports Maritime Affairs, Bahrain Coast Guard, Bahrain Fisheries, Bahrain Royal Navy, Bahrain Defense Force, Bahrain SLRB, Saudi Aramco, Abu Dhabi Ports Group and Fuhjairah Port. Participants included captains, coast guard personnel working on marine patrols and other personnel involved in marine safety of navigation and AtoN within the GCC region to enhance safety of navigation in Gulf waters and achieve the aspirations of International Maritime Organization safety of navigation.



The MENAS Level 3 training course, held at the Gulf Hotel

Covering 'Aids to Navigation, IALA MBS, Racon, AIS, DGPS & Maritime Safety Information (MSI)', the L3 course was delivered by MENAS managers who are all certified by IALA (International Association of Marine Aids to Navigation and Lighthouse Authorities) with the course reflecting the AtoN services in the region. It also serves as a 'foundation' model course for potential AtoN technicians enabling them to have a good chance of understanding and passing the formal L2.0 courses in future.

The course was held over two days from 8-9th November at the Gulf Hotel in the Kingdom of Bahrain with opening speeches from both Mr Mahdi Al Mosawi, General Manager, MENAS and the Acting Undersecretary of Ports & Maritime Affairs, Mr Bader Hood Al Mahmoud.

It included a session at MENAS' headquarters, where candidates had a site

visit at MENAS Yard covering the type of AtoN, light intensity room, Racon, MSI and AIS service.

"This was the first course of its kind to be held in the MENA region and it is a great step in enhancing maritime safety in the

Gulf, which is one of the busiest trade lanes in the world," said Mahdi Al Mosawi, General Manager of MENAS, a branch of the International Foundation for Aids to Navigation (IFAN).

"We were delighted with the uptake and the feedback from candidates was all extremely positive,

and they are all now looking forward to future courses."

Following the success of the inaugural training course, MENAS now plans to run further courses Aids to Navigation Foundation (Level 3) and technicians/engineers (Level 2) by next year.





Trial run of world's first new-build hydrogen-powered inland shipping vessel 'WEVA' goes well

Lenten Scheepvaart (the Netherlands) will go down in history as the owner of the world's first-ever newbuild hydrogen-powered inland shipping barge. With this, the shipping company sets a new standard. An important step towards zero-emission transport on Dutch inland waterways. The Hydrogen Electric Cargo Ship 'Antonie' (WEVA) was realised by Concordia Damen. On 23 October the

technical sea trials were held, during which the ship was inspected by Lloyd's Register and received a provisional certificate to be put into service.

Bart van Driel, project manager at Concordia Damen, was there. With the hydrogen containers, expected to arrive by the end of this year, not yet installed on board, full attention could be given to



Antonio 16



Antonio 29

testing the advanced diesel-electric propulsion system.

Van Driel: "The fuel cell will soon serve as an energy supplier for the battery packs after the installation of the distribution panel and the placement of the hydrogen containers. The fuel cell itself, which converts hydrogen into electricity, has already been installed on board. Once the distribution panel is delivered, it is just a matter of sizing and manufacturing the final pieces of piping and adjusting the fuel cell installation itself. The diesel generator will then no longer be used, so the Antonie will sail completely emission-free."

Pieter Baggerman, Naval Architect at Concordia Damen and closely involved in the innovative ship design: "We look forward to the Antonie being able to sail her first fully emission-free miles before the end of the year."

Full circular chain

The dry cargo vessel will transport salt for Nobian, European leader in the production of essential chemicals for various industries. For years, Lenten Scheepvaart has been shipping salt from Delfzijl to the Nobian plant in the Botlek. The company turns this salt into chlor-alkali, among other things, with hydrogen as a residual product. The hydrogen produced in the chlor-alkali production process will soon form the clean fuel for the Antonie. A textbook example of a circular chain. With three hydrogen

containers on board, Ms Antonie will soon have enough energy available for full zero-emission transport between Delfzijl-Rotterdam-Delfzijl. A hydrogen bunker station has now been built in Delfzijl with a subsidy.

Sustainable inland navigation vessels

Concordia Damen has built up a considerable portfolio when it comes to building sustainable inland waterway vessels. Several maritime awards awarded to them and to their customers testify to the drive to keep innovating and pushing the boundaries of what is possible.

The WEVA project is a joint effort by Concordia Damen Shipbuilding in collaboration with CCM3, Nedstack Fuel Cell Technology, Nobian, Energy TransStore, NRPC and client Lenten Scheepvaart, among others. Its realisation has been made possible in part by a grant from the Dutch Ministry of Infrastructure and Water Management.

Update: Royal visit

On Tuesday 14 November, His Majesty the King visited the Antonie in Duisburg. The King planned this visit as part of an informative and economic hydrogen mission to Germany and was informed about/by hydrogen-related organisations in North Rhine-Westphalia and the RH2INE network, among other things. SQUARE TOP OF KONGSBERG DIGITAL



The Nautical Institute announces an update to the International Sail Endorsement Scheme

STEPHEN WINDOW

Head of The Nautical Institute Academy.

The Nautical Institute (NI) is pleased to announce an update to its International Sail Endorsement Scheme (ISES). The announcement was made at the annual International Sail Training and Tall Ships Conference which took place in Dunkirk, France on the 17 and 18 November. Organised by Sail Training International - a registered charity established to develop and educate young people, regardless of nationality, culture, religion, gender or social background - the International Sail Training and Tall Ships Conference welcomes delegates from around the world who are involved in sail training, including sail training providers, Tall Ship owners, host port organisers of The Tall Ships Races and Regattas, as well as representatives from different sailing and nautical organisations.

The Nautical Institute has long recognised that tall ship sailors require specialist skills and knowledge to operate their vessels safely and efficiently and consequently, in 2014, it developed the comprehensive 'International Sail Endorsement Scheme' (ISES) in collaboration with 'Sail Training

International'. Now, almost 10 years later, the ISES scheme has been reviewed and updated, ensuring that it not only remains relevant but also still enables both square rig and fore-and-aft sailors to complete practical tasks and acquire new knowledge before being assessed and endorsed.

Steve Window, Head of The Nautical Institute Academy, said: "The NI understands the importance to seafarer career development of having professionally endorsed standards. ISES ensures that all tall ship sailors have access to a standard of proficiency and it has been designed to be a self-driven professional development programme which can be used in conjunction with an appropriate and valid deck certificate of competency (COC)."

No matter what capacity of deck work they are engaged in, candidates complete both practical tasks in addition to acquiring the necessary theory and knowledge that underpin their work. There is also a fast-track route to certification for more experienced sailors.

BEWARE – SANCTIONS CAN AFFECT EVERY OPERATOR, SAYS THE SWEDISH CLUB



TORBJÖRN CLAESSON
Corporate Lawyer, The Swedish Club

As stories of the oil price cap fill the press, readers could be forgiven for thinking that sanctions concern only tanker operators and the oil industry. But as Torbjörn Claesson, Corporate Lawyer

at The Swedish Club points out – operators running bulk carriers and container ships can still be impacted by sanctions.

Claesson was speaking in Oslo at the recent Marine Insurance Nordics conference. “Container ships, for example, can carry potentially thousands of articles that are sanctioned,” he said. “Bulk carrier operators too have to be careful. The issue with Russian sanctions is that they target many industries - but not all - and also many products - but with specific exceptions. For example, a bulk carrier operator cannot carry aluminium. There is only one exception relating to aluminum of a thickness of less than 0.2 mm – which clearly is too thin to be carried on a bulk carrier.”

He also pointed out that unsuspecting

operators can be caught up in the sanctions web. “If there is a collision with a vessel that has Russian cargo on board, then the Club must ask questions relating to that cargo before

committing to issuing security. And since the cargo – potentially – could be sanctioned, this would then have a spill-over effect on how to handle the claim,” he explained.

“Five to ten years ago the issue of sanctions more directly affected owners trading to a select few places in the world,” he said, “but today it has become a part of everyday life – whether on claims, underwriting or other aspects of our operations.”

Previously the shipping insurance industry was more indirectly affected, concluded Claesson. “Today, insurance and brokering are specifically set out in the sanctions legislation. That means that the insurance industry is now directly impacted by sanctions – we are part of the regulations.”



TORBJÖRN CLAESSON
Corporate Lawyer, The Swedish Club, speaking at the event.

DANICA CREWING SPECIALISTS



SALARIES UP BUT ROOM FOR IMPROVEMENT IN CREW WELFARE SAYS DANICA AS IT REVEALS ITS 2023 SEAFARERS' SURVEY RESULTS



HENRIK JENSEN
CEO, Danica Crewing Specialists.

Salaries are rising by at least 10% as the crew employment market tips in the favour of seafarers, reveals Danica Crewing Specialists as it announces the findings of its 2023 Seafarers' Survey.

Across senior officer ranks salaries have increased some 10-15%, regardless of nationality, the Danica survey shows, compared to its 2021 results. Salary figures are particularly strong for the top four ranks on dry cargo vessels.

The wage gap is narrowing between Filipino and Eastern European officers, while Indian senior officers on dry cargo vessels are receiving salaries 10% higher than their Eastern European counterparts.

Salary rise is the most common reason for

seafarers switching shipping companies, the survey indicates. Some 35% of crew who changed employer recently did so for a higher salary, although 26% moved for a more suitable joining time. And 98% of respondents said they check vacancies while on home leave.

Announcing the 2023 survey results during the Crew Connect Global Conference in Manila, Philippines – where Danica recently opened its latest crewing office – Henrik Jensen, CEO of Danica Crewing Specialists, said: “These are all indications that the crew employment market has tipped to be in the seafarers' favour.

“We are witnessing a wage spiral like we saw leading up to the previous financial

crisis. The root cause for these wage increases is the combination of a general shortage of very competent seafarers and a better financial situation for most vessel owners which is making employers more generous with remuneration,” he explained. “And, with a surplus of job offers, seafarers can be afford to be picky.”

Seafarer shortages are more evident in certain ranks. The Danica survey identified bosuns, cooks and fitters as being in high demand, with salaries up 10% as a result, while Ukrainian fitters have had pay increases of up to 30% due to a huge shortage.

Seafarers remain largely satisfied with their careers at sea with 80% saying they would recommend their employer to a friend, while 50% would recommend seafaring to their children. But the lure of a shore position is also strong with 70% of respondents saying they would be interested in working ashore.

In the face of such strong competition for crew, owners must ensure their seafarers are treated well. Yet the Danica survey revealed that as many as 36% of the respondents, drawn from the worldwide crewing marketplace, claimed their salary was not paid on time – a rise of 7% since 2021 – with 8% saying they did not receive their salary in full.

Worryingly, 23% of seafarers who responded to the Danica survey said they had experienced a shortage of food or drinking water during their recent voyages. In comparison to previous Danica surveys, this



The Seafarers' Survey 2023 conducted by Danica Crewing Specialists revealed some interesting developments including crew salary rises.

response is slowly but steadily increasing (up from 20% in 2020 and 22% in 2021).

Fortunately the number of seafarers not being relieved on time has fallen to pre-pandemic levels (24%) – but that's still almost a quarter of crew who don't get home on time.

Seafarer welfare is a crucial factor in crew retention and unfortunately the Danica survey reveals that one in 20 seafarers – roughly one on every ship – reports having been bullied, while 4% feel they have been discriminated against because of race and 1% report having experienced sexual harassment.

Access to mental health support is becoming more widespread and this is reflected in the Danica survey where more than half of respondents confirmed they have access to mental health support (51.69%). Of those who made use of this facility (20%), 70% said they found the service useful. This was the first time the Danica survey has included questions about seafarer mental well-being.

Danica's Seafarers' Survey 2023 highlights how crew training has evolved post-pandemic, with the number of seafarers receiving training via online methods almost doubling since the 2020 survey. Some 55% of respondents received training by computer based methods, and 60% of crew reported that training took place during their home periods.

Danica notes a trend for offering training in more subjects today. However, the majority of training available is on technical matters and in relation to compliance (such as MARPOL regs and Ballast Water Management). Only 0.4% of seafarers were trained in leadership – something Henrik Jensen is a vocal advocate of. He commented: "Training in rules results in seafarers who can comply. Training in leadership creates seafarers who can lead, manage and think ahead."

Access to the internet onboard ships is now widespread, the survey demonstrates. Some 96% of crew reported they have access to the internet at sea, up 6% from 2021, with 70% advising this access was free to use – a rise of 15%. Only 1% of seafarers said they had sailed without access to email or the internet.

Headquartered in Hamburg, Danica is now present in all the major international seafaring hubs, including India and Manila, as well as Cyprus, Ukraine and Georgia. A large proportion of the 6,228 seafarers who responded to the survey, which was conducted between May and October 2023, were Ukrainian nationals.

Responding to a specific question in the survey in relation to Ukraine, 94% of seafarers reported that they have fled Ukraine as a result of the war with Russia. Of these, 80% fled with their families. However, almost 75% said they intend to return to Ukraine when the war is over and it is safe to do so.

This is the fourth time Danica has conducted its Seafarers' Survey (it didn't undertake one in 2022). Seafarers responding to this year's 45-question survey, which was open to all applicants as well as Danica employed crew, encompassed all age groups, ranks, and many nationalities. Almost half (45%) of respondents occupied senior ranks particularly Masters, Chief Officers and Chief Engineers. Crew worked on the majority of vessel types, including passenger ferries and the offshore sector, with 30% of respondents serving on bulk carriers. Most had at least four years' seniority in their current rank and almost half of respondents usually served 3-5 month contracts, with 29% serving 5-7 months. Less than 10% of respondents served contracts under two months. The average age of respondents was between 30-55 years.

Mr Jensen commented: "Our survey revealed some interesting and surprising results which we hope will help our owners to enhance their marine crewing and HR strategies," adding, "We don't claim this survey is representative of the whole industry or scientifically accurate but we do believe it gives a good snapshot of the seafarers' situation in 2023."

Adani Kattupalli Port in association with Adani Foundation organised Kabbadi Championship

Adani Kattupalli Port in association with Adani Foundation organised a Kabbadi Championship in Sengazhirmedu, Voyalur Panchayat, Minjur-Block, Thiruvallur District, Tamilnadu. The initiative to raise awareness against drug abuse in the rural youth & witnessed a resounding success in promoting the "SAY NO TO DRUGS" campaign.

The championship saw active participation from 16 Kabaddi teams representing four Panchayats—Kattur, Voyalur, Thiruvellaivoyal, Thangal Perumbulam, and LightHouse. In a powerful display of solidarity against substance abuse, players and referees alike signed the campaign banner, underscoring their commitment to take a stand against drugs. They displayed their excellent sportsmanship throughout the game & helped us carry out the matches with decorum under the supervision of 8 National referees.

The program was well received among the community members local community, aimed not only to celebrate sportsmanship but also to instill awareness about the adverse effects of drug abuse among rural youth. Over 350 enthusiastic youths from the area congregated, providing unwavering support to the participating teams and championing the cause against drugs.

On this event the signature campaign on "SAY NO TO DRUGS" played the major role as all the players & the Referees signed the Banner, which was followed by Chief guests, Panchayat Presidents, police personnel who also signed the banner taking a stand against Drugs.


As the finale of the event, the grand prize was awarded to the winners' teams by the esteemed Guests namely Mr. Sudip Dasgupta, CEO, Adani Kattupalli & Ennore



Ports, Mr. Pannerselvam, Inspector of Police, Kattur, Panchayat President of Voyalur and Thiruvellaivoyal, Councilor, Voyalur Panchayat, Ward

Members and village traditional leaders of the Village Panchayats.

Speaking on the occasion, Adani Kattupalli management said, "This initiative is a progressive step undertaken by Adani Kattupalli Port as part of its community welfare initiative. The Adani Foundation remains steadfast in its commitment to fostering healthy communities and empowering the youth to make informed, positive choices. We encourage the youth through sports in educating the rural youth to be aware about the drugs & their impact. We are extremely delighted to be a part of the village's growth & happiness."



CAN YOUR SEAFARERS STILL READ THEIR KIDS A BEDTIME STORY?

Crew welfare is actually very simple. Even from the farthest corners of the ocean, seafarers want to be able to call home with 100% certainty. With unfailing connectivity through our world-leading satellite network, we deliver that certainty.

To read more on welfare at sea, visit:

inmarsat.com/crew-welfare

CREW
WELFARE


inmarsat



Work with an **Ownership Company**

MSC offers the best terms & conditions, internet on board, Indian food, one of the best round the year medical insurance scheme in the industry and a safe environment to work.

Make a change for the Better!!

Required Chief Engineer, 2nd Engineer & ETO for ME & RT FLEX Engine

Required Master & Chief Officer for large container vessel 9000 to 24000 TEU



**MSC is very proud to takeover world's Largest container vessel
MSC MICHEL CAPPELLINI – 24,346 TEU, fully manned by INDIANS**

TRUST, RELIABILITY, STABILITY & GROWTH

For further details please call us on our toll free number 1800 209 2555 or simply walk into

MSC CREWING SERVICES PVT. LTD.

Regd. Off: MSC House, 2nd & 3rd Floor, Andheri-Kurla Road, Andheri (East), Mumbai- 400059. (INDIA)

Tel : +91-22-6752 2555 | Fax : +91-22-6752 2525 | **Website:** www.msccs.com | **Email:** jobs@msccs.com

CIN No: U63090MH2005PTC151320

New Delhi - Tel: +91 11 43017707/08/09	Email : delhi@msccs.com	Cochin - Tel: +91 484 4039010/9011	Email: cochin@msccs.com
Chennai - Tel: +91 44 40155305/06/07	Email: chennai@msccs.com	Kolkata - Tel: +91 33 40393402/03/08	Email: kolkata@msccs.com
Patna - Tel: +91 612 3504766/67/68	Email : patna@msccs.com		

RPSL No. – MUM – 052, Valid till 11/11/2026

We have NO AGENTS acting on behalf of the company. Be aware of fraudulent job offers misusing our name and report immediately to us