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FEBRUARY 2025

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50TH  
ANNIVERSARY**



**GREEN SHIPPING  
CONCLAVE 2025  
SEAFARER'S  
PERSPECTIVE**





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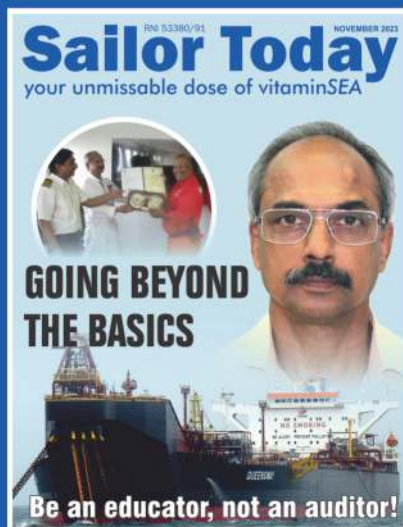
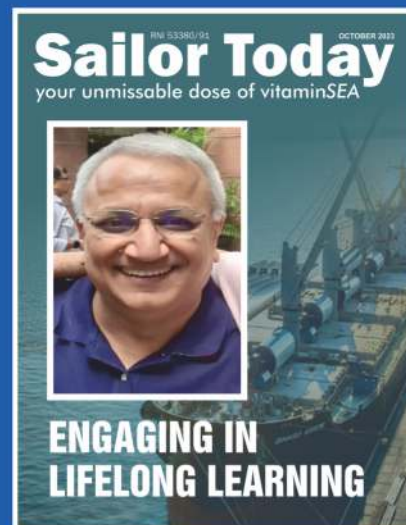
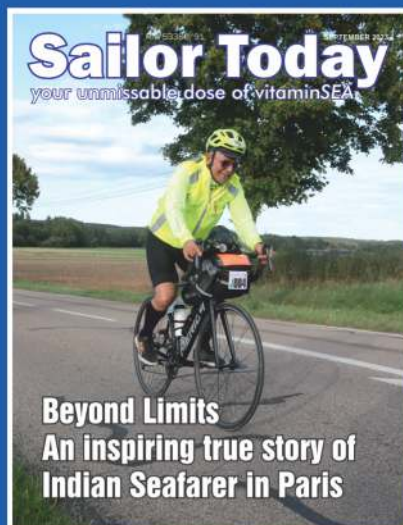
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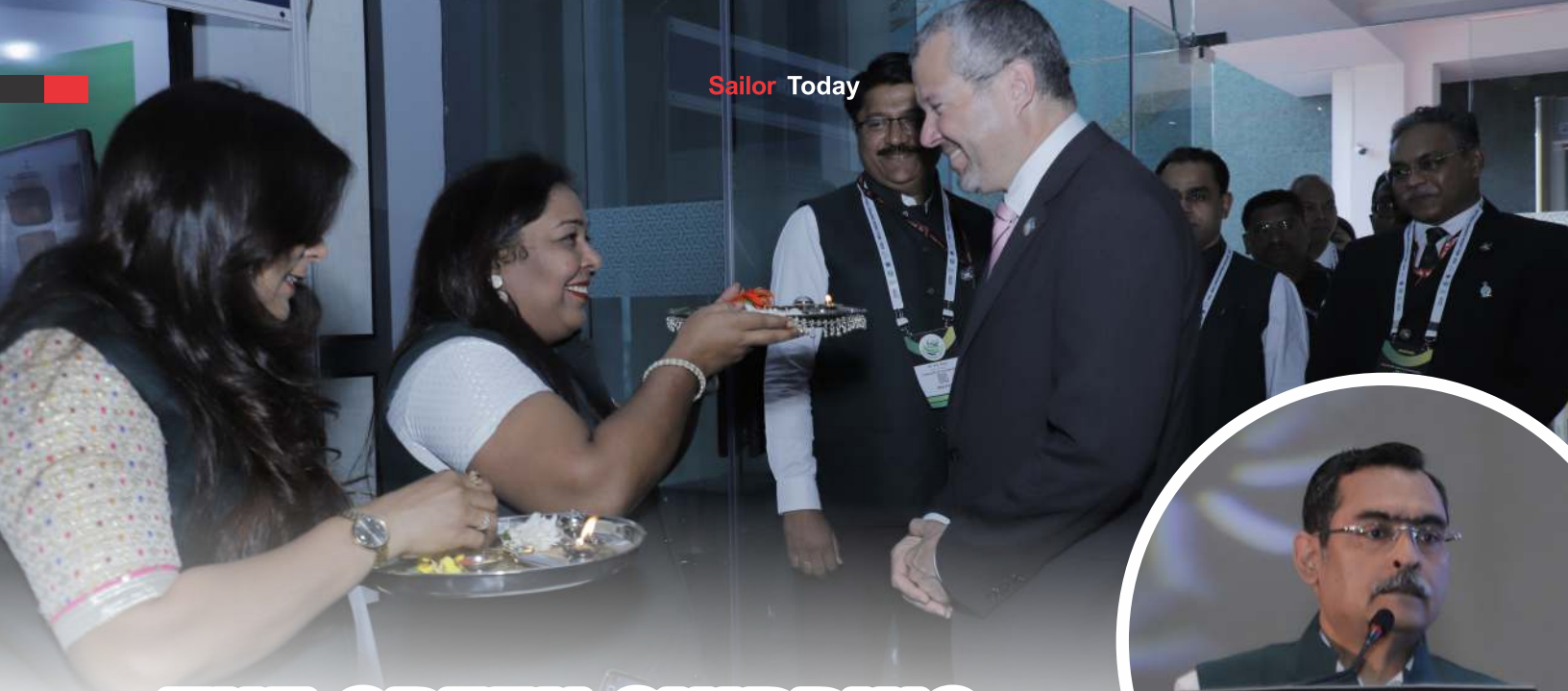
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# Sailor Today

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# THE GREEN SHIPPING CONCLAVE 2025: A SEAFARER'S PERSPECTIVE

The Green Shipping Conclave 2025, organized by the Directorate General of Shipping (DG Shipping) and the Institute of Marine Engineers India (IMEI), was a pivotal event that brought together key stakeholders of the maritime industry to shape India's Green Shipping Policy. Sailor Today was a media partner for the event, which was graced by the Secretary-General of the International Maritime Organization (IMO), Mr. Arsenio Dominguez, as the Chief Guest. As a seafarer, it was both enlightening and encouraging to witness the maritime sector's dedication to sustainability, digital transformation, and decarbonization. This event reinforced the urgent need for us, the frontline workforce, to adapt to new technologies and embrace eco-friendly practices.

## A STUDENT-DRIVEN FUTURE IN GREEN SHIPPING

The conclave began with an inspiring keynote by Dr. Malini Shankar, Vice Chancellor of the Indian Maritime University (IMU), who emphasized the role of young maritime professionals in driving sustainable innovations. Mr. Mohd Emaad Khan from IMU Kolkata presented a promising solution for shipboard wastewater treatment using Microbial Fuel Cells (MFCs). The idea of integrating MFCs with Sewage Treatment Plants (STPs) presents an opportunity to reduce energy consumption, lower operational costs, and contribute to carbon-neutral shipping. This innovative approach could significantly improve onboard waste management, a crucial concern for seafarers who experience



firsthand the challenges of waste disposal at sea.

The Maritime Energy Transition Landscape was explored by Mr. Moosa Minhaj Vu and Yash Nagaonkar from IMU MPC, who synthesized technical insights on alternative fuels and emission reduction strategies. As seafarers, adapting to these new fuels and energy systems will require extensive training and awareness, ensuring we are well-equipped to operate future green vessels.

## TECHNOLOGY, DIGITALIZATION, AND CYBERSECURITY

The maritime industry is undergoing rapid digital transformation, as highlighted by Capt. Dinesh Sharma from Lloyd's Register (LR). The increasing use of Artificial Intelligence (AI) and smart technologies will

redefine ship operations, creating a more efficient and sustainable future. However, this also means that seafarers must upskill to work alongside these digital systems and understand their implications.

Cybersecurity was another crucial topic discussed by Shri R. Srinivas and Shri Avinash Vaze from the Indian Register of Shipping. With increasing automation and digital connectivity, cyber threats pose a significant risk to vessel safety and operations. The concept of cyber-resilient network architecture and security zones in maritime operations is essential for protecting not only data but also onboard equipment from potential cyber-attacks. This discussion emphasized the importance of cybersecurity training for seafarers, ensuring that we are prepared to handle digital threats while at sea.





## SHIP RECYCLING AND THE CIRCULAR ECONOMY

Shri Rohit Agarwal of Guideship Consulting and Shri Arpit Raj from DNV shed light on ship recycling and its relevance in India's environmental and economic landscape. The concept of a circular economy in ship recycling is particularly important, as it ensures that decommissioned ships are dismantled in an environmentally responsible manner. Seafarers must be aware of these end-of-life ship disposal practices, as responsible recycling impacts the industry's sustainability goals and compliance with international regulations.

## POLICY AND FINANCIAL STRATEGIES FOR GREEN SHIPPING

A panel discussion among CEOs of leading shipping companies delved into recent policy measures and their implications. The conversation highlighted the Government of India's Maritime Development Fund and the enhanced Shipbuilding Financial Assistance scheme as key enablers of decarbonization. As seafarers, understanding these policies helps us recognize the industry's transition to green technologies and the financial backing available for sustainable shipping initiatives.

## THE ROAD TO NET ZERO: FUEL ALTERNATIVES AND GLOBAL COLLABORATION

A significant theme of the conclave was the transition to zero-carbon fuels. The discussions revolved around the IMO's ambitious targets for 2030 and 2040, with the ultimate goal of net zero by 2050. The

National Centre of Excellence for Green Ports and Shipping is leading several alternative fuel projects, positioning India as a future net exporter of green fuels. While LNG remains the most feasible interim fuel, green methanol and green ammonia have emerged as scalable solutions for achieving net-zero emissions.

Seafarers will need to be trained to handle these new fuels, as their onboard management differs significantly from conventional fuels. The infrastructure required for bunkering, storage, and safety measures must also evolve in parallel. Discussions with international collaborators, such as Denmark, will play a crucial role in accelerating the adoption of these green fuel technologies.

The role of nuclear energy was briefly explored as a potential game-changer for maritime decarbonization. While this technology is still in its infancy, its adoption could drastically reduce carbon emissions and extend vessel operational endurance. However, safety concerns and regulatory challenges will need to be addressed before nuclear-powered merchant vessels become a reality.

## TRANSITION TO GREEN PORTS: CHALLENGES AND OPPORTUNITIES

The panel also discussed the various challenges and opportunities while transitioning to Green Ports. The discussions provided valuable insights into the future of sustainable port operations, highlighting the importance of innovation, collaboration, and investment needed. The challenges included high initial investments, technological integration



complexities, regulatory gaps, and a shortage of a skilled workforce.

Despite these challenges, the panel also recognized substantial opportunities in the green transition, such as enhanced operational efficiency through digitalization and smart technologies, significant environmental benefits, improved global competitiveness as green ports attract more international business, and the potential for public-private partnerships to drive sustainable port infrastructure development. These insights reaffirm the importance of modernizing port operations and ensuring that seafarers are well-versed in new sustainability-focused port practices.

## GREEN ALLIANCES: INTERNATIONAL COOPERATION FOR GREENER SEAS

The session focused on fostering global partnerships to drive sustainable maritime practices and explored collaborative frameworks, shared technological advancements, and policy alignments that can accelerate the decarbonization of the maritime sector.

It highlighted international collaboration initiatives, including bilateral partnerships, regional alliances, and engagement in

global platforms. Discussions centered around global regulatory alignments, collaborative technological developments, green financing and investments, capacity building and knowledge transfer, and the development of green shipping corridors. The panelists also appreciated India's proactive engagement in these areas, recognizing the country's growing role in shaping sustainable maritime practices on a global scale.

## CHARTING A COURSE FOR SUSTAINABLE SHIPPING

The session "Green Ships & Smart Tech – Integrating Technology for Sustainable Seas" brought together industry experts, shipyards (Chowgule, L&T), engine builders (Wärtsilä), shipowners (Kochi Water Metro), and international regulators. Their insights reinforced the importance of fostering global partnerships to drive sustainable maritime practices. The collaborative approach between policymakers, technology providers, and ship operators will be instrumental in overcoming barriers to green technology adoption.

For seafarers, the takeaways from the Green Shipping Conclave 2025 were clear: the industry is rapidly evolving, and we



must adapt. Sustainable shipping is not just a regulatory mandate but a necessity for the planet. As the frontline workforce, seafarers must embrace technological advancements, undergo specialized training in green fuel operations, and develop cyber awareness to navigate the future of sustainable maritime operations.

The Green Shipping Conclave 2025 was not just a conference—it was a call to action. The responsibility of steering the industry toward a greener future lies in the hands of policymakers, shipowners, engineers, and most importantly, seafarers. Together, we can sail towards a cleaner, more sustainable world.

## KEY TAKEAWAYS FOR SEAFARERS

### **Adapting to Green Technologies :**

Seafarers must prepare for alternative fuels like LNG, green methanol, and ammonia, requiring new skills in fuel handling and operations.

**Cybersecurity Awareness :** With increased digitalization, understanding cyber threats and safe operational practices is crucial to safeguarding ship systems.

### **Integration of AI and Smart Technology :**

Future vessels will rely heavily on automation and AI-driven decision-making, demanding upskilling in digital operations.

### **Sustainable Waste Management :**

Technologies like Microbial Fuel Cells (MFCs) could revolutionize shipboard wastewater treatment, reducing energy consumption and emissions.

### **Opportunities in Green Ports:–**

Transitioning to smart and digitalized port operations will enhance efficiency, but seafarers must adapt to automated and sustainable port logistics.

### **Ship Recycling and Circular Economy :**

Seafarers should be aware of responsible ship disposal practices, which impact regulatory compliance and environmental goals.

**Training and Skill Development :** The establishment of the Indian Ocean Centre for Excellence for Sustainable Maritime Transport (IOCE-SMaRT) will provide world-class training in sustainable shipping, helping seafarers transition into the green maritime workforce.

**Regulatory Compliance and Future Policies :** Understanding the National Green Shipping Policy (NGSP) and Future Fuel Strategy (FFS) will be vital for staying compliant and navigating industry changes.

### **Global Collaborations and Career Opportunities :**

India's role in green alliances and international cooperation can create new job opportunities for skilled seafarers in sustainable shipping.

### **Financial Incentives and Career Growth :**

Early movers in sustainable shipping will benefit from government initiatives like the Maritime Development Fund and Shipbuilding Financial Assistance Scheme.

The future of shipping is green, digital, and evolving fast. Seafarers must upskill and embrace sustainability to stay ahead.

# ANGLO-EASTERN CELEBRATES THE COMPANY'S 50TH ANNIVERSARY



During the recent maritime conference in Mumbai, seafarers employed with Anglo-Eastern gathered to celebrate the company's 50th anniversary and reflect on their journey in the industry. Speaking with them, it became evident how deeply Anglo-Eastern has influenced their careers and personal growth at sea.

"For me, joining Anglo-Eastern was the best decision of my life," said A Mehta, a second officer who has been with the

company for eight years. "From my first cadetship to my current role, the training and support I've received here have been exceptional. The structured promotions and career development programs ensure that hard work is recognized and rewarded."

Many cadets at the event echoed similar sentiments, emphasizing how Anglo-Eastern's training programs have shaped their careers. "The academy gives you a rock-solid foundation. You don't just get theoretical knowledge; you get practical, hands-on experience. Plus, with a 100% placement record, you know you have a job waiting for you after completing the program," said Rahul S, a deck cadet currently undergoing training at Anglo-Eastern Maritime Academy.











Capt. Bjorn Hojgaard, CEO of Anglo-Eastern, also took the time to speak exclusively with Sailor Today Maritime Radio, sharing his thoughts on the future of Indian seafarers and Anglo-Eastern's contribution to their growth.

"Under one of the world's largest new cadet training programmes, over 2,000 Indian youngsters are currently being trained at our maritime training facilities in India," Hojgaard explained. "The demand for highly skilled merchant navy officers is rising globally, and India has a unique opportunity to meet this demand. Our goal is to increase the global share of Indian seafarers, ensuring that they continue to be a driving force in the industry."

He went on to emphasize the financial benefits and career stability that a career in the merchant navy provides. "A cadet starts with a tax-free salary of about \$500 per month at the age of 20. By 30, they can become captains, earning around \$11,000 per month. These are life-changing opportunities, and we are proud to be a part of their journey," he said.

Speaking on the importance of career growth and in-house promotions, Hojgaard added, "At Anglo-Eastern, we believe in nurturing our talent. Seventy percent of our seafarers are promoted in-house, and we maintain a 95% retention rate. Many of our senior officers and even shore-based executives started their careers at sea with us. The maritime industry provides not just a job but a rewarding career where individuals can develop global perspectives and skill sets that open doors to endless opportunities ashore."

Seafarers attending the conference also shared their appreciation for the company's investment in human capital. "There's a sense of belonging here," said Chief Engineer Vinay Menon. "Even after years at sea, you know the company has your back. The training, the career guidance, and even the mental well-being programs—they genuinely care."

With the Indian government's 'Amrit Kaal Vision 2047' aiming to increase the percentage of Indian seafarers in the global shipping industry from 10% to 20% over the next decade, Anglo-Eastern is actively contributing to this vision. "Our ongoing cadet training programme in India aligns perfectly with the government's mission," Hojgaard stated. "We are also keen on encouraging more female students to take up seafaring as a career, and we are working towards making the industry more inclusive."

As the conference came to a close, there was an overwhelming sense of pride among the seafarers present. Whether cadets just beginning their journey or experienced officers reflecting on their decades at sea, the message was clear: Anglo-Eastern is not just a shipping company—it is a family, a mentor, and a gateway to a promising future in maritime.

"We're not just sailing ships; we're building careers, shaping lives, and securing futures," Hojgaard concluded. "And as we celebrate 50 years, our commitment to excellence, training, and seafarer well-being remains stronger than ever."

# STARLINK SOLUTIONS FOR NEXT-GENERATION DISASTER RESPONSE



As the frequency of natural disasters continues to rise, IEC Telecom has launched RDK 2.0, a next-generation Rapid Deployment Kit designed to provide uninterrupted, high-speed connectivity to first responders and humanitarian teams. With Starlink Mini at the core, this intelligent solution comes with an advanced network management



toolkit and off-grid power supply, expanding possibilities of aid operations.

The increasing prevalence of climate-related disasters underscores the urgent need for robust communication solutions. According to the United Nations Office for Disaster Risk Reduction (UNDRR), the frequency of natural disasters has surged by 83% over the past two decades. From floods to fires, hurricanes to landslides, these events require immediate and coordinated action. The International Telecommunications Union (ITU) reports that more than 75% of first responders identify dependable connectivity as the single most critical factor for operational efficiency. Reflecting this demand, the market for mobile satellite services in disaster management is projected to grow at a compound annual growth rate (CAGR) of 8.5% through 2030.

IEC Telecom, with over 30 years of experience supporting the humanitarian sector, is uniquely positioned to address these challenges. As an authorised reseller of Starlink, IEC Telecom integrates advanced satellite technology with proprietary network management tools, delivering tailored solutions that empower emergency response teams to operate effectively in high-stakes scenarios.

"RDK 2.0 was designed to redefine the end-user experience with Starlink, taking it to an entirely new level. Our solution enables autonomous, off-grid operation of the terminal. Integrated with OptiView, our advanced network management ecosystem, each kit can be remotely accessed for troubleshooting, ensuring

seamless support in the field. In critical situations where every minute counts, RDK 2.0 delivers a comprehensive connectivity solution tailored to the specific needs of aid operations," said Alf Stian Mauritz, Chief Strategy Officer of IEC Telecom Group.

RDK 2.0, powered by the innovative Starlink Mini, sets a new benchmark for reliable high-speed low-latency satellite connectivity and in the field. Featuring a compact terminal equipped with WIFI 5 technology, the smart case can seamlessly support up to 128 devices. Designed for ultimate autonomy, RDK 2.0 is fitted with batteries, enabling uninterrupted operation without dependence on external power sources. It can also be fitted with a car-mount kit for the Mini, enabling users to stay connected on the move. Seamless integration with IEC Telecom's OptiView dashboard offers real-time monitoring giving teams full visibility and control over their network, ensuring entire teams stay connected during critical missions.

"We believe that RDK 2.0 represents a significant leap forward in disaster response capabilities," added Alf Stian Mauritz. "By combining Starlink's state-of-the-art satellite technology with our expertise in network engineering, we're equipping first responders with a reliable, portable tool that enhances their agility and effectiveness in the field, ultimately saving lives."

The new solution will be revealed at the Global Security Risk and Policy Conference (GISF), taking place in Ireland from 26 Feb 2025 to 27 February 2025.

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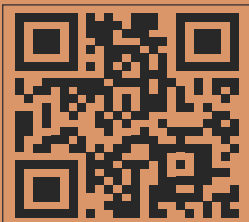
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## **Why Mariners Should Invest in Dubai – A Vision by Capt. Pradeep**

**Capt. Pradeep, a seasoned Master Mariner and a respected leader in the maritime fraternity, brings a wealth of industry experience and academic excellence from world-renowned institutions. As the Founder and Chairman of Karma, he understands the unique aspirations and financial goals of seafarers, making him a trusted guide for maritime professionals looking to invest in Dubai's booming real estate market.**

### **Why Dubai? The Ideal Investment Destination for Mariners**

#### **1. Tax-Free & Dollar-Pegged Economy :**

**Dubai offers a 100% tax-free environment, ensuring that mariners can maximize their earnings without any deductions. With the UAE Dirham pegged to the US Dollar, your investment remains stable, secure, and protected from currency fluctuations.**

#### **2. High Rental Yield & Capital Appreciation :**

**Dubai's real estate market consistently delivers high rental returns (8-10%) and strong capital appreciation. As a global business hub, demand for quality housing remains high, ensuring continuous growth in property value.**

#### **3. Worry-Free Investment with Karma :**

**Managing an overseas property can be challenging, but Karma takes care of everything – from property management to maintenance and rentals. Mariners can enjoy a completely hands-off investment while their assets generate passive income.**

#### **4. Golden Visa for Mariners :**

**Investing in Dubai real estate can qualify you for the UAE Golden Visa, providing long-term residency benefits for you and your family. Enjoy a peaceful, tax-free retirement in a city with world-class infrastructure and global connectivity.**

#### **5. Access to the Best Healthcare & Lifestyle :**

**Dubai offers one of the best healthcare systems in the world, top-tier education, and a luxurious lifestyle with unparalleled safety, making it the perfect place for retirement or a second home.**

#### **6. Dubai – The Emerging Global Shipping Hub :**

**Dubai's strategic location makes it the epicenter of maritime activity. Its business-friendly policies, top-notch infrastructure, and unmatched time-zone advantage position it as the future of the shipping industry.**

**For mariners, investing in Dubai is more than just owning property – it's about securing a future in a city designed for growth and financial freedom. Trust Capt. Pradeep's vision and expertise to make the right investment move today.**



Preamble: This series of articles from Navguide Solutions, one every month, will focus on Rightship Inspection requirements, eventually going deeper into the subject and helping the industry phase into the RISQ regime.

RISQ Series | Article 14 | February 2025

# NOT MY WAY OR THE HIGHWAY; PROCEDURES MATTER.

**Author: Capt. Robert Vaz, Chief Operating Officer, Navguide Solutions**

Rayman was a very experienced Chief Officer and was very safety conscious, which is a great combination for any Chief Officer. The only issue was that Rayman served as Chief Officer for almost ten years on two sister ships; both these ships were on a time charter to the government and had only one load

port and one discharge port. Due to the nature of her trade, she was never subject to third-party inspections, and even the PSC inspectors were very lenient with these two vessels as they were part of the national fleet,

both these vessels would be in port at least twice a week, and all local officers and crew were employed.

The issue came up when both these ships were sold, and Rayman had to look for a new company. Well, due to his experience in cargo work and his commitment to personnel safety, the Blue Line ship

management company( name changed) employed Rayman, but Chief Officer Rayman started having issues within a couple of days onboard.

On this vessel, there was a multinational crew. Some crew members had a good marine vocabulary but could not speak

fluent English. Also, Chief Officer Rayman could be heard raising his voice, irritated and angry with most of the crew.

Capt. Kumar told Chief Officer Rayman that the managers would request a Rightship

inspection in about three weeks and that we needed to be well prepared.

That's when Capt. Kumar decided to help Chief Officer Rayman. To begin with, Rayman had never witnessed a Rightship inspection and had never seen a comprehensive SMS, procedures, forms, or checklists. Rayman was always used to his





way and could often be heard powering and muscling his way. That's when Capt. Kumar said, ***"Not my way or the highway; procedures matter." you need to be familiar with the company SMS."***

Capt. Kumar called Rayman to his office and started explaining the importance of a Rightship inspection, the safety score and the commercial impact on a vessel, to which Rayman acknowledged the importance of the inspection, and that's when he told Capt. Kumar to help him navigate through the SMS, especially since the Rightship inspector would ask about relevant procedures in the SMS.

To make it simpler for Rayman, Capt. Kumar came together with Rayman to this ship's office and showed him the various files, after briefly going through each file, Capt. Kumar then opened the SMS on the ship's computer and started showing Rayman the SMS and how the records and requirements of the SMS were complied with. By now Rayman was a totally

changed man. He calmed down and ***was in awe of Capt. Kumar. He listened very carefully and also made notes, very briefly,***

- **Work Permits:** The working aloft, overside, hotwork, enclosed space and various other permits, the reference numbers in the SMS, retention period, the approvals required, etc

- **Safety:** Being the Safety officer he checked the near miss reports, accident incident records, Monthly HSE meeting minutes & company response, the PPE Matrix & risk assessments
- **Cargo work:** He noted the inspection requirements and reports of the hold and ballast tank, Hatch ultrasonic gauging records, Hold cleaning records and requirements, cargo loading/discharging plans, crane and grabs maintenance and records. He also made reference to the PMS (***Capt Kumar again opened the PMS and started showing Rayman about the cargo equipment maintenance in the PMS).***



- **Security:** As the Ship security office, the SSP was checked. The last 10 ports were verified. Port records, including DoS, Security training, and SSO security inspection records, were checked. The last SSP review was briefly looked at.
- **Plans:** The mooring line management plan, Ballast water management plan, and Garbage management plan were briefly checked.

Almost four hours had passed, and Rayman was mesmerised by the SMS. He told Capt. Kumar how much he needed to learn and,



moreover, how much he had lost in terms of professional growth over the last ten years. Capt. Kumar gave Rayman a

comforting hug and told him, "If you need anything, I'm always here." Then he left the ship's office.

It was lunchtime and all the crew were having their lunch in the crew's mess, Rayman went to the mess and in a very calm voice said, "Excuse me gents", good afternoon, enjoy your meal, I just popped in here to apologise to all of you because of my rude and arrogant behaviour the last couple of days and how much I need to learn and sincerely look forward to all your cooperation. These words meant a lot to all the crew who replied in unison, ***Don't worry Chief, we will do our best and will ensure our ship will do well at the Rightship inspection.***



## HOW WOULD YOU REACT?

Not all of us are perfect, and we all need a little time to adjust. Above, we saw when Rayman realised he was rude and arrogant. Without hesitation, he went back to the crew's mess and apologised. He even asked the crew for their support, and all the crew wholeheartedly supported the Chief Officer.

Capt. Kumar spent several days training Rayman and finally sent a message to the managers that the ship was ready for a Rightship inspection.

The vessel completed her inspection and fared very well, receiving several congratulatory messages from the managers, owners, and charterers.

Mentoring juniors and stressing the importance of understanding procedures and how they help mitigate risks matters. As senior officers, it's up to us to positively influence juniors and the crew.

Together, let's work as a team and look out for each other. We need to protect our shipmates and our ship and constantly improve and learn.

## CONCLUSION

Capt. Kumar was a very senior and experienced Master. He calmly managed Rayman, who was very arrogant and rude and believed in ***"my way or the highway."***

**THINK ABOUT IT: HOW WOULD YOU REACT IF YOU WERE IN THE SHOES OF CAPT. KUMAR OR CHIEF OFFICER RAYMAN? WHAT WOULD YOU DO?**







# THE IMO: YOUR MARITIME LIFELINE EXPLAINED

**Capt Ramji S Krishnan**  
Sloan Fellow, London Business School



## SETTING SAIL WITH THE IMO

Imagine the maritime world as a vast, briny chessboard—ships zigzagging oceans, dodging hurricanes, and praying not to end up as the catch of the day. Enter the International Maritime Organization (IMO), the UN body keeping this madness in order since 1959. Headquartered in London (near enough for a cheeky pint or bitter, your choice), its 174 Member States craft rules that keep shipping safe, clean, and efficient. For cadets, 2nd mates, nautical officers, and shore staff, the IMO's your silent partner, shaping your training, equipment, and daily grind through those darn checklists and SOPs.

Capt. Ashok Mahapatra, former Director of the IMO's Maritime Safety Division, spells it out: -

- The IMO sets global standards for vessel safety,
- Shields the environment,
- Established provisions for search and rescue,
- Ensures seafarers are up to speed, and
- Sorts compensation when accidents send things south.

It has 53 treaties—such as SOLAS (166 countries, 99.98% tonnage) and MARPOL

(157 countries, 99.15% tonnage)—plus codes and guidelines galore. These are not just fancy terms; they are why you are not stuck on a rust bucket or bailing out a leaky tub. Rest easy, lads—we will unravel each one of those gordian knots.

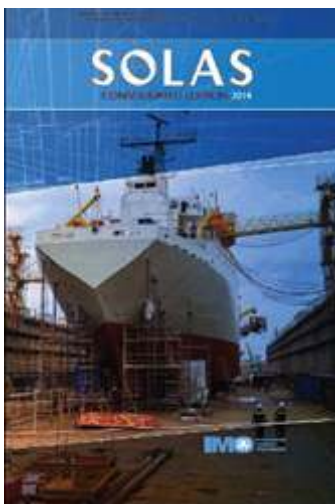
Safety is the lodestone. The Maritime Safety Committee (MSC) runs SOLAS, mandating Life-Saving Appliances (LSA)—lifeboats, jackets—and Fire-Fighting Appliances (FFA)—extinguishers, pumps. Ever done a muster drill? That is SOLAS for you. STCW (Standards of Training, Certification and Watchkeeping) ensures you are not a stepney—165 countries enforce it. Shore staff, you are the lifeline—feeding ships data and SOPs to stay legal.

**Example:** The Erika tanker spill in 1999 off France pushed the IMO to beef up MARPOL tanker rules. Double hulls cut spill risks—more training for cadets, safer ships for officers.



## DECODING THE IMO'S RULEBOOK—WHAT IS WHAT?

The IMO tosses around terms like conventions, protocols, regulations, rules, codes, and guidelines like gulls fighting over chips. What is the difference? Let us



sort it so you are not lost mid-watch.

- **Conventions:** The heavy hitters—legally binding treaties between countries. SOLAS covers LSAs and FFAs; MARPOL tackles pollution. Ratify it (e.g., 166 states for SOLAS), and it is law on your ship. Think of it as orders you cannot refuse—like the captain's word—follow it or

else. Sounds ominous? - No dead horse on your bunk, though—rest easy, mate! STCW is another: born in 1978 after sinkings showed crews were not up to scratch. It is also why you are into life-boat drills.



- **Protocols:** Updates to conventions, patching weak spots. The 1988 SOLAS Protocol tightened lifeboat rules after the Herald of Free Enterprise sank in 1987 (193 dead), exposing gaps. It is like fixing a creaky gangway—same ship, stronger footing. Safety pundits call it the Swiss Cheese Model: accidents hit when holes in defences (training, equipment, SOPs) align—think a hurricane, rusty davit, and ill-trained



crew all at once. This plugged some holes with better drills and checks—tedious for you sailor boys, but it beats swimming home from mid-Pacific, assuming you can.

- **Regulations:** The specifics inside conventions. SOLAS Reg III/20 says lifeboats need monthly checks—your 3rd mate / 2nd mate's job. They are the “how” to the convention's “what.” After the Titanic sank leaving over 1,500 dead, SOLAS regs ensured lifeboats are not just decor—your monthly test means they will float if the ship goes down, God forbid. It is a chore, but beats clinging to a plank in the icy Atlantic, eyeing Rose's bit of wreckage from Titanic. No?
- **Rules:** Often the same as regulations, but less formal—IMO insider lingo. Capt. Mahapatra says Member States enforce them via Flag States. Same meat, different gravy. COLREG Rule 5—keep a proper lookout—saved grief until the Hoegh Osaka grounded in 2015 when watch slipped. Keep eyes peeled, or it is blistering barnacles off the hull. And Capt. Haddock will be peeved.
- **Codes:** Detailed guides, often mandatory under conventions. The ISM Code (SOLAS) demands safety systems—your log proves it. Post-Estonia ferry disaster in 1994 (852 dead), it pushed proper plans—not just a clipboard and a prayer. It is the drill sergeant (putting



you through your paces) to the regulations' orders, keeping your ship off the cautionary list. STCW's Code Part A adds teeth—mandatory firefighting courses, no slacking.

- **Guidelines:** Suggestions, not laws. A MSC / MEPC circular tells committees how to run —skip it, and you are in for a headache. Like your mother-in-law's tip—wise to listen. I should know! (I meant the mother-in-law tip!). The Polar Code Guidelines suggest icy-water gear; the Viking Sky nearly stranded 1,300 off Norway in 2019 without it—could have avoided a cold dip.

Why bother? Cadets, need to train to train to STCW regs or no ticket; flunking Orals is not a mystery now, is it? It is elementary dear....STCW is a convention. Shore staff, a guideline might nudge a chart update—mess up, and PSC ties you in knots. Accidents spark knee-jerk regs—OPA-90 after Exxon Valdez, or Costa Concordia birthing SOLAS passenger drills. A stitch in time saves nine, as the mantra goes.

## HOW THE IMO CRAFTS RULES: FROM PLENARY TO YOUR DECK

The IMO is not boffins dreaming up rules over tea and scones—it is 174 Member States (40 on the Council) steaming through proposals to keep your ship safe and oceans less mucky. Capt. Mahapatra's take: spot a gap (e.g., collisions), propose a fix, prove it is worth it—costs, benefits, admin load. Only states pitch to MSC or MEPC, not sub-bodies—a researcher or industry needs their flag's nod first. No half-baked ideas: it keeps them honest.



Plenary is the engine room—the big meeting where all 174 have a say. MSC or MEPC gathers in London, flags flapping, translators humming in English, French, Spanish. Picture Iranian and American delegates hobnobbing—no sanctions here. Proposals hit 13 weeks prior—bulky ones (over 6 pages) get extra scrutiny, no Post-it note scribbles permitted. Chairs assess: urgent? Costly? Worth it? Industry chips in, but states vote—consensus rules, no rows, just a friendly handshake (and no argumentative Indians or world citizens). If it is a go, sub-committees get terms of reference—clear orders. No rushing permitted: biennial agendas lock it in. Every two years, a plan is carved—think planning for a voyage, not a sprint—so HTW tweaks STCW over months, not days, keeping updates steady. No sudden rush to do something – just to be seen doing something.

Once plenary gives the nod, the real grunt work begins—sub-committees dig in like engineering trainees scrubbing bilges after a long haul, sleeves rolled up, no shortcuts allowed. Take STCW (Standards of Training, Certification and Watchkeeping): the Human Element, Training and Watchkeeping (HTW) sub-committee got stuck into the 2017 cyber-security updates,

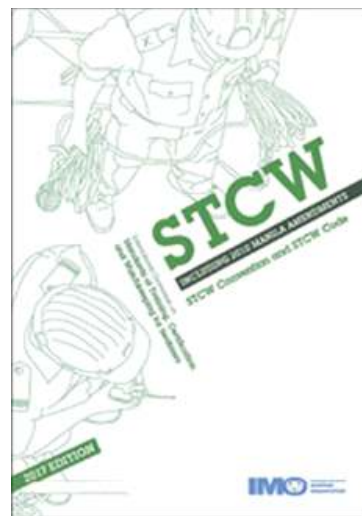
born from the Manila Amendments. Picture the scene—ships crossing the Pacific, GPS spoofed by crafty hackers, ECDIS screens blinking blank mid-watch, leaving bridge crews swearing into the night. HTW hammered out regs to ensure you are trained to spot a cyber-trick before you are steaming blind—MSC (Maritime Safety Committee) gives the final salute, and once 165 states ratify (as they did for STCW), it is law – like it or lump it – just follow it.

Big jobs like this do not drop out of the sky—they are built bottom-up like a high-end Ferrari engine.

The Navigation, Communications and Search and Rescue (NCSR) sub-committee might tweak

radar standards,

poring over tech specs so your screen does not fuzz out in a squall, while HTW sorts crew skills—think drills to launch a lifeboat without turning it into a slapstick comedy show off Singapore. MSC or MEPC plays Chief Mate, coordinating the lot so there is no overlap





or cock-ups—each team knows its lane, no stepping on toes. Freelancing? Not a chance—orders come down tighter than a bosun's knot on a storm-lashed line; sub-committees stick to the script, no veering off like the TRS to rewrite the rulebook on a whim. It is a slow, steady grind—keeps your training sharp and your nav equipment humming, not a guessing game.

Examples: STCW (1978) came from plenary thrashing out crew failures [Ref: IMO STCW Convention 1978]. MARPOL Annex VI (1990s) tackled smog—99 states, 96.76% tonnage follow [Ref: IMO MARPOL Annex VI, 1997].

## CHALLENGES, YOUR ROLE, AND WHY IT MATTERS



The sea's a beast—wild, unpredictable, ready to swallow you whole—but the IMO is your shield, forged to tame it. Even so, challenges linger like a stubborn barnacle, evaluating every link in the chain from ship to shore.

Start with rule overload. STCW's 2017 Manila Amendments dropped cyber drills on your plate—cadets sweating through simulator runs, officers rehashing ECDIS hacks, and ship-to-shore staff wading through a swamp of updated forms. Picture a 2nd mate, bleary-eyed, learning

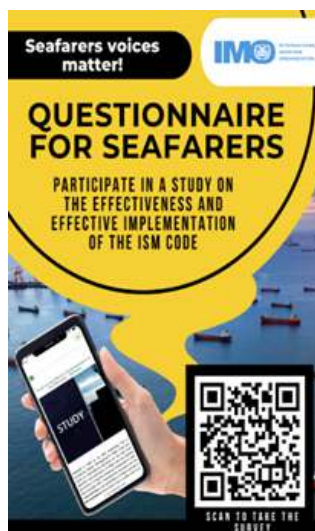
to spot a spoofed GPS signal while the bridge clock ticks—all because some clever sod halfway round the world thought it would be a laugh to scramble your plot and land you in a pickle. Training centres bear the brunt—adapt fast or ship out; there is no room for laggards when cyber pirates are a keystroke away. It is a slog, but it keeps you sharp, not stranded.

Then there' are tech headaches. ECDIS fails or charts lag—an autopilot's nightmare—and 15% of ships flunked PSC checks in 2022 for just that. Scary, isn't it? Imagine steaming into Rotterdam, radar fuzzing, only to find your last update is from when sextants were in vogue. The IMO's NCSR pushes standards, but equipment is only as good as the hands on it—your shore

staff better have those updates flowing, or it is a long wait in port

Ship-shore drift bites too. Take MV Golden Ray in 2019—capsized off Georgia when shore missed stability flags, leaving a car carrier belly-up like a beached whale. IMO's FAL now drives AIS sync—real-time fixes so you are not in the guessing game. Audits back it up—and arrest rust buckets regularly. And boy, do they put you up on one of those black or grey lists if the vessel performance is a bit iffy.

You are the gears in this well-oiled machine. Practice COLREGS like Rule 5 (keep a lookout) or kiss your ticket goodbye; no viva flunks on my watch say MMD Surveyors. They too keep a lookout! Now you know why. Mates, SOLAS LSAs—immersion suits—and FFAs—extinguishers—are your babies. An Oil Major's tagline ran, "You are responsible for your safety," and they were not wrong. Check them proper, or it is a sink, roast, or a cold swim—your pick. Adhering to IMO regulations might even save your life you know! Officers, PSC, and audits loom darker than a North Sea



squall—log that FFA test, or Rotterdam's PSC will have your guts for garters. Shore staff, you are the lifeline—relay spares double quick, or PSCs on the ship like flies on baklava, buzzing till it is sorted.

HTW drills you for mayhem—

ever fought a galley fire in a gale, grease spitting like a cornered cat? Training pays—keeps you alive when the chips are down. Flag States enforce it—while PSC prowls foreign ones; fail mandatory audit in Rotterdam, and you are stuck till it is shipshape. Hey, remember we mariners invented this word – ship shape! Audits every seven years keep 174 states honest. MV Ever Given jammed Suez in 2021—no

rule breached, but NCSR's traffic guidelines followed quick—charts updated, repeats dodged so far.

It is a slog—proposals, plenary, ratification—like cleaning your tanks with a swell on the beam. But it is why you are not a headline like Exxon Valdez. The IMO is your backbone—keeps the beast at bay, one rule at a time.

## FULL STEAM AHEAD

The IMO is a juggernaut—174 countries, endless committees, a workload heavier than a ship on a short sea run. Capt. Mahapatra nails it: consensus-driven, practical, relentless. STCW sharpens you, SOLAS saves you, PSC polices you, audits tighten it—slow and steady keeps the ship upright. Next time you are launching a life raft, dodging a gale, or filing an audit, salute the IMO—it is why you are not a statistic. Ok, here we go, let us head to the nearest pub to discuss and ruminate. Game?







# ANGLO-EASTERN LAUNCHES STATE-OF-THE-ART LNG/AMMONIA BUNKERING STATION SKID FOR MARITIME TRAINING

Anglo-Eastern, a global leader in innovative maritime training solutions, is proud to announce the establishment of a new LNG (Liquefied Natural Gas)/Ammonia bunkering station skid at Anglo-Eastern Maritime Academy (AEMA) located in Karjat, Mumbai which was unveiled during Anglo-Eastern's 2025 Mumbai Conference in February.

The skid is designed to provide hands-on

training in the safe and efficient fuelling of LNG- and ammonia-powered vessels. This cutting-edge facility will serve as a cornerstone for advancing maritime safety standards and environmental goals, offering real-world experience to industry professionals working with these fuel types.

Equipped with the latest cryogenic fuelling technology and safety systems, the skid provides a controlled environment for



training in LNG and ammonia transfer operations, emergency response procedures, and regulatory compliance. It is designed to replicate real-world bunkering operations, delivering essential education and skill development for those working in the rapidly expanding field of alternative marine fuels.

This state-of-the-art bunkering station skid is the newest addition to the dual-fuel centre of excellence at Anglo-Eastern Maritime Academy and was inaugurated by Alexander Saverys, CEO at CMB.TECH on 20 Feb.

Mr. Saverys toasted to "the future of shipping", recognising that "we need more companies to step up and acknowledge the necessity to pursue such initiatives if we are to ensure adequate talent pools in the run-up to net zero emissions by 2050".

Capt. Aalok Sharma, Group Director of Training at Anglo-Eastern, stated that "we are thrilled to introduce this LNG/Ammonia bunkering station skid as part of our commitment to shaping the future of maritime fuel safety and efficiency. As the industry transitions toward sustainable fuels, the need for well-trained professionals has never been greater. This new facility will equip maritime personnel with the knowledge and hands-on experience required to meet the challenges of LNG and ammonia bunkering."

The training programme, utilising the newly launched bunkering station skid, provides exposure to not only seafarers but also to



stakeholders based ashore, placing them in a better position to support their onboard teams.

Anglo-Eastern is dedicated to supporting the maritime industry's efforts to reduce carbon emissions and enhance operational safety. The company's investment in training demonstrates its ongoing commitment to innovation, safety, and environmental responsibility.

Further to the above, the week also saw an addition to the Anglo-Eastern MAN PrimeServ training facility at Anglo-Eastern Maritime Training Centre (AEMTC Mumbai) with the inauguration of a new ME GI Training facility. This new facility is built for Mk 2 ME GI engines and is capable of demonstrating important aspects of engine operations from which course participants will learn correct procedures for carrying out maintenance and safe operation of ME GI Engines onboard. This further strengthens Anglo-Eastern's partnership with MAN Energy Solutions through the MAN PrimeServ Academy, which originated from an initial co-operation agreement to start MAN B&W Engine courses in Mumbai back in 2003.



# SEAFARER SALARIES HAVE RISEN BUT SO HAVE RETENTION RATES, DANICA SURVEY REVEALS



Retaining seafarers has improved slightly over the past year, thanks in part to salary raises, the annual Crew Managers' Survey by Danica Crewing Specialists has revealed.

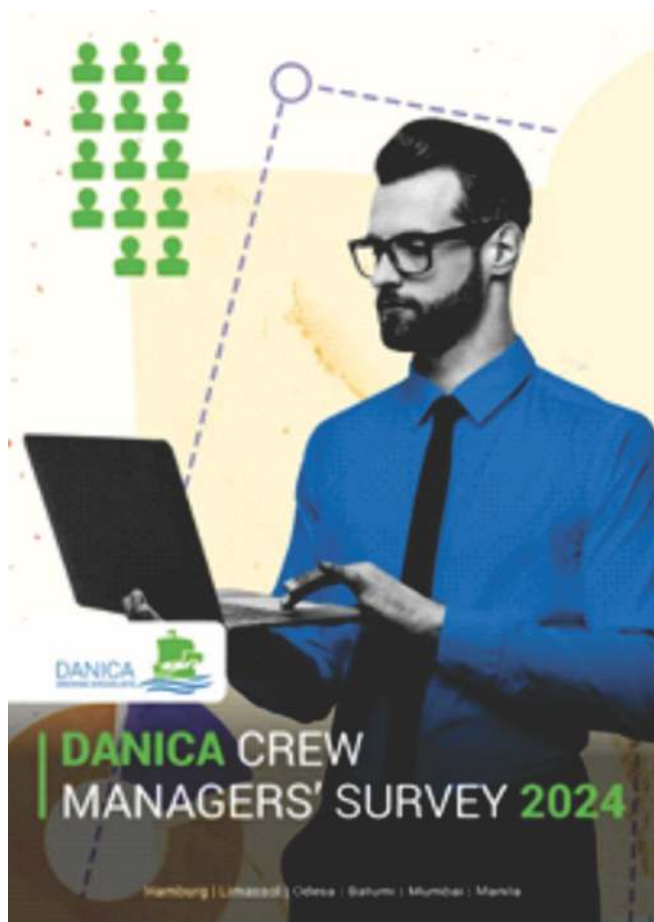
In its survey of in-house crew managers in ship owning and shipmanagement companies, almost 90% reported that they had increased salaries in 2024. Only seven per cent said they had not raised crew wages over the past year. Companies were more generous too – with increases above those reported in the 2023 survey, except for junior ratings.

## *In the companies responding to the survey:*

- 75% of senior officers benefited from an increase in remuneration in 2024, up from 63% in 2023.
- 67% of junior officers got an increase, against 59% in 2023.
- 65% of senior ratings (Bosun, Fitter, Cook) saw their wages increase, compared to 54% in 2023.
- A little over 50% of other ratings also enjoyed increases in both 2023 and 2024.

Not surprisingly, retention rates are reported to have improved. The survey reveals that the fluctuation of seafarers has generally reduced, with 41% of crew managers reporting that the retention rate has improved during the past 12 months, compared to only 29% in the previous survey period. However, 23% of companies did say they felt the retention rate has worsened, although this is a decrease compared to the 36% in the 2023/24 survey.

Overall, the findings of Danica's Crew Managers' Survey 2024 showed a positive improvement, with fewer respondents saying the recruitment situation had worsened over 2024. However, still about a third (31%) found that the intake of new competent hands has become worse or



much worse in the past 12 months, although this is down from the 46% saying the same in 2023. Henrik Jensen, CEO of Danica Crewing Specialists, commented: "This indicates that it is not a shortage of seafarers which concerns crew managers but rather a shortage of competent seafarers."

Crew managers are mitigating risk in their crew supply chains by expanding the number of countries they recruit from – a strategy also identified in Danica's 2023 survey and a result of global issues such as the Covid-19 pandemic.

Crew managers responding to

Danica's survey came from a range of company sizes and a wide geographical spread, with particular input from Greece, UAE, Denmark and Germany. They were largely working within crewing departments and in a senior position, 83% having worked in crewing for more than six years. There was a notable increase in the number of respondents working in larger crewing departments, compared to those taking part in the 2023 survey.

From the detailed data, it appears that 80% of the crew managers/directors report to the highest level in the organisation and are on the same level as technical and financial heads. This is an increase compared to the 2023 survey. Henrik Jensen remarked: "This could indicate a trend that shipping companies have elevated the prioritising of the crewing of their vessels."

Danica's 2023 survey identified that crew managers were finding their job harder than in the past. In the 2024 results 38% reported they felt the complexity of their job had not increased, while only 4% said their job had become easier. Only 4% responded to say they felt crewing vessels had become easier. Henrik Jensen commented: "Of course this doesn't mean that finding crew has become easy!"

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