



**InterManager**

July/August 17 / Issue /20



**DISPATCH**

**Life Onboard**





Capt Kuba Szymanski  
Secretary-General, InterManager

# Welcome Message

Who of us has not been a cadet? We all have very fond memories. This issue we are giving some considerable space to our FUTURE LEADERS who are explaining what it is and what it takes to go to see in 2017.

Capt. Paddy McKnight reports from very important MSC Session on Seafarers Criminalisation. Very sobering piece I would highly recommend reading.

Tip of the month is dedicated to lifeboats and some very interesting and thought provoking facts can be found there. In this issue limelight we have Stuart Ostrow who explains importance of 'Plastic Money' in shipping.

We are also very proud of our golfing performance and are this time giving a chance for all our readers to see who is behind the scenes in the InterManager "office".

We are looking forward to receiving more material from our members, this Dispatch really YOUR publication. ●

# Report



## Seafarer ('si: fɛərə) noun

1. a traveller who goes by sea
2. a less common word for sailor

If you're reading this then the chances are you know that the realities of seafaring are a world away from Popeye and Captain Birdseye. Replace the fish fingers and spinach with intelligence and courage and you will be on the right track.

In an industry which has been battered by the economic waves of the recent global recession, one thing has remained consistent: the determination of our seagoing colleagues to deliver the best possible service.

Yes, it is true that the downturn in the offshore industry led to a surplus of seafarers within the industry, at a time when owners were worrying about a shortage of seafarers. Now, nine years on, the industry is picking up and starting to float back to the shores of profitability once more. But if the past decade has taught us anything, it is that we must not be complacent; instead we should work closely with all maritime stakeholders to build a robust and sustainable industry.

For managers and owners, this must surely start with those who have a direct effect on the industry: seafarers.

It's 2017 and seafaring has never been more attractive to would-be seafarers, with a career at sea offering prospects for quick advancements up the job ladder and, indeed, a great deal of responsibility for seafarers at a young age.

### Cadetship

Training is the singular most important element of nurturing competent seafarers; from their first day as a cadet to STCW training and beyond.

An important moment in any seafarer's life is the moment they take the decision to pursue a career at sea. For a lot of seafarers they will cherish their first taste of the industry; it is this first experience that makes an impression, which will last with seafarers throughout their careers.

Specialist institutions and colleges offering cadetship training programmes are a popular choice for those who are new to the maritime industry. The courses are typically a three-year programme resulting in a Foundation Degree or an academic qualification in either navigation or engineering disciplines, and involves academic and practical training as well as periods of hands-on training at sea.

Cadetship, as an alternative to further education, is gaining popularity, especially in the UK. One particular college in the North East of England is offering children as young as 14 the opportunity to start training for a career at sea. Career College North East's new maritime training programme gives youngsters the chance to learn more about the maritime industry, whilst still getting a good school education.

## Maritime Labour Convention 2006

The Maritime Labour Convention 2006 is an international agreement of the International Labour Organisation which sets out seafarers' rights to decent conditions of work.

Fundamental MLC facts:

- A person must be 16 years old or above to work as a seafarer
- Seafarers must hold a valid medical certificate
- Must have adequate training, especially on personal safety whilst onboard
- Be treated like onshore colleagues by their employers
- Maximum hours of work must not exceed 14 hours in any 24-hour period
- Right to work on a safe and secure ship
- Access to career enhancing opportunities
- Clean water, good food and adequate facilities whilst onboard
- Access to medical care whilst away at sea

It is hoped that making maritime accessible across all ages will go part-way to helping deal with the industry's "invisibility crisis".

Every seafarer has their own story to tell about why they chose a life at sea. Whatever their reasons, it is up to us to ensure they have access to the support and knowledge which will excel them through their careers at sea.

### Life onboard

If you're at sea for a few months, you want life onboard to be pleasant, homely and enjoyable. In a recent poll, InterManager found that the top aspects seafarers enjoyed most about being at sea are:

- The community onboard
- The work
- The travelling

These scored equally in the poll and have come to symbolise the nature of being a seafarer. Ask any seafarer, young or old, and these will undoubtedly feature on a list of the top elements of seafaring. This timeless, almost romantic, vision of seafaring is not just cast to fiction, but is a reality of being at sea.

Away from this romantic image, seafarers themselves are becoming frustrated with the perceived action being taken by organisations on the realities of life onboard. One seafarer Dispatch spoke to referred to regulatory guidelines for seafarer rest hours as "only paperwork", rather than realistic practice. Balancing regulation with the realities of being onboard will be a big test of our time; especially during this era of squeezed budgets. This is not an uncommon concern raised by seafarers, but it is hoped

that the recommendations made by the MARTHA report – presented to the IMO in January - will be listened to by the relevant organisations and authorities.

Ensuring a safe environment onboard is paramount to every ship owner and manager; but sometimes the unpredictable can happen, and everyone needs to be prepared. Life at sea is not full of routine – and this can be its charm - but no matter how much of a seasoned seafarer you may be, little can prepare you for the unexpected.

Preparedness can mean the difference between life and death, as InterManager member MMS Co found out in May. Its ro-ro vessel, Comet Ace, answered a pan-pan alert from the bulk carrier Cape Spencer who had reported that one of its crew members had fallen overboard. Abandoning its current passage and heading towards the position where the victim was last known to have been, Comet Ace ploughed through 3.8 nautical miles to find the 23-year-old in the Soloman Sea. This unexpected incident

## Keep Energy Levels High with a Good Diet

Managing Director, Marine Catering Training Consultancy,  
Christian Ioannou

Marine Catering Training Consultancy, which specialises in the training of multi-national crew all over the world on all aspects of cuisine and galley safety, believes good food plays just as an important role as regular breaks and good working hours

Bad eating habits often result in higher fatigue levels, laziness of crew and a lack of productivity, says Mr Ioannou.

Food is one of the most important and motivating factors of being on a ship. When seafarers are away for long periods of time, they look forward to a nice meal at the end of the day.

It is crucial that crew members develop good eating habits while they are onboard to ensure high levels of energy to help them complete their daily tasks.

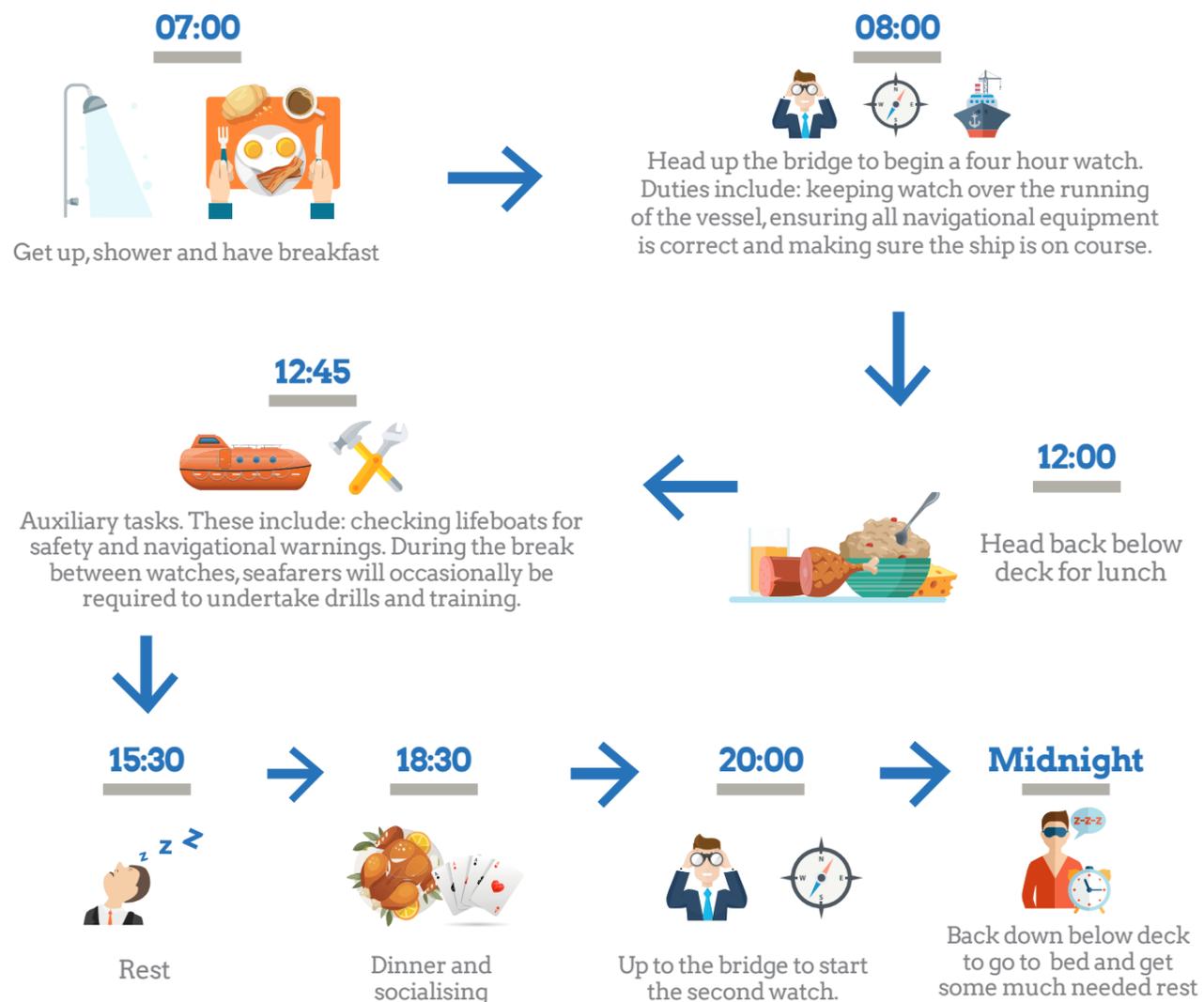
Stress levels can lead to bad eating habits, which then leads to fatigue and ultimately bad

performance. It is the responsibility of the catering department to ensure that the food offered onboard is of high nutritional value and suitable for all nationalities.

It is important that we look at the root of the problem and ensure we are not only educating the catering staff onboard in relation to healthier eating habits, but also the families of the crew, so that good eating habits continue while the seafarer is at home. We are looking forward to tackling this later this year with a workshop aimed at the families of our client's seafarers.

## Day in the Life of a Seafarer

As the majority of you will know, seafaring is anything but a 9 'till 5 job: always on the go, and being responsible for a vessels up to 400,000dwt means seafarers cannot afford to be laidback. We spoke to one seafarer who told us his "usual" day routine at sea is like:



did not cause mass panic, but instead by the nature of their professionalism, the crew onboard Comet Ace was able to save the life of this seafarer.

### Seafarer Concerns

Seafarers perform an admirable service to the world and the economy by helping move different types of ships and a variety of cargo from one port to the other, complying with a number of regulations and facing dangerous risks such as maritime terrorism and rough weather. That is undisputed.

Sadly, it isn't all plain sailing. Seafarers are expressing concerns which could affect their productivity and ultimately the future of the career itself.

A concern which is growing amongst seafarers is the attitude the shipping community is taking with regards to security. It is true that piracy has been on the decline since 2010, and this is down to the effective security strategies that have been put in place. However, seafarers are arguing that over the past few years, as per the OBP report, there has been "decreased vigilance by the shipping community such as hiring smaller private security teams and taking less security measures aboard ships."

Security will always be, and rightly so, at the top of the concerns seafarers will have. As the industry moves forward with technology to improve its efficiency and sustainability, we must not lose sight of ensuring life onboard is safe and secure.

The seafaring generation is today more diverse than any time in previous years, even centuries. A concern expressed by a number of younger seafarers was the lack of internet onboard. Seafarers mentioned that internet access onboard "makes life at sea easier" with one seafarer expressing the concern that "if connectivity does not become common on vessels, the industry might be unable to attract any new seafarers in the future". Which was echoed by many other seafarers.

There is a lot of talk about how the internet will be at the helm rather than the captain and influence its efficiency; but what was once one of the charms of seafaring – that of the remoteness at sea – seems not to be appealing to millennials who want to be connected online 24/7.

The maritime industry will never be without concerns from the people it employs, indeed, no industry has that luxury. How the industry addresses these concerns and weaves them into future growth strategies, regulations and investment remains to be seen.

### Tomorrow's Seafarers

There is no doubt that the industry is going through a digital awakening, just walk around any maritime trade show and you'll see an abundance of new gadgets. When we speak about 'tomorrow's seafarer' we are not talking about autonomous ships; we are talking about the impact the digital revolution will have on seafarers, and how it could impact a seafarer's role.

Some predict that the future role of the seafarer will be equal to that of the Chief Engineer in responsibility for the "machine"; whilst others predict that the digital revolution will turn seafarers into office technology wizards. We cannot predict the future, but we can examine the facts.

The reality is that seafarers' skills will need to broaden to encompass digital nativism, so that working on computer systems to a high standard and being able to troubleshoot operational issues becomes a part of their role. As a result, mathematics and computer science will feature more heavily during cadetship programmes.

Training will become digitally-orientated, but not completely. Cadets will still be taught the key elements of STCW.

As technology advances and remote access increases, seafarers may find themselves working remotely as well. With computer systems being adopted throughout an owner's fleet, it could be possible that seafarers find themselves operating several ships at once. Seamanship should not be lost in the haze of technology; technical understanding of a vessel will be required. Reliance on computers alone could prove risky and detrimental to the global fleet.

Another element that will be affected is the shift from onboard security to cybersecurity, as owners work with technology companies to protect and secure their vessels and cargo. Just think about of the cyber-attack Maersk experience in June, and how even large shipping companies can be exposed to attack. Tomorrow's seafarers will undoubtedly need to be tech-savvy, but not risk losing the seamanship which has held the profession in esteem for hundreds of years. ●

# IMO Report

By Capt Paddy McKnight,  
InterManager representative  
to the IMO

## In The Engine Room With...

## News from the IMO

**A**s mentioned in my preceding report, the Maritime Safety Committee (MSC) met for its 98th Session last month, a report of which meeting was posted on the InterManager website. This was followed a few weeks later at the beginning of July by the Marine Environmental Protection Committee (MEPC) meeting for its 71st Session and a report of the proceedings was also posted on the Website.

Sandwiched between these two major committee meetings, an important one-day workshop hosted by Seafarers' Rights International (SRI) took place at IMO. The topic was 'Guidelines on Fair Treatment of Seafarers in the event of a maritime accident'. Following opening addresses and statements by various representatives, a panel of seven members took it in turn to address the workshop and then answered questions from the floor. The panel comprised a former Judge, the President of the International Tribunal of the Sea, a Justice of a Supreme Court, a Professor of Maritime Law, a top-notch Prosecutor, a Marine Accident Investigator and an IMO Member State Auditor.

The workshop focussed on the findings of an SRI Survey conducted between February 2011 and February 2012 concerning seafarers' experiences of facing criminal charges or being a witness in a criminal prosecution. It was based on the analysis of 3840 valid returned questionnaires, the main findings were:

1. Of those who faced criminal charges, the highest proportion were masters (22.33%);
2. 67.03% of those had the charges dropped whilst 32.97% were convicted of the actual charge or a lesser one;

3. 44.28% of vessels and 63.75% of cabins were searched without warrants, whilst 43.55% of seafarers were bodily searched;
4. Of those who faced criminal charges, 90.21% did not have legal representation, one of the most important determinants of the probability of not being convicted of a charge;
5. 91.20% were not provided with interpreter services despite needing them;
6. 88.60% did not have their legal rights explained to them;
7. 18.75% considered that they had been treated fairly whilst 81.25% did not;
8. 20% did not feel intimidated or threatened as opposed to the 80% who did;
9. Of those who had been witnesses in a prosecution, 43.42% considered they had been fairly treated but 56.58% did not; and
10. Asked whether they would feel reluctant to cooperate fully and openly with casualty enquiries and accident investigators, 46.44% stated they would, whilst 52.56% felt otherwise.

Emerging from the day's discussion, there was a general feeling that the Guidelines on Fair Treatment of Seafarers in the event of a maritime accident needed a great deal of strengthening in certain areas. Most of all the rights of seafarers must be reflected in the national legislation of every country and further clarification given as to how the guidelines should be implemented.

Wishing all who read this somewhat dispiriting article a happy summer nevertheless. ●

Ask a seafarer what the most important role is on a ship, and they will most probably say their own job. Although few would dispute the importance of a Chief Engineer, so we spoke to Wieslaw Iglewski, whose career as a Chief Engineer spans two decades.

**T**he decision you make to go to sea is never one taken lightly, but one that many seafarers remember and treasure. Telling Dispatch about when he first realised he wanted to go to sea, Wieslaw took a trip down memory lane. "My Grandpa told me the story about Mr Little who crossed the ocean in the boat made from half a coconut shell with a small sail. We played The Captain and Mr Little our self. I was asking: 'Mr Captain, is there enough space at sea for me?' My Grandpa replied: 'There is always enough space at sea,'"

This ignited a passion for the sea, which Wieslaw has devoted his career and life to ever since that day. He recalls his first voyage with much pride: "During my first trip as an Engine Cadet, due to the Chief Engineer being taken unwell and taken off the vessel to go to hospital, all engine officers were promoted by one position. So I became Fourth Engineer. Then one trip later, the company promoted me to Third Engineer. Hopefully because I was good at my job!"

Like so many seafarers before him and since, he caught the eye of his Master in the early 1990's who advised the company offices that Wieslaw should be promoted to Second Engineer, and the company duly followed the advice. Wieslaw's quick promotion up the engineering career ladder is impressive and it does represent the realities of a career at sea – work hard and the rewards shall come your way.

After completing his Chief Engineer exams, there where no immediate opportunity to get a promotion with the

company Wieslaw was then working for. Although it wasn't long before he was offered a role with a crewing agency as a Chief Engineer. "This was just after completing my course and there were several other candidates with much more Chief Engineer experience...and they chose me! To coin a Polish phrase: I jumped in the deep water, but it seems I'm a good swimmer," Wieslaw said.

Since then, Wieslaw has never looked back. His career as a Chief Engineer spans over 20 years, and has seen some industry changes during this time. "There are not many people in this world who are capable of managing a 10,000kW engine - the size of a blockhouse - with cylinder diameter of 100cm and a piston rod length of a few meters."

He credits his career success to a number of elements, but from a technical perspective it was having the chance to operate on different vessels, which strengthened his technical understanding and skills.

"One of the pains of seafaring is that you are away from your loved ones, often months at a time. My first voyage took me away from my young family for nine months," he said. This in turn influenced his choice to spend as short a time as possible at sea. Now with his daughters both grown up and leading their own lives, Wieslaw enjoys the eight weeks on, eight weeks off that the offshore industry affords him. ●

# Tip Of The Month

## Lifeboats

Dispatch invited Stuart Edmonston, Director Loss Prevention for Thomas Miller P&I, to talk about his advice on lifeboat training and safety. Mr Edmonston is also the author of 'Survival Craft Release and Retrieval Systems (including Davit Launched Survival Craft Release Hooks) Accidents, Regulations and Guidance'.



### Training is everything

The most effective training for the seafarers is for them to know why something is done in a particular way, and to better understand the procedures – not just remember them.



### Safety first

The intent is to prevent accidents and instill confidence in the crew members during abandon-ship drills.



### Maintaining standards

During training, particular attention should be paid to the maintenance of the wire rope, ensuring it is not tangled.



### Practice makes perfect

The IMO amended SOLAS in 2008 to address conditions under which lifeboat drills are conducted, in the amendment changes were introduced to the maintenance, inspection requirements, and drills that does not require crew members to be onboard the boat.



### Drilling down the detail

Drills must be allowed to take place in a suitable timeframe and the entire crew should be capable of operating lifeboat systems and understanding the mechanics and procedures, even with minimum training or experience.

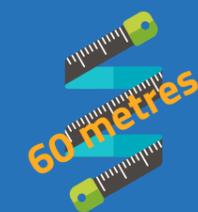
## Facts



The year the first lifeboat station opened in the UK



the number of people the world's largest lifeboat can hold



the world breaking length a free-fall lifeboat fell



seafarers need to complete and renew every five years under STCW



the number of lives saved by the Royal National Lifeboat Institution (RNLI) from UK shipwrecks in 1864



# Limelight

Wages have been typically paid by a part-cash, part-wire transfer in recent years, but crew are being paid using analogue technology in a digital world, argues ShipMoney's President Stuart Ostrow.

*Dispatch invited Mr Ostrow to discuss this issue and how ShipMoney plans to conquer the maritime payments sector.*

I came into this industry over 10 years ago recognising a unique opportunity. An opportunity to impact how onboard payroll is administered. Historically, crew members in the cruise line industry were paid in cash. Billions, yes BILLIONS, of dollars in hard currency is delivered to ships, stuffed into envelopes, and handed to crew members. That was the state of the industry when I started my first payments venture.

Instead of looking at a solution from the perspective of the employer, I looked at the problem from the perspective of the crew member. If they are paid in cash, how do they manage their wages? How do they buy things? What happens if their money is lost or stolen? And the most important question, how do they send money home?

To address these questions, we developed the first single sign-on integration between a wire service and a prepaid payroll card enabling crew members to send money while onboard.

It was 'disruptive' and is now universally adopted across the cruise industry.

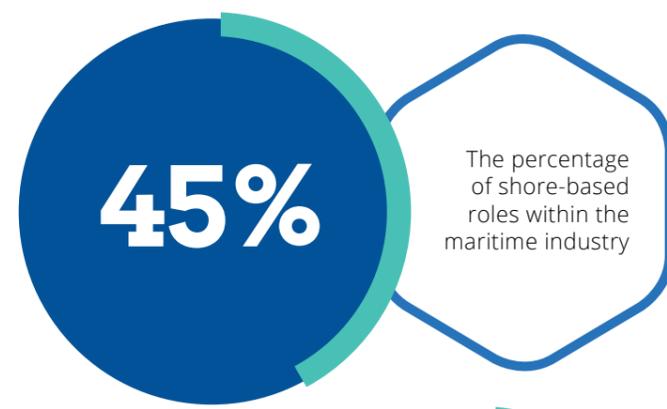
While there are some similarities between cruise lines and commercial shipping, there are fundamental differences in how they are paid. Commercial crew members are paid via a combination of cash onboard and a wire payment sent by the employer.

Most companies limit the amount of cash that can be drawn onboard because of the associated expense of cash-to-master. Looking at the worldwide commercial fleet and how much cash is sent on average, a back of the napkin calculation comes to \$6 BILLION+ in cash delivered on an annual basis. Not an insubstantial number and an incredibly inefficient way to distribute payroll. While I am not suggesting that onboard cash can be eliminated, it certainly can be reduced.

This was the impetus for my second payments venture – ShipMoney. ●

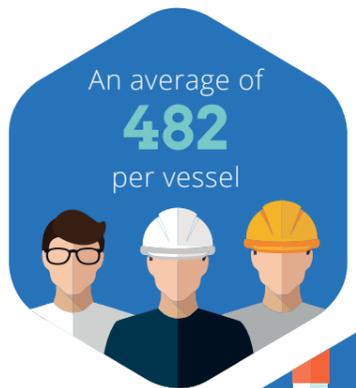
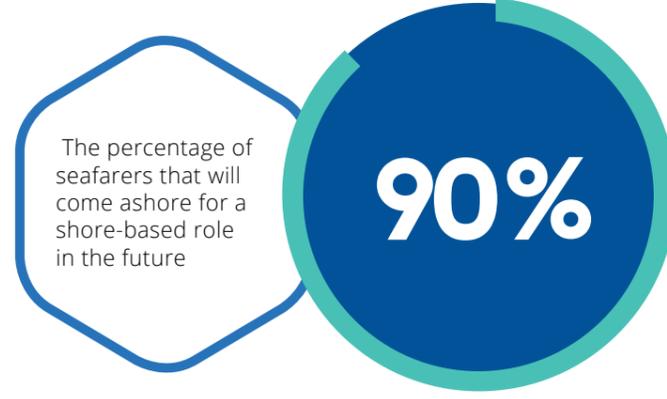


# Stats & Facts



**1,312ft**  
length of Barza (built 2015), the longest container vessel still serving

**4** the average number of months a seafarer spends at sea



**1,647,500**  
the average number of months a seafarer spends at sea



# Watch Keeping



## 4th Annual International Shipowning and Shipmanagement Summit

Details: [www.londoninternationalshippingweek.com/event/the-4th-annual-international-shipowning-shipmanagement-summit](http://www.londoninternationalshippingweek.com/event/the-4th-annual-international-shipowning-shipmanagement-summit)

London



## InterManager AGM

Details: [www.InterManager.org](http://www.InterManager.org)

London



## London International Shipping Week Conference

Details: [www.londoninternationalshippingweek.com](http://www.londoninternationalshippingweek.com)

London



## Maritime Cyprus

Details: [www.maritimecyprus.dms.mcw.gov.cy](http://www.maritimecyprus.dms.mcw.gov.cy)

Limassol, Cyprus



## Green Shipping Summit

Details: [www.gssummit.org](http://www.gssummit.org)

Rotterdam



# On The Wire

Trending snippets from across social media.



IMO

IMO gets a visit from the next generation of maritime workers: <http://bit.ly/1PjnRpx>



IMO

The average container ship will travel 3/4 of the way to the moon each year across the oceans. #SeafarersMatter so do good centres for them.



InterManager

#SeafarersMatter because they work with (and at times against) the weather. Come rain or shine, seafarers will make sure the global economy keeps turning.



Brian Sinnott, 28  
Currently studying for a BSc (Hons) in Nautical Science & Chief Mate (Unlimited)



MarineInsight

Seafarer Swagger! We have the best uniforms. Agree? #SeafarersMatter #HappySeafarersDay



Merchant Navy

Girl power at sea.. Why should boys have all the fun



Peter Tirschwell

Shipowners are dangerously cutting back on maintenance, increasing risk of incidents, executive tells #Fairplay <http://fairplay.ihs.com/safety...>



Cool Merchant Mariners

Life At Sea! Life in Storms! By @awec30 — with Marc Abel Escama, Hung Phu and Khuram Waqas Ur Rehman.



## Follow Us



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## McKnight helps swing for victory at the annual Anglo-Norwegian golf match

**O**n a warm summer's day at Woburn Golf Club, England, the great and the good of the shipping industry gathered for the 70th annual Anglo-Norwegian golf tournament. InterManager's permanent representative to the IMO Capt Paddy McKnight took his veteran place in the Anglo team to try and retrain their title over the two-day match.

The Norwegian team - captained by Lars Musaeus - put on a nail-biting show on the fairway only for the home team - captained by Roger Holt - to match their competitors' performance leading to a tie, and the retention of the cup by the Anglo side. ●



## #SeafarersMatter

**T**he 25th June dawned to an outpouring of admiration and praise for seafarers across social media, all baring this year's theme as the hashtag #SeafarersMatter...which they do, a lot.

Maritime commentators, current and veteran seafarers and all from across our industry took to Twitter, Facebook, LinkedIn and Instagram to celebrate The Day of the Seafarer, giving thanks and commending seafarers for the hard work they do.

This day is important not just in the IMO's calendar, but also in the UN's calendar to promote the visibility of shipping and the seafarers who ensure the industry can continue to operate effectively and efficiently.

InterManager used this day to showcase the importance of seafarers and how young people can be inspired to work onboard. Using the phrase '#SeafarersMatter because...' the Association encouraged Twitter and Facebook followers to give their reasons for why seafarers matter. The response was unprecedented, some of which can be found on the 'On the Wire' page. ●

## Passing Out with pride

**W**asash's newly qualified Marine Engineer and Navigation Officers received rapturous congratulations from staff, family and friends as they graduated in June.

The ceremony marked the completion of the 128 cadets' three-year merchant navy training and education programme for navigation at Warsash Maritime Academy.

Speaking about the newly qualified officer's achievements, Captain Syamantak Bhattacharya, Director of the School of Maritime Science and Engineering, said: "It takes a lot of hard work and determination to get to

where they are today. We wish these newly qualified navigation officers every success as they embark upon their professional careers in worldwide shipping."

InterManager wishes every success to everyone graduating this summer. ●



*It takes a lot of hard work and determination to get to where they are today. We wish these newly qualified navigation officers every success as they embark upon their professional careers in worldwide shipping*

**Captain Syamantak Bhattacharya /**

Director of the School of Maritime Science and Engineering





## Crew survey needs YOU!

**W**arsash Maritime Academy has launched its Effective Crew Project survey, which is examining the benefits of using a stable top team – deck and engine - utilising the same top four officers (i.e. the Captain and Chief Officer and the Chief and Second Engineer) sailing together on the same vessel for several trips; versus a fluid top team (the top four officers, as above) being allocated flexibly to vessels (i.e. working on a different vessel with different officers for each trip.)

They would greatly welcome your help in filling out a short survey, please. For the research, Warsash is looking at non-passenger vessels with 20 or more crew members.

Find the survey here: [bit.ly/2thf2FR](http://bit.ly/2thf2FR)

Thank you! ●

## ISSA Convention announced

**T**he International Shippers Association (ISSA) has announced its annual Convention, to take place on the 10th – 11th November in Athens.

This year's theme, 'Enhancing the Ship Supplier's Image', is one that will resonate with many members of ISSA and InterManager. The convention will address how ISSA and its members can improve the image of ship suppliers, through traditional and contemporary platforms. In addition the convention will examine the traditional concerns including, what ship owners want from his or her ship supplier.

To register please visit: [www.issa2017.com](http://www.issa2017.com) ●



## What makes Filipino seafarers unique?

**By Thomas Wagan, Assistance Vice President for Branding and Communication, Abojeb**

**I**t was the perfect post-lunch question right after the food coma seeped in. After silence and a few coffee sips, lightning struck my colleague, "Filipinos find time to smile and laugh amid adversity. We find joy in little things. Why not call all Jepsens crew 'Joyfarers'?"

After an outburst of laughter, we found ourselves scratching our heads wondering whether we can prove it.

At a time when we were still starting out in social media, we thought of putting the 'Joyfarer' idea to the test by posting in the Abojeb Facebook page: 'Are you a #Joyfarer? Tell us your story.'

The result stumped us. Our crew wrote many stories about their families, life at sea, teamwork onboard, safety and countless anecdotes. In it's first month it got over 2,000 likes, 200 shares and about 100 stories. The essence of the initiative was captured with one comment: "Our job requires us to find 'joy'. It gives us the courage to face strong waves that rock our lives."

Each month, we post a #Joyfarer question. To date, we have amassed close to 500 stories. Our active engagement with seafarers helped increase our page followers from 40,000 to 80,000, making us the fourth most followed Philippine-based crewing company on Facebook. We are now we're discovering more and new ways to connect with our crew online. ●



# Behind The Scenes

This issue we take a look behind the scenes and meet those who represent InterManager and uphold its unique position in the industry day-to-day. As well as the below, the President and the Secretary-General are supported by a 17-strong Executive Committee.



**Capt Paddy McKnight**  
Representative to the IMO

You would have read Paddy's IMO report on page 6. He represents InterManager and its members at the IMO



**Ania Warszczuk**  
Administrator

Ania looks after all the administration for InterManager – from answering enquiries and keeping Kuba's schedule in order, to ensuring the website is up-to-date and user-friendly. She keeps the clogs of the Association running whilst Bjørn and Kuba are on international business.

She says: "I really enjoy working for InterManager and the variety of tasks I do. Away from the desk, I love taking photos of the Polish landscape where I live; it's very relaxing and creative. Another passion of mine is craft beer, currently my favourite is a Czech beer called Klaster."



**Bjørn Jebsen**  
President

Bjørn has the maritime industry running through his veins with the Jebsen Group being one of the oldest family-run shipping companies, with over 220 onshore personnel and over 8,000 seafarers in its pool serving the global shipping industry. He has worked for the Jebsen Group since 1993 in various positions and areas. He joined InterManager in 2014 and was voted in as President in 2016.

He says: "I am a strong believer in the overall objective of InterManager, which is to improve the image of shipping, the position of ship managers and to support the careers of seafarers. Since my appointment as President last year we have made substantial headway in developing a cohesive dialogue between ship managers, owners and other stakeholders to build a sustainable future for our industry."

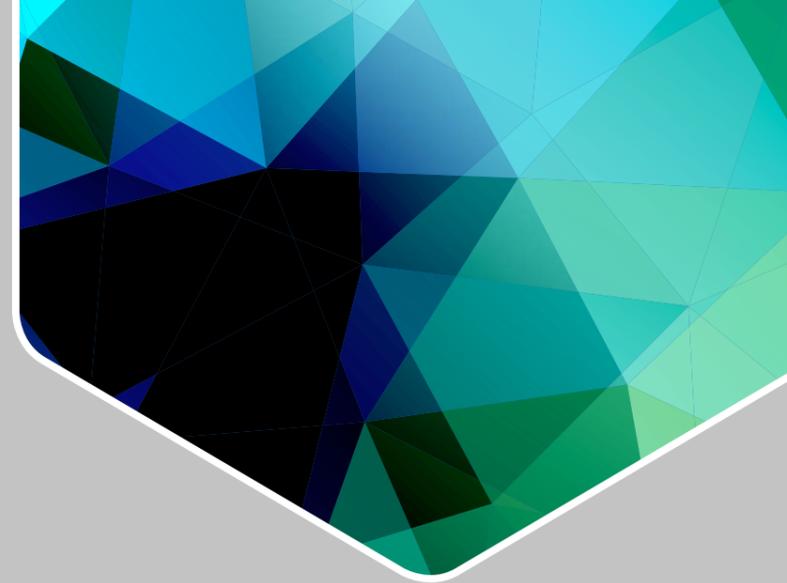


**Capt Kuba Szymanski**  
Secretary-General

Kuba has been besides the helm of the Association for six years and has implemented a number of projects. Most notably Shipping KPIs, which reinvigorated the industry and changed the way the industry works together. More recently Kuba led Project Martha, which made the headlines after the three-year-long study found that fatigue is having a dramatic effect on seafarers. Kuba's 35 years within shipping and the maritime sector has made him an advocate for the industry. In particular, his seafaring heritage has made a big impact on the Association, its objectives and the messages InterManager has delivered.

He says: "When I think back to my cadetship, I think 'wow, where did the time go?'. The industry has a knack of grabbing hold of you and not letting you go. My time at sea has hugely influenced what I do now, and I am passionate about encouraging young people into the industry and giving the industry all the help it needs to be sustainable. As the industry moves into a new digital era, we must not forget the bygone days that lead to where we are today."

# Through the Porthole



MSC 98  
Golfers Day  
Kitack Lim IMO  
Sec-Gen winner  
with his team



EMCS  
Superintendants  
course in June



YoungShip  
Cyprus  
Host evening  
reception with  
guest speaker  
Capt. Kuba Szymanski

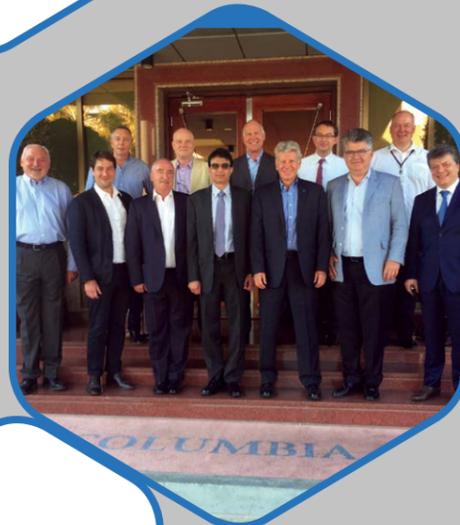
Congratulations to  
member CESG  
who celebrated their  
10th anniversary in  
June with a marvellous  
castle-side party



MSC 98  
Golfers Day  
in June



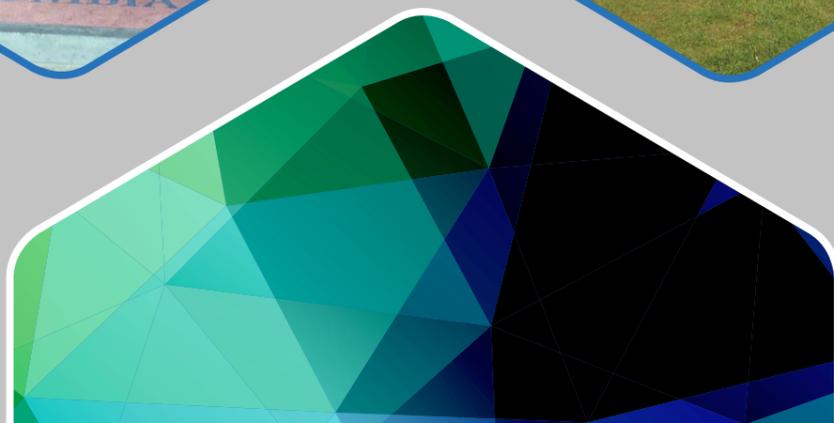
YoungShip  
Cyprus  
Host evening  
reception with  
guest speaker  
Capt. Kuba Szymanski



ExCom meeting  
Hosted by Columbia  
Shipmanagement



Kuba addressed  
students  
at the World  
Maritime University  
in June, talking about  
autonomous  
vessels





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Design & Layout: Diptesh Chohan

## Get in touch

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