



DISPATCH

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MESSAGE FROM OUR PRESIDENT

A New Year Full Of Promise

InterManager President Gerardo Borromeo reviews the milestones of 2013 and considers what 2014 may hold for our industry

As the curtain draws down on each year, it has been a tradition for many to take a moment to look back at the year that was; and indeed what a year 2013 has been for the maritime industry. Perhaps the most important event over the past 12 months was the coming into force, on August 20, of the MLC 2006.

MARITIME LABOUR CONVENTION

Considered the “magna carta” of seafaring, this magnum opus was a result of 13 years of considered effort among the tripartite partners which resulted in establishing the 4th pillar of an international regulatory regime for this industry. The MLC sets the stage for minimum standards of work and decent living conditions for seafarers on board all ships. It also serves as a step toward ensuring a level playing field among labour supplying countries and shipowners, securing their interests through fair competition.

However, it wasn't all smooth sailing for the

MLC as it came into force. Anxious moments prevailed in the weeks and days leading to the 20th of August, particularly focused on basic definitions such as what defines a shipowner, and even a seafarer. Given its significant impact across a broad measure of labour provisions requiring the clear delineation of responsibilities among shipowners, shipmanagers and crew managers,



it was no wonder that, despite the long run-up to this “D-Day”, much uncertainty remained, and still remains as to the consistency of interpretation of the convention's provisions by the implementing arms of Port State, Flag State and their respective representative organisations. Interestingly enough, within the first weeks of implementation at least eight detentions were recorded. Will this ultimately assure all of the so-called level playing field, and will this convention usher in a new era in seafarer's overall productivity, as well as attract future quality prospects into this important profession?

Time will tell and serve as final judge of the convention's ultimate success. But if it is any clear indication of where this is all headed, there are now 50 countries that have ratified the convention representing over 80% of the total tonnage of the world's merchant fleet — proof of how widespread and committed the key players in this industry are in implementing this seafarer's “bill of rights”. For InterManager, the coming into force of the MLC was both a welcome development and an important step towards enhancing working environments for our global maritime professionals, ensuring the continuity of important sea-service, and effectively encouraging the long-term retention

of competent skills on board. After all, the heart and soul of shipping is our human talent.

THE SHIPPING KPIs

A milestone for InterManager this past year was breaking the ceiling in terms of number of vessels involved in the shipping KPIs database. As of the end of 2013, the KPI database reached a total enrolled population of 2,265 ships, and covering 47,566 seafarers. This sets a very keen trajectory for the database and sends a signal to the industry that the information being generated by the members using this database is not only significant, but will also allow members who participate in using the metric tool, a chance to benchmark best practices in aid of their own game-changing efforts to drive safer navigation and sustainable shipping. A strategic decision taken by InterManager was to open up industry participation to all institutions interested in cultivating best practices in shipping. This move is an area that the KPI Association, organized by InterManager in 2011 will be following up on in 2014, encouraging an even deeper effort on the part of current and prospective members and supporters to take on the serious mantle that the KPI database will provide.

SHIPMANAGEMENT — WHERE TO IN 2014

These dynamic shifts in the industry reinforce the view that we live in interesting and challenging times. As we have seen, even when we think we see the light of day, there remains a spectre of uncertainty over the industry. In general though, we have managed through the most difficult parts of the crisis dating back to 2008, creating new normals for all sectors and trades — from slow steaming to “battered down” operating budgets, while continuing to keep an eye on trends in global economic cycles. It has not been easy, but the industry has shown great resilience all throughout.

The recent run up in VLCC rates seemed like the beginning of an upturn. However, a similar surge in newbuilding orders for tankers is something that we should keep an eye on because of its potential impact on the cyclical nature of our business. The hard to read, unanticipated moves in the industry reinforce the view that we live in interesting and challenging times.

In all this, one thing is clear, come what may, shipping moves the world and it is a fact that we can all take pride in. The recent conference at the IMO on The Future of Safe Shipping, held last June, for the first time brought under one roof owners, managers, seafarers, the academe, class societies, flag states and port state control for the single purpose of uniting towards common objectives. No doubt this was an important event that continues to reverberate.

Driving efficiency at the helm must remain the main focus of shipmanagement in order for this industry to sustain itself. Not to be outdone, is an equal and constant attention on our global maritime professionals to ensure their competency, their health and wellbeing, and their willingness to continue to serve on

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board. By all definitions, ship and crew managers are at the very core maritime human resource development specialists, and those that take this responsibility to heart will ultimately emerge to best serve our industry and the world’s economies. InterManager and its members operate right in the sweet spot of this official association position, using a myriad of tools with the passion to serve with distinction.

A BIG THANK YOU

Year-end activities are always a perfect time to come around and thank the many individuals, groups and organisations that helped make the

year a good year, relatively speaking.

Most important is a big THANK YOU coming from the Philippines, the Filipino population, and our maritime professionals to the world, to thank all individuals, associations and organisations for the tremendous outpouring of support that has been shown and continues to be shown each day. Without a doubt, Typhoon Haiyan changed the world for a significant swath of Central Philippines. Today, the casualty count continues to grow and is now over 6,000, with close to 2,000 still missing or unaccounted for.

I spoke of a resilient shipping industry in spite of the tough times we have been through. The situation in the Philippines is no different, and what will carry this country and its people through to another year is the spirit of community, especially in adversity which has made all the difference. As an important industry stakeholder and seafaring capital of the world, the Philippines can reassure the world that its global maritime professionals remain ready to deploy on schedule and will continue to serve in the best traditions of the Philippines and the Filipino people.

I would like to thank Capt. Kuba Szymanski, our indefatigable Secretary General, for another yeoman’s job in steering InterManager through this past year. The same kudos goes to Capt. Paddy McKnight, our IMO representative, who has supplied complete and detailed summaries and observations resulting from our presence at critical IMO meetings on various important shipping related concerns. To Debbie Munford and Elaborate Communications for their media support of all InterManager activities. And then there is Dorota Busko, the able right-hand of our Secretary General, who takes charge of many administrative tasks which have allowed Capt. Szymanski to succeed in tackling his agenda over the past year.

Most importantly, I would like to thank each InterManager member for keeping the faith and keeping your interest in the association. We are now 105 members strong and growing. In fact, for the fourth year running, we are again up 10% from the previous year in terms of total members.

I wish each of you and your families and your maritime businesses a successful 2014.

Working for our members

INTERMANAGER IS ACTIVELY taking part in a number of maritime projects which have direct relevance to the work of our members. By supporting this research we are able to ensure our members are up to date with all the emerging best practices which may benefit their businesses.

The projects we are involved with to date include ones which could improve the recruitment, retention and health of crew members, improve working practices at sea or on shore, and identify new technologies which benefit the shipping industry.

Projects currently being supported by InterManager include:

- Warsash Maritime Academy's Martha Project is addressing the issues of fatigue among seafarers – see fuller report below. InterManager is proud to be supporting this important industry project and are pleased that a number of our ship manager members have encouraged their staff to take part in investigations for this
- ground-breaking project.
- Associate Member company Seagull is conducting a pilot project, supported by InterManager, to investigate the psychometric profiling of seafarer roles with the aim of producing best practice guidelines. Ten InterManager member companies are taking part in this project, which aims to help us move away from the 'lottery' aspects of the recruitment process.
- Brightwell Payments, also an Associate Member, is involved in a project which is developing a modern method of crew payment by 'plastic money' to avoid the need for Masters to be given large amounts of cash onboard.
- We are involved with a project which aims to improve the 'meet and greet' facilities for seafarers to enable them to travel in a secure and comfortable way.
- In co-operation with Futureonautics Research, InterManager Associate Member Stark Moore Macmillan is undertaking a comprehensive Crew Communication survey to examine the provision and requirements for the use of crew communications

systems in the maritime industry. We will publish a report on this exciting project in our next edition.

In addition the Secretary General is actively lobbying through the EU and the IMO to improve Port Reception Facilities and InterManager is on the editorial board of Equasis – a new "shipping shopping window" – which is accessible for all our members. Having the InterManager logo with the name of your vessel when records are checked through Equasis provides "extra added value".

And of course InterManager still fully supports the Shipping Key Performance Indicator project (KPI) which is now delivered to the industry through the independent KPI Association. Further details are available from <https://www.shipping-kpi.org/>

InterManager will keep you updated on progress regarding these and other projects in future editions of this newsletter and through our website – see <http://www.intermanager.org/projects/projects-current/>

MARTHA continues to study seafarer fatigue



A volunteer for alertness tests at a bridge simulator at the Warsash academy

BUILDING ON ITS PREDECESSOR project HORIZON, the new project MARTHA, sponsored by The TK Foundation and supported by InterManager, continues this groundbreaking research into seafarer fatigue.

Led by Warsash Maritime Academy at Southampton Solent University, the consortium includes the Stress Research Institute in Stockholm; the Centre of Maritime Health and Society in Esbjerg, Denmark; the University of Southampton; and the Dalian Maritime University in China. InterManager is also a partner, and is helping the consortium to find volunteer shipping companies within its membership to participate in the project.

MARTHA will conduct two linked studies

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involving Masters of vessels and their crews. The first study includes three to four months of observation on the longer-term psycho-social issues affecting seafarer fatigue, with volunteer crew members rating their fatigue and stress levels and wearing Actiwatches periodically to record their activity levels.

The second study will be a trial to evaluate the effectiveness of fatigue risk management systems (FRMS) through a shipboard study. FRMS are also being pioneered in aviation, and involve the use of fatigue prediction models, transparent reporting systems, and training.

Providing training is one of the ways in which the research team can immediately help the shipping companies that have chosen to participate in MARTHA.

Project manager Mike Barnett said: “As well as giving us data, we will be offering distance learning training on fatigue awareness to individuals, so their knowledge will be growing and they will also gain from the experience.”

With InterManager’s help, Mike is now entering into dialogue with companies to explain the details of the project, with the research studies aimed to start in early 2014.

“Fatigue is a very serious issue which has not been properly researched yet, especially as it relates to the maritime industry. Project HORIZON established baseline information on fatigue but it is time we explore the whole issue further. I am delighted that industry and the research partners have come together and that the TK Foundation can assist in this extremely important project. I have no doubt the results will be a ‘game changer,’” said Captain Kuba Szymanski, InterManager Secretary General.

IMO REPORT

IMO streamlines to improve efficiency

InterManager’s permanent representative to the International Maritime Organization, Captain Paddy McKnight, gives an overview of what is to come this spring

MEMBERS WILL RECALL THAT at its 28th Session last month, the IMO Assembly endorsed the Secretary-General’s recommendation that, in order to make the Committee system more cost-effective and efficient, the seven IMO Sub-Committees should be streamlined into five.

The reorganisation will come into effect from the beginning of 2014 after which four of the five newly formed Sub-Committees will meet prior to the Marine Environment Protection Committee meeting in the first week of April 2014, whilst the fifth will meet later in the year:

- 20 – 24 January – SDC 1, the Sub-Committee on Ship Design and Construction which combines the roles of the former DE, FP and SLF
- 3 – 7 February – PPR 1, the Sub-Committee on Pollution Prevention and Response, formerly BLG



Captain Paddy McKnight

- 17 – 21 February – HTW 1, the Sub-Committee on Human Element, Training and Watchkeeping previously entitled STW, and
- 10 – 14 March – SSE 1, the Sub-Committee on Ship Systems and Equipment, formerly DE, FP and SLF (whose agendas and areas of responsibilities will therefore be split between SDC and SSE)
- After MEPC, the new fifth Sub-Committee will meet in July with the acronym NCSR which encapsulates the former NAV and COMSAR

There are no new IMO regulations in prospect over the next few months but it will be of interest to members that we are co-sponsors of an Intertanko-inspired submission to SDC 1 (together with eight Member States and 10 NGOs) related to the ‘Development of Mandatory Code for Ships Operating in Polar Waters’ with particular regard to ensuring that reception facilities for oil and oily mixtures are properly in place in Arctic waters.

Finally, should Members have any ‘bees in their bonnet’ regarding particular IMO-type issues, I will be delighted to receive them and, when justified, represent them to Kuba or the Executive Committee for action as appropriate.

Here’s to a successful 2014, with minimal regulation/legislation.

Getting social with you

Dorota Busko reports on InterManager's activities online and in the social media

INTERMANAGER WORKS HARD at keeping in touch with its members and the wider maritime community, and to update you on what we are doing. The first point of contact we have is our website: intermanager.org. Our website serves as an information centre for all our Members and to others interested in sea trade matters.

On our home page we provide latest shipping news as well as accommodating advertisements for industry-related products and initiatives, which raises funds for our activities on behalf of our members. The site is viewed regularly, attracting more than a hundred recipients a week from all over the world.

We also keep our readers up-to-date with the latest IMO NEWS, helping to keep our ship managers updated on developments in maritime legislation and best practice measures to ensure our standards remain at the highest. In the NEWS & EVENTS section we provide information about conferences and other maritime events which may be of interest to our Members, including dates and venues. Often InterManager is able to offer discounts for our Members who wish to attend these events.

InterManager's Executive Committee was keen on our organisation to have a presence for Facebook, which is used daily by thousands of seafarers and members of the wider maritime community.

Our Facebook page provides information on



InterManager's Facebook page

InterManager's work, on industry matters and provides a forum for members and seafarers to discuss issues of interest to them.

In addition we believe the page acts as a shop window for the maritime industry, helping to attract more people into this vibrant trade. We aim to reach out not only to seafarers but also to those who are interested in finding out more about the shipping industry.

We are particularly keen to highlight as many positive aspects of the industry as possible. We do that by posting a wide range of information as well as pictures of exceptional and outstanding vessels, seafarers enjoying their job and even jokes or songs that reflect the brighter side of the industry.

InterManager also has an active presence on LinkedIn and Twitter. Through our LinkedIn page we have generated and facilitated a number of interesting industry discussions, such as:

- Shipping's Technology Enabled Future – a great article on the impact of future technology on the shipping industry

- Bureaucracy at Sea: A RED TAPE survey among seafarers – Discussing the findings of a survey among seafarers to determine the extent of their concerns about red tape
- Women in Shipping – a more controversial debate about the role and presence of women in the world of seafaring
- Minimum Manning: is this doing us seafarers and ship managers a favour? – A discussion which focused on concerns about safe manning levels and seafarers' fatigue
- Should we stop training cadets? – A consideration of the issues faced by young people joining the shipping industry and their struggles to gain experience at sea

We invite you to join us and share your opinions. Or keep up to date with our latest news by following us on Twitter: @InterManagerOrg

We look forward to interfacing with you soon.

Anti corruption network meets to identify scale of problem

Capt Kuba Szymanski reports on an initiative which is set to benefit the shipping industry



Lagos port in Nigeria (above) is the subject of a Maritime Anti-Corruption Network pilot project

The Maritime Anti-Corruption Network was set up as an initiative to assist shipping companies to comply with UK Bribery Act and the OECD Convention on Combating Foreign Bribery.

The idea was conceived by Maersk and Norden with Gearbulk joining in late 2010. Over the past two years the Network has grown from three to 32 companies. In order to facilitate progress a company called BSR www.bsr.org/macn has been hired to act as secretariat.

I attended a MACN meeting in London last November. It was very refreshing to see a group

of people, including lawyers, who are all trying to be part of the solution not a problem. Shipping companies dedicated mainly Compliance Managers or General Counsels to look into this issue which was brought to our industry by the bribery Act and the UN Convention on Combating Foreign Bribery. Companies which have

an operation in UK seemed to be very, very concerned by the UK Government stand.

There are areas which the MACN has identified as potentially very dangerous – NIGERIA, BLACK SEA, EGYPT, UKRAINE, INDONESIA and CHINA, – where ship's Masters

are frequently demanded for all sort of "facilitating payments," "gifts" etc ?! These are seen in breach of the existing bribery Acts.

Those 32 MACN members decided not to wait until the first case and to manage the whole issue from the shipping industry point of view.

The Network has two types of members: Associate (NGOs) paying \$5,100 and Full members (Shipping Companies) Paying \$8,500 yearly + one off joining fee of \$4,000

The next meeting will be 9-10 April in Hamburg – why not join us to see for yourself?

Shipowners and Managers attend Italian Administration meeting

Massimo De Vincenzo of SeaFlag Shipmanagement reports on a recent meeting in Rome organized by the Italian Administration relevant to “National Shipping – communication among the Operators”

This event was held in Rome on November 28 at the Ministry of Transportation head office and represented a good opportunity for most of the Operators involved in the national shipping industry to meet each others.

The Italian Administration was represented by the Chief of VI REPARTO Admiral Carlone and most of the heads of the Coast Guard's departments.

Among the participants there were the representatives of the three Recognized Organizations co-operating with the Italian Administration (Mr Abate for RINA, Mr Panerai for BV and GL), of CONFITARMA (Mr Faraoni for the Italian Owners Organization), FEDERLINEA (Capt. Esposito for the Association of Owners of Passenger Vessels and RO-RO) and FEDERAGENTI (Mr Ghezzi for the Association of Ship Agents), together with the representatives of several independent Owners and Ship-managers.

It was recognized by all the speakers that the level of communication with the Italian Administration has improved substantially in the recent two to three years and that the Administration is showing a positive attitude in finding practical solutions able to smooth the difficulties arising from obsolete national laws, rules and regulations.

The creation of a Permanent Commission for the revision of the Code of Navigation and other shipping-related national laws



The PMIS2 program in use at Italian ports (as in Genoa above) requires necessary adjustments to become efficient

(law n°616 and decree 435 in particular) is the first step towards the necessary harmonization of the Italian rules with the international Conventions and to avoid the problem of “local interpretations” frustrating the national Operators. In this respect, the parties agreed about the need for a prompt shifting of possible controversies to a higher and central level whenever they might occur.

The necessary reduction of bureaucracy is achievable through the revision of the regulatory environment but also through an extended use of IT tools: the program named PMIS 2 is presently in use for Operators calling at Italian ports, although the system requires some adjustments to become a really efficient means for completing the necessary formalities

with the Coast Guard, the Police, The Health Organization and the Custom Authority by a unique web-based declaration.

One of the major problems suffered by the Italian Owners with vessels trading in non Italian waters is indeed the need to involve the local Italian Consulate or Embassy for the endorsement of the SMC or ISSC and also for the Safety Equipment certificates: the review of the decree n°435 is the tool by which this problem can be permanently solved but – meanwhile - Capt. Giardino and his department within VI REPARTO are playing an essential role in “rounding the corners” and avoiding unnecessary loss of time and money by assisting the local Consulates.

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The recent ratification by Italy of the MLC Convention will create extra burden for the Administration during 2014 which is expected to be a very difficult year because of the high number of ISSC renewal audits to be arranged. Capt. Busraghi (4th Department of VI REPARTO) was confirming the creation of an additional task force for the efficient dealing with the expected work load.

Admiral Carlone concluded the event urging the need for all the parties to timely anticipate the problems, particularly those possibly arising by the entry into force of new regulations. The Permanent Commission will be then able to include in the next agenda subjects like Ballast Water Management and the use of LNG in the shipping industry.

Regional awards for Haven Marine

INTERMANAGER MEMBER

Haven Marine Ship Management has won two accolades: the company has been included in the East Anglian Future50 list which showcases companies that are judged to be beacons of innovation with the potential for growth and it has received a Global Business Excellence Award for Outstanding Community Initiative.

Managing Director James Laird said: "We



Haven Marine
Ship Management

are a young company and to receive these accolades is an important vote of confidence which will spur us on to future growth and development."

Judged by a panel, the Future50 awards recognise

businesses with the potential to show rapid growth and with entrepreneurial traits. The independently-run Global Business Excellence Awards reward business excellence and smarter working practices.

SIDELIGHTS

Can you meet the challenge?

Can you climb 24 peaks in 24 hours? That's the challenge from InterManager Secretary General Captain Kuba Szymanski who is encouraging shipping companies to enter a team in this year's "24 Peaks Challenge" to raise funds for maritime charity Seafarers-UK.

Taking place on the weekend of July 12-13 2014 in the UK, the 24 Peaks Challenge is one of the most demanding but rewarding charity team challenges.

The gruelling 24-hour event encompasses high rugged peaks, each one over 2,400 feet high, in the Lake District.

The whole course is 32.5 miles long and takes in some of the most stunning countryside in Cumbria, including rivers, moorland, farms and forest and includes Scafell Pike, the highest peak in England. On Day One you will scale 10 peaks in 14 hours covering a distance of 17.5 miles (uphill).

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24 Peaks Challenge — Teamwork is everything

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Then, following a brief overnight stop, you will be up at 5am to tackle a further 14 peaks in 10 hours, a further 14 miles. The route includes regular checkpoints and is manned by safety marshalls with first aiders on hand too.

Teams of five / six walkers plus at least one support crew are being sought for this important fund-raising event. Each team will need to be physically fit and must raise a minimum of £4,000 per team.

Captain Szymanski has undertaken the challenge before, as part of a team including staff from maritime companies Seagull, Headland Media and the Nautical Institute, and was so impressed by the scale of the event that he is keen to take part again. Kuba says: "This is a fantastic fundraising event and I have taken it as my personal challenge this year to get 20 teams participating in this NOBLE CAUSE!"

Seafarers UK is a charity that helps people in the maritime community, by providing vital funding to support seafarers in need and their families. The charity gives money to organisations and projects that make a real difference to



Teams have to conquer 24 peaks in 24 hours – but it is not all hard work – views are stunning and atmosphere is fabulous

people's lives across the Merchant Navy, Fishing Fleets, Royal Navy and Royal Marines.

The services it funds have a positive impact on all seafarers. Last year the organisation gave grants totalling £2.5 million to more than 70 maritime welfare charities. Seafarers UK

receives no government funding and is heavily dependent on public donations and legacies to maintain its grant-making programme.

For more information www.seafarers-uk.org or email: events@seafarers-uk.org

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