



InterManager

March 17 / Issue /18



DISPATCH





Bjørn Jebsen
President

Welcome Message

The main objective for us as ship managers is the safe and cost effective operation of the ships we manage. Ultimately the deciding factor if we are to succeed is the performance of the crew on board the ships. However, we as managers obviously have a major responsibility to ensure we create a work environment that paves the way to achieve the overall objective.

We have known for some time that a contributing factor to accidents on board ships is sleepiness and fatigue. The MARTHA project was conducted as an international partnership between researchers and industry to investigate the factors that contribute to sleepiness and fatigue on board.

Seafarers that took part in the project raised a number of issues which are main contributors to fatigue and sleepiness:

- New regulations, which are placing more requirements on seafarers
- Increased inspections and more paperwork
- The poor condition of ship's accommodation
- The lack of proper maintenance

- Work in port
 - Working on board a new ship
 - The quality and professionalism of work colleagues
- These are all serious issues and cannot be dealt with in a 'one-size-fits-all' manner. They must be dealt with in different ways.

Us managers can ensure that the crew we deploy are properly trained and have the required competence to safely operate the ship and deal with Port State Control, charters etc. We can work with owners to ensure that ships are properly maintained and that crews have the required spare recourses – spare parts, equipment, etc. - on board.

Finally, we have to work with various stakeholders in the industry to ensure that new regulations are coordinated and logical. This is where we as InterManager believe we can make a contribution, so let us join forces and ensure we have a robust approach to making our industry as sustainable as possible. ●

IMO Report

By Capt Paddy McKnight,
InterManager representative
to the IMO

2017 in full swing

The final clutch of Sub-Committees is scheduled to meet during March. First to kick-off will be Navigation, Communications, Search and Rescue (NCSR 4), followed by Ship Safety and Equipment (SSE 4).

Items of interest to be discussed during NCSR 4 include:

- Update to the LRIT system
- Interconnection of NAVTEX and Inmarsat Safety NET receivers
- Integrated Navigation Systems (INS) relating to the harmonisation of bridge design and display of information
- Guidelines for the harmonised display of navigation information received via communications equipment
- Revised Guidelines and criteria for ship reporting systems
- Performance Standards for shipborne GMDSS equipment to accommodate additional providers of GMDSS satellite services
- Updating of the GMDSS master plan and guidelines on maritime safety information (MSI) provisions
- Draft Modernisation Plan for GMDSS
- Analysis of developments in maritime radio communication systems of technology
- Review of SOLAS chapter IV to accommodate additional mobile satellite systems and technology
- Response to matters related to the radio-communication ITU R Study Group
- Response to matters related to the ITU World Radio-communication Conference
- Measures to protect the safety of persons rescued at sea

- Developments in GMDSS satellite services
- Revised Performance Standards for EPIRBS
- Further development of the provision of global maritime SAR services
- Guidelines on harmonised aeronautical and maritime SAR procedures
- Amendments to the IAMSAR Manual
- Revised guidelines for cooperation between SAR services and passenger ships

Items of interest on the agenda of SSE 4 include:

- Decisions of other IMO bodies
- Safety objectives and functional requirements of the Guidelines on alternative design and arrangements for SOLAS Chapters II-1 and III (5.2.1.10)
- Making the provisions of MSC.1/Circ.1206/Rev.1 mandatory
- Uniform implementation of the LSA Code
- Review of the MODU Code, LSA Code and Circ.1206/Rev.1
- Amendments to the FSS Code for CO2 pipelines in upper-deck passageways
- Requirements for onboard lifting appliances and winches
- Revision of requirements for escape route signs and equipment location markings
- Unified interpretation of provisions of IMO safety, security and environment related conventions
- Development of new requirements for ventilation of survival craft
- Consequential work related to the new Polar Code

The industry decides: sustainability vs. regulation

Industry stakeholders debate guaranteeing a sustainable industry in the current regulatory landscape during European Shipping Week.

Maritime professionals' are urging the industry to think about sustainability now before it is too late, to safeguard more skilled and less precarious jobs for seafarers worldwide, as the Secretary-General of InterManager warns of a "downwards spiral" for the industry if changes don't take place.

Speaking at InterManager's round table event during the second European Shipping Week, Capt Kuba Szymanski urged ship managers, technology companies, regulators and training institutions to be fully committed to a sustainable initiative.

"The maritime industry is used to strong winds and high seas but we must not neglect the whole chain as we work together to ensure sustainability and to encourage new talent and fresh ideas. As long as everyone in the chain is participating then the industry can be sustainable. We cannot risk an industry that works for just a few," he told participants.

Echoing Capt Szymanski's comments on sustainability, but raising concerns about regulation's impact on sustainability, Capt Dirk Fry of Columbia Shipmanagement said: "We have to concentrate on all nationalities to employ. We need to make the best use of the resources available. I would like to have more support from the EU authorities."

The round table debate - which included representatives from Bernhard Schulte Shipmanagement, Mersey Maritime, Columbia Ship Management, PTC and the European Community Shipowners' Associations - firmly agreed that by working together the industry can continue to attract young talent across the board.

There were a number of industry stakeholders watching the round table, including training institutions and flag state delegates. Spectators questioned how shipping can keep pace with parallel industries such as aviation and road transport as they utilise new technologies, whilst shipping seems afraid to adapt and change.

Taking this up with participants, Chris Shirling-Rooke, CEO of Mersey Maritime said: "We suspect tomorrow's seafarers won't be at sea, but in offices surrounded by computers. With the increase in technology, the industry needs to think beyond the transition and look towards jobs and growth."

Technology has been tapping at the industry's door for a long while, and as other industries embrace new technologies, the feeling amongst participants was that shipping is lagging behind in the technology stakes. Although, as Bjørn Jebsen surmised investment is crucial if the industry is to modernise, but regulation could be standing in the way of attracting investors.

As participants debated the merits of technology in developing a sustainable industry, one thing was clear: wherever you stand on the maritime spectrum - whether as a spectator or a stakeholder - things must change. The consensus from the round table was that regulation needs to be sorted out to "streamline" the industry and to combat an outdated image.

"Whether we have the most efficient, snazziest technology in the world, will that still help attract seafarers, manage our ships effectively and grow the industry? In a small community like shipping, we must all work together for a solution, and not turn this into a race and risk losing people along the way," Capt Szymanski urged as the round table was brought to a close.

The full transcript of the round table will be published in the March/April edition of Ship Management International. ◆

News



Fatigue at sea: no-one on board gets adequate sleep

The IMO is set to revise its seafarer fatigue guidelines as it digests the results of a three-year study into the long-term effects of tiredness on crew.

Project MARTHA was presented at the IMO in January and was described as a “wake-up call” to the industry tackling the growing issue of seafarer fatigue.

Among its surprising revelations the report found that no-one on board gets adequate sleep, with the night watchkeepers being particularly at risk of falling asleep while on duty. This is particularly worrying as the report also found that high levels of sleepiness can occur at any stage of the voyage, but the quantity and quality of sleep deteriorates over long voyages.

Presenting the report and its findings to IMO delegates and invited guests, InterManager Secretary-General Capt Kuba Szymanski and Professor Mike Barnett of Southampton Solent University urged the industry to take note of the report.

Of the four companies that took part in the project, two operated large container vessels and the other two ran small product tankers. The project was sponsored by the TK Foundation and follows on the work carried out for its predecessor, Project HORIZON.

The report described significant differences between the working hours of Chinese versus European seafarers. Specifically, Chinese seafarers averaged 15.11 hours of work a day compared with the 10.23-hour daily average for European seafarers.

This could go part-way to explaining the evidence of higher levels of fatigue and stress in seafarers from Chinese-managed ships compared to European-managed vessels. “This suggests that differences in organisational factors are significant in affecting fatigue mitigation on board,” according to the report.

Triggers for fatigue reported by seafarers included increasing pressure from competitive voyage schedules and having to handle tasks with fewer crew members. Crews also reported increased fatigue levels when employers did not relieve them of their duties on time.

Capt Szymanski presented a slide that was not in the report, which showed that over time, social cohesion on board was also affected by fatigue.

“By the end of six months, people are sick of the sight of each other and just want to go home,” he said.

Prof Barnett called on the global industry to get fatigue out in the open: “Fatigue is something that is swept under the carpet. Issues to do with near-misses which are caused by fatigue need to come out into the open. People who were on board for six months or more are beginning to show signs of reduced motivation; they are beginning to not care about the job,” he told the audience at the IMO.

Similarly, Capt Szymanski hailed the study and its findings as a turning point for the industry and said: “I sincerely hope the results of our research will be read and acted upon by ship managers and ship owners who will go on to revise their attitudes and procedures. There are a number of low hanging fruits which, with a little adjustment, could make big differences. These are not necessarily costly changes - such as having seafarers relieved on time and organising work on board with humans and not regulations in mind and engaging sea staff in decisions - but empowering seafarers to take more care of their lives than they do today.”

Project MARTHA was conducted by multiple stakeholders, including Warsash Maritime Academy, University of Southern Denmark, Dalian Maritime University, Stress Research Institute, University of Stockholm, University of Southampton and InterManager.

For key statistics and facts from the report turn to Stats & Facts (page 11). ●



On The Bridge With...



ISWAN

There is no doubt that seafarers face challenging times with long periods of time spent away from home. So often we hear the harsh realities of what being a seafarer in the 21st century is like: lack of internet connectivity, a heavier workload versus increased fatigue, financial insecurity and poor diets.

Ensuring seafarers have access to the help and support they need is vital and speaking with ship managers, seafarer charities and seafarers you can begin to see how the good treatment of seafarers is paramount to the running of a ship and de facto the sustainability of the career of a seafarer.

Over the past four years The International Seafarers' Welfare and Assistance Network (ISWAN) has been at the forefront of helping seafarers affected by typhoons, financial pressures, health concerns and family security. These are issues that will never go away, but with the right support and procedures in place, charities claim stress can be halved, and they are right.

Caitlin Vaughan, Project Manager at ISWAN sheds light on the work the charity carries out and its hopes for 2017 and beyond: "ISWAN by definition supports a network of

assistance for seafarers globally. By forming partnerships and working together we can achieve a great deal.

"As the industry considers the future of seafaring as a career, recruiting and retaining seafarers is more important than ever. With this in mind, specific crew health and welfare concerns must be addressed.

"One of the major ways ISWAN is making headway is having direct contact with seafarers and their families through our multilingual helpline SeafarerHelp which offers free support 24 hours a day, 7 days a week. We also offer regional support to seafarers and their families through our staff in India, the Philippines and more recently in Nigeria.

"We are always looking for innovative and sustainable ways to help seafarers and ensure their needs are at the top of the agenda. This year we are working on a number of key initiatives:

- Raising awareness of SeafarerHelp and the range of assistance we can offer to seafarers and their families, including emotional support
- Working to improve the health of seafarers through our health promotion initiatives

- Continued emphasis on the importance of improving seafarers' access to affordable communications at sea
- Promoting effective implementation of the MLC
- Strive for greater co-operation between ports and welfare organisations to improve the welfare provision available to seafarers on shore. Through our IPWP project, we will be establishing as many Port Welfare Committees as possible to provide greater support for seafarers in port."

As the charity continues its objectives of encouraging and promoting seafarer welfare, it is plain to see more needs to done.

How? Speaking with charities like ISWAN and other similar stakeholders we see a common concern: a lack of partnership in tackling 'on the ground' issues. By working in partnership many progresses and achievements can be made.

Ms Vaughan welcomed the work the industry has achieved so far in putting welfare at the centre of progress, there is still a long way to go to ensure seafarers and their families have a support network in place. "The industry has made significant progress, although there is much more

we can achieve. By forming a pan-industry initiative we can address the concerns of seafarers, managers and owners we can ensure a safe and sustainable working environment for seafarers worldwide," she concluded. ●

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Caitlin Vaughan,
Project Manager, ISWAN

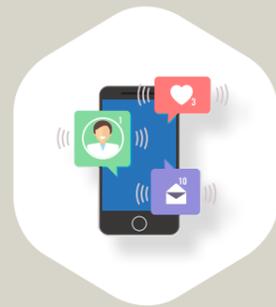
Tip Of The Month

Adding layers of security online

Whether you're in the office, at home or at sea, the online world can be a confusing — even intimidating — place, with new threats emerging on a regular basis. Armed with just a little knowledge, you can easily and effectively improve the security of your computer and your personal information.

By following these simple tips, you can protect yourself and others.

Stay safe and be sensible.



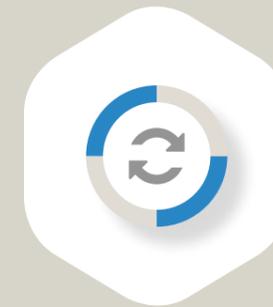
Signup for login notifications.

If your account is accessed from an unfamiliar location, a notification can be sent via email, app, or text message to the account holder.



Only access your accounts from secure locations

It might only be 30 seconds of access to your bank account on free WiFi, but if the network has been compromised, that is more than enough time to collect all the data needed for a thief. While the convenience factor is there, if you must access the accounts, you might want to look into a Virtual Private Network (VPN) to ensure an encrypted connection to your network(s).



Change your passwords regularly

By changing it regularly across all your accounts, you remove the chance of your account being accessed. Set a reminder for every 90 days on your calendar with a link to all your accounts settings pages. It makes it easiest to click through and make the changes regularly.



HTTPS access

In most browsers and information heavy websites, there is a way to force a HTTPS connection when available. This connection adds another level of encrypted security when logging in, making it even more difficult for data thieves to gather your information when logging in. To check if you are on a HTTPS connection, look for a padlock in the URL bar in the browser or check the URL itself for it to begin with HTTPS.



Use two-factor authentication whenever possible.

Two-factor authentication adds another layer of security when logging into a website, be it email, banking, or other websites.



Use a secure password.

The easier you make it for a thief to access your account, the more likely you are to have your other accounts hacked. By combining a mixture of characters, numbers and letters into a password, recommended being 10 characters or more, you add a high level of difficulty for any password theft.



Increase junk filtering and avoid clicking through on emails

If you receive an email from one of the account-holding websites, open a new tab and go direct to the website instead of clicking the links provided. It adds only a few seconds to the access, but keeps you out of any legitimate-looking phishing websites. Most genuine services will never ask you for your login credentials, so make sure you avoid giving out this information.



Use an up-to-date security programme

Ensure you have the most up-to-date security programme and have the correct security settings enabled. This direct layer of security ensures your devices, from phones to tablets to computers, are all protected when you are downloading and accessing files. Note that some programmes are always up-to-date and require no further action from the user.



Limelight

InterManager invites Sercan Kacar, the General Manager for Piri Reis Ship Supply and Repairs talk about what they do and how being part of InterManager helps them.

Piri Reis Ship Supply and Repairs is a 'full line' of ship supply, repair and technical service company serving cargo ships, ferries and navy fleets at the crossroads and major ports of Turkey.

We are proud to being accepted a member of InterManager which we believe is importance for ship management industry. As a service provider, being in the cycle of ship management by supplying all necessary requirements - from tools to food for ships and crews - we believe being in this association is very important to understand ship managers well.

On top of our commitment to the ship management sector, also provide details and important information for local regulators in our area which helps members on their operations.

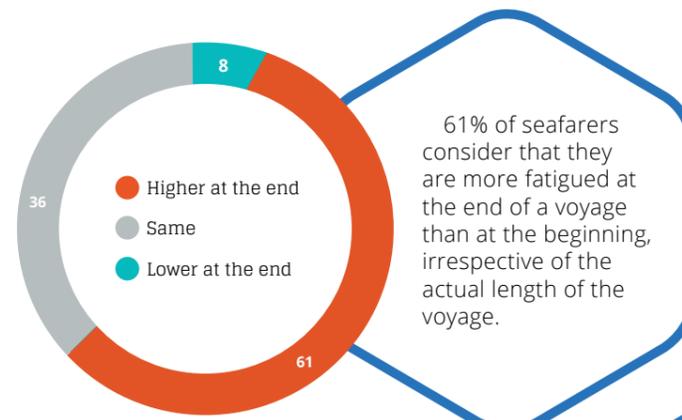
The maritime sector has been in an unfortunate crisis for a long time. By encouraging and supporting each other and sharing knowledge we can get achieve great things in the years and decades to come. ●



Stats & Facts



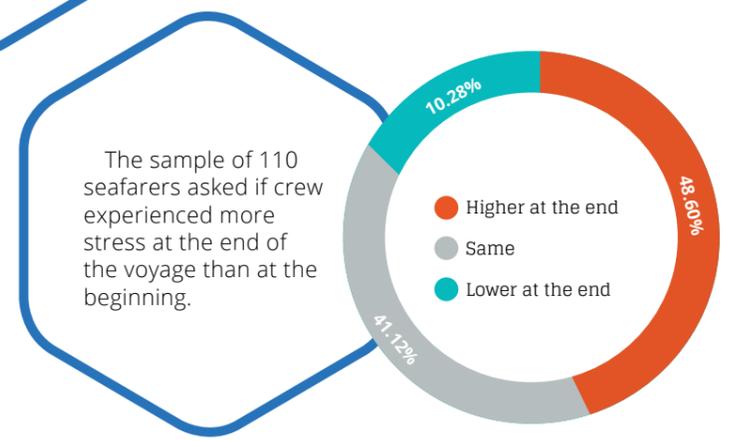
MARTHA under the lens



	Av. sleep in a 24 hour period	Ideal sleep length in a 24 hour period
Officers	7.8	8.1
Ratings	8.4	8.4

Issues which were contributing to seafarer fatigue and sleepiness levels were (in no particular order of priority):

- New regulations and more requirements placed on seafarers
- Increased inspections and more paperwork
- The poor condition of ships' accommodation
- The lack of proper maintenance
- Work in port
- Working onboard a new ship
- The quality and professionalism of work colleagues.



Watch Keeping

CMA

The conference and exhibition brings industry stakeholders together in North America to address issues and progresses within the global shipping industry. Details: www.cmashipping2017.com

Copenhagen Shipping2030 & Green Ship Technology

Details: www.maritime.knect365.com/green-ship-technology/

Sea Asia

The theme of The Asian Voice in a Global Industry will bring key decision makers together to discuss Asia's place in our global industry. Details: www.sea-asia.com

CrewConnect Europe

Participate alongside shipowners, crew managers, regulators and industry stakeholders in the solutions-oriented two-day discussion and workshop on the challenges and opportunities for our industry. Details: www.maritime.knect365.com/crewconnect-europe-conference/

Maritime Week Americas 2017

The conference will focus on issues in bunkering; from planning for the global sulphur cap in 2020 to examining fuel strategies within the cruise industry. Details: www.petrosport.com/events/mwa17-miami

Connecticut, USA



Copenhagen, Denmark



Singapore



Copenhagen, Denmark



Miami, USA



On The Wire

Trending snippets from across social media.



Marine Professional

Our masters fill in different forms in each EU port, Catrien Scheers, Fastlines' CEO says, hoping for 1 true nat. single window #ESW2017



IHS Safety At Sea

European Parliament votes to bring shipping into #EU #emissions trading scheme <http://ow.ly/vo0l3091Ndz> #shipping #maritime



V.Group

Over the next six months we're running a safety campaign with Lloyds Register aboard our VShips and ITM managed vessels...



ISWAN

Not all #seafarers have gym access so this workout is a great way to train on board: <http://bit.ly/2lCu3ki> #MondayMotivation



IMO

#Fatigue at sea on the agenda as IMO meeting opens: <http://ow.ly/xUNC308ufKq>



Alex G Tsavlis

Good people pay off @CapitalLink @InterManagerOrg @marlow_group #hr #development #recruitment #ExecutiveSearch



InterManager

Female seafarers continue to inspire both men and other women to do the best they can. #InternationalWomensDay



InterManager

Kuba tried out the impressive virtual reality learning facilities at Kvh MediaGroup KVH Videotel Marine International #VRshipping



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Headlines



The Digital Seafarer:

How digital payment solutions are a WIN/WIN for shipping companies and seafarers.

By Hal Ramakers, Executive Vice President of Global Solutions for Brightwell Payments

Read the daily newsletters in your inbox, go to the global maritime shows or simply talk to others in the marketplace and you'll continue to hear about the steady technological advances in the maritime industry and how, one day, we may even have autonomous ships!

But yet, when you lift up the covers, you quickly see that today many basic technology advances can improve the financial and personal wellbeing of seafarers, but are not made available to many, especially in the commercial sector.

Most commercial seafarers are still being paid with basic allotments and cash onboard ship. Really? Cash payroll in 2017? During a period when the world is turning to digital payment solutions and mobile wallets at a rapid pace, some countries like Norway, already have plans to eliminate cash completely in the next three years. The shipping industry needs to rethink its payment practices.

Cash to Masters is extremely expensive, unsecure, and subject to fraud, and it is becoming more of a regulatory compliance issue every day for shipping companies. Similarly, cash is also extremely expensive to seafarers when you

consider the cash currency exchange rate costs seafarers. In some cases it is not uncommon for seafarers to pay 10% plus in exchange rate costs. Additionally, the seafarer's ability to use cash is being significantly limited by less time in port due to shorter port stays. Futurenautic's Crew Connectivity Survey Report for 2015 showed that 72% of respondents were either never or rarely able to go ashore during port calls.

The convergence of these issues presents a rare scenario, **a true WIN/WIN opportunity for shipping companies**



and seafarers alike upon implementation of a digital payment solution.

Today, these payment solutions can bring cost, time and security savings to both shipping companies and seafarers, but there are even broader opportunities on the technical horizon. Once crews have a common payment tool such as a digital wallet or card, shipping companies will be able to offer additional services like internet bandwidth, online content, insurance and

other crew benefits. Seafarers will be able to share in the costs of these services and purchase as little or as much as they desire.

So as technology continues to advance rapidly, and we continue to hear about autonomous ships and all the latest and greatest technology that is coming, maybe it's time to think about technology that is already here and can be implemented today. Deliver a WIN / WIN payments solution that you and your crew will appreciate! ●

RightShip climbs to new heights for Sailors' Society

A team of three adventurous RightShip staff have committed to undertake a 15km hike up Vietnam's Mt Fansipan for the Sailors' Society Asian Challenge, raising money for their work in supporting the health and wellbeing of seafarers and their families.

The RightShip team consists of Mick Darcey, Laura Allen and Yannis Papanastasiou, who are busy undertaking rigorous training regimes to ensure their personal fitness levels increase and lead them to success in the Asian Challenge.

Each year RightShip commits a percentage of their profits to the Sailors' Society Wellness at Sea programme.

In addition to this, RightShip has agreed to match their team's fundraising efforts dollar-for-dollar. The RightShip team is no stranger to charity work - in 2015 for the Sailors' Society Asian Challenge, Irek Burakowski, Slav Ostrowicki and Bryan Guenther raised \$20,495 for the charity.

For more information, or to make a donation, please visit <https://www.justgiving.com/fundraising/RightShip-Pty-Ltd> ●



Through the Porthole



Capt Kuba Szymanski and George Hoyt at the European Shipping Week conference



Elvira Deleu
3rd Officer with InterManager member Exmar Shipmanagement



Presenting MARTHA to IMO delegates

Norbert Ashmann
CEO, Bernhard Schulte Shipmanagement at the roundtable



Capital Link
Cyprus Shipping Forum



Capt Dirk Fry,
CEO,
Columbia Shipmanagement at the roundtable



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