

DISPATCH

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Ship managers would be nowhere without a seafarer

A Message From the InterManager Secretary General

It is the seafarer – the maritime professional – who is moving the world. Respect for the maritime professional is an important ingredient towards promoting interesting, challenging and rewarding careers at sea, as part of the broader picture of a fantastic career in the shipping industry.

Indeed the importance of the maritime professional and the need to ensure that his or her training is a first step towards ensuring efficiency and safety on board and on the bridge, was the centerpiece of a speech by InterManager President, Gerardo Borromeo at the influential Connecticut Maritime Association (CMA) Conference in the USA this month.

First and foremost there is a serious need to consider how a career at sea looks from the seafarer's point of view (or through his or her lenses). By immersing completely in their world on board a vessel, one can begin to better appreciate just what a nightmare our key officers can face.

Doing so allows the hallowed halls of London (IMO) and Geneva (ILO) to better appreciate life on board, thus possibly leading to a better prescriptive approach to new policy and regulations.



"There is a serious need to consider how a career at sea looks through the seafarer's lenses"

Piracy and criminalisation are continuing threats towards being able to attract the best and brightest still willing to go to sea from around the globe.

Abandonment of seafarers is the quickest way to kill any interest in a career that literally "moves the world". The *Albedo* case where, abandoned by their owner, seafarers have been kept for 3.5 years by pirates, is just the latest of a few key incidents which do not help develop the image of shipping as one that can attract the best and brightest of those willing to face new frontiers. The *Hebei Spirit* and the *Prestige* are other important examples of the need to change perspectives on shipping.

InterManager's Project MARTHA tries to address concerns at how the continuing administrative burdens experienced by key officers on board is resulting in fatigue and the inability for them to discharge their duties as effective officers and chief

executives on board. This undermining of their ability to drive efficiency on board also compromises the ability to achieve safe navigation and sustainable shipping.

Adding to this burden are new Conventions coming into force that overlap, rather than streamline, work responsibilities on board, thereby adding to an already overloaded daily list of tasks and requirements.

Then there is the challenge of differing interpretations coming from Flag State and, more importantly Port State Control, which tend to put officers and their crew on board a vessel in a defensive position from the get-go – not a very pleasant way to work!

Rest assured, InterManager is at the forefront of these industry debates. In fact April 7-11 will see us all in Geneva discussing details of the Maritime Labour Convention, particularly seafarers' insurance. We will give you a full report in the next edition of Dispatch.

InterManager welcomes EMSA safety drive

InterManager has welcomed the European Maritime Safety Agency's decision to publish a list of managers with a poor port-state-control record in its latest safety drive.

From 2013, the European Maritime Safety Agency (EMSA) — on behalf of the European Commission — has been compiling and publishing a list of the poorest-performing ship managers.

The list is the latest move in the risk-profiling of managers and vessels being drawn up by the major port state control (PSC) authorities in an attempt to improve targeting and safety in the industry.

The EMSA list is based on port state control records and comprises those companies responsible for the International Safety Management (ISM) of ships. Data is taken not only from the Paris

Memorandum of Understanding (MOU) PSC authority but also from the Tokyo MOU and US Coast Guard.

EMSA is ranking ISM ship managers in three separate categories that chart their PSC performance over a 36-month period. This includes the worst-performing managers listed in the 'very low' category, then 'low or very low' and, finally, 'low' performers.

Describing the rationale behind the list, the EC directive stated: "To be listed on the lists of low and very low-performing companies, the company should have demonstrated a level of poor performance for a continuous period of 36 months directly preceding the publication. A consistently poor performance for such an extended period demonstrates an unwillingness or inability on the part of the company to improve performance." The very low section is made up of more

than 80 organisations, mostly small general-cargo or reefer operators and it appears it does not take too many slip-ups in terms of detentions and deficiencies to make it onto the list. For example, just one detention over the past three years and a handful of deficiencies were enough for one company to be included in this section.

Captain Kuba Szymanski commented: "I am pleased to report that no InterManager members appear in the low performing categories of this list but we must not be complacent and I urge all ship managers to examine their performance levels and ensure they are meeting the highest safety standards."

To see the full EMSA list, visit: <https://portal.emsa.europa.eu/web/thetis/company-performance>



AGM 2014 to run alongside ship management conference

Ship management will come under sharp focus during this year's InterManager Annual General Meeting (AGM) when members will have the opportunity to take part in a one day conference alongside the meeting.

Taking place in Singapore this autumn, the AGM will be held on Monday October 13 followed by an evening reception for all participants. Then on Tuesday October 14 members will have

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the chance to attend the International Ship Owning and Ship Management Summit for a discounted rate.

Co-organised by InterManager and conference specialist company Shipping Innovation, the Summit will feature influential shipping industry speakers who will discuss issues associated with ship operation and management including cost control, safety matters, performance

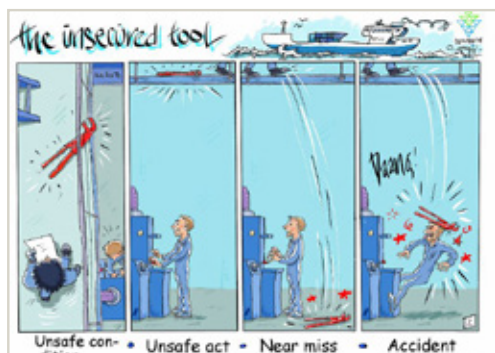
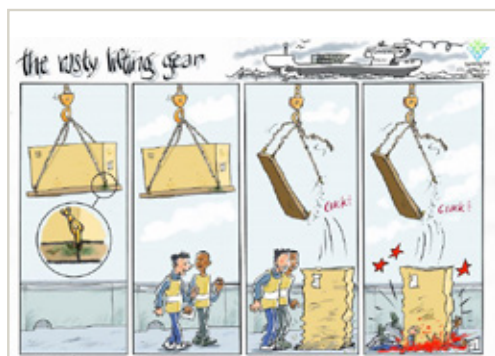
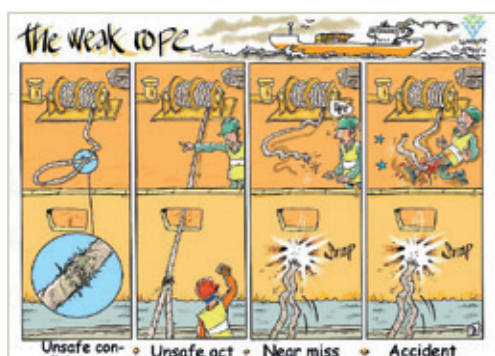
monitoring and crew management.

InterManager Secretary General, Captain Kuba Szymanski, said: "This is an exciting new development for our annual event which in previous years has featured a popular seminar prior to the meeting. This time we are planning to move the AGM on a step further by holding a full blown conference which we believe will give members and shipping industry delegates a greater

opportunity to discuss key issues and share best practice. I hope the Summit will become a firm fixture in InterManager's calendar."

The InterManager AGM will be held on Monday October 12 2014 and the Ship Owners and Ship Management Summit take place on Tuesday October 13 2014.

Further details, including venue and times, will follow in future editions of Dispatch.



What is a 'near miss'?

The shipping industry is struggling to agree on an international definition of the term 'near miss'.

Captain Kuba Szymanski reports: "There are many definitions available but none is universally agreed. Amazingly even the Shipping KPI does not have a clear definition of 'near miss' and the lack of an internationally agreed 'near miss' definition is a stumbling block for benchmarking. InterManager would love to overcome this issue."

He recommends InterManager members take a look at a new series of illustrations

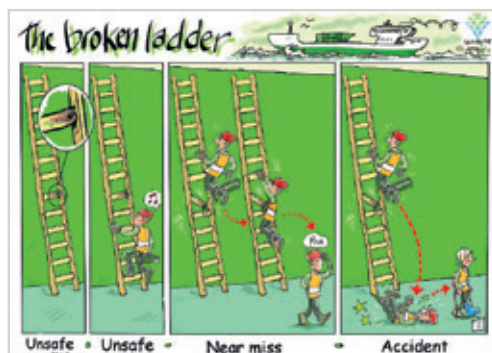
from Seahealth of Denmark (left) when defining near miss within their company.

He said: "Seahealth has produced excellent cartoons which we at InterManager would like to use as a base for our Near Miss Campaign. We would like to know what our members think, so please let us know."

Capt. Szymanski requests members to circulate copies of the cartoons to shore and sea staff and ask: Do you agree with the categories depicted? He would also like to hear from InterManager member companies who have already defined

the term and learn what your definition for 'near miss' is.

He added: "It is important for us as an industry to share best practice and agree common terms to allow us to streamline procedures and enable greater transparency within the shipping world."





Security firms 'strangled' by new seafarer ruling

Maritime security companies have been thrown into disarray following the decision by the UK's Maritime and Coastguard Agency (MCA) to no longer class security personnel as 'seafarers'.

From January this year, the MCA ceased issuing Seaman's Discharge Books and Seaman's Cards and this decision was upheld at a UK Maritime Labour Convention Tri-partite meeting between the MCA, the British Chamber of Shipping and seafarers' union Nautilus in February.

The move has angered many private maritime security providers, including InterManager associate member Allmode, as many international maritime security operatives (MSOs) come from the UK.

Its Operations Director, James Kellett explained how seafarer documentation was no longer being issued to UK-based privately contracted armed security personnel (PCASP) and operatives working onboard British-flagged ships.

"The whole purpose of the IMO and ILO efforts in creating MLC was to provide decent working and living conditions for seafarers with protected rights in relation to time at sea, medical care, living conditions, repatriation and protection in relation to being paid. This step by the MCA says MSOs don't matter and can be treated or abused in any way," he said.

"As the MSO has to embark/disembark at

ports all around the globe (as crew do), the necessity for a Seaman's Discharge Book is paramount – simply certain countries will refuse entry, which in turn will have a knock on effect to the vessel/shipping company."

He added that the MCA's refusal to embark personnel for this reason would also leave the vessel vulnerable to possible attack.

"To make maritime security teams defunct would be a step back for the shipping industry, resulting in more hijacks, attacks, crew deaths, as it was back in 2009/10.

"It has taken over five years to get where the UK maritime security industry is at the moment, with legislation, due diligence, and compliance. To stop UK companies from operating will enable other companies from other countries to flourish, that don't have to be compliant, which in turn allows unqualified and poorly-trained MSOs to operate onboard vessels. This can have far-reaching legal complications for the master, vessel and crew."

He called on the Security Association for the Maritime Industry to do more to try and get the decision reversed. Peter Cook, CEO and founder of SAMI said the association was working with its members to represent their

views to the relevant authorities and was hopeful of finding a solution to the problem.

SAMI has surveyed its membership to provide the MCA with supporting data and information to try and compel a reassessment of the current stance. "In garnering the views of SAMI members, it was strongly felt that in an increasingly uncertain financial market, both PMSCs and individual PCASPs need support from the UK Government," he said.

"Amongst a range of comments, it was felt that by denying contractors the ability to efficiently embark and disembark without the requirements for visas, a large amount of business could be lost." Mr Cook said that requiring each individual to obtain visas for all the main countries around the rim of the NW Indian Ocean would have significant cost and time implications – a ball park figure for an individual to have a multi-entry visa valid for no less than 90 days would cost over £1,200 and would take 100 days.

"This decision is likely to strangle British PMSCs out of the market unless they significantly increase costs, which in turn will result in them being uncompetitive in a saturated market."

Indeed just over half of the respondents to the SAMI survey stated that the decision to cease issuing seafarer documentation to PCASP negatively impacted their decision to win business and

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a similar figure felt the MCA move had hindered their operations and travel and would also impact their recruitment and retention of staff.

Unfortunately, the wider issue of security personnel categorisation and documentation was not solely a UK issue: "We have been contacted by members in Germany, and they have stated that a similar problem is emerging," Mr Cook said.

Adam Swierczewski, Corporate and Legal Affairs Manager for private maritime security firm Ambrey Risk, said there were pros and cons for operatives being recognised as seafarers. Among the cons he cited were rest hour requirements proving problematic, especially with three man teams, and shifting a lot of compliance burden onto the ship owner from the PMSC.

Pros, he said, include a clear position with

regards issuance of seaman's books; provision of clear legal stance in relation to basic employment rights and better protection for operators in relation to those rights that are not addressed by the Guardcon agreement.

A spokesman for the MCA said the decision to no longer class MSOs as seafarers had been taken after lengthy discussion by the UK MLC Tri-partite Working Group, comprising ship owner and trade union representatives and MCA. Representatives of armed guards, insurance companies, and Department for Transport were also invited to present their views.

"The matter was fully discussed and all parties made a very good case that they should not be designated seafarers," the spokesperson said, adding: "Whether armed guards are seafarers can be reviewed should one of the members of the Tri-partite group wish to raise the matter."



Drugs and Alcohol and Maritime Security

SAMI, the global organisation representing companies working in the maritime security industry, advises what to consider when ensuring safety at sea

There has been some concern expressed recently regarding drug and alcohol misuse onboard ships in the light of recent events. While shipboard personnel are covered by the requirements laid down by the vessel owner/operator within the safety management system (SMS) and "Drug and Alcohol policy" it is important that security service providers are able to demonstrate and apply processes and procedures which match those onboard.

The requirements for maritime security companies and personnel to counter potential drug and alcohol misuse is clearly laid out within the new international standard, ISO/PAS 28007:2012: Guidelines for Private Maritime Security Companies (PMSC)

providing privately contracted armed security personnel (PCASP) on board ships.

The demands of the standard are very clear on the issue of substance abuse, in whatever form. From a range of perspectives, including selection, background screening and vetting of security personnel, training standards and command and control, the issue is clearly and positively addressed.

As per the requirements of ISO/PAS28007, within the selection, background screening and vetting of maritime security personnel there must include an assessment of any history of drugs or alcohol abuse.

With regards to training standards, the organisation should identify individual training needs associated with security management system training. The organisation should establish, implement, and maintain procedures to ensure all security operatives performing tasks on its behalf are aware of and receive training regarding an absolute ban on the bringing

or consuming of alcohol or illegal drugs aboard the ship at any time.

Command and control is also addressed within the ISO Standard. The structure should provide for specified duties and the expected conduct of personnel on board, and should stress an absolute ban on the consumption of alcohol and illegal drugs.

Given the significance of the issue and the requirements of shipboard regulations and ISO, all maritime security companies are therefore advised to ensure they have:

- Devised and implemented a written policy on drugs and alcohol
- Implemented a prevention and education programme to provide operatives with clear factual information about the nature of drugs, including the short and long term effects of their use and the implications on board ship
- Introduced a drugs and alcohol clause within appropriate contracts of employment.

In order to demonstrate adherence and compliance with drug and alcohol policies and identify potential problems, companies are encouraged to implement an appropriate and effective screening/ testing programme for personnel working on vessels.



InterManager's permanent representative to the International Maritime Organization, Captain Paddy McKnight, reports on IMO plans for the coming months

Four of the five newly formed Sub-Committees have now met successfully. These are:

- SDC (Ship Design and Construction)
- PPR (Pollution Prevention and Response)
- HTW (Human Element, Training and Watchkeeping)
- SSE (Ship Systems and Equipment)

The Sub-Committee with undoubtedly the heaviest agenda to date has been SDC and it was only thanks to impressive chairing of the meeting by Mrs Jost (GERMANY) which saw it complete all of the agenda items.

The work-load accorded to PPR and HTW were more reasonable in the time available and their respective Chairmen did not need to 'crack the whip' nearly as much as Mrs Jost was obliged to do. At the time of going to press with this short update, SSE will be in session for which the agenda appears to fit the bill in terms of time management.

Looking ahead, there is still an intent within the IMO to eliminate piracy and halve maritime casualties. The Accident Zero campaign launched last year in conjunction with the International Association of Lighthouse Authorities (IALA) promises further progress and accelerated efforts will be made to implement the Djibouti Code of Conduct with IMO's partner organisations.

New ways of helping to prevent the unsafe transfer of large number of people by sea in small vessels not in compliance with IMO international safety regulations will be explored in cooperation with the UN High Commission for Refugees.

In respect of the *Costa Concordia* grounding two years' ago, lessons have got to be learnt from the casualty investigation report and this year's Maritime Safety Committee will debate the safety of large passenger ships; this will cover all aspects such as design, damage, stability, operation and management. In similar vein, an urgent need exists for an accelerated investigation into the structural failure and eventual total loss of the containership *MOL Comfort* last year, particularly as this was such a relatively young vessel.

The Secretary General has since repeated the call made at last year's IMO's Future Ship Safety Symposium, for serious efforts to be made in developing a fresh concept of ship safety enshrined in a new SOLAS Convention for adoption in 2024; this would mark 50 years since the current SOLAS Convention was adopted in 1974. Indeed, further discussion is promised at the next session of the Maritime Safety Committee.

Mr Sekimizu is also on record as having

listed other high-priority issues such as:

- the smooth introduction of IMO's new Sub-Committee structure
- preparation for the Organisation's mandatory Member State Audit Scheme
- implementation of goal-based standards for construction of tankers and bulk carriers
- adoption of a mandatory polar code 2014
- handing over implementation of the Djibouti Code of Conduct to the signatory states and establishing a similar project for the Gulf of Guinea
- implementation of the EEDI
- entry into force criteria for the Ballast Water Convention to be met this year, so that it can be implemented before the current biennium ends, as well as
- bringing forward the study on availability of low sulphur fuel at the target year of 2020, to help bring about a global reduction of sulphur emissions in ships' exhaust gases.

That concludes the early 2014 view from the IMO, with more to follow later in the year, which I trust will be a good one for all InterManager Members.



Captain Paddy McKnight
InterManager's IMO representative

InterManager: Supporting projects which benefit today and tomorrow

In its role as a leading international maritime trade association InterManager has identified the main concerns affecting the ship and crew management industry.

Concerns include the impact of challenging market conditions on operating budgets, the difficulties of finding and retaining

quality staff – both at sea and on shore, training, health, maritime communications, and bureaucracy and the burdens red tape places on time and resources.

To address these issues InterManager is supporting a number of industry projects which aim to produce solutions and identify

best practices. Captain Kuba Szymanski, InterManager Secretary General, said: "InterManager has a history of providing thought leadership and working to the benefit of the industry. Our members generously give their time and support to these projects which will benefit today's and tomorrow's shipping industry."



New Study Examines Crew Communications

Nearly 3,000 seafarers of various ranks and roles have taken part in this year's Crew Communications survey which aims to determine the availability and need for broadband communications at sea?

InterManager Associate member Futurenaautics Ltd is carrying out the study which will benefit seafarers and the wider industry by giving a fuller picture of the communications facilities provided at sea, allowing companies and their staff to benchmark provision by sector and across the industry.

Following an appeal for assistance, InterManager ship manager and crew manager members enabled their crew

to take part in the anonymous online survey. Questions included seafarer IT skill levels, the provision, type and location of communications on board and what effects seafarers perceive the availability of onboard communications facilities have on crew members.

InterManager Secretary General, Captain Kuba Szymanski, said: "It was pleasing to see so many of our members and their crew supporting this important research. I am sure it will help us get a clearer picture of what communications facilities are available or needed within the shipping industry."

As responses are now collated and analysed, Roger Adamson of Futurenaautics said: "This study is by far the largest and most

comprehensive study into the provision, requirement for, and usage of crew communications systems in the maritime industry. I would like to thank those ship operators and seafarers who took part and who have produced a significant range of data which builds on the 2012 survey. Via their participation in InterManager, companies are once again demonstrating they occupy a real thought-leadership position in the industry"

The full dataset and analysis from this independent research will be published as a report and circulated to Futurenaautics' database of more than 20,000 maritime professionals and companies. It will also be available for digital download free to all interested parties.

Social media helps us to share information

What are you talking about? What is the 'hot topic' in your office at present? What is your opinion on the latest issues in shipping? What are you worried about? What aspect of your business could you use a little help with?

InterManager is keen to keep in touch with its members and to encourage debate and discussion. One of the tools we use to keep in touch with you is social media. InterManager has a Facebook page, a LinkedIn page and a Twitter account.

Our Facebook page is continuing to prove popular, enabling members and non-members to keep informed of latest news and initiatives from throughout the maritime world. One of the latest discussions there is ship design. Seafarers have been posting their ideas on shipbuilding including

impressive photographs of vessels.

In addition, our social media sites prove an excellent vehicle to inform our members of forthcoming events such as conferences and workshops, many of which offer discounts to InterManager members.

Dorota Busko of InterManager explains: "Through our social media sites, particularly on Facebook, we do our best to show the positive and attractive sides of the shipping industry and also to interest people from outside the maritime world."

**An average of
1,575 people see
InterManager's
Facebook page
each day**



InterManager membership continues to grow

InterManager membership continues to grow. Masterbulk Ship Management Pte Ltd is the latest ship manager to join international trade association our.

The Singapore-headquartered company is experienced in dry bulk, LPG, tanker and offshore vessel management with operations in Singapore, Bergen and Manila.

Offering technical ship management, lay-up management and crew management, Masterbulk prides itself on its crew retention rates and has a particular

focus on safety and quality.

In addition InterManager has welcomed International Maritime Films (IMF) to its Associate membership. IMF is a global specialist agency providing corporate videos to the shipping market and has offices in London, Singapore and Dubai.

InterManager presently has 105 members – 45 Full members comprising ship and crew managers and 60 Associate members representing a wide range of maritime businesses. Together these third party

and in-house managers oversee the management of almost 5,000 vessels and more than 250,000 crew members.

InterManager Secretary General, Captain Kuba Szymanski, said: "I am delighted that Masterbulk has chosen to join us. With regular representation at IMO meetings and key industry forums, and by taking part in forward-thinking industry initiatives, InterManager is an important representative for the shipmanagement industry and I believe this is reflected by our growing membership."

Charity Challenge Bridges Gap Between Ship And Shore

Taking part in the charity fundraising event "24 Peaks Challenge" can help bridge the gap between ship and shore staff according to InterManager Secretary General Captain Kuba Szymanski who has successfully taken part in the race five times already.

He reports: "This is a great event. Having teams which combine seafarers and shore staff can help build team spirit and bridge the gap between sea and shore."

Organised by Seafarers-UK, the annual 24 Peaks Challenge – walking up 24 rugged peaks in just 24 hours – takes place on July 12-13 but Kuba points out that teamwork

begins far before then.

Kuba advises: "First of all you need a leader in the office, someone who will be able to deliver. This is the perfect role for a junior executive who could test his or her skills in:


- Collecting a team
- Motivating colleagues
- Creating a plan
- Delegating duties
- Overseeing progress
- And overcoming any problems – or rather 'challenges'!"

To take part your team will need to comprise 5/6 physically fit walkers plus at least one support crew and must raise a minimum of £4,000 per team.

Costas Christofi from Associate Member SOFTimpact, and the other team from Associate Member Shipperserve – and is keen to encourage more to take part.

Kuba enthused: "This will be my sixth time of taking part and I love doing it. It is a great opportunity to challenge yourself and to build team spirit."

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



InterManager already has two teams entered – one comprising Kuba, his son and Katia Pistou and

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

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