Welcome Message

Dear Readers,

Holiday season is definitely over. Hope we all had a good break and are now ready to roll up our sleeves and ‘get on with shipping.’

Your Association was very busy since the last Dispatch went out. We had our annual General Meeting in London on the 11th September, which was well attended. Thank you all who made an effort and came from all over the world.

We also held an extremely successful fourth International Shipowning and Shipmanagement Summit.

We were very happy to be present at World Maritime Day at the IMO on 28th September. We also welcomed our first Korean ship manager as a full member of InterManager – NDSM, as well as the Marshall Islands.

As you are reading this issue of Dispatch no doubt you are also trying to digest the 199-page long USCG Investigation Report on the sinking of EL FARO. However, once again it is difficult to comprehend how we, in shipping, allow such a conflict of interest - USCG investigating on their own ship, on the American flag, on the American Classification Society. The investigation concentrated on who did what instead of trying to get to the root cause of the incident.

Capt Kuba Szymanski
Secretary General, InterManager

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Over the last 12 months there has been a lot of debate on the shortage of experienced officers amidst fear that shipping companies are not investing in training their crew members. But for seafarers the biggest worry they reportedly have is concerns over remaining in employment. For seafarers who work by a contract by contract basis having a permanent income is a constant worry for them, and it clearly has been getting worse since the downturn in shipping.

International Seafarers and Welfare Assistance Network (ISWAN) has revealed the worrying statistics in a recent report that in 2016, 18.07% of seafarers who contacted ISWAN’s dedicated helpline for crew members SeafarerHelp, got in touch because they were seeking assistance on the issue of employment.

The report, which revealed the level of calls the helpline received in 2016, said: “How we deal with such enquiries depends on the nationality of the seafarer. We can recommend seafarers go to approved government agencies. However, where this does not apply we have put together information for specific nationalities as to the best ways of looking for work. We want to help the individual seafarers but it is not easy given the current situation in the maritime industry.”

Another issue that caused seafarers to ask for help in 2016 involved incidents when some manning agencies had been charging fees to find seafarers employment, which is an illegal practice and one ISWAN is aiming to stamp out.

The report also revealed that the number of cases dealt with by the SeafarerHelp team in 2016 was 3,073 and involved a total of 11,228 seafarers. Since just 715 cases were reported in 2011, these figures show a steady increase in the figures year-on-year. The report added: “The most frequent contact was from those seeking employment. This could well be a reflection of the de-established labour market, and shows a degree of concern from seafarers.”
“Failure to pay wages was second and accounted for 16% of all cases and has held remarkably steady against 2015, a fact which seems to reflect the sustained poor state of the market, and the evidence suggests that some ship owners are perhaps wrestling with cash flow problems.”

In 2011 the helpline received no calls for help regarding employment issues. This grew to 5.10% in 2012; went down to 3.60% in 2013; increased significantly in 2014 to 14.60%; saw a slight increase in 2015 to 14.72% and then a bigger rise in 2016 to 18.07%.

The downturn in shipping has inevitably resulted in worries over employment for seafarers, but with no real signs that the market is picking up, what can be done to help worried seafarers?

Secretary General of InterManager Capt Kuba Szymanski said: “It is very, very worrying to hear so much about the alleged shortage of seafarers from some quarters of our industry, and all analysis is showing that seafarers struggle to gain long-term employment. I am pleased this report has highlighted this issue and the study shows how important the issue of job security is.

“Seafarers’ salaries have also not seen any significant increase in the last eight to 10 years, except for one or two sectors that have seen no more than an 8% rise in the last 10 years. My own private study has revealed that more than 70% of seafarers are ‘hired and fired’ at the beginning and end of their contracts at sea. This leads to big problems in providing for their families. While the salaries are high, there is no long-term stability and seafarers struggle to receive loans and mortgages because they are not deemed financially stable. We need to address this issue before we see the numbers of seafarers we have rising.”

The report explained: “Since 2011 what we can see is that there are clear themes and these cluster around the various aspects of what it means to be a seafarer. The number of seafarers seeking employment has increased significantly in the last three years and is a direct indication of the current economic situation in the maritime industry.

“Wages not being paid remains steady as the main specific problem encountered by seafarers and it is again a reflection of the difficult times the industry is going through.

“Repatriation remains a significant issue but along with contract problems, it is shown as reducing. This may mean that seafarers would rather not raise issues about their contract, even though there are problems with it, so that they can at least hold onto their job,

“Over the past six years of data we have been able to watch the peaks and troughs of seafarer concerns as they have turned to us for help and support. SeafarerHelp has been that lifeline, that voice of compassion, reason and care in a complex and challenging environment.

“Seafarers are vulnerable to change. They are hit when shipping struggles and when there are signs of an upturn they have to fight for opportunities as the markets improve. There are also pressures to remain certificated and to professionally develop. There are also the real emotional and practical challenges of caring for family and loved ones who are far away.”

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The IMO opened its doors for World Maritime Day on Thursday, 28th September with a special contingent of InterManager members attending. Representatives from InterManager’s associate members, Martrust, Videotel and Hill Dickinson were given a tour of the building. They were welcomed by the Secretary General Kitack Lim and took part in discussions designed to tease out the relationships between ports and seafarers. They were then encouraged to join in a grand reception in the Delegates Lounge to celebrate the auspicious occasion.

In other news, MEPC 71 approved the terms of reference for an Inter-sessional Meeting of a Working Group on GHG. Previously MEPC 71 approved the terms of reference for an Inter-sessional Meeting of a Working Group on GHG that will:

- Further develop the structure and identify core elements of the draft initial IMO Strategy on reduction of GHG emissions from ships;
- Develop draft text for inclusion in the initial GHG Strategy;
- Further consider how to progress the matter of reduction of GHG emissions from ships and advise the MEPC Committee as appropriate; and
- Submit a report to MEPC 72.

This was the second of three meetings of the working group and the final one will take place next year during the week before MEPC 72 in April 2018.

Health

It is vitally important that seafarers look after their health while onboard. It is crucial they are provided with healthy meals and given the opportunity for regular exercise. The consequences of not providing seafarers with a healthy lifestyle while onboard are: higher levels of fatigues, lack of productivity, mood swings and a negative impact on mental health.

ALC 2006 regulations only state that catering departments onboard should be trained and educated enough to provide the crew with a wholesome balanced meal. However, due to a rise in diet-related conditions among seafarers, catering crews need to have knowledge in nutrition to meet the different personal dietary requirements of crew members.

It is also important for crew members to be aware and mindful of what they are putting into their bodies and what steps they can take to stay healthy while working at sea.

We have spoken to Britannia P&I Club on what steps seafarers can take to look after their health while they are out at sea.
**Keep Hydrated**

There are many signs to look out for that will warn you that you are not drinking enough fluids. These include: dark yellow or brown urine; few or no tears when crying; reduced mental performance; increased thirst; muscle tiredness; constipation; and headaches. You should aim to consume 2.5 litres (men) and 2 litres (women) per day from food and drink. Around 70-80% should come from drinks and the rest from food.

**You Are What You Eat**

Many common health complaints can usually be fixed with lifestyle changes and pharmacy remedies. Diet is often a key factor in avoiding common conditions.

- **Gout** – Eat a low cholesterol, low-fat diet
- **Diverticulitis** – Eat a high fibre diet that is low in fat and red meat
- **Kidney Stones** – Increase the amount of water you drink

**Be Aware of Diet-Related Diseases**

Poor diet and a lack of exercise are the main contributory factors to Diabetes, which afflicts a large number of seafarers where not enough importance is placed on physical health. Diabetes occurs when glucose gets trapped in the bloodstream and cannot get to the cells used for body insulin. The main symptoms of Diabetes include extreme tiredness; an increased thirst; urinating more frequently; unexplained weight loss; and blurred vision.

**Take Control**

**Salt**

Too much salt can cause blood pressure, which increases the risk of blood pressure which increases the risk of heart disease and stroke. You don’t need to add extra salt to food as 75% of the salt we eat is already in everyday foods. Choose low salt foods and cook with less salt. Adults should eat no more than 6g of salt a day – which is around one full teaspoon.

**Fat**

We all need some fat in our diet but too much of saturated fat can raise cholesterol, which increases the risk of heart disease. Eating too much can also make you put on weight which raises your risk of Type 2 Diabetes, and high blood pressure, as well as heart disease. Not all fats are bad though. Unsaturated fats are actually good for us and they help lower cholesterol. These fats include omega-3 essential fatty acids that are found in oily fish, nuts, seeds, and sunflower and olive oils.

**Fats To Cut Down On**

- Saturated fats (found in foods such as meat products, butter, cheese, cream, biscuits, cakes, and savoury snacks). You should have no more than 30g per day for men and 20g for women
- Trans fats, found in food such as baked goods, snacks and fried foods. You should have no more than 5g a day.
SOFTimpact Launches World’s First Maritime Phishing Stimulator

SOFTimpact, the Maritime IT solutions specialist, has recently launched the world’s first and only dedicated Maritime Phishing Simulator. The specialist’s CYBERimpact team has developed a fully-managed phishing platform that allows companies to test the behaviour of staff or the so called “Human Element” which is often used to bypass security technology.

As part of this launch SOFTimpact is currently offering a FREE trial of the platform to all maritime companies wanting to analyse their exposure to such attacks.

Senior Consultant Maritime Cyber Security, Lee Williamson said: “Many attacks we see start first with phishing emails - that is an attack where hackers attempt to trick users into clicking risky links or inputting their credentials. They do this by appearing to be from a legitimate or trusted source.”

SOFTimpact has already run simulations across many companies with the results often being an echo of one another,” Mr Williamson explained.

He added: “In many cases the email passed through the security gateways and onto the user’s device. At that point the last line of defence is the user and whether they open, click or indeed enter credentials to a fake page maintained by us. The results average out at 95% delivered, 70% opened and 45% clicking or providing credentials, which is a worrying statistic that users are not trained on how to identify such mail attacks.

“The new initiative provides a number of benefits that SOFTimpact has listed below:

Reduce your exposure - With more than 91% of successful data breaches starting with email, running phishing simulations to your employees will help you quickly identify your exposure. Unlike generic phishing simulators, ours is focused purely on the maritime industry with suitable emails and landing pages generated by our in-house experts.

Free Phishing test - SOFTimpact is offering all maritime companies a one-time free phishing simulation, that will mimic email attacks used by hackers trying to gain access to your systems.

Learn who is exposing you - Within a week of running the simulated phishing attack, the results are compiled into a report including who opened the email and who clicked on links. This allows you to analyze your exposure, proactively correct such behavior and reduce your risks from Phishing attacks.

To take advantage of the free trial visit http://phish.soft-impact.com and sign up.
Leaders of three of the largest shipmanagement companies took the opportunity to explain their visions and views on smart shipping and changing the service offering in order to grow and survive during the fourth successful International Shipowning & Shipmanagement Summit, held as part of London International Shipping Week.

During a panel debate, moderated by InterManager Secretary General Capt Kuba Szymanski, Bjorn Hojgaard, CEO, Anglo-Eastern Univan Group, while acknowledging that many shipmanagement companies were now offering a wide range of platform services to customers, warned that: “Shipmanagement needs to be careful not to try to be everything to everybody.”

This was in response to an earlier keynote address by Mark O’Neil, CEO of Columbia Marlow, on the topic ‘Will shipmanagement be a standalone service or part of the overall service offerings expected by tomorrow’s owners and charterers?’

“We are seeing a widening of the shipmanagement function,” Mr O’Neil told delegates. “Shipmanagement is getting into all sorts of different sectors. It is increasingly going into the area of services such as underwater surveys, newbuild supervision and IT consultancy. We see ship managers being attracted by the offerings of procurement models and purchasing platforms.”

However, he too said: “Shipmanagement is, in some situations, almost becoming an irrelevance and of little value save as an introduction point to springboard into these other services. Why? Because you are much more attractive to investors and markets where you are a service company.”

Mr O’Neil also stated that shipmanagement companies needed to be big, or part of a big organisation, to survive as they needed to be of a size to deal with the economies of scale which required huge investment in the necessary training and technology.

He believed, he said, that in five to 10 years’ time the industry would see vertical chain organisations and some of the large logistics companies like Amazon and DHL taking over the entire vertical structure. “If not that, then certainly the large fleets and pools,” he said. “These will be fully digitized and lean organisations with different expectations on downtime, efficiency and big data.”

Data was the subject of another panel debate, moderated by SMI’s Editorial Director, Sean Moloney, on the topic ‘Servicing the data needs of tomorrow’s seafarers. Cost versus increased efficiency.’

Mark Woodhead, SVP-EMEA, KVH Industries, said: “I think from the VSAT side, the data is available, the capacity is there and the pricing is now at a point where people can access it. I think it’s just a matter of what do you want to do with this data capacity?”

Columbia Marlow’s Mark O’Neil said digitalisation was not just about the latest IT package, it was about innovation, technology and processes.

“From a crew perspective, I do believe the crew need to have access to much more data capacity than they presently have,” he said.

Malcolm McMaster, President of Globecomm Maritime, said younger crew members definitely had a different set of demands going to sea and this would be a driver for improved communication.

Geir Isene, Innovation Manager at Dualog Innovation Garage, said he believed the shipping industry was not a risk taker but Mr O’Neil argued that he thought it was.
**Watch Keeping**

Nautical Institute Conference – Safe Manning on board the ships – Capt. Kuba Szymanski speaking and presenting Martha Project results and participating in the House Debate

Transforming Behaviour - Capt. Kuba Szymanski speaking

IMO – 30th Assembly – Capt. Paddy McKnight representing InterManager members

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**On The Wire**

Snippets from across social media.

**InterManager**

Did you attend IMO’s #WorldMaritimeDay celebrations in London last month? See the photos here: http://bit.ly/2jgzxrh

**InterManager**


**Hill Dickinson Marine**

Our head of global shipping tells @LloydsList law firms must be prepared to make radical changes or cease to exist.

**IMO**

Did you attend IMO’s #WorldMaritimeDay celebrations in London last month? See the photos here: http://bit.ly/2gszz8s

**ISWAN**

Last year’s International Seafarers’ Welfare Awards winners. Seafarers, nominate for 2018 here: http://seafarerswelfareawards.org/nominate #maritime #shipping

**InterManager**

What a event?! ABOJEB 35 years celebrated in style. Seafarers, theirs wives and children, office staff, owners and business partners.

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The ever-present challenge of finding good capable Cadets to employ and train into skilled Officers still remains a big challenge for ship managers. The situation continues to be serious as the challenge now is not only for the employers, but for the Cadets as well. After going through their rigorous training to qualify as a Cadet, thousands are being left with no job at the end of it or unable to gain access to that all important sea time. This is essential to develop young trainees into skilled employees.

There are two types of Cadets – those who are employed directly by the company and then sent to college to study, and then Cadets who study first before applying for a job. But both types of Cadets are struggling to get their compulsory sea time.

The Cadets who are already employed by shipping companies and then sent to study is a system largely used in the UK. It is easier for these Cadets as they are already employed and the companies feel obliged to provide sea time.

But for the other thousands of unemployed Cadets, they are forced to find berths onboard ships in order to get their 12 months sea time.

With this situation is it any wonder there is a shortage of qualified Officers? The industry is not supportive enough of breeding a new generation of trained seafarers. Under current regulations shipping companies have to pay a set fee for anyone employed onboard, meaning they are not receptive to Cadets being employed onboard their ships because they cannot afford the fees.

This issue is at the forefront of all of our Members who ensure they employ at least one Cadet per vessel that they manage. This needs to be the stance that all ship managers take to ensure good employment opportunities are available for all new Cadets.

As an industry we need to make employment opportunities a priority to ensure we breed a new generation of skilled and qualified officers.

We heard an outcry from the industry when it was revealed that shipping is currently facing a global shortage of 16,500 officers.

How is this going to be rectified if we can’t provide decent training opportunities for our new recruits?

In 2015 it was revealed there was 2,000 Cadets in training which was the second highest number recorded in last decade. We must make sure that we build on this increase in Cadets and offer them decent entry routes into the industry.
Through the Porthole

Kuba Szymanski
Secretary-General of InterManager
Capt. Szymanski moderates ShipMoney discussion.

Mark Woodhead
Senior Vice-President, EMLA, KVH VideoTel
The Next Evolution in Maritime Training

KVH Videotel
Sue Henney, Head of Marketing
The Next Evolution in Maritime Training

KVH Videotel
The Next Evolution in Maritime Training

LISW Opening of London Stock Exchange

LISW Welcome Reception

Downing Street
Doug Barrow (Director of UK Ship Register), John Megravy (Chief Executive of UK Chamber of Shipping), Jeremy Penn (Chairman of LISW Steering Group), Guy Platts (Chief Executive of UK Chamber of Shipping)
Maria was formidable, driven, indefatigable and commercially astute but most importantly she was human. She was funny and caring in equal measure and we were fortunate to be able to call her a colleague and a friend. Her legacy will live on through all those of us within Hill Dickinson and outside whom she has inspired, supported, helped and cared for over the too short years of her life. All our thoughts are with her family at this time.

David Wareing
Chairman at Hill Dickinson

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A special Memorial Service will be held on Monday 27 November 2017 at 3.00pm, at St Botolph without Aldgate, Aldgate High Street, London, EC3N 1AB. The service will be followed by a reception at Gibson Hall, 13 Bishopsgate, London, EC2N 3BA.
Abojeb To Manage Humanitarian and Calamity Response Vessel

Abojeb Company has entered into a memorandum of agreement with the Philippine Red Cross and Aboitiz Foundation to provide ship management services for M/V Amazing Grace, the biggest multi-purpose humanitarian and calamity response vessel in the Philippines.

The Philippine Red Cross acquired the ship in 2016 to ensure effective transport of humanitarian services and relief in the Philippines and in Asia-Pacific. The Aboitiz Foundation supports M/V Amazing Grace through the ship management services of Abojeb, which includes ensuring the efficiency of the vessel, arranging for maintenance and repair, assigning technical consultants, and developing and implementing a safety management system.

M/V Amazing Grace was originally named M/V Susitna and was a prototype build in Alaska for the US Navy in 2010. It is a ro-ro type powered by four diesel engines and can function as a barge for cargo or a twin-hulled vessel that can transverse rough waters, depending on the configuration.

To support the humanitarian services of PRC, M/V Amazing Grace can carry ambulances for medical response and 6x6 trucks that will facilitate delivery of relief goods. It can handle a maximum of 120 passengers, 20 vehicles, and boasts a 35-ton freight capacity. Importantly, it can also serve as an emergency command centre.

Managing Director of Abojeb Company Carl Martin Faanessen said: “We are honoured to take part in this unique project. Abojeb contributes maritime expertise. This will enable the efficient delivery of the Red Cross’ humanitarian response in times of need.”

Abojeb Celebrates 35th Anniversary

The festive season kicked off early this month as Abojeb celebrated its 35th anniversary on November 5th at its 2017 Seafarers Christmas party. To celebrate the milestone birthday the theme of the party was ‘Stronger Together Since 1982. The Bayanihan Spirit Live On’.

The company and its guests, including InterManager Secretary General Kuba Szymanski, celebrated the unique Filipino virtue of ‘Bayanihan’ the spirit of community unity, work and co-operation – an element that Abojeb says has defined the company since it started.

#ABOJF35

STRONG TOGETHER
Calling all Crews for ISWAN Nominations

ISWAN’s International Seafarers’ Welfare Awards recognise the best in shipping when it comes to looking after people at sea.

This is the chance for seafarers to have their say.

In its 7th year, the International Seafarers’ Welfare Awards recognise excellence in seafarers’ welfare provision and those who are helping to raise standards across the industry.

The nominations process is now open, and seafarers are being encouraged to have their say about the individuals, organisations and companies who offer the highest quality welfare services. ISWAN needs nominations across four awards categories:

- Shipping Company of the Year
- Seafarer Centre of the Year
- Port of the Year
- Dr Dierk Lindemann Welfare Personality of the Year

The deadline for nominations is 1st December 2017. Candidates will then be invited to submit an entry to a panel of judges made up of experts from the shipping industry. Winners will be flown to Geneva to attend the award ceremony which will be held at the International Labour Organisation (ILO) in April 2018.

To nominate visit [http://www.seafarerswelfareawards.org/nominate](http://www.seafarerswelfareawards.org/nominate)

InterManager Welcomes First Korean Ship Manager

The Association is delighted to welcome its first Korean ship manager, NDSM; adding to the increasing popularity of InterManager throughout North Asia.

Established in 2005, NDSM prides itself on providing a multi-purpose maritime business in the 21st Century with services including: ship and crew management, safety support and insurance management. Today the company operates a fleet of 25 vessels around the world, and covers multi-platform operations.

NDSM place best practice at the heart of its day-to-day operations, and recently was bestowed the Maritime Safety Excellence Award by the Ministry of Oceans and Fisheries of the Republic of Korea.

Dispatches spoke to NDSM’s Chief Executive, Sung Young who shed some light on the Korean ship management sector: “The global financial crisis 10 years ago hit Korea’s shipping industry hard with many ship management companies going into receivership or administration. NDSM was lucky in comparison, only losing nine vessels. The times of one management company per ship was over, it was time to reshape the way Korea saw itself on the international maritime stage.

“The country is still getting to grips with restructuring its maritime industry, but there is a growing trend towards a more collaborative approach, similar to what we are seeing internationally. One of the reasons NDSM has joined InterManager is so we can be at the forefront of the international ship management industry, taking industry thought leadership and applying it to our operations in Korea and throughout our network. I thoroughly look forward to getting involved with InterManager, its members and the projects we hear so much about.”

Welcoming NDSM to InterManager, Kuba Szymanski, Secretary-General said: “We are honoured to have NDSM join InterManager and contribute to the global representation of ship managers. In particular I’m looking forward to tapping into NDSM’s local knowledge and expertise to help drive forward industry best practice in North Asia and around the world.

“By bringing the best brains in ship management together under the Association we have made significant progress and continue to put the ship management industry at the heart of the global maritime debate.”

For more information about NDSM visit: [www.ndsm.co.kr](http://www.ndsm.co.kr)
InterManager Holds its 2017 Update Conference next February

InterManager will be holding its Maritime Update Conference on 5th February, 2018, where members will hear progress reports into a number of projects the Association has been working on over the last year. Topics will range from: Sustainable Manning versus Safe Manning; GDPR; Maintenance Documents, Knowing Your Seafarer; and New Way of Payments.

InterManager will be discussing General Data Protection Regulation (GDPR), which compliance is required by 25th May next year. The new regulation applies to personal data of individuals processed by a business that has an established presence in the EU, regardless of whether the process takes place in the EU. It also applies to non-EU businesses that are providing goods and services or monitoring the behaviour of EU subjects in the EU. GDPR introduces accountability for the secure processing and compliance of GDPR for personal data transferred to other entities. Fines of up to $20 million or 4% of annual global turnover, whichever is higher, will be enforced if the new regulations are not complied with.

Ship owners and managers, crew managers and crew agencies will not all have the same challenges and each company will implement procedures that best suit its own business model. The GDPR live document sets out suggestions for the various steps to be adopted in preparing for the GDPR. InterManager has compiled its own comprehensive checklist on how best to prepare for GDPR, available from its online library.

Sustainable Manning versus Safe Manning

There is rarely a week that passes that the subject of autonomy is not talked about. InterManager has been conducting its own project into Sustainable Manning versus Safe Manning. The first has been completed, with 70% of members participating by providing data from their ships. InterManager has now constructed a small database showing which flags are ‘winning’ the race towards unmanned ships.

The first disclosure of the data will take place in Hong Kong at the Nautical Institute Seminar on the 24th November, which will be followed by the InterManager Conference on the 5th of February in London.

Seafarers’ DNA

InterManager’s search for the Best Seafarers’ DNA continues. As part of this interesting project, members can team up with Seagull Maritime to investigate whether it is possible to identify the best seafarers’ DNA. Members can hear how this project has progressed at the Conference.

Adopt a Ship

Poland has become the latest addition to this seven-year-old project, which has seen an additional 10 schools adopting ships in the last three weeks.

InterManager Sponsors Ukrainian Football Match for Seafarers

Seafarers in between voyages took part in an Ukrainian football match which was sponsored by InterManager. The Ukrainian Maritime Football League match, held on September 30th, was organised by the Maritime Telegraph and saw seafarers of all ages taking part in the event. The match saw five teams compete with the winning team being awarded an annual subscription to the Maritime Telegraph.

The Odessa Team won the coveted top spot, closely followed by M&Ms, Breeze Spot took third place, Trident cane fourth and lastly Ukraine.
Get in touch

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