



DISPATCH

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Welcome from our Secretary General



Captain Kuba Szymanski
InterManager Secretary General

I hope we all had a great holiday since our last 4th edition of July's Dispatch.

This fifth issue will provide you with a preview of the packed programme of IMO meetings where a number of important international issues are due to be discussed over the coming months including the implementation of the Ballast Water Convention (during the MEPC) and significant safety matters (during the Maritime Safety Committee) ranging from navigation, watchkeeping and passenger safety to the strengthening of maritime security measures.

I would like to pose a question: "Have European seafarers been priced out of the crewing market?" Please read the thought-provoking feature on page two, reproduced by kind permission of *Lloyd's List*. We encourage our readers to express their views on this and I look forward to hearing from you via one of our many social media and communication tools.

Speaking of communication – you will find a short report in this edition updating you on the continuing popularity of our social media pages. You can find InterManager on LinkedIn, Facebook and Twitter, as well as finding out more about us and our members via our website – www.intermanager.org

On behalf of our members and to benefit the shipmanagement industry, InterManager is taking part in a number of shipping industry projects. These include the in-depth study of the effects of fatigue in seafarers – Project Martha. In this edition Professor Mike Barnett, Director of Research and Enterprise for the Maritime & Technology Faculty at Southampton Solent University, reports on the progress made to date and advises on work to come.

A number of InterManager member companies are already taking part in Project Martha we would be delighted to hear from any further companies who wish to help in data collection onboard their vessels.

Our Annual General Meeting takes place in Singapore very soon, giving our members the chance to meet one another in person and debate the issues of concern to our sector. We are grateful to leading communications provider SingTel for allowing us to hold our meeting at their Singapore offices.

This year we are also co-organisers of an important industry conference – the International Shipowning and

Shipmanagement Summit – which will take place the day after our AGM. InterManager members can benefit from a special reduced delegate rate by using the booking reference "InterManager". We look forward to seeing as many of you as possible in Singapore on October 13 and 14.

News in brief

InterManager has collaborated with the Global VSAT Forum (GVF) and FutureNautics to produce a glossary of terms used on a daily basis by the satellite communications industry.

The development of the 'Glossary' was driven by requests from maritime customers for a detailed explanation and elaboration of the terminology commonly used by satellite communications solutions vendors.

For more information click here or go to:
www.intermanager.org/

The International Maritime Organisation, in conjunction with the International Chamber of Shipping, Cruise Lines International Association and the World Health Organisation, has launched an Ebola Website containing key messages for the maritime sector. This can be accessed from:

<http://www.imo.org/MediaCentre/HotTopics/ebola/Pages/default.aspx>

European seafarers: because they're worth it?

The continued employment of European seafarers is "no longer economically feasible" according to a claim from Reederei NSB in a press release heralding its intention to withdraw more than 40 vessels from the German flag at the end of this year. Writes David Osler of *Lloyds List*.

It isn't normally put quite as bluntly as that, but claims to this effect have been made regularly in recent decades.

European ratings have largely been replaced by Asian personnel and are now mostly confined to the shortsea, ferry and offshore segments and rarely found deepsea.

But a handful of British, German, Benelux and Scandinavian owners, while also quick to take on lower cost labour from Asia, have continued to employ some home country nationals, especially at officer level.

So is it really the case that shipping is effectively off limits to new entrants from richer nations, simply because they rule themselves out on grounds of cost?

That's the way the world is, according to Reederei NSB. The company's chief financial officer Lutz Weber told *Lloyd's List* that on top of higher wages, employment is ongoing, so seafarers have to be paid during annual leave.

Then there are social security costs to be met, as well as a legal requirement for severance payments when seafarers are made redundant. These factors add about \$450,000 a year to the cost of using the German flag, equivalent to \$1,250 a day.

Subjecting these claims to scrutiny isn't easy. There is a dearth of data that is both reliable and accessible, and what is available is generally fragmented.

Fortunately, there is enough material to allow a back-of-an-envelope prognosis. A starting point is the realisation that crew salaries are, after bunkers, the largest single outlay in running a vessel, making up between 35%-46% of overall opcosts according to a 2012 Moore Stephens calculation.

Adam Lewis, manager of operations and training at the International Maritime Employers' Council, has produced some graphs based on surveys of what its members pay their crew.

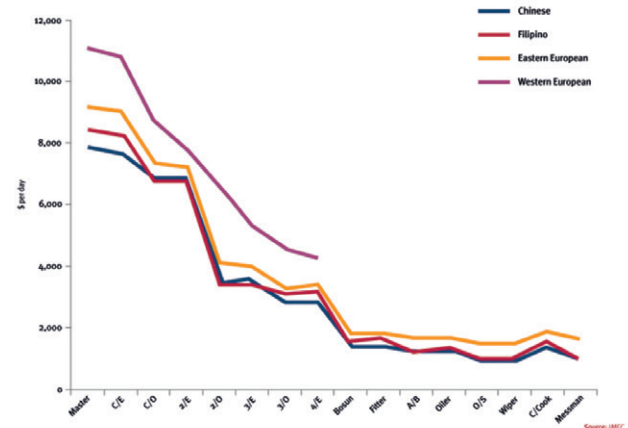
IMEC's most comprehensive figures apply to bulk carriers, where an employer of German officers reported paying in the band of \$12,000-\$14,000 a month for a Master and \$8,000 a month for a Fourth Engineer, with other grades somewhere in between these two figures.

Croatian Masters top \$10,000 a month, although other grades do less well proportionately. No other Masters get more than \$9,000.

By contrast, a Filipino Master can be had at \$6,000, less than half the salary of his German counterpart, while Chinese, Ukrainian and Filipino Third Engineers and Third Officers cluster in the \$2,000-\$4,000 bracket, at best pushing half the rate accorded to a German Fourth Engineer.

Mr Lewis, himself a former deck cadet with Cunard Line, was insistent that the day of the European seafarer is not over. "You've got to look at other aspects," he said. "It could be quality, it could be communication on board, it could be leadership. A lot of shipowners

MONTHLY SALARIES FOR SEAFARERS OF DIFFERENT NATIONALITIES





Still time to register for our AGM and Conference

Our Annual General Meeting takes place in Singapore on October 13, followed by the International Shipowning and Shipmanagement Summit, which is supported by InterManager.

Delegate places for the Summit, which will feature presentations of great interest to ship owners and managers, are selling fast and the early-bird deadline has now passed – but InterManager members can still benefit from a special discounted rate, using the coupon code INTERMANAGER.

The International Shipowning and Shipmanagement Summit will examine the

strength of the relationship between ship owners and third party managers.

Industry developments, international concerns, as well as relationships within the shipping industry chain will all come under the spotlight as leading ship owners and ship managers join industry specialists representing sectors including ship broking, insurance and chartering meet for this one-day Summit.

Our AGM is kindly being hosted by Singtel, Asia's leading communications group providing a wide spectrum of multimedia and infocomms technology (ICT) including

data and voice services over fixed and wireless platforms. We are pleased to be associated with this worldwide group which is a major player in Asia and Africa and has a network of 40 offices in 22 countries throughout Asia Pacific, Europe and the US. It operates three teleports pointing to more than 30 satellites, two satellites covering the Asia, Middle East and Asia regions, and has an extensive terrestrial network of more than 200 Points of Presence in 160 global cities.



Aboitiz Jebsen Rejoins InterManager

InterManager is pleased to welcome back to its ranks of full Members Aboitiz Jebsen Company, Inc.

Headquartered in Manila, Philippines, Aboitiz Jebsen has offices in Hong Kong, Norway, Germany, Australia, New Zealand and the USA.

The company was established in 1982

between two pioneers in the transport business – the hundred-year-old Aboitiz Group of the Philippines and the Jebsens Group of Norway.

The joint venture showcases the merging of the best of the East and West; providing integrated maritime services. The company's multicultural team of top-flight technicians, engineers and managers is recognized for its

efficiency, reliability and enterprise.

Certified by the American Bureau of Shipping for being ISO 9001:2008 compliant, ABOJEB is propelled by the unique synergy of its worldwide network and a solid commitment to excellence. Having continuously expanded over the years, today, Aboitiz Jebsen is a leading international maritime service provider.

Autumn promises a formidable agenda

Captain Paddy McKnight, InterManager's Permanent Representative to the International Maritime Organisation, previews the autumn series of meetings.



The next meeting at IMO will be the 39th session of the Facilitation Committee FA 39. Whilst deliberations in general do not impinge directly on InterManager, there are a few items on the agenda of interest to Members, viz:

1. E-business possibilities for the facilitation of maritime traffic;
2. Formalities connected with the arrival, stay and departure of persons;
3. The ship / port interface; and
4. Technical cooperation activities related to facilitation of maritime traffic.

Perhaps of greater import will be the 67th session of the Marine Environment Protection Committee (MEPC) from 13 – 17 October 2014 when a great many agenda items of substance will be considered, such as:

1. Harmful aquatic organisms in ballast water;
2. Recycling of ships;
3. Air pollution and energy efficiency;
4. Enhancing energy efficiency of international shipping;
5. Reduction of GHG emissions from ships;
6. Mandatory Code for ships operating in polar waters; and
7. Inadequacy of reception facilities.
2. Goal-based new ship construction standards;
3. Passenger ship safety;
4. Human element, training and watchkeeping;
5. Ship systems and equipment;
6. Navigation, communications, search and rescue;
7. Carriage of cargoes and containers;
8. Formal safety assessment, including general cargo ship safety; and
9. Piracy and armed robbery against ships.

Equally, if not more, important for Members will be the 94th session of the Maritime Safety Committee (MSC) which takes place from 17 – 21 November 2014 addressing a formidable agenda, including:

1. Measures to enhance maritime security;

Our Secretary-General will forward a prompt report following each of these meetings but if you require greater detail on any particular item, this can easily be provided.

Project MARTHA – first phase completed!

Professor Mike Barnett, Director of Research and Enterprise for the Maritime & Technology Faculty at Southampton Solent University, reports on the progress made by the MARTHA project, supported by InterManager



During the months from April to August this year, 65 officers and crew on eight ships trading worldwide have been helping researchers on the MARTHA project to collect data on fatigue levels on board their ships.

The research team is conducting two linked studies involving Masters of vessels and their crews over the next two years. The first study, which has taken place this summer, has involved two/three months of continual observation on the longer-term psycho-social issues affecting seafarer fatigue.

Volunteer crew members have been rating their fatigue and stress levels, among other factors, in a weekly diary which is then sent directly to the research team by e-mail. Selected crew members are also wearing Actiwatches periodically at the beginning and end of the study period to record their physical activity levels.

In addition to this personal data, information is also being collected on the voyages of the individual vessels, including the times of their port calls, PSC inspections, weather conditions and any other situations which is likely to affect the quality of sleep.

Building on its predecessor, project HORIZON, the new project MARTHA, sponsored by The TK Foundation, 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 has been playing an important role in helping the consortium to find volunteer shipping companies to participate in the project.

The study is being conducted on four chemical tankers trading in North West Europe and also on four large container vessels which are trading between Asia and Europe and Asia and South America. As an ex-seafarer myself, I know how hard the crew on these vessels work every day of their tour, and so I and my colleagues are especially grateful and appreciative of their efforts in completing the weekly diaries.

The choice of vessels is deliberate so that we can observe how different trades manage their fatigue risks under different circumstances. Over the winter, we will be replicating the study on eight ships with Chinese crews. We will be using the results from all the data we collect to enhance our fatigue prediction tool called MARTHA.

The second phase of the project will take

place next year when the researchers will conduct a trial of MARTHA as part of an evaluation of the effectiveness of fatigue prediction tools within a risk management system (FRMS) through another 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. As well as giving us data, next year we will be offering training on fatigue awareness to individuals, so their knowledge will be growing about fatigue and how to cope with it, and we hope they will also gain from the experience.

All the volunteers are anonymous and anyone can start a diary whenever they want. It will be really good if we can get some of our current volunteers to take part next year as well!

InterManager Secretary General, Capt. Kuba Szymanski, adds, "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'."





InterManager golf team helps raise funds for sailors

72 players, representing 19 different teams, including entrants who had travelled to the Island from England and Wales, teed off in bright but very breezy conditions at the 6th Ship Registry Charity Golf Day at Rowany Golf Club, reports Ray Ferguson, Quality Manager of the Isle of Man Ship Registry.

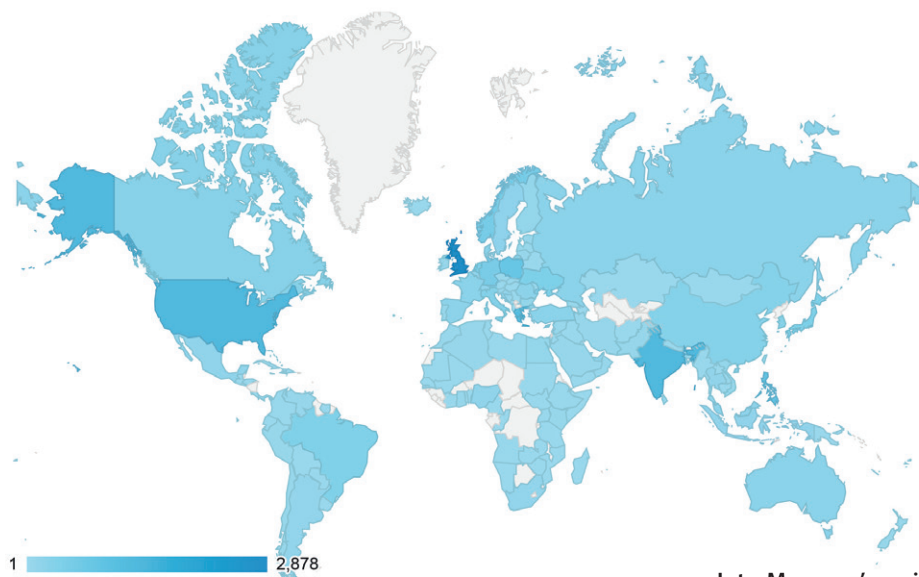
As usual the competition was keen but friendly as the teams sought to overcome the prevailing wind and fast greens.

Getting underway with a shotgun start, the InterManager team of

Paddy McKnight, Fred Hardy, and brothers Ged and Richard Power got going on hole 9 in the slightly more sheltered lower part of the course and by the half way mark were well placed among the top half dozen teams.

However the blustery conditions on the way back took its toll (or perhaps it was the effect of the travelling beer buggy!) and a few dropped points saw the team finish in eighth place overall.

The day raised more than £1,500 for the King George V Fund for Sailors.



InterManager's social media pages attract a global audience

Communicating with you

Jakub Urbańczyk, InterManager's Administrative Assistant, reports on our social media and communication methods

Communication is an important part of our role within the shipmanagement sector and InterManager uses a variety of tools to communicate with our members, including all forms of social media.

- **LinkedIn** – www.linkedin.com
- **Facebook** – www.facebook.com
- **Twitter** – www.twitter.com

Our social media pages are very important

for us and are proving an effective way of keeping members up to speed with latest developments and for encouraging debate and discussion.

Over the past two months we saw 200 more 'likes' on our Facebook page where we are trying to entertain and inform about maritime issues as well as InterManager projects and events.

Over that period our most viewed Facebook posts were about the Ebola virus (140 hits); a NASA photo of the Baltic Sea (202 hits); and information about our 24 Peaks Challenge team (274 hits).

We use LinkedIn as a forum for discussion as well as to promote InterManager ideas

and projects. Please join us for interesting and challenging debates – we are keen to learn of your views.

Meanwhile our InterManager website continues to be our primary means of communication with both members, prospective members, and the wider maritime community and receives hundreds of page 'visits' each month.

InterManager Secretary General, Capt. Kuba Szymanski, said: "I am pleased to see that our Members are communicating with us via social media. We will continue to use every opportunity to keep Members and the wider maritime community fully up to speed with our news and information."

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