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Paul van Empel, Anja Frauboese, Thomas Reppenhagen, Vytautas Rimeika, Mariusz Sochaj, Corneliu Vasilache and crew of Cap Graham, Uniteam Marine

UNITEAM MARINE NEWS is designed to be of interest to our crew and to keep all Uniteam Marine employees informed of developments at our company. We appreciate your feedback and welcome any articles of interest or humour that you would like us to include in our publication.

Please send your feedback, articles and pictures & videos for the photo & video competition as well as your solutions to the brain teaser to PR & Marketing at Uniteam Marine, Anja Frauboese, marketing@uniteam-hamburg.de.



UNITEAM YACHTING

UNITEAM YACHTING started operating in May 2009 from Limassol and aims to serve several different aspects of the yachting business. As yachting is one of the fastest growing sectors in the marine industry, the development of such a company will complement the already existing divisions of UNITEAM MARINE.

Yacht management is in many ways a similar business to ship management. Large yachts need technical support, they have ISM systems and of course they need crew. We hope to use all of Uniteam's existing crew agents to source suitable yacht personnel. However before any crew are sent to work on a yacht, whether they be new to UNITEAM YACHTING or existing sea staff wishing to move to UNITEAM YACHTING, they will need training in the special skills required.

Uniteam Marine training centre in Yangon will develop and run these yacht training courses. The new Uniteam Offshore Solutions training facility will also be used for yacht crews who need specialised helicopter handling courses. And the hotels in Myanmar will also have a role in preparing service staff to work on board yachts.

Most people picture yachting as small sailing boats bobbing around on the ocean – and you may be thinking this is the type of vessel to which UNITEAM YACHTING will be offering management services? On the contrary - it is the very large super-yachts that will be the focus of our activities. The largest private yacht under construction at this time is 165m in length and carries a crew of 75.

In Myanmar itself we plan to develop two further types of yachting business. Firstly there will be a yacht agency to attract large yachts to visit Myanmar: a Uniteam yacht agent will look after customs/immigration formalities, arrange crew changes, supply provisions and make sure the passengers on board have an enjoyable time in Myanmar and see the best of the country. In the longer term we hope to extend these agency services to the Andaman and Nicobar Islands and then further afield so we can offer a complete agency service for the whole of the Andaman Sea.

Secondly, UNITEAM YACHTING will gradually acquire its own sailing yachts and offer these for charter in the Mergui Archipelago in the south of Myanmar. The objective is to use these yachts as a training platform for our yacht management activities, so that crew members can get experience of working on a yacht and, particularly, of the high levels of maintenance and service that have to be provided. Yacht charters, aiming to cover at least operating expenses, will be offered individually, but

also as part of multi-centre holidays in conjunction with the Uniteam Tours & Travel and the hotels in Myanmar.



Jonathan Holloway,
Managing Director, UNITEAM YACHTING

The establishment of UNITEAM YACHTING is an exciting addition to the Uniteam group and we look forward to the challenges in developing this new business.

Jonathan is British, born in London. He first went to sea in 1978 with P&O / Princess Cruises and stayed with them for 12 years until he had obtained his Masters Certificate. He then went on to serve as Trials Manager for a UK Shipyard building warships, followed by Marine Superintendent for a ferry company. He moved to Cyprus in 1994 where initially he was Operations Director with Reederei 'NORD', responsible for implementing the ISM Code and was then promoted to General Manager in 1998. In 2005 he was asked by Roman Abramovich to manage his fleet of four super yachts. Jonathan lives in Limassol with his wife Wendy and their sons Adam (16) and Matthew (14).

UNITEAM MARINE / UNITEAM OFFSHORE SOLUTIONS – NEW TRAINING CENTRE IN YANGON

March 24 was an auspiciously beautiful, sunny day in Yangon: the day we took a major step forward in setting up a state-of-the-art offshore training centre, part of UNITEAM OFFSHORE SOLUTIONS.

The grounds of Pan Hlaing Street 85 (opposite the existing UNITEAM MARINE office in Yangon, where the offshore training centre will be situated) were visited by the venerable head monk Baddanta Yewata and four fellow monks of the Ah Kyaw Kyaung Pariyatti monastery in Yangon.



Venerable Baddanta Yewata and his fellow monks arriving at the building site of the new training centre

The monks offered prayers to purge the land before the start of construction, with Captain Jerzy Wilk, Captain Than Oo, and other colleagues of UNITEAM MARINE and UNITEAM OFFSHORE SOLUTIONS in attendance. Offerings were then made to the monks, who enjoyed their last meal of the day in Captain Wilk's house.

Construction commenced at the end of March with the excavation of the pool and foundation of the building, followed by steel erection and arrival of major equipment from Singapore in June.



The monks blessing the land

We are on track to offer oil and gas companies in Myanmar our first course in August 2009, part of a larger curriculum of offshore training to be developed. This course will include underwater escape from a helicopter, lifeboat and life-raft operation, fire-fighting, self-rescue, first aid, and offshore induction. Before that happens, though, we will see much more of the venerable Baddanta Yewata and the other monks, as we seek further blessings while construction progresses.

Paul van Empel

MARITIME WORKSHOP DAYS IN YANGON FROM 17-20.03.2009

It has become a regular event to invite Senior Officers and Engineers to our office in Yangon for a Maritime Workshop. Maritime topics of interest were presented again by various speakers and, during the interactive workshop meetings, an exchange of information between the participants was initiated. Such a forum is usually a good opportunity for colleagues to discuss their experiences on board, and it helps to strengthen the relationship between our seafarers and the colleagues in the office.

This time, besides our Technical Director Mr. Vytautas Rimeika and the Fleet Personnel Director Capt. Thomas Reppenhagen, representatives of our Clients Messrs Rickmers Reederei in Hamburg and Rickmers Ship Management in Singapore attended the workshop, and they had prepared a short presentation about the history and activities of their companies. During their visit to Yangon, they also took the chance to meet the Officers on leave and employed on their vessels.

The workshop included, among other subjects, presentations about effects of the worldwide economic crisis, the general developments and problems encountered by shipping entities, as well as several case studies and some other specific subjects.

Guest speakers included Capt. Hans-Hermann Diestel, a maritime consultant from Germany, who gave a lecture on passage planning / bridge team management. His speech on "BLEX" (Bridge Leadership of Excellence) was attended by a group of pool Masters.

Mr. Kjetil Odin Johnson from Norway introduced a risk assessment tool called "What If", encouraging the crew to assess their risk exposure through a kind of board game in order to work out solutions for different scenarios encountered on board a ship.



"what if" – a game with different scenarios that may be encountered on board

The topics chosen for the case studies related to recent incidents that occurred either within our managed fleet or on other vessels. The presentation addressed not only problems, but also highlighted many positive impressions, motivating our seamen to keep up our high standards of quality.

The week ended with a dinner for all participating senior staff and their wives, followed by a social get-together. Our Managing Director at Yangon, Capt. Jerzy Wilk, compiled slides showing UNITEAM MARINE's involvement in reconstruction projects and aid programmes after the cyclone "Nargis" under the motto "UNITEAM MARINE – a reliable partner for the people in Myanmar". He thanked all donors (seamen and Owners alike) for their overwhelming sympathy and their generous contributions to help those in need.



Capt. Thomas Reppenhagen, Capt. Jerzy Wilk

Capt. Reppenhagen also addressed the guests, emphasising the need for all parties to stand closely together in these economically difficult times and to assist our Clients in weathering the current crisis.

Later that evening, a few brave ones (Capt. H. Rofls, Capt. Thet Naing and Capt. T. Reppenhagen accompanied by some background singers) even volunteered to perform some seamen's songs on the accordion; admittedly, some further rehearsing was required to reach stage level, but for their spontaneous performance, they were given enthusiastic applause.

All in all, it was a successful and very productive week. We look forward to the next workshop and hope those currently at sea will be able to join on.

Thomas Reppenhagen

SUCCESS THROUGH TEAMWORK – ONBOARD EXPERIENCES

Captain Coneliiu Vasilache on board the CSAV Rauten celebrated a combined Orthodox Easter and Water Festival with his crew.

"Our on-board celebration took place soon after we left Port Everglades on 18 April at 09:30 hrs.

At the end, all crew enjoyed a very nice weekend, CSAV Rauten having again been through a tough USA tour, calling at six ports."



Capt. Vasilache preparing the eggs for Orthodox Easter



Chief Cook Kyi Moe Than (left) Training Cook Kyaw Thu Ya Win (right)



About 100 eggs were coloured. Ready for next morning.

UNIVERSITY EXHIBITION

The 9th exhibition of the University of Applied Sciences took place at the Elsfleth town hall on 26 March. The town of Elsfleth, northwest of Bremen on the River Weser, is one of the largest maritime centres for nautical students and prospective ship mechanics in Germany. Courses available include nautical studies, international transport management and maritime traffic.

Shipping companies were invited to present themselves and to inform students on job possibilities in the maritime industry, both on board and ashore.



Uniteam Marine was represented by Capt. Udo Stoermer (Crewing Department) and Anja Frauböse (Marketing Department).

WELCOME ORANGE OCEAN WITH STELLA GEMMA

A BRAND NEW SHIP...

Everybody knows what that means: A lot of pleasant moments and excitement, gradually increasing from the time the vessel is launched to the time all works have been completed and she leaves the Yard.

Yes, it is a great feeling and we are extremely happy to witness such moments. However, to our technical department, the process of taking a ship over is equally intensive as we have to examine the newcomer as meticulously as possible. Our task is to run ships at highest standards for many years and always in the safest manner.



For MV "STELLA GEMMA" (35000 DWT bulk carrier) our preparations had already begun in November 2008.

Firstly we had to sort out quite many issues regarding the initial supplies, and subsequently establish contact with the Yard's Supervision Team in order to clarify many technical questions. Afterwards the offers from Suppliers had to be evaluated and best options examined prior to releasing of the orders. Bearing in mind, that not all low priced options are the most economic, we had to arrange quite an important part to be air-freighted from Europe to China. Finally, the long planned awaited date arrived and we were able to board the ship. After a general impression, we proceeded with the inspection of the ballast tanks. You may ask: "Why? She is a brand new ship!" . Yes, she is. But, if you did not have any possibility to witness the newbuilding process you

have no means to verify the performance of the Shipyard. So, it makes great sense to inspect and record the condition of the tanks which are still easily accessible. They reveal a lot of information about the ship's construction and as we say, "if the ballast tanks and main components are in sound and good condition then the ship is well built and safe". In addition it is good to have a close look in the cargo holds, the paint application and steel work quality, the design and structural characteristics. Truly, we found the ship to have been built to our expectations, with robust hatch covers and coamings. Likewise, the cargo holds left us with positive impressions.



So, our Technical Manager Mr. D. Mitev and myself had to go through nearly all ballast tanks and cargo holds and also spent a big part of our time in the engine room, on Deck and inspected Hull work for collection of all necessary information that we had to compile. As expected the last two nights were rather very short but... we managed to get some sleep in the taxi to the airport and later in the airplane.

The result was that we were satisfied with what we had seen and that we had achieved to fully follow our planned schedule.

Yes, she is a "brand new ship", and she may serve the Owners for many years. Our task is to take care and keep her running.

Vytautas Rimeika

SHORE LEAVE IN THE USA

TRANSPORT WORKERS IDENTIFICATION CREDENTIAL (TWIC)

In accordance with a new USA Regulation effective since 30.12.2008, all persons requiring unescorted access to port facilities must possess a Transport Worker Identification Credential (TWIC).

Persons who do not hold the required TWIC may only enter or transit port facilities if accompanied by an approved escort. Holding a valid US-visa alone, does NOT anymore entitle a person to go ashore and a violation of this new regulation imposed by the US Department of Homeland Security may lead to heavy fines or even to imprisonment.

The TWIC escort requirements do not apply to mariners working immediately adjacent to the vessel on which they are employed whilst carrying out routine operations such as preparing the gangway, reading load line or draft, taking stores etc. Such mariners will be permitted limited access to the area immediately adjacent to their vessel without escort.

It is recommended to verify possible different interpretations of the definition "immediately adjacent" with the boarding immigration officials each time to ensure full awareness and to brief all crewmem-

bers accordingly. The local agent may be able to provide useful information in advance and should be consulted in case of any doubts.

No crewmember is allowed to leave the vessel even for routine works close to the vessel until the ship is cleared by the immigration authorities.

A meeting with the entire crew prior to vessel's arrival at the first US port, emphasising the strict enforcement of all applicable regulations should be held. Furthermore, the professional approach of ship's Command towards the boarding immigration officials, proving a good awareness of the national requirements can help to prevent problems.

Thomas Reppenhagen

LEADING FOR SAFETY 6 OF 10

6 EMPATHY AND UNDERSTANDING

Be sensitive to different cultures

Good leaders are sensitive to differences in the social and behavioural norms of national cultures, yet at the same time value all crew members equally irrespective of their nationality. They know how to interpret different behavioural signals, and how best to react in order to exert the strongest influence.

WHY IS IT IMPORTANT?

Crews of mixed nationalities are the norm. It has been clearly demonstrated that different national cultures may have different values and attitudes towards safety – for example in terms of fatalism, following rules, risk-taking etc. These values and attitudes can certainly be adapted, but sensitivity is needed to understand how best to proceed.

In some cases, mixed nationalities can lead to splitting into different social groups, often on the basis of language. This can be a serious barrier towards effective and consistent implementation of safety-related requirement, and social well being of the crew as a whole. In emergency situations, language is of course also a potential risk area.

WHAT CAN I DO?

Things that tend to work

- Ensure as far as possible that one 'working language' is used even in social situations, and that crew have adequate training in this language.
- Try to avoid a large 'critical mass' of one nationality developing, where possible.
- Learn the key features of typical behavioural signals exhibited by the nationalities represented on board – training in this is available.
- Consciously seek to build trust, familiarity and integration of disparate social groups through organised or semi-organised social activities on-board.

Things that tend not to work

- Ingrained value judgements about different nationalities.
- Overdoing 'political correctness' in terms of dealing with different nationalities, so that relations become forced and unnatural.

THE BRAIN TEASER - SHEIKH'S HERITAGE

An Arab sheikh tells his two sons to race their camels to a distant city to determine who will inherit his fortune. The one whose camel is slower will win. The brothers, after wandering aimlessly for days, ask a wise man for advice. After hearing the advice they jump on the camels and race as fast as they can to the city. What did the wise man say?

Correct answers will be entered in a drawing to be held on 11 August 2009. The prize will be a Uniteam Marine polo shirt. The name of the winner and the correct answer will be published in the next newsletter.

Ball in a Hole - solution

All you have to do is pour some water into the pipe so that the ball swims up on the surface. Once again we received a large number of correct answers! **The winner of the Uniteam Marine polo shirt is: Captain Volodymyr Sidorenko. Congratulations!**

PORTRAIT OF CAPT. MARIUSZ SOCHAJ

Captain Mariusz Sochaj is currently on board the Cap Graham.



How did you join UNITEAM MARINE?

In 1999 I applied for a job at several crewing agencies in Gdynia. After some time Capt. Reppenhausen called and offered me employment as C/O on one of the vessels with UNITEAM MARINE. I joined M/V Hanjin Genoa in November 1999.

Do you have any favourite ports/cities?

I like Tauranga in New Zealand, Hobart in Tasmania, Buenos Aires, and Montevideo.

Is there any part of the world where you haven't been yet?

Although I've been on all continents (including Antarctica) there are still parts of the world I haven't visited, like the west coast of South America, western and southern Africa, the Arctic Ocean, Iceland...

What was your most exciting experience working on board?

In 1994, near the Philippines, I saw two fishermen in the water holding on to a bamboo log - we rescued them (they had been in the water

for more than 24 hours). It was morning but still dark, rainy, wind 8B. On the bridge were CPT, C/O, 2/E, C/E, Bosun, A/B and me - all, except me, smoking hand-rolled cigarettes". The smell of smoke forced me out to the wing to catch some fresh air - then I heard the weak shouts for "help". This is the only case I know of in which smoking has saved lives...

What do you like most in your job?

Seeing new places and the long vacation.

What do you do when you're not at sea?

Do you have any hobbies?

Sailing is my hobby. I have a 30-foot sailing boat. In Szczecin, where I live, the area is perfect for sailing.

PHOTO & VIDEO COMPETITION 2009

We are expanding our photo competition: home-made videos are now also welcome!



We would like to thank Third Engineer Ivan Pogoryelov who sent us his video "First Crew MV CSAV Rupanco".

It includes many interesting sequences, such as the crew arriving at the vessel, the christening ceremony, an abandon-ship drill, a barbecue on board, whales in the sea and daily work aboard a vessel.

ONGOING COMPETITIONS

"Success through Teamwork - Experience on Board"

Please send us your experiences on board reflecting our mission statement. We will publish one experience quarterly.

Prize: USD 200,- for every published article for the crew's entertainment fund.

"Best Photograph & Video" Year 2009!

We are looking for interesting photographs and videos from all our ships during the course of the year. If you have any extraordinary, bizarre, funny or beautiful shots and movies, please send them to us.

Prize: USD 300,- for the selected best picture of the year.

"The Brain Teaser"

Please send your solution to "The Brain Teaser"! The winner will be selected in a drawing.

The prize: a Uniteam Marine Polo Shirt.

MYTH OR TRUTH - THE LEGEND OF THE FLYING DUTCHMAN

As the story is told, an ancient Dutch sailing ship is occasionally seen by ship's crews.

This ghost story has its origins in both Dutch and German legend. The most common is a tale about a Captain Hendrick Vanderdecken, who set sail in 1680 from Amsterdam to Batavia, in Dutch East India, and disappeared in a gale while rounding the Cape.

It is said that Vanderdecken ignored the danger and pressed on into the teeth of the tempest. The ship foundered, sending all aboard to their deaths. As punishment for his foolishness, Vanderdecken and his ship are doomed to spend eternity fighting the tempest at the Cape.

While there is general agreement that the lost Dutchman is merely a legend, there have been actual reported sightings of a 17th-century sailing ship battling the elements at the Cape of Good Hope over the years.

Perhaps the first officially reported sighting occurred in 1835 when the crew of a British ship was rounding the Cape and observed a "phantom ship" approaching in the shroud of a severe storm. The British crew said the vessel appeared to be on a collision course, but then it suddenly vanished.

The H.M.S. Bacchante encountered the Flying Dutchman again in 1881, also at the Cape. The following day one of the two men who made the sighting fell to his death from the rigging, thus enhancing the story to include a curse on those that see the ghostly vessel.

A more recent sighting was made by people on the shore in March, 1939. What was astounding was that it was seen by dozens of people who all gave a detailed description of a Dutch merchantman from the 17th century.

The last recorded sighting occurred at Cape Town in 1942 when four witnesses saw a sailing ship enter Table Bay and then disappear before their eyes.

Source: James Donahue, author

HUMOUR

A Camping Trip

Sherlock Holmes and Dr. Watson were on a camping trip.

They had gone to bed and were lying and looking up at the sky. Holmes said, "Watson, look up. What do you see?"

"Well, I see thousands of stars."

"And what does that mean to you?"

"Well, I reckon it means we shall have another fine day tomorrow. What does it mean to you, Holmes?"

"Someone has stolen our tent."