

## EDITORIAL

Changes are often viewed with a touch of suspicion and will provoke questions such as: Why do we need to change? Can we not proceed as we did in the past? What is the purpose of the change?

The simple answer is: We, as humans, have always had to change and adapt in an ever-changing world. We must deal with new challenges and situations that require new solutions in order to grow and improve.

Changes represent development and sometimes a new start. One annual new start is the New Year's celebration. It is a time to remember both our successes and our failures, our promises fulfilled or broken; the times we opened ourselves up to great adventures or closed ourselves off out of fear. The New Year is all about getting another chance – a chance to forgive, to do better, to do more, to give more. And to stop worrying about what if and start embracing what could be.

In mid-April, Myanmar has its Thingyan festivities. Youths go out for the fun, while older people retreat to monasteries and pagodas in order to satisfy their inner needs by contemplating the divine. One cannot avoid getting soaked because water is thrown at anyone and everyone. People drive through the city in open cars and are hosed down with water from specially erected stages along the streets. Our boys from the Myittar Yang Chi Orphanage participated this year, making the trip from Thanlyin to Yangon and enjoying the festivities.

In March the first round table of Norddeutsche Reederei Schuldt took place in Odessa at our office at Uniteam Ukraine – and it was a great success. Another milestone was the launch of the new crew programme Compas. During the year, additional modules will be implemented, such as online crew application processing and crew training management.

Changes are everywhere – and most of them are positive.

*The Editorial Team*

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## NEW SIMULATORS IN YANGON

Participants in our regular ECDIS-Courses and Yangon visitors noticed that the 4th floor of our Office has recently become a construction site. Classrooms and Office staff had to be shifted to make space for new Simulators.



Even though the Uniteam Marine Training Centre (UMTC) is fully equipped with state of the art simulators, a change to the IMO 3.17 Model Course for ECDIS Training made this necessary.

The republic of the Union of Myanmar was one of the first Flag States to demand the implementation of this new IMO Model Course and UMTC as a flag state approved Training Centre has to comply with the new requirements.

The main changes include the renaming of the "ECDIS Classroom" which is now called the "ECDIS Laboratory". Each trainee station has now to be equipped with a "genuine" ECDIS keyboard and a visual display to allow the participants to see the "real world" whilst their initial training and "warm up" exercises are conducted.

To maximize learning effect every participant has to be provided now with a separate station. UMTC opted to install 8 trainee stations.

For practical exercises and the assessments it is now compulsory to have a "near real" ship bridge environment. Our existing Full Mission Ship Simulator more than qualifies for this however, the requirement that maximum 2 students are allowed to use the so called "mini bridges" at any given time, led us to the decision to invest in additional four "Officer of the Watch" (OOW) Part Task Simulators.

This is well above the requirement. Each station is fitted with three visual channels to allow a 120 degrees field of view. Actual Radar and ECDIS keyboards are available to maximise the "real ship" feeling and a fully equipped conning station with the usual engine lever, rudder, emergency buttons etc. is fitted.

One of the stations was upgraded with overhead panels and a separate steering stand to allow Maritime Resource Manage-



ment exercises. All stations are separated by glass panels to allow the Instructor to monitor the progress of the participants.

Since all Part Task Simulators qualify for OOW-Training, those bridges will not only be used for ECDIS exercises, but also for Bridge Team Management, Bridge Resource Management and especially for Junior Officers' training.

All Simulators have been delivered by ARI (Applied Research International) from India. Although the installation of Simulators was expected to take four to six months, due to streamlining and the extra efforts from all persons involved in this important project, the time from signing the contract until commissioning was reduced to just 6 weeks. According to the ARI-Engineers this is a new record for an installation of this scale.

Recent changes in the STCW dictate the requirement for additional extra simulator training for Officers and it is considered that a Cadet would have to spend more than 160 hours in various simulators' training until obtaining his Master's licence. Thereafter he would be due for compulsory refresher courses.

At UMTC we are now fully compliant and ready to meet the new requirements as soon as they come in force.

Even so we are already looking further ahead: A 360 degrees Full Mission Ship Simulator (FMSS) has already been planned and will be commissioned by the end of the year. This FMSS will significantly improve our capabilities to conduct Advanced Ship Handling Training, Training for "Very large container ships" as per the DNV Standard and last but not least for "Ice Navigation Training", which is a new STCW Requirement as well.

We will keep you informed about the progress.

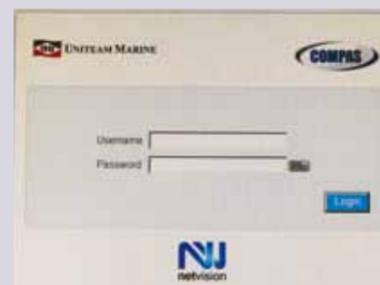
*Holger Rolfs*  
*Director Training (Projects)*

## LAUNCH OF NEW CREW MANAGEMENT SYSTEM

Monday, 5 March was a big day for UNITEAM MARINE as our new crew management System – "Compas" – went live!

The project started in the summer of 2011 and involved a large number of key personnel from both the Fleet Personnel and Payroll Departments. Staff training commenced at the beginning of 2012 and extensively utilized the company's video conferencing system to save on travel costs.

Since going live, the system has been thoroughly tested and any teething



problems are being reported and resolved. Once we are confident about the information being produced from Compas, we will start giving access to approved third parties such as Owners and Manning Agents.

Later in the year, additional modules will be implemented covering online crew application processing, insurance case management and crew training management. We will also evaluate the possibility of installing Compas on managed vessels.

The introduction of Compas marks a strategic move by UNITEAM MARINE to streamline existing business procedures and to push out various manual data entry tasks to manning agents.

*Warren Gibbs,*  
*Captain Thomas Reppenhausen*

## 5TH ANNIVERSARY OF UNITEAM UKRAINE

It so happened that the NRS Round Table and exercise in Odessa on 22 and 23 March coincided with UNITEAM UKRAINE's fifth anniversary. This was a happy turn of events.



The office of "SC UNITEAM UKRAINE of UNITEAM MARINE", as its official name is, was formally opened on 23 March 2007 in the historic heart of Odessa in a landmark building dating from 1845.

Since then we have succeeded in employing more than 400 seafarers on board our various clients vessels crew-managed by UNITEAM MARINE.

UNITEAM UKRAINE has meanwhile been admitted as a member of the Ukrainian Maritime Alliance, a great honour as the organization is very selective in accepting new member companies.

This has enabled us to exchange information concerning crew matters with other big names in the industry and to express our opinions on issues related to our activities.

We hope that the support and care we provide has filled a gap by bringing together our Ukrainian seafarers with our principals and UNITEAM MARINE.



To this effect we would like to express to our owners and all our colleagues at UNITEAM MARINE our sincere thanks for all their cooperation. We look forward to further strengthening our relations with them. At the same time we wish to extend cordial greetings to all our seafarers and to assure them that our priority is to help and support them in any way possible.

*Maksym Kostin*

## ODESSA - 14TH NRS ROUND TABLE, 22-23 MARCH 2012

As there are almost 400 Ukrainian seafarers employed in various positions on board Messrs Norddeutsche Reederei H. Schuldt & Co. KG (NRS) vessels, it was a natural decision to organize the 14th NRS Round Table in Odessa.

The aim of the Round Table is to bring together captains and chief engineers from the ships, supporting personnel and senior management from the Owners' office and the Crew Managers.

As is customary, all participants sat together to discuss such topics of joint interest as the current container market, cultural awareness, NRS sludge policy and bunker surveys and new regulations, including the new China oil-spill response policy.

The second day was different, however, the idea of a "round table" was applied in its full sense and the place was bustling with activity. Three groups were assembled to examine and discuss different topics and daily problems on board. The immediate proximity to each other helped tremendously in understanding the various demands and requirements and it avoided the "one-way" show of passively following up a subject, as all the seafarers actively voiced their opinions and shared their experiences with the NRS Management and Superintendents.

Owners described this 14th NRS Round Table as one of the best to date in bringing their Ukrainian seafarers closer to the company.

The event was organized in a thoroughly professional manner and all individuals involved deserve our thanks.



"This Round Table in Odessa will surely not be the last," said NRS managing director Markus Hempel and the positive reactions from the seafarers and the results reaffirmed his comments.



*Captain Udo Stoermer*

## DELEGATION FROM MYANMAR VISITS THE MARINE TRAINING CENTRE IN HAMBURG

On 13 March, UNITEAM MARINE Hamburg had the honour of meeting with a delegation from Myanmar headed by Attorney-General Wunna Kyaw Htin Dr. Tun Shin, Ambassador to Germany U Tin Win and First Secretary Kyaw Htin Lin.

Together with Timo Prekop and Nico Westphal from the German Asia-Pacific Business Association (OAV), Jürgen Dankers and Björn Schoene from Norddeutsche Reederei Schuldt and our colleagues, Capt. Than Oo and Capt. Win Zaw from Uniteam Marine's Yangon office, we visited the Marine Training Centre (MTC) in Hamburg. One of the shareholders of the MTC is Rickmers Reederei and the Germanischer Lloyd Classification Society is also actively involved with the centre.



*Introduction at MTC*

After a warm welcome from MTC's general manager Heinz Kuhlmann, the delegation had the opportunity of visiting the training centre's various facilities. All were deeply impressed by the 360-degree bridge simulator. While having the chance to navigate a container vessel on the river Elbe, various scenarios were explained and the navigators were presented with challenges of massive opposing traffic and manoeuvring during darkness, snowfall and stormy weather conditions.



*MTC's general manager Heinz Kuhlmann (left), Ambassador U Tin Win (right) and the delegation at the bridge simulator*

Lunch was taken at a traditional restaurant with typical food from northern Germany.



*Wunna Kyaw Htin Dr. Tun Shin and Peter Merkel, group managing director of Uniteam Marine*

Ambassador U Tin Win thanked UNITEAM MARINE and MTC for their hospitality. Similarly, we would like to express to MTC our appreciation and we look forward to a valuable ongoing collaboration with them.

*Anja Frauböse*

## THANK YOU M/V MAERSK ESSEX



On behalf of all the children at "Myittar Yaung Chi" Orphanage in Yangon, we would like to relay to Capt. Nyunt Win and all his Crew on board M/V Maersk Essex, warmest wishes and thanks for the gift of USD 525 which they have all spontaneously collected and donated.

Any contribution whatsoever, big or small, is equally important and sincerely appreciated; and it makes a difference, as it assists us in our efforts to see as many as possible of the young lives entrusted to us changing for the better, giving a huge smile on their faces and a warm twinkle in their eyes.

Thanks again to all for your caring support.

## LIMITATIONS OF A VESSEL'S ANCHORING EQUIPMENT



Gard has seen an increasing number of cases involving lost anchors and from class societies we learn that as many as one anchor per 100 ships is lost annually. The reasons for loss of anchors and chain are many and include lack of seamanship and inadequate maintenance, but also instances of the chain and anchor breaking, leaving a question mark as to the quality of such parts as provided by the manufacturers.

In Gard, about one in 200 ships a year has an anchor related claim. Most of these are due to the loss of anchors at designated anchorages where the authorities require the lost items to be removed, thus resulting in a "wreck removal" case. The more serious and very costly cases are when a vessel starts dragging its anchor in bad weather and where this leads to collisions with other vessels, groundings and loss of the ship, or to damage to cables and pipelines on the seabed.



### Strength and limitations of anchoring equipment

The rules for anchoring equipment, the grade, length and size of chain, number and weight of the anchors, the strength of the chain stoppers and the power of the anchor windlasses and the brakes, are established by the class societies. They can be found in the rules of the individual societies, or in the unified rules of IACS, the International Association of Class Societies. It is important to be aware that these are minimum requirements and to know the assumptions made in the calculations.

For each vessel the class society will calculate an Equipment Number by using a formula, where the displacement of the vessel, the breadth of the ship and the height from the summer load waterline to the top of the uppermost house, as well as the profile view area of the hull, superstructures and houses above the summer load waterline are included. Thus, the forces on the ship by current and wind from both the front and the sides are taken into account. The formula is based on an assumption that the speed of the current may reach 2.5 m/sec and wind speed of 25 m/sec, which represent quite high forces, but it is also assumed that the vessel can use a scope between 6 and 10, the scope being the ratio between length of chain paid out and water depth. However, large ships at deep anchorages do not have sufficient chain onboard to reach scopes of such magnitude.

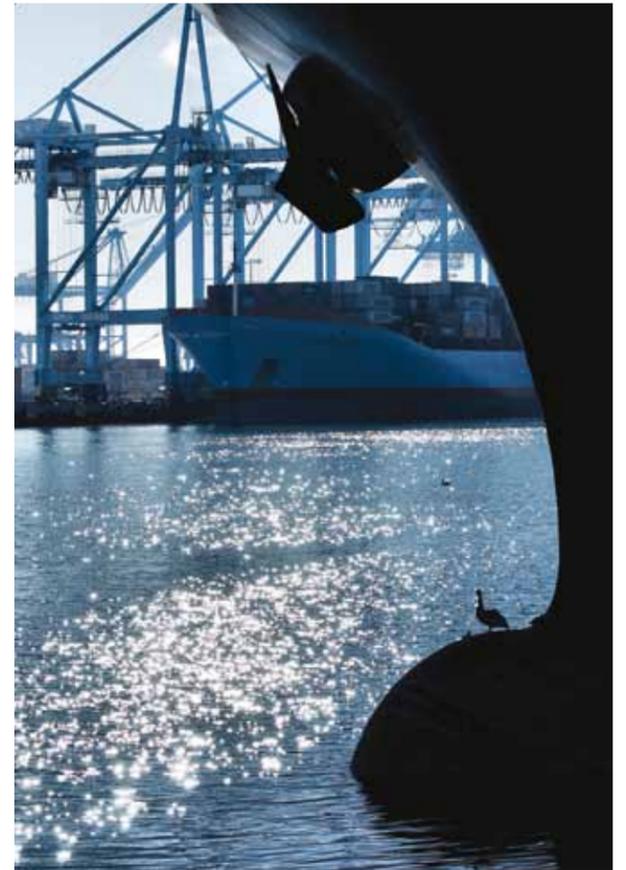
If a ship is at anchor in ballast condition, the Master should also bear in mind that wind forces acting on his ship may be much

larger than the calculations have accounted for, as larger ship side areas are now exposed, while the measurements entered in the formula was taken from the summer load water line. Vessels in ballast will also be more vulnerable if they have to move away in bad weather, as both the steering and the propulsion may be affected.

Class societies make it clear that the use of the anchoring equipment is only for the temporary mooring of a vessel, within a harbour or a sheltered area, when awaiting berth, tide, etc. It is particularly emphasized that the equipment is not designed to hold a ship off a fully exposed coast in bad weather or to stop a vessel from drifting. The anchoring equipment, as designed in accordance with the class rules, will only hold the vessel in good holding ground, while the holding power is significantly reduced in poor holding ground.

### Recommendation

If a vessel is anchored in an area exposed to weather, it is necessary to have a policy as to when to leave. There have been cases when Masters have been under commercial pressure not to leave the anchorage and disasters have happened because the Master was tempted "to wait and see until the morning", although the weather forecast was bad. In making his decision whether to stay or to leave, the Master should also be aware of



the limitations of his anchoring equipment. Some Masters may not have full knowledge of these limitations, however, they are laid down by the class societies in their rules for calculating the dimensions, weights and strengths of the anchoring equipment.

With the mentioned limitations in mind, it can be seen from cases of ships dragging anchors in bad weather that Masters have at times placed too much trust in their vessel's anchoring equipment. Today's weather forecasts are usually very reliable and Masters should more often choose to weigh anchors and go out to sea in time if heavy weather is forecast.

Source: GARD AS

## MAJOR EMERGENCY RESPONSE DRILL

On 14 March 2012 we conducted a major response scenario with the M/V Annabelle in a simulated position south of New Orleans. The aim was to test our emergency response procedures thoroughly under a full-scale disaster scenario, with serious structural damage, severely injured key personnel on board, trapped crew members requiring rescue, oil spill in US waters and even stowaways emerging from the depths of the ship worried about their safety and causing problems to the crew.



It was a rather large scenario that was implemented in a relatively short time period, and it tested us all. It caused a heavy strain on the Master, who performed admirably under sustained pressure from the fast developing scenario, the questions coming from the Emergency Response team and a failing inmarsat C communication link. However, all contributed towards an effective test of our system.



We did add a spark of good humour, but also a very important aspect in dealing with an emergency these days, when I called the office in Cyprus with an unimpressive American accent claiming to be CNN and enquiring about a "real" accident occurring in New Orleans. This did lead to the required actions being taken but also caused quite a surprise in the office.

We had key personnel attending the emergency response as well as observers including our colleagues from Yangon, Fleet Personnel Director Capt. Than Oo and Training Director Capt. Win Zaw.

The drill helped us evaluate the effectiveness of our Emergency Response Plan and our reporting structures. Special thanks to Capt. Igor Tymofeyev for undertaking the hard task of implementing such a sizeable drill scenario.

Stephen Fyfe

## WATER FESTIVAL AT MYITTAR YAUNG CHI

On Saturday, 14 April 2012, at five o'clock in the morning, I was awakened at Myittar Yaung Chi Orphanage by the sound of excited children. I jumped out of bed to see what was going on. Sure enough, it was the Water Festival, already the third day, and the boys could hardly wait to be picked up by the trucks to join a city tour through Yangon.



Finally the time had come, just after eight by when the water tanks were installed on three trucks and the kids were full of energy, especially after a good Mohinga breakfast. After passing the exit gate we were hit by the first blasts of water from people standing alongside the road. We defended ourselves with chanting in chorus and water pistols. In the meantime, all of us were totally wet. Luckily, we reached the UNITEAM MARINE office just in time for lunch. Food and drinks were already waiting for us. After lunch and warming up in the sun, the crowd started to become restless again. The water barrels on the trucks were already refilled and everybody was prepared to enjoy the final lap.

My first Water Festival on a truck with so many happy children was a great experience. I must express a word of thanks to all those who prepared and organized this trip and made it possible. The children will remember it for a long time.

Andreas Schantz

## 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” for 2012!

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 or video of the year.

## A PORTRAIT OF FINANCE MANAGER GEORGE CONSTANTINOU



George Constantinou has been with UNITEAM MARINE since 2 October 1987. He works in the UNITEAM Finance Department in Limassol.

### HOW DID YOU COME TO JOIN UNITEAM MARINE?

It was back in 1987. While reading my Sunday morning newspaper, I noticed an advert by UNITEAM MARINE seeking an accountant. At that time, I was employed as a senior auditor in an audit firm and looking for a career change opportunity. I applied for the job and, after a successful application, here I am 25 years later.

### WHAT ARE YOUR TASKS AS FINANCE MANAGER?

I supervise almost all areas in the finance department, resolving problems that may arise. One of my main responsibilities is to invoice the owners of all vessels under our management, based on the crew management contracts and agreements. I am also responsible for supplying captains on all vessels under our management with “cash to master”, ensuring that they get the money on time and in the most economical and convenient way.

### WHAT DO YOU LIKE MOST IN YOUR JOB?

The cooperation, respect, understanding and team spirit I enjoy and receive from my colleagues on shore and at sea, locally and internationally. Given the global nature of our operations, every day presents us with new challenges. Addressing these challenges successfully is very rewarding for me.

### WHAT DO YOU ESPECIALLY LIKE IN THE SHIPPING BUSINESS?

Communicating with colleagues, captains, crew, agents etc. around the world having different cultures, religions, ideas and approaches has helped me to understand people better and thus to improve my interpersonal communication skills.

### HAVE YOU EVER MADE A TRIP ON A MERCHANT VESSEL OR A CRUISE SHIP AND IF SO, HOW WAS THE EXPERIENCE?

I haven't been on a merchant vessel, but I've travelled many times on cruise ships. I began my career as an accountant at a New York cruise company, which gave me the opportunity for many trips in the Mediterranean and Caribbean. One thing that really impressed me back then was that the facilities provided by the ships were similar to and sometimes better than those of a 5-star hotel.

### TELL US ABOUT ONE OF YOUR MOST MEMORABLE EXPERIENCES WORKING FOR UNITEAM MARINE OVER THE LAST 25 YEARS.

During my recent business trip to Yangon, I had the chance to visit the orphanage. I was deeply impressed, almost speechless, at witnessing the incredibly good job everyone involved are doing there, and I was deeply touched by all the children's beautiful faces.

### DO YOU HAVE ANY SPECIAL CREDO OR MOTTO IN LIFE?

Honesty, hard work and punctuality. Seize the day and make the most of every minute – life is a gift with an expiration date.

## HUMOUR

### “NAVY PARROT”

The old Navy chief finally retired and got the chicken ranch he had always wanted. He took his life-long pet parrot with him.

The first morning at 4.30, the parrot squawked loudly and said: “Reveille, Reveille. Up all hands, Heave out, trice up! The smoking lamp is lit, now Reveille!”

The old chief told the parrot: “We are no longer in the Navy. Go back to sleep.”

The next morning, the parrot did the same thing.

The chief told the parrot: “If you keep this up, I'll put you out in the chicken pen.”

Again the parrot did it and true to his word, the chief put the parrot in the chicken pen.

About 6.30 the next morning, the chief was awakened by a ruckus in the chicken pen. He went out to see what the matter was.

The parrot had about 40 white chickens at attention – in formation. On the ground lay three bruised and beaten brown chickens. The parrot was saying: “By God, when I say fall out in dress whites, I don't mean khakis!”

## PHOTO & VIDEO COMPETITION 2012



“Birds on carrier MV Clipper Monarch” – photo at sea by C/O Min Thu Nyunt Win on departure from the port of Murmansk.



This picture looks like an impressionist painting but it is really a photograph: “Vapour on the sea” taken by chief cook Aung Thant Zin onboard MV Hanse Confidence

## IMPRINT

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**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, pictures & videos for the photo & video competition to PR & Marketing at Uniteam Marine, Anja Frauboese, marketing@uniteam-hamburg.de

