



SUCCESS THROUGH TEAMWORK

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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 in our company.

We appreciate your feedback and welcome any articles of interest or humour that you would like us to include in our publication.

Email us at marketing@uniteamservices.com

UNITEAM MARINE OWNER AND OFFICER EVENT 2017

“Owners and Officers (current and prospective) require opportunities in which to meet one-to-one, increase their understanding of our company’s corporate philosophy and core teamwork, passion, excellence, respect and leadership values, explore our high-tech training facilities and discuss pertinent issues. Our Owner & Officer Event provides a personalised platform in which to best support this.” Holger Ruether, CEO, Uniteam Group of Companies.

The 28th of February marked the start of the annual Owner & Officer conference in Yangon, Myanmar.

This year’s event focused on two very important subjects relevant not only to our Company but also to our industry as a whole – Safety and Leadership.

The IMO recognizes that safety is of paramount importance to any organisation and encourages continuous development of prevention strategies and regular reviews of procedures. This approach was echoed by the keynote speakers, Captain Thomas Reppenhagen, Mr. Peter Chilman and Mr. Richard Knighton who utilised academic theory, case studies and a number of short films to generate creative and engaging workshops. Their primary objectives were to raise safety awareness and encourage a ‘leading by example’ model.

“Doing things safely even when no one is looking is how we should be behaving. Safety first in everything we do, repeat – everything! The dry sector should be no different to oil & gas in its approach to goal zero”.

Richard Knighton, Fleet Personnel Deputy Director.

In 2016, Uniteam Marine introduced the THINK Life Saving Rules strategy to our full managed fleet. Whilst these simple rules are not new to the industry, they demonstrate an important commitment to strengthening our safety culture. The Life Saving Rules are easy to understand and easy to follow and are proving popular with our seafarers. The strategy is having the desired effect of encouraging a discussion about safety amongst our crews and our clients. Most importantly, the rules do what they say they do—they save and protect lives.

“Management commitment to safety takes real effort, but pays incredible dividends. Without strong, consistent and long-term leadership from the top, it is not possible to improve the quality of an organization’s safety culture.”

John Hadjiparaskevas, Managing Director, Uniteam Marine.



The second day of the conference focused on the topic of leadership. A number of different leadership styles and role models were examined and delegates were invited to discuss their merits and shortcomings. The aim was to encourage individuals to develop an increased, practical understanding of what their own leadership style really looks like. Whatever form it takes, good leadership is easy to recognize and underpins success in every company, energising management structures to achieve results.

The event concluded on Wednesday evening with a very convivial dinner in the relaxing surroundings of the Yangon Sailing Club. Uniteam Marine is very grateful to all our Officers and Clients for their thoughtful and spirited participation in this event, and special thanks go to our Yangon office team who coordinated arrangements on the ground.

Feedback from the event has been overwhelmingly positive and we look forward to our next opportunity to develop and strengthen our partnerships.

Peter Chilman, QSE Manager, Uniteam Marine



GARD ALERT: PILOT TRANSFERS – STILL A RISKY BUSINESS

IMPA's safety campaign draws attention to shipowners' responsibility to provide compliant pilot ladder arrangements and to ensure that the transfer process is undertaken in line with SOLAS.

Safe pilot transfers is a partnership between the pilots and the vessels being served. Whenever a pilot embarks or disembarks from a ship by ladder, they entrust their safety to the pilot transfer arrangements provided by the ship. Recognising the hazardous nature of pilot transfers, the IMO introduced measures through SOLAS Regulation V/23 in July 2012 to improve the safety of pilot transfer arrangements provided by vessels, see our Gard Alert of 21 June 2012. However, more than four years after the regulatory changes entered into force, results from a safety campaign carried out by the International Maritime Pilots' Association (IMPA) show little sign of improvement. Defect boarding arrangements and unsafe rigging of pilot ladders remain a concern to pilots.

Safety campaign results

IMPA's safety campaign was carried out in the period 1 - 14 October 2016. Its purpose was to investigate the standard of pilot ladders and associated equipment and monitor compliance with SOLAS. In its campaign summary report, which was submitted to the IMO in November 2016, the IMPA states that:

- the overall non-compliance level of inspected pilot transfer arrangements was 17.8 per cent (up from 13.5 per cent in 2010 and 16.5 per cent in 2007);
- bulk carriers, fishing vessels and general cargo vessels are among the vessel types contributing the most to the non-compliances;
- the main defect types resulting in non-compliances are "defect pilot ladders", e.g. ladders not resting against ship's hull and "safety equipment defects", e.g. missing lifebuoys with self-igniting light; and
- the deteriorating standard of seamanship is of concern, resulting in ladders being improperly secured.

The safety campaign results seem to be confirmed by data published by Port State Control (PSC) authorities. In 2015 the Australian Maritime Safety Authority (AMSA) in its Marine Notice 2015/19 reported a growing concern over the use of non-compliant or poorly configured pilot ladders by vessels calling at Australian

ports. Also, a review of Paris MOU inspection results for 2014, 2015 and to November 2016 provides no evidence that the number of deficiencies related to "Pilot ladders and hoist/pilot transfer arrangements" is declining.

Shipowners' and Masters' responsibilities

Members and clients are reminded of their responsibility to supply conforming pilot ladders and ship-borne fittings to all their vessels and to ensure that vessels' crew members involved in the transfer operations receive the necessary training. A full understanding of the risks involved and the requirements in force is essential in order to prevent accidents during pilot transfers.

SOLAS Regulation V/23 sets out the principal requirements for the rigging of pilot ladders while further detailed technical specification for pilot ladders can be found in IMO Resolution A.1045(27). Members and clients are also referred to the "Shipping Industry Guidance on Pilot Transfer Arrangements" published by the IMPA and ICS in 2012 as well as to the IMPA poster "Required Boarding Arrangements for Pilot". AMSA's information sheet "Using Pilot Ladders" could also be consulted for advice.

However, compliance with the referenced standards does not in itself assure safety. The Master or responsible deck watchkeeper of the vessel providing the pilot ladder should therefore assess whether supplementary measures, such as the provision of life-jackets, harnesses, lifelines and lifebuoys should be put in place to assure the safety of personnel. As delays may result from the need to change an improperly rigged, inadequately maintained or poorly positioned pilot ladder, it is important that Masters and deck watchkeepers confirm with the pilotage provider the exact requirements for rigging the ladder before the vessel arrives at the agreed pilot boarding place.

Additional information about pilotage and related issues is also available on Gard's website (www.gard.no) under the general topic "Navigation".

Source: Gard

FATAL DISTRACTIONS

A great deal of research has been conducted into the effect of mobile phone use on those driving a car and, whilst not all the findings are conclusive, it is clear that anything that distracts a driver from their primary task greatly increases the chance of an accident:

- In Spain, an estimated 37% of road accidents in 2008 were related to driver distraction.
- The American National Safety Council estimates that cell phone use while driving leads to 1.6 million accidents each year in the USA.
- A study by the Australian NRMA insurance company showed that people who text while driving spend almost 70 per cent of the trip glancing at their phone. They found that drivers were glancing at their phones while texting for 1.4 seconds on average, which means that when travelling at 60km per hour drivers were taking their eyes off the road for 22 metres at a time or almost five car lengths.
- Accident statistics show that on average 11 teenagers die each day in the USA as a result of using a mobile device whilst driving.
- Insurance companies in Columbia reported that 21% of cases where pedestrians were hit by cars were caused by distracted drivers.
- In 2010, more than 1,500 people in the USA required emergency medical treatment after being injured while using a cell phone while walking.

In the United States, it is now estimated that as many as 25% of road accidents are caused by people using mobile phones, and in Britain it has been suggested that mobile phone use will soon become the biggest cause of fatal road accidents.



But it is not only on the roads where the dangers of using mobile phones are becoming clear; there has been a dramatic rise in workplace injuries associated with mobile phone use. Several recent navigational incidents have been directly attributed to the use of mobile devices:

- The bulk carrier ARIS T collided with a tank barge, a tug and shore side structures on the Mississippi river as a result of "...the distraction of the captain of the LORRETTA G CENAC from safety-critical navigational functions as a result of his cell phone use."
- The UK Marine Accident Investigation Branch (MAIB) report into the grounding of the chemical tanker ATTILIO IEVOLI of the South Coast of England states: "The mobile telephone was in use on the bridge for the majority of the time between the pilot disembarking and the vessel grounding. It is known that the master made some, if not all, of the calls during this period. With the remainder of the bridge team unclear of their relative responsibilities for navigation, and the master distracted on the telephone, no-one appears to have been concentrating on the safety of the vessel."

Peter Chilman, QSE Manager

PORTRAIT OF ALEXANDRA GRIGORASCENCO



Alexandra Grigorascenco joined Uniteam Marine on September 2016 and works as Crewing Operator for Group 1 in Limassol.

HOW DID YOU JOIN UNITEAM MARINE?

Back in 2015, while I was in my third year of studies, I was offered an internship with Uniteam Marine. During that period, I had a chance to rotate around all the functions of Uniteam Marine; an experience that I found very useful since it gave me a good understanding of how everything works. At the end of my internship, I was offered a position for a two-month period replacing an operator who was on maternity leave. After the completion of my degree, having worked briefly for an investment management company, I joined Uniteam Marine full-time as a Crewing Operator for Group 1.

WHAT ATTRACTED YOU IN A CAREER IN SHIPPING?

Having completed a degree in Commerce, Finance and Shipping with a specialisation in Shipping, I had the opportunity to work in the financial services industry briefly before joining Uniteam Marine. However, it was evident that my preference was with shipping as it offers a more challenging and exciting career.

WHAT ARE YOUR MAIN DUTIES?

As a Crewing Operator, in general I have to coordinate crew changes, liaise with the Manning/Port agents and of course our Clients.

One of the most important responsibilities that I have, is the follow-up of any missing documents with respective parties (e.g. flag state, manning agent) prior the seafarer joins the vessel. I have to maintain, monitor and update in cooperation with our manning agents all seafarers' personal records, including verification and electronic filing of their scanned documents. At the same time, I am also involved with our new CompasMobile Web app, where I was primarily involved with the promotional release and currently functioning as a back-office support.

WHAT DO YOU ENJOY MOST IN YOUR WORK?

In Crewing quite often, we are dealing with unexpected situations but with good organisation and effective time management, one can deal with anything that comes their way and feel gratified at the end of the day.

Each day comes with new opportunities for someone to learn and develop more as a professional.

DO YOU HAVE ANY CREDO OR MOTTO IN LIFE?

The future belongs to those who believe in the beauty of their dreams.

FOLLOW MY LEADER

What is good leadership? In my experience, an essential factor in leadership is the capacity and ability to influence; to provoke some action in other people through simply mastering the art of good communication and motivation.



“Whilst position and authority provide you with the potential to lead, it does not make you a leader. You don’t suddenly become a leader just because you have a fancy new title. In fact, you don’t need a title to lead. Every day you can find examples of people with fancy titles that fail to demonstrate leadership.” George Ambler

Leadership happens when people allow you to influence their lives. It’s only when your influence causes people to work towards a shared vision that you become a leader. Leadership is more about influence and relationship than it is about control and giving orders.

“Nobody cares how much you know, until they know how much you care.” John Maxwell

Leadership is not all about knowing all of the answers. Most people believe that those who have knowledge and intelligence are natural leaders. But that isn’t necessarily true in my view.

The concept of leadership can even be scary for some. There are countless leaders who would never describe themselves using that word. They would tell you that they are ‘just doing what needs to be done’. We are now picturing who those folks are, right?

When it comes to leadership there is no magic formula or single way of doing things.

Every leader is unique, although there are some common threads in my book;

Leaders relentlessly upgrade their team, using every encounter as an opportunity to evaluate, coach and build self-confidence:

2/O sees a 3/O who is doing chart corrections incorrectly. The 2/O demonstrates, then monitors the 3/O who is expected learn the skill.

Leaders get into everyone’s skin, exuding positive energy and optimism:

Chief Engineer leads a team during a difficult breakdown or overhaul. During the job he shows great leadership: motivation, encouragement, enthusiasm, confidence and awareness of team’s abilities.

Leaders establish trust with candor, transparency and credit:

2/E notices a 4/E significantly underperforming. He shares his views constructively and transparently with the 4/E before appraisal time, providing feedback on the positive aspects of his performance as

well as the areas that require improvement so that he has an opportunity to correct his performance before it is reported on in writing.

Leaders probe and push with a curiosity that borders on scepticism, making sure their questions are answered with action:

Something has gone wrong on the ship. The Master or Chief Engineer ask what happened. The answers from the ones directly involved appear superficial but they do not probe further (why, why, why). As a result the opportunity to find and correct the root cause is missed.

Leaders inspire risk taking and learning by setting the example:

We don’t take risks with safety but in business we must stretch ourselves and be innovative.

So, who is influenced by you?

Richard Knighton, Fleet Personnel Deputy Director

THE WORLD IS CHANGING

Every business sector and industry will go through digitalization – if not now, soon. It will bring changes to existing business models and offer new opportunities.



Traditionally, ship equipment maintenance is carried out either at fixed intervals or when equipment fails to operate. The development of remote asset management allows shore-based service teams to constantly assess the situation and intervene before extra costs occur. Furthermore, sharing vessel asset in a cloud service enables effective fleet management of even very small freight and passenger fleets. Real-time information allows ship operators to adjust vessels’ speeds and routes, and realise real savings.

Digital technology does not only improve the management of ships, it can also improve the management of people, and Uniteam Marine is at the leading edge of this technology. Introduced in 2016, Uniteam’s crew web application, CompasMobile, can be used wherever and whenever there is internet access. It provides our seafarers with a direct link to career management information including next vessel assignment,

certification compliance, travel arrangements and their payslip. CompasMobile enhances communication between the seafarer and the office and reduces the exchange of e-mails and phone calls, saving both the individual and the Company time and money.

Increased ship – shore internet connectivity, greater use of cloud-based systems and a wide range of initiatives from e-navigation to remote stock control have the potential to dramatically change our industry. Uniteam Marine has definitely started its journey into the digital world and is ready to embrace the new opportunities it brings.

Joseph Andreou, Crewing Manager - Group 1

OPAP LIMASSOL MARATHON GSO 2017

The 2017 OPAP Limassol Marathon GSO took place during the weekend of 18th-19th March 2017 and the official patron of the Marathon was the Cyprus Tourism Organisation.

Part of the OPAP Limassol Marathon GSO is always the 5km corporate race that took place on Saturday 18 March 2017. This year more than 5.000 runners from more than 150 companies all over Cyprus joined this unique event.

The 5km corporate race is the largest sport event on the island and it is said to be a giant morale booster and a great opportunity for an enjoyable day out for employees of all companies.

The experience was exceptional as we faced a festive atmosphere

during Marathon days with many events taking place such as music/bands and dance groups. Of course, Uniteam’s employees could not miss the fun! We are very proud to announce that our team consisted of 18 energetic and sprightly runners inspired to run the marathon for a common cause.

We are looking forward for the next marathon!

The Uniteam Marathon Team



UNITEAM GLOBAL BUSINESS SERVICES

SHARED SERVICES ARE CHANGING!

We are proud to announce the formation of Uniteam Group of Companies new Business Unit "Uniteam Global Business Services".



A trusted partner that aims to deliver outstanding professional business services in the areas of financial management, accounting administration, staff payroll administration, human resources and information technology; enabling our customers to focus on their core activities.

Uniteam shared services was formed in 2014 as a deliverable of the Organization Architecture Project - aiming to support the core processes of the group and create economies of scale, cost efficiencies, flexibility and quality improvement through consistency and standardization. The previously fragmented functions and resources across Uniteam were merged into shared services that served all Uniteam business and operating units.

Uniteam Global Business Services represents the next step in our journey to consolidate all our shared services under one "roof" with common leadership and vision – providing exceptional business services within Uniteam and beyond! Uniteam Global Business Services' unique resources and capabilities, through the utilisation of technology in areas such as process digitisation and a customer first mentality,

support our customers to develop competitive advantages and grow in a sustainable manner. Our Finance team utilises best in class processes and systems that support all aspects of financial management and accounting administration while our team of HR and IT professionals partner with our customers to build and leverage their most valuable resources and capabilities; People and Technology.

Inspired by a wealth of experience, accumulated over 25 years of serving the Shipping, Training, Real Estate and Hospitality markets, we serve our customers with professionalism, integrity and great passion. We work together in perfect teamwork. Our ethos of doing business is very clear and reflected in our values set which serves as our moral compass for all decisions.

For more information on the services offered by our new business unit, visit our website at www.uniteamservices.com

Andreas Papanisiforou, Managing Partner, Uniteam Global Business Services

TEN YEARS OF SUCCESS THROUGH TEAMWORK AT UNITEAM UKRAINE

On March 23, 2017 the Uniteam Ukraine team celebrated the tenth anniversary of the company.



The Ukrainian branch of our Company began its operations in 2007 in a small office at Deribassovskaya Street 1. In the summer of 2012 the office was re-located to provide much needed space to cope with the expansion in the number of Ukrainian seafarers employed, as well as to accommodate training, seminars and computer based learning and assessments.

Noting the current market conditions, this milestone was marked with a modest family style dinner in the warm circle of current employees and those who were with the company at the beginning.

Due to the successful teamwork and support of all employees, Uniteam Ukraine has grown with a focus on our clients' needs and the quality of seafarers employed on board.

Despite the ongoing and long lasting worldwide shipping crisis, we look forward to the future with optimism and are ready for new challenges. We are always looking for ways to develop further and with mutual support and cooperation between all our offices, our clients and our seafarers, we are determined to go from strength to strength!

Maksym Kostin, Office Director - Ukraine

“HOT” TRANSAS ECDIS UPGRADE ON MAERSK EVORA

At the end of 2016 the owners decided to upgrade all 13k ships to the latest Transas ECDIS as the existing Furuno ECDIS did not cope with the new IMO regulations. Maersk Evora was chosen as one of the pilot vessels to be first in for the upgrade.

The conversion was to be done during the vessels' call in Asian ports to keep the costs within the given budget. The challenge was to keep the old and new system running in parallel for a certain time in a transition phase until all officers familiarised themselves with the new TRANSAS system.

For that, Fitter Zaw Khin Aung constructed one steel frame to keep the existing Furuno, which was still officially the primary means of navigation, in the line of view of the officer of the watch from his watch position at the bridge centre console, allowing the new Transas system to be directly installed in the bridge console.

ELEC Thain Htaik Oo and 2nd ELEC Zayar Phyto, prepared approximately 400 m of cables, including bulwark penetrations to connect the new Transas with all sensors. Bosun Nay Win Ko fabricated a wooden frame to fit the new keyboard into the old cut out of bridge main console.

As all preparations were done well in advance, the complete installation could be finalised by the Transas technician during

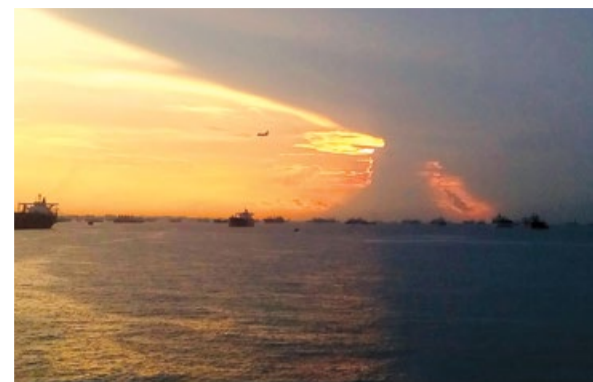
2 very short and hectic port stays in Nansha and Xiamen, each not exceeding 6 hours port stay and without effecting the operation and level of readiness of vessel at any time.

Master Myo Zin Maung and Chief engineer Kyaw San Htoo and all our bridge team were fully supported from ECDIS team headed by Capt Madhu Nair from technical manager Rickmers Ship management Singapore and Capt. Siewers from Rickmers Training Department who was dispatched on board to give a full type specific training to all Officers and provide the necessary certificates.

Uniteam training now also conduct these type specific courses for the future onsigners in their brand new CBT lab in Yangon to ensure smooth changeover to the new Transas system.

Capt Myo Zin Maung - Maersk Evora

PHOTO COMPETITION 2017



Escape from the Sun – by Kyaw Naing

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” 2017!

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.

HUMOUR

A young man from Mississippi comes running into the store and says to his buddy, 'Bubba, somebody just stole your pickup truck from the parking lot!'

Bubba replies, 'Did you see who it was?'

The young man answers, 'I couldn't tell, but I got his license number.'

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 Corporate Communications & Marketing at Uniteam Marine, Anja Frauboese, marketing@uniteamservices.com

