



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

ENGLISH – WHY IS IT IMPORTANT?

As this article is written in English I am aware that this is like preaching to the converted, but the more people that understand this and share the concept, the better chance we have of making it actually work.

English is naturally an important language to me because it is my mother tongue, but it is also important in an international context. International English is very different to the English I speak at home. International English tends to be simple and uses grammar adopted from other languages. For example, I very commonly hear the greeting 'good appetite' before dinner. It comes mainly from a direct translation from other languages like the German 'Guten Appetit'. However there is no such saying in English, we actually use the French greeting 'bon appetit' as a greeting before a meal.

Why is such a simple observation important? It is important because it doesn't really matter if it is not entirely correct, it only matters that you can communicate and make yourself understood. Naturally the more you learn and use a language, the easier it becomes; but it is absolutely essential in an international community, especially in a high risk environment like working on a ship navigating the high seas, to be able to communicate with one another regardless of your background. A strong English (or Scottish) accent can be just as hard to understand as a strong American, or Chinese accent.

We can all be guilty of a miscommunication however, it is important to point out to someone when the communication is not understood. For example, when deck watchmen are communicating in their own language and not in English, intervene and insist on English; when officers decide to

talk amongst themselves in their native language during mooring operations, request for English communication. It is important not just for your immediate colleagues to understand what is being said whilst on duty, but it is also important for those around you to maintain an understanding of what is happening on board. The same applies in an Engine Control Room, a Navigation Watch, routine maintenance, mooring operations, or cargo operations.

Use of a common language builds trust, but it also helps to avoid mistakes, accidents and will save lives in critical situations. So do not wait to use and practice your English until it is too late. It is incredibly tempting to speak in your mother tongue when at work. Having witnessed so many occasions during my 20 years of shipping, I doubt it will ever cease completely, but as a professional in shipping you should expect to both speak and hear English in your workplace, especially as a seafarer during maintenance, mooring, navigation and emergency operations. The more people who expect this to be the case and practice it themselves, the more chance we have of others following in the same example. Keeping your English fresh by using it every day and trying it every day, is the only way to keep and develop your knowledge, so I encourage each and every one of us to keep practicing and make sure you and your colleagues use English in your everyday working environment. It could save your job and your life.

Stephen Fyfe, QSE Director

SAFETY THOUGHTS – LOOKING AFTER YOUR BACK

Back pain is a big problem – studies have estimated that over four million working days a year in the UK are lost because of it and in the USA back pain and other "Musculoskeletal Disorders" (MSD) account for almost 30% of illnesses leading to days off work.

This pattern is repeated all across Europe and America and increasingly in Asia as well. These problems cost money – the UK National Health Service spends over £400 million of tax payers' money a year on treating MSD and The Work Foundation estimated that the European Union as a whole loses as much as 240 billion euros or 2% of overall Gross Domestic Product a year due to back problems.

Most of all however, this is about people and individual quality of life. Back problems cause pain and discomfort and can limit an individuals' ability to participate and enjoy a whole range of activities. In extreme cases, back problems can leave people permanently unfit for work.

The most frequent and most obvious cause of back pain and other MSD is trying to lift heavy objects in the wrong way, but this is by no means the only cause. Working in cramped or awkward conditions which require large amounts of bending or twisting; carrying out repetitive tasks for an extended period or pulling on ropes under tension may all cause injury. It is also important to recognise that back pain is not only something that affects manual workers or those at sea. Office work, particularly when seated in front of a computer for lengthy periods, may contribute to back problems.

The golden rule with your back is that prevention is better than cure and the following guidelines may help to keep your back problem-free:

- Think before you act – do you need to move this heavy object, carry out maintenance in this awkward space or is there an alternative?
- Use mechanical handling aids whenever possible
- Get help, never try to lift something that is too heavy
- Organise your work space so that you can reach tools and equipment as comfortably as possible
- Make sure your computer work station is set up correctly
- Use the correct manual handling technique – keep your feet close together, arms tucked in and lift objects by bending your knees and hips, not your back
- If working sitting down, try to get up and take a break every 30 minutes
- Try to maintain a healthy diet and lifestyle and endeavor to lose any excess weight
- Give up smoking – smoking can reduce the blood supply to discs between the vertebrae and this can lead to disc-degeneration
- Maintain a good posture – avoid slumping in your chair, hunching over a desk or walking with your shoulders hunched
- Learn relaxation techniques to help manage stress – stress is a major cause of back pain.

Look after your back - THINK LSR
Peter Chilman, QSE Manager

THINKLSR

**Protect your back,
always lift correctly.**

You should...



- Use mechanical handling equipment whenever possible
- Seek assistance to lift any heavy or awkward-shaped loads
- Take a firm and balanced stance close to the load with the feet a little apart, not too wide, so that the lift will be straight as possible
- Crouch down and bend your knees, make your legs do the work of lifting, keep your back straight
- Take care when lowering loads – use the lifting procedure in reverse

SENIOR OFFICERS MEETING IN YANGON

The aim of the Senior Officers Meeting is to improve the quality of services and provide the needs of customers in time.

Under the management of Captain Thet Naing, meetings are carried out on a quarterly basis.

The general discussion within the meeting is based on actual cases happening within different fleets. Senior Officers share their experiences, the problems they encounter during the voyage and try to generate the best solution for every case. In the last meeting they discussed:

- **Safety vs Commercial Pressure**
- **Communication with Office / Superintendent and on board Ship Management Team Performance / Decision Taken**
- **Quarterly Fitness Report & Final Fitness Report**
- **Yellow Fever Certificate**
- **THINK LSR**

By holding such meetings, attendees gain further knowledge from different fields, increase awareness of problems that are commonly occurring and can receive ad-

ditional support to make an action plan in order to avoid potential problems. The meetings can also promote unity amongst the management team.

The last meeting was held on the 3rd of February 2017 and the participation of our valued senior officers helped to generate new ideas that will make us a better organization.

Zar Pann Phyi, Corporate Communications & Public Relations Coordinator



NEWS FROM THE TECHNICAL FUNCTION

After 27 years of dedicated service with Uniteam Marine, Mr. Jure Kutlesa has decided to relocate to his home country Croatia and has decided to terminate his employment as Technical Director with Uniteam Marine.

Mr. Kutlesa has had a long and successful career with Uniteam Marine since 1990 when he was employed for the first time as a Chief Engineer on board vessels under our management. He joined Uniteam Marine in Hamburg as a Technical Manager in 2002 and holds the position of the Technical Director since 2014.

Mr. Kutlesa has been an integral part of the Uniteam Marine family and whilst we will miss him on a day to day basis, he has

established a solid platform on which our technical team can continue to grow from.

We trust it will not be the last time we see Mr. Kutlesa and wish him every happiness and success in his future ventures.

Uniteam Marine's Technical Manager Mr. Lars Helge Evers takes over the duties and responsibilities of Mr. Kutlesa and replaces him as Technical Director of Uniteam Marine.



THE ENGLISH LANGUAGE

Have you ever wondered why foreigners have trouble with the English Language?

Let's face it
English is a stupid language.
There is no egg in the eggplant
No ham in the hamburger
And neither pine nor apple in the pineapple.
English muffins were not invented in England
French fries were not invented in France.

We sometimes take English for granted
But if we examine its paradoxes we find that
Quicksand takes you down slowly
Boxing rings are square
And a guinea pig is neither from Guinea nor
is it a pig.

If writers write, how come fingers don't fing.
If the plural of tooth is teeth
Shouldn't the plural of phone booth be
phone beeth
If the teacher taught,
Why didn't the preacher praught.

If a vegetarian eats vegetables
What the heck does a humanitarian eat!?
Why do people recite at a play
Yet play at a recital?
Park on driveways and
Drive on parkways

You have to marvel at the unique lunacy
Of a language where a house can burn up as
It burns down
And in which you fill in a form
By filling it out
And a bell is only heard once it goes!

English was invented by people,
not computers
And it reflects the creativity of the
human race
(Which of course isn't a race at all)

That is why
When the stars are out they are visible
But when the lights are out they are invisible
And why it is that when I wind up my watch
It starts
But when I wind up this observation,
It ends.

Source: The Idle time killer - thank you to Captain Kolev for sharing the text.

NEW TRAINING DIRECTOR AT UNITEAM TRAINING

Tin Maung Tun has started as Training Director at Uniteam Training 1st of January 2017 and took over the position from Douglas Smith.

"I started at Uniteam Marine as a Chief Officer in 1998. I was promoted to Master in 2002, in command of various bulk carriers and container vessels until July 2008 when I joined Uniteam Marine in Singapore as a Marine Superintendent and taking on various roles including Fleet Personnel Manager, DPA and CSO. From 2013 until 2015 I was assigned to a special project in supporting a major Uniteam Marine client in streamlining their offices in Shanghai.

I joined Uniteam Training in September 2016 in order to ensure an effective succession and handover of duties and responsibilities and took over as Training Director since 1st of January 2017.

I believe it is a privilege to be involved in training: By transferring our knowledge and skills to the next generation, we are making a great contribution to the industry and the society we live in. We will strive to make a positive difference to the people who have attended our training.

In Uniteam Training, we are working hard to transform our courses from being knowledge-based to being competency-based by injecting more practical and hands-on training. We are changing from traditional classroom based, teacher-centred, one directional approach to a practice-based, interactive, student-centred approach.

We believe that the most important part of the training is the student and they must



want to learn. We must inspire them to continue with their lifelong learning journey where we will instill them with the love for learning to improve themselves.

We are working with the learning management system, "TEAMIE" where anyone with internet access can have access to modern learning material: This enables learning ANYTIME, on ANY DEVICE, ANYWHERE, allowing students to study at their own pace and in their own free time. Our aim is to maximize convenience and flexibility for the student. Online learning will be supplemented and supported in the classroom with workshop style, interactive discussions and a practical approach to training.

In parallel with, and building on the success of, "Escape from Desolo", we are developing more Serious Educational Games in Uniteam Training. Learning through gaming will be the future of education for a new generation of students.

We have already started some practical courses: Safe Mooring Operations, where the students practice using an actual mooring station; Log Lashing Training with real log lashing practice; Oily Water Separator with a running OWS and Reefer Container Operation & Service Training with live reefer containers. We are continuing to develop more courses on this trend, including Air Compressor Maintenance, Purifier Maintenance, Pump Maintenance and on-job training for new OOWs and Engineers. With our website - www.uniteamtraining.com - and Facebook page live, we will be able to communicate better with our students.

2017 is going to be an exciting year for Uniteam Training, we hope to see you on one of our course soon!"

Tin Maung Tun, Training Director, Uniteam Training

UNITEAM TRAINING: NEW APPROVALS!

Uniteam Training is delighted to announce that it has successfully passed audits for two new courses "Offshore Emergency Team Leader (OERTL)" and "Safe Driving at Work (SDAW)" by the world's governing body for oil & gas training standards "OPITO" (www.opito.com).

"OERTL" is essentially an advanced Fire-fighting Leadership course, designed for personnel who are appointed to, or to be appointed to, the role of an Offshore Emergency Response Team Leader onboard an offshore oil & gas installation. Duration of the course is four days.

"SDAW" is a defensive driving course designed for any person who is required to drive on company business, is employed as a driver (in the plant or on public roads) or is a local hire driver under company responsibility. Duration of this course is one day, and we highly recommend this course for people driving a car in Yangon!

Standards are extremely important in the training industry, as they give confidence to our customers that we meet international benchmarks on curriculum, facilities, and competency of Instructors. Equally they are important for our students, as the certificate of successful completion of the course will further advance the student's employability in an international labor market. Being certified by OPITO means that every year they do a comprehensive audit on our training courses; currently Uniteam Training holds 10 x OPITO approvals.

Heartfelt congratulations to Section Lead "Oil & Gas", Mr. Min Lyat Chan and his team,

as well as Miss Khin Yadanar (Management Systems & Accreditation Manager) for development of these two courses, and steering the entire process to a successful audit outcome. We look forward welcoming students to these two exiting courses, and inquiries can be made through our website (www.uniteamtraining.com) as well as our Facebook page.

**Paul van Empel, Managing Director,
Uniteam Training**



SAFETY BY ACCIDENT

Performing tasks during routine operations on board is often automatic, without thinking, leading to behavioural safety complacency and sometimes unnecessary accidents.

Why do seafarers still get injured during mooring operations? Why do seafarers still suffocate when entering into enclosed spaces and carrying out other standard operations? Luckily, in most cases they are safe - but they are safe by accident. As a result, we tend to think that a good safety record mirrors a safe work process. Therefore, ship managers and officers must be aware of the dangers of behavioural safety complacency and over confidence. Some time ago Green-Jakobsen was asked to carry out an accident investigation after a very serious incident. This article sets out some of its post-investigation reflections on how crews can be misled in their risk perception.

Hazards of standard operations

On a lovely May evening in a Northern European port, a gas carrier crew were engaged in a tug boat and mooring operation. The crew were well trained and experienced - perfect conditions for this type of operation. Nevertheless, before the vessel was properly moored a rating had lost the lower part of his left leg, ripped off by the tug boat messenger line. What went wrong is always the question that follows - but more importantly how can officers and managers in the future recognise the mind-sets, behaviour and attitudes which need to be corrected before they lead to an accident?

Overrating own performance

One of the main and recurrent findings when assessing safety behaviour, is that crew members predominantly rate their own performance as better than, or at least equivalent to that of their colleagues. In other words, they believe, "my colleagues can do better but I'm ok".

Why is this? Some argue that we assess ourselves in this way to avoid losing morale - on the basis that the poorer our performance, the more we highlight our own infallibility. Others argue that humans are influenced by previous occurrences or behaviour (antecedents) - the consequences of this behaviour either enforce or discourage repetition of certain behaviour patterns. If the way we do things has a positive result



- "I wasn't hurt when I did it that way" →we tend to repeat this specific behaviour next time we are in a similar situation.

We forget the process and look at the result - complacency and overconfidence

The consequence of this mind-set is that we forget to reflect on the process but focus on the result. Although a ship might not have experienced any serious incidents before, this does not mean that the way its crew conducts itself is safe!

From a safety perspective, this attitude often leads to behavioural safety complacency and self-satisfaction. A Master once said, "I must be better than my colleagues and be doing a safe job! Just look at my safety record". This is a performance evaluation based only on results, not on how the processes leading up to the results were managed. Maybe the Master had been safe only "by accident". This approach can po-

tentially lead to the downfall of an individual with disastrous consequences.

Ship managers and officers must challenge behavioural safety complacency

When the rating got his leg torn off during a standard mooring operation, the accident investigation clearly indicated that a mooring and tug boat operation was not perceived by the crew as a task demanding thorough risk management. "We have performed this task so many times so there is no need to discuss the process beforehand". Despite the fact that the tug boat's conduct was a major contributory factor, there were numerous examples of crew behaviour and mind-set which were clearly controlled by earlier experiences and results, rather than constant reflections on the process in hand. Potential risks have to be identified before they result in an accident. The only way to do this is through constant, dynamic, on-going evaluations

of the processes involved - not getting hurt does not necessarily mean that a good job was done. Officers and managers are important role models to drive the crew safety mind-set and behaviour in this direction.

It would be wrong to conclude that the rating who suffered the serious injury in the case we investigated might have avoided the accident. However, the fact is that the crew members on board made a superficial evaluation of a very dangerous work process. This was a problem.

Recommendations

Since seafarers continue to suffer serious injuries during standard operations the approach to safety needs to change. A number of recommendations can in this respect be made but for Green-Jakobsen the three most important are:

- 1. Debriefing** - Discuss how the job was carried out - good and poor performance. Do not wait for an incident before you do this - the result is not irrelevant but it is the process that needs to be discussed. Instil a sense of "chronic unease".
- 2. Risk Management** - this is more than risk assessment. Train crew and shore staff in risk management skills enabling them to recognise, motivate and give feedback on safety mind-sets, situational awareness, behaviour and attitudes.
- 3. Fight overrating of capabilities** - Human beings overrate their own capabilities, which leads to complacency. When crew become complacent a down-ward spiral starts, which can end up in sloppiness and poor performance.

While understanding behavioural safety complacency will not change every decision they make, knowledge of its effect can improve the risk management process.

Remember good safety statistics do not mean that you are working safely. Maybe you have been safe by accident!

Source: Gard P&I

THINGYAN – GREETINGS TO OUR SEAFARERS

The four-day festival of Thingyan (five days in a leap year) welcomes the Myanmar New Year and is the most exuberant of traditional festivals, marked with many special events and traditions.

Perhaps the best known tradition is that of throwing water to symbolise washing away the dirt and the sins of the old year and starting the new year clean in body, mind and spirit.

Everybody, and especially the young, join in and just about everybody is fair game for a soaking. This is a great opportunity for fun and is also marked by lots of traditional songs and dances.

A popular snack at this time of year is “Mont Lone Yay Por” which literally means “round rice ball floating on water”. These are made of balls of rice dough with a sweet filling of jaggery served with grated coconut and are often given away free to revellers during the festivities. But if you are offered one, be careful - some of them are filled with fiery chillies to catch the unwary!

There is also a more serious side to Thingyan; people will often show their respect to their relatives and friends by performing tasks such as washing their hair or cutting their finger nails. Some will donate money to the monks, or visit a monastery and carry out simple tasks to help the community. It is a time for fun but also a time for meditation and reflection.

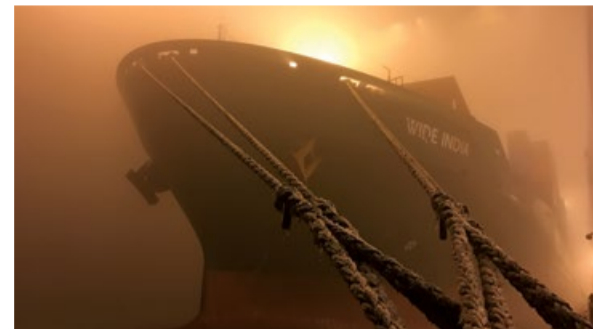
This is a time of year when Myanmar people who are abroad head back to their homeland or, if this is not possible, celebrate Thingyan in their adopted countries. Our seafarers, too, celebrate Thingyan and we are always pleased to see the photographs of them enjoying a little moment of Myanmar culture in the four corners of the globe!



We wish all our readers, and especially our seafarers, a very Happy Myanmar New Year and the strength to pursue their new year resolutions for 2017.

Zar Pann Phyu, PR & Corporate Communications Coordinator

PHOTO & VIDEO COMPETITION 2017



Fog at Mundra Port, India – taken by AB Thant Zin Htay, MV Wide India

WINNERS OF PHOTO & VIDEO COMPETITION 2016

Thank you for your votes – the winner for 2016 is OLR Kyaw Zin Latt with “Evening mood” – he won USD 300!

2nd – 5th prize (Escape from Desolo T-Shirts) go to:

- OLR Zin Lin Htike “Brisbane”
- OS Mehm Lu Lu Htet “Birds in the darkness”
- BSN Ye Ko Tin “A moment of beauty”
- OS Thu Htet Aung “Sunset”

CONGRATULATIONS!

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.

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



PORTRAIT OF ELECTRICIAN MELESE DAGNAW ANDUALEM



How did you join Uniteam Marine?
I joined Uniteam Marine through a manning agency.

What are your main duties on-board?
I am the Electrician of the ship, so my main duties are performing maintenance and function testing of all electrical equipment’s and systems on-board.

What do you like most in your job?
I like most in my job when I fix malfunctioning equipment and it starts working again.

What has been your most exciting experience while working on-board?
The travel to different places of the world and working with multinational

colleagues has been really an exciting experience while I work on-board.

Do you have a favorite port and why is it your preferred port?
Auckland port in New Zealand is my favorite port, because the port is near the centre of the city. When I go there I have the chance to visit the beautiful Auckland city without hurry.

Do you have any motto/credo in life?
Always welcome the challenges in life because they are the source of experience.

DONATIONS

The children from our Myittar Young Chi orphanage would like to say a big “Thank you” to all those who have donated so unsparingly over the last year.

In December alone our young people received USD 8.800 from our colleagues ashore and afloat. A special “Thank you” goes to the crews of MV Mol Dedication, MV Maersk Essex, MV Octavia, MV Maersk Eindhoven and MV Sandy Rickmers for their very generous support to our education and well-being; we all send you our love!

The continued generosity of our friends, old and new, is essential to the work of our orphanage. If you would like to donate, become a godparent or simply find out more about our community, please contact info@mda-myanmar.com.

