



# UNITEAM MARINE NEWS

ISSUE: December 2017

SUCCESS THROUGH TEAMWORK

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## MESSAGE FROM THE CEO

As the year comes to a close we should all take a moment to consider the immense value of expressing gratitude. In our stressful lives we sometimes forget about the importance of being grateful and that simply expressing this feeling can have a profoundly positive impact on our lives.

I wish to thank sincerely all of those who are involved with Uniteam Marine. Most importantly, I would like to express my heartfelt appreciation to all of our seafarers and their supportive families for the hard work on board. And I would like to thank especially all of our colleagues in our various offices for their dedication and our business partners for their trust in our services.



Looking back at the year I am proud to say that our TH!NK LSR – Life Saving Rules campaign continues to gain momentum. Strengthening our safety culture is a number one priority and hearing more and more people talking about safety aspects is evidence that our TH!NK LSR campaign is successful. We need to be aware of and comply with standards, procedures and most importantly, we need to intervene when something is not done the right way.

great challenges. In order to remain successful we will continue to adapt and be flexible. Our world is becoming more competitive all the time and this means we have to continuously improve our skills and level of professionalism so that our quality of service remains at the forefront of the industry.

Our shipping industry has been effected by many changes and I believe this will continue. Whilst the light at the end of the tunnel may shine a little bit brighter, we are still facing

To all of you reading this newsletter, I wish you Season's Greetings and may the New Year bring us Happiness, Good Health and Success.

*Holger Ruether*

## UNITEAM CRUISE SERVICES – ‘SEAS THE DAY’

WE ARE HIRING! Today's cruise ships are less floating hotels and more entire cities. A multibillion-dollar industry, the most luxurious ships have their own theaters, casinos, restaurants, and every other conceivable amenity.

In late 2016, Uniteam Cruise Services (UCS) was established combining our expertise in both the maritime and hospitality sectors. We are extremely pleased to announce that in 2017 we signed an exclusivity deal with AIDA Cruises to be the supplier of Myanmar staff for their fleet.

Scherr and his team. It was very clear that not only had the marketing campaign been a huge success but there was a strong desire from local people to be part of our new mission. More than 350 people were interviewed during our first event.

AIDA Cruises is an American/British owned German cruise line based in Rostock, Germany. The company was founded as Deutsche Seereederei with a ship called Voelkerfreundschaft ("Friendship Between People"), and entered the cruise industry in the 1960s. The company was acquired by P&O Princess Cruises in 2000. In 2003, P&O Princess merged with Carnival Corporation, to form Carnival Corporation & plc, the world's largest cruise holiday company. Following the merger, executive control of AIDA Cruises transferred to Costa Cruises Group one of the main operating companies of the Carnival Group, with responsibility for the group's European brands. [ref: Wikipedia]

A few days later, we performed another fantastic UCS Career Open Day in Mandalay at the Marvel Hotel, where we again presented our client AIDA, the amazing opportunities that working on board and cruise ship could bring and then interviewing perspective candidates who were ready to take the challenge.

The final event took place on the 10th of October and we gave a warm, Yangon welcome back to Imke Mecke, Senior Recruitment Manager for AIDA. Again, we were inundated with people striving to take that next step in their careers on board an AIDA Cruise Ship!

Our marketing team and in-house design executive worked tirelessly to ensure we were ready to host our very first UCS Career Open Day. The first of three events took place on 27th September 2017. At 08.00hrs Captain Thomas Reppenhausen opened the doors to an amazing turnout of early bird candidates at our fantastic conference hall facilities in Yangon, run by our award winning Magnus

For the next stage of the process, top candidates have been identified to undergo a series of important training courses before joining one of the fantastic ADIA ships in early 2018. Uniteam Training has developed a special training course for those candidates that may not have the

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**UNITEAM MARINE NEWS** is designed to be of interest to seafarers, colleagues as well as friends and business partners working with Uniteam Marine.

*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](mailto:marketing@uniteamservices.com)

EXCLUSIVELY RECRUITING FOR GERMANY'S LEADING CRUISE LINE AIDA IN MYANMAR

**UNITEAM CRUISE SERVICES**

# YOUR CAREER

*with a smile starts with us!*

**INTERVIEWING 10<sup>th</sup> OCTOBER 2017**

**We are HIRING**

APPLY NOW

**Join the AIDA Cruises Interviews**

AIDA Cruises, Germany's leading Cruise line in cooperation with Uniteam Cruise Services are interviewing on the 10<sup>th</sup> of October 2017, at the Uniteam Marine Offices in Yangon, for new roles on-board their cruise ships.

**We are seeking qualified candidates for the following departments:**

Galley | Housekeeping | Bar & Restaurant | Spa

- Applicants must be between 21 - 35 years old.
- Must have prior relevant experience, either on-board cruise ships or ashore.
- Must speak English at a good communication level.

**Apply by sending CV in English to:** [apply@uniteamcruise.com](mailto:apply@uniteamcruise.com)

Uniteam Cruise Services

Uniteam Cruise Services is part of Uniteam Group of Companies

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right experience to be employed directly or need a helping hand to start their career onboard an AIDA Cruise Ship. This new and exciting addition to the training catalogue will comprise of 120 hours of formal English language training, interview skills, resume writing advice, Health & Hygiene level III certificate, as per City & Guilds (UK), Health & Safety training, technical training (depending on position), conducted by expatriate and Myanmar instructors and basic German language training, including German cultural awareness.

This is just a summary of the beginning; there will be more road shows where we will be looking for talented young people across Myanmar to join an AIDA ship and begin their own adventure of a lifetime. AIDA Cruises offers exceptional working conditions and has excellent career opportunities for staff, having received several awards in recognition of this.

Check out <https://www.facebook.com/uniteamcruise/> to learn more about Uniteam Cruise Services or send a resume to [apply@uniteamcruise.com](mailto:apply@uniteamcruise.com). If you have friends or family who you think might be interested in an opportunity, please let them know that at Uniteam Cruise Services – WE ARE HIRING!

A very big thank you to all those who helped in taking Uniteam Cruise Services to the next stage and making these above events happen; you know who you are!

**Richard Knighton,**  
**Fleet Personnel Deputy Director**



## EVENTS, EVENTS!

### NORDEUTSCHE REEDEREI H. SCHULDT ROUND TABLE ODESSA, SEPTEMBER 2017



In total, 30 Officers accepted the Owners invitation for the 28th Round Table event with the theme of "Surviving in a challenging economic environment". In the near future we are moving closer towards a very special anniversary - the 30th NRS Round Table event. This is a fantastic milestone and success story, reachable only with you working as a team. These workshops are proving to be a constructive and effective platform for sharing ideas, solutions and understanding on board challenges from the officer's perspective.

The world is full of stories, gossips and news, including fake news... Such a platform may give us first-hand information and we have an excellent opportunity to get answers... the true answers. Such a gift is not always given and our seafarer together with owner's representatives had an excellent exchange about future prospects.

Focus of attention was the role of the SMT and the communication channels on board towards the office and vice versa. Shipping business and the shipping companies may need all available resources in order to manoeuvre the "Vessel" in a safe navigable water.

Taking the opportunity, owners representatives expressed their appreciation for the efforts and great results of on board teams for outstanding performance during difficult times in the industry.

Owners need you hardworking, high performing teams on board and ashore; this is truly the basis for future plans. Last but certainly not least, special thanks towards all the colleagues have organised and participated on the 28th Round Table.

**Captain Udo Stoermer,**  
**Senior Fleet Personnel Manager**

### THE CHINA NAVIGATION COMPANY SAFETY WORKSHOP: ODESSA, AUGUST 2017



The China Navigation Company held its annual Safety Workshop in Odessa on the 29th and 30th August 2017. This year the venue was the hotel Atlantic, which is situated in the very picturesque Arcadia area, close to the sea in Odessa.

In total 45 seafarers attended this now prestigious gathering in addition to our very own Uniteam Marine representatives;

Director of Uniteam Ukraine office, Maksym Kostin and Crewing Group Manager, Vladyslav Ivaschenko.

Similarly, to the previous years the evergreen theme for the event of Safety on board remained. A theme which is close to all of us.

The event started with an update on the latest developments in the company which was presented by Fleet Director, Stuart Jones and the General Manager of Crew Operations, Safety and Training, Captain Henrik Bisbo. Following, an informative session on Lost Time Injury frequencies was thoroughly presented by Training Manager, Captain Debashis.

It was widely agreed that the major safety focus which China Navigation introduced over the last years had resulted in decreased numbers of incidents on board. Even though the trend is presently quite positive and can be deemed a short term success, China Navigation do not feel that it is time to change focus. Rather the opposite; the next initiative is to assess existing procedures with the help of independent company – Green-Jakobsen and take further next steps to improve procedures, in order to achieve safety standards on board own ships even higher. Some of our seafarers had already undergone interviews with Green-Jakobsen during the workshop and had an opportunity to deliver their feedback on the existing procedures. Be safe, even when nobody is looking.

The relaxed workshop style, encouraged a comfortable, open forum communication between the officers and the Company. Delegates were given an opportunity to address the most recent issues which they had faced on board. Such topics were in respect to the operation of the vessel and the present onboard Quality System. Owners in return were able to present the latest case studies and common mistakes, which have occurred while serving on board the China Navigation Company's vessels.

These workshops allow owners to hear your opinions, providing a unique chance to see the existing system and ways of working from the shore based angle. The exchange of views that continued over the delicious dinner will undoubtedly lead to the further improvement of the procedures and safety standards. If you get the opportunity, we recommend you try and attend. Be safe!

**Maksym Kostin,**  
**Office Director Uniteam Ukraine, and Vladyslav Ivashchenko,**  
**Crewing Group Manager**

### THE 14TH RICKMERS OFFICERS' CONFERENCE ROMANIA, SEPTEMBER 2017



Every year around September time, Rickmers organize their officer's conference in Romania.

All available officers serving in their fleet are invited for an open forum with group discussions, presentation and workshop involving various topics and areas. In addition, the officers have the chance to exchange ideas with their peers about handling various situations and learning from each other, especially the juniors having the advantage to be coached by both the senior officers and office staff.

The conference was ended with a splendid social event that was enjoyed by all attendees.

**Mazen Barhoun,**  
**Senior Fleet Personnel Manager**

# SAFETY THOUGHTS

## PERSONAL PROTECTIVE EQUIPMENT (PPE)

Personal Protective Equipment, or “PPE” is often considered as our first protection from workplace hazards. **THIS IS WRONG** – PPE is our **LAST** line of defence against hazards and to stay safe it is important to remember this.



When designing safe systems of work a “Hierarchy of Controls” is followed:

- 1 ELIMINATION.** This means physically removing the hazard. For example, if employees must work high above the ground, the hazard can be eliminated by moving the piece they are working on to ground level to eliminate the need to work at heights. This is the most effective way of keeping safe.
- 2 SUBSTITUTION.** This means replacing the hazard with something that does not produce a hazard, or is significantly less hazardous. As an example, if there is a hazard from flammable paints in the paint store and we switch to using non-flammable paint then the hazard is reduced.
- 3 ENGINEERING CONTROLS.** This often involves placing a physical barrier between the worker and the hazard, such as placing a guard on a machine, or it may take the form of improving ventilation to make safe a potentially hazardous atmosphere. A safety valve is another example of an Engineering Control.
- 4 ADMINISTRATIVE CONTROLS.** These controls aim to keep workers safe by altering their behavior and ensuring risks are understood, work is planned and precautions are taken. Safety signs, planning work to minimize exposure time to hazards, and the use of a Permit to Work system are some good examples of Administrative Controls.
- 5** Finally, we have **PERSONAL PROTECTIVE EQUIPMENT.** The purpose of PPE is to reduce an individual’s exposure to hazards when Elimination, Substitution, Engineering Controls and Administrative Controls cannot reduce risks to an acceptable level. This means that PE is the last line of defence between you and the hazard.

To find out which PPE you need for a task, Uniteam Marine employees should consult the “PPE Quick Guide” in the

Company’s Safety management System. Once the appropriate PPE for the task has been selected, it is very important that the user understands how to use the PPE correctly, and the capabilities and limitations of individual equipment. It should be noted that the use of PPE may in itself cause a hazard, e.g. through reduced field of vision, loss of dexterity or agility etc.

Defective or ineffective protective equipment provides no protection. It is therefore essential that the correct items of equipment are selected and that they are properly maintained at all times. The manufacturer’s instructions should be kept safe with the equipment and referred to before use and when maintenance is carried out. Personal protective equipment should be kept clean and stored correctly to avoid damage or contamination.

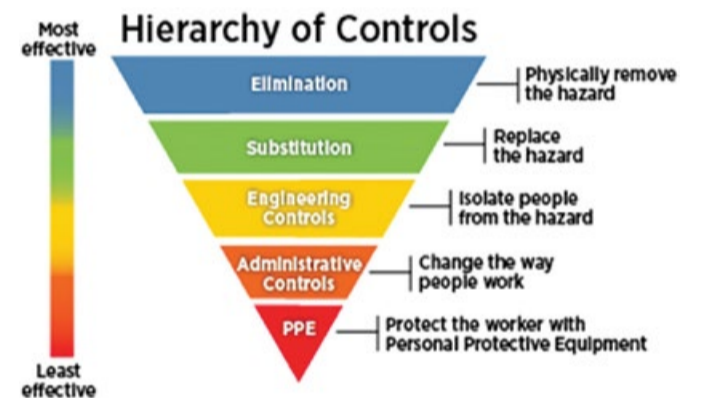
PPE may be classified as follows:

TYPE	EXAMPLES
<b>Head protection</b>	<b>Safety helmets, bump caps, hair protection</b>
<b>Hearing protection</b>	<b>Ear muffs, ear plugs</b>
<b>Face and eye protection</b>	<b>Goggles and spectacles, face shields</b>
<b>Respiratory protection</b>	<b>Dust masks, respirators, breathing apparatus</b>
<b>Hand and foot protection</b>	<b>Gloves, safety boots and shoes</b>
<b>Body protection</b>	<b>Safety suits, safety belts, harnesses, aprons, “high vis” clothing</b>
<b>Protection against drowning</b>	<b>Lif jackets, buoyancy aids and lifebuoys</b>
<b>Protection against hypothermia</b>	<b>Immersion suits and anti-exposure suits</b>

The following guidelines will help you to use PPE safely:

- Think before you act – can the hazard be Eliminated, Substituted or adequately reduced by Engineering or Administrative Controls?
- Select the appropriate PPE for the task – consult the PPE Quick Guide
- Check your PPE – is it in good condition?
- Do you know how to use the PPE correctly? If not, seek advice.
- Do you know what protection your PPE will, and will not, give you?
- Never stamp down the backs of your safety shoes and always untie the laces every time you take the shoes off, and re-tie them when you put the shoes on – this will ensure the shoes do not become loose and allow your foot to slip
- Keep the soles of your safety shoes free from grease and oil, this will ensure they always have a good grip
- Always wear socks with safety shoes, this helps to support your feet and keeps your shoes fresh
- Safety shoes only keep you safe if you wear them safely
- Always wear safety goggles if there is any chance of dust, particles, paint, oil, chemicals, wood or metal shavings, or liquids or gases under pressure hitting your eyes
- Make sure goggles fit firmly and ensure they are kept clean inside
- Make sure that safety helmets are correctly adjusted, the shell of the helmet should not touch the wearer’s head
- Always wear a chin strap with a safety helmet
- Remember, a dust mask or respirator provides no protection against an oxygen deficient atmosphere

**REMEMBER: PPE IS YOUR LAST LINE OF DEFENCE, USE IT WISELY – THINK LSR**



## ON BOARD TRAINING

My name is Frederic Rohleder and I would like to use this opportunity to introduce you to the On Board Trainer (OBT) project. The project has now been active for about seven years and I was lucky enough to start as the first OBT (Nautical). My motivation was, and still is, to share my experience of ten years at sea as a master and now seven years as an OBT.



### How does this project work?

Once a ship from a participating Owner is selected for a visit, a pre-information letter is sent on board explaining the purpose of the visit and the key functions. The first thing to understand is that the OBT is not solely coming on board as a teacher to passively deliver a predefined package of training sessions. Trainers are encouraged to actively and objectively review the ship’s operation in the real working environment at all levels of the shipboard hierarchy. Through this observation they can identify

real issues and their causes and formulate ways to address the problems in the most effective manner. Issues that are ignored or undiscovered until they are pointed out by an external inspector or, much worse, until a dangerous situation results in an accident, carry a high risk of serious personal and/or commercial consequences. The goal is to see those risks gradually eliminated on ships manned by Uniteam Marine crews.

During most visits there will also be “follow up tasks” requested from shore side, which the OBT tries to accommodate during his stay onboard. Each ship is an individual challenge and the situation on board needs to be individually treated. Therefore the use of predefined checklists can be more of a hindrance than a help and each visit is tailored to the ship’s need based on the situation onboard.

Ships are dynamic organisations manned by very busy people and it is important that

the OBT does not get in the way of work that must be done and operations that must be carried out. Therefore, shortly after the OBT’s arrival on board a plan will be agreed with the vessel’s Senior Management Team (SMT). The aim is to minimize interference with the ship’s routine but also allow sufficient time to talk with the crew and provide advice and coaching. Depending on the situation on board and the type of coaching required, this may be done in group sessions or individual tutorials.

Experience has taught me that a successful visit has three distinct stages. The first days are mostly used to assess working practices onboard and to identify potential problems. In the second stage the issues identified are addressed and rectified by coaching or training sessions. The last part of the visit aims mainly to verify the effectiveness of the visit and if necessary follow up on persistent problems. The three stages will overlap depending on the situa-

tion on board and regular feedback is given to the SMT, depending on the operational availability of the SMT members.

The outcome of the visit depends very much on the engagement of the crew and the acceptance of the OBT’s suggestions, both on board and ashore. It is very encouraging to see how positively most of our crew engage with the process and the great majority of visits end with both crew and OBT having learned something and furthered their professional development. A 10 to 14-day visit cannot, of course, get to the root of every issue but the work of the OBTs, and the feedback they give to our colleagues ashore, form a vital part of Uniteam Marine’s strategy to provide our clients with safe, efficient ships and professional, well-motivated seafarers.

**Frederic Rohleder**  
*OBT (nautical)*

# 35<sup>th</sup> SCHIFFFAHRTSREGATTA 2017



It began as a private competition but today the Schiffahrtsregatta is an important get-together of the maritime industry.

More than 130 yachts and 1.000 participants met at the Danish island of Ærø to enjoy both small- and business talk and, of course, some fine sailing.

Uniteam Marine's CEO Holger Ruether and Fleet Personnel Direc-



tor Thomas Reppenhagen were kindly invited to participate by Norddeutsche Reederei H. Schuldt and thoroughly enjoyed the "stormy race".



## PORTRAIT OF SUN YU CHIEF COOK

I studied Food & Beverage Production at the Hotel & Tourism Training Centre of the Baiyoke Kandawgyi Hotel from July 2000 to September 2000 and I started working for Uniteam Marine at the end of 2004.

After successfully passing the language test and interview to become part of the team, I joined my first ship, the brand new 8400 TEU container vessel MV Houston Express, at Busan ship yard in 2005. After one voyage as Second Cook I was recommended by the Captain for promotion and I joined my second ship, MV APL Arabia, as Chief Cook. Many ships later I am still very happy and proud to be a part of the Uniteam Marine family and will continue to give my best service for many more years to come.

My favourite port is Singapore. To me, Singapore is like a City in a garden, which is green, clean, safe and convenient. The places I like to visit most in Singapore are "Marina Bay Sands" and "Gardens by the Bay", they are just simply unique and amazing!

I would like to share my Christmas Menu which is "Christmas Classic Roast Turkey with Chef Sun Yu's Gravy". I hope you enjoy it!

### Ingredients to marinate the turkey

5 rosemary sprigs  
2 tbsp of clear honey  
2 tbsp of soya sauce  
Pinch of salt, pepper, sugar & cumin seeds.

### Ingredients to stuff the turkey

2 onions peeled and roughly chopped  
3 pineapple slices  
3 rings oranges  
1 red apple roughly chopped  
1 carrot diced.



### Ingredients for gravy

2 carrots + 1 onion + 1 celery stick  
2 rings roughly chopped pineapples  
3 pieces of garlic and fine chopped parsley  
3 tbsp of honey  
1 cup of orange juice  
Salt, pepper & sugar to taste

### Preparation Method:

1. Place your roughly chopped vegetables (ingredients which are prepared for gravy) at the bottom of a roasting pan and lay your turkey on top.
2. Cover the turkey with aluminium foil, then put it in the hot oven. Temperature is 180C/350F. Cook for about 35 to 40 minutes per kilo. The 5 kg bird in this recipe will take about 2 hours.
3. Remove the turkey from roasting pan and use the remaining chopped vegetables and meat juices for gravy.

Note – The chopped vegetables and meat juices are put into the blender to make a smooth gravy.

## MDA CALENDAR

### Donate to make the world a better place.

If you are looking for a nice Christmas gift, then our MDA table calendar is waiting for you - the calendar includes pictures showing the daily life of our orphans at Myittar Yang Chi orphanage. Costs are Euro 10,-.

If you are interested, then please send us a message with your name and address to [info@mda-myanmar.com](mailto:info@mda-myanmar.com) – seafarers and colleagues from Myanmar can purchase them in our office in Yangon.



## 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" 2018!

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 Thoughtful Christmas Gift

Jim asked his friend, Tony, whether he had bought his wife anything for Christmas.

'Yes,' came the answer from Tony who was a bit of a chauvinist, 'I've bought her a belt and a bag.'

'That was very kind of you,' Jim added, 'I hope she appreciated the thought.'

Tony smiled as he replied, 'So do I, and hopefully the vacuum cleaner will work better now.'



## 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](mailto:marketing@uniteamservices.com)

