



SUCCESS THROUGH TEAMWORK

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We are living in the age of connectivity, and that means more things than ever before are right at your fingertips – literally. With one press of a button, one swipe left or right, you can open new worlds in seconds.

Since 2016, Uniteam Marine has utilized its own crew web application, CompasMobile. This has integrated the digital user experience, helping to reduce the exchange of emails and phone calls, saving money and improving efficiency, and significantly enhancing the communication between office and seafarer.

Fleet Personnel Function and finally the seafarer's payroll is credited automatically.

By digitalizing the travel expense business process, Uniteam Marine has managed to both relieve the Master of this administrative hassle and also ensure compliance with new data protection regulations.

With the latest CompasMobile update, the Travel Expenses Digital Registration, Uniteam Marine has managed to automate the whole Travel Expenses process, both operationally and financially. Now, the seafarer can register a travel expense and upload the relevant receipt image directly into the system via his CompasMobile account whenever internet access is available, either at an airport, at a port, while on shore leave or even on board. The registered travel expense is then checked and approved electronically by the

Maritime connectivity is advancing significantly and is dramatically affecting how the industry manages information. The whole maritime cluster has woken up to the opportunities of digitalization and Uniteam Marine continues to be at the forefront of developments.

Joseph Andreou, Group Crewing Manager



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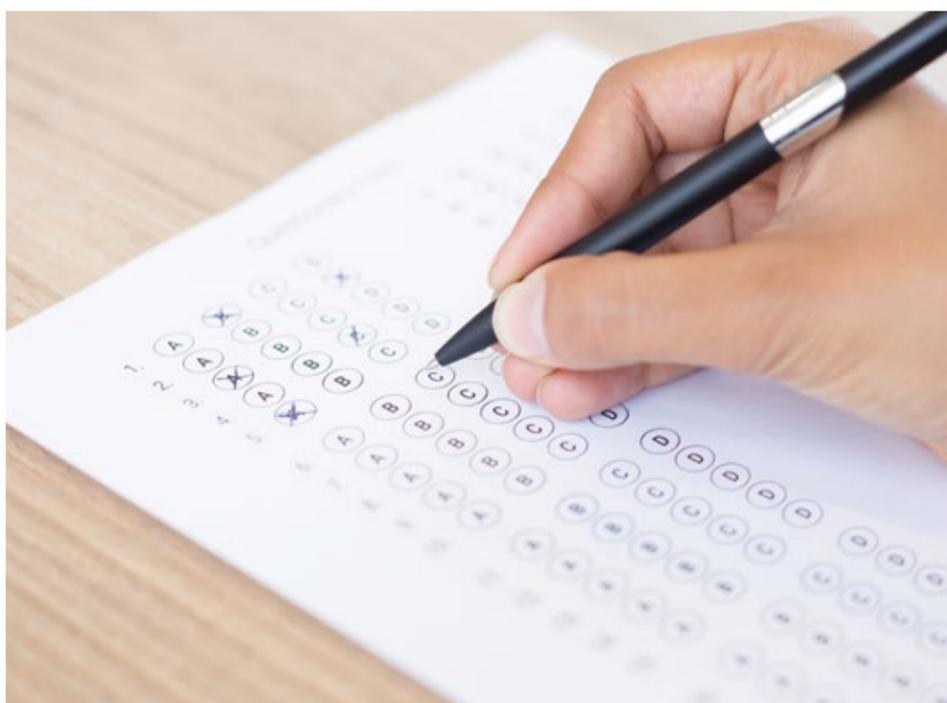
UNITEAM MARINE NEWS

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 SEAFARER SURVEY 2018



At Uniteam Marine we are continuously striving to improve the services we offer to achieve our vision of becoming a leader in the provision of ship management services.

As part of the continuous improvement process we want to take the opportunity to gain anonymous feedback from all our seafarers and we are very pleased to advise the launch of our Uniteam Marine Seafarer Survey 2018 in this edition of our news magazine.

The survey will take up less time than it takes to drink a cup of coffee so we would really appreciate if you could take a few minutes out of your busy schedule to follow the link you are sent and complete the anonymous survey.

Our seafarers will have received an access to complete the Uniteam Marine Seafarer Survey via both email and our instant notification services in our CompasMobile web application. If you have not received it yet do not worry, it will only be a technical glitch and you should contact your crew manager for a new access link or just pick up one of the follow up messages that we will be sending.

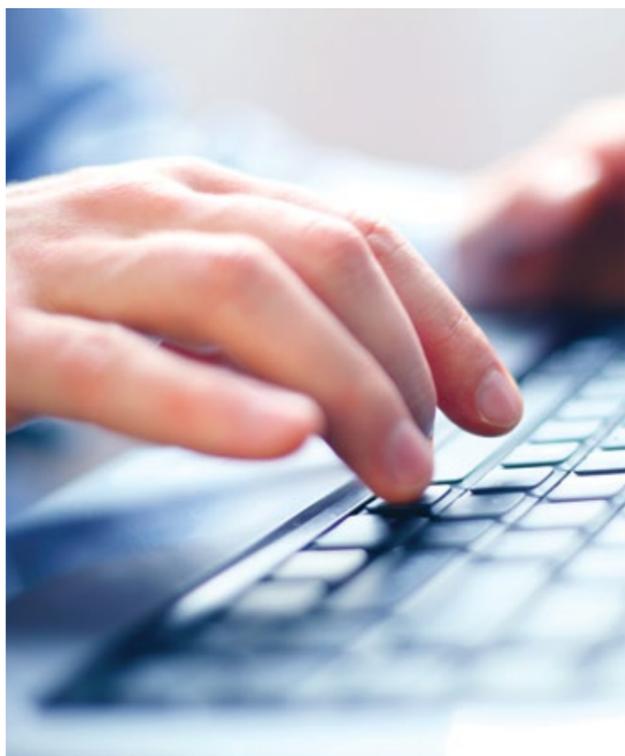
Your feedback is important to us and will help us to improve our ability to serve you.

We are looking forward to your participation in the Uniteam Marine Seafarer Survey 2018.

Chloe Timmis, Group Crewing Manager

DATA PROTECTION: THE NEW EUROPEAN PRIVACY LAW IS HERE

On the 25th of May this year the EU Regulation 2016/679, better known as General Data Protection Regulation or just GDPR, eventually became fully applicable in all EU Member States. Almost everybody has heard about it but hardly anybody knows what it actually means to us.



The GDPR replaced the whole variety of previously existing local laws and imposed one universal, up-to-date personal data protection standard across the entire European Union. It means that every enterprise established in the EU or just making business involving processing of personal data of people in the Union is now obliged to comply with the requirements of the new law.

But does the Regulation really change anything from the private person's perspective? Yes, it does! The GDPR explicitly requires the fundamental rights and freedoms of natural persons as well as their legitimate personal interests to be given the highest priority, taking precedence over any business aspects and companies' interests. The Regulation gives all natural persons full control over information concerning them. The term "Natural person" means you, me, our families, friends, colleagues at work, people we meet in the street – everybody. Every one of us now has the right to control what happens to our personal information which has been acquired by an organisation and to decide how such information may be handled. On the other hand, every organisation processing our data now has the obligation to inform us what data are being processed, why, with who the information will be shared, how long the data will be kept, what rights we have and how we may execute them. It is now illegal to use our personal data for any purpose without our knowledge and, in many cases, without our specific consent.

Every enterprise processing our data must now provide a single point of contact, usually through the appointed Data Protection Officer, for the purpose of direct communication with individual persons whose personal data are processed by the organisation.

The Uniteam Group of Companies has appointed its Data Protection Officer who can be contacted by
e-mail: dpo@uniteamcompanies.com or
phone: +357 25 846 111
and who will respond to all enquiries concerning the processing of personal data by the Group.

Krzysztof Dyba, Data Protection Officer

THINK LSR – WEAR YOUR SEAT BELT

In 2013, around 54 million people worldwide sustained injuries from road traffic accidents. This resulted in 1.4 million deaths. This means that nearly 27,000 people a week were killed in vehicle crashes. The death rate is highest in Africa (24.1 deaths per 100,000 inhabitants) and the lowest rate is to be found in Europe (10.3 deaths per 100,000 inhabitants).

A 1985 study, using British and American crash reports as data, categorized the reasons for accidents as follows:

- 57% of crashes were due solely to driver factors (fatigue, inexperience, excessive speed, intoxication etc.)
 - 27% were due to combined roadway and driver factors,
 - 6% were due to combined vehicle and driver factors,
 - 3% were due solely to roadway factors (poor design, lack of maintenance, obstructions etc.)
 - 4% were due to combined roadway, driver, and vehicle factors,
 - 2% were due solely to vehicle factors (poor design, lack of maintenance, technical faults etc.)
- and
- 1% were due to combined roadway and vehicle factors.

This study, and others like it, found that modifications to vehicles or improvements to the road are generally more effective in reducing injuries than efforts to change driver behavior. However, the major exception to this finding was the effect of laws requiring the use of seat belts.

Wikipedia describes seat belts as follows:

A seat belt or seatbelt, sometimes called a safety belt, is a safety harness designed to secure the occupant of a vehicle against harmful movement that may result from a collision or a sudden stop. As part of an overall automobile passive safety system, seat belts are intended to reduce injuries by stopping the wearer from hitting hard interior elements of the vehicle, or other passengers (the so-called second impact), are in the correct position for the airbag to deploy and prevent the passenger from being thrown from the vehicle. Seat belts also absorb energy by being designed to stretch during any sudden deceleration, so that there is less speed differential between the passenger's body and their vehicle interior, and also to spread the loading of impact on the passenger's body.

When a car stops suddenly, unsecured objects inside the car keep moving until something stops them. It doesn't make a difference if the car has travelled 50 metres or 500 kilometres. If that unsecured object is you, and the thing that stops you is the steering wheel or the windscreen, you are likely to sustain life-threatening injuries. At a speed of only 50 kilometres per hour (30 mph) a person will be moving at about the same speed as if they had jumped from a height of 10 metres. **You would not jump off a 10-metre building, so why travel without a seat belt?** And consider this: even if you are wearing your seatbelt, you are at risk of being hit by other occupants who are not wearing theirs.

Research has shown that, across all collision types, wearing a seat belt reduces the risk of death by between 30 and 50 percent.

So-called "rollovers" have become more common in recent years, perhaps due to the increased popularity of taller SUVs, people carriers, and minivans, which have a higher center of gravity than standard passenger cars. Rollovers can be fatal, especially if the occupants are thrown out of the vehicle because they were not wearing seat belts - 83% of ejections during rollovers were fatal when the driver did not wear a seat belt, compared to only 25% when they did.

According to a fact sheet produced by the United States National Highway Traffic Safety Administration (NHTSA): *In 2012, seat belts saved an estimated 12,174 lives among passenger vehicle occupants aged 5 and older. Research has found that lap/shoulder seat belts, when used, reduce the risk of fatal injury to front-seat passenger car occupants*

by 45% and the risk of moderate-to-critical injury by 50%. Research on the effectiveness of child safety seats has found them to reduce the risk of fatal injury by 71% for infants (younger than 1 year old) and by 54% for toddlers (1 to 4 years old) in passenger cars.

In the state of Victoria, Australia, despite large increases in population and the number of vehicles, road deaths had fallen below 300 in the year 2009. This was less than a third of the 1970 level, the lowest since records were kept, and far below the death rate per head of population in most countries in the world. This reduction was generally attributed to aggressive road safety campaigns, beginning with the introduction of seat belt laws.

Virtually all studies by road safety authorities throughout the world have concluded that seat belt legislation has reduced the number of casualties in road accidents, and as a result most countries have at least some laws enforcing the use of seat belts. These countries include all the locations of Uniteam Group of Companies offices (Cyprus, Germany, Myanmar, Singapore and Ukraine) and all the other countries from which we recruit the majority of our seafarers, including Russia, Poland, China and the Philippines. Many countries have also taken measures to safeguard young children by introducing legislation to make the use of child safety seats compulsory.

But, as always, safety is not just about the law, it is about YOUR personal wellbeing and the wellbeing of those around you.

A final thought: Some 68,000 road traffic deaths in 2013 were children less than five years old – would you drop your child off a 10 metre cliff?

Drivers and Passengers should...

- ✓ Always use a 3-point seatbelt
- ✓ Check that your seatbelt works properly
- ✓ Keep your seatbelt properly fastened while in a moving vehicle
- ✓ Check that everyone in the vehicle is wearing a seatbelt properly before starting to drive
- ✓ Ensure young children are in an appropriate car safety seat
- ✓ Intervene when your fellow passengers are not wearing seatbelts properly

STAY SAFE - THINK LSR

Peter Chilman, QSE Manager



BON VOYAGE!

In 2017 we launched the Uniteam Cruise Services brand, operating under the umbrella of Uniteam Marine.

At Uniteam Cruise Services we aspire to be the hiring partner of choice. We have the networks and infrastructures to supply Cruise staff to an ever-expanding industry. Following our launch into the seagoing cruise market Uniteam Training, combined with the hospitality team in our Mahlzeit restaurant have successfully launched a commercial training product to the market, giving a fantastic head start to those young people wanting to begin a career in the industry. Launching a new brand in a local market is never easy, but I am extremely pleased to announce that after some fantastic efforts from all those involved, on 3rd March 2018 our first ever seagoing cruise ship poolers have safely joined the AIDAPerla in Mallorca. Our relationship with AIDA continues to strengthen and in the coming months we will see more people joining their ever-growing fleet of amazing ships. We wish them all a safe, fun and enjoyable start to their career.

Richard Knighton, Deputy Fleet Personnel Director



SPORT ON BOARD

We know that we have some very sportive seafarers onboard our vessels!

Are you arranging table tennis tournaments? Do you have darts competitions? Do you use the gym on board? Are you playing soccer? Please share your activities and send us pictures from your fitness exercises onboard!

We will raffle USD 200 amongst all responses for the ship's entertainment fund.

Please send your pictures and a short description of your sport activities no later than 6th of July 2018 to: marketing@uniteamservices.com

Anja Frauboese, Head of Corporate Communications & Marketing



MAKING UNITEAM MARINE GREENER

Uniteam Marine is committed to becoming "Greener" by measuring and reducing the environmental impact of our operations. To improve resource efficiency, reduce waste and control costs, the Company is developing our Environmental Management System to meet the ISO 14001 standard.

WHAT IS ISO 14001?

ISO 14001 is part of a "family" of standards related to environmental management that exists to help organizations:

- minimize how their operations negatively affect the environment (i.e. cause adverse changes to air, water, or land);
- comply with applicable laws, regulations, and other environmentally orientated requirements

and

- continually improve their environmental performance.

The current version of ISO 14001 is ISO 14001:2015, which was published in September 2015. This is a voluntary standard which can be applied to any industry or organisation and certification is performed by third-party organizations rather than being awarded by ISO directly. As with ISO 9001, ISO 14001 works on the principle of PLAN – DO – CHECK – ACT and the emphasis is on continuous improvement.

The requirements of ISO 14001 are an integral part of the European Union's Eco-Management and Audit Scheme (EMAS). EMAS's structure and material are more demanding, mainly concerning performance improvement, legal compliance, and reporting duties. To encourage the shipping industry to reduce its environmental impact, some EU ports now have lower port fees for ships that are able to present the ISO 14001 certificate.

WHAT HAS UNITEAM MARINE DONE SO FAR?

The company has attained ISO 14001 certification for all vessels under Uniteam Marine Technical Management, as well as our Limassol and Hamburg Offices.

We already have a wide range of measures in place both onboard our ships and in our offices to ensure compliance with MARPOL, local regulations and industry best practice. However, it is important that we can demonstrate that our targets and Key Performance Indicators are being met and that we are taking appropriate action to improve our performance.

At the moment we are concentrating on gathering data to establish a baseline from which we can measure improvements. However, we have already introduced a number of small changes which are beginning to make a difference, these include:

- introducing PMD (Plastic, Metal, Drink cartons) and paper recycling bins to our offices
- working to reduce consumption of fuels and lubricants in our vessels
- working to reduce food waste in our vessels
- controlling emissions from our vessels – we have achieved 100% compliance with our shipboard environmental targets and objectives in 2017
- fitting motion-activated light switches in some areas
- achieving 20% reduction in paper use in our Hamburg office – four trees saved!
- improving insulation and draught proofing
- starting to fit LED lights – this has led to a saving of around 5% on our electricity bill in 10 months

HOW CAN YOU HELP?

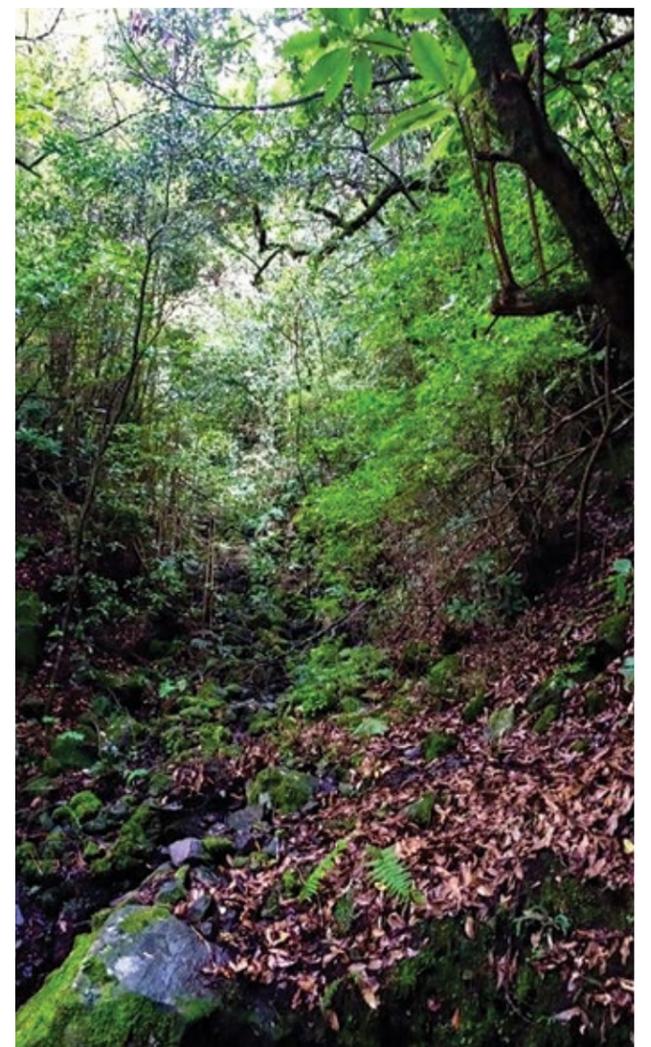
The aim is to change behaviour in simple, easy to follow steps by setting realistic and achievable goals. These goals are included in our Company Environmental Targets and Objectives. All our employees and business partners are encouraged to think about and discuss environmental impact and consider additional measures that may assist in achieving the targets and objectives. Both ashore and afloat, simple, common sense measures are already making a difference; they include:

- switching off lights in rooms when not in use
- only printing if absolutely necessary
- printing double sided whenever possible
- only using air conditioning and heating when you really need it, and adjusting the controls to ensure the room is not kept too hot or too cold
- making sure heating and air conditioning are turned off when spaces are unattended
- minimizing waste and garbage, and recycling PMD and paper in the appropriate bins
- using the "short flush" button on the toilet when appropriate
- making sure water taps are not left running

We would welcome all your ideas so that we may share, learn and improve our performance.

REDUCE – REUSE – RECYCLE LETS MAKE UNITEAM MARINE GREENER!

Peter Chilman, QSE Manager



NOTHING IS ROUTINE

Each year we host a special event in Yangon, Myanmar where we invite respected clients, officers and ratings to join us for a series of workshops and engagement sessions. This year the annual Owner and Officer Event took place in Yangon on 14th-15th March 2018.

I was joined by Uniteam Marine's own Capt. Thomas Reppenhagen - Fleet Personnel Director, Mr. Peter Chilman - QSE Manager, Mr. Min Thu Han - Head of Information Technology and our very special guest presenter Mr. Christian Ioannou, Managing Director of Marine Catering Training Consultancy in the delivery of a programme of hot topics.

Following a warm welcome by our Chief Executive Officer Mr. Holger Ruether and Office Director Captain Than Oo, we started the programme by reviewing the effectiveness of our THINK LSR safety campaign which was introduced in October 2016, revisiting the 12 simple rules that are saving limbs and lives. For those managed ships that have adopted this initiative we were very pleased to announce that there has been a reduction of 27% in reported personal injuries over the 12-month period. This was an excellent way to set the scene for 2 days of collaborative discussion, constructive engagement and learning.

Safety should be on all our minds, all the time. The workshop was geared to be very interactive, as it should be, effectively utilizing quizzing and group exercises to discuss important mind tools that will make us more attuned to safety, more of the time. We must aim for zero injuries.

Without skipping to the end of this paragraph, think about this question: do you know what danger lurks down every hall way, across every engine room, onboard every one of your ships? It cannot be seen by the naked eye, nor can it be heard, touched, tasted or even smelled, personal protective equipment does nothing against it and it is the most common cause of injury in today's workplace. This silent and devious danger that surrounds our every move is of course Complacency.

Complacency occurs when you've been doing something one way for so long without incident, that you assume there can never be an incident. It is a mindset that considers whatever it is that we're doing must be effective because until now there have been no issues. It's the classic "I've been doing it this way for over 10 years and nothing has ever happened to me" syndrome. Let me reassure you that nothing ever happens to anybody - until it does. It is really that simple.

In other words, every single person that has ever been injured or killed on the job could have said, until that point - "that this is the way I've always done it, and nothing has ever happened to me." A false sense of security does not go well in any industry, but it can be most dangerous in this one where things are constantly changing. The environment you are working in today could be a completely different environment than the one you worked in yesterday or you will be working in tomorrow. Be alert, expect the unexpected, all the time.

We are all used to things being a certain way each time and unless the obvious comes right out and hits us, we can be oblivious to it all. All of you who drive cars or bikes out there will have experienced this all too familiar "autopilot" experience when you can't remember any details of the journey you just made to the office, home or supermarket for example. The question raised to the room was what can we do to try to avoid this dangerous mindset? There is no single definitive solution but there are many proven methods we can all consider to mitigate or reduce the risks. One of these methods is just talking about and being aware that risks exist.

"Chronic Unease" is a term mainly used in the Oil and Gas industry for now. I agree that it does sound very much like a gastric ailment but of course it is not - having



'Nothing is Routine' continued

Chronic Unease is about being in a constant state of wariness towards hazards and risks in the work place. It means noticing those weak danger signals and responding to them in a much stronger way. Uneasy people are safer because:

- a) They recognize weak signals and are not afraid to do something about it even if it means raising a false alarm.
- b) They think things through slowly, thoroughly and realistically before acting.
- c) They don't take critical situations for granted and never jump to conclusions.
- d) Uneasy people get the facts first and don't get complacent about risks.

Every incident free day might increase the chance of one happening due to complacency, not being uneasy and not thinking of improving safety, hence the need to demonstrate Chronic Unease. Try it, talk about it, think about it.

Have you ever heard of the phrase "the elephant in the room"? This is an English phrase that translates to a very large issue that everyone is acutely aware of, but nobody wants to talk about. At this year's event we took the opportunity to broach the very important and serious subject of mental health.

According to some of the leading statisticians, over 25% of people will experience a mental health problem at some point in their lives and for those working at sea this figure is potentially significantly higher. What's more, the problem is growing. According to the UK P&I Club the result of mental health issues among seafarers is that suicide is the highest cause of fatalities at sea, accounting for 15% of deaths. [Ref: www.seatrade-maritime.com]

So what is causing the rise of mental health problems within our industry and why are seafarers more likely to suffer from these issues than those working on land?

Communication with the outside world is one of several factors which is contributing to this upsurge in mental illness. Either it is difficult to make regular contact with your home team due to a reduced connection or rather you find out about home life problems through the unsympathetic eyes of social media. Both can have a derogatory effect on well-being and mental health.

An increase in social isolation compounded by quick turnaround times in port can, depending on a person's mental well-being, make some aspects of the seafarer's life like that of a jailed inmate: the ship becoming a floating prison. As a result, depression, psychotic breakdown and even suicide are documented real-life consequences that result from the social isolation of vulnerable crew.

The rise of multinational crews can sometimes make it difficult to form a strong bond. As you will already be aware some shipping companies employ multinational crew, which introduces its own set of problems such as the language barrier and group formation leading to cultural isolation. The lack of a common language and shared culture means that it's becoming more difficult for crews to communicate with each other in a meaningful way.

Reduced crew numbers lead to increased physical and psychological stress, which in turn is a major contributor to mental health problems. More than ever before crew are becoming mentally and physically exhausted from their workload.

Each type of mental illness is associated with its own symptoms, but most share some common characteristics that I want to share with you. Some common signs of mental illness may include: not eating enough or overeating, having insomnia or sleeping too much, distancing yourself from other people and favourite activities, feeling fatigue even with enough sleep, feeling numbness or lacking empathy, experiencing unexplainable body pains or aches, feeling hopeless, helpless or lost, smoking,

feeling confusion, forgetfulness, irritability, anger, anxiety, sadness, fright, constantly fighting or arguing with friends and family.

A well-known industry website recently reported that nearly half of the seafarers involved in a recent study who reported symptoms of depression said that they had not asked anybody for help. While around one third said they had turned to family or friends, only 21% said they had spoken to a colleague on board despite spending months on a ship with them. [ref: www.GCaptain.com]

It is sometimes hard to ask for help. Following the lead from a campaign in the Australian mining community, sometimes simply asking "Are you OK?" is all that is needed to help someone who might need a friend.

More importantly, what else can be done to solve the problem and establish a happier, healthier and safer workforce on the 51,000+ merchant ships that sail our seas?

Just as physical fitness helps our bodies to stay strong, mental fitness helps us to achieve and sustain a state of good mental health. During our focused session we shared some tips on how to achieve and retain good mental health, namely trying to cultivate the following:

- Keeping a positive attitude.
- Staying physically active.
- Helping other people.
- Getting enough sleep.
- Eating a healthy diet and limiting the intake of carbonated drinks.
- Socializing with people whom you enjoy spending time with.
- Forming and using effective coping skills to deal with your problems.
- Always trying to keep a happy disposition.

I encourage everyone to research this subject and take the time to understand it, for your own benefit as well as for those colleagues around you.



'Nothing is Routine' continued

It has been widely published across the media that maritime companies often fail to recognize what an attractive target they are to cybercriminals. At Uniteam Marine we take the Cyber threat very seriously and have not only introduced our own Cyber Security awareness training module but also raised the awareness levels even higher by showcasing it during this workshop. To close out the first morning of our conference Ko Min Thu Han, Uniteam Marine Head of Information Technology in Yangon showed us all in detail how vulnerable we are, not only onboard but at ashore as well. With the embarrassing number of connected devices we all carry nowadays, the chances of being caught in a phishing scam is higher than ever. I will certainly be more careful of the next "Free Airport WIFI" that shows up on my iPhone.

Each afternoon our respected clients took the opportunity to engage with some of their poolers, taking full advantage of the range of well-designed classrooms and conference delivery spaces within our Uniteam Marine Yangon property portfolio. Bridging the gap between shore and office staff is supremely important to align expectations and deliver important messages in person.

We started Day 2 of our event with sports in mind. We looked at the importance of exercise and fitness in the last issue of this newsletter under our 'fit for duty' article. The bottom line is that, with a little imagination exercise can be done anywhere, onboard as well as at home. It can also be fun, as we found out in our workshop with Captain Reppenhagen and his "Fitness Challenge". Incidentally, he went on to be champion against some much younger competitors; let us see if he can hold on this accolade as we repeat this workshop in other locations! As part of our 2018 "Health and Well Being" initiative, we will be distributing resistance fitness bands to use with the exercises in our 'Staying Fit Onboard' booklet.

According to the history books, Napoleon had a strong (and well known) belief that an army marches on its stomach – and while nutrition is important in a war, it is just as important onboard ships. This year we dedicated a large portion of our workshop calendar to the subject

of Nutrition and Healthy Eating. We were delighted to have Mr. Christian Ioannou, the Managing Director of Marine Catering Training Consultancy, join us in Yangon to deliver some truly insightful and sometimes alarming facts on diet, healthy eating and nutrition. Christian has a tremendous wealth of knowledge and passion for the subject, engaging clients and serving officers in the morning session and following this in the afternoon with an interactive workshop for over 100 Uniteam Marine Cooks and Messmen.

FACT: Do you know what it is your recommended daily allowance of sugar? The answer is 25 grams.

FACT: Do you also know how much sugar is in only one can of Coca Cola? The answer is 39 grams.

Sometimes just realizing the facts can encourage us to make some serious changes to what and how much of certain items we consume. Next time you go to the supermarket check out the labels on the goods you are buying, you will be surprised.

For seafarers, the issue of food is incredibly significant. It is not just about getting the right fuel into bodies, food is also hugely important on a psychological level. With the rise of automation, seafaring is becoming an increasingly sedentary pursuit therefore it is also vitally important that crews do not become over fed on junk food and soft drinks. There is a requirement not only to provide good nutrition but also to understand the impact on health and wellbeing.

A successful recipe is always best repeated and 2018 was no different. Our closing gala dinner was held at the prestigious Yangon Sailing Club where we were treated to an exquisite live music performance from local musicians (with special contributions from some senior officers), witnessed some fantastic Myanmar traditional dancing and all enjoyed a very generous buffet. The serene setting at Inya Lake was the perfect end to what had been a busy, but productive schedule for all participants.

I take this opportunity to thank our guests, delegates, presenters and organizers for a truly memorable event. Let us keep all the topics of discussion open and continue to talk about them with each other. Until our next issue be safe, be aware, be a friend indeed.

Richard Knighton, Fleet Personnel Deputy Director



OFFICERS' WORKSHOP

The first Officers' Workshop & Feedback Session of 2018 took place in Yangon on 29th January. This year junior officers and ratings were invited to attend the afternoon session alongside the senior officers.



As always, a wide range of topics were discussed during the workshop. In the morning session these included Search and Rescue (SAR) operations after a man overboard; desertion cases and the balance between protecting seafarers' rights under the Maritime Labour Convention (MLC) and preventing crew from jumping ship. The senior officers also considered an interesting case in which a seafarer had been successfully treated for an injury using Chinese traditional medicine. However, the owner's insurers had refused to reimburse the cost, as Chinese traditional medicine was not a recognised treatment.

The afternoon session focused on two main subjects: how to ensure that safe systems of work are followed without compromising productivity, and the importance

of intervention and the need to challenge superiors if they appear to be making unsafe decisions.

In considering the importance of safe working, attendees noted that there were several procedures such as conducting a risk assessment or completing a permit to work form, that added a significant amount of time to what could be simple jobs. It was acknowledged that there is sometimes a temptation to do the job first and complete the paperwork later. However, it was recognised that this is symptomatic of complacency, which can be the "silent killer". Procedures exist to keep crew safe and need to be followed. If a particular procedure is considered unnecessary then this should be reported to the vessel's DPA for a decision on whether or not to remove the requirement from the Safety Management System.

During the session entitled "The Challenge", attendees studied two cases: a failure to use the Bridge Navigational Watch Alarm System, in contravention of SOLAS regulations, and a collision at an anchorage. In each of these cases, senior officers, junior officers and ratings all agreed that intervention was appropriate and may have produced a positive result. During the session, attendees discussed the barriers which can make individuals reluctant to challenge unsafe decisions. These factors can include culture and tradition, the "power distance" inherent in the shipboard organisational structure and self confidence (or lack of it) based on knowledge and experience. The junior personnel were invited to think of how they would make an intervention and what words they would use. The senior officers were asked to consider how they would react to a challenge, and what action they would take if a challenge was justified, or if it was not

justified. All agreed that it takes courage to intervene and challenge a superior but a successful challenge, made at the right time, with the right information, the right attitude and the right words, may save lives.

In other feedback, it was requested that Bosuns are given more training in planning and organisation, and that ratings are given more information on the workings of the performance appraisal system.

The joint senior / junior workshop was a great success due to the frank and enthusiastic participation of all attendees, and another event is intended to be held in the near future.

Captain Thet Naing, Office Director
Zaw Pe Win, Training Director
Peter Chilman, QSE Manager



PORTRAIT OF CHIEF COOK HTAY WIN



How did you join Uniteam Marine?

When I was young, I was busy in hotel service. My brother Aung Win was already working as a cook on board one of Uniteam Marine's vessels and my career started thanks to him; he was the first person who gave me the good advice to join Uniteam Marine.

I followed his advice and started my sea service in 1991.

My first ship, which I joined as an apprentice, was MV Sea Horse, with a German Master and Myanmar cook on board. This cook became my first teacher.

Since that time, I have been working on board ships managed by Uniteam Marine for many years.

What do you like most in your job?

I like being in the galley and all tasks associated with cooking.

I like working with the crew on board and I am very happy when people enjoy eating a good meal that I have prepared. I always ask each crew member what they like to eat and try to adjust the menu as much as possible to match the crews wishes.

Do you have any favourite ports or cities?

Most of all I like Hamburg, a beautiful city whose residents and guests love and appreciate good food.

In Hamburg are so many beautiful places, nice parks, restaurants and coffee houses.

Do you have any advice how to eat healthily on board?

When I am cooking I try to make tasty and at the same time healthy dishes with lower fat content, and I make full use of the fresh vegetables on board. I would advise the crew, in order to be healthy, to try to eat more natural and fresh food, such as beans, vegetables and fruit.

Could you share a healthy recipe with us?

Yes, of course. I can share with you a healthy and easy to make dessert which the crew like very much.

This is a sweet carrot cake.

You need to mix well:

- 1 glass, 200 grams of wheat flour;
- 1/2 glass of sugar;

- 3 pieces, grounded, grated carrots;
- 3 fresh eggs;
- 1/2 glass of raisins;
- 1 teaspoon of baking powder

You can also add a few peanuts and cinnamon.

Put all in a baking tin, lined up with baking paper. Cook in the oven at +180C for about 25 minutes. Cool before serving.

Enjoy this healthy and tasty dessert for coffee time!



HEALTHY HERBS & SPICES



Herbs and spices have a variety of uses including culinary and medicinal. We would like to share a small selection which are considered very healthy and their positive impacts on you.

GINGER

Ginger is a popular spice used in several forms of alternative medicine. Studies have shown that one gram (or more) of ginger can successfully reduce nausea such as morning sickness, following surgery or chemotherapy and sea sickness.

Ginger also appears to have strong anti-inflammatory properties, can help with pain management, and decreases muscle pain and stiffness in those with osteoarthritis.

In one study, subjects at risk for colon cancer found that two grams of ginger extract per day decreased markers for colon inflammation.

Try fresh ginger tea or add some slices to stir-fries or salad dressings.

TURMERIC

Turmeric is the spice that gives curry its yellow colour.

It contains several compounds with medicinal properties, the most important of which is curcumin.

Curcumin is a remarkably powerful antioxidant, helping to fight oxidative damage and boosting the body's own antioxidant enzymes. This is important, because oxidative damage is believed to be one of the key mechanisms behind ageing and many diseases.

Curcumin is also strongly anti-inflammatory, to the point where it matches the effectiveness of some anti-inflammatory drugs.

Studies suggest that it can improve brain function, fight Alzheimer's, reduce the risk of heart disease and cancer, and relieve arthritis.

Try turmeric in soups, stews, or curry dishes.



CINNAMON

Cinnamon is a popular spice, found in baked goods, sweet dishes, breakfast cereals and traditional food.

Cinnamon has potent antioxidant activity, helps fight inflammation and has been shown to lower cholesterol and triglyceride in the blood and has a positive effect on blood sugar levels.

Cinnamon can lower blood sugar by several mechanisms, including by slowing the breakdown of carbs in the digestive tract and improving insulin sensitivity.

Try cinnamon on oatmeal, coffee or cacao.



CARDAMOM

Cardamom is powerful when it comes to assisting digestion and promoting digestive balance. Cardamom has also huge potential in assisting those with high blood pressure.

Cardamom is highly anti-inflammatory and has been shown to act as a deterrent to cancer by encouraging a healthy immune response in numerous studies.

For those with diabetes, the disease is often accompanied by low levels of the mineral manganese. Cardamom has a high level of manganese, making it a smart choice for anyone worried about their blood sugar levels.

Try pairing it with cinnamon in an unsweetened chai tea as a healthy blood sugar tonic. You can also add it to cacao.

PEPPERMINT

Peppermint has a long history of use in folk medicine and aromatherapy.

Many studies have shown that peppermint oil can improve pain management in irritable bowel syndrome. It appears to work by relaxing the smooth muscles in the colon, which relieves pain experienced during bowel movements. There are also some studies showing that peppermint in aromatherapy can help fight nausea.

Try peppermint tea or using the leaves as part of a fresh salad.

Anja Frauboese, Head of Corporate Communications & Marketing

Sources: healthline.com, www.eatingwell.com, fitnessmagazine.com, Wikipedia, Care2.com, University of Maryland Medical Center

ONGOING COMPETITIONS

Sport on board

Please send your pictures and a short description of your sport activities until 6th of July 2018

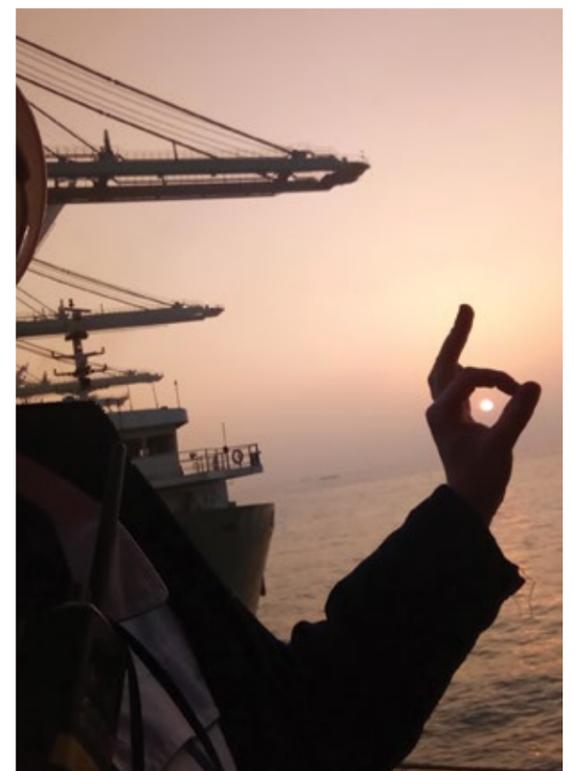
Amongst all responses we will raffle USD 200,- for the entertainment fund.

"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.

PHOTO COMPETITION



Catching the sun in the sky – by 20 Mykola Taranov, MV Hanse Energy

IMPRINT

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