



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



PEOPLE FIRST

Every 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 theme for our Owner & Officer Event was 'People First'.



In 2019 we will implement an upgrade to our on board 'Fitness Reports'. Not only will we rebrand this label to the more accurate term of 'Appraisal' but we will include some fantastic new features making an altogether improved performance and development management tool. These new features include improved assessment criteria linked to a new maritized psychometric profile and rank-specific competencies, real life transparency for the appraisee who will be able to receive their appraisal direct to his/her mobile phone where it can be used as an effective personal development plan on future contracts. There will be dedicated inhouse dashboards for managers as well as helpful alert systems for all stakeholders. Most importantly though, it will provide the perfect platform for feedback conversations.

Feedback is never easy, particularly when it comes to providing comment which is honest, constructive and effective. However, this can only be mastered with some good direction and practice. We opened our event this year in a most dramatic way, with our "officers" - Captain Thomas Reppenhagen and myself - taking to the stage to perform various sketches acting out the rights and wrongs of how to provide and receive effective feedback, supremely narrated by our very own Master of Ceremonies Mr. Peter Chilman. The key to finally achieving success and conducting an effective feedback conversation on stage was achieved through the audience providing their feedback to the actors on how to improve their performance. We closed the session with a good example, acted out on stage, of how to provide and receive feedback. All thanks to the feedback given by our delegates and guests!

"Tell me, I'll forget. Show me, I'll remember. Involve me, I'll understand" - Chinese Proverb

Our next session was hosted by our Director of Uniteam Training, Mr. Paul van Empel, who provided us with the future of training. Without repeating what you may read in another article, it was an extremely captivating session showcasing some of the exciting tools we will use in the very near future, taking full advantage of the latest technologies and ideas. Training is dead, competency is the future!

Mental health is currently very prevalent in maritime press, but I am pleased to say it has also been a regular topic at this event and other forums that we host for several years. It is very important to raise awareness at every opportunity. Talking about mental health amongst ourselves is truly nothing to be embarrassed about and the more we talk about it, the more chance we might save someone who could be in a very dark place. Only recently I was made aware of a tragic situation which resulted in the suicide of a young British sailor. We all know about the stories of people taking their own lives but rarely do we make the link to mental health. This must change. Mental health is as important as physical health. Bring it to the forefront and talk about it on board or with your friends, colleagues and family.

Following a healthy lunch, provided by our team at Mahlzeit Restaurant our guests visited our Uniteam Group of Companies facilities in Myanmar providing them with an insight into the full scope of our capability in the region. Those delegates and guests who remained with us in our Function Hall participated in an engaging 'learning from incidents' session. Learning through the mistakes or miscalculation of others is often a way we can improve ourselves and the way we behave.

On the second day of our Owner & Officer event, we started the workshop by providing our annual safety update. Following a brief review of our ongoing, hugely successful THINK LSR campaign and the subsequent 20% reduction in personal injury (YES, 20% REDUCTION IN PEOPLE GETTING HURT) it was back to the lights and glamour of our main stage. Two very fine actors from our Yangon office, Mr. Aung Aung Kyaw and Mr. Kyaw Kyaw Oo, took to our stage and performed how 'not' to conduct a safety intervention on board. Following some expert advice from a refreshed and engaged audience, our team revisited the scene again with the new direction to finally perform how to conduct safety intervention in the most effective, safe manner. We finished our safety session with a very slick, but hard hitting inhouse produced movie. Over the previous months our very own Peter Jackson, a.k.a. Mr. Joseph Andreou created a splendid short movie piece showing exactly why safety is important to all of us. It involved staff from each of our global offices to create this fantastic joint message of how important safety is to Uniteam Marine.



This year we were honoured to welcome Mr. Shiji Sudhakar Pisharath, one of our flying Technical Managers who hosted a fantastic session on Effective Communication. Certainly, a subject close to his own heart which shone through in the most engaging and humorous workshop of the day. We worked through various scenarios, movie clips and team exercises to show why we must always consider the most effective way to communicate to our colleagues and on board visitors.

Our next session began with the spectacle of two goldfish on stage, happily swimming around in their bowl. The link was of course the clean water! We were very pleased to welcome Captain Dimitar Abadjiev to the presenting team. Turning the Tide on Environmental Change was an immensely detailed workshop focusing on the Clean Water Act (CWA). As many of you will already know, the CWA establishes the basic structure for regulating discharges and pollutants in U.S. waters. Captain Abadjiev managed to present this very complicated subject in an accessible, informative and entertaining way which kept the audience engaged throughout.

Article continued...

... People First continued

Our campaigns don't end with just safety and mental health; our People First - Fitness First session has found a regular slot in our workshops. Physical health and condition are a key theme in our ongoing improvement campaign to help us all be fitter, stronger, healthier and better! This year's session involved our quartet of fitness superheroes each selecting a partner from the audience and competing against the clock in some grueling challenges involving various weights. Mr. Peter Chilman and I commentated from a very safe distance, with Mr. Joseph Andreou, Operational Efficiency Manager and Mr. Nicolas Assimenos, Business Development Director unsurprisingly taking the crown in this year's fun fitness competition. Try to focus on improving your own fitness, watch what you eat, see the difference.

A successful recipe is always best repeated and 2019 was certainly no different. Our closing gala dinner was held at the prestigious Yangon Sailing Club where we were treated to a rocking live music performance from local musicians, a fantastic (but safe) fire dancing show and 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 guests and participants.



This year was certainly a little bit special. We tried to bring a fresh method of learning through acting on stage. We hope that the audience found this not only effective, but as enjoyable to watch as it was to perform. Maybe there is some truth in that old Chinese proverb after all?

I take this opportunity to thank our guests, delegates, actors, presenters and especially our organizers for making 2019 a truly memorable Owner & Officer Event. Let us keep all the topics of discussion alive and continue to talk about them with each other. Until our next issue be safe, be aware, talk about mental health and give feedback!

Richard Knighton, Fleet Personnel Deputy Director

PRESENTATION OF THE UNITEAM MARINE CADET PROGRAMME IN NATIONAL UNIVERSITY "ODESSA MARITIME ACADEMY"

There is a large volume of young, well-educated and highly motivated cadets in Ukraine, who are dreaming about a career at sea on modern merchant vessels.

We can give them the opportunity to gain experience as cadets on Uniteam Marine managed vessels as a part of their educational practice required to qualify for an officer's licence.

One of the major Maritime universities in Ukraine is the National University Odessa Maritime Academy. We were honoured to be invited to present the opportunities that we can provide to the students and lecturers.

On 14th March 2019, Mr. Maksym Kostin and myself presented to an audience over of 300 deck and engine cadets an overview of opportunities that Uniteam Marine can provide to them, the selection process and a summary of requirements for training and certification. Special attention was given to the importance of safety on board the vessels.

The attendees were also provided with statistics which highlighted the percentage of cadets who received recommendations for promotion, or were promoted on board Uniteam Marine managed vessels within the last year. In summary, 27 cadets (both deck and engine) were employed by Uniteam Ukraine from the beginning of January 2019, and there are 10 more planned to join shortly.

Designed by Seagull and organized for cadets at the UMU Learning Hub, computer-based training provides them with the necessary basic knowledge about their future occupation on board the vessel and is a great support for them in their first contract.

We hope that in future cadets will re-join our fleet as officers and lead the vessels to a prosperous future, always supporting the Uniteam Marine credo: Success Through Teamwork!

Anna Kryuchkova, Recruitment Officer



WORLD CANCER DAY AT UNITEAM MARINE YANGON

Uniteam Marine marked World Cancer Day on 4th of February with an event for office employees and seafarers at the Mahlzeit Function Hall and over fifty people participated.

Our guest speakers were Professor Dr. Daw Swe Swe Win and Dr. Moe Aung Kyaw Naing. Both work at the Shwe Yaung Hnin Si Cancer Foundation (Golden Rose Cancer Foundation). The Shwe Yaung Hnin Si Cancer Foundation was a UICC Awards Finalist in 2018 for the World Cancer Day Spirit Award.

Both doctors spoke about the signs and symptoms of various sorts of cancer and how to protect yourself.

Betel nuts, popular in Myanmar and other Asian cultures, are a particular cause of oral cancer. The warning signs were explained to the audience, and tests were arranged for those attendees who chew betel nuts. The doctors also gave insights about ovarian cancer and breast cancer.

The advice was that even young women aged 25 years need to be aware of ovarian and breast cancer and should have regular medical screening.

According to the World Health Organisation (WHO), every third woman and every fourth man do not do enough exercise. Exercise is important and helps to us to avoid a range of conditions, including breast cancer and colon cancer. Exercises should be done every day and we should aim for a minimum of 150 minutes per week. Another powerful message was not to underestimate the importance of healthy food including lots of vegetables!

Winn Thiri Mon, Senior Corporate Communications & Marketing Coordinator, Uniteam Global Business Services



TRAINING IS (ALMOST) DEAD

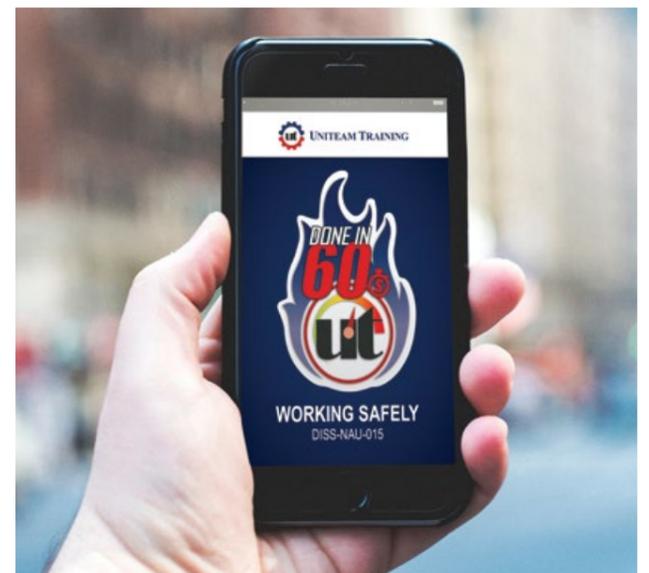
Not the kind of headline you expect from Uniteam Training I suppose...! Many of you know that Uniteam Training has been at the forefront of innovation in maritime training over the last ten years.

Not only did the company roll out the first ever Serious game related to safety training for seafarers ("Escape from Desolo", which is currently played by over 10,000 players world-wide), it is currently developing a programme of mobile phone based microlearning, which allows us to address the (cursed) drop in retention between the time training is delivered and actual execution of the learned material on board. Training (mainly video) will be available to seafarers in bite size volumes (duration of five minutes maximum), anywhere, anytime and on any device. We believe that seafarers will like this programme, called "Done in 60 Seconds" as it will eliminate all in-house classroom training soon.

Uniteam Training has also initiated an ambitious project to further reduce accidents/incidents and unplanned events within its fleet of managed ships. Code named project "ARdvar", it is a digital system that will record and manage the task based competencies of our crew. This project kicked off by creating Competency Profiles for each shipboard rank, by analyzing each and every task that the seafarer undertakes. This allows us to define our expectations of how this task should be performed best: correct knowledge, necessary practical skills, and most importantly what (safe) behaviours we would like to see when a task is being performed on board. While tasks are often deemed generic, in our approach we fully consider the type of ship/equipment, trade, and Management System of each respective owner in the preparation of the Competency Profiles for each rank.

Project ARdvar has its origins in a conclusion that we drew long time ago: 'We don't know what we don't know' when it comes to the crew's true competency (Not to be confused with CoC's!): Competency, being the composite of "knowledge", "skills", and "behaviours" that relate to a task. Like all managers, we used to design Training Matrices, clock training hours for seafarers, and essentially hope for the best, ignoring the fact that each seafarer has experience/individual training needs that are poorly served with our current (mass) training approach.

The relationship between training and on board behaviours is unclear, and conclusions on marine training effectiveness/retention are troublesome at best: ARdvar will allow us to focus on the gaps between observed and desired skills/knowledge/behaviours, and deploy our coaching/training/mentoring initiatives towards closing the identified gaps: One seafarer, one task at a time.



Competency Assurance as a system has obviously been tried before in shipping, but most systems have failed due to the high costs involved, and quite frankly, the baffling amount of paper required to make the system work.

Article continued...

...Training is (almost) dead continued

ARdvarik, as a digital platform, has been designed from the ground up to be completely paperless and handsfree for seafarers! Besides the identified areas of improved safety/less unplanned events, the system will provide full transparency for the seafarer in terms of career development, and prove to be an invaluable tool for crew planning purposes and leadership development.

Uniteam Marine will progressively pilot this project in the second half of 2019 on board a fleet of six container ships, with a full roll out fleetwide in 2020. Besides the identified advantages in improved safety on board, less incidents/accidents, we believe that ARdvarik will fundamentally

change the way seafarers are trained and promoted, and that the system will (hopefully) herald the end of mind numbing and increasingly outdated ways of seafarer training.

“Done in 60 Seconds” and “ARdvarik” are world class training initiatives; not only will they help our seafarers, but they will also allow Uniteam Marine to develop new services and achieve competitive advantages over other players in the industry.

More to come on this!

Paul van Empel, Managing Director, Uniteam Training

THINK LSR - FATAL DISTRACTIONS 2

When the THINK Life Saving Rules were introduced in November 2016, some of the most important early feedback concerned the use of cell phones and other mobile devices.

Many of our Captains considered that this was becoming a problem, so we started a “Don’t Get Distracted” campaign to alert people to the dangers, and altered our Company policies to give clear guidance when mobile devices may and may not be used. However, the problem has not gone away, and it is worth reconsidering the consequences of becoming distracted.

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

- In Spain, an estimated 37% of road accidents in 2008 were related to driver distraction
- The American National Safety Council estimates that mobile phone use while driving leads to 1.6 million accidents each year in the USA – in 2016 this led to 3,450 fatalities, or 9.2% of all crash deaths in that year, and 391,000 injuries
- A study by the Australian NRMA insurance company showed that people who text while driving spend almost 70 per cent of the trip glancing at their phone. They found that drivers were glancing at their phones while texting for 1.4 seconds on average, which means that when travelling at 60km per hour drivers were taking their eyes off the road for 22 metres at a time or almost five car lengths.
- Accident statistics show that on average 11 teenagers die each day in the USA as a result of using a mobile device whilst driving – it was also noted that the number of young drivers aged between 16 and 20 years old involved in fatal accidents increased by 3.6% between 2015 and 2016
- Insurance companies in Columbia reported that 21% of cases where pedestrians were hit by cars were caused by distracted drivers
- In 2010, more than 1,500 people in the USA required emergency medical treatment after being injured while using a mobile phone while walking.

In the United States, it is now estimated that as many as 25% of road accidents are caused by people using mobile phones, and in Britain it has been suggested that mobile phone use will soon become the biggest cause of fatal road accidents. What is very worrying is that despite widespread evidence of the dangers, a range of information and educational materials, and increasingly restrictive laws, it appears that people are becoming more likely to use their mobile devices when driving or working. A study in the United Kingdom found that the percentage of drivers admitting to using their phones while on the road actually increased from 8% in 2014 to 31% in 2016, an increase of 23% in just two years.

The dangers of using mobile phones on the roads and in the workplace are very clear, and there has been a dramatic rise in workplace injuries associated with mobile phone use. In the maritime industry, both the US Coast Guard and the United Kingdom Maritime and Coastguard Agency have issued guidance notices on the subject of mobile devices and navigational safety. Recent navigational incidents directly attributed to the use of mobile devices include:

- The bulk carrier ARIS T collided with a tank barge, a tug and shore side structures on the Mississippi river as a result of “...the distraction of the captain of the LORRETTA G CENAC from safety-critical navigational

functions as a result of his mobile phone use.”

- The UK Marine Accident Investigation Branch (MAIB) report into the grounding of the chemical tanker ATTILIO IEVOLI of the South Coast of England states: “The mobile telephone was in use on the bridge for the majority of the time between the pilot disembarking and the vessel grounding. It is known that the master made some, if not all, of the calls during this period. With the remainder of the bridge team unclear of their relative responsibilities for navigation, and the master distracted on the telephone, no-one appears to have been concentrating on the safety of the vessel.”
- An investigation by the UK MAIB into a collision between the cargo vessel DAROJA and the oil bunker barge ERIN WOOD concluded: “The chief officer failed to maintain a proper lookout because he allowed himself to become distracted, primarily by cargo paperwork but also by a phone call and, potentially, the use of his tablet computer.”

It must be stressed that the danger is not only to navigation – a moment’s inattention when handling ropes or wires, when operating machinery, or simply when moving around a ship at sea, can quickly result in injury.

Accident investigators, both ashore and afloat, are increasingly asking if use of a mobile device may have contributed to the event, and insurance companies may refuse to cover certain incidents if it is discovered that they were caused by inappropriate use of such devices.

The evidence is conclusive: using a mobile phone or other electronic device such as a tablet distracts the user from concentrating on their job. Three main types of distraction have been identified:

1. Cognitive distraction. This is when a worker is thinking about something other than the job they are doing, such as what the other person is saying in a mobile phone conversation. Studies have shown that when a person is distracted in this way their visual field narrows both vertically and horizontally, meaning that instead of looking around for hazards the person spends more time looking straight ahead. This means crew members who are cognitively distracted will spend less time looking out for hazards and be less aware of their surroundings
2. Biomedical distraction. This occurs when a seafarer is doing something physical which is not related to their task, for example reaching for or holding a mobile telephone.
3. Auditory distraction. This is caused when a person concentrates on listening to the voice on the phone and blocks out other sounds around them.

It is clearly potentially very dangerous to use electronic devices whilst working and this practice is forbidden on all Uniteam Marine vessels.

Mobile devices are wonderful tools for finding information, viewing films or playing games and, of course, keeping in touch with friends and family. But just because we can use them almost anywhere, doesn’t mean we should use them. Please, take a minute to think: “Is now the right time to use my mobile device, could I put myself or others in danger?”

Don’t get hurt by a fatal distraction.

Peter Chilman, QSE Manager

CYBER SECURITY IN 423 WORDS



WHAT DOES IT MEAN?

- Cybersecurity means protecting the security of all information stored and processed on computers and electronic devices
- Threats to information security include:
 - Malware (infections from USB sticks)
 - Phishing (mass emails designed to illegally obtain sensitive information from the recipient)
 - Targeted attacks (‘hackers’)
 - Easy to guess passwords (Uniteam123)

DOES IT AFFECT ME?

- Yes! Both as an individual and as an employee of Uniteam Marine
- As an employee you may use technology as part of your job:
 - On board systems: ECDIS, Bridge PC, Loading system, Planned Maintenance System, Reefer Monitoring System
 - Shore based systems: Email, Compas, Word, Excel
- As an individual you or your family may be using a mobile phone, tablet or laptop
 - Skype, Viber and Facebook are cheap and convenient ways of staying in touch with family and friends
 - Maybe you have an online bank account or buy products from Alibaba, eBay or Amazon
- Think about these risks:
 - A piece of malware infects the on board ECDIS terminal during a voyage and no paper charts are stored on board
 - A rogue engineer boards the ship to perform a scheduled upgrade of the VSAT antenna and instead opens a hidden communication channel to remotely monitor and control all systems on board
 - Your passport, bank account and home address details are stolen as a result of a phishing email requesting you to verify your personal and bank account details

WHAT SHOULD I DO RIGHT NOW?

Stop and Think!

- Know your responsibilities when using company equipment and the impact these systems have on health, safety, security, the environment and our organization:
 - Always follow working instructions
 - Double-check the credentials of third-parties boarding the vessel or entering our offices to perform maintenance work
- Before using any computer, tablet or mobile phone be aware of the warning signs:
 - Something looks different with the display (spelling mistakes, different layout)
 - You are asked to do something which doesn’t feel right (entering information you have never been asked for before)

WHAT IS THE MARINE INDUSTRY AND UNITEAM MARINE DOING ABOUT THIS?

- The IMO has given shipowners and managers until January 2021 to incorporate cyber risk management into ship security
- Uniteam Group of Companies takes cybersecurity very seriously in all its business units
 - Systems and procedures are being strengthened both on board and ashore
 - Cybersecurity and technology skills will become a required competency to perform your job well
- During 2019 and 2020 this will become a very hot topic and one which we are ready to fully embrace!

Warren Gibbs, Head of Information Technology, Uniteam Global Business Services

#RUNLIMASSOL

Promoting our company's healthy lifestyle initiatives, we enrolled a team of runners again this year to participate in the Limassol Running Event that took place on the 23rd and 24th of March.

It was the 13th year in a row that running enthusiasts gathered on the Limassol seafront to run in various disciplines, including marathon, half-marathon, 10 km and the ever-popular 5 km Corporate Run which attracts 10,000 runners from over 200 company teams.

As you may imagine, it was difficult to find enough volunteers to represent Uniteam Group of Companies (UGoC) on the full marathon distance of 42,195 km, so it was decided, as in previous years, to enroll for the 5 km Corporate Run. Thirteen active and sporty colleagues from UGoC were brave enough to get up early on a Saturday morning and to make it to the starting line – and all made it to the finish line as well! Congratulations and well done to all participants.

There are many health benefits of running, both physical and mental: not only does it burn calories, it also strengthens your immune system, your joints and your muscles and it will generally boost your fitness. It can be done anywhere, alone, in a group, at no cost, at your own pace, whether you are old or young. Just get started, keep running (even walking helps to improve your fitness) and remember: later usually becomes never...

And for those amongst you who like a challenge, the best-time for the 5 km distance achieved by the fastest runner of our group was 22 minutes and 53 seconds. Not bad, I thought to myself, but compared to the fastest runner overall, who did it in just 15 minutes and 46 seconds, it looks like I need to train a bit harder (but he was probably half my age...).

Thomas Reppenhagen, Fleet Personnel Director



PORTRAIT OF CAPTAIN JANUSZ SZCEPANSKI



When did you first discover your desire to work on board a vessel?

The first decision appeared when I was about 15, but the seed had been planted in childhood, I guess. My father (and 4 uncles) were seamen and I grew up in this tradition, fascinated by ships and the job every time I climbed the gangway when Dad was coming back from his voyages.

What would you recommend to the youth who wants to work as a seafarer?

If you are strongly family-oriented, forget the idea and find a "normal" job. If you think you can bear the long-term separation from your loved ones (and Mama's cooking...), hop on board, it's a great job – but first learn good English, be ready for different cultures, hard work, discipline and... living off-line.

CROSSING THE EQUATOR

Such an event does not happen every day...



Not every ship crosses the equator, and very seldom do Neptune and Proserpine board the vessel in order to welcome new seamen into our fraternity.

M/V Northern Practise crossed the parallel 00 00.0 at longitude 065 00.0' East on Sunday at 14:30 LT.

The night before, the prospective applicants were marked by the Sea Devils with their new sea names: Shrimp, Jellyfish, Plankton, Seashell and Sea Snail.

We were delighted to gather nearly the whole crew to share in our Crossing the Equator ceremony, to witness the trial and judgement of five miserable souls who never before witnessed the glory of Her Royal Highness Proserpine and the Ruler of the Raging Main Neptune.

Davy Jones announced the programme and the Captain invited the Sovereign of the Seas Neptune with his wife Proserpine and their company of mermaids, sea devils and other creatures of the deep to board our humble vessel.

The crossing of the Great Line of the Equator was marked by a long blast on the ship's whistle the very moment the bow entered the Southern latitudes of the Indian Ocean.

To pay their respects to our Great Guests each of our five new members kissed Proserpina on her beautiful, greasy and very fishy knee. A lot of sea water was used to wash the newcomers and help them pass through the Shark. The Devils were active in cleaning and preparing them for their future tasks using black mud, ashes and grease. Once cleaned, Neptune blessed them all and touched their heads with his trident as a sign that they had now joined the great society of true seafarers.

To celebrate their new status, our intrepid five were served a special meal consisting of fishy paste with Piri piri, Wasabi, jam and Nutella. This was washed down with a delicious drink of sea water, beer and extra tabasco!

All participants applied voluntarily, and all of them passed the test to become a professional seafarer with brave hearts and broad smiles - Congratulations and welcome to the Sea Traders Club!!!

The exciting day ended with a barbecue party where the Crossing the Equator Certificates were presented by the Captain assisted by the Heads of Departments.

Monday - back at work... In the Southern Hemisphere.

Captain Krzysztof Leszkowicz and the Crew of MV Northern Practise



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" 2019!

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



Chipping Day - by 3/O Nay Aung, MV Miami Trader

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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, Anja Frauboese, marketing@uniteamservices.com

