



SUCCESS THROUGH TEAMWORK

CONTENTS

APPRAISAL UPGRADE 2019

SEAFARER WORKSHOP SESSION AT UNITEAM MARINE IN YANGON

UNITEAM CRUISE SERVICES CATCHES THE RIVERBOAT WAVE!

CLEAN WATER

THINK LSR – SLEEP AND SAFETY – MANAGING FATIGUE

SOCIAL RESPONSIBILITY – MEDICAL TRIP TO YGWAR NGAN VILLAGE

FIT FOR FUN – THE PLANK CHALLENGE

DRY-DOCKING OF MV PUERTO ROSARIO

PORTRAIT OF ADMINISTRATION MANAGER KYAW KYAW

ONGOING COMPETITIONS

PHOTO COMPETITION

IMPRINT

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

APPRAISAL UPGRADE 2019

The performance appraisal is one of the most criticised people-management practices in all industries.

The criticisms range from 'being too time consuming' and 'something we have to do for the office' – in other words 'they are no benefit to me', having a negative, even a destructive impact on the relationship between leaders and teams.

THE KEY QUESTION TO ADDRESS THEN IS WHAT DO WE WANT THE PERFORMANCE APPRAISAL PROCESS TO ACHIEVE?

An appraisal should give a sense of what has been achieved and what to do next. This is helpful for the individual so they know how their performance is viewed, how they are contributing and what they might have to do to improve their competencies. From an office perspective it gives us an overall, uniform view of how Uniteam Marine seafarers are performing and where we might need to focus effort and investment for development, to ensure our clients have the highest performing, most competent seafarers on board their ships.



We have moved away from the old 'fitness reports' and now talking in a new language of "behaviours, development opportunities and competencies" with a fresh new look appraisal. In May this year, we hosted some workshops in Ukraine and Myanmar to talk with some of you in person and the feedback was very positive indeed; the added value of the upgraded appraisal design was appreciated and embraced by the majority.



WHAT ARE THE BENEFITS?

In summary, the upgraded Uniteam Marine on board seafarer appraisal provides;

- A platform for feedback conversations: The format design encourages valuable feedback opportunities.
- Real life transparency: Appraisee will automatically receive a copy of their appraisal to be able to manage his/her own professional development.
- Identification of individual competency development areas: Competency development areas linked directly to available training resources.
- Improved performance assessment criteria based on competency profiles: Developed in line with new competency assessment tools and psychometric profiling.

The overriding aim is for us to provide the necessary tools to ensure that you and your team can perform at the highest level, safely. Together with the commitment to make it work we will see our self-performance and of those around us develop in a positive way using the upgraded on board seafarer appraisal.

Richard Knighton, Fleet Personnel Deputy Director

SEAFARER WORKSHOP SESSION AT UNITEAM MARINE IN YANGON

Over the past four years, we have successfully hosted a series of engagement workshops with our officers in Yangon providing the opportunity to discuss new initiatives and current challenges.

On 20 May 2019, Captain Thet Naing opened the latest workshop, supported by Uniteam Marine and Uniteam Training colleagues Captain Tin Maung Tun, Phyo Thi Ha Kyaw, Phyo Win Nyunt and guest speaker Captain Aung Myin Moe, Department of Marine Administration (DMA).

DURING THIS WORKSHOP WE COVERED THE FOLLOWING TOPICS:

1. **Service Tank (MGO) Contamination** – Capt. Zaw Min Htut
2. **Puerto Rosario Port State Control (PSC) Deficiencies** – Capt. Thet Naing
3. **PSC (Inspectors viewpoint)** – Capt. Aung Myin Moe (Guest speaker)
4. **Done in 60 Seconds (DISS)** – Capt. Tin Maung Tun
5. **Upgraded Appraisal System at Uniteam Marine** – open forum

"With the IMO 2020 regulation to reduce sulphur emissions, simply switching to a new fuel is not enough. HFSO creates layers of sludge. Your fuel might be contaminated, pushing emissions above the 0.5% cap. To avoid non-compliance, your tanks must be cleaned beforehand." www.Wilhelmsen.com

Captain Zaw Min Htut shared his valuable experience on the methods that can be used to solve the Sulphur compliance issue, including tank cleaning. The maximum allowable Sulphur

limit is 0.5% and if the limit is exceeded, a maximum fine of USD 200,000 and two months imprisonment will be imposed. Captain Zaw Min Htut shared his experience of documents required for presentation during an inspection, how data will be collected by the authorities in terms of sampling best practices, a summary of information to communicate with ship managers and finally, how to organize effective tank cleaning.

With reference to MV Puerto Rosario PSC deficiencies, Captain Thet Naing summarized what was reported and then each item was discussed in more detail amongst the participants. We were honored to welcome Captain Aung Myin Moe, PSC officer, Myanmar & Deputy Director of DMA, to share his experiences in order to understand the PSC officer's point of view and to gain more knowledge on how to effectively deal with on board inspections.

Captain Aung Myin Moe discussed how a PSC officer conducts an inspection on board, how to share the database within the same MOU, how to calculate own ship risk factors, inspection frequency, how to close deficiencies codes and how to challenge or appeal PSC deficiencies. This session was very informative, and participants actively participated in a Q&A session.

Captain Tin Maung Tun was our next presenter, introducing DISS to the participants. It was highlighted how the style



or methods of learning have become easier and more effective. Participants downloaded the application to the phones and tested some of their learning modules.

Following the recent successful introduction of the upgraded Uniteam Marine on board seafarer appraisal we took the opportunity to divide the participants into groups to discuss the positive and negative feedback of both the existing and new appraisal form. We invited Captain Thit Lwin and 2nd Officer Ye Yint Htoo from The China Navigation Co. Pte. Ltd., to share their client specific evaluation procedures which they have experienced on board.

This workshop session was yet again very effective to our seafarers by sharing knowledge and experiences how to handle certain challenges they may face on board.

Captain Thet Naing, Office Director
Grace Winn Thiri Mon, Senior Corporate Communications & Marketing Coordinator, Uniteam Global Business Services

UNITEAM CRUISE SERVICES CATCHES THE RIVERBOAT WAVE!

The global Cruise industry continues to grow, and we are happy to be a part of that at Uniteam Cruise Services.

A major success story in recent years has been that of river cruising. There is a significant increase in vessels being introduced into the European system in the next few years. The season normally runs from March through to November with a short Christmas season which takes place in December. River cruises can be a fantastic way to visit some of Europe's most beautiful towns and cities. We are very pleased and excited to announce that our first group of Uniteam Cruise Services team members joined their assigned riverboat in Europe this summer. Initial

feedback is that the team are doing a really good job and representing themselves in a very professional manner.

Wishing you all safe and enjoyable contracts ahead and we look forward to meeting up again in Yangon when you return home in November! 2020 is looking like it is going to be our most successful year yet at Uniteam Cruise Services!

Richard Knighton, Fleet Personnel Deputy Director



CLEAN WATER

UNITED STATES (U.S.) CLEAN WATER ACT AND RELEVANT REGULATIONS:

Nearly 99% of the world's goods are transported by sea, out of which 77% are containerized cargo.

To regulate such a flow of goods and ships, many countries have implemented their own rules, which is why nowadays, we are all busy managing regulations as well as managing ships. Whether we like the new regulations or not, the truth is we have to comply with them. As the U.S. of America leads the way on environmental regulations and the implementation of their regulations is the most notorious in the shipping industry, we try to understand their regulations inside out.

What does the Clean Water Act Do (CWA)?

- Established the basic structure for regulating pollutant discharges into the waters of the U.S.
- Gave U.S. Environmental Protection Agency (EPA) the authority to implement pollution control programmes such as setting wastewater standards for industry. EPA regulates the volume and the type of discharges to preserve environment.

What is the requirement of CWA to facilities for waste discharges into navigable waterways?

- The CWA requires all facilities to have a permit to discharge waste into navigable waterways.
- The permit will be issued under the National Pollutant Discharge Elimination System (NPDES).

To whom this permit applies? Applies to:

- Any point source.
- Discharge of a pollutant to waters of the U.S. (3nm).

What is the goal of NPDES:

- To minimize pollution within U.S. territorial waters (3 nm).

How this goal is to be achieved?

- NPDES controls water pollution by regulating point sources that discharge pollutants into waters of the U.S.

WHO ARE CONSIDERED AS POINT SOURCES OF POLLUTION?

FIXED SHORE FACILITIES - REQUIRE INDIVIDUAL PERMIT



VESSELS

GT? >300, LOA? >79FT, BWT m3? > 8

U.S. Coastal Waters Within 3nm Requires General Permit



VGP is in force until it is replaced by the Vessel Incidental Discharge Act (VIDA). Implementation of VIDA is expected to commence on 3 December 2020 and be completed at an undetermined period of up to two years after above mentioned date.

WHAT REQUIREMENTS ARE ESTABLISHED BY VIDA?

- It provides for the establishment of uniform and environmentally sound standards and requirements for the management of discharges incidental to the normal operation of a vessel.
- It charges the EPA with primary responsibility to establish standards relating to the discharge of pollutants from vessels.
- It charges the USCG with primary responsibility for prescribing, administering and enforcing regulations consistent with these standards.

What are the differences in primary responsibilities between VGP and VIDA:

EPA primary responsibilities:

VGP: Implements and administers, regulates the VGP.

VIDA: Will be responsible to establish standards relating to the discharge of pollutants from vessels.

USCG primary responsibilities:

VGP: Inspect vessels for compliance with the VGP.

VIDA: Prescribing, administering and enforcing regulations consistent with these standards.

What is the VGP?

- The VGP is a CWA, NPDES permit that authorizes, on a U.S. nationwide basis, 27 discharge types incidental to the normal operation of non-military and non-recreational vessels greater than or equal to 79 feet in length.

What are the Effluent limits and Related requirements? What are the limits of authorized pollution?

- Reduce, reduce, reduce and / or eliminate to the extend achievable using control measures technologically available and achievable considering best marine practices.



Is violation under VGP or VIDA provisions considered unlawful?

Yes. VGP and VIDA both make it unlawful for any person who violates any provision of the current VGP or future VIDA. Violators can be subject to administrative, civil and criminal penalties. Each day of a continuing VGP or VIDA violation is considered a separate offense.

Lesson learned:

To maintain Clean Waters:

In light with best marine practices:

- Reduce generation of wastes;
- Reduce and / or eliminate authorized pollution to the extend achievable using control measures technologically available and achievable.

DON'T:

- Add constituents / ingredients / components to any discharge that are not incidental to normal operation of vessel
- Dilute discharges to meet legal limits!

Dimitar Abadjiev, Environmental Compliance Manager

THINK LSR

SLEEP AND SAFETY – MANAGING FATIGUE

“About four minutes later, the skipper reduced the ferry’s speed to 12kts as it approached the next stop. He then sat back in his chair and closed his eyes. Moments later, the skipper awoke with a start to find the ferry heading straight for a pontoon only 50m ahead. He immediately set full thrust astern and attempted to turn the ferry, but a heavy landing could not be avoided.”

This extract from a report by the UK Marine Accident Investigation Branch (MAIB) describes the few minutes before a collision which resulted in two people being injured and the vessel being taken out of service for repairs – all because the skipper was tired.

AND THIS WAS NOT AN ISOLATED INCIDENT:

On 6 April 2018 a bulk carrier struck the Ergon – St. James Terminal Wharf of the Lower Mississippi River. Fortunately, no one was injured and there was no pollution, but the ship and the wharf sustained damage which cost \$6.25 million to put right.

The United States National Transportation Safety Board found that the probable cause of the accident was due to the fatigued pilot’s misjudgment of the turning manoeuvre.

At 0304hrs on 1 July 2017, a bulk carrier and an oil tanker collided in the Dover Strait approximately 5 nautical miles to the west of Sandettie Bank. Both vessels were damaged in the collision but were able to proceed to nearby ports for damage assessment.

The subsequent investigation found that the tanker’s Master had been present on the bridge for over 14 hours and was probably suffering from fatigue, which was likely to have had an adverse effect on his decision making.

In the early hours of 3 December 2016, the bulk carrier Muros ran aground on Haisborough Sand, 8 miles off the Norfolk coast.

The MAIB investigation concluded that the Officer of the Watch’s performance was probably adversely affected by a low state of alertness.

There are many other cases of fatigue causing, or contributing to, serious marine accidents, perhaps most notably the EXXON VALDEZ. This incident led to the severe pollution of 11000 square miles of ocean and the effects on the local ecosystem, and the local economy, are still being felt some 30 years after the event.

All humans, regardless of race, nationality, age (or rank or occupation) are affected by tiredness and fatigue; no one is exempt. Taking over a bridge watch, or any other safety-critical duty, when over tired is not safe; many watchkeepers will have experienced the sensation of being on the verge of falling off to sleep, either through fatigue or boredom. There are many things that can be done to help prevent this from happening, such as standing up, moving around, getting some fresh air and turning down the heating.

However, if these don’t work, another watchkeeper should be called either to assist or to take over. Of course, accidents caused by fatigue are not confined to the shipping industry; research conducted in the UK found that fatigue was a factor in 25% of fatal and serious road accidents.

The message is simple: tiredness can kill. The question is: how do we manage fatigue to stop it becoming fatal?

When considering how people become fatigued, we must not just assume fatigue is simply due to long hours and a heavy workload. These factors are certainly direct causes, but other factors also help determine how, and when, people become tired. These include physical fitness, diet, interest in the task they are performing, perceived level of risk, the time of day, the physical environment (i.e. light, noise, vibration, temperature, motion) and sleep disruption due to stress.

STCW regulations do, of course, recognise the dangers of fatigue and specify the hours of rest to be taken by each seafarer. However, this is only part of the solution, and eliminating fatigue as a major cause of accidents requires action at many different levels.

The first level starts at the ship design stage. A person’s ability to sleep, and sleep well, is very dependent on their physical surroundings. It is therefore important that living accommodation is as stable and free from vibration as possible, and that individuals can control ventilation, temperature and light levels to create the optimum conditions for restful sleep. Design of work spaces is also important to reduce stress and fatigue, as is the design of clothing and equipment.

The second level relies on the adoption of a Company Fatigue Management plan. This is a formal commitment on the part of the company or organisation to reduce the so-called “Sleep debt” and requires the active participation of the company, the Master and the individual seafarer. An example may be as follows:

1. THE COMPANY ENSURES:

- A clear commitment to STCW, MLC and the ISM Code requirements
- Consideration of environmental factors when building, buying or repairing ships
- Adequate rest for joining crews before assuming duties
- Adequate time for proper hand-overs at crew change
- Adequate manning levels for the vessel’s operational schedule
- Voyage length, time in port, length of service and leave ratios that allow time for rest
- The promotion of crew physical and mental health and well-being
- Consistent support to Masters if they decide to stop operations due to unsafe levels of fatigue

2. THE MASTER ENSURES:

- All elements of the company policy are met
- Adequate shore leave, onboard recreation and family contact
- Effective work/rest arrangements and napping opportunities
- Potentially hazardous tasks are scheduled for daytime hours
- Crew education and training to recognise and mitigate fatigue
- Creation of an open, just culture for reporting & dealing with fatigue



- Rotation of high-demand and low-demand tasks
- Accuracy of individual record keeping of hours rested/worked
- Adequate heating, ventilation, air-conditioning and lighting
- Minimisation of noise and vibration in rest areas
- Promotion of a healthy lifestyle and diet
- All problems with the management of fatigue are reported honestly and accurately to the company

3. THE SEAFARER ENSURES:

- **Adequate personal sleep arrangements**
 - Aim for deep, uninterrupted sleep 7-8 hours per 24-hour day
 - Take strategic naps
 - Develop pre-sleep routine, e.g. warm shower, light reading
 - Ensure dark, quiet, cool sleep area and comfortable bed
 - Avoid interruptions during extended period of sleep
- **Adequate diet and fitness**
 - Avoid alcohol and caffeine before sleep
 - Eat regular, well-balanced meals, but eat lightly before bed
 - Exercise regularly – it increases alertness both on and off duty
- **Adequate self-monitoring**
 - Accurately record hours of work and rest
 - Minimise disturbance of rest/sleep patterns
 - Take a break between work periods
 - Get sufficient sleep before periods of high activity.

It is recognised that operational and commercial pressures can mean that establishing an effective fatigue management plan may seem easy in theory, but difficult in practice. However, a successful plan can produce very significant benefits – one Canadian company found that in a three-year period:

- **The personal injury rate fell by 80%**
- **The major accident rate fell by 60%**
- **The staff turnover rate fell by 35%.**

All of which saved the company a significant amount of money, and much more importantly, saved individuals the pain and trauma of injury.

It must be stressed that the way to overcome the dangers of fatigue is through awareness, personal responsibility and most of all, imaginative and effective management:

“Fatigue is a common precondition in accidents. The crew of this vessel had been working excessive hours and were all completely exhausted. The skipper’s decision to anchor overnight so everyone could get some rest was sensible, **but better working practices could potentially have ensured that they were not exhausted in the first place.**”

Stay Safe – Sleep Well – THINK LSR!

Data is taken from the UK MAIB Safety Digest 1/2019 & “The Human Element – a guide to human behavior in the shipping industry” published by the UK MCA. Both publications UK Crown Copyright used with permission.

Peter Chilman, QSE Manager

SOCIAL RESPONSIBILITY – MEDICAL TRIP TO YGWAR NGAN VILLAGE

Uniteam Marine recently organised a medical aid trip to Ygwar Ngan, Shan State, Myanmar.



Ygwar Ngan is a small village and non-developing town of Shan State. Every year the village faces difficulties as they do not have enough doctors, nurses and medical supplies to treat the people at Ygwar Ngan Hospital.

Dr. Khun Win Latt TMO (Township Medical Officer) from Ygwar Ngan village approached Uniteam Marine for support with donations for medical supplies and we were happy to help the people of the village.

Uniteam Marine sponsored 70Lakh for the medical trip. Captain Than Oo and Doctor Than Lwin (who is one of our company doctor’s for seafarers PEME and a friend of Dr. Khun Win Latt) organised the trip bringing doctors and nurses from Yangon.

Medical boxes and supplements were arranged together with the doctors and nurses before we left Yangon. We had also arranged a 51 seater bus and a hotel for the trip.

In total: 6 surgeons, 5 physicians, 3 dentists, 2 orthopaedics and 20 nurses joined the trip. During the 3rd & 4th of May, 920 out-patients and 148 in-patients were treated at Ygwar Ngan Hospital.

We hope to repeat the trip next year again. Always help those who are in need!

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

FIT FOR FUN – THE PLANK CHALLENGE

You don't have time for fitness?

You have no gym to exercise?

You have no equipment you can use?

No excuses will be accepted anymore!



is not: you will feel your legs, abs, shoulders, buttocks and all the other muscles which will be activated by the exercise.

The challenge starts at day 1 with 20 seconds in which you hold your body in a plank position. Then gradually the time will increase up to 240 seconds on the last day.

Important: your body position. Maintain a straight line from the heels to your head – and try to breath using your stomach muscles.

Have fun and success with the plank challenge!

Anja Frauboese, Head of Corporate Communications & Marketing, Leading global operations and advisory services, Uniteam Global Business Services

For this exercise you only need your body and a small space on the floor.

The 28-day plank challenge can be done everywhere and by anyone. It is a simple concept which strengthens the entire body.

You might think a plank challenge is easy going – in fact it

YOUR TRAINING PLAN

Day 1	20 seconds	Day 16	120 seconds
Day 2	20 seconds	Day 17	120 seconds
Day 3	30 seconds	Day 18	150 seconds
Day 4	30 seconds	Day 19	REST
Day 5	40 seconds	Day 20	150 seconds
Day 6	REST	Day 21	150 seconds
Day 7	45 seconds	Day 22	180 seconds
Day 8	45 seconds	Day 23	180 seconds
Day 9	60 seconds	Day 24	210 seconds
Day 10	60 seconds	Day 25	REST
Day 11	60 seconds	Day 26	210 seconds
Day 12	90 seconds	Day 27	240 seconds
Day 13	REST	Day 28	HOLD FOR AS LONG AS YOU CAN
Day 14	90 seconds		
Day 15	90 seconds		

DRY-DOCKING OF MV PUERTO ROSARIO

After five years of sea service our MV Puerto Rosario became due for her 1st Special Survey and her 1st Class Renewal. In other words, her 1st dry-docking.



MV Puerto Rosario is a so called 64,000 metric tons deadweight Ultramax vessel of the Dolphin Class, which was built and respectively delivered on 15 May 2014 at COSCO Shipyard Zhoushan in China.

After six-months preparation of a dry-docking job plan, carried out by Owners and Managers, the docking tender was finished, the shipyard, Changhong International Shipyard firmly booked. The Owners' representative and Technical Manager of Uniteam Marine Shipping GmbH flew on 8 May 2019 to Zhoushan to supervise the dry-docking.

The Changhong International Shipyard is a huge dock yard, capable of accommodating 13 vessels simultaneously for repairs. The yard is still fabricating new-buildings – basically bulk carriers to a similar size of the Puerto Rosario.

One can say that Changhong International Shipyard is a very busy location for ship repairs and new-buildings and the yard was fully booked when the Puerto Rosario arrived on 10 May 2019. At this time all docks were occupied and even on the lay-by berth there was only one place available alongside another vessel.

Under these conditions it was almost impossible to commence the repairs, since the shore cranes could not reach the main deck and place equipment required

for the jobs planned in the cargo holds and for supply of working air and electric power. After a slow start, it was "business as usual" the vessel made it into the dry-dock. From that time on one could feel an acceleration of the repair progress. Fortunately, even the weather was good and there was no interruption to the hull painting.

The yard sandblasted and painted the complete hull, repaired the portside anchor, calibrated both anchor chains and modified and maintained the stern tube seal.

Moreover, the yard painted all cargo holds improving the conditions of the holds and allowing the carriage of grain, which was a requirement by Owners to facilitate a further employment of the vessel on the spot-market.

The crew also assisted the Shipyard with the dry-docking repairs. With the support and the permission of the Safety-Department of the yard we were allowed to use our own facilities to paint the cargo cranes, overhaul the launching appliances of the life and rescue boat and install a new V-Sat-Antenna for ship-to-shore communication.

After leaving the dry-dock the vessel was still another three days back on the lay-by-berth where the remaining jobs in cargo holds, engine room and fuel tanks could be executed.

After completion of all repairs the attending Class surveyor of Lloyd's Register renewed all Class and Statutory certificates for a further period of five years and the vessel left Changhong International Shipyard on 1 June 2019 and was back in service again.

Peter Duwe, Technical Manager

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.

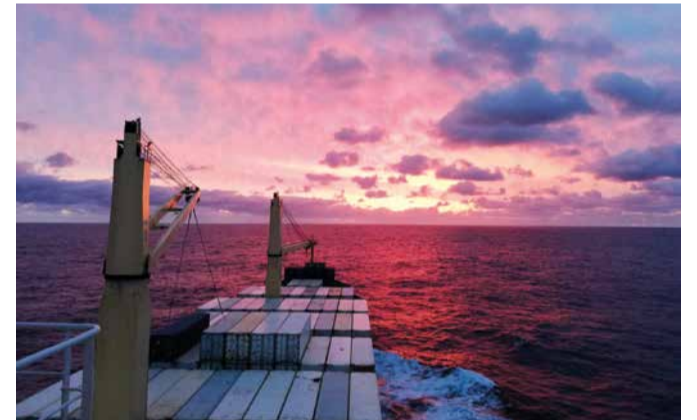
Prize: USD 200,- for every published article for the crew's entertainment fund.

"Best Photograph & Video" for 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



After the storm – by CO Andriy Dorofeev, MV Georgia Trader

IMPRINT

Editor:

UNITEAM MARINE
marketing@uniteamservices.com
www.uniteammarine.com

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Editorial Staff of this issue:

Richard Knighton, Thet Naing, Grace Winn Thiri Mon,
Dimitar Abadieff, Peter Chilman, Anja Frauboese,
Peter Duwe, John Hadjiparaskevas

Photographs:

Uniteam Marine, crew of Uniteam Marine

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



– PORTRAIT OF ADMINISTRATION MANAGER KYAW KYAW –



Kyaw Kyaw joined Uniteam Marine in 1993 and works as Administration Manager in our Uniteam Marine Yangon office.

The initial decision to become a seafarer arose when I was about 15, but I guess the seed had been planted since childhood. My father (and four uncles) were seamen and I grew up in this tradition, fascinated by ships and the job every time I climbed the gangway when my father returned from his voyages.

How did you join Uniteam Marine?

My decision was mostly based on my desire to be toughened up to join Uniteam Marine since 1993. I was really enthusiastic to work as a seafarer and also as an Administration Manager.

What are your main tasks?

Overseeing the daily operations of the Fleet Personnel administration team dealing inter alia with formalities, visas, etc. My main responsibilities include:

- Liaising with relevant governmental departments and

arranging departure formalities for all Myanmar joiners based on crew planning information.

- Preparing relevant reports and arranging, in cooperation with the Finance Shared Services, the payment of Seafarer Division monthly agency fees.
- Coordinating and overseeing the issuing of Myanmar CBA agreements.
- Handling the procurement of seafarers' working gear and management of the working gear inventory.

What do you enjoy most in your work?

I enjoy my work because everyone shares the same vision and is dedicated to the mission.

What have been your biggest challenges (at work) and how did you manage them?

Last minute changes to crew planning due to unforeseen reasons are always a challenge. However, I have a really great team around me and so we always succeed in the end in making our seafarers and clients happy.

Do you have a motto in life?

Hope for the best and prepare for the worst!