



## SUCCESS THROUGH TEAMWORK

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## MENTAL HEALTH

### A HAPPY SHIP IS A HEALTHY SHIP!

The subject of Mental Health has been swept under the carpet for a long time; it was a taboo as seafarers were supposed to be tough guys who are not affected by mental health issues. Lately, Mental Health appears regularly as a headline in various maritime publications, and it has become a topic of public interest and great concern, not only in the marine industry.



Working onboard means extended periods away from home, with limited possibilities to communicate with the family and friends, long working hours, and often stress. All these factors can have an influence on the mental wellbeing of the crew onboard.

Those of you who have attended one of our regular workshops will remember that we have included Mental Health Awareness as a topic. Teamwork and Respect are amongst the core values of Uniteam Marine, and both are important to create a harmonious working environment. A happy ship is a healthy ship, and if all colleagues team up, respect and embrace diversity, look after and support each other, most of the challenges faced can be dealt with successfully.

The World Health Organisation reports that one out of four adults in the world suffers from a mental health problem at least once in their life, so the chance that you meet somebody who is affected or even that you are affected yourself at some point in your own life is relatively high. The reasons can be diverse and differ from person to person.

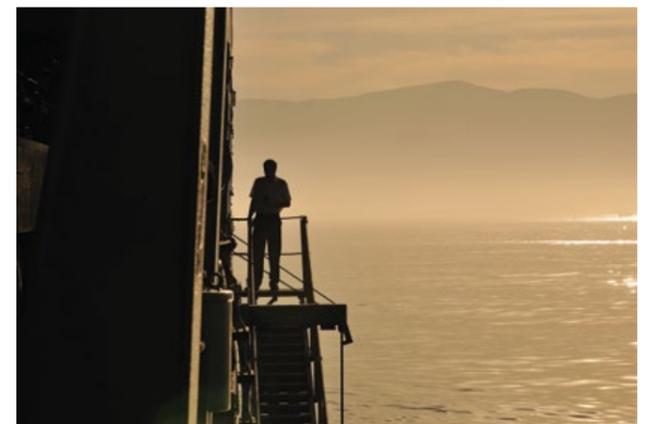
Our colleagues at Uniteam Training have developed two so called Talent Cards as part of our micro-learning tool Done in 60 seconds titled *Mental Health: Helping others* and *Mental Health: Self-help* - which are addressing this subject as well.

You do not need to be a trained psychologist to notice that something is wrong with one of your fellow shipmates. If somebody experiences long-lasting sadness or irritability, extreme mood swings from very high to very low, expresses excessive fear, worry or anxiety, shows signs of social withdrawal, or changes eating and sleeping habits dramatically, these are usually signs of a mental health issue and should be taken seriously.

Small crew complements and working in shifts reduce social interaction and thus there is less opportunity for face to face conversations after working hours. Therefore, it is even more important to focus on socialising whenever possible, find activities that make you happy, such as reading, listening to music, doing sports, watching movies or taking shore leave, and talk to your fellow crew members regularly.

Do not underestimate the positive influence that a healthy diet and regular exercise have on your mental wellbeing. Eat consciously and train your body (and your mind – they are a unit) to remain (or become) a more positive person and remember: A happy ship is a healthy ship and vice versa.

**Captain Thomas Reppenhagen, Sales and Client Relations Director**



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

## UNITEAM MARINE

### SEAFARER CREW MANAGEMENT PERFORMANCE SURVEY

At Uniteam Marine we are continuously striving to improve the services we offer to sustain our status of being a leader in the provision of ship management services. As part of this continuous improvement process we have provided a global platform for seafarers to be able to provide anonymous feedback about the service we provide since 2018.

We are pleased to advise that on 1st of January 2020, we have launched a modified version of the Seafarer Crew Management Performance Survey.

In 2020, seafarers will receive a link to complete the survey via personal email and an instant notification service in Compas Mobile web application, shortly after completion of each contract.

We take this opportunity to thank all those seafarers who took the time to take part by completing the survey since

its launch. Please be assured that we are listening and making some changes to how we do things, enabling Uniteam Marine to enhance the Ship Management services that we offer going forward.

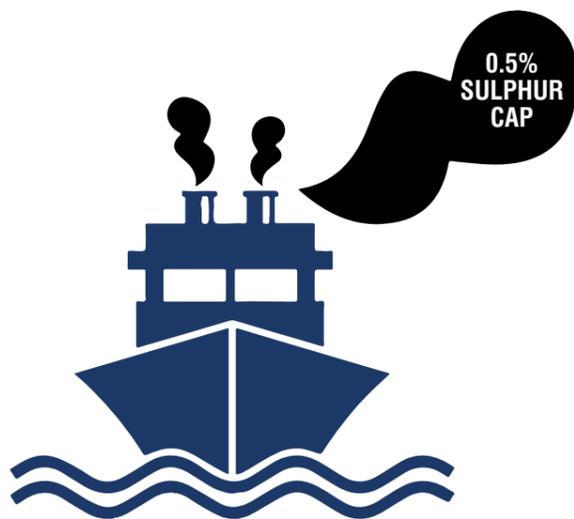
Your feedback is important to us and will help us improve our services.

**Chloe Timmis, Crewing Manager**



## 2020 IMO REGULATIONS: MEETING THE NEW LIMITS ON SULPHUR OXIDES

New IMO regulations have come into force – mandating the sulphur content of marine fuels in global waters to be less than 0.5%. The aim is to significantly reduce emissions of sulphur oxides (SOx), which are harmful to the environment. This is a relatively big step. The last global cap came into force in July 2012 when the sulphur content was regulated down from 4.5% to 3.5% in global waters. In addition to the global cap, the IMO also introduced the known – “Emission Control Areas” (ECAs) in key shipping routes, regulating sulphur limits from 1.5% to 1.0% in 2010 and eventually down to 0.1% in 2015.



In order to meet the new limits, shipping companies seek on one hand compliant and technically feasible solutions that on the other hand are also commercially feasible (i.e affordable).

A popular solution is to operate ships with Very Low Sulphur Fuel Oil (VLSFO) i.e. 0.5% or even with Ultra Low Sulphur Fuel Oil (ULSFO) i.e. 0.1% which is already mainly used in Sulphur Emission Controlled Areas.

In order to use these low sulphur fuels, bunker tanks had to be cleaned, and engines and fuel oil transfer systems assessed and verified on their technical feasibility. Where necessary, equipment and systems were modified to safely operate over the range of compliant bunker grades. Lubricating oil tank capacities were also reviewed, as sulphur has beneficial lubricity characteristics and low sulphur content in fuel oils requires balancing the missing lubricity by using other lubricating oils.

A new generation of low sulphur fuels, so called Hybrid Fuel Oils have been introduced, which claim to burn cleaner

and faster than traditional oils whilst retaining good net calorific values.

Liquefied Natural Gas (LNG) is also a low sulphur fuel but, if technically possible at all, requires significant, costly and time intensive modifications to the ship and its systems if not designed in when built.

The availability of the above-mentioned bunker grades and the impact on bunker prices remain uncertain.

LNG is not globally available in all ports and is unlikely to provide a solution for the majority of ships.

Another solution to the sulphur compliance is the use of scrubbers. Scrubbers are exhaust gas treatment plants that bring a gas stream into contact with a liquid, aiming for gaseous components to pass from the gas to the liquid. Scrubbers cannot only be fitted on new buildings but are also a retrofit solution, for existing tonnage. With scrubbers installed, traditional high sulphur fuels can continue to be burned since the SOx in the exhaust is reduced to a very low level.

With an estimated 5-6% of the world fleet being outfitted with scrubbers at the beginning of 2020, the demand for high sulphur fuels will decrease and it is uncertain whether high sulphur bunkers will easily be available in all ports.

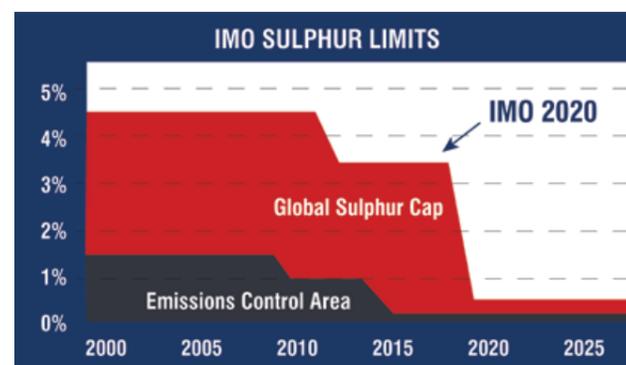
Ultra Low Sulphur Fuels and Very Low Sulphur Fuels face a higher demand, which may lead to an increasing scarcity, or possibly unavailability, of VLSFO in the first months of 2020. Consequentially ULSFO will be burned aboard more vessels.

Managing all the possible scenarios associated with IMO 2020 in a safe and compliant way required diligent preparation and joint efforts by all team members ashore and afloat, and in order to be prepared and ready on time, Uniteam Marine started work early.

Technical assessments were carried out on all our full managed vessels, and modifications were carried out if deemed safety relevant and necessary. Fuel change over plans were developed and our seagoing and shore staff received thorough training to enable a smooth transition to the new rules. We were also pleased to be able to offer consultation to a number of our clients.

The new regulations are a big step towards operating ships in a more sustainable way and we are glad to support our clients in keeping their vessels *green*, safe, reliable and profitable.

**Lars Helge Evers, Technical Director**



## MYANMAR MARINE EXPO 2019

Myanmar Marine Expo (MYANMEX) 2019 is an event that brings an international congregation of companies together in Myanmar. The event is an exceptional meeting point for the global maritime community in Myanmar, a region where the industry remains buoyant and strong growth is set to occur.



On 6th and 7th of November 2019, Uniteam Marine was delighted to participate in the inaugural Myanmar Marine Expo (MYANMEX) 2019 in conjunction with the Maritime Conference Myanmar (MCM) 2019.

The event was held at the Novotel Yangon Max Hotel and was organized by Fireworks Myanmar, supported and endorsed by the Myanmar Nautical Association (MNA),

the Federation of Myanmar Engineering Societies the Myanmar Fisheries Federation and the Department of Marine Administration.

The Expo showcased more than 100 exhibiting brands from 20 different countries and was visited by over 2,000 people.

The Conference aims to set benchmarks, to promote peer to peer networking and to highlight new and upcoming market trends and opportunities in the maritime industry, in line with the government’s sustainable development goals and key objectives.

About 250 participants from the industry attended the event, and a total of 16 presentations were delivered by speakers from governmental bodies, key industrial stake holders, Maritime education centres and regional associations. On the first day of the seminar, the opening address was delivered by His Excellency U Kyaw Myo, Deputy Minister for Transport and Communications. Accelerating commercial and regulatory developments in Myanmar’s maritime sector, is one of the key objectives of Myanmar’s government, aiming to become an Asian Maritime hub.

The conference focused on how the industry has progressed in its technology adoption strategy, and what more needs to be done. Particularly:

1. Maritime law and policy, legislation and regulation,
2. The Marine environment,
3. Job opportunities for Myanmar seafarers and
4. Maritime education and Training

Four panel discussions were held during the seminar. The subjects covered were:

1. National fleet expansion and the promotion of seafarer’s employment,
2. Safeguarding marine environment of Myanmar,
3. Marketing Myanmar’s Seafarers – How can the Myanmar MET system improve? and
4. Future Ready Workforce

Article continued page 3...

...Myanmar Marine Expo 2019 continued



By becoming “Grand Supporters” of MCM, both Uniteam Marine and Uniteam Training have taken the opportunity to enhance their brands and image through the event, and connect with many visitors and potential clients at MYANMEX.

Our representatives from Uniteam Group of Companies, had the opportunity to talk with many visitors, driving our brand awareness among the marine community and beyond. Uniteam Marine had a significant role in the successful completion of the event with Captains Than Oo, Thet Naing, Tin Maung Tun and San Moe Aung participation in panel discussions and Captain Than Oo giving a presentation entitled: “Job opportunities for Myanmar Seafarers”.

Uniteam Marine is eagerly looking forward to participating in similar events in the future.

**Phyo Win Nyunt, Administration Manager and QMR**

## UNITEAM MARINE GARDEN DINNER PARTY

The Maritime Cyprus Conference is held in Limassol every two years during the month of October. This event is attended by a wide range of international and local companies and individuals, and provided an excellent opportunity to host our Garden Dinner Party.

The event was held at the home of our Group’s CEO, Mr. Holger Ruether, in a perfect setting by the pool, overlooking the Mediterranean Sea.

Mr. Ruether opened the evening by bringing our guests up to date with developments within the Uniteam Group of Companies and exploring strategies for dealing with the current and future challenges facing the shipping industry.

After the CEO’s address, our guests and colleagues had the opportunity to meet and network with each other whilst enjoying a delicious buffet dinner. We were particu-

larly pleased to welcome the Cyprus Deputy Minister of Shipping, Mrs. Natasa Pilides, who reiterated the Cypriot government’s continued strong commitment to this sector of the economy.

The Uniteam Marine Dinner Party was much enjoyed by all and we would like to thank our guests for a delightful evening.

**Lucy Nicolaou**  
*Assistant to the Managing Director*



## SOCIAL MEDIA ADVICE

Social media platforms such as Facebook, Twitter, Instagram or Snapchat are used by many people all over the world. It is fun to share information and connect with friends, but we must always be aware that social media platforms can also be dangerous and may result in harm to you and others.

In particular, never forget that information you share might be used by others even if you are not aware of it. This means it is necessary that you take good care of your personal data.

**QUESTION:** Do you really need an open account?

Your accounts can be “open” and seen by everybody on the same social media platform - unless you define who should have access to your contents (pictures, job info, contact details, relationships, friends, family members, hobbies etc).

Data from an open account can be stolen easily: your contact details such as phone number or email domain can be used for illegal actions. Pictures of children can be uploaded to platforms for paedophiles; hackers, cyber criminals and people selling data are everywhere.

**ADVICE:**  
Limit the access of your account. Make important data visible just for your good friends. Only keep very basic information public. Think about the contents you share and post. Check your privacy settings!

**QUESTION:** Do you know your friends?  
It is nice to have friends all over the world. Is it not cool to even be connected with a prince from South Africa?

**ADVICE:**  
Be critical. If you receive friend requests from people you do not know – reject and block them. They might be interested in your data for illegal purposes.

**QUESTION:** Is your account secure?

**ADVICE:**  
**a.** Use individual passwords for your different accounts. In case an account is hacked, at least the others might still be safe.  
**b.** Use 2-factor-authentication: This is a method of confirming users’ claimed identities by using a combination of two different factors: 1) something they know, 2) something they have, or 3) something they are. A lot of online accounts can be secured by a 2-factor-authentication system: this additional step can help you protect your account.

**QUESTION:** Do you know that downloading apps, add-ons or plug-ins can be used to get access of your profile?

**ADVICE:**  
Check that sources are reliable. Prior to your download, check in the internet or talk to friends to get advice.

**QUESTION:** Do you know that malware can be installed on your PC with links and buttons? They can switch on the camera of your device, listen to your conversations or see where you are located. Your pictures, addresses and videos can be used by external parties.

**ADVICE:**  
Don’t click on links or buttons if you don’t know the source.

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



# THINK LSR

## SAFETY THOUGHTS: HANDS AND FINGERS

We use our hands in almost every physical task we perform, both at work and in our domestic lives: grasping, probing, pushing, pulling, lifting, carrying, and holding. Our hands and fingers are also central to our sense of touch.



Because of their great versatility, our hands are exposed to, and susceptible to, a wide range of injuries. These include sprains, burns and skin irritations, vibration white finger, "de-gloving injuries", punctures, lacerations, fractures and crushing injuries.

Studies of workplace injuries carried out in Europe, Australia and the USA suggest that as many as 38% of all injuries sustained at work involve hands or fingers. Approximately 75% of industrial injuries in the USA which resulted in partial disability involved the hands. Among the leading causes of hand and finger injuries are failure to follow procedures, using the wrong tool for the job, lack of attention, and failure to wear personal protective equipment.

The loss of a finger, thumb or hand will almost certainly mean the end of your seafaring career.

### HAND INJURIES ARE PREVENTABLE!

- Always use gloves where appropriate
- Always switch off and isolate machinery before starting work
- Allow hot surfaces to cool down before starting work on them
- Never put your hand into rotating machinery

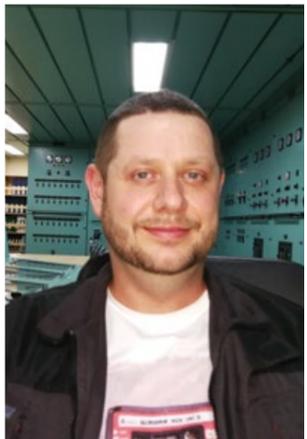
- Never place your hands under heavy objects
- Do not wrap ropes that may come under tension around your hand
- When using drills, lathes and cutting machinery always ensure that the material being worked on is properly secured and not held in the hand
- Protect your skin from harmful substances – use gloves or barrier creams - and read the safety data sheet before handling chemicals
- Wash and dry your hands thoroughly after coming into contact with any potentially harmful substances
- Take great care with doors and hatches, particularly in rough weather
- Always stow knives and sharp tools correctly when not in use
- Never wear rings whilst working onboard - Even a ring that fits your finger perfectly poses a hazard. If the ring is forced off or breaks, it may pull the flesh from the finger (a "de-gloving") or even amputate it.
- Ensure power tools are in good condition and that the right tool is used for each job. Change your grip from time to time and take frequent breaks to avoid vibration "white finger".
- Always look where you are putting your hands!

### REMEMBER:

Your safety is in your hands, don't just cross your fingers and hope for the best – **THINK LSR!**

*Peter Chilman, QSE Manager*

## PORTRAIT OF CHIEF ENGINEER JACEK RYSZARD SIEPIETOWSKI



How did you join Uniteam Marine?

I joined Uniteam Marine back in 2007. Before that, I worked as a 3rd Engineer for a few contracts in another company. At the same time, I applied to a crewing agency in Gdynia which was working with Uniteam Marine. After successfully passing the interview, I was employed in the position of 3rd Engineer.

What do you like most in your job as CE?

I treat my work very seriously; for me the most important thing is to bring the ship safely to the next destination, as well as ensuring the safety of my engine crew. Completing this task, especially during bad weather, is both rewarding and exciting at the same time. To build confidence in each other as engineers, we must communicate and trust each other every day. Good teamwork gives us good results and prevents any misfortunes at work.

In addition to this, the opportunity to visit new places is a treat in itself.

What was the most exciting experience during your time onboard?

Being onboard the ship for a long time makes your relationship with team members really close, whether you like it or not! It is basically a second family and sometimes there are new faces, sometimes you are being teamed up with old friends. Whoever you are sailing with, it is always exciting to spend time with your shipmates whether it is work, laughs or games.

You have a lot of experience working as a Chief Engineer – do you have any advice for the younger generation who want to work as a seafarer/in the engine room?

Personally, I think that a respect for the sea and a clear understanding of the particular constraints and challenges of life onboard is a necessity. One must really think things through before making such a decision. You can only learn so much at the marine academy; this basic knowledge will definitely help you start your career, but knowledge does not equal experience at sea. New seafarers must be willing to make the most of every opportunity to learn on the job and get as much experience as they can in each position.

Do you have any favourite ports?

I will never forget the port of Ushuaia in Argentina. Unfortunately, I was there only a few times of which the last one was a long time ago. The city of Ushuaia is known for being the southernmost city not only in Argentina and South America, but also in the world. Besides that, I have also enjoyed my time in Sydney, Seattle, Tema, Buenos Aires and European ports like Barcelona and Malaga.

## HUMOUR

What's your position, sailor?

A novice yachtsman got into trouble in heavy swell and had to call the Coast Guard for help.

"Mayday, mayday, mayday!" he yelled. "This is yacht Corporate Junket, Corporate Junket, Corporate Junket, over."

"Corporate Junket, this is Solent Coastguard," came the reply. "Can you give me your position sir, over."

"Solent Coastguard this is yacht Corporate Junket. I'm a Director in a financial planning company, over."

## ONGOING COMPETITIONS

"Success through Teamwork – Experience onboard"

Please send us your experiences onboard 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 2020!

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.

## WINNER OF THE PHOTO & VIDEO COMPETITION 2019

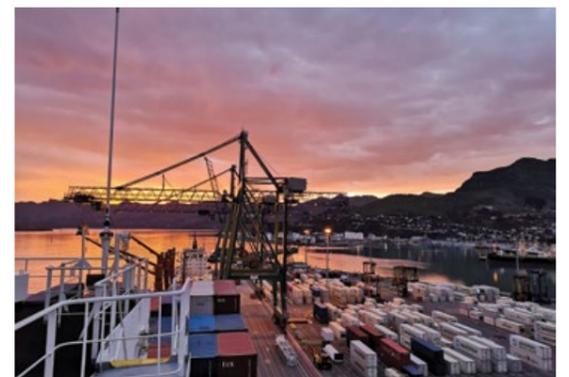
Thank you for your votes – the winner for 2019 is **Captain Kyaw Kyaw San** with his picture "Dawn" who won USD 300!

2nd – 5th prizes (a surprise box) go to:

OS Hein Htet Aung  
Captain Andriy Dorofeev  
20 Thura Zaw  
CO Iancu Cosmin Hagi

**Congratulations!**

## PHOTO & VIDEO COMPETITION 2020



Sunset at Napier port – taken by CO Denys Borvenko, MV Shanghai Trader

## IMPRINT

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UNITEAM MARINE NEWS is designed to be of interest to our crew and to keep all Uniteam Marine employees informed of developments at our company. We appreciate your feedback and welcome any articles of interest or humour that you would like us to include in our publication.

Please send your feedback, articles, pictures & videos for the photo & video competition to Corporate Communications & Marketing, Anja Frauboese, marketing@uniteamservices.com

