



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.

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## MESSAGE FROM THE CEO

### LOOKING BACK TO THE START OF 2020, NO ONE COULD HAVE PREDICTED WHAT WE, THE WORLD OVER, WOULD BE FACING TODAY.

Covid-19 came like a Tsunami, sudden and with force, taking lives and livelihoods, shutting down economies and whole industries. Our own was not exempt, with vessels under quarantine and seafarers unable to disembark and return to their families, nor join vessels and relieve existing crews. Our teams ashore face safety restrictions and lockdowns. The situation was completely new and unprecedented for all of us.

An ever-greater part of our training curriculum is digitalised and new modules are being added bi-monthly. This means our seafarers are able to complete specific training blocks anywhere, anytime and on any device. The new technology was embraced by all and has allowed us to maintain our high standards.

I believe the greatest sacrifice was made by our colleagues who were required to stay on board longer than expected. Not knowing when you are able to return home to your family and friends requires mental strength and I have seen many of our colleagues demonstrate how resilient they can be. During this difficult time, we managed to arrange charter flights to try to support at least some of the seafarers going home or joining their vessel. In most cases we had to be extremely creative and think outside the box in order to conduct crew changes. Whilst we were successful in many cases, unfortunately there have also been many cases where we were blocked at every turn.

We are immensely proud, that in this challenging time, we truly lived our motto "Success Through Teamwork". Good communication has been vital throughout and is essential for coping in unforeseen circumstances. Our teams ashore and onboard remained composed and demonstrated a strong will to succeed.

I would personally like to thank each and every one of you – onboard and ashore, for going the extra mile in 2020. I thank our business partners for their trust and support which has been vital during this difficult year.

I wish you all the best, Season's Greetings and may the New Year bring us Happiness, Good Health and Success.

**Holger Ruether, CEO**

It looks like the Covid-19 Pandemic will not be eliminated soon. So, how do we cope in such a crisis?

It is the responsibility of every individual to play their part, to comply with local rules and regulations and do what they can to protect their society. We need to stay strong mentally and whatever happens, we can never give up.

At Uniteam Marine, the health of our colleagues at sea and in our offices is of the utmost importance. We took the decision early-on, to encourage people to work from home where possible, with only a few members continuing to use the offices, maintaining health and safety guidelines when doing so. We implemented software solutions ensuring colleagues could communicate effectively from anywhere in the world, and operations could continue.



Myanmar crewmembers due to immigration restrictions, visa issues, and flight availability. US visa type "C1" is issued to Myanmar seafarers separately with only three months' validity, whereas type "D" visa are valid for two years. The embassy announced temporary suspension of non-immigrant visa interview waiver applications on 8th of September 2020 until further notice.

In line with Myanmar government instructions, UMYL Fleet Personnel Function divided into two teams (Red and Green)

starting from 23rd of March 2020, with one team working from home for two weeks and the other working from the office.

Microsoft Teams was rapidly established as the normal channel of communication between co-workers and seafarers, for sharing information, meetings, trainings, and briefings.

Our sympathies go out to all our seafarers both onboard and ashore, and to their families in this uncertain period, and we wish to reassure everyone we are doing all we can to safeguard their health, wellbeing and professional careers.

Despite the many barriers to crew changes, especially with the lack of flights for off signers, we have never given up trying, and from June to September we have repatriated several hundred crew by relief flights and charter flights. We hope that many more seafarers will be repatriated by the same manner in the forthcoming months, and that the world will return to normality before too long.

**Soe Lin, Crewing Manager**

Constant contact was kept with foreign embassies such as the US, Germany, France, China and Australia for visa appointments, and the crew were kept on standby for imminent departure in case relief flights became available.

Crew changes in the US were particularly difficult for

## JOURNEY TO SOFIYIVKA PARK UMU OUTDOOR TEAM BUILDING ACTIVITY

On the 1st of October all Uniteam Ukraine staff along with their family members had an exciting journey to one of the most beautiful and picturesque parks in Europe - Sofiyivka Park, which is situated in the city of Uman, approximately 250 kilometres from Odessa.



Much of the landscape is designed on the theme of the mythology of ancient Greece and Rome, and some places look like the haunts of the Greek Gods, heroes and thinkers. The park has miraculously survived wars, revolutions and natural disasters and represents a vast botanical garden and recreational site and has half a million visitors annually.

Needless to say, UMU staff and their families were extremely happy to spend a day together outdoors. The journey was a breath of fresh air, both literally and figuratively, and was held in the magical atmosphere of Sofiyivsky Park; a place filled with tales of romance and legends which one can imagine unfolding amongst the rocks and pathways of the park.

*Anna Kryuchkova (Mazilkina), Recruitment Officer*



The park was established in 1796 and occupies a 150-hectare site featuring forests, grottoes, lakes, waterfalls, fountains, pavilions, artistically landscaped paths and 500 different types of trees. During the excursion our tour guide told the tender love story of Count Pototsky and his wife Sofia Pototska, who was a legendary beauty. The Sofiyivka Park was named in her honour as a monument to her physical perfection; it is Ukraine's answer to Versailles, and a true masterpiece to rival any in the world.

## UCS UPDATE: WHAT ABOUT THE BUFFET?

Wherever you are in the world I am sure you are all now familiar with the new routines in restaurants to reduce the risk of spreading COVID-19.



Many people are finding that restaurants are better organised. Some might even say it is a less chaotic and more pleasurable experience as crowding is no longer acceptable, right? The good news is that the cruise industry is now restarting its engines of operation globally, although at reduced capacity levels for the moment.

The Uniteam Cruise Services team has worked extremely hard over the last six months to ensure new and returning onboard team members were kept up to date with the current situation, as well as arranging the necessary

training through new 'virtual' means. Onsigning teams are now being prepared to depart, entering a short hotel isolation period before leaving Myanmar and then onwards to their ship. By the end of 2020 we aim to deploy 50 of our services team, providing top class hospitality experiences to onboard guests from around the world.

The buffet is not entirely open yet, but the cruise is definitely getting under way.

*Richard Knighton, Fleet Personnel Director*

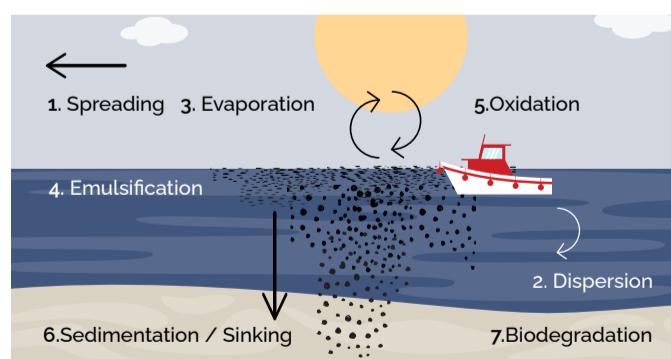
## MARINE TRANSPORTATION AND THE ENVIRONMENT: OIL SPILLS FROM SHIPS

### What are the main causes of oil spills?

Oil spills into rivers, bays, and the ocean are most often caused by accidents involving ships, pipelines, refineries, drilling rigs, and storage facilities. Spills can be caused by people making mistakes or being careless, equipment breaking down, natural disasters such as hurricanes or tidal waves, deliberate acts by terrorists or during warfare, vandalism, or illegal dumpers.

### Then what happens?

The processes of spreading, evaporation, dispersion, emulsification and dissolution are most important during the early stages of a spill whilst oxidation, sedimentation and biodegradation are more important later on and determine the ultimate fate of the oil and the extent of damage to the marine environment.



The weathering processes of Oil are described below and summarised in the following diagram.

### How does oil harm animals, corals and plants in marine environments?

In general, oil spills can affect animals and plants in two ways: damage from the oil itself and / or damage from the response or cleanup operations. Understanding both



types of damage can help spill responders minimize the overall impact on ecological communities and help them to recover much more quickly. Once oil comes into contact with corals, it can kill them or impede their reproduction, growth, behavior, and development. The entire reef ecosystem can suffer from an oil spill, affecting the many species of fish, crabs, and other marine invertebrates that live in and around coral reefs including mangroves. Oil destroys the insulating ability of fur-bearing mammals. Many birds and animals also ingest (swallow) oil when they try to clean themselves, which can poison them.

### How do people clean up the oil?

Once an oil spill has occurred, a wide variety of governmental, commercial and volunteer organisations may respond to the incident, depending on the location and what action is needed. The following kinds of tools may be used to clean up spilled oil:

- Booms, which are floating barriers to oil
- Skimmers, which are boats that skim (scoop) spilled oil from the water surface.
- Sorbents, which are big sponges used to absorb oil.
- Chemical dispersants and biological agents, which break down the oil into its chemical constituents.
- In situ burning, which is a method of burning freshly spilled oil, usually while it is floating on the water.



- Washing oil off beaches with either high-pressure or low-pressure hoses.
- Vacuum trucks, which can vacuum spilled oil off beaches or the water surface.
- Shovels and earth - moving equipment, which are sometimes used to pick up oil or move oiled beach sand and gravel down to where it can be cleaned by being tumbled around in the waves.

Which methods and tools people choose depends on the circumstances of each event: the weather, the type and amount of oil spilled, how far away from shore the oil has spilled, whether or not people live in the area, what kinds of bird and animal habitats are in the area, and other factors. Different cleanup methods work on different types of beaches and with different kinds of oil.

Recent fuel spilling from a Japanese bulk carrier that ran aground on a reef in Mauritius is an example of an ecological disaster, endangering corals, fish and other marine life around the Indian Ocean island.

In the next UM News, we will talk about Sewage pollution from ships.

*Dimitar Abadjiev, Environmental Compliance Manager*

# THE IMPORTANCE AND BENEFITS OF VESSEL PERFORMANCE MONITORING

It is desirable to monitor and improve vessel performance to optimise fuel economy. Fuel is the largest operating cost of any power – driven vessel, so reducing fuel usage increases profitability and competitive advantage.

But using fuel more efficiently also helps to comply with ever more stringent emission regulations and helps to achieve environmental objectives. To understand patterns of fuel usage, emission control regulations require vessels to collect performance and navigation data and evaluate ship energy efficiency through the use of onboard sensors and data acquisition (DAQ) systems.

Various factors, including environmental conditions and intrinsic design features, may impact the fuel economy of a vessel. Environmental factors may include wind force and direction, and current direction and speed. Understanding the real time effects of wind and currents on a vessel allows an operator to navigate the vessel along an optimum route in relation to weather and tidal flows, and to choose best engine operating speeds for a given situation. Many charterers support ships with trade specific weather routing to assist in voyage planning.

The most critical intrinsic design factor with regard to vessel performance is hull hydrodynamic resistance. The greater the resistance, the more fuel that will be required to drive the vessel through the water.

To achieve meaningful ship performance monitoring requires a large amount of performance and navigation data.

Whereas some younger ships are already outfitted with data interfaces that allow for automated data capture and entry into a ship performance monitoring tool, older vessels may have a very limited amount of data interfaces available and therefore the crew must manually collect, store and communicate large amounts of performance and navigation information. All these data are transmitted from ship to shore every day and need to be checked for plausibility and reliability before they are further processed for data analysis and storage in the fleet performance system.

As a ship manager, Uniteam Marine oversees ships of all ages and technical sophistication, with a wide range of automated and manual data acquisition and processing tools. In all cases, our aim is to make the most efficient use of the available data and to provide ships with the optimum tools for fuel efficiency.

**At Uniteam Marine we make multiple use of the same data we acquire to:**

- Optimise vessel performance
- Control the greenhouse gas (GHG) emissions and conform to the Ship Energy Efficiency Management Plan
- Ensure compliance with EU MRV and IMO DCS.



A positive side effect of this process is that vessel performance monitoring not only ensures safe and environmentally friendly operation and minimises costs, it also contributes to optimising maintenance efforts, increasing equipment availability and controlling the rate of equipment deterioration.

Thanks are due to our dedicated crews onboard the vessels, who use the systems provided, together with their professional skill and judgement, to ensure our vessels are as safe, “green” and cost efficient as possible.

*Lars Evers, Technical Director*

## TH!NK LSR

### FATAL DISTRACTIONS



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 cell phone use while driving leads to 1.6 million accidents each year in the USA
- The “Times of India” reported that over 2,100 people were killed in India in 2017 due to using a mobile device whilst driving
- Accident statistics show that on average 11 teenagers die each day in the USA as a result of using a mobile device whilst driving
- 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 cell 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.

And there is worrying evidence that the problem is getting worse. A study by the Royal Automobile Club (RAC) in the UK found that the number of drivers admitting to using a mobile phone while driving rose from 8% in 2014 to 31% in 2016. Attitudes are changing, too: in 2014 only 7% of drivers surveyed said that they believed it was acceptable to take a call while driving; in 2017 this figure had risen to 14%.

But it is not only on the roads where the dangers of using mobile phones are becoming clear; there has been a dramatic rise in workplace injuries associated with mobile phone use. Several recent navigational incidents have been directly attributed to the use of mobile devices:

- 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 cell 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.”
- 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.
- The UK MAIB investigation into the death of the Third Officer on the ro – ro ferry SEATRUCK PROGRESS concluded that the fact that he was using a smartphone during cargo operations contributed to his death. The report observed “Smartphone zombie” and ‘smombie’ are used in popular culture to describe pedestrians who walk slowly and without attention to their surroundings because they are focused on their smartphones. Seafarers are not immune from such effects and, although mobile telephones provide a ready means of contact

with friends and family, their use on working decks and other workspaces onboard ships is a distraction and is potentially hazardous.”

- Accident investigators, both ashore and afloat, will invariably ask 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 expressly forbidden on all Uniteam Marine vessels.**

Mobile devices can be wonderful tools for finding information, viewing films or playing games and, of course, keeping in touch with friends and family. It is vital, however, that they are only used when it is safe to do so.

**Don't let them become a fatal distraction – TH!NK LSR.**

*Peter Chilman, QSE Manager*

## — ORPHANAGES - DONATIONS FROM ONBOARD —

We are very grateful to have received USD 7,058 from our seafarers until end of September 2020. Thank you to the crews onboard the ships mentioned below, and to our seafarers who donated in our Yangon office.

- Miami Trader
- Antwerp Trader
- Sea Hawk
- Kalamoti Trader
- MV Olympia
- Taipei Trader
- Shanghai Trader
- Sea Falcon
- MCC Shenzhen
- MV Oceana

We are very proud of the fact that all funds donated go to the children for their care and accommodation. All administrational work happens on an unsalaried basis. We currently take care of 135 children living in the orphanages.

Our biggest challenge is to help the children who have finished school at the age of around 16 on their first steps into the adult world. If we do not take care, they run the risk of ending up on the street with all its dangers.

So far, we have managed to find employment for all our leavers. Five girls are currently working in an old people's home and will stay there after they have finished their apprenticeship, when they will have the chance to find further jobs with the certificates they have gained. Three boys live and work at

our Bayview – the beach resort at the reception desk or in the kitchen. Captain Jerzy Wilk managed to find work and apprenticeships for eleven boys at Yangon International Airport - and the boys are all doing very well. Some of our school leavers had excellent school results and are now studying at university.

The number of leavers from our orphanages will increase in the coming years. With the help of our supporters, we hope to be able to help all of them in their transition to adulthood and realise their potential in the next stage of their lives.

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



## PORTRAIT OF CREWING MANAGER KATARZYNA PAGACZ



### How did you join Uniteam Marine?

I joined Uniteam Marine in 2014. My former company was undertaking a restructuring process and I was checking around for a new challenge. A friend of mine recommended me to approach Uniteam Marine Hamburg, and here I am!

### How has your work changed during COVID-19?

The spread of the coronavirus has placed the entire world in an unprecedented situation, and the shipping industry is facing a number of challenges because of the pandemic. Each country now has its own set of rules how to conduct the crew change, so crew changes have become a very complex process. On a daily basis we are investigating port regulations, local restrictions, governmental requirements and flight connections to try to embark and disembark our crew as smoothly and safely as possible. The COVID-19 outbreak has affected seamen in many different ways but most importantly by restricting their travel possibilities, in effect cancelling crew changes. For those who are staying onboard for an extended time this has caused anxiety worries about their family's health and wellbeing. Sometimes it is very difficult to handle these kinds of emotions and concerns when our crew are so far away from their loved ones, however we are still here, fighting for and with our seafarers.

### Do you have a motto in life?

Nowadays... It always seems impossible until it is done.

### What are your main tasks?

It is not easy to describe in one sentence as there are many tasks which I deal with on a daily basis, however the main goal is to ensure that each vessel is manned with qualified, certificated, medically fit, and experienced crew.

I would compare my main duties to building a LEGO creation – there is more than one way to put pieces together and create a plan to meet crew and Owner's expectations.

### What do you enjoy most in your work?

You never know what you are going to experience on any given day.

## RECIPE - VITAMIN SHOT

### Ingredients (1 portion)

- 1 Lemon
- 2 Oranges
- 1 Piece of fresh ginger
- 1 Piece of fresh curcuma
- A little water

### Procedure

Peel the lemon and the oranges and cut them in slices. Clean the ginger and curcuma and cut them, too. Mix all ingredients with a bit of water in a mixer. If you do not like it sour, you can add a bit of honey.

**Lemons and oranges** are well known for their high vitamin C content.

**Ginger** has lots of benefits for your health: it can reduce the risk of diabetes, helps against pain, it is anti-inflammatory, can settle an upset stomach, prevent heart disease and lower the risk of cancer.

**Curcuma** reduces markers of inflammation, increases levels of antioxidants, can improve symptoms of depression, anxiety and pain and reduces your LDL cholesterol.



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

## HUMOUR

A fisherman went on a fishing trip with his wife and mother-in-law. In the evening, the Mrs. awoke to find her mother gone. Rushing to her husband, she insisted on them both trying to find her mother.

The man took a swig of whiskey and started to look for her. Not far from the camp, they came upon a chilling sight: the mother-in-law was backed up against the lake and a large crocodile stood facing her.

The wife cried,  
"What are we going to do?"  
"Nothing,"  
said the husband.  
"The crocodile got himself into this mess,  
let him get himself out of it."



## ONGOING COMPETITIONS

### "Success through Teamwork – Experience onboard"

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 2021!

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.



## IMPRINT

**Editor:**  
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**Frequency of publication:**  
Quarterly

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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 at Uniteam Marine, Anja Frauboeze, marketing@uniteamservices.com

