



SUCCESS THROUGH TEAMWORK

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CYBERSECURITY ONBOARD

The management of computer systems onboard ships has not traditionally been seen as the highest of priorities. However, with ever greater computerisation of aids to navigation, cargo loading calculations, control of machinery and the day-to-day administration of the vessel, ships are now reliant on computer systems.

Cybersecurity is therefore as, if not more, important onboard as in our offices ashore. Explaining this to those who are less familiar with, or even resistant to, technology can prove to be a challenge. Even our colleagues with a reasonable grasp of cyberthreats struggle to grasp the extent of the protection required and the hardware, software and procedural set-up needed to ensure cybersecurity. IT colleagues who have often been working diligently in unknown and unvisited parts of the office have suddenly been drawn in from the periphery and thrust into the frontline of technical ship management, placing new demands on the technical budget, which, of course, never attracts a welcome eye.

Cybersecurity is important because of its potential effect on our crew, our ships, our cargoes, the environment and our company. Cybersecurity is about the protection of information technology (IT), operational technology (OT), our information and our data from unauthorised access, manipulation and disruption. Cyber incidents can arise from a very wide range of sources: it may be the result of corruption of chart data held in an Electronic Chart Display and Information System (ECDIS), or an unintended system failure occurring during software maintenance and patching, or through the use of an infected USB drive during maintenance. An incident could also be caused by the loss or manipulation of external sensor data, critical for the operation of a ship. This includes interruptions or disruptions to global navigation satellite systems (GNSS), of which the Global Positioning System (GPS) is the most frequently used. One of the greatest threats comes from our own people, when staff either ashore or onboard interact with “phishing” emails, which could lead to the loss of sensitive data and the introduction of malware into shipboard systems.

There is simply nowhere to hide with cybersecurity. Hacking and phishing attacks are becoming ever more frequent and the IT industry already has firms that specialise in helping companies deal with so-called ransomware attacks. In a ransomware attack, cybercriminals seize control of a company’s operating system and demand a ransom to allow access to the programs and data which are essential for the day-to-day operation of the company. It is the IT equivalent of Somali piracy, but with far greater sophistication, higher potential costs (and profits) and no geographical restrictions – and armed guards will not fix the problem. Whilst good cybersecurity systems will provide an element of protection, they are not a one-time fix, but rather an ongoing commitment to maintain protection, enhance awareness, and update equipment safely onboard.



To those onboard our ships, it may look as if we have only just started our cybersecurity implementation in the past year, but the truth is that work has been going on for at least the last three years, performing gap analysis ashore and onboard. Starting the onboard implementation of our Cyber Security Plans in the past year during the pandemic when travel onboard was almost completely restricted has thrown up unexpected and substantial additional obstacles. Not only has it been very difficult to physically deliver and install our new cybersecurity and planned maintenance systems, but we have also had problems conducting the necessary familiarisations with our crews. This has forced us to seek solutions that provide maximum protection with minimum human engagement.

Cybersecurity is not just an inconvenient issue that we can address as a checkbox exercise with the purchase of a few replacement PCs, an update of software licences and some anti-virus for the year of 2021. Achieving real, credible cybersecurity means changing the way we interact with IT and OT onboard, and requires us all to understand not only what our cybersecurity policies are, but also the implications of getting it wrong.

There is an old saying that “worse things happen at sea”; for those of us supporting our ships from ashore it is worth remembering that this is not just about losing a few emails or other administrative inconveniences, it is about the lives and the safety of our seafarers. This is everybody’s business, and we need everyone to understand the fundamental importance of protecting our computer systems and the integrity of our data. Please play your part in ensuring the cybersecurity of us all.

Stephen Fyfe, Fleet 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



UNITEAM CRUISE SERVICES UPDATE: WE ~~WILL BE~~ ARE BACK!



Further to the last update from our Uniteam Cruise Services (UCS) desk, I am happy to confirm that the buffet is now well and truly open!

After many years of constant passenger growth suddenly the cruising industry went full astern when the coronavirus hit last year. Close to seventeen months later, cruising is making a comeback as vaccines seem to be making travel possible again.

Our UCS team have been working tirelessly to safely deploy our rock stars around the globe to begin their career adventure, or for some this is their second tour of duty under the UCS banner.

At time of print we have more than 150 personnel “on the water” looking after guests from around the world on both river and ocean-going vessels. Our strategy is to continue to deploy and diversify into other cruise/passenger markets. I hope to have some information on this in our next edition!

Thanks to the UCS team consisting of Naing Win Tin, Nai Maung Maung, Ba Hlaing Win, The Su San and May Thet Htet Aung for your patient, professional and positive attitude during these times.



We continue to work towards our goal of being the local “cruise ship career partner of choice”!

Richard Knighton, Fleet Personnel Director

MARITIME EDUCATION IN THE COVID ERA AND BEYOND: A SNAPSHOT AT UNITEAM TRAINING

The coronavirus pandemic has had a great impact on all educational institutions. These disruptions, such as closures of schools, lockdowns, travel restrictions and social distancing, are becoming part of our life.

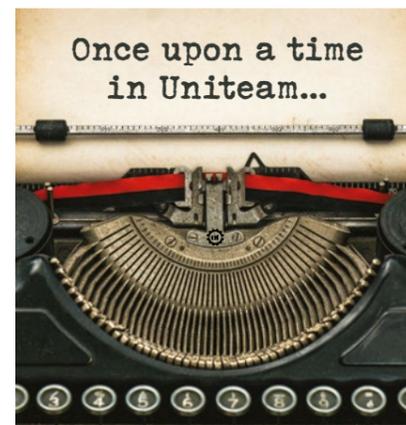
We must all find an inventive alternative way to thrive in a new normal world. The necessity to find a solution during the pandemic has encouraged the maritime training sector to implement online learning and embrace the digital revolution. It is a paradigm shift in education and some of these changes will probably stay even after Covid-19 is contained.

The paradigm shift is not just in technology but also in mindset. The traditional education method of instructor-led learning is rapidly becoming obsolete. The student must take the lead in their learning journey and the teacher's role has changed from the instructor to the mentor and coach.

Uniteam Training has been preparing the move to online training for a few years now and the microlearning programme we have built up over the years helped us to have a smooth transition from classroom training to e-learning during the pandemic.

However, e-learning is not meant to replace hands-on training or practical training. In fact, it is to enhance and complement the practical training. Traditionally, you sit in the classroom and listen to hours and hours of presentation by the instructor. Now, you just have to engage with your mobile phone and go through the content at a convenient time and at your own pace. You can sit on the beach, in your favourite café, sitting comfortably in your garden, or even in the middle of the ocean; learning can take place at your fingertips no matter where you are. You will then join the group discussion, watch a video, attend a case study, do an assignment, or participate in practical and simulator training to complete the learning process.

The traditional learning method is more or less "front-loaded" training. It relies on loading up the information in one go and hoping the learner keeps some of it. The problem is that it may be months or years before they actually use it in the workplace. By the time it is required, most of what they have learned may have been forgotten or becomes irrelevant.



Therefore, we believe that the future of maritime training is microlearning. It is just-in-time learning, in small portions. This is to provide the right amount of training at the right time, just before they do the job.

We have three programmes for microlearning.

- 1) Done in Sixty Seconds (DISS) – just one short topic, relevant and fun to learn, and it will take just three to five minutes to consume.
- 2) ONTHEGO – a series of modules to cover an entire subject. It is intended as a replacement for current classroom courses.
- 3) Once Upon a Time in Uniteam – a self-produced short video of seafarers sharing their experiences with their colleagues. Stories are very powerful, and people remember them much better than formal learning materials. A story could be about a good thing or a bad thing: something they learned, something they are not afraid to share, something they want to celebrate, something they regret, something that gave them nightmares, or something that could help their younger colleagues avoid the same mistake they made. Please send us a short three-minute video to share your experience with your colleagues. Let us learn from each other.

With the advancement of cloud-based simulators, we can now bring simulator training to all our seafarers across the world. A bridge team with a German captain, Ukrainian C/O, Chinese 2/O and a 3/O from Myanmar training together without having to bring them all to a training centre is a reality now. They can just sit in front of their computer at home and conduct bridge team training

using a cloud-based simulator. It not only saves costs but also overcomes the Covid restrictions.

My last suggestion here: almost all seafarers must stay at home or hotel quarantine before they join the ship. Why not have a look at our exciting e-learning programmes and try a few modules?

We will continue our efforts to make training easier, less intrusive, more effective, less time-consuming and more fun! From all of us here in Uniteam Training: stay safe! If you want to give feedback about our training or share a video about your experience, please send it to the email addresses given below.

donein60seconds@uniteamtraining.com;
tinmaungtun@uniteamtraining.com

Tin Maung Tun, Training Director, Uniteam Training

UNITEAM TRAINING AWARDED BY TOTAL E&P MYANMAR

Uniteam Training participated in the TOTAL E&P Annual HSEQ (Health, Safety Environment and Quality) Forum 2021 on 17 June 2021.

Faced with the current safety situation in Myanmar and the global pandemic, although the HSEQ forum was physically held every year, it was attended by representatives from MOGE (Myanmar Oil & Gas Enterprise), TOTAL E&P Myanmar (General Manager), TOTAL E&P Myanmar HSE Safety Manager and contractors via Microsoft Teams this year.



The purpose of the forum was to bring about a closer relationship with TOTAL E&P Myanmar (TEPM) and contractors and to talk about safety measures, life-saving checks etc. The opening speech was given by TEMPM General Manager Ms Karen Boesen and followed by a safety moment video and HSE presentation.

Uniteam Training has been working closely with TEMPM for health and safety training, coxswain services and much more. Thanks to the hard work of our colleagues in complying with the HSE standards of TEMPM, Uniteam Training was awarded in recognition of their active contribution towards HSE objectives over a 12-month period (May 2020–April 2021) for coxswain services.

Uniteam Training is grateful to have received an award from TEMPM during the Annual Forum and hopes our colleagues will maintain this for many more years. Since sharing is caring, I would like to share with all of our colleagues the motto used by TEMPM: "Safety for Me, Safety for You and Safety for All."

Aung Ko Ko, Business Development Manager, Uniteam Training

EXPERIENCE OF A CREWING OPERATOR – ANDREAS COSTI

Shipping studies was never my first choice, but eventually it turned out to be one of the best choices I could ever make. Without ever imagining myself in this position, I have fallen in love with the process and now I am even more motivated than ever, building my knowledge and maintaining my motivation to learn more each day.

Long story short, I always dreamt of going to a military school after my high school graduation. Unfortunately, things did not go to plan due to some difficult situations and I was given an alternative study option – Finance & Shipping. At first, I took the opportunity to study Finance & Shipping with a burning desire to return to fulfil my dream of going to military school. The time was passing by and with each semester shipping was becoming more and more interesting. The flames of that burning desire to return and apply for military school were put out by people involved in the shipping industry who have shared their experiences and knowledge with me.

A year ago, the third year of my studies had come to an end and all qualified students who met certain requirements had the opportunity to take a summer internship. I was given the chance to take my one-month summer internship course at Uniteam Marine. Regardless of my lack of experience in maritime-related jobs, all the staff were more than pleased to share their passion and knowledge with me. These people welcomed me as if they already knew me. Despite our differences in race, culture and religion, from day one they introduced me as part of their TEAM.

This experience was only supposed to last for a month but thankfully it was extended to the whole summer, and here I am still at Uniteam Marine one year later! Today, I can proudly consider myself an official member of the Uniteam Marine family. I would love to take this opportunity to thank every single member in Uniteam Marine who had expectations and believed in me. Also, my utmost respect and appreciation to the staff in the Fleet Personnel Function, who handled my first steps in this industry professionally and with care. Through this experience I have learned that everything unexpected can occur at any given moment and you will never be 100% ready to face all the tough situations, but with responsibility and an open mind, great things can be achieved. Even though many events in shipping may never go as planned, you can always improvise and adapt!

*Andreas Costi,
Crewing Operator*



UNITEAM MARINE ON SOCIAL MEDIA

Social media plays an important role in our lives. People can connect, discover, learn and share their ideas and interact with others. Social media makes communication a lot easier!



Do you already know our profiles on social media?



You can connect with us on LinkedIn as well as on Facebook!

On Facebook, we have two accounts:

Uniteam Marine: official company and maritime news, interesting advice, riddles, announcements, and much more!
Uniteam Marine – Careers: here you will find vacancies onboard our vessels as well as available positions in our Uniteam Marine offices.

You can follow us – We are looking forward to connecting with you!

Anja Frauboese, Head of Corporate Communications & Marketing, Uniteam Global Business Services

THINK LSR

HEAT STRESS CAN KILL! DO YOU KNOW THE SIGNS?

WHAT IS HEAT STRESS?

Heat stress occurs when the body's means of controlling its internal temperature starts to fail. As well as air temperature, factors such as work rate, humidity and clothing worn while working may lead to heat stress.

HOW DOES THE BODY REACT TO HEAT?

Your body reacts to heat by increasing the blood flow to the skin's surface, and by sweating. This results in cooling as sweat evaporates from the body's surface and heat is carried to the surface of the body from within by the increased blood flow. Heat can also be lost by radiation and convection from the body's surface.

HOW CAN HEAT STRESS BE CAUSED?

Someone wearing protective clothing and performing heavy work in hot and humid conditions could be at risk of heat stress because:

- Sweat evaporation is restricted by the type of clothing and the humidity of the environment
- Heat will be produced within the body due to the work rate and, if insufficient heat is lost, the core body temperature will rise
- As the core body temperature rises the body increases the amount of sweat produced, which may lead to dehydration
- The heart rate also increases, which puts additional strain on the body
- If the body is gaining more heat than it can lose, the core body temperature will continue to rise
- Eventually it reaches a point where the body's control mechanism itself starts to fail

WHAT ARE THE EFFECTS OF HEAT STRESS?

Heat stress can affect individuals in different ways, and some people are more susceptible to it than others.

Typical symptoms are:

- An inability to concentrate
- Muscle cramps
- Heat rash
- Severe thirst – a late symptom of heat stress
- Fainting
- Heat exhaustion – fatigue, giddiness, nausea, headache, moist skin
- Heat stroke – hot, dry skin, confusion, convulsions and eventual loss of consciousness. – This is the most severe disorder and can result in death if not detected at an early stage

The effects of heat stress can be divided into three distinct conditions:

1. Heat cramps
2. Heat exhaustion
3. Heat stroke – this is a SERIOUS condition which can KILL if not treated!

LEARN TO RECOGNISE THE SYMPTOMS AND KNOW WHAT ACTION TO TAKE

	SYMPTOMS	TREATMENT / FIRST AID
HEAT CRAMPS	<ul style="list-style-type: none"> • Irritability, loss of appetite • Prickly heat rash, nausea • Muscle spasms/ twitching, moist cool skin • Painful muscle cramps (limbs and abdomen) 	<ul style="list-style-type: none"> • Drink more water • Have a cold shower or bath • Lay in a cool place with legs supported and slightly elevated • Massage limbs gently to ease spasms or firmly if cramped, then apply ice packs and drink electrolyte • Do not give salt tablets or high sodium solutions
HEAT EXHAUSTION	<ul style="list-style-type: none"> • Profuse perspiration • Cold, clammy, pale skin • Headache and vomiting • Weak, but rapid pulse • Poor coordination • Normal temperature but faintness 	<ul style="list-style-type: none"> • Lay victim down in a cool place as for heat cramps • Loosen clothing and apply wet clothes to head and body • Fan the victim or move them to an air conditioned environment • Give sips of cold water or electrolyte drink • If vomiting continues, seek medical assistance immediately
HEAT STROKE	<ul style="list-style-type: none"> • Skin flushed, hot and unusually dry • Dry swollen tongue • High body temperature (more than 40°C) • Deep unconsciousness may develop rapidly 	<ul style="list-style-type: none"> • Seek medical assistance urgently <i>In the meantime:</i> • Lay the victim in a cool place and remove outer clothing • If unconscious, check airway and breathing • Cool victim quickly by applying cold water or wrap in a wet sheet and fan them (keep the sheet wet) • When conscious, give sips of water

PROTECT YOURSELF

Limit the length of time that you are exposed to hot conditions. Ensure regular breaks in the shade or in cool air.

Use mechanical aids to reduce the level of physically demanding work – this will help to reduce the impact of hot environments, especially when you are wearing a lot of clothing or equipment.

Keep yourself hydrated – drink plenty of water.

If working in an enclosed space, ensure that the space is ventilated as well as possible. Wear light clothing to allow the largest possible surface for free evaporation of sweat.

In tropical areas especially, exposure to the sun should be

avoided as far as possible, particularly during the hottest part of the day. When it is necessary to work in exceptionally hot or humid conditions, appropriate clothing (including a hat) offering protection to both body and head should be worn. Light cotton clothing will reflect the heat and help to keep the body temperature down. Keep the upper body covered, especially around midday when the sun is at its strongest. Skin that has not been exposed to the sun for several months burns very easily.

Do not forget environmental factors when creating risk assessments.

Stay Cool – THINK LSR!

Peter Chilman, QSE Manager

GOODBYE, CAPTAIN PAWLOWICKI



After more than 20 years of loyal services, Capt. Pawlowicki can now enjoy his well-deserved retirement.

It was one of my first trips to our Manning Agency C&T in Poland when I personally recruited Capt. Jerzy Wojciech Pawlowicki back in the year 2000 for his first assignment on a Uniteam Marine managed vessel, the *MV Pro Pacifica*.

I had started working ashore with Uniteam Marine only shortly before in 1999, and at that time we were always in need of experienced masters to man the vessels joining the expanding Uniteam Marine managed fleet.

What followed then was a longstanding, excellent cooperation of over twenty years, the majority of which Capt. Pawlowicki served on container vessels belonging to Norddeutsche Reederei H. Schuldt, later taken over by the V-Group.

His last "home at sea" was the *MV Northern Jubilee*, an 8,400 TEU vessel built in 2009, on which he did 15 contracts (and some more on sister vessels *Northern Jasper* and *Northern Jupiter* as well).

When calling Capt. Pawlowicki to wish him all the best for his well-deserved retirement we had quite a few memories to share – no wonder after such a long time. I also learned that he has lots of plans for his next phase of life:

Covid permitting he will start travelling to enjoy his passion for mountain trekking, and also his son, who lives in Sweden, will be glad to see his father visiting the family more frequently to spend time together with his granddaughter.

Uniteam Marine would like to thank Capt. Pawlowicki for his loyal services during all those years with us, and on behalf of all office colleagues – and I dare to speak as well on behalf of all seagoing colleagues who had the pleasure to sail under Capt. Pawlowicki's command – I wish him all the best and hope that he will find the time to do all the things that he told me he is planning to tick off from his retirement to-do list.

Capt. Thomas Reppenhagen, Sales and Client Relations Director

PORTRAIT OF CHIEF OFFICER BOGDAN ALEXANDRU

How did you join Uniteam Marine?

I joined Uniteam Marine in 2012 via Stargate Crewing Agency in Constanța, which is the Romanian partner for Uniteam Marine. Some friends who already worked there advised me that Uniteam Marine is a stable and reliable company.

What do you like most in your job?

What I like most in my job is that we are always on the move going on new routes, getting to know new cultures and having the chance to work and socialise with people from various countries.

Most of all I like the feeling that you are not alone in the middle of the sea.

What was the most exciting experience for you onboard a vessel?

Experiences are part of the beauty of this job and they vary so much that I cannot choose one.

There are adrenalin rush experiences like the fire we had onboard on 18 December 2020, my birthday – and a day I will never forget.

The fire in the engine room caught us in a hot Arabian night on the coast of Jeddah. The fast actions, the camaraderie, the emotions and the final outcome that everybody escaped alive and nobody was injured are things I will never forget. Heavy storms in the North Pacific Ocean during winter, an exotic port stay at Umm Qasr in the middle of the Iraq desert at 54 degrees Celsius, beautiful short but full of memories of visits to Sydney, Manhattan Peninsula in New York and Valparaiso in Chile... there are so many memories that enrich myself, giving experiences which are the most valuable things we have in life.

Do you have any credo or motto in life?

Look for something positive each day, even if on some days you have to look a little harder.

You are from Romania – do you have any recommendations for visitors?

There are many interesting places to visit in Romania but I would like to introduce you to my homeland city and beach of Constanța.



Situated south of the Danube Delta on the golden sand strips of the Black Sea, Constanța is my home, my place to be.

Usually people do not think of Romania as a sun and beach destination, but this changes as soon as you visit.

The city of Constanța is your entry point and going for a walk on its seafront promenade will get you to the famous Casino building, now in a state of beautiful decay in a great landscape. From Constanța you can quickly get to Mamaia, the most popular Romanian beach resort, usually know as the Saint-Tropez of the East.

Mamaia is an eight-kilometre strip of land lined with accommodation and restaurants, including the best luxury resorts you can find by the Black Sea coast. During the day you are treated with cocktails and food served by your sunbed.

At night, fancy beach clubs attract people of all types. You can have great fun and more than a couple of drinks until the sun starts rising from the waterline.

The Black Sea and Danube Delta offer spectacular sunrise views due to the easterly orientation.

Of course you can also visit in Romania the famous Bran Castle, known as Dracula Castle, the beautiful Carpathian Mountains with premium resorts and you have the chance to see wild nature and wild animals in almost the middle of Europe, and the Danube Delta, the best preserved delta in Europe.

OUR TOP SCORER OF DISS LEARNING PROGRAMME JUNE 2021

Congratulations!



F&B Assistant Stwd. Min Min **AB Abraham Pladias**

ONGOING COMPETITIONS

"Success through Teamwork - Experience onboard"

Please send us your experiences onboard reflecting our mission statement. We will publish one experience quarterly.

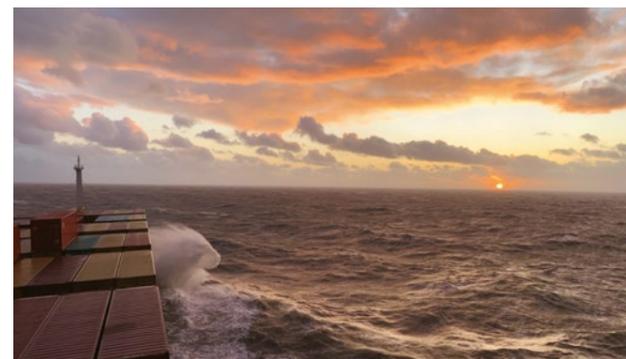
Prize: USD 200,- for every published article for the crew's entertainment fund.

"Best Photograph & Video" for 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 photo or video of the year.

PHOTO & VIDEO COMPETITION 2021



Sunset, by CO Yevhen Murashko, *MV MSC Ana Camila III*

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

