



## SUCCESS THROUGH TEAMWORK

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## MESSAGE FROM THE CEO

2021 has been another extremely challenging year for all in the maritime industry, and particularly for our seafarers and their families.

Conducting crew changes remains a costly operation with great uncertainty in the outcome. Many seafarers and their families face unknown situations that can cause deep stress affecting everyone's mental health.

Whilst the ongoing vaccination programmes show positive signs of finally controlling the Covid-19 pandemic, record heatwaves, wildfires, severe flooding and melting ice sheets have affected landscapes and people across the globe, reminding us that we are only just becoming aware of the problems of climate change.

And so it is, whilst we may see light at the end of the Covid-19-tunnel, the much bigger challenge of climate change is right in front of us and may turn out to be the biggest challenge humans have faced. Will we be successful? Time will tell... For now, we must all do our part in healing our home, our planet.

Uniteam Marine is determined to be proactive in addressing these challenges, and as a result we have started to implement our environmental and social governance policies. Uniteam Marine is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. We will do our utmost in developing the skills of seafarers to meet the future tech-



nical requirements of new technologies including new engine types based on alternative and greener fuels.

Whilst 2022 does not promise to be the end to all the Covid-19-related difficulties of the last two years, we can be proud of what we have achieved. Your sacrifices, your resilience and your ingenuity have meant that we have managed to cope with

the multitude of unprecedented challenges that Covid has brought, and we are now well-placed to come out of the crisis years with a new and progressive outlook. Our new policies are built around the motto "We Care", and our achievements over the past years have demonstrated the importance of our belief in strength through teamwork.

This year, many of our seafarers, friends, colleagues, and business partners were shocked to witness and personally experience the disastrous events in Myanmar. We can only do our very best to try and help each other where possible and to hope that the country and its people find the right way forward. To all of our friends, colleagues, seafarers and their families, I sincerely wish that we can find peace and happiness once again in the near future.

I wish you and your families a peaceful, healthy and happy 2022.

**Holger Ruether, CEO**

## UNITEAM MARINE MANILA

We are very pleased and proud to announce the opening of our new office in Manila, Uniteam Marine (Manila) Inc.

The added location will strengthen our regional footprint and capability, offering a dedicated local team for our clients and partners.

Our new office provides seafarers for various types of vessels such as container vessels, tankers, bulkers and general cargo vessels with more than 250 seafarers presently employed onboard.

At Uniteam Marine Manila, we are offering the following professional manning services:

- Selection and recruitment of officers and ratings
- Arrangement of bespoke training and STCW courses
- Pre-employment medical evaluation
- Visa and Flag document administration



- Contract formalities
- Safety and working gear supply

I take this opportunity to wish Jane and our team the very best success with the new Uniteam Marine office.

**Richard Knighton, Fleet Personnel Director**

## MV MICHELANGELO TRADER: ANOTHER SUCCESSFUL DRY-DOCKING IN DIFFICULT TIMES

Most vessels are scheduled for dry-docking once every five years, with intermediate surveys taking place in between.

Vessels are more eco-friendly and fuel-efficient when put back into service after dry-docking. To us at Uniteam Marine, the process of dry-docking is about our commitment to compliance and safeguarding our value proposition that vessels managed by Uniteam Marine maintain the

highest performance standards.

When undertaking a major project such as the dry-docking of a vessel, every minute detail needs to be taken into consideration. The process itself requires careful planning and preparation by our Technical Managers.

It is not only the outside of the vessel that is surveyed and maintained during dry-docking. Overhauls of equipment  
*Article continued...*

### 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)

### ANNOUNCEMENT

## OFFICE MOVE OF UNITEAM MARINE SHIPPING GMBH

Please note that Uniteam Marine in Hamburg has moved to a new location:

Uniteam Marine Shipping GmbH  
Gertrudenstrasse 3  
20095 Hamburg

The new office is just a ten-minute walk away from the previous location.

Contact details such as phone, fax and email remain the same.

... *MV Michelangelo Trader* continued

that immediately influence the vessel's performance – and hence environmental friendliness – are also in the usual scope of works when in the shipyard. It therefore is no surprise that throughout the period of dry-docking our in-house experts, but also external teams, take the opportunity to carry out maintenance work on engines, pumps, tanks and cargo spaces and the propulsion system as needed.

For instance, a ballast water treatment system is retrofitted not only to maintain MARPOL compliance of the vessel



but also to allow for eco-friendly ballast operations of the vessel in her worldwide trades.

At the end of the process, the vessel undergoes sea trials, ensuring safe operations and drawing a line under the project. The sea trials also serve to ensure the performance promise of the Time Charter Description is well maintained and that our value proposition to our clients is fully met.

**Lars. H. Evers, Technical Director**

## UCS UPDATE: IN SEARCH OF THE EMPEROR PENGUIN!

Emperor penguins are the largest, boldest and most well-dressed of all penguin species. They are impressively huge, reaching heights of around 1 metre and weighing up to 45 kilograms. Towering over other penguins ensures that they are also able to be witnessed from afar on the decks of a purpose-built expedition ship!

We are proud to announce that our first team of UCS crew has safely joined the RSR Nemo managed expedition cruise ship named MS Seaventure.

The MS Seaventure features a 1-A Super ice class rating – the highest ice class awarded to passenger vessels – with the ability to explore coves, bays and channels that would previously have been inaccessible. The UCS crew should soon be in the vicinity to take advantage of witnessing the



amazing sights that can be seen in the Antarctic region. In a more northerly direction we continue to deploy our Rockstar UCS crew to both luxury river boats and the cruise ships plying their trade in the Mediterranean.

We continue to work towards our goal of being the local "Cruise Ship Career Partner of Choice!"

**Richard Knighton, Fleet Personnel Director**

## NEW KID ON THE BLOCK: UNITEAM HEALTHCARE SERVICES

We are pleased to announce that with Uniteam Healthcare Services a new brand has been added to the Uniteam Group of Companies portfolio.

To meet the growing demand for qualified healthcare professionals in Germany, Uniteam Healthcare Services has joined forces with strong partners to deliver a one-stop-shop solution for potential employers who are in need of reliable and well-trained workers, as well as for international healthcare professionals who are interested in pursuing a career in the healthcare sector in Germany with a reputable employer.

Applicants who have already completed their education in nursing or elderly care in their home country will be trained in the German language and be familiarised with the German culture and the German understanding of healthcare before sending them to Germany.

The aim is to offer to qualified candidates bright and long-term career prospects in the German healthcare industry, and to successfully integrate them into the German – or often international – teams of healthcare professionals at nursing homes, hospitals, in ambulant care or at rehabilitation centres. After some years of working in Germany they can return to their home countries as internationally trained workers to strengthen the national healthcare system there.

Uniteam Healthcare Services will be responsible for the entire recruitment process, including the collation and verification of required certificates and personal documents, visa applications, travel arrangements and cultural awareness training.

After an assessment by the German health authorities of possible qualification deficits between the national curriculum in the applicant's home country and the German qualification requirements, in cooperation with a certified healthcare training academy in Germany all applicants will receive on-the-job training and be prepared to successfully pass their final examination as a qualified and licensed healthcare professional in Germany.



We are excited and look forward to applying our knowledge and experience in mobilising international workers for overseas employment in yet another industry. After the successful launching of our Uniteam Cruise Services brand for the recruitment of service and catering personnel for the cruise industry some years ago, we are positive that we can contribute towards providing a solution to an increasing shortage of qualified workers in healthcare professions in Germany.

If you have friends or relatives who are interested in starting a career in this field of business, we would be pleased to receive their application. We are initially concentrating on recruitment from Vietnam and Ukraine, but in the future we would like to expand into other countries which are also whitelisted by the German health authorities.

For more details about this new project please visit our website [www.uniteamhealthcare.com](http://www.uniteamhealthcare.com)

**Capt. Thomas Reppenhagen, Sales and Client Relations Director**

## AUTONOMOUS SHIPS! IS IT THE END GAME FOR SEAFARERS?

Autonomous ships have been in the news for a few years now. Successful trials have been carried out.

According to a survey, more than 80% of seafarers have voiced their anxiety about possible job losses with the development of autonomous ships. In the next 20–30 years, will there be no more seafarers? Not so fast.

### THE FEAR FACTORS

- The presumed dangers of unmanned ships driven by uncontrolled artificial intelligence.
  - The possibilities of technical errors and hacker attacks.
  - Even the dodging of legal responsibilities and proper maintenance.
- Let's look at the facts.

### WHAT IS AN AUTONOMOUS SHIP?

Firstly, an "autonomous" ship is not necessarily unmanned. The technical term for autonomous ships is Maritime Autonomous Surface Ships (MASS). IMO has defined MASS as "a ship which can operate independently of human interaction".

IMO's Maritime Safety Committee has defined four degrees of autonomy for MASS.

- Degree 1** - A ship with automated process and decision support. Some operations may be automated and at times may be unsupervised, but a seafarer is onboard, ready to take control.
- Degree 2** - A remotely controlled ship, operated from another location, but a seafarer is onboard to take control.
- Degree 3** - A remotely controlled ship with no seafarers onboard.
- Degree 4** - A fully autonomous ship that is able to make decisions and determine actions by itself.

### LEGAL BARRIERS

For autonomous ships to be widely in use in commercial shipping, there are a few barriers to overcome, not just technical, but legal and insurance ones as well. A lot of international and local regulations will have to be adjusted. Here are a few examples.

- The ISM Code requiring shipowners to "ensure that each ship is manned with qualified, certificated and medically fit seafarers".
- SOLAS Chapter V Regulation 5, stating "...all ships shall be sufficiently and efficiently manned", SOLAS, Chapter V, Reg. 14.
- The United Nations Law of the Sea Convention, Article 94, requiring that each ship must be in the charge of a master "who possesses appropriate qualifications, particularly in seamanship, navigation, communications, and marine engineering".

**Will the introduction of MASS bring a change in the risk or liability profile?**

**If so, will shipowners accept residual risks? Are the COLREGs sufficient to govern MASS?**

The competency requirement for the seafarers on MASS will be different and so is the need to revise STCW. And so on...

### WHAT IS BEING DONE BY IMO

IMO has recently completed a regulatory scoping exercise on MASS to assess existing IMO instruments to see how they might apply to ships with varying degrees of automation. The regulatory scoping exercise (RSE) for safety treaties was finalised at the 103rd Session of the MSC in May 2021, and for treaties under the purview of the Legal Committee in July 2021.

**WHAT WILL BE THE FUTURE OF CONVENTIONAL VESSELS?**

There will be a gradual development and implementation of new technology. Vessels with different levels of autonomy will operate side by side with conventional vessels for the foreseeable future.

By 2040 it is estimated that 11–17 per cent of the global shipping fleet will be autonomous ships with human supervision.

Considering the current world fleet age of 21, the ships built today will still be in operation in 2040. The role of seafarers will change a great deal in the next 20 years, but it is highly unlikely that the world fleet will be entirely unmanned.

**THE BENEFIT OF AUTOMATION IN THE NEAR FUTURE**

The autonomous systems are to increase safety, improve environmental performance, and improve cost efficiency. It will assist the crew in safe and efficient operations and automate ship operations and routine work. We will be able to automate some of the most dangerous jobs onboard and reduce the admin burden on the crew.

**HOW WILL WE EVOLVE FROM CONVENTIONAL VESSELS TO MASS?**

There will be three stages of autonomous shipping development: coexistence, separation and prominence.

**Coexistence** – The automatic and remotely controlled vessels being operated along with conventional vessels within the framework of the existing regulation. Improving safety, automation of routine functions, better situational awareness, and control will reduce the burden on crew members and the required manning onboard vessels.

**Separation** – Increase in MASS numbers and areas of operation. It will also offer further opportunities to transfer functions from human to computing systems and remove some of the current regulatory requirements.

**Prominence** – The final stage of development. The zones of MASS operation will cover all major transport routes globally. Both the model and regulation of maritime transport will be focused on MASS, and traditional ships will become an exception. The overwhelming majority of seafarers will work either in navigation control centres or in emergency teams.

**THE NEW ROLE FOR SEAFARERS?**

It is not going to be about driving a ship. It is going to be controlling the system that drives the ships, whether onboard or remotely, whether navigation engineering or the electrotechnical system. Seafaring will progress from being mostly ship-based to mostly shore-based.

**THE IMPACT OF AUTOMATION ON SEAFARERS' JOBS**

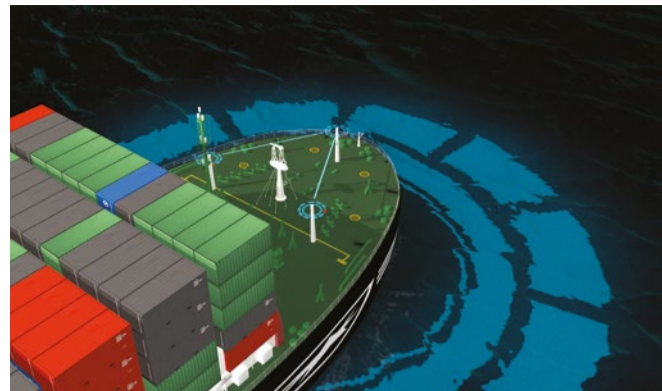
Autonomous ships are more likely to alter jobs than eliminate them. However, the low-skilled jobs which are intensive on predictable physical activities and data processing face a higher risk of being impacted by automation.

At the same time, the further introduction of automation will create demand for new types of jobs, such as remote operators, worldwide operating maintenance crews, and mobility-as-a-service providers.

According to an ICS/BIMCO report, the world economy, as well as the world merchant fleet, is expected to grow in the next ten years. The analyses project that the demand for officers will increase by 10% every five years. Even with autonomous vessels on the scene, the demand for officers with higher qualifications will outstrip the supply.

**THE TRAINING NEEDS FOR FUTURE SEAFARERS**

The technological developments will radically change the employment patterns in the maritime industry in the forthcoming years. Similarly, the skill sets and training needs will also change. The pace of technological change is now so quick that seafarers need to be constantly learning new technology to keep up.



However, the need for qualified mariners at sea will not disappear. In fact, it will grow. The next generation of mariners will need to not only possess the traditional skills of good seamanship but also the new skills of the automated workplace.

We need to attract students who possess the ability to learn and master the skills that will be in high demand across multiple industries. That will give them the flexibility to choose individual career paths and attract talented people to take seafaring as a career. They will not have to sail for 30 years. It will be a place to learn a skill that will help them transition to a job ashore.

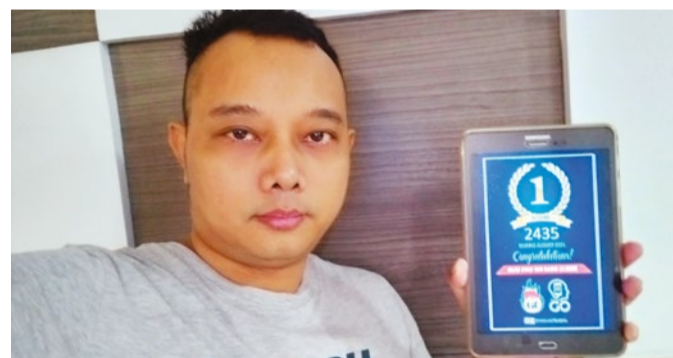
**IN CONCLUSION**

1. Digital transformation will be a seamless process rather than a disruptive one.
2. There will be no shortage of jobs for seafarers in the foreseeable future.
3. There will be considerable additional jobs ashore.
4. There will be significant training needs.

Technology is changing the marine industry for the better, but people can also grow with it by finding their place in this new automated world. Do not worry!

*Tin Maung Tun, Training Director, Uniteam Training*

**— OUR TOP SCORERS OF THE DISS LEARNING PROGRAMME**



**Congratulations!**

- August 2021:**  
**1st prize**  
 CH/CK Kyaw Win Naing  
**2nd prize**  
 AB Saw Smiling Myint  
**3rd prize**  
 AB Thaw Zin Han

- September 2021:**  
**1st prize**  
 C/O Kondratyuk Artem

On 2 July 2021

**Uniteam Marine Limited held their summer event.**

After a light breakfast offered at the office, we boarded the bus and made our way to Anogyra, a picturesque village, situated 45 km from Limassol.

It was nice to spend time outside the office with colleagues from other functions, following the Covid-19 restrictions imposed on us the past year and a half.

Our first stop was at the Monastery of Timios Stavros, located in a late-Roman, pre-Byzantine settlement. Legend has it that a nearby underground tunnel was used by the monks to guard their treasures, which are still hidden there today.



Afterwards, we visited the Carob Museum. The village is well known for its production of pasteli, a sesame seed bonfire-flavoured toffee made from carob juice. We were offered halloumi with carob syrup and pasteli to eat and watched a video on how the pasteli is made.



We also visited the Nicolaidis Winery and had the pleasure of tasting a variety of their wines. This was followed by lunch in the village tavern, where a tasty traditional Cypriot selection of meat-based and vegetable dishes were served followed by refreshing desserts.

**IN THE SUMMERTIME...**

After lunch, we visited Anagyris Park, where we learnt about herbs and how they are distilled to make essential oils which are exported to France for use in the production of cosmetics and perfumes.

Despite the extremely hot, humid weather and the masks we had to wear most of the time, we had an enjoyable day.

*Lucy Nicolaou, Assistant to the Managing Director*

On 11 August 2021

**After several postponements due to the gloomy weather we face in Hamburg – the colleagues in Germany were finally able to enjoy their summer event.**

It is already a tradition to start the event with some fitness activities. Hamburg has a beautiful lake in the middle of the city: the Alster. The Alster is a popular lake for sailing, canoeing, stand-up paddling and for ferries showing tourists not only the lake but also the various channels passing impressive villas.

We chose pedal boats! We had a lot of fun, and actually this was a rare opportunity to be in a boat with two captains who were sitting in the back whilst the commando was from marketing. Interferences in ship handling and directions were not accepted!



After our cruise we went to a bar/restaurant directly on the waterfront, where we sat outside and enjoyed food, drinks and the sunset.

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



## CYPRUS SHIPPING CHAMBER CHARITY BEACH VOLLEY TOURNAMENT 2021

Every year in September/October the Cyprus Shipping Chamber organises the Charity Beach Volley Tournament. This event falls under the auspices of the Ministry of Communications and Works, with great success since 1996.



Supported by the Cyprus Volleyball Federation, this year's tournament took place from 5 to 26 September, and hosted a total of 200 players from 20 member companies, who competed in over 100 games.

Participation in the tournament is open to all full-time member companies' employees. Women-only, men-only and mixed teams are allowed. Combined teams between member companies may also be formed.

The aim of this event is to raise money for charity and, at the same time, to organise a social event for all shipping companies in Cyprus. The net profits from the event are donated to the "One Dream One Wish" children's charity association, which fulfils the wishes of children suffering from cancer and related diseases.



**Back left to right: Charis Theocharous, George Sofocleous, Spyros Ioannou, Romanos Yianguidakis. Front left to right: Raphael Potamitis, Andreas Costi, Kostas Papatomas, Erodotos Charalambous (Team Captain).**

Uniteam Marine could not miss out on such a charity event, showing its sensitiveness and social responsibility by participating since the beginning of this tournament with a team named "Uniteam All Stars". Our colleagues proudly represented our team with their excellent sportsmanship and earned the satisfaction of serving a great cause.

**Erodotos Charalambous, Accountant, Trade & Receivables, Uniteam Global Business Services**

## UNITEAM MARINE SINGAPORE: GOODBYE AND WELCOME

After almost seven years working together in our Uniteam Marine office in Singapore, Mr Yan Myo Aung has decided it is time to move on.

We thank him for all the support, hard work, honesty and goodwill that he has shown over the years. The good memories of working with a co-worker like him will never be forgotten.

At the same time, we would like to welcome Mr Kelvin Ang to our team. Kelvin is well known to us for more than 20 years as he has worked as a local agent in Singapore for our vessels since the times of Transocean.

**Zaw Pe Win, Office Director**



## 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 2022!

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

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www.uniteammarine.com

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**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 INSURANCE ADMINISTRATOR ZINA CONSTANTINO



### How did you join Uniteam Marine?

I joined Uniteam Marine back in 2008. Having started my career working in the Fleet Personnel Department of another Shipping company, I applied for the vacancy of Insurance Administrator advertised by Uniteam Marine. The duties advertised for the vacant position appeared interesting and challenging and Uniteam Marine seemed like a reliable, stable company. During the almost 20 years I have worked in servicing in the shipping industry, the last 13 have been at Uniteam Marine.

### What are your main tasks?

Some of my main tasks as an Insurance Administrator are:

1. Liaising/inquiring with insurers/brokers for marine insurance policies of H&M, IV, LOH, WAR, FD&D and P&I.
2. Handling of the office travel/accident insurance, fleet cash box insurance, professional indemnity policies of errors and omissions as well as directors and officers etc. Negotiating renewals and monitoring/handling endorsements during the policy year.
3. Preparation and submission of insurance declarations (monthly/quarterly) or as otherwise required.
4. Maintaining loss ratio records for yearly renewal negotiations. Handling of relevant premium adjustments/invoicing.

Nevertheless, the most important task of my role within the Insurance Department is the handling of crew P&I insurance cases and relevant claims. From the minute that an accident or illness incident is reported either from our

captains or from our colleagues in the Fleet Personnel Function I ensure that the utmost is done for our seafarers to be provided with the required medical attention and assistance wherever in the world they may be located. Regrettably my position occasionally requires me to handle serious and unfortunate incidents, but having the opportunity to assist and provide help to the seafarers, who dedicate major periods of their lives at sea, away from their families for all of us to have all the things we need, gives me great satisfaction and makes me feel proud every time such a task is completed.

### How do you celebrate Christmas on Cyprus – are there any special traditions?

Christmas is my favourite time of the year! Not only because I love shopping and this period has a lot of it but also because everything is nicely decorated, and you see happy people with smiley faces everywhere.

Besides decorating the Christmas tree whilst listening to Christmas carols, I enjoy spending a whole day making Christmas cookies or other traditional delights with my family so as to make the house "smell like Christmas". We get together with our families and friends to play games whilst enjoying good food and of course drinks.

### Do you have a motto/credo in life?

My motto in life is "wherever there is a will there is definitely a way". Being a strong character and a fighter, I don't give up easily and I always try to find ways to progress, not only in my career but also in my personal life. Placing targets and being committed to them enables people to move forward and evolve.

With Christmas being close I would like to wish everyone a Merry Christmas and a Happy New Year. May 2022 bring to all good health, joy and happiness.