



SUCCESS THROUGH TEAMWORK

CONTENTS

MOSAICS OF CULTURE
(AND BRITISH QUEUEING ETIQUETTE)

UNITEAM CRUISE SERVICES:
2022 KICK-OFF

CELEBRATIONS & ACTIVITIES

OUR TOP SCORERS OF THE DISS
LEARNING PROGRAMME

THINK LSR - PERSONAL PROTECTIVE
EQUIPMENT

EASTER TRADITIONS

PORTRAIT OF UNITEAM MARINE
MANILA

WINNER OF THE PHOTO AND VIDEO
COMPETITION 2021

ONGOING COMPETITIONS

PHOTO & VIDEO COMPETITION 2022

IMPRINT

UNITEAM MARINE NEWS

is designed to be of interest to our crew and to keep all Uniteam Marine employees informed of developments in our company.

We appreciate your feedback and welcome any articles of interest or humour that you would like us to include in our publication.

Email us at
marketing@uniteamservices.com

MOSAICS OF CULTURE (AND BRITISH QUEUEING ETIQUETTE)

There are at least 195 countries on planet Earth, and we are extremely proud to have a magnificent mosaic of representatives from 28 of those countries onboard our fleet, resulting in a convergence of widely different customs, social behaviours and ideas.

Being culturally aware or culturally competent helps us reduce the chances of making bad decisions. In the same instance, being culturally competent increases the chance that we will make more insightful, considered decisions. However, unfortunately the development of cross-cultural competency is somehow absent from the agendas of most maritime education and training, even though our sector is highly globalised and the maritime labour market widely multicultural. I would agree with experts that perhaps too much emphasis has been placed on developing the concept of cultural awareness and thus the key driver has been neglected: **our own cultural identity**. After all, how are we supposed to understand other cultures if we do not even understand our own?

Our own cultural identity is multifaceted and rather complex. However, understanding the many aspects helps us to acknowledge and understand others. Having an open-minded attitude will help us become more aware of the diversity of the people around us and to achieve cultural awareness. We must recognise and understand that we all have different values shaped by our diverse cultural backgrounds. Being self-aware also prevents us from projecting our values onto others and, in the process, helps us relate more effectively across cultural lines. What we might consider to be "normal" behaviour or practice in one country can be quite different in another.

The act of queuing may sound peculiar or alluring, but it just means to wait in line, and the British are renowned for doing it and doing it well! It has been said that we like queuing so much, that we will join a queue then ask what it is for. That is partly untrue. In fact, we dislike queuing just as much as anyone else. The only difference is that we have utter respect for the convention of queuing and scorn anyone who tries to manipulate it. According to historian Dr Joe Moran, "The orderly queue seems to have been an established social form in the early 19th Century, a product of more urbanised, industrial societies which brought masses of people together." So, in case we are ever travelling together, please keep it in mind!

Cultural competence is a term starting to be used in organisations that identify their awareness and responsiveness to culture in the workplace. Developing your own cultural competence requires you to investigate your own background, which is made up of the experiences, values and knowledge of your own family and community history. Think back to your own childhood, where you may have



been confronted with cultural differences. One of the most powerful ways to show your colleagues that you respect and appreciate them is by being open to the traditions and values of all cultures. In the 21st century, we need to have the ability to get along with other cultures, ethnic groups and races at all levels of society. In our diverse maritime spheres and societies, there is a pressing need to effectively communicate cross-culturally.

We can start by getting to know each other better and learning about our colleagues. Accepting that everyone has a unique background and trying to learn about one another can help strengthen our teams, improve communication, and help us do a better job for the clients that we serve. It also makes our workplace a more interesting and enriching environment. Let us ditch the assumptions and stereotypes, treat others as individuals, and start learning about the different cultures of the people that we are fortunate to share this journey with.

P.S.

If you want to get ahead in the UK, it is always advisable to respect the queueing system. Here are the rules:

- Do not jump the queue or push in.
- Do not ask the person behind you to mind your place while you go to buy a coffee or visit the toilet.
- If you are carrying a suitcase or pushing a supermarket trolley, do not crash into the heels of the person in front of you.

On the other hand, it is perfectly acceptable to roll your eyes, click your tongue and sign in disgust when the line moves slowly. Feel free to glare at the person at the front of the queue if they decide to make small talk with the airport check-in team or the bank teller. And if you see someone pushing in say, "Sorry, excuse me" in a terse, slightly raised voice. This works every time!

Richard Knighton, Fleet Personnel Director



UNITEAM CRUISE SERVICES: 2022 KICK OFF



We started off this year under a good head of steam. Many ocean and river cruise lines have now returned to operation. The global cruise capacity increased by 8.4 per cent in December of last year, with the capacity expected to increase by an average of 19.5 per cent each month in 2022. We have successfully placed many of our crew, with over 200 team members currently serving our clients' guests onboard.

Looking back at 2021, we were very proud to be involved in the project ensuring the first female seafarers from Myanmar were able to acquire their national seaman's book. This was a major step forward in Myanmar seafarer history.

The current pandemic situation is difficult, as we all know. We recently checked in with some of our team onboard or recently signed off to understand what the current operating conditions were like to be able to pass on the information to new joiners.

Aung Change Nyein, currently serving onboard in the position of galley utility, reported that "during this period, everyone on the ship is required to wear masks wherever they go. The rules are stricter than ever before, and a third booster dose is administered after six months of vaccination. Your body temperature is taken every day.

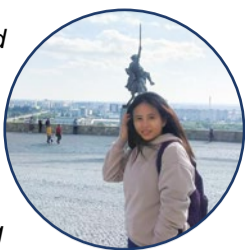


There have not been many passengers accepted yet and only 1,000 to 1,400 passengers per trip are accepted."

Article continued page 2...

...2022 KICK OFF continued

May Myat Noe Oo, serving onboard in the position of restaurant waitress, reported back to us that “on 4 September 2021, I began my service in Germany (Passau) and because I had already been vaccinated, I did not need to quarantine. Before starting duty onboard, we completed a regular temperature check. We always put on a mask and sanitise our hands. Our cruise is a seven-day excursion. Sailing around Germany, Hungary, Austria and Slovakia was a highlight of our trip. The majority of our visitors come from Germany, Finland and Italy. We had excellent friendships. The majority of our crew are Indonesian. Some of the participants are from Serbia and Romania. They assist one another. Working onboard made me very happy.”



Lin Lin Htun, chef de partie, told us that “from June to December, I worked on the river cruise line in Germany, where you had to wear a mask at all times. Our ship could hold more than 250 passengers, but only 180 were accepted. Despite the large number of visits, the guests are all in their 60s and have all been vaccinated, so we have no health issues. We had a lot of fun working because we could travel not just in Germany but also other countries near Germany on our days off. I self-isolated for two days after the Covid test was performed once upon arrival. Germany, like other European countries, has certain strict rules. The crew can work and operate any place if they wear an FFP2 mask and are properly vaccinated as instructed. I am just letting you know that everything is fine during this time.”



We always do our best to keep in contact with our team to provide any support they may need, onboard or at home. We are pleased to note the team members are still thriving under difficult conditions.

Our 2022 recruiting effort is currently underway at full speed. We would like to express our gratitude to all team members onboard and ashore for their patience and hard work throughout this tough time. We continue to work towards our goal of being the local “Cruise Ship Career Partner of Choice!”

Naing Win Tin, UCS Operations Manager

OUR TOP SCORERS OF THE DISS LEARNING PROGRAMME



Congratulations!

TOP SCORER SEASON 2020/2021

CO Nyi Nyi Htun

**November 2021:
1st prize
WIPER Aung Thu Soe**

CELEBRATIONS & ACTIVITIES

On 11 December 2021 Uniteam Marine had their seasonal office dinner party.

The event was held at the Four Seasons Hotel in Limassol. The entrance to the building was enchantingly lit up with dazzling fairy lights and inside it was warmly decorated with festive ornaments, bronze reindeer statues and candles.

Due to the never-ending Covid-19 restrictions imposed by the Ministry of Health throughout the last two years, it was remarkable that we were able to celebrate the evening with our colleagues and it was certainly nice to see so many happy faces.

Pre-dinner drinks were served in the cocktail reception and thereafter we made our way into the grand ballroom where our CEO, Mr Holger Ruether, gave his opening speech. He thanked everyone for their hard work and dedication to the company, and the employees who had completed 10, 20 and 25 years' service were presented with loyalty awards. A farewell gift was also given to Ms. Eleonora Maltezou to congratulate her on her retirement. We wish her all the best in the next chapter of her life.

This was followed by a rich buffet, consisting of a variety of delicious salads, tasty hot dishes and desserts.

The evening was enjoyed by everyone and it was lovely to see our co-workers dancing together and having a wonderful time.

Thank you to the company and our Human Resources colleagues for arranging an entertaining and memorable evening.

Lucy Nicolaou, Assistant to the Managing Director



Uniteam Marine Ukraine – Outdoor Activity 2021

Fancy being offered the opportunity to taste some of the best wines at a picturesque location on a cold winter's day... Sounds like a promising idea, does it not?

For our outdoor activity we decided to plan a trip to the Wine Culture Center (Shabo). Shabo is located approximately an hour's drive from Odessa. During our tour of the contemporary Wine Culture Center, we enjoyed visiting the terroir vineyards, discovered the technologies and secrets of making good wine, and had a chance to visit the extensive cellars and see how bottled wine should be kept. Our guide patiently explained to us the classic process of creating sparkling wines, and shared some facts about the modern European equipment of grape processing too.

Good to know: the Shabo Wine Culture Center has been named a European cultural heritage site and is included in the European map of wine museums.

The highlight of the tour was the tasting of some exclusive different types of wine, which we really enjoyed, as well as the fact we could pretend for a while to be wine experts. The tasting was followed by a great dinner at one of the most elegant restaurants in Shabo.

We appreciated the chance of spending time together in a friendly, relaxed atmosphere, provided by such a cosy and welcoming place. Hopefully, 2022 will give us the opportunity to experience more joyful and positive emotions to keep us inspired and united.

Margarita Grigoryan, Recruitment Officer



Left to right: Inesa Duma, Margarita Grigoryan, Daniil Filimonchuk, Nina Dvorko, Yana Belyayeva, Maksym Kostin, Antonina Turuta, Veronika Gorobiy, Yuliia Pomiluiko, Marta Yatsukhno.

THINK LSR

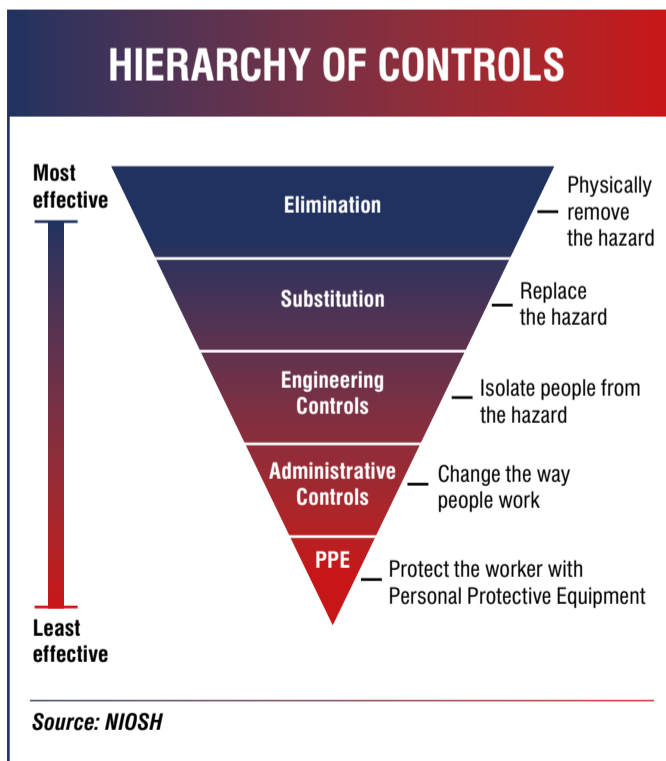
PERSONAL PROTECTIVE EQUIPMENT



Personal protective equipment, or “PPE”, is often considered as our first protection from workplace hazards. **THIS IS WRONG – PPE is our LAST line of defence against hazards and to stay safe it is important to remember this.**

WHEN DESIGNING SAFE SYSTEMS OF WORK A “HIERARCHY OF CONTROLS” IS FOLLOWED:

- 1. Elimination.** This means physically removing the hazard. For example, if employees must work high above the ground, the hazard can be eliminated by moving the piece they are working on to ground level to eliminate the need to work at heights. This is the most effective way of keeping safe.
- 2. Substitution.** This means replacing the hazard with something that does not produce a hazard, or is significantly less hazardous. As an example, if there is a hazard from flammable paints in the paint store and we switch to using non-flammable paint, then the hazard is reduced.
- 3. Engineering Controls.** This often involves placing a physical barrier between the worker and the hazard, such as placing a guard on a machine, or it may take the form of improving ventilation to make safe a potentially hazardous atmosphere. A safety valve is another example of an Engineering Control.
- 4. Administrative Controls.** These controls aim to keep workers safe by altering their behaviour and ensuring risks are understood, work is planned and precautions are taken. Safety signs, planning work to minimise exposure time to hazards, and the use of a permit to work system are some good examples of Administrative Controls.
- 5. Finally, we have Personal Protective Equipment.** The purpose of PPE is to reduce an individual’s exposure to hazards when Elimination, Substitution, Engineering Controls and Administrative Controls cannot reduce risks to an acceptable level. This means that PPE is the last line of defence between you and the hazard.



To find out which PPE you need for a task, Uniteam Marine employees should consult the “PPE Quick Guide” in the Company’s Safety Management System. Once the appropriate PPE for the task has been selected, it is very important that the user understands how to use the PPE correctly, and the capabilities and limitations of individual equipment. It should be noted that the use of PPE may in itself cause a hazard, e.g. through reduced field of vision, loss of dexterity or agility etc.

Defective or ineffective protective equipment provides no protection.

It is therefore essential that the correct items of equipment are selected and that they are properly maintained at all times. The manufacturer’s instructions should be kept safe with the equipment and referred to before use and when maintenance is carried out. Personal protective equipment should be kept clean and stored correctly to avoid damage or contamination.

PPE may be classified as follows:

TYPE	EXAMPLES
Head protection	Safety helmets, bump caps, hair protection
Hearing protection	Ear muffs, ear plugs
Face and eye protection	Goggles and spectacles, face shields
Respiratory protection	Dust masks, respirators, breathing apparatus
Hand and foot protection	Gloves, safety boots and shoes
Body protection	Safety suits, safety belts, harnesses, aprons, “high vis” clothing
Protection against drowning	Lif jackets, buoyancy aids and lifebuoys
Protection against hypothermia	Immersion suits and anti-exposure suits

The following guidelines will help you to use PPE safely:

- Think before you act – can the hazard be eliminated, substituted or adequately reduced by engineering or administration controls?
- Select the appropriate PPE for the task – consult the PPE Quick Guide.
- Check your PPE – is it in good condition?
- Do you know how to use the PPE correctly? If not, seek advice.
- Do you know what protection your PPE will, and will not, give you?
- Never stamp down the backs of your safety shoes and always untie the laces every time you take the shoes off, and re-tie them when you put the shoes on – this will ensure the shoes do not become loose and allow your foot to slip.
- Keep the soles of your safety shoes free from grease and oil – this will ensure they always have a good grip.
- Always wear socks with safety shoes – this helps to support your feet and keeps your shoes fresh.
- Safety shoes only keep you safe if you wear them safely.
- Always wear safety goggles if there is any chance of dust, particles, paint, oil, chemicals, wood or metal shavings, or liquids or gases under pressure hitting your eyes.
- Make sure goggles fit firmly and ensure they are kept clean inside.
- Make sure that safety helmets are correctly adjusted – the shell of the helmet should not touch the wearer’s head.
- Always wear a chin strap with a safety helmet.
- Remember, a dust mask or respirator provides no protection against an oxygen-deficient atmosphere.

Remember: PPE is your LAST line of defence, use it wisely – THINK LSR

Peter Chilman, QSE Manager

EASTER TRADITIONS

Easter, one of the most important religious festivities, has a number of traditions.

In Germany, Easter is the time of coloured eggs, chocolate bunnies, and bonfires. German households decorate their homes with yellow daffodils and branches of cherry trees and hang up painted eggs. On Easter Sunday, parents hide chocolate eggs and bunnies in the garden or living room to be found by their children, who think the Easter bunny has brought the sweets for them.

Usually, you meet family and friends for delicious Easter brunches.

On Good Friday no church bells are supposed to ring, no songs are sung and no music should be played as this is the day Jesus was crucified.

Also in Cyprus people spend time with their families and friends, eating souvla and giving gifts of chocolate eggs to children and enjoying the Sunday out in nature. Souvla is a dish consisting of large pieces of goat or lamb passed through long metal skewers and cooked on a fokou (charcoal grill).

On Holy Thursday the flaounes are baked. These are a traditional Cypriot Easter cheese bread made with an aromatic yeasted phyllo dough, filled with cheese, egg, raisins and mint.

In the Orthodox and Eastern Catholic Churches, the eggs are boiled and dyed red to represent the blood of Christ, with further symbolism being found in the hard shell of the egg symbolising the sealed tomb of Christ. The cracking symbolises his resurrection from the dead.

On Saturday after the midnight service, the family gathers together to eat a special soup called Avgolemono and the dyed eggs are cracked before the meal.

In the Ukraine, special Easter services are held in churches and many families celebrate the day with a special Easter meal. An Easter basket is filled with pysanky (decorated eggs) and blessed early on Easter Day in many homes.

The basket includes paska, a rich bread decorated with symbolic dough ornaments, hard-cooked coloured eggs called krashanky, ham, some Easter sausage, cheese, salt, butter and grated horseradish, a reminder of Christ’s bitter sufferings on the cross.

Typically in Singapore, the city is abuzz with “egg-citing” egg hunts, Easter buffets and brunches. Easter Mass is held to celebrate Christ’s resurrection and welcome new converts after baptism. Many churches have sunrise services, often held at outdoor locations.

Easter in the Philippines is indeed celebrated in a unique way. It is a four-day-long event. It is a time for atonement/reflection for Filipinos. TV and radio stations even go silent. Some people perform various acts to atone for their sins, like fasting and attending church every day. Businesses even tend to close during this time to observe Holy Week. Sometimes holy rites are performed for those who want to be cured of an illness. Statues are covered in purple cloth. The most striking feature in the Easter celebration is that Filipinos whip themselves and wear crowns of thorns as a sign of atonement for their sins.

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



PORTRAIT OF UNITEAM MARINE MANILA

Our new office in Manila, Uniteam Marine (Manila) Inc. was established in November 2021 with qualified and competent personnel who man and handle 58 vessels.

What were the first steps in setting up the office?

- Accessibility
- Establishment of procedures, policies and securing statutory and regulatory requirements
- Hiring of qualified and competent staff
- Establishment of seafarers pool

Major steps in initiating a manning office:

- Securing POEA licence and business permit as well as ISO accreditation

We introduce the team of Uniteam Marine Manila:

SARAH JANE V. MONTEREY
Junior Fleet Manager

Ms Monterey is an experienced fleet manager in the maritime industry, and her main duties and responsibilities are to propose qualified and competent crew candidates, answering and monitoring principal email communication, as well as responding to their needs. Ms Monterey is also responsible for monitoring crew issues and conveying these to the principal for the enhancement of provided services.

Ms Monterey is a graduate of a Bachelor of Science major in Computer Science from De La Salle University and her main hobby is reading books.

RHELY D. VERGARA
Accounting Officer

Ms Vergara likewise has extensive experience in the maritime industry and she is overall in charge of the Accounting Department. Her main duties and responsibilities are to gather all crew expenses per vessel, handle all payables and receivables and transfer staff wages to their bank accounts. Ms Vergara also ensures that government contributions and other regulatory requirements are being adhered to and monitored effectively.

Ms Vergara completed two baccalaureate courses in Accountancy and Computer Science. Her hobbies are playing badminton, cooking and singing.

JESSIE ALBERT O. PIMENTEL
Liaison Officer

Mr Pimentel is a highly experienced liaison officer and his main duties are to ensure on-time accreditation of the principal and its vessel to POEA. He is also responsible for crew changes undertaken in Manila, onboard processing and other crew document requirements such as assisting crew in securing the seaman's book, COP, etc.

Mr Pimentel is a graduate of a Hotel, Restaurant and Management Course. His hobbies are playing volleyball, badminton, hiking and exploring wonderful places.

MERTONIE B. APUYAN
Training Coordinator

Mr Apuyan is responsible for facilitating the training of crew members as per the principal's requirements. He checks and verifies the training deficiencies, and handles crew endorsement of training requirements. He ensures that all required trainings are complied with. Mr Apuyan holds a Bachelor of Science in Computer Science. He has been working in the maritime industry for eight years and his hobbies are cooking as well as watching movies and TV series.

CHEYENNE CALVIN T. CUNANAN
Documentation Coordinator

Mr Cunanan is responsible for the preparation of seafarers' employment contracts, checking the crew e-registration and the correctness of printed POEA contracts. He is also responsible for endorsing and monitoring crew PEME and ensuring complete crew documentation prior to departure.

Mr Cunanan has a Bachelor of Science in Business Administration major in Banking and Finance. He has been in the maritime industry for eight years. His hobbies are listening to music and travelling.



RAVEN DIANNE ARCILLA
Documentation Coordinator

Ms Arcilla's main duties are the preparation of seafarers' employment contracts, checking the crew e-registration and the correctness of printed POEA contracts. She is also responsible for endorsing and monitoring crew PEME and ensuring complete crew documentation prior to departure.

Ms Arcilla has a Bachelor of Science in Information and Communication Technology with three years' experience in the maritime industry. Her hobbies are dancing and singing.

CARLINO L. MURING
Fleet Assistant

Mr Muring is responsible for the encoding, scanning and uploading of documents of crew members. He is responsible for checking the CV forms to be uploaded in the system and prior submission to the concerned fleet. He ensures that all details and information of the crew is verified and encoded.

Mr Muring is a Computer Programming graduate. He has been in the maritime industry for almost three years. His hobby is portrait drawing.

How are the reactions from seafarers from the Philippines that Uniteam Marine has now opened?

Seafarers are very happy and welcomed Uniteam Marine with sincerity.

How many seafarers from the Philippines are currently onboard ships under Uniteam Marine management?

To date, 250 seafarers are onboard the vessels under Uniteam Marine management.

Is your focus in recruitment on officers, engineers or ratings?

The recruitment focus is on junior officers, petty officers and ratings.

In addition to professional skills, what soft skills are needed to be a good team member onboard?

Crew members must be loyal and devout, adaptable and flexible to situations, speak English well, be knowledgeable of the job, and be skillful, industrious and hardworking as well as trustworthy and respectful.

Do you have recommendations on what to include in an application?

Crew vaccination update.

What do you want to achieve with the Uniteam Marine Manila office in the next five years?

Career growth, more deployment and being considered as one of the top performing local manning agencies in Manila.

Sarah Jane V. Monterey, Junior Fleet Manager

WINNER OF THE PHOTO & VIDEO COMPETITION 2021

Thank you for your votes – The winner for 2021 is **OLR Tun Naing Win** with his picture "Journey to the West".
OLR Tun Naing Win wins USD 300!

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

- 30 Nay Aung Swe
- AB Tin Tun Myint
- CO Banyar Thein Win
- 20 Oleksandr Rusyev

Congratulations!

ONGOING COMPETITIONS

"Success through Teamwork - Experience onboard"

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

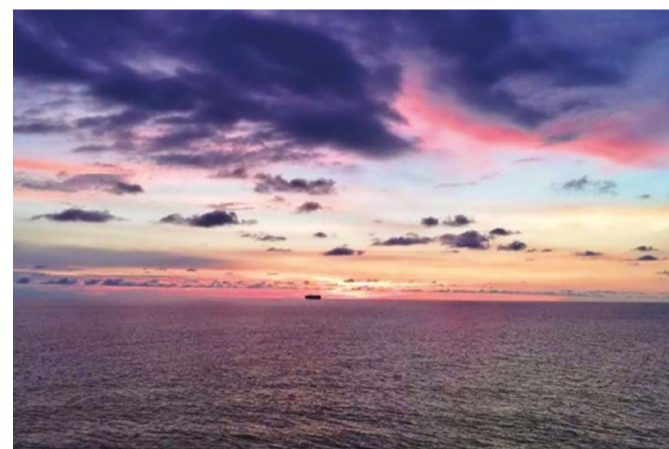
Prize: USD 200,- for every published article for the crew's entertainment fund.

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

PHOTO & VIDEO COMPETITION 2022



Beautiful sky, by DC Georgios Chatzifotiou, *MV Louisiana Trader*

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, Anja Frauboese, marketing@uniteamservices.com

