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UNITEAM MARINE NEWS is designed for the interest of our crew and to keep all Uniteam Marine employees informed of the developments within our company. We would appreciate and welcome with pleasure your feedback and any articles of interest, or humour that you would like us to include within our editions.

Please send your feedback, articles, pictures for the photo competition and your answers for the brain teaser to PR & Marketing at Uniteam Marine, Anja Frauboese (marketing@uniteam-hamburg.de).



MESSAGE FROM THE CHAIRMAN

In a year that is ending with a global financial crisis, it is more important than ever to reflect on the past year, appreciate what we are blessed with and aim to continue to grow on the solid foundations built at Uniteam Marine.

In the past year we have been confronted with many difficulties as a result of mismanagement of the global financial and crewing supply markets. However, we continue to take proactive measures to ensure our financial security and our future crewing needs.

In addition to these business challenges we have been shaken by the force and the aftermath of cyclone Nargis in the Irrawaddy Delta. We wish to thank all those who contributed towards the

Myanmar Development Aid Fund and to everyone who supported our relief efforts.

Now at the year's end, it is our chance, to sincerely thank all our Crew and office Personnel for your dedication and hard work; for our company's accomplishments is a reflection of your combined commitment and excellent co-operation.

Uniteam Marine has been built on successful teamwork, regardless of rank, nationality or culture and we look forward to another challenging year working together.

I Wish You and Your Families All Season's Greetings with great joy and a very Happy New Year.

Gerhard Ruether

UNITEAM MARINE PTE. LTD. – UNITEAM MARINE'S NEW OFFICE IN SINGAPORE

The port of Singapore being one of the most busy ports of the world, is visited in average by around 40 vessels monthly of our managed fleet. Having seen the need to have a local coordinator to serve all our managed vessels in the area, monitoring our crewing activities and assisting vessels' Masters with crew and general matters, our Fleet Personnel Manager Mr Zaw Pe Win (Mobile +65 9666 9934) had been relocated from our Cyprus Office to Singapore in June 2004. His operational office was since then located at the premises of our agents, Messrs Transocean Shipmanagement Pte. Ltd.

Due to the increased business activities in the area, it was further considered necessary since the beginning of this year, for Mr. Eduard Bankovic (Mobile +65 9711 4130), Technical Director of Uniteam Marine Cyprus, to spend more time in Singapore.

Our local team was further expanded by Captain Tin Maung Tun (Mobile +65 9736 9491) who after a successful seagoing career with Uniteam Marine has now been transferred ashore with the duty to support more effectively our crew management activities and follow up quality assurance matters.



Zaw Pe Win, Gerhard Ruether, Capt. Tin Maung Tun

Our Singapore office is located next to the Tanjong Pagar MRT (train station) and is only a 10 minutes walking distance from the Tanjong Pagar container terminal Gate No. 1.

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Our Singapore team extends a warm welcome to all our seamen, clients and business partners and are ready to assist in any way possible for uneventful turnarounds and quickest despatches of our managed fleet in the area.

Zaw Pe Win / Tin Maung Tun

VOGERUNNER - NEWBUILDING

When you will read these lines, MV VOGERUNNER, a capesize bulkcarrier presently under construction at Namura Shipbuilding Co. Ltd., located at Imari City at Kyushu island, Japan, will have been delivered already to its new managing owners Messrs Bereederungsgesellschaft H.Vogemann GmbH & Co. The complement of crew will consist of 22 and crewing has been entrusted to Uniteam Marine.

The technical details of this 2nd largest vessel to be registered under German flag are quite impressive: LOA 289 m, beam 45 m, depth 24.40 m, draft 18 m, GT 89603, 9 cargo holds, tdw 176838 mt, lightship 21938 mt, displacement 198776 mt, powered by a 6 cylinder 2-stroke diesel main engine Mitsui MAN B&W 6S70MC Mark 6.



A little bit of history about the birthplace of our new building:

'Imari' is used as a synonym for Japanese porcelain and pottery. Porcelain production was originally developed in China, made its way to Korea and finally to Japan, when at the very beginning of the 16th century Korean artisans found kaolin, the necessary clay, in the vicinity of Arita, a city on the Southern island of Kyushu. Via the nearby port of Imari, the Imariware was exported to Europe by the famous Dutch East India Company (VOC) from 1653 to 1757. In 1675 the production

was moved from Arita to the secret village of Okawachiyama in Imari, hidden in a valley between 3 mountains and guarded against 'industrial espionage' by diligent guards in order to preserve the secret production technique. Here, for 300 years, porcelain was made for the Japanese emperors.

Imari is also famous for its beef, seafood and delicious fruits like kaki, apricots, cherries, apples, pears, grapes and all kinds of citrus fruits.

Work at the shipyard is incredibly well organised: Inspections, trials including sea trial and all other activities are scheduled well in advance, for a whole month or longer, and are precisely and reliably carried out. Workers wear colour-coded boiler suits - beige for technical staff, grey for new building supervisors, turquoise for shipyard's seamen (mooring duties etc.) - so everybody's responsibilities can easily be recognised. Even each shipyard crane identifies itself by playing a unique melody - an old German folksong as well as the yellow rose of Texas or the old McDonald had a farm - to warn about its movement. In the morning and after lunch the workers gather in teams to perform gymnastics before the start of work following an announcement and music via loudspeakers.

Until delivery of the vessel, new building supervisors (Japanese and German) and crew members are accommodated at the shipyard's guesthouse, where they receive breakfast and dinner whereas lunch is served at the yard as 'bento', i.e. a lunchbox containing a variety of Japanese dishes and delicious Japanese rice.



We like to thank the staff of Namura Shipbuilding for their kindness, professionalism and excellent cooperation during construction and delivery period of MV VOGERUNNER!

Capt. Birte Jessen

LEADING FOR SAFETY 4 OF 10

4 REMAIN CALM IN A CRISIS

People need strong, clear leadership in a crisis and rely more on their leaders than would otherwise be the case. Calmness in a crisis situation is a core requirement and will rely on many of the other leadership qualities describe including commanding authority and drawing on knowledge and experience. In particular, it is important to have confidence and trust in the crew's abilities and emergency preparedness. Attendance at safety training and at response drilling is essential for all crew.

WHY IS IT IMPORTANT?

Calmness in a crisis is particularly important in view of the additional complications of dif-

ferent languages and nationalities that make up the crew. These complications tend to be emphasised during emergencies.

WHAT CAN I DO?

Things that tend to work

- Develop excellent knowledge of, and confidence in, the crew's abilities.
- Implement a firm policy on compulsory attendance at emergency safety training and response drills.

Things that tend not to work

- Infrequent or inconsistent emergency drills.
- Failure to address language issues in emergency planning.

(Source: MCA – Leading for Safety – MCA 140)

WORKSHOP ON CROSS-CULTURAL AWARENESS

For our recent meeting with Senior Officers in Odessa, Ukraine in October, we had invited Ms. Tandy Taylor, Senior International Trainer of Marlins, UK to conduct an interactive workshop focusing on cross-cultural problem awareness. Marlins were initially offering English language training mainly for seafarers and they were previously actively involved in setting up our English Language Training Centre at Yangon and finally issued the approval as a local Marlins Testing and Training Centre. They are now providing other training modules as well and in view of our mixed-nationality crew complements, we considered this topic very useful for our leading staff.



With the Myanmar and Ukrainian seafarers forming the biggest two groups of nationalities within our managed fleet and having identified that there is a need to improve the understanding of the differences in both cultures, Marlins had prepared a tailor-made presentation for us, pointing at the main problem areas.

Many of the difficulties occurring onboard are of interpersonal nature and often not related to language barriers alone but are as well linked to cultural differences.

Therefore, the aim of this workshop was to raise awareness that problems can be avoided when simple basic rules are followed. The participants had to find answers or solutions to various case studies taken from daily onboard-ship life. Some stereotypes are associated with particular nationalities and knowing about the peculiarities of a specific culture, can help to overcome cross-cultural problems.

Correct interpretation of body language, the need to establish trust and mutual respect and the success of constructive criticism / praise, were only some of the topics dealt with during the workshop. "Losing face" being one of the most critical points in Asian culture, astrology and superstition another important part of Asian people's daily life, as well as the differences between individualism and collectivism, short term and long term orientation ("living only for today" or "planning for the future" attitude) and masculine versus feminine societies were explained in relation to various nationalities.

As a guideline for working harmoniously with mixed nationality crew, the following recommendations were given to the participants:

- Show interest in your colleagues' country of origin
- Ask questions / use active listening skills
- Cultivate a positive and open attitude towards other nationalities; this can compensate for lack of knowledge about another culture
- Scale your language as required and re-check comprehension
- Expect and accept differences

The conclusion of the seminar was that in order to become a successful "intercultural communicator" commitments need to be made from both sides and as there is never "the perfect match", diplomacy and readiness for teamwork are required.

This fact is reflected in our company's philosophy of "SUCCESS THROUGH TEAMWORK" and the effort of every single crew member to create a harmonious social environment onboard is appreciated.

Thomas Reppenagen

SUCCESS THROUGH TEAMWORK – ON BOARD EXPERIENCES

Please send us your experiences on board, which demonstrate the aspect of togetherness and reflects our company philosophy "Success Through Teamwork"

The team whose article will be printed in our newsletter, will win \$200,- for the vessels entertainment fund!

THE BRAIN TEASER - BULBS

Imagine you are in a room with 3 switches. In an adjacent room there are 3 bulbs (let's say in lamps which are on a regular table). Each switch belongs to one bulb. All are off at the moment. It is impossible to see from one room to another. No help from anybody else is allowed.

How can you find out which switch belongs to which bulb, if you may enter the room with the bulbs only once?

Correct answers will be entered into the draw which will be held on the 2nd of February 2009. The prize will be an unexpected surprise. The winner and the right answer will be issued in the next newsletter.

THE WORLD OF IDEAS - INSPIRED BY THOMAS EDISON

The world is subjected to increasing regulation, some of which really seem to be just for the sake of having a new regulation with no visible benefit, but nevertheless new regulations keep on coming.

The Maritime Industry has not escaped this regulation trend and whilst a majority of the regulations are for the benefit of all concerned parties and for improving the safety of crew on board, there are those regulations which have simply caused hindrance. You will not need me to advise you of what they are, you will have developed your own personal black list of most hated regulations, as well as a black list of nasty inspectors who pick on the finest of details to create a 'problem'.

It seems sometimes that we are becoming so regulated and inspected that ideas and inspiration are simply suppressed, which is a shame because ideas are the seeds of progress and change. Thomas Edison, the inventor of the light bulb, stated "A good idea is never lost. Even though its originator or possessor may die without publicising it, it will someday be reborn in the mind of another..."

We should not complain only to each other that things are not working the way we would like. We need to think about how we would like things to be and come forward with our proposals. "I have far more respect for the person with a single idea who gets there than for the person with a thousand ideas who does nothing..." (Thomas Edison).

Remember much of the administration work on board is the result of someone else's idea how a regulation should be implemented; it does not mean it is the only way it can be implemented.

If you have a better idea, or a different experience, then share your ideas. Do not be disheartened if your idea is not at first implemented. "Many of life's failures are experienced by people who did not realise how close they were to success when they gave up." (Thomas Edison) Challenge concepts and procedures where you see they do not make sense, seek a better way.

This of course does not mean that we should disregard or disrespect our Safety Management Systems on board, or simply openly criticise procedures or forms. It means, we should identify where problems exist and at least try to propose solutions. Be constructive. Help build the environment in which we want to work and live. "Inspiration can be found in a pile of junk. Sometimes, you can put it

together with a good imagination and invent something." (Thomas Edison)

One of the biggest causes for problems with regulations is not normally the regulations themselves, but rather the implementation of the regulation. Instead of setting up systems which are designed for easy use and recording by the crew or office staff; page after page of paperwork is generated to try and prove that the issue really is taken seriously.

The introduction of the ISM Code saw the production of huge and complicated Manuals, which have now been (in most cases) drastically reduced to Manuals with easy to use and understand Instructions. The ISPS Code will go through a similar process. So don't be disheartened, come forward with your ideas and see what we can change for the better.

"If I find 10,000 ways something won't work, I haven't failed. I am not discouraged, because every wrong attempt discarded is often a step forward..." (Thomas Edison)

Stephen Fyfe

UNITEAM ALL STARS



In September 2008 the UNITEAM ALL STARS team participated at the annual Beach Volley Tournament at the Cyprus Yachting Association, Agios Tychonas in Cyprus. 17 shipping company teams were playing in three rounds.

Weather conditions: 35 degrees, solid burning sunshine!

Of course lots of visitors were watching the games, including company employees and their family members.



From left to right (top): Dovile Navardauskaite, Zina Constantinou, John Hadjiparaskevas, Photis Hadjiphotiou, Louiza Sturgaru and (bottom L to R) Kyaw Naing Tung, Andreas Sofocleous, George Constantinou. Last but not least was Panagiotis, the son of John Hadjiparaskevas who always cheered for Uniteam All Stars with a big smile! Andreas Sofocleous from Cyprus IT Department is the Captain of Uniteam All Stars:

ANDREAS, IS IT THE FIRST TIME THAT UNITEAM ALL STARS PARTICIPATED IN THE COMPETITION?

Actually Uniteam Marine has been participating in the competition for the last 12 years and the best result so far was reaching the finals in 1999. However, since then the event has become very competitive and many rival

teams have semi-professional volley ball players in their squads which gives them a huge advantage.

WHO ORGANISED THE EVENT?

The event is the annual charity fund raising event of the Cyprus Shipping Chamber.

HOW DID YOU MOTIVATE YOUR TEAM?

Our team comprised of nine players. Five of us in the field during the game and the rest as substitutes. We practiced two times a week after office hours and we played against other good players we met at the nearby beach volley field. With a lot of practice sessions, humour and teamwork we managed to boost and keep the team's spirit quite high.

WHAT WAS YOUR STRATEGY TO WIN THE GAMES?

Our strategy was to safely control the incoming ball, passing it to the front player who in turn would prepare the ball for the hitters to slam the ball to the opposite field. In practice sessions we could achieve that very nicely, but in combination with the stress of the competition and the scorching Cyprus midday heat, everything becomes more difficult! The most important aspect was to save energy and be calm in order to control the ball and make sure we returned the ball back over the net in play.

ANY FUNNY OR EXITING SITUATION YOU CAN TELL US ABOUT?

The last set against Lemissoler was a thriller. Our team was losing 3-10 and we started boosting each other up, winning point after point, when we finally reached the match point at 14-14 and we had so much adrenaline flowing inside us, that as soon as we won the point we hugged each other, jumped and shouted as hard as we could!! It was an unforgettable experience.

WILL UNITEAM ALL STARS PARTICIPATE NEXT YEAR AGAIN?

Hopefully yes!

PORTRAIT OF MR. TUN KYAW – CHIEF COOK ON HOUSTON EXPRESS



Tun Kyaw is 8 years with Uniteam Marine and is currently working as Chief Cook on Houston Express. To continuously improve and to surprise the crew with new recipes, Tun Kyaw likes to read different cook books.

In his leisure time on board, Tun Kyaw likes singing, reading and watching movies.

Tun Kyaw's favourite herbs and spices are curry powder and curry leaves. His favourite Myanmar food is Mote Hnin Khar (fish soup) – and here is his recipe!

Recipe for Mote Hnin Khar (Fish Soup) - Serves 20

- 1000 gm rice noodles
- 3 kg whole cat fish
- 1 kg yellow split peas
- 300ml oil
- 5 boiled eggs - sliced
- 5 onions (sliced into 2 pieces)
- 2 finely chopped onions
- 2 finely chopped garlic
- 100gm finely chopped ginger
- 5 finely chopped lemon grass
- 400 ml fish sauce
- 100 gm rice powder fried
- A few black pepper (whole ones)
- A few finely ground pepper
- Some Turmeric powder
- A few Coriander leaves

Boil the rice noodles until soft and rinse with water, dry them to serve with soup. Boil yellow split peas until soft. Boil whole cat fish together with small amount of onions, garlic, ginger, lemon grass, whole black pepper, fish sauce and turmeric powder for about 2 hours.

Heat the oil in a large pot and fry the finely chopped onions, garlic, ginger, lemon grass and until coloured. Add turmeric powder and cat fish (bone removed) and stir until smelt. Add fish stock. Add boiled yellow split peas after mashed. Add fried rice powder after dissolved in the water. Add finely ground pepper. Add 5 pieces of onions (two slices) and 5 pieces of sliced boiled eggs. Keep the soup at low temperature hot for serving.

Serve the soup with rice noodles and sliced onions, diced coriander leave, lemon juice, dried chili ground on top as desired.

Enjoy your meal!

PHOTO COMPETITION 2008



Lara Rickmers - greasing and cosmetic maintenance of deck cranes

Painting and greasing of deck cranes was done at sea and underway from China to Suez Canal. It was regular maintenance following a greasing plan plus normal refreshment of deck cranes. This impressive picture of seamanship was taken by 3rd Officer Khine Nyunt Tun.



Sun Bathing on Cap Frio

This picture was taken by 3rd Officer Sai Mong Pun at Valparaiso in Chile. Good weather conditions allowed the sea lion to sunbathe on the bulbous bow of the vessel

ONGOING COMPETITIONS

"Ship Without Accident" Award!

To promote as well as recognise safe working practice achievements.

Prize: USD 200,- for the crew's entertainment fund, for every ship that achieves zero accidents for a 6 month period.

"Success Through Teamwork – Experience on board"

Please send us your experience on board, which reflects our mission statement. We will publish one experience quarterly.

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

"Best Photograph" Year 2008!

We are collecting from all our ships and interesting photographs during the course of the year. Anything extraordinary, bizarre, funny or beautiful? Please do send us your shots.

Prize: USD 300,- for the selected best picture of the year.

"The Brain Teaser"

Please send your solution for The Brain Teaser!

Prize: A draw will be made to select the winner. The prize will be an unexpected surprise.

MYTH OR TRUTH - SINGING IN THE RAIN CAN CAUSE A COLD

It is often suggested that getting caught in the rain, getting a chill or even sleeping in front of a fan or an open window can cause a cold. This is actually a myth - cold or wet weather does not cause a cold, however unpopular this idea seems.

The common cold is caused by a virus.

Unfortunately such viruses are everywhere and it is difficult to avoid them. When exposed to someone who has a cold, people are more likely to become ill themselves so it makes sense to be careful about close contact. Washing hands is definitely recommended.

Insufficient sleep and a bad diet can also reduce resistance to infection. It should also be remembered that antibiotics will not fight an everyday cold, they work only against bacteria. To take care of a cold, rest well, eat well and wait for it to pass.

(Source: North of England P&I SIGNALS NEWSLETTER Issue 73 – October 2008)

HUMOUR

Man Walks Into a Bar

A man walks into a bar and yells "Bartender, give me twenty shots of your best single malt scotch!"

The bartender pours the shots and the man drinks them down one at a time, as fast as he can.

The bartender says "Wow, I never saw anyone drink that fast" The man replies by saying, "Well, you'd drink fast if you had what I have" The bartender says "Oh my god, what do you have??!!"

The man says "Fifty cents".