MTM SHIP MANAGEMENT NEWSLETTER

Photo by: C/O Kushal Kumar

October 2022
Issue No: 3rd Quarter 2022

SAFETY TALK

Message from the Managing Director

Dear Captains, Chief Engineers, and Colleagues at Sea,

The third quarter of 2022 is over and soon we will be saying goodbye 2022 and welcoming 2023. I hope this year has been better than the previous 2 years for all of you and your families.

While problems associated with the Pandemic have given decent mental peace, the scare of unsettlement due to the Russian war and invasion of Ukraine haunts us all. My sympathies with people and families who have become innocent victims of this political war.

The political situation in Myanmar is also very disturbing and I am very sad to see the sufferings of my colleagues from Myanmar office and all our seafarers from Myanmar. Two years of Military aggression ends in Feb 2023. I hope Feb 2023 will bring peace and prosperity in Myanmar with good health and happiness among families.

Some interesting facts about the MTM Fleet I'd like to share with you. Historically MTM was managing 60-65 ships for the last ten years. In the beginning of this year we had only 61 ships. With a good name in the Marine Industry and the hard work of MTM staff at sea and ashore, the Fleet profile will hit a figure of 75 ships by the end of this year. MTM now has very ambitious plans and this can be achieved if we continue to work with similar professional pride, motivation and dedication as seen in the recent past. My optimism says that we can do even better together.

Inside this issue

MTMSM Updates Q3 2022:

The graph below is an indication of our progressive path towards a high safety culture and high standards of Ship Management which is inbuilt in our Vision and Mission.

I will perhaps share our ambitious plans and envisaged growth in the last edition of Safety Talk of 2022.

This is the season of festivity for many. I take Pride and Joy in wishing you all my best wishes for all the festivals falling due from now to 31st December. Do send me picture of celebrations on your ships.

Shore leave is back after almost 30 months of confinement. Please take care and all precautions to avoid falling sick when coming in contact with people ashore. The disease still lingers to an extent with fear of falling sick even today, albeit with much lesser degree of sickness. Take care of yourselves.

Due to rising inflation and costs of living, crime is increasing in many countries. Please ensure strict gangway watches are maintained on your ships and seafarers going ashore realize the risk of getting robbed or harmed in addition to protecting themselves from the virus. Be safe and take care of yourselves.

If anyone wants to contribute towards the final edition of Safety Talk of 2022, please submit your articles or photographic story or whatever you like to share. Send them to Melissa by 15th December.

From today till 31st December, let us take a pledge to have excellent PSC Inspections with no detentions and Code 17 observations, good SIRE & CDI Inspections and No injuries.

We will start with physical seminars in 2023. Look forward to seeing you all in 2023.

With my best regards and wishes to you all,
Rajiv Singhal

Ballast Water Treatment System (BWTS)

Concepts and Basic Troubleshooting

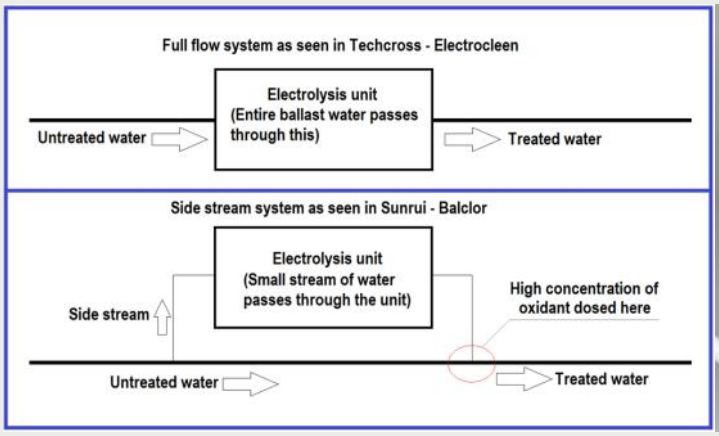
Concept in brief: Electrolysis

One of the ways of ensuring effective treatment of ballast water is by having a powerful oxidant (Sodium Hypochlorite – NaOCl – in this case) added to the water in the right concentration. This can either be an external dosage or, as is the case with the Techcross and Sunrui electrolysis system, by generating this oxidant from sea water by electrolysis.

The BWTS treats all incoming ballast water by production of Sodium Hypochlorite. The addition of concentrated oxidant in side stream systems like Sunrui where not all, but a small amount of water is electrolyzed, generates higher concentrates of the oxidant. With combined effects of electric shock and hydroxyl radical in the electrolysis chambers (often called as ECU or EDU) cell membrane of the microorganisms are damaged and this prevents regrowth.

The TRO (Total Residual Oxidant) which degrades over time remains active in the ballast tanks even after treatment, resulting in preventing any organisms from reviving during the voyage.

During de-ballasting, the only required process is to neutralize the oxidant present in the treated water before discharging it.



Common Issues:

☑ Low TRO during ballasting. Cause and solution:

a. **Insufficient sample to TSU (TRO Sensor Unit) due to blocked line or malfunctioning sampling pump.** Solution: Clear blockage in sampling line, check sampling pump performance.

b. **Expired CLX reagent / buffer solution.** Solution: renew CLX reagent / buffer solution.

c. **Issue with TSU.** Solution: changeover to other TSU and see if the performance is the same.

d. **Dirty ECU (deposits on electrodes within ECU).** Solution: clean ECU using Citric acid.

☑ High TRO during de-ballasting. Cause and solution:

The next would be to check the efficacy of Sodium Thiosulphate. This ages too and can have a lower effect over time. While there is no prescribed shelf life for this, it will be prudent to exhaust all the options, including change of TSU, and then, with office consultation, change the neutralizing liquid.

Concept in brief: UV Systems:
Filtration + UV treatment (dual pass – ballasting and de-ballasting) to deactivate the organisms.

During ballast operation, the water is led through the filter which removes larger particles and organisms and then to the UV reactor, where the water is treated with UV light. During deballast, the water is led the same way but the filter is bypassed.

The UV lamps are powered by the LDC (via LPSs – lamp power supplies). Every UV reactor has one dedicated LDC. Flow is monitored by the flow meter and regulated by the control valve.

The UV reactors are cleaned using the CIP (cleaning-in-place) module, which first rinses the UV reactor with technical water / potable water, and then circulates CIP liquid through the UV reactor. At the end of the process the UV reactor and the filter (filter preservation) is filled with technical water / potable water from the CIP.

Like we have the TRO levels which affect the treatment of the water, in UV systems, we have the dose value whose units are: W/m2, MJ/cm2.

The UV lamps are housed in a quartz tube. The amount of UV light passing through the water is measured by a transmitter. Which works on a thumb rule: clearer the water, higher is the intensity transmitted at a certain power.

Ideally, in clear waters, the plant functions at around 50-55% capacity in terms of UV light intensity. This progressively increases as the water turbidity increases. After the plant has reached – and the UV intensity sensor does not sense – the ideal UV dose value, it will trip.

Common Issues:
☑ Intensity transmitter failure: Either the sensor is malfunctioning, or it has fouled with mud. Open the sensor, clean with alcohol and monitor its performance by checking the output (should be within 4-20mA where 4mA registers 0 light and 20mA as full intensity) with the plant running.
☑ The quartz sleeves, in which the lamps are housed, are dirty. This will greatly reduce the intensity of UV light (a dirty sleeve is like wearing sunglasses). The tube then needs to be removed and cleaned with alcohol.
☑ Intensity of the UV lamp has fazed over time. Renew the lights.

By: Dharmesh Panchal
Fleet Manager—Mumbai

MT SPARROWHAWK—New Building

New Build from Kitanihon shipyard, Japan

We are delighted to announce that MTM is scheduled to take into management **MT Sparrowhawk** in March 2023 from Kitanihon Shipyard Japan. She is a 22,000 dwt Chemical Tanker owned by **Hisamoto Kisen Co, ltd.**

This new vessel has some interesting and unique features that provide a signpost to how Chemical Tankers will look in the future.

She will be the first vessel under our management whose cargo tanks are made by Duplex solid steel NSSC2351. Our present vessels' stainless steel cargo tanks are made by 304L/316L clad steel and 304LN/316LN solid steel.

Duplex stainless steel is highly resistant to chloride stress corrosion and has a higher strength compared to 316L/LN stainless steel, but has a higher corrosion rate with mid-level concentration of Sulphur Acids.

Sparrowhawk's propulsion system consists of 6UEC42LSH-Eco-D3-EGR Main Engine from J-engine maker, developing 4650KW@100rpm (MCR). This will be the first electronic UEC engine in our Fleet.

To meet NOx tier III requirement the main engine is equipped with EGR (exhaust gas recirculation) and this will be the first engine with EGR in our fleet. Main Engines on a few of our other existing vessels are installed with SCR (selective catalytic reduction) to meet NOx tier III requirements.

Aux Engines are equipped with SCR (selective catalytic reduction) to meet NOx tier III requirements.

EGR (exhaust gas recirculation) is an internal engine process using recirculation of exhaust gas to prevent formation of NOx. SCR (selective catalytic reduction) is an after-treatment method using a catalyst and an additive to reduce the NOx generated in the combustion process.

The Main Engine's specific fuel oil consumption is 155.1g/Kw-hr which is less than the existing similar engines whose specific fuel oil consumption is about 169.3 g/Kw-hr. For comparison this is 17.3 MT per day fuel oil consumption for new engine

By: Shasi Tenali
Fleet Manager

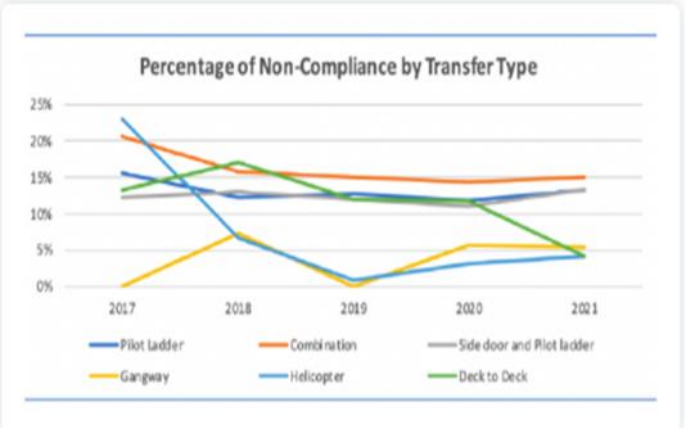
Pilot Ladder

☑ **Don't Drop the Pilot**

In October 2021, the International Maritime Pilots' Association (IMPA) conducted a worldwide safety campaign. This was, essentially, a two-week online survey, carried out by Pilots, of the ladders they are using. It covered thousands of boardings or disembarkations.

The results of the 2021 survey were in line with previous results, unfortunately the trend remained the same as preceding years.

Pilot boarding equipment has not, or hardly, evolved nor have there been technological advances in how to pick up a pilot onboard a ship. What then is the cause of this ongoing non-compliance? How to bring these to zero? Thinking alone won't make it happen; crew capability and shipboard culture are crucial human variables.



☑ **Capability**

Nobody wants to rig an unsafe ladder, so it raises the question whether the crew understand what they are rigging, and the responsible officer understands what they are supervising.

During the survey nearly 30% of defective ladders had poorly rigged retrieval lines and 14% had steps that were not horizontal. These are failures that should be clearly visible to those rigging and supervising.

Techniques for the safe use of Pilot boarding arrangements are 'hardly ever' addressed in onboard or shore training. Knowing for example which knot to use in a particular situation is an essential seamanship skill every deckhand should learn at the start of their career, however if they do not use the right knot for the Pilot ladder then there is a gap in training and supervision.

Crew must be properly and regularly trained on the use, storage, and maintenance of pilot ladders to avoid injury to Pilots.

☑ **Culture**

Culture is just as crucial as capability. Even with the best legislation, engineering solutions and staff training, every disaster in recent years has shown that the culture and associated behaviors are paramount in ensuring good safety management.

The pilot ladder is the first sign of your vessel's safety culture. The person responsible at the ship's rail should be aware that there is a human life on the other end of the ladder. It is his responsibility to take ownership of the situation and to manage and eliminate, as far as is possible, any risks.

It is important that there is a culture of checking items of equipment to see if they are fit for purpose before use. A responsible officer should be at the ladder to supervise the boarding. Any culture of deviation or short cuts should not be supported since it shows a lack of empowerment to question blatant safety flaws or a culture that accepts sub-standard behavior.

To conclude, we should always remember that for a Pilot the process of embarkation and disembarkation is the most hazardous part of any act of pilotage; ascending or descending a pilot ladder is risky, even in the most benign of conditions.

A successful pilotage operation calls for a huge scope of teamwork and seamanship – from Pilots and ship's crew alike.

One day it might be you on that ladder.

By: Capt. Samir Kumar
Vessel Manager—Marine

Panama Canal Experience


GATUN LAKE

On June 10, 2022, I had the good fortune to pass the Panama Canal. It was extremely good luck because talking with the crew members I understood that many of them had never passed through it until that day.
Before approaching the Canal, I was amazed by the beauty and the size of the Atlantic Bridge under which our good vessel passed. I have never been able to see such great constructions in my life with my own eyes.
We entered the channel from the Atlantic Ocean side. To one side you can view the Port of Colon. The pilot was on board our ship at 1530.

We started moving towards the Canal. The whole period of our journey from the anchorage to the first locks was incredibly interesting. Several times, at a distance of only tens of meters, huge ro-ro type ships passed by. I had never been able to see such giants at so close range until that day. Then fourteen people from the mooring crew embarked on board our vessel. Two of them were Bosuns, and the rest were ABs. Their main task was to fasten our ship to the locomotives pushing us through the locks.

These locomotives are called mules. In addition to pulling the ship forward using steel 2.5 cm cables, the mules keep the ship in the middle, preventing it from hitting the concrete side. The mules are powered by electricity. Each of them can develop a traction force of 35 tons. Between the rails, there is another additional notched rail. With the help of a special gear, the mule clings to it in order to increase traction with the track.


ENTERING GATUN LOCKS

During the transit, in addition to the Atlantic Bridge, we passed under other bridges – Centennial, and Bridge of Americas. Unfortunately, since we passed most of the canal at night, it was very hard to see them well, but even in the dark they looked very majestic. Next, we came to the first locks. Around us was the real jungle, the air of which is incomparable to anything.
The first stage is to rise from the Atlantic Ocean to the artificial lake Gatun, through the lock system of the same name. The difference between the water levels is 26 meters and to this height each ship is raised by power of water. Along with us, a little ahead, there was another ship, so we went into all the locks one after another. Each time it was possible to observe the next step that awaited us.

Watching the ship entering the lock, it seems incredible that we can fit in such a narrow space. Moreover, the price of a mistake here is huge.

After the locks, we ended up in one of the largest artificial lakes Gatun. In fact, all ships sail on top of the flooded jungle. The abundance of heavy rains enables the water level in the lake to be maintained.

Then we came to the second gate, on the way to the Pacific Ocean – Pedro Miguel. These locks lower us 9.5 meters into another artificial lake – Miraflores. And finally, the last stage, on the way to the Pacific Ocean, the Miraflores lock. Here we were lowered from the level of the lake to the level of the Pacific Ocean.

On the port side is the building for visitors to the Panama Canal. Senior members of the crew said that if we passed by this building during the day, there would be a huge number of people watching our good vessel passing through the Canal.
The outlines of Panama City on the horizon made an impression on me. I never expected to see such a modern city with skyscrapers. In some ways, the buildings are reminiscent of Dubai in terms of the variety of building shapes. Although due to seismic activity they are clearly not so high-rise.

By: Aleksejs Judincevs
MTM Amsterdam—Deck Cadet

The Future of Maritime Training

You don't need to look very hard these days to discover a lively, complex, industry-wide discussion taking place on the future of maritime training.

Take, for example, the concept of 'gamification' in a training context. Some training experts believe games – serious games, scoring points, beating an opponent – is a valid strategy for improving training outcomes. We are witnessing a creative burst of diverse techniques and tools being employed to attract and engage learners.

It's often said that shipping, and the training we deliver, needs to evolve if it is to engage a new generation of seafarer. We're a traditional industry, and sometimes slow to change, so will this training revolution actually take hold and become the norm? In this brief article I will set out some of the concerns and solutions being discussed and would really like to hear from those of you on the front line for whom this will inevitably be a part of your future.

TRADITIONAL CLASSROOM OR ENGINEERING WORKSHOP

I guess we should start by considering the future of the most common and traditional method of teaching/learning. The classroom. Will we ever, in our lifetimes, see the demise of classroom or workshop based tuition? One teacher, multiple students. With all the technology available now, is it the most effective way of educating and assessing personnel?

For sure the process of information exchange, in a physical room, between an experienced *human* tutor and a group of students has enormous value. But will it have to evolve to meet the expectations of emerging generations for whom a classroom is equivalent to the age of sail or coal powered propulsion? And what will that evolution look like? Robot teachers? Live hologram tutors (already a reality) beaming into multiple locations and across multiple time-zones?

The question also exists as to whether an ageing population of lecturers and tutors have sufficient equivalents coming through the ranks and back into the academic environment. A shortage of seafarers, a shortage of tutors?

How do you reflect back on your time at college? Will it look the same in 10, 20 or 30 years? Will there come a time when maritime colleges contain no books, no libraries…when everything is online and in a tablet or smartphone?

My view: I think the classroom/workshop will continue to play a part in how we deliver maritime education and training. But will the seafarers of today continue to resupply the vacant teaching posts of tomorrow?

VIRTUAL REALITY

Virtual Reality headsets are common nowadays. Many gamers use these to enhance the experience, to make the games more immersive. Training too has embraced this technology – albeit the rate of development, until recently, has been quite slow.

Its principle application for maritime is in the re-creation of a shipboard environment. So on the Bridge you would get a similar view wearing the headset as that on a full-mission simulator. And similarly, users would get tasks to perform and 'experience' a virtual, controlled environment prior to joining a ship.

Various other parts of the vessel: The Engine Room, Cargo Control Room, Deck, Pilot Ladder, indeed anywhere, can also be simulated.

I've tried these a few times and to be honest the technology felt like it still had some way to go. However, I am aware many more vendors are entering this market and subsequently quality is improving significantly. Headsets are relatively cheap (compared to physical simulators) and can be run with minimum of auxiliary technology (a smartphone, for example).

It would even work simultaneously in different locations. A Master based in Yangon, a 3rd Mate in Mumbai and a Helmsman in Manila could, theoretically, all take part in the same bridge team exercise.

I can see this being an attractive approach for those familiar with, for example, gaming where being 'in' virtual dimensions is not a huge psychological shift. There must of course be proven learning value in it or it will be largely seen as gimmicky. I do wonder if this is how the simulators of today, that we now take for granted, were first perceived.

My view: Virtual Reality will play a part in blended learning strategies of the future.

AUGMENTED REALITY

Augmented Reality, for this context, would principally operate at the workplace. One example would be a tablet whereby a user points the camera at parts of the vessel and on the screen they would see an overlay of data or instruction (maintenance, for example) related to what's being viewed. It's a convenient method of learning good practices and standard operating procedures.

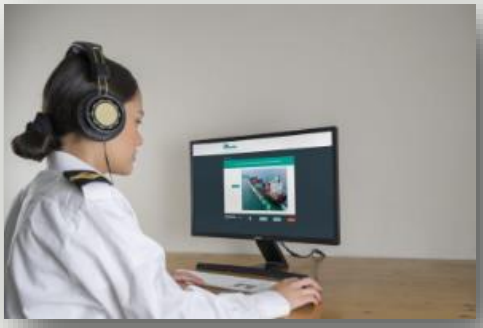
This technology is available, being used and has many positive benefits from an operational perspective. Whether it has a significant role to play in training is perhaps yet to be established. Could there be some way of using it to assess someone's knowledge for promotion purposes for example?

My view: From a purely training perspective I can see a new cadet familiarising him/herself with parts of the vessel/equipment using augmented reality tools. And I think it's that 'future tech' aspect that will appeal to younger generations.

COMPUTER BASED TRAINING

There was a quiet revolution in the Maritime Computer Based Training universe recently when many of the leading brands were gathered under the same umbrella and ownership. Well-known brands Seagull, Videotel, Marlins, MTS and several others are now all part of Ocean Technologies Group (OTG). Only time will tell if this monopoly will have a positive impact on shipboard maritime training provision.

Computer Based Training has many pluses. It is convenient, can be used onboard, in the office or at home. The information presented and assessment is consistent, time after time. It can make allowance for rank, department, vessel-type and nationality of the trainee. It's easy to operate with usually only a PC required and creates rich data sets for monitoring progress and knowledge gaps.



What is less understood is how people learn from computer training. Undoubtedly we all learn in different ways – we all have preferences and individual techniques for absorbing and retaining information. Sitting alone in front of a computer for a few hours may appeal to some, others less so.

Considering the extent of influence OTG will now have over how we do maritime training onboard in future one could say CBT is here to stay. That said, that company is also branching out into more tech inspired training solutions (artificial intelligence) so even CBT might, one day be on the decline. Their website proudly proclaims "Our Remote Proctoring solution combines real-time assessment monitoring with machine learning (AI) to both deter candidates from cheating and provide confidence that any suspicious activity will be flagged." We're witnessing the rise of the machines indeed!

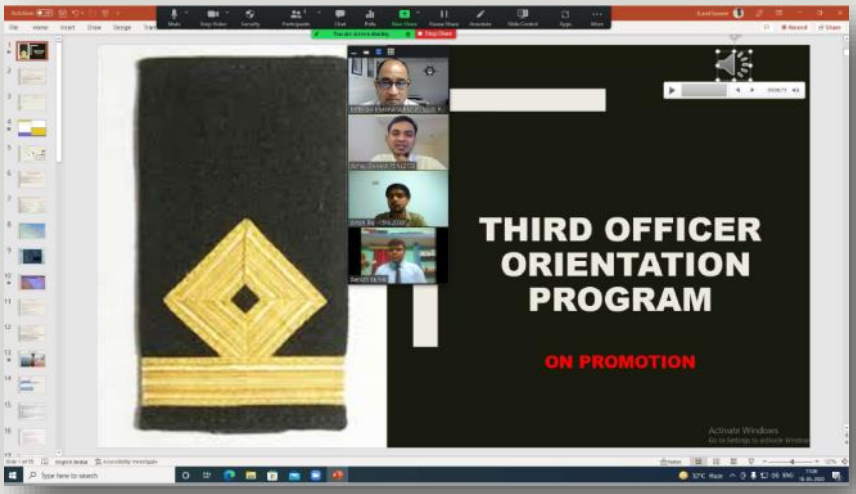
My view: I'm really not sure what the shelf life is going to be for 'traditional' Computer Based Training. I think it's likely to evolve into something more complex but for the time being the accessibility makes it a convenient choice for maritime employer and employees – and while that market demand exists, so will the product. Immediate access to libraries containing hundreds of carefully researched, updated, specialist subjects is an extremely rich learning resource.

VIRTUAL CLASSROOM

One unintended upside of the global pandemic was the way entire industries came to realise the value of virtual connections. How many of us wish we'd bought Zoom shares in Summer 2019!?

The virtual classroom allows us a convenient platform for lecture-style teaching/learning, where important discussions and lessons can take place without the cost and inconvenience of travelling to a central location.

The speed at which it became a normal part of our lives, our professional development, would have astonished even the most optimistic futurist. Of course anybody used to traditional learning methods and has enough IT knowledge to log on to a communication app – let's face it that's all of us – would find themselves in a world not wholly different to how we learned years ago. And that's the advantage it has over more hi-tech solutions – it's easy and familiar.



My view: Pandemic or no pandemic I think this type of connectivity for educational purposes is here to stay. It will get blended with other platforms and methods but essentially the virtual classroom will be in maritime education for years to come, and probably forever.

To summarise, the change is already underway with disruptors lurking all around wanting their 'solution' to come out on top. Technology is improving at such a pace it's difficult to foresee what all this will look like in 10 years. And of course much of it will get driven by how the vessels themselves are changing and incorporating what's been labelled the fourth industrial revolution.

So, over to you, our key workers. Am I right? Are there other methods on the horizon? How do you see the future of maritime training? Much the same as it is now or a huge radical overhaul and a completely new approach? Please let me know your opinion and I can include responses in the next Safety Talk.

Email me: allister.nisbet@mtmsm.com

By: Allister Nisbet
Group Training Manager

Celebrating Life at Sea

A happy crew creates a happy ship and EBONY RAY had a very good reason to be happy recently!

The entire ship's crew celebrated a rare moment in Rotterdam when Chief Engineer Elango Periyaswamy was able to give a double welcome onboard to his twin sons, Elwyn and Melwyn, to celebrate their birthday. What a lucky opportunity it was and a happy birthday from all of us in MTM!

We send sincere appreciation also to the port authorities for allowing a ship visit. This generous spirit allowed our Chief to be re-united with his young sons after a span of 2.5 years since they began their studies in Europe; their location enabling them to travel easily to The Netherlands and to join the vessel.

We're happy to share the photo sent to us by staff of EBONY RAY. A big thanks to Capt Vedvyas Verma, Chief Elango with his twin sons and the complete happy staff sharing a wonderful smile.

Defining Happiness at work can be categorized into 4 pillars: **"PERK"**

- ☑ **P**urpose – means knowing your work matters.
- ☑ **E**ngagement – means an engaged seafarer has a true sense of belonging and has vigour towards, dedication to and absorption toward work activities onboard.
- ☑ **R**esilience – means handling work challenges with grace and pride.
- ☑ **K**indness – means "learn to forgive". This maintains happiness and puts less burden on the heart. Of course, it creates HAPPINESS.

So our dear MTM fellow seafarers from all over the world, now is your chance for changing the work culture to create HAPPINESS. Let MTM know what you think; tell us what makes life at sea good, but also the things you would like to see changed. Share your views, tell your story and let us know how happy you are through similar photos and short videos showing PERK!!

Share at MTM Welfare welfare@mtmsm.com #celebratinglife #happinessatsea #mtmwelfare

By: Capt. Anupam Chaturvedi
Head of Fleet Personnel—Mumbai

Budgeting is Not Restricting , Its Empowering!

Austerity, cost-of-living crisis, inflation…the language of money seems to be all in the debit column these days! Being careful with money has never been more important it seems.

It's not enough to commit to rigorous self-care of your mind and body. Research has found that financial stress is one of the leading external causes of mental health issues among adults worldwide. So, don't underestimate the impact that true financial peace can make on overall mental health.

Practicing financial self-care means re-evaluating your relationship with money, saving, and investing to pave the way for a brighter and more secure future with less stress. In that regard, it is important to focus your time and energy on making concrete plans and goals that can support a healthy money mindset.

Financial Tips 101

Key tips for saving money

- ☑ Be mindful and buy things that you really need
- ☑ Track your income and expenses
- ☑ Put aside a specific amount of money on a weekly/monthly basis
- ☑ Pay off your debts
- ☑ Avoid using credit to pay your bills

Be careful on expenses during periodic purchases, i.e. gifts and vacation

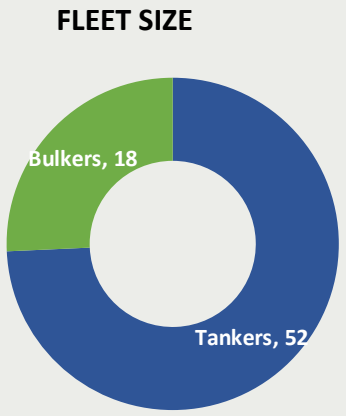
- Rethink your relationship with money: Track your spending
- Establish healthier money habits: Spend less than you earn
- Create a budget: Set realistic financial goals
- Invest for the long term: Make room for treats and plan for emergencies
- Improve your money mindset: Consider cancelling unnecessary subscriptions and expenses

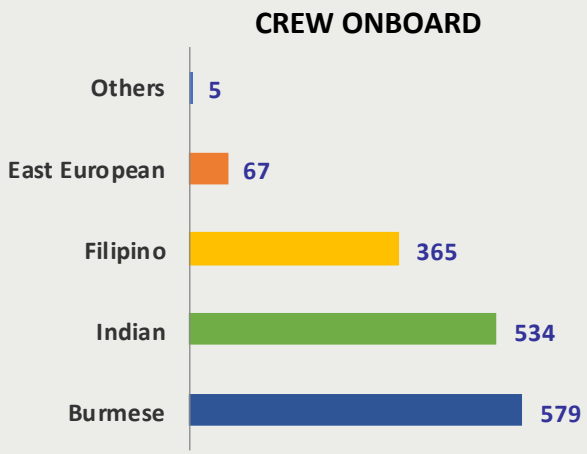
Keep in mind the 50/30/20 rule
50% for needs, 30% for wants, and 20% for savings or paying of debt!!

Retirement comes round all too quickly – make sure you are prepared for a good and easy one.

Thanks to SAFETY4SEA for use of this article.

MTMSM Updates





SHIP STAFF PROMOTIONS

CAPT RAHUL RAY
joined 2015

CAPT VITALY KOROBKOV
joined 2019

C/O ANURAG RANJAN
joined 2015

C/O SOE MOE AUNG
joined 2015

C/O HLWAN KO KO
joined 2015

C/O THU YEIN OO
joined 2009

C/E KYAW ZIN HEIN
joined 2009

C/E LINN HTUT WIN
joined 2007

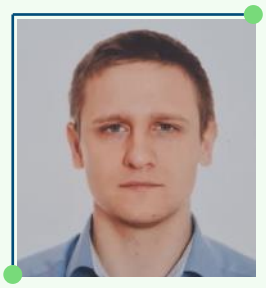
MTMSM Updates

SHIP STAFF PROMOTIONS

1 A/E ANUPAM SHARMA
joined 2015

1 A/E VIRAJ B KHANDEKAR
joined 2019

1 A/E PYAY SOE MOE NAING
joined 2012



1 A/E KRISTAPS VIDINEVICS
joined 2022

NEW JOINER IN SINGAPORE

NISHITH CHATURVEDI
VESSEL MANAGER—TECHNICAL
SEPTEMBER 2022

PROMOTIONS IN MUMBAI

LESLIE SEQUEIRA
Sr. Manager Travel
From Travel Coordinator
July 2022

CAPT. BHUPENDRA AMBEKAR
Sr. Marine Superintendent
From Marine Superintendent
July 2022

MANISH GOKLANNI
Sr. Technical Superintendent
From Technical Superintendent
July 2022

MANOJ SHARMA
Deputy GM/Branch Head
From Senior Manager—Recruitment
July 2022

NEW JOINER IN MUMBAI

AKSHATA PEDNEKAR
HR Manager
August 2022

SAFETY COMMITTEE MEETINGS

Like Drills, Exercises and brushing your teeth, monthly Safety Committee Meetings are a routine and necessary part of Shipboard life.

All meeting minutes are reviewed by the Ship Management Dept and of late it has been easy to detect a lack of interest by attendees/committee members on the odd vessel.
Lack of content and very obvious copying and pasting minutes from a previous meeting tell the story that on some ships interest has totally waned.
Fortunately we do still receive some very good meeting minutes where enthusiastic participation is apparent and meetings are regarded as essential.

Composition and Responsibilities of the Safety Committee are clearly described in the SMS Safety Manual and Ship Soft SCM Module

Definitions of a Safety Committee from 3 different sources

'The main purpose of a safety committee is to mitigate the risk of workplace injuries and illnesses.'
'A safety and health committee assists in the implementation of the shipowner's safety and health policy and programme and provide seafarers with a forum to influence safety and health matters'.
'For this reason a Safety Committee / Quality Action Team is formed on board each ship to monitor / discuss general working practices together with the discussion and reporting of all defects and accidents'

These definitions of a Safety Committee are from 3 different sources. They are all more or less saying the same thing but for me the best definition is the last one which is copied from our own SMS and wherein the word **discuss** is mentioned.
When attending these meetings you are all encouraged to speak up, we want to hear about issues such as PPE, Safe Working Practices, Near Misses/Unsafe Acts etc. Do not worry about what safety subject you choose to discuss it will fit in the meeting agenda somewhere and more importantly you will be listened to not just by senior staff onboard but also by staff in the Office.

To make ships safer than they already are we need all the help we can get from our Seafarers.

Please **Speak Up - we will Listen Up**

By: Capt Robert Ord
Sr. Manager, Marine

MTM SHIP MANAGEMENT

VISION

To achieve excellence in Ship Management.

MISSION

MTM's mission is to provide high quality value-added services to our customers through operational excellence and dedicated, empowered people working together. We deliver safe, reliable, and sustainable services and promote continuous improvement of our systems, standards, and culture to enhance customer satisfaction.

CORE VALUES

- **COMMUNICATION -** We encourage open communication and value feedback to build a healthy work culture and ensure employee satisfaction and engagement.
- **TEAMWORK -** We are stronger together as a team and work collaboratively.
- **ACCOUNTABILITY -** We believe in delivering our best and holding ourselves accountable for results.
- **TRUST -** We build open and honest relationships with transparency in decision making and fearless communication.
- **EQUALITY -** We treat people with a standard of performance that is consistent and equal.
- **APPRECIATION -** We recognize and appreciate our employees to create a unique company culture and strengthen employee relations.

MTM GROUP OFFICES WORLDWIDE

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To contribute or be featured in the next issue, send your articles & photos to melissa.canilang@mtmsm.com