



# SAFETY TALK

## Message from the Managing Director

Dear Captains, Chief Engineers and Colleagues at Sea,

A very Happy New Year to the teams at Sea and Ashore. May you make the upcoming year a successful one with your hard work, dedication and achievements. I wish all the success for the upcoming challenges in 2023... I wish more experience, more knowledge and more growth... May together we take our company to new heights.... Best wishes on New Year to you all & your families.



The ship shore teams have worked hard in 2022 and my sincere thanks to you all. We have done some wonderful things together in 2022 and there were some which could have been done better. Let us learn from this to enhance the safety culture and performance in 2023 to achieve the vision of being **excellent in Ship Management** through our mission: *“To provide high quality value-added services to the customers through operational excellence with dedicated & empowered people working together. We promote continuous improvement of our systems, standards and culture to enhance customer satisfaction. We aim to deliver safe & reliable services with zero incidents & no spills. We provide environmentally responsible services & solutions to the Owners after evaluating all cost-effective technology available to meet and exceed environmental regulations”.*

January 2023  
Issue No: Year-end 2022

### Inside this issue

|                                       |    |
|---------------------------------------|----|
| Full Speed Ahead 2023.....            | 2  |
| What a year!.....                     | 3  |
| Water Lubricated Propeller Shaft..... | 4  |
| Energy Efficiency Management.....     | 6  |
| Supply Chain Management .....         | 8  |
| Covid Care Updates on Policy.....     | 9  |
| ISWAN App.....                        | 10 |
| Food Safety On board.....             | 11 |
| Global Webinars .....                 | 13 |
| Empowering Women in Shipping .....    | 14 |
| MTM Cares for Seafarers.....          | 15 |
| Deck Cadet on MTM Santos.....         | 16 |

### MTMSM Updates Year-end 2022:

|                                      |    |
|--------------------------------------|----|
| Fleet Size & Crew onboard.....       | 17 |
| Ship Staff Promotions.....           | 17 |
| New Joiners in Singapore Office..... | 18 |
| MTM Notice Board.....                | 19 |



There will be new environmental regulations coming into force in 2023 and we have to be prepared for navigating through this successfully and providing sustainability to our customers. Please familiarize yourself with the company’s new Energy Management plan & Fuel Optimization initiatives through monitoring Hull performance, ME performance and Voyage optimization programs.

Sire 2.0 implementation is not very far off. We will prepare ourselves for this new regime of inspections. You will hear from me about this program in the 1<sup>st</sup> quarter of 2023.

2022 was a good year for us. We added 18 ships to the fleet. MTM has a good name in the Industry today. We hope to add 18-20 ships in 2023. Continual growth with repeat reliability in our services will take us to 100 ships in the near future. We shall celebrate this milestone together. Until then continue believing in MTM and work hard with dedication and motivation to keep the performance curve on the rise and with a steep gradient.

My best wishes to you all for a very happy and successful 2023. I thank you all for contributing the articles to the last edition of safety talk of 2022. Enjoy reading as much as I do.

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## Full Speed Ahead: 2023

In 2021, amidst the pandemic, we embarked on a mission to revamp our marketing strategy and re-establish the MTM brand worldwide with the main focus on increasing 3<sup>rd</sup> party managed tonnage. The consecutive regional lock-downs and limitations in traveling provided the opportunity to concentrate on online media, our new website and video meetings.

The feedback from the first year was immense and the new technological era has provided various means to reach out to people far and wide about MTM. Indicatively, our presence in LinkedIn alone has increased from 4,000 to more than 33,000 followers in 24 months to-date. This was achieved with the contribution of sea and shore personnel by following our progress and providing content for publishing. It shows the commitment and care of our people to establish that MTM is much more than just another Ship Manager. Undoubtedly, these modern online means are extremely powerful with high impact and very low cost however they constitute only a part of our marketing strategy.



The most important and notable marketing tool has been the people of MTM itself. In 2022 as we were able to travel more freely there has been no better advocate of MTM than bringing the people who actually run the ships to meet with new clients. Owners have seen the commitment of MTM and felt their ships will be taken care of on a personal level. We are very proud and grateful to have a unified family ashore and onboard that shines our culture in every meeting. This makes the differentiation that MTM is not just another 3<sup>rd</sup> party Ship Manager.

We are confident that the persistence and professionalism shown in pursuing top quality owners will bear fruit very soon and will provide MTM new opportunities to develop further. In 2022 we were also blessed to be able to meet physically and this amplified the bond between MTM members. We shared and discussed our vision of where we want MTM to be in a few years’ time. The commitment and enthusiasm evident across all departments, from top to bottom, led to new projects being initiated such as our procurement T-pool, Energy Saving Program and working on an ESG strategy for the future.

Ship management is constantly evolving, and the challenges are never ending. Ships in the sea are just machines in the wild and anything is eligible to happen. Only the human factor of the crew onboard and ashore – commitment, stamina, perseverance – keeps the shipping clock ticking. Therefore, it is imperative to take pride in our achievements but stay modest at the same time.

Evaluate our performance of 2022: share knowledge, continue training and adjust for the future with new confidence. With that in mind, I wish everyone onboard and ashore MTM a happy, healthy and prosperous 2023.

Believe in MTM and we will grow together.

*By: Dimitris Harbis*  
 Director of Global Business Development

## What a Year!

2022 has been a year of unprecedented expansion for MTM Ship Management Pte Ltd. This growth involved a combination of good business development strategy and the dedication of all employees both onboard and ashore. As a result, the year saw the introduction of 18 vessels, both Chemical Tankers and Bulk Carriers into our care and management.

Ship Management is a competitive market and our growth represents a manifest and tangible achievement. This is clear evidence of our growing reputation with shipowners for whom reputation is a critical factor when selecting a Ship Manager. MTM now stands shoulder to shoulder with other reputable and quality-oriented Ship Managers. This success can be attributed to a number of factors: good leadership, transparency and service quality provided to the clients while catering to their high standards and individual preferences.

A physical takeover of a Vessel requires detailed planning and preparation. A new Owner and/or Manager must have expectation of managing and operating the vessel immediately following a takeover with minimum downtime for the activity. We successfully inducted ships into our Management with a pre-notice of as much as a month while at other times a few days. Irrespective, all of them were seamlessly taken over where each department and individual, including crews, efficiently executed their responsibility, meeting and exceeding expectations.

Recruitment team identified and engaged skilled, professional officers and crew within the stipulated time. Training department on their part ensured that all officers and crew underwent the required training before they joined the Vessel. The travel department ensured that the crew reached their destination in time and in comfort. Next Wave Culinary (NWC) ensured timely supply of provisions. Technical, Marine, QHSE, Vetting department on their part ensured that documentation, supplies, briefing, inspections and all the other complex and essential requirements were done professionally.

The day of takeover is a critical day with many activities and unexpected challenges. This was the day of our seafarers, they were always up to the challenge and demonstrated their ability to handle and manage unexpected challenges. During change of Management there is always a risk of lack of continuity where the outgoing technical managers remove all maintenance and condition records from the ship, leaving the incoming crew and management with minimum information on the condition of both ship and machinery. Our seafarers were up to this challenge as well and collected as much information as possible from the outgoing crew. They worked hard and ensured that familiarization with the Vessel, initial set up of SMS, testing of critical equipment, drills and training, Initial audits by class etc. were carried out professionally and efficiently. Additional challenges of SIRE, CDI, tank/hold cleaning, tank/hold inspection, preparation and loading immediately on takeover were taken in our stride with confidence and pride. Kudos to our seafarers, all operations were carried out successfully within the time stipulated.

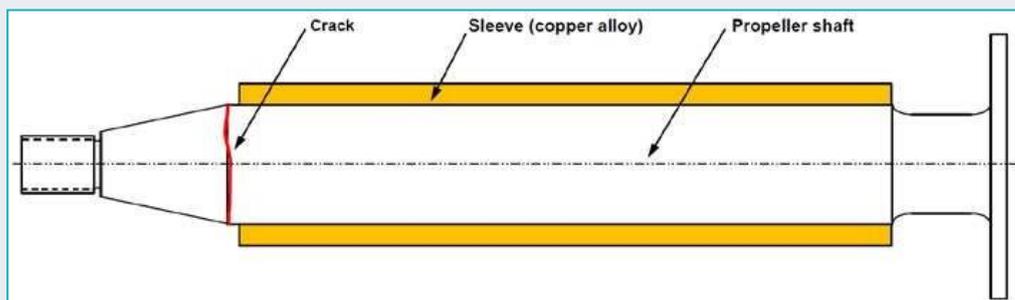
After a successful 2022 we are looking forward to inducting more Vessels into MTM Management with the support of our Seafarers in 2023.



By: *Capt. Samir Kumar*  
Vessel Manager—Marine

## Water Lubricated Propeller Shafts Failure

During recent dry dockings we encountered damage at the big end of the taper section of water lubricated propeller shafts on a few vessels, this resulted in severe losses and delays. Although cracking at the big end of the taper section of water lubricated propeller shafts (as shown in Figure 1) is rare, it is something which we have come across on 3 of our vessels during surveys. This kind of damage is usually discovered after a propeller shaft has been withdrawn for inspection and in most cases it requires immediate replacement of the shaft. As shafts are not readily available, the vessel is normally undocked and moored until a new shaft is ready and also warrants a second docking. Figure 2 shows a recent example of such cracking that required the immediate replacement of the propeller shaft.



*Figure 1: Location where cracking occurs*



*Figure 2: Recent example of cracking that required replacement of the propeller shaft*

Multiple factors may contribute to the type of cracking shown in Figure 2 but sea water ingress into the space between shaft and propeller boss is considered the main cause. When the surface of a steel propeller shaft that is unprotected by a copper alloy sleeve encounters sea water, the fatigue strength of the shaft will be drastically reduced due to the corrosive effects of the sea water. The continued exposure to sea water results in loss of fatigue strength. This over time inevitably leads to crack initiation. Therefore, measures to prevent sea water from entering and reacting with shaft material at the end of the taper is to be avoided.

A two-layer protection strategy (as shown in Figure 3) is an example of such means that is usually employed. The first layer is a properly designed and installed O-ring, while the second is a layer of grease that fills up the space between the propeller boss and the propeller shaft. These two layers work together to provide reliable protection for propeller shafts against sea water ingress and thus reduce the possibility of corrosion and cracks.

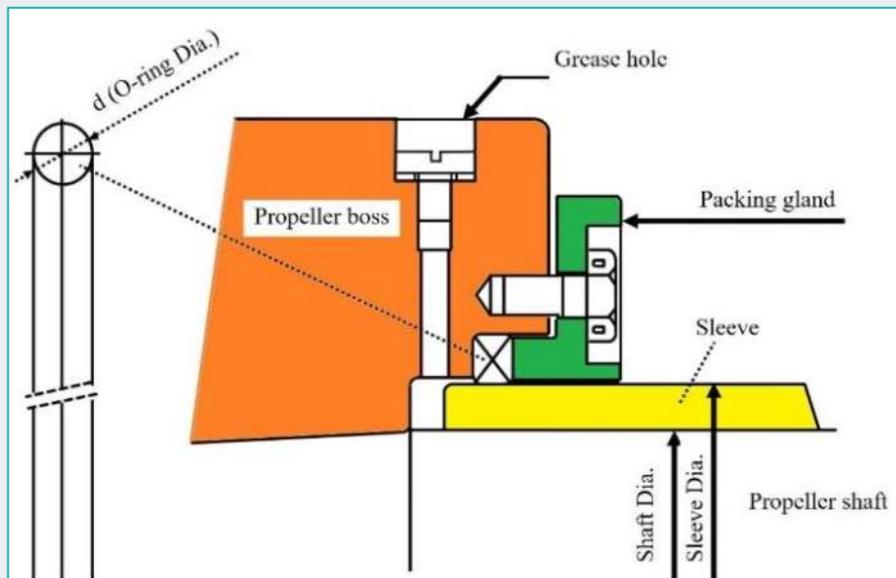


Figure 3: An O-ring and grease layer providing two-layer protection against sea water encountering the unprotected propeller shaft surface.

A propeller manufacturer (Nakashima) suggests carrying out checks during greasing as follows:

- ☑ Before fitting propeller, we have to take out two plugs for grease hole.
- ☑ Clear grease line and remove old grease.
- ☑ Insert the packing gland and O-ring into the propeller shaft before pushing the propeller.
- ☑ Once the propeller is installed on the shaft, the O-ring has to be correctly positioned in place and the bolts on the gland ring tightened equally.
- ☑ Apply grease from top-hole till it comes out from the opposite hole. Normally, **NLGI Classification 2 grease** is recommended.
- ☑ Arrangements are to be made to allow to vent any air present in these spaces at the time of filling.
- ☑ Put back both plugs securely and covered by cement.

Based on the above-mentioned points, it is strongly recommended that we should ensure that the two protection layers are always properly installed and maintained, especially during reinstallation after propeller shaft withdrawal during surveys.

Supervision of the process by Superintendent and Chief Engineer is very critical.

By: Sanjeev Singh  
Fleet Manager

# Energy Efficiency Management

## Goal:

Reduce carbon emissions by MTM vessels to comply with IMO Decarbonization timeline.

## Company Motto:

Target to reduce Fuel consumption by 1.0 MT/Day/Vessel.

## Strategy:

Reduce carbon emissions by reducing daily Fuel Consumption of the vessels.

- ◇ By efficiently operating the Main Engine, Aux Engines and Boilers.
- ◇ By optimizing cargo tank cleaning & cargo heating operations.

## Company Initiatives:

- ◇ Hull Maintenance and monitoring.
- ◇ Voyage Optimization.
- ◇ Machinery Maintenance and monitoring.
- ◇ Installing Energy Saving Devices.
- ◇ Fleet Vessels CII recording and monitoring.

## Hull Maintenance and monitoring:

- ◇ MTM has collaborated with leading Naval Architect company “Xship” for analyzing hull performance for our entire Fleet of vessels as per ISO 19030 standards.
- ◇ In case any vessels hull degradation (speed/Consumption loss) observed, immediate corrective actions are taken by arranging hull cleaning & propeller polishing.
- ◇ At every dry docking we are upgrading the vessels hull by applying high grade anti-fouling paints.

## Voyage Optimization:

- ◇ MTM is in the process of collaborating with leading voyage optimization Software companies for optimizing vessels voyage basis real time weather routing and planning shortest/safest route for most optimum voyage fuel consumption.

## Machinery Maintenance and monitoring:

- ◇ All Fleet vessels Main Engine, Aux Engine and Boiler conditions are monitored closely by our in-house developed Class approved Planned Maintenance System and timely maintenance is carried out to ensure optimized fuel consumptions.
- ◇ All vessels Main Engine performance is reviewed and monitored monthly to ensure engine SFOC is within close range to shop trial SFOC. Corrective actions are immediately taken if any deviation in SFOC is observed.

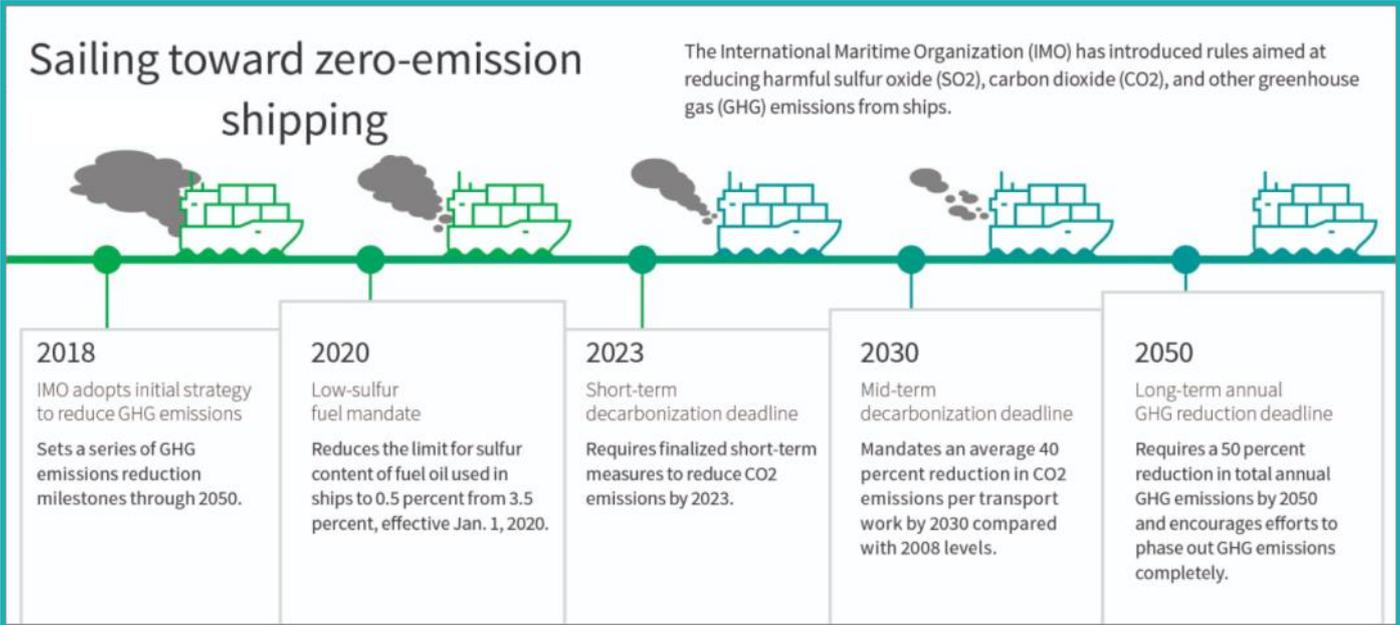
## Installing Energy Saving Devices:

- ◇ At MTM we are continuously exploring the feasibility of installing various energy saving devices onboard our vessels.
- ◇ Most of our vessels are already fitted with propeller boss cap fin (PBCF) which gives an estimated fuel savings of 3%.
- ◇ We have also initiated the project of replacing all fluorescent lights onboard by LED lights thus reducing energy consumption onboard.
- ◇ We have also undertaken feasibility study for installing other devices like Mewis Duct, Variable frequency drives, Wind rotor sails, Gills air hull lubrication etc.



**Fleet Vessels CII recording and monitoring:**

- ◇ At MTM we are recording and closely monitoring the vessels carbon intensity index (CII) parameters such as AER & EEOI by our in-house Class approved “ShipSoft” software as per the IMO guidelines.
- ◇ IMO DCS and EU MRV data is also recorded, and annual reports are generated through our “ShipSoft” software for submission to IMO & EU commission.
- ◇ All vessels EEXI technical file is prepared and approved by Class. Basis attained EEXI value Engine Power Limitation (EPL) will be carried out to mechanically lock the main engine governor at the reduced calculated power.



*By: Rajneesh Atre*  
Sr. Fleet Manager

# Supply Chain Management



Procurement Department issues and achievements.

During 2022 MTM Crew Webinar events the Procurement Department took the opportunity to highlight some key instructions to maintain a secure, reliable supply chain:

## Spares

To keep spare part inventory up to date.

The ship's staff start ordering spares at least 4 months before overhauls are due.

Full details of equipment (Type, Make, Model, Serial numbers) to be stated in the requisition form.

## Lubricants

Lubricating Oil uplift to be carefully planned and limited to convenient ports only.

Full top up (as per Procedure) to be done in convenient ports.

## Ship Stores

Quarterly stores to be ordered in convenient ports only.

All stores' requisitions to be sent to office at least two weeks before arrival to convenient port.

Since these instructions were announced nearly 6 months have passed and good progress has been noticed; around 50% of all deliveries are carried out in convenient ports and with MTM preferred suppliers. However as there is always room for improvement, we have set a target for the year 2023 to increase this number to 70%.

Logistics remains the weak point at present. Freighters demanding their customers to book cargoes well in advance. Exact details of the shipments i.e. weight and size to be indicated during booking. If the details are not correct freighter may decline the consignment while reserving the right to charge a cancellation fee up to 80% of the price of shipment.

When spares are stored at our warehouses, we know exact weight and size. The problem we face is the last-minute orders where we must rely on information given by suppliers of spares and stores which in most cases are not correct and significantly differ from the actual. As result recently we had to delay departure of one of the ships by five days as critical spares were not loaded to the aircraft due to 70 kg difference from initial booking.

Early ordering allows us to collect spares in warehouse well before shipment, remeasure, reweigh and even repack if needed, declare correct details and get it delivered without delay to the vessel in convenient port.

We will keep updating our crews regularly on important issues and achievements the Procurement Department is encountering.

We send to you all our Season's Greetings and wish you a Happy and Prosperous 2023!

*By: Albert Trull*  
Head of Supply Chain Management



## COVID CARE—Updates on Policy

To the great relief of everyone in our industry, countries have been relaxing their strict COVID policies for travellers; as a consequence shipping companies are similarly easing protocols for crew changes. At MTM we have changed our earlier policy after taking many factors into consideration and in consultation with a panel of doctors.

We must continue to be vigilant however, COVID and its variants are still very much out there! It is under control thanks to a high rate of vaccination uptake reducing case numbers and generally controlling outbreaks of infection.

Vaccination has made a striking difference in the world and keeps the current level of positive cases from becoming an emergency that overwhelms ICUs and leads to more illness and death. The world has witnessed and experienced overwhelming infection rates and it is sobering to reflect on the estimated 660 million cases leading to over 6 million deaths.

Everyone, everywhere has been affected in one way or another and we should remember the impact it has had on family, friends and colleagues.

In line with industry guidance at MTM we have reduced the number of PCR and antibody tests prior to joining, however it does not mean we should let our guard down; MTM continues to put the safety and wellbeing of our crew as our top priority and we have made booster shots mandatory for all our seafarers.



*Earlier this was how crew required to travel*



*Currently relaxed travel requirement*

### **What is the booster dose?**

It is essentially a third dose of the vaccine that is administered to boost potentially flagging immunity against the virus. Countries around the world acknowledge that vaccine immunity wanes over time, increasing the individual's vulnerability to the disease. Many national governments have advised their citizens to use an alternate version of the vaccine for the third shot as it increases immunity.

### **Should you take the Booster dose?**

If you haven't yet, you most certainly should! If you need to convince yourself of the need for it, perhaps you could look at the recent spike in China and other countries as a good reason. There seems to be a distinct correlation between statistically low vaccination and booster uptake and the size and severity of infection outbreaks.

Be kind to yourself, your family and colleagues: take the booster shots (shore staff and sea staff) and keep our ships' crews immune for a safer and healthier 2023.

*By: Ajit George*

Head of Crewing Operations

## ISWAN App

Our partnership with ISWAN is over a year old. We are proud that our crew can access free confidential advice or a simple chat on any topic that is concerning them. As it is confidential we have no information if anyone contacted ISWAN in the past year. If anyone did, I hope it provided comfort.

ISWAN are very engaged with their members and we regularly receive information on how we can similarly engage with our employees at sea. They provide some good materials that will help us to help you.

Recently, ISWAN joined forces with [The Shipowners' Club](#) to launch *ISWAN for Seafarers*, a mobile app which offers a direct line to ISWAN's 24-hour helplines and offline access to resources for seafarers.

**No internet connection needed**

The app does not use data when open and seafarers can access information and resources at any time while at sea or ashore.

**Instant access to 24-hour help and support**

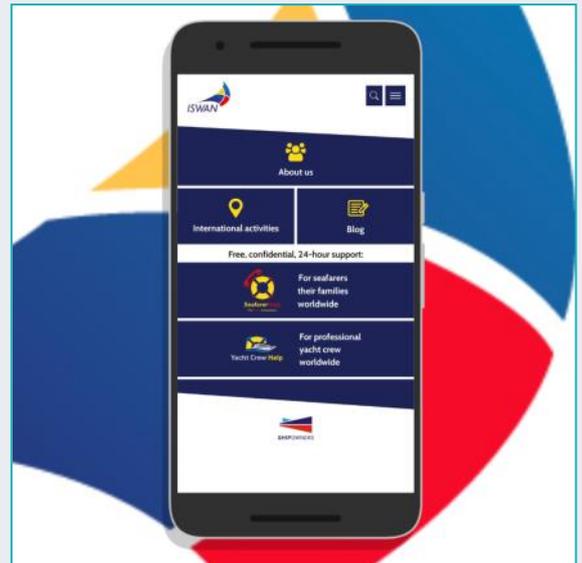
Via the touch of a button in the app, seafarers can contact one of ISWAN's free, confidential, international helplines: [SeafarerHelp](#) (for all seafarers and their families) and [Yacht Crew Help](#) (for professional yacht crew).

**Useful information and resources specifically for seafarers**

...including ISWAN's [self-help health materials](#), access to ISWAN's [Seafarer Centre Directory](#), and guidance on topics such as contract issues, abandonment, and bullying and harassment.

**Latest news and articles**

The app features a blog containing recent articles on seafarers' welfare-related news and topics, which can be refreshed when an internet connection is available.



Download the *ISWAN for Seafarers* app via [Google Play](#) or the [App Store](#)

\*Please note that an internet connection or phone signal is needed to contact ISWAN's helplines via the ISWAN for Seafarers app.

*By: Allister Nisbet*  
Group Training Manager

# Food Safety Onboard

A ship is a place where emergency resources are minimal and getting the required aid on time cannot be guaranteed. As such, the ship becomes an extremely isolated place at times and so the highest standards of safe practice need to be followed during daily chores. The origin of many diseases/viruses/infections is from the food that we eat and/or the water that we drink. If adequate precautions are not taken with the consumption of these products it could lead to potentially dangerous health hazards.



The following is a note on food related hazards and the precautionary measures that need to be taken to prevent their occurrence on board a vessel.

## What is food contamination?

Food contamination is a stage where foodstuffs get infected due to chemical/biological reactions and become harmful for consumption. A common cause of contamination is bacteria and there are various ways through which they come in contact with foodstuffs or grow in them.

Bacterial contamination occurs only at certain temperatures, i.e. between temperatures 20 - 50°C. At temperatures below 5°C the bacteria are dormant and inactive but not dead. Bacteria cannot grow above 63°C and so proper cooking methods need to be followed. Bacterial growth can occur on a ship due to any one of the following favorable growth conditions that are likely to exist:

1. Improper food storage conditions: temperatures of the reefer rooms or the dry storage rooms above the required temperatures can cause bacterial contamination.
2. Improper storage of food, for example first in first out (FIFO) system not followed.
3. Substandard quality of products that the ship may have received, especially at uncommon locations.
4. Following incorrect methods of cooking food, such as :
  - ☑ Re-freezing thawed frozen food.
  - ☑ Raw meats kept outside in normal temperatures for a long time.
  - ☑ Cooked food kept warm for a long time.
  - ☑ Keeping raw and cooked food together.
  - ☑ Unhygienic handling of food.
  - ☑ Improper working practices, e.g., -
    - \* Kitchen equipment/working gear not adequately cleaned.
    - \* Work area in untidy condition.
    - \* Dusters used not cleaned regularly.
    - \* Drains not properly cleaned.

## Cross Contamination

Cross contamination can be caused due to unsafe handling of food products, especially when cooked food is handled carelessly after handling of raw food or meats. Consequences can be serious and the most effective ways to prevent the same are given below.

## Effective measures to prevent contamination

### Storage of food stuffs

- ☑ Store foods on shelves at least 6 inches above ground level and 2 inches away from bulkhead.
- ☑ Temperature of store rooms needs to be monitored at all times. Ideal/Recommended food storage temperatures are as under:

| Product Category                          | Temperature    |
|---|----------------|
| Fresh Veggies & Fruits and Dairy products | 3°C to 5°C     |
| Fish                                      | -18°C to -21°C |
| Meats & Poultry                           | -17°C to -19°C |

- ☑ Appropriate rotation of stored stock is essential: always follow the FIFO (First in First Out) system.
- ☑ Frozen foodstuffs should be handled with care and temperatures should be maintained as required.
- ☑ Frozen foods should be thawed at 4 to 8 degree Celsius, for around 8 to 10 hours.
- ☑ Foodstuffs in powder form should be kept in sealed containers and away from moisture.
- ☑ Dairy products and juices need to be kept refrigerated at all times.
- ☑ Stack received supplies properly, follow basics of store management.
- ☑ Check for any pest infestations in the storage area and if observed deal with promptly.
- ☑ Plan a schedule for store cleaning, carry out regular checking, weekly cleaning and overall cleaning.

### Usage

- ☑ Keep ready to eat food separate from all raw foods.
- ☑ Keep food covered at all times.
- ☑ Empty out all tins and never store in the containers once opened.
- ☑ Do not use rusted or damaged tins of food.

### Processing

- ☑ Frozen meats to be completely thawed before cooking.
- ☑ The time between refrigeration and cooking, cooking and eating, cooking and refrigeration, and refrigeration and serving must be kept to a minimum at all times.
- ☑ Always follow food safety instructions for particular high risk products like frozen foods.
- ☑ Do not use anti-infectants when foodstuffs are handled in the vicinity, carry out these activities after closing down for the day.

### Disposal

- ☑ Disposal of food garbage has to be done daily with the consent of Chief Officer on board.
- ☑ Keep garbage containers covered at all times.
- ☑ After disposal of garbage, wash and clean containers with disinfectant liquid.
- ☑ Pest infestation risk is maximum if garbage is not managed and disposed of properly.
- ☑ Follow the instructions given in the garbage management plan for the same.



*By: Gurdip Singh Sodhi*  
Senior Manager—NWC

# Global Webinars



In December 2022 we conducted our Q4 webinar series for our crew based in Myanmar, Philippines, Europe and India. In these four events we were able to reach nearly 400 MTM crew, to speak directly to you and provide some important company and industry updates. It was also a great opportunity to create an open forum to dialogue on issues and concerns.

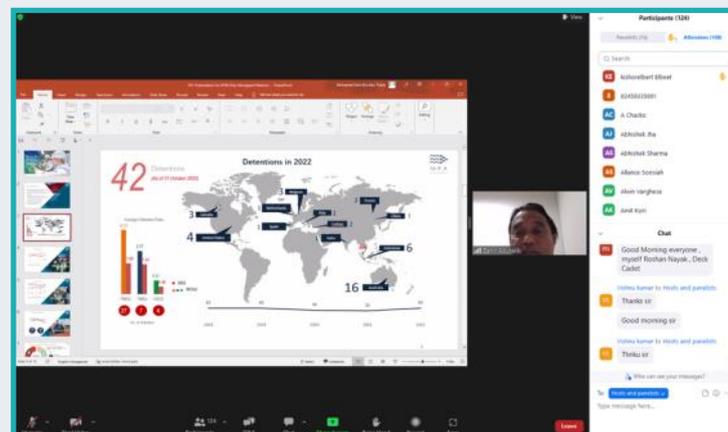
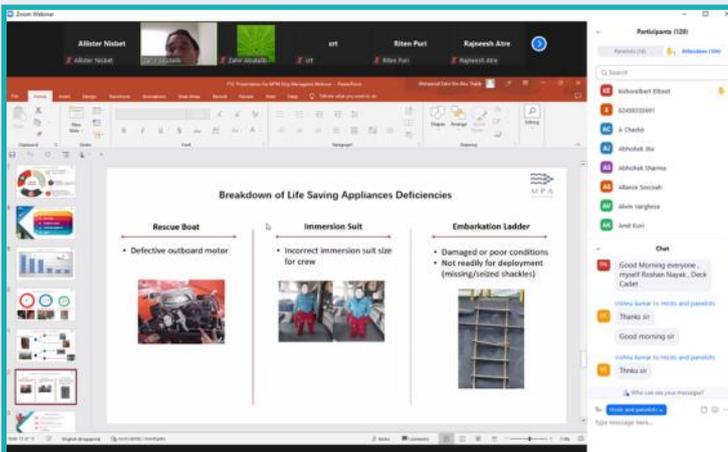
With all the talk surrounding global environmental concerns it's perhaps not surprising we discussed in some detail topics that impact our company and industry: 'Energy Efficiency', 'Voyage Optimisation', 'Hull Performance', 'ME Performance Monitoring'. We also spent time discussing our PMS system, ballast water treatment systems, personal safety, vessel cosmetic condition and tank cleaning.

For two of the events, in Philippines and India, we were joined by Principal Marine Surveyors from Singapore MPA who provided us with very interesting flag and port state perspectives particularly with regard to vessel inspections. This complemented well our DPA, Capt Padhi's PSC presentation. This is certainly a topic we cannot afford to get complacent about.

General Manager Mr Hariharan Sankaran, who opened and closed each event, was delighted at the number of crew who attended and commented that we would be aiming to run physical seminars from 2023.

We want to thank our colleagues in the crew offices in Yangon, Manila, Riga and Mumbai for their kind assistance in making these events a great success! Also, to all the crew for taking time out from their leave to listen and participate.

If you get invited to one of our webinars or seminars next year do please make the effort to attend; the exchange of ideas and opinions is interesting and useful.



Webinar on-screen View



Behind the scene

By: Allister Nisbet  
Group Training Manager

# Empowering Women in Shipping

They say change is the only constant in this world, however slowly it might happen. And in a traditional industry like shipping, we sometimes move slower than most. There is a sense though, in many aspects of our industry, that this is changing.

Shipping is still dominated by men, make no mistake, but the winds of change are blowing. Many industry bodies are making the route into shipping for women an open door. Enlightened employers have realised that there is a pool of untapped talent in half the world's population. The male dominated industry of yesteryear is working together to empower women working in the shipping industry and eliminate gender inequality to create a diverse and more gender balanced work environment.

In MTM we are committed to support and encourage more women to consider a career at sea. The company believes that a diverse team can work together and deliver good results by sharing different perspectives and experiences. And over the years it is encouraging to witness more and more women successfully making a career in the shipping industry.

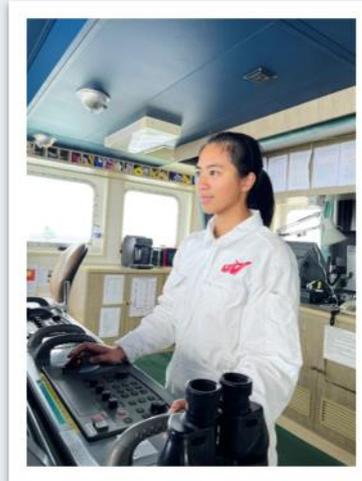
The company ensures that women ashore and on board are equally respected, protected and supported. Further, by giving women an equal chance to excel and demonstrate their skills and knowledge women are also excellent and effective leaders.



*2/O Chelsea Perido -  
Hokori*



*2/AE Abigail Buhong -  
Alice*



*Deck Cadet Nicole Gumpad -  
MTM Santos*

*By: Melissa Canilang  
Executive Assistant*

# MTM Cares for Seafarers

**Shipping moves the world...and without the people of shipping, the world would stand still.**

The Philippines is testament to this truth and at MTM Manila office, Next Wave Maritime Management Inc, we believe our people, onboard and ashore, are our key assets. We are committed to our core values: communicate for a healthy work culture; trust in open and honest relationships; work together as a team; treat people consistently; accountability and appreciation of our employees.

But it's not all work! Relationships are forged inside the office and outside and we were very happy to welcome our Managing Director, Capt Rajiv Singhal, to Manila recently where we held some productive business meetings and also took the opportunity to celebrate the holiday season together; appreciation for all the dedicated work conducted in the year.

Joined by friends and families we enjoyed a fantastic evening as these photographs testament. So it's goodbye to 2022 and welcome to a new year of progress and achievements!



*By: Engel de Guzman*  
Fleet Personnel Manager

## Learning the ropes on MTM Santos

My thoughts were heavier than my luggage.

It was my first time boarding an international flight and worse, I was alone. Good thing I had the internet to browse for information on how to board a connecting flight or what to expect from immigration. Through grace, I got on time to my boarding gates, passed all immigration checks and landed safely at Istanbul.

Eventually I boarded safe and well on MTM Santos and I was warmly welcomed by the Captain and crew. All is well I thought. The following day I was briefed for my duties and responsibilities on board, had my rounds for familiarization and jotted down all the important information that I needed to know.

I was able to observe the leaving Deck Cadet as he does his everyday work and which will soon be my job. It really was too much information to take in one day. However, there was no room for excuses, all must be done or go home. It wasn't long before I got the hang of it and assertively do it now on my own.

In my 2 months on board I assisted the Chief Officer on various inspections, in preparing cargo documents and various ship checklists as per company requirements. We also examined different cargo equipment and identified their importance to cargo operations. Not only that, we familiarized and tested the ship's equipment and I even assisted my senior officers on cargo operations. Apart from that, I was also acquainted by Second Officer and Third Officer on how to utilize bridge facilities and the use and importance of life saving equipment on board. Also, I took it in my liberty to join them in their watch and grabbed that chance to learn more on watchkeeping.

Nevertheless it wasn't all work routines in the previous months. During free times I ask my senior officers' help in answering my Training Record Book and without hesitation they've been open in imparting me some of their knowledge. Not to forget, it wasn't only them who've been educating me but also the other crew members.

Sea sickness was normal, I've felt it underway to Brazil and up till now I still feel it most especially on rough seas. However, my colleagues here laugh at me because the waves we're experiencing are far from the actual waves that would really make you feel nauseous.

Ashdod, Israel, my very first shore leave. I was extremely grateful to have walked the grounds of Jerusalem and Bethlehem. Such joys are not only from stepping into a different country and culture but can also be found with the vessel underway. I've seen a pod of dolphins and whales travelling with us from time to time. Sunsets and sunrise, always in awe with their consistency. Shooting stars and the different phases of the moon. It is with little things that I find comfort now that I'm far away from home.

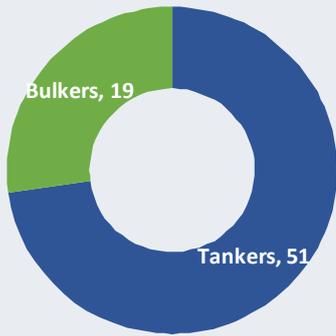
I've been only on board for two months and there is still much to learn. It is a continuous process and I'm very much thankful for my senior officers and other crew members who've been helping me cope with the work that's needed to be done.



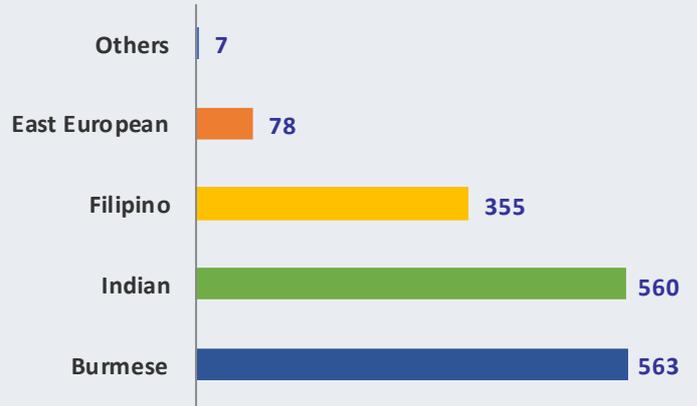
*By: Nicole Gumpad*  
Deck Cadet—MTM Santos

# MTMSM Updates

## FLEET SIZE



## CREW ONBOARD



## SHIP STAFF PROMOTIONS



**CAPT NAY LIN TUN**  
joined 2004



**CAPT PHYTO MIN NAING**  
joined 2002



**C/O SHEIN PAING AUNG**  
joined 2009



**1 A/E ZIN THANT KO KO**  
joined 2012



**C/O GANESH LAMBE**  
joined 2015



**1/AE PRADYUMAN BAJPAI**  
joined 2015

## NEW JOINER IN SINGAPORE



**AKHIL AGARWAL**  
VESSEL MANAGER—TECHNICAL  
DECEMBER 2022



**ZAW MOE**  
SR TECHNICAL SUPERINTENDENT  
DECEMBER 2022



**WIN HTUN AUNG**  
TECHNICAL SUPERINTENDENT  
DECEMBER 2022



**PYAE SONE HTUN**  
MARINE SUPERINTENDENT  
DECEMBER 2022

# MTM Notice Board

## INCIDENTS and INJURIES / NEW YEAR RESOLUTIONS

“OLD FAVOURITES” still with us in 2022 although numbers of incidents are decreasing which is good to see.

| INCIDENTS  | NEW YEAR RESOLUTIONS   |
|--|--|
| ▽ Finger Crush Injuries                          | Avoid use of fingers/hands – use a gemmy, tool or bull rope where possible.  |
| ▽ Dangerous Pilot Ladder and Access Arrangements | Report damaged equipment   |
| ▽ Mooring Lines Parting                          | Pay attention in pre-mooring operation toolbox talk.   |
| ▽ Slips  | Mop up spills, clean slippery decks. Don't walk by.  |
| ▽ Trips and Falls                                | “One hand for yourself and one for the ship, only fools and first trippers descend ladders not holding hand rails” |
| ▽ Minor Eye Injuries                             | Easy one – Wear safety goggles, appropriate PPE.   |

Industry records prove that more than 80% of the accidents we have on our vessels (or ashore) are attributed to poor judgement, lack of common sense and lack of knowledge.

All of these can be summarized under the term Human Element failure.

It is this human element that drives what happens every day at work either onboard a ship or in the office.

Please continue to give serious consideration to safety when going about your daily work routines and join me in adding the following to your list of New Year Resolutions for 2022 -

“Making better use of judgement, common sense and knowledge to avoid accidents” – **BE MINDFUL OF SAFETY RISKS** – Thank you.

### END OF ANOTHER YEAR

A big year for MTM Ship Management: 18 ships IN and 7 ships OUT. MTM will continue to grow in 2023 and the future looks good.

The biggest story of a busy 2022 must be the scourge of Covid-19 has gone, albeit not totally but sufficiently to enable us to get on with our lives.

We sincerely hope anxiety related to the pandemic has eased somewhat. I am glad to say Crew relief schedules are getting back on track and we note that opportunities to get ashore for a walk up the road are opening up again (not all ports sadly).

A very sincere ‘thank-you’ to our Seafarers for their resilience and patience in tackling the challenges presented by the pandemic.

Wishing you all a Safe Watch and Calm Waters in 2023

**PLEASE HELP US MAKE GOAL ZERO HAPPEN IN 2023**



**Farewell MTM Fairfield**

*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 the customers through operational excellence with dedicated & empowered people working together. We promote continuous improvement of our systems, standards and culture to enhance customer satisfaction. We aim to deliver safe & reliable services with zero incidents & no spills.

We provide environmentally responsible services & solutions to the Owners after evaluating all cost-effective technology available to meet and exceed environmental regulations.

### 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



*Safety Talk Design & Layout by: Melissa Canilang*

*To contribute or be featured in the next issue, send your articles & photos to [melissa.canilang@mtmsm.com](mailto:melissa.canilang@mtmsm.com)*