



SAFETY TALK

Message from the Managing Director

Dear Colleagues At sea & Ashore

Safety First: We began the year with commitment towards improving safety awareness among our seafarers. MTM's Advanced training program was launched called "AMTM Training program". The program included modules on mental wellbeing and behavior-based safety. With the help of training teams in our manning centers, over 400 seafarers been trained. The aim is to complete this training with 100 % of our sea going staff by end of 2024.

The industry has seen many incidents & fatalities due to procedures not followed in making an entry into enclosed spaces and falling overboard.

HIGHLIGHTS

1. MESSAGE FROM THE MANAGING DIRECTOR
2. CYBER SECURITY - PHISHING & SPOOFING
3. "TIGER IN THE CAGE" - A NEW APPROACH TO SHIPBOARD RISK ASSESSMENTS
4. ADVANCED MTM TRAINING PROGRAM
5. NAVIGATING THE WAVES OF SAFETY EXCELLENCE
6. DRY-DOCKINGS
7. CAREER JOURNEY WITH MTM
8. MENTAL WELLNESS
9. VESSELS TAKEOVER
10. MTMSM UPDATES



The management team reviewed the statistics on these cases and found what you can see below.

ENCLOSED SPACE ENTRY INCIDENTS

310

Enclosed Space related Fatal accidents since 1996 !

39

Lives lost in Enclosed spaces in year 2019

24

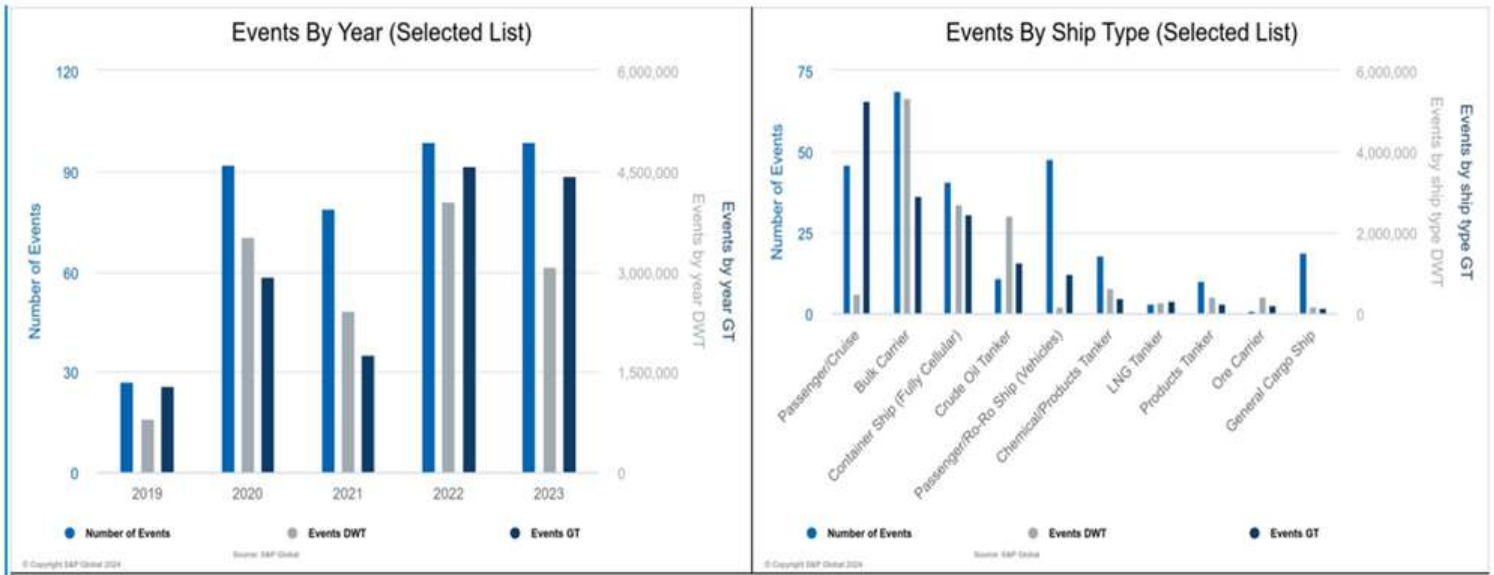
Lives lost in Enclosed spaces in year 2022

31

Lives lost in enclosed spaces in 2023!

&

MAN-OVERBOARD INCIDENTS IN PAST 5 YEARS



The management team debated on the following:

- What are the industry trends regarding crew related incidents?
- What if crew does not follow the procedures?
- Why does crew take short cuts at times?
- Can we do something to improve the safety culture?
- Can we do something to improve the system and change the mindset?

The role of human factor in incidents was reviewed. Discussions were held on Mental well-being and BBS. All this led to the development of the course mentioned above. The milestones were set as follows.



We all have obligations to remain safe & healthy to look after our families. So please follow safe working practices and look after yourselves and your colleagues. Please strictly follow:

- Daily Toolbox meetings are done with your crew.
- All Relevant PTW and associated RA are carried out to prevent Injuries.
- Stop work culture is respected and practiced by all crew on board.

While the training team is carrying out the training program ashore for all seafarers, I would like to see masters and CE taking the lead in repeating the same training on board with their crew to reinforce the understanding of Safe working practices, Mental well-being and BBS.

Seafarers' safety & welfare is of paramount importance in MTM. The drive towards enhancing safety culture and sustaining it being achieved through:

- Delivering AMTM training program in physical sessions and limited group size.
- Continual improvement through feedback from internal and external inspections.
- Improvement in socialization on board.
- Shore staff participation in ship's monthly SCMs.
- Daily safety moment at 1500 SGT with participation of managers in all locations.
- Driving & constantly reminding ships about DTB & STW culture.



Ensuring safety is not only a priority but our responsibility. As a Captain of the MTM team, I urge every member at sea and ashore to adhere strictly to safe working practices. Your diligence and attention to detail are the corner stone of accident prevention and crew well-being.

Every task, no matter how routine, deserves your full attention and adherence to safety protocols. By prioritizing safety in all operations, we not only protect ourselves but also safeguard the integrity of our ships and the precious cargoes we carry.

Let us continue to uphold our commitment in safe practices both on deck and Engine to ensure our voyages are always safe.

Sincerely yours,
Rajiv Singhal

CYBER SECURITY—PHISHING & SPOOFING

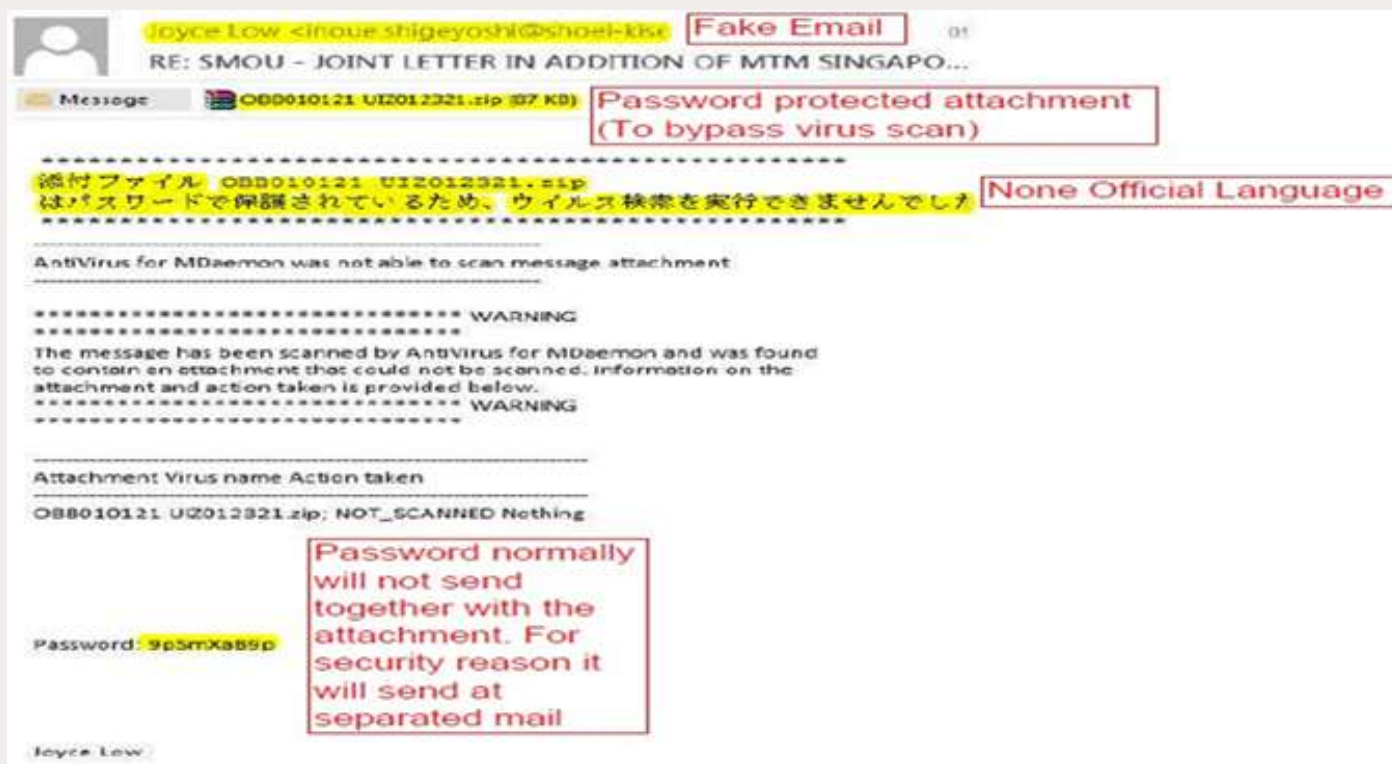
Familiar with Phishing and Spoofing?

Phishing or spoofing emails and text messages may look like they are from a company you know or persons you trust. Almost all phishing attacks can be broadly divided into two categories.

- 1) Tricking users to pass on sensitive information via spoofed sites.
- 2) Getting the user to install malware through a click in a communication or email malware attachment through Spoof Email.

How to identify phishing & scam emails?

Example:



Beware of links in emails

If you see a link in a suspicious email message, do not click on it. Place your mouse cursor on the link (but do not click), the real web address will appear, as shown in the box with the yellow background.

Threats

Have you ever received a threat that your account would be closed, your mailbox quota had reached and will be suspended if you do not respond to an email message? Do not respond, always check with the IT administrator.

Spoofing popular websites or companies

Scam artists use graphics in email that appear to be connected to legitimate websites, but it redirects you to scam sites or legitimate-looking pop-up windows.

HOW CAN YOU PROTECT YOURSELF FROM PHISHING & SPOOFING SCAM?

DO's

ALWAYS read emails carefully

A phishing email may claim to be from a legitimate company or personnel you are familiar with.

ALWAYS authenticate the sender's email address

Verify the sender email address and check if the links in the email content are legitimate.

ALWAYS use Protection Software

Antivirus and firewalls should be used to prevent phishing attacks and users should update the programs regularly.

DON'Ts

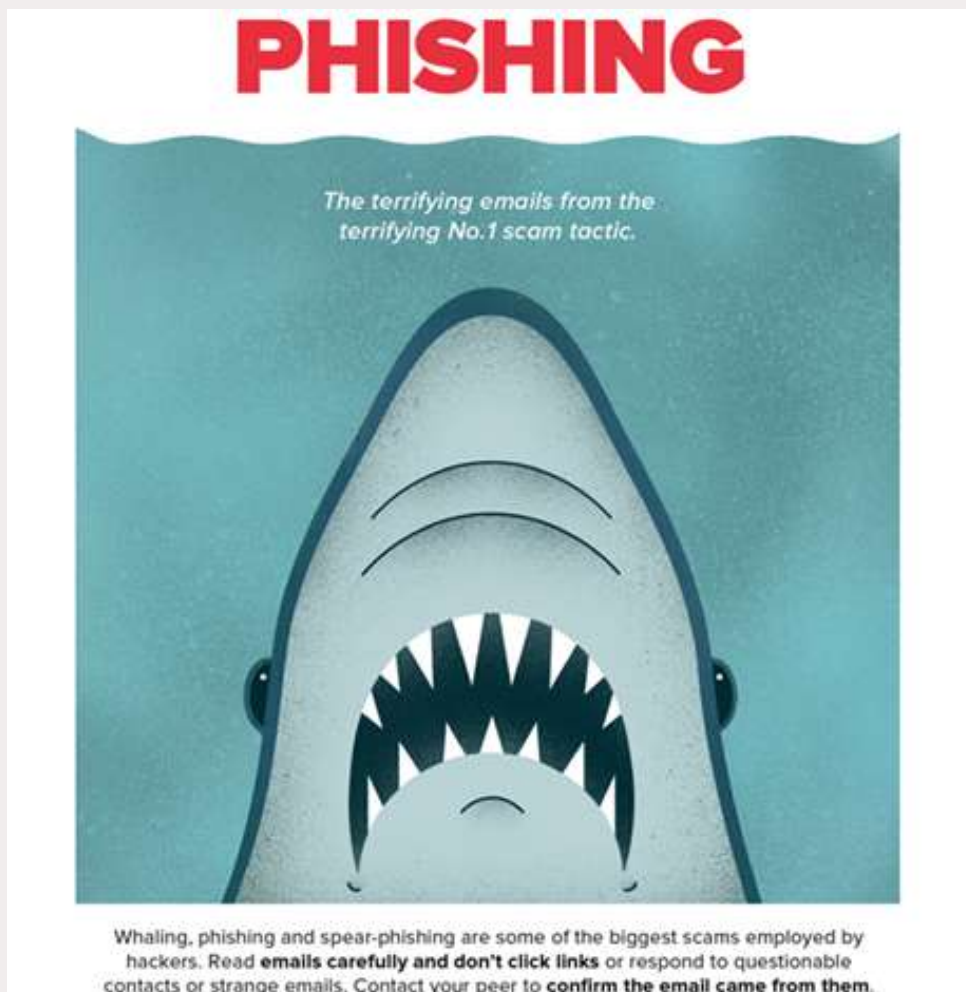
DO NOT provide Financial or Confidential Information

Most of the phishing/spoofing emails will request you to provide financial or confidential information. Never provide any information unknown/suspicious sender.

DO NOT send Personal Information through emails

Never provide any sensitive information to anyone. Make it a habit to check the email address and the URL of the website. A secure website always starts with "https".

DO NOT click or download any emails links/attachments/files from unreliable/unknown sources



*By: Ming Quan Li
Head, Dept of IT*

“TIGER IN THE CAGE” - A NEW APPROACH TO SHIPBOARD RISK ASSESSMENTS

A famous saying in Marine Insurance Industry rightly warns all stakeholders by stating - “Every marine venture is an adventure”. Undoubtedly, Seafarers working onboard ships will fully agree with this statement as they encounter unknown / uncertain events and associated risks almost on a daily basis. The ISM code para 1.2.2.2 of ISM code too states that Safety management objectives should be to establish safeguards against all identified risks.

1. So, what is a RISK?

Simply speaking, Risk is a product of the Likelihood of occurrence and the Severity of the consequence of any activity performed onboard.

Likelihood	Consequence				
	Minor	Moderate	Significant	Major	Severe
Almost Certain Is expected to occur	Low	Medium	High	Very High	Very High
Likely Will probably occur in most circumstances	Low	Medium	High	Very High	Very High
Possible Could occur at sometime	Low	Medium	Medium	High	Very High
Unlikely Event hasn't occurred but it could in some circumstances	Low	Low	Medium	Medium	High
Rare Exceptional circumstances only	Low	Low	Low	Medium	Medium

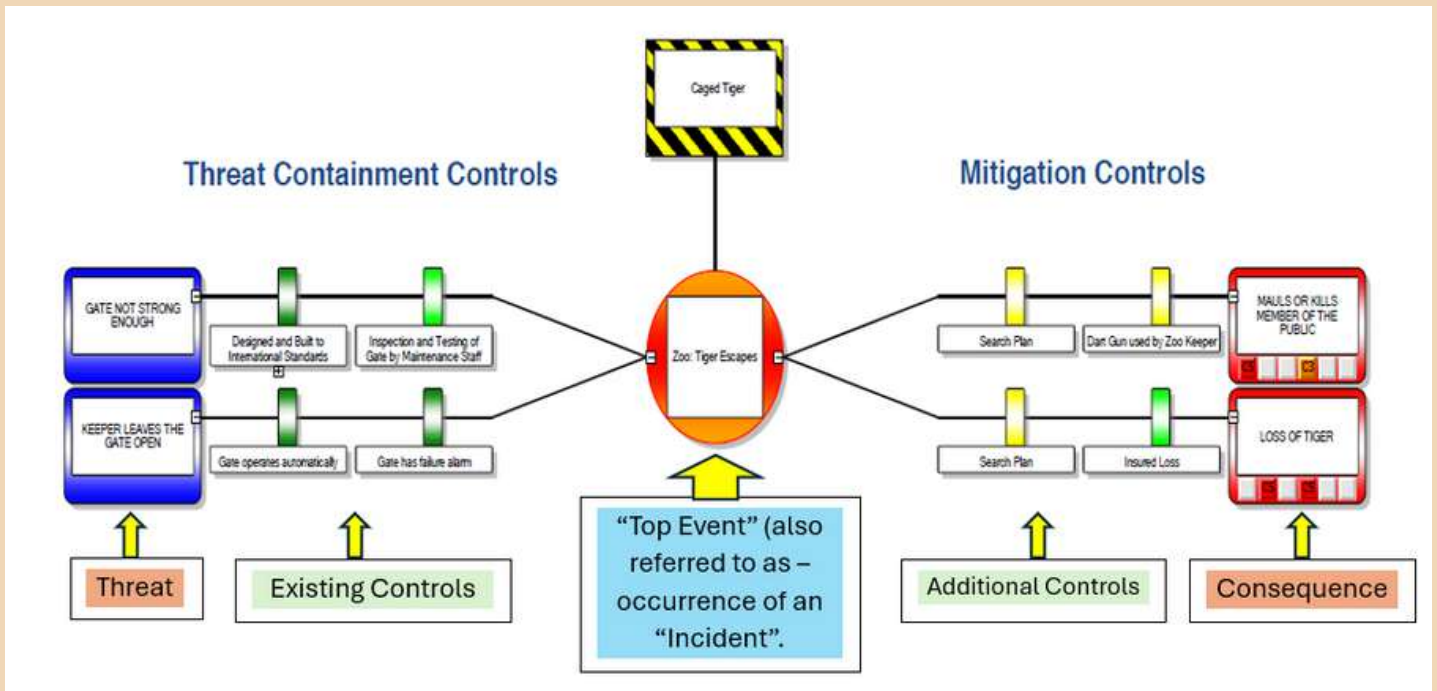
2. Understanding Risk Assessment by “Tiger in the Cage” Example.

It is a recognized fact that most Accidents at sea are caused by the “Human Error”. However, we should also be mindful that “Human Error” is often the last event in the chain of “Causal events”. These “causal events” can normally be traced back to failures in one or more areas of vessel operation, we sometime refer to them as “accidents waiting to happen”!

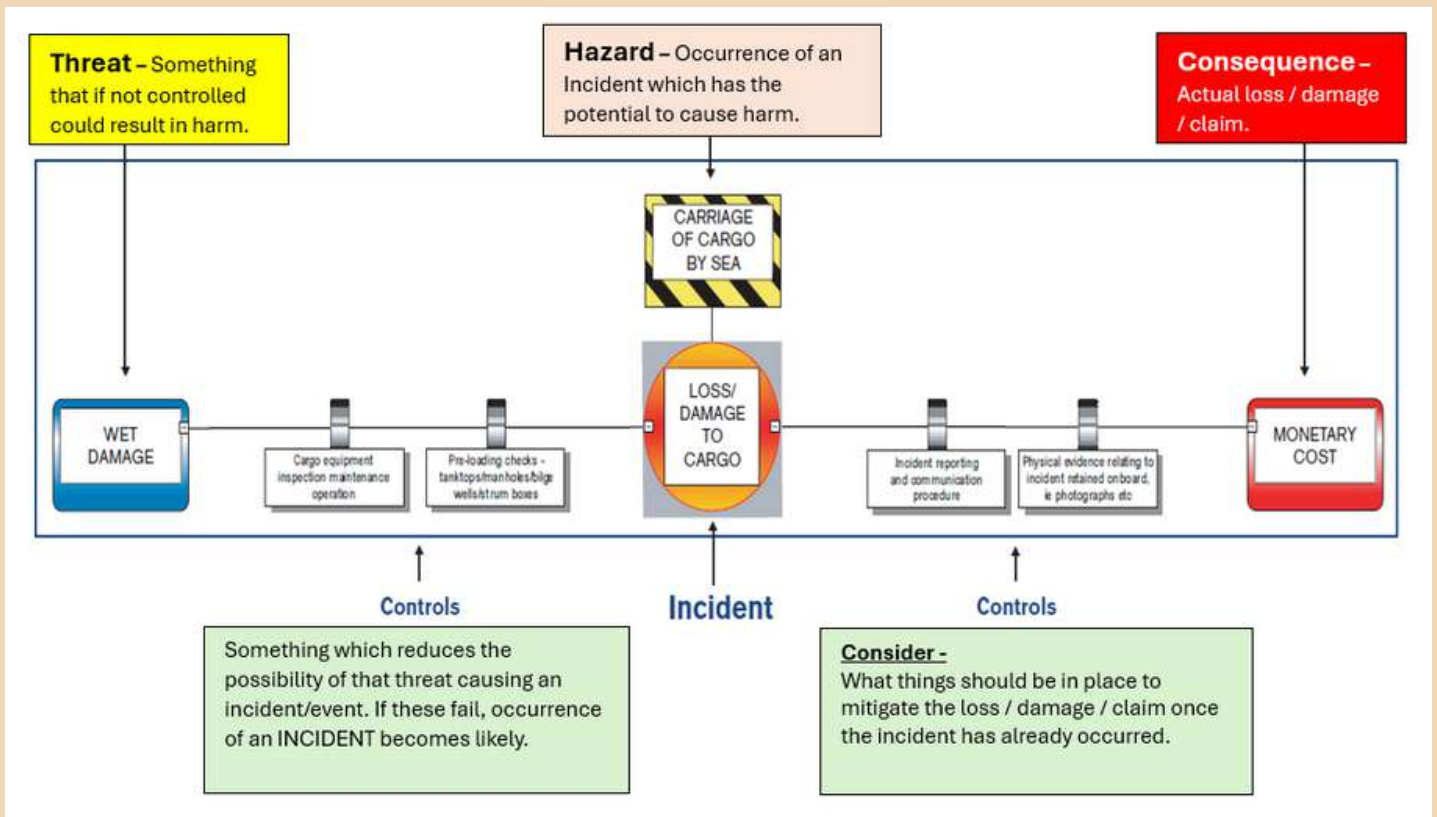
For ease of our understanding, let us now consider this simple and yet a very interesting concept of Risk Assessment using the “Tiger in the cage” example.



RISK ASSESSMENT - BOW-TIE METHOD



The methodology described above is well known in our industry as the “Bow-Tie Method of Risk Assessment”. Putting the caged Tiger into a maritime context, we will develop a Risk Assessment model, something like:



To better understand the methodology and use this technique effectively, your attention is drawn to Company’s SMS procedures contained in section SAF-0122 and RA templates stored on Ship Soft.

By: Capt. Mayank Mishra
General Manager, HSSQE - Group DPA/CSO/EMR

ADVANCED MTM PROGRAM (AMTMP) - QUARTER 1 2024



Safety research, over the last century, has revealed that human error is the prime contributing factor to most casualties in the maritime industry. Although the introduction of new technology in the shipping industry aims at improving a ships' competitiveness and reducing the occurrence of unwanted incidents, seafarers seem not to follow the same rhythm of evolution, due to human limitations. On an average 100 crew die every year due to marine incidents primarily contributed by man overboard and enclosed space incidents.

Mental well-being and BBS are modern answers to this challenge in the maritime domain. It is an evolving process that uses positive reinforcement to change unsafe behavior on the part of the individual and improve safety performance, as part of a positive safety culture.

To achieve this MTM has started an advance training program in the form of mini seminars every month across all offices around the world. The seminars are conducted in small groups of 45-50 crew to have more effective discussion during the training seminar. The MTM training focuses on mental wellness and behavior based safety including physical, psychological, and social factors of human beings.



The training is carried out in detail with videos focusing on Stop work, Tool-box meeting, Different types of stress and how to manage them, and working under pressure. It enhances the crew's thinking to use their conscious mind and approach towards the work improving the safety culture on board.

The training also includes Enclosed spaces procedures, highlighting the important aspects of SMS, Learning from incidents and PMS. Due to increased awareness and open culture the ship staff were noted to ask more questions and clarify their doubts during these mini seminars.



*By: Capt. Kavi Diwan
Group Training Manager & Vetting*

NAVIGATING THE WAVES OF SAFETY EXCELLENCE

Ahoy, Seafarers!

We are thrilled to announce the successful initiation of our groundbreaking Advanced MTM Program for our Filipino Seafarers, setting sail on February 5, 2024, and charting a course towards safety excellence on the high seas. This thoughtfully crafted program is specially designed for cadets, ratings, and officers, equipping them with the essential skills and knowledge to uphold a culture of safety and ensure a secure working environment for all crew members.

Prepare to embark on a journey of learning and growth as we delve into a myriad of crucial topics to bolster safety practices and foster a proactive safety culture onboard. Let's navigate through some of the key highlights of the program:



Key Highlights of the Program

·Company SMS Familiarization

Understanding the Company Safety Management System (SMS) is essential for promoting a culture of safety and compliance. Crew will also receive training on utilizing knowledge sharing tools to facilitate information exchange and continuous learning within the organization.

·Cultivating a Culture of Safety

Fostering a culture of safety is fundamental to our commitment to ensuring the well-being and security of all crew members onboard. By promoting a culture of safety, accountability, and proactive risk management, we aim to create an environment where safety is prioritized, and incidents are prevented through proactive measures and a shared commitment to excellence in safety practices.

·Charting the Course with Toolbox Meetings

Setting sail with regular meetings to discuss safety issues, navigate risk assessment, risk management, sharing best practices, safety protocols, and promoting a proactive approach to safety onboard.

·Unlocking the Secrets of Enclosed Space Entry and Work Permits Procedures

Unveiling guidelines and procedures for safe entry into enclosed spaces, with an emphasis on proper ventilation, atmospheric hazard testing, and the proper utilization and implementation of work permits to ensure the safety of personnel working in the areas.

·Empowering Crew with Stop Work Authority

Granting the authority to crew members to intervene and halt operations posing safety risks.

·Safeguarding Mental Wellness and Behavior-Based Safety

Emphasizing the significance of mental wellness at sea, the program focuses on promoting psychological well-being and fostering a positive safety culture through behavior-based safety practices. Seafarers will learn strategies for managing stress, enhancing resilience, and creating a supportive environment onboard.

·Setting Sail with SHELL - Partners in Safety Program

Participation in Shell Partners in Safety (PIS) programs underscores our commitment to collaborative safety initiatives within the maritime industry. Through partnerships and alliances, we aim to promote a culture of safety excellence, knowledge sharing, and continuous improvement across the sector.

·Navigating the Seas with ShipSoft

Training on the ShipSoft system will enable our crew to navigate and utilize the software effectively for various operational and safety-related tasks, enhancing efficiency and compliance with industry standards.

·Smooth Sailing with the Planned Maintenance System

Understanding the Planned Maintenance System is crucial for ensuring the operational reliability of vessel systems and equipment. Seafarers will learn how to effectively plan and execute maintenance tasks to prevent breakdowns and maintain optimal performance.

·Empowering through Knowledge Sharing Tools (KST)

Leveraging Knowledge Sharing Tools (KST) is essential for promoting a culture of continuous learning, collaboration, and information exchange among seafarers. By utilizing KST effectively, crew members can access and share valuable insights, best practices, and lessons learned to enhance safety onboard.

·Embracing Innovation with SIRE 2.0

Exploring the latest features and updates of the Ship Inspection Report Program to enhance safety and compliance.

·Raising the Anchor on Rightship Inspection Ship Questionnaire

Gaining insights into the inspection process and requirements to meet Rightship's stringent standards.



These topics, among others, form the compass of our Advanced MTM Program, steering seafarers towards a horizon of safety excellence and operational proficiency. By investing in the professional development and safety training of our crew members, we reaffirm our steadfast commitment to excellence and safety in maritime operations.

Stay anchored for further updates on our ongoing safety initiatives and training programs as we sail towards upholding the highest standards of safety and operational excellence at sea.

Thank you for your unwavering dedication to safety and professionalism in maritime operations.

Fair winds and following seas!

*By: Capt. Leysam Luis – General Manager
&
Capt. Beverly Pawid – Training Manager
(NWMMI)*

DRY-DOCKINGS

Dry-dockings are considered to be major projects where large expenses for repairs and off-hire are incurred over the shortest possible period of time and therefore require to be conducted in a cost-effective manner to fulfil the requirements of Owners and Classification Societies and to ensure a safe, reliable and efficient vessel operation.

Dry dockings should be planned, coordinated and progressed in accordance with Company SMS Manual. Use the opportunity of dry-docking is used to carry out as much work as possible

Preplanning for the next drydocking starts on the first day after leaving the yard. The responsible Superintendent shall visit the vessel well in advance for verification of all repair works and clarify any additional work which has emerged in order to finalise the specification. The Superintendent shall take into account cost benefit analysis of repair or replacement during this process.

The Dry Dock specification must be an “honest” description of the work contemplated. We must understand that Dry Dock facilities pitch their prices working from a revenue-per-day basis.



Every year MTM completes 10 – 15 dockings. Quality of dry-docking repair specifications and the works during dockings are improving as well as condition of MTM ships in general. Only very few major repairs are conducted on MTM ships between dockings and these are mostly emergency cases not related to the work completed during previous dockings. All this is being achieved by good preplanning, excellent cooperation between all departments and hard work of onboard personnel.

We are looking forward to receiving your support and successful completion of dry-dockings planned in 2024.



By: Albert Trull

Deputy General Manager, SCM & DRYDOCKING

CAREER JOURNEY WITH MTM - WIN HTUN AUNG

As time relentlessly marches forward, it is with a sense of astonishment and gratitude that I acknowledge the passing of nearly two decades as being a member of MTM family since I first embarked on my career journey with MTM Ship Management.

After graduating from the Myanmar Mercantile Marine College, I joined MTM Ship Management Pte Ltd in 2004 after being selected for “MTM Cadet Training Programme”. I was very proud of being selected as Engine cadet as MTM is one of the leading ship management companies in the world.

Nearly two decades ago, I stepped aboard Chembulk Westport under MTM Ship Management with a sense of

trepidation and excitement. Fresh-faced and eager, I embarked on my career with a spirit of adventure and a hunger for knowledge. I have implemented my cadetship with sailing on the following MTM vessels, Chembulk Westport, Chembulk Rotterdam and Chembulk Houston. That was an invaluable experience that provided me with practical knowledges and hand-on experiences.

I was subsequently promoted onboard Chembulk Westport in 2007 as Junior engineer, onboard MT Floyen in 2008 as Third Assistant Engineer, onboard Chembulk Kobe in 2011 as Second Assistant Engineer, onboard MTM Hamburg in 2012 as First Assistant Engineer and onboard MTM Landon in 2017 as Chief engineer. I was very proud of one of the persons who became a chief engineer from “Officer Training Programme of MTM SM PTE LTD.” That was indeed a significant milestone in my professional journey. After spending over 17 years at sea, I was sometimes dreaming of new challenges beyond the sea and looking for opportunity to enhance my skills and knowledge further.

Fortunately, I was given an opportunity by our management to work as a technical superintendent in Singapore office when I completed my 5th Chief-engineer assignment with MTM. It was fantastic opportunity and an exciting time to me, offering fresh challenges and experiences to grow professionally and personally in the career journey. I consciously decided to transition from an offshore seafaring career to onshore career as technical superintendent. Transitioning from a career at sea to a career onshore was exciting and challenging. While the skills and experiences gained at sea are valuable, but there were still several challenges that encounters during the transition. Despite these challenges, with determination, adaptability, and guidance from my mentors and colleagues, I am confident that I can successfully navigate this transition and make a smooth shift to a fulfilling onshore career.

I would like to take this opportunity to extend my sincere gratitude to our management for entrusting me with new opportunity. I would also like to express my heartfelt gratitude to my senior colleagues offshore and onshore for their supporting and providing me good guidance in my career development within the organization.

In conclusion, MTM is an organization which lives by its own values and dignity, these are shared by all employees onshore and offshore MTM Managed vessels. Working offshore or onshore, all are part of MTM family who is doing with same vision and same mission to achieve excellence in ship management.



*By: Win Htun Aung
Technical Superintendent*

MENTAL WELLNESS

In our fast-paced society, mental health is increasingly vital. Taking control of our mental wellness is essential as modern living presents growing challenges. This article explores the journey of self-discovery, self-acceptance, and self-care crucial for empowering the mind and achieving a healthier, more empowered state.

Understanding Mental Wellness

Mental wellness facilitates emotional balance, healthy relationships, and peak performance. Despite prevalent mental health issues like anxiety and depression, fostering mental wellbeing with proper care is achievable.

The Forecast for 2023: Key Mental Health Trends

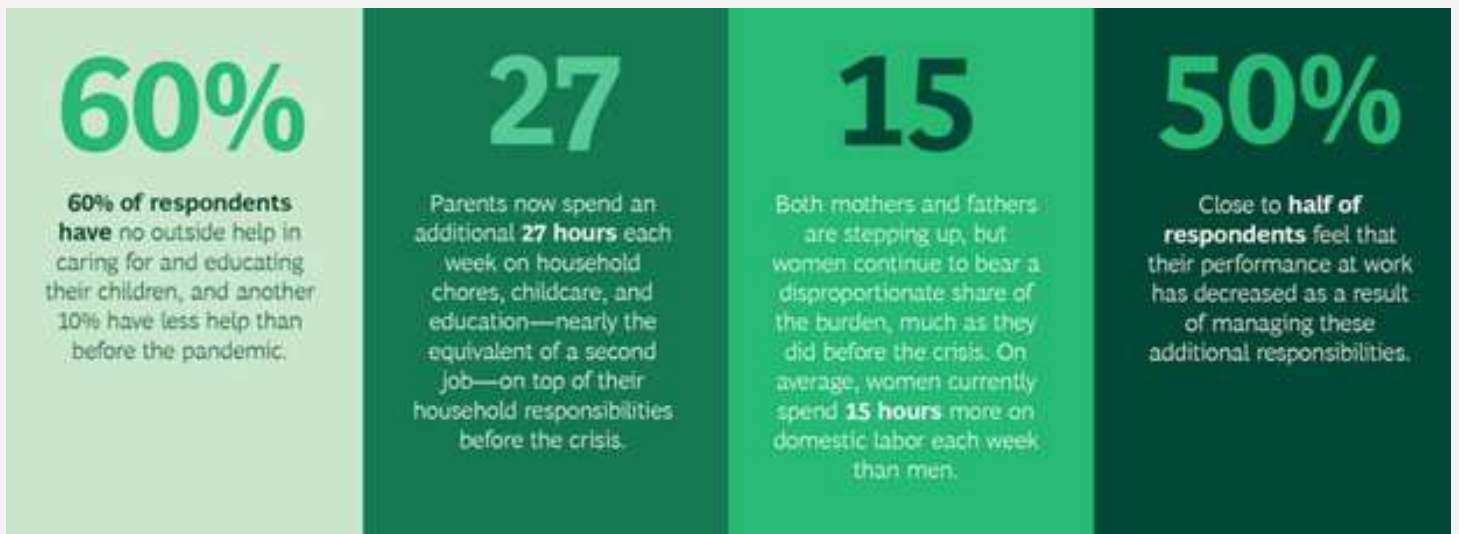
Mental Health Trends in The Workplace

Workplace mental health trends are increasingly significant, with 31.6% of adults reporting anxiety and/or depression symptoms in 2022. These challenges impact retention, productivity, and healthcare costs, prompting employers to prioritize mental wellness. Studies show that organizations promoting wellness see a 53% increase in employee motivation, while peer support and digital health apps are proving beneficial in improving mental health among employees.



Mental Health Trends in The Family

Understanding mental health trends involves recognizing their impact both in the workplace and at home. Despite the rise in mental health issues, there's also an increase in discussions surrounding well-being. This shift is evident in deeper dialogues prompted by common, surface-level inquiries about one's state. This cultural change has influenced many families to openly discuss mental health, a trend likely to continue as society evolves. Proactively addressing issues and embracing healthy coping mechanisms can help families navigate adversity more effectively.



Source - 2020 global study of working parents in the US, UK, France, Germany, and Italy, conducted by Boston Consulting Group

Breaking the stigma surrounding mental health is crucial for empowering the mind. Historically, it's been wrapped in secrecy and shame, hindering individuals from seeking help. Fostering open conversations can create an environment of understanding and support, where seeking help is viewed as a sign of strength, not weakness.

CULTIVATING SELF-AWARENESS

The path to mental wellness starts with self-awareness, understanding emotions, thoughts, and behaviours to recognize triggers and stressors. Practices like journaling, meditation, and mindfulness aid in developing self-awareness.



PRIORITIZING SELF-CARE

Self-care is vital for mental wellness, not a luxury. Engaging in activities that bring joy, relaxation, and setting boundaries are crucial. Amidst busy schedules, making time for self-care is essential.



BUILDING RESILIENCE

Resilience is key in bouncing back from life's challenges. Developing a growth mindset, seeking support, and reframing negative thoughts aid in resilience. Setbacks are natural and navigating them with resilience leads to personal growth.



MIND-BODY CONNECTION

The mind and body are deeply linked. Physical health is crucial for mental well-being. Regular physical activity, balanced diet, and enough sleep are vital. Exercise reduces stress, anxiety, and improves cognitive function.

PRACTICING GRATITUDE

Gratitude shifts focus from lack to abundance. Regularly acknowledging positives fosters optimism and well-being. Keeping a gratitude journal or expressing thanks cultivates a positive mindset and mental empowerment.



Remember, mental wellness is a continuous process, and each step taken towards it is a step towards a happier, healthier, and more fulfilling life.

SO!! Let us embrace this journey with open hearts and minds, supporting each other along the way, and creating a world where mental wellness is valued and nurtured.

*By: Capt. (Dr.) Shashank Jahagirdar
Managing Director - Country Head (Mumbai)*

VESSEL TAKE OVER

SILVER JOAN

SILVER JOAN	Chemical Tanker
Takeover Date	13 February 2024
Takeover Location	Long Beach, USA
Captain	Capt. Rajat Surendra Singh
Chief Engineer	C/E Waldemar Pekalski



VESSEL TAKE OVER



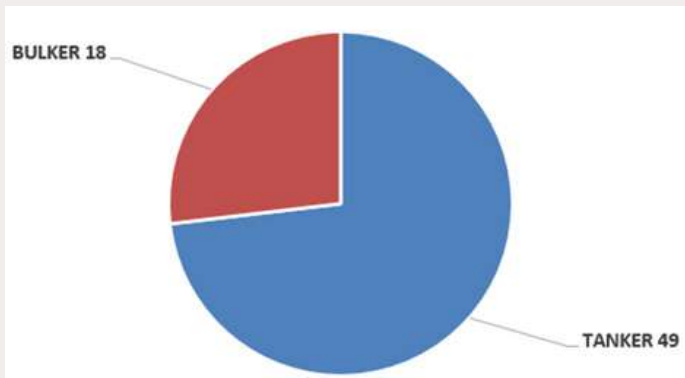
SILVER MUNA

SILVER MUNA	Chemical Tanker
Takeover Date	20 March 2024
Takeover Location	Houston, USA
Captain	Capt. Ajey Arvind Gharpure
Chief Engineer	C/E Anurag Sinha

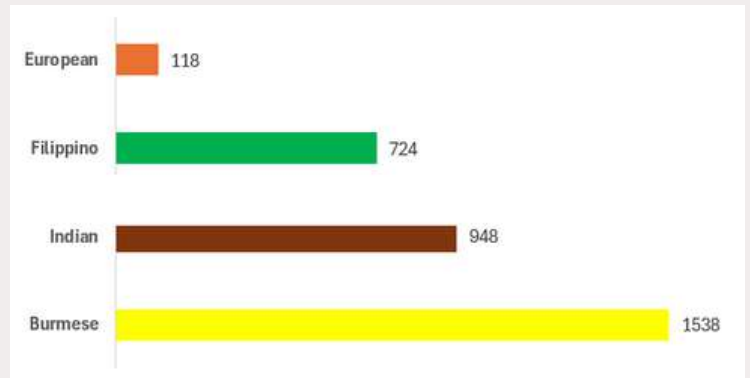


MTMSM UPDATES

FLEET SIZE



CREW ONBOARD



SHIP STAFF PROMOTIONS



C/O ANDIS ORRAVS
joined 2019



1A/E ANDRONIK EGIAZAROV
joined 2022



1A/E ANOOP KUMAR PARIDA
joined 2016



1A/E IVAN SLOBODYANYUK
joined 2015



**1A/E PANKAJ NAMDEO
KADAM**
joined 2013



**C/O SATHIYAMOORTHY
RADHAKRISHNAN**
joined 2016



CAPT TOE SET PAING
joined 2006



CAPT YE LWIN AUNG
joined 2009

NEW JOINER IN MANILA



CAPT LEYSAM LUIS
GENERAL MANAGER
FEBRUARY 2024



CAPT (DR) SHASHANK JAHAGIRDAR
MANAGING DIRECTOR - COUNTRY HEAD
MARCH 2024



CAPT GIRISH MISHRA
HEAD OF FLEET PERSONNEL
FEBRUARY 2024

NEW JOINERS IN MUMBAI

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: Jesmin Ong

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