

# FLEET NEWS

THE MAGAZINE OF FLEET MANAGEMENT LIMITED

## GLOBAL SULPHUR CAP 2020 ARE WE READY?

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Fleet Management Limited  
A Caravel Group Company



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### Cover

Photography by Shubham Shedge Sunil  
General Steward

### Back Cover

Photography by John Paul Selera  
Wiper  
onboard Tanker Silver Monika

Want to submit articles, innovation hacks, favourites, wins and photos to Fleet News? Email us at [fleetnews@fleetship.com](mailto:fleetnews@fleetship.com) to be in the next edition!

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## SENIOR OFFICERS' CONFERENCE



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# TAKING STOCK

**IN 2018, FLEET CLOCKED ITS 6TH YEAR OF DOUBLE-DIGIT GROWTH – AN EXCEPTIONAL FEAT CONSIDERING A GLOBAL SLOWDOWN IN SHIP DELIVERIES AND INCREASED SCRAPPING THAT SAW WORLD FLEET REDUCE BY 0.5%. And what pleases me the most is our growth came without compromising on our quality of operations – with another year of industry-leading KPIs across crew health and safety, commercial availability, vessel operations and budgetary control.**

## PERFORMANCE ACCOLADES

The last few months also saw some prestigious accolades coming our way. It was extremely humbling to receive our 2nd consecutive Seafarers' Awards for Hong Kong Ship Manager 2018 from Sailor's Society. A big 'Thank you' to all our seafarer friends who have voted us as their most preferred company for sailing. Also, thanks to them, we won the Seajob Indian Anchor Awards 2018 for Best Employer for Chemical Tanker. Finally, impressed with our safe handling of bulk cargoes, International Bulk Journal lauded us with the Safety in Bulk Handling award. Congratulations to all the teams involved!

## FOCUS 2019

Friends! Today, collectively we stand on the eve of our 25th anniversary. It's a moment of pride and humility – a time to reflect on our strengths and strike out any hint of complacency.

As they say, first impressions are the most lasting. And it all starts with having a spotless deck, a leak-free engine room and a smart and efficient staff onboard and ashore, capable of exceeding stakeholders' expectation every step of the way.

I see people across the industry – Owners, Operators, Oil Majors – making strong opinions on vessel condition based on poor housekeeping, rust on deck, faded draft marks and dirty boiler suits. Quite frankly, I would do the same! So, make sure your ships look beautiful as it strongly influences the perception of how well you manage them. Besides, a well-maintained vessel will ensure you short stopovers during docking and give no cost-related surprises.

On a different note, as you may know, January 2020 has been set as the implementation date for a significant global reduction in the Sulphur content of the fuel oil used by ships. Perhaps, this is one of the most impactful environmental regulations to date in ocean transportation. Read our 'In Focus' to find out what we are doing to be Global Sulphur Cap 2020 ready.

Wishing you forever success and safe sailings!

**Kishore Rajvanshy**

Managing Director, Fleet Management Limited



# GLOBAL SULPHUR CAP 2020 **ARE WE READY?**

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**GLOBAL SULPHUR CAP 2020 IS NOT JUST  
ANOTHER REGULATION.** It is a complex challenge.

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International Maritime Organization (IMO) has set January 2020 as the implementation date for a significant global reduction in the Sulphur content of the fuel oil used by ships. This means from 1 January 2020 onwards, content of any fuel used on board ships shall not exceed 0.5% m/m, if ship is not fitted with Exhaust Gas Cleaning System (EGCS), or Scrubber, as we call it. This is part of IMO's response to rising environmental concerns, contributed partially by harmful emissions from ships.

As the industry counts down to the big day, how is Fleet preparing to be #SulphurCap2020 ready?

We spoke with Executive Directors, Sanjay Chandra and Ajay Chaudhry, to find out.

### THE BIG PICTURE

**Sanjay Chandra: In light of Global Sulphur Cap 2020, what do you see as the main issues for the shipping industry?**

We see essentially 3 points of concern:

1. The supply chain for bunkers will be far stretched in the initial days. There will be volatility in pricing of the new product, and this will impact freight rates.
2. A primary concern with ships installed with scrubbers will be with the operation of these systems. There is a vast amount of untested automation. The ship staff will not have adequate training to solve this, and makers will not have the resources to assist.
3. Ships using compliant fuel will be exposed to a new type of fuel with contaminants not defined in the prevailing ISO standards. There can be damages to the Main engine and Auxiliary engines due to fuel quality.

>> At the present date, the compliant fuel is not very readily available, so the expected price at the beginning of 2020 is speculative.

**Sanjay Chandra: How big do you think the price differential will be per ton between high and low Sulphur fuel at the end of 2020?**

At the present date, the compliant fuel is not very readily available, so the expected price at the beginning of 2020 is speculative. Most of the stakeholders have calculated their options based on expected price differential of USD 250 per ton. This will change on the dynamics of production, demand, location etc, which is in very dynamic state right now. The final price differential is expected to fluctuate but will remain within this range. Expectations are the MFO 0.5% to HFO 3.5% price spread would widen to more than USD 360/ton and the Gasoil 0.1% to HFO 3.5% spread would increase to over USD 450/ton in 2020, before slowly decreasing once again as the market adapts.

**Sanjay Chandra: Will scrubbers be around in five years' time?**

The scrubbers have been chosen by most of the stakeholders as short-term solution. They have calculated the payback basis, the price differential and the consumption, which varies from 8 months to 24 months. The stakeholder expects to book the profit from the payback time till 2025 (5 years) when the market conditions will stabilise, regulations against discharge will become strict and continued operation of scrubber may not be economical. Based on this, most of the industry has opted for the most basic open loop system, with options of discarding the same after 5 years upon review of the prevailing market condition.

SO<sub>x</sub> cut to  
0.50% m/m  
by 2020

### Sanjay Chandra: Are scrubbers an ethical solution to complying with IMO 2020?

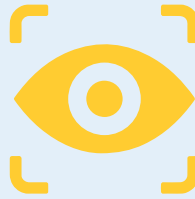
Scrubbers are being introduced well within the legal framework. We see no shortcuts taken in their compliance. There is a perception that the pollution from the air is being dumped into the oceans. However, one may debate, there are equivalent dangers of air pollution leading to acid rains and its consequential effect to the groundwater and land. However, when it is diluted in the form it is treated in scrubbers and put to sea, there is no known harmful effect of significant levels.

### Sanjay Chandra: What is a realistic portion of the global fleet running on LNG as a fuel in 10 years' time? Do you see limitations on the use of LNG as a fuel?

At the present order levels, the realistic portion of world fleet fitted with LNG option is around 1.5%. The advantage with LNG is that it is readily available; however, the bunkering ports presently are limited. A lot is required in infrastructure development to make the availability of LNG as bunker fuel more readily available.

The option of this fuel is presently towards gas tankers, container and ferries.

Also, for LNG as an option for non-gas tankers or dry ships, the major limitation that will arise is its storage and handling. The storage space required for the equivalent amount of LNG to the conventional bunkers is much larger and needs a handling plant to store it safely.



### HOW IS FLEET HELPING OWNERS WHO ARE NOT PURSUING SCRUBBERS AS A SOLUTION

As we know, many ship owners are not pursuing Scrubber as an option. We asked Ajay Chaudhry to find out how Fleet is helping them?

### Ajay Chaudhry: What should a Ship's implementation plan for 2020 include?

Ship's implementation plan for 2020 should be ship specific and cover various items such as the following:

1. Risk assessment and mitigation plan (impact of new fuels on machineries)
2. Fuel oil system modifications and tank cleaning
3. Fuel oil capacity and segregation capability
4. Procurement of compliant fuel
5. Fuel oil changeover plan (conventional residual fuel oils to compliant fuel)
6. Documentation and reporting



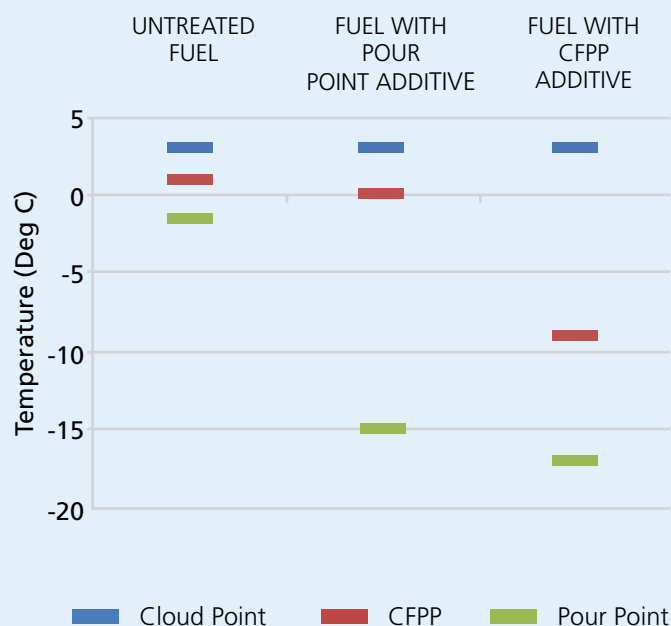
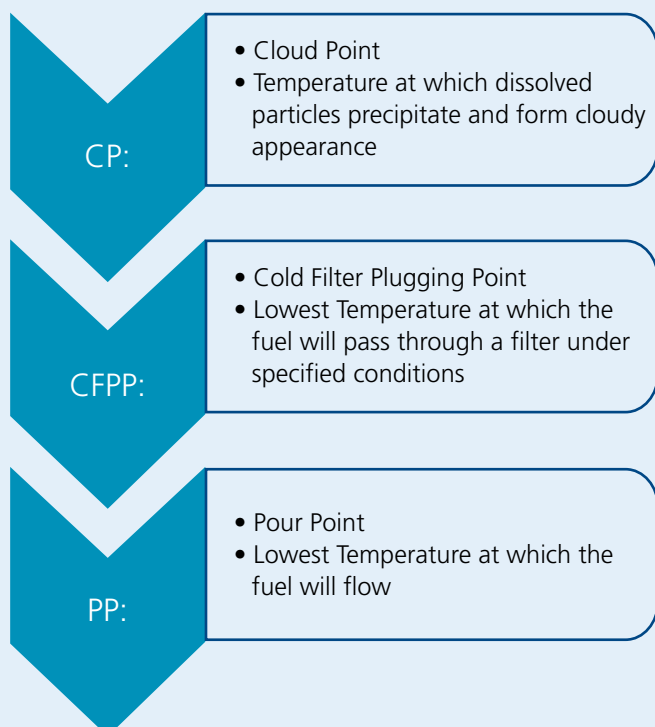
In general,  
the **density** of  
**VLSFO (0.5% S)**  
is lower than  
**3.5% S fuel**

**Ajay Chaudhry: What's Fleet's take on risk assessment and mitigation plan?**

We are working with our equipment makers to secure confirmation on whether the available grade of fuel is compatible with various types of machinery such as, Main Engine, Auxiliary Engine, Boiler, Inert Gas Generator, Cargo Pump Engines, Incinerator and Atmospheric Condenser (when there is no steam consumers).

Furthermore, we are checking the existing system of fuel oil – gear pumps, pipe fittings and gaskets – if they need modification to ensure integrity when using the new grade of fuel. In general, the density of VLSFO (0.5% S) is lower than 3.5% S fuel – requiring adjustments of centrifuges.

Distillate Fuels contain wax that may crystallise in cold climate - causing engines to starve of fuel. To mitigate this risk, we recommend carrying out a Cloud Point Test, which will give an indication on the allowable storage temperatures for these fuels. We also recommend the storage of Cold Flow Improver (CFI) additives, for example, Amergy PPD – Dieselpower, to lower the CFPP – Cold Filter Plugging Point.



### Ajay Chaudhry: What is Fleet's recommendation on the Fuel oil system modifications and tank cleaning?

For greater flexibility, we are recommending having 1 Settling and 1 Service Tank each for HSFO (Heavy Sulphur Fuel Oil, sulphur less than 3.5%) and ULSFO (Ultra Low Sulphur Fuel Oil, sulphur less than 0.1%), where Owners have agreed to use ULSFO. Wherever applicable, we recommend owners for modification of Tanks. Where the fuel does not need heating, steam line isolation may be required.

#### *Tank Cleaning:*

Many of the fuels complying with 0.5% S limit are expected to be highly Paraffinic due to crude sources of blending components. They also have high content of distillates. If such fuels are bunkered into HSFO tanks that have not been cleaned, they would rapidly dissolve and dislodge sediments and asphaltene sludge in storage tanks, settling tanks and pipeline. This will potentially lead to purifiers and filters operational issues and in extreme cases fuel starvation resulting in loss of power.

HSFO sludge and residues that dissolve and enter the fuel system can also potentially increase Sulphur content of the fuel at the engine inlet, causing a compliant fuel to become non-compliant.

That's why we do not recommend bunkering compliant fuel directly into tanks previously used for HSFO. Instead, we are undertaking manual cleaning and chemical dosing of bunker tanks in consultation with Owners and Charterers such that we may complete all tanks by the early 4th quarter of 2019.

### Ajay Chaudhry: How about Fuel oil capacity and segregation capability?

For greater flexibility, from 1 Jan 2020, all vessels should have tank capacity to carry 3 grades of fuels – 3.5% S fuel for ships with scrubber or 0.5% S fuel for ships without scrubber, ULSFO (0.1%S), and LSMGO (0.1%S).

Many Charterers – in particular, large container ship operators – use ULSFO because it is cheaper than LSMGO. Furthermore, it is highly recommended to carry LSMGO onboard a minimum reserve to avoid any issues of mixing and subsequent starvation of fuel or during boiler troubles while using ULSFO.

The final decision on the number of tanks and grades of fuels they carry lies with the Owners and Charterers.

### Ajay Chaudhry: What's Fleet thoughts on the procurement of compliant fuel?

We foresee 0.5% S Fuel (VLSFO) to be available in the market in the 2nd or 3rd Quarter of 2019.

The Charter Party should define the date of supply of compliant fuel. We recommend the vessel changes over to compliant fuel between 1 June to 1 September 2019, in a phased manner, so that by 31 December 2019, they have compliant fuel on board. The exact date of change over within the proposed phase depends upon ships trading route, bunkering frequency, availability port of VLSFO, etc.

### Ajay Chaudhry: What is Fleet doing about Fuel oil changeover plan?

We have already started the process of preparing the Ship Specific changeover plan, which includes but not limited to the following:

- Measures to offload any remaining non-compliant fuel before 1 January 2020 although the carriage deadline is 28 February 2020
- Changeover plan can be directly from 3.5% S to 0.5% S fuel, or 3.5% S to LSMGO 0.1% S to 0.5% S fuel. This plan is made based on economy of scale and fuel pipeline arrangement on the ship. FOBAS Change Over Calculator Version 6.1 to be used
- Mixing of various grades of bunkers to be avoided. Carry out Compatibility Test of various grades of bunkers in a laboratory (Viswa/DNVPS etc) so precautions can be taken while changing over grades
- For ULSFO and VLSFO supply, we highly recommend that the port of supply and physical vendor are not changed – so a similar specification of fuel is always received. Owners are suggested to work with Charterers in this regard
- Crew Training in new regulations, change over procedure, precautions and the like



## Ajay Chaudhry: How important are documentation and reporting?

Documentation and Reporting are important for external and internal audits and references.

Here is what we are doing at Fleet. We are initiating the Management of Change (MOC). We are also documenting the Class approved tank or pipeline modification plans, stability booklet, etc. These plans and documents should be produced to authorities when needed. Moreover, we are ensuring ships have a procedure for Fuel Oil Non-Availability Reporting (FONAR). We are training Master and Chief Engineers on when and how to use FONAR and whom to report it to. A point to note, FONAR will be done in consultation with Charterers because it is their responsibility to supply compliant fuel.

## Ajay Chaudhry: what are the commercial implications of IMO 2020 with specific reference to contracts?

Recently, BIMCO has published two sulphur content related bunker clauses to help shipowners and charterers prepare for the 2020 Global Sulphur Cap as follows:

- BIMCO 2020 Marine Sulphur Content Clause for Time Charter Parties (which replaces the BIMCO Fuel Sulphur Content Clause 2005)
- BIMCO 2020 Fuel Transition Clause for Time Charter Parties (which deals with the one-off event of switching from 3.50% sulphur content fuel to 0.50% sulphur content prior to 1 January 2020)

The first is a general compliance clause that states that vessel charterers must provide the fuel that complies with MARPOL requirements, grades, and specifications set out in the charter party. The BIMCO clause also states that charterers must use suppliers and bunker barge operators who comply with MARPOL and that shipowners will remain responsible for fuel management.

The second clause, covering the transitional period, is intended to increase cooperation between owners and charterers to minimise quantities of noncompliant fuel onboard vessels, as of 31 December 2019. It states that any remaining noncompliant fuel on board after 1 January 2020 must be removed no later than redelivery or March 1, 2020, whichever comes first. Removal of noncompliant fuel is to be done at the charterers' cost, while tank cleaning at the shipowners'.

We should be mindful of amendments in Charter Party Clauses because it will have a significant impact on the implementation of the Sulphur 2020 requirement.



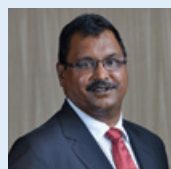
Photography by: Pravin Dhondibhai Zinjad

## Ajay Chaudhry: Do you have any final thoughts?

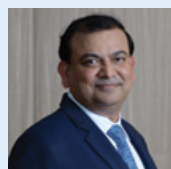
2019 is a very crucial year. It's the year when VLSFO (0.5%S) will be introduced, new local regulations on the prohibition of discharge of scrubber effluent may be enforced, tank cleaning will be done, additives will be used in fuel, tank or pipeline modifications will be carried out and new Charter Party Clause etc will be introduced. That's why we must constantly be watchful of any new developments. When you come to think of it, the transition from 3.5% S to 0.5% S will be 'overnight' and not 'over time'.

## IN CLOSING

As Pablo Picasso once said: "Our goals can only be reached through a vehicle of a plan, in which we must fervently believe, and upon which we must vigorously act. There is no other route to success." Since we have started planning and preparing well in advance, we are confident we can work with our partners to successfully achieve the #SulphurCap2020 goal.



**Sanjay Chandra**  
Executive Director  
Fleet Management Limited  
Sanjay has been with Fleet for 19 years.



**Ajay Chaudhry**  
Executive Director  
Fleet Management Limited  
Ajay has been with Fleet for 16 years.

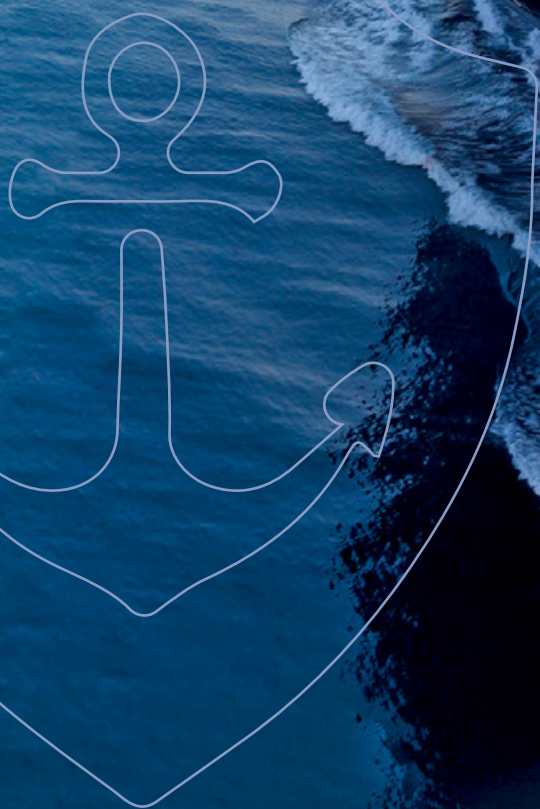
# FLEET ADDITIONS

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## YM WELLBEING

Ship type: Container Ship  
Delivery: 2018  
From: Imabari SB Hiroshima  
Shipyard Japan  
TEU: 14,000  
Engine: B&W 11S90 ME-C 10.5

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### ARIES CONFIDENCE

Ship type: Bulk Carrier  
 Delivery: 2018  
 From: Dayang Shipyard, Jiangsu Province, China  
 DWT: 63,513  
 Engine: MAN B&W 5S60ME-C8.1  
 Service speed: 13.4 knots



### SHANDONG HONG TU

Ship type: Bulk Carrier  
 Delivery: 2012  
 From: Hudong - Zhonghua Shipping (Group) Co., Ltd, China  
 DWT: 76,098  
 Engine: MAN B&W 5S60MC-C7.2

### GH DAWN RUN

Ship type: Bulk Carrier  
 Delivery: 2018  
 From: Yangfan Group Co., Ltd, China  
 DWT: 63,530  
 Engine: B&W 5S60ME-C8.2



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### TRF HORTEN

Ship type: VLCC  
Delivery: 2018  
From: HHIC, Subic Bay, Philippines  
DWT: 297,638  
Engine: B&W 7G80ME-C9.2  
Service speed: 13.62 knots

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### CHEMICAL CONTENDER

Ship type: Oil/Chemical Tanker  
Delivery: 2018  
From: Asakawa Ship Building Co. Ltd., Japan  
DWT: 15,945  
Engine: MAN B&W 6S35ME-B9.5

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### CHEMICAL ENTERPRISE

Ship type: Oil/Chemical Tanker Type II & III  
 Delivery: 2018  
 From: Asakawa Ship Building Co. Ltd., Japan  
 DWT: 15,945  
 Engine: Japan Engine Corp 6UEC35LSE-eco-B2



### FOMENTO THREE

Ship type: Bulk Carrier  
 Delivery: 2018  
 From: Japan Marine United, Tsu City, Japan  
 DWT: 209,884  
 Engine: MAN 7S65ME-C8.2  
 Service speed: 11.24 knots

### FAIRCHEM FALCON

Ship type: Oil/Chemical Tanker  
 Delivery: 2018  
 From: Kitanihon shipbuilding, Japan  
 DWT: 19,971  
 Engine: Mitsubishi Akasaka 5UEC45LSE-1





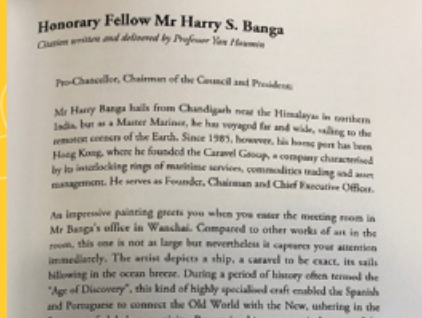
# OUR CHAIRMAN WINS THE MOST INFLUENTIAL BUSINESS LEADER



The Economic Times awards Harry S Banga, Chairman and Chief Executive Officer at The Caravel Group, the Most Influential Business Leader at the 3rd Asia Business Leaders Conclave this January.

## MOMENT OF PRIDE

Congratulations to our Chairman and CEO, Mr Harry S Banga, for being conferred Honorary Fellowship by City University of Hong Kong (CityU), in recognition of his significant contributions to the development of, and service to, the University and the community. The ceremony took place on 9 October 2018.





## FLEET WINS SEAFARERS' AWARD FOR HONG KONG SHIP MANAGER 2018

We exist because of our seafarers. That's why, when they recognise us, we feel honoured. We are thrilled to have won the Seafarers' Awards for Hong Kong Ship Manager 2018. A big 'Thank you' to all the seafarers who have voted for us.



## SEAJOB INDIAN ANCHOR AWARDS 2018

**ELEGANT MARINE SERVICES PRIVATE LIMITED, OUR RECRUITMENT WING IN INDIA, WINS THE SEAJOB INDIAN ANCHOR AWARDS 2018 FOR "BEST EMPLOYER FOR CHEMICAL TANKER".**

"Our seafarers are our torch-bearers. The bond they share with our shore team is the mantra of our success. We dedicate this award to all our seafarers," says Prashant Rangnekar, COO, Elegant Marine Services.

The Awards took place in November 2018 in Mumbai, India.

## IBJ AWARDS 2018

**WE ARE SUPER EXCITED TO HAVE WON THE IBJ AWARDS 2018 FOR SAFETY IN BULK HANDLING IN MARINE - SPONSORED BY DNV GL.**

"Fleet's growth attributes to two things: hard work and ability to adapt to the ever-changing environment while never compromising on safety," exclaims Sunil Kapoor, Director, Fleet Cyprus, who took the award on Fleet's behalf.

The 10th IBJ Awards took place in November 2018 in Ghent, Belgium.



## FLEET RECEIVES THE HONG KONG BRAND LEADERSHIP AWARD 2018

We are pleased to have received the Hong Kong Brand Leadership Awards 2018. The Awards took place at InterContinental Grand Stanford Hong Kong on 12 November 2018.



WE ARE GROWING

# WE HAVE EXPANDED OUR FOOTPRINT IN EUROPE

**WE HAVE EXPANDED OUR FOOTPRINT IN EUROPE THROUGH NEW SUBSIDIARY, NAESS SHIP MANAGEMENT BV, ON 18 SEPTEMBER 2018 TO BETTER SERVE OUR EUROPEAN CUSTOMER BASE.**

The new office is in the beautiful area of Diemen, only 20 minutes away from Amsterdam International Airport. Launched on the back of 13 vessels, this new office alongside our current offices in London and Cyprus, will bring the tally of Fleet's European offices, providing technical ship management solutions to 3.



## WE HAVE ENTERED INTO A JOINT VENTURE AGREEMENT WITH SHANDONG SHIPPING



**山东弗力特管理有限公司**  
SHANDONG FLEET MANAGEMENT LIMITED

We have deepened our commitment to China by entering into a JV agreement with Shandong Shipping on the back of 9 ships, which we quickly expect to grow.



## SENIOR OFFICERS' CONFERENCE



**IN AUGUST 2018, OUR SAFETY MASCOT, MR SHERA (FULL NAME: S=SAFE, H=HELPFUL, E=ENCOURAGING, R=RESPECTFUL, A=ABIDES SAFETY PROCEDURES) WON EVERYONE'S HEART AT THE SENIOR OFFICERS' CONFERENCE IN MANILA.**

The 2-day conference was packed with exciting keynotes, breakout sessions, and more. Our Managing Director, Kishore Rajvanshy's address on "Zero MARPOL violations, safe navigation and NIL anchor loss" was inspiring as ever.



The annual conference attracts nearly

# 250

members

and non-members from around the world.

## 16<sup>TH</sup> ANNUAL CARGO CONFERENCE

**"THE BIGGEST CHALLENGE ANY SHIP'S CAPTAIN FACES TODAY IS TO KEEP UP-TO-DATE WITH THE INCREASINGLY STRINGENT INTERNATIONAL MARITIME LAW.**

While on one hand, it has enhanced the safety culture of our industry, it has also introduced multiple complex

situations to a Captain to resolve. To overcome these challenges as and when they arise, Captains must always communicate with their onshore Technical managers and develop a good understanding with the ship's Superintendents."

Mohan Muppidi, Senior Vice President, Fleet USA shares the many challenges faced by a ship's Captain at the 16th Annual Cargo Conference hosted by ASBA [the Association of Ship Brokers and Agents (USA) Inc].

The 3-day conference took place in September 2018 in Miami Beach. ASBA has represented ship brokers and agents in the USA and Canada since 1934. The annual conference attracts nearly 250 members and non-members from around the world.

The 2018 conference had presentations on strategic cargoes that included coal, soybean meal, scrap and construction materials.



# STORIES OF THE SEA

## FEISTY, FIERCE AND THE FUTURE SHIP CAPTAIN - MEET DILRUBA SÖYLEMEZ

She has started her sailing career in 2012. From 2012 to 2018, she sailed as a Third and Second Mate on Chemical Tankers. She joined Fleet Turkey in September 2018 as a Business and Crew Specialist. "In my current role, I look at opportunities to expand our market in Turkey and the Black Sea trading areas. I also help in recruiting qualified Turkish crew to join our fleet," explains Dilruba.

In addition to her day job, she is preparing for her chief officer's license exam. *Kocaeliburada*, a local magazine from her hometown Kocaeli, did a feature on her recently.



## MEET OUT MASTERCHEF - GURU KESAVAN

Currently onboard Motor Vessel Harvest Peace as the Chief Cook, Guru's passion is preparing delicious meals for his crewmates. He has been sailing with Fleet since 2013.

## "CREATIVITY IS CONTAGIOUS. PASS IT ON." ~ ALBERT EINSTEIN

See the minion? It's painted by our Cadet Anurag Kumar Rastogi and Motorman Datta Sakhare, and their canvas was the ship's air bottle.



## "LIFE IS BEAUTIFUL. ALL WE NEED TO DO IS LEARN TO APPRECIATE IT A LITTLE MORE." - CAPTAIN TANWAR

"Being a naval officer's son, sailing has always been my first love as a child. However, I never knew, it would end up being my profession. My dream finally set sail when I was chosen as a Deck Cadet in 2006. From then on, there was no looking back. My family and close ones have always motivated me to achieve the highest in this field. I cleared my Master's license in 2014 and finally became a Captain this year." - Captain Rohit Tanwar



### **“THE MAN YOU SEE IN THE PICTURE, STANDING BY ME, IS MY FATHER – MY SUPERHERO”**

“I was born into a very ordinary family, in a small town called Andal in West Bengal. Just like any other boy from a small town, I too had big dreams. I wanted to give my parents all the comfort and happiness they have sacrificed for me.

Pursuing BSC in Nautical Sciences at a Private College was not easy for me, financially. However, my father always said ‘Don’t worry about the money son. We are here. You just follow your dreams’.

Now, I feel so proud when I see my father’s face lighting up every time I

get a new stripe on my Uniform.

In the coming years, I want to see myself having 4 stripes on my shoulders, breathe in the deep oceans and tell my father ‘Yes - I made it’!

I would like to thank Fleet for taking me closer to my dreams, one step at a time”. - Vivek Kumar Paswan, Third Officer onboard vessel Eships Progress

**>> “Now, I feel so proud when I see my father’s face lighting up every time I get a new stripe on my Uniform.”**

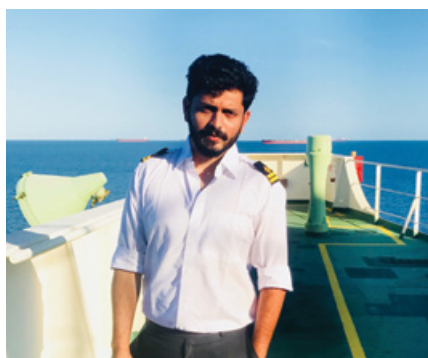
**– Vivek Kumar Paswan**

### **“AS A KID, I HAVE ALWAYS WANTED TO EXPLORE THE WORLD. THAT’S WHY I LOVED GEOGRAPHY.”**

“I wanted to get into a profession that would take me to places; and here I am.

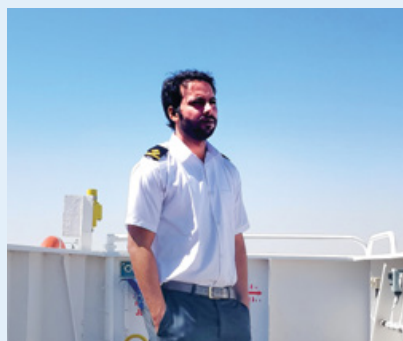
In spite of all the challenges of being a seafarer, what inspires me every day is it helps me explore the world. I’m thankful to Fleet for making my childhood dream come true” - Aamir Ghole

Aamir is currently sailing with Fleet as second officer on the vessel Spar Corona.



**>> “In spite of all the challenges of being a seafarer, what inspires me every day is it helps me explore the world. I’m thankful to Fleet for making my childhood dream come true”**

**– Aamir Ghole**



### **“HI! I AM NEERAJ KUMAR, THIRD OFFICER ONBOARD VESSEL TEXAS.”**

“I started sailing in 2014. However, for me, the start was not easy. After graduating from college in 2013, I went to Mumbai in search of a job. After 1 year of struggle, I realised it’s not easy to get a job as a fresher. Finally, with the help of an agent (obviously at the expense of financials),

I got a cadetship at a local company in Romania. When I went aboard the ship, I realised I was the only Indian amidst all Syrian crew members. There were no safety measures on board. Everything from the food to the language was alien to me. They only made me chop vegetables. Hence, did not even get the opportunity to learn much.

Those were some rough days. However, I held my own and finished my contract. After my cadetship, I cleared my second mate exam and joined Fleet in 2017. Now, I feel blessed.

Last Diwali, I bought a brand-new VITARA BREZZA for my Dad (who is my role model and a mariner himself).

My advice to seafarers who are starting off: hard work never goes in vain. Just stay focused, especially during your tough times and everything will fall right into place.” - Neeraj Kumar

### **HEROES OF THE SEA - KUDOS TO THE ENTIRE CREW OF SILVER STACIE**

In July 2018, while Silver Stacie was en route from Algeiras to Huelva Spain, Wilson M Cleto, Able Seaman on duty, noticed a man floating in the water. He was holding onto a small raft and continuously blowing a whistle. Wilson alerted the crew right away.

With immediate effect, the entire crew got together and launched the lifeboat. Under the guidance of Captain Eleony Barcellano Samilo, Team Silver Stacie, successfully

completed the rescue operation and saved a life at sea.

The rescuee is Zakariah Elouaret, a 27-year-old Moroccan gentleman.



# IN THE SPOTLIGHT

## DID YOU DOWNLOAD OUR BRAND-NEW APP – SAIL WITH FLEET?

Available for download on Apple App Store and Google Play, job-seekers looking for a career at sea can now apply at Fleet with just a few taps.

What's more:

- Candidates can now discover new opportunities and apply with ease anytime, anywhere
- Upload supporting documents in a breeze
- Track application from time to time

So, what are you waiting for? Go to the App Store or Google Play, search for Sail with Fleet and download today!



## FLEET AND ABS PARTNER ON CYBERSECURITY

We have partnered with ABS Advanced Solutions to implement cyber security solutions for our more than 200-vessel liquid cargo fleet. Our safety consciousness and value-added services have always been key drivers of our 24-year growth," says Kishore Rajvanshy, Managing Director, Fleet Management Limited. We have taken the lead in implementing Cybersecurity, well in advance of industry requirements, so we have sufficient time to correct if required and optimise our managed vessels from cyber threats.



## "SHIPPING IS ALREADY COMMODITISED AS PRICE IS THE KEY DECIDING FACTOR FOR ANY MAJOR CONTRACT." - ANGAD BANGA

In an intense debate on "The house believes that the commoditisation of the shipping industry is inevitable", our COO, Angad Banga was on fire when he hammered home the message that shipping is already commoditised as price is the key deciding factor for any major contract. Speaking for the motion, Angad, joined by Stephanie Leow, Executive Director, Standard Chartered Bank HK, rebutted every argument put forward by the opponents with well-rounded facts. It's a no brainer we won the debate.

Organised by The Young Professionals in Shipping Network (HK) in November 2018, the debate was abuzz with the participation of many key stakeholders from the maritime and the shipping industry.

## OUR COO, ANGAD BANGA SPEAKS AT THE 12TH ANNUAL HONG KONG SHIP FINANCE FORUM

"We are consistently looking at data on a ship-by-ship basis, vessel types, groups, geographies et al. to ascertain what it is telling us not only about the performance of the vessels on a standalone basis but also the impact it will and can have on the environment." Angad Banga, COO Caravel Group and Director, Fleet Management speaks at a panel on 'An era of environmental diligence' at the

12th Annual Hong Kong Ship Finance Forum.

He adds, "It is not easy to transform overnight an industry that has been relying on heavy fuels for the last 100 years into an emission-free industry. So, what it requires is a deep sense of collaboration within the industry and the market participants as well as public-private initiatives."

Organised by Marine Money this April, the forum was alive with the participation of many key stakeholders from the maritime and shipping industry.



# WE CARE



## CARAVEL PROJECT WECAN CAREER DAY

"I know, if you want to be successful, you have to face difficulties. It might be hard at times. However, if you try your best, even though you fail, you will have no regret." This March, Brian Ren, a grade 5 student of Salesians of Don Bosco Ng Siu Mui Secondary School in Hong Kong, attended the Caravel Project WeCan Career day with his school mates.

The Career Day was an effort from The Caravel Foundation, a private Hong Kong-registered Charity of our parent company, The Caravel group, to provide the students of Don Bosco school, exposure to the corporate workplace and share knowledge and tips on future interviews, work culture, values and many more.

"I was impressed when the staff of Caravel Group shared their work

and personal experiences with us to show the importance of hard work and perseverance," adds Chris Hong, another grade 5 student of the school.

When asked about the key objectives of Caravel Foundation, Indra Banga, Director, The Caravel Foundation, shares, "The Caravel Foundation strives to improve education for the underprivileged, focusing on children from Hong Kong, China and India. We have been providing scholarships to students from these



countries attending selected reputable US Universities, supporting the education of blind students in India, and supporting some of the most vulnerable children in India through a partnership with Future Hope.

We are now supporting students in Hong Kong through our partnership with Project WeCan."

When asked about future initiatives, Dana Banga, Director, The Caravel Foundation, adds, "We have entered into a multi-year partnership with the well-regarded Project WeCan, founded by Peter Woo, the former Chairman of Wheelock and Company. Through Project WeCan's 'adopt a school' model, we have adopted the Salesians of Don Bosco Ng Siu Mui Secondary School to provide financial and volunteer support. Career Day 2019 is an example of the many initiatives we will be sponsoring for the school alongside sponsoring a large infrastructure project to overhaul the school's facilities."



# THAT WINNING FEELING



**THREE CHEERS FOR OUR TEAM OF RUNNERS** who took part in Hong Kong's fifth Bloomberg Square Mile Relay on 8 November 2018. We have earned our bragging rights by finishing in 18th position out of 124 teams. Quite a jump from our last year's record.

Well done to all the runners of Fleet and our parent company, Caravel Group.



## SANJIB GHOSAL, STARRING FOR FLEET SINGAPORE AT THE MARINERS PREMIER LEAGUE (MPL) 2018

He won the best wicket keeper of the tournament with 6 stumpings and 3 run-outs in 4 matches. Bravo Sanjib!

Organised by the Mariners Cricket Club, (MPL) is one of the premier cricket tournaments in Singapore. Last year, 30 teams from the Maritime Industry took part in it.



# DIGITAL TRANSITION

## IN MARINE INDUSTRY

**IN THE LAST FEW YEARS, THERE HAS BEEN A LOT OF DISCUSSION ON DIGITALISATION ON BOARD VESSELS AND EFFECTIVE USE OF BIG DATA.** At Fleet, we have pioneered the effective use of data through our PARIS software and has been the recognised industry leader for the last 20 years.

>> We expect for a typical 56K bulk carrier, a saving of  
**USD 375K**  
 per year

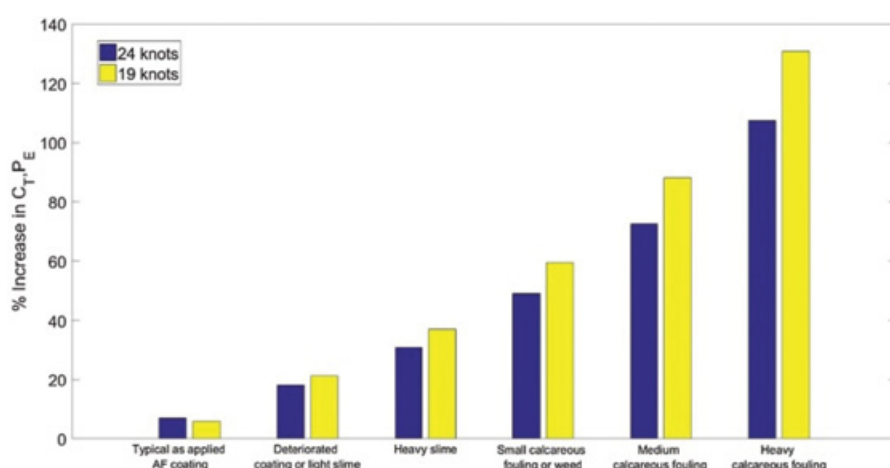
We understand we can leverage the advancement in digital technology for superior and cost-effective management of a vessel. We have narrowed down two areas where significant improvement is possible.

These are vessel's fuel consumption and an increase in the reliability of the equipment on board by effective online monitoring. Both will give significant benefits of cost savings with enhancement in operation to our clients.

We are presently involved in a unique project where we have defined our goals of reduction in consumption and enhancing the reliability of onboard equipment to prevent breakdowns and reduce unnecessary overhauls and inspections.

We carried out extensive research in not only shipping but also associated hardware industries. As a result, we have used some of the solutions available in other industries and customised them for shipping.

For fuel consumption, after extensive research, we found the most effective saving is to reduce loss in propulsion efficiency. The major loss occurs due to an increase in drag caused by hull fouling.



We are setting up a software solution, which would allow the office and the ship to monitor hull drag accurately by means of advanced sensors. We expect for a typical 56K bulk carrier, a saving of USD 375K per year would be achieved. A further benefit would be an improvement in the main engine performance.

We would collect the data on 24 x 7 basis, without human intervention. This would give us value added information on coating performance, the effect of temperature and idle condition on fouling. We would also get valuable inputs on the solutions for the effective reduction on fouling and planning for hull cleaning.

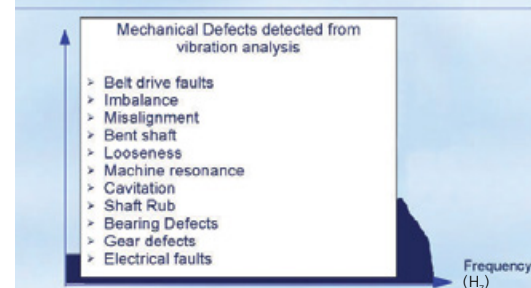
For improving our monitoring system, we have identified companies, which have been providing state-of-the-art monitoring equipment to refineries, gas plants, metro railways, air cargo terminals and the like. We are suitably modifying this monitoring equipment to meet the challenges of the marine environment.

This would now give us a 24 x 7 means of monitoring the critical running equipment. It would also give the vessel and shore a traffic light system of warning to take corrective action well in advance of any potential breakdown.

| G's | Interpretation  |
|-----|-----------------|
| 0   | Good machine    |
| 10  | Some issue      |
| 20  | Serious problem |
| 40  | Action point    |

Typically for rotating equipment, a warning would be generated for a potential bearing failure or loose parts or misalignment or a combination of any of these.

General Machine vibration Characteristics Study from Spectrum Analysis



We would also be remotely monitoring the condition of cylinder oil and FO to give warning of potential issues in advance.

All of these would be integrated into one software, enabling the operator to get an audible and visual warning, on any pending issue that requires his attention.

We are working with a leading classification society to accept our software solution in lieu of open-up inspections and credit this towards condition monitoring. This project is a testament to our commitment to continually innovate and invest in technology, so our vessels operate to the highest technical standards.



**Sanjay Chandra**  
 Executive Director  
 Fleet Management Limited  
 Sanjay has been with Fleet for 19 years.

>> This would give us a  
**24x7** means  
 of monitoring the critical  
 running equipment.

# A CAREER IN MARITIME

**EVERY PROFESSION, WHETHER IT'S MEDICINE OR ENGINEERING, OR ARMED FORCES OR THE ART WORLD, WANTS TALENTED YOUNGSTERS TO JOIN THEIR BAND AND CONTINUE THEIR NARRATIVE INTO ETERNITY.** Similarly, the Maritime profession also stakes its claim but must fight its way to show young aspirants and the dreamers that what it has to offer is perhaps comparable to the best.

In today's culture of connectivity, where the world is a global village and marketing is channelised through social media platforms, the maritime industry is learning to establish its space.

Today, visibility is extremely vital for an organisation and accordingly Fleet Management has come alive on various social platforms to showcase its dynamic staff and the company's stellar achievements in its twenty-five years of successful presence in the maritime horizon.

For a young man stepping out to explore vocational paths, what better place than the ships of Fleet to start one's career.

To begin with, a maritime career's biggest attraction is the lure of the lucre. A twenty-two-year-old young man on a Fleet ship will make at least ten times the regular starting

salary he would make in India. What's more, he would have to pay no taxes on his earnings. It is hard to believe, but this is the truth of the matter.

While he earns the big bucks, he has the opportunity to travel and adventure all over the world. Breathing the fresh ozonised air in the middle of the ocean or watching sunrise and sunset is a unique experience you can get only in the maritime profession.

When a young man chooses to become a sailor, he gets all of this and more. Even if he is a single earner in his family, he can take care of his entire family with the money he makes.

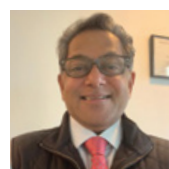
At Fleet, we understand the importance of first-rate crew in the successful operation of the vessels we manage. We have crewing offices across 13 locations in India, Philippines and China. Our manning subsidiary in India, Elegant Marine Services Private Limited, is one of the largest recruiters of Indian seafarers and has been twice lauded with the Best Foreign Employer of Indian Seafarers by the Government of India in 2009 and 2012.

To further attract talent, Fleet holds regular road shows at various locations across India and Philippines. These roadshows provide good networking platforms for Fleet's existing and potential seafarers as well as shore staff to connect and share their experiences. Furthermore, Fleet participates in various industry-led sports events for seafarer engagement and visibility.

Further, in the digital space, Fleet has launched its own crewing App, called "Sail with Fleet". Available for download on Apple App Store and Google Play, applicants looking for a career at sea can now apply at Fleet with just a few taps. We have great plans for this app. Going forward, we will be releasing new features and enhancements as we listen to what our seafarers want.

A twenty-two-year-old young man on a Fleet ship will make at least  
**ten times**  
the regular starting salary he would make in India.

Photography by: Sanjay Kumar Gupta



**Nagarajan M.S.**  
Executive Director  
Fleet Management Limited  
Nagarajan has been with Fleet for 22 years.



day activities and eventually making it an integral part of our livelihoods.

We finally managed to find the right formula through our behaviour-based safety programme, "SafeR+". We launched SafeR+ in January 2010 with the purpose of reducing crew injuries onboard. It's a unique programme, focusing on the development of human behaviour towards a safe mindset and habits amongst our crew. It helps seafarers internalise the importance of Communication, Teamwork and Risk Assessment and be more self-aware regarding safety onboard. It also encourages every seafarer to take personal accountability to do things better each day through 4-hour experiential workshops, daily team talks, daily 10-minute colleague observations of safe/unsafe behaviour and recognition schemes.

To date, it has been instrumental in shaping our safety culture, both on board and ashore. The best part, it played a huge role in improving our overall safety performance.

However, as Richard Branson once said: "Every success story is a tale of constant adaption, revision and change." That's why we are revamping the SafeR+ programme. We will be launching SafeR+ Version 2.0 this year. The cherry on the cake, it will be an app-based version, making it more simple, user-friendly and agile for our people.

We believe, the new system will assist in ensuring 100% compliance in our areas of focus, which include Navigation Safety, Anchoring / Mooring Safety, NIL Marpol Violation, Nil Enclosed Space Entry Incidents and Nil PSC Detentions.



**Captain M Sathya**  
General Manager, Safety  
& Quality Department  
Fleet Management Limited  
Sathya has been with Fleet  
for 12 years.

**>> Every success story is a tale of constant adaption, revision and change.**

## SAFETY ONBOARD THE SHIP: WHAT HAS BEEN AND COULD BE DONE TO IMPROVE SAFETY CULTURE AND PERFORMANCE

**FOR MANY YEARS, THE TRADITIONAL APPROACH TO ADDRESSING WORKPLACE SAFETY WAS ONLY THROUGH FOLLOWING MANDATORY REGULATIONS BUT NOT CONSIDERING PERSONAL ACCOUNTABILITY.** However, when accidents continued to rise at alarming rates, the focus shifted to human factors. Thus, the need to provide employees with relevant knowledge and skills became more imperative.

International Atomic Energy Agency (IAEA) first introduced the term "Safety Culture" after their investigation into the Chernobyl nuclear power plant disaster in 1986. The investigation revealed non-compliance of operating procedures significantly contributed to the disaster, indicating a poor safety culture at the plant. Lack of effective safety culture also contributed to other major disasters such as the Piper-Alpha oil platform explosion in the North Sea and the sinking of the Herald of Free Enterprise ferry.

Furthermore, the ACSNI Study Group (1993) defines safety culture as "... the product of individual and group values, attitudes, competencies, and

patterns of behaviour that determine the commitment to, and the style and proficiency of, an organisation's health and safety programmes. Organisations with positive safety culture, are characterised by communications founded on mutual trust, shared perceptions of the importance of safety, and confidence in the efficacy of preventative measures."

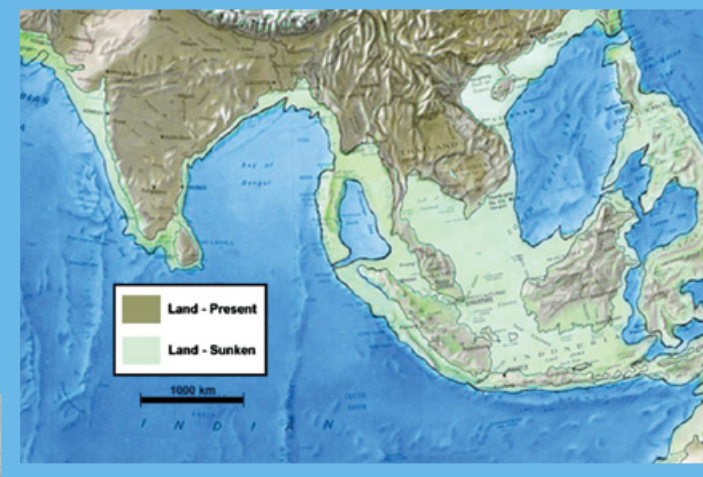
Likewise, Fleet Management Limited also had its share of safety issues arising primarily out of non-compliance of operating procedures. However, we at Fleet Management, both on board and ashore, have been evolving since then to find out the right formula to induce safety culture into our day to

# WHAT CAN WE AS SHIP MANAGERS DO TO PLAY A LEADING ROLE IN PROACTIVELY TACKLING CLIMATE CHALLENGE AND MEETING ENVIRONMENTAL DEMANDS OF THE FUTURE?

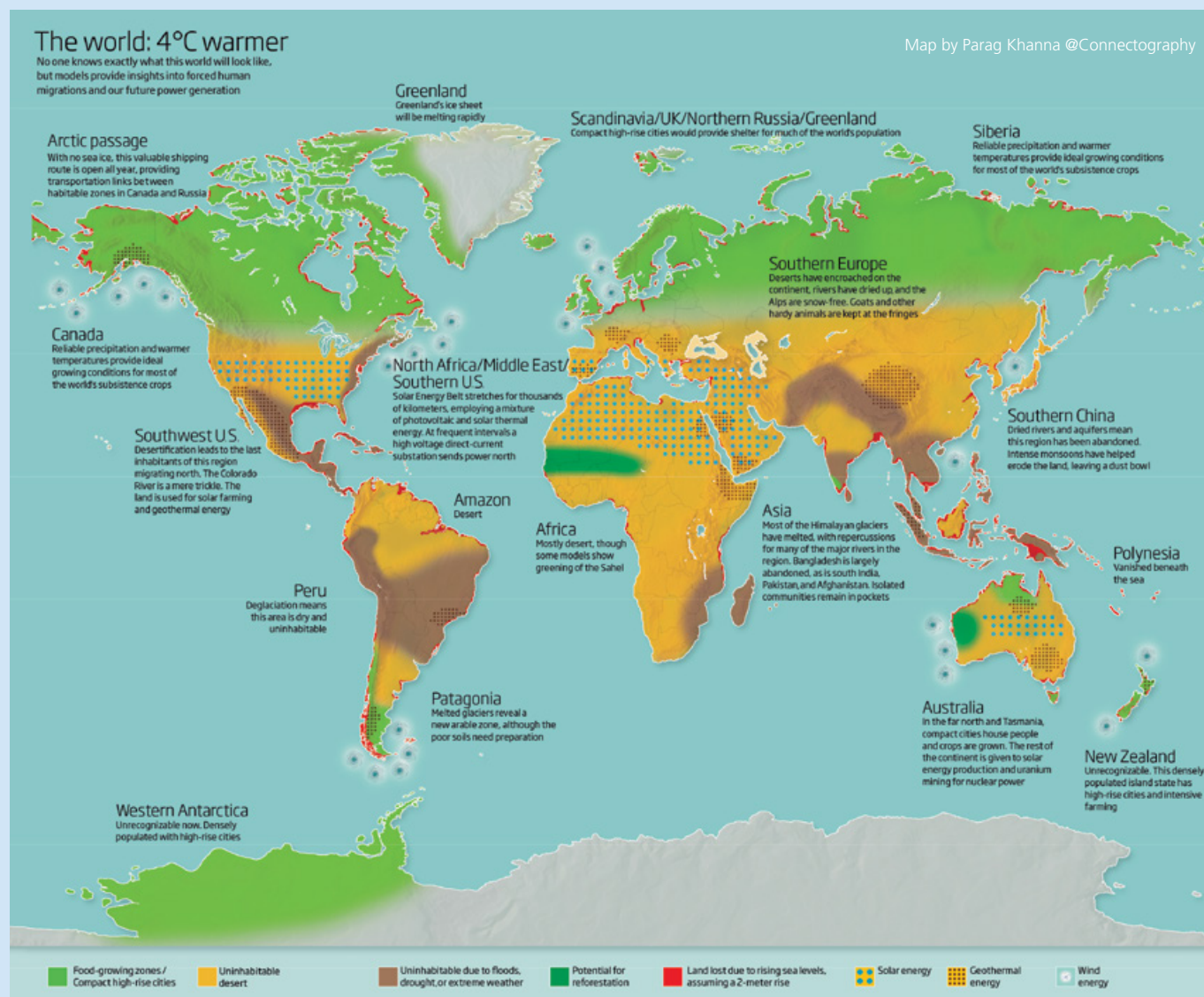
The land masses that are presented on Globes and maps, did not always look the way they do today. At a certain point in the Earth's history, the Globe would have looked like this:



At another point in the Earth's timeline (during the last ice age), South and South-East Asia would have looked like this:



>> Most scientists agree that if the currently planned actions to limit CO2 emissions are not fully implemented, a warming of 4°C could occur as early as the 2060s



**So, what caused these changes to the appearance of land masses? We're told that the reasons are mainly:**

**Movements of tectonic plates relative to one another (the first picture) and reduction in sea levels during the last ice-age (2nd picture).**

**But, what might the Earth look like if the average air temperature at the earth's surface were to rise by just 4°C from pre-industrial levels? Here is one likely and extremely frightening, picture (map first published by 'New Scientist' in 2009).**

Most of the habitable planet as we know it, would have changed for the worse and billions of people would have had to endure forced migrations. Many thickly inhabited areas would become uninhabitable desert and many coastal areas, which support large concentrations of human population would be under water.

How far are we from the nightmare picture described above? Well, average temperatures have increased by about 1°C since the beginning of the industrial revolution (1750 A.D.), but warming has accelerated enormously in the last 70 years and would continue to do so. According to one report, most scientists agree that if the currently planned actions to limit CO<sub>2</sub> emissions are not fully implemented, a warming of 4°C could occur as early as the 2060s ([www.greenfacts.org](http://www.greenfacts.org)). Most scientists also agree that human activities are responsible for this acceleration of

global warming – namely, the burning of fossil fuels and consequent release to the atmosphere of CO<sub>2</sub>.

### HISTORICAL CO<sub>2</sub> LEVELS

It is a widely-held view amongst researchers, that higher CO<sub>2</sub> levels in the earth's atmosphere played a big part in bringing the earth out of the last ice age. However, during the last ice age, the increase in atmospheric CO<sub>2</sub> levels is thought to have originated from the Oceans, whereas this time, it appears to be from human activity. Also, during the last ice age, it took 10,000 years for CO<sub>2</sub> levels to rise versus just 200 years this time, owing to rapid industrialisation.

### THE NEXUS BETWEEN RISING CO<sub>2</sub> LEVELS AND GLOBAL WARMING

CO<sub>2</sub>, amongst other atmospheric gases like Methane, Nitrous Oxide and

water vapour, is a 'greenhouse gas'. The level of CO<sub>2</sub> in the atmosphere has increased in the last 150 years, from 280 parts per million to 400 parts per million. This increase has been caused almost entirely by human activities, chiefly, the burning of fossil fuels, but also deforestation and agriculture. Increases have also been recorded in the levels of Methane and Nitrous Oxide, both as a result of human activities. Greenhouse gases trap heat radiating outwards from the earth's surface, thereby not allowing it to escape to space but instead raising the temperatures of the lowermost layers of the earth's atmosphere.

### WHAT IS IMO'S COMMITMENT?

The International Maritime Organization (IMO) has committed to reducing the amount of CO<sub>2</sub> emissions from shipping by the year 2050, by at least 50% of the emissions attributed to the year 2008, due to their estimate that the amount of CO<sub>2</sub> emitted by shipping would increase from the current 3% to 17% of global emissions, by the year 2050, if left unchecked.

### WHAT CAN WE, AS SHIP MANAGERS, DO PROACTIVELY, TO HELP IN TACKLING CLIMATE CHANGE?

The ultimate goal for the shipping sector is to reduce CO<sub>2</sub> emissions to zero, which means to completely eliminate the burning of fossil fuels by ships. This is possible and will become practical through the adoption of new technologies such as fuel cells, which are expected to become increasingly economical in the coming decades.

However, instead of waiting for the adoption of alternative fuels, there are steps that we, as managers of shipping, can take, to reduce our carbon footprint and contribute towards the reduction of global warming. Here are some of the steps:

**Increase voyage efficiencies** by using weather and route optimisation, thereby reducing fuel unnecessarily burned to overcome heavy weather. Masters on ships that are provided with weather optimisation software such as SPOS must use it, especially on long voyages, to determine the most

suitable route that will minimise fuel consumption and maximise efficiency.

Using Auto Pilot Track Control, when it is safe to do so, could also prevent unnecessary fuel consumption.

**Keep Hull and Propeller smooth** and free from marine growth, by monitoring main engine power absorption / propeller margin, regularly inspecting the underwater areas of the Hull (at least at annual intervals, or more often if the vessel has been stationary for extended periods) and removing marine growth if necessary. Doing so reduces hull resistance and improves fuel efficiency.

**Proceed at lower, more economical, speeds**, whenever commercially viable. Proceeding at lower speeds leads to lower total fuel consumption for the same distance covered. Also, arriving early to a port is futile. Hence, a just in time approach should be adopted through negotiation between Owners and Charterers, which involves reducing speed when it is known the vessel's berth will not be available.

**Encourage and promote the adoption of new design technologies**, such as through the use of air bubbles to lower Hull resistance, rotating cylinders to harness wind power like the sailing ships of the past, improving the efficiency of the propeller through the fitting of Propeller Boss Cap Fin (PBCF), Mewis Duct or other similar technologies.

**Energy conservation** through the implementation of energy saving features such as frequency converters for sea water pumps and engine-room blowers, use of LED lamps, reduction of electrical loads by switching off lighting when not required, switching off pumps when not required in port, improving the efficiency of waste heat recovery etc.

**Maximizing the efficiency of machinery** through proper monitoring of machinery parameters, timely maintenance of engines to reduce fuel consumption, balancing engines and maintaining machinery operating parameters within prescribed limits.

### THE COST OF REDUCING CO<sub>2</sub> EMISSIONS, CONTRARY ARGUMENTS AND CONCLUSION

Most environmental researchers and scientists agree human activities are primarily responsible for the increase in greenhouse gases in the atmosphere, which causes global warming. They believe the impact of global warming on nature and human society will be very significant and adaption to the changes that global warming may cause will come at great human sacrifice and cost.

Some sceptics, however, have slightly different views. They believe natural Earth cycles lead to global warming.

There is, of course, a cost to reducing CO<sub>2</sub> emissions and developing alternative energy sources. Development of alternative energy sources requires large investments from industry and commitment from governments. However, this cost is negligible when compared to the cost of continuing with our current practices involving the burning of fossil fuels. Alternative fuel technology is well known and practical; what is required is commitment and scale to make it economical.

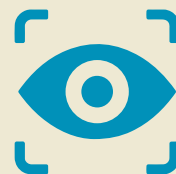
We are at the cusp of a revolution in the way we generate the energy requirements of our planet's growing human population. There is no alternative to the elimination of fossil fuels as energy sources if the human population is to survive at its current and predicted future levels.



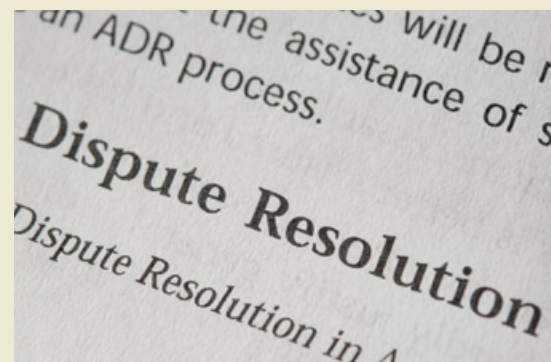
**Ranvir Jatar**  
Corporate Compliance  
Manager  
Fleet Management Limited  
Ranvir has been with Fleet  
for 10 years.



# EFFECTIVE DISPUTE RESOLUTION FOR THE MARITIME INDUSTRY



**THE MARITIME INDUSTRY FORMS THE BACKBONE OF THE GLOBAL ECONOMY AND WORLD TRADE. IT IS A VIBRANT AND INTERACTIVE INDUSTRY, INVOLVING A MYRIAD OF PLAYERS.** The relationships amongst all the parties involved are usually governed by a contract, for example, a charter party. Any dispute arising amongst parties should be solved in accordance with the dispute resolution clause.



Dispute resolution clauses contained within contracts are included to define the steps, which should be taken by the parties to resolve any disputes that may arise. However, a claimant often faces obstacles, which must be overcome when the clauses are either not clear or do not regulate all the scenarios that may result in a dispute. It is therefore of vital importance for the parties to stipulate a complete dispute resolution clause.

The methods through which such disputes are resolved can vary considerably and their success depends on various factors, including the type and amount in dispute, the relationship between the parties, the geographical location and the expectations of the parties, and the influence of third-party interests.

Two methods used to resolve shipping disputes are arbitration and mediation, as alternatives to litigation.

Maritime arbitration, being a specific sector of international commercial arbitration, possesses some distinct features, which make it unique such as international character, flexibility and cost efficiency. Through arbitration, the disputes can be solved faster avoiding national courts and difficult jurisdictions. Furthermore, the awards are generally enforceable worldwide including in all the major maritime nations.

There are many associations around the world promoting maritime arbitration. London and the LMAA rules are the uncontested leading forces. The use of English Law in maritime matters and the old tradition in arbitration render London the centre where the bulk of the worldwide arbitrations are held. Under certain limited circumstances, the party, unhappy with an LMAA award, has a right to appeal to the English High Court. This could be a disadvantage for some and an advantage for others.

However, in the last few years, the Asia-Pacific region has witnessed ascendant in maritime arbitration with Hong Kong and Singapore being the prime examples. Singapore's SIAC has established record of neutrality but it appears to be an expensive choice in comparison to other associations. SCMA, which is specifically tailored to the needs of the maritime community, is slowly gaining recognition and comparatively cost efficient.

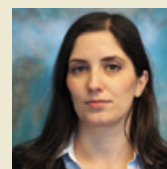
HKIAC arbitration in Hong Kong is another good option providing for consolidation of multiple arbitration if certain requirements are fulfilled. In contrast, under the LMAA rules, there is no provision for consolidation. HKIAC appears also to be a more cost efficient in comparison with its other Asian rival, SIAC.

Mediation is another viable alternative to litigation, which can offer control over the outcome. It can also increase the chances to preserve the relationships between the parties. Mediation is faster than litigation. However, if an agreement is not reached, then it will cost time and money, which could be invested instead in resolving the matter through a formal legal process.

A careful consideration of the costs, location of assets of the counterparty and risks is required to decide the most appropriate method and forum for dispute resolution. Nowadays players in the shipping industry will settle their business or arbitrate their disputes in any place in the world, provided that such a choice meets their interests and needs.



**Aditi Garg**  
Legal Counsel  
The Caravel Group  
Aditi has been with the Caravel group for 9 months.



**Georgia Vourka**  
Claims and Insurance  
Naess Ship Management  
B.V. Amsterdam  
Georgia has been with Naess Ship Management for 4 years.

# EFFECTIVE BRIDGE TEAM MANAGEMENT

**RECENTLY I HAD THE OPPORTUNITY TO SAIL ON A VESSEL WHEN SHE WAS MOVING FROM ANCHORAGE TO BERTH UNDER PILOTAGE. What I experienced was the Master Pilot Information Exchange only involved a discussion about the number of mooring lines and the position and number of tugs involved.**

However, there were no discussions on the currents, tidal streams, planned manoeuvres and any other factors required for safe and effective navigation.

As the passage progressed, the Officer on Watch (OOW) was engrossed in various log entries (GPS, VHF, Bell Book) and plotting position, which gave him no time to assess the situation not to mention an early detection of a potentially dangerous situation.

The pilot was instructing the tugs and mooring gang in his local language. However, the Master did not request him to translate in English as he thought it is a common practice in non-English speaking countries.

I am sure, a lot of you will agree that it is not acceptable for the Bridge team to let pilot have full control while they take a backseat.

Industry studies show that the pilot has been on board during 58% of Collision or Allision incidents. However, this does

not necessarily mean the pilot has been at fault. It hints a failure in effective communication, between the pilot and the Bridge team.

When the pilot steps on to the Bridge, it should not result in a sudden change of Bridge team equilibrium and reduce the whole team to just one person (i.e. the pilot only). It hints a failure in effective communication, between the pilot and the Bridge team.

Across industries, human error has been the key reason behind most incidents. The Shipping industry has suffered a loss of billions of dollars due to the same.

The sustainability of the shipping industry highly depends on the successful completion of a voyage. Hence it can be rightly said an effective Bridge team on board is the most valuable resources of the shipping industry today. The Bridge Team can be a vessel's greatest strength or its weakest link, depending on how effective it is.

There are many resources to help the Bridge team. These include ECDIS, passage plan, navigational equipment and aids, and weather routeing services.

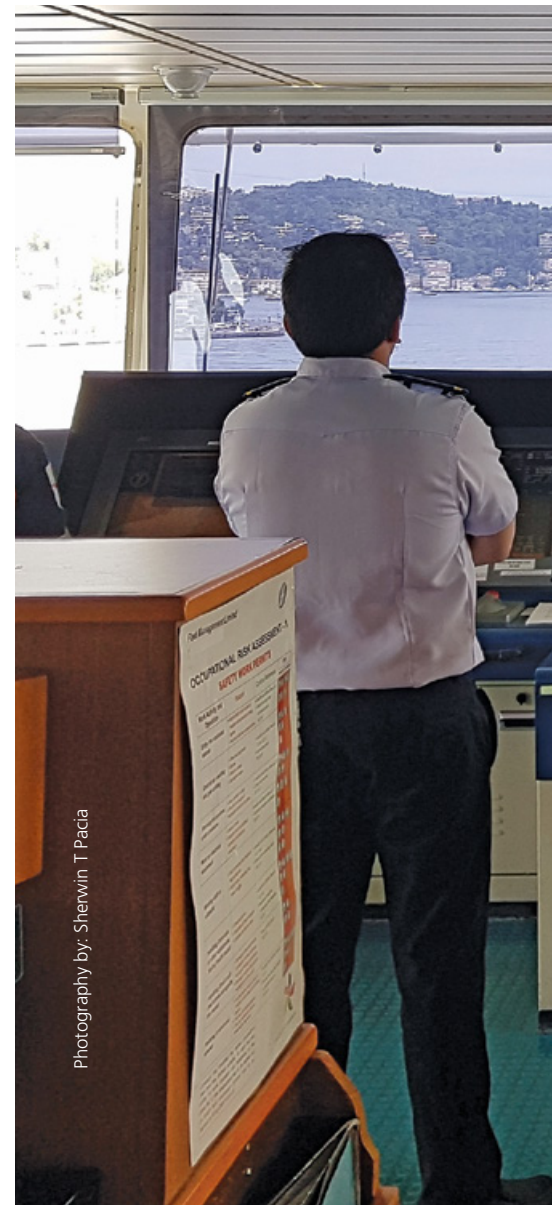
One of the most important tools available to Bridge team for safe execution of a voyage is Bridge Resource Management. Bridge Resource Management is a formal approach

to teamwork. It derived from the airline industry in the early 1990s. Bridge Resource Management is the effective management and utilisation of all resources, human and technical, available to the bridge team, to ensure the safe completion of the vessel's voyage. In order to get best out of these resources, it is essential to practise and implement this on a regular basis and identify areas of improvement.

One of the management tools we could use is PDCA. This tool is widely used across the industries for continual improvement of processes.

P: Plan  
D: Do  
C: Check  
A: Act

On getting the voyage instructions, identify all tools you need for safe execution of the voyage and Plan how



Photography by: Sherwin T Pacia

**>> Industry studies show that the pilot has been on board during 58% of Collision or Allision incidents.**

the tools will be used. Passage plan is the key in the Plan stage as this will identify almost all the things required. Apart from the passage plan, sources of weather information must also be identified. Weather routing services should be considered for routes across adverse weather areas. As the sea voyages are highly dynamic, the Plan stage should have allowances for the inevitable deviations, if any unfavourable or unexpected conditions develop. Do stage will be using all tools as per the plan. In the Check stage, identify the shortcomings of the plan and agree on the methodology to improve upon it. Passage debriefing is the right platform to execute this stage. Act stage will be implementing the methodology identified in the Check stage.

The Master has one of the most important roles to play within the Bridge team. He must build confidence in each of his team members. The OOW and his or her lookout

are the core team. The Master, extra lookout and the pilot are extensions of this core team. The communication between the Master and core Bridge team is the most important ingredient for a successful Bridge team operation.

Good Bridge communication is a culture that needs to be embraced both at sea and ashore. Free flow of communications starts in open waters. It is essential that members of the Bridge team talk to each other about operational matters, to comment, question, consult or seek additional information. No way, they should remain silent and hide their doubts. By remaining silent, they are reducing the strength and effectiveness of a Bridge team. A SILENT BRIDGE IS A DANGEROUS BRIDGE.

You should also keep aside cultural differences. In some cultures, it is not acceptable to question the authority, which could easily lead to a paralysis in Bridge team operations.

## >> A Silent Bridge is a Dangerous Bridge.

A lively Bridge, where all team members are communicating freely and professionally, is the key to safe navigation. It is the responsibility of all Bridge team members to create an environment conducive to free flow of information. In such a Bridge, the situational awareness will be very high as each member will be fully aware of his or her role in the team. As a legendary shipowner once said, "No loss should hit us which can be avoided by Constant Care".



**Captain Kunal Kumar**  
Manager, Tanker Operations  
Member, Fleet NAV COM  
Fleet Management Limited  
Kunal has been with Fleet for 3 years.



# DID YOU KNOW?



## NAVIOS SUBSIDIARY FINED \$2M FOR OILY DISCHARGE

A subsidiary of Greek shipowner, Navios Maritime Holdings, has been recently fined \$2m in the US for illegal discharge of oily waste from their 75,000-dwt Nave Cielo LR1 Tanker into the sea. The US Department of Justice (DoJ) has also put the company on 4-year probation.



## SAFETY ALERT

Always report incidents to your Superintendents and/or Designated Person Ashore immediately when they happen.



## CREW MISSING AFTER MSC BOXSHIP ATTACKED

Several crew members are missing from an MSC boxship after it was attacked in the Gulf of Guinea. The ship was targeted 55 miles (88.5 kilometres) south of Cotonou, Benin, shortly after midnight 2 January, according to maritime consultancy Grey Page.

It is unclear how many crew members are missing and how many are safe.

While piracy has seen declines in other parts of the world, the Gulf of Guinea is still a problem area with significant underreporting, according to piracy experts.

From what was reported to the International Maritime Bureau, there were 33 incidents in the waters off Nigeria – just east of Benin – in 2017 and 41 through the first three quarters of 2018.

Pirates in West Africa, experts said, generally hijack ships to steal cargo.



## SAFETY ALERT

- Always remain alert and maintain good all-around lookout
- Fully comply with the Security hardening measures, required as per Company procedures and Best Management Practices, edition 5 (BMP-5)
- Always maintain about 200 NM from West African coastlines
- Arrive in or depart from port during day-light hours only
- Keep the Citadel space in absolute readiness and carry out regular Citadel 'lock-down' drills





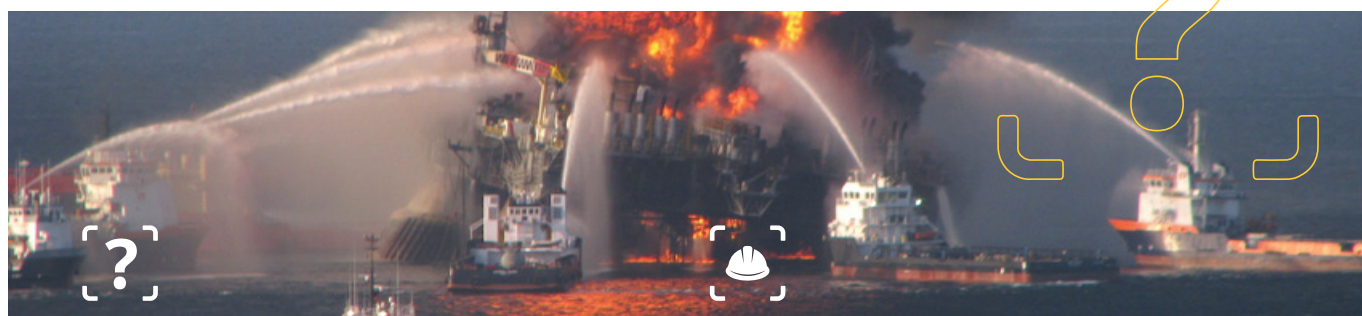
## CAPTAIN OF A CHEMICAL TANKER GETS FIRED

A captain of a chemical tanker got fired after being found more than three times over the legal drinking limit while his ship was due to leave New Zealand's Port laden with a cargo of methanol. He was found to have 881 micrograms of alcohol per litre of breath. A seafarer's legal limit is 250mcgs. He was sentenced at a local court and fined NZ\$1,000.



## SAFETY ALERT

Please comply with Fleet's Drug and Alcohol policy at all times. The policy is available on Fleet's Planning And Reporting Infrastructure For Ship (PARIS).



## JAPANESE CAR CARRIER SUFFERS BLAZE

A Mitsui OSK Lines (MOL) operated car carrier has been recently left powerless after the ship suffered a major fire in the middle of the Pacific.

The master of the 6,400-ceu Sincerity Ace (built 2009) reported a significant vessel fire, ongoing firefighting efforts, and an intent to abandon ship, according to the US Coast Guard (USCG).

Sixteen of the Japanese-owned vessel's 21 crew were rescued by nearby merchant vessels.

Of the remaining five, the USCG said three were "unresponsive and unable to grab onto lifesaving equipment to be brought aboard," but did not elaborate, while two more are unaccounted for.

## SAFETY ALERT

### Fire Fighting Appliances (FFA)

- Ensure all FFA on board are maintained in good order
- Practise remote closure of Fire dampers for cargo hold within 2 minutes
- Ensure readiness of Fixed Firefighting system (CO2 / Foam) as applicable
- Maintain sufficient spares for FFA appliances on board as per Company policy

### Fire prevention and precautions

- Take fire rounds every 4 hours for all car decks during night shifts
- Check the car deck temperature every 4 hours and ventilate the space if it goes beyond 35 degree Celsius
- Carry out ventilation of car decks every alternate day to remove any fumes even when temperature is less
- Check the LEL (Lower Explosive Limit) every 4 hours while taking fire round and if required ventilate the space
- Check for any leakage of oil and inform Charterer as soon as any noticed
- In case of any leakage, immediately clean the oil and prevent it from spreading; if required disconnect the battery terminal in consent with the charterer
- Keep MR (Medium range) and Gas Tight Doors in closed condition even in Coastal Voyage

### Education and Training

- Hold regular fire drills and training
- Strictly follow "Fire 15" Rule

### FIRE 15 RULE (3 STEPS)

**DETECT FIRE**



**CAN-TYPE + PORTABLE  
FIRE EXTINGUISHER**



**RELEASE CO2**

**WITHIN 15 MIN**



## MASTER DIES IN BULKER COLLISION

The master of a cement carrier captain has died in a collision with a bulker off Vietnam. A vessel named as NB-8836 broke in two and sank quickly off Ha Long Bay in the early hours of Monday, 7 January 2019. The said vessel was in collision with the 60,000-dwt wood chip carrier Daio Southern Cross (built 2012) after it left Cai Lan. Four other crew from the cement carrier were rescued. The body of the Master, Nguyen Van Thanh (age:32) has been recovered and an investigation has begun.



## SAFETY ALERT

- Always ensure vigilant and prudent navigation
- Ensure proper and effective lookout by all available means to avoid Navigational incidents
- Make sure the Bridge manning level is in accordance with the Company's Bridge Procedures Manual for Pilotage, port arrival, coastal waters and at sea
- Ensure vessel always proceeds at the planned safe speed, appropriate to the prevailing circumstances



## EMERGENCY CREW FIGHTS FATAL OIL TANKER BLAZE

An oil tanker caught fire off the coast of Lamma Island in Hong Kong on Tuesday, 8 January 2019 and at least one person was reported dead.

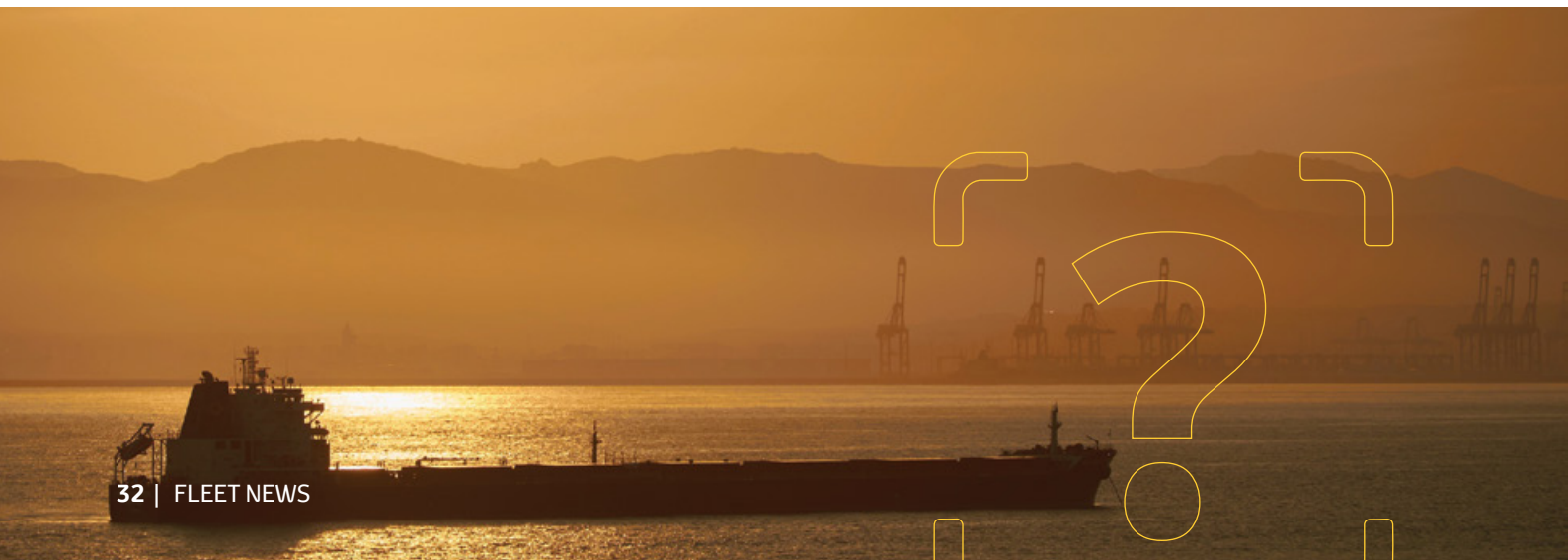
Emergency personnel were deployed in a search and rescue operation to pick up 21 other people who had either fallen or jumped into the sea to escape the blaze. The vessel caught fire about one nautical mile south of Lamma Island soon after 11.30am, according to police.



## SAFETY ALERT

- Make sure a Tanker always operate in "close" conditions and cargo integrity is maintained at all times
- Ensure Cargo tanks are always either in "inerted" or in completely "gas-free" conditions
- Use only intrinsically safe equipment if you are on board a Tanker and make sure all electrical installations are in good working order

Your safety is in your hands.





## MEET RISHI SINGH – RECIPIENT OF FLEET'S LONG SERVICE AWARDS IN 2018

Rishi joined Fleet in December 1994 as one of the first Technical Superintendents and held various roles throughout his tenure. He says loyalty is the only reason that made him stay with this company for 24 years. "My key takeaway after working for all these years is, to NEVER GIVE UP AND SIMPLY KEEP TRYING".

Rishi retired earlier this year. He has a beautiful wife and two sons settled in Australia. Now that he has retired, his number one plan is to play around with his grandson.

[Here are our other recipients of Fleet's Long Service Awards.](#)

## AWARDS FOR SEA STAFF Aug 2018 - Feb 2019



### Awards for sea staff

**5**  
year service

Franklin V. Costales  
Elfrie C. Manlapaz  
Edberson M. Chiong  
Julius D. Bacang  
Jim A. Dayata  
Roland A. Masagca  
Eldefonso M. Mangahas Jr.  
Renel E. Pascua  
Jonathan P. Menguallo  
Randolph J. Camariosa  
Junly S. Callao  
Rogelio Jr S. Badoles  
Nestor R. Domingo Jr  
Joemarie Paul N. Mallo  
Domingo D. Borja  
Frank Dux Marrion A. Lamata  
Ricky S. Sapanta  
Carlo M. Bernardino  
Rox Dennis M. Patalinghug  
Dexter Arianne Z. Zaspa  
Mario Jr. B. Aleonar  
Mar C. Quirante  
Joseph A. Hormachuelos  
Alvin M. Del Rosario  
Marieto Q. Ting  
Neil James R. Morillo  
Ronel M. Malatamban  
Marc Anthony D. Kaslani  
Claro G. Paderes  
Levie E. Lariba  
Gerardo T. Quinto Jr.  
Alexis Abe L. Afanes  
Raul C. Lolong  
Michael D. Sunga  
Christian J-Son S. Talawan  
Neil P. Lera-Og  
Xernan Mar T. Abear  
Vincent R. De Los Santos  
Richard A. Tasic

Benjie C. Villaruel  
Vladimir A. Romarate  
Elmer R. Pardilla  
Rigel R. Ballais  
Noel E. Jarlego  
Rey V. Mission  
Walter Jr L. Salatandre  
Val A. Ramos  
Eliseo Jr. C. Cabreja  
Andresito D. Gatillo  
Renante A. Dionisio  
Andre Bon C. Dalen  
Jonas T. Cornelio  
Isagani V. Villarin  
Jaybe-Al G. Asedin  
Jolan V. Llantero  
Ramie G. Gajo  
Leo L. Lusanta  
Lawrence Anthony C. Caluza  
Reynante D. Erispe  
Lowell B. Verdan  
Jeffrey R. Merestela  
Nelson B. Abarquez  
Rodney Q. Maquinad  
Sabas G. Tumangan  
Fernando B. Bauyon  
Elizalde F. Angeles  
Alex S. Alviento  
Daryl A. Molo  
Mananquil F. Doria  
Charlou Mark Y. Rodrigo  
Alimole L. Abarabar  
Joberto C. Quintana  
Victor A. Salazar  
Albert P. Sinambong  
Antonio S. Butad  
Anthony A. Banzon  
Johnndelle D. Juntura  
Nelson E. Valiente  
Zerwin P. Agarano  
Dheovany E. Alteza  
Ben C. Cabaya  
Jose B. Carizon  
Reynald E. Flores  
Jade L. Napoles  
Enrico T. Medina  
Edilberto Jr. C. Acedo  
Jimmy C. Parasdas  
Dennis D. Ledon  
Mark Jeryll P. Lanceta  
Henry T. Navora  
Reno P. Ducay

Stephen C. Verallo  
Jeschy Rey N. Villapuz  
Freeman O. Panisales  
Emerson S. Daan  
Jeffrey D. Olivera  
Jover P. Menguallo  
Rolyn M. Villalva  
Roland Allan S. Reyes  
Peter Paul C. Armentia  
Welfredo Jr C. Guadalupe  
Ryan C. Ignacio  
Renz Harve G. Mecha  
Ed B. Baquilar  
Cirino L. Abucejo  
Nanro L. Acasamoso  
Lester O. Aquino  
Jonathan B. Rollon  
Dionesio L. Divina  
Carl Jorrel D. Cruz  
Noel D. Balistoy  
Gerard J. Sumibcay  
Dustin Cipriano I. Tano  
Marito D. Puertos  
Nicolas Daniel A. Faustino  
Jerson S. Sedano  
Ronald B. Bantoc  
Albert M. Cuizon  
Lilio B. Relevo  
Sandino L. Asimao  
Rowel V. Amiano  
Patrick C. Tanes  
Jorge Stephen A. Nillo  
Louie L. Parmisana  
Bryan Steven B. Salgado  
Rogelio C. Fajardo  
John Eric B. Malaluan  
Roberto Jr. R. Sombilon  
Razel B. Paclauna  
Rowell M. Iranzo  
Vincent M. Timbang  
Jimboy B. Eulin  
Ernesto Y. Jose  
George P. Seguritan  
Ariel V. Ramos  
Saulo Abe N. Naz  
Julivel P. Abejo  
Johnriel L. Eroja  
Omar M. Villanueva  
Ace Vincent R. Sumbillo  
Don Ernani P. Hernandez  
Ramil P. Mariño  
Joje T. Baldonado

Edsel B. Butanas  
Emmanuel E. Santos  
Menandro P. Jabat  
Joebert D. Abal  
Widjenie L. Mascardo  
Silmar Pol B. Mangohig  
Michael S. Trabaddillo  
Fernando T. Libres  
Von Bryle N. Sindac  
Dexter E. Quionisala  
Diodenis C. Lamzon  
Felben L. Taganahan  
Juvencio A. Narciso  
Jeter C. Subito  
John Melvie C. Ara  
Sme F. Magdato  
Raimundo B. Endiape  
Juvane C. Villasante  
Arsenio B. Romero  
Nelson C. Parungao  
Eprime B. Paez  
Joel R. Ganadillo  
Jerson P. Solmeo  
El B. Guibay  
Roland S. Balanag  
Franz T. Dema-Ala  
Dante T. Trompeta  
Ramil A. Arsua  
Silvestre D. Domingo  
Eugene Asthro V. Darca  
Jan S. Librodo  
Jaime H. Rimas  
Ronald B. Vallespin  
Michael C. Abergas  
Antonio V. Desucatan  
Vladimir T. Rono  
Ivan Karlo M. Javier  
Tristan E. Fercol  
Arnold John M. Tapayan  
Patrick D. Salvo  
Rolando P. Orit  
Roland J. Gonzaga  
Edvin G. Bo  
Reynel L. Colona  
Nelson G. Conol  
Bienvenido O. Navaja Jr.  
Samuel P. Jumao-As  
Victor A. Manalo  
Ricky D. Insaio  
Mark Gil L. Ibanez  
Cesar A. Deala  
Peter Jim A. Lariosa

## LONG SERVICE AWARDS

Damber Q. Agodo  
Carlo Angelo J. Rigonan  
Claro G. Jerez  
William L. Dumat-Ol  
Ferdinand A. Bontia  
Arling A. Loberio  
Randrix S. Lesaca  
Rufino A. Camoñas Ii  
Ivan S. Nierra  
Nilsson C. Jeremillo  
Donald G. Aguilar  
Kevin Renz U. Paguinto  
Ulysses C. Dela Cruz  
Mark Anthony J. To-Ong  
Alain S. Braga  
Vic Vergel A. Espina  
Selwyn Zabate Henson  
Geremie C. Madarico  
Arnold L. Amor  
Alejandro G. Lescabo  
Reynaldo B. Sencio  
Richmond Jervyn T. Poblete  
Lito M. Mas  
Eliezer O. Mananap  
Bryan Jay M. Virtucio  
Joel I. Arias  
Eugene S. Akiatan Jr  
Aaron M. Del Rosario  
Leo E. Encinares  
Clarkneo T. Javines  
Aneo T. Buasa  
Norman P. Omadto  
Jovito E. Jardin  
Harold C. Gutierrez  
Jaypee E. Ferrer  
Rogie N. Cabalonga  
Joris Karl C. Robles  
Kenn A. Lanciso  
Alphie G. Emam  
Junry R. Umbac  
Edmar O. Pino  
Jovin C. Clarito  
Carlo E. Sta.Cruz  
Jhanril S. Balambao  
Michael D. Albay  
Marco G. Pernia  
Edwin V. Laure  
Joeven P. Ogatis  
Greggy B. Delfin  
Albert C. Dulce  
Enrique A. Cabeguín  
Joseph Nathaniel R. Banzon  
Claurence C. Salitero  
Mikko Gil D. Almocera  
Gerald Ford C. Bautista  
Joward A. Molina  
Eduardo T. Bitun Jr.  
Angel S. Tulo  
Oscar T. Tuliva Jr.  
Gerondio Iii R. Anito  
Teopisto B. Cabacos III  
Kenneth M. Huerto  
Renato M. Ciego  
Robert Jay S. Dela Merced  
Ronielle G. Manzanilla  
Mike D. Cabusas  
Ronnie R. Cedan  
Richard R. Villaflores  
Michael Sigmund M. Camarines  
Mark Rene L. Enriquez  
Andrew Mark D. Cabreza  
Cesar L. Daus Jr.  
Rafael A. Amoroto Jr  
Arias, Joel I.

Himanshu Gupta  
Sujit Kumar Majee  
Uma Prakash  
Shubham Kapoor  
Vijay Kumar Singh  
Raunak Singh  
Santosh Kumar Mishra  
Mayank Saran  
Ravi Dhirwani  
Dharmendra Kumar Yadav  
Ankit Dwivedi  
Siddhartha Kapoor  
Prasanth Kalarikkal Unny  
Harikrishnan Mohankumar  
Herachand Chettiparambil  
Phalgunan  
Arun Vasudevan Kalluvettukuzhi  
Puthanveedu  
Jithin Arakkandy  
Antony Xavier Corera Lawrence  
Corera  
Agnes Sooriya Raja Selvam  
Bharathwaj Sekar  
Rahul Chandrasekharanpillai  
Pankaj Singh  
Manish Kumar Singh  
Sudhakar Kandaswamy Vettrivel  
Ceejo Johny  
Narayanan Sreekantan  
Tamilselvan Jayabalan  
Satyam Makin  
Abhinav Misra  
Praveen Thankappan  
Pranav Peethambaran  
Valiyapurayil  
Akash Singh  
Tobby Philip Babu  
Tinu Augustine  
Ganesh Mylapalli  
Rijil Elampilassery  
Siva Kumar Kommaka  
Samuel Prince Jayakumar  
Sanjiv Kumar Thakur  
Ankush Marutirao Deone  
Mithun Raj Thally Mani  
Durgesh Kumar Mishra  
Narendran Ganesan  
Safikul Gharami  
Dipak Somchand Solanki  
Balaji Parthasarathy  
Mithlesh Kumar Ray  
Rinu Mon Kurian  
Malay Naskar  
Rushikesh Gulabrao Bagal  
Francis John Singarayan Oliver  
Vivek Patial  
Ramesh Dayabhai Maru  
John Jose Anthraper  
Tapas Palai  
Sanny Kumar Singh  
Sunil Kumar  
Sunil Masud Palliyal  
Ioan Muntean  
Ritesh Kumar Amrutlal Tandel  
Usama Babasaheb Ghubare  
Aneesh Vadakkoot Narayanan  
Peter Valentine Tatikhao  
Mathan Nadarajan  
Napoleon E. Manteza  
Naim Chand Singh  
Chandrasekar Mysamy  
Vineet Prakash Anand  
Pavitra Gupta  
Pramod Kumar Verma  
Anand Pandey

Abhishek Kumar Maurya  
Jitendra Kumar Mishra  
Amit Sharma  
Vipul Tiwari  
Ankur Verma  
Pradeep Kumar Sharda Singh  
Vinod Kumar Singh  
Mohammad Zafruddin Khan  
Neeraj Kumar Ramakrishnan  
Anitha  
Adarsh Kumar  
Dharmendrakumar Manubhai  
Tandel  
Sanchit Nag  
Ajay Kumar Mishra  
Maria Britto Antony Raj  
Mohit Kumar Singh  
Azath Antoni Pitchai  
Ganesh Gangada  
Deepak Ramesh Shetty  
Dileep Kumar Mishra  
Vettrivel Viswanathan Rajasekar  
Sunil Koluthuparambil Gopi  
Dipin Mathew Thomas  
Manu Tomy  
Dhana Raju Koyiri  
Chandra Sekharamu Dummu  
Pratik Hemant Kirve  
Ram Prakash  
Alpeshkumar Hasmukhbhai  
Tandel  
Sanjeet Kumar  
Ravindra Kumar  
Manojkumar Pannalal Yadav  
Srinivas Attili  
Harshad Karunakar Ail  
Yasvir  
Himanshu Sekhar Mohapatra  
Manjeet Singh  
Ranjeet Kumar Singh  
Parvez Alam Zaidi  
Kishor Papat Pawar  
Om Prakash Yadav  
Ghansyamkumar Ramanbhai  
Tandel  
Mehulkumar Nagindas Tandel  
Anuj Kumar Sinha  
Kunal Lohar  
Abhishek Vijay Michael  
Srikant Kumar Padhy  
Liton Paul  
Chandan Nath  
Swapan Kumar Mitra  
Sanjay Kumar Das  
Subhendu Mazumder  
Bijon Banerjee  
Chandan Maiti  
Provakar Kundu  
Amitabha Saha  
Gautam Chatterjee  
Vishnu Dutt Dinanath Dubey  
Mohammed Moideen Kunhi  
Parayil  
Parthiban Kandasamy  
Akhilesh Kumar Panday  
Rasmi Ranjan Muduli  
Ajaykumar Mohanlal Rajput  
Dinesh Ramjibhai Solanki  
Mayurkumar Mahendra Patel  
Pramesh Hardash Solanki  
Viken Kanjibhai Fulbariya  
Nipulkumar Bhaidas Bamanian  
Sandipkumar Laxman Baraiya  
Kiran Devchand Solanki  
Hiteshkumar Amratlal Solanki

Bhupendrakumar Ramji Baria  
Kaushikkumar Vira Solanki  
Priteshkumar Vassantlal Vaishya  
Yogeshkumar Mohanlal Bamanian  
Manishkumar Virchand Solanki  
Kalpeshkumar Nathu Solanki  
Mary Antony Gilbert  
Sujith Kumar Hosdurg  
Janardhana  
Yadukrishnan Puthiyottill  
Lakshmana Rao Mylapilli  
Muthukumarasamy Ponnupandi  
George Vathiath  
Minu Kanatt  
Bipin Madathingal Rajan  
Keerthik Ranjappan Gokul  
Anuraj Anuraj Bhavan Soman  
Thomas Jose  
Pushparajan Padamattumel  
Purushothaman  
Petershan Panakkal Vincent  
Louis  
Sachin Kumar Yogesh Narayan  
Mishra  
Manish Shivratna Agarwal  
Vikram Ramchandra Shimal  
Ramchandra Masurkar  
Prasad Yashwant Sawant  
Ganesan Kengamuthu  
Nitin Bhagvanbhai Tandel  
Joao Mariano Da Silva  
Xaviour Davidson Pasali  
Jigneshkumar Kanjibhai Tandel  
Asif Ismail Chiplunkar  
Yatendra Kumar Rajak  
Pankaj Kumar Upadhyay  
Lakshmana Rao Varadi  
Tanvir Singh Sohi  
Tawfeeq Ahmed  
Narendrakumar Bharatbhai  
Tandel  
Dhruv Shukla  
Avez Asif Dingankar  
Babji Chintakayala  
Dineshkumar Bhulabhai Tandel  
Himmat Singh  
Indrajeet Kumar Pathak  
Basteenraj Stephenraj  
Ravi Kant Dubey  
Jigneshkumar Chunilal Fulbaria  
Christopher Rodrigues  
Alpeshkumar Natvarlal Kamaliya  
Mahendrakumar Shankarbhai  
Tandel  
Jitendra Keshav Tank  
Tejas Sunil Tambe  
Ashokkumar Jayantibhai Tandel  
Suman Antony  
Bharat Jamnadas Sagar  
Raja Rao Varadi  
Shiv Shankar Tiwari  
Jiteshkumar Damodarabhai  
Tandel  
Gopikrishna Thiruppathi  
Amit Prabhakar Ayare  
Maninder Singh Bindra  
Birpal Singh Bath  
Maharaj Singh Ahluwalia  
Kshitij Vashishtha  
Khewan Sharma  
Dushyant Sharma  
Sarabjeet Singh Rana  
Rohit Sharma  
Gurparam Singh  
Rohan Rajesh Sharma

Awards for  
sea staff10  
year service

Diana, Rojoel T.  
Adi, Leoncio A.  
Awit, Roel C.  
Traya, John T.  
Mananap, Xerxes T.  
Pabillore, Brandon U.  
Marcos, Joey H.  
Vailoces, Arsenio L.  
Razon, Limuel A.  
Aurelio, Ariel B.  
Ratiza, Reque C.  
Tuba, Reynald P.  
Campillan, Leopoldo R.  
Enghog, Ellan Jasper G.  
Villanobos, Erwin R.  
Almonia, Dean Dante Y.  
Mipana, Ulysis A.  
Galaura, Miguel C.  
Bajaro, Frederick  
Daradar, Noel C.  
Gimeno, Deolito Jr L.  
Lubaton, Gersum B.  
Madlangsakay, Allan S.  
Gellecanao, Neil M.  
Aurelio, Judy B.  
Rizaldie G. Reyes  
Arnold R. Bation  
Edwin N. Nejar  
Noel L. Villapaña  
Reygan A. Lorana  
Erwin G. Perez  
Reginald Paul P. Jayag  
Noel A. Amoroto  
Ricky G. Tadem  
Jay D. Vispo  
Peter Alex S. Manlunas  
Bernardo H. Marticio  
Florandy O. Jordan  
Herlino M. Cortez  
Marvin D. Villanueva  
Philip D. Entia  
Norman P. Destacamiento  
Jeffrey T. Gamas  
Percival M. Togonon  
Ayag, Michael V.  
Alipos Jr. Romeo B.  
Borla, Paquito A.  
Cabaya, Job C.  
Guitguitin, Nilo C.  
Mosquera, Romeo G.  
Balasabas, Joel H.  
Duran, Ruel M.  
Arroyo Lii, Elmer G.  
Salem, Jeffrey D.  
Policarpio, Johnny T.  
Maligmat, Fidel Q.  
Villanueva, Rene A.  
Abarientos, Ariel A.  
Hernandez, Michael M.  
Marimon, Agrilito R.  
Reyes, Camilo Li D.  
Sanchez, Michael John M.

Aranda, Francis C.  
Ellescas, Vincent M.  
Bagasbas, Jose Mar C.  
Remolin, Ruperto N.  
Tagasling, Leo M.  
Toledo, Jimmy S.  
Dimabayao, Baltazar, M.  
Romero, Rheyman, S.  
Bañez, Jessie F.  
Pino, Elizar P.  
Ballenas, Renato M.  
Borjal, Celso I.  
Lomugdang, Marvin C.  
Yolangco, Roberto Q.  
Borjal, Ricky M.  
Alforte, John N.  
Salloman, Michael E.  
Zambrano, Renil Q.  
Yogendra Pal Singh  
Sandesh Singh  
Harpal Singh Gill  
Sumit Tyagi  
Santosh Kumar Singh  
Rajeev Singh Rana  
Charles Regan Joseph  
Pothedath Sivasankaran Manoj  
Naresh Singh  
Ajit Kumar  
Sudeep Bisht  
Thirukalathi Vaidhyanathan  
Rajesh Kumar Mishra  
Alwinfredric Xavier Vethakkan  
Iruthayadason  
Selva Ganessan Ganapathy  
Jitendrakumar Durlabhbhai  
Tandel  
Bal Mukund  
Gurram Balakrishna  
Babu Varghese Kaliyath  
Pradeep Ronie Almeida  
Dinesh Kumar Singh  
Deepesh Vadikketil  
Deepak Uthamanathan  
Biju Alfredo Alphonso  
Sarfaraj Ahmad  
Munawwar Abdul Majid  
Dongarkar  
Vikas Ashok  
Tommy Paulraj  
Amrinder Singh  
Rajeeba Lochan Rout  
Anil Kumar Gupta  
George Muttumkal Ambrose  
Hitendrakumar Dahyabhai  
Tandel  
Jaganbhai Narsih Tandel  
Durgesh Kumar  
Vijayabaskar Rajaraman  
Dinesh Ail  
Shadab Hasnain Zaidi  
Promod Kumar Kaul  
Sunil Ananda Patil  
Amratlal Dahyabhai Tandel  
Prakash Bhatt  
Selvam Appasamy  
Ram Niwas Durbely Chauhan  
Susheel Kumar Tiwari  
Malay Kanti Biswas  
Dilipkumar Morarbhair Tandel  
Girija Sankara Mishra  
Azeeb Kulathinal Ibrahimkutty  
Rajesh Niranjana  
Rahuldev Thottumadathil  
Reghunathan  
Durwasulu Gandupalli

Mohammad Sadat Siddiqui  
Manoj Yadav  
Printeshkumar Vasantray  
Damaniya  
Anurag Tripathi  
Uttam Kumar Mishra  
Krishnandu Chattopadhyay  
Raju Prasad Yadav  
Abhilash Tiwari  
Alo Ghosh  
Tapan Kumar Bhowmick  
Soumitra Sankar Chakraborty  
Niladri Sekhar Ghosh  
Sumit Kumar Samantray  
Andruson Leopault  
Anil Kumar Sharma  
Mahesh Kumar  
Pradeep Kumar Tiwari  
Divyeshkumar Naranbhai  
Tidiyavala  
Bhavyesh Bhikhu Baria  
Chetankumar Kanji Chauhan  
Momtaz Alam  
Rakeshkumar Mohanbhai Tandel  
Pralhad Gangadhar Tare  
Sreevatsava Sreenivasan Vanaja  
Parthasarathy Subramanian  
Kurian Joseph  
Monish George  
Tony Jacob  
Krishnakumar Kodakkattu  
Kesavan Nambuthiri Juvane C.  
Villasante  
Sajith Karakulath  
Eugene Ben  
Anoop Chandran  
Arun Sankar  
Hargovind Mishra  
Karthikeyan Kandhaswamy  
Vivek Vishnu Katkar  
Satbir Singh Mann  
Sushil Kumar  
Rahul Dinkar Hadgal  
Yasin Adam Kable  
Santosh Kumar Yadav  
Meer Shakeer Hussain  
Arun Bhimrao Powar  
Satyamu Sanapala  
Jigneshkumar Harishbhai Tandel  
Libin Yohannan Tharakan  
Sujit Kundu  
Venkatesh Nagarajan  
Pankaj Atlas  
Sukhchander Powar  
Ramandeep Singh  
Madan Lal Saini  
Vijay Kumar  
Jagbir Singh

Awards for  
sea staff15  
year service

Manuel B. Rama  
Pedro A. Lumabi  
Romulo B. Bonjan  
Romeo S. Marbella Jr

Elvis D. Sajot  
Jerson T. Tulayba  
Norman O. Celiz  
Bhushan Chaturvedi  
Saji Thekkumkudy Kumaran  
Rohan Uday Upadhye  
Suresh Vittal Shetty  
Ajaykumar Shukla  
Kailash Chand  
Subrahmanian Konthath  
Ibrahim Valumathige  
Rajendra Govind Solanki  
Janardhana Kalanadram Naik  
Mohammed Alimangothi  
Hassan Huifaluge  
Theenadayalan Pichandi  
Hanif Ebrahim Mohammed  
Mohammed Isa Hosildar Sheikh  
Pravin Prakash Sawant  
Amarjit Singh Kuldip Singh  
Sehgal  
Ananth Thasnevis  
Sadique Dawood Sakharkar  
Shahjahan Hasanmiya  
Kotawdekar  
Abdulkarim Mahamudsab  
Upadhye  
Salim Fakir Mohmed Khatib  
Sandeep Sudhir Kaskar  
Ravindran Arakkandy  
Bejoy Mathew  
Heidon Morais Stanislaus  
Chandra Prakash Rammurat  
Pandey  
Aneesh Sharma  
Ravinder Singh

Awards for  
sea staff20  
year service

Diomedes M. Campit Jr.  
Woodro D. Endrina  
Dennis E. Encinares  
Rey Vincent G. Endrina  
Dean Luke D'Silva  
Ananta Ramayya Bulusu  
Joao Manuel Fernandes  
Mohammad Zafar  
Melbin Luiz  
Jayan Theredath Narayanan Nair  
James George  
Damodarbhair Harjibhai Tandel  
Shreeram Ramdeo Maurya  
Jimmi Joseph  
Villakonathu Mathew Sabu  
Sulatan Isuf Kazi  
Constancio Francisco Fernandes  
Baljit Singh Sonhotra  
Kishor Kumar Jiva Baria  
Velji Punja Solanki  
Kirit Naran Bamania  
Bhaidas Sakar Bamania  
Sunny Kadavi Rappa

# AWARDS FOR SHORE STAFF

Aug 2018 - Feb 2019

## Awards for shore staff

5

year service

Rakesh Kumar Ranjan, Senior Superintendent  
 Sukie Cheung, Senior Technical Officer  
 Ashish Ranjan, Senior Superintendent  
 Siddhartha Biswas, Purchasing Manager  
 Zhang Ying Wei, Tony, Technical Superintendent  
 Mandy Luk, Purchasing Assistant  
 Joanna Belle Pamplona, Senior Accounts Executive  
 Sushil Mishra, Senior Technical Superintendent  
 Rosevee Uykee Lee, Quality Assistant  
 Vikash K. Thakur, Senior Technical Superintendent  
 Hasbiyati Svend, HR Executive  
 Santosh Bahirat, Senior Technical Superintendent  
 Ayush Dwivedi, Technical Superintendent  
 Christiana Moustaki, Crew Manager  
 Carolina Ioannou, Senior Purchasing & Logistics Officer  
 Amandeep Kaur Dhillon, Sr. Executive (JMCL)  
 Abhay Mishra, Deputy Manager - FPD  
 Shiv Prasad, Office Executive  
 Capt. Nazir Ahmed, Sr. Manager - QMS

Capt. Surojit Deepak Biswas, Sr. Manager - Training  
 Cristine Joyce C. Rivera, Head of Corporate Accounts

## Awards for shore staff

10

year service

Ajit Balwant Natu, Head of Tanker Operations  
 Prakash Chandra, General Manager  
 Oi Lin Git, Accounts Executive  
 Pankaj Singhal, General Manager  
 Sanjib Ghosal, Manager, Dry Cargo Ops  
 Linn Low, Technical Officer  
 Katherine Lim, Accounts Executive  
 Vivek Gupta, General Manager  
 Sanjay Singh, Manager, Quality & Safety  
 Hemant Sapra, Director  
 Mathew Binu, Accounts Executive  
 Amit Patil, Deputy Manager - FPD  
 Aditi Amogh Kulkarni, Deputy Manager - Accounts  
 Shivram Bhaskar Parab, Deputy Manager - IT  
 Ashwin Joshi, Dy. General Manager - Quality Catering Division  
 Uma Shreenivas, Deputy Manager - Accounts

Rajesh Narottam Godbole, Deputy Manager - Technical  
 Rajit P Rao, Dy. Gen. Manager - Technical  
 Amol Garje, Deputy Manager - Travel  
 Sukesan Kumaran, Deputy Manager - Accounts  
 Adeep Kerkar, Deputy Manager - FPD  
 Prakash A Patil, General Manager  
 Abhijit Shivalkar, Deputy Manager - FPD  
 Chitra Dutta, Deputy Manager - FPD  
 Layesh A P, Deputy Manager  
 Poonam P Parkar, Deputy Manager - Accounts  
 Aparna Shetty, Deputy Manager - FPD  
 Sandesh Kadam, Deputy Manager - FPD  
 Gerlie Namoc, Billing Officer - Training

## Awards for shore staff

15

year service

Eugenia Kwok, Executive Assistant  
 Gogo Lam, Travel Manager  
 Amit Srivastava, Director  
 Milind Mogham, Deputy Manager - FPD  
 Pallavi Sarvesh Bane, Deputy Manager - FPD

Pravin Dandekar, Sr. Manager - License  
 Manish Kapila, Asst. Gen. Manager - Talent Acquisition  
 Dilip Misra, Deputy Manager - FPD  
 Shailendra J Rana, General Manager (JMCL)  
 Bindnu Binu, Deputy Manager  
 Kirti Kanojia, Deputy Manager - FPD  
 Rajesh Nair, Deputy Manager - FPD

## Awards for shore staff

20

year service

Prashant S Rangnekar, Chief Operating Officer  
 Pradeep More, Sr. Manager - Accounts  
 Vijayalaxmi D Sharma, Sr. Manager - Accounts



# SEAFARERS' PROMOTION

Aug 2018 - Feb 2019

## Masters

Andrew Mendoza  
Vivekanand Bharti  
Rishi Sashank Vasireddi  
Spar Libra  
Saurabh Upadhyay  
Shankar Duraikannu  
Fareed Jafar Bhombal  
Valentine Ronald Pinto  
Sunil K. Banerjee  
Digvijay Singh Sarangdavot  
Ajay  
Nirav Parsawala  
Rajeev Ravidranath  
Garul Kalia  
Velan D'Coasta  
Hushpinder Singh Padam  
Krishnakumar Palanivel  
Gavaksh Bhatnagar  
Balraj Singh  
Manoj K. Soni  
Nilesh Mishra  
Praveen Choudhary

## Chief Engineers

Ricky Campillan  
Rodny Malenab  
Krishnakumar Kodakkattu  
Kesavan Nambuthiri  
Qasim Farooq  
Bharathwaj Sekar  
Rakshit Aggarwal  
Srinivas Swamy Sapthagiri Anga  
Vanjimuthu Velusamy  
Dinesh Narayan  
Tinu Thomas Kurian  
Sunil K. Singh  
Arun Kumar

Naga Venkata S. Channamasetti  
Franklin Rajendran  
Adhyatmik Mohanty  
Siva R. Kancherla  
Narendran Ganesan  
Sanglap Dasgupta  
Sanoj Chavakkad Vijayan  
Anurag  
Mohit  
Abhishek Mahendra  
Monish M. Kolbe  
Pankaj Sachdeva  
Abhishek Gupta  
Thejus Thomas Srampickal  
Rakesh Krishnan  
Saravana Kumar Subburaj  
Dinesh Rathore  
Yogesh Pachauri  
Naveen N. Samuel  
Ramesh K. Sharma  
Meher G. Bojja  
Kali C. Ganguly  
Pranav Arvind Lakhdiva  
Nandakumar Pandurangan  
Abhishek Mathur  
Sabyasachi Mukherjee  
Anuj Sharma  
Prabhat Singh  
Enoos Mohamed S. Khan  
Kumar Neeraj

## Chief Officers

Lawrence Anthony Caluza  
Lloyd Francisco  
Siddharth Prashar  
Tanvir Singh  
Love Pande  
Praveen Shankar  
Mayank Kumar Singh  
Ayush Chamyal  
Rohit Amarnath  
Raghvendra Jaiswal  
Snehal Dnyandeo Chainde

Abhilash Sukumaran Seetha  
Antony Ajith Franklin  
Nandana Tirumala Rao Baruva  
Pramod Kumar Verma  
Antony Xavier Corera Lawrence  
Corera  
Kiran Dayanand Shetty  
Rohit Kumar  
Nitish Ratheesh Babu Nair  
Vipin Vijay  
Midhun  
Amanpreet  
Akash Radhakrishnan  
Karl Sequire  
Ambareesh Padinjare Moolayil  
Bijeesh Sasidharan  
Rohit Singh  
Rahul Negi  
Rakesh Yadav  
Puneet Tripati  
Saranath Bakthavachalam  
Anil Kumar  
Gaurav Dwivedi  
Sharat Menon  
Sujith Janardhana  
Ashutosh Bajpai  
Sagar Makkar  
Rohan Carvalho  
Pavitra Gupta  
Harikrishnan Mohankumar

## Second Engineers

Siegfried In-uyay  
Dunstan Labrador  
Roger Tero  
Edgar Tano  
William Dumat-ol  
Alok K. Munda  
Shahnawaz S. Chaudhary  
Harwinder Singh  
Arun M. Sama  
Dhanraj Tandi  
Rajeev Ranjan

Praveen A. Karmegam  
Alok K. Tiwari  
Chandra Prakash  
Arjun K. Singh  
Himanshu  
Joseph M.  
Nikhil Yadav  
Selvakumar Murugaiyan  
Prakash Kumar  
Arnav Bharadwaja  
Ankur Yadav  
Hemchandra  
Premkumar Munisami  
Alex J. Koshy  
Ashok Kumar J. Yadav  
La T. Hieu  
Dileep Ramesh Prabhu  
Manoj Kumar  
Ramachandran Rajendiran  
Vinoth Padmanabhan  
Ashish K. Singh  
Yugandhar Boyidapu  
Don S. Deshmukh  
Anuj Kumar  
Sugumar Sundar  
Sourabh Sharma  
Lokesh R. Lalla  
Pandiyarajan Chidambaram  
Mahendiran Mahadevan  
Krishna K. Upadhyay  
Ramesh Kumar  
Arun V. Parappal  
Nand K. Mahto  
Rajkamal Ravi  
Sandeep Yadav  
Sarath Kannamkumarath Venu  
Rahul Muralidharan Nair  
Jayanan Anton  
Abhay Deo Mishra  
Md Syful Islam Rasel  
Chandan Raj  
Jenibert Eugin Fernando  
Md Shafayet Imam  
Rishi Narendran  
Jashbeer Pambinezhath Ashraf  
Pasha  
Lathin K. Raj  
Sagar K. Sinkar



**WINNER**  
of the  
**#fleetnewscover2019**  
Instagram challenge

Congratulations  
**John Paul Selera**  
Wiper  
onboard Tanker Silver Monika

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Fleet Management Limited  
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8 Wong Chuk Hang Road  
Wong Chuk Hang  
Hong Kong

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F +852 2528 1550

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[www.fleetship.com](http://www.fleetship.com)

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next edition

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A Caravel Group Company

