

# TEAM TELEGRAPH

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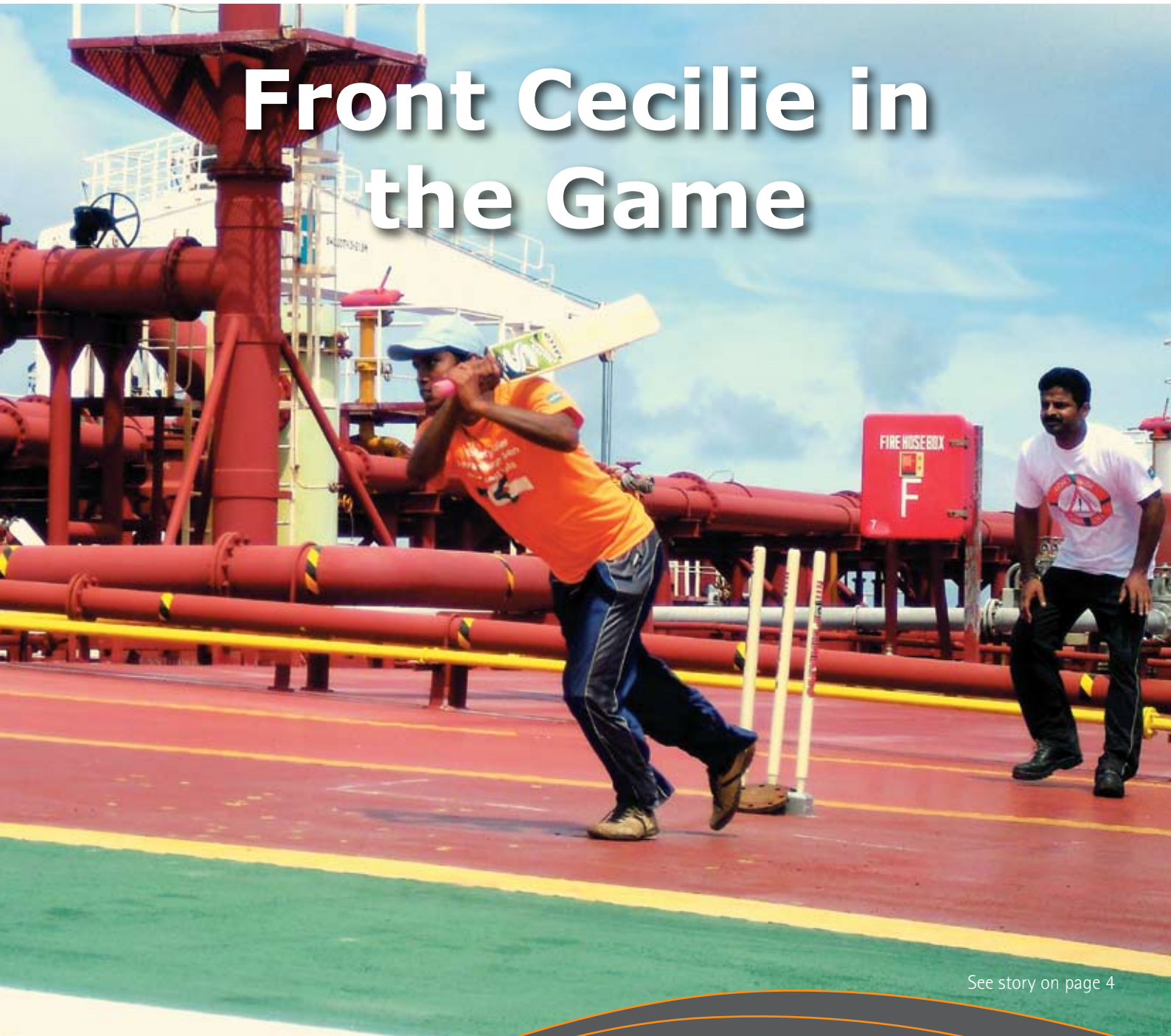
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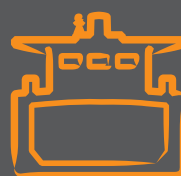
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## Front Cecilie in the Game



See story on page 4



**SeaTeam**  
Management  
*"The Good Move"*

# First Anniversary of Front Signe

By Captain S. Z. Peter



Little did anyone realize that Front Signe also celebrates her birthday with Singapore National Day on the 9th of August.

I wish it could always be like this way, but so often it seems there just aren't enough hours in the day to accomplish everything we have to do and still squeeze in some time for remembering this special day. Yesterday we celebrated the birthday of Front Signe in a small but grand manner.

In line for the preparations of the same Bosun and party were asked to complete the job of derusting and painting the fore castle deck and all out-fittings therein, before the said date. She looked marvelously beautiful on this fine morning and all crew were engrossed in preparations for the evening get to get her. Flags were being hoisted in the fore castle mast and also on the main mast in view of the first anniversary celebrations.

Chief cook and his team were busy making cakes and other savory's for the evening. We had a mouth watering Menu for this occasion. Though the engine

staffs were quite busy through this fine day their constant encouragement motivated all for making this day colorful.

After the birthday cake was cut we all had a wonderful dinner together in the crew mess-room. Some games were played throughout the party and there was some dance and actions too.

All of us had a wonderful evening and we wish and pray that Front Signe will continue to ply in all its glory in the days and years to come. On this occasion, we have pledged to do our jobs safely and with due care so that the Front Signe is well prepared for any future eventuality.



# Golden Zhejiang AMSA at Gladstone

By Capt. Arturo Redentor P. Parcero

MV Golden Zhejiang recently called Gladstone, Australia for loading coal cargo to be discharged in Japan. At berth and before departure, she was visited by AMSA inspector. Routine formalities were made regarding the conduct of inspection. Documentations and certificates checking were done first with the master which is followed by navigational, deck and engine rounds. Random radio, safety, firefighting and engineering equipments were tested with the inspector in attendance.

On culmination, said inspector was satisfied with the result and issued appropriate no-deficiency inspection



certificate with additional unsolicited views and personal advises to the younger staff of the vessel, being also a seasoned former master mariner himself.

During and after the formal and official visit purpose, below posterity shots were taken showing the atmosphere of interaction of the ship's staff and AMSA Inspector.

## Front Odin Breaking Traditions

By Deck Cadet Shruty Anuja as submitted by Capt.P.N.Kalyanasundaram

Deck Cadet Shruty Anuja says "I made this career choice after attending a seminar by the Marine Academy which I enrolled in eventually. The idea of seeing the world, while being paid a good salary for it, was alluring.

But after I joined the ship, I was quite nervous working amongst men, doing what is traditionally a man's job. In the beginning I found it a bit difficult to adjust myself to the ship's atmosphere, but the support of all the officers and crew on board helped me a lot and gave me the strength that kept me going.

I persevered on board for several months and I then realized that there is actually an honest and rewarding

career here; you also get a good chance to meet people worldwide and know different cultures.

I do realize I am breaking the traditional image of an Indian Woman and am trying to do something different from the common herd. I also realize that being a girl, I am among pioneers in the Indian seafaring community. I am now totally committed to becoming an excellent professional as a Navigating Officer and bringing a good name to my Company.

I think I have made the right career choice. I am very thankful to SeaTeam for giving me this golden opportunity and having the faith in me".



# Seateam Enhancement of Cadet Program

By Capt Ronaldo Maniego

SeaTeam Philippines has enhanced it's cadet program when Capt. Maniego signed the MOA (memorandum of agreement) with DMMA (Davao Merchant Marine Academy) on commitment to employ 8 cadets (4 Deck & 4 Engine) every year starting from 2013. This first year cadets were chosen from hundreds of applicants all over the Visayas/Mindanao region and have passed the rigid entrance & Physical examination with high averages.

The selected cadets will train/study in the academy & should maintain an average grade of 85+, they will hoist/lower the flag of SeaTeam in the DMMA campus everyday till they complete their 3 years curriculum prior to boarding as cadets in SeaTeam vessels, This



program was made possible thru DBP (Dev't bank of the Phils) grant to DMMA to help poor but bright high school graduates to pursue seafaring career to better their lives & help their families as well.

SeaTeam was one of the lucky manning agents accepted to commit for the shipboard training of this deserving students where Capt. Maniego will monitor their progress every semester & supply uniforms, training materials etc. till they are ready for cadetship.

This is one of the long term planning & initiatives of SeaTeam Philippines with full support of SeaTeam Spore in building it's pool of officers & seniors who will be the future of the company.



From the cover

## The Cecilieans Cricket Team

By Capt Ravi P Puthan

The expression "are you game?" means "are you ready for life?". So, playing a game or being in sport is an essential ingredient for building a healthy life.

When you want to play a game with a team of people, unless you bring yourself into a certain space of inclusiveness, you cannot play the game well. This sense of inclusiveness which goes beyond your likes and dislikes-where all are striving for a common goal,

is the fundamental ingredient for good morale and team building.

So when the rest of the world have their weekends off, THE CECILIEANS play hard and WORK HARD thereafter...always AS A TEAM!!!!!!



# New Safety Officers Course In Chennai

SeaTeam's Chennai Training Center launched the company's first company specific Safety Officer Training Course on the 23rd-24th of August 2011. Led by Senior Manager HSQE, Weston Fitzgerald, the Course is based on IMO Model Safety Officer Training and the UK MCA Code of Safe Working Practices for Merchant Seaman. Topics covered include:

- Safety Officer and Safety Representative Responsibilities
- Role of the Safety Committee
- Accident Prevention
- Behavior Based Safety
- Risk Assessment
- Accident Investigation
- Case Studies



The first class gave good reviews in their evaluations and came away with a renewed appreciation for personal safety and that of their colleagues. The company hopes the skills obtained help our crews achieve our joint aspiration of zero injuries to our crew. All junior Officers and select senior ratings will be required to attend in due course.

## Front Cecilie at Rotterdam

*By Capt Ravi P Puthan*

The Europort/Maasvlakte waterway is built largely with land reclaimed from pre existing small islets and islands. Rotterdam thus has made itself one of the largest ports with enough depth to accommodate even a ULCC. Our MT Front Cecilie had a hectic run in the Europort/Maasvlakte waterway from the 29th August to 8th September 2011, discharging crude and then reloading fuel oil after purging. Fuel oil was loaded from berth, berth and STS, offshore Pylons/STS and finally Berth—all in the same channel. In all a total of 9 mooring operations for a single loading—most of which done in extreme chilly winds, pouring rain and at night. Team Cecilie came through with neither a scratch nor nick.



## New Team Mates

### Singapore Office



**Junior Purchaser**  
Rafidah Binte Riduan

# Crew of Golden Endeavor SERIOUS about Quality Safety

*By Capt Vinod George*

Evident in recent Quality Safety meeting reports, is that the crew of the "Golden Endeavor, led by Capt. Noel C. Acot, have been participating wholeheartedly in the QS Campaign. The crew have been quick to highlight that JHA's should be done daily during issuance of job orders and also continuously during the course of work.



The crew onboard appear keenly aware It is up to each member of the team to now follow the risk assessment and to ensure compliance or else the entire process will be failure. Knowing each team is only as strong as its weakest link, it is understood by all on board that enforcing safety is a management function, and each and every crew member has to contribute equally to ensure that works are safely carried out.

Other points discussed resulted in better understanding of Crew Resource Management (CRM) by the crew. CRM factors include Procedures, Operational atmosphere, Culture, Stress/Workload, Fatigue and Communication and contribute to the Human factor which is the main focus of the QS campaign which emphasizes Behavior Based Safety Techniques.

Use of Risk Assessments, JHA, and CRM are very important routines to establish before doing a job, that will reduce accidents and injuries once fully adopted by all crews throughout the fleet. The crew of the Golden Endeavor are off to a good start.

## SeaTeam Adopts Fatigue Calculator to Help Manage Fatigue Related Risks

In order support operations and yet maintain a safe shipboard working environment, the company requires risk assessments to be undertaken at those times when the crew experiences a situation where they are not getting adequate rest. To assist Master to assess the risks associated with fatigue, SeaTeam has provided each vessel with Digital Fatigue Calculators. These evaluate the degree of risk based on hours of

sleep and allow the user to determine how long before fatigue reaches an unacceptable level based on a risk associate score criteria. These scores were established by the University of South Australia after extensive studies of fatigue and fatigue prevention in Australia for the transport industry. Three Fatigue Calculators are provided to each vessel, for permanent stationing on the bridge, in the Cargo Control Room or Ships Office, and in the Engine Control Room. The Fatigue Calculator hand held unit can be used by individual crew to help in changing the prevailing culture around fatigue and highlighting potential hazards associated with individual fatigue and sleep management.



# Golden Enterprise Delivered

By Ivo Premic

The M/V Golden Enterprise was taken over on September 9th 2011 at China's Jinhai Heavy Industries Shipyard. The signing ceremony was attended by Senior Fleet Manager, Ivo Premic and Site Manager, A. Caeiro to formally accept the vessel on behalf of owners and SeaTeam Management.

Under the command of Capt Antonio Gavilla and Chef Engineer Joel Yntong, and with a sharp CTI/SeaTeam crew onboard, the vessel sailed the following day bound for Samarinda, Indonesia to load coal for South Korea. We wish the sailors onboard fair winds and following seas through to their first ports of call and to the future horizons beyond.



Senior Fleet Manager Ivo Premic and Site Manager A. Caeiro at the signing ceremony



A sharp looking CTI/SeaTeam crew ready for action



The Golden Enterprise sailing with the afternoon sun



The Golden Enterprise joins our Kamsarmax fleet of 80,000 dwt bulk carriers

# “Winning with Safety Incentive Program”

To provide crew with an incentive for safe operation and behaviour based safety, SeaTeam has established a “Winning with Safety” Incentive Program to reward those who promote safety and maintain superior safety records. The company will provide each vessel with a quantity of Safety Winner “scratch and win” type incentive cards to reward safe practices.

Each Safety Winner “scratch card” provides two chances to win cash prizes. Each card has an “Instant Winner” scratch box and a “2nd Chance for Safety” scratch box. The “Instant Win” scratch box provides a second opportunities for recipients to win CASH awards of \$10, \$20, \$50, \$100, \$300, or \$500 as an incentive for safe behaviour. Winners are to be paid in cash by the Master after verification of winning numbers is confirmed by the HSQE Department. The “2nd Chance for Safety” scratch box which provides an second opportunity for recipients to earn \$500 for the ship’s welfare



fund. Each 2nd Chance block when scratched will reveal one letter in the company name, S.E.A.T.E.A.M. Working together, the crew onboard may collect and compare cards with the objective to correctly spell SEATEAM. Each ship who manages to spell the company name will be awarded a \$500 contribution to the welfare fund as a collective safety incentive.

Game cards will be distributed in bulk to all vessels in the fleet and periodically topped up as need be to maintain availability onboard. The HSQE Department is responsible to monitor game play and as onboard inventories of game cards are depleted over a 3-6 month period, the conclusion of the current game will be announced. Depending on the success of the program, game cards may be re-released in a new edition and distributed with renewed prize values. Continuance depends largely on the program’s success in promoting safety.

## Individual Recognition and Reward through “CARE” Card System

In order to facilitate awarding individual effort, a CARE Card Reporting System has also been established and will be concurrently distributed to compliment the “Winning with Safety” incentive program cards. CARE is an acronym that provides a means of correcting unsafe behaviours in a positive manner. CARE means to:

- C = Control – Control safety by observing fellow crew members
- A = Act - Take action if unsafe behaviour or conditions are observed
- R = Restore - Restore safe behaviour or conditions
- E = Express - Express concern for the well being of the individual

CARE Cards have been printed in tear-off tablet form and are distributed together with the Safety Winner incentive cards. CARE Cards provide a simple and straightforward reporting system that focuses on the correction of unsafe acts or conditions on the spot. The CARE Card system gives credit to the crew member, regardless of rank or position, who reports a danger or an accident intervention. The person, who submits the report, is the person whose name is on the card, and the person who is to be credited for having taken action.

Behaviour Based Safety C.A.R.E. Card		SeaTeam Form No. HSQE 030	
Vessel:		Date:	
CARE Submitted by:	(NAME)		
C = CONTROL	Observe your colleagues		
A = ACT	If unsafe behaviour is sighted		
R = RESTORE	Safe conditions		
E = EXPRESS	Concern for the well being of the Individual		
Description of Unsafe Act or Condition:			
Copy to Safety Officer	Discuss in Monthly Safety Meeting	Enter in ShipNet	

Controlled

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Approved by DPA/DMR  
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