The network with NGO status at IMO

To promote, develop and support in the spirit of cooperation, the common interests of its members in all matters concerning the development and quality of maritime education and training.

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TRAIN, TRAIN, RETRAIN, RETAIN!

GLOBAL MET
MARITIME EDUCATION & TRAINING

Inside this Issue

Editorial

Future of Ship Safety Symposium

Participation last month in the two-day IMO Symposium on The Future of Ship Safety and the eight-day 92nd meeting of the Maritime Safety Committee was a privilege. For both gatherings the extensive IMO facilities were filled to capacity and the Symposium also had some 100 remote participants online, a first for IMO. Many major issues – reform of IMO, passenger ship safety, goal based ship construction standards, capacity building etc – with the human element the most relevant to GlobalMET and our members.

Human Element Session Moderator Gerardo Borromeo of Philippine Transmarine Carriers

Domination of the first day of the two-day Symposium by technological issues and with discussion of human element issues coming to the fore not until the afternoon of the second day reflected the lower priority of the latter traditionally given by the shipping industry. Yet, while technological development is forging ahead, the industry has major and very difficult human resource issues to tackle.

It was therefore a pleasure to hear Secretary General Koji Sekimizu, who was present throughout the Symposium, highlight the essential need for a safety culture that goes beyond mere compliance. "Ships will become more complex and, as they do, we must move away from safety being simply a series of box-ticking exercises. That approach is not good enough now, and the administrative burden must be reduced," he said.

Mr. Sekimizu also highlighted the symposium's focus on the human element; the need for self-regulation; and education and training. "The serious challenge maritime training institutes are now facing is to keep up with new technology and this must be addressed. Currently, the shipping industry is facing serious financial difficulties but it needs to comply with regulations for marine environment protection," he said. "Discussion on the future must cover all issues relating to ensuring competent seafarers free of stress and fatigue; support for seafarers must be continuously addressed at IMO."

With the relatively low status of maritime training institutes in the overall shipping industry, with the difficulties of recruiting, retraining and retaining very good teachers, given the levels of pay and the conditions under which many work,

Human Element Session Speaker Prof Zhang Renping of Dalian Maritime University

and with the need - the serious need - for MET providers to 'keep up with new technology', there is a huge task ahead for all of us involved in MET. We must also consider 'new technology' as including the use of state-of-the-art educational delivery technology. As an essential service to seafarers aboard ships in the global fleet, access to distance education while at sea is a long way from what it should and can be.

GlobalMET sees this as a major element of the ADB Project 'Human Resource Development in the Maritime Sector in Asia and the Pacific', as a major topic in the forthcoming 14th Asia Pacific Manning & Training Conference to be held in Manila on 29-30 October and of the Board of Directors and Annual General meetings to held at the same time.

Rod Short
Executive Secretary

Fire Prevention on Board

Mahendra Singh

Prevention of fire should be the aim of all members of the ship's company.

1. We should detect and rectify as a priority the oil, steam and exhaust leakages.
2. Careless disposal of cigarettes still remains a major source of fire which should be overseen by others including the bad habit of smoking in bed. Masters and Chief Officers should exercise their influence to ensure that the cadets do not smoke clandestinely. In fact, smoking is to be discouraged by sincere pursuasion.
3. By regular cabin inspections it should be ensured that crew are not overloading the electrical sockets and indulging in other unsafe/undesirable acts.
4. Galleys should be kept clean, grease traps cleaned regularly, hot plates checked by Electrical officer and fire drill "fire in the galley" be carried out regularly.
5. Open and partially used paint drums to be kept back in paint room and kerosene also should be stored in paint room. "Fire in paint room" drill should also be carried out and the system checked (Water drenching or CO_2).
6. Short sounding pipes in engine room must be kept efficient, closed and not tied up with wires in open position.
7. Laggings of hot surfaces and pipes carrying hot oil and steam should be checked carefully by a senior engineer. Often the exhaust cover of generators are not fixed back diligently after work. The fuel leakoff tank alarm on generators should be tested and kept operational so that leak from HP fuel pipes does not fall on the hot surfaces. Clamps on fuel pipes should be checked to ensure that they are not rubbing against the pipe, thereby creating a hole and spill.
8. Close watch must be kept when the incinerator is running and it's use in night time should be avoided. The uptake should be diligently examined right to the top and waste oil tank fuel high temp alarm must be tested.
9. Oily rags should be kept in closed bins secured properly and these should be regularly incinerated and recorded.
10. Rechecking things and effective patrolling are good habits and seniors must emphasize these through supervisory rounds, briefing and debriefing during drills and a little longer discussion at safety meetings (make more participative).
11. Fire growth potential and smoke generation potential have been adequately elaborated in SOLAS and these should form part of discussion during safety meetings where it should also be impressed upon that studying the FFA/LSA plan and Safety booklet (the least read book on the ship) are very desirable.
12. Often we do not know enough about fixed systems fitted on board and do not test them and we have no properly written out plan for maintenance of FFA and LSA and this weakness can be overcome by a good interaction (master and chief engineer included) with the specialists who visit the ship for servicing. We should work with them and enquire from them to clarify doubts, if any.
13. Keeping the engine room clean, well lighted, catchment trays free of oil and pipes kept clear up to the designated tank helps in fire prevention and PSC inspections.

IMO MARPOL Annex VI

EU's Strategy for Reducing Emission from Maritime Transport Sector by Integrating Maritime Transport Emissions in the EU's Greenhouse Gas (GHG) Reduction Policies

By

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Introduction

The Maritime Transport Industry is a large and growing source of the greenhouse gas emissions that are causing climate change. The European Union wants a global approach taken to reducing emissions from International Shipping. As a first step towards cutting emissions, the European Commission has proposed that owners/operators of large ships using EU ports should report their verified emissions from 1 January 2018.

Emissions from the global shipping industry amount to around 1 billion tonnes a year, accounting for 3% of the world's total greenhouse gas (GHG) emissions and 4% of the EU's total emissions. Without action, these emissions are expected to more than double by 2050. This is not compatible with the internationally agreed goal of keeping global warming below 2°C, which requires worldwide emissions to be at least halved from 1990 levels by 2050.

EU's New Proposal on CO_2 Emissions from Ships

The EU is proposing to establish an EU-wide system for the monitoring, reporting and verification (MRV) of CO_2 emission from large ships starting in 2018. The proposal combine monitoring of data on CO_2 emissions with other data related to energy efficiency. Ships of 5000 GT and above calling at EU ports will be required to report data on CO_2 emissions and energy efficiency to the ships' flag state and to the EU Commission. This will apply regardless of the ships' flag.

If the proposal is approved, the European Commission is expected to encourage the IMO to adopt this on an international basis. Eventually it could be applicable to ships of all sizes. Even though, the proposal is initially applicable to 5000 GT and above, a considerable number of vessels are affected.

Towards Global Action

The European Union and its Member States have a strong preference for a global approach to reducing GHG emissions from international shipping, led by the International Maritime Organization (IMO). This should include the use of global market-based measures (MBMs). Considerable effort has been made over recent years, within both the IMO and the United Nations Framework Convention on Climate Change (UNFCCC), to reach such an agreement.

In 2011 IMO made progress by adopting the Energy Efficiency Design Index (EEDI), which sets compulsory energy efficiency standards for new ships, and the Ship Energy Efficiency Management Plan (SEEMP), a management tool for ship owners. However, the international discussions have yet to bring agreement on global MBMs or other instruments that would cut GHG emissions from the international maritime transport sector as a whole, including existing ships.

Effective and Efficient Market-Based Measures to Reduce Maritime GHG Emissions

The impact assessment demonstrates that MBMs are effective and well suited means to achieve emission reductions from maritime transport while providing economic benefits to the sector as a result of the substantial fuel cost savings related to CO_2 emission reductions.

An MBM can effectively remove the market barriers, especially the split of incentives, eg by implementing the polluter-pays principle. An MBM has the potential to overcoming market barriers relating to the access to finance provided that potential revenues generated are channelled to ensure the support of private finance to the sector. Depending on the level of contribution or the target level, an MBM can create a strong incentive to achieve economy-wide absolute emission reductions in a cost effective way.

Looking from a regional context and taking into account the IMO discussions, the Impact Assessment identified three options out of the variants analysed as clearly the most promising MBMs to address GHG emissions of maritime transport, notably:

- ***A Contribution Based Compensation Fund*** under which a voluntary contribution (in € /t CO_2) would be paid into the fund. The contribution would be dependent on the emissions by the ship covered by the regulation. This voluntary instrument can only be successfully implemented if a complementary instrument (eg speed limits, ETS, etc) is set up and the fund participation is foreseen as a voluntary opt-out from the complementary instrument.
- ***A Target Based Compensation Fund*** based on establishing a unique target for all ships covered by the regulation. A sector-wide entity is taking over the responsibility for ensuring compliance with the target. Each ship covered by the regulation has to establish a contractual relationship with this entity to ensure the achievement of the target. The contractual agreement would require the payment of a membership fee, which supports investments in ship efficiency, as well as provisions in case of collective overshooting of the target.
- ***An Emissions Trading System (ETS)***, which would mean each ship has to surrender allowances at the end of the compliance period corresponding to its emissions of the previous year.

The EU Strategy

The Commission's 2011 White Paper on transport suggests that the EU's CO_2 emissions from maritime transport should be cut by at least 40% of 2005 levels by 2050, and if feasible by 50%. However, international shipping is not covered by the EU's current emissions reduction target.

In June 2013 the European Commission set out for progressively integrating maritime emissions into the EU's policy for reducing its domestic greenhouse gas emissions.

The strategy consists of three consecutive steps:

- Monitoring, Reporting and Verification (MRV) of CO_2 emissions from large ships using EU ports;
- Greenhouse gas reduction targets for the maritime transport sector;
- Further measures, including MBMs, in the medium to long term.

First Step – Monitor, Report and Verify Emissions (MRV)

At the same time as publishing a Communication setting out the strategy, the Commission put forward a legislative proposal to establish an EU system for monitoring, reporting and verifying (MRV) emissions from large ships using EU ports. This would implement the first step in the strategy.

The Commission proposes that the MRV system apply to shipping activities carried out from 1 January 2018. To become law, the proposal requires approval by the European Parliament and Council.

The proposal would create an EU-wide legal framework for collecting and publishing verified annual data on CO_2 emissions from all large ships (over 5 000 gross tons) that use EU ports, irrespective of where the ships are registered.

Ship owners would have to monitor and report the verified amount of CO_2 emitted by their large ships on voyages to, from and between EU ports. Owners would also be required to provide certain other information, such as data to determine the ships' energy efficiency.

A document of compliance issued by an independent verifier would have to be carried on board ships and would be subject to inspection by Member State authorities.

The proposed EU system of MRV for shipping emissions is designed to contribute to building an international system. First steps in this direction have already been taken at the IMO, with active support from the EU and partner countries. By yielding further insights into the sector's potential to reduce emissions, an MRV system will also provide new opportunities to agree on efficiency standards for existing ships.

Reduced Emissions and Costs

The MRV system is expected to cut CO_2 emissions from the journeys covered by up to 2% compared with a 'business as usual' situation, according to the Commission's impact assessment. The system would also reduce net costs to owners by up to €1.2 billion per year in 2030.

In addition it will provide useful insights into the performance of individual ships, their associated operational costs and potential resale value. This will benefit ship owners, who will be better equipped to take decisions on major investments and to obtain the corresponding finance.

Consultation and Research

The approach proposed by the Commission is the result of extensive consultation with relevant stakeholders in various fora. These include a working group under the Second European Climate Change Programme (ECCP II), three meetings in 2011 of a High Level Platform on greenhouse gas emissions from ships, a public consultation in early 2012 and an ad hoc stakeholder meeting December 2012.

The Commission's approach is also based on a number of research studies which show that an MRV system will help overcome a lack of information and other market barriers which are currently preventing the shipping sector from fully tapping its high potential to reduce emissions.

The EU supports ambitious international action to address climate change. The Integration of maritime transport emissions in the EU's greenhouse gas reduction policies is a pro-active initiative of the EU Commission. Multilateralism and broad based cooperation continue to be central for EU's climate policy. Consistent with this international narrative the EU has implemented policies to facilitate its own transition to a low carbon economy. The EU's 2008 Climate and Energy Package is arguably the most comprehensive regulatory framework globally. It comprises of different policy measures designed to facilitate the transition and has come to inspire action by the EU partner countries. Taking timely economy wide action remains a top priority of the EU in fighting climate change.

Summary of Proposal

The proposals are at the initial stage of EU Commission's new strategy for including GHG emissions from maritime transport in the EU's policy for reducing its overall policy for reducing its overall GHG emissions. The new strategy and legislative proposals have been set out in a new action plan by "Integrating Maritime Transport Emissions in the EU's Greenhouse Gas (GHG) reduction policies".

As such, the emissions from maritime transport sector have not yet been included in national regulations on GHG reductions, but governments are committed to tickling such emissions, so the maritime transport industry has been anticipating some new regulation in addition to the new IMO energy efficiency requirement.

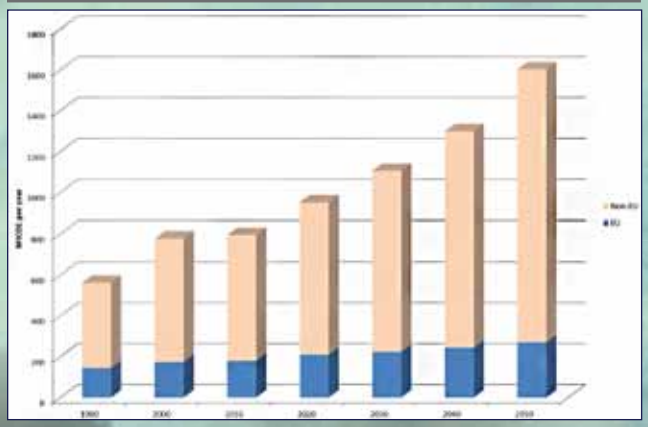
The shipowners/operators will have to monitor and report the verified amount of CO_2 emitted by their ships on voyages to, from and between EU Ports. The shipowners/operators will also be required to provide certain other information, such as data to determine the ships' energy efficiency. This will be applicable regardless of the ships' flag. A document of compliance (DOC) issued by an independent verifier (eg a classification society) will have to be carried aboard ships and will be subject to inspection by EU member state authorities.

The shipowners/operators will be able to choose one of the four monitoring methods such as:

- Use of Bunker Delivery Note (BDN)
- Bunker Fuel Tank Monitoring
- Flowmeters for Applicable Combustion Processes
- Direct Emission Measurements

A ship specific monitoring plan should document the method selected and provide further details on how that is being applied. Shipping companies should be able to use existing documents and equipment already carried onboard. The shipowners/operators will also have to provide information on voyage distance travelled, cargo carried and time spent at sea, to help obtain an overview of ships' average energy efficiency. The reporting will be done on an annual basis. The proposed new rules would be applicable from 1 January 2018.

Estimated CO_2 emissions from maritime transport (EU related and globally, considering EEDI)



Mass of CO_2 (MCO_2) per year (1990 – 2050) emission in EU (blue colour) and Non-EU (pink) states

A Game Changer for MET Institutions: Google Apps for Education

by

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Purpose

This is a 2 part series and speaks to the author's experiences implementing Google Apps for Education (GA4E), puts forward a compelling case for administrators and institutions thinking about using GA4E and finally, serves to both inform and persuade stakeholders to embrace it.

Intro

Figure 1 - The screenshot depicts a typical work flow initiated from within Gmail, utilizing Video Call, Chat, Google Drive and Docs to conduct a live shared editing session of a Google document

Figure 1 above is a "managed session" by one's institution of GA4E. The author was reading Gmail and using Video Call and Chat on Google+ Hangouts with a friend at another location; Later, began a scheduled live shared editing session on a collaborated Google document with another MET colleague; the colleague's editing was showed in red and the author's simultaneously in green; another colleague was to join the session shortly via mobile device when her plane landed at the airport. All this and much more are possible with GA4E!

This article is timely considering, among other things, the COMET piece in GMET Newsletter, 22, on human capital development, "…MET… creating cadres of informed and thinking young people to support the general economic development of the entire spectrum of the maritime industry verticals both on-board and ashore" (COMET, 2013).

GA4E is a game changer for MET (Maritime Education and Training) institutions. At first, game changer might seem arguably an audacious statement to make; however, utilizing GA4E will definitely engage the institution, staff, students and all stakeholders who interact with the institution to collaborate and utilize what's called 21st Century Technology Skills; it will also help create momentum towards achieving organizational metrics captured in Balanced and Operational Scorecards, Strategic Initiatives, Key Performance Indicators and the like (Balanced Scorecard Institute); see also What Are 21st Century Skills (Binkley, Erstad, Herman, Raizen, & Ripley, 2010). Taking advantage of GA4E can also help align the institution's goals, vision and mission.

GA4E is the right platform to help leverage, The 33 Digital Skills Every 21st Century Teacher Should Have (Kharbach, 2012), as advocated by Educational Technology and Mobile Learning. If the staff of an organization utilizes the 33 digital skills like a checklist, much can be gained, e.g., fulfilling HR human capital development initiatives, personal and lifelong learning goals, integrated communication and increased collaboration, to name a few. As such, GA4E not only facilitates an environment of knowledge enhancement, but practical skill development and experiences that help enable the right organizational culture and behavior for the 21st Century business or institution! Consequently, educational institutions thinking about the "way ahead" - should seriously be thinking about utilizing GA4E.

What is Google Apps for Education?

GA4E is a cloud based ICT system, and not necessarily a learning management system (LMS) as such, that takes the burden out of having to have large scale ICT (personnel, budgets and infrastructure) because Google takes that burden by hosting the ICT and allows educators to focus primarily on the business of education! There are a set of core applications around which GA4E is anchored, however, they can and should be expanded. The core applications are Gmail, Contacts, Calendar and Talk; the expanded ones being Docs and Sites; and finally expanded to "marketplace" applications, Chrome Books and mobile applications.

It's not quite clear exactly why Google would offer such a robust application for free, but it probably has much to do with one of the 21st Century Skills mentioned earlier - personal and social responsibility or corporate social responsibility (CSR). There is, however, a paid version for business' called-not surprisingly-Google Apps for Business (GA4B) which amounts to about 50USD (RM150) per year/user. When one first signs up for GA4E, it is actually a GA4B or paid account until approved; this approval could take up to three weeks or more. However, for education institutions that qualify - there is really no reason not to take advantage of it.

Use Cases

According to Google, "Millions of students and teachers already use Google Apps for Education" (Google); Universities like Westminster, Georgetown, Vanderbilt, Brown, California State, public and business schools like Edmonton and ESSEC Business School - just to name just a few.

Take the example of Edmonton Public Schools (EPS) in Canada; before deciding to make the commitment to GA4E for their over 80,000 student population, they formulated a series of approaches, goals, results and use factors. EPS's Technology Integration Planning Coordinator, Edmonton Public Schools, Terry Korte, says "Google Apps is free, easy to use, works with the district's existing software, and offers platform neutrality" (Google Apps for Education). Some of EPS' goals included; increased learning engagement and collaboration among students and teachers, access to modern learning technology and tools and increased human capital development. The results included; a spark in student and teacher creativity, increased access to industry provided collaboration tools, and higher standing in International Student Assessments.

EPS suggests another key was to implement what they call an "open boundaries" school system; open to over 197 schools, 90 districts, 10,000 staff, 80,000 students and parents intending to pursue further education. They admit there were challenges - especially in the area of change management.

To get the best out of GA4E, there's a bit of planning involved - timelines, deployment and strategic plans; identification of issues, training, rollout of new systems and retirement of legacy systems. The immediate focuses in the beginning are core applications as these are potentially the most disruptive. Later, what is called a "soft launch" of other applications is recommended. A tech savvy person is still needed to help guide one through the process, log onto a few "Cpanels" and do administrative work both in GA4E and one's domain hosting service. These tasks are not too difficult, but require someone to start and kept the ball rolling.

Summary

GA4E isn't just about Gmail, LMS, document creation and storage, calendars, video chatting, or sharing data, but about communicating and collaborating well; about learning, innovation and creativity, a full on multi-purpose communication tool! It is sustainable, portable, scalable and independent.

In part 2, more game changing technology, skills and uses with GA4E will be discussed. One key observation noted by some, is the hope that one day such innovative technologies cease to be seen as novelties and become an embedded and integrated part of one's education program (Alexander, 2013).

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INTERNATIONAL MARITIME ORGANIZATION

IMO Sub-Committee Restructuring

IMO's Maritime Safety Committee (MSC) and Marine Environment Protection Committee (MEPC) have agreed to a restructuring of IMO's Sub-Committees that will see the number of Sub-Committees trimmed from nine to seven, with their terms of reference covering the following issues:

Sub-Committee on Human Element, Training and Watchkeeping (HTW)

Issues covered will relate to human element training and watchkeeping, including minimum international standards for training and certification of seafarers and fishing vessel personnel; and technical and operational issues related to maritime safety, security, and environmental protection, to encourage a safety culture in all ship operations; safe manning; the review, updating and revision of IMO model courses; and promotion and implementation of the Organization's human element strategy.

Sub-Committee on Implementation of IMO Instruments (III)

Issues covered will be the effective and consistent global implementation and enforcement of IMO instruments concerning maritime safety and security and the protection of the marine environment, including: comprehensive review of the rights and obligations of States emanating from the IMO treaty instruments; assessment, monitoring and review of the current level of implementation of IMO instruments by States in their capacity as flag, port and coastal States and countries training and certifying officers and crews; identification of the reasons for the difficulties in implementing provisions of relevant IMO instruments; consideration of proposals to assist States in implementing and complying with IMO instruments; analyses of investigations reports into marine casualties and incidents; review of IMO standards on maritime safety and security and the protection of the marine environment, to maintain an updated and harmonized guidance on survey and certification related requirements; and promotion of global harmonization of port State control activities.

Sub-Committee on Navigation, Communications and Search and Rescue (NCSR)

Focus: technical and operational matters related to the obligations of Governments and operational measures related to safety of navigation, including hydrographic and meteorological services, ships' routeing, ship reporting systems, aids to navigation, radio-navigation systems, vessel traffic services, and pilotage; operational requirements and guidelines relating to navigational safety and associated issues, such as regulations for the prevention of collisions and groundings, bridge procedures, voyage planning, avoidance of dangerous situations, places of refuge including maritime assistance services and relevant aspects of maritime security; carriage requirements, performance standards and operational guidelines for the use of shipborne navigational equipment and other navigational requirements; obligations of Governments and operational measures related to the Global Maritime Distress and Safety System (GMDSS), development and maintenance of the global search and rescue (SAR) Plan and the Long Range Identification and Tracking (LRIT) system; operational requirements and guidelines relating to radiocommunications and search and rescue, and, in co-operation with the International Civil Aviation Organization (ICAO), the harmonization of aeronautical and maritime search and rescue procedures; carriage requirements, performance standards and operational guidelines for the use of shipborne radiocommunications and search and rescue equipment; and liaison with the International Telecommunication Union (ITU) on maritime mobile radiocommunication matters.

Sub-Committee on Pollution Prevention and Response (PPR)

Issues: technical and operational matters related to: prevention and control of pollution of the marine environment from ships and other related maritime operations; safe and environmentally sound recycling of ships; evaluation of safety and pollution hazards of liquid substances in bulk transported by ships; control and management of harmful aquatic organisms in ships' ballast water and sediments, and biofouling; and pollution preparedness, response and cooperation for oil and hazardous and noxious substances.

Sub-Committee on Ship Design and Construction (SDC)

Issues: technical and operational matters related to: design, construction, subdivision and stability, buoyancy, sea-keeping and arrangements, including evacuation matters, of all types of ships, vessels, craft and mobile units covered by IMO instruments; testing and approval of construction and materials; load line matters; tonnage measurement matters; safety of fishing vessels and fishermen; and survey and certification.

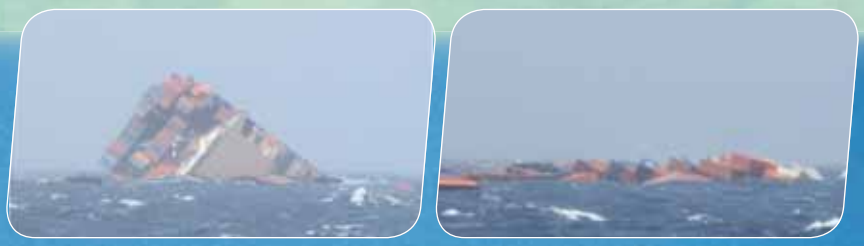
Sub-Committee on Ship Systems and Equipment (SSE)

Issues: technical and operational matters related to: systems and equipment, including machinery and electrical installations, of all types of ships, vessels, craft and mobile units covered by IMO instruments; testing and approval of systems and equipment; life-saving equipment, appliances and arrangements; fire protection systems; and analyses of casualty and incident records relating to ship systems and equipment.

Sub-Committee on Carriage of Cargoes and Containers (CCC)

Issues: technical and operational matters related to: effective implementation of the relevant conventions, codes and other instruments, mandatory or recommendatory, as appropriate, dealing with cargo operations, which include packaged dangerous goods, solid bulk cargoes, bulk gas cargoes, and containers; evaluation of safety and pollution hazards of packaged dangerous goods, solid bulk cargoes and gas cargoes; survey and certification of ships carrying hazardous cargoes; further enhancement of the safety and security culture, and environmental consciousness in all cargo and container operations; and co-operation with other relevant UN bodies, IGOs and NGOs on international standards related to containers and to cargo operations.

Extract from http://www.marinelog.com/index.php?option=com_content&view=article&id=4290:imo-to-trim-subcommittees&catid=1:latest-news&Itemid=195



Technology is just a tool. In terms of getting the kids working together and motivating them, the teacher is the most important.

Bill Gates

Intercultural Communication

Mahendra Singh

These days you sail with different nationalities such as the Filipinos, Ukranians, Polish, Chinese, Turkish, Indonesians, crew from Ghana, SriLankans etc; and therefore, it becomes necessary to communicate with them during day to day work.

Even if you don't speak a word but sincerity is writ large on your face, you will acquire acceptability. Communication can be made through mixed language, gestures and by sketches and it serves the purpose provided the other person is convinced that your intentions are truthful and friendly.

I joined a ship on which there were predominantly Filipinos and I was the only Indian in the rank of Chief Engineer. My first engineer spoke very little English but the third engineer was much younger and he was more proficient in English so I will seek his assistance to communicate with first engineer and this arrangement worked well.

I was on a ship with a German Master and he hardly trusted anybody except the Turkish Bosun. I mostly kept myself busy with my own work and never disturbed him and over a period of time he understood that I am not the one to take advantage of him. He, then started speaking to me and consulting me on many matters but I will not go to him unless very necessary or unless called by him. Half way through the contract, the Bosun told me that you are the first Chief Engineer who could sit in his room and have tea, he never entertained others before. It was clear that perhaps the others wanted to take advantage of him, disrespected him or sought undue closeness.

The major Shipping and Ship management companies should organize language courses during leave periods especially for top four officers to improve communication.

I was on an old vessel with all Ukranian crew from Mariuppal. The outgoing Chief engineer warned me to be careful of the first engineer (he was a huge man and wore only a black half pant while working in ER and will put on a T shirt while eating in duty mess (he never came to main mess room) because he is very arrogant. His facial expression no doubt conveyed arrogance.

In such matters I never follow feedback of outgoing person. As usual, I started working normally. One day, I was going down in engine room and saw him trying to lift up the head ring of the cylinder cover alone and struggling. I went near him and gently touched him on his back and gestured to him to come to ECR. I showed him the manual and the lifting tool. He saw for a few minutes and grunted "aan", signifying that he understood. I then left the scene and after one hour when I went again, the head ring was out. I found that he was one of the most hard working first engineer I sailed with. So, don't listen to others, form your own opinion and don't harass.

If you are good, the other person will be good to you.

We sailed with a Ghanain Bosun. He was rather healthy and not handsome. At the time of drill, the Ukranian (white) Chief mate tended to make fun of him and asked him to demonstrate lowering of rescue boat. You will not believe, he explained it so well that all of us appreciated and the Chief mate never disrespected him from that day.

Good intention facilitates communication. You can surely communicate, if you honestly wish to. Where there is a will, there is a way.

Education is not the filling of a pail, but the lighting of a fire.
William Butler Yeats

Excellence is an art won by training and habituation. We do not act rightly because we have virtue or excellence, but we rather have those because we have acted rightly. We are what we repeatedly do. Excellence, then, is not an act but a habit.

Aristotle

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