

## Navigating Current Market in Shipping

Dear Readers,

As we move further into the fourth quarter, it is time to take a moment to reflect on the efforts and achievements of the past several months and present manning climate. We remain committed to our mission of providing safe and reliable shipping services to our clients and looking after our seafarers' requirements.

Since our last newsletter issue, many events took place, which I am very proud to be associated with HSL recognized for its pioneering effort in the manning sector being awarded Best Manning Agent in Bangladesh and IMA has been recognized for its High Standard of Maritime Education and Training by the Department of Shipping, Ministry of Shipping, Bangladesh.

We have crossed the 130-Vessel barrier and endeavor constantly not only to elevate but surpass our own "Goals and Standards" to maintain our leadership position. Two new prominent principals have been added to our client list looking for effective solutions to the manning shortages faced worldwide.

Our Training center Bangladesh Maritime Training Institute has installed IGF simulator the first of its kind in Bangladesh to train our seafarers on Dual Fuel Bunker Operations for new build vessels. BMTI is the only private maritime institute to be acknowledged and audited by the European Union for approval under the Department of Shipping, Bangladesh. All the credit goes to the dedicated employees of BMTI who were essential in getting such recognition.

Our principals have closely interacted with us in this past quarter with several having taken the time to visit our office and holding education seminars. The interaction has helped us to better understand and cater to the needs of our clients.

On this positive note, we will remain focused and look forward to sharing updates and special moments with you in the future. As always, I thank all our seafarers both onboard and ashore as well as the shore-based employees for your ongoing commitment. We wish you a productive and safe year ahead.

**Emdadul H Chowdhury**  
Managing Director  
Haque & Sons Ltd.

## VICE CHANCELLOR OF BANGABANDHU SHEIKH MUJIBUR RAHMAN MARITIME UNIVERSITY VISITS INTERNATIONAL MARITIME ACADEMY

ON 19th JUNE, 2023



The Vice Chancellor of Bangabandhu Sheikh Mujibur Rahman Maritime University, Rear Admiral Mohammad Musa, OSP, NPP, rcds, afwc, psc, PhD, paid a visit to International Maritime Academy as part of his introductory visits to all affiliated academies and institutes on 19th June, 2023. The VC was accompanied with the inspection team of the academy.

On arrival he was warmly received with flower bouquet by the cadets and welcomed by the Managing Director and Commandant of the academy.

The VC was accorded a guard of honour, followed by a march past by the pre-sea cadets of 12th and 13th batch of the academy. A commemorative tree plantation to mark the visit was also made by the VC.

The guests were briefed on the history, current activities and future plans for the academy by the Commandant at the conference room. Later, the dignitaries were taken around the academy campus to see the various installations of the academy.

Following above, the Vice Chancellor addressed the cadets and faculty members of the academy at the auditorium where he expressed his total satisfaction with the functioning of the academy and remarked that IMA should be proud as being the only private sector maritime training provider to have achieved the affiliation of the university. The exchange of university and academy crests marking the visit also took place.



The delegates were then taken to Bangladesh Maritime Training Institute to see the marine simulation that is used to train our seafarers. The university also uses the BMTI simulators as part of the undergraduate programme. He was made aware of the procurement of new simulation units that will be added in very near future to keep in line with the rapid changes in the maritime industry.

It has been a matter of immense pride for the academy to have received the distinguished delegation to the academy and we look forward to such visits which serve as encouragement to the cadets and faculty members of the academy.

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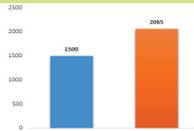
## Key Performance Indicators 2022

Key Performance Indicators (KPI) have largely been viewed as a gauge of performance, with charterers of the ships looking at downtime, or time off hire as a measure of a ship's potential ability to deliver. But in more recent times, a far more all-embracing determination of performance has evolved, largely driven by the industry itself.

The evaluation of the Key Performance Indicator (KPI) has been driven by this need to demonstrate excellence, quality and best practice, but in a way that can be better understood and offers what is effectively a standard measurement. In short, KPI are a reliable tool with which improvements can be gauged and focus on areas where corrections are required. Haque & Sons Ltd has maintained KPI's year to year as it is a well-recognized method of benchmarking, capable of measuring changes that are taking place, which is useful in recognizing improvements or deterioration in performance with the minimum of delay.

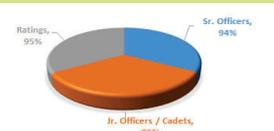
The KPI are results based for year 2022.

### Number of Recruited Seafarers Breakdown



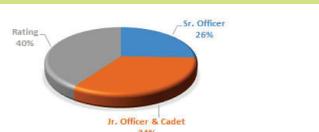
Number of seafarers recruited from (January 01 to December 31, 2022) 2065.

### Retention Rate



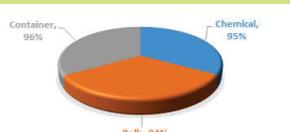
Senior Officers 94%, Junior Officers / Cadets 95% and Ratings 95%.

### Number of Officers & Ratings Recruited



Senior Officers Top four 529, Junior officer including cadets 699 and Rating 837.

### Breakdown of Vessel Type Retention



Tanker Fleet 95%, Bulk Fleet 94% and Container Fleet 96%.

### Poor Performance



The percentage of return crew due to lack of competency 0.72%

### P&I Case (Medical Ground & Injured)



The percentage of return crew due to illness or due to re-occurrence of previous sickness 0.53%

### Completion of Contract



Seafarers to complete their contract 96.14%.

### Seafarers Feedback



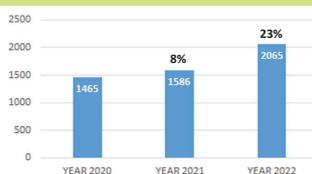
Seafarers positive feedback 98.05%

### Seafarer Recruitment Increased

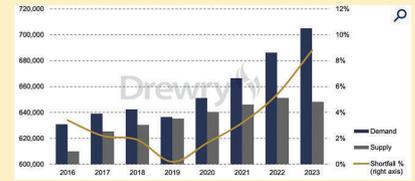


Seafarer Recruitment increased 23% from last year.

### Recruitment Comparison (Last 3 Years)



## SEAFARER LABOUR MARKET TIGHTEST ON RECORD



The 2023 officer availability gap has widened to a deficit equating to about 9% of the global pool, which represents a marked rise from last year's 5% shortfall and the highest level since Drewry first started analysing the seafarer market 17 years ago.

Similar deficit levels are forecast for 2023-2028 based on the limits of new seafarer supply becoming available in the period. While these deficit levels are based on vessel numbers together with assumptions on crewing levels and so largely theoretical, they clearly indicate that the seafarer labour market has become particularly tight, with important implications for recruitment and retention as well as manning costs.

Although 2020 is now more and more behind us, the effects of Covid-19 are still persistent, as it not only had a substantial impact on crew training but also on the overall appeal of working at sea. This was mainly due to the various stories of crews stuck on board vessels, too often in dire conditions.

As a result, the importance of well-being has come to the forefront of employee retention, and the trend of looking beyond wage rates is becoming stronger by the day. Things like good communication channels with families at home, comfortable facilities onboard and a supportive work environment are gaining importance.

The most challenging period of the pandemic had hardly ended when the eruption of the Russia-Ukraine war created further challenges in seafarer supply, with many experienced crews returning home to join the military. Unfortunately, there is no end in sight to the war currently, so we expect the numbers of new seafarers from Russia and Ukraine to be very limited for a while.

While vessel manning will be challenging over the few next years, especially with regard to officer availability because of these issues, the accelerating growth of the global deep-sea vessel fleet will make the situation even more difficult.

"Employers are seeking alternative sources of supply to fill the gap, and wages have also begun to show more volatility," stated Drewry's head of manning research Rhett Harris.

He further added, "While sectors like containerhips and offshore supply vessels have already seen increasing wage rates due to the strength of the sectors, we expect wage cost to accelerate for other vessel types as well."

Source: Container News

## NEWS UPDATE



### IGF Code, Dual Fuel Engine and Training Requirements

With the increasing demand of reducing carbon emission and NO<sub>x</sub>/SO<sub>x</sub> gases at sea, the industry is now shifting towards cleaner fuel source. Amongst the cleaner fuels are Natural gases and low flash point fuel. IGF Code provides an international standard for ships that use gases or low flash point fuels. The basic philosophy of this Code is to provide mandatory provisions for the arrangement, installation, control and monitoring of machinery, equipment and systems using low flashpoint fuel to minimize the risk to the ship, its crew, and the environment, with respect to the nature of the fuels involved.



Dual fuel engine is an excellent solution for fulfilling IMO Tier 3 NO<sub>x</sub> as well as the increasing stringent Sulphur Fuel Caps according to MARPOL Annex VI. Dual fuel engine operates on a primary fuel and a secondary fuel. The primary fuel source is typically a gaseous fuel such as natural gas, hydrogen or other low flash point fuel. For Dual Fuel engines covered by IGF, in case of shutoff of the gas fuel supply, the engines shall be capable of continuous operation by oil fuel only without interruption.

Both WinGD (2stroke X-DF) and MAN (ME-GI, ME-LGI) has introduced IGF compliant marine engines. X-DF engines onboard seagoing vessels use the cargo LNG or LNG stored in a separate / additional gas fuel tank in gaseous phase as their primary fuel and operates on lean burn concept. MAN engines (ME-GI: uses Methane/ Ethane; ME-LGI: uses Methanol/ Ethanol/LPG/DME) on the other hand uses 'Gas safe engine room' concept where the gas system is actually an add on to the ME engine.

There are two levels of training for those who work on ships subject to the IGF Code:

CoP in Basic Training for Service on Ships Subject to the IGF Code: Seafarers responsible for designated safety duties associated with the care, use or emergency response to the fuel onboard ships subject to the IGF Code are to have completed an approved course in accordance with provisions of section A-V/3, paragraph 1 of the STCW Code and hold a CoP in Basic Training. There is no special seagoing service or experience requirements for this level of training.

#### LNG Arrangement Oil Tanker



CoP in Advance Training for Service on Ships Subject to the IGF Code: Masters, Engineer Officers and all personnel with immediate responsibility for the care and use of fuels and fuel systems on ships subject to the IGF code, are to hold the CoP in Advance Training. Every candidate for the CoP in Advanced Training is to have completed an approved advanced training course and meet the standard of competence specified in section A-V/3, paragraph 2 of the STCW Code; and completed at least one month of approved seagoing service that includes a minimum of three bunkering operations on board ships subject to the IGF Code, where two of the three bunkering operations may be replaced by approved simulator training on bunkering operations as part of the approved advance training.

However, as always, Bangladesh Maritime Training Institute (BMTI) is at the forefront for adapting new training requirements. To facilitate the Advance training requirement BMTI already procured IGF Bunkering simulator and installation in ongoing. Once installation completed and administrative approval received from Department of Shipping, BMTI will soon start the Basic and Advance course for all seafarers.

## Company News



### SEMINAR ON ANTI-CORRUPTION IN THE MARITIME SECTOR



At the request of Global Compact Network Bangladesh, a seminar jointly conducted by International Maritime Academy and Maritime Anticorruption Network (MACN) on 15th May, 2023.

The objective of the seminar was to work together in the maritime sector of Bangladesh and addressing the corruption challenges coming up in the global maritime sector and how the seafarers are affected in their career path out the corrupt practices.

The MACN is a global business network that aims to free the maritime industry of corruption, enabling fair trade to benefit society. Established in 2011, the MACN has grown to include over 190 companies worldwide (accounting for more than 50% of the world tonnage) in order to take collective action to tackle/ curb all forms of corruption/corrupt practices.

Former Vice Chancellor of Maritime University, Rear Admiral Khaled Iqbal (Retd.) attended this seminar as the chief guest. Capt. GM Quadrey, Executive Director of Haque and Sons Ltd., Mr. Mathias Bak, Associate of the MACN Headquarter in Denmark, Commodore Syed Ariful Islam (Retd., ex-Director General of the Department of Shipping and country representative of MACN, Capt. Subrata Kumar Saha, Deputy Commandant of IMA gave their presentation on the challenges faced by seafarers in their career path.

Welcoming the participants of the seminar who were mainly the trainees of IMA, the Commandant of the academy, stated the challenges faced by today's seafarers in the maritime sector in particular regions of the world ; seafarers have been subject to fraud in terms of abandonment, non-payment of agreed salary, remittance exchange rate and lately the depriving the seafarers of their facility in investing in wage earners bond.



Capt Quadrey presented paper on ship manning challenges with contribution of Bangladeshi agencies in global ship manning sector. He highlighted the difficulties faced by the manning sector and how removal of such matters could take Bangladesh in being able to achieve a remarkable position in global seafaring.

Mr. Mathias and Commodore Syed Ariful Islam (Retd.) from MACN side spoke in the seminar on the activities of MACN and the corruption scenario in the Maritime and shipping industry and the role of MACN in its initiative to remove corrupt practices that affect the industry, in particular the seafarers. Capt Subrata presented paper on maritime fraud and corruption challenges that the seafarers come across the life cycle of a ship and in their career path.

There was a lively interactive question and answer session with the audience. The Chief guest profoundly thanked IMA for its role as host and lauded the role of IMA a being a fine institution of global standard and its contribution towards achieving a better maritime future for the nation.

### PANAMA'S REGISTRY "CLEANS UP" FLEET FOR INTERNATIONAL COMPLIANCE



*The Panama Maritime Authority reports it is taking steps to increase its enforcement and remove ships from the registry that are failing to uphold standards or are involved in illegal activities or operations related to sanctions. They said while efforts have been postponed in the past, including while there were updates to the Merchant Marine law, the registry is committed to moving forward to improve international compliance.*

*The Panama Ship Registry reports it is working on an integrated review of the verification and control of the more than 8,500 vessels that make up the Panamanian fleet and the more than 318,000 active seafarers. According to data from Clarksons Research, Panama added nearly 30 million gross tons to its registry since July 2019. As the largest shipping registry, they estimate on average the Panamanian fleet is inspected 14,000 times a year.*

*"The Panama Maritime Authority considers the international compliance of the Panama-flagged fleet of utmost importance and to enforce it," the authority said in its statement reporting that it looks at the age of vessels, detention, and safety inspection history, together with statutory and classification inspection and certification history. The purging process began in 2021 and continues with a review of elements including vessels with a compromised history and detention reports.*

*The efforts come as there has been an increased global focus on the practices of ship owners and operators. Globally there have been efforts to improve safety and crackdown on the growing shadow fleet.*

*According to Panama, under the Merchant Marine law, they cite a list of reasons for which a ship can be removed from the registry.*

( To be cont'd on page 7 )



**METHANOL'S 'TIME TO SHINE'  
AS MARINE FUEL: LR**



*Interest in methanol as a ship's fuel is rising sharply with 29 vessels already in operation and 112 on order, according to Lloyd's Register (LR) marine fuels expert Douglas Raitt.*

*Speaking at a LR webinar on the subject, which more than 800 people attended yesterday, Raitt, LR's Regional Advisory Services Manager, said it was methanol's time to shine.*

*Other experts on the webinar panel, which was moderated by Craig Eason, a journalist and ex-seafarer, were LR's Sobhith Hariharan, Global Newbuilding Support Manager, and Carnival's Tom Strang, a naval architect and Senior Vice President at the cruise line.*

*According to Clarkson estimates, Raitt said, as many as 1,200 ships could be powered by methanol by 2030, and the new fuel technology is being adopted by owners of various ship types, including container vessels, chemical carriers, bulkers, and ferries. And unlike other potential future fuels, methanol already has a modest supply chain, with availability in around 100 ports.*

*Meanwhile, a significant number of owners are considering methanol conversions. Hariharan highlighted some of its benefits as compared with other future fuels. Although it has a lower energy density than heavy fuel oil and therefore requires more bunker capacity on board ship, it is a liquid at ambient pressure and temperature and is relatively easy to store and handle.*

*The technology, he pointed out, is available today and is being further developed by engine firms including MAN, WinGD, Wärtsilä, and Hyundai. However it is already well-proven – LR oversaw the first methanol conversion of the ferry, Stena Germanica, in 2015. The vessel has operated efficiently on several routes since then.*

( To be cont'd on page 11 )

**Company News**

**VISIT OF HAFNIA TEAM**



Marine Services.

On 24th May A team comprised of HAFNIA Shipping and Shanghai Marine services visited IMA permanent campus naming MR. SURAJIT CHANDA, VP, Head of In-House Fleet, HAFNIA , Capt. Sanjay Mavinkurve, GM, Head of HSEQ, HAFNIA and Mr. Zhang Lei, Operations Manager of Shanghai

Upon arrival they were greeted by the IMA Commandant with flowers. Cadets showed their respect by a smart guard of honor. They planted trees in the IMA premises. Commandant Capt. Zaki Ahad introduced everyone inside the newly built highly decorative VIP lounge of IMA. Later Commandant presented a brief introduction about IMA vision, Mission, activities and future projects to the guests in IMA conference room. During the presentation, the guests were made satisfied with all their queries about IMA activities and resources. The guests took a tour around the facilities of IMA amongst which were accommodation of cadets, Library, Labs, classrooms, workshop, survival craft station, firefighting area etc. They also observed all the machinery running condition, and CO2 gang release system.



In the IMA auditorium the Chief guest Mr. Surajit delivered his speech to all the cadets and faculty members of IMA. In his speech, he introduced the Hafnia, its history and objectives. He also presented the operation and criteria of Hafnia. It was indeed a comprehensive presentation from the guest. Later he answered few intelligent questions raised by the cadets. It was really a very lively and interactive presentation from Hafnia. Later Commandant of IMA presented IMA crest to the VP of HAFNIA to commemorate the event. The guests signed the IMA visitor book.



HAFNIA visit made the IMA team and it's cadets very happy. It was very much encouraging for IMA. IMA is looking forward for a long cooperation with HAFNIA and wishes to see its cadets and ratings working on board HAFNIA vessels.

## Company News



### THE MARITIME LABOR CONVENTION (MLC), 2006 "A SEAFARER'S BILL OF RIGHT"

The International Labor Conference, at its 94th Maritime session adopted The Maritime Labor Convention, 2006 (MLC, 2006) an important new international agreement that consolidates 68 (Sixty-Eight) existing Maritime Labor Conventions and recommendation as well as more general fundamental principals in a single modern globally applicable legal instrument to ensure decent working and living conditions for all seafarers. This legal instrument is otherwise known as the "Seafarer's Bill of Right"

The MLC, 2006 establish comprehensive minimum requirements for almost all aspect of working conditions for seafarers to work on a ship, condition of employment, hours of work, hours of rest, accommodation, recreational facilities, food & catering, health protection, medical care, welfare and social security protection. In brief seafarers have a right to a safe and secure work place, where safety standard is complied with and where seafarers have fair terms of employment, decent living & working condition including social protection such as access to medical care, welfare and social security protection. The minimum right that seafarers have under this convention are put in to place either through national laws, regulation, CBA's agreement or simply through good practice they are actually carried out there should be a strong enforcement regime backed by a system of inspection certification.



Labor (Seafarer) suppling states that signup to this convention have to ensure that each member implements its responsibility under this convention as pertaining to seafarers' recruitment and placement and the protection of its seafarers. They may have responsibility on three counts, firstly as flag state, secondly as port state, thirdly

through which seafarers are contracted are properly regulated. They may also have responsibility for the provision of social security.

Bangladesh is traditionally a maritime country with glorious history of providing professional seafarers in various national flag vessel. Bangladeshi seafarers earned worldwide reputation for their efficiency, devotion to duty, courage to face the risk and hazards of the sea, dependability, simplicity & disciplined behavior. Bangladesh ratified the MLC-2006 on 6th November 2014 & entry into force from 6th November 2015. Since that time Bangladesh has been enforcing requirements of the MLC-2006.

HSL is a top-ranking bona fide pioneer seafarer employment & placement Service organization in Bangladesh having License No. MLA 008. It has been providing employment, Bangladeshi seafarer in various foreign national flag vessel by maintaining all related provision of the MLC-2006. It has well educated & trained professional team to uphold the spirit of concerning regulation & code of MLC-2006 relating to seafarer's employment and placement service.

HSL also maintaining welfare and P&I team to protect welfare and social security of the seafarer. Being a prominent manning agent HSL is a valued member of various national & International committee on employment & welfare of seafarers. HSL repeatedly proposed to the Government to take measures to uphold the full sprit of MLC-2006 and also suggested to expand shore-based seafarers welfare facility & social security scheme. HSL hope & believe that concerning Government authority is in process to do more for uphold the full sprit of MLC-2006 & to expand the shore-based seafarers welfare facility & social security scheme.

## Congratulations on Promotion

We have pleasure in congratulating the following officers who have been recently promoted on board our managed vessels and we wish them all the very best for the future:

#### PROMOTED TO MASTER:

MD ISMAIL HOSSAIN - CO4464  
MD. MAHIBUR RAHMAN - CO5067  
S M TOFAZZAL HOSSAIN - CO5834  
ABDUR RAHMAN - CO5449  
RAISUL ISLAM - CO6238

#### PROMOTED TO CHIEF OFFICER:

TONEY KARMAKER - CO4953  
MD RAKIBUL ISLAM - CO4630  
MD MOHAIMINUL ISLAM - CO7682  
MD TAHRIM KHALED - CO4130  
MD MARJANUL AHSAN - CO4625  
SK MOSTOFA ZAMAN - CO4768  
SAIFUR RAHMAN - CO7071

#### PROMOTED TO CHIEF ENGINEER:

MD. ABDUR RAUF - CO5079  
MORSHED JAMIL - CO5861  
MD. HAFIJUR RAHMAN - CO5910  
MD. RAFIQUUL ISLAM - CO5346  
RIPAN DE - CO4826

#### PROMOTED TO 2ND ENGINEER:

OLI AHMED SARKER - CO7198  
A.B.M MAMUNUR RAHMAN - CO6725  
ABDUR ROUF - CO4916  
MD NAZMUL HASAN - CO6562  
MD. SHAFIQUUL ISLAM KHAN - CO2625  
MD. ARIFUL ISLAM - CO6301  
ADNAN ISLAM - CO7185  
MD. AMANAT ULLAH KHAN - CO7524  
MD. MAHMUDUL HASAN - CO6080



## PANAMA'S REGISTRY "CLEANS UP" FLEET FOR INTERNATIONAL COMPLIANCE

Cont'd from page 4

*These range from non-compliance with regulations including maritime safety, pollution prevention, maritime security or international conventions, as well as expiration of navigation documents that have not been renewed within five years. They also list smuggling, illicit or clandestine trade, piracy, and other crimes along with presenting or having forged or falsified documents. A high incidence of detentions due to serious or recurring deficiencies as well as being in multiple registries are also grounds for removal from the Panama registry.*

*Another revision that they are undertaking to the Merchant Marine Law is the proposal to add illegal fishing to the reasons for removal. They highlighted that a provision is being added for information that vessels are active in illegal, unreported, and unregulated fishing.*

*The report highlights that 182 vessels involved in fishing representing over 475,000 gross tons have already been cited for invalid fishing licenses or expired documentation. Another 97 vessels totaling more than 59,000 gross tons are currently in the process of having their registries canceled for similar reasons.*

*Panama is participating for the first time in the U.S. Coast Guard's Qualship 21 Program, an initiative to identify high-quality ships and provide incentives to encourage quality operations. The USCG launched the program in 2001 to eliminate substandard shipping by focusing on improving methods to identify poor-quality vessels. Panama says as part of its participation it has put in place a series of measures ensuring the reduction of possible detention of Panama-flagged ships at U.S. ports.*

*The Panama Maritime Authority reports it has canceled more than 6.5 million gross tons of shipping since July 2021, for issues related to Iran, North Korea, or vessels included in the list of international sanctions. While efforts had been previously postponed, they said they are committed to completing the cleaning up of the fleet.*

Source: <https://maritime-executive.com/>

## SANTOKU 2ND CONVENTION JUNE'23, OSAKA, JAPAN

Santoku 2nd Convention was held on 22nd & 23rd of June'2023 in Osaka, Japan. Total 7 Manning Companies from 5 different countries attended this Convention. These countries are namely Philippines, China, Korea, Myanmar and Bangladesh. Capt. G. M. Quadrey and Capt. Mehboob Alam Shakil flew from Dhaka to represent Haque & Sons Ltd., and our HSL Japan representative Mr. Hisashi Scichida joined us in Osaka.

We were warmly welcomed by Santoku Official Mr. Morioka at Kansai Airport, Osaka.

The purpose of Santoku 2nd Convention was to share and exchange ideas & views among the manning companies and also with Santoku officials. On the first day, the new President of Santoku Mr. Junichi Taga, introduced himself. Then the representatives of the Manning Companies briefly presented some information about their respective companies.



The Officers and Managers from Seafarers Department, Business Department, Marine Department and Technical & Procurement Department discussed on several rules and regulations and various recent issues. There we met the new DPA/CSO Mr. Tomoyuki Maegami.

On the 2nd day of Convention, each Manning Companies had presentations on the Crew Training system of their Company. At the end of the Convention, a rewarding ceremony was taken place. 5 Ships were selected as the Best Performance ship and another 5 ships were selected as Good Performance Ship. Capt. G. M. Quadrey proudly received rewards for 2 Best Performance Ship and 1 Good Performance Ship on behalf of Haque & Sons Ltd.

After the Convention, we had a nice dinner party hosted by Santoku. The President himself was present in the party. The generosity and hospitality that we received during the Convention, will be remembered for long.



## Company News



### 49th UNIX LINE PTE LTD TRAINING & EDUCATION SEMINAR



UNIX LINE PTE LTD organized their 49th crew training and education seminar at the International Maritime Academy (IMA) in Dhaka on March 13th and 14th, 2023. Additionally, a half-day outdoor event, including team building activities, took place at the Heritage resort on the outskirts of Dhaka. MOL Chemical Tanker, the owner of Unix Line, is dedicated to ensuring the safety of people, vessels, cargo, and the environment. The seminar was led by Capt. Amit Jain, the Managing Director of Unix Line, and his team, which consisted of General Managers, Managers, and Superintendents from the Marine & Technical department along with Mr. Yoshikazu Kano, Executive Officer (Marine Division), Mr. Kazusa Katagiri, and Ms. Miki Nakanushi from the operation division of MOL Chemical Tankers.

Unix Line places a high priority on the safety of the crew, vessel, and cargo. Education and training are crucial for both inexperienced and experienced seafarers, as they significantly contribute to their career development. The seminar provided an opportunity for seafarers to enhance their knowledge and ensure the smooth operation of the vessel. More than 120 seafarers participated in the seminar this time.



On the first day, Capt. Amit Jain, the Managing Director of Unix Line, expressed his gratitude to all the participants for attending the seminar during their vacation. He discussed the overall progress of Unix Line and emphasized the importance of strictly following the company's safety standards. Various topics related to toxic cargo handling, gas freeing operation, measures for strict PSC inspections, MOLCT safety culture, and crew injury prevention were discussed in the presence of officers and ratings from Unix Line and MOLCT. The seminar aimed to enhance the seafarers' knowledge to ensure the smooth operation of the vessel. Afternoon tea was followed by separate lectures for the deck and engine departments.



The deck department received lectures on UVPR issues, COT inspection, and cargo sample failures in cargo tank inspections. The engine department received lectures on the latest machinery incidents, EGPU operation, and regulation updates. Towards the end of the seminar, officers and engineers provided valuable feedback to the management of MOLCT and Unix Line. The first day concluded with a delightful dinner.

The second day of the seminar was attended only by officers and engineers. Lectures were given on crew management in 2023, MOLCT operations, navigational safety aspects, the introduction of SIRE2.0, MARPOL compliance in 2023, the latest technical circulars, and the status of ECP. After each topic discussion, there was a question-and-answer session where participants could seek clarification. Representatives from Unix and MOLCT addressed the participants' queries and resolved any ambiguities. Mr. A. K Mohapatra, the Senior General Manager of Unix Line, expressed his gratitude to all the participants for attending the second day session.

On the third day, outdoor events took place at the Heritage resort near Dhaka. The resort provided a serene and suitable environment for the seminar and outdoor activities. Various team building exercises were conducted to foster stronger team dynamics among the seafarers. In addition to the team building exercises, officers engaged in cricket, football, boating, and swimming in the wave pool. All participants enjoyed a delicious lunch and various activities.

The seminar concluded after the afternoon tea with a short speech by Mr. Emdadul Haque Chowdhury, the Managing Director of Haque & Sons Ltd. He expressed sincere gratitude to all the attendees for making the seminar enjoyable and fruitful.





## 14th KLSM Seminar for Container Pool Kuala Lumpur, Malaysia

**MINES BEACH RESORT & HOTEL**

**Jalan Dulang, Mines Resort City, 43300 Seri Kembangan, Selangor Darul Ehsan.**

Kline Ship Management, Singapore organized its 14th Annual Crew Seminar for Container Pool of all nationalities on Wednesday 17th & Thursday 18th May 2023 at KL, Malaysia.

More than hundred officers/engineers including officials of different nationalities Bangladesh, India, Philippines & Myanmar who are on vacation have attended the seminar.



The seminar started with introduction of senior management, self introduction of officers followed by opening speech from Capt Tomaru San, Managing Director of KLSM Singapore and closing speech was given by Capt. Shahid Murad San, General Manager of KLSM Singapore.

The seminar was anchored diligently by Capt. Mathur San from KLSM Singapore.

### Day 1 Activity:

- // Address by K Line Seafarer's Policy Team - Mr. Morita.
- // Building a Career with KLSM - Capt. Jannatul Islam.
- // Green Shipping Update - UK P&I - Mr. Ansuman Ghosh.
- // New Regulations Update - Capt. Mamun.
- // CMS - New Features and Developments - C/E Bhamare.
- // Handling 3rd Party Inspections - Capt. Bohidar.
- // Address by Capt. Shoji Fukuda - CEO KMSM.

Finally concluded with Team Building Activity with 6 groups marked with different ship's name. All were participated it with great enthusiasm.



### Day 2 Activity:

- // Marine Safety & Quality Updates by Ocean Network Express GHQ - Capt. Anisul.
- // Learning from Normal Work - UK P&I - Mr. Ansuman Ghosh.

DECK AND ENGINE OFFICERS BROKE UP INTO SEPARATE GROUPS

ENGINE OFFICER - Machinery Breakdown Case Study.

DECK OFFICERS - Navigational Incident Case Study: GWB Alleged Collision.

DECK OFFICERS - Navigational Incident Case Study: HSKB Mooring Failure.

ENGINE OFFICER - Cylinder L.O. Optimization.

### ALL STAFF ASSEMBLE TOGETHER FOR COMMON SESSION

- // Shore Doctor 24x7 - Capt. Murad & Capt. Anuj Velankar (International SOS).
- // MACK Software - User Workshop.



### Open Forum-

Different participants asked their personal problem such as insurance policy, sign on/off plan, future plan of the company etc. Capt Murad San and Capt Saydur Rahman San coordinate this session.

### Presentation of Award:

As usual KLSM awarded their crew members namely seven and prestigious fifteen-year long service award. This year 5 Bangladeshi officers were awarded with the ultimate gift reference in luxury chronograph watches, TAG Heuer's high-precision timing innovations watches valued over USD 2000 dollars for their long 15 years service with KLSM.

While the officers were busy with day long educational training & exchanging views with colleagues and senior shore officials, their families were taken for shopping & sightseeing.

The food, drinks & mixed parties with different nationals were mind-blowing and ended with hope that next seminar will also be held in same colorful way.





# Company News

## HSL Annual Get Together - 2023



HSL had the privilege of hosting an esteemed event of Annual Get-Together party on 2nd March 2023 at the distinguished Hotel Radisson Blue Chattogram Bay view. The gathering was graced by the presence of prominent members from the shipping community, including high officials from Chittagong Port Authority, Bangladesh Shipping Corporation, Govt. Shipping Office, Mercantile Marine Department, Directorate of Seamen & Emigration Welfare, Bangladesh Marine Academy, National Maritime Institute, Bangladesh Merchant Mariners Officers Association, Bangladesh Seamen's Association, Bangladesh Seafarers Union Leaders, DNV GL, Lloyd's, BV, among others.



During event various activities of HSL, IMA & BMTI had shown through a short documentary presentation. Valued guests repeatedly admire HSL activities in their speech. They delightedly admire & declared HSL is the name of a brand for Seafarers recruiting and placement service. A musical programmed also took place in event followed by dinner.

HSL extend sincere gratitude to all these esteemed individuals and organizations for their continuous and unwavering support towards Bangladeshi seafarers. HSL recognize that without the backing of various government bodies, seafarers' unions, and classification societies, it would be an arduous task to increase the employment of Bangladeshi seafarers in the worldwide shipping markets. HSL expected more support from various related organizations to boost up the employment of Bangladeshi Seafarers in the International Maritime Sector.

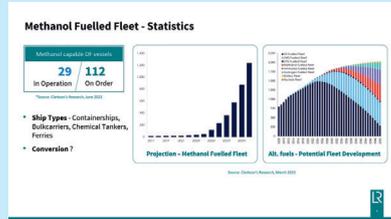
### QUOTABLE QUOTES

### "Famous People"



- "Nothing is impossible. The word itself says 'I'm possible!' — *Audrey Hepburn*
- "Keep your face always toward the sunshine, and shadows will fall behind you." — *Walt Whitman*
- "Success is not final, failure is not fatal: it is the courage to continue that counts." — *Winston Churchill*
- "At the end of the day, whether or not those people are comfortable with how you're living your life doesn't matter. What matters is whether you're comfortable with it." — *Dr. Phil*
- "For me, becoming isn't about arriving somewhere or achieving a certain aim. I see it instead as forward motion, a means of evolving, a way to reach continuously toward a better self. The journey doesn't end." — *Michelle Obama*
- "Spread love everywhere you go." — *Mother Teresa*

## METHANOL'S 'TIME TO SHINE' AS MARINE FUEL: LR



Cont'd from page 5

*Pointing to an 82,000 dwt bulk carrier design with 2,400 m3 of bunker capacity, Hariharan said that the extra space raised questions about bunker tank location since it was important to ensure minimal impact on cargo carrying capacity. But changes to ships' bunkering profiles were a possibility, he pointed out, revealing that the classification society is involved in assessing a range of conversion projects for various owners.*

*However, Carnival's Strang highlighted some of the challenges associated with adopting methanol as fuel. There is, for instance, the issue of colour. It comes, not literally, in brown (produced using coal as fuel), grey (gas), blue (with carbon capture) and green (produced using renewable fuels). However, despite these labels, all four types look the same. Strang questioned the 100 ports statistic on the basis that low-carbon or carbon neutral forms of the fuel are not so widely available. Carnival, which so far has pinned its colours to the LNG mast, would not be interested in either brown or grey, he said, and would probably not pursue methanol as a fuel until supplies of green were available at ports on its schedules.*

*It was agreed that a priority must be the integrity of the supply chain. This would include the development of suitable methanol fuel standards, sophisticated bunker tracing and tracking systems, and resilient fuel testing procedures.*

*Raitt pointed out that methanol has a purity of 99% but is hydrophilic. Therefore supply chains had to be sufficiently secure and robust to ensure no water ingress at any point to maintain the fuel's purity.*

Source: <https://www.seatrade-maritime.com/>



## Health Corner

### Top tips to keep Mentallyfit Onboard

Standard Club and Sailors' Society issued some practical tips in order to boost seafarers' mental wellness onboard. With COVID-19 pandemic increasing depression and anxiety, it is of vital importance for crew to keep mentally fit.

**Seafarer wellbeing has been a focal topic for Standard Club in recent years, particularly during the Covid-19 pandemic and we are proud to be working in partnership with Sailors' Society's Wellness at Sea programme, sharing helpful advice and resources over several weeks.** ...Standard Club notes.

Following the situation of increased depression and anxiety due to the pandemic, Standard Club and Sailors' Society consider the above statistics released by Yale University in 2019, pre-Covid:

- 25% of seafarers completing a patient health questionnaire had scores suggesting signs of depression (significantly higher than other working and general populations).
- 17% of seafarers completing a generalised anxiety disorder questionnaire were defined as seafarers with anxiety.
- 20% of seafarers surveyed had suicidal thoughts, either several days (12.5%), more than half the days (5%) or nearly every day (2%) over the two weeks prior to taking the survey.
- Depression, anxiety, and suicidal thoughts were associated with increased likelihood of injury and illness while working on board the vessel.
- Seafarer depression, anxiety, and suicidal thoughts were associated with increased likelihood of planning to leave work as a seafarer in the next six months.

**The statistics are startling, and you could have been one of those who responded to the health questionnaire, but recognising the signs is the first step in recovery.**

However, Standard Club and Sailors' Society note the top tips to stay mentally fit:

#### Share your problems

Talking about your feelings is a positive step towards good mental health. Try to talk to people you trust about your experiences and emotions. If you have the opportunity to regularly talk to someone on shore it will help a lot.

If communication is a problem and you are bound to your ship, identify someone on board you can trust. If all else fails try to write your emotions and feelings in a diary and reflect on previous days and your general mood.

#### Eat healthily

There is a strong link between what we eat and how we feel. Make sure that you are comfortable with your diet and be on the lookout for food that triggers certain emotions.

#### Keep fit

Experts believe that exercise releases chemicals in your brain that make you feel good. Regular exercise can boost your self-esteem and help you concentrate, sleep, look and feel better.

Exercise also keeps the brain and your other vital organs healthy. Many exercise programmes exist that are specifically aimed at helping you keep fit on board. Work out a fitness routine that will fit in with your specific circumstances while on board.

#### Look out for others

Caring for others is often an important part of keeping up relationships with people close to you. It can even bring you closer together. You now have the knowledge to see the signs of poor mental health in someone else – reach out, and give a helping hand where you can.

#### Stay in touch

Friends and family can make you feel included and cared for. They can offer different views from whatever is going on in your own head. It is sometimes difficult to keep in touch when you are at sea. Perhaps write a letter about what you are experiencing and make sure that it is posted in the next port you visit. Make 'remember notes' on important stories you want to tell the people you care for.

#### Learn to be comfortable in your own skin

Some of us make people laugh, some are good at maths while others cook fantastic meals. Some of us share our lifestyle with the people who live close to us, others live very differently. We're all different. Accept that you are a unique human being, unlike anyone else out there.

#### Have a rest

A change of scene or a change of pace is good for your mental health. It could be a five minute pause from the task you are busy with or a half hour lunch break in a different location on the ship. A few minutes can be enough to de-stress you.

#### Ask for help

None of us are superhuman. We all get tired or overwhelmed by how we feel, or when things go wrong. If things are getting too much for you and you feel you can't cope, ask for help.

#### Do something you enjoy

What do you love doing? What activities can you lose yourself in? What did you love doing in the past? Enjoying yourself helps beat stress. Doing an activity you enjoy probably means you're good at it and achieving something boosts your self-esteem. Make sure you take an activity you like with you on board.

"Safety Tip"

**Manual of onboard exercises to help you keep fit**



Fitness training is the physical activity people use to improve or maintain their physical condition. Specific examples are: power training, cardiovascular training, aerobics, spinning and step aerobics.

Through fitness exercises we try to improve our stamina, suppleness and strength.

Staying fit helps in many ways:

- ◆ It makes you physically and mentally stronger
- ◆ You are more balanced, without stress or physical hindrance
- ◆ Digestion improves
- ◆ Weight is kept under control
- ◆ Blood sugar stabilises, preventing diabetes
- ◆ Sleep improves
- ◆ Concentration improves as well as self confidence
- ◆ Bones and muscles get stronger, reducing the risk for injuries and disease
- ◆ Blood pressure stabilises and the amount of "good" cholesterol increases, reducing the risk of cardiovascular disease

The possibility of doing any fitness exercise is limited on a ship. Even modern ships cannot always fulfil the needs of today's seafarers to do sport and fitness activities.

*Our Readers Matter*

We are very pleased to receive plenty of responses to our November, 2022 newsletter - all very positive. It has turned out to be a worthy attempt to reach out to our staff on board and in fact we are very heartened by the fact that some of our readers from the sea took the trouble to offer relevant comments and suggestions in order to make this newsletter more meaningful. Thank you very much indeed.

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**Coconut-Curry Chicken**

*Recipe*



*Corner*

Bring global flavors to the dinner table using familiar ingredients like peanut butter, chicken, and rice in this red curry chicken dinner.

Cook Time: **30 mins**  
Total Time: **10 mins**  
Yield: **40 mins**

about 4 cups chicken mixture  
and 2 cups rice

**Ingredients**

- Nonstick cooking spray
- 1 pound skinless, boneless chicken thighs, cut into bite-size pieces
- 1 15 ounce can unsweetened light coconut milk
- 2 tablespoon red curry paste
- 1 tablespoon natural peanut butter
- 1 tablespoon reduced-sodium soy sauce
- 2 cup green beans, halved lengthwise if large
- 2 medium carrots, cut into thin bite-size strips
- 1 medium red sweet pepper, cut into thin strips
- 1/3 cup snipped fresh cilantro
- 1/4 cup sliced green onions
- 2 cup hot cooked brown rice
- Lime wedges



**Directions**

1. Coat a very large nonstick skillet with cooking spray; heat over medium-high heat. Add chicken; cook until no longer pink, stirring frequently. Stir in the next four ingredients (through soy sauce) until combined; add the next three ingredients (through sweet pepper).
2. Bring to boiling; reduce heat. Simmer, uncovered, 10 to 15 minutes or until vegetables are tender, stirring occasionally. Stir in cilantro and green onions. Serve over rice with lime wedges.

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