



Goodwood

# FORESIGHT

Dear Captain, Chief Engineer and Ships Company, All Goodwood Employees

I wanted to take a few moments just to say thank you for working with  
Goodwood during 2020.

2020 has been a very unusual and challenging year requiring considerable  
changes in the way we work, live and interact. It has been a crazy year and one that  
many will be glad to see it behind us,

Year 2020 has tested as well as frustrated us both professionally and personally. There  
have been many learning curves for us as we have had to adapt continuously to the  
challenges in order for us to continue on our journeys.

The crew reliefs have been delayed due to Covid19 epidemic and restrictions imposed  
by various countries as well as total breakdown in Logistics, air travel and all other  
related services and requirements. There is still a lot of uncertainty about what is the  
extent and impact of the pandemic and when things will "get back to absolute normal".  
Despite all these challenges we've seen people come together to stay strong and help  
others. Collectively, we have been innovative, resilient and adaptable to the unforeseen  
circumstances in order to deliver and survive.

I want to extend our warmest wishes for the year ahead to yourselves and your families  
and we look forward to continuing to work together for many years to come.

All at Goodwood join me in wishing you and your Families onboard and ashore a

Merry Christmas and best wishes for the New Year.

Capt. A.R.Sabnis



Goodwood

DECEMBER 2020 EDITION

## UNDERSTANDING FATIGUE: WHY GOOD SLEEP IS IMPORTANT

The amount of sleep we need each day will change over the course of our life. On average an adult aged 18 years or older needs 7-8 hours a day, however, sleep needs vary from person to person.

Sleep is incredibly important for the human body, in fact, it's just as important as eating healthy and exercising. A good sleep needs to have quality, quantity and continuity to be most effective.

Lack of sleep and poor quality of sleep and rest can cause fatigue, which is considered as the silent risk factor for seafarers.

Key characteristics of sleep

1. Quantity: It is generally recommended that a person obtain, on average, seven to eight hours of good quality sleep per 24-hour period.
2. Quality: People need deep sleep. Deep sleep is a very restorative phase of sleep.
3. Continuity: Sleep needs to be uninterrupted in order to retain its restorative value. Six 1-hour naps do not have the same benefits as one 6-hour period of sleep.

Tips for a good night's sleep:-

- a. Follow a regular sleep schedule
- b. Keeping your bedroom cool and dark
- c. Watch your diet and exercise
- d. Avoid alcohol or caffeine later in the day
- e. Turn off your electronics before bed
- f. Manage anxiety

Source: [sleepfoundation.org](https://sleepfoundation.org)

**6 factors contributing to sleep disruption at sea:-**

**#1 Environmental factors:** noise, vibration, light, ship motion, temperature & humidity ventilation

**#2 Operational factors:** Inspections, surveys, audits visits, reporting, security measures

**#3 Psychological factors:** separation from family, loneliness, limited recreation activity

**#4 Sleep Disorders:** insomnia, shift work sleep disorder, narcolepsy

**#5 Medication and Substance use:** alcohol & drugs / sleep medications are not intended for long term use

**#6 Food:** heavy meals before bed, increased caffeine intake

## TAKE A LOOK AT YOURSELF IN THE MIRROR -WHERE DO YOU STAND?



Latest figures from the American P&I Club's PEME program, indicated that most medical conditions observed were lifestyle related. The Club has also seen a general trend and rise in the incidences of Hepatitis B and Hepatitis C conditions globally. The top three medical conditions accounting for 72.4% of circumstances of ill health observed were:

- Overall physical condition – 1802 cases observed (35.9%),
- Blood sugar and diabetes – 1081 cases observed (21.6%) and
- Miscellaneous conditions of ill health – 747 cases observed (14.9%)

Given the scope of the physical examination covering several basic physical and visual examinations, most observations were found to be relevant to obesity as per measurements of the Body Mass Index. Blood sugar and diabetic conditions have become more easily diagnosed and were treated with oral medications in many cases. Many of the clinics noted specific conditions of ill health which are becoming of a chronic nature for seafarers, such as obesity, hypertension, chronic kidney disease.

Source: American P&I Club



## "THE GOOD OLD JAPANESE TRADITION"



NAME : REHAN SARGUROH / CHIEF OFFICER

COMMENT: A little bit of stretching and flexing the body each morning will definitely prove beneficial in the long run. As a result my day starts with a positive vibe, smile on face and feels energetic throughout the day. There is sheer excitement and rejuvenation among all the crew member as well. They too make optimum use of this daily workout sessions.



NAME : GEORGIY KOCHNYEV / CHIEF ENGINEER

COMMENT: This present exercise regime brings back memories of my time in a Japanese dry-dock. The morning workout session creates a more positive atmosphere, has contributed to the physical and mental health of the crew members and the day starts with a smile on everyone's face. Priceless!!



NAME : RODERICK MENDOZA UMALI / BOSUN

COMMENT: Working on ships is a challenging job as it's mentally tiring and physically exhausting. The daily morning workout sessions has helped me personally to create self-awareness about being physically fit in order to carry out job in the long run. The Japanese staff in a dry-dock after the work-out come on board fully charged up & if they can DO IT, so can WE.



NAME : SIDDHARTH KAUSHAL / FOURTH ENGINEER

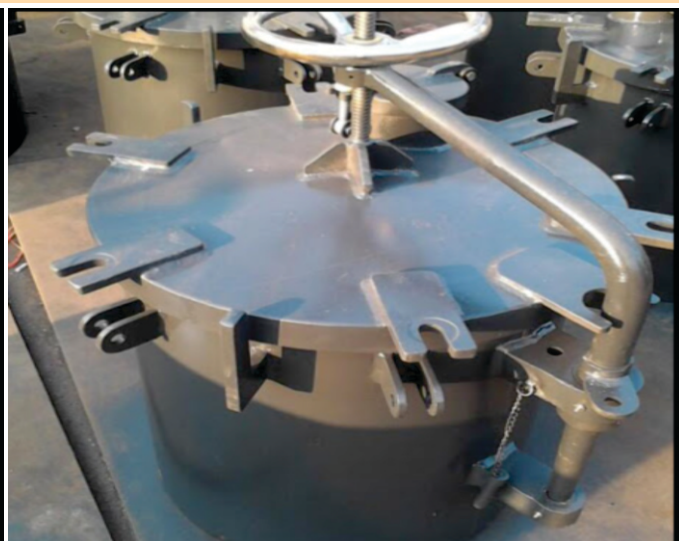
COMMENT: Being from engine department, we hardly used to go out for fresh air. But with the morning workout session, we feel more energetic throughout the day. Stretching exercises help us to stay fit and flexible and improved the crew member's team spirit element and elevated our bonding levels which is very essential for safe work culture.



Contributed by: Prometheus Light, DHT Lake, Evagoras, Eagle Bay & Viking Merlin



## ITF STRESSES "SHOCKING SPIKE" IN CONFINED SPACE FATALITIES



ITF underlined that deaths in confined spaces is a frequent workplace hazard long familiar to industry. Since January 2018, 16 Dockers and 12 seafarers have died from asphyxiation or explosions in confined spaces – or from falls after passing out due to bad air.

“To put the recent deaths in perspective, there have been a total of 145 in the past 20 years, and alarmingly 28 in the past 16 months. We know that maritime workers are generally aware of the risks associated with entry into confined spaces, but they may not be aware of the details and extent of the varied dangers posed by forest products, coal, iron ore, grains, gases and other cargo”, ITF highlighted.

As such, ITF emphasized it is not enough for a worker to rely on opening the hatches for 30 minutes and hoping for the best, or if a ballast tank has just been de-ballasted that the tank is gas free. It is also not enough for workers to take all available precautions but sometimes still be caught without sufficient protection by pockets of gases and lack of oxygen.

**Source: ITF**

## TANKERS MUST COOL DECKS WHILE TRANSITING PANAMA CANAL



Tankers have been issued with new deck-cooling orders by Panama Canal Authority (PCA), effective from April 2020, for all crude, product and chemical tankers carrying cargoes with flashpoints of less than 18 degrees. In a note to a members, BIMCO informed that the move was made to ensure the safety of canal operations, as well as to reduce disruptions in transit scheduling. Specifically, main decks must be cooled by sprinkler system, or any other means available during transit. This will prevent automatic activation of release valves during transit. In addition, the cooling must be performed between 1000 and 1600 hours while the ship is underway at Gatun Lake or Gaillard Cut, or at anchor in canal waters. However, it must be stopped while a vessel is going through locks.

**Courtesy: Panama Canal Authorities**



## LIFE OF A MASTER AT SEA

Shipping, like many other industries, is a stressful, hard, 24/7 business. Without passion and commitment, one cannot succeed.

As the ship owner's representative and effectively the vessel's general manager, the Master's role onboard a ship is demanding, usually requiring 4-6 months of stretches on-board the ship, during which time the Master is on call 24 hours per day, 7 days per week including Sundays and holidays.

Master's job onboard is vast but to start with, it includes aspects of operation such as the safe navigation of the ship, plan & conduct maintenance of the ship to keep her seaworthy, monitoring its cleanliness, safe handling of her cargo, management of all personnel & their well-being, on the job training of junior officers, maintain crew discipline, inventory of the ship's cash, provisions and stores, maintaining the ship's certificates and documentation and close liaison with shore offices.

Master should be able to make decisions under pressure, be responsible and diligent, with good oral and written communication skills, computer skills, able to lead and manage, willing to spend time at sea, often being away from home for long periods and still perform at the best. The creative tensions inherent in the rank of a Master can be difficult to reconcile with the responsibility of having to look after the safety and security of both the ship and the crew.

As the ultimate leader of a ship, Master requires to share his knowledge & experience with his team and should be keen to assist others. Master should direct, coordinate and supervise various activities on a ship during the time vessel is at sea or in a port during her cargo operations.

A very important aspect of Master's job is to develop & maintain harmonious and healthy working relationship with all ship-staff onboard. Master has to ensure that all shipboard activities are well planned and organized in compliance with company's objectives & policies and in-line with International, local Regulations. He has to maintain good liaison with departmental heads to ensure that the vessel and its machinery are maintained to highest standards and exercise budgetary controls for economic operation. Master needs to ensure that loading, carriage and discharge of cargoes is carried out with dispatch and always in a safe, environmentally acceptable manner and in keeping with the terms of governing charter party.

When it comes to safety and risk management onboard, Master has to take the lead role to ensure effective toolbox talks / meetings are carried out onboard his ship. Toolbox talks prior start of the day is a useful and effective way of ensuring a common understanding among team members of how even the most basic tasks are to be carried out. It is very effective at improving risk awareness and encouraging better safer way of performing a task. Toolbox talk gives the best platform to openly discuss or clear any doubts before engaging hands. There is a famous quote, "Engage the Brain before the hands", which exactly toolbox talks aimed for.

Health is wealth, be it mentally or physically. At sea, seafarer's health can be exposed to challenging & hazardous situations which can affect their safety & well-being. It is the Master's responsibly to ensure well-being of all staff onboard, they are happy, physically fit, motivated & can perform their duties at par with industry standards.

Training and drills are an essential part of developing and continuously maintaining emergency preparedness and the growth of a safety culture rather than mere complying with regulations. In today's ever-changing and challenging maritime industry, it is very important that all ship-staff are well verse and trained with up-to-date rules, regulations & oil-major requirements / standards. Master plays a pivotal role onboard to conduct meetings, drills & training sessions with all ship-staff and keep them above the standards set by the industry.

Today's Cadets are tomorrow's officers. Master, with the help of his department heads has to nurture & develop cadets to become a successful officers of tomorrow. Cadet-ship time is a very crucial for every trainee officers, it is the time when strong foundation is built, which eventually makes a capable, disciplined, confident & competent officer to deliver flawless services to the industry. Master's role becomes very vital in ensuring the appropriate on the job training is delivered to the cadets. At regular intervals, master has to evaluate cadet's progress by reviewing his knowledge gained, training record book status, work diaries & office progress reports are dealt with. Any short-comings should be addressed immediately. Over last two decades, we have seen cadet's onboard sea-time requirements are shrinking. As a result, a special consideration to be given to train them for their next rank as well.

The Master of a commercial ship seems to be on the receiving end of not only an apparent endless stream of legislation, rules and regulation with which he or she must comply but also increasingly severe punishment in the event of any failure to comply or other violation. This is where ISM Code comes into action. Whilst the primary obligation is upon The Company to develop, implement and maintain the Safety Management System – it will be very much the responsibility of the Master to ensure onboard implementation. And the end result should be aimed at safe crew, safe ships, environmentally sound operations & flawless service to the customers.

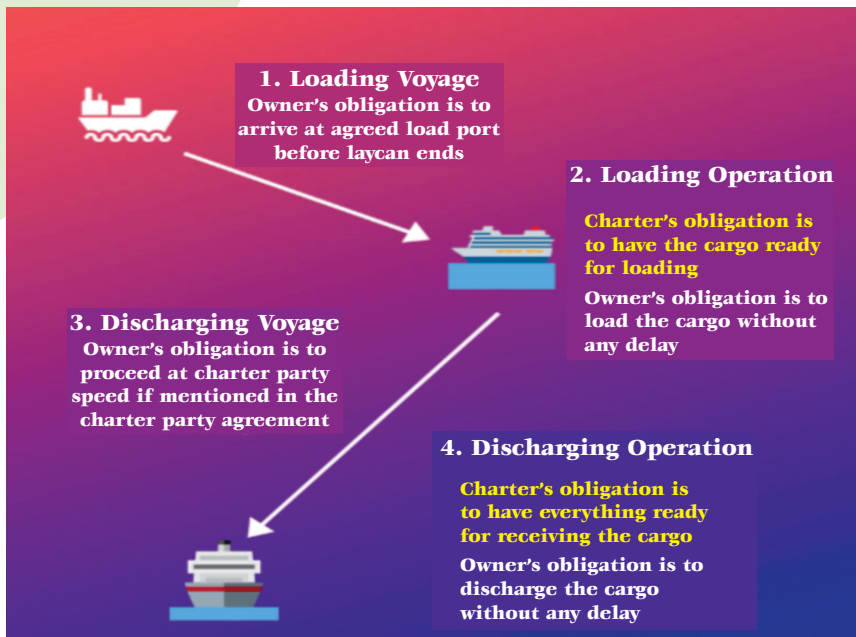
Working on a ship as a Master is not only tough physically but mentally as well. Dealing continuously with various International regulations, commercial goals, conflicting opinions, racing nerves and altering egos in a challenging environment is a tough ask. Master needs to hold his nerve, remind him-self of his prime task; that is safety of life, the vessel and the environment.

**Captain Kingshuk Chakraborty - Master, onboard DHT Mustang.**



# THE IMPORTANCE OF TENDERING A TIMELY NOR

The Vessel arrived at 1654 LT on Friday and entered the customary anchorage area. Due to traffic, the Master took some time to find a suitable spot. He dropped anchor at 1718 LT and tendered Notice of Readiness (NOR). Imagine the case of a CP where NOR was required to be tendered within office hours on weekdays, i.e. Monday to Friday, 0900 to 1700 LT. Though Master reached at 1654 LT, unknowingly, he waited till dropping anchor and crossed that bar of Friday, 1700 LT. Now, Vessel's laytime will not count till Monday, 0900 LT, when NOR will be accepted. The Master could have easily avoided sixty-two hours of demurrage for ship-owner if he had tendered NOR upon arrival at 1654 LT. The demurrage dispute between owners and charterers is so common that even the insurance product covering legal costs is named after it, as "Freight Demurrage and Defence or "FD&D". In most of the voyage charter parties (CP), the laytime is commenced upon tendering of a valid notice of readiness (NOR). Given the financial consequences, tendering of a valid notice of readiness and the subsequent commencement of laytime has continued to be a fertile area of litigation.



## 1. Is NOR necessary?

Though the commercial view is that if charterers were aware or ought to have been informed that the Vessel was ready to load and knew that loading was taking place, laytime should commence on loading, irrespective of whether NOR was formally tendered or not. However, the burden of proof will remain on owners. So, to avoid any litigation, a prudent owner must make an explicit mention regarding NOR (whom to tender, when to tender and how to tender) in CP agreement and Master should strictly abide by NOR tendering requirements.

## 2. When to tender NOR?

A NOR is a declaration that Vessel is both physically and legally ready to commence cargo operations. Pending mere formalities, such as customs' clearance to be obtained at berth, is not a justified reason to delay NOR tendering. In CP agreement, it may be mentioned, e.g. in a berth charter party, NOR to be tendered when all fast at nominated berth, or, in a port charter party, when the Vessel has reached within the specified port. Special clauses like WIBON (whether in berth or not) and WIPON (whether in port or not) may be added to provide an option to tender before actually arriving at the berth or port. If not explicitly mentioned in CP, NOR is tendered when Vessel has arrived at the specified destination. The Vessel is considered arrived when she reaches at the customary waiting area of the port, i.e. Pilot boarding ground (PBG) if berthing on arrival and customary anchorage area, if anchoring on arrival. Hence, Master should tender NOR upon arrival these points without waiting for an actual pilot on board or anchor drop time.

## 3. Key takeaways from famous industry's legal cases:

a. The "MEXICO I" case – A vessel loaded two different cargoes A and B under two separate CP agreements. Unfortunately, Cargo A was over stowed by parts of the Cargo B. On arrival at the discharge port, the Vessel tendered NOR for both cargoes but at that time Cargo A was not accessible. The NOR for Cargo "A" was declared invalid, though Charterers had accepted it because they were unaware of over stow situation. Hence, laytime only commenced when cargo A became accessible for discharge.

b. The "AGAMEMNON" case - In a CP with load port as Baton Rouge, Vessel tendered NOR at the South-West Pass prior entering Mississippi river to commit on the 170 NM passage to Baton Rouge. After a long time, Vessel arrived at Baton Rouge general anchorage but, did not retender NOR did thinking that one tendered at SW pass remain valid. Later, the NOR tendered at the SW Pass was declared premature, because - A NOR tendered to start laytime running, should not be an 'inchoate' seeking to commence laytime automatically on the happening of a particular event. The Vessel should have tendered a fresh NOR upon arrival Baton Rouge general anchorage. In legal terms -inchoate refer to an action or activity, which has begun but has not been completed.

c. The "PETR SCHMIDT" case - CP required the NOR to be tendered within 0600- and

1700-hours local time and laytime were to commence six hours from the receipt. Master tendered NOR at 0100 hours. The charterers argued that since the notices were tendered outside the specified period, they were invalid. The Court said that the NOR was sent out of office hours but was 'tendered' at the receivers' office opening at 0600 hours the following morning, hence, it cannot be considered invalid. The NOR tendered outside the required time, may not be



adequate to start the laytime clock running, the defect may be 'cured' by the passage of time and laytime will begin at that point.

d. The "HAPPY DAY" case - In this case, Master tendered the NOR upon arrival port, but the Vessel could pick up Pilot and berth next day - due to missing of the tidal window.

The charterers neither rejected the first NOR requested for another and ordered the Vessel to load. However, they later disputed the demurrage basis invalid NOR. The Court said that laytime would be considered as commenced even with this invalid NOR as charterers gave load orders without any indication of rejection of NOR.

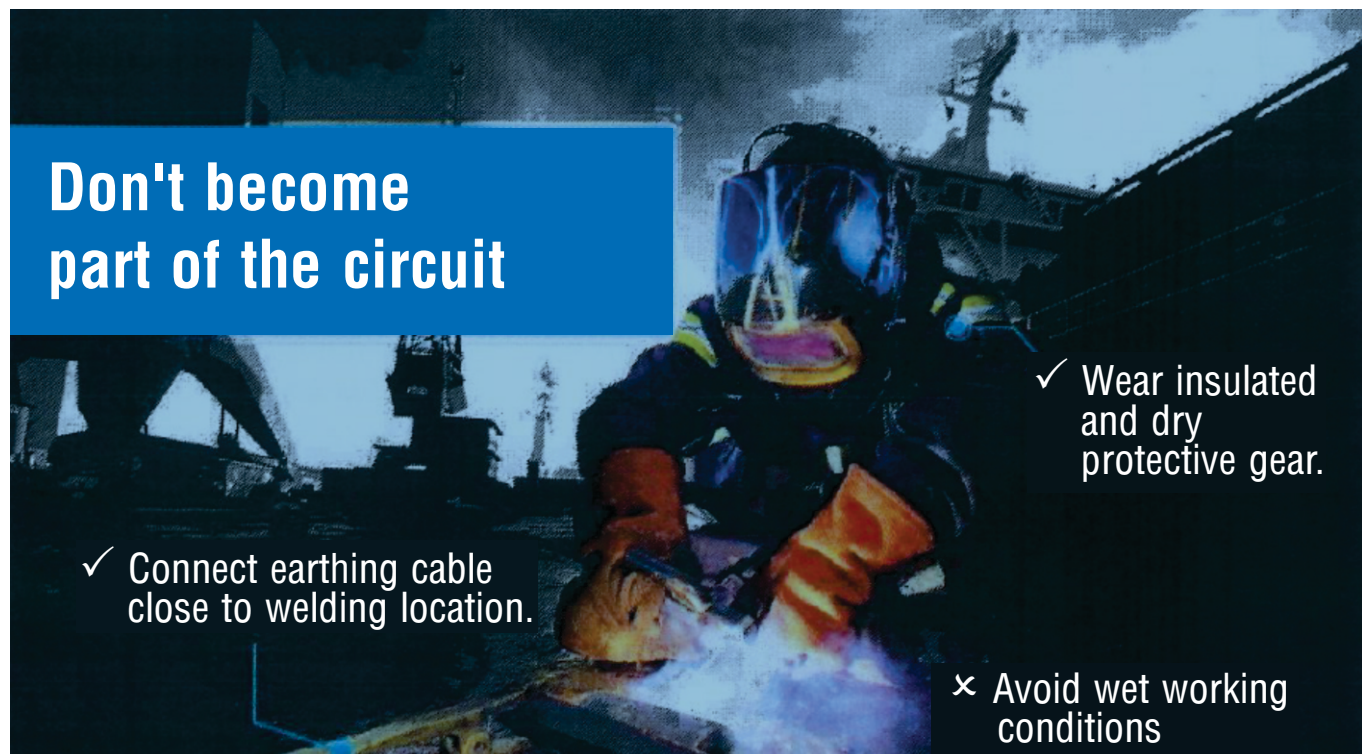
As a concluding remark, to be sure that time will start to count at the earliest opportunity if there is any doubt as to the validity of the original notice, the Master should issue a further notice of readiness expressly stating that it is without prejudice to the validity of the previous notice(s).

**Contributed by: Goodwood Operations Department**

## THREE THINGS TO WATCH OUT FOR WHEN WELDING

**Three things to watch out for when welding – wetness, improper earthing and inappropriate PPE.**

Welders onboard face an array of hazards, with electric shocks being the most serious. The human body is a good conductor of electricity and even low currents can lead to paralysis, burns or even death.



The [Canadian Centre for Occupational Health and Safety](#) states that contact with just 20 milliamps of current can be fatal. As a comparison, a common household circuit breaker may be rated at 15, 20, or 30 amps. The electric shock can also cause the seafarer to fall from height due to his reaction to the electric shock. This can be fatal or lead to serious injury. So how can welders minimize the risk of personal harm? The key is proper insulation through dry surroundings, effective grounding and proper clothing.

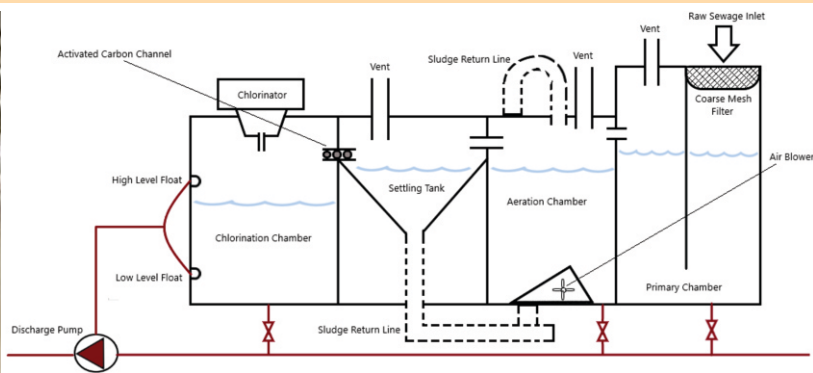
Electrical resistance is lowered in the presence of water or moisture. Therefore welders have to take extra precautions when working in damp conditions, including their own perspiration. When welding on deck, wet conditions can be a result of sea sprays or waves rushing up the deck.

The work piece that is being welded should be connected to an electrical ground and the connection should be separate from the welding circuit. In other words, it should be correctly earthed or grounded. A two cable go and return system should be used with the return cable of the welding set and each workpiece separately earthed to the ship's structure. This is done to make sure that the work piece and the ground have the same potential and maximizes personal protection in the event of failure of the insulation.

Lastly, the clothing and other PPE, such as non-conducting footwear and gloves should be dry so as to provide maximum insulation to the welder. Proper safety gear is perhaps the single most important safety component for welders

**Source: GARD**

# MARINE SEWAGE TREATMENT PLANT



## Biological Sewage Treatment Plant

### Division of Processes:

**Aeration Chamber** - This chamber is fed with raw sewage which is forced through a coarse mesh to form smaller particles (some STPs might be fitted with macerators). Sewage in small particles increases the surface area wherein more bacteria can attack simultaneously for the decomposition into  $\text{CO}_2$ , water and inorganic sewage. Compressed air is forced through a diffuser into the air chamber which catalyses decomposition of the sewage. Higher pressure of air infused would cause the mixture of air and sewage to not have enough contact time for the reaction and subsequent decomposition. It is for this reason that controlled pressure (around 0.3~0.4 bars) is admitted into STP for proper mixing and decomposition by agitation caused by the air bubbles formed.

**Settling Tank**- The mixture of liquid and sludge then passes into the settling tank from the aeration chamber. It is here that the sludge separates and settles at the bottom and clear liquid floats on the top. The sludge present at the bottom if kept unchecked may lead to growth of anaerobic bacteria and foul gases. Hence if the STP smells, it's indicative that sludge has formed and its breakdown is not taking place.

**Chlorination and Collection**- In this chamber the clear liquid produced from the settling tank is over flown and the liquid effluent is disinfected with the chlorine. This is done to neutralize the presence of the e-coli bacteria present in the liquid effluent to acceptable levels. To reduce the e-coli, the treated liquid must be stored for a period of at least 60 minutes in the chlorination chamber. In some STPs disinfection is also done with the help of ultra violet radiation. The collected liquid is discharged overboard or into a holding tank depending on the geological position of the ship.

### Compliance:

All Sewage Plants must comply with the guidelines of VGP (Vessel General Permit), MARPOL Annex IV and resolution MEPC.0227 (64). The standard approach to the analysis of sewage water is to ensure that it meets the required regulations 9.1.1 and 9.2.1 of MARPOL annex IV.

In order to comply with the industry norms & regulation the following parameters are periodically to be tested in Sewage Water treatment plants on board, through its effluent:

- ✦ pH level
- ✦ Total Suspended Solids
- ✦ Chemical Oxygen Demand (C.O.D)
- ✦ Biochemical Oxygen Demand (B.O.D)
- ✦ Faecal Coliform

### Some common Issues faced with Sewage Systems onboard -

- Failing of the downstream equipment due to the accumulation of solids, human hair, and other particles/items which are flushed into the toilet is a common issue. This debris may also increase the wastage of the internal surface of the pipes, especially at the bends, thus blocking the line. Frequent choking of screen filter due to improper operation at the source i.e. in-cabin toilets by throwing papers, rags, plastics, tin etc. in the pot, which is non-biodegradable in nature and a host for the solids to accumulate. Crew needs to be educated constantly of this issue.
- In the case of vacuum plant, loss of vacuum in the system may happen due to pipe or valve leakages (breakage of vacuum).
- The STP with a vacuum system is provided with ejectors to create a drop in pressure. The ejector nozzles may get blocked, thus hampering the operations
- Sewage pipes, which carry the raw sewage to the holding tank or to the STP are prone to corrosion and wastage – this is due to the corrosive nature of the effluent.



- Biological plant or aerobic digestion based system operates due to the presence of aerobic bacteria, which helps in decomposing the raw sewage. If care is not taken, for example the air blower is not functional or chemical / unapproved cleaning agent is used in the cabin toilet - it may kill the bacteria.
- The discharge pump operates basis signals from the level sensors, which auto starts or stops the pump at appropriate levels. The mechanical level controller may face issues as solids and debris collect over the float and hinges, hampering auto functioning.
- If the chamber is not properly maintained, it may generate a foul smell (similar to rotten eggs – H<sub>2</sub>S), indicating the tank is turning anaerobic.
- Before discharging the “treated” effluent from the sewage treatment plant, it is disinfected in the chlorinating chamber. Usually, it is either done by a dosing pump connected to the chlorine tank or manually dosing by using chlorine tablets. This can be overlooked sometimes, leading to a decrease in the chlorine content of the effluent. Typical chlorine levels at discharge are usually about 5 ppm.

#### **What PSC inspect in sewage system?**

The most targeted area by any PSC authority is the ship's pollution prevention system, which also includes the sewage system. The PSC inspector may check the following:

- STP is operated correctly by the ship's crew; quizzing of crew is not uncommon. All the crew members must know international and local regulations. Local regulations will always precede IMO requirements.
- The sewage discharge valve is shut, sealed/locked in port. If a tag lock is fitted, same to be entered appropriately.
- The STP has no external damages visible (no sign of metal wastage) and effluent tubes are clear and effluent flow can be observed with naked eye.
- Chlorine chambers are filled with the Chlorine tabs and the feed tubes are not wasted.
- The Safety Management System onboard includes the steps for regular checks and maintenance of the sewage plant
- Chlorine content of the effluent may be checked
- Log book entries are made as per regulation
- The validity of the International Sewage Pollution Prevention Certificate, with details noted correctly.

#### **Routine Checks on the STPs**

- During daily rounds the compressed air pressure entering into the system should be checked and should be within the limits
- Flow of the effluent between the chambers must be checked and the tubes must be clear.
- Over a period of time, the sludge content in the aeration tank due to the recycling of the sludge from settling tank and fresh sewage would increase.
- Aerobic activation chemicals as specified by the makers must be added – and never more than recommended.
- Generally the pH of the effluent should be between 6 and 8.5.
- Chlorination of the sample should be between 1-5 ppm and accordingly the dosing must be adjusted
- Biological Oxygen Demand (BOD) levels should not be above 50 mg/liter.
- The internal coating of the sewage treatment plant should be checked periodically for damage/cracking/blistering. Any damages to the coating or the steel must be repaired at earliest convenience. Special and extreme precautions and enclosed space entry requirements must be fully complied with. The tank must be emptied, flushed multiple times and gases measured prior entry – office permission for such operations must be taken.
- If the sewage treatment plant is fitted with UV disinfectant system instead of the chlorination system, the UV lamp must be changed as recommended by the manufacturer.
- High and low level limit switches should be checked for auto cut-in and cut-out of the discharge pump. Regular maintenance must be made on these to ensure efficient operations.
- The stand-by Sewage discharge pump must be kept on auto mode and a monthly changeover program for the pumps is recommended.
- Only specified cleaning chemicals must be used. It should be noted that any overuse of chemicals may kill or deactivate the aerobic bacteria and which will decrease the efficiency of the plant and other problems and must be strictly as per manufacturer's recommendation.

**Kalyan Patnala**  
**(Supdt – Tech)Fleet 1**

## WHY MENTORING AT SEA IS VITAL

Mentoring is a form of knowledge transfer based in part on altruism, with the Oxford English Dictionary describing a mentor as “an experienced and trusted advisor”. In simple words, mentoring is a learning partnership between someone with vast experience and someone who wants to learn. However, how can mentoring apply in shipping? Does it have the same value as in other sectors?



Why shipping to focus on mentoring? Imagine some asking you “Are you a mentor?” It is quite likely you would say “No”. However, many people are mentoring others without even noticing.

Knowledge gained through experience is a valuable tool that should be passed on in next generations. Namely, at sea, people used to train their successors and in turn, understudy the people above them. However, much has still to be taught on board to supplement the foundation of knowledge obtained ashore.

On the other hand, many factors have caused a reduction in the opportunities for on-the-job experience, such as changes in technology, faster promotions and reduced sea-time requirements between certificates of

competency. In addition, there are also many barriers to the easy transfer of experiential knowledge, including language and culture, and there is the ever-lasting problem of pressure of work and lack of time.

In fact, there are many people that take great pride in having a mentor and they believe they are very lucky to have someone as a mentor for much of their career. An example of such a formal mentoring scheme is that of the UK's Honourable Company of Master Mariners which links a young seafarer with a Master Mariner with the aim of the latter helping the former through the knowledge acquisition and experience process to become a Master Mariner.

Taking the above into consideration, why should a shipping company give emphasis in mentoring:

- To develop [leadership](#) or talent pool as part of succession planning;
- To work on diversity issues that hinder their success
- To help its staff in ways that are additional to the acquisition of specific skills/competencies;
- To retain its internal expertise and experience on shipping related issues residing in its baby boomer employees for future generations;
- To create a workforce that balances the professional and the personal.

### Necessary tools for mentors

Unlike onboard training, which demands time resource, mentoring is an informal process and takes place better while engaged in shipboard operations. However, there are many challenging and roadblocks, which are mental and emotional. In order for mentoring to succeed, language and cultural barriers must be transcended. This can be achieved through a top-down corporate culture of nurturing talent, promoting excellence and being intolerant of prejudice and 'whining' about junior officers.

**1. Reflection:** Reflection is a very important tool and seriously underrated in these days of excessive and chatter on blogs, Twitter, Facebook and such like. Reflection is based on an ancient philosophy that all the answers to life's greatest challenges lie within us, if only we'd care to search inwards through calm reflection.

**2. Reverse mentoring:** Reverse mentoring is another gem that challenges the idea that someone must be a senior pro in order to qualify as a mentor. In fact, seniors could do well to learn a trick or two from Generation Y, who seem to be gifted with a high level of ease and comfort with technology that seems to be denied to more experienced professionals.

**3. Relevance:** Relevance is another critical tool. One cannot simply teach obsolete tricks to any dog, old or new. While we are attached to things that were easy and common during our time, mentors must understand that youngsters will quickly sense that they have not bothered to update their old skills and knowledge over time. This is the starting point of the generation gap.

### Seven tips for a successful mentorship

If someone is lucky enough to have a mentor, they should be proactive about nurturing the relationship. The best mentor relationship works for both the mentee and your mentor.

#### 1. Clarify expectations

Even if a company puts a mentee together with a mentor, do not assume that both are on the same page as to why they were matched. Let the mentor know what you are hoping to get out of the mentorship.

#### 2. Confirm the logistics

A mentee may prefer live meetings, but this may be too difficult with the mentor's schedule. Ask specifically how the mentor likes to meet and how frequently you will have scheduled meetings.



### 3. Help the mentor help you

Once you do settle on a goal for the mentorship and a cadence of meetings, you still need to specify what you need. Both the mentor and the mentee must be explicit on what they can give.

### 4. Don't ask for too much too soon

Do not expect or ask for too much too soon. In the early days of the mentorship relationship, focus on getting to know each other and on asking for answers to questions the mentor will know right then, with little preparation or extra work.

### 5. Have a plan for when things go south

If you are part of a structured program, find out who in the program can help you to navigate any difficulties.

### 6. Give back

If things do work and both the mentor and the mentee have a smashing successful mentorship, both should not forget to pay it back to one another.

### 7. Have fun

Part of building trust is getting to know each other. Make it part of each mentor meeting to focus, not just on business, but getting to know each other personally.

Contributed by : FPD Department.



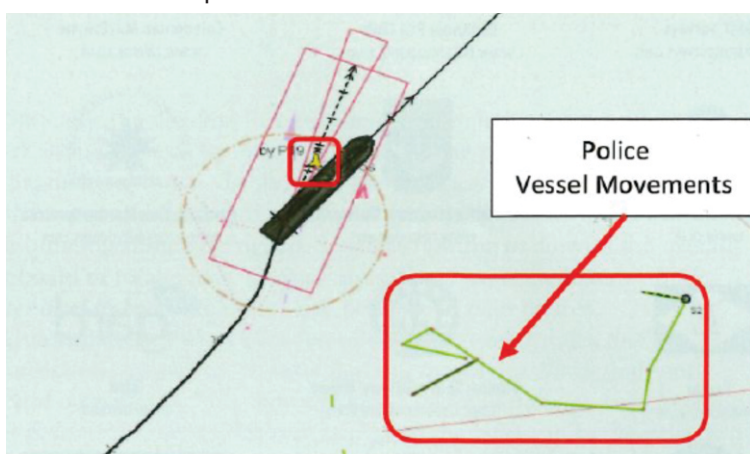
*Walk the talk*

**Seafarers interpret Safety Based  
on what they see their leaders  
DO and SAY**

**M.T. Respect**

## NAVIGATION CASE STUDY - CONTACT WITH BUOY

A tanker was approaching a crowded anchorage area where a ship-to-ship transfer (STS) was to take place. Visibility and weather conditions were good and the bridge team was fully mobilized with the Master, two officers, a helmsman and a lookout on duty. As the vessel approached the pick-up position of the Mooring Master, a small police boat was moving somewhat erratically ahead. There were other vessels anchored to starboard side, so the tanker's bridge team altered course to port and slowed to about 3 knots.



Speed was further reduced and soon the STS Mooring Master arrived along with two tugs. The tanker, now almost stopped, was affected by the NW current. Shortly after the STS Mooring Master had boarded, the tanker's port side slightly made contact with an anchorage buoy.

The buoy slid aft along the hull and its chain became entangled with the vessel's propeller and rudder. The mooring and STS operation was aborted and the tanker anchored with tug assistance. The chain was cleared with the help of divers. Some minor damages to the propeller was recorded.

#### Lessons Learned:

- Even in perfect weather conditions and full daylight, a bridge team can lose situational awareness. It is possible that the boarding of the STS Mooring Master combined with the erratic movements of the police boat and the other congestion preoccupied the bridge team and caused the tanker's movement towards the buoy to go unnoticed until it was too late.
- One bridge team member should be tasked with overall situational awareness at all times, but especially when in congested waters and under close maneuvering.

Source: Seaways



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