



9 September 2016



Terence Zhaowei (R) with Mr Tay Ket An, Director, Marine Personnel and Ops (HONG LAM MARINE)

We are delighted to announce the signing of the Crew Management Agreement for three of Hong Lam Marine's vessels on 1 Sep 2016. Singhai Marine Services look forward to providing cost effective crew management services to these vessels and to take quality crew management to higher heights in terms of cost efficiency and effectiveness.

Said MD Terence Zhaowei, "This signing marks an important milestone for us. We have been providing crews to Hong Lam Marine much earlier and with this new partnership, we must now make crew management a top priority for returning value back to our customers. I look forward to a great working relationship with Hong Lam Marine."

SINGHAI CREW MANAGEMENT (New Services)



(L to R) Mr Khamis Saad, (Crewing & Ops) Mr Peter Kuo (GM), Mr Go Shishikura (MD) OXALIS, with Victor Lim (Ops Director) and Wu Xiao Ling (Director) Singhai Marine Services

It is with delight that we announce the signing of a Crew Management Agreement with OXALIS Shipping on 9 September 2016. OXALIS Shipping operates a fleet of 3 (and one more soon to be delivered) oil product tankers. Said Director Operations, Victor Lim, "It is the beginning of a great start to be given the honour to work with a great company. We look forward to enhancing and providing the best in crew quality and management services. We look forward to provide valued added services to OXALIS Shipping."

Thinking aloud By the Editor

We have moved so quickly that the 3Q is arriving. What are our achievements so far? Did we not put in extra efforts? There is still some time for us to meet that goals we have set. Put in all your best to meet what you have committed to do. On a separate issue, the health concerns of the ZIKA virus is not as serious as one would have thought. But it is extremely important to stop the source which is the Andes mosquitoes breeding places. Happy reading.

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From the Business Desk

We are now riding into the third quarter of the 2016 calendar; indeed nine months have whizzed past. Soon it will be Christmas. But hold the brakes for the celebrations. What had happened over the past nine months? Tumultuous changes and a maritime news sources best summed it up with a one line, "Nothing but bad news and more to come." It's a scary scenario in which ship owners would like to wish away. We cannot agree more. Swiber and HANJIN Shipping were once considered as the industry's giants and greatest movers are but now held in judicial management and receivership.

The recent breaking news are indeed heart breaking to affected companies and employees.

By now many companies would have felt the slow and weak pulses of the shipping industry. Fear not – shipping is not in the intensive care unit. But optimistic companies are strategizing their next moves. Larger corporations are re-structuring, whilst small and medium companies may merge to survive. But these all have a common thread, i.e., reducing ops costs.

Nonetheless, as a forward looking company whom has the good fortunes of a strong client network and seafarers, we focus our efforts in developing and strengthening our most important human capital assets (seafarers and staff) with personal development training. Leadership development is in the cards. The newly implemented 5I quality system has yield good results. Towards this end, we are confident that when Christmas comes, it is a Merry and a Happy Christmas!!

Training Seminar in Action.



Singhai successfully conducted the 2nd Senior Officers Management Conference (14-16 Jul)

Some 33 senior officers serving with various shipping companies and representatives from CSM, Raffles, Komaya, Hong Lam and Shanghai MSA participated in this highly interactive conference to share a wide ranges of areas of interest in the shipping industry.

One of the important agendas is the "Training of Future Leaders". Reiterated by Mr. Meng Zhi Qiang – one of China's most sought after Management Guru, good leadership and sound management skills are absolutely necessary for senior officers on board to effectively lead and manage assigned vessel and its team members to achieve shipping company business objectives under safe operating condition. To do so, senior officers on board must equip themselves with the leadership and management skills in the following 4 aspects:

- Leading and managing team members to achieve the KPIs set for the assigned vessels in line with company business objectives under safe operating condition including tasks planning, monitoring and supervising tasks being carried out by team members on board;
- Assisting and motivating team members to achieve their individual KPIs including guiding team members on the action plan, desired result of tasks, methods of execution, resources needed and providing rationale to convince team members to do their utmost to achieve the desired results of assigned tasks;
- Monitoring and inspecting progress of tasks and associated desired results assigned to team members including analysis of deficiencies identified and the corrective actions needed in the process of inspection; and
- Training, counselling and coaching of team members to enhance their competencies in fulfilling the tasks assigned with desired results.

We thank Mr. Meng Zhi Qiang for the valuable sharing and we are determined to systematically work towards enhancing the leadership and management skills of the Chinese senior officers.

Article by Mike Kee (Director of Training)

"Training, counselling and coaching of team members to enhance their competencies in fulfilling the tasks assigned with desired results." Meng Zhi Qiang

DEVELOPING AND CARING FOR OUR SEAFARERS

KOMAYA Seminar (13 July 2016)

Training and development of seafarers is the foremost concerns of many successful companies. In following this maxim of making great companies better, KOMAYA has decided to reach out to their very own seafarers not only through training but a close knit communication style. This is definitely a key to a successful premier shipping company. Well done Komaya Shipping!

“Thanks to SINGHAI for successfully hosting the conference in Shanghai. On behalf of KOMAYA Shipping Co Pte Ltd, I would like to give my sincere thanks for inviting our officers to participate in the conference. To date, we have employed more than 30 Officers (including deck / engine cadets). With the steady increase in the number of Chinese Officers in the KOMAYA Fleet, we felt it is necessary to create opportunities for them to have a face to face communication with the shore based management, share experiences, exchanged views and provide feedbacks, etc. The Conference is very good platform to achieve the aforesaid goals and I hope Singhai will continue hosting such conferences regularly for all concerned parties’ benefit.” (article written by Capt Wu Shaofei, KOMAYA)

KOMAYA Shipping has conducted their first conference in Singhai.



THE INTERNATIONAL Safety@Sea Conference

In keeping up abreast of developments in the IMO and international safety matters, our editor attended the 3rd International Safety at Sea Conference was hosted by MPA Singapore from 30 – 31 Aug 2016. It was launched by the Singapore’s Minister for Transport who emphasized the importance of safety of seafarers as well as the safety of ships at sea. A commemorative training video was produced, with the efforts of Indonesia, Malaysia and Singapore, for the safe navigation passage through the Malacca and Singapore Straits.

The conference key note address was delivered by the new IMO Secretary General, Mr Kitack Lim. Mr Lim mentioned that seafaring is indeed a dangerous occupation and his primary aim as the Secretary General is to ensure that safety at sea remains a key focus. IMO is stepping up efforts by re-examining the key safety conventions and codes to make seafaring safer than before.

In the coming months, there are several high level meetings to address safety by thoroughly reviewing the Polar Sailing Codes, SOLAS 2020 and safety related codes. Smart Ship Technology has been rapidly introduced into shipping, and therefore seafarers must not only cope with, but able to control and master new technology to their advantage. Failure to do so may result in catastrophic



(Right) Professor Richard Lim, Chairman National Maritime Safety at Sea Council who delivered a great presentation on how accidents can be further analyzed in the systems context.



(Right) Mr Tan Suan Jeow, Director of Marine MPA.

MEET OUR MANAGER, Crew Management – Miss Zhu Pei Pei

Our editorial team has managed to catch up with one of the busiest manager in Singhai Marine Services for an exclusive interview. In a light hearted setting, this dynamic lady has spoken profoundly of her job in Singhai Marine and how she maps out her vision for her department as well the company. Indeed a steely lady with a great vision and depth in dealing with crewing matters. We like to thank her for giving us time and her photos for this publication. We wish her the very best in her new appointment.



If a face can launch a thousand ships, we certainly do have them. A prominent and familiar face in the Singapore shipping scene and with many Chinese seagoing Officers and ratings, Miss Zhu Pei Pei has been one of the most prolific staff in Singhai.

Affectionately known as Pei Pei, this energetic and affable lady has been working with SINGHAI MARINE Services since the day she graduated in 2009. She hails from DALIAN Maritime University (DMU Class of 2005) with majors in English Language.

“During one of the many cadet recruitment companies’ talks held in DMU, I stumbled upon a Singhai Marine Services staff whom I thought was rather impressive in his presentation. As I was in a job hunting spree, I wanted to challenge myself with people oriented assignments. Therefore when they offer me a HR related job, I immediately sign up. The role of an Operations and Training Executive appeals to me.”



“But to be honest, I was put in the deep end of the pool to learn how to deal with interesting people of all sorts. Initially it was tough, I mean whomever deals with HR matters can tell you what toughness means especially in the male dominated maritime industry.” Since joining Singhai Marine Services, Pei Pei has covered a wide range of duties from training, operations, quality systems and marketing.



Speaking from the sidelines of attending the 4th LNG & Oil Tankers Safety Management Seminar held in Kuala Lumpur, Pei Pei wants to set her ambition to be involved in higher corporate duties.

So what are your ambitions and near future objectives?

“The company has provided me a platform for my career development. I get to attend many important seminars to upgrade my knowledge. In the near term, I like to do more interesting challenges in crewing! Fortunately I have been assigned a new set of duties as the Manager of Crew Management (new department) and Operations. It is an exciting challenge and my immediate goal is to excel in managing this new project.”

What do you see of Singhai Marine in 3-5 years’ time?

“Wow, this question is best answered by the Boss who can give you a more accurate reply. (Laughs) But anyway you asked and I shall reply. (More laughs)
But seriously we can only be good if the company is doing well. And yes, the present teams are professionals. We have made the 5I (Quality Systems) a working culture and we are seeing many positive results and developments in clients’ satisfaction. My key aspiration is to make our company the first choice partners in crewing with the best quality professional seafarers. I can see that we are arriving well on time in this goal.”

Any words of advice for ladies joining this male dominated maritime industry?

“A positive attitude towards work-life is the key to corporate success; regardless of being a man or a woman. The maritime industry work challenges are tough, but they are not insurmountable. With good team work and resilience, these challenges can be easily overcome. Upon accomplishment, I find it very rewarding and satisfying.”

“For the ladies joining in the shore industry there is nothing you cannot overcome if you put in your heart and soul. Communicate well with the team and work to achieve results! I hope this is useful advice.”

Thank You, Pei Pei and we wish you well in your new appointment!



On Hind Sight....

SINGHAI MARINE SERVICES
 No 151 Chin Swee Road, #10 – 03/05,
 Manhattan House. S 169876
 +65 6586 0818
 +65 6235 8559
 johnnysim@singhai.com.sg

Striving Ahead, Together with You

Find us on the Web:
www.singhai.com



Ship Humor....

A guy is in a sailboat on the ocean when a storm comes up. A powerboat pulls up to him and offers to tow him to safety. He says "I am a devout man, I know that God will save me - you go ahead into shore."

The storm gets a worse. A coast guard patrol boat pull up to him and offers to tow him to safety. He says again "I am a devout man, I know that God will save me - you go ahead into shore."

The storm is getting terrible now - waves splash over his little boat. A helicopter comes out hovering over the boat and drops a ladder down to the man. He waves them off, saying again "I am a devout man, I know that God will save me"

The storm rages out of control, the man is swept off the boat and drowns. Being a devout man, he goes up to heaven - where he meets God. He asks of God: "I have worshipped you all my life, yet you did not save me from the storm, why?" God replies: "Dumbass. I sent a powerboat to get you, I sent the Coast Guard to get you, I sent helicopters out to save you...."

DID you know that?

That the Singhai Marine Services Website is revamped with great news feature.

www.singhai.com

There is a Maritime Head Hunting Services and Enquiry page to meet your shore HR and manpower needs. Go on and visit us now...



Give Us Your Feedback on our Newsletter and how we can make it better for you.

Have your Say.....

If you do have any issue that you like to be highlighted for the benefit of the seafarers, please do let us know.

Write to us at:

johnnysim@singhai.com.sg or

fuhua@singhai.com.sg

Editorial Board:

Johnny Sim – Editor

Fiona Fu – Assistant Editor

Contributors:

Wu Xiao Ling, Zhu Pei Pei, Steven Shi, Mike Kee, Angela Liu, Li Shuang, Phyllis Liang.

HEALTH ALERT – What you should know about the ZIKA?



(Credits: NEA Singapore)

Should I be worried?

ZIKA is a mild disease, less dangerous than dengue. However an infection during pregnancy can sometimes cause serious complications in a small number of unborn children

What are the symptoms?

Fever, Rash, Sore Eyes and muscles or joint pains. However it is also known that a number of people may not show symptoms.

HOW CAN I PROTECT MYSELF?

Help stop mosquito breeding. Protect yourself and your loved ones from mosquito bites.

- 1 Use insect repellent regularly
- 2 Wear clothes that cover your body, arms and legs
- 3 Do the 5-Step Mozzie Wipeout to prevent mosquito breeding in your home

Do the 5-step Mozzie Wipeout

- 1 Turn the pail
- 2 Tip the vase
- 3 Flip the flower pot plate
- 4 Loosen the hardened soil
- 5 Clear the roof gutter and place Bti insecticide

to prevent mosquito breeding in your home