

SINGHAI SNAPSHOTS



has been a volatile year. Some cannot wait to wish it over; whilst some felt it was not too bad for businesses.

Did we do well or do we blame the year for being the most unfortunate year in shipping? What holds for shipping in the next year?

This issue will explore what we have been doing and how we intend to make it more exciting the next year.



Thinking Aloud - an opinion

It was indeed a stormy maritime year; felt globally and impacted locally. We witnessed the demise of some shipping giants both locally and internationally. Undoubtedly the main focus was on the poor revenues.

Was it due to the intense competition among big players in the price wars, or the huge surplus of ships, or the contraction of world trade, or a case of over- optimistic expenditures in anticipation of the economic recovery? Could it be a combination of the above and more? Whatever it was, shipping has to continue as it carries 90% of the world trade.

Singhai Marine Services as a group has done creditably well. The group performances have shown a marked increase in volumes of recruitment. How could that be? Well the reasons were quite obvious. Investments in training and development and ensuring a robust operational system to stay lean and mean. It's a year where productivity measures pay dividends. The Managing Director explains it in his summary of the year column..... Happy reading.

PEOPLE ARE OUR MAIN CAPITAL & ASSETS

In this feature, we highlight the silent warriors – the people who makes Singhai Marine Service functions around the clock. Their contributions are by no means small; let's have a peek at their aspirations and the lighter side.

Volume 1 Issue 4

8 December
2016

SINGHAI MARINE



Contents

Special Interest Articles

Thinking Aloud	1
Shipping facts - 2016	2
From the MD's Desk	3

Individual Highlights

Our People – Capt Guo	4
Our People – 20 Hidayah	5
Our People - Ms Phyllis	6
Our People – Mr Steven Shi	7
The Voice of Training / SOMC	8
Safety drills for engine room	9
On Hind Sight	10

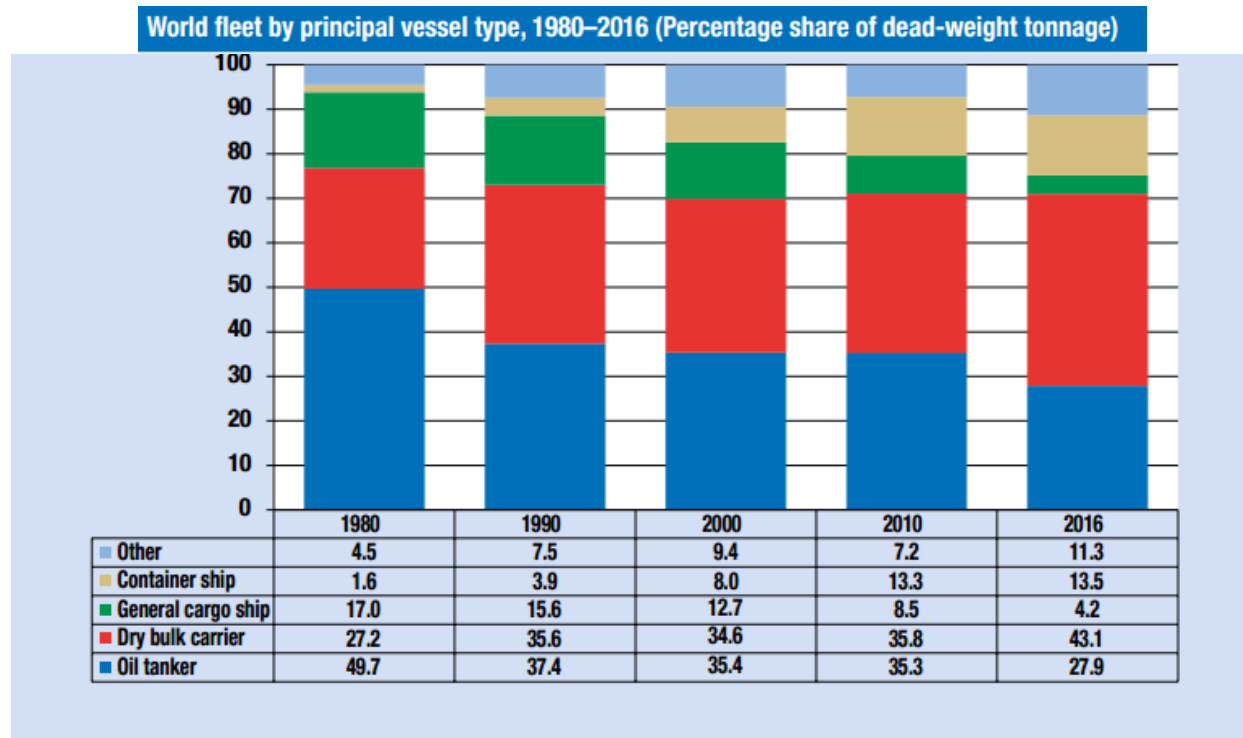
Editor Note: This is our company private publication. It is not meant for sale or a source of revenue collection. All views expressed in the articles are solely from the individual writers.

SHIPPING FACTS - 2016

A maritime flag is an important flag designated for use on ships, boats, and other watercraft. The flag flown is related to the country of registration and is often symbolically called Flag State, like Panama Flagged, Singapore Flagged, Hong Kong (China) Flagged, etc. The countries with the largest number of registration is PANAMA with 8153 vessels (18.51% of the world's vessels), followed by Liberia (3185 vessels / 11.42%) and Marshall Islands (2942 / 11.07%). Hong Kong is next with Singapore a close fourth.

In 2015, world gross domestic product expanded by 2.5 per cent. The world fleet grew by 3.5 per cent in the 12 months to 1 January 2016 (in terms of dead-weight tons (dwt)). This is the lowest growth rate since 2003, yet still higher than the 2.1 per cent growth in demand, leading to a continued situation of global overcapacity.

(UNCTAD 2016 report)



Source: UNCTAD secretariat calculations, based on data from Clarksons Research and UNCTAD, Review of Maritime Transport, various issues.

Note: Propelled seagoing merchant vessels of 100 gross tons and above, as at 1 January.

“Most shipping segments, except for tankers, suffered historic low levels of freight rates and weak earnings, triggered by weak demand and oversupply of new tonnage. The tanker market remained strong, mainly because of the continuing and exceptional fall in oil prices.”

Greetings to All. The year of 2016 has indeed swiftly arrived and is about to complete. At this time of the year, I like to share some of my thoughts.

The year of 2016 in the shipping industry was indeed a turbulent one. A couple of maritime industry's giants had dramatically collapsed financially and the bad news took many by surprise. Some surviving companies fear that the worse has yet to come, while others are still bracing the current shipping storms.

In the beginning of the year 2016 and knowing that it will be a challenging year ahead, I placed a set of tough objectives: to challenge our crew operational systems to be made more robust, vessels deployment and placement numbers set to increase, cadets' recruitment numbers to increase, training development to be a cornerstone for our personnel growth, cost cutting measures on less productive activities to be in place in ensuring survivability.

Admittedly it was not an easy year, but I am pleased to report that we have done quite well..

The number of crew deployment onboard has seen a steady rise, the quality standards of our crew operational effectiveness has improved with the 5Is system of self-inspection, cadets' recruitment numbers increased, office staff are attending more industry related training programs and OPEX capped at a reasonable sum. In the training fronts, we have established two prestigious educational programs called the International Elite Management Program with the Dalian Maritime University and also with Jimei University. We are developing our Officers with in house Leadership programs, organized seminars and workshops delivered by China's top Management and Motivational Speaker Mr Meng Zhi Qiang with participation by ship owners, senior officers and shore managers. Over and above, we have established our Crew Management capabilities and are now crew managing a fleet of 7 vessels directly from our Singapore office.

These are by no means easy achievements; I fully appreciate the collective hard work of all the management and staff of Singhai Marine Services. I thank them for a job well done!

*I must also thank all our **VALUED CLIENTS** for supporting us this while. It was your continued valuable support that 2016 was made reasonably kind for us.*

Going forward, 2017 is going to be as challenging as before. We have to continue in focusing on delivering high standards of professional services to meet our clients' needs. We have to expand our crew market reach to the international seafarers' domains so as to fulfill our clients' requirement for more variety of seafarers. Our shore staff professional knowledge has to improve to serve more sophisticated clients. We have to reduce the ever increasing cost of business transactions and to optimize the best of the market situations. I cannot crystal ball further into the future, but I believe that we must continue to serve our clients with our H.E.A.R.T. philosophy. The year 2017 will hopefully be a good year for all of us.

May I take this opportunity to wish everyone a MERRY CHRISTMAS and A HAPPY NEW YEAR!

Signed: Terence Zhaowei

SINGHAI Marine Services has been in crewing business for the past eleven years. Watching our Officers and seafarers developed and progressing well in their careers is one of the greatest job satisfaction we can ever ask for. In tracking one of our Officers' career development progress, our Director Ms Wu Xiao Ling made a trip to Houston, USA this year to visit one of Singhai Marine Services' pioneer officers, Capt Guo Ji Qiang who is now working in the AET Houston office.

Capt Guo is engaged as a POAC (Person of Advisory Control); an officer performing the task of STS (Ship to Ship) mooring Master, legislated under the MARPOL and USCG requirement. Capt Guo has been with Singhai Marine Services as a Chief Officer and was promoted to Captain in AET.

Said Capt Guo, "My new role necessitates a change of approach to execute my work from a different prospective. In terms of legal obligation, the role of a STS Mooring Master underscores more on accountability than responsibility; more accountable for action taken, decisions made and professional advices provided to all parties, more accountable as ambassador on behalf of the company (AET)."

"It has been eight years with AET since I joined the prestigious tanker owner/Operator in the year of 2008, through my dedicated manning agency-Singhai Marine Services. It is an interesting and challenge job with a lot of satisfaction, I really enjoy it!"

We wish you the very best in your career Capt Guo! Happy Holidays!

Right: Capt Guo with Family in Houston

Below, Left: Ms Wu with Capt Guo

Below, Right: Ms Wu with AET Houston Staffs



OUR PEOPLE. FIRST AND FOREMOST

This year, SINGHAI Marine Services has expanded into Crew management of vessels. This has been in line with our crewing business objectives to provide more professional services for our valued clients. We tracked down one of the “jewel” working in one of the crew managed vessel, MT OXALIS PEONY to find out more about a pleasant encounter.

20 Nuur Hidayah is a well-respected Officer onboard, for her skills and knowledge, and she stands tall amongst her male counterparts in the OXALIS Fleet. Yes, we are talking about 20 Hidayah – a female Marine Officer.



20 Hidayah said, “My brother works in the maritime engineering sector. He often speaks to me about his career at sea and how he enjoys it. After listening to him, I became interested and motivated to be a part of the maritime industry. A seafaring job is my dream job. When the MPA, E2i and WDA came up with this maritime course, I immediately took a leap of faith to join in the course. And since then, I never look back nor regret. Yes it was tough but I enjoy the seafaring job very much. Actually, in the initial stage there were some physical challenges for me in

seamanship duties, but I have adapted to it and with the teamwork onboard, I can excel too. In the coming years, I will work extremely hard and hope to command a vessel as the first female Captain of a ship in my company.” (Editor: I like her confidence.... Well done.)



The Happy Crews of MT OXALIS PEONY with 20 Nuur Hidayah.

We wish you the best of endeavours, 20 Nuur Hidayah!

Like unsung heroes and heroines, we take the opportunity to feature them and also asking that million dollar question..... Here is a short feature of our Shore Managers in their private moments.

"I am Phyllis Liang, the Manager responsible for the recruitment of Cruise Line Crews and Staff. I joined Singhai Marine Services in Feb of 2009 and my main career goal is to recruit many more people for employment onboard the cruise liners. My personal goal is to seek for financial freedom through honest hard work and ultimately a happy lady. My life should be full of love, happiness and prospects. (her silent thoughts – "and I am still waiting for Mr Right to come along").

The year of 2016 was indeed full of challenges but through these challenges I emerged stronger, experienced and more capable. I am blessed with a great team of staff and senior management whom are always supporting and guiding me. I look forward to the next year work plans with renewed vigour

My goals for 2017 is to seek for more clients so that I can find more opportunities for my recruited staff to work in."

Editor: *"Phyllis, if you have a million US Dollars now, how would you use it?"*

Phyllis: "I will definitely save most of it, use some money to go for a quick cruise around the world and immediately get back to work again."

Unhesitatingly she continues, "I am in love with durians, and I would like to use some money to buy some good quality Malaysian durians from the plantations of the "King of Cat Hill", whoever he is. The thought of durians make me drools (laughs)....."

Phyllis, we wish you the best in your dreams and plans..... Well done!



"I am Steven Shi Sheng Li the Vice Manager of CST 1 and I joined Singhai since 2011. In spite of the hustle and bustle of a tight work schedule, I am pleased to have completed my MBA program with the East China University (华东师范大学). It is one of the significant milestone achievement in my life. For the coming year 2017, I intend to be more focused in the recruitment of quality seafarers using the management techniques espoused in my dissertation papers. That way I can practice what I have learned. I also intend to acquire from my senior management on problem analysis skills and to provide effective solutions in problem solving. Next year, my aspirations is for my team and me to work harder to meet our stretched recruitment targets. I also believe that a healthy lifestyle is also important and I have set one of my personal goals in participating in the Shanghai Marathon next year."

"If I have a million USD now, I will buy up the rows and rows of shop houses in Shanghai. (Sniggling). But in reality, property prices are pretty high here in Shanghai, and a million bucks may only be sufficient for a small flat. Anyway, I will have concrete plans when I have that amount of money in hand. (Roaring laughter)"

Editor: Steven is a wise man who does not count his chicks before they are hatched.



Steven (Centre) and his recruitment team.

THE VOICE OF TRAINING - SOMC (10 – 12 Jan 2017)



As the leading manning company to recruit and supply Chinese seafarers to the international shipping companies for the past 11 years, Singhai Marine Services has been committed to strengthen the core competencies of the Chinese seafarers managed by us making them the true professional seafarers for our clients. One of the initiatives is the organizing of Senior Officers Management Conference (SOMC) to update senior officers on the latest development in the

shipping industry and to share best practices based on lessons learnt from past cases.

We have recently conducted our second Singhai SOMC in July this year with 33 senior officers serving with various shipping companies such as Ocean Tankers, APL, AET, Parakou, BW, Raffles, Hong Lam, Komaya, Stellar and Maersk Tankers.

Representatives from CSM, Raffles, Hong Lam, Koyama and MSA China have also shared the various areas of interests in the shipping industry in the highly interactive conference. One the highlights of the last SOMC was the engagement of Mr. Meng Zhi Qiang (*above pic, left*), one of the China's most sought after Management Guru to share with the senior officers the leadership and management skills on how to lead their teams to achieve the desired performance and result.



With the very encouraging feedback from the shipping company representatives and senior officers participated in the July SOMC, Singhai Marine Services is highly motivated to organize the next SOMC in Shanghai from 10 to 12 Jan 2017 to benefit more Chinese senior officers. We are expecting around 40 senior officers serving with various shipping companies to participate in the forthcoming SOMC. More representatives from shipping companies,

MSA China and the Management Guru, Mr. Meng Zhi Qiang will be engaged to share with the senior officers in the forthcoming SOMC with the clear objective of upkeeping their required competencies of Chinese to perform their tasks effectively and efficiently on board.

We look forward for another successful and highly interactive SOMC in Shanghai from 10 to 12 Jan 2017. (Article contributed by Mike Kee)

Editor: We are glad that the training investments are paying dividends in terms of motivation, knowledge and skills. Every participant benefited. The sharing of knowledge by the various shipowners, the presentations and dialogues with MSA Port State Control Officers, questions and answers sessions augur well for the shipboard officers. Many interactive discussions ensued and doubts clarified. The next SOMC is scheduled from 10 – 12 Jan 2017 and it promises a great line up of speakers from renowned ship owner's representatives and China's management Guru Mr Meng Zhi Qiang.

We look forward to seeing you there!

Important Safety Drills and Training Procedures for Ship's Engine Room

Here are some excerpts from a well written article which was featured in a popular maritime website called the Marine Insight. Please visit www.marineinsight.com.. Credits: Marine Insight

“Drills on board ships play an important role in preparing the crew for emergency situations. The ship's engine room is a hazardous place where a variety of accidents can take place. Engine room crew members are therefore required to carry out all important drills and training procedures on regular basis to ensure safety of the ship and its crew:

1. Engine Room Fire Drills: Accidents as a result of fires are the most common in the ship's engine room. Fire drills, which must include fire fighters from both deck and engine sides, are to be carried out frequently to ensure that the ship's crew to well prepared for any such adverse condition.
2. Engine Room Flooding Drill: Engine room flooding response training and immediate repair actions must be taught to engine crew. The flooding training must include response actions to different emergency situations such as grounding, collision etc. which can lead to structural damage and flooding of water in the engine room.
3. Enclosed Space Drill: Enclosed space training with risk assessment and dedicated checklists must be carried out for all ship's crew.
4. Scavenge Fire Drill: All engine room crew members must know engine scavenge firefighting procedure. The crew must know about the system that is to be employed for scavenge firefighting along with the precautions that are to be taken before implementing particular method to the engine.
5. Crankcase Explosion Drill: The crew should be prepared for taking the right action when the engine's oil mist detector gives an alarm
6. Uptake Fire Drill: Engine crew to be well trained by frequent drills on how to fight boiler uptake fire.
7. Oil Spill Drill: Oil carried on ship as a cargo or for use of ships machinery is handled by engine crew. It is important to know the correct oil transfer procedure.
8. Bunker Training: Bunkering is one of the most critical operations, which always involve risk of oil spill and fire. Crew to be trained for safety signals, oil spill reporting procedure, etc.
9. Pollution Prevention Appliances Training: Port State Control (PSC) and other governmental authorities are very strict when it comes to compliance with pollution prevention norms. It is therefore important for the ship's crew to know all pollution preventive measures when at sea.
10. Blackout Training: Once the ship loses its power source i.e. the generator, the ship's fate depends on the forces of the sea and wind. Blackout condition leads to dead ship. The blackout emergency situation training must be given to all engine room crew members and must be considered extremely important.”

Striving Ahead, Together with You

Find us on the Web:
www.singhai.com



SINGHAI MARINE SERVICES
森海海事服务

On Hind Sight....

DID you know that?

That the MLC 2006 will be enforcing the amendments to Title 2 and Title 4 with regards to Financial Security?

This amendment will be effective on 18 Jan 2017.

Click here to read more about the amendments

www.ilo.org/ilc/ILCSessions/103/reports/WCMS_248905/lang--en/index.htm

For more information, you may email me at
johnnysim@singhai.com



Editorial Board:
 Johnny Sim – Editor

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

In High Spirits:

In this light hearted column we share some of the spirits terms that you may come across in the pub but has no idea about its origin:

a. The phrase "on the rocks" came from the "olden days" in Scotland, where Scots who didn't have ice would go to the river and take stones chilled by the mountain snow and add it to their drinks. And that's where the phrase, scotch "on the rocks" comes from.

b. "Neat" and "up" are relatively clear; unless you have already one too many. The term "neat" means "a single, unmixed liquor at room temperature", and "up" means "chilled and served without ice in a cocktail glass". So please don't order your drinks "neat up". You will confuse the bartender.

c. We have the monks to thank for our wine. Wine has been discovered 6000 years ago. Monastic orders such as the Cistercians and Benedictines preserved and innovated the art of winemaking during the Middle Ages. It is thanks to their research and indefatigable efforts we have such an elaborate winemaking technology today. One of the world's most famous Champagnes Dom Pérignon was named after a monk.

Remember that the festive seasons, of Christmas, New Year and Lunar New Year are approaching.

Drink RESPONSIBLY. Do NOT DRINK and DRIVE.

STAY SAFE AND ENJOY YOUR HOLIDAYS!!!