

SINGHAI SNAPSHOTS

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Quick News update for the Employees and friends of SINGHAI MARINE SERVICES.

(An in house news production.)



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From the Desk of the Managing Director



Our dear Friends, Valued Clients and Staff of Singhai Marine Services,

We have managed to cross yet another interesting shipping year. In the beginning of the year 2017, shipping majors were reeling from the aftershocks from the collapse and takeovers of big shipping names. But fears of more to follow in 2017 were actually unfounded. Although there are some signs of recovery in freight rates, many shipping companies are still quite conservative in growth projections. In fact, if we dig a little deeper, there are some good news in the bulker rates and the tanker rates have also gone into the north east direction. This month we read from the maritime main stream media that shipyard order books are on the rise with feeder size containers and Kamsarmax bulkers, and VLCC tankers new builds are consistently keeping up in numbers. Demolition of the older vessels are on the increase too. Wrapping up the year with these footprints, many are predicting the year 2018 to be a good year for shipping.

For our company, we were doing satisfactorily with the great support of our existing clientele and also our new clients are giving us a boost. I want to thank them for their great valuable support, for without them the year would be tougher. We must do more and better in the coming year to support our clients' anticipated growth in the coming year.

For our staff, we should never rest on our laurels. Year 2018 will be a frantic year of new vessel deliveries. More and new shipowners are expected to look to Asia for their crewing needs. Chinese and Asian seafarers have to meet these requirements to stay competitive. Towards this end, preparatory trainings will be a differentiating factor of quality crews; and that is a hallmark of Singhai Marine Services.

Let's look forward to a good year ahead. In this season of festivities, I want to wish you all a Happy New Year and May the New Year brings you great Joy and Peace.

Terence ZHAOWEI
December 2017

From the Editor:

The year 2017 has whizzed past. Despite a tumultuous market, there are signs of recovery in the shipping markets from 2Q onwards. More vessels are being ordered and this time it is through the anticipated demand growth in manufacturing and raw materials from China. There are now new opportunities, and with confidence these opportunities shall turned into long commercial benefits for both parties; the supply and demand economics.

The Greek Shipowners are still the largest shipowners in the world and would be for a long time to come. Their directional leads are important to note and on the crewing side, we have to give due cognizance to their manpower needs. Our Managing Director was invited to do a presentation to the Greek Shipowners' Community on the status of Chinese Crewing and if they are indeed ready for global shipping. It was a dynamic presentation that provides a new insight for many Greek shipowners; many whom had little connections or contacts with Chinese seafarers. Following the presentation, Singhai Marine Services done roadshow visits to these shipowners to discuss if Chinese seafarers are plausible for their fleet management. To our pleasant surprises, they indeed do need quality Chinese seafarers to boost their fleet strengths. Many shipowners are now aware of the strengths and quality of the Chinese seafarers and it is the prerogative of Chinese crewing companies to consistently provide good quality and competent Chinese seafarers.

In this issue we also share some of the cadets recruitment campaigns by Singhai Marine Services. We are building a credible and sizeable pool of junior officers (millennials) to crew and manage the near future fleets. Our future officers has to be well groomed and prepared for their sea careers. SNIMI – our training partners are doing a great job in building this foundational pillar. Capt Luo Cheng is a well known recruiter in the Chinese seafarers market. He looks for quality officers and seafarers to provide for our clients. He is the cog and wheel that makes the operations tick in Singhai Marine Services. We have a short interview with him. Harassment and Bullying onboard cannot be tolerated. We showcase what we are doing to avoid such acts and to stay clear of these bullies and harassers. Keeping fit and staying healthy is key to a happy and motivated workforce. Our Shanghai office leads the way in keeping fit. Mother Earth has limited resources and ships have limited budget to operate. In an article on cost savings measures onboard ship, we help you see how you can achieve both at the same time, creating a win win situation for the shipowners and you.

It's time of the year where we can bask in merriment and festivities. Do remember to enjoy yourselves. Eat healthily and in moderation. If you drink, drink responsibly and do not drive.

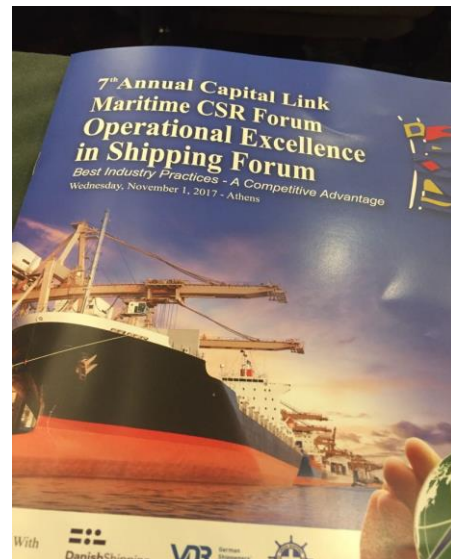
Best wishes for a Wonderful New Year and May you be Blessed with Peace and Joy

Johnny Sim
Editor

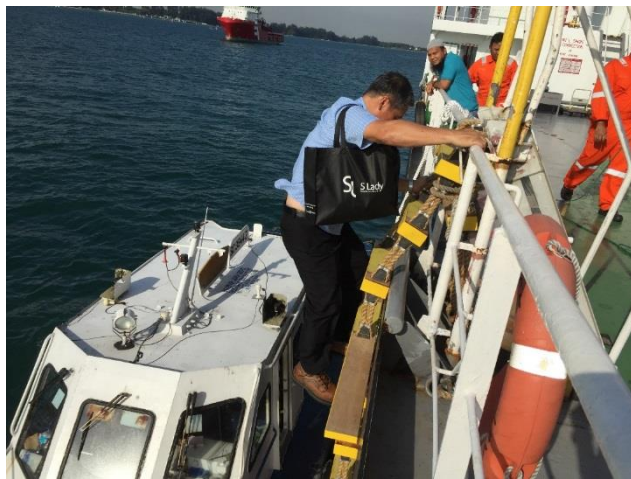
Is Chinese Crewing ready for Global Shipping?

Our Managing Director, Terence Zhaowei made a dynamic presentation at the 7th Annual Capital Link Forum on Operational Excellence in Shipping Forum on 1 November 2017. Attended by more than 300 delegates from the Greek Shipping community, many were for the first time hearing about Chinese seafarers status and availability.

In his presentation, he traces the development of the Chinese seafaring, their educational background and their challenges working in multi nationalities fleet. With the opening up of the Chinese economy, Chinese seafaring flourishes and China has become a top labour supply nation according to the last BIMCO report. Chinese seafarers have arrived and they must continue to improve their knowledge and skills sets to make them even more competitive and put them on the world pedestal as top professional seafarers.



Regular Clients SHIPS VISITS – OXALIS SHIPPING



Cadets – The Future of Your Fleet

Attracting and convincing fresh cadets to join your fleet, is in fact a paramount consideration for the future of your company. A good maritime human resource blue print must include plans on cadet recruitment, grooming and sustenance of the supply source and at entry level. Every industry player should be passionate about this common objectives of fulfilling and sustaining human capital as well as developing future leaders of our industry.



Working together with shipping companies, Singhai Marine Services started our annual cadet recruitment campaign from September to November 2017. Within the 3 months, the teams recruited the best from 25 Chinese maritime institutions all across China including China's most reputable maritime universities such as Dalian Maritime University, Shanghai Maritime University and Jimei University.

Beyond Chinese shores, we had also recruited cadets from reputable institutes in Yangon, Myanmar. From this recruitment campaign, we are pleased to report that we have managed to recruit more than 400 fresh and energetic cadets who are committed to establishing seafaring careers in our industry.



Singhai Marine Services will conduct our Maritime Enhancement Training Programme (METP) immediately after the Spring festival in February 2018 to polish and mold all newly recruited cadets before presenting them to the shipping companies. We look forward to working with all our partnering shipping companies to nurture and grow the next generation of leaders for our industry.

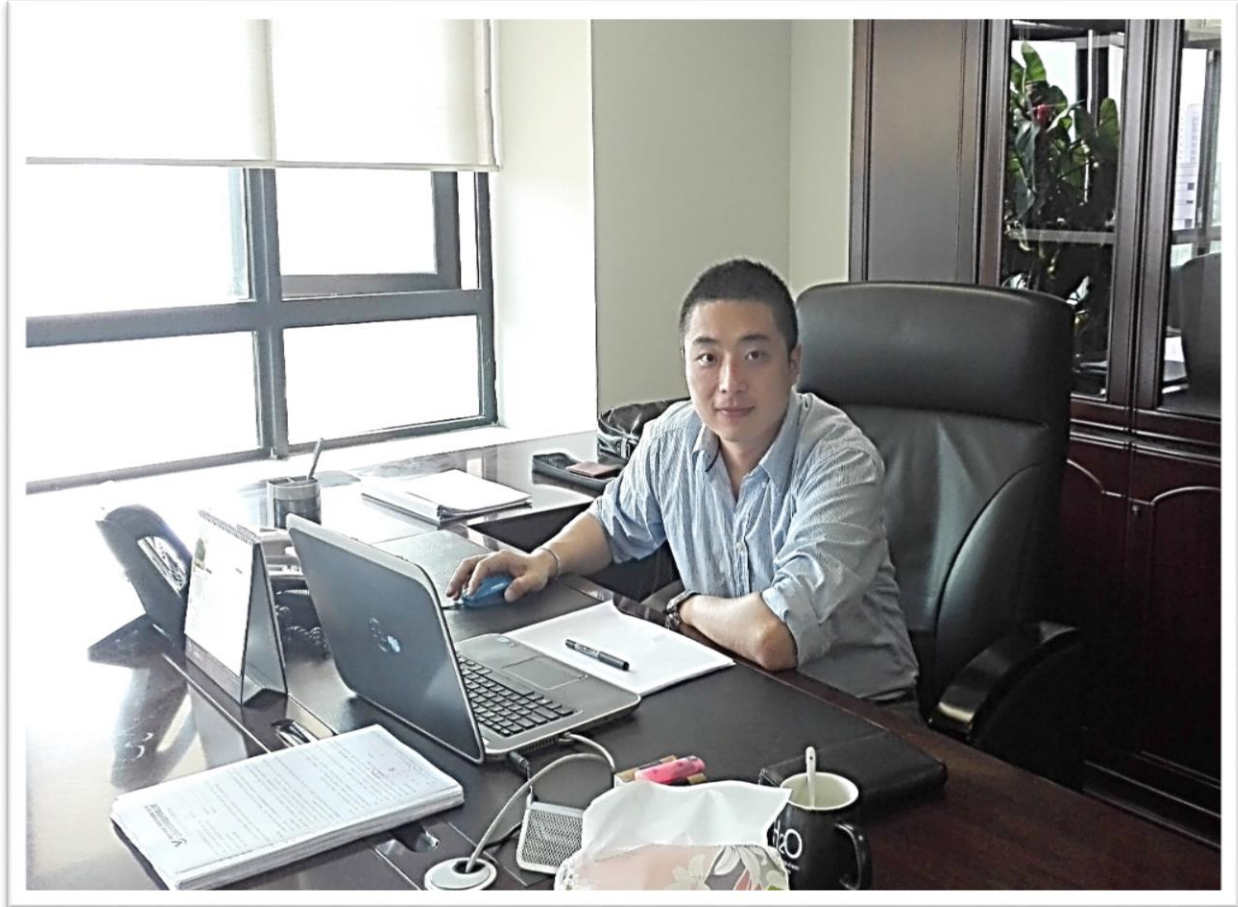
Article contributed by Mike Kee.

Mike Kee is the Training Director in SINGHAI MARINE SERVICES and the Executive Director of the Singapore (Nantong) International Maritime Institute

CAPTAIN LUO CHENG – Our Recruitment Director

I knocked on his door and there was no reply. So I opened it a little and saw him sitting quietly at his corner, with his laptop opened. He was contemplating in deep thoughts. His pensive look turns into a broad smile when our eyes meet. He stood up immediately and thundered loudly “Come in and sit down please. Can I get you a cup of coffee please? I am so happy to see you again.”

That’s the pleasant disposition of our affable Recruitment Director Capt Luo Cheng.



In the presence of Capt Luo Cheng, you can always feel at home no matter how far you travelled to meet him. Capt Luo Cheng is a master of charms and can make a nervous person to be relaxed almost immediately.

“He is an approachable man”, says Daylen Tan (his colleague from the Singapore office). Daylen went on to say “with Capt Luo in charge, you can rest assure that he is determined to meet his goals and can deliver his promises on time.”

..... Interview with Capt Luo Cheng

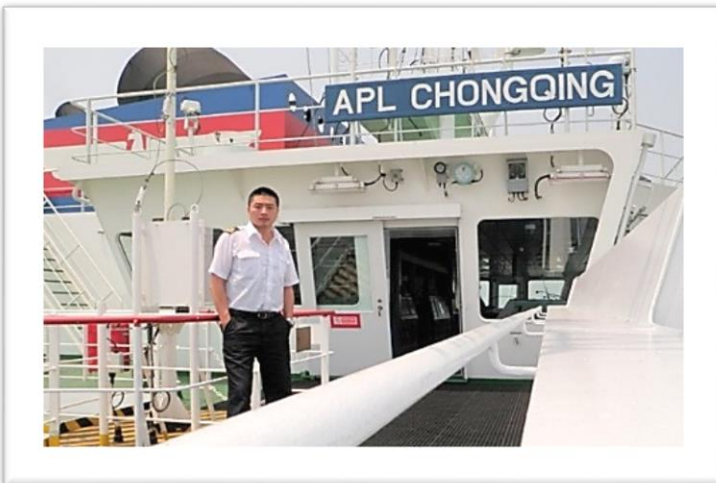
Editor (E): A cappuccino please. And I must say that you have a great office in Wuhan. Did you just move in?

Luo Cheng (LC): Thanks. We have been operating here since 2014 and have shifted to the 19th floor in this building sometime early this year. All our offices are well kept, clean and presentable at all times. Besides this is a respectable way to welcome our guests and seafarers.

E: Tell me when and how did you join Singhai Marine Services?

LC: In 2006, after my graduation from the Dalian University, I was seeking for a seafaring job. I attended a presentation by Mr Terence Zhao and I felt that it was well delivered in English. There were offers of cadet positions with big names in international shipping. So I waited no more, met Mr Zhao and applied for a position with his company after his talk in the University.

Many of my classmates were also excited and do likewise. But I remembered only a handful were chosen and I am one of the lucky ones. At that time, my spoken English was then considered as average but I was determined to improve myself and get a position in an international liner (APL) in which I did.



In my 8 years sea tenure with APL, I achieved my Master licence. After that, I chose to work in Singhai Marine Service as the Recruitment Director.

I consider myself to be goal-driven and lucky to be working in a correct setting and great team support from my colleagues as well as the boss.

E: That's a meteoric rise. You have outshined many of your classmates too. I also learned you are holding a few important portfolios in Singhai Marine. Can you elaborate?

LC: Yes, I am currently in charge of the recruitment offices of Wuhan, Dalian, Rizhao and Shenzhen and also the Cruise Business Unit. It is a hectic schedule but a highly satisfying one, when goals are met. Besides I am juggling a MBA course in my private time.

E: That's a full plate. Which course are you pursuing?

LC: I am vying for my Masters of Business Administration and hope to succeed soon.

E: Tell me briefly what would be a satisfying day for you and your teams?

LC: Firstly, I see myself as a HR Leader and that the work relationship is the key to success for the company. Therefore I have to formulate the key strategy and determine the functional processes that meets the organizational goals. In short getting my teams to understand what the company needs, and successfully meeting it. I communicate with them regularly and offer a big listening ear too.

Secondly, we must understand our trade and our clients' expectations. It is to provide seafarers services and to meet our clients' manpower needs.

Last but not least, after sales services is vital. We cannot just wish away problem if any arises. We have to meet the clients' needs to the best of our abilities.

Therefore a good day is to be able to have our recruited seafarers passing interviews and happily serving onboard.

E: And you bad day is?

LC: We don't want any bad day and we hope we don't have any. *(Laughing out loud)* But as previously mentioned, I cannot wish away problems and bad days. I can only trust my teams to work hard and avoid bad days. Working hard is to meet what they had earlier set out as goals and targets.

E: Is the seafarers' recruitment market "better" than 5 years ago?

LC: I cannot find any strong basis for comparison as we are becoming more globalized than 5 years ago. Inevitably as we developed, there are more high paying shore jobs available. What used to be a good salary job five years ago cannot be said of the same today?

As China has a big population, manpower opportunities are aplenty. We recruit young ones who are searching for seafaring life-long careers. That's where training comes in to make them become better seafarers. I like to convince career minded job seekers to embark on a job that will not only give them a good wage but also an opportunity to meet more people globally and go places that they would have



never thought of. I want to offer employment opportunities for experienced seafarers who want to build their career to their peaks. I believe the success of our recruitment strategy is not only to make seafarers aware of what they need to perform but also to do their best onboard every time.

E: If there is one wish for the NEW YEAR, what would that be?

LC: I am a family oriented man and therefore I wish for good health and happiness for my family. My wife and two sons are my pillars of support in my work. Thanks to them for bearing with my long hours away from home. And if there is another wish besides my family, I wish for a successful achievement in my coming MBA exams.



E: Thanks for sharing your thoughts. I wish you the best in all your endeavours and may all your dreams come true.

LC: Thanks for coming and please enjoy your cappuccino. Can I offer you some snacks too? Please make yourself at home....

That is truism for you!

"I see myself as a HR Leader and that the work relationship is the key to success for the company. Therefore I have to formulate the key strategy and determine the functional processes that meets the organizational goals. In short, getting my teams to understand what the company needs, and successfully meeting it. I communicate with them regularly and offer a big listening ear too."

-- Capt Luo Cheng

Together, we shall eliminate all forms of Shipboard Harassment and Bullying



Every seafarer is entitled to live and work in a respectful environment onboard, free from any form of harassment and bullying. Yes, bullying creates a toxic environment onboard not just the one being harassed and bullied but for everyone.

Furthermore, harassment and bullying has potential impact on safety, security, reliability, commercial performance and creates negative reputational damage. An amendment to the Regulation 4.3 of the Maritime Labor Convention (MLC) is intended to address more effectively the serious issue of harassment and bullying on board ships.



Singhai Marine Services supports this amendment full-heartedly and have worked with our partnering shipping companies to design, develop and conduct familiarization training and workshop to eliminate shipboard harassment and bullying. Since Oct 2017, we have conducted a series of training workshop to share with more than 200 officers and ratings on how to recognize various types of harassment and bullying behaviours on board, specify the adverse effect and consequences of harassment and bullying for individual seafarers, the ship and the shipping

companies as well as outlined company-specified policy, disciplinary and grievance procedures relating to shipboard harassment and bullying.

As a strategic partner with H.E.A.R.T., Singhai Marine Services is always prepared and ready to work with our partnering shipping companies to eliminate shipboard harassment and bullying.

Article contributed by Mike Kee.

Keeping Fit - Our Shanghai office staffs lead the way.

Surrounded by concrete buildings, I have always been wondering how the folks in Shanghai are able to keep themselves fit, alert and healthy. Wonder no more. In the evenings and after dinner time, you will be able to see multiple aerobic groups blaring their portable radios to line dancing tunes in front of high rise office buildings. It is not only about stretching exercises, but their rhythmic moves are sometimes as gorgeous as a Janet Jackson dance. Fascinated? Well, visit Shanghai to witness this phenomenal line dancing groups and join in the fun too.

For us in the office staff, staying fit is not just a maxim in the office. To demonstrate that fitness is about easy exercises, our staff in Shanghai is showing us how it can be done. You don't have to do strenuous exercises if you are unable to. Simple stretches before the commencement of work is important to ensure that you stay alert and healthy.

But of course if you have the passion for more physical exercises, join our football team, ***COS United*** who has done pretty well with top standings in the football premier league in Shanghai.



They are a combined team of talented players from Singhai Marine and two of our clients who wanted to get together and play football as a team game.



However if you prefer individual or small group strenuous exercise, you can participate in some marathons. Did I just say marathons? Yes, even the ladies can do it. Our staff Tao Bing, Na Jia and Chun Tang do us proud by taking part in marathons regularly and sharing their photos with us. No wonder they have so much energy every day at work.



And not forgetting our Chief Operations Officer, Mr Yong Chee Fah who has demonstrated that age is not a limit to do marathons. Well I do not mean that he is old but he has done numerous marathons that age is no longer a hindrance for his exercises. Well done, Team Shanghai.



COST SAVINGS – What we can do to save?



“We do not have enough budget” – These are the common utterances from some of the Masters and Chief Engineers when it comes to supplying of spares, stores, recreation items and so on. This is becoming a hot topic over meals that sometime accusations are hurl at each other. Some would blame the Superintendents, the Managers, the Owners, on the poor conditions of the ship and how they expect us to maintain their ships without proper spares and stores. Lack of budget would be a major hindrance in maintaining the ship and we, as seafarers, are part of the problem and also play an important role in its solution.

Since the downturn from 2008, many shipping companies are struggling financially to keep afloat. The owners have to survive in order for us the seafarers to keep our jobs. Therefore we have a great part to play in keeping the operating costs down to keep our jobs.

Nowadays ships are managed on a very tight budget with Owners having to keep a close watch on the Managers and their day-to-day performance.



The Ships’ Masters and Chief Engineers often rely heavily on the Technical Superintendent for their day to day issues with the operation of the ships including but not limited to technical assistance, supply, shore assistance, reporting, and coordination and so on. On the other hand, the Superintendent relies on the ships Masters and Chief Engineers for assistance in efficient operation of the vessel. Efficient operation means no delays, off hires, observations, accidents, incidents, breakdown, etc. at the lowest possible operating cost.

Let us see what we, as seafarers, can do to save cost and resources:

- a. When the Seafarers washes and reuses his gloves if they are still reusable.
- b. When the Cadet avoids making unnecessary printing of papers and reports.
- c. When Chief Officer and Second Engineer ensure paints are used and only where required.
- d. When Fitter / Welder shuts off the Oxygen /Acetylene bottle valves when not in use.
- e. When Chief Cook ensures First In/First Out policy is followed with regard to provisions.
- f. When all leakages onboard are reported and arrested.
- g. When Officers and Crews check, update inventory, and including the stores deliveries.
- h. When Crews ensure that the correct spares are requested for and received.
- i. When all unnecessary machineries are shut down when not required for use.
- j. And the list goes on



It is simple and just like how you would do the routines in your very own households to ensure that your expenses stay within budget. The attitude and aptitude of the seafarers onboard determines the cost efficiency of the vessel.

Practice makes habits. Happy savings

From Hind Sights:

Pleased to hear your valued feedback for fine tuning or improvements too.

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| <p>Have your Say.....</p> <p>If you do have any issue that you like to be highlighted for the benefit of the seafarers, please do let us know.</p> <p>Write to us at:</p> <p>johnnysim@singhai.com</p> <p>Editorial Board: Johnny Sim – Editor</p> <p>Contributors: Wu Xiao Ling, Zhu Pei Pei, Mike Kee, Li Shuang</p> <p>Advisors: Terence Zhao</p> | <p>SINGHAI MARINE SERVICES No 151 Chin Swee Road, #10 – 03/05, Manhattan House. S 169876 Tel: +65 6586 0818</p> <p>Striving Ahead, Together with You</p> <p>Find us on the Web: www.singhai.com</p>  |
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A seafarer's Mum is the best

