

# MASSA

OUTREACH

January 2016



# PROFESSION FOR A PROFESSIONAL



Capt Shiv Halbe

In the days of yore, seafaring profession and seafarers did not enjoy a very good reputation in the society. It was not uncommon to hear that a person was 'sent to sea' because he would not have succeeded on land! The sailors and their stories of 'wine, women and song' did not help matters!

However, post-independence (since I have met seafarers from that eon) were certainly not from that bracket (barring a few honourable exceptions!). The seniors I sailed with in my formative years, mostly, were knowledgeable, committed and proud of the profession.

But what is a profession?

The Nautical Institute in its book 'History of the Nautical Institute' has aptly described a 'professional':

A professional is one who practices a profession, which

- a. Requires skill to be acquired by training
- b. Attains a minimum standard, which requires periodic upgrading

- c. Has a place in Society
- d. Should be beneficial for the public at large

The above statements, though simple, encompass almost every facet of our profession!

For long, the Indian seafarer has enjoyed a position of dominance and thereby, a premium. However, the challenging commercial environment in which we currently operate, has raised the bar, and owners/operators are questioning the need to pay the premium. It is thus, not enough for Companies to 'train' and 'retrain' to 'retain' their employees, the onus is also on the seafarer to make himself 'attractive' professionally.

In November 2015, I attended the 'Manning and Training' conference in Manila. The attendees came in droves from across the globe, with a strong representation from the Philippine government. Some of the statistics presented were remarkable:

- a. Filipino seafarers occupy about 400,000 seagoing berths
- b. About 90000 of them are officers, making them the largest supplier of Officers in the world!
- c. However, they have garnered only 1500 cadet berths!
- d. They contribute about USD 6 Billion to the economy of Philippines, almost 25% of the total remittances Philippines receives from overseas workers (USD 25 Billion annually)

Unfortunately, the efforts of our Government in collating or publishing such data have neither been very consistent nor as visible as they should be, thereby severely impacting development of any long term policy. It also came as an embarrassment when BIMCO, during their presentation of the findings of the Global Manpower Survey,

commented that response from India, Administration as well as the Industry, was inadequate.

As far as Cadets are concerned, India enjoys far higher 'cadet berths' to officer ratio, than the Philippines. We need to consolidate that and not take such steps as will cause the owners/operators to rethink their strategy. There are rumours that there is a move by the Administration to reduce the sea time requirement for DNS cadets from the current 18 months to 12 months, as provided for in STCW convention. There are other pressing matters which require attention rather than tampering with a working and a successful model!

As 2015, draws to a close, we welcome 2016 with hope!

Wishing all readers a Happy New Year!  
Capt.S.M.Halbe

### **Capt Ajay Achuthan**

Editor, MASSA Outreach

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# MAKE YOUR COMPANY ATTRACTIVE FOR MILLENNIALS



**Capt Ajay Achuthan**

Happy New Year 2016!!

We hope you enjoyed our inaugural MASSA Outreach October 2015. We do look forward to your contribution by way of articles.

Capt Pradeep Chawlas article On the future Seafarers needed has come at an apt time. MASSA is thankful for allowing us to share this article with the Maritime community

Welcome to The Millennial Legacy! The Millennial Generation (born during 1982-2004) is coming of age during a time of severe crisis. From extreme economic uncertainty, to societal upheaval, to perpetual international chaos, today's world is full of immense challenges. Seafaring being global in nature cannot but avoid the effects of such challenges.

But whenever there are challenges, there are also opportunities. And that is what the Millennial Generation has at its disposal...an incredible opportunity to change the country and the world in a very positive and lasting way. How this

young generation responds to the myriad of issues it faces will largely shape the legacy they leave to posterity.

As millennials flood the workforce, companies are seeing a massive drop in employee engagement - the lowest it's been in the past eight years. Why? Perhaps because 21st century employees are different from those in previous generations - such as their attention spans, how they consume content and how fast they'll leave an employer they're dissatisfied with. Further, replacing them is a massive challenge costing companies billions annually.

Maritime world in particular are going to face the biggest challenge in extending the shelf life of a millennial seafarer. Where Generation X seafarer sailed at least a minimum of 16 years it is to be recognized that quite a few millennial would sail only 7-8 years. On an average it takes 9 years from the date of joining sea to become a Master or a Chief Engineer. So this would mean that we could lose

seafaring talent even before they obtain Command or become a Chief Engineer.

So what is the choice for the employer?

A study was carried out with the sample universe of millennial seafarers and one distinction came very strongly to the forefront.

Millennials look for companies that align with their core values. Some of the values we could be considering are:

1. Millennials recognize that professional development is the pathway to success.
2. Nothing is more important to

millennials than doing work that matters.

3. Millennials demand autonomy to do their best work.
4. Millennials don't want to play by the rules.
5. Too much information? To a millennial, there's no such thing.

How organizations can create processes to such a dynamic generation will determine how pre stated purposes are achieved.

Have Fun and a Great New Year 2016

Ajay Achuthan



# TECH-SAVVY, ADAPTABLE SEAFARERS NEEDED

By Captain Pradeep Chawla, Managing Director,  
QHSE & Training, Anglo-Eastern Ship Management

The last two decades have been extremely fast paced with respect to technology influencing every walk of life. Internet, Google, Facebook, LinkedIn, smartphones, WhatsApp etc. and their effects on the way we communicate, interact and learn are well-known.

The maritime industry has also made great strides in the use of technology, and the daily life on board ship has changed significantly from what it was in the 1980s and 1990s.

Here is a quick review of some of the changes that have taken place already or are coming in the next decade or two and my opinion on the challenges associated with them.

1. **ECDIS** is a revolutionary change, and there is no doubt that it has improved safety of navigation. The full benefits of ECDIS will be realized as e-navigation strategies evolve. The discussions of type specific familiarization for ECDIS have made it obvious that non-standardized interfaces present a challenge in the processing of information by the navigator, and this is an aspect that needs to be carefully analyzed and addressed as we move forward with e-navigation.
2. **Electronic engines** controlled through advanced computer systems bring about similar issues for the

engineers. However, presently, with the market domination of only two brands, this has not led to the issues experienced with ECDIS.

Nevertheless, the issue of processing, analyzing and controlling data from a single screen is a dramatic change from "touching," "feeling" and "hearing" sounds from the machinery.

3. **Position fixing with GPS**, combined with ECDIS with radar overlays, has revolutionized the bridge watch-keeping practices. Over-reliability on GPS is a constant discussion amongst older navigators and the younger ones who have never witnessed a GPS failure. The younger navigators question the practices of manual / radar fixes when they seem to be obtaining continuous accurate positions from three or four GPS sets on board. The debate on the concept of "cross-checking" a vessel's position is taking a whole new meaning with the advent of combined GPS/GLONASS receivers coupled with other satellite positioning systems on the horizon.
4. **E-Navigation**, as presently envisaged by IMO, is a dynamic target and the evolution brings about various challenges of collection, integration and analysis of data. The way mariners will interact with e-navigation presents a number of

challenges that need to be carefully studied and risk assessed as new equipment and systems are designed and developed. Alarm management will be a critical feature here.

5. Besides the social media byproducts of the internet that have become an integral part of our lives, the introduction of **cheaper communication** has resulted in increased volume of data exchange being handled by vessels. There are additional tasks to manage the various software issues. The increased use of electronics has come with the problem of frequent hardware related breakdowns. There are several cases of Radar, ECDIS and other electronic equipment breaking down, thereby putting extra stress and workload on the mariners who have to wait till a suitable port for repairs.

There is a need for standardization and having strict equipment quality monitoring standards at manufacturing and installation stages so that they are better able to withstand marine conditions and have better "mean time between failures." The time spent on handling the increased enquiries and requests from people ashore is a significant factor that brings about challenges in designing onboard tasks and responsibilities to prevent any neglect

of the core tasks of navigation and care of the cargo.

6. **Environmental regulations** are evolving and developing rapidly. Regulations for measurement of harmful gases are in place. Ballast water treatment plants are being fitted. Emission regulations are being rapidly tightened. The shipping industry is under environmental pressure from the world's citizens, and efforts to educate seafarers in their role in this are urgent and important.
7. **The Maritime Labour Convention (MLC)**, which was a much needed legislation for rights of seafarers, has focused the attention of companies and port states on the issue of rest hours. However, it has not yet focused the attention of the port states and regulations on the cascading effects on safety of navigation, especially in areas of long pilotages. The effects on traditional expectations of a master's presence on the bridge and the laws about the responsibilities of the pilots have not been sufficiently deliberated over prior to the entering into force of the MLC. This brings about testing times for the mariners, who often are the scapegoats of regulatory decisions when things go wrong. The fundamental issue is the manning scales on board, and regulators find it impossible to get consensus between various countries.
8. **The traditional hierarchy on board** and the management style of "My Ship, My Law" has become obsolete in modern days. Whistle blowing, MLC complaint procedures and transparent systems have brought about a change in the way masters and companies manage their workforce.
9. **The amalgamation of ship and shore systems** is inevitable and an inherent part of E-Navigation. However, it opens up fresher challenges of cyber-security. The possibilities of terrorists taking over a ship remotely are being speculated. Mariners will soon need to understand and appreciate the dangers associated with cyber hacking.
10. **Big data** is becoming the buzz word in all industries. The maritime industry is a traditional industry and usually not the first to adopt the latest technologies. The advantages of business intelligence through the use of big data are enormous, and it would be good if the industry does not delay investing in this new field.

Besides the areas discussed above, the mariners are also faced with changes being brought about by increasing number of regulations:



SOLAS 74 was 158 pages.

SOLAS today is 294 pages.

Marpol 78 was 265 pages.

Marpol today is 447 pages.

STCW 78 was 243 pages.

STCW 2010 is 356 pages.

And we of course have the Maritime Labour Convention (110 pages).

Ballast Water Convention (38 pages).

Anti Fouling Convention (45 pages).

This is without counting regional regulations like OP90, Vessel Response Plans, SOPEP etc etc.

A rough estimate is that a master needs to be familiar with at least 4,500 pages including the company's SMS and owner's and charterer's instructions.

So what competencies should our future super-mariners need? In my opinion the most critical human factor competencies that are needed in the future are:

1. **The ability to process large amounts of data from various man-machine interfaces:**

Standardized and well thought out user interfaces will be a critical part in the design of future shipboard equipment. Insufficient research or attention to this could endanger the progress of adoption of new equipment and systems. Accident case studies show that the majority of

situational awareness errors are due to a failure to monitor or observe data from various pieces of equipment due to either overload of information or distractions.

2. **The ability to focus on critical issues**

Overload of information can cause the danger of missing out on the critical issues. This issue is already being experienced on the modern day bridge. The plethora of alarms and displays sometimes distracts the navigator from keeping a proper lookout by sight and other available means.

3. **The ability to work with remote teams**

Teamwork on board is well understood at sea. However, with the closer integration of ship and shore systems, a large number of tasks will be done by people ashore. Vessel traffic services will have a larger role to play. Teams ashore will analyze engine data and advise the shipboard teams. The large mix of shipboard crew nationalities and multi-national shore teams will bring about new challenges in communications and teamwork.

4. **The ability to be assertive**

Interaction with a larger number of shore based teams will require a clear emphasis on a master's over-riding

authority enshrined in the ISM code. With the lower costs of communications and e-mail systems, masters are already reporting a feeling of being controlled too closely by shore staff. While the laws make the master responsible for all accidents, the reality is that masters feel that their authority with respect to day to day running of the vessel is being taken away.

5. **The ability to understand the limitations and recognize changes of automation**

Significant improvements are expected in automation of shipboard systems. Other industries have recognized that automation leads to complacency, thereby resulting in slower response in case of emergencies related to failure of automation. Other industries already talk of "Automation Complacency" and "Automation Traps."

6. **The ability to manage change**

The pace of change of technology and regulations in all industries has never been faster. We see the challenges in adopting change in our daily lives. Instagram and Snapchat are not needed by people in their 50s. However, for a teenager they are basic necessities of daily life. A significant number of seafarers and managers ashore are experiencing challenges with adapting to ECDIS or accepting the inevitable irrelevance of

celestial navigation to a young officer.

7. The ability to learn continuously  
The human race is discovering new knowledge faster than ever before. It is no longer possible for any professional to be considered competent without constantly keeping abreast and subsequently adapting to these changes.

8. The ability to cope with increased stress  
The shorter turnaround in ports, faster speeds of transit, larger size of vessels, stricter financial constraints, extremely low manning levels, criminalization of seafarers and various other factors have changed life on board to a high-stress job. Social media is a wonderful way of keeping touch with the family, but it also has an effect on rest hours and it brings the problems of the family closer on board. The high stress levels amongst seafarers and the effects on their health is not being fully recognized and appreciated by regulators and industry leaders. A lot more research is needed on the topic of stress affecting seafarers.

9. The ability to communicate effectively  
The ship-shore and ship-port interface is becoming more complex due to various factors like port

security (without the port taking any moral or financial responsibility for a stowaway boarding a vessel), terminal regulations and increased pressure on profits in all parts of the industry. The role of the master to effectively deal with charterers, terminals, port state officials, oil major inspectors and the multitude of agencies that now come on board the ship has become more critical than ever before.

#### 10. The ability to be a leader

In addition to the master and chief engineer of the future retaining their traditional skills of managing their shipboard teams, they will also need to learn and adapt to various new skills of organizing, motivating, negotiating, running meetings, public relations and time management. The seafarer of the future will need to be

companies to try and identify the behavioral competencies needed for the future mariner.

Training requirements can only keep on increasing with increased regulations. Blended learning, outcome-based education and on the job training will take on a greater significance in the future.

Our industry, like others, is going through a transition and debate continues between the believers in the traditional good old ways and the futurists who are looking at technology and modern human performance management theories to get ready for the future. But, there is no doubt that focusing on human factor competencies is critical for progress in our industry.

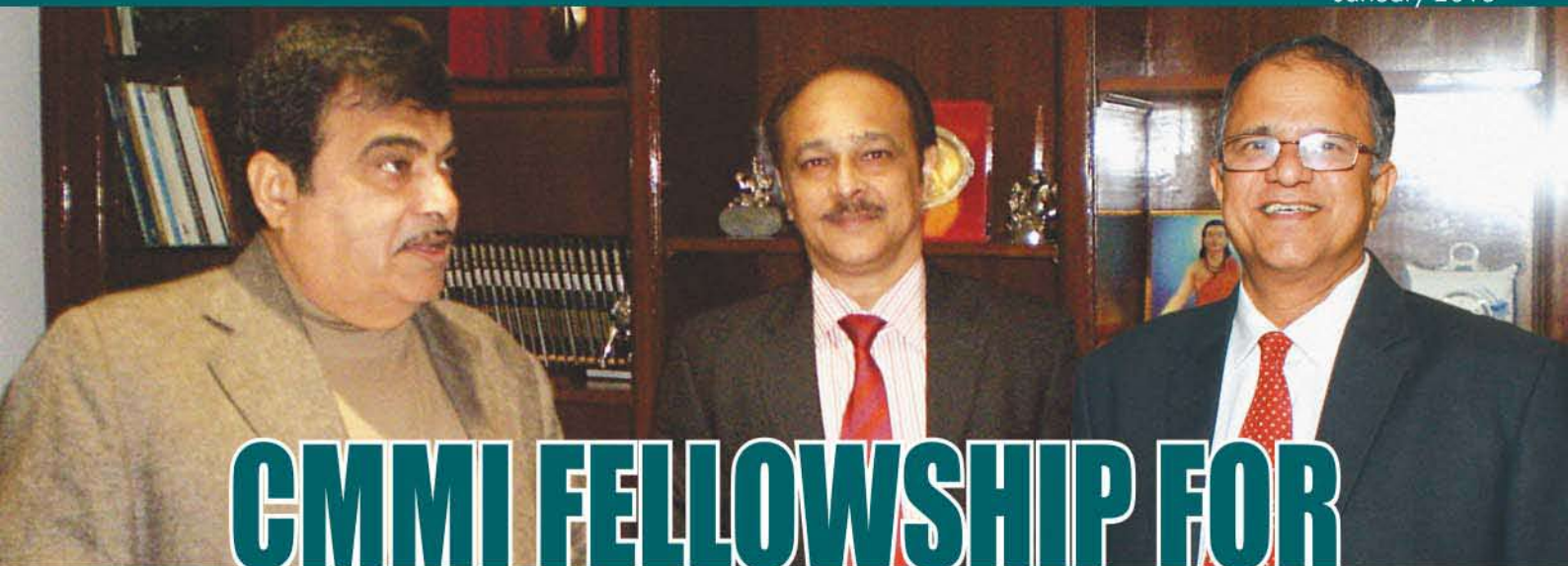
The maritime industry has only recently

**Training requirements can only keep on increasing with increased regulations. Blended learning, outcome-based education and on the job training will take on a greater significance in the future.**

a tech-savvy, adaptable, analytical and rational manager who will be able to do a lot more with better technology and shore-based support. Or perhaps, he will be sitting ashore monitoring drone ships!

Various companies are already tackling these issues through their recruitment and training programs. Psychometric testing in some form has been adopted by many

started looking at human factor competencies. One of the most significant amendments of the Manila Convention (STCW 2010) was to incorporate competencies for leadership, teamwork and managerial skills. Even the name of the IMO's sub-committee on "Standards of Training and Watchkeeping (STW) changed to "Human Element, Training and Watchkeeping (HTW)" in 2014.



# CMMI FELLOWSHIP FOR SHIPPING MINISTER GADKARI

The Company of Master Mariners of India (CMMI), one of the highly reputed associations of professionals in the shipping sector, has conferred the "The Honorary Fellowship" of The Company of Master Mariners of India on Shri Nitin Jairam Gadkariji, Hon'ble Minister of Shipping, Road Transport and Highways of India.

The Fellowship Certificate was ceremoniously handed over to the Honorable Minister at 'Parivahan Bhavan', New Delhi on Wednesday, 23rd December 2015, at the hands of Capt. Kaustubh Pradhan, Secretary General, Capt. Shiv Halbe, Warden, and CMMI Member, Capt. Abhilash Mehrotra who represented CMMI's Delhi Chapter.

Mr Gadkari said he was delighted to receive the fellowship. He asked the members of CMMI to give their ideas and inputs that would bring improvements to the shipping sector.

CMMI members were extremely upbeat to welcome the Union Minister as a fellow member. This occasion will be remembered as a great milestone in the history of CMMI, said a CMMI official.

"Unfortunately, the Minister was not able to attend the Conference titled, "Safe Containers- Steering Changes", held in Mumbai on 10th December 2015, during which this honour was to be bestowed upon him", said Capt. Kaustubh Pradhan.

- Prisilla Nadar

## Citation

HONORARY FELLOWSHIP AWARDED TO

**SHRI NITIN GADKARI**

HONOURABLE MINISTER OF

SHIPPING, ROAD TRANSPORT AND HIGHWAYS

GOVERNMENT OF INDIA

IN RECOGNITION OF SUPPORT TO THE MARITIME SECTOR, IDENTIFYING AND PROMOTING THE ROLE OF WATERBORNE TRADE, BOTH SEABORNE AND INLAND WATERWAYS,

ENCOURAGING THE ROLE OF INDIAN TONNAGE IN THE NATION'S EXIM TRADE,

IDENTIFYING THE STRATEGIC NEED FOR STRENGTHENING THE SHIPYARDS- THEREBY PROMOTING THE MAKE IN INDIA INITIATIVE,

THE COMPANY OF MASTER MARINERS OF INDIA IS HONOURED TO ELECT

SHRI NITIN J GADKARI

AS A

HONORARY FELLOW

OF

"THE COMPANY OF MASTER MARINERS OF INDIA"

# SINHA TAKES ADDITIONAL CHARGE OF CMD POST AT SCI



The Shipping Corporation of India's Director Personnel & Administration Capt BB Sinha has been given additional charge of Chairman and Managing Director's post of the PSU.

The post of the CMD fell vacant on retirement of Mr. A K Gupta on December 31, 2015.

"The Ministry of Shipping has informed that Capt B B Sinha Director (Personnel & Administration) will hold the additional charge of the post of the Chairman and Managing Director (CMD), consequent upon the superannuation of A K Gupta on December 31, 2015," SCI has said in a BSE filing.

Sinha has been given charge with effect from January 1 and will continue to March 31 or until further orders, it added.

Capt Sinha has held the post of Director of Personnel and Administration since 1st

January 2013. He has served over 38 years at responsible executive levels in the shipping industry, consisting of 16 years of sea service and 20 years of shore service at SCI in shipping management, and bulk carriers, tankers, chemical carriers, and LPG & LNG operations.

Capt. Sinha is a Master Mariner (Foreign Going) and holds a diploma in Shipping Management. He has also served as Member of the THC Committee (India, Pakistan, Bangladesh), Ceylon Conference, as member of BIS - Technical Committee on Cordage (Ministry of Textiles), and as member of the 11th Plan Sub-Committee on Multi-modal Transport. He has represented SCI & the Indian National Shipowners Association on TAMP (Tariff Authority for major ports).

Marex Media

# MASSA DONATES Rs 5 LAKHS TO TN CHIEF MINISTER'S RELIEF FUND

The recent flood in the Tamil Nadu capital, Chennai, has not only created havoc in the city but brought much destruction and untold misery to its citizens. Help and support however continue to pour in from different corners of the world.

The latest benefactor being the Maritime Association of Shipowners Shipmangers and Agents (MASSA), that has come forward and donated a generous Rs 5,00,000/- to the Tamil Nadu Chief Minister's Relief fund for the flood affected people of Chennai.

Mr Ashok Advani, General Manager of Pacific Manning Agency (PIL group) and a very active member of MASSA, along with Dr (Capt) S Bhardwaj, Resident Director & Principal of MASSA Maritime Academy, Chennai, handed over the cheque to the Jt Secretary and Treasurer, CM's Relief Fund, at the Secretariat in Chennai.

"As a matter of Corporate Social Responsibility (CSR), and the underlying humaneness, we have tried to assist those who are in dire need. It's a privilege and honour to partake in this noble cause,"



said Capt Shiv Halbe, the Chairman of Mumbai-based MASSA.

MASSA has recently expanded its Chennai training institute, MASSA Maritime Academy that now operates from a plush campus in the IT Corridor of Chennai and offers all Directorate General of Shipping (DG) approved Post-sea Competency courses. The institute has invested heavily into brand new simulators that are presently being installed.

MASSA is an association of 33 reputed shipping companies that employ Indian seafarers on worldwide merchant fleets. MASSA is represented on various statutory bodies such as the Seamen's Employment Board, National Welfare Board for seafarers, etc.

- Prisilla Nadar



# MASSA MARITIME ACADEMY, CHENNAI

(A Unit of Maritime Training and Research Foundation)

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S.NO.	COMPETENCY COURSES – DG APPROVED	COMMENCEMENT
1	MEO Class I – Preparatory Course	1st Jan, 1st March, 1st May 2016
2	MEO Class II – Preparatory Course	1st of Every Month
3	2nd Mates (FG) Function Course	15th Feb, 15th June, 15th Oct 2016
4	Chief Mate (FG) – Phase I Course	15th March, 15th June, 15th Sept 2016
5	Chief Mate (FG) – Phase II Course	15th Jan, 15th Apr, 15th July 2016
6	Advanced Shipboard Management	1st Jan, 1st March, 1st May 2016

S.NO.	UPGRADATION & MODULAR COURSES – DG APPROVED	COMMENCEMENT
7	Up-gradation Course for Engineers - Mgmt & Ops level	1st Monday of every month
8	Ship Security Officer Course & STSDSD Course	On demand
9	Upgradation Course for Deck Officers (approval awaited)	3rd Monday of every month

S.NO.	SIMULATOR COURSES – DG APPROVAL AWAITED	TENTATIVE COMMENCEMENT FEB.2016
10	MEO Class I – ER Simulator Course	2nd and 4th week of every month
11	MEO Class II – ER Simulator Co (Existing @Seafarer Club)	1st & 3rd week of every month
12	MEO Class IV - ER Simulator Co (Existing @Seafarer Club)	1st & 3rd week of every month
13	Radar Observer Simulator Course	1st two weeks of every month
14	Automatic Radar Plotting Aid Simulator Course	3rd week of every month
15	Radar, ARPA, Navigation Simulator Course	4th week of every month
16	Ship Manoeuvring Simulator and Bridge Teamwork	Every Monday
17	Liquid Cargo Handling Simulator Course (Oil)	1st and 3rd Monday of the month
18	Liquid Cargo Handling Simulator Course (Chemical)	2nd and 4th Monday of the month

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1. Promoted by Industry Association with sole objective of dedicated service to the industry.
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## ONLINE BOOKING PROCEDURE

1. Online admission process is simple and self-explanatory however if you have any doubt you can directly call our Technical Support Staff on- +91 7720010001, 2,5,6,7
2. Go to MASSA Website. Click on APPLY NOW. It will redirect you to MASSA Admission Page.
3. If you are applying first time then click on "New Applicants Click Here" Button. If you are an existing student of MMA, you can directly apply by using your User ID & Password
4. After successful submission of application, eligibility and waiting list you can make the fees payment online using our secure online payment gateway

## PAYMENT PROCEDURE

### PAYMENT THROUGH BANK

- Phone MASSA and find the availability of seat
- Remit Money in favour of "MASSA Maritime Academy"
- Bank A/C No. 011620100005274  
IFSC Code No. BKID0000116, CBD Belapur Branch Navi Mumbai
- Email or Fax the Bank Receipt to MASSA Maritime Academy

### ONLINE PAYMENT

- Successful Admission form submission and Eligibility Criteria there of will direct you to "Pay Fees"
- If you wish to proceed with online payment then enter the amount you wish to pay and then click on "Proceed Payment" button. The system will guide you through the online payment gateway
- If you wish to make payment in cash or cheque then simply log-off from the system at "Pay Fees" and do the payment through bank

## COMMENCING THE NEXT BATCHES OF COMPETENCY COURSES

Second Mates (Function)  
Mates Phase I  
Mates Phase II  
ASM

Fee Rs. 40,000/-  
Fee Rs. 48,500/-  
Fee Rs. 50,000/-  
Fee Rs. 31,000/-

15th Feb 2016, 15th Apr 2016  
15th Mar 2016, 15th Jun 2016  
15th Jan 2016, 15th Apr 2016  
01st Jan 2016, 01st Mar 2016



MEO CLASS IV - PREPARATORY COURSE - MODULE I RS. 5,000/- COMMENCING FROM 1ST OCT. 2015

MEO CLASS IV - PREPARATORY COURSE - MODULE II RS. 5,000/- COMMENCING FROM 1ST NOV. 2015

**SECOND MATE FUNCTION + ROC + ARPA + ECDIS + SSO RS 65000/-**

## D.G. APPROVED COURSES

MODULAR CLASS ROOM COURSES	FEES	DATE	MODULAR SIMULATOR COURSES	FEES	DATE
Oil Tanker Familiarisation	Rs. 2,250/-	04 Jan 2016	Radar Observer Course (ROC)	Rs. 8000/-	11 Jan 2016 01 Feb 2016
Chemical Tanker Familiarisation	Rs. 2,250/-	18 Jan 2016	Automatic Radar Plotting Aids (ARPA)	Rs. 5500/-	04 Jan 2016 25 Jan 2016
Gas Tanker Familiarisation	Rs. 2,250/-	11 Jan 2016 18 Jan 2016	RANSCO	Rs. 9,000/-	04 Jan 2016
Oil Tanker Program (STPOTO)	Rs. 8,000/-	04 Jan 2016 01 Feb 2016 07 Mar 2016	Engine Room Simulator {Operational Level}	Rs. 7,000/-	Every Monday
Chemical Tanker Program (CHEMCO)	Rs. 8,000/-	18 Jan 2016 21 Mar 2016 16 May 2016	Ship Manoeuvring Simulator & Bridge Teamwork	Rs. 25,000/-	On Request
Gas Tanker Program (GASCO)	Rs. 8,000/-	15 Feb 2016 18 Apr 2016 20 Jun 2016	ECDIS	Rs. 11000/-	Every Monday
Revalidation Course for Masters & Deck Officers	Rs. 12,000/- 5 Days Rs. 20,000/- 11 days	04 Jan 2016 18 Jan 2016 01 Feb 2016 15 Feb 2016	<b>REFRESHER COURSES</b>	<b>FEES</b>	<b>DATE</b>
Ship Security Officer Course	Rs. 4500/-	On Request	Medical First Aid (Refresher)	Rs. 2000/-	08 Jan 2016 22 Jan 2016
Familiarisation /Refresher course for Medical Examiner of Seafarers	Rs. 2000/-	09 Jan 2016	Medical Care (Refresher)	Rs. 2000/-	08 Jan 2016 22 Jan 2016
MEO Class IV Preparatory (SKILL ENHANCEMENT COURSE)	Rs. 5000/- + Service Tax	Every Monday	Ship Security Officer (Refresher)	Rs. 2000/-	08 Jan 2016 22 Jan 2016
			<b>VALUE ADDED COURSES</b>	<b>FEES</b>	<b>DATE</b>
			BTM (5 Days) (SKILL ENHANCEMENT COURSE)	Rs. 7500/-	On Request
			OOW (2 Days) (SKILL ENHANCEMENT COURSE)	Rs. 3000/-	On Request

For Booking OR Further Details

Contact : Tel 022 27562755 / 27574320 / 27574279 / 9619504433 E-mail: [massacademy@vsnl.net](mailto:massacademy@vsnl.net)