

# MASSA Outreach

June 2018





**Capt Prashant Rangnekar**



Greetings.

The first quarter of the new year 2018 has been good for the Indian sports buff, with our cricket team doing well in South Africa. At the time of writing, the Commonwealth games has thrown new sporting icons for India and we have been doing well in most of the events we have participated.

On the Maritime front, mildly optimistic. All industrial surveys and maritime analyses of key players in international shipping – predominantly shipowners and managers in Europe and Asia – for the latter part of 2017 and first quarter of 2018 throw common indicators:

- Operating costs of Tankers to rise by 2.4% and Dry cargo/ Container ships by 2.7% in 2018
- Crew costs account for at least 60% of the operating costs
- There is a high demand for and limited supply of qualified/competent manpower and employers are having to cope with increasingly onerous requirements.
- Companies operating tankers and chemical/ gas carriers are bracing for increase in costs through 2018 for hiring qualified, competent crew.

The personnel departments of all major shipping companies are already poised to contend with the portents of these precursors of the times ahead. Various Flag State enactments based on the Manila Amendments to the STCW Convention have placed more stringent requirements for equivalent certification or endorsements. This in turn makes sourcing of competent certified floating staff a challenging prospect.

I wish to draw attention to the Order passed by the Directorate General of Shipping, Government of India, on 21 st March 2018 regarding ‘Minimum standards mandatory requirement for safety familiarization, basic training and instructions for seafarers’. This is particularly significant as ship staff under-preparedness or ignorance in matters of safety is now a detainable non-conformity under the Indian Ocean Memorandum of Port State Control. This also applies on foreign flag vessels operating under Coastal Articles with immediate effect.

The Tokyo Protocol

There has been a spate of maritime disasters – mainly collisions – since the beginning of this year. The most notable being the collision of the Iranian oil tanker Sanchi with a freighter off Shanghai on 07/Jan/2018 in which 32 crew members were missing and the tanker was burning for many days. Then the three collisions in the Singapore Straits and two off the anchorages at Khor Fakkan. Such calamities raise questions about shipboard awareness, perhaps practical implementation of ROR and competence to deal with situations.

Lesser reported but equally disconcerting are the incidents mainly of (but not limited to) vessels breaking off from moorings alongside berth, vessels losing containers due to strong winds at sea and incidents involving vessels under pilotage. Again, P&I as well as Loss Control organizations point to ship staff preparedness, or rather the lack of it.

As shipping companies further refine their in-house training programs to bridge the gap between the ever-expanding profile requirements and general candidate competence, it is a constant

challenge to meet the demands of the employers. This is further compounded by the shrinking or dissolution of officer or rating pools that sustained the needs earlier.

On the brighter side, while Indian women officers and engineers proliferate on both Indian flag as well as foreign flag merchant vessels, Ms. Reshma Nilofer Naha of the Kolkata Port Trust (KOPT) will soon be the first woman river pilot in the world, qualified to pilot up to 70,000 tonner vessels through a distance of more than a 100 miles up the Hooghly river.

The 55 th National Maritime Day was celebrated on 05 th April with great pomp and pageantry all over this great country. The Indian shipping industry has steadily grown into the most influential factor in India's maritime stature. This is aptly reflected in the theme of this year 2018: "Indian Shipping – An Ocean of Opportunity", with a strong focus on safe and environment-friendly commerce on the high seas.

The fillip to the National Maritime Day celebrations was the conferring of the Varuna award on Capt. Rajesh Tandon who has been at the forefront of

marine activity for over a decade and the NMDC award of Excellence on Capt. Harry Banga, a great pioneer in the Maritime Industry promoting India on the world stage, and creating maximum jobs for Indians at sea, a first of its kind from an Indian Seafarer.

The second quarter, however, promises to be one where there will be a lot of new opportunities for Indian seafarers, given the renewed focus of the Indian Government to enhance footfalls of Indians on the high seas, by opening up more training slots thru innovative ideas, without impacting the Owner's financial burden. The signing of MOU between India and South Korea recognising Indian COCs, will open up new vistas for Indian officers to find jobs on South Korean owned or flagged vessels.

All in all the first quarter has been a bag of mixed fortunes for the industry, with some spate of accidents raising concerns on the overall performance of sea-going team and yet more slots opening up for seafarers more in the specialised trades and in new territories to capture for the Indian seafarers.



**MARITIME ASSOCIATION OF SHIPOWNERS SHIPMANAGERS & AGENTS**

*The association that marches on...*

**MASSA is actively involved in:**

- **Facilitating, Promoting and Protection the business activities of member lines.**
- **Liaising with national, international, governmental and non-governmental organisation as well as seafarers recognized unions on behalf of members lines.**
- **Supporting the welfare activities to benefit employees or ex employees of the maritime (Seafaring) fraternity or their spouse, dependant and/or their next of kin as applicable**

**MASSA, endeavours to be a leading Association, to:**

- **Augment and safeguard business interest of memberlines primarily related to recruitment and placement services.**
- **Assist in development of infrastructure which helps business interest of memberlines, primarily related to employment of seafarers onboard ships.**
- **Liaise with National and International organizations to support the supply and demand of quality seafarers and recruitment and placement services in India**
- **Share information and knowledge on various issues so that Member lines and Maritime authorities can make appropriate discussions.**

Dear Friends,

We wish you a bright and prosperous financial year 2018-19. We also wish you providence in avoidance of accidents and may all seafarers enjoy a “Bon Voyage”

After continuous and dedicated efforts being made by the World Maritime Forum, pirate attacks in the Gulf of Aden and Red Sea have reduced considerably benefitting the smooth running of ships and cargo through the Gulf of Aden and Red Sea. Most importantly our able seafarers are safe and be protected in these areas. Unfortunately, on the other hand pirate attacks have increased many folds around the West Coast of Africa and some areas around Malaysia which need to be addressed by the International Maritime Forum. The safety of our able seafarers is paramount and we as a shipping community should leave no stone unturned to ensure their safety and well being.

The Joint Co-ordination Committee of MASSA and FOSMA have decided and embarked on a new venture to benchmark the Maritime Training Institutes (MTIs) and display the results on their websites. MASSA and FOSMA have jointly appointed a consultant to audit various MTIs and submit their report to the Joint Committee. The main intention for the benchmarking is to appreciate and encourage MTIs to produce quality and dedicated Indian seafarers and continuously improve their standard as required by the market. I am sure most of us would agree that “A Ship and a maritime company is only as good as its human assets”. We therefore strive to do better in improving the seafarers skills and dedication to their profession.

Human Assets achieve high quality when they consists of a package having main ingredients of Competence, Medical Fitness and Commitment to perform well. Our MTIs in India are doing their best to churn out candidates with the best performance and professional competence. The system that we possess in India for training, examination and certification of competency appears to be long drawn and only the brightest and diligent students are capable of cracking their



**Capt Clarence Athaide**

examination in the first attempt and adding value to their career at the shortest possible duration. The average and below average students find it difficult to complete their professional examinations and report back to join their ships as required and thereby make their careers uneconomical in terms of career time and potential. Manning companies they belong to also suffer their delayed comeback.

I remember ships around three decades ago or more would be in port for cargo work etc. for at times 24 days but today container ships and large tankers complete their cargo work in 24 hours. One can imagine the stress that our seafarers have to tolerate due to this crunch. Seafarers are required to keep medically fit, physically and mentally all the time to overcome such circumstances. Modern ships are, therefore equipped with Gymnasium and mini swimming pools to encourage seafarers to continue keeping fit during their careers.

Last but not the least our MTIs are under pressure to maintain the level of competency of our seafarers and also to uplift their commitment to perform well. Our Maritime Training Institutes strive to cultivate and nurture quality seafarers for our world fleet.

We wish you the best in your endeavours.

**Capt Clarence P Athaide**  
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# MASSA Academy Chennai advances Excellence

There is a well engrained maxim among the mariner community of Chennai and the South India region – *'If you really want to learn something then go to MASSA'*, be it competency courses for both engineering and nautical, simulator courses, or even value-added courses.

100% pass in first attempt for Masters and Class I examinations has always been the norm. Companies also vie to provide value-added competence to their staff – be it sea staff on the state-of-the-art Simulators for Liquid Cargo handling or Engine Room Resource Management or Specialized Ship handling at this academy- or shore based Marine and Technical Superintendents, DPAs and Internal Auditors, who are made to gain necessary competence and professionalism at this academy.

The latest of the highly acclaimed courses are:

- (a) Two days workshop on 'Hydraulic System Breakdown Management' which has been conducted in-house for companies in India, and as far as Bangladesh, Myanmar and China
- (b) Five days 'MAN B&W Electronic Engine Operation and Analysis Course' that includes hands-on operations of the latest ME Engines on the upgraded Engine Room Simulator with ME Engine type-approved by DNV-GL as well as familiarization with related Electronic and Electrical systems

MASSA Academy Chennai has always been at the forefront of meaningful contribution to the industry at global levels on specific paid-for invitations and participations; the latest in October 2017 at the 1st





International Global Onboard Training Conference hosted by Korea Maritime and Ocean University at Busan, South Korea and again in February 2018 at the Education and Training Committee of The Institute of Chartered Shipbrokers, UK hosted by the East Africa branch at Mombasa, Kenya. The Academy has recently been voted – ***Best Institute for Post Sea Competency Courses in South and East India region*** at the India Maritime Choice Awards 2018 at Goa on 21st April 2018.

IFSMA (International Federation of Ship Masters' Association, UK) Deputy President Capt Willi Wittig of the German Ship Masters' Association recently graced and visited the Academy at Chennai in February 2018. Dr (Capt) S Bhardwaj has been invited to IFSMA AGA at Buenos Aires on 26th-27th April 2018 to present a paper.

The Governing Council of MTRF (Maritime Training and Research Foundation) promoted by MASSA that oversees and enthuses the operations of the Academy comprises of stalwarts like Capt Prashant Rangnekar, current Chairman of MASSA; Capt Mahesh Garimella, Chairman of MTRF; Capt Milind Patankar, Chairman of the Governing Council; Capt Shiv Halbe, immediate Past- Chairman of MASSA; Capt Charles Carvalho; Capt Nalin Pandey; and Capt Girish Phadnis.

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# *‘Benchmarking Exercise’ undertaken to bolster growth of Indian shipmanning*

## *MASSA & FOSMA in Joint Initiative; Project by IIRE*

In order to enhance the employment prospects as well as global share of Indian seafarers in the years to come, India’s leading maritime associations, MASSA (Maritime Association of Shipowners Shipmanagers and Agents) and FOSMA (Foreign Shipowners Representatives and Ship Managers Association) jointly undertook a ‘benchmarking exercise’ recently to rate the quality of Indian maritime training institutes.

Conducted for the first time in the history of maritime India by a non-governmental organization, such a massive exercise to ‘rate’ Indian maritime institutes is expected to assist Indian students to identify prestigious Indian maritime institutes, and also help Indian/foreign shipowners and marine crewing agencies worldwide to recognize credible Indian maritime institutes for sourcing a well-trained maritime

workforce needed to operate around 50,000 specialized cargo ships across the globe.

This rating exercise was done by a Mumbai based reputed research agency, ISF Institute of Research and Education (IIRE), which is headed by Mr Pawan Kapoor. Both FOSMA & MASSA have jointly funded the ‘benchmarking exercise’ as no fee was charged to the maritime institutes which participated voluntarily in this 9-month long, pan-India, survey-exercise. It witnessed active participation of 27 leading shipmanagement companies with over 70,000 Indian seafarers on their rosters and 22 Indian maritime institutes. The rating report prepared



by 'IIRE' will be uploaded on the websites of MASSA and FOSMA.

Commenting on the IIRE's report, MASSA Chairman Capt Prashant Rangnekar, said, "MASSA has always believed that seafarers must get the best facilities for their career enhancement, and value based training is an important aspect of career development. With like-minded attitude at FOSMA, it was decided that together we should map the various training institutes across India on a voluntary inclusion basis, at no cost to the institutes, to identify those institutes which align with our thought process. I am glad that this was made possible by IIRE, and seafarers now have a 'Preferred' list of such institutes which give best returns on their time and money, and will gain immensely from this arduous exercise".

Of the 1,647,500 seafarers working on international merchant ships, the Philippines is the biggest supplier of ratings (low skilled/semi-skilled maritime work force) followed by China, Indonesia, Russia and the Ukraine, but China leads in the number of supervisory positions followed by the Philippines, India, Indonesia and Russia. India with 12 per cent of the world's population has just 8 per cent of the seafarers' market currently, whilst the Philippines with just 2 per cent of the world's population has grabbed about 20 per cent global share.

India ended the year 2017 with 154,349 seafarers engaged on merchant ships, compared to 143,940 in 2016, 126,945 in 2015 and 117,090 in 2014. Of the 154,349 seafarers, 71,177 are officers while 83,172 are ratings, accounting for 97,937 jobs on the nautical side and 56,412 on the engineering side.

As predicted in a research report prepared by the prestigious global maritime association, BIMCO (Baltic and International Maritime Council), an additional 147,500 officers would be required by

the year 2025 to service the ongoing expansion of the world merchant navy fleet.

India has about 134 maritime training institutes, of which 81 are conducting pre-sea training courses for trainee officers/cadets and trainee ratings, and 53 offer post-sea training which are specialized professional programmes for full-fledged officers in both nautical and engineering streams.

Both, MASSA and FOSMA intend to conduct such 'benchmarking exercises' at regular intervals to constantly monitor the maritime training infrastructure in India and thus continue to stimulate the growth of the country's maritime sector.

For more info on MASSA pls. visit [www.massa.in.net](http://www.massa.in.net)

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