

MASSA Outreach

May 2022 Edition



<https://www.massa.in.net/>

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Message from MASSA Chairman Capt. Mahendra Bhasin

As we moved to 2022 with the onslaught of Omicron and now gradually hoping to move towards better tomorrow, it's time once again to reflect on the past and await the future. In normal circumstances, such messages are full of optimism, looking for positives and wish lists! However, given the current scenario, even optimism has its limits! It is said that if one falls in a pit, then the optimist can still gaze at the stars and aspire. However, the bottomless pit we seem to have fallen into, that too face down, makes one wonder- how long will this continue? How much more patience does humanity have to show?

However, the world has to move on- pandemic or no pandemic!

Recently concluded COP26 at Glasgow identified the significant impact emissions of CO2 and GHG are having on Global warming and if stringent and urgent steps are not taken, then the limitation on rise in global temperature will remain just that- a target! It is interesting to note that one of the 'declarations' (Clydebank Declaration for Green Shipping corridors) vows to support setting up of at least 6 'green corridors' between 2 or more ports, thus paving the way for 'zero emission' maritime routes! Interesting development!

The freight markets continue to remain strong for the container and dry bulk sectors, whilst the tankers remain 'doldrums'. The resultant delays in ship berthing and extra time taken for loading/discharging the cargoes due to warehousing issues do add to the carbon emissions from shipping. Thus, 'tightening up' and setting emission goals for shipping alone is not going to solve the problem!

The BIMCO Seafarer Workforce report 2021 has been published, despite the pandemic. Though the report commends the shipping industry for reducing the turnover rates in the past 5 years (decline from 8% to 6%), this being corroborated by a marginal increase in age profile of management level officers, it does caution of a looming shortage of STCW certified officers by 2026. However, the gender balance seems to be changing, and it is certainly a good sign, as studies have shown that a diverse workforce is good



for business. The question remains- how will the Indian shipping industry capitalize on this information and garner more jobs for our seafarers to improve our global market share! After all, the shipping industry and our seafarers are the true believers of 'Vasudhaiva Kutumbakam' – the world is one family!

MASSA, in its endeavour to support entry of women in the Maritime profession, has instituted 4 Educational grants which will go a long way to support women in shipping.

Towards skill development, the leadership on-line courses are conducted at no cost to IMU & students.

Apart from above such new steps, MASSA has been always taking up matters of member-lines as well as Maritime fraternity for general good and will continue to do so.

Pandemic has brought more inclination towards adaptation of technologies and digitalisation for improvement in shipping, whether in shore offices or on ships, and this will continue in major way across the world for greater sustainability.

We recently celebrated India's National Maritime day and my greetings to all seafarers and stakeholders of the Indian maritime industry. Sincere thanks to all seafarers across the world who are our true heroes.

I wish the entire maritime fraternity Happy and safe days ahead.

Message from MASSA CEO Capt. Shiv Halbe

The blocking of the Suez Canal by the containership Ever Given played mayhem with the global supply chain and shipping, once again, was front page news in the weeks that followed, in 2021. As is typical, post incident, shipping lands on the first page of the global media. The media, however, does not spare much time to ponder about the efficiency with which 90% of the global trade moves by the sea route or the about the men and women, who keep the wheels of global trade turning, at times, with great sacrifices and personal risks.

As typical case in point is the current conflict between Russia and Ukraine. It does not matter who is right or who is wrong- simply put WAR IS WRONG. However, as is typical, the conflict has created a divide between East and West, between haves and has not's and any other permutation and combination that one can think off. Financial sanctions and embargoes have been announced with much fan fare; notwithstanding the impact such actions have on the target audience and others. Collateral damage they say!

However, no global media house bothered to highlight the plight of a small number of human beings who have got trapped in the conflict, due no fault of theirs. These are the seafarers belonging to various nationalities serving on ships which were in the effected ports when the conflict broke out. Despite various countries issuing cautionary to their citizens to evacuate from the potential conflict area weeks before the actual conflict erupted, the seafarers serving on ships have no such luxury to leave their place of duty. Yes, they do have the right to refuse to enter an 'area of warlike operation', but that is applicable if the ship is still OUTSIDE such area. Once the ship enters an area of conflict, there is no turning back!



There are scores of such ships within ports of Ukraine- ships which fly the flag of a neutral country being operated by crew from unrelated countries. They are abandoned children of a lesser God! Reports of some such ships having been hit by missiles have surfaced, though information about injury or loss of life is scanty.

The Indian Maritime administration and Ministry of External Affairs facilitated something for the Indian seafarers serving on ships 'stuck' in Ukrainian ports, the likes of which has never been done or heard! They facilitated the transfer of such Indian seafarers to neighbouring countries which have taken a neutral position in the conflict, thus ensuring their physical safety. Kudos to the agencies involved!

The media houses are busy showing pictures of refugees and refugee camps to garner TRP's. Will someone shed a tear for the innocent seafarer?

Message from MASSA Outreach Editor **Capt. Arun Mehta**

As we emerge from a two-year pandemic induced hiatus, we are reinvigorating and revitalizing 'Outreach' to reach out and beyond to a wider stakeholder audience in the Maritime industry. At the time of last publication in Dec 2019, little did we realize that the next two years would get consumed by the pandemic, in the way and to the extent they did!

Anxiety and fear driven 'Glocal' responses and regulations created a discordant and incongruent global environment for the maritime industry to navigate. The ensuing disruptions hit the industry hard, with the greatest brunt being borne by seafarers and companies in the manpower segment – a major proportion of the shipping industry in India and a majority of our member lines.

Resilient and resourceful in the face of unprecedented odds, the entire industry – Seafarers, crewing staff, Directorate General of Shipping, industry bodies and the fraternity; all banded together and once again showcased to the world, why we are the 'backbone of world trade'. I feel proud, happy, and humbled to be a part of this great fraternity.

As we move beyond the pandemic and got pushed headlong into the geo-politically induced Ukrainian crisis, I also question the sustainability of such resilience and the realism of the world's expectations from the industry.

In this issue while you may find a lingering flavour of the past two years, we endeavour to tack direction and focus on the recent initiatives of MASSA supporting, encouraging & facilitating seafarers, celebrating their contributions & achievements along



with those of the various stakeholders – not in the least related to the bridging the diversity gap and contributions to maintaining the competence edge of the Indian seafarer.

We welcome our readership's suggestions and feedback to make 'Outreach' attain the potential in its true verbal sense – of reaching further than, going beyond; Something the industry and fraternity have demonstrated in the last 2 years.

I leave you on the celebratory note as we recently celebrated India's 59th National Maritime Day and wish you all safe sailings and good tidings in the days to come.

Au Revoir...

All good things must come to an end – an old saying!

The 1st Quarter of 2022 brought some dismal tidings for MASSA

Two of the industry stalwarts 'hung up' their boots as they superannuated from their positions with their respective employers. Concurrently their term as Directors of MASSA also came to an end, the positions being co-terminus

Capt. Vivek Bhide, representing the well-known Teekay Shipping,

retired after having been associated with them for more than a quarter of a century! In today's context of corporate world, such long tenures are rather unheard of. Capt. Bhide brought a wealth of experience to the MASSA Board, especially with his commercial background and thus was quick to see through the impact of situations on the operation of ships and related matters. His clear thinking and assessment added great value to the decisions of the Board of Directors of MASSA.

Capt. Prashant Rangnekar representing Fleet Management,

through their company Elegant Marine Services, was a not only a Director of MASSA but also served as the Chairman of the Board of Directors for 4 years during 2018 to 2021 – probably the most turbulent years the industry (and the nation) has seen in recent memory! It was during his tenure that MASSA decisively embarked on hitherto unprecedented engagement with authorities to action the chartered flights for seafarers facilitate their movement across the country during the lockdown period – the list goes on...

The entire MASSA membership got together on 17th March to bid adieu to both these industry stalwarts, wishing them the very best in their future endeavours while also reminiscing how much we will sorely miss their keen insights, valuable advice and positive leadership at MASSA.





MASSA

Bids Adieu

**TO TWO OF ITS
DIRECTORS
AND**

**INDUSTRY
STALWARTS**



MASSA

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AND

INDUSTRY STALWARTS

WOMEN'S ♀ EMPOWERMENT

SPOTLIGHT 1

MASSA initiative to recognize and encourage the women seafarer

Unfortunately, the maritime industry is still struggling with one of the lowest gender ratios. With an estimated strength of 24059, women seafarers represent only 1.2% of the global seafarer workforce as per the and mostly employed on cruise vessels and ferries. In the last few years, many companies have increased their efforts of hiring Indian women seafarers to serve on cargo vessels be they bulk carriers, containers or oil/chemical, LPG/LNG tanker vessels. And to their credit, women seafarers have performed comparably competently onboard, both challenging and shattering the long-held perception that shipboard jobs can only be handled by men.

Equally, as is evidenced by the growing number of applicants and cadets getting engaged and trained year on year in India, women are increasingly taking to sea career as a chosen profession. To support the industry's gender bridging initiatives, MASSA has initiated an annual award scheme to recognize and encourage women seafaring. Every year, four young women, will be awarded a sum of INR 50,000 each at a function organized by the industry. Every aspiring women seafarer who appears for the entrance exam will qualify for participation and the top two achievers in the deck and engine stream entrance examinations will be chosen awardees.

This is beyond doubt an industry first and a great step in motivating and encouraging your women seafarers in the making.

The awardees for 2021 are:

IMU-Navi Mumbai
Campus, BSC-NS
CET20U48377 - Ms.
Linsa Alex - I Position

IMU-Navi Mumbai
Campus, BSC-NS
CET20U94298 -
Ms. Khushi - II
Position

IMU-Chennai
Campus, B. Tech
(ME) - CET20U97685
- Ms. Dhanavath
Pavani - I Position

Tolani Maritime
Institute, B. Tech
(ME) - CET20U81952
- Ms. Roshni Sabu -
II Position

We wish each of them the absolute best for the voyage they have undertaken and hope that they will inspire others to join this noble profession.

SPOTLIGHT 2

MASSA outreach initiative to support Covid impacted pre-sea batches

MASSA recognised that the induction and placement capability of cadets from Covid impacted Pre-Sea batches was severely affected – caused by the transformation from a well regimented on-campus training to an online training, with missing group dynamics and associated soft skills development.

In another industry first, with a view to bridge this gap and better prepare the cadets for a demanding seafaring career, the Massa Maritime Academy at Chennai ran a 2 day 'Soft Skills' development program for 150 IMU cadets. Sponsored by the Massa Training Research Fund, the program was offered free of charge to the students identified by the Indian Maritime University (IMU).

Encouraged by the uptake and the positive feedback from all participants and the stakeholders, the Massa Maritime Academies are contemplating establishing this as an annual program for the benefit of cadets.



SPOTLIGHT 3

MASSA initiative to enhance and encourage competence



In a bid to encourage excellence in competence development MASSA has initiated a program through the Massa Maritime Academies in Mumbai and Chennai to recognize outstanding candidates.

Every candidate undergoing their CoC courses at any of the Massa Maritime academies automatically qualify for participation when appearing for the MMD certificate of competency examination. Qualified candidates clearing all the MMD examinations in their first attempt will be duly recognized in MASSA publications and will be offered a free simulator course at a Massa Maritime Academy of their choice.

To encourage broad based competence enhancement MASSA has decided not to limit this award and recognition to a fixed number at the time of institution.

MASSA supports NUSI's skill development & welfare initiative for the Indian Seafarer

25th February 2022 marked the launch of a new training and welfare initiatives by 'The National Union of Seafarers of India (NUSI) as part of the on-going Azadi Ka Amrit Mahotsav, during an event presided over by Shri Amitabh Kumar, IRS, Director General of Shipping as the Chief Guest.

The day saw the introduction of a very relevant skill development "**6G Welding Course**" that was inaugurated by **Capt M. P. Bhasin, MASSA Chairman**. Speaking on the occasion, he reminded everyone of the last two years journey involving virtual meetings and webinars to resolve challenges and issues through collaborative efforts and thanked the Director General of shipping, Unions, Maritime associations, Industry and the seafarers for coming together at every step while navigating out of unprecedented conditions and circumstances. Congratulating NUSI for initiating the new programs specially the Lloyds Register certified 6G welding course, he shared the view that such programs will play major role in skills development and competitiveness of the Indian Seafarer.

Chief Guest Shri Amitabh Kumar, Director General of shipping, was happy to note that NUSI has been working towards need of Indian Maritime industry. He stated that all parties should work together and prepare to fulfil the expected demand growth for 'the Indian seafarer' in the coming years.

NUSI Secretary general Shri Abdulgani Serang also described the welfare programs initiated NUSI for the welfare of Indian seafarers and families, including the 'NUSI Suraksha Kavach' life insurance scheme in partnership with the Life Insurance Corporation of India and the 'NUSI Saheli Swayam Rozgar Yojana' for widowed wives of seafarers.

The meet ended with Vote of thanks and dinner.



MASSA supports NUSI's skill development & welfare initiative for the Indian Seafarer



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MASSA Maritime Academy

Seafarer Centricity & Industry First

As with other aspects of shipping, the closure of Training Institutes and Academies over the past two years disrupted Maritime Education and Training in India. Keeping the talent pipeline primed to continue serving the cause of maritime transportation became an unprecedented challenge. While Black swan events like this are highly disruptive, they also create an opportunity to reimagine and rewire thought, strategy and action. As a key stakeholder, engaged in competence development of the seafarer, the Massa Maritime Academies took on the challenge, embracing the steep learning curve and explored alternative pedagogies. A quick digital transformation ensued as we pivoted from face-to-face to online e-enabled methods and continued delivering training programs seamlessly while complying with the health protocols, thereby living up to the MASSA credo of 'Industry First'. 'Seafarer centricity' with a superordinate national purpose, remained the guiding principle as the faculty and staff engaged with anxious seafarers and enrolled students addressing their concerns and ensuring learning and certification continuity to the extent possible in a rapidly evolving regulatory environment. This adaptive and forward-leaning approach ensured a steady enrollment into the programs; the faculty engaged and enabled sourcing of experts from multiple locations for course delivery and deliberation. Massa Maritime Academies are continuing to build on this culture of excellence and social goodwill envisaging and rolling out new programs for the Maritime community and the seafarer.

A few of our recent value addition programs which seafarers and organizations can take advantage of

- **MMA (Mumbai)** is launching the **DG Approved Basic and Advanced IGF Course** where there is a big need to train seafarers in handling low-flash point fuels subjected to IGF Code.
- **MMA (Chennai)** has launched a **2-day Value-added Course on Human Factors integration into Management Systems** which is a big requirement coming under SIRE 2.P0 and TMSA.
- **MMA (Chennai)** is already doing **Value-added Courses on ME Engines – a 5-day Course for Senior Management and 3-days long Familiarization Course for Operation level.**

Through its maritime academies MASSA will continue to focus on bringing new training, engagement and competence building programs for the current and upcoming learning and development needs of the Indian and Global Shipping community. Keep tuned to this section and the news from the academies published from time to time.



Flying amidst the Covid-19 pandemic

Mr Prasad Chennuri Chief Engineer, Ex 'Jal Sasvata' shares thoughts on a flight from Hyderabad to Mumbai



I am a reluctant traveller at the best of times. I feel that leaving the comfort and warmth of home for something unknown and uncertain is best not done, if possible, and these days with the pandemic still raging even the thought of travelling should be avoided. But for most the latter will prove harder even than the former, and I recently had to take an internal flight, though I did not want to, especially in view of Covid-19. After much debate with my wife and children, though, I decided I would have to make the journey, as I could not avoid it. Later, however, and after some soul-searching, I experienced something of an epiphany as regards certain aspects of travelling by air at the present time. I will come back to that. Before setting out I had tried to get myself up to date, using a well-known search engine. But there is nowadays so much information available on the internet that it is impossible for someone with average mental abilities to remember it. The task is made harder by some of this material being contradictory, and I began my journey none the wiser. What first greeted me at the airport was pretty much as I had expected, with a near-deserted and almost desolate look. The hustle and bustle I had long known was altogether gone. My few fellow travellers seemed weary of the pandemic and every bit as reluctant to travel as me, and just as confused by some new check-in procedures. It must be admitted, though, that overall, these have made things easier for everyone, and as a result I felt safer in the airport than on the city streets. The first harbinger of change - and a very positive one - was at the entrance, with the normally overbearing demeanor of the security personnel replaced by a blend of apprehension, weariness, and perhaps even sympathy. Usually, the entrance security people scrutinize your ticket or boarding pass with the seriousness of overzealous

auditors. They then take your identification document, compare the face with the photograph and the name with that on the ticket, generally then repeating the whole process, and with a suspicious look fixed on you all the time. I have always found that very demoralizing, and it has certainly altered. The security looked at my boarding pass from three feet away, and then, after a cursory examination of my proof of identity, waved me on. They did not once reach for the documents that I presented. Check-in was in fact dead easy. I had already done that online, so I just needed to drop off my bags. That was accomplished without any great ado, and with only very brief interaction at the mandatory safe distance. After that, I went through departure security, and likewise with very little delay. The airside lounge is typically abuzz, with crowds of people wandering around, but this time there was hardly anyone, with the shopkeepers looking longingly at the thinning numbers, hoping for some interest in their wares but sadly ignored by everyone. I had arrived early, anticipating delays due to the new procedures. But as the entire process had been so very quick - and far more so than normal - I had some time on my hands. So, I decided to have breakfast, to fill both the time and the tummy, and that too was completed in a jiffy, at the stipulated social distance and again with minimal interaction. So, I sat back waiting for the boarding call and started reflecting on what I had experienced so far. I realized that, after all, I was not the reluctant traveller I had thought I was, and that I might have been itching for some kind of escape from the monotony of lockdown and other restrictions.

Perhaps, in some small way, I was even inclined to flirt with danger and had been looking for some basic adventure to write about. I was mulling that over when the call for boarding came. I was still thinking about it all as I moved towards the gate, where everyone was given PPE and asked to wear it before proceeding to the aircraft. I donned the kit, and the sense of safety was reinforced. There were of course other differences, too. Usually, boarding is chaotic anywhere in the world, with people rushing despite the clear sequence that has been given out. Here, for the first time ever, I saw everyone falling in line and keeping the required distance from those in front. Social distancing was clearly visible on the aircraft too, with all the centre seats kept vacant. At first glance, on entering the aircraft, it looked as if the flight was part of a vital mission, as in their PPE the passengers looked like commandos, but their disorderly behavior confirmed that it was just a normal flight in abnormal times. I settled into my aisle seat and looked around. Usually, I would close my eyes and shut out the surroundings, but the new normal had made me curious and I wanted to observe the scene. Across the aisle was a couple with two children, and a young woman sat in the window seat on my side. She had removed her face shield and placed it on the centre seat. My feeling of safety started to wane, but I could not quite muster the courage to ask her to put the shield back on. I was still pondering that when the cabin crew asked everyone to keep their face shield on during the flight. My neighbor immediately complied, and I started to feel safe again. I turned my attention to the family across the aisle. The man in the aisle seat whipped out an aerosol can of sanitizer and began spraying liberally on the seats in front of him and on the backrests of the family's own seats. Normally, carrying an aerosol can - let alone one containing alcohol-based sanitizer - onto any aircraft would have been strictly forbidden, but these are not normal times. However, I felt that



the man was being overly cautious. When he had finished his spraying, he took out a sanitizer bottle and wiped his hands and those of his wife and children. However, he was taking no care whatsoever with how he was wearing his mask, which covered only his mouth and left his nose exposed. His face shield was lifted up, too, with the same result. I wondered why he was wearing a mask at all, and moreover, his children were not wearing one. Perhaps he thought that the spray had created an invisible barrier between his family and the rest of the aircraft. Certainly, he had used it so liberally that I was starting to feel intoxicated from the air around me. Several others nearby were not wearing their masks properly, either, so on landing, I was happy to escape from the confined space of the aircraft into the vast airport interior. The sense of safety returned again, and I quickly picked up my bags and left. That sense, however, evaporated completely when I reached my destination, a diagnostic centre where I was to have some routine medical checks and a Covid-19 test. But that is a story for another day.

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MASSA Maritime Academy

(A unit of Maritime Training & Research Foundation)

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MASSA WEBSITE-<http://massa-maritime-academy.com/>

TYPE SPECIFIC ECDIS TRAINING (TRANSAS NAVI – SAILOR 4000 ECDIS)
COURSE DURATION (2 DAYS) COURSE FEE Rs 5000/- EVERY MONDAY

Eligibility Criteria, availability of seats to be verified from MASSA website.

COMPETENCY , MODULAR & SIMULATOR COURSES

COURSE	FEES	DURATION	COMMENCEMENT DATE	MAX. CAPACITY
ASM	RS. 32,000/-	1.5 MONTHS	01/05/2022	24
MATE PHASE – II	RS. 52,000/-	3 MONTHS	15/06/2022	30
MATE PHASE – I	RS. 48,000/-	3 MONTHS	15/05/2022	40
SECOND MATE	RS. 30,000/-	4 MONTHS	15/06/2022	30
ROC	RS. 10000/-	10 DAYS	16/05/2022, 23/05/2022	18
ARPA	RS. 6500/-	5 DAYS	30/05/2022, 06/06/2022	18
ECDIS	RS. 12,000/-	5 DAYS	EVERY MONDAY OF THE MONTH	7 9
RANSCO	RS. 13,500/-	6 DAYS	09/05/2022, 16/05/2022	8
SHMS	RS. 25,000/-	5 DAYS	09/05/2022, 16/05/2022	8
LCHS (OIL)	RS. 13500/-	5 DAYS	09/05/2022, 16/05/2022	12
ERS (OPT.)	RS. 7500/-	3 DAYS	EVERY MONDAY & THURSDAY OF THE MONTH	24 24
STPOTO	RS.8000/-	10 DAYS	09/05/2022	24
STPCTO	RS.8000/-	10 DAYS	16/05/2022	24
STPGTO	RS.8000/-	10 DAYS	09/05/2022, 16/05/2022	24
SSO	Rs. 3,500/-	3 Days	09/05/2022, 16/05/2022	24
BTOC	Rs. 4,500/-	6 Days	On Request	24
Basic Training for Ships using Fuels covered within IGF code	Rs.15900/-	5 DAYS	09/05/2022	24

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(STPOTO +LCHS (OIL)) = Rs. 20,500/-

All competency Modular course date are available on MASSA website

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E-Mail : mmachennai@massa.in.net
Website: <https://massa-academy-chennai.com/>

POPULAR VALUE-ADDED COURSES AT MMA (CHENNAI)

COURSE	DURATION	FEES	SCHEDULE
ME Engines Advanced (online)	5 days	Rs. 40,000	1st Week of the month
ME Engines Familiarization (online)	3 days	Rs. 15,000	2nd Week of the month
Engine Room / Bridge Resource Management (online)	3 days	Rs. 17,500	As needed
Hydraulic Breakdown Management Course	3 days	Rs. 24,000	As needed
Soft Skills for induction into Merchant Marine	2 days	Rs. 15,000	As needed
Customer Centricity	1 days	Rs. 7,500	As needed
GDPR Foundation Training	1 days	Rs. 9,500	As needed
Human Factors integration	2 days	Rs. 15,000	As needed
Mental Health in Merchant Marine	1 days	Rs. 7,500	As needed
Ratings Refresher training	1 days	Rs. 7,500	As needed

DNV Certificated COURSES AT MMA (CHENNAI)

COURSE	DURATION	FEEES	SCHEDULE
Internal Auditor for QMS/EMS/OHSMS/EnMS	3 days	Rs. 33,000	As needed
Internal Auditor for ISM/ISPS/MLC	2 days	Rs. 20,000	As needed
Incident Investigation & Root Cause Analysis	2 days	Rs. 20,000	As needed
Maritime Risk Assessment	2 days	Rs. 20,000	As needed
Emergency Preparedness	1 days	Rs. 10,000	As needed
Human Element	1 days	Rs. 10,000	As needed
Vetting Inspections	2 days	Rs.20,000	As needed

COMPETENCY COURSES

MEO class I- Preparatory course
MEO class II - Preparatory course
2nd mates (FG) function course
Chief mate (FG) - phase I Course
Chief mate (FG) - phase II Course
Advanced Shipped Management

MODULER COURSES

Higher Voltage - Mgmt & Ops level
Medical First Aid & Medical Care
AECS & TSTA Course
Ship Security Officer

DG APPROVED COURSES

SIMULATOR COURSES

Diesel Engine Comustion gas Monitor Simulator
Engine Room Simulator – Management Level Course
Engine Room Simulator Operational level course
Radar Observer Simulator Course
Automatic Radar Plotting Aid Simulator Course
Ship Maneuvering Simulator and Bridge Teamwork
Liquid Cargo Handling Simulator Course (OIL)



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