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A FRUIT FOR ALL SEASONS

For safety to ripen, sailors must repeat their safe ways



KISHORE S. RAJVANSHY
MANAGING DIRECTOR

Top performers are only people who endlessly repeat the same actions, usually very slowly at the start and increasing their speed as they move along. To ensure your safety, repeat your safe ways.

■ In Fleet's 15 years of existence, the significance of an evolved safety culture has always remained at the forefront. Its value steadily rising alongside our growth – natural outcome of what is essentially a people's industry.

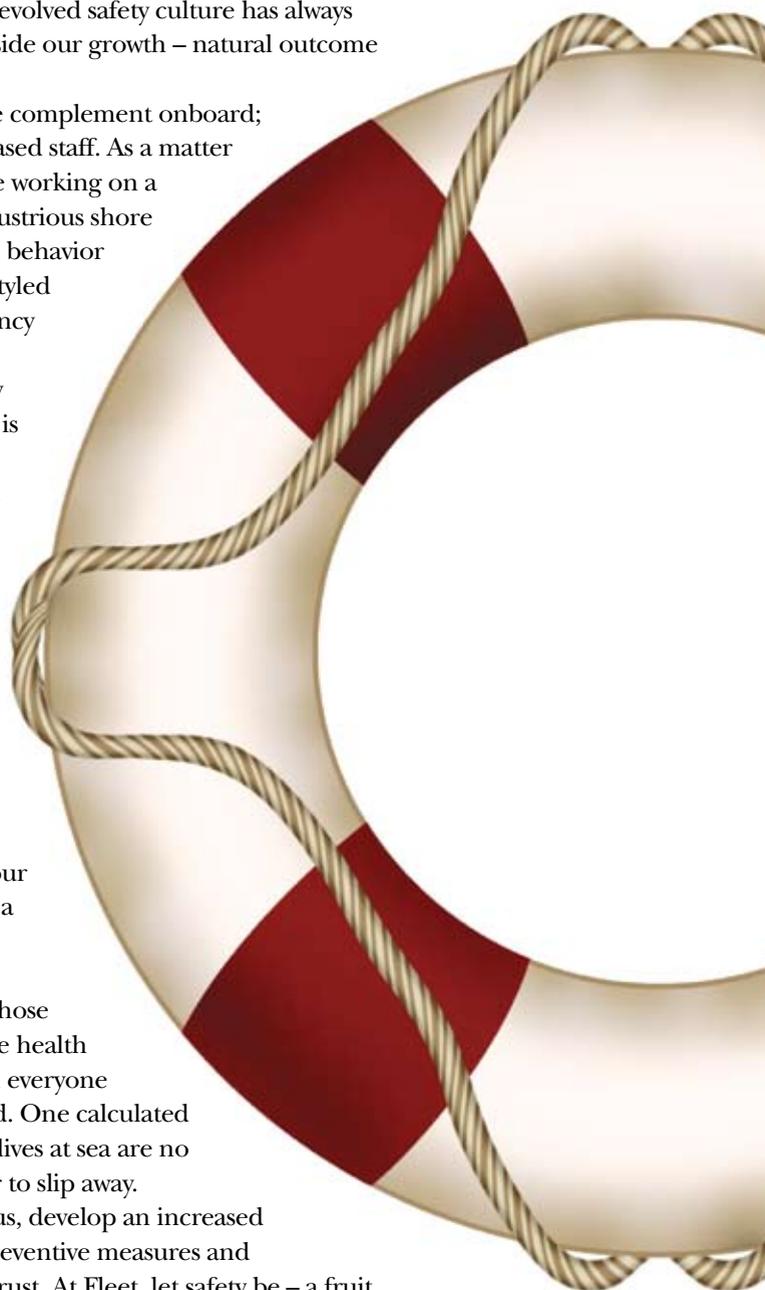
Moreover, our safety initiatives are not limited to the complement onboard; as structured programs often run in parallel for shore based staff. As a matter of fact, even as I write this brief, our shipboard teams are working on a spirited 4 week 'Zero Incident' campaign, while our industrious shore support teams lend their time to developing customized behavior based safety tools, tips and practices. The latter project styled SafeR+ is assisted by an independent UK based consultancy firm and will open its doors to you this Spring.

New types of accidents rarely if ever occur and many of those that continue to occur arise from a culture that is tolerant to 'calculated risk'. These errors or more often violations of established practices can readily be avoided by the usual suspects who trade in such risks. Indeed, it is only when one drops his guard to the possibility of incidents that they repeat themselves. It is also unfortunate that the harm caused by accidents is not limited to the ones who err. What then must we do, to ensure a perennial vigil?

Top performers are only people who endlessly repeat the same actions, usually very slowly at the start and increasing their speed as they move along. To ensure your safety, repeat your safe ways. Practice them irrespective of who is watching, and use them in all of your routines; until such time that the very thought of taking a short-cut sends a jolt up your spine.

When you next fly, look at the way the city roads get interconnected. Think of the great number of people whose driving behavior, emotions, risk appetite make up for the health of that city's transport. This system works best only when everyone follows the same rules, norms, and courtesies of the road. One calculated risk gone wrong and an avoidable accident occurs. Our lives at sea are no different, where it takes but one weak-link for an anchor to slip away.

So let's pull up or renew the weakest links that join us, develop an increased appreciation for safety, be confident in the efficacy of preventive measures and communicate effortlessly in a climate based on mutual trust. At Fleet, let safety be – a fruit for all seasons. ■





1. M V BAHAMIAN EXPRESS

Feature: Container vessel
 Delivery: January 2010
 from Kouan Shipyard,
 Taizhou City, China
 DWT: 25,860
 Engine: STX-MAN B&W
 7S60 MC-C, MK-VIII
 Service speed: 20.5 knots



2. M V OCEAN GARNET

Feature: Post Panamax
 Bulk carrier
 Delivery: January 2010
 from Cosco Dalian
 Shipyard, China
 DWT: 93,016
 Engine: Doosan B&W
 6S60 MC
 Service speed: 14.5 knots



3. MAGNY COURS EXPRESS

Feature: PCTC
 Delivery: October 2009
 from Hyundai Mipo
 Dockyard, Ulsan
 DWT: 11,200
 Engine: Hyundai – B&W
 7S50 MC-C
 Service speed: 19.5 knots



4. M T JBU OSLO

Feature: Parcel Chemical
 Tanker
 Delivery: January 2010
 from Kitanihon Shipyard,
 Japan
 DWT : 33,000
 Engine: Akasaka 6UEC52 LS
 Service speed: 14.5 knots

5. M V MORNING CORNELIA

Feature: PCTC
 Delivery: January 2010
 from Imabari Shipbuilding
 Co Ltd, Japan
 DWT: 22,755
 Engine: Kobe Diesel
 Mitsubishi UE 8UEC 60LSII
 Service speed: About 19.0
 knots



FROM A SAILING POET A MARINE SAGA ...

■ A honeyless hive on foamy blue
drifting, sailing, anchoring too.
Green alleys and smoky galleys.
Bond store, deck store, forepeak store
stores galore and whores galore.
To a winking lightline of a distant shore
the vessel sails on sailors' tales,
Passing whales and daring gales.
Deprived drives, lonely wives
the drones buzzing without a noise.
Able, stable and stoic hands
steering away from cheerful lands.
With no trails behind, the playful waves hug instead
the metal, the cargo- one cold, the other calculated.

Assorted assembly the onboard crew
of diverse ages, of diverse hue.
Togethered by the iron bond
over a span unto each other fond.
Chipping, priming, painting their deck
the bosun grudging every stain or speck.
And while the famished devour their sausages
the master rummages thru' umpteen messages.
Regrets, delays his lot to brood
Charters', agents', owner's mood!
With strapping shoulders tall he stands
responsible for all ship hands.
Officers keep their watches prompt
bunkering being the engineers' haunt.

Steer then beer, cheer when fishboats clear!
Lo! Here comes a port with coal to discharge
and out steps the chief mate, the cargo in-charge.
To ballast or not to ballast? that is his question.
Trims, lists and even-keels his portly tension.
Now, the provision arrives preening orange and green.
And the chief cook tries to sort out the clean.
Why the gush, the flush, the rush?
Oh! The super's coming on a visit hush-hush!
See that cheerful lad whistling along
that must be the steward singing his song

Jacketed, capped on people to wait
then clearing the table and cleaning the plate.
Stevedores, chandlers, agents come
adding to the chief cook's mental sum.
He bears his woes with a friendly froth
redonning his apron to increase the broth.
The alleys dark, why the lights so dim?
Here's the E/O, please ask him.
Circuits, wires his domain
electric snags totally his pain!
The fitter's role universal be
to weld, to fit, then roam scot-free!

Engineers pale when suction fail
or generators, pistons when suddenly ail.
Stuffed with all the techy erudite
they sure will manage to make it all right.
The second mate wedded to colourful charts
finds the safest routes and shortens the paths.
The lifeboats rely for their upkeep and fate,
for their spruced readiness, on the third mate.
This young 'un flitting to and fro,
the greenest bud that the ship can grow,
Is the cadet who as you will know
is one who errs yet who grinning will go!
He's the one with the sheepish smile
the freshman on his first nautical mile.

Now, who is the lady roaming the ship?
surely not a tourist on a vacation trip.
Why does she follow that officer ever?
Well, she is his proud wife, his friend, his lover.
Why does she seem impatient so?
She's never been to this land and so is raring to go!
Who be these people with baggage and shawl?
They be sign-off sailors bidding adieu to all.
Soon shall they meet their daughters and sons
And unite with the family they missed thru' setting suns
Friends will come to give a hearty hug
And eyes soon discern the faded, familiar rug.
Keepers of rupee, of dollar, of yen
They buy purple goodies for a girl of ten.

Seamen ordinary and seamen able
all pieces of jigsaw in this marine fable.
The salty mariner armed with greasy rags
is full of mighty swagger and full of mighty brags!
Waiting to be merry he parties pretty hard
he toys with time to advance and retard.
Faces he stores at each tiny port
memories he stows of many a lively court.
The engine is revved up. Are we ready to go?
Yes, the pilot's onboard and tugs ready to tow.
Say farewell to yet another soil
Lash up the ship and get set to toil.
The graceful vessel sways with her sensuous hips
Yonder she sails on voyages and trips!

Kanchan Karpate

w/o C/Off Ajit Karpate
M.V. Tenmyo Maru





NAVIGATION SAFETY

NAVIGATION IN CONFINED WATERS – BRIDGE RESOURCE MANAGEMENT

■ Navigation in confined waters carries extreme risks such as sudden failure of

- navigational equipment
- propelling or steering systems
- the entire power system

resulting in

- grounding
- damage to FFO
- collision and contact with other vessels
- damage to the marine environment

These risks can be minimised if the Master operates proper Bridge Resource Management. The principles of Bridge Resource Management are laid down in the Bridge Procedures Guide published by the International Chamber of Shipping (ICS). It contains guidance to best watch keeping practice and guidance on Bridge Resource Management and the conduct of the bridge team including the pilot.

Bridge Resource Management focuses on the use and co-ordination of all the skills and resources available to the bridge team to achieve the optimum goals of safety, and efficiency.

Bridge Resource Management

- is more than good planning combined with adequate safety margins
- takes into account unforeseen events which may develop into a serious and difficult situation
- requires the skills, abilities and effective communication of all members of the bridge team
- includes the full involvement of a pilot, if in attendance!

The key to an effective Bridge Resource Management is teamwork and the Master would normally be the team leader. Bridge Resource Management should take into account situational awareness. The following factors can affect situational awareness

- communication in more than one language
- cultural background
- operational atmosphere
- procedures
- fatigue of the crew
- climatic conditions.



When operating Bridge Resource Management the Master should be aware that

- navigation and pilotage is a shared task
- timely and accurate communication conveyed to all members of the bridge team is a key element.

Navigating in confined waters requires delegation of tasks. To avoid any uncertainty or irregularity which could have disastrous results

- the tasks should be clearly defined
- navigation information should be cross-checked
- navigation manoeuvres must be monitored
- information should be clearly confirmed by the recipient
- continuous progress reporting is required.

The Master should also consider training his/her officers to react in situations of sudden failure of equipment and technical systems, such as power failure or lack of steering. ■

An effective bridge team is one where any one individual's concerns, no matter what their rank, can be raised and taken seriously.



MARINE HONOURS

MARINE HONOURS

■ Fleet Management Training Institute 'FMTI' reached the finalists stage at the Seatrade Middle East & Indian Subcontinent Awards 2009 in the category of Education and Training. The awards ceremony was held in Dubai in October.

The Institute trains the crews of FML to ensure full competency in carrying out their marine duties. Sponsored by Seatrade Middle East Maritime, the finalist certificate is further evidence that crews passing through the institute receive top-quality training. ■

SPAR SEMINAR REPORT

“SEAFARERS MOST IMPORTANT SPAR ASSET,” SAYS CAPT. DESHPANDE

■ “I say that you seafarers are, in every aspect, the main asset of our company,” stated an upbeat Capt. Prithish Deshpande, Marine Operations Manager, Spar Shipping AS, talking to navigators and engineers at Spar’s fifth seminar, held on the 19th and 20th of November at the plush Charles Correa designed Cidade de Goa hotel in Panaji, Goa.

About 65 officers attended the two day conference that started with all delegates introducing themselves to each other and the management. At the opening address, Capt. Prashant Rangnekar, General Manager of Ebony Ship Management Limited (ESML) Mumbai warmly greeted the participants, welcoming them to the beautiful city of beaches. “What better place to have an interactive session with each other?” he quipped; taking note of Spar’s belief of being close to the sea, a place where all seafarers belonged.

Capt. Rangnekar noted that the seminar was a significant event and possibly one of the few times when seafarers have the opportunity to open their minds, clear their doubts, share thoughts and ideas and get to know each other better at a personal level. Capt. Deshpande then went on to give a brief history of Spar Shipping AS, revealing that the owner Mr. Helge Eide Krudsen had started in the textile business before Spar Shipping AS

was formed in 1994/1995 to manage shipping portfolios. In 1997, Spar associated with FML, an independent ship management company belonging to the Noble Group. “Even today, we cherish our long amicable relationship,” he said.

Releasing the tension from the tough deliberations was Mrs. Naomi Rewari, Director at Applied Research International, New Delhi, who made an interactive presentation on leadership and crisis management. Starting her presentation with the quote from Phil Quigley, “I don’t think of leadership as a position. I don’t think of leadership as a skill. I think of it as a relationship”, she spoke about the classical types of leadership styles in vogue. “Be in touch with your team members and their strengths and weakness at all times,” advised Mrs. Rewari. Later, in

a group discussion workshop, the officers were allotted topics on which they had to make a presentation for the management review.

At the end of the first day’s session, the officers and management along with their spouses enjoyed a fun filled evening of music and dance at a cocktail & dinner reception. An especially arranged sightseeing trip around the city was warmly welcomed by most wives, as their husbands stood occupied with the conference. At the end of the seminar the participants parted ways wiser and in anticipation of the next meet. ■



Capt. Prithish Deshpande, Operations Manager, Spar Shipping AS greeted by Mr. Kishore Rajvanshy



STORY BEHIND THE PICTURE

Beaming with Pride



Crew On board the Triton Seagull, proudly display their 'Incident Free Day' board.

Safeman for the week



POEN, Mr. Mohanan Kallikulambil, receiving the keenly contested award on board the Torm Helsingor

Train and Learn



Crew on board the Bow Engineer hone their skills at, 'Rescue from Enclosed Space'.

In Preparation



Crew on board the Torm Helsingor prepare for the GOA transit.

Bees in love with Symphony



■ On 16th February 2010 while loading at Seria SBM-1 Brunei, hundreds of bees formed a hive near the port manifold of the TH Symphony. Vessel was loading from stbd manifold and none of the deck crew was in vicinity. There were quite a few expert comments as to whether the bees were tiger bees, wasps, poisonous bees, multiple stinging capability bees and so on. Unfortunately there was no information on board and luckily none of the ship staff was stung. The beehive was finally removed using water and with due regard to everyone's Safety.

SHARING THOUGHTS

“YES WE CAN AND WE WILL....” – MOTIVATION OF CREW FOR PERFORMANCE BOOST

■ With the ever increasing needs and complexity of the modern shipping world, the burden to perform well has finally landed up on the responsible shoulders of the seafarers. And to withstand such pressure and perform to international standards requires motivation, encouraging leadership and positive energy. It is correctly said that a bad teacher speaks, a good teacher teaches and an outstanding teacher inspires. Undoubtedly, just as a movie director and his assistants play a vital role by encouraging the cast and crew and extracting the best work out of them, a similar process gets replicated onboard by the Master and his senior officers.

I believe in the fact that every individual has got some skill or the other. And now it is up to the observer to discover the skills and make use of that quality to his advantage. Had this not been the case, no one could have ever thought

of illuminating complete cities with the power of lifeless water in far off rivers.

Undoubtedly the Master plays the anchor role in this daunting task and fortunately onboard my vessel, the support rendered by the Master and senior staffs has been the biggest encouraging factor for me to take a step ahead. Since then I have started a campaign “Yes, we can and we will...” with focused efforts to get the best possible output from the resources at my disposal.

I take appraisal reports to be the best medium to motivate the crew onboard. Though it serves to mirror their performances, I take it to be an opportunity to officially advise the crew on their current abilities and what I expect from them and this has in most cases worked in my favour. Furthermore I grade them at the level I want to see them, a level I believe they can attain, which I explicitly communicate

to the crew member. I have seen that this boost in their grading encourages the team to perform better than before. This practice has certainly paid dividends onboard our ship.

And with full support of the Master, “Yes we can and we will...” has helped us raise the standards of our vessel to a “vessel in outstanding condition: as stated by an USCG officer”. It is rightly said, “Choose a job you love, and you will never have to work a day in your life...”. So let's love our jobs and feel sincere gratitude towards it. Let us motivate others to love their work too and make them realize that they are special to work with. ■



TAUSEEF AHMAD
CHIEF OFFICER
M V VANCOUVER BRIDGE

We love hearing from you. Please send your comments/suggestions/contributions, to the editorial team at msathya@fleetship.com, vikasgrewal@fleetship.com and spaul@ebonyship.com



Fleet Management Limited
A member of Noble Group

15th Anniversary Celebration

■ On 7th February 2010, Fleet celebrated its 15th Anniversary with the people who matter most – Industrious employees backed by supportive families, cherished principals, business-partners and friends.

The festivities began with Mr. Kishore Ranjvanshy, Managing Director, Fleet Management Ltd. welcoming the guests at the cocktail foyer. This was soon followed by an inspiring address by Mr. Rajvanshy, and engaging anecdotes from Mr. Harry Banga, Vice Chairman of Noble Group and Mr. Richard Elman, Chairman of Noble Group.

The evening progressed at a brisk pace led by the Master of Ceremonies, Capt. Gautam Kashyap and Ms. Jennis Lee. Amidst loads of cheer, several lucky draws and a sweet Christmas inspired

game, the evening unfolded.

The next few pages are intended at providing you a glimpse at the night that was. But before you gloss on these fine pictures, you may care to read a snip from Mr. Rajvanshy's address.

"..... And whether you're the Managing Director of Fleet Management, who started out as an engineer in 1971, or a Marine Superintendent who's been at Fleet from day one, or someone who's been here for two years, what binds us is the shared pride of creating a dynamic company every day. It is this pride which has been the motivation behind the business and the visible success we have enjoyed over the last 15 years. Indeed! It is what will take us forward into the next 15 years of excellence."

Kudos to that! ■

At the Foyer - Welcoming Guests

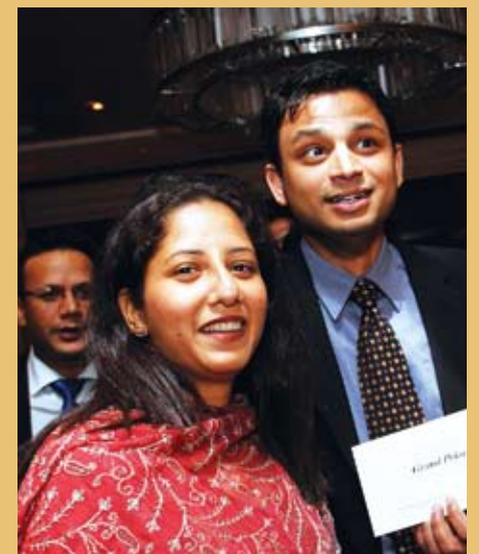




Sharing Fleet's History

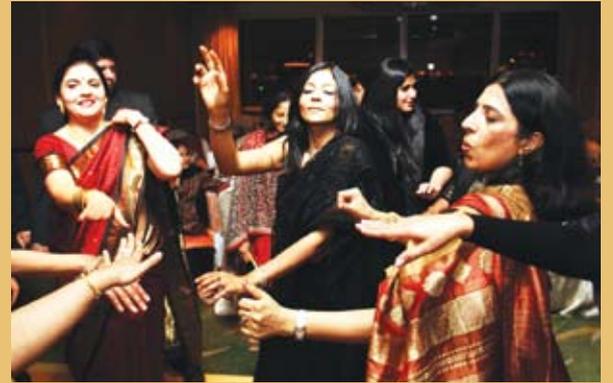


Of Games and Gifts





In the Mood



TIME FOR ACTION

ALL HANDS ON DECK

■ Our mother earth is in despair; she needs help. No matter where I go, I find the natural landscape altered – almost all available land cleared, used for agriculture or urban development.

This much I know – Every relation is based on natural give and take. Such a pity then that for all the natural wonders she endows us with, we must reciprocate by scarring her blithe face; returning her love with arrogant hammering – global warming, de-forestation and soil erosion



If we should sincerely look at the cause of her suffering, it readily dawns upon us that the culprit is unabated growth; what is probably the greatest weapon of mass destruction. It is a fact – our needs grow oblivious to the limited resources that we are blessed with.

Even so, we cannot continue to pollute the atmosphere, poison the ocean and exhaust the land, as there is indeed no other place to go. Maybe the rich might escape to the moon but not you and me.

The time to save our home is now; we cannot wait until the next Copenhagen summit. We have to think at an individual level. Great economies and developed countries too must think on a larger spectrum.

We have to look at the basics, return to our roots. Yes, we are humans – the smartest organisms on this earth – so we must undertake some duty and understand that nature too has some rights.

We are on the edge my friends and only we have the potential to save our planet.

As a mariner I cannot help but say “Time to bring all hands on deck”. ■

JASPREET SINGH
THIRD OFFICER

KNOW YOUR TEAM, MANNING

MANNING IN MANILA – OUR MANNING OFFICE IN MANILA, PHILIPPINES

■ Headed by Ms. Corazon D. Cruz, Fleet management’s Manila office remains increasingly busy finding the right crew.



Name: MA. Corazon D. Cruz,
Finance Manager/Director
Hobby: Window shopping and playing badminton.



Name: Enrico V. Depusoy,
Crewing Manager
Hobby: Horse racing and singing.



Name: Edgardo N. Constantino,
Liaison Officer
Hobby: Mountain climbing and reading pocketbooks.



Name: Florence S. Lacro,
Liaison Officer II/
Documentation Officer
Hobby: Watching movies and internet surfing.



Name: Marissa A. Daus,
Travel Officer
Hobby: Cooking and playing badminton.



Name: Reysa Joy Erispe,
Documentation Clerk
Hobby: Eating and reading pocket books.



Name: Gerlie O. Panisales,
Accounts Clerk
Hobby: Watching movies and reading magazines.



Name: Julie Ann P. Salon,
Accountant
Hobby: Cooking and eating.



BEST PRACTICE

BULK CARRIER – HATCH COVER OPERATION/ MAINTENANCE

■ On bulk carriers hatch cover operation is a critical process wherein due diligence must be exercised to avoid damage to any part of the hatch cover. Damage resulting from negligent operations may cause ingress of water through damaged parts resulting in cargo damage.

Only designated persons must operate the hatch cover. Newly joined crew shall not carry out operation unless familiarized with operation and authorised to do so. ■

Following are some good practices of hatch cover maintenance.



Well maintained hatch cover opening motor.



Well maintained chain driving motor.



Well maintained hatch covers.

MOL PREMIUM – CONTINUOUS ENDEAVOUR FOR IMPROVEMENT



Before maintenance



Thorough de-rusting of stanchions



After priming and painting



After covering with PVC hose



PVC pipe coated stanchions marked with high visibility orange paint



Sample lashing bridge with PVC pipe coated stanchions

■ On 3rd Generation container vessels like MOL Premium, the lashing rods are secured on short stanchions which are provided on the Lashing bridges. These stanchions are most prone to mechanical damage. Despite the best of surface preparation and 3 coats of modified epoxy primer, they usually return to their rusted form after a few ports. This usually snowballs into a safety issue especially at American and Canadian Ports. A new practice, which is a simple but has proved to be an effective solution to this problem, has been adopted by Capt. P. E. Zachariah and Chief Officer Pritam A. Nihalani onboard MOL Premium. A protective sheath of PVC is made around these stanchions in the form of a hose immediately after painting; thereby, protecting it from any form of mechanical damage. The same way rubber mats protect lashing bridges. ■

HEALTH & SAFETY: ENCLOSED SPACE

■ Many deaths have occurred in recent years when crew members have entered spaces where the air could not support life. Such spaces are likely to be short of oxygen; some may even contain asphyxiating or toxic gases. This does not apply just to pump rooms or to tanks that have contained petroleum or chemicals.

Some casualties have occurred recently in cargo spaces containing, or that have contained, seemingly harmless cargoes such as steel cuttings, wood chips, tallow and even vegetables. Any confined space may be deficient in oxygen. So don't take a chance. Never enter an enclosed or confined space without the permission of the Master or

a responsible officer. These persons must ensure that the space is safe to enter by testing and ventilating before entry, and by having spare breathing apparatus, safety lines and other person standing by.

If, when inside a space, you feel dizzy or have difficulty breathing, get out at once. If you are on standby outside and the person inside collapses, raise the alarm immediately but do not rush in without thinking. Speed in rescue is vital, but putting a second

life at risk will just add to the problems. Rescuers must wear breathing apparatus; lives have been lost when precautions were not taken despite obvious danger. ■



CLIMATE SUMMIT

SILENCE ON MARINE ISSUES

■ As is now famously known there was no comprehensive agreement made at the December 2009 Copenhagen summit to save our world. Moreover, the text of the Accord remained silent on the treatment of international shipping in the delivery of further CO2 emission reductions.

The International Maritime Organization (IMO) is the United Nations agency responsible for the protection of the environment from the impact of maritime transport. However, the United Nations Framework Convention on Climate Change (UNFCCC) addresses the overall obligations of governments with regard to reducing Green House Gas emissions.

For the moment at least, UNFCCC has been unable to agree on a clear mandate for the industry's regulator, the IMO, on how to build upon the considerable work already undertaken by IMO on a package of technical, operational and economic measures for reducing shipping's emissions on a global basis – a mandate strongly advocated by the shipping industry.

In particular, it remains unclear how the Kyoto Protocol principle of 'Common But Differentiated Responsibility' (CBDR) should be reconciled with the important need for global rules on CO2 reductions for the carriage of world trade – about 90% of which is carried by ships (acknowledged as the most carbon efficient mode of commercial transport).

International shipping does not lend itself to inclusion as part of national emission targets. A ship may be registered in one country while the beneficial owner of the ship may be located in another. The cargo carried by the ship will be of economic benefit to a variety of different importing and exporting nations.

The IMO said in statement at the conclusion of the Copenhagen climate conference that it will reassess its work plan in light of its outcomes, or lack of them. Whether this means consideration of slowing down or speeding up moves to mandatory measures or the implementation of market-based instruments is not discussed.



Shipping representative bodies were hoping for a concrete outcome in Copenhagen that would give the International Maritime Organization (IMO) responsibility for implementing measures. They also wanted firm targets set for emissions reductions in the sector consistent with other national and sectoral commitments under an overarching global climate agreement. While there was no UNFCCC agreement on shipping, the pressure on the sector to take action on emissions still remains higher going into 2010 than it ever has been. The next meeting of the IMO Marine Environment Protection Committee is in March 2010. ■

HEALTH TIPS

STRESS

■ Stress is something that we all deal with at one point of our lives or another. And while some stress conditions are hardly noticeable, some other forms can cause serious health problems. In particular, stress at sea is the physical and emotional responses that emerges when the requirements of the job does not match the capabilities, skills, resources, or needs of the Sailor.

Differences in personality, situations and the ability to cope are important factors in predicting whether certain job conditions will result in stress. Sailors

suffering from job stress may manifest many symptoms, including inattention, decreased motivation, apathy, anger, irritability, disinterest, fatigue, depression, anxiety, inadequate sleep and poor hygiene.

Help is fortunately at hand. To alleviate stress at sea, the seafarer can pursue individual and group activities; depending on availability of resources and the sailors ingenuity. On an individual level one may



pursue hobbies such as reading, meditation and free hand exercises. Ships also provide a unique opportunity for sailors to learn multiple languages – Russian, Hindi, Cantonese, Mandarin, Gujarati, Punjabi, Tamil, Malayalam, Filipino, Spanish, Urdu and the like. Indeed! to the initiated, shipmates can be a huge source of information from traditional cooking recipes to innumerable forms of exercise

such as yoga and tai-chi.

On a team level, there are multiple opportunities too. Playing indoor games, arranging quiz rounds and story sessions; maintaining a bulletin board where seafarers can write daily quotes about motivation, safety or learning; celebrating occasions like birthdays and festivals, and solving problem in a group instead of solving it individually can all help in alleviating stress.

Develop the ability to laugh at yourself, share your embarrassing moments. There are but two aspects to anything, try to look at the lighter side of things. Most importantly eat healthy, get good sleep, and if necessary ask for help; sharing problems with a colleague may help you find a solution. Once you know what makes you happy and what makes you sad, what causes you to want to flee or fight, follow it. By being you and understanding your individual needs, you will stay in control of stress and give yourself a chance at living a more fulfilling life. ■



NEWS FROM CYPRUS

VISIT OF SMT PRATIBHA DEVISINGH PATIL, HONORABLE PRESIDENT OF INDIA TO CYPRUS ON 30TH OCTOBER

■ Srimati Pratibha Patil, the Honorable President of India visited Cyprus on 30th October 2009. Her visit to this Island state was noted to be the first by an Indian President in the last 20 years.

Mr. Sunil Kapoor, General Manager, FML SML Ltd was invited by the Federation of Indian Chamber of Commerce and Industry to represent FML SML Ltd and the Indian Shipping community in the business delegation accompanying the President.

Smt Patil honorable President of India in her speech acknowledged the role of Indian Sea

farers and Indians working in various Shipping companies all over the world. More so as Indian Seafarers are known for fostering strong ties among all sea faring nations. The Cyprus Investment Council appreciated FML SML Ltd for having the confidence in Cyprus reflected by their opening a office in that country.

Mr. Kapoor's active participation as the brand ambassador of Indian businesses during the in depth interactions with Cypriot businessmen was appreciated by one and all. ■



Sitting: Smt Pratibha Devisingh Patil, President of India / Mr. Ashok Kumar – Indian High Commissioner to Cyprus

Standing: Mr. Sunil Kapoor, General Manager, FML SML / Mrs. Alka Kapoor

KNOW YOUR TEAM, TECHNICAL

BUILDING ON BULKERS – OUR TECHNICAL GROUP TWO AND NEW BUILDING SUPERVISION TEAMS

■ Members of our Technical Group Two, based out of Hong Kong and the New Building Supervision Team, presently based out of Dalian. Both teams led by Director and General Manager, Dilip K Nair. While Technical Group two looks after are an array of modern bulk carriers, the New Building Supervision team is currently involved in the supervision of more than a dozen New buildings. ■

Hong Kong FML Group 2



Name: Dilip Nair, Director & General Manager
Hobby: Loves outdoor activity, sports, driving and tinkering. Also into Informative reading into any discipline and collecting useful gadgets and stamps.



Name: G. K. Venkatasubramanian (GKV), Technical Manager
Hobby: Reading, meditation and singing.



Name: Marvin Bunnong, Technical Superintendent
Hobby: Loves to play / watch sports, reading and listening to music.



Name: Munirathnam Arun Kumar, Technical Superintendent
Hobby: Traveling by two wheeler and watching movies.



Name: David Pang, General Clerk
Hobby: Watching TV, listening to music, jogging, hiking, sightseeing and photo taking.



Name: Capt. Naveen Loch, Marine Superintendent (Port Captain)
Hobby: Enjoys sailing onboard vessel and tackling the difficulties that are faced onboard on all the different ships.



Name: Fannie Tsang, Junior Secretary
Hobby: Travelling, sports, movies, sleeping, clubbing with friend and love animals.



Name: Deepak K. P., Electrical Superintendent
Hobby: Cricket and badminton.



Name: Derick Conseja, PMS Coordinator
Hobby: Enjoys cycling, reading, arowana enthusiast and hanging out with family.



Name: Gavin Tsang, Technical Assistance
Hobby: Reading, movie, basketball, jogging, snooker and gym.



Name: Ken Chan, General Clerk
Hobby: Sports and enjoys outdoor activities including war games.



Name: Ben Wong, General Clerk
Hobby: Swimming, basketball and computer game.



Name: Deva R. G., Technical Superintendent
Hobby: Travelling, reading, music, movies and cricket.



Name: Prashant Nagaonkar, Technical Superintendent
Hobby: Reading, travelling and watching football.

Key Site Team Members



Name: Capt. Sanjeev Dutt, Manager (Special Projects / New Building)
Hobby: Listening to music and travelling.



Name: Haridas Palakulangara, Site Manager (New Building)
Hobby: Reading and travelling.



Name: M. Ravi Kumar, Naval Arch (New Building) Superintendent
Hobby: Listening to music and watching cricket.



Name: Zhang Bicheng, Painting Supervisor (New Building)
Hobby: Reading and watching basketball & soccer.



Name: Su Hong Gang, Machinery Supervisor (New Building)
Hobby: Playing video games.



Name: Chen Nan, Machinery Supervisor (New Building)
Hobby: Playing video Games and swimming.



Name: Gao Ying, Office Secretary
Hobby: Reading and listening to music.

A BRACE OF HONOURS

A BRACE OF HONOURS

■ In December, Noble took home double honours from the annual DHL/SCMP Hong Kong Business Awards. Noble Group was recognized with the International Award, while CEO Richard Elman was named the Business Person of the Year.

Noble was credited with maintaining outstanding revenues of US\$36.1 billion despite the economic downturn. The recipe for success was Noble's disciplined approach and the sound risk management practices. As Elman explained, "In life everything

is risk but we have good people in risk management who are the best in transaction execution."

Elman was personally recognized with an award for successfully leading and strengthening Noble in such a tough economic climate. Accepting the award, he said that the key to his success has been building a strong team: "Our team has done an excellent job and I feel proud to have seen so many of them mature into very honourable and successful leaders in business." ■



OUTSTANDING RESULTS

RECORD TONNAGE FOR 2009

■ Despite the unfavourable economic climate, Noble boasted a record tonnage volume of 180.3 million metric tons in 2009, a significant gain of 27 percent compared to 2008 figures. The increases were mainly due to successes in six of Noble's key business divisions, namely oil, gas and power; coal and coke; iron ore; aluminum; sugar; and chartering which all achieved unprecedented tonnage volume levels.

Chairman Richard Elman said, "Noble's 2009 results demonstrate the breadth of our business platform. We have a focused business strategy, one where we continue to expand our production and sourcing in low cost markets for delivery to high growth demand markets."

Looking ahead, CEO Ricardo Leiman concluded, "This has been a terrific year for Noble. We made great progress in our investments with many of our key projects now or soon completed. These will add new income growth for the Group and create a more competitive business for the future." Read the full details in the 2009 Annual Report available at thisisnoble.com. ■



■ Our heartiest congratulations to the following senior staff, who have recently achieved their career growth with Fleet Management.

MASTERS

- Rohit Sharma
- Bejoy Mathew
- Shailesh Kumar Singh
- Amitpal Chahal
- Ryan Rodrigues
- Glen Ozorio Fernandes
- Villakonathu Mathew Sabu
- Brijesh Kumar
- Ravi Prakash Rai
- Shubham Kapoor
- Jaspreet Singh Mehta
- Yadu Bassi
- Yaduraj Singh Tyagi
- Pradeep Kumar Sangwan
- Manish Verma
- Jaybalan Rajamani
- Manish Kumar Sirmaur

CHIEF ENGINEERS

- Damaramadugu Kishore Kumar
- Krishna Kishore K. Gorantla
- Badri Eri Neelamegam
- Ashutosh Tripathi
- Jayaprakash Kamath
- Nagarajan Baskaran
- Ramchandra A. Kolambkar
- Arun Puthussery
- Jemsil M. Cheriyan
- Prashantha K. Kotian
- Senthilkumar Vadivel
- Rajeev S. Rana
- Rajesh Prasad
- Sunil Bhardwaj
- Angshujit Sinha
- Nitaish Soni
- Murali Villuri
- Anil D. Pawar



Fleet Management Limited, Hong Kong is moving office – We Are Now At...
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 108 Gloucester Road, Hong Kong
 Tel: +852 2861 3511 Fax: +852 2528 1550
 Email: fml@fleetship.com
 Website: www.fleetship.com
Please note: Our new address is effective from 12 April 2010.

5-YEAR SERVICE

AWARD FOR SEA STAFF

- Jose W. Lagoc
- Stephen R. Paranal
- Erbensito B. Laure
- Crispin Jr. C. Quilantang
- Danieboy M. Balagtas
- Joel G. Dayao
- Gerardo N. Ocfemia
- Edgar R. Cacanandin
- Reynaldo P. Anub
- Jessie Francis B. Lentitud
- Rico L. Oppus
- Ricky R. Campillan
- Leo D. Borling
- Felipe L. Kong
- Glenn M. Laraya
- Danilo R. Rea
- Ronald B. Balba
- Cristopher M. Talinio
- Moises M. Carcallas Jr.
- Francis E. Encinares
- Rene B. Panizales
- Nilo E. Epino
- Rikkie A. Diones
- Krishna Gorantla
- Krishna Murthy Pappu
- Akram Kondkari
- Girishkumar Krishnankutty
- Vikas Bodas
- Mohamed Alli Juwale
- Francis Xaviour
- Mohd Enoos Khan
- Kem Pereira
- A. Antony Raja Vaiz
- Chinnappan Rathinasamy
- Rambabu Surada
- Narayan De
- Ali Gandeegothi
- Sachin Bhaskar Khanvilkar

- Tarun Seth
- Dinesh Mohan Singh
- Nabil Zahid Mulla
- Maqsood Khan Mohammed
- Nihal Singh
- Konda Babu Pyla
- Srinivasa Rao Dasari
- Mohammed Shaikh Hussain
- Mohammed A. Bidharugothi
- Capt. Rajeev Ahuja
- Satish Kumar Mishra
- Arindam Das
- Lazer John Gilbert
- Apparao Chodipilli
- Appa Rao Ponnada
- Parminder Singh Gharial
- Hassan Ikangothi
- Uday Phansopkar
- Mazher Mohammed Shaikh

10-YEAR SERVICE

AWARD FOR SEA STAFF

- Alfredo F. Secondes
- Luben Lemuel
- M. De Los Santos
- Ronald F. Villasenor
- William F. Catacutan
- Aurelio M. Catayas Jr.
- Rico J. Silva
- Nelson P. Regencia
- Richard L. Larroza
- Marvin C. Noynay
- Franklin A. Ganade
- Ronie B. Panizales
- Bhaydash Solanki
- P. R. Senthil Kumar
- Farid Ashraf Syed
- Hirachand Patel
- Chandrakant Solanki
- Kishore Balagopal
- Simao Piedade Sousa
- Dineshkumar Kantilal Tandel
- Prasad Kumar Shridar Ail
- Santosh Vasant Narkar
- Mohammed Azim Hussain
- Tome Cardozo
- Anil Kumar Mishra
- Augustian George
- Jagdishchandra Ramji
- Kishore Baria
- Saji Kurian
- Sher Singh
- Filipe Pereira

10-YEAR SERVICE

AWARD FOR SHORE STAFF

- Somesh Dwivedi

