News Waves

Apr - Jun 2023 Edition 2023-02

ROXANA SHIPPING S.A.

Contents

Lagadion 2, Marousi
151 25 Greece
Tel. +30 210 8171000
Fax.+30 210 6816433
info@roxanashipping.com

Please recycle

" Focused in our Vision, undistracted, we restlessly continue working to consolidate the culture of an open and fearless organization, where all of us will be comfortable and fearless to speak up our concerns, share our ideas, our success and failures and actively listen to others in our team."

The continuing war and sanctions regime is still a heavy burden for crew allotments and travel as well as for the delivery of goods on board. Of course, we have been prepared all the previous years for these non routine operations and we are committed and resilient for IF EffEff operations in terms of crew management, supplies of stores / spares and ship attendances, inspections and audits even in this difficult time.

Focused on our vision, undistracted, we relentlessly work to consolidate a culture of openness and fearlessness in our organization, where everyone feels comfortable and safe speaking up about their concerns, sharing their ideas, successes, and failures, and actively listening to others on the team.

The new wage scale and the enhanced internet on board are already implemented and the e-wallet platform is now for more than 6 months used across the fleet, successfully coping with the Russian banks sanctions.

In 2023, we will take advantage of advanced communications technology to enhance ship-shore communication. We also plan to conclude the performance monitoring and remote surveys projects this year. Performance monitoring will help us reduce the company's environmental footprint.

Committed to ensuring undistracted port operations for our seamen, we are pushing through with the concept of remote surveys for our shipping associates. We are focused on installing the equipment and software that will enhance the communication capabilities, both video and audio.

In 2023, we will complete the first phase of our system consolidation, resulting in simpler and easier-to-understand and follow procedures.

The learning engagements program will continue the path designed in 2022, with focus in human performance and learning from success, which in fact means learning from normal work. The concepts of "fearless ego for success", the most important "me", take care about myself and my team, Return Home Healthy all times! and the human-centric S.H.E.L.L model, the three pillars (CPAR Incident reporting and investigation, corrective and preventive actions, MoC management of change and RM risk management) and engagement, will continue to be in focus.

We are also focused on the OCIMF SIRE2 project. In the third quarter of 2023, we will release a learning engagement module with a Google questionnaire.

In addition, we are running a remarkable number of projects in parallel to manage all changes necessary for our company to achieve its short- and long-term objectives. Ships are included as project team members, and even if not, the Follow Up Notification (FUN) sent out to the fleet facilitates crew engagement with all our projects.

All above and other interesting topics are included in the Hot Stuff section.

The New Rules section contains updates on Hong Kong convention, MSC107, PPR10, MEPC80, EU Fit for 55 and biofuels.

Update on the newbuildings and new acquisitions program is reported in the New Ladies on the block section.

The Lessons Learnt section continues to remind us wrong practices that we should refrain from.

Nikos Giambanis, after 6 years with the Company follows a different path, Gerasimos Karavias and Anastasia Karagianni also resigned, while Dimitris Peppas joined the team as Technical dept manager. Details on the above, along with other human resources related matters, are addressed in the Human Resources section.

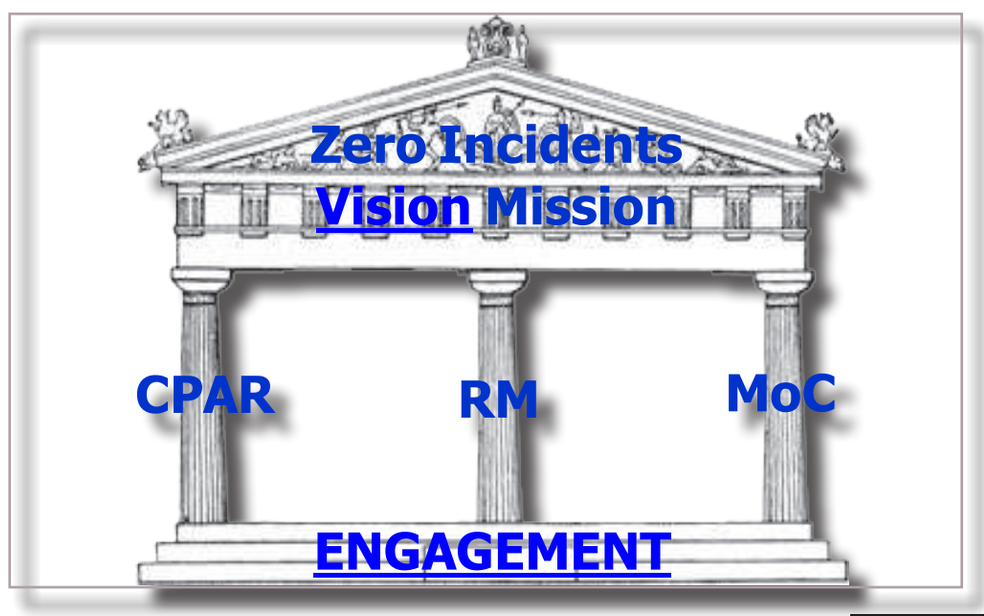
The cover foto is taken by Fleet Superintendent Aggelos Spyratos during his attendance in M/T Melody.

Congratulations to Aggelos for a job well done!

Other interesting topics are addressed in the remaining sections of this edition.

Enjoy the reading!

Takis E. Koutris
Managing Director



Who is Who

Captain Karasev Leonid

Captain Karasev Leonid was born in Vladivostok city on 12Dec74.
He graduated from the Far Eastern State Technical Fisheries University (FESTFU) in 2001 and received his Master's License on 2016.
Captain Leonid joined Roxana Shipping S.A. on 12Jan02, where he offered his services on MT Malbec as 3rd Officer.
He was promoted to Master's rank on 14Jul21. Since that time, he is offering his services on Roxana Fleet as Master. He has a total of 15.4 years with our Company.
Leonid is married to Mrs. Natalia and has two sons. He enjoys motorcycles, skiing, family car trips, SUP boarding.
For the time being, he is ashore, getting ready to join another Roxana ship in October.
We wish him to enjoy his vacation with his family and having fully charged his batteries, to return back for rendering his services on another of the Company's ships.

Captain Mikhalev Oleg

Captain Mikhalev Oleg was born in Volno-Nadezhdinsk village on 14Jun77.
He is a graduate of Admiral Nevelskoi Maritime State University since 2000 and he also received his Master's License on 2009.
Captain Oleg joined Roxana Shipping S.A. on 15Jul11, where he offered his services on M/T Melody, as Chief Officer.
He was promoted to Master's rank on 16Sep12.
Since that time, he is offering his services on Roxana Fleet vessels as Master. He has a total of 11.9 years with our Company.
Oleg is married to Natalia and has two daughters. He enjoys picking mushrooms, hunting and fishing.
For the time being, he is expected to join to our good vessel M/T Altesse as Master.

Chief Engineer Iurii Mikhailov

Iurii Mikhailov was born in Artem on 30May63.
He is a graduate of FEHEMS, Vladivostok, since 1985 and he also received the Chief Engineer's License in 20Feb12.
Iurii Mikhailov joined Roxana Shipping S.A. on 31Jul11, as 3rd Engineer, on M/T "Ocean Dignity".
He has a total sea service of 6.2 years with our Company.
Iurii is married to Oksana Mikhailova and has one child. He enjoys the fishing and travelling.
Currently he is ashore, on vacation.
We wish him to enjoy his vacation with his family and having fully charged his batteries, to return back for rendering his services on another Company's ships.

For the time being, RoKcs pool consists of 292 tanker seafarers, excluding cadets, and 264 seafarers from ROKS Maritime and V. Ships pool.

Under these hard circumstances due to post-COVID era, world crisis and sanctions, RoKcs continues its successful cooperation with V.Ships Greece, in crew management of five ex. Olympic bulkers.

In April, RoKcs visited the new medical establishment "Medspavka", which provides service of PEME. In June, gentlemen agreement was concluded and therefore we have 3 clinics for pre-voyage medical examinations with prices adjusted for our seafarers.

Furthermore, we are happy to mention the forming of crew for the new delivery in ROKS Maritime Inc. We wish in the end of summer that we will be managing crew for 10 tankers and 9 bulkers, as we did in the past.

In the 3rd week of June, traditionally State Final Exams took place in VMC, and the 28th of June traditional ceremony of graduation was held. The guests were Capt. D. Verkhoturov, E. Pafnutyev (Fescontract-International), Y. Mamontov (FESCO). The full article will be available in VMC section in next magazine issue.

"Crewing Agency Roxana Kristen Crewing Services" LLC was established in 2008 recruiting seamen on Containers, Bulkers and Chemical Tankers"

RoKcs Training Center

RoKcs external learning engagements and training activities

RoKcs in liaison with Roxana and ROKS, were active as usual in identifying useful webinars for the pool of officers and ratings. During the period 01Apr23 – 30Jun23, following learning engagements were recommended and implemented:

BIMCO

• The link with the recorded "BIMCO 15+15" weekly webinars, as well as the upcoming ones, was distributed to all officers ashore, as follows:
Events by BIMCO or with BIMCO participation

These webinars cover various shipping trends, with the following topics:
o Energy Efficiency – Business Models Talk
o One billion bottles
o Making ammonia bunker a reality by the middle of this decade
o Reducing risk and accidents equals psychological safety
o Regulations: EEXI, CII and SEEMP, their impact on the Decarbonization of Maritime Transport in Latin America
o Laytime and demurrage - basic principles to keep in mind

Maritime Partners in Safety (Pns) Athens Workshop

• The Maritime Partners in Safety (Pns) Athens Workshop took place in Athens, at the Grande Bretagne Hotel on the 31st of May 2023. The workshop has been broadcasted through YouTube and further forwarded to our officers ashore.

The main topics of the workshop are listed below:
o Introduction and Reflections from CEO Conference
o Getting to grips with the Five Human Performance Principles
o Mental Well Being
o Causal Reasoning
o Maritime Cases viewed under Causal Reasoning
o Diversity and Inclusion (Generation Gap) The workshop has been also broadcasted through Youtube and you may watch it

Our officers ashore were given the chance to get updated on the above topics, in a more relaxing atmosphere ashore.

Tanker/Bulker senior Officers & Ratings remote reflective learning engagements Jun23

The reflective learning engagements of senior Officers & Ratings ashore were conducted remotely with the use of Zoom platform for 46 senior officers (37 Tanker and 9 Bulker) and 9 ratings (8 Tanker and 1 Bulker), on 7-9Jun23.
All learning engagements were facilitated by our Managing Director T. Koutris, with the assistance of RoKcs Training Officer capt. Pavel Petrovich Sidorkin and General Manager capt. Denis Valentinovich Verkhoturov.
In particular, the purpose of the learning engagements was to refresh senior Officers & Ratings' knowledge on the Company's Documented Management System (DMS), Bridge Team Management (BTM) and Engine Room Team Management (ERTM).
Topics like the "fearless ego for success" concept, Company Vision, Mission and policies , the S.H.E.L.L model, the three pillars and engagement (Incident reporting investigation and CPARs / Management of Change / Risk Management), Health and competence for performance, Human performance principles, Fair and Just for no blame culture, Health and Safety aspects and management, Environmental aspects and management, Quality management, DMS reporting and document control, Ulysses Doc Manager, Danaos crewing, Career development and appraisals, emergency preparedness, Oil Record Book, Garbage Management, Security management, Cyber security management, update on last Management Review and KPIs, Cargo Operations, Bunkering procedures, New Rules, Log Book entries, observations from 3rd party inspections and commercial issues were discussed.
An extensive presentation was given for the senior Officers, on the OCIMF SIRE2 project and the status of implementation in-house, particularly the revision of Tanker Inspection and Audit Report.
The main task of the officers was to study and prepare for the upcoming entry into force of SIRE 2.0, establishing links and references with company DMS.
For the ratings three workshops were conducted with the aim to boost the development of a Fair and Just for No Blame culture for a fearless organization, where all of us feel comfortable to speak up his concerns and his ideas and actively listen and consider the others in his team.

Tanker/Bulker senior Officers & Ratings remote reflective learning engagements Jun23

The three workshops, which were conducted, are listed below:

Topic	Officers	Ratings
Workshop Communication for Resilience and Care - Let's talk	x	07Jun23
Workshop Take care of myself and my team - Leading my team's wellbeing	x	07Jun23
Workshop Learner Mindset	x	07Jun23

Upon completion of each workshop all attendees filled in on-line questionnaires and course evaluation forms.

Links with the responses analytics of the questionnaires were distributed to all participants for their review and a further discussion was carried out on the analytics.
Conclusions, suggestions and action plan per workshop is reported below.
Out of the workshop evaluation following is concluded:
► The vast majority of the participants were happy with the content and the duration of the workshop. The theme of the zoon conference was found very relevant, regardless of the format. In a short period of time, a very large amount of material was given
► In some cases, it was requested more timely determination and appointment of team roles, particularly facilitator, PC operator, presenter to ensure the best of their contribution
► There was a clear demand for physical meetings and opportunity to have live interactions with the facilitators and the Managing Director.

Our Managing Director T. Koutris confirmed that, all going well, we plan for Dec23 the engagements to be along with physical meetings, and that all issues raised this time will be considered for the next workshops.
Finally, all participants were encouraged to contact their facilitator, their managers, RoKcs/ Capt. Pavel Petrovich Sidorkin and Capt. Denis Valentinovich Verkhoturov, and their managing director T. Koutris, anytime for any idea or concern.
The workshops conducted this time are analytically described below.

1 Workshop: "Communication for Resilience and Care – Let's talk"

The workshops "Communication for Resilience", renamed "Communication for Resilience and Care", supplement the "Take care of myself and my team" workshops, using incidents and everyday engagements and consolidate proposals for:

- ***developing a culture of connection, thank you and positive communication as an evidence of care, appreciation and respect***
- ***increasing the awareness for all participants why and how EffEff communication in a team boosts the individuals and the team's mental health and resilience, hence team's HSQE IF EffFff operations.***

The questionnaire is designed for us to:

- ***increase the awareness and reduce the stigma of mental health***
- ***introduce the ALL ACT drive A***sk***L***ook***L***isten ***A***ct***C***heckback***T***akecareofyou
  (***Feel touch taste and smell is also valid ALL FACT)***
  as a means to approach a colleague suffering.
- ***empower EffEff communication, particularly better conversations about mental health***

1
Appreciation

Thank you all, 10 Tanker & Bulker ratings, for your reflective learning engagements in the workshop "Communication for Resilience and Care – Let's talk" and for:
► the prompt and proper fill in of the questionnaire
► your further proposals to improve the way we approach a struggling colleague and show our genuine interest

Tanker/Bulker senior Officers & Ratings remote reflective learning engagements Jun23

2 Background

2.1 The series of workshops "Communication for Resilience", renamed "Communication for Resilience and Care", delivered since Jun18, supplements the "Take care of myself and my team" series of workshops.

2.2 This workshop:

► Based on
- the 4 PnS Resilience modules of Making connections, Connection with home, Gratitude and Positive communication,
- the Shell PnS Letstalk course (as of MR20-02)

► and using incidents and everyday engagements on board, consolidates proposals for:
- developing a culture of connection, thank you and positive communication as an evidence of care, appreciation and respect
- increasing the awareness for all participants why and how EffEff communication in a team boosts the individuals and the team's mental health and resilience, hence team's HSQE IF EffFff operations.

2.3 During the "Communication for Resilience and Care, LetsTalk" workshop the facilitator and his team had the opportunity to:

► Review the Resilience Vol2 and Vol3

► Go through the PnS "Let's talk" module, available off-line and in Russian as follows:
- Module 1 Online - We all have a State of Mental Health
- Module 2 Online - Support Structures
- Module 3 Online - ALL ACT. Supporting Others
- Module 4 Online - Promoting Positive Mental Health and Reducing Stigma, along with the Stigma awareness video

Mental health is increasingly recognised within the shipping industry as an important issue. There is a growing awareness that our seafarers suffer a higher level of mental health issues and suicide compared to land-based workers. However, we may find mental health issues difficult to talk about.

3 Purpose

These workshops aim to:

► reduce the stigma of mental health in shipping,

► empower seafarers to have better conversations about mental health together and help them to know how to access professional support when it is needed.

► and introduce the ALL ACT drive **A**sk**L**ook**L**isten **A**ct**C**heckback**T**akecareofyou
(**F**eel touch taste and smell is also valid ALL FACT)
as a tool of communication for resilience and care for your team and for a team performing IF EffEff.

4 Key messages

The key messages of the course, as passed on to the participants:

► We can all help each other at the human level, feeling confident to ask your colleagues: "Are you ok? What could be done to make you feel better?"

► Using ALL ACT is a structured way to open a conversation and support our colleagues

► Be aware of the help available to support our colleagues and make sure to take care of yourself too.

5 Records

5.1 Concluding the workshop

► the relevant questionnaire was filled out online, verifying the knowledge obtained and keeping a record of each one's personal commitments.

► the evaluation questionnaire filled out online, with evaluation, topics and proposals for improvement of the workshop

5.2 A thorough list of questions and methods of approach for starting a sustainable conversation with a struggling colleague is saved in the records of the workshop.

6 Actions and follow up

► Out of the workshop questionnaire

• The value of approaching a colleague with mental health issue and how to do it in the proper manner

• The fact that you do not need to be a psychologist or a counselor or a doctor to apply the ALL (F)ACT approach and help a colleague with mental health issues and the value of EffEff communication.

• The fact that take care about myself means take care about my team too, is clear for the majority of participants, who understand also that through the hints and tips of this workshop our common principle "Return Home Healthy" can be achieved.

• As a conclusion of the workshop, the vast majority of the participants have promised themselves to start from the other day to be more observant, sensitive and empathetic for the other team members as well as to apply the ALL (F)ACT model.

We will continue to work on these workshops and the communication and mental health concepts introduced to ensure that the equation take care about myself = take care of my team is clearly understood and is driving our behaviour to ensure IF EffEff operations for our team.

Tanker/Bulker senior Officers & Ratings remote reflective learning engagements Jun23

2 Workshop: Take care of myself and my team – Leading my team's wellbeing

The "Take care of myself and my team" workshop introduced since Jun18, is elaborating on actual accidents (different scenarios), passing the message Take Care of myself = Take Care of my team, help each other to perform IF EffEff and all return Home Healthy.
This workshop is now further developed to the "Take care of myself and my team, Leading my team's wellbeing", with focus on the Shell Pns Leadership Skills for Crew Wellbeing module, designed for us to elaborate on the why:

- ***a leader's, and a team's member, key priority is his team's wellbeing***
- ***a fearless organisation, where all feel comfortable to share their success and failures and are open to learn from each other, is prerequisite for a team's wellbeing***

and relate the Roxana 3x3x3 soft skill model, and particularly EffEff communication, the human performance principles and how the qualities of a leader or a team member are applied to ensure his and his team's wellbeing and IF EffEff operations.
The related questionnaire is a tool for each individual, in any role, to understand:

- ***the level of his understanding on the wellbeing topics of the workshop***
- ***how HE feels fearful and open to contribute to his team's wellbeing (self-assessment)***
- ***his own perception on how his leader and his team are boosting the fearless organisation for the well beina (360^0 assessment) .***

1 Appreciation

Thank you all, 10 Tanker and Bulker Ratings, for your reflective learning engagements in the workshop "Take care of myself and my team – Leading my team's wellbeing" and for:

- ► the prompt and proper fill in of the questionnaire
- ► your further proposals to improve the way we lead our team's wellbeing.

2 Background

2.1 The "Take care of myself and my team" workshop is introduced since Jun18, based on the relevant PnS resilience modules and is elaborating on actual accidents(different scenarios), passing the message Take Care of myself = Take Care of my team, help each other to perform IF EffEff and all return Home Healthy.
This workshop is now further developed to the "Take care of myself and my team, Leading my team's wellbeing", with focus on the Shell Pns Leadership Skills for Crew Wellbeing module.

2.2 Based on

- ► the 4 modules of Shell PnS Resilience vol1, in Russian also, Change is a Part of Living, Looking at Situations in a Different way, Take care of yourself, Take Decisive Action
- ► Leadership Skills for Crew Wellbeing Shell PnS module
- ► the Roxana "Fearless Ego for Success" concept
- ► the Roxana 3x3x3 soft skills model

this workshop has been developed for Captains and Chief Engineers to help them develop their leadership skills in order to create a learning culture and transparency in workplace where crew feel confident to talk about health and wellbeing. However the same concepts apply for any leader or team member of any team and team's wellbeing (health, physical and mental).

2.3 During the "Take care of myself and my team, Leading my team's wellbeing" workshop the facilitator and his team had the opportunity to elaborate on the Leadership Skills for Crew Wellbeing, based on the 3 video modules in information onsite, running the videos offline as well elaborating on what sort of leader is required to best manage the well being of his team, by creating:

- ► a workplace where the wellbeing of the team is one of the key priorities
- ► an environment of open and without fear communication

Tanker/Bulker senior Officers & Ratings remote reflective learning engagements Jun23

3 Purpose

This workshop is designed for us to elaborate on why:

► a leader's, and a team's member, key priority is his team's wellbeing.

► a fearless organisation, where all feel comfortable to share their success and failures and are open to learn from each other, is prerequisite for a team's wellbeing

► the Roxana 3x3x3 soft skill model, particularly EffEff communication, and the human performance principles are related and how the qualities of a leader or a team member are applied to ensure his and his team's wellbeing and IF EffEff operations.

The related questionnaire is a tool for each individual, in any role, to understand:

► the level of his understanding on the wellbeing topics of the workshop

► how HE feels fearful and open to contribute to his team's wellbeing (self-assessment)

► his own perception on how his leader and his team are boosting the fearless organisation for the well being (360deg assessment).

4 Key messages

Key messages of the course were passed on to the participants a leader, even a team member, is required to:

► appreciate that the most important asset for a leader, along with himself, is his team

► best manage the wellbeing of his team, not by intimidation, command and control, but by creating:

- a workplace where the wellbeing of the team is one of the key priorities
- an engaging environment for open and fearless communication

► be emotionally fit, his emotional fitness is pre-requisite to manage his team well being, to ensure that:

- state of mental health of the individuals is assessed and managed
- the state of the team's wellbeing in our environment can be assessed
- The AllLookListen (Feel) ActCheckbackTakecareofyourself principle applies to manage the mental health

And at the same time be aware of the principles of human performance, ie:

- Human errors happen, but they are opportunities to learn, blame fixes nothing
- Humans want to do a good job, humans are not to blame although reckless conduct is not tolerated
- Human error reflects to system error, systems to be continually revised to be more error tolerant, and more engaging, considering that context drives behavior

5 Records

Concluding the workshop

► the relevant questionnaire was filled out online, verifying the knowledge obtained and keeping a record of each one's personal commitments.

► the evaluation questionnaire filled out online, with evaluation, topics and proposals for improvement of the workshop

6 Actions and follow up

► Out of the workshop questionnaire following is concluded:

- The vast majority of our colleagues feel comfortable to share their failures and success with their team and are ready to learn from each other
- Emotional fitness of the individual and his teams in most cases is good
- The majority of seafarers feel free and comfortable to share their wellbeing status (physical and mental) with the other people on board, on a daily basis.
- The Lost Time Injury (LTI) of the deck rating and the related CPAR, highlighted the importance of the PALI principle, the care about myself and the proper supervision in conducting all tasks in HSQE incident free manner, effectively and efficiently
- EffEff communication is still a challenge, with room for improvement, although the majority of participants are committed for the other day to contribute for boosting the other team members' wellbeing onboard.
- our organisation is in a steady course, in line with our IDEA Vision, towards a fearless organisation

It was highlighted that:

►The most important asset for a leader and a team member, along with himself, is his team

►As a leader what I say, what I prioritise, what I measure, what I do reflect on my team

►Fear is freezing the mind of team members, reducing their capacity to think and act IF EffEff

►Isolation, distraction, bad mood, anxiety, stress and depression are signs of poor mental health

We will then restlessly work in providing the context that a fearless organisation can flourish for the sake of our wellbeing and IF EffEff operations.

Tanker/Bulker senior Officers & Ratings remote reflective learning engagements Jun23

3 Workshop: Learner mindset

The Learner Mindset is a skill set introduced as a tool for everyone to grow their ability to share and learn from mistakes and successes and speak up openly in a safe environment.
This workshop is designed for us to introduce the Learner Mindset as a tool towards the fearless organization, where all of us are open to admit failures, acknowledge success, ask, learn and improve.
The relevant questionnaire is developed for each one to:

- ***Verify the awareness of the Learner mindset concept***
- ***evaluate to what extend he is performing on Learner's mindset (self evaluation)***
- ***evaluate to what extend his peers, his superiors and the organisation is performing on learner's mindset (360^0 assessment).***

1 Appreciation

Thank you all, 10 Tanker and Bulker Ratings, for your reflective learning engagements in the workshop " Learner mindset" and for:

- ► the prompt and proper fill in of the questionnaire
- ► your further proposals and feedback, evaluating the workshop in terms of more to learn, most impact
- ► recording your personal commitments for next day actions so that you consistently adopt the Learner's mindset in your everyday life.

2 Background

2.1 In the "Learner Mindset" workshop we had the chance to elaborate on:

- ► The Roxana "Fearless Ego for Success" concept, representing Company Governance, particularly , the most important ego, the 3 Human performance principles, the reflective learning engagements, the Fair and Just for no Blame culture, as boosting an environment where all of us feel comfortable to speak up and learn from failures and successes.
- ► the Company IDEA vision, as introduced since 2019, consolidating the core values when conducting business, particularly Innovation and thinking outside the box, Dialectic in respecting diversities and harmonizing opposite ideas, Excellence in reaching where you cannot, Aristocracy in modesty are some of the core values adopted.
- ► the Communication for Resilience and Care, and the Communication for success workshops, based on the Resilience and Leading my team wellbeing modules of Shell PnS, highlighting the value of the communication skills set for a team to perform in a fearless environment
- ► our revised Communications policy and process, as introduced in Jun19, along with the Roxana 3x3x3 soft skills model, incorporating the communications skills as pre-requisite for IF EffEff performance for a team leader and a team member.
- ► the Shell Pns introduced Learner Mindset, as a tool for everyone to grow their ability, learn from mistakes and successes and speak up openly in a safe environment.

3 Purpose

3.1 This workshop is designed for us to introduce the Learner Mindset as a tool towards the fearless organization, where all of us are open to admit failures, acknowledge success, ask, learn and improve.

3.2 The relevant questionnaire is developed for each one to:

- ► Verify the awareness of the Learner mindset concept
- ► evaluate to what extend he is performing on Learner's mindset (self-evaluation)
- ► evaluate to what extend his peers, his superiors and the organisation is performing on learner's mindset (360deg assessment).

4 Key messages

Key messages of the course were passed on to the participants, ie the Learner Mindset is:

- ► pre requisite for the IDEA vision values of the Company
- ► Facilitating tool for the Mission statement of the Company
- ► Going along with a fearless environment, grown in the Fair and Just for No Blame culture

Tanker/Bulker senior Officers & Ratings remote reflective learning engagements Jun23

5 Records

5.1 Concluding the workshop

► the relevant questionnaire was filled out online, verifying the knowledge obtained and keeping a record of each one's personal commitments

► the evaluation questionnaire was filled out online, with evaluation, topics and proposals for improvement of the workshop

6 Actions and follow up

► Out of the workshop questionnaire responses:

- the level of understanding of the topic of the workshop is very satisfactory for all participants.
- related to adopting the Learner Mindset vs the Fixed Mindset in our working environment the Learner mindset is reported prevailing, as follows:

Learner	Myself (%)		Superior (%)		Master (%)		Organization (%)	
mindset	LM	50/50	LM	50/50	LM	50/50	LM	50/50
R	70	20	20	50	20	20	30	30

It was highlighted that:

- in a Fair and Just for No Blame environment employees are encouraged to take greater personal responsibility for their actions, considering that reckless conduct is not tolerated.

We will continue to:

- focus on developing a fearless environment for the Learner Mindset to thrive
- advocate the Learner Mindset for the fearless organization to thrive

Tanker Officers groups:

Gr 1		Gr 2	Gr 3			
Name	rank	Name	rank	Name	rank	role
Karasev Leonid	Master	Cherepanov Viacheslav	Master	Orekhov Sergei	ChOff	Facilitator
Siniavskii Vasilii	Master	Bushmelev Sergey	Master	Khairullin Oleg	Master	Flipchart
Gulin Alexey	Master	Shakirov Ruslan	ChOff	Selifontov Boris	ChEng	Presenter
Tsayukov Ivan	ChOff	Evgrafov Konstantin	ChEng	Arsentyev Alexander	ChEng	PC Operator
Ignatenko Leonid	ChOff	Potyanikhin Andrey	ChEng	Vazhenin Andrey	ChEng	
Gorbachev Vladimir	ChOff	Afanasev Nikolay	ChEng	Vazhenin Maksim	2nd Eng	
Filippov Andrei	2nd Eng	Nilov Aleksandr	2nd Eng	Lutonin Sergey	2nd Eng	
Epishin Stanislav	2nd Eng	Ivantcov Eduard	ETO	Kolomeychuk Dmitry	ETO	
Ivanushko Andrey	ETO	Dobrynin Dmitrii	ETO			
PS		PS		PS		Roxana

Gr 4		Gr 5		
Name	rank	Name	rank	role
Konishchev Andrey	ChOff	Okolo-Kulak Andrey	Master	Facilitator
Koshetov Igor	Master	Ozerin Valeriy	ChEng	Flipchart
Pushkar Sergei	ChOff	Afanasev Nikolay	ChEng	Presenter
Polkovnikov Alexey	ChEng	Frolov Evgenii	2nd Eng	PC Operator
Trukhachev Evgeny	ChEng			
Brinko Sergei	2nd Eng			
Prikhodko Sergei	ETO			
PS		PS		Roxana

Tanker/Bulker senior Officers & Ratings remote reflective learning engagements Jun23

Bulkers Officers Groups

Gr 1		**Gr 2**		
Name	**rank**	**Name**	**rank**	**role**
Rychkov Stanislav	**Master**	**Lysyy Alexey**	**Master**	**Facilitator**
Ivanov Victor	**Master**	**Vetkov Mikhail**	**ChOff**	**Flipchart**
Sharyy Petr	**ChOff**	**Makalich Sergey**	**ChEng**	**Presenter**
Podkorytov Pavel	**ChEng**	**Senotrusov Evgeny**	**2nd Eng**	**PC Operator**
Mishakov Gennady	**ChEng**			
DV		**DV**		**ROKS**

Ratings Groups

Tankers

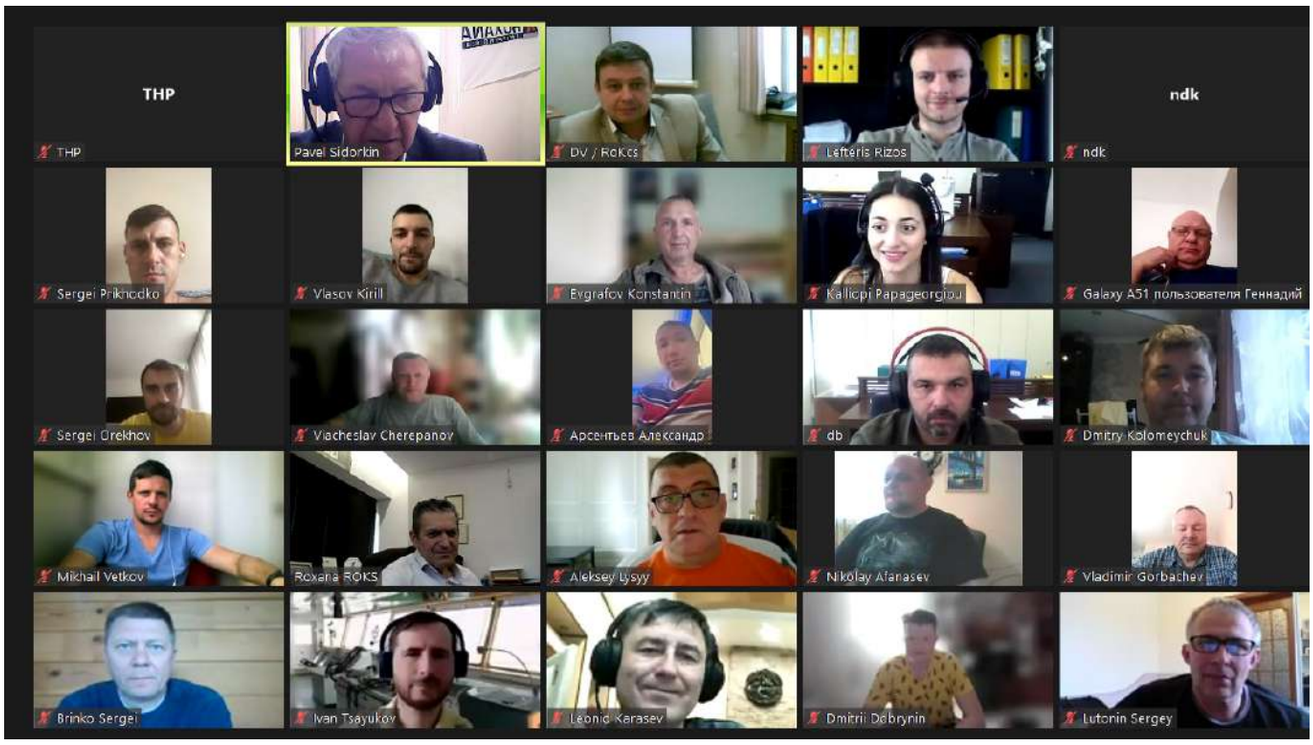
Gr 1		Gr 2	Gr 3			
Name	rank	Name	rank	Name	rank	role
Tankers						
Kovalenko Artem	3rd Off	Cherepanov Nikita	2nd Off	Meshalkin Sergei	2nd Off	Facilitator
Ponkrashev Sergey	Bosun	Kadanin Valeriy	Bosun	Shatoba Oleg	Bosun	Flipchart
Samoylenko Alexan-der	A/B	Gunchenko Alexander	A/B	Presenter		
Koshetov Artur	4th Off					PC operator
PS		PS		Roxana		

Bulkers

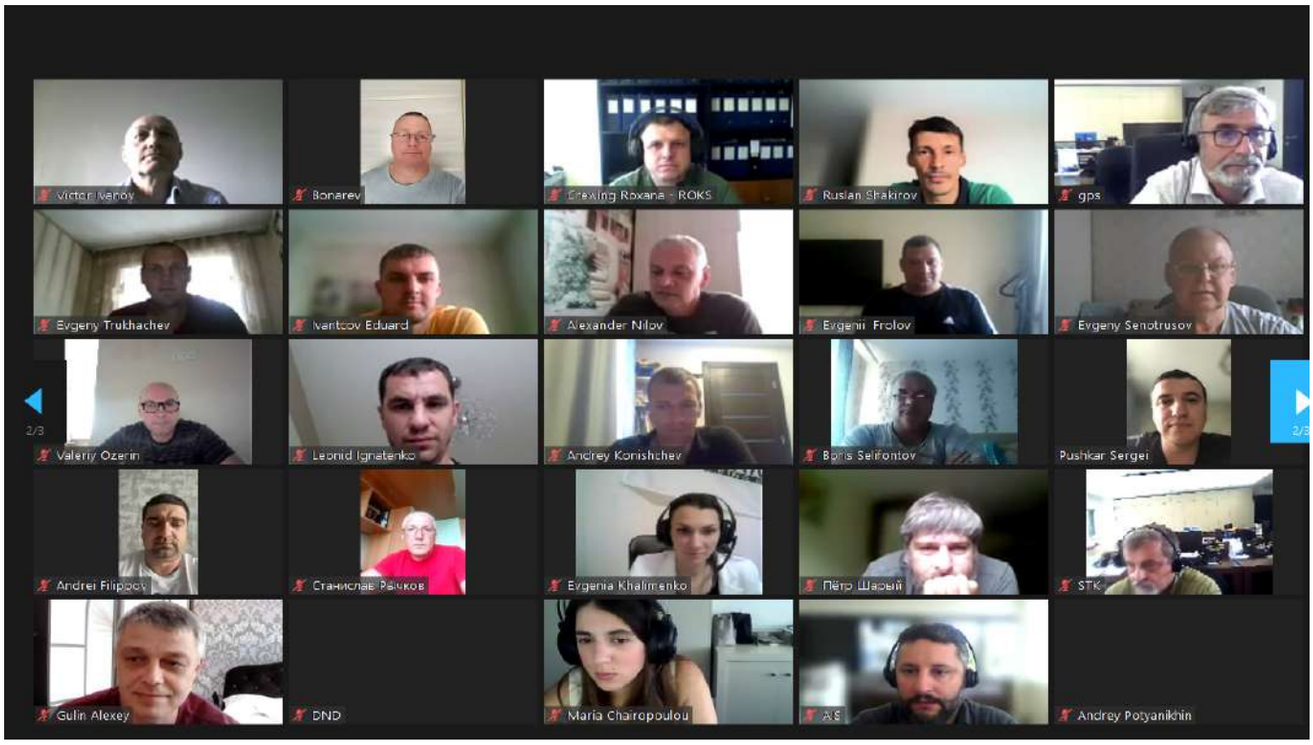
Name	rank
Kravtsov Igor	A/B

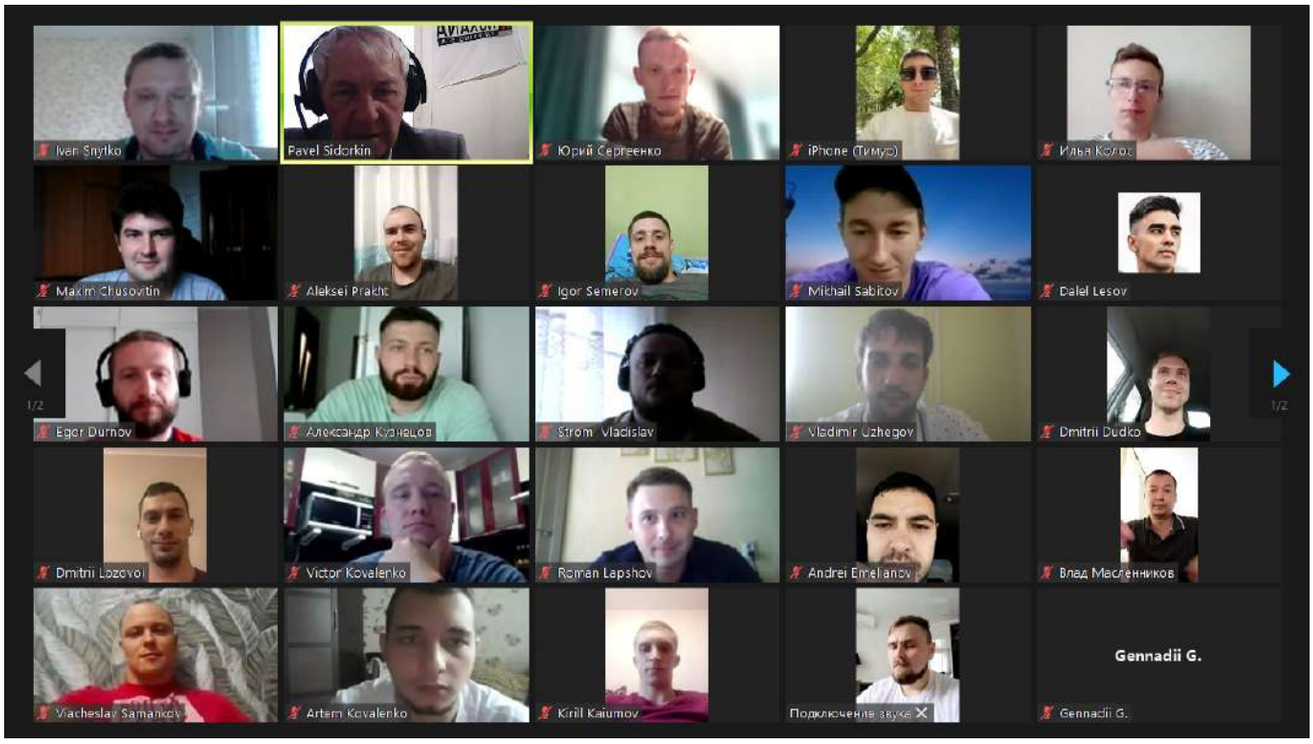
DV

Tanker/Bulker senior Officers & Ratings remote reflective learning engagements Jun23



Tanker/Bulker senior Officers & Ratings remote reflective learning engagements Jun23





Pancoast Singapore

Pancoast Trading (Singapore) Pte. Ltd. Update 01Apr23-30Jun23

Pancoast Trading (Singapore) Pte. Ltd is continuing its strong commercial activities in the East of Suez region. The office in Singapore is strategically located covering the vital market of Indian and Pacific Ocean.

Pancoast's tanker activities has successfully completed 9 years in tankers activities having a vital market presence in this region; The office representing Roxana Tanker Pool is now well known in the tanker segment. The commercial activities of the office on behalf of Roxana Tanker Pool have an exceptional increasing activity from 2014 when it started the tanker desk. The Singapore Office will continue to have a very dynamic and challenging period ahead with spot ships in East and recently in the West too following the strong market changes.

Ships operated by the office during this period included Miracle, Melody, Marvel, Magic Star and Malbec which are Handy Ships in Dirty product trade.

Fixtures: In 2023, Q2 Period: Pancoast office under commercial operational responsibility of Capt. Karthik were spot chartered with different Charterers including Oil majors.

Singapore still remains the main port in the East where almost all the ships call for various repairs, surveys and bunkering ops for which our department have assisted in their preparation and planning and giving logistics support to various departments.

Weekly Meetings: Roxana Tanker department weekly meetings are carried out every Thursday to discuss and co-ordinate ship updates.

Management meetings: Capt Karthik participates in virtual meetings with Management team at Athens and discuss about the performance of the ships managed by our our company.

Management Review: Our office participates in Meetings/Workshops for personal/team development. Capt Karthik attended our Company's Management Review in Greece in May 2023 where he presented the Commercial, Operations and Post Fixture Departments and Singapore Office highlights and performance.

Employee Roles:

- Capt. Karthik is heading the Singapore office of Pancoast Trading and is also in charge of the Commercial / operational activities of Pancoast Singapore as agent for Roxana in East of Suez market. Apart from his other diversified roles; he also is heading the fleet - Post Fixture / Claims department of Pancoast Singapore for the managed Tanker Ships.

- Mr. Alexandros Stathopoulos; entered his 8th year as Tanker Operator; and plays vital role in day to day operational issues, assisting with Pre-Post Fixture / Claims and co-ordination with other departments.

We thank everyone for the support given to our office and the phenomenal success achieved was due to your guidance & cooperation.

Cadets of the Vladivostok Maritime College took part in the Regional stage of the Professional Skills Championship "Professionals"

The Regional stage of the Championship in professional skills "Professionals" of maritime educational institutions of secondary vocational education in Primorsky Krai, took place between 3 to 6 of April 2023, at several competition venues of the Maritime State University named after Admiral G.I. Nevelskoy.

Teams from the Vladivostok Maritime College (VMC), the Pacific Higher Naval School named after Admiral S.O. Makarov, Vladivostok Marine Fisheries College, Far Eastern Nautical School and Marine Engineering College of the Maritime State University named after Admiral G.I. Nevelskoy, demonstrated their professional skills in several competitions. The teams competed in three competencies: "Operation of water transport vessels" (individual and team championship); "Safety of life on board" (team championship); "Ship electrical installation and operation of ship electrical equipment" (individual championship).

The Vladivostok Maritime College team included: Dmitry Artyomov, David Shustov, Alexander Smirnov, Nestor Yakovets, Alexei Burmistrov, Dmitry Ponomarev, Vadim Panasenko and Anton Manyakhin.

There was a serious struggle on the competition grounds among the contestants for every minute, accuracy and efficiency in performing competitive tasks. Tasks for the participating teams were prepared taking into account the specific proposals of employers. The winners of the Championship were announced, according to the results of a three-day competitive marathon. The cadet of the 232nd VMC group Anton Manyakhin, was recognized as the winner in the individual competition, in the nomination "Best ship engineer". The VMC team performed well, demonstrated the team spirit and ability to work in a team.

The results of the competitions have become an additional motivation for working out competitive tasks and honing the professional skills of our cadets. Next year we expect the guys to win the Championship in the team event!

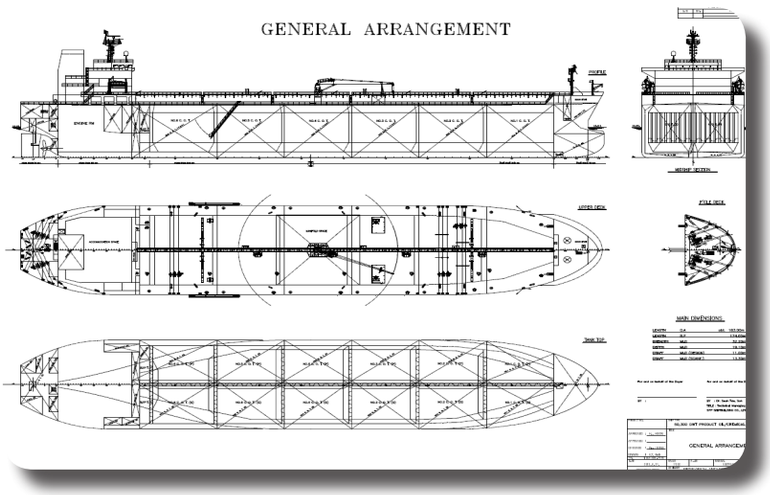
New Ladies on the Block

Our company is planning the next generation of newbuildings and is closely following the new rules, particularly those related to:

- LNG as a propulsion fuel technology and availability network.
- Alternative fuels and carbon capture systems (CCS).
- Air emissions NOx and SOx control technologies and limits.
- ECO designs and options.

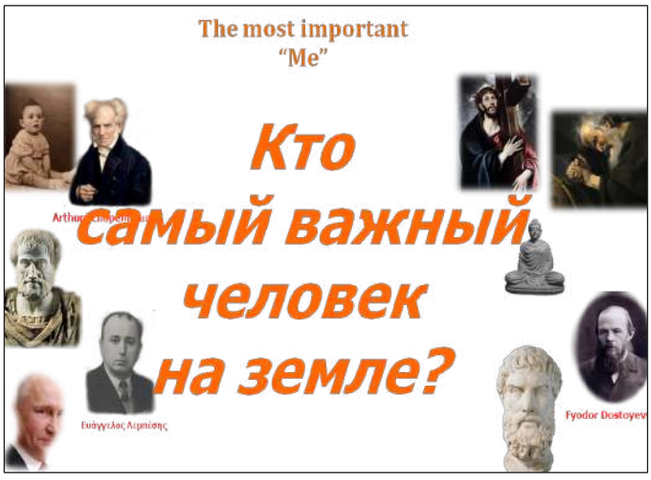
The next generation of newbuildings will be a challenge for the industry, particularly due to the evolution of LNG and other alternative fuels as marine fuels, and the price level of conventional and VLS/ULS fuel oil.

In addition, there is an increased activity in evaluating options and opportunities in the second hand market



The fearless ego for success

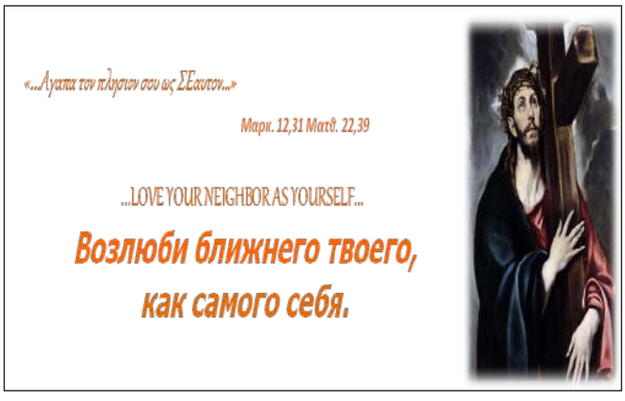
Inspired by the Partners in Safety project the Roxana "Ego" tree was launched end of 2016, finally introduced after the management review of May 2019 and was further developed to the Roxana "fearless ego for success" tree.
Each one of us elaborated on a basic question who is the most important person for me on earth.



The embarrassment, even blame of "egoism", was a drawback in getting to the obvious answer.

The assistance from our God came the right moment to show us show us the obvious answer:

I am the most important person of earth



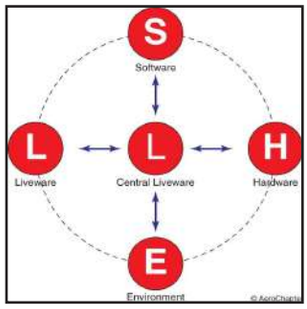
Based on this conclusion the principal order was introduced:

Return Home always Healthy!

God by instructing us to love our neighbor as we love ourselves also guided us to the next conclusion that care about myself means care about my team.
If I care about myself I should care about my team so that all of us return home healthy.

The fearless ego for success (Continued)

The **SHELL** model was introduced in our system at the same period to facilitate our understanding and classifying of the factors we are in interface with, ie Software (procedures, instructions) hardware (equipment, systems, tools) environment (time and space) and Liveware (human factor).



Human centric Applicable to: Soft skills and Resilience, Investigation (classifying factors), **Causation analysis** (classifying causes), **Risk Management** (classifying hazards and threats)

Starting from the Roxana "fearless ego for success" concept we are developing our system in three axes of activity: the 3 Pillars and Engagement, the Human Performance and the Reflective Learning.

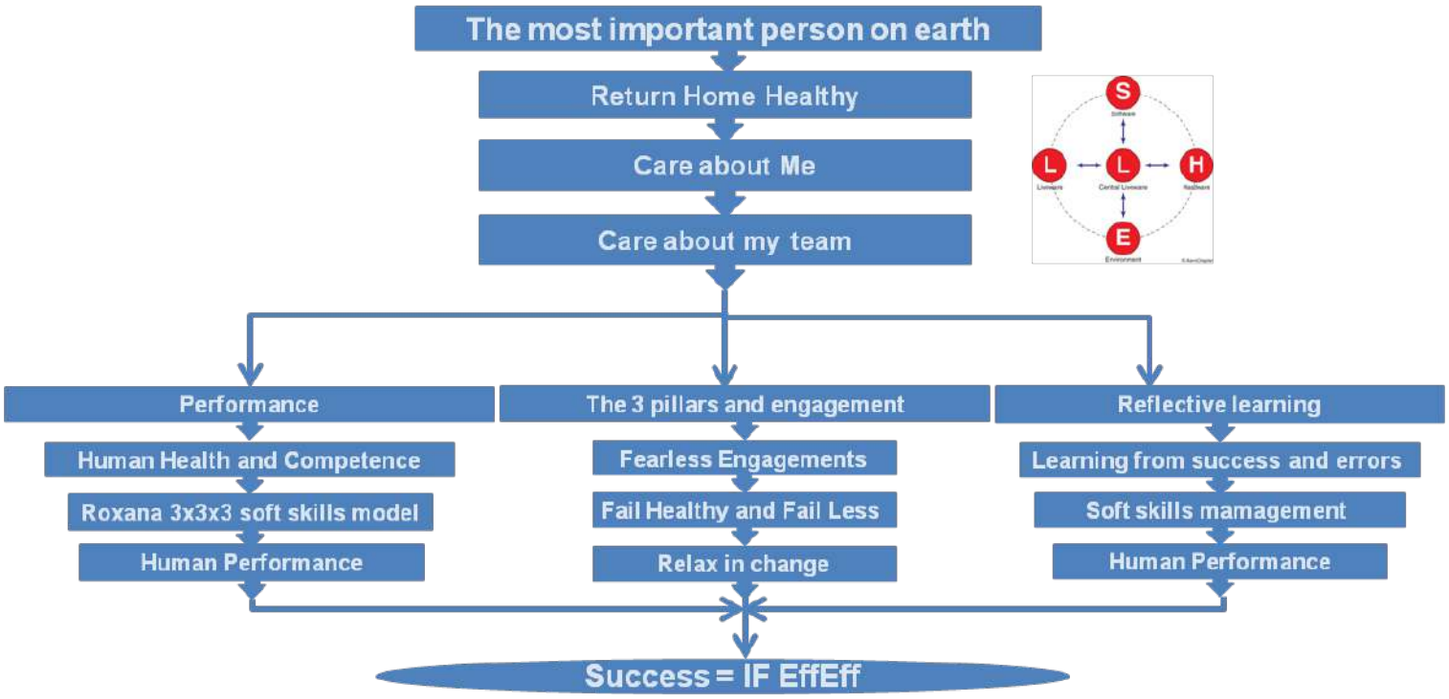
The 1st activity axis is addressing the Fearless engagements, the Risk management and the Management of Change as the three pillars, with engagement being the basement of our system, towards commitment to our Values and our policies for zero incidents.

The 2nd axis of activity elaborates with Health (physical and mental) and Competence (hard and soft) as pre-requisites for Performance, performance being the measure of Incident Free, Effective and Efficient (IF EffEff) operations.

The 3rd axis of activity is related to creating an open environment for reflective learning engagements for all levels in our organisation.

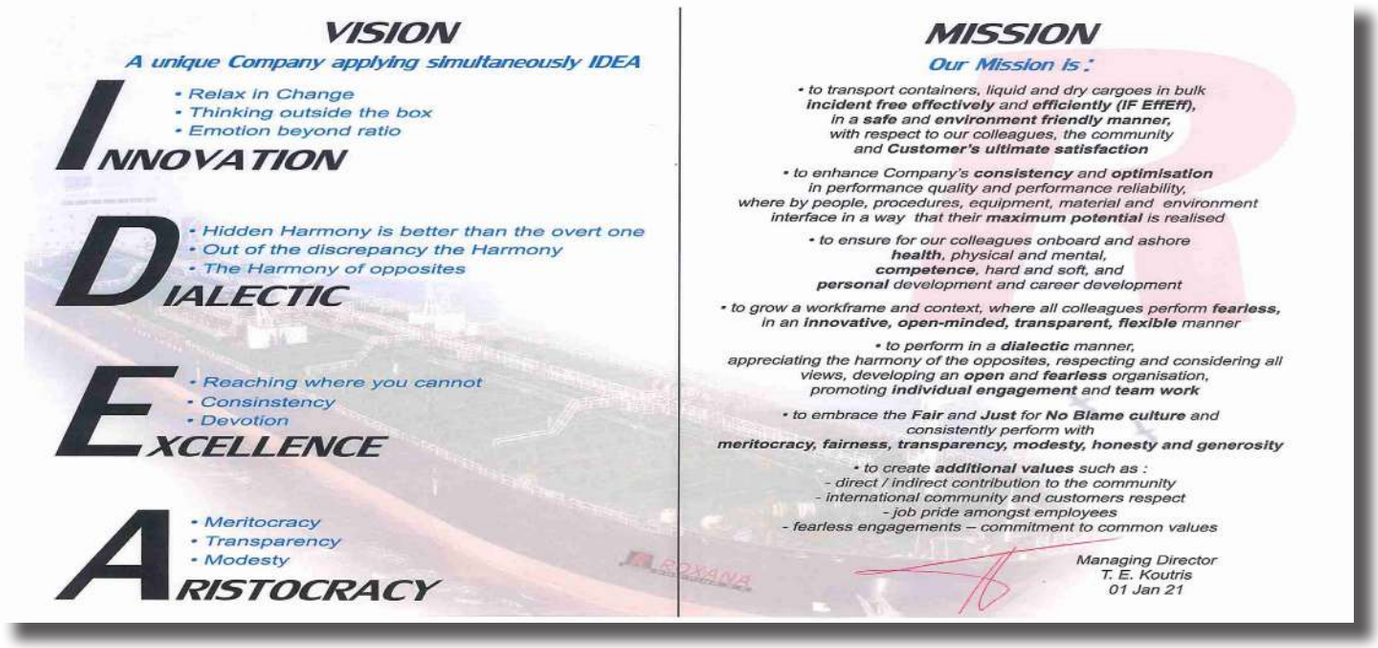
Separate articles in this magazine elaborate on the above three axes of activity, who ensure the Incident Free, Effective and Efficient (IF EffEff) operations throughout our organization ashore and on board.

Fearless Ego for Success



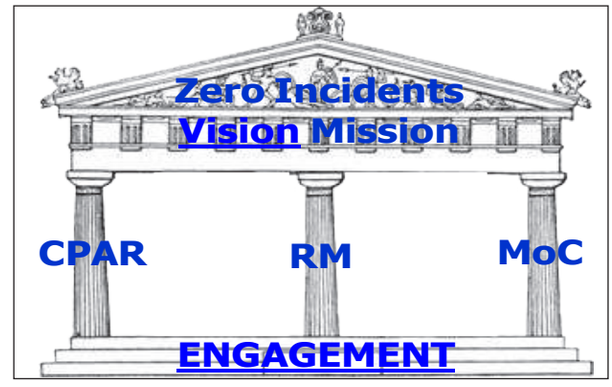
The 3 pillars and engagement

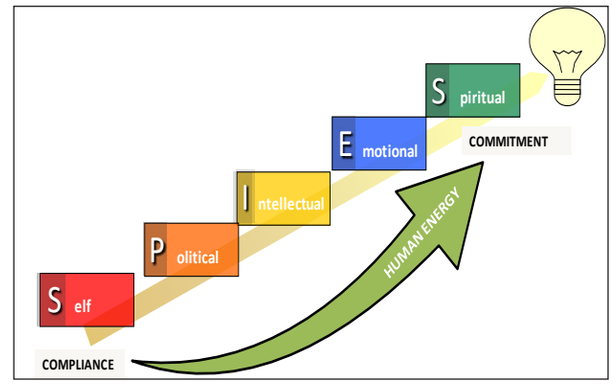
Late 2107 we introduced the three pillars and engagement principle, as the backbone of our system development to meet our Zero Incidents target, in compliance with our IDEA Vision and Mission.



The three pillars were identified as

- **Fearless engagements - CPAR: procedure CP08 Control of Non- Conformities, Accidents & Near Misses**
- **Failing Healthy and Less - RM: procedure CP24 Risk Management**
- **Relaxing in change - MoC: procedure CP13 Management of Change**





Engagement was introduced as the foundation in this process, as the ticket to shift mere compliance to commitment, as a ticket to Company culture
Fearless engagements is about creating a working environment where all colleagues at all levels feel comfortable to intervene and

- stop work, when an unsafe act or condition is identified
- speak out their success, mistakes, concerns or new ideas, without any fear of been blamed or disregarded
- feel an active and appreciated member of the team

An environment of open reporting, of a fair and just for no blame culture during investigation and causation analysis are the guarantees that the team will learn from its success and that mistakes are opportunities for system improvement.
Procedure CP08 is documenting the above issues.
Failing healthy and less is all about managing the risk of the identified hazards, as addressed procedure CP24.
It is our Innovation value that dictates the relax in change, change is a way of living and is addressed in procedure CP13.
We all know normal conditions are not always the case and therefore, we have to be prepared to operate also under "not normal" conditions, the so called non routine operations.
Since 2017 colleagues from all levels within the organization have been engaged in a series of workshops with the objective to incorporate, when applicable and if practical, in all critical operations the concepts of the three pillars, the reflective learning and training and non routine operations.
Procedures format, as documented in CMSM ch3, is revised to reflect the above.
Since the beginning of 2022 we have initiated a project to simplify our procedures thus boosting the engagement and facilitating the commitment to our system.

Herakleitos team with Dostoyevsky to make 2+2=5

Dostoyevsky's hero in the *"Notes from the Underground"* is for 4 pages struggling in despair denying to accept the mathematical certainty 2+2=4, concluding in excitement that 2+2=5 is sometimes a very charmimg thing.

Fyodor Dostoyevsky

ChIX.....
But yet mathematical certainty is after all, something insufferable. Twice two makes four seems to me simply a piece of insolence. Twice two makes four is a pert coxcomb who stands with arms akimbo barring your path and spitting. I admit that twice two makes four is an excellent thing, but if we are to give everything its due, twice two makes five is sometimes a very charming thing too.....

Записки из подполья, Глава IX
Но дважды два четыре — все-таки вещь пренесносная. Дважды два четыре — ведь это, по моему мнению, только нахальство-с. Дважды два четыре смотрит фертом, стоит поперек вашей дороги руки в боки и плюется. Я согласен, что дважды два четыре — превосходная вещь; но если уже все хвалить, то и дважды два пять — премилая иногда вещица.

«... οὐ ταύτόν έστι τὰ μέρη καὶ τὸ ὅλον ...» (150a15-16).

"THE WHOLE IS NOT THE SAME AS ITS PARTS"

2000 year before Dostoyevsky a pure mathematical paradox was quoted
The whole IS NOT the same as its parts, may be smaller or bigger than the addition of its parts!

Herakleitos team with Dostoyevsky to make 2+2=5 (Continued)

«...ΤΟ ΑΝΤΙΞΟΟΝ ΣΥΜΦΕΡΟΝ ΚΑΙ ΕΚ ΤΩΝ ΔΙΑΦΕΡΟΝΤΩΝ ΚΑΛΛΙΣΤΗΝ ΑΡΜΟΝΙΑΝ ...ΚΑΙ ΠΑΝΤΑ ΚΑΤ' ΕΡΙΝ ΓΙΝΕΣΘΑΙ...»
THE OPPOSITES ARE BENEFICIAL AND FROM THE DIFFERENTS THE BEST HARMONY...EVERYTHING IS DEVELOPED IN DISPUTE...

It was 2500 years before Dostoyevky's wish for 2+2=5 that one of the Humanity's greatest genius, Heraclitus, identified the added value of harmonizing the opposites, the *dialectic* value, which is included in our Company's Vision.

A team:

- having team members gifted with teamworking skills
- having a leader gifted with leadership and managerial skills will produce the added value

will make the 2+2=5 possible
will keep Dostoyevsky satisfied!

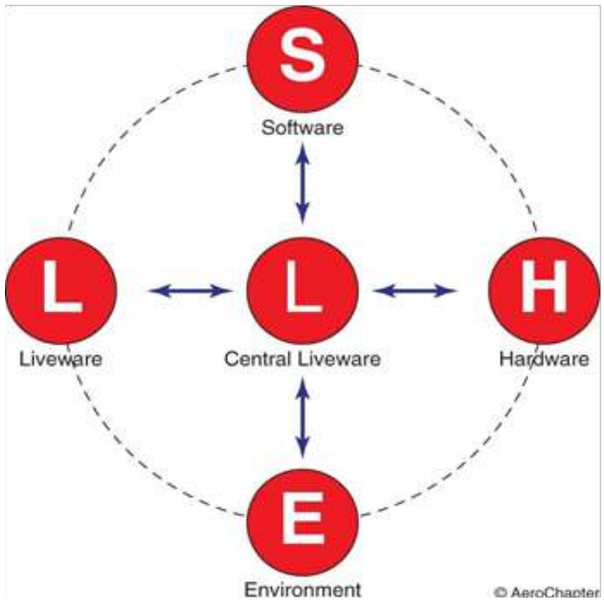
The 2+2=5 concept was developed while elaborating on the TeamWorking soft skills and facilitated our understanding of the added value of a team where differences are harmonized.
The teams concept is introduced

- **There is no operation or even task on board or ashore that can be completed Incident Free, Effectively and Efficiently by one individual alone.**
- **There is no individual who can complete alone any operation ashore or on board Incident Free, Effectively and Efficiently.**

The S.H.E.L.L. model

The S.H.E.L.L. model was first developed for the aviation by Elwyn Edwards (1972) and later modified into a 'building block' structure by Frank Hawkins (1984). The model is named after the initial letters of its components (software, hardware, environment, liveware) and places emphasis on the human being and human interfaces with other components of the aviation system.

The S.H.E.L.L. model is a conceptual model of human factors that clarifies the scope of aviation human factors and assists in understanding the human factor relationships between aviation system resources / environment (the flying subsystem) and the human component in the aviation system (the human subsystem).



The S.H.E.L.L. model adopts a systems perspective that suggests the human is rarely, if ever, the sole cause of an accident. The systems perspective considers a variety of contextual and task-related factors that interact with the human operator within the aviation system to affect operator performance. As a result, the S.H.E.L.L. model considers both active and latent failures in the aviation system.

The anthropocentric principle of the S.H.E.L.L. model pretty much fits into the Company commitment to place and engage the human in the centre of activities.

The S.H.E.L.L. model is adapted to the Company DMS CMSM par3.6, and S.H.E.L.L. factors are extensively used when applying processes, amongst others, like the:

1 interview (interrelation of the candidate with S.H.E.L.L.)

► investigation (classification of factors to investigate in S.H.E.L.L.)

► causation analysis (classification of causes in S.H.E.L.L.)

► hazards and threats identification (classification of hazards and threats in S.H.E.L.L.)

The holy three and Roxana 3x3x3 soft skills model

OCIMF ITK Behavioral Competency Assessment and Verification for Vessel Operators was released in Nov18, introducing the 6 soft skills domains in conducting HSQE incident free operations, effectively and efficiently, IF EffEff, namely Teamworking, Communication and influencing, Situation awareness , Decision making, result focus and Leadership and managerial.

During the relevant workshops in 2018 and 2019 we considered the *holy three concept*:

- the simpler the process the more engaging for the stakeholders it is
- the human brain is geared to think the dialectic way, 3 issues at a time
- key findings of recent Harvard university studies (N. Cowan -2010) suggests the limit of working memory capacity between 3 and 5 chunks of information.

During the previous workshops as above par2 we realized that:

- Teamworking, Leadership and managerial, Communication and influencing soft skills sets are meaningful only in a team environment (interpersonal skills)
- Decision making, result focus, Situation awareness soft skills sets apply for an individual, even not within a team (intrapersonal skills)
- Communication skills are prerequisites for Teamwork and for Leadership skills
- Situation awareness is prerequisite to proper Decision making and result focus skills

Considering the above we decided to modify the 6 soft skill domains to 3, by:

- Fusing communication and influencing to team working and leadership/managerial
- Fusing situation awareness to decision making and result focus
- Merging decision making and result focus

The holy three and Roxana 3x3x3 soft skills model (Continued)

Ending up to *3 soft skills sets*

- Team working
- Leadership and managerial
- Decision making and Result focus

We further considered 3 categories to each of the 3 soft skills domains and three sets of behavioral indicators per category, as per Roxana's 3x3x3 soft skills model below.

Since 2017 colleagues from all levels within the organization have been engaged in a series of workshops with the objective to incorporate, when applicable and if practical, in all critical operations the dimension of the soft competence, the soft skills.

Procedures format, as documented in CMSM ch3, as well as CP05 recruitment and appraisal process are revised to reflect the above.

1. Team Working	
Works effectively in a team, clearly and precisely and gives and receives communication in a convincing manner to both, groups as well as individuals at all levels, including senior/line managers, colleagues and subordinates, building productive working relationships through cooperation with colleagues, treating others with respect, facilitates resolving conflicts among team members and balancing individual and team goals, interacting with others in a sensitive and effective way in a risk- and time-sensitive environment.	
1.1. Participation and supporting others	
1.1.1.	**Actively participates in team tasks:** - Helps other crew members in demanding situations - Actively seeks and acts upon feedback.
1.1.2.	**Establishes an atmosphere for open communication and participation**: - Clearly puts forward views and personal position while listening to others. - Encourages input and feedback from others. - Builds rapport and establishes a common bond with others. - Encourages idea generation. - Shares expertise with others.
1.1.3.	Communicates effectively - Uses the right mode, time and medium to deliver the message (spoken, written, body signals, sentence structure, terminology and speed of delivery etc) to suit the message and the intended recipients. - Clearly discusses plans, expectations and roles with each fellow team member, ensuring that all understand them the same way - The amount of communication is appropriate and clear for the situation in hand.
1.2. Inclusiveness and consideration of others	
1.2.1.	Helps people feel valued and appreciated. - Welcomes and includes others - Receives feedback constructively and acts accordingly. - Notices the suggestions of other crewmembers. - Gives clear, detailed and constructive personal feedback. - Gives clear and concise briefings and updates at appropriate times.
1.2.2.	Demonstrates respect for people and their differences. - Shows understanding of others' perspectives and personal situations. - Acknowledges cultural diversity when communicating.
1.2.3.	Communicates in a way that elicits appropriate action from others. - Asks questions and observes others to confirm their common understanding
1.3. Conflict resolution	
1.3.1.	Keeps calm in conflicts and suggests solutions to resolve conflicts.
1.3.2.	Receives feedback constructively and expresses disagreement constructively by giving alternative or different perspectives.
1.3.3.	Influences others resulting in acceptance, agreement and/or behaviour change.

The holy three and Roxana 3x3x3 soft skills model (Continued)

2. Leadership and Managerial skills	
Clearly and precisely gives and receives communication in a convincing manner to both, groups as well as individuals at all levels, Inspiring, motivating and empowering his colleagues to perform at their best to achieve goals. Adjusts leadership style to situations, including those which develop suddenly and change rapidly, Interacting with others in a sensitive and effective way in a risk and time-sensitive environment.	
2.1. Setting directions, providing and maintaining standards	
2.1.1.	Communicates clear expectations. - Considers the bigger picture and longer term needs prior committing to a course of action. - Translates the vision into clear strategies and work programmes. - Uses the right medium to deliver the message (face-to-face, radio, email, telephone, etc). - Uses language appropriately (e.g. in sentence structure, terminology and speed of delivery). - Uses a range of communication methods (e.g. spoken, written, hand signals, etc) to suit the message and the intended recipients. - The amount of communication is appropriate and clear for the situation in hand. - Communicates in a way that elicits appropriate action from others.
2.1.2.	Demonstrates commitment to Company values, ethical and moral standards, setting a personal example of what is expected from others.
2.1.3.	Ensures compliance with Company system and standards and intervenes in case of deviations by other crew members
2.2. Authority, assertiveness and empowerment	
2.2.1.	Creates a culture that enables challenge and participation of crew members while maintaining the given command authority - Encourages crew members to review, raise concerns or challenge plans of actions. - Creates a safe and trusting environment for crew members of open and frequent communication with clear and direct flow of information, supporting them to openly share lack of knowledge and/or to speak up without hesitation. - Recognises, appreciates, and supports contributions of people. - Receives feedback constructively.
2.2.2.	Takes command if the situation requires. - Takes decisive actions as required. - Advocates own position. - Clearly puts forward views and personal position whilst listening to others. - Influences others resulting in acceptance, agreement and/or behaviour change.
2.2.3.	Supports people to have a level of independence in how they do their work - Develops cooperative and respectful relationships with people. - Understands the needs of crew members and cares about their welfare - Acknowledges cultural diversity when communicating. - Creates a feeling among the crew members of achieving results together as one team - Asks questions and observes others to confirm their understanding. - Actively seeks and acts upon feedback. - Encourages people to acquire new skills and develop themselves.
2.3. Planning, co-ordination and Workload management	
2.3.1.	Organises tasks, activities and resources. - Sets achievable goals, makes concrete plans, and establishes measurable milestones with timescales and quality standards. - Encourages shared understanding and participation among crew members in planning and task completion. - Clearly explains plans, expectations, and roles to each person, ensuring that they understand them - Defines clear roles and responsibilities for crew members for both normal and non-normal situations, including workload assignments. - Prioritises and manages primary and secondary operational tasks. - Distributes tasks appropriately among the crew, balancing the needs of every team member.
2.3.2.	Challenges current processes to find new and innovative ways to improve work of the team and the vessel - Uses appropriate tools and notifications when dealing with non-routine operations. - Uses available external and internal resources (including automation) to accomplish timely task completion.
2.3.3.	Monitors plans for the achievement of targets. - Gives and asks for clear and concise briefings and updates at appropriate times. - Recognises work overload, signs of stress and fatigue in self and others, acting promptly to deal with it. - Delegates in order to achieve top performance and to avoid workload peaks and troughs. - Reviews and communicates plans and intentions clearly to the whole crew, changing plans if necessary. -

The holy three and Roxana 3x3x3 soft skills model (Continued)

3. Decision making and Result focus	
Accurately perceives all SHELL factors on-board, at sea and ashore and projects their status in the future, reaching systematic and rational judgements or chooses an option based on relevant information by analysing issues and by developing effective strategies to manage HSQE threats. Demonstrates a readiness to make decisions and originate action, focusing on achieving desired results and how best to achieve them by taking conscientious action, using initiative, energy and demonstrating flexibility and resilience.	
3.1.	**Awareness of SHELL factors and their risks for problem definition and options generation**
3.1.1.	Maintains awareness of SHELL factors. - Monitors, cross-checks, acknowledges and reports changes in all SHELL factrors - Gathers information and identifies the problem and its causal factors in the 3 dimensions of time. - Consults and shares information with specialist expertise or local knowledge on all SHELL factors when required, environment included.
3.1.2.	Problem definition - Encourages idea generation and challenges existing norms, accepted risks, processes or measurements - Generates multiple responses to a problem or alternative courses of action.
3.1.3.	Risk assessment for option selection - Uses all available resources to manage threats. - Considers options generated by external advisors (e.g. pilot) and retains decision making responsibility and accountability. - Considers and shares the risks of alternative courses of action. - Anticipates present and future threats and their consequences. - Assesses risks and benefits of different responses to a problem through discussion.
3.2.	**Outcome implementation and review**
3.2.1.	Selects and implements timely the best response to the problem. - Checks the outcome of a solution against the predefined goal or plan, reviews the quality of the decision made. - Takes timely and mindful actions.
3.2.2.	Confirms selected course of action and implements in a timely manner. - Stays focused on tasks and meets productivity standards, deadlines, and work schedules. - Shows up to work on time, and follows instructions, policies, and procedures. - Goes the "extra mile" beyond job requirements in order to achieve objectives. - Takes personal responsibility for the quality and timeliness of work, and achieves results with little need for supervision.
3.2.3.	Has a sense of urgency about solving problems and getting work done, and pushes self and others to reach milestones. - Effectively manages the time and resources to accomplish tasks, prioritising the most important ones - identifies what needs to be done and initiates appropriate actions - Looks for opportunities to help achieve team objectives.
3.3.	**Determination and emotional toughness**
3.3.1.	Recovers quickly from setbacks and responds with renewed and increased efforts. - Persists in the face of difficulty, finds alternative ways to complete tasks and goals. - Exerts renewed and increased effort to achieve goals, persisting even in the face of problems. - Handles high workloads, competing demands, vague assignments, interruptions, and distractions with composure. - Willingly puts in extra time and effort in crisis situations. - Stays calm and maintains focus in emergency situations.
3.3.2.	Adapts to changing business needs, conditions, and work responsibilities. - Shows others the benefits of change. - Adapts approach, goals, and methods to achieve solutions and results in a changing environment. - Responds positively to change, embracing new ideas and/or practices to accomplish goals and solve problems.
3.3.3.	Discusses contingency strategies and takes timely and mindful actions. - Acknowledges and corrects mistakes, taking personal responsibility as appropriate. - States alternative courses of action, Implements new ideas, and/or better ways to do things and/or implements potential solutions to problems

Ulysses Systems - Task Assistant Annotations

Please note that on 28Apr23 from 10:30 hrs till 12:30 hrs, the learning engagement and update on "TA - annotations" was conducted in our premises, facilitated by Ulysses/Mr. Pantelis.

Topics of the learning engagement included update on Task Assistant new features, regarding annotations as well as other features.

Upon the completion of the learning engagement, Mr. Koutris suggested the new feature regarding annotations to be further updated so as its use to become feasible, and relative memo was already sent to Ulysses for their consideration.

HELMEPA Empowers the Shipping Community with Skills for Green and Digital Transition

HELMEPA, the Hellenic Marine Environment Protection Association, is a leading organization in Greece and globally, working to protect and preserve the marine environment and promote sustainability in the shipping industry.
Roxana and ROKS are represented in HELMEPA by our Managing Director Takis Koutris, who is member of the HELMEPA training committee.
HELMEPA held its annual meeting on April 25, 2023, at its premises in Athens. The meeting was attended by representatives from member-companies of the Association, who discussed various issues related to the marine environment, sustainability, and the shipping industry.
During the meeting, the members of the Commission highlighted the need for zero tolerance for accidents on ships, the use of new virtual reality technologies in training, and the strengthening of cooperation with shipping companies. The Commission also presented the new digital e-Learning platform of HELMEPA, which was developed in collaboration with SQLearn and is offered for free to members. Additionally, the HELMEPA ACADEMY was announced, delivering seminars and workshops focused on human factors and soft skills, sustainable development, ESG, and attracting young people to the shipping industry and the blue economy.
A new President was appointed to the Commission, Captain Nikos Polymeris of member-company Danaos Shipping.

The meeting ended with the awarding of a commemorative plaque for their voluntary contribution to HELMEPA's work to the Honorary President of the Commission, Captain Yiannis Drakogiannopoulos of member-company Costamare Shipping, and Captain Michalis Fragias. Afterward, a tour of the Athens Maritime Training and Development Center "ATHENA" followed.

Port State Control CIC 2023 on Fire Safety

Every year, PSC regimes determine a specific focus area during regular inspections. This year a new Concentrated Inspection Campaign (CIC) will be carried out by both the Paris and Tokyo MoUs, on the topic of Fire Safety from 01Sep23 till 30Nov23 and will be covered by an additional questionnaire during the routine port state inspections. The majority of PSC MoUs have confirmed their participation in this campaign.

The additional questionnaire, highlighting the fire safety focus areas will be released within August 2023 and once the final questionnaire and our Flag circular is published a follow up circular will follow.

It is expected that the key items to be checked maintained in safe condition and included in the questionnaire would be:
- Emergency escape routes
- Fire dampers, flaps, louvres etc
- Power ventilation and cut out from outside ER
- Quick closing valves and cut out for outside ER
- Fire doors/openings in fire-resisting divisions
- Fixed Fire detection and alarm systems
- Fixed fire-extinguishing installations and valves
- Fire pump capacity two jets
- Condition of Hydrants, Nozzles and canvas hoses
- Means of control (opening, pumps) in machinery spaces
- Fire drills evaluation of crew performance

We would like to point out that the CIC is, not limited to the above-mentioned items, and therefore an overall review of ship's Fire Fighting readiness and Officers/Crew capability to efficiently respond should be carefully reviewed.

As such, Master to ensure:
- Inspections and PMS on above items completed as per our DMS and reported in MIR and HSQE meeting minutes in good operational order
- all crew familiar with the Fire Fighting Systems as above
- fire drills are properly implemented, additional training to be provided, as required and properly recorded in the 'Drill Attendance Report', form FOM05-40

References

ABS: https://www.tokyo-mou.org/doc/Press%20release%20on%202023%20CIC%20on%20Fire%20Safety-p.pdf

- DNV 'Technical & Regulatory News' No. 18/2023 attached and in below link:
https://app.e.dnv.com/e/er?utm_campaign=MA_23Q3_TRN_No_18_EXT_Port%20State%20Control%20CIC%202023%20on%20fire%20safety%20ready%20for%20your%20attention&utm_medium=email&utm_source=Eloqua&s=861531437&lid=31022&elqTrackId=BC05FE4977D56D37922C3F1B3F7BA77E&elq=3a53a76d32374078a584806b31d4ca78&elqaid=31622&elqat=1

Furthermore, kindly arrange commencement of refresh familiarization as above for all Officers and Crew at the earliest possible and report the familiarization results through the HSQE meeting minutes, form CP06-10 of Jul23.

TEK Meeting Room as Emergency Room project FUN 24May23

1 Further to our circular outgoing Message 1093371 of 08May23 we remind you that a project has been initiated since 14Feb23 to ensure that by 30Jun23 the new Emergency Response Room is fully operational and ready for use.

2 In view of the pre-requisites needed for an effective and efficient emergency response and triggered by an observation raised by Shell on the TMSA conducted on 13Feb23, we decided to upgrade and re-locate Company's Emergency Response Room to the existing Meeting Room on the 1st floor. The plan is to conclude the transfer by 30Jun23.

3 Project team leader is Capt. Theodoros Papatheodorou (THP) and project team members are Stelios Kontozoglou (SAK), Constantinos Partsinevelos (CSP) and Katerina Sfendylaki (KS).
Last meeting was conducted on 18May23 in the presence of TEK, THP, CSP, SAK and KS. Out of this meeting following is reported:
3.1 The scope of the required hardware and software for the ER room was decided and ordered.
3.2 The modifications of the meeting room for the use as emergency response room were determined.
3.3 The new table design in cooperation with Stelios Sarigiannis (SS) from SMK Interiors was delivered.
3.3 All office preparations are in process.
MoC plan for the project can be found in K:\Pool\MR\Projects\Meeting Room as Emergency Room

4 All are prompted to review the plan and contribute with ideas-actions for the successful implementation of the project. To this extent and with deadline the next meeting date, by 07Jun23
4.1 SAK, CSP to order and install all the hardware and software equipment as per Meeting Room Equipment plan.
4.2 THP to liaise with SS to order the shelves for the main cabinet
4.3 KS to review and relocate the Emergency Manuals
4.2 TEK to
4.2.1 review and approve the ordered equipment
4.2.2 review and approve the shelves design

5. Next project team meeting is planned by 07Sep23

6. KS to update the projects follow-up matrix, the Vessels project actions matrix, the NewsWaves\Hot Stuff and hyperlink MR agenda and MoC plan.

SIRE 2.0 Additional documentation and training material

Since 16Oct20 we have launched the SIRE2 and TIARE project to facilitate the smooth transition to the new SIRE 2 system, a basic challenge been the prompt familiarisation of all on board and ashore and the revision of TIARE, form CP09-01.
Further to our circular of outgoing Message 1045420 of 05Jul22, please be informed that additional documentation has now been published and must be reviewed to ensure full familiarisation and readiness for the transition to SIRE 2.0.
The latest documents are highlighted in bold in the 'Guidance document table', which gives an overview of all the documentation needed to support the program. This includes full details of the phased roll-out process (Attachment 10: 'SIRE 2.0 Phased Transition Guidance').

Technical training videos
In addition to the attached documentation OCIMF has produced a suite of additional technical training videos. The short videos, available through the DVD you are to receive from the Office as Internal Training material, complement the video series on human factors previously released, which are already integrated into our in-house training program, and provide an easy-to-understand overview of key aspects of the inspection process.
In the DVD you are to receive from Office you may find the folder "SIRE 2.0" which contains, along with the new and old training videos, all the relevant documentation released from OCIMF.
Technical Module 1: Introduction to SIRE 2.0
Technical Module 2: Components of a SIRE 2.0 Inspection - Understanding the CVIQ
Technical Module 3: A Risk-Based Approach
Technical Module 4: Question Types
Technical Module 5: Question Guidance
The videos are aimed at vetters in OCIMF member organisations and staff based in operators' offices ashore, however, to get a full picture pls take the time to review all of them.

SIRE 2.0 FUN 13Jun23

1 A project is launched on 30May22 to ensure that by 30Dec23 there is a smooth transition to the new SIRE 2.0 system.

2 In 2017, OCIMF established a Vessel Inspection Programme (VIP) Steering Group and convened specialist Working Groups to review and improve upon OCIMF's Ship Inspection Report Programme (SIRE), as tanker risk assessment tool. OCIMF's Ship Inspection Project team developed an enhanced and risk-based ship inspection programme (SIRE 2.0), that is going to supersede the existing SIRE programme and will become operative in Q2 2023.
During the 2nd quarter of 2022, the OCIMF's updated and enhanced Ship Inspection Report Programme 2 (SIRE2 and VIQ7) has been launched. Vetting inspection and Company inspections (reported in TIARE) is considered as one of the key processes in ensuring ship's condition up to the Company standards, and our DMS and our TIARE should therefore be revised reflecting issues raised above.
In view of these updates and considering that in our DMS the inspection and auditing reporting codification is since 16Oct20 harmonized with the VIQ, we have launched a SIRE2.0 project to facilitate the smooth transition to the new SIRE 2.0 system, a basic challenge been:
- the adoption of the newly introduced SIRE2 concepts in our DMS
- the TIARE, form CP09-01 adaptation to the new SIRE2.0/VIQ7.
- the prompt familiarisation of all on board and ashore with the changes

3 Project team leader is Katerina Sfendylaki (KS) and project team members are Takis Koutris (TEK), Nikolaos Giampanis (NG), Capt. Dimitrios Damdimopoulos (DND), Kalliopi Papageorgiou (KGP), Liana Kapsali (LPK) and Stelios Kontozoglou (SAK)
Last meeting was conducted on 09Jun23 in the presence of TEK, KS, KGP, LPK, DND and SAK. Out of this meeting following is reported:
3.1 The new rollout period and the latest SIRE2 updates by OCIMF were discussed.
3.2 The Pre-Inspection
3.3 revisiting on chapters 02-12 by both on-board and sea-going persomnel with focus DMS references as to what the inspector is expected to see, the relevant evidence to be provided and the grounds for observation to be initiated immediately with deadline on 30Aug23.
3.4 Each Fleet Supt to review the comments of fleet and to incorporate the comments by ships to their comments and be prepared to conduct the TIARE in similar way to a vetting inspector, in question items relevant to SIRE2.
3.6 Final comments will be provided for TEK review.
3.7 All office preparations, familiarization, instructions and guides are in process.
MoC plan for the project can be found in K:\Pool\MR\Projects\SIRE 2.0

4 All are prompted to review the plan and contribute with ideas-actions for the successful implementation of the project.
Meantime flwg actions plan was agreed:
4.1 KS by 30Aug23 to create the new Pre-Inspection Questionnaire for familiarization and prompt abd accurate upload.
4.2 Fleet sup/nts with immediate effect to be prepared to conduct the TIARE in similar way to a vetting inspector, in question items relevant to SIRE2.
4.3 KGP by 30Aug23 to consolidate the second round of comments for TEK review.
4.4 TEK by 30Aug23
4.4.1 to prepare a workshop with google questionnaire on SIRE2.0 update, to accommodate the new concepts of subject of concern, nature of concern and PIFs.
4.4.2 to review and approve the 2nd draft.

5. Next project team meeting is planned by 15Sep23.

ABS 10th Technical Committee Meeting

Our Managing Director, Mr. Koutris, attended the 10th ABS Technical Committee Meeting, which took place at the Margi Hotel, Athens, on 01Jun23.

The ABS Hellenic Technical Committee convened in 2017, with the discussions each time to range from simple technical issues to complex systems' presentations, and vary from current regulatory aspects to new technologies and innovation projects.

The scope of this Committee meeting is to augment the participation of the Hellenic operators in the improvement and development of ABS Rules.

By practical feedback from shipping operations, sharing experiences of issues, incidents and lessons learned when accompanied by technical justification can become a catalyst for faster Rule development.

A number of remarks, made in the meetings, have led to PRCs – "Proposed Rules Changes" and hence, ABS Rule updates.

Topics of the Committee meeting:
- Mrs. Ioanna Prokopiou, CEO of Prominence Maritime was the keynote speaker for this meeting and set the pace for the alternative fuels and the new technologies from the owners and operators' perspective.
- Carbon Capture Storage project experiences onboard a Greek bulk carrier have been revealed by Mr. Fotis Belexis, Technical Director in Star Bulk Carriers Group and MARTECMA president.
- Dr. Andreas Thalhammer of Geislinger, Salzburg, moved the subject from the future fuels' technologies to powertrain vibrations, emphasizing the benefits of a vibration" optimized powertrain, utilizing a torsional damper, in conjunction with the current requirements.
- ABS engineer Mr. George Koutsoumpas presented an overview of the latest challenges in reviewing powertrains in Ice Class vessels.
- Mr. Stamatis Fradelos, Vice President of Regulatory Affairs gave an update on the latest IMO requirements.

Further to Mr. Koutris request, the following additional items were discussed:
- the remote notation, in view of the latest submission to Msc.
- the voluntary type certification in compliance with EU SRR and IMO RC, in view of the latest correspondence with Intercargo, Intertanko and MarTecMA.

Intercargo Executive Committee and TC47 Meetings

Our Managing director Mr. Koutris, attended the Intercargo Executive Committee Meeting along with the 47th Intercargo Technical Committee Meeting (TC47), which took place in Dubai, at the JW Marriott Marquis Hotel, on 25&26May23.

> Executive Committee agenda addressed updates on:
• Dry bulk market updates / Ukraine crisis
• GHG emissions
- IMO (2050 decarbonization ambitions, short term measures, medium-term/long-term measures)
- EU (EU ETS, Fuel EU Maritime etc.)
• Quality and other INTERCARGO initiatives
- DryBMS - a quality standard for the dry bulk sector
- Potential rating methodologies
- Together in Safety
- ESG
• Operational and other topics such as:
- RightShip issues
- Human factors
- INTERCARGO Bulk Carrier Casualty Report
- Piracy situation update
- Ship-Terminal interface report
- Optimizing ocean passage of group of ships - Blue Visby
- Cyber Security and other issues

Last but not least, various presentations delivered during the afternoon Presentations Session as follows:
• "Project Blue Visby Solution" presented by Mr Haris Zografakis, Stephenson Harwood LLP.
• "Mastering your EU ETS Compliance Strategy" presented by Mr Frederic Bouthillier, Vertis Environmental Finance.
• "Bulk carriers and frequent commodities" presented by Mr Ross Millar, Steamship Insurance Management Services Limited.

> Technical Committee 47 agenda addressed:
• Greenhouse gas reduction (CII project, Emissions WG, Submissions to IMO, Martecma EEXI/CII Survey, Correspondence Groups)
• Cargoes (Intercargo cargo panel, Liquefaction)
• Ballast Water Management
• Review of Intercargo Work Program, Design Standards (Common Structural rules, Steering Gear Requirements)
• STS Operations (Establishment of Working Group)
• Fuel Quality (Bunker Sampling Survey)
• Suppliers and Equipment (Equipment Life Expectancy & Fire Sensor Requirements, Ship Recycling MDs/SDoCS)
• Other business
- Bulk Carrier Casualty Report
- Tripartite 2023

The Committee was also joined by Dr. Yeongho Kim of Korean Register who delivered a presentation titled GHG Regulation Impact on Bulk Carriers and by Mr. Konstantinos Kamaras of the HAT Analytics Solutions Ltd. who delivered a presentation titled Practical approach of condition monitoring to Bulk Carriers.

Intercargo Executive Committee and TC47 Meetings (Continued)

The Committee was also joined by Dr. Yeongho Kim of Korean Register who delivered a presentation titled GHG Regulation Impact on Bulk Carriers and by Mr. Konstantinos Kamaras of the HAT Analytics Solutions Ltd. who delivered a presentation titled Practical approach of condition monitoring to Bulk Carriers.

Marshall Islands - Current situation and Company's fleet update

On 24Apr23 from 11:00 hrs till 13:30 hrs, the learning engagement and update on "Current situation and fleet update" was conducted in our premises, facilitated by IRI/ Capt. Lalas, Mr. Kamitsis and Mr. Xenakoudis.

Topics of the learning engagement included:
1. Updates on the fleet and performance
2. COVID19 updates and MI response on daily needs and operations
3. Benchmarking of Roxana's Fleet VS RMI fleet
4. remote surveys and audits
5. certified software for celestial navigation
6. BWVAG
7. Other matters

Presentation of the meeting as well as company's agreed further actions have been recorded for reference.

Management Review Meeting 2023-01

1. The Management Review Meeting MR23-01 was conducted physically, at Giamandes Hotel, Elati, on 11-13May23. Thank you all participants for your engagements and your contribution to the meeting deliverables.

2. During the meeting following topics were particularly addressed:
- update and report of corrective and preventive actions follow up
- DMS refresh with latest DMS revisions, New rules and KPIs review
- the fearless ego for success concept, including the 3 pillars and engagement (CPAR, MoC, RM), focus on the new principle of procedures consolidation (responsibilities in CP01 and NR operations in Appendices), Fair and Just culture for No Blame culture, Roxana 3x3x3 soft skills model and communications policy, health (mental and physical) and competence (soft and hard) for performance, fearless engagements.

3. Furthermore, thank you all for your engagements in the workshop " Learning from success ".

3.1. Key messages of "Learning from success" workshop were passed over to the participants as follows:
- Participants elaborated on the challenges and hazards of each success case and realized that not only we have to learn from our failures, but also learning from success is pro-active and all of us should be able to recognize the success factors which contributed to IF EffEff operations, in order to keep them and improve them
- Participants evaluated teams' performance in relation to the Roxana 3x3x3 soft skills model and the Communication policy; common denominator:
• In all cases advanced leadership and managerial skills and teamworking skills were applied, particularly the EffEff communication, internal and external
• In most cases advanced Decision-making Result focus soft skills set was applied, particularly
- Situation awareness, risk id and options generation
- Planning and continuous follow up for getting the result
- Emotional toughness whenever difficulties were encountered
- Participants recognized the influence of the S.H.E.L.L factors shaping
• the context, within which the teams perform
• the open, fearless and learning environment for all to perform IF EffEff.
- The importance of EffEff communication was also highlighted:
• for an individual to perform IF EffEff in a team, as leader or as team member.
• for the resilience of the individual and the team and for the IF EffEff operations
• for a resilient individual in a team to be fearless and comfortable in expressing any idea or reporting / admitting any mistake or criticism.

4. Thank you, all 18 participants, for the prompt and proper fill in of the tasks and the questionnaire and your further feedback evaluating the workshop in terms of more to learn, most impact and for recording your personal commitments for next day to improve your response for your team's well being.

5. Records and analytics of the workshop, as well as Draft Minutes of the meeting, along with the updated corrective preventive actions of Corrective Preventive Actions Plan, have been made available to all participants and will be posted in Ulysses.

6. The dinner venue of the first day took place in "The Kanavia", Elati, with hunting food among other delicious dishes. The dinner of the 2nd day took place in "Anwgi", Elati, with all the participants to enjoy the local meat and pies as well as other delicacies offered, with the warm companionship of their local wine.

7. All participants welcome the event and are looking forward for the next Management Review meeting in November.

Outstanding 3rd Party Inspections Performance

As we all know 3rd party inspections KPIs and particularly PSC and Vetting KPIs are vital for the tradability of our Fleet.

For PSC inspections absolute target for 2023 is 0 detentions and then 0.9 deficiencies per inspection, the combination of which will bring Roxana in the high performance companies, as per the Paris MOU NIR ranking.

For the Vetting inspections the absolute target for 2023 is 100% successful inspections, ie inspections without rejection, and then 3.5 deficiencies per inspection.

Thanks to the effective efforts of our Fleet we are proud for the outstanding performance of the vessels in terms 3rd party inspections as indicated in following table:

VESSEL	MASTER	CHENG	FLEET SUPNT	INSPECTION	PORT	DATE	DPI	Target
M/T Asprouda	A. Chernobrovkin	I. Mikhailov	-	PSC	Tutunciflik	05Apr23	0	0,9
M/T Aligote	T. Khristovich	A. Triakin	-	Vetting	Fujairah	12Jun23	4	3,5
M/T Aligote	T. Khristovich	A. Triakin	-	PSC	Fujairah	13Jun23	0	0,9
M/T Aramon	A. Verkhovskii	S. Farkov	-	Vetting	Fujairah	07Jun23	4	3,5
M/T Athiri	N. Zenenko	S. Orevskiy	-	Vetting	Sohar	08May23	3	3,5
M/T Altesse	O. Sukhodoev	A. Sergeichev	-	PSC	Yanbu	13May23	0	0,9
M/T Malbec	A. Syrov	E. Slinko	-	PSC	Yanbu	25Apr23	0	0,9
M/T Miracle	D. Shtyrba	R. Kulik	-	PSC	Khor Al Zubair	26May23	0	0,9
M/T Magic Star	A. Gulin	V. Artamonov	-	Vetting	Sohar	06May23	3	3,5
M/V Adventurer	V. Ivanov	P. Podkorytov	-	PSC	Bahia Blanca	16May23	0	0,9
M/V Revenger	A. Demchenko	Y. Kabakov	-	PSC	Constanta	14Apr23	0	0,9

Fatality as a Result of Falling Overboard

There have been several recent incidents, which have resulted in serious injuries and loss of life because of vessel crew members falling overboard while conducing work activities. In most cases personnel were going out on deck without proper gear or notifying the bridge, conducting work activities adjacent to or outboard of the vessel's railings.

It is essential that all work activities to be conducted adjacent to or outboard of the vessel's railings are thoroughly risk assessed and robust risk mitigation measures implemented. An essential element of all risk assessments should be effective work site monitoring and contingency planning.

Further evaluation of the incident reports received has identified a number of common contributory factors. Operator's senior management to consider below factors for inclusion in the regular review of onboard risk assessments and procedures relating to these tasks.

Working Aloft or Over-side a Safety Critical Operation

This bulletin has been produced to bring this trend of incidents to the attention of vessel operators and share the lessons learned to assist in avoiding similar incidents of this nature. The following does not constitute an exhaustive list and has been produced to raise awareness.

Contributory factors identified:

- Failure to follow procedures and no notification to watch officer
- No/inadequate toolbox meetings prior work commencement.
- Lack of effective permit to work system.
- Key personnel performing the task not involved in the Risk Assessment or review.
- Inappropriate PPE. (Fall prevention devices / lifejackets).
- Inadequate planning and coordination of simultaneous operations (SIMOPS).
- Inadequate internal communication.
- Change in the relative weather and sea condition not incorporated in Risk Assessment.

→ Guidance on addressing and mitigating these factors as procedures within the operators **S**afety **M**anagement **S**ystem.

Factors contributing to a delay in recovery of the injured party from the water:

- Watch officer not aware of crew on weather deck
- Inadequate readiness of recovery equipment (such as lifebuoys, safety harness, rescue boat, etc.)
- Inadequate first aid equipment.
- Inadequate drills and training.
- Inadequate supervision.

→ The vessel specific contingency planning and regular drills should be documented within the operators **S**afety **M**anagement **S**ystem.

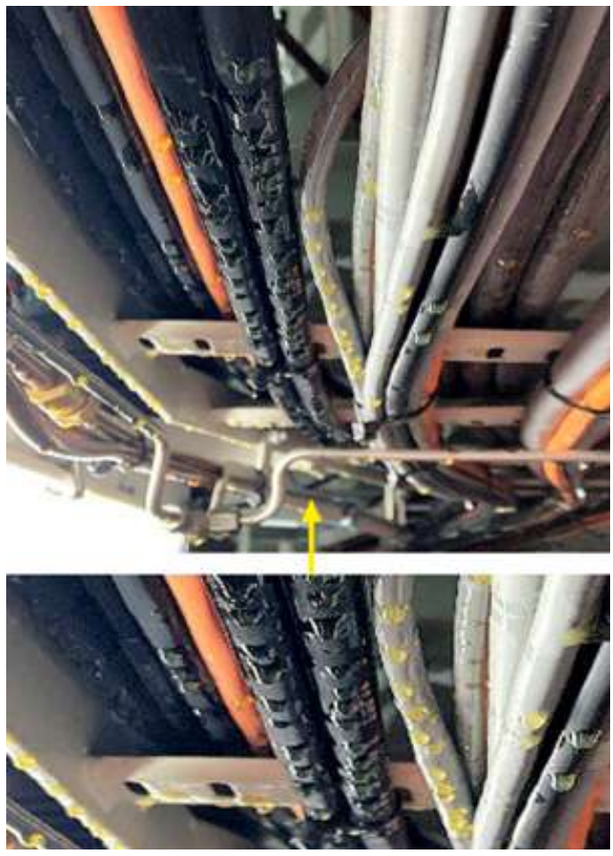
Best Practices:

- Notification to Bridge watchkeeper for the tasks planned on deck
- Explore alternate means to avoid work conducted to or outboard of the vessel's railings.
- Minimum 2 persons assigned for the task and leverage on buddy system for effective oversight/stop work.
- Empowering crew members and promoting the stop work authority, reinforced by the operator's Senior leadership during vessel visits.
- Reinforce expectations that risk assessments must be reviewed when there is a change in conditions relating to the task.
- Establish weather limits criteria and assign responsibility for monitoring same during the activity.
- Reinforcing requirements for adequate supervision.
- Review of vessels Planned Maintenance System (PMS) to ensure that all safety equipment used for working aloft or over the side is subject to regular inspection and maintenance in accordance with manufacturer's instructions
- Display notices/ placards providing guidance are placed at strategic locations.
- Robust training exercises practicing 'man overboard' and recover of persons from the water drills Undertaken regularly.

Source: IMT

A good understanding of the different systems on board is vital

As UK MAIB reports in its most recent Safety Digest, a recently built specialist cargo vessel was on passage when a temperature probe in the main propulsion system gearbox became detached from its fitting.



The incident
Operating at 25 bar, the gearbox oil ejected the probe from the orifice followed by an oil jet that impacted engine room air supply trunking and sprayed a major part of the engine room, including one of the running main engines.

The gearbox low oil pressure alarm sounded on the bridge and within a few minutes the vessel's engineers had attended the engine room and declutched and stopped the engines. The master was informed of the extent of the oil spray and the vessel went to emergency stations the designated firefighting crew got dressed and donned their breathing apparatus.

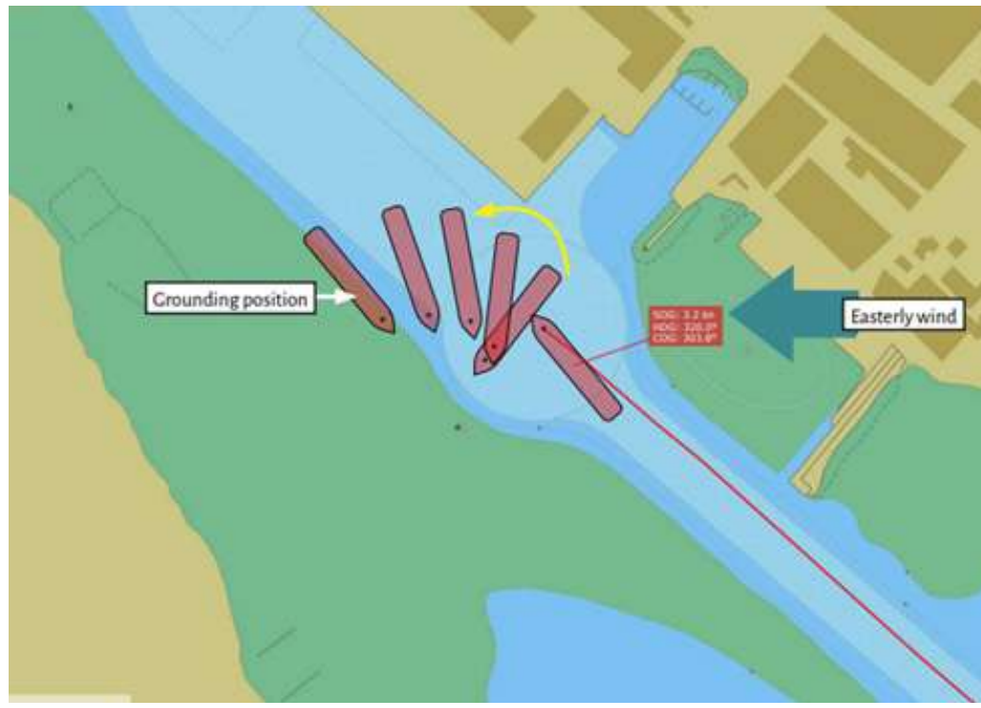
The oil had saturated the main engine exhaust lagging, which had started to smoke. Proactively, the engineers had prepared for ignition and brought wheeled foam fire extinguishers to the scene. A few minutes later, the oil-soaked lagging ignited but was quickly smothered in foam. Subsequent small fires were similarly dealt with. The vessel was able to make its way to port, where an investigation was started that involved the shipbuilder and gearbox manufacturer. Before the vessel could leave port, the contaminated lagging was replaced, electrical cable trays and affected electrical connections were cleaned and checked, various electrical motors were overhauled and the engine room was washed down.

The investigation identified that the temperature probe was held in place by a pipe compression fitting that had not been fully tightened during the vessel build. Once the fitting slackened further, there was nothing to stop the oil pressure forcing the probe out of the gearbox.

Lessons learned
• Action: The crew responded well to an unexpected event that could easily have resulted in a major fire. Not only did they quickly go to emergency stations but they placed foam extinguishers near the oil soaked engine so that lagging fires could be quickly dealt with. Knowing your emergency procedures and equipment pays dividends when a real situation occurs.
• Monitor: New vessels always have snags, some of which only make themselves known once the vessel is underway. A heightened level of equipment monitoring during the first few months of a new vessel's life can catch some but not all. A good understanding of the different systems on board will therefore be vital in mitigating the consequences when the unexpected happens.
• Equipment: Although it was a marine gearbox, the design of the probe fitting was insubstantial in terms of the operating environment and the consequences of it coming loose. Poorly designed equipment increases the risk of injury to the crew and can force them into undesirable workarounds. In this case, the manufacturer produced a redesigned fitting and probe housing that would prevent reoccurrence and allow the probe to be changed while the propulsion system was working.

Source: MAIB

Abort positions should be included in the passage plan



As UK MAIB reports in its most recent Safety Digest, a cargo ferry was making its way into port with gale-force winds blowing from the east. Due to the unfavorable conditions the master was conning, supported by a co-navigator and helmsman.

The incident

The maneuver required a 180° swing to port before moving astern and docking port side alongside. The master began the turn once the vessel was inside the swinging circle (see figure). With the bow thruster to port and the rudder hard to port the turn rate started to build and the vessel's stern drove through the wind, which was now gusting at over 50 knots (kts). The ferry started to drift bodily downwind as the wind came onto the port side; this initially went unnoticed by the bridge team.

The master struggled to lift the bow against the wind and the co-navigator, growing uneasy, highlighted that the wind was now gusting at up to 60kts. The vessel was no longer within its operational limits and began drifting sideways at 1.5kts toward unsafe water. The master became slightly flustered and several unclear messages were relayed to the anchor party, which needed clarification before the port anchor was eventually dropped. However, this did not stop the ferry from running aground on the western limit of the channel.

The master regained composure and maneuvered the vessel off the mud and alongside the berth by paying out the anchor cable to help hold the bow against the wind. As a precaution, the intention was to have someone standing by the anchor's bitter end in case it needed to be let go; however, the crew could not find it and so this idea was dismissed. No damage was found when the vessel finally made it safely alongside and the anchor was recovered by tug later that day, without incident.

Lessons learned

• Plan: Abort positions should be included in the passage plan and visually shown on the chart to prompt a bridge team discussion. The team can then determine whether the vessel can complete the maneuver within operational limits and review its contingency plans.

Communicate: Bridge Resource Management principles can be applied to other vessel operations such as those on the mooring deck. For example, closed-loop communications can be helpful between the bridge team and mooring deck leaders, especially in an emergency situation such as when the anchor needs
to be let go unexpectedly.

• Teamwork: A shared mental model leads to more significant input and vested interest from all involved. Team members can monitor the execution of the plan more effectively if they know what is happening. The concept of thinking aloud supports this and can empower other team members to challenge and make recommendations when they develop concerns.

• Equipment: The bitter end frees the ship from the anchor. The deck team must know its location and how to release the anchor chain in an emergency. Including the bitter end in both crew familiarisation and refresher sessions for those working on mooring decks helps to remind crew of its location should it ever be needed.

Source: MAIB

Chief Officer fell dead during tank inspection

The Swedish Club has published a monthly safety scenario to draw lessons learned from an incident where a tanker was berthed alongside and discharging cargo.

The incident
On completion the following morning the crew began to clean the cargo tanks. The Chief Officer was in charge of the tank cleaning operation and was giving orders to the Second Officer in the control room and two ABs who were cleaning the tank on deck. One AB worked in the deck trunk and the other was handling and monitoring the tank cleaning machinery on the tank deck.

The Chief Officer's responsibility was to ensure that the tank cleaning was carried out safely and that the tanks were cleaned properly. He visually checked that the tanks were clean by taking a couple of steps down the tank access ladder and looking down the tank while lighting it up with a flashlight. While doing so, the Chief Officer did not wear a fall arrest harness.

As the ABs and the Second Officer were busy carrying out their own tasks, none of them were aware of whether the Chief Officer measured the levels of oxygen and toxic gases in the tank atmosphere before he started visually checking them.

After a while the OOW in the cargo control room noticed the Chief Officer's absence, as he didn't answer on the radio; so, he told one of the ABs to search for him. When the AB looked down into one of the tanks from the hatch opening, he spotted the reflective striping on the Chief Officer's boiler suit at the bottom of the tank near the end of the ladder. The Master was informed and hurried to the tank and ordered the crew at the scene to fetch a stretcher, oxygen kit, and breathing apparatus. He put on the breathing apparatus and entered the tank, finding the Chief Officer severely injured and unconscious. The Chief Officer had fallen from a height of 10 meters. The Master fastened a harness onto the Chief Officer, and the crew on deck hoisted him up. First aid was immediately given, and the Second Officer contacted the terminal asking them to call the emergency coordination centre.

One hour after the Chief Officer had been evacuated, the Master monitored the atmosphere in the tank. The gas monitor went up to its maximum 100pp of hydrogen sulphide content. The Chief Officer was pronounced dead at the hospital.

Lessons learned
When discussing this case please consider that the actions taken at the time made sense for all involved.
1. Do not only judge but also ask why you think these actions were taken and could this happen on your vessel? 1. What were the immediate causes of this accident?
2. Is there a risk that this kind of accident could happen on our vessel?
3. What are the procedures when we carry out tank/ cargo hold inspections?
4. Is the atmosphere always tested?
5. Is it mandatory to carry an appropriate atmosphere testing instrument?
6. Is this equipment sufficient?
7. What PPE is required?
8. Is it easy to secure a fall arrestor when climbing down a ladder into one of our tanks/cargo holds?
9. Do we have a risk assessment on board that addresses these risks?
10. Is the required PPE included in our work permits and risk assessments?
11. How could this accident have been prevented?
12. What sections of our SMS would have been breached if any?
13. Is our SMS sufficient to prevent this kind of accident?
14. If procedures were breached, why do you think this was the case?

Source: The Swedish Club

Hand injury from portable grinder

A recent IMCA Safety Flash focuses on an incident in which a subcontract worker received a 3cm laceration to the hand while using a portable grinder, to provide lessons learned.

The incident

The incident occurred during flowline fabrication work at a spool base. The portable grinder was turned off and hanging on the grinder stand (vertical support), with a flapping disk installed. The worker used his left hand to pick up the grinder to start preparation of the parent coating in the workstation. As he grabbed the grinder, he inadvertently pressed the start trigger and the grinder started spinning. The grinder then slipped hitting his left hand, which resulted in a 3cm laceration between thumb and forefinger. He received first aid before being taken to hospital for further treatment – six stitches.

What went wrong

- The grinder used by the subcontractor had reduced safety features (i.e., a "Deadman" switch only) when compared with company grinders at the same worksite (which were fitted with a "fast break Deadman" switch).
- The wheel protection was not properly positioned, allowing the spinning disc to touch the workers' hand. This was not aligned with company "Abrasive wheels training" requirements.
- Although the worker was wearing the appropriate anti-cut gloves, their specifications were of a lower protection than those used by company crew.

Lessons learned

- Ensure grinder wheel protection, and power tool guarding, is properly positioned before using the tool; during pre-work inspections; and during regular maintenance.
- Ensure subcontractors are clear on the requirements for PPE and hand tools – should be the same for all.
- Before all operations remember the "7T's" – take the time to think things through.
- Exercise stops work authority as and when appropriate.

Source:IMCA

Have a second person hold the base while you climb when using a ladder

As the Nautical Institute reports, a vessel was at anchor near a port. As part of regular maintenance checks, a member of the engine room crew went into the funnel space to verify whether the funnel flaps were working.

The incident

In order to do this, he installed a ladder in the relatively confined space and climbed up, unassisted. He slipped from the ladder and fell to the deck. He suffered multiple minor injuries for which he had to be evacuated to a shore hospital.

Lessons learned

- Routine, everyday tasks can be deceptive; we tend to discount the potential harm of hazards we have successfully avoided in the past.
- A rule of thumb when using a ladder: have a second person hold the base while you climb. It is generally accepted that if the height of your climb is greater than 2/2.5 metres, use a safety harness.

Source:Nautical Institute

Injury onboard vessel sailing through heavy weather

The Swedish Club published its monthly safety scenario for April, describing an incident on a vessel which was sailing through heavy weather at Beaufort 8 with large waves hitting the bow.

The incident

The swell and waves were as high as 12 metres with average waves about 7 metres. As the weather was so bad the Master had ordered that no one went out onto the outside decks.

The normal routine was that the bosun came up on the bridge around 0700 to discuss the day's work with the Chief Officer. The Chief Officer didn't have any specific orders for the day except the normal tasks from the PMS (planned maintenance system). The bosun said he needed some paint from the paint locker by the bow so he could carry out some maintenance on the passageway.

The Chief Officer told the bosun it was not a good idea to go forward with large waves hitting the bow and washing over the deck. The bosun said he would walk in the passageway and just sneak out quickly and reach the paint locker. The Chief Officer told him not to do it in the morning but in the afternoon when the heavy weather had calmed down and do some other jobs instead.

The bosun left the bridge and went down to the deck office and told one of the ABs that he would go forward to the paint locker to pick up some paint and that they would meet in the deck office afterwards. The bosun proceeded forward in the passageway and opened the door by the bow to enter the deck and walk over to the paint locker. Just when the bosun entered the deck a big wave hit the vessel from the side and knocked the bosun into the bulkhead beside the door. The bosun lost consciousness and was knocked into the bulkhead a couple more times.

The AB had picked up some tools and was waiting in the deck office. After a while he started to wonder where the bosun was and called him on the UHF but there was no response. He called a couple more times but got no answer, so he proceeded forward to the paint locker. He noticed that the door was not closed in the passageway and when he walked out on deck, he could see the bosun's body lying by the railing risking being washed overboard as huge waves were hitting the vessel.

The AB ran over and pulled the bosun into the passageway and sent an alarm to the bridge about the accident. The bosun had been wearing a hard hat but was bleeding from his head. A rescue team was assembled and took the bosun to the medical room. The vessel had a breakwater on the bow, but it was not protecting the deck from major waves.

Lessons learned

When discussing this case please consider that the actions taken at the time made sense for all involved.

1. What were the immediate causes of this accident?
2. Is there a risk that this kind of accident could happen on our vessel?
3. How could this accident have been prevented?
4. What sections of our SMS would have been breached if any?
5. Is our SMS sufficient to prevent this kind of accident?
6. Does our SMS address these risks when sailing in heavy weather?
7. What are our procedures for saving an injured crew member?
8. If procedures were breached, why do you think this was the case?
9. Do we have a risk assessment on board that addresses these risks?
10. Could our risk assessment be improved?

Source: The Swedish Club

Deficiencies and non-conformities involving pilot ladders and arrangements show increase

RightShip presents four different case studies to highlight an alarming trend has emerged from incident & inspection data over the last two years with regards to ladders and pilot transfer arrangements.

The organization has observed several deficiencies while the ladders are not in use. However, critically, it is when an inspector is not present, and ladders are being rigged or utilised, that those deficiencies with high-risk potential can result in incidents, RightShip notes providing the following cases:

Case (1) Summary of events:

A ship in normal ballast was completing its pilotage transit out of port on a relatively calm winter morning. The pilot ladder was rigged according to the pilot's request and the Chief Officer escorted the pilot down from the bridge. Once the pilot boat was safely alongside, the pilot started his descent. When he was about two meters down, a side rope parted, and the ladder swung violently causing the pilot to fall the approximately 5 meters into the icy waters. The pilot was recovered and was treated for shock. Upon reviewing the records, it was discovered that the monthly safety equipment inspection had recently been completed, including the pilot ladder, and which was documented as in satisfactory condition.

Case (2) Summary of events:

As the freeboard was over 9 meters, the crew of a light tanker rigged a combination ladder in preparation for the harbour pilot to board. When the launch came alongside, everything looked in order and the pilot started his ascent to the main deck. As the pilot boat pulled away from the ship, a retrieval line attached to the bottom step caught on one of the launch's cleats and pulled the ladder away from the side of the ship which caused it to part. The pilot, who was still climbing the ladder fell from height into the water. To complicate matters further, part of the broken ladder attached to the launch fell into the water and subsequently fouled the propellor, causing a delay in rescue efforts. When the pilot was finally recovered, he had to be treated for a serious head injury.

Case (3) Summary of events:

A laden tanker with 11.45 m draft was underway in the Mediterranean Sea, en route to the discharge port. The weather conditions were reported as favourable with light South-easterly winds, good visibility, with air temperature at 15 degrees C and sea temperature at 16 degrees C. At 0500, instructions were received to prepare a combination pilot ladder arrangement on the port side for pilot boarding. Risk assessment was completed, and a toolbox meeting held by the vessel's Master with the experienced Bosun and AB. The 4th Officer, the Officer of the Watch, monitored the operation from the bridge wing, while the Master had the conn.

Case (4) Summary of events:

Early morning, a bulk carrier dropped anchor in preparation for a Ship-to-Ship cargo operation in the Bay of Bengal. After the lightering vessel had come alongside, an agent, several surveyors, and other representatives boarded the Ship to be Lightered (STBL) to complete pre-transfer draft surveys during which Yokohama fenders were fitted between the ships. Discharging commenced mid-morning. Approximately 45 minutes after cargo operations began, paperwork was finalized and one of the surveyors and the other attending personnel disembarked over the shipside railing and onto the fender of the lightering vessel. One surveyor, reportedly an experienced mariner, was disinclined to disembark in a similar fashion and requested the pilot ladder be rigged between the STBL and the lightering vessel. Once the pilot ladder was in place, the 3rd Officer of the STBL observed the lateral distance, which was approximated at 1.5m, and decided the safer approach was to rig a combination ladder. The surveyor did not consider the gap to pose a significant risk and insisted that the pilot ladder be pulled tight by the lightering vessel. Allegedly, he also refused to don a safety harness.

Deficiencies and non-conformities involving pilot ladders and arrangements show increase (Continued)

What went wrong?

Below is a list of root causes and/or contributing factors that have been sighted in investigation reports following Port State Control deficiencies or incidents:

- Inadequate Leadership.
- Inadequate Supervision.
- Substandard Equipment.
- Lack of procedures.
- Lack of familiarization with procedures.
- Failure to follow procedures.
- Lack of training.
- Positive reinforcement of negative behaviour.
- Lack of Situational Awareness.
- Failure to store pilot ladder correctly allowing exposure to the elements.
- Complacency i.e., "Rigging pilot ladder is routine job."
- Improper decision making.
- Failure to properly and accurately assess risk involved with the task.
- Safety Culture and Attitude lacking.
- Failure of crew members of all ranks to exercise Stop Work Authority.

The following policies, actions, and best practices have been observed being implemented to manage safe personnel transfers:

► **Certified Equipment from Reputable Manufacturer** – Outfitting vessels with quailty equipment from a reputable manufacturer ensures that ladders meet regulatory standards and demonstrates the company's commitment to welfare of the personnel utilizing them.
► **Maintenance, Stowage, and Testing** – The International Organization for Standardisation (ISO) published a three-part series outlining in depth standards regarding pilot ladders. Additionally, reputable suppliers provide manuals that provide detailed instructions regarding the inspection, maintenance, drying process, and storing of the ladders. As with the regulations on pilot ladders, we have seen some managers incorporate the ISO standards and/or the manufacturer recommendations into the PMS, inspection procedures, and training for officers and crew.
► **Ladder Service Life** – Properly maintained ladders have a finite lifespan and, although there is no specific retirement age defined by regulation, some managers have adopted industry best practice to replace pilot ladders every two years.
► **Risk Assessment for Critical Tasks** – Rigging pilot ladder accommodations is considered critical and a task-specific Job Safety Analysis that identifies risks and mitigation measures is carried out prior to every operation, no matter the frequency.
► **Training** – In addition to detailed procedures, effective managers provide thorough initial instruction followed by regular refresher training for reinforcement. Training effectiveness is essential, and good operators routinely provide remedial training when a vessel has pilot ladder related non-conformities identified during inspections.
► **Supervision** – All inspections, maintenance, rigging, and personnel transfers are overseen and checked by a trained officer. This officer also ensures that applicable PPE is donned throughout the process.
► **Two-person Verification** – An industry best practice observed is that good managers implement two-person verification. This is a process where two trained individuals capable of detecting faulty equipment or improper rigging check pilot ladder arrangements prior to the transfer of personnel.
► **Stop Work Authority (SWA)** – Safety conscious managers not only empower crew members of all ranks to stop work when the conditions are unsafe without retribution, they make it their responsibility and obligation.
► **Clearance under the combination ladder** – It is important to allow a free space of more than 5 meters under the lower platform of the accommodation ladder, to let the pilot boat come alongside safely.

Source: RightShip

Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships

The Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships (HKSRC) was adopted 15May2009, aiming to ensure that ships, when being recycled, do not pose any unnecessary risk to human health and safety or to the environment.

The HKSRC will enter into force 24 months after ratification by 15 States, representing 40 per cent of world merchant shipping by gross tonnage, combined maximum annual ship recycling volume not less than 3 per cent of their combined tonnage.

The governments of Bangladesh and Liberia have ratified the convention on 26Jun23, bringing the combined merchant fleet tonnage of contracting States to the treaty to approximately 45.81% with 22 of contracting States and the combined annual ship recycling volume of the Contracting States to 3.31% of the required recycling volume.

Therefore the HKSRC will enter into force in 26Jun25.

With the HKSRC in force, the next steps should be
- the harmonisation of the regional relevant regulations, such as the EU Ship Recycling Regulation, so that uniform safe and environmentally responsible ship recycling practices are applied globally, to ensure the health and safety of crew and workers and the environment protection, when ships are recycled.
- The compliance of marine equipment with the HKSRC (MD and SDoC) should be certified by a competent authority
- The IHM certification against HKSRC

For all our fleet IHM is already certified for compliance with HKSRC, in anticipation of Marshall Islands ratification of the convention.

IMO Maritime Safety Committee (MSC 107), 31 May-9 June 2023

The IMO Maritime Safety Committee (MSC) deals with all matters related to maritime safety and maritime security which fall within the scope of IMO, covering both passenger ships and all kinds of cargo ships. This includes updating the SOLAS Convention and related codes, such as those covering dangerous goods, life-saving appliances and fire safety systems. The MSC also deals with human element issues, including amendments to the STCW Convention on training and certification of seafarers. The MSC has a wide range of issues on its current agenda, including goal-based standards, autonomous vessels, piracy and armed robbery against ships, cyber security, e-navigation and the modernization of the Global Maritime Distress and Safety System (GMDSS).They oversee the work of several sub-committees and cross committee subjects, covering many key regulations.

IMO Maritime Safety Committee (MSC 107), 31 May-9 June 2023 (Continued)

The MSC107 meeting was held from 31 May - 9 June 2023 at IMO headquarters in London.
Key points in bullets:
► Sampling of Oil Fuel for Revised MARPOL Annex VI and SOLAS Chapter II-2, draft MSC-MEPC guidelines for the sampling of oil fuel to ensure compliance with revised MARPOL Annex VI and SOLAS Chapter II-2 are approved. The joint MSC-MEPC circular aims to create a single sampling process for both conventions to obtain representative fuel samples delivered for use on board ships.
► Mutual Understanding on Flashpoint Documentation was endorsed, subject to the entry into force of SOLAS regulation II-2/4.2.1.6:
► the adoption of amendments to the:
• LSA Code and MSC.81(70) Revised recommendation on the testing of life-saving appliances for the ventilation of totally enclosed lifeboats.
(The new regulations ensure that the totally enclosed lifeboat shall admit sufficient air at all times to prevent a long-term CO2 concentration of more than 5,000 ppm for the number of persons the lifeboat is permitted to accommodate, even with the entrances closed. The amendments will enter into force 1 January 2026 and will apply to all totally enclosed lifeboats installed on or after 1 January 2029.)
• SOLAS chapter II-1 for onboard lifting appliances, with guidelines for both lifting appliances and anchor handling winches and their associated items of loose gear.
(The new SOLAS regulations will require new lifting appliances and anchor handling winches to be designed, constructed and installed in accordance with the requirements of a classification society which has been recognised by the Administration. The amendments will enter into force 1 January 2026.)
• SOLAS Chapter V, the Cargo Ship Safety Certificate, Form E and Form C, the 1978 & 1988 SOLAS Protocols for the mandatory carriage of electronic inclinometers, linked to the VDR, on new container ships and bulk carriers of 3,000GT and over, constructed on or after 1 January 2026.
(The new requirements will not be extended to all ships and will not apply retroactively to existing container ships and bulk carriers.)
• SOLAS Chapter II-2 and Unified Interpretations of SOLAS Chapter II-2 and the FSS and FTP Codes (MSC.1/Circ.1456), addressing fire protection of control stations on cargo ships with an added requirement to provide smoke detection in all control stations and cargo control rooms in addition to accommodation spaces.
(Consequential amendments to Unified Interpretations of SOLAS Chapter II-2 and the FSS and FTP Codes (MSC.1/Circ.1456) were approved in principle, addressing fire protection of control stations on cargo ships emanating from the amendments to SOLAS regulation II-2/7.5.5 with respect to the protection of accommodation and service spaces and control stations. These approved amendments will be presented to MSC 108 (May 2024) for adoption. The amended unified interpretations will be approved at that time and will be circulated as MSC.1/Circ.1456/Rev.1.)
• 1979, 1989 and 2009 MODU Codes which prohibit the new installation of materials containing asbestos.
(Any repairs, replacements, maintenance or additions to working parts of a MODU should be documented with an asbestos-free declaration for the materials used.)
• IGF Code
(as per report from the 8th session of the Sub-Committee on Carriage of Cargoes and Containers, numerous proposed amendments to the IGF Code were approved.)
• performance standards for water level detectors on ships subject to SOLAS regulations II-1/25, II-1/25-1 and XII/12.
(The amendments provide that for bilge level sensors in SOLAS regulation II-1/25-1.3, if the bottom of the bilge well is below the upper surface of the inner bottom, the heights of those sensors are to be measured from the bottom of the bilge well.)
► 2023 Code of Safety for Diving Systems to enhance the safety of divers in fixed and portable diving systems was adopted. Interim guidelines for the safety of ships using LPG fuels were approved, as well as interim guidelines for the safe operation of onshore power supply services in ports.

IMO Maritime Safety Committee (MSC 107), Amendments to Cargoes and Cargo Gear

Two key topics discussed in the MSC107 meeting, Cargoes and Cargo Gear, are covered below.

Cargoes
The Committee adopted amendments to the IMSBC Code (Amendment 07-23). The amendments will become mandatory from 01 January 2025 but may be applied on a voluntary basis from 01 January 2024.
Draft amendments to the IMSBC Code (07-23) had been agreed by CCC 8 (September 2022) and then finalized by E&T 37 (September 2022).
These amendments, following the IMO practice for adoption of the Code were then adopted by this session of the Committee.

The amendments include:
► The requirement for Bulk Density to be included the cargo information supplied by the shipper.
► New individual cargo schedules
► Amendments to existing individual schedules
► Amendments to sections 1 and 4 of the main body of the Code
► Amendments to Appendices 2, 3, 4 and 5.

To reflect and inform of the changes regarding the inclusion of Bulk Density in the cargo information to be supplied by the shipper, the Committee approved:
► MSC circular on Revised form for cargo information for solid bulk cargoes.

The Committee also approved a number of MSC Circulars and/or revisions to Circulars related to the IMSBC Code, that Include:
► Revision to MSC circular - MSC.1/CIRC.1453/REV.2 on Guidelines for the submission of information and completion of the format for the properties of cargoes not listed in the International Maritime Solid Bulk Cargoes (IMSBC) Code and their conditions of carriage
• When a cargo which is not listed in the Code, the competent authority of the port of loading should provide to the master a certificate stating the characteristics of the cargo and the required conditions for carriage and handling of that shipment. The competent authority of the port of loading should also submit an application to the IMO to incorporate this solid bulk cargo into the cargo schedules within Code. These Guidelines provide guidance on the type and structure of information which is required in the application.
• The Circular was revised to reflect the term dynamic separation and includes editorial changes.
► Revision to MSC circular - MSC.1/CIRC.1454/REV.2 - on Guidelines for developing and approving procedures for sampling, testing and controlling the moisture content for solid bulk cargoes which may liquefy or undergo dynamic separation
• The circular contains guidance on the preparation, approval and implementation of procedures for sampling, testing and controlling moisture content for solid bulk cargoes which may liquefy or undergo dynamic separation.
• Revised to reflect the term dynamic separation and includes editorial changes.
► Revision to MSC circular - MSC.1/CIRC.1395/REV.6 - on Lists of solid bulk cargoes for which a fixed gas fire-extinguishing system may be exempted or for which a fixed gas fire-extinguishing system is ineffective
• Due to the additional new individual cargo schedules that have been included in the new revision of the IMSBC Code the lists of solid bulk cargoes for which a fixed gas fire-extinguishing system may be exempted or for which a fixed gas fire-extinguishing system is ineffective needs to be updated to reflect the new cargoes.

The Committee also considered two new proposed outputs (agenda items) and agreed that the proposals did not need new outputs but will be considered by the Sub-Committee on Carriage of Cargoes and Containers (CCC) under the continuous output to address amendments to the IMSBC Code and supplements:
► Amendments to the Recommendations on the safe use of pesticides in ships applicable to the fumigation of cargo holds (MSC.1/Circ.1264)
► Solid bulk cargoes not listed in the IMSBC Code but shipped based on provisional assessments (tripartite agreements)
• To develop annual listing and real-time updating of solid bulk cargoes not listed in the IMSBC Code but shipped based on provisional assessments (tripartite agreements).

Cargo Gear
Considered under Agenda item 3 – Consideration and adoption of amendments to mandatory instruments, the Committee adopted amendments to SOLAS chapter II-1. The amendments provide a new regulation 3-13 Lifting appliances and anchor handling winches Guidelines for lifting appliances and lay out requirements for on-board cargo gear for both new and existing vessels with an expected Entry into Force on 01 January 2026.

IMO Maritime Safety Committee (MSC 107), Amendments to Cargoes and Cargo Gear (Continued)

The Committee also approved the MSC Circular on Guidelines for lifting appliances that support the application of the new SOLAS lifting appliance regulation.
MSC 102 (November 2020) approved in principle, pending the completion of the associated draft Guidelines for lifting appliances, draft SOLAS amendments concerning onboard lifting appliances and anchor handling winches requirements for cargo gear.
MSC 106 (November 2022) finalised the draft guidelines and agreed to circulate the draft amendments to SOLAS chapter II-1 onboard lifting appliances and anchor handling winches with a view to adoption at MSC 107.
MSC 106 also approved, in principle, the draft MSC circular on Guidelines for lifting appliances, with a view to final approval by MSC 107.
MSC 107 adopted amendments to SOLAS Chapter II-1. The amendments provide a new regulation 3-13 Lifting appliances and anchor handling winches with an expected Entry into Force on 01 January 2026.
The new Regulation applies to both new and existing vessels and can be found in Annex 1 of MSC 107-WP.8. The existing regulation Chapter II-1, Part A, Regulation 2 Definitions is also amended to include definitions of lifting appliances, loose gear, installation date, etc.

Key Elements of the new Regulation include:
Draft SOLAS Regulation II-1/3-13 Lifting appliances and anchor handling winches
► Applies to Deck Cranes, Store Cranes, Gantry Cranes etc. and loose gear. Does not apply to: lifesaving appliances
► New Installations (Installed on/after 01 January 2026)
• Designed, constructed and installed in accordance with Class Rules (including testing after installation) or standard acceptable to the Flag
► Existing Installations (1st Special/Renewal after EIF)
• Load tested and thoroughly examined
► The Flag shall determine to what extent the above (new and existing) do not apply to lifting appliances with a SWL below 1,000 kg
► All Lifting Appliances
• Subject to Annual Surveys
• 5 yearly tests
• Marked with SWL
• Records of load testing, thorough examination to be onboard
• Maintained with manual and records onboard
• Operation Manual to be onboard
• To be operated by qualified personnel
► Loose gear
• Designed/manufactured according to Class/admin plus certification
• Proof tested
• Annual Surveys
• Marked with SWL plus other info as applicable (tare weight, sling angle, etc)
• Maintained with records of maintenance, inspection, etc

MSC Circular on Guidelines for lifting appliances
The Guidelines should be used to comply with the new Regulation and provide guidance/requirements on:
► Lifting Appliances
• Design, construction and installation
• Load testing & examination
• Demonstration of compliance
• Marking
• Maintenance, Inspection and operational testing
• Operations
► Loose Gear
• Design and manufacturing
• Proof test and thorough examination
• Demonstration of compliance
• Marking
• Operation
• Maintenance and inspection
• Records of inspection, maintenance, testing and thorough examination

IMO Sub-Committee on Pollution Prevention and Response (PPR)

The Sub-Committee on Pollution Prevention and Response (PPR) deals with all matters relating to pollution prevention and response which falls within IMO's remit. This ranges from all annexes of the MARPOL Convention through to the control and management of harmful aquatic organisms in ships' ballast water and sediments; biofouling; anti-fouling system; pollution preparedness, response and cooperation for oil and hazardous and noxious substances; and the safe and environmentally sound recycling of ships. The Working Group on the Evaluation of Safety and Pollution Hazards of Chemicals works under the auspices of the PPR Sub-Committee.
New regulations developed by the PPR Sub-Committee are not finalized until approved by the Marine Environment Protection Committee (MEPC).
PPR 10 meeting was held in London in IMO headquarters from 24-28 Ap23.

This Brief provides an overview of significant issues discussed at this session, which include matters pertaining to new guidelines for Thermal Waste Treatment Devices, new standards of precision and reliability for Ballast Water Compliance Monitoring Devices, development of regulations governing the Transport of Plastic Pellets to prevent losses at sea and new guidance to account for controlled anti-fouling systems in the Inventory of Hazardous Materials.
A wide range of topics was on the agenda, including biofouling, ballast water management, black carbon, sewage treatment and marine plastic litter. PPR 10 agreed on revised guidelines on biofouling to minimize the transfer of invasive aquatic species.

Key points in bullets:
• Air pollution prevention
- thermal waste treatment devices (TWTD) Finalisation of draft 2023 Guidelines for thermal waste treatment devices (TWTD) and draft amendments to regulation 13.2.2 of MAPROL Annex VI and associated guidelines (steam system replacement).
- Reduction of the Impact of Emissions of Black Carbon from International Shipping
- Draft amendments to:
i. regulation 13.2.2 of MARPOL Annex VI
ii. MARPOL Annex IV – Lifetime Performance of Sewage Treatment Plants
iii. 2013 Guidelines as required by regulation 13.2.2 in respect of non-identical replacement engines not required to meet the Tier III limit (Resolution MEPC.230(65),
iv. revision of MEPC.1/Circ.795, clarifications on a marine diesel engine replacing a steam system.
v. 2019 Guidelines for on Board Sampling for the Verification of the Sulphur Content of the Fuel Oil Used on Board Ships (MEPC.1/Circ.864/Rev.1)
vi. Volatile Organic Compound (VOC) Emissions
- MEPC.1/Circ.795 - Unified Interpretations to MARPOL Annex VI
Draft Revision (bunker delivery notes).
• Marine Biosafety
- 2011 Guidelines for the control and management of ships' biofouling to minimize the transfer of invasive aquatic species (resolution MEPC.207(62)): Finalisation of the draft, including an update to the form of the Biofouling Management plan and Biofouling Record Book.
- Inventory of Hazardous Materials Updated 2015 Guidelines for the development of the Inventory of Hazardous Materials (Resolution MEPC.269(68)).

IMO Sub-Committee on Pollution Prevention and Response (PPR) (Continued)

• Ballast Water Management
- BWM.2/Circ.66 - Unified Interpretation to the BWM Convention: Finalisation of the draft, to clarify the "Date of construction" in the Form of the International Ballast Water Management Certificate (IBWMC).
- BWM.2 circular Protocol for verification of ballast water compliance monitoring devices: draft for approval at MEPC 80.
• Evaluation of safety and pollution hazards of chemicals
- A review and update of the carriage requirements noted in MEPC.2 Circular (expected to be MEPC.2/Circ.29 in Dec23).
- Amendments to PPR.1/Circ.7 Decisions with regard to the categorization and classification of products.
- Amendments to MEPC.1/Circ.590 – Revised Tank Cleaning Additives Guidance Note and Reporting Form TS
• Pollution Prevention and Response
- IBTS Guidelines and Amendments to the IOPP Certificate and Oil Record Book review
- Development of measures to reduce risks of use and carriage of heavy fuel oil as fuel by ships in arctic waters
- HNS Spill Response Guide
Operational Guide on the Response to Spills of Hazardous and Noxious Substances (HNS) (Vol 1 and 2).
• Marine Plastic Litter
- Draft circular on "Recommendations for the carriage of plastic pellets by sea in freight containers" for further input from CCC.
- Draft request to CCC (via MEPC 80) for input and clarification on the shipment of plastic pellets in bulk under the IMSBC Code.

IMO Marine Environment Protection Committee (MEPC 80)

The 80th session of the IMO's Marine Environment Protection Committee (MEPC 80) was held from 03-07Jul23 under the Chair of Dr Harry Conway of Liberia, adopting a revised GHG Strategy with new targets, i.e.: expedited reduction in emissions, 20% by 2030, 70% by 2040 (compared to 2008 levels), and the ultimate goal of achieving net-zero emissions by 2050. New regulations are expected to enter into force around mid-2027.
Some major issues discussed this time:

- The 2023 revised IMO Strategy on Reduction of GHG Emissions from Ships
- Review of the Short-Term GHG Reduction Measures
- Candidate mid-term GHG reduction measures
- Development of Marine Fuel Life Cycle Guidelines
- Discussion on Carbon Capture Technologies
- Interim Guidance on the Use of Biofuels under Regulations 26, 27, and 28 of MARPOL Annex VI (DCS and CII)
- Amendments in the IMO Ship Fuel Oil Consumption Data Collection System (DCS) requiring more detailed data on fuel consumption
- Discussion on Risks of EGCS
- 2023 Guidelines for the control and management of ships' biofouling to minimize the transfer of invasive aquatic species.
- Proposals for the Canadian Arctic and for North-East Atlantic Ocean ECAs
- Report on the Ballast Water Management (BWM) and related items
- IMO adopts amendments to simplify ballast water record keeping and reporting
- Update on guidance on the application of the BWM Convention to ships operating in ports with challenging water quality (CWQ)
- No progress on Traffic Separation Scheme off Sri Lanka
- Progress on Ship-to-Ship Transfer issues and the 'dark fleet'

Biofuels

Biofuel is a type of renewable energy source derived from microbial, plant, or animal materials like vegetable oils, animal waste, crop residues, sewage from wastewater treatment and food waste from industry and households. Examples of biofuels include ethanol (often made from corn in the United States and sugarcane in Brazil), biodiesel (sourced from vegetable oils and liquid animal fats), green diesel (derived from algae and other plant sources), and biogas (methane derived from animal manure and other digested organic material). Biofuels can be solid, liquid, or gaseous. They are most useful in the latter two forms as this makes it easier to transport, deliver, and burn cleanly.

Today there is a wide range of biofuels, including FAME, HVO, pyrolysis oils, e-fuels and alcohols such as ethanol and methanol. Many of these, such as ethanol, FAME and HVO, have already been adopted by the automotive industry.
Currently, most biofuels used in shipping are types of biodiesel: fatty acid methyl esters (FAME) or hydro-treated vegetable oils (HVO). Both primarily use plant oil feedstocks such as rapeseed, soybean and palm oil, but it is possible to use waste and residue fats as well.

- FAME - currently, the most prominently used biofuel in marine applications. Feedstock should be compliant with the EN 14214. Mostly intended to be used as a blend. Should not be stored for longer than six months as it is susceptible to oxidation, which can leave deposits that may eventually block filters and has a short degrading time.
- HVO (or renewable diesel): Compliant with the EN 15940. Very stable and can be stored for long periods as it is not susceptible to oxidation or microbiological growth. Can be used as drop-in fuel or blended with conventional fuels.

Biofuels are not only for marine applications. Demand for FAME is influenced by its use in the on-road transportation sector. The higher the national bio-based diesel mandate, the lesser capacity can be utilized by the marine sector. There is also competition with the aviation industry as hydro processed esters and fatty acids synthetic paraffinic kerosene (HEFA-SPK) fuel is anticipated to be the principal aviation biofuel used over the short to medium term.

The use of biofuel in a Diesel engine is nothing new, the first successful Diesel engine test was carried out in 1897 by Rudolph Diesel on straight peanut oil. Their key advantages are that they are already compatible with modern ship engines and require no Capex. They present lower emission factors than traditional fossil fuels, depending on formulation and blend. Importantly, burning biofuels requires no technical adjustments, added safety measures or design changes to existing ships, making switching to biofuels an immediately actionable solution. Typical outcomes of pilot projects so far are very promising, with no issues related to combustion, engine condition, stability and with a clear condition of engine cylinders via scavenge drain analysis while using the biofuel.

MEPC 78 has approved the Unified Interpretation on Regulation 18.3 of MARPOL Annex VI simplifying the use of biofuels on board ships in relation to the NOx emission (MEPC.1/Circ.795/Rev.6), which clarifies:

- The use of the biofuel by introducing the 10% limit by volume of possible NOx emission increase to the fuel up to 30% mixture by volume, if there is any modification to engine parts/components, should meet the requirements of regulation 18.3.1 of MARPOL Annex VI, it is therefore considered to be fuel oil of blends of hydrocarbons derived from petroleum refining and verification of the NOx impacts is not required
- For more than 30% mixture, should meet the requirements of regulation 18.3.2 of MARPOL Annex VI, and will be subject to a new NOx certification.
- However, even if the mixture rate exceeds 30% by volume, if there is no modification to the NOx critical components or settings/operating values, no further NOx certification is required so far as it meets the 10% increase limit.

This interpretation is included in a Revision 6 and 7 of MEPC.1/Circ.795.

MEPC80 has approved interim guidelines on the use of biofuels under regulations 26, 27 and 28 of MARPOL Annex VI (DCS and CII), that clarifies how certified sustainable biofuels can be used to improve a ship's CII rating.
The key points are:

- Biofuels must be certified by relevant international certification scheme, meeting its sustainability criteria. Reference is made to ICAO's Approved Sustainability Certification Schemes and the CORSIA Sustainability Criteria.
- Must provide a well-to-wake GHG emissions reduction of at least 65% compared to the well-to-wake emissions of fossil MGO of 94 gCO2e/MJ (i.e., achieving an emissions intensity not exceeding 33 gCO2e/MJ) according to that certification.
- May be assigned a Cf equal to the value of the well-to-wake GHG emissions of the fuel according to the certificate (expressed in gCO2eq/MJ) multiplied by its Lower Calorific Value (LCV, expressed in MJ/g) for the purpose of regulations 26, 27, and 28 of MARPOL Annex VI for the corresponding amount of fuels consumed by the ship.
- For blends, the Cf should be based on the weighted average of the Cf for the respective amount of fuels by energy.
- A Proof of Sustainability or similar documentation from a recognized scheme should be provided along with the Bunker Delivery Note, to facilitate the verification of the reported biofuel consumption.

Biofuels (Continued)

- For biofuels not certified as "sustainable" or not fulfilling the well-to-wake emission factor criterion above should be assigned a Cf equal to the Cf of the equivalent fossil fuel type.
- In any case, the CF value of a biofuel cannot be less than 0.

For details pls refer to:

- MEPC.1/Circ.905 Interim guidance on the use of biofuels under regulations 26, 27 and 28 of MARPOL Annex VI
- Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA) approved sustainability certification schemes

All bunker transactions for biofuels are only made via ISO 8217:2017 basis its General Clause 5: The fuel composition shall consist predominantly of hydrocarbons primarily derived from petroleum sources while it may also contain hydrocarbons from: synthetic or renewable sources such as Hydrotreated Vegetable Oil (HVO), Gas to Liquid (GTL) or Biomass to Liquid (BTL); co processing of renewable feedstock at refineries with petroleum feedstock. Example: ISO 8217:2017 RMG 380 with the exception of FAME levels (as per contractual agreement 30 or 50% etc.).

FuelEU maritime

EU Council adopted on 27Jul23 the 'FuelEU maritime' initiative.

1 The main objective of the FuelEU maritime initiative, as a key part of the EU's Fit for 55 package (ETS, IMO, AFIR, ETD, FuelEU and RED), is to increase the demand for and consistent use of renewable and low-carbon fuels and reduce the greenhouse gas emissions from the shipping sector, while ensuring the smooth operation of maritime traffic and avoiding distortions in the internal market.
The new legislation
- sets maximum limits on the yearly greenhouse gas intensity of the energy used by a ship, including CO2, CH4, and N2O reduction targets on a full well to wake calculation.
- provides the legal framework for ship operators and fuel producers and helps kick-start the large-scale production of sustainable renewable and low-carbon maritime fuels, thus aims to put maritime transport on the trajectory of the EU's climate targets for 2030.

2 Main provisions of the FuelEU maritime initiative
The new regulation contains the following main provisions:

- measures to ensure that the greenhouse gas intensity of fuels used by the shipping sector will gradually decrease over time, by 2% in 2025 to as much as 80% by 2050
- a special incentive regime to support the uptake of the so-called renewable fuels of non biological origin (RFNBO) with a high decarbonisation potential
- an exclusion of fossil fuels from the regulation's certification process
- an obligation for passenger ships and containers to use on-shore power supply for all electricity needs while moored at the quayside in major EU ports as of 2030, with a view to mitigating air pollution in ports, which are often close to densely populated areas
- a voluntary pooling mechanism, under which ships will be allowed to pool their compliance balance with one or more other ships, with the pool – as a whole - having to meet the greenhouse gas intensity limits on average
- time limited exceptions for the specific treatment of the outermost regions, small islands, and areas economically highly dependent on their connectivity
- revenues generated from the regulation's implementation ('FuelEU penalties') should be used for projects in support of the maritime sector's decarbonisation with an enhanced transparency mechanism
- monitoring of the regulation's implementation through the Commission's reporting and review process

3 Next steps
Following the formal adoption by the Council on 27Jul23, the new regulation will be published in the EU's official journal after the summer and will enter into force the twentieth day after this publication. The new rules will apply from 1 January 2025, apart from articles 8 and 9 which will apply from 31 August 2024.
4 Other work streams under progress
There are 4 other Work Streams (WS) in support of the FuelEU Maritime Regulation. Among which, we highlight the 'Elements for FuelEU specific monitoring, reporting and verification activities including accreditation of verifiers'.
Objective: Develop requirements on subject.
- Art.7(4): monitoring plans templates and tech rules
- Art 12(5): rules for verification activities
- Art.13(3): methods and criteria of accreditation of verifiers

We will keep monitoring the development and report.

Promotions Roxana Shipping - ROKS Maritime 01Apr23 - 30Jun23

Name	Rank	Promotion Date	Photo
Anastasiiadi Andrei	Master	07/05/2023	
Sokolov Mikhail	2nd/Off	19/04/2023	
Trifonov Mikhail	3rd/Off	19/04/2023	
Prokopenko Aleksandr	3rd/Eng	03/04/2023	
Kalenchenko Aleksandr	3rd/Eng	11/04/2023	
Krupianko Ilia	4th/Eng	11/04/2023	
Komogortsev Sergei	Bosun	08/04/2023	
Berdnikov Igor	A/B	19/04/2023	

Mr. Dimitrios Peppas' employment as technical dept manager

We are pleased to advise you that Mr. Dimitrios Peppas has joined Roxana Shipping S.A. and ROKS Maritime Inc. as of 10Jul23, in the position of Technical dept manager.

In 2012 Dimitrios graduated from the National Technical University holding his MSc degree in Naval Architecture & Marine Engineering.

Mr. Peppas has a wide Technical related experience as he has been working since 2013 in Shipping as fleet sup/nt and in various managerial positions.

The professional experience and skills of Mr. Peppas will definitely add value in our team and will help us meet the short and long term objectives set out by the company.

Dimitri, welcome on board!

After 6 years of successful and fruitful cooperation, Mr. Nikolaos Giampanis decided to pursue alternative interests as of 07Jul23, as per his farewell message below:

Quote
Dear Colleagues
Today I am leaving my position in Roxana - ROKS. Thank you for the great relationship we have enjoyed the last 6 years, Technical Dept and ALL you have been amazing. Thank you, Goodbye, Hope you have a wonderful future.
Nikos Giampanis
Unquote

Mr. Giampanis joined Roxana and ROKS in September 2017, and for the last 6 years, he successfully handled all technical matters and cooperated with the company colleagues in a professional and excellent manner.

We all thank Mr. Giampanis for his cooperation and devotion to our company all these years, and wish him and his family the best for their future plans.

Mr. Karavias Gerasimos' resignation

We hereby announce that Mr. Gerasimos Karavias as of 31Mar23 is not working with our company.

Gerasimos served with loyalty our Company since 2008, at the position of Fleet Superintendent.

Throughout these 15 years period he contributed a lot to the growth of our Company.

We all thank Gerasimos and wish him and his family all the best for the future.

Mrs. Karagianni Anastasia's resignation

We hereby announce that Mrs. Anastasia Karagianni as of 19May23 is not working with our company.

Anastasia served our Company since 2006, at the position of Purchasing dept coordinator.

Throughout these 17 years period, she contributed a lot to the growth of our Company.

We all thank Anastasia and wish her and her family all the best for the future.

ROXANA SHIPPING S.A.

State of the Art In Shipmanagment is our Tradition

Incident Free Effective Efficient