

From the Editor's Desk



"Those who have the privilege to know, have the duty to act." Albert Einstein

'Innovation comes from connecting with the best of minds'

It's high time our national maritime administration pools-up a team of loyal, duty-conscious qualified policy makers who look at shipping globally with a wider perspective angle, serve with integrity, since shipping is international. Remain agile within the acceptable limits of elasticity in approaches and workable operations, fact-based decisions within reasonable time, enhancing organisational-effectiveness by implementing leading-edge initiatives in the areas of recruitment, retention, training, evaluation etc. serving the coastal and ocean going shipping sector. Entry level mariners ought to be fully screened to meet the challenges of hard work out at sea and at the same time take the good image of our nation world-wide. "Life at sea is never a bed of roses", while living with all the limitations onboard with varied conditions i.e. manpower, machineries, materials, for source of accessibility while at sea, to combat piracy as in the case of terrorism, meet emergent needs while living away from their close and near dear ones. Discipline is instilled in them, as the discipline plays a vital role in all spheres of life.

This means in human resources, Company policy needs to be unilaterally applied to hiring practices, after viewing all probabilities, taking into account of uncertainties as well, meeting international standards of quality, employee performance management, technology, evaluation and assessment worldwide. We need to compete all the time for talent, without any reservations but with the best of competencies. Our Cee Cee Industrial & Marine Management Consultants division continues, to transform itself to be both a services-led and technology-enabled company. Last but not least, our human resources function are organised and positioned to help drive our top-line growth, with a holistic and pragmatic approach. Our services consultative division sees the need for a certain kind of services-oriented skill set and consultative behavioral model for employees. Our HR Division concentrates on thoughts, qualified discussions and decisions for better recruiting and retaining people with the right skill- sets, to be more productive in nature. It is increasingly difficult, however, to find new employees with the expertise as we desire, unless we have evolved a yardstick of required quality, as a basic step and to gradually improve upon, upgrading them. Owing to no laid down common standards of curriculum.

Indian seafarers must maintain and constantly enhance their proficiency, continue to be admired for their hard, loyal and skilled service. Like other enterprises, they must be agile and adaptable to changes. Shipping being a service industry, transforms itself into services- 80% of the revenue derives from services and 20% from technology. With this mind-shift from tech to services, we need to implement a different type of specialized performance management. Seafarers live with risks and sacrifices, which is their part of life-style which is going unrecognised, in respect of their welfare, since they cannot get together unlike other tradesmen or professionals. Some wolves are exploiting them, which I have been saying time and again in my issues of "MARINE WAVES".

We have been seeing maritime/ colleges/ academies/institutions etc. springing up in 90's and finding them a unique set-up, amongst the existing conventional colleges/

institutions of higher learning, i.e. mariners (Captains and Chief Engineers) holding senior positions as: Director, Dean, Principal, Capt. Supdt., Faculty & instructor, purely on the strength of the Certificate of Competency which is to operate and manage ships, having worked onboard the ship as a Master or a Chief Engineer, though not academically strong, while with a background of 10+2/11th Standard/ or seaman entry through ranks which could be even without a school final/drop-outs. Hence, the old timers who are generally academically poor/under-graduates, why place in school of higher learning, while IITian, IIM graduates, PG's, PhD's, working in the same institutions, whose salary package comparably be mud and sky below, not considered fairly? This is a cause of discontentment within the teaching faculty of the same institution. Why not consider second mates and Mates & Masters (Class One) passed out from 90's, as Graduates, PG's respectively, for onward studies in taught and research studies, in their related discipline? This is similar to recognition of training and experience of Indian Navy personnel, for rehabilitation and resettlement into civil service. The shipping industry is dynamically and rapidly changing, academia has to rise to the occasion, a challenge. Technical education needs rejuvenation. Cannot be left with the old timer mariner's alone, who have not been keeping abreast with the changing surge of technology. Excellence and Perfection are the only principles of Education that can safeguard the knowledge bank of any country, a pre-requisite to nurture talents, for seafarers of tomorrow.

Un-Fair fixation of pay scales: DG Shipping website invites application for Ship's Surveyor, Engineer & Ship Surveyor, Nautical Surveyors in Directorate General of Shipping / Mercantile Marine Departments in the pay scale of Rs. 15600-39100+7600/- (Approximate Rs. 37584/- p.m. in Class-I cities). Simultaneously, application invited for Radio Inspectors in the pay scale of Rs. 15600-39100+5400/- Grade Pay (Approximate Rs. 34,572/- p.m. in Class-I cities). This is not a fair proposition, since marine radio officers (telegraphers) inducted onboard to receive and send messages. Those working ashore are Class 3 employees; unless they are qualified graduate engineers in electrical/electronics, they should not be appointed in the same starting basic wage as that of Chief Engineers and Masters.

The imperative need, to create a harmonious network for seafarers, in the website of every maritime nation, to interact and obtain timely realistic feedback, for timely corrective action, early reforms with better quality standards in technology, managerial for workable operations of the highest order, sourcing-out competent shipboard personnel. Monitoring, seafarer's welfare at each stage, starting from recruitment, training, processing, enjoining their assigned vessel and evaluating their progress. Introduce incentive plans / compensation schemes as their morale will be boosted high to produce better results. Maritime nations to create its own monitoring and evaluation of seafarer's needs, to make them more competitive, having the right attitude. MARINE WAVES is open to any Suggestions from social activists, joining us as our associates. Recommendations and remarks from any groups and private individuals is welcome-to promote better welfare-services for our dear seafarers, who lives with risks and sacrifices.

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(contd. from page 2)

known inverse square law, which predicts the loss of 6db per doubling of distance from the source. Large speakers (or large arrays), such as these mentioned above or those commonly used in concert halls, etc., produce less loss with distance in the nearfield, typically 3-4db per doubling of distance from the source. The larger the speaker, and the higher the frequency, the longer the effective nearfield is (see Beranek). Devices like this generally have nearfields of only a few meters.

Usage: The device was originally intended to be used by American warships to warn incoming vessels approaching without permission, and some reports claim that this is now a "non-lethal weapon". Its output up to 155db, focused at a distance, is sufficient to produce permanent ear damage and temporarily disrupt vision.[2] It may also be used simply as a very effective megaphone prior to any use as a weapon.

These devices are currently used at Camp Bucca Iraq and are being tested in regions of Baghdad, Fallujah, along with other regions of Iraq. The LRAD device was also used by police in New York City during protests of the 2004 Republican National Convention[3] and in Georgia against opposition protesters in Tbilisi on November 2007 [4][5]. The luxury cruise ship Seabourn Spirit employed an LRAD while repelling pirates who attacked the vessel with RPGs about 160 km off the coast of Somalia in early November 2005.[6] [7] The effectiveness of this device during the attack is not completely clear, but the pirates did not succeed in boarding the vessel and eventually fled. The Liberian vessel MV Biscaglia was attacked on November 28, 2008. The security detachment aboard Biscaglia used an LRAD device in an effort to repel attackers armed with assault rifles and rocket-propelled grenades. Following a one-sided shootout, the ship was seized and the unarmed security contractors forced to abandon ship or be killed.[8] The incident caused the usefulness of LRADs to be called into question by Lloyd's List.[9]

The advantages of the LRAD.

- **HIGH DIRECTIONALITY**
- o Reduces the risk of exposing nearby personnel to excessive audio levels
- **HIGH DECIBEL OUTPUT**
- o Clear communication and unmistakable warning at extended ranges

- o Attention-getting and highly irritating deterrent tone for behavior modification
- **COST EFFICIENCY**
- o Increased security coverage
- o Reduced manpower
- o Increased operational efficiency
- o Increased response capabilities
- **EASE OF INSTALLATION**
- o Low power requirements
- o Weatherproof
- o Lightweight
- o Flexible mounting (Optional SCRAM Cart configuration)
- **PROVEN TECHNOLOGY SOLUTION**
- o In combat since December 2003
- o At sea since May 2004
- o Maritime security since August 2004
- o Public safety since August 2004

When will the Merchant Shipping community tighten security?

According to the Associated Press (2008), pirates seized the 530-foot-long freighter Faina off of the coast of Somalia. The ship was carrying 33 T-72 tanks, a substantial quantity of ammunition, and spare parts. This is a series of lucrative business adventures of coastal pirate groups who undertake these swift measures to financially assist themselves and their friends. Many of these close knit pirates organization provide funding to Al Qaeda and other terrorist organizations.

Many research papers and articles have been written about this subject, but it appears to have fallen on deaf shipping owners and Captains ears. Immediate action can be taken to help alleviate the pirate problems. This article is not declaring the total problem can be avoided or cured, but the cause can surely be avoided. We must look back to the 1940's and consider what the allies in World war II were surviving in their attempts to avoid the ravishing attacks of the German submarine "Wolfe packs" which plagued the merchant vessels in the Atlantic. Today's merchant mariners do not have the problems of German submarines hounding them in their day to day operations, but they do have the problem of the "new age" pirates cursing mariners in and around Somalia and the Malacca Straits.

D. Urquhart(2006) and others state many of these attacks can be avoided by following these few simple measures:

The Ship Security Alert System (SSAS) instituted a regulation for all passenger ships, mobile offshore drilling units, and cargo ships of 500 tons or more to be equipped with an alarm system to ensure security. Any ships thereafter built must comply with the regulation. This regulation went into affect on July 1, 2004.

In accordance with the Global Maritime Distress and Safety System distress procedures, the alert system must obtain power from the ships primary power source as well as another appropriate source. The activation points of the alert device must be accessible from the bridge of the ship and the distress codes should be directed to shore and identify the ships location and identity through a unique code generated.

Ship Security Alert Systems have shown to be a great asset to the shipping industry. A Turkish bulk carrier was saved from a pirate attack in January 2006 by an SSAS alert when five pirates armed with machine guns and rocket launchers attacked the Turkish carrier. After activating the SSAS alert, a coalition warship was notified and responded to the alert within thirty minutes along with a helicopter which caused the pirates to stop firing, saving the carrier

Ship Loc

The ShipLoc system provides ship owners with long range tracking of their ships. It has the capability to provide the owners with exact locations and routes of travel. The system reports between 6 and 24 times a day and immediate alerts if triggered. Once installed on the vessel, ShipLoc transmits via satellite to the fleet operator information such as speed, heading, location, as well as meteorological information that could cause issues with the vessel. This divide is in compliance with SSAS regulations; ShipLoc alerts are silent and provide information the shore installations only. ShipLoc has been approved by the International Maritime Bureau as the only SSAS system which is 100% reliable by using a second location system independent of GPS, to verify the GPS fixes. ShipLoc is also equipped with a silent alarm that can be triggered from any location on the ship.

Secure Ship

Secure Ship electrifies a ships hull using a 9,000 volt electrified fence that is erected around the ship. Secure Ship is a non-lethal system to prevent the boarding of a ship allows the sailors on