



One Dead, 6 Injured in Explosion on Chemical Tanker Ship

An explosion on board the chemical tanker 'Royal Diamond 7' killed a South Korean crew member and injured six, including two foreigners and four Indians, on Saturday morning near the Mumbai coast. The Directorate General of Shipping (DG Shipping) has ordered an inquiry into the matter as there was another explosion in the same storage area of the vessel just a week ago. There were no casualties or injuries then.



"It is slightly surprising that there was an explosion in the same storage area. We have ordered an inquiry," Satish Agnihotri, Director General of Shipping, told The Hindu on Saturday.

Munhyeon Seok (57), who was the bosun on the vessel, succumbed to the burns while he was being shifted from J.J. Hospital to Masina Hospital on Saturday afternoon. "The South Korean Consulate has been informed of the unfortunate incident," a press note issued by the Mumbai Port Trust stated.

The names of the injured include South Korean national Kim Song Hun (29) and Filipino Alota Artar Durka (34). Both the crew members are undergoing treatment at the state-run J.J. Hospital. The four Indian workers who suffered injuries are Shobhnath Jagannath Yadav (36), Rajesh Yamuna Raut (36), Sunny Bholanath Rawat (35) and Tirath Matadin Rawat (35), the police said.

The case is being handled by the Yellowgate police station.

According to the police, the Marshall Island-flagged Korean chemical tanker was anchored at Tanker Anchorage-1 of Butcher Island near the Mumbai coast

(contd. on next page)

Highlights

	Page
One Dead, 6 Injured in Explosion on Chemical Tanker Ship	1
SCI acquires AHTS vessel - part of offshore fleet replacement	2
Editorial	3
SOS Campaign calls on India to support its seafarers	4
Global Maritime Analysis	5
The Enrica Lexie anchored off Kochi	6
18 Serious Offences under Merchant Navy Code of Conduct Resulting in to Dismissal from Job at Sea	7
Things a Smart Mariner Would Do Before Joining a Ship	8
10 Professional Mistakes Seafarers Should Never Make Onboard Ships	10
List of Pre-Sea Maritime Courses & Eligibility Criteria	11-16
What is Boiling Liquid Expanding Vapour Explosion (BLEVE) on Gas Carrier Ships?	17
Top 14 Things a Junior/Trainee Marine Engineer Shouldn't Do When New to Ship	18
7 Reasons Deck Cadets and Junior Engineers are Not Getting Jobs	19
India : Guidelines for Armed Guards on Merchant Ships	21

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when the incident took place. "The ship was in front of jetty no.4," said a police official who conducted the panchnama.

"At 11.25 a.m today [Saturday], the tanker reported to the Mumbai Port's Vessel Traffic System/Control Station that an explosion had occurred and that three crew members have been injured. Immediately, a tug was despatched to bring the injured to shore," the press release stated.

"When the crew and other labourers were cleaning the area near a gas pipeline carrying toluene liquid, the explosion took place. The four Indians injured in the explosion are local labourers hired by the company," a senior police official said.

Naval boats patrolling the area rushed to the spot. According to Navy officials, soon after the explosion, some of the crew members jumped into the sea. Two of them were picked up by Naval boats while the others were picked up by the marine police.

Port Trust officials said the fire caused by the explosion was brought under control immediately and the situation was restored to normality by 1 pm.

The senior management of the port later visited the chemical tanker and assessed the situation.

"It has now been decided to shift the tanker to Outer-Anchorage," the MbPT press note stated.

There was an accidental fire on-board the vessel on March 17 when it had discharged a consignment of 2000 tonnes of toluene imported by Aegis Chemicals Limited at New Pir Pau Pier of the Mumbai Port Trust.

The fire was immediately brought under control then and the chairperson of the port had appointed the deputy chairperson to conduct an inquiry. The vessel was anchored at Tanker Anchorage-One at Mumbai harbour since March 19, the port authorities said.

EU Extends Counter Piracy Mission Off Coast of Somalia

On Friday 23 March 2012 the Council of the European Union confirmed its intention to extend the EU Naval Force (EU NAVFOR) counter-piracy mission, Operation ATLANATA off the Somali coast until December 2014. At the same time the Council also extended the area of operations to include Somali coastal territory and internal waters. The decision will enable Operation Atalanta Forces to work directly with the Transitional Federal Government and other Somali entities to support their fight against piracy in the coastal areas. In accordance with the relevant UN Security Council resolutions, the Somali government has notified the UN Secretary General of its acceptance of the EU's offer for this new collaboration.

Speaking about the extension of the mandate and area of operations, Rear Admiral Duncan Potts, who is the Operational Commander of the EU Naval Force, said "The extension of the mandate until the end of 2014 confirms the EU's commitment to fighting piracy off the Horn of Africa. Piracy has caused so much misery to the Somali people and to the crews of ships transiting the area and it is right that we continue to move forward in our efforts".

SCI acquires AHTS vessel - part of offshore fleet replacement

Replacement of its old offshore vessels goes hand-in-hand with fleet expansion

The state owned the Shipping Corporation of India Ltd. (SCI) took delivery of an 80 T BP Anchor Handling, Towing & Supply vessel "m.v. SCI Mukta" this morning as part of offshore fleet replacement program.

SCI, the largest shipping company in the country, had signed contracts for acquisition of four new buildings 80 T BP Anchor Handling, Towing & Supply vessels with Bharati Shipyard Limited, India. The first two vessels, "m.v. SCI Panna" and "m.v. SCI Ratna" were delivered to the company on 23rd August, 2011 and 14th October, 2011. "SCI Mukta" is the third vessel of the series. The fourth vessel is scheduled for delivery by later this year in June.

The vessel has G.T. of 2,039 tonnes and deadweight of 1,966 tonnes. The vessel has been classed with IRS and has been built to comply with the latest and most stringent international regulations.

In the offshore sector, SCI presently has a fleet of 12 vessels of which 9 vessels were acquired during the mid eighties. These vessels have been serving the oil exploration and production sector in India for the last 25 years. The four AHTSVs ordered with Bharati Shipyard are 1st phase replacement of SCI's 10 AHTSVs and comply with superior specifications like Dynamic Positioning, Reverse Osmosis Plant and UKOOA compliance as required by Indian E&P operators, etc.

As a National carrier, SCI has been aiming to increase its presence in India's offshore sector. To promote Indian Shipbuilding industry, SCI has ordered four AHTSVs of 120 T BP capacity and two PSVs with the Cochin Shipyard on nomination basis. As a part of the replacement of its 10 AHTSVs, SCI has recently ordered six AHTSVs of 80 T BP capacity at ABG Shipyard. The service of these vessels would be crucial to the E & P operators in the Indian offshore area.

Presently SCI has a diversified fleet of 74 vessels which includes 12 offshore supply vessels. With addition of this vessel, SCI's fleet strength stands at 75 vessels of 5.51 million DWT. Acquisition of the vessel is in line with SCI's strategy of maintaining a modern and young fleet. The Company has 28 vessels on order at present and 3 of these are scheduled for delivery by the end of FY 2011-12.

"As regards acquisition with overseas shipbuilders, we have placed orders for 16 vessels," said Arun Kumar Gupta, Director (Technical & Offshore) of SCI. "These include nine vessels with STX (Dalian) Shipbuilding Co. Ltd., China and four with Jiangsu Eastern Heavy Industries. Co. Ltd., China. Besides there are also two orders for Very Large Crude Oil Carriers (VLCCs) which are being constructed at the Jiangsu Rongsheng Heavy Industries Co. Ltd., China and one container vessel of 3500 TEU capacity with Rongcheng Shenfei Shipbuilding Company in China."

From the Editor's Desk



Living is awareness: Be aware of me always, adore me, make every act an offering to me, and you shall come to me; this I promise, for you are dear to me. Abandon all supports and look to me for protection. I shall purify you from the sins of the past; do not grieve. – Bhagwad Gita 18.65-66

Life is sacred, that is to say, it is the supreme value, to which all other values are subordinate.

– Albert Einstein

In this issue, when we all remember celebrating the 'National Maritime Day'. We need to earmark, transparent sharing of good thoughts on SEAFARER'S sacrificial deeds, with humanity in mind. I wish to share my sincere, practical, matured thoughts on PIRACY with my learned, valued readers. It's very easy for the governments to suggest that nobody should ever contemplate the payment of ransoms to an attitude though might be understandable, but statements of theoretical policy are always easier than practical action when argued that those, whose employees or indeed loved ones have been captured by ruthless pirates, have an inescapable moral duty to take every course they can to get them back. In the case of seafarers, their employers are primarily responsible in law, for their welfare and it would be reprehensible in every sense of the word if some sort of legal prohibitions prevented them from paying ransoms to the pirates. It might be repugnant to see these violent criminals and those directing them happily; collecting these payments, but there is no practical alternative if we wish to see shipping continue to transit these pirate-infested waters. Last month, BIMCO Secretary-General Torben Skaanild spelt out the reality of the situation, suggesting that as long as governments were unprepared to deal with the internal situation in this failed state, ship owners were forced to do what they could to prevent successful attacks and if ships were taken, to pay ransoms to recover them and their crews. This sorry state of affairs in this twenty-first century, while maritime nations supposedly not- getting-together, to form a constructive planning and executive decision to root out piracy.

So it is dispiriting to see politicians continuing to nag away at this issue of ransom payment in a sort of corrosive undermining of the practical reality in which BIMCO and its industry partners must operate. If there was a political will to tackle the problem of piracy, which could well spread to other parts of the world from the Indian Ocean, Gulf of Aden and West Africa, it would be more encouraging. And while the industry is thankful that a reasonable number of nations continue to station warships to tackle Somali piracy, if there was any real signs of a determination to tackle the root causes ashore it would be seen as a step in the right direction. Of late, the pirates "got lucky" again, capturing one sizeable merchant ship and three fishing craft. There remain more than 250 seafarers in pirate hands, some of whom have been in captivity for a very long time. The problem is not going away and while there may be encouraging signs of progress as regards prosecutions and prisons for pirates in the vicinity, and an enthusiastic reception for BIMCO's GUARDCON contract for guards on merchant ships (another piece of practical assistance for industry), we are left with the root causes of piracy presently untouched and the nagging political voices from those who deplore ransom payments on principle. There are other principles: that we cannot leave innocent merchant mariners to their fate, and that some of the busiest world trade routes can scarcely be permitted to dry up, because of the very genuine fears of seafarers, that, if captured, they would be simply be permitted to rot in captivity.

May I call upon the Apex Court of our nation (Supreme Court of India) to have a reign over all the courts in the country, irrespective of whether small, district-level, state-level (high-court) etc. to function in a more specialised manner of excellence towards perfection, only then can every common citizen achieve JUSTICE. To start with, the need for Specialised-personnel entry for the law process administration and management of legal records? Case Study: EP Section Clerk/Supdt., not accepting my EP Claim of C.C.No. 827/06, but returned since "civil cases are only enter-tained for filing EP, while the origin of my case, was a cheque bounced criminal-case under the N.I.Act." whether deliberate/or unintentional delay? Self (a senior citizen) had to run pillar to post and after six long months, reference to the Registrar General, Madras High Court directed Member Secretary-Legal Aid Authority, who been kind enough to authorise the EP Section to alas process the same. Every field of profession, i.e. website www.thelawyersclubindia.com, functions to interact and receive feedback of the ground realities, for the Courts to elevate the image of the eroding Judiciary, in the public's eye. O.S.341/2004 in the Bangalore City Civil Court is another case, of the grave injustice done to a Senior-Citizen and Ex-Serviceman, who is harassed/humiliated to the core, on land-grabbing, accused taking law into their own hands.

Please try to spare some of your valued thoughts for Seafarers-Welfare, who are working and living out on the deep high seas with sacrifices and risks, keeping the world-trade alive, bringing valuable foreign-exchange to the country of origin. How open are the authorities in the Office of the DGS/MMD towards Seafarer's Welfare? Inefficiency that prevails mostly is 'Policy induced phenomenon'. Seafaring candidates, appearing for written papers towards Certificate of Competency, should avail Photo copy of the answer sheets, of an examination assessed by MMD or any agency. To be convinced under 'Right to Information Act 2005', for fair and just practice, of assessment and evaluation system, considering merit. Same need to be made available at a nominal cost, within a reasonable time-frame, by the office of the Directorate General Shipping. 'Seafaring candidates' are not to be harassed or humiliated while ashore, during their hard-earned leave period, supposedly to be with their close and near dear ones, while on land. Penalty for non-renewal of their motor driving licences, passport, CDC, etc. to be waived by officials concerned, which being for no fault of them, since they were working out on the deep seas/oceans. It is therefore their legitimate right, viewing natural justice.

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SOS Campaign calls on India to support its seafarers:

On the eve of India's National Maritime Day, the international anti-piracy campaign, SOS SaveOurSeafarers, is calling on the Indian nation to continue to support their seafarers and their families in the long, hard fight against Somali piracy. The campaign is using the country's celebration of its seafarers to remind Indians of the continuing threat faced by its 120,000 seafarers and their families. Alastair Evitt, chairman of SOS SaveOurSeafarers, says: "Despite the international community's strenuous efforts to combat piracy in the Gulf of Aden, the world's seafarers continue to face the fear and anguish of attack in the Gulf of Aden and Indian Ocean, while going about their job of keeping world trade moving through this area. "India has the second largest seafaring population and the second largest nationality held by Somali pirates. Out of 256 seafarers currently hijacked, kidnapped and held on their vessels by Somali pirates, 65 are Indian. Moreover out of the 40 additional seafarers being held ashore, with no ship to be ransomed, at least 7 are Indian. Hostages suffer both physically and psychologically while being held prisoners for ransom, and their families also suffer huge anguish for their loved ones."

Since the launch of the SOS campaign last March, we have played a significant role in increasing awareness and interest worldwide of the realities of Somali piracy. We have helped to persuade governments to show more determined political will in their actions over pirates held in custody and in their actions over disrupting pirate mother ships. Notwithstanding the robust actions of the Indian Navy in counter piracy operations there is still a long way to go to stop more Indian seafarers being captured and held hostage.

Of the 31,750 SOS letters sent from the SOS website to governments worldwide, 11,000 letters have been sent to India's government. We encourage every person in India to support their seafarers and their families on National Maritime Day and also those worldwide who want to show support for the seafaring community. Add your voice to our growing campaign via our website, participate in the discussions on the SOS Twitter and Facebook pages, to encourage further action to combat piracy and protect the lives of innocent seafarers.

PFI sees India taking big strides in port development – Private investment to take a major role in port development:

The second conference of Port Finance International India held again at the same venue in Mumbai turned out to be a roaring success. The number of delegates attending and the sponsors lending support overshot their expectations. This has prompted the London based organization seriously considering setting up shop in India to cash in on the opportunities here and further expand their operations.

Starting off on a positive note at this year's two-day conference, Capt BVJK Sharma, Joint Managing Director & CEO of JSW Infrastructure Ltd and Member of FICCI National Committee on Infrastructure, projected 'India's outlook & Scenario of India's port sector' touching upon the strong fundamentals that are certain to continue attracting heavy investments both from within India and abroad. He observed

that India's transformation is going to change the trade pattern not only in India but also in the neighboring countries including Singapore, Sri Lanka and Dubai. He stated, "Indian government has raised the share of private investment in major ports under the build operate and transfer model and has allowed 100% FDI. For Indian ports to serve as drivers of economic growth they need to be competitive."

Radhakrishnan, Chairman of Jawaharlal Nehru Port concurred with his views stating, "Ports have generally catalyzed growth of countries' economies. 90% of India's trade depends on shipping and hence this calls for cost effectiveness and efficiency. Private participation being permitted in the port sector, as it assures long time benefit, is proving to be an attraction to international players. Connectivity had failed to catch up with port development and that 80% of the JNPT cargo still moved by road and only about 20% by rail."

Heralding the investment opportunities of this vast and expanding economy key industry speakers highlighted solutions required to ensure a regular flow of port finance across the country. Presentations on the "Challenges and Issues in Financing of ports in India" were made by Sushy Shyamal, and Abhaya Agarwal, Partners of Transaction Advisory Services of Ernst & Young, Rohit Chaturvedi, Head (Transport), CRISIL a subsidiary of A Standard & Poor, Milind Joshi, Senior Investment officer of International Finance Corporation.

They stressed that private finance investment, accounts for 80% of recent port investments, helping to make up deficient public funds, with banks increasingly playing a lead role in finance deals.

It was pointed out that in the Maritime Agenda the government plans to finance 50% of the \$1 trillion required to build infrastructure (8.4% of GDP) including port construction and rail and road connectivity to ports to meet projected supply and demand of 3 billion tonnes of goods by 2020. \$60 billion of the \$1 trillion is required for port finance investments, the Indian government says over the next five years.

Favorable finance factors such as 100% Foreign Direct Investment (FDI) and income tax breaks over ten years, have been undermined by India's Tariff Authority of Major Ports (TAMP) whose actions have incensed port Chairmen and operators alike.

It was an arbitrary decision in March, when TAMP reduced handling tariffs at AP Moller Maersk box terminal at Cochin by 44% and at DP World's facilities tariffs at JNPT by 27%. While port users are delighted with lower prices, tariffs at DP World's Chennai had already dropped by 35% last summer, bringing the economic feasibility of operator business into doubt and fuelling concerns over delays to port investments. APM Terminals had asked for a 14% hike in tariffs.

TAMP's decision follows delays to the opening of the Port of Singapore Authority's (PSA) container terminal at JNPT port near Mumbai where revenue share under the concession agreement means the Union government will take an unusually high 51% of all income from the terminal business. That's if the concession finally goes ahead- the concession has been six years in the making.

Usually the government settles for a 35% share of revenue at port terminals in India. PSA is waiting for the Union government to inform it over the rate of stamp duty it will need to pay. Only then will it decide whether to continue with the investment.

PSA's dilemma illustrates industry concerns expressed at the conference over the slowness in administrative procedures including concession guidelines and rules, gestation period and environment clearances. India's ports, run by regional authorities, and which are not subject to tariff regulation are expected to benefit from port finance investments in the coming years.

Consultants in attendance at PFI's India conference provided advice on how to estimate reliable costs and how due diligence practice can help to avoid unwarranted investments. It was also estimated that security costs can now account for as much as 10% of the costs of a green-field port project.

Delays to the approval of Governments' Port Regulatory Authority (PRA) bill reflect much of the lack of political will from India's coalition government to introduce reforms. All this is undermining India's economic growth trajectory some delegates warned.

The PRA aims in part to establish a level playing field in terms of tariffs at both central and regional government-controlled ports - known as major and non-major ports. This has been two years in the making and has still not been implemented.

Speaking about his experience in setting up green field ports AtulKulkarni, Chief Executive Officer of Chowgule Ports & Infrastructure Pvt Ltd., gave some of the distinguishing advantages his port afforded. Based in Ratanagiri district on the South West coast of India and being built on build, own, operate, share and transfer basis the port is scheduled to be commissioned in a month's time. He informed, "By taking on board the stakeholders including the landowners has helped the port to obtain all the necessary regulatory clearances quickly."

Speaking on factors and risks which influence port funding in India Asit Sikdar, Vice President of SBI Capital provided some useful tips on the factors that should be taken into account and how these should be structured.

An interesting analysis was provided by Suren Vakil, Managing Director of BMT Consultant India. He explained the reasons for so many infrastructure projects exceeding the budget. These included poor vision, undue focus on details, unrealistic cost estimates, unrealistic time program, optimistic projections, mismanagement of environmental and social issues and failure to factor in proper cost estimates.

Rajeev Sinha, Director of Adani Ports & SEZ Ltd pointed out that out of 276 projects in major ports that had been planned by the government in the past five years only 82 projects had been taken up for construction out of which only 25 have been completed. Now the situation has developed wherein 630 million ton of capacity needs to be developed in the next five years. According to CAGR projection, India will need to build an additional 1715 million ton capacity in 2016-17 and 2260 million ton capacity by 2020.

Global Maritime Analysis with Joseph

Keefe: Maritime Labor has some interesting choices looming large in the porthole. With another Presidential election coming up fast, the usual alliances are in place and we can

expect another polarized election, just like the two that preceded this one. Or, can we? A savvy, Washington-based maritime attorney once told me that three months is a lifetime in any election cycle. I believe him. Anything can happen between now and November. What I want to know, however, is where the domestic maritime labor alliance will come out when it is time to put their money where their mouth is. The same crew that helped elect our current President cannot be happy about the past 3.5 years. What they will do about it is another thing altogether.

It's been a couple of years since the economy hit rock bottom. My wife and I (fortunately) both have new jobs; both as a function of the "new normal" and although I assure you that we're doing just fine, we had our moments during the depths of the worst recession in our lifetime. It was around that time that I looked at our 401K statements - down almost 40 percent from their peaks - and I told her, "When (and if) the DOW ever hits 13,000 and the NASDAQ 3,000 again, we'll pull all of our money out of the markets." We still haven't done that as of COB yesterday. I'm not sure what I'm waiting for. Using the time honored Keefe family tradition of "buying high and selling low" as a barometer, however, this might be your signal to run for the exits.

At about the same time, I made a prediction: if the markets reached either metric before the November 2012 elections - something that just seemed so very unlikely back then - the President would be re-elected. I'm not so sure I'm wrong about that. That said, if I was a financial genius, I'd be penning this column from my favorite base camp in Botswana. And, I'm not. After sitting through a very entertaining AWO session in Washington a few weeks ago, complete with a very entertaining debate between former U.S. Congressman Bob Livingston and former U.S. Senator Breaux on the subject, I still don't know who will win. I do know this: the past 3.5 years rank amongst the worst ever for the domestic waterfront; mariners, labor and U.S. operators of Jones Act tonnage.

The most recent drawdown of the Strategic Petroleum Reserve (SPR) in 2011 also resulted in the largest number of Jones Act waivers ever issued in the history of the 90-year old law. The same administration that claims that "we can't drill our way out of high gasoline prices," at the same time thinks that a largely symbolic publicity stunt can do the job. Along the way, they packaged the drawdown into neatly parceled volumes that conveniently excluded most American tonnage from carrying the cargo from one U.S. port to another. And, this administration is set to do it again.

On two different fronts, the possibility is very good that history will repeat itself. Petroleum refiners and marketers have begun to lobby Congress to push the Obama administration for still more Jones Act waivers to avoid gasoline price spikes in the Northeast ahead of the planned expansion of the Colonial Pipeline to New Jersey. According to U.S. Jones Act operators, as many as 45 oceangoing vessels - mostly articulated tug and barge units - exist to plug the gap. Separately, rising gas prices across the country are again raising speculation that the administration may resort to another SPR drawdown. In either case, another flurry of Jones Act waivers would leave U.S. operators and their mariner employees out in the cold - again.

But Jones Act waivers aren't the only place where the domestic waterfront has suffered in recent years. With 99

percent of all ARRA funding being funneled into pouring concrete for highways or worse; earmarked for multi-billion dollar high speed rail transit programs that no one (certainly not Ohio, New Jersey or Florida) seem to want, U.S. ports have been left to hold bake sales in order to get their harbors dredged, out in front of the scheduled 2014 opening of the Panama Canal. Closer to home for the 39,500 brown water hulls that comprise 99 percent of our remaining merchant fleet, the U.S. Army Corps of Engineers is looking at a 5 percent cut in its total budget in the face of massive inland river infrastructure demands.

Finally, I know of absolutely no one outside of the U.S. Maritime Administration - its collective employees virtually quaking in their boots lest they utter a single word that has not been first vetted by DOT Secretary LaHood in advance - who does not doubt that Marad has been simply emasculated and rendered irrelevant over the course of the last three years. America's "maritime cheerleaders," as Maritime Administrator David Matsuda characterizes his department, count among their most significant accomplishments the dismantling of the GMATS School at the U.S. Merchant Marine Academy. They've accomplished little else. Along the way, they've done a lot of damage. And, these periodic \$10 million small shipyard grants, intended to stir up a little goodwill, can't change any of that.

I haven't said anything that isn't absolutely true in the previous 850-odd words that preceded this sentence. Okay: any predictions made by yours truly should be taken with a grain of salt. I won't tell you who I'm going to vote for in November and you probably don't care. Maybe none of that has anything to do with the waterfront. And just maybe, the trucking and rail lobbyists are doing a better job than ours.

The maritime unions, on the other hand, have a lot to think about. And, their leadership has a lot to explain to their membership should they decide to endorse the current administration for a second term. Would a pro-business GOP crew treat them any better? I submit that it couldn't get much worse. On the other hand and looking at the big picture, U.S. maritime labor makes up such a small percentage of the total population that their collective support, beyond the noise, might not make much of a difference. I think the President knows this. The only question left to answer from the waterfront is what our merchant mariners and their leadership will do about it. (*Joseph Keefe is the lead commentator of MaritimeProfessional.com. Additionally, he is Editor of both Maritime Professional and MarineNews print magazines*)

The Enrica Lexie anchored off Kochi: Bengal and Odisha to hold coastal exercise:

KOLKATA: For the first time ever, West Bengal and Odisha will hold a two-day long joint coastal security exercise from Sunday. This is expected to provide a major boost to security in the region. While several steps were taken to bolster coastal security after the 26/11 Mumbai strike, not much initiative was evident in the eastern states while those in the south and west took several steps to maintain vigil.

"It will be a major exercise. The state administrations, marine police forces, state police forces, fisheries departments, forest departments, ports, mercantile marine department (MMD),

DG Shipping, light house authorities, the customs department along with the Navy and Coast Guard will be participating in the exercise. It will be controlled and coordinated by the Coast Guard from the state coastal security operation centres at Paradip and Haldia. The central coordination will be done by the regional coastal security operation centre (east) at Chennai," an official said.

According to him, such exercises help in understanding the coordinated capabilities of the stake holders and participating agencies. There are so many agencies involved that co-ordination is a major problem.

By the end of 2012, a chain of radars are expected to be in place along the country's coastline. These radars will keep watch on all incoming vessels and those moving suspiciously along the maritime boundary of the country. Much better co-ordination will be required between the several agencies then.

"Various drills will be held to check the operational capabilities of the agencies involved. Even the local fishing community will be involved. Various real time situations will be created and coastal security will be checked. Security can't be foolproof without complete support from the local community. The area is so vast that the fishermen will have to work as our eyes and ears. A recommendation has already been made to issue identity cards to fishermen. The Coast Guard has also started distributing distress alert transmitters to the fishermen," another official said.

Security agencies have been extremely perturbed with reports of piracy near the Sunderbans in which Indian fishermen have been targeted. In most cases, these turned out to be armed robberies. "These are sensitive issues that need to be addressed. The area where these robberies occur lies in difficult terrain. These incidents can't be treated lightly as they may lead to other crime such as gun-running and movement of terrorists. The exercise will help in reassessing and fine tuning the standard operating procedures on coastal security," a Coast Guard official said.

Trigger happy at sea: No matter how one looks at the recent Enrica Lexie incident, the rogue action of the Italian tanker in Indian waters is reminiscent of the Columbian age of maritime arrogance. With Indian nationals having been killed at sea by Italian navy marines, Indian authorities now have a major responsibility on their hands to bring the culprits to justice. They also owe it to the international maritime community.

This is not going to be easy. If extraneous factors are allowed to muddy the waters, be it diplomatic niceties or religious sentiment, the task would be even more difficult. Though the incident took place squarely within India's maritime zone of responsibility, wily sea lawyers would have us believe that Italy, and not India, has the right to handle this case. Claiming that the exact location of the incident may be just beyond India's 12-mile territorial limit is a frail attempt to justify the Italian stand.

If anything, had Enrica Lexie remained on its oceanic track, it would not have passed anywhere near the contiguous maritime zone of India. But having altered course along the Kerala coast, the Italian tanker suddenly found itself close to an Indian boat. In the process, it shot and killed innocent Indian fishermen plying their trade in Indian waters.

Bound from Singapore to Egypt, the passage of Enrica Lexie would have taken the ship between two hot spots of piracy - the Malacca Straits and the Horn of Africa, close to Somalia. It is therefore likely that piracy phobia may have prompted the Italian captain to have the ship hug the Kerala coast and remain, for as long as possible, under the security cover of Indian maritime forces. It is difficult to accept the Italian version about an imminent pirate attack having triggered the incident. If the cause of the panic reaction was a flash message reporting a pirate attack in the immediate vicinity, how is it that such a message, which would have been a world-wide alert, got only to a lone Italian vessel? None of the control stations globally networked into the anti-piracy grid received this message. Nor did the message reach any of the Indian Navy and Coast Guard operational centres responsible for conducting anti-piracy operations in the Indian Ocean. It wasn't even received by the operational headquarters of the Indian Navy and Coast Guard at Kochi, which happened to be just next door.

What is abundantly clear is that this high-handed action of the Italian vessel against innocent Indian fishermen militates against the principles established by the United Nations Convention on the Law of the Sea (UNCLOS). Not only did the incident take place well within India's exclusive economic zone (EEZ) but, more importantly, the Italian tanker Enrica Lexie brazenly violated a fundamental international maritime law, prescribed as 'Rules of the Road' at sea and known to every mariner worth his salt: fishing vessels engaged in operations always have right of way. In accordance with this rule of the road which has been ratified by UNCLOS, it was obligatory for the Italian vessel to take evasive action and keep clear of the Indian fishing boat and not vice versa. Not only did Enrica Lexie violate this fundamental law but it did so inside India's EEZ. The Italian vessel further compounded its offence by launching an attack on the Indian fishing vessel which had every right to be there.

Enrica Lexie's guilt seems apparent from the manner in which it sneakily scooted from the scene of action and probably never expected that it would be tracked down and intercepted in mid-ocean, by ships and aircraft of the Indian Navy and Coast Guard. From this sequence, it is obvious that the Italian captain and his crew had little or no knowledge of internationally prescribed anti-piracy procedures. Besides, had he done his homework, the captain would have known that the inshore waters off the Malabar coast abound in fishing activity. The crew of the Enrica Lexie would at least have known what to expect.

But more than anything else, it was slipshod organisation and the disconnect between the bridge watch and armed guards that actually led to this goof-up. That it all happened in broad daylight makes the erratic action of Enrica Lexie inexcusable.

Embarrassed by the high-handed action of its merchant vessel, the Italian government would naturally like to downplay this incident and cover up the folly of its seafarers. But it is difficult to believe that the professionally trained navy marines on board Enrica Lexie acted impulsively on their own and shot up the Indian fishing boat without any instructions from the captain or the officer of the watch.

If this Italian version of events is true, it must alarm the international maritime community. The prospect of trigger-happy guards running amok at sea is certainly disconcerting.

And for this reason as well, India must not let this incident pass.

BATS Announces Expansion of Industry-first, Intelligent High-Bandwidth Wireless Communications Solutions for Land, Air and Sea:

One of the world's leading innovators of advanced wireless wide area network (WWAN) provisioning systems, announced the next generation of its industry-first automated tracking and stabilization platforms. The enhanced AMATS and BTS product suites, which added multi-gigabit connectivity, and 360° continuous tracking capabilities for heavy payloads - now provide continuous tracking for antennas measuring up to 8 feet and 500 lbs.

Enabling a truly universal WWAN solution, the AMATS and BTS systems can be utilized in practically any application and integrated with a near universal list of WWAN radio and antenna configurations. The systems also allow for a number of mobility scenarios, including fixed (tower to tower, building to building), fixed to mobile (ship to shore, air to ground); and fully mobile deployments (ship to ship, air to mobile command).

Together with the BATS Enhanced Configuration & Optimization (ECO) Web Management Platform, these products will enable organizations to rapidly deploy intelligent WWANs, adding flexibility, capability, and control, while eliminating the cost and complexity of legacy wireline and satellite solutions.

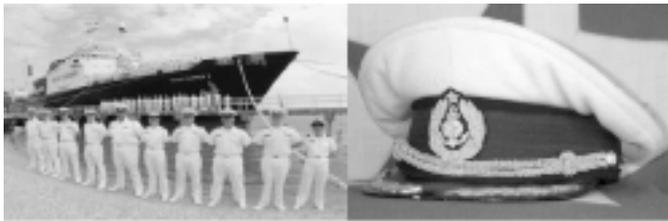
"As maritime organizations, public safety networks, and military bodies increase their demands on bandwidth, they are increasingly looking toward wireless technologies to enhance their infrastructure," said Phil Cramer, Senior VP of Sales & Marketing at BATS. "We are excited to be providing organizations solutions that not only meet their bandwidth needs, but do so with the simplicity, mobility, and efficiency that our solutions offer. With one-touch provisioning, anyone within the organization can bring a network online - virtually eliminating setup times from days to minutes."

Other features of the AMATS & BTS product suites include:

- Self-Healing WWAN Links
- Real-time Stabilization
- GPS Targeting
- Active Signal Tracking
- Location Awareness
- SNMP Monitoring & Dynamic Service Level Validation
- WWAN Link Management with Fleet Manager
- Web/SSH/Telnet Management with BATS ECO

18 Serious Offences under Merchant Navy Code of Conduct Resulting in to Dismissal from Job at Sea:

Merchant Navy is a professional field which requires strict discipline and strong character. A ship at sea is a small floating city with limited number of crew members who have to behave with a certain code of conduct with fellow members. Any type of misbehaviour or intentional damage either to the ship or to fellow members can hinder general operation or threaten the safety of the ship.



In such conditions, the concerned seafarer might face serious legal charges or can even have permanent dismissal from his or her sea job.

In this article, we list 18 different acts which considered as an offence under the code of conduct in merchant navy. The following offences are considered serious and lead to dismissal of the crew if found guilty.

1. Physical assault to fellow member
2. Acts that pose threat to the safety of the ship
3. Intentional act of polluting marine environment
4. Unlawful possession of drugs and alcohol
5. Act of smuggling
6. Intentional act resulting in damage to ship's property and equipments
7. Possession of arms or weapons
8. Willful act of not performing the assigned duties
9. Not following orders of seniors related to ship's safety
10. Persistently late reporting on duty or remaining absent from the duty
11. Sleeping or avoiding work during the duty period
12. Revelation of a major health problem at sea, hidden from the company before joining
13. Smoking using naked light in no smoking zone or near dangerous goods
14. Reporting to duty after consuming alcohol or under the effect of alcohol
15. Interfering with the work of other fellow crew members, resulting in danger to the safety of the ship
16. Conduct of sexual abuse which may harm the dignity of fellow women or men at work or passengers onboard
17. Offending fellow crew members in terms of their religion or nationality
18. Allowing or bringing unauthorized person onboard while at sea.

Things a Smart Mariner Would Do Before Joining a Ship:

If you are one of those extremely carefree vagabond mariners who live out of a suitcase, then you would not want to read this article. However, if you one of those smart mariners who plan and execute their and their loved ones lives in order to have a safe and secure voyage while at sea, then read on.

Mariners are the ultimate epitome of responsible people. They have the skills and profess to not only take care of themselves while at the sea, but also the lives of their loved ones who are on land.

Let's be honest about this; it's extremely tough and stressful to take care of your family while away at the sea; but that is what makes mariners (at least those who care for their family) a smarter breed.

Read on to find out how you can take care of minor yet important things before joining a ship and become one of the smarter people at the sea.

Things that would make you a responsible and smart mariner if you do them before joining a ship

1. Exchange Contact details with your Family

This is the most basic and essential thing a mariner has to do before joining a ship. Give all your contact details including your ship's email address and phone number (calling on the later would be expensive but it's always handy for emergencies) to your loved ones.

Make sure you also give the contact details of the right person from your shipping company so that in case your family fails to contact you in case of emergency, they can always pass on the message through your company.

Also, while filling in your own phone book not only take contact details of your parents and siblings but also of your close relatives. This is helpful in situations wherein you are not able to contact your parents due to some odd reasons.

Contact details you can exchange

- Personal email address
- Ship's email address (this you will most probably know once you reach the ship)
- Ship's phone number (For extreme emergency only)
- Your phone number (In case you have activated international roaming or have taken number of the ports your ship visits)
- Crew personnel's Contact details (Important)
- Also, give any of your colleagues' email address in case your account is not able to receive emails because of some technical glitch.

Note: Social networking sites are very unreliable to contact your loved ones especially in emergencies, so please don't depend on them.

2. Give Bank Account Details to Your Family

Your family back on land will need the financial backing while you are at the sea. If you are a mariner, then you would have an NRE account. Make sure you give all details of your bank account, so that your loved ones can use the money you transfer to the account. To make it easier for them, issue a debit/ ATM card and leave it back at home for your family to use.

Bank account details you must share

- Account details
- Debit/ ATM card
- Chequebook
- Online banking details

Note: Make sure that you sign a few blank cheques which can be used in case some problem arise with your debit card.

To make it easier for your family to keep a track of the amount of money in your bank account, register a mobile number with the bank for "sms alert" services and leave that phone with your family. This would make it easier for them to know how much balance is there in your account and in case there is some unauthorized transaction from your account.

Last but not the least make sure you leave your bank account details in hands of only those people whom you can surely trust.

3. Photocopy Your Documents

This is one thing that many mariners forget to do.

Photocopy every single official document of yours (From travelling tickets to official job contract), file them together, and keep it at a secure place before going to the ship.

A mariner is always required to carry all the originals and thus the photocopies serve as a great back up in case your originals are misplaced or lost (Though this should not happen by any means.)

Photocopies would also be beneficial to your family in case of any legal procedures or important paperwork pertaining to you. They are also helpful in case of accidents or other such emergencies.

Note: Make more than 2 sets of photocopies of your original documents. Keep one set with you while travelling, and keep them in a different bag.

4. Keep a Small Pocket Diary

This might sound a bit "Old School", but keeping a pocket diary with all the important details is one of the most recommended practices suggested by the experts. Make sure you note down all the important contact details of your loved ones and company personnel to make sure you are not stuck at times when your mobile phone is not working or you don't have a charging point to recharge your phone.

5. Carry an International Credit/ Debit Card

A credit card that can be used in any foreign land is a must have thing for every seafarer. International credit/debit cards not only give you financial backup but are also great help during emergencies. Money (Salary) on ship is managed by the ship's captain and every ship has limited amount of cash.

The Captain gives only a part of the crew's salary in the form of cash and the rest of the amount is deposited directly to the bank account. It is because of this constraint the need for international credit/debit card is utmost felt.

6. Keep a Pair of Clothes and Boiler Suit with You While Boarding the Plane

Aircrafts manage a lot of luggage every day. Cases of luggage lost or misplaced is common in airlines. To avoid a situation wherein you are left paralysed because of unavailability of your belongings, carry a pair of clothes and a boiler suit in a separate bag which you will take along in the plane. This would be helpful to carry on with your work as soon as you reach the ship, until your luggage comes.

Note: Makes sure all your original documents and important papers are with you in your handbag which you would carry along.

7. Verify Your Ship Job Contract

Check all the documents provided by your company for joining the ship to avoid any discrepancy abroad.

As much important it is to read your contract thoroughly before you sign it, equally important it is to check all the travelling documents before commencing your journey.

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"MARINE WAVES"(International Maritime Newsletter)
CHENNAI – 600 090, INDIA. Ph: **+91-44-42018982**

REGISTERED OFFICE

Edited and Published at M107/5, Kalakshetra Colony,
29th Cross Street, Besant Nagar, Chennai - 600 090, INDIA.
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8. Carry Some Cash

Not all shipping companies give advance money to the crew for travelling and thus it is necessary to carry some cash (approximately \$200) for emergency use. Some countries charge for transit (Generally it is free for 72 hours; however they charge after that) and thus carrying cash would be handy in case you miss a flight.

Cash is also necessary to buy some food, coffee, or make phone calls if required. 200 USD is a minimum amount one should always carry; however it is noted that travelling expenses are always greater than expected and thus one should plan the travel finance properly.

9. Pre-Familiarize Yourself with Local Conditions and Laws

Different countries have different laws and it is imperative to follow them. For e.g. Pirated movie DVDs are not allowed at Singapore airport or adult movies or pictures are not allowed in Gulf countries. These are just a few of the several lesser known laws of countries around the world.

Thus make sure you enquire about such laws of the country you are visiting to avoid any kind of trouble on foreign land.

10. Get yourself a health insurance and Necessary Vaccination

Personal health insurance is a must while travelling in international waters. In case of a mishap, the shipping company might not cover all the costs if the fault was yours. To make sure no obstacle come in the way of your medical procedures, you must have an up-to-date health insurance.

Also in case you are under some medication, get the necessary vaccination before boarding the ship. If you have to carry medicines, get the necessary prescriptions along with the medicine as several countries do not allow you to carry them without perceptions.

If you have spectacles, make sure you carry an extra pair of the same with you while travelling. Keep both the pair in different bags to be on the safer side if you lose one.

Also, make sure you have proper insurance of your family members and belongings.

11. Keep Valuables at Home

Keep all the things that you would hate to lose at home. There are high chances of losing valuable things while travelling or on the ship. Things you should leave at home:

Expensive gifts given by loved ones

Any form of jewellery

Expensive accessories

Social Security card, library card, club membership cards etc.

All the extra credit and debit cards

12. Travel Light

Last but not the least - travel as light as possible. You are not going for holidays not for any kind of pleasure trip. You are going purely for work and carry your luggage accordingly. No need to carry extra baggage comprising of things which would not be useful at all.

So do you perform the above mentioned tasks before leaving

for your new ship? Or do you do things differently in your own way, which makes you one of the smarter breed of mariners?

Let us know what is it that you do not forget to do before getting on the plane for your new ship.

10 Professional Mistakes Seafarers Should Never Make Onboard Ships (With Real Incidents): There is no dearth of stress on board ships. Ask a seafarer and you will know what it takes to work on board. It is the ultimate test of both physical and mental strength.

No mariner is born smart! One has to learn the ropes of the game, avoid the pit falls, and play it safe.

In this difficult job market, a mariner must know what not to do in order to prevent any kind of professional trouble.

But every sea going professional knows that under excessive work pressure at sea, mistakes are bound to happen. So how does one save work related trouble?

It is by keeping note of basic yet important things while working on board ship. Here are ten mistakes a professional seafarer should never want to make on ship.

1. Never follow Illegal or Irrelevant Orders

Whether you are a rating, an operational level officer, or a management officer controlling the ship's operations, there will always be a boss ordering you from the top.

To avoid unnecessary trouble, make sure that you know all the important regulations of the sea including SOLAS, MARPOL, COLREG, ISPS, STCW etc.

Never oblige to an order which violates all these important laws as it may land you in prison and can even end your career. If you think that the orders asked to follow are dangerous for your ship or ship's personnel, do clarify again with your seniors before proceeding.

Real Incident: It has been reported several times that people pump out bilges or throw garbage in sea when ordered by their superiors. Such activities have high chances of bringing both you and your superior to court or prison

2. Never Hide a Problem or a Mistake

Everyone makes mistake, and unless it is not repeated several times, it is usually forgiven. The same applies to every mariner on ships. If you make a mistake, of whatever kind, don't hide; instead report it to your superior so that necessary steps can be taken immediately by the onboard team. Hiding mistakes can lead to bigger problems or emergency situations later on.

Real Incident: A ship's duty engineer ignored a minor leakage from hot oil pipe as his watch was almost about to end. The motorman of the next watch met with an accident from the bursting of the same oil pipe causing burns. Moreover, the ship's engine had to be stopped until the pipe was repaired.

3. Make Correct Paper Work Entries

In today's shipping industry, documentation has become the primary concern for all shipping operators, who keep a track of each and every operation of the ship. These records are used as a proof for authorities that the ship is operating as per all international regulations. **(Contd. on page 17)**

DIRECTORATE OF SHIPPING (Ministry of Shipping, Govt. of India)
LIST OF PRE-SEA MARITIME COURSES WITH ITS ELIGIBILITY CRITERIA AND INSTITUTES
FOR ENTRY INTO MERCHANT NAVY – RATINGS

Sr.No.	Name of course	Minimum Academic Qualification	Maximum Age limit	Institutes
1.	<p>6 months pre-sea course for General Purpose Rating</p> <p>6 Month Pre-Sea Course for General Purpose Rating for &</p>	<p>Pass with aggregate 40% marks in 10th Standard from a recognized Board with Science, Mathematic as subjects and with minimum 40% marks in English language.</p> <p>Pass in 2-Year I.T.I. course from Govt. Approved Institute with minimum 50% aggregate marks in final year and minimum 40% marks in English at 10th or Diploma Exam.</p> <p>[The admission will be only through Common Entrance Test]</p>	<p>Between 17.5 to 25 years.</p> <p>Between 17.5 to 25 years.</p>	<ol style="list-style-type: none"> 1. Orissa Maritime Academy, Paradip 2. Trident College of Marine Technology, Kolkata 3. Maritime Education Training & Research Insitute, Kolkata 4. Maritime Academy of India, Kolkata 5. Asha Institute of Marine Technology, Varanasi 6. Sriram Institute of Maritime Studies, New Delhi 7. Acqatech Institute of maritime Studies, New Delhi 8. J. Sons Merchant Navy Institute, Meerut 9. Euro Tech Maritime Academy, Kochi 10. Commander Ali Academy of Merchant Navy, Secudarabad 11. Sri Chakra Maritime College,Auroville 12. Balaji Seaman Training Institute, Chennai 13. Cosmopolitan Technology of Maritime, Chennai 14. Hindustan Institute of Maritime Training, Chennai 15. Indus Seafares Training Academy, Chennai 16. International Maritime Academy, Chennai 17. Maritime Foundation, Chennai 18. Southern Academy of Maritime Studies, Chennai 19. Tamilnadu Maritime Academy, Chennai 20. Maritime Training Academy, Daman 21. Sea Scan Maritime Academy, Goa 22. NUSI Maritime Academy, Goa 23. Columbus Maritime Training Institute, Khopoli 24. MMTI's Education & Research Trsut, Khopoli 25. Arya Marine Academy, Mumbai 26. T.S. Rahaman, Navi Mumbai 27. Bonzer Academy of Maritime Studies, Mumbai 28. B.P. Marine Academy, Navi Mumbai 29. Yak Education Trust, Khopoli 30. Baba Marine Institute, Mumbai 31. Marine Medical Clinic, Mumbai 32. Marine Officers Training Academy, Pondicherry 33. Dr.B.R. Ambedkar Govt.Polytechnic, Port Blair 34. School of Seamanship and Nautical Technology, Kanchipuram, Tamilnadu
2.	Pre-sea Training for personnel to man Dredgers, Tugs, OSVs, etc on N.C.V [Deck]	<p>Minimum 10th standard passed from a recognized Board, physically fit male or female.</p> <p>Candidates with ITI qualification as per Engineering Circular No.ENG/EXAM-17(9)/99 will be given preference.</p>	17.5 yrs to 25 years	<ol style="list-style-type: none"> 1. Yak Education Trust, Khopoli

Sr.No.	Name of course	Minimum Academic Qualification	Maximum Age limit	Institutes
3.	Pre-sea Training for personnel to man Dredgers, Tugs, OSVs, etc on N.C.V [Engine]	Minimum 10th standard passed from a recognized Board, physically fit male or female. Candidates with ITI qualification as per Engineering Circular No.ENG/EXAM-17(9)/99 will be given preference	17.5 yrs to 25 years	Not yet approved.

SALOON RATINGS

1.	B.Sc.[Maritime Hospitality Studies]	12th Standard passed from a recognised Board, with aggregate 50% marks and minimum 50% marks in English subject at 12th or 10th standard exam.	25 years	1. T.S. Rahaman, Navi Mumbai
2.	6 months Certificate Course in Maritime Catering	Pass with aggregate 40% marks in 12th standard from any stream, from a recognized Board with English as a subject. The candidate to obtain atleast 40% marks in English either at 10th or 12th standard.	Between 17.5 to 25 years	1. Trident College of Marine Tech, Kolkata 2. Maritime Education Training & Research Inst, Kolkata 3. Euro Tech Maritime Academy, Kochin 4. Sea scan Marine Services Pvt. Ltd., Goa 5. NUSI Maritime Academy, Goa 6. Columbus Maritime Training Institute 7. MMTI's Education & Research Trust 8. TS Rahaman, Navi Mumbai, Panvel 9. B.P. Marine Academy, Navi Mumbai 10. Francons Marine Academy, Goa 11. Marine Medical Clinic, Mumbai 12. Cospopolitan Technology of Maritime, Chennai
3.	18 days Orientation Course for catering personnel	Candidates holding Degree/Diploma in Hotel management from recognized and reputed board or the universities	18 to 25 years	1. Euro Tech Maritime Academy, Kochi. 2. T.S. Rahaman, Nhava, Navi Mumbai.

DECK OFFICERS

1.	One year Pre-Sea Diploma in Nautical Science leading to B.Sc Nautical Science affiliated to Indian Maritime University	(a) Pass in (10+2) or equivalent examination with Physics, Chemistry, Mathematics and English as separate subjects with a PCM average of not less than 55%	25 years	1. Trident College of Marine Technology, Kolkata . 2. International Institute of Maritime Studies & Research, West Bengal 3. Dr. B.R. Ambedkar Govt. Polytechnic, Port Blair 4. Applied Research International, New Delhi. 5. Aquatech Institute of Maritime Studies, New Delhi 6. International Maritime Institute Ltd., Greater Noida 7. Shriram institute of Maritime Studies, New Delhi 8. Euro Tech Maritime Academy, Kaloor, Kochi 9. Sailors Maritime Academy, Vizianagaram 10. International Maritime Academy, Chennai 11. Maritime Foundation, Chennai
		OR (b) B.Sc. in Physics, Mathematics, Chemistry or Electronics with Physics as individual subject in one of the year, with an average of not less than 50% of marks in the final year.	25 years	
		OR (c) B.E./B. Tech. Degree from I.I.T. or from a college recognized by AICTE with an average of not less	25 years	

Sr.No.	Name of course	Minimum Academic Qualification	Maximum Age limit	Institutes
		<p>than 50% of marks in the final year. The candidates should have obtained 50% marks in English language at 10th or 12th Std or in the Degree course conducted by recognized Board or any University. Note : Selection of the candidates and their admissions will be through Combined Entrance Test conducted by Indian Maritime University Web site : www.imu.tn.nic.in</p>		<p>12. National Maritime Academy, Chennai 13. Southern Academy of Maritime Studies, Chennai 14. Hindustan Institute of Maritime Training, Chennai 15. Tolani Maritime Academy, Pune 16. B. P. Marine Academy, Navi Mumbai 17. Maritime Training Institute, Powai, Mumbai 18. T S Rahaman, Nhava, Navi Mumbai, Panvel Taluka 19. T S Chanakya, [IMU Mumbai Campus] Navi Mumbai 20. MMTI'S Education & Research Trust, Khopoli, Maharashtra. 21. Samundra Institute of Maritime Studies, Lonavala, Maharashtra. 22. Great Eastern Shipping co. Training Instiutte, Lonavala 23. Yak Education Trust, Khopoli, Maharashtra 24. Cosmopolitan Technology of Maritime, Chennai 25. Anglo Eastern Maritime Institute, Karjat 26. Vishwakarma Maritime Institute, Pune 27. HIMT College, Kanchipuram, Tamilnadu 28. Centre for Maritime Education and Training, Lucknow 29. Perunthalaivar Kamarajar Institute of Maritime Science and Engineering, Chidambaram 30. RVS College of Maritime Science and Engineering, Karaikal, Pondicherry. 31. Sai Ram Shipping Science Institute 32. Shirdi Sai Nautical Science Academy 33. C.V. Raman College of Engineering 34. Marine Officers Training Academy, Pondicherry</p>
2.	3-Year B.Sc. Degree in Nautical Science	<p>Pass in (10+2) or equivalent examination with Physics, Chemistry, Mathematics and English as separate subjects with a PCM average of not less than 60% and with 50% marks in English language at 10th or 12th std exam.</p>	25 years	<p>1. Indian Centre for Advancement of Research & Education, Haldia 2. Institute of Technology & Marine Engineering, Kolkata 3. Academy of Maritime Education & Training, Chennai 4. Southern Academy of Maritme Studies, Chennai 5. Vel's Academy of Maritime Studies, Chennai 6. Coimbatore Marine College 7. T.S. Chanakya, Navi Mumbai 8. T.S. Rahaman, Navi Mumbai 9. International Maritime Academy, Chennai 10. B.P. Marine Academy, Panvel 11. Maharashtra Academy of Naval Education and Training, Pune 12. Seacom Maritime College, Kolkata</p>

Sr.No.	Name of course	Minimum Academic Qualification	Maximum Age limit	Institutes
3	4 Years B.S. [Nautical Technology]	Pass in (10+2) or equivalent examination with Physics, Chemistry, Mathematics and English as separate subjects with a PCM average of not less than 60% and with 50% marks in English language at 10th or 12th std exam.	25 years	13. HIMT College, Kanchipuram, TN 14. Mangalore Marine College, Mangalore 1. RL Institute of Nautical Science, Madurai 2. Tolani Maritime Institute, Talegoan

DUEL OFFICERS

1.	3 year Polyvalent (Dual certification) course leading to B.Sc (Maritime Science) Degree	Pass in (10+2) or equivalent examination with Physics, Chemistry, Mathematics and English as separate subjects with a PCM average of not less than 60% and with minimum of 50% in English language at 10th or 12th std exam.	25 years	1. Marine Engineering & Research Institute, Mumbai
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ENGINE OFFICER

1	4-Year Degree course in Marine Engineering	(a) Pass in (10+2) or equivalent examination with Physics, Chemistry, Mathematics and English as separate subjects with a PCM average of not less than 60% OR	25 years	1. CV Raman College of Engineering, Bhubaneswar 2. Institute of Technology & Marine Engineering, West Bengal 3. Marine Engineering & Research Institute [IMU kolkata Campus], Kolkata 4. International Maritime Institute Ltd., Greater Noida 5. Academy of Maritime Education and Training, Chennai 6. Coimbatore Marine College, Coimbatore 7. Mohamed Sathak Engineering College, Kilakarai, TamilNadu 8. PSN College of Engineering & Technology, Tirunelveli 9. R.L. Institute of Nautical Science, Madurai 10. Sri Venkateshwara College of Engineering, Sriperumbadur 11. Vel's Academy of Maritime Education and Training, Chennai 12. M/s. GKM College of Engineering & Technology Chennai 13. Maharashtra Academy of Naval Education and Training, Pune
		(b) Candidate can join 2nd year of 4-Year Marine Engineering Degree Course provided he has passed 1st year training from the Alternate Training Scheme, approved by D.G. Shipping (This will not be applicable to MERI.) OR	25 years	
		(c) Candidates can join 2nd year of 4-Year Marine Engineering Degree Course who have passed 1st year from the Engineering College in other streams like Mechanical or Electrical approved by AICTE with minimum 60% average marks. OR	25 years	
		(d) Candidates can join 2nd year of 4-Year Marine Engineering Degree Course who have passed 3 years Diploma Course in Mechanical / Marine / Electrical / Electrical and Electronics from the colleges approved by AICTE or State Board of Technical Education with minimum 55% of aggregate marks in the last year of Diploma Course. OR	25 years	

Sr.No.	Name of course	Minimum Academic Qualification	Maximum Age limit	Institutes
		A candidate can join 2nd year of 4 Year's Marine Engineering Degree course who have passed 4 years Diploma in Shipbuilding Engineering from the colleges approved by AICTE or State Board of Technical Education with minimum 55% aggregate marks in the last year of diploma course The candidates should have obtained with minimum of 50% marks in English language at 10th or 12th Std or in the Degree / Diploma course conducted by recognized Board or any University.		14. Tolani Maritime Institute,Pune 15. The Praveenya Institute of Marine Engineering & Maritime Studies, Visakhapatnam, 16. SAMS College of Engineering and Technology, Thiruvallur 17. International Maritime Academy, Chennai 18. Euro Tech Maritime Academy, Cochin 19. Sri Nandanam College of Engineering, Chennai 20. Narool Islam college of engineering 21. Cochin University of Science & Technolgy, Cochin 22. Park Maritime Academy, Coimbatore 23. Secom Engineering College, Kolkatta. 24. Samundra Institute of Maritime Studies, Lonavla. 25. Mangalore Marine College, Mangalore 26. HIMT College, Kanchipuram, Tamilnadu

DEGREE / DIPLOMA HOLDER – ENGINE OFFICER

1	1-year Marine Engineering Course.	Graduation in BE (Mechanical) Engineering / Naval Architecture with minimum marks of 50% in final year and with minimum 50% marks in English language at 10th or 12th or in Degree Exam.	28 years	<ol style="list-style-type: none"> Garden Reach Ship Builders & Engineers Ltd. Gandhinagar, Kolkata International Maritime Institute Ltd, Greater Noida 201306 Gautam Budha Nagar (UP) Cochin Shipyard Ltd.,Perumanoor,Kochi Chidamabarm Institute of Maritime Technology, Chennai Coimbatore Marine Centre, Coimbatore - 641 045. M/s. Maritime Foundation, Chennai 600094 M/s.Academy of Maritime Education & Training, Chennai-93 Vel's Academy of Maritime Education and Training, Chennai 603103. Institute of Maritime Studies, Vasco-da-Gama,Goa Marine Engineering and Research Institute, [IMU Mumbai Campus], Mumbai-400 033. Samundra Institute of Maritime Studies, Lonavala, Maharashtra Great Eastern shipping company Training Institute, Lonavala, Pune RL Institute of Nautical Science, Madurai PSN College of Engineering, Tirunelveli. C.V. Raman College of Engineering, Bhubaneswar Vishwakarma Maritime Institute, Pune Mangalore Marine College, Mangalore HIMT College, Kanchipuram, Tamilnadu
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Sr.No.	Name of course	Minimum Academic Qualification	Maximum Age limit	Institutes
2	2-year Marine Engineering course	(a) Pass Diploma in Mechanical /Marine/ Naval Architecture / Electrical / Electrical and Electronics Engineering with minimum marks of 50% in final year and with minimum of 50% marks in English language at 10th, 12th std or Diploma exam. (b) Passed Diploma in Shipbuilding Engineering with minimum marks of 50% in final year (4 year course) and with minimum of 50% marks in English language at 10th, 12th std or Diploma exam.	28 years	19. Praveenya Institute of Marine Engineering & Maritime Studies, Vizag, AP 20. Anglo Eastern Maritime Academy, Karjat, Maharashtra. 1. Dr. B.R. Ambedkar Govt. Polytechniques, Port Blair, Andaman & Nicobar 2. M/s Chidambaram Institute of Maritime Technology, Chennai 600001 3. M/s Southern Academy of Maritime Studies Pvt. Ltd. Chennai 600013 4. M/s. Maritime Foundation, City Centre, Chennai 600094 5. Vel's Academy of Maritime Education and Training, Chennai 603103. 6. Institute of Maritime Studies, Vasco-da-Gama, Goa - 403802. 7. HIMT College, Kanchipuram, Tamilnadu 8. Coimbatore Marine College
3	2 1/2 years course for Marine Engineering under Alternate Training Scheme	Pass in (10+2) or equivalent examination with Physics, Chemistry, Maths and English as separate subjects with a PCM average of not less than 60% and with minimum 50% marks in English language at 10th or 12th std exam.	25 years	1. Chennai School of Ship Management, 37/39, Perambur High Road, Chennai - 600 012. 2. Don Bosco Maritime Academy, Mumbai

ELECTRO-TECHNICAL OFFICER

1.	Pre-sea Training for Electro-Technical Officers on merchant ships [Duration : 17 weeks] For certification as Electro-Technical Officer, 6 months onboard training is mandatory.	i) Passed 10+2 with Physics, Chemistry, Mathematics and English with minimum 50 % marks in final exams or must have obtained 50% marks in English subject either in 10th or 12th standard exam, from a recognised board. ii) Passed three years' Diploma or four years' Degree with 60% marks in Electrical Engineering, Electronics Engineering, Electrical and Electronics Engineering, Electronics and Telecommunication/ Communication Engineering, or Electronics and Instrumentation or equivalent. iii) The diploma /degree courses must have been recognised by any State or Central Government or the AICTE	35 years	1. Great Eastern Institute of Maritime Studies, Lonavala
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(Contd. from page 10)

It also helps them in tackling future problems (as the documents are used as references) and most importantly, they are used for insurance claim survey if any damage or accident occurs. Thus make sure that all the entries you make in your documents (e.g-Log books) are correct to avoid any mishaps in the long run.

Real Incident: Many officers enter wrong and manipulative readings/ records in the official log book, which is considered as the main reference for any operation on ships. This has led to several fatal accidents and emergency situations in the past. Moreover, when in need, these false records can lead to wrong interpretation or cancellation of insurance money in case damage occurs to the ship.

4. Don't Ignore Alarms - Every Alarm is a sign that Something is Wrong

Different types of alarms (audible and visual) are fitted onboard ships to warn crew members of any emergency, so that immediate actions can be taken to tackle the same. It does not matter if the alarm is genuine or just meant for a drill; one must treat every alarm as an emergency and act on the dedicated duties as soon as possible.

Don't use your brain to judge a situation when an emergency alarm is given; just act! Sometimes even a second delay can lead to severe consequences and loss of life.

Real Incident: Once a vessel was crossing the Indian Ocean, which is considered a no pirates attack zone and a safe region. Suddenly a general alarm was heard. Some of the crew members thought it was a drill or some error in the alarm system. They were not spontaneous and delayed their duties. The ship was attacked by pirates and those who took the alarm seriously reached the Citadel safely whereas those who ignored were held as hostages by the pirates.

5. Don't allow Anyone to Have Access to Your Cabin

Your Cabin in ship's accommodation is your own private place and you are solely responsible for all the holdings inside it. Never allow any one (from ship or outside) to enter your cabin without your consent or presence.

Custom authorities of different countries have their own rules for carrying particular objects in their countries. If caught carrying object which is prohibited in a country, the ship can be held or arrested and you can land in prison or prosecuted.

Real Incident: An oiler kept three movie CDs containing adult material in an able seaman's room without the consent of the later. This was done to hide them from customs of a particular country. When customs boarded the ship, they checked all the cabins and as per the rules arrested both the oiler and the AB for possessing such obscene material.

6. Don't be a "Parcel Boy"

When joining a ship or signing off after finishing up a contract, you may be in a jolly mood and ready to help your mates. Sometime you may be asked (requested) to carry a parcel and hand it to his/her family or vice-versa. Never carry any such things from your crew members or their families without completely checking the parcel and knowing the custom regulations of the country you are flying to.

Companies and agents will be responsible only until you enter the airport, after that, it would be solely your responsibility.

Hence avoid any kind of trouble to yourself and to the company.

Real Incident: A seafarer was once held at Singapore airport for taking extra liquor in a parcel handed to him by a crew member. He was fined for the act and also missed his flight due to the delay.

7. Never Get Involved in Physical Fights- Be Calm

On a ship there are people from different nationalities working together. This may sometime give rise to a conflict. Never make an issue big enough that it leads to physical fights. Such behaviour may lead to your suspension from sea career or imprisonment in some countries as per the severity of the matter. It is important to maintain your cool while working onboard as injury of any kind at mid sea can become dangerous because of non availability of special medical assistance.

Real Incident: A crew member was suspended after he got involved in a physical fight with his senior officer at a US port. Instead of reporting it to the management officers of the ship he took the matter in his own hand. Local law of the country imposed fine on the crew for this incident.

8. Don't Drink and Drive - Not even a Ship

The basic rule on land applies to ships as well. Whether you work in the engine room or keep watch at the bridge, never carry out your duties under the influence of alcohol.

If you have been drinking or find that the person came to relieve you is in drunken condition, do not take over or allow him/her to take over the watch. Always make sure you follow drugs and alcohol policy of your company. Violation of this policy is a serious offence which can cost you two years of suspension from the job. Working in drunken condition can even lead to accidents and emergencies.

Real Incident: Under the influence of alcohol, a Master of bulk carrier MV Kathrina misjudged the course and ship ran aground on the Goodwin Sands in the Dover

Strait. Master was prosecuted with one year of imprisonment.

9. Be on Time, Don't Miss Your Ride

The ship is the only place you are safe. It is your temporary home when sailing in international waters. When you go for a shore leave, make sure you note down the shore leave expiration timings and also come back on time to avoid embarrassment of getting left behind and being a liability to the company.

Real Incident: It is very common practice to manipulate the ship's departure timing with cargo loading schedule and not coming back on shore leave expiring time. Several incidences have been reported of seafarers getting left behind in a port or have delayed the ship causing financial loss to the company.

10. Ship is Not Your Private Property

When signing off from the ship, many professional seafarers take home ship's property (from computers to printer stationary; yes it's true!) along with their luggage. Such behaviour is not at all ethical as crew replacing you will need those resources to carry out daily operations of the ship after you are gone.

Selling of ship spare or bunker is another practice carried out for personal gain. Such activities can lead to suspension of your job, along with penalty and legal consequences under theft case.

Real Incident: A chief engineer was sent to prison for selling bunker of the ship and making illegal money from it for personal gain. The company registered the case against its own employee to make sure such incident is not repeated.

Being a professional seafarer means a good track record of work with correct attitude. Make sure you note the above mentioned practices to avoid unnecessary trouble.

So what practices do you follow to avoid trouble on ship? Do you have any advice for our seafarer?

Top 14 Things a Junior/Trainee Marine Engineer Shouldn't Do When New to Ship:

Trainee marine engineers, also famously known as junior or 5th engineers on board ships, come on merchant vessels as part of their learning process and also to gain practical knowledge in order to qualify for competitive exams.

Every professional, irrespective of the field, start his/her career from an internship position, an on-site learning process. On ships, the junior engineer is an intern, who is not only excited of this new wonderful world called "ship" but is also equally naive, both professionally and personally.

Often termed as "Alice in wonderland", "liability", "useless", etc. by senior officers on board ship, a junior engineer is like a new born baby who is over-enthusiastic (not always) about learning and exploring almost everything onboard ship. Now though he or she is at the least position of responsibility and cannot be blamed in case of any mishap, the consequences of any wrongdoing can be dangerous to other personnel on ship. For this reason, junior engineers should be properly briefed both before they join the ship and onboard ship by office and ship's staff.

Also, though the responsibility of the junior engineer is of the 2nd engineer of the vessel and the over all in charge is the chief engineer, the junior engineer himself should himself take care of certain things to avoid getting into trouble or causing any kind of dangerous accident.

We have enumerated top 14 points that a junior engineer on ship must not do to avoid landing him or her into any kind of trouble or creating any fatal situation on board ship.

1. Don't Wander Around on Ship without Informing

Now we know that being new to an interesting place like ship can make anyone highly intriguing; therefore a junior engineer should show some restraint and also should not go to any part of the ship in working and off hours without informing a senior officer.

2. Don't take any decision related to work without consulting

A junior engineer has been sent to a ship to observe seniors and learn from them. Because of lack of experience, a junior engineer should never take any work related decisions. He must not touch or explore any machinery, switches or valves in the engine room without senior officer's permission.

3. Don't Go Onboard Main Deck without Informing

A junior engineer must know how to take care of himself

and should give utmost importance to personal safety. He must not go out on the main deck without informing anyone onboard, especially during rough weather.

4. Have Doubts? - Stop there!

Even while working under senior officer, a junior engineer must not take any kind of further actions if he/she is in any kind of doubt regarding the work. Wait, ask, and then proceed.

5. Don't Take Any Shortcut

It is obvious that anyone who is new to the working environment of the ship might get a bit frustrated and can start avoiding work or taking short cuts. A junior engineer should never indulge in taking any kind of shortcut for he would not be aware of the consequences. Tempted to take a shortcut? Stop! Ask the senior and take a brief break instead.

6. Don't go to the Shore without informing

As interesting as the ship is to the junior engineer, equally interesting is going out on shore leave when the ship is at ports. A junior engineer should never ever step off the ship



without informing seniors, or else it can land him in great trouble. In case he wants shore leave, 2nd engineer or Chief engineer must be asked.

7. Avoid Messing with Environmental Policies

With the rise in awareness around the world regarding marine pollution, environmental policies should be the last thing a junior engineer should mess with, even if he or she is forced by any senior officer. In case of pressure from the senior officer to carry out any kind of mal practice on board ship, the junior engineer should directly inform ship's captain or chief engineer regarding the issue.

8. Avoid Arguments - Be a Team Player

A ship has very less number of people working on board. They have to stick together through all kind of situations, irrespective of personal and professional differences. A junior engineer should try his best to avoid getting into any kind of argument with the seniors and should make the best out of the golden opportunity he has got to learn and update him or herself.

Respect seniors and fellow crew members, even if they shout or scold, it is for junior engineer's own good.

9. Don't Indulge in any kind of Mal Practices

Sometimes monotonous routines or lucrative intentions can provoke a person on board to indulge in mal practices. Being someone who is just starting his or her career, a junior engineer should stay away from all kind of mal practices on board ship in order to prevent threat to the professional career.

10. Don't Skip Safety Procedure and Life saving equipments

Personal safety should be given utmost importance on ship. A junior engineer should know and learn how to use all personal safety equipments and should never skip any safety procedure, related to both machine safety and personal safety.

11. Don't Miss Safety Meeting and Drills

Proper training at the start of the career adequately grooms the officer as he forwards on the hierarchy level. A junior engineer should never miss any safety meeting, personal protective equipment training, and drills on board ship. These important sessions play a great role in deciding how an officer will react in times of emergencies.

12. Be Honest - Made a mistake? Admit it!

No one is perfect, and being a junior engineer you are tend to make mistakes. Even if you make a major one, admit the mistake and take the blame. This would not only help you remember the lesson learnt but also prevent any kind of accident that can take place from the same. It would also make seniors respect you!

13. Keep Away from Strangers

When a ship is at port, several people come on board ship for some or the other work. A junior engineer should always be careful whom he or she talks to, for there are people who would try to take undue advantage of your lack of experience. In order to prevent any such incident, do not deal or talk directly with any person coming on board.

14. Shun Restlessness! Practice Patience

A junior engineer should know how to keep his cool for it will help him in the long run to face and tackle emergency situations. Don't be overenthusiastic and restless. Learn to develop patience as haste will lead you nowhere.

7 Reasons Deck Cadets and Junior Engineers are Not Getting Jobs:

The recent financial crises have affected everyone in the maritime industry. Ship Jobs are scarce, though everyday you might hear in news that some top-notch company took in five new ships or increased its pool of employees. Strange it might seem to be, the fact remains that the gray clouds of unemployment are still not completely off the marine market place. The top rank professionals will swim smoothly, as they have always; however, those at the bottom has and will have to bear the brunt.



Talk to a freshly graduated junior engineer or deck cadet and I bet the only thing you would hear about is of getting a decent break (or even on any damn shitty ship would also do). They want jobs badly, I mean really bad! And why would they not? There are many who have taken loans for their maritime training and even have mortgages to clear off. In fact, that is what every one of us would do once we pass out from the college. Look for jobs! Right?

Unfortunately, the "situation of crises" has become a breeding ground for job agents and fraud shipping companies to do profitable business. They are charging \$2000-\$3000 dollars in return for a break; not to mention, one cannot expect it to be in some hot-shot company.

Sadly, these fresh graduates have started to succumb to the situation, and have even started considering shelling out the "asked price". Result? Some have already received the much desired break, some are looking for sources to finance them, and some have fallen prey to fraud agents and shipping companies, who have taken the money and disappeared in thin air.

It's a grim situation out there, where no one knows what to do and whom to blame. So, as the blaming-game continues, we try to pen down seven important points that we believe have been the real reason for the present dilemma.

1. Supply & Demand Imbalance

It might sound cliché, but the fact remains that the lack of equilibrium between the supply and demand of fresh professionals in the marine industry is the main reason behind

READERS' KIND ATTENTION

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the dearth of jobs, especially for newly graduates. Maritime academies are churning out marine engineers and deck cadets, doing their jobs pretty well and making huge profits, irrespective of the market condition.

However, they can't be blamed because one cannot shut the institute for one year and then re-open it again whenever the need arises. Today, the need for deck cadets is less, tomorrow it can be more. So who is to blame? Probably the authority that gives the permission to open new institutes every month is at fault. However, the bottom line is until a balance is created between the demand and supply of seafarers, the scarcity of jobs will persist.

2. Inability of the Governmental Authority to take Concrete Steps

Governmental authorities should take concrete steps to solve the issue of unemployment for the fresh graduates. Or else, merchant navy would slowly lose its position as a prospective career option among students (The fact is it has already lost its lustre to a certain extent).

It is high time the government take a stand to help the freshly graduated cadets and engineers for getting placed in decent companies. Until this is done, both agents and shipping companies will not miss a single opportunity to earn profits from maritime professionals. Government needs to intervene and help these professionals with a decent break.

3. Lack of References = No Job Offer

Shocking but true, the trend of getting jobs using references is still a hot favourite method of getting a decent job. There have been several cases wherein average students have got jobs in top shipping companies because they have father or uncle working there as chief engineer or captain; whereas bright students are still jobless because either they don't have a god father in the industry or lack hundred of dollars to pay as bribe.

Either ways, an unjust and unfair condition is being created which is eventually making the present situation grimmer. Though people might shout slogans against corruption or even get themselves enrolled in a debate against the same, the fact is, when it comes to personal level, the definition of immorality changes, drastically.

4. Shipping Companies Showing No Respect for Fresh Graduates

Let's face the fact that a certain shipping company hires a fresh graduate with the sole intention and hope to retain him or her as a third officer or a fourth engineer once the necessary certifications are achieved. The companies don't entertain newly graduates as respect to the degree or training they have. Don't believe me? Visit a shipping company or a ship and see how the cadets and junior engineers are treated and you would get to know what I mean. We agree that they are fresh and naive, but they are future officers and captains. Give them their due respect.

The moral of the story is until the companies stop treating young professionals as "liabilities", the loyalty will not have a place in employer-employee relationship, leading to reduction in retaining power of the company. Give respect, and get respect in return.

5. Unwillingness/Inability to Enter a Different Market

Unlike other fields, wherein graduates have options to enter

other industries and domains, a seafarer is left with no other choice than to stick with the same field. Merchant navy is a specialized field, where only two types of people are found - one who loves money and one who loves the sea. So once a person shells out hundreds of dollars for his maritime training, he or she is least interested to explore other fields wherein the starting salary wouldn't be even half of that offered in merchant navy. Moreover, the glamour attached with the field is also something that holds back maritime professionals to explore other domains. Try talking to a dozen of mariners; each one would talk about leaving the field, but I bet none would do so. Probably that's why they say, "Once a mariner, always a mariner." Moral of the story- there are several other opportunities as well. One needs to look beyond his or her mental block.

But this is just one side of the story. Most of the fresh maritime professionals won't be able to land themselves with a decent job on land because the skilled they acquired are of no use on land. A marine engineer might be able to find a way, but a deck cadet will have a tough time making his way through the highly competitive market on land.

6. Improper/Inadequate Training

This might come a bit blunt on the fresh cadets and engineers. But lately there have been a huge lapse in the quality of cadets and engineers that maritime institutes are producing. Ask shipping companies, and they have a list of complains about fresh graduates. Probably that is just an excuse on their part; probably it is true, but the fact is maritime institutes today are more interested in quantity than quality. They believe a certificate is all that one needs to run a ship at sea, irrespective of the kind of training and skills a mariner has.

Though it's true that experience is the best teacher, a fresh seafarer should have the basic skills to ensure his or her safety on ship. Most of the fresh seamen are still "Alice in wonderland" when on ship, increasing shipping companies belief that they really are nothing but "liabilities". But the cadets and engineers are not the only ones to blame. It's the slack policies of institutes that are to blame. And until these institutes tighten the loose ends, the shipping companies will not show their trust in the fresh graduates.

7. Maritime Institutes Flaunting Fake Promises

How often have you seen maritime institutes flaunting one liner such as 100% placement Guaranteed? Always, right? And how often have you seen the same institutes going back on their words when they are not able to provide placements? Same - always! Like every field, institutes in the marine industry have also learned the ropes of the game to allure more students to their courses. They know how to attract students by giving fake promises or showing big starting salary figures, without debriefing them about their future career or life at sea. Every year more and more students are falling prey to this traps and finding themselves stuck in a catch22 situation. End Result: Dissatisfaction, depression, and of course - the great unemployment!

Deck cadets and junior engineers are the lifeline of the maritime industry. With the higher rank holders showing less of interest in the sea life and moving towards land jobs, these fresh graduates would have to be at the helm of the industry one day. It is high time the authority took some drastic steps to give these professionals their due respect and place in the maritime industry.

India : Guidelines for Armed Guards on Merchant Ships:

On 15th February, 2012, the security guards of an Italian flag vessel, M.T. Enrica Lexie, fired on an Indian fishing boat off the Kerala coast killing two fishermen. The Indian Coast Guard diverted the ship to Kochi.



The two Italian security guards have been taken into custody by the State police.

The Government of Kerala has made an ex-gratia payment of ` 5.00 lakhs each to the families of the deceased victims. The Government of Tamil Nadu has also made a financial assistance of ` 5.00 lakhs to the family of one of the deceased who belonged to Tamil Nadu.

The Government has issued guidelines for deployment of armed guards on Indian Merchant Ships. Further, all merchant ships have been advised by Directorate General(Shipping) vide M.S. Notice dated 7th March, 2012 to report the presence of armed guards on-board to Indian Navy/Indian Coast Guard.

This information was given by the Union Minister of Shipping, Shri G.K. Vasan in a written reply to a question in Lok Sabha today.

Attitude: a Very Important, but Rarely Assessed Mariner Quality:

Introduction: I am on an airplane as I write this. I'm on the way home from giving a presentation on blended learning in the maritime industry at the Port Security Operations Conference and Expo (PSOCE) in Tampa. This was a great conference and I met a number of people who really care about training. One of them came up to me after my presentation and expressed their belief that there is an important element of maritime performance which is rarely taught or assessed directly. He argued that this element is arguably the most important element in safe performance. What is that element? Attitude. You might call it professionalism, ethics, conscientiousness, or some other related name - but you get the idea. This is not the first time I have heard this comment.

The Importance of Assessing Attitude:

Skills and knowledge are requirements. You can't be safe and efficient without them. However, a mariner may have all the required skills and knowledge, but still be a very poor, unsafe mariner if his or her attitude or ethics are poor. Does the person care about the job? Do they care about their fellow crewmembers? Do they even care about themselves? When they see a problem, are they the type of person to stop

and report it or fix it? Or do they just keep on walking? Do they instill professionalism in others? Or do they breed a lack of professionalism, and therefore poor performance in others?

Everyone knows who among their fellow workers have poor work attitudes, and in most cases it eventually catches up with them. Even so, there is a strong argument that we should actively assess attitude - providing some measure of it. If we do so, then we can act on real data, and do so much more quickly than we otherwise might be able to. Unprofessional attitudes can be poisonous to safety and the work environment and the more quickly we address them, the better off the organization is likely to be as a whole.

The problem is, how do you measure it?

Measuring Attitude:

Many organizations (hopefully most) perform regular performance appraisals. These are typically done by a superior and will often mention attitude and professionalism - at least if an issue is perceived. This is a good start, but it is incomplete and there is more that can be done.

Psychological Testing:

There is a class of psychological testing, called objective personality testing, that is designed to measure attitude. These can take the form of written tests or, more recently, a technique called "gamification" where the candidate plays a scenario-based game and is required to make decisions based on the scenarios presented. The test answers or game-based reactions are studied by behavioural theory models which try to translate the reactions into measures of attitude, teamwork, work ethic, etc. You may be rolling your eyes already at the idea that we can draw meaningful conclusions from such tests, but keep an open mind for at least a few more minutes.

These tests usually have "validity" questions built in - questions which are there only to determine whether the test taker answered truthfully. Many people feel strongly that this kind of testing is very valuable and can, more often than not, produce useful and reliable information about the candidate's attitude. Others argue that these tests require a high level of expertise to interpret - even though they are intended to be objective.

I am not even close to being a behavioral theorist, so I hesitate to offer an opinion on this kind of testing. Having said that, I do question the reliability of this kind of testing. I can't help but think that a semi-intelligent person would be able to adjust his or her answers to those which he or she believes are the desirable answers. After all, even if a person has no morals, he or she probably knows what good morals look like and knows that society values them. A really well constructed test may be hard to "fake", but impossible? I am not sure.

Even if we do consider this kind of testing relatively reliable, the test is not telling us how the attitude manifests itself in terms of performance - only that there is an attitude issue. Therefore - what do we do with the results? It may be reasonable to consider the results if we are making a hiring decision. But what about test results for an existing mariner? Would a poor test result constitute reasonable grounds for remedial training or even possibly dismissal? Possibly the former, but likely not the latter.

Instead, at least for existing employees, it may be better to directly measure the attitude's affect on performance. We can do this using 360-degree evaluations.

360-Degree Evaluations:

A 360 degree evaluation gets its name because of who performs the evaluation. Here, 360 degrees means "on all sides" of the person being evaluated. Specifically, the candidate is evaluated by his or her superiors, reports and peers. Some may consider such an evaluation at odds with the hierarchical reporting structure of the maritime industry. We are accustomed to being evaluated by our superiors. But what about our peers and subordinates? I suspect for most of us, if we think about it, we will come to the conclusion that knowledge of how our peers and subordinates view our performance can make us better at our job. If so, read on.

A 360 evaluation can assess a variety of attributes, but they are generally geared toward subjective attributes such as attitude and professionalism. The evaluation typically is based on a series of questions that evaluators are asked about the person being evaluated. The evaluators, normally numbering between eight and twelve, are usually a combination of some suggested by the person being evaluated and some chosen by the supervisor. All must have worked with the candidate sufficiently that they are able to render a meaningful opinion. In fact, studies show that the longer the assessors know the person being evaluated, the more reliable the assessments are. Not surprising.

The questions in the assessment can be direct and to the point, as long as they are the kinds of questions that the evaluators would have a basis for answering. It should be clear to the assessors that all questions should be answered based on their direct observations when working with the person being assessed. Likewise, there should always be an opportunity to answer "insufficient knowledge to answer this question". Finally, if possible, each question should be answered on a scale (6: Agree completely, 5: Somewhat Agree, 4: Agree, 3: Disagree, 2: Somewhat Disagree, 1: Disagree completely) and there should be the opportunity for the evaluator to add a comment to any answer. Finally, feedback should be provided anonymously in order to encourage honesty - especially from subordinates.

To assess attitude, you might ask questions such as:

- This person presents themselves, by their appearance and actions, professionally on the job.
- This person inspires conscientious performance in others.
- I trust this person to uphold the highest safety standards.
- This person engages in all activities with a positive attitude, enthusiasm, and a smile.
- This person always wears the required safety gear.

The examples above focus on professionalism and performance, but you can also assess leadership, teamwork,

or any number of other soft skills. The only requirements are that questions must relate directly to the job and be relevant to key company objectives.

Once the evaluations have been received, the results are assembled into a report which can be used as a basis for decisions.

The task of creating the evaluations, distributing them to the evaluators, collecting the completed evaluations, and assembling the results into a report is a major effort and was a significant impediment to the use of 360 degree evaluations in the past. Now, however, technology has come to the rescue and there are many good systems which automate all the hard work.

There is a lot more to the correct design and delivery of 360 degree evaluations - this is just a start. It should be noted that although, with planning, it is easy to do a great job, it is also easy to do a bad job at creating and delivering 360 degree assessments. Doing so can cause real damage to morale that takes time to repair. But, done well, it can be not only a valuable information source to the company, but also to the individual in helping them grow in their career. So the message is do your homework really well before embarking on this.

The Benefits of 360 Degree Assessments

360 degree assessments tend to be quite effective and useful when done well. I have had experience using them as both the subject and the evaluator. Many times in fact.

The first benefit is derived from the fact that there are many evaluators, not only one. Because of this, it is easy to identify trends in the reports and have a greater confidence as to their validity. If there is a problem, it has likely been noticed by more than one person. Similarly, these assessments are less prone to being skewed by one outlying evaluation. As long as multiple people are assessing from the same "viewpoint" (peer, superior or inferior), then we can usually discount evaluations which are not consistent with a large majority.

Another benefit is employee can sometimes presents themselves differently to, for example, their superiors than they do to their peers or inferiors. Therefore, these evaluations are far better at identifying one-sided issues (such as poor leadership or expressed lack of respect for authority) than an evaluation done solely by a superior.

Finally, 360 degree evaluations also provide a candid source of feedback that the person being evaluated does not often have access to. It can be a real eye-opener to see how your work is viewed by others. If the process is constructive and done with sensitivity, this can help the person being evaluated identify issues they were not aware of - but would very much like to work on.

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Owned & Published by Dr. P.K. Chandran, H109/8, Mahatma Gandhi Road, 7th Avenue, Besant Nagar, Chennai - 600 090, printed at Sunitha Printers, 193, Peters Road, Royapettah, Chennai - 14. Editor. Dr. P.K. Chandran, Ph.D., M.B.A., F.I.E. (I), PGDIMS (UK), M.S.N.A.M.E. (USA)