

Navigating Ahead - Issue 20



MASTERMIND SHIPMANAGEMENT LTD

Navigating Ahead - Issue 20

june 2016

The STCW Convention

The key to maintaining a safe shipping environment and keeping our oceans clean lies in all seafarers across the world observing high standards of competence and professionalism in the duties they perform on-board. The International Convention on Standards of Training, Certification and Watchkeeping for Seafarers 1978, as amended in 1995 and again in 2010, sets those standards, governs the award of certificates and controls watchkeeping arrangements. Its provisions not only apply to seafarers, but also to ship-owners, training establishments and national maritime administrations.

The convention was adopted by the International Maritime Organization (IMO) in 1978 and came into force in 1984. During the late 1980s, it was clear that STCW-78 was not achieving its aim of raising professional standards worldwide, and so IMO members decided to amend it. This was done in the early 1990s, and the amended convention was then called STCW-95.

The 2010 Manila amendments was intended to include all agreed changes since 1995, address new technology, inconsistencies, interpretations and outdated provisions. There was particular emphasis on improving control and communication provisions of certification in Chapter 1 and addressing the specific requirements of offshore and short sea shipping. There was also an overall commitment to harmonise the amended STCW Convention, where practical, with the provisions of the 2006 ILO Maritime Labour Convention.

Whereas the STCW-78 Convention focused almost entirely on knowledge, the emphasis of STCW-95 has been shifted to practical skills and competence underpinned by theoretical knowledge. The 2010 amendments continued to emphasise competence rather than sea service or period of training. The standard set by the convention applies to seafarers of all ranks serving on sea-going merchant ships registered under the flag of a country party to the convention. The term "seagoing ships" includes all commercial vessels engaged on domestic or international voyages. The STCW Convention does not apply to seafarers serving on warships, naval auxiliaries or any other government owned or operated ship engaged in non-commercial service; fishing vessels (there is a separate convention covering personnel on fishing vessels); pleasure yachts not engaged in trade and wooden ships of primitive build.

The STCW (95) Convention has already been accepted by all major labour suppliers and shipping registries. This is more than 98 per cent of the world's merchant fleet.



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Letter from the MD

Dear Seafarers, MSM Associates, Business Associates and Mastermind friends,

While writing this article I am still very sad that Britain has voted to leave the European Union. Historically this is very difficult to understand because Britain wanted to join the EU already in 1963 but France's nationalist leader Charles de Gaulle had refused to back the UK's application to join the EEC saying that the British government lacks commitment to European integration. For 10 years Britain worked hard and with focus to lobby within Europe and internationally for their accession. Eventually in 1973 Britain became a member. In 1975, 2 years later, the population of the UK was asked by referendum "Do you think the United Kingdom should stay in the European Community?" 67% voted that time for YES and the UK had added great value to our European Community.

Is a referendum the right democratic instrument to derive to major decisions for a society and their future generation, this is the question which doesn't leave my mind.

Any wrongdoings must be properly addressed and resolved if we want to have a sustainable future. Wrongdoings cannot be solved by just issuing a new set of rules and procedures. Not talking to the people "on board" when it comes to changes is not only the dilemma of our politicians. It is also the main problem in our shipping industry.

We all remember that the ISM code was implemented because of the number of very serious accidents in the 1980's, which included also the capsizing of the passenger ferry "Herold of Free Enterprise". The accident investigations revealed that the shipping companies, charterers and seafarers caused most of the accidents by simply not following basic safety and seamanship for various commercial reasons. The legislators aimed therefore not just to introduce additional rules but to ensure that all existing SOLAS and MARPOL rules will be applied on all ships and shipping companies. The template of the ISO standard was used to take a structured, systematic and documented approach to the management of safety and quality.

Remember the legislators wanting to make our industry safer with the introduction of the ISM "Checklists" and "Procedure"? Now, after 2 decades of following the ISM code, we are shocked that only a couple of miles from the capsized "Herold of Free Enterprise" the PCTC "Hoegh Osaka" developed a severe list departing the port of Southampton. They didn't capsize because the master decided to beach her.

The official investigation revealed how decision making became the victim of production pressure, just as it was earlier.

The "Hoegh Osaka" sailed from port without preparing the stability calculations. It was a routine practice to leave this task to be carried out once the vessel was out at sea. This bad practice appears still to be common within the PCTC industry. The investigation report states also the weight of the declared cargo were significantly different from the actual loaded cargo. The Port Captain never felt the need to involve the C/O in the preparation of the stowage plan. The Chief Officer on the other hand, did not feel he had the authority to question the pre-stowage plan. Known technical problems with the ballast tank gauging system amongst others existed onboard as well. All in all, there were too many red lines crossed which should never ever have been repeated after the introduction of the ISM code.

I conclude that we did NOT get it right. We have not taken our seafarers and office crew "On Board" when we implemented the code, similar to the politicians who worked on green tables not taking into account what is happening to our "People".

We need to put our people in the center of the activity in a no blame manner. The wisdom of a master who sailed for decades the high seas is beyond any doubt more valuable than a "tick in a checklist". Seamanship and common sense are skills which were replaced by procedures and this we aim in Mastermind to reverse.

We recognize the seamanship is at the heart of everything we do. Seamanship is attained through good and bad hand-on experience. Good seamanship is a skill which develops over the years and must be passed on to the new generations by default and not through checklists.

When we learn again to trust our common sense and seamanship we will be able to take the ISM code to the level it deserves and make shipping really safe.

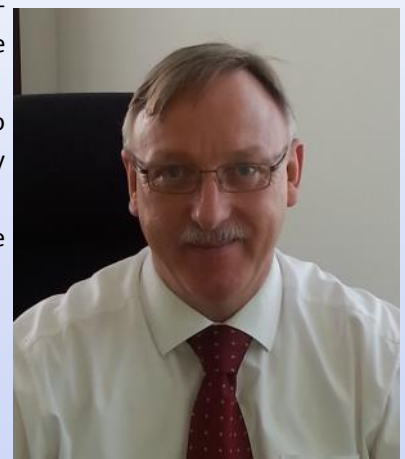
In MSM we will reorganize our training and career development plans to center the activities around our people. We want to stress Teamwork, Leadership and the Well-Being on board and in our office.

Please join us in this interesting, but imperative journey.

Let's "Navigate Ahead" to a safer and better safety and quality system.

Keep safe and enjoy the summer season.

Capt.
Eugen-Henning Adami

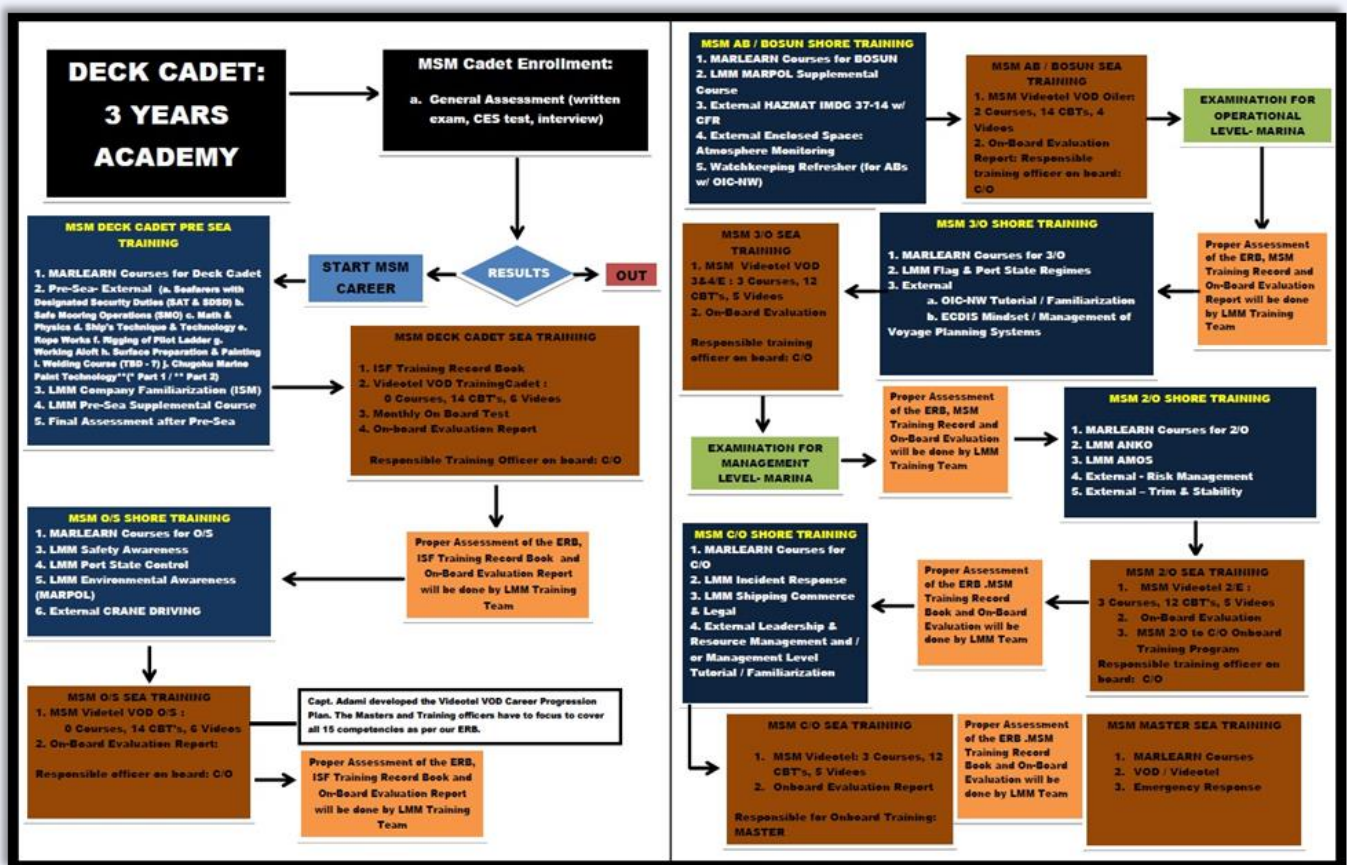


MSM / LMM MANILA TRAINING & CAREER DEVELOPMENT

The importance of maritime training cannot be understated particularly with the current global market scenario and implementation of the 2010 amendments to the Standards of Training, Certification and Watchkeeping for Seafarers (STCW) Convention and Code.

With 2017 around the bend, it is all the more critical that seafarers be well-educated and trained, able to follow orders, manage risks, solve problems, and also be psychologically and emotionally prepared to ensure safe, secure, clean and efficient operations for safety of life at sea. The industry demand for seafarer competency more than ever underscores the need for continuous learning.

MSM VISION is to be a most reliable, secure, efficient shipping company, while its MISSION is to invest continuously in Human

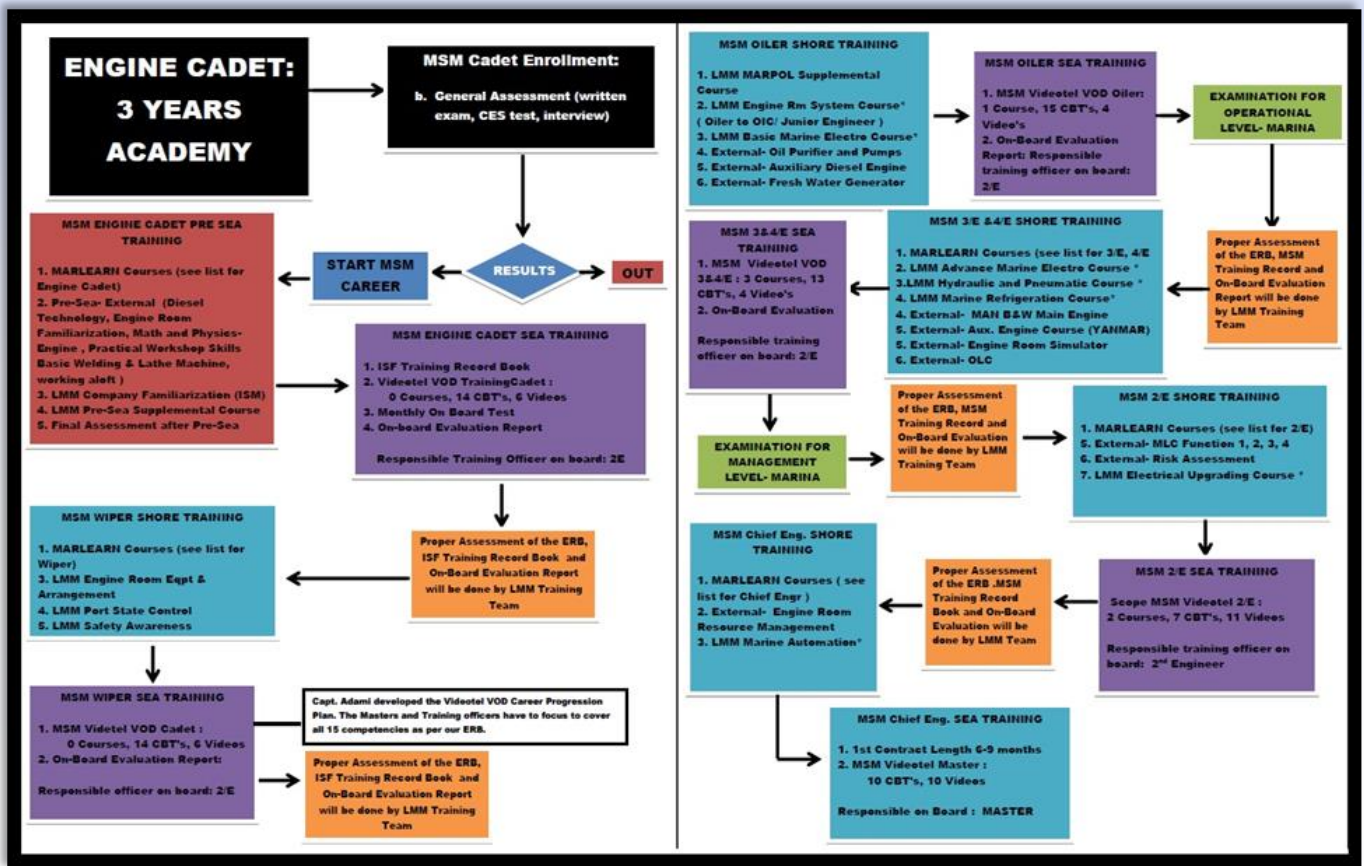


Capital by developing their skills and providing them with an environment that is characterised by constant and open communication, transparency and equal opportunities for career advancement. These challenges come to the forefront with upcoming revisions to MSM and its manning agent, Lydia Mar Manila's Career Development program which are set to be realized in the near future.

DECK and ENGINE Cadets' Career Progression

The career path for an aspiring marine officer in MSM fleet is shown in the above flowcharts. From the start, one of the aims is to inculcate, and bind the personnel into the company itself and thus for them to internalize and channel MSM's general aims through work ethics and customer-oriented service.

MSM / LMM MANILA TRAINING & CAREER DEVELOPMENT



In-house training and enhancement courses are currently being designed and developed by Lydia Mar Manila / MSM’s working technical groups and shall be offered and implemented to the seafaring personnel. Online learning resources for engineering and deck courses and learning management systems such as COBALT is also to be utilized in the classroom environment for enhanced discussions and interactions. As for the time being, and with limited resources, the delivery of some of the training courses are to be sourced thru competent and quality providers that are well-recognized in the industry. These external, out-sourced courses have been chosen for practical relevance to the rank aspired to by the concerned seafarer in his career progression.

E-learning is also included and includes modules from MarLearn, AMOS Business Suite, Networked VIDEOTEL on Demand (NVOD), ANKO Marine Load Planner, and Electronic Chart Display (ECDIS) Type-specific training for Raytheon systems. The courses are done both at sea and ashore. Personnel are to comply with the prescribed courses required for the intended rank, and such training modules are constantly under review and revision for validity and relevance.

Each and every crewmember is also issued an Employment Safety and Training Record Book which enables Masters and Chief Engineers, as well as the manning agents and the allied shipping companies to review the required competencies and trainings of the concerned crew member. It also allows the seafarer himself to evaluate his own level of knowledge and thus seek improvement towards his own career progress.

Throughout the training scheme, career development is to be monitored, assessed and evaluated, and ultimately, ensured.

DECK OIC-to-CHIEF OFFICER—SHORE & ONBOARD TRAINING

The transition from Operational to Management rank is an especially crucial phase as the deck officer now has to learn competencies on a markedly different skill set level, which in one way or another heavily involves the human element of the practice. Now it is not merely running, but managing ship operations. The Chief Officer position is arguably a critical one and is undoubtedly very demanding.

Second Officers aiming to become management level personnel should at an early stage begin the process. As such, the ANKO Marine Load Planner and AMOS Business Suite software systems trainings are a must. Trim & Stability is very essential, as well as elements of Risk Management. The prospective C/O is then to take courses designed to take advantage of the human factors at play. These include, but are not limited to: Leadership & Resource Management, Shipping Commerce and Legalities, Incident Response, and a familiarization / tutorial on the work of a Chief Officer.

While onboard and in preparation for the C/O post, the following must be learned in practice: Commercial Management, Leadership & the management of shipboard resources including utilization of personnel, proficiency in AMOS and ANKO, proper and efficient housekeeping, and the implementation of MSM Company policies.

Aside from the C.Off duties a/p Job Description, the following training content has been identified by Capt. Eugen Adami, and shall be covered as minimum:

Commercial Management

- Knowledge of the commercial impact resulting from his work.
- Understand that every mt of cargo the vessel loads is increasing the voyage revenue - utmost importance that the vessel is loaded to the maximum allowable draft.
- Knowledge of the legal background of the cargo documents: Mate's Receipts, Bills of Ladings, etc.
- Knowledge of the impact of losses when hold inspections fail, hatch cover do not operate or leak, deck cranes do not work etc.
- Practical understanding of the vessel's voyage instructions from the charterers specific to cargo and operations.

ANKO Software

- Knowledge of the application of Loadmaster in all aspects.
- Correct Bulkhead Positions (reduces the grain heeling moments)
- Correct Positions of tween decks (limitations: Height, weights)
- Correct Ballast (always as less as possible)
- Correct Trim (static trim in port is not the same when the vessel sails. The vessel has best speed at optimum dynamic draft)
- Correct draft surveys
- NCB grain forms
- Stack weights
- Tank top, tween deck, hatch cover loads (dunnage distribution for coils)
- Lashing
- Visibility
- Be able to quickly prepare stowage plans for the master

AMOS Software

- C/O must master AMOS as a superior user.
- Responsibility for correct entries by other deck officers.

Leadership

- Leadership for the other officers, bosun and crew.
- Motivation of the crew

- Work organization - has to inform the crew about the voyage in general, daily duties, assign goals, precise targets/objectives
- Training and mentoring the crew towards career progression.
- Accountability for all mistakes of the crew under his command.

Resource Management

- Application of risk assessments/management for all deck works.
- Knowledge of allocation and assignment of crew to the detailed works, based on above risks.
- Estimate the required tools, spares, paints and consumables for each job.
- Proficiency in AMOS to understand the work(s) to be done.

Housekeeping

- C/O must know what is exactly in each store.
- Proper inventories, organization and maintenance of stores
- Utilization of AMOS to keep track of spares, parts and requisition of new stores.
- Allocation of responsibility for care and return of daily used tools.

MSM Zero Rust Policy

- MSM has a ZERO RUST POLICY. This policy includes the outer shell, ship names, homeport and draft marks. The vessels are fully coated twice a year. Other times only touch up painting is to be done. One AB has to be daily engaged to touch up the small areas which got rusted.
- The buff band of the vessel is like a business card and should ALWAYS be shining. Can be done easily at sea from the forecastle at good weather.
- 3/O can be assigned to keep the wheelhouse and compass deck spotless at all times.
- The first 1.0m cargo hold tops (in the hatch coamings) can always be quickly touched up with good planning.
- The Outer Shell Plating can be maintained at anchor or at sea when it is possible to stop the vessel for some hours at good weather. This may be planned together with some maintenance on the main engine.

(by C/Off. Raymond Cordova)

CAREER DEVELOPMENT—ENGINEERING PART

A new training program for Oilers (with OIC license) containing 10 modules designed to develop knowledge and skills before getting next higher rank as Junior Engineer or 4th Engineer.

The program focuses mainly on engine room systems which includes the following topics:

FUEL OIL SYSTEM- Module 1

- Understand fuel oil fundamentals and properties
- Identify and describe all associated components of FO and MGO system including the function of each
- Know how to interpret system drawings (purification & transfer) and identify the symbols of each components
- Know some correct operational guidelines in case the vessel received dirty fuel or high catfines
- Be aware on how to perform proper maintenance on FO system and overhauling procedures

Lub Oil System - Module 2

- Understand the fundamentals and importance of lubrication system in any machinery installation
- Be fully aware how the LO system works and able to understand the proper functioning of each components
- Know how to interpret LO system drawings and identify the symbols of each components
- Be aware on how to perform proper maintenance on LO system and overhauling procedures

Cooling Water System - Module 3

- Understand the principle of thermodynamic as applied to heat transfer
- Understand how the cooling water system of the M/E & A/E works and to identify all associated components and function of each. Also includes the heat exchanger system
- Know how to interpret SW and FW cooling system drawings and identify the symbols of each components
- Be aware on how to perform proper maintenance on cooling water system and overhauling procedures of some components

Steam System - Module 4

- Understand the fundamentals of steam system
- Understand how the steam system distribute from main steam valve to consumers/load and identify all associated components and function of each
- Know how to interpret steam line drawings and know all the associated symbols
- Be aware on how to perform proper maintenance on steam system and overhauling procedures of some components
- Be fully aware of boiler system monitoring and instrumentation system

Air System – Module 5

- Understand the fundamentals of starting air and control air system
- Identify all associated components of starting air and control air system. Know the function of each components
- Understand the air system drawings both starting air and control air and be able to interpret properly

Electrical / Electronics System - Module 6

- Understand the fundamentals electrical and electronics system
- Understand the principles automation and its application on board, incl the monitoring and instrumentation of machinery system
- Understand power generation and distribution system and the connecting link with emergency power source, know all the associated components and proper maintenance procedures of each
- Understand the machinery alarm system and its outline, know how to interpret single line diagram and symbols
- Be able to diagnose and rectify some electrical faults also to know the importance of preventive maintenance of electrical/ electronics equipment

AMOS Software – Module 7

- Have full understanding of the AMOS system as part of the PMS of the vessel
- Know the importance of AMOS and must be responsible for the correctness of all the entries

Leadership – Module 8

- Know how to lead the engine crew, how to motivate them, how to organize the work of the crew as per schedule and to inform the crew the voyage in general and all the daily works, and to assign goals and precise targets
- Know how to train the engine crew in all the operational and safety aspect of all machinery on-board the vessel
- Be aware of his responsibility for the mistake of the others

Resource Management – Module 9

- Know how to allocate the crew to the detailed job, must be familiar with the risk assessment for all deck / engine works, must allocate the crew and the equipment based on the end result
- Understand how to prepare required tools, equipment and consumables for any given job
- Mastering AMOS and do periodical check in order to know what job needs to be done

Housekeeping – Module 10

- Know all the content inside the engine store and make good arrangements
- Know how to do proper inventories
- Know how to prepare proper handing over of all important tools and equipment to on-signer
- Master AMOS to keep track each spare parts for ordering purposes
- Know how to organize the store properly and to provide good maintenance of it
- Know how to allocate the responsibility to return all the tools and equipment to the proper places after used

cont. ENGINEERING PART



Qualifying Engine Cadets



Final interview



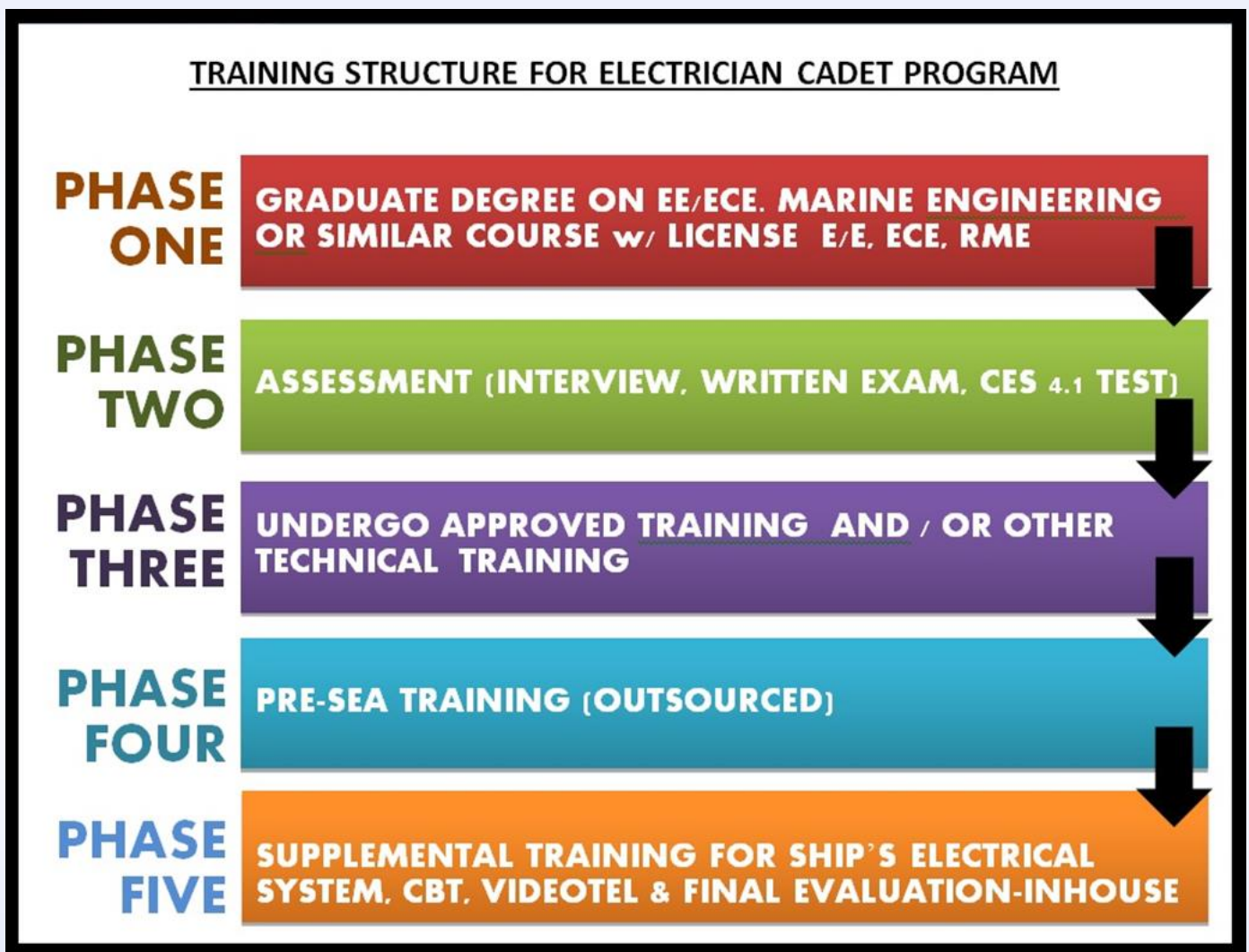
Final evaluation after inhouse supplemental training

ELECTRICIAN CADET PROGRAM

The Electro-Technical Officers are engineer officers, working under the Chief Engineer, who whilst having the same qualifications as the engineers have followed a slightly different course of training to give them a greater knowledge of the many varied electrical and electronic system onboard modern ships.

The ETO is responsible for the maintenance and repair of all electrical and electronic equipment, installations, machinery. This also includes radio communications and electronic navigation aids.

The idea of our training program is to prepare our electrician cadet before joining the vessel. During evaluation stage, technical training needs will be identified for each of them i.e. Pneumatic, Hydraulic, PLC, Motor Control etc.



Qualifiers will then undergo Pre-Sea training, which will focus on ship's electrical system on-board, machinery alarms system and engine room system familiarization using life-sized approved simulator.

After the Pre-Sea training, we will conduct a supplemental training program which will cater for most of the electrical, radio & nautical equipment and machinery automation equipment onboard the vessel. Besides the technical discussion, we will also explain the duties and responsibilities of Electrician proper reporting procedures to C/E, safety and work permits.

Additionally, AMOS application, resource management, housekeeping and workshop organization will be imparted in the training proper. Final assessment will be done and those who will pass will be proposed to a vessel.

cont. ELECTRICIAN CADET PROGRAM



Resource Management Training



Pre-arrival briefing of the Bridge Team



Simulation exercises



Simulation exercises

FITTER TRAINING PROGRAM

The training department is currently producing fresh Ship's Fitters with landbased experience in the field of welding, lathe machine operation and fabrication.

We focus more on welding skills and lathe machine operation. During qualifying stage, we will identify which areas need to be enhanced, and once we have identified the grey areas, we will send them for training and assessments.

The list of competencies are as follows:

Fundamentals which involves reading blueprints, reading schematic symbols, making measurement and proper use of power hand and power tools.

Knowledge on mechanical systems, which mainly covers the basic mechanic, pumps, piping system, basic pneumatic and hydraulic system which are essential skills that fitters must possess.

We are conducting in-house training for Fitter Training Program, which covers familiarization of engine room, equipment arrangement, engine room layout, engine room piping system, safe working practice in the engine room, working permits, job reporting procedures, organization and housekeeping of engine room workshop.

The duties and responsibilities of the Fitters is also discussed point to point.

(by Engr. Armando Domingo)

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MARLEARN

As part of **MSM's** quality policy in training the seafarers, the company head Capt. Eugen-Henning Adami founded **MarLearn.com**. It is an advanced E-learning / online platform for anyone engaged in shipping and particularly for seafarers of MSM. MarLearn also offers blended training which combines classroom sessions and e-learning.

MarLearn has some advantages compared to the traditional in-house classroom learning. **Online learning** is so effective because learning seafarers can do the training at home or anywhere convenient where there is a good Wi-Fi reception and can even use their smart phones instead of a desktops or laptops. They can finish studying the assigned training materials quickly, and there is more time left for their family or for updating their seamen's documents, other STCW training and certifications.

MarLearn features also assessment tool for those who viewed the Videotel (VOD) videos that don't have the tests like in the Videotel CBTs. Tests of types Multiple Choice, True or False, Fill in the blanks, Matching types, etc. are inputted in MarLearn which the learners can access and do the test after they have seen the videos. Trainees need to the test after studying each course.

As of May-2016, there are 65 sets of tests for Videotel Videos in MarLearn. There are also 45 courses / guides / sets of Case Studies / sets of technical bulletins. Some of the Guides and Technical Bulletins are contributions from the P&I Clubs like the North P&I, Gard and UK P&I. There is a category system of the courses or guides to be taken by each rank.

To visit MarLearn.com learner needs to have a username and password which are given by the IT department or personnel department from MSM offices or manning agents.

The courses taken and the results of tests are recorded in the MarLearn database which is accessible to the system administrator and sub-administrators of MSM.

A recently developed MarLearn course is the HAZMAT or Dangerous Goods. It is a course required by the IMO, the USA and other countries to be taken by seafarers who are handling hazardous materials on board. This course is a blended classroom, or coaching, and online training.



TRAINING COURSES AT LMM-MSM MANILA

AMOS TRAINING

Using the AMOS software and/or AMOS Business Suite which includes the Planned Maintenance System, is being taught to all the MSM deck and engine officers.

The AMOS Business Suite, MS Windows based, is an integrated framework of several leading AMOS applications. It includes maintenance and purchasing, quality and safety, and voyage management. The database system features powerful functions of registers, filtering, searching and sorting, importing and exporting.

Some of the functions in AMOS Business Suite are reserved for authorised people only: approving work or jobs, approving requisitions, and changing budgets, to name a few. When a user log on, it tells AMOS what functions are allowed and not allowed to be used which are locked.

AMOS keeps track of stocks or inventories, addresses of vendors and service companies, certificates, etc. and who performs certain operations, and when. That gives a clear, secure record as required by many inspection organisations.

ANKO MARINE LOAD PLANNER

ANKO is a software, approved by classification, used onboard MSM vessels for load planning. This training is for the deck officers. It covers practically all calculations for displacement, draughts, trim, etc. and available assessment aspects by the Classification, including: Intact Stability, Longitudinal Strength, Grain Stability, Damage Stability, Lashing Calculations etc. The theoretical part can also be studied in MarLearn.

VIDEOTEL

Networked Videotel on Demand or NVOD is presently used by seafarer trainees in LMM- MSM in Manila. It is a remarkably innovative and modern training delivery system that provides users with access to an enormous range of courses, STCW requirements, interactive Computer Based Training (CBT) and videos through high quality sound and graphics from multiple computers. The system allows multiple users to train at the same time on different subjects in any computer connected to the central network.

ECDIS SPECIFIC TYPE

Since MSM's vessels are using Raytheon ECDIS equipment, training software has been installed at MSM-LMM training center for deck officers. Trainees must have already the "Generic ECDIS Training" certificate according to IMO model course 1.27.

It is a new requirement by IMO that navigators must attend also a manufacturer-specific ECDIS training for each ECDIS model in use on-board and be certified by the manufacturing company.

MSM-LMM will soon be able to issue the Type Specific ECDIS Training Certificate.

(by Capt. Antonio Palenzuela)



Deck & Engine Cadets undergoing MarLearn courses and MSM Familiarisation



MSM Deck & Engine Cadets

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MOVING AHEAD WITH FUTURE PLANS

Despite the current global shipping industry slowdown, seafarer competency and continuous professional development is still a prime concern and priority. The Mastermind Shipping Group and Lydia Mar Manila along with their affiliated companies and partners aim for continual development of crew training in order to keep pace with industry demands.

In the pipeline is the realization of a Library & Resource Area, where all shipboard reference books, publications, equipment Maker's Manuals, Drawings and Plans, Publications will be made available for crew training and a more extensive familiarization process before joining their respective vessels.

Also in the planning stage is the acquisition of Trainer sets for Pneumatic, Hydraulic, PLC, Motor Controls for Electricians and Engineers, to augment the in-house lectures to be conducted in the near future at LMM.

We, at Lydia Mar Manila, are currently designing and developing (some are ready to be conducted in pilot-classes for verification and validation), the following training module courses which will be offered soon in our own backyard at LMM offices, The training equipment will be placed in the training room, we are still working on the costing and the design of the training equipment.

For Engineers and Electricians

- Marine Electro-Course for beginners
- Fuel Handling and Treatment with Oil Record Book
- Engine Room System & Automation (for OIL to J/Eng)
- Main Switchboard Operation
- Motor Control System in Marine Application
- Ship's Electrical System
- Auxiliary Engine Control System
- Electro-Pneumatics
- Electro-Hydraulics
- Marine Automation with PLC

For all Deck Officers and Engineers:

- Safety Awareness / Risk Management
- Progressive Leadership
- Flag and Port State Control Regimes
- Incident Response
- Commercial Shipping and Legal aspects
- Operational Level Familiarization
- Management Level Familiarization

navigating ahead



Front: Armando Domingo (LMM Tech-Engine), Raymond Cordova (LMM Training Mgr), Brenda Baldon (LMM President, Ramon Ayaton (IIEE Exec Director)

Back: Electrician Cadets; Lew Anthony Reyes, Nico Caba, Daniel Vidal, Darwin Marasigan, Gerald Teves, Mark Ronan Enriquez, Angelo Omega, Jaymar Dela Cruz, Aldwin Ramos



LMM IT Dept—Armel and Alex

MSM-Lydia Mar Manila Team:

***Brenda Baldon
Antonio Palenzuela
Raymond Cordova
Armando Domingo***



Congratulations to the winner of our photo competition !!!
2/O Nemanja Knezevic
"Truly a picture from a Seaman's point of view"

RUNNER UP'S



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ATLANTIC PENDANT			
1	MAS	STYPULA, STANISLAW	POL
2	C/O	BELOVIC, KOJIA	MNE
3	2/O	UNCASEVIC, SIMO	MNE
4	3/O	VALMORES, PHILIP	FIL
5	C/E	MEMEDOVIC, MILOS	MNE
6	2/E	PEKIC, VUKASIN	MNE
7	3/E	SAINOVIC, DEJAN	MNE
8	E/E	MONTECILLO, DEXTER	FIL
9	FTR	METODA, RAYMOND	FIL
10	BSN	JOVER, DENNIS	FIL
11	AB	OFTANA, JULIUS	FIL
12	AB	MINGO, JOSEPH	FIL
13	OS	MANUEL, JOHN P.	FIL
14	OLR	COSTARES, RICO	FIL
15	OLR	PALONPON, ELMER	FIL
16	WPR	GALIDO, ALEJANDRO	FIL
17	CK	MAGDAEL, VICENTE	FIL
18	MESS	PATACIL, DOMINGO	FIL
19	D/CD	DELACRUZ, ROMEL	FIL
20	D/CD	PETROV, DENIS	RUS
21	D/CD	SAGUID, EUGENE	FIL
22	E/CD	DE GUIA, JOHNNY	FIL
23	E/CD	JACOBRES, JAYSON	FIL

UBC STAVANGER			
1	MAS	CREPULJA, SLADAN	MNE
2	C/O	KATURIC, DEJAN	MNE
3	2/O	KNEZEVIC, NEMANJA	MNE
4	3/O	DELA CRUZ, MARK J.	FIL
5	C/E	VELAS, ALEKSANDAR	MNE
6	2/E	TOLEDO, JOEL	FIL
7	3/E	ABAO, IRENITO	FIL
8	E/E	DUROVIC, SLOBODAN	MNE
9	FTR	LAGARDE, LIVI	FIL
10	BSN	CANLAS, ARNEL	FIL
11	AB	CERVANTES, NINO	FIL
12	AB	ASUAR, SILVESTER JR.	FIL
13	OS	CABALLERO, ALLAN	FIL
14	OLR	DELMUNDO, RONIEMAR	FIL
15	OLR	ROSETTE, RONNIE	FIL
16	WPR	GEOLINA, JAINOMER	FIL
17	CK	PLANDEZ, RICKSON	FIL
18	MESS	VALIENTE, GARY	FIL
19	D/CD	KUZMIN, SEMEN	RUS
20	D/CD	KHVEDCHENIA, ALEKSEI	RUS
21	E/CD	KOJASEVIC, IRAN	MNE



MSM CREW LISTS

PACIFIC ACTION			
1	MAS	STRAHINJA, PERO	MNE
2	C/O	DONCIC, VLADAN	MNE
3	2/O	VALIENTE, EFREN	FIL
4	3/O	PEREZ, JOHN R.	FIL
5	C/E	MAZURKIEWICZ, ROMUALD	POL
6	2/E	MAKUHA, ALEKSEJ	RUS
7	3/E	IBANEZ, ANTHONY	FIL
8	E/E	POPOVIC, MLADEN	MNE
9	FTR	AGUIRRE, FRANCISCO	FIL
10	BSN	DE VILLA, NOEL	FIL
11	AB	LACHICA, LESLIE	FIL
12	AB	DECIERDO, EDWIN	FIL
13	OS	MAUCESA, JOSE	FIL
14	OLR	DELOS REYES, PETER	FIL
15	WPR	CONSUEGRA, JOPHERCE	FIL
16	CK	PAALISBO, WILBUR	POL
17	MESS	USMAN, DATU E.	FIL
18	D/CD	DOKIC, ALIJA	MNE
19	D/CD	LAZAREVIC, SVETOZAR	MNE
20	E/CD	MUNEZ, RICHAEAL	FIL
21	E/CD	INOC, BOBIT	FIL

AAL GLADSTONE			
1	MAS	KALDUNSKI, STANISLAW	POL
2	C/O	VUJOSEVIC, NEMANJA	MNE
3	2/O	DOLANAS, MICHAEL	FIL
4	3/O	SRODECKI, BARTOSZ	POL
5	C/E	VAKUSKIJ, SERGEJ	RUS
6	2/E	GABRINO, STANLEY	FIL
7	3/E	RALEVIC, PETAR	MNE
8	E/E	TOMOVIC, DEJAN	MNE
9	FTR	ILLUSTRISIMO, ALEXANDER	FIL
10	BSN	EVANOSO, RYAN	FIL
11	AB	MOLANDIA, FEDERICO	FIL
12	AB	SAGA, ARNIE	FIL
13	OS	CAGAS, JHON R.	FIL
14	OLR	SAMSON, NIERVES	FIL
15	OLR	GOMEZ, ELCANO	FIL
16	OLR	CATIMBANG, RICHARD	FIL
17	CK	MILAS, VELIMIR	MNE
18	MESS	ENCARNACION, VANNE	FIL
19	D/CD	BALMONTE, REAGEN	FIL
20	E/CD	AGPAW, MICHAEL	FIL

UBC STOCKHOLM			
1	MAS	SKOWRON, ZBIGNIEW	POL
2	C/O	MALJEVIC, IVICA	MNE
3	2/O	IVANOVIC, DEJAN	MNE
4	3/O	ESPIRITU, RUSTAN	FIL
5	C/E	MUELLER, RYSZARD	POL
6	2/E	DANSHYN, OLEKSANDR	RUS
7	3/E	DINGAL, NATHANIEL	FIL
8	E/E	PERISIC, MILOS	MNE
9	FTR	PALMON, CRISALDO	FIL
10	BSN	ROJAS, GADIEIL	FIL
11	AB	POTESTAS, MICHAEL	FIL
12	AB	DEMORAL, RYAN	FIL
13	OS	LABRAMONTE, ROCEL C.	FIL
14	OLR	MOISES, ELMER	FIL
15	OLR	UBALDE, LIVI	FIL
16	WPR	CARO, JOHVEN D.	FIL
17	CK	ALMEROL, ALVIN	FIL
18	MESS	ADRID, RYAN	FIL
19	D/CD	GONZAGA, MICHAEL	FIL
20	E/CD	BANAGA, FELIX	FIL

ONEGO BORA				LIMASSOL				ONEGO BURAN			
1	MAS	PEJOVIC, ALEXANDAR	MNE	1	MAS	PLANINSEK, GORAZD	SVN	1	MAS	NOVOSELOV, YURY	RUS
2	C/O	POPOVIC, DEJAN	MNE	2	C/O	ILCEV, IVAN	SRB	2	C/O	KRIVOKAPIC, VLADO	MNE
3	2/O	KISEO, DENNIS	FIL	3	2/O	HERRERA, MARIANITO	FIL	3	2/O	GOREMBALEM, FREZER	FIL
4	J/O	POPOVIC, OGNJEN	MNE	4	J/O	SAMSON, MARK M.	FIL	4	J/O	VRZIC, STEFAN	MNE
5	C/E	SOSNIN, PAVEL	RUS	5	C/E	PLAMENAC, ZELJKO	MNE	5	C/E	OJDANIC, ZELJKO	MNE
6	2/E	KRIVIKAPIC, RAJKO	MNE	6	2/E	VUJOSEVIC, GORAN	MNE	6	2/E	KUSOVAC, VUKO	MNE
7	3/E	VUKMIROVIC, DALIBOR	MNE	7	3/E	CUCIC, MARIN	MNE	7	3/E	DERETIC, PETAR	MNE
8	E/E	PAVICEVIC, RADOMIR	MNE	8	E/E	ARKIPOV, OLEG	RUS	8	E/E	ZVICER, MILORAD	MNE
9	FTR	NABALAN, LORENZO	FIL	9	FTR	FRANCISCO, RONALD	FIL	9	FTR	TEVES, JANZEN	FIL
10	BSN	LEDRES, JACOB	FIL	10	BSN	DADAP, DENNIS	FIL	10	BSN	DE GUZMAN, BENNY	FIL
11	AB	PICAL, JOELITO	FIL	11	AB	NUNEZ, JAYSON	FIL	11	AB	LEGUAN, GIL	FIL
12	AB	GENIZERA, MARCELINO	FIL	12	AB	VIRTUDAZO, MAURO	FIL	12	OS	PERALES, MEYER C.	FIL
13	OS	ESLANAN, BRIAN	FIL	13	OS	MANLAPIG, PAUL	FIL	13	OLR	VERDEPRADO, ROCHIE	FIL
14	OLR	LORENZO, MICHAEL J.	FIL	14	OLR	NONLES, MAYLANIO	FIL	14	WPR	OSORIO, WINSTON	FIL
15	WPR	DEPEDRO, JOHN H.	FIL	15	CK	RONQUILLO, MARIO	FIL	15	CK	QUERUBIN, PERCIVAL	FIL
16	CK	SALVACION, EDUARDO	FIL	16	MESS	CELADA, ANTHONY	FIL	16	MESS	ROSETTE, MICHAEL	FIL
17	MESS	BERNARDO, RYAN	FIL	17	D/CD	ISHALEV, ANDREI	RUS	17	D/CD	CATUBIC, JUVY	FIL
18	D/CD	LEDRES, BRYAN	FIL	18	E/CD	PAREJA, PAUL D.	FIL	18	E/CD	SAN ANTONIO, BEN C.	FIL
19	E/CD	PLAMENAC, VESELIN	FIL	19	E/CD	CARAO, JOHN N.	FIL				

MSM CREW LISTS



GOTEBORG				FALKENBERG			
1	MAS	PETOVIC, ZLATKO	MNE	1	MAS	ZYCH, STANISLAW	POL
2	C/O	SABANOVIC, RIZO	MNE	2	C/O	MAKOS, TADEUSZ	POL
3	2/O	VILLAROSA, ALLAN	FIL	3	2/O	IRAN, BERTRAND	FIL
4	3/O	DASIC, MLADEN	MNE	4	3/O	PABIGWIT, ERIC	FIL
5	C/E	OJDANIC, IGOR	MNE	5	C/E	BRICIC, NIKOLA	MNE
6	2/E	PLANINIC, NIKOLA	MNE	6	2/E	KISHKOVIC, IGOR	RUS
7	4/E	TAGUD, MARK J.	FIL	7	3/E	ZEFA, JOSIP	MNE
8	E/E	SAVIC, ZORAN	MNE	8	E/E	CICHOCKI, MIROSLAW	POL
9	FTR	MARKOVIC, NEBOJSA	MNE	9	FTR	ALMARIO, RON L.	FIL
10	BSN	JOVER, ARIEL	FIL	10	BSN	MANDIC, BORISLAV	MNE
11	AB	BANTACULO, ARNOLD	FIL	11	AB	YTAC, ANSELMO	FIL
12	AB	NAVARRO, GILBERT	FIL	12	AB	MATCHICA, CHRISTOPHER	FIL
13	OS	OCAMPO, PETER	FIL	13	OS	SANTO, ELI	FIL
14	OLR	CARGASON, JUNE	FIL	14	OLR	SALVADOR, CHRISTIAN	FIL
15	OLR	SEPE, EDWARD	FIL	15	WPR	MINOZA, JOVEN	FIL
16	CK	MARICEVIC, STEFAN	MNE	16	CK	EBUNA, JUNEVEIL	FIL
17	MESS	TIBUS, JONEL	FIL	17	MESS	MABALON, LEOVEN	FIL
18	D/CD	OJDANIC, MILOS	MNE	18	D/CD	KNEZEVIC, MILOS	MNE
19	E/CD	JUGAR, ARCHADE R.	FIL	19	E/CD	MORINA, NOVAK	MNE
				20	E/CD	DZUDOVIC, MLADEN	MNE

MSM DOURO			
1	MAS	JASZCZOLT, MICHAL	POL
2	C/O	GAJEWSKI, KRZYSZTOF	POL
3	2/O	ANES, KHRISTOFFER	FIL
4	C/E	MADRIAGA, EDGARDO	FIL
5	E/E	WALCZAK, ANDRZEJ	POL
6	AB	MALFARTA, MARK J.	FIL
7	AB	JUMAPIT, EULOGIO	FIL
8	OS	CASING, JOEFFERSON	FIL
9	OLR	RAMOS, FRANCIS	FIL
10	OLR	MORALES, JUNEL	FIL
11	CK	PABLO, SAH	FIL

MSM DOLORES			
1	MAS	GINDA, TOMASZ	POL
2	C/O	ZIENTARA, WLODZIMIER	POL
3	2/O	GUZMAN, CLYDE	FIL
4	C/E	IVANISEVIC, ZORAN	MNE
5	E/E	CUPIC, MARIN	HRV
6	AB	DE LEON, RONALDO	FIL
7	AB	ALANO, NELSON	FIL
8	OS	MATTI, RUDYVIC	FIL
9	OLR	ROLDAN, LO	FIL
10	OLR	MARTINEZ, BARTOLOME	FIL
11	CK	MARICEVIC, MIJODRAG	MNE

MSM DON			
1	MAS	JOVANOVIC, ZORAN	MNE
2	C/O	DABANOVIC, NENAD	MNE
3	2/O	ILCEV, MARIJAN	MNE
4	C/E	LESNAU, KRZYSZTOF	POL
5	E/E	ABLAZA, ANTONIO	FIL
6	AB	COLLAMAR, RICHARD	FIL
7	AB	LEMERY, JERSON	FIL
8	OS	PUZON, JESSIE	FIL
9	OLR	ARCISO, RYAN	FIL
10	WPR	SENADOR, JOEMAR	FIL
11	CK	HERRERA, BERNABE	FIL

ALSTERDIEP			
1	MAS	KIECA, MIROSLAW	POL
2	C/O	KRZAK, WIESLAW	POL
3	2/O	MAJADUCON, RENAN	FIL
4	C/E	DORDEVIC, MIHAILO	MNE
5	AB	BLAQCO, ARNOLD	FIL
6	AB	OFENDOREYES, FRANCIS- CO	FIL
7	OS	CASINILLO, JESSIE	FIL
8	OLR	SARABIA, MARIANO	FIL
9	CK	PINEDA, RONALD	FIL



MSM CREW LISTS

NICA I			
1	MAS	LAZOVIC, RELJA	MNE
2	C/O	PERAS, VLADIMIR	MNE
3	2/O	PEROVIC, SLOBODAN	MNE
4	C/E	PURIS, OJARS	RUS
5	2/E	VUKASOVIC, DILAS	MNE
6	4/E	BUKILICA, MILAN	MNE
7	E/E	LUGO, ANGEL	VEN
8	AB	TOMULTO, SABALILAG	FIL
9	AB	MAYOR, RANDY	FIL
10	AB	DEDICATORIA, ERWIN	FIL
11	OS	BRIZUELA, GERALD	FIL
12	OLR	BAUTISTA, EREC	FIL
13	OLR	BONTILAO, JHAMES	FIL
14	OLR	FERNANDEZ, JEREMY	FIL
15	CK	YAMAT, EDWIN	FIL

NOFIT			
1	MAS	WEISMAN, BORIS	ISR
2	C/O	SHAPIR, YEHOASHUA	ISR
3	2/O	PETROVIC, ILIJA	MNE
4	3/O	MAHUSAY, BRYAN	FIL
5	C/E	BAZAK, HENRI	ISR
6	2/E	KISELEV, NIKOLAY	ISR
7	3/E	BEROV, ANDREY	LIT
8	E/E	KRYCHEVSKY, YUKHYM	ISR
9	FTR	BIEREN, NICOLAS	FIL
10	BSN	MARCOS, DANILO	FIL
11	AB	CASTILLO, JASON	FIL
12	OS	LIBADISOS, ARGIE	FIL
13	CK	NIKCEVIC, PAVLE	MNE
14	D/CD	CADENA, TROPIC	FIL

Navigating Ahead - Issue 20



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Next Issue September 2016

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