

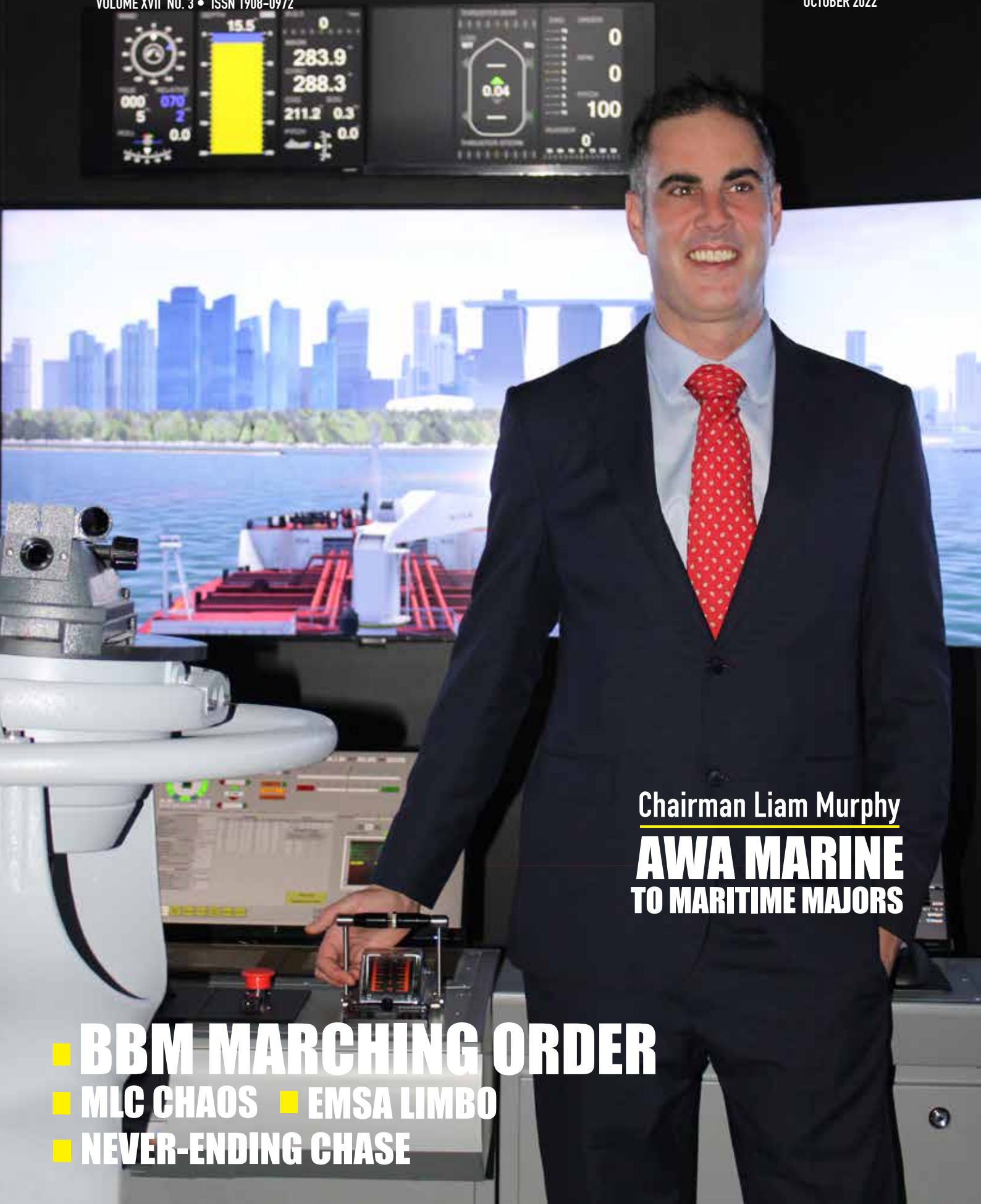
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Chairman Liam Murphy
**AWA MARINE
TO MARITIME MAJORS**

- **BBM MARCHING ORDER**
- **MLC CHAOS** ■ **EMSA LIMBO**
- **NEVER-ENDING CHASE**


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Cover Story

AWA MARINE DELIVERS TO MARITIME MAJORS 06

Governance

On STCW Compliance
BBM's MARCHING ORDER 12

Manning

The Management Level Course
IN THE MIDST OF CHAOS 16

THE EMSA LIMBO 20

Policy

Ambulance Chasing
A NEVER-ENDING CHASE? 38

CONTENT



ABOUT THE COVER

AWA Marine deliveries to maritime majors reflect the renewed commitment of shipowners and shipmanagers to provide quality training to their valued Filipino crew.



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OUR SEAFARERS, FIRST

Undoubtedly, the previous administration, with the cooperation of the stakeholders, has successfully addressed the challenges of the unprecedented COVID-19 pandemic, which led to the continued employment of our Filipino seafarers.

In the midst of geopolitical turmoil between Russia and Ukraine, shipowners and managers are now opening more opportunities for Filipino seafarers, not only for ratings but for junior and senior officers as well.

Then came the new administration of President Ferdinand Marcos, Jr. The maritime sector has been hoping and expecting more as he was quoted many times during the election campaigns that he recognizes the importance of our seafarers in the shipping industry.

But in truth, our seafarers were rumbling when the new MARINA Administrator Hernani Fabia, announced in a meeting with stakeholders that he is "planning to revive the Management Level Course (MLC) as a mandatory training course for marine deck and engine officers, so that the country will not be delisted from the IMO White List of STCW-complying countries."

Fabia is questioned about his conflict of interest as the owner of a maritime school, training center, and shipping

company for the cadetship program.

But would the world's manning capital, responsible for the safe operations of the ships, be delisted by IMO?

The seafarers have now become more vigilant and have launched petitions against the plan of MARINA because they don't want to experience again spending huge amounts of money and time on what they believe is just a money-making deal with the training centers, in the disguise of complying with the STCW Convention.

Stakeholders are agitated that they are not being listened to; *al contre*, just bleaching powder to whitewash agency shortfalls. In truth, the government's system of monitoring is at issue here, not the competence of our seafarers.

Moreover, much has been done to address the European Maritime Safety Agency (EMSA) findings, even at the expense of our cadets and seafarers.

The bottom line is that the economics will dictate decisions. Pending the decision of the European Union (EU), shipowners may resort to other crew nationals. On the other hand, seafarers working onboard EU vessels may now hunt for alternative non-EU vessels.

The IMO White Listing and EMSA threats will again test the loyalty of both our seafarers and the shipowners.

Consider the long-term relationship with seafarers. And the manning agents. The shipowners provided for the seafarers and their families. On the other hand, seafarers stayed with the principals despite pandemics, recessions, conflicts, and crisis.

We have interviewed several international shipowners and crew managers. They are satisfied with the performance and attitude of our seafarers; Filipino ratings are more than qualified since many are graduates of BSMT and BSMarE.

Companies have their own human resource development policies and practices. Ship owners invest heavily in the quality training of their crew and marine officers to fill the gaps and ensure the safety of their vessels and cargoes.

We do take a brave, bold stance as *Marino World* marks its 17th year in the industry: De-recognition and whitelisting of countries are against the principle of international trade. It is our seafarers who suffer.

This is a renewal of commitment. On top of indebtedness, seafarers are the reason we exist.

Thus, *Marino World* will be on watch: to alert, to listen, and to feel as we continue to write your story.

AWA MARINE DELIVERS TO MARITIME MAJORS



For AWA Marine, the COVID-19 pandemic is not a barrier but an accelerant to modernizing maritime education and training in the Philippines. Hence, it continues to deliver the latest facilities and equipment to the shipping industry.

Two of the country's largest maritime training centers were launched in August with fulfilled contracts with AWA Marine, which provided the full turnkey project that included construction, customized design, maritime simulators, and supply and installation from start to finish.

Mr. Liam Murphy, AWA Marine Director and Chairman, said with conviction, "We are extremely proud to have been selected by these industry majors. AWA Marine is a trusted partner that always delivers as promised. It's with this philosophy that we have been able

to establish long-term working relationships with internationally renowned ship owners, government departments, and the world's leading maritime equipment suppliers and IT technology companies."

Nautilus.

AWA Marine provided the design, construction and fit-out of the 1,739 square meter state-of-the-art Nautilus Pacific Maritime Training Centre (NPMTC) in Aseana City, Parañaque.

Columbia Ship Management (CSM), one of the world's largest

ship management companies, has signed an exclusive training agreement with NPMTC for its seafarers under its management.

AWA Marine is the Sales and Service Distributor for Wärtsilä in the Philippines, the world's leading supplier of Maritime Simulation technology, and under this agreement, AWA Marine has supplied the following state-of-the-art maritime training systems:

- 2 sets of Full Mission Class "A" Bridge Simulators with 270 HFOV with AFT Visual Channels for Ice Navigation;



- 1 set of Full Mission Liquid Cargo Handling Simulator;
- 1 set of Full Mission Engine Room Simulator with 4x LOPs; and
- 1 set of Survival Craft Simulator (The First in the Philippines), and
- 5 yearly Maintenance and Support Agreement.

As Murphy recalled, "Over the course of 12 months during the heightened pandemic in 2021, AWA Marine was actively engaged with all parties on a monthly basis for the design and layout of this brand new world-class maritime training center. We were then able to complete the entire project within

90 days, which is truly remarkable for such a large-scale project. AWA Marine is extremely proud to have been trusted by Nautilus and their industry partner, Columbia Ship Management, and we look forward to our continued cooperation in the future."

Wallem Hong Kong.

The rebuilding of the Wallem Maritime Training Center (WMTC) was also a turnkey project by AWA Marine Philippines for Hong Kong-based Wallem Group, one of the world's leading ship management companies.

The 1,040 square meter customized

world-class maritime training center occupies the entire 33rd floor of the World Trade Exchange Building in the bustling Binondo, Manila.

Supplied and installed are the most advanced Wärtsilä simulation systems, which include:

- 1 set of Full Mission Bridge Simulation 270 HFOV;
- 1 set of Full Mission Engine Room with 4x LOPS; and
- 1 set of ECDIS and LCHS Network Class Room.

"This project was completed and ready for delivery in February 2020. However, due to the sudden onset of the COVID-19 pandemic, the launch of this project was delayed until August 2022," Murphy said.

AWA Marine has been providing navigation and communication systems repairs to Wallem Ship Management vessels entering Australian ports since they first started operating.

"We have a long-standing relationship with the world's oldest ship management company, and we are extremely grateful for their trust and confidence in AWA Marine to deliver this world-class in-house maritime training center in the Philippines."



AWA-WMTC Building Project

Proud history.

AWA Marine has a long and proud history in Australian Electronics. It was founded in 1912 by Marconi, the inventor of the wireless telegraph.

The company is one of Asia's leading independent providers of maritime communication and navigation services in Australia and the Philippines.

Its areas of expertise are:

- Maritime Simulation and Training Systems
- Navigation and Communication Systems (Sales and Service)
- Smart Port Operations (SPO) and Vessel Traffic Management Systems (VTMS)
- Coastal Surveillance
- Offshore Oil & Gas Solutions
- Naval & Defence Systems
- Satellite-based Tracking

In 2017, the company expanded its operations to the Philippines with the formation of AWA Marine Incorporated, with the primary focus on maritime simulation and training for the world's largest ship owners, managers, and maritime training institutes.

In this short period of time, the company has become the largest supplier of bridge, engine room, liquid cargo handling, GMDSS, and ECDIS simulators in the Philippines—the world's leading maritime training market.

Anchored leadership.

AWA Marine Phils Director and Chairman Liam Murphy has grown up in the maritime industry since a very young age, with his family being the owners and operators of Australia's oldest

Maritime Technology Company, Amalgamated Wireless Australasia (A.W.A. Marine).

He graduated from Swinburne University of Technology in Australia with a bachelor's degree in business (Marketing and International Business). Since graduation, Liam has spent the past 17 years working in the maritime industry, and prior to joining AWA Marine, he worked as a Sales Manager in Europe for the world's most prestigious maritime satellite communications company.

During his time in Europe, Liam was responsible for satellite communication systems onboard approximately 1,200 ships for EMail, Satellite Airtime, and IT Infrastructure, which allowed him to interact directly with the world's largest ship owners, managers, and operators on a daily basis. This was



AWA and Wärtsilä with UC management and staff led by Chair Augusto Go

an incredible training background prior to joining his family business back in Australia.

Since joining back with his family business, AWA Marine, Liam has steered and expanded the company into a leading one-stop-shop provider of maritime systems both in Australia and the Philippines.



AWA Australia

His customer reference list includes the biggest ship owners, shipyards, and key industry players in the maritime market.

University of Cebu.

Keeping abreast of the latest technology in maritime education and training, the University of Cebu (LM and METC) has renewed its contract with AWA Marine Philippines to continue to provide quality blended learning to our

future seafarers.

Murphy said, "The undertaking is a significant achievement and commitment by the University of Cebu towards blended Maritime Learning for their students, making UC at the forefront of modern Maritime Technology and Training in the post pandemic era."



The new contract is for 40,000 hours of Wärtsilä Cloud Simulation, the latest in maritime training, which allows UC's deck and engine cadets and faculties to actually access the simulators available online, anywhere, anytime.

The first agreement signed last year was for 80,000 hours of online training content. It covers a wide range of services, including NTPRO Bridge, TechSim ERS and LCHS, and TGS GMDSS Tutor simulation software.

The University of Cebu, one of the country's largest maritime schools, has a yearly intake of around 8,000 maritime students. It was appointed by the Commission on Higher Education (CHED) to take part in a pilot initiative that offered online training to seafarers during the height of the pandemic.

It started using Wärtsilä Voyage's Cloud Simulation services in

October 2021, overcoming the continued adverse effects of the pandemic on in-person training and helping to define a new blended approach to maritime training in the Philippines.

Fair Shipping.

Fair Shipping Corporation has tapped the services of AWA Marine Philippines for the upgrade of its maritime training center.

The agreement is a complete package of simulation and training system for the FSC Training Center, whereas, AWA Marine will supply:

- 1 set of Full Mission Bridge Simulator;
- 1 set of Full Mission Engine Room Simulator with 4x LOPS; and
- 1 set of Engine Class Room with six student stations.

It also includes the supply of Wärtsilä Simulation Software together with IT hardware, console fabrication, installation and training for the proposed systems.

UMTC, NMP, and Other Project References

AWA Marine supplied one engine classroom and an HVT

Training Breaker to the United Marine Training Center (UMTC), a top-quality maritime educational institution.

It also supplied one Full Mission Engine Room Simulator to the National Maritime Polytechnic (NMP), the second largest maritime government training institute in the Philippines.

AWA Marine has also supplied many other key industry players with various Maritime Simulation and Training Systems, as they continue to expand their footprint in the Philippines.

Commitment.

Liam Murphy confirms that these multi-million-dollar contracts awarded to AWA Marine are just the beginning, with many more agreements to be sealed with various industry stakeholders in pursuit of providing the highest quality and the world's most advanced maritime training systems in the Philippines.

"The investment made by these companies into the Philippine maritime training market is a significant achievement and commitment to the Filipino seafarers, and AWA Marine is grateful to have played its role in helping these companies achieve their vision for advanced, blended, and modern maritime training."



UMTC HVT Training Breaker



AWA-FMERS



#HARTMANNCARES

Hartmann Crew Philippines Launches CSR

Hartmann Crew Philippines (HCP) President Giovanni Tuapin remarked, "In these challenging times, we must update our CSR to better adapt to the needs of our stakeholders."

On August 5, HCP launched its expanded corporate social responsibility (CSR) programs in its office at the CRI Building in Malate, Manila, which was attended by HCP management and staff, seafarers, business partners and suppliers, industry colleagues, and media representatives.

Tuapin said the company has been doing CSR for so long, "focusing on social. Now we have to expand to the environment and also with governance."

The three pillars of the CSR program, dubbed #HARTMANNCARES, are the environment, community, and governance.

For community development, HCP and its training arm, Intership Navigation Co. Ltd's Health, Safety, Quality, and Environmental Department, discussed the importance of its membership in the Integrity Initiative and Maritime Anti-Corruption Network (MACN),



the community. HCP and ISNTC also extended help to the communities affected by the calamities.

On environmental sustainability, HCP upholds that, as a company and as a citizen, everyone has a role to protect, preserve, and sustain the environment.

In terms of governance, the company must provide the best services to crew, employees, and business partners while adhering to the highest ethical standards.

Michalis Pouris, Head of Intership Navigation Co. Ltd's Health, Safety, Quality, and Environmental Department, discussed the importance of its membership in the Integrity Initiative and Maritime Anti-Corruption Network (MACN),

which aims to eliminate corrupt practices in the maritime industry.

Pouris underscored, "Everybody needs to be fairly treated. And that officials shouldn't take advantage of their position to extract money or any sort of benefit for themselves.

The event culminated with the ceremonial signing of the Integrity Pledge—a commitment to a high standard of ethics in public service, ethical business practices, and corporate governance.

HCP's Head of Finance, Divina Repedro, confirmed that they are lining up more activities in line with the implementation of the updated CSR programs.

HCP is a crewing arm of the Hartmann Group, managing 160 diversified vessels and counting, with a pool of around 3,500 seafarers both onboard and on vacation.

ECONOMIC RESPONSIBILITY and ETHICAL STANDARD

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RISK MANAGEMENT

COMPLIANCE

PROJECT INTEGRITY

We are committed to practicing the highest standard of honesty and integrity when conducting our business—this encompasses our actions involving our management, our staff, our crew, and even our suppliers. The goal is to exist in our industry having a good impact towards the environment, people, and society.



AWA MARINE MEETS MARINA

AWA Marine's Engr. Reynaldo Tanudtanud, MARINA Administrator Fabia, AWA Marine Chair Liam Murphy and Wärtsilä's Leonard Chua

AWA Marine met with the Maritime Industry Authority (MARINA) Administrator, Atty. Hernani Fabia, to discuss future developments and cooperation on maritime education and training.

Among the focal points of the discussion are SMART Port Operations, Vessel Traffic Management Systems (VTMS), and domestic shipping safety and compliance, and how AWA Marine and their partners can assist MARINA in achieving its goal of increasing quality and standards across multiple segments of the maritime industry.

Mr. Liam Murphy, AWA Marine Phils Director and Chairman, also explained the past issues with TRANSAS simulation software, which was illegally sold in the Philippines as cracked or fake software.

AWA Marine has assured MARINA that "the issue has been fixed by Wärtsilä, and this will no longer be an issue moving forward because the software is no longer crackable." Wärtsilä acquired Transas in 2018.

However, in the interim, both AWA Marine and Wärtsilä will work closely with the MARINA Administration to ensure that this issue is addressed on any previous installations, with Wärtsilä providing MARINA an up-to-date list of legitimate customers.

Murphy stressed, "This is a critical issue that all parties must address, as it is not only unfair to customers who have invested significant capital in legitimate software, but it is also detrimental to the Philippine maritime training industry, as many of those "fake" installations are running extremely old and outdated simulation software versions that are no longer compliant with the most recent maritime standards."

Domestic Shipping and Safety Standards

AWA Marine has also expressed their concern over the safety standards for domestically trading ships in the Philippines, which falls under MARINA's jurisdiction and regulations.

"When we look at IMO/SOLAS carriage requirements, we have noted

that domestically traded ships are not required to meet these standards, as MARINA's current rules and regulations are extremely outdated," Murphy said.

He cited an example "There are no mandated carriage requirements for passenger ferries operating locally to carry Voyage Data Recorders (VDR and/or SVDR) onboard, which makes it almost impossible for accident investigation when an incident has happened onboard."

Murphy furthered, "If we review the extremely high number of ferry accidents in the Philippines in recent history, we believe that this is an area that needs major improvement.

AWA Marine would like to help assist MARINA to amend their local rules and regulations for navigation and communication systems and standards in order to bring the Philippines in line with the international standards for compliance, as this issue is not just related to VDR's but also many other critical navigation, communication, and safety systems onboard the vessels."



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On STCW Compliance BBM's MARCHING ORDER

Marino World Editorial Pool

President Ferdinand Marcos Jr. has given his cabinet marching orders to ensure the country's compliance with the International Maritime Organization (IMO) Standards of Training, Certification, and Watchkeeping (STCW) Convention for seafarers.

This was relayed by Migrant Workers Secretary Susan "Toots" Ople in her meeting with the members of the Dutch Chamber of Commerce in the Philippines (DCCP), the German-Philippine Chamber of Commerce and Industry (GPCCI), the Nordic Chamber of Commerce in the Philippines (NordCham), and the Philippines Norway Business Council (PNBC) in a Joint Committee Meeting held at the German Club Manila on September 29.

Ople said the cabinet meeting held on September 27 "discussed the EMSA audit and it is the President, really, who was very adamant and very vocal about the need to make sure that the jobs for our Filipino seafarers remain, if not increased."

"This is not just a department secretary speaking, but you know, this is, I think, a tenet of the administration that we really need to

value and take care of our Filipino seafarers," Ople underscored.

Transportation Secretary Jaime Bautista will convene a meeting with the Commission on Higher Education (CHED), the Maritime Industry Authority (MARINA), and DMW to discuss complete steps in addressing the shortcomings in education and training of our seafarers.

Filipino merchant marine officers and ratings account for 12% and 16% of global maritime supply, respectively. Seafarers contribute an average of US\$6.37 billion per year in remittances, accounting for 21% of total annual dollar remittances of OFWs.

At the hybrid meeting participated in by ambassadors, shipowner representatives, and manning agents, Secretary Ople passionately and comprehensively presented the plans and programs of DMW.

DMW.

In practical terms, those who will be using Filipino crew overseas will be dealing with MARINA for the other requirements, but for the accreditation of the employers, principals' verification of contracts and approval will now be with the DMW. But those companies that have local seafarers

or local businesses in the shipping industry they will still be dealing with the Department of Labor and Employment (DOLE) when it comes to their workers.

On January 2023, the Philippine Overseas Employment Administration (POEA) will be subsumed into the DMW. However, Ople clarified, the stakeholders "will be dealing with basically the same people because the Department still needs around 700 people to hire next year."

Furthermore, the National Maritime Polytechnic (NMP), a national maritime upgrading institution, will also be subsumed into the Department.

Ople said the president welcomed the idea of strengthening the NMP and they are now looking at how to transform it into a world-class center of excellence in research training and knowledge product development.

OFW centric.

Ople emphasized, "DMW is mandated to promote the empowerment and protection of migrant workers.

DMW is the home of every OFW in the government. Our mission is to be OFW centric. We are putting the worker at the center of the universe of all our operations, services, and programs."

The Department will also develop programs and services for fishers to protect their rights as well, because they are the more vulnerable occupational groupings within the maritime sector.

Facilitative.

Secretary Ople assured the stakeholders that they would also be facilitative. She observed, "Before, the culture was look at the rules before you react. Now what we want to do is listen and then brief and then come up with a balanced solution and also look at the rules, not to use them to hamper operations unnecessarily because jobs are involved.

"We would want to see you, especially the Philippine maritime sector grow to your fullest potential. So, talk to us anytime. If you have ideas, email us anytime. "

Digitalization.

It is the President's directive to ease doing business. "No more back and forth, a lot of the process to be automated, and a 15-day timeline for processing of contracts, verification, and all that, and the OEC of the worker will now be downloaded on their mobile device."

The automated processing is undergoing local and international testing and is set to be officially launched on October 27.

The OFW mobile app can store the

worker's passport image and other pertinent files. With QR format, the Bureau of Immigration will only look at the phone of the worker. There is also an app within the app to service the needs of *Balik-manggagawa* or returning workers.

Professionalism.

A training institute similar to the Department of Foreign Affairs (DFA) foreign service institute is also in the pipeline to professionalize its staff.

"We can be more aware of the geopolitics and other external forces that impact on existing labor markets so that we can plan ahead and look ahead to emerging markets as well."

Tripartism.

Within DMW is the Stakeholders' Relations Bureau to promote tripartism through constant and regular dialogue with stakeholders.

"We hope to build stronger relationships with foreign employers, your principals, and other stakeholders. And this is very important because 1 out of 5 international seafarers is a Filipino, and you know, we want that to be, perhaps at the end of the President's term, 1 out of 3 could be a Filipino."

Reassurance.

Secretary Ople closed her presentation by reassuring the stakeholders about the European Maritime Safety Agency



DMW Secretary Ople

(EMSA) and IMO Member State Audit Scheme (IMSAS) audits.

"Please be aware that this has been the subject of no less than a cabinet meeting. It was an extensive, comprehensive discussion... Please be assured that this is very high up on the cabinet's agenda and on the president's radar stream.

The president's directive was not just to abide by the findings, not just to comply, but to address, to do more than comply, to address the root causes that have caused us some adverse findings.

That is part of the President's marching orders, and the DMW will certainly do its share to ensure that our seafarers are protected and empowered, and your sector as well. The business community will be in the loop and, hopefully, will be our partners in presenting to the world our reform agenda at the DMW and under the Marcos administration," Ople remarked.

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The Management Level Course IN THE MIDST OF CHAOS

Marino World Editorial Pool

When smolder drops from the attic, fire cannot be denied. But *Marino World* heard it from the horse's mouth.

Atty. Hernani Fabia, the new Administrator of the Maritime Industry Authority (MARINA) is planning to revive the Management Level Course (MLC) as a mandatory training course for both marine deck and engine officers.

Whispers were confirmed when Fabia met the members of the Joint Maritime Committee (JMC) composed of the Dutch Chamber of Commerce in the Philippines (DCCP), the German-Philippine Chamber of Commerce and Industry (GPCCI), the Nordic Chamber of Commerce in the Philippines (NordCham), and the Philippines Norway Business Council (PNBC), at the German Club in Makati City on August 25. Others participated remotely.

He said, and we quote:

"There is an existing memorandum circular about the Management Level Course and it was rescinded by an advisory." First, there's a question of whether or not an advisory can rescind a memorandum circular.

Secondly, it was a finding by the Independent Evaluator that there is no evidence of a formal education and training for management level officers. So, I think I'm going to revive MLC to comply with that.

If others protest about it, then let them. Otherwise, we will not be included in the whitelist because our independent evaluators stated that this is a killer. This is a killer. Killer.

So, we have to, I think, (you) have to



Atty. Fabia

cooperate with us in disseminating this. That this is very important.

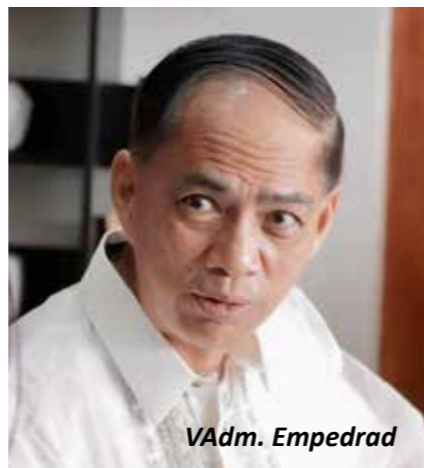
Actually, there is no such thing as Management Level Course. They called it to address the training as provided in regulation. So, the previous administration just termed it Management Level Course but actually, it's the training course for management level officers."

Capt. Joran Nostvik, an owner's representative, followed up a question: Is MARINA planning to change the curriculum so it covers the MLC in the future? Or do you plan to keep the MLC as a separate training?

Fabia answered, and we quote:

"Please, CHED has changed curriculum for eight times during the EMSA. So, I don't plan to change first curriculum. Let's finish this first.

There (are) so many ideas about putting management level courses in MHEIs. So, there's so many suggestions and that, there have been workshop also on putting up 4-1 so that the OBTs should be on the fifth year. I will tell them the technical working, technical working, *ano* (what)? TPME, to stop changing curriculum first.



VAdm. Empedrad

Settle first because even our EMSA, even Independent evaluators are confused which curriculum to evaluate because of so many wise guys trying to influence us so that they will say that I was responsible for it so now stop that changes in curriculum. I was telling them. Keep it simple (as) it is."

Contrary.

Former MARINA Administrator Vice Admiral Robert Empedrad was quick to react when he watched the news from *Marino World* YouTube Channel on August 28.

In a phone call, he told *Marino World*, that "there is no need to revive the Management Level Course (MLC) because it is already in the country's maritime education curriculum."

Empedrad said, during his term, MARINA and CHED have issued Joint CHED-MARINA Advisory 01 series of 2020 and Joint CHED-MARINA Memorandum Circular 01 series of 2022, reiterating the continued implementation of the existing curriculum under CMO 67 series of 2017 and CMO 14 series of 2018.

The curriculum, he said, "contains management-level modules. And if they are still lacking in it because of the new industry requirements for

marine officers, then that is the only time they should get it from the training centers."

Empedrad asserted, "IMO will not remove the Philippines from the IMO White List because 25% or around 450,000 of the competent seafarers running the ships worldwide are Filipinos."

He reiterated that "the Independent Evaluators (IE) are being paid for their services to only look into our process but not interfere with our policies, such as whether to implement the MLC in maritime higher education institutions or in the training centers."

Conflict of interest.

Stakeholders, especially the seafarers, see a conflict of interest in the appointment of Atty. Fabia as the Administrator of MARINA.

By virtue of Executive Order No. 63, MARINA strengthened its authority as the Single Maritime Administration for the Purpose of Implementing the STCW Convention through a majority membership in the Technical Panel on Maritime Education (TPME) and a lead role in the evaluation and monitoring of Bachelor of Science in Marine Transportation and Marine Engineering and other higher education programs with the

Commission on Higher Education (CHED).

On July 21, Fabia took his oath of office as the head of MARINA before Labor Secretary Bienvenido Laguesma, his schoolmate at Ateneo de Manila Law School. His appointment letter was signed by former Executive Secretary Victor Rodriguez, their colleague at the Integrated Bar of the Philippines (IBP).

Fabia is the founder and former president of PNTC Colleges, formerly known as the Philippine Nautical Training Institute (PNTI), a private higher education institution and accredited maritime training education provider in the Philippines. In 2018, he also started a shipping company with the main purpose of providing slots for onboard training for cadets.

IMSAS.

The Independent Evaluators, Prof. Milhar Fuazudeen and Dr. Malek Pourzanjani, were welcomed by the MARINA in an Opening Meeting for the Conduct of Independent Evaluation of the Philippines' Quality Standard System pursuant to Regulation I/8 of the STCW Convention, 1978, as amended last March 30, 2022.

The independent evaluation is conducted in preparation for the IMO Member State Audit Scheme (IMSAS), wherein the Philippines is scheduled for a mandatory audit in October 2023.

Lead Evaluator, Fuazudeen, during its initial meeting with MARINA, emphasized that the whole purpose of the undertaking is not to find fault or put blame but to evaluate and see how well the quality standard system of the Philippines is improving in relation to the implementation of the STCW Convention.

As this evaluation is evidence-based, he pointed out "the need to highlight things that are not going well in order to enhance the system, to make sure that it stays compliant, and that the compliance is sustained."

At the Joint Maritime Committee meeting, MARINA Director II for Planning and Policy Service, Luisito delos Santos, reported the summary of Independent Evaluation Findings, which included:

13 observations and 11 non-conformities on MARINA; and 4 observations on the Commission on Higher Education (CHED).

There were also observations and non-conformities discovered in the 7

(Continued on page 18)

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POEA-129-SB-053113-PA-MLC

inspected maritime education and training institutions, or METIs: FEATI, Magsaysay, IMPACTS, EXACT, IMMS, MAAP and LPU.

Up in arms.

Filipino seafarers have launched a petition online (through change.org) against the revival of the Management Level Course (MLC) as a mandatory training course for marine deck and engine officers. As of August 30 until October 3, the petition has already attracted 3,600 signatories.

Many seafarers have expressed their disappointment, saying "taking the course is just a waste of time and money." They insist that the MLC is a blatant moneymaking scheme in the disguise of producing competent seafarers, failing to comply with the audits and "serves the interests of the maritime training institutions more than the Filipino seafarers."

The seafarers are asking for President Ferdinand Marcos Jr., Vice President Sarah Duterte, and Marino Partylist Congressman Sandro Gonzalez to hear their voices.

The signatories call for a public consultation attended by the stakeholders.

Status quo.

According to the existing MARINA Advisory 2021-23, pursuant to STCW Circular 18-02:

The MLC and OLC for marine deck and the engine officers, the ETO and the ETR are not included in the mandatory courses.

Furthermore, the MLC, OLC, and ETO training courses will only be required of seafarers



The Independent Evaluators

who have failed their examination or assessment on said function three times.

As of press time, the new MARINA Administration has no issuances yet, repealing the Advisory signed by former Administrator Empedrad on May 7, 2021.

But the direction of the new Administration is towards reviving the MLC as a mandatory training course. They have already conducted workshops for this and are set to conduct meetings with the training centers which will offer the course.

Moreover, the agency has launched #YESTTOSTCWCOMPLIANCE campaign on its official Facebook page with infographics indicating MARINA's direction towards reviving the MLC.

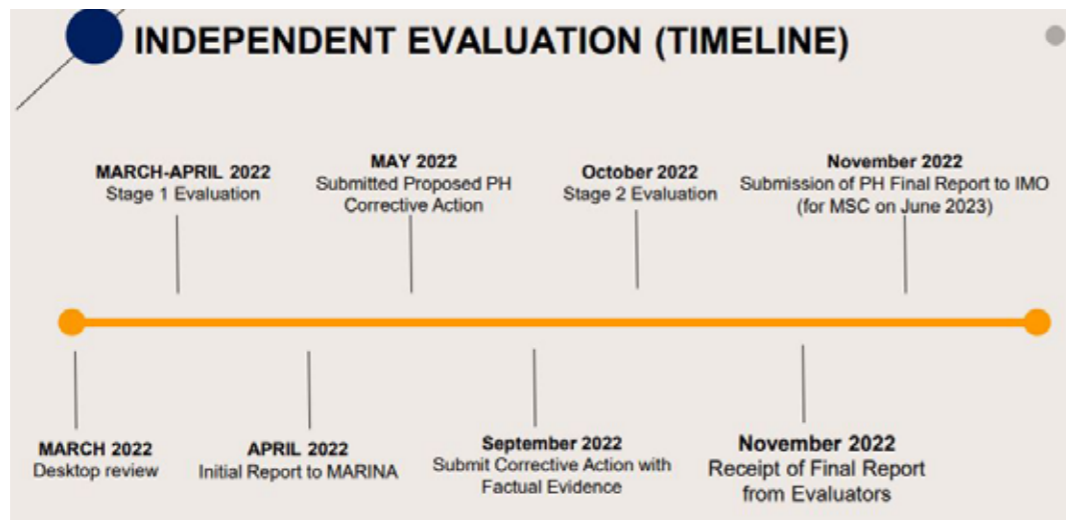
Fresh perspective.

Young marine officer 2/E Mao Tze Matillano Bayotas writes his perspectives on the issue.

"If we, as an industry, truly want to solve this dilemma, all the stakeholders involved should help one another and compromise to arrive at a solution that will make the Philippines compliant with international standards without exploiting the seafarers.

We need to come up with a revised MLC which is not only designed to milk our seafarers. We need to come up with a rebranded MLC that truly helps our seafarers acquire the necessary skills and knowledge, and not just lock them in a room for eight hours a day for three months.

The money here is not the issue for seafarers, as they are earning Benjamins onboard; nor the time, as they want to learn and be competent in their profession. The underlying issue here is the financial and time resources consumed in exchange for nothing. It is time to rebrand the MLC—scraping out the greed and adding a touch of pedagogical integrity.



(Source: MARINA)



UNITEST VER6, GTS & CBT 1-10 Setup

POSEIDON Borealis Ecdis setup and VER 6

POSEIDON Asia Inc. has currently installed Unitest Engine Simulator & Borealis ECDIS Setup Simulator in PMI COLLEGES - BOHOL

POSEIDON
-ECDIS Setup 1+10 & 1+1



UNITEST
MARINE SIMULATORS

- Virtual Engine Room 6 Setup 1+10 & 1+1
- Gas Turbine Simulator Setup 1+10
- Marine Training Software package setup 1 + 10
- Computer Based Training (CBT) Part 1-10



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THE EMSA LIMBO

Marino World Editorial Pool

There has been so much talk about the Philippines' being most likely to be banned by the European Union (EU). And the latest was that the big wallop has just been delayed by the urgencies of the COVID-19 pandemic and the Ukraine-Russia war.

The Committee on Safety of Seas (COSS) of European Union Member States will finally decide on the eligibility of Filipino marine officers to serve aboard European flagged vessels after EMSA's series of inspections:

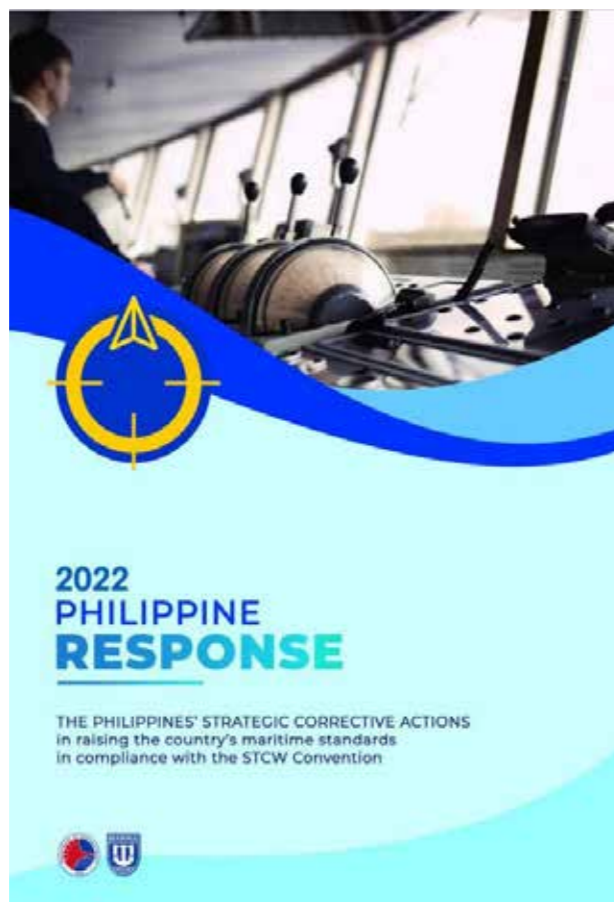
- March 6-28, 2006
- April 12-13, 2010
- March 7-14, 2012
- April 2013
- October 7-24, 2013
- September 29- October 3, 2014
- March 3-13, 2017
- February 24- March 12, 2020

The EMSA Inspection Report covering its audit from February 24 to March 12, 2020 listed 13 shortcomings and 3 observations; the EC Assessment Report (ECAR) contained 9 shortcomings and 23 grievances for corrective actions.

The key areas of inspection were:

1. Program and course design, review and approval
2. Monitoring, supervision and evaluation of training and assessment
3. Examination and assessment of competence
4. Availability and use of training facilities and simulators
5. On-board training
6. Issue, revalidation and registration of certificates and endorsements

The Maritime Industry Authority (MARINA) has submitted the 2022 Philippine Response with a description of "The Philippines' Strategic Corrective Actions in raising the country's maritime standards in compliance with the STCW Convention," on March 10, 2022, the deadline issued by EMSA.



The more than 200-page document of the 2022 Philippine Response presents "the measures which the Philippines has implemented to redress the ECAR's findings as well as those that it will put in place to sustain these reforms. These reforms include both short-term and long-term measures covering policies, standards, and guidelines and their manner of implementation."

Continuity.

There has been a question of

continuity in the implementation of the corrective actions since the MARINA Administrator is a political appointee, not a career position.

The 2022 Philippine Response was submitted during the term of former Administrator Vice Admiral Robert Empedrad.

Among the specific findings of EMSA were:

- Missing KUPs in the programs for chief engineer officers and second engineer officers on ships powered by main propulsion machinery of 3,000 kW propulsion power or more; and
- Missing competences in the programs for master or chief mate of ships of 500 gross tonnage or more.

The document says: "At the time of the EMSA inspection, MARINA and CHED had not yet completed the design of the "programs of study" for BSMT and the BSMarE programs."

The pilot testing of the course packages will be completed in June 2022 and evaluated immediately

after. The program of study will be fully implemented in the academic year 2022-2023.

The JCMCMC No. 01, series of 2022, shall be implemented beginning AY 2022-2023 and is applicable to First Year Level BSMT and BSMarE. Meanwhile, existing second year, third year, and fourth year students shall continue to be covered by CMO 67, s. 2017 and CMO 14, s. 2018. "

The stakeholders were confused because the current Administrator,

Atty. Hernani Fabia, made a pronouncement during a Joint Maritime Committee meeting that he would order the TPME to "stop changing the curriculum."

Duplication.

Capt. Jøran Nøstvik, an owner's representative and was responsible for the Norwegian Shipowners' Association's cadet-program in the Philippines from 2013 to 2017, told *Marino World* that "MARINA now is saying they will establish a new MLC where only the gaps, without duplicating whatever they have done in the school before."

The MARINA will give the syllabi to be done and the training center will have to apply for accreditation, equipment wise, instructor wise.

Nostvik represented the Joint Maritime Committee in a meeting with MARINA to discuss the MLC.

He said, "Definitely there are some lacking subjects in the existing syllabi. To meet, you need to have a kind of MLC to fill the gaps to comply with the EMSA and the Independent Evaluator from IMO." But he warned, "MARINA must make sure there is no duplication between the syllabi of the school and management level course to be provided by the training centers."

Nostvik added, "What we from the industry requested is to make it modules by one week each, so they will still have time with their families and make the course affordable."

Bottleneck.

Veteran master mariner

and owner's representative Capt. Edgardo Flores, insisted, "It is very clear that EMSA is recommending to CHED and MARINA to include MLC in our education, not as training."

We have to revisit and amend our existing BS education and address this issue with the right people who possess the KUPs and not those who pretend to be experts, academicians, specialists, or pretenders and who have a vested interest."

He clarified, "All member states who are signatories and who ratified the IMO and STCW Convention are following and using the same minimum standards in the issuance of Certificates of Competency (COC). It is very clear in column 3 of the STCW Code that methods of demonstrating KUPs must be done onboard by means of in-service, sea experience, simulators, and laboratories and not classroom instructions."

Flores is worried that many officers are about to expire their licenses, and that if the new administration reinstates MLC, there will be a bottleneck in deploying Filipino marine officers again.

Wait and see.

Another former MARINA top official shared his sentiments with *Marino World* over the issue.

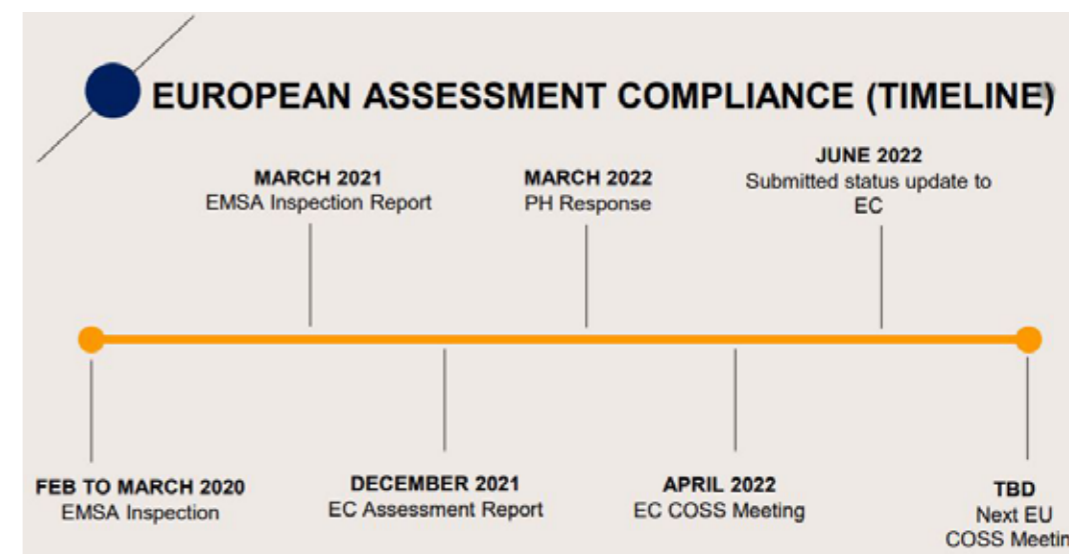
He said, "EMSA has a deadline (March 2022). Anything beyond that, any amendment to what we have submitted will no longer be acceptable unless they are going to tell EMSA that the people before him (Fabia) are useless, stupid, and they don't know what they're doing."

He recalled that the issue has been there since 2006. "You cannot change what has been submitted."

The former official advised, "The best thing is to wait for EMSA or EC to make their decision."

Let them come back with their findings. *Dun natin malalaman kung ano ang kulang. Kung tama ba sinubmit natin o kulang* (Then we will know what is missing. Whether we submitted correctly or not).

But doing things right now as if we have not done anything... Remember, this is not Administrator Empedrad's work alone. It's an industry effort."



(Source: MARINA)



One-stop-shop MARIANA OFFERS MORE

One of the leading training and assessment centers, Mariana Academy of Maritime Studies, continues to expand its services to seafarers and the maritime industry with new courses to offer.

Located at the G.E. Antonino building in Kalaw, Ermita, Manila's hub of merchant mariners, Mariana offers full technical training and assessment for deck and engine departments, as well as hospitality and catering management courses for seafarers and hoteliers.

Mariana is an accredited training center by the Panama Maritime Authority and is authorized to process Panama Previous Documentary Evaluation (PDE) Certificate of Competency, a mandatory supporting document for Filipino and Indian seafarers who work on board or are willing-to-work on board Panama-flag vessels.

ETR cadetship.

Recently, Mariana has launched the Electro-Technical Rating (ETR) cadetship onboard domestic ships in response to global shipping's growing demand for ETRs.

The Electro-Technical Ratings, also referred to as ship's electricians in many regions, perform duties prescribed by STCW regulation III/7 of STCW as amended in 2010. An ETR monitors all onboard electronic and electrical equipment and maximizes the operational safety and efficiency of the vessel while working at the support level.

With its strong partnership with the giants in domestic shipping, Mariana is confident in delivering the requisites for ETRs as called for by the industry.

Maritime Security.

Mariana is recognized by the Maritime Industry Authority (MARINA) and the Technical Education and Skills Development Authority (TESDA), and is an honorary member of the International Maritime Employers Council (IMEC).

Mariana has recently been accredited by the Office for Transportation Security (OTS) under the Department of Transportation (DOTr) for the following courses:

- Port Facility Security Officer Course (IMO MODEL 3.21);
- Maritime Security Awareness Training for Port Facility Personnel With Designated Security Duties (IMO MODEL 3.24);
- Maritime Security Awareness Training for Port Facility Personnel Without Designated Security Duties (IMO MODEL 3.25).

With the OTS recognition, Mariana is now "one of the few" authorized to conduct the courses aimed at equipping personnel, port security officers, and port facility security officers with the requisite training standards and appropriate skills to conduct security assessments, develop and implement security

plans, and forestall circumvention of security measures.

Future.

Adept at delivering higher quality education and training for maximum results, Mariana is recognized by the Department of Education (DepEd) for senior high school. It adopts a modified program of Science, Technology, Engineering, and Mathematics (STEM), encouraging SHS graduates towards higher maritime education to produce more officers needed by global maritime.

Capt. Naoki Saito, Maritime Education and Training Certification Department General Manager and Head of Cyber Security Team of Nippon Kaiji Kyokai (ClassNK, Japan) has officially attached to Mariana as Special Advisor for Maritime.

He confirms that his task with Mariana is "challenging as he will provide the latest information on maritime education and training to catch up with the technology and to contribute to the harmonization of technology and human factors in the new shipping era."

Saito acknowledged that the "Philippines is the most important seafarer supplying country in the world so far and in the future as well. And that shipping is going to be a turning point for decarbonization and digitalization."



MARIANA ACADEMY OF MARITIME STUDIES, INC.

STCW PRACTICAL ASSESSMENT

DECK

- MANAGEMENT LEVEL FOR MARINE DECK OFFICER - REG. 11/2
- OPERATIONAL LEVEL FOR MARINE DECK OFFICER - REG. 11/1
- GMDSS FOR GOC - REG. IV/2
- ABLE DECK RATINGS - REG. 11/5
- SUPPORT LEVEL - DECK RATINGS - REG 11/4

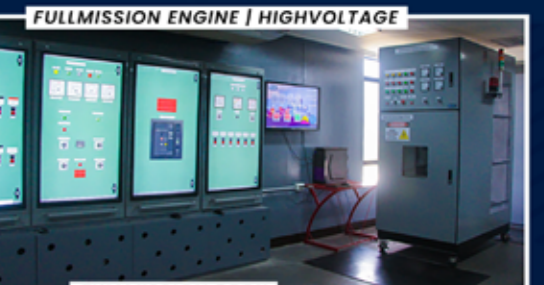
ENGINE

- MANAGEMENT LEVEL FOR MARINE ENGINE OFFICER - REG. 111/2
- OPERATIONAL LEVEL FOR MARINE ENGINE OFFICER - REG. 111/1
- ABLE ENGINE RATINGS - REG. 111/5
- SUPPORT LEVEL - ENGINE RATINGS - REG 111/4
- ELECTRO - TECHNICAL OFFICER - REG. 111/6
- ELECTRO - TECHNICAL RATINGS - REG. 111/7



STCW TRAINING COURSES

- ADVANCED TRAINING FOR SHIPS OPERATING IN POLAR WATERS
- BASIC TRAINING FOR SHIPS OPERATING IN POLAR WATERS
- PASSENGER SHIP CRISIS MANAGEMENT & HUMAN BEHAVIOR TRAINING
- PASSENGER SHIP CROWD MANAGEMENT TRAINING
- SAFETY TRAINING FOR PERSONNEL PROVIDING DIRECT SERVICE TO PASSENGERS IN PASSENGERS SPACES
- ELECTRO - TECHNICAL RATINGS COURSE (ETR)
- RATINGS FORMING PARTS OF A NAVIGATIONAL WATCH (RFPNW)
- RATINGS FORMING PARTS OF A WATCH IN A MANNED ENGINE-ROOM OR DESIGNATED TO PERFORM DUTIES IN A PERIODICALLY UNMANNED ENGINE-ROOM
- SECURITY AWARENESS TRAINING AND SEAFARERS WITH DESIGNATED SECURITY DUTIES (STSDSD)
- SHIP SECURITY OFFICERS (SSO)
- MEDICAL FIRST AID (MEFA)



OTHER SERVICES

- ETR CADETSHIP
- DECK and ENGINE CADETSHIP
- ON-BOARD TRAINING PROGRAMS
- PANAMA MARITIME SERVICES

IN-HOUSE COURSES

- MARINE HIGH-VOLTAGE (MAHIVO)
 - CONTROL ENGINEERING (CON-ENG)
 - INTERNATIONAL SAFETY MANAGEMENT
 - SHIP SIMULATOR BRIDGE TEAMWORK (SSBT)
 - ELECTRO CHART DISPLAY AND INFORMATION SYSTEM (ECDIS)
- AND MANY MORE

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*GMTC prime movers
C/E Gilbert Milana,
Ms. Cora Duque,
Capt. Rodolfo Avila,
C/E Vito Espedilla
Ms. Argentine
Milana-Gallego and
Mr. Ronald Jay Avila*

The Globe Maritime Training Center (GMTC) has marked an important milestone in its history of excellent training of more than a hundred thousand Filipino seafarers, now greatly contributing to the nation's economy.

The Board of Directors, management, and staff, together with their families, gathered at the Sequoia Hotel in Quezon City on September 8th to celebrate the company's decade-long anniversary.

GMTC President C/E Gilbert Milana announced, "I want to strengthen our commitment to continuing and improving our brand of excellence and competence." He furthered, "Let's take a pledge that we are not going to restrict ourselves to only this but make and achieve new bench marks in the years to come."

Strength.

Milana reckoned, "When asked what the reason for GMTC's success is and what its greatest strength is, I always have one answer: my employees."

To all the new and old employees, I would say that a team can perform best when it is united by a strong professional bond borne of mutual trust. There have been many paths that have been a little difficult for me, but you have been a huge help with those unexpected stumbling blocks. I am very proud of my team," Milana said.

During the occasion, outstanding employees were also awarded for their dedication and long-service.

Core.

The seafarers are the core of GMTC's operations. The stakeholders and instructors, who are mostly seafarers, are happy to serve their fellow seafarers.

GMTC has been popular for quality but affordable training from the beginning until now. And it will continue to reduce costs with better results because the intent is to help, not to exploit hapless mariners.

In celebration of its 10th anniversary, GMTC also provided big discounts to seafarers on various courses.

Resilience.

GMTC's 10th year symbolizes its

resilience. It is among the few training centers that continued to operate while strictly implementing the government protocols during the heightened COVID-19 pandemic.

Proactive GMTC was quick to launch its Online Training for In-House Courses in response to the industry's call for the unhampered deployment of Filipino seafarers in international shipping amidst major challenges.

Profile.

GMTC is accredited by the Maritime Industry Authority, the Technical Education and Skills Development Authority (TESDA), the Panama Maritime Authority and the Marshall Islands.

The institution offers STCW training courses, basic safety, tanker and refresher courses; in-house training courses, and welding courses. It is also an assessment center for ratings.



Mrs. Raquel Avila, Mrs. Imelda Milana, Mrs. Corazon Duque, Atty. Sonia Canonizado, Doc. Gilbert Milana, Mrs. Josephine Tesiorna, Ms. Argentine Milana-Gallego, and Mr. Mark Anthony Gallego





C/E Gilbert B. Milana, PhD SERVING HIS FELLOWS

taught and trained his second engineer in the tasks of a chief engineer until he became fit for the job to replace him. The same thing with the 3rd engineer and the 4th engineer, whom he instructed to train their subordinates too. Hence, there is always a smooth turnover of command in the engine department before he leaves the vessel.

Milana recently earned his Doctor of Philosophy in Maritime Education with the Highest Distinction from the John B. Lacson Foundation Maritime University or JBLFMU (Arevalo) Graduate School.

As GMTC instructor and assessor, the 56-year old chief engineer continues to share his knowledge and expertise with his fellow seafarers, helping them to become successful in their seafaring profession.

MLC.

Milana bats for reasonable fees for training services. He continues to question the impractical demands of obtaining certification.

Why must a seafarer fork out substantial sums to be officially certified, even if he has worked untainted doing that job and the principal is satisfied with his competence?

C/E Milana recalled, "From 2009 to 2010, the Management Level Course

(MLC) cost around P85,000 and was taken daily for four months. He was agitated and asked, "5 years *akong* chief engineer, ire-renew *ko lang* (license) *pagti-trainingin mo ko? Sinong magtuturo sa kin,* second engineer? *Ang ganda ganda ng record ko sa barko* (I was chief engineer for 5 years. I will just renew my license. You want me to take the training? Who is going to teach me - a second engineer? My records onboard are very good.)

Milana said GMTC also offered MLC for one year, but at a very low cost compared to other training centers, which his competitors pilloried him for.

Challenges.

Milana earned a degree in BS Mechanical Engineering from Polytechnic University of the Philippines (PUP), one of the country's highly competent educational institutions.

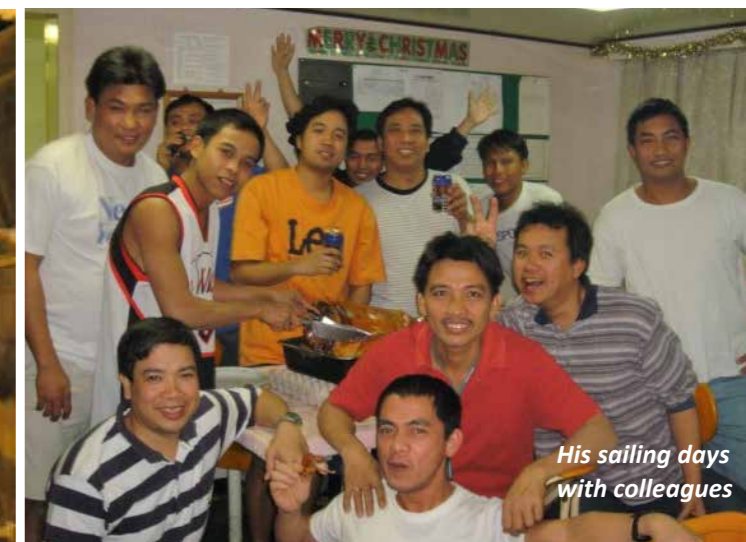
Unknowingly, this was his first step in a career in blue waters. Destiny. It was love at first sight; the engine room was a world of machines.

He was a working student then, a hired killer of *ipis* (roaches) at the Manila Peninsula hotel and San Miguel Corporation.

While waiting for the results of the board exams, he worked as an elevator operator at a building where he met the son of the owner of a manning agency, who noticed his



Young Milana at the engine room



His sailing days with colleagues

excellent electrical technical skills. Milana asked the man if he could apply as a seafarer and he was given a chance. He took odd jobs as floor cleaner, dishwasher, errand boy, utility man, until he applied and boarded as a wiper.

Unknowingly, this was his first step in a career in blue waters. Destiny. It was love at first sight; the engine room was a world of machines. His officers saw his diligence and promoted him even to jobs he did not have the license for yet. He persevered by taking courses and exams every shore leave, consistently scoring 75% or barely passing.

Expertise.

C/E Milana was among the most

sought-after and highest-paid chief engineers in his time because of his expertise, cleanliness, and hard work. Oftentimes, he was called by shipowners to troubleshoot their vessels.

For one, Milana has steel nerves and the break, like running a vessel from Africa to Germany when the chief engineer got sick.

Spartan and smart.

When he was already a chief engineer, there was a Dutch captain who barked to disembark Milana for unknown reasons.



At the bridge

Milana called the bluff, gathered

his gear, and prepared to leave. The Dutch buckled and begged Milana to stay and run the engine.

The story of C/E Gilbert Milana is a success story of a Filipino seafarer. His fervor to reform is motivated by his passion to serve his fellows.



His proteges



He always wanted to help his fellow seafarers, from the time he was still active onboard until now that he was already an owner and operator of one of the country's largest maritime training centers.

C/E Gilbert Milana, Founder and President of Globe Maritime Training Center (GMTC), emphasized, "*Mahal na mahal ko ang mga marino* (I love seafarers very much)."

He recalled that when he was a chief engineer for more than five years onboard international vessels, he always made sure his colleagues would get promoted every time he ended his contract.

During the voyage, he unselfishly



Stavros Tiliakos, NPMTCI owner's representative couldn't hope for a better celebration of Nautilus 10th anniversary;

"This year, Nautilus marks a decade of service. Our new Nautilus Pacific Maritime Training Center has grown to become one of the top leading maritime learning institutions in the country".

NPMTCI Managing Director Capt. Noriel Cereno added: "The quality of the advanced facilities at our new premises will only prove to our existing and potential clients, our commitment to quality and efficient training of their crew."

The multi-million-dollar, 1,750-square-meter purpose-built maritime training complex is a testament to the company's renewed commitment to the shipping industry for quality and advanced training for seafarers.

The NPMTCI is located in the heart of the city—on the 7th Floor East Tower of the 8912 Asean Ave Building in



Aseana City in Parañaque.

A grand launch is being prepared in November to welcome and cater to more maritime stakeholders who may tap NPMTCI for their seafarers' training requirements.

Milestones

The soft launch was graced by the top brass of the Columbia Ship Management (CSM): Chairman Heinrich Schoeller, President & CEO

Mark O'Neil, and the President and founder of Global Seaways, George Patentas.

CSM, one of the world's top 5 ship management companies, has signed an exclusive contract with NPMTCI for the training of its 7,000 plus strong seafarers in the Philippines. A great addition to NPMTCI's existing customer base.

Mark O'Neil emphasized, "We recognize the absolute importance of quality crew for the shipping sector, for the shipping business. And part of that what makes up quality crew is a happy crew. It's a well-rewarded crew, it's a healthy crew and above all else, it's a well-trained crew.

"A ship is as good as the people sailing on her," beams George Patentas, president

and founder of Global Seaways Group of Companies, as he presents their new state-of-the-art Nautilus Pacific Maritime Training Center Inc. (NPMTCI) during its soft-launch on August 11th.

"This amazing center is a quantum leap in crew training. It really does rise above, both here in the Philippines and worldwide. And Columbia is committed to quality crew, it's committed to the Philippines and it's



committed to absolutely exceptional training."

Modern facilities

NPMTCI has not just relocated to a bigger and more strategic location, but it has upgraded and acquired the latest equipment in maritime training.

A complete package of the state-of-the-art maritime training and simulation systems from Wartsila Voyage simulation was provided to NPMTCI by AWA Marine Philippines, representing Wärtsilä, a world leader in marine technologies.

The most advanced equipment includes:

- Two Full Mission Class "A" Bridge Simulators with 270 HFOV with AFT Visual Channels for Ice Navigation
- 5 mini-bridges station, all connected

to 2 Full mission Bridges for simultaneous navigational simulation.

- One Full Mission Liquid Cargo Handling Simulator with 4xLOPs
- One Full Mission Engine Room Simulator with 4x LOPs
- One Survival Craft Simulator (The First in the Philippines).
- Different specific ECDIS training platform

NPMTCI also built a dedicated chemical tanker workshop and wall wash test training, and there are plans to upgrade its electrical and electronic workshops and to introduce crane handling training.

Digitalization

Moreover, NPMTCI has strengthened the scope and reach of its training

courses by utilizing holograms through PORTL technology.

Holographic technology enables the delivery of lectures to multiple classrooms anywhere at the same time. Hologram is the new generation of communication evolution. This equipment saves time and cost of travelling.

Global Seaways Mr. George Patentas reflected: "The pandemic taught us one thing: online training actually works. So right now, the market has a lot to give, and online training is something new. I think there will be many more courses to come. Many more fields we can expand. "

He also stressed that "seafarers have to adjust to the new digitalization of ships and new equipment, and therefore, they have to be trained as well."



WALLEM GROUP OPENS WORLD-CLASS WMTC



Wallem Group was the first ever third-party ship manager, founded in 1903, and has grown to be one of the world's leading ship management companies. It has formally opened a new world-class Wallem Maritime Training Center (WMTC) to support shipowners with well-equipped seafarers operating vessels to the highest degree of safety and efficiency.

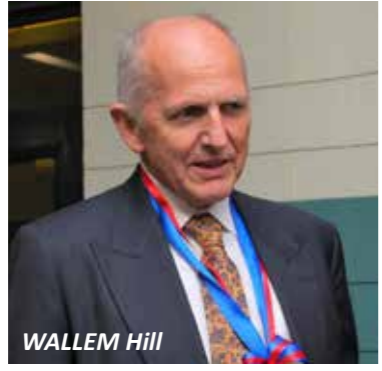
(AMOSUP) President Dr. Conrado Oca.
ALMA Maritime Group President Cristina Garcia, PAMAS President Atty. Juanito Salvatierra Jr., Marshall Islands Registry Deputy Commissioner of Maritime Affairs Allan Cabantog, and other friends

sessions led by industry-leading instructors.
Capt. Leal added, "We also have training on ballast water management systems and scrubbers. Seafarers before going onboard their vessels undergo training that depends on what specific type of ballast water

decarbonization, automation, and digitalization of ships."
Wallem Group Chairman Hill contemplated that "There is a keenness to learn new techniques from the seafarers, and the new Wallem Maritime Training Center can help the seafarers overcome any possible digital challenges in operating ships."

About Wallem.
Wallem Group, established in 1903, is a leading provider of maritime solutions, offering services supporting the complete lifecycle of a vessel.
Wallem's extensive portfolio includes ship management, crewing, training, technical services, asset management, commercial management, and ship agency services.

As one of the most experienced maritime solution providers globally, Wallem offers world-class support to shipowners through collaboration, customer-centricity, transparency and innovation.
Wallem operates globally with a shore-based team of 700 and 7,000 highly qualified seafarers, of whom 2,500 are Filipino, serving nearly all vessel segments.



WALLEM Hill



WALLEM Aune



WESTMINSTER Leal Jr.

WMTC occupies the 1,040 square meter 33rd floor of the World Trade Exchange Building in the bustling Binondo, Manila.

and stakeholders of Wallem Group.
State-of-the-art.
Capt. Leal said, the WMTC facilities and equipment are "suited to their needs in compliance with the new technologies onboard."

treatment the vessel uses onboard."
Support.
The capital-intensive rebuilding of WMTC was made possible with the help of the International Maritime Training Fund (IMTF).

Wallem Group CEO Aune exalted the seafarers' "dedication and collaboration," to keep the ships sailing and economy going. He said they "look forward to being able to welcome them to the new facility where they can get the best possible support from Wallem Group."
Aune furthered, "We have this facility where we can show that the seafarers in the Philippines will be best possibly equipped to operate both the ships of today and the ships of the future."

The Center is equipped with world-class simulation systems and virtual reality (VR) technology to provide the crew with an immersive environment. Training is delivered using a dynamic approach of simulators and classroom-based

AMOSUP President Oca said, "Indeed, simulation, virtual reality and e-modules are key to the advancement of our seafarers' knowledge and practical skills in the new normal, especially now that we are gearing towards the age of



AMOSUP Oca with the Wallem Group.

In attendance at the event were Wallem Group Chairman Nigel Hill, CEO John Kaare Aune and Associated Marine Officers' and Seamen's Union of the Philippines





ZEABORN HANDOVER ONWARDS AND UPWARDS!

With greater zeal, the ZEABORN Manila team will continue to navigate towards growth!

On July 4, officers and staff of ZEABORN Marine Services, Philippines witnessed the change of leadership and renewed their commitment to work as a strong team.

Capt. Ernesto Yutadco has taken over the helm from his senior in the Academy, Capt. Brent Dayo who has retired from service to enjoy his time with his family.

ZEABORN Shipmanagement CEO Michael Brandhoff; and ZEABORN Crewing managing director Wiebke Schütt and VP Sascha Meyer graced the momentous occasion held at the Alegria, Casa Ibarra in Pasay City.

Recognition.

Utmost gratitude was expressed throughout the night to Capt. Dayo and his staff who have greatly contributed to the success of the company even during the height of the pandemic.

CEO Brandhoff gave credit to the hardwork and dedication of Capt. Dayo and the crewing staff for putting qualified seafarers to the ships.

He exalts, “ZEABORN Ship Management has been developing through the pandemic very well. We managed to grow with existing

customers. We were also able to establish relations with new customers, and through that, we were able to grow our fleet to more than 120 ships.”

MD Schutt stressed the important role of the crewing staff and told them, “You guys are the ones who make it happen. You bring the seafarers onboard of the world’s sailing ships so every day you go to work. Don’t forget your very special role – supporting the world’s economy.”

Heads Up!

The years ahead are expectedly bountiful for the ZEABORN Team.

Capt. Dayo is confident that Capt. Yutadco “will lead the team better.” And that he wants to see ZEABORN Manila grow more.”

MD Schutt believes the pandemic “has changed the crewing world forever.” And that she does “not expect calm seas any day soon.” But she remains optimistic that “after each storm, the sun will shine again.”

She also sees the positives taken out of the pandemic. “It is the trust of

management in their people. We have all been working remotely, and surprisingly, it worked quite well because people understood what they needed to do and they still did their job from home, not being with their manager face-to-face every day.

She adds that because of the pandemic, the shipping industry has focused on



addressing mental health issues and developing soft skills to make the industry safer and better.

“We are taking seafarers seriously and they are not only numbers in our system.” They are people with families,



with problems, with strength and weaknesses.

Strength.

CEO Brandhoff underscores the importance of attracting the right talents and the right people for their ships.

“Without highly qualified and motivated seafarers, we are not able to provide the services we want to all our customers. And that’s why we have been developing and growing our people in the market here in Manila.”

Furthermore, he is also proud of the company’s open book policy, “From a customer’s perspective, where we are trying to make a difference is the transparency in the partnership we are offering.”

ZEABORN is a third-party ship

management company with its origins in Germany and offices in Hamburg, Manila, Singapore and Cyprus. With more than 4,500 seafarers from various nations and 2,500 seafarers originating from the Philippines. ZEABORN manages a large fleet of container vessels, bulk carriers, multipurpose ships and tankers.

Challenge.

Capt. Yutadco knows that he has to work hard to get the right people and take care of them.

“Competency is first. Second is that we have to push this health and wellness program—there’s a need to take care of our crew for sustainability.”

The new President also anticipates that because of the Russia-Ukraine war, “our strategic position is now highly

in demand.” We also need to fill the remaining positions that are currently being filled by our seafaring brothers from Russia and Ukraine.

Currently, about 30% of Filipinos compose the ZEABORN managed fleet. At the moment, we are filling the rating and junior positions. But now, we are striving hard to make sure that we also fill up the senior officer positions, as well.”

He believes the focus should be on improving the quality and competence of our seafarers. And he will not be working alone, but together with his resilient, dedicated, and hardworking staff. And with the support of the whole management.

A ZEABORN team that is ONE and moving forward!



CAPT. ERNESTO YUTADCO THE MAN AT THE HELM

Capt. Ernesto Yutadco, the new President of ZEABORN Marine Services, Philippines, brings 32 years of experience in the maritime business.

Well-rounded in administrative, supervisory, and executive tasks, Yutadco held senior positions in major ship management and crewing companies.

He has sailing records on gas carriers, VLCC’s and bulk carriers. He also worked on shore as a training and crewing officer and as a marine superintendent.

Yutadco holds a Bachelor’s Degree in Marine Transportation from the Philippine Merchant Marine Academy (PMMA), an Exemplar of the country’s major share of merchant marine opportunities.

OSM motivates children to dream BIG



by Anjelo Noah Ordone

In the last week of August, OSM volunteers were distributing schoolbags and educational supplies to the children in a very isolated school in Northern Samar Province. Then a volunteer asked a 5th grader: "Anong pangarap mo? Anong gusto mong maging pag laki mo?" (What is your dream? What do you want to become when you grow up?). The child answered: "Wala po. Hindi ko po alam." (I have none. I don't know). They thought it was an isolated case, so they asked another student, and they got the same response and from the students in the classroom.

The children's inability to envision a dream for themselves reflects one of the big challenges in least assisted communities. They could not envision something better for themselves, maybe because they don't have access to better learning opportunities.

That's why the OSM Foundation, supported by its team of volunteers, is doing its best to address these challenges in disadvantaged communities.

Recently, the OSM Foundation

Center for Learning Project has been installed in a far-flung school in Silvino Lubos, Northern Samar Province. The center for learning is an interactive solar-powered workshop facility for children and teachers who live in a community with no access to electricity. A classroom in Gusaran Elementary School was converted by OSM volunteers into a self-sustaining audio-visual room that can host seminars for the village and other nearby schools. Another facility will be installed in another community within the municipality during the 4th quarter of 2022.

To further support the children in Silvino Lubos town, 1,000 children from 8 different far-flung schools received schoolbags and school supplies courtesy of the donations from the generous OSM shore-based colleagues in Manila. According to some school heads, the news about the bags and school supplies prior to the opening of classes has contributed to the significant increase in the number of enrollees, especially now that onsite classes have been initiated for this school year as the pandemic eases.

Silvino Lubos has a 56.94% poverty incidence (2018 census). It used to be the most indigent town in the country in 2015 at 78.5%. Electricity was only introduced in 2017. Today, only the town proper and a few nearby villages have access to electricity. The rest of the communities still have no access to power sources, except for the few families who could afford to get small solar panels (about 40W-60W) to at least light 2-3 bulbs at home.

The town's scarce access to opportunities led the OSM Foundation to choose them as its partner community (beneficiary) for 2022. Earlier this year, the OSM Scholarship Program was conducted, resulting in the selection of 6 new scholars whom the community dreams of having become their catalysts for change and making a difference after they graduate from college.

It is part of OSM's mission to become an asset in society. By doing so, the OSM Foundation is determining where its programs can have the greatest impact in terms of community development.

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MAAP and Kongsberg Digital sign significant simulation contract

Kongsberg Digital has signed a contract deliver a range of maritime simulators to the new and extensive Innovation Lab of the Maritime Academy of Asia and the Pacific (MAAP) in the Philippines. The academy has been a first adopter of new simulation-based training tools for years. Kongsberg Digital's simulator systems are central to the future-oriented Lab and will augment an already extensive range of K-Sim products, strengthening MAAP's position as a regional institution of excellence for maritime education and innovation.

The agreement which consists of a Long-Term System Support Program (LTSSP), includes the delivery of Kongsberg Digital's cutting-edge maritime simulators for an Innovation Lab which places its emphasis on Digital Twin, Shore Control, Remote Control Center and MASS (maritime autonomous surface ship) technologies. The investment will enable MAAP to enhance training and assessment, and to conduct advanced research in, for example, e-Navigation, and validate operational concepts, including smart and autonomous ships.

As part of the Digital Twin initiative, Kongsberg Digital's Vessel Insight will be installed on the academy's training vessel. This will enable MAAP's students to take a leading role with first-hand experience on vessel-to-cloud data infrastructure capturing and give them the ability to analyse vessel data over time.

Also covered by the system extension is the delivery of a brand-new celestial navigation simulator system, which allows instructors to provide trainee officers with hands-on experience in a safe, controlled, and realistic environment meeting the standards laid out in the STCW requirements. In addition, Kongsberg Digital will deliver new consoles for MAAP's existing K-Sim Navigation bridge simulators, as well as a mid-life upgrade of its motion platform, including four class-B K-Sim Engine room simulators. This will extend and complete MAAP's wide range of



Morten Hasaas, Sr. Vice President Maritime Simulation, KDI (Kongsberg Digital) (center left foreground) and Admiral Eduardo Ma. Santos, President at MAAP (center right foreground), signed the contract. In the background from left: Peterwilson T Tamang, Key Account Manager Philippines, KDI, Asraf Ibrahim, Regional Sales Director Asia, KDI, Erle Wagle, VP Digital Services, Alvin Gamaliel Turingan Hurtada, Sales Manager Philippines, KDI and Engr. Gerardo Ramon Galang, Management Information and Instructional Technology Department (MIITD) Director.

existing K-Sim simulators covering various training purposes, like ship handling/navigation, engine room management, cargo handling, and advanced firefighting simulator system.

Consolidating its position as a leading adopter of the new digital technology, MAAP started using Kongsberg Digital's K-Sim Connect platform in 2019 for cloud-based simulation training to complement classroom education. Since then, the cloud-based K-Sim Engine training applications have allowed the academy's students to practice and prepare for their exams anytime, anywhere, and at their own pace.

Kongsberg Digital will soon launch

its latest extension to the company's cloud-based simulation portfolio, the K-Sim Navigation, and the contract with MAAP includes the delivery of this brand-new training application. MAAP will thus be one of the first training centers world-wide to start using it for blended learning.

MAAP President Admiral Eduardo Ma. Santos, says: "MAAP is a leading institution of excellence for maritime education and training in the Asia-Pacific region, but the worlds of maritime training and simulation never stand still. Our longstanding relationship with Kongsberg Digital has consistently equipped us to retain our position as a pioneer in the use of new simulation-based training tools."

Kongsberg Digital signs prestigious MOU with MARINA

Kongsberg Digital (KDI) and Maritime Industry Authority (MARINA) have signed a memorandum of understanding (MOU) representing a significant milestone for innovation and transformation in maritime training in the Philippines.



Kongsberg Digital and Seaversity executives with MARINA officials



KONGSBERG

Kongsberg Digital's suite of simulation systems provides efficient and realistic training for maritime students and crew so building vital skills promoting safety, cost-efficiency, and sustainability in operations at sea. MARINA is a leading maritime authority, representing the largest number of seafarers in the world. Partnership with Kongsberg Digital means that MARINA can provide simulation technology for research, operations and training, increasing the knowledge and competency of their workforce.

MARINA aims to bring the Philippines to the forefront of transformation in the maritime sector. Kongsberg Digital will contribute to this endeavor with its extensive experience in simulation studies related to autonomous shipping, digital twin and vessel insight. This MOU aims to contribute towards the realization of the Maritime Industry Development Plan (MIDP) through the use of innovative and modern simulation technologies and the two partners will cooperate on several areas.

"With this MOU, MARINA and Kongsberg Digital will work together to adopt and leverage more advanced methodologies and tools within the maritime education and training segment as well as forming

best practices. This will lead to a more competent and agile seafaring workforce, prepared to adapt to the everchanging maritime landscape," says VAdm Robert A. Empedrad AFP (Ret), MARINA former Administrator.

"We are very pleased to announce this MOU, which signals the start of a mutually beneficial partnership with MARINA. This forward-thinking organization shares Kongsberg Digital's understanding of the significance of maritime education and training, and the recognition that it is only feasible to secure highly qualified crew through innovative and high-quality training methodologies," says Andreas Jagtøyen, Executive Vice President Digital Ocean, Kongsberg Digital.

Ambulance Chasing A Never-Ending Chase?

By Ben-Oliver M. Matias

The Philippines prides itself on being the top supplier of seafarers in the international maritime industry, along with China, Indonesia, the Russian Federation, and Ukraine. The United Nations reported in 2021 that even during a pandemic, global seafarers are responsible for transporting 80 percent of world trade, ensuring the movement of global supply chains and commerce.

On the other hand, a close scrutiny of the figures actually reveals a steady decline in demand. Two decades ago, the manpower industry peaked, with Filipinos accounting for half of the world's seafaring population. Hence, the Philippines was regarded as the "Seafaring Capital of the World."

However, this figure fell to 30% in 2007, according to a POEA report. In 2020, the proportion of Filipino seafarers in the international fleet may fall even further (pun intended) to a record low of 14 percent. Worse, the future looks bleak as the International Maritime Employers Council (IMEC) predicted the market disappearance of Filipino seafarers in the next 10 years if not reduced further to an insignificant level.

The culprit and thorn in the neck of the Philippine manning industry in the past and still remains to be

"ambulance chasing" or AC.

Stakeholders of the Philippine maritime industry have long raised the alarm and clamored for reforms. Consequently, countless forums and education drives were organized by the government, private sector, and labor groups. Significant accomplishment was reached in 2015 as the Philippine Congress passed RA 10706, or the "Seafarers Protection Act." The law not only defined AC as a criminal offense but also set the corresponding penalties.

By definition, "ambulance chasing" refers to the "act of soliciting, personally or through an agent, from seafarers, or their heirs, the pursuit of any claim against their employers for the purpose of recovery of monetary claim or benefit" (Sec. 3, RA 10706).

At the micro level, seafarers who have fallen prey to AC eventually end up losing their rightful share of the compensation package.

However, the issue is not limited to compensation sharing but more so includes the mishandling of arbitration cases, especially those involving bogus medical disability claims. The reality is that these bogus claims are decided by arbitrators from the National Labor Relations Commission (NLRC) and

the National Conciliation and Mediation Board (NCMB), and they are only overturned by appellate courts.

As devastating as it may be for the victimized seafarers, the impact of AC resonates throughout the industry at the macro level. Affected manning agencies have no choice but to settle the payment obligation almost immediately as the arbiters' decisions are executory while the cases are on appeal. To have a clearer idea of the amount involved in compensation, the industry estimates the total judgment award in arbitration cases at more than PHP 18 billion, or USD 338 million.

Once a company's resources are depleted or garnished, it will negatively affect its functions and productivity. Worse, it would close shop. In instances where the agency won in the appellate court, it could not recover the garnished amount as the claimant seafarer could no longer return the amount. From the perspective of the principals, it would be more convenient for their business to search for seafarers elsewhere.

Moving forward, manning industry players have taken solid action against AC at the root level since April 2022. Instead of just appealing the cases, they set their flares toward the erring arbiters.

True enough, Cargo Safeway, Inc. (CSI) and Orophil Shipping, International Co. Inc. filed separate cases against the voluntary arbiters from the NCMB.

CSI's complaint stemmed from an unwarranted total disability benefit granted by the arbiters to a seafarer, as explained by Atty. Bantuas Lucman of CSI in a press conference on July 14, 2022. CSI exhausted all the legal remedies and the NCMB decision was overturned twice, by the Court of Appeals and eventually by the Supreme Court. By maliciously delaying the administration of justice and by knowingly rendering an unjust decision, the lawyers found a violation of the Anti-Graft and Corrupt Practices Act (RA 3019 as amended). Atty. Lucman further explained that since the voluntary arbiters were private individuals working as quasi-judicial officers, the case should be filed with the Ombudsman.

Meanwhile, the Orophil filed an administrative case in April 2022 for violation of Sections 4 & 8, Rule VII of the 2021 Revised Procedural Guidelines.

Earlier in 2018, a team of father-and-son lawyers were suspended by the Philippine Supreme Court when they collected more than the stipulated amount from their client-seafarer. Inasmuch as this is a landmark achievement, former MARINA Administrator Robert Empedrad admitted that AC "has become rampant".

CSI president Capt. Reynaldo D.

(Continued on page 40)

NLRC / MVA JUDGMENT AWARD			
YEAR	CASES FILED	CASES DECIDED	JUDGMENT AWARD IN PHP
2013	2,907	2,410	2,197,511,683.14
2014	2,703	2,168	3,239,541,590.61
2015	2,605	2,135	4,388,121,301.01
2016	2,619	2,275	4,365,891,303.71
2017	2,503	1,986	3,928,566,577.60
TOTAL	13,337	10,974	18,119,632,456.07 @ 53.50
			\$ 338,684,718.81

NLRC – National Labour Relations Commission
MVA – Maritime Voluntary Arbitrators

NLRC / MVA DECISIONS : SEAFARERS vs SHIPOWNERS					
YEAR	CASES DECIDED	JUDGMENT FOR SEAFARERS	% OF DECISION IN FAVOUR OF SEAFARERS	JUDGMENT FOR SHIPOWNERS	% OF DECISION IN FAVOUR OF SHIPOWNERS
2013	2,940	2,410	82%	530	18%
2014	2,678	2,168	81%	510	19%
2015	2,671	2,135	80%	536	20%
2016	2,726	2,275	83%	451	17%
2017	2,373	1,986	83%	387	17%
TOTAL	13,388	10,974	82%	2,414	18%



KARAPATAN: Sama-samang Ingatan!
An Information Campaign Against Ambulance Chasing
Are you a **seafarer** with questions about your **employment contract** or **money claims**?

Casareo lamented that AC still remains a scourge of the manning industry. "The anti-ambulance chasing act (sic) has no benefit since no seaman would sue his lawyer for receiving more than 10 percent of the required legal fee."

On a more positive note, there are instances in which maritime stakeholders unite and support policy reforms.

In 2010, unity was shown to support the 22-point Platform and Policy Pronouncement on Labor and Employment of the Department of Labor and Employment (DOLE).

Another one coincided with the country's hosting of the Asia-Pacific Economic Cooperation (APEC) in 2015. Back then, the Philippine Services Coalition (PSC) and the manning industry sector gathered to develop a national strategic roadmap under the auspices of the Department of Trade and Industry (DTI).

This year, campaigns against ambulance chasing were launched by the Associated Marine Officers and Seamen's Union of the Philippines (AMOSUP), International Seafarers' Welfare Assistance Network (ISWAN), National Maritime Polytechnic (NMP), and MARINA.

Apart from the educational drives and solidarity campaigns, there is still one policy direction that has not yet seen the light of day. In the 16th Congress of 2015, Angkla Partylist filed House Bill 5430, or more popularly known as the Escrow Bill. The bill specifically sought to postpone the release of the claimant-seafarer's judgment award from either the NCMB or the NLRC in anticipation of an appeal or until the case reached finality with the Supreme Court. Manning agencies

and Empedrad favored this direction as it ensured the restitution of monetary awards.

Is AC still a never-ending chase? Perhaps, but not quite.

The government, manning agencies, and labor groups actively hold the line through dialogues, advocacy campaigns, and policy reforms. Although the cases filed against erring lawyers and arbitrators hardly make a dent, Association of Licensed Manning Agencies (ALMA) Chairman Atty. Iris Baguilat believes that, at least, there are options for companies. "They can file cases against people or institutions," she said. She also extolled the initiatives of the civic groups for lobbying legislative measures and MARINA's efforts to educate seafarers not to fall prey to AC.

Lastly, as efforts are targeted towards educating or informing

seafarers about AC, perhaps it is high time for our policymakers and the industry to also pursue the strengthening of the NLRC and the NCMB. When arbitration cases are eventually overturned by appellate courts, isn't it time to put our arbiters under the microscope of public scrutiny? Should we improve the appointment or vetting process of arbiters? How can we make them more accountable for their actions or inactions? There seems to be a dearth of public information and materials as far as arbiters are concerned.

To lessen the corrosive effect of AC in the Philippine manning industry, attention should be focused not only on the seafarers, manning agencies, and the chasers. It is time to include the voluntary arbiters in the equation. Irony of ironies, the DOLE Secretary has disciplinary authority over the voluntary arbitrators, but as Atty. Lucman puts it, "I did not hear anyone being punished."



Statsraad Lehmkuhl

Norway & The Philippines CREATING CURRENTS TOGETHER

Norway and the Philippines have a long history of collaboration on maritime and energy issues.

On October 2022, the Norwegian tall ship Statsraad Lehmkuhl will dock in Manila to celebrate the successful partnership and to strengthen it even further.

Statsraad Lehmkuhl is a 108-year-old Norwegian tall ship, currently circumnavigating the world as part of the One Ocean Expedition. This is a global campaign that highlights the crucial role of the ocean for sustainable development and is endorsed by the United Nations Decade of Ocean Science for Sustainable Development.

The campaign is recognized as

making a significant contribution to SDG14, particularly through its strong educational component focused on the crucial role of the ocean.

A two-day conference will also take place at The Peninsula Manila on October 13–14.


Dubbed as "Norway – Philippines Maritime & Energy Conference – Creating Currents Together," world-leading Norwegian and Filipino companies from the maritime and energy sectors will be presenting solutions to some of the most pressing issues of our time.

Among the Filipino speakers from the government are: Philippines Ambassador to Norway H.E.

Enrico Trinidad Fos, Transportation Secretary Jaime Bautista, Department of Trade and Industry Secretary Alfredo Pascual, Migrant Workers Secretary Susan 'Toots' Ople, and Maritime Industry Authority Administrator Atty. Hernani N. Fabia.

Norwegian speakers include: H.E. Christian Halaas Lyster, Ambassador-Designate of the Royal Norwegian Embassy in Manila; Synnve Seglem, President of the Norwegian Shipowners' Association; and Carl Martin Faannessen, President of the Philippines-Norway Business Council.

Former BBC news presenter Nisha Pillai will moderate the conference.



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DEEPSAI Cruz and Reynes, and DCSP Uriarte and Alejandre sealed the renewed partnership

The Mission Continues DCSP renews partnership with DEEPSAI

The DMMA College of Southern Philippines (DMMACSP) has signed a new term of memorandum of agreement (MoA) with the DEEP Scholar Association Inc. (DEEPSAI) to continue its mission of helping deserving students pursue their education for a brighter future.

DCSP President Gloria Uriarte and Vice President Florence Alejandre, and DEEPSAI Managing Trustee Brillo Reynes and Administrative Officer Joana Marie Cruz signed the agreement on September 8 at the Sofitel Philippine Plaza Manila.

The simple ceremony was witnessed by representatives of DMMACSP's partner manning agencies, namely Hartmann Crew Phils, Dohle Seafront Crewing Manila, Veritas Maritime Corporation, and Phoenix Maritime Corporation.

Continuity.

DEEPSAI Managing Trustee Reynes assured, "This is actually a continuation of what DBP has started with the DEEP program, and we are continuing it and it will be there for some time."

Reynes formulated the DBP Endowment for Education Program (DEEP) in 2008, a 10-year Corporate Social Responsibility (CSR) program of DBP which provides scholarships to bright and promising youth from low-income families who wish to pursue a degree

or non-degree course in the fields of maritime education, HRM, agriculture, TECHVOC, entrepreneurship, and forestry.

In 2019, DEEPSAI started operating the way DEEP was operated. They looked for scholars, but this time they "made sure that we would be extending funding assistance."

Since 2009, there have been 486 DCSP maritime and hotel and restaurant management students who have benefited from the DEEP program.

Through DEEPSAI, Reynes said, "We'd like to believe that there is continuity in what we are doing and that we are able to provide the best and the brightest of the Filipino youth who are probably financially challenged that they have this opportunity."

Reynes is also confident "the partnership would be very good because, from the very start, principals and the manning agencies could be involved from the selection of the scholars to the onboard training to eventual employment because we understand that education is really nothing if you don't get to be employed."

Facility funding.

DCSP President Uriarte declared, "The MOA is another step in the direction of giving assistance and scholarships to our qualified and deserving students for them to also realize their dreams."

The funding support of the DEEPSAI will also provide facility funding support that would help in the delivery of the needed improvements and developments of the college."

DCSP VP Alejandre said, "DEEPSAI continues to provide support to the school's initiatives, investing in developing the students' capabilities by making available the highest possible standards of quality education."

The DCSP and DEEPSAI partnership will provide a funding facility for graduates of Bachelor of Science in Hotel Management (BSHM) who will be hired by DMMA's partner shipping companies as messmen or cooks.

Also under the agreement, the loan assistance will be utilized for the improvement of DMMA College of Culinary and HM laboratories. DEEPSAI will also bankroll the facility upgrade of the school's Maritime Training Center.



DCSP and DEEPSAI execs with partner manning agencies and media



DCSP WELCOMES 121 NEW NSA SCHOLARS

The DMMA College of Southern Philippines (DCSP) will house 121 new scholars of the Norwegian Shipowners Association (NSA) for the academic year 2022–2023.

Cadets are housed in campus dormitories while taking Bachelor of Science in Marine Transportation (BSMT) and Bachelor of Science in Marine Engineering (BSMarE) courses.

The NSA scholars enjoy free tuition and miscellaneous fees and are provided with daily meals, school uniforms, books, and other instructional materials.



Through the NSA cadetship program, the students have been guaranteed 12 months on board ships as part of their education.

The Norwegian Training Center-Manila manages the NSA Philippines Cadet Program—the most promising on the wings of the Association of Shipowners' Training



and Education Project (ASO-ATEP) to develop the young into competent seafarers through the best maritime education on scholarship grants.

In search of exceptional cadets, NTC-M has partnered with DMMA College of Southern Philippines since 2006.

Since its partnership inception, the NSA has had 893 cadets educated at DCSP, helping them pursue their dreams of working onboard Norwegian-owned and controlled vessels.

DCSP's partnerships with NSA and NTC-M through the test of time match the depth of the institution's passion for educating and building the competence of the cadets.

DMMA College of Southern Philippines was established in October 1993, which was then

known as Davao Merchant Marine Academy.

Within its 5.2-hectare campus located at Tigatto Road, Buhangin, Davao City, are several important infrastructures: the five-storey Castañeda Building, two (2) three-storey Maritime Building for Marine Transportation and Marine Engineering Department housed with training laboratory spaces, two-storey Deck and Engine Simulator Building equipped with latest modern equipments and training workstations, IMO-standard swimming pool constructed with Replica of Seamanship Deck, the two-storey Culinary Arts Center Building, three-storey in-housed scholars Dormitory Building, learning-friendly classrooms and other amenities that ensures quality education for all students.



A SEAFARER FAMILY VENTUREAS INTO DIGITAL PAYROLL PROCESSING

By Ben-Oliver M. Matias

C/E Edgar Andrade

In 2012, C/E Edgar Andrade and wife Carol G. Andrade of San Jose del Monte City, Bulacan had a promising vision for their youngest son, Carl Edison G. Andrade, a career in software development.

That same year, he graduated with a degree in BS Information Systems from STI Fairview. Carl did not immediately land his dream job after graduation. Instead, he worked full time as a sales executive for Jeonsoft, an information technology (IT) company. He stayed with the company for 2 years, learning and improving his craft.

He then pursued a career as a freelance software consultant. Never did he know that his skills in sales would propel him to new heights for the family. With a skill in programming, referrals from friends led to clients. However, freelancing was not enough. He yearned to manage his own company.

With the encouragement of his close friends who were also IT graduates at STI Fairview, Carl opened up to his parents about the possibility of establishing an I.T. company. What was supposed to be a parents-to-son talk became a serious family discussion. The entrepreneurial spirit found its way into the family.

"Back then, we were thinking that

my career as a seafarer was not permanent. I really should find alternative income-generating activities. We have a small farm in Mindoro but it is not enough as we have three sons and a daughter," shares C/E Edgar.

Carl's parents eventually agreed, but with the condition that everyone should be involved, including his three other siblings—Charles Edward, Cristell Glace, and Paul Richard. Incidentally, Charles Edward, or "Ace," is also a seafarer, now a Chief Officer; Glace, a civil engineer; and Paul, an enterprising chef. At that time, the family was contemplating what business they would pursue. It was finally decided to give Carl's proposal a chance.

Thus, Hier Business Solutions, Inc. (HBSI) was established in 2017, initially as a sole proprietorship, then upgraded into a corporation, fully registered with the Securities and Exchange Commission. It was also decided that the matriarch, Carol G. Andrade, would serve as the Chairman and Chief Executive Officer. Meanwhile, Carl would be the President. His siblings, Charles Edward, Cristell Glace, and Paul Richard, would serve as directors. The company would specialize in subscription-based digital solutions

for human resource processes such as payroll processing, timekeeping, and HR information systems (HRIS).

On the other hand, C/E Edgar, being a full-time seafarer, chose not to be involved in company matters but remained supportive of the family's entrepreneurial direction.

"Seeing my family moving together for a common purpose is definitely heartwarming. I never thought that an opportunity to invest in software development would open for my wife and children," says C/E Edgar.

During HBSI's first year of operation, the company experienced birthing



C/E Andrade and wife Carol

pains. The first semester was the most challenging. It faced personnel turnovers, a lack of potential clients, and underdeveloped products.

"We dedicated the first two years of the company to product development. I know that the other software providers are well established and fully funded. It was an extra challenge for us to develop software that is powerful, efficient, affordable, and fully customizable. Thus, our premier product, Hier Payroll, was born," explains Pres. Carl.

Under the stewardship of Chairman Carol, who also came from a family of seafarers in Roxas, Oriental Mindoro, HBSI was formally launched in the presence of business and local government leaders on April 26, 2019 in the City of San Jose del Monte, Bulacan. With a motto of "We don't just sell software, we provide solutions," HBSI positions itself as a partner for every Filipino entrepreneur who prefers to maximize the advantages of cloud computing technology for their human resource management.

"We chose San Jose del Monte City as the base of our startup company because we believe in the potential of the place. San Jose used to be a bedroom community, but it has transformed into a highly urbanized city. Incidentally, Silicon Valley is

located in San Jose, California, and I see the parallel," says HBSI Chairman Carol.

As with any other Philippine enterprise, HBSI had its share of slumps during the height of the pandemic. One by one, the company started losing potential clients, mostly in the tourism industry. They either downsized or folded up from the impact of the pandemic.

"During the first year of the pandemic, our company suffered from negative income and another exodus of personnel. We had no idea when the quarantine restrictions would last, but I knew deep inside that we had to do our share for the economy," recalls Chairman Carol.

In 2020, HBSI decided to offer a free Hier Payroll subscription to any Filipino enterprise for a limited time when the Enhanced Community Quarantine (ECQ) was declared. With companies adopting a work-from-home scheme, providing an online platform, especially for human resources, was the better alternative. HBSI's technology called ESS (Employee Self Service)



HBSI Board of Directors: Pres Carl Edison, Chair Carol, Directors Paul Richard, C/O Charles Edward and Engr. Cristell Glace

also provided an option for remote supervision of personnel and timekeeping with geo-tagging in real time.

Meanwhile, the enrolled personnel could also file their leave of absences or request a copy of their payslips within the comforts of their mobile devices or personal computers.

At present, Hier Payroll is the preferred payroll software of some 45 companies, processing the salaries of close to 5,000 employees.

HBSI is determined to expand the Hier Payroll ecosystem by adding an employee loan module with no additional charge to company-subscribers.

Moreover, clients being serviced by other payroll providers have started transferring to Hier Payroll. These included clients from the business process outsourcing (BPO) sector, manufacturing, and payroll outsourcing services. HBSI also offers webinars on the advantages of HRIS, either as a cloud-based or on-premise setup.

"It's still a long way to go and our digital venture has just begun. My career as a seafarer has definitely helped me in establishing our own business and also provided employment to our fellow Filipinos.

What matters to me is the support and love of my family and the trust of our clients. I am proud to be a seafarer and this is our journey," concludes C/E Edgar.



The Andrade Family



Digitalization and Automation A Double-Edged Sword for Seafarers

A Seafarer's Perspective

by 2/E Mao Tze Matillano Bayotas

Decarbonization. Autonomous. Digitalization. These are the buzzwords right now in the shipping industry. The development of environmentally friendly machinery onboard, such as ballast water management systems, scrubber systems, and electronic engines, and the use of alternative fuels such as natural gases, hydrogen packs, and wind turbines, is putting the industry one step closer to its 2050 goal of zero carbon shipping. The advent of autonomous ship prototypes gives the industry a glimpse of the future of unmanned shipping. Digital twin ship technology, blockchain technology, and remote ship operation and monitoring are pushing the maritime sector to a new frontier, a future of endless possibilities.

These recent developments have led to a more profitable business for ship owners and managers due to increased efficiency. These also painted the industry in a greener light, with more stringent policies for greener shipping and reduced carbon emissions. Currently, if the shipping industry is considered a country, it will be the sixth largest perpetrator of greenhouse gas emissions in the world. The ease and security of transactions between stakeholders in the maritime industry has become smoother than ever. The automation of ships has advanced, reducing the legwork of seafarers aboard different types of vessels. But these developments, like any other, can be a boon or a bane, a thing that can be advantageous in one aspect but disadvantageous in another—a double-edged sword.

In an ecosystem, just like in the maritime industry, there are things that may be more favorable to some species than others, or there can be factors that are beneficial to one but may be deemed hurtful to others. Even

though recent shipping technologies and movements have been greatly beneficial to shipowners/managers and organizations advocating for green shipping, the workforce, particularly seafarers, has had mixed experiences with the former. Yes, seafarers can now maximize their work onboard with the different technologies at their disposal. Yes, seafarers are slowly shifting to a greener profession with reduced carbon emissions and marine pollution. And yes, seafaring has become a more enjoyable profession with the emergence of different technologies for communication and recreation. But this is just one side of the coin.

The other side of the story can be quite jarring. The emergence of new technologies, such as BWMS and scrubber systems, has counterbalanced the reduced workload brought by automation with new machinery to monitor and operate. This led to more working hours, additional duties, and responsibilities on top of the stress brought about by operating technologies that are still in the prototype or initial phase. With endless alarms, troubles, and malfunctions badgering the seafarer-in-charge, one cannot fathom the additional mental workload that comes with mysterious machinery that still has lots of things to be figured out.

New technologies bring new regulations, and new regulations bring new paperwork. And who does the paper work onboard? Yes, there are still seafarers. The eight-hour-per-day work schedule is not enough for the myriad of tasks that seafarers should accomplish. Thus, overtime is not uncommon in the profession. The additional work hours are usually attributed to paper work for compliance with the different statutes and regulations. With the countless regulations that bind the maritime industry, imagine the number of hours put into documentation and reporting. Add to that the new set of regulations promulgated with the emergence of

new technologies.

We already know that seafarers are one of the most well-trained professions, but with new advancements and with change come new trainings and seminars. And do you know what comes with more trainings and seminars? Yes, additional costs and less quality time with your family during vacation. Some companies are not sponsoring the training being taken by seafarers to go onboard ships installed with new technologies. On top of that, expenses incurred during a seafarer's stay in Metro Manila also skyrocket due to additional training days. In addition, the time spent with their loved ones during vacation is also sacrificed in order to accomplish all the necessary trainings.

Change, as they say, is the only constant thing in this world. The maritime industry, as an ageless industry, will continue to evolve, becoming more sophisticated and greener as time progresses. This is the law of nature, and we cannot escape from it. However, we can transgress through these changes and evolve at the same time and pace, with no party being left behind. This is the message of "Just Transition", which is the advocacy of AMOSUP (Associated Marine Officers' and Seamen's Union of the Philippines) and ITF (International Transport Workers' Federation) to call for action among maritime stakeholders to take necessary steps to aid seafarers as we cross the line towards the fifth industrial revolution. In the maritime industry, we are an ecosystem, and we are one family, and everyone must help and cooperate in order for the ecosystem or the family to survive and thrive. No one should be left behind.

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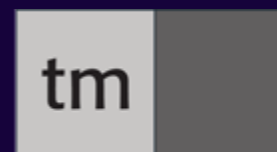
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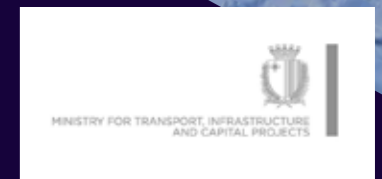
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