TRAINING REPORT

2020-2021

COLUMBIA SHIPMANAGEMENT

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“Lifelong Training is of vital importance

Mr Heinrich Schoeller

Chairman Columbia Shipmanagement





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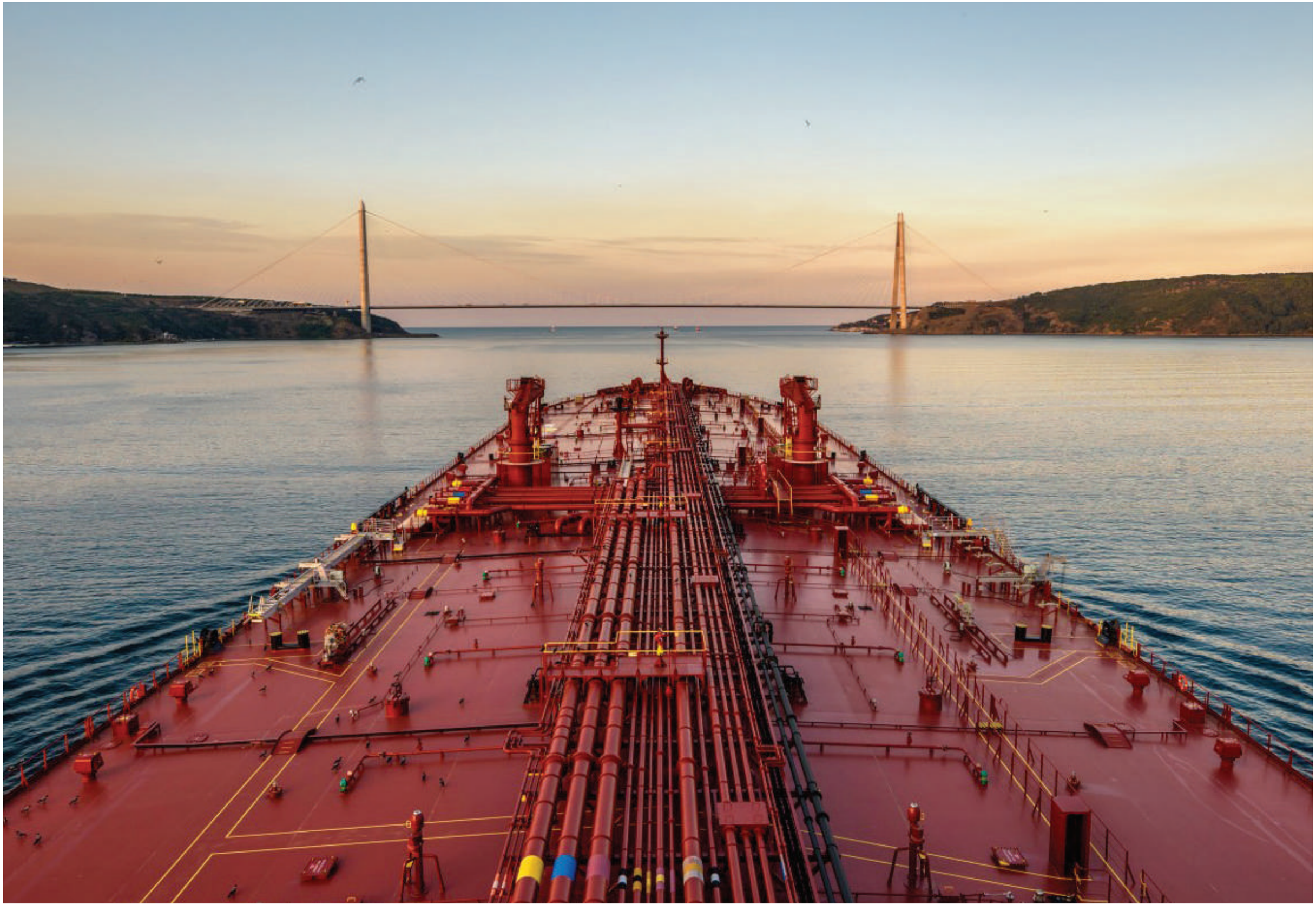
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Mark O'Neil
President - Columbia Shipmanagement

Dear Reader,

The absolute importance of training can never be over- stated or under-estimated. Training is what defines, distinguishes and differentiates us, both as individuals and as an organisation. It requires absolute commitment, application and focus – both from the trainer and the trainee. It requires resilience and continued open-mindedness where effective training is a life-long process. And it requires an appreciation that quality training is not always easy - to coin an adage from my Army days "If it's not raining, it's not training!"

Columbia Shipmanagement prides itself on total commitment to effective, innovative, tailored and relevant training. Not only have we invested huge amounts of time and money on our highly effective training team and systems worldwide, but we have established extremely close relationships with some truly fantastic training partners, institutions and organisations. Nor has Covid 19 restrictions in any way distracted us from delivering continuous and effective training ashore and on board. Our partnership with Adobe and OneLearn, and the creation of our industry- leading e Learning and internet based Learning Management System is the envy of our competitors and the greatest benefit and tool for our People. Training needs are highly personal and individual. Commoditised, "one size fits all" approaches are outdated. It is our challenge and duty to deliver individualised, tailored and bespoke training courses to our People in a manner and through a medium which meets their expectations.

I am very proud of the training delivered in 2020/21 and of the training which is on its way.

A big thank you to the trainers and the trained!

Mark O'Neil
President - Columbia Shipmanagement

Smart Passage Through 5 Stages

Our objectives for 2020 were thoroughly analysed in the previous year with the focus to be **SMART** (Specific, Measurable, Attainable, Relevant, Time-based). It was almost certain that we would achieve most of them but despite that our Maritime Resource Management course kept reminding us to **expect the unexpected**, no one could foresee that a global pandemic, (Covid-19), was just a few months away from changing our lives and the World.

The legendary Elisabeth **Kübler-Ross** originally developed **the 5 stages of grief model** in 1969, also known as **DABDA:** Denial, Anger, Bargaining, Depression and Acceptance. This model has since been utilized to analyse human emotions and reactions to a **life-changing event.**

Covid-19 has changed our lives and we all went through various strong emotions since the beginning of 2020.

Here are some examples of reactions one can remember to describe the 5 stages



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As the following diagram shows, going through all of these phases is a normal human reaction. Some stay in one phase longer than others. Even though it might not always feel like this: **A crisis can make us stronger!**

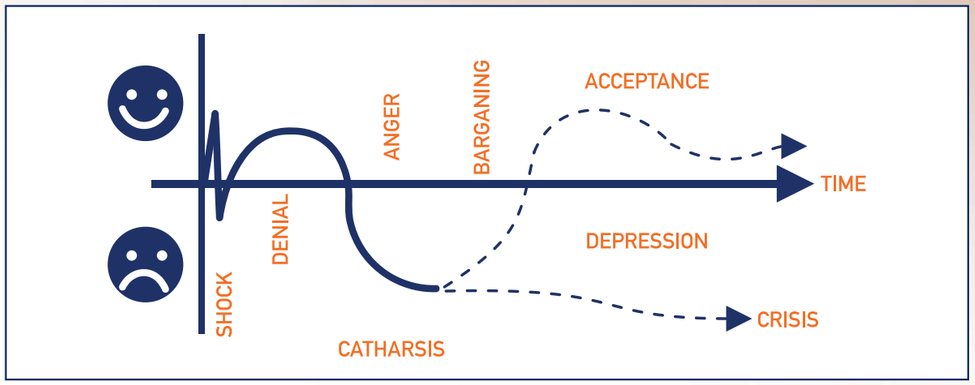


Diagram showing two possible outcomes of grief or a life-changing event

Maintaining a positive outlook is key to coping in a crisis

Care for People

Columbia Shipmanagement introduced the Resilience training **(*)** to the crew several years ago. Seafarers onboard all our ships have gathered and debated all its chapters, personnel actions were recorded and followed up.

We must all remember the chapters of the first volume:

- What is Resilience?
- Change is a Part of Living
- Looking at Situations in a Different Way
- Take Care of Yourself
- Take Decisive Action

Today we can confidently conclude that any seafarer who completed this training was undoubtedly better prepared to cope with all the stress and the worries caused by this pandemic and the difficulties the crew as well as the office staff had to experience.

(*) Visit https://hsse.shell.com/ to learn more about this programme.

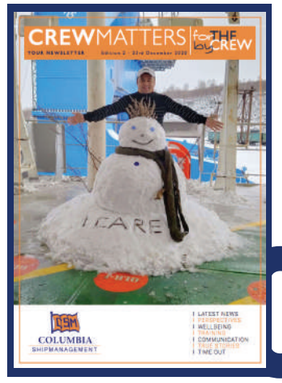
In this year's Training Report, we will explain how crew training has quickly adapted to the new normal, how Columbia's past strategic decisions have contributed to the continuity of the training and education of seafarers ashore and onboard and how this pandemic reminded the industry of the importance to **Care for People.**

Capt. Faouzi Fradi
Group Director Crewing & Training

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01 EDITION



02 EDITION



03 EDITION

CREWMATTERS is the new newsletter of CSM, for the Crew by the Crew (editor: Natalie Sey)

Feedback posted in CSM Social Learning Platform

Tkachenko Viacheslav | *Nov 23, 2020*

Thanks a lot for new CSM magazine Crew Matters. Nice to see more interesting publications about life in Company. Best regards to all creators.

Why do Seafarers Need Mental Health Support?

Mental health support needs to be understood as a foundation for wellbeing. It is part of the holistic approach to assure seafarers are eating healthily, staying in shape, and staying mentally resilient and positive. The radio medical advice is an absolute necessity and nobody questions its importance. Mental health support is just as critical when it comes to safety and wellbeing.

Mental health supports should function on 3 levels:

a) immediate professional and psychological support for seafarers in emotional need or in a crisis situation,

b) training of seafarers to be fit in mental health techniques and application

c) post-incidence stabilisation and psychological first aid for seafarers with symptoms of post traumatic distress. MHSS covers all these sectors.

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Seafarers want to be prepared and have given constant positive feedback about the beneficial effect of mental health training. It helps them with resilience, leadership, and building a strong culture. Creating a caring, transparent, and empathetic culture on board strengthens group cohesion and allows mental health risks like bullying and harassment to be stopped in its tracks. It catches seafarers at risk and allows for things like fatigue, emotional stress, and loss of concentration to be dealt with effectively.

Mindfulness, emotion regulation and resilience are all things that can be learned and mastered. It can be the decisive agent between remaining fit for duty or needing to leave the vessel. Panic attacks and intense periods of fear are hard for anyone to overcome. It is even scarier when the person doesn't know what's going on. Psycho-education and learning the techniques to calm the body and mind may help tremendously when confronted with this extremely unpleasant period of intense fear.

MHSS has offered several courses like resilience, mental health foundation, and resources at sea. Doing these courses seafarers have the opportunity to talk about difficult tasks and issues, while being supported by their colleagues and professional psychologists. Finding sustainable solutions for current mental health problems at sea is always helpful. Seafarers don't just learn new information, but are able to witness the strong effect a group can have on problem solving and emotional support.

MHSS also encourages seafarers to reach out and discuss current difficult situations. The 24/7 helpline is there for all seafarers and office personnel to offer relief in times of need. Moreover, traumatic events on board can lead to intense periods of fear and symptoms of distress. In those cases, we visit the vessels and offer psychological first aid directly on board. This helps with emotional stabilisation and understanding the potential symptoms of post-traumatic stress. Last but not least, a holistic approach for seafaring life is very important to assure wellbeing on all levels. When we know how reach out for help, when we are well trained, and when we make health decisions about sleep, exercise and diet, we are able to practice good mental hygiene successfully.



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Clinical Psych. / Psychotherapist

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MENTAL HEALTH
SUPPORT SOLUTIONS

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Training Activities 2020



Course/Activity	Duration	Schedule		Location	Pax
Chemical Tanker Seminar	4 days	03-Mar	06-Mar	Manila	24
1st Virtual Crew Seminar	2 hrs	01-Apr	01-Apr	Virtual	52
2nd Virtual Crew Seminar	2 hrs	07-May	07-May	Virtual	220
Refresher TtT ECT-Session 1	2 hrs	14-May	14-May	Virtual	12
Refresher TtT ECT-Session 2	2 hrs	20-May	20-May	Virtual	12
MAN ME-B to ME-C Conversion course (Pilot session)	2 days	27-May	28-May	Virtual	12
3rd Virtual Crew Seminar	2 hrs	12-Jun	12-Jun	Virtual	151
Sanctions Training	1 hr	30-Jun	30-Jun	Virtual	79
1st Virtual Bulk Carrier Seminar	6 hrs	08-Jul	08-Jul	Virtual	26
4th Virtual Crew Seminar	2 hrs	14-Jul	14-Jul	Virtual	160
AAL / CSM Officers Webinar	2 hrs	12-Aug	12-Aug	Virtual	28
5th Virtual Crew Seminar	3 hrs	08-Oct	08-Oct	Virtual	160
1st EC Trainers Forum	1.5 hrs	26-Oct	26-Oct	Virtual	17
2nd EC Trainers Forum	1.5 hrs	30-Nov	30-Nov	Virtual	21
3rd EC Trainers Forum	1.5 hrs	28-Dec	28-Dec	Virtual	25

Virtual Crew Conferences

Adaptability is one of shipping's strengths. Further to social distancing implemented around the world, since April 2020 Columbia has organised several Virtual Crew Conference since April 2020, as a way of updating CSM Officers on the effects of Covid-19 regarding Crew matters and vessel operations. The 1st virtual conference was hosted by Columbia's top management and attended by more than 200 Senior Officers. Participants logged in from across Asia and Europe, and discussed topics including Covid-19 updates, crew change crisis, Environmental Compliance, IMO 2020 and IHM. Such conferences bring our crew together, and offer an interactive way of exchanging views regardless of location.



Virtual Crew Seminar chaired by CEO Mark O'Neil



Virtual Crew Seminar chaired by CCO Andreas Hadjipetrou

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Engineering Training

We are planning this year to focus on engineers training and provide our engine officers and ratings with numerous training material helping them refresh their basic knowledge and develop their skills.

We have uploaded in the LMS (CSM Online Academy) the full recording of the very informative Virtual NYK Fleet Engineering Seminar which took place on 10th February addressing the maintenance of Auxiliary Engines.



MAN Energy Solutions

We have also released a number of training videos from MAN PrimeServ in our LMS



01 Hydraulic Tool



04 Piston Overhaul



02 Fuel Pump Overhaul



05 Piston Rod Stuffing Box



03 Exhaust Valve Overhaul



06 Grinding of Exhaust Valve



07 Exhaust Valve Grinding



08 Inspection of Main Bearings



09 Fuel Valve Overhaul



10 Pressure Testing Fuel Valves



11 Cylinder Cover Tightening Tool



12 Adjustment of the Mechanical VIT



13 Stuffing Box Overhaul



14 Slide Fuel Valve Overhaul



15 Alpha Lubricator Overhaul



16 Cylinder Cover Overhaul



17 L28_32H Overhaul of Cylinder, Piston and Liner



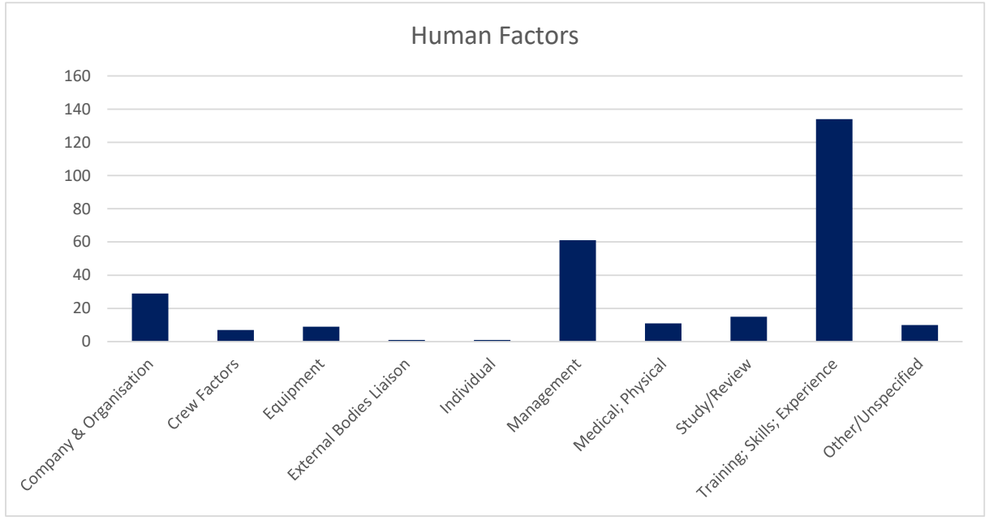
18 Exchange of Cylinder Head Piston Liner

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Simulator Training: Adapting to the Pandemic

Simulator training exposes the officers to multiple typical and atypical situations and it is the only learning environment where they are allowed to make mistakes without any consequences. If you are participating in a Bridge Simulator Course and your “virtual” ship gets into an accident, you might feel disappointed and upset, but our instructors will be there for you to give you advice and to review your decisions. They will help you learn from these mistakes and prevent them from happening onboard. The training experience will make you mentally stronger and better prepared to safely and correctly handle the real situations when onboard.

In 2020, many of our simulator trainings were suspended due to Covid-19 restrictions Worldwide. CSM has been actively looking for an alternative and has now started implementing a CLOUD based Simulator solution from Wartsila which includes all features one can find in a training centre including the interaction with the instructor and the other participants.



Company & Organisation	29
Crew Factors	7
Equipment	9
External Bodies Liaison	1
Individual	1
Management	61
Medical; Physical	11
Study/Review	15
Training; Skills; Experience	134
Other/Unspecified	10
Total Human Factors SR/AT	278

In the area of human factors, training, skills and experience was by far the first area that was targeted by SR/AT.

Extract from EMSA ANNUAL OVERVIEW OF MARINE CASUALTIES AND INCIDENTS 2020

NOTES: SR= SAFETY RECOMMENDATION (A safety recommendation is derived from the analysis and conclusions of the investigation and is related to particular subject areas, such as legislation, training, maintenance, etc.).
AT= ACTION TAKEN

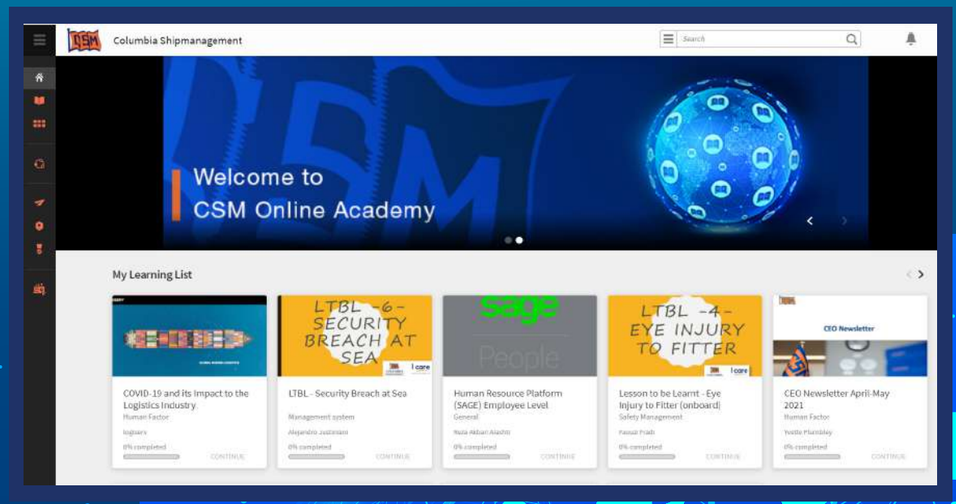
READ MORE

https://www.columbia-shipmanagement.com/csm-signs-cloud-based-simulator-training-partnership-with-wartsila-voyage/

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New Look CSM Online Academy

Two notable additions to the dashboard include 'recommended reads & learnings' by CSM. The second is a gamification feature – the more courses you take, the more points 'players' earn. See if you can reach the new Leadership Board and track your progress competing against others. Ultimately there will be rewards for those who reach Gold and Platinum levels.



Columbia's LMS layout has been completely re-designed in time for 2021. The new LMS dashboard is now easier to navigate, from laptops as well as mobile devices. Users can browse through CSM's vast catalogue of 200+ courses all in one place, including learning programmes, certificates and job aids. On the LMS home dashboard you can now also view all social feeds, and follow and interact with users in the same way as Facebook. For example on the Social Learning platform, crew are posting fitness clips in quarantine.

The old platform of AMOS PMS and QMS trainings is now obsolete; a completely revised and more interactive content has since been added to CSM Online Academy making it easier for our crew to find all their learnings in a single platform.

There is now an MCTC video library of recipes from around the world for inspiration and soon we will reach about 100 different recipes.

CSM Online Academy: A Visionary Platform

In the beginning of the pandemic we saw all our classroom courses suspended and all training centres closed down due to the lockdown or because of the social distancing regulations. However this hasn't discouraged us, on the contrary, we have worked closely with our teams worldwide and made initiatives to maintain the education and training of our seafarers and staff wherever they are. Thanks to our well-established Learning Management System, we were able to reach out to our crew during the lockdown and provided them with highly interactive and effective training material, keeping them engaged. Our Webinars and Virtual Classrooms have so far reached hundreds of crew helping them to complete their mandatory pre-joining training and connecting with the company. A new Global Training Schedule now enables the best of our instructors to train seafarers located anywhere in the World which has increased the effectiveness of our training and has also improved the communication skills of our crew.

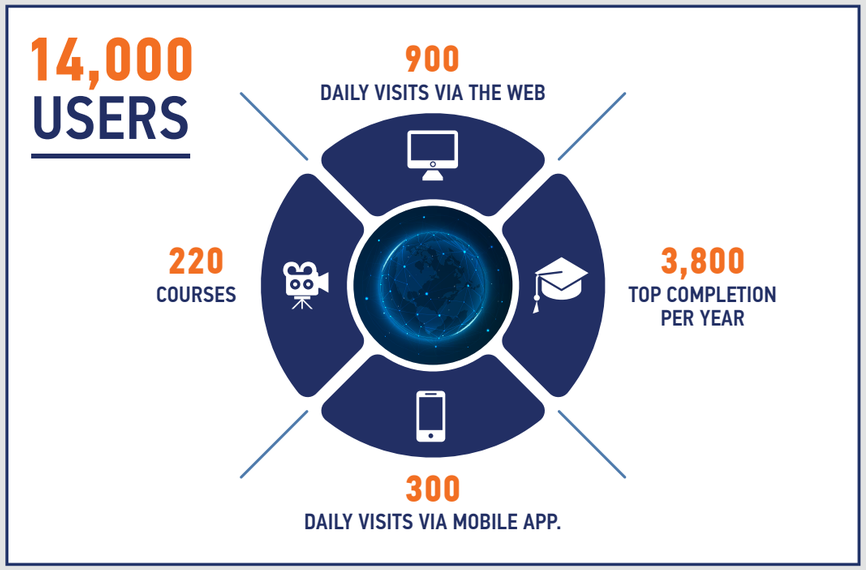
We were also pleased to see that our Social Learning Platform has seen a surge in views and users since the first lockdown started in March this year. Cadets and Officers have been exchanging amazing stories and knowledge, as well as valuable discussions with our Subject Matter Experts.



Learning Management System (LMS)

Our next-gen Learning Management System (LMS) puts you in control of delivering personalized learning experiences to your employees using a modern, intuitive digital platform. Our LMS not only encourages exploration, but also reduces the skill gaps to manage a learner ecosystem that is engaged, compliant and updated.

OUR LMS & TECHNOLOGY PARTNER: Adobe



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CEO
Video Updates

CEO video updates were circulated via the LMS to all the crew on weekly basis over the early months of the Pandemic and then on a twice-weekly basis. The videos helped to keep the crew updated with the ongoing crew change crisis, raise their awareness about mental health issues, and updated them about all actions taken by the company for their benefits.







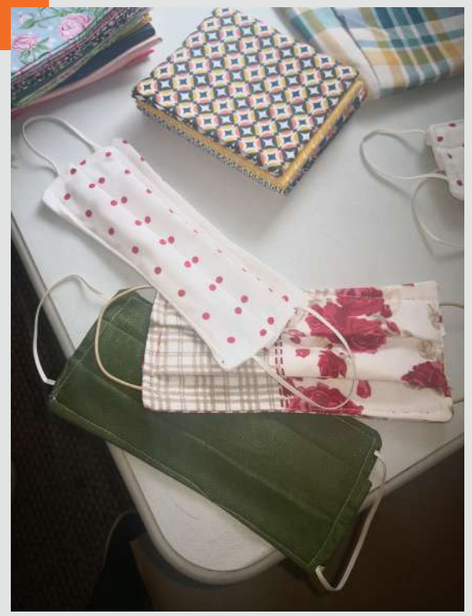
Crew watching CEO video updates onboard

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Face Mask Competition

In April 2020, our colleague Senior Fleet Training Manager, CCS John Stallan, shared the following statement which was the trigger to launch a global face mask competition among all CSM staff. The final outcome was the production and free distribution of thousands of cloth face coverings with CSM branding.

> Just wanted to share that my wife has been making face masks ready for when our restrictions start lifting in UK, but she has also been making extra for essential workers out in the community. She has put the recommended material in the middle to maximise filtering and garden wire along the top so as it can be shaped around the nose reducing the gap there. I am very proud of her I think they look great and work well so wanted to share.
>
> **John Stallan**
> *Senior Fleet Training Manager, CCS*



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Arpentii Mykhailo, OS, Marlin Shikoku



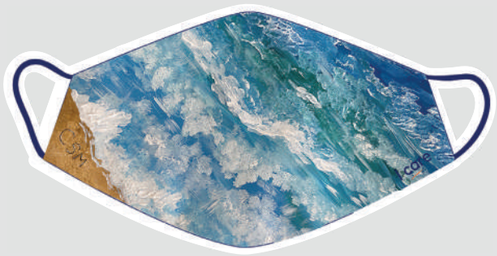
GenPro, Cyprus



Rogene Mark Garde, 3rd Officer, MV Yulia



Rogene Mark Garde, 3rd Officer, MV Yulia



Chloe Kozi, Purchaser, CSM Cy



Myrianthis Andreas, Assistant Crewing Manager CSM Cy



FACE MASK WINNER

Arpentii Mykhailo, OS, Marlin Shikoku



HR Department, CSM Cy



Paul Christian A. Dumaguin, Messman, Endo Breeze



Hrydchyn Vsevolod, Deck Cadet, NYK Hawk

Stay Safe Newsletter

By the end of March 2020, a joint cooperation between various departments resulted in the development of a Stay Safe Newsletter which provides the staff and crew worldwide about the latest developments related to Covid-19.



Coronavirus - Training Film Series

Jointly with Steamship Mutual and Marine Media, a series of 4 videos were developed providing the crew with reliable information related to Covid-19, precautions and prevention, mental resilience, and safe crew change.

Every Seafarer has completed this training before joining the vessel.

CSM YOUTUBE CHANNEL

https://www.youtube.com/c/ColumbiaShipmanagementGroup/videos

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Cyprus Maritime Academy - Adopt a Cadet 2020-2021

Columbia was represented by Mr Alejandro Justiniani (Training Manager) at Adopt a cadet event, which took place at the University of Nicosia in Cyprus on June 9th 2021. After been postponed last year due to COVID-19 restrictions the Adopt a Cadet has been resumed this year 2021.

Further to the selection process CSM has adopted 2 Cadets to join our Fleet. Columbia has been fully committed to support and contribute to the maritime education in Cyprus, especially during these difficult time, when COVID-19 has made extremely difficult for the cadets to complete their internship onboard.



Mental Health Support

Since the beginning of the crew change crisis, our partner MHSS has issued several letters, recommendations and training videos to the crew.

In March 2020, the first letter supporting the seafarers included this section:

DO's



Eat healthily, stay hydrated and exercise frequently



Trust your Company's and Country's Leaders as they are making tough decisions to save lives



Follow WHO guidelines to prevent the disease



Be yourself a Leader and show serenity and solidarity to your family and colleagues



Be careful of Fake News and Fraudulent Cyber activities



Take enough rest and sleep well



Stay in touch with your family as usual



Take time to learn something new

DONT's



Don't Panic



Don't share fake news



Don't get addicted to Smoking or Alcohol



Don't self-medicate

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Alcohol Abuse Awareness Campaign

CSM has developed a series of posters and flyers circulated to all the fleet and to thousands of seafarers in the manning agencies to raise their awareness.





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Crew Connect Global



Capt. Faouzi Fradi
Group Director
Crewing & Training

Group Director Crewing & Training Capt. Fradi
speaker at CrewConnect Global on 25th November 2020

WATCH THE VIDEO https://player.vimeo.com/video/483602641

This edition was held virtually with a lot of success.
CSM has won the Welfare and Social Responsibility Award

WATCH OUR CEO VIDEO https://youtu.be/-TRexJtn0qM



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Fitness Challenge

The company has initiated several fitness challenges. Those who managed to improve their diet and exercise more have won valuable rewards offered by the CEO.

An ongoing challenge is taking place at the crew quarantine hotel in Manila, every week, videos are posted in CSM Learning Management System, Social Learning Platform, and a winner is selected by the Crewing Department. The award is a Garmin Fitness watch.

The latest challenge launched in February 2021 resulted in the selection of a Fitness champion for each vessel!

We are pleased to announce the winner of our CSM Fitness Trainer Competition



Result shows that 34% of the total votes cast went to our Fitness Trainer Champions D/C Estrella and D/C Villanueva of AAL Brisbane.

Congratulations!



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LMS Statistics & Effectiveness

JUNE 2021



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01 PREAMBLE

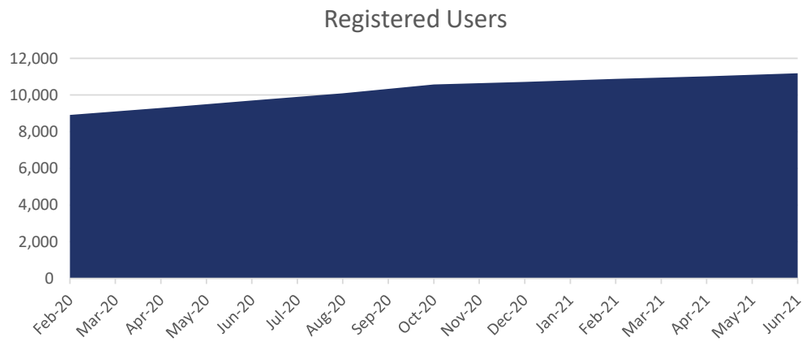
CSM Online Academy was established in 2018 and has since evolved and become the unique platform used for all Company's pre-joining trainings whether eLearning or classroom or webinars. The LMS enables full administration of learners, training records, feedbacks and certificates.

Crew can access their trainings wherever they are using any device via the web or mobile app. The LMS is also accessible onboard the Fleet.

CSM Online Academy – LMS has been identified as Best Practice during several Tanker Management Self-Assessment reviews.

02 REGISTERED USERS

The number of registered users in CSM Domain has increased since February 2020 from **8,919** to **11,187 in June 2021.**

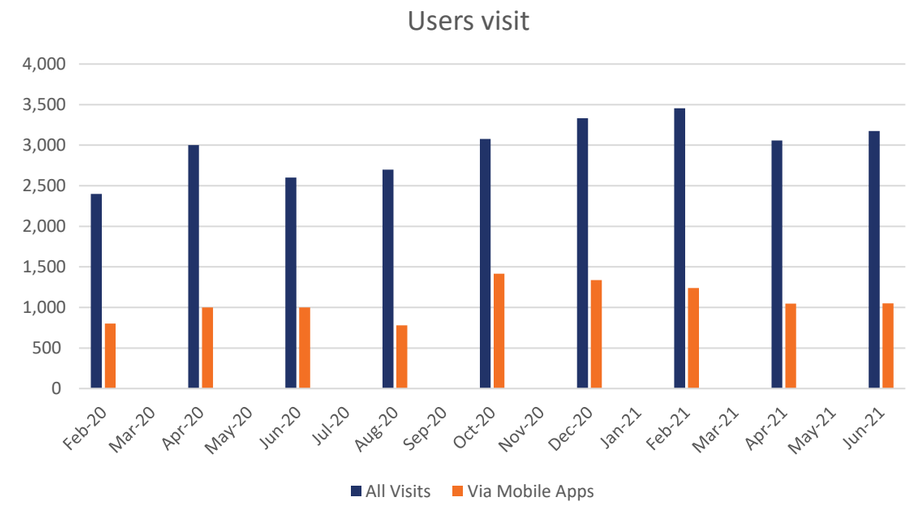


All Domains – Count of Registered Users June 2021:

CSM	11,187
CCS	1,642
CSM-Energy	101
CSM Saudi Arabia	53
Olympia Ocean Carries	82
Diligent	55

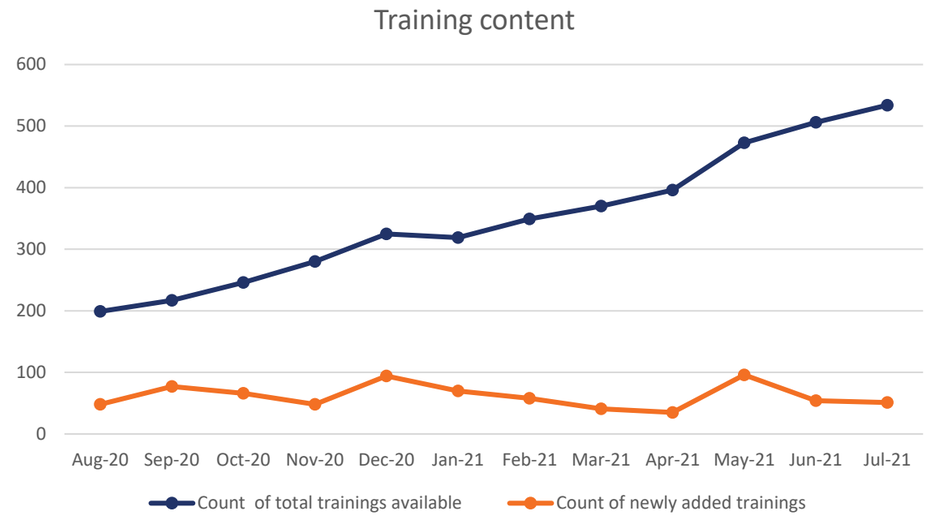
03 USERS VISITING THE LMS

There was an increase in the number of users visiting the LMS since Feb 2020.
The number of Learners visiting the LMS on a daily basis varies between 277 and 1,367.



04 LEARNING CONTENT

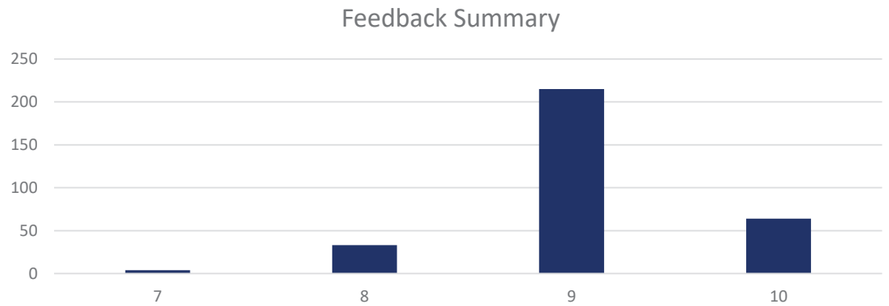
There was an average increase of 61 new learning content per month.
There are now 500+ training modules available in comparison to just 50 in February 2020.



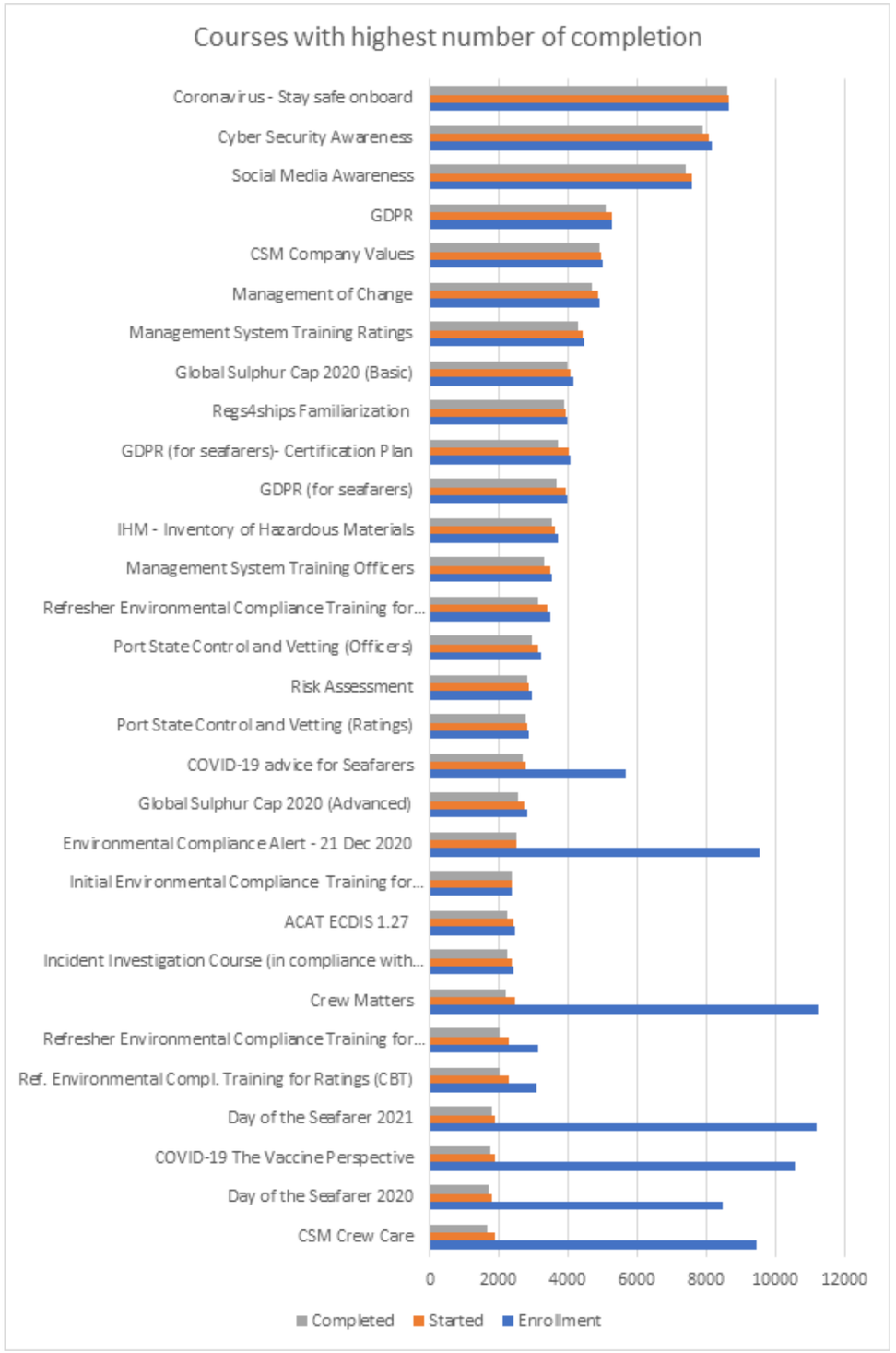
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05 COURSES COMPLETION AND FEEDBACK

Most courses were rated 9 out of 10.







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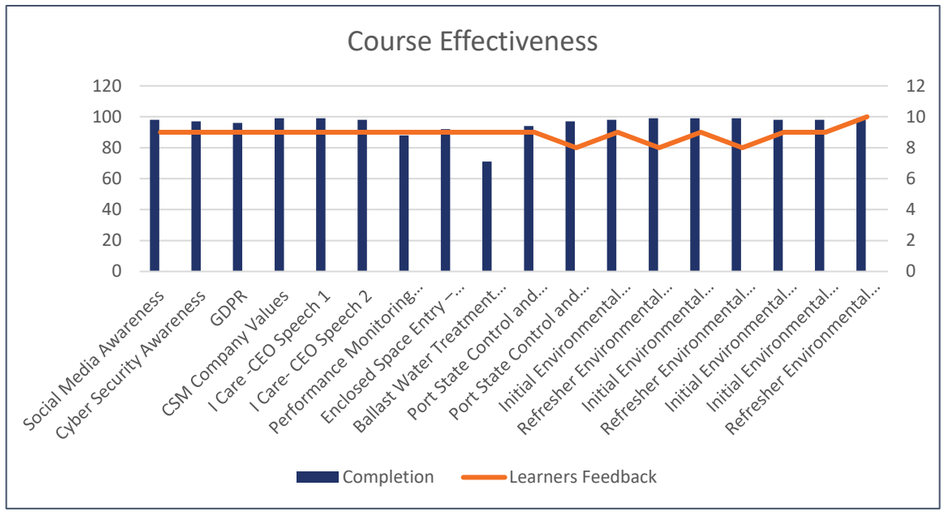
06 COURSES EFFECTIVENESS

How Course Effectiveness is calculated;

Course Effectiveness helps judge how successful the Course has been, what kind of feedback it has received and the overall rating by the right stakeholders. Course Effectiveness is calculated after gathering the L1, L2, and L3 feedback and distributed as-

L1: Feedback from Learner = **30%**
L2: Scores from Quizzes = **10%**
L3: Feedback from Manager = **60%**

L1, L2, and L3 Feedback can span from Level 0 (no feedback received) to 5 (Highest level of feedback); each kind of feedback has different levels, each level has allotted weights.



07 SOCIAL LEARNING

Social learning is a platform in Captivate Prime which engages users to share ideas and meaningful insights in an informal environment. It is a methodology that supplements the idea of traditional learning. Completing an online course does not give an advantage to users to interact with their peers at a social level.

On this platform, the different types of content that can be shared are video, audio, screenshot, text, question, and poll. Users can also share their online learnings with their peers.



The Social Learning Platform has seen a surge in use by the crew at the quarantine hotel in Manila and also because of the Tutorial videos posted to explain the use of the LMS.



Tobias Marlon | *Aug 30, 2020*

CSM Online Academy Social Learning Platform Tutorial Video



Show Comments (67) 101

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08 DISCUSSIONS BOARD

The board allows learners to post their comments and questions about each course.
Below summary sorted by course effectiveness and selection of testimonials by the crew.

Management of Change

Zunic Egon – Chief Officer – Croatia – AAL Shanghai

It is very valuable course. Familiarization and exam will give you chance to work more efficiently on board, make less mistakes and less correspondence with company in that regard.

Aug 29, 2019 at 8:12 am

Management System Training Officers

Matiushyn Bogdan – Chief Officer – Ukraine – Front Samara

Management system course is very useful for all officers to refresh their knowledge. It is good opportunity to prepare yourself before come onboard after vacation.

Feb 25, 2020 at 9:47 pm

CSM Company Values

Yonghyeon, Lee – 4th Engineer – Korea – Silver Orla

Useful for understanding value of CSM

Dec 30, 2019 at 8:45 am

Mental Health

Paguntalan Gantala Bonifacio – Master – Philippines – Cape Nabil

Helps crew psychological well-being and positive mental health condition on board.

Jul 24, 2019 at 8:12 am

Ruiz Ramon – Master – Philippines – Cape Ferrol

Helps a lot to improve the seafarers life on board. Helps a lot to improve persons well-being.

Apr 02, 2019 at 3:13 pm

Cyber Security Awareness

Hieu Nguyen Chi – 3rd Officer – Vietnam - Troy

Gained knowledge a lot about the cyber security related issues.

Feb 25, 2020 at 10:00 am

Risk assessment and incident investigation

Hwang Youngjune – Chief Officer – Korea – Silver London

It is helpful to remind me that oridinary circumstance and decisions with fast thinking can occur an accident. Those things should be avoided and controlled in all of our working place.

Sep 25, 2019 at 8:59 am

AMOS PMS Focus Points

Navarro Luis Gregorio – Chief Engineer – Venezuela - Sawtooth

The focus points in AMOS had been a very important issue to be taken in count once we are using the system specially when we need to know some specific things such as previous dat and work done and where it was.

Dec 27, 2019 at 11:22 pm

Caro Jimena Alexis – Oiler – Philippines – Cape Male

The course is very informative and would be of much help on board ship. thank you so much.

Jul 06, 2020 at 7:19 am

Refresher Environmental Training for Masters and Engine Officers (Classroom)

Jao Dandy John – Chief Engineer – Philippines – Ken Breeze

Course was really good. Interaction from my fellow co-trainee was well observed and clear instruction and discussion from our Instructor.

Jul 29, 2020 at 9:21 am

Komchenko Yegor – Master – Ukraine – Silver Hague

Great course with excellent trainer.

Jul 17, 2020 at 12:44 pm

www.columbia-shipmanagement.com

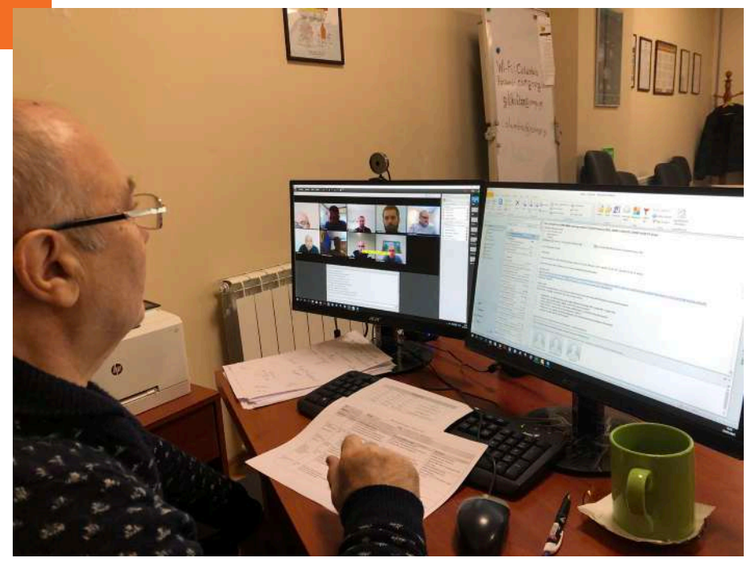
Introducing New Technology: Wartsila Cloud Simulator

Columbia Shipmanagement (CSM) has partnered with Wärtsilä Voyage to launch cloud-based simulator training for its Maritime Training Centres Worldwide (including Russia, Latvia, Ukraine, Georgia, Korea, Croatia and the Philippines).

The agreement with Wärtsilä's distributor in Manila, AWA Marine, will enable cloud-based simulators to be used for navigation, engineering, and liquid cargo handling simulator-based training.

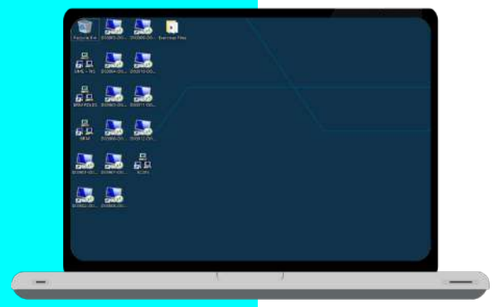
How it Works?

Instructor sends links to trainees to access their individual virtual stations. The Instructor and Trainees will communicate via Adobe Connect.



Capt. Giorgi Kikvidze
Training Officer

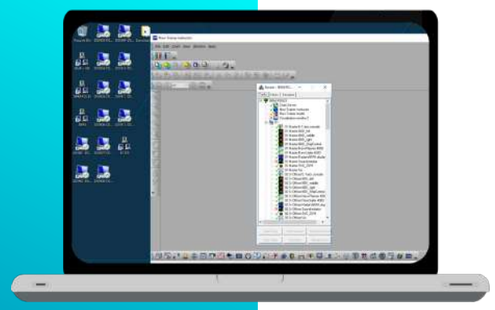
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Once RDP file is opened, the instructor will access the server, and check that the system is ready to commence the simulation as indicated in the picture.



At the same time, the trainee shall click on the link received from the instructor and connect to the Cloud Simulator.



Instructor starts Router BRM-Roles with assigned roles to each Working Station to make sure that all trainees' stations are already connected to RDP.

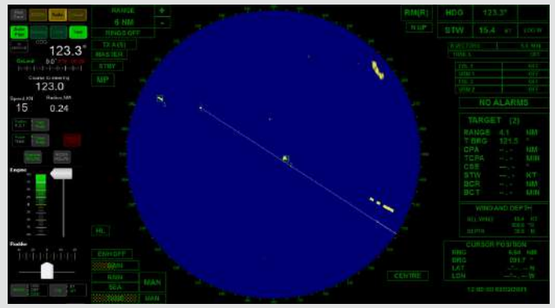


Once the exercise is loaded by the instructor, the simulator will then be ready at the trainee station.

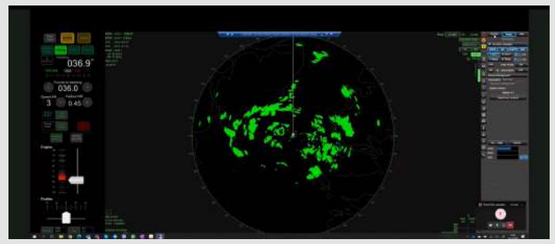
The trainee can switch windows on the control panel for setting up the workplace and all navigation equipment to be adjusted.

Switching windows on control panel to set up the workplace







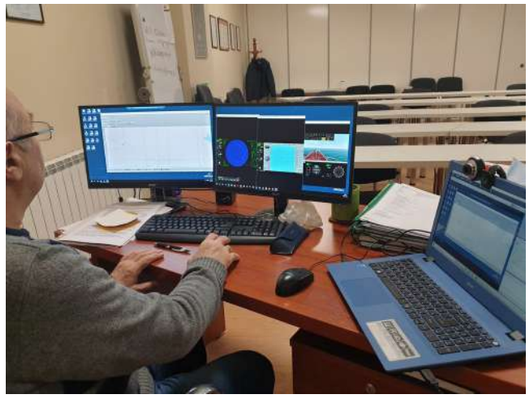


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Monitoring

Instructor has the possibility to check the trainee's display remotely by using the Remote Desktop Connection shortcuts. All five trainee workstations can be turned on and supervised by an instructor.

To facilitate control of the trainee display the instructor would preferably use a second monitor.



The instructor can remotely observe all five workstations, intervene and demonstrate the work with the bridge equipment before the session. They can debrief and evaluate the work of each member of the bridge team at the end of the exercise using instructor's station screen share to the trainees.



Officers Point of View

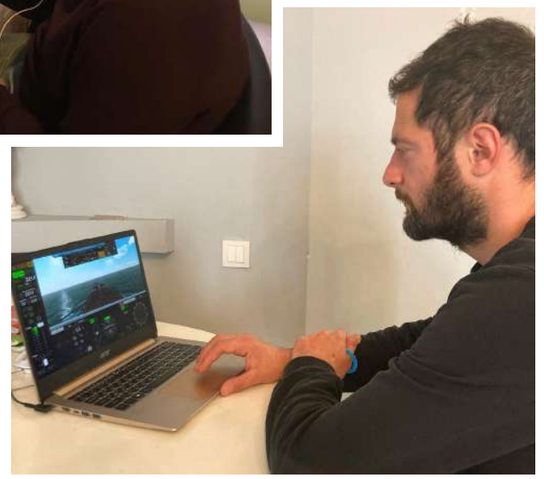
Capt. Giorgi Chavleishvili

In general the idea is very good, it will save a lot of time while seafarer is on vacation. It will help Junior Officers to feel responsibility, recommend to be part of pre-joining training. Will be more interesting and realistic to have environment effect as well (i.e. wind and swell). Berthing/unberthing with/without tugs and anchoring can be included as part of the training. IT is highly recommended to use course as bridge team during various scenarios.

3rd Officer Nomer Glenn E. Gutierrez

As for my experience on this Cloud Simulator this is very good for all of us officer useful training making the bridge team much more effective & the communication. Thank you





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Training Onboard & Competency Management System

- The Company is implementing a new Competency Management System (CMS) which is Taskbook based and enables the Master or the Chief Engineer to assess the officers and crew.

- Regardless of the CBT Platform used onboard the company has implemented cloud-based solutions to monitor the CMS implementation.

Department	Type of vessels	Ranks
Deck	Container	Master
		Chief Officer
		2nd Officer
		3rd Officer
		Deck Cadet
	Multipurpose	Master
		Chief Officer
		2nd Officer
		3rd Officer
		Deck Cadet
	Bulk Carrier	Master
		Chief Officer
		2nd Officer
		3rd Officer
		Deck Cadet
	Tanker	Master
		Chief Officer
		2nd Officer
		3rd Officer
		Deck Cadet

Department	Type of vessels	Ranks
Engine	Dry Fleet	Chief Engineer
		2nd Engineer
		3rd Engineer
		4th Engineer
		Engine Cadet
	Wet Fleet	Chief Engineer
		2nd Engineer
		3rd Engineer
		4th Engineer
		Engine Cadet

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Capt. Kakhaber Aleksandrov

Master of MT Nordic Agnetha

“ The implementation of our Competency Management System onboard our vessel is found to be very useful and significant for this system promotes the enrichment and refreshing of our knowledge, providing good guidance for future upgrading and promotion especially for our Deck Officers, Engineers and Cadet.

Capt. Oleg Fedorenko

Master of MT Nordic Light

“ We find the CMS helpful in unified assessment for certain crew positions during process of promotion. System is easy to understand and work with.

Capt. Gim, Daepil

Master of MT Baltic Glory

“ Kindly be advised Competency Management System (CMS) is a very effective program for managing the Crew Trainings onboard. The program allows the assessors easily to know what tasks are needed to give to the crew (candidates) through ‘Taskbook Library’ and also the candidates to find the resources to implement the task through ‘View Task details’.



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Cadets Taskbooks

All CSM Cadets are required to complete monthly taskbooks and discuss their learning progress with appointed mentors ashore (Training Officer).

COLUMBIA SHIPMANAGEMENT

Task no.	**4**		**Deck Cadet Task Book**
Name and Surname:			
Ship:			**Front Sparta**
Signed on:			**16.06.2020**
Date the task was completed:			**17.10.2020**

a) Describe your role on mooring station where you are assigned on during mooring/unmooring operations and list all the dangers which might arise during these operations.

I'm participant of forward mooring team. My role in mooring process is to assist crew members in preparing ropes, emergency equipment (axe, crowbars, hooks), messengers, throwing lines, stoppers for mooring, placement of stoppers, look after of my crew members, especially their safety and repetition of 3rd officer's commands and assist my colleges in miscellaneous mooring processes and tug line handlings.

Dangers which might artise during mooring operations:

1) Interference of other ship's radio communications (using same frequencies). May cause unclear understanding of commands.

2) Slip surfaces, possible of trip.

3) Lack or poor illumination.

4) Snap back.

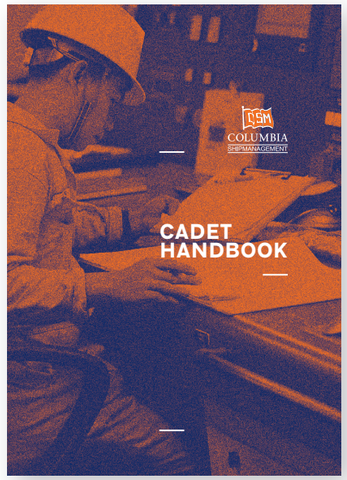
5) Bights of line, paying out line, stopped by your feet can cause falling.

6) Jamming of your hard or leg.

7) The "beard" occurred on drums due to abnormal paying out of ropes.

Cadet Handbook

All Cadets receive a Cadet handbook and a Training record book prior joining the vessel.







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Cadetship Programme

Cadets Report

Total Cadets Intake-2019

Ranks	Total Number of Cadets Recruited
Deck Cadets	64
Engine Cadets	36
Electrical Cadets	18
TOTAL	**118**

Cadets Recruited Per Nationality-2019

#	Nationalities	Deck Cadets	Engine Cadets	Electrical Cadets	Total
1	Chinese	7	1		8
2	Cypriot	2	2		4
3	Ethiopian			12	12
4	Filipino	14	13	3	30
5	Georgian	9	4	1	14
6	Latvian	1			1
7	Lithuanian	5	3	1	9
8	Romanian	2			2
9	Russian	9	2		11
10	Ukrainian	6	3	1	10
11	Vietnamese	10	7		17
TOTAL					**118**

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Cadets Career Development 2018-2019

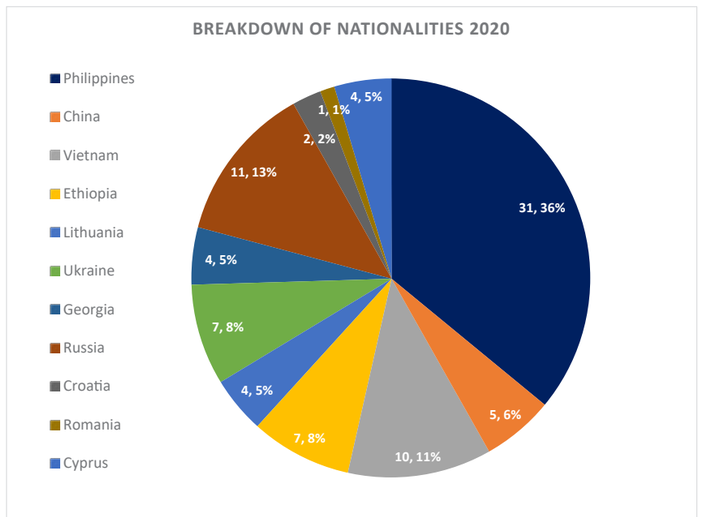
Years	To Deck Officers	To Engine Officers	To ETO	Total	Total Cadets Recruited
2019	63	27	9	**99**	**118**
2018	90	71		**161**	**154**





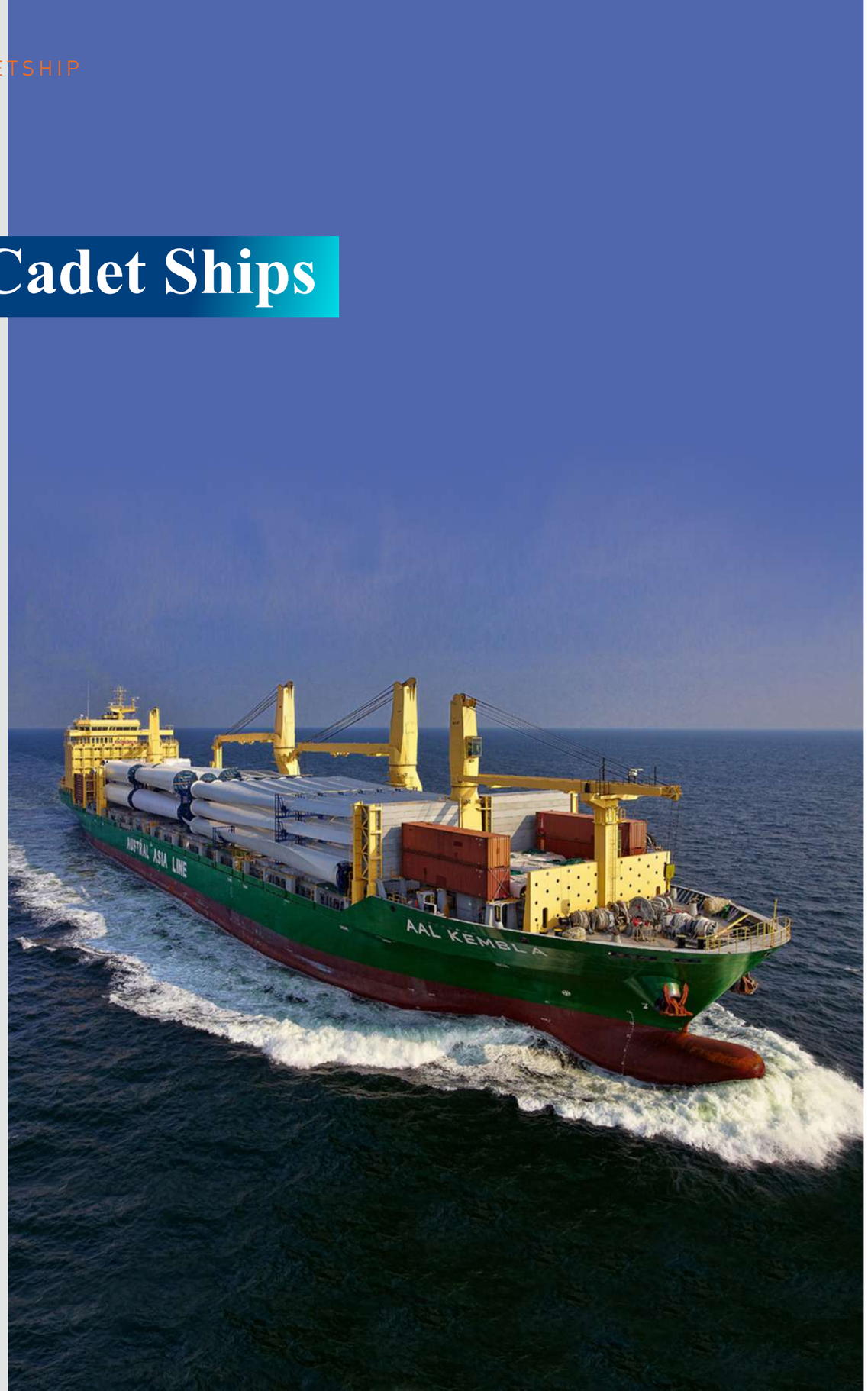
Cadets Onboard-2020

Nationalities	#
Philippines	31
China	5
Vietnam	10
Ethiopia	7
Lithuania	4
Ukraine	7
Georgia	4
Russia	11
Croatia	2
Romania	1
Cyprus	4
TOTAL	**86**



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Cadet Ships



AAL Kembla and AAL Brisbane are Columbia's 2 Training ships and these vessels are MPV- Multi Purpose Heavy Lift Vessels equipped with two classrooms for 8 cadets. The Cadetship Programme is closely monitored by a dedicated onboard Training Officer to prepare the next generation of Officers.



Capt. Josip Knezevic
Senior Training Officer

After 8 years forming the new generation of Heavy Lift Officers onboard CSM Training vessels, Onboard Senior Training Officer Josip Knezevic has been assigned the new challenge of training all cadets from worldwide agencies with Columbia's Policies, core values, I Care Philosophy, Safety equipment and all necessary information required before starting the amazing journey as CSM Cadets. The main purpose of this task is to create a tailor-made familiarization to all our cadets before joining our vessels and enhance the transition from shore to life onboard.

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Cadets Selection & Interviews

Columbia has started a new recruitment protocol applicable to all cadets selected from our worldwide agencies. Taking advantage of the development of Videoconference tools, all cadets follow a global protocol with the main goal to enhance the recruitment process adjust to the new challenges in the industry after COVID-19 and take into consideration the Mental wellbeing condition of the candidates.

SUCH PROTOCOL INCLUDES THE FOLLOWING ASPECTS:

All Interviews shall be conducted in English as much as reasonably possible and should comply with the following steps:

01

Pre-recruitment interviews conducted by the Manning Agencie's representative directly with the Company's approved or preferred Maritime Academies;

The cadets pre-selected in the first phase continue with the following steps:

02

Crew Evaluation Assessement conducted online – Completing a personalized test produced from a data base with over 5,000 multiple choice questions.

03

Psychometrical Test- As part of the recruitment process to evaluate the cognitive ability and personality of the candidate.

04

For the final selection the cadets are interviewed by the Company's Training Officers, who have been trained to analyze the profile of the candidates not only based on their theoretical knowledge but most importantly the Environmental commitment, Mental wellbeing, Safety Awareness and decision making based on different scenarios. For this phase the Training Officers use an approved interview form.

05

Final interviews are conducted online via video conferencing. Training Manager or Group Director Crewing & Training are invited to supervise and attend the interviews.

06

Approved cadets are contacted by the Manning agency to collect all the documentation required to join the vessel.

Virtual Reality Training: Scrubbers Training - SeaBot XR

This IMEC collaboration project developed a smartphone downloadable application blended with smartphone based Virtual Reality to deliver seafarer familiarisation for Exhaust Gas Scrubber Systems. Blending learning using virtual reality experiences with conventional eLearning has the potential to add greater onboard situational awareness over a traditional teacher centric approach where learning is situated in the maritime classroom environment. The cloud-based data platform and product is accessible through multiple devices, on or offline, with smartphone based and untethered virtual reality learning. Using these approaches we create new layers in formative and summative assessment to reinforce learning, placing the outcomes deeper in terms of understanding and extended memory retention.



The app creates a balance in capability by blending training theory and familiarisation materials to provide better onboard situational understanding, as well as providing opportunities to see the vessel in a real world simulated environment. We harnessed the power of virtual reality and our knowledge of experiential learning to visualise on and offboard learning for this equipment specific training. By improving memories through visual neural pathways we can help to improve embedded learning and as a result, onboard safety standards.

Gordon Meadow
CEO and Founder SeaBot XR

Innovative Technology: LMS & eLearning Onboard

OneLearn Global was created to provide digital training solutions to serve the maritime, energy, hospitality and industrial sectors and offers a rapidly growing content library via an enormously effective and intuitive **next-gen Learning Management System (LMS)**, designed to deliver both an enhanced and engaging, yet personalised and intuitive, enjoyable learning experience through digitalisation, simplicity of use being the key objective. OneLearn Global sees itself as truly a paradigm shift, focusing on modern-day learning techniques, aimed particularly with Millennials and the Gen Z generation in mind.

Having started from a clean sheet of paper, this has allowed the OneLearn Global creative team considerable freedom to produce what can only be described as some amazing content. Fresh, bright, agile and really motivating, content can be viewed 24/7 both offline and online, across devices to optimize the learner experience, driving engagement through certifications and award badges for positive encouragement, everything being recorded in the cloud. Learners can collect points to compete with their peers, receive AI based recommendations, participate in social learning activities, interact with the courses and post their feedback in the discussion forums for each course. There is also an optional feature of attending virtual classrooms.

Nigel D. Cleave, FICS
SENIOR ADVISOR

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COLREG Training Serious Game by MProof & InThere

We all have a natural desire to learn. No matter what our motivation is, we strive to learn and improve in what we aspire to do. Often, we learn by doing - through experiences and through making mistakes. However, this isn't always effective or feasible. Many situations require basic knowledge and have little room for mistakes from the start. For these situations we use academic and/or theory-based lecture trainings.

The international regulations for preventing collisions at sea are table stakes essential knowledge needed by all Navigational Officers. Experiences, from the past have shown difficulty in engaging personnel with these (basic) rulesets. InThere will provide Columbia Ship Management with a training suite for education of the Convention on the International Regulations for Preventing Collisions at Sea. At the core, this will include transforming 17 learning goals into tailor made serious game missions, which will be available using the Columbia Ship Management (Adobe experience) learning platform.

SERIOUS GAMING

For the users it is an engaging and easy-to-use format and management can monitor outcomes. In time, new and improved content can be added. The first 17 missions of the serious games will include:

NAVIGATION: The player will see a real time scenario and must make decisions and observations.

BRIDGE DECISIONS: The player will see a ships bridge. Outside (through the window) ships will move, and the player must make decisions based on the different scenarios.

LIGHTS: The player will see vessels and must identify appropriate lights combinations.

RADAR NAVIGATION: The player will see a radar screen and needs to navigate based on the radar images.

BUOY: The player will learn the rules for the IALA maritime buoyage system

Dave Ghauharali
PROJECT LEADER









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Risk Management & Performance Efficiency Simulator

Risk Management & Performance Efficiency (RMPE) is focused in the analysis and optimization of the vessel performance. This process involves the activities of the vessel's live monitoring during the passage, taking into consideration all relevant risk and environmental factors, commercial compliance, and charter party performance.

This training provides the tools required for integration between Ship and Shore personnel to take the maximum advantages to the Performance Optimization Control Room (POCR) and make seafarers aware of the capabilities of the System to improve the performance of the vessel.

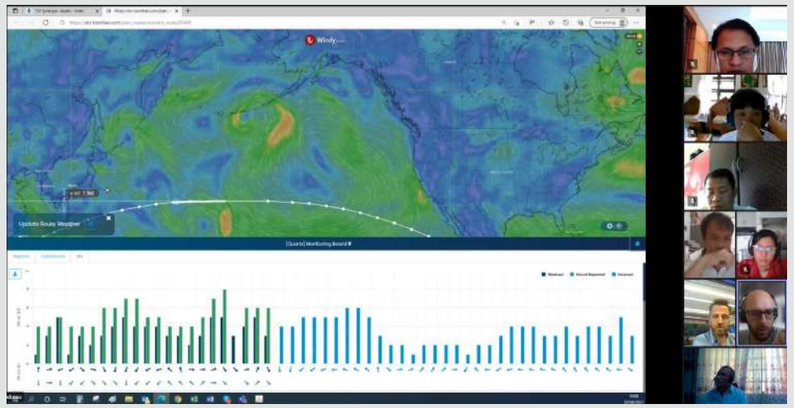
Capt. Rosendo De Guzman
Training Officer/ POCR Officer



RMPE Training room in Manila

Participants' comments and suggestions for improvement

Rank	Feedback
2nd Officer	- The training is beneficial & helpful, learning the main objectives and positives side of the system, which give us additional knowledge of the shipping business's commercial. - It enhances & motivate us deck officer to improve our navigation skills, especially in accuracy weather reporting. - The DCR/TMS accessibility to be part of the ship's monitoring system will help the safe vessel navigation. The training is highly recommendable for us Deck Officers and Masters.



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Mixed Reality (MR) and Digital Twin



We have produced an innovative, gamified, virtual reality application aiming to educate trainees by helping them explore the various decks and components that are tagged in different scenes onboard the vessel. The trainees can take advantage of the Mixed Reality (MR)* application to familiarize themselves with specific features found on the vessel. They will enjoy remote safety trainings and technical interviews, regarding several facilities onboard. Features include instructor assistance, video call and layering of live data with operational information.

In addition, trainees will look at the status of sensor information and investigate the cause of alarms or breakdowns. An example would be a sensor which checks oil quality. Trainees can familiarize themselves with various parameters that may affect the quality of the oil, as well as the conditions of sensitivity. To help them better understand the situation, real life examples with clarifications are used.

Apprentices also have the opportunity to get experience working with modern vibration sensors and internet of things (IOT) applications. In fact, there are training reports with examples installed in the application, demonstrating the basic theory of vibrations, how to identify a vibration, what causes it and what the corrective actions are to overcome such situations.

In practice, trainees will get to experience actual situations on navigation from the bridge, machinery and the engine room through virtual reality and 3D layout of the vessel. The virtual tour allows them to familiarize themselves with the location and function of items, such as the various fire-fighting appliances (FFA), life-saving appliances (LSA) and Smart Cameras onboard the vessel. More specifically, each scene/room has specific items that need to be located. There are 23 items in total onboard, which should be identified by the trainee.

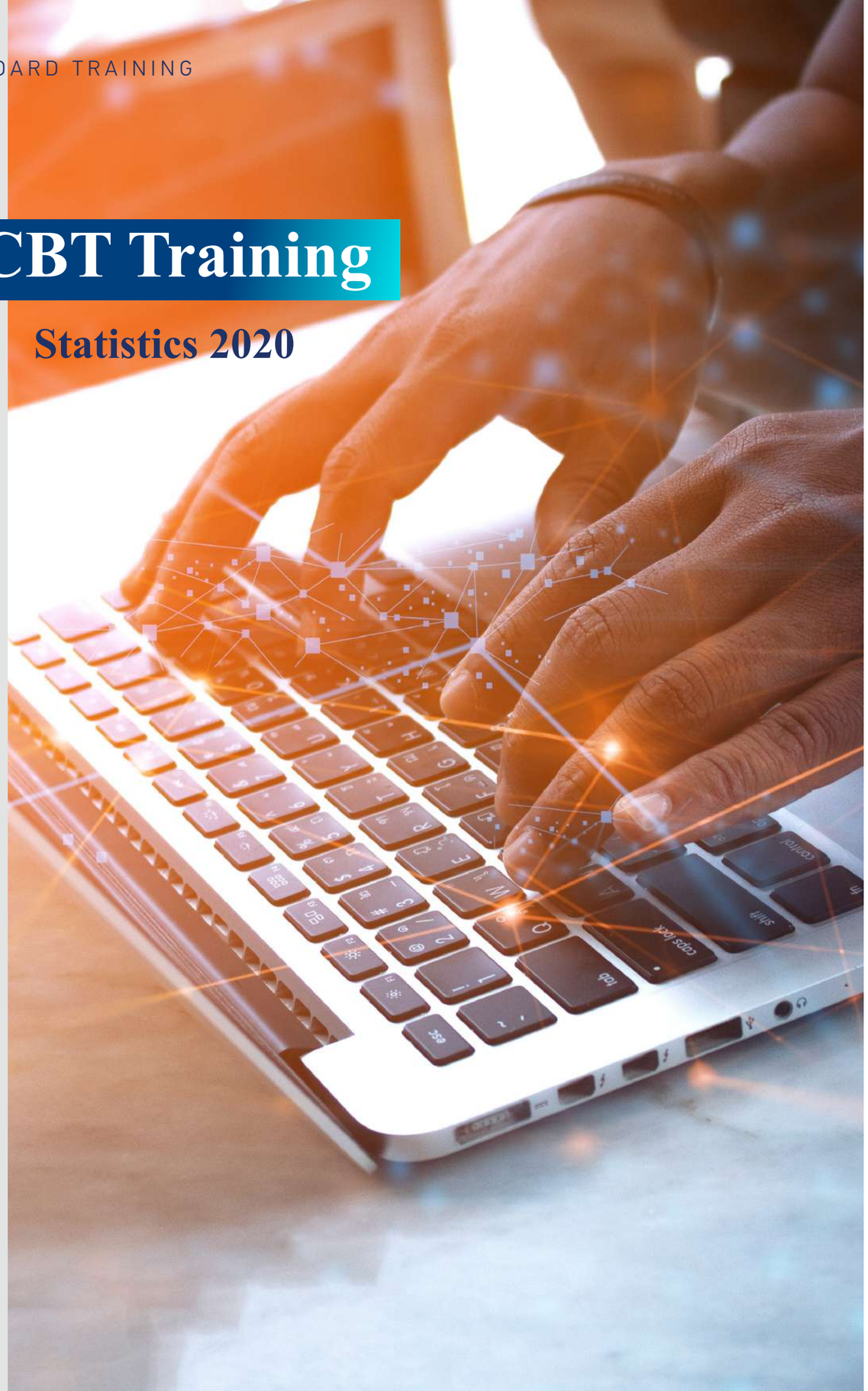
Overall, this tool will equip the seafarers with a competitive advantage to work on modern merchant vessels. This is not a simulator; it is the real experience!

A Mixed Reality (MR) experience combines elements of both Augmented Reality (AR) and Virtual Reality (VR). More specifically, AR adds digital elements to a live view often by using the camera on a smartphone, and VR implies a complete immersion experience that shuts out the physical world. Using VR devices, users can be transported into a number of real-world and imagined environments.

Capt. Pankaj Sharma
Control Room Manager



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CBT Training

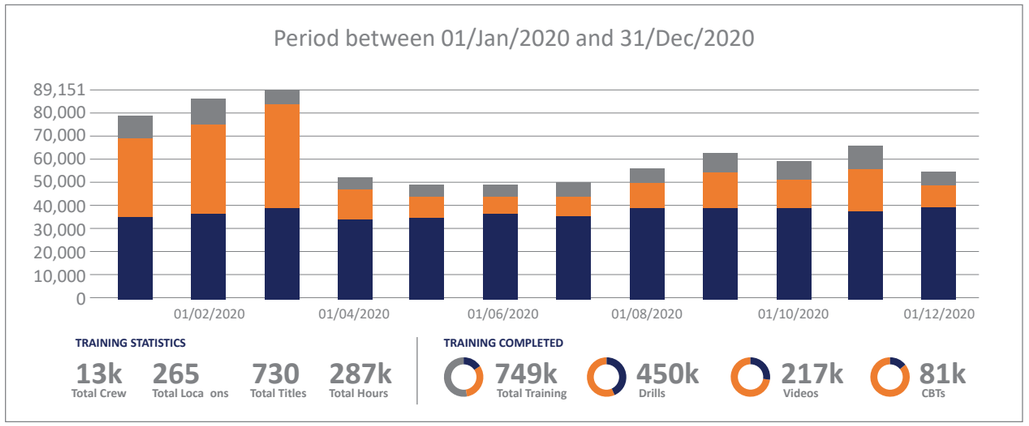
Statistics 2020

Total Crew: 12,728

Trainings Completed: 748,912

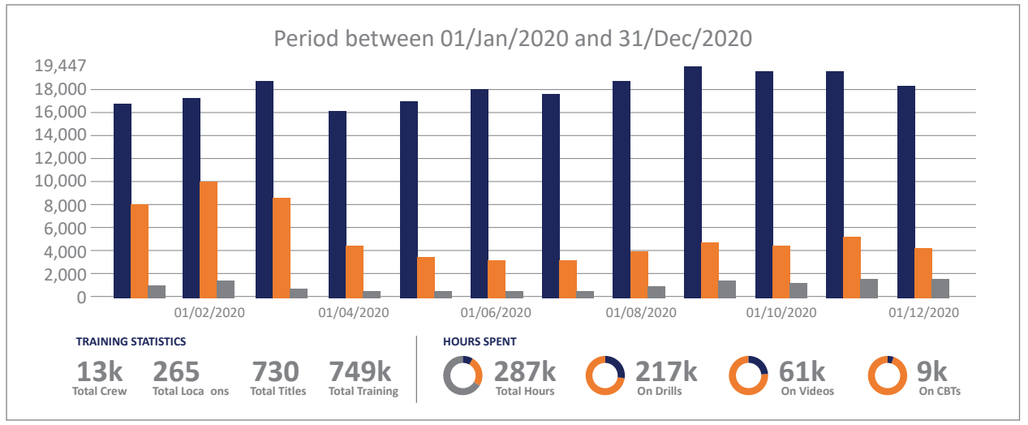
- **On Drills:** 450,485
- **On Videos:** 217,440
- **On CBTs:** 80,987

Total Trainings:



Total Hours spent: 287,215

- **Hours spent on Drills:** 216,834
- **Hours spent on Videos:** 61,439
- **Hours spent on CBTs:** 8,942



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Partners in Safety

Statistics 2020

Total Crew Trained: 8,422

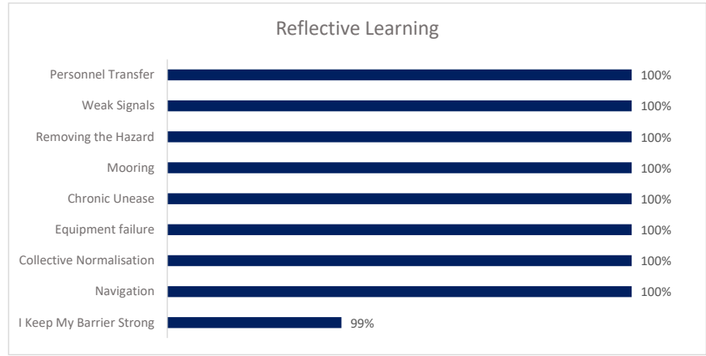
Total Training Sessions: 128,314

Senior Officers Holding Facilitator Certificate: 1,519

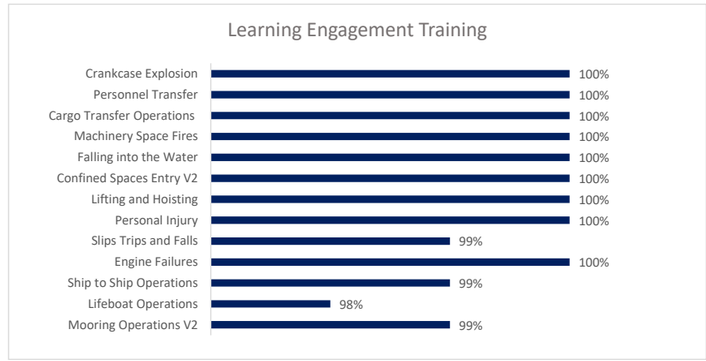
Partners in Safety SHELL Training				
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Crew compliance with the matrix for the Partners in Safety Program (SHELL)	99%	99%	100%	100%

Total Compliance 2020: 100%

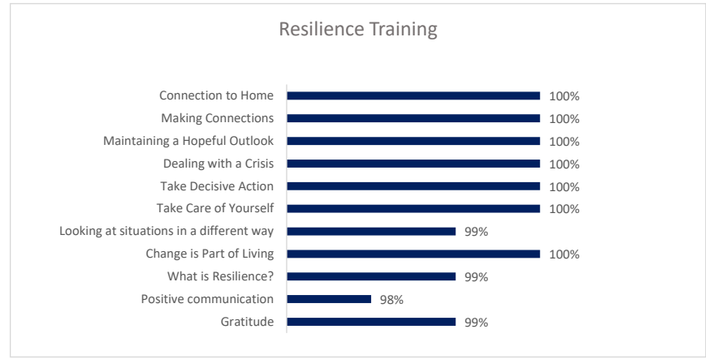
Reflective Learning



Learning Engagement Training



Resilience Training



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Ship Visits



At CSM we believe that one of the keys to our success has been the continuous training provided to our seafarers both ashore and on board. Despite the challenges related to travelling restrictions as a consequence of COVID-19, and having to implement the necessary measures to safeguard the health of our Training Officers, we carried out 16 Ship visits during 2020-2021.

Our highly qualified Training Officers network, located in strategic countries, has allowed us to support the takeover of the new vessels and provide customized hands-on training, with the main target to ensure the ship's smooth operations and effective implementation of the Company's Management System on board. This operation has been demonstrated as highly effective with close cooperation from the Marine and Technical Department. The cooperation from the Senior Officers on board has been a key element in this process, since this was only made possible by working as a team, resulting in a great outcome.

In countries where the travelling restrictions have made it impossible for our Marine and Technical Superintendents to attend the vessels takeovers, our Training Officers have assisted with the preparation of the vessels, making the most of their extensive experience on board these specific types of vessels, as well as a full understanding of the Company's Management System. Concerning this, the continuous preparation of our Training Officers with Type Specific Makers, In House Training, and Train the Trainer programmes accredited by the IMEC and other recognized organizations, has been paramount to ensure the qualification and achievement of expected results. Adaptability and experience are what distinguish our well-prepared organization from our competitors.

Our ability to adapt to new challenges and the effective use of our resources has been crucial to succeed in several projects. The use of new technologies in the preparation of our Training Officers has been and will remain our main focus to exceed our customer expectations and ensure the qualification of all crew on board.

Projects supported by the Training Officers:

Joint venture between Premuda and Columbia Shipmanagement

The implementation of this new partnership with CSM will allow Premuda to obtain a more efficient and flexible fleet management, which is increasingly necessary in the current competitive market. It will aid the continuation of its business model transformation and activity expansion, undertaken at the beginning of 2019 with the full support of the shareholder.

CSM Saudi Arabia

Columbia Shipmanagement (CSM) has heralded the start of its expansion into the strategic Middle Eastern ship management market by opening an office in Riyadh in the Kingdom of Saudi Arabia. “Countries in the region are gradually shifting away from being worldwide tonnage users to building and operating their own fleets, something which offers CSM scope for further investment and partnership,” CEO Mark O’Neil said.

Tailor-made ECDIS Type specific Training on board

The training Department arranged a customized training programme onboard as per demand of one of our clients, who requested to familiarize all Deck Officers with the ECDIS Type Specific before the transition from paper chart navigation to full ECDIS implementation (paperless navigation). This project was conducted during 2019-2020, taking all precautionary measures to safeguard the health of the Trainer. The full programme covered 6 vessels trading Europe.

The Trainer carried out an initial assessment, in order to identify possible training gaps with the specific ECDIS and based on the results he designed a specific training programme. The final result was full familiarization of the Navigational Officers with the specific ECDIS installed onboard, which made the transition to paperless navigation smooth and effective. The client expressed his satisfaction with the customized training programme and the results.

Ship Visits attended during 2020-2021

Atlantic West - Capt. Mikhail Klyushnikov | February 2020
Atlantic Pioneer - Capt. Dan Momescu | February 2020
Pacific Dalian - Capt. Branko Pece | February 2020
Atlantic Bridge - Capt. Vladimir Khokhlov | February 2020
Claus - External Trainer | February 2020
Heinrich - External Trainer | February 2020
Atlantic Geneva - Capt. Dan Momescu | April 2020
PS Milano - Chief Officer Igor Fozyekosh | August 2020
Nina - Capt. Mikhail Klyushnikov | October 2020
Grazia - Capt. Irakli Romanadze | November 2020
Gold Point - Capt. Andrej Barbalic | November 2020
Allegra - Chief Officer Igor Fozyekosh | February 2021
Safaniya 5 - Capt. Andrej Barbalic | April 2021
Wan Hai 522 - Chief Engineer Alexander Ranoja | April 2021
Marella Explorer 2 – Chief Officer Igor Fozyekosh | June 2021
Marella Explorer - Capt. Mikhail Klyushnikov | July 2021



Training Officer Capt. Mikhail Klyushnikov onboard Nina



Training Officer Igor Fozyekosh onboard Marella Explorer 2



Training Officer Igor Fozyekosh onboard PS Milano

Safety Campaigns

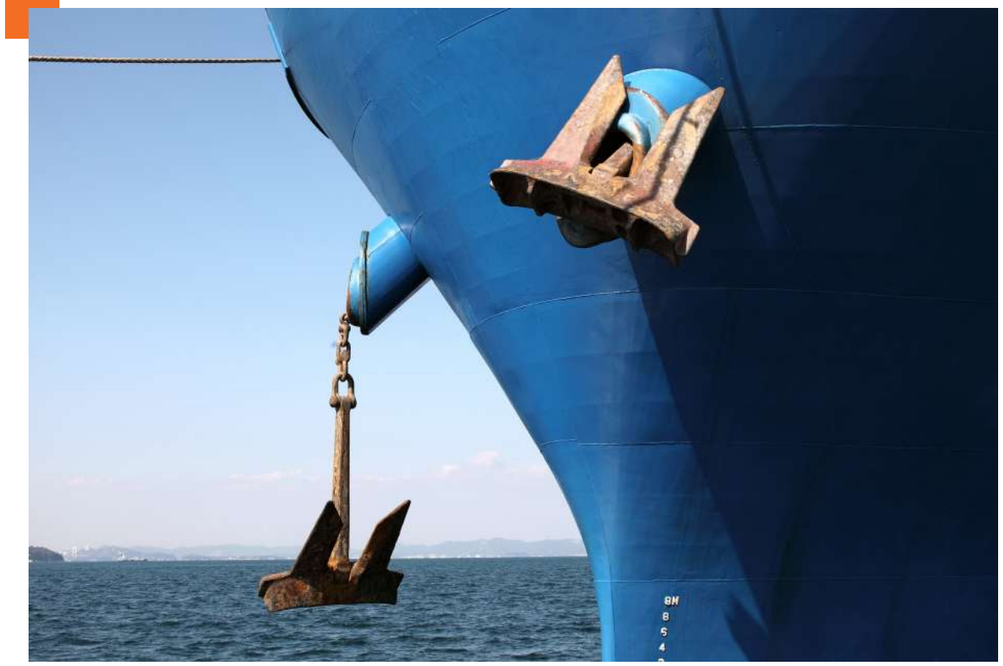
Anchoring Safely

By Videotel

Duration: 23 Mins

Summary

Safe anchoring is one of the most critical skills of good seamanship. It is also one of the most basic, but the past twenty years have witnessed over a thousand anchor-related incidents at sea. This package highlights and explains the proper function and design limits of windlass, anchor and cable aboard vessels of all sizes, as well as demonstrating their correct use and maintenance. It further covers the identification of a dragging anchor and how to cope with it, the importance of close anchor watches and oversights to avoid when weighing anchor. The bulk of the package is taken up by a step-by-step study of the careful onboard preparations for, and textbook execution of, two anchoring operations.



Target Audience

Deck Senior Officers, Deck Junior Officers, Deck Ratings

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Theory of Mooring (Edition 4)

By Videotel

Duration: 17 Mins

Summary

Explaining that the objective of an effective mooring system is to ensure that the ship lies securely alongside, regardless of weather, waves or currents, this section examines the various forces acting upon a moored ship in the transverse, longitudinal and vertical directions. It explains the interaction between these forces and shows how they influence the choice of the most appropriate mooring scheme. Also discussed are load sharing between wire and synthetic fiber ropes, the effect on holding power of line length and orientation. Finally, the difference between static and dynamic loading is dealt with, and the importance of attending the moorings at all times is emphasised.



Target Audience

Masters, Deck Officers, Mooring Team

Safer Mooring Practice (Edition 4)

By Videotel

Duration: 23 Mins

Summary

This section emphasises the safety aspects of mooring at all stages, illustrating how mooring schemes are devised and applied safely. It begins by explaining the function of mooring and how typical mooring schemes are determined, showing the information sources which exist for most ports around the world. A typical mooring scheme is shown and procedures for mooring are explained. It also discusses the recommended command structure between the Master, the Pilot and the mooring parties fore and aft, during mooring operations. The same command structure is also discussed where tug operations are part of the mooring operation, either on escort duty or in tug-assisted mooring.



Target Audience

Masters, Deck Officers, Mooring Team

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Mental Health

By MHSS

Duration: 20 Mins

Summary

Seafarers' mental health is by no means a new phenomenon. Seafarers' have always spent long periods on ships and away from home, but COVID-19 means that seafarers' are struggling to sign off from ships, and are therefore facing an unprecedented extended period on board. Seafarers are not only worried about their own health but also about the health of their families back home. This stress will therefore have an even bigger impact on their mental health.

Depression and anxiety are crippling illnesses in themselves. In such unprecedented times, it is vitally important to empower seafarers to take control of their mental health when anxiety is high, there is limited information on when the situation will improve, anxiety about family, and friends ashore. In this video produced by our Clinical/Counseling Psychologist Mr Charles Watkins, he provides helpful advice to help seafarers to cope with this difficult situation.

Highly recommended for all seafarers....
Jan 19,2021 at 3:55 am

Mental health issues in Asian countries are often not addressed due to self isolation and shame to share feelings. The effort of foreign shipping companies reaching out to mental health issues and introducing better ways to cope with it has made a dramatic change in our lives which we really appreciate. This kind of training is highly recommended to all crew regardless of their ranks/position or nationality.
Jan 03,2021 at 3:23 pm

Thank you very much I learned a lot.
Oct 28,2021 at 3:26 am

Thank you for the well explained issue of Mental health onboard.
Sep 30,2020 at 7:40 pm

Thank you so much!
Jun 18,2020 at 10:24 am

Coronavirus- Stay safe onboard

By Marine Media.

Duration: 20 Mins

Summary

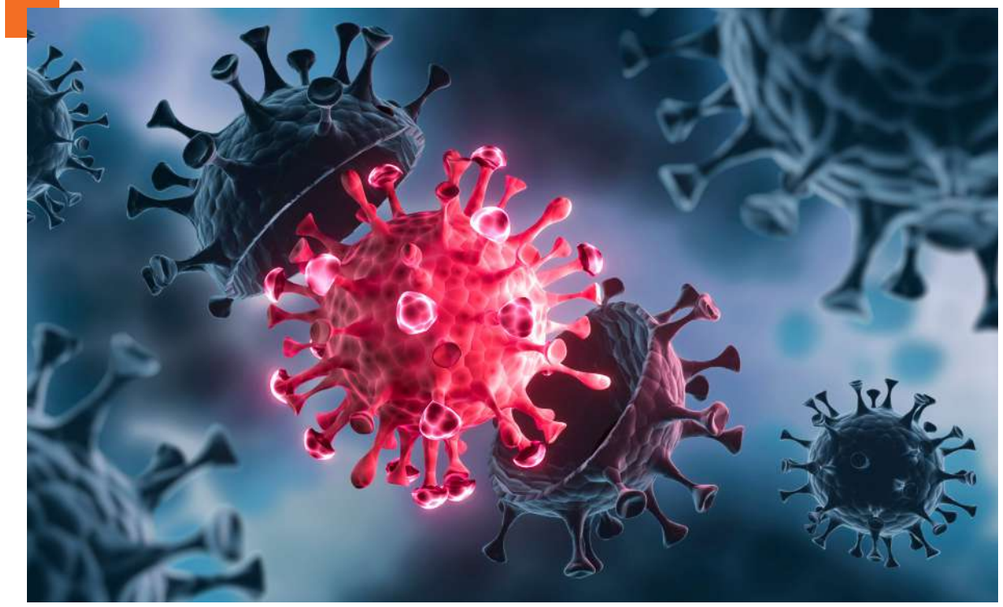
This is a series of four videos produced in cooperation with Steamship, which provides the seafarers with useful guidelines to protect themselves from the Coronavirus disease, increase personal safety and avoid spreading the virus.

Objectives

- Inform seafarers about different ways to prevent the spread of the virus and how to treat possible cases onboard;

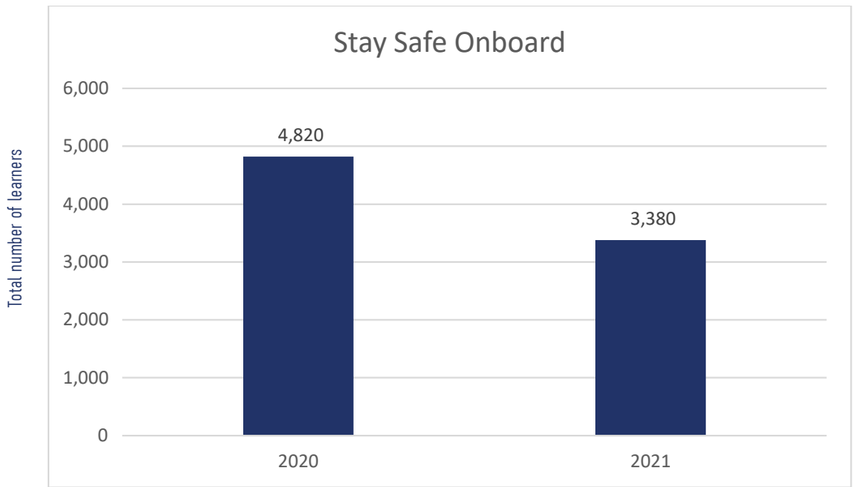
- Provide the seafarers with useful advices to cope with this unprecedented situation;

- Maintain a positive attitude (Resilience) despite the challenges related to the COVID-19.



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Stay Safe Onboard statistics until June 2021



Thank you so much for the video, we can learn more about how to take care ourselves during the pandemic.
Feb 24,2021 at 3:03 pm

Many thanks for this course. Implementing hygiene measures and taking care of ourselves is the best way to safeguard the health of our families, friends, colleagues and others.
Feb 24,2021 at 1:55 pm

Many thanks for this course.
Feb 19,2021 at 2:02 pm

I have gained additional knowledge out of this course. Thank you.
Feb 18,2021 at 4:31 pm

Thank you for this course, very useful for our safety.
Feb 15,2021 at 1:32 pm

IMO 2020 Sulphur Regulations (Basic)

By CSM

Duration: 40 Mins

Summary

This eLearning training provides an overview of the 2020 Global Sulphur Cap Regulation with the main intention to prepare the seafarers onboard for the stricter requirements related to MARPOL Annex VI. The course includes the Guidance to shipping Companies and Crews prepared and distributed by the International Chamber of Shipping on 1 July 2019.

To complete the course successfully, the participant must score at least 70% in the final assessment.

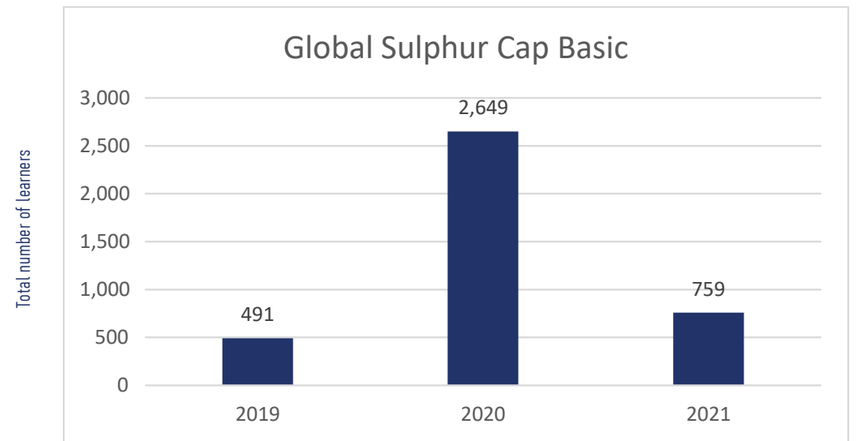
Objectives

- Familiarize the personnel involved in the 2020 Global Sulphur Cap with the changes from 3.5% to 0.50% Sulphur Cap entered into force on 1 January 2020.

- Provide guidance with the available options to be in compliance with the 2020 Global Sulphur Cap;

- Familiarize with the compliance fuels and preparation of the FONAR in case of unavailability of compliant fuel;

IMO 2020 Sulphur Regulations (Basic) statistics until June 2021



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Upskilling the Trainers: IMEC Train the Trainer Programme

The International Maritime Employers' Council (IMEC) recognises the tremendous efforts that our global maritime instructors play in the education of development of seafarers, but also recognise the new skills required when moving from a seafarer to a facilitator. In response, the organisation has created a new three week Train the Trainer course, to give experienced maritime instructors some extra tools to use in the classroom. The course was developed and is delivered by Solent University in the United Kingdom.

Speaking about the course, IMEC's Head of Operations and Training, Mr Adam Lewis said: 'The course took over two years to develop, which included a scoping exercise by Solent University in the Philippines. The course was originally designed to be delivered physically but just weeks before the first course was due to be delivered in May 2020, it was postponed due to Covid-19 travel restrictions. However, over the following few months, as maritime training moved to an online format, an opportunity presented itself. In November, a fully online course was launched, which included guidance on creating learning environments within an online platform, to reflect modern practices'."

A pilot course was undertaken at the end of 2020 and three courses will be undertaken in 2021-22; two in the Philippines and one in Europe, each consisting of 20 participants. The courses are funded by the International Maritime Training Fund AMOSUP and International, so that participants can attend completely free of charge.



Adam Lewis,
BSc (Hons)
Head of Training & Operations

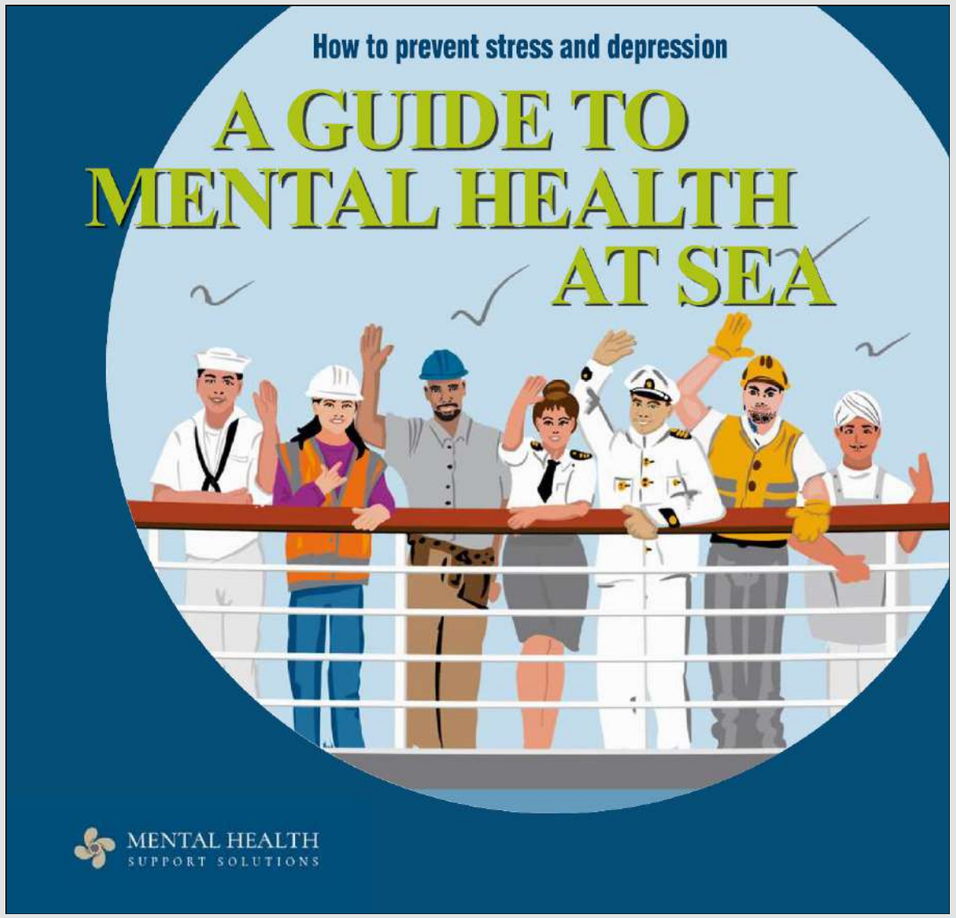
International Maritime Employers' Council Ltd.

IMEC

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Mental Health Training: A Key to Safer Operations & Crew Wellbeing

A Guide To Mental Health At Sea is a simple mental health mentor for seafarers. It covers the holistic approach to health. It highlights the importance of diet, exercise, sleep, and positive relations. This assures that physical and mental wellbeing remain strong and positive. It allows seafarers to quickly find helpful mental health tips in good and difficult times. It is universally designed to have a broad appeal and assures that all seafarers from all backgrounds have access to tools that help with mental hygiene and mental health on board.



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Culinary Training: Healthy Food & Happy Crew

It is a fact that to have a group of happy and motivated crew, they must be fed on time with healthy and appetizing meals. This is a big responsibility that lies on how the cooks onboard do their tasks. Which is why when MCTC provides culinary training to galley staff, aside from the theoretical discussion about galley organization, safe food handling, practical cooking, time management in the galley and weekly menu planning, the consultant sees to it that the participants can prepare dishes by themselves during the practical cooking.

Taking the above into consideration, MCTC produced catering videos to guide the cooks onboard, in an instant, to create healthy dishes from preparation to actual cooking. Shot in MCTC's newly built training facility in Manila, Philippines with world class kitchen equipment, these catering videos are very informative, simple but precise, providing complete information.

Complete with the list of ingredients and with step-by-step instructions, we have also added information such as the category of every dish and even the region where it is found.

Kyriacos Georgiou
Director, Global Operations

MCTC

MCTC produced a total of 100 videos from different national cuisines covering all meal types from breakfast to dinner.

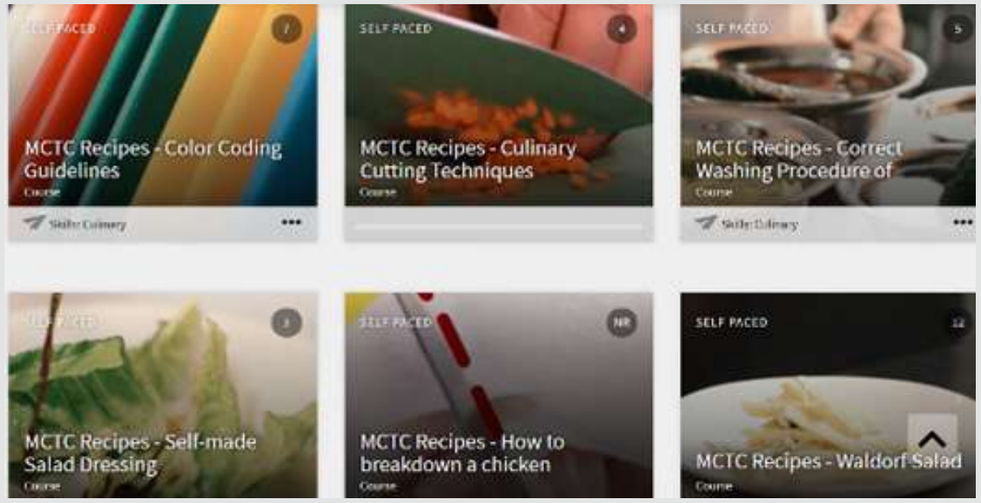
Enjoy watching and learn









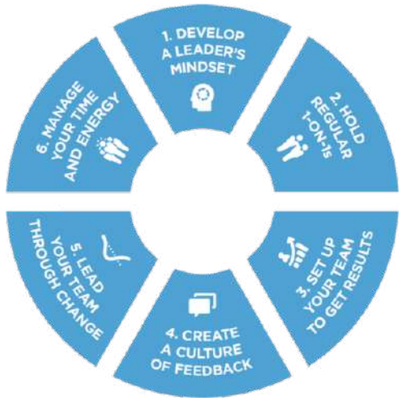


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The 6 Critical Practices for Leading a Team

CSM has partnered up with FranklinCovey Cyprus to help its first-level leaders excel at leading their teams in today's challenging environment.

First-level leaders make a significant impact on every business metric: employee productivity and engagement, customer satisfaction and loyalty, innovation, and financial performance. They are the creators and carriers of culture for their teams. They are the "Difference-Makers".
Their role has always been tough, and today's realities make it even tougher.



"The 6 Critical Practices for Leading™" program equipped first-levels leaders with right mindsets, skillsets and tools to succeed in this demanding role:

Practice	Objective
Develop a Leader's Mindset	Explore the critical mindset shifts that will maximize your success as a leader of others.
Hold Regular 1-ON-1s	Increase engagement of team members by conducting regular 1-on-1s, deepen your understanding of team member issues, and help them solve problems for themselves.
Set up your Team to Get Results	Create clarity about team goals and results; delegate responsibility to team members while providing the right level of support.
Create a Culture of Feedback	Give feedback to develop team member confidence and competence; improve your own performance by seeking feedback from others.
Lead your Team Through Change	Identify specific actions to help team members navigate and accelerate through change and achieve better performance.
Manage your Time & Energy	Use weekly planning to focus on the most important priorities, and strengthen your ability to be an effective leader by applying the 5 Energy Drivers.

Anthos Hadjipanayiotou
Principal

FranklinCovey
THE ULTIMATE COMPETITIVE ADVANTAGE

Human & Technology Centered Ecosystem Roundtable (HTCE) - Dr Steffi Burkhart

The Corona Pandemic is an amplifier of the optimal interlocking of the first place of work, the home-office, the second place of work, the office, the third place of work, anywhere else like a café and the emergence of the fourth place of work - the virtual working space," said Dr Steffi Burkhart.

In a recent report, Deloitte has called the Spatial Web the 'Next Era in Computing' and it will impact how we do business, how we learn, socialize, entertain and even how we deliver medical services with these new 3D immersive technologies," said Dan Mapes, President of Verses Labs Inc. & Director of The Spatial Web Foundation. "This new technology will also be very disruptive to our current work lives, but it can be used to Train young people and Retrain our existing workforce for life in this new global digital economy. The current World Wide Web of webpages has had a huge impact on our businesses and societies - but it was just a warm up for what comes next."

By beaming people via PORTL, companies can send speakers, experts, absolutely anyone, anywhere in the world safely, economically, and ecologically. A person can even appear in multiple venues simultaneously, interacting with each group in real time. The Spatial Web will enable remote teams to meet in Virtual Space to work on projects together with better tools they had in their old offices.



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Human Performance

Human Performance is a term that accepts that people are all different and that including people in a task creates variability. This variability is intended to allow people to make small adjustments to prevent accidents from occurring. People are not machines and will make mistakes, despite being well trained and experienced in their role.

In accepting that mistakes are normal, we should look more at the influence of leadership and ship design to reduce the likelihood of things going wrong. We should also think about designing the work such that when a mistake happens the outcome is that people "fail safely" and cannot be seriously injured.

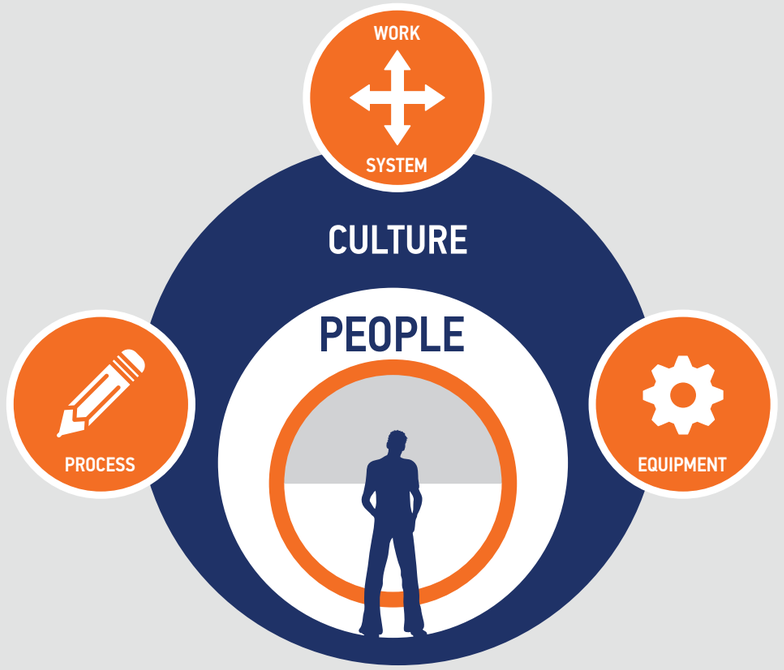
CSM fully supports and implements the SHELL Program on Human Performance as defined as the way People, Culture, Equipment, Work Systems and Processes interact as a system. The program is based on the book wrote by Dr Todd Conklin called ***5 Principles of Human Performance.***

First Safety is not the absence of accidents, safety is the presence of capacity.

Often incidents are attributed to human involvement and this gives the impression that people cause incidents. However, most mistakes, actions and decisions are themselves the result of the way the workplace is set up, how work is designed, equipment and control measures and how leaders influence the culture in an organisation.

Traditionally safety saw workers as problems to be fixed. The 'Safety Differently' approach views workers and operators not as problems, but as problem solvers. It is the people on our ships and in our operations and support teams who make safety work. However, human error still occurs in interaction with conditions, systems and/or other people. By addressing these interactions, we can reduce human error, thereby reducing incidents and improving reliability and productivity.

> **"People achieve high levels of performance because of the encouragement and reinforcement received from leaders, peers and subordinates."**
>
> *Dr Todd Conklin 5 Principles of Human Behaviour*



Human Performance is a term which is focussing on accepting that human variability is inevitable and normal. Instead of focussing on the person, it considers the influence of leadership, system design and human factors and how they can be designed to reduce the likelihood of errors and misjudgments.

Partners in Safety: https://hsse.shell.com/business/maritime-hsse-site.html

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MRM Training



Moving on to GRM

CRM, BRM, ERM, MRM and now... GRM?! Is this just adding to the confusion or are we finally taking the step we sooner or later had to take? For us the answer is clear. Even if the course names and target groups of these resource management courses differ, the contents and aims are very similar. Human factor is a generic science area and therefore applicable to anyone. To move forward, we officially launched in September 2020 “Global Resource Management (GRM)”. GRM is an updated resource management course aimed at all people, companies and industries who have safety, efficiency and job satisfaction as main priorities. For shipping companies who wish to train the whole organization, GRM will be a useful tool. If the whole organization is not involved, it will be hard to establish the safety culture that we are all striving for.



Martin Hernqvist
Managing Director,
The Swedish Club
Academy

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Matrix Based Training Records 2020

Despite the Pandemic and the health restrictions imposed in several countries, many trainings have been completed in Q1 of 2020 and since then several training centres have adapted to the technology and managed to provide an effective online solution.

STCW Training

Course	Duration	2020
Basic Safety Training	5 days	2,496
Advanced Firefighting	3 days	1,390
Medical First Aid	3-4 days	647
Proficiency in Survival Craft and Rescue Boat	2 days	2,132
Seafarers with Designated Security Duties	1 day	540
Ship Security Officer	2 days	202
Medical Care	5 days	321
ECDIS Generic	40 hrs	281
Radar, ARPA, Bridge Teamwork & Search and Rescue	4 days	212
Radar Navigation, Radar Plotting and Use of ARPA	8 days	151
High Voltage (If equipped)	5 days	20
Basic Oil & Chemical Tanker Cargo Operations	4 days	593
Advanced Oil Tanker Cargo Operations	5 days	508
Advanced Chemical Tanker Cargo Operations	5 days	393
Hazardous Material and HAZMAT CFR 49	4 days	412
Crowd Management	1 day	516
Crisis Management and Human Behaviour	2 days	146
Passenger Safety	1 day	80
Proficiency in Fast Rescue Boat	2 days	40
TOTAL		**11,080**

Number of trained Seafarers

(*) CSM has increased the training requirements for most of the rating positions to hold Designated Security duties considering their roles as described in the SSP.

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12.2

Type-Specific Training (TST)

Type-specific trainings are generally conducted via maker's approved courses either in specialized training centers, online or onboard.

12.2.1

Ballast Water Treatment System

Based on our pro-active approach to ensure that all our officers are fully familiar with the BWTS onboard we have initiated a campaign to acquire or develop a type-specific-course for all systems in our Fleet.

The Maker's approved contents of the course are generally covering the following topics:

1. Working Principle
2. Operation Introduction
3. Composition
4. Flow chart
5. Troubleshooting and Maintenance

Type-specific Training material is available for several makers:

- SUNRUI BalClor
- Ocean Guard, Headway
- Techcross
- HIBALLAST by Hyundai
- PANASIA Gloen Patrol
- ERMA First FIT
- ALFA LAVAL Pure Ballast
- JFE BallastAce
- Wartisla Aquarius UV
- Samsung Heavy Industries Co., Ltd.
- Purimar System SP-200

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Ballast Water Treatment System SUNRUI BalClor



Ballast Water Treatment System ERMA FIRST FIT 2500



Ballast Water Treatment System Panasia GloEn-Patrol



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12.2.2

Exhaust Gas Cleaning System (Scrubber) type-specific trainings

The EGCS courses are developed based on maker's specifications with the objectives to:

- Be familiar with International requirements
- Understand how EGCS works
- Be able to identify the parts of the EGCS unit
- Familiarize with the Maintenance schedule
- Be aware of the Safety signs

The course topics are:

01 Introduction

02 International Requirements

03 EGCS Certification

04 Process Description

05 Construction

06 Maintenance

07 Safety

The Scrubber system is equipped with water analysis and gas analysis units and Officers must be familiar with its operations.

N	Exhaust Gas Cleaning System (EGCS)	Type
1	Feen Marine Scrubbers	Open Loop
2	PANASIA PaSox Smart	Open Loop
3	Alfa Laval PureSOx scrubber	Hybrid

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12.2.3

ECDIS

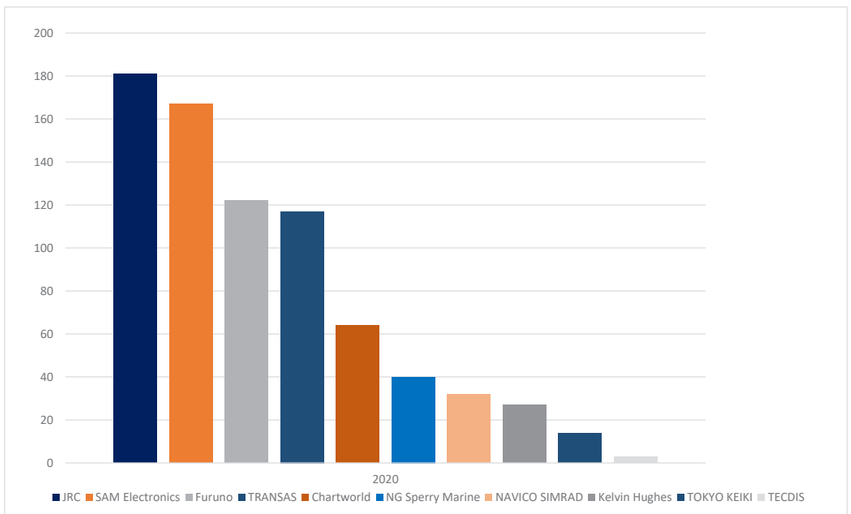
type-specific training (TST)



Year	2015	2016	2017	2018	2019	2020
Trained Officers	950	1,364	1,141	807	1,278	1,794

ECDIS Type-specific-training is now conducted in partnership with ECDIS Ltd UK via an agreement with **OneLearn Global.**

Completed ECDIS type-specific-training by maker, Year 2020

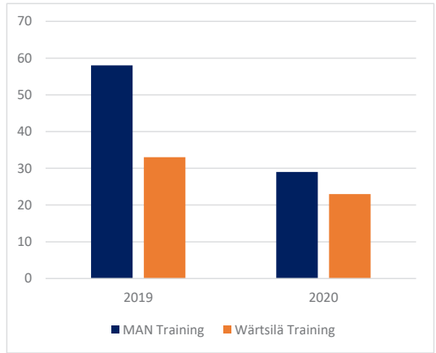


12.2.4

Electronic

Engine Training

Electronic Engine Training is required for Engine Officers employed onboard ships equipped with Electronic Engines such as MAN ME-B, ME/ME-C or Wärtsilä RT-Flex. The courses are conducted in Training Centres and Academies approved by the makers.



Electronic Engine Training	2019	2020
MAN Training	58	29
Wärtsilä Training	33	23

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ipmanagement.com

Industry-Based Training

Course	Duration	2020
General Data Protection Regulation (GDPR)	1 hr	2,460
Cargo and Ballast Handling Simulator	4 days	104
Ship Simulator and Bridge Teamwork (SSBT/BRM)	40 hrs	118
Safety Officer	3 days	253
Engine Room Simulator/ERRM	5 days	67
Cyber Security Awareness	0.5 hrs	2,784
Social Media Awareness	2 hrs	2,746
Marine Automation and Control Systems or Electrical and electronic control systems maintenance for Marine Chief Engineer	3-4 days	5
Practical Marine Electrical knowledge (In House)	32 hrs	14
Partners in Safety Facilitator Training	1 hr	407
Sanctions Training	CBT	357
Maritime Anti-Corruption Network Training or MACN	2 hrs	430
IHM Inventory of Hazardous Material Training *	2 hrs	748
Crude Oil Washing / Inert Gas Systems	2 days	60
Advanced Chemical Tanker Training (in-house)	CBT	49
Advanced Oil Tanker Training (in-house)	CBT	42
CVSSA / Crime Investigation	8 hrs	312
Anti-Piracy Training (POEA)	1 day	335
Chemical Cargoes: Compatibility & Handling (CBT)	CBT	3
Culinary Training (Cargo and Passenger Ships)	10 days	12
Utility Hand Training	5 days	2
TOTAL	**11,308**	

(*): IHM Inventory of Hazardous Material Training has been introduced in 2020.

12.3.1

Ship Simulator and Bridge Teamwork (SSBT) and Bridge Resource Management

SSBT/BRM

The 5 day course based on IMO model course 1.22 was tailor-made to include Company's Bridge Operations procedures and checklists. Moreover, Columbia has included more exercises on Master-Pilot exchange and anchoring.

The Training is conducted in preferred Training Centres located in Philippines, Greece and Germany and is frequently evaluated by the Company representatives.

Ships models from the fleet were designed and included in the simulator's software, the participating officers are only gathered in groups employed on similar type and tonnage of vessel.

The training is maintaining one of the highest satisfaction ratings for many years and was ranked the "Best External Training" in the survey of 2017.



Bridge Simulator in Maria Tsakos TCM Academy (Athens)

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Assessments & Competency Management

Newly hired and promoted Officers must complete an Online Assessment Test (CES) which includes 70 questions covering numerous topics. In addition, the Company assigns the tests on a random basis to the existing Officers; the scheme is called “Random Competency Assessment” (RCA).

During their tour of Duty Officers are appraised by the Master or the Chief Engineer while both Top 2 Officers are appraised by visiting Superintendents. The appraisal forms include sections for training needs relevant to each competency and are automatically linked to the database making it easy for the responsible personnel to follow-up.

Assessment	2020
MARLINS English Test	1,666
Random Competency Assessment & VOA	666
Briefings and Debriefings	217
TOTAL	**2,549**

Number of trained seafarers

Ice Navigation & Polar Code Training



New mandatory minimum requirements for the training and qualifications of Masters and deck officers on ships operating in polar waters are established by **Regulation V/4 of the STCW Convention**. The requirements entered into force on **1 July 2018**, and support the requirement for training in the Polar Code.



Training	2020
Ice Navigation (Simulator course)	23
Basic Polar Waters	2
Advanced Polar Waters	1
TOTAL	**26**

Number of trained seafarers

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Heavy-Lift & Multipurpose Ships Training

Course	Duration	2020
Crane Handling Simulator	2 days	8
Heavy Lift Course	4 days	6
Securing of General and Heavy Lift Cargoes for Officers	4 days	1
Securing of General and Heavy Lift Cargoes for Ratings	3 days	12
Welding courses	5 days	6
TOTAL	**33**	

Number of trained seafarers

AAL Newcastle in Discovery Channel MEGA SHIPPERS

AAL was chosen by the hit show's producers to feature in TWO episodes of its 2020 season three. Following a single cargo of SIX rubber tyred gantry cranes (RTGs) transported on the 31,000 dwt "Mega-Size" AAL Newcastle from Taicang to South Florida, the show details the loading and discharge of these huge heavy lift units and professionalism of all those involved in making this mega-shipment happen.











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Company's In-House Training

In-house courses are the Company's requirements to enhance occupational health and safety, environmental protection and energy management.

The courses are revised regularly and include numerous case studies and workshops based on the lessons to be learned (LTBL), Safety alerts and the significant observations within the Fleet. All regional offices and key partner manning agencies have facilities which include classrooms, conference rooms and computer stations for CBT.



Training Officer Capt. Rosendo De Guzman (Pictures taken before COVID-19)

Course	Duration	2020
Ship Simulator and Bridge Teamwork (for junior officers)	5 days	30
COVID-19 Stay Safe onboard	1 hr	3,714
Management of Change	CBT	764
ACAT-ECDIS Refresher (IMO 1.27)	4 hr	1,364
Global Sulphur Cap 2020 (Basic)	CBT	2,079
Global Sulphur Cap 2020 (Advanced)	CBT	1,540
Regs4ships Familiarization	CBT	1,415
Port State Control & Vetting	4-8 hrs	1,565
AMOS PMS (Advanced)	4 hrs	461
AMOS PMS (Standard)	2 hrs	291
AMOS QMS (Advanced)	4 hrs	572
AMOS QMS (Standard)	2 hrs	693
Risk Assessment	2 hrs	1,383
Incident Investigation	2 hrs	705
Initial Environmental Compliance Training	1-2 days	2,361
Refresher Environmental Compliance Training	8 hrs or CBT	5,191
Food Handling and Nutrition Course	4 hrs	140
Management System Seminar/Training	4-6 hrs	3,745
Maritime Crew Resource Management or MRM	3 days	638
TOTAL	**28,651**	

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12.7.1

AMOS CBT

In 2017 Columbia developed the only online platform for AMOS PMS training approved by its Makers (SPECTEC). The platform is now also hosting as well the newly developed QMS training modules (Advanced for Officers and Standard for Ratings).

AMOS QMS – CBT CONTENTS

Title	Description	Type
Introduction	General introduction for AMOS and objective of the course	Video
AMOS Dashboard	Alerts Overview. Alerts graphs, breakdown by installation, List of individual records linked to the alert. QMS Alerts will be added as samples, Favorites and Notifications	Video
Filters	Filters. Lookup fields, text fields, wildcards	Video
Simulation 1	Alerts	Simulation
Workflow 1	Video on the 1st work flow with examples	Video
Workflow 2	Video on the 2nd work flow with examples	Video
Work Orders	Work Order - Initiate Events for QMS Forms.	Video
Simulation 2	Workflows	Simulation
How to view manuals	Explaining the structure/concept of the QA Standard and the manuals (that is reflecting the current structure of CSM shared drive and the Management System CDs provided onboard)	Video
How to Search Using Filters	All the option of searching specific position and how procedures are grouped together.	Video
How to Print Document	Explains to the user how to print documents through QA Standard	Video
Quick Launcher – Short-Keys	Explains to the user all the possible combinations of short-keys that they can use in AMOS	Video
Simulation 3	QA Standard	Simulation
-	Final Exams	Final exam

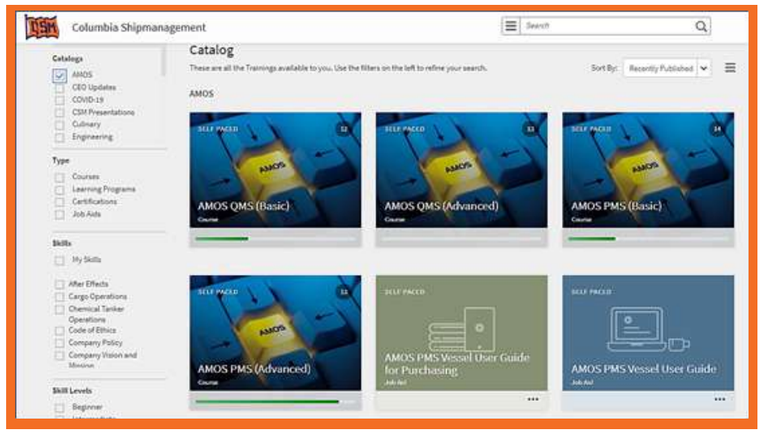
FINAL EXAMS

Both CBTs for AMOS PMS and QMS include a final exam. The duration of the final exam is 30 minutes.
All the questions have the same weight and can be one of the following types:

- True/False
- Multiple Choices
- Multiple responses (one or more correct answers)
- Matching Drag and Drop
- Hotspot

The final exam has 15 questions which are shuffled from a database of 70 questions. The pass rate for the final exam should be 70%. The user can attempt the final exam 5 times unless it is set otherwise by the administrator. In case of success, a unique certificate number will be generated.

The latest AMOS Training Courses are now available in the CSM Online Academy. The new course is highly interactive requiring the practical application of the Planned Maintenance Software. This will help learners in high retention of knowledge and skills not only by watching videos and reading contents but also by simulating the exercises provided in the course.



The courses are available in the AMOS catalogue which also includes the latest user guide for AMOS Software and the student guide in the LMS. It can be downloaded by the learner for the reference.

AMOS training is categorized into 4 different courses:

- AMOS PMS Advanced
- AMOS PMS Basic
- AMOS QMS Advanced
- AMOS QMS Basic

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AMOS PMS Advanced Modules/ Chapters

Modules

Core Content — **4 hrs 45 mins**

AMOS Franework Module Self Paced	50 mins
AMOS Maintenance Module Chapter 1 Self Paced	25 mins
AMOS Maintenance Module Chapter 2 Self Paced	30 mins
AMOS Maintenance Module Chapter 3 Self Paced	30 mins
AMOS Maintenance Module Chapter 4 Self Paced	30 mins
AMOS Maintenance Module Chapter 5 Self Paced	25 mins
AMOS Procurement Module Chapter 1 Self Paced	25 mins
AMOS Procurement Module Chapter 2 Self Paced	30 mins
AMOS Procurement Module Chapter 3 Self Paced	20 mins
AMOS PMS Advance Test Self Paced	20 mins

AMOS QMS Advanced Modules/ Chapters

Modules

Core Content — **1 hr 40 mins**

AMOS QMS Module Chapter 1 Self Paced	30 mins
AMOS QMS Module Chapter 2 Self Paced	30 mins
AMOS QMS Module Chapter 3 Self Paced	20 mins
AMOS QMS Advance Test Self Paced	20 mins

Assessment Instruction:

At the end of each course, the learner is required to demonstrate his / her knowledege by answering the questions correctly. The passing score is 80%.

The learner is provided with 3 attempts to pass the course, however in case the learner fails, it should be immediately reported to the Training Manager providing the reason for the failure for future reference and course improvement.

No. of Questions per Course Assessment:

01 — PMS Basic- 10 Questions

02 — PMS Advanced- 15 Questions

03 — QMS Basic- 10 Questions

04 — QMS Advanced- 15 Questions

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12.7.2

Training Officers

The Company ensures that Training Officers are qualified through a continuous development programme.

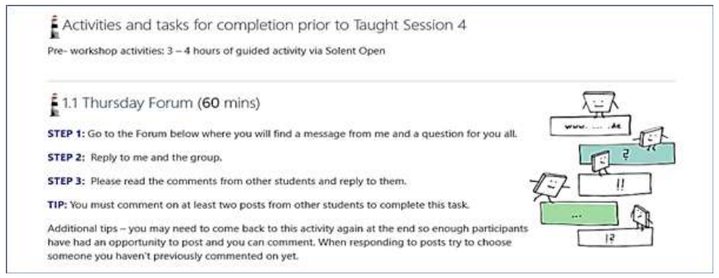
In addition, our Training Officer in charge of the LMS has been enrolled to the OXFORD training “Effective Online Course Design” and various other trainings provided by Adobe Systems.

IMEC together with Solent University has introduced a 2 week Train the Trainer programme addressed to Maritime Trainers on the analysis of the learner’s perspective and it provides a new understanding of the teaching tools.

The programme is composed of 2 courses:

Course 1: Principles of Teaching and Learning in the context of maritime education and training

Course 2: Best Practice for Teaching Short Courses and Using Simulation


Activities and tasks for completion prior to Taught Session 4

Pre- workshop activities: 3 – 4 hours of guided activity via Solent Open

1.1 Thursday Forum (60 mins)

STEP 1: Go to the Forum below where you will find a message from me and a question for you all.

STEP 2: Reply to me and the group.

STEP 3: Please read the comments from other students and reply to them.

TIP: You must comment on at least two posts from other students to complete this task.

Additional tips – you may need to come back to this activity again at the end so enough participants have had an opportunity to post and you can comment. When responding to posts try to choose someone you haven't previously commented on yet.

Due to the ongoing pandemic the programme is conducted through online platform Adobe Connect for the 4 hours live discussion and the other 4 hours is spent by the participants doing Pre-workshop activities like watching course related videos, reading training materials, creating lesson plans, and joining forums for open discussion and peer learning.

12.8

Optional Training

Target Courses are value-added trainings which result from a **Continuous Professional Development strategy**.

The Company decides on training goals for short, medium or long term based on the analysis of the Fleet performance, departmental Key Performance Indicators, HSEE Performance or Customers’ feedback.

Course	Duration	2020
Surface Preparation and Painting	2 days	12
Safe Mooring Operations	3 days	38
AED (Automatic External Defibrillator) & CPR	4-7 hrs	20
Total	**70**	


Surface Preparation and Painting

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12.8.1

Port State Control & Vetting Performance 2020

In 2020, we conducted 368 Port State Control Inspections, resulting in an average number of 0.82 deficiencies per inspection. This is a marked improvement over the average 0.95 deficiencies per inspection obtained in 2019. In addition, over 70% of all PSC inspections performed in 2020 resulted in ZERO deficiencies. Unfortunately we also had two detentions in 2020. As we all know, Port State Control is a check on visiting foreign ships to verify their compliance with international rules on safety, pollution prevention and seafarers living and working conditions. The inspection performed by the attending Flag State, is a means of enforcing compliance in cases where the owner and Flag State have failed in their responsibility to implement or ensure compliance. Port State Inspections are also a defense against substandard shipping. The inspection is risk-based, which looks at the inspection record of the ship, the performance of the company that operates the ship, the country that registers it and any organisation that carries out work on behalf of its flag state. The type and age of the ship is also important with Oil, Chemical and Gas Tankers, bulk carriers and Passenger ships given particular attention. Ships calling the region for the first time or involved in an accident or the subject of a complaint are also targeted. The Master and crew should take all necessary steps to remedy any potential issue in accordance with the SMS before the ship enters the port and report any major unresolved issue to the authorities.

Over 2020, there were 237 SIRE inspections carried out with an average number of 2.70 observations per inspection. This is a significant improvement over 2019 when the average number of observations was 2.92 per inspection. Of the 237 inspections in 2020, there were 14 inspections that resulted in ZERO observations. Of course, the nature of observations is a lot more important than the number but the likelihood of receiving a high-risk observation is much lower when you have a lesser number of observations in the first place.

A majority of the observations obtained were related to Chapter 5 – Safety Management followed closely by Chapter 10 – Engine and Steering Compartments. While the results do seem healthy, there is always room for improvement. This can be achieved by always timely addressing any vetting stoppers before arrangements are made for an inspection. To avoid commercial and reputational losses, vessels should endeavour to always be ready for any third-party inspection, be it flag state, PSC or SIRE.

The shipboard and shore based teams should improve on their pro-activeness by dealing with issues as soon as they are identified. The past year has been very difficult for everyone, especially our seafarers on board, but with limited attendance on vessels due to restricted travel rules, we must work in closer unison. Our teams have the necessary experience and expertise to predict problems, so finding a way to rectify these with additional support and enhanced remote measures, is the right way forward. We have tougher challenges ahead in 2021 but with the right mindset and attitude, I am sure we will be able to achieve even better.



Capt. Allan Dutton
Group Director
Fleet Operations

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12.8.2

Social Media Awareness

CSM understands that social media has become an essential part of our lives including seafarers due to the numerous advantages such as:

CONNECTIVITY

To be able to stay in touch with our friends and colleagues is an excellent way to maintain a relationships regardless of distance.

TO OBTAIN INFORMATION IN REAL TIME

Nowadays access to information is much faster, therefore there is a need to obtain news and updates as soon as possible to keep us informed about the wellbeing of our family and friends.

AS ENTERTAINMENT AND RELAXATION

Social media offers thousands of options and everyday personalized suggestions have been a method to maintain engagement with users based on data collected by complex algorithms that classify profiles of users.

All the above combined with low cost internet has made social media accessible to almost all countries around the world. Nevertheless despite all the advantages in CSM we believe that a responsible use of social media is critical for our seafarers and our company, making them aware about the disadvantages such as:

LESS HUMAN INTERACTION BETWEEN SEAFARERS

The amount of hours spent on social media combined with job routines has dramatically reduced the time spent with colleagues onboard reducing human interaction.

MENTAL FATIGUE

Characterized by a feeling of anxiety and being overwhelmed by acceptance, likes and constant need to prove you are living a life that exceeds the “normal” standards.

HACKERS AND CYBERCRIMINALS

Social media is the perfect environment to commit cybercrimes and blackmail users if not used responsibly. The social media platforms that many of us love and use daily are a portal that opens new opportunities for cybercriminals to exploit.

Taking into account the above CSM has implemented different actions to enhance Social Media awareness among seafarers and safeguard their mental wellbeing; a comprehensive Training Course available in the eLearning Platform provides seafarers with useful tools to minimize the possibilities of an incident related to Social Media.

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Conferences & Seminars

Columbia has for a long-time recognized that regular Conferences and Seminars held by Company representatives are the most effective way of conveying the Company's concerns, recommendations and above all Safety Culture to the ship's command, officers and ratings.

12.9.1

Summary

Number of Participants

Conference or Seminar	2020
Crew Conferences	543
Chemical Tanker Seminars	18
Bulk Carrier Seminar	14
TOTAL	**575**



CSM Novorossiysk Team

12.9.2

Engineering Seminars

As ship managers, CSM is always looking forward to take proactive actions to prevent technical problems or reoccurrences on board managed vessels. CSM considers that the Engineering conferences are opportunities for engineers to come together at the same level as technical superintendents and work together to share common experiences and improve the performance as a team.

In 2020, we carried out a number of engineering seminars, with very positive feedback afterwards from participants. The seminars have numerous benefits, including improving communication skills, gaining expert knowledge, networking with others and renewing motivation and confidence.

During 2020, we faced dramatic incident of the Diesel Generator breakdowns due to incorrect maintenance / tightening procedure of the connection rods bolts. That issue was effectively addressed with particular seminars, sharing different experiences and guidelines from engine makers.

Different customers want to be sure that the crew members involved in such critical maintenances are actively trained and maintain the highest standards.

By investing in seminars, we can assure our customers that they are getting the best and most-up-to date service both now and in the future.

We strongly believe, that our goal of attending relevant seminars and training has been achieved successfully, ensuring that crew within a certain field are still working to shipping industry standards, and that this will be ultimately beneficial to the company.

Andrii Bezrodnii
Deputy Technical Director

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12.9.3

Chemical Tanker Seminar

To avoid operational issues onboard chemical tankers and to ensure safe operations and compliance with rules and regulations, selected management and operational level deck officers are gathered twice per year in Manila and Constanta to attend CSM's Chemical Tanker Seminar. Improving the knowledge by providing background information and hands-on training is one of the seminar's key objectives.

Columbia's training department has devised and refined the seminar's concept and content in close cooperation with recognized tank cleaning experts and chemists based in the UK.

In addition, the seminar addresses other topics such as Gas Detection Equipment, P&I, ECDIS, Human Factors, PSC & Vetting. The subjects are generally presented by external speakers.









Photos were taken before the Covid-19 pandemic

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12.9.4

Bulk Carrier Seminar

The Bulk Carrier Seminar addresses the most important cargo related topics for both experienced and new deck officers.

In addition, several subjects have been added to the agenda forming an essential complement to achieve the seminar objectives, such as Port State Control, Master/ Pilot relationship, ECDIS, Managerial Skills and Anchoring Awareness.

Latest accidents and customer's complaints on bulk carriers were discussed during the seminar.

Rank	Specific Comments or suggestions
Master	Recommend to continue the training for all bulk carrier Officers to enhance and refresh their respective knowledge on the field.
Master	Excellent Training.

12.9.5

Upcoming Seminars

Heavy Lift Seminar

AAL Fleet with over 25 years delivering competitive solutions for the world's most dynamic industry sectors including Oil & gas, mining, energy, construction and agriculture, requires customized trainings to address the specific training requirements from the fleet, in order to perform safe loading and discharging of heavy-lift cargoes in accordance with best practices and industry standards.

The Heavy Lift Seminar is addressed to Deck Officers joining AAL Fleet. The Seminar covers the theoretical components in planning, handling, stowage and securing of heavy-lift cargoes, to practical application in loading and discharging taking into account the industry's recommended guidelines and meeting the requirements prescribed in the applicable sections of Tables A-II/1 and A-II/2, Cargo handling, and stowage, of the STCW Code 2010 Manila Amendments and the standards for loading, discharging and transporting of Heavy Lift Cargo required by Columbia Shipmanagement.

Container Seminar

Columbia with more than 80 fully managed Container vessels has designed a tailor-made seminar that address the specific requirements for Loading and understanding the international standards for the labelling of the container. Analyzing the stability of a ship is crucial for our Deck Officers, therefore stability calculation of risk of parametric rolling and action to be taken as per the industry standard is included in the Seminar. It is the responsibility of the Chief Officer and Master to check and follow the approved Stowage Plan, thus proper preparation of Deck Officers regarding the proper monitoring of stability condition in all stages is covered during the training.

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Training Quality & Effectiveness



12.10.1

Training Centres & Course Evaluations

Columbia conducts regular evaluations of the training facilities and providers. A list of approved training centres is maintained and includes details about recommended courses in each training centre.

The inspections are conducted to ensure quality training in compliance with STCW and industry standards and also to provide recommendations for improvement to the training providers. The observations are registered in the Company's CAPE database and are closed down only by an authorized person once the corrective actions and evidence are received.

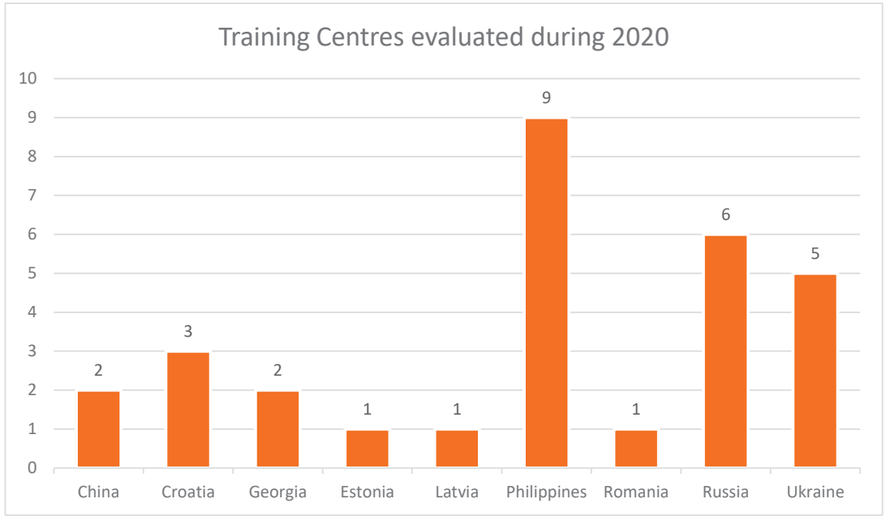
During the visits the Company representatives ensure that a CSM specific price list is maintained and make sure that agreed fees are and remain very competitive.

In addition to the full evaluation of Training Centres Columbia evaluates randomly specific training courses which are delivered to our crew or identified as new training needs.

Furthermore, the Company is evaluating several Maritime Education Institutes or Academies where cadets are graduated.

The Company is also continuously exploring new training facilities and enlarging its worldwide database and cooperation.

Record of Training Centres



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12.10.2

Training Feedback

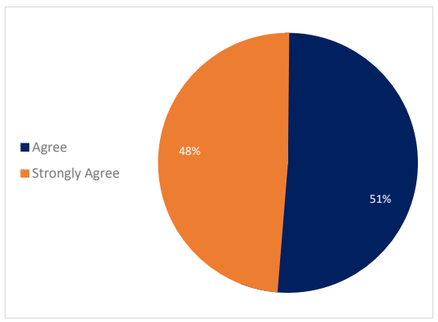
The Company maintains a Training Feedback database where each recommendation for improvement is followed up. The module enables an overview of best rated courses as well as an average rating for a determined period.

CSM Feedback Scale Below

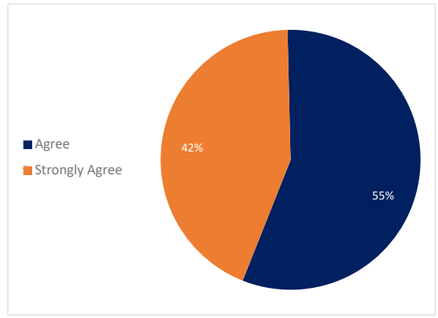
Question 1: I gained knowledge and skills that are relevant to my duties.
Total: 15,792 answers



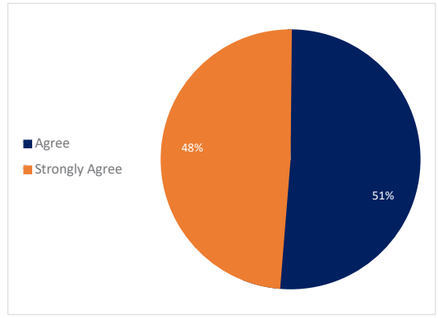
Question 2: The training subject matter was relevant to me.
Total: 15,830 answers



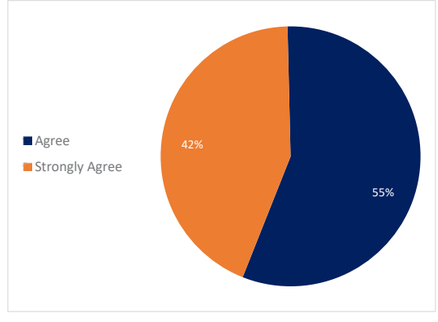
Question 3: I will be able to immediately apply what I have learned.
Total: 15,783 answers



Question 4: I found the training materials easy to navigate.
Total: 15,866 answers

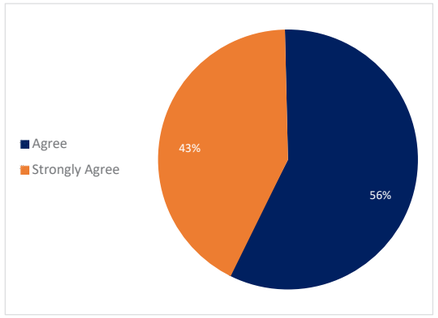


Question 5: The time required to complete the training was as per expectation.
Total: 15,795 answers

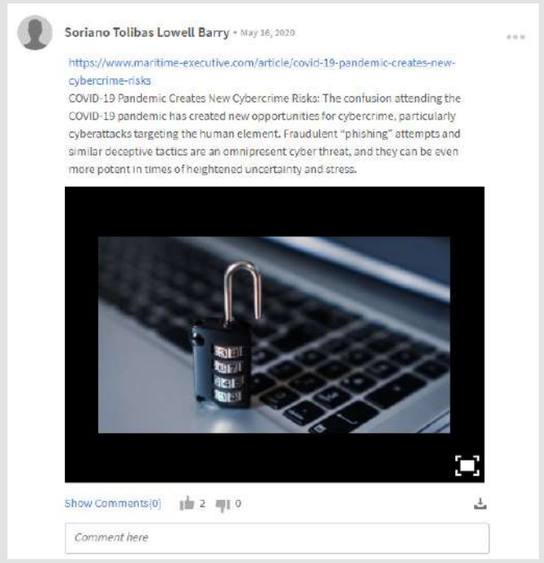


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Question 6: The time required to complete the training was as per expectation.
Total: 15,734 answers







Marlon started his seafaring Career back in 1999 onboard a VLCC Crude Oil Tanker Vessel. He decided to go to Offshore and had various experiences onboard FPSO (Floating Production Storage and Offloading), WSV (Well Stimulation Vessel), Seismic, Diving Support and Survey Vessels. To fulfil his goal to become a Chief Engineer, he went back to the Oil/Chemical Tanker Vessel.

After three contracts as Chief Engineer, he stopped sailing to focus more on his family and joined Columbia Shipmanagement as a Training Officer in April 2014. Marlon has been promoted to Senior Training Officer which recognizes his huge efforts within the department as a result of his passion in line with our Company values. He believes that passion is what makes a successful Trainer and the only option to contribute to our seafarer's performance.

Additionally Marlon has also completed 2 Full Ironman Races in the two of the toughest Ironman Courses in the world (Malaysia and Philippines) and he hopes to race again soon after the Covid-19 Pandemic is over.



Marlon Tobias
Senior Training Officer

12.10.3

Power BI Integration

The key to business intelligence is the ability to analyse raw data to make informed decisions. Power Bi enables us to analyse and visualize large volumes of data quickly and easily, using powerful algorithms. Visually Power Bi makes the reading of data a lot easier, presenting it in a more graphic format compared to just looking at tables.

By visualising data, the staff is able to engage with it and generate insights that can be shared with the company to give feedback about its performance. This data can be drawn from multiple sources to generate a complete overview of the information available. Power Bi has 6 different modules allowing for integration with Office programs or as a web browser-based application.



By granting staff ease of access to real data analysis, we can see how our actions are affecting company performance in real time. Staff can quickly identify and react to problems, enabling them to solve faster. For training by reviewing data course effectiveness can be determined by examining the data back, one example being accident reduction or inspection issues compared against staff who have or have not completed training courses, or if the refresher period needs reducing etc.

Passenger Ships Training



Training is Important at CCS



High-quality training ensures that we are able to provide our clients with a state-of-the-art service that is rooted in the deep understanding of how things need to be done, and why. Also, equally important: it helps us all to feel confident in our everyday work, and beyond that, to develop and grow. Unfortunately training programs, like almost all other aspects of our life, have been affected by the COVID-19 pandemic in 2020 – classroom trainings could no longer take place, and life became more challenging for all of us, especially for our colleagues onboard.

We are very happy to be able to say that, with the much appreciated joint effort of everyone working on Training throughout CSM and CCS, we were able to continue to provide our employees with all the sessions needed, and even included enhanced training to meet the evolving industry demands due to the pandemic. This could only be done by listening to the feedback the employees gave, strengthening our Training Department, transferring classroom trainings into video/on demand trainings, and also, by creating and offering more trainings focused on personal well-being than ever before. A big thank you to everyone involved!

For all the creativity, and for not letting go, despite the long hours, and the hardship the pandemic brought with it.



Claudia Gummert-Koch
Managing Director CCS

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The Role of CCS Fleet Training Officers

CCS Fleet Training Officers are conducting several trainings onboard the Passenger Ships Fleet.

In addition to the STCW Trainings such as Crowd and Crisis Management, the Fleet Training Officers conducted numerous drills and Safety related exercises while onboard.

Columbia is also actively developing and arranging Yacht related trainings.



Fleet Training Manager, CCS

Passenger Ships Training Records 2020

Course	2020
Crowd Management	516
Crisis Management and Human Behaviour	146
Passenger Safety Training	80
Ship Simulator and Bridge Teamwork	6
Welding courses	3
Security Trainings	127
Disability awareness Training	1
High Voltage Training	13
Culinary Training	2
Utility Hands and messman	1
GDPR	249
Cyber Security	21
Social Media Awareness	19
AMOS PMS	50
AMOS QMS	24

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New Trainings at CCS



2020 proved a busy year for new trainings within CCS training department. Due to the COVID pandemic our trainer's ability to visit vessels was stopped, using this opportunity we developed our first e-learning STCW courses in crowd, crisis management, security awareness and designated duties. We successfully achieved Bahamas approval for these to be delivered in September, together with a small power boat driving course.

Alongside these courses we made big strides in developing our in house Learning Management System, providing training materials to all our staff, both office and crew, in a holistic approach covering mental health, safety, environmental compliance and client specific needs. As part of the wider Columbia group training team, AMOS specific training was made available on our LMS in December.

To constantly evolve our training ability both training officers completed their Marine Resource Management course with All academy. This now allows our trainers to deliver MRM training via webinars or during one of our many visits to our client vessels.

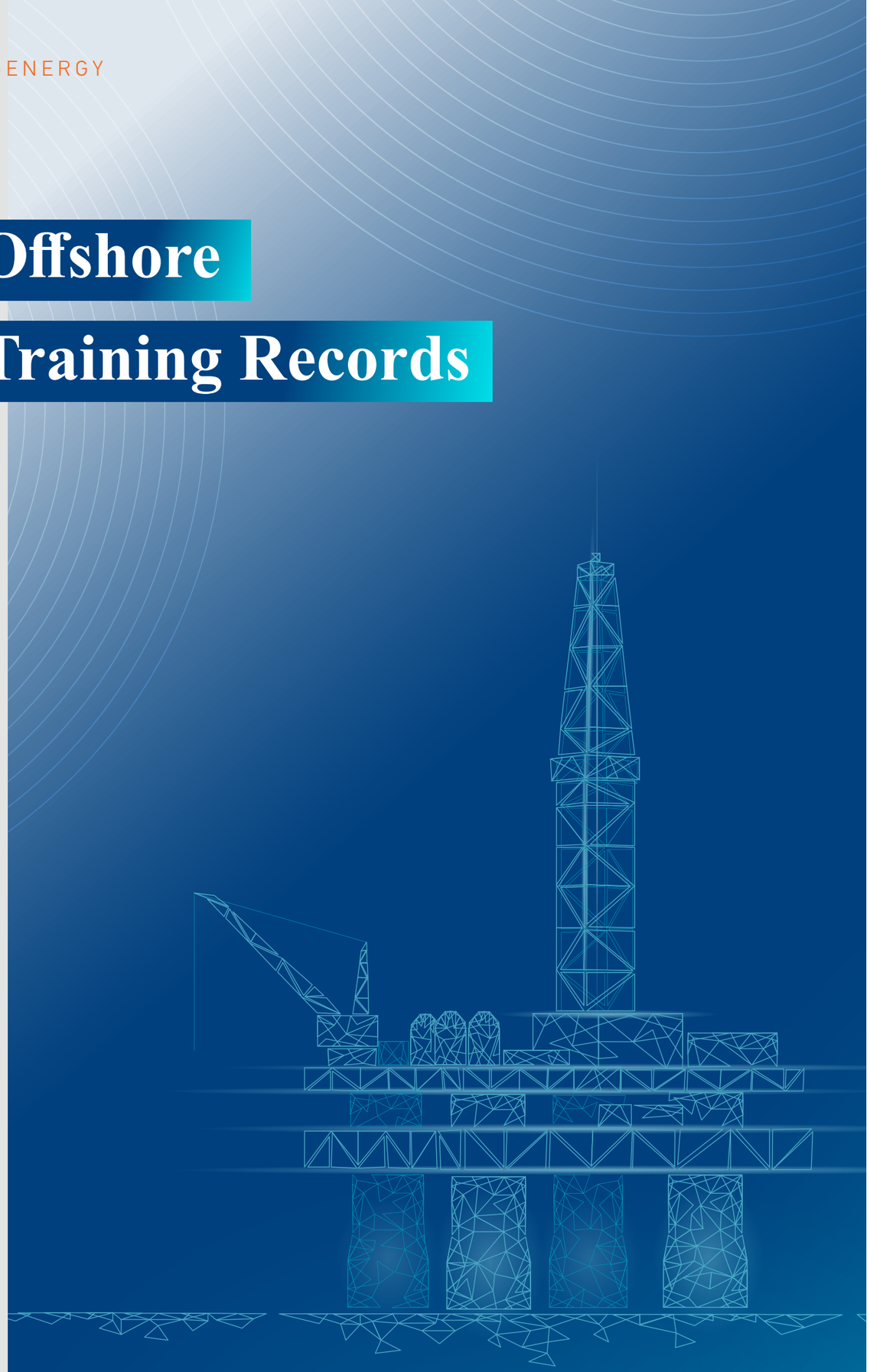
Looking ahead we have exciting times working closely with our clients to meet their new needs and challenges with the post COVID era, We have developed training courses and material to support a return to service, ensuring crew safety, and compliance with new regulations.



John Stallan
Senior Fleet Training Manager, CCS

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Offshore Training Records



As part of the project in the Kingdom of Saudi Arabia, the first vessel which entered into CSM Full Management was an Offshore Supply Ship sailing on cabotage. Therefore the Qualification and Training Matrix was designed in order to satisfy Company and industry based requirements taking into consideration OPITO standards.

Additionally the vessel was provided with the new Learning Management System (LMS) training solution, allowing the seafarers to access a fully customized training library to complete courses while onboard and ashore.

The LMS solution has been installed onboard allowing our seafarers to keep updated about International conventions and industry based requirements. Additionally all the seafarers have access to the eLearning platform while ashore and they are requested to complete certain courses prior joining the vessel in line with the Qualification and Training Matrix. No doubt the use of eLearning platforms has facilitated the compliance with the mandatory requirements without exposing our seafarers to attend the courses face-to-face, which increase the probability of getting infected with COVID-19.



Niki Makri
Managing Director
CSM Energy

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CSM Saudi Arabia Training



CSM SA Office in Riyadh

Columbia Shipmanagement (CSM) has heralded the start of its expansion into the strategic Middle Eastern ship management market by opening an office in Riyadh in the Kingdom of Saudi Arabia. Columbia Shipmanagement Saudi Ltd has been set up primarily to service the needs of its client Saudi Aramco in the areas of energy, oil and gas, training and procurement, but it will also provide a base for the company to work with other partners and clients in the dynamic Kingdom.

As part of training services the Training Department has designed a tailor-made Qualification & Training matrix that satisfies International requirements, Company specific requirements and industry based regulations. Qualified Training Officers and even our Group Director Crewing & Training (Capt. Faouzi Fradi) travelled to KSA to personally evaluate the challenges of this new project with the main intention to customize the training solutions. A series of actions have been rolled out to ensure this project is in line with CSM's quality standards and to meet our client's expectations such as: access to our eLearning platform available onboard 24/7, Qualification and Training Matrix dedicated for CSM Saudi Arabia which includes requirements for Offshore activities and agreement with local Maritime Academies to prepare our future Officers.



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CSM Training Activities Schedule Year 2021

Course/Activity	Duration	Schedule		Location	PAX
Insurance & Claims Handling: All	1.5 hrs	13-Jan	13-Jan	Virtual	98
Insurance & Claims Handling: Crewing	1.5 hrs	14-Jan	14-Jan	Virtual	36
MCTC Annual Health & Nutrition	2 hrs	25-Jan	28-Jan	Virtual	94
Engineering Webinar (NYK Fleet)	1.5 hrs	10-Feb	10-Feb	Virtual	16
3rd EC Trainers Forum	1.5 hrs	22-Feb	22-Feb	Virtual	18
Front Fusion- New Chinese Crew Familiarization Seminar	4 hrs	26-Feb	26-Feb	Virtual	8
Ratings Seminar	3 hrs	01-Mar	01-Mar	Virtual	200
6th Virtual Crew Seminar	3 hrs	03-Mar	03-Mar	Virtual	140
Mental Wellbeing at Sea Training	3 hrs	11-Mar	11-Mar	Virtual	45
Engineering Webinar	3 hrs	17-Mar	17-Mar	Virtual	32
1st Fleet Performance Webinar	3 hrs	24-Mar	24-Mar	Virtual	36
4th EC Trainers Forum	1.5 hrs	29-Mar	29-Mar	Virtual	30
2nd Fleet Performance Webinar	3 hrs	07-Apr	07-Apr	Virtual	30
2nd STH Fleet Officers Seminar	3 hrs	08-Apr	08-Apr	Virtual	32
7th Virtual Crew Seminar	3 hrs	15-Apr	15-Apr	Virtual	180
1st Chemical Tanker Webinar	3 hrs	22-Apr	22-Apr	Virtual	30
5th EC Trainers Forum	1.5 hrs	26-Apr	26-Apr	Virtual	30
3rd Fleet Performance Webinar	3 hrs	28-Apr	28-Apr	Virtual	30
Silver Fleet (Vetting Performance)	1.5 Hrs	05-May	05-May	Virtual	30
AAL Fleet Seminar	3 hrs	12-May	12-May	Virtual	8
Mental Wellbeing at Sea Training	3 hrs	18-May	18-May	Virtual	26
4th Fleet Performance Webinar	3 hrs	19-May	19-May	Virtual	35
6th EC Trainers Forum	1.5 hrs	31-May	31-May	Virtual	29
8th Virtual Crew Seminar	3 hrs	02-Jun	02-Jun	Virtual	30
Ratings Seminar	3 hrs	09-Jun	09-Jun	Virtual	70
5th Fleet Performance Webinar	3 hrs	18-Jun	18-Jun	Virtual	180
Mental Wellbeing at Sea Training	3 hrs	05-Jul	05-Jul	Virtual	
6th Fleet Performance Webinar	3 hrs	15-Jul	15-Jul	Virtual	
7th EC Trainers Forum	1.5 hrs	26-Jul	26-Jul	Virtual	
2nd Chemical Tanker Seminar	3 hrs	03-Aug	03-Aug	Virtual	
7th Fleet Performance Webinar	3 hrs	18-Aug	18-Aug	Virtual	
Bulk carrier Seminar	3 hrs	26-Aug	26-Aug	Virtual	
8th EC Trainers Forum	1.5 hrs	31-Aug	31-Aug	Virtual	
9th Virtual Crew Seminar	3 hrs	02-Sep	02-Sep	Virtual	

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8th Fleet Performance Webinar	3 hrs	08-Sep	08-Sep	Virtual	
Container Seminar	3 hrs	15-Sep	15-Sep	Virtual	
9th Fleet Performance Webinar	3 hrs	22-Sep	22-Sep	Virtual	
9th EC Trainers Forum	1.5 hrs	27-Sep	27-Sep	Virtual	
Mental Wellbeing at Sea Training	3 hrs	06-Oct	06-Oct	Virtual	
10th Fleet Performance Webinar	3 hrs	13-Oct	13-Oct	Virtual	
Heavy Lift Seminar	2 hrs	19-Oct	19-Oct	Virtual	
10th EC Trainers Forum	1.5 hrs	25-Oct	25-Oct	Virtual	
10th Virtual Crew Seminar	3 hrs	10-Nov	10-Nov	Virtual	
Container Seminar	3 hrs	17-Nov	17-Nov	Virtual	
11th Fleet Performance Webinar	3 hrs	26-Nov	26-Nov	Virtual	
11th EC Trainers Forum	1.5 hrs	29-Nov	29-Nov	Virtual	
3rd Bulk Carrier Webinar	3 hrs	01-Dec	01-Dec	Virtual	
Ratings Seminar	3 hrs	08-Dec	08-Dec	Virtual	
12th Fleet Performance Webinar	3 hrs	15-Dec	15-Dec	Virtual	



Training Laptops provided to our Seafarers in the Quarantine Facility (Philippines), to allow them to complete the courses available in our eLearning platform (selfies taken using timer function).



15 tablets were provided in Quarantine facility (Philippines) taking advantage of the time to train our seafarers and attend Virtual Seminars (selfies taken using timer function).

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Equal Opportunities



Health & Safety



Crew Welfare





Diversity & Inclusion

DIVERSITY

Part of our DNA



Capt. Leonid Zalenski

Group COO / Group Director Marine

Safety Culture is our way forward.

Safety is our ultimate goal whether onboard or ashore. Regardless of how much we think we are working in a safe environment, we are unfortunately exposed to accidents which can cause harm to people, the environment or to property. We learn from mistakes and improve but without a rooted safety culture we can't be assured that these mistakes won't happen again.

For that reason, we have launched a global Safety Campaign under my personal leadership, starting 13.09.2021 until 12.11.2021, and covering topics such as Principles of Human Performance, Fail Safely concept, Personal Safety, Health & Hygiene, and Customer Care.

The whole presentation of "Re-focusing on Safety" campaign was distributed to all seafarers and office staff and is available in the Company's LMS for review and discussion ashore and onboard. It also includes weekly discussion topics. The Masters or Line Managers shall initiate these discussions with their teams and submit teams' feedback for review and analysis.

The Training and QSHE Departments will analyse the feedback and provide a summary, which will be reviewed and actioned upon as required, aiming to further enhance the safety culture within the organization.

We strongly believe that an open dialogue between the teams and honest feedback will help us to bring safety to a higher level and ensure the wellbeing of personnel onboard and ashore.
THINK SAFETY and ACT SAFELY!

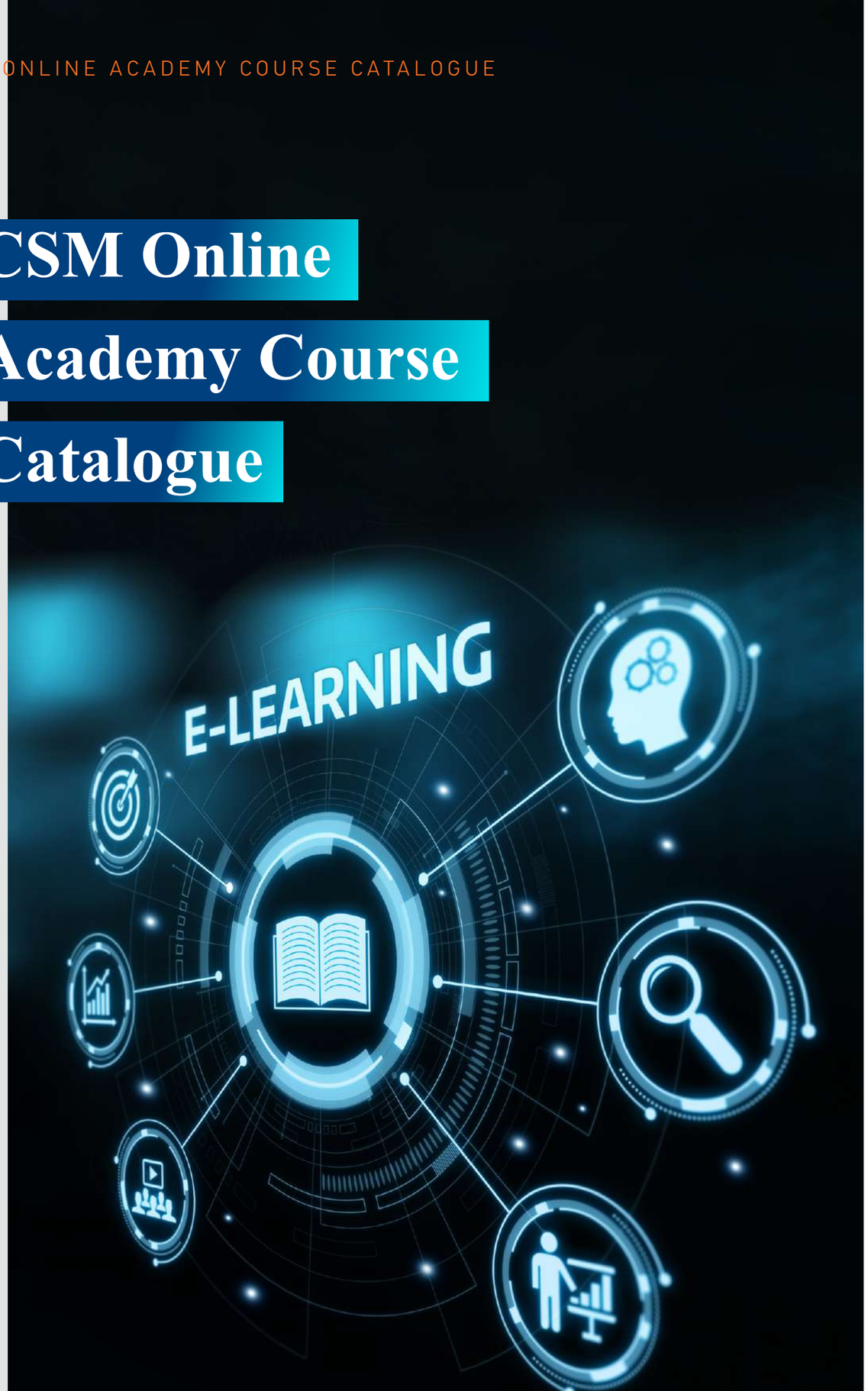
We wish all our seafarers and colleagues ashore to stay safe and healthy.

Capt. Leonid Zalenski
Group COO / Group Marine Director

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OMLX
IHI

CSM Online Academy Course Catalogue



CSM ONLINE ACADEMY CATALOGUE

SAFETY

1. Enclosed Space Entry
2. Risk Assessment
3. Incident Investigation
4. Partners in Safety
5. Lesson to be Learnt: Eye injury to Fitter
6. Personal Protective Equipment
7. Basic Fire Safety

SECURITY

8. Cyber Security Awareness
9. Cyber Security Awareness (Video)
10. Cyber Security (Shore Staff)
11. STCW Security Awareness
12. STCW Designated Security Duties
13. Lesson to be Learnt: Security Breach at Sea
14. Maritime Security in West Africa

HEALTH

15. Alcohol Abuse
16. Mental Health
17. Mental Health Video for Seafarers
18. Mental Health Video for Shore Staff
19. Mental Health Tips (MHSS)
20. Preparing for a Pandemic
21. Coronavirus – 6 ways to Stay Safe (WHO)
22. Coronavirus – How to beat it
23. Coronavirus – Stay Safe Onboard
24. Coronavirus (COVID-19) Vaccination for Seafarers & Shipping Companies
25. COVID-19 – Advice to Seafarers
26. COVID-19: Safe Safe Campaign
27. COVID-19 Awareness
28. COVID-19 Update 2021
29. COVID-19 Vaccine Perspective
30. Elementary First Aid

ENVIRONMENT

31. Environmental Compliance Training for Masters and Engine Officers
32. Environmental Compliance Training for Deck Officers
33. Environmental Compliance Training for Ratings
34. Environmental Compliance Training for Non-Key Personnel
35. Global Sulphur Cap 2020 (Basic)
36. Global Sulphur Cap 2020 (Advanced)
37. Never Again
38. Ballast Water Management (Glo-Ballast)
39. Sustainability Campaign
40. Lesson to be Learnt: MARPOL Violation
41. Three Plastic Bottles on Different Journeys









NAVIGATION

42. ACAT ECDIS 1.27 (Annual Competency Assurance Training)
43. ECDIS Type-Specific Trainings (various models)
44. Anchor Awareness Video
45. Lesson to be Learnt: Allision with jetty
46. Lesson to be Learnt: Anchor Loss
47. Lesson to be Learnt: Collision
48. GROUNDINGS – Shallow Waters, Deep Trouble a Loss Prevention film
49. Large Containers Training

ENGINEERING

50. Wärtsilä RT-Flex 50 Webinar 17 July 2019
51. Lesson to be Learnt: Backfire in Boiler
52. Main Engine Maintenance
53. MAN- Fuel Pump Overhaul with Safety Symbols
54. MAN- Fuel Valve Overhaul with Safety Symbols
55. MAN PrimeServ – Fuel Pump Overhaul
56. MAN PrimeServ- Exhaust Valve Overhaul
57. MAN PrimeServ- Piston Rod Stuffing Box
58. MAN PrimServ- Exhaust Valve Grinding
59. MAN PrimeServ - Hydraulic Tool (General Use)
60. ADERCO - Fuel Treatment Technologies
61. Iron Pump Maintenance
62. Auxiliary Diesel Engine Overhaul Course
63. Exhaust Gas Cleaning System PANASIA

DECK OPERATIONS

64. Tank Inspection
65. Water Blasting
66. Mooring Equipment Guidelines (MEG 4)
67. Wires and Ropes Inspection
68. Winch Break Holding Capacity Test
69. Understanding Parametric Synchronous Rolling

CARGO OPERATIONS

70. Chemical Cargoes Handling
71. FRAMO Pumping Systems
72. Chemical Tanker Training – Tank Cleaning
73. Container Seminar
74. Container Lashing Guidelines
75. Intertanko Guidance Library

HUMAN ELEMENT

76. Resilience
77. Social Media Awareness
78. 0365 Teams Course (General Introduction and Guidance from Microsoft)







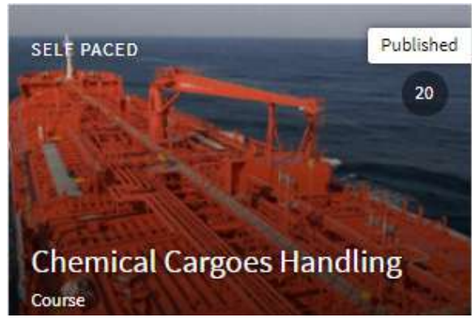


MANAGEMENT SYSTEM

79. Management of Change
80. Management System Training Officers
81. Management System Training Ratings
82. CSM Company Values
83. Performance Monitoring Training

COMPLIANCE, RULES AND REGULATIONS

84. Maritime Anti-Corruption Network Training for Masters
85. Maritime Anti-Corruption Network Training for Shore Staff
86. GDPR (Crew)
87. GDPR (Shore Staff)
88. MLC 2006
89. Port State Control and Vetting (Officers)
90. Port State Control and Vetting (Ratings)
91. Port State Control (AMSA)
92. Port State Inspections Pocket Checklist
93. STCW for Crewing
94. Reg4ships Familiarization
95. Sanctions Webinar
96. Ships Certificates for Admin Assistants (Technical)
97. IHM - Inventory of Hazardous Materials
98. ISO 50001:2018
99. ISO 45001:2018
100. ISM Code Basics
101. Law 231 in Italy
102. Italian Decree Law 271/99



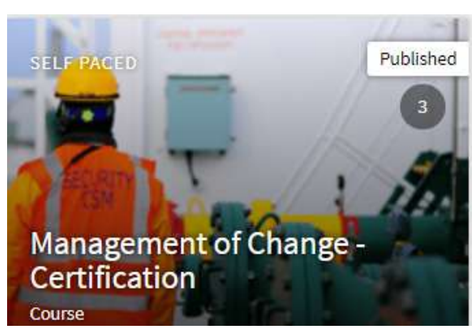


PASSENGER SHIPS

103. STCW Crowd Management
104. STCW Crisis Management and Human Behaviour

EQUIPMENT TYPE-SPECIFIC-TRAINING

105. Ballast Water Treatment System (HiBallast)
106. Ballast Water Treatment System (Techcross)
107. Ballast Water Treatment System (BalClor)
108. Ballast Water Treatment System (Erma First)
109. Ballast Water Treatment System (Alfalaval PureBallast3)
110. Ballast Water Treatment System (JFE BallastAce)
111. Ballast Water Treatment System (Ocean Guard)
112. Ballast Water Treatment System (Gloen Patrol)
113. Ballast Water Treatment System (BioSea)
114. AMOS PMS Focus Points
115. EGCS Typr Specific Feen Marine Scrubbers
116. Gas Detection Equipment Training MSA Altair 4X/4XR
117. Gas Detection Equipment Training Drager X-AM 7000
118. Tekomar Software Essentials
119. Tekomar Combustion Monitoring
120. AMOS PMS Advanced
121. AMOS PMS Basic
122. AMOS QMS Advanced
123. AMOS QMS Basic

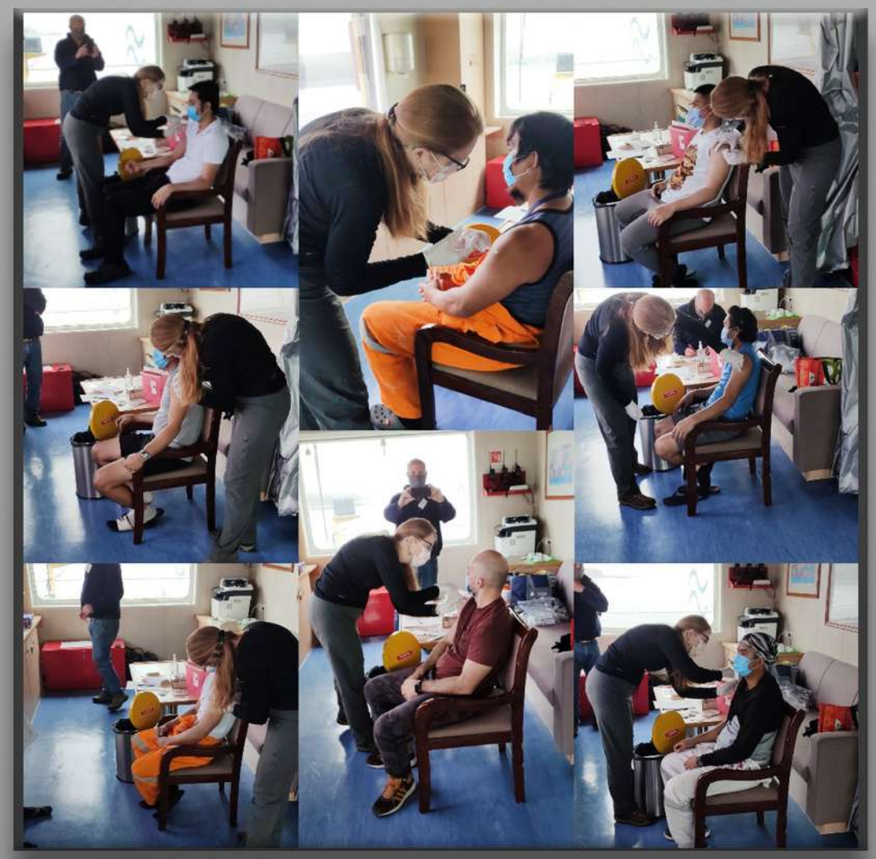




COVID-19 Vaccination Campaign Poster









Crew onboard been vaccinated against COVID-19

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ONE Hawk transiting the Panama Canal for the first time.
Photo courtesy of Panama Canal Authority.



Cyprus | Germany | Singapore | China | Italy | Greece | Norway | Saudi Arabia

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