AMOSUP-MAAP puts new ship in service
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COURSES OFFERED:

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BSMARE  BACHELOR OF SCIENCE IN MARINE ENGINEERING

BSMTE  BACHELOR OF SCIENCE IN MARINE TRANSPORTATION AND ENGINEERING

CENTER FOR ADVANCE MARITIME STUDIES

COURSES OFFERED:

MASTER OF SCIENCE IN MARINE TRANSPORTATION (MARINE SUPERINTENDENT)

MASTER OF SCIENCE IN MARINE ENGINEERING (TECHNICAL SUPERINTENDENT)

TESTING ASSESSMENT CENTER OF TESDA

MAAP Profile

Geographic destiny has given the Filipino the innate talent to be an excellent seafarer. To enhance this natural skill, the Maritime Academy of Asia and the Pacific (MAAP) was established on January 14, 1998. The Academy stands on a 103-hectare property in Kamaya Point, Mariveles, Bataan.

The Associated Marine Officer’s and Seamen’s Union of the Philippines (AMOSUP) founded by the late Capt. Gregorio S. Oca. capitalized and developed the Academy. The new AMOSUP President, Dr. Conrado F. Oca, heads the Academy’s board of governors. The board is comprised of representatives from the private sector, the International Transport Workers Federation, the Filipino Association of Maritime Employers, the International Mariners Management Association of Japan, the Norwegian Seafarers’ Union, the International Maritime Employers’ Committee, the Danish Shipowners’ Association, the Norwegian Shipowners’ Association, and the Japan Shipowners’ Association.

MAAP conducts shipboard training aboard T/S Kapitan Felix Oca, a 5020 DWT dedicated training ship capable of accommodating 180 midshipmen and 9 instructors in 30 air-conditioned cabins and six berths.
Welcome. Our Union has always believed in the potential, perseverance and passion of aspiring Filipino seafarers. But we also consider that to bring out the best in them, it takes comprehensive training, coupled with discipline and hard work.

We are proud to bring you the recent commissioning of the MV Kapitan Gregorio Oca (KGO) into service. This will provide further fulfillment of our goal in the area of comprehensive training for our midshipmen at the academy. As the second training ship to be run and operated by the Maritime Academy of Asia and the Pacific (MAAP), the MV KGO will likewise fulfill the noble purpose the vessel was built for—to maintain and surpass the standards of development and capability of Filipino seafarers.

We also provide you a snapshot of how an actual training looks like through the KGO captain when the vessel sails for its mission as part of educating our midshipmen. We take you to our mentors and trainers in action as the cadets join in the new training ship as they start their journey as future maritime professionals.

Moreover, we keep you in the loop of our advocacy for youth education as AMOSUP received a prize in recognition of the impact of one of our projects in Central Philippines. The union’s school-building donation projects including essential facilities in Bohol have received an award for its impact in supporting youth’s access to education.

Our first dip into blockchain technology introduces you to the future of a new platform that will be pilot-tested for MAAP’s certification system. MAAP’s signing of memorandum of understanding with a Singapore-based tech platform provider prepares the institution for this game-changing technology. The move aims to provide a more efficient system, to reduce costs and establish seamless integration with its end-users such as shipowners and managers.

We highlight the annual gathering of a Singapore-based union that indulges its Filipino seafaring members to a Masskara Festival-themed party. Our union brothers from the Singapore Organisation of Seamen treated the seafarers and their families to a night of fun, food and entertainment including games and prizes through raffle draws.

We also discuss in this issue the offence of sexual harassment that must be defined in the standard employment contract using the legal definition under the law. The proponent sees the proposed inclusion in the contract that will not only protect our seafarers, especially female members of the ships crews, but also increase the accountability of all the stakeholders.

Our coverage on the latest commencement exercises of the second batch of MAAP Class of 2018 underscores the message of safety in the shipping industry. Our employer-partner stressed the importance of safe-work culture and the reason why they invest heavily to train their future officers to run their fleet.

Finally, we continue our series of stories among our members. Now on its eighth part, the segment comes with narratives that vary with specks of shortcomings, struggles and successes of our ship officers in the pursuit of success in their profession.

Happy Sailing Forward!

Dr Conrado F Oca

Sailing Forward
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The castle from his book

He once thought that such a Renaissance castle only exists in one of his English literature classes' text books in secondary school or college. But to his surprise, Captain Noel Gabrido got the chance to behold the existence of the Kronborg Castle right before his eyes in one of his journeys.

Kronborg Castle is probably the most famous Danish castle immortalised as Elsinore (Helsingør in Danish) in William Shakespeare's play Hamlet. Speculations have it that Shakespeare himself might have gone there. True or not, some English actors were said to have performed there for the royal weddings in the early 1600s. In this photo Captain Gabrido captured from his aframax crude tanker in one gloomy afternoon on a recent passage to the Baltic Sea, the Shipmaster paid his own tribute to the fortress through his lens. With it, he also acquired some facts about the castle's existence not only on the literary aspect, but also on its role in maritime in the earlier years. With its long history filled with royalty, myths and drama, Kronborg was named a UNESCO World Heritage Site.

The castle's story dates back to a fortress, Krog (lit. "the Hook"), built in the 1420s by the Danish king, Eric of Pomerania on the northeastern tip of the island of Zealand at the narrowest point of Öresund, commonly known in English as the Sound. According to historical accounts, the king insisted on the payment of Sound dues by all ships wishing to enter or leave the Baltic Sea passing through the Sound. To help enforce his demands, he built a powerful fortress at the narrowest point in the Sound. At the time, the Kingdom of Denmark extended across both sides of the Sound. And on the eastern shore, the Helsingborg Castle had been in existence since the Middle Ages. With the two castles and guard-ships it was possible to control all navigation through the Sound.
Somewhere onboard (is) the rainbow

It is the inspiration of one of the most popular ballads of yesteryears. It has also inspired popular folklore, such as the belief that a leprechaun can be found with a pot of gold at its end.

But there's definitely more to the multi-coloured spectacle of a rainbow. Neither a ballad nor a pot of gold could ease a sailor's tiresome and lonely moment at sea. But the sight of the rainbow on the horizon could be a relief from the monotony of lonesomeness and boredom on board.

In this image, which Captain Noel Gabrindo chanced upon in his lens, the spectrum of light that appeared in the sky seems to have fallen on the palm of his chief engineer's hand, Julius Raboy (pictured). Capt Gabrindo told Sailing Forward that he was on a break sipping coffee at about 10:00 in the morning while they were passing the North Atlantic on a fairly steady current.

At that moment, C/E Raboy happened to drop by to send an email message to their offices in Greece. The two top officers of the ship were having a nice chat when the rainbow appeared. Holding a camera in his hand, the Captain asked the Chief Engineer to stand garnely, with his right hand prodding a link-up the rainbow's end. Then he shot the subject away.

It was picture perfect - C/E Raboy seemingly caught the rainbow in the photo, just as Captain Gabrindo uttered some bittersweet words, "Buhay seaman talaga wala nang maisip kung minsan maibsan lang ang lungkot." (Oh, the life of a seafarer—sometimes, you can’t help but do some silly things just to ease the loneliness.)
Paying tribute to seafarers sacrifices the SOS way

Working far away - out at sea, for months on end - is a sacrifice that seafarers make not just for themselves, but ultimately for their families. So, in recognition for such sacrifices, the Singapore Organisation of Seamen (SOS) treated their Filipino members to an annual gathering in Manila.

The seafarers and their families enjoyed a night of fun and entertainment at the MOA SMX Convention Centre last 11th January 2019. Lots of valuable prizes were given away to lucky winners through games and raffle draws. Celebrity entertainers also performed their amusing numbers to regale hundreds of seafarers and members of their families in the crowd.

SOS celebrated and highlighted the occasion with the MassKara Festival theme - the annual festival in Bacolod normally marked by plenty of street dancing and colourful costumes. “This is the SOS way of paying tribute to the seafarers by showcasing the festive and popular event across the Philippines,” said David Shoo, the SOS organising committee chair.

The SOS annual gathering in Manila started in 2006, and has since brought together members, manning agents and friends in the industry in a single event. Mr Shoo said the Philippines has always remained to be one of the biggest sources of seafarers as it has succeeded in developing highly skilled Filipino crews through the years.

“Through proper training and welfare, Filipino seafarers can perform their job best on board ships. This is the reason why Filipino seafarers are being sought after to work at sea globally,” Mr Shoo pointed out, saying the “SOS is blessed to have a strong Filipino membership list which we take in partnership with the AMOSUP.”

Gifts for seafarers

The Singapore-based maritime union, which is composed of ratings, also announced a number of benefits that members can look forward to in 2019. SOS said it intends to present gifts to seafarers who served on board ships with SOS collective agreements (CBA).

“Gift will most likely be a practical item for the seafarer or for family usage that will be available towards the end of the year,” said Mr Shoo.

This is the SOS way of paying tribute to the seafarers by showcasing the festive and popular event across the Philippine

It will also embark on a visiting programme to as many manning agencies as possible in Manila to gather feedbacks on employment-related status to plan the union’s next course of action. SOS is still concerned with the practical necessities seafarers need in pursuit of their jobs.

Despite the hot issue on automation, SOS says it still believes...
that their three main concerns for members include training, medical services and accommodation. Although it plans no changes to its welfare and benefit schemes, SOS vowed, “we will continue to observe the trends and needs of our members and propose the necessary change to management,” Mr Shoo added.

Family-oriented

The SOS celebration has always been about reunion and togetherness. According to the gathering’s guest-of-honour, AMOSUP president Dr Conrado Oca, the very essence of making the family a priority, has made the occasion more special to the seafarers - especially those who have just reunited with their loved ones. “Being family-oriented is a defining value every Filipino seafarer holds close to his heart,” he said.

“Therefore, as the biggest union of Filipino seafarers with more than 100,000 members, family is one of our key priorities as we gear towards our objective to implement CBAs that help deliver holistic programmes and services on health, education, career advancement and retirement for our valued members,” Dr Oca added.

He noted that seafarers draw every ounce of strength, inspiration and hope from their families, saying that such an occasion could be their chance to spend quality time together “to make their bond even stronger and to set their goals higher as a family.”

The celebration, according to Dr Oca, is also a good reminder that those in the maritime unions, the shipping companies, and other social partners and stakeholders from across the world can work collectively and harmoniously as one big family. “This also ensures that our seafarers are secure, their rights protected, their welfare of utmost priority, and most importantly that they are happy to be in this noble profession they chose to embark on,” he expressed.
AMOSUP, JSU receive award for their youth education advocacy

The DepEd Division of Bohol expressed gratitude to the Union and other donors, partners and stakeholders for the continuous support which enable them to reach new heights in giving quality education to the next generation of Boholano learners.

Education authorities in Bohol recently recognised the impact of AMOSUP’s school building project to support the youth’s access to education in the province.

AMOSUP received the Outstanding Employees and Organisations Award during an annual recognition ceremony of the Department of Education—Division of Bohol for the union’s contribution to the education of young Boholanos.

DepEd Bohol Division said the evaluation board has set strict criteria in selecting the awardees, taking into consideration the highest standards in their respective crafts or industry.

Dr. Nimla Bongo expressed her deepest gratitude to AMOSUP and other donors, partners and stakeholders for the continuous support that enable them to reach new heights in giving high quality education to the next generation of Boholano learners.

Various stakeholders and partners from the province, as well as around the nation, were recognised based on the impact of their projects and donations towards the young learners.

AMOSUP, in partnership with the All Japan Seamen’s Union (JSU), donated a school building to the children of Daulis, Bohol, which now provides a conducive learning environment with the essential facilities. There’s a covered court, canopied pathway, and a two-classroom building complete with amenities such as tables and chairs for teachers, pupils’ desks, computers, an audio-video presentation set and two modern-built toilets.
Governor Edgar Chatto stressed that one of the pillars for Bohol’s economic growth these days is DepEd’s high level performance. Bohol is home to highly-competitive professionals and talents in the fields of entertainment and sports, whose skills have been realised through high-quality foundation of learning and discipline.

Further strengthened by generous partners, donors and stakeholders, the province’s public school system has enabled to attain a level of competence at par with the best schools not only in the region but also in other areas of the country.

The whole DepEd Division of Bohol headed by School Division Superintendent Dr. Nimfa Bongo expressed her deepest gratitude to AMOSUP and other donors, partners and stakeholders for the continuous support that enable them to reach new heights in giving high quality education to the next generation of Boholano learners.

Ms. Martina Aguilar, principal of the recipient institution, Dauis Central Elementary School, was teary-eyed and overjoyed as she expressed her appreciation of the AMOSUP’s laudable gift to her students. She recalled that when she started four years ago, the school did not have enough facilities needed to teach the students in various areas especially sports, culture and arts.

Now that their dream of having a covered court and additional classrooms was realised through the donations of AMOSUP, educators at Dauis Central Elementary School are more confident to continue producing more and more quality graduates with enough knowledge and discipline to excel and be successful in their chosen field or profession.
Academy puts new ‘floating lab’ in service

It is the first of its kind between employers and unions in the maritime world. Parties involved in the building and delivery of a new ship have showed strong commitment and partnership to train future officers, writes Andy Dalisay

Placing a ship in active service by its owner - be it to trade or for naval fleet - has been a cherished maritime tradition. Yet the event gets even more meaningful when the ship being commissioned needs to service future officers of some of the globe’s merchant ships and the local navy’s.

Such was the story of the recent commissioning ceremony of the MV Kapitan Gregorio Oca as it had obtained that level of significance and wisdom at a time when the maritime industry badly needs dedicated training ships. The Maritime Academy of Asia and the Pacific (MAAP) and AMOSUP celebrated the milestone event by putting their second ship for operation last 31 January 2019.

The new-building Kapitan Gregorio Oca will serve as a floating laboratory for MAAP cadets. The academy hopes that “we will achieve the noble purpose which this ship was built and donated, which is to maintain and surpass the standards of development and capability of Filipino seafarers,” said MAAP president Vice Admiral (AFP, ret) Eduardo Santos.

The ceremony at the Manila South Harbour, Pier 15, brought to fore the importance of experiential learning of students. Vice Adm Santos aptly described its worth, citing a notable quote from Confucius, which said: “I hear and I forget, I see and I remember, I do and I learn.” Learning by doing maximises understanding in concrete and measurable ways, according to the MAAP president.

The Kapitan Greg Oca is the second training ship to be owned and operated by the Mariveles-based academy that is seen to complement its first vessel the MV Kapitan Felix Oca in terms of learning for cadets and mentors alike. The academy is confident that by exposing its cadets to “more hours of rigorous and structured shipboard training, we upgrade and raise the standards of their seamanship, navigational and engineering skills, and competence,” Vice Adm Santos added.

Potential, perseverance and passion

Its first ship has been instrumental in producing thousands of well-equipped and competent seafarers who are now making waves in the maritime industry. “We have always believed in the potential, perseverance and passion of aspiring Filipino seafarers,” said MAAP chair and AMOSUP president Dr Conrado Oca.
However, Dr Oca stressed that it takes comprehensive training to bring the best in them, coupled with discipline and hard work. "We are one with many [in the industry] in our commitment to provide excellent maritime education to our students by equipping them with knowledge, technical skills and the necessary tools and opportunities to better hone their capabilities."

He has extended the gratitude to social partners especially to the International Maritime Management Association of Japan (IMMAJ) chair, Capt Koichi Akamine, and All Japan Seamen’s Union president Yasumi Morita. AMOSUP, JSU, IMMAJ and PIMCC - known as the Party of Four in this endeavour - have gone through a long tedious process, from the drawing boards to the construction and delivery of the ship to Manila.

The 3,000 GT Kapitan Gregorio Oca was built at Miho Shipyards in Japan and delivered last Christmas Day as a fitting gift to Filipino seafarers for the Japanese fleet. It can berth 108 cadets, a crew of 24 and six onboard instructors. Student to instructor ratio is 18:1 but this can still be reduced as the ship officers will also conduct training, mentoring and monitoring.

The memories and legacy of the AMOSUP-MAAP founder will be immortalised in the ship, whose name it carries. The late Captain Oca had always inspired the industry of his strong desire to produce world-class seafarers and leaders by maintaining the highest standards of maritime education and training.

First between employers, unions

The joint project to construct and deliver the vessel has been the "first of its kind in the world between employers and unions," noted IMMAJ chair Koichi Akamine, saying he was "truly proud of this ship." It was the "ultimate display of the long-term commitment, cooperation and partnership" between the Philippines and Japan in the shipping industry.
We will achieve the noble purpose which this ship was built and donated, which is to maintain and surpass the standards of development and capability of Filipino seafarers.
he told attendees at the ship’s commissioning ceremony.

The discussions to order a new training ship between the employers and the unions began as early as 2014. Capt Akamine stressed that the commitment of IMMAJ, which maintains their sponsored students at the academy, is to support Filipino cadets and their “aspirations to become world-class officers in the Japanese fleet.” IMMAJ deals with matters concerning non-Japanese seafarers working on board FOC (flag of convenience) vessels owned or controlled by Japanese companies, in which 90% of the fleet are registered under. Capt Akamine estimated that 75% of seafarers on board those vessels are Filipinos, saying IMMAJ is “truly grateful for the Filipinos commitment and hard work.”

The employers group support 150 Filipino cadets each year or a total of 600 who are currently studying in all levels at the academy’s JSU-IMMAJ campus in Bataan. They are all aspiring captains and chief engineers, stressed Capt Akamine. JSU president Yasumi Morita believes that through the MV KGO would produce “excellent Filipino seafarers” for the Japanese merchant fleet. “AMOSUP and JSU have been working on various projects mainly for the welfare benefits of Filipino seafarers,” he said.

These projects are in accord with the ITF policy that the unions want to promote, stressed Morita-san, saying they are now “enhancing the alliance between the beneficial-ownership countries and seafarer-supplying countries.” He added that JSU expects that “such alliance will be further strengthened and promoted as a result of this project.”

Friends from stakeholders in the shipping industry attended the ceremony, which was graced by Cabinet Secretary Karlo Nogales as the guest-of-honour. SF
Twin roles for man at the helm

The master of MV Kapitan Gregorio Oca, Captain Romeo Napinias, relates his upcoming roles on board the training ship - as a master and a teacher - as he shares his experience as a veteran sailor of bulker tonnage.

For a shipmaster to play the dual role of taking the helm in command and at the same time teaching midshipmen on board his ship could be challenging. But Captain Romeo Napinias excitedly looks forward to facing the first batch of cadets who will join the newly built training ship MV Kapitan Gregorio Oca beginning April this year.

Captain Napinias said the twin role is not much of an issue as the cadets from the Maritime Academy of Asia and the Pacific (MAAP) are mostly scholars who are disciplined and smart-qualities expected of them. “In this training ship, not only vessel safety is priority, but also to teach, provide relevant topics and practical information in the trade, including sharing of knowledge and experiences to the cadets,” Captain Napinias stressed.

It will be his first time to command and teach, according to the veteran shipmaster, saying he is happy to share his experiences with the cadets. The rest of the officers of the MV KGO will technically work with the shipboard training officers whose primary job is to teach the students.

With officers and crew of 24, the 78.60m vessel can berth 108 cadets and six onboard instructors. The academy expects that through its new floating laboratory, the second ship of MAAP, it will maintain and surpass the standards and development and capability of Filipino seafarers.

Comparing the shipboard training during his time, Captain Napinias said training for seafarers today is a lot better. In his time, he said they focused more on the theoretical side. “It’s up to you to study it when you join your vessel. Unlike now, cadets are given a programme like this to be familiar and ready on their respective ship assignment,” Capt Napinias shared.

The master said he was honoured to have been chosen to command the MV Kapitan Gregorio Oca, which has state-of-the-art facilities and equipment that one can find in a seagoing vessel. A veteran master of bulkers overseas, Captain Napinias was at the helm in command of the KGO’s conduction voyage in the delivery of the newbuilding from Japan to Manila last December.

“It was a great experience even if it’s comparatively small that the slightest swell tends to move the vessel, which is uncomfortable. But we survived and managed to bring the ship safely to Manila,” the captain told Sailing Forward of their experience in the conduction trip. They encountered heavy weather along the way and most of them experienced seasickness, he said.

Capt Napinias said that trip could be one of his most memorable sailings as he was not used to be in command of small ships. But he said his experience as a seasoned master was advantageous in the safe conduct of the ship.

Prior to his duty to command MV KGO, the master disembarked in June 2018 from one of the bulk carriers operated by Japan’s Taiyo Sangyo Trading. He focused on cargo operation, the safety of the crew, protection of marine environment, and compliance with international safety rules and regulations to ensure the vessel’s seaworthiness throughout the voyage. SF.
MAAP signs agreement for blockchain technology

The Academy wants to prepare for and to take advantage of this upcoming and game-changing innovation

The Maritime Academy of Asia and the Pacific (MAAP) signed a memo of agreement with a Singapore-based blockchain platform provider that will pilot-test the technology of the academy’s certification system.

A first in maritime education and training, the “pilot project” with Navozyme and its Navozyme Certificate Authentication Platform (NCAP) aims to increase MAAP’s productivity in many folds, reduce costs, and establish seamless integration with its end-users including shipowners and ship managers.

Navozyme provides technical expertise in general certification management and port clearance areas as well as a functioning prototype to be iterated upon and piloted together with the industry. Its role in the pilot is a technical enabler and future partner for integration and scaling when prototype has been validated and deemed feasible.

Under the agreement signed last 25 January 2019, Navozyme is to undertake a number of responsibilities, including developing a system that will allow for a digital repository for verified crew certificates from MAAP and authorities and users. Navozyme will also deliver a seamless mechanism for issuance as well as monitoring of certificates.

The company has agreed to share its technical expertise related to blockchain and such technologies. The blockchain solution to be provided by Navozyme will enable tamper-proof certificates, the management of these certificates amongst several stakeholders, as well as the many data transactions that happen between the different entities and ensure authenticity of the documents from several different sources.

The blockchain technology has hit the shipping industry as companies look forward to make information flow more smoothly across the business and make trade-related office procedures faster and more efficient. Industry participants like
MAAP, which has state-of-the-art facilities, wants to be prepared for the upcoming blockchain technology and to take advantage of this game-changing innovation.

MAAP will assist Navozyme to map the process flow. Thereafter, the academy can provide data for approximately 2,000 cadets and 3,500 graduates for the project to commence, and iterations could be carried out. MAAP can provide necessary interfaces/ APIs to seamlessly integrate with N-CAP platform.

MAAP Director for external relations Prof. Angelica Baylon said she believes maritime authorities like the Maritime Industry Authority (MARINA) can follow suit as it will benefit the seafarers for easy verification of certificates. “Through the academy, the technology can be truly appreciated and understood in this fourth industrial revolution,” Prof. Baylon explained.

MAAP President Vice Admiral Eduardo Santos and Prof. Baylon signed the MOU with Navozyme CEO Captain Jiash Jai purified and co-founder Mr. Arjaney Borwankar.

The Center for Research and Communications, one of the partners in the MOU, hosted the signing ceremony at the Shangri la Hotel.

Stakeholders from MARINA, shipping companies, maritime schools and training centres witnessed the MOU signing between MAAP and Navozyme for the pilot testing of blockchain technology.
The International Transport Workers’ Federation (ITF) and its affiliated unions work together to fight for the rights of all seafarers around the world.

To support seafarers the ITF has a global network of more than 130 inspectors and contacts in 57 countries, who can be called upon to deal with any problems seafarers face. For those areas of the world where no inspector is available, the ITF Seafarers Support team based in the ITF Head Office in London can be contacted.

The Contact details are:

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Facebook
www.facebook.com/itfseafarerssupport

Please remember that when contacting the ITF Seafarers Support team or the ITF Inspectors, you should provide the Name and Flag of the vessel, the IMO number, your current location and full details of the problem or problems you have.

In addition to these contact details the ITF has developed a FREE iOS and Android app called ITF Seafarers. Using this app you can look up vessel details taken directly from the ITF system, find and contact an ITF Inspector or ITF Maritime affiliated union plus much, much more.
Making sexual harassment onboard punishable offence

Although there are existing “related offences” that seafarers commit such as “gross misbehaviour” and “abuse of power”, both don’t capture the gender aspect of the infraction’s camal nature. Lucia Palpalatoc Tangi, faculty at University of the Philippines Diliman, proposes its inclusion as chargeable in the POEA standard employment contract.

Sexual harassment must be defined in the standard employment contract using the legal definition under Republic Act No 7877. This is not at all revolutionary but it is just a matter of implementing the law.

Entering sexual harassment in the standard employment contract will not only protect seafarers, especially female seafarers, but also increase the accountability of all the stakeholders.

Under Section 3 of RA 7877, sexual harassment is committed in an employment environment when:

1. The sexual favour is made as a condition in the hiring or in the employment, re-employment or continued employment of said individual, or in granting said individual favourable compensation, terms, conditions, promotions, or privileges; or the refusal to grant the sexual favour results in limiting, segregating or classifying the employee which in any way would discriminate, deprive or diminish employment opportunities or otherwise adversely affect said employee;
2. The above acts would impair the employee’s rights or privileges under existing labour laws; or
3. The above acts would result in an intimidating, hostile, or offensive environment for the employee.

The law also states that sexual harassment is committed by any person who directs or induces another to commit any act of sexual harassment as herein defined, or who cooperates in the commission thereof by another without which it would not have been committed, shall also be held liable under the Act.

This provision in the law will encourage accountability among seafarers. There have been instances when seafarers brag about their sexual adventures or misadventures onboard -- even those involving their female colleagues. There have also been cases of seafarers taunting their colleagues to make sexist comments or do something to annoy or harass a female colleague.

Including sexual harassment law in the POEA standard employment contract will urge seafarers to observe proper decorum at all times. The standard employment contract will also encourage seafarers to report or call the attention of their supervisor or official if they have heard or witnessed an act of sexual harassment.

On the other hand, the government must also do its part by introducing...
gender sensitivity trainings to all seafarers and educating them about the anti-sexual harassment law. Another important provision of RA 7877 is the duty of the employer or head of office in eliminating sexual harassment in the workplace. Section 4 states: “It shall be the duty of the employer or the head of the work-related, educational or training environment or institution, to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts of sexual harassment.”

If the said provision is adopted in the POEA contract, it will encourage accountability among ship owners and crewing managers. Section 4 of RA 7877 requires employers to prevent or deter the commission of acts of sexual harassment and this includes the introduction of an anti-sexual harassment policy.

Organising gender-sensitivity trainings for seafarers and staff of crewing agencies will also be helpful in preventing sexual harassment. Section 4(a) also requires employers, in consultation with other staff or employees, to promulgate rules and regulations “prescribing the procedure for the investigation of sexual harassment cases and the administrative sanctions.”

Section 5 of the law also states that the employer or head of office “shall be solidarily liable for damages arising from the acts of sexual harassment committed in the employment.” This provision means that the victim of sexual harassment can file for damages against the shipowner and crewing agency. Accountability on the part of management is further enhanced in this provision and may speed up resolution of cases involving multiracial sexual harassment. The law is clear that the employer or the shipowner is liable for damages if it fails to prevent or fails to act on a sexual harassment case.

International ships are normally composed of multi-racial crew, including Filipinos. For instance, if a Filipina junior officer files a complaint of sexual harassment against a foreign national and the ship owner and crewing agency failed to act on her complaint, the former can sue the latter for damages.

Crewing agency’s failure to act on sexual harassment complaints is not cheap. Under the existing POEA standard contract, crewing companies will be required to pay an additional escrow from PhP50,000 up to maximum of PhP100,000 per case filed with the POEA. This is on top of the PhP1 million escrow fund that crewing managers have to deposit with the Philippine Central Bank. For instance, if a crewing agency has five cases pending with the POEA for failure to act on a sexual harassment case, then it will have to deposit an additional PhP250,000.

Ship owners are neither spared from the accountability. If there is a pending case against a shipowner for its failure to act on a sexual harassment case, it will pay an additional escrow of US$3,000 per case. (See table for details.)

This provision in the law will encourage accountability among seafarers.

Once found guilty of inaction or non-compliance of the anti-sexual harassment law, the crewing agencies and shipowners registered with the POEA may face administrative sanctions such as suspension of license or suspension of accreditation for one to two years on first offence. A female seafarer who is a victim of sexual harassment can also pursue a separate criminal case in the regular court, according to RA 7877.

Various stakeholders in the seafaring industry are now reviewing this, which gives a spark of hope that an anti-sexual harassment provision will soon be included in the POEA standard employment contract.

<table>
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<tr>
<th>Requirements/Penalties</th>
<th>Crewing Agencies</th>
<th>Principal/Ship Owner</th>
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Maritime profession drives seafarers career, family better

Amidst the hazards and sacrifices of working away from families and friends, many seafarers have succeeded in their careers including the realisation of dreams for their next of kin. AMOSUP members share segments of their experiences in a series of interviews with Sailing Forward’s Andy Dalisay
Noel Gabrido, Shipmaster: Captain behind the camera

Many sailors endure loneliness and longing for loved ones in countless voyages on their tour of duties. They either find a way to combat such solitude or succumb to distress of their mental wellbeing on board ships.

But for some, battling bouts of psychological problems sometimes leads to useful ventures. For instance, Captain Noel Gabrido took those lonesome moments on board as his chances of capturing the wonders and beauty of the world through his lens.

Noel recalls having started photography in 2010 with his first Nikon DSLR D3100 while he was in the port of Gibraltar on board a tanker as its Second Officer. He says he took some basic lessons in camera work from the social media channel Youtube while he pursued the hobby.

For instance, whenever I see bright stars at night, I grab my camera instead of just watching TV.

A photography enthusiast, the shipmaster has pursued the hobby since he was still a junior officer. Sometimes it is a way of diverting his attention from the pain of loneliness and mental distress over long voyages.

For example, he says, “makakita ka lang ng magandang stars sa gabi, imbes na manood lang ng TV kukunin ko yung camera ko para kunan ko sila.” (whenever I see bright stars at night, I grab my camera instead of just watching TV.) He would then find other subjects and spots—from ship to sunset—which he would always “get suited for the right brightness and angles.” Ashore, he likes to shoot old buildings and beautiful landscapes on various harbours and cities he visits.

Today, the ship captain is not just a hobbyist of the craft but a professional photographer in his own right. He has set up his own group that does event pictorials in his Bacolod hometown, where he has collaborated with photo and video enthusiasts. He has also taught them basic photography as a tool to earn a living.

Last September 2018, the IMO commended one of the three photos Noel took and sent out as entries to the photo competition the UN body launched to celebrate Day of the Seafarer. Though it didn't land the top three prizes, he's proud that his work was recognised from over 1,700 entries from around the world.

Noel got inspired to pursue a maritime course in college when seafaring became a popular job among his town folk. He jumped right onto the bandwagon and boarded his first ship on the bulker Centurion as a messman right after finishing his BS Marine Transportation at John B. Lacson Maritime University in Bacolod in 1993.

But it wasn’t all smooth sailing on his first ship. He was supposed to join as a cadet but the lack of berth led him to the galley or housekeeping. But Noel says it was quite a challenging experience. “Yung mga old-timer sa barko palaging binubully ako. Imbes na turuan, tinatakot na papauuin ka.”
(Old-time deckhands were bullying me. Instead of teaching me, they would intimidate me.) But he wasn’t fazed.

If someone else were in his position, Noel says it’s not surprising to lose the zeal to work. “Mawawaian ka ng gana kung mahina ang loob mo at baka hindi ka na bumatik ng barko. Pero natapos ko ang kontrata ko.” (You will lose the zest to work if you’re weak, and probably won’t plan on returning to work on the ship again. But I finished my contract.) Bullying, he says, was mainly caused by regionalism, which divides the provincial origins among Filipino crew. However, he didn’t take it seriously and would just go about his work.

From housekeeping, Noel had to go back to being a deck cadet to comply with the marine board exam requirement for Third Officer. He stressed he spent a “long time” in the OS (ordinary seaman) and AB (Able seafarer) roles, even if he already had his Third Officer ticket. Now a veteran Shipmaster of tanker tonnage, Noel shares a number of changes in seafaring as he observes on board. “Once the ship docks, the crew normally head out to find their way to drink or go shopping. This has been lessened due to technology and social media. More seafarers would opt to spend more time on Facebook or video chats with their family back home,” he shared.

Noel continues: “Di ba nang hindi makalabas may mga slop chest naman eh.” (Nevermind shore leave, there’s the slop chest onboard.) Besides, he says, it’s gotten more dangerous in some places ashore. “It’s no longer safe for shore leave nowadays, especially in South American and African ports. Moreover, in the tanker trade, we have ‘zero tolerance’ on alcohol. So, with their SIM cards they now prefer to stay on the ship,” he added.

As a shipmaster, he embarked on his sixth vessel, a crude aframax tanker belonging to Greek-owner Stealth Maritime last November. He’s been on an average of six-month contract for each ship. Although there are instances when he would last up to nine months if there’s no chief officer. “Today, however, more Masters have been available including Russians and Indians, while the Greeks are making a comeback,” Noel said.

The 48-year-old seems to have reached the pinnacle of his career and wishes to save up further for his retirement. Though he rules out retiring early, he thinks seven more years will be good enough. “Pagnapatapos namang sa kolehiyo ang mga anak namin at may retirement fund na kami ni Miss, puede nang mag pahinga.” (As soon as our daughters finish college and we have the retirement fund, that’s the time to retire.) SF
Maria Ana Lourdes Magtiza-Espinosa, Chief Officer: The challenge to pursue career and to build a family

Building a family in exchange of pursuing a career at sea is a decision many female ship officers have made in the midst of being maritime professionals. The choice between home and ship has always put many women seafarers at a crossroads.

Yet, with a sympathetic partner, career and family goals alike, can both be achieved. In the case of Maria Ana Lourdes Magtiza-Espinosa, she even found somebody who understands and shares her desire to pursue her profession.

“It’s hard to give up a job that you have developed over the years,” said Lourdes, or Lordz for short. The Chief Mate said she and her husband, who is also a maritime professional, have managed to keep a long-distance relationship as they prepared to start a family.

She shared that when they tied the knot in 2015, she and her ETO (Electro-Technical Officer) spouse agreed that they both work so they can easily achieve their dreams while planning for the future. She was 24 then— a Third Officer who had even fixed when to have her first child.

Lordz stressed the importance of communication with her partner as they were literally oceans apart. “My husband and I would always try to have at least small talks whenever we have time on board,” she said, admitting that it’s still a challenge in their married life to be away from each other while persevering to make their first million.

She admitted that unlike their counterpart in other professions, they don’t have much good memories to talk about since they’ve spent most of their time on their respective ships. However, she said the good thing about their careers is that they were able to start saving up early to lead them to a better life together.

“It’s hard to give up a job that you have developed over the years

Lordz began her career at Maersk Line, which backed her studies at the AMOSUP-managed Maritime Academy of Asia and the Pacific (MAAP). Member of Class 2010, who obtained dual course in BS Marine Transportation and Engineering (BSMTE), she embarked on a series of training
from cadet to officer’s role with Maersk container ships. These are the 11,000 TEU Nele Maersk, the 18,270 TEU Marit Maersk and the 6,802 TEU Maersk Kyrenia.

As a dual course finisher, she was asked by the company to choose the department she would pursue, in which she opted for the deck part. “I had a good learning experience with my company early on, like discovering the actual operation of a vessel and how to handle people. Coping with time was tough too, though. But I enabled to adjust through time management to balance studies and work load,” she noted.

According to Lordz, the hardest part when she was just starting out was the physical demand of the job and hazards in the workplace.

As a ship officer, one of the key challenges she has faced in her career was handling people with unpleasant attitude. But she said she always reminds herself that such unkindness act could be mended by cooperation. “Cooperating even with subordinates without losing your mandate of superiority is vital,” she said.

“For instance, criticising their lapses should be constructive so that you won’t hurt their feeling. You can be frank but you can do it in a way they will learn from it,” Lordz continued. To be a female officer, she said, one must have the right kind of attitude. “Having the right and positive attitude will have a big impact on your career and definitely gain respect from other people,” Lordz shared.

It was not her choice to be a seafarer. But her father, who was working at MAAP as a tactical officer, urged her to take the entrance exam at the academy and inspired her to be one. While in secondary school, she visited the MAAP campus and became familiar with cadet life. “I think my father was just testing me if I could survive the rigours of training when he encouraged me to enter the academy,” she noted.

Lordz now has worked on 10 ships, which all belong to Maersk Line. She has been a Chief Officer since February 2018 on the 50,415 DWT Safmarine Mulanje, one of the ships in the fleet of Safmarine Container Lines, which AP Moller-Maersk acquired and brand-retained since 1999. She still hopes to continue to work with the Danish shipping line, where she gets assigned in different vessels.

Lordz said the marine profession has contributed in many ways to her life, especially on the financial aspect. “It has helped me earn and save up for the future. In terms of professional growth, I can say that I have attained certain levels of success,” Lordz shared.

She plans to continue to work on board and attain the highest rank in the profession. The Chief Mate admits it may entail sacrifices, such as losing time for the family. Hence, she has decided to set a time frame in achieving her goals. She is thankful that her family understands her profession and has accepted her career goals.

At 29, Lordz also plans to take up a master’s degree in business that is maritime-related. She wants to have kids when she turns 32, perhaps that’s when she becomes a captain, too.
Eric Lizada, 3rd Engineer: ‘Engine job is like owning and riding a motorcycle’

He has likened his job in the ship engine room to owning and riding his motorbike. You simply know something is wrong when it suddenly stops and cannot start at once, according to Eric Lizada.

Apart from having his off-road racing Enduro, Eric has been used to tending motorcycles whenever they break down when he was a teenager. He says his fondness of dismantling and assembling the parts to fix them up paved the way to something else.

Concocting and contriving things in the motor shop led him to his dream of becoming an engineer. Eric chose maritime when he took the appropriate course in college. Upon finishing his BS Marine Engineering in 2010 at the Colegio Dela Purisima Concepcion in Roxas City where he was born and raised, he boarded his first ship as a cadet.

The engine room of the interisland containership Locon Visayas of Lorenzo Shipping Corp became his first platform where he trained to apply his knowledge and skills. The young apprentice underwent the tough job overhauling the ship’s main engines, cleaning flame coolers and into bunkering.

“There were a lot of responsibilities to take care of, including the safety aspect,” he pointed out. Loneliness and longing for the family became his constant companion as he stayed for a yearlong cadetship. Though, Eric said he easily got himself acquainted with the job on board.

The hardest part was bearing the heat in the engine room, he shared. “It gets worse when you don’t feel well and you have to endure the condition just to finish your job. Sometimes there was not even a break when engine trouble erupts.”

Bugusan talaga ang trabaho. (I was beat up with work),” Eric shared. He said it was even harder to condition the mind when he gets visited by homesickness.

When Eric finished as a cadet, he got a job in an overseas vessel as a junior engine crew or wiper in one of Jbsn Maritime ships. His duties on board the 14,000 GT box ship Sinar Bitung almost lent a continuity of the job he had previously performed.

Except the food and salary which had respectively improved, Eric would almost do the same duties from his coastwise shipping work. However, he got more seasick overseas as the ship encountered bigger swells that scared him.

“Pareho lang ang tindig ng trabaho tulad sa maintenance, swerte lang sa mga months na walang abeya sa makina,” (Same job, but I was lucky in the months when we did not encounter any engine problem.)

Eric compares his job to maintaining a motorcycle, in which he enjoys the ride if no problem occurs. As in the ship, he said it is a relief when you find no trouble in your engine and auxiliaries. It was in his first ship where he got promoted to start as an engine officer.

Now the Fourth Engineer had to engage with heavier responsibilities. For instance, Eric had to work doubly hard when the vessel had run into trouble as it was incidentally bound for class survey. Problems in the machineries fell on his shoulders, but Eric emerged in triumph fixing the troubles.

He boasted that the next guy who took his job over had just gotten to relax since everything became alright as he signed off the ship. He performed a job well. Then he signed up for two more contracts in cargo ships and had risen to a third engineer role.

However, Eric shifted his career gear when he decided to join passenger shipping in 2017. His first ship, the 50,764 GT SuperStar
The hardest part was bearing the heat. It gets worse when you don’t feel well and you have to endure the condition just to finish your job.

Gemini of the Hongkong-based Star Cruises, led him to a job in a rather flexible term. “Mas masagat ang trabaho sa passenger ship,” he says. (Working in passenger ships is a bit easier than in cargo ships.) Eric explains he performs the same line of work in cargo vessels but lesser in scope as more hands have assigned responsibilities in the cruise line. In cargo ships, he states that only a handful or less of the officers and crew perform wider scope of responsibilities.

The 28-year old has finished three contracts when he signed off the 3,370 GT The Taipan ferry in December last year and resumed to his fourth ship on board the 75,338 GT Star Virgo last mid-February.

Eric said he learned a lot on the practical side of the job such as in the electrical, welding and other maintenance solutions that he could apply. “Basically I do most of them when on holiday at home,” he shared.

Like other engine officers, he also plans to reach the top of the career ladder. As soon as he completes his 36-months sea service experience for the Second Engineer post, he will be ready to sit for the marine board exam for Chief Engineer. Apart from the financial aspect, to achieve a number of his “projects” is what drives Eric to work hard. They include building his own family and his dream house. “We cannot withstand the hardship and hazard of working in a ship for too long. But in the end it will provide the fulfillment of your goal,” he remarked.

Eric looks forward to the next 10 years to be more exciting and for him to attain the top of his career. “By that time, it will be the fulfillment of my career,” he confidently said, as he claims his success to be a chief engin SF.

Sailing Forward 31
Gina Macansantas, Cruise Finance Officer: ‘Everything has to be balanced aboard’

She was young, fresh from college who wished to travel and to see the world. But the quickest way possible she knew was to be a flight stewardess— a path that would simply not let her stand a chance to compete for the job because of her height.

However, such height disadvantage did not keep Gina Macansantas from pursuing her dream job. Gina, or Jin as friends call her, found a beacon of light to work in an industry that would land her a career she had been looking for: cruise shipping.

Jin, who was a former college instructor and an accounting staff, tried her luck when she approached a cruise manning agent in Manila for a job on board. “I applied in the agency, but was told that finance or accounting staff is not offered to Filipinos, but there are vacancies for security guards,” she said.

Jin did not give up and challenged herself to a chance that could lead to a job on board cruises. She decided to undertake a 15-day training course for a cruise security guard. Upon course completion, she applied and hurdled the screening process and got hired as one of the security staffs at Celebrity Cruises.

Seven of the cruise ship personnel of various nationalities, including Jin, vied for the finance officer post. The search for the new employee moved on as the candidates’ CVs were reviewed and interviews were carried out. She said she prayed really hard, until finally, she was shortlisted and eventually got the job.

“IT was a mixture of amazement, confusion, and fear, when I first stepped on board the cruise ship,” Jin shared. In the first few days, she says she would always get lost to her cabin, the mess hall and the workplace aboard the 12-decker vessel. She had to consult the ship layout and memorise it deck-by-deck—from forward to mid-ship and aft. “I would do it from 5:00 in the morning spending the time to familiarise myself in my new home and work at sea.”

The lady security guard successfully completed her first contract. But when Jin returned for her second stint on board, some sort of an “emergency” happened while their cruise ship was at mid-sea. A staff got tired at the finance section of the cruise that left the position vacant. This led management to find a replacement right away. “That could be my chance,” Jin recalled telling herself.
Jin was a well-experienced finance officer prior to embarking on her career at sea. A graduate of Bachelor of Science in Accountancy at the University of Mindanao in 1998, she was a college instructor in finance at her alma mater in Davao and worked as an accounting staff in a Manila-based company.

Comparing her work experiences ashore, Jin recounted how she got surprised by the unique work culture on board when she joined her first ship. “I had heard all the bad words, swearing here and there from colleagues was just normal,” she says. She got used to cursing, stressing that it seems to be the norm as part of a “ship culture.”

As a female staff in a male-dominated industry, Jin has not escaped the burden of discrimination. She said she was verbally abused when she got assigned as a purser in one of their ships and met a new foreign boss, who told her: “I don’t like a female [employee] in my team because you’re slow and inefficient. You like gossips and all these stories that attract troubles.”

This prompted Jin to reply: “Well, that’s how you perceive women. I cannot agree with that. But I can guarantee you from now on, I will change that perception. You’re gonna like me,” she confidently said. To which her boss countered: “Let’s see.”

Jin said she really worked hard to prove her manager wrong. “I made my [account] accuracy by more than 100 percent so to speak,” she shared. Two weeks thereafter when she completed her tasks, Jin recalled: “My boss could only flash a smile after seeing my report.”

Jin just gave her “thank you” in response, knowing that he ate his words.

Jin has since worked on nine ships at Celebrity Cruises, where she worked up to three succeeding contracts in a single ship. She finds her job filled with challenges. “You need to study tricks and formulas to find the variants,” she said.

It’s always a challenge to close the cruise and open another, stressed Jin, saying each tour normally has 2,000 guests waiting to embark at the port. “So, everything should be balanced by 0900 for the entire cruise,” she explained, referring to ledger accounts that usually closed and balanced at the end of accounting period.

Professionally, Jin has grown her perspective after getting along with people from different nationalities, culture, and ethics. “You’ve learned to accept differences in people as races and religions but in spite of which, you can work together in harmony,” asserted Jin, who disembarked last January from the 121,878 GT Celebrity Equinox for a holiday.

She underscored the importance of the future since nobody knows what will happen next. From a poor family, Jin proudly said she has helped her family achieve the middle-class status. Apart from sending their two children to private school, she has invested her earnings wisely. One of her achievements was acquiring a 25-ha farm in Davao planted with dwarf coconuts, cacao and coffee.

Jin aspired to be the exemplar in raising the bar for Filipino women to strive well in their chosen profession. She says Filipino women can compete with their skills and education even in the international front.
Francisco Montinola, Ship Boatswain: Fleet that makes his mission complete

He hopped from one manning agency to the next and passed up holidays just to stay afloat for work. That's how Francisco Montinola looked back at the plethora of employment experience he has gone through as he struggled to bring up his family at a very young age.

Francis, or "Kiko" to friends, admits to have tied the knot as a teenager and already had their first born while pursuing his course in BS Marine Transportation at the John B. Lacson Colleges Foundation in Bacolod. He already had two children when he finished the four-year course in 1992.

He did odd jobs in construction just to earn for some school allowance while the couple’s parents helped them with their daily needs. When Kiko finished his BSMT and went to Manila to get his credentials to start on a ship, he worked in a mall to save up for his family while waiting to be called by employers.

He got his first break when an agency deployed him as an OS (ordinary seaman) on a livestock carrier. He was excited when he got hired in his first job. As a newbie, he said he never had a hard time. He would just follow orders from his superior and ask questions for those he didn’t understand.

He finished his first contract and immediately moved to a Korean-owned general cargo ship for the same role. It was followed by another yearlong stint with a Japanese shipowner, where he moved up to be an Able (AB) seafarer. He did quite the same routine of rating’s roles, except for a time when their ship experienced an engine fire that required his firefighting skills.

According to Kiko, most of his holidays would not last for two months, while most seafarers usually take three to four months or more on standby before getting on to their next ship assignment. He was very aggressive in looking for jobs— he would scout for another employer if the current one could not "urgently" fix for his next vessel upon his disembarkation. He didn’t even have time to review and sit for the marine board exam.

“Mababaon ako sa utang pagtumagal akong tambay,” he shared. (I’ll be mired in debt if I stay long without a job.) But aside from his goal to be employed continuously, he was driven to strive even harder when three of his four children simultaneously entered college. He said a key portion of their savings went to their kids’ education.

Kiko has always maintained patience and coolness on board. He shared: "Sa barko kelangan ng pakisama talaga. Pagandoon ka na dapat trabaho lang. Kung anong nadatman mong assignment yun lang, mas magulo pag nakialam ka sa hindi mo trabaho.” (One needs camaraderie at work. Do your job when it’s time to work. Be guided by your assigned responsibilities, meddling with others’ job courts trouble.)
Kiko became a boatswain or bosun in 2002. By then, he had started sailing on the fleet of some European owners. He has already lost count of the number of ships he has worked on since he started in the profession. But many of them were with a couple of Greek companies and the German shipowner Claus Peter Offen, where he completed successive engagement in nine containerships.

Since 2013, the boatswain attained some sort of a permanency with Maersk Line. He first joined with the Danish shipping line’s 9,000 TEU Gothurdfærder Maersk (formerly Marit Maerski). He seems to have been content, and sees the final phase of a career with the company up to his retirement. He only has praises for its fairness in taking care of its officers and crew.

"Katulad ng provident fund nila for retirement, yan ang pabor sa amin. Pag nag retire ka sure na may makukuhang ka," Kiko says. (For instance, their provident fund that works for our own good. When you opt to retire, you’re assured that you can claim your savings).

After numerous ships and various ports, Kiko believes he has already accomplished a significant mission in life. All his four children are now professionals—two of them nurses who have travelled abroad to work. "I’m thankful enough that they have finished their studies and now, it’s their turn to grow and mold their own children," he remarked.

Today, even if he stays on holidays for five months, he says he will never get worried as before. Kiko and his wife are the only ones to fend for themselves, while the children have their own jobs that are stable.

Kiko grew up looking up to the marine profession as a family business. He fell for the career since he was young, as he admired uncles and cousins who looked lavish and abundant each time they would come home from months of work at sea. What further piques his interest were the stories of their adventures in seamanship that they shared during family reunions. His elder brother is also a seafarer.

"I wanted to be like them," Kiko recalled telling himself. "Kaya pag graduate ko ng high school naenganyo ako ang kumuha ng maritime course." (That’s why I’ve gotten to pursue a maritime course after high school.) It will be Kiko’s ninth ship with Maersk when he joins the 14,000 TEU Arnold Maersk this March.
IKAW NA KAYA ANG SUSUNOD NA Milyonaryo?

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JOIN NOW!
ONE responds to container fire with crisis management drill

The company has diligently addressed all of the safety, logistics, and operation aspects arising from the incident.

Carriers have the mission to provide secured and reliable service through constant safety measures in the transport of cargo to their destinations.

Yet accidents do happen. The fire that gutted the boxed cargoes on one of its chartered containerships has prodded the Ocean Network Express (ONE) to carry out a crisis management drill with one of its joint venture partners Nippon Yusen Kaisha (NYK) Line.

A joint venture of NYK, Mitsui OSK Line and K’Line, ONE conducted the drill based on what happened to the Yantian Express—the 7,500 TEU containership, which caught fire last January during a trip across the Atlantic Ocean en-route to Halifax, Nova Scotia.

The drill involved about 65 participants from ONE’s global headquarters office in Singapore, ONE Japan in Tokyo and the NYK head office, a ONE statement said.

The company stated that the cooperation received from various departments and involved parties made the exercise realistic and practical as the participants reviewed their possible response and procedures and examined emergency measures with one another.

The simulation involved a fire that broke out inside a container onboard at its Tokyo container terminal. An explosion was triggered despite efforts of the crew and other fire-fighting brigades, with casualties suffered by the shore workers and crews being evacuated.

Hence, participants made the following actions:

1. Upon receiving an initial urgent report about the accident, ONE set up a crisis management centre and handled first response tasks such as information gathering and set-up of communication among parties concerned.

2. ONE continued to play its crucial role together with related authorities in Japan, the shipowner and the ship manager, to control and minimise the fire, and to account for crew safety.

3. ONE carefully confirmed the steps to be taken to mitigate the negative impact on customers as well as the vessel and its crew cooperating with NYK and related parties.

The company said it has diligently addressed all of the safety, logistics, and operation aspects arising from the incident. The actual blaze suffered by the 2002-built Yantian Express last January saw 198 containers that went most likely as a total loss. General average surveyed a total of 460 containers that were stored in the affected area that had required inspection.
Seamen’s Hospital marks 32nd founding anniversary

The AMOSUP Seamen’s Hospital has celebrated its 32nd founding anniversary last 22nd February. The hospital marked the occasion with highlights of recognition of its doctors, nurses, and employees who have dedicated their services over the years.

Hospital director Dr. George Piloe praised the medical staff for their dedication to their jobs, attending to the healthcare and medical needs of AMOSUP members and their dependents. Many of them have stayed in their jobs for as long as more than 20 and 30 years.

Doctors and staff who received their “length of service awards” included those who have worked for 10 years, 15 or in-between five years thereafter up to 40th year. “Hall of Fame Awardees” and “Attendance Awardees” also received their certificates of recognitions for their exemplary performances.

AMOSUP president Dr. Conrado Oca lauded the quality of jobs the doctors and staff have performed in servicing thousands of its union members. “I have been inspired in the quality of the jobs the doctors and staff have been doing, benefitting our AMOSUP members and their dependents. I am especially happy that you do your best,” Dr. Oca said during the celebration.
Orthopedic Section: Further improving OPD technology, facilities to serve growing AMOSUP population

The unit is equipped to handle cases, including specialties dealing with joint replacement, sports medicine and hand micro-vascular surgery.

Orthopedics is known as the study and research of the musculoskeletal system (bones, joints, nerves, etc). Derived from the Greek words "ortho", meaning straight, and "pains", meaning children or pediatric, orthopedics was first developed to treat children who had crippling or debilitating diseases.

At the AMOSUP Seamen’s Hospital, orthopedic physicians treat members of the Union and their legal dependents across all ages. Surgeons in the Orthopedic Section, which is under the Department of Surgery, use both surgical and non-surgical procedures to treat musculoskeletal trauma, spine diseases, sports injuries, degenerative diseases, infections, tumors and congenital disorders.

According to Dr Teopisto Rigonan, head of the Orthopedic Section, most of the cases his section handles are degenerative diseases from the ageing population, including arthritis and rheumatism. The section also manages and treats trauma that are caused by accidental fall and vehicular accident. Infections such as wounds when neglected as in the case of diabetic patients normally result in complications in the muscle and bone. That’s when the orthopedist comes in for treatment.

Dr Rigonan has observed that patients are now more medically informed, unlike in the old days when many would see the doctor only when the injury or disease is already severe. “Lucky enough, most of our cases now are manageable ones,” he said.

In terms of facilities, the section is equipped to handle basic
orthopedic cases, including specialties dealing with joint replacement, sports medicine and hand micro-vascular surgery. Apart from x-ray and laboratory equipment, the latest magnetic resonance imaging (MRI) scanner, which has been in operation since February, has faster scanning time compared to the old unit it replaced.

Dr Rigonan said the section’s technology and facilities are on a par with major hospitals in the country. With the expansion of the Seamen’s Hospital, the section is set to occupy its own ward in the newly constructed South Wing Building, including orthopedic beds, which, the Ortho Head said are vital for the section to have— at least two each for the male and female wards.

Lucky enough, most of our cases now are manageable ones

The section maintains consultants assigned to cover each day of the week and physicians who are on call round-the-clock for emergency cases. However, Dr Rigonan plans to invite or accredit additional consultants who will deal in the subspecialties of tumor, spine and pediatric orthopedic.

The ortho section currently has a number of surgeons with their respective specialties, namely: Dr Emmanuel Estrella, hand/micro-vascular consultant; Dr Miguel Enrique Valencia for joint replacement, trauma and sports medicine; and Dr Robertito Paolo Sindiong, general orthopedics, trauma and joint replacement.

The section chief suggests that one option is to invite consultants for cases that require their specialties.

The other choice is to place additional consultants who could devote longer time in orthopedics; or on a case-to-case basis when the need arises for a patient to be treated outside.

Serving an average of 40-50 patients a week, Dr Rigonan said he expects to see a spike in the number of patients as AMOSUP members and dependents continue to increase. He further said they are ready and well-equipped for such changes.

The section plans to pursue pro-active programmes promoting orthopedic awareness among OPD patients. This will include scoliosis screening for pediatric patients and joint case for senior citizens. Dr Rigonan said they will disseminate orthopedic awareness through information campaign such as teach-ins or lectures with the dependents. “There is the need for information since many still depend on old ‘hiot’ and ‘albulayo’ that aggravate the injury or disorder as they decide to see the physician.”

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Safety is a serious matter in shipping

IMMAJ Chair Captain Koichi Akamine tells the second batch of MAAP 2018 Class the Japanese shipowners and managers needs for competent officers who will run and operate their fleet safely and efficiently.

The top official of the Japanese shipowners and managers group IMMAJ has underscored the issue of safety as "a serious matter in the shipping industry."

"Accident costs millions, irreparable damage to environment, the lives of those affected and to the companies involved," said Captain Koichi Akamine, chairman of the International Mariners Management Association of Japan. "Needless to say, creating a safe-work culture and environment is imperative," he told the recent commencement rites of the second batch of Class 2018 at the Maritime Academy of Asia and the Pacific (MAAP).

Captain Akamine said that this is "the reason why we, your principals, invest heavily in training" such as the MAAP cadets which the shipowners have regarded as "one of our most valuable resources." He reminded them of the importance of safety "so that everyone is accident-free and you can always return home to your loved ones."

This second batch of graduates, which consisted of 198 midshipmen and women, marched up the stage to receive their diplomas in a graduation exercise held at the parade grounds of the MAAP campus in Alas-asin, Mariveles in Bataan last 07 December 2018. Eighty-nine obtained the bachelor degrees in Marine Transportation and 106 in Marine Engineering. With 169 senior cadets in the first batch last May 2018, MAAP sent a total of 364 finishers to their respective ships for the year.

In his message, Captain Akamine also offered a few words of reflection and inspiration to the upcoming deck and engine officers. He also recognised the importance of their roles in international shipping.

"Ships don't run on engine alone," stressed the chairman of IMMAJ.
which boasts a fleet of 2,200 ships that are owned or controlled by its members. “They need competent people to operate them safely and efficiently. It is for this reason that the industry needs highly-skilled and qualified seafarers in the global trade.”

He says MAAP graduates are being equipped with the necessary skills and knowledge to pursue their maritime career within their four years in the academy. However, Akamine pointed out that their “technical know-how, right character, and the mindset will distinguish you from other maritime graduates around the world.”

Though he cautioned that inconsistency at work courts baseless assumption that could lead them to “jumping into conclusion and error that can harm you and the people that surround you.” He also reminded them of a lesson in humility, saying the academy being a prestigious institution is “a dream for many but already a reality for you graduates.”

Humility, he says, “is the freedom from faster and professional arrogance. It means being patient with the system, with others, and yourself, and stay grounded even if you have achieved so much in life.”

He added that as a seafarer, the upcoming officers will encounter instances where their ego will be challenged. These include the areas of promotion, salary upgrade, shipboard hierarchy and the likes that the Japanese captain hopes “you will respond with humble heart at all times.”
How to train your millennials

Teaching methods for the new generation have changed as technology and their views on various aspects have also transformed. Anglo Eastern Ship Management QA and training director Pradeep Chawla suggests ideas to keep pace with the times in education and training in a speech delivered at a CrewConnect conference in Manila.

Ships have changed dramatically over the last thirty years. The seventies and eighties were the era of general cargo ships and today we have 20,000 teu container vessels and 400,000 tonne bulk carriers.

The hot and leaking engine rooms have been replaced with electronic engines controlled by computers. Sextants, paper charts and Decca have been replaced by GPS, Glonass and ECDIS. We have moved from Morse code and telex to VSAT and WhatsApp.

If the rate of change on the outside exceeds the rate of change on the inside, the end is near.

Our world has changed. Conversations have been replaced by Instagram and Vimeo. Values of obedience and respect have been replaced by the question ‘Why?’ The competencies required by the seafarers today and for the next 30 years have also changed.

The future mariner will have to:
• Process large amounts of data
• Focus on critical issues
• Work with remote teams operating from ashore
• Understand and recognize the limitations and dangers of automation
• Manage continuous and rapid changes
• Learn continuously
• Communicate effectively
• Deal with increased stress, and

Be an effective and understanding leader

Dealing with the millennials and Gen Z will be a challenge for many salty seafarers of today.

The teaching methods need to change and keep pace with the times. The methods must be chosen according to the learning outcomes desired, taking into the habits of the present day and future students. Lots of research has been done on the qualities of the millennials.

Some of the key findings are:
• Short span of attention (8 to 10 seconds)
• Love for technology
• Love for video games
• Preference for blogs and social media
• Need for instant feedback (Likes!)
• Dislike for authority
• ‘Why’ is more important than ‘How’ to do a job.

This may be daunting to an old school teacher, but remember that the methodology used is only the means to reach the goal.

The goal is to ensure competency to operate a ship safely and efficiently. Methods can be changed/improved or combined based on student’s background, age and learning styles.

Some ideas that work well in my experience are:
• Textbooks will need to be replaced by e-books.
• Libraries will have to be replaced by web-based learning management systems.
• Learning content will need to be digital and preferably with lots of video content.
• Use of simulators will continue to grow. Students will be expected to have their competency assessed with the use of such simulators.
• Student response systems will be increasingly used, to get and exchange instant feedback with the students.
• Virtual reality and augmented reality are thriving technologies as they provide a completely immersive experience. Imagine the possibilities of going into tanks and inaccessible or hazardous spaces in the virtual world. VR is proving to be extremely useful for assessments too.
• Micro learning will also become more popular with the millennials due to their short attention spans.
• Some traditional methods of group discussions continue to appeal to the youngsters.
• Hands-on training will continue to remain an important element for building competencies. However, more and more of this training will be done in shore-based training centres as time available on board is limited, considering the rest hour regulations.

Teachers must not forget that competency includes knowledge, skill and attitude to work. All training is ineffective if the attitude to work is not right.

It is for this reason that soft-skills will become even more critical in the future and must form a significant part of competency building. Various studies have proven that lack of knowledge or skill was not the root cause in most of the major accidents.

The ability to continuously adapt to rapid changes will be a critical competency going forward. As Jack Welch (former CEO of GE) aptly said that “If the rate of change on the outside exceeds the rate of change on the inside, the end is near.”

It is time for training institutions to change themselves to survive.
"That's the reason why your principals invest heavily in training you as our most valuable resource."

IMMAJ Chair Captain Koji Akamine, on his message to the second batch of MAAP Class 2018 regarding the importance of safety in the shipping industry

"It's a lot better now."

MV KGO Captain Romao Napinas, on comparing the shipboard training of his time and today's cadet shipboard programme

"I had heard all the bad words, swearing here-and-there from colleagues was just normal."

Celebrity Cruises Finance Officer Gina Macansantos, on her first encounter of the unique work-culture on board as she had joined her first cruise assignment

"By exposing our students to more hours of rigorous and structured shipboard training, we upgrade and raise the standards of their seamanship..."

MAAP President Vice Admiral Eduardo Santos, on the learning environment in both MV KFO and MV KGO as best complementary learning platforms for MAAP students and mariners alike

"It is also the SOS way of paying tribute to the seafarers by showcasing the festive and popular event across the Philippines."

Singapore Organisation of Seamen (SOS) Treasurer David Shoo, on the mascot, festival theme which SOS chose to highlight at its annual gathering for Filipino members in Manila

"Lucky enough, most of our cases now are manageable ones."

Seamen’s Hospital Orthopedic Section Head Dr. Teopito Algoran, on the bulk of injuries and diseases being treated in his section
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