

# NAUTILUS

ISSUE 2/2019



## QUALITY SHIP MANAGEMENT

**INTER****ORIENT**  
SHIPMANAGEMENT

## CEO's MESSAGE



13

## CONTENTS



19

<b>2</b>	CONTENTS	<b>13</b>	CULTURAL AWARENESS
<b>3</b>	CEO'S MESSAGE	<b>14</b>	A DAY IN THE LIFE OF...
<b>4</b>	SAFETY MANAGEMENT SYSTEM	<b>16</b>	CORPORATE SOCIAL RESPONSIBILITY
<b>6</b>	40 YEARS SERVICE	<b>18</b>	RETRO PAGE
<b>10</b>	CREW LONG SERVICE	<b>19</b>	PHOTO COMPETITION
<b>12</b>	SHORE RETIREMENTS / AMVER AWARDS	<b>20</b>	CONTACTS

It seems hard to believe that two years have flown by since the last maritime conference in Cyprus and we are once again preparing to welcome colleagues, partners and friends from all over the world to participate in the lively discussions that will be held at the conference itself and joining in all the surrounding events.

This year carries extra meaning for us as it marks the 40th year anniversary of Interorient Shipmanagement. Forty years ago a handful of people in a small office began carrying out crew management mainly to German and European owners. Through the hard work, dedication and vision of many people we are today very proud to be a multifaceted shipping group and at the heart of it as always, our ship management operations.

Many people deserve credit for this remarkable achievement and none more so than our visionary Chairman, Adonis Papadopoulos, as well as many other shore based staff, officers and ratings who are simply too numerous to list here. The vision, ethics and family values on which this company was built are still our guiding principles today. Our integrity, dedication to performance and operational focus are as important in today's shipping world as they were forty years ago and most importantly, at the centre of all this is the human factor element. Our people are at the centre of everything we do and our continuous attempts to consistently improve can only be achieved through our people. Shipping has always been characterised by volatility and sometimes by unpredictability but with careful planning, an eye on new technologies and embracing best practices, we strive to help our owners achieve the most efficient operations possible.

We look forward to welcoming you all and our promise is to continue on the path that started forty years ago.



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If you would like to contribute to this newsletter, please send an email to: [nautilusnews@interorient.com](mailto:nautilusnews@interorient.com)  
Articles will be published subject to editing and space availability.

**Themis Papadopoulos**  
CEO



## SIMPLIFICATION OF THE SAFETY MANAGEMENT SYSTEM

The introduction of the ISM code in the mid 90's increased the need for companies to have procedures and checklists for maritime safety management systems. Back in the day when I started my life at sea, the safety management system consisted of a 100-page booklet and the ship's crew were well familiar with the requirements stated therein from cover to cover.

Due to drive from the industry and new regulations the number of procedures created increased drastically. As the number of procedures increased so did the complexities of ship management. The number of crew reduced, the traffic at sea increased and email was accessible onboard. The world shrunk and with ships now online, information required could easily be requested and received by the click of a button thus increasing the administrative task onboard.

Whenever there was an incident, accident or near miss onboard the industry attributed it to the lack of procedures and another procedure was added to provide guidance to the vessel. More and more procedures were added and forms and checklists had to be completed believing that with all the information being provided to the vessels we would eventually eliminate incidents and accidents and ensure that all vessels were operated to the highest safety standards. We were wrong, and I don't believe this is the way ahead.

Our quality management system for office and crew comprises of procedures that are over 5600 pages long. That is much bigger than the Bible. If someone needs specific information, they are asked to review the procedures. Imagine yourself trying to find this information in the procedures. At least nowadays we have search engines onboard that help the crew search for what they want, and key words can be used to narrow down the search.

As part of the familiarisation process crew are requested to sign a piece of paper that they have read and understood the procedures onboard the vessel. This would mean reading and understanding more than 3000 pages. How is it possible for someone to read and understand these documents in such a short period of time? What can we do to ensure that the same procedures are understood by an OS, a Captain, a Filipino, Russian, Latvian, Indian and Ukrainian?

Our management team has identified this problem and decided to face it head on. We are committed to developing a much simpler, process driven and easy to use procedure. Department managers and other key personnel have been trained in the need to simplify the procedures and the methodology to be used in training workshops arranged by Terje LovoWe firmly believe that procedures must be relevant to the user reading. For example, what is the benefit of the chief cook reading the anchoring procedure?



A first-time chief officer may need detailed guidance on how to prepare a cargo plan, but this will not be applicable to a chief officer with years under his belt. The user should be able request more information when needed and the system should provide it accordingly. We also need to plan for the future and prepare procedures and checklists to fit on tablets and mobile phones.

Simplicity here is the key. Procedures should be simple to read and easy to understand. I have read some procedures containing words that I had never heard of and believe it or not, English is my first language! There are many nationalities onboard our vessels and not all have English as their first language so we must help them as much as possible to clearly understand what they are reading.

We are now in the process of making several changes in this respect. The new procedures will be written in bullet form thus having a step by step order. They will have a hierarchical order, what comes first should be written first and so on making things simple and avoiding confusion and the need to go back and forth. They will be written using active text for crew to feel inclusive. We plan to eliminate duplication, use picture and flow charts to say a thousand things in a few words and



to replace all complex words by simple more commonly used words.

We have already re-written our general cargo manual and are now working on the tanker manual. The aim is to first simplify what we have in the current form and then review how to merge and make them process oriented. Most departments have already re-written their department manuals in the new format.

We cannot expect to stop accidents by adding procedures and checklists just like one cannot be expected to drive a car by reading a book. We will not enhance knowledge of the seafarers by adding more complex wording in the procedures, but we can confuse them by doing so. We need to make thing easier, accessible, interesting and pleasing to the eye and for all this we need to simplify procedures in general. The need to write complex comes from the writer's need to look more sophisticated and well educated. To these writers my advice would be to listen to the words of the famous Leonardo da Vinci "Simplicity is the ultimate sophistication".

**Capt. Ashley Fernandes**  
Marine Operations & Environmental Manager/DPA  
Limassol office



## 40 YEARS' SERVICE

### ROSARIO MESINA (ROSE)

#### Tell us a little about yourself

I am a very simple person. I am married and have two daughters, both of whom are professionals and likewise married. After retiring as an accountant, my husband serves as a lay minister in our church by giving holy communion during the mass. I deeply value our religious teachings, hence I see to it that I hear mass daily to ask God to always help and guide me in my daily tasks and in everything I do. I firmly believe that you can never go wrong when you place your faith in God and in His will. I have always placed a premium on valuing honesty above all virtues. I also try to always live by the principle of not doing unto others what you do not want others to do unto you, or what is commonly known as the golden rule.

#### How did you first learn about Interiorient Shipmanagement?

I learned about Interiorient when I was among the group of incorporators who established the company way back in July 1979. After a few months, the company began its operations on 01 September 1979. Back in 1979, Interiorient was still known as Concordia Shipmanagement.

I was involved in the formation of the company when fate brought together very kindhearted and down-to-earth persons who had this ambitious dream of establishing a shipping company in the Philippines. These persons treated me very well and patiently guided and assisted me in managing the daily operations in the office. To this day, I continue to thank the Lord for bringing into my life not only business associates, but more so lifelong friends, who have remained humble throughout all these years and have continued to treat me like I am family.

#### What have you gained from working at Interiorient Shipmanagement?

Having worked with Interiorient for forty years I have definitely gained a lot of insight, knowledge and experience not only in the field of accounting but in the fields of office administration, human resource management, procurement and regulatory compliance. I believe that these are areas of experience that one could not readily learn inside a classroom. Hence, I consider all the learnings from my work at Interiorient to be invaluable to both the development of my career and my growth as a person. With this rich background in several fields, I continue to be the Finance Director as well as Administration and HR Manager. In discharging my functions, I have also honed the skill of being flexible and taking decisive action especially in attending to urgent matters. I have also learned how to

handle the numerous legal and regulatory requirements needed to run and operate a shipping company in the Philippines. Most importantly, my forty years of experience with Interiorient taught me how to patiently deal with the seafarers and be able to discern their needs in order for the company to provide them with the necessary assistance that is truly responsive to their family's needs.

#### 40 years is a long time to remain with one company. What were the main reasons why you did?

Since I am a very simple person, I am easily contented because I have been happily working with Interiorient for the past forty years. I like working for Interiorient especially because I can see that the Papadopoulos family has always treated me very well and with respect. Through the years of knowing the Papadopoulos family, they have shown that they are not only concerned about my welfare but also that of my family too. Since I consider Interiorient as my second family, I find it very easy to always do my best at work, regardless of the time.

#### What are the main changes you experienced at the company throughout the 40 years?

The main changes I experienced at the company is how complex the operations have become from the simple company that I helped start up way back in 1979. Technology has now become pervasive in almost all of our functions in the office, and it has even helped make us feel more connected although the offices of Manila and Cyprus are thousands of miles apart. The number of ships and seafarers has also grown so much and this called for a little expansion in our local operations as well. I have seen how much Interiorient has progressed around the world and this also makes me feel proud to be a part of the Interiorient family.

#### What direction do you see the company taking in the next ten years, if you had to guess?

Under the able leadership of Themis, in the next ten years I can see that Interiorient will continue to steadily grow in terms of ships and seafarers and that Interiorient will remain a highly reputable global shipping company.

#### Is the company what you imagined it would be today in 2019? How is it different?

When we started the company way back in 1979, I never imagined that it would grow as much as it has today in the year 2019. Even though we all hoped for the best, I certainly did not foresee that in forty years, the company would consistently grow in terms of number of ships and seafarers and be able to withstand some notable global financial crises. The main difference I see between 1979 and 2019

is that back in 1979, operating a manning agency and shipping company was a lot simpler – there were less laws and regulatory requirements to look out for; less competition to think about; simpler technology to help with the day-to-day operations; fewer ships and seafarers to manage. However, all the positive changes brought about by four decades of operation have also made my stay at Interiorient more exciting, challenging and most definitely rewarding.

#### Please share a few of your best memories from the last 40 years

I was fortunate enough to accumulate a lot of many good memories in the four decades that I have been with Interiorient. Let me share some of these memories. One was when I was invited to visit the INC office in Cyprus and expected that I will be staying inside the office the entire time for the training. I was pleasantly surprised when I was then given a week to stay in a hotel and enjoy a relaxing vacation. I really enjoyed that trip especially when we visited the mountains to play in the snow. Among my best memories too are our CSR activities, especially helping and feeding malnourished children, our tree planting activity when nobody could believe that I was able to walk 2kms or total of 4kms in La Mesa Ecopark, educating children on how to protect the environment, conducting seminars on violence against women, and seminars on seafarers health. Another unforgettable memory I had was when I was invited by the Big Boss, Mr Adonis Papadopoulos, to a business meeting in London. I really enjoyed that trip especially because it was my first time to visit London. I also cannot forget our happy gatherings whether in an outing, teambuilding activity or christmas party. All events have been unforgettable for me.

#### Tell us something about yourself that would surprise us or something that people don't know about you.

My daily routine is home, church and office. When I reach the office the first thing I do is to read the catholic bible before I start my work. I am a member of Soroptimist International of the Americas (SIA) composed of women in business and the professions. The primary mission of SIA is to implement the following: 1) Health - women and girls in local communities throughout the world. Our club, Soroptimist International of Mandaluyong, is implementing feeding undernourished and malnourished children; creating opportunities for women to have better access to healthcare like sponsoring early breast and cervical cancer detection 2) Education - we sponsor girls to college whose families are financially challenged. Encouraging teenage mothers to go back to school 3) Economic empowerment - teaching

skills to teenage mothers to earn a living etc 4) Human Rights - protecting the rights of women and girls by adopting a women and children protection desk in the police precinct 5) Environment - encouraging tree planting and proper waste management among children in government schools.

#### In one sentence, how would you describe Interiorient Shipmanagement?

Interiorient is a really great and wonderful company to be working in and this is manifested by the fact that so many of its employees usually remain with the company until their retirement.

#### What will you miss the most once you have retired?

Interiorient is my second home and I often spend more time in the office than at home. When I retire, I will definitely miss waking up early every day to go to the office to see our loyal staff and the seafarers and to also work with good and cooperative staff from Cyprus. Since I consider Interiorient as my second family, I will continue to work as long as I am needed to do so.





## 40 YEARS' SERVICE

### NICOS CHRISTOFIDES

Before I start talking about anything, I would like to say that I am full of emotion because after forty years of continuous contribution to our company, Interorient Shipmanagement for me is not only an employer, but my family, my home.

#### Tell us a little about yourself

I was born in 1957. I am married and have two sons. Today I have a wonderful grandson, Nicolas. I am fanatical about sports, especially football. Many years ago I played football but now I only go to the stadium to watch. I love the sea, the mountains and what the natural beauty of Cyprus has to show.

#### How did you first learn about Interorient Shipmanagement?

In early 1979 a cousin of mine worked at a ship management company in Cyprus and he was friends with the head of accounts of the newly established company Interorient. He mentioned to me that interviews were taking place so I made an appointment and was recruited in early August. At that time our offices were at Panayides Court opposite the new court building in Limassol where we were occupying one floor, but the company was quickly expanding and soon we got another floor. We were growing together with 'our' company.



#### What have you gained from working at Interorient Shipmanagement?

I found my second family. I met my wife one year after I joined the company when she was also recruited in the accounts department and I believe that this was one of the main reasons for us both why the company was above

all our family and second our employer. I met the very respectable and great Mr Adonis Papadopoulos and his young children, Alexia and Themis, who are now the second generation leading the company. I met many, many colleagues throughout my forty years and so many are still my good friends and will continue to be my good friends for the rest of my life. I had a trip to South Korea that I could only dream of and I would like to thank you Interorient for making such a dream to come true.

#### Forty years is a long time to remain with one company. What were the main reasons why you did?

It certainly is a very long time...and yet I survived! There were many frustrations and disappointments over the years but I had a brotherly relationship with all my colleagues and managers and together with my wife and our new family 'Interorient' we managed to overcome all the problems we faced. These were what we all call the good old times. I joined the company with no university degree but only with LCC accounting exams and I progressed in my job by learning day-to-day. Now the new generation of employees are mainly graduates from various universities. I always had excellent communication with my supervisors and this was especially so with my first manager, Savvas Theophilides, who became our CFO and to whom I will always be grateful for his guidance and support throughout the years.

#### What are the main changes you experienced at the company throughout the forty years?

When I joined the company, I was 22 and now I am 62 years old, a big change! Many changes in technology and communication. We used telex, typewriters and telephones for so many years and now we have Skype and email. In 1984 we got our first computers and as accountants we were not happy with the change. But we were properly trained and somehow became experts. So many other things happened over the period of forty years concerning development in technology. At the start I remember everything we were doing was by hand and we made all the transactions in ledgers and at the end of the day if we had a matching balance sheet, we were very happy.

#### What direction do you see the company taking in the next ten years, if you had to guess?

I believe, and talking from experience and with the greatest of confidence, that Themis Papadopoulos our CEO, will continue to lead the company well through the good and the bad times ahead, just as his father led the Interorient ship so well for so many years. I take this opportunity to wish him all the best from the bottom of my heart.

#### Is the company what you imagined it would be today in 2019? How is it different?

I firmly believe that through our collective effort we have

all brought the company to the point where we are at today, deservedly among the very best companies in Cyprus and indeed in shipping generally.

#### Please share a few of your best memories from the last 40 years

My first christmas party in 1979, my acquaintance with my colleague Zacharoulla and our wedding in 1981. The relocation to our new owned offices in Thalia Street and thereafter in Franklin Roosevelt. A magical trip to South Korea for the christening of a brand new product tanker. To be honest with you every day at the company is a great memory to remember. When at the end of the day you see what you have accomplished during the day, believe me, this is giving you such a satisfaction that makes you feel great.

#### Tell us something about yourself that would surprise us or something that people don't know about you

I am not a person that could do something referred to as 'wow' but let me give you a piece of advice: always be

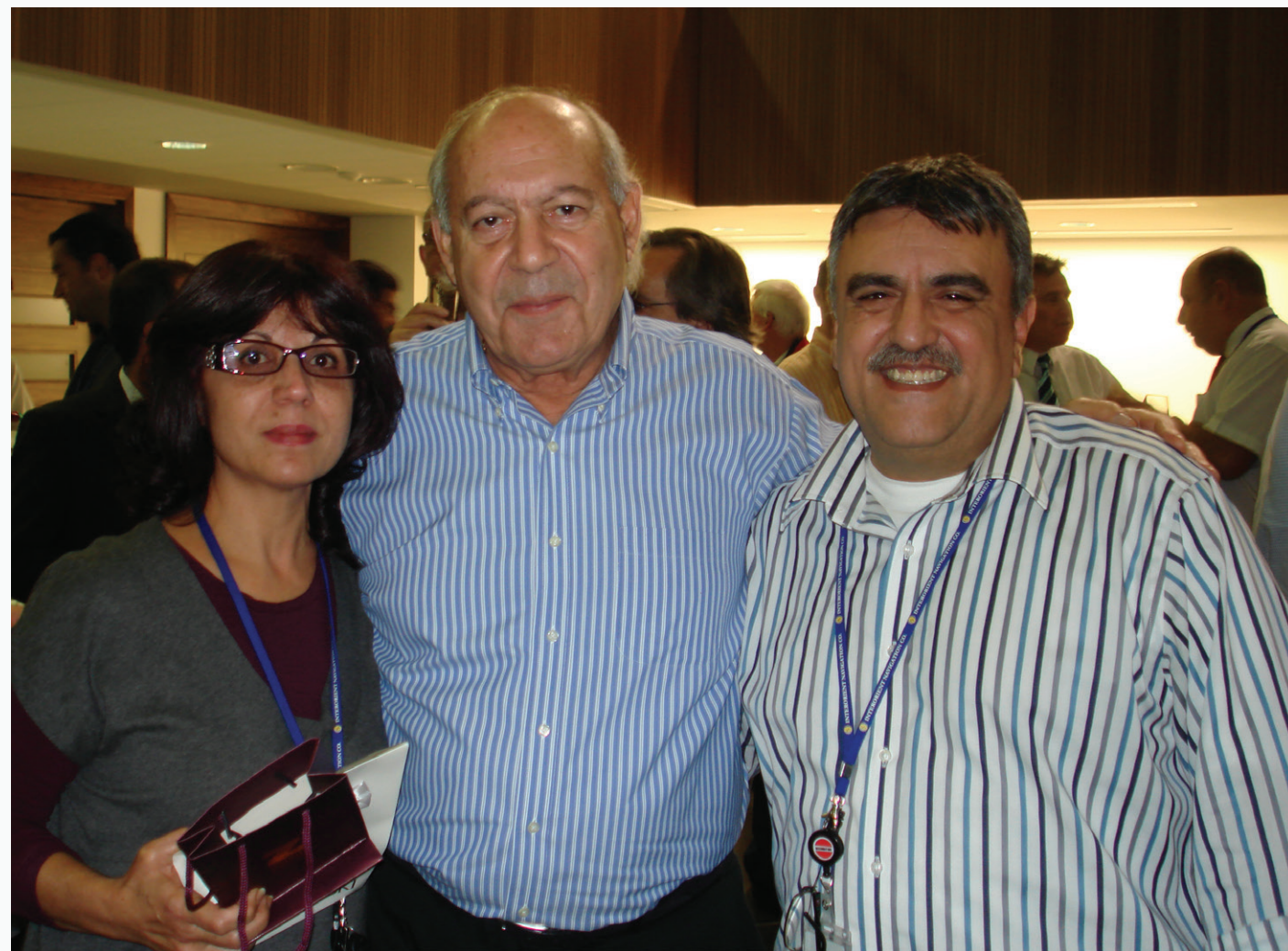
calm, patient and honest. With all those who have worked with me they know that I am an open book and I have nothing to hide.

#### In one sentence, how would you describe Interorient Shipmanagement?

My beloved family...my whole life.

What will you miss the most once you have retired? Seriously, I will miss everyone. I will miss my office, the various celebrations and birthdays with colleagues and something to make you laugh...I promise you I will lose weight.

As a final word I want to sincerely wish everyone from the bottom of my heart continued success in all your future endeavours.





CREW LONG SERVICE

TEN YEAR ANNIVERSARIES

Rank	Surname	Name	Nat	Current Vessel
AB	ABAO	SOCRATES HENRY	PHL	STAR MERLIN
C/M	ABDELRAHMAN	HAYTHAM	EGY	MELBOURNE STRAIT
E/F	ACONG	RODEL	PHL	NORIENT SOLAR
2/M	AGDIPPA	LORD WEEN	PHL	TBA
3/M	AGNO	JERRY	PHL	JONNI RITSCHER
E/E	ALBUL	VASYL	UKR	BALTIC FROST
AB	ALEVIADO	REXCHIE NOVELA	PHL	ORIENT TRAIL
AB	ANAO	BOBBY	PHL	EMERALD STRAIT
OLR	ANTEJENDRA	WARREN	PHL	MN TOUCAN
AB	ANUB	ARNOLD	PHL	CORA OLDENDORFF
AB	ARANAS	CHITO	PHL	TBA
3/E	BACO	MARLON	PHL	ORIENT CENTAUR
OS	BANIEL	RODULFO JR.	PHL	EAGLE STRAIT
OLR	BARICUATRO	JUDE WARREN	PHL	CHARLOTTE OLDENDORFF
2/M	BARKALOV	IVAN	RUS	BALTIC ADVANCE
AB	BOCHARNIKOV	OLEKSANDR	UKR	ARCTIC BAY
CK	BOCHKOV	OLEG	UKR	BALTIC MARINER I
CK	BROSAS	JOSE RANDY	PHL	NORIENT SOLAR
AB	BUAYA	ARNEL	PHL	MN TANGARA
AB	BULGAKOV	MARK	UKR	BALTIC MARINER I
CK	CAMPS	ERWIN	PHL	MYKONOS
AB	CARINAN	RODEL	PHL	HELLE RITSCHER
CK	CATINAN	ISIDRO JR.	PHL	TBA
2/E	CHERVIAKOV	ALEKSEI	RUS	MYKONOS
C/M	CHEVNEROV	SERGEY	RUS	BALTIC WAVE
AB	CORILLO	BILL	PHL	TBA
AB	DAVIDYAN	ARTEM	RUS	ARCTIC BLIZZARD
AB	DELA CRUZ	FABILANO	PHL	STAR KESTREL
PUM	DUCO	JOCEL	PHL	TBA
CPT	ELBIZRY	MOHAMED MAHMOUD	EGY	EAGLE STRAIT
CPT	EMELYANOV	ALEXEY	RUS	ORIENT ACCORD
E/F	FABRIGAS	ERIC	PHL	TONOS
AB	FANTONALGO	LOUIE	PHL	MN TANGARA
OLR	GALES	ISABELITO	PHL	SPANACO RELIABILITY
CPT	GONCHAROV	VASYL	UKR	TBA
2/M	GORELKIN	VIKTOR	UKR	TORRES STRAIT
3/M	GUIRITAN	BRIAN	PHL	JORK VALIANT
AB	GULLIM	JEFFREY	PHL	MACAO STRAIT
MSM	HERNANDEZ	FERNANDO	PHL	STAR MERLIN
AB	ISKOKOV	VITALIY	UKR	BALTIC FAVOUR
AB	JAMELA	ALBERTO JR.	PHL	ASPHALT CARRIER
OLR	JUBAN	JAYLORD WONG	PHL	ORIENT TRAIL
CPT	KHUZHIN	ERIK	UKR	ASPHALT CARRIER
CPT	KIPER	GENNADII	RUS	ASPHALT TRANSPORTER
CPT	KIRYEV	SERGIY	UKR	ASPHALT SPIRIT
C/M	KOROLEV	ANDREY	RUS	ARCTIC BREEZE
AB	LAGAO	DENNIS	PHL	PATRICIA OLDENDORFF
AB	LAJATO	ANASTACIO JR.	PHL	TBA
2/M	LO	ROBERTO JR.	PHL	TASMAN STRAIT
2/M	MANICLANG	MARLON MAYNARD	PHL	STAR MERLIN
CK	MARCOS	JIMSON	PHL	BALTIC SOUL
OS	MARQUEZ	RJAY	PHL	JORK VALIANT
2/E	MONAKHOV	VASYL	UKR	MACAO STRAIT
C/M	MUSTYPAN	SERGIY	UKR	STAR KESTREL
2/E	MUZYKA	DMYTRO	UKR	BALTIC FAVOUR
E/F	NAGAL	DARWIN	PHL	CARL OLDENDORFF
AB	NAYONA	KENNETH	PHL	ASPHALT TRANSPORTER
E/E	NIKOLOV	VALERIY	UKR	LABRADOR STRAIT
CK	NUGUID	SHERWIN	PHL	CARL OLDENDORFF
AB	ONATE	RONALD	PHL	LIBERTY BAY
AB	ONDAY	ROWE QUILARTO	PHL	CORNILIE OLDENDORFF
OS	PARAMONOV	ROMAN	UKR	BALTIC ADVANCE
2/E	PARSHIN	ANDREY	GEO	TBA
AB	PATOC	NONINAR	PHL	ALSEA BAY
4/E	PEREDO	ROBBIN JAE	PHL	NORIENT SOLAR
AB	PEREZ	EDUARDO	PHL	TASMAN STRAIT
OS	PUCHKOV	MAKSYM	UKR	TBA
AB	RAMA	GENEZ ABASULO	PHL	MANZANILLO
2/M	RAMIREZ	EDSEL ANTHONY	PHL	NORIENT SCORPIUS
AB	REY	NOEL	PHL	LIBERTY BAY
E/E	RIEKANOV	VOLODYMYR	UKR	BALTIC FAVOUR

TEN YEAR ANNIVERSARIES

Rank	Surname	Name	Nat	Current Vessel
C/E	RUMIANTSEV	KOSTIANTYN	UKR	TBA
PUM	SALINAS	BONIFACIO JR.	PHL	ASPHALT TRANSPORTER
3/E	SANTIAGO	JOVIAN LLOYD	PHL	ORIENT ACCORD
AB	SIOSE	MICHAEL ROGER	PHL	STAR KESTREL
2/M	SOLDATENKO	VITALIY	RUS	BALTIC FAVOUR
AB	SOLOMON	MELECIO JR.	PHL	NORIENT SCORPIUS
AB	SORRILLA	BERNIE	PHL	BALTIC WAVE
OLR	TABIANO	RANDY	PHL	ENDEAVOUR STRAIT
AB	TAGADIAD	MYNARD	PHL	BACALIAROS
AB	TAGALOG	MARCELO	PHL	MN TOUCAN
AB	TAGO	OSE RALPH	PHL	TBA
E/E	TANA	DENIS	PHL	TBA
AB	TANAMOR	VINCENT	PHL	ASPHALT SEMINOLE
BSN	TAYPA	PRIMO	PHL	EAGLE STRAIT
3/E	TENOLETE	ELBERT	PHL	STAR FALCON
CK	TOCO	GEORGE	PHL	ASPHALT SEMINOLE
AB	TOLENTINO	LAWTON	PHL	ORIENT ACCORD
AB	TORDA	BENEDICTO JR.	PHL	TBA
CK	VICENTE	HENRY	PHL	ORK VALIANT
OLR	VILLEGAS	JEROME GODFREY	PHL	MACAO STRAIT
CPT	VOROBYEV	ALEXANDER	RUS	ASPHALT SEMINOLE
C/M	VORONOV	EVGENY	RUS	TONOS
3/M	YUAYAN	POLICARPO III	PHL	TBA
BSN	YUVIENCO	FRANCIS	PHL	BALTIC SOUL
WPR	ZAYTSEV	VALERIY	UKR	BALTIC SWIFT

TWENTY YEAR ANNIVERSARIES

Rank	Surnam	Name	Nat	Current Vessel
BSN	AGUIRRE	MARK EDDIEL	PHL	MN COLIBRI
BSN	ALESNA	ROMIL	PHL	MELBOURNE STRAIT
OLR	ARAGO	JAY	PHL	ORIENT ADVENTURE
OLR	ASTAQUINTA	EDUARDO	PHL	MITO STRAIT
BSN	BANARIA	OSCAR	PHL	ORIENT TIGER
BSN	CAJURAO	ERIC	PHL	EMERALD STRAIT
2/M	DANO	JAY SOLOSOD	PHL	ORIENT TRANSIT
BSN	DE GUZMAN	EDGAR	PHL	MN COLIBRI
CK	DELA CRUZ	RAMEL	PHL	ASPHALT SAILOR
E/F	DENOLGO	CRISANTO	PHL	STAR OSPREY
BSN	GOBOY	ARCHER	PHL	ORIENT TRAIL
BSN	HERNANDEZ	DIONISIO	PHL	TBA
E/F	JANDA	RICHARD	PHL	JORK VALIANT
AB	JUMAO-AS	FELEPE	PHL	TBA
C/M	KOLESNICHENKO	OLEKSANDR	UKR	PETER OLDENDORFF
E/F	LA TORRE	FERDINAND	PHL	ASPHALT TRANSPORTER
E/E	LEVUSHKIN	YURY	RUS	BALTIC SUN
OLR	OCCENA	ROLANDO DACULOS	PHL	CORA OLDENDORFF
AB	PANTIA	BENJIE	PHL	MN COLIBRI
CPT	RAMIREZ	MARLON	PHL	TASMAN STRAIT
2/E	SHISHIKIN	IVAN	RUS	MITO STRAIT
AB	SUAERZ	HERBERT	PHL	LABRADOR STRAIT
C/E	TOMASS	VLADIMIRS	LVA	BALTIC SAPPHIRE
AB	TORREMOCHA	ARTURO	PHL	MN TANGARA
FTR	VILCHES	ANGELITO	PHL	EAGLE STRAIT
EE	VILLAREAL	RONNIE	PHL	TONOS
E/E	ZAKHAROV	VOLODYMYR	UKR	MITO STRAIT
PUM	ZATKINS	ANDREJS	LVA	BALTIC FROST
2/E	LIBIANO	EMILIO	PHL	CORA OLDENDORFF
PUM	LUKASS	ALEKSANDRS	LVA	BALTIC MONARCH
C/E	LUKIANOV	ALEKSANDR	RUS	BALTIC WIND
BSN	MACALIPAY	ELMER	PHL	MN TANGARA
AB	MADRAZO	RAUL	PHL	MN CALAO
CK	MALUYO	JIMMY	PHL	MELBOURNE STRAIT



## RECENT RETIREMENTS

We are very proud and thankful to all of the below mentioned ex-staff who recently retired after many years of greatly valued and appreciated years of service:

## CYPRUS

Name	Position	Years of Service
Katy Christensen	Head of Crew Insurance Claims	36
Afroulla Soteriou	Senior Accounts Officer	36
Savvas Theophilides	CFO	36
Demetris Ftoulis	Messenger	27
Elena Constanti	Fleet 1 Administrator/Technical Secretary	20
Yiannis Constantinou	Driver	20
Linda Adamou	Fleet 1 Administrator / Technical Secretary	18
Spyroulla Aristeidou	Cleaner	18
Andreas Rossides	Fleet Manager	16

**MANILA**

Name	Position	Years of Service
Hernani Padilla	Health, Safety And Quality Manager	17
Samson Jimenez	Head of INC Cebu Branch	16
Leonardo Botavara	Deck Recruitment Officer	12
Jerome Delos Angeles	Chief Executive Officer	9

## AMVER AWARDS



On 11th September at the Four Seasons Hotel, Alan Mitchell, Technical Department Manager, attended the Amver 2018 Awards Ceremony organised by the Cyprus Shipping Chamber in co-operation with the US Embassy in Cyprus.

H.E. Mrs Judith Garber, Ambassador of the USA to Cyprus, presented the awards.



Interorient Marine Services Ltd

142, Fragklinou Rousvelt Street,  
3011  
Limassol,  
Cyprus.

Dear Shipmates:

On behalf of the Commandant of the United States Coast Guard, I am very pleased to extend my personal congratulations to your organization for its invaluable support of the Amver System in 2018. It is my honor to enclose award certificates for your ships. Your vessels contributed to another record breaking year at Amver and we are thankful for your active participation as we celebrate 61 years of saving lives at sea.

Ships from your company joined those from hundreds of nations in providing a worldwide safety network to assist search and rescue coordinators in responding to emergencies at sea. 8,543 vessels achieved at least 128 days "on plot" contributing to 82 lives saved in 2018. Whether your ship is a new participant or has been active for many years you should take pride in the voluntary commitment of your officers and crews to the safety of life at sea.

Thank you again, and may I wish your crews fair winds and following seas!

Sincerely,

Ben M. Shue

BENJAMIN M. STRONG  
Director, Amver Maritime Relations  
U.S. Coast Guard

## CULTURAL AWARENESS JOURNEY 2019

In today's globalised world, organisations have drastically changed. We have moved away from the single coloured background of our workplace to one that is multicoloured by various cultures from all over the world. Cultivating cultural awareness should be considered every company's top priority as it affects how teams communicate, collaborate and interact and creates a more inclusive and productive environment.

What exactly do we mean by Culture and what is Cultural Awareness? According to sociologists, Culture consists of the values, beliefs, attitudes, language, customs, tradition, religion, practices, material objects and other forms of behavior that a group of people share in common. Cultural Awareness is understanding and accepting the differences between your culture and the culture of people from other countries or national backgrounds. Being culturally aware means to step outside your cultural boundaries and adjust your behavior in a specific way showing respect to others.



Our 'Cultural Awareness Journey' turned out to be a successful event as staff members enthusiastically attended the presentations held and had the opportunity to be introduced to different nationalities, build their knowledgebase by learning interesting and fun facts about their colleagues' countries, find common ground and understand each other a little more.



**Dana Kalli, HR Officer**  
**Limassol office**



Interorient Shipmanagement is quite a diversified organisation proudly employing a multicultural workforce of more than twenty five nationalities ashore and many more onboard the vessels. Consequently, being aware of and respecting the cultural background of all our colleagues is of great importance to our everyday life.

To promote the notion of cultural awareness at our Limassol Head Office we recently organised a 'Cultural Awareness Journey' that consisted of a series of weekly presentations made by our staff members. Employees from China, Ireland, Poland, Australia, Canada, Pakistan, Greece, India, Ukraine and Cyprus acted as their country guides and proudly presented their special cultural background, customs, traditions, norms, dress, verbal and non-verbal communication, body language and much more.



## A DAY IN THE LIFE OF... A CHIEF MATE

I was born and grew up in a small town in Lipetsk region that is a middle part of Russia's European region. My father is a teacher and my mother a bank employee. I have a younger brother who is also a seaman. Currently he is a 3rd Mate on a general cargo ship involved in deliveries of goods to the Northern Territories of Russia. My wife is a civil servant and a very talented photographer in her spare time. We have one daughter who is 3.5 years old but is a very smart and active child. As a joke, we call her 'Apache Chief'.

I graduated with honours from school. I received my maritime education in the Moscow State Academy of Water Transport. I don't know exactly what made me want to become a seafarer especially as at the time there was no one else in my whole family connected with the shipping industry, but I believe I may have been influenced by a book I read when I was a young boy about famous navigators and travellers.

Maritime education wasn't an easy task for me as I had to sit most of my exams without attending all of the lectures. When I was a student I was working on cargo ships as AB then as a helmsman on passenger ships. It was very difficult combining study with work. Nevertheless I managed it and successfully passed my exams and soon after started working on an Aframax class tanker as 3rd Officer.

I am 38 years old and have been working at sea since I was 19 years. I have been working with Interiorient Shipmanagement since 2015. I started as 2nd Mate and in 2018 was promoted to Chief Mate.

Usually my day onboard starts at 03:30-03:40 when I wake up. Then from 04:00 to 08:00 Bridge navigational watch. After breakfast until lunchtime I usually do routine maintenance and paperwork as well as supervising deck maintenance and paintwork. After lunch I have rest hours. I use this time for gym, which I enjoy at least three times a week, or to play my guitar. These two things are very important to me.

Sport helps me to stay in good shape and to avoid stress. I have to say that for seamen exercises are not just a recreation or pastime but the breath of life. Playing the guitar is a big part of my life that I could never live without, so I always bring my guitar with me onboard. Playing allows me to shift somewhere else far away from the routine and problems of the day and allows me to think about nothing but music which helps with my relaxation. From 16:00 to 20:00 Bridge navigational watch again. After 20:00, if no other task, I usually have my evening tea and sandwiches, read a book and go to bed to wake up again at 03:30 in the morning.

When in port it is a completely different story. As a Chief Mate, whose primary responsibility is supervising the cargo operations, I am always available at any time of the day



be prepared. During the whole loading or discharge process a Chief Mate can never rest.

My most memorable voyage was sailing from Saudi Arabia to the Hawaiian Islands. That had forever been my dream, to visit the Hawaiian Islands and I was filled with emotion when we arrived. We spent a couple of days in Honolulu and I managed to visit Pearl Harbour and the USS Arizona Memorial.

Other great memories are visiting the NASA museum and the USS Texas battleship. I have even managed a visit to the USS Olympia, the flagship of Admiral Dewey used during the Spanish-American War in 1898. All very fascinating. Spain is one of my favourite places. I have

already been lucky enough to visit Ronda, Malaga, Valencia, Barcelona and Granada and even a little place called Cadaqués, home of Salvador Dali, far away from the spotlight of the country's touristy places. Always the best places to visit.

My huge dream is to visit Machu Pichu in Peru, a truly amazing place. Thousands of years later and still nobody really knows who built it because when the Incas came to that land it was already there, abandoned by somebody!

The most challenging voyage I ever endured was in 2009 passing around South Africa, the Cape of Good Hope. We met the strongest storm I had ever experienced in my whole life! That was the toughest and scariest night in all my experience at sea.

Life at sea is tough but interesting. The worst thing about it is that you are away from your family for a long time. On a positive note you don't need to travel to your job every day through traffic jams or using overcrowded public transport. You only need to change from slippers to shoes and you are on duty! A life at sea also introduces you to so many new countries and new people. I have been to many very interesting places all over the world and have been fortunate enough to have had some time for sightseeing, tasting local food and drinks and making acquaintances.

If anyone asks me if I had the choice, would I choose any other profession, I would definitely say no. I enjoy working with Interiorient Shipmanagement. The company gives me the chance to move forward and I really appreciate it. I am really glad to be here. Life at sea has made me the man I am today and if my life were to begin again I would step on the same road without hesitation.



**Alexey 'Alex' Afanasov**  
Chief Mate onboard MT Baltic Monarch



## CORPORATE SOCIAL RESPONSIBILITY

### LIMASSOL MARATHON – 5KM CORPORATE RACE



Congratulations to Team Interorient Shipmanagement who participated in the Limassol Marathon 5km Corporate Race on Saturday 23rd March. More than 240 companies registered this year and our team were positioned 66th overall so a great performance by everyone who took part.

### OPAP LIMASSOL 3ON3 2019 STREET BALL TOURNAMENT



Since 2015 OPAP Limassol 3on3 has been the biggest street ball tournament in Cyprus and has now become one of the city's annual sporting traditions, as well as being one of the leading street ball tournaments in the Mediterranean.

This year, on Saturday 1st June, and for the first time since the tournament began, Interorient Shipmanagement took part, firstly in the qualifying rounds.

Our Interorient Rookies did a fantastic job and won all of their qualifying games and then proceeded to the knock-out stages the following day. They did not manage to reach the finals on day two but they worked very hard, had fun and gave us all a great display, leaving us very much looking forward to next year's event.

### CHARITY MINI FOOTBALL TOURNAMENT



On Sunday 5th May, Interorient Shipmanagement participated in a charity mini football tournament in Limassol. The tournament took place as part of a charity fun day to raise money for the Alma Foundation, a centre for the early intervention of premature babies and young children with mental and physical developmental impediments.

Our team did a great job in achieving third place overall and we were all very proud of them.

### ADOPT A SHIP EVENT

Interorient Shipmanagement hosted the annual Adopt a Ship event at their Head Office in Limassol on Thursday 23rd May.

Forty students from the 5th and 6th classes of the “Κρυφό Σχολειό” of Limassol attended, both having ‘adopted’ ships within the Interorient Shipmanagement fleet. Short video presentations were made to the children on sea life and the dangers of plastics in the ocean along with a photo presentation of the ships they were in communication with. They also took part in a phone call to the Captain of one of the vessels where the children had the opportunity to ask him some questions directly.

As this is an educational event, a quiz followed based on the information they had seen. The children were also shown a ship model where various parts of the ship were explained to them and an electronic world map showing the current locations of the Interorient Shipmanagement fleet with the purpose of explaining the global nature of international shipping.

The Adopt a Ship programme is co-ordinated by Cymepa (the Cyprus Marine Environment Protection Association) and the Cyprus Shipping Chamber. Local schools adopt ships and have email exchanges with the Captain of the ship where they learn about the vessel's ports of call, cargoes carried and general shipping related matters.





RETRO  
TWENTY YEAR ANNIVERSARY



ISSUE No. 01 • 1999

“INC Orders Three 35,000 DWT  
Tanker New Buildings at Hyundai Mipo”



In 1979 the shipping industry looked a lot different than it does today. At that time Interorient was a very small seed in a very large garden, with 5 employees administrating the crew management of 5 vessels. Through the hard work and dedication of our staff both onshore and onboard our vessels during the last 20 years, I am proud to say we have achieved a status where we are acknowledged and respected by our fellow colleagues throughout Europe. With our present fleet consisting of 29 Full management vessels many of them Container type, we have decided to diversify our interests

towards Bulk carriers and Tankers. We have placed an order with Hyundai in Korea for 3 product tankers of 35,000 DWT, which are due to be delivered in the year 2000. Along with these new buildings comes a whole host of related procedures which have given some of our personnel the opportunity to broaden their knowledge and stimulate new interests. I am confident in proudly acknowledging the success of the first 20 years of business under the Interorient flag, and look forward to maintaining the growth of our original seed into Oak trees.

TABLE OF CONTENTS

35000 DWT New Buildings .....	2	Beach Volleyball Tournament .....	5
Restructuring the Technical Department .....	3	Roll Call .....	6
Sailing Events .....	4	IT News .....	7

PHOTO COMPETITION

#40THANNIVERSARYINTERORIENTSHIPMANAGEMENT

As the competition theme in this edition of our newsletter relates to our 40th anniversary and because we received so many excellent photos, we have chosen three winners representing 1st, 2nd and 3rd places. The decision was not an easy one but the well-deserved winners and their photos follow.

Congratulations to the winners and thank you to all crew members who sent in some very beautiful photos.



1st place: E/E Vienn Deem



2nd place: 3/M Dmitry Stepanov



3rd place: AB Maksym Chursin



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