

NAUTILUS

ISSUE 2/2020



Card designed by the winner of our #companyxmascard competition, the 10 year old daughter of 2E on the MT Giannutri

CEO's MESSAGE

Dear friends

It is an exciting moment every year when on December 31st we say goodbye to the old and welcome in the new year and this year I feel that this traditional moment has taken on extra meaning. 2020 will forever be etched into our collective consciousness as the pandemic year, the year when our entire way of life almost came to a halt. The optimism that always accompanies a new calendar year has taken on so much more weight for 2021 but with good reason. While there is still some way to go to returning to any kind of normality, the introduction of a number of vaccines across the whole world brings with it the hope that we can soon contain this deadly virus. It is still early and we will probably be well into 2021 before there are enough vaccinated people to make a meaningful impact, but this is the moment that we have begun to turn the corner. Without a vaccine this disease would stay with us for years to come continuing to bring about the premature deaths of many people, the destruction of our school and healthcare systems, the weakening of our economies and the dismantling of our social fabric. I believe that we are social creatures and instinctively have a need for human interaction and there is no doubt that the lockdowns we are seeing across the world are having a serious impact also on our mental health.

It seems that many people have a reluctance towards these vaccines due to the perceived speed with which they have been developed and approved. There are no end of social media posts many of which contain misinformation and false data and endless opinion from 'experts' who are anything but. I am neither a medical professional nor do I claim to have more information than what is available, however I do trust that the people who have the expertise, authority and responsibility to decide on the safety of these vaccines are doing their job properly. Why would we believe that these professionals are risking the lives of millions of people by approving vaccines that are unsafe? Vaccines have been one of humanity's great successes and it is thanks to the introduction of vaccines that we have managed to largely rid the world of terrible illnesses like polio, diphtheria, rubella, mumps and others. These all sound like illnesses from a different era precisely because humanity has managed to contain them with vaccinations.

So we enter 2021 with renewed optimism for the world and for shipping and I firmly believe that we will come out of this stronger and more resilient. Shipping has shown its resilience throughout this pandemic and while life onboard has been particularly challenging for all our seafarers, many of whom have had to endure long stays onboard, it does seem that we are turning a corner and brighter days are not far away.

May I take this opportunity to wish you all a happy and healthy year ahead.

Themis Papadopoulos
CEO



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

MANAGING DIRECTOR'S MESSAGE



The message to the fleet was: "Seafarers Day this year has been like no other day in any previous year. Whilst we are all aware of the invaluable contribution you, the seafarers make to the world economy and our everyday lives, the Covid-19 pandemic has brought your significant importance to the forefront of everyone's minds unlike any other time in the past. Our hearts and minds are with you wherever you are. We are proud of you, we appreciate you and we thank you".

Keeping in touch with all seafarers onboard is more important than ever during these exceptional times.

With this in mind, Interorient Shipmanagement launched an initiative whereby all vessels are called by the senior management team, including myself, in order to discuss any concerns that arise from the seafarers and the office staff. For example, delays in crew changes, challenges faced in dealing with shore terminal personnel, adherence to company guidelines on Covid-19 matters and the like. Our first call to each vessel has already taken place. Masters and crew were assembled together and connected to the office via audio and in some cases via video link. We were able to have a good discussion, exchange information and answer all their questions and concerns.

The feedback received from the vessels was extremely positive. They all understood that the company is genuinely concerned about their wellbeing and that of their families and appreciated the reassurance that the company is there for them and they can reach out at any time. These calls will continue to take place during the unprecedented times that we are facing and could even be something that becomes an integral part of Interorient Shipmanagement moving beyond these times.

Finally, I would like to take this opportunity to wish all our seafarers and their families a happy, healthy and prosperous 2021.

Captain Maurice Baker
Managing Director

NEW GROUP FLEET PERSONNEL MANAGER

Dear colleagues at sea and ashore

It has now been just over eight months since I joined Interorient Shipmanagement and a proper introduction is well overdue.

I have a seafaring background having studied at Fleetwood Nautical College in the UK and sailed for ten years as a Deck Officer before 'swallowing the anchor' and coming ashore in 2001. Since that time I have worked exclusively in crewing and training ashore from the Isle of Man to the Philippines to Ethiopia and the Ukraine and now finally settling in sunny Cyprus. I am married to Anne and we have a daughter, Nika, who is thirteen years old. We have four dogs who have accumulated as many airmiles as myself and my family having travelled the globe following us around. I am an avid scuba diver and am currently enjoying all the wonderful warm waters and dive sites that Cyprus has to offer.

I am a keen manager of performance and am currently busy with my team installing performance tracking and targets so that we are all aware of where we are, where we need to go and what we need to do to get there. I am a collaborative leader and enjoy encouraging the development and sharing of best practices and helping instill a sense of pride in people's work and allowing them to show their passion and talent. I am very pleased that I have joined a team who are all open to changing the way we do things in order to achieve better results year on year.

Continuously improving the quality of our service for both our clients and seafarers in order to achieve and maintain operational excellence onboard our vessels is a priority for the senior management team and it is a priority that I am happy to get onboard with, along with playing my part in improving the overall level of communication within the company to help us achieve our goals.

Whilst I am still very new to the organisation and still learning the ropes here at Interorient Shipmanagement, I have been encouraged by the teamwork and solid relationships that exist between our shore support team and seafarers.

I am especially encouraged by the resilience demonstrated by our seafaring colleagues during these very difficult pandemic times and I look forward to us emerging out of the other end of Covid-19 and being stronger than ever before.

I have an open door policy and am always happy to hear comments and suggestions from crewing stakeholders, which in a ship management company is all of us, so please, if you do have any feedback you would like to share, I would be more than happy to receive it.



Mark Parrotte
Group Fleet Personnel Manager

WHISPLI – OPEN REPORTING SYSTEM

- 1 Create your **Safe Inbox** where you can **privately** send information to Interiorient **anonymously**
* We will never know your identity



- 2 Fill out the form which best describes the situation and send it to the office securely
* Your submission is anonymous



- 3 Follow up with a Case Manager **privately** using two-way chat from your **Safe Inbox**
* Your identity remains anonymous



With the implementation of the ISM code the role of Designated Person Ashore (DPA) was introduced. The DPA is a trained person who is the link between the company and the vessel's personnel. His contact details are posted in accessible locations onboard and the crew is encouraged to contact the DPA if they have any concerns with regards to safety of the crew, vessel, cargo and environment.

It is the DPA's duty to ensure that anonymity of the informant is maintained and in today's digital world it may be impossible to do the same. Many companies have a generic email id to which the seafarer is encouraged to send an email to make such reports. The funny thing is that all emails can be traced back to the originator. This generally deters personnel from proactively reporting concerns or violations onboard or ashore.

While we continue to encourage employees to report any breach of company's policies to the senior management team, there could however be situations where the substandard acts or breach of policies or violations are discovered by personnel who are not comfortable in addressing the superiors onboard or ashore.

It was our endeavour to ensure that we safeguard the identities of the employees that led us on the lookout for a system that would maintain complete anonymity. We reviewed multiple service providers and options before we introduced the open reporting system on the

Whispli platform to report such cases where the person filing the report may protect his/her identity, if so desired.

All employees are now able to anonymously report any issues that may arise relating to the environment, harassment and bullying as well as drug and alcohol violations either via the internet or via the Whispli App once downloaded on their phone.

This platform allows the employee to directly inform senior management if there has been any concerns or violations onboard or ashore and engage in two way communication from the security of their cabin, home or work place.

The platform is completely confidential and it is part of our commitment to further encourage open reporting from our seafarers. It is also part of the continuous drive to further digitalise our operations as we move further into the 21st century.



SEAFARERS ARE KEY WORKERS

Where to start with this article? Such a tough topic to approach but one which needs to be out in the open and discussed at all levels and at all times as we go through this turbulent time for the whole world.

I will start in the very same place that I will also end this article and that is by letting you all know how extremely grateful we are to all of our seafaring staff. Whether you are onboard and overdue a relief, desperate to go home and see your families, whether you have just travelled to join a vessel having had to experience an extended time at home and possibly encountering financial struggles, as well as all of the new protocols being put in place to allow travel to take place, or if you are still at home waiting for an assignment because the conditions within your own country do not yet allow for free and open travel – we are all immensely proud of you and of the resilience that you are all demonstrating. You are a credit to your profession and to the industry. You are keeping the wheels of the world turning with your sheer determination and dedication.

We are now more than nine months into this pandemic and whilst there have been many developments there has not yet been the shifts in attitudes from many governments around the globe and as a lot of you will be experiencing, we still struggle with crew changes in many countries. That being said there has been some progress. We have gone from being able to move only 90 crew members in April to moving 668 crew members in September and just over 500 in November. In total during the period April to November we have been able to facilitate crew changes for 4421 crew members. This information might be academic to many of you who are still onboard but we are working hard to ensure you all get home at the soonest possible time.

2020 is a year that will long be remembered and this is especially so in shipping. We in this industry are here to facilitate world trade and in turn help to improve the lives of billions of people around the world. We are here to help uplift and maintain living standards but regrettably, this is something that has been taken for granted for far too long by many governments and this is even more apparent during this continuing crisis where national economies need more support than ever before but appreciation of the seafarers' contributions continues to be ignored. I must state that not all governments are taking the same approach. There have been some huge improvements by some states and that is to be commended but what we are lacking is an international approach to this, an approach that

will pull nations together to put global solutions in place. There have been many international organisations screaming from the top of their lungs trying to rally support for a unified approach but alas it seems to fall upon deaf ears.

Patience is running low and considering we are now so far into this pandemic, we would have all expected to be in a much better place for facilitating the free movement of seafarers by now. Maritime safety has been put at risk with fatigue setting in coupled with anxiety of not being able to go home and see loved ones. A lot of crew have been pushed to breaking limits and that, in this day and age, is something that is unacceptable. Our industry has long been involved with making the working environment safer and we will continue to strive for that but when crew are tired and need to go home it flies in the face of those efforts and brings us back to square one. Nevertheless it is something that we must not give up on and we must all continue to push to keep our working environments safe. We are a tough industry and one that is hard to crack and we will for sure get through this crisis and will inevitably be stronger than ever before.

#SeafarersAreKeyWorkers



I shall conclude by returning to address our seafarers and once again thank you all for your continued patience. We currently have 3% of crew who are overdue and 2 crew members that have been onboard for longer than eleven months. These numbers will peak and trough over the coming months but one thing that will not change is your professional attitude and your acknowledgement that this situation is not your fault. Your patience to see this through is highly commended and we want you all to know that we ashore stand together with you as one and can confidently say not only that **#seafarersarekeyworkers** but you are **#ourheroesatsea**.

Mark Parrotte
Group Fleet Personnel Manager

REMOTE AUDITS AND INSPECTIONS



BALTIC ADVANCE

If someone had told us a year ago that we would not be able to visit ships for audits or inspections we would have laughed it off but given the turn in the global situation and the Covid-19 pandemic, it has made ship visits close to impossible today.

Early March as the world went into a lock down, it was apparent that very soon we would run into a situation where it would be impossible to visit our vessel. This brought along with it a new challenge of compliance; how could we complete the mandatory requirement of inspection and audits? How would we ensure our vessels were maintained in readiness for external inspections and how would we meet our targets and live up to our clients' expectations? These were the paramount questions that we tried to seek answers to.

As a short-term measure when most companies went ahead with dispensations and extensions for audits and inspections, we at Interiorient Shipmanagement engaged with Class, Flag and other industry bodies to find a long term solution and prepare for the inevitable that was to happen.

Once we identified the effect the lack of visits would have on our vessels it was apparent that we needed to take some early steps to mitigate these risks. A detailed management of change process was set up and it was apparent that once the travel ban was lifted there would be need for extensive travel unless we could find an alternate solution for the current inspections and audits.

We engaged with various industry bodies to gather best practice, focus areas and concerns and build solutions catered towards the maritime environment.

During our early discussions with various teams a few principle challenges were identified such as:

1. Physical attendance by superintendents would be impossible. We would need to remotely audit and inspect our vessels
2. Our shore staff had extensive training and exposure to the inspection process but the staff onboard needed to be trained and developed to lead this process
3. The auditors would be engaged and would need to be independent of the areas they were auditing
4. The process must be in line with regulations and various authorities would need to approve and accept the process in lieu of physical attendance.

We then went back to the drawing board and penned down the process in a Marine Advice Bulletin. This covered all aspects of the process from training our staff onboard, arming all with the appropriate tools for the inspection and constant engagement and verification to ensure that this was done correctly. The process was tested on one of our vessels and fine-tuned to ensure that we would not rush the team onboard or violate rest hours regulations.

It was astonishing to review the result of our first remote audit. The engine room team audited the bridge and the deck department and the deck team audited the engine room and engine department. The knowledge gained in the process and the lessons learned have helped us successfully implement the process onboard.

We thank all our teams both ashore and onboard for the positive approach to a remote idea that helped us to successfully build and accomplish many remote audits and inspections onboard the Interiorient Shipmanagement vessels.

Capt Ashley Fernandes
Group Marine & HSEQ Manager/DPA

CREW INTERNET ONBOARD

In 2017 it was agreed to roll-out unlimited data Internet services to the fully managed vessels with Interiorient Shipmanagement. The main purpose of this was the digitalisation of vessels to implement modern systems that required real-time data communication. This replaced the old fleet broadband system which had data cap limits each month and did not allow us to offer crew Internet for personal use.

For the purposes of crew welfare, recruitment and retention today we offer crew members a free data allowance each month allowing the use of social media and unrestricted web browsing, within reason. Over time we have also managed to reduce the cost for any crew member who wants to use more than their data allowance each month.

Crew may compare this allowance to mobile data packages, roaming charges or even home Internet charges however, these comparisons are not appropriate as they do not account for connection availability, speed and reliability that the company must invest in to make satellite communications possible.

It should also be noted that the speed of the crew Internet is not limited. There are no time restrictions and websites are not blocked other than those blocked by the communication providers, for example in relation to adult

content. Thus, the full capabilities of the connection are in place. If the crew wish to utilise their data allowance to watch a movie or their favourite show, they can do so.

By providing this service to the crew we in turn had to make sure that our business network was properly prioritised so that it would not be impacted in any way. We also allow crew personal devices to connect to the crew network however, security is in place to ensure that the crew network is segregated from the business network.

In conclusion, and as highlighted in a survey conducted by the International Chamber of Shipping (ICS) and the European Community Shipowners' Association (ECSA) with the active assistance of the Asian Shipowners' Association (ASA) in 2019, we have not seen any indication that providing crew with free Internet negatively affects the business network or that crew do not obtain adequate rest or sleep. It also does not seem to contribute to increased levels of anxiety related to family or friends by having more contact with the outside world. It does, however, appear to contribute towards the improved morale of crew members along with improved mental health and well-being.

Zenon Oratis
Group IT Manager



ASPHALT SEMINOLE

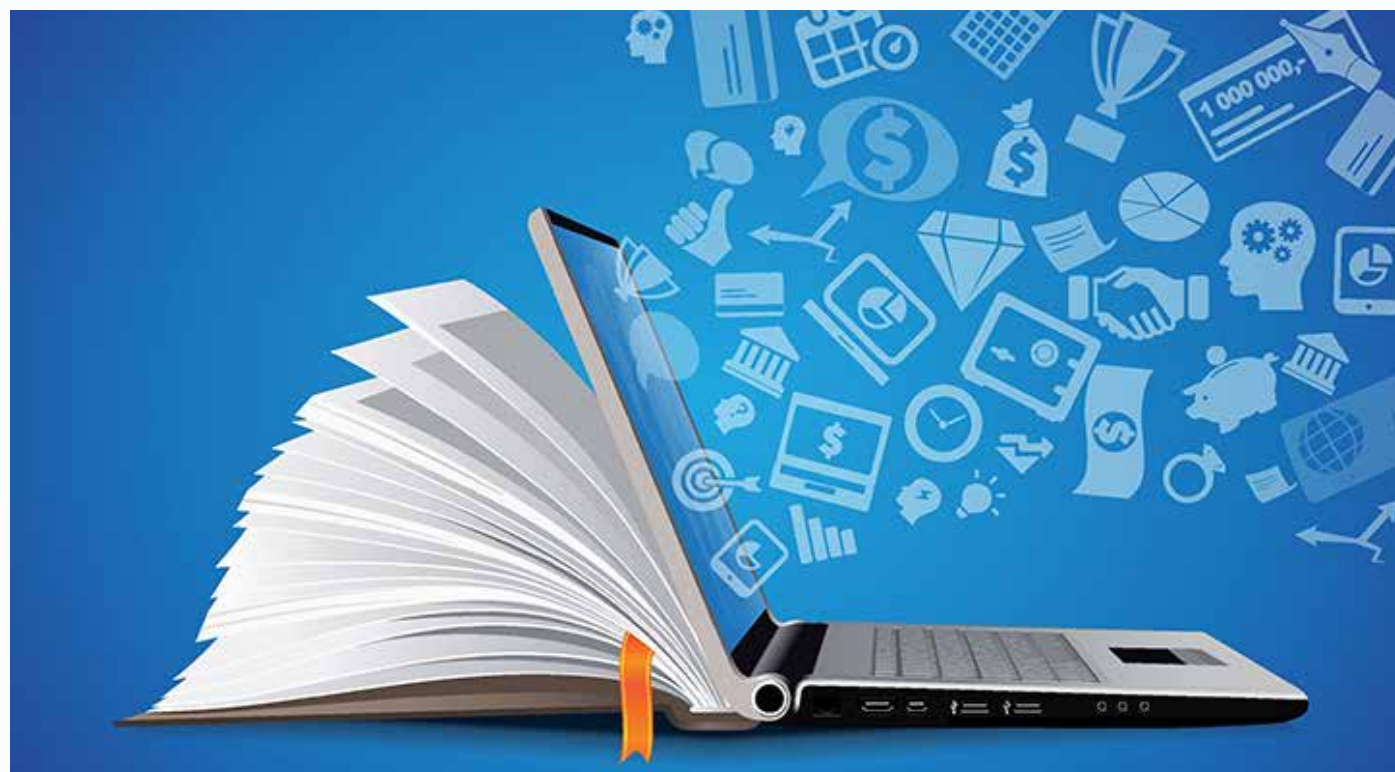


ORIENT ACCORD



BALTIC WIND

LIFE GETS EASIER WITH ELECTRONIC OIL RECORD BOOKS



The onset of International Safety Management (ISM) back in 1998 brought in a culture of log and record keeping that was new to the seafaring way of life. Seafarers were used to very basic paperwork until 'record what you do - do what you record' was thrust upon them. Acceptance was not easy!

To ensure ISM compliance and to prevent Port State detentions there was a big influx in the introduction of logbooks and forms and checklists etc that officers onboard now had to fill in. Along with the increase in the use of pen and paper, manifestations of errors and mistakes in handling started surging.

Myself and my colleagues from pre-ISM times still feel nostalgic about the straightforwardness of ship operations that had limited involvement of any paperwork. I am not debating that the post-ISM culture demeaned the operations or humbled the culture, but the way logbooks were looked upon transformed. ISM was a major cultural shift - or a paradigm shift! Statistically speaking, the inception of ISM substantially brought down the incident rate related to 'human error' that was the cause of the majority of accidents.

Now the officers had to be trained in record keeping in a fitting custom. Some shipping operators implemented the change maturely by taking measured steps, simplifying logbooks and forms, aligning with company's underlined

work culture. However, the majority introduced logbooks and forms just to meet the deadlines that eventually transformed into a company's philosophy.

I learned during my seagoing career and transitioning through the ranks that incorrect or improper entries in Oil Record Books could land oneself in jail. This is one piece of conclusive evidence used by Port State authorities to establish MARPOL violations. Sensitivity towards the topic elevated in my mind!

Responsibilities grew after wearing three stripes as a Chief Officer and accountability of maintaining Oil Record Book Part 2 (Cargo Operations) fell on my shoulders. In order to be vigilant I used to set aside extra time, usually from my off-duty hours, for making entries in the Oil Record Book. Following the footsteps of my idealist predecessors, I would first make rough entries and then copy them into the Oil Record Book. This helped in eliminating first-hand errors on calculations or corrections to a wrongly written entry or in a code selection.

Similar concerns were with the Oil Record Book Part 1 (Machinery Space Operations), where the Chief Engineers were confused with questions like 'which code should I use?', 'which category does this operation fall under?' etc. Enhancement in design developments to smoothen

MARPOL compliance introduced complex operations in the engine room. Most Chief Engineers followed suit of being cautious ie making rough paper entries before filling in the main Oil Record Books. In the meantime, Port State Officers continued to grow from being strict to stricter!

As a breather, the International Maritime Organisation (IMO) came to the rescue and published guidelines under MEPC 736 pertaining to entries in Oil Record Book Part 1 (Machinery Space Operations). Intertanko published the help guide for both the Oil Record Books, Part 1 and Part 2, in 2014. Both were welcomed with open arms as this actually helped in providing relief and clarifications to the complex operations, especially in the engine room. Despite this, a number of violations and errors continued to be reported because of poor upkeep of Oil Record Books. Newsflashes on violations instilled fears in the minds of both the seafarer and the ship owner but for some reason there was a belief that it cannot happen to me because I do not make mistakes! I do not know if a false sense of security is a better way to deal with naivety.

As an off the record from the US Department of Justice, it is estimated that more than 100 vessels and the crew have been criminally prosecuted for oil book violations in the United States alone over the past 10 years. Most of these investigations and subsequent prosecutions have identified significant errors related to the Oil Record Book.

Communication technology boomed. If someone had told me when I became a Chief Officer in 2000 that the onset of digitisation would bring in tools that would make life comfortable with regards to oil record book keeping and it would warn me beforehand if I were to make a mistake... I would have hugged him!

Well, fraternity experts amalgamated with IT industry experts and finally comforting news arrived. A tried and tested, flag approved digital platform that pre warns for an error and simplifies Oil Record Book maintenance arrived 'Welcome to eORBs or Electronic Oil Record Books'.

The genius of IT minds worked through various algorithmic possibilities assimilated with ships' particulars, drawings and sounding tables etc to customise the software for each ship's specific usage. Perfect! I wish this provision was available during my sailing days when we were biting our nails and putting in all that extra effort and time to ensure correct entries. But as they say, the taste of the pudding originates from the quality of its ingredients. Similarly, the configuration of software is equally important to provide correct information warnings. Can you imagine trying to

calculate 2+2 but your calculator is programmed to read it as 3+3!

This year Interiorient Shipmanagement proudly took another leap towards the digital future of record keeping using carefully chosen IT platforms endeavouring to simplify and assist our co-team personnel out at sea.

In addition to soft tools like ShipNet, it is expected that eORBs, or Electronic Oil Record Books, will support and assist in stipulating and eliminating errors in Oil Record Book entries.

As we move along, our ships are being installed with the eORB software and a designated person in charge has been assigned at our head office as the central point of contact for any issues with eORB and in the service provider's office (Prevention at Sea), details of which were shared with crew and shore staff through a Technical Advisory Bulletin. The platform provides visibility of records ashore as well as enhancing transparency. By saying this I do not intend to imply that computers are going to take over human minds - remember the movie Matrix!, but an expression to voice how IT platforms can make our lives easier. We are still expected to be diligent in performing safe operations and being compliant with all regulatory and legislative requirements.

Of course any facility and convenience comes at a cost and to cover this extra mile, extra bucks have been budgeted. More and more logbooks are being studied by various service providers on how ship operations and different flag requirements can be digitally recorded and simplified.

This is a change and the only thing that is permanent is 'the change'. Whether we like it or not, if the industry moves towards complete digitisation, we will have to move along with it. I think those who are proactive and a step ahead of others would absorb the change easy and fast. Not so long ago navigation underwent a sea change and paper charts were replaced by screens (ECDIS) and now eight years down the line almost all seagoing ships are using ECDIS successfully. So we all most definitely need to start embracing the digitisation of log books.

Well that's how human nature works!

Capt Deepak Gupta
Head of Marine / DDPA / DCSO
Limassol office

REMOTE TANKER SIRE INSPECTION



As a temporary measure and to guard against the spread of Covid-19 the Oil Companies International Marine Forum (OCIMF) is now providing a remote inspection as an option for the Ship Inspection Report (SIRE) programme. Remote inspections within OCIMF's Ship Inspection Report programme was successfully rolled-out in August 2020 following a robust management of change process.

On the 8th of September, Interorient Shipmanagement conducted its first remote ship inspection for the oil tanker MT Tonos while she was discharging her cargo at Shalung, Taiwan.

We would like to share with you some details, challenges faced and useful tips from leading up to and during the inspection.

The main advantage of a remote inspection is that the oil major can conduct the inspection regardless of the vessel's location or possibility of travel of the SIRE Inspector.

Remote inspections require the vessel's operator to complete a detailed questionnaire and upload a series of documents and certificates to a dedicated online folder. In accordance with the Guidelines for Remote Inspections a booking code is generated when the remote inspection is booked. When the notification link is received by the operator, the operator accesses the online Vessel Operator Data Submission Editor where a list of questions are provided. Once replies are inserted the operator declaration is submitted. The OCIMF inspector then has access.

Following the Guidelines for Remote Inspections under OCIMF programmes the operator should provide the following at least two days before the Inspector engages with the vessel:

- Vessel certificates and inspection documents
- Responses to all Operator Data-Submission Questions including uploading all required documents
- A declaration stating certificates and documents submitted are the most recent versions

Special thanks to OCIMF's support. A server error occurred blocking our ability to upload the documents. This was promptly resolved by the OCIMF support team.

In total 286 questions were answered. The Inspector also requested the operator to upload some additional documents. The disadvantage for all involved was that the questionnaire allows only one document per question to be uploaded and any additional documents have to be uploaded in the Other Documents section where up to twelve documents can be uploaded.

It was quite a laborious and time-consuming process but one which was successfully completed by our Marine team with the Master.

As a general requirement the inspection is planned while the vessel is alongside for a cargo operation. The time frame for the inspection was 8-10 hours subject to completion of interviews and answering questions for completion of the report. The Inspector was monitoring the vessel and the inspection started only after the vessel moored at the port during daylight hours, in consultation with the Master.

The communication was tested one day before the inspection and smartphone video/voice and message applications were selected.

Length of the interviews was similar to a regular SIRE inspection. Sequence of interviews: the Master, the Second Officer, the Chief Officer, the Chief Engineer and a Deck Rating.

During the interviews, Officers were providing additional photo evidence to the Inspector in the phone application. There was no video or voice recording during the inspection. For restricted areas during cargo operations photo evidence was provided with printed dates.

Photo evidence was provided during the course of the inspection for the following:

- Deck area: the lifeboat engine test, the emergency generator test (EDG), insulation on the EDG switchboard, test of the EDG quick closing valve and external lights. A photo of the alarm panel of a relevant unit was acceptable
- Engine room area: steering gear unit local control test, the OWS test 15 PPM alarm and three way valve function, the emergency fire pump test, the bilge alarm test, the main engine oil mist test, the fuel oil leakage alarm test, the emergency air compressor test. A photo of the main switchboard insulation meter and alarms list on the monitoring system after all engine room tests.

Where it was not possible to provide a photo, *written confirmation from the Master was acceptable.*

The office had provided the following photos voluntarily to the Inspector two days prior to the inspection: the ballast tank photo from the deck level or lower, a photo of the Navigation Bridge, the CCR, the ECR, the Galley, provision stores, the Engine Room (general and bilge area), the steering gear room, the accommodation block from inside (CCR deck level), the fire station, the poop and the forecandle deck, the manifolds area, the paint locker, a crane, the cargo compressor's room, the cargo heater room and the fixed dry powder fire extinguishing room.

Before the final report was issued the Inspector provided an initial list of the observations that were noted during the inspection giving time for the vessel to collect additional evidence and supporting documents.

Following lessons learned from this remote SIRE inspection:

- Follow the Guidelines for Remote Inspections under OCIMF programmes and in case of any difficulties to contact the OCIMF support team, OCIMF web portal.
- Define the inspection date when all the required information can be uploaded along with the operator declaration. If data submission is not provided in time, the operator will pay a penalty and the inspection will be cancelled
- Note that the inspection documents folder has a restriction on the number of photos and documents that can be uploaded so only relevant documentation and photos should be used with no duplications
- Agree and check the most suitable online video interview system to be used before the inspection and ensure there is good internet connection and unlimited data usage. Purchase local internet sim cards if needed.

All well that ends well and finally we were successfully able to complete our first remote SIRE with good results.

Interorient Shipmanagement would like to take this opportunity to extend their appreciation to everyone involved in our first remote SIRE inspection especially to Captain Mamik Jasjeet Singh and Chief Engineer Matsaev Valery and all crew who were onboard the MT Tonos for their great efforts in achieving excellent results.

Capt Volodymyr Bondarenko
Marine & HSEQ Superintendent
Limassol

VIRTUAL FLEET OFFICERS MEETING

Wednesday 16th September saw Interorient Shipmanagement hold its very first virtual Fleet Officers meeting. We would usually have Officers attend such a meeting spread over two days at a location close to their local branch or manning office. This would involve members of the shore support team travelling to the venue, making presentations and facilitating discussions on various subjects.

Those presentations might sometimes last for two hours each with a good opportunity for questions and discussions on each topic where all would have the opportunity to share experiences and in turn learn from each other.



A virtual seminar comes with certain disadvantages. Firstly, it is the human contact and the face to face meeting, the opportunity for networking and generally getting to know each other that is a big plus with the usual arrangement. Secondly, it is being able to hold the attention of everyone when only looking at a screen and not being able to gauge the levels of understanding of your audience through eye contact. There are also the dreaded technical glitches that have a habit of rearing their ugly head with online meetings. On the other hand, there are also some significant advantages the biggest being the accessibility for a lot more being able to participate without the need for travel and the fact that it allows participants to attend from the comfort of their own home or onboard their vessel. We even noticed one Officer was attending from the comfort of his private boat – now that is a luxury!

It was decided to keep the meeting to half a day to help overcome some of the disadvantages, after all, sitting for a long time in front of a screen is not everyone's idea of fun. The topics were brief and interesting enough to hold attention. We were able to introduce everyone to some new or perhaps unfamiliar staff as well as to demonstrate how we are developing the organisation.

There were a few tough topics such as 'technical challenges' where we were able to share some issues that we have been facing with regards to the maintenance and operation of onboard equipment, especially safety equipment.

Our colleagues in the Commercial Department were able to give an update on how the market has reacted to the Covid-19 pandemic. Recent and new regulatory changes were also discussed in the form of IMO Sulphur 2020 and IMO Cyber 2021 as well as the company's performance in vetting, inspections and incidents. Our Insurance Manager presented on cyber risk insurance and our Purchasing Manager was able to share some best practices for requisitions within the onboard PMS module.

The event wrapped up with a short presentation on people performance management followed by an open Q&A section even though throughout the meeting participants were able to message in their questions and comments as they arose via the online chat stream.

Any questions that were not immediately replied to were followed up on after the meeting by the relevant person. Our Managing Director then closed the meeting and thanked everyone for taking the time to join us.

It was extremely satisfying to see 245 participants taking part. It really was a great opportunity to stay connected with so many of you. We are already putting plans in place for the next virtual meeting which is expected to take place in February 2021 taking lessons learned from the first meeting and making slight improvements and more interactivity between the participants.

We would once again like to send our thanks to everyone for attending and to those who took part as presenters and of course to the behind-the-scenes team for assisting with the organisation of our very first virtual Fleet Officers meeting and making sure any technical glitches were kept to a minimum. All in all it was a great success.

Mark Parrotte
Group Fleet Personnel Manager

A DAY IN THE LIFE OF...

Hello! I am Christos Ioannidis, the Navigation and Electronics Officer for Interorient Shipmanagement. I am part of the Technical Department and responsible for all bridge equipment including navigation, VDR and radio systems. I am an Electrical/Electronics Engineer with an MBA in Oil & Gas Management and am currently pursuing certification as a Radio/VDR/Thermal Imaging Surveyor.

I have been part of the Interorient family for almost six years and I started my career here as a Purchasing Officer in 2014, later appointed as a Purchasing Analyst and for the last three years I am in charge of the Navigation & Electronics Department.

A typical day for me starts at 06:00 when I first take my dog for a walk, have a quick breakfast, and then go to the gym for a workout. From there, my day at the office starts around 08:30 when I have a quick cup of coffee and start working on my daily tasks.

My work revolves around remote troubleshooting and support for various vessels throughout the Interorient Shipmanagement fleet (Cyprus, Hamburg and Singapore offices), briefings to Masters, working on special upgrading projects and ensuring the smooth operation and service of the vessels. In order to keep the fleet compliant with the latest regulations and requirements of the various class societies, it is essential that I stay informed on the latest products, trends and developments in the shipping industry.

A part of my duties includes travelling to support any major retrofit/repair work of bridge and radio equipment and to take part in necessary technical training provided by our various suppliers. All this provides me with greater practical knowledge and experience to perform my duties to the best of my ability.

This year we had our ups and downs due to Covid-19 as we faced challenges in regards to supply of spares and even in appointing service engineers therefore we have tried to repair as much as possible remotely and with the assistance of the crew.

There was a recent case when a sudden failure on both ECDIS and radars occurred when a vessel was approaching a US port for bunkers and we had only a few hours to do the repairs!

Fortunately we made this happen on time thanks to ship's crew being 'my eyes onboard' and I would like to take this opportunity to thank all Masters, electricians etc. who I have worked with all these years. Without their help, none of these repairs would be possible.



I am thankful to Interorient Shipmanagement for all the support they have given me that has enabled me to grow so much over the years.

Once my workday comes to an end, I like to spend quality time with my wife and 3 year old daughter. Truth be told, balancing personal and professional life is not an easy task, especially in the shipping industry where working hours could mean any time during the day or night, but with my family's support, I manage to come out stronger and more efficient in my daily duties.

Christos Ioannides
Navigation and Electronics Officer
Limassol office

30 YEARS' SERVICE

DESPO OSKI

Let's talk about my second home, my family, my employer Interiorient Shipmanagement, since this is how I feel every day that goes by! Feelings that have lasted for 30 years!

About me

I was born in 1967 in London. My parents, both Cypriots, decided to move back to Cyprus when I was at the age of eight. I had to take private lessons to learn Greek and went to local schools. I am married and have two sons. The latest member of the family is my beloved puppy. I listen to music and love travelling.



The journey

In early 1990 I saw a vacancy for the position of Secretary to the Financial Director at a shipping company. As a first job it sounded like a really great opportunity, so I decided to apply. A few weeks later I was employed by Mr Adonis Papadopoulos and Mr Savvas Theophilides as a secretary in the Accounts Department assisting Mr Theophilides and carrying out administrative tasks. The office at that time was located at the Enaerios area close to the seafront and the number of employees was around thirty.

My first tools were a typewriter and a telex machine. Lots of books and paper and only a few computers connected to a small server for the accounting system. That was not a problem, the employees were carrying out their tasks and were happy with the feeling of being a family spread around.

Six years later I was given the opportunity to move on and learn something new. I was transferred to the Quality Department and that is where the most interesting journey began. I was so excited to face all the challenges of an unknown field.

As the company continued to grow, after a couple of years we moved to our new offices at Thalias Street. At that time we were managing passenger vessels, cargo vessels and had a great number of vessels under crew management.

We became ISMA members obtaining the first certification of the company and a few years later with the ISM Code becoming mandatory we obtained the first Document of Compliance, establishing at the same time a Marine Department that consisted of two persons. During my thirty years of service I have worked with many colleagues of different nationalities and established good relationships and strong friendships and I have met people involved in the shipping industry who have supported me whenever I needed assistance.

Over the years I have attended a lot of trainings and seminars that enabled me to enhance my knowledge on the subject I am directly involved in, Health Safety and Quality Management. Ship management nowadays is not as simple as it used to be with all the new regulations and the national and international requirements that need to be complied with.

Working as one team and being committed are the most important tools. These are the tools that gave me the strength to work hard all these years, paying attention to detail and ensuring that the company maintains valid certification through external audits and office assessments.

I feel proud when I say that I work for Interiorient Shipmanagement and grateful that Mr Adonis Papadopoulos and our CEO Themis Papadopoulos have trusted me and supported me through this lifetime journey.



My wish is to see the company grow even more, be successful and have a smooth passage through the difficult times we presently go through.

Be strong, together we can face all challenges!

Despo Oski
HSEQ Officer
Limassol office

GROUP ENVIRONMENTAL WEEK 2020

For the sixth year running the Environmental Committees of our group and manning offices were tasked with putting together a programme to continue raising environmental awareness amongst staff and be of benefit to the local communities within the various group office locations.

This year the programme had to be slightly modified due to the current pandemic so a few of the usual group events were eliminated but each day had a daily theme and virtual presentations took place throughout the week via Teams on some very interesting topics by external presenters from the Cyprus Environmental Studies Center, the Department of Fisheries & Marine Research and BirdLife Cyprus. Capt Maurice Baker, our Managing Director, also made a presentation on MARPOL violations. A selection of informative videos were sent out daily to staff mainly featuring the incredible Sir David Attenborough educating us on all matters relating to the world we live in and how important it is to look after it.

Local charities were supported with donations of unwanted clothing, toys and household items and dog food and lots of old newspapers were donated to a local dog shelter. In Limassol, as we could not hold our usual end of week celebration with the sponsored walk-run-cycle, but we still managed to donate Euro 550 to Alkionides, who support local families in need, by purchasing an e-book written by a local author with all sale proceeds given to the charity. Everyone was encouraged to dress up in green on Green Friday and we managed to capture a few of our colleagues wearing green on Teams at the end of Friday's presentation.

Photo competitions were arranged where staff submitted photos they had taken of positive and negative examples of environmental efforts within their local areas. The winning photos from Limassol, Manila and Hamburg can be seen below together with a few others.

Thanks to everyone for taking part. Together we enjoyed another successful, productive and informative week.

Limassol



1st place: The only fish that should eat plastic | Taken by Nataliya Mazur, Fleet Personnel Superintendent

Limassol



2nd place One of the most beautiful creatures of the sea
Taken by Anthia Savvidou, Legal Manager



3rd place Beauty and serenity
Taken by Ariadne Hadjichristou, Senior Fleet Personnel Officer

Manila



Winner of the 'painting category'
Jerlyn Pascua, Assistant Fleet Personnel Officer



Winner of 'me and nature'
Rolzen Val Ortega, ICT Coordinator



Winner of 'a picture of nature'
Diane Cortiguera, Documentation Officer

Hamburg



1st place Not afraid to leave my house to greet the sunrise
Taken by Lauri Naaber, HSEQ Manager



2nd place In nature we should be inspired by the animals and leave nothing but footprints.
Taken by Elena Ghinda, PA to Management/General Admin Officer



3rd place After 56 years, no scrapping or recycling needed
Taken by Tim Lissow, Commercial Director

Presentations



CREW LONG SERVICE AWARDS

TWENTY FIVE YEARS

Rank	Surname	Name	Nat	Vessel
3/E	JUNCO	FRANCISCO	PHL	ALSEA BAY
SN5	BUGA-AY	LOUWELL	PHL	ORIENT TIGER
3/E	CHIO	JONELL	PHL	MANZANILLO
BSN	GASACAO	RAMON	PHL	MN CALAO
E/E	BORISOV	ANATOLY	RUS	ORIENT TIDE
E/E	BELOV	IGOR	RUS	ORIENT ACCORD

TWENTY YEARS

Rank	Surname	Name	Nat	Vessel
CPT	STARUKS	ALEKSANDRS	LVA	ASPHALT SPIRIT
C/E	LUKIANOV	ALEKSANDR	RUS	BALTIC WIND
C/E	TOMASS	VLADIMIRS	LVA	BALTIC SAPPHIRE
PUM	ZATKINS	ANDREJS	LVA	BALTIC SUN
PUM	LUKASS	ALEKSANDRS	LVA	BALTIC MONARCH
3/M	ANO-OS	ZALDY	PHL	EAGLE STRAIT
OLR	OLIVAN	ARNEL	PHL	TORRES STRAIT
AB	ROSCO	FELIXBERTO	PHL	ORIENT TRADER
CPT	RAMIREZ	MARLON	PHL	TORRES STRAIT
CK	VILLANUEVA	JIMMY	PHL	WATERMARK
E/E	VILLAREAL	RONNIE	PHL	TONOS
BSN	DE GUZMAN	EDGAR	PHL	MN TOUCAN
AB	MADRAZO	RAUL	PHL	MN TOUCAN
BSN	HERNANDEZ	DIONISIO	PHL	ORIENT CENTAUR
OLR	ASTAQUINTA	EDUARDO	PHL	MITO STRAIT
BSN	ALESNA	ROMIL	PHL	MELBOURNE STRAIT
CK	DELA CRUZ	RAMEL	PHL	LIBERTY BAY
BSN	MACALIPAY	ELMER	PHL	MN PELICAN
BSN	BANARIA	OSCAR	PHL	MANZANILLO
AB	PANTIA	BENJIE	PHL	MN COLIBRI
AB	SUAREZ	HERBERT	PHL	MACAO STRAIT
E/F	JANDA	RICHARD	PHL	MN TOUCAN
BSN	CAJURAO	ERIC	PHL	EMERALD STRAIT
BSN	AGUIRRE	MARK EDDIEL	PHL	MN COLIBRI
C/E	LIBIANO	EMILIO	PHL	EMERALD STRAIT
2/M	DANO	JAY SOLOSOD	PHL	MN PELICAN
OLR	ARAGO	JAY	PHL	ORIENT ADVENTURE
CK	MALUYO	JIMMY	PHL	MELBOURNE STRAIT
AB	TORREMOCOA	ARTURO	PHL	MN TANGARA
E/F	DENOLGO	CRISANTO	PHL	STAR OSPREY
FTR	VILCHES	ANGELITO	PHL	EAGLE STRAIT
BSN	GOBOY	ARCHER	PHL	ORIENT TRAIL
E/E	SUPRUN	VASILY	RUS	TOMMI RITSCHER
C/E	USHAKOV	VADIM	RUS	MITO STRAIT
2/E	SHISHIKIN	IVAN	RUS	MITO STRAIT
E/E	LEVUSHKIN	YURY	RUS	BALTIC SAPPHIRE
E/E	SHUVAYEV	LEONID	UKR	MONTEREY BAY
C/M	HOLYKOV	VALERII	UKR	BALTIC SOUL
C/M	KOLESNICHENKO	OLEKSANDR	UKR	ORIENT CAVALIER
E/E	ZAKHAROV	VOLODYMYR	UKR	TASMAN STRAIT

TEN TO FIFTEEN YEARS

Rank	Surname	Name	Nat	Vessel
CPT	BRINKMANN	NORBERT	DEU	OLAND
CPT	ROZENBERGS	ANDREJS	LVA	STAR MERLIN
C/M	LAKOTKO	STANISLAVS	LVA	ARCTIC BLIZZARD
C/E	STEGLAVS	AIVARS	LVA	BALTIC SOUL
MSM	ZAGAROVA	IRAIDA	LVA	BALTIC COMMANDER
C/E	LUSIS	OSKARS	LVA	BALTIC SWIFT
C/E	NORKARKLIS	KASPARS	LVA	STAR KESTREL
C/E	TITKO	VLADIMIRS	LVA	BALTIC SOUL
E/E	VASILENKO	VIKTORS	LVA	BALTIC MONARCH
3/M	KOTLARS	SERGEJS	LVA	BALTIC MONARCH
AB	CARJOVS	NIKOLAJS	LVA	GIANNUTRI

TEN TO FIFTEEN YEARS

Rank	Surname	Name	Nat	Vessel
C/E	OSTAPCUKS	JEVGENIJS	LVA	ORIENT CENTAUR
CPT	KHANFERYAN	VLADIMIR	RUS	BALTIC FROST
C/E	SLAVINSKIS	ALEKSANDRS	LVA	BACALIAROS
C/E	JELISEJENKO	MIHAILS	LVA	BALTIC FROST
E/E	DUBOVICS	MIHAILS	LVA	BALTIC WIND
2/E	JUNOVICS	OLEGS	LVA	BALTIC SUN
3/E	DUBROVINS	VALERIJS	LVA	BALTIC MONARCH
C/E	PASTUSENKO	ALEKSANDRS	LVA	KERREL
PUM	JAREMKO	ALEKSANDRS	LVA	BALTIC ADVANCE
PUM	STAROVOITENKO	MIHAILS	LVA	ARCTIC BREEZE
BSN	MURACOV	ALEKSANDRS	LVA	BALTIC COMMANDER
BSN	JEFIMOV	GEORGIJS	LVA	ARCTIC BLIZZARD
C/E	KANUNNIKOVS	NIKOLAJS	LVA	BALTIC FREEDOM
CPT	PETROVS	ROMANS	LVA	ASPHALT SPIRIT
2/E	PREIMANIS	JURIS	LVA	BALTIC FROST
PUM	SUNEPS	RAITIS	LVA	BALTIC SWIFT
C/E	SVECOVS	VADIMS	LVA	GIANNUTRI
BSN	SERSENS	NIKOLAJS	LVA	BALTIC SUN II
BSN	SEVCUKS	ANDREJS	LVA	BALTIC COMMANDER I
PUM	ZATKINS	ANDREJS	LVA	BALTIC SUN II
PUM	LUKASS	ALEKSANDRS	LVA	BALTIC MONARCH
PUM	KAIROVS	ANATOLIJS	LVA	BALTIC FREEDOM
PUM	JACENKO	VLADIMIRS	LVA	BALTIC FROST
MSM	ABUCAY	CRUZVIMINDO	PHL	BALTIC WIND
2/M	GUIMBAO	KELVIN	PHL	MYKONOS
CK	CRUZ	CRISANTO	PHL	MN TANGARA
OLR	ALCURAN	RODEL	PHL	ORIENT ACCORD
OLR	OLIVAN	ARNEL	PHL	TORRES STRAIT
AB	ESCOTE	JOMARLOU	PHL	MANZANILLO
BSN	BAGARES	ALLAN	PHL	STAR FALCON
BSN	PERALTA	ZALDY	PHL	STAR MERLIN
BSN	VILLANUEVA	LORIO	PHL	NORIENT SCORPIUS
CK	MALAGKIT	CHRISTIAN	PHL	ASPHALT SAILOR
3/M	JUNTADO	JAYSON	PHL	ALSEA BAY
2/M	TABLIAGO	MANNY	PHL	ORIENT ACCORD
AB	CANONoy	EDUARDO	PHL	MN CALAO
2/M	ALEONAR	RONIE	PHL	MN TANGARA
OLR	LABRADOR	ANDRES RUBEN	PHL	TORRES STRAIT
OS	ADAJO	REDENTOR MICHAEL	PHL	ORTOLAN ALPHA STRAIT
AB	FAULVE	JESUS	PHL	NORIENT SCORPIUS
AB	ABELLA	KIRVY	PHL	EAGLE STRAIT
AB	LOMBREZ	ROBERT STANLEY	PHL	MN PELICAN
AB	UGAT	LIMUEL	PHL	BACALIAROS
PUM	PUQUIZ	RODEL	PHL	BALTIC SOUL
AB	CATUBIG	ENGELBERTO	PHL	MN PELICAN
3/E	DESTACAMENTO	JOSELITO TORRE	PHL	ORIENT TIDE
OLR	ARZAGA	ARSENIO	PHL	MONTEREY BAY
CK	FRANCISCO	OSCAR	PHL	ASPHALT CARRIER
MSM	DY	EDMUNDO	PHL	ORIENT TRANSIT
AB	TABSING	ALBERTO DANILO	PHL	MN PELICAN
2/M	PAGAL	CONRADO	PHL	MN TANGARA
CK	REYES	MARCOS JR.	PHL	ASPHALT SPIRIT
CK	BALAJADIA	RODOLFO	PHL	GLOBAL FORTUNE
BSN	GEROMIANO	NILO	PHL	TASMAN STRAIT
BSN	ENDRADA	NESTOR	PHL	TORRES STRAIT
3/E	JUNCO	FRANCISCO	PHL	ALSEA BAY
OLR	ANGELES	ALFREDO	PHL	MACAO STRAIT
C/M	PELARO	TEODORO JR.	PHL	JONNI RITSCHER
BSN	PANGANIBAN	RENATO	PHL	ORIENT CAVALIER
CPT	RAMIREZ	RAMLON	PHL	TORRES STRAIT
OS	EBIO	RICHARD	PHL	MELBOURNE STRAIT
BSN	ESPINOSA	WILFREDO	PHL	TASMAN STRAIT
BSN	BALDOZ	SAMUEL	PHL	TORRES STRAIT
E/F	ROSELIO	LEONY	PHL	TOMMI RITSCHER
C/E	BUERE	SANTIAGO JR.	PHL	TORRES STRAIT
3/E	ANDRADE	ARIEL	PHL	MANZANILLO
CK	VILLANUEVA	JIMMY	PHL	WATERMARK ST. GEORGE
SN5	BUGA-AY	LOUWELL	PHL	ORIENT TIGER

#COMPANYXMASCARD

TEN TO FIFTEEN YEARS

Rank	Surname	Name	Nat	Vessel
3/E	CHIO	JONELL	PHL	MANZANILLO
BSN	GASACAO	RAMON	PHL	MN CALAO
E/E	FLORES	EDGARDO	PHL	BALTIC SOUL
BSN	CARANTO	ARSENIO	PHL	ORIENT ADVENTURE
E/F	PASIOLAN	PABLITO	PHL	ORIENT TIDE
BSN	PARCE	NORIEL	PHL	MN TANGARA
OLR	ALARO	RAMIL	PHL	WATERMARK ST. GEORGE
AB	BASCONES	LARRY	PHL	MN COLIBRI
E/F	BERNALES	JOENEL	PHL	MN COLIBRI
OLR	BUERE	JONATHAN	PHL	SAFESEA ANYA
3/E	VIRTUCIO	ULYSSES	PHL	ORIENT TRANSIT
BSN	LEDESMA	HERMAN	PHL	ORIENT TRADER
OLR	BARIT	CONRADO	PHL	EAGLE STRAIT
CK	GARCIA	ROMANO	PHL	MELBOURNE STRAIT
MSM	PABLEA	JOY	PHL	TASMAN STRAIT
E/E	VILLAREAL	RONNIE	PHL	TONOS
BSN	DE GUZMAN	EDGAR	PHL	MN TOUCAN
E/F	MOMONGAN	AMADO	PHL	ORIENT TRADER
BSN	LAWAY	LYNDON	PHL	MN COLIBRI
E/F	GENIL	GILBERT	PHL	MN CALAO
OLR	OCAMPO	SIMPLICIO JR.	PHL	WATERMARK ST. GEORGE
AB	RAPADA	GEORGE	PHL	ORIENT CENTAUR
OLR	ASTAQUINTA	EDUARDO	PHL	MITO STRAIT
CK	DELA CRUZ	RAMEL	PHL	LIBERTY BAY
BSN	BANARIA	OSCAR	PHL	MANZANILLO
AB	PANTIA	BENJIE	PHL	MN COLIBRI
E/F	JANDA	RICHARD	PHL	MN TOUCAN
BSN	AGUIRRE	MARK EDDIEL	PHL	MN COLIBRI
2/M	DANO	JAY SOLOSOD	PHL	MN PELICAN
CK	MALUYO	JIMMY	PHL	MELBOURNE STRAIT
CK	MORADAS	JONATHAN	PHL	MACAO STRAIT
E/F	DENOLGO	CRISANTO	PHL	STAR OSPREY
BSN	ALVAREZ	CHRISTOPHER	PHL	NORIENT SATURN
SN	TABLON	DONDIE	PHL	ORIENT TIDE
AB	RAMOS	EFREN	PHL	MN CALAO
3/E	BERNALES	JOSELITO	PHL	ORIENT TRAIL
E/F	BALANSAG	PEDRO	PHL	MN CALAO
CPT	VINNIKOV	ALEXEY	RUS	ORIENT CAVALIER
E/E	KHOMIN	IGOR	RUS	KEREL
CPT	RYABININ	EVGENY	RUS	MELBOURNE STRAIT
E/E	GAVRILOV	MIKHAIL	RUS	MANZANILLO
CPT	PEKHOTA	EDUARD	RUS	OLAND
CPT	KARDAKOV	MAXIM	RUS	STAR OSPREY
CPT	SMAZNOV	SERGEY	RUS	STAR KESTREL
BSN	MAKAROVS	ANDREJS	LVA	ARCTIC BREEZE
CPT	KIREICHEV	ALEKSEI	RUS	BALTIC SKY I
C/M	CHUYKO	KONSTANTIN	RUS	TASMAN STRAIT
C/M	ILIN	MIKHAIL	RUS	STAR FALCON
C/E	USHAKOV	VADIM	RUS	MITO STRAIT
CPT	CHERNOPYATOV	ALEXANDER	RUS	HELLE RITSCHER
CPT	SHATKOVSKII	VLADIMIR	RUS	GLOBAL UNITY
C/E	IVANOV	VIACHESLAV	RUS	ORIENT CAVALIER
CPT	FILATOV	YURY	RUS	MELBOURNE STRAIT
2/E	YASHKIN	OLEG	RUS	ORTOLAN ALPHA STRAIT
CPT	GVOZDIKOV	DENIS	RUS	BALTIC WAVE
C/E	GANCHUK	IGOR	RUS	TASMAN STRAIT
2/E	BAGRYANTSEV	IGOR	RUS	ORIENT TRAIL
E/E	LEVUSHKIN	YURY	RUS	BALTIC SAPPHIRE
CPT	PETROV	VYACHISLAV	RUS	ARCTIC BAY
CK	BURYAK	YURIY	UKR	BALTIC SKY
C/E	VERKHOVODOV	VLADYSLAV	UKR	BALTIC MONARCH
C/E	BUGAYCHUK	OLEKSIY	UKR	BALTIC WAVE
C/E	POTAPCHUK	PETRO	UKR	ASPHALT SPIRIT
2/E	KHACHATURIAN	SERGIY	UKR	ALSEA BAY
AB	LELIKOV	OLEKSIY	UKR	KEREL
CPT	ZELENSKIY	SERGEY	RUS	BALTIC ADVANCE
E/E	ZAKHAROV	VOLODYMYR	UKR	TASMAN STRAIT
C/M	SMOLYANYK	VYACHESLAV	UKR	MELBOURNE STRAIT
C/E	NEVMERZHYTSKY	SERGIY	UKR	GLOBAL FORTUNE

As this issue was being distributed so close to Christmas we thought it would be a nice idea to hold a drawing competition instead of a photo competition and invited all the children of the crew to participate and create our official Interorient Shipmanagement e-xmas card that was sent to all vessels, staff, clients and business associates over the Christmas period.

The winning card can be seen below and is also splendidly featured on our front cover.

This wonderful drawing was produced by Nastya Grigoreva aged 10 who is the daughter of Gennadi Grigorjev, 2E who at the time of the competition was sailing on the MT Giannutri.

As there were so many creative and colourful entries, we have made a collage below of some of them for you to enjoy.

Congratulations to Nastya and thank you to all the children who took part in the competition. We very much appreciate all the time and effort that was taken by you all.



Winning Photo

Created by Mark Kostylev, 6 years old
Son of Zakhar Kostylev, 3rd Officer on the MT Baltic Favour



Created by Nicole Tejano, 14 years old
Daughter of Joel Tejano, AB on the MT Asphalt Spirit

Created by Viktoria Ignatyuk, 10 years old
Daughter of Alexander Ignatyuk, Chief Mate on the MT Asphalt Carrier

Created by Yelyzaveta Zelenina, 9 years old
Daughter of Vladyslav Zelenin, 2nd Officer on the MT Baltic Mariner

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