SEATIMES

The Newsletter of the Nautical Professional Education Society of Canada
(Society founded in 1995 by the British Columbia Branch of The Nautical Institute)
Affiliated Members: The Company of Master Mariners of Canada & The Canadian Institute of Marine Engineering.

June 2015

NYK to recruit Japanese employees as "lifelong seafarers". Appointment of Japanese seafarers for offshore work is spreading: Nippon Yusen Kaisha (NYK) will embark on the recruitment of Japanese employees that will be "lifelong seafarers" as it plans to hire a number of mates and engineers who will start working for the company in 2016 as "specialized marine personnel." It envisions recruiting people who came from vocational high schools or technical colleges specializing in commercial ships. NYK has positioned Japanese seafarers/marine engineers as personnel deployed to marine and onshore work, but it will now set a new course for marine personnel that will be offered to employees who wish to go full-time into sea duty. Under its medium-term management plan, the company will heavily invest in LNG carriers and offshore businesses. In particular, under its plan to boost the number of company-managed LNG tankers by about 80% from the current scale, it will also address the needs of Japanese-affiliated shippers who ask for the embarkation of Japanese seamen (ship officers) on ships. NYK will provide a boost to the increase in the number of Japanese employees as crewmembers in light of the highly valued technical prowess of Japanese seafarers in the global scene and the returning cost competitiveness of Japanese seamen against foreign seafarers thanks to the weak yen in the exchange market.

NYK currently has about 600 Japanese seafarers and marine engineers. The Japanese employees that were recruited for offshore work are alternately engaged in onshore and offshore works, but about 250 of them work onshore on a full-time basis, while around 350 of them (including the reserves) are engaged in offshore work. The seafarers who man the ships operated by NYK are mostly made up of foreign seamen, with the officers who are deployed through its group companies coming from the Philippines, India, Croatia, Romania and other countries. The ratio of Japanese personnel serving as captains/chief engineers and mates/engineers is limited to just about 10% of its total officer workforce on an embarkation basis. Japanese employees serve on LNG carriers, large-size containerships, pure car/truck carriers (PCTC), VLCCs, cruise ships and ships related to offshore exploration. Ratings are all foreign seafarers.

A large number of Japanese seafarers used to work on ships, regardless if they were officers or ratings, but the cost competitiveness of Japanese personnel on ships plummeted due to the sharp rise in the value of the yen after the Plaza Accord in 1985. Shipping companies were forced to trim down the number of Japanese seafarers they employed. NYK was no exception. Further, the work of Japanese crewmembers had to be limited to just a portion of the operations, and with the help of the skills they cultivated at sea, their work scope expanded to include ship management, safe/efficient operation, education/training of foreign seafarers who account for a large portion of the workforce, and sales/marketing.

Meanwhile, there have been cases of late wherein shippers request for Japanese seafarers, particularly in the operation of LNG tankers. NYK is currently involved with about 70 LNG carriers and under its medium-term management plan, it aims to boost that number to 100 ships-plus alpha by the end of fiscal 2018. Of the LNG carriers it is involved with, about 40 units are under in-house ship management through its group companies. It plans to increase the number of ships that it manages to a little more than 60 units of its targeted 100-ship fleet. At present, Japanese seafarers are deployed as officers in about 15 LNG carriers that NYK manages, but it envisions Japanese seamen manning about half of the approximately 30 ships that it aims to manage in the future. "If we think about the kind of seafarers we will deploy to the managed vessels that we will boost in number, then the candidates would have to be the conventional sources of

India, Croatia and Romania. The Philippines has also given birth to captains and chief engineers for two ships already, but we will not rush into the increase in their number, as we plan to take things one step at a time. When we thought about these things, we realized that it would probably be for the best to boost the number of Japanese personnel in our portfolio by a little," claimed Koichi Akamine, senior managing corporate officer of NYK.
It has now become necessary get hold of more Japanese personnel continuously in order to realize the above goal. However, it would be difficult to boost the number of Japanese crewmembers through the conventional recruitment number and posts, so the company has decided to establish the new "specialized marine personnel" course. Through a framework outside of the conventional marine personnel who undertake onshore work, NYK will recruit personnel under the premise that they will be dedicated to offshore work. They are slated to be deployed to LNG carriers and other vessels in the offshore field.
Given the realization that the Japanese personality of being sincere, tenacious and respects teamwork is best suited for marine work, the return of the cost competitiveness of Japanese personnel thanks to the weak yen has pushed NYK to engage in the above new program. The specialized marine personnel program will boost the options on work format in that the seafarers will not be transferred to works outside of marine posts and they will be able to freely choose their living base when they are not onboard on duty, as well as contribute to the reactivation/rejuvenation of the local site. The first wave of personnel under the program will enter NYK in April or October 2016 Source Kaiji press via Justus Schoemaker Dutch - Japanese Maritime Desk K.K. / www.dujamdesk.com
March 15th 2015. http://www.sinomaxmarine.com/news/html/?22.html

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Hire German sailors? Thoughts on German maritime colleges and specialization: We live in a globalized world where workers are competing more and more directly against each other. The fate of the Pittsburgh steel industry is well known; now, China is the world's biggest maker of that essential construction material. Other industries have met similar fates, thanks to cost pressure and the demand for rationalization. Furniture, textiles, household appliances, automobiles and electronics are just a few of the product categories that used to be made in high-wage, high labour standards countries. These same products have driven containerization and the cyclical, decades-long growth of ocean shipping.
In other words, it is the unending push of global competitive pressure (largely through containerized ocean shipping and the concomitant drop in transportation costs) that has upended and remade the industrial landscape in many Western countries. And this same pressure has generated employment and opportunities for those involved in shipping. Even as the sector enters into hard times, growth in container and trade volume continues.
It is somehow ironic but also fitting that sailors, who have played such a pivotal role in the globalizing process that has impacted other workers (and entire economies), are now themselves caught up in the same high-pressure environment. Perhaps more than any other type of work, employment on ships is international in character and the positions available are almost nationally fungible. The Philippines provide almost 1/3 of all ship crews; but there are sailors from every nationality, all of them competing with each other for the same positions. This is an environment that many land-based industries are still protected from by regulation.
Like software programmers who can only maintain their living standards by offering a truly excellent product that is worth the price, and whose jobs would otherwise be subject to swift outsourcing, I tell my students that their qualifications and skills are decisive. The grim truth is that German shipping companies are flagging out ships every day; just this year, NSB announced that dozens of its vessels would no longer sail under the German flag. The job losses that go hand-in-hand with such decisions primarily impact German sailors. This is similar to the falling-away of the protective tariff barriers that sheltered the old U.S. steel industry.
Going forward, pressure for new students will come not just from foreign sailors but also experienced German sailors who have been dismissed and are looking for new positions. Young German sailors will need to aggressively compete in the areas where their skills trump those of foreign sailors and their older countrymen: their ability to communicate (verbally and in writing) in English and their better familiarity with technology, not to mention their eagerness to work, their relatively lower starting salaries and their success in specializing.
My opinion is that German shipping companies are making a huge mistake if they only look to cost savings in hiring crews. A ship is only as good as its crew. And when the value of the goods one is transporting is out of all proportion to the freight rates, the liability exposure means that one only wants the best crew possible manning the vessel. This will vary on the basis of geography and the kinds of goods being carried. For this reason, I think the future of maritime training is to help young sailors become specialized for certain voyages. At the State Maritime College in Cuxhaven, we have been offering specialized training in U.S. law (Carriage of Goods by Sea Act, Harter Act, etc.) and maritime English. This includes treatment and formulation of loading papers, sea protests, logbooks, letters of indemnity, etc. It is a comprehensive and rigorous program that ends with a hard examination. When students are finished, they are in a superb position to handle a variety of demanding legal situations in English and to formulate their responses in an appropriate and liability-avoiding manner.
Such a training program is ideal for German shipping companies who trade with the U.S. or anywhere else in the English-speaking world. And since the program goes beyond the STCW Convention, graduates of the State Maritime College in Cuxhaven have real leverage. Several of my students have come back to me later and informed me that their

employers were especially impressed by their completion of our program. These are the kinds of truly valuable skills that will enable young sailors to get jobs and demand high wages in this tough economy. In a global industry, one has to play to one's strengths. Luckily, we have a lot of strengths - and for that reason I remain confident that it is the right decision to hire German sailors. Source: **www.kravets.de; Erik Kravets.** Nov 6th 2014
http://maritime-connector.com/news/general/kravetsandkravets-report-hire-german-sailors-my-thoughts-on-german-maritime-colleges-and-specialization/

What's the best colour to paint a tanker? The answer might surprise you! In his well reviewed 2007 book The "Tankship Tromedy", former MIT Naval Architecture professor and ship owner Jack Devanney has strong opinions on the best colour to paint tankers: white!

The most effective way of controlling deck dribs and drabs is simple: white decks and topsides. Most tanker owners paint their decks a dark colour, usually a brownish red. This does an excellent job of hiding rust, dirt and oil. That is its purpose. If the decks are wet, even the rustiest, dirtiest red deck can look beautiful from a distance. A common trick when a tanker is going to have her picture taken is to wet down the decks. The topsides are usually black; that way you cannot see the omni-present streaks of oil running from the scuppers to the water. In the mid-80's we switched all our decks to a very light gray. Our crews were not the least bit happy about this, but the quality of the deck maintenance improved markedly. Now the smallest bit of rust or oil was clearly and embarrassingly visible. They had to do something about it NOW. And the decks were noticeably cooler.

Keeping the tank steel below the coating's Glass Transition Temperature is critical to coating life in the top of the ballast tanks. The single most important means of doing this is hull colour. Reflectance is the percentage of the incoming solar energy that is not absorbed by the surface. A black surface will absorb almost all the sun's radiation. A favourite tanker deck colour is dark red. Such a deck will absorb at least 60% of the solar energy. Even a very light grey will reflect only about 50% of the energy. But a pure while deck will reflect over 80% of the radiation. Red decks absorb more than four times as much solar energy as white decks. The difference in deck steel temperature can be quite dramatic. When we bought the *Hellespont Enterprise*, she was laid up in Brunei Bay, latitude about 5°. She had a standard red deck. I regularly measured deck temperatures in the high 50C's occasionally low sixties. Early in the afternoon, the steel would burn your hand if you left it on the surface for more than a couple of seconds. When we switched our decks to light grey in the late 80's, peak deck temperatures dropped to the low fifties, not as much as I had hoped. But when we went with pure white on the *V-Plus*, the peak deck temperatures dropped dramatically. In ten ship-years of operation, we never measured a deck steel temperature over 44C on the *V-Plus*. On the hottest day in the Persian Gulf, the deck would be cool to the touch.

The steel temperature on the underside of the deck is essentially the same as the temperature on the topside. White decks and topsides ensure that the tank coating will always be below the Glass Transition Temperature. This means the tank will hardly breath, avoiding atmospheric pollution and reducing the chances of getting air into the tank. Aside from the glare, working on deck during the day is much more comfortable. And, at night, it is much safer. Of course, it also means you must issue sunglasses to the entire crew. White is the only right colour for tankers.

The "Tankship Tromedy", a must read for all tankermen, is selling for thousands of dollars on Amazon but the e-book version is, for a limited time, FREE to download. *BY GCAPTAIN ON MAY 14, 2015*
https://gcaptain.com/whats-the-best-color-to-paint-a-ship-the-answer-might-surprise-you/

A Tight Squeeze: Serving as a gateway to the Caribbean for countless superyachts, the Simpson Bay Bridge in St Maarten has surely seen its fair share of dings and scratches from passing vessels. Watch as Steve Jobs' 256-foot Feadship *VENUS* clears the famous bridge with mere inches to spare.
https://www.youtube.com/watch?v=0I3Pq0yp6Z8

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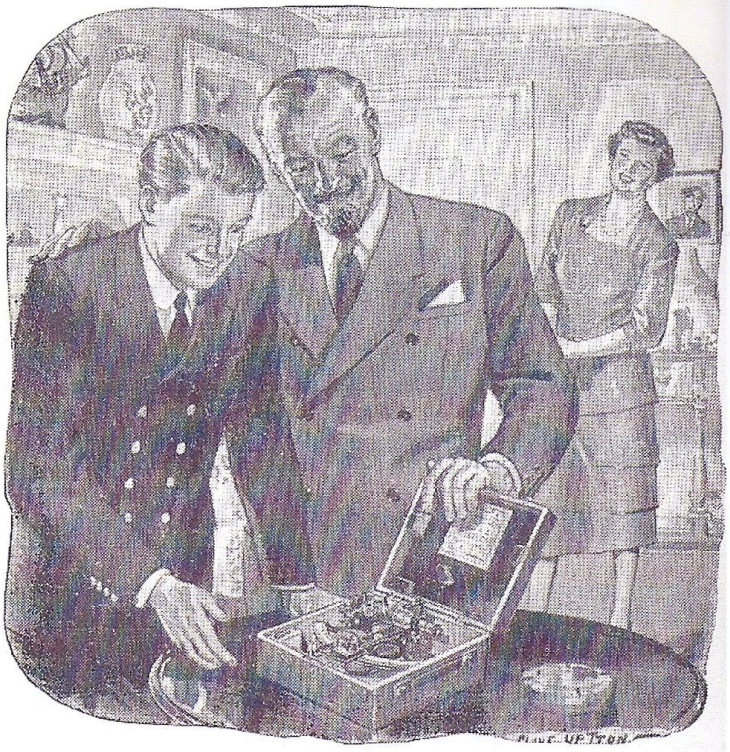

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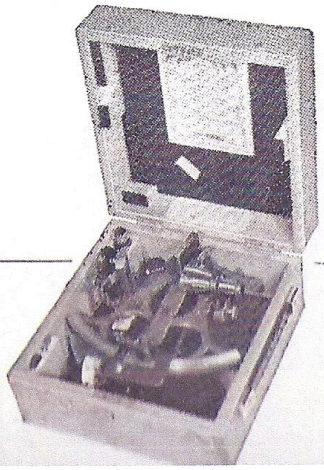
The proudest day in a cadet's life is when, having successfully completed his course, he receives his pass to a new, exciting and adventurous life afloat. In the years to come he will remember this day above all others. He will remember also the people who made possible his years of training, and his future. On such occasions, a gift may say more than words—particularly if it proves to be of great value all through life. The discerning person could make no finer choice than a Kelvin Hughes Sextant. Each instrument is craftsman built to the highest precision standards, and carefully tested so as to ensure a lifetime of satisfactory service. A noble gift indeed !



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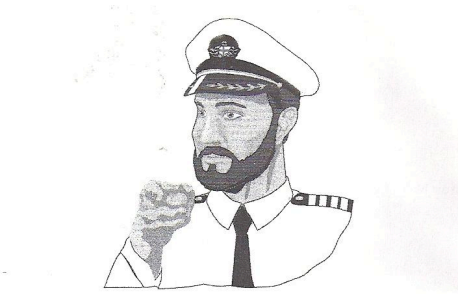

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Thank you.

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https://www.mptusa.com/commercial-career-faq.cfm
and **http://www.usmm.org/faq.html**

Inside BC Ferries: New vessels en route.

They are some of the most recognized vessels in BC Ferries' fleet – the iconic *Queen of Burnaby* and *Queen of Nanaimo* – two respectable 50- and 51-year-old workhorses that have spent their lifetimes serving passengers from Nanaimo to Victoria and points in between. The hands of time are also at work, pushing these beauties closer to retirement.

While nothing can stop the inevitable effects of age, the powers at the helm of BC Ferries have launched a plan that will not only see these aging Queens replaced, but will help usher in a new era of service on our pristine West Coast waters. The solution is three brand-new Intermediate Class Ferries (ICFs) that are currently being built at the Remontowa Shipyard in Gdansk, Poland. Each is capable of carrying up to 600 passengers and 145 cars.

Mark Wilson, vice president of engineering at BC Ferries, was recently in Poland to check on the progress. "There is a lot of energy from the workers building these vessels and excitement continues to grow in B.C. in anticipation of the new vessels."

The first ICF is set to replace the *Queen of Burnaby* and sail on the Comox-Powell River route in the fall of 2016. Six months later, the second vessel will enter service to replace the *Queen of Nanaimo*, sailing on the Tsawwassen-Southern Gulf Islands route. A third ICF is slated to sail in shoulder and peak seasons on the Southern Gulf Islands route and will be used to relieve other vessels during the off-season.

For Wilson, who is eager for passengers to experience the ICFs' engineering upgrades, the vessels couldn't come sooner. "What really excites me is the significant improvement over the existing vessels that they are replacing and our ability to move to a new fuel for the fleet, which is liquefied natural gas (LNG)." Compared to marine diesel fuel, now used to power most vessels, LNG is a greener and cleaner fuel source. Among the benefits, switching to LNG will cut carbon emissions by about 25%, slash nitrogen oxides by some 85% and virtually eliminate sulphur oxide emissions.

Other BC Ferries Spirit Class vessels – the *Spirit of British Columbia* (built in 1993) and the *Spirit of Vancouver Island* (built in 1994) – are already in the early planning stages of mid-life upgrades, including

their conversion to LNG.

Overall, the shift in fuel also aims to reduce BC Ferries' operating costs and help stabilize fares, making LNG an anticipated win for passengers, too.

The inherent ability to use this fuel is just one ICF advantage.

Similar to BC Ferries' much larger "C-Class" ships, like the *Queen of Cowichan* – a 1,500-passenger vessel that regularly serves the Departure Bay–Horseshoe Bay route – ICFs also feature a clever double-ended hull design, which enables these vessels to shuttle between terminals without having to turn around.

The ICF's innovative new loading system, however, is expected to further boost route performance.

While passengers driving aboard a C-Class vessel are required to approach the car deck from either a sea level or an overhead ramp, the ICFs offer a simpler solution.

"Now, there is one new feature on the ICFs that is completely new for us at BC Ferries and it stands out to me as a special design element," says Wilson. "Single ramp loading allows drivers to transition to the vessel and have access to two vehicle decks."

So, how does it work? Ferry passengers will drive their cars onto the car deck. From there, the main car deck will slope up slightly and then flatten out; this section is where commercial and overheight vehicles will park. Passengers with small to mid-sized vehicles will get to experience the interesting part – a fixed deck accessible through hydraulically operated doors that allow drivers to access the lower parking area.

Not only are the hydraulically hinged doors an engineering feat, but Wilson also believes the system will improve efficiencies on board the ferries. "It should lead to more flexibility for multiport loading and improved turnaround times," says Wilson.

Overall, Wilson expects passengers will have a positive experience aboard the aesthetically appealing and amenity-enhanced ICFs. "There's a lot of work going into the design and layout of the passenger accommodations and it's not only from our team. We have been working with local communities, so their input on the passenger experience through public consultation has been key," says Wilson, noting that the discussions have included BC Ferries' work with Ferry Advisory Committees – citizen groups appointed in cooperation with local governments, the Islands Trust and First Nations who consult with BC Ferries on matters spanning the corporation's day-to-day operations, planned improvements and broader policy-related issues.

He says collaborative efforts like these have led to a better layout of passenger seating, as well as improved access to a greater number of washrooms designed for people with mobility challenges.

From a crew perspective, the vessels are fully equipped with the latest gear, including a state-of- the-art navigation system, marine evacuation and safety systems, and top-of-the-line firefighting equipment.

Moreover, says Wilson, the introduction of these three ICFs is just the beginning – the first part of BC Ferries' transition to a simplified class-vessel strategy.

"Currently in the fleet we have 17 classes of vessels and this is our first major step in reducing those classes down to five or six. These first three vessels will be identical, and as we replace other vessels in the fleet of a similar size – they will be identical too," says Wilson. For BC Ferries and its passengers the bottom line is streamlined vessels with improved route performance.

The hopes are high for the much- anticipated ICFs, and although it is sad to say goodbye to the *Queen of Burnaby* and the *Queen of Nanaimo*, an era of leaner and greener vessels is expected to be warmly welcomed by passengers and the public, including nature lovers everywhere.

Ashley Redmond: *a freelance writer for Morningstar Research Inc. and blogs for Huffington Post Canada.*

onBoard Magazine. Issue 3. http://onboard.bcferries.com/issue/bcf-onBoard-flipbook-spring2015.pdf

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