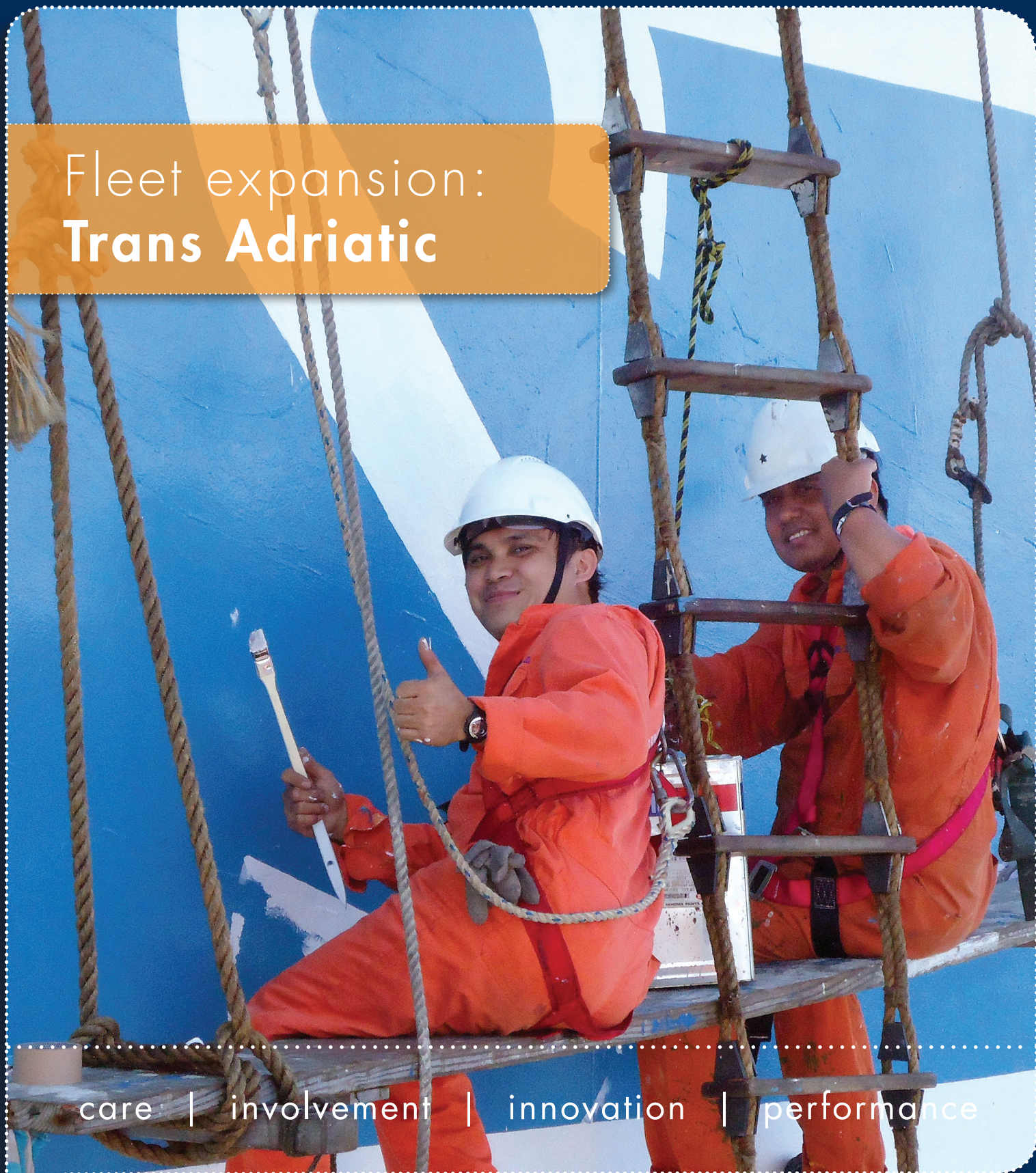




# TRANSNYTT

## Fleet expansion: Trans Adriatic



care | involvement | innovation | performance





## People count - not the flag

Being a Norwegian company it is natural that our vessels fly the Norwegian flag. This is part of our heritage and national identity. Despite this, it was not a very difficult decision to reflag most of our ships from Norway to Malta. After all, it is the people in the company that makes Seatrans what it is, our culture and values, and our identity. When confronted with the new tax agreement between Norway and Poland that was very unfavorable for our Polish seafarers, the natural choice for us is to reflag instead of risking losing our valuable Polish seafarers. What really make the identity of a company are the people and what they represent, not the logo or the flag.

Within SCT Mediterranean service our two smallest chemical tankers are leaving, and one bigger and newer joining. This is a natural step in the

renewal of the SCT fleet, where we also move up in size to improve the economics.

The running expenses for a chemical tanker within our segment is to a large extent independent of size, and with more than twice the cargo capacity on the Trans Adriatic the earnings should also improve provided that we are able to utilize the size properly. However, as a consequence of this some crew will be made redundant, hopefully on a temporarily basis.

One of the few advantages with the present weak chemical market is that it might still be some interesting purchasing opportunities for newer second hand tonnage that we can take advantage of. Despite this, we look off course forward to improved markets.

*Lars Helge Kyrkjebø*

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# Seatrans goes for **Malta**

**Problem:** New unfavourable tax regime Norway-Poland  
**Solution:** Leaving NIS registry for Malta

**“Our Polish seafarers understand the situation very well and are satisfied with the solution we have chosen. And we are happy to have found a way that makes it possible for us to keep our highly experienced and loyal Polish seafarers on our ships,” says Director of Human Resources Atle Sommer.**

As a result of a new agreement regarding taxation between Norway and Poland, Polish seafarers onboard Norwegian vessels registered in the Norwegian International Shipping Register (NIS) were to be charged an unfavourable tax on their wages, when compared with their colleagues on ships registered elsewhere. This effect of the agreement was probably not expected when the nations signed late in 2009, but that does not change the facts of the matter. The new regime will be implemented on 1 January 2011. It is still possible that Poland will implement the same rules for all the flags under which their Polish seafarers sail. But even if that does happen, it will still take too long.



Seatrans could not wait any longer to make their decision. “This has not been an easy decision to make, but we felt that we did not have a choice if we wanted to take care of our loyal Polish seamen. In the coming months, we will change the flag nationality on 9 vessels. This will cause a good deal of extra work both ashore and on the vessels. On the other hand, the Maltese flag will provide a good harbour for us – keeping us competitive both in terms of our trading activities and in encouraging the best Polish seafarers to stay with us for the years to come,” Ship Owner Lars Helge Kyrkjebø concludes.

## YOU read TransNytt

**Yes, of course you read TransNytt. Here. Now. But others do too. The reader survey among Seatrans employees that we carried out this spring showed that, among the respondents, 70 per cent read all of TransNytt. On behalf of the editing staff, we would like to say: Thank you!**

The survey took the form of a questionnaire sent by e-mail to the seamen and the staff outside Norway. This made it somewhat tricky to respond, but 39 of you did. And that gave us many indications and quite a few ideas. As many as 82 per cent of the readers stated that TransNytt achieved a great balance in the mix of stories from sea and from land. More than half of the group said TransNytt was read by members of the family, and that most of you read TransNytt at work. In total, we are happy with the scores: (out of 5 possible) Content 4.0; Layout 4.4; Photos 4.5.

We also asked what you preferred to read about, and here are the top 7 subjects:

- Development – investment plans
- Goals and strategies for the Company
- Market conditions
- Stories from the ships
- Portraits
- Safety
- Human Resources

We will remember this and try to do our best to make the magazine both interesting and relevant to our readers. If you have ideas for stories or a good photo you would like to share with us, please contact Torbjørn Wilhelmsen; [torbjorn@wikos.no](mailto:torbjorn@wikos.no) tel +47 906 55 913

Expansion takes place:

# Seatrans welcomes **Trans Adriatic** to the chemical fleet

“ We are very pleased with this addition to our fleet and are confident that she will be a positive contribution to our service in the Continental – Mediterranean trade. ”  
says ship owner Lars Helge Kyrkjebø.

On 30th June 2010, Trans Adriatic was delivered to Seatrans in Taichung, Taiwan. The vessel was previously named Bow West and has been on time charter for Odfjell since it was delivered as a newbuilding.

Trans Adriatic is a stainless steel chemical tanker of 12,500 dwt with 22 tanks, built in Japan (Fukuoka) in 2002. The ship will enter the SCT pool in the Mediterranean trade when she arrives in Europe after her voyage from the Far East and gone through necessary upgrading. The Captain is Mario Butorac and Chief Engineer is Reno Skrokov. The rest of the officers are European, mainly Polish and Philippines and the crew is from the Philippines.



**A real beauty:** Trans Adriatic is built in Japan and has an attractive and modern design. Leaving the shipyard, painted in the Seatrans colours, she has been transformed into a true beauty.



## Rough trip from The Far East

The crew did a wonderful job taking Trans Adriatic from Taichung (Taiwan) via Suez to Odessa and more familiar waters in Europe. Heavy oriental storms and threats from pirates are not everyday experiences, but Captain Mario Butorac, his officer colleagues and a well-trained crew from the Philippines made a safe journey.

“We had close contact with pirates three times in one afternoon when we passed through the Bab el Mandeb strait and entered the Red Sea. Because of our fence and very high awareness, we managed to pass without any problems,” Pump Man and Supervisor Srdan Zelcic reports.

“It’s not that pleasant to be chased by pirates, but it does seem to be a part of the life of a seaman nowadays.”

## Some years since: Welcomes back Philippine crew

Seatrans has very good experience with crew from the Philippines. Sailing with vessels like Brage Pacific, Brage Atlantic, Trans Catalonia and several of the dry cargo ships some years ago, they showed excellent seamanship. Together with Trans Adriatic a new generation crew from the Philippines once again sailed into the Seatrans fleet.

-We will welcome our new colleagues from the Philippines back on our vessels, says Director Human Resources, Atle Sommer.  
-A few years ago we examined our strategic challenges regarding crewing. Then we discovered how vulnerable we were to changing conditions in Europe. To avoid being a victim of unfavorable conditions on one continent, we decided to reduce this risk by opening for going into a second geography in which we can recruit highly skilled and motivated personnel to our vessels.

The crew on Trans Adriatic, counting 17 men, is recruited by an other old Seatrans partner. OSM have their head office in Norway but they have local offices a number of places around the world. In Manila, the capital of the Philippines, OSM has been for many years ([www.osm.no](http://www.osm.no)).

-This arrangement will be a guarantee in two ways: OSM will secure the qualifications needed for sailing on high tech chemical tankers as we have, and the seamen will have their contracts taken care of by a serious company with a good reputation, Sommer continues.

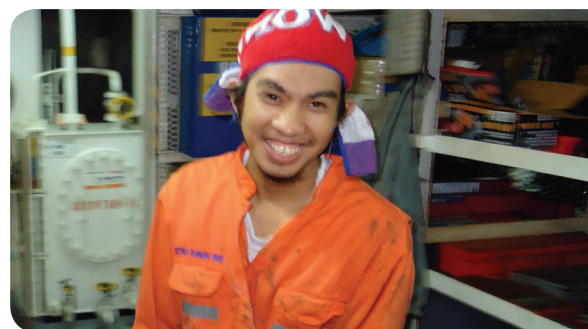
Atle Sommer also underlines that Seatrans does not have any plan about leaving European sailors. -Absolutely no. We are very dependent on our Croatian, Norwegian, Polish and Romanian seamen. We are lucky to have sailors with both competence and experience necessary for running our ships in a safe and precise mode. But in the long run we are as Company much safer with having the possibility for recruiting seamen on two continents and recruiting markets.



**Don't mess with us:** A strong team sailed the Gulf of Aden, taking Trans Adriatic to Europe. From left: Pump man and supervisor Srdan Zelcic, Master Mario Butorac and 3rd officer Jakub Salata.



**Not welcome:** They tried three times, but the pirates were not able to board Trans Adriatic on her way through the Bay of Aden. (Photo: Srdan Zelcic)



**The man with the longest name:** Wiper Augustus Modesto III Concueno Bardinas



**Re-opening ceremony:** Shipowner Lars Helge Kyrkjebø was asked to open the new living rooms. The only condition was that he did it without shoes on his feet. Even shipowners may have dirt under their shoes after walking through a huge shipyard and a not totally completed renovated vessel....



**Two mess rooms:** The new design is in light and delicate colours.



**World menus:** The two cooks are very happy with the "new" galley built during the stay at Stettin shipyard.

## Trans Adriatic in Seatrans **shape**

**After three intense weeks at the shipyard in Stettin, Poland, Trans Adriatic is once again ready for the seven seas, but now in line with the Seatrans standard. "Thanks to a great job from Helge Steinsund and his team she has been a real beauty," Leif Larsen reports just after seeing her leave the shipyard. What can you possibly re-arrange on a ship in just three weeks? A whole lot, when it comes to Trans Adriatic.**

### **More efficient deck operations**

"We had to adjust and shape up a number of components to come in line with the Seatrans standard. We have installed new fixed tank cleaning machines, additional tank ventilation system and made preparations for thermal oil systems for heating of cargo when necessary. We've also changed all clamps etc and deck piping. In total, safety and efficiency on deck have seen vast improvements. The most visible changes are those in the living rooms and cabins. A totally renovated galley has made the two cooks onboard very, very happy. We have changed the interior of the two mess rooms together with other facilities. As part of our communication system, we have installed V-Sat. Our new Philippine seafarers enjoy singing, so a karaoke system has been ordered," Leif Larsen explains.

### **Good housekeeping**

It is worth mentioning that thanks to good planning, Helge Steinsund and his team were able to use various items in perfect condition from Trans Holm. "We have used the gangway, two tanks on deck, a compressor for working air and a lathe to mention a few. This is good housekeeping and we should be proud of it."

### **Good spirit**

Trans Adriatic will have a crew of 18 to 20 men with officers from Croatia, Norway, the Philippines, Poland and Romania. In other words, Trans Adriatic will have an international crew. "I really want to thank all the crew members who took part in this extended reshape of a vessel that was in a good condition beforehand. Now, she has become a full member of the Seatrans fleet, sharing the same colours, values and safety programs. But this would not have been possible if it wasn't for the dedicated crew, good planning and on site management by Helge Steinsund from the Head Office and a cooperative shipyard and suppliers in Stettin. I'm very happy with the 'Seatransformation' of Trans Adriatic, and I hope she will be a blessing for both the crew on board, for the customers she will serve and for the Company," Leif Larsen concludes.



# Cloudy weather but **sunny forecasts**

The chemical market 2010 and onwards, seen from the perspective of Seatrans Chemical Tankers.

*By Managing Director Jan H. Johansen,  
Seatrans Chemical Tankers AS*

We can already now conclude that 2010 will not be a great year in our market segment. In short, we can describe results as pretty much a repeat of 2009. We still see large fluctuations in TC earnings from one voyage to the next. With good combinations of COA cargoes and spot business, we do fine. However, we do have gaps and are sometimes exposed to very low paying spot cargoes, ballast or sailing with low cargo filling. Our income therefore does vary a lot. Our larger ships, mainly trading trans Atlantic, are no exception. Major variations in income from voyages are the rule. The most stable part of our trade has been the North Sea where we are witnessing an improvement in income. The market in general has cloudy prospects when it comes to economic recovery after the financial crisis. Both the US and Europe seem to be moving sideways or possibly in a positive direction. But progress is very slow and growth is limited. The Far East is still going fairly strong and China seems to keep the wheels rolling with reports of sustained healthy growth figures. The same goes for Brazil which seems to have been able to get through the rough weather fairly unharmed.

The sale and purchase markets for chemical tankers have probably, in terms of recent history, never been more static and uninspiring than now. We have seen no new orders for stainless steel chemical tankers so far this year and have concluded very few second-hand sales. The largest deal reported during the last few months was the swap TC-deal between JO Tankers and Stolt, where Stolt took over 6 JO Tankers ships and JO in return took in 4 Stolt ships. This is supposed to be a deal that fits both companies' fleet development but clearly increases Stolt's total DWT capacity and decreases JO Tankers' capacity. The deal does not add any tonnage to the chemical tanker fleet. We have lately seen several cancellations of New Building orders and can mention that 3 OT 9000 tonners ordered in China have been cancelled and 2 x 9500 tonners from Turkey have been cancelled by Finbeta. The cancellations are claimed to be attributed to

failure to make timely delivery according to the NB contracts. This summer we have also seen three 17 to 18 year old 11-13,000 dwt stainless steel chemical tankers being sold for recycling. These are all signs of a very weak market which has prevailed for more than 2 years now. Additionally, this also reflects that most of the owners and investors have lost confidence in a recovery for chemical tankers in the near future. Such loss of confidence is also based on the last 10 years of limited results in our sector of the business. We now see that the world fleet of stainless steel chemical tankers is decreasing opposed to the 30 years prior to 2008, when we saw an average yearly increase in the fleet of between 4 and 6 per cent. With negative growth in the fleet, we may very soon see a shortage of tonnage that may increase market demand. A weak market could also present some interesting purchase opportunities for modern tonnage, like the Trans Adriatic.

Looking at our own fleet, we have vessels that are getting older and we are working on selling the Trans Vik and Sund this autumn. Trans Adriatic (12,500 dwt built in 2002) has now been trading for some months. She just got out of dry-dock in Poland after a fairly extensive upgrade and will now be introduced to our chemical service between the Continent and Mediterranean. We are confident that she will become a valued part of our Med-service. We are working on further expansion plans which would initially revolve around existing but newer stainless steel tonnage available for sale and subsequently should also include contracting of new ships.

We still have a solid portfolio of customers and that combined with a gradual fleet renewal provides grounds for a fairly optimistic outlook for the future from 2011 onwards.



**Career planner:** "Everyone who joins Seatrans shall have the same opportunities to develop their career. We make use of coaching and individual career plans to continue to recruit personnel from within our own ranks when possible," says Career Planner Erik Mohn.

Career Planner Erik Mohn:

## Career in Seatrans: The preferred place to work

Vision or realism? The Human Resources Department has gone a step further to make Seatrans the preferred shipping company for young and aspiring people who want a career at sea. "We want to be sure that young people who enter into our organisation will find it worthwhile to stay with us, aiming for promotion to higher grades when they are ready for it. That is why we make up individual career plans to suit the progress of each upcoming recruit we have," says career planner Erik Mohn at the Human Resources Department.

Seatrans competes on a very competitive market for the best professionals at sea. Companies have to offer good wages, good contracts, predictable crew changes and a guarantee for new contracts when crew leave a ship after weeks on board. Additionally, Seatrans has made agreements with companies providing health care for the seafarers' families and has set up a pension fund scheme that – so far- has proved to be very beneficial for those going into retirement. But when you're starting a career at sea at the age of 20, you don't tend to think about pensions. At least that's what Erik thinks.

"We have a very clear impression of the expectations of young recruits: They want to know how we can design a plan that brings them to the top on a vessel – in the engine room or in the wheelhouse. So what we do is sit down together and write up a plan where we calibrate mutual expectations and where we describe what will take place in the period ahead, who will be their coach, and what courses they need to get their career started. This is a multinational career strategy; everyone will get the same opportunities. It doesn't matter if you have a Polish, Romanian, Croatian or Norwegian passport. We strive to be fair and predictable. I think everyone appreciates that. A career is a question of competence, dedication and clever work and progress. It is not a question of where you come from," Erik Mohn underlines.

Seatrans already has an excellent record for careers at sea. Erik Mohn can confirm that they have hardly had to recruit any officers from the "outside" during the last three years. "We have a strong belief in internal recruitment. But, on the other hand, we have to develop our talents to fill the need for skilled personnel who share the same values as Seatrans. We have a vast number of good examples of how this works in real life. And now, we aim to improve on our personal follow up. It's extremely important for the offices in Croatia, Poland and Romania to play an active role here. Everyone shall have the opportunity to get as high a rank as he wants or is capable of," says Erik Mohn.



**Career and family:** "You also have to balance your ambitions and career at sea with family life on shore," says Pavel Marchocki.

1st officer Pavel Marchocki:

## Take your time!

"Standing on the bridge at night together with an AB or watchman, I always think of my responsibility for the ten guys at sleep a few flights below me. Safety is the underlying issue in every activity on board at all times. I think it has to take some time to get that under your skin. So take your time, don't be in a rush to climb the career ladder," says Pavel Marchocki.

We met him at home in Bialogard on holiday after some very intense days at the Stattin Shipyard where he worked on the transformation of Trans Adriatic. Pavel has been a "Seatrans man" since 1997.

"Yes, I remember it very well, because I boarded Trans Holm on December 24th. That's a special day for many, but especially for me because it's my birthday. Of course I had mixed feeling that day, but the feelings have got better and better since then. That's why I'm still in Seatrans," he explains.

Pavel Marchocki started his career as an AB. He was later promoted to Bosman, Pumpman then 2nd officer.

"I got my officer's license in 2001 while I was on board Trans Chemica. In 2004 I moved to Trans Arctic and I was there for four and a half years. In 2007 I got my chief officer's license. In my opinion, it is good not to rush through the various steps. As officer I see what it means to have in depth experience from the jobs I have had. All the small details that you cannot learn from books or from a computer; all these things you have to learn from experience and from mates on board. Your perspective changes a lot from the position of AB to the top four on board. And I think it is good to have these perspectives with me now that I'm an officer."

"Maybe I started late, but not too late. I'll be 44 years old soon, and I'm very happy with the encouragement I've had from both the different captains I have met and the people at the Crewing Department. Seatrans sponsored me through the first steps of my maritime studies, but I chose to finance the officer licence course on my own. I felt that I was much freer then. I mean: salary is important, but it is not everything. You have to feel comfortable with what you do and not stretch yourself farther than you should. You can be an excellent pump man but an unsuccessful 2nd officer. Taking a step back should also be rewarded when it is for the benefit of both the seafarer and the company!"

In summary, Pavel Marchocki puts safety first. "I think it is good to allow yourself to mature and to get more responsibility when you are ready for it. It is important to have ambitions, but you can be too ambitious. Don't stress the career and promotion process. Take your time," Pavel Marchocki concludes.





**Get to know your job well:** "It's important to be good at the job you have before taking the next step up the career ladder on board," says Frode Fredriksen who became Captain of Trans Sund in the spring of 2010.

Frode Fredriksen and career development:

## Get to know the job you have before moving on to the next stage

"It's important to get comfortable with your current position before trying to take the next step up the career ladder. And as a leader, you will have to find your own style, trust your own expertise. If you try to copy a role model when working as a leader, you could be inviting disaster," claims Captain Frode Fredriksen on Trans Sund.

Frode himself started his career at sea at the age of 34. After two years, he started working for Seatrans and has gone through the grades over the past decade, from 3rd officer to Captain. "I've never been hugely ambitious in terms of career. I've always been really happy with the jobs I've had. And I'm aware of how important this has been for me: Getting

comfortable with the position you have before taking the next step. Some people choose to climb quickly, others take longer. We're all different, and it's important to determine your own career development based on your own capacity and expectations – not on others!"

### Good follow-up

"I've been very happy with the follow-up from Seatrans. I've always had good contact with the people in the office. When you call, they make sure you realise that they know who you are. They may even remember who you're sailing with and know the crew onboard by name. That's a good feeling, and I think the people in Seatrans really appreciate it – no matter where they are from – Poland, Croatia, Romania or Norway. We may not always agree with the people in the office, but we do make a great team. Any disagreements tend to involve a difference of opinion, and then it's great to have a proper discussion to then agree upon a solution which is acceptable for all those involved," says Mr. Fredriksen.

"Do you have any advice for others who are planning a career at sea?" Be yourself

"There's so much I could say. But one thing I have noticed is how important it is to find your own leadership style. We're all different and you have to develop your style of leadership based on your own skills and qualifications. We all have our own role models who have been leaders, but I do believe that it could be disastrous to try to copy another person's style of leadership. Another thing is to make sure you are good at what you're doing in the job you have. You can get a good general knowledge from school and books, but it's often the small things that make up the difference between a good and less good performance. You have to dare to ask questions. It's true: There is no such thing as a stupid question, only – possibly – stupid answers. A good leader knows this and will give you a proper answer – even if the question may show up a small hole in the knowledge of the person asking the question. But we all have our 'black holes of knowledge'. Even now as Captain, I often ask my colleagues questions about things I maybe should have known, but nobody knows everything. It's more a question of positive curiosity – a desire to learn more. Be good. One last piece of advice is to dare to talk openly – also with those who are under you in the pecking order onboard. You can always learn something new. A person who trusts in himself will always be able to admit his faults," concludes Frode Fredriksen on his way from Trans Sund to Trans Iberia, at quay in Barcelona.

# Career planning

# Seatrans Crewing with Renewed Retirement Benefits Plan

Seatrans' international pension plan has been up and running since 1 April this year. The Plan replaced the Company's participation in the Norwegian Insurance Partner AS Officers and Ratings Retirement Benefits Scheme. All the members' individual benefit entitlements held in the previous scheme were transferred into the Plan. Information about this plan was sent to all members last summer together with their individual fund statement.

## Philosophy

"As a responsible employer, we want to ensure that the welfare of our employees is protected wherever they work, providing international employees with a flexible, secure and accessible plan, wherever they are based. The Plan was established by the Company with the aim of providing access for participating employees to a retirement benefits scheme," Director of Human Resources Atle Sommer explains. "We aim to be a preferred place of work particularly for those who are looking for a life-long employment. The retirement plan is a part of our benefit scheme that supports this aim as it motivates long lasting employment."

The Plan's assets are completely separate from those of the Company or any participating employers who elect to join the Plan. The Plan is administered and invested by Zurich International Life Limited, and is based in the financially secure jurisdiction of the Isle of Man. This ensures that the assets are managed by a financially secure and completely independent company.

## Tailored investment strategy

The plan offers an individually tailored "lifestyle" investment strategy. For each member, the investment strategy depends on the number of years until the scheme retirement age (age 60). A range of investments is held and as members approach retirement, the investment strategy is gradually moved into increasingly secure investment categories.

The value of investments is not guaranteed and the underlying Plan investments can fall as well as rise. However, the chosen strategy aims to achieve long-term growth without incurring significant risk, particularly as members approach retirement age.

"The investment strategy was chosen on the basis of careful consideration and discussion with our investment advisors and will be reviewed on a regular basis," Mr. Sommer says.

## Fund Development

As noted above, the Plan assets are invested in a Euro denominated tailored "lifestyle" investment strategy across a range of funds managed by internationally recognised investment houses, currently Barclays Global Investors and Threadneedle Asset Management. A summary of historic returns is set out below (weighted average returns are shown for members with different periods to retirement).

Weighted average return accumulated as per	Years to retirement age		
	10 years +	5-10 years	< 5 years
31.12.1998	8.63 %	7.82 %	7.46 %
31.12.1999	7.56 %	5.47 %	0.78 %
31.12.2000	2.30 %	3.71 %	4.86 %
31.12.2001	-2.11 %	0.09 %	2.18 %
31.12.2002	-2.67 %	0.14 %	2.26 %
31.12.2003	11.85 %	9.03 %	6.32 %
31.12.2004	7.09 %	5.36 %	3.93 %
31.12.2005	6.60 %	5.30 %	4.18 %
31.12.2006	8.43 %	6.71 %	5.32 %
31.12.2007	8.11 %	6.32 %	4.85 %
31.12.2008	-16.62 %	-8.86 %	-2.43 %
31.12.2009	16.00 %	11.72 %	8.17 %
Average 1998 - 2009	4.60 %	4.40 %	3.99 %

It is the intention to report performance on a periodic basis to Plan members via yearly statements. With the new Plan, we will also have improved access at any time to look up and inform employees of their fund status.

"We are very satisfied with the fund development. Even during the financial crisis, the fund managed very well compared to other funds. This demonstrates that the investment strategy is good and that it has been clearly beneficial to our employees. Please note that our employees' funds emerged favourably from the financial crisis. This is due to the fact that the Scheme works in such a way that savings during the year are invested at the end of the year. With pension scheme start-up in 2008, the savings were invested for the first time in early 2009 avoiding the negative development in 2008," Mr. Sommer explains.



### Tax efficiency

Zurich International Life Limited is incorporated in the Isle of Man where there is no tax on capital gains and income attributable to plan holder investments. There may however be an element of withholding tax deducted from some income and dividends that cannot be reclaimed. This means that your investment can grow from year to year virtually tax-free, taking advantage of an effect known as 'gross roll-up'.

Tax planning, and international tax planning in particular, is however a complex area and we recommend that plan members seek professional financial advice if they require further information on this.

### Plan administration and access

Membership of the Plan is open to all employees in Seatrans Crewing AS and all employees automatically become a member of the Plan on the first day of employment.

Members seeking further information on the Plan should, in the first instance, contact:

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5003 Bergen  
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## First Seatrans pensioner in Croatia

"I started in Seatrans when Trans Fjord and Trans Sea were purchased from Vinalmar. I have been very happy with the new company and with their behaviour towards seafarers. I sailed on the Trans Sea and the Trans Fjord until the 4th of May 2009 when I signed off for a period of leave. Unfortunately, when at home I felt a pain in my chest and they found some problems with my heart. I have had surgery and now and, thanks to God, I feel very good," says Josip Rusin who was chef in the galley when at sea.

"Of course I am not able to go to sea any more but I am really lucky to have found a new job ashore. Now, I would like to thank the crew on Trans Sea and Trans Fjord. While I was in hospital, they collected some money for me as a gesture of solidarity and friendship. I would also like to thank Seatrans for my retirement benefit pension scheme, and the money I have received from the fund. I believe that this pension scheme is excellent - and I am talking from experience. And finally, I would also like to send a huge thankyou to Capt. Sgardelli and Seatrans Adriatic who have been such a great support during these hard days," says Josip Rusin.

## KEY FACTS

- Earmarked contributions – meaning that each member will have a separate individually identified and reported investment account.
- Greater investment flexibility for the employer through a wider range of fund links with lower investment management charges.
- Speedier and more effective claims processing – allowing access and distribution of funds to members on leaving service or on disability or death.
- True-time reporting and valuations – thus improving scheme and member communication.
- Revised charging structure with the removal of the previous 6% reduced allocation initial charge – in line with Norwegian law
- Continued support from Zurich International Life – a highly rated insurance group.

# Officials visiting Sea-Cargo



**Wheelhouse training:** Managing Director Ole Sævild (left) shared his long experience and business knowledge with Nicolai Kaurin Seip and Torbjørn Mæland (right) from the Norwegian Ministry of Trade and Industry.

## Civil servants, out of the office? It's true! On Tuesday 7th September, Sea-Cargo had the pleasure of playing host to Assistant Director General Nicolai Kaurin Seip and Senior Adviser Torbjørn Mæland from the Norwegian Ministry of Trade and Industry (NMTI). Is there a revolution under way?

"Our Minister, Trond Giske (Social Democrat) ordered all of us out of the offices to visit 'the real world' outside. Through very qualified channels, we were advised to visit Sea-Cargo in Bergen, and we have had a very interesting and meaningful day," Mr. Seip concludes to TransNytt. "The shipping industry is of great importance to Norway. Sea-Cargo's plans for procuring new vessels with natural gas for the main engines indicate that this is a shipping company that wants to be innovative and at the forefront in terms of combining environmental and commercial strategies. This is really inspiring!"

The two representatives from the NMTI started their day at the Sea-Cargo head office in Hop, where Managing Director Ole Sævild informed them about Sea-Cargo, trading, challenges and a "few matters" which undermine the sea shipping industry in

Norway. These included how difficult it can be to choose the right flag for vessels, and how easy this could be if the regulations were more in tune with the reality of the market, which in truth lays down the rules for international competition in the business. Ole Sævild politely summarised that fees related to emissions, trade, crew and flag regulations are all in disfavour of the Norwegian flag.

Another important topic discussed was the monopolistic system for pilots. According to Mr. Sævild, the current system is very rigid, ineffective and costs Sea-Cargo (and their customers) some 12 million NOK annually. It has to be easier for Captains sailing in Norwegian waters on a weekly basis to gain a licence to sail without a pilot. Mr. Sævild concluded that: "The Captain has the ultimate responsibility. The pilot is merely an advisor and an expensive one at that." Managing Director Ole Sævild then followed up by inviting the two bureaucrats on board Trans Carrier, which was at port in Bergen. The Ministry representatives experienced a standard on board which equalled that shown by the Trans Carrier crew when they won the "Ship of the year" award in 2007. Captain Geir Hepsø and his crew were able to add valuable impressions about life at sea. The two representatives from the NMTI seemed to enjoy both the information and the cakes.

### FACTS

No. of sailings from Bergen/Stavanger annually:	ca. 600 (ca. 85 per vessel)
No. of nautical miles sailed along the Norwegian coast:	ca. 130,000 (ca. 18,750 per vessel)
No. of days along the coast compared to total days at sea:	< 2.5 days per week.
Total costs for pilot annually:	> NOK 12.5 million
Total port costs annually:	> NOK 17.0 million
Number of employees:	Norway: 38-42    Holland: 10-12 UK: 30-32    Denmark: 3-4



## Atle Sommer gets new position

Atle Sommer has been appointed as Director of Ship-management in Seatrans AS effective from 1 November 2010. Mr. Sommer will be responsible for all ship management and related services within the Seatrans Group, and will lead a management team consisting of technical director Leif Larsen, safety and quality manager Karl Johan Kleppe and Erik Mohn as head of crewing.

Atle Sommer will report to Lars Helge Kyrkjebø. Simultaneously Erik Mohn is promoted to Head of crewing with responsibility of all crewing related services.

-Atle Sommer has shown strong leadership abilities and organisational skills. We are confident that this reorganisation within our ship management department will further improve the safety, quality and performance of our ships, Ship Owner Lars Helge Kyrkjebø comments.



## In memory of Rolf Kjøde

-Seatrans veteran Rolf Kjøde passed away on the 20th of October. Rolf Kjøde was born in Bergen in 1915 and at the age of 95 he was still involved in business and he maintained his curiosity to the last days. He was one of the founders of Seatrans in 1970. We will miss him, says today's Shipowners Lars Helge Kyrkjebø and Johan Hvide.

Rolf Kjøde had his main interest in engineering and mechanics. He took his exam as machine engineer in Bergen but continued his studies in aviation engineering as "honorary student" in Los Angeles, California, USA. 23 years old he returned to Bergen where he established Kjøde & Kjøde in 1938. The company specialised in electric welding and all kinds of unique

constructions. After The second world war he got hold of a little ship yard in Bergen where he and his company Kjøde & Kjøde made ships and various equipment for the shipping industry. Rolf Kjøde and Wollert Hvide first met in 1956, and the relations grew between them. Later Bjarne Kyrkjebø was introduced to him, and in 1970 the trio founded Seatrans. Rolf Kjøde contributed in the development of the company in many ways. Among others he had a key role in the technical development of the side ports in the new generation of vessels dedicated for the transportation of paper. And not at least he nourished the innovation culture in Seatrans. He demonstrated a unique interest and engagement for the Company until the very last day. Rolf Kjøde will be remembered in great gratitude.



# Exit for Trans Sund and Trans Vik

**They both sailed into the Seatrans fleet in 1996. Now their time in Seatrans is coming to an end. Over the years they have performed very well, and both the crews and the operators on shore will miss these vessels.**



"Both Trans Sund and Trans Vik have been a blessing for the Company. Dedicated crews, good operations and a great match with market demands have made these vessels a success. But the market sets the rules of this business. It's difficult to get profitable employment for smaller ships built in 1991 – even if they are in perfect condition. The chemical market nowadays demands larger ships, and we have to replace these vessels with more up to date tonnage," Ship Owner Lars Helge Kyrkjebø explains.

"We will miss them," Anita Skjelbred and Tutta Nygaard comment. For years they have had the operational responsibility for the two vessels. They talk about the two vessels using personal pronouns. "Yes, we identify ourselves with the vessels and the crews. We are a team," Anita says.

To gain such an impressive success rate, the two vessels needed a very stable crew, fully committed to running the vessels in a highly professional manner. This has nurtured a very close friendship among many of the men onboard.

"The people on board Trans Sund seem to have a unique ability to create a good atmosphere around them. Take Captain Roald Ringdal for example. He is one of the best men and captains I have ever met. He welcomed me on board ship in 1996, and he was the last person to say goodbye to me," Wlodek Jong explains when we ask him about memories from the ship. Wlodek has experience from both Trans Sund and Trans Vik as he started out as Fitter and now sails as Chief Engineer.

We also asked Cook Piotr Jablonski how he feels about leaving his ship. "Yes, I have spent 14 years on Trans Sund, and before that

I sailed for 4 years on Trans Baltic. That makes 18 years in Seatrans and I hope it's not the end," he says with a smile. "Of course I enjoy sailing in Seatrans. From day one I found Seatrans to be a company that really cares - not only about profits but also about the people who work for them. As human beings, we sometimes run ahead looking for new experiences. But after 14 years on one ship, I see things differently. If we stay still and look carefully around us, you can find all kinds of experiences. Or maybe even more. For me it has been very exciting to see all the things that have changed over the years; for example, when a young A/B returns to a ship as Captain, or a former fitter starts to work as 2nd Engineer to become Chief Engineer.

Food preferences have also changed over the years. We had more fish and lamb when all the officers came from Norway. Får-i-kål, salted lamb with raspeballer, lutefisk, bacalao, klippfisk with bacon. All these meals disappeared from the menu together with the Norwegian officers. To recapitulate: It's not a bad idea to work for many years on the same ship. When you work on a ship for one or two years and then go for a change, you go to the next ship and don't look back. But when you stay on the same ship for many years like me, then you can feel homeless when you leave. But I hope I'll find a new home, and I hope it will be in Seatrans," says Piotr.

We hear the same kinds of stories and experiences from all the loyal, stable crew on Trans Vik. Now, it will soon be time to say goodbye to the two ladies; Two good ladies in great shape. It is no real surprise that we are going to miss them. And yes, the Human Resources Department is working on a plan to find new Seatrans homes for the excellent crew members leaving Trans Sund and Trans Vik.

## Jubilanter:

### 50 år

Anita Skjelbred	11.10.2010
Gabriel Apostol	02.07.2010
Waldemar Bar	09.09.2010
Atle Rong	23.09.2010
Dan Staruiala	27.09.2010
Geir Endre Tangen	21.09.2010

### 60 år

Svein H Holmås	14.11.2010
Wieslaw Janiczak	26.11.2010
Tadeusz Sas	17.09.2010





**The crew on Trans Vik:** Golanski, Andrzej Jan - Pietruszka, Leszek - Borkowski, Antoni Marian - Wrobel, Dariusz Robert - Brzeski, Bernard - Bojic, Radomir - Tuczynski, Zdzislaw - Sulewski, Leszek Jerzy - Burlibasa, Fanut - Kozlowski, Krzysztof - Sokol, Dariusz Piotr - Michalski, Lukasz - Biel, Robert - (photos from Trans Vik: Andrzej Golanski)



**Good atmosphere:** Many of the crew members have spent many years onboard Trans Vik. From left: Piotr Sokol, Dariusz Wrobel, Robert Biel, Krzysztof Kozlowski and Zdzislaw Tuczynski.



**Good friends – also on leave:** (from left) Piotr Jablonski, Roald Ringdal and Wlodek Jong.



**Good baker:** Piotr Jablonski is among the veterans on Trans Sund, famous for his wonderful baking and good cooking. "I'm hoping for a new home on a Seatrans vessel," he says.



**Season for lightening** Jan Stoncel at Trans Iberia has taken this beautiful photo. He has joined the competition that the Norwegian Ship Owner assn has announced. Maybe we have a winner here?



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