

TRANSNYTT

NR. 4 | 2013 | ÅRG. 38



I WILL STOP
UNSAFE ACTS

SEATRANS

I never
miss home!

Page 15



People

The most important asset in Seatrans is our people, and we put a lot of efforts into developing and training our employees to maintain our position as a first class carrier.

Today we have 12 cadets and several training positions for junior officers. These are the future senior officers in Seatrans, and we aim to be self-sufficient in the recruitment of officers for the Seatrans fleet. We also have a stated promotion policy giving internal candidates that is ready, a promotion when there is an open position. However, some candidates have to be a bit patient, since we have very high stability among our officers which on the other side also is positive for the company.

Training and development of our employees is a joint effort. We as a company will do our part, but the onboard training and familiarization that is done every day has the greatest effect. Here everybody can participate ensuring our position as a first class carrier that we all are proud of.

I wish you all a peaceful Christmas and a prosperous new year.

Kind regards

Lars Helge Kyrkjebø

Content

| | |
|---------------------------------------|---------|
| Trans Borg gets shape up | Page 4 |
| Trans Emerald in dry dock | Page 6 |
| Seatrans Leadership Training | Page 6 |
| Copernicus with positive record | Page 10 |
| Demurrage – what is that? | Page 12 |
| Seatrans ready for MLC | Page 13 |
| Junior officer prepares for promotion | Page 15 |

Editor-in-chief:

Lars Helge Kyrkjebø

Drafting Committee:

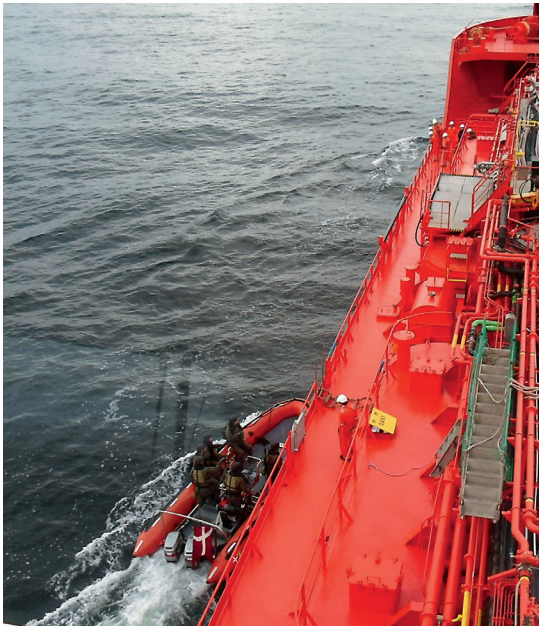
Jan H. Johansen,
Atle Sommer, Erik Mohn
and Torbjørn Wilhelmsen

Editorial staff:

Torbjørn Wilhelmsen
torbjorn@wikos.no

Design and production:

www.creato.no / T23106



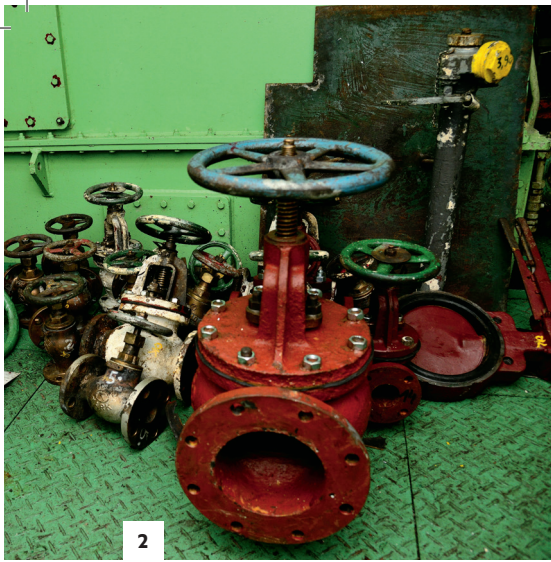
Trans Fjell “involved” in **smuggling weapons**

The background: Trans Fjell is owned by the shipping company Ibn al Suwadi. It is reported that this company has strong links with official bodies in Lakeland that have started to establish ways to support Bogaland’s ethnic Kasurians with weapons and other supplies on the mainland and the island of Gotland. It is assumed that Trans Fjell is involved in smuggling weapons and other materials to Gotland on her next southbound voyage.

This was the storyboard for the exercise in the Baltic Sea in which Trans Fjell participated in in September. On her southbound voyage from Finland, the “authorities” tracked her, and the Master sent another “Format Alpha” to the Swedish Navy indicating that the ship would take a route west of Gotland with destination Klintehamn on the island of Gotland. As soon she was in the area of operations (approx. 5930N, E0203O), Trans Fjell was contacted by the Swedish Navy deployed on Gotland and given a voyage recommendation with a route east of Gotland. But when the Master insisted on taking the west bound route with destination Klintehamn, the “authorities” became

suspicious. As the vessel proceeded, she was boarded by armed forces. This was possible because the vessel’s speed at the time was only 10 knots.

The crew of Trans Fjell was well briefed before the action took place and the exercise was executed without any problems, providing valuable experience for all the parties involved, says Gunnar Solberg, who was the contact person liaising between the ship and the team responsible for the military exercise. Later Gunnar Solberg also was happy to receive an official thanks from the organiser and a placket proving their appreciation.



2
1



3



4



1) Safety improvements: A taller P/V valve tower was mounted on the deck. Here we can see Fitter Kasagic Stojan busy making it safe to use...

2) Valves: Nobody knows how many valves there are onboard Trans Borg, but here are a dozen of them checked and ready to be mounted where they came from...

3) Know-how: A crew counting 23 onboard Trans Borg is working hard to get her into better shape. Here we can see Fitter Fanut Burlibasa and 4th Engineer Hanganu Danut (in the background) working in the engine workshop.

4) Future steam: Engineer Anghel Nicusor maintains the steam boiler for future operations.



▲ **Lists:** Chief Officer Piotr Kondratowicz and Captain Frode Fredriksen have a number of lists over what to do and what to purchase.



▲ **New pumps:** Some brand new equipment was brought onboard, such as two pumps for high pressure air, installed by 2nd Engineer Camarasu Nicosur to the left.

Trans Borg to be “Seatransalised”

131 metres long and with a draught of eleven metres, Trans Borg is undergoing a transformation required to meet the Seatrans standard in a number of areas. Even after four weeks at the shipyard in Szczecin, more work is needed on the vessel to meet European standards for wheel house equipment and facilities for the crew.

Captain Frode Fredriksen leads a Seatrans crew of 23 on board Trans Borg. “During our stay at the shipyard, we are lucky to have six very well-experienced fitters and one electrician onboard. We also have two cadets in the engine room and a junior officer on deck. It is a great crew and they seem to have established a very positive relationship with the vessel already.”

Common language

Walking around the vessel, you meet Seatrans people in every location, busy with their jobs – in the engine room, around the galley, in the tanks and by the pipelines. Time spent at a shipyard is costly and very intense. From an outsider’s perspective, it all looks a bit messy and almost like anarchy, but under the surface it is all very well organised and efficient. “Our crew come from Croatia, Norway, Poland and Romania, and we work very well together,” Frode Fredriksen explains. “We have English as a common language and that means that no one can use his national language. It works very well and I see that our crew members want to come back here. I think that is a good sign. It is a very good crew.”

To do list

There is little point in listing all the jobs to be done, but the main object is to renew installations on the vessel that do not meet specifications and to upgrade some technical infrastructure to

meet Seatrans standards. One or two larger installations are worth mentioning. A new air conditioning unit is being installed over the galley, along with a new cofferdam between the cargo tanks and replacement of some pipelines. New compressors and various pumps will increase capacity and safety. “There are a number of small tasks as well. One of the advantages with involving the crew to such an extent is that the crew members get a first-hand insight into the vessel they are working on. They get a far better understanding of what the vessel is all about, so to speak,” says Captain Fredriksen.

As an added bonus, Trans Borg has also been painted in the Seatrans colour. At the start of November, the weather turned good and conditions were perfect for painting. The shipyard finished the paint job in hardly any time at all. Now, Trans Borg is a shining example of a Seatrans vessel.

Family at the table

Although the crew sleeps onboard Trans Borg, all their meals are served at EM Express which is only 150 metres from the vessel. Here the two cooks Mircea Balagiu (EM Express) and Adam Aleksander Bryton cooperate to make meals for the entire crew, so they no longer have to eat “alone”. They are assisted by Mihail Gugioiu who takes care of the buffets etc.



Trans Emerald on intermediate **survey**

While Trans Borg was in dry-dock for comprehensive maintenance work and upgrade and EM Express had completed her service at the shipyard in Szczecin, Trans Emerald was in dry-dock in the same location for an ordinary, short, intermediate service.

The crew counting 16 had eight busy days. "We have a long list of minor jobs to be done," explained Captain Tomasz Matusiak on Trans Emerald. "In addition to ordinary antifouling, our main issues are related to the top side of the vessel. One of our major projects here is to sandblast the deck," the Captain explained.

This is dirty work – especially afterwards when the sand gets into every corner of the vessel. The end result is good to see however and certainly worth the effort. It simply had to be done. When you saw her from a distance after she had been sandblasted, Trans Emerald looked like she had the measles. Despite appearances, this is a perfect way to prepare the ship for a new coat of paint.

"It was nice to visit one of 'my' vessels while I had the chance," said Anna Maria Krzystyniak from the Purchase Department in Seatrans Ship Management. "I happened to be in Poland and got the chance to meet the people on board one of the vessels we supply," she explained. She obviously enjoyed meeting the crew members, even in dry-dock.

It was **nice** to **visit** one of **'my'** vessels



Seatrans Leadership Training **well received**

“I never participated on so
interesting course.
Congratulations to both teachers!!”



“The course itself is **very helpful**.
It shows us to see and understand some
habits and events **in different way** and
give us **new tools** to solve them.”

.....

“The **best course** ever. Difficult to
understand some **terminology**.”

.....

“Too much info, takes time to
'digest it'. Definitely **useful**
and **interesting info**.”

Course supplied to us plenty **important
information** and **tools** regarding
leadership matter.

.....

“**Very good course**; well organized,
very good topics. Felt that “Decision
Making” subject was a bit to “light”,
same when it comes to “Interpersonal
Relations”/“Dimensions of culture”.
Once again, thank you for a **very good
course :-)**”



Leadership beyond **compliance**

In the autumn of 2013, all the «top three leaders», superintendents and many of the onshore managers in Seatrans have attended the most extensive and in-depth leadership course in the company's history. Some 47 captains, chief engineers, chief officers, superintendents, and managers have taken active part in a five-day intensive course at the Kozy Grod Hotel – or training centre – in Poland. The lecturers and instructors claim they have never met a more motivated group of managers.

When "TransNytt" visited the Seatrans leadership course on day three of the five-day session, a group of 23 participants was discussing team work. "There is no such thing as a self-managed team. It is an illusion. If there is no leader in the team, one team member will take the role as leader sooner or later," explained Bjarke Jakobsen, one of the two instructors on the course. "As a leader in Seatrans, you lead your group. But how do you lead efficiently?" This is a typical example of the questions related to leadership which were answered during the course. The participants also gained a lot of experience, putting such answers into practice. One important criterion for the success of these courses is the high level of involvement for all participants – and Seatrans leaders were no exception, they really got down to business. The participants took part in a number of group discussions and practical exercises, providing them with personal and – to some extent – emotional experience of the tools required to face the many challenges within leadership.

Motivated officers

"We have been organising similar courses for many years. But honestly, the leaders we have met at Seatrans are absolutely among the most motivated we have met," Bjarke Jakobsen continues. "I was particularly impressed by the most experienced leaders. They still seem to be very 'hungry' to learn more and get new tools to help them in their daily tasks as leader on board. We often meet senior leaders who have attitudes such as: 'I can't change, I'm too old, I've had success in my career' and so on. But this was not the case with Seatrans. We noticed a lot of interest in the topics we presented. Hopefully, the course was wholly relevant for maritime leaders. On the last day of the course, one of the participants rose up and proclaimed that this was the best course he had taken part in throughout his career – he was one of the participants with the longest experience at sea. He went on to say that he hoped he would get more opportunities to take part in similar courses. That is certainly something that really warms our hearts and makes it much more meaningful for us to continue," Bjarke Jakobsen concludes.

Leadership tools

The Seatrans Leadership Concept is a major project. The concept has been developed in close relationship with Green-Jakobsen, a Danish consulting firm specialising in safety and leadership in the shipping business. Over the last two years, a complete "school" has been developed in order to help leaders at sea and on shore in Seatrans to improve their leadership skills and to establish a common standard throughout the organisation. In addition to the various courses, Seatrans has developed a leadership handbook with a summary of philosophies, definitions, ideas and tools for leadership. Even more important are the spreadsheets describing

what the company really means by "critical", "compliance" and "excellent" behaviour and attitudes in the most important or critical leadership categories. These are issues such as "cooperation", "decision making", "resource management", "safety leadership skills", "shipping business skills" for officers and superintendents and "safety behaviour" and "shipping business skills" for ratings. In order to make leadership "universal", Seatrans has also created eleven posters which visually describe what Seatrans Leadership is all about. Maybe you will find them on board soon.



▲ **Activity:** The participants at Seatrans leadership Course never experience a «dull moment». High participation factor is one of the keys for good learning outcome.

Five Seatrans Leaders

TransNytt visited the second Seatrans Leadership Course at Kozy Grod, Poland early in November. Somewhat unfairly, we asked a few of the participants on day three of the five-day course about their impressions of the course so far. Here are their replies.

Jaroslav Kochanowski, Master, Trans Fjell

"One of the best courses I have ever attended. The lecturers are well prepared and use different techniques and vary the way they deliver their message. They involve us more or less all the time; it is impossible not to follow what is being communicated. This makes me very motivated to listen to what they are saying. The themes are very important. At school we learn all about technical things on a ship. The non-technical issues are neglected. That is why I find this course very relevant and of great value to me."

Sondre Skoglund, Seatrans Ship Management

"The course is very engaging; the lecturers are very clever at getting all the participants to take an active part and express themselves in the various topics that are on the agenda. Being together with leaders on the vessels we support, I am also learning a lot about life on board and how things really work there. All in all this is very relevant for me. The tools we learn are just as necessary on shore as they are at sea. We will get a common platform and better understanding between onshore and offshore."

Razvan Kisch, Chief Mate, Trans Catalonya

"The course is very well organised; they know how to motivate us. I think much of what they (lecturers) say in a way is common knowledge, but we now we are really learning how to use it. The

tools are very relevant for our day to day work on board. In a way, it is very much about human relationships – not only on board but in everyday life. Through the course I have learned more about how to be aware of this. I have made a plan for how to use this on board next time I will be there. I really see the importance of communications among the crew and to get everybody feeling they are a part of a team."

Emil Manea, Chief Engineer, SC Ahtela

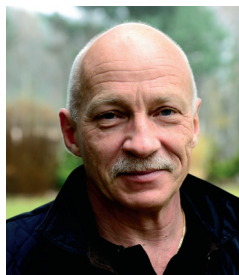
"I think the course is a little bit too long. Three days would do. But the course is very relevant for us as the "top three" on board. The new appraisal form will make it easier to establish a common practice and make things fairer throughout the fleet. The evaluation criteria are clear. The other tools are useful guidelines making it easier to make better decisions and to guide the people you lead."

Roger Bobrowski, Chief Engineer, Trans Dania

"So far, I am not sure what I can use with my team. We get a lot of information in five days; I need some time to digest it. But some of the topics are very interesting. Such as how we can handle stress. Trans Dania is in a very busy trade, and our ability to communicate on board is very important in order to manage stress. We have a very good crew and luckily we have no conflicts on board. But if one ever emerges, we now have better tools to help us manage them."



Jaroslav Kochanowski



Roger Bobrowski



Razvan Kisch



Sondre Skoglund



Emil Manea



Improvement in accident statistics

Four years **without** **MTCs** for **Copernicus**

Nothing else but a “zero vision” is acceptable for crew accidents that require medical treatment or cause loss of workdays. The performance rate in recent years shows that this is not just a vision but a reality for many vessels in the Seatrans fleet. MT Copernicus tops the list, now in her fourth year with zero MTCs and LWCs.

“I was very impressed when I read our last Fleet Safety Letter,” says General Manager Atle Sommer in Seatrans Ship Management. “I was delighted to read that MT Copernicus, Trans Fjell, Trans Emerald, Trans Dania, Trans Carrier, Trans Adriatic, Trans Borg and Trans Sea so far in 2013 have had no medical treatment cases (MTC) or lost workday cases (LWC). This is a very important performance level and shows that our crew are working safely. It is a tremendous achievement!”

The list is as follows: MT Copernicus with 4 years, Trans Emerald with 3 years and Trans Fjell with 2 years without any MTCs or LWCs. We asked Sylvester Ustrzycki about the safety formula he and his colleague Master Robert Kalisiak follow.

The crew is essential

“Such good statistics say more about the crew than about me. You know, Copernicus is a small and pretty old vessel. We are only eight persons onboard and the accommodation facilities are not on the highest level. Despite this, we are blessed with a very stable crew. We live in close quarters and we have to take care of each other. It’s like family. We help each other and I think I can honestly

say we have a good atmosphere onboard. As Captain I am happy to say that our crew is highly motivated. I participated in a PEC course and my stand-in Captain noted when I came back that he never met a more dedicated crew. I think this is a major reason for the quality of our performance,” Sylvester Ustrzycki explains. But there is more...

Planning and focus

“We are used to following plans for daily work. I involve everyone on board in making the plans, and there are no surprises there. Predictability is important, but sometimes it’s impossible to follow the plan, so we simply adjust it. We always have a tool box meeting before any type of operation where we discuss the jobs and tasks we have ahead of us. It is always a challenge to keep your mind focused on what we actually do when doing it. You cannot stand around dreaming of cars or even women when you are handling aggressive acids. You have to be “there” in body and mind. We talk about this over and over again. Remember: It is the most experienced seafarers who are most exposed to accidents. It is when you are doing routine work and forget about what you are doing that the unexpected occurs.”



▲ **Proud crew:** Good inspection results and zero accidents; that is what the crew on board Copernicus has achieved.

No shortcuts

Captain Sylvester Ustrzycki described an incident when he was out driving his car in his neighbourhood. "I know the roads very well indeed. I was driving in a relaxed way and suddenly I collided with another car. Nobody was injured, but the car had to be scrapped. Afterwards, I tried to recall what happened. I was completely absent-minded – driving automatically. Driving home is a well-known routine. It is the same onboard: There's no help to be found in having carried out the same tank operation one hundred times when you forget to be mentally on the spot the one hundred and first time. We continue to focus on this. The best processes and routines will not help if we forget to prepare for them and follow them when the job is executed."

"Hundreds of procedures and discussions about safety will not replace continuously thinking about safety. We always have to think about what can happen next if I take a shortcut. Is it safe? Am I doing this correctly? This is what I call personal safety culture. My father used to say to me: "Everything you do, you have to do it in a way that no one can correct," Sylvester Ustrzycki adds. He also underlines the need for harmonised leadership on board.

Teaming up with people on shore

"My colleague Capt. Robert Kalisiak and I are very aware of the importance of having a similar style of leadership. We try as best we can to harmonise what we say and what we do. It is important that we have one 'style' and don't confuse the crew with different requirements and opinions on how the vessel operates and performs. Last year we achieved very good inspection results, especially after the CDI inspection with Capt. Robert Kalisiak which confirmed that Copernicus had achieved progress. Our whole crew takes great pride in such results. However, they would not be possible without the hard work of three persons onshore with whom Copernicus has very good communications and cooperation. These are Dominika Warszawska, who seems to have fallen in love with Copernicus's crew, MSI Maciek Urbanski who keeps us on track for achieving continuous improvements and finally TSI Tomasz Kaminski who is doing his absolute best to keep our old lady in one piece. Without his technical support and without the commitment of these three persons, it would not be possible to maintain our safety standards," Sylvester Ustrzycki concludes.

"Hundreds of procedures and discussions about safety **will not replace continuously thinking about safety.**"





All you need to know about **DEMURRAGE**

By Jan Remi Litland, Demurrage Manager

I studied logistics at the University of Bergen and started my career in the shipping industry as a ship operator in 1995. I quickly found laytime and demurrage fascinating, not only the analytical aspect, but also the negotiations. I have been working with laytime and demurrage for more than 16 years, the last six of them for Seatrans Chemical Tankers. The Seatrans demurrage desk is responsible for collecting all receivables such as freight, dead freight, reimbursement claims and demurrage as well as working closely with our defence club should an outstanding balance be difficult to collect through usual channels.

I believe that
**close attention
to details,** both when
calculating a claim
and when **negotiating
its settlement,**
as well as **persistence**
when **pursuing settlements,**
are both **imperative**
for a **fast and
successful collection.**

So, what is demurrage and why is it payable by the customer to the owner? To understand this, you have to first study freight and understand what the customer is actually paying for.

Definition

Freight comprises several elements: payment for transportation of cargo from A to B; and compensation for time spent by the vessel in port for loading and discharging. Simply put, the responsibility for loading and discharging the vessel lies with the customer. As part of his freight payment he will therefore prepay a predetermined period of time available to him to complete such loading and discharging. This available time is called laytime. If the customer is unable to complete such operations within the allowed laytime, he or she will have to pay a compensation for time spent in excess. This is called demurrage.

What does the contract say?

Not all time in port is necessarily for the customer's account – on the contrary, one important purpose of a shipment contract is to divide the risk of different possible delays between the vessel owner and the customer. A well-drafted contract negotiated by our chartering desk and the customer will therefore carefully detail the calculation of laytime and demurrage. The demurrage calculation itself is fairly straightforward. The demurrage desk calculates demurrage individually for each shipment contract and, depending on the number of cargoes and loading/discharging ports, these calculations may be simple or complex. If time used exceeds time allowed, an invoice for demurrage will be issued and sent to the customer.

Cause and effect matter

Although the demurrage calculation is fairly straightforward, the Owner and the customer will from time to time still disagree on how this contract shall be interpreted. The demurrage settlement process is to a large extent a matter of negotiations. Allow me

to illustrate: Each port stay is unique in the sense that all kinds of different delays may occur. At one end of the scale, we have the major earthquake in Gujarat/India in 2001 when vessels were delayed for weeks. At the opposite end of the scale, you could have a short delay in Rotterdam while shore personnel work to fix an unknown electrical problem. Any type of delay may therefore result in a discussion, and as you will understand from the examples, some discussions will be more intricate than others. In-depth knowledge of the law and the ability to convey the owner's arguments are essential skills in order to prevail in a discussion with the customer.

Fairness important

I believe that close attention to details, both when calculating a claim and when negotiating its settlement, as well as persistence when pursuing settlements, are both imperative for a fast and successful collection. As a demurrage analyst, I work closely with the chartering desk to identify potential financial risks during contract fixing, and I work closely with operations to make sure that the vessel complies with contract provisions once agreed. Training office personnel and vessel crew in laytime and demurrage matters is also a key responsibility of the demurrage desk. While there is always room for improvement, I believe that we are on the right track in this respect. The figures for 2013 are not ready yet, but our collection rate for 2012 was 98.5 percent of claimed demurrage, a fairly decent settlement percentage. Our sailing personnel deserve credit for making this possible by doing a great job in port. By producing solid documentation identifying what happened or did not happen in port, they contribute to making demurrage claims easily defensible and justifiable in discussions with the customers. I am also confident that many potential discussions or questions never even reach us because the paper work is of such a high standard. An all-time high average demurrage collection turnaround indicates that our customers consider our claims as well-founded and correct.

Happy: All the MLC 2006 requirements are now implemented in Seatrans' TQM system, says Nina Walde.

MLC-ready!



"We are pleased to announce that all our vessels are now in compliance with the requirements of the Maritime Labour Convention 2006 (MLC). Our TQM system has been more or less in compliance with MLC for a long time, but we had to adjust the procedures in line with the various flag state requirements and obtain the written approval of the respective flag states after DNV had carried out an MLC inspection on board on their behalf," says Nina Walde at Seatrans Ship Management.

MLC consists of 14 points regarding minimum requirements for seafarers such as contract, salary, catering and duration of contract. Most Western European shipping companies far exceed these requirements but the systems for proving this in an inspection have not been deployed and implemented. One important issue, which has been a problem in some cases, is proving who owns the vessel. This is important because if something goes wrong, the owner of the ship will have ultimate responsibility.

"We have implemented all the MLC requirements in our TQM system. We have learned a lot from this process – not least because of some differences among the various flag states' rules and regulations. If any seafarer thinks he or she has been misled or cheated, the MLC has clear guidelines for handling a complaint.

Among other things, MLC encourages all parties to resolve complaints at the lowest level possible on board, but the seafarer is free to forward any complaint to an appropriate external authority, such as, but not limited to, the flag state administration, state port control official, local seafarers' labour organisation representative or other seafarers' welfare assistance service. So far, we have never received any such complaints from our seafarers," Nina Walde says.

New top management in Seatrans Chemical Tankers

Seatrans Chemical Tankers (SCT) plan to reorganise both management and the chartering desk as of 1 January 2014.

Tom I. Skare will take over as new Managing Director with overall responsibility for SCT AS.

At the same time, Ronald Olsen will join the SCT team. Ronald Olsen has extensive experience of both operations and chartering in the chemicals shipping industry. He will step into Tom Skare's job as Chartering Manager with special responsibility for our Continental/Mediterranean service.

Jan H. Johansen will move into a new position as Director for Business Development, following up fleet changes and backing up customer relations.

"We trust that this will strengthen our management team and help us ensure an even better service for our customers and free up more resources for the development of our business in present and new areas," says Tom Skare.

Anniversaries

50 år

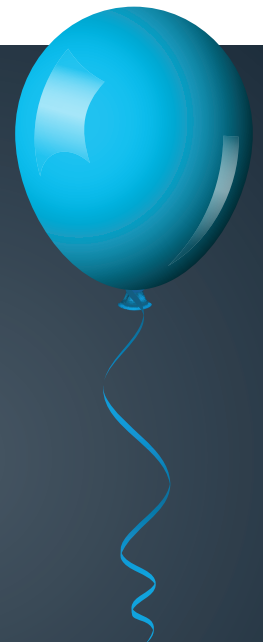
| | |
|----------------------|------------|
| Wyszynski, Waldemar | 12.11.2013 |
| Ciotic, Vladimir | 14.11.2013 |
| Marynowski, Grzegorz | 15.12.2013 |

| | |
|--------------------|------------|
| Badescu, Cheorghe | 05.01.2014 |
| Wisniewski, Robert | 14.01.2014 |

60 år

| | |
|-----------------|------------|
| Jurcevic, Joso | 03.11.2013 |
| Banach, Ryszard | 17.12.2013 |

APOLOGIZE: By mistake Bozidar Negro was claimed to pass wrong decade in TransNytt 3/2013. Our skills in mathematics can be discussed, but born in 1953 Bozidar Negro is still in his 60th year.



I never miss home

"I never feel like I am on a vessel. I have my life on board. I never miss home," says Marta Choromanska (24) who is the only female junior officer in the whole Seatrans fleet. We met her when Trans Emerald was in dry dock at the shipyard in Szczecin, Poland.

Marta Choromanska started her maritime career in Seatrans after studying at the Maritime Academy in Gdynia. Trans Emerald actually was the first vessel she served with – at that time with the title cadet in 2009. Now, four years later she has been promoted to junior officer after having sailed with Trans Marmara, Trans Fjord and Trans Sea before returning to "good old" Trans Emerald.

"This is my third contract on board Trans Emerald and things are much easier now. I know a lot more than before. The crew here is very nice and the guys are very friendly to me. I ask a lot of questions and they explain things to me in a very positive way. They are very patient with me. The crew obviously has a lot of experience and knowledge, and they share it with me. I feel like I learn something new every day."

As junior officer on deck, Marta Choromanska takes part in watches and all the operations regarding loading and discharging. "After two hours on deck I get a stand in – even if the task is not heavy. They really take care of me!" Marta expresses her gratitude for the opportunity she has been given to learn and increase her maritime experience. "Trans Emerald is a perfect place for learning – and this is far better than sitting at school."

Marta Choromanska says she is dedicated to a career at sea. She is eager to get a promotion – maybe next year. "I am looking forward to becoming a 3rd officer. I find life at sea very challenging and it is never boring," says Marta Choromanska before she leaves to go back to the maintenance job in one of the tanks we brought her out from.



Career at sea:

"Trans Emerald is a perfect place to learn," says Junior Officer Marta Choromanska who is dedicated to a career at sea sailing for Seatrans.

Course calendar 2014

Week 3

Chemical Cargo Operation Course at Kozi Grod

Week 5

Seatrans Leadership course at Kozi Grod

Week 8

Top2 Seminar in Bergen

Week 11

Seatrans Cooking Course; place not yet confirmed

Week 13

Seatrans Leadership course at Kozi Grod

Week 17

Top2 Seminar in Bergen

Week 20

Seatrans Leadership course at Kozi Grod

Week 24

Seatrans Rating Safety Course in Local Offices

In memory of Sigbjørn Svorstøl



November 27th we received the sad news that Bosun Sigbjørn Svorstøl (SC Astrea) passed away in his home. Sigbjørn started his career with Seatrans on the paper carriers in 1986. Sigbjørn was then picked up for the EM project and served as Bosun on the EM trade for several years. In 2013 he was kindly asked to help us out on the new Sea-Cargo projects - first on Baltic News, later on Astrea.

Sigbjørn will be remembered by all of us as a skilled and positive seafarer. Our thoughts are now first and foremost with his relatives and friends.

On behalf of the owners and managers with Seatrans AS, Seatrans Ship Management AS and Sea-Cargo AS

Erik W. Mohn, Head of Crewing and HR



On the **21st of December**,
the **sun reappears over the horizon**,
making our days **longer and lighter**.

The Polar Sun

The farther North you travel

Winter takes her from your skies

The farther North you travel

The more you value her warmth and shine

The farther North you travel

The more you long to see her again

The farther North you travel...

We have all of us been there

We wish you all the
season's greetings
and a **Merry Christmas!**

Seatrans core values:

Care - Involvement - Innovation - Performance



TRANSNYTT

| **SEATRANS** P.O.Box 15 Nesttun | 5852 Bergen | Tlf.: +47 55 92 32 00 | www.seatrans.no