

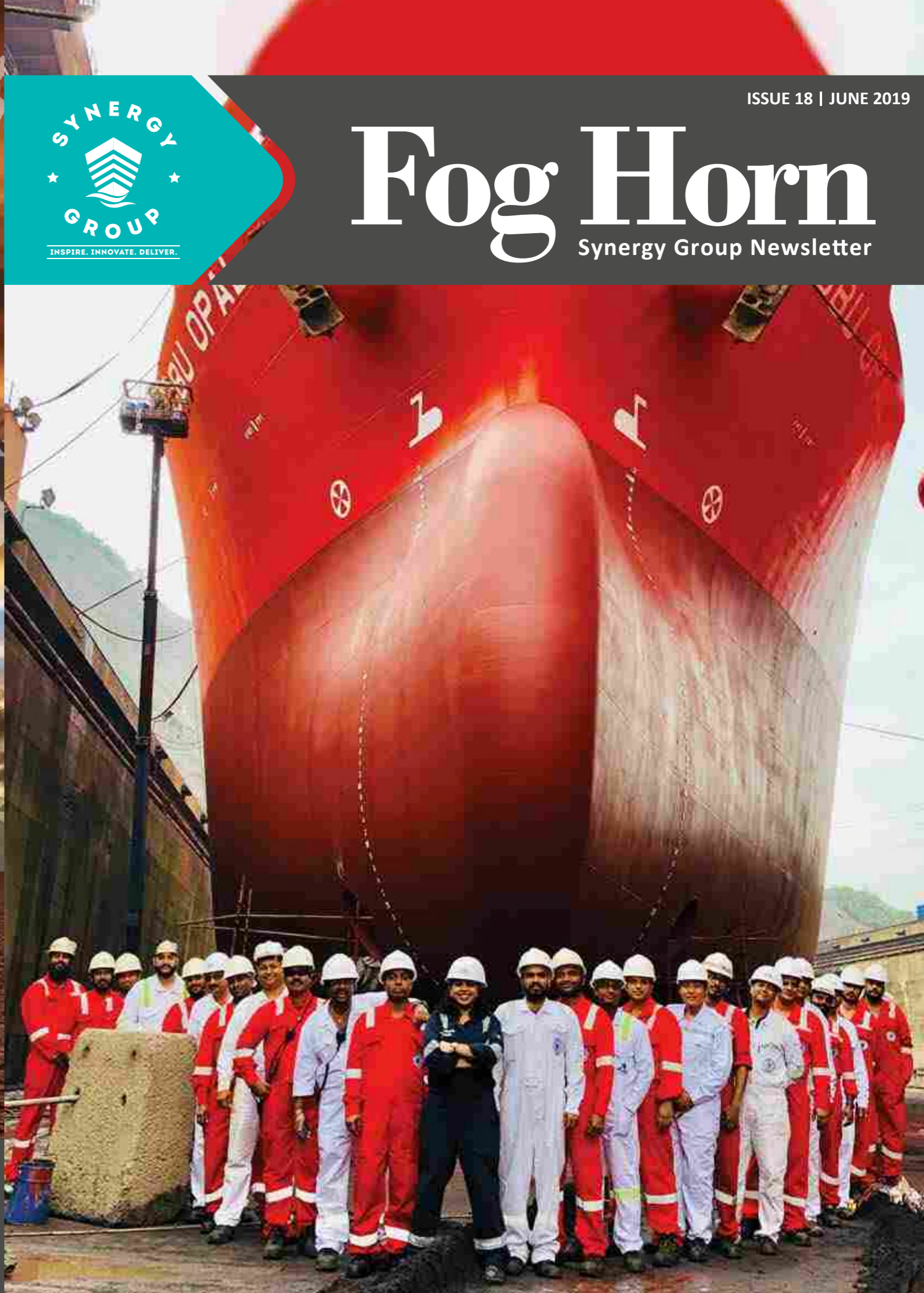


# Fog Horn

Synergy Group Newsletter

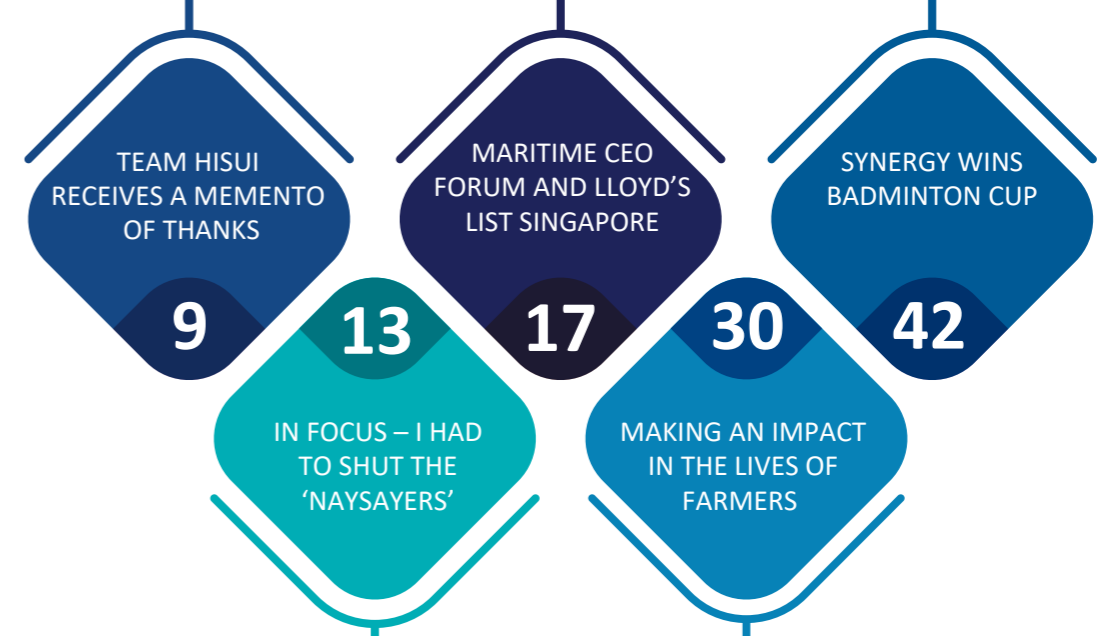


AT THE HELM OF  
EXCELLENCE



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## We want to hear from you!

Fog Horn is an initiative to bring together all members of the Synergy Family – our seafarers, shore staff, family members and our stakeholders. We would love to hear from you and have your contributions in our upcoming editions as well as on our website. It could be about an inspiring event or your own experience onboard or ashore, a joyous occasion in your family, stories about life, health or fitness, or even sketches, poems or jokes! Write to us at [editorialteam@synergymarine.sg](mailto:editorialteam@synergymarine.sg)



### Dear Team,

As Synergy thrives, we continue to look inwards to know if we are getting our moves right. When we founded Synergy, one of our major talking points was that we would always be open to an honest conversation among ourselves. We have been able to make progress because our team believes in dialogue, discussion and debate. With our steady growth, we are happy to see people taking up leadership roles both onboard and ashore. Leading a team and understanding their concerns is very similar to working with an individual. It is a constant process. A group is more than the sum of its

members. It encapsulates the relationship quotient among members – their thoughts, behaviour, attitude, work ethics - a mini world in itself. It's not a simple straight forward puzzle. One needs to think broader about people and culture, and not about just logic and task.

Many aspiring leaders find it difficult to understand groups and their behaviour. Why does this happen? One of the reasons is that most people aren't trained to build teams. There are very few avenues that encourage us to compete. Team sports like Soccer, Basketball, Cricket, etc., in schools and colleges help develop a collaborative

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**“Beyond experience and training, it is the checklist which guides us to well thought out procedures.”**

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behaviour. Challenges are otherwise faced by individuals and students are trained to be independent and not to seek help. After graduating from college, coming into the workplace, we are exposed to a different world. Teams come in many shapes and sizes; from C-suite managers and their direct reports to various committees, cross-functional teams, task forces, shipboard teams, vessel takeover specialists,

upgrade teams, etc. Some captains find their teams put together just a week before takeover. Some managers find that their team has not changed for the last few years. Some find their team strewn across different continents and at different locations. Yet, despite such variations, there are some well-established basics of team behaviour. Leaders with good situation-sensing skills seem to know this, either intuitively or through good training. Behaviours are often referred to as task-related roles and relationship-related roles. Task roles are directly related to getting the job done. Very much the jobs listed in company SOPs. Under pressure in a team, these roles will always emerge first and dominate. But unrestrained over time, the excessively task-focused team is likely to breakdown. One can't be under the sword all the time. What holds the team together in the long run is the relationship role. This role is all about finding common ground between team members, mediating conflicts and working towards a shared goal. Good leaders must excel in this. One must find time to understand and bind the team together. A good balance in accomplishing tasks and winning relationships is key to a successful leadership, be it onboard or ashore. I am hoping that we at Synergy will excel at such leadership roles. At the same time, while we strive to be the best, let us continue to remember that it is our values and culture that define us. When we face challenging tasks day in and day out, let us draw on each other's strengths. Working together as a team makes us better at our jobs and is crucial for our success. Let us abide, set more milestones, achieve them and help create magic.

Stay Safe, Stay Blessed.

**Capt. Rajesh Unni**

## SAFETY FIRST - THOUGHTS FROM THE FRONTLINE

Occupational safety includes all aspects of physical, mental, social health and safety onboard our ships. It is the umbrella for Synergy's efforts to prevent injuries and hazards in day-to-day shipboard operations. Working onboard ships presents several kinds of safety hazards to seafarers. The spectrum of probable occupational safety risks ranges from severe and immediate physical dangers to milder hazards.

Safety is at the core of our unique culture at Synergy. Safety in posters is not what we need, it must instead be the very fabric of our lives. This perfectly encapsulates the theme behind our 'Workplace Health and Safety' writing contest. We received several original and exclusive think pieces from the real faces of occupational safety and health – our frontline and our most valued assets - our shipboard staff.

With this at the core, we are starting this new series in Foghorn - 'Safety First - thoughts from the frontline' in which we will feature most of the entries received in the contest.

It is indeed our pleasure to feature Capt. Aditya Dilip Kale in the first such feature. Capt. Kale is currently on-board the LPG/C BW Cedar. He has been out at sea for 23 years and has served onboard LPG carriers mostly. He has been with Synergy since 2016. The last vessel he commanded in Synergy was Trammo Dietlin. Apart from his love for ships and seafaring, he is also a keen photographer and an avid golfer.

There is an old saying, "The good seaman weathers the storm he cannot avoid and avoids the storm he cannot weather." This adage continues to hold true in the new age too.

Time and technology have taken us from the days of tall wooden ships to steel giants ferrying food, fuel and practically everything else known to humanity. And, there is one common factor that has endeared every sailor since time immemorial – To see the smiles on the faces of their loved ones back home once again. This simple yet powerful emotion of love and belonging is the one true safe harbour every sailor holds dear in the very core of his soul.

As social media awareness has increased, we read in

horror of the various incidents, accidents and sadly even deaths at sea. These stories bring to light the challenging times we seafarers are living in. A quote from Annie Van De Wiele says, "The art of the sailor is to leave nothing to chance." A simple principle that is the basis of success and safety while at sea.

In my opinion, one of the main culprits for the increase in the number of incidents at sea is the lack of proper training and experience. A seafarer who does not know how to work safely is not only a risk to himself but also to those around him. He cannot be relied upon to look out for the dangers in undertaking a task. For the officer's, especially,



the risk compounds with each increment in rank as they embrace a more significant responsibility. An undisciplined and untrained mind leads to compromises in established procedures, leaving things to chance until one day something goes wrong and someone gets hurt.

So, what is the solution to this issue we seafarers face?

First and foremost, every member of the crew must keep in mind the core thought mentioned above. "I will return safely to my family and I want my shipmate to do the same as well."

To achieve this, ship staff must discipline themselves and take time to learn vessel operations, safety procedures, and regularly train for emergencies. Once the knowledge of shipboard equipment is obtained, the next step is to maintain that equipment. Proper maintenance is key to a good ship.

## SAFETY FIRST - THOUGHTS FROM THE FRONTLINE

A sense of belongingness must come from within, that a good ship adds commercial value for the owners, and as a result, a good salary is earned.

**“Take care of the ship and she, in turn, will take care of you”**

Since the advent of the ISM code, things should have become more straightforward, as checklists and permits to work alongside company standard procedures and policies have laid the ground rules for safe operations and practices at sea.

However, unless followed in their true spirit, these documents are meaningless. Ship staff should find time to have toolbox discussions with their team members and senior officers must guide safe working practices to their subordinates.

Donning of proper PPE is a must before undertaking any task and ship managers/owners are equally responsible for ensuring that adequate equipment is supplied to the vessel. In my opinion, ‘Safety has no Budget.’

Life at sea is no rocket science as the oldies used to say.

A simple point-by-point agenda can ensure that Workplace Health & Safety targets are achieved:

- Training and learning is a continuous process. Be a willing partner.
- When in doubt, ask for assistance.
- Understand that procedures and policies are in place to ensure a safe working environment. Do not blindly fill in checklists & permits.
- Be vigilant to dynamic changes occurring around you. Remember that unforeseen events can occur at any given time. Train your mind to react swiftly and decisively to ensure the best possible outcome leading to safety of life, the ship, and the environment.
- Effectively plan your work schedule. Plan in advance, considering the vessel’s schedule, so that

safe practices are not compromised by trying to catch up at the last moment.

- No ship is perfect. There is always something to fix. Do not hide it; log it down; and carry out the necessary maintenance in due course.
- Above all, be truthful to yourself and your shipmates. A team that is open to discussion and is result-oriented will find a solution to majority of the issues onboard.
- Officers must find time to mentor and train their juniors while also appreciating good practices followed by their shipmates, be it of another officer or a rating.
- Find time to exercise, meditate, or unwind from the day’s work. As they say, all work and no play makes Jack a dull boy.
- Senior management onboard should also consider mentoring staff regarding the long term occupational health hazards faced by seafarers and in particular the psychological aspect. This should be considered when allocating work onboard.

To sum it all up, there is a rather glum expression:

*“Whenever your preparations for the sea are poor; the sea worms its way in and finds the problems.” – Francis Stokes*

Here’s wishing Fair Winds, Following Seas and 10 feet below the keel to all my fellow seafaring brethren.

-Capt. Aditya Dilip Kale, Master BW CEDAR

## TEAM HISUI RECEIVES A MEMENTO OF THANKS



**Our team onboard the LPG/C Hisui received a memento of thanks from Saudi Aramco**

No matter what technology does for a company, the value of Human Resource cannot be undermined. To ladle out the best from the employees, a Master needs to ensure a positive attitude onboard and it is his imperative duty to keep the quotient of happiness high. An award or a note of thanks is the best way to compliment a team’s untiring efforts and commitment towards safety and good work culture onboard a vessel. Team Hisui was given a memento of thanks by Saudi Aramco terminal for her excellent notification procedure, time-keeping, safety aspects, operations and hospitality onboard during her recent calls to Ras Tanura. ARAMCO also stated that they would want vessels with similar standards to visit their facility more often.

Notwithstanding, the round-the-clock operations there arises a need to break the monotony, to let a wave of fresh air blow. HISUI and its crew also celebrated recent achievements on the occasion of HOLI with colours and music. “I as the master of

HISUI would extend my sincere thanks to Chief Engineer Sathish L. Deshmukh for his support and co-operation without which such accomplishments would not have been possible. This celebration was an earnest effort from both of us to keep the morale onboard high through the hectic operations onboard the vessel,” said Capt. Vidhit Sood. The Ju’aymah NGL fractional department were very pleased by the team’s commitment to safety and its operational and notification procedures.

Contributed By: Capt. Vidhit Sood



# THE CURIOUS CASE OF THE CRACK ON RUDDER LOWER CASTING

One of our managed vessels arrived at Keppel shipyard for dry docking. During the preliminary inspection, a crack extending to a length of 990mm X 220mm depth was observed on the vessel's rudder lower casting at the starboard section. Hyundai Global Service (Ship was built at Hyundai shipyard, Korea) and repair team from rudder maker Haeduk were called in from Korea to repair the cracked casting at Keppel Shipyard in Singapore.

The gouged area was pre-heated to a minimum temperature of 170-190°C before carrying out welding as per approved WPS.

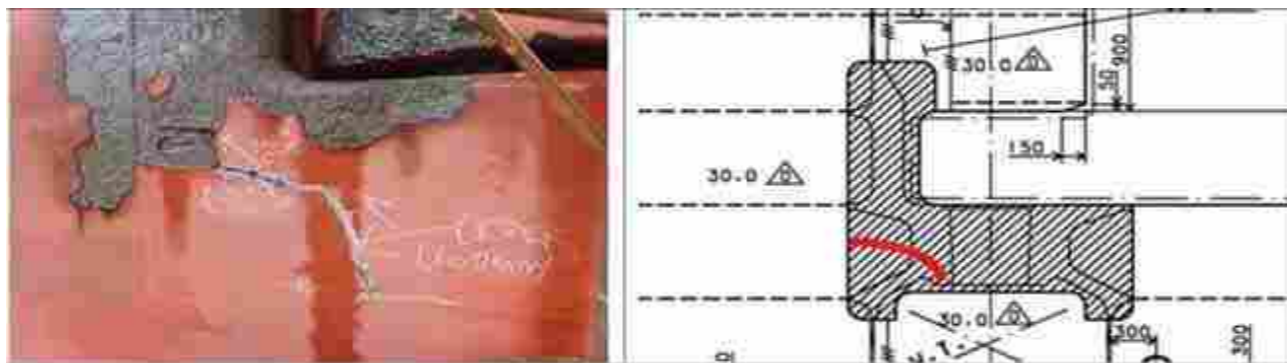
Post-weld heat treatment (PWHT) was carried out after weld completion as this procedure is mandatory to carry out stress relieve annealing for such repairs. MPI finally checked the repaired area for confirming weld quality integrity. Though the repair job was acceptable to the Class who had set out a recommendation to have an annual inspection, it was further decided to carry out the complete renewal of lower casting basis HGS recommendation.

## Lower casting renewal

Order for new lower casting, with a lead time of manufacturing as 40 days, was placed with the rudder maker.

Based on an empirical study, the following stages were planned for carrying out the renewal of the casting:

- 1) Cutting access on the rudder in the way of the lower pintle area to remove lower pintle.
- 2) Cutting and removal of repaired lower casting and fitting of new lower casting to the existing rudder blade. Dimension checks (DC) prior welding of new casting on to rudder blade and carrying out pre-heating of surface.
- 3) Welding of casting on to rudder blade followed by post-weld heat treatment and NDT of welding surface. Boring of supplied casting to 10mm allowance.
- 4) Blue fit check between pintle taper and lower casting with 70% contact.



- 5) Assembling of lower pintle pin and checking alignment followed by closing back of access and finally, the rudder installation on the vessel.

## Final Conclusion:

As per the makers and Class findings, identifying the exact cause of the defect is difficult. Total wastage of Hull anodes was the most probable cause of corrosion and subsequent cracking of the lower casting. The corrosion observed on rudder and stern area, may have acted as a notch, developing stress concentration and finally the crack.

This was indeed a curious case where our years of experience as marine engineers were tested (up) to the hilt, good seamanship of course, always comes handy, whether ashore or at sea. A special word of thanks to our Technical Manager Mr. Hariprasad, for his continuous support and guidance throughout

the rudder casting renewal task. Mr. Hariprasad, along with Mr. Prakash Rebella (our Technical Director at Singapore) and our team, closely liaised with various parties/workshops who could assist vessel at various stages of the job. This job had the involvement of multiple teams comprising of ship builder, repair shipyard, owners, class and our dedicated team. Mr. Prakash Rebella visited the Korea shipyard/rudder maker to negotiate and bring down overall lead-time for the supply of casting.

As a result of the excellent coordination, we, as a team, could ensure completion of the rudder casting renewal jobs in much reduced frame of time app. 10 days lesser than planned date. This eventually aided in saving overall downtime days, thereby inviting appreciations from owners.

*Contributed by: Sujith Sasidharan Nair*

*Sujith Sasidharan Nair is a Sr. Technical Superintendent (Tanker ships) with Synergy Maritime Private Limited, Chennai. He has been a true-blue tanker-hand in the 16 years he spent at sea. His last assignments as Chief Engineer had been on LNG vessels (M/S. A.P. Moller Singapore Pvt Ltd., Teekay Tankers), before he decided to move ashore with Synergy, more than 4 years ago. Sujith is an avid player and key performer of our Cricket team and loves spending time with his family on weekends.*

## iCALL TEAM VISITS MAERSK SALTORO

iCall is an anonymous and free psychological helpline for the worldwide maritime community available 24/7 in nine different languages via phone, email and the chat-based nULTA App. The counsellors visited our ship, Maersk Saltoro, to interact with our seafarers and understand the common causes of stress and also shared ways of coping. The team got a tour around the ship and got to see what life at sea is like.

We partnered with the Tata Institute of Social Sciences to launch the helpline service in October 2018. Currently having 14 counsellors all located at Tata Institute of Social Sciences in Mumbai to ensure peer support, supervision and standard professional counselling service. All the counsellors have at least a Master's degree in Clinical or Counselling Psychology. All counsellors receive three months of specialist training to help treat issues

such as emotional distress, relationship, family concerns, domestic violence, suicidal thoughts, sexual and reproductive health, body image concerns and work-life anxieties.



## I HAD TO SHUT THE 'NAYSAYERS'

Women currently make up just 2% of the global maritime workforce. We at Synergy are committed to encourage women to join our force and achieve their dreams.

This is the story of a young girl from the Philippines who dreamt of a career at sea. It's amazing how circumstances can sometimes shape our destinies, our future and it all begins to make sense in the broader scheme of things.

### Her story in her own words:

I am fortunate to have been born in the land of the gentle people – the province of Dumaguete City in Philippines. I grew up in a family that wanted to live a better and a more prosperous life. Hence, in search of greener pastures, my father moved to Manila – the Capital of Philippines. Life became tougher as he moved away whilst the rest of us continued to live in Dumaguete. In one year though, we too relocated to Manila – a completely strange city for us with no friends, relatives or acquaintances. There were financial struggles as well as emotional. My siblings and I struggled to make friends and adjust to the new life while our parents tried their best to keep us fed and comfortable.



### When the waves came calling

Yet, there was a silver lining. Every summer we would look forward to reuniting with our friends and relatives back in our hometown. We would travel 346 nautical miles from Manila to Dumaguete City. Our family could only afford sea travel then. Little did I know that this compulsion of sea travel would lead me to my absolute passion – the Ocean. For us kids, the ship was like a big ride in an amusement park – full of thrills and dolphin-spotting, whenever we got lucky. Looking at the vast expanse of the sea, the little girl inside me felt a calling- a calling from the waves. During one of these travels, I saw a man in white uniform with four stripes on his shoulders. He looked so dapper and his job looked so cool. I had no idea back then that I had actually seen the Captain of the ship. But at that moment, a dream was born. A dream to become a seafarer. This dream became deeper each time we travelled on sea. When one of my teachers asked me in school what I wanted to become, I didn't bat an eye before replying the obvious.



## I HAD TO SHUT THE 'NAYSAYERS'

### I want to become a Captain.

Guess what? I wasn't the only one who dreamt of this. My companion on the ship-rides was my brother who nurtured the same dream. Both of us eventually did our Bachelor of Science in Marine Transportation in one of the most accredited maritime schools. We couldn't wait to graduate because we were pining to tame the seas. However, reality hit soon as we struggled to secure jobs as per our liking. For the first time, I also realized it was harder for women to get a job offer to sail onboard ocean-going cargo ships. I submitted my resume to more than 20 shipping companies in Manila for an opportunity to become a Cadet. Nobody responded. Sometimes when I turned up at a shipping company's office for submitting the application, the guards would not let me enter because I was a woman. A lot of times my mother accompanied me to these offices.



### The challenges of dreaming as a woman

I have never regretted being a girl even though my gender was an impediment to my dream. It was so depressing. I persisted and kept trying. I refused to lose hope. I knew God would make way and would answer my prayers.

And as God willed it perhaps, one of my college professors introduced me to Synergy in Manila. I was so pleasantly surprised that whilst they did not have an open position at the time, they offered me an opportunity to work in the office, to learn more about being out at sea whilst waiting for the opening to come. It was the first time someone did not differentiate between gender and instead believed in my capability.

I accepted the offer and worked as a Crewing Assistant and in the Admin department for about one year. This time was such a blessing in disguise as it taught me more than what any maritime school would. I had the opportunity to interact with so many seafarers, attend their training sessions, sit through brain storming sessions, interact with visiting shipowners and other industry experts. As I look back now whilst am onboard the ship, the learning in the office has stood me in such good stead that it's hard to share the value in words.

During my office stint Synergy became my extended family. I was their youngest employee at age 18 but that didn't affect the way the staff treated me to help me become a professional. I found another set of parents, sisters and brothers among the Synergy staff.

Moreover, I remain eternally grateful as Synergy also offered a job to my brother giving him a chance to prove himself on board and have international sea service experience.

And finally, on the 14th day of August 2018, I set sail as Deck Cadet on a Gas Carrier - The First Female from the Philippines in Synergy Group who have women onboard from other nationalities already. I could not believe my good fortune.

### The real deal begins

But my story doesn't end here. Now was the real challenge, the real deal. This was an Indian vessel and I was the only female-Filipino onboard. The prospect of cultural and communication barriers weighed heavily on my mind. To top that, I flew alone to the US to join this vessel although everything was very professionally arranged, I was nervous for so many obvious reasons. I had to adapt myself to get along with the Indian staff albeit the time spent in the office did expose me to Indians



## I HAD TO SHUT THE ‘NAYSAYERS’

and their culture a considerable amount. But the worries of an 18 year old girl out there on her own for the first time got thoughts running in my head like....would I be homesick? Would I feel depressed? Would there be work pressure? Too many questions weighed in on me.

But with the Synergy team onboard, two months flew in a blink of an eye. I emerged as a survivor. I learnt so much from that experience. I feel like I came back a winner, a learner and became wiser than before. I cannot explain how much the ship staff helped me. They went out of their way to make me feel comfortable. I cherished each day, appreciated every person who helped me survive the initial nervousness. And you know what? Now I am even dreaming bigger. Now I want to be not only a Captain but also eventually become a key person in shaping the growth of Synergy.

I believe all you need is a few people who truly can recognize the passion, strength, ambition and integrity in you. If you have such people in your life, everything is possible. Based on my experience, I also want to add, that people will be happy to see you improving but not everyone will like to see you succeeding and going higher.

When you dream, dream hard and work for it with your heart. Make your supporters proud because they risked so much for you. Prove it to those who put you down that you can rise and shine even brighter.

**Ms. Rose Lyn P. Bartolata**

First Woman Seafarer from Synergy, Manila



## MARITIME CEO FORUM AND LLOYD'S LIST SINGAPORE BRIEFING

### Capt. Unni sets the tone on two of the most pertinent topics in shipping today

Despite a majority of the panelists at the 2019 Maritime CEO Forum tanker session professing to be fans of scrubbers, all executives admitted that their shelf life will be brief. The forum took place at the iconic five-star Fullerton Hotel in the heart of Singapore on April 8th. The panel featured some of the most well-known names in shipping.

Capt. Unni was the lone opponent of the scrubber systems, saying he was still not convinced from both a commercial and scientific standpoint on the controversial exhaust gas cleaning systems, and that technology was still very primitive with

significant maintenance and operational issues. He was particularly critical of open-loop scrubber systems, and his words were rather prophetic, with the Maritime Port Authority of Singapore banning the use of open-loop scrubbers in its waters.

*Smart ports require smarter thinking*

*'Technology should be looked at as something that unlocks potential, turning a caterpillar into a butterfly. What you don't want to do is create a faster caterpillar' — Capt. Rajesh Unni*



## MARITIME CEO FORUM AND LLOYD'S LIST SINGAPORE BRIEFING

DIGITALISATION of ports has the potential to enhance efficiency across the supply chain, but the key changes are psychological rather than technical, according to a panel of experts at the Lloyd's List Singapore Maritime Week Forum.

"The discussion boils down to 'what is my financial incentive for sharing the data?'" said Capt. Unni. According to him, the industry first needs to create value before thinking about sharing it and right now a lot of businesses remain unclear where the value lies for them. This set the tone for the extremely well-attended discussion held at the

Marina Bay Sands in Singapore on April 10th during the Singapore Maritime Week.

The panellists included Mr. Richard Meade, the managing editor of Lloyd's List, Mr. Sanjaya Mohottala the Asia-Pacific node for The Boston Consulting Group's shipping, transportation, and logistics sectors, Mr. Sailya Wickramasuriya who is currently Senior Advisor to the CEO of HIPG, the JV between the Government of Sri Lanka and the China Merchants Ports group that operates the port of Hambantota and ABS Advanced Solutions senior technical adviser Mrs. Cris DeWitt.



## GLOBAL RECOGNITION FOR SYNERGY GROUP

The Mission to Seafarers' commends Synergy's contribution to seafarers' welfare



## GLOBAL RECOGNITION FOR SYNERGY GROUP

### Synergy's commitment to seafarer welfare, gender equality and safety at sea commended at the 2019 Seatrade Awards

Synergy's commitment to safety at sea, seafarer welfare, and female empowerment in the maritime workforce were recognised at the 2019 Seatrade Awards, hosted at London's magnificent Guildhall. Synergy won the prestigious 2019 Seatrade Award for Investment in People. The award identifies "a significant contribution to the recruitment, training, retention and advancement of the industry's most valuable asset – its people".

Our CEO, Captain Rajesh Unni, thanked the Seatrade judges for recognizing that the training,

development and encouragement of all personnel were core Synergy values. "That is the spirit of this award, that people who work with us feel cared for," he added. "It is something that we consciously strive for. Building and keeping this spirit of caring and helping our people excel is not an easy path to tread. The truth is, the exciting challenge of finding, training, and retaining the right people is never-ending. While awards and accolades are not our goals, positive reinforcement of our efforts affirms the progress we are making."



Accepting the award in London, Capt. Rajesh Kumar Singh, a senior sailing Master from our chemical tanker fleet, said Synergy's 'people first' approach explained its world class seafarer retention rates. "As a serving seafarer, I am extremely humbled to accept the 'Investment in People' award on behalf of Synergy, I was taken by surprise when Captain Rajesh Unni requested that I attend this prestigious award ceremony. It is a tremendous honour to receive this award not only on behalf of the 10,000+ 'Synergian' seafarers, but also the 1.6 million seafarers who continue to play a pivotal role in underpinning the global trade."



## LIST OF PROMOTIONS



CONGRATULATIONS AND BEST WISHES TO THE FOLLOWING  
SAILING STAFF WHO HAVE RECENTLY BEEN PROMOTED



NAME	RANK
Amit Maheshwari	Master
Sunil Kizhakke Madam	Master
Amit Kumar Singh	Master
Ashish Kumar Jha	Master
Anuj Parti	Master
Manish Singh	Master
Alex Azares	Master
Ramaraj Subburaj	Chief Engineer
Venkata Narasimha Jagannadh Dadhirao	Chief Engineer
Praveen Padmanabhan	Chief Engineer
Nitin Pandurang Patil	Chief Engineer
Sandeep Deswal	Chief Engineer
Parthasarathy Mani	Chief Engineer
Ruel Culaba	Chief Engineer
Sangram Umesh Gadale	Chief Officer
Chandrasekhara Panicker Aneesh Kumar	Chief Officer
Santhosh Kumar Ravi Kumar	Chief Officer
Christopher Ponthurai	Chief Officer
Manpreet Singh	Chief Officer



CONGRATULATIONS AND BEST WISHES TO THE FOLLOWING  
SAILING STAFF WHO HAVE RECENTLY BEEN PROMOTED



NAME	RANK
Aakash Kailashamoorthi	Chief Officer
Prakash Karuppusamy	Chief Officer
Balachandran Ramasamy Poo	Chief Officer
David Sandeep Koiparambil	Chief Officer
Pawan Kannaujia	Chief Officer
Kishana Ram	Chief Officer
Francis Caster Silva Repone	Chief Officer
Jeevabalan Vingnanam	Chief Officer
Yadhu Das	Chief Officer
Shiv Shankar Moorthy	Second Engineer
Jayakumaran Selvam	Second Engineer
Bharathwaj Manoharan	Second Engineer
Varunkumar Arunachalam	Second Engineer
Kamal Amrit Gowda	Second Engineer
Silvester Sebastin Fernando	Second Engineer
Shivaraman Pannerselvam	Second Engineer
R. Rajivkumar	Second Engineer
Eugene Viernes	Second Engineer
Louwell Jun Seat	Second Engineer

## LUBRICATION ENEMY NO.3: TEMPERATURE

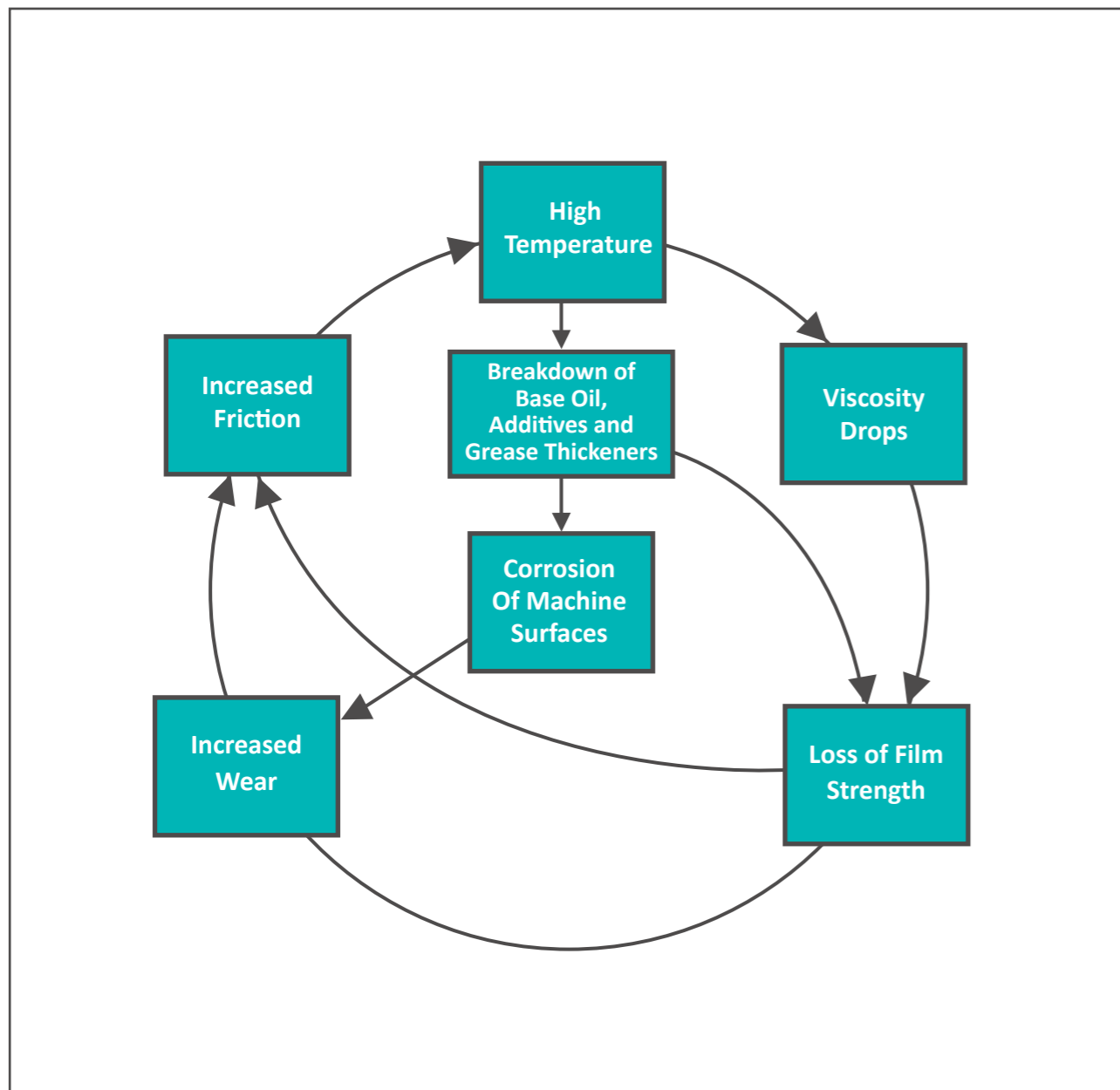
Oxidation can be controlled to some extent by anti-oxidant additives. In many systems exposed to hostile environments and severe duty cycles, the need for supplemental heat transfer capability and/or synthetic fluids may be required.

### Thermal Stability & Carbon Residue

When heated above a certain temperature, oils will start to decompose, even if no oxygen is present. Thermal stability is the resistance of the lubricant to such molecular breakdown. When heated, oils can breakdown into smaller hydrocarbons like

methane, ethane and ethylene. Thermal stability can be improved with refining but not with additives.

Thermal stability is an important characteristic of thermal/heat transfer oils. In general, thermal breakdown of oil takes place at much higher temperatures than oxidation. The fragmented or 'cracked' hydrocarbon molecules resulting from thermal breakdown of oils either recombine to form tarry deposits (asphaltenes) or are released to the atmosphere as volatile components.



### Surface Tension

Surface Tension is a critical property of a lubricating fluid; it helps establish the airtightness, leakage rate, capillary flow and boundary lubrication conditions of a system. High temperature also significantly reduces surface tension.

### Other effects of high and low temperatures

Hydrocarbon fluids have an affinity for gases and tend to dissolve air and other gaseous substances. Gas solubility increases significantly with temperature for petroleum products. The increased level of oxygen resulting from greater air content seriously affects the oxidation rate of the fluid and further lowers its expected service life. Chemical stability is grossly affected by temperature. Modern formulations of lubricating fluids contain vital additive packages to help the fluid satisfy essential operating functions. Unfortunately, high temperature operation can deplete all such additives, but especially rust inhibitors, foam depressants, antioxidants and antiwear ingredients.

Low temperature can damage the temperature stability of a hydraulic fluid or lubricant just as much as high temperature. Low temperatures can cause petroleum-based fluids to increase in viscosity and eventually reach the critical point where the fluid actually congeals and will no longer pour or flow. Such fluid immobility can starve a pump and produce high fluid and mechanical friction, not to mention lubricant starvation of bearing surfaces. Certainly, the usefulness of a fluid as a lubrication medium at low temperature hinges upon its viscosity and pour-point characteristics

High oil viscosity causes a drastic drop in the oil's static pressure as suction draws the oil into the pump's inlet. This pressure reduction results in the creation of vaporous bubbles and causes air

normally dissolved in the oil to be desorbed and become entrained as air bubbles. When the pump compresses this bubbly oil, the bubbles violently implode on the high-pressure side, creating loud noises, strong vibrations and wear of internal pump parts (cavitation). Under these high-viscosity conditions, other system problems arise, such as filters that go into bypass and on occasion, even collapse.

### To summarize

Temperature plays a crucial role in the performance of lubricants and lubrication. The degradation of oil does not just affect the oil, but more importantly leads to damage of the lubricated equipment.

-- Sanjiv Wazir  
 Technical Manager  
 LUKOIL Marine Lubricants

Mr. Sanjiv graduated in Mechanical Engineering from the Indian Institute of Technology, Bombay (IIT-Bombay) in 1981. After sailing as a marine engineer for over 10 years, he became involved in ship-repairing. His vast experience in operation, maintenance and repair of diesel engines, hydraulic systems, turbines, compressors, gearboxes, refrigeration plants & other industrial equipment is complemented with over 15 years of experience in the field of lubrication, representing Chevron, and thereafter BP Marine Lubricants in India. Mr. Wazir is now Technical Advisor to LUKOIL marine lubricants. He has been a guest faculty (on Tribology & Lubrication) at several institutes since 1999.

## PROUD TO BE A SYNERGIAN

“

Kavya Dhanesh

**Designation:** Senior Manning Executive  
**No. of years with Synergy:** 4  
**Location:** Cochin



I still remember my first day at Synergy. I was quite anxious and nervous since it was my very first job. I didn't know what to expect and how my first day was going to turn out. But everyone I met and interacted with in office, was very humble and welcoming. I was happy to see how warm everyone was and how comfortable they made me feel. From that day till today, it has always been an enjoyable experience working at Synergy and a journey I will always cherish. Working with my peers and seniors has enriched me, as it has helped me grow professionally and personally as well. Four years at Synergy have gone by very quickly and I wish to continue to learn more and work for many more years to come!

“

Ganesh Kumar

**Designation:** 2nd Engineer  
**No. of years with Synergy:** 2  
**Ship Name:** NAVE PULSAR



There are a lot of challenges that a seafaring career comes with, since it is a whole different way of life that you have to get used to. Working for almost ten years at sea has shown me exactly that and the highs and lows of working in this industry. But ever since I joined Synergy I've felt more satisfied and happy than ever before. I have worked with a lot of management companies in the past but Synergy has stood out to me the most for its values, culture and practices. At Synergy, I have always found support whenever I needed it and my grievances have always been heard and addressed. The standards for professionalism and ethics onboard is also quite high among all staff members. I am very impressed with everyone I have sailed with and I feel grateful to be surrounded by good, honest and ethical people onboard. I would also like to give a special mention to the facilities provided onboard and for the delicious food made by the finest of chief cooks on all Synergy ships. I am very proud to be a part of the Synergy family and I am expecting more successful years to come in my journey ahead.

“

Sathish Kumar. R

**Designation:** Manning Executive  
**No. of years with Synergy:** 4  
**Location:** Chennai



I have been working at Synergy for the past 4 years and my experience has been very rewarding. At Synergy, your work always gets recognised and appreciated and keeps you motivated to do even better. In today's fast paced work environments, it is rare to find the support and cooperation that one needs to grow and have a successful career, which is why a lot of people end up switching their jobs from one organisation to another. I feel lucky to be working in Synergy because I feel a sense of belonging and ownership here and I want to continue to work here for many more years to come. While my friends are still looking for newer and more satisfying jobs, I feel fortunate and privileged to have joined Synergy early on in my life. Synergy is truly a great place to work.

“

Arunmozhi Arivuselvan  
Kalyany

**Designation:** 3rd Engineer  
**No. of years with Synergy:** 7  
**Ship Name:** Ever Gifted



From being a young boy with dreams of becoming a seafarer to now being the third engineer onboard, my journey could not have been better. Synergy gave me my first job opportunity and it's been seven years since then; the journey still remains as exciting and enjoyable as ever. I am thankful to Synergy not just for giving me my first job but also helping me learn and grow in the field and as a person. I owe a lot to my seniors who have guided me and supported me throughout. I am confident that my growth will continue and will proudly take the "Synergy Cadet" tag along any time across my career as that is how my journey began. I am proud to be a Synergian and will always be!

“

Ajith Kumar  
Rama Subbu

**Designation:** Chief Cook  
**No. of years with Synergy:** 11  
**Ship Name:** OOCL Dubai



I feel really honoured and proud to share my experience. I started my career in 2009 with Synergy and its been a decade since I joined. Working and travelling with Synergy has been a great experience and I have many happy memories of working here. Synergy has always made me feel at home. The onboard work culture is exemplary and the senior officers have always motivated me to do better and work harder. Synergy has been a ray of sunshine during darker times for me. I am happy to see Synergy grow immensely over the years and would like to see it continue to grow more in the future.

## COULD THE VIRTUAL WORLD OF “POKEMON GO” BE USED TO HELP THE RICH SEE THE REAL STRUGGLES OF THE POOR?

If users could be made to hunt for Pokémon characters in slum clusters and fair-price shops, maybe the elite would become more aware of those on the margins.

I spent the period between January and March reading about the rise of the welfare state in many parts of the world, especially in England, where it was cemented in the 1940s and 50's. An important thread in my reading was around the evolution of a consensus – fragile and difficult, though it may have been – across conflicting sections of society. One factor, among many, that led to the creation of the welfare state in many parts of the world was World War II. In the case of England, it brought home the fact that when the bombs fell, they would not distinguish between the rich and the poor and that everyone was in it together.

Another side plot related to the consensus and World War II was that in September 1939, a few days before England declared war, 3.5 million children were billeted, or housed in safer places, away from the cities that could be targeted by bombers. This meant that poor London kids went to live with posh families in the rural England and so on. Among them were children who refused to drink milk, because they had seen a cow being milked and thought it was urine. Other children were unaccustomed to using toilets, so they would soil the carpets of affluent. For the first time, England's rich encountered the conditions of the poor, and to some extent, this helped them develop empathy towards their condition. Closer home in theory, India is a welfare state, one in which the government is to play a key role in the well-being of the people through provisions regarding health, education and the like. However, the hostile atmosphere in which the debate on a welfare state in India is conducted is quite striking. The lack of empathy is among the powerful elite is bewildering – for instance, most recently, viewers and readers accused media of politicising the issue when they reported on Dalit atrocities in Una, Gujarat, where four Dalit tanners had been publicly flogged by

self-styled cow protection vigilantes. I wondered about this lack of empathy among Indians who have made it towards those who are struggling. One reason for this seems to be that they are shielded from the harsh reality of a large part of the population. We live in our busy little bubbles. The media, caught in the race for TRPs and controlled by corporations, is not able to adequately perform the role of information sharing. Social media, which can potentially be more democratic, is sadly not within the reach of ordinary people. No Place to Hide by Glenn Greenwald, on American whistleblower Edward Snowden, I was struck by one remark in the book. Greenwald says that for Snowden (and apparently, for others in his generation), video games have played an important role in the development of a moral compass.

### Game on

When Pokémon Go – a “location-based, augmented reality game” in which players are alerted to virtual Pokémon characters in their vicinity, using GPS – hit the headlines and generated wide discussion, I wondered: couldn't the developers use the game to draw privileged Indians out of their air-conditioned bubbles and be forced to confront an ordinary Indian's life? Couldn't the characters be hiding in bastis and settlements rather than in Delhi's malls, forcing players to (wait-wait-wait) for DTC buses to get there and walk among basti residents as they queue up for water suppliers? Or maybe, Ivysaur could be tucked under one of Delhi's flyovers so that players can see the variety of people and activities they shelter? What if a judge (who is hooked to Pokémon Go) could be dragged to a Public Distribution System outlet to catch Butterfree, so that he can see that biometric authentication based on Aadhar numbers, instead of reducing corruption in the system, is actually opening the doors to it? Couldn't Charmander appear in a local anganwadi, say, in Odisha, where children are fed nutritious eggs and provided pre-school



education? In Uttar Pradesh, Zizagoon could hide in a local government school, where a privileged Pokémon Go player shows up to see a teacher pacing the classroom, a cane in hand, or where a Dalit child is beaten up without reason. What if Pumpkaboo and Gourgeist were to sit in a field levelled by labourers who worked under the Mahatma Gandhi National Rural Employment Guarantee scheme, so that gamers may see that “gaddhe khodna”, (or digging holes, a term that Prime Minister Narendra Modi had used last year to criticise the United Progressive Alliance's flagship scheme) can be productive in some contexts? The lives of others the possibilities are endless. These are just some of the wide range of experiences in store for privileged people if the game was slightly tweaked. In some places, we see how government interventions are working, and in others, they might be a disaster.

Many members of the online troll armies feel embittered and cheated as tax payers. As the trolls try to swell their armies in search for Pikachu, they may have a chance to see that sometimes, tax money is put to good use. And when it isn't, who knows, this may compel them to engage in more constructive ways? Though the social media campaign to by Syrian activists to tap into the popularity of Pokémon Go may not go too far in saving the war-torn country's children – the economic interests in dropping bombs are stacked

high against Syrian babies – perhaps the game may help in pushing some Indians out of their cosy cocoons. Could Pokémon Go do for us in contemporary India, what the billeting of kids did for England during the Second World War?

### About the Writer:

*Reetika Khera is an assistant professor at the Department of Humanities and Social Sciences, Indian Institute of Technology, Delhi. She studied at the Delhi School of Economics (M.A. and Ph.D.) and Institute of Development Studies, University of Sussex (M.Phil.). She was a post-doctoral Research Associate at Princeton University where she worked on child nutrition.*

*Article published in: Scroll.in*

## MAKING AN IMPACT IN THE LIVES OF FARMERS

### Synergy partners with ESTAH Society to improve agricultural practices in Krishnagiri District

There are a lot of difficulties that the farmers in India face, and yet there's only so much we as citizens talk or do about it. With no proper funding and the lack of necessary equipment, farmers have started to give up and look for other means of income or even take more drastic measures to put an end to their despair.

As part of our CSR activities we at Synergy decided to take initiative and contribute in some way to make a positive impact for the farmer community in the Krishnagiri district of Tamil Nadu.

Some of the many challenges that the farmers face in this region, include:

- Difficulty in managing small farms
- Reduced bullock power and increased cost of tractors
- Labour shortages for operations like sowing and harvesting
- Poor soil conditions
- Uneven rainfall



Taking all the challenges into account, we decided to look into the tried and tested methods by ESTAH Society, a non-profit organization which has contributed to the lives of the farmers in many ways. Partnering with them helped us come up with a structured approach to help the farmers

### Some of the methods we adopted for farm mechanization:

- ESTAH Society designed location specific farm machinery at Kelamangalam and Tahili and tested farmers' fields and made refinements basis the farmers' feedback.
- Silt was removed from lakes and ponds and was transported to the farms which significantly helped improve the quality of the soil that enhanced the production of crops.
- Bullock-drawn planters were also provided as these are cost effective and efficient for the small and medium-scale farmer.



- Tractor-drawn planters provided by ESTAH are very efficient and are used to cover larger areas and for timely sowing. It also helps maintain plant spacing and is mainly utilized to conserve rain water in drought-ridden areas.

### How all of this was made accessible to the farmers:

- Custom Hiring Centres (CHCs) were established in ten ESTAH villages under the Food and Agriculture Cyberinformatics and Tools (FACT) initiative. They were operated by Multi-Crop Natural Farming Talli Farmer producer Company Ltd (MCNFT) and Multi-Crop Natural Farming Kelamangalam Farmer producer Company Ltd (MCNFK).



Synergy provided Rs. 7.25 Lakh for the procurement of a tractor which is being used by farmers of the ESTAH group based on the type of crops cultivated and the weather conditions.

### The Impact of the CHCs:

- Demonstration of in situ conservation of soil and water sowing across the slope in a 10 ha area used by 25 farmers resulted in 11-13% increase in different crop yield.

- There was about 40% more yield as compared to the crop yield by conventional sowing methods.

- Zero tillage saved cost of field preparation and increased 15% grain yield.

- Furrow irrigation raised with a plastic-mulching bed system for vegetable cultivation was promoted to enhance crop yield by 10-15% a field used by 40 farmers. It saved 25% seed and 30% irrigation water.

By partnering with ESTAH Society, Synergy Group was able to stand with farmers and help them come up with the appropriate solutions themselves. We may have done our bit to make the farmers' lives better.





## BRINGING NUTRITIONAL AWARENESS TO FARIDABAD

Malnutrition is one of the most concerning health issues in India as well as in other parts of the world today. It continues to remain one of the challenges for the large part of the globe as highlighted by the sustainable development goals of the UN. Malnutrition affects all countries and almost one in three people on the planet.

In India, the issue is a glaring emergency. According to National Family Health Survey 4 (2015-16), 35.8% of children under the age of five years are underweight (low weight for their age), 38.4% are stunted (low height for their age), 21% are wasted (low weight for their height).

The nutritional status of Indian children is much worse than the expected and acceptable levels in all indicators. The situation is no different even in a state like Haryana with a higher GDP, where only 7.5% children between 6-23 months receive adequate diet (as per the National Family Health Survey)

Poshan Abhiyaan is India's flagship programme and a multi ministerial mission for improving nutritional outcomes of children in the first five years after birth, adolescents, pregnant women and lactating mothers through focused interventions, better hand-holding and use of technology.

In order to improve the condition of underweight and undernourished children, Faridabad SECT has been working with the Women & Child Department Faridabad, to bring awareness into the households of the caregivers of these children. SECT chose a pilot location called Rahul Colony, a slum with a community of migrant workers in Faridabad. Many caregivers here are not able to pay attention to their children as they are daily wage labourers or maids working at multiple homes that cannot care for their own.

Pragati who is a 5-month baby born after 2 miscarriages to a handicapped mother unable to

lactate is severely underweight. Her father being a vegetable seller can only make enough time and money to take her to a quack who has recommended a few medicines. As she grows Pragati and her family need some kind of supervision from a capable Anganwadi Worker, to inculcate sound nutrition practices for her growth.

SECT now seeks to build a model to empower the average Anganwadi worker who may be able to help gauge such a situation and bring nutritional knowledge to the community of caregivers.

SECT has started to meet with all the caregivers of children who are in the orange and red zones of the WCD Register, doing home visits to understand what medical, nutritional or external causes could be the reasons for malnutrition. In addition to this, SECT is in the process of creating a convergence of the Health and WCD Departments so as to ensure timely supervision of doctors into specific undernourishment cases of children.

Nutrition camps will be carried out to teach mothers about low-cost and easy to make nutritional recipes and the importance of nutrition and hygiene. As any sustainable practice would be, SECT is measuring the baseline indicators of nutrition in the community with the help of doctors from the Health Department so that our work may be indicator-driven and measurable to the best possible extent.



## MEET THE MANNING TEAM FOR RATINGS IN CHENNAI



**“Integrity, Transparency, Empathy and Respect is our motto.” – Chennai Ratings Team**

The team is driven by the core values of Synergy - “i STEER.”

The primary goal of the team is to place the right person to do the necessary job through the well laid out and meticulous selection procedures. They always ensure to exercise due diligence in order to pro-actively assist the Audit and Quality Team. The most suitable, qualified and competent staff members are assigned to manage the valuable assets of our esteemed owners.

### Names of the team members:

#### (Standing from left to right)

S. PRADEEP Manning Executive (Documentation), A. SAMPATH KUMAR Manning Executive (Documentation), S. THIRUVASAGAM Manning Executive (Documentation), BABITA. G Manning Executive (Sourcing & Planning) S. SUDHAN RAJ Manning Executive (Documentation)

#### (Sitting from left to right)

N. JONISH Deputy Manager (Manning), D. CHANDRASEKAR Manning Executive (Sourcing & Planning), M. SARAN RAJ Manning Executive (Sourcing & Planning)

## SYNERGY FLEET BOOSTED BY NEW 20,000+ TEU ULTRA LARGE CONTAINERSHIP



visits to the Singapore and Chennai ship management centres, and onboard other large container-ships currently being managed by the company. This significant decision demonstrates the trust that owners are placing in Synergy's capabilities to manage their new flagship containerships.

### The 'Ever Gifted' is a Captain's dream come true

For Capt. Gaurav Puri, the childhood dream has been to sail the world's biggest ships. He got his chance last December when he was asked to helm the Ever Gifted, a mammoth container vessel that at 400 meters, is longer than a nuclear-powered aircraft carrier. "If you're going to be a captain and the company asks you, 'do you want to be on our biggest ship in the fleet?', you would readily accept and be proud in doing so, and I was no exception," he said while onboard his ship in a telephonic conversation with our Editorial team, during the vessels maiden voyage.

We are proud to announce that the 20,388 TEU containership, Ever Gifted, is now under our management. Built by Imabari Shipbuilding Co., Ltd., the Ever Gifted is 400 meters in length with a deadweight of 199,499 MT, her sister ship, Ever Grade also entered our management a few weeks later. Through these significant milestones, Synergy becomes part of a very select group of operators that have the expertise to manage some of the world's most behemoth ships carrying the load of two or even three cellular vessels which were once considered the pride of the fleet. It also boasts of a cleaner, more efficient transport at an unprecedented scale.

The incredibly detailed process to select and appoint a ship manager for the ultra-large containerships was commenced by the owner nearly two years ago. Synergy was selected following several



Capt. Puri said he did not think companies would stop building larger ships despite the current overcapacity and added that whenever a new ship line comes out, everyone says this is it; it can't get any bigger.

"I am confident that before I hang up my sea boots, I will be on a ship that is 450 to 500 meters long and

I am sure Synergy with its overarching focus on crew and vessel safety, and care for the environment will continue to break new ground in ship management and will be the partner of choice for owners of those vessels! My best wishes to all my seagoing and shore-based colleagues at Synergy."



## “All knowledge of reality starts from experience and ends in it”- Albert Einstein

We hear, and we forget; we see, and we remember; but we understand, when we do.

Nothing beats experiential learning especially in today's day and age of fast evolving technology and digitisation. Our traditional approach towards training where class room based taught courses were the norm would fall well short when it comes to equipping trainees with the right skill sets to take on the rapidly changing information technology-based models that focuses on innovation and out of the box thinking!

So, it is important to introduce trainees to environments that give an impetus to their innate creativity and allow them opportunities to explore their latent creative potential.

Synergy is probably the only ship management company which gives this kind of exposure to trainees by way of “outward bound learning “or OBL.

Many would argue - what is the need for experiential learning?

To understand the need, first we need to have clarity regarding the term “competence” vis a vis “training”.

Training is about enabling acquisition of skill not simply knowledge. However, a trained person need not necessarily be a competent person. Competence is the ability to demonstrate use of knowledge, skills and attitude to achieve results which are the objectives of a job. Under class room conditions, or a training environment which enables practice of techniques, a person may have acquired the necessary skills, but he may fail to demonstrate same at the actual workplace where these skills need to be applied. This can be due to several factors which affects his ability to produce results required of a job. So, it is obvious that a trained

person need not necessarily be a competent person!

Training can be a combination of theory and practice, taught courses, on job training etc. However, competency has several aspects, of which training may be only one. Other aspects can be skills, pre-existing knowledge, experience, aptitude, attitude, understanding of job objectives, surrounding environment, wide array of human factors etc.

So, qualifications accrued from training or any amount of training does not necessarily guarantee competence. Inherent aptitude, experience, intuition etc. all singly or in combination can ensure achievement of objectives of a job.

Experiential learning provides opportunity to the trainees to explore their “competence” or how far they are from desired levels of “competence”, in an environment of simulated tasks that mimic the challenges faced at actual job place

For trainees this can be through OBL and for those already in different ranks, this could be through OBL, simulators, on job training or a combination of them.

Many argue that in the context of seafarer's training and certification, assessments of seafarers form the basis upon which they are granted a COC (certificate of competency) for roles and levels of responsibilities, thus licensing them to operate and maintain a vessel and its equipment.

But we are all aware that accidents on and involving ships have often resulted in loss of life or limb and damage to marine environment. Analyses of these accidents and incidents have proved conclusively that major percentage of such accidents can be attributed to human error. Operational mistakes and errors by ship's crew

have negatively affected all stakeholders in maritime industry besides of course taking toll on human life and limb and marine environment. This clearly points to the obvious fact that seafarers' competence levels have been far from that required to operate ships safely and efficiently. Assessment methods used prior issuing COC's are hence not reliable. And that further points to inadequacy of STCW standards that are used by administrations and training institutes to certify, train and re-train! In fast changing regulatory regime and engineering developments, standards like STCW are bound to get obsolete by the time they are released leave alone implemented!

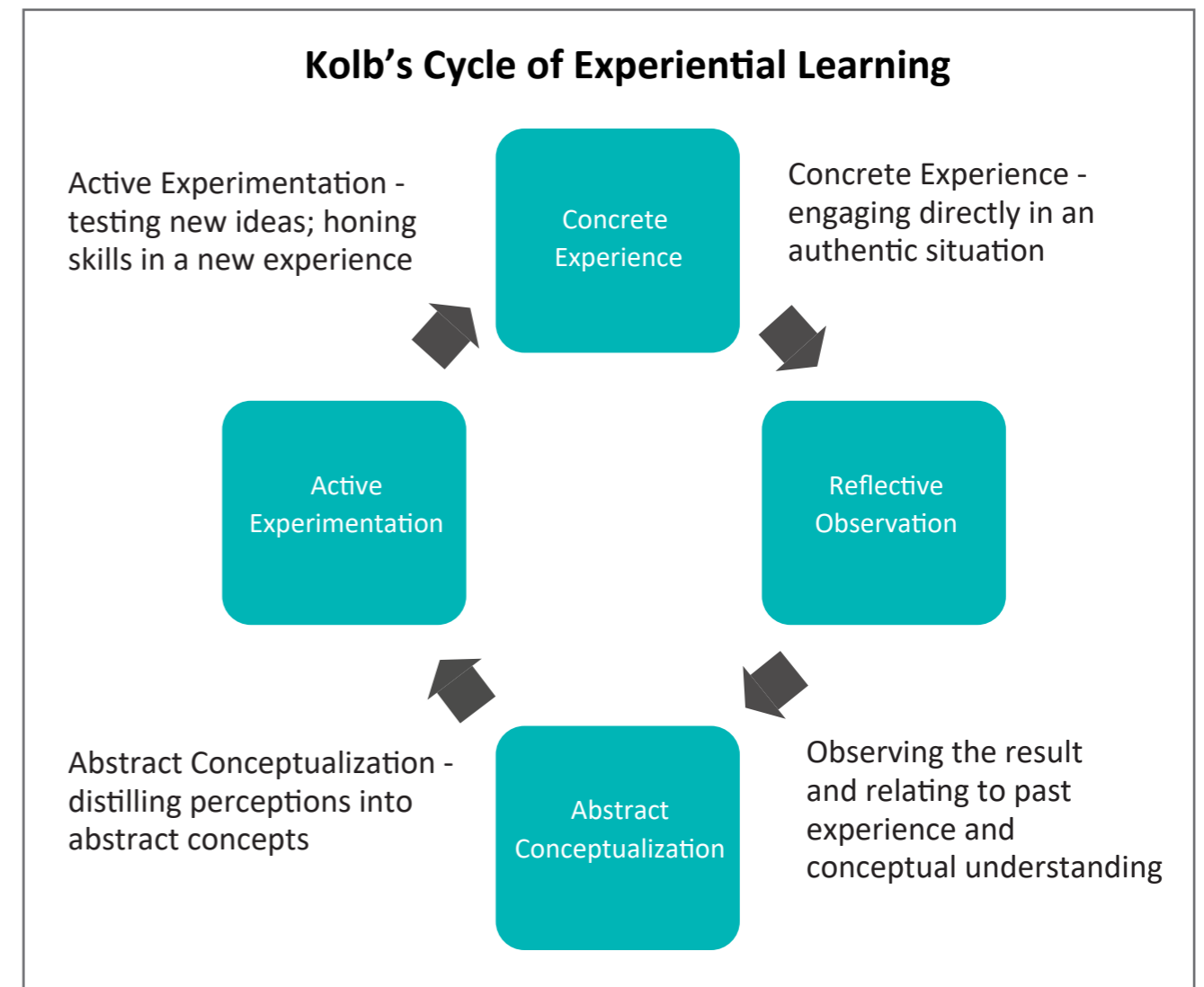
The traditional approach is surely not working and/or would not continue to work in such rapidly

changing scenario of technological advancements and digitisation.

We need to explore methods like experiential learning which helps learners imbibe complex skill sets, behavioural changes and innovative ideas in an engaging and animated environment. Such learning can supplement traditional methods if not replace them. After all “safety” when it is a “behaviour” is more potent than when it is a “skill”

**Contributed by: Debabrata Pattrea**

*Debabrata Pattrea works as part of the Fleet Management Personnel Department at Synergy. He is an ex-Chief Engineer with more than 2 decades of experience in the maritime industry and is passionate about transparent recruitment processes and various social causes.*



## A TRIP TO LEH LADAKH

It had been a year since I did a solo trip from Kargil to Kanyakumari on my bike, so I decided to go on a trip with my wife, son, daughter and son-in-law to Leh Ladakh to show them all the places I had visited. We left from Chennai and reached Manali at midnight. Next morning, we left to go to Leh. We first visited the Magnetic Hill, about 40 kms from Leh and further to Sangam point where Indus and Zaskar rivers meet. The next morning, we drove to Khardung La pass which is 18,380 feet above sea level and is the world's highest motorable road with an elevation of 5,602 meters. We started riding down to Hunder Valley and further to Turtuk village which is the northern most village of India and is near the Pakistan border.

The village was beautiful with a striking landscape and lush farmlands. Next morning, we visited the LOC from the Indian army post and then went to Hunder valley.



Next morning, we went to Pangong Lake which is the highest salt water lake, a 134-km waterbody which starts from eastern Ladakh and stretches up to Tibet. The reflection of the surrounding scenery on the lake was breath-taking. We then started by 0700 hrs to go to Leh and reached at around 1500 hrs. In the evening, we visited the Leh market and tried the local food (Thukpa) and later watched the World Cup. The next morning at 0440 hrs we left Leh

to visit the Kargil memorial, Dal Lake and a few floating shops. We had Kashmiri lunch and then finally left in the evening to take a flight to Chennai. We enjoyed the whole experience and will always cherish the time we spent in these beautiful places.

*Contributed by: A. Nithianandam, Chief Engineer*



## TEAMWORK MAKES THE DREAM WORK

### Annual Team Building Activity – Manila

At Synergy, our spirit, work culture, and values are closest to our hearts. Our teams are multigenerational, culturally diverse, and globally distributed. They require reliable methods of coming together in a significant way to do their best work.

This was precisely the spirit of the much-anticipated 2nd Team Building workshop of SGOI and SPGC for 2019 at Anilao, Batangas. The two-day affair that started on May 3, 2019 was packed with activities to

the brim, that tested the team's skills in creativity, strategy, planning, and collaboration. At the end of each day, the downtime also allowed everyone to bond, break walls and to get to know each other better while taking turns singing Karaoke and dancing, or enjoying each other's company while at the beach splashing around in fun and laughter. In the end, the team headed back feeling empowered, with a shared sense of purpose, emboldened with team spirit!



## SYNERGY WINS THE SECOND EDITION OF DNV-GL MARINERS' BADMINTON CUP AGAIN



Synergy participated in the second edition of the DNV-GL Mariners' Badminton Cup 2019 and won the final round by 2-0 against the hosts DNV GL! The inaugural edition – the Team Challenge Cup was also won by Synergy. Kudos to the teamwork and efforts by our Synergians - Umesh Iyengar (Captain), Rohit Banta, Gokul Gangadharan, Eric Zhao, Saji Kumar KS and Ajith Pillai!



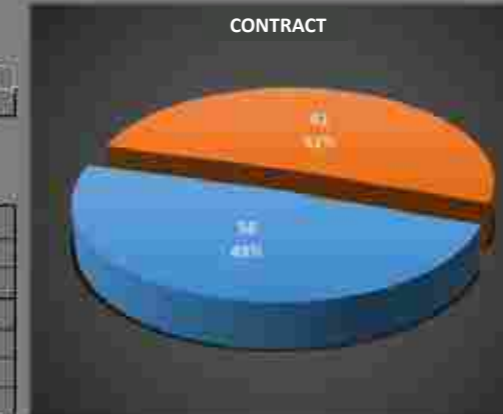
## A FUN WAY TO CALCULATE TIME ON THE SHIP



### M. T. FAIRCHEM CONQUEST

NAME	YESHWANT SINGH BAIS
RANK	CHIEF ENGINEER

SHIP ON DATE	15-01-19
SHIP OFF	12-05-19
TOTAL DAYS	119
CONTRACT	119
BIRYANI DAYS	0
BIRYANI LEFT	0



### SYNERGY MARITIME RECRUITMENT Pvt. Ltd.

Most of us are aware that every Sunday on board is "Biryani Day" especially for Indian seafarers and that the unit of time used jokingly by Indian seafarers to calculate time left for the completion of their contract is often "number of Biryani's" left!

Keeping in mind, this long-standing tradition, we introduced the "Going Home Calculator" which allowed us to track time left for completion of our contract in a fun way.

The old "Going Home" excel sheet tracker was getting a bit boring so we came up with a more interesting way for the tracker, which is in the form of a 3D pie chart.

Nothing really changes as far as the D-Day of journey back home is concerned but the new tracker in our old-fashioned unit of time "the Biryani day" is quite a consolation making us aware that the days left for journey back to our home sweet home is not far away and the countdown is surely in our favour.

*Contributed by: Varun Pratap Singh Tomar*

*Varun Pratap Singh Tomar (03161) is a 4th Engineer currently onboard M.T. Fairchem Conquest. He has been with Synergy for 5 years.*