



AEMTC is not for making profits, it is investment in human resources:

Capt. Chawla

The AEMTC is not a profit making institute. It is more of an investment in human resources. The training institute helps the company get a better quality crew. This, in turn, helps the organization to get more ships for management, said Capt Pradeep Chawla, Director QA & Training, Anglo Eastern Training Institute in an exclusive interview with ML&TL. He added that the abilities of the Indian seafarers should be popularized internationally for the country to become a competitive force in the international arena. Excerpts from the interview

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What is the objective of the seminar?

Accidents are often the result of human error. The theme was thus aptly, 'Taking responsibility for your actions'. Investigations carried out after an accident often reveal that it was due to negligence. Most of the time people have the knowledge and the skill for the job. This could be attributed sometimes to irresponsible behaviour and sometimes to lack of professional pride. One can make rules and regulations but one cannot force a person to follow them. A sense of responsibility has to be imbibed in them. This seminar is an attempt of trying to encourage people to become more proactive and induce them to take some responsibility and take appropriate action when needed.

How relevant is this theme in today's times?

It is relevant at all times. Accidents will occur if safety measures are not observed. Non-adherence to safety measures have caused accidents in the past and will cause them in the future.

There have been many mergers. What is the importance and relevance of the Anglo Eastern and Univan Group's merger?

We haven't had many mergers. There was one in 2001. This is the second one.



In terms of culture, I would say that there are more similarities between Univan and Anglo-Eastern, than differences. Though the two companies were competitors, we were, more or less, working with the same systems. So there was a lot more synergy and that was one of the reasons why the merger was easier.

Can you tell us details of how it happened?

How and why it happened is not my area; but as Mr. Peter Cremers said, it was looked at once before. This was the second time. And it happened.

How are you going to move ahead with the merger?

Services will be combined. The training and manning too will

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be combined. Univan brand will remain as a tanker management company from Hong Kong.

As a joint venture, are you planning to diversify into other fields?

We have already managed all

types of ships except cruise ships. Univan also has similar ships i.e. Bulk Carriers, Containers and Tankers. So we will continue along the same lines.

Coming to the topic that you have selected for the seminar ‘Taking responsibility for your actions’.....

The topic chosen for our annual seminars is always on the basis of what would interest the seafarers. We try to bring in people from different backgrounds so it would cover all aspects on the subject. This time we have representatives from ITF and Intertanko. People with different kinds of skills give their point of view. The result is that safety of the ship is covered from all aspects, from all angles.

This is a huge seminar you seem to have crossed your previous limits in attendance as well as in terms of ships.....

Yes, now we have about 600 ships. So the number of seafarers attending the seminar has also risen. The attendance works out to about 1 per ship, which is a small percentage out of the total number of employees.

I may also enlighten your readers that one out of every four seafarers in India is employed by Anglo Eastern, Today we have about 15000 seafarers on about 400 ships at present from India out of the 27,000 seafarers that we have in total.

You are looking after the quality. With regular changes happening in rules and regulations and technology, how do you keep track of events?.

There is a team keeping track of this. As you mentioned there are regulatory changes. Besides this there are also changes due to an upswing or downswing in the market. But safety is paramount and it does not change, irrespective of the market swings. We have a team of 35 captains who go around the ships, to ensure that proper safety measures are in place.

NECESSITY FOR COMPANIES TO TRAIN SEAFARERS

Basics of sea faring is: providing training. And Anglo Eastern, from beginning, has focused on training. Now you have a large well equipped training institute.

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Companies, normally do not pay much heed to training. Why does Anglo Eastern lay so much emphasis on training?

Anglo Eastern is concerned about providing top class training because we realize that ultimately it is the seafarer who runs the ship. We are not there to guide him when he is aboard a ship, in the middle of the sea. It is his training that will guide him through safely. The more knowledge and skills he has, the easier it will be for him manage the ship efficiently. Ultimately he is running the ship.

Why should the companies train the seafarers? Shouldn't it be left to the government?

If you want to focus on quality then there should be a good connection between the company and the institution. For us it is not a profit making college. For us it is an investment in human resources. And by better quality crew, we get more ships in management.

But today training is a business in itself....

We don't look at training as

business we look at it as an investment in human resources..

Yet your fees are on par with most other private institutes...?

That is because a ship management company, like Anglo Eastern, has to pay a decent salary to the teachers.

One of the reasons for any institute not providing proper training is because they do not offer proper salaries to the faculty. The result with in-appropriate faculty is improper training. These institutes are interested in making profit so they hire teachers who are lesser paid and some may not up to the mark.

This has now become a malaise and that is the reason why more and more companies are starting their own institutes. Great Eastern and Tolani, are a few of them.

So your fees are high because you have to pay adequate salaries to the teachers?

Yes we have to pay them well. We cannot get a captain who was drawing a salary of \$15000 for a salary of only Rs 50,000 or Rs 75,000.

More than 60 per cent of the costs in our college goes towards the teachers' salary.

So you believe that you provide quality education while others do not?

That is for others to judge. The DG Shipping is doing CIP audit on some of them.

Today, companies that believe they can do a better job at training than the private institutes,, are more

prone to start their own training institutes

TIME TO SELL INDIAN SEAFARERS TO THE WORLD
What should the government do to promote seafaring

I think making this career more visible to people around the country, will induce more people to opt for seafaring as a career. The institutes will have a better choice of students

Is there any financial assistance, by way of loans, available to the students?

Yes, banks are giving student loans. But if they are made cheaper, I think more people will tend to take this as a career.

What is the future plan of Anglo Eastern in India?

Our plan is to continue to invest in India. We want to take more seafarers out of India.

You said some institutions are doing well while others are not. What is the way to improve this?

Market conditions will take care of that. Institutes which are not good will find fewer students coming to the institute. This is applicable in all educational fields.

Every country has different advantages, some are known for ships management, some for ship owning. What do you see for India?

I think India has more scope for seafarers and higher category staff in shipping. India has extremely good naval architects as well

If these rules are enforced stringently I don't believe that people will think that the government is being harsh

as seafarers. All it has to do is spread this fact all over the globe. Different associations and other bodies have to go and promote the brand. I am sure if this is done sincerely more and more countries will opt for Indian seafarers. Philippines has 400,000, while we have only 150,000. If the sales promotion is done efficiently this figure can easily rise to 500,000

PROMOTING COASTAL SHIPPING

We have an extensive coastline. How can we take advantage of this to promote shipping?

We can exploit the coastline advantage by encouraging coastal shipping. The government is already doing this and, as more coastal ships come in, there will be more jobs available,

So, you think the Indian maritime industry should concentrate only on seafaring?

I believe that it should concentrate on seafaring. But that does not mean it should get stuck in the

groove. Research is another area it could explore. High-end research like model testing as well as production of navigation equipment and marine equipment should also be looked into,

What are the other issues that you would like the government to look into?

I am not an authority on the subject. So I think it would be impertinent of me to advise government. But I feel that India has the potential and the government should help the industry as well as the citizens of the country to get more jobs at sea. For this the government should formulate policies which allow foreigners to come and invest more money in maritime industry. Ship building and ship repair are branches which can receive a boost with help of foreign investment.

But shipping can cause pollution, like we have seen instances of oil spill etc. So how do we maintain ecological balance?

Pollution is a phenomenon which is not confined only to the maritime industry. This can be tackled effectively by putting the fear of severe punishment in people. As far as shipping industry is concerned there are international regulations. Strict adherence of these regulations is the need of the hour. If these rules are enforced stringently I don't believe that people will think that the government is being harsh. **MLTL**

AEUV Annual 2-day Seminar highlights the responsibilities of the seafarers aboard the vessel

The seminar had a huge attendance. The Grand Ballroom at the Grand Hyatt Hotel, Mumbai was charged with anticipation and excitement, as the seafarers, representatives of Anglo Eastern and Univan Group, ship-owning clients of the Group and stalwarts of the industry thronged the space, much before the commencement to find out what the combined group's philosophy is towards making the seafarers competent and fit for purpose on its diversified fleet of over 600 ships.



Capt. J S Uppal



Peter Cremers

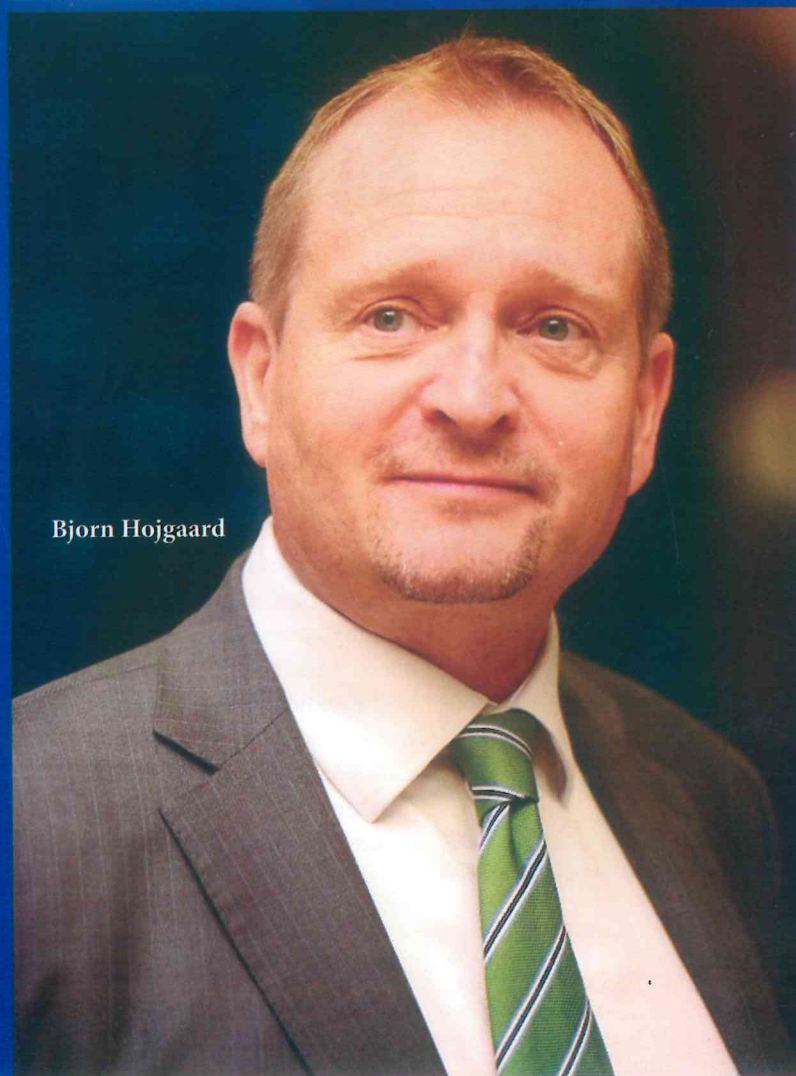
The mammoth Anglo-Eastern Univan annual seminar, of the two giants – Anglo Eastern and Univan – is the theme of the 2-day seminar. It is a responsibility for your vessel to be relevant.

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Mr. Marcel Liedts



Bjorn Hojgaard

The distinguished guests present for the seminar, included, Mr. Peter Cremers (Anglo Eastern Univan Group Executive Chairman, Bjorn Hojgaard, CEO, Anglo Eastern Univan group, Mr. Marcel Liedts (COO, Anglo-Eastern Univan Group) Capt Pradeep Chawla (Managing Director AE Group QHSE & Training), Mr. Vijay Gupta, Managing Director, AE Group, Mr. Harald Klein, Managing Director, AE Group, Mr. John Denholm (President, BIMCO), Dr. Phillip Belcher from INTERTANKO, Jaqueline Smith from ITF, Mr. Richard Hext, Ms. Kannika Thasak, directors of the AEUV group.

The introductory note by Capt. K.N. Deboo, Director, Anglo Eastern Maritime Training Centre, was followed by the welcome address of Mr. Marcel Liedts, the COO of the Anglo-Eastern Univan group who emphasized the need for the seafarer to be ready to take responsibility for his actions while working on the ship. This was followed by the opening address of Capt. Bjorn Hojgaard, the CEO of the Anglo Eastern Univan group, after which Mr. Peter Cremers, Executive Chairman of the Group, delivered his chairman's address.

The first session of the day began with the Chief Guest, Capt. J.S. Uppal, Principal Officer, M.M.D., Ministry of Shipping, Govt. of India, delivering the inaugural address. He gave an insight into all the modernization and technological advancement that was happening within the M.M.D. and the examination system.

Mr. Eivind Holte, Sr. Technical Manager, Saga Shipholding

(Norway), in his clients' presentation, gave an overview of his Company, He also spoke in detail about the present shipping scenario. .

Mr. Mark Cameron, Executive Vice President and COO, Ardmore Shipping Corporation, spoke about how setting realistic expectations for oneself was important.

Capt. Pradeep Chawla, Group Managing Director, Quality Assurance and Training, presented the Quality Assurance and PSC review of Anglo Eastern, which was quite impressive and informative. He also spoke about the necessity for each and every seafarer to take responsibility for whatever he / she does on board.



Capt. Pradeep Chawla

Control inspections in Australia and China should be approached by the ship staff, and what the main areas of concern are in this regard.

Ms. Jacqueline Smith, ITF Maritime Coordinator, London, gave a

motivating and invigorating talk on Seafarers' well-being, from a broader perspective.

Visit to training institute, on 2nd day, appreciated by guests

On the second day, various Ship-owning clients, and the top management of AESM paid a visit to the prestigious Anglo-Eastern Maritime Training Centre in Mumbai (AEMTC, Mumbai)



Capt. Vinay Singh

HUMAN FACTOR IN OPERATION OF SHIPS

The second session was based on the role of Human Factors in Shipping

Mr. Stephen Curry, Manager Ship Operations, AMSA, highlighted the importance of the seafarers' actions on board the ship.

Capt. Greg Copley, Fleet Operations Manager, Marshall Islands Registry, Hong Kong, gave an insight into how the Port State



Capt. Deboo

The visit started off with Capt Pradeep Chawla, Capt Kersi Deboo (Director Training & Principal, AEMTC) & Mr. Francis Akkara (Vice-principal and Sr. GM, AEMTC) welcoming the large group of distinguished guests. After assembling in the auditorium a brief introduction on the various training courses being carried out in AEMTC was given to the audience. The guests were informed about the high standards of training that was provided to the mariners at all levels.

It may be mentioned that AEMTC was the first company in India, and the fifth in the world, to be certified under the DNV Class rules for maritime training centres. It was also the second training institution in the world to carry out a DNV benchmarking audit and pass out with distinction. AEMTC Mumbai alone has trained around 18,000 Seafarers in 2015 in various training courses, which also include courses approved by DG Shipping, Equipment manufacturers and various other International shipping bodies .

The dignitaries were then taken around in groups, accompanied by AEMTC Faculty, for a tour of the entire training centre, including its Workshop. Crisp explanations and demonstrations of the various facilities were provided to the guests.

Among all the advanced equipment, systems and facilities of the AEMTC, what stood out were several newly acquired facilities. Amongst them were the newly installed Wartsila RT Flex Simulator and a Navigation Simulator which affords a 360 degrees view to the Bridge Team. The various additions in the Workshop such as the RTA Starting Air Distributor and the Wartsila RT Flex Engine key components, Sf6High voltage switch gear and also the OPITO approved basic H2S training and the Gas Tester Trainer, completely delighted everyone.

Anglo Eastern Maritime Training Centre expands its facility every year but installing the latest technology to mould the Indian seafarers to become world class, is second to none.



AEMTC conducts high voltage safety course, approved by the Administration. To add more value to the training, AEMTC has added Sf6 switch gear at their workshop. This panel is of a voltage rating of 11,000 Volts and has all safety features incorporated for training purpose. Mr. Anil Arora from Unique shipping inaugurated the unique facility for the marine engineers and electrical officers. Mr. Arora stated that hands-on training was the key for success in the shipping world.

Mr. John Denholm, President,



BIMCO inaugurated the RTA starting system, which was developed in-house by AEMTC trainers. To understand the utility of this system, it may be said that sometimes engineers onboard face problem with main engine not rotating in required direction of rotation. Many a times, fault is located in starting air distributor. This set up facilitates various training objectives for Sulzer RTA engine starting air distributor. With this training rig, the engineers can be trained on construction and function of Sulzer RTA starting air distributor, it's overhauling procedure, what to look for in case its malfunction is suspected and simulation of faults in real life.



Further to this, a complete working system of Boll and Kirch AUTO BACK FLUSH FILTER was inaugurated by Mr. Nils Otto BJORHOVDE from Saga shipping and Mr. Carlos Carloni from Norsul Shipping.

Mr. Francis Akkara, Vice Principal and head of engineering studies said, maintaining health of fuel oil and lube oil filters are vital for smooth functioning of the engine. This set up is capable of imparting practical training of an onboard system. Many engine damages have been caused by mis-

handling this unit onboard and the cost of damage is phenomenal. No ship-owner would like to have this kind of damage, which is mainly caused by human error, he added.

The changing scenario of main engines onboard is a serious concern in imparting latest training. AEMTC has acquired various key components of Wartsila RT Flex equipment for carrying out hands on training. The key components include Injection Control Unit, fuel pump for RT Flex engine, dyna pump and valve control unit which supervise the rail valves. These



equipments are used in carrying out RT Flex training conducted by Wartsila Land and Sea Academy at AEMTC, Mumbai. Mr. Eivind Holte, from Saga Shipholding AS and Mr. David Grieve from Fednav Ltd inaugurated the units. SAGA has ordered many vessels with Flex engine and they were happy to see the proactive approach of Anglo Eastern group in training.

As environmental compliances are becoming more and more stringent, it is necessary to educate the seafarers on the current changes and systems which are being installed onboard vessels. Many Anglo Eastern managed vessels are fitted with “white box” which is an advanced unit of monitoring the operation of oily water separator. Capt Joaquim Da Silva from Norsul shipping inaugurated the unit.

The guests were very happy about the fact that besides technical skills, AEMTC’s training focused a lot on the Human Element and Soft skills as well, as this goes a long way in ensuring safe, efficient and economical running of a ship, keeping the safety of people, environment, property and business uppermost in mind. [MLTL](#)

