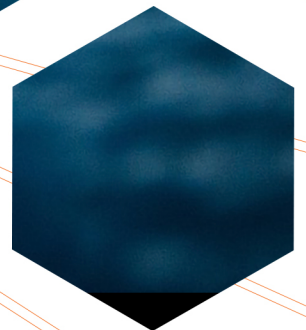


BLUE PACIFIC

The official newsletter of DNR Offshore and Crewing Services, Inc.



APR 2021 ISSUE



Save the date for Offshore Energy Exhibition & Conference 2021

Offshore Energy Exhibition and Conference (OEEC) will take place in Amsterdam RAI on Tuesday 26 and Wednesday 27 October 2021. The 14th edition of OEEC will have a physical exhibition floor and content programme combined with an online event and matchmaking environment. The dates for the event were selected after an inquiry amongst our community.

For more than a decade, OEEC has been a focal point of industry knowledge, bringing together prominent speakers, innovations, commercial and networking opportunities under one roof. OEEC is about connecting the energy industry and this year's event will enable just that.

The energy industry is changing; a long-term process with global impact. The energy transition has both technical and geopolitical implications. These play out on a practical level, for example with how to reduce CO₂ emissions or the efficient deployment of one's fleet. As well as on a strategic level through the desired pace of the transition, or policies on innovation. OEEC addresses all these topics and levels in its conference program, company showcases and on the exhibition floor.

At OEEC, companies involved in hydrogen, natural gas, renewable marine energies, offshore wind and other sources of energy can expect opportunities for exposure, lead generation and knowledge sharing. Visitors experience the state of the industry and network with highly qualified experts and professionals. By bringing industry professionals together, Human Capital will also play a substantial part at OEEC. Navingo Career Event will take place simultaneously on the 26th and 27th of October 2021 on the exhibition floor at Amsterdam RAI.

Already, leading companies such as Neptune Energy, Damen Shipyards, Boskalis, TrustLube, Holland Shipyards, Swets Nautical Services among others, have committed to participate in OEEC 2021. The combined strength of the event's content programme and professional matchmaking brings participants 2 packed event days with relevant visitors and a positive atmosphere. Indeed, the event is the place for companies to show that they play a leading role as a manufacturer or services and solutions provider.



IMPENDING TROUBLE SHADOWS THE COUNTRY'S COMPLIANCE WITH THE 1978 STCW.

Amidst the still ongoing world pandemic, another problem is brewing on the horizon for the more than thousands of Filipino seafarers being deployed in European-owned and managed sea vessels.

Denmark Ambassador Grete Sillasen, in a Manila Times online forum, said her government would have to comply with the decision of the European Maritime Safety Agency (EMSA) on the recommendation to withdraw the recognition of Philippine-issued STCW certificates.

Denmark employs around 10,000 Filipino seafarers for their owned and managed vessels alone.

The good Ambassador added that "Danish ships always have very high standards, and having high standards is important for maritime safety."

"We know much traffic in international borders; we know how big these ships are. If there are accidents it could cost lives and ecological disasters, so it is very important to have very high training standards,".

Sillasen, however, allayed the apprehensions of the local manning community. She clarified that the Danish government, through the Danish Maritime Authority, has yet to receive the report based on EMSA's latest inspection of the Philippines in February-March last year.

While it is a fact that most luxury cruise operators preferred Filipino seafarers as may be evidenced during the early onslaught of the pandemic last year wherein the horizon of the famous Manila Bay was crowded by numerous luxury liners placing the entire crews on mandatory quarantine prior to disembarkation, it is our fervent wish that our authorities like MARINA, POEA and DFA act in unison and proactively to avert such devastating circumstances.

It was reported that the country's Maritime Industry Authority (MARINA) is exerting all efforts to correct the shortcomings identified by the European Maritime Safety Agency (EMSA) during its February-March 2020 inspection. It likewise simultaneously staged a series of workshops among stakeholders in a bid to muster the expertise from maritime schools, training providers, and manning companies.

MARINA -, however, is confident that it can rectify these shortcomings and convince EMSA to at least stall its negative rulings.

REFERENCE : The MANILA TIMES

Southeast Asia's First Ocean Tidal Power Plant To Be Built In Philippines

In January 26, 2017, a news item came out about a project to construct the very first Tidal Power Plant in Asia.

The news item mentioned that Southeast Asia's first tidal power plant will commence construction in the Philippines mid-2017, as it takes it steps toward green energy.

One of the sources of energy is the ocean energy. The term used to describe all forms of renewable energy derived from the sea, including waves, tidal and ocean current.

Wave Technologies

Waves are generated by the influence of the wind on the ocean surface, which causes ripples, then chop, then fully developed seas, and finally swells. In deep water, the energy in waves can travel for thousands of miles before being dissipated on land.

Tidal technologies

Tidal energy occurs as a result of a mass of water moving with speed and direction, caused by the gravitational forces of the sun and moon and centrifugal and inertial forces on the earth.

This technology that convert waves, tidal or current resources to electricity is here today.

It is a known fact that tidal waves like tsunami, storm surges, etc., took thousands of lives worldwide.

There are numerous cases of tidal waves, which took thousands of lives worldwide . These waves were usually

MICHELLE G. VALENCIANO Human Resource Manager



HR ON BOARD

Most cruise ships particularly the huge ones maintains HR on board. Most of those, however maintains a relatively small department consisting of 2 to 7 personnel. Some maintains only one manager and an assistant and usually deals with crew social activities. Those who maintains a small number of staff on board more often than not have their HR Center on the shoreside office that handles all the crew paper work, e.g. passports, flight tickets, work contracts, and sometimes salary and room assignments.

For instance, the Royal Caribbean International which owns the Oasis of the Seas maintains at least 8 people on the HR Team on board and HR Center on the shoreside office, while the Princess Cruises only employs an HR manager plus a Crew Welfare Coordinator while the Crew Office is handled by the Purser cum Guest Relations Department.

Each of the cruise lines have different set of duties for HR Officer to tackle on a daily basis, from conducting HR/workplace safety training classes, new hire orientation, handling internal job applications, transfer request, etc.. However, there are two consistent responsibilities that different brands maintains with their HR Officer; these are the management of both the disciplinary and performance review process on board. Things to ponder in both of these systems:

- Performance reviews: For the vast majority of reviews (bear in mind that you've got anywhere from 700-2000 crew members on board) you are just ensuring that the reviews get done by a competent supervisor before the crew members signs off. Occasionally you will have to conduct training for supervisors on how to do performance reviews, and even more occasionally you will have people actually asking you for help on how to write one. Cruise lines utilize a top-down number-rating system.
- Disciplinary process: You will own the maintenance of the process, handed down in the manual from the shoreside HQ. This can be from approving/documenting all written warnings to handling the Master's Hearing process on behalf of the Captain (the maritime equivalent of a top-level disciplinary hearing). Importantly, you must remember that you are not bound by national laws on cruise ships for disciplinary procedures, but by the International Maritime Law. Basically, the Captain has the final on every disciplinary verdict, from warning to termination, Serious crimes are referred to the nearest shoreside police.

DEVELOP RELATIONSHIPS WITH BOTH THE CREW AND SENIOR MANAGEMENT is the most important thing to remember when working in HR of cruise ships.

- SENIOR MANAGEMENT: Depending on the company/Brand, you report either to the Hotel Director or directly to the Captain. You will likewise have constant interaction with the other onboard department heads/managers, including the Chief Engineer, Staff Captain, Customer Service Director/Guest Services Manager, F & B Director, etc.. If you do not have cordial relationships with these people, chances are you will not succeed in your role. More importantly, the Captain – when reporting on board, you need to make sure that the Captain is aware that you are there to help him run the ship smoothly, and that you are in full knowledge of your business. If you fail to earn the respect of the Captain or Senior Management, then your job is reduced to that of an overpaid administrative assistant. On the other hand, if you can show your mettle on your job to help and not intrude, then you can make recognizable and worthwhile contributions to the welfare of the crew on board.
- CREW: Most HR Managers consider themselves as high and mighty senior managers, understandably because they are provided with their own cabin and a high "stripe-level" (ranking system on cruise ships). However, it is best to remember that HR Managers is more often than not to be the last resort for crew members to approach with their problems. These can be work-related or even personal issues. If the crew finds that you are not approachable, you will surely fail to tune in to the pulse of the ship. Successful HR Managers on board are those who regularly conducts inter-action with the crew and treats them as equal. Chances are that since most of the crew are sourced from developing countries, HR Managers tend to look down on them which is a fatal error. HR Managers usually act as Head of the Crew Welfare Committee, which has its own budget, so use it to provide parties/entertainment/leisure activities for the crew while joining them.
- Generally, most HR Managers works on a four (4) month contract, with two (2) months vacation. If you are starting out on the cruise ships, it is highly recommended that you work with the company/brand where HR has a smaller scope of responsibilities. Best choices are Princess Cruises and Carnival Corporation. Or you can apply for a lower position.

caused by storm, earthquake, or tsunami. A Local company in Asia came up with an idea of utilizing those tidal waves to produce energy. This was such a good idea that can add more sources of energy, aside from the existing power plants in the Asia.

SABELLA SaS, a French development company in collaboration with H & WB Asia Pacific Pte. Ltd., a local energy firm who initiated this project to build the first power plants utilizing tidal energy in the Philippines and South East Asia.

There are four (4) proposed areas in the Philippines where these plants will be erected, namely:

- San Bernardino Strait (between the islands of Bicol & Samar)
- Capul Island, Northern Samar
- Matnog, Sorsogon
- Dalupiri Island

These areas are known for its treacherous and strong currents, which are perfect for such power plants.

Local residents of these areas, particularly Capul Island were more than willing to cooperate and support these projects in order to improve the power generation that are being provided for the community because more often than not, they are prone to power failures.

This tidal power plant may become the best alternative to fossil fuels because it is environmental-friendly.

By: Engr. JUNE ENALPE





ANOTHER PANDEMIC CASUALTY?

INDIA is the latest casualty being one of the top supplier of crew members for cruise lines worldwide.

Royal Caribbean, one of the leading brand in luxury cruise operations will be temporarily stop all placements of crew members originating from India. This is in line with the majority of governments worldwide banning travel from and to the Indian subcontinent.

With its significant increase in casualties brought about by yet another “new” strain of COVID19, cruise lines like the Royal Caribbean will really have something to worry about. With its significant increase in casualties brought about by yet another “new” strain of COVID19, cruise lines like the Royal Caribbean will really have something to worry about.

Temporary, as it may appear to be, this cancellation implemented by the Royal Caribbean will exact a considerable amount of impact on the welfare of many crew members from India who has been in a long wait for over a year for their assignments. Royal Caribbean based its decision on the various travel restrictions being imposed recently by most nations.

“It’s always unfortunate when we must cancel assignments but we believe this is a prudent decision at this time. We know how much our crew look forward to returning to work after waiting for so long. We also understand how tough it can be to have to make last minute travel changes. It’s not the way that we want to operate, but it is the reality of the quick changes we need to make based on different reasons that are often unplanned and beyond our direct control.” – Royal Caribbean.

Furthermore, crew members who are underway to join ships and those already in the port cities will not be allowed to join the ships. It would seem that Royal Caribbean is acting especially carefully as it will not want to jeopardize a return to cruises for any of their ships. Any cases of Indian mutations of COVID-19 which have ravaged India will be bad news for any vessel.

“Those crew members who are currently at hotels pending joining a ship or are currently en-route (already flying) will be notified and accommodation will be provided under quarantine guidelines till further notice. They will be kept informed by the HR ops team as needed.”

According to Crew Center, more than 300 Indian crew members were assigned to join Anthem of the Seas; these assignments were all canceled. Indian crew already in St. Maarten to join Adventure of the Seas have been told they will not be allowed to board the vessel.

Will This Affect A Cruise Restart?

The current situation in India and the developing and worsening situation in the Philippines will have cruise lines worried about the restart. The majority of crew members onboard the cruise ships are from India and the Philippines, another country that sees increasing cases and full hospitals, and travel restrictions will play havoc on the cruise lines’ crewing schedules.

Will it affect the restart of cruising in the upcoming months? Likely not. Most cruise ships have already started crewing several ships, and the lines will likely increase their hiring in other countries.

Travel from the Philippines remains open for now; however, the cruise lines will hope to see a significant decrease of cases in India and the Philippines in the upcoming weeks. Otherwise, it might just turn out to be a problem after all.

Reference : CRUISE HIVE



NIGHT DUTIES, LOCKDOWNS & CURFEW

Mssrs. PAUL CHRISTIAN ORIJOLA & RONALD YBAÑEZ will have to contend on being assigned on a night duty amidst curfews and its better half, checkpoints. Government authorities are requiring Manning agencies like DNR Offshore to provide meeting service with arriving OFW’s just to endorse them to assigned quarantine facilities being provided by the government. In normal times, agencies only requires returning seafarer’s to report within 72 hours to the office for the purpose of documentation. Departing crew members will be released after the required de-briefing usually done the day prior to their scheduled departures to allow immediate family members to send him off.

Orijola and Ibañez said that the night assignment is not so complicated and usually takes about an hour after their arrival except that they have to be provided with transportation since using public transport might cause a delay while commuting to and from their respective residences due to numerous checkpoints because of the implementation of lockdown curfews. This process, however, added up to our operational expenses, not to mention the cost of overtime and night differentials.

Majority of the industries are now feeling the brunt brought about by the longest lockdown due to pandemic in the history. I think our economic managers should double their efforts to save the remaining players, otherwise when this tragic event is over, we will be like the former Soviet Union whose economy was totally controlled and plundered by a few oligarchs that lead to its downfall. At least they are lucky enough to have a Putin for a leader, but here, I don’t see anyone (at least during this times) to replicate that.

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