



COMPLACENCY
ADIPEC 2021 PREPARATION
MARCAP IS THE MARITIME AWARDS FINALIST
TIME & STRESS MANAGEMENT
CREW DASHBOARD



DIRECTOR - OPERATIONS



TALKING ABOUT COMPLACENCY

Dear Colleagues and Peers,

I am writing you about this important subject which is affecting our industry across the boards. During the month of October, this subject will be highlighted on other occasions through inhouse training and presentations.

COMPLACENCY is lack of interest or awareness of the possibility of danger, and it tends to happen in familiar situations.

Normally, when we undertake a task for the first time, we are heavily focused on what we are doing, and we have heightened awareness of the potential hazards. However, when that task is frequently done without incident, we become confident that nothing will go wrong, and our guards are lowered. We tend to go into autopilot mode. And then complacency sneaks in and safety procedures are ignored.

Complacency can also be defined as self-satisfaction and overconfidence. Safety barriers that should be in place often lapse because of complacency. We tell ourselves “It won’t happen to me”.

Time after time, complacency has been identified as a root cause of accidents. Investigations into serious accidents have demonstrated that the personnel were usually highly trained, competent, and experienced, but failed to follow the established procedures.

Complacency is safety's worst enemy. It is a silent and devious danger that lurks near our every move. Mundanity and routine are its perfect breeding ground. Some call it the plague of the 21st century.

Complacency exists on board all vessel types and with all crew. It is endemic and contagious and will not go away of its own accord. Its symptoms are injuries, and accidents and it needs treatment. Therefore, we must encourage an approach where each task is approached with the same caution as if it were the first times it was being undertaken.

Safety culture will help eradicate any tendency towards behavioral complacency. Countering complacency must be aggressive and handled with the right mindset. It starts at the frontline and involves the whole team. Officers and supervisors must be plugged in and set achievable targets that lead to success. Communications, training, and coaching should push employees to be more focused and avoid autopilot situations.

Safety is not something we add to the job. It is the basis of everything we do in the job, and it must be embraced as a personal value.



Sincerely Yours, Abdallah Chehab



ADIPEC 2021. PREPARATION TO THE SUCCESSFUL EXHIBITION

The previous year event was physically skipped and the ADIPEC 2020 was held online only. We are thrilled to come back to the ADNEC exhibition area and be a part of a huge movement named ADIPEC 2021.

This upcoming event will be unique in the sense of precautionary measures and even the way we all will look wearing masks and keeping social distancing. Nevertheless, we hope for a high attendance and expecting guests from all over the world despite difficulties we all face nowadays.

The energy is accumulating with the latest preparations taking place. This year our stand will be mostly digital with displayed presentations and screen touches; it will be bigger and more spacious. We are participating in ADIPEC for many years, but this time it is promising to be unique and different.



Again, there are a lot of requirements for representatives that should be considered. But the main target is to be together below one roof for 4 fruitful days. Under the umbrella of our Partner EMDAD, MARCAP STANDS No. 2430 & 3130 WILL BE IN HALL 2 & 3. We are waiting for you to be our respectful guest during the exhibition time from 15 to 18 November 2021. We look forward to your visit.

WHAT IS ADIPEC?

The exhibition provides opportunities for buyers and sellers to meet, learn, network, do business and discover new products, solutions and technologies from over 2,000 exhibiting companies, which includes over 51 NOCs, IOCs and IECs as well as 26 international country pavilions, providing a world-class environment for trade across the industry's full value chain.



Hosted by the Abu Dhabi National Oil Company (ADNOC), the Abu Dhabi International Petroleum Exhibition & Conference (ADIPEC) is the world's most influential meeting place where oil, gas and energy companies and professionals will convene in-person, safely and securely, to engage and identify the opportunities that will unlock new value in an evolving energy landscape.

**15 -18
NOVEMBER
2021
Abu Dhabi, UAE**



*the information about the exhibition is taken from the official source - www.adipec.com

TIME AND STRESS MANAGEMENT

Employees training and development is one of the main focus in MarCap. We are always committed to finding topics that will be useful for our employees. The company values professional development, thus, it always finds ways to equip its employees with useful practical knowledge.



This year is passing under the slogan: “reduce your stress” as we have a deep understanding that Coronavirus impacted all of us, especially psychologically and in our lifestyle. We subconsciously worry more about the future in this restless time and a lot of things are not under our control.

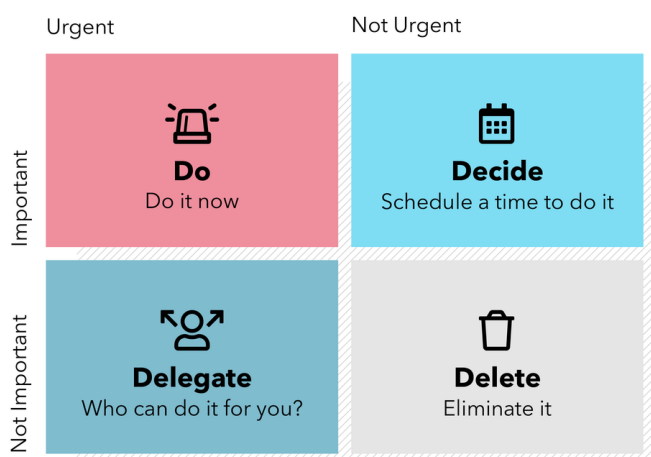
“Time and stress management training” provides practical and useful tips in doing more with less effort through proper utilization of one’s time while managing one’s well-being. When you know where it is coming from you can protect yourself before it affects your mental health. It is easier to prevent than to deal with the effects.

We should be able to identify the main reasons for bad stress at the working place. Purposely, we mentioned below the stress factors more or less under your control. Here they are, so you can double-check if you have any threats at yours and if you can do anything about that:

1. Poor planning resulting in overloading
2. Multitasking
3. Doing someone else's job
4. Conflicts with colleagues



The Eisenhower decision matrix



The first precaution to avoid stress is to plan your time well. You may find the Eisenhower Matrix useful in this case. It helps to divide your tasks or the exercise when you are writing down what has been done during the latest 30 minutes. This way you will promote awareness, see the gaps and assess your abilities.

Multitasking is dangerous when you are trying to accomplish several things at the same time. It is difficult for you as a person to perform different types of jobs at the same time. When you are doing something – concentrate on it as much as possible. Finish one task at a time and then move to another task. You will see how easier completing the task will be.

Sometimes we are in a situation when someone is asking you to do their job and you cannot say ‘no’. It is definitely good to help and support your colleagues provided they are not abusing your hospitality. This issue will definitely cause stress if it is reciprocated. If you are often facing this problem and feeling discomfort, try to speak out and solve the issue. Do not take the responsibilities that make you feel irritated and not within your competence level.

Conflicts with colleagues strongly affect our mood and performance. Maintaining positive friendly atmosphere, mutual support and understanding will reduce stress and increase inner positive energy. As we are human beings, it is hard to avoid conflicts totally. The best way to clear the situation is to speak honestly and directly tet-a-tet in a polite diplomatic manner with your colleague.

Medical researchers estimate that up to 90% of illness and disease is stress-related. So every time you are getting nervous just ask yourself: “Is it really worth it?”. Live your life with the minimum stress level. It is in your hands.

MARCAP IS THE "MARITIME AWARDS" FINALIST

MarCap is a Finalist in the category of "Ship Manager of the Year" Award at The Maritime Standard Awards 2021. Frankly, the process was not easy to complete. It contained a lot of specific questions, fact-checking, and supporting documents; required the contribution of different departments within MarCap.

We were hoping to be a finalist. It was a nice surprise to receive an official e-mail with congratulations and an invitation to the award ceremony. The Winners will be announced on Monday, 22nd November 2021 at the glittering high-quality Awards Ceremony at the Dubai World Trade Centre.

We are proud to be selected together with ADNOC L&S, Bahri Ship Management, CS Offshore, Hapag Lloyd, and Oman Shipping Company. MarCap congratulates and wishes good luck to all the finalists!



The Editor of The Maritime Standard, Clive Woodbridge, says, "We were overwhelmed this year by the volume of entries, with some categories attracting a record number of nominees. The quality was also exceptionally high, making it difficult for the judges to finalize a shortlist for each category. After some tough discussions, decisions have been reached and those who are finalists for each category of the Awards can be justifiably proud of their achievement."

QHSE

HSE AWARDS

In line with the company's directive to inculcate HSE culture as a way of living, the crew onboard MarCap vessels are strongly encouraged to participate in reporting a potential Safety Observation and HSEQ improvement Suggestions on monthly basis. For the third quarter of the Year 2021 from July to September, we are elated to announce that the award winners and contributors are primarily from ratings.

JULY 2021:

- Best HSE Observation - AHMAD MUHIDIN, Bosun / MarCap 1
- Best HSE Observation - FERNANDO ANURA, Oiler/ MarCap 2
- Safe Worker of the Month - JORYLL MUCAS, Oiler / MarCap Supporter



AUGUST 2021:

- Best HSE Observation - JOW GALATIA BACAS, Cook/ MarCap 202
- Best HSE Observation - JORYLL MUCAS, Oiler / MarCap Supporter
- Safe Worker of the Month - FAUZI AHYAK, Bosun / MarCap 2

SEPTEMBER 2021:

- Best HSE Observation - TAREK M. KHALIL, 3rd Engineer / MarCap 1
- Best HSE Observation - NARESHKUMAR L. TANDEL, AB / MarCap 2
- Safe Worker of the Month - JOHN REY DORONELA BALAYO, Oiler / MarCap 202

This serves as an encouragement that HSE is actively incorporated into the daily activities of everyone on board, where everyone makes a difference, regardless of rank or seniority. Hence, we are pleased to announce the following outstanding MarCap crew for their HSE contribution:

HSEQ COMPLACENCY CAMPAIGN

According to the Action plan issued after ADNOC L&S HSE Leadership Workshop in July 2021, MarCap launched a complacency campaign involving all the vessels, crew and office staff.

A powerful self-explanatory presentation was created to warn and reveal the effects of complacency and negligence. It was shared with the vessels with cover words from the HSE team.

As this topic is vitally important and was the opening for this Newsletter issue, we would like to highlight this topic more by sharing presentation slides and some extracts.

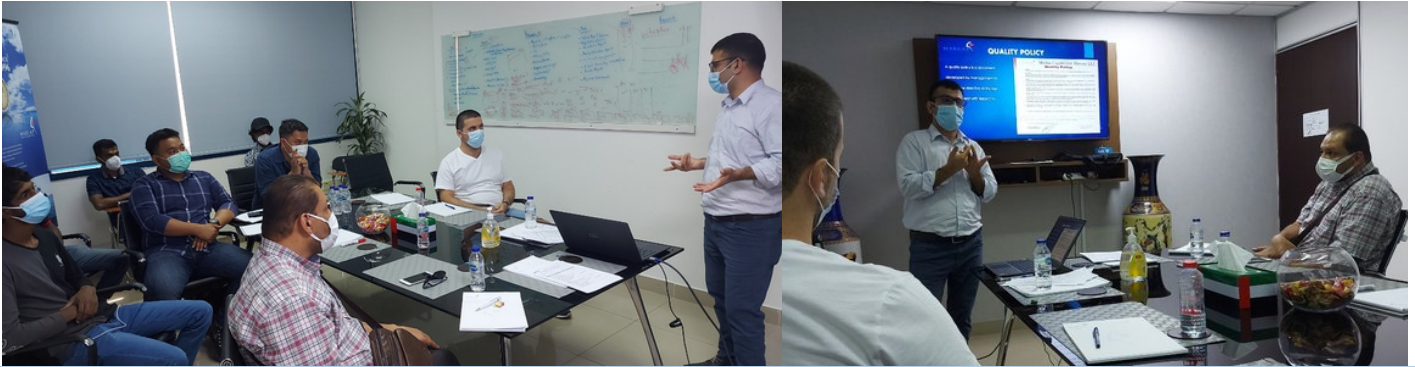
WHAT IS COMPLACENCY?

- When individuals perform the same task repetitively and without incident, they begin to ignore or diminish the hazards of the task.
- No matter how vigilant we are, as time goes by with no problems occurring, we become complacent and let our guard down.



REMEMBER, THE TIME THAT YOU ARE AT GREATEST RISK IS WHEN YOU LEAST EXPECT SOMETHING BAD IS ABOUT TO HAPPEN.

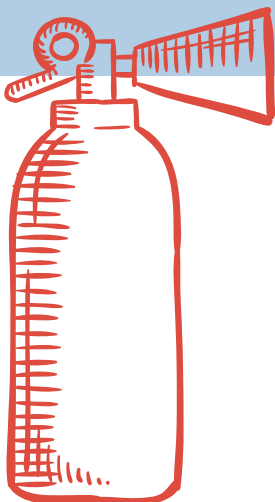




HSE in-house crew Inductions, Safety Visits, HSE walks help to achieve MarCap target of 100% HSE.



TASNEEF Fire Safety Inspection has been passed successfully. Moreover, MarCap received a small token of appreciation. The inspectors distinguished MarCap maintenance and practices being implemented, presentation on fire safety measures, and guidance to visitors.





Life on board is much more different than life on land. We are trying to close the gap. It is not so easy during social distancing times, however, we try our best.



CREW LIFE DASHBOARD

Here we are, sharing some crew life snapshots during our monthly crew welfare practice: "Treat not with words, but with a good meal".



PROMOTIONS & NEW JOINERS

We congratulate on the promotion:

Eng. ALLA ELDIN
MAHMOUD SALEM ,
Technical Manager



Capt. KHALED ABDULLAH,
Fleet Manager



Mr. SALAM SHEIKH
SAEED, Manager -
Purchasing & Inventory



We would like to extend
our warm welcome to Mr.
MUHAMMAD NOUMAN
SADIQUE who has joined
MarCap in the capacity of
Officer - HSEQ.

Mr. SUBAIR KARIPPAYIL,
Officer - Logistics



Mr. WAQAS UDDEEN,
Manager - HR

ZODIAK WISHES



CANCER (June 21st - July, 22nd):

- Mr. SAMER QIBLAWI,
President & CEO
- Ms. CYRHYLL JOICE OSORIO,
Executive - Commercial &
Business Development



VIRGO (August 23rd - September, 22nd):

- Mr. SAMEH QIBLAWI, Director -
Administration
- Mr. WAQAS UDDEEN, Manager - HR
- Mr. HAJA MOHAIDEEN, Office Assistance



ZODIAK WISHES



LEO (July 23rd - August, 22nd):

- Eng. ALLA ELDIN MAHMOUD SALEM, Technical Manager / Port Engineer
- Mr. RABIE ABDELHALIM, Agency & Government Relations Representative
- Ms. KEEMPER SALENGA, Officer - Accounts
- Ms. VISHAKA GEETHIKA, Housekeeping Assistant





WE ARE HOME ON WATER



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