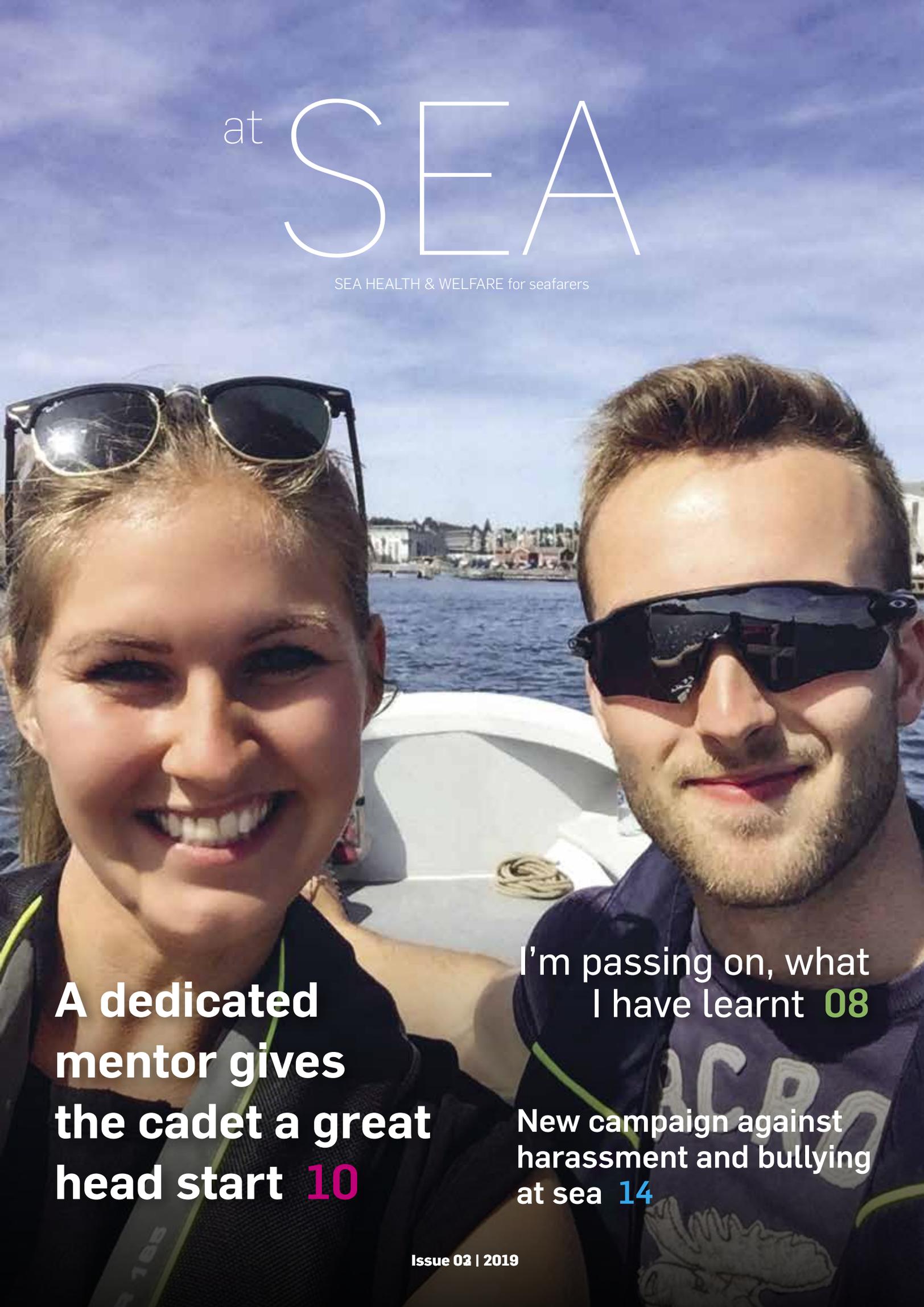


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THERE IS STRENGTH IN ASKING QUESTIONS AND ASKING FOR HELP



Captain and mentor in Maersk, Tommy Tjagvad Kristiansen

43-year-old Tommy Tjagvad Kristiansen, the captain of the container ship MAREN MAERSK, attaches particular importance to mutual respect in the mentor-cadet relationship. To Tommy, his job as a mentor is largely about infusing cadets with both self-confidence and courage – not the least is it about learning that asking for help at sea is a demonstration of strength.

By journalists Kirstine Thye Skovhøj and Louise Graa Christensen

When Tommy Tjagvad Kristiansen was a cadet nearly two decades ago, the possibility of having a mentor was not an option, while the term itself did not even exist. Yet, he was lucky to meet a captain who was good at moulding and challenging him at one and the same time.

"We hit it off great and conversed like good friends. He was good at involving and assisting me, which encouraged me to make further efforts. Every time I made a mistake, I knew that he would help me find a solution rather than just haul me over the coals", Tommy Tjagvad Kristiansen says about the period of his training as a cadet, when he had a dedicated teacher.

43-year-old Tommy Tjagvad Kristiansen, who is now the captain of MAREN MAERSK, has for several years voluntarily functioned as a mentor for cadets and trainees from all over the world. Being a mentor, he makes a virtue of meeting new seafarers exactly where they are in their training.

"It matters a lot what level they are at, and how much responsibility they are ready to take on. At the same time, you also have to have the guts to kick them into deep water and watch if they can swim – in case it's too soon, you should be ready to pull them back up again," he says.

Tommy Tjagvad Kristiansen always puts an effort into not discriminating between cadets and the rest of the crew, thereby treating both of them with equal respect. It requires effort to find a way to the individual cadet's challenges and needs, but it's all worth the effort:

"To be on good terms with each other requires mutual respect. Getting to know each other may take some time, but that would actually enable me to put the efforts exactly where it is necessary."

As a mentor, you should be prepared to - and interested in - in acquiring a long-term relationship with the young. Tommy Tjagvad Kristiansen has by now been a mentor of 8-10 cadets, and he is always ready to answer their phone calls and texts, even though they are no longer working on the same ship.

"I tell them that they're always welcome to call me so that we can look at the situation together. For example, I'm still keeping in touch with Anja (see next article), whom I mentored, when I was the captain of GUDRUN MAERSK, and who's now the 1st officer at Celebrity Cruises. She occasionally writes to me or calls me when she needs my opinion on something."

SPREADING LIKE RIPPLES IN THE WATER

To Tommy Tjagvad Kristiansen, being a mentor is also an investment into a good work life – for both the cadet, himself and the cadet's future colleagues:

"Being a mentor is about shaping a future colleague. We'll probably sail together again, or a colleague of mine will. I help them develop a solid knowledge and skill base, which they then can draw on in their future career as seafarers."

Tommy Tjagvad Kristiansen has been sailing as a captain for the last five years, and during that time, he has witnessed how big the effect of getting a proper start has on the well-being and development of cadets as they transit from school to an embarkation at sea:

"Through continual support and training, we automatically increase their quality of life on board. That simply makes them happier. For instance, if a cadet and I are docking and something goes wrong,



I usually say to the cadet to breathe in and out, get an overview of the situation and carry on. In the meanwhile, I'll hold the ship," Tommy Tjagvad Kristiansen says and continues: "Of particular importance in such situations and in general is to explain what is going on. Allow the cadets to be

your eyes and your ears and make it clear for them that it is crucial to inform the mentor of what is happening because that will enable him or her to provide them with the necessary assistance and the best tools for solving a specific problem."

According to Tommy Tjagvad Kristiansen, to pass on this feeling of calm and security is the essence and the main task of mentorship. He believes that many cadets require a clearer message today that asking for help is actually alright.



Captain Tommy Tjagvad Kristiansen in front of the containership GUDRUN MAERSK on which he mentored deck cadet, Anja Boytang.

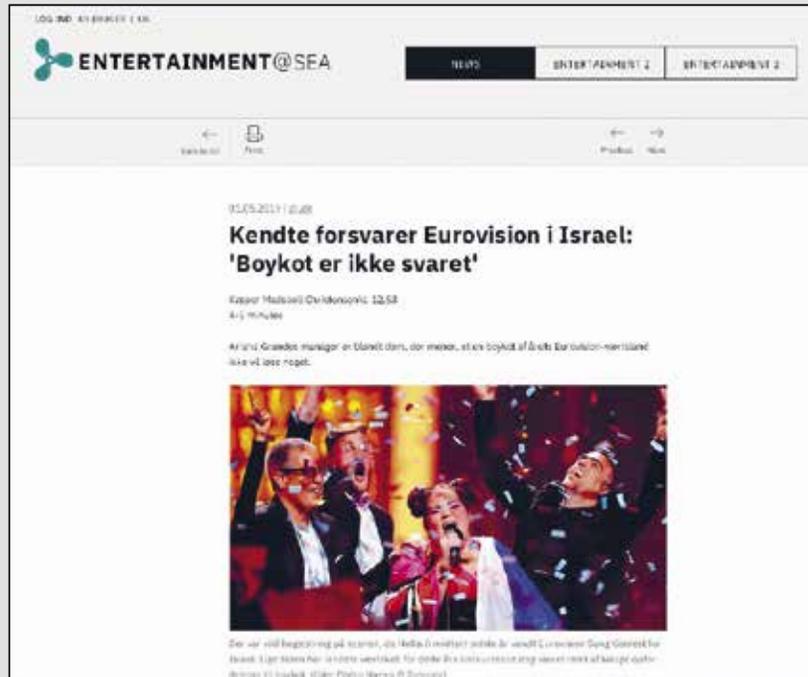
TOMMY'S ADVICE ON HOW TO ENSURE THAT CADETS GET A GOOD AND INSTRUCTIVE START-UP AT SEA

- Involve cadets, explain the usual way of doing things and answer their questions.
- Invest the time to get to know them better and establish their educational level in order to support and challenge them in the best possible way.
- Be ready to answer their calls and texts and be their advisor – even when you are no longer working on the same ship.
- The time you put into your role as a mentor is a great investment in your future work life.

FACTS:

Tommy Tjagvad Kristiansen started his education at Kogtved School of Maritime Education and Training in 1995, continued at Svendborg Navigationskole (now SIMAC) and has been sailing for Mærsk throughout his career at sea.

He became a captain five years ago and is currently the captain of the container ship MAREN MAERSK. He has been working as a mentor for 15-20 years and has provided guidance to 8-10 cadets. He was Anja Boytang's mentor on the container ship GUDRUN MAERSK.



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In November, you will receive news directly in the IT-platform for seafarers, @SEA. You can subscribe to news from most parts of the world and in various languages.

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To gain access to news, ships must have installed the platform @SEA.

For questions contact support@shw.dk or go to FAQ

<https://seahealth.zendesk.com/hc/en-us>.

“I’M PASSING ON WHAT I’VE LEARNT”

Leaving your comfort zone at Svendborg International Maritime Academy (SIMAC) for going to sea can be quite a change. To 27-year-old Anja Boytang, who is now employed as 1st officer at Celebrity Cruises, her training with a dedicated mentor has been crucial. That is why she decided to become a mentor for cadets herself.

By journalists Kirstine Thye Skovhøj and Louise Graa Christensen



Anja Boytang in her new position as 1st officer at Celebrity Cruises.

Anja Boytang still clearly remembers her five voyages as a cadet. She remembers the feeling of being uncertain and left to herself on board a large vessel, which was worlds apart from the familiar school life.

“Our teachers used to say to us that on board a ship, we should always begin testing the waters first. That’s good advice since it’s a small community with its own unwritten rules, which you have to acquire in order to merge in”. Anja Boytang goes on explaining that a cadet’s life is often about managing yourself among different cultures and nationalities.

During her time as a cadet, Anja Boytang occasionally felt like being in the way, just like she also witnessed that the person who had the responsibility of her training did not actually take the time to do so. For several reasons. Either because the officer did not want to, or simply because he or she could not handle the job.

Everything changed when Anja Boytang met Tommy Tjagvad Kristiansen, the captain of GUDRUN MÆRSK on her last voyage as a cadet (see previous article). That was where she found out that a mentor can play a crucial part in your future carrier at sea.

“It was my last cadet training course and unlike my previous voyages, this time I opted out of being accompanied by another cadet from the school. I wanted to stand on my own two feet, and Tommy let that happen. He demonstrated confidence in my abilities and allowed me to take on more responsibility,” Anja Boytang says.

BECAME PART OF THE COMMUNITY

For example, Anja Boytang's new mentor gave her the assignment of independently conducting regular safety inspections of the ship's fire equipment. A task that usually rests with the 3rd officer. "I would carry out the monthly safety inspection of fire equipment and report problems or possible deficiencies to him. Tommy eventually also allowed me to fix it, which was irrefutable proof of his confidence in me. Being assigned such a task and empowered by the captain to take on responsibility meant a lot to me," Anja Boytang says and elaborates:

"Shown such trust makes you want to work even harder. And Tommy was capable of both – challenging me and assisting me. It was important to me that I graduated with strengthened confidence in myself and the skills that I had acquired on board."

Tommy Tjagvad Kristiansen made the arrangements for Anja Boytang to come back to GUDRUN MAERSK as a fully-trained officer after the last nine month of school. The first trip can be quite nerve-racking to a brand-new officer, which is why coming back to a ship and a person whom she had sailed with before was comforting to Anja Boytang. Besides, his ability to involve her in socialising with other colleagues on board, with the possibility of dining out and going shopping ashore, encouraged her to make an effort and made her feel at home at sea.

"Tommy made room for my learning and improving, not least strengthening my self-confidence. Besides, I was truly pleased to have the opportunity of being further involved in the implementation of the tasks which I was previously engaged in on board." The teacher's approving, trustful and challenging



Anja Boytang together with her mentor Tommy Tjagvad Kristiansen, on a short summer sailing trip in Svendborg Sund.

approach has later inspired Anja Boytang to take trainees under her wing, including Magnus Krogh Otzen (Meet Magnus on the next page). "I definitely wanted to pass down what I've learnt from Tommy. So, when I met Magnus, whom I quickly began to call a super-cadet, I was excited to get him the best training in the best possible way."

Magnus Krogh Otzen and Anja Boytang sailed together on the container ship AXEL MÆRSK, and it didn't take them long to get along as a mentor and a cadet.

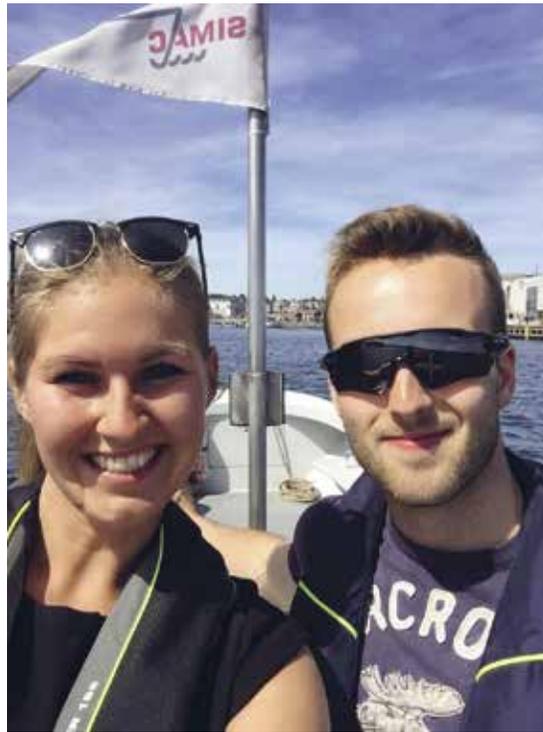
"It is crucially important to a mentor to ensure a good start for new seafarers. Already in the beginning, they shouldn't feel like dead weight or be left to themselves. To be a good mentor requires insight, time, respect, and not least planning, but that's all worth it because you'll be repaid three times over, as well as challenged on your way of doing the job. It makes me happy to help committed and talented people get off to a good start and root for every success they achieve," Anja Boytang says.

ANJA'S ADVICE ON HOW TO ENSURE THAT CADETS GET A GOOD AND INSTRUCTIVE BEGINNING AT SEA

- Take on the task of being a mentor if you've got the desire, energy, and vigor for doing it. Don't forget that you'll receive at least twice as much in return as what you've invested in getting cadets engaged in training.
- Agree on the enrolment procedure on the ship. Cadets should know whom to address. Otherwise, they may feel like being left to themselves and eventually give up the maritime career before it has even started.
- Do a weekly schedule, so that they know what needs to be done and when.
- Provide cadets with responsibility, demonstrate confidence, and involve them in your activities. They will not learn anything from merely studying a manual.

FACTS:

Anja Boytang has been a trainee/cadet on the supply ship MÆRSK TRANSPORTER, container ships OLIVIA MÆRSK, SEAGO ISTANBUL, CORNELIA MÆRSK and finally GUDRUN MÆRSK, where her mentor was captain Tommy T. Kristiansen. She took the sailing license as a 13-year old and since then practiced sailing race. She is now working as 1st officer at Celebrity Cruises. Anja took on the role of a mentor for the cadet, Magnus Krogh Otzen, on the container ship AXEL MÆRSK.



Magnus Krogh Otzen together with his mentor, Anja Boytang, on a boat in Svendborgsund.

A DEDICATED MENTOR GIVES THE CADET A **GREAT HEAD START**

The recipe for a successful cadet training is having a mentor, who has a vivid memory of his or her own cadetship, who takes point of departure in the cadet's abilities and initiatives and is capable of weaving a common thread into the cadet's activities, says deck cadet, Magnus Krogh Otzen.

By journalists Kirstine Thye Skovhøj og Louise Graa Christensen

For 22-year-old Magnus Krogh Otzen, the first part of his embarkation on the container ship AXEL MÆRSK was at times characterised by frustration and uncertainty. After having prepared for his

first voyage at Svendborg International Maritime Academy (SIMAC), he was excited about acquiring new seafaring skills. Yet, he occasionally felt like dead weight around his superordinates.

"It would have been great if on the first day there was a person who had sat down with me and taken the time to identify precisely my competencies and what I was ready for", Magnus Krogh Otzen says. Instead,



Magnus Krogh Otzen during his time as a cadet on board AXEL MAERSK that here is sailing through the Panama Canal.

he decided to take matters into his own hands and addressed the ship's training officer. After a while without a permanent mentor, 2nd officer Anja Boytang (see previous article) signed on and took on the role as a mentor to Magnus Krogh Otzen.

"Anja was relatively young in comparison with the other officers, she had her own cadetship fresh in mind and could remember what it was like to be a cadet. Anja had also studied at SIMAC and knew both about how we were trained and the instructors."

With his new mentor, Magnus Krogh Otzen experienced that the focus was on him, his knowledge and personal development. Anja Boytang made sure that Magnus' appetite for new tasks was met, she provided him with thorough instruction and involved him in activities such as mooring, safety inspections, and vessel maintenance. "It is of crucial importance that you, as a mentor, give priority to carefully explaining and demonstrating tasks and approaches to solutions. It takes more time, but you cannot compromise on that because it will enhance the cadets' autonomy and will eventually make them able to perform a task, such as risk assessment, on their own."

A SYSTEMATIC APPROACH TO TRAINING

It was essential for Magnus Krogh Otzen's development and life on board that he was met with trust, was given responsibility and specific tasks by Anja Boytang. Even though their shifts did not always coincide, they found a system ensuring that Magnus Krogh Otzen was continually occupied and did not feel left to himself.

"Anja would write a note and put it on my door before ending her shift at 4 a.m. It meant that I always had things to go ahead with in

the morning, and when we met up for lunch, we could discuss the tasks and look over new ones together," he says.

Magnus Krogh Otzen is convinced that having a dedicated and committed mentor has given him a great head start.

"There is no doubt that it made me more motivated. Besides, I got to try out a wide range of tasks that extended way beyond my current education level," he says and elaborates:

"I believe that we made quite a team because I took initiatives and because Anja was good at challenging me and weaving a common thread through my tasks. We also spend time together in our free time, which helped build confidence between us and thereby we got a better idea of each other's way of being".

MAGNUS'S ADVICE TO NEW CADETS

- Be clear about the kind of new skills you would like to acquire before signing on.
- Be responsible for your own learning process, i.e., take initiative and show commitment to the tasks.
- Show your thirst for new knowledge.
- Ask for feedback to ensure your development.
- Keep a personal logbook that will help you preserve the memory of your time as a cadet. When you become an officer yourself, it will enable you to remember what it was like being a cadet and will help you create a good experience for other cadets.



VOX POP

The term vox pop is derived from the Latin vox populi, that means the voice of the people and that is exactly what we try to do in the vox pop: Give the seafarers time to talk by interviewing a number of everyday people about their opinion or knowledge of a particular topic.

HOW IS IT LIKE TO BE THE NEW ONE ON BOARD?

Our consultant in Brielle visited VISTULA MAERSK in the Port of Rotterdam to ask the young crew members how it feels to be 'the new person' on board and what you can do to give a colleague a good start.

By SEA HEALTH & WELFARE Consultant in Brielle, Belinda Hoff



JOSEFINE B. DRAABY,
3RD OFFICER ONBOARD VISTULA
MAERSK AND FROM DENMARK

'To me the communication is challenging, and I guess the unknown about so many things like for example 'Who are my colleagues? Which nationalities are on board? Am I able to adjust to all cultures? What am I going to face?' because I never know what I am going to face as every time I sign on is like a kind of a feeling of first-time sailing. Once I am back on board and feel welcomed, and at ease, then such thoughts are soon calmed down.

The best thing a colleague can do to give me a good start is to be welcoming and outgoing. Take care of the familiarization and procedures in a supportive, open approach. And give some guidance of getting to know my way onboard too instead of assuming that I know it all. Ask the newcomer if he or she is doing ok and invite them to talk later too in case there is not enough time upon those first important moments. First impression counts!

I am the caretaker! I am very aware of approaching the newcomer and I ask them lots of questions to make them feel at ease. I take and show an interest in my colleagues and it is so important to feel at home once we are all onboard the same ship!



SAM J. BRANNAN,
ENGINEER CADET ON BOARD VISTU-
LA MAERSK AND FROM SCOTLAND

'To me the challenge of starting sailing and signing on to another vessel, lies in getting familiar with the ship, my colleagues and communication. It can be a huge thing to literally find my way onboard the ship. Also, because it has signs like 'keep doors closed whilst at sea' and therefore unknown how serious to take this whilst first time finding my way around to the engine room or my cabin.

For me it works best when my colleague has an approach of 'show you once', 'show you twice' and then 'do it yourself! So, in other words, show me the procedures firstly, then secondly ask questions so that finally I am able to do the work myself under supervision of my colleague(s).

Putting theory into practice. As a cadet, I hear and read lots in and during classes. However, it is of vital importance to understand that cadets may not know each piece of machinery for example. Insecurity plays a part too and of course not everyone is a teacher, too, yet understanding contributes in feeling at ease and getting confident enough to putting theory into practice!'



DANIEL B. JENSEN,
4TH ENGINEER ON BOARD VISTULA
MAERSK AND FROM DENMARK

'What challenges me is the fact that others assume I know all of it, and to be and become part of routines and procedures. Other colleagues need to remain an open attitude too and show understanding for the new ones onboard each vessel. Even finding different locations onboard can be a challenge itself during the first few days. So, some guidance is appreciated to make me feel secure and at ease.

The approach like 'I will show you and then you show me!' works best for me. No matter how experienced I am, all ships and colleagues are different, so I guess it helps to show some understanding and have a bit of patience too to make a great start.

Personally, I aim at keeping an open mind. And show other colleagues what is interesting and even more important to help them become part of the crew onboard! I guess I am a kind of a team builder!'

BE A BUDDY

- NOT A BULLY

*How to act when experiencing
harassment and bullying*



WANT TO BE A BUDDY?

You can make a difference if you experience harassment and bullying.
Get the guide online www.shw.dk/chikane-og-mobning

HELPLINE

We offer seafarers and shipowners confidential, neutral counselling
and guidance on harassment and bullying at sea.
Call us or send an SMS: +45 6015 5824
Email us: helpline@shw.dk

SEA HEALTH & WELFARE



SEA HEALTH & WELFARE LAUNCHES 'BE A BUDDY – NOT A BULLY' CAMPAIGN

It can be said concisely. It is in no one's interest that harassment and bullying take place in the workplace. And that also applies to the Danish merchant fleet. A poor working environment is expensive for the shipping company and can cause severe and far-reaching consequences for the seafarer.

By Dyveke Nielsen, Communications Officer at SEA HEALTH & WELFARE

In SEA HEALTH & WELFARE, we believe in a merchant fleet where there is room for everyone regardless of gender, ethnicity, colour of skin, sexual orientation, beliefs, etc. Therefore, we have initiated the campaign 'Be a buddy – not a bully' that focuses on harassment and bullying at sea. The message of the campaign is that we take care of each other and that we all have a responsibility to create a healthy and safe working environment at sea.

The campaign was launched on the 1st of September 2019.

'BE A BUDDY – NOT A BULLY' GUIDE FOR SEAFARERS AND SHIPOWNERS

How to deal with harassment and bullying? As part of the 'Be a buddy – not a bully'-campaign, SEA HEALTH & WELFARE has launched a guide for seafarers and shipowners. The guide contains examples of, and solutions to eradicate harassment and bullying. The guide is published in Danish and English and can be downloaded on www.shw.dk.

PROMOTIONAL PACKAGE TO ARRIVE IN FALL 2019

In the fall of 2019, shipowners with vessels flying the Danish flag will receive a promotional campaign package with a guide, posters

and merchandise to create awareness of harassment and bullying at sea. It will be possible to order additional promotional material through SEA HEALTH & WELFARE.

HELPLINE FOR SEAFARERS

Where do you go when you have experienced harassment and bullying? It can be difficult to find out where to go when you have been exposed to, or witnessed, harassment and bullying on board a ship. SEA HEALTH & WELFARE has, therefore, created a helpline where seafarers can seek confidential and neutral support and guidance. The helpline can be reached through mail, SMS, and phone.

NEW HELPLINE

We offer seafarers confidential, neutral support and guidance in cases of harassment and bullying. Call or send an SMS to +45 6015 5824.

Send a mail to helpline@shw.dk

ASK YOUR CONSULTANT

SEA HEALTH & WELFARE frequently receives questions from shipping companies and seafarers that could be useful to many of you. 'at SEA' will therefore be including questions and answers that concern practically all issues related to the working environment and well-being at sea. You are also welcome to send your questions to info@shw.dk.

VACCINE AGAINST HEPATITIS WHEN HANDLING BLACK WATER

DEAR SEA HEALTH & WELFARE

Is it necessary for crew members working with sewage to be vaccinated against hepatitis? Does this also apply to engineer officers? And what about the cleaning staff?

Best wishes,
Peter,
G.I.ant Shipowner

Answer

DEAR PETER,

Well, it's a question we answer now and then. If the people in question work with pumping sewage waste from large groups of people ashore – and if this process entails a real risk of exposure – the affected employees should be offered the vaccine against hepatitis A (hepatitis B is not relevant in this respect).

The ship and its type should be mentioned in the assessment. The probability of a real risk would be larger in the case of a ship with many passengers on board than if it is a small ship, where the engineer officer's job is emptying a holding tank on board a small ship with a permanent crew. The risk of some of them suddenly contracting hepatitis A would be highly improbable.

If it is considered that vaccination is necessary, the employer has to cover the expenses. You can find the rule by consulting the Danish Maritime Authority Notices, Chapter IX, section A, rule 2.2.

The cleaning staff do not fall within this category. They should be properly instructed in the most stringent sanitary requirements since vomiting and faeces, as you know, can pose a number of other and sometimes even greater health risks than infectious hepatitis. You can implement this information when preparing a risk assessment for the cleaning tasks on board – as well as in relation to the training and instruction of the crew.

Kind regards
Anne Ries
Senior consultant at SEA HEALTH & WELFARE

VIBRATING TOOLS

DEAR SEA HEALTH & WELFARE

I have read on your website under vibrating tools that when you use a tool with a vibration force of 10 m/s^2 , you may not use it for more than half an hour a day.

I would really appreciate if you could tell me how much longer the working day could last if I use Anti Vibration Gloves?

And could you please help me find the rules about it, if there are any?

Thank you,
Susanne,
S.M.all Shipowner

Answer

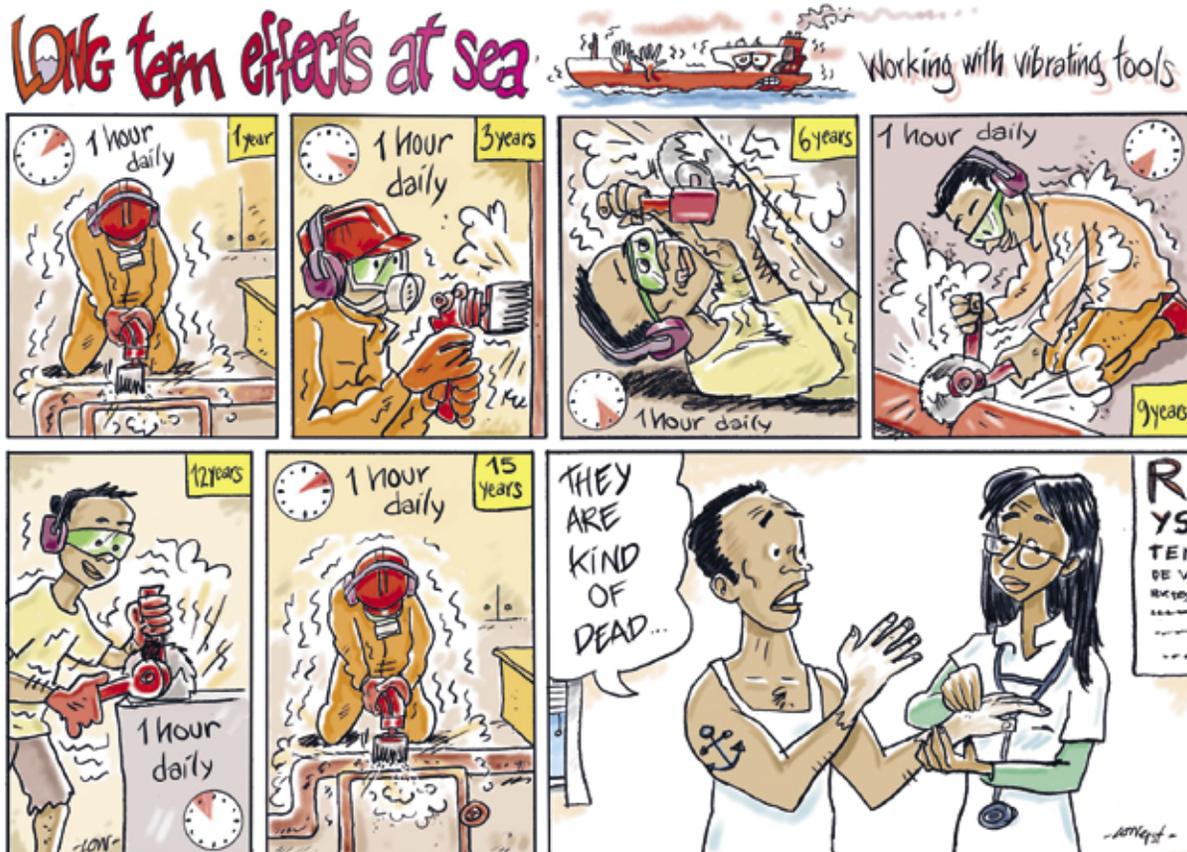
DEAR SUSANNE

I have consulted the Danish Maritime Authority Notice A ("On vibration"), chapter III B-2, but it does not provide any specific information on anti-vibration gloves.

Then, I looked it up in the Danish Working Environment Authority Guidelines on vibration. According to the last two paragraphs of Section 6 (On technical and organizational measures), anti-vibration gloves do not reduce the time of using a vibration tool.

I would therefore advise you to purchase a new vibrating tool with less overload or organize your work in such a way that it is shared by several colleagues. See below the document that describes the long-term effects of vibration on hands/arms, if you find it necessary to explain it to the others.

Kind regards
Ester Ørum
Consultant at SEA HEALTH & WELFARE



Why running is good for you

Running makes you happy, healthy and fit and then it's an easy and efficient way of staying in shape.

MAKES YOU HAPPY

If you already exercise on a regular basis you probably already know. No matter how down you feel, exercising will make you feel happier. Studies from 2006 published in *Medicine & Science in Sports & Exercise* showed that just 30 minutes of walking on a treadmill made people who suffered from depression instantly happier. So, if you are feeling low and maybe with too many things on your mind, put on them running shoes. Even just for a short run or walk.

EASY AND CONVENIENT

Everyone knows how to run. Even those who say they don't. All it takes is a little mental transition and some patience. Begin softly, for instance, with 2 minutes run and 1 minute of walking times four and gently turn up the distance, pace and time. Running is also convenient. You can run most places. Many ships have treadmills in the gym. Otherwise, the ship's club can get assistance in purchasing and delivering gym equipment from SEA HEALTH & WELFARE. Are you in port? Use the opportunity to run on solid ground. Maybe arrange a run for you and your colleagues?

EFFICIENT

Running is one of the most energy-intensive physical activities. You burn calories right from the start of your workout and in just 30 minutes, you have completed a super exercise that benefits both weight, mood and strength. If you run with high intensity, you will also benefit from post-workout calorie burn.



OTHER GOOD REASONS TO START RUNNING

- Running is effective circuit training. It strengthens the heart, lowers blood pressure and reduces the risk of blood clots and cardiac arrest.
- Running burns lots of calories and is, therefore, an effective weapon against obesity.
- Running strengthens the body's ability to regulate blood sugar to an appropriate level and effectively counteract diabetes
- Running is a so-called weight-bearing workout, where you have to move your own weight for every step. It strengthens the bones and counteracts osteoporosis
- Running gives the brain a break and at the same time, releases a series of hormones that fight stress and depression.
- Running lowers cholesterol levels and therefore counteracts cardiovascular disease.
- Running and other exercises generally reduce the risk of developing cancer, and new research shows that running and other exercises specifically counteract liver, stomach, colon and pancreatic cancer.

(References: *Runner's world*, August 2018, Løberne.dk, Nutrition expert, Camilla Spagner og Aktiv Træning, March, 2019).

Fit4SEA RUNNING

In the Fit4SEA competition, we have some super runners among the seafarers. Here, you can see how many kilometers the top 10 ships have completed since the beginning of this year.

THOR R	654 km	654 points*
BRO DESIGNER	568 km	568 points
ESVAGT DON	4152 km	374 points
ESVAGT AURORA	3971 km	328 points
ESVAGT CAROLINE	2206 km	272 points
FREJA	1041 km	206 points
ESVAGT BERGEN	2299 km	188 points
ADRIAN MAERSK	2820 km	187 points
FICARIA SEAWAYS	2233 km	186 points
CARRIER EXPRESS	1610 km	143 points

*We have created the point system with an index number so that ships with few crew members can join the competition, too. So, it is not about how many people who work out. But how much the people on board work out. To get a fresh score of the chart and to sign up for the Fit4SEA competition, go to www.shw.dk/motionskonkurrence



Fit4SEA

OCCUPATIONAL FATALITIES

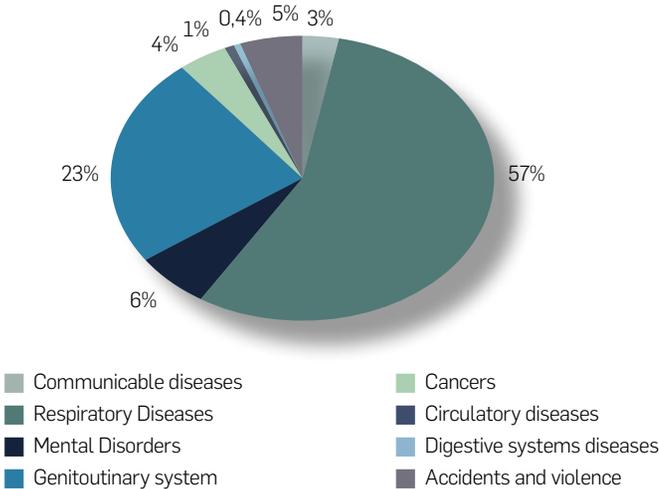
THE STATUS QUO: FOCUS ON 5 % · WOULD LIKE TO ACHIEVE:

By Anne Ries, senior consultant at SEA HEALTH & WELFARE

Accidents at sea have been the focus of much attention – especially fatal ones. And there is nothing wrong with that. After all, you shouldn't have to give up your life for the job. Work should be mutually beneficial. But often there is a lack of focus on the long-term effects of being at sea. In 2009, EU OSH issued the numbers documenting what kills people at work. Even though the numbers covered all possible employees, it wouldn't be too much of a stretch to believe that they also apply to people at sea. But if we are to take action in the right places, then we would have to fill in the gaps with valid numbers concerning occupational diseases in the Danish merchant navy. It is high time for those of us who work with work environment to open our eyes for the long-term effects - even though it is way more difficult to deal with that than investigating and taking preventing measures against industrial accidents.



If you want to check out the most recent numbers from the EU and how much it costs: <https://visualisation.osha.europa.eu/osh-costs#!/>



Sources: Hämäläinen P, Takala J, Saarela KL; TUT, ILO, EU-OSHA

DRAWINGS OF LONG-TERM EFFECTS FOR PREVENTIVE PURPOSES

Drawings of long-term effects for preventive purposes. To avoid negative long-term effects in the industry, it is necessary to know which work-related scenarios can cause psychological and physical strain on us. We have made a series of drawings depicting a raft of long-term effects with the purpose of initiating a dialogue on the issue. You can order your drawings at sales@shw.dk.

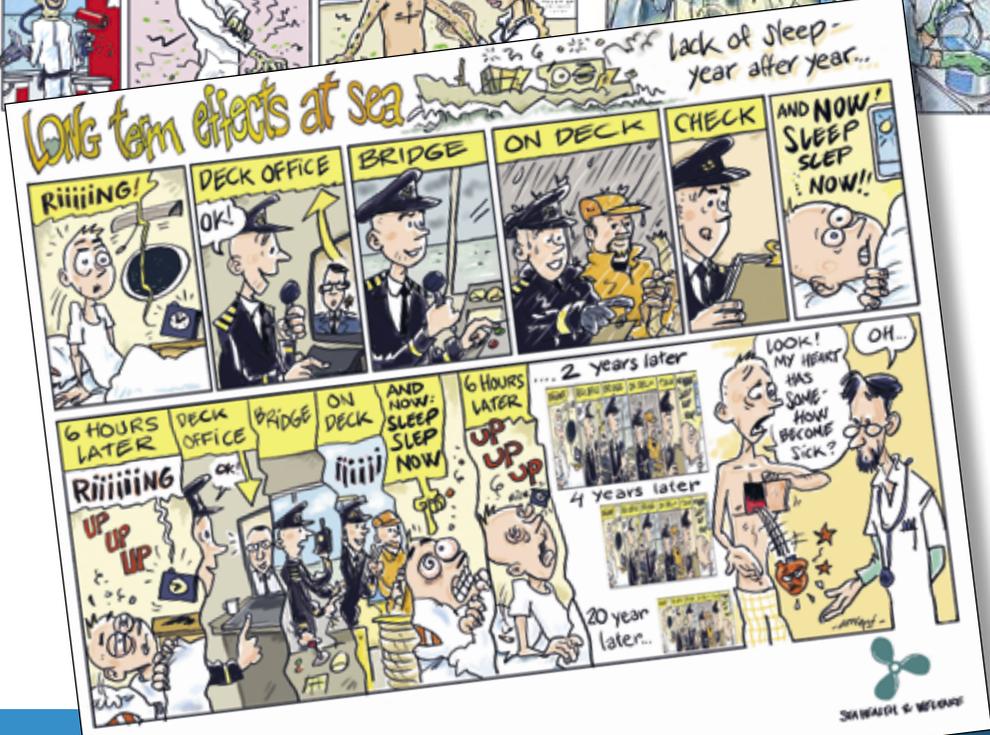
Did you know...

Every year, 142,400 people die from occupational diseases - and 8,900 people die from work-related accidents.

(Statistics from the European Agency for Safety and Health at Work, from 2009)

AT SEA

MORE FOCUS ON THE 95 %





DID YOU KNOW THAT AS A SEAFARER YOU CAN RENT ONE OF OUR LOVELY HOLIDAY HOMES IN DENMARK?

You can, for instance, rent a beautiful holiday apartment with a sea view in Sandvig on the beautiful sunny island, Bornholm.

OUR LIBRARIAN, IRENE, VISITED BORNHOLM AND HAS MADE THE FOLLOWING RECOMMENDATIONS IN CASE YOUR HOLIDAY GOES TO SANDVIG.

One thing not to miss is the walk around Hammerknuden, which you can see from the holiday home, and the steep walk down to the 'Helligdomsklipperne' (take the way down at Bornholms Kunstmuseum, which is also worth a visit). Moreover, you can hear great Danish bands and eat delicious food at 'Gæsten' in Allinge (in July and early August). We listened to Go Go Berlin and ate grilled salmon, went to

'Chicken shits' in Svaneke, and if you have children, you should definitely go to the amusement park, Brændegårdshaven, and enjoy the child-friendly Balka Strand. Obviously, there is also Hammershus, with the beautiful new and exciting visitor center and the four round churches. In addition, there are plenty of ceramic workshops and glassblowers, with many workshops open to the public. The only slight disadvantage is that there are no shopping facilities in Sandvig (nearest facilities are 2 km away though), but they do, however, have a nice, big kiosk on the beach with delicious softice.

HOW TO RENT A HOLIDAY HOME

All seafarers who have worked on a ship flying the Danish flag for at least six months during the last two calendar years can rent a holiday home.

ABOUT THE HOLIDAY HOME IN SANDVIG ON BORNHOLM

The apartment is 68 sqm and accommodates five people in two rooms. There is all necessary furniture as well as TV and wifi.

The rental price is DKK 3,500 in the weeks 22-34 and DKK 2,300 in the other weeks. Deposit DKK 1,000. You can also rent holiday homes in Skallerup Klit and Holmsland Klit.



CHEF GRANDAD SERVES GOLDEN NUGGETS

Chef grandad – also known as chief cook Anders Hjarsø – is these days cooking on VUOKSI MAERSK. Last time we heard from him was on his way to Klaipeda in Lithuania cooking delicious fish dishes. Follow Anders on Instagram (kogemand_bedstefar) for inspiration to delicious food and great initiatives for social initiatives on board. Today, Anders shares mackerel recipes and Anders' wife invites us inside the Philippine kitchen with 'Fish Sinigan'.



TOMATO FRIED MACKERE

4 SERVINGS

METHOD

Turn the oven to 175 degrees.

Salt the cleaned mackerels inside and outside and place them in a pan with 1 garlic clove and 1 bay leaf inside each fish.

The leftover garlic and shallots are chopped finely and placed evenly on all fish.

Slice tomatoes and place on fish. Gently add olive oil.

Gently and sparsely add oregano, cumin and black pepper. Then add parsley on top.

Gently add water in one corner of the pan and make sure that all spices and herbs are still on top of the fish.

Place the pan in the oven and bake for approx. 30-40 minutes (depending on the size of the fish). Mackerels are done when the fish meat lets go of the bone.

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Ingredients

- | | |
|----------------------|---------------------|
| 4 cleaned mackerels | Fresh oregano |
| Salt | A pinch of cumin |
| 10 cloves of garlic | Black pepper |
| 4 bay leaves | 1 bundle of parsley |
| 2 shallots | 2 dl of water |
| 2 beefsteak tomatoes | 2 lemons |
| 2 dl olive oil | Rice |
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Ingredients

250 gram of tilapia fillets, cut into chunks
1 small head bok choy, chopped
2 medium tomatoes, cut into chunks
1 cup thinly sliced daikon radish
1/4 cup tamarind paste
3 cups of water
2 dried red chili peppers (optional)

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FILIPINO FISH SOUP 'FISH SINIGAN'

4 SERVINGS

METHOD

In a medium pot, combine the tilapia, bok choy, tomatoes and radish.

Stir together the tamarind paste and water, pour into the pot.

Toss in the chili peppers if using.

Bring to a boil, and cook for 5 minutes, or just until the fish is cooked through.

Even frozen fish will cook in less than 10 minutes.

Do not overcook or else the fish will fall apart.

Ladle into bowls to serve.



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Ingredients

4 mackerels
Salt
2 onions
2 cloves of garlic
1 bundle of parsley
Juice from 2 lemons (added to fish inside and outside)
Lemon zest
4 slices of white sandwich bread without crust
Coarse black pepper
1 tomato chopped
2 bay leaves
Olive oil

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LEMON MACKEREL

4 SERVINGS

METHOD

Gut the mackerels. In other words, clean the fish without cutting into the fish stomach. Cut open from head/gill and pull out entrails from here. Patience required but will make it easy to stuff and keep stuffing in place.

Salt the fish inside and outside.

Fish stuffing

Mix chopped onions, garlic, parsley, lemon zest, lemon juice, soaked bread and black pepper.

Place the stuffing in the fish stomach.

Place the fish in a greased pan. Place a bay leaf between each fish. Sprinkle with chopped tomatoes mixed on olive oil.

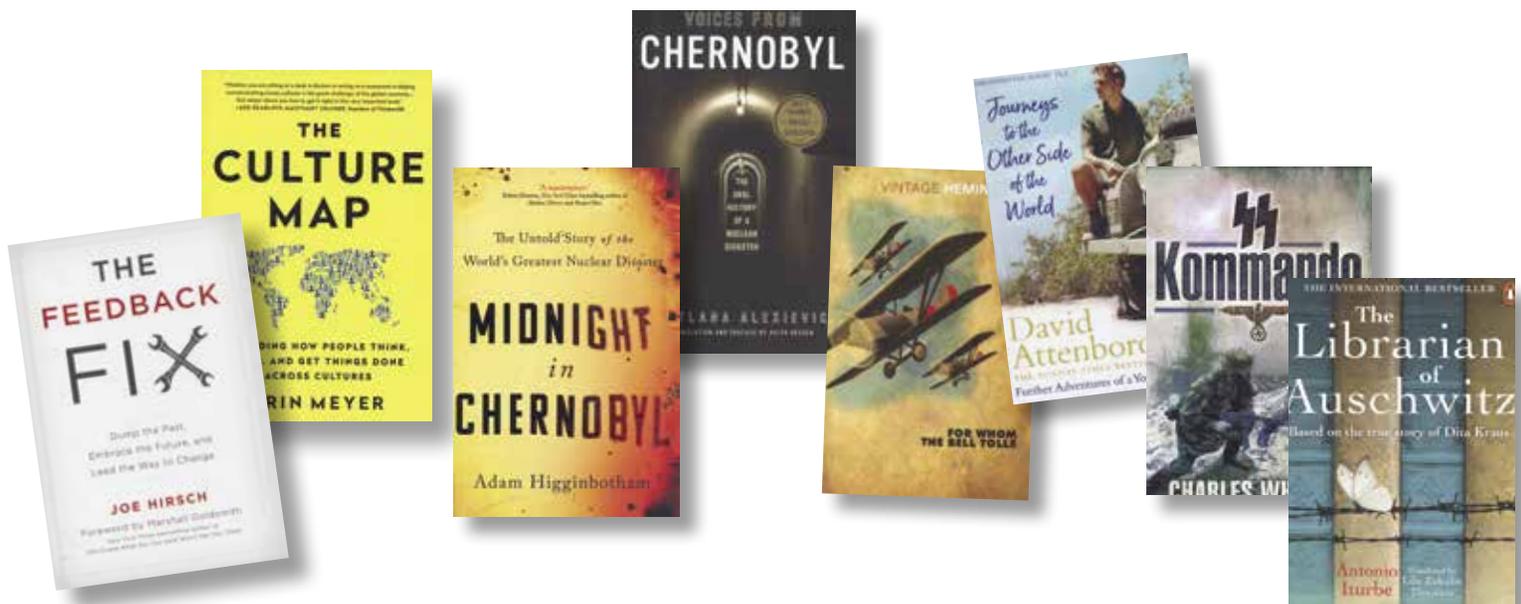
Bake in oven approx. 30-40 minutes.

Serve with lemon, parsley and rice or lentils.



NEW BOOKS AT THE LIBRARY

Remember that all crew members on board Danish ships are welcome in the ships library. If you don't find a book that interest you – or if you have read all the books in the library – you are welcome to contact the us to get new books on board. Send your e-mail to bibliotek@shw.dk.



At the maritime library we have books in all genres both fact and fiction. You can get scary crime stories and thrillers, romantic or funny books, classic novels, biographies about sports idols, politicians or other interesting people - or you can of course get books about different wars and how the world has developed through time.

Below some titles on our shelves right now:

The Feedback Fix – Dump the Past, Embrace the Future, and Lead the Way to Change

Joe Hirsh

"The secret to giving better feedback isn't what we say – it's what others hear." The book makes a compelling argument for getting what we want, by giving others what they need, all while rebuilding the way we lead, learn and live.

The Culture Map – decoding how people think, lead, and get things done across cultures

Erin Meyer

A guide in how to succeed in managing across the diverse cultural contexts of today's workplace. With chapters like: *"Listening to the Air"* – communicating across cultures, *"The Many Faces of Polite"* – Evaluating Performance and Providing Negative Feedback, *"Why Versus How"* –

The Art of Persuasion in a Multicultural World, and *"How Late Is Late"* – scheduling and cross-cultural perceptions of time.

"CHERNOBYL"

If you have seen the miniseries Chernobyl and want to know more about the accident, we recommend **Midnight in Chernobyl** by Adam Higginbotham and **Voices from Chernobyl** by Svetlana Alexievich.

"CLASSICS"

We have books by Ernest Hemingway, Fjodor Dostojevskij, Aldous Huxley, Margaret Atwood, Leo Tolstoy, George Orwell and other great novelists. You can read e.g **For Whom the Bell Tolls, 1984, Crime and Punishment, Anna Karenina**, and the Oryx and Crake-trilogy.

"ROMANCE"

We have books from Lucinda Riley and Victoria Hislop and others if you prefer a novel with a romantic feeling.

"BIOGRAPHIES AND AUTOBIOGRAPHIES"

Read about the life of David Attenborough in **Journeys to the other side of the world**, astronaut Scott Kelly's book **Endurance – a year in space, a lifetime of discovery** – or the two books that Zlatan Ibrahimovic has written.

"EXPEDITIONS, JOURNEYS INTO THE WILD AND AROUND THE WORLD"

We have books like **Sir John Franklin's EREBUS and TERROR expedition**, books from adventurer Bear Grylls, and *"into the wild"*-books by e.g Mark Adams and Bill Bryson.

"HISTORY – FACT AND FICTION"

Like **SS Kommando** by Charles Whiting, which is based on interviews with survivors of the Kommando units, and the novel **The Librarian of Auschwitz** by Antonio Iturbe which is based on a true story of the fourteen-year-old Dita Kraus who took charge of the small collection of books that prisoners had managed to smuggle past the guards in Auschwitz-Birkenau.

"The secret to giving better feedback isn't what we say – it's what others hear."

from the book

'The Feedback Fix – Dump the Past, Embrace the Future, and Lead the Way to Change' by Joe Hirsch



We still love podcasts and we want to draw your attention to the fact that there are endless of them out there. This time we suggest you enjoy a relaxing and informative podcast about opera arias, a scary one about the new HBO series, Chernobyl, and a podcast about how leaders can develop themselves, their teams and the organization. Listen to podcasts via iTunes or Spotify, through one of the free Apps like Stitcher or Podcast Addict or directly via your computer.



THE CHERNOBYL PODCAST

The official podcast of the miniseries Chernobyl from HBO and Sky. Podcast host Peter Sagal discusses each episode with the series creator, writer and executive producer Craig Mazsin. They talk about themes and characters and discuss the true stories that shaped the scenes. We recommend that you watch the series before listening to the podcast. In the podcast, Craig Mazin recommends the books "Midnight in Chernobyl" by Adam Higginbotham and "Voices from Chernobyl" by Svetlana Alexievich, both books can be borrowed through the Maritime Library.



ARIA CODE

Opera lovers, there's finally a podcast that focuses on arguably the most important part of any lengthy production: the aria—the solo performance that takes one's breath away and lingers long after the curtains are drawn. The podcast is hosted by Grammy winner Rhiannon Giddens, who fawns over one aria per episode and explores how and why these musical moments have imprinted themselves in our collective consciousness with the help of opera experts. Each episode lasts about 30 minutes.



THE WORLD OF WORK PODCAST

This podcast tries to help individuals and leaders develop themselves, their teams and their organizations. The hosts, Jane Stewart and James Carrier have backgrounds in charitable organizations and finance and their passion is people. You can find episodes with titles like: "Emotional Intelligence" (the most important skill in the world of work), "Icebreaking and teambuilding" (break the ice, bring people together and energize your team)", "Wellbeing" (why it's so important and what affects it), "Habits" and "Nudge". Each episode comes with a pdf download and an article.