

## Forging a Brighter Future in Maritime

Dear Readers,

### Celebrating Women in Maritime

In 2024, Haque & Sons Ltd. (HSL) proudly commemorates the significant strides made by women in the maritime sector. We are witnessing a growing number of women shatter glass ceilings and thrive in roles traditionally dominated by men. HSL has taken proactive steps to promote gender diversity by successfully placing female junior officers and cadets onboard our managed vessels. We would like to extend our deepest gratitude to the fourteen remarkable women within our organization whose unwavering dedication and expertise have proven invaluable.

### Safety: An Uncompromising Commitment

At HSL, safety is not merely a priority; it's an integral part of our corporate culture. We firmly believe that each seafarer and shore-based employee plays a pivotal role in upholding the safety, efficiency, and compliance of our operations. To reinforce this commitment, we conduct monthly in-house safety courses for our seafarers, focusing on safe vessel operation and risk mitigation.

### Strategic Growth & Expansion

HSL is pleased to report substantial growth in 2024, fueled by strategic partnerships with four esteemed new clients in the shipping industry: Columbia Ship Management, Emarat Maritime Dubai, IMC-MSI, and Shinghai-Hafnia (with a special emphasis on Hafnia Tankers vessels, part of the BW Group). These collaborations have enabled us to increase the number of seafarers recruited on mix-manned vessels to over 220, including a notable number of senior officers.

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## 12th BATCH OF PRE-SEA CADETS OF INTERNATIONAL MARITIME ACADEMY PASSING OUT CEREMONY ON 29th February, 2024



The 12th batch of pre-sea cadets from the International Maritime Academy (IMA) celebrated their graduation on February 29, 2024. The momentous ceremony took place at the academy's permanent campus in Gazipur. A total of 78 cadets successfully completed their vigorous two-year pre-sea course, which serves as a foundational component of the four-year

undergraduate program offered by Bangabandhu Sheikh Mujibur Rahman Maritime University, culminating in a BSc (Hons) in Nautical Science or Marine Engineering.

The IMA stands as a pioneer in Bangladesh's maritime education landscape, being the first private institution to provide pre-sea training to aspiring cadets and the first to offer an undergraduate program in this field. The graduating class embarked on their academic journey on March 1, 2022. The academy has witnessed the successful graduation of 765 cadets across 12 batches and 378 ratings across 8 batches. Currently, 80 cadets are actively pursuing their studies in the undergraduate program, with an additional 80 new cadets poised to join their ranks shortly.

The graduation ceremony was graced by the presence of esteemed guests, including Mr. Md. Mustafa Kamal, Senior Secretary of the Ministry of Shipping, and Commodore Maksud Alam, Director General of the Department of Shipping. The event commenced with a warm welcome address by the Commandant, Captain Zaki Ahad, who provided insights into the academy's training methodologies, academic infrastructure, and the unwavering dedication of the instructors in ensuring the success of the cadets. He also shared a brief overview of the academy's history and achievements.

The chief guest underscored the pivotal role of the maritime sector in national development, particularly in the context of the burgeoning blue economy. He emphasized the necessity for enhanced contributions to the sector, with a specific focus on modern training that equips future seafarers to navigate the complexities of the global maritime market. The chief guest also imparted valuable advice to the graduating cadets, urging them to remain steadfast in their loyalty to their country and families as they embark on their maritime careers.

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## Bangladesh: A New Chapter of Hope and Progress

Bangladesh has recently embarked on a transformative journey, marked by a significant shift in its political landscape. After a period of governance that faced challenges related to democratic principles and accountability, the nation has witnessed a renewed sense of optimism and a commitment to reform.

This positive change was catalyzed by a series of events, including student-led protests demanding greater transparency and fairness. The unified voice of the people, advocating for their rights and aspirations, played a crucial role in shaping the current trajectory of the nation.

The formation of an interim government, led by Nobel Laureate Dr. Mohammad Yunus, has instilled hope for a brighter future. Dr. Yunus, widely respected for his integrity and dedication to social progress, is committed to establishing a transparent and accountable system that upholds the rule of law and protects fundamental freedoms.



The new government's ambitious reform agenda prioritizes combating corruption, strengthening the judiciary, and fostering an environment where freedom of speech and expression thrive. These measures, are anticipated to enhance Bangladesh's standing on the world stage and attract greater foreign investment, contributing to sustainable economic growth.

As Bangladesh emerges from a period of transition, its citizens are hopeful for a future where justice prevails, every voice is heard, and the full potential of the nation is realized. While challenges undoubtedly lie ahead, the spirit of resilience and the collective pursuit of a better future will guide Bangladesh towards continued progress and prosperity.

The nation's commitment to positive change and reform has captured the attention of the international community. Bangladesh's journey towards a more just and equitable society serves as an inspiration, demonstrating the transformative power of collective action and the enduring human spirit.

## FORGING A BRIGHTER FUTURE IN MARITIME

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*This accomplishment underscores our steadfast commitment to expanding employment opportunities for seafarers in a responsible, ethical, and transparent manner.*

### **Nurturing Our People**

*Our employees are our greatest asset. We firmly believe that attracting and retaining top talent is key to maintaining our competitive edge. We are dedicated to investing in continuous learning, professional development, and career advancement opportunities to ensure our team members are not only equipped with the necessary skills but also empowered to reach their full potential.*

### **A Tribute to the Youth of Bangladesh**

*We would like to express our sincere admiration for the young generation of Bangladesh, whose bravery, resilience, and unwavering hope for a brighter, more inclusive Bangladesh serve as an inspiration to us all. Their dreams and determination have been instrumental in shaping the "New Bangladesh."*

*Looking ahead, we envision all Bangladeshi people working collaboratively in a transparent and ethical manner to build a better Bangladesh. This collective endeavor, guided by the principles of inclusivity and integrity, will pave the way for a prosperous nation where every citizen has the opportunity to thrive. Together, we can create a Bangladesh that fulfills the dreams of its youth and stands as a beacon of hope for generations to come.*

*Wish you safe voyage and remember safety first.*

A stylized signature in black ink, appearing to read 'E.A.' with a flourish.

**Emdadul H Chowdhury**  
Managing Director  
Haque & Sons Ltd.



## 12TH BATCH OF IMA CADETS

Cont'd from page 1



The Director General of Shipping lauded the academy's commitment to providing high-quality maritime training and pledged the Department's full support in all training-related endeavors. He acknowledged the academy's recognition in 2022 for its exceptional contributions to maritime training and encouraged the graduating cadets to demonstrate obedience to their superiors and execute their assigned duties with unwavering dedication.

The Deputy Commandant delivered a heartfelt vote of thanks, expressing gratitude to all those who contributed to the success of the event and the cadets' training.

The ceremony featured a series of memorable highlights, including a meticulously executed passing-out parade by the graduating cadets, a symbolic cap-throwing ceremony, and a celebratory cake-cutting. The event garnered extensive coverage in both local print and electronic media, underscoring its significance in the maritime community and the nation at large.



## NEWS UPDATE

### Haque & Sons Ltd, Extends Support to Flood Victims

Haque & Sons Ltd. has demonstrated its commitment to corporate social responsibility by providing crucial aid to flood victims in the Chagalnaiya Upazila of Feni District. Through its "Supporting Flood Victims" program, the company, under the leadership of Managing Director Mr. Emdadul Haque Chowdhury, distributed 810 packets of essential supplies to families impacted by the floods. These packets included dry food, mineral water, towels, oral rehydration solutions, and other necessities.

The relief efforts were concentrated in the riverside areas of North Satara and Alnaphathor in West Devpur, where 100 families received direct assistance. In addition, 150 packets were handed over to the local contingent of the Army for further distribution.

The following day, the company's support reached over 600 affected families in West Devpur and Dharmapur, who received relief packets at the Abdul Haque Chowdhury Bari premises.



Haque & Sons Ltd. also arranged cooked meals for over 300 individuals, which were delivered to local shelter centers. This initiative underscores the company's dedication to assisting communities in times of crisis and making a positive impact beyond its business operations.



Please note that **Mr. Muhammad Yousuf Ali** is no longer employed with Haque & Sons Ltd due to a violation of company policy. He is not authorized to engage in any employment related to our vessels or company matters.

Kindly be guided accordingly and refrain from further contact with him regarding any ship-related employment under HSL managed vessels.

Any issues can be raised to board of directors by email: [complaint@haqsons.com](mailto:complaint@haqsons.com)



## **Emarat Maritime Strengthens Ties with Bangladesh through Strategic Partnership with HSL**



Emarat Maritime, a distinguished provider of maritime services in the Middle East, recently solidified its commitment to sourcing top-tier maritime talent from Bangladesh through a series of high-level engagements with Haque & Sons LTD (HSL) and its associated training institutions.

The delegation's itinerary included in-depth tours of HSL's state-of-the-art facilities in Dhaka and Chattogram, complemented by immersive experiences at the Bangladesh Maritime Training Institute (BMTI) and the prestigious International Maritime Academy (IMA).



At BMTI, the Emarat Maritime delegation witnessed firsthand the cutting-edge simulators and training methodologies that equip aspiring seafarers with the skills demanded by the modern maritime industry. The visit to IMA culminated in the inspiring passing-out ceremony of the 12th batch of cadets, a testament to the institution's unwavering commitment to excellence.



Mr. Gupta eloquently captured the essence of the visit, stating, "Witnessing the IMA cadets embark on their maritime journeys was truly inspiring. We are deeply impressed by the caliber of talent nurtured in Bangladesh and eagerly anticipate future collaborations."

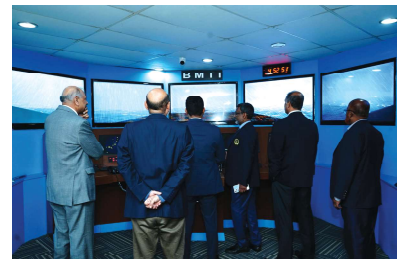
The culmination of the visit was marked by a strategic meeting at HSL's headquarters in Chattogram. The two organizations, recognizing their shared values and aspirations, formalized a landmark agreement appointing HSL as the exclusive business partner for Emarat Maritime in Bangladesh.



This strategic alliance underscores Emarat Maritime's confidence in the capabilities of Bangladeshi seafarers and HSL's proficiency in providing world-class maritime solutions. Both organizations are poised to leverage this partnership to achieve new heights of success in the dynamic maritime sector.

management, and technical expertise.

**About Emarat Maritime:** Emarat Maritime stands as a premier provider of comprehensive maritime services in the Middle East, encompassing ship management, crew



**About Haque & Sons Ltd:** Haque & Sons Ltd (HSL) is a distinguished leader in maritime services in Bangladesh, renowned for its unwavering commitment to quality and reliability. HSL's dedication to nurturing maritime talent is further exemplified through its esteemed institutions, BMTI and IMA.





**“K” LINE, MOL, NYK, MITSUBISHI SHIPBUILDING, IMABARI SHIPBUILDING, JMU, AND NIHON SHIPYARD START A JOINT STUDY TO ESTABLISH STANDARD SPECIFICATIONS AND DESIGNS FOR LCO2 CARRIERS**

*“K” LINE, MOL, and NYK Line have started a joint study with Mitsubishi Shipbuilding, Imabari Shipbuilding, JMU, and Nihon Shipyard, which is a joint venture between Imabari Shipbuilding and JMU, to establish standard specifications and designs for LCO2 carriers, according to NYK's release.*

*As the demand for LCO2 carriers is expected to grow in various CCS (Carbon dioxide Capture and Storage) projects that transport CO2 collected in Japan to storage sites by sea, it is necessary to build and supply LCO2 carriers stably within Japan to realize the CCS value chain and improve economic efficiency. Therefore, the seven companies have agreed to conduct a joint study to establish standard specifications and designs for LCO2 carriers and to establish a construction supply chain.*

*This study will focus on LCO2 carriers and aim to enable construction at other shipyards in Japan as well. Additionally, they plan to collaborate widely with industry stakeholders, including other shipyards that share the same awareness of the issues, to contribute to the further progress of a decarbonized society by developing low emission ships using decarbonization technologies (such as ammonia fuel).*

Source: [cypirusshippingnews.com](http://cypirusshippingnews.com)

## INTERNATIONAL MARITIME ACADEMY Celebrates 9th Batch Ratings Graduation



The International Maritime Academy (IMA) recently commemorated the successful graduation of its 9th batch of ratings with a special in-house ceremony. The event, held on August 19th, 2024, recognized the accomplishments of 50 newly qualified seafarers who have completed their rigorous training despite the prevailing political challenges in the country.

The ceremony highlighted the outstanding achievements of several graduates:

- ▶ **Shadmanul Hoque Anik:** Awarded for Best Academic Result in the Deck Department (96%)
- ▶ **Md. Al Amin Hossain:** Recognized for Best Academic Result in the Engine Department (84%)
- ▶ **Md. Jihad Hossen:** Honored for Best Academic Result in the Catering Steward Department (88.5%)
- ▶ **Farhan Galib:** Celebrated as the Overall Best Performer of the batch

These exceptional individuals received medals for their exemplary performance, while all graduates were presented with certificates in the presence of the esteemed IMA faculty. Commandant of the Academy delivered an inspiring address, congratulating the graduates on their perseverance and urging them to utilize their newly acquired skills and knowledge to uphold the academy's distinguished reputation as they embark on their maritime careers. The ceremony concluded with a celebratory cake-cutting, a commemorative photo session, and refreshments for all attendees.



### IMA's Commitment to Maritime Excellence

In addition to the mandatory basic training courses required for seafarers, IMA offers an extensive range of supplementary training programs designed to enhance the skills and competencies of maritime professionals. These include:

- ▶ **STCW-Compliant Courses:** Tanker Fire Fighting, PSCRB, and AFF
- ▶ **Value-Added In-House Courses:**
  - ◆ Danger Sensing
  - ◆ Safety Awareness
  - ◆ Welding (Promotion and Existing Fitters)
  - ◆ Machine Tools for Engine Ratings
  - ◆ Purifier Operation
  - ◆ Practical Liferaft Handling
  - ◆ Electrical (Management and Operational levels)
  - ◆ PLC and Reefer Container Management

IMA's marine training workshop is accredited by Bureau Veritas, and courses can be customized to meet the specific requirements of clients.

### Looking Ahead

As these graduates embark on their seafaring journeys, the academy is actively processing their Seaman's Book (CDC) applications. The International Maritime Academy remains steadfast in its commitment to producing highly skilled and competent maritime professionals who will contribute significantly to the global shipping industry.

### About International Maritime Academy

The International Maritime Academy is a leading maritime training institution dedicated to providing world-class education and training to aspiring seafarers. With its state-of-the-art facilities and experienced faculty, IMA equips its students with the knowledge and skills necessary to excel in the demanding maritime environment.

# Company News



## 15th KLSM Seminar for container pool Bangkok, Thailand

Kline Ship Management (KLSM), Singapore, continued its tradition of hosting seminars with its 15th Annual Crew Seminar for the Container Pool, held on May 9th, and May 10th 2024, in Bangkok, Thailand. The event brought together over 100 officers and engineers from various nationalities, including Bangladesh, India, the Philippines and Myanmar.

A total of 33 Bangladeshi officers, along with officials from Haque & Sons and their families departed for Bangkok on May 8th. Upon their safe arrival at the Bangkok airport, they were transported to Eastin Thana City Golf Resort, where KLSM officials greeted them with a warm welcome and provided a briefing about the resort.

The seminar commenced early on the first day with registration, followed by the distribution of the event schedule and topics for the two-day seminar. The seminar began with an introduction of the senior management, self-introductions from the attending officers and an opening speech by Capt. Tomaru San, Managing Director of KLSM Singapore. The event was skillfully hosted by Capt. Mathur from KLSM Singapore.

Throughout the day participants engaged in discussions on important safety and environmental issues, including topics like "Progressive vs. Regressive," "International SOS," "Significant Audit Findings and Countermeasures," "Emission Management—UK P&I," "Marine Matters," and "Ballast Water Management: Record Keeping and Treatment Systems." The seminar also highlighted KLSM's KARE Program, and the interactive sessions allowed for valuable engagement. The afternoon's team-building activities further fostered camaraderie, showcasing the strong relationships and cooperative attitudes among KLSM officials and officers from different nationalities.

The second day of the seminar continued with safety and environmental topics, covering areas such as "Becoming Whale Aware," "Injury Prevention," and "SPAS-Related Issues." Later, deck and engine officers divided into separate groups. Engineers were briefed on recent machinery breakdowns in the KLSM fleet, sustainable shipping practices, and machinery breakdown case studies from UK P&I, while deck officers focused on a navigational incident case study "M.V. Dali" Incident and common findings from ECDIS.

The presentations were highly realistic and well-received by attendees. A common session followed, where all participants gathered for presentations on "Wet Damage to Cargo: A Case Study" and "Environmental Matters." These sessions demonstrated the dedication and hard work of KLSM officials in ensuring the success of the seminar.

During the open forum, participants raised personal concerns regarding onboard maintenance, the effectiveness of seniority, promotion prospects, and the company's future plans. The session was coordinated by Capt. Murad, Capt. Bhattacharya, Capt. Clavel, and Capt. Saydur Rahman.

As in previous years, KLSM presented its prestigious long service awards to crew members, including the highly sought-after seven- and fifteen-year service awards. This year, 13 Bangladeshi officers received luxury TAG Heuer chronograph watches, valued at over USD 2,000, as recognition for their dedicated 7 and 15 years service with KLSM.

The seminar concluded with a closing speech by Capt. Shahid Murad San, General Manager of KLSM Singapore. While the officers were engaged in educational training and networking with colleagues and senior shore officials, their families enjoyed shopping and sightseeing excursions.

The event was capped off with vibrant social gatherings, featuring food, drinks, and lively interactions among the multinational attendees. There was a shared hope that next year's seminar would be just as colorful and successful.







**THERE WAS ONLY ONE DIRECTION FOR SPOT RATES IN THE DRY CARGO BUSINESS ON THE SPOT MARKET THIS WEEK: DOWNWARDS. THE BIGGEST LOSERS WERE THE CAPE SIZE FREIGHTERS.**

*While container shipping is experiencing a renewed rate boom due to the crisis in the Red Sea, the market trend for bulkers has increasingly been pointing in exactly the opposite direction since this week. The Baltic Dry Index slumped by almost a third to 1,460 points (-650).*

*Detour of voyages around the southern tip of Africa to avoid attacks by Houthis rebels have so far had no effect on bulker rates. Not even in regions such as the Mediterranean, the Black Sea or the Persian Gulf, where at least a large part of the trade passes directly through the Red Sea. Nor does the security crisis appear to be triggering any anticipation of purchasing decisions or even hoarding of bulk commodities.*

**Capesize rates on the spot market are falling**

*In the capesize sector, the long-standing tonnage shortage in the North Atlantic is no longer sufficient to support the market. In the Pacific and South Atlantic (Brazil, West Africa), charter demand has fallen so significantly compared to the previous week that the few active charterers have clearly had the upper hand, brokers reported. The average rate for the 180,000-tonner (5TC) plummeted by 43% compared to the previous week to just over 18,000 \$/day.*

*In the Panamax segment, pressure on rates increased massively despite a relatively lively start in the North Atlantic. The average level (5TC) in the time charter trip business fell by 15% over the week to around 12,700 \$/day. According to the market, there is currently a lack of volume in coal chartering in Asia on the one hand and grain in South America on the other, where the peak season does not start until February/March.*

**Smaller bulkers are also suffering on the spot market**

*The smaller freighters with their own cranes were also unable to escape the negative trend. In particular, the cooling of demand in the Atlantic loading regions, where business was still booming at the end of 2023, is leading to further rate corrections. The average rates for supramaxes and handysize bulkers fell by 10% and 11% respectively to just under USD 12,000 and USD 11,089/day.*

*The market for cell phones fell sharply, particularly on the continent, in the West Sea and on the east coast of South America. While the supply of cargoes in Europe has fallen sharply in the short term, South America (east coast) is suffering above all from the influx of tonnage in ballast, it is reported. The index level for the trade from Rio/Recalada to Europe has fallen from almost 19,000 to 15,200 \$/day since last week.*

Source: [hellenicshippingnews.com](http://hellenicshippingnews.com)



**51st UNIX LINE PTE LTD. TRAINING & EDUCATION SEMINAR**



UNIX LINE PTE LTD organized their 51st crew training and education seminar at Radisson Blu Hotel and BMTI training center in Chattogram on March 05th and 06th, 2024. Additionally, a full-day outdoor event, including team building activities, took place at the Foy's Lake basecamp at Chattogram. MOL Chemical Tanker, the owner of Unix Line, is dedicated to ensuring the safety of people, vessels, cargo, and the environment. The seminar was led by Mr. Arvind Raza, Director of Unix Line, and his team, which consisted of General Managers, Managers, and Superintendents from the Marine & Technical department along with Marine and Operation division of MOL Chemical Tankers team.

Unix Line places a high priority on the safety of the crew, vessel, and cargo. Education and training are crucial for both inexperienced and experienced seafarers, as they significantly contribute to their career development. The seminar provided an opportunity for seafarers to enhance their knowledge and ensure the smooth operation of the vessel. This time 127 seafarers participated in the seminar.

On the first day, Mr. Arvind Raza, Director of Unix Line, expressed his gratitude to all the participants for attending the seminar during their vacation. He discussed the overall progress of Unix Line and emphasized the importance of strictly following the company's safety standards. Capt. Preetraj Singh Sobti senior deputy general manager of Unix Line later discussed on new development on crew management. Various topics related to achieving 4 Zero's through incident prevention, port state control inspection observation and revised PPE matrix were discussed by Unix Line representatives to enhance the seafarers' knowledge to ensure the smooth operation of the vessel. Afternoon tea was followed by separate lectures for the deck and engine departments. The deck department received lectures on cargo operation and navigation related matters. The engine department received lectures on the latest machinery incidents and its operation and maintenance related matter. Towards the end of the seminar, officers and engineers provided valuable feedback to the management of MOLCT and Unix Line. The first day concluded with a delightful dinner.

The second day of the seminar was attended only by officers and engineers in BMTI training room. Lectures were given on pollution prevention including LOPC, MOLCT – operation, new CDI for webCMS procedure, latest regulation updates (EPL, CII and ETS) SIRE 2.0 & CDI 10th Edition preparation also inspection and audit preparation. After each topic discussion, there was a question-and-answer session where participants could seek clarification. Representatives from Unix and MOLCT addressed the participants' queries and resolved any ambiguities.

On the third day, outdoor events took place at the Foy's Lake Basecamp in Chattogram. The resort provided a serene and suitable environment for the seminar and outdoor activities. Various team building exercises were conducted to foster stronger team dynamics among the seafarers. In addition to the team building exercises, officers were engaged in boating, zipline, boating, giant swing etc. All participants enjoyed a delicious lunch and various activities.

The seminar was concluded after the afternoon tea with a short speech by Mr. Emdadul Haque Chowdhury, the Managing Director of Haque & Sons Ltd. He expressed sincere gratitude to all the attendees for making the seminar enjoyable and fruitful.





## Company News



### Innovative Training with IMA Cadet Modules: Transforming Maritime Education

The International Maritime Academy (IMA) is reshaping maritime education with its revolutionary Cadet Modules. These modules represent a new era in training, combining theoretical knowledge with practical skills to prepare future seafarers for successful careers at sea. This approach marks a departure from traditional maritime training, offering cadets a comprehensive and flexible education tailored to modern industry demands.

The IMA Cadet Modules are meticulously designed to cover various aspects of maritime operations through specialized programs. Central to this innovation is the Engine Cadet Module, which equips cadets with the essential skills needed for efficient performance in the engine room. The module begins with an introduction to the engine room layout and equipment recognition, laying the groundwork for more advanced training. Cadets learn about pipeline systems and daily operational tasks, such as fuel oil transfers and logbook maintenance. As they progress, they acquire skills in managing bunker operations, performing watchkeeping duties, and responding to emergencies. The final phase focuses on machinery maintenance, where cadets are trained in routine upkeep, equipment overhauling, and fault troubleshooting, ensuring they are well-prepared for the technical demands of marine engineering.

In parallel, the Nautical Department Training Modules offer a year-long program divided into four distinct phases. This program starts with a focus on equipment familiarization, teaching and understand various deck operations, including systems. As the program advances, maintenance, navigation, and cargo they are ready for independent emergency response, all while emergency competence and navigational cadets to handle life-saving equipment navigational tools. The initial phase also equipment identification and tank cadets develop skills in safety operations. By the end of the training, watchkeeping, cargo management, and maintaining effective safety protocols.



The IMA Cadet Modules offer numerous benefits over traditional training methods. The structured approach breaks down complex maritime operations into manageable segments, making learning more accessible and applicable. The flexibility of the modular system allows cadets to tailor their training to their career aspirations and interests, resulting in a more personalized and engaging learning experience. Practical applications and simulations are integral parts of the training, providing cadets with real-world experience that enhances their readiness for future roles.

What distinguishes the IMA Cadet Modules from conventional programs is their adaptability and responsiveness to the evolving maritime industry. Unlike traditional curricula, which can be rigid and outdated, these modules are designed to incorporate the latest technological advancements and industry trends. This dynamic approach allows for the integration of specialized topics such as maritime safety or advanced navigation, keeping cadets engaged and up-to-date with current practices.

The impact on teaching and learning is significant. The interactive nature of the modules fosters active learning through hands-on activities, simulations, and case studies. This method enhances knowledge retention and application, making the learning process more effective. Clear learning objectives and immediate feedback from instructors support continuous improvement, helping cadets to address challenges and refine their skills in real-time.

Assessment within the IMA Cadet Modules is a comprehensive process designed to evaluate both theoretical knowledge and practical skills. Cadets undergo a range of assessments, including theoretical exams, practical exercises, and performance reviews. Competency checklists ensure that all key learning objectives are met, providing a thorough evaluation of cadet progress. This multi-faceted approach helps identify strengths and areas for development, guiding cadets towards their full potential.

Feedback is a critical component of the training process. Regular quizzes and tests gauge understanding and retention, while practical exercises and simulations provide insights into skill application. Ongoing performance reviews from instructors help cadets track their progress and address any challenges. Peer and self-assessments encourage reflection and self-evaluation, further enhancing the learning experience.

In conclusion, the IMA Cadet Modules represent a major advancement in maritime education. By offering a structured, flexible, and practical training framework, these modules prepare cadets for success in a rapidly evolving industry. The innovative approach ensures that future maritime professionals are equipped with the knowledge and skills necessary to excel in their careers, setting a new benchmark in maritime training.





## Company News

### Congratulations on Promotion

We have pleasure in congratulating the following officers who have been recently promoted on board our managed vessels and we wish them all the very best for the future:

**PROMOTED TO MASTER:**

MD ISMAIL BHUYAN - CO4259  
 SUBRATO KUMAR SAHA - CO4719  
 MD. GOLAM MOHIUDDIN RAKIB - CO4536  
 MD. RUHUL AMIN - CO4539

**PROMOTED TO CHIEF OFFICER:**

MD GOLAM KIBRIA SHAMIM - CO6557  
 SUSANTA CHANDRA DAS - CO6530  
 MD. AMINUL ISLAM - CO7591  
 SAJIB BISWAS - CO8129  
 MD ARMANUR RAHMAN - CO6522  
 MD MONJURUL ALAM BHUIYAN - CO7710  
 A K M MAHMUDUL HASAN - CO6066  
 MEHEDI HASAN FAISAL - CO4764

**PROMOTED TO CHIEF ENGINEER:**

MD. MAIDUR RAHMAN - CO4646

**PROMOTED TO 2ND ENGINEER:**

MD HABIBUL ALAM SWARAJ - CO5604  
 MD. ABU BAKAR SIDDIKE MAZUMDER-CO6075

### QUOTABLE QUOTES "About Life"

"You only live once, but if you do it right, once is enough."  
 – Mae West

"The big lesson in life, is never be scared of anyone or anything."  
 – Frank Sinatra

"Life is like riding a bicycle. To keep your balance, you must keep moving."  
 – Albert Einstein

"The purpose of life is not to be happy. It is to be useful, to be honourable, to be compassionate, to have it make some difference that you have lived and lived well."  
 – Ralph Waldo Emerson

"Life is a succession of lessons which must be lived to be understood."  
 – Helen Keller

"Your time is limited, don't waste it living someone else's life."  
 – Steve Jobs

"The good life is one inspired by love and guided by knowledge."  
 – Bertrand Russell



### 2ND KLSM RATINGS' SEMINAR-BANGLADESH at Haque & Sons Ltd on 6th June 2024



Kline Ship Management, Singapore organized its 2nd KLSM RATINGS SEMINAR FOR BANGLADESHI NATIONALITIES on Thursday 6th June 2024 at Chattogram, Bangladesh.

Total rating participants were 25 from various places of Bangladesh. The seminar was participated by Capt Jannat, Capt Mostafa on behalf of KLSM and Capt Shafiq, Capt Sirajee, Capt Hanif on behalf of Haque & Sons, Ltd.

The seminar started with self introduction of ratings followed by opening speech from Capt Shafiq, Asst Executive Director of Haque & Sons, Ltd and closing speech was given by Capt. Jannat, Crewing Superintendent of KLSM Singapore.

The seminar was anchored diligently by Capt. Mostafa San from KLSM Singapore.

After the opening speech group photo session was held. Various topics were discussed during the Seminar through out the day.

//Onboard Life at Sea : Capt Mostafa Chowdhury San.

//Company Rules for Seafarers - Alcohol Policies / Onboard behaviour

Safety Culture-Int SOS - Review of Injuries & Medical Cases : Capt Jannat San

//Safe Working Practices & Injury Prevention

(Discussion of Safety Alerts) : Capt Chowdhury San.

**Open Forum-**

Different participants asked their personal problem such as sign on problem due to guarantor, several discussions on safety issues on board, seminar venue, welfare money in shipping office in Bangladesh etc. was discussed. Capt Mostafa San and Capt Shafiq San coordinate this session.

**Presentation of Souvenirs:**

Souvenirs were presented to all the participants in order to kept as a reminder of the day.

Overall, everybody expressed full satisfaction of the arrangements, especially participation, Lunch, food, hospitality & overall arrangements. Expected next seminar will be on Dec, 2024.





## Company News



### Haque & Sons Ltd Expanding Global Reach Through Strategic Partnerships

Haque & Sons Ltd. (HSL) is making waves in the maritime industry, significantly boosting its mixed manning capacity through strategic collaborations with renowned global maritime partners. This expansion not only solidifies HSL's expertise in providing top-tier maritime solutions but also showcases their commitment to meeting the diverse needs of their valued clients.

HSL's success is fueled by partnerships with industry leaders like V.Ships Asia Group, Bernhard Schulte Shipmanagement, Marlow Navigation, Synergy Maritime, Columbia Shipmanagement, MTM Ship Management, MMS Maritime, Excelerate Technical Management, Goodwood Ship Management, Suntech Crew Management, IMC Ship Management / MSI Shipping Services, Emarat Maritime, and Singhai Marine Services.



By leveraging the strengths of these valued partners, HSL is well-positioned to provide a comprehensive suite of high-quality maritime services to clients worldwide. Their dedication to excellence, combined with their expanding network of trusted partners, reinforces HSL's status as a rising leader in the global maritime industry.

This strategic move not only enables HSL to provide a greater number of qualified seafarers but also elevates the overall quality of their manning solutions underscoring its commitment to excellence in maritime manning services. This accomplishment solidifies HSL's position as a leading provider in the maritime sector.

### THE PANAMA CANAL INTRODUCES MODIFICATIONS TO THE TRANSIT RESERVATION SYSTEM TARIFFS



*The Panama Canal Authority is implementing modifications to the Transit Reservation System tariffs as part of the Complementary Maritime Services Tariffs, according to PCA's release.*

*These adjustments introduce the new Long-Term Slot Allocation method (LoTSA), a new scheme designed to enhance our business model and service quality, offering certainty, predictability, and reliability.*

*The main objectives of these modifications to the Transit Reservation System tariffs are to improve service levels, better manage supply and demand, and optimize transit operations. The tariffs related to the new LoTSA scheme will take effect on September 1, 2024.*

*Additionally, as of January 1, 2025, adjustments to charges, changes in the tariff structure, and the introduction of new tariffs will be implemented.*

*The modifications were designed to create flexibility in swapping and substitution slots services. They also include charges to discourage last-minute cancellations and provide transit alternatives to vessels that have not secured a slot and have already arrived in Canal waters, with the aim of optimizing the waterway's capacity and minimizing waiting times.*

*These changes will provide a better experience and convenience for customers while ensuring the efficient use of Canal resources.*

Source: [porttechnology.org](http://porttechnology.org)





## Seafarer's Welfare Facilities & Social Security Facilitating by the Government Seafarer's Welfare Department

Bangladesh is a traditional maritime country. It has a long tradition of producing the best professional seafarers. Bangladeshi Seafarer's are known for their efficiency, devotion to duty, courage to face the hazards of the sea & their simplicity. To ensure seafarer's welfare activities, Bangladesh has been closely associated with International Labor Organization (ILO) & ratified many ILO conventions and accepted various recommendations & has been incorporated into the National Law. Bangladesh has also ratified the Maritime Labor Convention-2006. The Government of the people's Republic of Bangladesh has established The Directorate of Seamen & Emigration Welfare under the administrative control of the Ministry of Shipping for the Welfare of seafarers. A part from the Shore based welfare facilities, as per provision of Regulation 4.4 of the MLC 2006, the Directorate are facilitating under mentioned welfare facilities:



New Seamen's Hostel Complex (Under Construction)

**Seafarers Accommodation:** The Directorate administers a Seaman's Hostel in Chattogram. The seafarers can stay in the hostel normally for 30 days at a subsidized charge determined by the Government. It provides television with satellite channel facilities and indoors game facilities. It is to mentioned that construction of New Hostel complex building is running which will ensure all modern accommodation & recreational facilities.

**Medical Facilities:** There is a medical Centre in the Seamen's Hostel. The medical Centre operates as an out-door dispensary where normal medical checkup is done & prescription with medicine served to the seafarer's & their family members having simple physical complaints.

**Family Welfare Service:** The officers of the directorate facilitating welfare of the families of the Seafarer's while they are on board. They take care of the needs of the family of the seafarer's and arrange for necessary protection in cooperation with local authority & law enforcing agencies.

A part from the social security facilities as per provision of Regulation 4.5 of MLC - 2006, The Directorate administer various Funds & Program for the welfare of Seafarers:

**Seafarer's Welfare Fund:** The fund is administered by a committee composed by the Government on tripartite basis i.e., Representative from Government, Employer & Employees. The Fund are maintaining to help the Seafarers Who are in distress position. Financial assistance is providing to seafarers and their dependent family members for the treatment in case of complex disease and burial of the deceased Seafarers. Other benefit is also provided to the seafarer's as per decision of the respective Fund management Committee.



**Levy Fund:** The fund is also administered by a committee composed by the Government on tripartite basis. The Directorate runs International Seafarers drop-in center with the grant of Levy fund to provide cost free transport facilities to the foreign seafarers calling at Chattogram port to visit difference place, market, Mosque, Churches, Missionaries, Temple of the Chattogram. Other benefit is also provided to the seafarer's as per decision of the respective Fund management Committee.

**Seamen's Education Trust Fund:** The Directorate runs Seamen's Education trust Fund which is administer by a bipartite committee with representative from the Government and Ship owners to provides Scholarship/stipends annually to the school, college & University going children of Seafarers.

**Seafarers Welfare Board:** The Government constituted a high-powered Seafarers Welfare Board on tripartite basis to advise the Government to promote the development of seafarer's welfare facilities & services. The Haque & Sons Ltd. is one of the prestigious members of the Seafarers Welfare Board, Seafarer's Welfare Fund committee & Levy Fund Committee.

"Safety Tip"



**Six Guidelines and Tips for Maritime Worker Safety**

Working in the maritime industry can be challenging and rewarding, but it also comes with risks and hazards. Maritime workers face unique safety challenges, from unpredictable weather to heavy machinery and equipment. We will explore essential safety guidelines and tips to help maritime workers stay safe and maintain a secure working environment.

**Prioritize Proper Training and Certification**

Maritime workers should receive comprehensive training and hold the necessary certifications for their specific roles. Proper training ensures workers have the knowledge and skills to handle their tasks safely. It also helps them understand emergency procedures, use safety equipment correctly, and adhere to industry regulations.

**Wear Appropriate Personal Protective Equipment**

Personal Protective Equipment (PPE) is crucial to maritime safety. Workers should wear PPE such as hard hats, safety goggles, ear protection, gloves, and appropriate footwear to protect themselves from hazards. PPE should be inspected regularly and replaced when damaged or expired.

**Practice Safe Lifting Techniques**

Manually lifting heavy objects is common for many maritime workers. To prevent injuries, it is essential to use proper lifting techniques. Lift with your legs, not your back, and get help when handling heavy or awkward loads. Using mechanical lifting aids like cranes or forklifts whenever possible can reduce the risk of injuries.

**Be Vigilant About Fall Prevention**

Falls are a significant hazard in the maritime industry because workers are often at heights or near open edges. Workers should always use appropriate fall protection measures such as safety harnesses, guardrails, and non-slip footwear when working. Regular inspections and maintenance of walkways, platforms, and ladders are vital to ensure their stability and integrity.

**Practice Fire Safety**

Maritime environments pose unique fire hazards due to flammable materials, machinery, and confined spaces. To minimize fire risk, ensure fire extinguishers are easily accessible and regularly inspected. Workers should be trained in fire response procedures, including evacuation routes and the proper use of firefighting equipment. Regular drills can help reinforce these safety practices.

**Maintain a Drug- and Alcohol-Free Workplace**

Impairment from drugs or alcohol significantly increases the likelihood of accidents in any work environment including maritime settings. Strict policies against drug and alcohol use should be enforced, and regular testing should be conducted to ensure compliance. Promoting a culture of safety and supporting those struggling with substance abuse can help maintain a safe working environment.

*Our Readers Matter*

We are very pleased to receive plenty of responses to our January, 2024 newsletter - all very positive. It has turned out to be a worthy attempt to reach out to our staff on board and in fact we are very heartened by the fact that some of our readers from the sea took the trouble to offer relevant comments and suggestions in order to make this newsletter more meaningful. Thank you very much indeed.

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**Healthy Chicken Stir-fry**

*Recipe*



*Corner*

Make this nutritious, veg-packed stir-fry when you need dinner fast – and if you like a hit of spice, add some chilli to the rich peanut dressing

**Ingredients**

- ◆ 65g brown basmati rice
- ◆ 2 tsp rapeseed oil
- ◆ 15g ginger, peeled and cut into thin matchsticks
- ◆ 2 small red onions (160g), cut into wedges
- ◆ 160g broccoli, broken into florets, stem finely chopped
- ◆ 2 carrots (160g), halved lengthways, then cut into diagonal slices
- ◆ 1 red chilli, finely chopped (optional)
- ◆ 200g chicken breast, cut into thin strips
- ◆ ½ tsp ground cumin
- ◆ 1 tbsp crunchy peanut butter
- ◆ 1 tsp wheat-free tamari
- ◆ 1 tsp brown rice vinegar



**Method**

- **STEP 1**  
Cook the rice following pack instructions, then drain. Heat the oil in a non-stick wok over a high heat and fry the ginger and red onions for 2 mins. Add the broccoli stem, carrots and chilli, if using, and cook for 1 min.
- **STEP 2**  
Tip in the chicken and cumin, stir-fry briefly, then add the broccoli florets and 3 tbsp water. Cover and leave to steam for 3-4 mins, or until the broccoli florets are just tender and the chicken is cooked through.
- **STEP 3**  
Meanwhile, mix the peanut butter with the tamari and vinegar. Stir the sauce into the veg and chicken, then serve over the cooked rice.

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