



CHELLNEWS

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CHELLSHIP MINI SEMINAR 2026

The Chellship Way Strengthening Excellence, Safety, and Seafarer Development



Chellship successfully conducted its Mini Seminar 2026 “**The Chellship Way**” on 29th and 30th April 2026 at the **Hilton Mumbai International Airport Hotel**, bringing together senior officers, management representatives, and industry experts for two days of knowledge sharing, professional development, and meaningful engagement.

The seminar served as an important platform to reinforce Chellship's commitment towards **operational excellence, safety leadership, crew welfare, and continuous improvement** across its fleet. The event highlighted the organization's dedication to developing a strong safety culture, enhancing operational standards, and empowering seafarers with the knowledge and skills required to meet the evolving demands of the maritime industry.

The programme commenced with a special video address by the Chellaram Group's Chairman, **Mr. Lal Chellaram**, who shared valuable insights into Chellship's vision, core values, and future direction. His message emphasized the importance of maintaining high standards of professionalism, teamwork, and responsibility while continuing to uphold the principles that define “**The**

Chellship Way.”

Over the course of the two-day seminar, participants engaged in a diverse range of informative and thought-provoking sessions covering various aspects critical to maritime operations and personal development. The sessions focused on key areas such as **Port State Control performance, incident prevention, commercial awareness, mental health and well-being, human relations, training and competency development, healthy lifestyle practices, energy-saving technologies, and voyage optimization.**

The discussions provided valuable opportunities for officers and management representatives to exchange experiences, share best practices, and explore practical approaches to improving safety, efficiency, and performance onboard vessels. The sessions also encouraged participants to reflect on their individual roles in contributing to a stronger and more resilient maritime organization.

A special screening of the documentary *All the World is Green* (AWG), co-produced by Chellaram Foundation was another significant highlight of the programme. This



Capt. Amit Bhargava addressing the officers about Loss Prevention

documentary encouraged participants to reflect on how our food choices can help create a greener, healthier and a more compassionate world and the importance of adopting conscious practices both professionally and personally. It aligned with Chellship's continued focus on promoting responsible operations and a sustainable future.

One of the most memorable moments of the seminar was the **Long Service Awards ceremony**, which recognized and celebrated the dedication, loyalty, and outstanding contributions of officers who have been an integral part of Chellship's journey over the years. The awards reflected the company's deep appreciation for the commitment, professionalism, and valuable service demonstrated by its people.

Further strengthening the company's focus on holistic crew welfare, the seminar included a dedicated **morning yoga and physical wellness session**. The session highlighted the importance of maintaining physical fitness, mental resilience, and a balanced lifestyle for seafarers, whose demanding roles require both physical endurance and emotional strength.

The seminar also provided an excellent opportunity for open interaction between leadership and participating officers. Through the interactive wrap-up session, participants shared their feedback, experiences, and suggestions, fostering a culture of transparency, collaboration, and continuous learning.

As the event concluded, the spirit of teamwork and shared



Mr. Mayur Khaneja & Capt. Ashish Mokashi presenting long service award to Capt. Sagar Joshi.

purpose was evident among all participants. The Mini Seminar 2026 successfully reinforced Chellship's commitment to nurturing its people, strengthening operational standards, and building a safer, more efficient, and sustainable future for its fleet.

The event truly reflected the essence of “**The Chellship Way**” a commitment to excellence, safety, innovation, and the well-being of every individual contributing to the organization's success.

Capt. Ashish Mokashi

Senior Superintendent, Training & Manning
Chellship, Mumbai



List of promotions in the fleet



To the rank of 3/O

Mr. Adarsh Kumar, on board *Darya Satya*

Mr. Sachin Soni, on board *Darya Lachmi*

To the rank of C/E

Mr. Abilash Peringayil Muraleedharan,
on board *Darya Sita*

To the rank of 2/E

Mr. Amrinder Singh, on board *Darya Krishna*

Mr. Kumar Paritosh, on board *Darya Nitya*

Mr. Sohil Fernandes, on board *Darya Gomti*

Mr. Anandan Gunasekaran, on board *Darya Lachmi*

Mr. Krishna Murari, on board *Darya Priya*

To the rank of 3/E

Mr. Chaitanya Godbole, on board *Darya Rashmi*

Mr. Pradyumna Mishra, on board *Darya Ruchi*

To the rank of Bosun

Mr. Tinu Mathew, on board *Darya Kavri*

To the rank of AB

Mr. Jaypalkumar Tandel, on board *Darya Gomti*

To the rank of OS

Mr. Sandip Ghulup,

on board *Darya Satya*

Mr. Rahul Juwar,

on board *Darya Koshi*



HYDROPONICS AT SEA: GROWING FRESH VEGETABLES ON SHIPS

Hydroponics is a method of cultivating plants using nutrient-rich water instead of soil. Plant roots receive carefully balanced nutrients, oxygen, and water, allowing crops to grow efficiently in a controlled environment. Popular hydroponic systems include nutrient film technique (NFT), deep water culture (DWC), drip irrigation, and vertical farming towers.

Because hydroponic systems require far less water than traditional agriculture and can be installed in compact spaces, they are particularly well suited to ships where space and resources are limited. Fresh produce is one of the first food items to deteriorate during long ocean voyages. While refrigeration extends shelf life, many vegetables lose nutritional value and freshness over time. Hydroponics enables ships to harvest vegetables continuously throughout a voyage.

The benefits include:

- A reliable supply of fresh vegetables regardless of voyage length.
- Improved nutrition for crew members through regular access to leafy greens and herbs.
- Reduced dependence on frequent resupply at ports.
- Lower food waste caused by spoilage during storage.
- Enhanced crew morale by providing fresh, high-quality meals.
- Access to fresh vegetables contributes to healthier diets, while tending plants can provide a relaxing activity that supports mental well-being during long deployments.
- Growing produce on board reduces packaging waste, transportation emissions associated with food deliveries, and spoilage losses.
- In situations where port access is delayed due to some reason, on board food production provides an additional level of resilience.



Coriander in Officers Mess Room, Darya Sita

As part of Chellship's ongoing commitment to promoting healthier living and greater sustainability on board its vessels, the company has recently launched an initiative to introduce hydroponic farming for its crew. Each vessel has been supplied with two sets of hydroponic growing equipment, enabling crew members to cultivate a variety of fresh produce, including salad greens, chillies, and culinary herbs used for garnishing and enhancing meals. These compact, soil-free growing systems are designed to operate efficiently within the limited space available on board, using nutrient-rich water and energy-efficient lighting to produce healthy crops throughout the voyage. By growing fresh vegetables at sea, crew have access to nutritious ingredients that would otherwise become scarce during long passages,

improving both the quality and nutritional value of onboard meals. In addition to supporting healthier eating habits, caring for the plants provides a rewarding recreational activity that can contribute positively to crew morale and well-being. The initiative also aligns with Chellship's environmental objectives by reducing food waste, minimizing reliance on frequent replenishment of fresh produce in ports, and promoting more sustainable food production practices. Through this innovative approach, Chellships continues to demonstrate its commitment to crew welfare, operational sustainability, and embracing practical solutions that enhance life at sea.

Not every vegetable is ideal for growing at sea. Fast-growing, compact crops provide the greatest return for the available space.

By embracing hydroponics at sea, Chellship is cultivating healthier crews, greener operations, and a more sustainable future for maritime living.



Star Fighter lettuce in Crew Mess Room, Darya Sita

Capt. Ashish Mokashi
Sr. Supdt. Training & Manning,
Chellship, Mumbai



“A documentary didn't make me vegetarian. It made me understand why I chose to remain one”

I recently had the privilege of watching the screening of a documentary called *All the World is Green*. I walked into it thinking it didn't affect me directly. I walked out realizing it affects all of us in one way or another.

Now you might ask me, what is it that affects you?

I've been a vegetarian all my life, probably because my family has always been vegetarian. Growing up, even the thought of eating animals was frowned upon. So naturally, I disliked the idea of eating any living being. But if I'm being completely honest, it never had much to do with the animals. It was always about, “I'm not supposed to eat this.”

As I grew up and moved away from my family to live in a hostel, surrounded by girls who were non-vegetarians, it came as a shock to me that not everyone thought the way my family did. My friends would eagerly wait for the days our mess served a non-vegetarian meal. I never really understood the excitement, but they genuinely loved it.

I still remember the first time I accidentally ate an omelette. I had never even seen one before and assumed it was just another vegetarian dish being served. I took a bite, and one of my classmates looked at me and said, “Hey, I thought you were vegetarian.” “I am,” I replied. “But this is an omelette.”

I remember being in complete denial. No, it can't be. I can't eat that. Looking back, I wasn't upset because I had harmed an animal. I was upset because I believed I had broken a rule that I had followed all my life. I was thirteen.

I remember crying and calling my father, telling him I had sinned. He calmly told me, “It's okay. It was a mistake. Just be careful next time.” I took his kindness as a line I never wanted to cross again.

For years, I didn't eat animals out of habit and fear of doing something I believed was wrong. But as I grew older, something changed. My love for animals grew. They cannot speak. They cannot tell us how they feel. But they do feel. They experience fear. They know pain. They mourn. They cry. And I slowly realized that I didn't want to be a part of something that caused suffering to creatures that couldn't speak for themselves.

That realization became my reason. Mind you, this is not a post to tell you what you should or shouldn't eat. That is entirely your choice to make. I simply think it's

important to be mindful of what we consume, and this documentary encourages exactly that. Whether or not you eat animals, our food system affects all of us.

The documentary sheds light on industrial farming, how many animals are bred in enormous numbers, confined in overcrowded spaces, and raised in systems designed for efficiency rather than welfare. While I understand that death is a part of nature, I also believe that there is a difference between nature and mass production. Somewhere along the way, living beings became products.

Many industrial poultry and livestock farms keep animals in conditions where disease spreads easily, which has historically led to the routine use of antibiotics to prevent illness. Health experts have warned that this contributes to antimicrobial resistance, making some infections in humans harder to treat. Beyond the ethical concerns, it also raises important questions about the food systems we depend on.

I've often heard people ask me, “What's the guarantee that the vegetables you eat aren't filled with chemicals and pesticides?” And honestly, that's a fair question. But I still have choices. I can buy local produce, choose organic whenever possible, grow some vegetables myself, wash them thoroughly, or cook them before eating.

The animals in these systems rarely have those choices. Many spend their entire lives indoors without ever seeing daylight or grazing freely. In many dairy systems, calves are separated from their mothers shortly after birth, and dairy cows are often sent for slaughter once they are no longer commercially productive. Watching these realities made me realise that this conversation is about much more than food but about compassion.

I know change doesn't happen overnight. We can't always stop eating something we've grown up eating. Food is deeply personal. It's tied to our culture, traditions, families, and memories.

But change often begins with awareness. Where did this meat come from? How was this animal raised? Did it get to live the life nature intended, or was it part of a system built purely for production?

These are questions worth asking before buying your next piece of meat or any animal product, for that matter. This isn't just about animals. It's about our planet too.



Mrs. Anukriti Aluri, Mr. Rohanth Aluri,
Mr. Joy Basu & Mr. Ravinder Singh at the Screening Event

Livestock farming contributes significantly to greenhouse gas emissions and produces enormous amounts of waste. When that waste isn't managed properly, it can pollute rivers, lakes, and groundwater. Forests continue to be cleared to grow feed for livestock, and our oceans are already struggling under the weight of pollution. Every choice we make has an impact, even if we don't see it immediately.

Today, we have clean water to drink and food to eat. But if we continue consuming without questioning how our food is produced, future generations may inherit a planet

that is far less capable of sustaining life than the one we know today. This is our planet's call for help.

The documentary should be available for everyone to watch soon. Until then, there are some incredible documentaries on Netflix that explore industrial farming, sustainability, and our relationship with the food we eat.

I'm not asking you to stop eating meat. I'm simply asking you to know the story behind it before it reaches your plate.



Mrs. Anukriti Aluri, daughter-in-law of Mr. Aluri Rama Krishna. (Technical Director)

Screening of Documentary Film 'ALL THE WORLD IS GREEN'



Mr. Lal Chellaram, Chairman of the Chellaram Group, addressing the audience with his inspiring vision.

Special screening of documentary film *All the world is Green* (AWG) was arranged at Royal Western Turf Club, Pune on 27th June 2026 from 6.30 pm to 9.30 pm.

The event was jointly organised by SmartShip Hub and co-producer of this film Chellaram Foundation. Tag line of the function was 'Lets come together for a greener tomorrow'.

Over 100 guests from various fields like Maritime, Healthcare, Defense Services, Business and Social networks attended the screening.

Mr Joy Basu, Chief Executive Officer and co-founder of Smart Ship Hub, gave a welcome speech outlining the brief of objective of the film and how he is becoming passionate on creating awareness on Animal Welfare, Environmental protection and health.

Chellaram Group's Chairman, Mr. Lal Chellaram's video speech was screened after Mr Basu's speech.

The attendees carefully watched Mr. Chellaram's speech which covered Climate change, Environmental Degradation, Animal cruelty & Suffering and chronic diseases linked to these issues. He also covered the importance of plant-based food and how he got inspired on making this movie.

Dr Manjusha Ghumare of Chellaram Diabetes Institute (CDI) gave closing note after screening of the movie where she covered objectives of Chellaram Foundation, purpose of making of AWG, its impact on health, climate

and animals. She also spoke on importance of plant-based diet with its positive impact on both health and environment.

A small standee with QR code was placed at every table where people registered their feedback on the movie.

Good vegetarian food with cocktails was served at the club house post screening.

Dr Sonam Mahajan, Mr Sharad Patil and Dr Prasanna Dhore from CDI were also present at the event.

A kit bag containing book Green Bites, Diabetes Health magazine- 'Protein Rich Vegetarian Food', information leaflets of Chellaram Ultra Wellness Center & Chellaram Women's Health Center was given to each participant .

CDI team briefly spoke with few members post screening. It was observed that people were greatly impacted with the facts and visuals shown in the movie in regards to the animal rearing, environmental impact mostly of dairy and various health hazards of animal-based food.

Few people informed that it was good to be served vegetarian food after the screening as they were not at all in the mood of having non-vegetarian food after watching AWG.

Overall the arrangement at the Turf Club, flow of the function, screen & sound system as well as food & drinks arrangements were quite good .



An engaged audience during the documentary screening

From Oceans to the Roof of the World

A Second Mate's Motorcycle Expedition to Ladakh



Mr. Manpreet Singh (2nd from left) - High on altitude. Higher on friendship

As seafarers, we are accustomed to navigating vast oceans, facing unpredictable weather, and operating in some of the world's most challenging environments. However, during my recent leave, I exchanged the bridge of a vessel for the saddle of a Royal Enfield Himalayan bike and embarked on one of India's most demanding motorcycle expeditions- the legendary Leh-Ladakh circuit.

What began as a motorcycle trip soon became a journey of endurance, and self-discovery.

The Journey Begins

Our group of riders assembled in Delhi where we started and then proceeded to Manali, where we spent a night preparing for the adventure ahead. The next morning, with our Royal Enfield motorcycles ready and spirits high, we started our ascent into the Himalayas.

Crossing the magnificent Atal Tunnel, we rode towards Jispa, witnessing dramatic changes in terrain, temperature, and altitude. Every kilometer reminded us that Ladakh is not merely a destination, it is an experience that tests both machine and rider.

Riding Through Extreme Terrain

Unlike conventional road trips, Ladakh presents unique challenges. The roads continuously change from smooth tarmac to loose gravel, river crossings, rocky trails, and snow covered sections.

One of the most demanding aspects of the expedition was riding over black ice. Unlike visible snow, black ice is nearly invisible and extremely slippery. Conventional braking can cause immediate loss of control. During several stretches, we relied entirely on engine braking, maintaining a steady throttle and resisting the instinct to apply sudden brakes.

The lessons were remarkably similar to ship handling in adverse weather, remain calm, avoid abrupt actions, and trust your training.

Safety First

Before the expedition, every rider was briefed on safety procedures and emergency protocols. I rode with full Level-2 protective riding gear, including armored jacket, riding pants, gloves, and boots.

Even with the best equipment, the mountains constantly reminded us that caution is more important than speed. Slow and controlled riding became the key to safely negotiating snow covered roads, steep descents, and unpredictable terrain.

In many ways, it felt similar to bridge resource management at sea, preparation, situational awareness, and disciplined decision making make all the difference.

Leh, Nubra and Pangong

The journey through Leh, Nubra Valley, and Pangong Lake



showcased some of the most breathtaking landscapes I have ever witnessed.

Crossing Khardung La, surrounded by towering snow covered peaks, was a memorable experience. The stark beauty of Nubra Valley, with its cold desert terrain and double humped camels, contrasted dramatically with the deep blue waters of Pangong Lake.

Each destination offered a unique perspective on the rugged beauty of Ladakh and the resilience of the people who call it home.

Conquering Umling La

The defining moment of the expedition was undoubtedly the ride to Umling La.

Standing at an elevation of over 19,000 feet, Umling La is among the highest motorable roads in the world. The combination of thin air, freezing temperatures, rough terrain, and challenging gradients pushed both riders and machines to their limits.

At such altitudes, even simple physical activities become exhausting. Motorcycle performance changes, concentration levels fluctuate, and weather conditions can deteriorate rapidly.

Reaching the summit was not merely a riding achievement, it was a testament to preparation, patience, and perseverance.

The sense of accomplishment at Umling La is difficult to describe. Surrounded by snow clad mountains and endless Himalayan landscapes, one realizes how small we are in comparison to nature's grandeur.

A Visit to Kargil

After returning from Pangong and Umling La to Leh, our route took us westward through Kargil towards Srinagar.

One of the most emotional moments of the expedition was visiting the Kargil War Memorial. Standing before the memorial, reading the stories of bravery and sacrifice made by Indian soldiers, filled us with immense pride and gratitude.

The visit reminded us that the freedom to travel through these beautiful regions exists because of the courage and dedication of our armed forces.

Srinagar and the Journey Home

From Kargil we proceeded to Srinagar, where the stunning landscapes of Kashmir offered a fitting conclusion to our Himalayan adventure. The tranquil Dal Lake, green valleys, and warm hospitality provided a welcome contrast to the harsh terrain of Ladakh.

Eventually, our journey came full circle as we returned to Delhi, carrying memories that would last a lifetime.

Lessons Beyond the Ride

While the expedition was filled with spectacular scenery and thrilling roads, its greatest value lay in the lessons it reinforced:

- Preparation is the foundation of success.
- Teamwork is critical in challenging environments.
- Patience often achieves more than aggression.
- Risk management is as important on mountains as it is at sea.
- The greatest rewards often lie beyond the toughest challenges.

As mariners, we routinely navigate oceans thousands of miles from home. Yet this journey reminded me that adventure and learning can also be found on land, among the towering peaks of the Himalayas.

The Leh Ladakh expedition was not merely a motorcycle ride, it was a powerful reminder of resilience, discipline, and the spirit of exploration that drives both mariners and adventurers alike.

From the oceans to the roof of the world, the journey continues.

Manpreet Singh
2nd Officer, Darya Rashmi



HOME AWAY FROM HOME: Celebrating Love and Leadership at Sea Onboard *Darya Mahi*

Life at sea is often described as adventurous, demanding, and ever-changing. Yet, every once in a while, it becomes something even more special—deeply personal, warm, and unforgettable. Our recent anniversary celebration on board, honouring our Charming Captain sir and his family, was one such occasion. It was not just a celebration of years spent together in marriage, but a celebration of unity, leadership, and the spirit that makes our vessel truly feel like a home away from home.

A Celebration Beyond the Horizon

Against the endless blue of the ocean and under open skies, our ship transformed into a place of joy and togetherness. Crew members from every department gathered to celebrate this milestone with our Captain and his family. Decorations were thoughtfully arranged, laughter echoed through the decks, and smiles were shared across ranks and roles.

It was a reminder that while we may sail across distant waters and continents, what truly anchors us is the sense of community we build onboard.

Leadership That Feels Like Family

A ship is more than steel and machinery—it is the people who bring it to life.

Under the steady and inspiring leadership of our Captain, we have cultivated a culture rooted in respect, support, and camaraderie.

Great leadership at sea goes far beyond navigation charts and operational decisions. It means fostering trust during challenging voyages, maintaining morale through long stretches away from loved ones, and creating an environment where every crew member

feels valued.

Our Captain exemplifies this balance of professionalism and warmth. His guidance ensures safe and successful voyages, while his approachability makes every crew member feel part of one extended family. That spirit was beautifully reflected during the anniversary celebration—not as a formal event, but as a heartfelt gathering of people who genuinely care for one another.

Home Away from Home

For seafarers, the concept of “home” often stretches across oceans. Weeks and months spent onboard mean that the ship becomes more than a workplace. It becomes our living room, our dining table, our shared stories, and our shared responsibilities.

The presence of the captain's family during this special occasion made the atmosphere even more meaningful. Their smiles and participation added warmth to the celebration, reminding us that behind every strong leader is a strong family foundation. It bridged the distance between land and sea, making everyone feel closer to their own loved ones.

The evening was filled with music, shared meals, heartfelt speeches, and moments of gratitude. It strengthened the

bonds among us and reinforced what makes our vessel unique—a culture where professionalism and humanity sail side by side. Chellaram Shipping always sets standards and supports seafarers for their mental and physical wellbeing, even encourage to promote a happy and healthy lifestyle onboard which makes each and every crewmember feel like their own home onboard. We seafarers really owe gratitude to such a great company.

Happy Sailing Vibes

There is something special about celebrating



Anchored by family, united by the sea, and blessed with friendships

life's milestones while at sea. The rhythm of the waves, the gentle hum of the engines, and the vast horizon serve as a backdrop to moments that become lifelong memories.

This anniversary was not just about commemorating years of marriage – it symbolized stability, commitment, and partnership. Values that mirror the very essence of maritime life. Just as a marriage thrives on trust and teamwork, so does a successful voyage.

The positive energy from the celebration carried forward into our daily routines. Lighter steps on deck, brighter smiles in the mess room, and an even stronger sense of unity reminded us that morale is one of the most powerful forces onboard.

Sailing Forward Together

As we continue our journeys across oceans, this celebration will remain a cherished memory. It reinforced that no matter how far we travel, what truly defines our voyage is the spirit we carry within our crew.

Under the Captain's leadership, our ship is not only guided safely through waters – it is guided with heart. And in that, we find our home away from home.

Here's to many more safe voyages, shared celebrations, and happy sailing vibes ahead.

Abhishek Sundaresan
Chief Officer, *Darya Mahi*



Charting My Course: Fifteen Years at Sea, Anchored in Trust, Driven by Purpose

In 2011, I stepped aboard my first vessel as a fresh-faced deck cadet, full of ambition but with little idea of the challenges and lessons the sea had in store for me. That moment marked the beginning of a journey that would span fifteen years, shaped by hard work, mentorship, and the unwavering support of Chellaram Shipping.



to sail with my family onboard a rare and cherished experience that reminded me that seafaring is not only about duty but also about connection. Another highlight was being entrusted with the delivery of three new ships that added as an additional feather to my hat. To stand on the bridge of a vessel fresh from the yard,

Every rank I held carried its own responsibilities and trials. As a Third Officer, I learned the importance of precision and vigilance. As a Second Officer, I discovered the weight of planning and navigation, where every decision could alter the course of a voyage. My years as Chief Officer taught me leadership – balancing the demands of cargo operations, safety, and crew welfare while keeping the vessel running smoothly.

In 2025, I was entrusted with the greatest responsibility of all: **Command**.

Becoming Master was not just a promotion; it was the culmination of years of dedication, countless voyages, and the trust placed in me by the company. Standing on the bridge as Master, I often reflect on the cadet I once was – eager, uncertain, and determined to prove himself.

Beyond promotions, Chellaram Shipping gave me opportunities that enriched my career and personal life. One of the most memorable privileges was being allowed

knowing I was part of its very first chapter, was both humbling and inspiring.

This journey has been more than a career progression; it has been a partnership with Chellaram Shipping. The company has been my anchor, providing opportunities to grow, mentors to guide me, and a platform to rise through the ranks. I am proud to say that my story is not just about personal achievement, but about the values of loyalty, perseverance, and the shared success of a company that invests in its people.

As I look ahead, I carry with me the lessons of every rank and the responsibility of shaping the next generation of seafarers. To the cadets who are just beginning their own journeys: the path may be long, but with commitment and resilience, the horizon holds endless possibilities.

Capt. Ojaswi Vats
Master, *Darya Mahi*





HUMAN ERROR IS THE LAST LINK, NOT THE ROOT CAUSE

For decades, maritime accident investigations have concluded with familiar findings such as “*crew negligence*,” “*human error*,” or “*failure to follow procedures*.” While these explanations may identify the immediate trigger of an incident, they seldom reveal the true reasons behind it. In many cases, the crew member's action is merely the final visible symptom of deeper organizational, operational, or systemic weaknesses.

A meaningful investigation must answer three key questions: Who was involved, what happened, and why it happened. Simply identifying a crew member's mistake does not address the root causes; understanding why the error occurred is essential to preventing recurrence.

Modern safety thinking recognizes that accidents rarely result from individual actions alone. People operate within systems influenced by management decisions, operational pressures, procedures, equipment limitations, fatigue, training, and organizational culture. Effective investigations therefore focus not on assigning blame, but on understanding how these factors interact to create the conditions for error.

Consider a simple example. A bridge officer fails to detect a target and a collision occurs. The immediate conclusion

might be that the officer was negligent. However, a deeper investigation could reveal that the officer had been working excessive hours, was fatigued, was handling a heavy traffic situation with insufficient support, or was using poorly designed equipment. In such a case, the officer's error becomes a consequence of system weaknesses rather than the primary cause of the accident.

Many safety professionals argue that human error is often the final link in the chain of events rather than the root cause itself. When a person makes an incorrect decision, performs a task improperly, or fails to act when required, investigators should look beyond the error and seek to understand the factors that shaped that behaviour.

These factors may include:

- Fatigue and inadequate rest
- Insufficient training or experience
- Poor supervision
- Inadequate or impractical procedures
- Commercial and time pressures
- Communication failures
- Weak safety culture
- Unclear roles and responsibilities

- Poor workplace or equipment design
- Environmental influences such as weather, traffic, and workload

Human performance is influenced by a wide range of factors, including physical and mental fitness, training, supervision, living and working conditions, vessel design, environmental conditions, and the operational demands placed upon seafarers. Understanding these influences is essential to identifying the underlying causes of incidents and improving safety performance.

Another common investigation finding is “**failure to follow procedures.**” However, this is rarely the root cause. The key question is **why was the procedure not followed?** In many cases, non-compliance occurs because procedures are unclear, impractical, poorly understood, inadequately reinforced, or have become routinely bypassed over time. Individuals may also believe that deviating from the procedure is necessary to meet operational demands. Effective investigations therefore look beyond the violation itself and seek to understand the factors that influenced the decision not to follow the procedure.

The maritime industry provides many examples of this reality. Crews are often working under tight schedules, shortened port stays, increasing inspection demands, and growing administrative workloads. Under such conditions, shortcuts can gradually become accepted practice. What appears to be negligence may, in reality, be a predictable response to organizational pressures.

Many investigations reveal the same recurring pattern. A defect was overlooked because inspections were rushed. The procedure was ignored because it was impractical. A critical decision was delayed because the responsible officer lacked adequate support or training. The visible human action is simply one link in a chain of contributing factors.

This systems perspective is reflected in James Reason's well-known **Swiss Cheese Model**, which suggests that accidents occur when multiple layers of defence fail simultaneously. The crew member's action is often the final barrier that breaks down, but the conditions that allowed the error to occur may have existed for months or even years. Organizational decisions, inadequate supervision, poor planning, training gaps, and weakened safety barriers create the “holes” through which accidents eventually pass.

For maritime organizations, this understanding carries an important lesson. If investigations stop at “**crew negligence**,” the resulting corrective actions are usually limited to retraining, new procedures, warnings, or disciplinary action. While these measures may have some

value, they rarely eliminate the underlying hazards. In contrast, investigations that identify systemic weaknesses lead to more effective solutions such as better procedures, improved supervision, enhanced training, reduced fatigue, improved equipment design, and a stronger safety culture.

The true purpose of an investigation should therefore be **learning rather than blaming.** A blame-focused investigation identifies who made the mistake. A learning-focused investigation identifies what must change to prevent the mistake from happening again.

This does not mean individuals should never be held accountable. Deliberate, reckless, or malicious behaviour must still be addressed appropriately. However, most incidents do not result from intentional negligence. They occur because ordinary people are working within imperfect systems.

The next time an investigation concludes with “**crew negligence**” or “**human error**,” it is worth asking one more question: **Why did the crew member act that way?** The answer will often reveal the real root causes.

In safety management, the crew member may be the last person to touch the problem but rarely the first person to create it.

Capt. Thomas Zacharia

Deputy General Manager - Safety & Quality



The Gentle Canvas of a Bridge Watchkeeper

The sea meets the sky in a gentle show,
Waves whisper secrets as moments flow.
Thunder and Lightning kisses the ocean depth,
Rainbow arcs painting the morning's breath,
Window gleam like stars on a clear night,
Reflecting nature's beauty, pure and bright.
Coffee warms hand, gazing out to sea
Dreams unfurl like waves, effortlessly free.
Darkness fills the office; outside stars twinkle bright
Beginning of the day, embraced by the sea's gentle light.
The moment port arrives and the horizon fades
The show of waves disappears in silence wades.

Mr. Alok Kumar

Chief Officer, *Darya Sita*



MY 23-YEAR JOURNEY: Watching Chellaram Shipping Reach New Horizons

When I first stepped onto a vessel of Chellaram Shipping 23 years ago, the world felt much larger, and the technology much smaller. Today, as I look back on more than two decades of service as an Oiler, I don't just see a company; I see a family that has grown, modernized, and led the way in the maritime industry. In early days things were different. Our ships were reliable, but the work was more manual. Communication with our families back home was a rare luxury, often limited to short letters or expensive Phone calls from a port. As an Oiler, my world was the engine room, ensuring that every machine and gear moved perfectly to keep us sailing.

Over the years, I have had a front-row seat to the incredible growth of Chellaram Shipping, it wasn't just about the company buying more ships; it was about how they improved everything they touched. I watched the transition from older vessels to state-of-the-art, eco-friendly ships. The engines became more advanced, and the technology became more efficient. The company's commitment to our safety grew stronger every year. New training programs and better equipment made the engine room a much safer place to work. Life at sea became

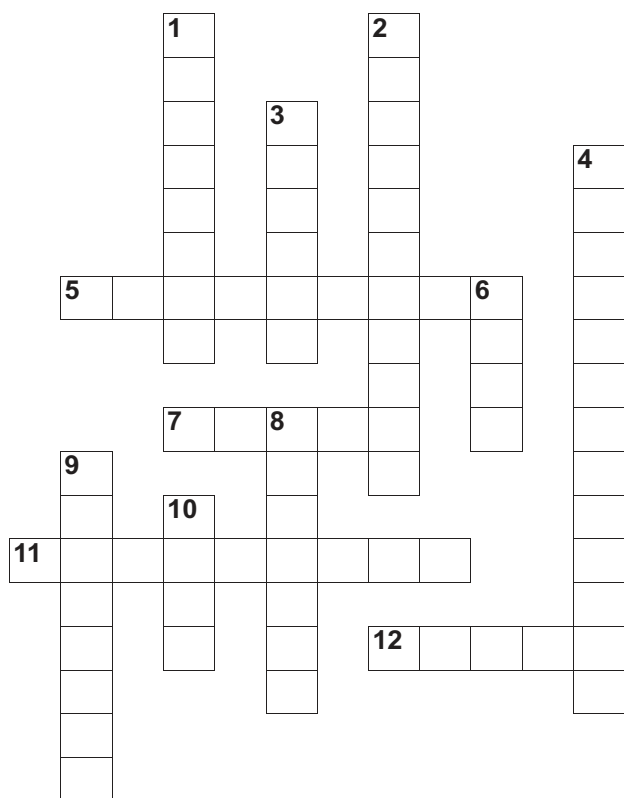
much more comfortable. From better food and cleaner cabins to high-speed internet that lets us video call our families from the middle of the ocean.

Why I Stayed?

People often ask me why I stayed with one company for 23 years? The answer is simple: "Respect". In Chellaram, an Oiler is not just a number on a crew list, I felt like a valued part of the team. I saw the company navigate through global challenges and economic changes, yet they always maintained their high standards and looked after their people.

Looking Ahead as I see the younger generation of seafarers join our ranks today, I tell them the same thing: You are in good hands, The "Chellaram Way" always put the crew's well-being first. It has been the honour of my life to help keep the engines turning for 23 years. In the end I can only say "Chellaram Shipping didn't just grow fast; it grew right".

Landa Sambha Murthy
Oiler, *Darya Satya*



Across

5. The I in the F.I.T.T principle stands for?
7. Acronym for goals that are Specific, Measurable, Attainable, Relevant, and Timely
11. ____ Syndrome is a cluster of conditions that increase the risk of heart disease, stroke, and diabetes
12. Drink this daily

Down

1. ____ Training using less reps and higher weights
2. The Range of motion of joints and mobility of muscles
3. Walk for a long distance, usually in the woods
4. Normal Range is less than 120/80
6. Cobra and downward dog are ____ poses
8. Exercise that increases heart rate and the use of oxygen
9. Physical activity to sustain or improve health and fitness
10. The M in BMI stands for?



CROSSWORD PUZZLE SOLUTION

Across
5. Intensity
7. SMART
11. Metabolic
12. Water

Down
1. Strength
2. Flexibility
3. Hike
4. Blood Pressure
6. Yoga
8. Aerobic
9. Exercise
10. Mass

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