

Nakilat



October 2015

Monthly Magazine Published By Kuwait Oil Tanker Company's - Public Relations & Admin Services Group

VALUES

قيم



مؤسسة البترول الكويتية
وشركاتها
Kuwait Petroleum Corporation
and subsidiaries

Nakilat

October 2015



شركة ناقلات النفط الكويتية س.أ.ك.
KUWAIT OIL TANKER COMPANY S.A.K.

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Editorial
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**The company
celebrates Eid with the
employees and their
children**

3



6

**Sanousi: Values
initiative is
a stimulating
development tool**

**Chief Engineer Essa
Ashkanani : The sea
is stronger than the
sailor**

10





Talal Al-khaled Al-Ahmad Al-Sabah
Chief Executive Officer

Implanting Values

Kuwait Oil Tanker Company adopts national campaigns that aim at improving the oil industry. Company employees have effectively participated in Employee Engagement Campaign that was initiated by KOC last year in order to measure the level of job satisfaction among oil companies' employees, and to allow them a chance to state their opinions and professional requirements, in addition to developing and enhancing the work environment in the near future.

This year, the company launched We Want You to Participate Campaign, which aims at reducing expenses and increasing profits, especially with the drop of oil prices in international markets. We have formed a team to inform and educate people about this campaign, in addition to issuing periodic reports that illustrate the work process and compare the actual achievements with the set plans in order to identify the ways of saving resources. In addition to that, best practices programs were used to improve profits, examine the utilization of modern technology and signing contracts with the best companies that provide new ways to cut the costs of operating and maintenance.

Recently, the company has become a member of the team supervising the Implanting Values Campaign among oil industry workers, and is aspiring to be part of the success of this campaign that aims at enhancing the presence of a group of values such as commitment, institutional thinking, flexibility, integrity, distinction, partnership, and motivation within the work methods, policies and procedures that are followed within KOC and its subsidiaries. Such campaigns help in achieving the strategic vision of KOC and its subsidiaries, reach international levels in all fields, and achieve more success. Therefore, we would like all company employees to support those national campaigns that enhance the importance of oil industry and develop both work and workers.

Presented lectures on research, development and the fuel usage regulations in the fleet

A delegation from DNV GL visits the company



■ Mr. Tor Svensen in one of the lectures



■ Mr. Ali Shehab addressing the audience

KOTC hosted a delegation from the international classification Society and supervision organization DNV GL consisting of Mr. Tor Svensen – Group Vice President Mr. TrondHodne, Business Director Maritime. Mrs. CatrineVestereng, Business Director Tankers. Mr. Geir,Fuglerud, Area Manager Middle East. Mr. Kamal Kumar, District Manager. A meeting was held with Mr. Ali Shehab the Deputy vice CEO for Fleet Operations.

After the meeting, the guests gave a visual presentation on the stage of the company’s administrative building in the main building in the presence of Mr. Ali Shehab the Deputy vice CEO for Fleet Operations. The visual presentation discussed Many issues were presented and discussed including the concentration on research and development, including industrial projects, the performance of DNV GL and KOTC, the performance

standards of KOTC, Class and PSC, and the fuel usage regulations within the company. After the presentation, Mr. Ali Shehab the Deputy vice CEO Fleet Operations, gave a speech thanking DNV GL, and talked about the fleet’s futuristic plans and the projects of building the new fleet, and the assessment of DNV GL performance. He also talked about the fields of cooperation between the company and KOTC.



■ Mr. TrondHodne giving a lecture



■ Part of the audience

Organized a special show for the children's play "Standby" The company celebrates Eid with the employees and their children



■ Great presence for the employees and their children

Being keen to celebrate religious and social events with its employees, PR and administrative services in KOTC organized a special show for the children's play "Standby" for the employees and their children on the fourth day of Eid.

Artist Productions honored KOTC for the productive cooperation for the second consecutive year. Mrs. Dalal Al Asfour, PR Department Director, has received a memorial shield from actor Hamad Al Omani.

The play sends a number of educational messages that find their way to the subconscious of children and teenagers during the show. The play highlighted how people get nervous sometimes because of life pressures, and how this affects their lives in general. It also brought attention to the fact that fear and cowardice are things that people bring upon themselves due to lack of self confidence. It also concentrated on the importance of strength, determination and



■ Mrs. Dalal Asfour with some of her family members

persistence that people should have in order to progress, in addition to other issues that are discussed within the context.

"Standby" is the second production for Artist Production. It was written by Fatima Al-Amer and directed by Abdulaziz Safar, starring Elham Al-Fadala, Hamad Al-Omani, Buthaina Al-Raiesi, Gadeer Al-Sabti, Abdulsala Mohammed, Maitham Bader, Abdulaziz Behbahani, Retag Al-Ali, and Naser Al-Dosari.



■ Mrs. Omaira Antar with some of her family members



■ Engineer Nawaf AlZaabi and his family



■ Part of the play "Standby"



■ Engineer Sara Al Hadhoud with some of her family members

Included medical examinations and informational lectures A Health Day for the Company's Employees



■ Blood pressure tests



■ Engineer Khaled Haidar taking an eye test

As part of KOTC commitment toward employees Health & Self-Development, a Health Day was organized on Thursday; 10th September, 2015 from 08:30 am to 1:00 pm. This included lectures in the Auditorium on different health topics.

The first lecture was about "Diabetic Complications & Prevention" presented by Dr. / Entisar Al-Handal - Specialist

Family Medicine and Head of the Health Promotion Unit in Ahmadi Hospital. She talked about diabetes, what are the complication of diabetes and general tips of how to prevent such disease.

The second lecture was about "The I in Diabetes" presented by Dr. / Mishari Dahrab Pediatric Ophthalmologist and Strabismologist. The doctor talked about types of diabetes

and how it's related to the human eyes. The ways to avoid such complications and daily tips to prevent such disease.

Also, the company organized with the KOC Ahmadi Hospital medical team to attend and present services for health check-ups at the Lobby for the retina by Dr. / Maya Pandova, Blood Pressure, Blood Glucose & Body Mass Index done by KOC Medical Team.



■ Employees are keen to take the tests



■ Optometry



■ Captain Bader Al Nasrallah, Mrs. Hadeel Al Matar and Mr. Majdi Al Najjar



■ Eye tests



■ Dr. Intisar Al Hindal and Dr. Mashari Dehrab addressing the audience



■ Part of the Open Day's participants



■ Engineer Nawaf Al Zaabi honoring a nurse



■ Engineer Khalil Al Kaf honoring Dr. Maya Pandova



■ Engineer Jihan Al Hubaishi, Dr. Intisar Al Hindal, Dr. Mashari Dehrab and Mrs. Heba Adel



■ Honoring a medical staff member

Designed to bring about positive change in the oil sector

Sanousi: Values initiative is a stimulating development tool

It determines the direction and stimulates social culture's energy towards achievement

It consolidates multiple concepts that contribute to achieve distinguished institutional work

In a move aimed at strengthening the work culture Mrs. Wafaa Al Zaabi, deputy managing director for planning at Kuwait Petroleum Corporation sponsored the "implantation of the institution Values" initiative, an initiative that is compatible with the strategic foundation for attitudes to human resources for 2030. A working group was immediately established chaired by Mr. Fahad Al Nouri Department Director of Research and Development. This initiative, which was based on four basic themes of human resources, training and development and to explore the views of staff and media campaign to shed more light on "the purpose of the enterprise values of initiative," we had a meeting with the Head of Department of Public Relations and Media, Mr. Jamal Al-Sanousi.

At the beginning Mr. Jamal Sanousi said that corporate values are used as a tool to achieve a deeper understanding and greater communication between management and employees, pointing out that the work environment in any body or institution based on the pillars that will create an ideal and effective working environment, he also explained that values represent a powerful tool for stimulating initiative development as they serve as the foundation that determines the direction and movement of the collective cultural energies towards the achievement.

Noting that the launch of the campaign timing came according to a media plan of action approved by the competent working group who has divided the year into four sections for the implementation of events, indicating that the plan of action of media is not limited to the institution, but includes cooperation and coordination with the oil companies and that it will be carried out in parallel.

He pointed out that the value campaign performed by the company and its subsidiaries is very important to improve the employees' awareness in order to enhance performance, practice, behavior and professional and human relationships in order to achieve the vision, mission and goals based on the company's strategies, explaining at the same time that the initiative consists of seven values;

Integrity, partnership, excellence, flexibility, institutional thinking, motivation and commitment.

He confirmed that implanting the culture of values will reflect on institutional work, He stressed that instill a culture of values will be reflected on the institutional work, particularly as it established multiple concepts, for example, to find long-term partnerships with added value to support growth and enhance operational excellence and continuous improvement in work and development and providing the work environment of loyalty, cooperation and team spirit to reach excellence and to deal openly and on the basis of trust, respect and justice, transparency and honesty with a commitment to the highest business and professional ethics, responsibility and common interest in the institution issues to achieve the public interest of the institution as a whole to respond to the changes and embrace change and innovation as well as a commitment to health and safety, environment and security, society and the obligation to protect the environment and provide a safe and healthy workplace criteria.

He praised the media campaign's team, consisting of 12 of the company and its subsidiaries employees, who are divided into 3 teams; publications, social networking and group exhibitions, for their great cooperation and clear vision in order for the media campaign to achieve



■ Mr. Jamal Al Sanousi

its goals. Various ideas were raised during the successive meetings of the team and they will be carried out in stages, starting by installing instructional banners in the company and its subsidiaries, up to focus on the intranet networks and interconnection "Outlook" as well as various means of social communication.

Regarding the communication with the subsidiaries and the challenges that face the campaign's team, he pointed out that timing of the campaign during Ramadan and the summer vacation were the biggest challenges that faced the team, emphasizing that the team has passed these challenges with flying colors, confirming that the working groups were keen to communicate to carry out the task on time.

And about the aims of the media campaign, Mr. Jamal Al-Sanousi said that the most important objectives of the media campaign is to implant and promote the values of work among the staff and bring about positive change which is compatible with the strategic direction of the company and its subsidiaries as well as to motivate the employees in the oil sector to work with team spirit and strengthen the ideal work environment in the company and its subsidiaries.

naugurated by KOC and its subsidiaries to be applied to work methods and policies KOT actively participates in Values Implanting Campaign

The campaign focuses on seven values, commitment, institutional thinking, flexibility, integrity, distinction, partnership, and motivation

As part of the efforts to spread knowledge and promote the general values of KOC and its subsidiaries, a campaign was inaugurated to implant seven values among oil industry workers, and they are commitment, institutional thinking, flexibility, integrity, distinction, partnership, and motivation, in order to make these values part of work methods and policies.

To carry out the campaign, a team was formed from KOC's subsidiaries with the mission of building up a survey and distribute it among all oil industry

workers, analyze its results and make a final report about it, in order to understand the degree of general values the employees have, to be able to activate them in the light of the survey's results.

Kuwait Oil Tanker Company is an active member of the team responsible for implementing general values, and seeks to participate in the success of this campaign that will be released in the near future to enhance the implementation of a group of general values in the work methods, policies and

procedures followed in KOC and its subsidiaries.

It is worth mentioning that general values are described as the principles, doctrines and moral restrictions that determine behavior and sets the right way to perform duties. They are also considered to be the protective fence that prevents mistakes and unethical actions. In addition to that, they function as important standards to determine what is acceptable and what is not acceptable, the thing that effectively contributes in achieving the desired goals.

قيم مؤسسة البترول الكويتية وشركاتها التابعة

K-Values Project



Badie El Nahas

Joined the company 30 years ago
an extended giving journey, from sea to management

Engineer Badie El Nahas, Superintendent headmaster in the of Fleet Engineering Department, studied in Arab Academy for Science, Technology and Marine Transportation in Egypt, obtaining the degree of Senior Marine Chief Engineer. He joined KOTC in 1985 as a trainee engineer on the fleet ships. He was accepted after applying and passing the standard tests.



■ Engineer Badie El Nahas onboard the tanker Kuwait Gas 2



■ Memorial photo with Sheikh Talal Al Khaled during honoring ideal employees' event



■ Participating in a lecture for DNV GL



■ Participating in blood donation campaign

Engineer Badie El AlNahas career flourished. He served on board petroleum products tankers, crude oil tankers and liquefied gas tankers. After acquiring the rank of Chief Engineer he shifted from sailing to administration in

2012, as he joined the Fleet Operation Group as a headmaster Superintendent of Fleet Operations and Hazard Evaluation division. After that, he joined the fleet engineering group as a headmaster. Superintendent.

Engineer Badie El Al Nahas says that he knew that working in the sea was dangerous but he never hesitated to accept a job that involved sailing, and that was out of his passion for life in the sea. He also mentioned that sailors are



■ With a number of the company's leaderships and employees in the company's spring camp

exposed to many dangers like sudden breakdowns, accidents, human casualties, in addition to external problems such as storms and piracy. The carrier's crew must be highly qualified and trained to deal with these situations.

Engineer Badie El Al Nahas talked about the most difficult situations he had been through. He said that during the time he worked onboard a fleet ship he learned that his father had passed away while the ship was about to sail, but the company sent him as soon as possible to attend the funeral.

Regarding the sailor's ability to strike a balance between his work and family life, engineer Badie El Al Nahas says that

first of all he must choose a spouse that understands the nature of the job, because sometimes sailors might stay away for 3 or 5 months, but the sailor should keep in touch with his family as much as possible through phone calls to hear their news and give his opinion in family matters. He must be keen not to let the long periods of absence cause a gap, and must make sure to spend an ideal vacation with his family by being with them, entertaining them and fulfilling their needs.

Engineer Badie El Al Nahas thinks that the most important qualities of KOTC are its system, team spirit, the work quality, and its distinguished status locally, regionally,



■ In the bridge of the gas tanker Qurain

and internationally. He also expressed his happiness for being a member of KOTC team, because of the way they take care of their sailors and employees.

He emphasized that the relationships between workers onboard the tankers are governed by a social bond which is having common interests in spite of the different languages, nationalities and religions. They are also keen on preserving the solidarity, co-existence, performing religious rituals, celebrating different occasions and working together to create an atmosphere of joy and happiness through performing some activities that are available on the tanker.



■ With captain Adel Al Sulaihem in a company's exhibition



■ Participating in a lecture

It must be respected and never dealt with stubbornly

Chief Engineer Essa Ashkanani : The sea is stronger than the sailor

Hamad Al Arfaj changed my destination from UASC to KOTC

Training helps the sailor to deal with internal and external dangers professionally

Essa Ashkanani, Chief Engineer, said that when he first joined KOTC in 1983, he was surprised by the great technology the fleet's tankers had. He said that this represented a huge shift in his career. He also praised the national staff members who worked hard onboard the fleet ships, pointing out at the same time that training help the sailor to deal with internal and external dangers.

He also explained that the thing that worries sailors the most is sickness that needs urgent medical treatment while no nearby medical centers are available when at sea. He also mentioned that most sailors' families try to convince them to quit working at the sea, but when they understand the nature of this job they stop making such claims, especially that sailors get long vacations.

He highlighted that it is necessary for a sailor to be willing to work in this field because it takes it away from his family in addition to the hard work. He said that many people aspire to work at sea but few of them continue this path, praised the role the company plays in taking new maritime students on sea voyages to understand the nature of the job they will join after graduation. Here is the detailed interview that KOTC Magazine has done with him.

Tell us about your studies, and what made you want to work at sea?

At the beginning I worked for UASC whom sent me to England to study marine engineering. After graduation I joined KOTC in September 1983 as an engineer of the fifth rank. In 1991, I left the company then returned to it again in 2002. The reason I chose to work at sea is that I love field work away from routine. I chose mechanics because I love this field in addition to the fact that marine work was not popular. When I joined this field it was not well known and there were only few Kuwaitis with me.

How did you join KOTC?

I learned about the company from my friend Hamad Al Arfaj, who works now in liquidized gas branch at Umm Om Al Aish. He joined college before me and upon graduation he joined the company. When I graduated I wanted to join UASC but he convinced me to join KOTC because it is a national company, so I preferred to serve Kuwait and oil industry through it,



■ Engineer Essa Ashkanani in his office

and I was really happy to join it.

Tell us about your first trip onboard a fleet ship.

I boarded the first tanker Gas Al Kuwait which I boarded on 13 September 1983 at from Al-Ahmadi Port. I still remember that we set sail from Kuwait at 9 PM, and that it was really humid. We sailed to Japan, and my first trip took 3 months. I got my first vacation in January 1984.

How did you feel during your first trip onboard a fleet ship?

Our colleague Mahmoud Ghuloum

Abdullah was with us. He was a fourth engineer while I was fifth. He helped me a lot in getting settled in. The trip was fun, especially that I used to sail onboard smaller and older ships that had less technology during my work at UASC. At that time KOTC was a modern company that had the latest technology and it was comfortable unlike manually operated tankers that we had to operate 24 hours a day. This was a shock for me at the beginning but it was a huge challenge and change

as well. The first trip was for training and I learned a lot from it. In the second trip I was promoted to be fourth officer in 1984. As promotion system on the fleet requires to continue studying and higher qualifications.

What are the dangers that sailors face onboard tankers?

There are many internal dangers related to the tanker, and external associated with weather, sea condition and piracy. The dangers related to the tanker are fire and colliding with another tanker. Here comes the importance of training that helps the sailor to possess the ability to deal with such situations. There are also external dangers related to piracy, bad weather conditions and thunder storms. You have to respect the sea, if the waves are high the speed must be deduced as the sea is stronger than sailors. Sailors must respect marine laws, not to enter restricted places, and to co-ordinate with other respect ships that sail nearby and coordinate with them. Training avoids the sailor danger as much as possible.

Tell us about some hard situations you faced while working of fleet ships.

While working on the tanker Gas Al Kuwait Gas, we were performing a fire drill, and a Filipino worker was supposed to wait for instructions to release the lifeboat but he was hasty and tried to do it himself the thing which that made him lose a tip of his index finger. We were a day and a half away from Sri Lanka. First aids were performed and the bleeding was stopped, and when we reached the shore he was treated. I also remember a hard situation while sailing onboard the tanker Gas Al Minagish to Japan towards



■ Celebrating Kuwait's National Day

the end of 1984, a 22 years old Syrian trainee student was helping the deck crew lowering the rope to the tug while we were entering the port, but the rope slipped from his hands and the loose rope tripped him. He had a head injury. He was transported to a hospital and two surgeries were performed on him, but he didn't survive. The things that sailors worry most about is sickness that need immediate medical interference as there are no nearby medical centers in open sea.

How can a sailor establish a balance between his work and family?

A good and understanding wife helps her husband. Most sailors are subjected to pressure from their families to leave work at sea, but when they understand the nature there will not be problems. A sailor goes on a sea trip then comes back to spend equal time with his family. I have been married for 32 years and I have never faced any problems with my family regarding my work at sea.

What are the most important tankers you worked onboard?

There are two tankers that I am really proud of, Al Soor II and Dar Salwa, because I witnessed their

building process, their launch, and I sailed onboard these vessels. Dar Salwa is the first tanker I worked on after becoming Chief Engineer. It was the first step of the second phase to develop the fleet and it is equipped with the latest technology. I was lucky to help in developing it as it is the best ship in the fleet. I also worked on other tankers such as Gas Al Kuwait, where I got promoted from fifth to fourth engineer. There is also the tanker Hadiyah, where I was promoted from fourth to third engineer, Al Shuhadaa where I was promoted from third to second engineer, and Kazimah where I became Chief Engineer. There are tankers that leave beautiful memories for any sailor.

What about the equipment of the tankers in the past and present, regarding the safety and environmental protection?

The company's tankers are equipped with the highest levels of technology that facilitates work, saves the environment and ensures the comfort of sailors. For example, Oily water separators, incinerators, exhaust gas and emersion measuring tools. We are on line 24/7 with weather forecast around the globe. This helps the safe navigate the tankers away from dangers. Latest in fire prevention and fighting on board, on both machinery and living quarters.

How do you evaluate Kuwaiti staff onboard the tankers?

When I first joined the company there were few Kuwaitis working onboard the fleet ships. But now, with motivation, financial features, promotions and good vacation system, we acquired good national staff that we are proud of. Most of them have bright future ahead of

them because they work hard and they have better education than before, as most of those who work onboard the fleet ships studied in Egypt and UK, and both countries give credible certificates that enable graduates to work anywhere in the world. Kuwaiti staff members are qualified and trained, and they are willing to continue working onboard the tankers. Our scholarships students are also promising.

How to encourage Kuwaitis to work at sea?

A person who wants to work at sea must be willing and prepared to work in this field, as it takes him away from his family, in addition to its hard nature. This explains that many people join this field but few of them continue to work in it. Therefore, I support the initiation of the company to take new students on sea trips to realize the nature of the work they will join after graduation.

What is the difference between work at sea and administrative work?

Work at sea is more practical and hands on approach than administrative work, but they complement each other. At sea, I am responsible for the tanker during the time of the trip, and when I am on vacation I have nothing to worry about. But with administrative work you are in charge of 3, 4 or more ships. You have to follow their routes and the needs of their crews, and this, in my opinion, is harder than working on one ship. Working at sea suggests less responsibility, although sailors work for long hours. Generally speaking, experience at sea helps in mastering administrative work.

What is the nature of your duties now?

I am Chief Engineer, and I was selected to work in the administration



■ Memorial photo in the company's administration building



■ With the crew of the tanker Dar Salwa during its receiving ceremony at Al Ahmadi Port

a while ago. I am responsible for four tankers, Dar Salwa, Umm Om Al Aish, Al Riqqa and Al Salmi. My role is to assist these tankers' crews and communicate with them to know their needs and fulfill them, in cooperation with Fleet Engineering Specialist/Superintendent Mr. Saqib Afzal and Fleet Engineering Superintendent - Mr. Ayad El Samra, under the supervision of FEG team leaders and manager.

Will you miss the sea when you quit working at it?

I still work at sea and I love it because of its many features, and the most important of them are peace and quiet, which are a welcome thing after a long days work.

What did you learn from the sea?

I learned patience, be independent, responsibility and to take be a decisions maker. I would like to point out that workers onboard the tankers pass their experience to their new colleagues. I learned from me my successors and I will teach those who will be in charge

after me. People must benefit from your experience and we train new engineers to be responsible.

Which of your colleagues are you proud of?

I am proud of all the people I work with, although most of them quit working at sea, and the only ones left are Fleet Engineering Group Superintendent engineer Badie El Al Nahas and Fleet Engineering Specialist/Superintendent Mr. Saqib Afzal, and I have known them for a long time. There are colleagues I benefited from like Mr. Mahmoud Abdullah and the British Chief Engineer Toosey Ghiyas among others. I benefited from all the engineers and workers I worked with.

What are you thinking to do in the future?

I am seriously thinking of retiring and getting on with my personal life after I have fulfilled my duty, and I hope that I have served the company and Kuwait well and that the farewell is a good one.

Crude oil gigantic tanker surpasses its competitors in the international rental market

Umm Al Aish is flawless

KOTC has received the gigantic tanker Umm Al Aish, which is the second tanker within the second phase of fleet development. It was built by the Korean company Daewoo in February 2011, and the actual construction process took 8 months. The

process was supervised by a team of Kuwaiti experts who are trained and qualified to supervise such huge projects. The total capacity of Umm Al Aish is about 201 million barrels. It is 330 meters long and 60 meters wide, with a load draught up to 22.5

meters. Its speed is 16.2 knots an hour with an efficient fuel consumption that is better than its competitors in the international rental market. In addition to that, it has the ability to unload its cargo within less than 24 hours.

