

Nakilat



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**Kuwait, my country,
may you be safe
and glorious**

Nakilat

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

Kuwait flag waving proudly

Kuwait is celebrating the glorious anniversary of the Independence of Kuwait and National Day, to realism our loyalty and love for our beloved country and to emphasize the support of the Kuwaiti people for H.H the Amir and their government. On this occasion, we extend the highest congratulations to H.H the Amir Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah (May Allah bless him), H.H the Crown-Prince Sheikh Nawaf Al-Ahmad Al-Jaber Al-Sabah, H.H the Prime Minister Sheikh Jaber Al-Mubarak Al-Hamad Al-Sabah, the people of Kuwait and government, entreating Allah, the Almighty, to spread the blessing stability and security, to keep our country a land of love and peace.

With overwhelming happiness and great joy, the Kuwaiti people celebrate the occasion of Independence of Kuwait and National Day and express their loyalty and love for our beloved Kuwait, which remains the pearl of Gulf under the wise leadership that led to the proclamation of Kuwait as an "International Humanitarian Center" by the United Nations as well as honoring H.H the Amir and awarding him the title "A Humanitarian Leader".

Since the history of Kuwait, it has always been keen to boost strong relations with the friendly Arab countries all over the world, with appreciation to the wise and leading policies in dealing with various regional and international issues, in addition to Kuwait's constant keenness to achieve peace and security under its wise leadership.

It is proceeding with the humanitarian stance towards people worldwide, in addition to Kuwait's long record of humanitarian initiatives to prevent suffering of the affected people and the resolution of disputes .

On this occasion, I would like to emphasize that KOTC strives to raise the Kuwait flag proudly in various regional and international forums and contribute to promoting the national economy, providing job opportunities to Kuwaitis, who are considered the most important source of wealth and the basis of all progress and development by way of recruiting young employees in all groups, as well as by improving the marine scholarship system by sending Kuwaiti students to study Marine Navigation & Maritime Engineering in United Kingdom, in order to provide qualified cadres educated by science & knowledge to carry work responsibility ,which reflects the company's vision and mission .

As part of our responsibility and commitment towards our beloved country, we move ahead in building it, as well as providing the means of development and prosperity for people of our country. We are also moving ahead in the process of work and devotion. We pray that Almighty Allah guides our steps on the way to success.

Launched by KPC to serve 20,000 employees in Oil Sector The company conducted a seminar on “Emtaz” online shopping site



■ A group of attendees

Public Relations & Admin Service Group organized a seminar about “Emtaz” online shopping site launched by KPC to serve 20,000 employees and their families in Oil Sector to reach 100,000 persons, “Emtaz” project to be applied officially on 22nd February 2017.

Mr. Jamal Al- Sanoousi, Manager of Public Relations and Media Department, KPC, through his lecture, underlined the importance of the project in front of representatives of a large number of commercial companies, noting that “Emtaz” initiative is to provide competitive prices for goods and services , dedicated for the

project and cannot be found in any other.

He pointed out that “Emtaz” project is a confirming step of the concern of KPC and K-Companies towards the human element as well as keenness to achieve career satisfaction for employees , the project is aimed to boost constructive cooperation between the oil sector’s companies and the local institutions to provide special privileges for “Emtaz” users , in line with the strategic media plan for 2030. Pointing out that the idea of the project represented in is the extension of KPC its subsidiaries values,

which aims to encourage employees to achieve the basic values such as emphasizing the importance of “employee engagement” in order to achieve certain steps which designed to distinguish the Oil Sector. Referring to the keenness of the project management to avoid the violation of KPC terms and regulations , explaining that the benefits of the project is to strengthen the relationship with internal and external public and provide the opportunity for the Oil Sector’s employees to exploit the best deals and facilitate the procurement process as well as saving time.



■ Mr. Jamal Al- Sanoousi, reviewing “Emtaz” project with company’s employees



■ A group of employees participating in the lecture



■ A group of attendees



Retired After 31 Years of Service Public Relations & Admin Service” Employees Bid Farewell Party to their Manager Al-Doub



■ Mr. Khaled Al-Doub with Group Managers and participating employees in his farewell party



■ In a memorial photo with a number of employees



■ Mr. Khaled Al-Doub with a group of employees from Public Relations & Admin Service

In a special celebration on the occasion of his retirement, Public Relations & Admin Service Group bid farewell to their retired Manager Mr. Khaled Al-Doub after spending 31 years in Kuwait Oil Tanker Company full of devotion and achievements. During Mr. Khaled Al-Doub farewell speech, he assured that the years he spent in KOTC was the best years of his lifetime as he praised on all employees efforts

specially in Public Relations & Admin Service Group, pointing out that he will never forget the sincere cooperative from everyone. Stressing that he is proud of the friendship with all his colleagues. The farewell gathering was attended by a number of the company Group Managers and employees of Public Relations & Admin Service Group, where all attendees expressed their thanks and appreciation to Mr. Khaled

Al-Doub as a recognition of his valuable, faithful and devoted services and his contribution to promoting and upgrading the company. After exchanging speeches of thanks and praise, Mr. Khaled Al-Doub was presented with a memorial shield by Mr. Abdulwahab Al- Qatami, Team Leader, Public Relations, wished him Good luck in his future endeavor.



■ Mr. Abdullah Mohseni, Mrs. Nermin Yaquot and Mrs. Basmah Mekawi



■ Capt. Massoud Ali and Mr. Bader Al-Sheri

The project aims to the exchange, storage, tracking and retrieve official correspondence The company inaugurated E-Correspondence G2G project with governmental institutions

Kuwait Oil Tanker Company inaugurated the E-Correspondence (G2G) project as part of its plan to implement the e-government in coordination with the Central System for Information Technology through AD HOC committee according to the cabinet decision No.412 for the year 2014, in order to apply the system in the company and concerned entities in Oil Sector, in addition to create communication channels with governmental institutions which uses the same system. E-Correspondence G2G system aims to transfer the official correspondence central system to E-Correspondence system to prepare, edit and exchange official letters in addition to storage, tracking and retrieve them to be used on a large scale by various entities as well as providing secure



■ A side of the coordination meetings between the company and the Central System for Information Technology

channel for the transactions between governmental institutions and other parties. Also providing timely, innovative and distinctive E-Correspondence channel, in order to increase the volume of communication between the governmental entities and the beneficiaries of its services. All requirements of the governmental entities was taken into consideration as well as providing them with various options

to facilitate the E-Correspondence between all governmental institutions and authorities directly or via electronic website.

A training workshop was organized by Information Technology and Communication Group in association with the Central System for Information Technology, for the company employees to train them on using the new E-Correspondence system.

Touching on challenges facing the maritime industry

KOTC participated in the annual ABS (American Bureau of Shipping) forum in Dubai

A delegation from KOTC represented by Mr. Jamil Al Ali, Manager Fleet New Building Projects Group and Mr. Abdullah Al-Shamali, Superintendent, Fleet New Building Projects Group

participated in the forum activities of American Bureau of Shipping (ABS) which held in Dubai.

The forum covered the new maritime laws and method of application as well as the

challenges & obstacles that faces the maritime industry, providing possible solutions for then, various opinions and recommendations were raised by the renowned shipping companies.



■ Mr. Jamil Al-Ali, Mr. Abdullah Al-Shamali and the C.E.O of A Qatari marine transport company



■ The discussion panel of the ABS forum

Included an explanation of the emergency plan and available safety devices in the building
Awareness presentations on emergency procedures for the company employees



■ Eng. Youstra Al-Khalifah, explaining the emergency procedures to the contractor's employees

As part of KOTC commitment towards employees safety and enhancing their awareness to deal with emergency situations during and after official work hours, Quality Management, Health, Safety, Security, Environment & Enterprise Risk Management Group organized awareness campaign on emergency procedures included lectures and presentations for all KOTC employees along with contractor employees,

cleaners, cafeteria labors messengers, telex, mail, operators and contractor maintenance labors at the head office.

Lectures included an explanation of the emergency plan in the main KOTC building, reviewed employees responsibilities in dealing with emergencies during and after official work hours, emergency extensions and special numbers in emergency cases, an

explanation of available safety devices in the building and their locations such as evacuation chairs, wheelchairs, fire extinguishers ...etc.

In order to support evacuation plan in emergencies. Lectures included detailed review for the evacuation plan through safe stairs and their locations up to assembly points and organization chart for emergency team as well as their responsibilities.



■ During training of the building's evacuation plan



■ A number of attendees in the awareness lectures

Included several awareness lectures for employees Safety Awareness day in LPG Filling Plant “Shuaiba” Branch



■ Eng. Salem Al-Bader in a memorial photo with a number of Engineers, lecturers and honorees on the sidelines of the Safety Day

As part of KOTC commitment towards employee's safety in and outside work as well as enhancing their awareness in order to protect lives and properties. LPG Filling plant “Shuaiba” branch, organized awareness day included several lectures and guidance tips.

Chief Eng. Ahmed Ben Sabt, HSSE, presented a lecture on Risk Management and Safety at home, also Chief Eng. Ayed Al-Subaie, HSSE, KNPC, presented a lecture on “Participation on some safety practices.”
Captain. Abdullah Al-Hajri,

Press Division Officer, Security Media Department, presented a lecture on traffic and security awareness, and reviewed several topics included traffic safety awareness, rules, regulations and laws for safe driving as well as following the proper methods for driving and commitment to traffic laws, as he assured that following traffic rules & regulations is a way to protect lives and properties. Capt. Al Hajri pointed out that the main reason behind most of the accidents over the past year occurred due to the lack of attention and driver's preoccupation using

cell phones through hand-held. Stressing the keenness of Ministry of Interior's sectors to decrease accidents rate and to protect lives of the drivers, companions and all road users through conducting traffic campaigns in various regions of the country, as the seat belt considered one of the most important means to reduce the rate of deaths and injuries in traffic accidents.

Eng. Ehab Al-Said, Safety Training Engineer, KNPC, presented a lecture on “safe drive”.

At the conclusion of the safety day, Eng. Salem Al-Bader, Manager, LPG Filling Plant “Shuaiba” Branch, honored lecturers and distinguished employees in applying safety procedures their names as below, with a significant attendance of the factory employees, who were keen to participate in the awareness event.

- Mr. Mohamed El-sheshtawy, best distribution driver.
- Mr. Jimmy Thomas, best tanker driver.
- Mr. Reggie Jos, best supervisor for work permit.



■ A side of attendees



■ Eng. Eman Al-Harbi, reviewing the awareness day program with attendees



■ A side of attendees



■ Eng. Ayaad Al-Subaai reviewing safety acts



■ Eng. Ehab Al-Said presenting a lecture on safe driving



■ Capt. Abdullah Al-Hajri talking about traffic safety



■ Eng. Ayaad Al-Subaai participating in the prize withdraw



■ Attendees during awareness lectures



■ Another memorial photo for a number of employees



■ A number of employees in a memorial photo

Conducted over 4 days according to best practices & the requirements of self-assessment
A training course for captains, officers and engineers onboard the company's fleet



■ A side of the training course lectures



■ Mr. Bill Blewitt presenting a lecture

Fleet Personnel Group in liaison with other FOD groups have organized a comprehensive training course for the crew onboard included captains, officers and engineers over four days in the company main building. Deputy C.E.O, Mr. Ali Shehab inaugurated the seminar followed by welcoming speeches and lectures, assisted by with attendance of Manager Fleet Operations Group, Capt. Yousef Al-Saqer, Manager Fleet Engineering Group, Mr. Bader Al-Otaibi and Manager Fleet Personnel Group, Mr. Abdullatif Al-Azemi.

The training course was conducted in line with KOTC self-assessment and Best Practice of TMSA2, lectures included different elements

such as Time Management, Electronic Chart Display Information System (ECDIS) along with various presentations which presented by Fleet Operations Group, Fleet Engineering Group, Fleet Personnel Group and Classification Society DNV-GL.

Fleet Personnel Group presented lectures to cover fleet manning, recent changes in global agencies along with various useful aspects to both company administration and sea staff, salaries, leave planning, flight changes with an open discussion on participant's personal issues.

Fleet Operations Group covered different issues including lower tanker's lease, risk assessment, purchase orders, security, Danaos,

unsafe acts and conditions, SERS system, self-vetting, Oil Major and Port State inspections and audit procedures as well as case studies in various areas.

Fleet Engineering Group covered areas including the latest terms & regulations for the International Convention for the Prevention of Pollution from Ships" Marpol" and the future aspects of it, concerning environment, recent fleet accidents as well as participant's advices & recommendations in order to avoid such incidents. Emphasizing the role of the Master & Chief Engineer for protecting company's interests. FEG also discussed the latest technologies of the Marine Industry with the seminar participants. At the conclusion of the seminar,



■ Mr. Quaid Challawala presenting a lecture



■ Capt. Raj Bento, during a discussion session with attendees



■ A side of the training course activities



■ A side of participants in the training course



■ Seafarers participating in the lectures



■ A side of attendees

Mr. Jihad Al Bannay, Team Leader Fleet Engineering B, expressed his thanks for the participants for attending the training course and for their sincere efforts in making the whole experience beneficial & successful for both Head Office employees and sea staff, wishing them and their families a safe return journey and safe future with KOTC. It's worth mentioning that the company believes in conducting such trainings in order to provide the opportunity to introduce Chief

Officers and Seafarers in a better way, to strengthen for the crew the feeling of being affiliated to the organizational structure of the company.

In the framework of the rapid developments in the maritime industry, the company is keen to organize such courses in the field of technology and changes in regulatory laws and regulations onboard tankers and that should be followed by enhancing of the training levels as well as improving

the crew information onboard the company's fleet due to a good training plan.

As the company emphasized on the importance of improving and enhancing the sailor's performance, so they should be considered as a multimillion-dollar asset and exploit their potential for the company's interest in order to ensure that our seafarers are the best that are available in the market and that they are suitably trained to carry out their task efficiently.



■ Capt. Anwar Buftain and Capt. Leon Aranha during the sailor's seminar



■ A side of the training course attendees

Served onboard several tankers and trained Seafarers then moved to administration Captain Leon Aranha... 28 years of service and dedication



■ Capt. Leon Aranha in a memorial photo with fleet employees on the sideline of the training course

28 years ago Captain Leon Aranha joined KOTC. He sailed for the first time in the company on the ship "Gas Al Ahmadi", and served on various KOTC tankers until 1999 then he was transferred to Marine Agency Branch followed by the Head Office. In 2001 Capt. Aranha represented KOTC Fleet Personnel in Bulgaria where he supervised the transition and manning of Bulgarian Officers

from Union Shipping to Kuwait Oil Tanker Company. In 2005 Capt. Aranha returned back to the sea and sailed as Master in Commna till 2007 when he took delivery of "Al Soor II" vessel in DSME Okpo Korea. In 2008 Capt. Aranha joined Fleet Personnel Group once again and subsequently acceded to in training division. Under the guidance of

Mr. Ali Shehab, Deputy C.E.O, who occupied the post of Manager Fleet Personnel by that time, the basic aim of training was shifted from repetitive generic training to improving the safety targets for it. Therefore, seminars and training courses were conducted periodically. Later, in 2009 the training team started their mission under the supervision of Capt.



■ With a number of employees, participating in the training course



■ In a memorial photo



■ With one of participants in the training course



■ Receiving a certificate of appreciation from DMD Mr. Musaed Al-Saeed



■ During honoring trainees



■ In a memorial photo on the sideline of the training course



■ Participating in the farewell party of Mr. Kinar Abdul Rahman and Mr. Ejaz Hussein Sheikh



■ Participating in honoring ceremony of Mrs. Hadeel Al-Matar

Aranha & Chief Eng. Bill Blewitt , who personally training 75% of sea staff between Feb 2009 – May 2010. As “Maharat Competency Management System” was approved in 2010, followed by another achievement that KOTC

being licensed by the Swedish Club to deliver Maritime Resource Management Training with Capt. Aranha & Mr. Bill Blewitt accredited Maritime Resource Management Workshop Leaders. In 2012 Capt. Aranha resigned

as Master / Fleet Trainer in the Fleet then joined the Head Office as Superintendent Fleet Training. Finally, in January 2013 Capt. Aranha was transferred as Supt. Fleet Personnel where he continues to date.



■ During his participation in the training course



■ With one of the fleet vessel's crew



■ Participating in a training course



■ In a memorial photo with a number of sailors and employees

The first graduate from Fleetwood Blackpool marine college of maritime scholarship to join the fleet crew

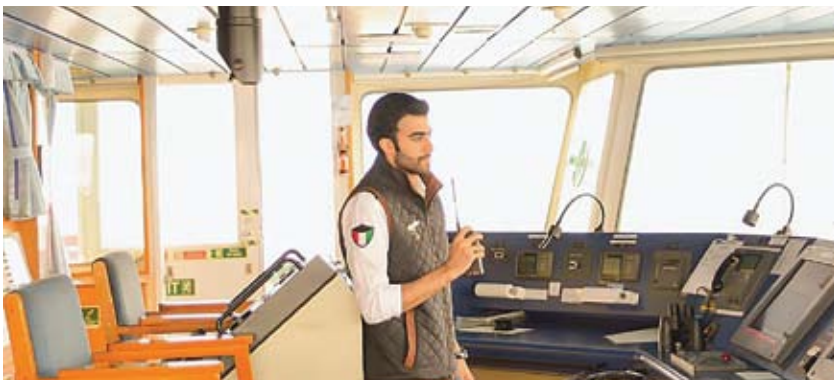
Saleh Mndkar: the company granted us two opportunities for study and employment



■ During the training onboard tanker

The company continues to reap the rewards of the maritime scholarship as KOTC celebrated the graduation of Saleh Mndkar who was honored for completing his studies in the field of maritime navigation from Fleetwood Blackpool marine college and joined the fleet onboard as "Third Officer".

Mr. Saleh Mndkar stated during his interview with Nakilat magazine that he thanked Almighty Allah for this achievement and success which achieved with the support of KOTC management over the past years due to continuous follow-up from the officials of scholarship system which considered as a motivation to exert more efforts in addition to allocating a reward for excellent students before and after graduation, which encourage the maritime scholarship students to succeed academic excellence. He pointed out that the company is keen on honoring maritime scholarship outstanding students and granted them a reward for their distinctiveness not only on the academic level, but also on the moral level, behavior and



■ Mr. Saleh Mndkar in one of the fleet tanker's navigation bridge

attendance in addition to the moral support through visits, permanent communication, follow-up, care, and the spirit of one family which gives us the strength to accomplish and graduate on time. He explained that the company has granted his post-graduate employment where he was appointed as Third Officer referring that he aspires to



■ During safety and security drills

become a captain onboard the fleet tankers. Later he will continue his career in the company's administrative work, pointing out that he strives to serve his country as much as he can.

He pointed out that the last year was the most important during his study, which included a comprehensive exams in all subjects that he have learned and studied over four years he stated "Thankfully I've exceeded exams with honors then obtained my graduation certificate in maritime navigation, that qualify me to join the crew onboard".

He advised his colleagues through his message to complete their studies in the company's maritime scholarship, referring to importance of work as it should be taken into consideration for the sake of our beloved country Kuwait, thanks to Almighty Allah expressed his gratitude and appreciation to the team of training sector as well as his parents who motivated him to complete his study and graduate with honors.



Training Evaluation Theory

Definition of training evaluation model related to performance evaluation to measure training effectiveness on the trainee. Training evaluation model was created by Donald L Kirkpatrick, Professor Emeritus, University Of Wisconsin, first published his ideas in 1959, his theory has now become arguably the most widely used and the only popular model for the evaluation of training and learning as Judgments Confined to amendments without replacement.

Training Evaluation Types:
First, a short- term evaluation includes:

Reaction evaluation is how the delegates felt about the training or learning experience, through post-training surveys or questionnaires.

Acquired skills/ Learning

evaluation: is the measurement of the increase in knowledge or intellectual capability from training program.

Second, long-term evaluation includes:

Assessing training effectiveness: measure of the effectiveness of the training program on the actual performance of the participants in their work locations, comparing the measurement of the performance before and after the training.

Results: are the tangible results of the training in terms of meeting a business goal, which considered the most difficult stage of training levels as it concerned with measuring the quality of returns including measurement of training effectiveness on performance and become commensurable of revenue, profits, reducing failures, wastage and discards percentage. The used indicators to calculate the previous measurements consists of

some of elements which subject to personal and objective considerations, indicators as below:

Productivity: The value of outputs or sales figures.

Cost: the cost (the cash amount) per produced unit or the service cost.

Time: to calculate the runtime or decrease downtime of machines ...etc.

Quality: concerned with failures or discards...etc.

Behavior evaluation in the work environment: growing proportion of absenteeism and violence...etc.

Work atmosphere: job rotation or conflicts ... etc.

Psychological atmosphere in the work environment: loyalty ... etc.

Acquired skills.

Career development.

Innovation and individual initiatives at work.

Reducing expenses.

Commitment to timeliness of delivery.

By: human resources & Career Development Group.

