



Michele Edgcome



Indigo Design & Advertising Studio is located in the breathtaking Far South of Cape Town's peninsula, in Seaforth, Simon's Town. With over 20 years of experience, incorporating all aspects graphic design, I take your brief from concept right through to finished product, be it a specialised printed brochure, logo design, electronic newsletter or invite, or anything inbetween ...

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PROJECT
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The Specialist Maritime Education and Training Provider for Africa's Offshore and Shipping Industry



Building African skills capacity in the oil and gas sector is the goal of many African countries – and it's a goal we at Seatrain have been supporting for more than two decades.

www.seatrain.co.za

WHO WE ARE

- We are a proudly African, internationally-accredited maritime training and education provider specialising in the development of sustainable human resource strategies and training solutions for the maritime and offshore sector.
- We work closely with our clients and concession holders to identify specific training needs, taking into account long-term goals and local content and transformation requirements.
- We offer a wide range of accredited training courses in a cost-effective, English-speaking location – Cape Town, South Africa – and all mandatory training and education is fully accredited by the South African Maritime Safety Authority (SAMSA) or OPCS, and therefore fully compliant with STCW 2010 (Mandatory) and other industry standards and requirements.
- We are a wholly-owned subsidiary of the South African Maritime Training Academy (SAMTRA), a company renowned for its skills development and simulation training programmes. Our association with SAMTRA, and other accredited training providers, enables us to provide a wide range of training programmes/courses.

WHY CHOOSE SEATRIN AS YOUR TRAINING PROVIDER

- Our training 'pipelines' have delivered numerous STCW 2010 Master Mariner and Chief Engineer (Unlimited) Certificates of Competency in African countries such as Angola.
- All training is done to the highest international standards. Our services are fully ISO 9001:2015 standard compliant and certified by Bureau Veritas. We also offer full bridge simulator training and offshore courses in partnership with SAMTRA and leading international providers such as Staranger Offshore Technical Skills Course Centre and the Australian-based SAFESHP Tanker Safety Centre.
- South Africa offers affordable, high quality and visa free (certain nationalities) training in relative close proximity.





WHAT DO WE DO

- We design and provide LOCAL CONTENT programmes according to individual client needs.
- We offer end-to-end MANAGEMENT & ADMINISTRATION services.

There are available for Officer, Cadet and Rating (deck and engineering) training and include programme design, logistics, training, performance management and additional training for students who may experience academic challenges.

Courses include offering English language studies, tertiary studies with international STCW accreditation, STCW short courses and a wide range of industry-specific courses.

Visit www.seatrain.co.za to view the full range of services and training courses on offer.

CONTACT US




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 Cape Town, South Africa




Training and developing people can be a lengthy and expensive exercise – unless you partner with experienced people who know what they're doing.

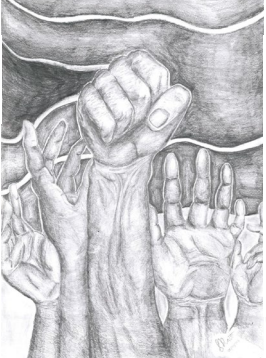
Z-fold leaflet
Dual language - Seatrain

Madiba and Children
Bridget Kahits and Eric Atmore



Museum of Childhood






Madiba and Jaime Manuel

Having an opportunity to meet and engage with the Madiba was an exceptional privilege. Being able to discuss the historical events that led to the end of apartheid in South Africa was a privilege. It was a privilege to meet and engage with the Madiba and his family. The Madiba's legacy is a legacy of hope and inspiration. It is a legacy that we must all strive to live up to. The Madiba's legacy is a legacy of hope and inspiration. It is a legacy that we must all strive to live up to.

Through these qualities, and many others, Tata has the honor to be an inspiring leader. It was in the future generations at least among the beneficiaries of the quality, which will be the better off. We were a lot to be better each day.

It was an honor and a privilege to meet you, Tata. You are a legend.

Jaime Manuel



Coffee Table book, 36 pages
Centre for Early Childhood Development



Effective early childhood development programme options meeting the needs of young South African children



INTRODUCTION

1.1 Statement of the problem

In the developing world, there are over 200 million children who are in need of immediate early childhood development interventions (De Haeghe & Palfrey, 2003). The National Development Integrated Growth Strategy (NDIGS) for the period 2009-2014, identifies the National Child Development Programme (NCDP) as the primary vehicle for addressing the needs of young children in South Africa.

1.2 Quality of early childhood development interventions can have a significant effect on reducing poverty and inequality across South Africa.

Quality of early childhood development interventions can have a significant effect on reducing poverty and inequality across South Africa. This is because high quality early childhood development interventions can have a significant effect on the cognitive, language, and socio-emotional development of young children, which in turn can lead to higher educational attainment and better employment outcomes in adulthood.



While government has invested around R200 billion in primary schooling since 2009, it has not invested in early childhood development. This is a significant gap in the government's social investment strategy.

1.3 Science of the research study

The research study was a quasi-experimental design that compared the impact of the NCDP programme to a control group of children who did not receive the programme. The study was conducted in a rural area of South Africa and involved 1,000 children aged 3 to 5 years. The study found that children who received the NCDP programme had significantly higher cognitive and language skills than those in the control group.

1.4 Quality of early childhood development interventions can have a significant effect on reducing poverty and inequality across South Africa.

The research study also found that the quality of early childhood development interventions was a significant predictor of children's cognitive and language skills. This suggests that improving the quality of early childhood development interventions could have a significant impact on reducing poverty and inequality across South Africa.

1.5 It is the intention of this research that these international guidelines and recommendations for ECD programmes will ensure that the right children are able to access the programme, that the programme is of high quality, and that the programme is sustainable.

1.6 The research study also found that the quality of early childhood development interventions was a significant predictor of children's cognitive and language skills.

Research Report, 156 pages
Centre for Early Childhood Development

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JOIN AND BENEFIT FROM THE SOUTH AFRICAN NATIONAL CADET PROGRAMME

South Africa is building on its proud tradition of producing highly competent merchant navy officers by investing in a new generation of trained, skilled, qualified South African seafarers.

In partnership with industry leaders such as SAMTRA, Marine Crew Services, Marek Line, Seagang, Grindrod, AMSOL, MACS, Oldendoff Carriers, Palmrest Shipping, Torvald Kvaerner and others, the country has successfully implemented a National Cadet Programme (NCP) to train potential young South Africans for the international maritime industry.

All reputable shipping companies with vessels calling South Africa and a support of international interest in the country are strongly encouraged to support the NCP by providing training berths.

The invitation is also open to all reputable companies with an interest in South Africa and a commitment to investing in Africa as a new, sustainable crew sourcing destination.

BENEFITS TO INTERNATIONAL SHIPOWNERS AND MANAGERS WHO SUPPORT THE NCP ARE SIGNIFICANT AND INCLUDE:

1. No cost training of future officers
2. Access to a pool of highly trained and motivated seafarers (both training and RPT costs are covered, in full, by the South African Government)
3. Cadets also join a vessel with all valid pre-employment certificates and international seafarer's medical.
4. Affordable crew sourcing destination
5. South Africa and Africa have the reputation of being a cost-effective crew sourcing destination in the international crewing market, and a number of other benefits.
6. Employment after graduation is not guaranteed.

WHY SOUTH AFRICANS?

South Africans, in general, have a reputation for being honest, hard working, responsible and competent. They are known for their entrepreneurial spirit, their 'can do' attitude and willingness to 'make a plan', as and when required.

Other factors in favour of investing in the training of South African seafarers include:

- South Africa's proven track record of employment with many of the world's leading shipowners and ship management companies;
- South Africa has ISO 9001 certified status;
- South African seafarer qualifications are fully STCW compliant (single audits are done);
- South African medical training institutions are compliant with IMO requirements and our seafarers undergo frequent international health authorities;
- South African Certificates of Competency are recognised by responsible maritime authorities;
- South Africa has a good command of the English language.

HOW THE NCP WORKS

SAMTRA - or the South African Maritime Training Authority - is the body that manages the NCP on behalf of the South African Government.

Shipping companies who participate in the NCP are required to provide training berths, to monitor and coordinate the training, and to provide the RPT costs. Companies can apply their own suitability assessment tools, and their own selection.

Cadets enter the NCP having completed all further studies to Officer of the Watch. All STCW short courses are completed prior to the first seagoing assignment. Cadets typically sail a minimum 12 months sea time.

Companies are furthermore encouraged to employ the graduate officers in the role of Junior Officer for six months prior to permanent employment. Employment after graduation is not guaranteed.

Marketing leaflet SAMTRA

Paul Thomas
2017



Daddy – Dad – Grampa
husband, father, grandfather, brother, uncle, cousin, friend, mentor, father, explorer, traveler, benefactor, provider, knight, God loving, reverent, fatherly, friendly, respectful, considerate, loyal, awesome, fun, generous, example to many, charming, gentleman, dignified, funny, sincere, respectful, and deeply loved, loved, loved, loved.



Paul Thomas
Daddy – Dad – Grampa



On your 80th birthday
we salute you for a life lived
to the fullest...

We love, respect and admire you.

Book, 48 pages
Thomas family

Susan, John and Amy, Michelle, Pierre and Alicia, Fami, Andrew, Amber and Talen

ISSUE 24, 4th QUARTER 2018

Ship to Shore

CONNECTING OUR PEOPLE ON LAND AND SEA

Plan for the future

Inside:

- Trafigura series completed
- First LNG shipped from Argentina
- Conference, thanks for attending!

GROUP NEWS

Prepare for the Future Project

Collective effort ashore to align teams for more resilience is well underway

Since joining EXMAR it has been challenging to align organizations to prepare for the future. Teamwork and collaboration took us through some challenging years. Before participating in the project it was to build organizational capability and create a solid foundation for innovation and activities. The result is a strategy defined and EXMAR Group level which represents us in the industry to create a sustainable advantage over competitors and portfolio financial returns. We are now improving internal coordination step by step towards a new dynamic and more resilience, because change is the only constant.

To better align the activities and build capabilities across the group we have initiated an approved action plan based on business strategy, strategic plan and vision and strategy, that facilitates efficient implementation, for strategic and portfolio improvement. In March of 2018 we had about 50 initiatives, now consolidated in four areas that required attention: strategy, business model, finance and HR & company culture.

They were discussed with the group CEO and the Executive Committee and resulted in an approved action plan based on business strategy, strategic plan and vision and strategy, that facilitates efficient implementation, for strategic and portfolio improvement. In March of 2018 we had about 50 initiatives, now consolidated in four areas that required attention: strategy, business model, finance and HR & company culture.

Jonathan Tavares, Executive Director Shipping and EXMAR

Since 2017 I have been involved in the Future Project, which is a strategic initiative to align the group's activities and build capabilities across the group. The project is focused on four key areas: strategy, business model, finance and HR & company culture. The project is a multi-year initiative that will require significant resources and effort. However, it is essential for the group's long-term success and resilience. I am proud to be part of this team and to see the progress we have made so far.

GROUP NEWS

EXECUTIVE COMMITTEE EXMAR GROUP

Executive Committee Members:

- Robert G. Coates, Chairman
- Felix O. von der Goltz, CEO
- John Thomas, Executive Director Shipping
- Michael J. H. van der Meer, Executive Director Finance
- Andreas W. H. van der Meer, Executive Director HR & Company Culture

MANAGEMENT COMMITTEE EXMAR SHIP MANAGEMENT

Management Committee Members:

- John Thomas, Chairman
- Michael J. H. van der Meer, Executive Director Finance
- Andreas W. H. van der Meer, Executive Director HR & Company Culture
- John Thomas, Executive Director Shipping
- Michael J. H. van der Meer, Executive Director Finance
- Andreas W. H. van der Meer, Executive Director HR & Company Culture

John Thomas, General Manager at EXMAR Ship Management

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Quarterly Newsletter, EXMAR

The Business Model

A major challenge was that we needed to better align our departments and business processes to improve the quality of our projects. Hence, EXMAR will focus on the integrated approach to business, legal, shipping and infrastructure.

The shipping and infrastructure business units operate in two distinct industries with different business approaches. Shipping requires a more opportunistic approach, whereas trading is of the nature where the infrastructure industry is more stable. Hence, it requires a more structured and global approach. Hence, they are complementary and can benefit from each other's operations.

The new set-up is already reflected in the newly proposed EXMAR Executive Committee (EXCO) and CEO. The new organizational structure is the EXMAR Management Committee (EXMCO) (see box 2), which also includes the CEO's office, which is responsible for the overall group strategy and tactics, which are developed in close collaboration with EXMAR's CEO.

EXM Team

EXMCO's responsibility is to manage and implement the business strategy. The initiative is the creation of business units, which are aligned with the business units, under the guidance of EXMAR's CEO. The plan is to have a clear vision of the business strategy and to have a clear vision of the business strategy and to have a clear vision of the business strategy.

With the EXMCO change coming in the new year, we are looking forward to the successful implementation of the business strategy. We are looking forward to the successful implementation of the business strategy. We are looking forward to the successful implementation of the business strategy.

Digital

AMSOL 2019 MARITIME INDUSTRY 7-A-SIDE SOCCER TOURNAMENT

Whether you own ships, repair ships, build ships, vet ships, charter ships, manage ships, sail on ships, supply ships, save ships, correct ships, write about ships, fuel ships, learn about ships, survey ships or simply spot ships – sign up to show your interest in the maritime industry's sporting event of 2019 in aid of the National Sea Rescue Institute!

SAVE THE DATE! **Saturday 2nd February 2019**
10:00 to tournament and
Table View Football Club, Cape Town


The entry fee donation to NSRI is R1 500 per team.
 A maximum of five teams per organisation permitted to enter. Space is limited so book now!
 If you are interested, please complete the registration form attached and email to Lisa Rhines lrhines@amsol.co.za by Friday 17th January.

Once your team has been registered, payment should be made into the following account:
 Account holder: National Sea Rescue Institute Branch: Alice, Western Cape
 Account number: 182480607 Branch code: 656209
 Account type: Current Sort code: ABSA-ZA-JJ

Don't miss the boat and a chance to have fun for a worthy cause!
 Spectators and supporters will be most welcome, with fun activities for the whole family.

10 YEARS

Henley Business School
 UNIVERSITY OF READING



It is with the greatest pleasure that we are inviting you to join us in celebrating 10 years of Henley projects in Cape Town.

Although some time may have passed since we last saw each other, your involvement in these projects and your contribution to our students will always be greatly appreciated and valued.

We are hosting a luncheon in honour of the NGOs who have contributed to the success of these projects over the years and would be delighted if you are able to join us and share in this special celebration.

Warmest regards
Kevin Money and Helen Stride

DATE
 Tuesday 21st November 2017

TIME
 12:00 for 12:30

VENUE
 Hotel Le Vendome Radisson Blu
 London Road, Seapoint

RSVP
 Please respond soonest
sam@sidote-events.com



In recognition of your hard work and commitment during 2019, please join us at the

AMSOL Employee Year End Celebration & Long Service Awards

VENUE Moys Kirstenbosch, Kirstenbosch Botanical Gardens
DATE Friday 6th December, 2019
TIME 12:00 – 16:30
RSVP Please confirm your attendance and dietary requirements to hc.comms@amsol.co.za by no later than Friday 22nd of November 2019. If we don't hear from you, we will assume you are not joining us.

Please note: should you decide not to join us at this official company event, normal working hours will apply.

Invitations
 AMSOL; Henley Business School

Online Newsletter
 Feroqs Consult



...you can't afford not to use Feroqs Consult for your Quantity Surveying, Project Management and complete Property Development Consulting needs.

feroqs consult
 QUANTITY SURVEYING
 PROJECT MANAGERS

feroqs delivers excellence, professionalism and peace of mind. We aim to be invaluable to our clients through a personal service that manages financial interests, reduces risks and addresses challenges with intelligent and innovative solutions.

We lead the pack by using highly sophisticated and progressive technology to increase the accuracy of financial estimates in the early, concept stages of a development.

These tools also provide clients with major advantages throughout the construction process as well as improving our effectiveness, efficiency and collaboration with representatives from other construction disciplines.

Feroqs Consult is one of the few Quantity Surveying companies in the country to offer Project Management and Property Development Consulting, which are provided on a fee-for-service basis. The latter is a one-stop development consulting service from property assessment and viability studies to project execution and completion.

Our services and fees are structured to suit a client's needs, whether it's Quantity Surveying, Project Management or the A to Z package offered by Property Development Consulting.

We are experienced in a broad spectrum of projects including residential, retail, industrial, commercial and government developments such as offices, education and health care facilities.

Based in Ndlovu, Mpumalanga, the company offers its range of services nationally and internationally.

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Quantity Surveying Services

- Viability studies, estimating and cost planning
- Design development and optimisation
- Advice on tendering procedures and contractual arrangements
- Financial control systems and contractual advice during construction
- Valuation of work in progress and change management
- Final accounts of contracts and project close-out
- Project life cycle costing and maintenance plans

Legal and Contractual Services

- Review project audits
- Report release reports
- Claims assessment
- Dispute management

Project Management Services

- Assist client in establishing a clear project brief, including development objectives and goals, procurement policy, implementation strategies and initiative timelines
- Risk assessment and mitigation strategies
- Documentation co-ordination
- Project procurement management
- Time and resource planning
- Project communication, liaison administration and record keeping
- Project execution management (time, quality, value)
- Manage project close-out administration and statutory compliance procedures

Project Development Consulting Services

- Tendering project delivery from concept to handover
- Analysis of development goals and property assessment
- Project viability analysis and capital cost estimation
- Management, co-ordinating and monitoring of project team (consultants, contractors, suppliers, public officials and institutional role players)
- Regular progress reports, covering financial status, quality of construction to specification, time expenditure against programme etc.