



*In dialogue with Mr. Pradeep Bajpai,  
Head of Fleet Management - Tomini Shipping*

**Tell us about your journey into the Industry**

I began my career as a mechanical graduate with Hindustan Aeronautics Ltd. I joined DMET as soon as I became aware about the opportunities a career out at sea could provide. In 1979, I started sailing with the Shipping Corporation of India and in 1986 I joined Uglund Brothers as a Second Engineer. Having sailed as a Chief Engineer for about 8 years, I decided to take my first shore job as a Superintendent at Univan Ship Management in Hong Kong. I was promoted to Fleet Manager within three years and stayed with Univan for eight years. I then moved to Eurasia Ship Management as a Technical Manager for about two years. In 2004, I established a ship management company in Hong Kong with a major Japanese ship owner, however due to differences about the future direction of the Company we parted ways in 2007. I re-joined Eurasia as a General Manager, moving to Eurasia Mumbai to establish a major third-party centre. In 2008, Bernhard Schulte was formed by merging four ship management companies of the Schulte group. BSM Mumbai also started as an independent technical management centre with its own DOC. I retired from Bernhard Schulte Shipmanagement as a Fleet Director at the end of January 2019, after an extensive association of 10 years. I was quite overwhelmed when I was offered the opportunity to join Tomini Shipping as Head of Fleet Management in Dubai. I liked the set up and the strong drive of the Company and got on board in April 2019.

**Although your association with Tomini is new, according to you what sets the company apart?**

Tomini is an ownership company, with owners and managers sitting under the same roof. Apart from having a personal touch, for the team, it is very easy to collaborate with and explain to the owners the requisites for the safe and efficient operation of the vessel. The previous companies I worked with were third party managers having different priorities like financial management. Tomini looks at investing in long term benefits; safety, the happiness and well-being of the crew and maintaining a good environment on board, there is no pressure on managers to cut corners.

**What are the types of vessels and fleet size managed by Tomini?**

Currently, we manage seven Ultramaxs, with an average age of three years. We have six more vessels on order in China of which three are Ultramaxs and three Kamsarmaxes. Our Ultramaxs will be delivered in January 2020 and the Kamsarmaxes after August 2020. The owners have fleet renewal strategy to keep only younger tonnage, four ships were recently withdrawn from Tomini's fleet, out of which two vessels were sold and two were given as a long-term bare boat charter to another company. Tomini has a vision to grow the fleet to 25 vessels, which the strong financial fundamentals of the company will enable. We have Indian seafarers manning all our vessels, the quality and calibre of Indian seafarers was a primary motivation for opening up a crew management centre in Delhi in January this year.

**What makes Tomini an ideal company for a seafarer?**

Tomini is not a very big company and the great advantage of that is the ability to have a professional but intimate family atmosphere. Apart from ensuring that seafarers are paid on time, wellness on-board is a key priority, we see to it that quality of the food is top class. This is complemented by free wi-fi services and the provision of family carriage, of course with some conditions. We organise activities on board to keep the ship staff engaged, one of which is the recent Photography Competition with financial prizes on offer. We are in process of building a family of seafarers to work for us. Everyone should belong, although everyone knows it is a contractual job, we focus on creating a homely environment for our crew. We had no alcohol policy until 2017, we continually review our policies and came to the realization that this policy constrained our seafarers, so we relaxed the no alcohol policy and now provide a limited amount of alcohol (only beer) to the vessels under company expenses. The Master arranges a party once or twice a month for the team to relax and enjoy a beer should they so wish with the team.

“At Tomini,  
We want to  
promote people,  
we want them to  
grow with  
us”

Developing our seafarers' careers is another key area of focus for Tomini. We want to promote people; we want them to grow with us, we sponsor seafarers for specialised courses, we are a growing company and we believe in developing people. We want to attract younger people, whom we develop and promote. Before promoting seafarers, they come to our head office in Dubai for a couple of days to get an insight into the company culture, we guide them in our approach as well as introduce them to the wider team. We believe that a key role of shore staff is to support the seafarers at the same time empower them and we ingrain this belief across Tomini. As ten vessels out of the total thirteen are sisters, the working style across all of them is similar.

#### What is the recruitment procedure followed by Tomini?

Our crew management centre in Delhi handles our recruitment, it is headed by Capt. Arun Aggarwal. The team in India, shortlist and interview candidates against our criteria and send the most suitable CVs to the Dubai office. Once candidates are identified as a good fit, the next step involves a further conversation with the candidate to ensure they will be a good match with our values and culture, candidates may have the necessary certificates but their thought processes and style of working varies. All Masters and Chief Engineers come to Dubai for a full briefing with the team before inducting them into our fleet.

#### Does the company plan to expand its presence in India?

Yes, we have just secured an office space in Andheri, Mumbai and shall shortly have a presence there as well. Our marine and technical team in Dubai and India have several decades of collective experience for efficient technical and crew management of vessels. Having set up fully functional crew development offices in India in the Metropolis of Delhi and Mumbai, Tomini Shipping is exploring opportunities to foray into third party vessels crew management as well.

#### What kind of training does Tomini undertake for its seafarers?

As of now, we sponsor people for the courses like B&W ME and ECDIS, however, we also have plans to start in-house soft skills courses, and at the same time, we are also planning to have annual seminars, so that seafarers get a chance to meet us.

#### Brief us about the safety policy of Tomini

Our culture places safety at the centre of everything we do, all issues, however minor is reported to the flag and class. Moreover, we have a very strong speak up policy, where anyone who feels that the company safety policy has been violated may write to us and we carry out further investigation keeping the person anonymous. There is no pressure on ship staff to cut corners on safety.

#### How does the company ensure retention of its seafarers?

When we began operations in India, we took over the manning functions from the management companies we were associated with. The seafarers sailing on board Tomini ships, opted to stay with us. I feel this speaks volumes about the company's excellent approach and dedication towards its seafarers. To date, we have not received a single complaint on the regulatory compliance front or complaints on the relief patterns or catering; in fact, we receive appreciation on the catering part. There is no pressure on the seafarers from the office. This pretty well exhibits the owner's commitment.

#### Can you throw some light on your Chartering partners?

Alpina is our in-house chartering team and they are based in Denmark. They also have a stake in the company, which is a huge advantage as they don't put unreasonable demands on ship staff because they are committed to a long term relationship with Tomini, in fact the relationship spans forty years! In our case, the party who is earning the freight and the party who is fixing the freight have similar interests, so it becomes very easy for the ship staff as nobody is trying to misrepresent or hide anything.

SEAANDJOB



# NOW HIRING

## tomini shipping

A world class ship owner and operator headquartered in Dubai is recruiting all ranks of Officers & Crew for its young fleet of Ultramax Geared Bulk Carriers

#### There are many great reasons why you should join us, here are just a few!

- Our young fleet of seven geared bulk carriers has an average age of less than 2 years
- All our vessels are manned by all Indian crew
- Tomini Shipping provides family carriage facilities for officers
- We provide FREE WI-FI for all staff on board
- Tomini vessels are fitted with two JRC ECDIS and run paperless
- All vessels are powered with the latest propulsion machinery of B&W ME type

Tomini Shipping is scheduled to take delivery of 6 new building bulk carriers from January 2020, if you have experience on similar tonnage and machinery, we would love to hear from you!

Interested candidates please apply thorough link <https://app.tominishipping.com:8030/> or mail CV to [crewing@tominishipping.in](mailto:crewing@tominishipping.in)

CONTACT US: Tomini Shipping Pvt. Ltd. B-105, 1st Floor, Panchsheel Vihar, Sheikh Sarai-1, New Delhi-110017 (India)

Tel: +91 -11 - 41580044 / +91 11 41680044 | Mobile: +91-7428270603 | Website: [www.tominishipping.com](http://www.tominishipping.com)

RPSL No: MUM-1003 Valid till 09th January 2024

Log on to : [www.seajob.net](http://www.seajob.net)