

THE HUMAN ELEMENT IN THE MARITIME INDUSTRY



Sanjay Bhavnani

Sanjay Bhavnani heads MMS Maritime India Pvt Ltd, a group company of the Japanese shipping group, MEIJI shipping, having been in existence since 1911. While as the entire group has Shipping as its core activity including ship ownership, ship operation and the very important function of technical management it has offices all over the globe including Japan, Singapore, Netherlands, India, and the Philippines. The company in India provides the strategic support including providing the required highly skilled and trained manpower to man the various Oil and Gas tank vessels chartered to oil majors on a long-term basis.

After having sailed out at sea for several years, last as a Chief Engineer, Sanjay came ashore in the year 1998. His first stint on-shore was at a marine training institute as an in charge of all tanker related training; he was closely involved in developing, implementing and regularly reviewing the training mechanism for seafarers joining tankers. Besides, he was also involved in the training of various technical subjects, legal and compliance-based ones, and the resource management related ones.

Subsequently, he moved to the head office of the Japanese shipping company, where he was closely involved in the safety and the quality related issues and their management on board the entire fleet of operated vessels comprising of Tankers, Bulk Carriers, Car Carriers, and Wood Chip Carriers. Thereafter, in December 2001, having been involved in setting up of the same, he took over the newly established MMS Maritime (India) Pvt. Ltd. Besides being involved in the crewing and the training operations of the seafarers deployed on the tanker vessels, the company provides support in the form of technical services, IT services, and others. Sanjay's present perspective on the human element is based on his close interactions had with the seafarers as well as the shore staff with an attempt to match their expectations within an integrated framework besides matching that to the ever-increasing external industry demands.

After coming ashore, he has completed a post graduate diploma in management, followed by an Advanced diploma as well as an Executive Programme in Management. He has also completed a Masters in Maritime Law and has been awarded a doctorate in Business Administration with a specialization in the Human Resource area. He holds memberships of various maritime institutions and industry bodies and is an accredited fellow of the Indian Council of Arbitration's panel of maritime experts enabling him to function as a maritime arbitrator.

