



# Wellness at Sea

FROM SAILORS' SOCIETY

MARITIME SCHOOLS' CONFERENCE

# 2022

**Positive wellbeing for a  
rewarding seafaring career**



**EUROPE**

  
**Sailors'**  
Society



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## WITH THANKS TO

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# Welcome

I am delighted to welcome you to our Wellness at Sea Maritime Schools' Conference, Europe.

This conference is the third in our global programme of maritime school conferences this year. We are making a proactive investment in young minds because we recognise that today's cadets are tomorrow's workforce and future leaders.

As seafarers, you are the key workers of the sea. You will serve at the frontline of international supply chains, supporting global economies – so it is essential that your wellbeing is cared for from the beginning of your career.

Today's content has been specially tailored to focus on key issues facing today's seafarers and will help to prepare you for a long and fulfilling life at sea. It also builds on Sailors' Society's pioneering wellness training and support programme that will be there for you at every stage of your maritime journey.

As part of our support to you as seafarers, we would also like to invite you to join one of our cadet Peer-to-Peer support groups on WhatsApp (see page 11 in this programme). These safe spaces allow you to swap stories, ask for assistance or advice, and chat about your day-to-day lives and experiences. You can leave your group at any time should you decide that this is not for you.

For more than 200 years, Sailors' Society has been transforming the lives of seafarers and their families at home, in port and at sea through resources like the Peer-to-Peer groups, our port chaplaincy, crisis response network and work in seafaring communities.

As an international maritime charity, we work to provide practical, emotional and spiritual welfare support to the world's 1.6m seafarers, regardless of background or faith. Sailors' Society chaplains and ship visitors have a presence in 87 global ports and we have further projects and services, including family resiliency workshops, mobile medical units and school ferry boats, covering 21 countries.

If you are ever in need of support, you can reach us on our 24/7 confidential helpline at +1-938-222-8181 or instant chat via <http://sailors-society.org/helpline>. For more information on what we offer, please visit [www.sailors-society.org](http://www.sailors-society.org).

In the meantime, thank you for joining us and I hope you enjoy today.



**Sara Baade**  
CEO, Sailors Society



"The event was amazing and I learned a lot of new kinds of stuff regarding wellness. We thank you for giving us the opportunity to attend this amazing and wonderful session."

A 2022 conference participant

# Introduction to the Wellness at Sea Maritime Schools' Conferences

Sailors' Society has designed this downloadable conference especially for European maritime colleges and for you, their current cadets.

With the global pandemic and war in Ukraine placing extra pressures on the world's seafarers, and rates of anxiety and mental health issues arising, the need for wellness and wellbeing support has never been greater.

Since 2015, Sailors' Society has been providing comprehensive wellness support and training for seafarers and their companies under our pioneering Wellness at Sea programme, and we recognise the importance of offering this wellness education and assistance from the earliest point in a seafarer's career - cadetship.

Your wellbeing, now and into the future, is at the heart of this day-long conference, with practical sessions on mental health, onboard coping skills and the importance of personal wellbeing at sea.

Our presentations are being given by industry leaders and, through their expertise, we are addressing the key issues facing today's seafarers including working in a world with Covid, the current war in Ukraine and diverse workforces.

We are delighted to welcome Michail Malliaros, General Manager of Euronav Ship Management (Hellas) Ltd; Stewart Bankier, Head of Fleet Personnel Development & Compliance at Bernhard Schulte Shipmanagement; Peter Broadhurst, Sailors' Society Ambassador and Maritime Snr VP Safety, Regulatory at Inmarsat, Dr. Deepti Mankad Regional Coordinator, Sailors' Society Wellness at Sea Programme; Toon van der Sande, Safety and Security Consultant at Spiritention, and Alexander Dimitrevich, COO and Mental Health Support Solutions & Chief Consultant at GoCrisis.org.

We hope that all of these will equip and empower you with awareness and skills that will serve you throughout your seafaring lives.



**Johan Smith**  
Head of Wellness, Sailors' Society



"It's a golden opportunity to gain knowledge attending this conference. I am very thankful for the authorities for giving us such a golden opportunity."

Bhardwaj Manan, Anglo-Eastern Maritime Academy

# AGENDA EUROPE

The Conference can be downloaded here:  
[https://youtu.be/q\\_9UZ6apUhw](https://youtu.be/q_9UZ6apUhw)

The timecodes for the presentations within the Conference Programme are below

- |                 |   |
|-----------------|---|
| <b>00.01.01</b> | <b>Welcome address</b><br>Johan Smith<br>Head of Wellness, Sailors' Society   |
| <b>00.02.53</b> | <b>Inaugural address</b><br>Michail Malliaros<br>General Manager<br>Euronav Ship Management (Hellas) Ltd.   |
| <b>00.13.33</b> | <b>Realities of life at sea and the importance of personal wellbeing</b><br>Stewart Bankier<br>Head of Fleet Personnel Development & Compliance<br>Bernhard Schulte Shipmanagement                    |
| <b>00.27.04</b> | <b>How the maritime landscape is changing: the role of technology in wellbeing and welfare</b><br>Peter Broadhurst<br>Sailors' Society Ambassador and Maritime Snr VP<br>Safety, Regulatory, Inmarsat |
| <b>00.42.27</b> | <b>Introduction to Sailors' Society</b><br>Sara Baade<br>CEO, Sailors' Society  |
| <b>00.57.01</b> | <b>Mental health in maritime – practical tips</b><br>Dr. Deepti Mankad<br>Regional Coordinator, Wellness at Sea   |
| <b>01.17.07</b> | <b>Tips for trauma and disruptive events: expecting the unexpected</b><br>Toon van der Sande<br>Safety and Security Consultant, Spiritention  |
| <b>01.31.24</b> | <b>The psychology of conflict – being a seafarer in a time of war</b><br>Alexander Dimitrevich<br>COO, Mental Health Support Solutions & Chief Consultant<br>of GoCrisis org                          |



# Conference Speakers

## INAUGURAL ADDRESS



### Michail Malliaros

General Manager  
Euronav Ship Management (Hellas) Ltd.

Michail Malliaros joined Euronav Ship Management Hellas in 2005. In 2015, he was appointed as General Manager to the Euronav Singapore Office at its inception and held this position until 2018. From 2017 onwards he was assigned to the role of Fleet Personnel Manager and was appointed as General Manager in June 2022.

He started as Chief Mate and later as Marine Master, after which he became HSQE Superintendent in 2012, holding also the roles of Deputy Designated Person Ashore and Deputy Company Security Officer. Prior to Euronav, Michail held the position of Marine Operator with Newlead Shipping and gained seagoing experience in various shipping companies. He graduated from the Public Academy of Merchant Marine of Apropyrgos as a 2nd Officer in 1996.

He is an Associate Member of the Hellenic Marine Environment Protection Association (HELMEPA), a member of Intertanko Nautical Subcommittee, a Fellow of the Institute of Chartered Shipbrokers and a Chartered Shipbroker.

## KEYNOTE SPEAKER



### Stewart Bankier

Head of Fleet Personnel Development & Compliance, Bernhard Schulte Shipmanagement

Bernhard Schulte Shipmanagement is a top-tier third-party ship manager. People are at the heart of all they do and this ensures they provide the best ship management experience through their staff's expertise at sea and on shore. "We proactively live a family culture as we are a family business."

Stewart Bankier is an experienced Head of People Development and Training, combining a high-ranking naval background with in-depth knowledge of maritime operations and a strong focus on optimising the 'human element' of maritime safety to underpin the embedding of a 'Just' safety culture.

As Head of Fleet Personnel Development, he advises on training and crewing policy, processes and technology for a diverse fleet of 640 vessels from small container ships to LNG carriers, driving strategy, policy, and vessel/personnel management processes for 10 frontline offices managing 23,000 seafarers worldwide.

Stewart harnesses the command experience he gained as Naval Military Officer to build and lead high-performing crews that demonstrate operational and technical excellence.



### Peter Broadhurst

Maritime Snr VP Safety, Security, Yachting and Passenger, INMARSAT

Peter started his career at Inmarsat in 2014 as Vice President of Service Delivery for the Maritime Business Unit, where he was responsible for leading the development of products and services from conception and implementation, through to launch and life cycle management. Peter was instrumental in the launch of Inmarsat's high-speed broadband service Fleet Xpress launched in March 2016.

With over 25 years of experience in the maritime industry, Peter began his career at sea as a Radio Officer before running his own business and working for a maritime distributor. Peter then spent 15 years with Sea Tel Inc / Cobham SATCOM as Vice President of Sales and Marketing where he was responsible for overseeing and managing global sales, support, marketing, training and product management.

Peter has an HND Electronics, Marine Radio General Certificate, Radar and Marine Navigation Aids accreditation from Wray Castle Merchant Navy School, and holds an Open University, BSc (Hons) first-class degree in Radio Frequency Systems. He is an Ambassador for Sailors' Society, Vice President of Comité International Radio-Maritime (CIRM) and is on the Board of the World Maritime University (WMU).

# Conference Speakers



## Sara Baade

CEO, Sailors' Society

Sara joined Sailors' Society as CEO in September 2020, leading the global maritime charity's work reaching out to 200,000 seafarers, their families and communities in need every year.

Sailors' Society's pioneering mental health and wellbeing training support programme has benefitted more than 34,000 seafarers to date and its ground-breaking Wellness at Sea Maritime Schools' Conferences are empowering cadets with awareness and skills that will serve them throughout their seafaring careers.

Sara is also chair of The International Christian Maritime Association (ICMA) and has extensive experience in leading an international welfare charity from her previous role as CEO of The Army Families Federation. Her career includes working as a senior civil servant for the Department of Business Innovation and Skills, a directorship at the charity UK Skills and substantial experience in investment banking.

Sara lives in Berkshire in the UK with her 12-year-old twins.

[sailors-society.org](http://sailors-society.org)



## Alexander Dimitrevich

COO, Mental Health Support Solutions & Chief Consultant of GoCrisis.org

Alexander, as Chief Operating Officer in Mental Health Support Solutions and Chief Consultant of GoCrisis.org, relocated to Europe to organize crisis response events for Ukrainian refugees. He has been working with seafarers and their families, air pilots, cabin crews and other Ukrainians who had been evacuated into Europe giving counselling, training and humanitarian support.

Alexander is a clinical and crisis psychologist. With a master's degree at Odessa National State University, he has worked for different international and national organizations including Sailors' Society as the Crisis-at-Sea Response programme coordinator and consultant. He is trained and experienced in organizing and providing support for trauma survivors and helping seafarers affected by piracy and other calamities. Several programmes he has worked for have won awards, including Safety at Sea and Seatrade Maritime Security Awards.

Alexander has a Maritime Lloyd's Academy Diploma in Crew Management and he is a March on Stress associate. He is also trained in Trauma Risk Management. He is a co-author and trainer of the Three-Layer Psychosocial programme which is a support system for trauma survivors. He is also a certified Wellness at Sea trainer.



## Dr Deepti Mankad

Regional Coordinator, Wellness at Sea

Dr Deepti Mankad is an excellent communicator and well-informed expert in her field of professional development. She is the founder of Mindspeak and a professional development trainer, consultant and the Regional Head [India] for Sailors' Society's Wellness at Sea programme.

Belonging to a seafarer's family, she has run maritime training, coaching and assessment for seafarers and their companies for over 12 years now, conducting sessions on mental health and wellbeing, and empowering seafarers to handle emotional disturbances. She also holds psychological first aid training for seafarers with the objective of helping troubled seafarers onboard, and provides counselling services for seafarers and their families.

Deepti has a doctorate in Multiple Intelligence and is a certified Maritime Crew Resource Management [MCRM] trainer. She is certified as a psychometric assessor by Thomas International Management Systems Ltd. Deepti has received various awards including the 2022 Maritime Wellness Coach & Trainer of the Year by International Brilliance Awards (IBA), Maritime Wellness Coach & Trainer of the Year by National Education Brilliance Awards (NEBA) 2022 and The Real Super Woman Award 2022 by Forever Star India.

[www.sailors-society.org/wellness](http://www.sailors-society.org/wellness)



"Thank you for the webinar today. It was a pleasure to attend this wonderful webinar. I have learned so many new things today which I am sure are going to help me in future."

A 2021 conference participant

# Conference Speakers



## Johan Smith

Head of Wellness, Sailors' Society

Johan joined international maritime welfare charity Sailors' Society in 2014 to develop and lead its Wellness at Sea programme, a pioneering initiative which empowers seafarers to prepare and keep physically and mentally fit for life at sea.

The Wellness at Sea programme has since grown to become one of the leading wellness interventions for the shipping industry, benefitting thousands of seafarers every year and winning a Safety at Sea award for Best Crew Welfare Programme and a Seatrade Award for Investment in People.

Johan has worked with seafarers for many years, previously serving as a port chaplain for six years in Cape Town, South Africa. It was during this time that he became aware of the challenges many seafarers face as a result of life at sea and in 2011 started developing his work on a wellness programme to meet their needs. Johan studied theology and is also a qualified social worker.

[www.sailors-society/wellness](http://www.sailors-society/wellness)



## Toon van de Sande

Safety and Security Consultant, Spiritension

Toon is a member of the Advisory Board of Human Rights at Sea. He is a certified trainer for the Wellness at Sea programme and delivered that course in Odessa in 2016. Regularly, he works in inland shipping as a first mate. He is also assisting several companies in first emergency response and disruptive events assessment.

From 2012-2015 Toon was Assistant Programme Director for the Maritime Piracy Humanitarian Response Programme (MPHRP). His key tasks then were the development of several training courses. He trained 300 participants to enable them to convene the Pre-Departure Piracy Awareness course in the UK, India, Ukraine, Thailand, Indonesia, Vietnam and the Philippines.

Toon worked abroad as a pastor for the Dutch Dredging and Offshore Industry from 2000-2012, providing counselling and first emergency response. From 1991-2001, he worked as a port chaplain in the Port of Rotterdam. From the start of 1995, Toon was involved in the development and organisation of the International Christian Maritime Association (ICMA) Seafarers' Ministry Training (SMT).



"This was my first ever event in the maritime domain, everything was superb and wonderful. All of the speakers were equally brilliant and shared great experience and knowledge."

A 2021 conference participant



# ALL YOU NEED TO KNOW ABOUT PEER-TO-PEER SUPPORT

It's often helpful to talk to other people who have lots in common with you.  
That's why Sailors' Society set up our Peer-to-Peer Support Groups.

These WhatsApp groups have proved hugely popular with crews and cadets keeping them in touch with others in the same position, wherever they are around the world. Peer-to-Peer Support Groups are safe spaces where members can swap stories, ask for assistance or advice, and chat about their day-to-day lives and experiences.

Through regular contact, you can build relationships, benefit from a social support network and gain access to welfare services.

#### How do these groups work?

- Groups are WhatsApp or Telegram based
- Each group consists of no more than 20 seafarers and a moderator
- Members are asked to comply with a set of group rules, including confidentiality

#### The moderator will:

- Check the groups daily
- Post wellness-related subject matter twice per week
- Ask prompting questions
- Partake in general conversation
- Provide support and be available for individual chats outside the group
- Refer red flags to our Crisis Response Network or chaplains

#### To sign up go to

[sailors-society.org/peer-to-peer-support](https://sailors-society.org/peer-to-peer-support)

Please note you can leave your group at any time.

# FACING THE FUTURE TOGETHER



## **Sailors' Society is there for you throughout your career.**

Our chaplains visit ships in 87 ports around the world, reaching 200,000 seafarers every year.

We bring free Wi-Fi to call home as well as welfare support, a listening ear and, where restrictions allow, lifts to town or to medical facilities.

We also work in seafaring communities around the world, providing grants and running projects to meet local needs from medical clinics to schools.

We're committed to caring for seafarers and their communities who need us, now and into the future.

**[sailors-society.org](https://sailors-society.org)**

**FACING THE FUTURE  
TOGETHER**



# CRN

CRISIS RESPONSE NETWORK

SAILORS' SOCIETY

# HELP IN A CRISIS



**Sailors' Society's Crisis Response Network provides free 24/7 care and support for seafarers and their families following critical incidents such as accidents, piracy/robbery, abandonment, natural disasters, suicide and other situations when coping is difficult.**



**Need help?**

**Call: +1-938-222-8181**

**Instant chat: [sailors-society.org/helpline](https://sailors-society.org/helpline)**

**Email: [crisis@sailors-society.org](mailto:crisis@sailors-society.org)**

**Visit: [www.sailors-society.org/support-for-seafarers](https://www.sailors-society.org/support-for-seafarers)**

**FACING THE FUTURE  
TOGETHER**



# Wellness at Sea

FROM SAILORS' SOCIETY



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