



*Shipshape*



## From the Bridge

It's hard to imagine that we are now a quarter of the way through 2019 and 2020 is just around the corner.

I want to raise the issue of marine surveying and professionalism.

One comment that myself and the Head Office team are hearing quite a lot these days is "I have a friend who wants to be a marine surveyor".

Doubtless on the face of it this is an encouraging sign for the future of our industry and today AIMS has the necessary tools to help all who want to become a "marine surveyor". It's called a Diploma in Marine Surveying, with ongoing CPD and short courses thrown in as well.

Strolling around the deck of a ship three times hand in hand with your best friend maketh not a "marine surveyor". Wanting simply isn't enough. At least not for membership of the AIMS.

Traditionally marine surveyors were all from a seagoing background – be it deck or engineering. That made a great deal of sense. Starting off as a cadet on cargo ships and climbing the ladder all the way to Chief Officer or Master meant that one had a wealth of knowledge to draw upon when one came ashore and decided "marine surveying" was to be your calling.

The company I went to sea with owned up to 36 ships, of many different types, from passenger ferries, bulk carriers – big and small, cellular container vessels and Ro/Ro's. Deck cadets were sent around the fleet to experience as many different ship types as possible – during their four (yes – four) year cadetship.

We polished brass, mopped out the Bridge, worked with white lead and red lead, ran around with a marlin spike and knife in a very poorly stitched canvas scabbard (made by ourselves of course with needle, palm, twine and beeswax), swam in filthy bilges, hung on for grim death on high in boatswains chairs (one hand for the shipowner be buggered), chipped and painted and worked away happily in dark and dank void spaces (atmosphere untested and with no confined space training).

But most importantly – in those days – we would sit around in the officer’s smoke room at the end of a hard day and to listen to our learned elders as they regaled us with stories of what to do and what not to do. This was the real classroom.

At the end of four years you knew what a ship was – and more importantly how it all worked on board. You knew where the skeletons could be hidden.

These days the fleets are not so varied, shipping company structures have been torn asunder and the time spent training at sea is much less. Deck Officers / Masters can end up spending their whole seagoing career on one type of vessel.

The modern-day seafarer comes ashore thinking a marlin spike is something to do with a big fish and red lead is mined somewhere in the Northern Territory. But in saying that they are normally pretty good with computers and mobile phones.

So - getting back to marine surveying and professionalism.

I left the sea and came ashore to work with a marine surveying company owned by a large overseas outfit. I had been Chief Officer for several years by then and I knew it all. My new boss then broke the bad news to me - “It will take two years before you are up to speed with the basics and five years before you start to make me any money”. Never a truer statement made. I still repeat his mantra to this day. Thanks Frank.

A true “marine surveyor” – in my books – is one who can competently handle a broad range of different types of surveys – draft, bunker, on hire, trimming, hold cleanliness, general cargo, steel cargo, cargo damage, cargo securing, marine insurance, marine warranty, P&I, pre-purchase, Flag state – to name the main ones.

Its also not only doing the actual survey but then producing a quality report as well. An additional skill that also must be learnt.

The ability to competently undertake a broad range of surveys does not come quickly – it takes many surveys over many, many years.

So, to professionalism – professionals are known for their specialised knowledge. Professionals are competent - they get the job done. Professionals are accountable. Professionals continually build their expertise.

A true marine surveyor is a “professional”. To earn the title “marine surveyor” you need to be “professional” as well.

Far too often the term “marine surveyor” is not treated with the respect it rightfully deserves.

AIMS is working hard to change that. We are raising the bar.

So – if you really, really want to be a “marine surveyor” – welcome. Join up and do the Advanced Diploma. Ask others with experience to help you develop your practical skills in line with your theory. That’s the way you will truly learn.

And give me a call in about five years and let me know how you’re doing.

In closing, it was very sad to hear of the tragic passing of one of our long-term members Captain Malavalli Ramprakash – Ram to those of us who knew him well. He was an AIMS member for 14 years, a professional and talented surveyor and friend to many.

The AIMS sends our regards and sympathy to his family and his friends. He will be sorely missed.

**Peter Murday - President**



## CEO Message

This year will bring much in the way of change for the Institute. It is expected that our Executive team will change as well as some states having new representatives which will change the make up of the Council overall.

I am now ramping up our Government lobbying and over the next quarter I intend to be meeting with representatives at the ACCC, DAWR, Dept of Infrastructure and of course AMSA.

My objectives will be focussed clarifying issues related to the marine surveyor accreditation scheme, promoting the continued use of the accredited grain surveyor list and dealing with issues arising in the AO program, cementing our Certification scheme and promoting our training and standards for professional practice.

As you are aware, this year, along with State Representatives and the President role is up for election and I will be travelling to most states over the next few months to provide members with information on how to nominate for either the State Rep or President role and with information on responses to our lobbying.

I hope to meet up with as many members as possible and urge members to attend either in person or via ZOOM link.

The conference is shaping up very well with all speakers now confirmed. I have included an outline of the speakers and expected prices at the end of the newsletter and I encourage members to take advantage of the early bird prices. This year places are limited to 100 so you will need to get in early to secure a good deal.





*Nick Johnston, Nick Fleming, Cameron Oswin and Sam Webb at the Tasmanian State Meeting.*

I also travelled to Hobart on March 14<sup>th</sup> for the first State meeting in quite some time. Caretaker State Representative Nick Fleming was nominated by the members as their official State Representative and he accepted the nomination. If there are no other members in Tasmania who wish to stand for State Representative Nick will be remain as the rep. In the mean time I look forward to working with him in promoting Tasmanian surveyors.

I will now start working my way around the country with a view to having visited all States before the end of July and will be explaining the procedures for nomination and election of State Representatives. Nominations will open in July.

I also wanted to make a quick mention of the new Code of Conduct and remind members that this year they will be required to sign off on the code before July 1<sup>st</sup>. It is critical that our members do this as it forms an important part of our push for self-regulation which is coming along slowly but surely.

Our newly adopted procedures for vetting and verifying applications for membership or upgrades to membership have already identified cases of falsified information and, in some cases, altered documents. Over the past quarter the AIMS has declined 4 membership applications and instigated disciplinary action for two members and has revoked a membership.

We also considering reporting two cases to our legal counsel where surveyors who are not AIMS members are using the AIMS logo, using a fraudulent stamp and even advertising that they are AIMS certified.

While the reporting and suspensions seem harsh it is the only way we can protect the reputation of the AIMS and protect users of marine survey services from unqualified and inexperienced surveyors. Our reputation is very solid and we need to ensure that we keep it that way. It is time for all of us to stand up, mentor or coach a new surveyor, lead by example and give them some experience wherever and whenever we can.

The calls that we receive from members of the public are now increasing steadily and we are working to ensure that we provide them with up to date information so please make sure that your website profile is up to date and contact details are correct. Also let us know if you don't want us to pass on your details or if there are any specific areas that you don't service.

I am happy to announce that our Canberra hotline for consumers will be active by mid-April and this will be a dedicated number that members of the public can use to enquire about a surveyor or seek help in finding a surveyor that has the expertise they require.

To help us get our message across to the public about the importance of checking a surveyor's credentials before engaging them we are developing a Consumer Guide that I think will be of great assistance to vessel owners.

The guide will contain lots of valuable information (including some tips on how to navigate the AMSA website) and information on finding a surveyor through our website. Given the amount of calls that we get I think that the guide will certainly help vessel owners to select the right surveyor for them and provide some basic advice as to what to do when things go wrong.

The guide will be available on our website in late April and will be emailed to anyone who requests a copy.

Finally, I wanted to thank Andrew Marsh for representing the AIMS WA members on the NSCC committee over the past few years.

He has done a great job as our representative but now needs to step down. Mick McAuliffe from Geraldton has kindly offered his services as our rep and I am sure he will also do an outstanding job. I will be passing on his details to the DCV Subcommittee so that other states and members can contribute to his discussions with the NSCC and AMSA.

**Susan Hull - CEO**



## Ship to Shore

Since our return back to work this year, the Executive team have had the unfortunate task of reviewing several complaints against our members as well as providing vessel owners or potential vessel owners with information on how to ensure that the surveyor that they choose has the correct qualifications and experience.

The AIMS reputation now has a very high profile in the public arena and while many vessel owners do make sure that they use an AIMS surveyor there are still those who get caught out with a poorly trained and non-qualified surveyor and they turn to the AIMS as the first port of call to lodge a complaint.

There have been three reported incidents already this year where non-members were using AIMS logo's or using an AIMS stamp or, in one case, actually stating on company marketing material that they were AIMS members.

While the AIMS itself is powerless to deal with these rogue surveyors who are not AIMS members we can report what we know to State maritime safety agencies and to AMSA, which in these cases we have done.

We have also written to these persons requesting they remove all references to the AIMS from their marketing materials and cease illegally using our intellectual property.

Our CEO is in the process of developing a consumer handbook that will be available on our website and we will commence a marketing campaign urging consumers to make informed choices before engaging a surveyor.

What has been most disappointing this week is the need to review a very serious complaint against one of our own members.

As part of our push to have marine surveying considered a profession and regulated by industry rather than Government we have developed and implemented systems for verifying documentation sent in to us as either part of an application for membership or for certification.

While we are pleased to see that the probity measures are working effectively it was disheartening to discover that documentation presented to the AIMS was false and that the surveyors involved wilfully and knowingly conspired to rot the system.

The AIMS cannot and will not condone any falsification of records or documents. Unqualified surveyors have the potential to destroy the reputation of those surveyors who do the right thing and all members should be aware that our Constitution and Code of Conduct will be enforced wherever and whenever it is required.

In our subsequent discussions with legal counsel and the Australian Competition and Consumer Law Council we were provided with some great, plain English information that we can pass on both to those people who contact us to complain about the marine survey services they have purchased and to our own surveyors so that they are aware of the law make sure that they don't make false or misleading statements.

Under consumer law a **supplier** is anyone - including traders, retailers and service providers - who, in trade or commerce, sell goods or services to a consumer.

Marine surveyors are in the business of selling a professional inspection, assessment or marine service. Therefore, they are suppliers of a service.

A supplier of services is subject to implied guarantees that the services are provided:

- with due care and skill
- which are fit for any specified purpose
- within a reasonable time (when no time is set).

This means that surveyors must ensure that they:

- use an acceptable level of skill or technical knowledge when providing the services, and
- take all necessary care to avoid loss or damage when providing the services.

Surveyors should note that there can be legal ramifications resulting in compensation to the consumer if;

- a) you advertise that you are more qualified than you actually are
- b) you provide a service that you are not qualified to provide
- c) you give false or misleading information about a product or a service

This means that if you provide a poor service, are not properly qualified or mislead a consumer you could now be subject to the law and required to remedy the situation.

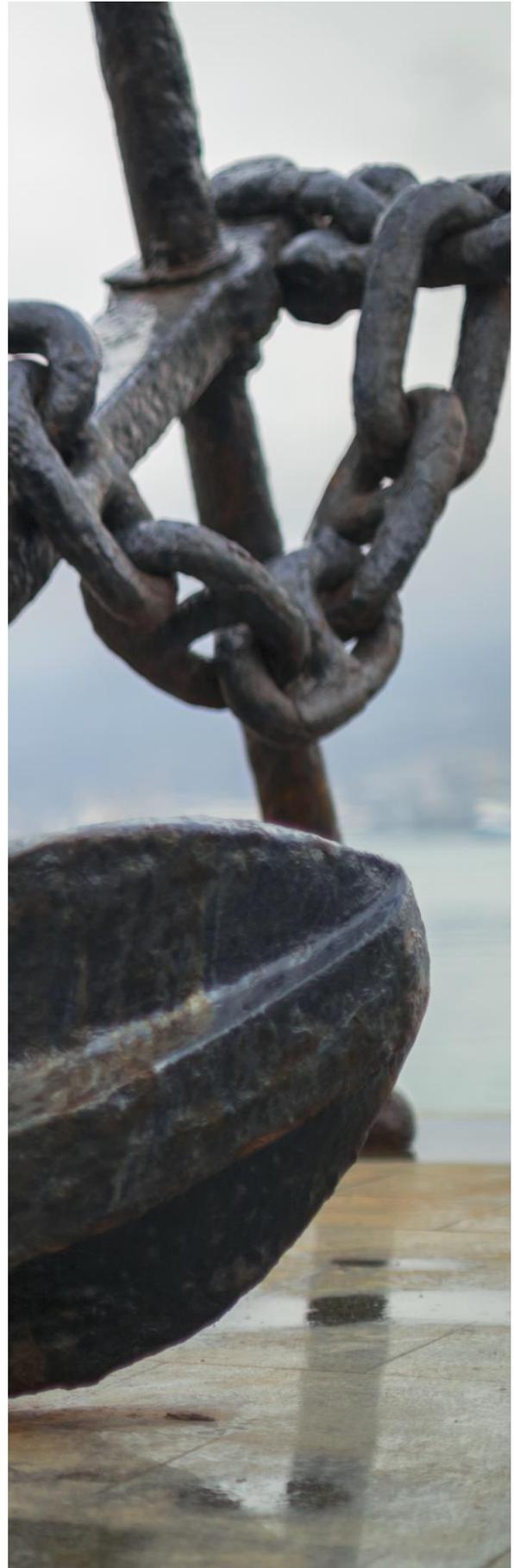
Note: A supplier does not have to provide a remedy if they can show that:

- the consumer did not rely on the supplier's skill or judgment when buying the goods
- under the circumstances, it was unreasonable for the consumer to have relied on the supplier's skill or judgment

So, if a consumer can prove that they relied on the marine surveyor's skill or judgement and these subsequently turned out to be false then under the Australian Consumer Law, the marine surveyor may be liable.<sup>1</sup>

Definitely food for thought.

**John Holden – Vice President**



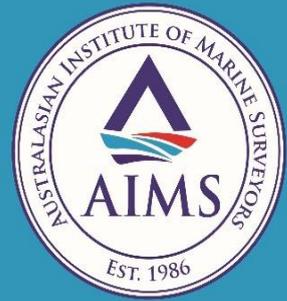
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<sup>1</sup> <https://www.accc.gov.au/consumers/consumer-rights-guarantees/consumer-guarantees>



# CCMS

CERTIFIED COMMERCIAL  
MARINE SURVEYOR



## Membership Update

If January and February are anything to go by it looks like 2019 is shaping up to be an eventful year!

### BIENNIAL CONFERENCE

AIMS is pleased to announce the AGM, Biennial Conference and Awards Dinner for 2019 will be held at the stunning heritage listed Canberra Hyatt Hotel on Friday 18<sup>th</sup> of October.

We have some amazing guest speakers lined up for the Conference and early bird tickets will be available for purchase on the AIMS website in late March 2019. Speaker details will be updated over the next month so keep an eye out on the website.

I do want to remind all of our Certified Surveyors that they receive a discount off full priced tickets.

- Individuals 10% off ticket prices and Organisations 15% off ticket prices
- Register your interest on the Events page: <https://www.aimsurveyors.com.au/event-3102484>

### A3 GRAIN LIST – GRAIN SHIPS DUE

A friendly reminder to all current Accredited Grain Surveyors (Category A3) that your grain ships were due in January 2019. We require at least two grain ships which you have personally surveyed in the past two years. Sending in your FTL certificates ensures your details appear in the search function on the Find a Surveyor web page and on the Grain List.

Please supply your two ships to [info@aimsurveyors.com.au](mailto:info@aimsurveyors.com.au) by **31 March 2019**

### CCMS: CERTIFIED COMMERCIAL MARINE SURVEYORS™

We have designed new brochures for CCMS surveyors to send out to their clients. The brochures explain what a Certified Surveyor is and how they differ from other surveyors. It is a full colour brochure that I think will be of benefit in marketing your services. These will be posted out to all CCMS surveyors over the next few weeks.

Any members who wish to apply for certification can now access the CCMS Fact Sheet and Application Forms in the members only section of the website.

- Certification applications are only open to: Full Members (Life & Fellow Members are eligible)
- Associate members who can satisfy the qualification and experience requirements would be required to upgrade their membership status to [full membership](#) be included on the list
- CCMS Fact Sheet and Application Forms are located in the Members Only section of the AIMS website (*log in, go to Membership Tab, Members Only, CCMS Applications*); or
- You can send an email to [info@aimsurveyors.com.au](mailto:info@aimsurveyors.com.au) requesting a copy of the form/fact sheet
- Applications close on **1 May 2019**

## CODE OF CONDUCT- MANDATORY REQUIREMENT

The [AIMS Code of Conduct](#) has been finalised. Please take the time to read and familiarise yourself with the document.

It is a mandatory requirement that all AIMS members must sign and return page 16 of the form to [info@aimsurveyors.com.au](mailto:info@aimsurveyors.com.au) by **30 June 2019**. A copy of the form can also be located by logging in on the AIMS website, going to Membership Tab and clicking on Members Only. The Code of Conduct can be located half way down the Members only page.

## INVOICES

### MEMBERSHIP UPGRADES

If you wish to upgrade your membership, please email [info@aimsurveyors.com.au](mailto:info@aimsurveyors.com.au) for an upgrade form *prior* to your yearly invoice being sent to you.

### 2019/2020 INVOICING PROCEDURE

- Members will be invoiced by email in the first week of July 2019
- Email addresses listed on the members profile page will be used (*Please ensure your contact details including email address are current*)
- Please ensure you quote your invoice number to match payment to your file
- Please ensure you include GST component when making payment (*AIMS Members who reside/work overseas will not be subject to GST*)
- Two payment options are located on your invoice, and in your email invoice notification

### 2019/2020 AIMS STAMPS

- Life, Fellow, Full Time and Associate Members need to be mindful that the AIMS Stamp expires on 26th July 2019
- Please ensure your yearly invoice has been paid in full by 26 July 2019
- Non-financial AIMS members using AIMS Stamp after 26th July will be in breach of the [Code of Conduct](#)

## 2019/2020 MEMBERSHIP FEES

<b>Full/Fellow/Life Membership Fees</b>	<b>\$440.00</b>	<b>Payable within 7 days of invoice date</b>
<b>Associate Membership Fees</b>	<b>\$385.00</b>	<b>Payable within 7 days of invoice date</b>
<b>Probationary Membership Fees</b>	<b>\$165.00</b>	<b>Payable within 7 days of invoice date</b>

## WEBSITE PROFILE REMINDER

Please keep the following details updated on your AIMS profile page. This ensures your details appear in the search function on the Find a Surveyor web page.

- Organisation (Business name only required)
- Mobile Number/Best Contact Number
- Email Address
- Complete Business Address

## EVENTS PAGE

I will be updating the Events page on a regular basis. This will advise all members of:

- State Meetings (which we strongly recommend you attend)
- Student Intake Register (Diploma) and Continuing Professional Development (CPD) Courses
- Reminders (CPD and Grain Ships Due)
- AIMS AGM, Awards Night and Biennial Conference
- AIMS Initiatives (such CCMS)

## THINGS TO DO THIS MONTH.....

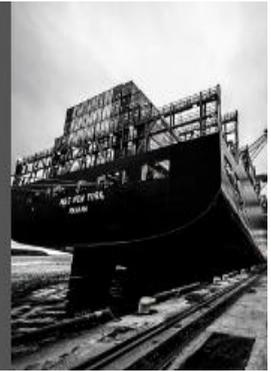
- Register for the AGM/Biennial Conference and Awards Night
- Complete your CCMS application
- Send in your Grain Ships
- Sign and return page 16 of the AIMS Code of Conduct
- Check your AIMS profile to ensure your contact details are up to date

Please don't hesitate to contact me if need help with any items. I am in the office from Tuesday to Thursday each week from 9.30 am – 2.30 pm

*Sabina*



## TRAINING FOR TALENT



## Education, Training and Professional Development

It's been an exciting start to 2019 here at the training desk.

The old Diploma of Maritime Operations (Marine Surveying) has now been phased out and we are now offering our students higher quality more industry relevant qualifications with the [International Diploma™](#) and the [Advanced Diploma of Commercial Marine Surveying](#).

For the first time, students undertaking the Diploma level qualification are able to select units from the Advanced Diploma package which will enable them to cross sector train from Domestic Commercial Vessels into Blue Water surveying more easily.

We are now able to include greater flexibility in how we structure and deliver these two new qualifications and we are very excited to be able to offer our students elective packages to build a qualification that focuses on the categories of survey that they wish to specialise in.

The International Diploma of Commercial Marine Surveying came online completely from early February and 30 new students have already joined the AIMS family.

The Advanced Diploma of Commercial Marine surveying is on offer now and while some of the units are still in the trial phase and are undergoing review, the uptake has been strong with 25 applicants in the first two months of availability.

This qualification focuses on the competencies and skill sets used in the survey of larger vessels and cargo operations. Its flexibility allows our Blue Water surveyors the opportunity to undertake electives that deal with Domestic Commercial Vessels and the National Law.

### CONTINUAL PROFESSIONAL DEVELOPMENT

Continuing professional development (CPD) is how professional surveyors maintain, improve and broaden their knowledge, expertise and competence. Members are required to obtain a minimum of 10 points in a calendar year in order to maintain their membership.

To assist our members in achieving this goal, we offer all units from both the International and Advanced Diplomas as stand alone, short courses.

We are currently running a selection of member's only specials, AND they attract **20 CPD points!!**

These special prices are up to \$100 off the normal rate and are available for all **MEMBER** enrolments up to 30<sup>th</sup> April 2019.

## **“BLUE WATER BRIDGING COURSE”**

Available now!  
\$770 (inclusive of GST)

This short course has two units/modules and is aimed at providing Blue Water surveyors with foundation knowledge of the National Law and the requirements for statutory surveys of vessels under 60 metres.

The course is comprised of two units covering the National Law and Regulations for providing statutory surveys for Domestic Commercial Vessels and how to identify factors that affect a commercial vessel's fitness for purpose.

## **“MARITIME LAW, INVESTIGATIONS AND EXPERT WITNESS”**

Available April 1<sup>st</sup>, 2019  
\$770 (inclusive of GST)

This short course has two units / modules and is designed to give students the underpinning knowledge in how to carry out investigations of both Domestic and Blue Water vessel incidents as well as providing expert witness statements in judicial or quasi-judicial setting.

## **“MARINE WARRANTY SURVEYS”**

Available now!  
\$495 (inclusive of GST)

This course (one unit) provides the learner with information on warranty clauses, identifying and mitigating risks, developing and implementing appropriate survey procedures. It includes foundation knowledge of the marine warranty insurance industry, the role of the marine surveyor in warranty surveys, confirming the scope of services and ensuring that survey tasks are carried out in accordance with the warranty.

## **“ON / OFF HIRE SURVEYS”**

Available now!  
\$495 (inclusive of GST)

This course (one unit) covers the survey procedures required to carry out and on/off hire survey and inspect cargo holds, weather decks, cargo handling areas, and cargo cranes/gear. It also provides the knowledge required to undertake the sounding of bunker fuel tanks and calculate the amount fuel on board at the commencement or conclusion of a charter.

## **“IMPLEMENT WHS REQUIREMENTS FOR MARINE SURVEY TASKS ”**

Available now!  
\$495 (inclusive of GST)

This course (one unit) covers the skills and knowledge required to conduct work health and safety (WHS) risk management processes for marine survey tasks. It applies to all sectors of the industry.

To register your interest for these courses please email me at [training@aimsurveyors.com.au](mailto:training@aimsurveyors.com.au) and secure your place!

A big welcome to all new students!!  
PS - Don't forget to check the events page for details of State Meetings. They are a great way to meet other surveyors, get some tips or simply just pick their brains!

*Caedy*



## UPDATE

### BIENNIAL CONFERENCE AND AWARDS FOR EXCELLENCE – FRIDAY 18<sup>TH</sup> OCTOBER 2019 CANBERRA HYATT HOTEL

The conference is shaping up to be a really interesting event with most speakers now confirmed.

The Canberra Hyatt has reserved rooms for conference attendees at \$230 per night which is an excellent rate. Sabina will be providing more information on how you can book your room over the coming few weeks. If in any doubt at all please just give Sabina a call 9.30pm - 2.30pm Tuesday – Thursday.

#### CONFIRMED SPEAKERS TO DATE

**Dr. Tim Evans.** Tim holds a PhD in Chemical Engineering and is an adjunct professor at Macquarie Uni and the University of Queensland. Over the last 8 years, Tim has lead Rio Tinto's research on cargo behaviour during ocean transport. Tim will be presenting on the Safe Shipping of Solid Bulk Cargoes.

**Duncan Peart,** Assistant Chief Surveyor, Greater China Division, ABS. Duncan Peart is the Assistant Chief Surveyor (ACS) for ABS Eastern Hemisphere. He is responsible for the day-to-day activities of the survey department and for the quality and consistency of the survey work within the Hemisphere, including verifying compliance with the ABS rules and statutory requirements. Duncan will be giving a dynamic presentation on the commonly missed defects in Port State/Flag State surveys and tips on how to undertake these surveys efficiently.

**Adam Brown, Director, Nautilus Marine** will be facilitating an informative session on what is required of surveyors in the DCV and recreational craft sector when conducting insurance and pre-purchase surveys.

**Associate Professor Douglas Guilfoyle.** Professor Guilfoyle was a Gates Cambridge Trust scholar and is now resident Associate Professor at UNSW in Canberra. His particular specialisations are maritime security, the international law of the sea, and international and transnational criminal law. Douglas will be presenting a highly entertaining session on the impacts and issues surrounding the South China Sea and what lies ahead for marine surveyors.

**More to come!!**

# 20 CPD POINTS AWARDED

## TICKET PRICING

### EARLY BIRD TICKETS: 25 MARCH 2019 – 8 JULY 2019

- Dinner Only (AIMS Members): \$154.00 (\$140 + GST)
- Dinner Only (Non-AIMS Members): \$176.00 (\$160.00 + GST)
- Conference – all sessions \$550.00 (\$500 + GST)
- Package (Dinner and Conference): \$605.00 (\$550 + GST)

### GENERAL TICKET SALES TICKETS: 8 JULY 2019 – 4 OCTOBER 2019

- Dinner Only (AIMS Members): \$154.00 (\$140 + GST)
- Dinner Only (Non-AIMS Members): \$176.00 (\$160.00 + GST)
- Conference – all sessions \$627.00 (\$570 + GST)
- Package (Dinner and Conference): \$682.00 (\$620 + GST)

It is expected that tickets will be very limited or not available after 4<sup>th</sup> October 2019

**Conference includes morning tea and a sit down lunch and networking for 1.5 hours plus canapes and drinks prior to the Annual Awards for Excellence Dinner**

### HYATT HOTEL ROOMS @\$230.00 PER NIGHT FOR ALL ATTENDEES

To book tickets please contact Sabina on [info@aimsurveyors.com.au](mailto:info@aimsurveyors.com.au)

Payment options include Credit card and Pay Way link

Please let Sabina know if you would like your early bird tickets added to your annual invoice.

**Make a weekend of it and visit bespoke Canberra Brewing Company and Clonakilla Winery, National Portrait Gallery, War Memorial and much more!**

VALE  
Captain Malavalli  
Ramprakash



It is with deep regret we advise that on Tuesday the 20<sup>th</sup> February whilst visiting relatives in India that Captain Malavalli Ramprakash passed away.

Ram, as he was known throughout the industry, started work with Castellino Marine in 2004 as a surveyor, working not only in Sydney, but in all major ports in Australia.

Having done pre-sea training on 'T.S. Rajendra' pre sea institution, he completed an apprenticeship with SCI Ltd.

Ram had experience on various types of vessels including general cargo, bulk, crude oil tankers, product tankers, containers, multi-purpose vessels, research vessels, passenger ships, ro-ro ships and car carriers.

He sailed with BSM Ltd and Wilhelmsen for 16 years and gained command in 1996. Since being promoted to Master he sailed exclusively on car carriers. Having sailed on NYK vessels for seven years and worked at the NYK Head office in Tokyo on occasions as Master interacting with the Chartering Division and Cargo Safety Operations Division.

Ram was also involved with the Indian community in Sydney, especially in music, dancing and yoga and was always available to give help and advice to everyone.

He will be sorely missed and leaves behind a wife and daughter, and we and others give them our deepest and heartfelt condolences

