WHY WE MUST EXPECT THE UNEXPECTED

Poor employment practices over many decades have left seafarers particularly vulnerable to the economic effects of the Covid-19 pandemic. It’s time to shape up and improve the resilience of our industry.
WERE YOU AWARE that following the successful outcome of a judicial review in respect of two Seatax clients, (brought before the Courts by Nautilus in collaboration with Seatax Ltd as expert advisors on the Seafarers Earnings Deduction), it was deemed that the two Seatax clients did have a legitimate expectation in applying the only published Revenue Practice with regard to the application of a day of absence in relation to a vessel sailing between UK ports. HMRC did not want to accept this practice (although referred to in their very own publications) but have now accepted that expectations of a claim based on such practice would be valid until the published practice is withdrawn.

Following on from this, HMRC have now confirmed that this Practice is withdrawn as of the 14 February 2014. Seatax was the only Advisory Service that challenged HMRC on this point. Please visit our website for full details of the case.

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Elgin House, 83 Thorne Road, Doncaster DN1 2ES.
Tel: (01302) 364673 - Fax No: (01302) 738526 - E-mail: info@seatax.ltd.uk
www.seatax.ltd.uk
As the UK nears the conclusion of the Brexit process with brinkmanship and brass necks on display, we remind the government of the importance of maritime to an island nation that depends on ships and seafarers for 95% of everything that comes into this country.

Concerns over state aid, recognition of seafarer certificates, and taxation status remain outstanding. We believe it is high time the government fully commits to growing the UK flag without resorting to deregulation and a race to the bottom. It must also commit to guaranteeing our skills base to ensure a resilient maritime sector in future. See GS comment page 5.

This month, as cadets return to college, we consider the future of maritime training. With blended learning and a flexible approach to seatime, cadets can continue their studies wherever they are. Pages 24-27.

We also hear from some of the 300,000 seafarers still stuck onboard ship awaiting repatriation. Their common hope is to see loved ones again soon and return home safely, pages 34-36. When countries can open up to tourists but not keyworkers, you know there is something very wrong with the world.

Helen Kelly
Nautilus International
Head of Communications

Although the Telegraph exercises care and caution before accepting advertisements, readers are advised to take appropriate professional advice before entering into any commitments such as investments (including pension plans). Publication of an advertisement does not imply any form of recommendation and Nautilus International cannot accept any liability for the quality of goods and services offered in advertisements. Organisations offering financial services or insurance are governed by regulatory authorities and problems with such services should be taken up with the appropriate body.
WHERE'S MY TELEGRAPH?

We have had some postal problems due to the Covid-19 pandemic, and deliveries are sometimes delayed.

Multiple-copy mailings were put on hold earlier this year because so many offices were closed to deliveries, but we are now able to resume some of these.

If your copy is delayed, don’t forget you can read the Telegraph online at www.nautilusint.org
with just three months to go until the end of the transition period, and a deadline of the end of October for a deal with the European Union, I am reminded of what is at stake for our maritime professionals.

With our partners at Maritime UK we have reconfirmed our belief that it is critical for the UK and the EU to agree a future trade deal before the end of the transition period on 31 December.

This position is supported by the entire trade union movement here and in Europe, and by the business community too. Parliament has voted several times against leaving the EU without securing the relationship.

The government must come good on its promises that we can thrive outside of the EU. The British people expect a future that builds on the strengths of the UK economy. As an island nation reliant on shipping for 95% of everything, that must include a commitment to grow the maritime sector and rebuild our seafarer skills base.

One of the areas that remains unclear is the situation for maritime professionals working on ships registered in EU member states – according to the European Commission that could be as many as 4,000 UK officers. At the beginning of September, then maritime minister Kelly Tolhurst said the UK government was working towards a solution for the acceptance of UK Certificates of Competency after 31 December, but acknowledged that further work was needed. We have also raised this with our colleagues at the European Transport Workers’ Federation, who are also lobbying the member states to ensure UK certificates will continue to be recognised.

Meanwhile, the UK continues to issue Certificates of Equivalent Competency to any officer who seeks to work on UK flagged vessels – that is over 11,000 officers, according to the latest government figures.

The government must safeguard the employment of UK maritime professionals here and abroad, especially in the EU. UK officers are higher cost but their employment on foreign flags proves that their skills and experience are in demand. We can set higher standards for those seeking employment in our waters while seeking to protect jobs for our seafarers abroad.

We have welcomed the UK government’s post-transition points-based immigration system with its minimum salary requirements. Together with the extension of the national minimum wage, this should help reduce social dumping in our waters and from our ports to the continental shelf. The government must ensure these policies deliver employment for UK seafarers by enforcing them and also look to extend the measures through bilateral discussion with our neighbours.

State aid could also be impacted by a failure to secure a UK-EU trade deal. The government must review its state aid regime to ensure it both delivers its original aims and remains attractive to shipowners.

The vast majority of UK owned tonnage is not registered in the UK. Far more Dutch shipowners choose to fly the Dutch flag and avail themselves of state aid, which includes 100% of the costs of training Dutch seafarers and a job guarantee at the end of their training. In the UK we are half-hearted in our support for the flag and for UK seafarers. We don’t need to go to exotic locations in search of new ideas to entice shipowners. We have enough home-grown tonnage and best practice on our own doorstep.

Neither do we need to deregulate our employment, food and environmental standards to attract business. But the lessons of history show that shipowners will not train enough seafarers in return for positive measures unless compelled to do so. More carrot is needed but it must come with some stick too.

Existing measures such as the Seafarers Earnings Deduction, SMarT and the core training commitment are essential components of the UK’s positive measures for shipping.

However, the much talked about government review of tonnage tax must now surely be top of the new minister’s in-tray. When he gets to it, I hope he will look to ensure it supports outcomes in the national interest and underpins our maritime resilience.
Research into unsuitable PPE on ships should consider weather too

Further to the article regarding ill-fitting PPE (‘No size fits all’, September 2020 Telegraph), what was not mentioned in the subject matter is the suitability of survival suits for the conditions in the expected trading areas.

Whilst serving as master on a general cargo ship, my vessel was supplied with new survival suits. Although the fit was not a problem, an inspection of the associated paperwork showed that whilst the temperature range for which the suits were intended was suitable for areas such as the Mediterranean, the temperature range was not suitable for areas such as the Baltic in winter, which was the trading area of the vessel. This PPE was replaced when the company was made aware of the problem, but it begs the question, why was this equipment supplied in the first place? Cost may have been a factor but this should not compromise the safety of the people who may have to rely on it, should that be needed.

I trust this will be addressed during any further discussions on the issue and owners made aware of their responsibility and duty of care to their crews.

Captain EP Collins
Membership no 179365

Was it official policy to ignore MN on VJ Day?

I wrote the following letter to the Royal British Legion after watching the BBC One TV programme VJ Day 75: The Nation Remembers on 15 August this year.

The BBC did an excellent job. However, apart from an aside at 10.16 about the Merchant Navy, there was no other mention of the Merchant Navy.

Merchant Navy personnel were captured by the Japanese and were imprisoned in Japanese prisoner of war camps.

The Merchant Navy transported troops wherever required in the Far East and it was merchant ships that brought the PoWs back to Liverpool from the East, after the surrender.

I cannot understand why we do not get mentioned more often. I went to sea in 1949.
and I wear a Veteran’s Badge with pride. for Services to the Army. Is there an official policy to ignore us?

**Captain MJ Feltham**

### Recollections of an old custom

The letters on ships’ speed in the May and June editions of the Telegraph invoked a memory of a situation in the Atlantic in 1967.

I was a radio officer on a Denholm’s iron ore carrier – the Sir Andrew Duncan – outward bound heading for Seven Islands, Quebec. Approaching us was the old Queen Elizabeth liner bound for Southampton.

Our master left orders on the bridge to slow down when passing a Cunard Queen. He had been a commodore with the Donaldson Line on a regular run from Glasgow to Canada, and it had been common practice to do this speed reduction with that company to impress Cunard passengers that they were going even faster and leaving other ships in their wake.

It bemused our crew how a ship doing 28 knots could be affected by an iron ore carrier in ballast, and I find it amusing to this day.

But the sight of those old liners at sea was impressive even though they were becoming uneconomic relics from a past era, as technological change ripped through the old Queen Elizabeth liner bound for Southampton.

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But the sight of those old liners at sea was impressive even though they were becoming uneconomic relics from a past era, as technological change ripped through a way of life, as it must always do.

**R Jenkins Membership no 428009**

### Members wanted for MNA branch

We are setting up a North Wales branch of the Merchant Navy Association (MNA) and are seeking the interest of seafarers in the area.

The branch will operate mainly as a social gathering point of those with similar interests, a lunch and a forum to set the world to rights, as that is what seafarers do!

As for venues, we think access from the A55 would be advantageous and the St Asaph / Abergale / Colwyn Bay region would be central and give access to numerous suitable lunch facilities which we could make use of mid-week to avoid the weekend mayhem.

As the local branch would be operating under the umbrella of the National MNA all local members would also need to be members of the national body either as full or associate members.

We wish to get the branch up and running, then when we are more fully established, say after twelve months, branch officials would be decided and elected by the local members. In the interim period, we would welcome any input from members which would assist a smooth passage.

Contact in the early days is somewhat restricted due to current pandemic restrictions; to cope with this we have set up an email address: **mnage21@btinternet.com**

Additionally, we have set up a WhatsApp group which we will use as our branch ‘billboard’ for branch members only.

If the prospect interests you, please respond to the email address above giving your name and contact information.

**Mike Ridehalgh Membership no 423086**

**Tony Fell Membership no 425611**

### In memory of Capt T Saugur

My father, Captain Thakoorsing Saugur, passed away on 28 July 2020 at the age of 64 in Mauritius.

He was born in Mauritius in 1956. He completed his studies in the United Kingdom, becoming a master mariner and gaining a diploma to qualify as a harbour master.

He joined the Mauritius Ports Authority (MPA) in 1986 as a marine pilot. He worked as assistant port master at the MPA for many years, and retired at the end of March 2020.

Having joined the Union in 1975, he remained a Nautilus member into his retirement. He will be sadly missed.

**Anusooya Gosai**

**Mark Dickinson**

@Mdickinson1262

Thank you @Andrewcowderoy for this genius tagline #noshippingnoshopping the sooner people realise how critical seafarers & shipping are to the global & national economies the better #EnoughIsEnough @ITFglobalunion @IMEC_UK @nautilusint @ETFSeafarers @EU_shipping

Nautilus International

@nautilusint

Today on #MerchantNavyDay we remember the brave #seafarers who kept our island nation afloat, and we think of the men and women at sea today who continue to deliver 95% of everything.

To the seafarers who work so hard on our behalf, we fly the #RedEnsign and we say thank you

**Deborah Layde**

@SeafarersUK

Thank you to @Seafarers_UK Trustee @Mdickinson1262 highlighting the #crewchange crisis this am – Mark finds it ‘deeply troubling’ that public health C19 fears ‘has left 300k+ seafarers trapped at sea & probably 300k+ trapped at home not able to relieve these crew’

**Robert Courts MP**

@robertcourts

It’s a huge privilege to have been asked to serve in the @transportgovuk, with responsibility for aviation & maritime.

A really exciting portfolio which includes driving forward the work of the ground-breaking ‘Jet Zero’ Council.

Looking forward to getting started.
GS raises plight of stranded seafarers at Select Committee hearing

Giving evidence to the UK House of Commons Transport Select Committee last month, Nautilus general secretary Mark Dickinson spoke of the ‘horrendous situation’ facing seafarers as a result of the ongoing crew change crisis.

Responding to a question from SNP MP Gavin Newlands, Mr Dickinson told committee members that: ‘The issues are escalating of suicides, of fights and brawls onboard and of mental health deteriorating. Social media and news media channels are awash with horrendous stories about what is happening right now.’

The exchange took place in an oral evidence session as part of the committee’s ongoing inquiry into the implications for transport of the coronavirus pandemic. During the session, the committee also heard from RMT national secretary Darren Procter and several witnesses from the Department for Transport, including new maritime minister Robert Courts MP.

The committee touched upon several other topics during the session, including the UK’s government’s approach to the pandemic with respect to maritime. Committee chair Huw Merriman MP asked how successful the government has been in supporting the maritime sector through the pandemic.

Responding, Mr Dickinson paid tribute to the work of outgoing minister Kelly Tolhurst for her engagement with the sector and ‘for making clear very early on that seafarers were key workers.’ He credited the government for taking an international lead on resolving the crisis and said: ‘I think you have to put some credit on the UK initiative leading to the issue now being on the agenda of the United Nations. The secretary general and his team have seized this issue and are pushing this issue through to conferences that are taking place later this month.’

However, he was more critical of the approach towards income and job protection, with the unique employment status of seafarers disqualifying them from support under the Coronavirus Job Retention Scheme (CJRS) and Self-Employed Income Support Scheme (SEISS). He referenced a Nautilus survey of members, which revealed that up to 11,000 seafarers were at risk of missing out on the financial support.

Shore up decent jobs in restart and recovery plan

The government must commit to ensuring a strong and prosperous British maritime sector with decent jobs for skilled maritime key workers post-Brexit.

Nautilus has urged the Department for Transport (DfT) to review the objectives in its Maritime 2050 strategy to ensure the maritime industry is robust, secure for the future and better able to deal with a global crisis of the type we are now facing during the coronavirus pandemic.

The Union outlined three ‘key asks’ of government:

1. Review employment status of seafarers, including the practice of ‘offshore employment’ contracts that left many unable to access financial support during the crisis
2. Review state aid provided to the industry and what that delivers to the nation in support of its strategic and maritime security needs and ambitions as a maritime nation
3. Review its policy of supporting the Red Ensign Group and develop a coherent flag registration policy which is consistent with its obligations under the United Nations Convention of the Law of the Sea (UNCLOS) and which supports its stated aim of growing the UK Ship Registry.

Ministers must ensure the needs of seafarers and growth of the UK shipping industry are at the forefront of discussions as the UK heads towards the December 2020 transition deadline.

A briefing document was sent to MPs and to attendees of the Transport Select Committee, which general secretary Mark Dickinson attended on 9 September.
Union considers legal action over proposed VGGS job cuts

Nautilus is seeking legal advice over planned redundancies facing crew employed by crewing agent VGGS. The Union alleges that VGGS has cut jobs in bad faith, and that progressing with any compulsory redundancies at this stage could lead to a breach of contract and unfair dismissal claims under its collective bargaining agreement (CBA).

Crew at risk of redundancy are on four offshore vessels managed by V Ships which are at the end of their bareboat charters and returning to their owner in 2020 and 2021, which plans to sell them.

‘VGGS were clearly using the technicality of the ships being sold as an excuse for the redundancies,’ Nautilus strategic organiser Lee Moon said. ‘They sent the legal documentation to the government saying that the reason for the redundancies were the ships were being sold. Now, they are saying that the reason for the redundancies is downsizing of crew and not the sale of the vessels.

‘The members are angry. They’ve been messed around for some time now,’ Mr Moon continued. ‘We’re at the stage where we will be testing the legal arguments on it. I’m making clear to VGGS that we will be pursuing this through the courts if necessary.’

The vessels are Caledonian Vanguard, Caledonian Vision, Caledonian Vigilance and Caledonian Victory. They were all owned by BP and managed by V Ships Offshore Ltd, with VGGS acting as the crewing agent. This recently changed, with Highland Group 1 now owning these ships while BP, V Ships and VGGS manage and make the decisions.

More jobs to go in offshore sector as Technip cold stacks vessels

Offshore services supplier Technip is seeking to make onboard job cuts due to cold stacking two vessels.

Most of the workers affected will be day rate and agency workers on the Apache II and G1200 vessels. Technip does not engage masters or chief engineers on a temporary or agency basis. Five permanent master and chief engineer jobs are at risk.

Technip has entered collective consultation on those five full time job cuts despite there being no legal requirement to do so.

The Union is supportive of that move, Nautilus strategic organiser Lee Moon said.

The Union is considering all options to avoid further job losses including concessions such as a one year pay freeze for crew members not affected by the redundancies.

Red Funnel cuts full time jobs for casualised labour

Isle of Wight ferry operator Red Funnel has again failed to adequately explain its business case for making cutting 50 roles across head office, support and operations after a downturn in crossings during the Covid-19 pandemic.

A total of 120 employees have been placed at risk of redundancy, with 12 new roles under consideration.

Nautilus told Red Funnel it was essential for purposeful engagement to take place to ensure that redundancies were avoided.

The senior team at Red Funnel said that, after receiving legal advice, they do not believe they are obliged to share the confidential forecasts on which they are basing their future plans.

Nautilus strategic organiser Martyn Gray said: ‘We are committed to taking all steps necessary to avoid redundancies wherever possible. We will continue to represent our maritime professionals at Red Funnel who are impacted by these proposals as best we can in defence of their jobs, skills and future.’

At Nautilus’s request all future meetings will be held separately from the other two groupings (Unite CBA and Non-CBA) so that the Union can better focus on representing the interests of maritime professionals.

Red Funnel operations director Leanna Lakes said the company plans to ‘better utilise’ employees in keeping with their contracted hours and more use of casualised labour and fixed-term employment during summer.

The Union raised concerns about loss of skills and experience, availability of crew for contingency, over-utilisation, crewing levels, additional costs and resilience of service. ‘Our concerns remain that the company is engaging in a multi-faceted attack on terms and conditions as well as permanent jobs,’ Mr Gray said.

Red Funnel agreed to share the future timetable and rostering structure ahead of the consultation meeting on Wednesday 23 September.
**Union Equality and Diversity Forum sets agenda for sustainable change**

The second meeting of the Union’s new Equality and Diversity Forum (EDF) was successfully held via video conference on 7 September.

Delayed from April due to the coronavirus pandemic, the meeting was attended by some 20 members from across seagoing ranks, including several Nautilus Champions and Council members.

Third officer Samantha Belfitt was unanimously voted chair of the forum with cadet Edward Malcolm elected vice-chair.

Members discussed objectives for the Nautilus Equality and Diversity Forum, including how to work more effectively with other networks to achieve common objectives, pool resources and effect real change.

The group will feed its learnings into Maritime UK as the national umbrella group for the industry.

The EDF will meet every three months via an online forum to allow for maximum participation. It hopes to also meet in-person depending on pandemic restrictions.

Chair of the Maritime UK Pride in Maritime Network Danny McGowan hopes to see more people taking part in the initiative to enable change for the benefit of LGBT+ people. The network will develop a community of LGBT+ people and their allies to make the industry more welcoming to people of all sexualities. Sign up to join the Pride in Maritime Network here: bit.ly.maritimepride

**International union cooperation bolsters Carnival Corporation cruise negotiations**

Steady progress is being made in negotiations on behalf of Nautilus members serving on Princess Cruises, P&O Cruises Australia and Holland America Line vessels.

The negotiations with Carnival Corporation cover proposed cost reductions related to the Covid-19 pandemic, and affect members employed by Fleet Maritime Services (Bermuda). Marine Manpower Services (Guernsey) and HAL Beheer BV.

National organiser Steve Doran reported that the Nautilus UK and Netherlands branches had been working together closely on the negotiations.

In addition, there has been positive engagement with maritime unions from Italy, Norway and the Philippines, whose members are also affected by proposed changes by Carnival Corp to the collective bargaining agreement (CBA).

Members in all these unions share the following common ground, said Mr Doran:

- recognition and acceptance to do something to assist the company and protect jobs
- agreement to be temporary, with a view to returning to existing terms and conditions post-pandemic

Two of the three main measures suggested by members to support Carnival UK during the pandemic have been rejected by the company, Nautilus national organiser Steve Doran reported.

These negotiations relate to the collective bargaining agreement (CBA) for members employed by Fleet Maritime Services (Bermuda) who serve on Carnival UK’s Cunard and P&O Cruises vessels. The latest meeting between the company and the Nautilus Partnership at Work (PAW) committee took place on 8 September 2020.

“We were hopeful that we can come to a mutual agreement,” Mr Doran said. “This was based on feedback from members, who overwhelmingly indicated an understanding of the situation and willingness to help on a temporary basis to assist towards job retention and a return to successful trading post-pandemic.

Proposals include:

- CBA changes to be made in a Covid-19 addendum
  - 15% reduction in days
  - extended tour bonus (ETB) to be honoured
  - zero underutilised days

‘Disappointingly, although the ETB proposal has been approved, the other two have been rejected.’

A response is still awaited to other suggestions and questions from members. Delays in communications are starting to make it difficult to consult ‘meaningfully’ – an obligation in law.

**Disappointing developments in Carnival UK talks**

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**HELPING HAND**

The Mare Report has put together a list of helplines available for seafarers’ wellbeing, including Nautilus24/7: bit.ly/marereport

**TODAY IN WESTMINSTER**

Watch Nautilus general secretary Mark Dickinson speak of the difficulties seafarers face during Covid-19 pandemic: bit.ly/TransportCommittee
RFA Wave Knight refurbishments on track at Cammell Laird shipyard

Nautilus members working on the Royal Fleet Auxiliary tanker RFA Wave Knight can now look forward to seeing the results of substantial refurbishments onboard, including improved accommodation.

Nautilus liaison officer Dave Gatenby and the Union’s national organiser Steve Doran carried out an inspection of the RFA Wave Knight in August, as the vessel neared the end of a substantial refurbishment after 20 years’ service.

The refit, which started in March and is being carried out by Cammel Laird shipyard in Birkenhead, includes substantial accommodation improvements, as well as an overhaul of general mechanical and sea equipment, hull and steelwork modifications and upgrades to military communications.

The 196-metre civilian-manned vessel returned to the UK in February 2020 after seven months away, mostly in the Middle East, where it was used as a ‘floating service station’ as part of its role in providing direct maritime support to the Royal Navy and coalition warships.

During the visit, the Union looked at various accommodation areas including the cabins, galley, mess rooms and the library. Discussions included Covid-19 safety measures in place onboard.

Mr Gatenby and Mr Doran also held a meeting with Nautilus members at the RFA, which provided an opportunity to update them on the Union’s work and key issues such as pay, pensions and other terms and conditions, and discussed new opportunities for communication across the membership.

P&O brings fourth ship back to Dover-Calais route

Senior P&O Ferries management have admitted plans to deploy the Pride of Canterbury as the fourth ship back to the Short Sea sector.

It will depart the Port of Leith, where it has been laid up since early May, and will go to refit at Rotterdam before returning to service in ‘freight mode only’ from 3 October on the Dover-Calais route alongside the Pride of Kent, Spirit of Britain and Spirit of France.

Nautilus head of industrial management, Micky Smyth said: ‘As the only Union for maritime professionals which resisted all redundancies, Nautilus International’s steadfast position was the requirement for a fourth ship on this essential route.

‘We stated this consistently throughout the very difficult redundancy consultation period, and now our position has been vindicated.

‘Unfortunately, the experience and knowledge of Nautilus officials, liaison officers and members as maritime professionals was not accepted by senior management and the company has waited until now to confirm what we all knew all along would be the case.'
Unmanned Mayflower plots old course with new technology

Seafarers on transatlantic crossings may want to keep a lookout for a new unmanned robotic ship called the Mayflower, which is marking the 400th anniversary of its namesake’s famous journey.

The original Mayflower was a wooden sailing ship that transported the first English puritans from England to America in 1620. The new Mayflower Autonomous Research Ship (MARS) will be powered by state-of-the-art renewable energy.

MARS will have a maximum speed of 20 knots as opposed to the ancient mariners’ 2.5 knots, and is half the size at 15m. It also uses a wind propulsion system, although a hybrid of wind/solar power with a diesel generator back up instead of three masts.

MARS will carry a research pod, featuring sensors and other equipment which scientists hope will pave the way for ground-breaking research into ocean conditions, marine pollution and conservation.

Training update

A new report from the SkillSea project says the way tech is transforming maritime, such as the development of autonomous and advanced support systems onboard, ‘will cause increasingly challenging interactions between complex autonomous systems and the crew. Maritime professionals (seagoing and shore-based) need in-depth understanding of the complex systems onboard to be able to serve the needed redundancy of all systems.’

Squeezing workers will not aid North Sea oil sector recovery

The UK offshore oil and gas industry was warned to avoid a race to the bottom on seafarer’s wages as it seeks to recover from the ongoing downturn in the sector, which has deteriorated during the coronavirus crisis.

Speaking at an Oil & Gas UK webinar, Martin White, vice-president at Halliburton, said that asking for discounts from the supply chain and service sector – which would put further pressure on seafarers – is not the right solution.

‘That doesn’t really work, it’s never worked, and there’s nothing left to squeeze from the service sector,’ he said. ‘It kills innovation and we spend time arguing over money.’

He recommends increased collaboration as a way of increasing competitiveness.

The webinar panel was united on the need to preserve the North Sea energy sector, noting that it provides more than 250,000 jobs, is vital for both North East Scotland and the UK economies, and can play a key role in the transition to a zero carbon economy through carbon capture and storage. Yet recovery is dependent on getting enough of the workforce back offshore.

Neil McCulloch, executive VP, Technical & Operated Assets at Spirit Energy, said that his company is increasing offshore crewing levels.

‘Yet progress on the company’s objectives in 2021 will depend on whether further increases are practical given the threat still posed by Covid-19.’

The panelists also highlighted the need to develop a workforce with the right skills to enable post-crisis growth, especially given the increasing momentum towards zero carbon.

Maritime UK bid seeks government investment of £1bn

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Maritime UK, the representative body for the UK’s maritime industries, has been working collaboratively with the Department for Transport to shape a bid for the government’s comprehensive spending review, which it is claimed could directly create 15,200 maritime jobs and a further 58,400 jobs throughout the supply chain.

The bid is centred on plans to reproduce the success of the UK’s automotive industry in driving its decarbonisation journey. It replicates the Office for Low Emission Vehicles for the maritime sector, with a government investment of £1bn to kick-start maritime decarbonisation.

Maritime UK is seeking to ‘help transform the UK into a scientific superpower, by taking advantage of the fast-growing market for clean maritime technologies and fuels.’

‘The body argues that decarbonisation is essential to meet the legislative target of net zero emissions by 2050. In 2018 domestic shipping produced more GHG emission than rail and buses combined. ‘Action is therefore needed now to support the deployment of low emission vessels and infrastructure,’ Maritime UK claims.

As a member of Maritime UK, Nautilus International is backing the bid, which builds upon the aspirations of the Union’s Fair Society campaign.
Maritime minister commits to tackling crew change crisis

Speaking at the transport select committee on his first day as the new maritime minister Robert Courts MP pledged to work with international partners to tackle the ongoing crew change crisis.

In response to a question from High Peak MP Robert Largan on the priority items in his in-tray as he begins his new role, Mr Courts said: ‘As we have heard, there are issues around the welfare of seafarers and the need to act interconnectedly with international partners.’

‘I will be looking to focus on that in the first few weeks.’

The committee had earlier heard from Nautilus general secretary Mark Dickinson about the plight of the estimated 300,000 seafarers worldwide stranded at sea beyond the end of their contract, as well as the same number again waiting for employment on land. The outgoing minister Kelly Tolhurst MP won plaudits for her work in bringing together governments from around the world to seek a solution to the issue.

Aside from crew changes, the new minister also pledged to focus on a plan to ensure that the sector can recover from the seismic shock brought about by the outbreak of the coronavirus pandemic.

‘We initially have the challenge of dealing with the Covid crisis and then restarting and rebuilding as we move forward,’ he said.

In his introductory remarks to the committee, Mr Courts also extended his gratitude to the ‘keyworkers in maritime who have gone above and beyond throughout the pandemic and ensured that everything that we have needed has been brought in when it’s been needed’.

Further push for post-Brexit UK certificate recognition

Former maritime minister Kelly Tolhurst confirmed that the UK is seeking to ensure the continued acceptance of UK certificates of competence (CoCs) by EU member states after the end of the Brexit transition period.

In a 2 September response to a joint letter sent by Nautilus general secretary Mark Dickinson and the UK Chamber of Shipping, the minister acknowledged that there was further work to be done on the issue, which the government aims to complete ‘as soon as possible’.

Ms Tolhurst also reiterated the UK’s commitment to accepting CoCs from EU countries after the end of the transition period.

The joint letter also sought clarity on how and where UK seafarers should pay social security contributions after the transition period ends if they are working on vessels owned in or flagged with a country in the EU.

‘The existing EU social security coordination rules will continue to apply after 31 December 2020 to individuals in full scope of the Withdrawal Agreement (WA),’ she said. ‘If seafarers are UK Nationals sailing under the flag of an EU Member State then they are in scope of the WA.’

For individuals not covered by the WA, the minister confirmed that much like issues around CoCs, the outcome will depend on the conclusion of negotiations with the EU.

Feedback sought for industry diversity manual

Female Nautilus members have been invited to share their experiences of shipboard life to help colleagues understand the challenges they face. The information is being collected in an anonymous online survey which will feed into the next edition of Anglo-Eastern’s Gender Diversity booklet. As well as involving Nautilus members, the project will include input from WISTA International (the professional body for women in shipping), Anglo-

EMISSIONS MOVE
The EU has included shipping in the Emissions Trading System beginning in 2022, with no free allowances: @JuttaPaulusRIP

TRAVEL UPDATE
The CBI predicts we won’t be going back to the level of international travel we had pre-Covid. Watch webinar: bit.ly/CBITravel

To take part in the survey, go to: https://ggle.io/3QpR
Protect seafarers in sea rescues

Nautilus has backed calls to protect seafarers during sea rescues following the Maersk Etienne incident.

Danish maritime officers’ union Lederne Søfart general secretary Sune Blinkenberg said: ‘Seafarers are neutral in the geopolitical landscape and must be protected from situations like this.’

On 4 August the Danish-flagged Maersk Etienne picked up 27 migrants in Tunisian waters, at the request of Maltese authorities. There followed a 38-day ordeal after multiple countries denied entry to the ship.

As well as looking after the migrants in inadequate conditions aboard the tanker, the crew had to save three who jumped overboard.

The migrants were finally put ashore in Pozzallo, Sicily.

‘Seafarers are legally obliged to render assistance to persons in distress at sea. If they fail to meet these obligations, they can be prosecuted according to international law. The Maersk Etienne case leaves the shipmasters passing though the Mediterranean in a very tough situation,’ Mr Blinkenberg said.

SRI calls for fair treatment of crew

Seafarers’ Rights International (SRI) has called on the industry to ensure fair treatment for mariners, who are increasingly at risk during the Covid-19 pandemic and face criminalisation when accidents take place.

‘If there ever was a time for fair treatment of seafarers, that time is now,’ SRI chairman Brian Orrell said.

‘Fair treatment of seafarers following casualties is based on international standards that must be followed even in very difficult times.’

Seafarers are under devastating pressure due to the global failure to treat them as key workers. They face exhaustion from extended contracts and are a greater safety risk.

UN pushes for immediate recognition of seafarers as keyworkers

The United Nations (UN) has piled the pressure on governments, particularly those signed up to the Maritime Labour Convention (MLC), to immediately recognise seafarers as keyworkers to resolve the coronavirus crew change crisis and enable safe maritime navigation.

The recognition is needed to ‘avert a humanitarian disaster that will also affect the safety of shipping, the protection of the marine environment, the continuation of efficient trade and the recovery of the world economy,’ a joint statement of UN agencies said.

It was signed by leaders of the UN labour, human rights, agriculture and trade, aviation and maritime entities, including the International Maritime Organization (IMO).

The rights of seafarers, as enshrined in the MLC, have ‘not been fully respected by all governments, notably their rights to shore leave, annual leave, a maximum period of service onboard (11 months), repatriation, and access to medical care onboard and ashore’, said the UN.

‘Actions taken by many governments that limit or prevent ship operators from conducting crew changes is the single most pressing maritime operational challenge to the safe and efficient movement of global trade.’

Recognition of the seafarers’ essential service through their designation as keyworkers will encourage ‘safe and unhindered embarkation and disembarkation from their ships’.

Authorities should also refrain from authorising any new extension of seafarers’ employment agreements, in accordance with rest time enshrined in the MLC, 2006. That could mean ‘facilitating the diversion of ships from their normal trading routes to ports where crew changes are permitted’, the UN said.

Governments should implement guidance by UN agencies and the maritime sector aimed at the safety and health of seafarers and the public.

The UN said that since the beginning of the crew change crisis, the International Transport Workers’ Federation, International Chamber of Shipping, and other key national and international actors have made unprecedented collaborative efforts to ‘creatively and tirelessly to address these issues’.

WHO recommends face coverings on cargo ships

Face coverings and pre-boarding screening are among measures recommended by the World Health Organization (WHO) for cargo ship crew.

The use of fabric masks is recommended in all areas where interaction takes place if a physical distance of one metre cannot be maintained. Medical masks are recommended in all areas potentially contaminated by a suspected case.

‘The use of a mask alone is not sufficient to provide an adequate level of protection, and other measures, such as hand hygiene and physical distancing, should be applied,’ WHO said.

‘Seafarers who work in close contact environments are likely to facilitate transmission of Covid-19.’

The guidance makes a number of other key recommendations:

• shipowners are advised to develop a written contingency plan and risk analysis, focusing on contact between crew members, as well as interactions between the crew and shore personnel
• pre-boarding screening for all persons to identify potential Covid-19 symptoms
• hand hygiene stations in prominent places around the ship
• increased levels of cleaning and disinfection for all surfaces identified as being ‘high touch’
• training for crew members on a range of factors including hand hygiene, respiratory etiquette and social distancing

24/7 HELP FOR MEMBERS

Nautilus 24/7 helps Nautilus members in emergencies round the clock:

Skype (username nautilus-247)
Blanket shore leave bans violate international treaties

Employers have been warned that shore leave cannot be banned as a blanket policy during the Covid-19 pandemic.

The Union’s position on this issue is supported by the Department for Transport.

‘The right to shore leave is enshrined in the Maritime Labour Convention (MLC) and the Convention on Facilitation of International Maritime Traffic (FAL),’ Nautilus International professional & technical officer David Appleton said. ‘Any blanket policy banning shore leave is unacceptable and any individual occurrences need to be backed up with very good explanations. MLC and FAL are still in force and the option of an MLC complaint remains open.’

Some employers are reportedly denying shore leave in UK ports during the pandemic, even in areas that are not Covid-19 hotspots.

As justification they are citing MSN 1842 section 10.2. This states that shore leave must be given where it is compatible with the seafarer’s operational duties and benefits their health and wellbeing, but there is no absolute duty to give shore leave in all circumstances. For example, it might be denied if it ‘may not benefit the seafarer’s health and well-being’.

The M-Notice refers specifically to the ‘port’, meaning that any risk assessment should be based on the local situation.

‘Seafarers should not be subject to any stricter enforcement of rules than the general population,’ Mr Appleton said. ‘It would have been reasonable to deny shore leave in the UK while we were in full lockdown, as all but essential travel was prohibited, but it would not be acceptable at the present time.’

Union demands emergency towing cover

The UK must ensure it has enough emergency towing vessels (ETVs), after an independent report revealed extremely poor coverage in key areas including the Dover Strait and South West Approaches.

‘The increasing size and complexity of ships and their cargoes, as well as the growing frequency of adverse weather conditions around the UK coast, underlines the importance of protection that ETVs provide,’ professional and technical officer David Appleton said.

‘Not only would the cost of a big spill be many times more than that of providing adequate ETV cover, there are many other benefits that could flow from their provision – including training, hydrographic surveys, and security. We hope that the Maritime & Coastguard Agency (MCA) and the government have the good sense to look below the bottom line and to consider the wider benefits that could be gained from the deployment of ETVs in our waters.’

The report was produced for the MCA after a 2016 collision showed the need to reassess emergency towing capability in the Dover Strait. It highlights the fact that ETVs help to mitigate maritime risks in an increasingly complex environment, but market forces have not stepped in to provide adequate ETV cover as envisaged by the government.

It says: ‘Dedicated ETV platforms are not justifiable from a cost perspective,’ but ‘due to our dependency on the sea as an island nation, cost might not be the only aspect to be considered when making decisions around ETV provisions’.

Just one ETV is deployed in the UK following government spending cuts. The contract for this vessel, which serves north Scotland, runs out in 2021.

HM Coastguard demonstrates drone’s maritime search and rescue capabilities

The Maritime and Coastguard Agency (MCA) has demonstrated the use of the Hermes 900 drone for maritime search and rescue.

The Hermes 900 is an unmanned aerial vehicle (UAV) built by Elbit Systems that is already deployed worldwide for reconnaissance operations. It has a wingspan of 49ft, can cruise for 36 hours and has a maximum speed of 220 km/h, according to Defense Update.

‘We continue to do all we can to use existing technology as well as look to the future in our ongoing work of saving lives at sea,’ HM Coastguard director Claire Hughes said. ‘Remotely piloted aircraft continue to be a big part of that work, both to potentially save lives in search and rescue and to protect our beautiful coastlines from the worst effects of pollution.’

During the demonstration, which took place off the west coast of Wales during the first two weeks of September, the UAV carried out simulated shoreline rescues, water rescues in dangerous air space and long-distance ship rescues crossing international air space lines. It was equipped with search-and-rescue-specific radar, an automatic identification system, electro-optical/infra-red sensors, an emergency position-indicating radio beacon and full satellite communications.

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No Seafarers. No Shipping.

World wakes up to supply chain risks due to stranded seafarers: bit.ly/33GidKX

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IMO: delays to crew change will jeopardise safe shipping

The International Maritime Organization (IMO) has warned that safe shipping will soon be in jeopardy if governments continue to ignore calls to allow crew changes via globally agreed protocols.

IMO secretary-general Kitack Lim made the fresh call for swift action to resolve the crew change crisis ahead of the 75th General Assembly of the United Nations and World Maritime Day. The statement is in line with months of action by the unions on the issue.

‘A humanitarian crisis is taking place at sea and urgent action is needed to protect seafarers’ health and ensure the safety of shipping,’ he said.

It is estimated that more than 300,000 seafarers and marine personnel are currently stranded at sea and unable to be repatriated despite the expiry of their contracts. A similar number have been unable to join ships due to Covid-19 restrictions on travel, embarkation and disembarkation in ports, quarantine measures, reductions in available flights, and limits on the issuing of visas and passports.

Some seafarers have now been onboard for more than 17 months, exceeding the 11-month limit in the Maritime Labour Convention (MLC). Many have been denied proper access to medical care and shore leave.

New Zealand union steps up pressure for coronavirus testing

New Zealand maritime union the NZ Merchant Service Guild has stepped up pressure for mandatory coronavirus testing of international seafarers to strengthen border protections and enable shore leave, suggesting some vessels may need to ‘cease working’ for a period to ensure safety.

Following the New Zealand government’s decision to test port workers but not international crew, the Nautilus Federation-affiliated union has asked Maritime New Zealand and other agencies to consider ways it could allow shore leave for seafarers.

Lim: warned of humanitarian crisis at sea. Image: IMO

‘Seafarers cannot remain at sea indefinitely,’ Mr Lim insisted. ‘If the crew change crisis is not resolved soon, ships will no longer be able to operate safely pursuant to the Organization’s regulations and guidelines, exacerbating the economic impacts of the Covid-19 pandemic.’

United Nations secretary-general António Guterres added his voice to the call and urged all countries ‘to recognise seafarers as key workers and provide assistance to ensure safe crew changeovers and repatriations’.

Progress has been made by many countries in allowing for crew changes, but the rate of progress is not keeping pace with the backlog of ships requiring crew changes.

Lim: Testing imperative. Image: IMO

McAra: Testing imperative to add a further layer of protection for port workers and to facilitate shore leave for international crew, many of whom are still trapped on their vessels,’ she said.
Seafarer stuck onboard for six months due to replacement crew failures

A seafarer who has been trapped onboard his vessel since his contract ended in March is now refusing to work.

The crew and ship management company which employed him, Marlow Navigation, admitted that it was keeping him onboard because it could not arrange a replacement.

‘I’m getting fed up with hearing from companies how difficult it is for them to arrange replacement crew. That is not the concern of the seafarer who is having to endure the real difficulty of effectively being kept prisoner,’ said International Transport Workers’ Federation (ITF) inspector Tommy Molloy, who has been trying to arrange repatriation for the seafarer since August.

The seafarer, a second engineer, was contracted by Marlow Navigation for service aboard the Maltese-flagged Densa Leopard. His contract was to run from 25 November 2019 to 25 March 2020. Marlow Navigation informed Mr Molloy that it was unable to get a replacement second engineer out to the Densa Leopard. This suggests that he was kept onboard after his contract ended because he continued to fulfil his duties in solidarity with the other seafarers, Mr Molloy explained.

In August he brought his case to the attention of Mr Molloy, who advised him to cease working. Marlow Navigation told the seafarer that it was not possible to repatriate from the ship’s next port of call in Oman due to a Covid-19 outbreak. However, the Densa Leopard then travelled to Sri Lanka, India and back to Sri Lanka before the second engineer finally decided to stop working due to exhaustion.

It has now been agreed that he will be sent home at the next port of call in the Red Sea, but he is currently still trapped onboard.

Crew go home after refusing contract extensions

Seven seafarers are being repatriated from the UK after refusing to stay onboard their vessel and sign contract extensions due to the crew change crisis.

The Myanmar seafarers approached the International Transport Workers’ Federation (ITF) for help when HMM Ocean Services wanted to extend their contracts because of the difficulty of arranging flights during the Covid-19 pandemic.

‘Repatriations can be arranged where there is a will,’ ITF inspector Tommy Molloy said. ‘In my opinion more crew need to force the issue by refusing to sign extensions. That is how these seafarers are now getting some much-deserved rest and looking forward to seeing their families again rather than continuing to work in an exhausted and frustrated state.’

CHARTER CHALLENGE

Get fit and raise money for stranded seafarers with Global Champions Unite:
b.it.ly/2FMg0nJ

IS YOUR SHIP PROTECTED?

Follow World Health Organization guidance on Covid-19 protection for seafarers:
b.it.ly/3KzljiY

Charity Challenge

Get fit and raise money for stranded seafarers with Global Champions Unite:
b.it.ly/2FMg0nJ

Singapore unions contribute to Covid-19 response

The Maritime and Port Authority of Singapore has introduced enhanced measures to facilitate crew changes and further secure safe port operations during Covid-19.

The measures have been supported by Nautilus Federation affiliates Singapore Maritime Officers’ Union (SMOU) and the Singapore Organisation of Seamen (SOS).

Seafarers due to on-sign in Singapore and who have stayed in specific low-risk countries or regions will either no longer be required to observe stay-home isolation periods in that country or region, or only serve a shorter isolation of seven days prior to departure for Singapore.

Seafarers from other countries and regions must continue the 14-day isolation period.

Shipowners, managers and agents are required to ensure that Covid-19 tests are carried out at a government-approved or ISO 15189-accredited testing facility prior to the seafarer’s departure for Singapore.

A crew facilitation centre has been established onboard the Port Authority of Singapore’s existing floating accommodation. It will house crew for up to 48 hours where ship and flight schedules are not aligned.

Off-signers will head directly from vessels to Changi airport, or stay in quarantine at existing holding facilities. A US $1 million fund has been created to work on concrete solutions for safe crew changes.
Keeping fed during a pandemic

Efrem Leigh, founder of Nautilus strategic yacht partner YachtChefs.com (pictured above) gives some insights into the all-important role of galley chef during the pandemic.

Q. How is the season for galley chefs?
On the recruitment front I have seen captains only wanting crew based in or near their location, and some don’t want to fly chefs in for fear of the Covid-19 risk. Others have been at anchor the whole summer and had little contact with anyone.

Some yachts earlier in the European season had crew isolate onboard. The jobs market saw a surge in early June and then it went quiet. There are still galley jobs coming in for temp and permanent roles in, but many chefs are taking jobs that they wouldn’t normally, just so they are working and earning.

Q. What are the food prep protocols around Covid-19?
The main change is the way we shop. There is no more going to local markets or supermarkets. Now we rely on deliveries and local agents to deliver. Produce is also washed where possible but there is less human contact.

Q. Do crew get regular tests for Covid-19?
All crew get tested just before a trip, and the same goes for guests. Different yachts have different systems and must comply with local pandemic protocols in those countries.

Crew flying in from abroad are asked to complete 14 days quarantine and to undergo a Covid-19 test. Chefs must isolate in a hotel room without leaving for 14 days.

Captains screen everyone before they come onboard to ensure they haven’t been in contact with potential carriers. If need be agents would also be set up for testing.

YachtChefs.com is a recruitment service based in Antibes and is committed to being MLC compliant in placing chefs onto superyachts.

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Follow us at: @NautilusInt

Lifeline service for yacht crew

Nautilus officials and yacht members are involved in a new specialist online Yacht Crew Help service to be launched this year as part of a collaborative effort with maritime charities and industry stakeholders. Contributions by Colin Squires from Yachting Matters and Deborah McPherson

Toop: spoke of a huge toll on seafarers

A free confidential and multilingual online support service about to launch for superyacht crew is a collaborative project close to the heart of one Nautilus yacht member.

Second officer and Nautilus General Purposes Committee member Michael Toop knows first-hand how important a service that provides round the clock and confidential support to yacht crew will be.

‘In less than 10 years in the yachting industry I have lived and worked with three people who have lost their lives, one through an onboard accident and two through suicide,’ he explained.

‘On top of this I have witnessed substance abuse and dependency.’ Unfortunately, my experiences of these types of incidents are not isolated and have been experienced by many seafarers on other vessels.

‘Not only could this new service help the vulnerable who feel like they cannot carry on, but also the crew members who have witnessed such experiences.’

Mr Toop and Nautilus strategic organiser Rachel Lynch are on the steering committee for the Yacht Crew Help project alongside ISWAN, which is leading the initiative, and industry.

ONLY CAPTAINS
A new executive search and command mentoring service for superyacht captains launched: www.superyachtnews.com/crew/onlycaptains
stakeholders and strategic yacht partners. The new Yacht Crew Help website, which is expected to be launched in coming months, is the culmination of research by ISWAN, which recommended a specialist support network for superyacht crew.

Having witnessed first-hand mental health trauma, Mr Toop has also seen the direct impact it has on the whole crew. ‘Yacht Crew Help is for all crew who suffer from extreme to mild symptoms [resulting from trauma],’ he said.

Over the long term, Yacht Crew Help will raise awareness of the importance of mental wellbeing and help shift attitudes to the stigma surrounding mental health.

Nautilus strategic organiser Rachel Lynch said: ‘Nautilus really welcomes this initiative. The service will be an important resource for the sorts of specific situations yacht crew may find themselves in. We see this as a necessary dedicated sector service in addition to our current free Nautilus 24/7 member helpline, which is for emergencies outside of usual business hours.

Yacht Crew Help will provide health and wellbeing resources and trained professionals who can help provide emotional support and wellbeing for aspects of criminal cases or abuse that may fall outside of the Union’s scope, added Ms Lynch.

ISWAN project manager Caitlin Vaughan said: ‘We know that working onboard can be challenging and that many of the same issues do apply to yacht crew and merchant seafarers alike, albeit in different environments,’ Ms Vaughan said. ‘For instance, long working hours, employment instability, living closely alongside other crew and extended periods away from loved ones can take their toll. We also know that accessing confidential support can be extremely difficult when at sea or in a foreign country.’

ISWAN research found that 82% of yacht crew had experienced low morale ‘sometimes’, ‘often’ or ‘always’ and nearly 40% had experienced difficulties accessing mental health support. ISWAN also found that 62% experienced problems with on board leadership. The yacht helpline will be answered by skilled staff trained in providing emotional support and suicide risk assessments.

‘Crew can feel confident that they’ll speak to someone who fully understands the complexities of working at sea,’ said Ms Vaughan. ‘If the problem is a practical one, the team do everything within their power to find appropriate help. Support is available, free of charge, via a range of methods including phone, live web-chat, email and call back request, to ensure crew can get in touch in whatever way suits them best with somebody that cares and understands.’

ISWAN is still fundraising for Yacht Crew Help. Superyacht Charities, a fundraising service for charities supporting maritime professionals, has funded 5,000 discreet ‘dunny door’ stickers (with low tack glue) to raise awareness onboard in staff quarters once the new service is launched.

Funding is being undertaken by stakeholders via a steering group where Nautilus is represented. Two of the Union’s strategic yacht partners – Wilsonhalligan and Impact Crew – are also involved.

To donate and support the yacht crew hub visit bit.ly/yachtcrewhelp

donations. To download the full ISWAN report, go to: www.seafarerswelfare.org/our-work/yacht-crew-help

For advice and information on Seafarer Employment Agreements, log into the My Nautilus section of the Nautilus website: • Superyacht SEA advice www.nautilusint.org/en/sea

The Union’s guidance on stakeholders’ responsibilities under the MLC shows the ‘self-help’ measures you can take to protect your position, such as using the MLC onboard complaints procedures (unresolved ones can be notified to the flag state) and the MLC onshore complaints procedure for the port the yacht is visiting.

• MLC stakeholders www.nautilusint.org/en/mlcstakeholders

Find out more about Nautilus yacht member services, such as sea service verification and Service Record Books, and give us feedback on our new sea and onboard service form: www.nautilusint.org/en/yachts

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Pavol Belina
Nautilus Champion

Nautilus Champion and second engineer/electrical-technical officer (ETO) Pavol Belina reckons he sometimes ‘feels like a glorified plumber while visiting paradise.’

His duties involve everything from changing a lightbulb to calibrating reactive power in generators. Pavol is taking part in a Union initiative to put members’ stories at the heart of our fairness campaigning activity.

The best thing about his job, he says, is diversity. Diversity of tasks, diversity of people, diversity of places, and although diversity of gender has yet to have an equal footing, this is something he is keen to see changed.

‘There’s no question that sexism exists in yachting,’ he says. ‘Probably more so than in most industries. Women are expected to be stewards and men are expected to be the captains, engineers and deckhands. Any woman not conforming to these roles must deal with often unacceptable treatment. Anti-discrimination laws are important, but we simply need more women in these positions to stand up for women.’

Pavol’s career background is also diverse. After six years of teaching, he initially switched careers out of curiosity. ‘Then I realised yachting actually suits my personality. A bit of adventure, a tad of romanticism and a mix of tranquillity, as well as some of the worst that nature can be.’

Not knowing anybody in the industry and getting offered his first position was extremely satisfying, but the job can be taxing. ‘I would recommend giving young people a chance to try it before committing to it,’ he says.

Read Pavol’s story at: www.nautilusint.org/en/meet_pavol. If you would like to find out more about becoming a Nautilus Champion, contact campaigns@nautilusint.org
The plight of seafarers impacted by the response to Covid-19 was raised at the first ever digital TUC Congress in a speech by Nautilus member Harley Vardakis, who warned that many maritime workers and their families ‘now face a triple whammy of no work, no financial support and an unbudgeted tax bill’.

The speech was part of a debate on the safety of working people on the frontline of Covid-19, during which delegates from across the trade union movement spoke of the ongoing impact of the virus on physical and mental health.

Mr Vardakis, a Nautilus Champion, began by contrasting the lockdown measures experienced by the public with the working life of a seafarer: ‘During the Coronavirus pandemic, many people went into lockdown, their homes also became their workplace and they were unable to see family and friends for many months. Welcome to the life of a seafarer!’

He went on to raise the ongoing crew change crisis, by referring to his own situation: ‘My three-month contract turned into a five-month contract while both my parents were at home with the virus. Seafarers work every day for up to 12 hours per day, and as much as we love our jobs, it can be extremely difficult when you believe you are going home to be told you are not’.

The ongoing crisis is estimated to have left 300,000 seafarers globally unable to return home, with a further 300,000 unable to relieve their colleagues and start earning again. ‘The risk to safe working and mental health as a result of this is hopefully obvious,’ Mr Vardakis added.

After describing the impact of the crisis on wellbeing, he set out the ongoing financial impact. A Nautilus survey of members revealed that up to 11,000 UK seafarers were at risk of missing out on the financial support offered to other workers because employers do not operate UK PAYE.

Many seafarers will also miss out on securing qualifying days for their Seafarers Earnings Deduction, which grants seafarers who have spent 183 days or more outside the UK the right to claim 100% tax exemption on their earnings.

Mr Vardakis called on delegates to ‘think back to their own time in lockdown and spare a thought for seafarers for whom this is our life every day. And support those working to get our seafarers home’.

A motion on the lack of financial support for seafarers during Covid-19 was carried during a special General Council session of the 2020 Congress. Nautilus called on the government to review its decision not to extend financial support to seafarers during the coronavirus pandemic despite recognising them as keyworkers.

A Nautilus survey of members found 11,000 UK seafarers fell through the gaps of the coronavirus Job Retention Scheme and Self-employment Income Support Scheme by being employed by companies that do not operate UK PAYE.

It also called for a wider review into the employment status of seafarers which typically sees them employed via agencies based in offshore jurisdictions.

As the TUC’s annual Congress was taking place via video conference, the motions were passed by an extended General Council on behalf of member unions in a smaller afternoon session.
Nautilus general secretary re-elected to TUC governing body

Nautilus International general secretary Mark Dickinson has been re-elected for the twelfth consecutive year to serve on the TUC’s governing body, the General Council.

In a TUC Congress which was mainly held digitally due to Covid-19 restrictions, Mr Dickinson was elected to one of the seven seats reserved for smaller specialist unions with fewer than 30,000 members.

‘This year we have had to adapt to many changes, and this is the first time in the TUC’s 152-year history that the Congress was run remotely,’ Mr Dickinson said. ‘It has been very successful, and I am pleased to be able to continue serving on the General Council.

‘Covid-19 has demonstrated how vital our keyworkers are, including our seafarers,’ he added. ‘The TUC is calling for all keyworkers to be given the respect and fair pay they deserve.’

Mr Dickinson will also continue to serve on the General Council’s executive committee to ensure that maritime matters remain high on the agenda.

Labour leader Starmer pledges support for maritime sector

In response to a question from maritime lawyer Chaynee Hodgetts, Sir Keir Starmer MP committed a future Labour government to supporting the UK maritime sector.

In a question session after the Labour leader’s keynote speech to the virtual Trade Union Congress, Ms Hodgetts asked: ‘How can we capitalise on the UK’s support for the maritime sector and seafarers throughout Covid-19 to encourage shipping companies to join the Red Ensign and UK Ship Register?’

Sir Keir recognised the importance of the UK maritime sector, which he said ‘contributes £46bn to the economy’ and added that a future ‘Labour government looks forward to working with the maritime sector’.

O’Grady: ‘No U-turn on minimum wage commitments’

TUC general secretary Frances O’Grady urged the government to extend the national minimum wage in April as planned, during her keynote address to the 2020 Trade Union Congress.

‘Hard work should pay for everyone, no matter who you are or what kind of job you do,’ she said.

Reports had recently circulated that chancellor Rishi Sunak might not introduce the planned rise from £8.72 to £9.21 per hour in April 2021, as a result of economic damage caused by the pandemic.

When questioned, 10 Downing Street refused to confirm that the increase would go ahead as planned.

A U-turn on the planned increase would be a disappointment for some of the UK’s lowest paid seafarers who will benefit from a national minimum wage when it comes into force for vessels engaged in UK waters.

Ms O’Grady was keen for the rumours to be put to bed stating that: ‘Key workers have shown courage and dedication [during the pandemic]. That’s real civic duty. Now it’s time for government and employers to repay that debt.’

The speech, broadcast online to tens of thousands of trade unionists, also focused on the Black Lives Matter movement, workplace safety and a call for an extension to the furlough scheme.
UK MERCHANT NAVY DAY 2020: honouring seafarers past and present

Seafarers and their supporters came together on UK Merchant Navy Day to remember the sacrifices made by mariners to keep people around the world supplied and healthy, often without the recognition they deserve.

This year’s Merchant Navy Day on 3 September was the ideal time to draw attention to what seafarers are enduring because of the crew change crisis, which has stranded 300,000 around the world.

Nautilus International general secretary Mark Dickinson added his name to an open letter which appeared in the Daily Telegraph and several local newspapers, and was also signed by maritime industry and naval leaders.

The letter calls on the public to celebrate the past contributions of merchant mariners, while also informing them about the 300,000 seafarers still trapped aboard their vessels.

This is part of the Union’s effort to address ‘sea blindness’ among the public, many of whom do not realise the extraordinary contribution that seafarers are making during Covid-19. The text of the letter is as follows.

Today is Merchant Navy Day. The annual Merchant Navy Day service at the Merchant Navy Memorials, Tower Hill, and the Annual National Service for Seafarers, administered by charity Seafarers UK, at St Paul’s Cathedral in mid-October, are cancelled.

Early Lockdown panic buying caused shortages. Supermarkets and suppliers did their best to steady the ship and soon most of us could again buy essential goods. One reason that was possible was the same reason it’s been possible for our having uninterrupted supplies of most things for most of our lives – merchant ships continued to bring goods to our ports 24/7/365.

Some 95% of UK trade by volume (75% by value) comes and goes by ship. Merchant seafarers are often unsung heroes in our nation’s story, for their ships bring goods and energy supplies to our islands, whatever the weather or circumstances. Over 30,000 merchant seamen lost their lives in the Second World War (a death rate higher proportionately than in any of our armed forces), merchant ships carrying the food, fuel, armaments and troops essential to victory around the globe.

The seven seas are an unforgiving environment and, while sailors sometimes enjoy calm seas and a prosperous voyage, heavy seas, storms, hurricanes and danger are ever present – over one hundred merchant seafarers died last year. Early this year cruise ships were at the centre of another storm – Covid-19.

Over fifty thousand other ships – bulk carriers, general cargo, specialist and container ships, tankers, ferries and trawlers – have, however, continued to ply the seas, wearing our Red Ensign or Blue Ensign or flags of other seafaring nations. Twenty million containers are crossing the globe right now. Of the world’s 1.6 million merchant seafarers some 300,000 are stuck at sea, unable to leave their ships, world travel restrictions denying routine crew changes.

For many seafarers life is hell right now, without them your life might be hell too. Let’s salute Merchant Seafarers – our essential workers at sea.

Mark Dickinson
General Secretary
Nautilus International
[Followed by the names of numerous senior industry figures]
For the full list of signatories, visit bit.ly/3m6qwQM

[Olu Tunde, Nautilus assistant general secretary, raises the red ensign on MN Day at Nautilus International’s London head office]
Communities across the UK raised the red ensign on Merchant Navy Day to honour maritime professionals and recognise the vital contribution that they make as key workers.

Many events were cancelled this year due to coronavirus, including the service at the Merchant Navy Memorial in Tower Hill and the Annual National Service for Seafarers at St Paul’s Cathedral in mid-October. However, many organisations still took part in the annual flag-raising.

The Merchant Navy Day website hosted a Roll of Honour which showed that the Merchant Navy flag was raised in more than 1,000 locations across the UK, and many more people and organisations raised ‘virtual flags’ on social media or used the hashtag #MerchantNavyDay to spread the message.

Physical events went ahead up and down the country, including flag-raising ceremonies and services in Romford, Margate, Liverpool, Colchester, Glasgow and Gravesend, where veterans and dignitaries gathered at the usual Bawley Bay location and the flag was flown in Community Square.

In the Orkney Islands, Lord-Lieutenant of Orkney Elaine Grieve laid flowers at the war memorial in Stromness to mark the occasion.

Orkney and Shetland MP Alistair Carmichael joined those marking Merchant Navy Day elsewhere. ‘The Merchant Navy has a longstanding and proud connection to the Northern Isles. Merchant Navy sailors and officers play a vital role in our economy which has been amplified during the current crisis,’ he said.

Workington mayor Janet King raised the flag at Workington Town Hall. ‘Even in the current situation, we are pleased we are still able to mark these important days with a flag raising,’ she said.

‘We thank those men and women for their sacrifice and for ensuring our country and people were able to survive during those difficult times. We thank them also for their efforts in bringing essential imports into the country and their continued dedication to the people of the UK.’

In Sunderland, the local council did not hold its usual communal ceremony but still hoisted the red ensign.

‘This is our opportunity to pay tribute to the men, women and ships of the United Kingdom’s Merchant Navy who have served our country so heroically over so many years,’ said Mayor David Snowdon.

‘The merchant marine fleet has a long and illustrious history that has seen it play a vital role in protecting our country’s future and commercial interests, proudly flying the Red Ensign across the oceans of the world. In peacetime and throughout dangerous conflicts, the Merchant Navy has worked tirelessly and bravely to help keep our economy buoyant, providing employment on land and sea.’

Retired seafarers and Nautilus International staff raised the red ensign at Mariners’ Park in Wallasey and the Nautilus International head office in London on 3 September to mark UK Merchant Navy Day.

The event in Wallasey was held at the Atlantic Memorial Stone in Mariners’ Park in front of 35 socially-distanced residents. Unfortunately, care home residents and staff were not able to attend this year, though they were tested just before Merchant Navy Day and were all found to be Covid-free. The ceremony was followed by a minute’s silence for seafarers who have given their lives for their country and a service by the Reverend Alan Leach.

‘The residents of Mariners’ Park were able to remember the sacrifices of the merchant marine and celebrate the contribution of the Merchant Navy to our lives today,’ said welfare services manager Mick Howarth.

‘A special prayer was offered to those mariners caught up in the Covid crisis who have not been able to return home because of the difficulties organising crew changes at this time.’

In London, assistant general secretary Olu Tunde raised the red ensign at the Union’s head office. The Union also featured Merchant Navy Day extensively on its social media channels, including launching an Instagram account featuring images from the day.
A new study suggests that the Covid-19 crisis is turning out to be a powerful driver of change in seafarer training, and is paving the way for the introduction of innovative flexible and remote learning systems. Andrew Linington reports

The gap between face-to-face teaching and internet-based e-learning was already closing before the pandemic began. Now the use of tech in teaching is set to increase substantially as a result of ‘the increased acceptance – and need to – conduct business remotely, online’, according to the third global Maritime Training Insights Database (MarTID) survey.

Published by the World Maritime University, Marine Learning Systems and New Wave Media, the report also warns that feedback from seafarers paints a relatively bleak picture of their training experiences and outcomes and shows the significant scale of opportunity for improvement.

In the foreword to the report, Nautical Institute chief executive officer Captain John Lloyd notes that adoption rates for new training solutions have proved high, and that this trend has also helped to deliver significant savings in associated travel and accommodation costs – both for seafarers and employers.

‘In this context, robust and secure assessments are a prerequisite and so too is approval by the relevant flag administration,’ he said. ‘It is a credit to the decision-makers on many administrations that they have quickly adopted alternative solutions to training and assessment. Such flexibility has helped keep our seafarers in date for their qualifications and up-to-date with recent innovations.’

Even before the pandemic struck, the MarTID researchers found that there had been a 16% reduction in face-to-face training over the previous year – and that 23% of seafarers, shipping companies and training institutions expected to use less of it in the coming year.

Although classroom training continues to be the most common training method, the survey found that use of e-learning and simulation is growing rapidly, and operators plan to increase their use of technology to manage crew training, competency and assessment.

They also plan to make more use of video-based e-learning, simulation, coaching and mentoring in the coming 12 months.

Some 56% of training institutions had increased the use of internet-based e-learning in the past year, and 69% expected this to increase further in the year ahead.

Almost two-thirds of ship operators had increased their training budgets over the previous year, with two-thirds spending between 2% and 10% of their operating budget on training.

However, seafarers are increasingly having to self-fund their training – with 43% having to pay for their own training and 17% spending 10%-20% of their income on training.

Nearly half the seafarers surveyed said their personal expenditure on training has increased over the past five years and almost 60% believe it will increase even more over the coming 12 months.

As well as STCW-related courses, seafarers are most commonly having to spend their own money on certificates of competency, qualification upgrades, refresher training, revalidation, medical, safety
and life-saving, and advanced and specialised courses.

Researchers also found that seafarers did not, in general, view the training they receive favourably – whether in the context of shipping companies or in maritime education and training institutions. Barely half consider that the training quality standards are high.

The report warns that this finding is worrying and should be addressed by all stakeholders.

‘It is one thing to have systems in place and quality certification that purport to show optimal training levels. It is quite another to have these systems work such that the recipients of the training are competent and deem themselves as such, thus boosting their confidence to take appropriate actions in high-risk situations.’

Vessel operators said the top four factors determining their training commitments were the desire to reduce accidents, to comply with regulatory requirements, to manage crew competency and to increase commercial efficiency and effectiveness.

Operators are concerned about the increasing age profile of their officers and the long-term loss of knowledge and experience.

However, the majority of seafarers feel that their employers do not assess how the training they receive affects their performance. Although 50% of operators and 79% of training institutions follow externally defined standards for training quality, there is ‘room for improvement in quality assurance of learner assessments, in particular with reference to alignment of intended learning outcomes, learning activities and learner assessments in the context of vessel operators’.

A relatively low percentage of seafarers feel that their feedback is considered by employers when offering suggestions for improved training and only a small percentage feel that their instructors make an effort to provide feedback on their training progress. More than three-quarters of the seafarers taking part in the survey said that their employers do not assess the impact of training on their work performance.

Seafarers said they most frequently received training related to safety, ship operations and environmental protection, and least frequently had training on crew welfare and health.

Asked what additional training they would most like to have, more than 18% of seafarers cited simulator training, followed by ship handling and practical on-the-job training.

Other areas of additional training that seafarers would welcome include accident investigation, cross-vessel operation, training on different equipment, emergency preparedness, ship automation and electronics, mental health, and transferring skills and knowledge shore-side.

More than 40% of seafarers said they did not receive mentoring or coaching, and between 45% to 50% report high or medium amounts of simulation or e-learning in their training.

The research was completed at the end of May 2020, just when the full impact of Covid-19 was being felt globally. MarTID said the full impact of the pandemic upon seafarer training will be assessed in the next survey.

‘Seafarers continue to serve the global community as facilitators of a key link in the global logistics chain, particularly when the challenging events of the Covid-19 pandemic are considered,’ World Maritime University president Dr Cleopatra Doumbia-Henry said.

‘Their competence, development, knowledge, skill retention and their transfer to actual work settings are as critical as ever. Training needs to be kept in focus.’
Maritime colleges adapt to the ‘new normal’ amidst Covid restrictions

Reduced group sizes and an increased reliance on online teaching methods are among the measures adopted by UK maritime colleges which continue to grapple with the practicalities of preparing cadets for a life at sea during a global pandemic.

As the realities of social distancing and infection control become embedded in day-to-day life, principals have been searching for their own answers to the fundamental question of what makes a college a college?

Networking, hands-on exercises and group work have long been key elements of the cadet experience, and at the core of an offer which builds practical skills alongside knowledge of theory. Maritime colleges have been exploring a multitude of options to ensure that as rounded and enriching an experience as possible continues to be offered, while safeguarding the safety of cadets and staff.

With local regulations varying across the UK and differences in the physical infrastructure available at each college, a range of approaches are being offered by institutions and arrangements are subject to change at short notice.

**South Shields**

‘It is extremely important to build the relationship with cadets,’ said South Shields marine school principal Simon Ashton, explaining the blended approach to learning currently being offered by the college.

Following a lockdown period, which necessitated a move to almost all learning being undertaken online, the college has now focused on ensuring that students can return to the classroom, with a focus on new cadets.

‘With phase one, we are trying to get them all in for at least some time in the classroom,’ said Mr Ashton, ‘remote learning works so much more effectively after the initial relationships have been built.’

Social distancing rules have clearly impacted on the way that courses can be delivered, as well as the number of students who can be together at any one time. This has led to the college introducing parallel teaching, where a lesson taking place in the classroom is broadcast simultaneously online for students who are not able to be in the room.

Alongside staggered starting times, reduced group sizes, regular wellbeing briefings and practical social distancing measures such as one-way systems, this has allowed South Shields to provide students with a college experience which resembles the pre-Covid world as closely as possible. The college also welcomed the government U-turn, allowing for the use of facemasks in areas where social distancing is not possible to safeguard staff and students.

However, with so much uncertainty remaining over the prospect of new local or even national lockdown measures being introduced, Mr Ashton stressed the requirement to be as flexible as possible for each student.

**Warsash Maritime Academy**

While several colleges are now bringing cadets back on premises, Warsash Maritime Academy is continuing to offer an approach which is predominantly delivered online. However, the college stresses that: ‘This is not distance learning where students are largely left to fend for themselves,’ setting out that ‘a range of additional support is being made available via Microsoft Teams, Zoom, phone and email.’

For the physical aspects of the training process, Warsash has reopened simulators, engineering workshops, ETO laboratories, and safety training facilities such as the fire ground and pool. However, the college told us that steps are being taken to ensure the safety of students: ‘There are activity-based risk assessments for each of these courses and strict social distancing measures are in place, including the use of all necessary Personal Protective Equipment. In order to comply with social distancing, we have halved the capacity on each course and are running more courses instead.’
Glasgow
City of Glasgow College made the decision to close its buildings on 17 March, ahead of the nationwide lockdown at a time when the virus was escalating rapidly and allowed travel home and repatriation for its cadets.

‘With blended learning capacity already a feature, our college moved swiftly to an online delivery model,’ said Mark Stagg, Dean for the Faculty of Nautical and STEM at the college. ‘As our college teaches nautical students remotely across the globe, we were well positioned in terms of material and capability to move to online provision and have been utilising a range of software to deliver synchronous learning events.’

Similar to Warsash College, as campus buildings reopen, Glasgow has been prioritising practical teaching and learning in particular short courses, simulation, and workshops that cannot be delivered online.

‘One of the big challenges across the education sector during lockdown was losing the ability to conduct traditional closed book assessments and exams.

A lot of work was undertaken to develop and implement alternative assessment methods including project work and online oral assessment. The college worked closely with the Maritime and Coastguard Agency and Scottish Qualifications Authority to develop suitable alternative methodologies that enabled students to complete units or courses.’

UKSA
Following extensive planning, Isle of Wight based UKSA were accredited by the MCA to be able to resume the delivery and examination of yacht training modules in July. Director of training and operations, Chris Frisby explained: ‘The team have been diligently rewriting lesson plans and notes for each course, which have been approved by the MCA. Theory courses are now delivered online, via Zoom, from two new dedicated virtual classrooms in our training centre.’

Students can choose to study on site, in single ensuite rooms, or remotely, but they need to attend physically to take any exams or practical assessments. Courses with practical elements are delivered on site, with student ‘bubbles’ and reduced class sizes to ensure students are able to maintain social distancing within classrooms.

Feedback from students to the online delivery of theory courses has so far been positive, with one student commenting: ‘I was a bit concerned to be doing a fairly intensive course over Zoom, but day one has put those concerns to rest,’ and commending tutors for keeping the energy up despite having ‘only muted faces staring back’ on the online platform.

Seatime
While adjusting to new methods of teaching has been a challenge for colleges, it is arguably the provision of time at sea that will prove most difficult. From the crew change crisis to a steep reduction in the number of cruises, some cadets have found opportunities offered or taken away at very short notice.

‘In some cases, the ships are not sailing and therefore there is no training berth available, so it may therefore be better for the cadet to carry on studying if no alternative seatime can be found,’ Warsash college said. ‘In other cases, there may be the sudden opportunity to gather seatime in which case it may be beneficial to cadets to grab the opportunity and carry on with the studies later. We are working very closely which each cadet sponsor to establish what the best outcome for the cadet is. The overriding principle is to create as little delay to the cadet’s career progression as possible.’

Glasgow City College has taken a similar approach, with students unable to secure seatime able to change the phasing of their course: ‘Many nautical students were unable to travel to join ships for seatime, or to return home to resume studies or take leave. The college has worked with regulators and awarding bodies to put in interim measure including remote working and, for Phase 1 cadets unable to proceed to sea, a temporary programme structure that allowed them to progress straight to their next college phase and carry forward the seatime requirements.’

The MCA has proposed a trial programme of simulator training in return for limited seatime reductions. The trial will start in 2021 following a consultation period. Read more pages 28-29.

Nautilus Slater Fund gets £450K boost for officer of the watch training
New funding of £450,000 has been made available by maritime grant bodies to the Nautilus Slater Fund, which provides bursaries for UK-based serving seafarers seeking to study for their first Officer of the Watch (OOW) certification.

Initially established to support ratings studying for their first certificate of competency, Slater scholarships now also help electro-technical Officers (ETOs), as well as yacht, workboat, tug and other crew looking to gain Standards of Training, Certification and Watchkeeping (STCW) certification.

Consideration is also given to those who already hold the Class 2 or Class 1 Fishing ticket and are looking to convert to the OOW Unlimited.

Managed by the Marine Society on behalf of Nautilus International, Slater scholarships offer up to £18,500 to cover a range of expenses connected with maritime studies, with an additional discretionary £1,500 for completing the programme. All scholarships are available for up to two years.

Applicants for Slater scholarships must be UK residents aged 21 years or older. Applicants must have accumulated all their necessary sea service before applying for the scholarship. This includes having a Notice of Eligibility (NoE) or being able to apply for it. Applicants do not need to have completed all the courses before applying for their NoE.

Applicants must hold a valid ENG1 certificate and intend to work at sea for the foreseeable future. They should also have a well-thought-out study plan of all the courses and exams they need to take and should have researched what college or course provider they might want to attend.

The Slater Fund was established in 1977 in memory of John William Slater, former general secretary of the Nautilus predecessor Union MNAOA. In the past 10 years, more than 1,000 seafarers have benefited from the scholarship. 

For further information and how to apply please visit the Marine Society website www.marine-society.org/slater-scholarship.

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A lively debate on simulator training and the future of British maritime skills was held at the first virtual meeting of the Union’s Professional and Technical Forum. Helen Kelly reports

In September 2020, the Nautilus Professional and Technical (P&T) Forum met to discuss recent proposals put forward by the UK Maritime and Coastguard Agency (MCA) on a new simulator training programme that would allow a reduction in seetime for cadets.

The course was first proposed at the UK Merchant Navy Training Board (MNTB) in 2019, when a working group was formed to develop the content.

On 1 July 2020 the UK government wrote to the secretary general of the International Maritime Organization (IMO) informing him of its intention to use the provisions of Article 9 of the STCW Convention, which allows administrations to adopt alternative training arrangements, providing it improves or provides an equivalent degree of safety as the convention.

The IMO published that letter the following day, and the MCA put out a press release with limited details of the programme.

In July the proposal was put to the MNTB Board, a majority of which approved it to go to full consultation prior to going to trial early next year if the consultation is approved.

**The course**

The proposed course is designed to provide a logical progression of events, experiences, training and achievement of objectives in a way that will not always be possible onboard.

It is split into two parts. Both are five days in duration. Part one is designed to be taken in phase one of the cadetship and is aimed at familiarisation of the cadet prior to embarking on their first sea phase.

Part two is designed to be taken in phase five for consolidation of knowledge and demonstration of competence once sea phases are completed.

Successful completion of the course is subject to students demonstrating they have met the assessment criteria. If cadets complete both one-week courses, this will result in a 30-day reduction in the minimum seetime requirement.

The simulator course does not form part of the mandatory requirement for qualification as an officer of the watch (OOW) so it will be up to each company to decide for each cadet whether to put them through the course.

Completion of the course does not affect the requirement to complete a minimum of six months watchkeeping time during the sea service phase.

**Minimum requirements**

The course must be delivered by an MCA-approved college. During the trial it will be restricted to four colleges: City of Glasgow College, Blackpool & the Fylde College, South Shields Marine School and Warsash Maritime Training Centre (Solent University), in order to maintain oversight.

The simulator must be a type-approved, full mission bridge simulator that is capable of meeting IMO operational performance standards of radar, ECDIS, and ARPA.
There are minimum standards for the qualifications of teaching staff, which include minimum sea service and certification requirements. Teachers must also hold a relevant teaching qualification. There are also minimum contact hours and limits on the number of students permitted on a bridge at any one time or the size of teams that can be used in the training.

Reasons for the move
The proposed simulator training course is part of the MCA’s overarching strategy to modernise seafarer training, and to take advantage of modern technology, it said.

The MCA has a long term goal to make better use of simulator technology both for training and assessment, to make this more realistic and more relevant to modern shipping. The Agency said it also recognises that there is a great variance in the standard of training received by cadets onboard. Some receive a very good experience and some a very poor experience. The programme should introduce some level of standardisation in practical training.

A simulator training programme can be designed to provide cadets with a decision-making environment that may not always be available on a ship, and allow them to experience scenarios they may seldom or never be subjected to in the course of their seafare, or where it would not be safe, or practical, for them to be involved in the decision making process in those scenarios.

Support for the course
At the Nautilus P&T Forum, a senior lecturer at Glasgow college – which runs a simulator training course – said that the simulator is a safe environment where you can learn in a controlled fashion, can play it back, and can learn from mistakes.

He felt that for those cadets who don’t have a very good experience at sea, the simulator training would help because they tend to struggle in orals preparation due to a lack of exposure to situations at sea.

A first officer with P&O Cruises who has trained cadets for some time felt the standardisation of training via a simulator was important to iron out any bad habits that may have been picked up onboard – not just for cadets but for officers too. ‘You can achieve some very good results in a simulator compared to on a ship, particularly for emergency situations.’

An officer working with Fugro explained how his company uses simulator training for ‘above real time training.’

‘This is where you’re putting people in situations that they’re not going to encounter in real life. You’re giving them additional skills to prepare them for unusual situations. So that the normal becomes kind of mundane and you’re well prepared for the normal level, because you’ve been trained to a higher level which is only possible within simulators.’

Simulator training now can be a gateway to autonomous ships of the future, he said, giving seafarers the additional skills required to operate vessels remotely.

Concerns raised
The loss of seatime was objected to by several attendees who felt it was vital for getting a well-rounded experience of overseeing a vessel, where cadets learn more than just watchkeeping. One chief engineer said: ‘There are critical safety issues, maintenance and experiences that you need to have on deck. Going around the engineroom doing rounds … the simulator is not going to teach me how to overhaul a fire extinguisher or hydrant.’

Some members felt that cadets’ seatime was already at a minimum and any further reductions would compound that loss of practical experience.

A month less of onboard experience of ship operations and drills could possibly be detrimental for some cadets.

The timeframe for introduction of the proposed course was of concern to some, who felt that a longer consultation and trial period was required to ensure the suitability of the course.

Several attendees at the P&T Forum were concerned that, in its current form, the proposed course could be too expensive and would not be open to all cadets. That risked a two-tier training system, warned one master.

‘We should be striving to improve the standards of training, with everyone getting the opportunity to become confident in the role of an officer of the watch in more complex traffic situations and deal with emergencies by themselves, which you might not experience when you go to sea in a standby vessel.’

A representative from a college advised the forum that they were confident of being able to fit the additional simulator training into the existing framework without significant additional cost.

Another master felt that the proposals were the thin edge of the wedge and that once a one-month reduction in seatime was accepted, it would lead to more and more reductions in future.

In closing the meeting, there was a consensus that, should the trial go ahead, it was imperative that the subsequent review is conducted as an independent, above-board, transparent process with clear criteria and ample time for feedback from industry and all stakeholders.

A report from the meeting will be submitted to the Nautilus Council to debate at its November meeting.

The Nautilus Professional and Technical Forum keeps members informed of developments within the industry and related work that the Union is undertaking. It meets three times per year. Members can provide the forum with feedback based upon their professional experience. It is also an opportunity for members to highlight any issue they feel needs to be brought to the Union’s attention. Although the forum is not a decision-making body of the Union, it reports to the Council to inform policy decisions. To get involved, email: protech@nautilusint.org

Timeline for introduction of simulator training

Autumn 2020:
Full consultation on any amendments to MSN 1856 open to all organisations and individuals who want to respond.

Spring 2021:
One-year trial of training course for cadets in phase one and phase five.

Spring 2022:
A full review process considering feedback from cadets and companies, during which results of oral exams from those who have gone through the course will be compared with those that have not, to see if there’s any correlation.
This year of exceptional challenges has exposed long-standing weaknesses in the global maritime industry and its relationship to governments. It’s time for an urgent review of the state of shipping, says Nautilus, which has produced a briefing document for governments and MPs.

With the end of the Brexit transition period looming, and no resolution in sight for the Covid-19 pandemic, the UK and European governments need to give some serious thought to the state of the maritime industry.

That is the message of a new Nautilus briefing document for governments and MPs.

Lauded as key workers in some countries during the pandemic, seafarers have now been left particularly vulnerable to job insecurity and financial difficulties by the way the industry has been managed over many decades.

Shipping was ill-prepared for this time of crisis, and governments must now make the industry more resilient, to ensure supply lines are kept open whatever the threat.

The moment has come to address employment practices that would be unacceptable in many land-based industries, and for individual countries such as the UK to achieve a much higher level of self-sufficiency in maritime and shipping.

Flag state responsibilities

The crew change crisis has revealed deep-rooted structural problems in the practice of registering vessels in so called ‘flags of convenience’ (FOCs).

Of the top 10 ship registers, five are flags of convenience (Panama, Marshall Islands, Liberia, Malta, and Bahamas) and the top three are all FOCs. These flag states have shown how the abuse of the ship registration system undermines the governance and regulation of the industry. Their utter inability to fulfil their obligations to seafarers on their vessels under international law has been brutally exposed by the pandemic.

This presents an opportunity for reputable governments to show leadership. There has been global condemnation of the practices of FOCs, notably Panama’s decision to allow seafarers to remain onboard.
There should be a global review of ship registration practices to tighten these up and enforce a link between the shipowner and the country of registration for up to 17 months (later withdrawn due to public outrage).

It should trouble responsible governments that shipowners who register their ships or companies in such jurisdictions still expect support from their nation state in times of crisis.

**International standards**

The ease with which governments the world over were able to ignore the fundamental rights of seafarers during the pandemic is of profound concern to Nautilus. Ships were refused entry to ports and seafarers were denied shore leave and medical attention, even for urgent conditions.

Repatriation of seafarers was blocked, and they were unable to join their vessels. All this despite a plethora of international conventions guaranteeing fundamental rights to ships and seafarers to facilitate global trade, safety of life at sea and the protection of the marine environment.

It is important to recall that the UK and the Netherlands were quick to signal that crew changes for seafarers, as key workers, would continue. The Netherlands went on to facilitate the most successful crew changes globally during the height of the pandemic.

Alongside this, the UK-EU transition arrangements will end in December 2020. The UK will either have negotiated a future trade agreement or fallen back on WTO arrangements. The implications of this are not fully understood.

Issues of concern include: the continuation of state aid to shipping and the maintenance of a level playing field with the EU in terms of health, safety and environmental standards; the mutual recognition of certificates of competency; and the coordination of social security protection for the nearly 4,000 UK officers who work on EU-registered vessels.

**Economic impact**

The true scale of the economic damage the Covid-19 coronavirus has done to global, regional and national economies is becoming clear. With the World Trade Organization (WTO) and World Bank predicting a global slump in trade greater than the financial crisis of 2008, a survey by the European Community Shipowners’ Associations (ECSA) found that shipping company turnover is set to decrease by more than 60%, with the hardest hit sectors being cruise, ferry, car carriers and offshore services.

With such a heavy toll on financing and employment, the industry does not expect to return to pre-crisis levels of activities in 2020, and the employment of seafarers is expected to sharply decrease in the longer term.

However, and perhaps counterintuitively, the global shortage of seafarers is set to continue, according to shipping consultancy Drewry. The current deficit amounts to around 2% of international demand for officers and is expected to increase from around 11,000 at present to 17,000 by the start of 2025.

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**UK seafarers**

Measures taken by global governments in response to the pandemic have caused a major crew change crisis for tens of thousands of seafarers. UK seafarers have not been immune. Although exact numbers are hard to estimate, several thousand were either stuck onboard their vessels or at home unable to join their vessels.

This has had several consequences. Many UK seafarers faced a financial triple whammy: unable to have their employment protected via the Coronavirus Job Retention Scheme (CJRS) as their employer was not eligible; unable to claim income support via the self-employed scheme (SEISS) as they declare foreign earnings to
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The maritime industry is complicit in ‘sea blindness’ to avoid scrutiny of employment and business practices which do not support the national interest

HMRC, and unable to work due to travel restrictions and thus unable to qualify for the Seafarers Earnings Deduction (SED). In July 2020, the UK treasury confirmed it was unwilling to provide any support to these seafarers or waive the eligibility criteria for SED and those seafarers now face the prospect of a huge unexpected tax bill next year.

Employment status
The employment status of most UK seafarers has left them exposed during the pandemic. Those who were fortunate enough to have an eligible employer were furloughed under the CJRS. These were a minority, as Nautilus estimates that up to 11,000 UK seafarers were left without the government support afforded to other workers.

The UK treasury has confirmed it has no intention of extending seafarers any support beyond that available to the general population, such as Universal Credit, despite seafarers being essential for the economic restart and recovery process.

Nautilus is concerned that this unwillingness to assist UK seafarers derives in part from their ‘invisibility’. UK seafarers are atypical workers, often employed under contracts in overseas jurisdictions via agents, which means that the ultimate employer is not liable for National Insurance contributions. It is time this practice, tacitly endorsed by successive governments, was ended and seafarer employment contracts brought back onshore.

The UK government must recognise that the dislocation of ship ownership and ship registration has undermined the rights of seafarers.

The dominant FOC ship registers have no legislative clout and no diplomatic outreach.

The need for review
Nautilus maintains that there is a need for a thorough and comprehensive review of the structure of the global shipping industry and its employment practices.

Whilst the maritime industry often complains about the levels of ‘sea blindness’, it is complicit in hiding the industry away to support its arguments for exemptions and special treatment. This low profile allows the industry to avoid scrutiny of employment and business practices which ultimately do not sufficiently support the national interest.

Nautilus believes the shipping sector needs to be brought out into the open with a full and transparent review of ship registration practices, training and employment policies, and of how the fiscal support provided is linked to the employment and training of seafarers and to the registration of ships on national ship registers.

Recommendations
Nautilus is urging governments to work with unions and shipowners to address the state of the maritime industry and its resilience. The Union makes the following recommendations:

Call for a global review of ship registration practices to tighten up ship registration and reinforce UNCLOS Article 94, which requires a genuine link between the shipowner and the country of registration.

Call for a global review of the ineffectiveness of international regulations in light of the Covid-19 pandemic when port states and flag states ignored the fundamental rights of seafarers in a way which was tantamount to forced labour.

Initiate a global discussion on the need for a reflection on the impact of the pandemic on seafarers and on shipping with a view to strengthening the adherence to and enforcement of international conventions.

Review the need for review on the shipping industry from the perspective of employment costs which does not necessitate ‘offshore employment’.

Ensure that the needs of the maritime industry and seafarers are included in discussions on the future relationship between the UK and the EU.

Ensure the promotion and maximisation of UK employment in the UK shipping industry is part of all strategies to grow UK shipping.

Review the practice of ‘offshore employment’ and make recommendations on the desirability of seafarers being required to have contracts of employment that fall under the jurisdiction of the UK.

Review the UK government’s policy of supporting the Red Ensign Group and develop a coherent flag registration policy which is consistent with its obligations under the United Nations Convention of the Law of the Sea (UNCLOS) and which supports the government’s stated aim of growing the UK Ship Registry.

A UK-focused briefing document on the matters covered in this article has been sent by Nautilus to the British government and MPs. It available to download in full from the Resources section of the Nautilus website www.nautilusint.org.
The ITF Seafarers Trust photo competition gives a face to the all-too-easily forgotten seafarers who are still onboard, often months past their original contracts, due to pandemic crew change restrictions. These brave men and women are the real #HeroesAtSea, say the competition organisers.

Six months on from the beginning of the pandemic, still less than 35% of crew changes are taking place. That’s according to the International Chamber of Shipping – and what it means is hundreds of thousands of seafarers still at sea, with no certainty about when they may go home. The international maritime community is campaigning for recognition of seafarers as key workers.

Still at Sea, the ITF Seafarers’ Trust (ITFST) photography competition, was launched on 25 August 2020 to put a face and a visual context to the crewing crisis. Seafarers are invited to share their images of the highs and lows – and the spaces in between – of life at sea during Covid-19 up to the end of September.

‘Photography these days is a very democratic art form – most people have really good quality cameras in their phones so there are few barriers to entry. The idea is to share the immediate, direct experience of seafarers with the general public that benefits enormously from the services of seafarers without being conscious of their existence,’ head of ITFST Katie Higginbottom said.

Dipping into the submissions received by early September, the overwhelming response is one of resilience and positivity in the face of extraordinary demands. Seafarers are clearly longing to go home but at the same time proud of their work, awed by the immensity of their natural environment and grateful for moments of shared camaraderie.

The closing date for submissions is 30 September 2020 and winners will be announced on 31 October 2020. The winning photographer will be awarded a prize of £1,000 GBP.

www.itfseafarers.org/en/photo-competition

Tim Isada

As days turn into weeks and weeks turn into months we are being isolated in the ship. Our flights have been cancelled numerous times. But I never lose hope that we will get that most awaited flight to come back home. It was the most complicated time to go home. As US ports raise restrictions, we decided to set sail to Europe in order to send people home. Traveling two weeks across the Atlantic Ocean from port Canaveral to Dover, England. I have this memorable picture watching the white cliffs of Dover. Things will be in place one day. Let’s keep our faith and never lose hope.
I decided to join the competition to share some of my photos in order to remind people that there are good things you can do onboard while on stand-by waiting to disembark (actually, it has been a productive time for me). That four months being stuck on the ship, I had the chance to see the sunrise and sunsets which I don’t normally see as I am in the lower deck without portholes. Loving that beautiful scenery every day, it’s a string of hope for the next day to come.

One of the things that I have learned is to make face masks. Using my downtime, I have made personalised face masks to give to some of my colleagues that need one. It was very rewarding as I help people in my own little ways. May that kindness and uplifting spirit be in our hearts during this uncertainty. Stay safe and God bless us all!

John Mark Dulnuan

The photo was taken on 9 June, 2020 right after we conducted our six-monthly fire hose testing, I invited my colleagues to have a groupie to have something to remember the moment, especially for our two cadets – it being their first shipboard experience amidst the pandemic – that despite no shore leave we can still find ways to enjoy and unwind from our daily mundane tasks. It’s a reminder of good camaraderie!

I had already been onboard eight months and was supposed to sign off by April but wasn’t able to due to the restrictions put in place by countries we were heading to. As a result, I had no choice but to extend my contract until further notice.

This pandemic really hits me hard because I was expecting to be home sooner and have planned already where and when to spend my vacation with my loved ones but all of a sudden it’s gone. Working on a ship is a promising career yet alongside it is the unseen reality of our life onboard especially during this time of pandemic.

Somehow, I thanked God for sustaining my strength daily to continue working, though it is exhausting and stressful due to the uncertainty of going home. It’s encouraging when we receive good news about crew changes but frustrating when it’s cancelled – it’s heartbreaking. So, when things get messed up, I find someone to tell about it rather than keeping it to myself. The crew mess room is my favourite place since it is where we eat and gather and talk to each other and watch a movie together. I find it uplifting.
Wedding day: Kris and his fiancee finally tie the knot in a quiet ceremony

June 2020
‘The sea at its finest – my stress reliever’

I joined the competition to tell people that behind the photos of every seafarer are the stories that people don’t see, the struggles that they are going through every day and the memories worth remembering and that is the life that we take to give the life that we want for our families and loved ones, not only them but the whole world.

To my co-seafarers, keep up the good work. People may not see us on the frontlines but without us, in this time of pandemic the world would suffer. I hope that this will help people to recognise seafarers as keyworkers too in this time of crisis.

This pandemic really hits me hard because I was expecting to be home sooner and have planned already where and when to spend my vacation with my loved ones but all of a sudden, it’s gone

Kris Bucton

I joined the competition because I saw this as an opportunity to share the challenges that seafarers are facing while working away from our loved ones with added burden brought by the pandemic.

The maritime workforce is often a neglected sector and as a seafarer I would like to advocate for our rights because we seafarers are one of the pillars who move and sustain the global economy.

We seafarers have to stand out, be heard even more to strengthen the call for systematic support for our needs; safety, crew change, mental and emotional well-being, among others.

My wedding day is supposed to be on 27 June 2020. That is the moment I have been waiting for a long, long time, but due to the Covid-19 pandemic, I was not able to sign off on May 2020 as planned. Crew changes are not possible in Trinidad and Tobago, so I have no choice but to extend my contract.

But the pandemic cannot stop me. Even if my fiancé and I were a long distance away on 27 June 2020, I made sure to surprise her through this photo of my wedding vow for her. I am hopeful that I will be able to say this to her personally.

On 2 August 2020, after our crew change, I was able to be back in the Philippines together with my five crew workers. After 10 days in the quarantine hotel, I was able to, finally, be with my fiancé.

We were able to arrange a simple and intimate wedding in our house in Batangas on 25 August 2020. That was such a blessed moment for me and my wife.
A weariness with stereotypical images of female seafarers as pin-ups and mermaids has led the Swedish #metoo movement to launch a project to portray women at sea in a more realistic and positive light. Andrew Draper reports

Petra Sviberg is a seafarer on Viking Line’s ferry Viking Cinderella, which operates overnight cruises between Stockholm and Mariehamn. She is also the project manager of a new initiative to improve the way female seafarers are portrayed.

‘When I was Googling for art about sailors,’ she said, ‘the results were depressing. They had stuff like mermaids, prostitutes from the Bounty, and stuff like that. Pin-up girls of course and children in sailor suits.’

She says women discussed this for about a year in the #metoo association in Sweden linked with the maritime industry: Vågrätt. A working group was created to drive the project forward, comprising Ms Sviberg, Kalmar Maritime Academy senior lecturer Cecilia Österman, and photographer Nina Varumo.

‘How we appear in culture and what it tells about us plays a part and also has the power to change the world,’ said the group. ‘What the present and the past tell about us affects how we regard ourselves and our potential. There is a space which can limit us but which also allows us to grow, if we choose to tell new stories.

‘If someone represents you as an exception or in a stereotypical way, that limits your room for manoeuvre and your possibilities. If someone instead talks about you and your work role in a way that reflects strength, competence, complexity and breadth, you and your view of what is possible are also changed and expanded.’

The project aims to build an image bank that journalists can use. Photographs will be published in an online exhibition and included in a book. The group has also had interest from maritime museums for a physical exhibition.

Kicking off in the autumn, the project will contact female seafarers to ask them to take part, and then photograph them and their places of work. A female photographer will be used ‘in order to gain the right empathy and insight’, Ms Sviberg said.

And while photography has been chosen in the first instance, there are hopes that the idea of better representing today’s women at sea will be expanded into other artforms. ‘If people are inspired to produce more art – paintings or murals, or whatever – that would also be pretty awesome.’

The project has obtained SEK 250,000 (£22,000) in funding from the Swedish Mercantile Marine Foundation. This will cover materials and travel costs. Karl Karell, director of the foundation, said it had already been discussing women’s inequality and the work of Vågrätt when the application arrived.

‘The photo project is a relevant and effective effort in the work to create and maintain sustainable working lives for both women and men,’ he said. ‘It’s in line with the aims which the foundation wholeheartedly supports for an improved working environment and well-being onboard.’

The Swedish maritime union SEKO Sjöfolk has held a number of Vågrätt seminars, and Petra Sviberg was seconded to the organisation for 18 months on a project on equality of representation in the union. On Distribution of Power, a members’ survey in autumn 2018, found men and women had different views on the reasons for the greater proportion of men holding influential positions. The men were more inclined to believe the prerequisites for the jobs for men and women were equal. The men thought women were not as interested in the positions as men. Women believed it was easier for men to engage and to obtain positions of influence. Men choose men, they said.
Meeting Sandra Welch of the Seafarers Hospital Society

Best known for its Dreadnought Medical Service, the Seafarers Hospital Society provides health and welfare grants to seafarers and their dependants, and to the maritime organisations that care for them. During lockdown, Helen Kelly spoke with incoming chief executive Sandra Welch, who described the challenges and opportunities of taking on a new job during a global pandemic.

Helen Kelly (HK): Congrats on the new role; how have the first 100 days been?
Sandra Welch (SW): It has been a very interesting first 100 days, starting a new job with such a great organisation during a global pandemic.

HK: Talk about a baptism of fire, how has Covid changed your approach to the job?
SW: The pandemic, of course, has changed everything. All the normal team building things you do when joining an organisation, meeting with staff or having a cup of tea is difficult.

We kept the office in Greenwich open during the lockdown, with my colleagues able to walk or cycle in each day, and with appropriate social distancing. I am working from home and talk to my colleagues every day via video. I don’t know what we would have done without video technology.

HK: What was the transition like from your previous role?
SW: I worked with the Sailors’ Society for six years as director of programme. I literally finished on the Friday and started my new role on the Monday morning. Suddenly, here I was bringing new ways of working to the Seafarers Hospital Society. So I had to find a new headspace very quickly and start working in a very different way.

I went from providing frontline services every single day across 30 countries and several time zones to working strategically – and very focused – at a much smaller organisation, but actually, an organisation that has huge influence. So, it was about changing focus quickly, forcing yourself to think in a different way.

HK: What is your business strategy for the Seafarers Hospital Society?
SW: I see our strategy as a living document that is always under review and changing, so that we are not bound to one way of working. And I think, actually, that is very wise in this environment where our world is changing all the time and we don’t really know what the future holds.

HK: How would you describe the ethos of the Seafarers Hospital Society?
SW: We are historically best known for our medical aid via the Dreadnought.

Dreadnought Medical Service resumes following pandemic shutdown

The Dreadnought Medical Service is to resume following a five-month shutdown due to the Covid-19 pandemic. Seafarers requiring elective procedures can visit their GP or MCA Approved Doctor to seek referral to the Hospital via the Dreadnought Medical Unit. Those with existing referrals will be contacted directly by Guy’s and St Thomas’ Hospital.

The Dreadnought is a priority medical service for seafarers and, in some cases, partners and children. It is tailored to working seafarers including fishers, merchant seafarers, pilots and seafarers working on tugboats. Merchant Navy seafarers and trainees can access the services, as well as essential shipping company shore staff. Retired seafarers and working Union officials can also access the service.

The Seafarers Hospital Society warned that there could be delays as the service resumes but welcomed the news that these important medical services for seafarers, upon whom the country and the economy rely, are slowly returning.
services. That’s where our background is and people recognise us as doing that. We look after the health and wellbeing of seafarers and fishers, providing elective surgery and offering elective medical treatment including dental treatment. We treat seafarers and fishers with workplace injuries or conditions to help them back to work.

**HK:** Has the service continued during the pandemic?

**SW:** Due to government restrictions during the lockdown, all elective surgery in the UK was put on hold including the Dreadnought Medical Service. But it will reopen once the country is past Covid-19, starting with people currently on the waiting list. In the meantime, we can provide physiotherapy consultations via video conferencing.

During Covid-19 it’s important that people stay fit. There’s a lot of concerns about jobs and employment and no-one wants to be out of a job because of an injury that can be easily treated. It’s really important that these services continue.

**HK:** Has your grant-giving continued during the pandemic?

**SW:** We spent 50% more in April (first quarter) than we had in the previous quarter, with a huge influx of grants, which went to fishers and Merchant Navy professionals.

**HK:** How does the Seafarers Hospital Society secure its funding?

**SW:** We’re a little bit different to other charities. We don’t fundraise as a way of bringing in money to the charity. We have an investment portfolio that funds most of our projects, and we work with other charities to set up programmes where we put in ‘match funding’ together (ie split the funding).

**HK:** How does someone get referred to the Seafarers Hospital Society?

**SW:** People can be referred via the NHS, by health official in the community, or a GP. Our health development manager will then assess the individual’s needs to see if we can help.

**HK:** What other charities do you work with?

**SW:** We’re a small charity with only five employees, so we work in partnership with other organisations to implement programmes. We are a member of the Maritime Charities Group, which brings together all the main UK based maritime charities. We also work with the Seafarers’ Advice and Information Line (SAIL), with the Fishermen’s Mission, and with Nautilus Welfare Fund, helping support retired seafarers with financial assistance.

**HK:** Tell me some more about yourself – have you always been in the charities sector?

**SW:** Up until recently I was director of programme at the Sailors’ Society, where I introduced and developed a portfolio of projects. We doubled the number of chaplains working at ports, from 30, and extended the portfolio that they had.

Before that I worked for the Salvation Army for about 18 years, initially as a minister, and then doing community development programmes in Africa on HIV and AIDS programmes and other development programmes within Southern Africa. It was amazing work, looking into poverty relief for vulnerable children and lots of medical projects.

**HK:** What is the best thing about your job?

**SW:** I moved into the charity sector because it is about making a difference to people’s lives. And actually, there’s nothing better than when you see the difference that it makes in somebody’s life. At Sailors’ Society our chaplains would talk about how they were present when a seafarer got access to wi-fi at port, for example, and a new dad met his baby for the first time via the internet. Or making a difference to people so that they can face each day because they have a mental health issue. Or providing a lifeline service. Or hardship grant.

You are making a difference to society in a very small way, but in a big way to that individual.

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**Taking stock**

by Mick Howarth

Welfare services manager

Nautilus Welfare Fund

It has been an unprecedented year. All our lives have been impacted by the Covid-19 pandemic, and the Nautilus Welfare Fund (NWF), which administers the Mariners’ Park retirement complex in Wallasey, was no exception.

Throughout this period the dedication and resolve of our frontline care staff has been humbling, consistently going the extra mile to deliver the highest level of care in the most challenging of circumstances.

Over the past 18 months there has been a range of significant developments. In May 2019, John Fay House opened with 12 new apartments and a new guest room. In December 2019, Gibson House was sold. This site will be redeveloped to provide modern apartments, plus creating a new 26 apartment scheme to which the charity will have exclusive nomination rights. An Admiral Nurse service has started. This specialist nurse supports residents and their family carers to cope with the challenges of living with dementia.

Over 150 mariners have received grants to meet essential expenses, including household repairs, replacement white goods and support with debts.

In 2019 some 437 mariners, including 100 veterans, were assisted by the Nautilus Caseworker Service, which has staff in Hull, Glasgow, Merseyside and Portsmouth. Visiting mariners in their homes, they ensure access to state welfare benefits, health, housing and social care support. In 2019 caseworkers generated £817,000 in benefits and grants.

The NWF is an active member of the Maritime Charities Group and promotes collaboration across the sector. The pandemic has proved how effective this has been as the sector has come together with an unprecedented collective response.

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**THE MARITIME CHARITY COLUMN** is a regular feature in the Nautilus Telegraph. Submissions are invited from a range of organisations by the Telegraph editor.
This year marks the centenary of the Marine Society’s ships’ library service. LENKA POSPISIL tells the story of the service from the first despatch of hardback books to the SS Aeneas in 1920 to today’s multilingual digital library app.

The idea of establishing a system of education for adult seafarers was discussed for the first time by the Seafarers Education Service (SES) in 1919, and developing a ships’ library service was seen as the best way to accomplish this.

Attempts at improving the seafarer’s mind were nothing new, and many societies had tried previously to provide reading material to mariners. The British Sailors’ Society was collecting books for a seafarer’s library as early as 1822, and by 1856 the scheme became the ‘Floating Library Service’ of the Royal Navy. Conditions onboard were not very favourable, with poor lighting and cramped accommodation making reading difficult even for the literate crew. Most books onboard ships were received from religious societies with the aim of moral improvement of seafarers.

The main driving force behind the idea of a seafarers’ library service was Albert Mansbridge, the founder of the Workers’ Educational Association and the SES, who was inspired by the poor conditions of seafarers he saw on his many voyages. He believed that education and the pursuit of knowledge were vital to understanding between men and ‘an essential aspect of life in a democratic society’. Thanks to his cooperation with Lawrence Holt, owner of the Blue Funnel Line, SS Aeneas carried the first library, with 150 books onboard when it set sail to Australia on 29 May 1920.

The extension of the library to 200 volumes clearly shows the popularity of the service, and by the third voyage total issues exceeded 1,000.

The service quickly grew to 400 ships by 1929, and from the very beginning, a financial contribution was expected from the shipping companies to sustain the library service. Shipowners wanted something in return for their money, and it was up to the director of the SES to prove that the crew was more efficient and happier when there was a library onboard.

The depression in the 1930s had a predictably negative effect on the service, and to keep the ships engaged, special concession prices were introduced. Fortunately, many shipowners were able to see the benefits of the libraries to their crew.
and by the outbreak of Second World War, 600 British merchant ships were signed up to the hardback exchange library, which saw the books changed two to three times a year.

**Wartime libraries**

The SES ships’ library service then established the Sea War Library Service, and delivery and return of ships’ library books during the conflict was made possible by a special arrangement with Lloyd’s Register, which revealed the secret movements of ships as required. However, there were many disruptions, and 40,000 books were lost due to enemy action. Working with the British Ship Adoption Society, the Sea War Library Service helped to fill the gaps by collecting books from the general public and distributing them to Allied ships. It also supplied books to Merchant Navy prisoners of war.

The government saw the service as essential to the welfare of crews, and despite the heavy losses sustained during the Second World War, over 1,800 ships had libraries by 1945. Government control of shipping was responsible for this massive increase, but even after the ships returned to private hands, most kept the subscription. George Knowles, the organising secretary of the library service, saw a marked improvement in the way owners received him after the war.

**Heyday of the service**

The SES library service continued to flourish, and by 1957, 1,800 British merchant ships were carrying a library onboard, with 350,000 books a year sent to sea. A thousand books were bought each week to keep up with demand. The main objective of the library service was always personal improvement and education, and 35% of the selected titles were non-fiction. A semi-permanent technical reference library was also recommended.

Books on request contributed considerably to the popularity of the service, and titles sent directly to individual seafarers for the price of postage covered a broad range of topics. In one instance, a debate onboard about the Battle of Jutland became so fierce that only a book confirming the facts was able to clear the air. On another occasion, a seafarer requested a book on sex so he could prepare for married life.

Although the service was highly centralised, the books were often exchanged in foreign ports, either directly between ships or with help from the seafarers’ centres run by the maritime missions. This was especially important to those ships which rarely visited UK ports. The London headquarters were the basis for the operation, and librarians were able to effectively fulfil requests, replace worn stock and update topics to reflect the changing tastes of seafarers. To prevent the spread of vermin and disease onboard, SES thoroughly inspected any returning books suspected of contamination and when necessary destroyed them.

Dr Ronald Hope, the director of the service from 1947 and a driving force behind many improvements, established a film library in 1954 with documents and educational films at its core. Kits for painting and modelling were available for interested seafarers, and tutors were sent directly to ships to teach practical subjects such as art and physical education.

**Decline and renewal**

By 1971, some 1,600 ships had libraries, but in the next 20 years, the service saw a sharp decline. The numbers of British seafarers were steadily failing, owing mainly to the rise of larger tankers and containerisation, but also because owners followed the flags of convenience in search of cheap labour or sold ships outright. To survive, SES merged with the Marine Society in 1976. The film library was discontinued in the early 1980s, and by 1996 only 500 vessels received an exchange library. This number declined even further to 144 ships in 2014.

A century on from the founding of the service; the Marine Society still operates libraries for a range of companies, including notably the vessels of the British Antarctic Survey. Most of the fleets have switched to non-returnable paperback and the new digital libraries of e-books. The Marine Society digital library app is the future for onboard libraries, as seafarers can download books to read on their phones or tablets.

To find out more about joining the ships’ library service, go to [www.marine-society.org/crew-libraries](http://www.marine-society.org/crew-libraries). The Marine Society also runs the online Nautilus Bookshop in partnership with Nautilus International, where readers can buy the maritime titles reviewed here in the Nautilus Telegraph. See page 43 for details.

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Definitive ship history of a polar pioneer

The SS Terra Nova
By Michael C Tarver
History Press, £20
ISBN: 978 07509 94088

There are ships of the past, and then there’s the SS Terra Nova. The Scottish-built vessel’s six decades of service included whaling and sealing work, an important role in the development of Newfoundland, and supply duties in the Second World War. This story would be interesting enough in itself, but what really raises Terra Nova into the big league of historic ships is the vessel’s polar exploration voyages – notably as part of the British Antarctic Expedition of 1910-1913.

It’s surprising, therefore, that when Michael C Tarver wrote the first edition of The SS Terra Nova in 2006, there had been no full biography of the ship. In taking on this task, Tarver was keen to make the vessel better-known and acknowledge its rightful place in history.

‘Ask anybody to name Captain Scott’s ship,’ he writes, ’and most will reply, “Discovery!”’ However, in 1909 Terra Nova was bought by the Expedition Committee for Scott’s second expedition to the Antarctic in 1910. The more authentic answer to the question is actually, Terra Nova. Scott’s name as managing owner is recorded on the Board of Trade Agreement and Account of Crew.’

And it is no wonder the ship was chosen for the great man, Tarver continues: ‘No ship of the Antarctic heroic age could match the full and active sixty-year career of the SS Terra Nova, the second largest and most powerful whaler and sealer to be built by Alexander Stephen & Sons.’

The Terra Nova was launched from the Stephen yard as a steam-assisted barque on 29 December 1884. Vessels intended for sealing and whaling were still being constructed from wood, because this was more suitable than metal for the waters where much of the work would take place.

After some years working out of Dundee, the vessel was bought in 1898 by the Bowring company of Newfoundland, the territory where it would be based for most of the rest of its life.

Having won a reputation for sturdiness in the harsh conditions of the North Atlantic, the Terra Nova caught the eye of explorers seeking to charter a vessel for expeditions both to the Arctic and the Antarctic. Voyages described by Tarver include work as a relief ship for the 1901 British National Antarctic Expedition and an Arctic mission under US ownership and Norwegian command.

The vessel’s 1910-1913 activities for the Scott expedition are covered in great detail and involve several voyages for relief and survey work. A fine selection of source material is used, including a nice account by Scott’s second-in-command Teddy Evans about how the ship had to be rid of the overpowering stench of whale oil and seal blubber.

The final chapters deal with the Terra Nova’s return to sealing in Newfoundland and the story of how the vessel met its end during war service in 1943 – not by enemy attack, but ironically by ice damage.

There’s an awful lot to say about the SS Terra Nova, and sometimes the level of detail in the book threatens to become overwhelming, but the author keeps the reader going with his engaging prose style, and there are interesting images throughout. This second edition has allowed for some updates to the work, such as the news that the wreck of the vessel has been located, and there are impressive endorsements in the form of a foreword by HRH The Princess Royal and an introduction by the explorer Sir Ranulph Fiennes.
Cook’s lesser-known Antarctic adventures

Anyone interested in studying maritime history should be happy to read this gripping and scholarly study of Captain James Cook’s 18th century voyages in search of Antarctica.

Cook’s three Antarctic voyages 250 years ago are perhaps the least studied of all his maritime exploits, possibly because he never set foot on the continent. But they laid crucial foundations for knowledge, as he made the first recorded crossings ‘by a ship’ of the Antarctic Circle on 17 January 1773.

During the crossings described in the book, Cook returns to New Zealand – which he is better known for exploring in 1769 – and uses the country’s Queen Charlotte Sound as a base in a second crossing on his ship Resolution, along with companion vessel Adventure, captained by British naval officer and explorer Tobias Furneaux under Cook’s command. The ships are later separated due to Antarctic fog and amazingly rely on leaving buried notes for each other in the sand at the rendezvous point beach within New Zealand.

This book usefully brings together accounts of all those journeys where Cook completed a circumnavigation of portions of the much speculated-about ‘southern continent’ at various latitudes. He confirmed the continent existed and surrounded the South Pole, itself encompassed by a substantial ice barrier then inaccessible to navigation.

Cook’s seamanship and that of his crew come vividly to life through his journals and the logbooks of officers who sailed with him. The book has short introductions to the Yorkshire-born master mariner’s voyages, as well as details of ships involved in the crossings, before returning in detail to each voyage.

Captain James Cook and the Search For Antarctica
By James C. Hamilton
Pen and Sword, £25.00
ISBN: 978 15267 53571

Gripping yarn from a maritime author

Nautilus has often warned that shipping is the Achilles heel for global security – and here’s a very credible thriller that demonstrates just how vulnerable the industry would be to a maritime 9/11-style attack.

Action-packed from the opening pages, the plot revolves around the ‘loss’ of a specialist merchant ship carrying a cargo including four Bofors guns, capable of firing four computer-guided shells a second, and 40,000 rounds of ammunition destined for the Indian Navy.

Security services seem all-too ready to write off the incident as just another accident in the open sea, with no jurisdiction, and something for the insurance companies to pay up and move on.

Cue our hero, Dan Brooks – ex-RN officer turned merchant ship master, and now a rookie in a small MI5 team monitoring the security of air, sea and land movements. Sensing that something doesn’t add up, he digs away in the face of official indifference and hostility to discover the truth about the ship’s disappearance in the Indian Ocean.

As the narrative gears shift up, the book alternates between Dan’s valiant and increasingly desperate mission and the unfolding stark reality of a terrorist attempt to stage an audacious waterborne attack in the heart of London.

Author Carlos Luxul – not his real name – says he has drawn on more than 30 years of work experience in shipping and logistics to write the book in his spare time, fuelled by the belief that ‘it could actually happen’.

It’s hard not to provide a plot spoiler, but suffice it to say that the very readable book provides a powerful indictment of the ‘out of sight, out of mind’ approach to the maritime sector. Refreshingly largely free of the clichéd characters and clunky storyline twists that can often plague such books (apart from a somewhat unnecessary epilogue), it manages to simultaneously deliver a pretty gripping read and a very serious message.

The Ocean Dove
By Carlos Luxul
Matador, £9.99
ISBN: 978 18385 94008

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• You can also call the Marine Society Shop team on +44 (0)20 7654 7012 to order titles over the phone with a debit or credit card.
entering into service in December 1966 — seven months late — and described as ‘the ultimate conventional cargo liner’. The 12,094grt Priam was one of the last Blue Funnel ships to be built in the UK. Capable of 21 knots, Priam was the first of eight ships in the ‘Super P’ class, and was built by the Vickers Group on the Tyne.

Another four ships in the same class were constructed for Glen Line, and of the eight vessels, five were built by Vickers, one by John Brown & Co, and two at the Mitsubishi Heavy Industries yard in Nagasaki.

The result of five years of research work, the Priam and Glenalmond class ships were seen as the Ocean Group’s answer to Ben Line’s Benledi class of four high-speed cargoships, and were designed for services between Europe and the Far East, carrying a range of general, refrigerated, liquid and containerised cargoes.

A departure from the traditional appearance of a Blue Funnel ship, Priam had a medium-size bulbous bow and an open-water stern — a feature first used by the company in 1899 and brought back to enable the high-powered ships to benefit from the much greater propeller clearances offered by a clear water stern.

Of 563ft 6in loa, Priam had six cargo holds and 13 deep tanks, three of which were lined with stainless steel for the carriage of chemicals. The three main cargo holds amidships were designed to carry containerised cargo, when required.

The vessel was powered by a nine-cylinder Burmeister & Wain diesel engine, developing 18,900shp at 110rpm. The entire engineering installation was designed to be operated by just one officer while at sea and to be unattended in port.

The Priam class of ships were designed to operate with 43 crew — a reduction of 17 from the earlier Glenlyon class. They featured high standards of crew accommodation, with air conditioning throughout. The floor area devoted to each crew member was at least double that of comparable ships. All officers and petty officers had individual bathrooms, with a toilet and shower, and most ratings had their own cabins.

Despite the hard work that had gone into their design, the Priam and Glenalmond class ships struggled to compete with the increasing pace of containerisation and were found to be comparatively expensive to operate.

The four Glen Line ships were switched to Blue Funnel in 1972 and 1973 and six of the class were sold to the Hong Kong owner CY Tung in 1978. Priam was lengthened by 78ft and converted into a full containership of 14,262grt, named Oriental Champion, in 1979.

The former Priam was sold to Vanderhoff Shipping of Panama in 1982 and in 1984 was bought by Wattling Navigation of Panama. On 10 November 1985, the vessel fell victim to the Iran-Iraq conflict, when the steering gear housing was struck by an Iraqi missile some 60 miles north of Bahrain. The cost of repairs was judged to be uneconomical, so the ship was towed to Kaohsiung in Taiwan for demolition in February 1986.
I read with interest the recent Telegraph article on historic ships and maritime museums around the UK, and I wanted to let readers know about a historic ship I volunteer with in Edinburgh.

**SS Explorer**

The SS Explorer was the first purpose-built fishery research ship for the then Scottish Home Office and was launched in 1955. The ship was a mix of traditional and new technology. The new was represented by the all-electric pumps and an AC power system for the onboard labs, as well as an aluminium superstructure. But the vessel also had a traditional riveted construction and a steam reciprocating engine. In 1967, the first ever computer to be installed on a fishery research ship was fitted on the SS Explorer.

The ship carried out a wide range of research, encompassing fishing methods and equipment, fish stocks and health, ground-breaking underwater film and photography, climate monitoring, and seabed surveys.

The ship was decommissioned in 1984, having become outdated and expensive to run.

Unlike other ships, Explorer was not put to use for after decommissioning, and many of the spaces remain as they were in 1984. Original life-jackets, televisions and provisions boxes are still there, as well as supplies of government-stamped toilet rolls. The SS Explorer is registered with National Historic Ships UK.

**What’s there?**

The SS Explorer Preservation Society offers guided tours with our very knowledgeable volunteer guides. Tours are free, although donations are always welcome, and they require prior arrangement due to the ship being inside the port area.

The Society is embarking on a multimillion-pound project to restore the vessel to a living museum with working equipment where possible and a shore visitor centre with the aim of promoting our maritime heritage.

**When and how is it reopening?**

The ship will be opening soon to existing volunteers so preservation work can restart. However, it will be 2021 before we will be restarting tours and visits for the public. There will be details on our website nearer the end of this year with an estimate of when we will reopen to the public.

**What’s online?**

The Society has worked hard during the Covid-19 pandemic to bring more of the ship online. We recently won an award for our online programme of events, being named National Historic Ships UK regional flag ship Scotland East 2020.

On our website [www.ssexplorer.org](http://www.ssexplorer.org) we have a guided video tour around the ship, a 360 degree photo gallery, a blog which is updated fortnightly and a quarterly technical bulletin, as well as active Facebook, LinkedIn and Twitter accounts. We have an engineering challenge workshop at the Summer STEM Academy Scotland ([www.stemacademyscotland.org](http://www.stemacademyscotland.org)) and for younger children we have some activity worksheets that can be completed at home.

*Allan Dickson*

*Membership no 183273*
Helaas is de aflossingscrisis nog niet voorbij. En zitten er nog steeds zeevarenden vast op schepen wereldwijd. In bepaalde extreme gevallen zitten sommige zeevarenden al 18 maanden aan boord! Dat zijn dan niet EU collega’s, bijvoorbeeld afkomstig uit de Filippijnen, die in maart 2020, toen de coronacrisis begon, nodig van boord moesten. Dit geldt niet voor Nederlanders en Europeanen die veelal kortere perioden varen.

Onzekerheid en steeds veranderende perspectieven
Dat betekent niet dat het voor Nautilus leden geen impact (meer) heeft. Sommigen zitten al veel langer aan boord dan hun normale periode die vaak 3-4 maanden bedraagt. Dat heeft een forse impact op hun werk-privé-balans. Wat ook zwaar is, horen wij van onze leden, zijn de onzekerheid en de steeds veranderende perspectieven op ‘waar en wanneer’ je wordt afgelost. En natuurlijk laat de extreme situatie van de collega’s uit o.a. de Filippijnen onze leden niet onbetroffen. Mensen die het hele eerste levensjaar van hun baby hebben gemist en nu nog langer doorvaren. Of die te laat thuis zijn voor de begrafenis van een dierbare. En intussen doodmoe en soms depressief aan het werk blijven.

Lichtpuntjes
Een lichtpuntje is dat de meeste zeevarenden op cruiseschepen van de Holland Amerika Lijn in de loop van de zomer eindelijk zijn afgelost. Dit was hard nodig, hun situatie was soms onhoudbaar. Zo waren er meer lichtpuntjes. Landen gingen open voor aflossingen en walverlof, zoals in Singapore en Hong Kong. Helaas werden deze hoopgevende berichten vaak ook weer gevolgd door slecht nieuws. Of door meer onduidelijkheid. Nieuwe uitbraken leidden tot abrupte sluiting van landen en havens. Hong Kong ging vervolgens weer dicht, Singapore grotendeels. Manilla ging half augustus weer een paar weken in volledige lockdown. Inmiddels is wel bekendgemaakt dat de Verenigde Arabische Emiraten na uitvoerige maatregelen nu als aflossingshub open zijn. Er is ook voortgang in Kenia en Myanmar, landen waar dit echter naar verwachting niet veel zal helpen voor de Nederlandse vloot en de meeste leden van Nautilus NL.

Nautilus en de ITF strijden verder
De ITF, waar Nautilus een actief lid van is, helpt zeevarenden die van boord moeten. Ook Nautilus doet er alles aan om zeevarenden van boord te krijgen. Als jij of collega’s aan boord in een onhoudbare situatie verkeren, neem dan contact met ons op. Nautilus blijft ook in de pers aandacht vragen voor deze onhoudbare situatie. Zo was onze voorzitter Marcel van den Broek begin september nog via een lang interview te horen op BNR nieuwsradio. Hierin pleitte hij onder meer voor een flexibeler opstelling van overheden, waar het zeevarenden betreft. ’Ook het beroep van zeevarende is namelijk een vitaal en cruciaal beroep. Als zij uitvallen staat de gehele wereldwinkel stil. Ruim 90% van al onze goederen en spullen komt immers van overzee’, aldus Marcel van den Broek.
Lobby gaan door

Schepen stilleggen bij fatigue
In het uiterste geval kunnen autoriteiten schepen stilleggen als de gevaren van fatigue te groot zijn doordat mensen te lang varen. Dan komt de wereldhandel in gevaar en zullen overheden dat voelen. In Australië is dat al gebeurd. Dit is een zwaar middel dat onze leden, en dus ook Nautilus, niet lichtvaardig inzetten. Weet wel dat dit jullie uiterste machtsmiddel is bij dwangarbeid en risico’s op zee. Je kunt ons altijd contacten voor overleg over deze helse dilemma’s.


Afpakken van verlof kan niet
Daarnaast maken we het helaas nog steeds mee dat rederijen eenzijdig het verlof afschrijven van leden die door de coronacrisis langer thuis moesten blijven. Zelfs negatief verlof! Dit terwijl daarover met de Nederlandse redersverenigingen goede afspraken zijn gemaakt. Beschikken over vakantie van medewerkers mag immers alleen met hun toestemming. Vrijwillig dus. Daar waar dat toch eenzijdig gebeurt, ondersteunt Nautilus haar leden bij het aantekenen van protest en zo nodig via haar juristen.

Dit zou niet nodig moeten zijn bij succesvolle bedrijven met een uitstekende naam, waarvan de top soms zelfs in de Quotes500 staat. Dit is de Nederlandse kwaliteitsvloot onwaardig en doet het vakmanschap, de loyaltie en de vaktrots van Nederlandse zeevarenden tekort! Laat het ons vooral weten als ook jij discussies hebt over je verlof!

We zijn voor onze leden als altijd bereikbaar via infonl@nautilusint.org. Sowieso horen we graag zoveel mogelijk van jullie ervaringen. Dat kan ook via onze speciale Facebookgroep voor Nautilus NL, gegründet https://www.facebook.com/groups/1277190689132972/. Ook daar onderhouden we graag contact met je. Als je actief met de bond wilt meedoen of meedenken, ben je van harte welkom als kaderlid.

Protocol zeevaart voor veilig werken in coronatijd

De internationale en Europese transportvakbondskoepels ITF en ETF en de aangesloten vakbonden Nautilus NL, FNV Havens en Ver.di verlangen al lange tijd van de sector dat deze clausule na te leven; om zeevarenden niet langer bloot te stellen aan extra gezondheids- en veiligheidsrisico’s op de werkplek en om havenwerkers niet langer te beroven van voor hen belangrijk werk. Helaas heeft de Rotterdamse kort geding rechter echter eind augustus ingezeten van afgezet om een reder en manning agents te veroordelen tot onmiddellijke nakoming van deze Non-Seafarers’ Work Clause, ook wel bekend als de Dockers’ Clause.

Te complex voor kort geding
Volgens het vonnis was spoedigendig belang bij de verzoeking voorzien aanwezig, gelet op de niet-naleving van de clausule. De voorzieningenrechter was echter van mening dat een verdergaande juridische beoordeling nodig is van verschillende feitelijke en juridische aspecten, aldus het vonnis. Het is teleurstellend dat de rechter de zaak te complex vond voor een kort geding.

Strijd voor veilig sjorren gaat verder
Ondanks de afwijzing van de door de vakbonden verzochte voorlopige voorziening om sjorren door zeevarenden te verbieden, in afwachting van de uitkomst van een bodemprocedure, zijn de afspraken volgens de vakbonden duidelijk. De bonden zetten de strijd voor veilig sjorren dan ook voort. In de rechtzaal en in de haven! Immers, afspraak is afspraak. Heb jij als zeevarende input over (onveilig) sjorren? Laat het ons weten via infonl@nautilusint.org.
Het bracht een stroom van vragen, opmerkingen en feedback van onze leden op gang. Niet zo vreemd, want het voorstel van de Holland America Line (HAL) om grootschalige bezuinigingen door te voeren, was geen lichte kost. In een paar pagina's tellend document liet de rederij begin augustus definitief weten dat de arbeidsvoorwaarden van de zeevarenden wat haar betreft op de schop gaan.

Onzekerheid en onduidelijkheid
Eerder dit jaar werden al collectieve ontslagen doorgevoerd onder het kantoorpersoneel en de medewerkers van opleidingsinstituut Csmart. En wie daar niet werd ontslagen, werd wel geconfronteerd met een bezuinigingsronde op arbeidsvoorwaarden van zo’n 20 procent. Geheel onverwachts kwam het bezuinigingsvoorstel voor de zeevarenden dan ook niet, maar knap vervelend is het natuurlijk wel. Dergelijke aankondigingen brengen altijd veel onduidelijkheid én onzekerheid met zich mee.

Ondanks dat de HAL stelt dat zij geen zeevarenden wil ontslaan, ziet Nautilus dat er voorstellen zijn gedaan die het goedkoper en gemakkelijker maken om werknemers de laan uit te sturen. Nautilus ontving dan ook al snel vele reacties en vragen van bezorgde leden. Onder die leden zijn zowel zeevarenden, die vallen onder de cao, als zeevarenden met een SEA contract. Beide groepen worden geconfronteerd met deze bezuinigingsronde. Voor de zeevarenden die vallen onder de cao voeren we op collectief niveau onderhandelingen; de SEA contracters staan we individueel bij.

Hoofddoel: behoud van werk
Nautilus bestuurder Marcel van Dam – die de onderhandelingen met de HAL zal gaan voeren – vertelt: ‘Een uitvraag onder de leden leverde (via e-mail, whatsapp en telefoon) heel veel feedback op. Daarnaast bespraken we tijdens een ledenbijeenkomst, die zowel fysiek als digitaal begin september georganiseerd werd, welke voorstellen bespreekbaar zijn en welke een absolute ‘no go’ zijn. Het is de basis voor onze standpunten tijdens de onderhandelingen met de HAL. Werknemers geven aan dat ze best bereid zijn om tijdelijke offers te brengen om het voortbestaan van de HAL te steunen. Hier moet dan natuurlijk wel wat tegenover staan! Behoud van werk en inkomen is te allen tijde ons hoofddoel. En het moge duidelijk zijn dat Nautilus in geen geval akkoord gaat met voorstellen die ingaan tegen Nederlandse wet- en regulering.’

Onderhandelingen
De onderhandelingen moeten – op moment van schrijven – nog gepland worden. Wel heeft Nautilus International (NL + UK) halverwege augustus al aan de HAL laten weten dat de bezuinigingsvoorstellen enkel bespreekbaar zijn als deze tijdelijk van aard zijn. Het is immers niet de bedoeling dat de HAL - onder het mom van de Covid-19 crisis - een permanente versobering van de arbeidsvoorwaarden doorvoert! Deze brief is overigens geschreven in samenspraak met de andere internationaal betrokken vakbonden (FIT-CISL, NSU en AMOSUP); ook de Italianen, Noren en Filipijnen zijn geen voorstander van bezuinigingsacties zonder einddatum. In dat standpunt trekken we dus gezamenlijk op. Tevens hebben de vakbonden nog een tweetal belangrijke vragen uitstaan bij de HAL. We willen graag weten wat het toekomstplan (minimaal vijf jaar) van de HAL is en hoe de bezuinigingen daar in passen. En daarnaast moeten we weten hoeveel (welk bedrag) de HAL uiteindelijk precies wil bezuinigen. Zonder deze kennis weten we immers niet of deze bezuinigingsvoorstellen überhaupt op hun plaats zijn! Kritisch over voorstellen HAL
Marcel van Dam: ‘Het is algemeen bekend dat het momenteel erg slecht gaat in de cruisesector. Met voornamelijk uitgaven en vrijwel geen inkomsten is het moeilijk rondkomen voor de rederij, maar hetzelfde geldt natuurlijk ook voor onze leden, indien de rederij te hard ingrijpt in hun arbeidsvoorwaarden. We zullen daarom constructief meedenken met de HAL, maar hetzelfde geldt natuurlijk ook voor onze leden, indien de rederij te hard ingrijpt in hun arbeidsvoorwaarden. We zullen daarom constructief meedenken met de HAL, maar hetzelfde geldt natuurlijk ook voor onze leden, indien de rederij te hard ingrijpt in hun arbeidsvoorwaarden. We zullen daarom constructief meedenken met de HAL, maar hetzelfde geldt natuurlijk ook voor onze leden, indien de rederij te hard ingrijpt in hun arbeidsvoorwaarden. We zullen daarom constructief meedenken met de HAL, maar hetzelfde geldt natuurlijk ook voor onze leden, indien de rederij te hard ingrijpt in hun arbeidsvoorwaarden. We zullen daarom constructief meedenken met de HAL, maar hetzelfde geldt natuurlijk ook voor onze leden, indien de rederij te hard ingrijpt in hun arbeidsvoorwaarden. We zullen daarom constructief meedenken met de HAL, maar hetzelfde geldt natuurlijk ook voor onze leden, indien de rederij te hard ingrijpt in hun arbeidsvoorwaarden. We zullen daarom constructief meedenken met de HAL, maar hetzelfde geldt natuurlijk ook voor onze leden, indien de rederij te hard ingrijpt in hun arbeidsvoorwaarden. We zullen daarom constructief meedenken met de HAL, maar hetzelfde geldt natuurlijk ook voor onze leden, indien de rederij te hard ingrijpt in hun arbeidsvoorwaarden. We zullen daarom constructief meedenken met de HAL, maar hetzelfde geldt natuurlijk ook voor onze leden, indien de rederij te hard ingrijpt in hun arbeidsvoorwaarden. We zullen daarom constructief meedenken met de HAL, maar hetzelfde geldt natuurlijk ook voor onze leden, indien de rederij te hard ingrijpt in hun arbeidsvoorwaarden. We zullen daarom constructief meedenken met de HAL, maar hetzelfde geldt natuurlijk ook voor onze leden, indien de rederij te hard ingrijpt in hun arbeidsvoorwaarden. We zullen daarom constructief meedenken met de HAL, maar hetzelfde geldt natuurlijk ook voor onze leden, indien de rederij te hard ingrijpt in hun arbeidsvoorwaarden. We zullen daarom constructief meedenken met de HAL, maar hetzelfde geldt natuurlijk alsof deze bezuinigingsvoorstellen überhaupt op hun plaats zijn!’
Onlangs vond er een herstart plaats van de cao Waterbouw onderhandelingen. Dit voorjaar werden die opschort, omdat werkgevers al bij de eerste onderhandelingsronde klaagden over de moeilijke omstandigheden waarmee de sector, als gevolg van de PFAS- en stikstof maatregelen, te kampen heeft. Banen zouden daardoor zelfs op de tocht komen te staan.

Onafhankelijk onderzoek
Nautilus/FNV Waterbouw heeft vervolgens verzocht om een onafhankelijk onderzoek naar de situatie in de sector. Werkgevers stemden daarmee in. Het onderzoek werd verricht door het Economisch Instituut voor de Bouwnijverheid (EIB). De uitkomst van het onderzoek bevestigde dat de situatie in de sector door de PFAS- en stikstof maatregelen lastig was. Met opdrachten die niet doorgingen of werden uitgesteld en met als gevolg dat de orderportefeuilles van nogal wat bedrijven leeg raakten. Hierdoor namen de inkomsten af en de kosten toe.

Tekort aan vakmensen verwacht
Wel wordt er in 2022 weer groei verwacht. Tegelijkertijd is er dan een tekort aan vakmensen. Met die wetenschap in het achterhoofd heeft Nautilus/FNV Waterbouw de cao onderhandelingen recent hervat. Overigens, de uitkomst van het EIB onderzoek is met onze leden gedeeld. Uit de reacties die wij van hen hebben ontvangen, bleek dat het merendeel zich in de uitkomst kon vinden. Werkgelegenheid en koopkrachtbehoud
Onze inzet is er in ieder geval op gericht om de werkgelegenheid zoveel als mogelijk in stand te houden, alsmede tot een regeling te komen die het mogelijk maakt voor oudere medewerkers om eerder te kunnen stoppen met werken. Daarnaast willen we koopkrachtbehoud.

Balanceren
FNV Waterbouw voorzitter Charley Ramdas: ‘Bij de herstart van de onderhandelingen benadrukten de werkgevers al bij de eerste onderhandelingsronde klaagden over de moeilijke omstandigheden waarmee de sector, als gevolg van de PFAS- en stikstof maatregelen, te kampen heeft. Banen zouden daardoor zelfs op de tocht komen te staan. Immers het kunnen behouden van werk is de beste garantie voor koopkrachtbehoud. Anderzijds moet er ruimte worden gevonden om te komen tot afspraken die het mogelijk maken om eerder te kunnen stoppen met werken. Hierdoor kunnen oudere medewerkers op een fatsoenlijke manier uitstomen en blijven banen voor jongeren behouden. Als Nautilus/FNV Waterbouw verstaan we de kunst van het balanceren en we zullen ons tot het uiterste inspannen voor een gepast resultaat.’

Volgend jaar zijn er verkiezingen voor de Nautilus International Council. Het hoogste door onze leden democratisch gekozen bestuursorgaan van onze vakbond. Immers onze leden bepalen onze koers en hebben het uiteindelijk voor het zeggen! Nautilus leden (met volledig betaald lidmaatschap en ook stagiairs) kunnen zich hiervoor kandidaat stellen.

Alle sectoren en rangen vertegenwoordigd
De Council bestaat uit in totaal 32 leden, die alle sectoren en rangen van onze vakbond representeren. De Nederlandse Branch is met 8 leden vertegenwoordigd. De nieuw te kiezen Council leden worden nu voor 2 jaar gekozen. Hierna vinden er weer nieuwe verkiezingen plaats en wordt de termijn 5 jaar. De inschrijving voor de verkiezingen moet uiterlijk maandag 23 november bij ons binnen zijn. Je moet wel 4 medestanders/leden achter je hebben staan, die je steunen als je je verkiesbaar stelt.

Meer informatie
Meer informatie erover vind je ook in het Telegraph September nr. op pagina 55 en eind september is ook alle informatie hierover naar je toegestuurd. Heb jij goede ideeën en suggesties hoe we met elkaar ons vakbondswerk in de maritieme industrie verder vorm willen geven en uit gaan dragen? En wil je meer weten over wat het Council werk allemaal inhoudt en hoe je je daarvoor op moet geven? Neem dan even contact met ons op via infonl@nautilusint.org

Arbeidsvoorwaarden

Herstart cao Waterbouw onderhandelingen

Tekort aan vakmensen verwacht

Werkgelegenheid en koopkrachtbehoud

Balanceren

Nautilus Council leden gezocht

Stel je verkiesbaar!
Na enig uitstel gingen in juli van dit jaar de cao-onderhandelingen bij Stena Line weer van start. Daar de economische omstandigheden momenteel niet de beste zijn, beslisten de kaderleden tezamen met Nautilus bestuurders Marcel van Dam en Liselotte Struijs, dat het een eenjarige cao moet worden. ‘Van een kale kip valt immers weinig te plukken’ en daarom werd ook de lijst met gespreksonderwerpen ingekort. We hebben Stena Line natuurlijk wel gemeld, dat dit niet betekent dat die onderwerpen niet meer belangrijk zijn. Bij de volgende cao-onderhandelingen staan ze gewoon weer op de agenda!

Snelle overeenkomsten en veel discussies
Waar we het over sommige onderwerpen (denk aan: looptijd, bijdrage aan de zorgverzekering, mogelijkheid parttime werken en stageplekken) snel eens werden, zijn over andere onderwerpen lange discussies gevoerd. Zo was de communicatie tussen kantoorgezin en zeeveren een pijnlijk punt en heeft Nautilus veele aandacht gevraagd voor de vele klachten over de kwaliteit, diversiteit en voedselaanbieding aan boord en de jeugd. Natuurlijk kon ook de werkgelegenheidscastraf niet ontbreken: die is – in het voorlopige onderhandelingsresultaat - afgesproken voor de looptijd van de cao (tot april 2021). Ook werd in het kader van koopkrachtbehoud een loonsverhoging van 1,5 procent afgesproken. Belangrijk onderwerp was ook de mogelijkheid om eerder te stoppen met werken: een regeling die hoogstwaarschijnlijk vanaf januari 2021 door de overheid wordt gemaakt (of in elk geval niet meer beboet). Nautilus en de werkgever lagen hierin echter niet op één lijn: Stena Line vindt dat de regeling onnodig is en is bang voor operationele moeilijkheden. Omdat er meer onderwerpen gerelateerd aan duurzame inzetbaarheid op de (oorspronkelijke) agenda stonden, is beslist tot het oprichten van een werkgroep duurzame inzetbaarheid, waarin zowel Nautilus als de werkgever deelneemt. De intentie is om vóór 1 januari 2021 een goed plan neer te zetten.

Afschaffen stille wacht
Ook over het onderwerp ‘stille wacht’ werden vele discussies gevoerd. De werkgever stelde zich namelijk op het standpunt dat de stille wacht overbodig is, gezien er ook al ‘safe manning’ is. Nautilus stelde zich op het standpunt dat er, ondanks ‘safe manning’, nog steeds stille wacht gelopen wordt. Het cao-artikel mag wat ons betreft dus ook niet afgeschaft worden (zonder dat er een goede, nieuwe regeling voor in de plaats komt). Tijdens deze discussie bleek wederom de waarde van kaderleden: niet alleen kregen we goede en actuele informatie van hen, ook schoten de kaderleden die aanwezig waren bij de cao-onderhandelingen grote gaten in het verhaal van de werkgever. Zo gaven zij tijdens de discussies herhaaldelijk aan dat ‘safe manning’ niet hetzelfde is als ‘stille wacht’. En stél nou dat het wel hetzelfde zou zijn? Dan wordt de regeling alleen maar duurder voor Stena Line, gezien er dan meer zeevarenden aanspraak op kunnen maken. Eind van het liedje is dat de werkgever besliste het gesprek over dit onderwerp te verschuiven naar de toekomst. Mooi werk van de kaderleden! In het verlengde hiervan: er wordt een werkgroep opgestart om de mogelijkheden van een all-in gage opnieuw te kennen.

Vlootbezoek
Natuurlijk hebben ook dit keer de leden het laatste woord. Op het moment van schrijven worden er daarom vlootbezoeken ingepland, waarbij Nautilus het onderhandelingsresultaat zal voor- en uitleggen. We hebben goede hoop dat de leden hier mee instemmen.
LEDEN EN HUN WERK

NAUTILUS STAAT VOOR JE KLAAR

Het geboorteverlof: heb ik daar ook recht op?

Het ‘gewone’ geboorteverlof
Voor 1 juli 2020 was het geboorteverlof gelijk aan maximaal éénmaal de arbeidsduur per week. Werk je 40 uur per week? Dan heb je recht op 40 uur verlof met volledige loondoorbetaling door de werkgever. Dit verlof kun je naar eigen inzicht opnemen binnen 4 weken na de geboorte van het kind. Voor een zeevarende kan het lastig zijn om de dagen te verspreiden als je op zee bent. Vaak wordt dit verlof bijvoorbeeld achtereen opgenomen, in plaats van losse dagen.

Het ‘gewone’ geboorteverlof aanvragen
Vraag het geboorteverlof aan bij je werkgever. Je kunt aangeven op welke dagen of in welke week je het geboorteverlof wenst op te nemen. De opname van dit verlof moet in ieder geval in de eerste 4 weken na de geboorte plaatsvinden. Wij adviseren je om de aanvraag zo snel mogelijk te doen, zodat de werkgever hier rekening mee kan houden. Doe dit het liefst per e-mail, zodat je altijd kan aantonen dat je het verlof hebt aangevraagd.

Het ‘aanvullend’ geboorteverlof
Per 1 juli 2020 kunnen partners nu tot maximaal 5 weken aanvullend geboorteverlof opnemen. Met nadruk op kunnen, want minder mag ook. Dit staat in de WIEG-wet (Wet invoering extra geboorteverlof). Voor het berekenen van dit aanvullend verlof wordt er gekeken naar je wekelijkse arbeidsduur. Tijdens dit verlof krijg je een uitkering van het UWV ter hoogte van 70% van je dagloon. Soms kan het zo zijn dat de werkgever samen met de vakbond heeft afgesproken dat je loon volledig wordt doorbetaald (100%) tijdens het aanvullend geboorteverlof. Deze afspraak kan worden opgenomen in de cao.

Wanneer neem ik dit verlof op? Dit verlof dient opgenomen te worden binnen 6 maanden na de geboorte van het kind. Voordat je dit aanvullend verlof van 5 weken kunt opnemen, dient eerst de week van het gewone geboorteverlof (van de regeling voor 1 juli) te worden opgenomen. Nu kan het zo zijn dat je in bepaalde weken aanvullend geboorteverlof hebt aangevraagd en dat de werkgever het niet eens is met dat verlof. Als er een zwaarwegend bedrijfs- of dienstbelang is, mag je werkgever met je overleggen om de verlofdagen anders in te plannen. Let op: het verlof mag niet geweigerd worden, maar wel de periode waarin je het verlof wil opnemen.

Het aanvullend geboorteverlof aanvragen
Het aanvullend geboorteverlof vraag je minimaal vier werken aan vooraf dat je in het wel laten gaan. De aanvraag dien je schriftelijk te doen. In de brief geef je aan wanneer je het verlof wenst op te nemen: hoeveel hele weken en over hoeveel weken je dit verlof wilt verspreiden.

Voorwaarden ‘aanvullend’ verlof
Nog even kort alle voorwaarden op een rij om in aanmerking te kunnen komen voor het aanvullend geboorteverlof:

Je bent in loondienst bij een werkgever.
• Je hebt eerst het gewone geboorteverlof van een week opgenomen.
• Het kind is geboren op of na 1 juli 2020.
• Je neemt het verlof binnen zes maanden na de geboorte van je kind.
• Je bent de partner van de moeder van het kind als één van de volgende situaties geldt:
  • Je bent geregistreerd partner van de moeder van het kind.
  • Je woont ongehuisd samen met de moeder van het kind en je deelt alleen met haar de kosten voor de woning en voor het huishouden.
  • Je bent getrouwd met de moeder van het kind.
  • Je erkent het kind.

Hoe zit het met de dag van de bevalling?
Op de dag van de bevalling of voor het aangeven van de geboorte bij het gemeentehuis hoef je niet het geboorteverlof te gebruiken. De tijd die je hiervoor vrij moet nemen, valt onder het calamiteitenverlof.

Vraag het op tijd aan!
In totaal heb je dus recht op maximaal 6 weken geboorteverlof, waarvan 1 week ‘gewoon’ en 5 weken aanvullend verlof. Daar werkgevers met verschillende vaarschema’s werken, is het belangrijk om de aanvraag voor het geboorteverlof op tijd te doen, zodat de werkgever rekening met het verlof kan houden. Doe de aanvraag schriftelijk en geef aan dat je eventueel wenst dat het vaarschema wordt aangepast. Als je werkgever niet wil meegaan in je verlofaanvraag, schroem als lid dan niet om contact met ons op te nemen, want Nautilus staat uiteraard voor je klaar! Nog geen lid? Ga snel naar: www.nautilusint.org/nl
Vroon geeft code oranje af!

In eerdere Telegraphs hadden wij al aangegeven dat Vroon in zwaar weer verkeerde, doordat de olie- en gasmarkt zwaar onder druk staat. Vroon heeft inmiddels aangegeven dat de situatie sinds het laatste contact met Nautilus is verslechterd. Er moet verder ingegrepen worden om de kosten te drukken, volgens het bedrijf. Niet alleen is er minder werk, maar de contracten die binnengehaald worden, zijn tegen voorwaarden waar eigenlijk niet voor gewerkt kan worden. Overigens is dit iets waar niet alleen Vroon mee te maken heeft, maar de gehele olie- en gasindustrie.

Werkgelegenheid onder druk

Individuele keuze
‘Deze wens om met elke werknemer apart rond de tafel te gaan zitten, geeft de werknemer wel de keuze om individueel te onderhandelen. Dit kan ook goed uitwerken, omdat voor iedereen de situatie anders is. Is er kans op snel ander werk? Is de tijd tot pensioen langer over korter?, etc. Dit alles bepaalt of je als werknemer in kunt stemmen met een sobere aanbieding of niet.’

Nog geen gedwongen vertrek
Bert Klein: ‘Tot nu toe worden werknemers dus benaderd om vrijwillig mee te werken. Er kan natuurlijk een tijd komen dat de vrijwilligheid verdwijnt en dat Vroon gedwongen ontslagen niet langer gaat of kan uitsluiten. Dit laatste is gelukkig nog niet aan de orde! Wel blijven wij onze leden uiteraard individueel bijstaan en is het lidmaatschap van Nautilus sowieso van belang, omdat collectief optrekken nu eenmaal sterker maakt dan individueel. Zeker in onzekere tijden!’

ThyssenKrupp Veerhaven in zwaar weer..?!

De cao van ThyssenKrupp Veerhaven (TKV) loopt aan het einde van dit jaar af. In aanloop naar het cao-traject hebben de vakbonden (Nautilus International en CNV Vakmensen) en TKV een viertal (informele) gesprekken gevoerd.

Normale cao procedure
Normaal gesproken moet een cao met inachtneming van de opzegtermijn worden opgezegd, waarna vervolgens onderhandeld wordt over de nieuwe loon- en arbeidsvoorwaarden. De cao van TKV kent een opzegtermijn van drie maanden, hetgeen dus betekent dat een van de cao partijen de cao kon opzeggen voor 30 september. Partijen konden er ook voor kiezen de cao niet te zeggen en in dat geval wordt de cao ongewijzigd voortgezet voor de duur van 1 jaar.

Tijdens het schrijven van dit artikel was hier nog geen duidelijkheid over.

Covid-19 en bezuinigingen
Nautilus Binnenvaartbestuurder Bert Klein: ‘TKV zorgt voor de vervoer van grondstoffen naar de hoogovens (ThyssenKrupp Staal) in Duitsland. Door de Covid-19 pandemie is de vraag naar staal afgenomen en is de productie beperkt. Dit zorgt er weer voor dat er minder grondstoffen aanvoerbaar dient te worden. Door de vermindering in productie zijn de inkomsten gedaald, wat weer tot bezuinigingen leidt. TKV wordt als onderdeel van ThyssenKrupp Staal inmiddels ook opgedragen te bezuinigen. De werkgever wil nu de cao zodanig aanpassen dat er ook een bezuiniging te behalen valt.’

Cao 1 jaar ongewijzigd voortzetten
‘Maar als Nautilus en CNV hebben we aangegeven dat wij eigenlijk een ander traject willen gaan lopen. Namelijk de cao niet opzeggen en dus de cao voor de duur van 1 jaar ongewijzigd voortzetten. Op deze wijze willen we als bonden onrust over loon- en arbeidsvoorwaarden voorkomen. Als de werkgever instemt met het ongewijzigd voortzetten van de cao kan het jaar dan gebruikt worden om te onderzoeken waar en hoeveel er bezuinigd kan/moet worden. Overigens wil dat niet zeggen dat als partijen overeenstemming bereiken over een door te voeren bezuinigingsbeleid er gewacht moet worden met de invoering hiervan.’

Baanbehoud en tijdelijkheid: leden doorslaggevend
Bert Klein: ‘Uitgangspunten bij de onderhandelingen over bezuinigingen zijn en blijven voor Nautilus: baanbehoud en tijdelijkheid. Bij Nautilus hebben de leden de doorslaggevende stem en beide trajecten kunnen alleen met onze leden worden doorlopen.’

nl_news
Dienstverlening

Nautilus International en FNV Waterbouw

In deze rubriek worden steeds vakbondszaken belicht, waarin Nautilus en FNV Waterbouw een actieve rol spelen ten behoeve van onze leden.

Dit keer gaat het over: de Algemene Verordening Gegevensbescherming (AVG) in tijden van Covid-19


Persoonsgegevens
Jouw werkgever heeft persoonsgegevens van je en moet vastleggen hoe deze gebruikt worden en hoe ze zijn beschermd. De werkgever heeft personeelsdossiers, jouw adres en bankgegevens, etc. De AVG verplicht de werkgever hoe deze gegevens behandeld moeten worden. Overtredingen van deze verplichtingen kunnen gevolgd worden door grote boetes.

Werkgever
De werkgever mag zonder toestemming met jouw gegevens werken voor zover dit volgt uit jouw arbeidsovereenkomst; denk aan de salarisverwerking of de aanleg van een personeelsdossier. Voor verwerking van jouw gegevens voor andere doeleinden heeft de werkgever jouw toestemming nodig. De werkgever moet je dan expliciet aangeven waarvoor hij jouw gegevens wil gebruiken en moet dit per doel aangeven. De werkgever kan je dus niet vragen om jouw gegevens in algemeenheid te gebruiken. Dus geen papierjacht voorleggen met de zin: ‘de werknemer X stemt in met de verwerking van zijn gegevens voor de doeleinden te bepalen door de werkgever (of woorden van gelijke strekking)’.

Werknemer
Als werknemer moet je dus in bepaalde gevallen instemmen met verzoeken van verwerking van jouw persoonsgegevens. Je moet dit uit vrije wil kunnen doen. Dit is natuurlijk een mooi begrip, maar in de praktijk blijkt dit nogal eens lastig te zijn. Immers wat als je geen toestemming geeft en de werkgever je dreigt te ontslaan? Je kan dan niet spreken van vrije wil. Let dus op in deze omstandigheden en stem dit als lid goed af met je vakbond.

AVG en Covid-19 maatregelen: wat mag wel en wat mag niet?

Temperatuur opnemen
Zo hebben wij de afgelopen maanden van diverse kanten vernomen dat werknemers door werkgevers worden verzocht hun temperatuur bij te houden. Afhankelijk van deze gegevens kon dan bepaald worden of men aan boord geplaatst kon worden of niet. Volgens de AVG zou dit niet mogen. Temperatuurgegevens zijn medische gegevens en hieraan zijn bijzondere regels verbonden. Het temperaturen en registreren is ten strengste verboden. De werkgever mag ook niet aan je vragen om hieraan vrijwillig mee te werken. De reden hiervoor is dat in een arbeidsrelatie vrijwilligheid, zoals bedoeld in de wet, nooit van toepassing is. Dus zelfs als je toestemming geeft, mag dit niet!

De werkgever mag wel vragen om jouw temperatuur bij te houden, maar dit dan niet registreren en er ook niets mee doen. In dat geval valt het weer niet onder de AVG. Alleen in de eerder geschetste situatie wordt er dus iets mee gedaan/geregistreerd … en dat is dus verboden.

Alleen temperatuur opnemen voor toegang vliegtuig of kantoor?
Als het niet wordt geregistreerd, dan is dit over het algemeen toegestaan. Dit valt niet onder de AVG. Overigens valt dit wel onder de privacy wetgeving. Op basis hiervan zou je kunnen weigeren, alleen zit daar dan wel een consequentie aan dat je dan zeer waarschijnlijk de toegang tot het vliegtuig of kantoor wordt geweigerd.

Neem als lid voor specifieke vragen hierover altijd contact op met Nautilus, via: infonl@nautilusint.org
Voor alle ins en outs over persoonsgegevens en AVG verwijzen wij ook graag naar de site van autoriteitpersoonsgegevens.nl

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EXERCISE YOUR DEMOCRATIC RIGHTS

Next year will see elections for the Union’s leadership. If you have good ideas for the future of your Union and the maritime industry, now is the time to put them into action by standing for the Council.

Many members are concerned about the challenges ahead in our industry and have ideas for helping Nautilus International to meet those challenges. Members are therefore encouraged to stand for election to the Council, which is the Union’s governing body. The Council is also the Trustee of the Nautilus Welfare Fund, which is the registered charity administered by Nautilus International.

The Council is made up of serving members like yourself, each normally elected to serve a five-year term. Following Rule changes agreed in 2019 all positions elected in 2021 will be for two years. Twenty-three of the thirty-two places are for members of the UK branch, eight places are for members of the Netherlands branch, and one place is for members of the Swiss branch.

The table below shows the categories, number of seats and also those vacancies which are for election in 2021. The table also shows the split between NL, UK and CH.

Full paid-up members (including cadets) in categories for which there are vacancies (see box, left) are entitled to stand for election. First, check there is a vacancy in your category. Then fill in the top half of the Form A and get four other full paid-up members to add their name, address, membership number, signature and date of signing in the appropriate space, to reach head office by 1700hrs on Monday 23 November 2020.

If you can’t personally get the signatures of your supporters (they may be on different ships or working ashore) then fill in Form A yourself and send it to head office. Ask your supporters to fill in Form B and send it in separately. Both forms must reach head office by 1700hrs on Monday 23 November 2020.

### 2021 ELECTIONS

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>UK seats</th>
<th>NL seats</th>
<th>CH seats</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Navigators, inc. shipmasters</td>
<td>14</td>
<td>11</td>
<td>5</td>
</tr>
<tr>
<td>2. Engineers, including ETOs/Elec/RO</td>
<td>10</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>3. Ratings</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>4. Inland navigation</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>5. Other particular categories, including hotel services and shore-based members</td>
<td>4</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td><strong>32</strong></td>
<td><strong>23</strong></td>
<td><strong>11</strong></td>
</tr>
</tbody>
</table>

All positions are for a two-year period.
Back in time

50 years ago
The International Transport Workers’ Federation has agreed to consider concerns over two-watch arrangements after the MNAOA highlighted considerable variations between north European maritime countries with regards to the trading areas for classes of ships. General secretary Douglas Tennant, who presided at the ITF meeting, suggested there should be a three-watch system in operation in all ships of any tonnage which were at sea between ports for any period longer than say, 30 hours. It was accepted that the only realistic way to do something practical about conditions in the shortsea trades was by coordinated action through the ITF — The Telegraph, October 1970

25 years ago
NUMAST has voiced delight at a decision by Holland America Lines to employ British officers onboard a prestigious new cruise ship. In a move which could create up to 70 jobs for British officers, the company said it had decided to switch from its traditional Dutch manning because seafarer shortages in the Netherlands have ‘taxed our recruiting resources’. The UK officers will be deployed onboard the 55,000gt Veendam, which is the last of four new Statendam-class cruisships, due to enter into service next April. They will serve under a Dutch master and HAL says it does not intended to reduce its overall Dutch staffing levels — The Telegraph, October 1995

10 years ago
Nautilus has condemned ‘slanderous’ statements by a Stena Line director who described British seafarers as having ‘fat bellies and being covered with tattoos’. The statements came from the company’s North Sea director Pim de Lange as he reacted to the launch of the new ITF safe and fair ferries campaign by claiming it was impossible to find young and fit Dutch seafarers because they did not want to go to sea any more. And, he told a Dutch transport newspaper, it is also hard to find seafarers in the UK — ‘unless you want types with fat bellies and covered with tattoos’ — The Telegraph, October 2010

Telegraph prize crossword
By Mordo

Stuck at sea or bored at home? Now is the perfect time to tackle the Nautilus Telegraph’s famous cryptic crossword! And as well as getting the satisfaction of beating our fiendish crossword-setter Mordo, you could win one of the latest releases in maritime publishing. This month, the prize is a copy of The SS Terra Nova by Michael C. Tarver (reviewed on the books pages 42-43).

We are now able to accept entries by post once more, so if that is your preference, write to us at Nautilus head office in London. To enter by email, send your list of numbered cryptic crossword answers and your contact details to: telegraph@nautilusint.org.

The closing date this month is Friday 16 October 2020.

The opening date is Friday 16 October 2020

Quick clues
Across
7 Ancient Greek playwright (9)
8 Producer of bread (5)
9 Novel by Jane Austen (4)
10 Red-brown ceramic (10)
12 Athletic event (6, 4)
13 Very small (4)
14 Abstentious (7)
16 Town on the Avon (7)
19 Excessive supply (4)
21 Caribbean archipelago (10)
23 Member of staff on airplane (10)
24 Encase (4)
25 Nut of the oak tree (5)
26 In a particular order (9)

Down
1 Longest day of the year (6, 8)
2 Nickname for New York City (3, 5)
3 Smallest digit (6, 6)
4 Tight embrace (4, 3)
5 Gambol (6)
6, 22 Pieces of Earth’s crust (8, 6)
11 Confusing abundance of letters (8, 4)
15 See 1
17 Section of orchestra (8)
18 Prehistoric people (7)
20 Prevent (6)
22 See 6

Cryptic clues
Across
7 Vehicle that’s overweight will lean over and spin round (9)
8 Take a break in conversation, as it does when it rains (5)
9 French fine wine (4)
10 Exploring dark passages of half destroyed chapel put up by Louis XIV (10)
12 Nurtured wild adult civet (10)
13 Yes, beer’s found at university (4)
14 Dictated test on popular English cooking (7)
16 Make a suggestion for attitude (7)
19 Youngster has segment of tropical fruit (4)
21 Go in force to open business (10)
23 Angry soldiers catch me with pastries (10)
24 Kind of embrace given by furry animal (4)
25 Having organised credit, finish off drink (5)
26 Sailor discussed their activity using ropes to descend (9)

Down
1 Cross an essential viaduct to site of pleasure dome (6)
2 North Turtle Head Island seen in book of maps of legendary place (8)
3 What sailors travel is said to be seen in the first column (3, 5, 4)
4 Live by elegant hotel further down (7)
5 Mess around with cash, holding a thousand (6)
6 Folds last bit of butter into seafood (8)
11 Not enough turned out for the occasion? (12)
15 In advance of a loud attack, peacekeepers are fearless (8)
17 Curve a throw back after a knock-back (8)
18 Bishop interrupting Saint Andrew’s state of readiness (7)
20 Prevented official request for light (6)
22 Damages Surrey town when electrics cut-out (6)

Crossword answers and the name of last month’s winner are on page 58.
The Face of Nautilus

Garry Elliott, head of organising

Garry Elliott comes from a seafaring family. His grandfather was on the Arctic Convoys from Liverpool to Russia between 1940 and 1945, and his father served in the Royal Navy for 21 years. Garry was born at Faslane (Clyde) naval base in Scotland, and himself joined the Royal Navy as a weapons engineer aged 16.

However, most of his adult life has been devoted to the trade union movement, with 20 years working for the Communication Workers Union and another two decades with Nautilus International.

He joined Nautilus in 1999 as an industrial officer, working in the offshore and ferry sectors. As his career with the Union progressed he was promoted to national secretary, taking responsibility for recruitment and membership. This was at an interesting time when the Union was first seeking to grow membership in ‘greenfield’ sectors without a tradition of union membership among their workers – particularly the superyacht sector.

It wasn’t always plain sailing, but Garry felt he had the support of the Union management. ‘Both Brian Orrell and Mark Dickinson as general secretaries gave me the opportunity when others questioned the worth of using resources to go and develop an untouched maritime sector,’ he remembers. ‘And now, 15 years on, we have a strong presence in yachting and offer a world-leading Commercial Yacht Service Record Book administered for members on behalf of the Maritime and Coastguard Agency. I am very proud of everyone in our team who helped to make that happen.’

Garry’s next promotion was to senior national secretary, and he took on responsibility for the Organising department, which had merged recruitment, membership, industrial servicing, and training into one. ‘And now, as head of organising, I also take responsibility for Union governance,’ he says, ‘which I find interesting, and I am exploring the opportunities that lie ahead as we look to bring more young members into the decision-making bodies of the Union.’

He continues: ‘My current role makes me responsible for the Union’s organising activity in the UK, Netherlands and Switzerland. We aim to grow the Union through recruitment both in traditional areas and within the yacht sector, windfarms and the fisheries, whilst ensuring we maintain our high levels of industrial service to members.’

This industrial service has had to rise to some particular challenges this year related to the Covid-19 pandemic. ‘Members have faced issues with repatriation, tour lengths and amendments to terms and conditions of employment, and in some cases redundancies. The Organising team has worked vigorously to resist job losses, whether on the basis of voluntary or compulsory redundancy, whilst also engaging with employers to ensure they do not go into administration.’

However, the pandemic has provided the Union with membership growth, he notes, ‘as existing and new members have seen the worth of having a professional body look after their interests at such a trying time.’

It’s an unexpected silver lining that has given Garry hope for the future of the Union and the Nautilus Federation. ‘We have strength in numbers and some great young people coming through in the Union staff and membership who will pick up the baton and take our work forward in all sectors.’

Meanwhile, Garry will continue to lead the way from his base at the Union’s Wallasey office in Merseyside, keeping fit for the challenges ahead with some pretty serious competitive sport. ‘I played semi-professional football for Ashford, Folkestone, Canterbury and Dover in my earlier years, and now still play 40 years later for Warrington Town vets in the mid-Cheshire league.’

GARRY ELLIOTT SERVED IN THE ROYAL NAVY BEFORE EMBARKING ON FOUR DECADES OF TRADE UNION WORK

HE PLAYED SEMI-PROFESSIONAL FOOTBALL, COMPETING (‘UNSUCCESSFULLY!’) FOR ASHFORD AGAINST WATFORD AND FULHAM IN THE FA CUP

HIS MENAGERIE OF PETS INCLUDES TWO DOGS, A CAT, A RABBIT, INDOOR AND OUTSIDE FISH, FOUR HOUSE RATS, A BEARDED DRAGON, ‘AND DON’T FORGET THE THREE KIDS’
Contact Nautilus International

Nautilus International welcomes contact from members at any time. Please send a message to one of our addresses around the world (details below) or use the Nautilus 24/7 service in an emergency.

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UK Branch Conference
24 November 2020
14:00-16:00 Online meeting
Register to attend at www.surveymonkey.co.uk/r/UKBC_C2C
and you will be sent joining details.

In the light of ongoing pandemic restrictions, it has been decided that the Nautilus UK Branch Conference will be held online. The conference is open to all full members of Nautilus based in the UK.

The meeting will receive the UK Branch Conference report, and attendees will debate and vote on any motions submitted before the deadline 17:00hrs on Friday 23 October. Members wishing to move motions at the meeting must submit them in writing, signed by at least four full members whose contributions have been paid up, to reach head office by no later than 17:00hrs on Friday 23 October.

To download the motion proposal form, log into the My Nautilus section of the Union website www.nautilusint.org.

Sea to City Symposium Postponed to 2021
The Nautilus Sea to City Symposium has been postponed to 2021 in the hope that it can take place in a ‘real world’ setting. It will now take place on Monday 28 September 2020.

The symposium will be open to all full members of Nautilus based in the UK.

College contacts

Induction visits
College visits by the Nautilus recruitment team are being evaluated in light of the ongoing Covid-19 pandemic. For further information, email cadets@nautilusint.org or call Martyn Gray on +44 (0)151 639 8454.

Next Nautilus Plus online job advice webinar: 19 October 2020
The second of this year’s Nautilus Plus free job webinars will take place on 19 October 2020 at 19.30 GMT (20.30 BST). The webinar will be delivered by the CV & Interview Advisors – and will include some special Nautilus Plus discounts on their services.

To register for the session, go to: bit.ly/job_webinar

Pensions

MNOPF member forums provide a focal point for members to discuss and ask questions about the cross-industry maritime pension schemes.

The programme of MNOPF member forums in 2020 has been disrupted by measures being taken to limit the spread of Covid-19 coronavirus. To find out if any forum meetings are going ahead, see www.mnopf.co.uk under ‘myMNOPFPension/member forums’ or from the home page under ‘Events’. Alternatively, call +44 (0)20 3150 0850.

Follow us on Twitter, Facebook, LinkedIn – and now Instagram!

Our active social media channels are a great way to interact with the Union and get up-to-the-minute news.

In addition to our established accounts on Twitter, Facebook and LinkedIn, this month we also launched our new Instagram. It showcases the work of seafarers through the use of stunning images and if you have an interest in photography, we are keen to share your work so please give us a follow!

Instagram: @nautilusint
Twitter: @nautilusint
www.facebook.com/nautilusint
www.linkedin.com/company/nautilusint

Crossword answers
– from our brain teasers on page 45

QUICK CROSSWORD
Across:
1. SUBJECTIVE; 9. HELLFIRE; 10. PANICS; 12. BASEMENTS;
13. Estimare; 15. 11. SAMUEL PEPII; 17. ASTHMA; 19. SNOWDROP;
21. FRUGALITY; 23. TROLL; 25. MERLIN;
26. APERTURE; 27. 7. SLAM DUNK; 28. ALL THE SAME.

Down:
1. USELESS; 3. JELLYFISH; 4. CHIC; 5. ITERATE; 6. EXPRESSION;
7. DANCE; 8. NEEDLE; 11. CASABLAN; 16. MODERATES;
18. SURREAL; 19. SET SAIL; 20. OIL DRUM; 22. GOLEM;
24. MESH.

CRYPTIC CROSSWORD
Congratulations to cryptic crossword competition winner Sean Budge, who was first out of the hat correct entries to last month’s competition. Here are the answers to the September 2020 cryptic crossword:

Across:
1. SUBJECTIVE; 9. HELLYFIRE;
10. PANICS; 12. BASEMENTS;
13. ESTIMATE; 15. 11. SAMUEL PEPII;
17. ASTHMA; 19. SNOWDROP;
21. FRUGALITY; 23. TROLL; 25. MERLIN;
26. APERTURE; 27. 7. SLAM DUNK;
28. ALL THE SAME.

Down:
1. USELESS; 3. JELLYFISH; 4. CHIC; 5. ITERATE; 6. EXPRESSION;
7. DANCE; 8. NEEDLE; 11. CASABLAN; 16. MODERATES;
18. SURREAL; 19. SET SAIL; 20. OIL DRUM; 22. GOLEM;
24. MESH.
This book is a guide to best practice for parallel indexing in restricted waters. It highlights the most common errors and limitations that affect parallel indexing which have been observed by pilots of the Corporation of the Lower St Lawrence Pilots (CLSLP) during their assignments.

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We live in an age of self-promotion and personal branding forms the bedrock of how you present yourself through your CV, LinkedIn profile, cover letter and other channels. With 92% of shortlisting decisions based upon the contents of CVs and 85% of shortlisted candidates checked out on LinkedIn, having a well-written CV and LinkedIn profile is critical.

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